

MANUFACTURING MATTERS NEWSLETTER



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

FORGING FUTURES: HOW REAL LIFE ROSIES® ARE REVOLUTIONIZING WOMEN IN MANUFACTURING

As Women's History Month begins, it's essential to underscore the importance of empowering women in manufacturing. According to a 2023 National Association of Manufacturers (NAM) report, women account for only 29% of the manufacturing workforce. To increase those numbers, in 2023 MACNY launched the Real Life Rosies® program in partnership with Mohawk Valley Community College. Since then, the program has expanded into Onondaga and Oswego Counties through partnerships with Onondaga Community College, Cayuga Community College, and other community organizations.

Real Life Rosies is the first New York State Department of Labor-approved direct-entry program designed specifically for women in advanced manufacturing. The goal of the program is to inspire a new generation of women in manufacturing and foster a community of women who move forward together and support one another in their shared pursuit of careers in the industry.

Alexandra Bakiewicz, a recent Real Life Rosies graduate, is a shining example of how the program opens doors for women in manufacturing. After graduating with the sixth cohort of Rosies out of Mohawk Valley Community College, Bakiewicz is now employed as an Operations Manager at Progress Industries in her hometown of Utica, NY. Progress Industries is a business enterprise of The Arc, Oneida-Lewis Chapter, committed to creating



meaningful employment opportunities for people with developmental disabilities. They partner with local and national companies and provide high-quality contracted work while empowering people with disabilities through inclusive employment.

Before enrolling in the Real Life Rosies program, Alexandra worked in Washington, D.C. for a non-profit focused on employing individuals with disabilities in various positions. While she's always had a passion for supporting people with disabilities, she sought to transition from a position in marketing and pursue a more physical and hands-on career.

Although Bakiewicz had never previously considered a career in manufacturing, when she learned about the Real Life Rosies program she felt compelled to give it a try and she's incredibly thankful she did. **"This is the first time in a long time I've found fulfillment in what I do,"** remarked Bakiewicz. Despite not having any previous experience in manufacturing, Alexandra feels well-equipped for success in her current role, thanks to the skills she gained through the program.

Along with opening new career opportunities, the program also offered an invaluable network of women in manufacturing. Alexandra shared that she keeps in touch with the women from her cohort, appreciating the strong support system they've built together. Her advice to other women who might be on the fence about pursuing a career in manufacturing is to, "keep pushing forward, put yourself out there, and stay open to new opportunities. It can be challenging at times but remain open-minded with a positive mindset." [You can read more about the Real Life Rosies program on page 6.](#)

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PRESIDENT'S MESSAGE

Randy Wolken, President & CEO

BIPARTISAN CONGRESSIONAL AI TASK FORCE REPORT DESERVES SUPPORT



In December, the bipartisan U.S. House of Representatives Artificial Intelligence (AI) Task Force, consisting of 12 Republicans and 12 Democrats, released their 273-page report. The report highlighted their approach to achieving responsible AI innovation while considering appropriate guardrails for our nation's safety against current and emerging threats. The task force's co-chairs, Representatives Jay Obernolte (R-CA) and Ted Lieu (D-CA) delivered their bipartisan report to House Speaker Mike Johnson (R-LA) and Democratic Leader Hakeem Jeffries (D-NY) on December 17th.

MACNY supports the following recommendations included in the task force report:

- **Promote Innovation:** "As the global leader in AI development and deployment, the U.S. is best positioned to responsibly enable the potential of this transformative technology for all. To maintain this leadership and enable the U.S. economy to harness the full benefits of AI, policymakers should continue to promote AI innovation."
- **Safeguard Against Harm:** "A thoughtful, risk-based approach to AI governance can promote innovation rather than stifle it."
- **Plan for Power Needs:** "Planning properly now for new power generation and transmission is critical for AI innovation and adoption."
- **Develop an AI-Ready Workforce:** "Successful collaborations between educational institutions, governments, and industries should effectively align education and workforce development with market needs and emerging technologies."
- **Protect Privacy:** Congress should "[e]nsure privacy laws are generally applicable and technology neutral."
- **Make Compliance Feasible:** Lawmakers should ensure that AI regulatory compliance is not unduly burdensome for small businesses.

- **Increase Cooperation:** Strengthen collaboration between government, industry, and academia to boost innovation and expand markets.

The use of AI in manufacturing is essential to maintaining global competitiveness. AI can enhance technological advancements and make the best use of skilled labor. Proper deployment of AI-enhanced approaches to production allows our nation to take advantage of our leadership in innovation and advanced manufacturing processes. I encourage our members to review this report and our national leaders to advance efforts that promote AI innovation while integrating key safeguards that are necessary to protect our economic vitality and national security.

In May, the National Association of Manufacturers (NAM) released its report on AI's deployment in the manufacturing sector titled, "Working Smarter: How Manufacturers Are Using Artificial Intelligence." Included in the report is a list of suggested policy actions for Congress to take. NAM briefed U.S. legislators on the report in September, and these recommendations were used to help guide the congressional report. NAM plans to work closely with policymakers in Congress and the current administration to bolster AI innovation in manufacturing.

MACNY intends to work through NAM, as a member organization, to understand the developing AI policy guidelines, keep our members informed, and offer insights into how AI is being used within our member companies. We look forward to working with you, our members, on the ongoing implementation of AI-enhanced technologies. For more information, please contact me at rwolken@macny.org or Tiffany Latino-Gerlock, Director of Government Relations, at tlatinogerlock@macny.org.

GOVERNMENT RELATIONS

Tiffany Latino-Gerlock, Director of Government Relations

2025-26 STATE BUDGET PRIORITIES



The New York State Fiscal Year (FY) 2026 Budget is due on April 1st. With this deadline approaching, MACNY and the Manufacturers Alliance of New York partners have been working tirelessly over the last month to see that our main budget requests will be included in the final state budget.

We've met with legislators both locally and in Albany, testified at hearings, and gathered in Albany as a collective voice for Manufacturing Advocacy Day. Together, we're voicing our strong support for continued funding for the Manufacturers Intermediary Apprenticeship Program (MIAP) and funding to support Real Life Rosies[®], New York State's first direct-entry pre-apprenticeship program for women in advanced manufacturing.

As we continue to work toward solving a statewide manufacturing workforce shortage and prepare for transformative projects to break ground in New York, it's vital that MIAP be funded in the 2025-26 State Budget. We've received support from the State Legislature since the program's launch in 2016. This legislative session, we've requested sustained funding for the program and are hopeful it'll once again be secured in the final state budget. This funding would enable us to expand into new sectors, trades, and regions, ultimately impacting more individuals and industries across the state.

We encourage you, our members, to join this important workforce development initiative by letting state legislators know how your company and employees have and will continue to benefit from MIAP. You can do this by scanning the QR code to fill out our sign-on letter campaign. Once you've completed the process, the letter will be sent to your state representatives.

Real Life Rosies, which launched in the Mohawk Valley in 2023, is rapidly expanding with different regions and employers expressing interest in the program. To date, the program has served more than 130 women, with an impressive graduation rate of more than 80%, demonstrating its meaningful impact on dozens of individuals. With additional funding, we can empower more women and strengthen a diverse, skilled workforce. This

is why we've requested funding for the program's expansion to be included in the 2025-26 State Budget.

MACNY and the Manufacturers Alliance of New York partner organizations support several other budget proposals aimed at fortifying the statewide workforce, including expanded access to wraparound services such as childcare. We also support simplifying the working process for youth and increasing educational opportunities for adult learners. To view our legislative agenda, please visit macny.org/advocacy.

We'll continue to keep you up to date on our efforts to support New York's manufacturing industry and will host government relations webinars to gather your feedback. If there's a legislative issue that you'd like to bring to MACNY's attention, please contact me at tlatinogerlock@macny.org.



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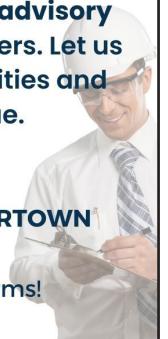
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WORKFORCE DEVELOPMENT

Amanda Wilson, Workforce Development Specialist

THEY CAN DO IT! CELEBRATING WOMEN IN MANUFACTURING: PAST, PRESENT, AND FUTURE



Since 1987, the U.S. has officially celebrated March as Women's History Month, a month-long celebration recognizing women's contributions to society and their vital roles and achievements throughout American history. We honor and draw inspiration from the trailblazing women of the past while using their achievements and can-do spirit to empower a new generation of women in advanced manufacturing.

Many people recognize J. Howard Miller's "We Can Do It!" poster, featuring a woman in a red polka-dot bandana, originally created in 1942 for the Westinghouse Electric Corporation's wartime production campaign. However, they may not realize that beyond motivating women to join the workforce, it also inspired countless other artists, writers, and musicians to celebrate the profound impact of women in the manufacturing sector.

Following the release of the iconic "We Can Do It!" poster, the song "Rosie the Riveter," written by Redd Evans and John Jacob Loeb and performed by The Four Vagabonds, was released in 1943. This upbeat anthem celebrated patriotic spirit and recognized women's significant contributions to the manufacturing workforce while men fought overseas. A few months later, Norman Rockwell's illustration of a woman, named "Rosie" based on the inscription on her lunchbox, was featured in the Memorial Day edition of *The Saturday Evening Post*. Rockwell's depiction became a powerful symbol of the strength and resilience of women in the manufacturing industry.

Decades after the creation of the iconic "Rosie," MACNY continues to champion and support women in the industry, both through the Manufacturers Wall of Fame award and the

Real Life Rosies® pre-apprenticeship program. Past Wall of Fame inductees such as Aminy Audi of L & J.G. Stickley Co., Betty Armstrong of Armstrong Mold, Mary Ann Tyszko of SRCTec, Inc., Anne Menter of Hollowick, Cheryl Maines of Allen Tool Phoenix, Kathleen Alaimo of Syracuse Label & Surround Printing, and Jackie Ferrari of American Fashion Network have each made



significant contributions to the manufacturing sector. While each of these women has her own unique accomplishments, they all collectively embody the determination and resilience seen in the women of the World War II era, proving that the legacy of Rosie the Riveter continues to inspire.



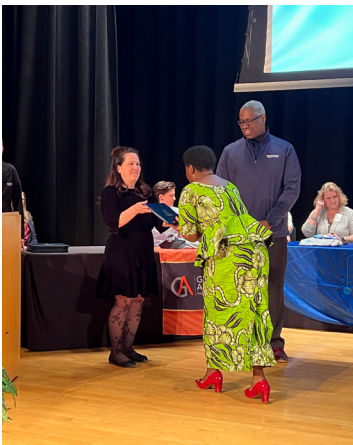
MACNY is dedicated to building on this legacy by creating the next generation of women in manufacturing through the Real Life Rosies program. Launched in 2023, in partnership with Mohawk Valley Community College, it's the first New York State Department of Labor-approved direct-entry program designed



specifically for women in advanced manufacturing. The program aims to empower women from diverse backgrounds to see their potential in the industry and encourage a community where women support and uplift one another in their pursuit of manufacturing careers.

On the cover we featured Alexandra Bakiewicz, a graduate from the Mohawk Valley Community College cohort of Rosies, now employed at Progress Industries as part of The Arc, Oneida-Lewis Chapter. However hers is just one of the many stories of Rosies that have come through these programs.

Real Life Rosies gave her to improve her skills, but also for the chance to interview with local manufacturers during the program. Upon reflection, she shared that those conversations kept her motivated to seize the opportunities in front of her. After graduating in January, she accepted a job at Belden, Inc. and is proudly employed as the company’s first automation technician in 80 years. Her advice to future Rosies is to, “Go for it. You have nothing to lose by trying.”



Claudine Ciza recently graduated from the Real Life Rosies program at Onondaga Community College. As a New American and mother of five, Claudine was hesitant to go back to school after 17 years, especially when English is not her primary language. She attended the Rosies classes at night after a full day of work, because she was committed to setting herself up for a successful career in manufacturing. After joining



the program, Claudine was thankful she’d stepped out of her comfort zone and opened herself up to new career opportunities. After completing her pre-apprenticeship, Claudine is now entering a Registered Apprenticeship at Berry Global along with three other participants from the program.

These are just a few of the women whose lives have been transformed by the Real Life Rosies program, each making a lasting impact in Upstate and Central New York. As the program expands across the state, MACNY is excited to continue shaping the future workforce by recruiting, training, and empowering the next generation of Rosies to lead the way in advanced manufacturing.

Another Real Life Rosie, Paige Perl, has always had a passion for mechanics. Raised by her grandparents, she was taught from an early age to take care of what’s hers, which evolved into an interest in fixing things. She was inspired to pursue a career in manufacturing by friends working locally in the industry. She joined the inaugural class of Rosies at Cayuga Community College last fall to kickstart her career. She’s incredibly thankful, not only for the opportunities



PARTNERS FOR EDUCATION & BUSINESS, INC.

Amy Stewart, Workforce Development Specialist

SCRUBS AND SCHOLARS: STUDENTS EXPLORE HEALTHCARE CAREERS



In January, students from Henninger's Pathways in Technology Early College High School (P-TECH) programs stayed busy during their break from Onondaga Community College classes by gaining hands-on experience in the healthcare field.

As part of their studies in Health Professions and Clinical Laboratory Technology, 29 juniors and seniors participated in job shadow opportunities designed to give them a first-hand look at healthcare careers in their local area. Upstate Medical University Hospital, Labcorp, Specialty Surgery Center of CNY, Upstate Medical University Hospital's diagnostic services, Lab Alliance of CNY, and ACCESS Dental Laboratories all hosted job shadow sessions.

At Upstate Medical University Hospital, the seniors were paired with a Hospital Attendant or Hospital Clinical Technician (HCT). The goal of the experience was to encourage students to explore entry-level nursing roles that require only a high school diploma and/or one year of full-time patient care experience. These positions offer a clearer path toward their long-term career goals, unlike more traditional part-time jobs in retail or fast food. Students observed the Hospital Attendants and HCTs providing supportive patient care by assisting patients with daily activities and serving as safety companions for individuals at risk of falling. We hope these experiences encourage students to pursue healthcare careers now, rather than waiting until they're in college or afterwards. It also reminds students they don't need to pursue higher education to have fulfilling and successful careers in healthcare.

At Labcorp, students had the opportunity to examine slides of various diseases with a cytologist, learn how slides are prepared from histologists, analyze samples in the molecular department, and assist in preparing tissues for slides in the gross processing department. At Specialty Surgery Center of CNY, one student

who aspires to become a surgeon was particularly thrilled about the experience. He enjoyed getting garbed up for the operating room and observing ENT surgeries.

Ten students shadowed team members from the Upstate Medical University Hospital's diagnostic services, where they learned about respiratory therapy, electroencephalogram (EEG) exams, the cardiac catheterization lab, and radiology, including CT and MRI scans, as well as interventional radiology. Adrienne Hickey, a respiratory therapist, shared, "I love having the 11th-grade job shadows at Upstate. When they get off the bus, they look like high school students, and after three hours they look like part of the Upstate family! My favorite part is showing them the jobs that we do at the hospital. When the students say, 'You do that?! That's cool!' I feel so proud. It [also] helps us recruit future healthcare professionals while inspiring students to recognize the exciting opportunities in the field and the meaningful impact they can have."



The job shadows at Lab Alliance of CNY and ACCESS Dental Laboratories also received great feedback from students and industry partners alike. Janet Clark, the Education Director at Lab Alliance of CNY, commented, "I would just like to say what an amazing time we had hosting [these students]! They were absolutely engaged and very professional. They enjoyed the hands-on activities and gained a greater appreciation for the vital role clinical laboratory scientists play in diagnosing and treating patients." At ACCESS Dental Laboratories, students learned how they manufacture and design crowns, bridges, dentures, and more. The Chief Operations Officer, Samuel Jackson, shared, "As a Henninger alum, I always enjoy giving back."

If you also appreciate giving back, PEB is always looking for volunteers for site visits as well as career coaching and job shadow sessions for students to explore careers in their communities. Please reach out to pebteam@macny.org to learn more about how you can give back.

Partners for Education & Business, Inc. (PEB) is an affiliate of MACNY. We collaborate with schools, industry partners, and community members to create career pathways by coordinating career exploration and preparation programming in the Central New York area.

UPDATES IN ENERGY

Cindy Oehmigen, Energy & Corporate Services Consultant

MANAGING SCOPE 2 EMISSIONS



As businesses work to reduce their carbon footprint and meet sustainability goals, addressing Scope 2 emissions has become a critical part of their environmental strategy. Businesses can implement a variety of immediate and long-term solutions to reduce Scope 2 emissions and meet their sustainability goals.

Understanding Scope 2 Emissions

These indirect greenhouse gas (GHG) emissions come from purchased energy used to power company operations. Although they physically occur at the facility where the energy is generated, they're included in an organization's GHG inventory because they stem from its energy use. When accounting for Scope 2 emissions from purchased electricity, businesses have two primary approaches:

- **Location-Based Method:** Assesses average emission factors for regional utility grids supplying a company's facilities. It provides insights into the general carbon intensity of electricity where a company operates.
- **Market-Based Method:** Reflects emissions from electricity that companies have purposefully chosen. It inventories emissions via contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attributes.

While understanding the distinction between location-based and market-based methods is crucial, businesses should also consider the impact of their chosen solutions. To effectively reduce emissions, it's important to consider strategies based on their timeframes. At Constellation, they have a variety of Scope 2 products categorized by their immediate and long-term impacts.

Solutions for Reducing Scope 2 Emissions

Reducing Scope 2 emissions is essential for demonstrating a commitment to environmental sustainability. This can be achieved through carbon-free power generation, energy efficiency measures, on-site generation, purchasing renewable energy certificates (RECs) or emission-free energy certificates (EFECs), and improving grid integration. When choosing the optimal solutions, businesses should consider several factors including urgency, budget constraints, and sustainability goals. Immediate

impact solutions provide quick, measurable results for urgent emissions reduction, while long-term solutions involve direct actions and commitments, that support the development of new renewable energy projects.

Immediate Impact Solutions

Companies can make a cost-effective investment to support the production of electric power from generation sources that don't directly emit GHG by purchasing carbon-free or renewable electricity. Both are easy to implement, significantly impact emissions reduction, and help meet sustainability goals.

- **Emission-Free Energy Certificates (EFECs)** represent the emission-free attributes of generation sources like solar, wind, nuclear, and hydropower. Available in both regulated and competitive energy markets, this low-cost solution supports emission-free energy generation sources and may assist companies in meeting their goals for lowering emissions associated with its annual electricity consumption.^{1,2}
- **Renewable Energy Certificates (RECs)** support sustainability goals by representing the environmental benefits of renewable energy. Sourced from renewable generating facilities within the continental U.S., each REC represents proof that energy has been generated from renewable sources and is retired on behalf of a company's environmental commitment.
- **Project-Specific RECs** offer location-specific benefits by sourcing RECs from specific offsite renewable projects. Available in both competitive and regulated energy markets, businesses that purchase project RECs are supporting renewable energy projects that can lower their Scope 2 emissions.²

Long-Term Solutions

Businesses looking for longer-term solutions can choose options that provide substantial benefits and significantly reduce carbon emissions.

- **Constellation Offsite Renewables (CORe)** integrate renewable energy purchases from existing or newly build renewable generation assets into a load-following energy supply agreement. Constellation provides customers with energy and project RECs from the renewable project.
- **Hourly Carbon-Free Energy Matching (HCFE)** aligns a company's electricity consumption with local, emission-free energy sources on an hourly basis, helping eliminate carbon impact so businesses can reach net-zero goals.

Utilizing RECs can be an effective way of meeting GHG goals without investing capital or taking on the risk of owning and maintaining 'clean green energy' producing generators such as solar. Companies can leverage any of these immediate impact or long-term solutions to find the optimal strategy that aligns with their needs. To learn more about these programs, please contact me at coehmigen@macny.org.

¹ Check your GHG reporting protocols to confirm.

² Based on current World Resources Institute Guidance. Scope 2 reporting claims of this product may be affected by future changes.



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THE BOTTOM LINE

Kaitlyn Mariano, CPA, Tax Senior Manager,
Dannible & McKee

LATEST TAX SCAMS AND SCHEMES FOR TAX FILING SEASON

With the 2024 tax filing season upon us, it's a great time to remind taxpayers to stay vigilant against bogus tax strategies and schemes. Now, more than ever, there are bad actors everywhere, employing increasingly sophisticated tactics to exploit unsuspecting individuals. When the Internal Revenue Service (IRS) uncovers these issues, it's typically the taxpayer who's held responsible and faces the consequences of these schemes. While tax scams aren't new, advancements in technology and an increased number of online platforms have made it easier for scammers to provide false information. The IRS has put together its 2024 "Dirty Dozen" list, highlighting the most common schemes that put taxpayers at risk.

- 1. Phishing and Smishing Scams:** Taxpayers are being contacted relentlessly by scammers posing as legitimate organizations through email (phishing) and text message (smishing) campaigns designed to obtain personal and financial information.
- 2. Questionable Employee Retention Credit (ERC) Claims:** Scammers used this to promote large refunds related to the ERC, which provided a refundable tax credit to eligible businesses impacted by COVID-19. Due to the prevalence of fraud, the IRS placed a moratorium on claims for any filings after September 14, 2023. These scammers put unsuspecting businesses at risk for higher interest, penalty charges, and even potential criminal prosecution.
- 3. IRS Online Account Scams:** Online accounts offer a convenient way to manage taxes, but scams posing as assistance for setting them up have led to the theft of valuable and sensitive tax information.
- 4. False Fuel Tax Credit Claims:** Taxpayers were often misled by unscrupulous promoters or tax advisors regarding Fuel Tax Credits for off-highway business and farming use. Scams involving fictitious documents or fuel receipts were used to generate false claims in return for large fees to the promoters.
- 5. Offer In Compromise (OIC) "Mills":** You've likely heard ads on the radio or television from companies promising to make your IRS debt "disappear." However, OIC eligibility

requirements can be very restrictive, and scammers will often charge excessive fees for false promises and unrealistic results.

- 6. Fake Charities:** Scammers take advantage of taxpayer generosity by creating fake charities to obtain money and sensitive personal and financial information. Natural disasters and tragic events are used to contact and target sympathetic taxpayers.
- 7. Untrustworthy Tax Preparers:** Taxpayers seeking, or being promised, unrealistically large tax credits and refunds are falling victim to "ghost preparers." These scammers emerge during tax season, charge hefty fees with false promises of big refunds, and then vanish before the consequences surface.
- 8. Social Media Tax Advice:** Wildly inaccurate and misleading tax information can be found on all social media platforms. Taxpayers are lured into taking improper tax positions in return for large refunds or credits, resulting in potentially significant civil and even criminal penalties.
- 9. Spearphishing Attacks:** Identity thieves, posing as potential clients, email tax professionals looking for ways to gain access to sensitive data and hack into their network systems. Scammers may go on to file fraudulent tax returns to obtain fictitious refund claims. Trusted professionals should have safeguards and security in place to combat these illicit attempts.
- 10. High-Income Filer Schemes:** Taxpayers, especially high earners, can be targeted by illegal deduction schemes disguised as attractive tax-saving strategies, but be cautious, if a tax reduction tactic seems too good to be true, it likely is.
- 11. Bogus Tax Avoidance Strategies:** The IRS has targeted two specific areas of concern: the improper use of syndicated conservation easements and micro-captive insurance arrangements. These strategies have been widely abused and exploited, prompting Congress to enact legislation to curb their misuse.
- 12. International Element Schemes:** The improper use of offshore accounts is under intense scrutiny. The IRS specifically highlighted individual retirement accounts in countries like Malta, where taxpayers improperly claim income exemptions under tax treaties. Another major area of concern is the use of digital assets in foreign accounts, often promoted as untraceable or hidden, to evade U.S. taxation.

The IRS remains vigilant against abusive transactions and schemes and taxpayers are encouraged to do the same. If you have any questions, please reach out to us at Dannible & McKee, LLP.

Kaitlyn L. Mariano, CPA, is a tax senior manager at Dannible & McKee, LLP, a public accounting firm with offices in Syracuse, Auburn, Binghamton and Schenectady, NY, and Tampa, FL. The firm has been providing services to the manufacturing industry since 1978. To learn more about this topic, contact Kaitlyn at kmariano@dmcpas.com.



STAFF ANNOUNCEMENTS

MACNY WELCOMES CACI DAY-FOX AS TRAINING SPECIALIST



We are excited to announce that Caci Day-Fox has joined the organization as Training Specialist. With a strong background in hospitality management and event coordination, Caci brings a wealth of expertise to MACNY's training programs.

Caci joins MACNY from the Washington Duke Inn & Golf Club in Durham, NC, where she served as Assistant Events Manager. There, she successfully supervised and directed staff and managed complex event logistics to deliver high-quality events. Prior to her role at Washington Duke Inn, Caci held several key positions in hospitality, including Restaurant Manager at JB Duke Hotel, Food & Beverage Supervisor at State View Hotel Autograph Collection, and Assistant Restaurant Manager at Horizons at Woodcliff Hotel and Spa. Her experience spans event planning, training, and overseeing operations to enhance guest experiences. Caci earned her

Bachelor of Business Administration degree in Resort and Recreation Service Management from SUNY Morrisville.

In her new role at MACNY, Caci will coordinate training programs that empower manufacturers with the skills and resources needed to thrive in today's competitive landscape.

Randy Wolken, President & CEO of MACNY, shared, "We are delighted to welcome Caci Day-Fox to the MACNY team as our new Training Specialist. Caci's extensive background in event coordination, leadership, and team management makes her an invaluable addition to our organization. Her passion for creating seamless and impactful experiences will enhance our ability to provide high-quality training and development opportunities for our members. We look forward to the energy and expertise she brings to the role as we continue to support manufacturers across New York State."

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March 3rd | 9 AM - 12:30 PM

BUILDING AN EFFECTIVE SUPPLIER QUALITY SYSTEM

March 4th | 8 AM - 12 PM

DIGITAL MARKETING CERTIFICATION

Starting March 4th | 9 AM - 12 PM

MOBILE ELEVATING WORK PLATFORM (MEWP) TRAIN THE TRAINER

March 6th | 8:30 AM - 3:30 PM

UPSKILLING TALENT BEYOND THE PRODUCTION FLOOR

March 6th | 10 - 11 AM

TRANSFORMATIONAL LEADERSHIP

Starting March 6th | 11 AM - 4 PM

MAXIMIZE YOUR MEMBERSHIP

March 11th | 9:15 - 10 AM

THE 6 TYPES OF WORKING GENIUS

March 12th | 8:30 AM - 12:30 PM

COMMUNITY SOLAR PROGRAMS IN NEW YORK WEBINAR

March 12th | 9 - 10 AM

MAXIMIZE YOUR MEMBERSHIP WEBINAR

March 13th | 9:15 - 10 AM

PROJECT MANAGEMENT WORKSHOP

March 18th & 20th | 1 - 4 PM

ROOT CAUSE ANALYSIS AND CORRECTIVE ACTION

March 20th | 8 AM - 12 PM

INCLUSIVE LEADERSHIP

March 27th | 8:30 AM - 3:30 PM

DATA ANALYSIS AND VISUALIZATION WITH MICROSOFT EXCEL

March 31st and April 1st | 9 AM - 5 PM