

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | JUNE 2023

MACNY AWARDED 2023 WORKFORCE INNOVATION AWARD BY THE BUSINESS COUNCIL OF NEW YORK STATE



The Business Council of New York State recognized the three award winners of the second annual New York State Workforce Innovation Awards in May. The awards recognize outstanding workforce development training and education providers, as well as business leaders, focused on developing a strong and diverse talent pipeline.

MACNY was selected as the non-profit award winner and recognized during a luncheon at the University at Albany's ETEC Building. Also honored were CAHill Tech (higher education category) and New York Power Authority (business category). The awards are custom designed by the Welding and Metal Fabrication program at Capital Region BOCES. The event is sponsored this year by National Grid and BBL Companies.

In April, the top training and education applicants in each category were designated as "finalists" for the purpose of selecting a winner through voting on social media and The Business Council's website. The combined online voting campaign was launched on Monday, April 3, and concluded on Monday, April 17, 2023. Voting was featured across multiple social media platforms including Twitter, Instagram, Facebook, and LinkedIn. The campaign had over 20,000 social media

impressions, including 675 shares, and over 600 likes of the finalists' videos created for social media promotion. There were also approximately 1,300 online votes through The Business Council's website.

The Business Workforce Leadership Award was selected by The Business Council and was not part of the public voting process.

MACNY President and CEO, Randy Wolken, stated, "We are delighted to have been selected as the 2023 New York State Workforce Innovation Award recipient. It is an honor to be recognized as a leader and innovator in the development of workforce solutions. In partnership with The Manufacturers Alliance of New York, BMNA (Buffalo), RTMA (Rochester), CEG (Albany), Ignite LI (Long Island), MAST (Southern Tier), COI (Hudson Valley), and Brooklyn Chamber of Commerce (NYC), we are proud of the progress we have made in developing a strong and diverse talent pipeline through the expansion of Registered Apprenticeship programs across New York State. Through our Manufacturers Intermediary Apprenticeship Program (MIAP), it is our mission to continue to support equitable access to Registered Apprenticeship for all individuals and assist companies in the recruitment, upskilling, and retention of new workers."

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

NY MANUFACTURING IS WORLD CLASS



I am often asked to assess the manufacturing climate in the Upstate region and New York State as a whole. For too many years, I was forced to give a nuanced answer because of the challenges and opportunities manufacturers face here. Now, I can say without question that manufacturing is poised for significant expansion in New York State. This expansion will lead to dramatic growth in United States manufacturing as well.

What is different now? The pandemic and the recovery have changed our view of the manufacturing world. Our nation now knows we must make critical products here in the United States. Extended supply chains and their disruptions during the COVID-19 pandemic have taught us that our national and economic security is tied to our ability to design and make essential products stateside. During any international crisis, we cannot rely on the rest of the world for what we need produced. That includes medical supplies as simple as masks. It also includes semiconductor chips and the essential products that they are required for. Extended supply chains in countries like China threaten our ability to respond to a health or national security crisis. Because of this, we must reassert the United States as the world's greatest manufacturing nation.

Collectively, our nation knows we need to regain our strategic manufacturing ability. For instance, our Federal Government agreed to massive investment in semiconductor production capacity to build essential computer chips right here in the United States. It will help fund new chip fabs, greatly enhancing our ability to make the vital products that drive our national and economic security. We will no longer be held hostage by semiconductor chips made in Southeast Asia, which has become volatile. New York State is poised to be the home of semiconductor production and advanced manufacturing facilities in general. These types of high-tech, advanced manufacturing facilities fit right into our sweet spot. Micron's recent commitment to building four chip fabs at an estimated cost of over \$100 billion is just one example of our bright future ahead. As a state, New York makes sophisticated manufactured products and their critical

raw materials such as steel, copper, and aluminum. New York State's supply chain capabilities are second to none in the United States.

Even more critical, our workforce is among the most educated due to an extensive and outstanding elementary through graduate school education system. We also have significant technical schools and apprenticeship systems in place. As a result, we can meet the substantially increased need for a technical and highly educated workforce — this is essential to grow existing and attract future manufacturing facilities. The world of manufacturing is fast approaching its desired industry 4.0 technical capabilities. All future manufacturers will use the latest in robotics, artificial intelligence (A.I.), virtual and augmented reality, and automation to produce every product. This type of manufacturing requires what we have here in New York State. We have the people, the know-how, and an unmatched commitment to manufacturing excellence.

Over the years, I have supported efforts in attracting sophisticated manufacturing operations to New York State. We discuss with them the attractiveness of Upstate New York for manufacturing growth. During this time, I see how we stack up against other manufacturing regions in the country. We stand out when you compare what we have to the different areas of the United States. Upstate New York has abundant water, a readily available energy supply, is becoming increasingly greener, and has attractive manufacturing locations available. Also, as just described, we have a ready and expanding workforce that is highly educated. We know how to make sophisticated products and already have key supply chain manufacturers. State and local governments are our partners in securing what is needed to expand and locate manufacturing facilities here. Overall, it is impressive to see how far we have come. We are ready, as a state, to once again assume our leading role in global manufacturing.

New York is once again the premier destination for the growing number of manufacturers who want to make the United States their home. I am grateful to be a part of the ecosystem that supports manufacturing excellence throughout New York State. MACNY is committed to being your partner as you grow. We also will assist you as thrive in today's 21st-century manufacturing landscape. It's an exciting time for manufacturing in Central Upstate and New York State!

GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

2023-24 BUDGET UPDATE



“Things may come to those who wait, but only the things left by those who hustle,” is a famous Abraham Lincoln quote that came to mind as the budget bills were being passed last month.

It came to mind because we had to ‘wait’ a month past the start of the state fiscal year for the final budget, and MACNY had to ‘hustle’ on behalf of manufacturers as the budget was being finalized.

Overall, the 2023-24 New York State Budget is good manufacturing with some definite ‘wins’. This is especially true in the critical areas of investing in workforce development and advancing energy policy that supports continued growth of manufacturing.

Once again, the New York Senate Majority successfully secured inclusion of \$1.75M in full funding for the Manufacturers Intermediary Apprenticeship Program (MIAP) in the final budget. We owe a hearty thank-you to the 42-member Senate Majority, along with members of MACNY and Manufacturers Alliance of New York State, who participated in Manufacturing Advocacy Day in March and/or contacted Senators leading up to passage of the budget. As you may know, this proven and increasingly popular ‘earn and learn’ Registered Apprenticeship program served over 300 individuals in manufacturing last year. It’s poised to serve more MACNY and statewide Alliance members, including Brooklyn, in the coming year thanks to this show of funding support.

It took many voices and perspectives during budget negotiations to find agreement on several high-profile energy initiatives including the new requirements for building construction. You might recall that the Executive’s Budget proposed on February 1st offered all-electric language. The Governor’s all-electric phase-in requirements were extensively discussed by a wide-range of diverse interests during the budget cycle, including home builders, health care systems, energy generators and distributors, and manufacturers. Importantly, policy makers opted to include

an exemption for manufacturing facilities, understanding the high intensity energy required for many manufacturers. Thank-you to the those who shared the unique, and often complicated, nature of certain manufacturing processes with government leaders as they sought to balance forward-leaning energy policy with promoting economic growth and employment opportunities.

Again, The New York State Assembly Majority included the tax parity for all manufacturers language in its one-house budget passed in March and advocated mightily, yet unsuccessfully, for inclusion in the final budget in May. This too was a priority issue at Manufacturing Advocacy Day in March and thank-you to those who spoke in support of parity with ‘C’ Corp and ‘S’ Corp manufacturers and uniform tax policy to promote economic growth and employment opportunity. You should be aware that MACNY is exploring all paths forward with state leaders and policymakers to further advance this legislation next session. This legislation continues to spark productive discussions about the ever-strong and ever-growing presence of manufacturing in New York State and ensuring ongoing support through infrastructure and workforce development and tax policy.

Please be assured that MACNY will continue to advocate for the state of manufacturing as the 2023 State Legislative wraps up in mid-June and will continue to ‘unpack’ issues in (and not included in) the recently enacted State Budget over the summer and fall months.

“THINGS MAY COME TO THOSE WHO WAIT, BUT ONLY THE THINGS LEFT BY THOSE WHO HUSTLE.”



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On May 11, at the SRC Arena & Events Center, MACNY hosted over 400 hundred guests to celebrate members and the outstanding products and exceptional services they provide. It was a night to remember and we thank all of our members for making the event truly special. We would also like to extend our sincere gratitude to the companies who sponsored this year's celebration. Without your support, this event would not have been possible.

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LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

SO CRITICAL AND YET, SO OVERLOOKED



People spend tens of thousands, if not hundreds of thousands, on an education and then wonder why they aren't achieving their desired success. Many of us go from job to job or relationship to relationship, trying to find the right fit, and never seem to find the place where we feel at home. What if the problem isn't the job situation, environment, or other person? What if we are the problem? From my experience, I have learned that more often than not, I am the problem. Quite frankly, that's good news. It's good news because I can do something about myself. I can work on changing and growing myself, but I can only hope others might change.

If you've been following my growth journey for the last seven or more years now, you may know that one area of significant growth in my life has been my emotional intelligence. In the past, I managed things pretty well in my work environment and somewhat well in my home environment, but as a leader in my faith community, I really struggled with EQ. Far too often, I allowed my passion for a subject to interfere with my effectiveness. For the last six years, I have seen my EQ scores rise, my effectiveness in conversations grow, and the acceptance of my ideas increase.

Additionally, there's an excellent business case for EQ. According to TalentSmart, 90% of all top performers have high EQ scores. A full 60% of job performance is affected by EQ, and as we add additional generations into our organizations, this will only become more critical. EQ allows us to really connect with people and understand their hopes, dreams, and beliefs. Please remember, people don't leave companies, they leave bosses. So what is EQ? Emotional Intelligence is made up of four specific areas:

1. Self Awareness: This is our ability to recognize what is happening to us in the moment. What emotions are starting to surface, what buttons are getting pushed, etc. When our brain perceives a threat, cortisol is released into our body, and we feel the need to go to war. People with high self-awareness sense what is happening and break the reaction cycle.

2. Self Management: Knowing what is happening is only part of the solution. People whose EQ is high in self-management sense what is happening and engage in healthy self-talk, resulting in actions that improve the situation. They can de-escalate the situation and move to resolution more quickly.

3. Social Awareness: Once we learn what is happening to us and how to manage our reactions, we must learn how to read the room. High EQ skills in social awareness help us notice when people move from dialogue to silence, or an aggressive stance known as violence. When we notice what is happening, we can adjust our approach and restore safety back to the conversation, allowing others to open back up.

4. Relationship Management: Leadership is all about relationships. People don't care how much you know until they know how much you care. Every relationship we have has three components; our needs, their needs, and what is required of us. When we can help others achieve what they need, they will help us achieve what we need. People with high EQ in relationship management engage better with people, build healthy relationships, and work to help everyone reach their full potential.

EQ isn't magic. Our IQ and our giftedness are fixed, we're born with them. The good news is that EQ can be learned, and we can dramatically improve and grow by practicing a few key skills. Over time new neuro pathways are developed, and our emotional responses change for the better. Don't be afraid of EQ. Lean in, your life will change for the better!



Learn more about increasing your EQ in our next training on June 13.

Mastering Emotional Intelligence Level 1

Simply scan the QR code.

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

TIME IS NOT ON OUR SIDE



If you have been watching anything on Nova, PBS, 60 Minutes, or any other channel that keeps us apprised of new revelations and discoveries, you can't help but notice the scientific community is focused on battling global warming. When I think about the technologies, my mind categorizes the research into two camps; Those that are looking forward, strategizing how to reduce the emission of greenhouse gas, and those that deal with how to reduce the damage already done. Then, a potential third category that does both!

According to World Economic Forum, the biggest contributing industries are:

- Energy (electricity, heat, and transport): 73.2%
- Agriculture, forestry and land use: 18.4%
- Direct industrial processes: 5.2%
- Waste: 3.2%

World Data reports that food production is responsible for 26% of the world's greenhouse gases (GHG). The question is, how do we reduce GHG emissions from the industrial sector?

One solution is to produce less, as I know most companies are aware that something must be done. "There are many ways to reduce greenhouse gas emissions from the industrial sector, including energy efficiency, fuel switching, combined heat and power, use of renewable energy, and the more efficient use and recycling of materials."¹

So, the question remains, what do we do about the emissions already lurking around? These techniques fall under 'clean up what we have created.' It's not quite a panacea (a solution or remedy), but 'directionally correct' as my co-worker used to say!

Sequestration is a method pushing its way to the forefront. Carbon Sequestration is the processing of capturing produced carbon dioxide and storing it in some safe way, so it does not impact the atmosphere.² Some of it occurs naturally in forests, oceans, soil, through photosynthesis. To be clear, carbon itself is required for life. It is graphite and diamonds. When combined

with oxygen, it forms carbon dioxide gas. Sequestration "is a geoengineering process where CO₂ is separated from other gases contained in industrial emissions and then CO₂ is injected deep into underground rock formations". Industrials do reduce emissions using scrubbers, but it is only the tip of the iceberg.

I was fascinated by a story on PBS about researchers in Iceland who have figured out how to speed up the naturally occurring process by which nature creates chains of carbon, (mineralization) that typically take years. In as few as 4 years, the carbon becomes stone, never to function as heat-trapping atmospheric gas again. The Icelanders have built a unit (ORCA) that pulls in natural air, runs it through special filters to separate the CO₂, liquifies the CO₂ into storage tanks, and then pumps it a mile into the earth where it reacts with basalt rocks. Of course, this method of cleaning the air is still in its early stage of research and development, and it is expensive.

There is also the fear that if people are convinced this method works, 'then why do we need to change what we do?' There is so much air that needs to be cleaned already and we have not stopped producing GHG. However, if we don't reduce production of GHG, the ORCAs of the world will not keep up or overcome the damage.

Another thing I did not know, CO₂ is used to harvest oil. As long as we have a need for oil, we'll need CO₂. CO₂ is pumped into the wells to improve the production of the well. 60 Minutes featured a story that aired on April 10th on Occidental Petroleum's direct air capture plant (like Iceland). CEO, Viki Hollub, stated that when complete, this plant will remove the emission equivalent to what 200,000 cars produce. She went on to say that the CO₂ used to amp up the oil volume is greater than what the oil they harvest will produce. Technically, it will operate at least carbon neutral.

While we are gaining on the technology, the one thing we do not have enough of is time. Only time will tell if we can ride this out until our solutions become effective. We owe it to future generations.

¹ <https://www.c2es.org/content/regulating-industrial-sector-carbon-emissions/>

² <https://www.conserve-energy-future.com/carbon-sequestration.php>

<https://www.cbsnews.com/video/carbon-capture-climate-change-impact-60-minutes-video-2023-04-30/>

PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

EMPLOYERS AND STUDENTS CONNECT AT LOCAL CAREER FAIR



Many high school students do not have the chance to meet with numerous employers before graduating or learn about career pathways. However, the combination of local employers' needs for skilled workers and the Syracuse City School District's (SCSD) hundreds of career and technical education students creates a unique opportunity to come together. Partners for Education & Business, Inc., Onondaga Community College (OCC), and SCSD collaborated to host the second annual Career Fair at OCC on March 30th. This gave SCSD 11th and 12th graders and students pursuing an Associate's Degree one place to meet with representatives from 75 organizations. Whether it was job shadowing, internships, apprenticeships, part-time or full-time jobs, students explored what fit their interests and goals.

Employers represented a wide array of sectors: healthcare, media, advanced manufacturing, public service, environmental services, technology, cosmetology and more! Some of the Fowler students in the P-TECH (Pathways in Technology Early College High School) programs noted how they were able to get a head start on their summer plans:

- "It was a very engaging and worthwhile experience. I have already gotten internship offers and opportunities from multiple companies. I'm excited to see where this leads me in the future."
- Adam Robinson (Remotely Piloted Aircraft Systems Senior/ FAA Certified Remote Pilot)
- "I had a chance to meet with a lot of the companies who were there! I was surprised when I got an email from one of the companies who were impressed by my resume and offered me a paid internship for the summer."
- Jimmy Mackall Jr. (RPAS Senior)



This was also a fulfilling experience for the teachers as well. The Computer Information Systems P-TECH instructor, Theresa Voltz, shared, "What a thrilling opportunity for students to practice their professionalism skills in a non-threatening environment!"

"From an employer standpoint, it is awesome to see 70+ companies invested in hiring local talent and their commitment to our SCSD students. The energy inside the SRC Arena was so awesome because it was filled with excitement and passion of students that are ready and willing to enter the workforce immediately and within the next few years. The opportunities are quite literally endless and it is unlike anything I had in high school!" said Michaela Pullano, Talent Acquisition Specialist at C&S Companies.

Joanne Arany, Human Resource Specialist at Hutchings Psychiatric Center, also shared, "It is exciting to think that we might have encouraged some [students] to think more broadly, productively and positively about their career futures."

We are grateful to OCC and our industry partners for their support. An event of this scale would not be possible without them. We look forward to hearing about the various connections that students and employers make in the coming months as a result of the Career Fair.

If your company is interested in connecting with students, contact us at pebteam@macny.org.

Partners for Education & Business (PEB) is an affiliate of MACNY. We collaborate with schools, industry partners, and community members to create career pathways by coordinating career exploration and preparation programming in the Central New York area.

WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist
Samantha Wessing, Workforce Development Specialist

APPRENTICESHIP EXPANSION IN THE MOHAWK VALLEY



Indium Corporation's Registered Apprenticeship Program comprises one of MACNY's largest cohorts. Out of 20 active apprentices, we plan to graduate 10 of them to Journey Worker status by the end of this year.

Partnerships established from the beginning are the reason this program is successful. Indium and MACNY had been in conversation for months about the prospect of launching a Registered Apprenticeship program. Management proceeded with intentionality; they brought in MACNY as its Registered Apprenticeship sponsor, availed themselves of support from NIIT (National Institute for Innovation and Technology) for expanding apprenticeship in the semi-conductor industry, and worked with Mohawk Valley Community College (MVCC) to design curriculums for their chosen trades. With a starting cohort of 12 apprentices, Indium launched the Industrial Manufacturing Technician (IMT) program at two of its Mohawk Valley locations in the Spring of 2022.

With MACNY in close relationship with program managers and apprentices, compliance to NYS Department of Labor standards is maintained throughout the length of the apprentices' tenure in the 16-month apprenticeship. With Indium overseeing the on-the-job training aspect of the program, MVCC utilized NYCAN funding to develop the related instruction curriculum and "has been an absolutely essential partner in the design, start-up, and execution of our registered apprenticeship program," states an Indium representative. "From selecting trades to developing curriculum that fulfills the required-technical-instruction (RTI) requirements, the collaboration we have is holistic. To overcome potential transportation barriers, MVCC professors hold classes during Indium Corporation business hours at our on-site

corporate training center." The college credits gained from these courses may not have been available to the apprentices without NYCAN funding.

With graduations in sight, Indium hopes to add more specialized trades, possibly an Electro-Mechanical Technician (EMT) trade for Journey Workers who wish to progress in their quest for subject matter expert designation. In this way, Registered Apprenticeship offers 'stackable credentials', as the experience and credits gained as an IMT will factor into the requirements for the EMT trade, reducing the time spent in on-the-job training. The classes taken as an IMT support the classes needed to become an EMT; they count too. "MVCC's encouragement," Indium posits, "assistance designing stackable credentials, unique ability to forge future pathways, and access to numerous educational resources throughout the program, fuel an apprentice's success, and inspire the apprentice to expand their careers further, again and again. Successful partnerships like this are how bigger and stronger workforces are created. We are lucky to have a partner in MVCC and to be part of a community that is so invested in creating tomorrow's workforce, today."

The efforts of all three partners, Indium, MVCC, and MACNY, ensure the continued growth and success of this program. A customized training program is an investment in the future of a company like Indium. It all ensures that they are receiving appropriate training that not only counts towards their trade but is tailored to Indium's needs for specific trade theory and knowledge. This program has already expanded to two more of Indium's worksites. The future entails the addition of more specialized trades and a better trained workforce.

MEET THE MACNY TEAM



President & CEO
RANDY WOLKEN
Ext 15



Senior Vice President &
Chief Operations Officer
MIKE FRAME | Ext 59



Chief Member
Engagement Officer
CINDY NAVE | Ext 11



Chief Leadership Officer
DAVID FREUND
Ext 20



Chief Financial Officer
MARY ROWLAND
Ext 21



Chief Digital Officer
MARISA NORCROSS
Ext 60



Director of Energy &
Corporate Services
CINDY OEHMIGEN
Ext 14



Director of Government
Relations
MATT GEITNER
Ext 13



Member Engagement
Manager
JUSTYNA VALENCIA
Ext 54



Training Coordinator
KELLY HYLAND
Ext 51



Accounting & Benefits
Manager
PATTY CLARK
Ext 10



Marketing &
Communications Manager
MARISSA BECK
Ext 53



Marketing &
Communications Manager
DEB TILTON
Ext 19



Senior
Accountant
CARRIE ARENS
Ext 52



Finance & Contracts
Administration Specialist
AMANDA RICE
Ext 57



Director of Apprenticeship
& Workforce Development
AMY STAGE
Ext 58



Manager of Apprenticeship
& Workforce Development
COLLEEN BLAGG
Ext 61



Senior Workforce
Development Specialist
EILEEN DONOVAN
Ext 22



Workforce Development
Specialist
SAMANTHA WESSING
Ext 18



Workforce Development
Specialist
YAWA ZEWOU
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Workforce Development
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and Veteran Services*
PATRICK LANGAN | Ext 56



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EMILY LANGAN
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Workforce Development
Specialist, PEB
AMY STEWART
Ext 26



Workforce Development
Assistant
MURJAN ABDI
Ext 62

MACNY TEAM NEWS

MACNY HIRES NEW SENIOR ACCOUNTANT, CARRIE ARENS



CARRIE ARENS

The Manufacturers Association, is pleased to welcome Carrie Arens to the team as the Senior Accountant. In this role, Carrie will ensure fiscal compliance with regulations of state and federal funding sources, assist in managing state and federal funding sources, and coordinate with the preparation and analysis of accounting records.

Previously, Carrie served as the Controller for St. Luke's Health Services in Oswego. Prior to that, Carrie gained extensive experience in the field of finance in her seven years at Oswego County Opportunities. Her background in Grant Financial Management will be an essential asset to her role and responsibilities supporting the MACNY team. Carrie is a graduate of St. John Fisher College, with a BS in Accounting.

MACNY's President and CEO, Randy Wolken, states, "We are so excited to welcome Carrie to MACNY. Carrie's solid



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knowledge in grant financial matters and strong professional experience makes her an invaluable addition to MACNY's growing team. Carrie is incredibly talented, and her role will be critical in the continued success and growth of MACNY's initiatives."

Carrie is excited to get to know MACNY's member companies. If you would like to connect with her, please email her directly at carens@macny.org.

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JUNE TRAINING AND EVENTS



ASCEND TO SERVANT LEADERSHIP

June 1 | 8 AM – 3 PM

WORKERS' COMPENSATION UPDATE WEBINAR

June 1 | 8:30 AM - 9:30 AM

FUNDING OPPORTUNITIES TO TRAIN YOUR WORKFORCE WEBINAR

June 1 | 10:00 AM - 10:45 AM

EFFECTIVE BUSINESS WRITING

June 2 | 9 AM – 5 PM

SUPPLY CHAIN MANAGEMENT WORKSHOP

June 5 & 7 | 9 AM – 12 PM

LEADERSHIP WEBINAR: PARADOXES IN LEADERSHIP

June 6 | 9 AM – 10 AM

MAXIMIZE YOUR MEMBERSHIP

June 8 | 9 AM – 10 AM

LEAN SIX SIGMA GREEN BELT (LSSGB)

Classes start June 13 | 8 AM – 11 AM

MASTERING EMOTIONAL INTELLIGENCE LEVEL 1

June 13 | 9 AM – 4 PM

MAXIMIZE YOUR MEMBERSHIP

June 13 | 9 AM – 10 AM

TOUR OF JADAK, A NOVANTA COMPANY

June 13 | 9 AM – 10 AM

MICROSOFT OUTLOOK FOR OFFICE 365 - PART 1

June 14 | 9 AM – 5 PM

LEAN MANUFACTURING OVERVIEW

June 15 | 8 AM – 4:30 PM

ZOOM MEETINGS 101

June 16 | 9 AM – 12:30 PM

THE 6 TYPES OF WORKING GENIUS WORKSHOP

June 20 | 8:30 AM – 12:30 PM

SAFETY COUNCIL TOUR OF COVANTA ONONDAGA

June 21 | 2 PM – 5:30 PM

SUPPLY CHAIN MANAGEMENT CERTIFICATION PREP COURSE

Classes start June 26 | 9 AM – 12 PM

To register for training or an event, visit macny.org/events or scan the QR code.

REGISTER FOR AN EVENT OR TRAINING