

# MANUFACTURING MATTERS NEWSLETTER



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

## MACNY'S ANNUAL LEGISLATIVE BREAKFAST FEATURES ENERGY AND WORKFORCE PANELS

In October, MACNY's Annual Legislative Breakfast was attended by 42 MACNY member companies from six counties, representing the full gamut of manufacturing, joined with a combination of 14 elected officials and staff members from across 16 counties representing county, state and federal government.

MACNY President & CEO and CNY Regional Economic Development Council Co-Chair, Randy Wolken, introduced Onondaga County Executive Ryan McMahon who provided an overview of the competitive selection process of siting Micron Technology in Clay. McMahon also highlighted an update of county, regional, and state planning efforts to augment workforce and infrastructure demands for Micron's historic \$100B private investment in our community.



MACNY's Director of Government Relations, Matt Geitner, outlined MACNY's legislative priorities of tax parity through eliminating the state tax on manufacturers filing as S corporations, workforce development through continued funding of the Manufacturers Intermediary Apprenticeship Program (MIAP), and ensuring that energy remains available, affordable, and reliable for manufacturing in NYS.

Attending elected officials included: Jeff Gallahan, 131st Assembly District; Pam Hunter, 128th Assembly District; John Lemondes, 126th Assembly District; John



Mannion, 50th Senate District; Al Stirpe, 127th Assembly District; and, Mark Walczyk, 49th Senate District.

Elected officials represented by staff included: Will Barclay, 120th Assembly District; Marianne Buttenschon, 119th Assembly District; Tom DiNapoli, NYS Comptroller; Bill Magnarelli, 129th Assembly District; Rachel May, 48th Senate District; Chuck Schumer, U.S. Senate Majority Leader; and Brandon Williams, NY 22nd Congressional District.

MACNY is a leading voice in ensuring manufacturers are not subject to overly burdensome regulations resulting from the Climate Leadership and Community Protection Act (CLCPA) specifically New York Cap-and-Invest (NYCI). A panel of MACNY members addressed the pending regulation and critical importance of energy for manufacturing. Panelists included: Ross Berntson, President, Indium Corporation;



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# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

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## BURNOUT IS A REAL WORKFORCE CHALLENGE



I'm willing to guess that you've experienced feelings of burnout recently, or at least at some point in your life. Have you experienced any of the following symptoms<sup>1</sup>?

- Tired from the moment you wake up in the morning.
- Staring at your computer without accomplishing anything.
- Leaving your workspace to find a whole other set of taxing jobs to do in the rest of your home—and life.
- Being impatient, withdrawn, or irritable with workmates and the ones you care about most.

If you have had these symptoms, chances are that you've suffered from (or are currently suffering from) some level of burnout.

Burnout isn't just buzzworthy—it's a very real experience that greatly impacts a person's well-being. An article by McKinsey typified burnout with four core symptoms<sup>2</sup>: exhaustion, mental distancing, cognitive impairment, and emotional impairment. And it doesn't stop there. Burnout can also lead to anxiety, depression, and other severe mental health conditions.

Burnout and its symptoms have become widespread. Between February and April 2022, McKinsey surveyed nearly 15,000 employees and 1,000 HR decision-makers in 15 countries. The survey found that one in four employees surveyed across various demographics and worldwide reported experiencing burnout symptoms<sup>3</sup>.

Burnout isn't brought on by a single experience, but rather a persistent imbalance of demands (both at work and in life) and available resources<sup>4</sup>. It's like the old adage, "So much to do, so little time," but with more serious consequences. According to McKinsey<sup>5</sup>, "And 'too many things' doesn't have to mean a thousand: if the one thing you're trying to do isn't getting done, for whatever reason, that can easily cause the alienating feelings associated with burnout. And these feelings are quite different from simply feeling a bit tired or looking forward to a break."

So, what is causing this state of affairs and what can we do about it? McKinsey also offers important insights. Its survey respondents provided both positive and negative workplace outcomes. The most significant influencing factor of negative outcomes (by far) was toxic workplace behavior<sup>6</sup>.

Ridding a workplace of toxic behavior isn't a simple job; it requires leaders to flag toxic behavior, call out repeat offenders (letting them know it's time to change or leave), and garners the need for increased awareness of how behaviors are impacting team members. This is a daunting, yet incredibly necessary task. As a leader, you can start by looking at your own behaviors and assessing what is tolerable within your teams and organizations.

Simultaneously, it's important to cultivate a safe and supportive environment within your organization. According to McKinsey's research, "Effective leaders know they can enhance psychological safety by displaying vulnerability and compassion. These behaviors fuel more compassionate teams, whereas displaying toxic behavior fuels more toxic groups."<sup>7</sup>

When individuals are not equipped to respond well under pressure, they may unintentionally contribute to workplace toxicity. It's important for leaders to remember that regardless of intent, the toxic behavior will infect their organization faster than positive behavior<sup>8</sup>. McKinsey shares that, "Role modeling from adaptable, self-regulating, and compassionate leaders may help."<sup>9</sup>

This is an eye-opening phenomenon that is negatively impacting organizations worldwide. The good news is leaders can influence positive change within the bounds of their organizations if they're willing to address their behaviors and the behaviors of others.

1,2,4,5 <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-burnout>  
3,6,7,8,9 <https://www.mckinsey.com/mhi/our-insights/addressing-employee-burnout-are-you-solving-the-right-problem>

# FINANCIAL PERFORMANCE

Kaitlyn L. Mariano, CPA, Dannible & McKee, LLP

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## HARMFUL TAX CREDITS YOU MAY HAVE OVERLOOKED



To properly plan for your manufacturing business, it's important not to overlook the following three items that could be costly if ignored before the tax bill arrives.

### 1) Limitations on Deductible Net Operating Losses

The Tax Cuts and Jobs Act (TCJA) of 2017 imposed several restrictions on taxpayers, including a provision that limited net operating loss (NOL) deductions to 80% of taxable income for tax years after December 31, 2017. Additionally, NOLs could no longer be carried back and instead could only be carried forward indefinitely. However, the Coronavirus, Aid, Relief, and Economic Security (CARES) Act postponed these changes until tax years beginning after December 31, 2020. Unfortunately, New York did not conform to CARES, and, therefore, New York taxpayers were required to conform to the TCJA rules. With these limitations in place, companies will be surprised as the entire income cannot be eliminated.

### 2) Excess Business Loss Limitations

Internal Revenue Code Section 461(l) placed a dollar limit on total net business losses for non-corporate taxpayers beginning with the 2018 tax year. Again, the CARES Act retroactively delayed this limitation, which took effect in the 2021 tax year and will remain in effect through December 31, 2028. New York taxpayers once again were required to follow TCJA rules.

An excess business loss is defined as the taxpayer's aggregate deductions for the tax year attributable to trades or businesses, without regard to deductions for QBI or NOLs, over the taxpayer's aggregate gross income attributable to trades or businesses, plus \$250,000 for single filers or \$500,000 for joint filers. The limitation is adjusted for inflation annually and the disallowed losses are treated as a net operating loss for future tax years.

Code Section 461(l) restricts non-corporate taxpayers from using trade or business losses to offset other sources of income.

### 3) Research and Development (R&D) Expenditures

Under Internal Revenue Code Section 174, the TCJA limits deductions for experimental (R&D) expenditures. Historically, taxpayers incurring R&D expenditures could either deduct the expenses, capitalize and amortize the costs over a period of not less than 60 months or capitalize and amortize over 10 years.

Starting with the 2022 tax year, taxpayers are required to capitalize and amortize domestic R&D costs over five years and 15 years for foreign expenses. The amortization period begins with the mid-point of the tax year in which the expenditures are paid or incurred, allowing only a half-year of amortization in the first year. Taxpayers must continue to amortize these capitalized costs, even if the underlying property is disposed of, retired or abandoned during the amortization period.

For example, a manufacturer with taxable income of \$750,000 and domestic qualified R&D expenditures of \$1,000,000 historically would be eligible for a 100% R&E deduction, resulting in a loss of \$250,000. In 2022, the taxpayer must instead amortize these costs over five years, resulting in a current-year deduction of \$100,000 and taxable income of \$650,000.

If you have any questions regarding these limitations, contact a tax professional at Dannible & McKee today.

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Kaitlyn L. Mariano, CPA, is a senior tax manager at Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Auburn, Binghamton and Schenectady. The firm has been providing services to the manufacturing industry since its inception in 1978. To learn more, contact Kaitlyn at 315-472-9127 x167 or kmariano@dmcpas.com.

# WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

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## NATIONAL APPRENTICESHIP WEEK



In honor of the 9th Annual National Apprenticeship Week (NAW), MACNY joins employers, industry associations, labor organizations, community-based organizations, workforce partners, education providers, and government leaders nationwide in showcasing the successes and value of Registered Apprenticeship. From November 13-19, 2023, we are promoting this year's theme: "Registered Apprenticeship: Superhighway to Good Jobs."

As we consider the instrumental role that apprenticeships play in rebuilding our economy, advancing racial and gender equity, building a pipeline to good quality jobs, and supporting underserved communities, we reflect on our own regional success stories over the past year. Since January 2023, nearly 50 individuals were registered across seven new MACNY signatories (Semikron Danfoss, Indium Corporation, Eaton Crouse-Hinds, F.X. Matt, EMCom, Superior Metals Manufacturing, and GSE Dynamics), representing an array of manufacturing businesses.

Semikron Danfoss, Indium Corporation, F.X. Matt, and GSE Dynamics each chose the Industrial Manufacturing Technician (IMT) trade with which to launch their Registered Apprenticeship programs. IMT is the starting point on the manufacturing career ladder, takes 16 months of on-the-job training and three college classes to complete. IMT provides all the basics for operating in this specialized environment. Between these four companies, 43 people have begun their careers in this earn-while-you-learn model. If these 43 are offered the opportunity to progress to more specialized trades, everything they will have completed as IMTs will apply to their next trades. In this way, a 48-month trade is reduced to a 32-month trade.

Several current signatories expanded their programs in 2023, providing another 22 candidates with Registered Apprenticeship opportunities. Bausch + Lomb, Hardinge, Knowles, Plug Power, Hubbard Tool, Allen Tool Phoenix, Bush Industries, PPC

Broadband and CPP (Consolidated Precision Products) each expanded their programs to add apprentices, additional trades, or worked with MACNY to activate new trades (PPC added the CNC Tool and Cutter Grinder and CPP added the Tool and Die Maker trade).

We are proud to note that this expansion of Registered Apprenticeship programs in New York State has included support from valuable partnerships, such as: Jobs for the Future (JFF), The National Institute for Innovation and Technology (NIIT), and SUNY New York College of Apprenticeship Network (NYCAN).

This year NAW's theme, "Registered Apprenticeship: Superhighway to Good Jobs," reflects the prominence that Registered Apprenticeship has received as a proven and industry-driven training model that expedites the pathway into good jobs and improves diversity, equity, inclusion, and accessibility (DEIA) in the workplace. Registered Apprenticeship is a key strategy to improving job quality and creating access to good-paying jobs for all, including populations historically underrepresented (women, people of color, and individuals with disabilities) and underserved populations, such as youth and young adults. Look for MACNY social media posts as we promote our work with youth, emerging industries, women, and veterans in apprenticeship. Our work addresses some of our region's most pressing workforce shortages.

Shout out to NYS employers who have started and expanded their Registered Apprenticeship programs since this time last year. We share your commitment to this tried-and-true training model and can't wait to celebrate your graduating Journey Workers!

For more information about Registered Apprenticeship, visit [nysapprenticeship.org](https://nysapprenticeship.org).

# PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

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## HUNDREDS OF STUDENTS LEARN ABOUT MANUFACTURING IN OCTOBER



When you ask students what they think of when it comes to manufacturing, they often say “dirty old factories,” and “the Industrial Revolution.” MACNY and Partners for Education & Business, Inc. (PEB) busted these myths by celebrating Manufacturing Month in

Central New York and the Mohawk Valley on both October 5th and 6th. The month typically kicks off on the first Friday of October with National Manufacturing Day (MFG Day), but due to high interest from schools and employers, two days of tours were set up. This year included over 300 students and educators from 12 school districts touring 11 companies across five counties. It was the largest geographical area represented to date!

The nationwide initiative from The Manufacturing Institute focuses on strategic events to promote manufacturing career pathways for students and the community. Students were able to see how products they use every day are created right here in New York. Whether it is cereal boxes, paint, components of cell phones, or other items we use daily, we cannot function without the creativity and technology of our manufacturers.

Some highlights of the tour included:

- **Bartell Machinery:** A junior from Oneida High School, Tyson Fuller, said “I thought it was pretty incredible. There’s a lot of big machines that they’re making, and the guides were very thorough with all the processes and the different components of how they build and assemble things.”
- **Byrne:** Travis Bruneau, a technology teacher at Jordan-Elbridge High School shared, “Students were able to see a 21st century manufacturing facility complete with automation and a skilled workforce. They asked what schooling/ experience they would need to work there, and they saw how local farming and manufacturing are driving huge economic growth for Central New York.”



- **Eagle Metalcraft:** Michael Bower, President of Eagle Metalcraft, connected with students when he shared his own career path. He came from humble beginnings and went into the Marine Corps, and he eventually was able to purchase the company in 2022. Bower showed students that college is not the only way to success.
- **Golden Artist Colors:** Mark Moutarde, a technology teacher at Norwich High School said, “I received positive feedback on the bus ride back to school, and at least three students are interested in summer jobs there at the end of this school year. The opportunity to make real world career connections on trips like this is always helpful to students, and to me in the classroom.”
- **ICM Controls:** Students had the opportunity to place components onto a printed circuit board panel, as well as build and test a timer. This gave them the opportunity to actually do some of the same tasks as ICM Controls employees!

- **Indium Corporation:** Students learned about how Indium Corporation uses metal alloys to create soldering for chips that are used in everyday products. The class learned that local companies help their phones and technology work!

- **ITT Goulds Pumps:** Val Fanning from Sodus Central School District shared, “Attending manufacturing day at ITT Goulds Pumps was a great experience for our Sodus students. Our students left that day with a stronger knowledge of different career paths involved in manufacturing. The entire experience was welcoming, engaging, and rewarding.”

- **N.E.T. & Die:** One student from Liverpool shared, “This trip was very informative especially for a freshman student who doesn’t know what they want to do or know what is out there. I didn’t know how complex and how much time it took to make one part and if something gets messed up, they have to restart. It was a nice intro to a manufacturing field and great to see what people did in person instead of just listening to someone tell us what they did.”

- **PaperWorks:** Students learned about how paperboard boxes are made for products in their own homes. One Solvay student remarked, “This is the best field trip I have ever been on!”

- **Schneider Packaging:** “The Drone Technology capstone students had a blast seeing real world engineering firsthand! It was amazing how many STEM concepts were demonstrated including electrical, engineering, computer aided design, and robotics. Talking to their engineers, touring the facility, and seeing their production processes allowed us to see how our courses apply to the real world in our own backyard,” said Matthew Starke, the Drone Technology teacher at Liverpool High School.

- **United Radio:** An alumnus from Syracuse City School District and current United Radio employee spoke to ITC students. They also saw how United Radio installs radios into police cars and snowmobiles!



Thank you to the companies that opened their doors to students and educators! We also appreciate our Manufacturing Month sponsors: ITT Goulds Pumps; Bank of America; Indium Corporation; Byrne; TDO; Bartell Machinery; PaperWorks; SRC; Le Moyne College Keenan Center for Entrepreneurship, Innovation and Creativity; TACNY; The Milton J. Rubenstein Museum of Science & Technology; and AmeriCU.

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.

## MACNY’S ANNUAL LEGISLATIVE BREAKFAST



*continued from page 1*

Alberto Bianchetti, Regional Director External and Customer Affairs CNY, National Grid; Patrick Jackson, MACNY Energy Consultant; and, David Neuner, Regional Environmental Manager, Novelis.

MACNY is a leader in workforce development efforts through MACNY’s NYS DOL approved registered apprenticeship sponsor program and MACNY’s Real Life Rosies pre-apprenticeship program. A panel of MACNY members addressed workforce development programs to meet the growing workforce needs of manufacturers. Panelists included: Mike Frame, Senior Vice President & Chief Operations Officer, MACNY; Kay Lindsay, Human Resources Manager, Semikron Danfoss; Joe Nehme, Senior Manager, External Affairs, Micron; and, Tim Thomas, Chief Strategy Officer and President for Learning & Academic Affairs, Mohawk Valley Community College.

A special thank you to our elected officials and their staffs and MACNY Members for a morning of informative and useful conversation and exploration of two central issues facing manufacturers – energy and workforce. We’d also like to extend our gratitude to our sponsors **Bond, Schoeneck, & King PLLC; Bartell Machinery; ENGIE; FustCharles; Indium Corporation; Morse Manufacturing; National Grid; N.E.T. & Die;** and **VIP Structures.**

# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## LET'S TALK TURKEY, FOOTBALL, AND FAMILY



Soon it will be Thanksgiving, and for many of us in the manufacturing world, we will get a four-day weekend. How will you spend the Thanksgiving weekend?

The attempts to hijack our special weekend are all around. The “Black Friday” hype will start. The list of “must see TV” or chores that we haven’t completed piles up. The combination of the NFL and NCAA football games, oh, and wait, basketball is starting, too. Will we be able to resist the temptation to hand over our precious moments with family and friends? You see, unless we are intentional about our days off, we will find ourselves back at work on Monday wondering what really happened. Now, please don’t get me wrong, I am not against Black Friday (I am against stores opening on Thanksgiving Day), catching up on chores, TV, and the enjoyment of watching athletic competitions. What I am against is frittering away priceless moments with family and friends without thinking.



So, what would intentionality look like over the Thanksgiving holiday weekend? Start by pulling out your daily calendar for your days off. I know the whole idea of days off is so you don’t need to look at your calendar, but that’s where you are wrong. Trust me, just give this a try. Start adding the events that are already planned. For me, this will start with a Thanksgiving day 10:30 am service at my church. The next major event to plan around is our Thanksgiving dinner at 5 pm. Now I can build a few more details into my Thursday, like the start of the Macy’s Thanksgiving Day Parade and, yes, some football. How about Friday? What will I need to accomplish? Maybe some chores or running errands with my wife. What about Saturday... you get the idea. Trust me, I am not trying to micro-manage my weekend; I am just trying to be intentional about what I hope to experience.



Did you notice the word that I chose, **experience**? We set our intentionality around the experiences of this wonderful long weekend. Experiences with family, friends, and gratitude. But wait, we are only halfway there. At the end of each day, take a few minutes to reflect on your experiences. How was the

dinner with family and friends? What was the conversation like? How was the time spent with a loved one walking through the crowded stores? Not how were the stores, but how did it feel to spend time with your loved one? How did you feel when your favorite team won the game, and you heard your kids cheer?

Some years ago, Marisa Norcross told us about her seasonal bucket lists on *The Next Page* podcast. She and her family would sit down and plan a bucket list of things they wanted to do during the coming season. Why not start *your* bucket list for the holiday season? When you work through your bucket list, take pictures of the activities and you will have memories for a lifetime.



Go ahead and give this a try. It will be an amazing and blessed time away from work. Then on Monday, you will return to work refreshed and full of wonderful memories.

Please, let me know how it works out for you!

# UPDATES IN ENERGY

Cindy Oehmigen, Director of Energy & Corporate Services

## INSIGHTS FROM ENGIE AND THE BUSINESS ENERGY CENSUS



Do energy prices and volatility impact strategic business decisions? What premium are customers willing to pay to be green? These and other questions are the focus of the new Business Energy Census.

The Business Energy Census (created by ENGIE Resources and Energy Research Consulting Group), is an annual research project designed to measure sentiment of Aggregators, Brokers, and Consultants (ABCs) and their customers on a number of ongoing and emerging energy topics.

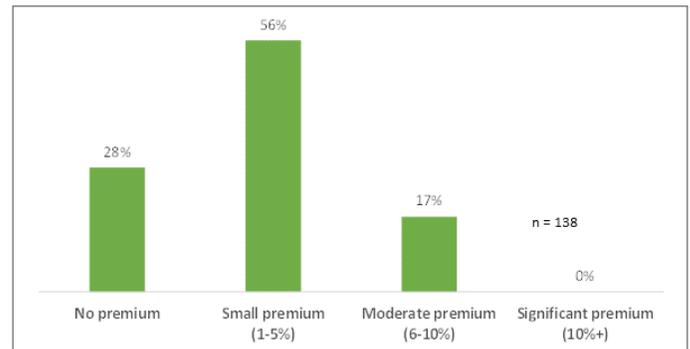
Launched this year, an online survey was administered to ABCs who serve as third-party intermediaries between customers and their energy suppliers. The Census received 138 survey responses from a range of firms varying in geography, revenue, and business model. Respondents ranged from owners/partners and senior executives to managers in sales and operations. On average, each participating ABC represented 6,900 end-user locations.

With an eye on understanding the challenges and opportunities on the path to net zero, the Business Energy Census aims to fill a gap in market intelligence. Initial responses by ABCs indicated the following:

**1. Is energy becoming more strategic within customer enterprises?** A slim majority (51%) view energy as becoming more strategic while 43% said “about the same.”

**2. Do energy prices have an impact on strategic initiatives like M&A?** 64% of respondents said some or significant impact.

**3. What are predictions for gas and power prices and volatility?** The responses were consistent across the board with predictions of volatility topping outlooks for higher prices.



**4. As companies accelerate their journey to zero carbon, the most interesting question in the study was centered around the premium that customers are willing to pay for renewable energy.** According to ABCs, 56% of customers are willing to pay a premium of 1-5%. Another 17% are willing to pay a premium of 6-10%. No customers are willing to pay more than a 10% premium, and 28% are not willing to pay any premium.

**5. Are customers finding enough quality market information to help make energy decisions?** The majority (56%) said there is adequate energy market information available, but 44% said there is not nearly enough.

Thank you to ENGIE for providing insights into their most timely census data. As MACNY leads the endeavor to shape the future of energy with our members, we urge manufacturers to engage and get involved. Most important is that we work together to become familiar with all elements in the sustainable energy discussion.

Together, we can make an impact. If you have questions or would like to connect with our energy partners, connect with me; coehmigen@macny.org | 315-422-4201 ext. 14.

Sourced from Engie, Sept 2023: <https://www.engieresources.com/business-energy-census>

# MACNY TEAM NEWS

## NIRA IRBY JOINS MACNY AS WORKFORCE DEVELOPMENT SPECIALIST



**NIRA IRBY**

Our team is pleased to welcome Nira Irby to our expanding team! As a Workforce Development Specialist, Nira will represent MACNY and Partners for Education and Business, Inc. (PEB) as an educational programs liaison to engage employers and community partners. She will work closely with key partners to bridge the gap between education and workforce needs. As part of career exploration for students, Nira will be working alongside the rest of the Talent Development team to coordinate youth and pre-apprenticeship activities in schools and alongside employers.

Most recently, Nira was the Associate Director of Community Engagement at Syracuse University where she worked to develop, implement, and manage multiple projects for the Office of Community Engagement in the Central New York Community. Before that, she led the Central New York and global diversity and inclusion education community initiatives at Microsoft for eight years and served as the Communications Director and Program Manager for Education, Diversity, and Inclusion. Nira holds a Bachelor of Arts Degree from SUNY Buffalo State University as well as several academic and professional accolades. Nira is also an active community member

MACNY's Director of Partners for Education and Business, Inc. Taylor Hodge states, "Our team is thrilled to welcome Nira to MACNY and PEB's growing workforce development team. Nira brings extensive experience as a program manager with a passion for creating unique opportunities for the advancement of underserved and underrepresented groups. Please join us in welcoming her to the team!"

Nira is excited to get to know MACNY's member companies and help them develop their future workforce. If you would like to connect with Nira, please email her directly at [nirby@macny.org](mailto:nirby@macny.org).



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# MEET THE MACNY TEAM

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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



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Corporate Services  
**CINDY OEHMIGEN**  
Ext 14



Director of Government  
Relations  
**MATT GEITNER**  
Ext 13



Member Engagement  
Manager  
**JUSTYNA VALENCIA**  
Ext 54



Training Manager  
**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 18



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**  
Ext 55



Workforce Development  
Specialist  
**ALTHEA STRIFE**  
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Director, Partners for  
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**TAYLOR HODGE** Ext 24



Manager, Partners for  
Education & Business, Inc.  
**EMILY LANGAN**  
Ext 12



Workforce Development  
Specialist, PEB  
**AMY STEWART**  
Ext 26



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Specialist, PEB  
**NIRA IRBY**  
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Workforce Development  
Assistant  
**MURJAN ABDI**  
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# NOVEMBER TRAINING AND EVENTS

## MICROSOFT WORD FOR OFFICE 365 - PART 1

Nov 1 | 9 AM - 5 PM

## CNY STEM SCHOLARSHIP PROGRAM INFORMATION SESSION

Nov 1 | 12 PM - 12:45 PM

## MICROSOFT EXCEL FOR OFFICE 365 - PART 1

Nov 2 | 9 AM - 5 PM

## LIVE2LEAD 2023: A JOHN MAXWELL EVENT BROADCAST AND DISCUSSION

Nov 3 | 9 AM - 3 PM

## MICROSOFT EXCEL FOR OFFICE 365 - PART 2

Nov 6 | 9 AM - 5 PM

## DIGITAL MARKETING ESSENTIALS CERTIFICATION

Classes start Nov 6 | 9 AM - 12 PM

## BLUEPRINT READING: LEVEL 1 (BASIC)

Nov 7 & 9 | 8 AM - 12 PM

## STRATEGIES FOR STAYING HEALTHY DURING THE HOLIDAYS

Nov 7 | 8:30 AM - 9:30 AM

## MAXIMIZE YOUR MEMBERSHIP

Nov 7 | 9 AM - 10 AM

## FEDERAL LABOR & EMPLOYMENT LAW TRAINING

Nov 8 | 8:30 AM - 12 PM

## EFFECTIVE PRESENTATIONS

Nov 8 | 9 AM - 5 PM

## MICROSOFT EXCEL FOR OFFICE 365 - PART 3

Nov 9 | 9 AM - 5 PM

## MAXIMIZE YOUR MEMBERSHIP

Nov 9 | 9 AM - 10 AM

## TOUR NBT BANK STADIUM, HOME OF THE SYRACUSE METS

Nov 9 | 10:30 AM - 1 PM

## TOUR OF INTERTEK

Nov 10 | 10 AM - 1 PM

## EFFECTIVE TIME MANAGEMENT

Nov 13 | 9 AM - 5 PM

## ISO 9001:2015 & 14001:2015 INTEGRATED Q&EMS INTERNAL AUDITOR CLASS

Nov 14 & 15 | 8 AM - 4 PM

## BLUEPRINT READING: LEVEL 2 (WITH GD&T)

Nov 14 & 16 | 8 AM - 12 PM

## DEPARTMENT OF LABOR AUDITS: EXPECTATIONS & RESPONSE

Nov 14 | 8:30 AM - 9:30 AM

## FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

Nov 16 | 8:30 AM - 3:30 PM

## THE MANY ADVANTAGES OF FOREIGN TRADE ZONES

Nov 17 | 9 AM - 10 AM

## ASCEND TO SERVANT LEADERSHIP

Nov 28 | 8:30 AM - 3:30 PM

## PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Classes start Nov 28 | 1 PM - 4PM

## 2024 NYS LEGISLATIVE SESSION PREVIEW

Nov 29 | 9 AM - 10 AM

To register for training or an event, visit [macny.org/events](https://macny.org/events) or scan the QR code.

REGISTER FOR AN EVENT OR TRAINING

