

JESSE BACON, SUPERINTENDENT
ADRIENNE USHER, ASSISTANT SUPERINTENDENT
BRANDY HOWARD, CHIEF ACADEMIC OFFICER
TROY WOOD, CHIEF OPERATIONS OFFICER

Memo

To: Jesse Bacon, Superintendent *JJB*
From: Sarah Smith, Director of Safe Schools *SS*
Date: December 18, 2023
Re: Memorandum of Agreement for Shoes for Crews

This is a request for Board approval of a contract with Shoes for Crews. Each year, the Bullitt County Safety Committee reviews accidents and staff injuries, and each year, slips trips and falls are the top category and the highest frequency of claims. Shoes for Crews is a privately held company that has patented the very first slip-resistant outsole designed for work footwear and contracts with manufacturers so that orders can be made from BCPS staff and the amount is withdrawn from their paychecks. This has been approved by the safety committee and request this be available to all staff as an option to purchase and provide a safer work environment.

cc: Troy Wood, Chief Operations Officer

OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION



I have attached our service portfolio, if you would like to use it in your meeting on Friday. Here are the highlights of our online catalog (most popular program option)

- Customized Online Catalog
 - Only show the options you want your team to see
 - Set subsidy/allowance – an employee can pay any balance with a personal credit card
 - Free shipping – including returns and exchanges
 - Corporate discounts
 - 60-day satisfaction guarantee – can return or exchange for any reason
 - 6-month workmanship warranty
 - \$5,000 slip & fall warranty – that how confident we are that employees won't have slip & fall accidents wearing our shoes
 - Option to add manager approval before shoes ship
 - Site available 24/7 – employees self-serve on their schedule
 - Tracks eligibility

Started on Monday, November 27, 2023
Current Status: NEW

Billy Ringold - Business Development Rep -
Government
Phone: **1-800-218-4770 x5121**
Email: BillyR@shoesforcrews.com

Reference Id:

Business Entity Name

DBA

DUNS Number

Additional Accounts

Corp Type:

How long have you been in business:

Parent Company Name

Locations

Employees

Is your company Tax Exempt?

Industry

Management Company Name

Products to Purchase

Product

How to pay

Contact Name

Accounting Contact

Name:

Name:

Title:

Title:

Tel/Ext:

Tel/Ext:

Fax:

Fax:

Email:

Email:

Existing SFC Username:

Contact Address

Primary Contact Address

Accounting Address

Address1:

Address 1:

Address2:

Address 2:

City/State/Postal / /
Code:

City/State/Postal / /
Code:

Country:

Country:

Digital Signature - SFC ONLINE ACCOUNT AGREEMENT

By signing below, you acknowledge the following:

- You certify all information provided is accurate and true, to the best of your knowledge.

Name:

Title:

Date:





 SHOES
FOR CREWS

**STEP
INTO
SAFETY**





Shoes For Crews is a privately held company with corporate offices located in Boca Raton, Florida. Established in 1984, we invented and patented the very first slip-resistant outsole designed for work footwear. We have grown to become a premier designer, manufacturer and service provider of all types of ASTM approved safety, work and uniform footwear. Now a global organization operating throughout all the United States, Canada, Mexico and eight European countries.



GLOBAL REACH AND IMPACT

WE DESIGN, MANUFACTURE AND DISTRIBUTE OUR OWN FOOTWEAR.

PRODUCT DEVELOPMENT	MANUFACTURING
Portland, OR	Spain
Guangzhou, China	Vietnam
FULFILLMENT	China
California	Portugal
Kentucky	
Island	
Canada	
RETAIL	DISTRIBUTION
Las Vegas, NV	US
Orlando, FL	Canada
	UK
	China
	Holland
	Hong Kong
	Taiwan
	Korea
	Singapore
	Philippines
	Australia
	New Zealand

Boca Raton

FL

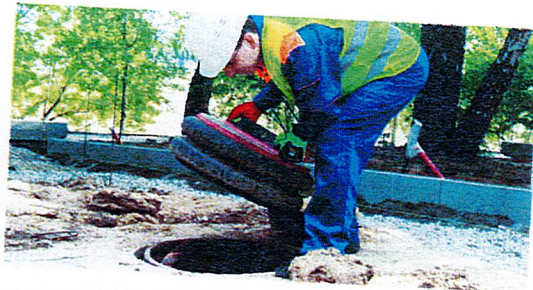
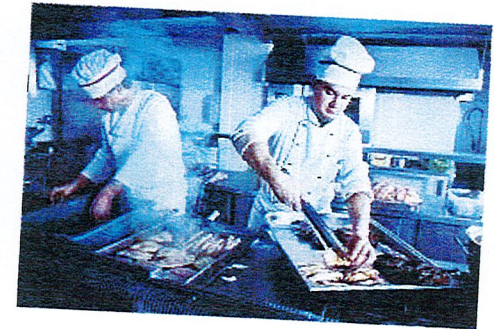


Shoes For Crews is the trusted partner for private, public and government agencies of all sizes. We support many different industries such as municipalities, utilities, transportation, manufacturing, law enforcement, corrections, healthcare, pharmaceuticals, hospitality, K-12, colleges, universities, casual dining, cruise-lines and everything in-between.





The right fit for any occupation.



Value, Quality Control, Cost Savings, Supply Strength

Direct from our factory to you. Partner directly with the manufacturer. No middlemen. No franchises. No distributors.



A high level of craftsmanship goes into making every pair. Our footwear is manufactured through a demanding and exacting process that ensures the last shoe from the mold is as effective as the first. We utilize premium components such as full grain leathers, premium gel and cushioned insoles and lightweight breathable materials.





BRAND ASSORTMENT

Shoes For Crews' proprietary brands include Ace, MOZO and Lila. We also partner with top footwear brands, offering Dockers, Dansko, DeWalt and New Balance, with all styles featuring our pioneering SFC outsole technology.

SHOES
FOR CREWS



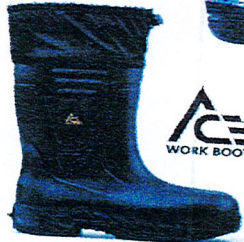
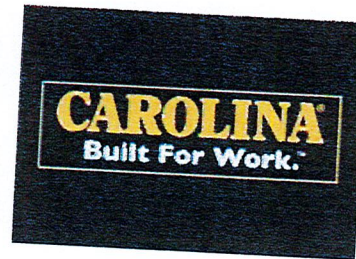
new balance



MOZO



P.F.
Flyers



ACE
WORK BOOTS



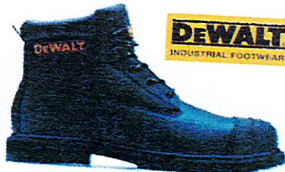
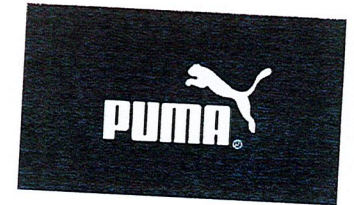
DANSKO



DOCKERS



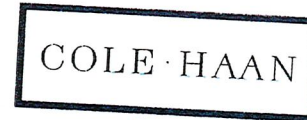
LILA



DEWALT
INDUSTRIAL FOOTWEAR



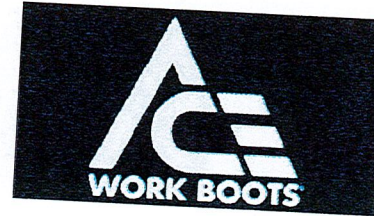
SAFETY JOGGER



House Brands

 **SHOES**
FOR CREWS™




WORK BOOTS



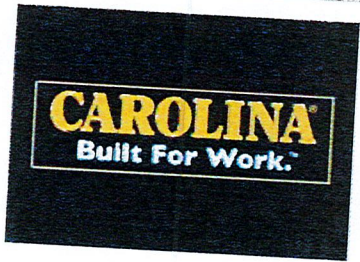
MOZO




Lila
five. love. lila™



Brand Collaborations





OUR PROPRIETARY OUTSOLE



THE LAW OF TRACTION

The secret to our success is our proprietary slip- and oil-resistant outsole, engineered to provide powerful traction that stops slips and falls in their tracks.

The SFC outsole has been copied by many but never surpassed. The three key areas that separate us from the competition are:

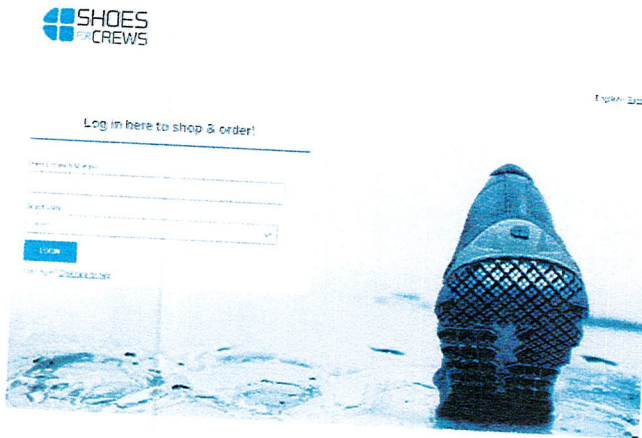
- Tread design
- Proprietary compounds
- Manufacturing process

Year after year, SFC footwear far exceeds the most stringent worldwide standards in slip resistance.

IN SHORT, IT WORKS.

Services

ONLINE



Shoemobiles



On-site Fitting



On-site & Retail Stores



Custom Online Catalog

Employees self-serve with an easily accessible custom online catalog. The catalog tracks eligibility, manages allowances and displays only approved styles.



Hampton Roads Sanitation District



How To Order

1. Visit www.shoesforcrews.com/HRSD
2. Login by entering zip code and state. (23455 and VA)
3. Pick the shoe you want and submit order.
4. Shoes will arrive at in 3-5 business days.



SCAN WITH PHONE TO VIEW STYLES AND ORDER

OR VISIT
www.shoesforcrews.com/HRSD

If you need help or would like to order over the phone call us at 1-800-523-4448



THE LEADER AND PIONEER IN SLIP-RESISTANT FOOTWEAR SINCE 1981



THE SHOE THAT GRIPS™



Cleaning wastewater every day for a better Bay.

English · Español

Employee Credit Card Purchase

Log in here to shop & order!

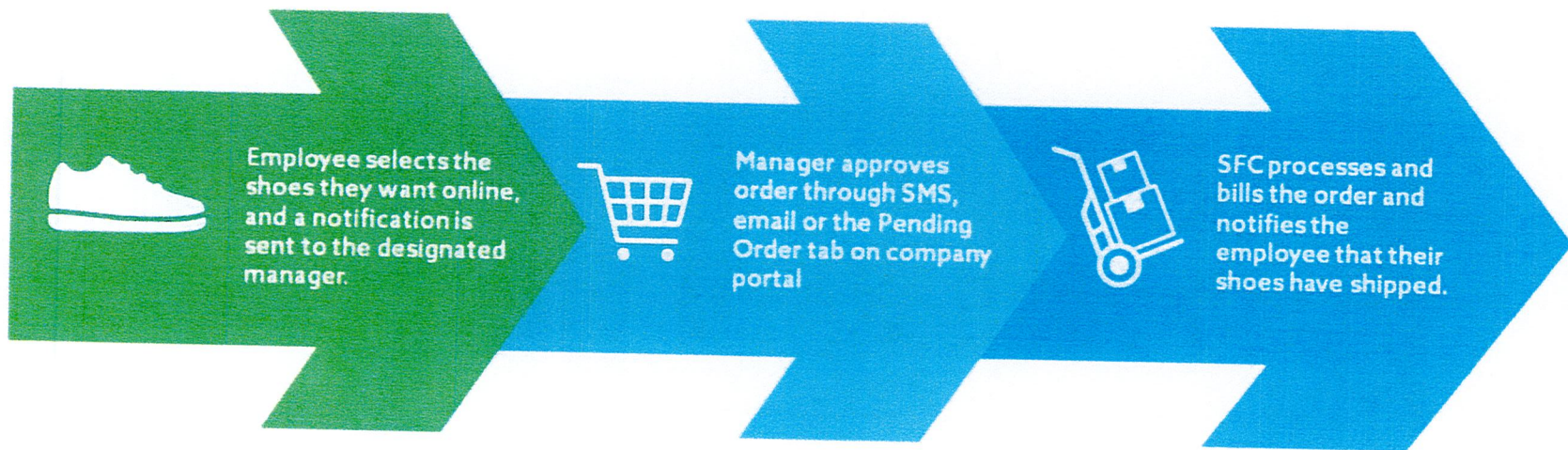
Enter Work Zip Code

Select State

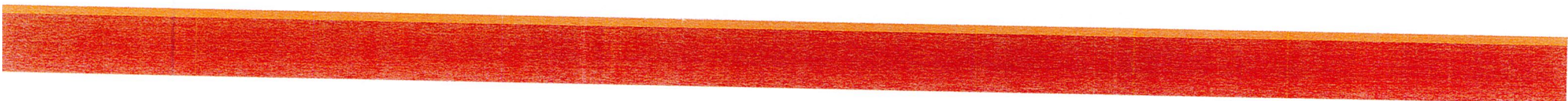
LOGIN

Can't log in? [Click here for help](#)





Manager Approval Online Catalog



Manager receives email or text message with request to approve the order.
 All order information is shown such as style, size, price, shipping address and order date.

My Account > Pending Orders

Order Date	Store Unit Number	Web Order Number	Name	Order Total	
09/11/2020	220220220	43392480	Lucas King	\$37.96	<input type="button" value="Hide"/> <input type="button" value="Approve"/> <input type="button" value="Reject"/>

Payment Method: [View details on account](#)

Ship To:
 Zionsville
 Lucas King
 1118 East 47th Street
 Brookston, IN 46204

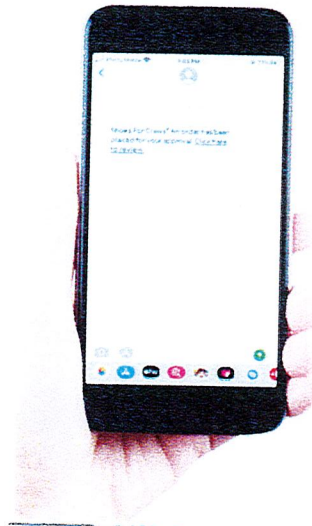
Order Number: 43392480
 Date: Sep 11, 2020
 Status: Pending Approval
 Account: 021020201
 Unit: 220220220

Style #	Items	Quantity	Discounted Price	Tax	Shipping	Item Total
37255	Liberty - Black / Women's 3 1/2d	1	\$29.98	\$3.98	\$7.98	\$37.96

Employee's Signature: _____

Order Summary
 Sub Total: \$29.98
 Delivery in 3-5 Business Days: \$7.98
 Grand Total: \$37.96

09/10/2020	220220220	43392442	Lucas King	\$37.96	<input type="button" value="View"/> <input type="button" value="Approve"/> <input type="button" value="Reject"/>
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This order for Christina Boyle is awaiting your approval.

Style #	Items	Quantity	Discounted Price	Tax	Shipping	Item Total
37255	Liberty - Black / Women's 3 1/2d In Stock (see details for)	1	\$29.98	\$3.98	\$7.98	\$37.96

Order Summary

Sub Total: \$29.98

Delivery in 3-5 Business Days: \$7.98

Grand Total: \$37.96

Shoes For Crews | www.shoesforcrews.com | 1.800.523.4438

Employee is notified of status upon action from the manager

Approved!



Hello Lucas King,
 Congratulations! Your order has been accepted.
 Your order number is 43362218.
 Your order is now being processed for shipment.


Style #	Item(s)	Quantity	Discounted Price	Tax	Shipping	Item Total
97255	Liberty - Black / Women's 8 (Med) <small>name: lucas king</small>	1	\$29.98	\$2.17	\$0.99	\$33.14

Order Summary

Sub Total:	\$29.98
FL Sales Tax	\$2.17
Delivery in 2 Business Days	\$0.99
Grand Total:	\$33.14

Shoes For Crews | www.shoesforcrews.com | 1-800-523-4448

Not Approved



Hello Lucas King

We regret to inform you that your order number 43362222 was not approved by your manager.

You may resubmit your order for approval or feel free to complete your purchase with a credit card.

Shoes For Crews | www.shoesforcrews.com | 1-800-523-4448



On-Site Fitting Service

Provides a store-like experience at your location where the employee gets to see, feel, and fit prior buying. Our trained representatives will provide samples to try on, facilitate sizing, and process orders.

Key Support Activities:

- Nation-wide service capability.
- Team of 8 experienced Brand Ambassadors who provide a first-class service, know our product in and out
- Speed, accuracy and efficiency when taking orders.
- Can accommodate different shifts.
- Bilingual. (Spanish)
- Can be held indoors or outdoors.



Shoemobiles

Our premium service. Minimum requirement of 40 people to schedule.

Available Markets

Arizona - California - Connecticut - Delaware - Florida - Georgia - Maryland - Nevada - New Jersey - New York - Oklahoma - Pennsylvania - South Carolina - Texas - Virginia - Washington D.C.

On-Site Customer Stores

For customers with 1,000 or more employees at a single onsite location we can setup a shoe-store at your place of business.



Retail Stores

Orlando
Las Vegas





Trifecta Warranty



60-DAY SATISFACTION GUARANTEE

Shoes For Crews wants to ensure that all participants of our workplace footwear programs are fully satisfied, and that their shoes fit comfortably. They have up to 60 days to test-drive their new shoes. If for any reason your employees are not happy with the fit, feel, function, color, or anything else, they are able to return or exchange the footwear at no cost to them – no questions asked. To arrange a return, go online to www.shoesforcrews.com/exchanges or shoesforcrews.com/tubins.

6-MONTH WORKMANSHIP WARRANTY

Each pair of Shoes For Crews® comes a 6-month workmanship warranty on the footwear itself. If an eyelid pops off, stitching comes undone, or a sole is cracked, no problem! We'll fully replace defective footwear for up to 6 months.

\$5,000 SLIP AND FALL ACCIDENT WARRANTY

We are the only company in the industry to offer a \$5,000 Slip & Fall warranty. Should there be a slip and fall accident and a worker's compensation claim while wearing Shoes For Crews® footwear, we will reimburse your company up to \$5,000, subject to conditions and exceptions.



OUR GUARANTEE

60 Day Satisfaction Guarantee

Our managed safety footwear program offers enormous benefits to our corporate partners and their dedicated staff members, including our 60 Day Guarantee.

Shoes For Crews wants to ensure that all the participants of our workplace footwear programs are fully satisfied, and that their shoes fit comfortably.



**Test-Drive Them
For 60 Days**

**Exchange
for FREE**

We know you work hard and spend hours on your feet each day, so the fit and comfort of your shoes are very important.

You have up to 60 days to test-drive your new Shoes For Crews, wear them on the job, make sure they meet your needs—and exchange them if necessary for a new size or style.

If you're not fully satisfied, we'll refund the shoe purchase.

800.523.4448 | www.shoesforcrews.com



FAST LANE EXCHANGES

Shipping & Exchanging Is Quick, Easy, and FREE

*Ship returned shoes back to us as we send you the new replacement pair—
with no waiting necessary, and no extra shipping charges!*

We want to make the exchange process hassle-free for our valued customers, so you don't have to wait for us to make your return. Using your FedEx return tracking number, FedEx will confirm that your shoes are in transit. Once we have confirmation of the shipment, we will ship your replacement pair immediately, at no charge to you.



JUST FOLLOW THE STEPS BELOW

- 1 Go online to either shoesforcrews.com/exchanges or shoesforcrews.com/returns
Have your invoice or web order number and the zip code for the shipping address ready as you fill out the form.

- 2  Prepare your package

- 3  Print out FedEx Return Shipping Label

- 4  Drop package off at your nearest FedEx location

COMPLETE YOUR EXCHANGE OR RETURN FORM ONLINE AND PRINT OUT LABELS
AT SHOESFORCREWS.COM/RETURNS OR SHOESFORCREWS.COM/EXCHANGES

No More Spreadsheets!

We integrate with all major platforms to maintain accurate employee eligibility and current employment status. No need to spend time tracking and recording who bought what, when and how much remaining balance do they have. Our systems automate the entire process.

ORACLE
PeopleSoft

SAP Ariba 

 **BirchStreet**

INFOSYNC


4 more human resource

UltiPro

 **coupa**

 **paycom**

Reporting and Analytics

Shoes For Crews® gives you the data to help drive results and compliance.

View overall participation as a whole or drill down by department or location. View which employees are or are not compliant. Easily share the data to collaborate with team members.

Participation Summary
 August 7, 2020
 Total Employees: 92,349
 Non-Participating Employees: 67,317
 Participating Employees: 25,032
 Number of Locations: 540

Shoes For Crews Participation Report
 REPORT DATE: August 7, 2020

Overall Participation*
27.1%

Participation Trend

Participation By Unit
 LIST 540 UNITS

SFC Participation Report Summary

Here's your monthly employee participation report summary

JULY 2020 PARTICIPATION* **27%** **↑ 2 pts**
 June 2020 25%

DOWNLOAD REPORT

Download Documents
[Program Guide](#)

Number of Employees: **89**

Non-Participating Employees: **65**

Participating Employees: **24**

Avg. Company Participation: **27%**

Participation Target: **50%**

* Participation = Employees who placed an order in the last 6 months

Order today at www.shoesforcrews.com/yourportal

Your SFC Account Manager:
 Email Address:



Next Steps

1. CONFIRM PROGRAM DETAILS
2. SETUP PROGRAM
3. DETERMINE ROLL OUT PROCESS

There are no fees for our services or website or anything else other than the price of the footwear.

Thank You!

