The cornerstone of Greyston’s success is our team of bakers preparing more than 35,000 pounds of brownies every day in the world-class Greyston Bakery, for customers like Ben & Jerry’s and Whole Foods Market. Since 1982, our team has been perfecting Open Hiring™: filling jobs without judging applicants or asking them any questions. Creating opportunities for people who have often been excluded, Greyston Open Hiring™ offers individuals a pathway forward regardless of past hardships and challenges. A mission-driven food company and pioneering social enterprise, Greyston is developing workable solutions that businesses can embrace to help solve some of the nation’s most intractable, systemic problems such as entrenched poverty and recidivism. We are “Bakers on a Mission.” And we want you to join us.

**Open Hiring™ Model**
A collaborative approach, The Open Hiring™ Model demonstrates how businesses, communities and local governments can work together to everyone’s benefit. Generations of poverty and unemployment can be reversed. A single individual’s ability to find and keep a job can have profound repercussions through- out a community: inspiring hope in families, neighborhoods, and among local businesses.

Beyond the critical first step of providing an opportunity to work, the Open Hiring™ Model includes community programs to support new employees. Workers need training in soft and hard skills. People need to know their kids are safe. Health services and housing are critical for everyone who works. With every position we fill through Open Hiring™ we create the opportunity for someone to transform their own life and the lives of their family members, and to contribute to a thriving community.

Our community, Yonkers, NY, (the state’s fourth largest city) is like many cities across the country: striving to regenerate its urban core; addressing the linked problems of poverty, crime, hunger, and economic development; looking for financial resources to support needed investment in housing, healthcare, education, and infrastructure. Greyston serves more than 5,400 individuals each year, in a community where 27% of individuals live below the poverty line.

**Join Us**
The benefits of the Open Hiring™ Model are available to any responsible business with a commitment to its people and community. While the first step of Open Hiring™ is a job for someone who might otherwise be excluded from the workforce, the Model’s elements can be molded into the operations of any business.

- **Hiring** – no questions asked
- **Apprenticeship** – rigorous training combined with mentoring and support
- **Full-time Employment** – competitive wages, and comprehensive medical benefits
- **PathMaking™** – advice on personal, social, familial, legal, and financial challenges
- **Workforce Development** – additional training, certification, and coaching
- **Internal Promotion** – numerous opportunities for greater pay and responsibilities, and ongoing evaluation
- **Advancement & Placement** – dedicated, trained and certified workers available to regional employers with continued outreach and support from Greyston

**Business Benefits**
Over more than three decades of pioneering work, Greyston has overcome the risks associated with Open Hiring™ – risks that go
along with any disruptive and innovative business practice. The benefits of what we have learned can now be enjoyed by other businesses with vastly reduced risk. Benefits include the following.

- Access to a population of workers keen to have and keep a job
- Powerful brand and customer loyalty
- Advantageous relations with vendors, customers, regulators, and communities
- Earned media and reduced costs for paid advertising
- Potential reduction in HR costs stemming from having capacity to fill vacancies faster
- Opportunity for local and state tax credits

Many of the services offered to our Open Hiring™ employees are also available to the broader community – family members, neighbors, or others in need of specific services to improve their lives. Benefits include the following.

- Childcare – pre-school and after school
- Workforce Development – hard and soft skills training
- Urban Community Gardens – local, fresh, nutritious produce and restorative green space
- Housing and Healthcare – provided indirectly through partnership and collaboration

**Community Programs**

**The Country’s Leading Social Enterprise for the Last 34 Years**

3,500 job created over 34 years

$65 million in salaries paid

19,000 families served