

MANUFACTURING MATTERS NEWSLETTER



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

CELEBRATING CENTRAL NEW YORK'S WORKFORCE EXCELLENCE AT MACNY'S 2025 TALENT DEVELOPMENT AWARDS



On June 16th, nearly 200 people gathered at the Museum of Science & Technology (MOST) for the 2025 Talent Development Awards, presented by the National Institute for Industry and Career Advancement (NiiCA). Hosted by MACNY and Partners for Education & Business, Inc. (PEB), the event honored the outstanding achievements of the region's brightest students, dedicated educators, innovative employers, and talented workforce.

The event began with the PEB Awards, honoring ten exceptional high school seniors from across the region as the 2025 CNY STEM Scholarship recipients in recognition of their outstanding achievements in STEM education. The event also celebrated several key partners and mentors:

- Eaton, OCWA, and Usherwood Office Technology received the Business Partnership of the Year Award for their strong commitment to student engagement and STEM career exploration.
- Friends of the Rosamond Gifford Zoo was honored as the Community Partner of the Year for its dedication to promoting STEM careers and its innovative contributions to the Henninger P-TECH program.
- Cody Clark (Byrne), Adrienne Hickey (SUNY Upstate Medical University), Kathy Millett (Belden), and Kevin Wade (BPAS Actuarial & Pension Services, LLC) were presented with the Career Spark Award for their valuable mentoring and guidance of students on their career journeys.

- Elise Ranieri (King + King Architects) was named the SRC STEM Champion for her inspiring leadership and encouragement of young women to pursue careers in architecture and other STEM fields.

The awards also celebrated achievements in pre-apprenticeship and Registered Apprenticeship including The Riveter Award, presented to Alexandra Bakiewicz, Katrina Genier, Paige Perl, and Jennifer VanLuven, graduates of MACNY's Real Life Rosies® program. They were recognized for their determination, enthusiasm, and drive to build meaningful careers in a field where women have long been underrepresented. Khaing Hein, a graduate of MACNY's Advance 2 Apprenticeship® program, received the Advance 2 Apprenticeship Pathfinder Award for his initiative and leadership. Additionally, 46 Registered Apprenticeship graduates were honored for completing their programs. Instructors from the Advance 2 Apprenticeship and Real Life Rosies programs and companies that launched or expanded their Registered Apprenticeship Programs in 2024/2025 were also recognized for their contributions.

The program concluded with two inaugural awards. The first was The Jason Poole Apprenticeship Impact Award, presented to Irving Laureano-Torres from 110 Metalworks in recognition for his mentorship and advocacy for apprenticeships. The second was The Robert A. Leslie Award for Trailblazing Educators, presented to Erin Noto, Executive Director of Career and Technical Education at Syracuse City School District, for her transformative work expanding CTE programs and apprenticeship access.

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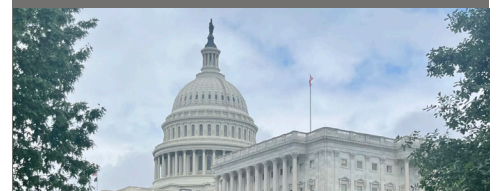
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MACNY SUMMER EVENTS SERIES

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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

WHAT'S YOUR LEADERSHIP APPROACH?



Leaders are all different – we each have our own unique leadership style; this becomes our leadership approach. It's vitally important that we, as leaders, are intentional when we develop our own approach.

I'm old enough to remember the debate on whether leaders are born or made. It seems silly now that we felt it necessary to have that conversation. Anyone can be a leader because leaders are made — and remade — every day. We may have specific natural attributes we tap into but there are others we must develop. As such, I'm increasingly convinced we must all put more time into developing our own leadership strategies.

The best leaders I know were intentional in developing their leadership approach. They remain consistent in their deeply held but lasting values, and they have a keen sense of who they are and what they hope to accomplish. Just as important, they never stop learning and growing. For them, leadership isn't a job or a role they fulfill, but rather a way of life. Even though it may appear to come naturally to them, it doesn't. They work at it — and it shows.

We can learn about leadership from those around us. David Freund, MACNY's Chief Leadership Officer, is a prime example of a leader I learn from every day. Over the course of his career, David's held a variety of positions in the manufacturing sector, and he brings all that experience to his current role. As a leader, he's consistent with his style and approach, which he has fine-tuned over the years. He's genuine, thoughtful, hard-working, value-driven, results-oriented, and committed to helping others develop their own unique leadership approach. He's a continuous learner and always eager to uncover new ideas and tools. It's a privilege to have him on our team and learn from him as a leader. He's just one example of the many leaders that I've had the opportunity to interact with and learn from.

you need to be regularly assessing yourself and your leadership approach. However, you can't just rely on your own analysis, you should be consulting others for their evaluation of your leadership approach. Is their answer consistent with the approach you're attempting to emulate? If not, how can you learn and improve?

To stay relevant and effective, you need to think about and act upon your leadership approach. Ultimately, great leadership isn't static — it's a continual process of reflection, adjustment, and growth. The more intentional you are, the more impactful your leadership will become.



What's your leadership approach? Can you summarize it in a few short phrases? Once you've summarized it, analyze it, and consider what you need to add. As a leader,

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

TAKING OUR LEGISLATIVE AGENDA TO THE NATION'S CAPITAL



In May, I attended the Coalition for a Prosperous America (CPA)'s 2025 Annual Conference at the Willard InterContinental in Washington, D.C. This premiere conference attracted attendees from across the nation, including several MACNY members.

During the conference, attendees had the opportunity to hear directly from U.S. Senators, U.S. House Representatives, congressional staff, industry leaders, and subject matter experts on critical federal issues surrounding trade, tariffs, taxes, and economic strategies. Event speakers engaged in insightful dialogue and shared thought-provoking perspectives and knowledge on the challenges and opportunities facing American industries. The conference also served as an excellent networking tool; providing opportunities to connect with other attendees and engage with them in insightful conversations on a range of topics related to the industry.

While in D.C., I met independently with members of Central New York's delegation in the U.S. House of Representatives, including Congressman John Mannion (NY-22) and legislative staff in the office of Congressmembers Claudia Tenney (NY-24) and Joe Morelle (NY-25). During the meetings, we discussed several key issues, including workforce development, continued support for the CHIPS and Science Act, and tax reform. We also discussed the importance of preserving funding for the Manufacturing Extension Partnership (MEP).

At the time of my visit, continued funding of the MEP was at risk, despite the program's proven results and longstanding bipartisan support. The MEP is the only nationwide network of public-private partnerships that provides technology-based services to small and medium-sized manufacturers. In New York, the MEP is a vital resource that serves manufacturers across the state through a network of 10 regional centers and one statewide nonprofit, providing critical services designed

to help manufacturers remain competitive, adopt modern technologies, navigate supply chain issues, access workforce training initiatives, and achieve sustainable growth in a rapidly evolving global marketplace. We'd like to thank our federal representatives who recognized the importance of this program by supporting the appropriation of funding for the MEP program in the FY 2026 federal budget.

The CHIPS and Science Act has already created jobs and driven economic growth across New York, and its impact will only increase in the coming years. Beyond bolstering the economy, it's essential to maintaining national security and global competitiveness. During the meetings, I urged legislators to protect it from being weakened or repealed. Finally, I stressed the importance of preserving pro-manufacturing tax policies in the final budget package. Pro-growth tax policies will be critical moving forward as manufacturers continue to express their need for renewed confidence.

I'd like to thank the CPA for welcoming me to such a fascinating and meaningful conference. I'd also like to thank our region's congressional representatives for meeting with me to discuss specific manufacturing issues and legislative goals.

As we continue to monitor the evolving tariff situation, we'll be assembling a cohort of MACNY members to have conversations surrounding the issue and to assess how we can be of assistance as a member organization. For more information on these issues and/or to join MACNY's online advocacy coalition, scan the QR code below.



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TALENT DEVELOPMENT

Amanda Wilson, Workforce Development Specialist

FORGING FUTURES: REAL LIFE RIVETERS IN ACTION



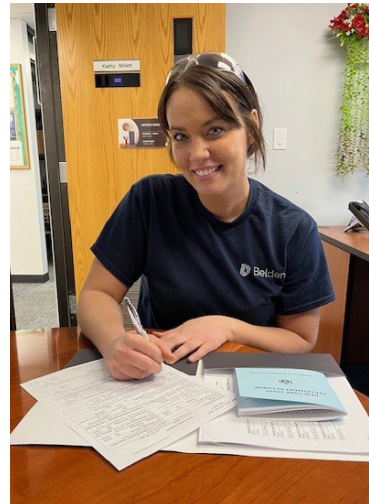
As a Workforce Development Specialist, I'm fortunate to witness women transform their lives every day through our Real Life Rosies® pre-apprenticeship program. This initiative empowers women to develop the skills, confidence, and resilience they need to succeed in high-demand careers.

One of the most inspiring individuals I've had the pleasure to watch grow is Paige Perl, a graduate of the inaugural Oswego County Real Life Rosies cohort. From the moment I first met Paige at Cayuga Community College, it was clear she was determined to seize this opportunity and create a better future for herself. Her passion for learning was immediately evident, and she approached every aspect of the program with commitment and focus. Paige's interest in working with her hands was sparked at a young age by her grandfather, who taught her how to fix things. Later on, seeing her friends thrive in local manufacturing jobs inspired her to want to explore a career in the industry herself.

Over the past eleven months, Paige's journey has been nothing short of remarkable. After successfully completing the Real Life Rosies program in December, she was offered a position at Belden, where she made history as the company's first automation technician in 80 years — and its first female in the role. Armed with the skills and confidence she gained through the Real Life Rosies program, Paige quickly established herself as a valuable member of the team, earning the respect of her colleagues and setting a new standard for what's possible.

Her dedication and hard work have not gone unnoticed. In May, Paige officially signed on as a Registered Apprentice in the electro-mechanical technician trade. Kathy Millet, HR Manager of Operations at Belden, shared her admiration for Paige's trailblazing accomplishments: "She made history here as our first female automation technician. Her dedication, skill, and drive have not only set a new standard but are paving the way for future generations. She's proof that when opportunity meets talent, there's no limit to what can be achieved."

In addition to advancing her career, Paige was recently honored with the prestigious Riveter Award at the 2025 Talent Development Awards. She joined four other outstanding Real Life Rosies graduates in being recognized for their hard work, perseverance, and "can-do" attitude.



I recently had the chance to catch up with Paige, and I remain inspired by her strength, determination, and positivity — not to mention her willingness to roll up her sleeves and tackle any challenge that comes her way. In fact, she's even inspired me to embrace her "I can do it!" mindset in my own life. Looking ahead, Paige hopes to continue her education and one day become an engineer.

The Real Life Rosies program is committed to helping women of all ages and backgrounds unlock their potential, build confidence, and prepare for meaningful careers in industries that have historically been male-dominated. As our pre-apprenticeship programs continue to expand across the region and the state, I look forward to sharing even more success stories like Paige's.

If you're interested in learning more about pre-apprenticeship opportunities or would like to get involved with our upcoming programming, please feel free to contact me at awilson@macny.org or by phone at 315-474-4201 ext. 64.

PARTNERS FOR EDUCATION & BUSINESS, INC.

Taylor Hodge, Director, Partners for Education & Business, Inc.

FROM CLASSROOM TO CAREER: REDEFINING THE FUTURE WORKFORCE



This year, the career and technical education (CTE) community lost a great leader, Robert A. Leslie. Robert was the driving force behind the development of CTE programs for the Syracuse City School District. These programs provide students with meaningful college and career experiences through innovative partnerships in the community. In honor of his lasting impact and legacy, the Partners for Education & Business, Inc. (PEB), team established the Robert A. Leslie Award for Trailblazing Educators.

The award was introduced at this year's Talent Development Awards, with Erin Noto, Director of Career and Technical Education, at Syracuse City School District, recognized as its inaugural recipient. The award recognizes an educator who is a true mover and shaker in career education, bringing big ideas to life and inspiring others to do the same.

For Erin Noto, expanding post-graduation opportunities for CTE students remains a priority. With strong support from the district, she's built an impressive team to strengthen apprenticeship pathways, expand college access across CTE programs, and grow work-based learning opportunities. By fostering meaningful partnerships with business and industry leaders, she's helping ensure students are well-prepared for future success – no matter what path they choose.

Her leadership has been instrumental in securing New York State Department of Education approvals for newly added CTE programs across the entire district and at the new regional STEAM high school slated to open this fall. She's also been engaged in significant efforts dedicated to recruiting skilled industry professionals and equipping them with the necessary support to become successful, certified classroom educators. Initiatives include a CTE-specific mentorship program and advocating for tuition assistance to facilitate required coursework.

When asked about the award, Erin said, "I'm truly honored to receive the Robert A. Leslie Award for Trailblazing Educators. This recognition reflects a journey defined by passion, innovation, and a deep commitment to transforming how we view CTE. Robert taught me the value of being bold, the need to find humor in most situations, and the power of taking meaningful risks. I carry these lessons with me every day. I'm incredibly proud to be a part of CTE in the Syracuse City School District. The work of those who came before me is evident in how far the district has come, and I'm even more inspired by where we're heading."

Thank you to Erin for your partnership and leadership in CTE and congratulations on receiving this well-deserved honor. The work that you do is shaping the pathways of future leaders!



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

Colleen Blagg, Manager of Corporate Services & Workforce Development

THE FUTURE OF ENERGY: PREDICTING TRENDS IN AN UNPREDICTABLE ENVIRONMENT



The 2025 ENGIE Business Energy Census is arriving at a pivotal moment as business leaders navigate the rapidly evolving energy landscape. With New York Independent System Operator (NYISO) grappling with grid congestion, interconnection backlogs, and project cancellations like Clean Path NY 1, the survey insights in this year's census offer a timely lens into how businesses are adapting.

From expected increased price volatility to shifting attitudes on green premiums, the report reveals how energy strategies are becoming both more complex and increasingly critical, especially for manufacturers balancing cost pressures with sustainability goals.

Trend: Rising Prices and Volatility

Major shifts are in play that will completely change the energy landscape by 2030. The World Energy Outlook predicts that in less than 5 years, the number of electric cars on the road will increase nearly tenfold compared to today. Energy volatility and rising prices are reshaping the market, and staying ahead of the curve is more critical than ever.

One of the most significant findings of the census report is the expectation of increased volatility in natural gas and power prices. Most respondents anticipate higher prices and greater instability, driven by rising energy demand from data centers and manufacturing sectors. This trend underscores the need for businesses to adopt robust risk management strategies to navigate the fluctuating energy landscape.

Trend: Shift in Green Premium Acceptance

The report also highlights a shift in customer attitudes towards renewable energy premiums. While there's still a willingness to pay a premium for green energy, this willingness has decreased from 82% in 2024 to 73% in 2025. This indicates

a growing price sensitivity among customers, likely influenced by economic uncertainties and rising capital costs.

Trend: Energy's Strategic Role

The strategic importance of energy is evolving. The report notes a slight decrease in the perceived strategic importance of energy among aggregators, brokers, and consultants (ABCs), suggesting a shift in priorities due to changing market conditions. This shift calls for energy companies to reassess their strategies and adapt to the new landscape by focusing on cost-effective energy solutions and innovative technologies. New York and New England Customer Sentiments

This year's report also reveals that survey respondents report expectations of heightened volatility in both natural gas and electricity prices across New York and New England.

Of note is the green energy divide. For 2025, 38% of New York and New England customers surveyed reported being open to paying a small premium for renewable energy, while 38% aren't willing to pay a premium at all.

For comparison, in 2024, 73% of regional respondents said they would pay a small premium while 9% said they wouldn't pay a premium.

These results highlight the changes in sentiment in the area around premiums for green energy. These regional differences highlight the need for targeted strategies to address specific challenges and opportunities.

The Role of Retail Energy Providers

As we look at future energy trends, the role of retail energy providers will become increasingly crucial. With the anticipated surge in electricity demand, retail energy providers will need to innovate and adapt to meet these new challenges. They will play a key role in ensuring the stability and reliability of energy supply, managing price volatility, and providing customers with sustainable and cost-effective energy solutions.

Their ability to navigate the complexities of the energy market and provide tailored solutions will be vital in helping businesses and consumers alike adapt to the evolving energy landscape. Download the 2025 Business Energy Census at this link: engie-na.com/2025census

The report has identified several mega-trends from the perspectives of over 100 ABCs. For the third consecutive year, ENGIE Resources has partnered with the Energy Research Consulting Group (ERCG) to track and analyze these evolving trends. As the energy landscape continues to shift at an unprecedented pace, their insights remain a valuable resource for businesses, policymakers, and consumers looking to navigate the future of energy with confidence.



Thank you to ENGIE Resources for sharing your insights.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

IT'S TIME TO DECIDE



We often measure our level of commitment to our job by how hard we work or how many hours we put in. For many years, I too, bought into this fallacy. However, I've come to realize that when we focus on measuring commitment by those metrics, we're setting ourselves up for failure.

As the summer begins, I'd like to pose a challenge; decide what you'll stop doing. Don't focus on starting something new, but rather on weeding out the excess. As a leader, you have a bias for action and need to be involved in a variety of things. You may have this notion that you're required to be involved in everything. Your challenge this summer is to find what you can stop doing.

Back in the summer of 2006, my sons and I decided to make a quick stop at the Syracuse Nationals car show. However, as we walked around the fairgrounds, I began to feel a pain in my arms. When I climbed the steps to the old grandstands, I couldn't catch my breath, and on the way back to the car, the pain began to shoot up my neck. Upon arriving home, my boys shared this with my wife, and the next thing I knew, I was in the ER at St. Joseph's Hospital. I was only 44, not overweight, never smoked, and only occasionally had a glass of wine — what was happening to me? To make a long story short, while I wasn't having a heart attack, the stress in my life was catching up to me, and this episode was a shot across my bow, so to speak. Unfortunately, it was a lesson that I didn't learn the first time and is one that has come back to haunt me several times since.

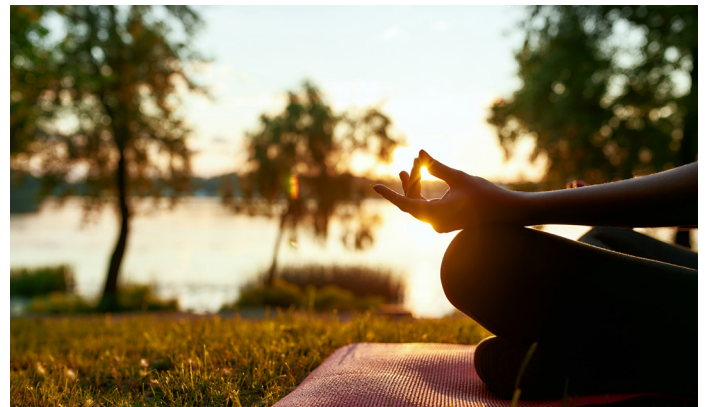
The biggest cause of my stress was that the company I was running occupied a large amount of my time; even when I wasn't at work, I was thinking about work. If I scheduled time off for a vacation, I would still check my emails or drive to the plant to address an issue. I, like so many others, thought the key to success in my career was to work harder and for longer hours. Michael Hyatt, the former CEO of Thomas Nelson Publishing, calls this the "hustle fallacy". While we may think working extra hours makes us more productive, the data reveals that when we exceed 50 hours of work per week, we begin to decrease our productivity. One study revealed that 50 hours on the job only yields 37 hours of productivity, and when pushed to 55, it drops to 30 hours of productivity. What a waste of time and energy.

The key to success in leadership and life in general is to slow down, reflect, and focus. We need to take an honest assessment

of our time and see what we can cut out. What activities aren't adding value? What activities could be handled by others or stopped altogether? Is there someone who can do what you do 80% as well as you can? If so, let them do it. This will free up time for you to focus on the things that you do best; tasks and activities that align with your giftedness.

As you read this, I'll be doing exactly what I'm asking of you. I'll be taking the time to step back, slow down, reflect, and focus on what I need to stop doing. I'll share my discoveries upon my return and hope to hear about the discoveries you make in your own life.

Have a great summer!



THE BOTTOM LINE

Anthony Pokrentowski, CPA, Tax Senior Manager
Dannible & McKee, LLP

F REORGANIZATIONS: A STRATEGIC TOOL FOR M&A TRANSACTIONS

Mergers and acquisitions (M&A) have seen a notable rise in recent years, evolving beyond traditional stock or asset sales into more complex structures. One strategic option that can offer both tax and structural benefits is a reorganization under Internal Revenue Code Section 368(a)(1)(F), commonly referred to as an “F reorganization.” Whether you’re selling a business or acquiring one, this type of restructuring can serve as a valuable complement to a sale transaction, offering significant tax and structural advantages.

What Is an F Reorganization?

An F reorganization is a pre-transaction restructuring of the target company involving a mere change in its identity, form, or place of organization. While simple in concept, qualifying under Section 368(a)(1)(F) requires strict adherence to specific IRS criteria. Treasury Regulation §1.368-2(m), outlines six requirements:

1. *Resulting Corporation Stock Distributed in Exchange for Transferor Corporation Stock:* Immediately after the F Reorganization, all stock of the resulting corporation must be distributed in exchange for the stock of the transferor corporation. The resulting corporation is a new S corporation formed by the selling shareholder(s), and the transferor is the original S corporation being sold.
2. *Identity of Stock Ownership:* The same person(s) must own 100% of the transferor’s stock immediately before the F reorganization, and 100% of the resulting corporation’s stock immediately after the F reorganization, in identical proportions.
3. *Prior Assets or Attributes of Resulting Corporation:* The resulting corporation may not have property or tax attributes immediately before the reorganization. Exceptions apply if the resulting corporation holds (or has held) a de minimis amount of assets to facilitate its organization or maintain legal existence.
4. *Liquidation of Transferor Corporation:* The transferor must fully liquidate for federal income tax purposes. However, formal dissolution isn’t required; it may retain

a de minimis amount of assets solely to preserve its legal existence.

5. *Resulting Corporation Is the Only Acquiring Corporation:* Immediately after the F reorganization, only the resulting corporation may hold property previously held by the transferor corporation immediately before the F reorganization or succeed to its tax attributes.
6. *Transferor Corporation Is the Only Acquired Corporation:* Immediately after the F reorganization, the resulting corporation may not hold property acquired from any corporation other than the transferor, nor succeed to any tax attributes of a corporation other than the transferor corporation. These requirements ensure that, all assets of the resulting corporation originate from the transferor (with limited exceptions, the transferor fully liquidates by transferring all its assets to the resulting corporation, and the transaction involves only the transferor and the resulting corporation.

What Are the Benefits?

For Buyers:

- Allows a step-up in the tax basis of the acquired assets.
- Unlike a Section 338(h)(10) election, no minimum stock purchase is required.
- The resulting corporation can retain the target’s Employer Identification Number, (EIN) simplifying administrative transitions.
- Supports seller rollover equity, allowing prior owners to remain involved and aligned with the company’s future growth.

For Sellers:

- The favorable tax structure may attract more buyers and result in better offers.
- Sellers can potentially defer taxes by investing in the resulting corporation.
- Proceeds can be received as cash, note receivables, rollover equity or a combination.
- Retained ownership interest allows continued participation in the company’s future growth.

In today’s competitive M&A environment, an F reorganization can offer significant benefits — from tax advantages to post-sale administrative simplicity — for both parties. However, these transactions are nuanced and must be carefully structured to meet IRS requirements.

Companies should work closely with experienced tax and legal advisors to ensure compliance and maximize the potential benefits. With proper planning, an F reorganization can serve as highly effective tools in achieving a successful transaction.

Anthony Pokrentowski, CPA, is a tax senior manager at Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Auburn, Binghamton, and Schenectady, New York, as well as Tampa, Florida. The firm has specialized in serving the manufacturing industry since 1978. To learn more about this topic, contact Anthony at apokrentowski@dmcpcpa.com



STAFF ANNOUNCEMENT

CINDY OEHMIGEN RETIRES FROM MACNY AFTER YEARS OF IMPACTFUL SERVICE



After more than eight years, Cindy Oehmigen retired from MACNY, on June 30, 2025.

Cindy joined MACNY in 2017 as Director of Energy and Corporate Services, bringing a clear vision to expand the organization's energy consortium and strengthen community engagement efforts. She quickly proved to be the ideal fit for the role. In response to member needs, Cindy also created and led numerous training

courses on lean manufacturing and quality tools, providing valuable insights to professionals throughout the region.

MACNY's team and Board of Directors extend their heartfelt thanks to Cindy for over eight years of dedicated service and wish her a fulfilling and well-deserved retirement.

Please join us in congratulating Cindy on her retirement and thanking her for all she has done for MACNY and the manufacturing community!

NYSERDA is celebrating **50 years** of energy leadership and innovation

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NYSERDA remains responsive to emerging opportunities and continues as an objective source of information and technical expertise.

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NEW MEMBER SPOTLIGHT



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Associated Solutions provides innovative electrical control designs and IIoT connectivity solutions for machine builders and associated industries. | associatedsolutionsllc.com



A-Verdi Storage Containers provides a variety of on-site storage & office products for residential, construction, and commercial customers. | averdi.com



Aryloom is the cannabis brand and latest venture from the family that brought you Beak & Skiff and 1911 Established hard cider & spirits. | aryloom.com



Circle Square Consulting is a cloud computing company that empowers businesses with strategic IT solutions that drive growth and efficiency. | circlesquareconsulting.com

CSARCH

CSArch is an architecture, engineering, and construction management firm specializing in K-12, higher education and corporate, civic, and cultural clients. | csarchpc.com



Daylight Blue Media Group specializes in video production and photography for non-profit and higher education clients in Central New York. | daylightblue.com



EverPeak Recruitment specializes in finding the perfect fit—helping businesses build teams or connecting job seekers with careers. | everpeakrecruitment.com



Grand Slam Safety is a one-stop facility providing high-quality sports netting and fending for a wide variety of indoor and outdoor venues. | grandslamsafety.com



Great Lakes Cheese is a premier manufacturer and packager of natural and processed bulk, shredded and sliced cheeses. | greatlakescheese.com



Hueber-Breuer Construction Co., Inc. is a family-owned general construction and construction management company in Central New York. | hb1872.build



Ironhorn Enterprises is a residential and commercial real estate development company specializing in finding off-market solutions. | ironhornenterprises.com



M3 Placement and Partnership provides executive search, HR, training and talent acquisition services on a local and national level. | m3placement.com



Mainfreight is a logistics and transport company that offers managed warehousing, domestic and cross-border transport and international freight forwarding. | mainfreight.com



Nomadic Secure Solutions provides IT infrastructure, risk management, enterprise systems, and crisis chain response to organizations of all sizes. | nomadicsecure.com



Oswego Industries, Inc. is a non-profit agency that supports children and adults with intellectual and developmental disabilities. | oswegoindustriesinc.org



HR | Payroll | Benefits | Insurance

Paychex is a benefits, HR, and payroll company with a mission of helping businesses succeed. | paychex.com



Pinnacle Holding Company, LLC is a family of companies offering services from IT support and recruitment to HR and payroll, marketing, and more. | pinnacleholdingco.com



Pinnacle Employee Services is a member of Pinnacle Holding Company, offering HR, benefits, and payroll services to companies. | pinnacleemployeeservices.com



Prudential Advisors offer financial advice and strategic planning for individuals and businesses to help people achieve their goals. | prudential.com/advisor/john-ryan



Split14 Creative is a women-founded creative firm providing marketing, graphic design, and website design/development services. | split14creative.com



Sun Environmental Corp provides environmental services including abatement, emergency spill response, and industrial maintenance. | sunenvironmentalcorp.com



Tradesman International is a recruiting agency providing construction contractors and industrial companies with skilled craftworkers. | tradesmeninternational.com



The Manufacturers Association

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JULY & AUGUST

TRAINING AND EVENTS

STRATEGIC SOURCING WORKSHOP

July 8th & 10th | 9 AM – 12 PM

MAXIMIZE YOUR MEMBERSHIP

July 8th | 9:15 – 10 AM

DEVELOPING AND IMPLEMENTING AN EFFECTIVE TRAINING AND COMPETENCY SYSTEM

July 9th | 8 AM – 12 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

July 10th | 9:15 – 10 AM

BASEBALL: ALL STAR NIGHT OUT

July 10th | 5:30 – 8:30 PM

GETTING THE MOST FROM YOUR SPREADSHEETS WITH GEN AI

July 14th | 9 – 12:30 PM

WORKING WITH MICROSOFT COPILOT

July 14th | 1:30 – 5 PM

OSHA 10-HOUR

July 15th & 16th | 8:30 AM – 3 PM

CRUCIAL CONVERSATIONS: MASTERING DIALOGUE

July 15th & 17th | 9:30 AM – 3:30 PM

HOW TO CREATE AND USE A PROMPT FOR AI TEXT GENERATION

July 21st | 9 AM – 12:30 PM

HOW TO CREATE AND USE A PROMPT FOR AI IMAGE GENERATION

July 21st | 1:30 PM – 5 PM

MOBILE ELEVATING WORK PLATFORM (MEWP) TRAIN THE TRAINER

July 22nd | 8:30 AM – 3:30 PM

MASTERING EMOTIONAL INTELLIGENCE LEVEL 1

July 29th | 9 AM – 4 PM

OSHA: FALL PROTECTION TRAINING

July 29th | 9 AM – 1 PM

BUILDING AN EFFECTIVE SUPPLIER QUALITY SYSTEM

July 30th | 8 AM – 12 PM

INTRO TO 5S & VISUAL WORKPLACE

July 31st | 8:30 AM – 12:30 PM

LEAN SIX SIGMA YELLOW BELT

August 12th & 14th | 8:30 AM – 4 PM

MAXIMIZE YOUR MEMBERSHIP

August 12th | 9:15 – 10 AM

ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

August 13th | 8 AM – 12 PM

FORKLIFT OPERATOR SAFETY TRAIN THE TRAINER

August 14th | 8:30 AM – 3:30 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

August 14th | 9:15 – 10 AM

BREW-B-QUE

August 14th | 4:30 – 7:30 PM

ASCEND TO SERVANT LEADERSHIP

August 19th | 8:30 AM – 3:30 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

August 20th | 9 AM – 5 AM

EFFECTIVE BUSINESS WRITING

August 21st | 8:30 AM – 4:30 PM

THE FOUR DIMENSIONS OF CULTURE

August 26th | 9 AM – 4 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 2

August 27th | 9 AM – 5 PM



REGISTER FOR AN EVENT OR TRAINING