



EMPLOYER GUIDE

Second-Chance Employment Opportunities

Jefferson & Berkeley Counties, West Virginia

IMPORTANT: Inclusion means an employer may consider applicants with criminal records or offers roles where qualifications are reviewed individually. It is not a guarantee of an interview or job offer. Hiring decisions can depend on the position, nature and timing of the offense, work history, licensing rules, and other requirements.

Application tip: Apply through the official website, use a professional email address, answer questions honestly, and follow up after 3–5 business days when contact information is available.

Employers Serving Jefferson & Berkeley Counties

COMPANY	OFFICIAL WEBSITE	HOW TO APPLY
Apple Valley Waste	www.applevalleywaste.com/about-us	Choose Explore Career Opportunities, search the area, and apply online.
Berryville Graphics / BPG USA	www.bpg-usa.com/career	Choose View Current Open Positions and follow the application steps.
Brentwood Industries	www.brentwoodindustries.com/about/careers	View career opportunities, select an opening, and apply online.
Clorox Company	careers.thecloroxcompany.com	Search local openings and apply through the company portal.
CommuniCare Health Services	communicarehealth.com/communicare-careers/view-all-jobs	Search nearby facilities, select a position, and apply online.
Cornerstone Building Brands	jobs.cornerstonebuildingbrands.com/jobs	Search Martinsburg, select a job, and choose Apply.
Dollar General	careers.dollargeneral.com/jobs	Search a local city or ZIP code and apply online.
Dollar Tree	careers.dollartree.com	Search local stores, select a role, and apply online.
FedEx	careers.fedex.com/jobs	Enter a local city in the location search and apply online.
Home Depot	careers.homedepot.com	Search Ranson, WV, select a position, and apply online.
Horizon Goodwill Industries	horizongoodwill.org/careers	Review current openings and apply online through the careers page.
Knauf Insulation	careers.knauf.com	Search Inwood, open a posting, and choose Apply Now.
Lowe's	talent.lowes.com/us/en	Search Martinsburg, choose a position, and create a profile.
MARTIN'S Food Markets	giantfoodstores.com/pages/careers	Open Careers, search nearby MARTIN'S stores, and apply online.
McDonald's	careers.mcdonalds.com	Search by a local city or ZIP code and follow the application steps.
Orgill	www.orgill.com/careers	Search Inwood distribution-center openings and apply online.
Procter & Gamble	www.pgcareers.com	Search Inwood or Martinsburg, create a profile, and apply.

COMPANY	OFFICIAL WEBSITE	HOW TO APPLY
Pyramid Healthcare	www.pyramid-healthcare.com/careers	Choose View Open Positions, search West Virginia, and apply online.
Quad	www.bequad.com/location/martinsburg-jobs	Review Martinsburg jobs, select a posting, and choose Apply Now.
Sheetz	jobs.sheetz.com	Search nearby stores, choose a position, and submit the application.
Sodexo	jobs.us.sodexo.com	Search by local city or ZIP code, select a role, and apply online.
Technimark	www.technimark.com/careers	Search Inwood positions and submit the employer application.
Treplar	treplar.com/career	Choose Apply Here for Open Positions and submit the online form.
Universal Forest Products (UFP)	ufpi.com/careers	Choose View Open Positions, search Ranson, and apply online.
Walmart	careers.walmart.com	Search a local city, choose a role, and apply online.

Staffing Agencies Serving the Area

COMPANY	OFFICIAL WEBSITE	HOW TO APPLY
A1 Staffing Solutions	a1-ss.com/en	Choose Find a Job or contact the agency about local assignments.
Axiom Staffing Group	www.axiomstaffing.com	Choose Apply Now or Search Jobs and complete a candidate profile.
Manpower	www.manpower.com/en/about-us/locations/martinsburg%2C-wv	Review the Martinsburg office page and search available jobs.
Skyward Staffing	www.skywardstaffing.com	Contact the Martinsburg office or submit the website contact form.
Spherion Staffing	www.spherion.com/our-offices/martinsburg_1170	Choose Apply Online and complete the candidate profile.
XLC Services	welcome.xlcservices.com/careers	Choose Hourly or Management Positions and follow the application steps.

Before submitting an application

- ★ Review the job duties and minimum qualifications before applying.
- ★ Prepare a simple résumé with recent work, training, volunteer service, and reliable contact information.
- ★ If asked about a record, briefly take responsibility, explain what has changed, and redirect attention to your skills and readiness to work.
- ★ Ask WDRI, Jobs & Hope WV, or WorkForce West Virginia for assistance with résumé preparation, interview practice, identification, transportation, or bonding/tax-credit information.

Prepared for attendees of the Eastern Panhandle Second-Chance Employment & Resource Fair. Career links verified August 16, 2026. Openings and screening requirements change; check each official site for current information.