



BOUNCE
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BACK!

Bounce Back! touches the soul of U.S. Rubber and honors the people who have built our culture. It's who we are and recognizes the relevancy of our mission.

We believe in a new way of thinking about people and resources, one that integrates equity and open-mindedness. We don't believe that the past equals the future. We accept that there is always a better way and a different lens in which to see the world.

We believe that most people should be given a second chance. We understand the importance that employment plays in the rehabilitation of marginalized workers. We believe that many ex-felons can thrive if given an opportunity to work in an environment where they are appreciated, respected and held accountable.

We have demonstrated that it is possible to profitably transform a linear system operating with finite resources into a closed loop system where a waste stream is converted to a feed stream, giving a second life to such materials. We believe in a journey filled with constant improvement, innovative design and an awareness of the impact that production has on the environment.

A second chance. A second life. Bounce Back! is the essence of U.S. Rubber.

[#secondchances](#)



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Bounce Back! It was July 2002 and less than two weeks after completing his sentence, Raymond received a call from a friend asking if he wanted to apply for a machine operations job at U.S. Rubber. After applying and being hired, Raymond thrived. Over the next four years he worked at every machine in every department.

In 2006, Raymond was promoted to plant manager and has earned the respect of his co-workers. To this day, he sets the tone and strengthens the culture of the workforce. To be sure, he leads by example.

In 2005 Raymond was married and has raised two children with his wife. He owns his own home, vehicles and he loves the great outdoors (fishing and motor cross riding).

Today Raymond inspires other ex-felons by speaking at halfway houses and to co-workers one-on-one. He's been in their shoes and understands the difficulties facing ex-felons who want to become productive citizens. He's living proof that it can be done.

Raymond often says "every day is different." He understands that if you put your mind to it, one can find an opportunity behind every challenge! #secondchance



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Bounce Back! There's probably little debate that we all would like a second chance in life. But if you were given one, how hard would you work to take advantage of it?

In September 2019 Leo received a second chance. He was hired to work in our tile department as a die cut operator. It was his first job after being released from prison. To be more accurate, it was his first full time job ever.

With no financial safety net, Leo can't afford a car but he does own a bike. He leaves each morning at 3:30 am and rides over 10 miles to work. When his shift ends at 1:30 pm, he rides home often in 85-110 degree heat in full sun after working eight hours in the factory.

In his role, Leo doesn't just "show up." He raises the bar. His daily die-cut production is the highest in the company's 24 year history!

We appreciate Leo's tremendous effort and contribution. We're confident that he will continue to raise the standards for our company.

Leo wants to become the best person that he can be because he understands that if he does, he will attract great things into his life. So true! #secondchances



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Bounce Back! How does one create a positive future at a negative point in their life? It comes down to focus and commitment. Where focus goes, energy flows!

In 2012 Robert was at a low point in his life. He was in prison and totally dissatisfied. He wanted a better life. So he made a choice. It was a big choice that he stuck with. He enrolled in an accredited program offered by Pima College. For the next two years while incarcerated he studied business industry, management and communication. He earned a certificate and was a new man.

In July 2015 he joined U.S. Rubber. Today Robert's primary role is feed line operations for the mold line. He tracks and monitors the binder, water, crumb and EPDM feed streams. He also mentors others in our cross training program.

Today Robert is financially stable. He owns his own car and is looking to buy a home. He is also providing financial assistance for his son's college education.

Robert said that the biggest lesson he has learned in his life wasn't found in a book. He learned to respect others, respect the law and be the best person he can be.

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Bounce Back! Despite Charles Barkley's feelings to the contrary, we are all role models, like it or not. Others look up to us for inspiration, advice and/or mentorship. Role models set the bar. Their actions, good or bad, are often mimicked. It's life in the fishbowl.

Over 14 years ago, Karl joined U.S. Rubber as a sander. For the next dozen years he worked in every factory department and at every machine. In late 2018 he was promoted to Assistant Plant Manager.

He's come a long way during this time. Today his primary role is to interview candidates for factory positions, train new employees, manage production flow, enforce safety protocols and inspect products for quality.

Karl's most important role is being a father. He is a single dad raising his 11 year old son. During the school year, Karl transports his son to and from school. The morning commute overlaps with his work schedule. The company accommodates this need. Karl's evenings and weekends require time and commitment that all single parents face. It's never easy but it's the most rewarding experience a role model can have.

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Bounce Back! (Part 1) How do you identify the next “rising star” in your organization? Are they a product of their environment or is it their pedigree? Or is it something more that cannot be measured, noted, or indicated by a cognitive or behavioral test?

In April 2019, at age 37, Carlos joined U.S. Rubber. It was his first job. After his freshman year, Carlos dropped out of high school and “made a living on the streets.” By his early 20’s, he married the woman of his dreams and they had two daughters. Unfortunately, Carlos continued down the wrong path. A couple years later he was arrested and incarcerated, stripping him of seeing his daughters grow up.

While in prison, Carlos made the decision to “burn the boats and take the island.” He earned his GED before release and he committed to doing whatever it took to become the best husband and father he could be.

When released to the halfway house, Carlos had nothing. His family was living with relatives in Orange County. After a couple of months, he saved enough money to rent a single room for himself. It took him another six months to save enough money to rent an apartment so his family could be reunited. Now he is saving to buy a house while providing for his family.



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Bounce Back! (Part 2) In just over a year, Carlos has quickly risen up the ranks. Today he runs the PLC software system for the mold line on the 2nd shift. He is the leader of the department. He has earned the respect of his co-workers and he takes pride in how far he has come in just 15 months.

Carlos has a bright future with much to contribute to our company and his family. Luckily for us and his family, we “bet on the right horse” and everybody won. Despite having the odds stacked against him, Carlos has made good on his commitment and he enriches the lives of others every day. #secondchances



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Bounce Back! If you're going to dream, you might as well dream BIG. Shortly after his release from prison, Harlon joined U.S. Rubber in March 2020. After two weeks he was promoted to the shipping department. A nice first step for a modern day Renaissance man.

While in prison Harlon had the time to ponder, not about the past but rather the future. He dreamed about all the things he wanted to do with his life. He made a list and then immediately took action.

He enrolled in accounting courses and studied screenwriting. He earned a certification for residential electrician work and fiber optics installation. He also earned NCCER certification (construction). He became a self-taught tattoo artist too. Check out the picture of his daughter that he made on his left forearm, drawing it upside down!

Today Harlon is getting to know his daughter better and saving every dollar he can for his BIG goals. He plans to start an entertainment business, create his own YouTube station, and begin screenwriting for comedy shows and animation films. Look out world, here he comes! #secondchances



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Bounce Back! It's not how you start. It's how you finish. How do you want to wrap up your career? What legacy will you leave?

Nearly 35 years ago, at the start of a company that would evolve into U.S. Rubber, Robin was hired by his older brother to produce the company's first product, Sure Step, an entry way tile for Starbucks. Robin left the company a few years later to start his own trucking company where he hauled freight nationwide, including tire crumb for U.S. Rubber.

Robin rejoined U.S. Rubber in 2014. Today he is the leader of the de-molding department where he operates a forklift with the precision of a surgeon. He also serves as a senior maintenance man. In 2016 his daughter, Megan, joined the company as an order entry specialist. Today she is the office manager. In 2017 one of his granddaughters started in the tile department. She left two years later to pursue her dream to work in civil service at the post office.

To Robin and his family, working at U.S. Rubber is more than a job. It's practically a calling. Robin brings passion, purpose and an uncommon level of commitment. What a wonderful way to put an exclamation point on a great career! #secondchances



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Bounce Back! We all have fears and gremlins deep inside us. It's those thoughts that hold us back and sometimes paralyze us from advancing in our careers. Some people succumb to them, others rise to the occasion and overcome them.

Jake joined U.S. Rubber in November 2019. It was his first job after release from prison. In less than a year, he has worked in four departments and now trains new employees in two of them. He maintains a high standard and has a great attitude. Jake is respected by his co-workers who enjoy working with him. Jake overcame tremendous odds to get to this point.

Sometimes a person discovers his/her inner strength when they are put to the ultimate test. For Jake it was when he was in solitary confinement. It was during this time that Jake set his mind to doing what was right and being responsible. Fate alone would no longer determine his destiny. Today he has taken control of his life by making better choices and not allowing his thoughts to go to negative places. This requires tremendous inner strength.

Jake plans to rent an RV with his family to visit haunted cemeteries, haunted houses and one haunted hospital in New Orleans. Clearly he's fearless and committed to having a great life moving forward. # #secondchances



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Bounce Back! Leadership doesn't come from a title or position. Anyone can be a leader. Leadership is the ability to influence others through one's words and actions.

In January 2020 Daniel joined U.S. Rubber, his first job after his second stint in prison. Today he oversees the feed line operations for the mold department on the 2nd shift, which requires the monitoring of binder, water, crumb and EPDM feed streams.

Daniel has always been a go-getter. At age 14, he secured a newspaper delivery job which required him to get up at 2:00 am to make all of his deliveries before school. Unfortunately, he faced some tough family issues during his teenage years and he made some bad choices.

Everything changed for Daniel during his second incarceration. He enrolled in a Residential Drug Abuse Program. This program taught him to be aware of the thoughts and fears that fueled his bad choices and decisions. He learned to feel empathy toward others and how his actions affected others. At this point he became part of the solution, not the problem.

Today Daniel is hyper-focused on his daily actions and statements. He encourages others to take control of their lives and be an example. No excuses. No finger pointing. Take ownership of everything. Be a leader! [#secondchances](#)



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Bounce Back! Job searches are tough especially when one has a criminal record. How do you land when the deck is stacked against you?

In April 2020 Gisela joined U.S. Rubber as a die cutter and sample maker. This was nearly a decade in the making after her incarceration. The road was filled with challenges.

Lacking a high school diploma, Gisela's career options were limited. She applied for dozens of entry level office jobs only to be ghosted. As a single mom, she had to provide for her family. She started a nail care business and relied on food stamps to survive.

Two months after applying for a manufacturing job in Riverside and not hearing anything after weekly check-ins, Gisela left a note with a supervisor. She was given an interview and was hired. The job lasted for three years. For the next 3.5 years she worked through a temp agency unable to find a home.

A neighbor told her about U.S. Rubber and our second chance culture. She applied, was interviewed immediately and started the following Monday. Today she is earning more than she has in the past decade and she has benefits. Her self-esteem is high and her future looks bright.

Gisela is a big contributor to our success and we're glad she found us. We both wish it could have been sooner! [#secondchances](#)



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Bounce Back! Persistence and stability. The latter cannot be achieved without the former. Sadly, many ex-felons seeking employment have the same experience. Most employers won't interview a candidate with a criminal past. It takes an iron will of persistence to overcome this fact.

After incarceration, Rocky spent 18 months looking for work. Prior to serving time, he had a solid employment history. In his last job he worked for six years as a cook at a local restaurant chain. During his year and a half search, Rocky lived off food stamps and found a few odd project jobs. He never gave up on searching for full time employment.

Through networking he found out about U.S. Rubber and our second chance policy. We take criminal records off the table and every applicant has a fair chance based on merit. No favoritism, just a level playing field.

In August 2019 Rocky started in the re-grind department days after applying. A month later he was promoted to peeling operations where he has operated two different peelers over the past year.

Rocky loves his job. To him it's "me and my machine." His life is stable. He's working hard to pay off past debts and start saving for a "new ride." Rocky has come a long way because he was persistent and was given an opportunity. #secondchances



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Bounce Back! Overcoming addiction can be the biggest challenge in one's life. The journey back may feel like an impossible vertical climb at times.

Off and on for 15 years, JC struggled with drug addiction. It nearly cost him everything. His rock bottom required a medically induced coma to save his life, which was followed by an intense 90-day on-site rehab program. During his addiction he lost his family and his will to live. He was homeless for 18 months where he only lived for the next "high."

Since graduating from the rehab program in March and nearly a year after hitting rock bottom, JC has a completely different outlook on life. While he's terribly disappointed about his past, he's incredibly optimistic about his future. His children and parents are back in his life. He landed a great job at U.S. Rubber in May working as a forklift operator for the 2nd shift mold line. He's never missed a day or been tardy. He believed in himself and he takes great pride in achieving daily goals.

A second chance in life generates a renewed sense of self-worth. JC, with the help of others, put himself on the right road to take advantage of his. Mentally he's in a great place and he projects positive energy on everyone around him every day!

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Bounce Back! Life's a journey, not a destination. We're all responsible for the roads we travel. Sometimes it takes courage to take an off-ramp and get on the right road.

It was June 2019. Chris was just released from prison to a local halfway house at age 36. Two weeks later he started working at U.S. Rubber. He was ready for a new journey. He had been in trouble with the law since age 12 and dropped out of school in 10th grade. Growing up on the streets of South-Central LA, Chris was lured into a gang and he spent time in prison, including solitary confinement.

It was during his last stint in federal prison when he decided "enough." He could have "earned a PhD in crime" from his fellow inmates but he chose to earn a GED and college credits. He also learned a few trades. His motivation? To become someone his sons could admire.

It's been 15 months and today Chris is on the right path. His co-workers believe have in him and he in himself. His contributions are respected. His skills are recognized. His self-esteem is high. At home, his kids are back in his life. They look up to their dad.

Chris loves the road he's on. He's going places, good places. His dream road trip? Taking his boys to Cuba. It's now possible because of the remarkable detour he took.

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Bounce Back! Sometimes it takes a fire to get us to move faster in the right direction.

It was the early 90's and Chuck became aware that his life was passing him by while he was in prison. He took a hard look at the older prisoners. He did not want to become part of that population. In that moment he committed to not growing old and dying in prison.

Driven to finding a better path, he enrolled in a forest fire training program. Upon graduation, he was moved from prison to fire camps where he fought fires in Northern CA for three years. During down time he performed community work cleaning parks.

After 14 years at U.S. Rubber, Chuck is the lead man for peeling operations. He enjoys the great outdoors, especially fishing up at Big Bear. Chuck is where he belongs. His vision is aligned with reality. Isn't it amazing how situational awareness can spark a change that burns bright for decades? #secondchances



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Bounce Back! Honor, Courage, Commitment. These are the core values of the Marines. They are the bedrock of every Marine's character.

After graduating from high school, Matthew enlisted in the Marines. He served for nearly four years. He was a transportation operator for supplies and personnel at Camp Pendleton and 29 Palms. His team's motto was "you call, we haul." Like all Marines, Matthew learned to act responsibly, be accountable for your actions, fulfill your obligations and hold others accountable for their actions.

After serving, Matthew made a bad decision and was incarcerated. After he served his time, he was released to a halfway house where he was informed of an employment opportunity at U.S. Rubber. He started in April 2020. He now operates an underlayment peeler and he mixes EPDM for high color blends in the ribbon blender. He's also taking an evening course in HVAC systems. He will graduate in December 2021.

Today Matthew is on the right road. He's saving money to buy a new truck so he can go off-roading in the desert just like he did when he was in the Marines. He better be careful. He no longer has a repair team and Uncle Sam won't pick up the tab!
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Bounce Back! You don't know what you had until it's gone. It's a very tough life lesson to learn. Luckily for Ray, he found a way to get the most important person in his life back.

Ray has always been an adrenaline junkie. Exciting activities give him a rush. At a very young age Ray got involved with drugs and started "pushing the envelope." The drugs clouded his judgment and breached his values. He lost himself and ended up in prison. Loyalty to the wrong crowd resulted in solitary confinement.

At this lowest point, Ray made peace with himself. He wrote a letter to his mom apologizing for not being there for her, expressing his love and understanding her disappointment in him. He failed to appreciate her for years and she shut him out as a result. That letter was the catalyst for a total reconciliation between the two.

After release, Ray's bunk mate in prison, Chris (profiled on 9/25), encouraged Ray to apply for a job at U.S. Rubber. Ray did and he started in May 2020. Today Ray is enjoying the best paying legal job of his life as a table operator on the 2nd shift.

Ray has put together an adrenaline bucket list. It starts with sky diving, bungee jumping and bike racing. Most importantly, he appreciates his family more than ever.
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Bounce Back! It's more than just a sale. Bryan joined U. S. Rubber nearly a year ago in December 2019. A look back into his journey will help put the present into perspective.

For the first six years of his career, Bryan served in law enforcement as a correctional deputy at a Riverside County jail. He transitioned to work as a bail bond agent for the next 12 years. It was during this chapter of his career Bryan thrived in sales. The professional satisfaction that he enjoyed came from helping others in tough times. He did what he could with the resources that he had to make a positive impact with a sale.

After paying the price for a bad decision, Bryan is back on the high road. He has spent most of his time at U.S. Rubber as a tile slicing operator. In early 2021, he will be transitioning into GSA sales. Again helping others meet needs and solving problems.

His personal goal is to visit every major league ballpark. He has the Southern California parks checked off. Seeing the Dodgers win their first World Series since 1988 was pretty cool. Maybe he'll catch a Dodgers game with one of his customers when they are the visiting team! #secondchances



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Bounce Back! Break the cycle. Far too often, one generation repeats the sins of the prior generation. It takes a strong person to look in the mirror, hold himself accountable and take whatever action is required to stop the downward spiral.

Keith grew up in the Inland Empire. His dad left the family when he was two. Keith dropped out of school in the 9th grade and ended up with the wrong crowd. He made bad choices and was nearly killed years later after getting into a horrific car accident while driving under the influence.

At age 24 he was arrested again, had a drug addiction and had a one year old son. It was at that moment he realized that if didn't immediately turn his life around, he was going to repeat the pattern of his father.

He committed to sobriety. He joined NA and found a support group as well as a sponsor. He's been sober for 20 months and on the path to being the father he should be.

In June 2020 Keith started at U.S. Rubber on the 2nd shift mold line. He now has financial stability in his life. Thanks to his inner strength, he has saved two lives. Someday when his son is old enough, Keith looks forward to traveling internationally with him. #secondchances



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Bounce Back! Family, the basic unit in society that consists of a united group of people. Our family is our support system.

Despite getting into trouble starting in the 6th grade, Dino kept his promise to his mom and graduated from high school. He was married shortly after graduating and had four children with his wife. Unfortunately, he continued to hang out with the wrong crowd. It all caught up with him in 1998. He paid a big price spending more than half his life in prison.

Halfway through his incarceration he said to himself “enough,” no more bad crowds and bad choices. He still had a wife and children that loved him as well as his extended family. He made his family the center of his world.

While living in the halfway house in early 2020, he applied for a job and today he is a tile slicing operator on the 1st shift. His machine is his baby. Dino is in a good place. He works hard, does well and appreciates the way he is treated. He is a part of U.S. Rubber’s family.

Next Friday Dino will have his ankle bracelet removed which will allow him to spend Thanksgiving with his entire family at his mother’s house for the first time in eight years. He is very thankful to be a part of a family gathering and he will cherish many more in the years to come! #secondchances



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Bounce Back! What's in your back pocket? In life, we never know what experience, life lesson or degree might come in handy.

After growing up in San Bernardino, Jonathan landed a great job right after high school installing solar panels on military bases. The work was hard but he found the technology to be intriguing. As a result, he enrolled in school to earn a business technology degree. He's only 15 credits away from graduating.

Unfortunately, Jonathan started hanging out with the wrong crowd and he paid the price. It was a hard lesson to learn but a mistake he will never make again. After earning an early release, he wanted to re-enter the workforce in a role where he could advance his technology skills.

Luckily, Jonathan has an aunt who works in the office at U.S. Rubber. She recommended that he apply for a job. Timing is everything. There was an opening on the 2nd shift mold line. While monitoring binder, EPDM and crumb, he is now gaining valuable experience learning how a PLC software system works in manufacturing.

Jonathan's intellectual appetite serves him well. It motivates him to learn more and he enjoys putting it to use. Those traits always come in handy! #secondchances



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Bounce Back! A provider for his family. Jamie grew up in Compton in a single parent house with his brother. Jamie made his mom proud by graduating from high school.

Jamie had to grow up fast. His first son was born when he was 18. He worked while he was in school but he quickly had to work to support a family. Today Jamie and his wife have six children ranging in age from 3 to 23. He takes pride in being an active father in all of his children's lives. His oldest is married and serves as a Sergeant in the Air Force. His second oldest is about to enter college at age 16!

After a recent setback, Jamie landed at U.S. Rubber after being referred by a friend when he was in a halfway house. Today he works hard as an operator of an underlayment peeler. His co-workers make his job fun. His professional goal is to make sure that his family never has to "go without." He is driven to be their provider and he has a great opportunity to achieve that goal.

While Jamie relishes being a father and a husband, he's in no hurry to become a grandfather anytime too soon. He may think he's too young but it's out of his control!
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Bounce Back! A dream can turn into a nightmare in an instant and one's world is tragically shattered. At a young age, one's lack of resources, coping skills and maturity level can compound the impact of a tragedy for years and possibly a lifetime.

Allen grew up in San Bernardino. He was a good kid and performed very well in school. Then at age 12 his older brother was killed by the police. The event shattered his world and upended his view on life. Almost immediately, Allen began to get into trouble. He made bad decisions during the many years that followed. He paid a heavy price.

During the harsh time of solitary confinement, Allen reflected on his life. He decided to commit to being the good person that he once was. He transitioned to a halfway house and learned of the second chance approach to hiring offered at U.S. Rubber. He now works as a die cutter on the first shift. At 28, this is Allen's first legitimate/legal job.

Allen is learning to be humble. He wants to build a career that creates economic stability. Owning a home is important to him. He knows that his daily decisions must serve his goal of becoming the person he desires to be. He's committed to giving it his best because he doesn't want to endure the alternative ever again. **#secondchances**



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Bounce Back! Those who do not learn from history are doomed to repeat it. Alex can attest to this fact. The good news is he has learned his lesson.

As a kid growing up in Riverside, Alex played baseball through high school. His favorite subject was history. He is fascinated with the Egyptians and the Roman Empire. Some day he hopes to visit Rome and explore the ruins.

During his adult years, Alex repeated some bad decisions and he paid a price. He deeply regrets his actions and the wasted time he spent in prison.

The good news is Alex has the chance to make a new history for himself. Through a friend, Alex learned of the second chance approach to hiring at U.S. Rubber. He applied and landed a position as a table operator. He now has the opportunity to build economic stability in his life. He enjoys manufacturing and for the first time in a long time, he looks forward to going to work.

Staying busy and focused on what he wants to become is the key to Alex's success. He knows it. Next year will be a pivotal year for him. He's made some smart decisions in 2020 that were a break from his past. He needs to continue to avoid repeating any bad decisions in 2021. #secondchances



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Bounce Back! A connection to another person can be remarkably powerful. No matter how bleak things look, a special connection can turn everything around.

Lionel was born and raised in Riverside. He was a good kid and he enjoyed his childhood. At age 14, however, everything changed. His father was tragically killed in an accident. This event rocked Lionel's world. He became emotionally lost.

It wasn't long after this tragedy that Lionel started hanging out with the wrong crowd. That led to many bad decisions. It cost him everything. He has spent much of his adult life incarcerated.

In late 2019 everything changed. Lionel met a special woman and they began dating. This was the first time in his life where someone outside of his immediate family cared about him. It made him feel young. He's happy. He has a sense of self-worth. His change in demeanor inspired him to start a career where he could establish economic stability for himself and his now fiancé.

Last year Lionel applied for and landed a great job on the 2nd shift mold line. His goal is to be known as someone who cares for others whether it's at work or at home. Lionel is living proof that it's never too late to reset one's life after making a special connection.

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Bounce Back! Franky grew up in the San Gabriel Valley. He was raised by his aunt because of his parent's legal issues, which was a good thing until he became rebellious at age 14. He ended up spending all of his teenage years incarcerated after getting involved with the wrong crowd.

Despite meeting the woman who today is his fiancé and mother of his two daughters, Franky found himself at the center of a criminal act where he ended up incarcerated. It was at that point when he realized that he had to make better choices. For the first time, he had someone and something to live for. While in prison he earned his GED and a welding certification. He was ready for a fresh start.

Upon release he landed a job as a welder at a manufacturer of engineered structures for public works projects. After five years he decided to go into business for himself but things didn't go as well as planned. In mid-2020, Russell Degnan from Operation New Hope recommended that he apply for an opening as a tile slicing operator at U.S. Rubber.

With economic and emotional stability, there is a lot less stress in his life and much better direction. Franky cherishes the role of being a good father for his daughters and providing for his family. **#secondchances**



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Bounce Back! Ex-felons face significant barriers to workforce re-entry. Keeping a class of individuals impoverished, unstable and disenfranchised after they have paid their debt to society serves no one.

At U.S. Rubber, all of our employees, including ex-felons, can forge a successful career and discover a better self-identity. The path to this outcome, however, is complicated.

Economic stability for ex-felons is fragile. We've learned that we must do more to foster personal development. It starts with treating employees with respect and creating an environment that solicits contribution. To extend the impact of our efforts, we partner with **Nancy Lambert M.S., CRC, CFT**. She is our "secret sauce."

Nancy provides all of our employees an abundance of services: vocational counseling/coaching, basic financial planning/education, family/marital coaching and help to overcome personal roadblocks.

It's an important investment. The results speak for themselves: raised self-esteem, less stress, better relationships, increased productivity and lower attrition. The label "ex-felon" is a red herring. Everyone has the ability to consistently make a positive contribution in all aspects of their lives. The trick is finding the way to unlock it.

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Bounce Back! Direction and drive. We need both to reach the desired destination in life. If you're traveling east, you'll never see a beautiful sunset no matter how fast you drive.

From age 10 to age 15 Travis worked at his stepfather's HVAC business. He developed mechanical skills and a strong work ethic. At 18, his mother lost her battle to cancer. Travis lost his interest in life. He no longer cared about anyone including himself. This indifference led to many bad choices and two decades of on-and-off incarceration. Travis was on the road to becoming a lost cause.

In 2008 his parole officer pointed him in the right direction. He was told to enroll in a life-skills program in Redlands called Step by Step. It saved his life. As Travis put it, there was something about the director. They just clicked. He listened to her and followed her advice. He enrolled in college courses, welding courses and landed many project jobs. His life stabilized.

Last month Travis joined U.S. Rubber as a slicing machine operator after receiving a referral from a friend/employee. Going on 13 years of stability thanks to a proper course correction, Travis aims to purchase a home. He wants to continue to excel at work and be the best for his family. [#secondchances](#)