

# MANUFACTURING MATTERS NEWSLETTER



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

## 2024 TRANSFORMATIONAL LEADERSHIP AWARD GOES TO GAGANJOT GILL, DIRECTOR OF QUALITY AT BAXTER INTERNATIONAL INC.



We're thrilled to announce Gaganjot Gill, Director of Quality at Baxter International Inc. as the 2024 Transformational Leadership Award recipient. This prestigious honor recognizes leaders who have had a significant impact on the lives of others and exemplifies John C. Maxwell's belief that "Everything rises and falls on leadership." Exceptional leadership is the catalyst that transforms organizations from good to great, and transformational leaders are those who live to lead.

Gagan, as his colleagues know him, joined Baxter's Skaneateles Falls site in March 2023, and from day one, his transformational leadership began to take root. One of his nominators, Shawnee Robert, Quality Systems Manager, shared the profound impact Gagan has had on the organization: "Gagan has a passion for people and a talent for empowering his team to succeed. He has not only increased visibility for the team within the company and local community but has also led efforts to grow the organization through strategic recruitment. His courage to speak up and encourage others to do the same has transformed the Quality Team's culture in just 1.5 years. Under Gagan's leadership, I have been inspired to help others grow alongside me."

As this year's recipient, Gagan shines as a true embodiment of a Transformational Leader. With his demonstrated ability to lead by example, Gagan is known for his exceptional listening skills and commitment to acting on employees' ideas. He puts people first, ensuring that collective success is always the priority. In just 18 months, his leadership has energized the Quality Team and made a lasting impact across the entire organization.

"Gagan's leadership is defined by his dedication, perseverance, and constant pursuit of learning. He has worked tirelessly to set his team up for success, always leading with integrity and ensuring the best outcomes for the company," says Melody Kabat, Quality Specialist and member of Gagan's team.

Gagan's journey with Baxter began in 2014 as a Microbiologist in their Canadian Facilities, where he moved into supervisory roles as he continued his professional growth. Prior to his role in Skaneateles, Gagan was the Quality Director at Baxter's Medina, New York facility and Acton, Massachusetts facility. Gagan holds a Master of Science in Molecular Retrovirology and several other licenses and certifications.

Gagan was honored Friday, November 1<sup>st</sup> at our Live2Lead retreat in Skaneateles in the presence of over 100 supporters, including his colleagues from Baxter and other MACNY members.

We invite you to join us in congratulating him on this well-deserved honor!

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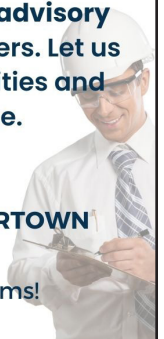


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# PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

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## GOVERNANCE NEEDS TO REPLACE CAMPAIGNING



The elections of this year are past us now. As a former U.S. Army member and West Point graduate, I'm reminded of how important elections are to our way of life. In both Washington and Albany, newly elected officials must shift from campaigning to governing.

MACNY remains committed to working with elected officials to enhance and grow manufacturing and our economy. It's time for us to focus on one vital lesson learned during the pandemic and economic resurgence: U.S. manufacturing matters significantly to the health and well-being of our nation. We learned the hard way that we need to make vital products here, such as healthcare supplies, so they're readily available when we need them. We also need to make so many more products in the U.S. It's vital to our national defense and overall economic vitality, but we'll need strong public policy to make that a reality.

We need better public policies that encourage domestic production. As our nation moves away from this election cycle, strong growth policies will help us put people to work and enhance local manufacturing. This helps everyone. Manufacturing jobs pay the best of any industry and are accessible to individuals with skills training and college degrees. We can lead the development of state-of-the-art technologies to solve our most complex challenges. New York can lead in so many ways and a healthy manufacturing and technology base will allow New York to surge in the years ahead.

To do this, we need many more skilled workers. MACNY and our Manufacturers Alliance partners focus on apprenticeship and pre-apprenticeship pathways to help members and others secure the workforce needed. The Manufacturers Intermediary Apprenticeship Program (MIAP) is a nation-leading approach that assists companies in finding and training the talent they need. We're also the state leader in helping businesses connect to Pathways in Technology Early College High School (P-TECH) programs and career awareness at the middle and high school levels. As a nation and state, we must invest even more in creating paths to high-tech careers.

We'll need tax policies and other incentives to encourage capital investment and production of manufactured goods in New York State and the U.S. It's a global competition to secure these outstanding jobs and companies, and we must find the will and way to see it happen here. We can build back better with innovative growth policies. Such policies will lead us to success as we secure the companies that will employ our communities' individuals. Creating a robust growth ecosystem must be a top priority of local, state, and federal representatives.

When we focus on growing manufacturing, we can lead the development of our communities. This must be our goal as we work together to create a better future for ourselves and our children.

# GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

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## TAX PARITY TODAY: ADVOCATING FOR ALL MANUFACTURERS IN NEW YORK



As the new year approaches, MACNY and our partners at The Manufacturers Alliance and Ostroff Associates will work dedicatedly to see that tax parity finally becomes a reality for manufacturers statewide.

Dozens of other trade associations and business groups have also joined this coalition effort in strong support of extending the 0% manufacturers tax rate to pass-through entities (S-corps, proprietorships, LLCs, and partnerships) to provide tax parity for all manufacturers in New York. Tax parity legislation has already been introduced in both houses of the State Legislature, S.4064 (Mannion)/ A.4168 (Stirpe), which we respectfully urge state leaders to support. We believe the time for tax parity is now, as more transformative projects come to our region and state.

In 2014, a 0% corporate franchise tax rate was enacted for manufacturers organized as C-corps. This tax cut accounted for only about 25% of manufacturing companies in New York. While it provided significant help to those manufacturers, it left 75% of manufacturers still paying higher rates, therefore placing them at a competitive disadvantage against manufacturing companies located in other states with no or lower income tax rates.

We believe New York is missing untapped economic potential associated with the equitable tax treatment of an entire industry sector. The majority of manufacturers in New York are small-to-medium-sized companies organized as pass-through entities and don't currently benefit from the existing 0% rate. Instead, they pay one of the highest income tax rates in the United States, and, unlike their competitors in other states or C-corps here in New York, they must pay taxes before they can invest in workforce, research and development initiatives, and capital expenditures of the business. These smaller manufacturing companies should be provided with the same opportunity.

According to recent studies, the increase in economic activity generated by extending the 0% tax rate to income from pass-through manufacturers would mitigate the loss of revenue to New York and boost local tax collections. Furthermore, it would allow existing manufacturers to invest in their operations and workforce, while at the same time attracting manufacturers from across the globe to locate right here in New York.

MACNY, The Manufacturers Alliance, and a coalition of other statewide business and trade groups have signed a letter to Governor Hochul urging her to include tax parity legislation in her Executive Budget proposal. We've also been holding legislative meetings on the issue. If you want to share your voice, you can customize and sign your support letter for the "Tax Parity Today" sign-on letter advocacy initiative by scanning the QR code. Your voice matters and can send a clear message to state leaders about the positive impact an income tax reduction could have on smaller manufacturing facilities. For this reason, we hope you'll participate.



Tax parity is only one of several significant measures we'll be working on as 2025 approaches.

Over the next few weeks, to help ensure MACNY is advocating on behalf of all our members on different issues, I'll be sending MACNY members an online legislative survey that I hope you'll complete and return to me by the beginning of the new year. We'll also be holding monthly government relations calls to discuss key issues. I look forward to your participation.

To join the Manufacturing Advocacy Coalition and receive up-to-date digital alerts on legislative and policy proposals, please visit [www.macny.org/advocacy](http://www.macny.org/advocacy).



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# WORKFORCE DEVELOPMENT

Eileen Donovan, Manager of Apprenticeship & Workforce Development

## THE UNSUNG HERO



We celebrate our Registered Apprenticeship achievements whenever we can. Last month, we hosted the inaugural 'Salute to Manufacturing' event at Mohawk Valley Community College during the 10<sup>th</sup> Annual National Apprenticeship Week. Highlighting the power of talent development, the event honored companies that hosted facility tours for students during Manufacturing Month in October and the Real Life Rosies® and Advance 2 Apprenticeship™ pre-apprenticeship program graduates. MACNY member companies and individuals also received recognition for their Registered Apprenticeship Program milestones.

Behind every successful Registered Apprenticeship program and apprentice who achieves their Journeyworker certification, is a dedicated mentor whose contributions often go unnoticed. Mentors are an essential element of these programs, providing critical support and guidance for success. In preparation for the event, we asked our active apprentices to help us identify a mentor deserving of recognition as an 'Unsung Hero'. The Unsung Hero Award acknowledges a mentor who has demonstrated their commitment to inspiring the next generation of professionals through their expertise and dedication to the success and development of their apprentice(s). We had several noteworthy entries, but one stood out: Shawn Bonning, mentor to Joseph Yomtob, CNC Tool and Cutter Grinder apprentice at Belden, Inc. in East Syracuse, NY.

Their story is one of friendship as they work together every day in the same room. Joey stated, "the reason [he] agreed to do the apprenticeship was because [he] knew that Shawn was going to be [his] mentor." Working in close proximity every day is a benefit to both of them, as Joey can turn to Shawn whenever he needs guidance; Shawn knows what Joey needs to know.

Shawn, working in this capacity for 29 years, learned alongside his father. When asked about this experience he said that having his father as a mentor taught him what to do and what not to do with his own mentee. Shawn shared that his father was an expert at the job but not "a people person," which is a

quality he feels one must exhibit to be an effective mentor. "If you had told me two years ago that Joey would be doing as well as he is, I may not have believed you!" Shawn jokingly shared. The personality trait of "trainability" works in Joey's favor; Shawn enjoys watching his progress and having a part in it.

Learning to become an expert CNC Tool and Cutter Grinder involves being able to make parts. Joey took this seriously and crafted a complete chess set, demonstrating his skill with toolmaking equipment. Shawn was on hand for instruction, and now they get to enjoy a game together!

Congratulations to Shawn Bonning for his dedication to the training and development of his apprentice, Joey Yomtob, and for showing the rest of us what it takes (hint: it helps to remember that we were all new at one time!). Checkmate!



Joey Yomtob, apprentice (left); Shawn Bonning, mentor (right). PPC Broadband is a core product brand within Belden's Broadband Solutions business

# PARTNERS FOR EDUCATION & BUSINESS, INC.

Brynn Semeraro, Workforce Development Specialist

## FUTURE WOMEN IN STEM SPARKS STUDENTS' INTEREST AND ENCOURAGES CURIOSITY



The Partners for Education & Business, Inc. (PEB) team always eagerly awaits the start of the Future Women in STEM program. In collaboration with the Milton J. Rubenstein Museum of Science & Technology (MOST) and sponsored by AT&T, Future Women in STEM is a monthly series that provides middle school girls the opportunity to dive into STEM through engaging, hands-on activities. Sessions are facilitated by inspiring women in engineering, manufacturing, and technology roles at local companies and provide a firsthand look at STEM careers and problem-solving skills in action.

Future Women in STEM sessions take place from October through May on the second Saturday of each month from 10 - 11 AM at the MOST in Syracuse. Open to girls in grades 6 - 8 and their families, the activities are designed to connect with museum exhibits and challenges, enhancing the hands-on experience with real-world applications. Students and their families also receive free admission to the MOST when they attend.

The October kickoff event, featuring Feldmeier Equipment, introduced participants to structural engineering through a "How Stable is Your Table?" challenge. Students used marshmallows, wooden sticks, stickers, and gumdrops to build table-like structures and test how much weight they could hold. Feldmeier's team encouraged students to carefully consider the materials and design, allowing them to modify and improve their tables between rounds. Participants were thrilled when some structures proved so strong that they had to hunt down additional weights — resorting to Gatorade bottles originally meant for refreshments!

When asked about the event, Jeanette Sova, Project Engineer at Feldmeier said, "We presented the groups with an engineering

challenge that would test their creativity, resilience, and STEM skills – turning their textbook knowledge into real-



world experience. They were tasked with building the sturdiest platform possible using only the materials they were given, and their designs didn't disappoint! It was exciting to see the teams working together, showcasing their talent and ingenuity in a way that hopefully encourages the next generation of women in STEM."

In November, TTM Technologies and Micron Technology jointly facilitated the "Design & Build: The Manufacturing Experience session." Participants took on two engineering challenges within an hour, honing time management, communication, and technical skills. Looking ahead, the remaining Future Women in STEM sessions are:

- **December 14<sup>th</sup>** – Tessa Plastics: "Mix & Mold: Making Everyday Plastic Products"
- **January 11<sup>th</sup>** – King + King Architects: "Fun-Sized Floor Plans"
- **February 8<sup>th</sup>** – Perimetek Pest Management: "What to Do About That Critter?!? Using STEM in Pest Management"
- **March 8<sup>th</sup>** – Cornell Cooperative Extension Madison County and NewsChannel 9: "From Raindrops to Roots: The Science of Weather and Farming"
- **April 12<sup>th</sup>** – Crouse and Lab Alliance of Central New York: "A Behind-the-Scenes Look at the Lab and Critical Care Nursing"
- **May 10<sup>th</sup>** – Byrne: "Using Food Science to Make Dairy Products"

These engaging sessions are designed to build confidence and spark a passion for STEM in young women. Space is limited, so encourage your budding STEM professionals to reserve their spot today. If your company is interested in getting involved in Future Women in STEM, connect with a member of our team at [pebteam@macny.org](mailto:pebteam@macny.org).



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

# UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

## POLL INSIGHT: SUSTAINABILITY AND ENERGY MANAGEMENT TRENDS REVEALED



It comes as no surprise to me that the approaches to carbon reduction and energy efficiency improvement are as varied as the products our members make and the importance that their leaders and customers place on these goals. Sustainability is increasingly part of the energy conversations. Thank you to our partners at ENGIE Resources for providing their insights to assist you with developing your future plans.

At ENGIE Resources, we believe in the power of data-driven insights to shape the future of commercial energy management. Recently, we conducted two insightful polls on our website to gauge the perspectives of our visitors on critical issues related to sustainability and energy management within their organizations. The results are in, and they offer a fascinating glimpse into the current landscape and future trends.

### Sustainability Representation in the C-suite

The first poll aimed to understand the representation of sustainability at the highest levels of organizational leadership. We posed the question: Is sustainability represented in the C-suite of your organization with a full-time role? The results were intriguing, revealing a near split among respondents.

#### Analysis

In a sample size of 32 participants, 47% affirmed that their company actively represents sustainability in the C-suite, while a 53% majority answered that their organizations doesn't represent this practice. The results reveal a promising trend towards environmental responsibility representation in commercial, industrial, and institutional end-users. Beyond a buzzword, sustainability is becoming a critical component of long-term business strategy.

However, the fact that a slight majority still lacks this representation highlights an area for growth. For companies without a dedicated sustainability executive, this is a call to action. Integrating sustainability into the C-suite can lead to more cohesive and strategic decision-making, ensuring that environmental considerations are woven into the fabric of business operations.

### The Role of Energy in an Organization

The second poll explored opinions on the optimal placement of energy management within an organization. We posed the question: Where should energy reside in an end-user organization? The results show a diverse range of perspectives, with the highest percentage (32%) favoring Operations, followed by Procurement/Purchasing (25%), and a notable 21% advocating for a dedicated energy department.

#### Analysis

The preference for Operations underscores the operational nature of energy management, emphasizing the need for seamless integration with day-to-day activities.

These findings suggest that while there is no one-size-fits-all approach, the trend is moving towards more specialized and integrated energy management structures. Organizations should consider their unique needs and operational dynamics when deciding where to place energy management.

### The Way Forward

As the commercial energy landscape evolves, staying attuned to industry trends and peer practices is crucial. The findings from these polls provide valuable insight for organizations looking to enhance their sustainability and energy management practices. At ENGIE Resources, we're committed to supporting our clients with the latest data and insights to help them navigate these changes and achieve their sustainability goals.



Thank you to ENGIE Resources for sharing your insights.



# LEADERSHIP DEVELOPMENT

David Freund, Chief Leadership Officer

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## THE ABUNDANCE MINDSET



This is my 99th newsletter article for MACNY and my last article of 2024. It's hard to believe that the January issue will carry my 100th. As I reflected on the close of a great year, my mind landed on our most recent Live2Lead event and John C. Maxwell's opening teaching, "The Abundance Mindset."

John taught us that the biggest gap between successful and unsuccessful people is the "Mindset Gap." If you focus on scarcity, you will have a scarcity mindset; if you think about abundance, you will have an abundance mindset. The good news is that we can change our lives by changing our mindset; all we need to do is practice.

Here are the four points from the teaching John gave on having an "Abundance Mindset":

- 1. You're worthy** – The truth is that you stay stuck at your level of self-worth. If you don't think you're worthy of succeeding, you won't. John defines our self-worth in two distinct areas:
  - a. Given Worth – what you're created to be, and
  - b. Growth Worth – what we do with the giftedness we have been given. Each of us has been created for something great, but we must live up to our greatness.
- 2. You create your own success** – Many people believe the falsehood that success is far away when, in fact, it's very close. Our success is determined by what we do today. If we do the right things daily, that consistency compounds, and we achieve something meaningful before we know it. Also, as you move toward your goals, strive to be distinctive, not just different. Our opportunity to get out of the people pile will be when we grow in our giftedness. Please remember that success is in the journey, not the destination. We can be successful each day.
- 3. Life happens for you** – Stick with me on this one. An abundance mindset is made up of the following realizations:
  - a. Life is filled with good and bad.
  - b. Some of the good and bad I can't control.
  - c. Some of the good and some of the bad will find me.

- d. If I have a positive abundance mindset, the good and the bad will get better.
- e. The abundance mindset reminds you that there is always an answer, which leads to the discovery of opportunities.
- f. If I have a scarcity mindset, the good and the bad just get worse.

- 4. Personal continual growth evolves into abundance** – When you focus on growth, you find abundance at every turn. We see the opportunities and are ready to take them on because of our growth. Legendary basketball coach John Wooden said, "When opportunity knocks it's too late to prepare." Albert Einstein said, "In the center of great difficulty lies opportunity." Only those with an abundance mindset can see and seize the opportunity.

If you couldn't attend Live2Lead and are interested in learning more about John C. Maxwell's teachings, or you'd like to expand upon what you learned at Live2Lead, we can bring any of Live2Lead's dynamic and interactive speakers to your team. Please reach out to me at [dfreund@macny.org](mailto:dfreund@macny.org) to bring this event to your organization; available now through the end of February 2025.

As we move into the last few weeks of 2024, you can begin to make the shift from scarcity to abundance by taking advantage of the Intentional Living Webinar on December 12<sup>th</sup> from 9 – 10:30 AM.

Shift your mindset from life happens to you to life happens for you. Look for the positives in every situation and make a plan to grow each day. The world is blessed to have you in it, you're worthy of success. Take control of your daily agenda and do the small things that will compound as your days turn into weeks and weeks turn into months.

Scan the QR Code to register for the Intentional Living Webinar.



# THE BOTTOM LINE

Abby K. Sweers, CPA, Tax Senior Manager,  
Dannible & McKee, LLP

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## IS YOUR MANUFACTURING COMPANY SUBJECT TO THE NEW BENEFICIAL OWNERSHIP INFORMATION REPORTING?

As of January 1<sup>st</sup>, 2024, the Corporate Transparency Act of 2024 mandates many businesses report Beneficial Ownership Information (BOI) to the Financial Crimes Enforcement Network (FinCEN), a bureau of the U.S. Department of the Treasury. This new filing requirement is designed to combat tax evasion, fraud, money laundering, and other illicit financial practices by documenting information about individuals who directly or indirectly own or control a business. Companies formed before January 1<sup>st</sup>, 2024, must submit their initial BOI report by January 1<sup>st</sup>, 2025, while those formed on or after January 1<sup>st</sup>, 2024, but before January 1<sup>st</sup>, 2025, must file within 90 calendar days after receiving notice of the company's registration.

### Who Needs to Complete this Filing?

Entities required to file, known as "reporting companies," include C corporations, S corporations, limited liability companies (LLCs), single-member LLCs, and in some cases, nonprofits and trusts. Essentially, any entity formed in the U.S. by filing with a secretary of state or equivalent office must file. Reporting companies are classified into two types: domestic reporting companies (created in the U.S.), and foreign reporting companies (formed under foreign law but registered to do business in the U.S.).

Certain entities are exempt from BOI reporting due to existing regulations that already require beneficial ownership information. Among the 23 exempt categories are banks, credit unions, insurance companies, accounting firms, and large operating companies (defined as having more than 20 employees, a physical office in the U.S., and more than \$5

million in gross receipts in the previous year). As a result, the reporting requirements primarily impact smaller businesses.

### Who is Considered a Beneficial Owner and what Information is Required?

BOI refers to identifying information about the individuals who directly or indirectly own or control a business. A beneficial owner is someone who either exercises substantial control over the company or owns/controls at least 25% of the company's ownership interests. Individuals are deemed to have substantial control if they fit any of these categories:

1. Senior Officer: Key roles like president, chief financial officer, general counsel, chief executive officer, chief operating officer, or any other officer who performs a similar function.
2. Authority to Appoint or Remove: Individuals with the authority to appoint or remove certain officers or a majority of directors.
3. Important Decision-Maker: Those authorized to make important decisions for and on behalf of the company.
4. Other Form of Substantial Control: A catch-all for other significant forms of control.

Information about the reporting company, as well as the beneficial owners, is included in the filing. Reporting companies must provide basic information, including their legal name, trade names, current street address, jurisdiction of formation, and taxpayer identification number. However, the focus of the filing is on the beneficial owner's information, which includes details such as name, date of birth, residential address, identifying numbers, and jurisdiction from a driver's license or passport, as well as images of identification documents.

### How to Complete the Filing?

Reporting companies must submit their beneficial ownership information electronically through the FinCEN's website. To access the form, scan the QR code and select "File BOI." The system will provide a confirmation of receipt once a completed report is filed with FinCEN. While reporting companies must file BOI reports on their own, CPAs can offer guidance in determining reporting obligations.



Abby K. Sweers, CPA, is a Tax Senior Manager at Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Auburn, Binghamton, and Schenectady, New York, and Tampa, Florida. The firm has been providing services to the manufacturing industry since 1978. To learn more about this topic, contact Abby at [asweers@dmcpas.com](mailto:asweers@dmcpas.com).



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This isn't just another networking event. It's a celebration of our shared vision – the vibrant ideas, and energy we'll bring to *Building Tomorrow, Together* in 2025.

To embody this theme as we burst in to the New Year, dress code is smart casual, with a splash of color!



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# DECEMBER TRAINING AND EVENTS

## FALL PROTECTION TRAINING

Dec 2<sup>nd</sup> | 8:30 AM - 12:30 PM

## ISO 9001: 2015 INTERNAL AUDITOR TRAINING

Dec 4<sup>th</sup> | 8 AM - 4 PM

## TOUR OF DUPLI

Dec 4<sup>th</sup> | 2 - 6:30 PM

## REASONABLE SUSPICION AWARENESS

Dec 5<sup>th</sup> | 8:30 - 9:30 AM

## TOUR OF WORTHINGTON STEEL

Dec 5<sup>th</sup> | 3 - 6:30 PM

## BACKGROUND CHECKS DURING THE HIRING PROCESS

Dec 10<sup>th</sup> | 8:30 - 9:30 AM

## MAXIMIZE YOUR MEMBERSHIP

Dec 10<sup>th</sup> | 9:15 - 10 AM

## ISO 13485: 2016 INTERNAL AUDITOR TRAINING

Dec 11<sup>th</sup> and 12<sup>th</sup> | 8 AM - 4 PM

## MASTERING EMOTIONAL INTELLIGENCE LEVEL 1

Dec 11<sup>th</sup> | 9 AM - 4 PM

## TOUR OF MARQ4

Dec 11<sup>th</sup> | 3 - 6:30 PM

## FORKLIFT OPERATOR SAFETY TRAIN-THE-TRAINER

Dec 12<sup>th</sup> | 8:30 AM - 3:30 PM

## INTENTIONAL LIVING WEBINAR

Dec 12<sup>th</sup> | 9 - 10:30 AM

## MAXIMIZE YOUR MEMBERSHIP WEBINAR

Dec 12<sup>th</sup> | 9:15 - 10 AM

## INTERMEDIATE AI WORKSHOP

Dec 16<sup>th</sup> | 9 AM - 5 PM

## ROOT CAUSE ANALYSIS & CORRECTIVE ACTION

Dec 19<sup>th</sup> | 8 AM - 12 PM



REGISTER FOR AN EVENT OR TRAINING

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