



**This is a note from your friends at Townsend Leather.**

We are hoping it gets into the hands of whomever on your team **is the best at spreading news.**

Townsend Leather loves our community and is proud to be *crafted in the Glove Cities*. We are growing as a company and are really excited about the team and culture we have cultivated over the years. We are at a pivotal moment of huge growth and are asking our outside partners and local community to help us meet our demand.

**We would love if you could help us spread the word of the job opportunities we have available at Townsend Leather.**

We are currently looking to fill about 12-20 more of our *hands-on, hearts-in* leather-crafting production careers.

For many years we have been named a *Top Place to Work* and a *Best Place to Work*, with *40 Under 40* award-winning leadership, and even more special awards, just for our company culture. We take the act of creating a team very seriously and hope to provide life long jobs for members of our community. **We need your help as a community insider to help us spread the word of our current openings and growth.**

The next couple of pages offer a brief peak into what working at Townsend Leather looks and feels like to help you spread the word.

Please contact us if you have any ideas, questions, or thoughts - we love to talk leather, community, growth, and opportunities, or anything at all!

**We thank you in advance for your help.**

Pamela Goldswer on behalf of Townsend Leather

# CONTACT INFO:

## **PAMELA GOLDSWER**

*Townsend Leather's Adventure Coach, Chief Happiness Officer,  
Talent Manager, aka HR Director.*

**OFFICE: 518-762-2764 X 223**

**CELL: 518-417-9350**

**EMAIL: PAMELAG@TOWNSENDLEATHER.COM**

**FAX: 518-380-2249**

We've also included this tiny leather gift for you. Townsend Leather hand crafts the highest quality upholstery leather in the world. We make leather hides that go on seats and feets all over the world. But those are hard to put in an envelope, so we have these small keychains made of our scrap leather as a way to showcase the beauty and delight of our leather.

**FIND OUT MORE AND SEE A SHORT VIDEO ABOUT TOWNSEND AT :  
[WWW.TOWNSENDLEATHER.COM/JOB](http://WWW.TOWNSENDLEATHER.COM/JOB)**

**We want you to have a keychain, because we want you to get your hands right on some of the greatness that our team creates. We want you to feel a tangible connection to us and our team, the beauty and craft, and heart we create. But we also wanted to provide you with a tiny gesture of thanks for any effort you can make to spread the word of Townsend Leather opportunities, to anyone and everyone.**

I felt inspired to write to you because I truly love who Townsend is and I want to be sure as many people as possible know that there is opportunity here for anyone looking, to craft a career.

We offer highly competitive pay, bonuses, and an impressive full benefits package. We are looking right now to grow our Production Team and our Shoe Leather Team. Both of these areas have a lot of growth potential in the future; despite the current times and challenges, we are super busy and we are projecting continued growth into the coming years.

Thank you!

*Pamela Goldswier*  **townsend<sup>®</sup>**  
L E A T H E R



Townsend Leather loves our community and is proud to be *crafted in the Glove Cities*. We are growing as a company and are really excited about the team and culture we have cultivated over the years. We are at a pivotal moment of huge growth and are so excited for our future. We are currently looking to fill about 12-20 more of our *hands-on, hearts-in* leather-crafting production careers.

For many years, we have been named a *Top Place to Work* and a *Best Place to Work*, with *40 Under 40 award-winning leadership*, and even more special awards, just for our company culture. We take the act of creating a team very seriously and hope to provide life long jobs for our community.

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## APPLY:

[WWW.TOWNSENDLEATHER.COM/JOB](http://WWW.TOWNSENDLEATHER.COM/JOB)



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[WWW.TOWNSENDLEATHER.COM/JOB](http://WWW.TOWNSENDLEATHER.COM/JOB)**



We pride ourselves not only on producing the highest quality leather, but in doing so with values and mission.  
**We are driven by heart.**

# A team of heart



Townsend Leather donates around \$10,000 to our local Glove Cities Community each year.



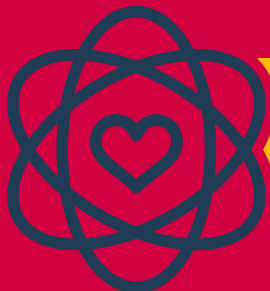
We refer to each other at Townsend Leather as **Partners** because *we are in this together, we craft leather together, we overcome challenges together, we celebrate together* - we are Partners in all things Townsend.



Our Hides of Hope program is a loved system of Partners-helping-Partners to overcome hardships and to celebrate greatness.



We have Partner-led teams focused on any area that our Partners' hearts are guided to, including our Green Team, our Events Team, our Crafters Club, Pet Lovers, etc...



Townsend lives and works by team-developed values of: TEAMWORK, COMMUNICATION, INITIATIVE, FLEXIBILITY, GRIT, LEARN, CARE, & OWNERSHIP







# An award- winning team



Townsend Leather is led by **40 Under 40 winning leadership** and has crafted a team culture that has won us **TOP WORK PLACE AND BEST PLACES TO WORK** honors for many years in a row!







**We love what we do, who we do it for,  
and who we do it with.**

Townsend Leather is a specialty leather manufacturer, artistically producing made-to-order leathers for the luxury aircraft, hospitality, and footwear industries.

We are a group of empowered partners who produce the most beautiful upholstery leather in the world.

**Our hands craft leather that is used  
and loved on the seats and feets  
of the most famous and influential  
people all over the world.**

# A team that creates





# An “A” team

We want thinkers and problem-solvers, innovators, goal-setters, question-askers. We want doers, action-takers, and awesome people. Since we look for those things, our team is already staffed with the greatest people in the area. When you join our team, *You will be surrounded by the greatest people.*

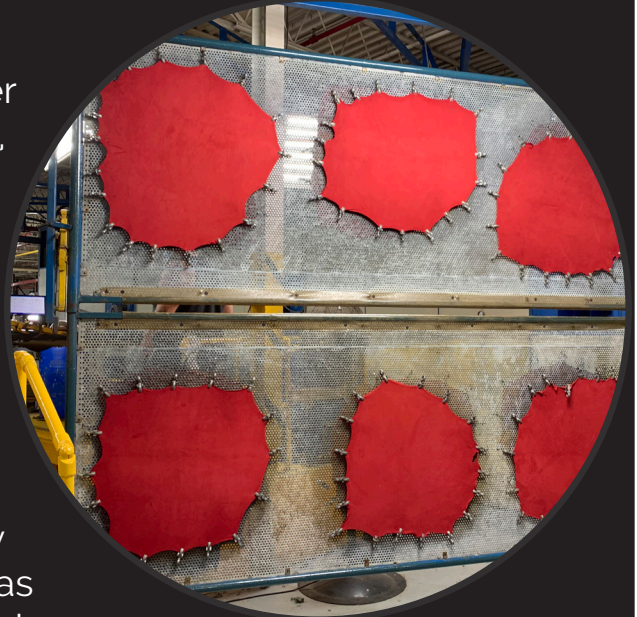
We aim to get great people in the door, then over time find the perfect spot to utilize their interests, skills, and passions.

**The opportunity for growth and change and future is nearly endless at Townsend. Every Partner is given cross-training and is immersed in our world of leather, to learn every aspect of the craft.**

One of the fastest-growing parts of our company right now, is our future in the shoe leather world as we continue to grow with New Balance shoes and other world-renowned companies.

**Shoe Team and Production Team and Awesome Person are the areas we are specifically looking to grow right now.**

Great candidates for our team will be excited to learn new things. Will have an above-basic understanding of computers – *as all Townsend Partners are required to use a computer.* Will have a desire to lead from a position that does not have a leadership title, and amongst many other things, **will be someone people look forward to seeing each day.**







# The Details

## Your job benefits will look something like this:

- Highly competitive pay, around \$15.00/hour and \$15.50 for second shift
- Full-time Positions
- 8-hour shifts
- Monday to Friday
- Typically 5 am to 2 pm
- Overtime and Bonus Pay
- 401(k) and 401(k) matching!
- Dental Insurance
- Disability Insurance
- Life Insurance
- Vision Insurance
- Health Insurance
- Flexible Spending Account
- Health Savings Account
- Teammates with great taste in music
- Employee assistance program
- Flexible schedule options
- Paid time off
- Parental leave
- Free T-shirts
- Professional development assistance
- Retirement plan
- Infinite air-high-fives
- Internal social-media channel
- Opportunities for social-media stardom
- Daily excitement at knowing you are part of a team crafting something loved around the world
- Tuition reimbursement for you and your family... and so much more!





# JOIN TOWNSEND LEATHER'S TEAM

## **APPLY TODAY**

**WWW.TOWNSENDLEATHER.COM/JOB**

**OR**

**WWW.TOWNSENDLEATHER.COM/APPLY**



point your smartphone camera  
here for a direct link to your future





## **GET A JOB YOU LOVE. TOWNSEND LEATHER**

**JOIN THE AWARD-WINNING "BEST PLACE TO WORK" & "TOP WORKPLACE" TEAM**

**TOWNSENDLEATHER.COM/JOB**



Maybe you've seen our "Get a Job You Love ♥️" billboards around, or maybe you've been to an Amsterdam Mohawks game and saw Townsend there, or maybe you've come across us online somewhere – and you might have wondered what all those icons/stickers/little weirds were.

Each one has a story, a *Townsend story*.



Townsend's leadership team is full of award winners, notably 3 distinguished as **40 Under 40** winners, with Tim Becket as the most recent recipient: <http://www.townsendleather.com/2020/lifestyle/40-under-40>



For many years, Townsend Leather has continuously won awards for our Team, our culture, and our Leadership – making us **the Top Work Place and Best Place To Work**: <http://www.townsendleather.com/2020/lifestyle/topworkplace>



We believe in our company, in our people, and in our culture. We believe in making it better every day. Awards like these are not necessary, they aren't something we specifically strive for, but to be recognized for the things that we hold near and dear to our hearts, feels good: <http://www.townsendleather.com/2018/lifestyle/townsend-top-work-place>



**Be Excellent to Each Other** is a credo we gladly live by at Townsend. We are Partners in this together, crafting side by side and continually being excellent, together. You can buy this as a shirt and proudly wear your excellence: [www.bonfire.com/be-excellent-to-each-other-2/](http://www.bonfire.com/be-excellent-to-each-other-2/)



Townsend is an **equal opportunity employer** and is a proud supporter of the HRC and its mission. We are heartfelt intent on balance, growth, and innovation for all, especially those that face marginalization and unfair barriers.



We are **Stronger Together**. We love our team. So we do everything we can to support one another. We have a "Hides of Hope" Partners supporting Partners system where we can work together to help each other through tough times and celebrate with each other in great times, our Stronger Together shirts even help support our system: <https://www.bonfire.com/stronger1609829160together/>



We love our **Glove Cities community**. Which is why are proud to give our around \$10,000 in local community support each year. We love hugs and this is one small we we can gift out and hug our community: <http://www.townsendleather.com/contact/hug>



We love t-shirts at Townsend! We love to rock and we love shirts. We love to rock so much we made a shirt about it, we love shirts so much, we made a website for them! <https://www.townsendleathershirts.com/>



Townsend Leather makes the **world's best upholstery leather**. We are masters of cowhide, and that is not a brag, it is just a fact. Our team is the world's best at crafting leather. Our team is cool. This cow is cool, just check out their sunglasses (that's how you can tell they are cool), everyone at Townsend is always wearing metaphorical sunglasses because they are endlessly cool.



Townsend is also full of **goofballs, shirts, leather, and fun**. Some of our absolutely legendary Partners are known as the "who what where guys". And can often be found severing as our own 3 stooges crew: <https://youtu.be/u5OCvnLdJMs>



**At Townsend, we love what we do, we love who we do it for, and we love who we do it with.** Everything we do is based on passion and craft. We are a team of thinkers and problem-solvers, innovators, goal-setters, question-askers.

We only seek out doers, action-takers, and awesome people. So, since we look for those things, our team is already staffed with the greatest people in the area. **When you join our team, you will be surrounded by the greatest people with the biggest hearts.**



thank you





**Who is Townsend Leather...** At Townsend Leather, we have a passion for leather, luxury, and design. Our design-driven philosophy allows us to offer creative and innovative leathers along with virtually unlimited opportunities for customization. With over 50 years of experience working with designers in the residential, hospitality, contract, aviation, transportation, and footwear markets around the world, we strive to provide top-of-the-line leathers that are as unique as each of our customers.

We are craftspeople and artisans of leather, not just distributors or marketers. For us, this is a life passion and a family-owned business, not just another job. Our company was founded in 1969 by the Kucel family and our leather is produced in our state-of-the-art facility located in Upstate New York, about 50 miles northwest of Albany.

Our team is comprised of some of the best and most passionate craftspeople in Fulton County and beyond. We put special focus on who we are in the community and who we are together, our job culture is king for us. With a huge list of benefits, a team of like-minded and passion driven Partners, and a company guided by values you can truly "job outside the box" and craft a career of your own at Townsend Leather.

THE  
BEST FOR OUR  
TEAM

TOWNSEND  
AIMS TO PROVIDE  
THE BEST

**TOP  
WORK  
PLACES**

For many years, Townsend Leather has continuously won awards for our Team, our culture, and our Leadership - making us a Top Work Place and Best Place To Work.

THE  
BEST FOR OUR  
CULTURE

**B P  
f W**  
BEST PLACES TO WORK  
ALBANY BUSINESS REVIEW

We believe in our people, in our culture. We believe in making it better every day. Awards like these are not necessary, they aren't something we specifically strive for, but to be recognized for the things that we hold near and dear to our hearts, feels good.

THE  
BEST FOR  
BALANCE

**WOMEN  
IN BUSINESS  
FOCUSED**

Townsend Leather is heartfelt intent on balance, growth, and innovation for all, especially those that face marginalization and unfair barriers.

THE  
BEST FOR OUR  
PRODUCT

**WE ARE THE  
MANUFACTURER**

Using 100's of years of collective experience, a rich history, and state of the art technology, we hand-craft each hide to the highest of expectations.

THE  
BEST FOR OUR  
CUSTOMERS

**IN-STOCK**

Leathers that give you the time to focus on your love of design.

THE  
BEST FOR OUR  
FUTURE

**U.S. GREEN BUILDING COUNCIL  
MEMBER**

Proud to be believing in better.

THE  
BEST FOR  
HUMANS

**HUMAN  
RIGHTS  
CAMPAIGN  
SUPPORTER**

Proud supporter of the HRC and all humans.

THE  
BEST FOR  
SAFETY

MEETS OR EXCEEDS ALL  
FLAMMABILITY  
REQUIREMENTS  
BUILDINGS  
INTL, FAR, CAL,  
NFPA & CHIB 5

Being the Manufacturer allows us to perfect the Flammability Requirements for any project.

THE  
BEST FOR  
LONGEVITY

**SUPERIOR  
RATED DURABILITY**

Hand-crafted to not only stand the test of time, but also meet the most stringent quality and durability standards.

THE  
BEST FOR OUR  
COMMUNITY

**MADE  
IN THE  
USA**

Hand-crafted in the foothills of the Adirondack Mountains, in Upstate New York - the Leather Making Region.

THE  
BEST FOR  
QUALITY

**AS9100D  
CERTIFIED**

Quality at the heart of everything we do. We are proud of our AS9100D certification.

FOR  
MORE THAN 50  
YEARS

**50  
YEARS**

EST. 1969 FIRST LEATHER OF THE YEAR WINNER  
NATIONAL PRODUCTIVITY AND TRADE AWARDS

WE LOVE TO CONNECT, DISCUSS, AND EXPLORE -  
PLEASE CONTACT US ABOUT ANYTHING

**WWW.TOWNSENDELEATHER.COM**

INFO@TOWNSENDELEATHER.COM 518.762.2764

