

DCC's Promises:

- * We will seek to provide excellent customer service to our clients, employment partners and referral sources.
- * We will improve our services through feedback from our clients, referral sources and employers. Feedback can be provided on-line at www.dirksecc.com.
- * We will work hard to break down attitudinal barriers towards individuals with disabilities in the world of work.
- * We will strive to build quality relationships with employers within the communities we serve; providing qualified applicants for employment and sound professional consultation in compliance with State and Federal laws.

For More Information:

- * Call Toll Free: **(866) 749-7197**; Listen carefully to the voice mail. It will direct you to the right staff person for each DCC location.
- * On-Line: **www.dirksecc.com**; You can look up information about DCC's programs, research staff profiles and get links to our brochures, staff emails and much more.
- * Contact DCC Founder, Heidi Dirkse-Graw, directly at 503-516-8073 or email at hdirkse@dirksecc.com.

Office Locations:

DCC Headquarters

10700 SW Beaverton-Hillsdale Hwy,
Park Plaza West Bldg I, Suite 110
Beaverton, Oregon 97005
Phone: (503) 672-9858
Toll Free: (866) 749-7197
Fax: (503) 672-7668

Vancouver DCC

237 NE Chkalov Drive
Vancouver, Washington 98684
Phone: (360) 828-0100
Toll Free: (866) 749-7197

Seattle DCC

4500 Ninth Avenue NE, Suite 300
Seattle, Washington 98105
Toll Free: (866) 749-7197
Fax: (206) 829-2401

www.dirksecc.com



Employment Solutions

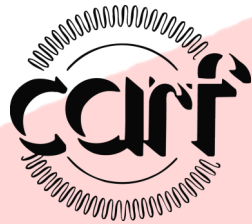
Professional Human Resource
Consulting for Employers who
Value Diversity



DIVERSITY
TALENT
PRODUCTIVITY

Diversity...Talent...Productivity

Professional employment consultation designed to help employers hire and retain qualified employees with disabilities.



Our Mission: DCC is an internationally accredited organization (carf.org) demonstrating a commitment to business and program excellence. Our mission is to improve the quality of life for persons with disabilities and/or cultural barriers by assisting them to identify, secure and maintain employment with local employers. In doing so, we work in tandem with these employers to ensure that they have the tools and services to facilitate a smooth employment relationship where everyone benefits.

What DCC Can Do for Employers—For Free!

WHY FOR FREE?

Our services are funded through a variety of ways, but most of the time we receive fees for service for helping individuals with barriers to employment through State or Federal programs. This means that we can offer a variety of services to our employment partners for FREE!

FILLING JOB OPENINGS WITH QUALIFIED APPLICANTS

When you need help filling job openings, we can help! Our applicants have diverse skill profiles and varying degrees of work experience. We carefully screen all applicants to ensure the best job fit.

TRAINING PLANS/COACHING

When you hire an employee associated with DCC, we will work with you to ensure that the person learns the job skills and that everyone is comfortable in the workplace. State and Federal Vocational Rehabilitation Programs will often pay for DCC staff to “job coach” the new employee by helping with training and integration, on-the-job. We also work with the supervisor to learn ways to easily accommodate the employee’s disability over time. We make the process easy and can arrange funding in most situations.

JOB RETENTION HELP

When you hire a DCC applicant, we provide built in follow-along for at least 90 days after the person is hired. We provide counseling and consultation.

WORK TAX CREDITS

Most of DCC applicants are part of a target group for the *Work Opportunity Tax Credit*. This is a tax credit that an employer takes directly from Federal tax liability owed when they hire a person in a certain target group. When you hire a qualifying applicant, we will help you process the paperwork. Tax credits are another valuable way for a company to offset the cost of training.

Services for Existing Employees:

Professional Consultation (fee for service) regarding the Americans with Disabilities Act for your company’s **existing workforce**. Services may include:

- * Analysis of hiring and promotion practices
- * Facilitating reasonable accommodation due to an identified disability or injury
- * Job coaching & employee performance measurement

