To:	Matthew Powelson(matt@321-law.com)
Subject:	U.S. Trademark Application Serial No. 97671506 - SHORT ON LABOR? WE CAN HELP! - FHI.T.001
Sent:	August 28, 2023 10:54:28 AM EDT
Sent As:	tmng.notices@uspto.gov

Attachments

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United States Patent and Trademark Office (USPTO)

Office Action (Official Letter) About Applicant's Trademark Application

U.S. Application Serial No. 97671506

Mark: SHORT ON LABOR? WE CAN HELP!

Correspondence Address:
MATTHEW POWELSON
321 LAW, INC.
P.O. BOX 911
MONTEREY CA 93942
UNITED STATES

Applicant: Fresh Harvest, Inc.

Reference/Docket No. FHI.T.001

Correspondence Email Address: matt@321-law.com

NONFINAL OFFICE ACTION

Response deadline. File a response to this nonfinal Office action within three months of the "Issue date" below to avoid abandonment of the application. Review the Office action and respond using one of the links to the appropriate electronic forms in the "How to respond" section below.

Request an extension. For a fee, applicant may request one three-month extension of the response deadline prior to filing a response. The request must be filed within three months of the "Issue date" below. If the extension request is granted, the USPTO must receive applicant's response to this letter within six months of the "Issue date" to avoid abandonment of the application.

Issue date: August 28, 2023

The referenced application has been reviewed by the assigned trademark examining attorney. Applicant must respond timely and completely to the issue(s) below. 15 U.S.C. §1062(b); 37 C.F.R. §§2.62(a), 2.65(a); TMEP §§711, 718.03.

No Conflicting Mark

The trademark examining attorney has searched the USPTO database of registered and pending marks and has found no conflicting marks that would bar registration under Trademark Act Section 2(d). 15 U.S.C. §1052(d); TMEP §704.02.

Failure to Function as a Service Mark

Registration is refused because the applied-for mark is a slogan or term that does not function as a trademark or service mark to indicate the source of applicant's services and to identify and distinguish them from others. Trademark Act Sections 1, 2, 3, and 45, 15 U.S.C. §§1051-1053, 1127. In this case, the applied-for mark is a slogan that would be perceived by consumers as merely conveying information about applicant's or similar services. *See In re Bos. Beer Co.*, 198 F.3d 1370, 1372-74, 53 USPQ2d 1056, 1058-59 (Fed. Cir. 1999) (holding THE BEST BEER IN AMERICA for beer and ale not registrable because it is merely a common claim of superiority); *In re TracFone Wireless, Inc.*, 2019 USPQ2d 222983, at *3 (TTAB 2019) (holding UNLIMITED CARRYOVER for telecommunications services not registrable because it "simply provides information about the services"); TMEP §1202.04(a).

Terms and expressions that merely convey an informational message, such as common statements or laudatory phrases about goods and/or services, are not registrable. *In re DePorter*, 129 USPQ2d 1298, 1299 (TTAB 2019) (citing *In re Eagle Crest, Inc.*, 96 USPQ2d 1227, 1229 (TTAB 2010)). Determining whether the term or expression functions as a trademark or service mark depends on how it would be perceived by the relevant public. *In re Vox Populi Registry Ltd.*, 25 F.4th 1348, 1351, 2022 USPQ2d 115, at *2 (Fed. Cir. 2022) (citing *In re AC Webconnecting Holding B.V.*, 2020 USPQ2d 11048, at *3 (TTAB 2020)); TMEP §1202.04. When there are no limitations on the goods or services

in the application, the relevant public comprises all potential purchasers of the goods or services. *In re Team Jesus LLC*, 2020 USPQ2d 11489, at *3 (TTAB 2020) (citing *In re Yarnell Ice Cream, LLC*, 2019 USPQ2d 265039, at *5 (TTAB 2019)); *see* TMEP §1202.04. "The more commonly a term or expression is used, the less likely that the public will use it to identify only one source and the less likely that it will be recognized by purchasers as a trademark [or service mark]." *In re Ocean Tech., Inc.*, 2019 USPQ2d 450686, at *3 (TTAB 2019) (citing *In re Hulting*, 107 USPQ2d 1175, 1177 (TTAB 2013)); TMEP §1202.04(b).

The attached internet evidence shows that "short on labor" and "we can help" are commonly used phrases which merely refer to the need for labor and an offer to supply services. Applicant's mark merely combines these common phrases to offer its help in the form of labor to those who are short on labor. Because consumers are accustomed to seeing similar slogans and would take the words at their ordinary meaning as applied to applicant's services, consumers are likely to perceive the wording merely as informational matter offering to fill a business need. Thus, this slogan would not be perceived as a mark that distinguishes applicant's services from those of others and identifies the source of applicant's services.

An applicant may not overcome this refusal by amending the application to seek registration on the Supplemental Register or asserting a claim of acquired distinctiveness under Section 2(f). *In re Ocean Tech., Inc.*, 2019 USPQ2d 450686, at *8; TMEP §1202.04(d); *see In re TracFone Wireless, Inc.*, 2019 USPQ2d 222983, at *4. Nor will submitting a substitute specimen overcome this refusal. *In re Team Jesus LLC*, 2020 USPQ2d 11489, at *5-6 (TTAB 2020) (quoting *D.C. One Wholesaler, Inc. v. Chien*, 120 USPQ2d 1710, 1716 (TTAB 2016)); TMEP §1202.04(d).

Please call or email the assigned trademark examining attorney with questions about this Office action. Although an examining attorney cannot provide legal advice, the examining attorney can provide additional explanation about the refusal(s) and/or requirement(s) in this Office action. *See* TMEP §§705.02, 709.06.

The USPTO does not accept emails as responses to Office actions; however, emails can be used for informal communications and are included in the application record. *See* 37 C.F.R. §§2.62(c), 2.191; TMEP §§304.01-.02, 709.04-.05.

How to respond. File a **response form to this nonfinal Office action** or file a **request form for an extension of time to file a response**.

/Daniel Capshaw/
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Law Office 110
(571) 272-9356
Daniel.Capshaw@USPTO.GOV

RESPONSE GUIDANCE

- **Missing the deadline for responding to this letter will cause the application to abandon.** A response or extension request must be received by the USPTO before 11:59 p.m. **Eastern Time** of the last day of the response deadline. Trademark Electronic Application System (TEAS) system availability could affect an applicant's ability to timely respond. For help resolving technical issues with TEAS, email TEAS@uspto.gov.

- **Responses signed by an unauthorized party** are not accepted and can **cause the application to abandon.** If applicant does not have an attorney, the response must be signed by the individual applicant, all joint applicants, or someone with legal authority to bind a juristic applicant. If applicant has an attorney, the response must be signed by the attorney.

- If needed, **find contact information for the supervisor** of the office or unit listed in the signature block.

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at 01:19:20, 08/25/2023

BY CARA MCCLENDON | AUGUST 25, 2021

Short On Labor? How Restaurant Technology Can Reduce Labor By 21%

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Pandemic shortages are still hurting the restaurant industry—this time it's not paper plates or potatoes. It's *people*. The labor shortage is hitting restaurants hard, but there are powerful ways to offset the missing labor with smart technology.

Restaurant tech can help you make the most of the staff you have, and lessen the burden of unfilled positions. And when the labor shortage is over, you'll be set to scale even faster with efficiency-boosting technology on your team.

We identified six different technologies that restaurant chains can use to reduce their labor by 21%, minimize the burden of the shortage, and come out ahead when it's over.

These percent-saved estimations are calculated from a blend of in-house experience and feedback from customers—your mileage may vary.

In this guide we'll be exploring:

- How to use line-busting tablets to cut wait times
- The new intersection of AI and time-costly phone orders
- And why a robot kitchen might just be the solution to all your problems

By the time you're finished with this article, you'll be ready to slash inefficiency and keep your restaurant running at full speed.

First, Where is Restaurant Labor Least Efficient?

When it comes to labor inefficiency, there isn't a one-size-fits-all solution. A pizza delivery chain is going to have a very different set of problems than a dine-in establishment. You've got to find where you're bleeding labor efficiency, then match solutions to plug those leaky buckets.

Common leaky buckets include:

- Pulling staff away to answer the phone (not to mention order mistakes from restaurant noise and dropped calls/orders due to wait times)
- The endless back-and-forth of taking orders, cleaning tables, or refilling condiments
- Or high turnover—which can equal high training costs and the never-ending hiring hamster wheel

All of these are opportunities to run your business more efficiently, even with the current labor shortage. Let's take a look at how restaurant owners are tackling these issues.

Give Customers the Power to Order Independently

Estimated Savings: 4%

Giving your customers the chance to order by themselves is a great way to maximize labor resources. You can redirect front of house staff to other essential tasks—as long as your ordering experience is seamless to the customer.

Here are some ways restaurant chains in our network are increasing customer autonomy and minimizing labor burden in this area:

- **Digital QR menus are the future.** All your customers have to do is scan the code and they're taken to an (easily updatable) website featuring your menu. You can even embed contactless ordering and payment. This method eases COVID worries customers might have and takes the pressure off your staff.
- **Self-ordering restaurant kiosks are great for increasing AOV (Average Order Value).** You can easily show deals and up-sell promotions without reminding your staff about them over and over. It's a great labor saver that allows you

to concentrate your team's energies on what they do best— offering a high-quality dining experience for your customers.

- **Worried about the admin behind integrating QR menus, app orders, and phone calls?** HungerRush digital ordering system unifies all that. All orders, no matter the source, are collated into one easy-to-manage package.

These technologies give power to your customers, reduce waiting time, and can increase table turnover rates—all while enabling you to optimize your team's time.

Replace Time-Costly Phone Ordering with Text Ordering

Estimated Savings: 2%

Some restaurants estimate they have over $2,000 per month going out the door, due to the human cost of phone orders. And with margins already tight, there has got to be a better way to take orders.

Now, we know what you're thinking. Text ordering? Really?

But text ordering technology has changed a lot in recent years.

- **It's no longer clunky chatbots and limited legacy systems.** They're backed by smart AI capable of learning via a process called Natural Language Processing. That means they actually understand your customers, sync up with your customer database, and can send out personalized promotions based on customer data to spark orders and revenue.
- **Plus they're completely integrated into the HungerRush 360 platform.** Deals, coupons, addresses, and payment information—it all syncs up seamlessly.
- **Which is ideal if you're a multi-unit restaurant owner.** No more juggling a dozen apps to check your monthly sales data and no more taking staff off the line to answer calls during the middle of the rush.

Text ordering these days is a smooth experience that keeps customers on a medium that they're comfortable with—and have access to. They don't need to download third-party apps like Uber (which take up to 30% of the order value!) either. All they need is a phone.

Curious? Check out Order AI today.

Take Orders Faster with Line-Busting Tablets

Estimated Savings: 2%

If you don't have enough staff on hand, then something as simple as a line-busting tablet can really save your bacon.

Customers can choose their food and drinks, and even pay for them while they're still in the queue. The kitchen receives the order directly, and everything integrates into HungerRush 360.

Using a handheld tablet to order is much faster than going back and forth from the table to the counter. And it detaches your servers from the point of sale system, meaning you can maximize labor efficiency.

Smarter Training Creates More Efficient Employees

Estimated Savings: 1%

The restaurant industry can be a bit of a revolving door when it comes to employee turnover. A recent Gallup study showed that having well-trained employees equals less turnover by improving employee investment and reducing friction to success at work. And, with pandemic shortages still crippling the restaurant industry, it's time to invest in the workers you *do* have.

Look, the savings aren't going to be overnight or immediately noticeable, like if you brought on a new piece of technology. But they will add up over time. Investing in your staff is a great way to show them you care, and will make your

restaurant one that they're happy to visit every week.

Also Read: 5 Tips For Training And Maintaining High-Performing Restaurant Employees

Keeping team members for just three extra months actually feels like a major difference when it comes to stress levels and the financial cost of training. Plus it's one of the simplest ways to ensure productivity and labor efficiency stay high.

Minimize Front of House Staff By Optimizing Takeout/Delivery

Estimated Savings: 4%

Delivery-only restaurants, or ghost kitchens, have skyrocketed during the pandemic. People were afraid to eat out, but with the lingering labor shortage, this trend looks like it's here to stay. Uber reported 10,000 delivery-only restaurants on its platform last year—up from only 3,000 in 2019, a 233% increase.

- **More sales from off-premise customers.** That equals growth without hiring a bunch of extra Front of House staff.
- **It's automatic all the way.** Everything from pickup to delivery can be automated. You just need one person to hand off the food.
- **A delivery-only location with a lean team.** Ghost kitchens are the best way to get a maximum return out of a skeleton staff.

HungerRush 360 is simple to use and makes running a ghost kitchen a breeze. All your tools, processes, and data sync into one clear system—and your POS integrates perfectly with DoorDash, so you can start offering third-party delivery from day one.

Dive Into the Deep End With a

Robotic Kitchen

Estimated Savings: 8%

If you really want to go all-in on automation, consider robotizing your kitchen for substantial savings. The estimated labor savings are huge—and so is the initial price tag. But you might attract customers from the novelty alone.

Restaurant robots are exploding right now. Here are a few notable industry leaders:

Miso Robotics can cook up to 19 items from burgers and fries to onion rings and hash browns. It's an AI-powered end-to-end cooking solution that can keep going for 100,000 hours straight. Now that's labor-saving.

Picnic Pizza is a full-automated, customizable system of pizza modules. It's capable of dispensing a wide variety of sauces and toppings, which means your staff can focus on customer experience.

Bear Robots are much less dangerous than they sound. They are the smart way to replace serving staff. With an estimated 60% labor reduction cost, kitchen staff simply place the food on the surface, and let Bear do its thing. It'll trundle to the table, deliver the food to hungry customers, and get ready for the next order of business.

Spyce is a fully automated restaurant that proves the model. Dishes are placed on a conveyor belt that runs underneath dispensers to dole out ingredients to any of the 49 recipes in its repertoire. And it's no slouch—the Spyce robots are capable of producing up to 350 bowls per hour.

With a robotic kitchen, the only thing you'll need to worry about is doing the dishes.

Need to Optimize Your Labor Fast? Do This First

If installing a robotic kitchen isn't quite in the cards, why not start with the easiest thing first?

Try getting your customers to place more text orders, and fewer calls. It's one

of the simplest to implement, and you'll be able to see results fast.

If you're struggling due to pandemic-related labor shortages and you're not sure where to start, try **OrderAI**. It provides a smooth customer experience and integrates with our multi-functional platform services, ensuring a smooth multi-unit enterprise whether you have two locations or two hundred.

Request a consultation and get OrderAI today.

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How to win when labor is short

How to win when labor is short

BY KATIE MICIK DEHLINGER, DTN Farm Business Editor Nov 3, 2021

Labor shortages are abundant this year. Milk and meat processors don't have enough employees to run at full speed. There aren't enough truckers to move goods from ports to distribution centers. Many local restaurants are so understaffed they can't operate at full capacity.

The national unemployment rate stands at 4.8%, but there are 5.7 million fewer people working than in February 2020, according to the Bureau of Labor Statistics. Some have permanently left the workforce, like Baby Boomers that opted to retire. Others cite childcare or ongoing health concerns as reasons for declining to work.

But what's clear is that those who are working are demanding more. At major food and agriculture companies, like John Deere and Kellogg, union workers have gone on strike, fighting for higher pay and better benefits as their companies post eye-popping profits.

"In my 20 years of working in human resources and recruiting, I've never seen such a

significant jump in pay like we're seeing today. Sure, there have been industries that have gotten hot, but nothing quite like this, spanning across almost the entire economy," DTN HR Coach Lori Culler wrote in a recent column.

For farmers, it means the days of paying $16-$18 per hour for a farm operator are in the rearview mirror. In that column, she discussed farmers' options: pay higher wages or train less-experienced employees.

Many farmers in need of employees struggle to even get someone in the door. Many have found themselves short on labor this harvest season and are looking at another tight situation come next spring.

Culler shares her advice on getting ahead of your labor needs in the edited Q&A below.

Q: If I'm short on labor this fall and anticipate I'll still be short-staffed next spring, what do I need to do differently this year?

A: If you're coming off harvest and need to hire for 2022, you almost can't get started soon enough after harvest. Usually, people start in January or February, but I think by that time, it's going to be too late. You need to start as soon as they're done harvesting, which sounds exhausting, right? Because you need to regroup a little bit. Before, we had this gap where you might go to your winter meetings, you might have the holidays and you had time to think about what you want. Then, you started acting on it sometime in January or February. This year, I would say start thinking about what you're looking for in a new hire and start talking to people a lot sooner. I would start about two months earlier than is typical.

CONTINUE >

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Q: I'm starting to plan ahead. What should I be thinking about in terms of advertising and attracting the right candidates? I'm hearing a lot about hiring bonuses and the like. Is that a strategy I should consider this year?

A: It is. We're seeing hiring bonuses for technicians, like there is in the trucking world. I would say you really need to know your market, and we're going to talk about that at DTN Ag Summit. So, for example, here in Michigan, we've been talking around, and a regional truck driver -- a local, no overnight, regional truck driver -- is making $34 per hour. That is insane. One has said his pay has moved up $15 this year. Know what you're up against in your particular pocket of the country, and then make a determination. If hiring bonuses and pay needs to move up, what does that look like?

People are still looking for the stability and culture that farms offer. We still have that going for us, so you can't emphasize enough marketing your farm, marketing what it's like to work there, marketing why this particular job is so satisfying versus any job.

It's going to take a lot of early planning this year, and it's almost like you need to pre-plan your plans. Everything has to start earlier, and your planning has to go deeper than usual because you can't just advertise, put it out there and see what you get. You really need to do all the research ahead of time, know what you have to offer and know what the market has to offer in your area. And that means talking to people, talking to other businesses, talking to individuals in your community to figure out what the going rates are."

CONTINUE >

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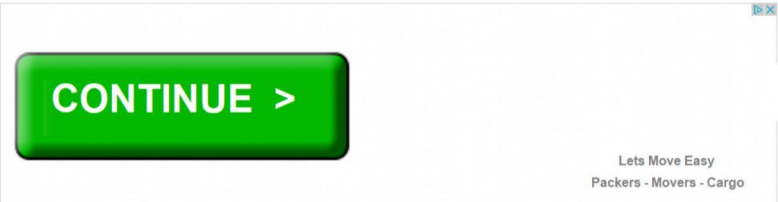

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Short on labor, U.S. farmers leaving crops in fields

by GOSIA WOZNIACKA THE ASSOCIATED PRESS | October 6, 2013 at 3:42 a.m.

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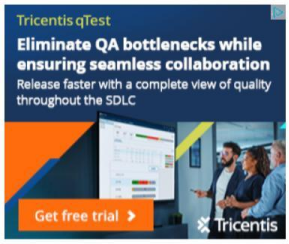

In this photo taken on Tuesday, Sept. 24, 2013 near Fresno, Calif., farmworkers pick paper trays of dried raisins off the ground and heap them onto a trailer in the final step of raisin harvest. This year, due to a labor shortage in California and other western states, many growers increased farmworker wages by up to 20 percent pay and gave other incentives, making this one of the best harvests for the workers. (AP Photo/Gosia Wozniacka)

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FRESNO, Calif. - With the harvest in full swing on the West Coast, farmers in California and other states are saying they can't find enough people to pick highvalue crops such as grapes, peppers, apples and pears.

In some cases, workers have walked off fields in the middle of a harvest, lured by offers of better pay or easier work elsewhere.

The shortage and competition for workers means labor expenses have climbed, harvests are getting delayed and less fruit and vegetable products are being picked, prompting some growers to say their income is suffering. Experts say, however, the shortage is not expected to affect prices for consumers.

But farmworkers, whose incomes are some of the lowest in the nation, have benefited, their wages jumping in California to $2 to $3 over the $8 hourly minimum wage and even more for those working piece rate.

The shortage - driven by a struggling U.S. economy, more jobs in Mexico, and bigger hurdles to illegal border crossings - has led some farmers to offer unusual incentives: They're buying meals for their workers, paying for transportation to and from fields, even giving bonuses to those who stay for the whole season.

And a few have stationed foremen near their crews to prevent other farmers from wooing away their workers.

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"In the past, we were overrun with farmworkers, but not anymore," said labor contractor Jesus Mateo, whose crews saw a 20 percent pay increase. "Employers have to do something to attract them. The fastest workers can now earn more than $1,000 per week."

A California Farm Bureau Federation member survey being conducted this year has found about half of farmers are experiencing shortages, bureau manager Rayne Pegg said. Many of the growers say their workforce has decreased by up to one-third.

In some cases, farmers are being paid below market prices, because their produce is past its prime, having stayed on the branch or vine for too long. Hardest hit are small farmers who can't afford to pay more for labor, Pegg said.

Farmers say immigration changes, which would legalize their current workforce and create a guest worker program to legally bring farmworkers from other countries, could solve the labor shortage problem. Immigration changes, however, have stalled in Congress.

Farmers in other states also are facing shortages. In Washington, apple growers are having a hard time finding enough workers in time for peak harvest in October. And in Oregon, pear growers - whose crop is very big this year - are facing the same problem.

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For years, farmers throughout the United States had access to an abundant, cheap, mostly unauthorized labor force streaming in from Mexico. Workers say they often had to beg growers for even a few hours of work and wages were low.

As the country plunged into a recession and Mexico's economy improved, some seasonal migrant workers chose to remain home rather than deal with increased border security and drug cartel violence.

The trend appears long-lasting, spelling trouble for farmers, according to a new report by the nonpartisan Pew Hispanic Center. While the recession is over, the report finds, mass migration from Mexico has not resumed.

"This year, it has become even more challenging to find agricultural employees, and it's going to get worse in the next few years," said Noe Cisneros Jr. of Freedom AG, a Kern County labor contractor who manages a crew of up to 300 workers.

With farmworkers in such high demand, many are shunning remote locations and choose fields closer to home; they pick crops that pay better; they also prefer lighter work instead of tougher jobs that require being bent over all day.

Because most workers now have smartphones, they text each other information about pay and working conditions - and some switch employers midway through harvest if better opportunities arise.

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As a result, labor contractors and growers must work harder to fill and retain work crews.

Growers like Carson Smith, in turn, have raised wages by 20 percent over the past two years. The wine grape grower, who farms 800 acres near Fresno, said his biggest competition for workers is from table grape growers who also are raising wages for their pickers.

"The fear of a shortage drove us to increase pay," said Smith, who paid his machine drivers $12.75 per hour, $2 more than previous years. "We set our wages to where we thought we could attract people, though it was still tougher than other years to fill our positions."

Business, Pages 74 on 10/06/2013

Print Headline: Short on labor, U.S. farmers leaving crops in fields

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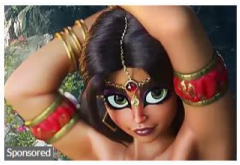

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Gift this article

By Lydia Mulvany and Megan Durisin
January 8, 2018 at 11:14 AM EST

This article is for **subscribers only**.

Rural America turned out for President Donald Trump in the election, but as farmers get ready to hear him speak at the American Farm Bureau Federation conference on Monday, one issue looms large: a shortage of workers.

The Trump Administration's hard-line stance on immigration and an increased focus on deportations have farmers worried that they won't be able to find workers to harvest their crops. It's one of a few

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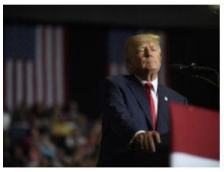

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https://www.nwpb.org/2019/12/13/u-s-house-passes-bipartisan-bill-for-relief-to-undocumented-farmworkers-farmers-short-on-labor/

at 01:29:39, 08/25/2023

Repair work will interrupt the normal broadcasting of KZAZ HD-2 104.7fm for a period of about 30 minutes mid-day Friday (8/25/23)

U.S. House Passes Bipartisan Bill For Relief To Undocumented Farmworkers,

By Enrique Pérez De La Rosa December 13, 2019

File photo. Antonio Garcia marches with other farmworkers August 8, 2017 toward Sarbanand Farms in Sumas, Washington. H-2A farmworkers protested working conditions after worker Honesto Silva Ibarra died. CREDIT: KUOW/MEGAN FARMER

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The possible impeachment of President Donald Trump is not the only thing moving through the U.S. House of Representatives. On Wednesday, the House passed a bipartisan bill that could give undocumented farmworkers a path to legal residence and relief to farmers short on labor.

The Farm Workforce Modernization Act aims to give relief to farmers short on labor by creating a stable and legal workforce. But for undocumented people like Yakima Valley farmworker Ana Cruz, the legislation could bring security to their lives.

Cruz was in D.C. recently on a trip organized by United Farm Workers, a farmworker advocacy group. She and others urged U.S. House members to pass the bill and give undocumented farmworkers legal status.

"So that there won't be deportations, that children won't be left without parents, that we don't live in fear of going to the store," Cruz said. "That's how this will benefit a lot of people so that we'll be secure and allowed legally to stay in this country."

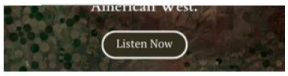
If signed into law, qualified farmworkers with no criminal record and who can prove steady employment in agriculture over two years can qualify for a five-year renewable work visa.

For farmers, the bill could also mean relief from labor shortages by making changes to the H-2A visa program that would make it easier to bring workers from countries like Mexico. It would also make housing for guest workers less expensive and reign in growing wages.

The bill would also create a new three-year temporary visa for employers like dairy farmers who need workers year-round.

Republican Rep. Dan Newhouse, whose district includes much of central Washington, is one of the chief proponents of the bill. On the House floor before the vote, he said that though the bill is not perfect, sticking with the "status-quo" is not an option.

"Our farmers and ranchers desperately need relief. Men and women who contribute to our 'ag' industry need certainty. This bill is the first step," he said.



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The bill has passed the U.S. House with bipartisan support, with a near 100 vote margin Wednesday and yes votes from every Washington, Idaho, and Oregon member of congress. It now heads to the Republican-controlled Senate.

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Yakima family to pay $500,000 in back wages to 400+ orchard workers

Recently, a Yakima orchard family settled with the state for $500,000 in back wages owed to some 400 farm workers. [Photo courtesy of Washington State Fruit Commission] Read A family-owned... Continue Reading Yakima family to pay $500,000 in back wages to 400+ orchard workers

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TAGS: agriculture | Dan Newhouse | farmers | farmworkers | H2A | Mexico | U.S. House of Representatives | United Farm Workers

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at 01:32:53, 08/25/2023

APR 3, 2017

Growers share pros and cons of H-2A program

Short on labor and thinking about hiring H-2A workers? The federal guest-worker program, which more farm employers are using these days, has its pros and cons. A couple of Michigan growers shared their experiences with Vegetable Growers News.

Oomen Bros. Vegetable Farms in Hart, Michigan, grows a mix of vegetables for the processing and fresh markets, but its main crop is asparagus (325 acres). Finding enough asparagus pickers has been a struggle in the last few years. They didn't have to mow much of the crop down, fortunately, but there was a lot of frustration and stress. "Every spring, wondering if enough people would show up," said Ken Oomen, who runs the farm with his brother Ralph.

They decided to try H-2A last year. Working with a contractor based in Florida, they hired 20 guest workers to

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pick asparagus. The experience was "fantastic," Ken said.

"The H-2A workers performed the job they were assigned, and did it to the quality standards our customers expect," he said.

They plan to hire about 145 H-2A workers this year. Most of them will work in the packing shed during the six weeks or so of asparagus harvest. Turnover in the packing shed is extremely high (they needed roughly 80 workers, but cycled through 190, last year), and they're hoping H-2A will stabilize the situation, Ken said.

Despite their overall happiness with H-2A, the program has its disadvantages. Even though the contractor handles the paperwork, the employer is responsible for its accuracy. Even tiny mistakes can lead to delayed or lost workers. And H-2A will cost you more than a purely domestic work force. If using H-2A, you have to pay all of your workers what's known as the adverse effect wage rate ($12.75 an hour for Michigan in 2017), which is higher than the minimum wage, according to Ralph and Ken.

On the advantage side, the Oomens don't have to pay taxes and unemployment for the H-2A workers, and housing them actually costs less than for domestic workers because they need less of it (though the H-2A program has strict housing requirements), according to Ralph and Ken.

Another advantage is peace of mind. They know now that the asparagus will get picked, Ken said.

Oomen Bros. Vegetable Farms will hire 145 H-2A workers this year. Some will work in the field, above, but most will work in the packing shed.

Russell Constanza Farms

The coming season will be the third that Russell Costanza Farms in Sodus, Michigan, uses H-2A workers. The farm grows hundreds of acres of fresh-market cucumbers, summer squash, tomatoes, eggplant and peppers, said Russell Costanza, who runs the farm with his family. All those crops need reliable employees to pick them.

"Farmers are not looking for cheap help," Costanza said. "They're looking for efficient, willing and able help. Sometimes, they'll give up on efficiency to get willing and able."

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The farm has been having a harder time finding willing and able help lately, to the point where it had to shrink acreage to avoid leaving crops in the field. And the fewer workers it had, the more the remaining workers had to shoulder, to the point where they couldn't even take Sundays off. It was getting to the point where the family had to quit farming or join H-2A, he said.

They applied for 80 H-2A visas in 2015, then 90 in 2016. This year, they'll hire about 125, Costanza said.

The family decided to use Great Lakes Agricultural Labor Services, a branch of Michigan Farm Bureau, as its H-2A contractor. One thing they've learned is that if you join H-2A, you have to commit fully.

You need someone on your staff to know the rules – and to make sure you're following them. Costanza has two full-time employees working on H-2A issues, he said.

"If you're going to follow most of the rules, you'll get fined heavily," he said. "You have to follow all the rules, no matter how stupid you think they are."

H-2A has other downsides. It's costly (add everything up – wages, housing, paperwork, etc. – and Costanza said it costs him close to $18 an hour for each worker) – the farm can't afford to make other improvements. And not all of the H-2A workers were as experienced as Costanza had hoped. The program has grown tremendously in the last decade, and the greater number of workers might have diluted the quality somewhat. Housing has to be up to code, as well, he said.

— *Matt Milkovich, managing editor*

Tags: H-2A

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Job Hunting? We Can Help

Filed in Special Initiatives, Español, Data and Technology, Career Information, Employment and Training, Apprenticeship • By: Kim Vitelli • November 1, 2021

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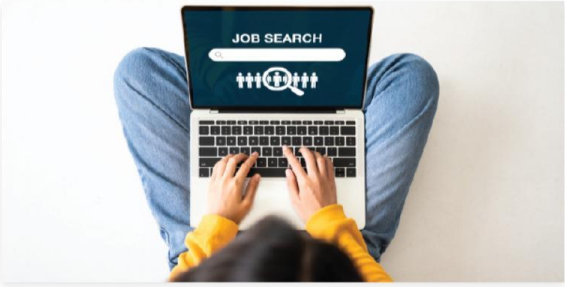

We've seen a lot of churn in the labor market lately. In August, there were 10.4 million job openings, 6.3 million hires and 4.3 million quits. The quits rate increased to 2.9% – the highest percentage since we started tracking the data. In other words, there are a lot of available jobs, and a lot of people looking for something new.

If you – or someone you know – are considering a career change, we've got tons of resources to help you get started.

Explore your options

CareerOneStop is, as the name implies, a one-stop shop for all your job search needs – and it really delivers, whether you're exploring careers, looking for training or job hunting. Exploring? You can take a skills assessment, identify in-demand skills, compare occupations and research industries. Looking for training? We can help you find training opportunities from high school equivalency to short-term training to college programs. We can also help you assess costs and find financial aid. For job hunters, we've got tips on resumes, networking and interviews.

You can find all of these resources online, or by contacting one of the 2,320 American Job Centers around the country to learn more about their services and arrange a visit.

Earn while you learn

If you want to gain new skills while pulling in a paycheck, you should definitely consider an apprenticeship. You can get paid while gaining the skills, experience and credentials that employers want. The average annual starting salary of apprenticeship grads is $72,000, and apprenticeships are available in a wide and growing variety of occupations. Sound interesting? Learn more at apprenticeship.gov.

Find a new field

Maybe you're happy with the skills you've got, but you're still looking for a change. With MyNextMove.org, you can search careers by key words, browse by industry, or answer questions about the type of work you'd like to do and we'll show you relevant job options. Each career page includes the relevant knowledge, skills and abilities you'll need.

There's a version of this tool in Spanish (Mi Próximo Paso) and one just for veterans (My Next Move for Veterans) that matches military classification codes with civilian careers.

MySkillsMyFuture can help you find and explore new career paths. Just enter your current or past job, and we'll provide a list of jobs with needed skillsets. Click on any that look interesting and learn more about them.

Careers begin here

Job Corps offers free training and education for people ages 16-24, and is now accepting enrollment for in-person instruction. Explore and compare career paths in dozens of in-demand fields at jobcorps.gov/train.

Get the details

Let's say you've narrowed down your options and you're starting to wonder which one offers the best opportunities. The Bureau of Labor Statistics' Occupational Outlook Handbook is your next stop. Select the occupational field you're considering, and the handbook will provide tons of information, including:

- Educational requirements
- Median annual salary
- Projected growth

You can also browse occupations by pay, speed and size of growth and educational requirements.

People are looking for work all over America. Help us connect them with good jobs by sharing this information with them!

Kim Vitelli is the administrator of the Office of Workforce Investment at the U.S. Department of Labor.

¿Busca Trabajo? Nosotros le Podemos Ayudar

Por Kim Vitelli

Últimamente hemos visto mucho movimiento en el mercado laboral. En agosto hubo 10,4 millones de vacantes disponibles, se hicieron 6,3 millones de contrataciones y se registraron 4,3 millones renuncias. La tasa de abandonos aumentó en un 2.9%, el porcentaje más alto desde que comenzamos a rastrear datos. En otras palabras, hay muchos trabajos disponibles y muchas personas buscando algo nuevo.

Si usted, o alguien que conoce, está considerando un cambio de ocupación, tenemos una gran cantidad de recursos para ayudarlo a comenzar.

Explore sus opciones

CareerOneStop es, como su nombre indica, un lugar de arranque para todas sus necesidades de búsqueda de trabajo. Y realmente funciona, ya sea que esté explorando carreras, buscando entrenamiento o averiguando por trabajos. ¿Está explorando opciones? Puede hacer una valoración de habilidades, identificar destrezas en demanda, comparar ocupaciones e investigar industrias. ¿Busca formación? Podemos ayudarlo a encontrar oportunidades de capacitación desde equivalencia con la escuela secundaria a entrenamientos a corto plazo y programas universitarios. También podemos ayudarlo a evaluar costos y encontrar ayuda financiera. También tenemos consejos sobre currículums, redes de contactos y entrevistas de trabajo para los buscadores de empleo.

Puede encontrar todos estos recursos en línea o comunicándose con uno de los 2.320 American Job Centers en todo el país para saber más sobre sus servicios y concertar una visita.

Gane mientras aprende

Si desea adquirir nuevas habilidades al mismo tiempo que recibe un cheque de pago, definitivamente debería considerar un aprendizaje. Se le puede pagar mientras adquiere conocimientos, experiencia y credenciales que quieren los empleadores. El salario inicial promedio anual de los graduados de aprendizaje es de $72,000, y hay aprendizajes disponibles en una amplia y creciente variedad de ocupaciones. ¿Suena interesante? Sepa más en apprenticeship.gov.

Encuentre un nuevo campo

Tal vez esté satisfecho con las habilidades que tiene, pero aún está buscando un cambio. Con MyNextMove.org puede buscar carreras por palabras clave, navegar por sectores o responder preguntas sobre el tipo de trabajo que le gustaría hacer y le mostraremos opciones de trabajo relevantes a esa búsqueda. Cada página incluye los conocimientos, habilidades y destrezas clave que necesitará.

Existe una versión de esta herramienta en español (Mi Próximo Paso) y otra sólo para veteranos (My Next Move for Veterans) que ajusta los códigos de clasificación militar con las carreras civiles.

MySkillsMyFuture puede ayudarlo a encontrar y explorar nuevas trayectorias laborales. Simplemente ingrese su trabajo actual o pasado, y le proporcionaremos una lista de empleos junto con las habilidades necesarias. Haga clic en cualquiera que parezca interesante y aprenda más sobre ellos.

Las carreras comienzan aquí

Job Corps ofrece capacitación y educación gratuitas para personas de entre 16 a 24 años, y ahora acepta inscripciones para instrucción en persona. Explore y compare trayectorias ocupacionales en docenas de campos demandados en jobcorps.gov/train.

Obtenga los detalles

Supongamos que ya ha concretado sus opciones y está empezando a preguntarse cuál ofrece las mejores oportunidades. El Manual de Perspectivas Ocupacionales de la Oficina de Estadísticas Laborales es su próxima parada. Seleccione el campo ocupacional que está considerando y el manual proporcionará muchísima información, incluyendo:

- Requisitos educativos
- Salario medio anual
- Proyección de crecimiento

También puede buscar ocupaciones por salario, ritmo y tamaño del crecimiento, y requisitos educativos.

La gente está buscando trabajo por todo Estados Unidos. ¡Ayúdenos a conectarlos con buenos trabajos compartiendo esta información con ellos!

Kim Vitelli es la administradora de la Oficina de Inversión en la Fuerza Laboral del Departamento de Trabajo de EE.UU.

Tags: job search, mySkills my Future, career development, CareerOneStop, American Job Centers, My Next Move, Job Corps, Occupational Outlook Handbook, featured, apprenticeship, featured, Employment and Training Administration

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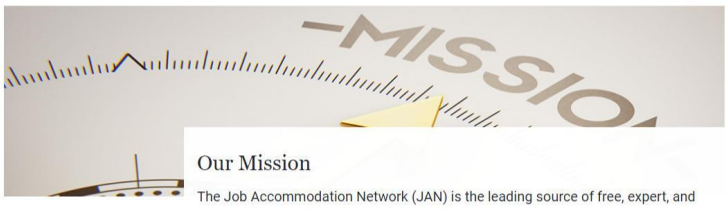

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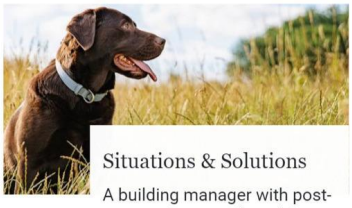

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JAN Job Accommodation Network

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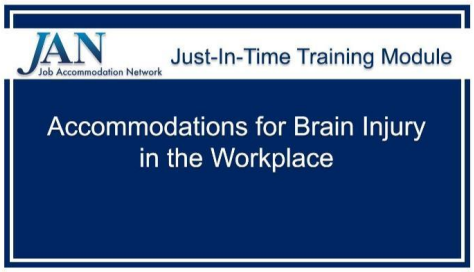
EARN - Employer Assistance and Resource Network on Disability Inclusion – a service of the U.S. Department of Labor's Office of Disability Employment Policy – recently updated its Mental Health Toolkit to address Long COVID and mental health, as well as mental health in marginalized communities. Check it out today at AskEARN.org/mentalhealth

JAN Job Accommodation Network

Just-in-Time Training Module: Accommodations for Brain Injury in the Workplace

10 days ago

JAN's "Accommodations for Brain Injury in the Workplace" includes technical assistance on the potential impact of a brain injury on working. It discusses effective accommodations for workers with brain injuries.



JAN Job Accommodation Network

JAN is here for YOU!

11 days ago

The Job Accommodation Network, a service of the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), is a national resource for confidential and expert technical assistance on job accommodations and the ADA. View "JAN is here for YOU!"

Employer Live

JAN Job Accommodation Network

13 days ago

Employers who are asked to provide flexible work arrangements must sometimes decide whether to request medical information to approve this type of request. When does the ADA come into play? "Workplace Flexibility, the ADA, & Requesting Medical Information" AskJAN.org/articles/Workplace-Flexibility-the-ADA-and-Requesting-Medical-Information.cfm

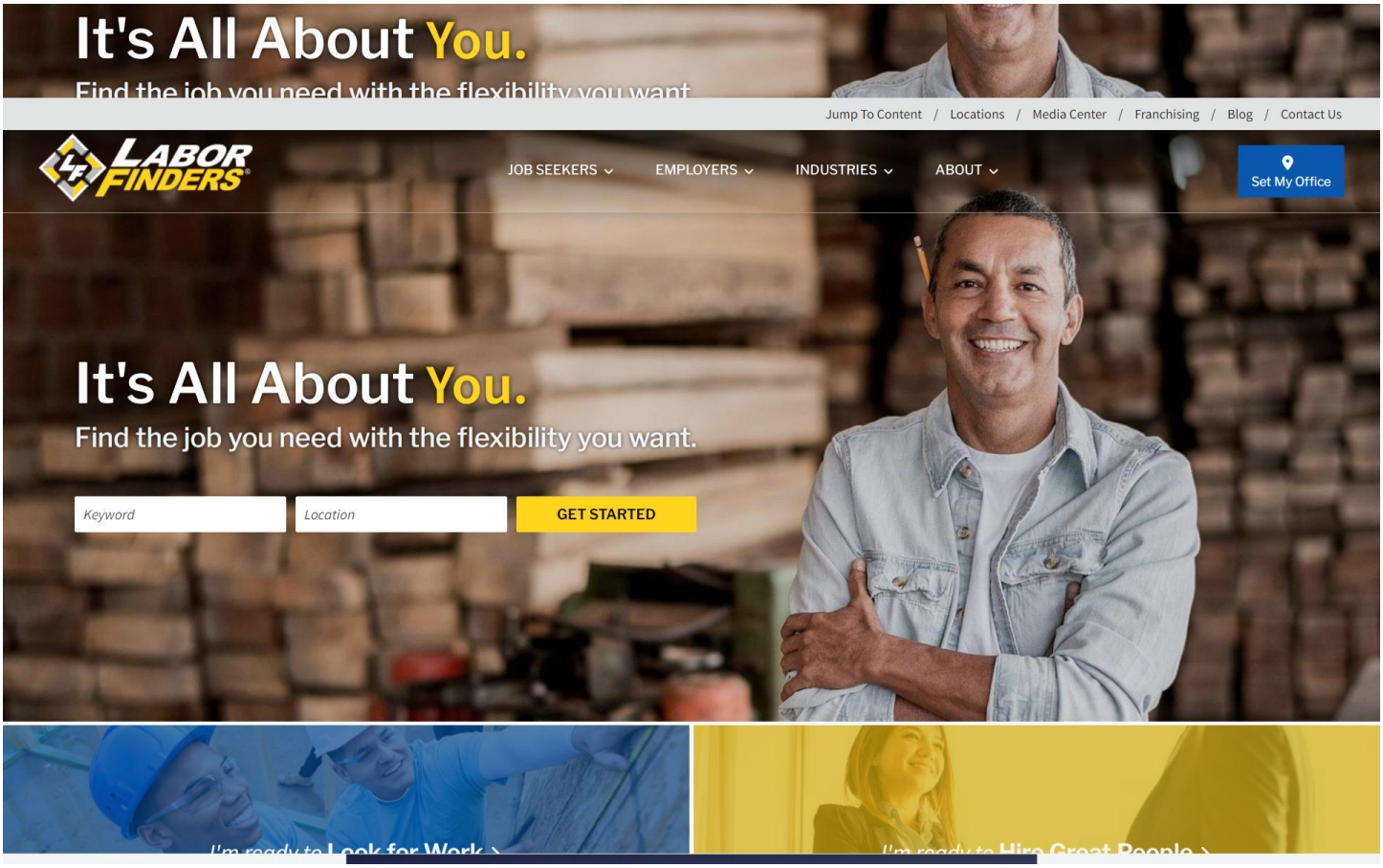
JAN Job Accommodation Network

Chat
Show Reader

14 days ago

Have you explored all the helpful accommodation and ADA resources on JAN's Employers page? Employers who have ADA and accommodation questions should Ask JAN! We can help. AskJAN.org/info-by-role.cfm#For-Employers

JAN
Job Accommodation Network
Practical Solutions • Workplace Success


It's All About You.
Find the job you need with the flexibility you want.
Jump To Content / Locations / Media Center / Franchising / Blog / Contact Us
LABOR FINDERS
JOB SEEKERS
EMPLOYERS
INDUSTRIES
ABOUT
Set My Office
It's All About You.
Find the job you need with the flexibility you want.
Keyword
Location
GET STARTED

MORE ABOUT OUR MISSION

From The Blog

When you need the right information to jump-start a new career, we can help! Read our blog for the latest blue-collar news.

Employment Readiness

How to Get Seasonal Work During the Holidays

Learn how to land seasonal jobs near you during the holidays finally. Explore expert tips on applying effectively and making the most of your seasonal job opportunities with...

Staffing Solutions

What's the Difference Between Seasonal...

VISIT THE BLOG FOR MORE

Discover What Our Customers & Employees Have to Say

Labor Finders

Client Rating

4.5

Based on **954** verified client ratings

See all our ratings and testimonials >

clearlyrated

★★★★★

glenda Scott 7/21/2022

I contacted Julie at Labor Finders and she was very helpful and professional. I needed someone to help my son load a U Haul. The person that came was early and he did a good job. Thank you Labor Finders..

Posted to Google

★★★★★

LaTricia Parsons 12/14/2022

Gene came and did a Fantastic job helping us relocate some items around the house. Not only that but on Thanksgiving weekend! We couldn't be more grateful. Julie is a tremendous help!

Posted to Google

★★★★★

Monica Turner 11/15/2022

Brittney was very helpful and nice. She not only cared about the situation that my son was dealing with but was extremely professional and got him straight to work! Highly recommend

Posted to Google

Veterans

Career Help ›
Find a Job ›
Training ›
Veterans ⌄
Federal Contract Compliancy
Workforce Centers
Workforce Partner Resources Home Page ›
Youth ›

VETERANS ARE OUR PRIORITY!

VETERANS RECEIVE EMPLOYMENT ASSISTANCE

All veterans receive Priority of Service in all of Colorado's Workforce Center services, and have the opportunity to work with the highly skilled, professional Workforce Center staff to find a job that maximizes their potential!

HOW WE CAN HELP!

Colorado Workforce Center staff and *Veterans Employment Specialists* are available to serve veterans by providing expertise in job and training opportunities. Our partnerships with local Workforce Centers allow any veteran who has served at least one day of active duty to receive additional support with their job search. Workforce Center staff or an *Employment Specialists* can provide "Intensive" services to veterans and eligible spouses facing significant barriers to employment.

Where available at Workforce Center locations (view Workforce Center Map below), *Veteran Employment Specialists* provide one-on-one assistance to eligible veterans and spouses seeking guidance in obtaining employment.

Our team is dedicated to helping you understand and align your skill-sets with available opportunities across the state. Our goal is to provide you with the information necessary to make confident career choices. All of this at no cost to you!

Veterans' Priority of Service

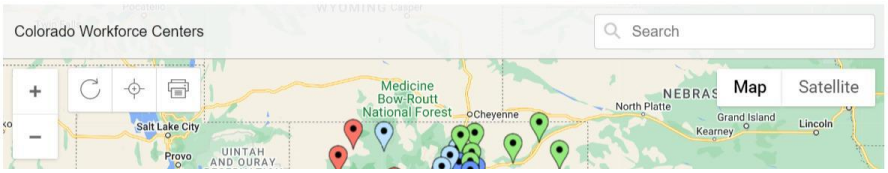
SERVICES WE PROVIDE

- ONE ON ONE SERVICES
- WORKFORCE CENTER SERVICES

COLORADO WORKFORCE CENTER MAP

CONNECT WITH US TO GET STARTED

The ***Colorado Department of Labor & Employment*** have *Employment Representative's* located throughout the state of Colorado to provide veterans with career guidance and employment services. Additionally, our Workforce Centers offer career assistance to all individuals who are eligible for Veterans' services.



Alamosa Workforce Center
Workforce Center
407 State Ave Suite C, Alamosa CO

VETERAN RESOURCES

Statistics

Unemployment Rate - July 2023
Colorado: 2.9%
National: 3.5%

Colorado Job Growth (SA)
June'23 - July'23: 800
July'22 - July'23: 38,800

2023 Minimum Wage
$13.65 / Hour
$10.63 / Hour for tipped employees

Contact Us

Colorado Department of Labor and Employment
633 17th Street, Suite 201
Denver, CO 80202-3660
Phone: 303-318-8000

Division of Unemployment Insurance
251 E 12th Ave
Denver, CO 80203
See this page for appointments and inquiries

Customer Service Feedback

Quick Links

About Us
Stakeholders
WARN Listings
Accessibility Statement
Careers at CDLE
Equal Opportunity
Open Records
Performance Plans

Policies

Social Media Comment Policy
Security Statement
Privacy Policy
Legal Notices
Linking Policy

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COLORADO
Official State Web Portal

Explore Jobs

Job Title
Enter a Title

SEARCH JOBS

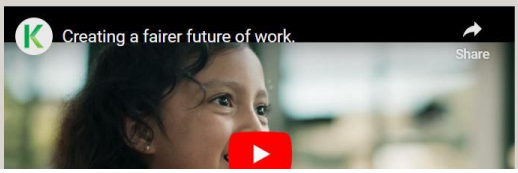
We help people get back to work and companies get back to business.

That's what Kelly does.

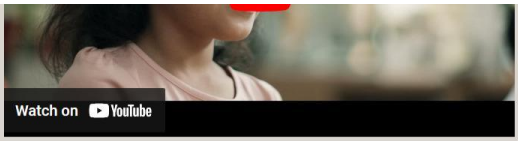
FIND TALENT FIND A JOB

Equity at work starts now.

The fight is on to fix the injustices that keep qualified people from thriving in today's workforce. We teach our children to believe in building a better future. If we can envision that future for our kids, why not for today's working adults? Whether you're an employer or a job seeker, join us and let's remove more barriers to work – today and for our future.

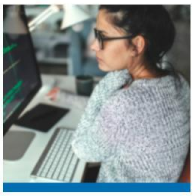


LEARN MORE

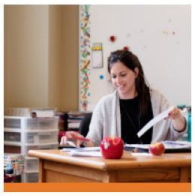


Our specialties

Kelly has the expertise over the following areas to help connect top talent with our business. Explore the Kelly difference across our areas of expertise below:

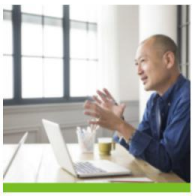


Kelly Science, Engineering, Technology, & Telecom

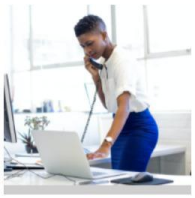


Kelly Education

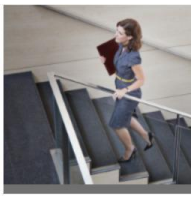
Kelly Professional & Industrial



KellyOCG



International



Kelly Government Solutions

What's next in your career?

Getting stuck at a boring, dead-end job probably isn't in your career plan. We get it, and we're here to help people just like you discover **#whatsnext**—because keeping your career in motion is the best way to keep growing and evolving, and it's what we're all about.

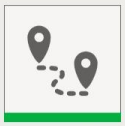
Let's get to know each other a little better!

GET STARTED

How we can help

Talent Solutions

Staffing Solutions



Outsourced Solutions

Managed Solutions

SEE ALL OUR SOLUTIONS

FORTUNE 100

We work with 90 of the *Fortune* 100 companies

We've got work figured out.

In calm or chaos, you can count on us for guidance. Because we've been around, and we'll be here for you. We know a thing or two about the future of work—and we can't wait to help you discover what's next.

Contact us at **800.Kelly.01** and one of our agents will administer your request. Or, if you'd prefer, fill out the form to submit an email.

Let's Talk!

I need help with...*

By submitting your email you agree that Kelly may send you promotional email messages, updates, and other marketing messages. You understand and agree that Kelly may use your information in accordance with its Privacy Policy.

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SUBMIT

CAREERS
- Search For Jobs
- Areas of Expertise
- Career Resources
- FAQs

BUSINESS SERVICES
- Request Staff
- Areas of Expertise
- Staffing Solutions
- Temp and Staffing Agency in Houston TX
- Business Resource Center

ABOUT KELLY
- Work at Kelly
- Company Information
- Investor Relations
- News Center
- Corporate Sustainability

CONTACT US
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- Find a Job
- Request Staff
- MyKelly.us
- Kelly eOrder
- Kelly WebTime

Read our updated Privacy Statement | Cookie Declaration | Accessibility Statement | Equal Employment Opportunity is the Law | Code of Conduct | Corporate Sustainability Policy | Human Trafficking Policy Statement | UK Modern Slavery Transparency Act Statement | Site Map | Payer Transparency Files | Human Rights Policy | Do Not Sell or Share My Personal Information

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2023

EMPLOYMENT AGENCY IN NEW YORK

Request our Services

Are you searching for an employment agency in New York to help you find the right job or hire top talent for your organization? Look no further than Horizon Staffing Solutions. As one of the leading employment agencies in New York, we are dedicated to connecting job seekers with rewarding opportunities and assisting employers in finding the perfect candidates to meet their

staffing needs.

With over 30 years of experience in the staffing industry, we have developed a strong reputation for our exceptional service and commitment to client satisfaction. Our team of highly skilled and motivated staffing coordinators and account managers are passionate about what they do and strive to deliver the best results for our clients.

What sets Horizon Staffing Solutions apart from other employment agencies in New York is our personalized approach to staffing. We take the time to understand the unique requirements and preferences of both job seekers and employers, ensuring that we make the right match every time. We believe that successful placements are not just about finding candidates with the necessary skills and qualifications but also about finding individuals who will thrive in the company culture and contribute to its success.

As a leading employment agency in New York, we offer a comprehensive range of staffing services to meet the diverse needs of our clients. Whether you're looking for temporary, temp-to-hire, or direct hire placements, we have the expertise and resources to deliver results. Our extensive network of talented professionals spans various industries, including administrative, healthcare, customer service, warehouse, and more.

For job seekers, we provide access to a wide range of employment opportunities throughout New York. Our job board features current openings in various fields, allowing you to search and apply for positions that align with your skills and interests. Whether you're seeking a career change, temporary work, or a permanent position, we can help you find the right job that meets your needs and aspirations.

Employers can rely on our employment agency in New York to streamline their hiring process and save valuable time and resources. Our professional recruiters possess industry-specific knowledge and expertise, allowing them to understand your organization's requirements and source candidates who possess the necessary skills and experience. We conduct comprehensive candidate screenings, including in-person interviews, reference checks, and skill assessments, to ensure that we present you with the most qualified individuals.

At Horizon Staffing Solutions, we understand the importance of staying up to date with the latest trends and developments in the job market. Our team closely monitors market dynamics and industry trends to provide our clients with valuable insights and guidance. We are committed to helping businesses navigate the ever-changing employment landscape and helping job seekers stay informed about job market opportunities.

Partnering with Horizon Staffing Solutions means gaining a trusted ally in your staffing and recruitment efforts. We pride ourselves on our professionalism, integrity, and commitment to delivering exceptional service. As a local employment agency in New York, we have a deep understanding of the local job market and the unique needs of businesses in the area.

Ready to take the next step? Contact Horizon Staffing Solutions today to discuss your staffing needs or explore employment opportunities. Our friendly team is ready to assist you and provide personalized solutions tailored to your specific requirements. Let us be your trusted partner in navigating the New York job market and achieving your employment goals.

Job seekers can search open positions in the following job areas below:

Warehouse

Explore exciting warehouse job opportunities with Horizon Staffing Solutions. Whether you have experience in general labor, food production, assembly, or other warehouse-related roles, we have immediate openings in various areas of warehouse operations. Join our team and contribute to the manufacturing and production environment by processing products, packing, sorting items for shipping and receiving, and more. We offer various shifts, including night shifts, and welcome both entry-level and experienced candidates. Take the next step in your warehouse career with us

Sales

Looking for a sales job in New York? Horizon Staffing Solutions can connect you with rewarding sales opportunities across different industries. We understand the importance of effective sales professionals in driving business growth and success. Whether you have experience in B2B sales, retail sales, or any other sales role, we can help you find the right fit. Join our network of sales professionals and unlock new possibilities for career advancement and financial success.

Customer Service

Are you passionate about delivering exceptional customer service? Horizon Staffing Solutions has a wide range of customer service positions available throughout New York. Whether you excel in phone-based support, face-to-face interactions, or online customer service, we can match you with the right opportunity. From call center representatives to customer service associates, we value your ability to connect with customers, solve problems, and provide outstanding experiences. Start your customer service career with us today.

Receptionist

Join the front lines of businesses as a receptionist through Horizon Staffing Solutions. As a receptionist, you will play a vital role in creating positive first impressions and ensuring smooth operations. Greet visitors, answer phone calls, schedule appointments, and perform various administrative tasks. Whether you have previous experience as a receptionist or are looking to start your career in this field, we can help you find receptionist positions in diverse industries and organizations. Be the welcoming face of a company by applying for receptionist roles with us.

Administrative Assistant

Are you organized, detail-oriented, and proficient in administrative tasks? Consider becoming an administrative assistant with Horizon Staffing Solutions. We offer a range of administrative assistant positions in various industries, where you can support executives, manage calendars, coordinate meetings, prepare documents, and provide general administrative support. If you

executives, manage calendars, coordinate meetings, prepare documents, and provide general administrative support. If you enjoy multitasking, problem-solving, and working in a dynamic office environment, we can connect you with administrative assistant roles that align with your skills and aspirations.

Bookkeeper

If you have a strong aptitude for numbers and enjoy working with financial data, Horizon Staffing Solutions can help you find bookkeeping positions in New York. As a bookkeeper, you will play a crucial role in maintaining accurate financial records, reconciling accounts, processing invoices, and preparing financial reports. Whether you have previous experience as a bookkeeper or possess the necessary skills and knowledge, we can match you with bookkeeping opportunities in a variety of industries. Join us and contribute to the financial success of organizations.

Environmental Service Aide / Custodian

Make a difference in maintaining clean and safe environments as an environmental service aide or custodian. Horizon Staffing Solutions offers opportunities to work in various settings, including healthcare facilities, schools, office buildings, and more. Your responsibilities may include cleaning and sanitizing areas, organizing supplies, and ensuring a hygienic and pleasant environment for employees and visitors. If you are detail-oriented, take pride in your work, and value cleanliness, explore our environmental service aide and custodian positions.

Allied Health

Are you passionate about healthcare and assisting others? Horizon Staffing Solutions can connect you with allied health positions in New York. We work with a wide range of healthcare organizations, including hospitals, clinics, and long-term care facilities, to provide qualified professionals who contribute to patient care. Whether you have experience as a medical assistant, phlebotomist, medical secretary, or in other allied health roles, we can help you find opportunities that align with your expertise and passion.

Clerical

If you thrive in administrative and office settings, consider clerical positions with Horizon Staffing Solutions. As a clerical professional, you will support the day-to-day operations of businesses by handling administrative tasks, managing documents, organizing files, and providing general office support. From data entry clerks to office assistants, we can match your skills and interests with clerical positions in various industries. Join our network of clerical professionals and take the next step in your administrative career.

Horizon Staffing Solutions
20 Jerusalem Ave
3rd Floor
Hicksville, NY 11801

T: (516) 719-4080
F: (516) 616-0517

Email: info@horizonstaffingsolutions.com

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Light Industrial

Office Support

Sales

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SERVICES

The Horizon Group

Horizon Healthcare Staffing

Horizon Wellness Group

Horizon Staffing Resources

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ABOUT OUR EMPLOYMENT AGENCY IN ATHENS

About Our Employment Agency in Athens

Tyler, TX - October 05, 2020

If you're out of work, Express Employment Professionals Tyler can help you get hired. Our employment agency can connect you with companies across all industries in Athens, Palestine, and the surrounding area. If you're at the start of your career, we can assist you in building up work experience in your field. If you've worked for years in your sector, we can help you take the next big step in your career. No matter what your current situation is, we can transform your job prospects.

Our firm helps businesses of every size find qualified hires like you. We have full-time, temporary, and part-time job openings available right now in light manufacturing, administrative, skilled trades, and professional sectors. Our recruitment team will work one on one with you to ensure that the positions we match you with are ones where you can thrive. We help you get employed on your terms.

A Staffing Firm That's Committed To Your Success

At Express Employment Professionals Tyler, it's not just about securing the next job. We're also committed to helping you throughout your career. Our dedicated team makes that happen in many different ways. That includes our robust job training resources, which offer training in communication, software, and workplace safety, increasing your overall proficiency as a candidate.

We also look for the perfect fit between businesses and job seekers in Athens. We search for jobs calibrated to your strengths, whether you thrive in customer-facing roles or you work best behind the scenes in an independent setting. Our employment firm gets acquainted with each job seeker, so we know what positions you're looking for and which work environments you're most comfortable in. We know that in the right environment, anyone can excel.

Getting Started With Our Employment Agency in Athens

One of the many benefits of our employment agency is the robust job portal you can access online. This easy-to-use portal allows prospective candidates to apply for work within just a few minutes. Our firm updates job postings on a regular basis, featuring wide-ranging positions with businesses throughout:

- Athens
- Palestine

- Tyler
- Lindale
- Jacksonville
- And the surrounding area

To get started, all you have to do is set up your profile and apply. Once you've done that, we'll help you with the rest.

- Tyler
- Lindale
- Jacksonville
- And the surrounding area

To get started, all you have to do is set up your profile and apply. Once you've done that, we'll help you with the rest.

When you're looking for work, our employment agency in Athens can help you find it. If you have questions, contact Express Employment Professionals Tyler at (903) 592-9999 for more info.

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Find the most exciting entry level jobs

Job Tittle or keyword | Vermont, US | Find Job

What We Provide

WE PROVIDE A VARIETY OF SERVICES TO HELP YOU FIND A JOB. WE CAN HELP YOU FIND A JOB

WE PROVIDE A VARIETY OF SERVICES TO HELP YOU FIND A JOB. WE CAN HELP YOU FIND A JOB.

Staffing

Temporary
Temp-to-Hire
Direct Hire

Services

Business Development Services including Human Resource Consulting & Payroll Services
Training and Development for Employees including resume support and free career counseling

Transportation

We are proud to offer transportation for our employees. A van from our fleet will pick you up and bring you to your place of work and back home! And don't worry.. you wont be late!

Safety

It may be last on this list, but it's our #1. We care about the safety and well being of our employees. If anything were to happen to you on the job, we provide the insurance and workers compensation to make sure you are taken care of.

GET TO KNOW US

VERMONT EMPLOYMENT AGENCY

We provide exemplary services to both the employee and the employer, by finding, hiring, training and managing staff in order

CONTACT INFO

South Burlington:
1944 Williston Rd, Suite 7
South Burlington, VT, 05403
(802) 448-3957
Navigate on Map

St. Albans:

IMPORTANT LINK

File a Document
About Us
Contact Us

indeed

to adequately support and assist in the development of our local businesses right here in Vermont.

St. Albans:
12 Kingman Street
Saint Albans, VT, 05478
(802) 782-8255
Navigate on Map

6000+ Happy Employees

2000+ Positions Filled

500+ Happy Employers

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United States Patent and Trademark Office (USPTO)

USPTO OFFICIAL NOTICE

Office Action (Official Letter) has issued
on August 28, 2023 for
U.S. Trademark Application Serial No. 97671506

A USPTO examining attorney has reviewed your trademark application and issued an Office action. You must respond to this Office action to avoid your application abandoning. Follow the steps below.

(1) Read the Office action. This email is NOT the Office action.

(2) Respond to the Office action by the deadline using the Trademark Electronic Application System (TEAS). Your response, or extension request, must be received by the USPTO on or before 11:59 p.m. **Eastern Time** of the last day of the response deadline. Otherwise, your application will be abandoned. See the Office action itself regarding how to respond.

(3) Direct general questions about using USPTO electronic forms, the USPTO website, the application process, the status of your application, and whether there are outstanding deadlines to the Trademark Assistance Center (TAC).

After reading the Office action, address any question(s) regarding the specific content to the USPTO examining attorney identified in the Office action.

GENERAL GUIDANCE

- **Check the status of your application periodically** in the Trademark Status & Document Retrieval (TSDR) database to avoid missing critical deadlines.

- **Update your correspondence email address** to ensure you receive important USPTO notices about your application.

- **Beware of trademark-related scams**. Protect yourself from people and companies that may try to take financial advantage of you. Private companies may call you and pretend to be the USPTO or may send you communications that resemble official USPTO documents to trick you. We will never request your credit card number or social security number over the phone. Verify the correspondence originated from us by using your serial number in our database, TSDR, to confirm that it appears under the "Documents" tab, or contact the Trademark Assistance Center.

- **Hiring a U.S.-licensed attorney.** If you do not have an attorney and are not required to

have one under the trademark rules, we encourage you to hire a U.S.-licensed attorney specializing in trademark law to help guide you through the registration process. The USPTO examining attorney is not your attorney and cannot give you legal advice, but rather works for and represents the USPTO in trademark matters.