

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | JUNE 2025

MACNY APPLAUDS CONTINUED STATE INVESTMENT IN ADVANCED MANUFACTURING WORKFORCE DEVELOPMENT



We're thrilled to announce the 2025-2026 New York State Budget includes \$1.75 million in level funding to sustain the Manufacturers Intermediary Apprenticeship Program (MIAP), as well as \$500,000 in funding to expand the Real Life Rosies® program.

First launched in 2016 with support from the State Legislature, MIAP has proven to be an essential tool in helping manufacturers build a skilled workforce and strengthen New York's advanced manufacturing economy by serving as an intermediary to establish and manage New York State Registered Apprenticeship Programs. We'd like to thank State Senators Chris Ryan, Sean Ryan, and Rachel May for their strong support this year of MIAP's continued funding and success.

Our President & CEO Randy Wolken stated, "We're grateful to the State Legislature for including this critical funding in the state budget and thank the many members of the State Legislature who strongly advocated to see that funding was included in the final budget. This support will help us continue to expand MIAP into new regions and trades statewide and expand Real Life Rosies to reach more women who want to pursue a career in advanced manufacturing."

Originally funded by the Empire State Development's Office of Strategic Workforce Development, Real Life Rosies is the first New York State Department of Labor-funded direct-entry, pre-

apprenticeship program for women in advanced manufacturing. This first-time funding allocation through the New York State Department of Labor provides expanded skills training and professional development to help women access high-demand manufacturing careers. This no-cost program provides training, certifications, and other wrap-around services to address barriers like childcare, transportation, and work-related supplies. Since its launch in 2023, Real Life Rosies has trained more than 120 women and expanded into new regions, including the Mohawk Valley and Onondaga and Oswego counties.

We'd like to thank Assemblymember Pamela Hunter for her unwavering support of the Real Life Rosies Program. Her efforts along with those of Assemblymembers Donna Lupardo and Carrie Woerner were instrumental in securing the funding for this program. Their advocacy efforts will ensure more women across the state have the opportunity to forge a path in manufacturing.

These victories reflect the collective efforts of MACNY's Government Relations Team, our Alliance Partners, and our members, who worked together to advocate for meaningful workforce and economic development policies. "We thank our members for raising their voices and sharing their insights with legislators," added Wolken. "Your advocacy continues to demonstrate that there is strength in numbers."

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MACNY's 112th Annual Celebration of Manufacturing wouldn't have been possible without your support!

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UPCOMING EVENTS
Opportunities for you and your workforce



MACNY SUMMER EVENTS SERIES

Presented by



DO YOUR SUMMER NETWORKING WITH MACNY!

Spend your summer with us creating meaningful connections that drive growth, innovation, and sustainability within our manufacturing community. Take part in our shared goal of Building Tomorrow, Together!



All-Star Night Out with the Mets

All-Star Night Out
July 10

Join us for an unforgettable evening at the ballpark, with our exclusive access to the Metropolitan Club hospitality room during a Syracuse Mets home game against the Lehigh Valley IronPigs. This home run event offers the perfect blend of fun, relaxation, and networking.



28TH ANNUAL GOLF TOURNAMENT

Annual Golf Tournament
July 21

MACNY's 28th Annual Golf Tournament returns to the scenic fairways of Bellevue Country Club for a day of competition, camaraderie, and connection. This signature event unites industry leaders for a memorable experience on one of Central New York's premier courses.



BREW-B-QUE AT MEIER'S CREEK BREWING COMPANY

Brew-B-Que
August 14

Experience the picturesque Meier's Creek Brewing Company (MCBC) in Cazenovia, NY! This unique event combines the charm of a brewery setting with the fun of a barbecue, making it the perfect summer outing for beer and networking enthusiasts alike!

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Questions?

Email info@macny.org

PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

REGULATORY REFORM IS BADLY NEEDED



The U.S. needs a balanced, sensible, and pro-growth regulatory environment to promote manufacturing competitiveness. President Trump's Executive Order (EO) 14219: "Ensuring Lawful Governance and Implementing the President's 'Department of Government Efficiency' Deregulatory Initiative," issued on February 19th, directs federal agencies to conduct a top-to-bottom review of existing regulations within their jurisdiction. Within 60 days, they must identify regulations that:

- Impose significant costs that aren't outweighed by their benefits
- Exceed statutory authority
- Disproportionately hurt small businesses
- Impede innovation, research and development, and economic development

The National Association of Manufacturers (NAM) recently submitted their recommendations to key federal agencies, highlighting burdensome and outdated regulations that are driving up costs and undermining manufacturing competitiveness. NAM has identified at least 44 regulations across 10 agencies that it recommends the Trump Administration revise or rescind under EO 14219. These latest recommendations build on the momentum of a letter sent in December 2024 to the transition team, endorsed by over 100 manufacturing organizations. The letter outlined regulatory actions the incoming administration could take to address regulations that were hindering manufacturing growth and job creation. The Trump Administration has taken decisive action on several key manufacturing priorities, including:

- Lifting the liquefied natural gas export ban
- Rescinding Securities and Exchange Commission Staff Legal Bulletin 14L
- Announcing plans to revise the Environmental Protection Agency (EPA)'s PM2.5 rule as well as the Biden administration's power plant rule

In response to EO 14219, NAM has focused its efforts on addressing burdensome regulations across several agencies including the EPA, Securities and Exchange Commission, Department of the Interior, Department of Energy, Department of Labor, Department of Labor, Cybersecurity and Infrastructure Security Agency, Department of Health and Human Services, National Institute of Standards and Technology, Federal Trade Commission, and Department of the Treasury.

The Trump Administration is reevaluating regulations that are hindering manufacturers' growth. Each year, manufacturers spend \$350 billion complying with federal regulations — funds that could be better invested in expanding factories and production lines, hiring new workers, or raising wages. Manufacturers are calling on the current administration to reform rules that are too costly, create unnecessary red tape, stifle investment, don't make sense, and negatively impact the 13 million individuals working in the U.S. manufacturing industry.



**Read NAM's
recommendations**

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

FUELING NEW YORK'S FUTURE: WORKFORCE AND BUSINESS GAINS IN THE STATE BUDGET



In early May, New York lawmakers passed the 2025-2026 State Budget, a spending plan totaling around \$254 billion and includes several budget and policy items to support workforce development and businesses statewide.

Over the past few months, MACNY's Government Relations team, The Manufacturers Alliance of New York (The Alliance) partners, and member companies traveled to Albany to share our voices with key state leaders on various issues important to the manufacturing industry. We also sent letters and e-mails, participated in Zoom calls, and joined other statewide business groups in strong coalition efforts to keep conversations going with key legislators.

Workforce Initiatives

As we shared on the cover story of this newsletter, the 2025-2026 New York State Budget includes \$1.75 million in level funding to sustain and grow the Manufacturers Intermediary Apprenticeship Program (MIAP). The continuation of funding was a main priority of MACNY and The Alliance since the start of this legislative session. We thank the State Legislature for including this funding in the final state budget and appreciate the ongoing support for this successful workforce development solution. We also are thrilled that the new state budget includes \$500,000 to expand the Real Life Rosies® program into new territories and trades to reach more women eager to pursue a career in advanced manufacturing. We thank our champions in the State Legislature who remained committed to the cause and helped secure this critical funding.

Paying Off the Unemployment Insurance Debt

Another budget priority of ours was New York's \$6 billion Unemployment Insurance (UI) debt, which had burdened small manufacturers and businesses throughout the state for years. During the COVID-19 pandemic, all non-essential businesses

closed to the public, and unemployment claims surged. The UI system was overwhelmed by the spike in claims, and substantial amounts of money poured out of New York's UI Trust Fund. That's when New York began borrowing funds from the federal government, and since then, employers in New York have been paying down billions of dollars of this debt through increased taxes. We applaud the Governor and the Legislature for agreeing to make the debt solvent and provide substantial UI relief to businesses across the state.

Education/Family Assistance

Additionally, the final state budget establishes the New York Opportunity Promise Scholarship program at SUNY and CUNY community colleges, offering grants to cover tuition, fees, and books for students aged 25 to 55 who are pursuing degrees in high-demand fields, including advanced manufacturing. This significant measure will serve as a great tool for helping more adult learners realize their dreams and explore career opportunities.

Eligible New Yorkers across the state will also receive financial assistance through the new budget with an expanded Empire State Child Care Tax Credit, an extension of the Excelsior Jobs Program, and a modified one-time inflation refund.

For more information on the 2025-2026 New York State Budget, please contact me at tlatinogerlock@macny.org. There's a full budget breakdown on our website under the government relations tab. During the remainder of this legislative session, we'll be working on other post-budget issues, especially some energy-related proposals that could harm energy-intensive member companies. We'll continue our legislative visits and ask for your voice on these matters through our online advocacy action site. The current session is scheduled to conclude mid-June.

The State Legislature has indicated it may return to Albany for an extraordinary session in the fall to address certain fiscal issues associated with actions at the federal level. As always, we'll continue to update you on any developments.



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WORKFORCE DEVELOPMENT

Eileen Donovan, Manager of Apprenticeship & Workforce Development

WHAT'S NEXT?



For David Freund, MACNY's Chief Leadership Officer, it might as well be Father's Day every day. "I know I hit the jackpot," says David, whose dad, at 93 years old, "is still my hero." It's inspiring to hear David describe the ways in which his father, Robert Freund, influenced his career. In his father's story, we discover testimonials to the wisdom of life-long learning and the benefits of Registered Apprenticeship.

Robert began his career as a Journeyworker die maker at Westinghouse Electric Corporation in Ohio. In those days, die makers and tool makers, who donned white shirts, black pants, and polished black shoes to work, were craftsmen who'd been selected to go into an apprenticeship. His apprenticeship program led to a pathway that included diverse occupations and increasing responsibilities, including being David's boss when David earned his Journeyworker certificate, an achievement he still has proudly framed in his office.



After earning his certification, David asked his father, "What's next?" When the elder Mr. Freund responded with, "You'll figure it out," he did so with complete confidence, knowing that the apprenticeship program had prepared his son for all the skills necessary to tackle anything he desired. The career David still enjoys is proof of the prescience of that statement. He's worked as a toolmaker, tool room supervisor, proto-typer, production supervisor, president of a manufacturing company, leadership trainer, father, and grandfather.

Many know David as a corporate educator, another aspect of his career that was inspired by his father, who trained thousands before he retired in his 80s. Earlier in his career David stepped



in as a substitute trainer for his dad, who asked him to fill in after he began drifting to Florida for milder winters. David, MACNY's Chief Leadership Officer for 10 years, is also honored on MACNY's Wall of Fame – a recognition he humbly announced should've gone to his father, who was sitting beside him when he achieved the milestone.

David doesn't see "achievement" as reason to say, "There. I did it." To him, that mindset reflects what he calls "destination disease." Instead, he continues to ask, "What's next?" and encourages Registered Apprentices to do the same. His advice: "Listen to those who walked the road before you— life is filled with mentors."

David notes that even as a mentor, he's not finished learning, stating, "I've only scratched the surface of what I need to learn. How far can I go? So long as I keep learning, I keep growing. You're never done learning."

Every day, we witness the positive impact the Registered Apprenticeship Program has on people's lives and careers, but it all starts with a willingness to learn. This Father's Day, we honor the dads, father figures, mentors, and role models who inspire, guide, and elevate those around them. Their wisdom helps others grow, achieve, and pursue 'what's next'.

PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

LEVELING UP STEM LEARNING: TEACHERS DISCOVER CAREERS IN ESPORTS AND DAIRY MANUFACTURING



Driven by a strong commitment to connecting students with exciting STEM career opportunities in Central New York, Partners for Education & Business, Inc. (PEB) expanded its mission this year by launching a new partnership with the New York State Master Teacher Program — a dynamic network of more than 1,400 exceptional K–12 public-school STEM educators dedicated to advancing their expertise and inspiring the next generation of STEM leaders. As part of this partnership, we organized two unique industry site visits to give these teachers firsthand exposure to the innovative, STEM-driven industries in our region.

Beyond the Game: Esports at Syracuse University

In the fall, 14 teachers from districts across Central New York, including West Genesee, Jamesville-Dewitt, East Syracuse Minoa, Tully, Baldwinsville, Hannibal, Skaneateles, Phoenix, North Syracuse, Solway, Auburn, and Fayetteville-Manlius, visited Syracuse University (SU) to explore the rapidly growing field of Esports.



Hosted by SU's Esports Program, the visit showcased how video games and competitive gaming are being integrated into curriculum, professional development, community-building, and student engagement efforts. The Esports program launched its first cohort last fall and has been developing new facilities to support the program. The teachers toured their brand-new Esports facility in

the Schine Student Center — fresh paint and all — and learned about the university's investment in Esports from both a curricular and collegiate team standpoint.

In addition, teachers engaged in discussions about adjacent career opportunities in fields such as game design, coding, business, and management. They left with practical ideas for launching Esports initiatives in their districts, emphasizing that even a small club with basic equipment can spark powerful student engagement.

Farm to Table: Inside Byrne Dairy Manufacturing

The second visit brought 11 teachers to Byrne's Agricultural Education Center in Cortland, representing districts including Onondaga Central, Broome-Tioga BOCES, Auburn, West Genesee, APW, Home, Cincinnatus, Cortland, and Fayetteville-Manlius. From the mezzanine-level, teachers observed the entire production process of extended shelf-life dairy products — from milk delivery, to processing, to packaging and shipping.

After the tour, teachers participated in a panel discussion with Byrne's plant manager and other employees, who shared their diverse career journeys and experiences. The teachers were especially impressed by the advanced science behind dairy manufacturing and the wide range of roles available at Byrne, from production and quality assurance to business operations. The visit also highlighted training opportunities, such as MACNY's Registered Apprenticeship Programs, which offer pathways into the industry for students from various educational backgrounds.

Both experiences broadened the teachers' perspectives on STEM careers that are often overlooked but are vital and innovative components of our local economy. They can now bring this knowledge to their classrooms, inspiring the next generation of STEM leaders by connecting academic learning to real-world career opportunities.



Partners for Education & Business, Inc. (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.

UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

UTILITY DATA ANALYSIS



In order to proactively understand your different types of organizational emissions, and set your sustainability goals, you have to take control of your most significant asset: your energy consumption data.

Analyzing data can be time-consuming, costly, and challenging. As a result, very few companies are equipped to handle this in-house. Utility bill management platforms have become increasingly important tools for understanding energy expenses, identifying opportunities for efficiency, and streamlining and reducing operating costs.

Utility bill management platforms provide detailed insights into energy usage. This allows companies to pinpoint areas of high energy usage and take steps to reduce operating costs. At a high level, these platforms allow companies to aggregate, simplify, and ultimately optimize their energy usage and identify trends. These capabilities include:

- **Aggregate and verify utility bills:** Manually reviewing utility bills across multiple providers creates room for error. These platforms compile all line items on energy bills to create a standardized analysis and verify each charge for accuracy. They also compare and validate the utility tariffs for a company's facility.
- **Simplify user experience:** The best utility bill management platforms provide an intuitive user experience. Standardizing energy bills across multiple utilities enables a simpler review and analysis of energy usage and expenses. Further, the platforms generate comprehensive expense profiles with custom reporting tailored to organizational goals.
- **Generate detailed reports and analytics:** Beyond enhancing the user experience, utility bill management platforms provide a baseline and insight into areas for improvement or energy efficiency opportunities, especially for a franchise, university, or other organization with a large-footprint and widespread energy consumption. Data insights allow various facilities to identify trends, changes, or anomalies in energy usage, then use that data to inform strategies for optimization.

Among these increasingly popular utility management platforms is Constellation Navigator's Utility Bill Management Platform (UBM), a fully automated solution that proactively manages utility costs, monitors trends, and develops strategies to optimize spending. For example, a company could leverage Constellation Navigator's UBM platform to identify areas where lights are left on unnecessarily and implement a policy of turning off lights when they aren't needed.

Constellation Navigator's UBM platform also enables companies to benchmark their energy usage against similar-sized companies in their industry. Companies can identify areas where they're using more energy than their peers and take steps to reduce their usage.

Utility bill management platforms provide a range of benefits for companies seeking to manage their energy usage. These platforms give companies the power to take control and turn their utility data into one of their most valuable assets, proactively manage utility costs, understand trends, and develop strategies to optimize spending across the entire billing and payment lifecycle.

Ready to work with energy experts who have the tools to easily connect your energy usage to your sustainability goals?

To start proactively managing your energy data with Constellation Navigator's UBM platform, please reach out to me, at coehmigen@macny.org and I'll connect you with our partners at Constellation. With their deep expertise, they can help your organization chart a path to a more sustainable future. Get started today!



Thank you to Constellation for sharing your insights.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

SUMMER READING



Last month, in one of my bi-weekly blog posts, I referenced a 2019 survey that found 42% of college graduates never read another book after college, and that 80% of U.S. families didn't buy or read a book in 2018. Personally, I find those statistics to be a tremendous tragedy. As a nation, we seem to be surrendering ourselves to mediocrity, but if you're engaged with MACNY and reading my posts, you're someone who cares about personal and professional growth. Typically in June, I share my suggested summer reading list. This year, that list includes two books I've already read and two that are on my list.

Of the two I've read, the first one I want to recommend is John Maxwell's *High Road Leadership*. When John was writing the book, he shared that he was burdened by the lack of character in leadership throughout our country and around the world. Those who we looked to as leaders were more focused on their own personal gain rather than adding value to others. This book takes you on a journey of understanding the need for bringing people together, valuing others, and doing things for the right reasons. John explains the need for acknowledging our humanity and gives us tools to increase our emotional capacity. These tools allow us to embrace authenticity and put others' agendas ahead of our own. Each chapter in the book ends with suggestions to apply the chapter to our daily life.

My second book recommendation is *Know What You're For: A Growth Strategy for Work, an Even Better Strategy for Life* by Jeff Henderson, a former marketing executive for Chick-fil-A. In the book, Jeff says that success comes when what we want to be known for aligns with what our customers say we're known for. For us to achieve this alignment, we have to decide as organizations what we want to be known for. The book is broken up into four sections:

1. For the Customer
2. For the Team
3. For the Community
4. For You

One of the points I love most in this book is when Jeff states, "Based on marketing and social media, most companies would be considered narcissistic." He posits that if companies truly

want to be successful, they need to highlight the success of their customers.

If you attended Live2Lead back in 2023, you may remember Ryan Leak as one of the speakers. During his talk, he shared details from his earlier book *Chasing Failure*. Ryan's newest book, *How to Work with Complicated People*, is on my summer reading list. It recently became a New York Times bestseller and has one of the most colorful and interesting covers that I've ever seen. If you slip off the dust jacket, you'll see embossed on the front binding, this statement: "Be the person who sees the potential in a second chance." If you flip it over to the back cover, Ryan notes, "On the other side of complicated is a wonderful, wide open world of effective collaboration, and a workplace you can love."

My last book to recommend is the shortest—*The Charismatic Leader: 21 Skills to Connect with People*, by John Maxwell. John loves breaking down his principles numerically, such as *The 21 Irrefutable Laws of Leadership* or *The 17 Indisputable Laws of Teamwork*. This latest book discusses the 21 skills necessary to connect with people. To be successful leaders, we need to be charismatic. The good news is that charisma is more of an acquired skill than a natural talent, so it can be learned. When you become interested and invested in people, you become interesting to them, and they're more apt to buy into you and your vision.

Do you have any books on your reading list for the summer? Let me know what you're reading by reaching out via email at dfreund@mancy.org. Happy reading!

THE BOTTOM LINE

Ryan Cartwright, CPA, Audit Partner
Firley, Moran, Freer & Eassa, CPA, P.C.

TARIFF TENSION: NAVIGATING THE NEW TRADE LANDSCAPE FOR CENTRAL NEW YORK MANUFACTURERS

Central New York has long been home to a vibrant manufacturing base ranging from aerospace and defense suppliers to metal fabricators, electronics producers, and advanced materials firms. Now, as President Trump's 2025 tariff plan reshapes the global trade landscape, local manufacturers find themselves at a pivotal crossroads. While the increased tariffs are intended to bolster American industry, they also present significant challenges that demand swift, strategic responses from Central New York businesses.

While tariffs themselves aren't new, the administration's policy introduces a 10% baseline import tax on most goods, along with sharply increased rates of up to 245% on certain Chinese imports and specific materials such as aluminum, steel, solar components, and electronics. The policy is framed as a national security measure aimed at countering unfair trade practices and encouraging domestic production.

For manufacturers across Central New York, the effects are already being felt. Companies must now evaluate how to manage rising costs, shifting supply chains, and global trade volatility. While there are numerous challenges Central New York manufacturers face, the three biggest are:

- **Higher Material and Component Costs:** Many Central New York manufacturers rely on imported metals, machine parts, or electronics that now carry substantial tariffs. For example, vendors supplying parts to solar energy development and defense contractors, or producing precision tools are seeing significant cost increases, which may be difficult to pass onto customers in highly competitive markets.
- **Supply Chain Volatility:** Tariffs are causing delays and uncertainties in supply chains. Manufacturers are grappling with increased lead times, higher shipping

costs, and the need to identify alternative suppliers. This disruption is particularly challenging for small businesses that lack the resources to absorb these shocks.

- **Export Retaliation:** Some Central New York companies that export finished goods or parts (especially to Canada, a major trading partner) are now grappling with retaliatory tariffs that make their products less competitive abroad.

Despite these challenges, several opportunities have emerged for Central New York's industrial sector:

- **Domestic Supplier Growth:** With tariffs making imports more expensive, there's renewed interest in sourcing components and raw materials domestically. This shift could benefit U.S. producers of raw materials and components, potentially leading to a more resilient supply chain.
- **Regional Collaboration:** Manufacturers may benefit by strengthening ties with regional partners, colleges, and trade organizations to improve supply chain resilience, workforce development, and innovation. Local universities, colleges, and trade schools can play a role in workforce upskilling and applied research.
- **Investment in Automation and Innovation:** To mitigate the impact of higher labor and material costs, manufacturers may invest in automation and innovative technologies. This investment can improve efficiency and reduce long-term operational costs.

To remain competitive in this evolving trade environment, Central New York manufacturers should consider using the following strategies:

- Review and diversify supply chains to reduce exposure to high-tariff sources.
- Partner locally to build stronger regional sourcing and innovation networks.
- Invest in the workforce and process innovation to offset rising material costs.
- Stay engaged with policymakers and trade groups to influence and understand policy developments.

In conclusion, tariffs have reintroduced uncertainty into the global trade environment, but they've also sparked a re-evaluation of what it means to manufacture competitively in Central New York. While the path forward won't be without obstacles, the region's manufacturing base, known for its adaptability and grit, has the opportunity to emerge stronger, more independent, and more technologically advanced.

Ryan Cartwright, CPA is an Audit Partner at FMF&E CPA, PC with over 20 years of public accounting experience providing accounting, business advisory, corporate tax, compilation, review, and audit services. Ryan previously spent almost a decade working in a family-owned wholesale distributor/manufacturer in Syracuse, NY. His client service experience includes manufacturers, microbreweries, construction contractors, wholesale distributors, and transportation companies.



On May 22, at the SRC Arena & Events Center, MACNY hosted approximately 450 guests to celebrate MACNY 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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JUNE

TRAINING AND EVENTS



REGISTER FOR AN EVENT OR TRAINING

INTRODUCTION TO DIGITAL MARKETING

June 2nd & 4th | 9 AM – 12 PM

FOUNDATIONAL QUALITY TOOLS

June 3rd | 8:30 AM – 5 PM

SUPERVISORY LEADERSHIP

Starting June 3rd | 8:30 AM – 12:30 PM

DIGITAL MARKETING CERTIFICATION

Starting June 3rd | 9 AM – 12 PM

SUPPLY CHAIN MANAGEMENT WORKSHOP

June 3rd & 5th | 9 AM – 12 PM

ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

June 4th | 8 AM – 12 PM

CONSOLIDATED FUNDING APPLICATION (CFA) WORKSHOP

June 4th | 1 – 2:30 PM

TOUR OF THOMPSON & JOHNSON

June 4th | 3:30 – 6:30 PM

WORKERS' COMPENSATION UPDATE

June 5th | 8:30 – 9:30 AM

HOW BLOCKCHAIN IS CHANGING MANUFACTURING

June 5th | 3 – 6:30 PM

ACCELERATING PERSONAL, BUSINESS, AND COMMUNITY GROWTH

June 6th | 9 – 10:30 AM

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

June 9th | 9 AM – 5 PM

ISO 9001: 2015 INTERNAL AUDITOR TRAINING

June 10th & 11th | 8 AM – 4 PM

INCLUSIVE LEADERSHIP

June 10th | 8:30 AM – 3:30 PM

MAXIMIZE YOUR MEMBERSHIP

June 10th | 9:15 – 10 AM

FORKLIFT OPERATOR SAFETY TRAIN THE TRAINER

June 12th | 8:30 AM – 3:30 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

June 12th | 9:15 – 10 AM

MICROSOFT EXCEL FOR OFFICE 365 - PART 2

June 16th | 9 AM – 5 PM

DISC BEHAVIORAL ASSESSMENT TRAINING

June 17th | 8:30 AM – 12:30 PM

TOUR OF SCHNEIDER PACKAGING

June 17th | 3 – 6:30 PM



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