



# Need Great Workers?

YOU NEED R.E.S.T.O.R.E.!



"Rebuilding Ex-Offenders Successfully  
Through Opportunities, Rehabilitation, & Education"

# What is R.E.S.T.O.R.E. ?

“Rebuilding Ex-Offenders  
Successfully Through  
Opportunities,  
Rehabilitation, & Education”

We are a  
transitional program  
for women leaving  
incarceration

We have high  
standards and  
vetting processes

We want women  
to succeed and  
never return to  
prison again

Working is the key to  
their stability and  
becoming a  
community member  
again

# Who are R.E.S.T.O.R.E.'s women?

- ▶ The women in our program:
  - ▶ Were already in programs leaving confinement that support their success
  - ▶ Have Florida I.D.s and social security cards and personal documentation
  - ▶ Have given a commitment to working and participation in work preparation programs and job training
  - ▶ Follow our strict house rules and work collaboratively with us and others
  - ▶ Save money, work consistently daily, attend trainings, and engage in self-improvement activities
  - ▶ Are loyal, hard working, and appreciate their jobs and employers



# We Know How Hard It Is To Find Great Workers!

## **Employers struggle with:**

- ▶ Absenteeism
- ▶ People who just want a job and not a career
- ▶ Engagement issues/lack of incentive to work
- ▶ People with no training to do anything
- ▶ A lack of loyalty to their employer

## **WE CAN HELP!**



# Our Women Need a Chance at a Career...

But more important...

They have what YOU need

- Shows up and works hard
- Has been through job training
- Wants to do thorough and excellent work
- Appreciates the opportunity to work
- Has a great attitude
- Is on time, consistent and loyal

# Frequently Asked Questions



"Rebuilding Ex-Offenders Successfully  
Through Opportunities, Rehabilitation, & Education"

# How Easy Is It to Hire a Previously Incarcerated Woman?

- ▶ It is exactly the same as if you were hiring anyone else.
- ▶ They have been vetted and trained for work and have all necessary documents.
- ▶ It may actually be easier because our women have gone through months of job training, to include practical preparation for working in a business, working with customers, co-workers and a boss, and have a level of maturity and readiness others may not.

# Who Will Know About My Business Hiring from R.E.S.T.O.R.E?

**Your hired employee and...**



**...You.**

- ▶ We understand confidentiality and your customers are important to you. We will not advertise your name or your company's name or add it to any social media, emails, or other communications unless you authorize us to do so.
- ▶ Reputations and customer comfort are key! We ensure your privacy as a “second-chance” employer.



# How Does This Benefit My Bottom Line?

**We recognize it is great to “do good” but you are also running a business, and that means you are there to make money.**

- ▶ These women will be the hardest workers you have ever employed. They want to be there! This means they will dedicate themselves to your business, driving profit through high quality work.
- ▶ These women want careers, not just a job. Their motivation is to work hard, work their way up, and prove their value every day.
- ▶ Employers report higher loyalty and job commitment from second-chance hires. Long term employees means less expense re-training!

# What If I Am Still Not Sure About Hiring a Formerly Incarcerated Woman?

## BENEFITS TO YOUR BUSINESS:

### ➔ Work Opportunity Tax Credit (WOTC)\*

- Offers up to \$2,400 per hire for hiring formerly incarcerated individuals within one year of release
- Helps offset any onboarding and training costs

### ➔ Federal Bonding Program Through CareerSource\*

- FREE six-month fidelity bond (up to \$5,000) per hire
- Protects against theft, fraud, or dishonesty
- Immediate coverage with no application process



# Have Other Questions? We Can Answer Them!

**Contact Rebecca Davis at:**



[Rebecca@restoredual.com](mailto:Rebecca@restoredual.com)



**904-210-4693**

A photograph of three women in a meeting. One woman is seated on the left, wearing a plaid shirt and glasses, looking at a laptop. Another woman stands in the center, wearing a pink polo shirt and glasses, holding a smartphone. A third woman is seated on the right, wearing a pink zip-up shirt and smiling. The background is a plain wall with a red rectangular object in the top right corner.

# Let's Partner Together!

# Thank you!