

**ATTACHMENT A  
Proposal Cover Sheet**

The Mississippi Department of Rehabilitation Services is seeking qualifications from qualified contractors to provide Pre-Employment Transition Services for MDRS clients.

Qualifications are to be submitted as listed below, on or before **10:30 AM CST, Friday, October 17, 2025.**

**PLEASE MARK YOUR ENVELOPE:**

**Mississippi Department of Rehabilitation Services  
Attention: Lee Shirley, Director of Contracts  
1281 Highway 51 North  
Madison, Mississippi 39110  
Request for Qualifications for Pre-Employment Transition Services  
No. 3120003211  
Opening Date: 10:30 AM CST, Friday, October 17, 2025  
SEALED PROPOSAL PACKAGE – DO NOT OPEN**

**Company Name:** CPI Enterprise LLC

**Address:** 2964 Government Street, Suite C

**City/State/Zip:** Baton Rouge, LA 70806

**Telephone:** 225-610-8142

**Fax Number:** N/A

**E-Mail Address:** INFO@CPIENTERPRISE.COM

**Printed Name of Authorized Signer:** Chisolu Isiadinso

**Signature and Date:** Chisolu Isiadinso 10/4/25

## ATTACHMENT B

### Authorization and Acknowledgements

By signing below, the Company Representative certifies that he/she has authority to bind the company, and further acknowledges on behalf of the company:

1. That he/she has thoroughly read and understands this Request for Qualifications, RFQ 3120003211 and the attachments herein;
2. That the company meets all requirements and acknowledges all certifications contained in this Request for Qualifications, RFQ 3120003211, and the attachments herein;
3. That the company agrees to all provisions of this Request for Qualifications, RFQ 3120003211, and the attachments herein;
4. That the company can and will meet all required laws, regulations, and/or procedures related to confidentiality and represents that its workers are licensed, certified, and possess the requisite credentials to perform the transition services; and
5. That the company has, or will secure, at its own expense, applicable personnel who shall be qualified to perform the duties required to be performed under this Request for Qualifications.
6. That the company understands that should an amendment to this RFQ be issued, it will be posted on the MDRS website ([www.mdrs.ms.gov](http://www.mdrs.ms.gov)) in a manner that all proposers will be able to view. Proposers shall acknowledge receipt of any amendment to the solicitation by signing and returning the amendment with the proposal, by identifying the amendment number and date in the space provided for this purpose on this form. The acknowledgment must be received by MDRS by the time and at the place specified for receipt of proposal. It is the company's sole responsibility to monitor the website for amendments to the RFQ.

Company Name: CPI ENTERPRISE LLC

Signature and Date: Chisolu Isiadinso 10/4/2025

Name and Title: CHISOLU ISIADINSO, FOUNDER/CEO

## ATTACHMENT C

### Certifications and Assurances

I/We make the following certifications and assurances as a required element of the offer to which it is attached, of the understanding that the truthfulness of the facts affirmed here and the continued compliance with these requirements are conditions precedent to the award or continuation of the related contract(s) by circling the applicable word or words in each paragraph below:

**1. Representation Regarding Contingent Fees.**

Contractor represents that it [ ~~HAS~~ or HAS NOT ] retained a person to solicit or secure a state contract upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, except as disclosed in Contractor's proposal.

**2. Representation Regarding Gratuities.**

The Respondent or Contractor represents that it [ ~~HAS~~ or HAS NOT ] violated, is not violating, and promises that it will not violate the prohibition against gratuities set forth in Section 6-204 (Gratuities) of the Mississippi Public Procurement Review Board Office of Personal service Contract Review Rules and Regulations.

**3. Certification of Independent Price Determination.**

The Respondent certifies that the prices submitted in response to the solicitation [ HAVE or HAVE NOT ] been arrived at independently and without, for the purpose of restricting competition, any consultation, communication, or agreement with any other respondent or competitor relating to those prices, the intention to submit a proposal, or the methods or factors used to calculate price.

**4. Prospective Contractor's Representation Regarding Contingent Fees.**

The Prospective Contractor represents as a part of such Contractor's proposal that such Contractor [ ~~HAS~~ or HAS NOT ] retained any person or agency on a percentage, commission, or other contingent arrangement to secure this contract.

Company Name: CPI ENTERPRISE LLC

Signature and Date: Chisolu Isiadinso 10/4/25

Name and Title: CHISOLU ISIADINSO, FOUNDER/CEO

**Note:** Please be sure to **circle the applicable word or words** provided above. Failure to circle the applicable word or words and/or to sign the proposal form may result in the proposal being rejected as nonresponsive. **Modifications or additions to any portion of this proposal document may be cause for rejection of the proposal.**

## ATTACHMENT D

### Company Questionnaire

*If additional space is needed, please attach supplemental pages as necessary to completely answer all questions.*

#### 1. Corporate Experience and Capacity

☒ Provide the age of your business. ☒ **1 Year, 10 Months**

☒ Describe the experience of the firm in providing the service, give number of years that the service has been delivered, and provide a statement on the extent of any corporate expansion required to handle the service. ☒

CPI Enterprise, LLC is a Louisiana-based workforce development and process improvement firm, established in November 2023 as a strategic expansion of the programs and services created under Forever A Dreamher. While CPI Enterprise is a newly formed entity, it is built on more than a decade of proven experience in leadership training, career readiness programming, and workforce development through the work of its founder, Chisolu Isiadinso.

Chisolu has led workforce development initiatives across both corporate and entrepreneurial settings, including programming that aligns directly with Pre-Employment Transition Services (Pre-ETS). Through Forever A Dreamher, founded in 2021, she launched several initiatives designed to support career and entrepreneurial growth for youth and adults. Key programs include:

1. **Dreams to Dollars Program** – Equipping women with entrepreneurial and workforce readiness skills.
2. **Dreamology Learning Management System** – Delivering digital learning resources and career development modules.
3. **SheLeads Program** – Providing leadership, soft skills, and workforce training for middle and high school girls.
4. **Big Buddy Workforce Readiness Initiative** – Leading summer workforce programs focused on soft skills and career exploration for youth.
5. **WIOA Youth Mentoring Program** – Delivering mentoring and career readiness aligned with WIOA's 14 elements.

Building on this foundation, CPI Enterprise was launched to expand these services to a broader population, including male and female youth, entrepreneurs, and professionals. Since its founding, CPI Enterprise has structured its service delivery model to align with state and federal workforce initiatives—including WIOA and Pre-ETS—to serve students with disabilities. The firm has experience delivering all five required Pre-Employment Transition Services (Pre-ETS) under WIOA:

1. **Workplace Readiness Training** – Resume development, mock interviews, financial literacy, communication skills, and independent living workshops.
2. **Work-Based Learning Experiences** – Internships, job shadowing, employer site visits, and short-term community-based projects in partnership with public agencies and employers.
3. **Job Exploration Counseling** – Career interest assessments, labor market analysis, pathway mapping, and use of digital career tools to help underserved populations identify sustainable pathways.
4. **Postsecondary Education & Training Counseling** – Guidance on admissions, FAFSA, scholarships, and disability accommodations to support successful transitions to higher education or training.
5. **Instruction in Self-Advocacy** – Workshops and activities that build students' confidence, self-awareness, leadership, and ability to communicate their needs effectively in educational and workplace settings.

CPI Enterprise has established partnerships with regional workforce boards, economic development agencies, and educational institutions to deliver structured, outcomes-driven programs that prepare youth and adults for competitive integrated employment. This depth of experience and infrastructure provides a strong foundation for delivering Pre-ETS services in Mississippi.

Company Name: CPI Enterprise LLC

## ATTACHMENT D

### Company Questionnaire (Page 2 of 3)

*If additional space is needed, please attach supplemental pages as necessary to completely answer*

#### 2. Service Location

- ☒ If services are to be provided at a site other than firm's principal place of business (the address given in Attachment A), please specify the place of performance. ☒

While CPI Enterprise's principal place of business is in Baton Rouge, Louisiana, services will be delivered on-site in Mississippi counties, primarily at local schools to ensure accessibility and inclusive settings. When schools are unavailable, local libraries or community spaces may be used.

Virtual Pre-ETS services may also be delivered if authorized by MDRS, provided they support interaction in an integrated learning environment alongside peers without disabilities. CPI Enterprise prioritizes flexibility, safety, and accessibility to ensure all service locations and formats meet MDRS guidelines.

#### 3. Personnel

Attach resumes' of all those who will be involved in the delivery of service (from principals to field technicians) that include their experience in this area of service delivery as well as a list of all principals, parent organizations, and subsidiaries. Additionally, please provide copies of all applicable permits, professional certifications and/or licenses from the applicable certifying authority, and a list of all principals. A principal of an offeror is defined as a person or entity who has a 5% or greater ownership interest in the offeror and all individuals in senior-level management positions, regardless of whether those individuals have an ownership interest in the offeror ☐

**Lead Trainer & Program Manager:** Chisolu Isiadinso, M.B.A. – Responsible for program oversight, curriculum, delivery of Pre-ETS instruction, employer partnerships, reporting, and MDRS coordination. She meets and exceeds MDRS trainer qualifications and will serve as the trainer of record.

**Program Assistant (Non-Instructional):** Arron Lee – Provides administrative and logistical support, including scheduling, attendance, materials, surveys, and reporting. She will not deliver Pre-ETS instruction or be listed as trainer of record until WorkKeys is submitted.

**Future Staffing:** Qualified instructors will be hired as needed in Mississippi. All personnel delivering instruction will meet MDRS qualifications before service delivery.

**Business Registration:** CPI Enterprise, LLC is registered with the Louisiana Secretary of State. If awarded, CPI Enterprise will complete foreign LLC registration with the Mississippi Secretary of State within seven (7) business days of award, in compliance with RFQ requirements. No additional permits are required for the delivery of these services.

Company Name: CPI ENTERPRISE LLC

**ATTACHMENT D**  
**Company Questionnaire (Page 3 of 3)**

*If additional space is needed, please attach supplemental pages as necessary to completely answer*

**4. References**

- ✓ Give at least three (3) references for contracts of similar size and scope, including at least two (2) references for current contracts or those awarded during the past three (3) years. Include the name of the organization, the length of the contract, a brief summary of the work, and the name and telephone number of a responsible contact person.□

**References**

**1. City of Baton Rouge – Safe, Hopeful, Healthy BR Program**

Contract Period: January 2025 – June 2025

Contact: Erion Davison | Phone: (225) 389-3000

Summary: Supported community initiatives in youth development, diversion, and community health through programs uplifting, educating, and empowering teen girls. Focused on building confidence, skills, and knowledge to help them navigate personal and academic journeys, overcome challenges, make informed decisions, and develop resilience.

**2. Employ BR – WIOA Youth 14 Elements #8 Mentoring**

Contract Period: June 2024 – May 2025

Contact: Girlie Anderson | Phone: (225) 358-4579

Summary: Delivered mentoring programs integrated with leadership development, community service, employability training, and social-emotional skill-building to youth participants. Emphasized confidence, positive social behaviors, and workforce readiness aligned with WIOA youth program objectives.

**3. Big Buddy Program – Mayor's Youth Workforce Experience**

Contract Period: May 2024 - August 2024, May 2025 – August 2025

Contact: Gayland Mack | Phone: (225) 388-9737

Summary: Served as Tool Time Instructor for an 8-week summer career awareness and internship program for high school youth (Scholars). Delivered weekly sessions focused on career exploration, transferable skills, work readiness competencies, and social-emotional development. Scholars completing the program earned Work Ready Youth certification.

Company Name: CPI ENTERPRISE LLC

*If additional space is needed, please attach supplemental pages as necessary to completely answer*

Company Name: CPI ENTERPRISE LLC

## ATTACHMENT E

### Required Clauses for Service Contracts Resulting from this Request for Qualifications

1. Applicable Law. The contract shall be governed by and construed in accordance with the laws of the State of Mississippi, excluding its conflicts of laws, provisions, and any litigation with respect thereto shall be brought in the courts of the State. Contractor shall comply with applicable federal, state, and local laws and regulations.
2. Availability of Funds. It is expressly understood and agreed that the obligation of MDRS to proceed under this agreement is conditioned upon the appropriation of funds by the Mississippi State Legislature and the receipt the appropriated funds. If the funds anticipated for the continuing time fulfillment of the agreement are, at any time, not forthcoming or insufficient, regardless of the source of funding, MDRS shall have the right upon 10 business days written notice to Contractor, to terminate this agreement without damage, penalty, cost or expense to MDRS of any kind whatsoever. The effective date of termination shall be as specified in the notice of termination.
3. Compliance with Equal Opportunity in Employment Policy. Contractor understands that the MDRS is an equal opportunity employer and therefore, maintains a policy which prohibits unlawful discrimination based on race, color, creed, sex, age, national origin, physical handicap, disability, genetic information, or any other consideration made unlawful by federal, state, or local laws. All such discrimination is unlawful, and Contractor agrees during the term of the agreement that Contractor will strictly adhere to this policy in its employment practices and provision of services.
4. Compliance with Laws. Contractor shall comply with, and all activities under this agreement shall be subject to, all applicable federal, state, and local laws and regulations, as now existing and as may be amended or modified.
5. Contract Rights. Contract rights do not vest in any party until a contract is legally executed. The MDRS is under no obligation to award a contract following issuance of this solicitation.
6. E-Payment. Contractor agrees to accept all payments in United States currency via the State of Mississippi's electronic payment and remittance vehicle. The Agency agrees to make payment in accordance with Mississippi "Timely Payments for Purchases by Public Bodies" laws, which generally provide for payment of undisputed amounts by the Agency within 45 calendar days of receipt of invoice. Mississippi Code Annotated § 31-7-301, et seq.
7. E-Verification. If applicable, Contractor represents and warrants that it will ensure its compliance with the Mississippi Employment Protection Act and will register and participate in the status verification system for all newly hired employees. Mississippi Code Annotated §§ 71-11-1 and 71-11-3. Contractor agrees to provide a copy of each verification upon request of MDRS subject to



approval by any agencies of the United States Government. Contractor further represents and warrants that any person assigned to perform services hereafter meets the employment eligibility requirements of all immigration laws. The breach of this clause may subject Contractor to the following: (1) termination of this contract and exclusion pursuant to Chapter 15 of the Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations; (2) the loss of any license, permit, certification or other document granted to Contractor by an agency, department, or governmental entity for the right to do business in Mississippi; or (3) both. In the event of such termination, Contractor would also be liable for any additional costs incurred by the Agency due to Contract cancellation or loss of license or permit to do business in the state.

8. Expenses Incurred in the Procurement Process. All parties participating in the procurement process with regard to this solicitation shall bear their own costs of participation, pursuant to Section 1.4.4 of the Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations.
9. Minor Informalities and Irregularities. MDRS has the right to waive minor defects or variations of a qualification from the exact requirements of the specifications that do not affect the price, quality, quantity, delivery, or performance of the services being procured and if doing so does not create an unfair advantage for any offeror. If insufficient information is submitted by a offeror, for MDRS to properly evaluate the offer, MDRS has the right to require such additional information as it may deem necessary after the submission deadline, provided that the information requested does not change the price, quality, quantity, delivery, or performance time of the services being procured and such a request does not create an unfair advantage for any offeror. (Information requested may include, for example, a copy of business or professional licenses, or a work schedule.)
10. Paymode. Payments by MDRS using the state's accounting system shall be made and remittance information provided electronically as directed by the state and deposited into the bank account of Contractor's choice. MDRS may, at its sole discretion, require Contractor to electronically submit invoices and supporting documentation at any time during the term of this Agreement. Contractor understands and agrees that the Agency is exempt from the payment of Mississippi taxes. All payments shall be in United States currency.
11. Procurement Regulations. This solicitation shall be governed by the applicable provisions of the Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations, a copy of which is available on the Mississippi Department of Finance and Administration's website ([www.dfa.ms.gov](http://www.dfa.ms.gov)). Any offeror responding to a solicitation for personal and professional services and any contractor doing business with a state Agency is deemed to be on notice of all requirements therein.
12. Property Rights. Property rights do not inure to any Offeror until such time as services have been provided under a legally executed contract. No party responding to this RFQ has a legitimate claim of entitlement to be awarded a contract or to the provision of work thereunder. MDRS is under no obligation to award a contract and may terminate a legally executed contract at any time.

13. Representation Regarding Gratuities. Offeror represents that it has not, is not, and will not offer, give, or agree to give any employee or former employee of MDRS, a gratuity or offer of employment in connection with any approval, disapproval, recommendation, development, or any other action or decision related to the solicitation and resulting contract. Offeror further represents that no employee or former employee of MDRS has or is soliciting, demanding, accepting, or agreeing to accept a gratuity or offer of employment for the reasons previously stated; any such action by an employee or former employee in the future, if any, will be rejected by offeror. Offeror further represents that it is in compliance with the Mississippi Ethics in Government laws, codified at Mississippi Code Annotated §§ 25-4-101 through 25-4-121, and has not solicited any employee or former employee to act in violation of said law.
14. Required Public Records and Transparency. Upon execution of a contract, the provisions of the contract which contain the personal or professional services provided, the unit prices, the overall price to be paid, and the term of the contract shall not be deemed to be a trade secret or confidential commercial or financial information pursuant to Mississippi Code Annotated § 25-61-9(7). The contract shall be posted publicly on [www.transparency.ms.gov](http://www.transparency.ms.gov) and shall be available for at the Agency for examination, inspection, or reproduction by the public. The offeror acknowledges and agrees that MDRS and this contract are subject to the Mississippi Public Records Act of 1983 codified at Mississippi Code Annotated §§ 25-61-1, et seq. and its exceptions, Mississippi Code Annotated § 79-23-1, and the Mississippi Accountability and Transparency Act of 2008, codified at Mississippi Code Annotated §§ 27-104-151, et seq.
15. Stop Work Order. MDRS may, by written order to Contractor at any time, require Contractor to stop all or any part of the work called for by this contract. This order shall be for a period of time specified by MDRS. Upon receipt of such an order, Contractor shall forthwith comply with its terms and take all reasonable steps to minimize any further cost to MDRS. Upon expiration of the stop work order, Contractor shall resume providing the services which were subject to the stop work order, unless MDRS has terminated that part of the agreement or terminated the agreement in its entirety. MDRS is not liable for payment for services which were not rendered due to the stop work order.
16. Termination.

*Termination for Convenience.* MDRS may, when the interests of the Agency so require, terminate this contract in whole or in part, for the convenience of the Agency. MDRS shall give written notice of the termination to Contractor specifying the part of the contract terminated and when termination becomes effective. Contractor shall incur no further obligations in connection with the terminated work and on the date set in the notice of termination Contractor will stop work to the extent specified. Contractor shall complete the work not terminated by the notice of termination and may incur obligations as are necessary to do so.

*Termination for Default.* If MDRS gives the Contractor a notice that the personal or professional services are being provided in a manner that is deficient, the Contractor shall have 30 days to cure the

deficiency. If the Contractor fails to cure the deficiency, MDRS may terminate the contract for default and the Contractor will be liable for the additional cost to MDRS to procure the personal and professional services from another source. Termination under this paragraph could result in Contractor being excluded from future contract awards pursuant to Chapter 15 of the Public Procurement Review Board Office of Personal Service Contract Review Rules and Regulations. Any termination wrongly labelled termination for default shall be deemed a termination for convenience.

17. Trade Secrets, Commercial and Financial Information. It is expressly understood that Mississippi law requires that the provisions of this contract which contain the commodities purchased or the personal or professional services provided, the price to be paid, and the term of the contract shall not be deemed to be a trade secret or confidential commercial or financial information and shall be available for examination, copying, or reproduction.
18. Approval Clause. It is understood that if this contract requires approval by the Public Procurement Review Board ("PPRB") and/or the Department of Finance and Administration Office of Personal Service Contract Review ("OPSCR"), and this contract is not approved by PPRB and/or OPSCR, it is void and no payment shall be made hereunder
19. Acknowledgment of Amendments. Offerors shall acknowledge receipt of any amendment to the RFQ in writing. The acknowledgement shall be submitted by signing and returning the amendment with the bid, by identifying the amendment number and date in the space provided for this purpose on the bid form, or by letter. Each offeror shall submit a written acknowledgement of every amendment to the Agency on or before the submission deadline.
20. Certification of Independent Price Determination. By submitting a qualification, the offeror certifies that the prices submitted in response to the solicitation have been arrived at independently and without any consultation, communication, or agreement with any other offeror or competitor for the purpose of restricting competition.
21. Offeror's Representation Regarding Contingent Fees. By [responding to the solicitation, the offeror represents that it has not retained any person or agency on a percentage, commission, or other contingent arrangement to secure this contract. If the offeror cannot make such a representation, a full and complete explanation shall be submitted in writing [with the offeror's response, to the Agency prior to contract execution].

## ATTACHMENT F

### Areas of Coverage

**List of Counties where Pre-ETS can be performed:**  
Wilkinson, Amite, and Pike Counties

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**Counties to be covered and estimated Number of Students:**

Wilkinson: 25–30 students

Amite: 20–25 students

Pike: 15–20 students

**Services to be Provided:**

Workplace Readiness Training

Work-Based Learning Experiences

Job Exploration Counseling

Postsecondary Education & Training Counseling

Instruction in Self-Advocacy

**Service Delivery Method:**

Services will be delivered primarily in person at local schools or community spaces (e.g., libraries) within each county to ensure accessibility and alignment with student needs. Virtual instruction may be used as a supplemental option if pre-approved by MDRS and the participating schools.

**Company Name:** CPI Enterprise LLC

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**Signature and Date:**

*Chisolu Isiadinso*

10/7/25

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**Name and Title:** Chisolu Isiadinso, Founder/CEO

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## ATTACHMENT G

### Additional Data

CPI Enterprise, LLC and founder Chisolu Isiadinso currently deliver workforce development and youth programming through multiple government and community initiatives. Some contracts were previously administered under Forever A Dreamer, founded in 2021. Ms. Isiadinso led all program design and delivery, and the expertise, personnel, and systems have fully transitioned to CPI Enterprise.

Current/Recent Funding:

**Employ BR – WIOA Youth (June 2024–May 2025):** Mentoring, leadership, and employability training. Approx. \$9,200

**City of Baton Rouge – Safe Hopeful Healthy BR (Jan–Jun 2025):** Youth empowerment and development for teen girls. Approx. \$10,000

**Big Buddy Program – Mayor’s Youth Workforce Experience (May–Aug 2025):** Career exploration and workforce readiness programming. Approx. \$9,000

CPI Enterprise has no additional federal or private foundation funding for Pre-ETS at this time. All MDRS funds will be managed and reported separately in compliance with state and federal requirements. In addition, CPI Enterprise have less than 5 full-time employees are not required to carry workers compensation insurance per Mississippi law. CPI Enterprise is registered with the Louisiana Secretary of State and will complete foreign LLC registration with the Mississippi Secretary of State within seven (7) business days of award, in compliance with RFQ requirements.

Company Name: CPI ENTERPRISE LLC

Signature and Date: Chisolu Isiadinso 10/4/25

Name and Title: CHISOLU ISIADINSO, FOUNDER/CEO

## ATTACHMENT H

### Redaction Notice

**Offerors shall acknowledge which of the following statements is applicable regarding release of its qualification as a public record. An offeror may be deemed non-responsive if the offeror does not acknowledge either statement, acknowledges both statements, or fails to comply with the requirements of the statement acknowledged. Choose one:**

☒ Along with a complete copy of its qualification, offeror has submitted a second copy of the qualification in which all information offeror deems to be confidential commercial and financial information and/or trade secrets is redacted in black. Offeror acknowledges that it may be subject to exclusion pursuant to Chapter 15 of the PPRB OPSCR Rules and Regulations if the MDRS or the Public Procurement Review Board determine redactions were made in bad faith in order to prohibit public access to portions of the qualification which are not subject to Mississippi Code Annotated §§ 25-61-9, 75-26-1 through 75-26-19, and/or 79-23-1. Offeror acknowledges and agrees that MDRS may release the redacted copy of the qualification at any time as a public record without further notice to offeror. An offeror who selects this option but fails to submit a redacted copy of its qualification may be deemed non-responsive.

☐ Offeror hereby certifies that the complete unredacted copy of its qualification may be released as a public record by MDRS at any time without notice to offeror. The qualification contains no information offeror deems to be confidential commercial and financial information and/or trade secrets in accordance with Mississippi Code Annotated §§ 25-61-9, 75-26-1 through 75-26-19, and/or 79-23-1. Bidder explicitly waives any right to receive notice of a request to inspect, examine, copy, or reproduce its bid as provided in Mississippi Code Annotated § 25-61-9(1)(a). An offeror who selects this option but submits a redacted copy of its qualification may be deemed non-responsive.

Company Name: CPI ENTERPRISE LLC

Signature and Date: Chisolu Isiadinso 10/4/25

Name and Title: CHISOLU ISIADINSO, FOUNDER/CEO

**AMENDMENT #1  
TO THE REQUEST FOR QUALIFICATIONS  
FOR PRE-EMPLOYMENT TRANSITION SERVICES  
RFQ #3120003211**

- Q1: Do I put the counties I was approved for when I first applied, or the counties I'll be working this school year? Also, with the increased school, will my budget change?
- A1: In your proposal, you must complete Attachment F – Areas of Coverage, which specifically requires you to list the counties where you can perform Pre-ETS services. The RFQ also states that providers must "specify the geographic area(s) in which services can be provided, as well as how the services will be delivered." This means you should report the counties you will actually cover during the upcoming school year—not just those from your original approval. The coverage section is about current capacity and service delivery, not historical approval. Budgets will be based on coverages areas and the staff's review of the proposals.
- Q2: Page 13, Section 4.3 discusses Marked and Unmarked documents. Page 15, Section 5.1 in bold states Unmarked documents are no longer required. Could you please clarify this information on what is needed for submittal?
- A2: Please disregard Section 4.3. Proposals are no longer required to be submitted as "unmarked". You are only required to submit a REDACTED version if you include proprietary information in your proposal that you do not wish to be posted to the public. Further details on redactions can be found in Attachment H "Redaction Notice", on page 31 of the RFQ.
- Q3: I am a Louisiana-based sole proprietor. The RFQ notes that "sole proprietors are not required to register with the Mississippi Secretary of State." Can you confirm if any additional steps (e.g., business license or local registration) are required for a Louisiana sole proprietor to qualify prior to contract award?
- A3: MDRS only requires that the business be registered with the Mississippi Secretary of State if necessary, and have any license or certification required to do business in the State. For more information on what is required for your specific business to operate in the state, you may contact the Business Services & Regulation department of the Mississippi Secretary of State's office at 601-359-1633.

**Q4:** Since the rate sheet is provided in the RFQ, should I simply confirm acceptance of the published group/individual rates, or do I need to calculate an estimated number of students and present a total cost based on that estimate?

**A4:** MDRS will set the totals for these contracts. You are not required to submit a total cost estimate.

**Q5:** The RFQ requests an insurance certificate. Should proof of insurance be submitted with the proposal or only upon award? As a sole proprietor, is there a waiver process or flexibility until staff or subcontractors are added?

**A5:** If available, you should submit the insurance certificate with your proposal. DFA may withhold the final approval of your contract if it's not submitted.

Please note that businesses that have less than 5 full-time employees are not required to carry workers compensation insurance per Mississippi law. If you are not required to have workers compensation insurance, please make a note of this in Attachment G "Additional Data" of your proposal.

**Q6:** Section 5.2 states:

"The original and 1 copy of the proposal, 2 copies total with an electronic version, shall be signed, placed in a sealed envelope or package, and submitted..."

Could you confirm if this means:

- I should submit one signed paper original, one signed paper copy, and a USB flash drive with the electronic version (PDF)?
- Or is a single printed version plus the electronic copy sufficient?

**A6:** You may submit a single printed version plus the electronic copy.

**Q7:** Is there a specific type or size of envelope/package required for submission (e.g., manila envelope, sealed box), or simply any sealed envelope clearly labeled with the RFQ number and opening date?

**A7:** There is no specific type of box or envelope that is required.

**Q8:** Are payments issued on net 45 terms from receipt of invoice, or is there a different payment schedule that MDRS follows for Pre-ETS providers?

**A8:** All MDRS invoices use the net 45 payment terms per state law.



**Q9:** Section 1.11 references an “Unmarked Proposal” with no self-identifying information, while Section 5.1 notes that unmarked proposals are no longer required and instead all sections should be marked. Could you clarify what is currently required:

Do I need to prepare a separate “unmarked” version of my proposal with no logos or identifiers?

Should I simply submit one version with all sections “marked” as indicated (Attachments A–H and proposal narrative), plus a redacted copy if I have trade secrets?

**A9:** Section 5.1 is correct. You are no longer required to submit an “unmarked” proposal. Your proposal may have identifying information (logos, staff names, etc..). However, you do have the option of submitting a “Redacted” version if there is proprietary information in your submission that you do not wish to be made public knowledge. (see attachment H of the RFQ for more information).

**Q10:** Does this RFQ include post secondary institutions?

**A10:** Pre-Employment Transition Services can be provided to students enrolled in post-secondary institutions. Also, if a Post-Secondary Institution provides Pre-Employment Transition Services, they can submit a RFQ.

**Q11:** Will Entrepreneurship classes be considered a Pre Employment Transition service?

**A11:** Self-employment/entrepreneurship would fall under Job Exploration Counseling.

**Q12:** The RFQ states that services must be delivered in an integrated setting? What is the definition of an integrated setting? Can Pre Employment Transition services be delivered in a virtual setting?

**A12:** The RFQ specifies that “all pre-employment services under this procurement must be provided in an integrated setting” In this context, an integrated setting means students with disabilities participate in services alongside peers without disabilities to the maximum extent possible, consistent with WIOA’s definition of integrated employment and training environments. It emphasizes inclusion in typical school, workplace, or community environments—not segregated or disability-only settings.

The RFQ also requires providers to specify both the geographic area(s) in which services will be provided and how services will be delivered. This language allows for flexibility in delivery methods, including virtual instruction, as long as:

- The service is pre-approved by MDRS,

- It aligns with one of the five required Pre-ETS categories, and
- It is designed to maintain the integrated setting requirement.

Therefore, Pre-ETS may be delivered virtually if MDRS authorizes ( it and if the virtual format still supports interaction consistent with an integrated learning environment.

An integrated setting means providing Pre-ETS in environments where students with disabilities are included alongside peers without disabilities, not in segregated programs. Virtual services are permissible under the RFQ, provided they are authorized by MDRS and delivered in a way that supports inclusion and meets the five Pre-ETS service categories.

Q13: This RFQ states that providers must have a bachelor's degree and one year of relevant program experience. In the Job Extravaganza RFQ, providers were allowed to have an associates degree or a high school diploma with Work Keys which basically meet the Mississippi Department of Education requirements for an assistant teacher. Does this still apply for this RFQ

A13: Yes. While this RFQ outlines the standard minimum qualification of a bachelor's degree with one year of relevant program experience, the same flexibility that was applied in the Job Extravaganza RFQ continues here. That means providers may also qualify with an associate's degree or a high school diploma with WorkKeys, which aligns with the Mississippi Department of Education's requirements for an assistant teacher.

In short, both the bachelor's degree track and the alternative associate's degree/high school diploma with WorkKeys track are acceptable for this RFQ.

Q14: On page 11, the RFQ states: "the pre-service survey must accompany the initial monthly report and invoice while the post-service survey must be submitted with the final monthly report and invoice."

Could you clarify whether this requirement refers to the pre- and post-tests administered by instructors for each individual class, or whether it is intended as a program-wide pre-survey at the beginning of services and a program-wide post-survey at the conclusion of services?

Currently, we have been submitting pre- and post-tests each month with our billing paperwork. We want to confirm whether this is the correct process, or if MDRS expects a single pre-survey submitted with the first month's report/invoice and a single post-survey submitted with the final report/invoice for the year.

A14: The language on page 11 of the RFQ refers to the program-wide requirement rather than to every individual class. Specifically, the pre-service survey must be administered

to participants at the start of services and submitted with the initial monthly report and invoice, and the post-service survey must be administered at the end of services and submitted with the final monthly report and invoice

This means MDRS does not expect providers to submit pre- and post-tests for each class every month with billing paperwork. Instead, it is intended as a beginning-of-services pre-survey and an end-of-services post-survey tied to the overall service period for each student.

Q15: Page 32 says the period of performance dates are Sept 12, 2025, ending Sept 11, 2026. Page 6 says the dates are Dec 10, 2025, ending Dec 9, 2026.

A15: The correct period of performance dates are December 10, 2025 to December 9, 2026.

Respondents shall acknowledge receipt of any amendment to the solicitation by signing and returning the amendment with the response. The acknowledgment must be received by MDRS by the submission deadline.

Company Name: CPI Enterprise LLC  
Signature and Date: Chisolu Isiadiso 10/4/25  
Name and Title: Chisolu Isiadiso, Founder/CEO





# Pre-ETS Proposal

## **Request For Qualifications:**

**RFx Number: RFQ 3120003211**

To Provide: Pre-Employment Transition Services  
Program – Workforce Innovation & Opportunity Act

## **Submitted By:**

**Chisolu P. Isiadinso, MBA**  
CPI Enterprise  
2964 Government St., Suite C  
Baton Rouge, LA 70806  
info@cpienterprise.com  
www.cpienterprise.com  
(225) 610-8142



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# Company Overview



## Chisolu Isiadinso, Founder

**Chisolu P. Isiadinso** is a certified Lean Six Sigma Black Belt, Business Strategist, and Etiquette Consultant with over 10 years of valuable experience in Corporate America as a Supply Chain expert and 8 years as a dedicated Business Consultant. Chisolu has a remarkable track record of speaking to hundreds of entrepreneurs, students, and organizational leaders, inspiring them with her insights and expertise. Her coaching has transformed the lives of numerous in business, guiding them to chase their dreams and achieve remarkable growth, both personally and professionally.

## About CPI Enterprise

**CPI Enterprise** is a full-service training and business development firm dedicated to equipping organizations, students, and professionals with the tools needed to excel. We specialize in designing and facilitating customized programs that enhance operational efficiency, foster innovation, and build high-performing teams. With a strong emphasis on workforce development, we deliver cutting-edge training solutions that empower individuals with the critical skills required to succeed in today's competitive job market.

# Scope of Services

## Workplace Readiness Training

CPI Enterprise will assist participants with resume development, mock interviews, financial literacy, communication skills, and independent living workshops to prepare them for the competitive workforce.

## Work-Based Learning Experiences

CPI Enterprise will assist participants gaining real life work experiences through on-the-job trainings, job shadowing, employer site visits, performance evaluations, and and short-term community-based projects in partnership with public agencies and employers.

## Job Exploration Counseling

CPI Enterprise will provide students with career interest assessments, labor market analysis, pathway mapping, and use of digital career tools to help students identify sustainable pathways.

## Postsecondary Education & Training Counseling

CPI Enterprise will offer guidance on admissions, FAFSA, scholarships, and disability accommodations to support transitions to higher education or training.

## Instruction in Self-Advocacy

CPI Enterprise will offer workshops and activities that build students' confidence, leadership, self-awareness, and communication skills to advocate for their needs in educational and workplace settings.





# Methodology

## Purpose–People–Process Framework

CPI Enterprise uses a structured, evidence-based methodology to deliver all five Pre-ETS services. Our approach is designed to assess students' baseline skills, deliver targeted instruction, and measure outcomes through post-assessments and continuous progress tracking. Each service integrates hands-on learning, digital tools, and Lean Six Sigma principles for continuous improvement.

## Student Engagement Flow



### Pre-Assessment

Students complete a baseline Pre-ETS Readiness assessment measuring communication, career readiness, self-advocacy, financial literacy, and postsecondary knowledge.

**Tools:** Google Forms, printable packets (if needed), O\*NET Interest Profiler and/or CareerOneStop Interest Assessment.

### Service Delivery

Students engage in workshops, counseling, and applied learning aligned with each Pre-ETS category. Instruction is delivered in person, in the community, or virtually (as approved by MDRS).

### Progress Tracking

**Therapy Notes** is used to document sessions, attendance, skills, accommodations, and follow-up, ensuring consistent MDRS-aligned data collection.

### Post-Assessment & Feedback

Students complete a post-assessment to measure growth. Instructors and employers provide structured feedback through CPI's Competency Tracker and rubrics, informing referrals and next steps.

# Service Methodology Table

Service	Methodology	Tools
<b>Workplace Readiness Training</b>	<b>4C Readiness (Clarity, Confidence, Communication, Career Skills)</b> Model with interactive workshops, resume labs, financial literacy & roleplay.	Google Suite, Canva Resume Templates, 4C Rubric, Work Readiness Portfolio, Therapy Notes
<b>Work-Based Learning Experiences</b>	<b>See It → Try It → Apply It</b> progression with employer visits, shadowing, and internships.	Competency Tracker, Reflection Sheets, Employer Feedback Forms, Therapy Notes
<b>Job Exploration Counseling</b>	Career Pathway Discovery Framework, labor market data, pathway mapping.	O*NET, CareerOneStop, AI Labor Data, Career Pathway Worksheets, Digital Portfolios, Canva
<b>Postsecondary Education &amp; Training Counseling</b>	Access-focused workshops on FAFSA, scholarships, disability services, and career alignment.	FAFSA Checklist, Postsecondary Success Binder, Scholarship DBs, Roadmap Template, Therapy Notes
<b>Instruction in Self-Advocacy</b>	Confidence-building workshops, scenario-based activities, leadership exercises.	Self-Advocacy Checklist, Scenario Cards, Leadership Logs, Peer-to-peer discussion prompts and reflection journaling, Therapy Notes

# Technical Factors

## Continuous Improvement & Reporting

CPI Enterprise uses Lean Six Sigma principles, such as creating **KPI Dashboards** in Notion and using **PDCA Cycle (Plan-Do-Check-Act)** to regularly analyze the program, session data, student progress, and feedback to refine delivery. Monthly reports are generated through Therapy Notes and compiled into MDRS-VR-61 forms and invoice packets. CPI uses this data to adjust strategies, identify gaps/bottlenecks, and ensure high-quality service delivery across counties.

## Why This Methodology Stands Out

**Data-Driven:** Pre/post assessments + Therapy Notes tracking provides measurable outcomes. KPI Dashboards in Notion to measure data.

**Interactive:** Emphasizes experiential learning, not lecture-based instruction.

**Tech-Enabled:** Blends digital tools with community-based engagement.

**Customizable:** Meets MDRS standards while adapting to student needs.

## Key Techniques Include:

**Pre- & Post-Assessments** – Identify student needs and measure growth.

**Interest Inventories & Career Mapping** – Match students' strengths to pathways.

**Interactive Workshops & Labs** – Build practical skills through activities like resume writing, mock interviews, and budgeting exercises.

**Scenario-Based & Roleplay Activities** – Practice communication, problem-solving, and self-advocacy in real-life situations.

**Work-Based Learning Experiences** – Employer visits, job shadowing, and structured reflections using competency trackers.

**Individual & Small Group Counseling** – Support exploration, goal-setting, and planning.

**Technology Integration** – Use tools like Therapy Notes, Notion, Google Suite, digital portfolios in Canva, and AI-assisted labor data to personalize learning and track progress.

# Management Factors

CPI Enterprise, LLC is a Louisiana-based workforce development and process improvement firm, established in November 2023 as an expansion of the programs created under Forever A Dreamer. Founder Chisolu Isiadinso brings over 10 years of combined experience in leadership training, career readiness programming, and workforce development through her corporate roles and entrepreneurial initiatives. CPI Enterprise will deliver all five required Pre-Employment Transition Services (Pre-ETS) to support students with disabilities as they prepare for postsecondary education and competitive integrated employment.

Services will be delivered primarily in person across Wilkinson, Amite, and Pike counties, with a total service capacity of 60–75 participants. Training will occur primarily at local schools where students are enrolled to ensure accessibility, familiarity, and integration. When school facilities are unavailable, public libraries or other community-based locations will be used, provided they are safe, accessible, and conducive to learning. CPI Enterprise is requesting MDRS authorization to provide virtual training when appropriate to ensure accessibility and program continuity.

CPI Enterprise is led by Chisolu Isiadinso, M.B.A., who has extensive experience in WIOA programming, youth workforce readiness, and leadership development. The firm has a strong track record of collaborating with workforce agencies, local governments, and community partners to deliver impactful programming. Chisolu will serve as the lead instructor, supported by Program Assistant Arron Lee for administrative and logistical coordination. Additional qualified instructors will be hired as needed and will meet all MDRS trainer qualifications prior to service delivery.

CPI Enterprise brings distinct strengths, including the ability to customize and implement curricula tailored to student needs, deliver data-driven results through assessments and digital progress tracking, and facilitate interactive, experiential learning rather than lecture-based instruction. The firm integrates technology-enabled tools with community-based engagement to create inclusive and effective learning environments.

CPI Enterprise's proposal reflects a comprehensive, structured, and student-centered approach that aligns with MDRS Pre-ETS objectives, combining curriculum design, employer partnerships, and inclusive service delivery. CPI Enterprise accepts the general terms and conditions of the RFQ.

# Geographic Location

## Service Areas:

CPI Enterprise will provide Pre-ETS services in the following counties:

- Wilkinson County – Estimated 25–30 students
- Amite County – Estimated 20–25 students
- Pike County – Estimated 15–20 students.



## Delivery Method:

Services will be delivered primarily in person. CPI Enterprise is requesting to offer virtual services, if authorized by MDRS.

## Facilities:

CPI Enterprise will deliver services primarily at local schools where students are enrolled to ensure accessibility, familiarity, and integration. When school facilities are unavailable, public libraries or other community-based locations will be used, provided they are safe, accessible, and conducive to learning. CPI Enterprise also requests MDRS authorization to provide virtual instruction when appropriate to maintain service continuity.

All facilities used will meet ADA accessibility standards and will be equipped with the necessary technology and materials to support Pre-ETS instruction.

# Staffing

## Meet Our Team



**Chisolu Isiadinso**

Founder/CEO  
Program Manager/Lead Instructor

Responsible for program oversight, curriculum, delivery of Pre-ETS instruction, employer partnerships, reporting, and MDRS coordination.



**Arron Lee**

Program Assistant  
(Non-Instructional)

Provides administrative and logistical support, including scheduling, attendance, materials, surveys, and reporting.

***\*Future Staffing: Qualified instructors will be hired as needed in Mississippi. All personnel delivering instruction will meet MDRS qualifications before service delivery.***



# Client History

## References

### **City of Baton Rouge – Safe, Hopeful, Healthy BR Program**

Contract Period: January 2025 – June 2025

Summary: Supported community initiatives in youth development, diversion, and community health through programs uplifting, educating, and empowering teen girls. Focused on building confidence, skills, and knowledge to help them navigate personal and academic journeys, overcome challenges, make informed decisions, and develop resilience.



### **Employ BR – WIOA Youth 14 Elements #8 Mentoring**

Contract Period: June 2024 – May 2025

Summary: Delivered mentoring programs integrated with leadership development, community service, employability training, and social-emotional skill-building to youth participants. Emphasized confidence, positive social behaviors, and workforce readiness aligned with WIOA youth program objectives.



### **Big Buddy Program – Mayor's Youth Workforce Experience**

Contract Period: May 2024 – August 2024, May 2025 – August 2025

Summary: Served as Tool Time Instructor for an 8-week summer career awareness and internship program for high school youth (Scholars). Delivered weekly sessions focused on career exploration, transferable skills, work readiness competencies, and social-emotional development. Scholars completing the program earned Work Ready Youth certification.







## **Supporting Documents Index**

**CPI Enterprise, LLC**

**RFQ 3120003211 – Mississippi Department of Rehabilitation Services (MDRS)**

**Pre-Employment Transition Services (Pre-ETS)**

This section contains supporting documentation to verify organizational qualifications, personnel experience, and required certifications as referenced throughout the proposal.

<b>#</b>	<b>Document Title</b>	<b>Description</b>
1	Chisolu Isiadinso – Resume	Lead Trainer & Program Manager resume highlighting training, workforce, and program experience.
2	Arron Lee – Resume	Program Assistant resume outlining administrative and logistical support roles.
3	Articles of Incorporation – CPI Enterprise, LLC	Proof of business registration in the State of Louisiana.
4	Lean Six Sigma Black Belt Certification	Professional certification for process improvement and program delivery.
5	Etiquette Certification	Certification demonstrating additional qualifications relevant to soft-skills training.
6	General Liability Insurance Certificate (Attached)	Proof of insurance coverage as required by RFQ guidelines.

# Chisolu P. Isiadinso

[info@cpienterprise.com](mailto:info@cpienterprise.com) • [LinkedIn URL](#) • Baton Rouge, LA • 225-610-8142

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## Professional Summary

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Accomplished and results-driven **training and program management professional** with over 10 years of experience leading contracts, workforce initiatives, and development programs across multiple industries. Proven ability to **design and deliver training curricula**, manage large-scale projects, and build partnerships that drive organizational goals. Adept at overseeing end-to-end program operations which includes scheduling, budgeting, team recruitment, risk assessment, and performance tracking, while applying Lean Six Sigma methodologies to improve efficiency and impact. Exceptional leadership and communication skills, with a strong record of **developing people, improving processes, and delivering measurable results. Proven Expertise in:**

- Project / Contract Management
- Program & Workforce Training Development
- Cross-Functional Collaboration
- RFX Creation & Procurement Strategy
- Cost Control & Mitigation
- Strategic Planning & Execution
- Event Planning & Facilitation
- Cost Control & Mitigation
- Suppliers & Vendors Management
- Staff Training & Leadership
- Strategic Partnership
- Stakeholder Engagement
- PO Placement & Negotiation
- Process Improvement & Lean Six Sigma
- Program Management

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## Career Experience

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**Founder/CEO**, CPI Enterprise, Baton Rouge, LA

2023 to Present

As the founder of CPI Enterprise, I lead workforce development initiatives, leadership training programs, and strategic process improvement services for students, professionals, and organizations. CPI Enterprise was created as an expansion of Forever A Dreamher's successful programming to broaden service delivery to youth, adults, and underrepresented communities, with a focus on operations management, workforce readiness, and leadership development.

### Key Responsibilities:

- Develop and deliver training programs, workshops, and workforce readiness initiatives for students and professionals across academic institutions, corporations, and community organizations.
- Design customized curricula aligned with state and federal workforce development priorities, including WIOA 14 Elements.
- Facilitate leadership development, personal branding, and digital upskilling training for diverse audiences including college students, educators, corporate professionals, and community groups.
- Build strategic partnerships to scale impact across Louisiana and neighboring states, including Mississippi.

### Programs / Workshops / Curriculum:

- **Future Proofing Careers: Leveraging Upskilling for Workforce Advancement** – Southern University College of Business workshop for college students on digital skills, AI, and workforce trends (March 2025).
- **Leadership By Design: Crafting Adaptive Teams with Agile Tools** – Session delivered for the National SHRM Conference, focusing on Lean methodology, leadership adaptability, and shattering silos in HR environments (July 2025).
- **Leveraging LinkedIn: Networking, Branding, and Career Growth for Women in Manufacturing (Oil & Gas)**– Workforce branding and professional networking talk for women professionals at Dow, BASF, Shell, and Baker Hughes (July 2025).
- **National Association of Black Veterinarians** – Professional development talk on leadership and career strategy for emerging Black veterinary professionals (June 2025).
- **LINK UP: Turning Conversations into Collaborations** – Leadership and professional networking workshop delivered to City Year Baton Rouge staff and college employees, focused on relationship-building and strategic partnerships (September 2024).

**Founder/CEO, Forever A Dreamher, Baton Rouge, LA**

2021 to Present

I am responsible for leading and overseeing all aspects of the organization's operations, with a focus on curating events for women in business, teaching leadership training in corporate, and driving business development initiatives. I am passionate about empowering women in their professional journeys and have successfully developed a thriving community that fosters growth, learning, and networking opportunities.

### Key Responsibilities:

- Conceptualize, plan, and execute engaging and impactful events tailored to women in business, including conferences, workshops, seminars, networking events, and panel discussions.
- Manage event logistics, including venue selection, budgeting, marketing, registration, and on-site coordination, ensuring seamless execution.
- Design and deliver comprehensive leadership development programs aimed at enhancing the skills and capabilities of women in business.
- Establish strategic partnerships and collaborations with organizations, businesses, and sponsors that align with Forever A Dreamher's mission and values.

### Programs / Workshops / Curriculum:

- **Dreams to Dollars Program** – Entrepreneurial and workforce readiness training for women.
- **Dreamology LMS** – A digital platform offering structured career development content.
- **SheLeads Program** – Leadership and soft-skills training for middle and high school girls with the City of Baker in July 2024.

- **Charm School** - Etiquette, leadership development and social emotional training for middle and high school girls in collaboration with the City of Baton Rouge (January-June 2025).
- **Big Buddy Workforce Readiness Initiative** – Summer programming emphasizing soft skills and career exploration in collaboration with the City of Baton Rouge and Big Buddy (May 2024-August 2025).
- **WIOA Youth Mentoring Program** – Mentoring and workforce readiness aligned with WIOA's 14 elements through Employ BR (June 2024-May 2025).

**Sourcing Specialist**, Kelly Services, Plaquemine, LA

2021 to 2023

Source and manage a portfolio of services to improve Dow's cost position and supply security in the market through application of the strategic sourcing process. Negotiate, execute, and implement commercial agreements and related work processes. Create RFX documents, analyze spend for labor and services, and work with key stakeholders to effectively manage contracts and ensure delivery of projects within budget and time constraints.

**Key Accomplishments:**

- Successfully negotiated over \$20 million in long term contracts for the MOSAIC program.
- Served as the Key Sourcing Specialist for MOSAIC and managed over 6 multi-million-dollar projects simultaneously.
- Collaborate with key stakeholders to analyze the spend for labor/services and brainstorm creative solutions that allow us to analyze our current suppliers.
- Identify new sourcing opportunities to support the procurement plan by completing price analysis and conducting market research.

**Subcontract Manager/Buyer**, Lockheed Martin Corporation, Marietta, GA

2018 to 2021

Oversee end-to-end strategic sourcing and project management planning and execution, while evaluating bids, selecting suppliers, and creating RFX documents in compliance with federal regulations to meet and exceed set business objectives. Monitor performance metrics of key suppliers to build long term sustainable business relationships. Manage contract management processes including amendments, renewals, certification updates. Collaborate with key stakeholders to effectively manage contracts and ensure delivery of projects within budget and time constraints.

**Key Accomplishments:**

- Saved over \$500k in repair cost by utilizing alternative suppliers.
- Reduced overall cost in various projects through process improvement and digital transformation.
- Identified new sourcing opportunities to support the procurement plan by completing price analysis.
- Delivered quality support in ensuring contract compliance and product quality standards on agreed contract terms and conditions.
- Managed and implemented effective supply chain policies, processes, and procedures to fully integrate planning, purchasing, and distribution.

- Successfully negotiated over \$5 million long term contracts, issued over \$50k in purchase orders releases daily, and streamlined processes to improve project efficiency and delivery time.
- Led Lean Six Sigma monthly training sessions for the Supply Chain team to identify bottlenecks, shatter silos, and meet KPI goals.

**Production/Transportation Manager**, XPO Logistics, Port Allen, LA

2016 to 2018

Oversaw hiring and management of 2 lead material handlers and 50 warehouse associates to execute shift operations of production and transportation. Planned and developed process flow, while promoting FIFO processing in staging bays to meet compliance targets. Trained, coached, and mentored overall staff on company policies, processes, and personnel and professional development to maximize operational efficiency.

**Key Accomplishments:**

- Minimized 18% labor cost by identifying the root cause and tracking employees' performance.
- Achieved and exceeded inventory record accuracy by 95% through implementing a robust cycle counting process and maintaining a safety stock level goal of 92%.

**Owner/Project Manager**, Green Tiger Painting, Baton Rouge, LA

2012 to 2016

Led project management operations, while planning of resources, preparing budget, and monitoring progress to meet and exceed set business objectives. Evaluated constructability issues and plan coordination problems. Prepared subcontracts, negotiated revisions, managed the budget, tracked project expenses, and minimized exposure and risk in the project. Built client relationships through ongoing interface, project check-ins, and execution of project deliverables. Onboarded, trained, and developed new employees.

**Key Accomplishments:**

- Created templates, flyers, and branding material for meetings, social media, and email marketing.
- Generated \$30,000 in revenue per month by developing new accounts and preparing over 30 bid proposals.
- Negotiated \$70,000 contract with Popeyes Restaurants to offer exterior painting and parking lot striping services.

**Trainings & Development**

- Onboarded and supervised eight high school students through Big Buddy's Summer 2016 apprenticeship program, providing hands-on training in interior and exterior painting, as well as soft skills and customer service development.

*Additional Experience as **Demand Planner Intern** with Solvay Chemical and as **Purchasing Intern** with Albemarle Corporation*

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## **Education & Credentials**

**Political Science with Minor Spanish, 2012**  
Southern University A&M College, Baton Rouge, LA

**MBA in Supply Chain Management, 2015**  
Southern University A&M College, Baton Rouge, LA

**Professional Training Certification**  
Black Belt Six Sigma- Kennesaw State University  
Etiquette Consultant Certification- IAP Career College

**Technical Skills**  
P2P | SAP | Exostar | Tableau | Minitab | Microsoft Office | Adobe | SQL  
Canva | Google Workspace | Notion

# ARRON GRAY LEE

9670 South Grand Marsh Court, Denham Springs LA 70726

T: (225) 301-4369 E: arronjgray@gmail.com

## Objective

To empower and equip the next generation through impactful programs and initiatives that promote education, workforce readiness, and personal growth—using leadership, creativity, and strategic development to inspire lasting change within communities.

## Education

**Scotlandville Magnet High School - Baton Rouge, LA**

High School Diploma, May 2015      GPA- 3.0

## Experience

**Owner, Heirs to Prosperity LLC**

**Baton Rouge, LA**

**May 2024- Present**

- Designing and handcrafting custom bracelets and shirts that align with brand identity and customer preferences.
- Managing inventory by ordering, tracking; and restocking supplies to ensure timely fulfillment of customer orders.
- Overseeing administrative operations, including record-keeping, invoicing, and order management.
- Developing and implementing creative marketing strategies to increase brand awareness and sales.
- Providing excellent customer service through personalized communication and timely order updates.

**Program Assistant, CPI Enterprise, LLC**

**Baton Rouge, LA**

**May 2024- Present**

- Facilitated workforce readiness and career development workshops for youth, focusing on job preparedness, financial literacy, and professional skills.
  - Managing inventory by ordering, tracking, and restocking supplies to ensure timely fulfillment of customer orders.
  - Supported educational growth by developing engaging lessons and mentoring students to achieve academic and personal goals.
  - Collaborated with schools and community partners to provide youth development opportunities that built confidence, leadership, and long-term success.
-

**Branch Ambassador, Capital One**  
**January 2023- August 2024**

**Baton Rouge, LA**

- Providing personalized and efficient service to customers, addressing their inquiries and resolving their concerns.
- Educating customers on Capital One's products and services and helping them find solutions that meet their needs.
- Adhering to company policies and procedures, and maintaining confidentiality.

**Bank Teller, Hancock Whitney**  
**February 2022- December 2022**

**Baton Rouge, LA**

- Works to build, maintain, and grow client relationships through quality, personalized client interactions based on 5-star client service, according to company standards.
- Handles client transactional needs such as processing deposits, withdrawals, check cashing requests, credit card advances, money orders, and other forms of negotiable items.
- Maintains a working knowledge of products, services, and processes offered.

**Clinical Service Representative, Our Lady of the Lake RMC**  
**Baton Rouge, LA September 2018- February 2022**

- Answer phone calls regarding patient information/consults
- Orders necessary equipment and unit supplies including food orders
- Maintains a detailed record of patient consults and assigned social worker

**Customer Care Specialist I, Direct General**  
**LA May 2017- September 2018**

**Baton Rouge,**

- Answer phones/email request from internal and external customers
- Process payments, while following PCI compliance protocols
- Identify, research, and report customer policy and billing issue

## **Internships**

**Administrative Intern, Baton Rouge Career & Solutions Center** **Baton Rouge, LA**  
**February 2016-May 2017**

- Maintained and updated filing, inventory, mailing, and database systems
- Administered SAGE Assessment
- Planned for career fairs and workshops
- Operated multi-line telephones daily

**Carhop, Sonic Drive-In**  
**LA September 2014- February 2016**

**Baton Rouge,**

- Delivered orders to customers
  - Managed shifts
-



- Stocked inventory

**Office Clerk, Christa McAuliffe Adult Learning Center  
LA May 2014-August 2014**

**Baton Rouge,**

**Office Clerk, Baton Rouge Sickle Cell & Anemia Foundation  
LA June 2013-September 2013**

**Baton Rouge,**

- Entered data on a daily basis
- Drafted formal documents
- Maintained records in database

## **Skills**

Communication, Customer Relations, Leadership, Teamwork, Goal-Oriented, Self-Motivated, Conflict Resolution, Organization, Workforce Readiness, Youth Development, Program Coordination, Event Planning, Problem Solving, Time Management, Community Engagement, Curriculum Development, Adaptability, Administrative Support, Social Media Management, Public Speaking and Proficient in Microsoft Office and Canva.

---

R. Kyle Ardoin  
SECRETARY OF STATE

State of Louisiana  
Secretary of State



11/28/2023

COMMERCIAL DIVISION  
225.925.4704

Administrative Services

225.932.5317 Fax

Corporations

225.932.5314 Fax

Uniform Commercial Code

225.932.5318 Fax

ONLINE FILING  
CHISOLU@CHITHEPROTOTYPE.COM

CPI ENTERPRISE LLC

It has been a pleasure to approve and place on file your articles of organization. The appropriate evidence is attached for your files.

Payment of the filing fee is acknowledged by this letter.

In addition to email and text notifications, business owners now have the option to enroll in our secured business filings (SBF) service. This service is available online, at no charge, by filing a notarized affidavit. Upon enrollment, an amendment cannot be made to your entity without approval using your personal identification number. This is another way to protect your business from fraud and identity theft.

Please note that as of January 1, 2018, business owners in the following parishes will be required to file all available business documents online through **geauxBIZ**: Ascension, Bossier, Caddo, Calcasieu, East Baton Rouge, Jefferson, Lafayette, Livingston, Orleans, Ouachita, Rapides, St. Tammany, Tangipahoa and Terrebonne.

Online filing options are available if changes are necessary to your registration or if you need to file an annual report. Please visit our website at **GeauxBiz.com** for your future business needs.

Sincerely,

The Commercial Division  
WEB



**R. Kyle Ardoin**

SECRETARY OF STATE

*As Secretary of State of the State of Louisiana, I do hereby Certify that*

a copy of the Articles of Organization and Initial Report of

**CPI ENTERPRISE LLC**

Domiciled at BATON ROUGE, LOUISIANA,

Was filed and recorded in this Office on November 28, 2023,

And all fees having been paid as required by law, the limited liability company is authorized to transact business in this State, subject to the restrictions imposed by law, including the provisions of R.S. Title 12, Chapter 22.

In testimony whereof, I have hereunto set my hand and caused the Seal of my Office to be affixed at the City of Baton Rouge on,

November 28, 2023

*Secretary of State*

WEB 45685538K



Certificate ID: 11811841#R9E52

To validate this certificate, visit the following web site, go to **Business Services, Search for Louisiana Business Filings, Validate a Certificate**, then follow the instructions displayed.  
[www.sos.la.gov](http://www.sos.la.gov)

R. Kyle Ardoin  
SECRETARY OF STATE

State of Louisiana  
Secretary of State



November 28, 2023

COMMERCIAL DIVISION  
225.925.4704

Administrative Services

225.932.5317 Fax

Corporations

225.932.5314 Fax

Uniform Commercial Code

225.932.5318 Fax

The attached document of CPI ENTERPRISE LLC was received and filed on November 28, 2023.

WEB 45685538K

**STATE OF LOUISIANA**  
**ARTICLES OF ORGANIZATION**  
**(R.S. 12:1301)**

**1. The name of this limited liability company is:**

CPI ENTERPRISE LLC

**2. This company is formed for the purpose of:**

ENGAGING IN ANY LAWFUL ACTIVITY FOR WHICH LIMITED LIABILITY COMPANIES  
MAY BE FORMED

**3. The duration of this limited liability company is: (may be perpetual):**

PERPETUAL

**4. The company is:**

MANAGER-MANAGED

**Other provisions:**

**The filing of a false public record, with the knowledge of its falsity, is a crime, subjecting the  
filer to fine or imprisonment or both under R.S. 14:133.**

BY TYPING MY NAME BELOW, I HEREBY CERTIFY THAT I AM THE ORGANIZER.

**ELECTRONIC SIGNATURE:** CHISOLU ISIADINSO (11/27/2023)

**TITLE:** OWNER

**LIMITED LIABILITY COMPANY INITIAL REPORT**

**(R.S. 12:1305 (E))**

**The name of this limited liability company is:**

CPI ENTERPRISE LLC

**The location and municipal address (not a P.O. Box only) of this limited liability company's  
registered office:**

2964 GOVERNMENT ST SUITE C  
BATON ROUGE, LA, 70806

**Mailing Address:**

2490 DELTA ST  
BATON ROUGE, LA, 70808

**The full name and municipal address (not a P.O. Box only) of each of this limited liability  
company's registered agent(s) is/are:**

CHISOLU ISIADINSO  
2964 GOVERNMENT ST SUITE C  
BATON ROUGE, LA, 70806

**The name and municipal address (not a P.O. Box only) of the managers or members:**

CHISOLU ISIADINSO (MANAGER)  
2964 GOVERNMENT ST SUITE C  
BATON ROUGE, LA, 70806

**The filing of a false public record, with the knowledge of its falsity, is a crime, subjecting the  
filer to fine or imprisonment or both under R.S. 14:133.**

BY TYPING MY NAME BELOW, I HEREBY CERTIFY THAT I AM THE ORGANIZER.

**ELECTRONIC SIGNATURE:** CHISOLU ISIADINSO (11/27/2023)

**TITLE:** OWNER

**SECRETARY OF STATE**



**Agent Affidavit and Acknowledgement of Acceptance**

**Charter Number:** 45685538K

**Charter Name:** CPI ENTERPRISE LLC

**The agent / agents listed below accept the appointment of registered agent for and on behalf of the Charter Name above.**

<b>Date Responded</b>	<b>Agent(s)</b>
11/28/2023	CHISOLU ISIADINSO

<b>Agent(s) Electronic Signature</b>
CHISOLU ISIADINSO



Oct 28, 2023

**Chisolu Isiadinso**

has successfully completed

**Organization Planning and Development for the 6  
σ Black Belt**

an online non-credit course authorized by University System of Georgia and offered  
through Coursera

A handwritten signature in black ink, appearing to read 'David L. Cook'.

David L. Cook, Faculty Quality Assurance  
Leta Jordan, Instructor, Industrial and Systems Engineering

**COURSE  
CERTIFICATE**



Verify at:  
<https://coursera.org/verify/6FXNBU47U6Z>

Coursera has confirmed the identity of this individual and their  
participation in the course.





## INTERNATIONAL ASSOCIATION OF PROFESSIONS CAREER COLLEGE

The Faculty and Board of Trustees of the Career College hereby confer on

*Chisolu Isiadinso*

this certificate in recognition of successful completion of the  
academic requirements of the certificate program

### ETIQUETTE CONSULTANT

as witnessed and certified by the seal of the International Association of  
Professions Career College this 23rd day of September, 2023.



Academic Director



Chair of the Board of Trustees



# CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

10/07/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

**IMPORTANT:** If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION** IS **WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

<b>PRODUCER</b> Simply Business 53 State Street 19th Floor Boston, MA 02109	<b>CONTACT NAME:</b> Simply Business
	<b>PHONE (A/C, No, Ext):</b> (844) 654-7272 <b>FAX (A/C, No):</b>
	<b>E-MAIL ADDRESS:</b> contactus@simplybusiness.com
	<b>INSURER(S) AFFORDING COVERAGE</b>
	<b>INSURER A:</b> RLI <b>NAIC #</b> 13056
<b>INSURED</b> CPI Enterprise 2964 Government St Suite C Baton Rouge, Louisiana 70806	<b>INSURER B:</b>
	<b>INSURER C:</b>
	<b>INSURER D:</b>
	<b>INSURER E:</b>
	<b>INSURER F:</b>

**COVERAGES****CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> <b>COMMERCIAL GENERAL LIABILITY</b> <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR  GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:			RLI5226105XB	10/07/2025	10/07/2026	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$50,000 MED EXP (Any one person) Not included PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$2,000,000
	<b>AUTOMOBILE LIABILITY</b> <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
	<b>UMBRELLA LIAB</b> <input type="checkbox"/> OCCUR <b>EXCESS LIAB</b> <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION						EACH OCCURRENCE AGGREGATE
	<b>WORKERS COMPENSATION AND EMPLOYERS' LIABILITY</b> ANY PROPRIETOR/PARTNER/EXECUTIVE Y/N <input type="checkbox"/> OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> N/A If yes, describe under DESCRIPTION OF OPERATIONS below						PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT
	<b>PROFESSIONAL LIABILITY</b>						EACH CLAIM AGGREGATE

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)  
BUSINESS PERSONAL PROPERTY: \$5,000

**CERTIFICATE HOLDER****CANCELLATION**

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE