



EMPLOYER SPOTLIGHT

Michael Harbater, Owner
C.S. Brown Co Inc.

C.S. Brown Co Inc is a building materials company selling supplies, including plumbing equipment, hardware, paints, varnishes, brick and stone materials, to apartment building owners and managers. It is located in the East Tremont section of the Bronx.



C.S. Brown's most recent employee from CEO

C.S. Brown's relationship with CEO goes back 18 years. Owner, Michael Harbater, "believed and still does, that unless we do something for individuals released from prison, our entire community pays the penalty." After hiring one CEO client in 1990, Mr. Harbater became curious about the incarceration system, especially New York State's Shock Incarceration program, (the six-month military-style boot camp for non-violent felony offenders). He was planning a vacation to Lake George in the Adirondacks, and decided to combine it with a visit to Moriah (one of NYS's Shock Incarceration camps), located in Mineville, NY. At the camp, he was impressed by the military-style discipline and emphasis on individual responsibility. They were impressed with him and invited him to deliver the graduation speech. He spoke to the graduates -- as an employer pledged to give Shock graduates and other individuals with a criminal history who participate in CEO a chance through stable, legitimate employment.

C.S. Brown has honored that commitment, having hired dozens of CEO graduates and promoted many to supervisory positions. "I've always believed in CEO's approach," says Harbater. "Through its pre-employment training and transitional employment program, CEO is able to provide me with something no one else can -- entry level people who are motivated and ready to work. I always tell new employees from CEO that that I'm the next step in their transition."

"Incidentally," Harbater adds: "the gentleman hired by C.S. Brown in 1990 at a salary of \$5.25 per hour is still with the company, earning a compensation package in excess of \$60,000 annually."