

MANUFACTURING MATTERS NEWSLETTER



THE MONTHLY NEWSLETTER OF MACNY, THE MANUFACTURERS ASSOCIATION | SEPTEMBER 2024

A PERFECT DAY ON THE GREENS AT MACNY'S 27TH ANNUAL GOLF TOURNAMENT

On July 22nd, MACNY members teed off for a perfect day on the greens at Bellevue Country Club. The weather was beautiful throughout the day, making it perfect for a full round of golf for this sold-out event!



Congratulations to this year's winners:

- **First Place (top left):** Dupli (Pete Amodio, Rob Cuthill, Jeff Degre, Gordie Gehring)
- **Second Place (top right):** NBT Bank (Nick Petrovich, Dave Kavney, Bob Vertucci, Austin French)
- **Third Place:** Thompson & Johnson Equipment Co., Inc. (Team 2 - Jon Schneckeburger, Tim Gaughan, Andy Putnam, David Doing)
- **Closest to the Pin (Men):** Nick Petrovich (NBT Bank)
- **Longest Drive (Men):** Paul Jackson (Falk Precision)
- **Closest to the Pin & Longest Drive (Women):** Jennifer Buck (PaperWorks)

We would like to extend our heartfelt thanks to our sponsors for making this event possible:

- **ENGIE:** Presenting Sponsor
- **C&S Companies:** 18th Hole Drink Sponsor
- **NBT Bank:** Dinner Sponsor
- **Bank of America:** Lunch Sponsor
- **Thompson & Johnson Equipment Co., Inc.:** Beverage Sponsor
- **SMV Recruiting:** Door Prize Sponsor



The tournament was a great opportunity for networking, enjoying delicious food and drinks, and celebrating the spirit of camaraderie among our members. We're looking forward to seeing you all again very soon at one of our upcoming events!

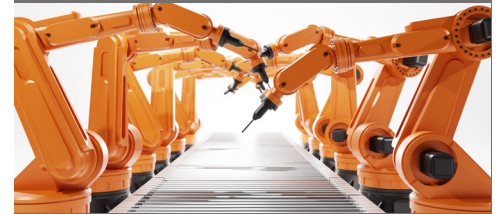
We are incredibly grateful to our sponsors who made this event possible. For several years now, **ENGIE**, our Presenting Sponsor, made a pivotal contribution as well as provided gifts for each of the golfers. **Bank of America** provided a hearty meal to start the day as our Lunch Sponsor while **Thompson & Johnson Equipment Co., Inc.** kept everyone hydrated as the Beverage Sponsor. **C&S Companies** ensured everyone stayed refreshed as the 18th Hole Drink Sponsor and **NBT Bank** sponsored a delightful dinner to refuel after a full day on the course! Lastly, **SMV Recruiting**, Door Prize Sponsor, capped off the day with raffle excitement which included several bottles of whiskey, raffle tickets, and a luxurious spa day.

We can't wait to see everyone again at next year's tournament!



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MACNY'S 2024 SIGNATURE EVENTS

FALL KICKOFF

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

MANUFACTURING MONTH

October 2024 | Central New York

LEGISLATIVE BREAKFAST

October 15, 2024 | Central New York

LIVE2LEAD

November 1, 2024 | The Lodge, Skaneateles



SCAN TO REGISTER

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

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

TALENT OR TECHNOLOGY - WHICH IS MORE VITAL?



Today, leaders are grappling with just how important talent and technology are to their organizations' success. So, which is more important? From where I stand, it's talent. Every place I visit and everyone I turn to is desperately seeking key skills-focused talent. However, many employers are searching for talent only to find shortages. MACNY's member companies could hire hundreds of workers tomorrow with the right skills, but they are just not available. It has become our region's – and the country's – number one challenge for growth.

There's a lot of talk today about robots replacing people. People are concerned that their jobs will no longer be available and that a robot will take their livelihood. Technology is critical for business success, but it will not result in robots eliminating our jobs. However, it will result in our jobs continuously changing. From what I've seen, as technology becomes more sophisticated, talent development becomes even more important to both business and personal success. It will take talented people to lead and work in successful enterprises. We can see that future – today.

As I'm prone to say, the future is here but it's just not widely distributed. As I walk through some of the most automated facilities anywhere in the world, I see how the use of technology is growing exponentially. Do you know what the leaders of those facilities almost always talk about? They talk about how they will need greater levels of skills development as they add talent to their team and as they replace their retiring talent. With the right talent, New York State manufacturers can compete with anybody in the world!

It has never been more important to develop your key skill sets so you can thrive in today's economy. We all must stay aware of the higher-order skills that allow us to add value to endeavors. We must actively seek skill upgrades and learning opportunities. We must become better coworkers and be effective at changing our behaviors. In doing so, we will guarantee our success in a world rapidly developing new technology - and desperately in need of skilled talent to successfully use the technology.

Each leader will need to assist their team in gaining additional skills as they continue to invest in technology. At MACNY, we're interested in helping member organizations develop new and existing staff by securing new skills through programs, such as our award-winning pre-apprenticeship and Registered Apprenticeship programs. Each company will need a unique talent strategy to be successful. We can help you with that! So, what is more important, technology or talent? From my vantage point, talent wins hands-down!

Interested in learning more about talent development?

Visit nysapprenticeship.org or scan the QR code to connect with Amy Stage, Director of Apprenticeship & Workforce Development.



GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

PREPARING FOR THE 2025 LEGISLATIVE SESSION



September is here with Labor Day marking the unofficial end of summer. MACNY's Government Relations team has spent the last couple of months preparing for the fall and legislative session ahead. We have facilitated tours at member facilities, held meetings with legislators to share exciting new workforce program developments, and launched a new advocacy software tool that members can use to share their perspective on key state and federal issues with their representatives.

One of the issues MACNY has and will continue to be focused on is the timeline of the Climate Leadership and Community Protection Act (CLCPA) that recently marked its fifth anniversary. The CLCPA has recently fallen under the public microscope as some key stakeholders have questioned the likelihood that the timeline can be met. Meanwhile, MACNY joined a coalition with other business groups and labor organizations statewide to call on leaders to assess the impending mandates under the CLCPA that are likely not on track and could result in adverse impacts. The coalition is requesting that the state re-evaluate the reality of the law's mandates, including reducing New York's greenhouse gas emissions 40% from 1990 levels by 2030.

While MACNY and many of our members recognize climate change and the need to take steps to reduce our carbon footprint, we are also concerned about the unrealistic timeline that the law sets forth. We recognize that climate change is a global challenge and solving it does not fall solely on one state, such as New York. While we should take steps to reduce greenhouse gas emissions, the goal should be to present a workable and attainable path forward that will not place extreme burdens on struggling residents and businesses statewide.

Energy will be a key topic at MACNY's upcoming legislative breakfast in the fall – among other issues. Please mark your calendars for the MACNY Annual Legislative Breakfast, which will be held at the DoubleTree Hotel in East Syracuse on October 15th. We will begin the event with a meet-and-greet with elected officials, followed by

a program focused on energy and environmental policies, and proposed legislative items.

The legislative breakfast will take place just weeks before the General Election, November 5, 2024. MACNY's political action committees have been circulating and gathering candidate questionnaires and will hold informational webinars with candidates that are vying for certain local seats. These committees are active in communicating the need to build a manufacturing-supported economy in the year ahead. We also think it is vitally important for our members to engage in the process and share their voice on critical issues.

Along with these efforts, MACNY and our Alliance Partners have launched an online tool that will provide members with a way to sign onto "call-to-action" campaigns and send their legislators a letter or e-mail message with just the click of a button. The software also allows advocates to easily post comments on regulatory forms for issues important to their own organizations. Check out this new advocacy tool by visiting congressweb.com/MACNY.

2025 will be a busy year, and we look forward to working with all of you to make sure your voice is heard and that we are advocating for the best interests of manufacturers and businesses in Central New York and throughout the state. If you would like the opportunity to join the advocacy coalition, please visit our website or contact me directly at tlatinogerlock@macny.org. I look forward to hearing from you.



MACNY'S ANNUAL
LEGISLATIVE
BREAKFAST

MEET & GREET WITH ELECTED OFFICIALS
PLATED BREAKFAST • ENERGY FOCUSED PANEL DISCUSSION

Join Us

DOUBLETREE HOTEL
EAST SYRACUSE

OCTOBER 15, 2024
8:00 AM

WORKFORCE DEVELOPMENT

Eileen Donovan, Senior Workforce Development Specialist

NEW SUNY INCENTIVES FOR REGISTERED APPRENTICESHIP PROGRAMS



In the Summer Edition of our newsletter, we described apprenticeship as “higher education” and one of the ways the State University of New York (SUNY) supports apprentice training. This can be seen in the expansion of their SUNY Incentive Funding program, which employers can apply to apprentices registered on/after May 1, 2024.

In August, MACNY participated in an Advanced Manufacturing Industry Roundtable at Onondaga Community College that focused on the proven and cost-effective approaches to addressing skilled workforce shortages. We were joined at the event by our SUNY partners, who shared how these programs effectively incentivize companies to start pre-apprenticeship and New York State Registered Apprenticeship programs. One of the points that they highlighted was, through the SUNY Incentive Funding program, employers can receive:

- \$500 per individual hired into the Registered Apprenticeship program that has successfully completed a SUNY pre-apprenticeship.
- Up to \$1,000 per individual or designate (incumbent worker) that’s hired as a Registered Apprentice.

As an employer, here’s how this could work. Let’s look at two imaginary companies, ABC Manufacturing and XYZ Tool and Die:

ABC Manufacturing, an employer partner in the Real Life Rosies™ pre-apprenticeship program located in the Mohawk Valley, hosts site tours and job interviews for registrants in this 12-week career readiness program. Through Real Life Rosies, ABC Manufacturing met, interviewed, and decided to hire “Rosie” into their Industrial Manufacturing Technician Registered Apprenticeship program upon her graduation. With this action, ABC Manufacturing becomes eligible for \$500 in SUNY Incentive Funding and Rosie will have \$6,000 in SUNY funding to apply toward her Related Instruction classes taken through SUNY.

Now, let’s look at XYZ Tool and Die. After hearing about the new SUNY Incentive Funding program, they decided that now is the time to offer their incumbent workers and new hires upskilling through Registered Apprenticeship. They identify six employees and enroll them into a CNC Machining Registered Apprenticeship program. XYZ Tool and Die then becomes eligible for \$500 per apprentice. Through the Incentive Funding program, SUNY will cover up to 10 Registered Apprentices on a first come, first served basis until funds are expended or fall 2027). The apprentices will each have \$8,000 to take SUNY classes for their Related Instruction.

Another \$500 per apprentice is available to these employers if their employees are still active apprentices after six months and they have registered for a Related Instruction course at a SUNY community college.

It’s impossible to overlook the opportunities for both employers and apprentices in these examples. Are you wondering how MACNY helps companies establish their pre-apprenticeship or Registered Apprenticeship program?

- We act as a group sponsor (MACNY obtained the first-in-the-state approval from the New York State Department of Labor (NYSDOL) to become a group sponsor for advanced manufacturing).
- We manage relationships with the NYSDOL.
- We ease the administrative burden of company registrations.
- We help establish internal processes and coordinate work-related classes with community colleges and other education providers.
- We source funding streams on behalf of companies to offset the costs of the program.
- We provide support and guidance to ensure the program is successful.

For more information about Registered Apprenticeship and pre-apprenticeship programs or SUNY Funding Incentives please visit nysapprenticeship.org.

Note: SUNY Incentive Funding is available for sectors other

PARTNERS FOR EDUCATION & BUSINESS, INC.

Elaina Kernan, Intern

THE VALUE OF INTERNSHIPS



The SRC Community Internship Program was created in 2013 to help SRC employees with their children's college expenses. Previously, SRC had only offered internship opportunities to engineering students, but the Community Internship Program broadened internship opportunities to all areas of study. This program not only helps college students of SRC employees earn money and gain valuable career experience, but it also supports the community here in Central New York. SRC partners with the United Way of CNY to find local non-profit organizations in need of interns, and places those interns where they will best fit in terms of their studies and interests.

Partners for Education & Business, Inc. (PEB) has been involved with the SRC Community Internship Program from the very beginning, hosting an intern every year. PEB is a non-profit organization, and the K-16 arm of MACNY's Workforce Development team. They help connect education and industry by engaging local employers across industry sectors in work-based learning programming for schools, specifically in STEM fields. Work-based learning for students includes job shadows, company site visits, internships, professionalism workshops, and guest speaker events.

My experience as an SRC Community Intern with PEB has been incredibly valuable. Like many young college students, I only had retail and food service job experience. The community aspect of this internship drew me in. I was interested in experiencing how working for a non-profit was different than working for a company in the private sector. I'm grateful that I was placed with PEB for my internship. My role has allowed me to be involved in an office setting and engage with the community. I've enjoyed being able to meet with companies in the CNY area and make connections with professionals to learn more about what they do in their job roles. I've also had the opportunity to interact with students on job shadows and in-class presentations. It has been rewarding to see how enthusiastic middle and high school students are about STEM.

As a political science major, I've enjoyed working with MACNY's

Director of Government Relations and the administrative team. Sitting in on legislative briefing calls and being able to network with professionals in this area has helped me learn more about my field of study. I feel lucky to have had the opportunity to participate in the SRC Community Internship Program, as it has allowed me to make connections across CNY and become acquainted with the workforce.

Companies can benefit tremendously by taking on interns, or by creating internship programs like SRC. An internship is a great resource for younger people to learn about different career pathways and the workforce they will soon enter. Interns are eager to learn and provide new and innovative ideas. Additionally, internships allow companies to develop and connect with the next generation of workers.

PEB is actively seeking companies that are willing to host students for internship experiences. Scan the QR code to learn more or contact the team directly at pebteam@macny.org to get involved.



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.

MACNY STAFF ANNOUNCEMENT

PARTNERS FOR EDUCATION & BUSINESS, INC. WELCOMES BRYNN SEMERARO AS WORKFORCE DEVELOPMENT SPECIALIST



In this role, Brynn will work closely with key partners, including schools, employers, and community organizations to bridge the gap between education and the workforce needs. She will engage and cultivate partnerships to address the needs of both students and employers through work-based learning experiences with an emphasis on career exploration programming for high school students. She will assist in the planning and execution of PEB and MACNY events, such as Manufacturing Month in October.



NBT BANK STADIUM

5:30 PM • METROPOLITAN CLUB

KNIGHTS VS. METS



**MACNY'S
Baseball**

FALL KICKOFF EVENT

SEPT 18

DON'T MISS OUT! Join us for the perfect blend of fun, relaxation, and networking at the ballpark! This home run event offers exclusive access to the Metropolitan Club hospitality room during a Syracuse Mets home game against the Charlotte Knights.

Questions about this event? Contact Deb Tilton at dtilton@macny.org. Sponsorship opportunities available!



SCAN ME

UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

THE FUTURE OF ENERGY



While it may sometimes feel like you need a crystal ball to pick the right energy supply program, there are indicators to help you manage the downside risk. Fortunately, as a MACNY member, you have access to experts in the industry. Thank you to our partners at ENGIE for these insights.

Trends to Watch

Energy markets are continually changing. Even seasoned professionals find themselves navigating a complex dance of supply and demand on a daily and hourly basis. This makes keeping an eye on trends crucial for smart decision-making.

In ENGIE's 2024 Business Energy Census survey, a few mega trends were observed that speak to the future of energy. For the second year, ENGIE Resources teamed up with Energy Research Consulting Group (ERCG) to measure changes in trends.

The Global Renewable Shift

Major shifts are in play that will completely change the energy landscape in 2030, when the World Energy Outlook describes almost 10 times as many electric cars will be on the road.

In the northeast U.S., New York State is pushing forward on its green energy goals, including the development of 9,000 megawatts of offshore wind energy by 2035. In the southern U.S., solar power generation in ERCOT generated a peak of 16.7GW, the highest on record. It was the second time in 2024 for solar to represent more than 30% of the market.

Renewables including wind and solar generated roughly 23% of U.S. market generation in 2022, but by 2028, renewables are projected to make up even higher market proportions.

In ENGIE's survey, their observations confirm the strategy to support the development and delivery of green energy solutions to customers. Survey participants report a significant uptick in the number of customers ready to pay a premium for renewable energy sources, underpinned by heightened demand and the escalated prices.

The Role of Policy in Renewable Energy

Global governmental policy will shape the amount of regulatory support for renewable energy. There is an ongoing transition toward cleaner energy sources, demonstrated by a shift from coal to natural gas in U.S. markets. Reuters reports that the price of solar panels have fallen by nearly 50% over the past year.

In the 2024 census survey, there is a marked improvement in attitudes around energy regulations. There is an upward trajectory in belief that regulatory support is working to structure markets that foster competition, transparency and innovation.

There is a clear need for better communication between regulators and market participants, highlighting an opportunity for improved educational resources and open communication. Firms that offer innovative solutions that comply with regulatory requirements while advancing market principles will find a competitive edge.

Navigating the Way Forward

Whether navigating regulatory shifts, capitalizing on emerging trends, or optimizing operational strategies, organizations of all sizes need access to knowledge and guidance needed to make informed decisions and drive success in the ever-evolving energy sector.

By utilizing the valuable insights delivered in ENGIE's 2024 Business Energy Census, businesses can navigate the intricate nuances of the energy market.

Scan the QR code to download the 2024 report. If you're interested in arranging a one-on-one consultation please reach out to me at coehmigen@macny.org.



Thank you to ENGIE for sharing your insights.

LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

BACK TO SCHOOL



Is it really possible that September is here, and the kids are off to school for a new season of learning? Where did the summer go? It seems like yesterday that we were attending graduations and making final arrangements for our summer vacation. Now, those are all memories immortalized in our digital photo albums on Facebook and Instagram. The kids going back to school all have a plan for growth waiting for them - how about you? My mentor, John Maxwell, always says, "Change is inevitable, but growth is optional." Since tomorrow will demand a better version of you than today, will you be ready? For us to grow, we must be highly intentional about it. We need to plan for it.

Author James Allen wrote in his book *As a Man Thinketh*, "People are anxious to improve their circumstances but unwilling to improve themselves." Often, we look for others to make our life situation better rather than asking ourselves what we can do. Let's look at a few reasons why people don't plan for growth:

- 1. Success** - Success is often the reason people don't plan to grow. In his book *What Got You Here, Won't Get You There*, Marshall Goldsmith shares that since we have had success, we believe the tools we have will simply take us to the next level. We believe that they have helped us achieve great results and have provided us with all the knowledge needed to stay successful. I fell into this trap in 2010-2011. It wasn't until I was faced with serious headwinds that I realized I didn't have the skills I needed. If I had been on a growth plan, I would have had the knowledge to deal with issues when they were small and more easily dealt with.
- 2. It's not the right time** - "I just don't feel like it" or "I'm too busy." Nike has it right - Just Do It™. The law of diminishing intent states that the longer we wait to do something that we know we should do, the less likely we are to actually do it. Are you a winner or a whiner? Winners act their way into feeling, and whiners wait to feel before they act. Act your way into feeling great about growth and start now. Make the move from deciding to doing.
- 3. The goal trap** - When we were young, our life was planned out for us with a series of goals. Complete pre-school; graduate from elementary school; graduate from high school; learn a trade or graduate from college. We were programmed to think that learning is a goal-based process that has a completion.

We should have been taught that growth and learning never end. It is a lifelong process.

- 4. The tension is lost** - Our growth stops whenever we lose the tension between where we are and where we want to be. This is possibly the most dangerous place to be. When the rate of change outside of you is greater than the rate of change inside of you, you will become obsolete. We become complacent and settle for where we are. Think about the sound of that statement: **we settle for where we are**. When you go out to dinner, are you willing to settle for a bland, average meal? When you go on vacation, are you willing to settle for an average experience? Are you willing to settle for the way things are in your relationships? The cure for this is pretty simple: start associating with people that have a growth mindset and those who are further down the road than you. I love the statement, "If you are the smartest person in the room, you are in the wrong room."

September is an exciting time of year. The nights are cooler, the trees will soon be revealing their hidden colors, and learning will once again be in high gear. MACNY has great opportunities for you to network, learn, and grow.

I look forward to seeing you soon!



THE BOTTOM LINE

Christian Snyder, CPA, Tax Principal at FustCharles

THE IMPACT OF CHANGES TO TCJA PROVISIONS ON THE MANUFACTURING SECTOR

Several key provisions of the 2017 Tax Cuts and Jobs Act (TCJA), pivotal to business operations and succession planning, will change or are set to expire, posing challenges to the manufacturing sector. Among these provisions are the expiration of the Section 199A deduction, and the decrease to both the Foreign-Derived Intangible Income (FDII) deduction and the estate tax exemptions.

Manufacturing companies are already impacted by the enactment of unfavorable provisions in the TCJA through mandatory capitalization of research and development expenditures and the upcoming changes discussed below may create additional tax burdens.

Section 199A Deduction: A Loss for Pass-Through Entities

One of the most impactful provisions of the TCJA was the Section 199A deduction (or qualified business income “QBI” deduction), which provides a substantial tax break for pass-through business owners. This deduction aims to indirectly stimulate investment and growth among manufacturers and allows eligible owners to deduct up to 20% of QBI, potentially decreasing their effective tax rate on business income from the highest marginal rate of 37% to 29.6%.

Losing this deduction in 2026 could mean higher tax liabilities and reduced cash flow for reinvestment, impacting decisions on expansion, hiring, and investments for pass-through business owners.

Foreign-Derived Intangible Income (FDII) Deduction: Impact on Export-Oriented Manufacturers

The FDII deduction is intended to incentivize C corporations with heavy exports, including manufacturers, to keep intellectual property and production in the United States, while creating a more tax-competitive environment. FDII provides a tax deduction on income derived from exports and certain foreign sales. The FDII deduction is scheduled to decrease from 37.5% to 21.875% for tax years beginning on or after January 1, 2026, leading to higher

effective tax rates and making it more difficult to navigate an increasingly competitive global market for manufacturers with significant exports.

Businesses leveraging the benefit of the Section 199A deduction or benefitting from the FDII deduction should soon meet with tax advisors to consider tax planning, including accounting method changes to accelerate income, to maximize permanent tax savings and mitigate these changes timely and effectively.

Estate Tax Exemption: Implications for Manufacturers

Under the TCJA, the estate tax exemption was doubled, significantly reducing the number of family-owned manufacturing businesses subject to estate taxes. This change has allowed business owners to plan succession and generational transfers with greater certainty and fewer tax burdens. However, the estate tax exemption will revert to pre-TCJA levels at the end of 2025, potentially exposing more business owners to substantial estate taxes upon generational transfers.

Family-owned manufacturers should meet with their tax advisors to coordinate estate planning strategies to mitigate potential tax burdens in succession planning. Those that wait may find that professional service firms (accountants, attorneys, and valuation professionals) will be extremely busy in 2025 should the higher exemption expire, therefore making it imperative to begin planning now.

Impact on Manufacturing Sector

In response to these changes to the TCJA provisions as currently enacted, the manufacturing sector is likely to face increased complexity and uncertainty in tax planning, further complicating strategic business initiatives and influencing decisions that could otherwise drive business growth. Similarly, family-owned businesses face renewed challenges in succession planning, potentially altering ownership dynamics. Moreover, the upcoming U.S. Presidential election in November 2024 will bring additional uncertainty to tax policy.

Manufacturing leaders must remain vigilant and proactive in assessing these changes, as currently enacted, and engage with tax advisors crucial to navigate these changes effectively.



Christian Snyder, CPA is a Tax Principal at FustCharles with over 20 years of experience in public tax accounting and industry. He provides income tax planning, compliance and advisory services to proprietorships, partnerships and corporations, and the owners and executives associated with such entities. Christian has extensive experience in accounting for income taxes (ASC 740) for domestic publicly traded corporations with multistate tax issues. He also has significant experience with acquisitions and divestitures.



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SEPTEMBER

TRAINING AND EVENTS

PROJECT MANAGEMENT CERTIFICATION PREP COURSE

Starting Sept 3 | 1 - 4 PM

DIGITAL MARKETING ESSENTIALS CERTIFICATION

Starting Sept 4 | 2 - 5 PM

AS9100D INTERNAL AUDITOR TRAINING

Sept 5 & 6 | 8 AM - 4 PM

SUPERVISORY LEADERSHIP

Starting Sept 5 | 8:30 AM - 12:30 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 1

Sept 5 | 9 AM - 5 PM

EFFECTIVE PRESENTATIONS

Sept 6 | 9 AM - 5 PM

MICROSOFT EXCEL FOR OFFICE 365 - PART 2

Sept 9 | 9 AM - 5 PM

LEAN SIX SIGMA BLACK BELT ONLINE TRAINING

Starting Sept 9 | 9 AM - 12 PM

LEAN SIX SIGMA GREEN BELT ONLINE TRAINING

Starting Sept 9 | 9 AM - 12 PM

DEVELOPING AND IMPLEMENTING AN EFFECTIVE TRAINING AND COMPETENCY SYSTEM

Sept 10 | 8 AM - 12 PM

MAXIMIZE YOUR MEMBERSHIP

Sept 10 | 9:15 AM - 10 AM

MICROSOFT EXCEL FOR OFFICE 365 - PART 3

Sept 12 | 9 AM - 5 PM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

Sept 12 | 9:15 AM - 10 AM

TOUR OF EJ: SYRACUSE FABRICATION & NEW YORK BRANCH

Sept 12 | 2:45 - 6 PM

ISO 9001: 2015 INTERNAL AUDITOR TRAINING

Sept 17 & 18 | 8 AM - 4 PM

TRANSFORMATIONAL LEADERSHIP

Starting Sept 17 | 8:30 AM - 12:30 PM

MACNY'S BASEBALL FALL KICKOFF EVENT

Sept 18 | 5:30 - 8:30 PM

HIGH IMPACT LEADERSHIP

Starting Sept 24 | 8:30 AM - 12:30 PM

LEAN SIX SIGMA BLACK BELT

Starting Sept 24 | 9 AM - 12 PM

LEAN SIX SIGMA GREEN BELT

Starting Sept 24 | 9 AM - 12 PM

TALENT ACQUISITION TOOLS WITH CRITERIA CORP

Sept 25 | 9 - 10 AM



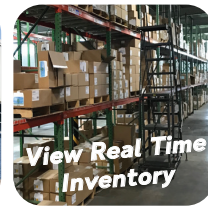
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