



THE COUNCIL OF INDUSTRY
www.councilofindustry.org

President of the Board: John Malmgreen — *Eastern Alloys*
First Vice President: Jason Smith — *Pawling Corporation*
Second Vice President: George Quigley — *Stavo Industries*
Treasurer: Michael Flynn — *M&T Bank*
Executive Vice President and CEO: Harold King
Editor: Alison Butler

HV Mfg is published twice yearly by the Council of Industry of Southeastern New York.

© 2015 Council of Industry
6 Albany Post Road
Newburgh, NY 12550

845-565-1355
Fax: 845-565-1427



HV Mfg is published for the Council of Industry by Martinelli Custom Publishing, (845) 462-1209

www.martinelliacustompublishing.com

Contents of this magazine © Council of Industry 2015. Reproduction in whole or in part is strictly prohibited without the prior express written permission of Council of Industry.

Publisher: Thomas Martinelli
Creative Director: Alex Silberman

SPRING, 2015

INSIDE THIS ISSUE OF

HV Mfg

5 | Letter from the Executive Vice President

7 | Legislative Issues

The Manufacturers Alliance of NY State marks its 10th year.

11 | The need for an effective HR strategy

Making human resources a strategic partner can lead a company to reach its full potential.

17 | Poised for growth

An interview with Jason Smith, CEO of Pawling Corporation.

21 | Pioneers in their field

Sono-Tek Corporation, a world leader in high performance ultrasonic spray coating technologies, continues developing tomorrow's new applications.

27 | The first semester

A student's-eye view of P-TECH training at Hudson Valley Pathways Academy in Kingston.

29 | Following statistics to the right conclusion

All processes have variation, some of it random and some assignable to a cause. Statistics can help us recognize which is which and make the appropriate fix.

33 | The Internet of things

A remarkable burst of innovation is accelerating the connection of objects with humans and with other objects via the Internet. Every industry will be changed. .

35 | Membership directory — An alphabetical listing of our members

43 | Members listed by business category

45 | Associate Members listed by business category

50 | Advertisers Index

Cover photo of Steve Harshbarger, President of Sono-Tek Corp.,
by Tom LeBarbera/Picture This Studios