



*Our mission is to enrich the lives of people with developmental disabilities, their families and our communities.*

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John (Jack) M. Mudge

June 26, 2020

**Joslin Awards Committee**  
c/o NYSID  
11 Columbia Circle Drive  
Albany, NY 12203

Dear Joslin Awards Committee Members:

Attached is the nomination form and supporting documents for the NYSID William B. Joslin Outstanding Performer Award, nominee Ms. Tiffany Hayes. Tiffany has worked at Essex Industries since November 2011.

The attached nomination packet describes the character and work ethic of this loyal individual who is very proud to be a member of the Essex Industries team. I recommend that she be awarded the 2020 Joslin Outstanding Performer Award.

Thank you for your attention.

Sincerely,

John M. Mudge  
Executive Director

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Enc.

# 2020 NYSID William B. Joslin Outstanding Performer Award

Nomination Packet for:  
Ms. Tiffany Hayes

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WILLIAM B. JOSLIN 17TH OUTSTANDING PERFORMANCE AWARDS PROGRAM

**2020 JOSLIN  
NOMINATION FORM**

**DEADLINE:  
Tuesday, June 30, 2020**



**NOMINATING AGENCY:** Mountain Lake Services

Chief Executive Officer John (Jack) Mudge

Address 10 St. Patrick's Place

City, State & Zip Port Henry, NY 12974

Nomination prepared by Elizabeth A. Rutkowski

Contact email and phone erutkowski@mountainlakeservices.org ~ 518-546-3381 ext. 133

Authorized by (please sign) \_\_\_\_\_

**NOMINEE:** Tiffany Hayes

Responsible Individual John Gereau, Director Essex Industries

(i.e., self, legal guardian or other personal representative) personal representative

Nominee's Address 17 Pifershire Road

City, State & Zip Port Henry, NY 12956

Current Job Title Production Worker

Contract(s) Assignment(s) NYSID Preferred Source Contract Picnic Tables

Nominee (or Responsible Individual) Signature: \_\_\_\_\_

YES! Please put my address on the mailing list to receive NYSID's Joslin booklet each year.

YES! I am interested in participating with NYSID in future Joslin Award publicity/advocacy.

**EMPLOYMENT DATA (REQUIRED):** \_\_\_\_\_

Level/significance of disability Mild Intellectual Disability

Source of referral (e.g., ACCES-VR, OMRDD, etc.) if applicable OPWDD

Hours worked and wages during the past 12 months 65 hours ~ \$227.99

Number of years employed on NYSID contract 4 years

Overall employment goal Tiffany's overall employment goal is to learn new work skills. Tiffany approached the Transformation and Employment Services Manager looking to explore new job opportunities at Essex Industries that would increase her independence.



**OUTSTANDING PERFORMER INTERVIEW (REQUIRED):**

“I like my job because...”

I like my job because I am comfortable with my work. I like the people I work with and I very much like working with wood products for many reasons.

“My paycheck helps me to...”

My paycheck helps me pay my bills and buy the stuff that I need. I am very happy with the money I make and with living in the apartment program in my own place, it's important.

“Being nominated for this award makes me feel...”

Being nominated for this award makes me proud. I'm very excited and was happy to hear about it.

“If I didn't have this job, I would be...”

If I didn't have this job, I would look for another one I guess. It would be hard to leave Essex Industries. I have met so many great people here. From Char who taught me the jobs in the wood shops to Preston who checks in with me often and has done so since I began in 2009. And of course Doug who is our boss in the Moulder Room is great.

“My dream job would be...”

My ideal job would be to work for the FBI. I really like mysteries.

**OUTSTANDING PERFORMER NARRATIVE (REQUIRED):**

***“Why does this individual merit the Joslin Award?”***

Please attach a written account of how your 2020 nominee is an Outstanding Performer through NYSID Preferred Source employment.

A compelling narrative should fully describe how the nominee meets the Joslin Award's criteria.

Refer to Nomination Guidelines, page 3, for complete details, or NYSID's website.

## **Ms. TIFFANY HAYES – Essex Industries, Mineville, New York**

“I find it interesting that this company has been around so many years. I’m really glad to be working there and be a part of it.” The company Tiffany Hayes is referring to is Essex Industries (EI), a business that began as a sheltered workshop in Mineville, NY in the 1970s, but a program that has always defied the label of sheltered workshop through its amazing contracts dealing with wood crafts, canoe products in particular. “It’s amazing to see the effort everyone makes here to work as a team. The number and variety of contracts they have worked on over the years is really something, too.”

Tiffany has been an employee at Essex Industries for over a decade now. “When Tiffany first arrived, she was shy and it took her a little time to get oriented. But we nudged her on, encouraging her to take on more and more responsibility,” says Charlene Brassard, Assistant Manager at EI. Workshop Coordinator Preston Mitchell adds, “Like many folks when they begin working at Essex Industries, Tiffany started in the assembly room, working on sanding and gluing projects. She quickly moved into other parts of the workshop, taking on more and more complex jobs.” Through the years, Tiffany would experience working the three shops, operating all the machines in those rooms. She would also work in the Schluter Systems packaging room. In yet another role, Tiffany would become part of a mobile maintenance crew, doing a variety of jobs on locales throughout the agency. Along the way she also has made many friends.

“It was when we received a big New York State campgrounds order for picnic tables that we asked Tiffany about working the Moulder Room,” says Preston about Tiffany’s current role. The Moulder Room is a rough and ready place where the raw lumber is first worked, large planks cut down, trimmed, and fashioned into the various early incarnations of our wood products - be they picnic tables, canoe seats or pizza peels. Tiffany took to the work right away. Says Moulder Room Supervisor Doug Bishop. “Tiffany was accepted by the team the very first day. She showed she was capable of following directions closely and willing to try any machine.”

Most of those machines are saws of one form or another. Tiffany recalls, “At first I was afraid of the saws. Then I got the hang of them and I liked working with them because they always got me to thinking of my dad who has been a lifelong carpenter.”

From Doug: “Tiffany has worked in the Moulder Room for two years. She started off needing little direction. The quality of her work is excellent. She has become exceptional at all phases of building picnic tables and cross-cutting rail stock. She has the ability to pick out good quality product, cross cut on the overarm saws, drill plank tops and assemble tables from start to finish without any assistance.”

Doug continues, “Tiffany was the first woman employee to work in the Moulder Room and has become a team player with everyone in this room.” In fact, there is now a second woman worker in the Moulder Room and she has also become a successful team member. *(Could a glass ceiling be shattering in the background somewhere?)*

Tiffany has found great success with her work at Essex Industries. Joining Mountain Lake Services in 2009 from her home in Speculator, Tiffany has also developed a deep sense of happiness in her work, independence in her paycheck and at her apartment, combined with a wide social circle, all of which have enriched her life greatly.



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June 25, 2020

**EXECUTIVE DIRECTOR**  
John (Jack) M. Mudge

**Joslin Awards Committee  
NYSID  
11 Columbia Circle Drive,  
Albany, NY 12203**

**Dear Joslin Awards Committee Members:**

It is my pleasure to recommend Ms. Tiffany Hayes for the NYSID William B. Joslin Outstanding Performer Award. Tiffany is a dedicated production worker who continuously works on increasing her independence and job skills while working at Essex Industries.

Tiffany has been able to increase her independence by performing quality control on parts worked on, as well as, excelling in working as a team with coworkers for assembly and packing. She has a great sense of pride in these accomplishments. Also, Tiffany received the safety award at Essex Industries in January 2019.

I feel that Tiffany is a vital member of Essex Industries and she has contributed significantly toward the effort in manufacturing of wood products and picnic tables for NYSID Preferred Source contract.

Thank you for your consideration of Ms. Tiffany Hayes for the NYSID William B. Joslin Outstanding Performer Award.

Sincerely,

**John Gereau  
Director of Operations & Marketing  
Essex Industries**