

Bringing opportunity back

► 38TH AND SHERIDAN PROJECT
ISSUE 8 | FEBRUARY 2022



▲ From left: **Kenneth Johnson, Juanita Easterling, and Clara Walker** perform a quality check on a sheath during production training at Goodwill Commercial Services Tremont facility. For more training photos, see **pages 2-4**.

Returning to her Indianapolis roots

Juanita Easterling to lead production manufacturing facility at **38th and Sheridan**

Born in Indianapolis with fond memories of attending **Auntie Mame's Preschool** near **38th and Emerson** and attending elementary school at **IPS School 92** a few blocks from the **Goodwill Commercial Services** manufacturing facility at **38th and Sheridan**, **Juanita Easterling**, newly hired plant manager, is returning to her roots. During her elementary school years, she moved to the heart of Detroit, Michigan, where the Big 3: General Motors, Ford Motor Company, and Chrysler are headquartered. The Big 3 were thriving in those years. She remembers the automotive industry being an important element of her family life growing up.

"My Dad retired from Chrysler after 35 years," Juanita recalled. "Chrysler would have family events like carnivals and family days. I spent a lot of time as a child at the plant with my Dad. The automotive industry was part of our lives."

The automotive industry became part of Juanita's career as well. Immediately out of college, she began working for Ford. A year later, she moved to Chrysler.

"With no experience at all, it was just someone taking a chance on me, saying 'Hey, you can do this,'" she said.

Juanita started as a supervisor for Ford and then moved to a supervisor position at Chrysler where she diligently worked her way up in manufacturing. She had a dedication to the automotive industry, and her father



▲ From left: Production Engineer **Riana Dozier**, Plant Manager **Juanita Easterling**, and Quality Manager **Clara Walker**.

recognized her determination.

She remembered her father's inspirational words, "I want you to not just work on the line; I want you to be the boss of the line."

Juanita beamed with pride as she described her largest project for Chrysler. She worked in the truck assembly division of the high-profile Dodge RAM project and then moved to the interior division, becoming responsible for managing the interior of the vehicle, including manufacturing, assembly, and sequencing.

But even at the height of her career with Chrysler, Juanita had a longing to be back in Indiana. The automobile manufacturing mecca of Detroit might have been in her family background, but Indianapolis was in her soul.

Continued on page 2

ALSO IN THIS ISSUE:

PAGES 2-4

Returning to her Indianapolis roots (continued)

PAGE 5

Fighting food insecurity

PAGE 6-7

Who's hiring?

PAGE 7

How are we doing?

PAGE 8

Just the facts

Continued from the front cover

Returning to her Indianapolis roots

"My husband looked at me like, 'You're just gonna leave your career here?' And, I said, 'Yeah, I wanna go home,'" she said with a grin.

Back home in Indiana

In 2018, Juanita moved her family back to Indiana. She worked in Shelbyville for an automotive glass manufacturing company and a mattress manufacturing company. Several years later, a golden opportunity came knocking to continue her manufacturing management career in Indianapolis in the 38th Street area where she spent her young childhood and where her grandmother lived and three aunts still live.

When Juanita learned about the Goodwill Industries wrap-around services they provided, the type of position it would be, and the area it was in, her "heart was full," she said.

"I love people. My passion is for people and people development. To be able to combine the two, my passion for people and my career as a manufacturing manager, it was a dream job for me.

"When I got the call from Goodwill offering me the position, it was just crazy!" Juanita continued. "My Aunt was just telling me about the facility. She was saying to me, 'You wouldn't believe what they are doing in the community. They're building this facility. I can't wait.' My Aunt had been following it from the beginning," explained Juanita. "And, then I finally put two and two together while we were talking, and I said, 'Auntie, the place that you are talking about, that is the place that I'll be managing!' So, it was not excitement just for me, but for my family as well," added Juanita as she smiled and laughed.

Relating to employees

On November 29, 2021, Juanita began her new position as plant manager with Goodwill Commercial Services,



▲ Center: Kenneth Johnson. Front row, from left: Juanita Easterling, Dora Figuera, and Darryl Redeemar. Middle row, from left: Riana Dozier, Jasmyne Mayes, and Elizabeth Cook. Back row, from left; Matt Blake, Kyle Ford, Clara Walker, and Robert Chatman.



COMMERCIAL SERVICES

Goodwill Commercial Services

Hiring for 100 jobs in manufacturing
goodwillindy.org/careers

which will produce devices for Bloomington-based **Cook Medical**.

"I wish my Dad was here to see that moment, because that was the moment he always envisioned for me—to be able to run a manufacturing facility," she said.

She will be leading the manufacturing operations team for the 38th and Sheridan facility in production, engineering, supply chain, and quality assurance. She will also be focused on Goodwill's mission for employees, which is assisting employees in improving work behavior and skills to enhance their employment experience.

"We put people first," Juanita said. "So, that will be my biggest day to day, making sure that our people are





receiving the services that they need to grow personally and professionally while producing quality medical devices. People are our greatest asset. If you don't have people, you can't produce quality parts. If you don't value your people, your people leave you."

Juanita believes the most important traits a plant manager for the 38th and Sheridan facility could have are adaptability and relatability. The goal of the facility is to focus on offering people within the neighborhood employment opportunities.

"We will be dealing with many minorities, and the majority will be African American," she said. "For me, it is important for them to see themselves in me. Being relatable establishes trust. More than half of the people coming in will have some type of barrier and will need our wrap-around services. I will be able to relate to them. Just because I'm the plant manager doesn't mean I got here easy. No, it was a struggle as a kid growing up. I understand what it means to get assistance from the government, such as public assistance for housing and food and things like that."

Juanita understands the lack of trust in a neighborhood where she described the people have seen businesses come into the area and then leave once a profit was made.

"First of all, this facility is here to help the community, to build the community, grow the community, and become a partnership with the community," she said.

Hiring goals

Goodwill's goal is to hire 100 medical device operators from the 38th and Sheridan neighborhood for the manufacturing space.

Continued on the next page

Putting People First

Juanita Easterling described the five key ways the 38th and Sheridan facility and Goodwill Commercial Services put employees first.

"For any employee, we have the total package," she said. "We are people first. When people come to work, there are five things they want from their employer."

- 1. Clarity.** We're going to be clear about what our expectations are and what our intentions are in the community, which is to be a partner.
- 2. Adequate training.** We are going to be equipped with the tools you need to be successful, not only personally but professionally.
- 3. Respect.** You are going to be treated with respect, from the janitor to the plant manager. Everybody's going to be treated with respect.
- 4. Trust.** You will also need to trust us with personal information that you might provide to us. Where else will you be able to say, "Hey, I am being abused at home," and know that you are going to be supported and know you are going to be respected and not looked down upon.
- 5. To be valued and recognized.** You will be valued, no matter what your barrier is, no matter what your background is. We are still going to value you just like anybody else. You will also be rewarded and recognized as an asset to the company with ongoing reward opportunities.





Continued from page 3

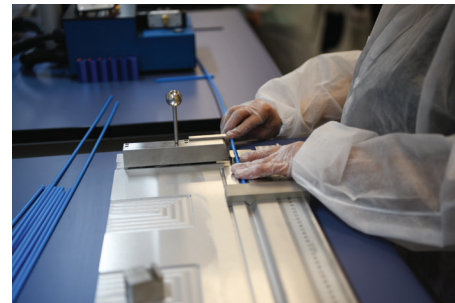
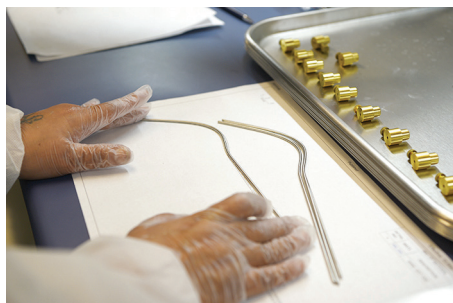
Returning to her Indianapolis roots

Currently, Juanita and two engineers, **Matt Blake** from Cook Medical and **Riana Dozier** from Goodwill Commercial Services, are training 8 employees with a goal of 12 employees in training by the end of February. An additional 10 to 15 new employees will be onboarded in March. Six more potential employees are enrolled in the **Catapult Indiana** program, which is a paid, advanced manufacturing training program, allowing adult students to earn credits from **Ivy Tech Community College**. Those students will have an opportunity to apply for the Sheridan facility upon completion of the program's 160 hours of hands-on, classroom training on March 25.

Training will be ongoing. A temporary training facility in the Goodwill Commercial Services Tremont location is currently being used. A simulator training space specifically designed to mimic the manufacturing space provides employees with hands-on training in every process and machine, helping them learn required manufacturing techniques in a realistic setting.

Not only are employees being trained on manufacturing products, they are also learning how to read and understand the documentation processes.

"We have identified our first quality inspector and our first line lead," Juanita said. "We are training them to help us with continued training once we are in the Sheridan facility. We hope to be ready to produce product from the facility by the end of April."



Catapult Indiana program

For more information, contact **CFA Staffing** at **317.837.0800** or **Bob McQuern** at **mcquern@conexusindiana.com**.

Accommodating employee needs

Goodwill Commercial Services' goal is to help employees grow and flourish. At the 38th and Sheridan facility, two mission coaches will serve as liaisons between the Goodwill Human Resources department, helpful Goodwill services, and the employee. Mission coaches will be the go-to persons for any employee experiencing a barrier, from abuse at home to transportation issues. The mission coach will step in and help guide that person through those barriers without interrupting the production process.

"A lot of people haven't been given that opportunity," Juanita said. "That's what I love the most about Goodwill. No matter what your education background is they have some type of job for you to be able to do and grow."

"Look at our Tremont location, we have people who are legally blind or deaf or have some type of physical or mental barrier, but they come to work every day, and they get the job done," she continued. "They just need someone to believe in them and trust that they are capable just like anyone else. I have been preparing for this role my whole career. It is my dream job. And to be able to do it and put people first—I tear up every time I talk about it."

Fighting food insecurity

Local programs help to ensure Indianapolis residents have enough to eat

Several organizations in Marion County are running programs to assist people who are facing a food shortage. For more information about a couple of those programs, see the information below and to the right.



HELP US FEED THE COMMUNITY MOBILE FOOD PANTRY VOLUNTEER

We are in need of assistance during our weekly mobile food pantry. You may volunteer one event or the entire season.

Multiple volunteer positions are available. We can never have too much help!

Wednesdays
11:30 a.m. to
2:30 p.m.

Get started today by contacting Jami Weirich at 317.549.9622 or jweirich@indymca.org



Indy Parks Meal Service

Presented by Indy Parks & Recreation

- Open to ALL children 18 and under!
- No registration necessary- and completely FREE!
- Second Helpings Grab & Go meals distributed at mobile sites!

MEAL SERVING SITES

Monday - Friday

BROAD RIPPLE PARK 4:00- 4:30 PM 1550 BROAD RIPPLE AVE.	GARFIELD PARK 4:00- 4:30 PM 2345 PAGODA DR.	WASHINGTON PARK 3:30- 4:00 PM 3130 E. 30TH ST.
CHRISTIAN PARK 4:00- 5:00 PM 4200 E. ENGLISH AVE.	MUNICIPAL GARDENS 3:30- 4:30 PM 1831 LAFAYETTE RD.	WATKINS PARK 5:00- 6:00 PM 2360 MARTIN LUTHER KING ST.
FREDERICK DOUGLASS PARK 3:00- 3:30 PM 1616 E. 25TH ST.	RIVERSIDE PARK 4:30- 5:30 PM 2420 E. RIVERSIDE DR.	WINDSOR VILLAGE PARK 5:00- 5:30 PM 6510 E. 25TH ST.

MOBILE SERVING SITES

Monday - Thursday

MOBILE UNIT 1

3:30- 4:00 East 38th Street Library- 5420 E. 38th St.
4:30- 5:00 Brightwood Library- 2434 N. Sherman Dr.

MOBILE UNIT 2

2:30- 3:00 Spades Library- 1801 Nowland Ave.
3:30- 4:00 West Branch Library- 1216 Kappes St.
4:30- 5:00 Haughville Library- 2121 W. Michigan Rd.



Times are subject to change. Please call Indy Parks Customer Service Center for more information at (317) 327-PARK, or go online at parks.indy.gov. This institution is an equal opportunity provider.

12/3/20



Servicio de Comidas de Indy Parks

Presentado por Indy Parks & Recreation

- ¡Abierto a TODOS los niños menores de 18 años!
- No es necesario registrarse, ¡y completamente GRATIS!
- ¡Second Helpings Comidas para llevar distribuidas en sitios móviles!

SITIOS DE SERVICIO DE COMIDAS

lunes - viernes

BROAD RIPPLE PARK 4:00- 4:30 PM 1550 BROAD RIPPLE AVE.	GARFIELD PARK 4:00- 4:30 PM 2345 PAGODA DR.	WASHINGTON PARK 3:30- 4:00 PM 3130 E. 30TH ST.
CHRISTIAN PARK 4:00- 5:00 PM 4200 E. ENGLISH AVE.	MUNICIPAL GARDENS 3:30- 4:30 PM 1831 LAFAYETTE RD.	WATKINS PARK 5:00- 6:00 PM 2360 MARTIN LUTHER KING ST.
FREDERICK DOUGLASS PARK 3:00- 3:30 PM 1616 E. 25TH ST.	RIVERSIDE PARK 4:30- 5:30 PM 2420 E. RIVERSIDE DR.	WINDSOR VILLAGE PARK 5:00- 5:30 PM 6510 E. 25TH ST.

SITIOS DE SERVICIO MÓVIL

lunes - jueves

UNIDAD MÓVIL 1

3:30- 4:00 East 38th Street Library- 5420 E. 38th St.
4:30- 5:00 Brightwood Library- 2434 N. Sherman Dr.

UNIDAD MÓVIL 2

2:30- 3:00 Spades Library- 1801 Nowland Ave.
3:30- 4:00 West Branch Library- 1216 Kappes St.
4:30- 5:00 Haughville Library- 2121 W. Michigan Rd.



Los horarios están sujetos a cambios. Llame al Centro de Atención al Cliente de Indy Parks para obtener más información al (317) 327-PARK, o ingrese en línea en parks.indy.gov. Esta institución es un proveedor de igualdad de oportunidades.

12/3/20

Who's hiring?

A closer look at the companies **hiring construction and manufacturing employees** for the **38th and Sheridan Project**.

The general contractor, **Harmon Construction**, and all of the subcontractors are currently hiring diverse talent for construction jobs for the **38th and Sheridan Project**. **Goodwill Commercial Services** is also hiring **manufacturing employees** to work in the facility once it is completed. Residents from 38th and Sheridan area are strongly encouraged to apply!

If you see a job you are interested in, you can reach out directly to that company, visit www.38thandSheridan.com, or you can contact **Akilah Darden** from the **Darden Group LLC** at jobs@38thandSheridan.com or 317.385.8954.

Construction jobs and training available



Harmon Construction is a general contractor based in North Vernon, IN. Harmon Construction was established in 1955. Harmon Construction specializes in healthcare, restaurants, education, gaming, and more.



Harmon Steel is a steel erection company based in Indianapolis, IN. Harmon Steel has been serving Indiana and beyond for over 30 years. Harmon Steel specializes in steel erection.



Taylor Bros. Construction is a general contractor based out of Columbus, IN. Established in 1933, We work in over half of the states in the USA. Taylor Bros. specializes in carpentry, fixture work, retail, and more.

Harmon Construction - Hiring

also hiring for Taylor Brothers and Harmon Steel

Steel erectors, carpenters
Apprenticeship Program Available

Hailee.Harmon@harmongroup.com



CONSTRUCTION MANAGEMENT
GENERAL CONTRACTING | CONSULTING

The Carpenter's Son, LLC

10026 E 21st Street
Indianapolis, IN 46229
317.348.1769



Fox Contracting

Hiring Equipment Operators
& Laborers

bkochersperger@foxcontractors.com

317.281.8963

Bobbitt Electrical
Hiring electricians
bernard@bobbittelctrical.com
317.797.6064



Sheet Metal Workers

Hiring

**S.M.A.R.T. Local 20–
Apprenticeship Program**

(S.M.A.R.T.=Sheet Metal Air Rail
Transportation)

**Metal & Copper Roofs,
Metal Siding, Gutters**

2828 E. 45th Street, Indianapolis
317.549.6013



Apogee Construction

Hiring

**Local 19 Roofers &
Waterproofers Apprenticeship
Program Available**

www.indyroofers.com

317.484.8990



**PCI Performance
Contracting**

Hiring

**Indianapolis Insulators
Local 18 Apprenticeship Program
Available**

insulators18.org
317.786.3216



Multicraft Fire Protection

Hiring

**Union 669–Sprinkler Fitter
Apprenticeship Program
Available**

bfunk@multicraftdec.com
812.336.5005



**Indiana Laborers'
Training Institute**

Hiring

**Local 120–Laborers' Union
Apprenticeship Program**

IndyRoofers.com
317.484.8990

Construction jobs and training available



Sexson Mechanical

Hiring Plumbers, Steamfitters, & HVACR Service Technician

Apprenticeship Program—Local 440 (ualocal440.org)

Contact: Corey Stein
cstein@sexsonmechanical.com
317.989.5486



Ironworkers Local 22

Hiring Ironworks Apprenticeship Program Union Membership & Pension Program
(Will work onsite with HG Metals and Harmon Steel fabricating/erecting on the project)

Ironworkers22.com
5600 Dividend Road, Indianapolis



Price Construction Group, LLC

Now hiring!

<https://priceconstructiongroup.com/>
info@priceconstructiongroup.com
317.723.3201



HG Metals

Hiring Fork Lift Drivers, Yardman, Welders, & Drivers

Contact: Lawrence Casey
businessoffice@hgmetals.com
317.351.9500



CITY WIDE PAVING
Going the Extra Mile
100% Minority Owned

City Wide Paving

Hiring Laborers, Foreman-Asphalt & Concrete, Drivers

cwpaving.com
317.244.2000



CONSTRUCTION MANAGEMENT
GENERAL CONTRACTING | CONSULTING

The Carpenter's Son, LLC

10026 E 21st Street
Indianapolis, IN 46229
317.348.1769

Community Development



United Northeast Community Development Corporation

Localized Support Programming

www.anuimpact.org
@anuimpactindy
ashley.gurvitz@anuimpact.org
317.546.6240

How are we doing?

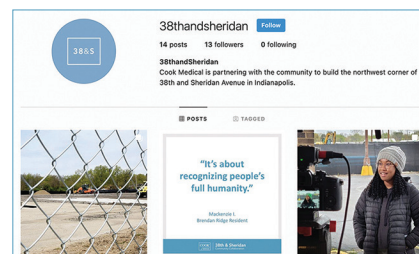
One of the goals of the 38th and Sheridan Project is to engage 100% local and minority owned contractors to build the facilities. In an effort to ensure accountability to that goal, we will provide updates in every issue of this newsletter.

Project Diversity Facts:

Of the 20 subcontractors building the project:

- ▶ 16 African-American owned
- ▶ 1 Native American owned
- ▶ 1 Asian-American owned
- ▶ 1 Women owned
- ▶ 1 Veteran owned

These statistics were compiled by **Akilah Darden**, president of **The Darden Group LLC**.



Follow us on Instagram!

Get regular updates and see the progress of the 38th and Sheridan Project at www.instagram.com/38thandsheridan



Learn more about the 38th and Sheridan Project—including job openings

There are a few different ways to do so.

Visit www.38thandsheridan.com (see graphic to the right)

Or

38TH STREET AND SHERIDAN AVENUE

Apply for a job Making medical devices



We're proud to announce that Cook Medical, Goodwill of Central & Southern Indiana, The Indianapolis Foundation, IMPACT Central Indiana, and the United Northeast Community Development Corporation have partnered on a unique project to bring opportunity back to an underserved Northeast Indy community. The 38th and Sheridan Avenue project includes a medical device manufacturing facility that will bring over 100 jobs to residents in the neighborhood.

Interested in applying for a job? See below!

- ▶ Contact **Akilah Darden** from the **Darden Group LLC** by email at jobs@38thandSheridan.com or by phone at **317.385.8954**
- ▶ Contact **Mr. James Campbell** from the **SHANE NHA** by email at Campbellmc1140@gmail.com or by phone at **317.223.5109**

All subcontractors are currently hiring diverse talent.

Over 75 percent of the positions are still open.

Residents from 38th and Sheridan area are strongly encouraged to apply!

▶ Construction jobs

To apply for construction jobs, visit:

38thandSheridan.com

Select the "Construction Job Seekers" button at the bottom of the page to see current listings.

Complete the simple online form to see what construction job opportunities are available and get connected to a wide range of local sub-contractors.

Employees have access to comprehensive benefits programs and options for pension with the union contractors.

▶ Medical device manufacturing jobs

To apply for jobs in manufacturing, visit:

38thandSheridan.com

Select the "Manufacturing Job Seekers" button at the bottom of the page to see current listings.

No degree or credential requirements are needed to apply.

Full-time employees have access to a comprehensive benefits program that includes:

- Health, life, dental, and vision insurance
- Paid time off (PTO)
- Continuing education and leadership development



Questions?

Email Jobs@38thandSheridan.com

We want to hear from you!

We want to hear your feedback about this project! Please send your questions, concerns, or thoughts to community@cookmedical.com.