

2009

CHATTANOOGA

ALTERNATIVE STAFFING

CEi Works

Reliable Workers Competitive Price



We don't put up with unmotivated, poorly screened, haphazardly assigned temporary workers. Neither should you.

Overview

CEi Works
1105 E 10th St
Chattanooga, TN 37403
423-266-1888
423-2666-2196 FAX
www.ceiworks.net

Parent Company

Chattanooga Endeavors, Inc.

Company Profile

CEi Works is an alternative staffing agency doing business in Hamilton and surrounding counties.

Offering

We lease individual workers and supervised work teams to companies primarily in the manufacturing, construction, landscaping, and sanitation industries.

Benefits

- Fully documented workers
- Drug free workplace
- Complete criminal history
- Work ready certified
- Pre-screened for tax credit
- Interpersonal skills training
- Transportation assistance
- Low mark-up

Alternative Staffing Firms

Alternative staffing firms are social-purpose businesses created by community-based organizations to “broker up” job seekers, starting with temporary assignments and forming bridges to livable wage jobs. Customers use their services to screen potential hires and to fill entry-level positions, reporting that Alternative staffing firms know more about their workers and are better equipped to support them in work assignments than conventional staffing agencies. Customers also point out that these firms:

- Better understand their business priorities
- Are more responsiveness to their needs
- Provide higher quality candidate screening
- More effectively support for their workers

More for your money

Finding dedicated hourly workers is tough – and retaining them is even tougher. Extremely high turnover, in fact, makes this one of the most challenging groups of employees to manage. And too much turnover can have a devastating effect on company morale and productivity.

If your hourly workers are letting you down, and your hiring policies let you consider candidates with felony convictions, we can help. We can provide you with contingent workers that are serious about employment and ready for a second chance. By assigning only those that want to succeed and have the habits you value, we make it safe and simple to tap into this rapidly growing group of job seekers.

Everyone in our workforce has completed our flagship work-readiness course. This rigorous, 60-hour program reinforces positive behaviors and teaches the interpersonal and problem solving skills that are needed on any job. They are all drug-free and fully documented. They have demonstrated that they can make it to the job on time. They know how to handle situations

that could lead to sexual harassment, accidents, and violence in the workplace. And – because they have more at stake than other job seekers – they are less likely to let you down.

We conduct a thorough review of their criminal background, performance in the criminal justice system, education attainment, work-related training, and job history.

You might expect these services would drive up our costs. But they don't. Our bill rate is consistently lower than our competitors'. And when you hire one of our workers, you can earn a \$2,400 tax credit, more than covering the cost of doing business with us.

Why do we do so much for so little? Because we believe that our mission is served best when you are pleased by our workers, speak highly of our efforts, and continue to call on us for business.



How do we stack up against other firms?

Safety Training

Works	Other Firms
100%	44.4%

Drug Testing

Works	Other Firms
100%	44.1%

Background Checks

Works	Other Firms
100%	42.1%

Pre-Assignment Orientation

Works	Other Firms
100%	63%

Workers Comp Injuries

Works	Other Firms
1.3%	48.1%

Offering

Our workers are suitable for unskilled and semi-skilled positions in a variety of industries in the Chattanooga area, including assembly, fabrication, packaging, production, sanitation, landscaping, construction, food preparation, housekeeping, dish washing and maintenance, shipping and receiving.

Our standard offering includes:

- Remunerative work training (below)
- Temporary assignments
- Temp-to-hire placements
- Leased labor -- i.e., "permatemp"

In addition we provide:

- Transportation assistance
- Access to technical training
- Assistance with OJT
- Bonding as needed
- WOTC eligibility review

Screening

All of our workers have felony convictions – but not everyone with a felony conviction is selected for our workforce. We partner with the Board of Probation and Parole and the Department of Corrections to identify those that are serious about employment and motivated for a second chance.

No one is admitted to our program without passing a drug screen and no one completes our program without passing a second drug screen (our version of "one way in and one way out.")

In addition to assessing their performance in our classroom and on community service activities, all candidates are subjected to:

- Thorough background screening to verify education, employment and criminal history.
- Assessments and evaluations to identify and address risk factors.
- On-going drug screening.

Training

We provide work readiness training and supportive job search services for job seekers with felony convictions and assist them with employment opportunities that lead to a livable wage.

Our course is a unique blend of interpersonal skills development and accountability and organized around the needs of employers. Like many of our employers, we have a zero tolerance policy for drug use, attendance and assignment completion.

Instructions include:

- Workplace safety
- Sexual harassment
- Violence in the workplace
- Self-awareness
- Interpersonal skills
- Problem solving
- Life coaching
- Money management skills

Assignment

We match our workers' education, training and experience with the specifications of each customer order. Beyond that, we consider their ranking in our work-readiness course and compare their personal circumstances and characteristics against preference profiles we develop for our customers.

Customers always have the right to interview candidates and select those they feel best fit their company's needs.

Insurance

Workers' Compensation	\$1,000,000
General Liability	\$1,000,000
	\$2,000,000
Excess Liability	\$5,000,000

Note: Most of our workers can be bonded through a Federal Bonding Program.





What makes low-wage workers high performers?

“Just showing up isn’t enough. You have to understand what is expected of you and meet those expectations... day after day after day.”

– Worker

Remunerative Work Training

Instead of filling temporary positions, under our Remunerative Work Training program, workers temporarily fill positions that have been reclassified from your regular workforce. When the worker is either hired by you or given another assignment, the position is filled by another CEi Works participant. This arrangement allows us to attract high-quality candidates into our program and pass them on to you with a variety of cost savings and other incentives.

You continue to select and supervise the workers, retain the right to replace them at will, and may convert them to your payroll at anytime without penalty. The savings can be substantial for companies that pay more than minimum wage for entry level workers.

Rates

Rates for individual assignments are determined by your base wage for the position being filled plus applicable workers’ compensation, payroll taxes and an administrative markup.

Discounts are available for supervised work crews and leased labor (permatemps). And our deepest discount is for remunerative work training positions.

Conversion

After 400 hours on regular assignment, our workers are eligible for hire and can start building time on the job toward the Work Opportunity Tax Credit (below). If on remunerative work training assignment, workers can be hired at any time after the first week.

Work Opportunity Tax Credit

Nothing replaces a good employee! Nevertheless, most of our workers qualify for the Work Opportunity Tax Credit (WOTC). Through this federal program, you can earn a tax credit for your company of \$2,400 each time you hire someone from our workforce. Think of it! You can actually make money when purchasing labor through CEi Works.

References

SERODINO, INC.

Your employees are great!! Not only have they been trained for the workplace as timely and hard workers, but they seem to be motivated, loyal, and long term employees. We appreciate your endeavors to help these people and the community as a whole! Keep up the good work!

Pete Serodino

President

KOCH FOODS

Of all the agencies with which I deal, CEi has proven the most reliable in responding to our most difficult assignments and needs. Every time I have contacted CEi, they have responded quickly, their employees have come on time, and they have more than suitably performed the tasks assigned. The employees provided by CEi have been reliable, cooperative, polite and hard working. Koch has already hired one person sent by CEi and hope to employ another when his required time is completed. I will gladly recommend CEi and their services to any other company.

Don Hoffmeyer

Human Resource Director

ATHLETIC COMPETITION SURFACES

Johnny McMillon has been a wonderful find for us and we are eager to add him to our payroll!

His attitude is outstanding. He is a hard worker willing to learn our business and he is always willing to take on new and greater responsibilities. In short, he has been a fantastic addition to our company. We look forward to a long relationship with him. And with CEi.

Lee Murray

CEO



Work Opportunity Tax Credit

Most of our workers are eligible for the WOTC – after working 120 hours on your payroll. To receive your credit:

- 1 Check with our office about worker eligibility.
- 2 On the date of hire, complete the back of IRS Form 8850 and ETA Form 9061
- 3 By the 28th day from the hire date, mail both forms to:
Department of Labor
220 French Landing Drive
Nashville, TN 37243
(615) 253-6664
- 4 File IRS Form 5884 on your federal tax return.

Check out our website for forms and instructions.

www.ceiworks.net/wotc

Time Entry & Approval

You can place and track orders, create reports, approve



timecards, authorize payment and communicate with CEi Staff through your web browser.

Just go to:

www.ceiworks.net/ultrastaff

General Contacts

Physical Address

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Functional Contacts

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Corporate Contacts

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Company Information

Incorporation Date: 02 FEB 99
EIN: 58-2461822
DUNS: 104704478
501(c) 3 Ruling: 30 JUN 03
TN Solicitation: 5740
Sales Tax Exempt: 780089638
Fiscal Year Ending: 30 JUN

Primary Industry

SIC 8331
Job Training & Vocational Rehabilitation Services
NAICS 624310
Vocational rehabilitation job counseling

Secondary Industry

SIC 7360
Employment & Temporary Help Agencies
NAICS 561310
Employment & Temporary Help Agencies

Insurance Information

Scott Ferguson
Huffaker & Trimble
423.648.7256
Scott.Ferguson@BBandT.com

Business Hours:

8:30 AM – 5:00 PM Monday thru Friday
Closed Weekends

After Hours Contact:

423.266-1888 Option 2

