



Joan Yang

Founder and President
Rand & Jones Enterprises Co.

Rand & Jones Enterprises, founded in 1985, has completed more than \$100 million of construction projects. With annual revenues of \$15 million, the company is a full service general construction firm as well as a building materials supplier.

When Joan Yang graduated with a BS in Plant Pathology from the National Taiwan University, she wanted to be a professor at a university. She received a scholarship to the State University at Buffalo and went on to earn an MA and PhD in Biology. She realized that she was not an academician or researcher and obtained an MBA.

Joan worked for about 7 years in a corporate job. She was laid off from her last job within the three-month probation period. She was not given any reason for the lay off which was the impetus for her to start her own business as an importer of oak vanities. This led to buying a Buffalo based cultured marble factory. She soon realized there was a lack of minority contractors and knew she had the ability to expand her business to fill that niche. Not a stranger to the importance of education, she took construction management classes to arm her self with industry expertise. Her first big job was painting bank branches and then VA hospitals and little by little, she built a successful construction company with \$30 million in bonding capacity.

Joan took full advantage of all the government programs designed to help minority and women businesses. She obtained 8a status from SBA and later, HUBZone-certification. In 2000, she bought a landmark building which she renovated to bring out all its historic glory, making a physical statement for Rand & Jones.

Joan describes herself as a “micro-manager” and with the help of a sophisticated infrastructure, tight management and accounting system; she is on top of everything in her business. She has achieved a balance with her personal and family life and raised two sons who she is extremely close to, both of whom live and work in New York City, where she keeps a small office but plans to expand early next year.

When asked about advice for other entrepreneurs, she cited what has made her company successful “Work hard, be frank and direct. People trust me and I see customers as my bosses - they are they most important thing”

A supporter of dozens of community groups, she has also served as a board member or officer of the SBA Advisory Council, National Conference for Community and Justice, The Great Lakes Business Consortium, and the Chinese Club of WNY.

Joan resides in Buffalo NY.