



To whom it may concern:

At Express Employment Professionals, our long-term goal is to put a million people to work annually. To support the development of the future workforce, we are excited to offer the Career Preparedness certification. One of the reasons Express created the Career Preparedness Certification was because of the increase in age for the first job. In the 1980s more than 57% of people between 16-19 worked, compared with currently about 35% of teens working. With people waiting longer to enter the workforce the need to offer career preparedness training increased.

Express works closely with leaders in a wide variety of fields to lead the way in matching qualified employees with the right workforce fit for them. As a global staffing provider with more than 35 years of experience, we take great responsibility in sharing our knowledge of and passion for developing effective and confident employees.

Individuals should consider earning the Express Career Preparedness Certification to give them an overall picture of choosing career, understand how to look for and get a job, and gain insights into workplace regulation and standards.

The value of the Career Preparedness Certification is two-fold, both for the individual certified and the company hiring them. For those certified the understanding of how to navigate the employment process and successfully enter the workforce brings added confidence to a typically stressful process. For the businesses, working with someone that achieved this certification should advance the onboarding process and offer the added benefit of an individual that understands workplace standards.

One of the best things about the Express Career Preparedness Certification is that the skills gained through the certification should help an individual select a career that is the best match for their education abilities, employability skills, and talents. By understanding the building blocks of selecting a career, attaining the skills for the career, and the process for successfully entering the workforce, this certification sets someone up for success no matter their field.

The Express Employment Professionals Career Preparedness Certification is a powerful stepping stone in helping individuals discover and achieve their career goals.

Sincerely,

A handwritten signature in black ink that reads "Rachel Rudisill".

Rachel Rudisill
Director of Marketing
Express Employment Professionals





JIMMY PARNELL
PRESIDENT

December 15, 2021

To Whom It May Concern:

I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification.

My name is William Green, and I serve as the Forestry and Wildlife Divisions Director for the Alabama Farmers Federation (AFF). AFF is Alabama's largest farm organization comprised of and representing agricultural and associate members in all 67 Alabama counties. We strive to protect and improve the ability of farmers engaged in production agriculture to provide a reliable supply of food through responsible stewardship of Alabama's resources.

The certification validates candidates have a basic understanding of the workplace and their role in a professional environment. Students who earn the Express Employment Professionals Career Preparedness Certification have demonstrated that they have been prepared to take advantage of the following skills:

- Personal development skills
- Professional development such as employability skills and electronic communication techniques
- Education and training analysis
- Job application techniques
- Workplace regulations and standards
- Interview techniques

It is vital that there be a way to prepare and expose young people to career preparation and get them ready for much-needed positions in any industry or workplace. This certification will bridge the gap between education and industry in order to supply Alabama with a new and knowledgeable generation of industry leaders.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Green", written over the printed name "William Green".

William Green
Forestry and Wildlife Division Director
Alabama Farmers Federation





Serving: Lawrence, Randolph and Craighead Counties
www.firstnb.bank 1-800-530-7561

July 25, 2019

To Whom It May Concern,

I am writing this letter in support of the Express Career Preparedness Certification. I am a Loan Officer/Vice President for First National Bank of Lawrence County. I have been in banking for 17 years. First National Bank of Lawrence County has 6 locations in Northeast Arkansas and has 62 employees. We are a full service Bank.

Individuals who earn this certification have demonstrated the ability to achieve and pursue a successful career. This certification includes job application techniques, interview techniques, and personal & professional development, just to name a few. It is very important that we have workers who are qualified and prepared with these basic skills and have an understanding of the workplace. It is also important for individuals to have these skills for achieving their career goals, as well for everyday life.

An individual who has earned the Career Preparedness Certification has proven they are more qualified and prepared to enter any work environment, regardless of industry interest, than an applicant without the certification. I believe this type of certification is beneficial to the individual, as well as for our business. Therefore, I do support this Career Preparedness Certification.

Sincerely,

Maria A. Kovak
Vice President
870-892-3158



6/3/2019

To Whom It May Concern:

I am writing this letter in support of the Express Career Preparedness Certification.

Pocahontas Aluminum Company has been operating in Pocahontas Arkansas for over 50 years. We have two locations, both in Pocahontas, with a total of around 140 employees.

Individuals who earn this certification have demonstrated possession of the technical computer skills necessary to discover, pursue and successfully achieve career goals.

It is imperative we have a pipeline of workers who have a basic understanding of the workplace and their role in a professional environment. We are currently experiencing employees who enter the workforce without knowledge of what is expected of them.

An individual who has earned the Express Career Preparedness Certification, issued by a nationally recognized, industry-leading company, has proven they are more qualified and prepared to enter any work environment, regardless of industry interest, than an applicant without the certification. In addition, this certification is extremely valuable to employers like me because it helps connect us to qualified candidates.

Sincerely,

Tiffany Palmer
Human Resource Manager



University of Colorado Denver
Anschutz Medical Campus
Department of Obstetrics and Gynecology
Fellowship Program

Academic Office 1
12631 East 17th Avenue, MS B198-6
Aurora, Colorado 80045
303-724-2014
303-724-2055 Fax

To Whom It May Concern:

I am writing this letter in support of the Express Employment Career Preparedness Certification endorsed by Express Employment Professionals.

As a Maternal Fetal Medicine specialist at the University of Colorado and soon to be at Baylor Scott & White, I have experienced first hand the importance of excelling at the interview process, the value of a well crafted resume and the importance of business communication skills. Having spent the past 11 years in medical training from medical school, residency and a sub-specialty fellowship I have found that one of the most challenging aspects to teach not only to medical trainees but my staff as well is employability skills. Often times careers are made based on a single interview or presentation.

After reviewing the curriculum of the Career Preparedness Certificate Program, these skills acquired by students would be of tremendous value to a career in the medical field as these skills are assumed to be present in every medical professional but never taught. Thus a program that teaches these skills would be invaluable to a medical professional and set them apart from other applicants in a field that is highly competitive. Students who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including: creating a well crafted resume and cover letter, mastering the interview process and learning proper business etiquette and communication.

As a medical professional, I can see where every student in high school could greatly benefit from completing this Career Preparedness Certification. It is a struggle to find students who demonstrate the "soft-skills" that all businesses and professionals rely on for success. A student that has earned this certification would show me as a medical professional that they are more qualified for employment than a candidate without the certification.

Sincerely,

Jessica Ehrig, MD
Maternal Fetal Medicine Fellow
Department of Obstetrics and Gynecology
University of Colorado | Anschutz Medical Campus
cell 806.470.6260



CASA of South Central Missouri
406 N. Main, Suite A
PO Box 31
Rolla, MO 65402

April 26, 2022

To Whom It May Concern:

CASA of South Central Missouri is a 501(c)3 non-profit organization that serves children in foster care within the 25th Judicial Circuit. I have served as a grant writer and development person for the past 11 years. We recruit volunteers who serve as judicial advocates for children who are part of the foster care system in the four counties that make-up the 25th Judicial Circuit. Presently we have 153 advocates who serve 357 children. We employ eleven administrators and volunteer supervisors. We are located in South Central Missouri which includes the counties of Maries, Phelps, Pulaski and Texas. Rolla which is our headquarters is located directly on Interstate 44 almost exactly halfway between Springfield, MO and St. Louis, MO. We also have satellite offices in the Houston, MO. and Waynesville, MO. These two satellite offices primarily serve their respective counties of Texas and Pulaski.

The three certifications we are requesting for state approval are: Express Employment Professional Business Office Technology Certification; Express Employment Professionals Career Preparedness Certification; and Southwest Airlines Professional Communications Certification. We are requesting state approval for these certifications so that our employees and volunteers would have an opportunity to receive the training needed to be certified in these areas. Being a non-profit our employees and volunteers do not necessarily have a certain skill level for working in a professional business setting and would benefit from receiving certification training in these areas. I trust the certifying agencies of the certifications and the testing platform, iCEV. I have done some extensive research on the website and spoken with people about iCEV. As the former Career and Technical Education Director for Rolla Public Schools, my evaluation process for the iCEV method of instruction and materials is very sound.

The state approval of these certifications will offer value for our volunteers and employees by giving them the opportunity to upgrade their professional skills to afford them the opportunity to develop better human relations with our clients and amongst their co-workers. At times it is very difficult for us to find knowledgeable and skilled entry-level employees for our organization. Being a non-profit it is difficult to convince people to come to work for us at the pay rate that we can afford to pay along with the job itself having a higher stress level than a lot of other office/business operations. Because of the lack of trained workers our organization struggles to find qualified employees. If we were able to explain to people that with these three certifications, or combination of two, they would be more apt to be hired and it would help to lessen their probationary period, I think it would suffice to say that we would have a larger and more highly trained pool of applicants that would help us address some of the hiring difficulties we are experiencing. I also think that if we could tie the certification process to a pay incentive for exiting employees that it might extend the length of employment for those individuals as well.

Again, being a primarily volunteer organization, having the opportunity to offer our volunteers and employees the opportunity to receive the three certifications that are mentioned above for state approval would help greatly to recruit, retain, and promote both our employees, as well as develop a better court advocate volunteer. We presently have over 500 children in foster care and our goal is to have a volunteer advocate for everyone of those 500 children. It is imperative that we find a way to be able to have at least another 75 volunteers and 5 more employees to reach that goal. The proposed employment certifications would definitely help us reach that goal in a reasonable amount of time.

Sincerely,

Janece Martin
Community Liaison
CASA of South Central Missouri

Pulaski County Office
301 Route 66, Suite 206
Waynesville, MO 65583
pulaski@casascmo.org

Main Office
PO. Box 31
Rolla, MO 65402-0031
573-426-5437
info@casascmo.org

Texas County Office
519 N Grand Ave
Houston, MO 65483
texas@casascmo.org



Express Employment Professional
3973 S McCarran Blvd Reno, NV 89502
775-826-4442

1/31/2022

To Whom It May Concern:

I am writing in support of educating and preparing our workforce through the Express Certification programs for both Business Office Technology and Career Preparedness Certifications.

- Business Office Technology Certification – verifies individuals have acquired the technical computer skills necessary to be competitive in today's modern workplace. Nearly 1,800 individuals have earned this certification.
- Career Preparedness Certification – validates candidates have a basic understanding of the workplace and their role in a business environment. More than 2,500 individuals have earned this certification

Express Employment Professionals is a staffing partner in the Reno location and as a franchise owner, I see great value in this program that can help prepare our workforce for what Business Owners and Companies are looking for.

At Express we help staff over 100 Businesses in the Reno Market, and see the need to give our community a resource to help elevate the skill level needed to keep our community business savvy.

With the Reno market providing so many opportunities, we need to offer a resource to give a competitive edge for our company's, workers, and Job seekers. These certifications will equip our workplace to be more business minded and lays the groundwork of expectations.

We staff over 300 workers in our area and see many employees wanting to move up in their careers and need that boost of knowledge to get them there.

I would like to use this certification program not only for my own business with our outside hires, but for my internal hires as well!

In our field we work with many entry level workers just getting into the working market, or workers that have not yet been successful in the working market. Many do not know what to expect, what companies expect from them, how to communicate, what a good employee looks like and common curtesy on the job.

I am hoping for a way to be a resource and help by getting this program approved.

Sincerely,
Michele Davies



Nevada Farm Bureau Federation

2165 Green Vista Dr., Suite 205, Sparks, NV 89431

Phone: (775) 674-4000 or Toll-Free (800) 992-1106

August 16, 2022

To Whom it May Concern,

Nevada Farm Bureau is the largest agricultural organization in Nevada, representing farm and ranch families throughout the state. We are pleased to offer our endorsement for the Express Employment Professionals Career Preparedness Certification.

As a statewide organization that's mission is to be the voice of Nevada's agriculture, we see the importance of this certification. At Nevada Farm Bureau Federation, we work to promote, preserve, protect, and resolve challenges in agriculture through advocacy, education, and leadership. This certification directly lines with our values seeing as it provides proper education in any industry. With industry standards developed by Express Employment Professionals, I can be sure that the Express Employment Professionals Career Preparedness Certification.

I believe this certification will provide individuals with the skills needed to enter any industry with confidence and succeed. Earners of this certification will be much more qualified than those who do not hold this certification. I would absolutely consider an individual who holds the Express Employment Professionals Career Preparedness Certification for an interview or job with Nevada Farm Bureau Federation. I know that earners are dedicated to their work, willing to step outside of their comfort zone, and overall well-rounded individuals. I look for this in all employees and feel confident that earners will have all of these skills.

Agriculture is an extremely technical and wide-ranging industry. Those who have earned the Express Employment Professionals Career Preparedness Certification have demonstrated that they come to you with qualified expertise.

Sincerely,

Doug Busselman

Executive Vice President

DBS Commodities

184 E. Darby Road Dexter, NM 88230

DBS
184 E. Darby Road
Dexter, NM 88230
575-622-9200

February 18, 2022

To Whom It May Concern:

At DBS Commodities, we value the agricultural industry and need valuable, hardworking employees with adequate skill base. DBS Commodities services dairies and feedlots in New Mexico and West Texas with feed, mineral, forage, and commodities on a daily basis. In the dairy industry, there is not a day that cows aren't fed and milked; therefore, it's important to ensure the dairy operations have what they need to be successful. Our company employs over twenty individuals, located in Dexter, NM.

We are requesting approval for Express Employment Career Preparedness Certification. We trust that individuals that are successful in this certification area will have important skills that employees in our company need to possess. Over the last several years, it has become very difficult to hire entry level employees with knowledge and skills that are necessary to complete the job. State approval of this certification will benefit the dairy industry in giving a skill base and information needed to be an effective and efficient employee.

Thank you for your consideration in approving this certification allowing students across the state to gain and learn important employability skills that will benefit agricultural companies. It is extremely important to equip and provide people with a solid and strong foundation, so they are ready and able to be successful in their career. This is certification will benefit not only companies like ours, but ag businesses across NM as well.

Sincerely,



Kyle Kaufman
DBS Commodities Managing Partner



Express Employment Professionals
9664 Eagle Ranch Road Northwest
Suite #2
Albuquerque, NM 87114
(505) 508-2162

Jan. 28, 2022

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Albuquerque, NM location since 2019.

This letter is to request the approval of our Career Preparedness Certification in the state of New Mexico.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of New Mexico to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Thom', with a long horizontal flourish extending to the right.

Jonathan Thom
Express Employment Professionals Franchisee of Albuquerque, NM.



Lincoln County Zia Senior Programs
PO Box 519
Carrizozo, NM 88301
575-648-2121

February 21, 2022

To Whom It May Concern:

My name is Renee Montes, and I am the County Director for the Zia Senior Programs located in Lincoln County New Mexico. Currently we have 5 locations within the county focused on serving the needs of our aging and elderly populations. Our organization has approximately 20 employees located in the various communities we serve. The main office is located in Carrizozo, which is the county seat however we have meal sites in Capitan, Corona, Hondo, and Ruidoso Downs as well.

As the county director one of main tasks is hiring new employees for the various sites. This proves to be a challenging and at times nearly impossible task, therefore, I am asking for state approval for the Express Employment Career Preparedness Certification. After viewing the topics addressed in this certification, I am quite confident that the skills gained in the completion of this program would be beneficial for any candidate I am seeking to hire.

Moreover, all of the schools in our service area offer Agricultural Education classes and this opportunity would help build a more skilled labor force for our county. Many young people leave our area looking for better and higher paying jobs. The jobs offered through employment with Lincoln County are some of the best paying in our area, and the County is one of the largest employers for our residents. Currently when we look to hire a new employee, we have few applicants that can meet the basic criteria we are looking for, however an applicant with this type of certification would certainly stand out.

In closing, I would strongly encourage the state approval for this certification. Not only would I see a benefit to my local organization, it would be helpful across the state as we look to a younger generation of employees to fill our jobs.

Sincerely,

A handwritten signature in black ink that reads "Renee Montes". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Renee Montes
Program Director



College of Agricultural, Consumer and Environmental Sciences

Department of Agricultural and Extension Education
MSC 3501
New Mexico State University
P.O. Box 30003
Las Cruces, NM 88003-8003
575-646-4511, fax: 575-646-4082

March 1, 2022

To Whom It May Concern:

I am writing this letter in support of the Express Employment Career Preparedness Certification.

New Mexico State University is a land-grant institution dedicated to comprehensive teaching, research, and service. Ranked as a top-tier university by the U.S. News & World Report, NMSU is a NASA Space Grant College, a Hispanic-serving institution, and home to the first Honors College in New Mexico. NMSU provides an accessible education for nearly 14,000 undergraduate and graduate students on the main campus in Las Cruces, New Mexico.

I have worked in higher education for nine years at New Mexico State University, Oklahoma State University, and Texas A&M University. I am currently an assistant professor in the Department of Agricultural and Extension Education in NMSU's College of Agricultural, Consumer, and Environmental Sciences. I currently employ seven students (undergraduate and graduate) in my lab focused on identifying effective strategies to communicate science to the public. Prior to graduation, many faculty and staff hire student employees. Career readiness skills are vital to the agricultural workforce and to academia, and students who possess a strong ability to communicate, lead, make decisions, work together, and identify details are often the students we seek to hire.

Students with an Express Employment Career Preparedness Certification would easily rise to the top of the applicant list as they would showcase a commitment to workplace and personal success. This certification is extremely valuable for employers like me because it helps connect us to qualified candidates and provides an anchor for future growth.

Please contact me—norriss@nmsu.edu or (575) 590-0030—if you have questions. Thank you for your support of this potential certification that will invest in the next generation of leaders.

Sincerely,

A handwritten signature in blue ink that reads "Shannon Norris".

Shannon Norris
Assistant Professor, New Mexico State University



111 E Gypsy Lane Rd. | Bowling Green, OH 43402
o: 419.352.5178 | 877.635.3426 (Toll-Free)
111 E Gypsy Lane Rd. | Bowling Green, OH 43402
f: 419.354.2199
o: 419.352.5178 | 877.635.3426 (Toll-Free)
f: 419.354.2199

January 31, 2022

To Whom it May Concern:

I am writing this letter in support of The Express Employment Professionals Career Preparedness Certification. My name is Andy Witker, an account officer with Ag Credit. I assist with making good loans for youth projects and farm loans to people of all ages. Ag Credit serves 18 counties in Northern Ohio. I strongly support the approval of this certification, so high school students in Ohio can graduate with strong career readiness.

It's impressive that this certification confirms that a student understands how to effectively apply and interview for a desired job. It is necessary for a student to graduate high school with this type of foundational knowledge, no matter their career field of interest. It is also great to see students with this certification have communication and other essential workplace skills.

With this certification out there, I can have confidence in making Ag Credit a provider of money to young people who have these skillsets. Personally, I would have been excited to have earned the Express Employment Professionals Career Preparedness Certification ahead of obtaining my role as an account officer. The agricultural business sector, and other financial institutions, would benefit greatly from future employees with this certification. I agree that this certification offers value to students and prepares them for future employment and career success. Ohio students and employers will benefit from the approval of this certification.

Sincerely,

Andy Witker
Ag Credit Account Officer



Express Employment Professionals
5348 Broadview Road
Parma, OH 44134
(216) 459-2800

March 22, 2022

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Parma, OH location since 2021.

This letter is to request the approval of our Career Preparedness Certification in the state of Ohio.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Ohio to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Earl Bell

Express Employment Professionals Franchisee of Parma, Ohio.



Express Employment Professionals
2200 N. Limestone St.
Suite #116
Springfield, OH 45503
(937) 399-5323

April 14, 2022

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available reflect our local client company needs. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. We have been franchise owners of the Springfield, Ohio location since 2001.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Ohio to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Bud Downing

Bud Downing

Express Employment Professionals Franchisee of Springfield, Ohio.



Grobe Fruit Farm Ltd.

01/26/2022

To Whom It May Concern:

My name is Brooke Grobe, and I am a manager/family member at Grobe Fruit Farm located in Elyria, Ohio. We are a family-owned retail and wholesale business striving to be a leading produce supplier in Northeast Ohio, while working with other Ohio growers selling through cooperatives. We operate a diverse business, producing hundreds of acres of high-quality apples, many kinds of fruits and vegetables, and we operate one of the most productive cider mills in the state of Ohio. Safety, quality, and friendly service are top priorities in all that we do within our business.

I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification. As an agricultural employer, our business is constantly looking for qualified talent to help our operation. This certification would allow us to intentionally pursue candidates who can help us improve our family operation.

In this certification, I see many of the skill sets being taught as valuable. I can especially see professional development, personal development, and workplace regulations and standards as important skillsets to look for in potential employees. Job candidates with the Express Employment Professionals Career Preparedness Certification would stand out among other applicants due to their professionalism and preparedness for joining our work team. As a hiring member of our farm, I would look for this certification on resumés when seeking out staff members on our farm, especially when hiring in management and administrative positions.

I encourage state approval of the Express Employment Professionals Career Preparedness Certification for Ohio students. This certification will help bring more qualified and talented individuals to the table for hiring. I look forward to seeing what opportunities this certification will provide to both employers and job seekers across the state.

Sincerely,

Brooke Grobe
Manage/Family Member
Grobe Fruit Farm Ltd.

43875 Telegraph Rd
Elyria, Ohio 44035
(440) 322-8312

www.grobefruitfarm.com

February 1, 2022

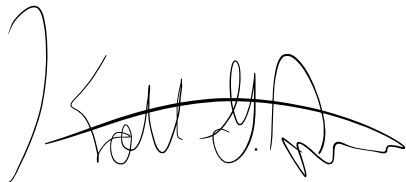
To Whom It May Concern:

My name is Kolt Buchenroth and I am a Farm Broadcaster at Ohio's Country Journal and the Ohio Ag Net, which are affiliated companies of Ag Net Communications, LLC. Our team's goal is to provide the Ohio farming community the information they need to help make their farm profitable, while also providing an enjoyable and entertaining experience through our print, radio, and online offerings. Our company, located in Columbus, Ohio, was founded in 1972.

As someone only a few years into my career, I recognize how vital it is for today's generation to understand basic career readiness techniques, like those verified by the Express Employment Professionals Career Preparedness Certification. Therefore, I see huge value in this certification becoming available to all Ohio students. This knowledge is essential for any future job seeker. It is great to see that certification earners have obtained necessary employability skills, such as working in a team and using professional communication. These earners have proven they value their own personal growth by preparing for and earning this certification, which shows they have a strong work ethic and would be easy to train as a new employee.

In addition to full-time employees, Ohio's Country Journal and Ohio Ag Net also work with contractors and interns for certain projects, including hiring student reporters to help us cover the annual Ohio FFA Convention. For these roles, we look for individuals who can professionally and effectively communicate with us and our audience. We want to see our interns graduate high school and experience career success. We would welcome the opportunity to hire an intern with the skillsets verified by the Express Employment Professionals Career Preparedness Certification. I believe this certification will be a great asset for Ohio students and businesses because it will help connect qualified individuals to businesses looking to fill a related job role. I hope to see this certification available to all Ohio students.

Sincerely,

A handwritten signature in black ink, appearing to read "Kolt Buchenroth".

Kolt Buchenroth
Video Manager & Farm Broadcaster



THE OHIO STATE UNIVERSITY

WEXNER MEDICAL CENTER

Jordan Hoyer, BSN, RN
410 W 10th Ave
Columbus, OH 43210

18 January 2022

To Whom It May Concern:

My name is Jordan Hoyer, and I am a nurse at the Ohio State University Wexner Medical Center. I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification.

This Industry Certification aims to prepare students for any type of career within their specific field. As someone in the medical field, I think every student should have the opportunity to learn more about career exploration and preparedness in order to understand the things that I have had to teach myself or learn second-hand throughout my career. There is a wide range of concepts and topics like Personal Development, Professional Development, Education & Training Analysis, Workplace Regulation & Standards and Interview Techniques just to name a few. These are all key in preparing any student to graduate and be successful in their job searching process.

Secondly, students who earn the Express Employment Professionals Career Preparedness Certification are confident in their career decision because they have been exposed to career aptitude assessments and know more about the types of careers within a range of industries. Because the certification earner is confident in their career decision, employers can be certain that they are hiring an individual who is going to positively contribute to their organization.

I hope to see this certification implemented into Ohio CTE programs so that more students can be assured in their career path decision upon walking the stage.

Sincerely,

Jordan Hoyer, BSN, RN
The Ohio State University
Wexner Medical Center

Reiterman Feed & Supply
103 N. London St.
Mt. Sterling, OH 43143
740-869-3817



February 22, 2022

To Whom it May Concern:

My name is Nicol Reiterman and my brother in law John and I manage Reiterman Feed & Supply located in Mt. Sterling, Ohio. We carry major feed brands and products for livestock, horses, and pets. We also provide home care and lawn and garden products. I am writing this letter to show our support for the Express Employment Professionals Career Preparedness Certification.

Please consider state approval of this certification to help see to it that more Ohio students graduate with the skills necessary to discover, pursue, and successfully achieve their personal career goals. I see value in the Express Employment Professionals Career Preparedness Certification because it allows a student to confirm they have the basic knowledge needed for entry level job roles in today's working environment.

For our business, it has been instrumental that we (and our employees) understand standard workplace etiquette, laws, and professional communication techniques. This knowledge, and the ability to effectively set goals and work cohesively as a team, has been essential to our success. I believe this information and skillsets are valuable for any person beginning their career – no matter the industry. This is why we are impressed by the professional and personal development standards assessed by this certification.

Having a certification like this on one's resume helps them be more employable because an employer can trust they are competent in proper workplace behavior and professional standards. Earning a certification shows the dedication and work ethic of a future employee. The skills an individual walks away with by earning the Express Employment Professionals Career Preparedness Certification are impressive. Our team at Reiterman Feed & Supply hope to see this certification approved by the Ohio Department of Education.

Sincerely,

A handwritten signature in black ink that reads 'Nicol Reiterman'. The signature is fluid and cursive, with a horizontal line extending from the end.

Nicol Reiterman



Rural Beans Roastery
13107 East Walnut Street
Jeffersonville, Ohio 43128
www.ruralbeansroastery.com

December 29, 2021

To Whom it May Concern:

My name is Kameron S Rinehart, and I am the Founder and Owner at Rural Beans Roastery LLC. I am writing this letter to show my support for the Express Employment Professionals Career Preparedness Certification – an impressive certification for today's high school students to earn.

Rural Beans Roastery is a local small-batch coffee roaster in south central Ohio. We strive to provide the community and surrounding areas with their everyday coffee needs, specializing in single-origin roasts for the perfect cup of coffee. As a young business owner, I recognize how valuable it is to be competent in goal setting, professional communication, and workplace regulations. These skills have been immensely helpful while building my business, and I am excited to see them as standards on this certification. I also believe every graduating student should be knowledgeable in job application and interview techniques. These skills will follow them throughout their career – whether they are applying for a job or the one doing the hiring.

Earning a certification like this takes dedication and commitment, valuable traits for someone to have in any career field. As our business grows, we will seek out individuals with these character traits and skills to join our team. Whether a student is graduating high school and pursuing further education or jumping straight into their chosen career-field, this certification will greatly benefit them. As a business owner, I encourage approval of the Express Employment Professionals Career Preparedness Certification so Ohio students can take advantage of this resource and be well prepared for their future career.

Sincerely,

A handwritten signature in black ink that reads 'Kameron S. Rinehart'.

Kameron S Rinehart
Founder and Owner
Rural Beans Roastery LLC

Stratovation Group
531 E Weber Rd
Columbus, OH 43202

04/28/2022

To Whom It May Concern:

My name is Lea Kimley and I am the account coordinator at Stratovation Group located in Columbus, Ohio. We are a specialized management consulting and research firm that has a suite of go-to-market practices that help build business success through above average returns for marketers and professionals. Through a crazy customer centric focus, we engage in projects, staff augmentation, managing business processes and partnerships to achieve desired outcomes.

I am writing this letter to show our support for the workplace and professional standards assessed by the Express Employment Professionals Career Preparedness Certification. This is a tool we hope to see approved for Ohio students. This program will help fill the void that students feel when beginning to enter the job market. It is important students learn more about the job application processes, how to prepare for an interview, and how to conduct themselves when they enter the professional world. No matter where each student's path leads them, these are all necessary skills in all professions. We work with multiple organizations every day. In this unique labor shortage, many are seeking young talent with knowledge of these next steps in their lives. Students armed with this certificate will be better prepared and have an advantage over their peers when entering the job market. I know Stratovation Group and a lot of our clients would like to see potential employees with the career preparedness certification on their resume. It will indicate to employers the candidate has taken an extra step and has the knowledge to thrive in a professional work environment.

The Express Employment Professionals Career Preparedness Certification is a valuable resource for Ohio students and businesses. We encourage the state approval of this certification. In today's job market, it is important to provide tools to young professionals to propel them into the real-world.

Sincerely,



Lea Kimley
Account Coordinator



3815 Shallow Ford West Rd.
Temple, TX 76502
Phone: 254.771.1303
Main Fax: 254.771.5613

February 8, 2018
To Whom It May Concern:

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals. My name is Taylor Winkler and my father and I own Temple Towing, Inc. We have been in business for over 35 years, and we currently employ 18 people full-time and 5 people part-time.

Students who earn this certification have demonstrated that they are more career ready than a student without the certification. To earn the certification, the student has to demonstrate mastery of several competencies, including:

Understanding the several options available to the student upon graduation so they select the path that best fits their needs, Developing and demonstrating the skills needed to obtain employment, regardless of the industry they are entering, Showing proper ways to prepare for and participate in a job interview, Understanding the basics of financial literacy practices and how those practices can help with career success, Communicating how to effectively resolve workplace issues.

As an employer, we spend a large portion of our time interviewing potential candidates for employment. It is challenging to find young candidates who are well versed in not only the employment process, but also the actions and qualities necessary to succeed in a career after securing employment. A student that has earned the Career Preparedness Certification that is endorsed by Express Employment Professionals has proven that they are more qualified for employment than a candidate without the certification. A certification such as this will help us prioritize our candidates for interviewing thus saving us substantial time in the hiring process. This certification is definitely a value to both students and employers. In the towing industry we want our employees to know how to communicate with people, be able to reason with people, and show compassion as well. We strive as a small business to keep our customers happy and keep old business coming back.

Sincerely,

Taylor Winkler



ThePropertyStore

P O Box 87764

Houston, Tx 77287

May 14, 2018

To Whom It May Concern:

I am writing this letter in support of Certification coursework and exams as they are used to prepare students for gainful and meaningful employment. Preparation for work and a career is enhanced greatly by courses and certifications to verify readiness to be employed.

As CEO of The Property Store, I know that students that take courses and certification exams are more prepared to do the required work of the businesses in which they are employed. They are ready with expectation and anticipation of what needs to be done on the job. Along with actual work duties, customer support is vital. Communicating with customers and tending to their needs appropriately and in a timely manner is vital to a business's existence. Employees that possess the soft skills to keep a business' purpose and image as a focal point of each work day are priceless.

- Teamwork
- Leadership
- Positive customer service and its impact on the business
- Timeliness
- Quality work

Each of the above qualities can be refined through certification coursework and exams. As a member of our business and educational communities, I can see where every student in High School could greatly benefit from completing the Professional Communications Certification endorsed by Southwest Airlines, the Business Office Technology Certification, or the Career Preparedness Certification, both endorsed by Express Office Professionals.

It is a struggle to find employees who demonstrate the "soft-skills" that all businesses rely on for success. An employee that has earned either of these certifications would demonstrate to a business owner that they are more qualified for employment than a candidate without the certification.

I do hope that our educational system will make these certification exams available options for students to attain.

Respectfully,

Carolyn Matthews

1655 Main Street, Suite 101
Lubbock, TX 79401

T 806.747.2711
F 806.747.2716

LIVEUNITEDLUBBOCK.ORG



Lubbock Area United Way

May 15, 2018

To Whom It May Concern:

Lubbock Area United Way was founded in 1946 and is deeply involved in all aspects of life in this area. This organization works to bring the business and non-profit communities together in order to craft solutions to address a variety of problems in our area

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals. I have over 30 years of experience managing non-profit organizations and employees. I have seen how organizations flourish when employees possess superior business and communication skills.

The Career Preparedness Certification demonstrates to potential employers that applicants have developed skills and mastered concepts vital to succeeding in any industry, including: teamwork techniques, superior customer service, workplace etiquette and proper written and verbal communication techniques. This certification also assures mastery of many personal life skills including resume and cover letter development, successful job interview techniques and personal financial planning.

Communication skills, basic office and software knowledge are essential to succeed in any workplace, but regular high school curriculum does not cover these critical skills. No amount of technical knowledge will make up for an employee who cannot communicate effectively with coworkers, superiors, clients or customers.

This certification indicates that students possess the necessary foundational skills to build successful careers and contribute positively to the companies, organizations and communities they serve. Such skills should be taught, evaluated and validated at the secondary school level. Students who can pass the rigorous certification exam required by this course will have the skills necessary to obtain employment that leads to a successful career.

Our community is successful when our citizens are able to create self-sufficient and fulfilling lives. This requires a diverse offering of education opportunities to meet the needs of today's students in a rapidly changing society.

Sincerely,



Glenn Cochran
President / CEO

OUR MISSION: *Giving • People • Hope*



550 BOWIE STREET, AUSTIN, TEXAS 78703
WWW.WHOLEFOODS.COM
AMERICA'S HEALTHIEST GROCERY STORE

5/18/18

To Whom It May Concern,

I am the head of Global Learning and Development for Whole Foods Market based in Austin, Texas. I also led the training functions for other Texas companies including Pier 1 Imports, RadioShack Corporation and FleetPride.

I am writing this letter to advocate for the enhanced use of specialized certifications to better prepare our future workforce. The primary role of learning and development in corporate America is to prepare employees to function at high levels in all aspects of his/her role. This includes functional expertise and competencies often referred to as "soft skills."

Based on my 25-years' experience in the talent field, I am confident that candidates possessing certifications such as Career Preparedness and Professional Communications are better equipped to join the workforce. The certifications will give them a leg-up in the interview process and then allow them to expedite their speed to proficiency. For these reasons, hiring managers and employment recruiters will see certifications as a candidate differentiator.

I appreciate your consideration to support the expanded use of specialized certifications with students.

Sincerely,

A handwritten signature in black ink that reads "Mike Van Lente". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Mike Van Lente
Senior Global Director of Learning & Development



May 15, 2018

Re: Express Business Office Technology Certification, Express Employment Professionals Career Preparedness Certification, and Southwest Professional Communications Certification

To Whom it May Concern:

I am writing to convey my support for the certification lessons offered through the Express Business Office Technology Certification, Express Employment Professionals Career Preparedness Certification, and the Southwest Professional Communications Certification.

In a fast-paced world filled driven by social media it is vital for students to learn professional ways to communicate and navigate the business world. As a sales representative for Advanced Graphix for many years and experience in the consumer packaged goods industry I have seen the need for younger generations to gain communication skills, business ethics, and business technology skills. The lessons provided by these programs are a great solution to this need.

It is my hope that our local school districts will consider using these programs as vital tools for students to gain certifications and knowledge that will help them to obtain employment and create long lasting careers.

Sincerely,

Amanda Godlove
Sales Representative



BELTON VETERINARY CLINIC

707 West Loop 121
Belton, Texas 76513
(254) 939-1884
www.beltonvetclinic.com

To Whom It May Concern,

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals.

I have been a veterinarian for 24 years, and I am a co-owner of Belton Veterinary Clinic. This is a mixed animal practice located in Central Texas, and we employ over 55 individuals. We are constantly striving to identify individuals with the knowledge and skills to help our industry grow.

The students who earn this certification have demonstrated they are more career ready than those who lack this certification. The students are able to demonstrate the skills needed to obtain employment. They are able to prepare for and participate in a job interview. They understand proper business etiquette and behavior. They are also able to interact in the workplace by communicating how to effectively resolve issues that may arise.

As an employer, our business is constantly looking for new employees to become a vital part of our team. Finding these individuals is a time consuming process that can be very challenging. A student that has earned the Career Preparedness Certification that is endorsed by Express Employment Professionals has proven that they are a worthy individual, thus saving us substantial time in the hiring process. Therefore, this certification is a great value to the student and the prospective employer.

Sincerely,

Travis Respondek



May 9, 2018

To Whom It May Concern:

I am writing this letter in support of Certification coursework and exams as they are used to prepare students for gainful and meaningful employment. Preparation for work and a career is enhanced greatly by courses and certifications to verify readiness to be employed.

As an owner/operator of an investment business, specializing primarily in real estate investments; I know that students that take courses and certification exams are more prepared to do the required work of the businesses in which they are employed. They are ready with expectation and anticipation of what needs to be done on the job. Along with actual work duties, customer support is vital. Communicating with customers and tending to their needs appropriately and in a timely manner is vital to a business's existence. Employees that possess the soft skills to keep a business' purpose and image as a focal point of each work day are priceless.

- Teamwork
- Leadership
- Positive customer service and its impact on the business
- Timeliness
- Quality work

Each of the above qualities can be refined through certification coursework and exams. As a member of our business and educational communities, I can see where every student in High School could greatly benefit from completing the Professional Communications Certification endorsed by Southwest Airlines, the Business Office Technology Certification, or the Career Preparedness Certification, both endorsed by Express Office Professionals.

It is a struggle to find employees who demonstrate the "soft-skills" that all businesses rely on for success. An employee that has earned either of these certifications would demonstrate to a business owner that they are more qualified for employment than a candidate without the certification. I do hope that our educational system will make these certification exams available options for students to attain.

Respectfully,

Anthony B Benton I

Anthony Benton, Owner
Benton Investments

DR. KYLE E. SUNDERMAN

CHIROPRACTOR

1634 17TH STREET
LUBBOCK, TEXAS 79401
TELEPHONE (806) 762-2279

May 15, 2018


To Whom it May Concern:

I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification endorsed by Express Employment Professionals.

I am a small business entrepreneur with more than 30 years of experience in hiring qualified employees. In my practice, I look for potential employees who know how to prepare and participate in a job interview, demonstrate the skills I am seeking and understand the options available to them within the field. It is important they exhibit appropriate business etiquette and can communicate effectively. It is also essential that potential employees have a strong working knowledge of the Microsoft® Office Suite.

As an employer, when a position becomes available, I spend a large portion of my time interviewing potential candidates. It is challenging to find young candidates who are well versed in not only the employment process, but the requirements necessary to succeed in a career after securing employment. Students who earn the Career Preparedness Certification which is endorsed by Express Employment Professionals will have proven they are more qualified for employment than a candidate without the certification. A certification such as this would help me prioritize candidates when interviewing, saving substantial time in the hiring process.

Sincerely,



Kyle Sunderman

May 7, 2018

To Whom It May Concern:

I am writing this letter in support of Certification coursework and exams as they are used to prepare students for gainful and meaningful employment. Preparation for work and a career is enhanced greatly by courses and certifications to verify readiness to be employed.

As the Career and Technology Department Chair, I know that students that take courses and certification exams are more prepared to do the required work of the businesses in which they are employed. They are ready with expectation and anticipation of what needs to be done on the job. Along with actual work duties, customer support is vital. Communicating with customers and tending to their needs appropriately and in a timely manner is vital to a business's existence. Employees that possess the soft skills to keep a business' purpose and image as a focal point of each work day are priceless.

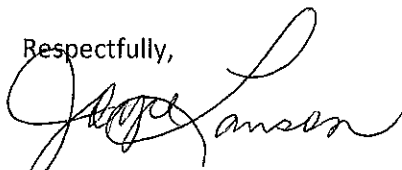
- Teamwork
- Leadership
- Positive customer service and its impact on the business
- Timeliness
- Quality work

Each of the above qualities can be refined through certification coursework and exams. As a member of our business and educational communities, I can see where every student in High School could greatly benefit from completing the Professional Communications Certification endorsed by Southwest Airlines, the Business Office Technology Certification, or the Career Preparedness Certification, both endorsed by Express Office Professionals.

It is a struggle to find employees who demonstrate the "soft-skills" that all businesses rely on for success. An employee that has earned either of these certifications would demonstrate to a business owner that they are more qualified for employment than a candidate without the certification.

I do hope that our educational system will make these certification exams available options for students to attain.

Respectfully,

A handwritten signature in black ink, appearing to read "Joyce Lawson", written in a cursive style.

Joyce Lawson
Thurgood Marshall High School
Career and Technology Department Chair
281-634-6754 (Work)
832-372-9618 (Cell)



4601 Bosque Boulevard | Waco, Texas 76710
254.776.1660 Office | 254.776.1667 Fax
ExtracoEventsCenter.com

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David Post
Diane Walters
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T.J. Zawacki

*Executive Board Member

February 8, 2021

To Whom It May Concern:

I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification.

The Extraco Event Center is a multi-use facility that hosts year-round events and entertainment as well as the 10-day Heart O' Texas Fair & Rodeo. Our front office, professional staff consists of 15 full time employees that are responsible for the day-to-day business activities and coordination of all events. Our company has served Central Texas for over 50 years. I serve as the Vice President – Fair Division and responsible for overseeing the Fair & Rodeo, Outdoor Expo, volunteers, and the Pre- Sale Program as well serve the senior level management team. I coordinate full time employees, temporary employees, and all volunteer efforts.

Those who earn this certification have demonstrated that they have a mastery of concepts vital to succeeding in this industry, including:

- Developing and demonstrating skills needed for gainful employment
- Communicating how to effectively resolve workplace issues
- Demonstrating appropriate business etiquette and behavior

As an employer, we spend a large portion of our time interviewing potential candidates for employment. It is challenging to find young candidates who are well versed in not only the employment process, but also the actions and qualities necessary to succeed in a career after securing employment. An individual that has earned the Career Preparedness Certification has proven that they are more qualified for employment than a candidate without the certification. A certification such as this will help us prioritize our candidates for interviewing thus saving us substantial time in the hiring process. This certification is definitely a value to both students and employers.

Dustin Coufal
General Manager
Extraco Events Center





I D E A L
POULTRY BREEDING FARMS, INC.

P.O. BOX 591

• CAMERON, TX 76520

• 254/697-6677

• FAX: 254/697-2393

www.ideal-poultry.com

May 3, 2018

To Whom It May Concern:

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals.

I own Ideal Poultry Breeding Farms, Inc, in Cameron, TX. I have been in the poultry business since 1979 and our company has been in business since 1937. We are the largest supplier of backyard chickens in the United States. We supply numerous feed stores with poultry all over the United States. Ideal Poultry employees right at 60 employees. They do office, hatchery, farm, box making and cleaning chicken house jobs, plus a whole lot in between.

Students who earn this certification have demonstrated that they are more career ready than a student without the certification. To earn the certification, the student has to demonstrate mastery of several competencies, including:

- Understanding many options available to the student upon graduation so they select the path that best fits their needs.
- Showing proper ways to prepare for and participate in a job interview. As I handle a lot of our job interviews this is a great help.
- Understanding the basics of finance and showing them how those practices can help with career success
- Communicating how to effectively resolve workplace issues without the use of social media. They need to learn what to control on their social media accounts

As an employer, having this Career Preparedness Certification helps us to learn who is ready for the workforce. We also feel that they will possess better work etiquette after going through this program, as well as being more qualified for employment.

Sincerely,

Janet F. Crouch
Vice President

Jess Ce's Farm & Ranch

9200 State Hwy 107

Mission TX. 78573

(956)585-3143



Jess Ce's Farm & Ranch

May 15, 2018

To Whom It May Concern,

I am writing this letter to express my support for the Career Preparedness Certification endorsed by Express Business Professionals. This certification truly allows students to become ready for the job market while still in high school.

As a business owner, being able to obtain and hire the best possible employees for my business has always been one of my main business goals. I have found that young individuals who have obtained the Career Preparedness certification are much more qualified and prepared with employment skills which allow them to obtain and secure a job. Hiring this type of individual also allows me more time to spend on expanding and improving other facets of my business instead of spending valuable time preparing new employees with the basic employability skills.

This certification truly prepares young individuals for employment and gives them a leading edge over those who do not possess this certification. I feel that CTE programs offering industry certifications to high school students would greatly improve the job market in our area and the caliber of individuals we hire.

Sincerely

A handwritten signature in dark ink, appearing to read 'Jessie D. Garcia', with a stylized, cursive script.

Jessie D. Garcia



Literacy Lubbock

Mission Statement: Literacy Lubbock executes and supports programs that enable people to become literate.

Vision Statement: Changing lives through Literacy, one person at time.

Literacy Lubbock is a non-profit (tax exempt under Section 501(c) (3) of the IRS Code) education and human services agency which was organized in 1989. It has been a partner agency of the Lubbock Area United Way since 1999. Literacy Lubbock provides Adult Basic Education in Beginning Reading (ABE), English as a Second Language (ESL), GED Study (all subject areas), Dyslexia Training, and Early Childhood and Family Literacy programs and events at no cost to adult learners or children. Literacy Lubbock provides individual volunteer tutors or small classroom instruction to adult learners who request our help to enable them to achieve their personal literacy goals. By carefully matching trained literacy volunteers with adult learners in both tutor and adult learner paired settings and additionally in classroom settings, Literacy Lubbock is able to provide personalized study through high impact individualized prescriptive lessons, books, and training for interested individuals in a very cost effective manner, and at no cost to our adult learners.

Literacy Lubbock makes every attempt to accommodate all requests for literacy support and to keep pace with the increased volume of requests for assistance regarding literacy issues from adult learners in the Lubbock community and the surrounding areas of the South Plains. Literacy Lubbock continues to create new partnerships and learning opportunities in order to accommodate all requests for assistance. We believe that the support and encouragement of Literacy Lubbock will enable individuals and families to move toward self-sufficiency and improve their lives and futures forever through the immense empowerment of the survival skill of Literacy, unequaled as the most vital of all life skills and the paramount foundation for the development of human potential.

Lynda Dutton
Executive Director
Literacy Lubbock

1306 9th Street
Lubbock, Texas 79401-2798
Telephone 806.775.3636 Fax 806.775.2827

E-Mail Address: literacylubbockED@yahoo.com

Website: www.LiteracyLubbock.org Facebook Literacy Lubbock



Certification Endorsement Letter

May 15, 2018

From: Lynda Dutton – Executive Director, Literacy Lubbock (Workforce Board Member)

Mission Statement: Literacy Lubbock executes and supports programs that enable people to become literate.

Vision Statement: Changing lives through Literacy, one person at a time.

To Whom it may concern:


I am writing this letter in support of the Career Preparedness Certification which is endorsed by Express Employment Professionals.

My name is Lynda Dutton. I am the Executive Director of Literacy Lubbock. We are a United Way Partner Agency. Literacy Lubbock is a non-profit (tax exempt under Section 501 (c) (3) of the IRS Code) education and human services agency which was organized in 1989. It has been a partner agency of the Lubbock Area United Way since 1999. Literacy Lubbock provides Adult Basic Education in Beginning Reading (ABE), English as a Second Language (ESL), GED Study (all subject areas), Dyslexia training, and Early Childhood and Family Literacy programs and events at no cost to adult learners or children. Literacy Lubbock provides individual volunteer tutors or small classroom instruction to adult learners who request our help to enable them to achieve their personal literacy goals. We believe that the support and encouragement of Literacy Lubbock will enable individuals and their families to move toward self-sufficiency and improve their lives and futures forever through the immense empowerment of the survival skill of Literacy, unequaled as the most vital of all life skills and the paramount foundation for the development of human potential. Literacy Lubbock is a long-time member of Literacy Texas and the national organization of ProLiteracy.

Students who earn this certification have demonstrated that they have acquired a mastery of concepts vital to succeeding in this industry, including mastering essential learning objectives which include the following; discovering necessary skills for success in the business world, analyzing higher learning opportunities, understanding the importance of proper business manners and etiquette, understanding the interview process, organizing and planning personal finances, gaining the knowledge and skills needed to create various documents and presentations related to business requirements, and to be able to examine situations and issues on the job which may impact family and the environment in the workplace.

It is imperative that we have continuing groups of skilled workers for both current and future positions in industry. A student who has earned the Career Preparedness Certification which is endorsed by a nationally recognized association such as the Express Employment Professionals would be more prepared and employable than a student who does not have this certification. Finding and retaining employees is a major problem in many areas. Potential workers who have this certification are able to secure employment that is more desirable and longer-term.

Lynda Dutton



Kendra Burson
PO BOX 282
Silverton, TX 79257

May 16, 2018

To Whom It May Concern:

I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification. Since I've graduated from Texas Tech University with a Bachelor's of Science in Animal Science, I have had various career opportunities. As a business owner and consultant, I have adapted to career changes to meet the needs of my family and I know the training from the Career Preparedness Certification would have been extremely beneficial to me.

Students who earn this certification have demonstrated they have a mastery of concepts vital to succeeding in this industry. The students are able to analyze the process of filling out job applications as well as creating cover letters and résumés. The students have the understanding of how to organize and plan personal finances and use a career plan to develop personal income potential. This knowledge is imperative and highly beneficial in jobs such as consult work. Also it is valuable that the students gain the knowledge and skills needed to create various business documents, spreadsheets, presentations, and databases using the Microsoft® Office Suite. A student earning this certification would be more prepared and employable than a student without a certification.

As a consultant, I eagerly search for someone who understands career paths and income potential to join my Mary Kay Consultant team. With this education these high students will have the knowledge and preparedness of skilled workers for current and future positions in the industry of their choice.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kendra Burson', with a stylized flourish at the end.

Kendra Burson
Mary Kay Independent Beauty Consultant

MORALES

FEED & SUPPLY

May 10, 2018

To Whom It May Concern:

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals. Morales Feed and Supply is family owned business of 30 plus years with three different locations in Devine, Lytle, and Leakey TX. As Owner/Operator and Store Manager it is very important to have highly qualified associates representing our store who are knowledgeable about the products that we carry to make sure that the customers are happy and satisfied, because at the end of the day that determines our success. We typically have 5-6 employees at each location during business hours. Morales also works with the local high schools through their Ag Departments and CATE departments to employ students through the work programs. These students who earn this certification have demonstrated that they are more career ready than a student without the certification.

To earn the certification, the student has to demonstrate mastery of several competencies, including:

- Understanding the several options available to the student upon graduation so they select the path that best fits their needs
- Developing and demonstrating the skills needed to obtain employment, regardless of the industry they are entering
- Showing proper ways to prepare for and participate in a job interview
- Understanding the basics of financial literacy practices and how those practices can help with career success
- Recognizing how taxes impact paychecks
- Communicating how to effectively resolve workplace issues
- Demonstrating appropriate business etiquette and behavior. As an employer, we spend a large portion of our time interviewing potential candidates for employment.

This certification allows the students coming out of these programs to be ahead of the other students that they are competing with for these available positions, due to the fact that they already have real world experience and know how to handle themselves in the workplace. These students also know what characteristics make up a successful employee.

Sincerely

Daniel Morales

Manager

MORALES

FEED & SUPPLY

May 10, 2018

To Whom It May Concern:

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals. Morales Feed and Supply is family owned business of 30 plus years with three different locations in Devine, Lytle, and Leakey TX. As outside sales manager it is very important to have highly qualified associates representing our store who are knowledgeable about the products that I am out trying to sale. We typically have 5-6 employees at each location during business hours. Morales also works with the local high schools through their Ag Departments and CATE departments to employ students through the work programs. These students who earn this certification have demonstrated that they are more career ready than a student without the certification.

To earn the certification, the student has to demonstrate mastery of several competencies, including:

- Understanding the several options available to the student upon graduation so they select the path that best fits their needs
- Developing and demonstrating the skills needed to obtain employment, regardless of the industry they are entering
- Showing proper ways to prepare for and participate in a job interview
- Understanding the basics of financial literacy practices and how those practices can help with career success
- Recognizing how taxes impact paychecks
- Communicating how to effectively resolve workplace issues
- Demonstrating appropriate business etiquette and behavior. As an employer, we spend a large portion of our time interviewing potential candidates for employment.

This certification allows the students coming out of these programs to be ahead of the other students that they are competing with for these available positions, due to the fact that they already have real world experience and know how to handle themselves in the workplace. These students also know what characteristics make up a successful employee.

Sincerely

Derrick D. Drury

Outside Sales

MORALES

FEED & SUPPLY

May 10, 2018

To Whom It May Concern:

I am writing this letter in support of the Career Preparedness Certification endorsed by Express Employment Professionals. Morales Feed and Supply is family owned business of 30 plus years with three different locations in Devine, Lytle, and Leakey TX. As a store manager it is very important to have highly qualified associates representing our store. We typically have 5-6 employees at each location during business hours. Morales also works with the local high schools through their Ag Departments and CATE departments to employ students through the work programs. These students who earn this certification have demonstrated that they are more career ready than a student without the certification.

To earn the certification, the student has to demonstrate mastery of several competencies, including:

- Understanding the several options available to the student upon graduation so they select the path that best fits their needs
- Developing and demonstrating the skills needed to obtain employment, regardless of the industry they are entering
- Showing proper ways to prepare for and participate in a job interview
- Understanding the basics of financial literacy practices and how those practices can help with career success
- Recognizing how taxes impact paychecks
- Communicating how to effectively resolve workplace issues
- Demonstrating appropriate business etiquette and behavior. As an employer, we spend a large portion of our time interviewing potential candidates for employment.

This certification allows the students coming out of these programs to be ahead of the other students that they are competing with for these available positions, due to the fact that they already have real world experience and know how to handle themselves in the workplace. These students also know what characteristics make up a successful employee.

Sincerely

Jason C. Fleming

Livestock and Wildlife Feed Specialist

NELSON & NELSON

ATTORNEYS AT LAW

1001 MAIN STREET, SUITE 601

LUBBOCK, TEXAS 79401

TELEPHONE

(806) 747-7037

TELECOPIER

(806) 747-7060

JACK O. NELSON, JR.

J. DAVID NELSON

Writer's email address: dnelson@nelsonfirm.com

May 15, 2018

TO WHOM IT MAY CONCERN:

Please take this letter as my support and complete endorsement of Express Employment Professionals Career Preparedness Certification Program.

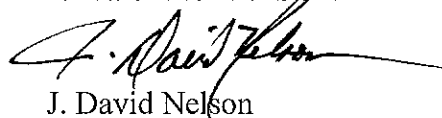
Our law office is dependent upon law clerks, legal assistants and para legals who have the proper training to apply in a profession such as the law. The more young people that will take programs in school that will prepare them for a job within the legal profession, the better served is our profession.

Students who earn the certification provided by Express Employment Professionals have been shown to demonstrate the proper skills and application thereof needed to be a valuable employee within a professional setting. Those students learn the value of organization, hard work and persistence in completing a complicated project. The certification offered by Express Employment Professionals assures us in the legal profession that those young people will be an asset to our law firm and legal profession.

I encourage your support and implementation of the Express Employment Professionals Career Preparedness Certification, which will benefit our professions, provide a broader work force in skilled professions and benefit the young people participating in the program.

Very truly yours,

NELSON & NELSON



J. David Nelson

JDN:kn



Pam Jones
Independent Travel Agent
Missouri City, TX
312-315-3431

Traveling the World
May 7, 2018

To Whom It May Concern:

I am writing this letter in support of Certification coursework and exams as they are used to prepare students for gainful and meaningful employment. Preparation for work and a career is enhanced greatly by courses and certifications to verify mastery of subject or skill.

As a Travel Agent, who relies on customer service and technology, I know that courses and certification exams prepare students for employment in a variety of businesses. Along with actual work duties, customer support is vital to all types of business. Communicating with customers and tending to their needs appropriately and in a timely manner is crucial to maintaining and expanding a customer base. Employees who possess the soft skills to keep business goals and company image as a focal point of each work day are priceless.

- Teamwork
- Leadership
- Customer focus
- Timeliness
- Quality work

Each of the above qualities can be refined through certification coursework and exams. As a member of our business and educational communities, I can see where every student in High School could greatly benefit from completing the Professional Communications Certification endorsed by Southwest Airlines, the Business Office Technology Certification, or the Career Preparedness Certification, both endorsed by Express Office Professionals.

It is a struggle to find employees who demonstrate the “soft-skills” that all businesses rely on for success. An employee that has earned either of these certifications would demonstrate to a business owner that they are more qualified for employment than a candidate without the certification.

I do hope that our educational system will make these certification exams available options for students to attain.

Respectfully,

Pamela Jones



RGV LEAD: In the Business of Education

Rio Grande Valley Linking Economic and Academic Development

TSTC Service Support Center • 1902 North Loop 499, Ste. 123 • Harlingen, Texas 78550-3697 • 956.364.4509 • FAX: 956.364.5143

Norma L. Salaiz, Ph.D., Director

May 17, 2018

To Whom It May Concern:

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Ed Tamayo
Linda Wade, Ph.D.

I am writing this letter to express RGV LEAD's support of the Career Preparedness Certification endorsed by Express Employment Professionals. RGV LEAD, formerly Tech Prep of the RGV, Inc., is a nonprofit organization that facilitates collaboration and dialogue between school district/postsecondary educators and employers in the Rio Grande Valley with the goal of identifying critical skill sets needed by students as they transition from high school to college and the workplace.

RGV LEAD partners with twenty-nine school districts in the Region One ESC area, the University of Texas Rio Grande Valley, South Texas College, Texas State Technical College, and Texas Southmost College to implement initiatives that will better prepare RGV students for life after high school. A critical initiative is ensuring that graduates have acquired the critical skill sets necessary for successful postsecondary completion and workplace success. RGV LEAD believes that the Career Preparedness Certification will contribute to the development of these critical skill sets.

To earn this certification, students have to demonstrate mastery of several competencies, including:

- Understanding the several options available to the student upon graduation so they select the path that best fits their needs
- Developing and demonstrating the skills needed to obtain employment, regardless of the industry they are entering
- Showing proper ways to prepare for and participate in a job interview
- Understanding the basics of financial literacy practices and how those practices can help with career success
- Recognizing how taxes impact paychecks
- Communicating how to effectively resolve workplace issues
- Demonstrating appropriate business etiquette and behavior

Feedback gathered from our employer partners consistently refer to the critical need for students to receive training on the employment process, specifically on interviewing and keeping the job after securing it. A certification such as this will identify potential employees that are already trained on the critical skill sets and of value to both students and employers in the Rio Grande Valley.

Sincerely,

Norma L. Salaiz, Ph.D.

Norma L. Salaiz, Ph.D.
RGV LEAD Director

To whom it may concern:

At Express Employment Professionals, our long-term goal is to put a million people to work annually. To support the development of the future workforce, we are excited to offer the Career Preparedness certification. One of the reasons Express created the Career Preparedness Certification was because of the increase in age for the first job. In the 1980s more than 57% of people between 16-19 worked, compared with currently about 35% of teens working. With people waiting longer to enter the workforce the need to offer career preparedness training increased.

Express works closely with leaders in a wide variety of fields to lead the way in matching qualified employees with the right workforce fit for them. As a global staffing provider with more than 35 years of experience, we take great responsibility in sharing our knowledge of and passion for developing effective and confident employees.

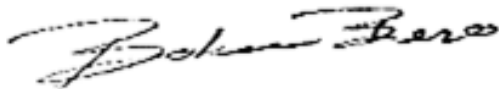
Individuals should consider earning the Express Career Preparedness Certification to give them an overall picture of choosing career, understand how to look for and get a job, and gain insights into workplace regulation and standards.

The value of the Career Preparedness Certification is two-fold, both for the individual certified and the company hiring them. For those certified the understanding of how to navigate the employment process and successfully enter the workforce brings added confidence to a typically stressful process. For the businesses, working with someone that achieved this certification should advance the onboarding process and offer the added benefit of an individual that understands workplace standards.

One of the best things about the Express Career Preparedness Certification is that the skills gained through the certification should help an individual select a career that is the best match for their education abilities, employability skills, and talents. By understanding the building blocks of selecting a career, attaining the skills for the career, and the process for successfully entering the workforce, this certification sets someone up for success no matter their field.

The Express Employment Professionals Career Preparedness Certification is a powerful stepping stone in helping individuals discover and achieve their career goals.

Sincerely,



Bobee Bero, SHRM-CP | Owner
2717 N. Grandview Blvd. Suite 100 | Waukesha, WI 53188
P: 262-264-5553 | Email: Bobee.Bero@expresspros.com
Website: Expresspros.com/waukeshawi
Administrative, Industrial, Skilled Trades and Professional Placements



Daniel Morgan, Owner
Express Employment Professionals
Trussville, AL | Hoover, AL
West Palm Beach, FL | Savannah, GA
Cell: 205-223-8706

August 24, 2023

To Whom It May Concern:

I'm the owner of four Express Employment Professionals locations in three different states, and I write this letter in support of the Express Employment Professionals Career Preparedness Certification.

Express created this certification because we are a global leader in pairing people looking for work with a great job. Thanks to our experience, Express knows what is most important for an employee to possess when applying for a job. As a staffing company, Express is unique in that we get to interact with a wide variety of industries and therefore companies and organizations around the world. We are acutely tuned into what credentials, experiences, and education are required for positions.

An added benefit of Express certifying individuals is that franchisees like myself get to benefit from using the credential to fill positions. Credentials can be thought of as a workforce currency. When an individual possesses the Express Employment Professionals Career Preparedness Certification, I know they have what it takes to begin a career: they're ready to interview, apply, and succeed in a workplace. The certification is great for all business employees, so seeing the certification on someone's resume allows my team to know what they're qualified to do. This allows us to fill labor market demands and help certified people into jobs more quickly and sustainably.

It can be cumbersome to take in a person's work history and education then help them find a job they'll enjoy. Thankfully, certifications not only show proficiency, but interest in a field, as well. I wish more individuals were certified by Express Employment Professionals in career preparedness so I could match them with open positions. Because of this, I implore state education and workforce department support of the credential. Help me put qualified people to work in good jobs.

Best,

Daniel Morgan | Owner
Cell: 205-223-8706
Trussville, AL | Hoover, AL
West Palm Beach, FL | Savannah, GA



Express Employment Professionals
900 E Prima Vista Blvd. Suite 100
Port St. Lucie, Florida 34952
772 212 7479

Mike England
900 E. Prima Vista Blvd., Suite 100
Port St. Lucie, FL 34952
(772) 212-7479
FAX (772) 212-7527
Mike.England@ExpressPros.com

August 21st 2023

To whom it may concern:

Express Employment Professionals assists local governments, businesses and other concerns to find qualified workers. Through its 800 plus offices, Express has help thousands of businesses and individuals to find workers and for the workers to find employment.

This letter is to seek approval of our Career Preparedness Certification in the state of Florida.

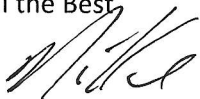
Express Employments history spans four decades. Part of our mission is to equip individuals to enter the workforce prepared for its challenges. Earning the Career Preparedness Certification demonstrates skills in:

Career Aptitude & Assessment
Education & Training Analysis
Job Application and Interview Techniques
Personal and Professional Development
Understanding the Workplace

These skills are enviable assets with entry level positions. Our company often helps individuals begin their careers. We value the ability for our associates to provide value to the employer. We believe this will give individuals honor in work, provide for their families, and lay a foundation to improve their stead in life. Individuals who have earned this certification will possess some of the soft skills so desperately needed among todays workforce.

Please consider the approval of the "Career Preparedness Certification" to ensure that more individuals are adequately prepared for the future.

All the Best,



Mike England / Owner Treasure Coast Region
Express Employment Professionals



Express Employment Professionals
2200 Scott Street
Lafayette, IN
765-449-5200

July 18, 2023

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Lafayette Indiana since 2001.

This letter is to request the approval of our Career Preparedness Certification in the state of Indiana.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Indiana to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Charles E Fish
Franchisee, Lafayette and Rensselaer Indiana
765-449-5200



Express Employment Professionals
201 S. Emerson Ave, Suite #110
Indianapolis, IN 46143
317-888-5700

July 19, 2023

To Whom It May Concern:

Express Employment Professionals helps local business find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Indianapolis, South location since 2005 and Columbus, IN office since 2014. Express has 22 offices in the State of Indiana.

This letter is to request the approval of our Career Preparedness Certification in the state of Indiana.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Indiana to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Mike Heffner

Mike Heffner
Express Employment Professionals

April 26, 2024

To Whom It May Concern:

I am writing this letter in support of Hoosiers earning the Express Employment Professionals Career Preparedness Certification. This certification is valuable to anyone navigating entering the modern workplace. I too value this when reviewing applicants.

Since 1995, Orange County Economic Development Partnership has been acting out the mission to improve the quality of life of Orange County Citizens. In my role as the Executive Director, it is my duty to local businesses to improve the availability of a skilled workforce. An easy way for me to do that is to help see that employers have access to applicants that possess the certifications the employers are looking for.

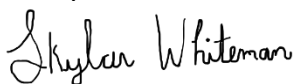
Individuals credentialed with the Express Employment Professionals Career Preparedness Certification understand the workplace and their role in a professional environment. They're also better prepared to apply for a job for which they're qualified. This is helpful to employers who don't want to waste their time on unprepared or unqualified candidates. The best part of this certification is it easily stands out on a job application versus someone describing the skills or experience they possess, which is often vague or nearly impossible to verify. Hiring managers easily identify candidates qualified for entry-level positions where this certification is listed.

It is imperative we have skilled workers for current and future positions in the county. In the case of attracting new business, when I can share that Orange County schools are certifying individuals in the Express Employment Professionals Career Preparedness Certification, it shows that Orange County has the talent necessary to meet employers' needs. It is harder than ever for Orange County's employers to find quality candidates, so I know our employers are eager to offer interviews to entry-level applicants with this certification.

Express Employment Professionals is a brand synonymous with career preparation as they work to recruit and place qualified candidates in numerous career fields. Candidates who have earned this certification have demonstrated the ability to enter and pursue a successful career.

This certification legitimizes the skills learned in this program and gives individuals the opportunity to stand out amongst others. This certification is extremely valuable to economic developers like me because it supports our communities' sufficient, qualified pipeline of competent individuals entering the Orange County workforce.

Sincerely,



Skylar Whiteman
Executive Director



505 S. Maple Street
French Lick Indiana 47432



812-936-3388



info@ocedp.com
ocedp.com/info



facebook.com/ocedp

July 22, 2024

To Whom It May Concern:

As President of Caissa Public Strategy, I recognize the critical role of Memphis-Shelby County School's (MSCS) certification programs and how profoundly they impact Memphis and our workforce development. In the past I have had the pleasure of working with MSCS focused on multiple College, Career and Technical Education initiatives. This programming and the curriculum are important to developing the next generation of leaders in Memphis and Shelby County.

Our sister company CaissaK12 works daily with public school districts across the nation whose students are seeking ways to better fit in at new jobs. As the leader of Caissa Public Strategy, I represent corporate clients who frequently struggle to find employees that have a balance of technical skills and soft skills that allow them to succeed quickly in their new roles. The Career Preparedness Certification addresses both concerns and helps build critical skills that are not often taught in the traditional classroom.

The Career Preparedness Certification offers a unique opportunity for both person securing the certification and companies interested in securing them as new team members. For professionals securing the certification, the program offers information on how to navigate the employment process and successfully enter the workforce, often reducing the stress of securing new employment. For employers, working with someone that has achieved this certification makes the application and onboarding process easier and ensures that a new employee will understand the company's workplace standards.

Another feature of the Express Career Preparedness Certification is that the skills gained through the certification should help an individual select a career that is the best match for their education abilities, employability skills, and talents. By understanding the building blocks of selecting a career, attaining the skills for the career, and the process for successfully entering the workforce, this certification sets someone up for success no matter their field.

The Express Employment Professionals Career Preparedness Certification empowers individuals to seek and find the right opportunities and to quickly integrate into their new roles. I look forward to working with MSCS to see this and other certification programs grow.

A handwritten signature in purple ink, appearing to read "Paige Watkup".

Paige Watkup, President



516 Tillman St.
Memphis, TN 38112
(901)-366-7800

July 29, 2024

To Whom It May Concern:

My name is Kesha Ivy, and I am the Chief Academic Officer of Junior Achievement of Memphis and the Mid-South. I am writing to you in support of the Express Employment Professionals Career Preparedness Certification.

Junior Achievement (JA) of Memphis and the Mid-South has been educating K-12 students about entrepreneurship, work readiness and financial literacy since 1955. Working with education and community partners, JA helps children discover the tools they need to own their economic success and build the future they want. More than 20,000 students participate in JA programs each year within our 71-county service area that includes schools in Tennessee, Mississippi, and Arkansas.

The Express Employment Professionals Career Preparedness Certification verifies individuals possess the skills necessary to discover, pursue, and successfully achieve their career goals. Express Employment Professionals is a global organization that works with a multitude of companies and associations to place qualified candidates in various career fields. This certification enables individuals to be confident when displaying their skills and talents in the talent pipeline, which works hand-in-hand with the tools built through our programs. Another perk of the Express brand is that there are 34 Express locations in TN, 9 in Mississippi, and 13 in Arkansas. I love that our students can walk into any Express office for support building a resume, interviewing, and finding a job that's a good fit for them.

At JA, our dream is that all students in Memphis and the Mid-South have the tools they need to build the careers and futures they want. This is synonymous with the Express brand, which is why I trust this certification. This certification provides individuals with the exact knowledge and skills needed to succeed in today's workplace. Junior Achievement of Memphis and the Mid-South is proud to endorse this certification for students because it sets individuals up for success as they enter the labor market, and that's our goal.

Sincerely,

Kesha C. Ivy

Kesha Ivy
Chief Academic Officer



School of Public Health

The University of Memphis
236 Robison Hall
Memphis, Tennessee 38152

Office: 901.678.1702

www.memphis.edu

7/19/2024

To Whom It May Concern:

My name is Dr. Ashish Joshi, and I am the Dean and a Distinguished University Professor of the School of Public Health at the University of Memphis. I write today to showcase my support for the Express Employment Professionals Career Preparedness Certification.

The University of Memphis School of Public Health (SPH) is committed to addressing the newest challenges and training the top public health leaders to shape the health of our communities. One of the unique aspects of SPH is our emphasis on learning through service. Students and faculty work closely with officials and community leaders and collaborate with health organizations. This is a key practice for us to prepare students for entering the workforce, which is well supported by the work of the Express Employment Professionals Career Preparedness Certification. There are many paths one can pursue in the public health field, and this certification helps individuals figure out what best fits them. From an employer perspective, I can trust applicants have planned and thought-out their career choices when they apply for a job with this certification.

The Express Employment Professionals Career Preparedness Certification validates that candidates have an understanding of the workplace and their role in a professional environment. Industry standards that are assessed through this certification include career aptitude and assessment, education and training analysis, personal development, professional development, job application techniques, interview techniques, and workplace regulations and standards. These are exactly the elements any individual should know as they enter the talent pipeline.

Whether I can tell employers that a graduate of our program has earned this certification and is therefore workplace ready, or whether I am interviewing applicants with this certification and using the credential as a hiring signal, I can be confident knowing we are contributing to a qualified, competent talent pipeline to support local communities.

Sincerely,

Ashish Joshi, Ph.D., MBBS, MPH

Dean and Distinguished Professor at the School of Public Health, University of Memphis



Express Employment Professionals
2286 Rosa L Parks Blvd
Nashville, TN 37228
615-693-0506

July 19, 2023

To Whom It May Concern:

Express Employment Professionals helps local business find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Nashville North, TN Express office since 2009 and the Nashville West, Tn office since 2020. Express has 40 offices in the State of Tennessee.

This letter is to request the approval of our Career Preparedness Certification in the state of Tennessee.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Tennessee to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

A handwritten signature in black ink, appearing to read "Christi Patrick".

Christi Patrick
Express Employment Professionals

Chick-fil-A 52nd & Wadsworth Location
7749 Wadsworth Blvd
Arvada, CO 80003
(303) 425-0500

August 21, 2024

To Whom It May Concern,

As the operator of the Chick-fil-A located at 52nd & Wadsworth in Arvada, CO, I oversee the daily operations of a high-volume restaurant that prides itself on delivering exceptional service and quality products to our guests. Chick-fil-A is known for our dedication to customer service, community involvement, and the personal and professional development of our team members. At our location, we employ about 75 individuals who play an essential role in maintaining the standards that Chick-fil-A is recognized for nationwide. Our success is deeply rooted in our commitment to fostering a culture of stewardship, integrity, and care for our team, which is why I am proud to support the Express Employment Professionals Career Preparedness Certification.

Though we may be selling chicken, it is my responsibility to help grow my employees professionally. The certification emphasizes critical areas such as effective communication and interpersonal skills, which are integral to our daily operations. Our team members are expected to engage with customers and colleagues in a manner that reflects our dedication to superior service and mutual respect. The certification's focus on these soft skills ensures that individuals are well-prepared to meet these expectations and contribute meaningfully to our team, all while preparing for whatever is next for them, if Chick-fil-A is only a stop in their journey. Employees who join us prepared and knowing what they want out of their career are the best employees, so I am committed to offering interviews when I see this certification on an application. Furthermore, I'll be keeping this certification in mind as a professional development opportunity for those I employ.

I strongly urge state approval for this certification as it supports both my business and the personal growth of individuals entering the workforce. It is essential to ensuring our continued success by empowering employees with the career skills they need.

Sincerely,

A handwritten signature in black ink, appearing to read "Lori Chalmers".

Lori Chalmers

Restaurant Operator

lori.chalmers@cfafranchisee.com



Express Employment Professionals
12200 E Briarwood Ave Suite 148
Centennial, CO 80112
303-768-0800

August 19, 2024

To Whom It May Concern:

Express Employment Professionals helps local business find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Centennial, Colorado Express office since 2016. Express has 15 offices in the State of Colorado.

This letter is to request the approval of our Career Preparedness Certification in the state of Colorado.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Colorado to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Dan Kastanek

Dan Kastanek
Express Employment Professionals



Express Employment Professionals
1234 East Woodmen Road Suite 110
Colorado Springs, CO
719-266-9980

August 20, 2024

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I started in the Colorado Springs (North) location in 2017 and became the Franchise Owner in 2020. Express has 15 offices in the State of Colorado.

This letter is to request the approval of our Career Preparedness Certification in the state of Colorado.

Express has been putting people to work for over 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness; these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Colorado to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Suzanne Acevedo

Suzanne Acevedo
Express Employment Professionals



Express Employment Professionals
900 North Grant Street Suite 900
Denver, CO 80203
303-861-9100

August 20, 2024

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Downtown Denver location since 2017 and acquired the Lakewood office just this year. Express has 15 offices in the State of Colorado.

This letter is to request the approval of our Career Preparedness Certification in the state of Colorado.

Express has been putting people to work for over 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness; these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Colorado to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

Troy McLeland

Troy McLeland
Express Employment Professionals



Express Employment Professionals
321 So Camino Del Rio
Durango, CO 81303
970-403-8780

August 20, 2024

To Whom It May Concern:

Express Employment Professionals helps local business find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Durango, CO location since 2014.

This letter is to request the approval of our Career Preparedness Certification in the state of Colorado.

Express has been putting people to work for nearly 40+ years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Colorado to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

A handwritten signature in blue ink, appearing to read "R. Whitson", written over a light blue horizontal line.

Robert J Whitson
Express Employment Professionals



3005 Rocky Mountain Ave
Loveland, CO 80538
(970) 685-3300

8/21/2024

To Whom It May Concern:

As the Training Manager for Nutrien Ag Solutions, I am writing to support the Express Employment Professionals Career Preparedness Certification. Nutrien Ag Solutions is a leading provider of agricultural products and services with over 20,000 employees globally, including in Colorado.

This certification addresses a critical need in every industry: finding entry-level employees who are not only knowledgeable but also equipped with essential workplace skills like communication, professionalism, and teamwork. These are the very competencies that the Express Employment Professionals Career Preparedness Certification fosters, making it an invaluable asset for candidates entering any industry.

Given the challenges we face in hiring qualified employees who can contribute immediately, we believe this certification will significantly enhance the readiness of our future workforce

I strongly urge the use and implementation of the Express Employment Professionals Career Preparedness Certification throughout the state of Colorado. It is vital for developing a workforce capable of driving us forward.

Sincerely,

Kristen Rutgers

Kristen Rutgers
Training Manager
Nutrien Ag Solutions



2200 N. Limestone St., Suite 116
Springfield, OH 45503
937-399-5323

October 2, 2024

To Whom It May Concern:

I am writing to express my enthusiastic support for the Express Employment Professionals Career Preparedness Certification and to advocate for its approval in the state of Ohio. As a franchise owner in Springfield, I have directly encountered the challenges of finding knowledgeable and skilled entry-level employees. More certified people in Ohio would help solve this problem.

The labor market is changing rapidly, and there is often a significant gap in the workplace readiness skills employers expect. The Express Employment Professionals Career Preparedness Certification addresses this gap by equipping candidates with the necessary tools to thrive in their roles from day one. This certification focuses on critical skills such as communication, goal setting, and teamwork—abilities that are crucial for success in any entry-level position.

Unfortunately, our organization frequently struggles to find qualified employees who not only meet technical requirements but also demonstrate the soft skills that are vital for collaboration and productivity. Many candidates come to us lacking a basic understanding of workplace etiquette and expectations, which can lead to increased turnover and additional training costs. This certification program offers a structured approach to preparing individuals for the workforce, ensuring they are ready to contribute effectively from the outset.

By supporting the approval of the Express Employment Professionals Career Preparedness Certification in Ohio, we are enhancing the quality of our future workforce and better aligning candidates' skills with employer needs. Individuals across the state are already earning this certification, and it's leading to a more capable, job-ready population that can support our local economy and fill the critical entry-level positions within our organization and beyond. We just need more!

Thank you for your consideration. I am eager to see the positive impact this certification has on our workforce and our community increased.

Sincerely,

Bud Downing

Bud Downing
Express Employment Professionals



October 3, 2024

To Whom It May Concern:

Express Employment Professionals helps local business find workers; the jobs we have available are a reflection of our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Easton, MD and Salisbury, MD locations since 2007. Express Employment has nine (9) offices in our state.

This letter is to request the approval of our Career Preparedness Certification in the state of Maryland.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give job seekers a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Maryland to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

A handwritten signature in black ink, appearing to read "Mary Ellen Carter".

Mary Ellen Carter
Franchise Owner

PROFESSIONAL
OUTFITTERS

October 10, 2024

To Whom It May Concern:

I am writing in support of the Express Employment Professionals Career Preparedness Certification and its approval in Indiana. As the President and Owner of Professional Outfitters, we frequently encounter challenges in hiring entry-level employees with the necessary soft skills and professional work habits.

Our business, which focuses on providing customized branded apparel and promotional products, demands employees who are reliable, can communicate effectively, and are ready to contribute in a fast-paced environment. Unfortunately, it is often difficult to find candidates who are equipped with these fundamental workplace skills, which makes onboarding and training more time-consuming.

Being able to hire individuals with the Express Employment Professionals Career Preparedness Certification would directly address these challenges by ensuring that employees possess the critical skills required for professional success—such as time management, communication, and problem-solving—right from the start. This program would be a tremendous asset to our business. I will be looking for this certification on applicants resumes so I may know they are qualified above and beyond other applicants.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Burton', with a stylized flourish at the end.

Ben Burton

President & Owner

Professional Outfitters

Indianapolis, IN



October 1, 2024

To Whom It May Concern:

I am writing to express my strong support for the approval of the Express Employment Professionals Career Preparedness Certification. As the owner of five Express Employment Professionals franchises across three states (Alabama, Florida, and Georgia), I have firsthand experience with the challenges of finding knowledgeable and skilled entry-level employees.

The Express Employment Professionals Career Preparedness Certification provides earners with essential skills such as goal setting techniques, leadership development, and team building dynamics. These competencies are critical for success in any business environment. Career preparedness is Express's specialty, so this certification ensures that earners of it are comfortable applying for roles they are a good fit for. Employers actively seek individuals who know what they want to do and are confident they're a qualified fit. With this certification, earners gain a competitive advantage in the job market because they understand how to navigate it, making them valuable assets to prospective employers. I know when I see that someone possesses this certification that I can be confident placing this person in one of my customers' open entry-level positions.

Individuals who have gained the Express Employment Professionals Career Preparedness Certification often possess a well-rounded skill set, including expertise in career aptitude assessment, job application techniques, and workplace standards. This certification not only reflects a proactive approach to personal and professional growth but also streamlines our hiring process, making it easier for us to identify qualified individuals.

Thank you for considering this important certification. I look forward to seeing the positive effects it will have on our workforce and our community.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris Ashcraft", written in a cursive style.

Christopher Ashcraft
Express Employment Professionals Owner

Daniel Morgan, Owner
Express Employment Professionals
Trussville, AL | Hoover, AL
West Palm Beach, FL | Savannah, GA
Cell: 205-223-8706

August 24, 2023

To Whom It May Concern:

I'm the owner of four Express Employment Professionals locations in three different states, and I write this letter in support of the Express Employment Professionals Career Preparedness Certification.

Express created this certification because we are a global leader in pairing people looking for work with a great job. Thanks to our experience, Express knows what is most important for an employee to possess when applying for a job. As a staffing company, Express is unique in that we get to interact with a wide variety of industries and therefore companies and organizations around the world. We are acutely tuned into what credentials, experiences, and education are required for positions.

An added benefit of Express certifying individuals is that franchisees like myself get to benefit from using the credential to fill positions. Credentials can be thought of as a workforce currency. When an individual possesses the Express Employment Professionals Career Preparedness Certification, I know they have what it takes to begin a career: they're ready to interview, apply, and succeed in a workplace. The certification is great for all business employees, so seeing the certification on someone's resume allows my team to know what they're qualified to do. This allows us to fill labor market demands and help certified people into jobs more quickly and sustainably.

It can be cumbersome to take in a person's work history and education then help them find a job they'll enjoy. Thankfully, certifications not only show proficiency, but interest in a field, as well. I wish more individuals were certified by Express Employment Professionals in career preparedness so I could match them with open positions. Because of this, I implore state education and workforce department support of the credential. Help me put qualified people to work in good jobs.

Best,

Daniel Morgan | Owner
Cell: 205-223-8706
Trussville, AL | Hoover, AL
West Palm Beach, FL | Savannah, GA





Express Employment Professionals
2411 Sand Lake Road, Suite 100
Orlando, FL 32809
407-240-7633

August 9th, 2023

To Whom It May Concern:

Express Employment Professionals helps local businesses find workers; the jobs we have available reflect our local client companies. Annually Express helps more than 73,000 businesses find workers, employing more than half a million people each year. I have been the franchise owner of the Orlando, FL location since 2004 and Orlando West, FL office since 2016. Express has 35 offices in the State of Florida.

This letter is to request the approval of our Career Preparedness Certification in the state of Florida.

Express has been putting people to work for nearly 40 years, and we believe strongly in making every effort to equip individuals to enter the workforce successfully. Earning the Express Employment Professionals Career Preparedness Certification demonstrates skills in:

- Career Aptitude & Assessment
- Education & Training Analysis
- Job Application Techniques
- Interview Techniques
- Personal Development
- Professional Development
- Workplace Regulations & Standards

We wanted to give people a way to demonstrate work readiness, and these skills are great assets in entry-level positions. Express often helps people get started in their careers. Within Express we believe there is honor in work, and that the opportunity to work and provide for yourself and your family is a privilege and responsibility. I would consider individuals that have earned this certification to be taking proactive steps to succeed at work and would honor the opportunity to help them find work.

I urge the state of Florida to approve the Career Preparedness Certification to ensure more individuals are ready to enter the workforce successfully.

Sincerely,

David Sellari

David Sellari
Express Employment Professionals

Daniel Morgan, Owner
Express Employment Professionals
Trussville, AL | Hoover, AL
West Palm Beach, FL | Savannah, GA
Cell: 205-223-8706

August 24, 2023

To Whom It May Concern:

I'm the owner of four Express Employment Professionals locations in three different states, and I write this letter in support of the Express Employment Professionals Career Preparedness Certification.

Express created this certification because we are a global leader in pairing people looking for work with a great job. Thanks to our experience, Express knows what is most important for an employee to possess when applying for a job. As a staffing company, Express is unique in that we get to interact with a wide variety of industries and therefore companies and organizations around the world. We are acutely tuned into what credentials, experiences, and education are required for positions.

An added benefit of Express certifying individuals is that franchisees like myself get to benefit from using the credential to fill positions. Credentials can be thought of as a workforce currency. When an individual possesses the Express Employment Professionals Career Preparedness Certification, I know they have what it takes to begin a career: they're ready to interview, apply, and succeed in a workplace. The certification is great for all business employees, so seeing the certification on someone's resume allows my team to know what they're qualified to do. This allows us to fill labor market demands and help certified people into jobs more quickly and sustainably.

It can be cumbersome to take in a person's work history and education then help them find a job they'll enjoy. Thankfully, certifications not only show proficiency, but interest in a field, as well. I wish more individuals were certified by Express Employment Professionals in career preparedness so I could match them with open positions. Because of this, I implore state education and workforce department support of the credential. Help me put qualified people to work in good jobs.

Best,

Daniel Morgan | Owner
Cell: 205-223-8706
Trussville, AL | Hoover, AL
West Palm Beach, FL | Savannah, GA



Respecting People. Impacting Business.™

5/17/2018



CUSTOM AUTOMATED SERVICES

To whom it may concern,

Custom Automated Services employs approximately 40 to 50 people. Finding quality employees is a constant challenge. Having applicants who could produce a credential such as the Career Preparedness Credential would be beneficial. Any document which indicates that a job candidate has been exposed to acceptable workplace behaviors would be nice.

Thank you.

A handwritten signature in black ink, appearing to be 'D. L. S.', is written below the 'Thank you.' text.

May 16, 2022

Subject: Letter of Support

To Whom It May Concern,

I am writing to provide my support for the Express Employment Professionals Career Preparedness Certification offered by iCEV. In my role as Director of Medical Research at Phelps Health, a county hospital serving a seven-county region across South Central Missouri, I work closely with clinical research professionals, medical students, and other individuals entering the healthcare workforce. In addition to the subject matter expertise and technical skills required by these positions, individuals entering the healthcare workforce require professional career skills that can enable them to operate and communicate effectively in the workplace.

Based on my review of the Express Employment Professionals Career Preparedness Certification, this certification would provide evidence that individuals have sought and developed professional career skills that will enable them to pursue and achieve their career goals. In my opinion, candidates with this certification may be more favorably reviewed at time of application compared with non-certified peers who would likely require additional training.

In summary, this certification program may empower individuals to pursue successful careers across a spectrum of diverse and evolving industries.

Sincerely



Casey Burton, Ph.D.
Director of Medical Research Phelps Health
cburton@phelpshealth.org



322 South Belknap
Stephenville, TX 76401
(254) 459-4921

January 21, 2025

To whom it may concern:

I am writing this letter in support of the Express Employment Professionals Career Preparedness Certification. As the Vice President, and Intern Coordinator, of the Stephenville Economic Development Association, I have seen firsthand the benefits of employment candidates who have obtained this industry-based certification.

The Stephenville Economic Development Authority works with numerous entrepreneurs, fellow economic developers, and local education institutions. Stephenville is home to Tarleton State University, and our office hires multiple interns per year to provide valuable work experience. The Economic Development Authority values strong communication, preparation, and professionalism in the workplace- all skills that are developed through earning the Express Employment Professionals Career Preparedness Certification. When reviewing intern applications, we consistently find that individuals who have earned this certification are able to perform necessary duties as an employee admirably.

Candidates with this industry-based certification not only demonstrate commitment to their professional development, but they also bring a higher level of competence to their roles. Consequently, certified candidates are better prepared to contribute effectively from the outset, reducing the need for extensive training and allowing them to quickly add value to our organization. It is without reservation that I recommend the Express Employment Professionals Career Preparedness Certification. If I can further clarify any additional information, do not hesitate to reach out.

Kindly,

A handwritten signature in black ink, appearing to read "Ashleigh".

Ashleigh Feuerbacher

Vice President

M: +(254)-968-8901

ashleigh@stephenvilleeda.com

Formatted: Line spacing: Multiple 1.16 li



511 Executive Center • El Paso, TX 79902
Tel: (915) 771-0393 • Fax: (915) 771-0397
Toll Free: (800) 598-1647

February 18, 2025

To Whom It May Concern,

I am writing to express my strong support for the approval of the Express Employment Professionals Career Preparedness Certification in Texas. As the CEO of T&T Staff Management, I recognize the critical importance of equipping our future workforce with validated skills to meet the demands of today's dynamic business environment.

The Express Employment Professionals Career Preparedness Certification ensures that individuals possess the essential competencies necessary to discover, pursue, and successfully achieve their career goals. This certification verifies proficiency in areas such as higher learning, the job-seeking process, financial literacy, workplace etiquette, and proficiency in the Microsoft® Office Suite. By earning this certification, individuals demonstrate their readiness to effectively navigate the modern workplace, making them highly valuable to employers.

Having a workforce with these verified competencies helps bridge labor market gaps, enabling employers to identify and hire qualified candidates more efficiently. It also enhances Texas's ability to attract new businesses by ensuring a pipeline of skilled workers. I strongly encourage the approval of the Express Employment Professionals Career Preparedness Certification, as it will contribute significantly to workforce development and support the state's economic growth.

Sincerely,

A handwritten signature in blue ink that reads 'Thad Steele'.

Thad Steele

CEO, T&T Staff Management

March 4, 2025

To Whom It May Concern,

I am writing to share my support for the Express Employment Professionals Career Preparedness Certification. I believe this certification offers tremendous value to both individuals and organizations within the real estate industry. As a professional real estate broker at My Texas Lifestyle, I have witnessed the transformative impact that professionalism and soft skills can have on the success of our business, our employees, and the satisfaction of our clients.

At My Texas Lifestyle, we prioritize a culture of professionalism and continuous improvement. In the fast-paced and competitive real estate industry, proper office skills are highly valued and appreciated. The Express Career Preparedness certification emphasizes essential soft skills that are indispensable in a real estate office setting. The skills taught in this certification align seamlessly with our values and operational goals. Furthermore, a professional demeanor and strong communication skills enhance our team's ability to collaborate internally, leading to a more cohesive and productive work environment.

It is without hesitation that I endorse the Express Employment Professionals Career Preparedness Certification, as an essential instrument for cultivating and fostering professionalism and soft skills in the workplace. This certification is truly a pivotal recourse for those aiming to enhance professionalism growth and adapt to the ever-evolving demands of the workplace.

I appreciate your consideration of my perspective on the value of this certification.

Sincerely,

A handwritten signature in black ink that reads "Jessica Richmond". The script is fluid and cursive, with the first letters of each word being capitalized and prominent.

Jessica Richmond
Realtor



March 10, 2025

To Whom It May Concern,

I am pleased to offer my strong support for the Express Employment Professionals Career Preparedness Certification. As a director of an institution dedicated to preparing students for success in the floral design industry, I recognize the importance of equipping individuals with the skills they need to navigate the professional world. This certification plays a critical role in helping individuals develop the essential soft skills, work habits, and job readiness that are necessary for success in any career.

At the Benz School of Floral Design, we understand that, while technical expertise in design and horticulture is essential, the ability to communicate effectively, work collaboratively, and demonstrate professionalism are just as crucial for career success. The Express Employment Professionals Career Preparedness Certification provides individuals with the foundational skills necessary to excel in the workplace, from creating a strong resume to acing interviews and working effectively in teams. These skills are indispensable for anyone seeking to enter or advance in the workforce.

We support the approval of this certification, as it aligns with the growing need for well-rounded professionals who are equipped not only with technical knowledge but also the interpersonal skills required for long-term success. The knowledge gained from this certification will help individuals not only in their careers but also in adapting to the evolving demands of today's job market.

Thank you for your attention to this valuable certification. We look forward to the lasting impact it will have on individuals and the broader workforce.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Alan Masters". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

G. Alan Masters

Director, Benz School of Floral Design



March 11, 2025

To Whom It May Concern:

The Equipment & Engine Training Council (EETC) is a non-profit organization dedicated to addressing the shortage of qualified technicians in the outdoor power equipment industry. With a rich history dating back to 1960, EETC has continually expanded its efforts to provide education, certification, and accreditation, thereby enhancing skills and increasing opportunities within the industry.

While technical expertise remains essential, we also recognize the growing importance of career preparedness for individuals entering the workforce. The Express Employment Professionals Career Preparedness Certification equips individuals with crucial skills in resume writing, job interview techniques, workplace communication, and professional behavior. These abilities are essential for helping candidates transition smoothly into their careers and perform effectively in professional environments. Employees who have earned this certification are better equipped to navigate the challenges of the workplace and contribute to the success of their organizations from day one.

For these reasons, we strongly support the approval of the Express Employment Professionals Career Preparedness Certification. Strengthening career readiness across industries will benefit businesses, employees, and the broader economy.

Sincerely,

Gabe Carson

Gabe Carson

Instructional Designer

Equipment & Engine Training Council



March 13, 2025

To Whom It May Concern,

The Sports Field Management Association (SFMA) is dedicated to advancing the field of sports field management through education, research, and professional development. A critical aspect of career readiness in the sports field management and turf industries is equipping individuals with the skills needed to navigate the workforce effectively. This is why we strongly support the Express Employment Professionals Career Preparedness Certification. This certification provides individuals with essential knowledge in resume writing, interview techniques, workplace communication, and professional etiquette, preparing them for successful careers in sports field management and related industries.

Career preparedness is crucial in today's competitive job market, particularly in industries such as sports field management, where professionals must be able to effectively communicate, engage with employers, and adapt to the demands of their roles. The skills validated by this certification ensure that individuals are well-prepared to thrive in the workplace, excel in interviews, and contribute to their organization's success. Certifications like the Express Employment Professionals Career Preparedness Certification help individuals stay up to date on industry standards and best practices, ultimately enhancing workforce readiness and strengthening the sports field management sector.

SFMA recognizes the importance of certifications in preparing individuals for successful careers in sports field management, and we fully support the approval of this certification. By equipping professionals with the career readiness skills necessary to excel in the workforce, this certification strengthens the industry and supports the long-term success of sports field professionals.

Sincerely,

Jennifer McLendon, M.Ed.
Education Manager



March 3, 2025

To Whom It May Concern,

As a TBLS Certified Family Law and Civil Trial Law Paralegal, I work with attorneys across Texas and see the importance of professionalism, communication, and career preparedness every day. I strongly support the approval of the Express Employment Professionals Career Preparedness Certification, as it ensures that individuals enter the workforce with essential skills to succeed in any professional setting.

Employers seek individuals who understand workplace expectations, can communicate effectively, and demonstrate professionalism—qualities that are just as important in a law office as they are in any other industry. Over the past fifteen years, I have seen how a lack of career readiness can hinder individuals from advancing professionally, while those with strong workplace skills are better positioned for long-term success.

The Express Employment Professionals Career Preparedness Certification provides a critical foundation for individuals to confidently enter the workforce and thrive in their careers. I highly encourage its approval in Texas.

Sincerely,

Cathy Frasier, TBLS-BCP
Texas Board of Legal Specialization
Family Law and Civil Trial Law



We create chemistry

March 19, 2025

To Whom It May Concern,

I am writing to express my strong support for the Express Employment Professionals Career Preparedness Certification. Certifications are invaluable in ensuring individuals stay up-to-date with the latest industry standards and practices. As the workforce continues to evolve, it is crucial for professionals to be well-prepared for the dynamic demands of the workplace. This certification plays a critical role in equipping individuals with the skills necessary to succeed in their careers.

BASF is committed to advancing innovation and sustainability across various sectors, and we recognize the importance of professionals who are equipped with the necessary skills to thrive in the modern workforce. The Express Employment Professionals Career Preparedness Certification provides individuals with the foundational knowledge and practical tools to navigate job applications, interviews, workplace communication, and overall career development. These skills are essential for meeting the high expectations of today's employers and for ensuring long-term professional success.

As a company that values talent development and supports workforce readiness, we fully support the approval of this certification. The skills and knowledge gained through this certification will contribute to the professional growth of individuals and the continued success of the workforce as it adapts to new challenges and opportunities.

Thank you for your consideration of this valuable certification. We look forward to its approval and the positive impact it will have on individuals and businesses alike.

Sincerely,

A handwritten signature in black ink, appearing to read "Brittany Lloyd", with a horizontal line extending to the right.

Brittany Lloyd
Global Head of Seeds Quality
BASF Corporation

Hashtag
#PlantScienceCertificate

Instagram
@basf_agproducts

Twitter
@BASFagro

Facebook & LinkedIn
BASF Agricultural Solutions

David Basinger, Chairman
Scott Buckles, Vice Chairman
Joe Freeman, Member
José O. Dodier, Jr., Member



Barry Mahler, Member
Tina Y. Buford, Member

Rex Isom, Executive Director

TEXAS STATE SOIL AND WATER CONSERVATION BOARD
Protecting and Enhancing Natural Resources for Tomorrow

March 20, 2025

To Whom It May Concern:

My name is Molly Christensen, Communications & Outreach Coordinator for the Texas State Soil and Water Conservation Board (TSSWCB), and I am writing to express our strong support for the Express Employment Professionals Career Preparedness Certification in Texas.

As an agency committed to conserving Texas' natural resources through collaboration with local soil and water conservation districts, we recognize the value of foundational career skills in fostering an efficient and professional workforce. The Express Employment Professionals Career Preparedness Certification emphasizes essential workplace competencies such as communication, teamwork, professionalism, and critical thinking—skills that are crucial for success in any professional setting, including conservation-focused organizations like ours.

Our agency depends on employees who can effectively collaborate, adapt, and communicate while managing administrative and outreach initiatives that support our Water Quality Management Plan Program and other conservation efforts. By equipping students with workplace readiness skills, this certification will help bridge the gap between education and employment, ensuring Texas has a workforce prepared to support vital industries, including environmental conservation.

I respectfully request the approval of the Express Employment Professionals Career Preparedness Certification in Texas to help develop the next generation of skilled professionals who will contribute to our state's workforce and conservation efforts.

Sincerely,

Molly Christensen
Communications & Outreach Coordinator
Texas State Soil and Water Conservation Board



Respecting People. Impacting Business.™

Express Employment Professionals
5604 Donnybrook Ave
Tyler, Tx 75703
(903) 592-9999
FAX (903) 592-9898

March 20, 2025

To Whom It May Concern,

The Express Employment Professionals Career Preparedness Certification is an essential tool for equipping job seekers with the skills and knowledge needed to succeed in today's competitive job market. In an environment where employers seek well-rounded candidates who can adapt quickly and thrive, this certification helps bridge the gap by ensuring individuals are prepared for the professional challenges ahead.

Finding candidates who are not only technically skilled but also possess the soft skills required to excel in the workplace can be difficult. Many candidates have great potential, but additional preparation in areas like communication, teamwork, and time management can significantly enhance their ability to succeed in a professional setting. By closing this gap, we can provide our clients with candidates who are ready to meet the demands of the workforce from day one.

The Express Employment Professionals Career Preparedness Certification addresses this by equipping individuals with the essential skills needed to excel in a wide range of career paths. With this certification, candidates gain valuable insights into professionalism, workplace expectations, and the necessary tools for effective career development. Given the value this certification offers, we are committed to offering higher wages to certified candidates. Supporting this initiative benefits both businesses like ours and the workforce, ensuring that employees are well-prepared to succeed in their careers.

For these reasons, I strongly encourage the approval of the Express Employment Professionals Career Preparedness Certification.

Sincerely,

A handwritten signature in black ink that reads "Rocky Gill".

Rocky Gill
Franchisee
Express Employment Professionals



March 26, 2025

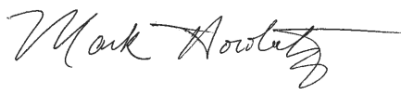
To Whom It May Concern,

As Manager of National Programs at Ducks Unlimited, I am pleased to express our support for the Express Employment Professionals Career Preparedness Certification. This certification equips individuals with essential workplace skills, including communication, problem-solving, and professional conduct—critical competencies for success in any industry. A well-prepared workforce is vital to the long-term success of organizations, including those in conservation, where teamwork, leadership, and adaptability are key to achieving lasting impact.

The Express Employment Professionals Career Preparedness Certification ensures individuals remain up to date with industry standards, giving them the knowledge and skills necessary to excel in professional environments. By fostering career readiness, this certification helps individuals contribute effectively to the workforce, ensuring organizations benefit from employees who are prepared to meet the evolving demands of their respective fields.

At Ducks Unlimited, we recognize the importance of certifications in developing a skilled and adaptable workforce. We strongly promote the Express Employment Professionals Career Preparedness Certification, as it plays a crucial role in strengthening career education and preparing individuals for long-term professional success.

Sincerely,



Mark Horobetz

Manager of National R3 Programs

Ducks Unlimited



American Meat Science Association

March 13, 2025

To Whom It May Concern:

The American Meat Science Association (AMSA) is dedicated to fostering excellence in meat science through education, research, and professional development. A critical aspect of career readiness in the meat and food production industries is equipping individuals with the skills needed to navigate the workforce effectively. This is why we strongly support the Express Employment Professionals Career Preparedness Certification. This certification provides individuals with essential knowledge in resume writing, interview techniques, workplace communication, and professional etiquette, helping them develop the competencies necessary for success in their careers.

Career preparedness is crucial in today's competitive job market, especially in industries such as meat science, where employees must contribute to both the technical and operational aspects of production. The skills validated by this certification ensure that individuals are well-prepared to engage with employers, thrive in the workplace, and enhance their professional development. Certifications like this one help individuals stay up to date on industry standards and best practices, ultimately improving workforce readiness and strengthening the sector's talent pool.

AMSA recognizes the value of certifications in preparing individuals for successful careers in meat science and related fields, and we support the approval of this certification. By equipping professionals with the career readiness skills necessary to excel in the workforce, this certification plays a vital role in workforce development and the continued success of the meat science and food production industries.

Sincerely,

Deidrea Mabry, COO
American Meat Science Association



March 12, 2025

To Whom It May Concern,

On behalf of Elanco, I am pleased to offer my support for the Express Employment Professionals Career Preparedness Certification. As a company committed to workforce development and professional growth, we recognize the value of certifications that uphold industry standards and ensure individuals are well-equipped with the knowledge and skills necessary for success in today's competitive job market.

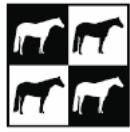
This certification provides a strong foundation in essential career readiness skills, including professionalism, communication, problem-solving, and workplace ethics. At Elanco, we understand that success in any career requires both technical knowledge and strong employability skills. By certifying individuals in these key competencies, this certification helps ensure that professionals are prepared to adapt, collaborate, and thrive in diverse workplace environments.

Certifications are essential in maintaining industry standards, ensuring that individuals entering the workforce are knowledgeable about career expectations, professional conduct, and effective workplace interactions. Supporting this certification helps build a workforce that is skilled, informed, and prepared to meet the evolving demands of today's employers.

Sincerely,

A handwritten signature in cursive script that reads "John Stewart".

John Stewart
Adviser, State Government and Public Affairs
Elanco



NHJTCA
National Horse Judging Team
Coaches' Association

April 10, 2025

To Whom It May Concern:

The National Horse Judging Team Coaches' Association (NHJTCA) is dedicated to promoting excellence in equine evaluation and management by strengthening employability skills and upholding industry standards. As an association comprised of horse judging coaches nationwide, we are committed to ensuring that individuals entering the equine and broader animal science industries are well-trained and prepared for success. In support of this mission, we strongly support the Express Employment Professionals Career Preparedness Certification for approval.

Certifications play a vital role in preparing individuals for careers by ensuring they are knowledgeable about industry expectations and best practices. The Express Employment Professionals Career Preparedness Certification provides a strong foundation in essential workplace skills, including communication, teamwork, professionalism, and problem-solving—qualities that are critical for success in any industry. At NHJTCA, we understand that technical knowledge must be complemented by strong employability skills to create well-rounded professionals. This certification helps individuals develop the professional competencies needed to succeed in a variety of career paths, whether in agriculture, business, or technical trades.

For the workforce to remain competitive and sustainable, it is essential to support certifications that prepare individuals for the evolving demands of today's job market. The Express Employment Professionals Career Preparedness Certification helps bridge the gap between education and industry needs by equipping individuals with the critical skills that employers seek. We encourage its approval as a valuable credential that will help ensure individuals are workforce ready and prepared to excel in their chosen careers.

Sincerely,

A handwritten signature in cursive script that reads "Tim McLochlin".

Tim McLochlin

President, National Horse Judging Team Coaches' Association



April 14, 2025

To Whom It May Concern,

As the owner of Shep's in Weatherford, Texas, I manage the daily operations of a fast-paced, community-focused restaurant that takes pride in great food, excellent service, and a welcoming atmosphere. Our business thrives on the dedication and professionalism of our team, but finding entry-level employees who are truly prepared for the workplace can be a challenge. This is why I fully support the Express Employment Professionals Career Preparedness Certification.

At Shep's, we do more than serve burgers and wings—we develop employees who take pride in their work and build meaningful careers. The certification's emphasis on professional communication, teamwork, and leadership aligns perfectly with what we expect from our staff. Whether interacting with customers, managing a fast-paced shift, or collaborating with coworkers, these soft skills are critical to success in any job. Employees who arrive with a strong foundation in these areas are confident, reliable, and better equipped to grow within our business or any future career path they choose.

I strongly encourage the approval of this certification in Texas. It provides a much-needed standard for workplace readiness, helping businesses like mine hire employees who are prepared to succeed from day one. I also see this certification as a valuable professional development opportunity for my current staff. By equipping individuals with the skills necessary to thrive in the workforce, we not only strengthen local businesses but also invest in the long-term success of our community.

Sincerely,

Jennifer Shepherd
Owner, Shep's



April 19, 2025

To Whom It May Concern:

As a franchisee of Express Employment Professionals, I am writing to express my strong support for the national approval of the Express Employment Professionals Career Preparedness Certification. This certification is designed to verify that individuals possess the skills necessary to discover, pursue, and successfully achieve career goals.

At Express Employment Professionals, we are dedicated to connecting job seekers with opportunities and helping businesses thrive with top-tier talent. However, we sometimes encounter candidates who, despite their potential, may require additional preparation to thrive in modern business environments. This can impact on our ability to provide clients with personnel who can seamlessly integrate into their operations.

The Express Employment Professionals Career Preparedness Certification addresses this by equipping individuals with essential skills for workplace success, including communication, problem-solving, and teamwork. Recognizing the value of this certification, we are prepared to offer higher compensation to certified individuals. We believe that supporting this certification on a national level will enhance the quality and readiness of candidates entering the workforce, benefiting both job seekers and employers.

Sincerely,

Nancy Reed

Franchisee
Express Employment Professionals



NVR Building Products Co.
210 N Carroll St,
Thurmont, MD, 21788

April 10th, 2025

Dear Whomever This May Concern,

I am writing to offer my support for the approval of the Express Employment Professionals Career Preparedness Certification in the state of Maryland. As a supervisor at NVR, Inc., a premier builder of high-quality homes in the Mid-Atlantic and Western U.S., I understand the importance of equipping individuals with the right skills to succeed in today's dynamic job market. The Express Employment Professionals Career Preparedness Certification provides essential training and knowledge that will benefit job seekers and employers alike, including businesses like ours.

At NVR, Inc., we are dedicated to providing exceptional customer service, high-quality construction, and operational excellence across all aspects of our business. Our employees are vital to our success, and we seek candidates who possess not only technical skills but also strong professional behaviors, effective communication, and a solid work ethic. The Express Employment Professionals Career Preparedness Certification addresses these needs by providing individuals with a well-rounded foundation in areas such as resume building, job search techniques, interview preparation, and workplace professionalism.

The Express Employment Professionals Career Preparedness Certification aligns with our hiring priorities and will greatly enhance the career readiness of potential employees. At NVR, Inc., we understand that technical knowledge is important, but so are the soft skills that enable individuals to thrive in a professional environment. The training provided by this certification helps ensure that candidates are better equipped to engage with employers, navigate job searches, and succeed in interviews. These skills are integral to the hiring process and will help streamline the identification of qualified candidates.

In conclusion, I fully support the approval of the Express Employment Professionals Career Preparedness Certification. It will help enhance the career readiness of individuals across Maryland, allowing employers to identify and hire skilled, professional candidates who are equipped to succeed in today's competitive job market.

Thank you for your time.

Sincerely,
Amber Erb

A handwritten signature in dark ink, appearing to read "Amber Erb", written in a cursive style.

Supervisor
NVR, Inc.
ambererb94@gmail.com



Hoover INC.
1003 Tibbetts Ln,
New Windsor, MD 21776

April 10th, 2025

Dear Whomever This May Concern,

I am writing to offer my support for the approval of the Express Employment Professionals Career Preparedness Certification from the Maryland Department of Education. As the Assistant Service Manager at Hoover, Inc., a company dedicated to providing high-quality agricultural equipment and services, I value having individuals entering the workforce who possess not only technical skills but also the foundational soft skills necessary to excel in a professional environment. The Express Employment Professionals Career Preparedness Certification provides essential training that prepares individuals for the practical and interpersonal challenges they will face in their careers, and I strongly believe it will benefit both employers and job seekers in Maryland.

The Express Employment Professionals Career Preparedness Certification equips individuals with the tools they need to enter the workforce with confidence. By learning to navigate challenges like time management, effective communication, and problem-solving, job seekers are better prepared to handle the demands of a new role. These skills are especially crucial in industries like ours, where employees frequently interact with clients, troubleshoot technical issues, and work as part of a team to meet tight deadlines and customer expectations.

In our industry, technical knowledge is essential, but equally important is the ability to communicate effectively with customers, colleagues, and vendors. The Express Employment Professionals Career Preparedness Certification helps individuals build this competency by teaching them how to manage workplace relationships, handle conflict, and present themselves professionally. These soft skills play a significant role in customer satisfaction, employee retention, and the overall success of our company. Moreover, employees who are well-prepared for the social and emotional aspects of the workplace are more likely to thrive in their roles and contribute positively to the company's culture.

Thank you for your time and consideration. I look forward to seeing this certification help the next generation of workers find success in their new careers.

Sincerely,
Todd Lippy

A handwritten signature in blue ink that reads "Todd Lippy". The signature is written in a cursive, flowing style.

Management Service Manager
talippy@hoover.com



Radiant Therapy, LLC
3905 National Dr Suite 330,
Burtonsville, MD 20866

April 10th, 2025

Dear Maryland Department of Education,

I am writing to offer my support for the approval of the Express Employment Professionals Career Preparedness Certification in the state of Maryland. As an employee at Radiant Therapy, LLC, I recognize the tremendous value this certification can provide to individuals, particularly students, as they enter the workforce. It aligns directly with the skills that are crucial not only for success in the counseling field but also in any professional environment.

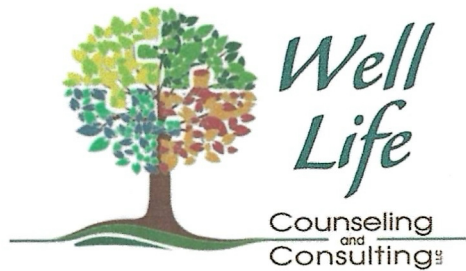
At Radiant Therapy, LLC, we are committed to providing compassionate and effective mental health counseling services to individuals, couples, and families. As part of this mission, we understand the importance of supporting students and emerging professionals in acquiring both the technical and personal skills needed to thrive in their chosen careers. The Express Employment Professionals Business Office Technology Certification offered by Express Employment Professionals provides vital training in areas such as resume writing, job interview techniques, workplace professionalism, and effective communication. These competencies are essential for students who are transitioning from education to the workforce, especially in fields like counseling, where interpersonal skills and professionalism are critical.

I believe that approving this certification will have a profound impact on students throughout Maryland. It will help ensure that they are not only academically prepared but also equipped with the practical, interpersonal, and professional skills necessary to thrive in a competitive job market. By supporting the Express Employment Professionals Business Office Technology Certification, we are providing students with a meaningful opportunity to improve their career prospects and build a foundation for long-term professional success.

Thank you for your time and consideration. I wholeheartedly believe it will benefit students, employers, and the state of Maryland as a whole.

Sincerely,
Claire Colyer

Licensed Medical Health Counselor LGPC
claire@radianttherapycounseling.com



Wells Life Counseling and Consulting
9649 Belair Rd Suite 104,
Nottingham, MD 21236

April 10th, 2025

Dear Whomever This May Concern,

I am writing to express my strong support for the approval of the Express Employment Professionals Career Preparedness Certification in the state of Maryland. As a Licensed Graduate Professional Counselor (LGPC) at Wells Life Counseling and Consulting, I have had the opportunity to work closely with individuals navigating various life challenges, including finding and maintaining meaningful employment. The Express Employment Professionals Career Preparedness Certification provides essential training that aligns directly with the skills I work with daily in my counseling practice. At Wells Life Counseling and Consulting, we focus on helping individuals build resilience, confidence, and interpersonal skills, which are equally crucial to professional success. Clients often come to us seeking guidance on how to manage work-related stress, improve communication with coworkers, and develop emotional intelligence. The skills honed through this certification program directly complement the personal development we emphasize, enhancing an individual's ability to succeed in any work environment.

One of the core strengths of the Express Employment Professionals Career Preparedness Certification is its focus on soft skills, which employers consistently identify as vital to job performance. These include effective communication, adaptability, conflict resolution, and teamwork. These are not only important in the workplace but also key in fostering emotional and psychological well-being. A job environment that values communication and collaboration can significantly reduce stress and improve job satisfaction, which is an important consideration for mental health and overall well-being.

From an employer's perspective, this certification can serve as a reliable indicator of a candidate's readiness to succeed in a professional environment. This then allows employers to easily assess candidates who are equipped with the soft skills necessary to thrive in the workplace, reducing the need for extensive on-the-job training and helping employers identify individuals who can contribute positively to team dynamics and workplace culture. For these reasons, I am in support of the Maryland Department of Education approving these certifications in Maryland Schools.

Sincerely,
Claire Colyer

Licensed Medical Health Counselor LGPC
claire@wlcc.info



March 27, 2025

To Whom It May Concern:

I am writing to express my full support for the Express Employment Professionals Career Preparedness Certification, which provides essential skills to help individuals enter the workforce with greater readiness and confidence.

My name is Jon Stephens, and I serve as the Lubbock Market President of SouthWest Bank. I have been in the banking industry since 2001, and SouthWest Bank is headquartered in Odessa, Texas, with six locations, two of which are in Lubbock. SouthWest Bank employs 105 full-time staff, 29 of whom are in Lubbock.

Individuals who earn the Express Employment Professionals Career Preparedness Certification show they are better equipped to enter the workforce and succeed, as compared to those without the certification. This certification ensures that individuals have developed key competencies for workplace success, including understanding professional behavior and communication in the workplace, building problem-solving and decision-making skills, and fostering interpersonal and teamwork abilities. In addition, it helps individuals manage time effectively and adapt to changing work conditions.

At SouthWest Bank, we are looking for employees who are prepared to contribute immediately to our fast-paced environment. The Express Employment Professionals Career Preparedness Certification provides an assurance that candidates have the foundational skills needed to excel in the workplace. When considering new hires, we prioritize those who have obtained this certification, as it shows they are ready to perform with minimal training in a business setting.

I fully support the Express Employment Professionals Career Preparedness Certification and its ability to equip individuals with the critical skills they need to succeed in the workforce.

Respectfully,

A handwritten signature in blue ink, appearing to read "J. Stephens", is written over a light blue circular stamp. Below the signature, the name "Jonathan M. Stephens" is printed in a black, sans-serif font.

Jonathan M. Stephens



WELLS HOLLOW LANDSCAPING

April 10, 2025

To Whom It May Concern,

As Co-Owner and Office Manager of Wells Hollow Landscaping located in Waverly, Iowa, I am excited to express my support for the Express Employment Professionals Career Preparedness Certification and its approval in the state of Iowa. At Wells Hollow Landscaping, we understand the importance of strong professional skills, especially when it comes to communication, time management, and personal accountability. This certification provides individuals with valuable tools to navigate the workplace, improve employability, and make positive contributions to any organization, including ours.

One of the challenges we often face is finding entry-level employees who are truly prepared for the demands of the workplace. The Express Employment Professionals Career Preparedness Certification addresses this by equipping individuals with essential skills in professionalism, teamwork, and problem-solving. When someone comes to us with a solid foundation in these areas, they are much better equipped to handle the daily responsibilities and challenges that come with working in a busy landscaping business.

We believe in recognizing and rewarding those who invest in their professional development, which is why we're happy to offer interviews and higher pay to individuals who have earned the Express Employment Professionals Career Preparedness Certification. This certification builds confidence and prepares individuals for success in their careers, benefiting both the individual and the organization they join.

Sincerely,

Jen Wells
Wells Hollow Landscaping



The First State Bank

FRIENDLIEST BANK **ANYWHERE**

April 14, 2025

To Whom It May Concern:

From my experience at First State Bank, Texas, I am pleased to offer my full support for the approval of the Express Employment Professionals Career Preparedness Certification in Texas.

In our experience, it's always a positive surprise when a candidate comes in with a well-rounded set of career-ready skills. This certification helps ensure that individuals are prepared for the demands of the workplace, including managing time effectively, working collaboratively, and navigating professional environments. These skills are essential to maintaining smooth operations, improving customer interactions, and enhancing overall team performance. We are excited to offer interviews to individuals who hold this certification, and we would consider more benefits to reflect the preparedness and initiative they bring to the role. It's a clear indication that they are ready to contribute meaningfully to our business.

Thank you for considering the Express Employment Professionals Career Preparedness Certification for approval in the state of Texas. We believe it is a great step toward ensuring that individuals are not only skilled but truly ready for the workforce.

Sincerely,

Sydney McCreary
First State Bank