

CONTINENTAL LABOR

Jeff Hanesworth, President/COO

When Shannon Smith and Karen Cain started Continental Labor Resources fourteen years ago, they had no idea what it would become. "Its a blessing to get the company where it is today" remarks Shannon. With offices in Bakersfield, Paso Robles, Ridgecrest, Visalia, and Delano, the company that started in a small room off of Fruitvale Avenue has taken on a life of its own. Even with the huge success they have created and enjoyed, Shannon and Karen knew it was time for change. Shannon felt that "for the good of the company, I needed to step out of the daily operations and become the CEO of the corporation. With not having a college degree, I have taken Continental as



far as it can go". Enter Jeff Hanesworth, new President and COO of the newly named Continental Labor and Staffing Resources, Inc. The company has provided temporary and permanent laborers for construction companies, and has recently added clerical staffing to the long list of its services. Jeff, who holds degrees in both business and law, has the skills necessary to continue on the road Shannon and Karen have paved. Shannon knew what she wanted for the company: "I wanted someone who would not be a dictator, but a leader that people could follow." Jeff first came into contact with Shannon and Karen as a client, and knew first hand the quality of service that they delivered. As is to be expected, Jeff is excited about the new position and the chance to work with Shannon and Karen: "Our philosophical natures were so in line. To me, it's all about the people. We both want to share our success with all of our employees."

Jeff continued: "Secondly, we share the same morals and ethics. One of the main problems with a change as big as

leadership, for any company, is whether or not the staff will accept the change." Jeff was assured early on this would not be the case: "Everybody accepted it. This company was built on relationships, and that's what I'm all about." Jeff has worked hard to make that transition as smooth as possible. Jeff said the most important thing he has done is promote "Leadership Visibility. I visit each office at least once a month; Make sure I'm getting back to the people. Time is the most important thing I can give." Jeff wants everyone in the company to see who he really is. Another portion of the

business that Jeff, Shannon, and Karen all agree on: safety first. "We set the bar when it comes to safety," says Jeff. "We're one of the only staffing agencies that have such an elaborate safety team." Even though Shannon will step down from the day to day activities, she will still be the public face of the company, and will continue to promote what is most important to all of them. They agree that what has made Continental a cornerstone of the community is philanthropy, and Shannon has the privilege to spend her time partnering with several non-profit organizations to make a difference here and around the world. Jeff wants the community to know: "We're not going to change the value that's already been set forth, we're going to enhance it." Continental Labor and Staffing Resources has had the success it deserves under Shannon Smith and Karen Cain, but will soar to new heights under the leadership of Jeff Hanesworth.

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www.continentallabor.com

blood, sweat & tears