

Title Community initiatives

Signet demonstrates a commitment to both the local community in Akron, Ohio, where the US divisional office is located, and the wider community by its assistance to the disadvantaged in the local workforce, enhancing the quality of life through community involvement, and supporting charities that support our team members, customers, and business partners.

Economic Development and Job Readiness

Recruiters from Signet US work with around 40 organisations such as Community Support Services/Work Tech, Mature Services, The Akron Urban League, and United Disability Services (see below for details of the work each does) to assist local individuals with latent talent into employment, including with Signet. Some of the individuals may have a disability or may be recuperating from injury or may be returning to the work place after acting as a carer or those who are out of work due to downsizing, lay-off or redundancy. Others may lack experience or are having difficulty obtaining employment.

The programmes include:

- Preparation of personal and career details;
- Training potential applicants with important job readiness skills such as behavioural interviewing concepts and presentation, and confidence;
- Running mock interviews to apply skills learned;
- Partnering with community agencies to coordinate job coaches and other resources to ensure new hire success;
- Setting-up intern and apprenticeship programmes to train candidates for careers in jewellery repair; and
- Community Day – Reaching out to local organizations that support education and job growth.

Economic Development and Enhancing Quality of Life

Human Resources professionals from Signet US work to create programmes to improve the quality of life for our employees. These include programmes and events in the areas of health and wellness, diversity, and safety.

The programmes include:

- Diversity Leadership Team
 - Cross-functional team that identifies opportunities to enhance inclusion.
 - Perform community service to support diverse organizations
 - Performed community service by helping a United Way funded agency clean and prepare for kids educational programs
- Akron office recycling programme product recycling – recycling paper, cardboard and ink cartridges

Board Memberships for Jewelry Industry Trade Groups

- Jewelers of America
- Jewelers Vigilance Committee
- Manufacturing Jewelers Society of America
- Jewelry Information Center

Community Involvement

- Akron Public Schools
- Summit County Department of Children's Services
- Akron Chamber of Commerce
- City of Akron events/programs

Charitable Involvement

Charities Supported:

- Akron Children's Hospital
- American Cancer Society
- United Way
- Akron Urban League
- American Red Cross

Board Memberships for Charitable Organizations:

- St. Jude Children's Research Hospital
- American Red Cross of Summit County
- Akron Children's Hospital
- CASA Summit County
- ACCESS

Awards won

The success of our community programmes has been recognised by the following awards:

2007 Akron General Wellness Champion Award

Disability Employment Awareness Award

Employer of the Year from:

Work Tech

Ohio Rehab Services

United Disabilities/Mature Services

Goodwill Industries

Reach Program – Say Yes to Work

2004 The Mature Services/United Disabilities Employer of the Year

2003 Akron Works Company of the Year

Goodwill Employer of the Year

Governor's Award for People with Disabilities

2000, 2001, 2002, 2003, 2005, 2006, 2007 NorthCoast 99 (an annual award recognising 99 great workplaces in Northeast Ohio)

Examples of agency work

Organization	Summary
Community Support Services/ Work Tech	CSS primarily works with people with various disabilities including mental illness, psychological disorders and those that are mentally challenged. WorkTech receives referrals form CSS and other community agencies for clients that are rehabilitated and ready for work, as well as, clients that have been out of work due to lay-offs and downsizing
Ohio Rehab Services (RSC)	This agency works with clients with disabilities and those recovering from injuries. Once rehabilitated, RSC refers clients to Sterling via our web-site, email and fax.
Edwin Shaw Hospital	This facility houses a rehab center for those who have been injured and are recovering. Many of their clients are looking for a new career--path because they can no longer perform the duties of their previous trade/career.
United Disability Services	This facility serves those who have a physical or mental disability. They also hold classes for those trying to get back into the workforce after having spent time away from work caring for someone with a disability.
LaRocca Enterprises	This agency also works with RSC and UDS they offer job readiness training and placement for those who have been injured and rehabilitated and those who have disabilities.
Mature Services	This agency works with mature clients that have been out of work due to early retirement packages, downsizing, lay offs, etc.
The Akron Urban League	This agency works with the community and clients that are facing an end to their welfare benefits and are, therefore, seeking employment.
Goodwill Industries	This agency works with the community by way of the Summit-Medina employment resource center to help to secure employment for those lacking experience or who are having difficulty obtaining employment.

Family Services, Literacy Program	This is a GED course designed for women who are single mothers, and/or coming off of welfare. Offers services including job placement, training, and GED preparation.
VocWorks	This is a vocational rehab service providing assistance to those who have been injured on the job and can no longer perform the duties of their previous career/trade.
Business Leadership Network = BLN	This is a network of representatives from local companies and community agencies. We are partnering to learn more about what skills and training employers' are requiring and what options employers have for accommodating clients with disabilities.
Business and Education Network = BEN	This is a database maintained by the Akron Chamber that allows educators to review and contact area company representatives to become involved with Career Centers and JOG programs through mock interviewing, presentations, and job placement.
Catholic Charities	Individuals have the opportunity to prepare themselves for high school equivalency tests, learn skills for their job and family, and attain mental health counseling. This is an organization that assists those in need of food, services and employment opportunities.
Greater Akron Chamber of Commerce	The greater Akron Chamber of commerce is dedicated to the continual improvement of our community and economy through business and workforce development. This organization includes resources for both recruiters and job seekers
Job and Family Services (Summit County)	This agency works with the community and clients that are facing an end to their welfare benefits and are, therefore, seeking employment.
ASCA	(Adult Survivors of Child Abuse) Is designed for adults who have experienced physical, sexual, and/or emotional abuse as children. Includes counseling, therapy, and rehabilitation into the community and into the occupational realm. ASCA also offers services for professionals and organizations working with survivors of child abuse

Marines for Life	Designed to assist discharged Active Duty Marines with transitioning back into civilian life
ACCESS	ACCESS is a place where homeless women and children can find refuge and life-transforming help in an atmosphere of compassion where all people are treated with dignity and respect.
Bryant & Stratton Business College	Offers HR solutions for the greater Cleveland area by matching employers and job seekers through services that include the "Professional Skills Center" for training and development and the "Career Services Group" for placement and staffing.
East Akron Community House	Offers neighborhood organization and development, group, family, and individual enhancement, and drug and alcohol outreach centers
International Institute of Akron, Inc.	Provides services including job placement, career counseling, assistance with job training options, interviewing skills training, and job maintenance.
Jewish Family Services	Jewish Family Service conducts individual and family counseling, serving the needs of the aged at home or in Jewish homes for the aged, in adoption, immigrant resettlement and in family life education.
ARC of Summit County	Preserves and enhances the rights of those with mental or developmental disabilities. Provides advocacy and support services for these individuals
Weaver Industries	Weaver Industries is a non-profit organization providing individuals with disabilities vocational training and employment opportunities.
Bohecker's Business College	Offers professional training and education geared towards working adults wishing to advance their education
Brown Mackie College	Provides educational programs that prepare students for entry-level positions in a competitive workplace. Associate degree and GED programs are offered.

Life Skills	An alternative education charter school that accommodates students who are facing difficulties with the routine of traditional public schools. This is for students who have dropped out of high school or are at a high risk for dropping out
Summit County Board of MRDD	Designed to help train and assist students with finding real work experiences, both paid and unpaid, at community job sites. Job development, coaching, and feedback are also provided

External links:NorthCoast 99 Awards <http://www.northcoast99.com>Sterling Careers <http://www.sterlingcareers.com/index.php>

November 07