



Anthony Martin
Fredon Corp.
Grinder



Story produced by:



A Candidate With a Record ... And an Employer That Saw Past It

At Fredon Corporation in Mentor, it's about the individuals, not the backgrounds they come from, according to company President Alyson Scott.

When she met Anthony Martin in a WorkAdvance cohort and recognized what he was capable of, she didn't let his criminal record dissuade her.

"You can learn a really good lesson when you hit bottom," Scott said. "I realized early on that what this company will succeed

on is hiring people with attitude and aptitude. You can get a vibe from Anthony that other people respected him. And he was taking his training very seriously. I knew I wanted him on the team. He's 'Team Fredon' all day long."

Founded in 1969, Fredon is an 86-employee precision machining manufacturer for the defense, aerospace and locomotive industries. It specializes in tight-tolerance, small-run, custom manufacturing.

In 2003, its founder Roger Sustar,

Alyson's father, started Alliance for Working Together (AWT), coordinator of the WorkAdvance program where Martin was discovered. AWT is an Industry Sector Partnership (ISP) serving more than 885 Lake, Geauga, Ashtabula and eastern Cuyahoga County manufacturers.

Anthony's story

"I fell into the wrong crowd at a young age," Martin said openly.

Juvenile delinquency. High school dropout. Strained family

relationships. Addiction issues. Then during a January 2023 traffic stop, some bad judgments caught up with him and a 5-month prison sentence ensued ... but so did a much-needed wake-up call.

First came addiction rehab. Then he learned about WorkAdvance and the opportunity to be trained and placed in a manufacturing job – even for individuals with records.

“When you’re stuck in a spot like I was, you don’t think there’s anything left. You think, ‘I can’t get a job anymore; I’m a convicted felon,’” he said.

AWT’s June 2023 cohort was comprised of 12 participants, including four justice-impacted individuals referred by Lake Geauga Recovery Center. All four successfully completed the training and were hired by local manufacturers.

“Everybody knew our situation,” Martin said. “It was nice we could talk about it and not have to hide



anything. I felt these people really wanted to help you just to help you.”

Anthony's future

Within a couple weeks after being hired into an entry-level assembly position, Martin was promoted to the more demanding grinder role. A few months later, he’d taken on

even more responsibilities.

“If you would have told me a year ago that this is where I’d be, I would have said you were crazy,” Martin said. “I’ve learned it’s not impossible to turn your life around and dig out of a hole. The help is out there if you want to take it. I’m living proof it’s possible.”

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