



**HAROLD KING**  
PRESIDENT  
COUNCIL OF INDUSTRY



## CUSTOMER FOCUSED INNOVATION

DEAR READER

Welcome to the Spring 2024 Edition of HV Mfg, the Council of Industry's magazine by, for and about Hudson Valley manufacturers.

Regular readers of this magazine know we write quite a bit about innovation and adaptation being hallmarks of successful Hudson Valley manufacturing firms. Those that thrive here are likely to have developed company cultures that are open to opportunity, focus on customers, anticipate change and embrace technology.

Our Spring edition highlights two such firms and also delves into some of the topics that they need to understand to be successful. We start with a profile of Poughkeepsie's James L. Taylor Manufacturing. A maker of woodworking equipment, the company has a deep rooted focus on customer satisfaction that has kept them innovating and adapting for more than a century.

Our leader Q&A is with Lee Galperin, President of Smith & Warren, a designer and manufacturer of custom badges for police and fire departments, security firms, the military and other agencies. Also more than a century old, Lee talks about Smith & Warren's commitment to quality and customer focus as well as his and his family's passion, perseverance and dedication.

Of course, developing and maintaining a culture that is innovative, open, nimble and customer focused doesn't happen without effort and hard work. Leaders need to be consistent yet open to change and they always need to be employing the latest most effective tools to grow their business. They need to be following industry and global economic and political trends and they need to ensure they are operating not just within the law, but 'beyond compliance,' as we like to say.

With that in mind this edition includes several articles to support manufacturing industry leaders. Steve Howell, Partner with RBT CPAs, writes on Enterprise Resource Planning (ERP) systems. He outlines the capabilities of such systems, how to select the right one for your manufacturing business and shares case studies in effective (and not so effective) implementation. Gus Scacco, CEO and Chief Investment Advisor at Hudson Valley Investment Advisors writes on current trends in globalization. Gus asks and answers why much of American manufacturing moved overseas during the past 20 years and why these firms seem to be moving back to the United States. Further he writes on the implications for New York State and Hudson Valley manufacturers.

People, or course, are the key to a firm's innovation and adaptation. Compensating and training them properly and effectively is essential to any firm's success. Josh Adams and Robert Guidotti, Principals at Jackson Lewis P.C., a Law firm specializing in labor and employment law, provide a valuable compliance checklist for US and New York State Wage and Hour laws. These laws are numerous and can be confusing – especially in a factory setting. Their article provides insights to help employers navigate the maze and ensure employees are paid properly. We also get a look behind the scenes at Dutchess Community College's Mechatronics Lab at the College's Center of Excellence for Industry and Innovation at Fishkill. The lab is the culmination of many years of planning and hard work and now – roughly 6 months into its operation, helping students and incumbent workers alike build skills needed in advanced manufacturing operations across the region.

Of course, we have our regular Spring edition features including news briefs, and our Member and Associate Member Directories.

Please also note the many and varied organizations who placed advertisements in HV Mfg. The Hudson Valley manufacturing sector ecosystem is strong and diverse including not only manufacturers, but banks and engineering firms, accounting firms and labor attorneys, educational institutions and equipment suppliers and so much more. Many of these organizations have placed ads in this magazine. I thank each of them for their generous support of the Council of Industry, this publication and manufacturers throughout the region. I hope you enjoy this edition and thank you for reading.

*Sincerely,*

*President*



EDUCATIONAL SOLUTIONS

New Jersey: 201.327.5215  
Long Island: 631.589.8170  
Albany: 518.390.1758  
www.allendalemachinery.com

Allendale Machinery Systems has been servicing and supporting Hudson Valley Manufacturers and Educational institutions for over forty years. We believe in the importance of educating our current and future workforce.

We are proud to announce the expansion of our Education Division and welcome Mark Harris on board as our Education Specialist. Mark comes to Allendale with over 35 years of experience in Manufacturing and the classroom. He has real-world experience and classroom experience and has combined those skills to create the Allendale Machinery System's Educational STEM program.



"It's my great pleasure to be part of the Allendale Team and especially involved with the Education Division at Allendale. I worked with Allendale as a teacher for twenty years, and they were always a great asset to my program. Now, I hope to help Allendale's educational outreach further." *Mark Harris, Allendale Educational Specialist*



"My Grandfather, Thomas McGill, always supported technical education. A well-trained workforce is critical for our industry and the country's future." *Neil McGill, Director of Operations, Allendale Machinery*



"STEM Education is the foundation for future generations to build successful careers. It is about empowering the next generation, especially young women to lead the way toward a brighter, more innovative tomorrow." *Tricia Bright, Women in Manufacturing NYS Chapter Chair*



"Allendale Machinery Systems brings vision and opportunity to the students and staff at Pine Bush. Allendale's commitment to technical education is a cornerstone to the success of the Gene Haas Innovation Center" *Ken Marshall, Gene Haas Innovation Center Instructor*

THE Answer to STEM Education needs!



CAPITAL REGION NY



Haas Technical Education Community

May 10, 2024  
8:00am - 4:30pm

Save The Date





Employee Wellbeing



Advancement

# JOIN US

On the cutting edge of architectural lighting for over 40 years, Selux manufactures a wide range of high quality lighting systems for interior and exterior spaces.

Selux employs high performing talent where individuals are inspired to develop long-term career goals while enjoying the benefits Selux has to offer.

**Hudson Valley Premier Employer!**



**Apply today!**

5 Lumen Lane, Highland, NY 12528 | [www.selux.us](http://www.selux.us)

**selux**



**RBT**

LIMITED LIABILITY PARTNERSHIP  
CERTIFIED PUBLIC ACCOUNTANTS BUSINESS DEVELOPMENT CONSULTANTS

Our Manufacturing Services Group works with businesses in diverse industries including building materials, food processing, speciality sporting goods, commercial lighting, health, beauty, pharmaceuticals and more! Whatever the size of your venture, we can help you meet your goals, now and for the future.

[WWW.RBTCPAS.COM](http://WWW.RBTCPAS.COM)

Call (845) 567-9000

Steve E. Howell, CPA/DABFA, Director

Offices in Newburgh, Hudson, Lake Katrine,  
Poughkeepsie, Wurtsboro & NYC



Over 55 years of personal attention & solutions for your manufacturing financial needs!

**WELCOME TO  
WESTCHESTER**  
ADVANCED MANUFACTURING  
COMPANIES THRIVE HERE

THE  **CATALYST**

WESTCHESTER COUNTY  
ECONOMIC DEVELOPMENT

[WESTCHESTERCATALYST.COM/ADVANCED-MANUFACTURING](http://WESTCHESTERCATALYST.COM/ADVANCED-MANUFACTURING)