



JOSLIN

WILLIAM B. JOSLIN OUTSTANDING
PERFORMANCE AWARDS PROGRAM

19TH ANNUAL AWARD YEAR

2022



Ashley Lawyer

Image Data, Inc. • Albany/Albany County



Why does Ashley merit the Joslin Award? Persistence. She has improved every day since joining the Image Data team four years ago. Ashley enjoys working on the fast-paced production floor because she wants to keep busy and work with her hands. Document preparation is the perfect position for her to do this as she maintains speed and quality. Ashley is her own competition and she is up to the task every day.

Ashley is happy and proud to be nominated for the 2022 Joslin Award and knows her late grandmother, with whom she was extremely close, would be as well. Although her passion lies in singing and writing, she is a major contributor to the document imaging team's daily goals.

Working at Image Data assures Ashley can help provide for her family and spoil her beloved nephew and herself a little. She enjoys going to the mall and movies with friends on her free time, but is always happy to come to work every day. If she did not have her position here, Ashley says she would not be as happy or productive.

Having Ashley within the Image Data family is a blessing. She is always willing to help anyone with anything. Ashley always makes herself available to work a few extra hours when she can, and is very conscientious about the quality of her work. She gets along with everyone and powers through every task handed to her. Her laugh is contagious and her determination to be great is admirable.

If I didn't have this job...

...I would be working somewhere less enjoyable.

Shalom Magidson

eBizDocs • Albany/Albany County



This is the story of how Shalom Magidson moved from part-time status to a Team Lead position, leading to vocational and personal growth. Success in academics and computer gaming came easy to Shalom. What did not come easy to him was sudden change or social niceties. After graduating college with a Computer Science degree, he was at home for ten years, gaming and living a solitary lifestyle.

At Shalom's eBiz interview in August 2016, he was resistant to work that might interfere with his routine. He ultimately agreed to try a microfilm scan operator position, working 12-9 p.m., two days a week on a Preferred Source contract. Shalom demonstrated many good skills from the start. He was on time, did not call in, and was a fast learner. Also, the job did not interfere with his gaming time.

After four months, Shalom was successful at the new routine. But if he was to stay employed and earn more, he needed to be open to additional changes. He accepted a new assignment in microfilm auditing with new and increased hours, but it became clear that Shalom needed to be shifted to a position that was a better fit for his skills and perfectionist tendencies. Coincidentally, there was a job opening in data entry. Coming into the data entry department, Shalom demonstrated typing skills at over 85 WPM, and quickly learned the new project rules and expectations.

When Shalom's data entry Team Lead left, management reviewed the personnel options to refill the position. The discussion focused on these requirements: a Team Lead needs to be full-time, to present themselves as a role model for their team, and to communicate the goals, tasks and other organizational needs clearly and concisely to the team. Shalom demonstrated potential, but he did not meet the optimal requirements. When he expressed interest in the position, management presented him with the expected Team Lead thresholds.

Slowly and painstakingly, Shalom's gap areas were filled. His hours were expanded until he met the full-time threshold, even as he kept his nightly gaming schedule. He also needed to learn to clearly communicate to team members about areas of improvement, and to clearly communicate issues and concerns to management and how to address them appropriately. It took 18 months for Shalom to meet the Team Lead thresholds. In 2019, he was offered the position of Data Entry Team Lead, and in 2022, this position was formalized with the establishment of a Scanning and Quality Assurance Team Lead and Document Preparation Team Lead.

Shalom's skills continue to grow. He is responsible for reviewing his team's performance and keeping track of the quality and quantity of their work. His professional growth has extended to his home life, where his parents report that he is more positive about life. Shalom's full potential has yet to be realized, but his future looks bright.

Being nominated for this award makes me feel...

...accomplished, like I'm doing good work and going places in life.



New York State Industries for the Disabled
11 Columbia Circle Drive West
Albany, NY 12203
800-221-5994 | www.nysid.org

