



JEREMY DOUGLASS

SUPERLATIVE WINNER

Through this crazy year where we were onboarding so many new partners and handling sizable volumes of shoe, pig, and cow, we really relied on our Second Shift Team to add to our output in a significant way. As Second Shift Lead, Jeremy was pulled in many directions, asked to take care of gsd, shift priorities at a moment's notice, learn to drive the truck, train new Partners, and make sure all was kosher into the night at Townsend and the buildings on the Ave.

Jeremy is a Partners' kind of leader; he cares deeply about each member of his team, their well-being, their knowledge of the work, and making sure they have all the tools and resources to produce high-end leather. Without the day staff, he is the go to and center for every question and issue. He takes their learning, growth & development, and success personally and has learned so much about being a manager and making beautiful leather this year.

Jeremy worked very hard to increase visibility of the Second Shift Team throughout the company. When they work a different shift than majority of the company, it can feel a bit lonely at times. Jeremy has made sure to tell their stories, show appreciation, highlight successes, include them in events, and ultimately, make us all feel like one unit, working on the same mission, no matter our work hours.

Without Jeremy, the Second Shift vision would not have happened and we are so grateful for his resilience and dedication.

Besides being truly caring about the work and the Partners doing it, Jeremy is reliable, easy to talk to, urgent, fun, and funny! He is an advocate for his team and all of Townsend and puts others and their needs before his own at many times.

On a personal note, Jeremy has also rocked some self care through his 90 lbs weight loss this year! Amazing job, Jeremy!

You rock, Jeremy, thanks for all you have done this year!



About This Superlative Award

The Rocks Award is awarded to Partners that are focused on collaboration in an effort to create something amazing. Through words, actions, and goal-focused attitude these Partners generate a positive vibe around them, giving the team a feeling they can overcome any challenge.