



NYS DOL Use Only: Sponsor No. [ ]
[ ] New Program [ ] Reactivation [ ] Revision [ ] Recertification

New York State
Registered Apprenticeship Training Program
Sponsor Information Sheet and Instructions

NYS Department of Labor
Apprentice Training
AT 9 2022

Form AT 9 is used to collect data regarding sponsors and signatories for the New York State (NYS) Registered Apprenticeship Training Program. Please read the instructions on pages 3 and 4 before completing this form.

Section I

Central Office

- A. Sponsor name: Tessy Plastics Corp
B. Trade(s): Mold Maker
C. Type of Apprenticeship Training Program (check one):
1. [x] Individual Non-Joint 2. [ ] Individual Joint 3. [ ] Group Non-Joint\* 4. [ ] Group Joint (JAC/JATC)\*
\*For sponsors of group programs only (3 and 4) - See instructions for signatory list submission information.
D. Name of entity completing this form: Tessy Plastics Corp
E. Entity completing this form (check one):
[x] Individual Employer/Sponsor [ ] Union [ ] JAC/JATC [ ] Association
[ ] Employer/Signatory company serving on the JAC/JATC, Board of Directors, or other governing body
F. Mailing address: Street: 700 Visions Dr
City/Town: Skaneateles State: NY Zip Code: 13152
G. Email [redacted] Phone: (315) 689-3924 I. Fax: 315 612 4086
J. Federal Employer Identification Number (FEIN): [redacted]
K. NYS Unemployment Insurance Employer Registration (ER) Number: [redacted]
L. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance? [x] Yes [ ] No
M. Type of Entity (check one and provide attachments as noted in the instructions):
[x] Corporation [ ] Partnership [ ] Sole-Proprietor [ ] LLC [ ] LLP [ ] Other
N. How many years has your organization been in business? 49
O. Within the past five (5) years, have you done business under a different name? [ ] Yes [x] No
If 'Yes', provide attachments as noted in the instructions.
P. If this is part of a new program application or if your entity is new to an existing program, within the past five (5) years, has your organization, any substantially owned-affiliated entity,\*\* any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been a sponsor of, or signatory to, a NYS Registered Apprenticeship Program? [x] Yes [ ] No
If 'Yes', provide attachments as noted in the instructions.

Section II

Complete all questions, (1 - 10), in this section and provide attachments as noted in the instructions.

Within the past five (5) years, has your organization, any substantially owned-affiliated entity,\*\* any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been the subject of:

- 1. Any conviction for a crime under state or federal law? [ ] Yes [x] No
2. Any indictment or pending indictment for conduct constituting a crime under state or federal law?... [ ] Yes [x] No
3. Any grant of immunity for conduct constituting a crime under state or federal law? [ ] Yes [x] No

\*\* For the definitions of a 'substantially owned-affiliated entity' see the end of Section I in the instructions.

4. Any suspension, bid rejection, or disapproval by any governmental entity of any proposed contract or subcontract for lack of responsibility, or denial or revocation of pre-qualification for any bid in any state or municipality, or a voluntary exclusion agreement?.....  Yes  No
5. Any federal, state, or municipal debarments, including Workers' Compensation or Public Work?.....  Yes  No
6. Any pending or open investigation of a possible violation, or determination of a violation of any federal law or regulation including, but not limited to, investigations by the National Labor Relations Board (NLRB) or the United States Department of Labor (USDOL) Wage and Hour Division?.....  Yes  No
7. a. Any pending or open Occupational Safety and Health Administration (OSHA) investigation?.....  Yes  No  
 b. Any OSHA citation that resulted in a final determination classified as serious, willful, or repeat?  Yes  No
8. a. Any pending or open investigation of a possible violation, or determination of a violation of New York State law or regulation, any other state law or regulation, or any municipal law or regulation including, but not limited to, investigations by the Bureau of Public Work, the Division of Safety and Health, or the Division of Labor Standards?.....  Yes  No  
 b. If 'Yes', was the violation determined to be willful?.....  Yes  No
9. Any investigations, claims, or lawsuits before the US Equal Employment Opportunity Commission (EEOC), USDOL Office of Federal Contract Compliance Program (OFCCP), NYS Division of Human Rights, federal or state courts, or local Civil Rights Commissions?.....  Yes  No
10. Any stipulations, settlement, consent order, or like agreement involving any state, municipal, or federal enforcement action (judicial or regulatory) **other than those covered above**?.....  Yes  No

**After completing Sections I and II, you must sign Section III, and have it notarized.**

**Section III**

**Certification** – I, the undersigned, recognize that I submit this questionnaire to permit the New York State Department of Labor to review the background of the applicant, sponsor, union, or signatory employers and association(s) serving as a member of the JAC/JATC or other governing body at the time of new program application, during program probation, at recertification, or as otherwise deemed appropriate by the Department.

I certify:

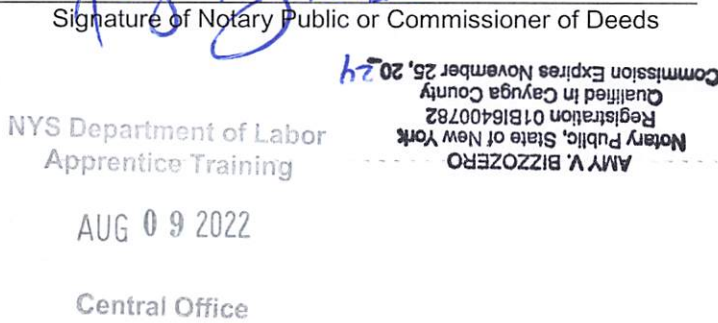
- That the Department may use its sole discretion to choose the means to determine the truth and accuracy of all statements made herein.
- That intentional submission of false or misleading information may constitute a Class A misdemeanor under Penal Law (PL § 210.35), and may be punishable by a fine of up to \$1,000 (PL § 80.05(1)) and/or imprisonment of up to one year (PL § 70.15(1)).
- That the information submitted in this questionnaire and any attachments is true, accurate, and complete.

The undersigned recognizes that any adverse information uncovered regarding any applicant, sponsor, signatory, or union participating in a Joint Apprenticeship Committee, or other sponsoring association, may adversely affect the sponsor's application request or program. Signing this document constitutes permission to release this information (including UI information) concerning the entity completing this form to the program sponsor.

*[Signature]* Signature of CEO, Chair, or representative granted legal authority to bind the Entity 7/28/22 Date

Print name and title: Hannah Bennett - Director of HR

Sworn to me this: 28<sup>th</sup> day of July 2022 *[Signature]* Signature of Notary Public or Commissioner of Deeds



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## Apprentice Training Program Registration Agreement

Revision

Nature of Change: New Program

\_\_\_\_\_

\_\_\_\_\_

State Use Only	
AT Sponsor No. _____	
ATP Code	<del>31-229</del> <u>33-144</u>
Effective Date of AT Program _____	

1. Name of Sponsor: Tessy Plastics Corp
2. Mailing Address: 700 Visions Dr Skaneateles NY 13152 Onondaga  
(number & street) (city) (state) (zip code) (county)
3. Actual Address: \_\_\_\_\_  
(number & street) (city) (state) (zip code) (county)
4. Telephone No.: 315-689-3924 Ext. \_\_\_\_\_ Fax No.: \_\_\_\_\_
5. E-mail Address: \_\_\_\_\_
6. Trade/Occupation: Mold Maker
7. No. Employees: 1150 No. Apprentices: \_\_\_\_\_ No. Journeyworkers: 11 8. Ratio: 1:1; 1:1
9. DOT Code: 601.280-030 10. Length of Program: 48 months
11. Apprenticeship Probationary Period: 12 months 12. Work process: Standard  or Revised
13. Minimum Journeyworker Rate: \$ 22.00 per hour 14. Effective Date of Wages: 2/1/22

15. Apprenticeship wage progression for each period – in months (M) or hours (H)

		1	2	3	4	5	6	7	8	9	10
M	<input checked="" type="checkbox"/>	M	<input checked="" type="checkbox"/>	M	<input checked="" type="checkbox"/>	M	<input type="checkbox"/>	M	<input type="checkbox"/>	M	<input type="checkbox"/>
H	<input type="checkbox"/>	H	<input type="checkbox"/>	H	<input type="checkbox"/>	H	<input type="checkbox"/>	H	<input type="checkbox"/>	H	<input type="checkbox"/>
	12		12		12						
	\$20.00	\$26.50	\$21.00	\$21.50							

16. The sponsor agrees to comply with the provisions on this side and on the reverse of this agreement.

17. Joe Dettant 7/27/2022  
 Signature of Official Sponsor Representative      Date      Signature of Union Representative      Date

Joe Dettant \_\_\_\_\_  
 Print Name and Title      Print Name, Title, and Union Name

19. \_\_\_\_\_  
 Signature New York State Department of Labor      Date

NYS Department of Labor  
Apprentice Training

AUG 09 2022

Central Office

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Sponsor Code \_\_\_\_\_  
Trade Code 33144

**Related Instruction Availability**

Trade: Mold Maker  
Sponsor Name: Tessy Plastics Cor  
Sponsor Representative: Jim Weishaar  
Sponsor Address:  
No. & Street: 700 Visions Dr City: Skaneateles  
County: Onondaga State: NY Zip Code: 13152  
Sponsor Telephone No.: 315-689-3924  
Proposed Number of Apprentices: \_\_\_\_\_

**AT Office**

Name: NYS Department of Labor Office of Apprentice Training  
No. & Street: 450 So. Salina Street Room 203  
City: Syracuse State: NY Zip Code: 13202  
Apprentice Training Representative:  Date Prepared: 4/11/22

Related instruction is **not** available.  Related instruction is available at:


**School**

Name: Onondaga Community College  
No. & Street: 4585 W Seneca Turnpike  
City: Syracuse State: NY Zip Code: 13215  
School Representative Contact Information:  
Name: \_\_\_\_\_  
Telephone No.: \_\_\_\_\_ Email: \_\_\_\_\_

**School**

Name: Cayuga Community College  
No. & Street: 197 Franklin St,  
City: Auburn State: NY Zip Code: 13021  
School Representative Contact Information:  
Name: \_\_\_\_\_  
Telephone No.: \_\_\_\_\_ Email: \_\_\_\_\_

**DLEA**

Name: Mr. John Dittmann, Principal Syracuse Central School District Sidney Johnson Vocational Center  
No. & Street: 573 East Genesee Street Syracuse  
City: Syracuse State: NY Zip Code: 13202  
Signature of DLEA  Date Prepared: 4-18-22



### Apprentice Training Recruitment Notification and Minimum Qualifications

Sponsor: Tessy Plastics Corp

Located at: (Address) 700 Visions Dr, Skaneateles, NY 13152

Is presently accepting applications for Apprenticeship Training Positions: List estimated number of openings: \_\_\_\_\_

In the occupation of: (List Trade) Mold Maker

If you are interested in taking advantage of this training opportunity and meet the following qualifications, you are eligible to apply.

**Minimum Qualifications**

Minimum Age: 18 Minimum Education: High School Diploma/GED/TASC

Physical Condition: Be physically able to perform the work required as determined by:

**Verbal attestation of physical ability**

(Note: Costs for medical examination, if required, are at the expense of the sponsor. Additionally, any testing fees and permitted application fees charged to an applicant may not result in a profit for the sponsor.)

Other:

Other:

Other:

*NYS Department of Labor  
Apprentice Training  
AUG 09 2022  
Central Office*

Application forms may be obtained: From: \_\_\_\_\_ To: \_\_\_\_\_

Name: Tessy Plastics Corp

Address: 700 Visions Dr, Skaneateles, NY 13152

Days: Monday to Friday Times: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Special Instructions:

**Apply online only at [www.tessy.com](http://www.tessy.com)**

All Applications Must be (please check)  Received  Postmarked **No Later Than:** \_\_\_\_\_



**Selection Standards and Evaluations**

Name of Candidate: \_\_\_\_\_ Trade: Mold Maker

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Only those checked apply.		Maximum Points Allowable	Number of Years Credited	Score
<b>Educational Achievement</b>		<b>Total</b>		<b>Total</b>
<input checked="" type="checkbox"/>	<u>5</u> Points for Each Year of Education Past Grade <u>10</u> or Equivalent as Recognized by Local Educational Authorities	40		
<input checked="" type="checkbox"/>	<u>5</u> Points for Each Year of Related Technical Education Past Grade <u>12</u> or Equivalent as Recognized by Local Educational Authorities	10		
<input checked="" type="checkbox"/>	<u>2</u> Points for Each Trade Related Adult or Continuing Education Course Completed	20		
<input type="checkbox"/>	Other: _____	10		
<b>Work Experience</b>		<b>Total</b>		<b>Total</b>
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of Trade Related Work Experience	20		
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of Active Military Experience	10		
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of General Work Experience	5		
<input type="checkbox"/>	Other: _____	5		
<b>Seniority</b>		<b>Total</b>		<b>Total</b>
<input type="checkbox"/>	Points for Each Year of Employment with The Sponsoring Firm			
<input type="checkbox"/>	Other: _____			
<b>Job Aptitude</b>		<b>Total</b>		<b>Total</b>
<input type="checkbox"/>	Name of Aptitude Test: _____			
<input type="checkbox"/>	Administered by _____			
<input type="checkbox"/>	Other: _____			
<b>Oral Interview: Not to Exceed 40% of Total Score</b>		<b>Total</b>		<b>Total</b>
<input checked="" type="checkbox"/>	<u>1-10</u> Ability to Communicate	40		
<input checked="" type="checkbox"/>	<u>1-10</u> Willingness to Accept Obligation of Apprenticeship	10		
<input checked="" type="checkbox"/>	<u>1-10</u> Ability to Reason and Comprehend	10		
<input checked="" type="checkbox"/>	<u>1-10</u> Interest and Motivation	10		
<input type="checkbox"/>	Other: _____			
<input type="checkbox"/>	Other: _____			

Total Allowable Points →

100	Total Score →	
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Rank \_\_\_\_\_

Evaluated by: \_\_\_\_\_ (Name) Date: NYS Department of Labor

Sponsor Name: Tessy Plastics Corp Apprentice Training

Sponsor Address: 700 Viisions Dr, Skaneateles NY 13152 AUG 09 2022

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Department  
of Labor

[www.labor.ny.gov](http://www.labor.ny.gov)

## Non-Discrimination Plan (Short Form)

- A. **Equal Opportunity Pledge:** Our company recognizes that all persons shall have equal opportunity in employment and apprenticeship training, and agrees to adhere to the following:

The recruitment, selection, employment, and training of apprentices during the apprenticeship shall be without discrimination because of race, creed, color, religion, national origin, age, sex, disability, veteran status, marital status, or arrest record. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30; Title 12 of the Official Compilation of Codes, Rules and Regulations of the State of New York, Part 600; and the Americans with Disabilities Act of 1990.

- B. **Sexual Harassment Prevention Policy:** Our policy is that sexual harassment is **prohibited**. This policy applies to internal activity towards employees, interaction between employees and actions and treatment directed towards employees, from any person or persons at the worksite whether or not they are employees of this organization.

Equal Employment Opportunity Commission (EEOC) guidelines provide that verbal or physical conduct of a sexual nature may constitute sexual harassment when:

- Submission to such contact is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; and/or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

When an employee has a complaint of sexual harassment, the complaint should be brought promptly to the attention of his/her immediate supervisor, or to the next level of supervision. These persons have the authority and responsibility to resolve the complaint. If the complaint is not satisfactorily resolved, the employee has the right to contact the NYS Division of Human Rights and the Federal Equal Employment Opportunity Commission. The complaint will be investigated; if substantiated, prompt action will be taken to stop the harassment immediately and prevent recurrence.

If an employee is an **apprentice**, the program's apprenticeship administrator and the NYS Apprenticeship Director **must** be notified of the complaint.

- C. **Minimum Qualifications and Selection Standards:** It is agreed that the minimum qualifications and selection standards utilized will be those listed on form AT 505, Apprentice Training Recruitment Notification and Minimum Qualifications, and form AT 508, Selection Standards and Evaluations, on file with the Department.

- D. **Recruitment:** It is agreed that the sponsor will recruit applicants for apprenticeship by (Check One):

- Listing all apprentice openings with the NYS Job Bank (<https://newyork.usnlx.com>) for a minimum of five full working days before selections are made.
- Limiting recruitment to present employees of the sponsor and/or union members of the union sponsoring the apprenticeship program. Resulting vacancies will be listed with the NYS Job Bank (<https://newyork.usnlx.com>).
- Recruiting apprentices by methods other than those above. A detailed statement of the recruitment method must be attached and approved by the Commissioner of Labor prior to being used.

On behalf of the sponsor, I certify that it is our intent to fulfill these Equal Opportunity Standards.

Signature of Sponsor: \_\_\_\_\_

The above signature must be the employer's Chief Executive Officer or the Chair of the Joint Apprenticeship Committee or their authorized representative.

Date

Hannah Bennett

HR Director

Print Name and Title

Approved by: \_\_\_\_\_

New York State Department of Labor

Date

Sponsor Name Tessy Plastics Corp

Sponsor Code \_\_\_\_\_

No. of Apprentices \_\_\_\_\_

Trade(s) Mold Maker

NYS Department of Labor  
Apprentice Training

Trade Code(s) 33144

AT 602 (12/21)

AUG 09 2022

Central Office



Ingenuity Unleashed

NYS Department of Labor  
Apprentice Training  
AUG 09 2022

Central Office



- Two Complaints were brought by former employee Charles Williams before the New York State Division of Human Rights (“NYSDHR”), bearing Complaint Nos. 10193145 and 10194719, alleging race, age, and national origin discrimination. Tessy submitted position statements in response to the Complaints, in which it denied all allegations of illegal conduct and mounted a vigorous defense. The NYSDHR dismissed the Complaints and found No Probable Cause of discrimination.
- A Complaint was brought by former employee Annie Harris before the NYSDHR, bearing Complaint Nos. 10193028, alleging disability discrimination. The parties agreed to a mutual beneficial resolution of this matter. The NYSDHR issued an Order of Withdrawal of the complaint and closed the file in this action. This matter ultimately settled. The case is now closed.
- A Complaint was brought by former employee Ashley Shaben before the NYSDHR and dual filed with the U.S. Equal Employment Opportunity Commission (“EEOC”), bearing Complaint No. 10201726 and Charge No. 16GB903581, alleging disability, familial status, and pregnancy-related condition discrimination. Tessy submitted a position statement in response to the Complaint, in which it denied all allegations of illegal conduct and mounted a vigorous defense. The NYSDHR dismissed the Complaint and found No Probable Cause of discrimination.
- A Complaint was brought by former employee Rebecca Beebee before the NYSDHR, bearing Complaint Nos. 10210326, alleging sexual harassment and retaliation. Tessy submitted a position statement in response to the Complaint, in which it denied all allegations of illegal conduct and mounted a vigorous defense. The case is currently awaiting scheduling of a hearing before an administrative law judge.
- A Complaint was brought by former employee Joseph Rosario before the NYSDHR and dual filed with the EEOC, bearing Complaint No. 10217402 and Charge No. 16GC202629, alleging disability discrimination and retaliation. Tessy has submitted a position statement in response to the Complaint, in which it denies all allegations of illegal conduct and mounts a vigorous defense. The NYSDHR is still in the midst of its investigation.
- A Complaint was brought by former employee Shawn Simmons before the NYSDHR and dual filed with the EEOC, bearing Complaint No. 10219515 and Charge No. 16GC201605, alleging race/color and familial-status discrimination and retaliation. Tessy submitted a position statement in response to the Complaint, in which it denied all allegations of illegal conduct and mounted a vigorous defense. The NYSDHR dismissed the Complaint as untimely.
- An EEOC Charge was brought by Carol Grabenstatter, bearing Charge No. 525-2021-00437, alleging disability discrimination. The parties agreed to a mutual beneficial resolution of this matter. The EEOC dismissed the Charge and closed the file in this action. This matter ultimately settled. The case is now closed.
- A Complaint was brought by former employee Gregory Young before the NYSDHR and dual filed with the EEOC, bearing Complaint No. 10209932 and Charge No. 16GC100344, alleging disability discrimination. Tessy submitted a position statement in response to the Complaint, in which it denied all allegations of illegal conduct and mounted a vigorous defense. The NYSDHR dismissed the Complaint and found No Probable Cause of discrimination.