

## **20.04 Participants/Employees of Project Solutions**

### Policy:

It is the policy of Licking/Knox Goodwill Industries, Inc. to employ individuals from the local community and act as a resource for community-service programs.

### Procedure:

The hiring of paid employees will be through referrals from the Human Resource Department of Licking/Knox Goodwill Industries. Final selection shall be made by the project supervisor. The number of paid employees will be based upon level of production and degree of skill necessary for a project and will be commensurate with contract requirements.

Utilization of community service participants (i.e. Court Probation Department, Department of Job and Family Services, etc.) will be at the discretion of the project supervisor but should be encouraged in order to provide a needed service and minimize employment costs.