

MANUFACTURING MATTERS NEWSLETTER



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

MACNY PARTNERS WITH LOCAL EDUCATORS TO HOST THE FIRST ANNUAL WOMEN IN MANUFACTURING DAY SUMMIT

Last month, MACNY partnered with the Utica City School District and SUNY Polytechnic Institute to create excitement and opportunity around diversifying the manufacturing workforce by hosting the first annual Women in Manufacturing Summit at SUNY Poly in Utica.

This exciting experience was held on November 9 and included 100 Proctor High School students ranging from grades 10-12. To kick things off, Griffiss Institute President & CEO, Heather Hage, gave the keynote address, “Women in STEM Careers in the Mohawk Valley.” Creating exposure and awareness for pre-high school graduation females who want to grow professionally through a wide variety of options, to include the manufacturing industry, was the focal point throughout the day.

Because women account for only 29% of the manufacturing workforce, MACNY aims to fill a substantial, unmet need to enhance opportunities for women entering the industry. The day’s activities included tours of the Center for Global and Advanced Manufacturing at the host location. Plus, professional females currently employed

in manufacturing engaged directly with students in hands-on STEM activities and spoke to them about opportunities for advancement and the benefits of a secure career. To provide a full college experience, SUNY Poly also hosted lunch.

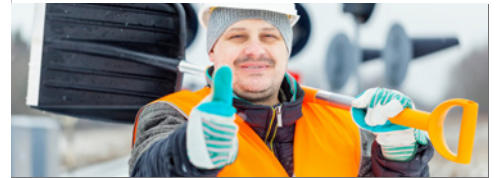
MACNY is partnering with organizations like SUNY Poly, Mohawk Valley Community College (MVCC), WorkingSolutions, and other community-based organizations to attract and connect women to apprenticeships and occupations as well as support services like mentorship, childcare subsidies, and transportation vouchers. MACNY’s *Real Life Rosies* program addresses all these needs and has seen great success with the first two cohorts that launched earlier this year, and a third cohort currently in session.

Additionally, MACNY announced that a cohort of select Proctor High School seniors from this year’s graduating class will participate in the Real Life Rosie pre-apprenticeship program next spring. This is New York’s first Direct Entry Program for Registered Apprenticeships in advanced manufacturing that provides women in the workforce with critical skills. Those skills include job readiness, workplace literacy, and other technical skills necessary to gain employment in a fast-growing sector.

To cap off the excitement of the summit, Utica City School District and MACNY partnered with Semikron Danfoss to provide tours of their state-of-the-art development and production plant. Business partner involvement is a vital part of the development of career and technical education programs. Partners provide authentic and meaningful career exploration and education experiences for students including group activities, mentoring, job site visits, industry challenges, job shadowing, and internships in fields that students have an interest in.



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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

MOST MANUFACTURERS REMAIN POSITIVE IN THEIR OUTLOOK



The National Association of Manufacturers (NAM) released the results of its 3rd quarter 2023 Manufacturers' Outlook Survey¹ (conducted between August 17 and August 31, 2023). The survey reveals most manufacturers (65%) are optimistic and feel positive about their company's outlook, despite the tight labor market, challenging federal regulations, and numerous important policy debates in Congress.

Notably, respondents expect sales to rise 2% over the next 12 months. More than 56% of manufacturers predict sales will increase over the next four quarters, with 32% feeling orders will rise at a rate of 5% or more. Medium-sized manufacturers (i.e., those with 50 to 499 employees) and large manufacturers (i.e., those with 500 or more employees) felt the most upbeat in their sales expectations, predicting 2.2% growth over the next year.

Survey respondents expect production to also increase 2% over the next 12 months, up from 1.6% in Q2. More than 53% of respondents forecast output to rise over the coming months. Like sales, medium and large respondents felt more optimistic in their output outlook, expecting 2.2% growth over the next 12 months.

Of course, respondents still expressed concerns and challenges. Of note, concern about an unfavorable business climate reached its highest mark in six years (Q2 2017). As displayed in the chart below, the top challenges facing manufacturers include attracting and retaining a quality

workforce (72%), weaker domestic economy (61%), rising health care/insurance costs (60%), unfavorable business climate (57%), increased raw material costs (46%), and supply chain challenges (38%).

In summary, the survey results show strong optimism and expected growth for manufacturers nationally. This is very encouraging and tracks with my discussions with MACNY members who are cautiously optimistic about the future. At MACNY, we are seeing strong usage of our services, and solid attendance at our training and events. Additionally, members continue to pursue ways to hire more staff and invest in capital improvements at their facilities. This bodes well for continued success of manufacturing in Upstate New York.

Figure 4: Primary Current Business Challenges, Third Quarter 2023



Note: Respondents were able to check more than one response; therefore, responses exceed 100%.

¹ https://www.nam.org/wp-content/uploads/2023/09/Manufacturers_Outlook_Survey_Write_Up_Q3_Sept2023_Final.pdf

THE MANUFACTURERS ASSOCIATION'S



New Year CELEBRATION

SIP • SAVOR • CELEBRATE

18 JAN 2024 | 4:30 PM - 7 PM

THE METROPOLITAN CLUB
AT NBT BANK STADIUM

A REIMAGINED EXPERIENCE

Step into the future with style and sophistication as we elevate this annual event at a new location. Enjoy an evening of festive cheer, forge new connections, and exchange ideas while enjoying hors d'oeuvres, dinner, dessert and more.

RESERVATIONS & SPONSORSHIPS

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to purchase your tickets before they're gone!

DRESS FESTIVE, SMART CASUAL



GOVERNMENT RELATIONS

Matt Geitner, Director of Government Relations

MACNY'S 2024 LEGISLATIVE AGENDA & OFF SESSION WORK



MACNY members and staff are working together to position MACNY for the 2024 NYS Legislative Session that kicks off in January 2024 with the Governor's State of the State address and release of the Executive Budget.

In addition to participating in MACNY's Annual Legislative Breakfast in October, MACNY members are hosting elected officials to strengthen relationships, facilitate conversations, and deepen their understanding of manufacturing in New York State.

The MACNY members hosting elected representatives this year include: Bartell Machinery Solutions, Byrne, Cathedral Candle, Eagle Metalcraft, G.A. Braun, Huhtamaki, ICM Controls, Indium Corporation, ITT Goulds Pumps, Morse Manufacturing, N.E.T. & Die, Tessy Plastics, and WestRock.

The local and state elected officials who have joined these facility tours are: Onondaga County Executive Ryan McMahon, State Senators Rachel May and John Mannion along with State Assembly Members Marianne Buttenschon, Pam Hunter, Bill Magnarelli, Brian Manktelow, and Al Stirpe.

Other local, state and federal officials have designated staff members to participate in conversations or tours of MACNY member manufacturing facilities. They are: Governor Kathy Hochul and State Comptroller Tom DiNapoli; State Senators Joe Griffo and Mark Walczyk; State Assembly Members Will Barclay, Jeff Gallahan, John Lemondes, and Brian Miller; U.S. Senators Kirsten Gillibrand and Chuck Schumer; and U.S. Representatives Claudia Tenney and Brandon Williams.

MACNY members and elected officials alike are benefiting from these tours which typically include a company overview followed by walking the facility floor and watching the manufacturing process, while also interacting with staff members. Further,

issues being debated by policy makers, and regulations being promulgated by regulators, are brought to life and discussed during post-tour sit-down conversations.

These are the issues MACNY staff are advocating for on behalf of MACNY members:

- Workforce development through the Manufacturers Intermediary Apprenticeship Program (MIAP) and other registered apprenticeship and pre-apprenticeship programs.
- Tax parity for manufacturers who file as S corporations with those who file as C corporations to allow equitable opportunity for growth and expansion through investment.
- Available, affordable, and reliable energy as the State implements the Climate Leadership and Community Protection Act (CLCPA) through the New York Cap-and-Invest (NYCI) regulations.

Additionally, it is critically important for MACNY members' voices to be heard on other employment, environmental, and tax issues at the State and Federal levels. Among these issues are: Extended Producer Responsibility (EPR), Unemployment Insurance (UI), COVID Paid Sick Leave, and the deduction of R&E expenditures as expenses (section 174 of the Internal Revenue Code). These are just a few of the many issues that will be discussed when the Legislatures reconvenes in the New Year.

It is an awesome responsibility of MACNY members and staff to inform elected officials of the issues impacting manufacturing. Manufacturing is a complex combination of human labor, manufacturing processes, and innovative technology requiring workforce, energy, and investment.

We move forward working together.



2024 NYS Legislative Session

Free webinar for members on
Tue, Dec 12, 9-10 AM

Scan the QR code to register.

WORKFORCE DEVELOPMENT

Colleen Blagg, Manager of Workforce Development and Apprenticeship

CULTURE SHOCK AND WORKFORCE DEVELOPMENT



“By show of hands, how many of you are willing to quit your job today to start a job training program for a potentially better job in the future?”

– Tim Thomas, Chief Strategy Officer and Assistant Vice President for Learning and Academic Affairs Mohawk Valley Community College

Academic Affairs Mohawk Valley Community College

Pondering this question were the attendees of MACNY’s recent Annual Legislative Breakfast, at which MACNY facilitated the Workforce Development panel. No one raised a hand.

It begged several questions: What does it take to entice someone to attempt a new career pathway in advanced manufacturing? Should we assume that the unimpressed Gen Z, or the chronically underutilized, economically traumatized, millennial barista with four master’s degrees, would view upskilling or retraining as a rational action in this (or any) economy?

Some facts: University enrollment is down. Millennials are carrying a load of college debt. Businesses struggle to find skilled employees to fill a multitude of “good jobs.” Boomers are ready to retire. McDonald’s is paying \$17.00/hour for crew members in Syracuse, NY.

Despite these realities, how do we get more veterans, women, or individuals with disabilities to rejoin the workforce?

Direct Entry Programs & Registered Apprenticeship

MACNY has developed several strategic workforce development projects targeting these untapped human resources, including Direct Entry and Registered Apprenticeship Programs. These initiatives provide participants opportunities for mentorship, skills gains, and monetary incentives, including pay (stipends and wage progressions).

With *Real Life Rosies*, MACNY focuses on recruitment of women, who comprise only 29% of the manufacturing industry’s workforce. This Direct Entry program draws inspiration from

the original Rosie the Riveter campaign during World War II when U.S. manufacturers succeeded in addressing a labor shortage by recruiting women into the workforce.

Direct Entry has a mandate: to target and recruit specific populations (veterans, women, individuals with disabilities, or racial/ethnic minorities) to prepare them for manufacturing careers, ideally, through Registered Apprenticeship. These are New York State Department of Labor (NYSDOL) vetted programs that adhere to strict guidelines.

We have made sure that *Real Life Rosies* meets these requirements and provides numerous wrap-around services.

MACNY has also been working with the University of Rochester’s Strong Center for Developmental Disabilities to develop career pathways in advanced manufacturing for individuals with disabilities. This year, we proudly launched Advance 2 Apprenticeship in the Mohawk Valley and Finger Lakes regions. This 12-week pre-apprenticeship course is designed to prepare anyone for a career in manufacturing, and will become the basis for MACNY’s application to the NYSDOL to become the first NYS direct entry program that includes individuals with disabilities.

It is important to note that this course utilizes “universal design” principles in its curriculum development and classroom design, to be inclusive of all, regardless of ability. As a Group Sponsor of advanced manufacturing Registered Apprenticeship programs, MACNY remains committed to this life-transforming workforce development vehicle.

Contact me directly at cblagg@macny.org to learn how MACNY can help you maintain your competitive edge by developing your talent pipeline through Registered Apprenticeship.

PARTNERS FOR EDUCATION & BUSINESS, INC.

Emily Langan, Manager, Partners for Education & Business, Inc.

INVESTING IN YOUR FUTURE WORKFORCE



One of the most common pain points we hear from our member companies is the struggle to find and keep talent. In addition to working with local high school students to prepare for and promote entry level positions with local companies, Partners for Education & Business,

Inc. (PEB) works with companies to offer the CNY STEM Scholarship program, in collaboration with the CNY STEM Hub.

One of the main goals of the program is to keep our local talent local, by providing scholarships to high school seniors or transfer students, sponsored by local companies. The annual scholarship amount is set by each sponsoring company, with a minimum scholarship of \$1,000 per year. Sponsoring companies determine which majors they are looking for, as well as how many scholarships they will offer. This allows companies to select students based on their future career goals. PEB staff handles the marketing to and recruitment of the students, as well as the sorting of student applications. We send the applications, along with scoring rubrics to company representatives for review as well as coordinate virtual interviews with the top candidates.

Once the students are selected, PEB staff monitors student grades through transcript checks after each semester, to ensure that students maintain a 3.0 GPA and remain in their major. We also communicate with students, colleges, and companies to ensure that the process runs smoothly.

Maddie DiGristina, Senior Manager of Diversity and Inclusion at SRC, one of the current scholarship sponsoring companies, sees the program as a way to continue to promote STEM career pathways. "STEM education is vital to the future of our community and country. We are proud to support the CNY STEM Scholarship to build a strong pipeline of local students capable of tackling our region's future challenges."



Scholarship recipients receive an unrestricted scholarship, as well as summer internship opportunities. These internships give both the student and the employer an opportunity to see whether the match is good for both parties. In addition, sponsoring companies have access to the applicant student database for other internship and employment openings.

The student application is open from November 1st through March 15th and can be accessed through www.cnystem.com.

For more information on how to get involved, please contact Emily Langan at elangan@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.

FINANCIAL PERFORMANCE

Benjamin A. Sumner, CPA, Audit Partner, Dannible & McKee, LLP

IRS ISSUES GUIDANCE ON NEW RETIREMENT CATCH-UP CONTRIBUTION RULES



The Setting Every Community Up for Retirement Enhancement (SECURE) 2.0 Act, which was enacted in December 2022, is a game-changer in the world of retirement savings.

With ninety-two new provisions, this sweeping new law aims to promote savings, offer more flexibility to those saving for retirement and incentivize businesses to support their employees' retirement goals. Among other things, the SECURE 2.0 Act made significant changes to catch-up contributions, affecting both employers and employees.

With the new catch-up provisions scheduled to kick in after 2023, many retirement plan sponsors have been struggling to implement the necessary processes and procedures to comply. Fortunately, the IRS recently provided some relief in Notice 2023-62, which provided a two-year transition period.

SECURE 2.0 Requirements

Tax law allows individuals aged 50 or older to make catch-up contributions to their 401(k) plans and similar retirement accounts. The permissible amount is adjusted annually to account for inflation. For 2023, you can contribute an additional \$7,500 over the current annual limit of \$22,500 for 401(k) contributions, regardless of your income level.

Under the current rules, all eligible taxpayers can choose to make their contributions on a pre-tax or a Roth after-tax basis, provided that the employer allows the Roth option. However, Section 603 of SECURE 2.0 mandates that any catch-up contributions made by participants whose prior year Social Security wages exceeded \$145,000 (the threshold will be adjusted for inflation going forward) must be designated as after-tax Roth contributions. The law specified that these requirements are effective for tax years beginning after December 31, 2023.

Roth After-Tax vs. Pre-Tax

Unlike pre-tax contributions, after-tax Roth contributions don't

reduce your current-year taxable income, but they grow tax-free. While this is not tax beneficial in the current year for many saving for retirement, Roth contributions can provide a significant advantage if you expect to be subject to a higher income tax rate in retirement than you are at the time of your contributions.

IRS New Effective Date Guidance

Due to an expected administrative burden on the part of employers, the IRS recently released Notice 2023-62 to address the concerns regarding the original effective date for the new requirements. The Notice created an "administrative transition period" which extends the effective date to January 1, 2026. This means that employers can allow catch-up contributions that are not designated as Roth contributions after December 31, 2023, and until January 1, 2026, without violating the SECURE 2.0 Act.

Don't Delay

The IRS's extension of the effective date provides helpful breathing room to plan sponsors and related parties with respect to the implementation of the key aspects of Section 603. As noted, though, the requisite changes to achieve compliance will take some time and effort to put into place. Plan sponsors would be wise to start sooner rather than later. If you have any questions, please contact our firm.

Benjamin A. Sumner, CPA, is an audit partner 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 about this topic, contact Ben at 315-472-9127 x221 or bsumner@dmcipas.com.

UPDATES IN ENERGY

Cindy Oehmigen, Director of Energy & Corporate Services

FARM, TO BYRNE, TO TABLE



I have spent almost all of my career in Process/Continuous Improvement. I am passionate about it. It was not until the last few years that I thought to include Energy Waste as a part of that journey. One of my roles today is to assist companies in finding opportunities to reduce energy expenses, including efficiency. Most companies I have worked with find that case studies give credibility to the fact that reducing waste is possible and worthwhile. Similarly, I enjoy having conversations with people who share my continuous improvement passion to create case studies such as this.

Recently, I interviewed Will Fleming and Tom Corp, both career Environmental Health and Safety professionals at Byrne Dewart (A Byrne Dairy facility). Byrne has always cared about the environment and being a good community steward. Their success is dependent on this. As a dairy processor, the dairy farmers and the venues that sell dairy products frame Byrne's world.

Byrne has been continuously focused on taking waste out of their processes. Dan Wood, Byrne's Chief Operating Officer, was instrumental in creating a partnership with CHA Consulting, Inc. (CHA) to conduct a 13-month energy management study throughout their operations via NYSERDA's On-site Energy Manager program. Since the initial study was completed in 2019, Byrne has reaped the benefits of \$260K in energy and operational savings per year. Even with the challenges that COVID brought, Byrne's Engineering and Maintenance teams were able to implement many of the recommended projects CHA identified. The Byrne team has ramped up preventive maintenance programs on all processing equipment and key utilities that support production in order to drive reliability, efficiency, and energy savings.

Byrne continues its partnership with CHA and NYSERDA and is presently conducting a NYSERDA FlexTech assessment, which provided a way to refresh, quantify, and prioritize additional energy conservation projects. Since their manufacturing plants have seen rapid growth, it made sense to start with another FlexTech study to identify new project opportunities. The story of continuous



improvement is evident. Volumes have changed, technologies have changed and Byrne will continue to seek improvements with similar or greater results. Besides actively working on this new list of projects, Will and Tom have partnered with their Engineering team on several others, like a new Waste Water Treatment Plant to manage the increased production. While Byrne does not have their own biodigester, they transport sludge to 4 different locations where biodigesters process it or farmers use it for fertilizer. Byrne is also investigating ways to upcycle (like animal feed); 'Green Packaging' (Renewable Content) is also in the mix. Byrne is data logging water to identify where they can trim water consumption and has implemented changes to enable the reuse of recovered water in the water towers.

When I was first introduced to Byrne, it had not occurred to me that this plant had to run 24/7. The cows do not rest...and apparently, neither do the EHS staff. Will and Tom work closely with their continuous improvement team and production staff to be as waste-free and efficient as possible. Celebrating 90 years in 2023, I am positive much of the process has changed since Byrne's founding, but the results are still tasty as ever. MACNY members seeking more information on Byrne's continuous improvement activities should connect with me to join our Continuous Improvement Council, or watch for a plant tour announcement at Byrne next spring!

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

MOVING FROM 4 TO 5



On Friday, November 3rd over 90 of my friends joined me at The Lodge for Live2Lead 2023. I think I say this every year, but this was the best Live2Lead yet. John Maxwell spoke on High Road Leadership. Kendra Scott shared with us how she built her amazing jewelry business that is a powerful force in serving others. Ryan Leak encouraged us to try things that might fail, knowing that we learn more from our failures than we do from our successes. I would like to focus this article on Marcus Buckingham's presentation, Love + Work.

Have you ever wondered why we do what we do? Why can two people raised in the same family be so different? All of us are unique and have been created to have a powerful personal impact on the world. Yet, as leaders, we tend to lead all people in the same way. Our organizations set up policies and procedures that are the rules we must follow when we interact with our team. So how do we follow the rules and still lead people as individuals? According to Marcus Buckingham, what's missing in our leadership is love.

Let's take a look at the definition of love; **love is the deep and unwavering commitment to the flourishing of a human.** I don't know about you, but that sounds like leadership to me. Marcus also went on to say that when you study excellence and why some people achieve it, you land on love. People who achieve excellence in their work love what they do. Whether they are a housekeeper at Disney World or an astronaut at NASA, they love what they do. What's fascinating is that according to research we only need to love 20% of the things we do each day. That's right, only 20%, but that needs to be daily—not one day per week.

We need to realize how far *loving* something is from *liking* something. Consider a five-point scale. Five means we love it, one means we dislike it. According to Buckingham's research people are happy when they see a four and yet, four is much closer to three than it is to five. When we can get people to circle the five, we can predict behavior. When people give a four, things are up for grabs. Maybe they will decide in our favor but maybe not. Four is liking something and five is loving it. When people love a service or a product, they will buy it every time. Simply put, Love = Predictable Behavior.

If love equals predictable behavior, leaders need to build love into their organizations. That doesn't mean building "nice" into our organizations, but love. Remember, only a five gives us predictable behavior, a four doesn't help us. We need to move our people from four to five by building in love. Do we look at our team as human beings or FTEs (full-time equivalents)? Do we know their hopes, dreams, and beliefs? When they need something do we refer them to HR, or do we take them to HR so we can help them get the answer to their questions?

A couple of weeks ago I purchased some tickets to Symphoria's Holiday Pops concert. I also purchased a parking pass for the evening. When I received the confirmation for my purchase, they also shared details regarding the parking garage and that a Symphoria representative would greet me there to show me where to park. That's love! They could have also simply said there would be signs directing me to the appropriate parking area, but no, they will have someone waiting to greet me. Signs would have been nice, a four. The greeter is love, a five. The holiday concert is a highlight for my wife and me, but the parking greeter has moved me into the five category. Now I will investigate other concerts throughout the year. I have also shared this with several people over the last two weeks. Way to go Symphoria!

Lastly, we need to help our teams see what it is that they love to do. Take the time to frequently ask when they last did something that energizes them. When did they have a part of the day fly by without them even noticing? It is likely that in these times, they were doing something they loved. Once we discover this, we need to help them build more of these activities into their day. If we can fill 20% of their day with these activities, they become a solid five for our organization and their behavior will be predictable.

If you would like to learn more about this topic, I can offer your team a private replay, between now and February 29, 2024 at which time the presentation goes dark forever. I also recommend Marcus' new book *Love + Work*. I would like to close with this quote from Pablo Neruda, "Love is born in savoring, lives in intelligence, and dies from forgetting." Leaders believe in love.

LEADERSHIP DEVELOPMENT

MACNY'S 2023 TRANSFORMATIONAL LEADERSHIP AWARD RECIPIENT IS...



We are so excited to announce MACNY's 6th Transformational Leadership Award recipient.

John Maxwell often says, "Everything rises and falls on leadership." Leadership is the catalyst that takes average organizations and makes them great. Leaders add value to their team, their organizations, and their communities. Transformational Leaders truly Live to Lead. They exemplify character, commitment, courage, competence, initiative, passion, servanthood, and generosity.

This year's Transformational Leadership Award recipient has been nominated by one of her teammates for continually demonstrating the attributes of exemplary leadership, with an incredible passion for engagement within all aspects of the business. Her willingness to listen, reflect on, and address employees' ideas does not go unnoticed by her team. She truly lives to lead by staying connected and informed about what the employees of the organization are experiencing, feeling, and working on in their roles and placing the team's cumulative success at the forefront. Throughout her 25+ year tenure with the organization, she has certainly faced many challenges,

but has exhibited insight, knowledge, and the attributes of a transformational leader to overcome and continue to lead her team to success. This year's award recipient is also described as an avid supporter of community-based organizations, consortiums, schools, and municipalities.

With that, we are honored to announce Barb Schindler from Golden Artist Colors, Inc. as this year's Transformational Leadership Award recipient.

Barb has been President, Chief Operating Officer of Golden Artist Colors, Inc. since 2001. Schindler joined the organization in 1997 as Controller and also served as Chief Financial Officer. She presently serves as Treasurer, Board Member, and Budget & Finance Committee Chair for ACHIEVE (Chapter of Arc NY), and also serves on the Finance/Investment Committee of the Sam & Adele Golden Foundation for the Arts.

Barb was honored on Nov 2, 2023 at Live2Lead in Skaneateles with almost 100 MACNY members. We hope you will join us in congratulating Barb.

MACNY TEAM NEWS

NYS Workforce Program Award Presented to MACNY's Manufacturers Intermediary Apprenticeship Program

The Manufacturers Intermediary Apprenticeship Program (MIAP), led by MACNY, The Manufacturers Association, has been chosen by the New York Association of Training and Employment Professionals (NYATEP) Statewide Awards Committee to receive the 2023 NYS Workforce Program Award. MIAP is being recognized as a program that effectively develops the workforce in support of the local economy, through successful education and training, community-wide partnerships, and employer engagement.

MIAP supports equitable access to Registered Apprenticeship for all individuals, regardless of their work experience or academic qualifications. Across the state, MIAP supports companies in the recruitment, upskilling, and retention of new workers by acting as an intermediary to help them establish and manage their New York State Registered Apprenticeship program.

The program is supported by a group of Manufacturers Alliance of

New York partners that are spread out across the various regions of New York State:

- Brooklyn Chamber of Commerce – Brooklyn
- Buffalo Niagara Manufacturing Alliance (BNMA) – Buffalo
- Center for Economic Growth (CEG) – Albany
- Ignite LI – Long Island
- MACNY, The Manufacturers Association – Central New York and North Country
- Manufacturers Association of the Southern Tier (MAST) – Southern Tier
- Rochester Technology and Manufacturing Association (RTMA) – Rochester
- The Council of Industry (COI) – Hudson Valley

To learn more about MIAP, visit nysapprenticeship.org.

MACNY'S 2024 SIGNATURE EVENTS

NEW YEAR CELEBRATION

January 18, 2024 | The Metropolitan Club at NBT Bank Stadium

MANUFACTURING ADVOCACY DAY

February 28, 2024 | Albany, NY

CYBERSECURITY SUMMIT

April 5, 2024 | The Doubletree Hotel, East Syracuse

ANNUAL CELEBRATION OF MANUFACTURING DINNER & AWARDS CEREMONY

May 2024 | SRC Arena & Events Center

WORKFORCE DEVELOPMENT AWARDS

June 2024 | Central New York

GOLF TOURNAMENT

July 2024 | Bellevue Country Club, Syracuse

CLAMBAKE

August 8, 2024 | The Spinning Wheel, North Syracuse

FALL KICK-OFF

September 2024 | Central New York

MANUFACTURING MONTH

October 2024 | Central New York

LEGISLATIVE BREAKFAST

October 2024 | Central New York

LIVE2LEAD

November 1, 2024 | The Lodge, Skaneateles

MARK YOUR CALENDAR!

Sponsorship opportunities available.
For more info, email info@macny.org.

FOOD FOR THOUGHT

Cindy Oehmigen, Director of Energy & Corporate Services

AI: PHARMA WITH YOU IN MIND?



There is a lot of buzz about Artificial Intelligence (AI) these days. It congers up a wide variety of applications in my mind; Robotic assistance to perform critical tasks, risky tasks, boring tasks.

I can understand why employees worry about the threat to their livelihood. Certainly, it is worth taking the time to manage the introduction of this type of technology to employees who will be working alongside a co-bot. Because the uses are so broad, I was curious how Google Defines AI: “Artificial Intelligence leverages computers and machines to mimic the problem-solving and decision-making capabilities of the human mind.” Technically we have been using artificial intelligence for years. But with increasing improvements, AI can now perform tasks that humans can't.

Automation has long been available to improve efficiency in production, driving costs down and allowing companies to compete on the world stage. It just didn't occur to me the impact it could have on pharmaceutical costs and speed to market. According to blog author, Kechit Goyal there are 8 mention-worthy applications for the pharmaceutical industry:

1) R&D

Intelligent powered tools are streamlining the drug discovery process by identifying patterns in complicated biological networks. This allows the companies to invest in the drugs that have the highest probability of success.

2) Drug Development

According to an MIT Study, only 13.8% of drugs are successful in passing clinical trials and it cost the companies US\$161 million to US\$2 billion to complete the process through FDA approval. It is no wonder the pharmaceutical industry is looking to AI for help.

3) Diagnosis

Through use of machine learning, doctors can access and analyze massive amounts of data quickly improving the speed of diagnosis, saving millions of lives.

4) Disease Prevention

Pharma companies can use AI to develop cures for known diseases like Alzheimer's and Parkinson's, as well as rare diseases. By reducing the speed and costs, it becomes more viable to spend resources on rare diseases that just didn't make the cut before.

5) Epidemic Prediction

Pharma companies are already using data gathered from many sources to predict outbreaks across the globe.

6) Remote Monitoring

Wearables powered by AI can monitor patients with life threatening conditions. AI can send alerts to the physician, eliminating the need to make an in-person appointment.

7) Manufacturing

As mentioned above, AI for managing quality, productivity, waste reduction. All critical to the production of pharmaceuticals.

8) Marketing

AI can provide data to improve the reach, targets and understanding of the consumer behavior thereby improving the ultimate results of a marketing effort.

Use of AI in drug discovery and development is on the verge of revolutionizing how we identify and bring new drugs to market. While AI has demonstrated its ability to improve productivity in other areas of manufacturing, we are just beginning to see the possibilities AI brings to the health and well being of humankind. I am all for anything that can reduce the cost, speed to market while maintaining the safety and efficacy of life saving pharma. All about the data.

<https://www.bmc.com/blogs/artificial-intelligence-types/>
<https://www.pharmavoice.com/news/ai-artificial-intelligence-machine-learning-biotech-pharma-drug-discovery/653291/>
<https://www.politico.eu/article/ai-is-about-to-remake-the-pharmaceutical-drug-medicines-industry/#:~:text=The%20premise%20for%20using%20AI,the%20human%20body%3B%20which%20molecule>
<https://www.upgrad.com/blog/artificial-intelligence-in-pharmaceutical-industry/>

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FALL PROTECTION

Dec 6 | 8 AM – 12 PM

FACTORY MANAGER & PLANT ENGINEER TOUR OF MARQUARDT SWITCHES, INC.

Dec 6 | 3 PM - 6:30 PM

INCLUSIVE LEADERSHIP

Dec 7 | 8:30 AM – 3:30 PM

TOUR OF UNITED RADIO

Dec 8 | 9 AM – 10 AM

CONDUCTING EFFECTIVE WORKPLACE INVESTIGATIONS BREAKFAST BRIEFING

Dec 12 | 8:30 AM – 9:30 AM

2024 NYS LEGISLATIVE SESSION PREVIEW

Dec 12 | 9 AM – 10 AM

MAXIMIZE YOUR MEMBERSHIP

Dec 12 | 9 AM – 10 AM

TOUR OF SYRACUSE HANCOCK INTERNATIONAL AIRPORT

Dec 12 | 2 PM – 6 PM

SAFETY COUNCIL: THE FIRST 15 MINUTES

Dec 13 | 8:45 AM – 10:30 AM

MAXIMIZE YOUR MEMBERSHIP

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INTENTIONAL LIVING WEBINAR

Dec 21 | 9 AM – 10:30 AM

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