



CIID Diversities

Staffing * Solutions * Services



STAFFING SIMPLIFIED

To improve your staffing environment, sometimes you need to think differently. CIID Diversities provide you with direct on-call access to the professionals you need when you need them.

We're not a traditional staffing agency. We bring automation to your process to save your time and money.

CIID "Leveraging the power of Diversity"

256 GERMANTOWN BEND
101 CORDOVA, TN-38018

Office: 901.474.7192 Fax: 901.474.7198

www.ciidiversities.com



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Dear Prospective Client:

Thank you for taking time out of your busy schedule to discuss the possibilities of utilizing CII Diversities. We have dependable and hardworking employees who are ready and willing to provide professional temporary staffing services.

Since our company was established in 2005, we have recruited reliable, dedicated employees who have completed an extensive job training orientation session with drug-testing and a throughout criminal background investigation. We also provide cost effective benefits to your company, including an onsite supervisor, Payroll services, worker's compensation, liability insurance, and tax preparation for W-2 forms.

CII Diversities has a proven track record for exceeding job performances of our competitors in the industry. Our client list consists of major corporations, including the Memphis-Shelby county Airport Authority, Diamond Comic, Thomas & Betts Corporation, The Memphis Marriott Hotel, Diamond Comic Corporation, The Residence Inn, Mallory International Logistics, Cutler-Hammer, The Peabody Hotel, Stein's Restaurant, Lotus & Windoware, Tri-State Bank of Memphis, O'Neal Metals Company and State Farm Insurance, among others.

CII Diversities is professionally certified, minority-owned business, and we are well respected as a member of the Mid-South Minority Business Council, Memphis Regional Chamber of Commerce and the better Business Bureau. Please feel free to contact us. We look forward to a fruitful, working relationship with you. Again, thank you for an opportunity to do business with you.

Sincerely,

CII Diversities team

Affiliations:
Mid-south
Minority
Business
Council
National
Small
Business
Alliance, Inc.



BBB

**ACCREDITED
BUSINESS**





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Staffing Opportunities

CIID Staffing include an employment pool providing temporary jobs and permanent employment. We provide flexible, customized, cost effective temporary or permanent staff in the following categories

- ▶ Warehouse Workers
- ▶ Forklift Drivers
- ▶ Accounting / Payroll
- ▶ Banquet Servers
- ▶ Receptionists
- ▶ Customer Service
- ▶ Bookkeeping & Billing
- ▶ Engineers
- ▶ Construction Workers
- ▶ Utility Workers
- ▶ Cashiers / Tellers
- ▶ Airport / Airline
- ▶ Pickers and Packers
- ▶ General Laborers
- ▶ Work Processing / PC Help Desk
- ▶ Data Entry
- ▶ Clerical Support
- ▶ Administrative Support
- ▶ Janitorial Services
- ▶ Transportation
- ▶ Facilities Office Management
- ▶ Technicians / Drafters
- ▶ Canvassers / Product Demo
- ▶ Inventory / Purchasing





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Professional Staffing Experience

CII Diversities are presently providing professional staffing services to several distinguished companies world wide. Few to mention here.



Smith & Nephew Inc.
1450 Brooks Road
Memphis,
tennessee 38116
Contract Scope:
Pickers/Packers



O'Neal Metals Company
8100 Frazier Pike
Little Rock, AR 72206
Contact: Mr. Thomas
Regan
Title: General Manager
901.774.6650
Contract Scope: Factory
Workers



Lotus & Windoware
Memphis Warehouse
4444 S. Mendenhall Rd.
Ste. 14
Contact: Mr. Shay Streetman
Title: Warehouse
Supervisor
901.362.9093
Contract Scope:
Light Industrial



Stein's Restaurant
2248 S. Lauderdale
Memphis, TN 38106
Contact: Ms. Willardstine
Myrick
Title: Proprietor
901.775.9203
Contract Scope:
Cooks/Servers



The Peabody Hotel
149 Union Avenue
Memphis, TN 38103
901.529.4000
Contract Scope: Banquet
Staff



INTERNATIONAL PAPER

INTERNATIONAL PAPER
GLOBAL SOURCING
6400 POPLAR AVENUE
MEMPHIS, TN 38197
Contract Scope: Factory
Workers



Nucore steel
1915 Rexford Road
Charlotte, North Carolina,
28211
Ph: 704.366.7000
Fax: 704.362.4208
Contract Scope: Factory
workers



Thomas & Betts Corporation
442 E. Stone Wall Rd.
Byhalia, MS 38611
Contact: Ms. Jackie Jenkins
Title: Human Resources
Manager
901.435.7502
Contract Scope: Light Industrial



Memphis Shelby County
Airport Authority
2491 Winchester Rd., Suite
113
Memphis, TN 38116
Contact: Ms. Julia Stewart
Title: Human Resource Manager
901.922.2541
Contract Scope: Clerical



Office Administration, Data
Entry
Diamond Comic Distributors
3955 Holmes Rd.
Memphis, TN 38114
Contact: Mr. Larry Schroe-
lucke
Title: Director of Human Resources
901.565.0373 x230
Contract
Scope: Pickers/Packers



CIID Diversities

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Recruiting Strategies & Methods

CIID Diversities Recruiting Team will selectively recruit, test, train and retain a competent workforce by screening candidates with the experience and qualifications tailored to perform the specific job positions.

CIID Diversities will create customized, recruiting plans through the following mechanisms for successful hiring employees.

Classified Newspaper Advertising
Radio and Television Advertising
Internet Advertising / Website
Recruitment job Fairs
Direct Mail Marketing Materials
Flyers posted in Public Places
Job Network through churches, Colleges and Universities.



CIID Diversities Performance indicators- Policies and procedures exist that identify how recruitment, hiring, promotion, and retention activities will be evaluated.

By interviewing the employers, staffing consultants gather information analyzing special placement needs. Recruiting may be for temp work, for specific jobs. Careers in specialized industries may require a search firm approach. We strive for superior service and provide utmost productivity, while affecting positive changes according to the client's business leaders with a diversity of highly screened, tested, candidates selectively chosen to fit their corporate culture. The goal of CIID Staffing Services is to provide career opportunities through temporary jobs and permanent employment. Partnerships formed with clients are valued as long-term personalized commitments. We provide flexible, customized, cost effective temporary or permanent staff that maximizes the client's potential. We achieve this goal by developing lasting relationships among clients, job seekers, and our entire placement services staff.



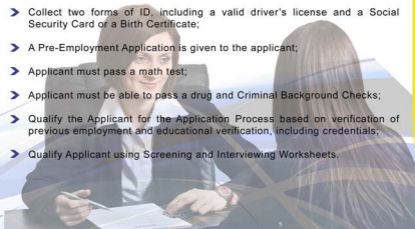
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Pre-Employment Process

- We offer a full scale end-to-end Pre-Employment Management Solution that handles all aspects of the recruitment screening and process for our clients. No more headaches, wasted time or stacks of resumes! We do all the legwork and processing and then deliver fully qualified ready to hire candidates.
- CII Diversities will perform its Pre-Employment Process on all personnel referred to work in qualified positions.
- We will Pre-Screen Applicants with the following procedures:
 - Collect two forms of ID, including a valid driver's license and a Social Security Card or a Birth Certificate;
 - A Pre-Employment Application is given to the applicant;
 - Applicant must pass a math test;
 - Applicant must be able to pass a drug and Criminal Background Checks;
 - Qualify the Applicant for the Application Process based on verification of previous employment and educational verification, including credentials;
 - Qualify Applicant using Screening and Interviewing Worksheets.





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Screening / Testing

CII Diversities provide customized screening and training programs aid in establishing a professional plan that supports our company's mission and assist our employees in reaching their full potential. We put our candidates through a final screening process designed to get the information we need to make a proper hiring decision.

Our screening process lays the foundation for an opportunity for our employees to grow, learn and exceed their expectations for success. Additional tests to reveal professional behavior and value assessment would be given that will be helpful in obtaining more information about the applicant's abilities. The following are a list of screenings that each positional personnel may be required to take:

Professional Skills

Technical Skills

Math Test

Office Technology Skills Test

Written Evolutions

WORKPLACE behaviors and Etiquette Test

Interpersonal Communications in the workplace

Valuing Diversity in the Workplace

Job Readiness Training

Career planning and Development Workshops

We will identify behavior critical to success and then design test tools that assess these key positions requirements. Our job readiness training provides the participants with the necessary tools to prepare them for the employment search, such as resume writing and appropriate workplace attitudes and behaviors. These workshops provide them with the added advantage they need to secure and retain jobs.





Comspark International Specialized in

- › Custom Software & Application Development
- › Product Development & Re-engineering
- › Portal / E-commerce Solutions
- › ERP, CRM, IMS & POS Products
- › Mobile Application Development
- › Research & IT Consulting
- › Offshore Consulting & Outsourcing
- › HR and Onsite Consulting Services
- › IT & Technical Support
- › BPO & Call Center Services

Comspark International & It's Subsidiaries

www.Comsparkint.com

Comspark Info India (P)Ltd.

www.comsparkinfoindia.com

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www.ciidiversities.com

Comspark Investments Inc.

www.comsparkinvest.com

Comspark Exim Services

www.comsparkexim.com

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