

ADVANCE STAFFING, INC.

MOVING IN THE RIGHT DIRECTION

Light industrial, warehouse, and administrative workforce solutions for the Memphis metropolitan area. Veteran-led and NMSDC-certified minority business enterprise.

CAPABILITY STATEMENT

UEI PYKJEGLF5XH6

CAGE 9P3H0

NAICS 561320

RIGHT PEOPLE

RIGHT SKILLS

RIGHT FIT

RIGHT DIRECTION

COMPANY OVERVIEW

Advance Staffing, Inc. is a Bartlett, Tennessee staffing firm placing light industrial, warehouse, and business-professional talent across the Memphis metropolitan area. The company was **founded in January 2020** and is led by CEO Charles Waller, a service-disabled veteran with more than 25 years of experience in Memphis light industrial staffing.

We operate as a **full employer of record**, carrying payroll, payroll taxes, unemployment insurance, and Tennessee workers compensation for every associate on assignment. Our workforce is W-2 employed, screened, and deployment-ready, so a client scales headcount without absorbing the compliance load.

CORE COMPETENCIES

Staffing Services

- Temporary and temp-to-hire staffing across first, second, third, and weekend shifts
- Direct placement and recruiting
- High-volume surge staffing and on-site managed programs with a coordinator on the client floor
- Employer-of-record payroll, workers compensation, and tax administration
- Skills assessment, background and drug screening, and employment eligibility verification
- General safety orientation before placement, coordinated with client site-specific training under OSHA's Temporary Worker Initiative joint-employer framework

Roles Placed

Industrial: forklift and powered industrial truck operators, freight and material handlers, order pickers and packers, inventory control, machine operators, production associates, quality inspectors, shipping and receiving, sanitation and cleanup crews, warehouse leads and supervisors.

Business Professional: administrative support, accounts payable and receivable, customer service, data entry and order entry, dispatch and logistics coordination, office management, reception.

DIFFERENTIATORS

- **Locally owned and locally staffed.** Bartlett-based, serving Shelby County. The person who answers the phone is the person on the jobsite.
- **Certified diverse supplier.** NMSDC Minority Business Enterprise and a veteran-led small business, supporting supplier diversity commitments and small business subcontracting plan goals.
- **Full employer-of-record model.** W-2 compliant workforce with payroll, tax, and workers compensation risk carried in-house, not passed through.
- **Demonstrated surge capacity.** More than 200 associates deployed in a single quarter and 12 concurrent client contracts at the company's operational peak in 2022.
- **Workforce access.** Candidate pipeline development through the Tennessee workforce system and the Greater Memphis American Job Center network, plus free work readiness training delivered to job seekers at no cost.

PAST PERFORMANCE & CONTRACTING APPROACH

Advance Staffing has supported manufacturing, third-party logistics, distribution, food processing, and consumer products operations across the Memphis metropolitan area, including multi-shift warehouse programs, seasonal peak ramps, and ongoing production support. At current scale we pursue **subcontractor and sub-vendor positioning** rather than prime contracting, and we are a teaming partner for primes requiring Memphis-area light industrial labor, local presence, and a certified MBE on the team.

Client references furnished on request as part of a vendor evaluation or solicitation response. Client names are not published without written authorization.

COMPANY DATA

Legal name	Advance Staffing, Inc.
Founded	January 2020
UEI	PYKJEGLF5XH6
CAGE / NCAGE	9P3H0
TN SOS Control #	001072727
SAM.gov status	ACTIVE Expires 08 JUL 2027
Purpose of registration	All Awards
Bartlett business license	No. 8778 Expires 15 MAY 2027
Business size	Small business

NAICS CODES

- 561320** — Temporary Help Services (primary)
- 561311** — Employment Placement Agencies
- 561210** — Facilities Support Services

CLASSIFICATIONS

NMSDC CERTIFIED MBE

VETERAN-LED SMALL BUSINESS

SDVOSB APPLICATION PENDING

MBE	Certified. NMSDC via Tri-State MSDC, Cert. TN04665
Veteran ownership	Owned and led by a service-disabled veteran. Stated as fact, not as a certification.
SDVOSB	Filed with the SBA. Pending determination. Not represented as certified.
Service area	Memphis, Bartlett, Cordova, Arlington, Lakeland, Collierville, Germantown, Millington, Shelby County TN

POINT OF CONTACT

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