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407-273-7753

TRANSMITTAL LETTER

Due: 01/26/2022

Subject: University of Central Florida Invitation to Negotiate Temporary Labor Services

Reference: # 2021-03TCSA

Dear Trinh Nguyen

Ace Staffing is pleased to submit its proposal in response to University of Central Florida Invitation to Negotiate Temporary Labor Services effort.

I. Acknowledgement of RFP & Amendments

ACE STAFFING acknowledges receipt of ITN for Temporary Labor Services # 2021-03TCSA and Completed annexes are located as part of the original ITN.

II. Confirmation of No Exceptions

ACE STAFFING hereby confirms it takes no exceptions to the stated requirements.

III. Validity Period

Ace Staffing proposal is valid for 120 calendar days from date of submission.

IV. Points of Contact

The primary point of contact(s) for this proposal are:

Ace Staffing	6304 Old Cheney Highway Orlando, FL. 32807	1Y5E9
Name:	Mr. Nitesh Patel	Mr. Nikesh Patel
Title:	Federal and State Division Director	Head of Sales and Operations
Phone:	407-617-3217	407-924-3632
Facsimile:	407-273-8133	407-273-8133
Electronic mail:	Nitesh@acestaffing.com	Nik@acestaffing.com

Electronic Documents

ACE STAFFING confirms that our proposal files are free of viruses and malware.

ACE STAFFING appreciates the opportunity to submit this proposal for consideration. Should you have any questions related to this submission please do not hesitate to contact Mr. Nick Patel or the undersigned.

Sincerely,
ACE STAFFING

Signature



Introduction

1. Technical Proposal

A. EXPERIENCE AND QUALIFICATIONS OF PROPOSER

1. Company Capabilities

ASI has a mature model of sourcing and managing programs. We take a methodical approach in vetting our employees, while keeping a robust pipeline to backfill any gaps or replacements. We have based our success on insuring we are responsive to our clients needs. Our management approach is to dedicate a manager and recruiter to the client ensuring a superior understanding of the scope, details and requirements to be responsive. We pride ourselves in developing long standing partnerships. We recognize that maintaining a qualified staff is the foundation of our business. Our process with employers is simple. We ask, listen, and respond. We have built a reputation of delivering high quality candidates seemingly on demand. We always ask both our clients and workers, "How can we do better?" The answers probably won't surprise you...how seriously we're responding may.

Our motto has proven that our core commitment continues to be the formula to our success:

- **This Right Fit is Critical**
Both associates and clients make it clear: "You can teach skills, but you can't teach the fit." As we partner with our clients and know them better, we work with our employees to make a better match. These compatible matches mean a more productive worker, which in turn leads to a better return on your investment.
- **Respect Demands Honesty**
Straight-talk and frank and honest communication is delivered on a consistent basis. The issue is not whether problems will occur, but rather how they will be managed.
- **Reliability is the Cornerstone of Success**
Reliability means staying accountable to both our clients and our employees. It's about providing the right worker at the right place at the right time. Reliability is exceeding expectations with a consistently fast response time while providing a higher level of performance as our partnership grows and develops.

What sets Ace Staffing apart from the competition:

- Our People
- Client Relationship Management
- Hands on performance
- Actively managing a reserve of potential employees mapped to each contract

2. Company History

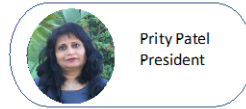
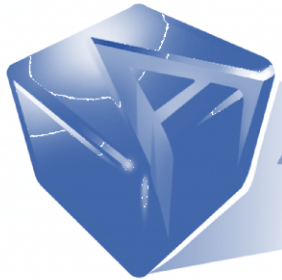
Ace Staffing, Inc (ASI) is a staffing and professional service provider firm that has been in business for more than 22 years. A family, minority and women owned business that started out staffing just one employee at one job site in Orlando has evolved into staffing hundreds of employees to countless businesses in various industries across all of Florida.



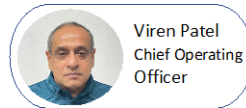
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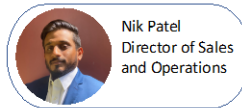
Prity Patel - President and CEO - is responsible for providing strategic, financial and operational leadership for the company and will closely coordinate and work with the senior leadership team.



Prity Patel
President



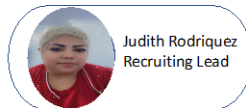
Viren Patel
Chief Operating
Officer



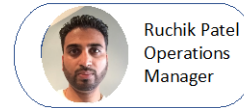
Nik Patel
Director of Sales
and Operations



Nitesh Patel
Federal & State
Division Director



Judith Rodriguez
Recruiting Lead



Ruchik Patel
Operations
Manager

Viren Patel - Chief Operating Officer - maintains focus on operationalizing strategy. The COO is tasked with implementing daily operations, aligned with that goal and the company's strategies. Viren executes the vision of the President and oversees company operations and employee productivity, building a highly inclusive team culture.

Nik Patel - manages all operations of an organization. Executes a crucial role in developing and implementing client retention strategies. Nik ensures the customer service and quality of operations, motivate workers to offer their best talent and services.

Judith Rodriguez - leads the development and implementation of strategic talent acquisition tactics and leads the evaluation of the entire recruiting function, strategies, and procedures in order to find opportunities for improvement. The Director of Recruiting oversees full cycle recruitment in support of all the business's functions.

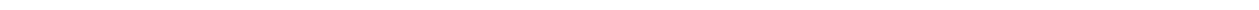
Ruchik Patel - responsible for the supervision and overseeing the timely and accurate invoicing of customers and the handling of payments according to the company's policies. Manages employee salary and payment and collection of payments from clients on behalf of the company.

3. Company Information.

ASI celebrates 20 plus years of business in the Orlando area. Financially s

ASI maintains the following certifications

- Women and Minority Owned Business Certification (State of Florida)
- WMBE Certified by GOAA





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- 8(a) Business Development Program (Applied For)
 - SBA Women owned minority business (Applied For)
 - Minority Owned Business Certified by Orange County Florida

We maintain an active recruitment database 98,000 candidates over the years is integral to our business and servicing our clients. Our team has the background and knowledge of the changing job markets, which allow us to not only retain talent, but also keep our talent satisfied with benefits, quick responses, and anything else that is needed. Our current employment is:

- **15k FILLED VACANCIES**
- **98k RESUMES IN OUR DATABASE**
- **975 TRAINED SPECIALISTS**

ASI is financially secure with significant management reserve to maintain self-funding for payroll of over 350 current employees and all operational costs. ASI has secured in advance lines of credit is ever needed with multiple financial establishments.

4. Past Performance References

Ace Staffing has been a critical partner supporting our longstanding teammates providing the full spectrum of support across their needs. We consistently strive to be the teammate that delivers and outstanding work product without requiring maintenance from our partners. We are fully vested in the success of the opportunity. ASI has selected relevant past performance citations that demonstrate our experience in providing simulation and training services and are representative of the depth of knowledge that UCF is seeking. Our past performances also demonstrate that we employ the most qualified, versatile and dedicated people. ASI provides projects directly related to the requirements. Some of our current partners are:

References

Title: Fence Outlet, LLC

Customer	Fence Outlet, LLC
Contract Number	N/A
Award Date	05/01/2012
Contract Type	4 Year Contract
Government or Commercial Procuring Contracting Activity	Address: 9671 S Orange Blossom Trl, Orlando, FL 32837 Phone Number: 407-851-6660
Administrative Technical Contracting Officer (ACO) Penny Fernandez	Phone Number: 407-203-0532 Fax Number: e-mail address: penny.fernandez@fenceoutlet.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None



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Experience:

ASI was secured to provide support to 24/7 operations in support of the consumables in support of the customer. Services include but are not limited to production line support, logistics, office management support and quality control support. In addition to operational support, ASI is responsible for conducting orientation for all newly assigned personnel in the areas of HR drug screening, operational duties and workplace safety requirements. ASI is supporting transition on staff after vetting to customer as full-time employees while continuing to support production with organic staff. As well as supporting the operations staff requirements, ASI additionally supports the office management responsibilities with payroll services.

Relevance: Supplying Logistics, office management, line support and maintenance.



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Title: Easy Foods, Inc

Customer	Easy Foods, Inc
Contract Number	N/A
Award Date	04/01/2021
Contract Type	Annual Contract
Government or Commercial Procuring Contracting Activity	Address: 1965 Ave A, Kissimmee, FL 34758 Phone Number: 321-300-1104
Administrative Technical Contracting Officer (ACO)	Phone Number: 321-300-1104 ext. 2313 Fax Number: e-mail address: hr@easyfoodsinc.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: ASI has is maximized. Operations run on a 24 hour a day production schedule. ASI has integrated our supports Easy Foods augmenting the companies' dedicated employees with additional staffing. This staffing supports the full spectrum of product manufacturing from product production, machine operations, packing, and warehouse management. ASI staff provides 50% of the total production staff with plans to increase support based on surge requirements. ASI has effectively managed a high turnover environment with a refresh in less than 1–2-day staff replacement. ASI provides a stable base insuring product production support with the customers training and management requirements.	
Relevance: Maintenance operations, warehousing 24 hour operations and responsive staffing.	



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Title: National Gypsum

Customer	National Gypsum
Contract Number	N/A
Award Date	01/01/2014
Contract Type	4 Year Contract
Government or Commercial Procuring Contracting Activity	Address: 1650 Central Florida Pkwy #102, Orlando, FL 32837 Phone Number: 407-438-3450
Administrative Technical Contracting Officer (ACO)	Phone Number: 407-438-3450 Fax Number: 407-240-0279 e-mail address: patricia@proformfinishing.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience:	<p>ASI provides staff support to National Gypsum Company since 2014. National Gypsum is the exclusive service provider of reliable, high-performance building products manufactured by its affiliate companies and marketed under the Gold Bond®, ProForm® and PermaBASE® brands. The National Gypsum has been synonymous with high-quality, innovative products and exceptional customer service since 1925. ASI provides services supporting staffing of trade specific employee. This staff includes Warehouse production, line Supervisors, Operational Technicians and more. Additionally, to normal staff support, ASI provides surge staff support during higher productions requirements, ASI maintains a on call pool of qualified staff to meet these surge periods of time.</p>
Relevance: Inventory/warehouse management, line supervision	



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Title: Alliance Building Supply

Customer	Alliance Building Supply
Contract Number	N/A
Award Date	10/01/221
Contract Type	Bi-annual Contract
Government or Commercial Procuring Contracting Activity	Address: 2452 Lake Emma Rd, Lake Mary, FL 32746 Phone Number: 407-831-6329
Administrative Technical Contracting Officer (ACO) Susan Schaffnit,	Phone Number: Fax Number: e-mail address: susan@alliancebuildingsupply.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: Material Supply is a privately owned corporation in central Florida providing window installation and door installation. We manufacture our own windows, sliding doors for new construction, replacements and energy efficient homes. ASI works with Alliance initially staffing production and installation personnel for the growing company. As staff demands expanded, Alliance expanded ASI role into staffing, initial technical training and overall supervision of onboarding and direct supervision of manufacturing factory workers. Currently ASI provides staff support for productions associates and machine operators (CNS certified).	
Relevance: Construction support, training and supervision	



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Title: Spice World, Inc

Customer	Spice World, Inc
Contract Number	N/A
Award Date	08/01/2021
Contract Type	
Government or Commercial Procuring Contracting Activity	Address: 8101 Presidents Dr, Orlando, FL 32809 Phone Number: 407-851-9432
Administrative Technical Contracting Officer (ACO) Matt McDonald	Phone Number: 407-851-9432 Fax Number: 321-296-8889 e-mail address: matt.mcdonald@spiceworldinc.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: Spice World manufacturers various kinds of spices, seasonings, and marinades for 70 plus years. With the increased emphasis on health and health care products, Spice World turned to ASI, to support operations. Currently, ASI supports multiple Orlando Florida production facilities with Forklift Operators, Machine Operators, Production Associates, and Day Laborers (Lumpers). ASI has over 25 production/forklift/Machine operators full tie staff currently working at Spice World and have routine demand for additional staff.	
Relevance: Machine operations, warehousing and quick turn staff support	



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Title: Service Painting, Middlesex Corp

Customer	Service Painting, Middlesex Corp
Contract Number	N/A
Award Date	03/01/2010
Contract Type	4 Year Contract
Government or Commercial Procuring Contracting Activity Sharon Flowers	Address: 10801 Cosmonaut Blvd, Orlando, FL 32824 Phone Number: 407-206-0077
Administrative Technical Contracting Officer (ACO) Sterianne Dattoli	Phone Number: 407-872-7555 Fax Number: e-mail address: Sharon.Flowers@cadencenow.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: <p>Service Painting, Middlesex Corp are headquartered in Littleton, Massachusetts, with local corporate headquarters in Orlando, Florida, and a regional office in West Haven, Connecticut. Additionally, we are prequalified and licensed to work in 14 states along the east coast and Southeastern United States. We design, build, and reconstruct highways, bridges, marine, rail, and transit facilities, and provide midstream gas and electrical transmission/distribution construction services. To meet the needs of today's challenging and ever-changing construction environment. ASI supports Middlesex with laborers supporting a contract located at the Orlando International Airport. The project was a 34M dollar program for the South Airport APM Complex. ASI staffing construction cleanup during the construction.</p>	
Relevance: Laborer support across construction requirements to include cleanup services	



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Title: UCC Group

Customer	UCC Group
Contract Number	N/A
Award Date	04/01/2008
Contract Type	2 Year Contract
Government or Commercial Procuring Contracting Activity	Address: 7380 Sand Lake Rd Suite 500, Orlando, FL 32819 Phone Number: 407-248-0989
Administrative Technical Contracting Officer (ACO) Rui Soares	Phone Number: 407-248-0989 Fax Number: 407-939-0730 e-mail address: rsoares@uccgroup.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: <p>UCC Group is a leading North America wide provider of integrated, specialty site work construction services. UCC's experienced team provides pre-construction, construction and post-construction services to the Commercial/Industrial, Entertainment, Resort, Public and Institutional sectors. UCC's regional offices in Toronto, Vancouver, Orlando and Ottawa have successfully completed significant projects of complex scope and size in all sectors throughout Canada, the United States and the Caribbean. ASI supports operations in t Orlando area</p> <p>ASI works with many UCC worksites in Florida and most recently in Orlando where we have assisted on projects including creating the walkways, driveways, and flooring at Universal & Disney. During these projects, we staffed skilled labor but also were given responsibilities for all site cleanup requirements. ASI maintains a steady pipeline of talent on standby to ensure there are no lapses in the work order for the customer and project teams.</p>	
Relevance: Site cleanup, construction services and short term staffing	



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Title: D.H. Griffin Contracting

Customer	D.H. Griffin Contracting
Contract Number	N/A
Award Date	07/01/2015
Contract Type	4 Year Contract
Government or Commercial Procuring Contracting Activity	Address: 2812 Airport Rd, Plant City, FL 33563
	Phone Number: 813-720-2900
Administrative Technical Contracting Officer (ACO) Randy Roach	Phone Number: 813-720-2900 Fax Number: e-mail address: rroach@dhgriffin.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: D.H. Griffin has 60 years of experience working in commercial environments. From single-story office buildings to large commercial complexes and multi-story structures, we have the experience and resources for the most complex projects. The D.H. Griffin Companies (DHG) is a group of privately owned and integrated companies that provide contract demolition, environmental and site development services, to both public and private sectors. Together, the DHG network includes over 1,000 employees in offices throughout the South and Mid-Atlantic states, with an equipment fleet numbering over 600 pieces. DHG completes in excess of \$400 million dollars in project revenue each year, serving both domestic and international markets. ASI has have partnered with D.H. for 5 years on multiple projects inside Disney. Our staff have abided by strict workplace safety regulations and Disney projects that include construction, onsite cleanup crews, loading materials, and cleaning trailers (picking trash, wiping and sanitizing buildings, and ensuring materials are stored securely).	
Relevance: Supported all stages of construction and onsite cleaning to include site sanitation.	



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Title: Allegro Senior Living

Customer	Allegro Senior Living
Contract Number	N/A
Award Date	04/01/2021
Contract Type	1 Year Contract
Government or Commercial Procuring Contracting Activity	Address: 2701 Howell Branch Rd, Winter Park, FL 32792 Phone Number: 407-961-7074
Administrative Technical Contracting Officer (ACO) Brian Banks	Phone Number: 407-622-2648 Fax Number: 407-622-2677 e-mail address: bbanks@allegroliving.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: Allegro Senior Living specializes in the development and management of luxury retirement communities and brings over 40 years of experience to its role of providing a vibrant lifestyle for seniors who want and deserve more. Allegro creates and sustains distinctive senior living communities, each a unique reflection of the surrounding neighborhood and the discerning seniors who choose to make Allegro their home. ASI support daily operations staffing the front desk. Additionally, ASI staffed personnel Servers are asked to perform cleaning duties that include kitchen sanitation (mopping, wiping down work areas, mopping, etc. Night staff are responsible for insuring trash and disposal, maintaining the lobby area and general cleaning responsibilities.	
Relevance: Kitchen support cleaning and general facility maintenance	



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Title: Hyatt Coconut Point Estero

Customer	Hyatt Coconut Point Estero
Contract Number	N/A
Award Date	06/01/2021
Contract Type	3 Year Contract
Government or Commercial Procuring Contracting Activity	Address: 5001 Coconut Rd, Bonita Springs, FL 34134 Phone Number: 239-444-1234
Administrative Technical Contracting Officer (ACO) Ben McRae	Phone Number: 239-495-4941 Fax Number: 239-495-1583 e-mail address: ben.mcrae@hyatt.com
Disqualification or Organizational Conflict of Interest Statement	None
Cure Notices or Show Cause Notices (If applicable, include copy)	None
Experience: Currently ASI staff's general janitorial duties at the Hyatt in Estero, FL.	
Relevance: All types of residential and office cleaning	



B. PROJECT STAFF QUALIFICATIONS/EXPERIENCE

Nikesh Patel **Contract Manager**

Ace Staffing, Inc.

Jan 2021 - Present

Head of Sales & Operations

- Lead recruiting operations, front and back-office applications/processes, and strategic decisions for the company.
- Oversee hiring of Account Executives, Recruiters, and Office Staff
- 2021: Increased sales by \$800k
 - Took on new industries such as Manufacturing, Entertainment, and other areas to generate revenue.

Beekeeper

August 2019 – Dec 2020

Account Executive

- Beekeeper is a B2B SaaS product sold into IT, HR, Ops, and Communication departments at the Director, VP, and C-level.
- Responsible for acquiring Net New Logos in the Southeast US and completing entire sales cycle (Prospecting to Close)
- 2019: 110% to plan (Rookie “Bee” of the Year)
- 2020: 70% to plan YTD

Gartner

August 2017 - August 2019

Account Executive

- Work closely with C-level executives (CIOs, CTOs, CFOs) and their teams to align strategic and technical resources which enhance the success of IT initiatives, solve business issues, and drive corporate results
- 2017: 140% to plan
- 2018: 110% to plan
- 2019: 75% to plan

Progressive Leasing

March 2015 - August 2017

Sales Development Representative

- Grew 500+ accounts dealing with 9 different retailers through systemized regional level trainings with 100+ employees in attendance.
- Consistently exceeded quarterly sales quotas and responsible for over \$12M in revenue per year.
- Century Club Award (100%+ of quota 4 consecutive quarters)

Education

University of Central Florida

Orlando, FL

Baccalaureate of Legal Studies

December 2014

Gained a broad understanding of basic legal principles as well as the complexity of our government. Prepared me by giving me the unique advantage of effective negotiation skills and perfecting the complexities of the art of persuasion.



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Judith Rodriguez

Recruiting Manager

Human Resources Professional with proven experience with an emphasis on employee training, personnel services, and quality assurance. Accomplished measurable results while leading teams in a dynamic, fast-paced environment. Possess a comprehensive background in human resources, operations management, training/development in manufacturing and logistics industry. Managed risk upon multiple lines to protect assets, property, and equipment meeting the expectations of senior leadership. Possess extensive knowledge in human resources development, needs assessments, employee communication, and risk management. Self-starter and hard worker who is driven to contribute to the overall success of an organization at all levels. Career supported with a master's degree for law and major in business.

- Leadership | Supervision
- Financial Accountability
- Logistics | Manufactured
- Human Resources Management
- Training | Development
- Office Management
- Employee Relations
- Recruitment | Staffing
- Program Management

PROFESSIONAL EXPERIENCE

Ace Staffing

2021 to Present

Human Resources/Recruiter

Helped manage the production and warehousing division. Was responsible for recruiting and placing talent for jobs by making phone calls, going to shelter, conventions, putting out signs for recruiting, job fairs. Viewing online resumes, taking walk-ins. Part of the job also required me to document and run background checks on talents, organize and file paperwork, assist in the onboarding process and orientation for new hires. Making sure all paperwork and data is updated and in the system. Troubleshooting any issues incurring at job sites and making sure everything is running smoothly. Assisted in helping translating and communicating between clients and talent. Helped train a Jr recruiter, Having someone shadow and learn how to recruit.

Effex Management Solution

2016 – 2021

Human Resources | Recruiter

Maintained and updated human resources organizational charts, handbooks or directories, performance evaluation forms and standard operating procedures; built consensus and relationships among diverse ethnic staff while creating and implementing methodologies to fixed internal human resources processes to become more effective in the manufacturing / logistics industry.

- Provided program guidance to senior leadership, program managers, by making recommendations and addressing relevant workforce Equal opportunity and discrimination concerns
-



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- Taught and Led the recruitment and retention of class maintaining and exceeding organization goals and expectations from Temp to Perm and Direct Hires.
- Instituted best practices and barriers, which lead to the development of a plan of action and milestones for the process of improvement in diversity management
- Interview and hired over 1,500 personnel in Temp -Perm over period of 5-years such roles include loaders, packers, forklift drivers, receptionist and more
- Screened, interviewed, and identified the best-qualified personnel to fill open vacancies and any other shortage positions within the organization
- Counseled personnel on salary, bonuses, health care plans, and policies assisting with the establishment career plans for direct and temps hires
- Conducted over 150 interviews for direct hire positions with a retain rate of 92% over a 5-year period from production supervisors to operations managers
- Obtained 100% compliance rate during audits

EDUCATION

Master's Degree for Law and Major in Business

Mexico- Anahuat College

TECHNICAL SKILLS

Basic Career Planner

Recruiter Training

Software: Microsoft Office, Access, Word, Excel, PowerPoint, OneNote, Outlook, InfoPath, SharePoint

Operating Systems: Mac / Microsoft Windows (95, 98, XP, Vista), Windows 10.



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Experience

April 2014 – current

manager, ACE STAFFING INC

Responsible for morning dispatch of Daily/Weekly Labor and for making sure all my job sites are filled. Lead all payroll, billing/reporting, invoicing, recruiting, customer support, online support, data entry, filing, transporting, online boarding, banking, accounts receivable and accounts management etc.

Dates From June 2005 – July 2012

Business Analyst, BLUE CROSS BLUE SHIELD MI

My team and I were responsible for finding any variances in the system and coming up with a solution to assuring it does not happen again,

The job responsibilities were

Communicating with the developers. Writing BDR documents, attending JAD sessions, testing, writing FRD, meeting deadlines, creating presentations, training and teaching software classes.

Education

Class of 2000

diploma, Martin van Buren high school

Class of 2005

computer information systems, QUEENS COLLEGE

Skills

Mathematical and Calculation	Communication
Payroll Software	Data entry
CRM	Customer Service

2. Core Capabilities

Ace Staffing is focused on providing services helping customers meet there needs with expert management, superior recruiting staff, and industry professionals. Our core companies are:

- Janitorial Services Specialists
- Construction Labor Specialists
- Manufacturing Labor Specialists



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- Frontline Labor Specialists
- Other Industrial Specialists

ASI is fully capable of self-performing all aspects of the requirements as stated. ASI is willing if the requirement dictates of working with specific subcontractors if the circumstances arise. All subcontractors are directly supervised by an ASI manager insuring all standards and performance meet ASI and customer guidelines.

C. OVERALL RESPONSIVENESS OF PROPOSAL TO SATISFY SCOPE/PROJECT APPROACH

The following responses are provided per UCF request:

1. Describe your company's capacity in providing services in all temporary labor areas, including non-management, management and technical categories. Also, how do you propose to deliver these services to UCF in a timely manner?

As a small family-owned business, ASI has remote and field recruiters who work through weekends, admin staff able to attend needs at will and remotely, and quick response times that are critical for us to retain customers. ASI has over 20 years providing temporary labor (in the above categories) which allows us to use our existing database of experienced personnel that cuts down on recruitment/screening time. We leverage field recruiters to find candidates all over Orlando - via Job Fairs, signs posted in busy areas to contact us for work, and contracts with customers that are expiring. We can deliver these services in a timely manner by knowing the right questions to ask candidates and an efficient screening process that allows us to put people to work the same day (partnered with companies to expedite background screenings, DMV checks, Drug Tests, and E-Verification).

2. Describe how urgent requests are handled.

Urgent requests are handled via immediate responses from the customer conveyed via the contract Manager. Upon contract award the contract Manager will convene a team meeting of all interested staff and outline the details and who is handling what aspects of the project. Urgent requests will receive next day priority, staff requirements staffed for review and hire. The Contract Manager will at each step ensure the UCF customer is informed and provided daily updates on status.

3. Provide an explanation of how background checks will be processed.

Background checks are handled through a company called Asurint. We leverage their integration with our ATS (Avionte) which gives us immediate results at the National level and State Level are processed within 1 business day.

4. Describe your process of vetting employees to meet the needs of the university; including professional appearance, reliability and workplace skills.



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The process that has shown the best results is gathering as much information from the customer as possible and can involve details such as work environment, culture, and red flags to keep top of mind when vetting candidates. We always vet candidates in-person or via Zoom if they are unable to come into the office to ensure they meet the requirements and expectations of the job. We conduct in-house drug screenings, are partnered with CentraCare statewide for 10 panel drug screens and are able to send results immediately.

5. What is your company's fill percentage and lead time to get an employee ready to work?

As of today (01/20/22) we have a total of 4 unfilled positions with over 350 placed staff weekly payroll. Our lead time varies our pipeline database, in our active open pipeline are those who have been pre-qualified and have a background test and drug screen within the last 30 days, these candidates are scheduled with weekly. If we find a fit in our open pipeline, that turnaround time can be within 1 day, sometimes even the same day. New staffing requirement receive priority placement and our normal lead time is historically 2-3 days to hire.

D. Why ASI

- 24 plus years of superior services
 - Highly Skilled Staff
 - Prompt and Reliable
 - Team player focused on the team's success
 - Experiences Management leadership
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