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# Industrial Excellence

*A Quarterly Publication of the Greater Jamestown Economic Development Zone and  
the Manufacturers Association of the Jamestown Area*

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## About This Publication

In the interest of working together, this publication is a collaborative effort of the Greater Jamestown Economic Development Zone (GJEDZ) and the Manufacturers Association of the Jamestown Area (MAJA). The objective of this publication is to provide members of the Manufacturer's Association and Companies and companies with the Economic Development Zone information, updates, with a focus on Industrial Excellence exemplified throughout our community.

We hope you enjoy this first issue of Industrial Excellence. If you have questions or would like to submit articles please call the Manufacturers Association of the Jamestown Area at 716-483-1833.

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## Manufacturers Advocate for Industrial Park Development

The recent vote by the county legislature to approve a \$9.5 million bond to bring much needed infrastructure to industrial parks throughout the county will lay the groundwork for business and industrial growth. The Manufacturers Association of the Jamestown Area and the Greater Jamestown Economic Development Zone strongly supported the Business & Industrial Parks Infrastructure Development Plan proposed by County Executive Mark Thomas in August. The infrastructure improvements will allow county economic development efforts to mobilize quickly and efficiently to bring in new manufacturing and expand existing manufacturing. The improvements will allow for timely response to the needs of prospective and existing industry. The development will place the county in a more competitive position with other regions.

Infrastructure improvements are planned for the Joseph Mason Industrial Park, General George Stoneman Business Park, Airport Hill Industrial Park, Chadwick Bay Industrial Park, Millenium Parkway, a proposed new park to be built along I-90.

## County Landfill Strengthens Financial Position

The financial performance of the Chautauqua County Landfill has greatly improved in the past five months. The industrial and commercial waste volume has increased more than 50% due to competitive pricing at \$20.50 per ton and through the support of the manufacturing and business community.

In the second week of September the new 15-acre cell construction project began. It is expected to be completed by June 2001. The construction bids came in much lower than expected. It is anticipated that the total project will cost less than \$6 million dollars, \$2 million less than the original bond.

The county landfill is a valuable manufacturing resources. The landfill offers competitive rates and because of its close proximity, manufacturers see savings in their transportation costs.

If you have questions regarding the county landfill please call Ted Osborne at 985-4785.

## Double The Wage Tax Credit!

Good news for Zone Certified Businesses. In June, New York State enacted legislation to double the EDZ Wage Tax Credit (WTC) effective January 1, 2001. This will result in an estimated \$5,000,000 in tax savings for Zone businesses. New jobs created on or after this date can earn the business a minimum of \$1,500; the targeted jobs credit increases from \$1,500 to \$3,000. The NYS Department of Tax and Finance states that a Zone Certified Business in the process of using the WTC will also receive this double benefit.

## **MAJA Member Services**

### Association Offers Variety of Services

#### **Member Surveys**

- Wage and Salary Survey
- Holiday Survey
- Summer Vacation Survey
- Settlement Survey

#### **Training Programs**

- MBA program through Penn State Erie.
- Training Courses in conjunction with Jamestown Community College and the Manufacturers Association of Northwest Pennsylvania.

#### **Advocacy**

- Cost Competitive Government
- Regionalism
- Taxes
- Workforce Development
- Economic development
- Health Care Cost
- Containment
- Air Transportation

#### **Member Communication**

- Quarterly Newsletter
- Quick Fax System
- Membership Directory
- Membership Meetings

#### **Roundtables**

- President & CEO
- Human Resources

#### **Discounted Services**

- Workers Compensation
- ALLTEL discounts on Long Distance, Digital Centrex Lines, Communication Equipment and Internet.
- Business Training Library

## **Manufacturing Focus**

### ANDERSON SCREW PRODUCTS

#### Our PLACE IN HISTORY

*Article Written By Chris Castle*

Back in the late nineteenth century, a small commercial venture destined to become ANDERSON SCREW PRODUCTS was founded in the city of Jamestown, New York by an entrepreneur named Charles J Anderson. He called it the Anderson Machine Shop, and it was established on January 22nd, 1891 as a custom factory catering to the special needs of an industrial community renowned as a woodworking and furniture center. There his hand-picked employees repaired old machines, built new ones, and invented devices to cope with the burgeoning metal fabrication industry. One such innovation, the adjustable head wrench, was invented by one of Anderson's employees, Gunnard Oberg, a skilled Swedish immigrant. This intriguing device, later named the "Crescent Wrench", formed the basis for the Crescent Tool Company, after Karl Peterson, a visitor to Anderson, purchased the prototype from its inventor for \$ 500.00 cash.

When the United States entered World War I in 1918, Anderson Machine contributed to the war effort by increased production, and by holding their jobs open for the men in uniform for the duration. One of Anderson's enlisted men, Reuben Bloomquist, was decorated for his efforts in battle.

In 1942, at the beginning of yet another war, Mr. Anderson sold his company to Don W. Castle, father of Jon A. Castle, the present owner. The little machine shop began to change its focus, due mostly to the demands made on it by the Second World War, moving away from machine repairs and becoming more involved in screw machine products. For this reason, Mr. Castle officially changed the company's name to Anderson Screw Products, Inc. in 1952.

Moving from Race Alley in Brooklyn Square in 1971 in a quest for more commodious quarters, Anderson Screw Products purchased its current building at 17 Ross Street. This location, in a modern facility of approximately 53,000 square feet, has undergone various changes and renovations throughout the passing years. Many of the improvements involved philosophies and ways of thinking as well as physical modifications and enlargements.

One of these revolutionary and yet common-sense theories was "Just in Time/World-Class Manufacturing", a concept embraced by Anderson and its employees in 1989, the year in which a Health and Safety Committee was also initiated. In 1991, Anderson's one-hundredth birthday was celebrated with an Open House and a continued dedication to zero defects. In this year, we became one of four businesses chosen from among 253,000 applicants to receive a site visit while contending for the Malcolm Baldrige Award, and also our second shift was instituted.

In 1993, Anderson Technology was born and became a member of the Anderson family. We achieved **ISO-9002** certification in 1997, dedicating ourselves to continuous improvement, quality as a journey - not a destination, and "doing it right the first time".

Today our components may be found contributing to the excellence of such diverse products as cash registers, washing machines and dryers, vacuum cleaners, vending machines, computers, rifles and shotguns, coin and bill changers, and automobile braking systems.

Down through the years, one governing principle has lived on; all of our over one hundred employees strive daily for new ways to not only meet, but exceed our customers' expectations!

## **GJEDZ Company Profile**

### **Hanson Sign Companies**

Hanson Sign Companies, a producer of signage products since 1949, is committed to providing customers with products and services that meet their quality and timing expectations. Hanson Sign Companies continually focuses its efforts on profitability, providing job security and striving to enhance the quality of life for all employees.

The Hanson Sign Companies mission statement sets forth its purpose, objectives and goals relative to its products, customers and employees. As Hanson Sign celebrates 50 years of service this year, its mission is as strong and true today as it was fifty years ago when founded by Bob Hanson. The family-owned business began operations at 307 Spring Street in Jamestown. In 1955, John Hanson joined his brother in the business and they expanded operations to include silk-screening service. In 1988, Hanson Sign was purchased by Gene Aversa with the two Hanson brothers being retained as artists. The company has evolved over the past ten years from that three man local sign shop to a nationally-recognized manufacturer supplying other sign companies and independent accounts throughout the U.S.

Hanson Sign moved to its present location at 82 Carter Street in the Village of Falconer and became a Certified business in 1997. Since purchasing Hanson Sign, Gene has also acquired Artistic Maneuvers, Tri-State Sign Manufacturing, DG Graphics and Jak's Signs, all currently doing business as Hanson Sign Companies. "Our growth and reputation is attributable to our talented staff and our management," states Aversa, president and owner of the company. "Our people have dedicated themselves to customer service with on-time deliveries of the highest quality products while learning new technologies and processes. We have invested in our people and in our equipment to continually position the company for further growth."

Hanson Sign manufactures a wide-range of signage utilizing the most sophisticated computer sign software while still maintaining the quality and craftsmanship of decades ago. The company is recognized as a leader in the sign industry throughout the U.S. Here is a sampling of Hanson Sign projects:

- Cedar signs-1999 U.S. Senior PGA Open, Iowa
- Banners and signage-New Jersey Nets & 1994 National All Star baseball games
- Times Square displays, New York City
- Lowe's Theatre, New York City
- Fuddruckers, awnings nationwide
- Boston Markets, nationwide
- Einstein Bagels, nationwide
- City of Valdez, Alaska-carved redwood signs
- Chautauqua County IDA, Mason Industrial Park entrance
- Bush Industries
- The Inn at Holiday Valley which received National Award Winning Design recognition.

Sales have increased from \$100,000 in 1988 to over \$1.5 million in 1999 and the company now employs 22. Hanson Sign is divided into two divisions, operating from one building and utilizing cross-trained personnel. The company's retail operations provide signs, displays and screen printing of all kinds to customers in the immediate area generating approximately 25% of overall sales, while 75% of sales come from the wholesale division, doing business nationwide.

There are many paths to success - Hanson Sign Companies has found one of those paths. Happy 50th Hanson Sign Companies and best wishes for continued success!!!!

### **Coming Soon A New Statewide Zone Capital Corporation**

In fall 1998, New York's fifty-two Economic Development Zones voted to explore the prospects for creating a zone capital corporation to provide loans to Zone Certified Businesses across the State. In September, the Governor's office announced the formation of the Statewide Zone Capital Corporation. At this moment, First Albany Corporation, a bonding firm, is offering shares of Common Stock in the new corporation with a goal of raising at least \$150,000,000. To date, approximately \$50M is committed.

Statewide will be managed by the New York Business Development Corporation (NYBDC). It will have the ability to lend or invest up to 25% in a Zone Certified Business project with a \$300,000 limit per project. Projects must include new jobs, add to the tax base of the Zone's municipalities, or meet other Zone goals. Interest rates are anticipated to be below prime and could carry a fixed or variable term, according to the need of the project. Projects will be approved locally but will have to meet NYBDC's criteria as well.

The Greater Jamestown Zone Capital Corporation (GJZCC) will still operate its successful loan fund but Statewide provides an opportunity to assist more businesses. Stay tuned for more news on the Statewide Zone Capital Corporation.

## Wood Alliance Group

In 1997 representatives from the area's wood industries met together with the Private Industry Council to discuss the training needs of wood furniture employers. Follow-up meetings occurred resulting in the formation of the Wood Alliance which meets on a regular basis. Eight companies in the Group are EDZ Certified businesses.

At these early meetings, there was unanimous consensus that one of the employers' greatest difficulties was securing trained workers for the many in the furniture industry.

The Alliance continues to work toward its objective to increase and strengthen the pool of available qualified wood furniture employees.

The Alliance is very pro-active in its efforts to create and promote a positive work environment and opportunity for wood industry careers. We encourage those wood and wood-related industries not to consider doing so. Collectively, the industry can be instrumental in efforts to benefit both job seekers and employers.

For more information, please contact Mike Calimeri, Chairman of the Alliance and President of Artone Manufacturing Company at 716/664-2232.

## Congratulations Dawson Doors

Dawson Doors, a division of Dawson Metal Company recently secured a \$2 million order for automatic sliding doors to be installed as part of a new transportation system currently under construction at JFK Airport. Kaba Kilgren AG, based in Switzerland, awarded the contract to Dawson Doors requiring the company to manufacture over 1,000 doors for installation by the year 2001.

The contract award is great news for Dawson and the Jamestown area. The company has manufactured high quality custom metal doors, entrance framings and architectural products for over 50 years for some of the world's high profile addresses including the Taiwan National Aquarium; U.S. Commissaries in Okinawa, Japan; New York's Chrysler Building and Rockefeller Center; the Sears Tower in Chicago; Tiffany's in Beverly Hills; and the Rock and Roll Hall of Fame in Cleveland.

Congratulations to everyone at Dawson Doors, we salute your outstanding accomplishment.

## Fancher Chair Undertaking Project

Fancher Chair Company has embarked on an expansion project to add an additional dust collection system and new computerized production equipment at the Falconer facility. The two-phase project will improve air quality at the plant and allow Fancher to increase business and production capacity significantly. Johnson Air Design, also an EDZ Certified business, did the engineering, design and installation of the collection system known as a cyclonic air filter.

Fancher became a Certified business in 1996. The company presently employs 120 and hopes there will be additional hiring next year. And by the way, when next driving down South Work Street, please take note of Fancher's "bright and shiny new look" - very nice job!!!

## WELCOME JRL ENTERPRISES & NATIONAL BEDDING

As you are probably all aware, two new manufacturing companies were welcomed to the Jamestown area in August. JRL Enterprises, Inc. and National Bedding Company are in the process of establishing operations which will be located at the Falconer Industrial Center. Welcome to the area and the EDZ!!!

JRL Enterprises based in Pittsburgh, Pennsylvania, a minority-owned subcontractor to Daimler-Chrysler's AdTranz division, will be building traction motors and gear boxes for airport "people mover" vehicles and other transportation-related industries. National Bedding Company, a licensee of Serta Mattress Company of Hoffman Estates, Illinois, will lease space in the Industrial Center facility for its box spring sub-assembly manufacturing operations until it can relocate to a new 87,500 square foot facility planned for the Mason Industrial Park. The company would then transfer operations to the new plant. Between the two companies, an estimated 120 new jobs are projected to be created.

The announcements are great news for the Jamestown area and entire county. The Chautauqua County IDA and Empire State Development worked especially hard along with assistance from other agencies and municipal officials in securing the commitment of the companies. Gary Lynn, president and owner of the Falconer Industrial Center, also deserves recognition for his yeoman job of securing and preparing sites at the Center (outstanding job, Gary). We hope you will take a few minutes to make a call or stop by Falconer Industrial Center to welcome our new neighbors.

## Human Resource News

# CHANGES IN UNEMPLOYMENT INSURANCE POLICIES

According to the New York State Department of Labor (DOL), the following changes to Unemployment Insurance policies went into effect after April 1, 1999.

### **TAX RATE EQUITY:**

Unemployment insurance taxes will be based more closely on the business's employee turnover. Employers with many layoffs will assume a more equitable share of these costs.

### **SEASONAL INDUSTRY PROTECTION:**

Seasonal employers will see a reduction of the tax shift if certain levels of employment are maintained from year to year.

### **WAGE REPORTING:**

A new wage-reporting system using computerized wage information already available from the Department of Tax and Finance will be used by the Department of Labor to verify wages, deleting the current system, which requires employers to submit paper-based verification. This system will be more accurate, timely, and less subject to fraud.

Additional information is available on the Internet at [www.labor.state.ny.us](http://www.labor.state.ny.us). An "Employers Guide to Unemployment Insurance, Wage Reporting and Withholding Tax," (Publication NYS-50) is also available from DOL.

## Community Summits

Chautauqua County, in collaboration with the county's mayors, town supervisors and local citizen advisory groups, will conduct a series of five community summits in November. The first round of summits will be used to provide county legislators, the County Executive, and departments of county government guidance on the design of work plans and service delivery.

One of the most important premises guiding the design of the summits is that public involvement must be an essential part of Chautauqua County's community and economic revitalization.

The summits are part of a larger process of making government at all levels more accessible to county residents and more accountable to them. A second round of community summits for Fall 2000 is already in the planning stages. That second round will examine the work accomplished as a result of the summits this November and further develop the public participation process that looks forward to the third and subsequent round of community discussion on county priorities.

### **Fall 1999 Summits Schedule**

Tuesday, November 9	Falconer Central High School
Wednesday, November 10	Westfield Academy
Monday, November 15	Sherman Central High School
Tuesday, November 16	Cassadaga Valley Central High School
Wednesday, November 17	JCC North Training Center

*All Summit Meetings will begin at 6:45PM and conclude at 10:00 PM*

## ISO 9000 Network

Now is your chance to become a member of an ISO 9000+ network at a substantial cost savings. The total cost is \$10,000 with 50% paid for by a grant from New York State. Registration and annual review costs are also reduced by agreement with a not-for-profit firm. Call Sally Martinez at 716-483-773 or Sue Sherred at Western New York Technology Development Center at 716-636-3626 for more information. The class is forming now, so hurry!

## Business Training Library

The Manufacturers Association is pleased to expand its services to you through an exciting partnership with the Business Training Library. This powerful resource will help businesses meet additional employee development needs by allowing you to take advantage of this multi-strategy technology.

The Business Training Library is available to MAJA member companies with fewer than 250 employees. The association has made arrangements for special pricing for MAJA members. In addition, if you sign up with the Business Training Library you will receive one month of training FREE. For more information regarding the business training library you may call Angie Weber toll free at 1-888-432-3077.

## Environmental Ombudsman Aids Small Businesses

The New York State Energy Research and Development Authority (NYSERDA) has several Program Opportunities Notices (or solicitations) currently available for specific projects. In one focus area, NYSERDA is requesting applications from eligible building owners for financial incentives to improve the energy efficiency of new and renovated buildings. The New Construction Program is one of the component programs offered under the umbrella New York Energy Smart<sup>SM</sup> program. These public benefit programs are designed to lower electric costs by encouraging energy efficiency as the electric industry in New York State moves towards retail competition. Other areas of interest are; photovoltaics, lighting, energy management, and energy feasibility studies. For a list of current opportunities please visit the NYSERDA Home Page at <http://www.nyserda.org> or call Gary Turnbull at 518-862-1090 ext. 3243.

### Manufacturers Association Offers Cost Savings Through Workers Compensation Program

*For More Information call the MAJA Office at 483-1833 or David Langdon at Consolidated Risk Services, 315-445-7920*

## Environmental News

### Environmental Ombudsman Aids Small Businesses

The Empire State Development's Small Business Environmental Ombudsman (SBEO) office was established in 1992, as required by the Federal Clean Air Act Amendments of 1990. The SBEO was specifically created to provide an advocate for small businesses within state government and to assist the small business community in navigating the complexities of state and federal air quality requirements. These services are a valuable resource to small businesses and are free to independently owned and operated businesses with fewer than 100 employees.

The SBEO fulfills its direct assistance advocacy role through a variety of services offered to small businesses, which include the following:

- Assistance with the identification, dissemination and interpretation of regulatory requirements that may apply to your business and for assistance in achieving compliance.
- Resolving complaints between small businesses and regulatory agencies.
- Locating sources of funds to comply with air quality requirements.
- Identifying sources to provide the technical information needed to comply with regulations.

There are currently several issues that small businesses should be concerned with. The Clean Air Act Amendments brought changes to the permitting process, where there are now three categories of "permits," depending on the emission levels from the facility. In addition, there are several new exemptions which the New York State Department of Environmental Conservation (DEC) previously required permits for. In general, New York State law requires that an air permit be obtained before constructing or operating any source of air contamination unless it is specifically listed as an exempt activity. A source of air contamination is any process or activity that results in the emission of air contaminants to the outdoor atmosphere. Some examples are paint spraying, printing, and combustion sources such as boilers.

Depending on what type of permit you have, and/or if you have claimed any exemptions, there are important record keeping requirements of which you should be aware. Records of your emission rates serve a three-fold purpose:

1. They determine what type of permit you need to obtain from the DEC.
2. They provide proof of your emissions to regulators who may request this documentation.
3. They help you keep track of your emissions so you can identify areas where you may save money by reducing waste.

If you want straight answers about regulations, the compliance process, and compliance financing, call Will Welisevich at ESD's Office of Environmental Business Services in Buffalo at 856-8123 ext. 248.

## Environmental Contacts

Article Written by Fletch Ward – Signore

The Environmental Protection Agency of Policy Publishes a “Semi-Annual Agenda of Regulatory and Deregulatory Actions” in October and April. The complete agenda may be ordered from the EPA as “EP230-z-001”. The list below is Primarily “Completed Rules”, or “Final Rule State” regulations have been noted – the list is not all-inclusive. New York State DEC has delegated authority for many EPA program regulations. In these cases actions listed below would require implementation by NYS DEC prior to their affecting local businesses. The list is intended to serve as an early warning of regulatory change. Specific information about these and other regulatory changes can be obtained by calling the listed EPA contact number or Region 9 DEC.

**Publicly Owned Treatment Works** – NESHAP – specifies Clean Air Act MACT for POTWs, SAN No. 3377, Bob Lucas, EPA, (919) 541-0884

**Auto Refinishes** – “National VOC Emission Standards for Automobile Refinish Coatings”, Mark Morris, EPA (919) 541-5416, or DEC Air Resources, Region 9, (716) 851-7130

**Toxic Release Inventory (TRI) Reporters** – “TRI Reporting Threshold Amendment for Certain Persistent and Bio-accumulative Toxic Chemicals” lowers reporting threshold for bio-accumulative chemicals, SAN #3880, Daniel Bushman, EPA (202) 260-3882

**Users of “Shop Towels”** – “Modifications to RCRA Rules Associated With Solvent-Contaminated Shop Towels and Wipers”, SAN #4091, RIN: 2050-AE51, Jim O’Leary, EPA, (73) 308-8827, or DEC RCRA, Region 9 (716) 851-7220, This is a “Proposed Rule State” regulation, but has general applicability to printers, chemical manufacturers, fabricated metal product manufacturers and machinery manufacturers.

**Metal Finishers** – “180 Day Accumulation Time Under RCRA for Generators of F006 Waste Water Treatment Sludges From the Metal Finishing Industry”, 180 day F006 accumulation time without RCRA permit if no more than 16,000 kg, the material is recycled, P-2 practices in force, and facility is compliant with applicable management standards, SAN #4178, Chip Vitarelli, EPA (703) 308-8286, or DEC RCRA, Region 9 (716) 851-7220.

**Industrial Facilities Utilizing Cesspool, Drain or Dry Well** – “Revisions to the Underground Injection Control Regulations for Class V Injection Wells”, adds new requirements to address motor vehicles waste disposal wells, large capacity cesspools in ground water-based source water protection areas, and industrial waste disposal wells. RIN: 2040-AB83, SAN#2778, Robyn Delehanty, EPA (202) 260 1993. Note: virtually any cesspool, drain or dry well used in a business or industrial facility can be considered a “Class V Injection Well” and is subject to EPA inspection and enforcement.

**Commercial Laundries** – “Effluent Guidelines and Standards for Industrial Laundries Point Source Category”, facilities that launder shop towels, printer towels, RIN: 204000-AB97, SAN #3209, Marta Jordan, EPA (202) 260-0817.

**Metal Products and Machinery Manufacturers** – “Effluent Guidelines and Standards for the Metal Products and Machinery Category, Phases 1 and 2”, new effluent guidelines for facilities manufacturing, or repairing these products – aerospace, hardware, stationary industrial equipment, mobile industrial equipment, electronic equipment, household equipment, bus and truck, instruments, motor vehicles, office machines, job shops, SAN #2806 & SAN #3496, Steven Geil, EPA (202) 260-9817.

**Wood Finishers** – “Reduction of Volatile Organic Compound (VOC) Emissions From Coatings Used in the Aerospace, Wood Furniture, and Shipbuilding Industries under the Clean Air Act Section 183 (E), limits VOC content of coatings, SAN #3828, Daniel Brown, EPA (919) 541-5305, or DEC Air Resources, Region 9, (716) 851-7130.

## Jamestown Area Safety Council 1999-2000 Program Schedule

### Worker’s Compensation

Tuesday, December 7<sup>th</sup> 12pm  
Speaker: TBA, Worker’s  
Compensation Board, Buffalo  
District Office

### Office Ergonomics for Computer Users

Tuesday, January 11<sup>th</sup> 8am  
Breakfast  
Speaker: Nellie Brown, Cornell  
Cooperative Extension

### Terrorism and It’s Impact On the Workplace

Tuesday, February 8<sup>th</sup> 6pm  
Speaker: Mike Sampson & Mike  
Vendetti

### Sexual Harassment in the Workplace

Tuesday, March 7<sup>th</sup> 6pm  
Speaker: Lynne Delevan, BOCES  
Fredonia

### To Be Announced

Tuesday, April 4<sup>th</sup> 6pm  
Speaker: TBA

All meetings are held in the JCC  
Arts & Sciences Building – Weeks  
Room

## Roundtable Series 2000

The Manufacturers Associa-  
tion will offer a President/  
CEO and Human Resources  
Roundtable in 2000, bringing  
to the table issues and  
discussion topics important  
to the Manufacturing  
Community

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Manufacturers  
Association of the  
Jamestown Area  
101 West Fifth Street  
Jamestown, NY 14701

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## Chautauqua County Diversity Clearing House

### What is it? What can it do for you? How does it work?

Some of our Zone businesses may have already signed on with the Clearinghouse, however, for those who have not been contacted or may not be aware of its existence, we would like to provide information about the Clearinghouse services that are offered at no cost to any employer.

The Clearinghouse is a collaborative effort of community organizations led by the Jamestown Community College, designed to connect employers in Chautauqua County with a qualified pool of minority job and career seeking candidates who may otherwise not be known to the job market. The Clearinghouse, housed at the college in the Carnahan Center, maintains an updated database of candidates who can be matched to specific needs in the job market. Candidates are recruited, interviewed, and referred at the request of potential employers.

Many employers have come to understand and support the fact that a qualified and diverse workforce is increasingly critical to profitability. Employers are also challenged to find the skill base needed to remain competitive. To overlook qualified minority candidates is no longer a sound business option. Many employers in the private, public and not-for-profit sectors have expressed difficulty in finding qualified minority candidates to interview. The Clearinghouse is intended to address this concern.

By registering as a participating employer, a business agrees to use the Clearinghouse by posting all employment openings with the Clearinghouse and interviewing qualified candidates recommended. There are no obligations to hire a candidate.

Businesses interested in registering with or learning more about the Clearinghouse should contact Betsy Blanco-Perez at 716/665-5220

