



**For Immediate Release** August 18, 2014

**Contact:** Shirley Kwan Smith (916) 616-9362 / Emilie Cameron (916) 420-1779

## **Crossroads President and CEO David DeLeonardis to Retire; Jim Estep Named Successor**

*(Sacramento, Calif.)* – Crossroads Diversified Services today announced that after nearly 35 years of service, President/CEO David DeLeonardis will retire at the end of August following transition of leadership to Jim Estep.

“David has been an enormous asset to Crossroads and we will always be grateful for his leadership and vision,” said Roger Franz, chairman of the board of directors for Crossroads Diversified Services. “As the architect of Crossroads’ pioneering social enterprise strategy, David applied business savvy to create social impact. It’s a sustainable nonprofit model that has become a part of everything we do today and will serve Crossroads for decades to come.”

As President/CEO, DeLeonardis grew Crossroads from a small spin off of the California Department of Health and Human Services Mental Health Services Division (MHSD) in 1977 to prepare displaced and/or disabled individuals for competitive employment. He later developed an innovative business model that created quality jobs for these individuals while providing custodial and grounds maintenance services to federal agencies and government facilities.

Under DeLeonardis’ leadership, in 2007 Crossroads opened its wholly owned for-profit subsidiary, Crossroads Facility Services, to expand custodial and grounds maintenance services to commercial sector clients. Today, Crossroads and its subsidiary provides employment opportunities to nearly 300 employees who collectively clean more than 4.5 million square feet of space and maintain nearly 1,500 acres of landscaping daily for government and privately owned facilities in California, Texas and Washington.

“It’s been a privilege to serve and contribute to creating a viable, growing nonprofit that is making a difference in the lives of so many,” said DeLeonardis. “Working at Crossroads has offered me some of the most rewarding experiences of my career. I am confident that this momentum will only continue under Jim’s leadership.”

Jim Estep was named DeLeonardis’ successor earlier this month and will formally join the company today, August 18, 2014. Head of the leadership team, Estep will oversee all operations of Crossroads Diversified Services and its subsidiary, Crossroads Facility Services.

“We searched extensively for the right candidate and are elated to have Jim lead Crossroads,” said Franz. “His accomplishments and leadership in his more than twenty years of executive management experience have instilled the skills and qualities necessary to lead the current and future endeavors of this organization.”

Estep joins Crossroads from the City of Lincoln where he spent more than six years overseeing city projects, operations and administration. As City Manager, he implemented new policies and procedures to maximize efficiency and instituted long-range financial forecasting to ensure sustainability during some of the most difficult times in the City's fiscal history. Previously, Estep worked as Interim City Manager/Assistant City Manager for the City of Elk Grove from 2006-2008, Assistant City Manager for the City of Folsom from 2003-2006, and Public Services Director for the City of San Ramon from 1989-2003.

"It's a rare opportunity to work in an exciting position where I can provide leadership and interact directly with public and private entities to improve the lives of so many individuals," explained Estep. "I look forward to enhancing and expanding this unique combination of nonprofit and for-profit enterprises to provide even more employment opportunities for employment for persons with disabilities and other barriers to self sustainability."

Estep's hire follows Crossroads' recent strong performance in which it provided direct employment services to more than 5,000 California job seekers under its nonprofit umbrella Crossroads Diversified Services. Funding for these services were achieved through local workforce development partnerships as well as the continued success of Crossroads' janitorial and landscaping subsidiary, Crossroads Facility Services.

###

**About Crossroads Diversified Services, Inc.**

*A leader in the specialized employment and placement industry since 1977, Crossroads Diversified Services (CDS) is a 501(c)(3) organization providing workforce development services and specialized staffing solutions that create gainful employment for people with disabilities or other social barriers to achieve employment. At its core, Crossroads strives to put people back to work to positively impact the communities they serve. For more information visit [www.crossroadsdiversified.com](http://www.crossroadsdiversified.com).*

**About Crossroads Facilities Services, Inc.**

*Crossroads Facility Services, Inc. (CFS) is a wholly-owned subsidiary of CDS, providing janitorial and landscape maintenance services to public and private-sector building owners, property managers, large-scale commercial developers and home owners' associations. CFS is one of few companies in the Sacramento region to provide both indoor and outdoor facility services, delivering quality and value to our customers while contributing directly to a social purpose. For more information visit [www.crossroadsfacilityservices.com](http://www.crossroadsfacilityservices.com).*