



RBJ TECHNOLOGY and MANUFACTURING RTMA AWARDS

ROCHESTER TECHNOLOGY &
MANUFACTURING ASSOCIATION

INSIDE:

RochesterWorks! among
many honored for excellence
in the Rochester region, Page 4

SO MUCH TO CELEBRATE!

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FROM the EDITOR

The Rochester Business Journal is once again proud to partner with the Rochester Technology and Manufacturing Association to honor excellence in our region's technology and manufacturing sectors.

The Greater Rochester region relies on roughly 1,500 small and mid-sized manufacturers that together employ more than 62,000 people. For years, most of the attention given to this sector had been focused on what was happening with the companies once referred to as Rochester's Big Three—Kodak, Xerox and Bausch & Lomb. Now, RTMA and RBJ

are shining a spotlight on the lesser-known outfits that hold such a significant place in the local economy and carry the respect of their peers in the industry. These awards also recognize the nonprofit organizations working to bolster the area's labor force.

This year's awards were given out in 10 different categories: Manufacturing Innovation; Powerful Partnership; Workforce Development, Training and Support; Workforce Development, Manufacturing Enterprise Division; Executive of the Year; Growth in Manufacturing; Global Advancement; Rising Star; Apprenticeship; and Chairperson's Award.

Nominations were evaluated by a panel of experts and honored in a luncheon ceremony on Oct. 16 at the Joseph A. Floreano Rochester Riverside Convention Center.

Sincerely,
Ben Jacobs
Editor

HONOREES

Chairperson's Award

RochesterWorks! 4

Global Advancement

New Scale Technologies..... 6

Growth in Manufacturing

Precision Grinding
& Manufacturing Corp. 6

Apprenticeship Award

Richard Spinosa..... 7

Nicholas Palermo 7

Kenneth Swol 8

Ben Zeller 8

Executive of the Year

Mike Hockenberger 9

Dana Mehnert..... 9

Julie Camardo 10

Jeremy Hadley 10

Manufacturing Innovation

OLEDWorks..... 11

L3Harris Technologies..... 11

New Scale Robotics..... 12

OptiPro Systems..... 12

Rising Star

Robert McQuillen 14

Jason Bramwell 14

Daniel Cross..... 15

Eliot Giebel 15

Workforce Development

Imprintable Solutions 16

NYMAT Machine Tool..... 16

YAMTEP Inc. 17

Optimax..... 17

L3Harris Technologies Inc. 18

The Gleason Corp. 18

Chassix Automotive 19

Powerful Partnerships

Plug Power and RIT Golisano
Institute for Sustainability 19

NYSEG & Rochester NextCorps..... 20

Optimation and Horizon Solutions.. 20

Teke Machine Corp. and Arconic Inc. 21



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WINNER



RochesterWorks!

CHAIRPERSON'S AWARD HONOREE



PETER PECOR
DIRECTOR
ROCHESTERWORKS!

When Rochester-area manufacturers and other high-tech companies need help with hiring and training, they know RochesterWorks is a trusted and effective resource, says Executive Director Peter Pecor.

"Since its inception in 2000, RochesterWorks has been the largest employment and training initiative in Monroe County," Pecor says. "We are uniquely positioned as a conduit among business, education and training sectors, and job seekers. We continue to be a vital source of the talent and training resources needed to grow a skilled labor force."

In the last five years, RochesterWorks has reimbursed more than \$750,000 to manufacturers to support their work-based training programs by securing local, state and federal funding. RochesterWorks has also built partnerships with neighboring workforce development boards, community colleges, and community-based organizations, giving its clients access to more resources. In workforce development, Pecor said apprenticeships and short-term training are supplementing degree programs in high-tech and manufacturing.

For job seekers, RochesterWorks provides free services such as one-on-one advising, grants for training, workshops, networking and more through its three career centers, a business services team, social media posts, and a website with job listings and other updated workforce information.

"Many employers are desperate for qualified and willing workers," Pecor says. "We are seeing more candidates being considered and offers made in a faster turnaround."

Twice a year, RochesterWorks connects hundreds of job seekers with regional employers at job fairs. Its 11th annual Career Conference and Job Fair in January at Monroe Community College's Brighton campus attracted more than 1,000 job seekers and more than 70 businesses. In June, its fourth annual Summer Job Fair at the same campus attracted 700 job seekers.

Every October, RochesterWorks highlights manufacturing by hosting job fairs and promoting company tours and local events like this month's Optifab 2019, North America's largest optical fabrication exhibition, and a one-day symposium, "The Right Talent, Right Now: Improving Business and Health Outcomes through Workforce Diversity."

RochesterWorks also updates its social media accounts frequently. "Our various platforms have afforded us the opportunity to increase the visibility of RochesterWorks and the businesses we assist," Pecor says. "It enhances our ability to connect our customer base, the job seeker and employer."

Monroe Community College has built a strong partnership with RochesterWorks, which provides great support to its manufacturing



trainees at its Applied Technology Center, said Todd M. Oldham, vice president of economic and workforce development and career technical education at MCC.

"They help with recruitment by promoting manufacturing training to their clients, referring students to information sessions, hosting manufacturing career panels, and funding training programs," Oldham says. "They take time to get to know our students to better understand their needs and how to meet those needs."

The Young Adult Manufacturing Training Employment Program is among the many organizations RochesterWorks assists. "RochesterWorks supports our student recruiting effort and provides excellent life and interpersonal soft skills training, which has been a major contribution to our success," says Tyrone Reaves, its president.

A diverse mix of employers and job openings across the county has given the region new hope despite some national talk of a possible recession coming, Pecor says.

"Economic impact is not a major concern due to the resiliency of our economy," he says. "We are no longer dependent upon major employers who can have a greater effect on the economy, such as Kodak and Xerox."

— Brian Pappalardo



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HONOREE Precision Grinding and Manufacturing Corp.

GROWTH IN MANUFACTURING

For more than 50 years, Precision Grinding and Manufacturing Corp. has met some of the most challenging and complex precision-machining, manufacturing, and assembly needs for those in a full spectrum of industries. The good work of 155 employees is represented by this nomination.

Dedicated to operational excellence and continuous growth through the use of state-of-the-art technology, expert associate training, and thoughtful facility expansions, the firm has developed a reputation as a trusted global supplier. It works with a wide range of materials, from stainless steel to titanium.

As a full-service precision manufacturing corporation, Precision Grinding and Manufacturing Corp. (PGM) specializes in precision CNC machining, turning, grinding and assembly. During the past three years, its growth has been fueled by increasing customer demand of existing programs, as well as new opportunities. To capitalize further, the firm added 20,000 square feet of manufacturing floor space, invested more than \$6.5 million in new equipment, and added at least 30 positions. In 2018, its annual gross revenue exceeded \$30 million.

From concept to design, program management to sourcing, production to assembly, and Six Sigma quality assurance, the Rochester business has a proven track record of offering world-class service and



reliability for its clients and suppliers.

As a strategic partner, PGM provides a comprehensive approach for its clients, from launching new products to establishing production, and from improving quality to reducing costs. The firm is an AS9100:2016 and ISO9001:2015 certified corporation that develops effective systems and procedures to reduce and eliminate potential issues that are encountered during a project startup.

"Each of our core competencies by itself is an asset to the company," says Mike Hockenberger, chief executive officer, "but, combined, they provide an array of manufacturing power and competitiveness that really sets us apart."

— Brian Pappalardo

HONOREE New Scale Technologies Inc.

GLOBAL ADVANCEMENT

New Scale Technologies Inc. of Victor is a worldwide player that thinks big when it comes to miniatures. The designer and manufacturer of all-in-one, precise miniature motion systems has seen its percent of international revenue increase from less than 15 percent in 2015 to more than 35 percent so far in 2019.

"There are innovative product development companies, research labs, and original equipment manufacturers (OEMs) all over the world that benefit from our micro motion systems," says founder and CEO David Henderson, who started the company in 2002 in his Farmington home. "We expect strong growth, globally supported by our network of international distributors."

New Scale knows it's hard for people to understand what the company makes, so the company website breaks it down: "New Scale helps customers transform their large, expensive, complicated-to-use systems into small, affordable, easy-to-use instruments and devices. Our customers use our tiny motion modules to adjust micro optics or mechanical components within their handheld, portable and mobile systems."

New Scale is committed to keeping its sales network performing at a high level, Henderson says. "We provide training, resources such as product demonstration kits and videos, and technical support to make our distributors and inside sales team successful."

New Scale is also committed to growing in its Rochester home, Hen-



derson says.

"We have access to truly world-class engineering talent with graduates and co-ops from Rochester Institute of Technology and University of Rochester," he says. "We collaborate with Finger Lakes Community College and FuzeHub to help train students in instrumentation and control technologies and also develop new technologies for data acquisition and automation control."

"Rochester is our home. Our home is filled with talented people who studied at outstanding universities and work at great companies, and some of those talented people work at New Scale and make us a globally competitive firm."

— Brian Pappalardo



WINNER: APPRENTICESHIP

Richard Spinosa

OPTIMATION INDUSTRIAL SERVICES

Richard Spinosa, an industrial welding apprentice with Optimization Industrial Services, has been a valued employee with the Rush-based company since he was hired in January 2018.

Wayne Bertola, Spinosa's trade supervisor, says Spinosa was a skilled welder with experience when he started. "He was tested and certified shortly after joining Optimization. He passed all of the required certifications the first time, which is remarkable for someone his age."

Spinosa has no regrets about bypassing a four-year degree and joining Optimization, a global design, engineering and fabrication company. "I have always been interested in the trades and find the process of joining metals together interesting. It's a good career path because trades will always be in demand."

Bertola says Spinosa also gets high marks for his field work with Optimization customers. "When he has been sent out on jobs, the people he interacts with say he is a good worker and his welding ability is well beyond what one would

expect from an apprentice."

The key to Spinosa's success has been his interest in professional growth. Before coming to Optimization, he completed a welding and fabrication industry certificate program at Monroe Community College. With Optimization, a machining course at MCC expanded his ability to use all equipment in the fabrication shop, and when retirements depleted staffing in that shop, Spinosa took online courses and attended training in Miami, Fla., to become a certified welding inspector, said Steven Alito, apprentice program manager.

"That is a great achievement for a young apprentice," says Alito, who adds that Spinosa will complete his apprenticeship in fall 2020. "He possesses a willingness to learn and is confident in his knowledge. He has a love of the craft that can't be taught. We see Richard as a leader in our path forward."

— Brian Pappalardo



FINALIST: APPRENTICESHIP

Nicholas Palermo

TEKE MACHINE CORP.

Nicholas Palermo was excited to complete his five-year apprenticeship at TEKE Machine Corp. in May and start as a machine operator with the Rochester company's highly skilled machinists. Now he hopes more young people follow in his footsteps.

Palermo says another family member watched his training and is studying machining and welding in high school as a result. His advice to others interested in an apprenticeship at TEKE?

"At first glance, machining can look overwhelming and intimidating, but they don't teach you everything at once, and you don't have to be an expert overnight," Palermo says. "Take your time, go slow, and ask a lot of questions. The people who work there have your best interest at heart and will always be willing to help you move forward. The management and employees provide a lot of support to the apprentices."

Learning is a key to success for Palermo,

who continues to study tooling and machining part-time at Monroe Community College. He hopes to finish in the next two years.

Starting on his first day, says TEKE Machine Corp. owner Terry Coykendall, Palermo was a team player eager to learn. "He has worked on 22 different machines at TEKE, including lathes, mills, saws, and a coordinate measuring machine, and is pursuing training on another machine."

He also clicks with his co-workers, Coykendall says. "Nick is always looking to help others. He is quick to volunteer to get things done around the shop and is happy to fill in, in different departments and shifts, if needed. He has fit into our organization seamlessly."

— Brian Pappalardo





FINALIST: APPRENTICESHIP

Ken Swol

MARIS SYSTEMS DESIGN

When Ken Swol graduated from high school, he planned for a career as a police officer. He earned an associate's degree in criminal justice from Monroe Community College and a bachelor's degree in psychology from The College at Brockport, but after a short period of time training in a town police academy, Swol decided a law enforcement career wasn't for him.

Fortunately, his father-in-law, Dave Castor, a controls builder with Maris Systems Design in Spencerport, told Swol about an apprenticeship program in 2018 at the manufacturer of turnkey automation and test systems for many industries, including automotive, health care, consumer, aerospace and defense.

"I applied at Maris, started a week later and have enjoyed the work I have been doing for the last two-and-a-half years," says Swol, an electro-mechanical technician apprentice who has learned electrical and plumbing

skills, among others. "I wish I knew about apprenticeship programs when I was in high school. My school pushed college on all students, regardless of their skills or passions."

Bob Coyne, apprenticeship coordinator with the Rochester Technology and Manufacturing Association, which operates Swol's training program, says that when Swol finishes his apprenticeship in 2021, he'll be able to build automated equipment, install it and train workers, troubleshoot and make repairs.

"Ken appreciates the opportunity he has at Maris," Coyne says. "He respects the co-workers who are teaching him and is always eager to continue learning."

Swol has advice for high school students: "If your passion is to go to college, then do it. But if you'd rather join an internship program to learn the tools of the trades and apply them to build great machines, you should do that. It's a fulfilling line of work."

— Brian Pappalardo



FINALIST: APPRENTICESHIP

Ben Zeller

OPTIMAX SYSTEMS INC.

Ben Zeller joined Optimax Systems four years ago, right out of Greece Arcadia High School, and was among the first precision optics manufacturing apprentices when Optimax started the program three years ago. He completes the internship this fall, but is eager to keep learning.

"I chose to become an apprentice because I saw the potential to grow and learn," says Zeller, a precision optics manufacturing technician. "Many people stay in one area and become very good in that one area, but I want to be able to work anywhere."

Jim VanKouwenberg, workforce development coordinator at the Ontario, Wayne County-based high precision optics manufacturer and a member of the apprenticeship steering committee that started the program, says Zeller has been an outstanding performer in the more than 24 areas he has rotated through in the last two and a half years on the manufacturing floor.

"There is no better feeling than coming into a new work area and being able to pick up what they do in a few weeks," Zeller says. "I love working in optics, whether it's learning in the classroom or learning a new skill at work. It is all very interesting to me, and that motivates me to want to be a better employee."

Zeller has been balancing college classes with his full-time apprenticeship, and is pursuing an associate's degree in optical systems technology at Monroe Community College. He hopes to earn the degree in the next year and continue his education after that.

"Ben has received universal praise from each area about his innovative ideas and problem-solving abilities," VanKouwenberg says. "He has a tremendous work ethic and increases productivity in every work area he enters. We see great potential for his future here after he finishes his apprenticeship."

— Brian Pappalardo





WINNER: SMALL COMPANY EXECUTIVE OF THE YEAR

Mike Hockenberger

PGM CORPORATION

In June, Mike Hockenberger celebrated 25 years with Precision Grinding & Manufacturing (PGM), a company his father, William, now retired, launched more than 50 years ago. From William's initial investment of \$8,000, the family-operated precision machining, manufacturing and assembly plant on Emerson Street in Rochester has grown to nearly \$22 million in capital equipment and more than 150 employees.

Hockenberger was named president and chief executive officer in 2001, and one of his accomplishments has been building a management team that has been together since 2001. The team includes brothers Todd (vice president) and Jeff (vice president of operations) and stepbrother Doug Caweuls (chief financial officer). "We work well together and still have great relationships outside work," says Hockenberger, who has a doctorate in engineering from Penn State University.

PGM grew to a 45,000-square-foot facility by the mid-1980s, and added another 20,000

square feet in 2015. Now another 12,000 square feet will be added in 2020 for more equipment. The company's revenue increased from \$24 million in 2017 to \$30 million in 2018, and more growth is expected this year.

"We have internal salespeople and external sales representatives that emphasize building strong relationships with our customers," he says. "Todd has done a great job by always being available to travel all over the country to meet with existing or new customers."

Another key to PGM's success is its open structure management style, which is built on trusting employees, giving them freedom and empowering them to be creative and take risks, Hockenberger says. They also earn quarterly bonuses based on profit-sharing. "We share a lot of information with our associates because we feel information is power, and by giving them honest and accurate information, it makes for a stronger company."

— Brian Pappalardo



WINNER: LARGE COMPANY EXECUTIVE OF THE YEAR

Dana Mehnert

L3HARRIS TECHNOLOGIES

When Harris Corporation completed its merger with L3 Technologies on July 1, Dana Mehnert was still in his first year as president of the new defense giant's Communications Systems segment headquartered in Rochester. But Mehnert wasn't new to Harris—he started as an electrical engineer in 1984 and his career has seen increasingly responsible management positions, usually based in Rochester.

So when he expressed confidence that the merger would be good news for Rochester, employees and business leaders breathed a sigh of relief. "It positions Rochester as the center of our communications business into the future," he says. "We have a state of the art, world class manufacturing facility in Henrietta. We will continue to use that to produce our next generation tactical radios and public safety radios."

The new company, now the sixth largest defense company in the U.S., has about 50,000 employees worldwide, including 3,700 in Rochester, Mehnert says. In September, Communications Systems was poised for more growth in Rochester, with more than 100 job openings, including roles for engineers and technicians.

"I love working with our amazing people, who are passionate about our customers and their missions," he says. "That's why I'm excited about the many benefits this merger brings to our employees in Rochester, including more career opportunities, access to work across a broader array of



programs and on new technologies, and much more."

The company conducts \$455 million in business each year with suppliers from New York State and partners with 18 educational institutions in the state—including Rochester Institute of Technology, University of Rochester and Monroe Community College—on research and engineering projects.

"We're proud of this community, and it's an exciting place to work," Mehnert, a board member at RIT and the Rochester Chamber of Commerce, told the RBJ for a 2018 article. "You don't have to go to Silicon Valley or Boston to do cutting edge technology work. You can do it right here in Rochester."

— Brian Pappalardo



FINALIST: EXECUTIVE OF THE YEAR

Julie Camardo

ZWEIGLE'S INC.

Zweigle's Inc. has come a long way since C. Wilhelm and Josephine Zweigle opened their butcher shop in 1880. Julie Camardo, its chief executive officer and the Zweigles' great-great granddaughter, announced in September that Rochester's five-generation meat manufacturer—perhaps best known for its red and white hot dogs—will launch a major expansion and grow its workforce.

Camardo hopes the \$18.8 million project, which will add 29,000 square feet at its 651 Plymouth Ave. facility, will be completed by late 2020. Zweigle's will receive city, county and state aid so it can acquire property, renovate and demolish buildings, complete some new construction, and buy machinery and equipment. Its plant workforce is expected to grow to almost 100 employees with 33 new jobs.

Camardo, in her fifth year as CEO, says one of her proudest accomplishments is the development of two new brands, Mama

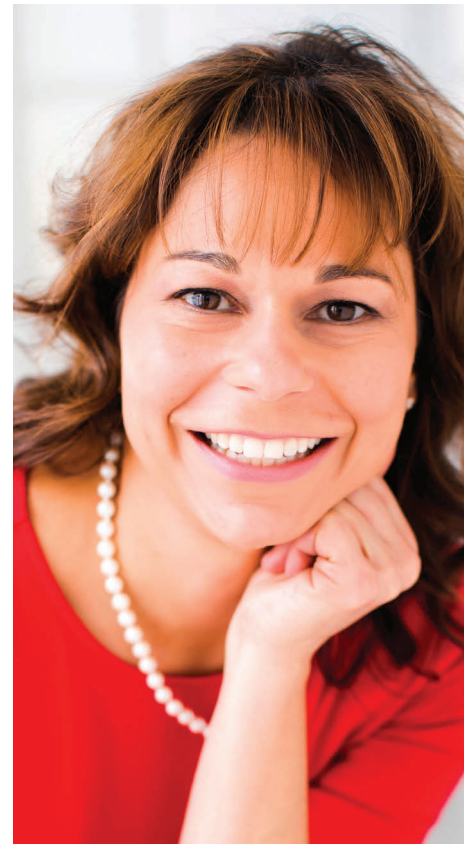
Camardo's and Savory Sensations. Zweigle's newest product, Mama Camardo's meatballs, will be sold starting this fall at Wegmans.

Zweigle's other new products include fully cooked chicken breasts and strips, and breakfast sausage patties and links. It also produces organic products for private label and co-packing customers, and vegetarian products are in the works.

The company's goal is to double its sales in five years, she says. "These new brands have helped us to offset the seasonality associated with hot dog sales and allow us to further grow our business."

Camardo, who has two daughters and one son, says the business may one day pass to a sixth generation. "I encourage my children to find careers they can be passionate about, and if any of them are interested in carrying on this amazing legacy, I would be thrilled."

— Brian Pappalardo



FINALIST: EXECUTIVE OF THE YEAR

Jeremy Hadley

HADLEY'S FAB-WELD INC.

Jeremy Hadley has been around his family's business, Hadley's Fab-Weld Inc., for most of his life. His parents, Alan and Ann, started the business in 1988. When Jeremy went off to college, he was sure he didn't want to come back.

"It wasn't until I was in my master's program that I started to see the opportunity I had right in front of me," he says.

After Jeremy earned an associate's degree in hotel management (Finger Lakes Community College) and a bachelor's degree (SUNY Cobleskill) and master's degree (SUNY Polytechnic Institute in Utica) in business administration, he returned to the business. "I told them I would give it a year and see if I liked it," he says. That was eight years ago. "I love it."

Today, the job shop has grown to 10 employees in a 5,000-square-foot facility in Marion in Wayne County. Alan and Ann Hadley still help out a few days a week, but Jeremy and his brother, Shane, run the busi-

ness together. Jeremy is business manager and Shane is shop manager.

At first, the business was relying on just a few customers. "The roller coaster was not fun." Jeremy soon updated the website and marketing strategy, improved customer service and diversified the customer base. "We've almost doubled our sales and keep growing every year. There is a reason the big companies in Rochester drive by 30 other shops to exclusively use us: it's the quality, value, and attitude we have in the shop."

Jeremy helps with workforce development, including speaking to middle schoolers about the great careers they can have fabricating and welding in a shop like Hadley's. "Our employees are fabricators, so they can weld in many different ways—saw, shear, bend, roll, machine and finish. It takes a special kind of person to do what we do."

— Brian Pappalardo





WINNER

OLEDWorks

SMALL COMPANY MANUFACTURING INNOVATION

Founded in 2010, OLEDWorks creates reliable, beautiful and cost-effective OLED light engines that inspire architects, designers and manufacturers around the world. The firm is a global leader in the development and production of innovative, organic, light-emitting diode lighting solutions.

OLEDWorks is the world's leading manufacturer of OLED lighting technology. Organic LED is a newcomer in the solid-state lighting market. That is one reason why manufacturing and product innovation is paramount to drive scale, reduce materials consumption and lower costs.

Headquartered in Rochester, the firm develops unique light engine solutions that provide differentiated options. At the core of its growth is a world-class scientific understanding of complex OLED formulation, materials, and interaction of materials and design rules with sophisticated manufacturing process systems.

OLEDWorks Rochester specializes in custom products. Its research and development entity develops technology platforms to leverage across multiple product platforms. These include ultra-high brightness OLED panels for manufacturing and medical applications, white- and red-emitting options, and custom panels. In ad-



dition, it is responsible for the world's first high-brightness, flexible OLED, LumiCurve Wave.

The firm, which has 23 full-time employees, has made great gains in productivity. For example, the delivery time of custom prototypes was reduced from four months to 2.5 months. This was made possible because of better design-for-manufacturing rules and a growing library of OLED formulation options.

"Increased productivity and cycle time reduction are critical for Rochester manufacturing to handle the growing capacity demands, which is especially challenging for a product portfolio that is highly client customized," says David DeJoy, chief executive officer.

"Products range from small to large, from monochrome to white, from continuous low-light output to variable ultra-high brightness. Each client wants custom wiring and finishing, and OLEDWorks is happy to provide those solutions."

— Travis Anderson



WINNER

L3Harris Technologies

LARGE COMPANY MANUFACTURING INNOVATION

As a global aerospace and defense technology innovator, L3Harris Technologies delivers end-to-end solutions to meet the mission-critical needs of its customers. With more than 400 locations in 30 countries, L3Harris is an innovation powerhouse.

L3Harris provides industry-leading innovations worldwide. The L3Harris Communication Systems segment, a \$3.8 billion business, serves the U.S. Department of Defense and an international and public safety customer base by providing the world's most advanced communications equipment and systems. More than 50,000 people worldwide—including a contingent in Monroe Country—work for the company.

Its flagship, 570,000-square-foot, world-class manufacturing facility at 1350 Jefferson Road in Henrietta supports this business. Consistent with the L3Harris core values to drive excellence through innovation, this facility, and its leadership team, have a track record of driving performance through manufacturing innovation.

This unit's advanced manufacturing engineering develops and incorporates comprehensive design for manufacturing processes and tools into its new processes. These include best-in-class printed-circuit-board design analysis tools, electro-mechanical assembly scorecards, and a structured Design Failure Modes and Effects Analysis process.

The L3Harris manufacturing process engineering team is constantly looking for ways to advance its assembly technologies and processes. This results in industry-leading electro-mechanical assembly systems—named smart stations due to their built-in vision systems and automated



error-proofing capabilities. Unique in their design and flexible in their application, these systems have helped drive double-digit increases in the company's outgoing quality levels.

The test engineering team is driving innovation with product test strategies, as the firm conceives and develops a common-test-platform approach allowing high levels of flexibility and customization across product lines. The result has been increased capital utilization, improved labor efficiencies, and increased product yields.

Impressively, local employees have implemented more than 2,000 documented improvements during the past five years.

— Travis Anderson



FINALIST

New Scale Robotics

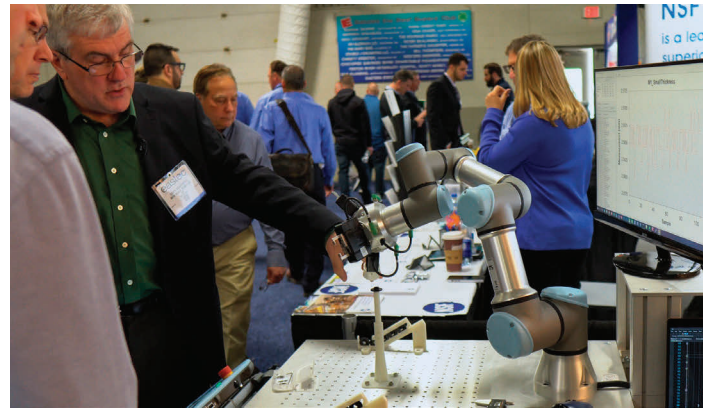
MANUFACTURING INNOVATION

The growth of the Collaborative Robotics market inspired David Henderson to form New Scale Robotics, a division of New Scale Technologies. The new division designs and manufactures precision smart grippers and calipers for today's smallest collaborative robots, known as cobots.

New Scale Robotics focuses on developing smart, plug-and-play, precision cobot tools for measurement, inspection, and small-part gripping. Headquartered in Victor, Ontario County, the firm seeks to meet growing demand for agile automation with cobots—rapid deployment and redeployment in the factory with minimum engineering effort.

"New Scale Robotics is well-positioned to address this market, with more than 15 years of experience and numerous patents for precision micro motors and motion-control system development," says Henderson, the firm's chief executive officer. "The new division, with dedicated engineering and marketing, allows us to better reach and serve the industrial automation market, including collaborative robot manufacturers, system integrators, distributors and end-users."

New Scale Robotics' first product, the NSR-PG-10-20 Precision Parallel Gripper/Caliper, is the smallest, most precise smart gripper and the only automated caliper available for cobots. The company's NSR-MTM Multi-Tool Mount allows up to three NSR-PG devices to be installed on one cobot. This lets users automate more complex



processes with fewer large moves, improving productivity without compromising safety. For example, it can pick parts from a machine, measure multiple features on each part, and place parts in pallets sorted by size or pass/fail.

The tools install in minutes on the smallest cobots, including the UR3e, UR5e, and UR10e from Universal Robots.

"We are the only cobot end effector company with three tools on one UR3e robot and the only company precisely measuring small parts," says Heidi Quinlivan, vice president of sales and marketing. "This breaks significant new ground for manufacturing automation with collaborative robots."

— Travis Anderson



FINALIST

OptiPro Systems

MANUFACTURING INNOVATION

Being a leader in building and selling equipment for precision manufacturing industries requires significant dedication to technology advancement. That trait is evident at OptiPro Systems, based in Ontario, Wayne County.

After adding 15,500 square feet to its building, OptiPro Systems also expanded its manufacturing capabilities. The extra space provides room to offer a state-of-the-art machine-tool showroom, a bigger machine and automation assembly space, and larger advanced-process development area. The expansion has given the company the ability to work more efficiently while also advancing its technology at a rapid rate.

Making use of an advanced-process development lab, OptiPro Systems is continually tasked by its customers, many of which have cutting-edge optical component requirements. Those efforts help to advance existing technology, and create new machinery and processes that are available for OptiPro Systems' customer base.

OptiPro Systems' showroom has opened many new possibilities. The company sells equipment there, and uses it to manufacture parts required for their machines and processes. It also has added a Zeiss and Starrett metrology showroom.

"This synergistic setup has allowed for the rapid development of new products, and has created a breeding ground for highly skilled machine operators and technicians," says Mike Bechtold, company president. "They are working with the most advanced machines that exist in the market today."



OptiPro Systems constantly looks to develop and improve training opportunities for customers. It added a state-of-the-art Mastercam training center and also offers machinist-training classes for customers. Training is available for the latest Mastercam advancements in Mill, Turn and Swiss.

"Our commitment to innovation spreads throughout this organization and is part of its core mission," Bechtold says. "Without the commitment to advancement, it would not be possible to achieve all the great accomplishments it already has. OptiPro continues to be a leader and champion for technology advancements in manufacturing."

— Travis Anderson



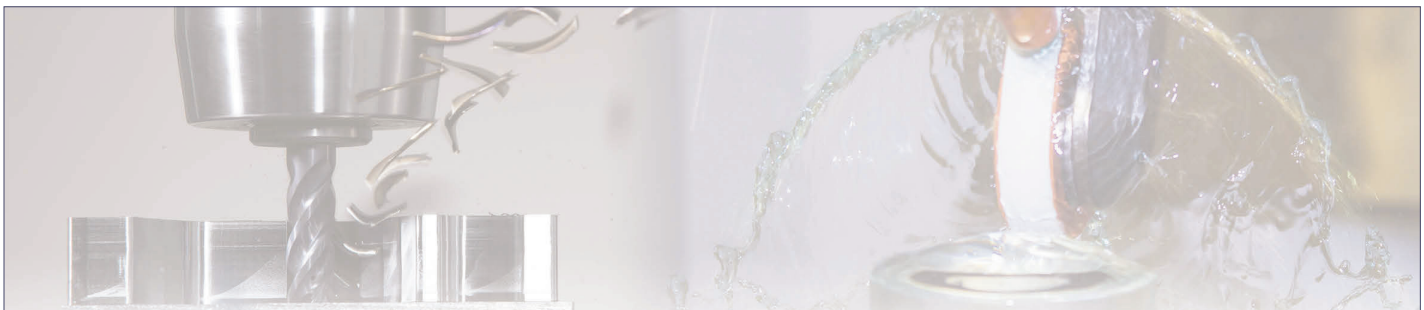
CONGRATULATIONS

To all our L3Harris Technologies Finalists for the RBJ Technology and Manufacturing Awards!

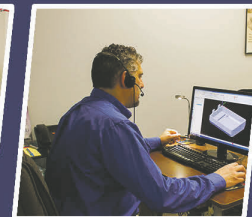
- > Executive of the Year, Dana Mehnert
- > Rising Star, Jason Bramwell
- > Manufacturing Innovation
- > Workforce Development Manufacturing Enterprise

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WINNER: RISING STAR

Robert McQuillen

MCQUILLEN MANUFACTURING

As a child, Robert McQuillen spent much of his time in his father's automotive machine shop, surrounded by engine machining and rebuilding. That experience provided a perfect introduction to the world of precision machining.

In high school, he decided to attend McQuaid Jesuit High School, where he grew as a student and entrepreneur, pursuing interests in aeronautics, robotics and precision machining. At 15, he founded his first company, RMQ Products, which made and sold replacement parts for RC helicopters.

By 17, McQuillen obtained a private helicopter pilot license and went on to receive his Airplane Instrument Private Pilot License. During that time, the Honeoye Falls native researched machine capabilities and taught himself computer programs for automated machining equipment programming.

After high school, McQuillen enrolled in courses at Rochester Institute of Technology and attended industry training classes to further

his knowledge of operating and programming manufacturing and inspection equipment. RMQ Products evolved into McQuillen Manufacturing. He began accepting jobs from the automotive and aerospace industries.

As director of McQuillen Manufacturing, he leads five employees while overseeing a thriving enterprise in the precision machining and engineering industry. Now 22, McQuillen bought a larger facility in Honeoye Falls, as well as additional equipment that allows the firm to take on larger, more complex projects.

"The first application he worked on required multiple datum reference frames that would tax most users," says Eileen Micheli, owner of Micheli Metrology. "Rob sailed through the programming with an innate understanding of what was required. Capability and desire to succeed at Rob's level are rare at any age, but are certainly exhibited by this rising star every day!"

— Travis Anderson



FINALIST: RISING STAR

Jason Bramwell

L3HARRIS TECHNOLOGIES

As a senior specialist systems engineer at L3Harris Technologies, Jason Bramwell has received awards for excellence in customer service, budget management, innovative design and team leadership. He also has helped create standardized unmanned aerial vehicle systems, tool systems, maintenance systems and leak testing solutions for customers.

Even with 12 years of stellar employment, though, Bramwell is known as much for his work in the community as for his work in the aerospace and defense industry. That suits the Greece resident just fine.

With eight years of experience as a U.S. Marine, Bramwell knows how to lead. At home, he serves as head commander of a nonprofit boy's club, Royal Rangers: Outpost 58. It provides mentoring for boys in areas such as building character and life survival skills. He also leads the Boys and Girls Lego League in Greece and is a head coach for Upward Basketball, a program for children.

He is appreciative of his wife and children, Jeremiah and Micah, for their support.

"What sets Jason apart is the thoughtful time and energy he pours into the ministry," says the Rev. Bob Godula, youth and young adult pastor at Greece Assembly of God. He works with Bramwell to promote the Royal Rangers: Outpost 58 effort.

Bramwell has developed several programs that integrate technology, faith, and interpersonal relationships. He creates opportunities for the boys that are educational and require teamwork.

"We have seen the difference he is making, especially in the lives of boys who otherwise do not have a strong male role model," Godula says. "A few weeks ago, I was meeting with a single mother ... She mentioned repeatedly the difference Jason and his family have made in their lives."

— Travis Anderson





FINALIST: RISING STAR

Daniel Cross

LOVE BEETS

Since 2010, Love Beets has been defying preconceived notions about vegetables by offering a line of freshly cooked beets, flavor-infused beets, all-natural beet juices and beet bars. Under the leadership of Daniel Cross, the company began manufacturing in Rochester in 2016 and employs more than 140 people here.

As the company's managing director, Cross has a keen sense of food manufacturing trends that have allowed him to guide Love Beets' rapid success.

With Cross at the helm, Love Beets has cultivated local partnerships to drive productivity. The Penfield resident is adept at collaboration, and his willingness to work with others enhances growth at Love Beets. He leads partnerships with local and regional colleges and universities to leverage local expertise to grow the company.

For example, Love Beets works with Cornell University on a drone initiative that helps Love Beets improve its harvesting

techniques. The company also works with Rochester Institute of Technology on an initiative to turn food waste into packaging in an effort to increase efficiencies. Cross also collaborates with local beet growers to bolster the agricultural industry in the Finger Lakes region.

The enthusiasm Cross demonstrates for the purple root vegetable is contagious. While he is a huge fan of beets, he also is quite fond of Rochester. Although Love Beets was founded in the United Kingdom, Cross is not shy about explaining why Rochester has been a great place for the company to put down roots.

"He's an outstanding ambassador for Rochester, and the food industry that so proudly exists here," says Kate Dailey, managing director of Greater Rochester Enterprise.

— Travis Anderson



FINALIST: RISING STAR

Eliot Giebel

OPTIMATION



As a pipefitting apprentice in Optimation's inaugural apprenticeship class, Eliot Giebel made a terrific impression on co-workers and clients, working on projects in different industries, most notably building high pressure test systems for oil and gas clients in the United States and Asia.

Ten years later, when the firm's lead piping estimator retired, Optimation leaders turned to Giebel. They had full confidence that he would do well in handling the assignment. Giebel

further proved himself by staying late nearly every day to study the estimating software and become fully trained. Within two years, he blossomed into a top estimator.

Optimation provides engineering and skilled-trade services for its industrial clients, designing, fabricating, installing and integrating solutions for manufacturing processes. Jack Burke, vice presi-

dent of Optimation Industrial Services, says the piping estimator is a key person who is under pressure to do a good job.

"The goal is to place a competitive bid and make money for your company," Burke says. "You have the sole responsibility to win the project. You can't afford to miss any items in the bid. If you don't take account of every item and miss anything on the bid, your company will surely be negatively financially impacted."

Giebel, of Brighton, has become the firm's go-to-employee for ordering piping material, attending bid walkthroughs, and assisting engineers and designers with his knowledge. Today, the one-time apprentice oversees projects in excess of \$1 million dollars.

"He is well respected not only by the mechanics in his group, but the engineers and designers in our company," Burke says. "Eliot is also very good with our young apprentices, serving as a mentor for many of them. Our apprentices say he is very approachable and always willing to help them out when needed."

— Travis Anderson

WINNER

Imprintable Solutions Ink

WORKFORCE DEVELOPMENT - TRAINING

Rochester-based Imprintable Solutions Ink is working hard behind the scenes to offer hope to those who need it most. Imprintable Solutions Ink, led by Tina Paradiso, partners with Center for Youth and RochesterWorks to improve the lives and futures of at-risk youth. It helps them open a bank account, get a driver's license, learn a trade, become financially literate, and obtain stable housing. Other goals include developing soft skills, a work ethic, intrapreneurial skills and confidence.

"Tina has built a work environment and experience that is nothing short of magical," says Janelle Snow, workforce coordinator for Center for Youth Services. "Tina provides our young people with the dignity, respect and nurturing they require for rapid, successful growth."

What started as a partnership with one intern in 2018 turned into 10 interns this past summer. Due to incredible demand, Imprintable Solutions Ink started a new division for interns, known as Imprinting Lives. It began with a simple investment of a single piece of equipment used to produce printed apparel at events.

Imprintable Solutions Ink also partners with other organizations and businesses to uplift young people and businesses alike. Initiatives include working with YAMTEP Inc. to provide continued training, and with Plato's Closet to assist young people in developing their retail management skills. In addition, Imprintable Solutions Ink is working with the Mary



Cariola Transition Program to provide machine training, and find ways to boost supervisory and sales skills.

Through the efforts of Imprintable Solutions Ink, people ages 18 to 23 are learning machine work, technology, processes, production, and working with people who are different from themselves.

"Several have taken on supervisory roles within the company, others have expressed interest in learning additional skills, higher education, the trades, and some have shown their interest in entrepreneurial endeavors," Paradiso says.

— Travis Anderson

FINALIST

NYMAT Machine Tool Corp.

WORKFORCE DEVELOPMENT - TRAINING

Serving the metal-working community since 1981, Fairport-based NYMAT Machine Tool Corp. repeatedly demonstrates its commitment to developing the local workforce.

NYMAT Machine Tool Corp. services Upstate New York—including Binghamton, Buffalo, Rochester, and Syracuse—with various machine tool lines and extensive service and training. Yet the firm knows full well it must help train young employees for the future, too.

NYMAT Machine Tool Corp. holds Student Day seminars for those attending local high schools and BOCES programs. It also initiated a summer intern program for BOCES students so youngsters can get a taste of service and maintenance work. Each year, the firm hires at least one intern from BOCES' Advanced Manufacturing Programs. It also provides an operator certification program free of charge to any interested party.

In addition, this year, in conjunction with the Gene Haas Foundation, NYMAT Machine Tool Corp. distributed more than \$50,000 in grants to secondary schools throughout Upstate New York.

This fall, the firm began offering a new Technology for Teachers program. The goal of this initiative is to help familiarize local tech teachers with the latest in manufacturing technologies.

NYMAT Machine Tool Corp. also supports Finger Lakes Advanced Manufacturers' Enterprise and its 5 percent pledge. That pledge asks that



regional organizations set aside five temporary positions for every 100 jobs to interns, high school students, or the long-term unemployed to allow them to see the manufacturing culture through personal experience. Company representatives lead the FAME Pipeline Committee.

In addition, the firm also supports the Rochester Technology and Manufacturing Association pre-apprenticeship program, providing open houses, seminars and communication programs.

With its obvious commitment to workforce development, it is no surprise that the firm also was a finalist for the 2018 Technology and Manufacturing Awards.

— Travis Anderson



FINALIST YAMTEP

WORKFORCE DEVELOPMENT - TRAINING

Founded in 2015 by Tyrone Reaves, owner of TruForm Manufacturing, YAMTEP is dedicated to helping low-income residents prepare for a manufacturing career. It strives to assist, train, and educate adults to become self-sustaining.

YAMTEP, or Young Adults Manufacturer Training Employment Program, is a nonprofit that provides manufacturing skills and training services to adults interested in entering the workforce. It helps individuals 18 to 65 transition from poverty to financial independence by providing training to secure a sustainable career.

"Regardless of skill level, our staff is committed to helping individuals change their community status," Reaves says. "We provide résumé services and job interviews for all those who have completed the employment readiness program."

Based in Rochester's Upper Falls Neighborhood, YAMTEP collaborates with 60 employer partners that participate in training

and interview students for hire. YAMTEP is proud to work with the city of Rochester, Monroe County, Department of Human Services, RochesterWorks, PathStone Corp., Department of Corrections, the Rochester City School District, and others to help adults become successful members of the workforce.

YAMTEP's single measure of success is job placement. It has a 77 percent success rate for students completing the program. The curriculum objective is 100 percent job readiness by preparing students to land the job and be a dependable, valued employee. The teaching staff features manufacturing professionals with hands-on experience and knowledge. Those receiving assistance from YAMTEP also have the opportunity to learn about other career fields, such as machine operator, home health aide, hospital house-keeping, warehouse and distribution, and food service.

"We offer a gateway to a higher stan-



dard of living to individuals who are ready to meet a challenge," Reaves says. "If you provide the time and commitment, we will provide education and training. Together, through a cooperative relationship, we will build a better future."

— Travis Anderson



WINNER Optimax

WORKFORCE DEVELOPMENT - MANUFACTURING

Optimax has been recognized as a champion of workforce development throughout the manufacturing industry. The firm desires not only to support and develop its own workforce, but to support the Rochester region with a focus on middle skills and manufacturing industries.

"Optimax is America's largest high precision optics manufacturer," says Rick Plympton, chief executive officer. "We are on the cutting edge of future applications, helping our customers achieve breakthroughs in the aerospace, defense, semiconductor, research and medical industries."

Since its founding in 1991, Optimax has grown from one employee in a barn to 425 employees, 33 of whom are summer co-op students. It has committed to the Finger Lakes Advanced Manufacturers' Enterprise and its 5 percent pledge, meaning it strives to make 5 percent of its workforce interns and co-op students.

As part of Optimax's outreach and recruiting efforts, it has offered more than 50 tours annually to preschool students, high school students, college students and community members. It's all part of the firm's educational and outreach efforts regarding manufacturing and workforce initiatives. Company leaders visit at least 20 schools each year to present, recruit, and share information about the opportunities and programs available in the manufacturing field.

In 2017, Optimax launched its first New York State-certified apprenticeship program, known as the Precision Optics Manufacturing Appren-



tice program. This unique venture was the first of its kind and required years of working with the Department of Labor to define this job role, which did not exist. It is Optimax's mission to have other manufacturers adopt this program and create future apprentices.

In addition, Optimax has a passion to be involved in community workforce organizations. The firm, located in Ontario, Wayne County, and many of its employees have been honored in this way. They continue to participate in organizations, panels, and programs to develop partnerships and increase the development of individuals pursuing careers in manufacturing.

— Travis Anderson



FINALIST

L3Harris Technologies

WORKFORCE DEVELOPMENT - MANUFACTURING

As a global aerospace and defense technology innovator, L3Harris Technologies delivers end-to-end solutions to meet the mission-critical needs of its customers. With more than 400 locations in 33 countries worldwide, L3Harris is an innovation powerhouse.

The L3Harris Communication Systems segment, a \$3.8 billion business headquartered in Rochester, proudly serves the U.S. Department of Defense and a broad international customer base by providing the world's most advanced communications equipment and systems, including tactical radios and public safety networks and products. More than 50,000 people worldwide—including a contingent in Monroe County—work for the company.

Its flagship 570,000-square-foot, world-class manufacturing facility at 1350 Jefferson Road in Henrietta supports this business. Consistent with L3Harris' core values to drive excellence through innovation, this facility and its leadership team have a track record of driving performance through manufacturing innovation.

This unit's advanced manufacturing engineering develops and incorporates comprehensive design for manufacturing processes and tools into its new-product-development processes. These include best-in-class printed circuit-board design analysis tools, electro-mechanical assembly scorecards, and a structured Design Failure Modes and Effects Analysis process.

The L3Harris manufacturing process engineering team is constantly looking for ways to advance its assembly technologies and processes.



This results in industry-leading electro-mechanical assembly systems—named smart stations due to their built-in vision systems and automated error-proofing capabilities. Unique in their design and flexible in their application, these systems have helped drive double-digit increases in the company's outgoing quality levels.

The test-engineering team, driving innovation with product test strategies, developed a common-test-platform approach that allows high levels of flexibility and customization across product lines. The result has been increased capital utilization, improved labor efficiencies, and increased product yields.

Impressively, local employees have implemented more than 2,000 documented improvements during the past five years.

— Travis Anderson



FINALIST

The Gleason Works

WORKFORCE DEVELOPMENT - MANUFACTURING

William Gleason no doubt would be proud of how the gears are still turning at the company he founded.

Gleason, who helped found what is now known as The Gleason Works, especially might be pleased with the way the company continues to look toward the future. In particular, one reason it thrives is its ability to ensure that its employees—and potential future employees—are well trained and equipped to do their jobs with precision and skill.

The Gleason Works, based on University Avenue in Rochester, employs 650 local workers whose expertise is in designing and building precision gear-production machinery. With more than 150 years of experience in business, the company appreciates the importance of a well-trained workforce.

Robert Coyne, who is the director of workforce development for the Rochester Manufacturing and Technology Association, can attest to the good work being done at The Gleason Works. He works closely with Christine Cantie, manager of human resources, and her staff to implement registered apprenticeship programs.

The Gleason Works has added four new registered apprentices—in the areas of electro-mechanical technician, quality assurance auditor, and CNC machining—during the past six months. The firm is committed to bringing on even more in the near future.

“With the Rochester area being depleted of the skilled-trades



worker by the decline of major companies over the last 15 years, coupled with the pushing of students to a four-year degree by local high schools, the skilled-trades gap is real,” Coyne says.

Coyne also says that, with unemployment at all-time lows, the best method to recruit and retain is by offering New York State Department of Labor-registered apprenticeship programs and training.

“Companies like The Gleason Works, that are looking to expand and succeed, are implementing apprenticeship programs and proving there is still a demand for growth in the skilled trades in the Rochester-Finger Lakes region,” he says.

— Travis Anderson



FINALIST

Chassix Automotive LLC

WORKFORCE DEVELOPMENT - MANUFACTURING

Widely respected in its field, Chassix Automotive LLC offers precision machining and assembly of automotive steering and suspension components for OEM customers, such as Ford, General Motors, Nissan, Renault, and Fiat-Chrysler Automotive Group.

The firm, located in Batavia, Genesee County, uses high-speed CNC machines, integrating automation into the machining. This includes the ability of robot load/unload of assembly processes, as well as the monitoring and collection of assembly data.

Doug Smith, plant manager at Chassix Automotive, and his team supported nine registered apprentices during the past 18 months and seek to add to its highly skilled staff. Smith also is searching for quality-assurance auditors, electro-mechanical technicians and CNC machining apprentices.

"We are committed to expanding pre-apprenticeship and registered apprenticeship opportunities to increase the number of skilled labor positions in our company," he says. "Providing pathways in registered apprenticeship, specifically into manufacturing, will allow men and women alike the opportunity to advance into a skilled position within an organization at a higher wage. Our participation in this effort stems from a growing need for skilled workers at the technician level and above."

Robert Coyne is the director of workforce development for the Rochester Manufacturing and Technology Association, located in Henrietta. He recognizes that advanced manufacturers require skilled workers to



perform at high levels to compete globally and leads an effort to partner with local companies to attract and develop skilled workers.

Coyne has seen firsthand the important work being done by Chassix Automotive. "Doug has helped get CNC Technical Solutions certified as a New York State-related instruction provider, and he has helped me engage Genesee Community College to become a related instruction provider, as well.

"I have found their company to already have a well-trained staff and including registered apprenticeship programs will elevate them even higher."

— Travis Anderson

WINNER



Plug Power Inc. and RIT Golisano Institute for Sustainability

POWERFUL PARTNERSHIP

Forklifts in the world's most fast-paced warehouses are operating with fuel-cell technology from Plug Power Inc., which itself is the result of a masterful team effort.

Plug Power is focused on alternative energy technology for the design, development, commercialization, and manufacture of hydrogen fuel-cell systems used for material handling and the stationary power market. It develops fuel-cell product solutions to replace lead-acid batteries in material-handling vehicles and industrial trucks.

The hydrogen fuel-cell manufacturer acquired the Rochester-based startup, American Fuel Cell, last year. American Fuel Cell (AFC) was founded by Daniel O'Connell, a veteran of the region's fuel-cell research and development hub. He and business partner David Wetter saw an opportunity to exceed existing performance standards. The support AFC gained through NextCorps, part of the New York Manufacturing Extension Partnership network, helped it move past the startup stage. Excell Technology Ventures, a local venture capital firm, provided the seed capital.

AFC participated in a bench-to-prototype project and began testing trials thanks to support from the New York State Energy Research and Development Authority. In addition, the Oak Ridge



National Laboratory provided additional funding for fundamental analysis and evaluation activities. The RIT Golisano Institute for Sustainability then assisted AFC with essential testing, technical evaluation, and competitive analysis services.

Once AFC reached maturity as a business, it worked with established companies in Rochester to scale up production. The Eastman Business Park played a pivotal role, too. AFC grew personnel power and improved the manufacturing process working with EEP Quality Group Inc.

Expanding operations to Monroe County, Plug Power anticipates 2019 revenue of \$245 million, bringing 80 new jobs to the area.

— Travis Anderson

FINALIST



NYSEG, RG&E and NextCorps

POWERFUL PARTNERSHIP

New York State Electric & Gas and Rochester Gas & Electric joined forces with NextCorps to implement an innovative Manufacturer Accelerator Program.

The Manufacturer Accelerator Program provides funding for manufacturers that are willing to commit their efforts toward growth and productivity improvement projects that increase revenue and secure a firm's long-term future. This economic development funding-assistance program has approved an impressive 112 applications for 96 manufacturers throughout the region during its first two years in existence.

Eighteen of these companies are members of the Rochester Technology and Manufacturing Association. Sixty applications have been completed, and 52 remaining applications are in progress throughout the Finger Lakes. This equals \$3.9 million in projects. Impressively, \$1.8 million is being returned to these companies after the projects are completed in the form of reimbursements from RG&E and NYSEG.

Growth-type projects include product-design support, prototyping, new-product packaging, digital-marketing programs, lead generation, sales programs and cybersecurity implementation. Productivity-improvement-type projects include lean manufacturing, plant layout, waste- and energy-reduction projects, and process engineering.

Among companies working as part of NextCorps projects, and which have completed their applications with NYSEG and RG&E, cost savings,



new investments, and increased or retained sales totaling nearly \$12 million were reported. In addition, 72 jobs have been created or retained through this process.

Outside of the Finger Lakes, the utilities companies partner with other regional organizations. NextCorps and these other regional centers are affiliated with New York Manufacturing Extension Partnership, part of Empire State Development.

NextCorps, which aims to be a catalyst for entrepreneurship and innovation-based economic development, encourages regional firms to consider submitting an application.

— Travis Anderson

FINALIST



Optimization and Horizon Solutions

POWERFUL PARTNERSHIP

Bill Pollock, president and chief executive officer of Optimization, and John Kerkhove, president and chief executive officer at Horizon Solutions, meet regularly to discuss ways to strengthen their strong working relationship.

"Each year we find the partnership gets stronger and closer," Pollock says. "Horizon Solutions is laser-focused on continuous improvement in services, relationships and partnerships."

Optimization, based in Rush, provides engineering, automation, construction and maintenance services from the conceptual stage through prototyping full, production-scale operations.

Henrietta-based Horizon Solutions is a customer-focused distributor that builds custom solutions and addresses challenges. Engineers, specialists and sales professionals increase customer efficiency and productivity through their expertise in electrical, automation, industrial, energy, and safety products and services.

Optimization benefits from Horizon Solutions' expert technical consulting, and its willingness to provide in-depth classes for engineers, technicians and skilled tradesmen. In addition, Horizon Solutions provides favorable material pricing and payment terms, making it an excellent partner, ensuring that both firms are thriving.

"We're committed to partnering with our customers, forming



long-lasting, mutually beneficial relationships," Kerkhove says. "That's the secret to our successful 160-year history, and our future."

Another example is that Horizon Solutions provides consignment materials for a custom panel shop and general electrical construction. This streamlines the process by providing materials onsite, which can be accessed by Optimization's skilled tradesmen without needing to place a purchase order and wait for shipment.

"Our people can look up their jobs in the system, determine which materials they will need, grab and scan them, and then use them on the job," Pollock says. "Horizon Solutions then bills us for the materials we use. This eliminates restocking charges and paperwork while expediting purchases."

— Travis Anderson



FINALIST

TEKE Machine Corp. and Arconic Inc.

POWERFUL PARTNERSHIP

For 25 years, Arconic Inc. and TEKE Machine Corp. have partnered with one another, growing together in a relationship based on mutual support and shared resources.

Together, these firms have developed ways to reduce lead time and material waste, cultivate employee relationships, and share in the development and training of staff members. On some occasions, the streamlined process they have created allows for an order to be placed and the product to be delivered the next day.

Founded in 1994, TEKE Machine Corp. is celebrating 25 years as a member of the Rochester Technology and Manufacturing Association. Headquartered in Rochester, the firm offers highly skilled machinists who specialize in CNC precision machining for prototype and production requirements.

TEKE Machine Corp. can be counted on for the rapid turnaround of turning and milling needs and metal turning up to 45 inches in diameter, including exotic metal alloys. Its staff machines castings, forgings, bar and flat stocks, and manifolds. They use dedicated, custom machinery to provide low-cost machining to meet the needs of its customers.

When TEKE Machine Corp. struggled with large capital purchases, Arconic, which offers rings, forgings, and metal products, shared



resources to provide equipment to increase production. The result was a success.

In addition, Arconic was key to introducing TEKE Machine Corp. to ISO9000 and AS9100. The company supported TEKE Machine Corp.'s efforts. This partnership led to compliance and certification by providing highly trained staff members to educate and guide along the way.

Most recently, Arconic hired an outside firm to train management of both companies for continued success within. The trust and support that has been developed is reflected in the success of both companies. It shows in their growth, too, in terms of excellence and profitability.

— Travis Anderson

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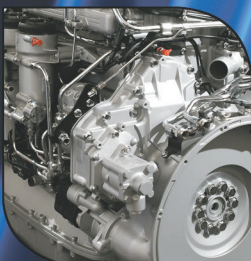


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