

Turning Disabilities Into Possibilities



Georgia Enterprises for Products and Services

FY 2024 Annual Report
July 1, 2023 to June 30, 2024

State Use Council Chair

Message from the Chairman:

As 2024 draws to a close, Georgia's State Use Council continues to move forward in a rapidly changing economic and social environment. A growing economy and job market in Georgia were tempered by inflation and uncertainty about continued economic growth.

The Georgia State Use Program was created by the Georgia Legislature over three decades ago to provide employment opportunities for Georgia's citizens with disabilities, through Georgia Enterprises for Products and Services (GEPS). This is a program where everyone wins: Georgians with disabilities who gain employment, and their families; the State of Georgia agencies, who can purchase high-quality products and services at competitive prices; and the non-profit agencies that employ our citizens to provide products and services.

The State Use Council partners with the Georgia Department of Administrative Services (DOAS—the procurement agency for state purchasing), and with our Central Non-profit Agency (CNA), which is the Georgia Association of Training, Employment, and Supports (GATES) which the State Use Council designates to manage GEPS (the state entity which provides for the day-to-day operations of the State Use Program). By working together, all these organizations ensure that the State Use Program engages people with disabilities and helps them get paying jobs that provide our state government agency customers with essential goods and services. During Fiscal Year 2024, the Georgia State Use Program showed an impressive increase in total revenue.

The State Use Program is a team effort, and our objective is the increased employment of Georgians with disabilities. The non-profit Community Rehabilitation Providers (CRPs) provide the products and services at the heart of the program which provides vocational training and employment for Georgia's citizens with disabilities. The CRPs, as well as those products and services they provide, are certified by the State Use Council to be eligible for the program. Fifty to seventy-five percent or more of the workforce used by the CRPs in their service contracts and products are required to be citizens with disabilities.

For fiscal 2024, our total program revenue was \$7,384,096, a 46% increase from the previous year. Our product sales in fiscal 2024 increased by 53%, reflecting the GEPS staff's hard work and our partner CRPs and Services revenue increased by 34% compared to the previous fiscal year.

Most of the service contracts in the State Use Program involve custodial services for State of Georgia agencies. While COVID-19 infections are nowhere near where they were in recent years, there remains a need for comprehensive cleaning along with frequent disinfection of state facilities. Additionally, while there continues to be a custodial staff shortage for the rest of the industry, GEPS and our CRPs are still able to tap the labor market for a greater supply of willing labor since individuals with disabilities traditionally must overcome a higher employment barrier and are eager to step up and fill the demand for custodial services.

We had a 44% increase in net assets in fiscal 2024, totaling \$506,097. Our outlook remains positive for fiscal 2025, and we have already seen encouraging results for the first three months of the new fiscal year.

Overall, the State Use Program provided 68,971 hours of employment for Georgians with disabilities in fiscal 2024; this represents a 40% increase from the previous year. The number of people with disabilities employed through the program decreased by 15% to 86 individuals. So, while we are encouraged by the demand levels for services that GEPS was able to fulfill for the

State, we are still working through the labor shortage in the market. We are hopeful that both numbers will increase in fiscal 2025.

The State Use Program continues its efforts to expand opportunities for Georgians with disabilities. While Georgia's 3.2% unemployment rate is below the national average (3.9%), this program remains vital to Georgians with disabilities since they have even higher-than-average rates of unemployment within the State. In this annual report, you will see the "Faces of State Use" and the awards these individuals received as GEPS and the State Use Council celebrated the contributions of these individuals whose hard work continues to ensure the success of this program as it provides meaningful and rewarding employment for themselves as well as others across the state. The need for job opportunities for our citizens with disabilities continues to increase, and the State Use Program will continue to address that need.

The State Use Program continues to strive for growth and expand the program by finding new products and services to offer. This past September, we were able to re-certify hundreds of existing products for fiscal year 2025; and certify many more new products, including heavy-duty microfiber cloths, blue polyethylene food gloves, and over 45 new remanufactured toner cartridges. By providing new and improved product lines, GEPS expects to further increase employment opportunities within the State Use Program for Georgians with disabilities.

We all must continue to work together to ensure that this program continues to help more of those individuals who benefit so much from our efforts. The purpose of this program is as relevant today as it was in 1993 when it was created. Since this program is clearly in the best interest of the State of Georgia, the employers, and all served by it, I do not doubt that the State Use Program will continue to serve this vital purpose well into the future. Together, we will move the State Use Program forward as our efforts continue to improve the lives of so many of those individuals who might otherwise not be able to overcome the obstacles that they face.

My favorite TV show has a character named Christopher Pike, who said in the premiere episode, "Our ability to work together is our greatest strength." It's going to take all our partners—the DOAS, the CRPs, GATES, and most of all, the people who want to help Georgians with disabilities—to expand and improve this program, and if we all work together, we can make it happen.

On behalf of the Georgia State Use Council, I invite you to support our efforts to put Georgians with disabilities to work. As you review this report, you will see the "Faces of State Use" and the significant contributions this program is making to the lives of those involved in the State Use Program.

We look forward to the continued growth and success of the State Use Program as it serves Georgians with disabilities!



**Reid Laurens, Chair
State Use Council**



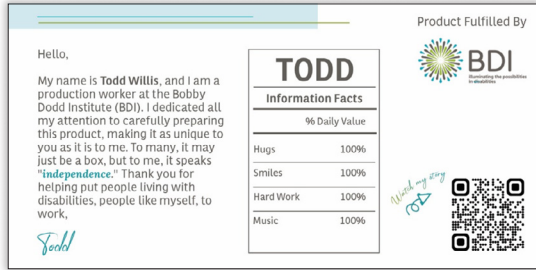
The Faces of State Use

Todd Willis

Bobby Dodd Institute - Atlanta

Todd is an inspirational force in the warehouse and a valuable part of the BDI production team. His positivity, humor, and hard work all contribute to increased productivity in the warehouse environment.

Todd works on a variety of different projects. Still, he is probably most proud of his work facilitating quality control and fulfillment with the GEPS products sold through the State Use Program. Todd performs QC on each box before it leaves the BDI warehouse, and then places his stamp of approval with a QR Code label:



Pictured: Todd Willis (Bobby Dodd Institute)

This label not only ensures the product has met Todd's standards, but it also ensures our customers know that purchasing that product supports Georgians with disabilities!

As the self-proclaimed "BDI Entrepreneur", Todd shows up every day and works his hardest to shine his light on the BDI team and the customers that we support. The folks at BDI are so proud of Todd, and they are privileged to get to work with him each and every day.

Sharon Russell

Goodwill Industries of the Southern Rivers

Sharon came to PowerWorks, an affiliate of Goodwill Industries of the Southern Rivers, as a custodian after being referred by her teachers from the high school where she graduated.

She is always quick with a "good morning" and a smile while gathering supplies for the day's work. Sharon enjoys her job and is always willing to lend a helping hand to her team and multiple other teams. She is a loyal, hard-working, and respected team player.

Her goal is to one day attend Albany Technical College and become a nurse as she enjoys working with the public and helping people and has always shown this through her work performance.

Despite facing barriers and challenges, Sharon has multiple strengths and capabilities including resilience and excellent problem-solving skills.

She strives for excellence, contributes to a positive work culture, and is one of the most dedicated team members as she carries out Goodwill's mission, vision, and values!



Pictured from L to R: Sharon Russell (Goodwill Industries of the Southern Rivers), Roger Wingate (Goodwill Industries of the Southern Rivers)

Caitlin Corbin Easterseals of East Georgia

Caitlin joined the ESEGA team by referral for work readiness and community-based work adjustment in the clerical department. Although she came with a small voice, she demonstrated a strong work ethic. She was able to absorb the information being shared with her and apply those newly learned skills to her assigned tasks.

Despite the many personal challenges outside of her control while training with us, she consistently reported to work and demonstrated unwavering dedication and commitment to her job. Caitlin gave 100% every day, providing excellent service and maintaining her professional responsibilities with remarkable resilience and grace. Her strength and perseverance were truly commendable and an inspiration to all her colleagues.

Caitlin embodies the values of our organization and exemplifies what it means to be a dedicated and resilient employee. We are so grateful to have Caitlin as part of our team and it is wonderful to see her grow and thrive in her position.



Pictured from L to R: Wanda Warren (2025 Chair, SUC), Caitlin Corbin (Easterseals of East Georgia), Chris Valley (Vice Chair, SUC)

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The Faces of State Use ...continued from previous page

Cassandra Whyte - Tommy Nobis Center

Cassandra is employed with the Tommy Nobis Center working at the Nobis/CDC Mail Room, but she began at the main office in Marietta and previously worked assembling kits for the GEPS/State Use Program in addition to her other duties. She is hard-working and a great team player. While being hearing impaired she has shown herself to be an excellent communicator with all team members by showing teammates how to use sign language.

Cassandra's thirst for knowledge is seen in her desire to learn and grow as a person and employee as she works tirelessly to improve her knowledge and training offered through the Tommy Nobis Center.

Cassandra's quality of work, initiative, and professionalism are truly exceptional. She has an affable demeanor and is very easy to work with. She can operate independently, understanding when to check in, report back, and ask questions.

Her skills, abilities, and work ethic have surpassed her supervisor's expectations. Cassandra is a valuable and versatile member of the Tommy Nobis Mail Center Team.



Pictured from L to R: Wanda Warren (2025 Chair, SUC), Cassandra Whyte (Tommy Nobis Center), Chris Valley (Vice Chair, SUC)

Spirit of State Use Award – Columbus State University

The Columbus State University nomination was inspired by their increased compliance with the State Use Law. The law does not mandate state agencies to buy any number of products but does mandate that when they do purchase those products that they already need, they purchase them from the State Use Program and GEPS. That, in turn, employs people like Todd Willis, one of our Working Wonders award winners mentioned above, who has worked to provide those products such as the gloves that the Bobby Dodd Institute provides for the State Use Program.



Pictured from L to R: April Young, President Stuart Rayfield, Gypsi Alexander, Sharon May, Pat Donahoe.

In FY24, besides gloves from BDI, CSU significantly increased their purchases from GEPS for Alkaline Batteries, First Aid Kits, First Aid Supplies, Hand Sanitizer, and Hand Soap. All those purchases are very much appreciated and continue to provide those individuals with disabilities that produce them with the dignity of a paycheck.

Columbus State University's commitment to continue purchasing those mandatory products from GEPS is the kind of cooperation that continues to provide even more employment opportunities for individuals with disabilities throughout the state of Georgia.

State Use Council Members *

Reid Laurens, Chair**
Alpharetta, GA

Christopher Valley, Vice Chair**
Atlanta, GA

Commissioner Rebecca Sullivan
Department of Administrative Services
Jim Barnaby, DOAS Representative

Commissioner Candice L. Broce
Department of Human Services
Demetrius Taylor, DHS Representative

Commissioner Tyrone Oliver
Department of Corrections
Ross Barrineau, DOC Representative

Commissioner Kevin Tanner
Department of Behavioral Health and
Developmental Disabilities
Allen Morgan, DBHDD Representative

Commissioner Christopher Nunn
Department of Community Affairs
William Dews, DCA Representative

Charles F. Smith
Augusta, GA

Dorothy Cochran
College Park, GA

Marty Owens
Gainesville, GA

Wanda Warren **
Thomasville, GA

Lyndsey Rugger**
Savannah, GA

Dorothy Cochran**
College Park, GA

Rick Hooper**
Dalton, GA

Kerri Hammond**
Watkinsville, GA

Jay Mitchell**
Atlanta, GA

* as of June 30, 2024

** appointments by the Governor

State Use Council Mission

To support and encourage state and local agencies to purchase products and services from qualified non-profit organizations, which serve the vocational needs of Georgians with disabilities.

GEPS Staff *

Shawn Pursley, Executive Director, State Use Program

Stephanie Boyd, Customer Service Representative

April Sheppard, Customer Service Representative

Amanda Shuman, Customer Service Representative

Christina Zolomy, Customer Service Representative

Teresa Beck, Director of Accounting

* as of June 30, 2024

Financial Summary

Statement of Activities for the Period ending:

	June 30, 2023	June 30, 2024
Income		
GEPS Product Sales	\$ 3,242,997	\$ 4,951,796
GEPS Service Sales	\$ 1,796,020	\$ 2,397,904
Grant Revenue	\$ 32,797	\$ 32,797
Other Revenue	<u>\$ 0</u>	<u>\$ 1,599</u>
Total Revenues	<u><u>\$ 5,071,814</u></u>	<u><u>\$ 7,384,096</u></u>
"Cost of Sales, Products"	\$ 3,030,958	\$ 4,656,021
"Cost of Sales, Services"	<u>\$ 1,700,987</u>	<u>\$ 2,272,566</u>
Net Revenue	<u><u>\$ 339,869</u></u>	<u><u>\$ 455,509</u></u>
Expenses		
Program Services	<u>\$ 289,628</u>	<u>\$ 302,008</u>
Net Expenses	<u><u>\$ 289,628</u></u>	<u><u>\$ 302,008</u></u>
FY Net Income	\$ 50,241	\$ 153,501
Net Assets from Prior Year	<u>\$ 301,625</u>	<u>\$ 351,866</u>
Net Assets at end of Period	<u><u>\$ 351,866</u></u>	<u><u>\$ 505,367</u></u>

Comparative Sales by Category

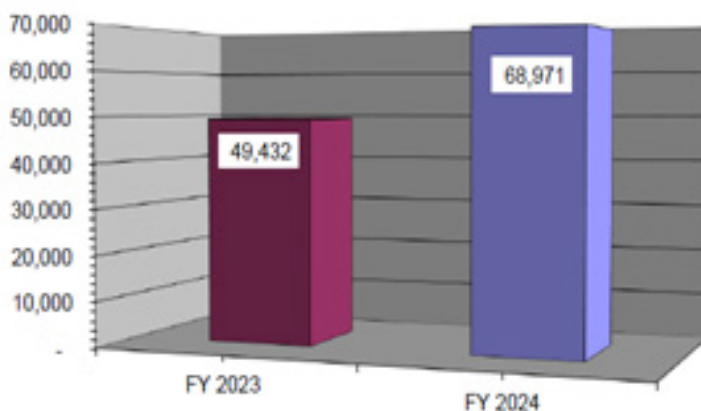
Products	FY23	FY24	Variance	% Change
Batteries	\$ 189,069	\$ 226,503	\$ 37,434	20%
Cotton Face Masks	\$ 2,690	\$ 6,576	\$ 4,068	151%
COVID Test Kits	\$ 1,645	\$ 1,726,473	\$ 1,724,828	104853%
Disinfectant Spray	\$ 10,372	\$ 14,160	\$ 3,788	37%
Disposable Masks	\$ -	\$ 3,251	\$ 3,251	3251%
Drug Test Kits	\$ 463,903	\$ 455,589	\$ (8,314)	-2%
First Aid Kits & Accessories	\$ 129,236	\$ 79,347	\$ (49,889)	-39%
Floor Maintenance Pads	\$ 82,793	\$ 109,738	\$ 26,945	33%
Flu Prevention Kits	\$ 62,554	\$ -	\$ (62,554)	-100%
Gloves	\$ 1,305,003	\$ 1,334,744	\$ 29,741	2%
Hand Sanitizer	\$ 154,351	\$ 136,515	\$ (17,836)	-12%
Microfiber Cleaning Cloths	\$ -	\$ 2,734	\$ 2,735	2735%
Mop Products	\$ 42,419	\$ 45,505	\$ 3,086	7%
Pallets	\$ 44,561	\$ 10,538	\$ (34,023)	-76%
Pillows	\$ 10,920	\$ 10,211	\$ (709)	-6%
Printer Cartridges, Reman	\$ 143,292	\$ 150,294	\$ 7,002	5%
Razors	\$ -	\$ -	\$ -	0%
Soap	\$ 524,851	\$ 545,895	\$ 21,044	4%
Surface Wipes	\$ 53,630	\$ 70,528	\$ 16,898	32%
Wiping Rags	\$ 21,707	\$ 23,012	\$ 1,305	6%
Total Products	\$ 3,242,997	\$ 4,951,796	\$ 1,708,799	53%
Services	FY23	FY24	Variance	% Change
Custodial	\$ 1,432,728	\$ 1,987,189	\$ 554,461	39%
Grounds Maint. /Landscaping	\$ 256,919	\$ 311,900	\$ 54,981	21%
Fulfillment	\$ 106,373	\$ 98,815	\$ (7,558)	-7%
Furniture Moving	\$ -	\$ -	\$ -	0%
Total Services	\$ 1,796,020	\$ 2,397,904	\$ 601,884	34%
Grand Total	\$ 5,039,017	\$ 7,349,700	\$ 2,310,683	46%

Employment of People with Disabilities

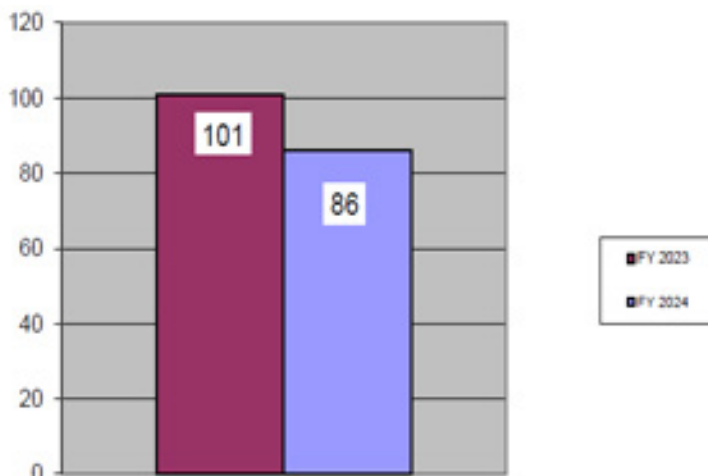
Quarterly Employment Report

Work Center Reporting	1st Qtr.			2nd Qtr.		3rd Qtr.		4th Qtr.		FY 2024 TOTAL	
	Labor Hours	workforce July 1	New 7/1 - 9/30	Labor Hours	New 10/1 - 12/31	Labor Hours	New 1/1 - 3/31	Labor Hours	New 4/1 - 6/30	Labor Hours	State Use Emp
Bobby Dodd Institute	4,108	13	0	4,242	0	4,102	0	4,310	0	16,762	13
Easter Seals of East Georgia	3,092	0	4	2,696	10	9,919	1	7,647	0	23,354	15
Easter Seals of Southern Georgia	19	1	0	20	0	0	0	0	0	39	1
Georgia Industries for the Blind	2,231	22	0	232	0	2,421	0	157	1	5,041	23
Tommy Nobis Center	117	3	0	107	0	131	0	97	0	452	3
Middle Georgia Easter Seals	46	4	0	110	0	0	0	0	0	156	4
New Ventures Inc.	1,134	3	2	1,576	2	1,258	0	955	0	4,923	7
Veterans Resource Group	4,617	20	0	4,393	0	4,617	0	4,617	0	18,244	20
Totals	15,364	66	6	13,376	12	22,448	1	17,783	1	68,971	86

State Use Labor Hours of Disabled Employees FY 2023 & FY 2024 as of June 30, 2024

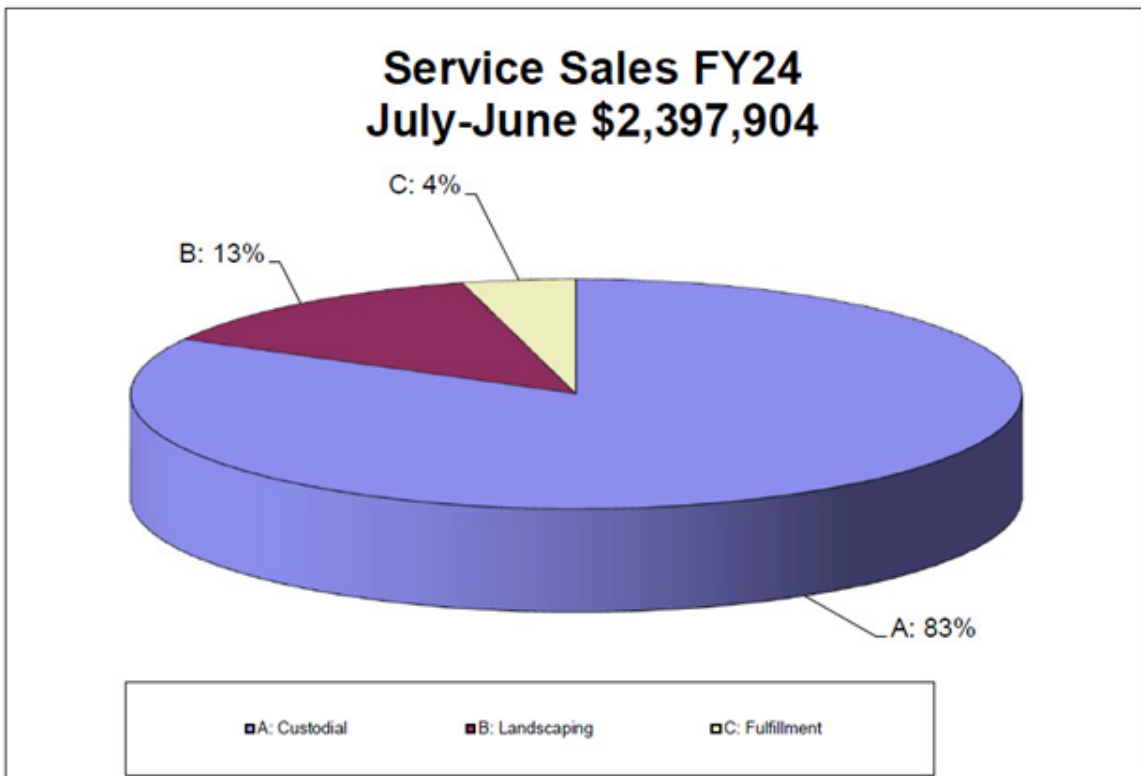
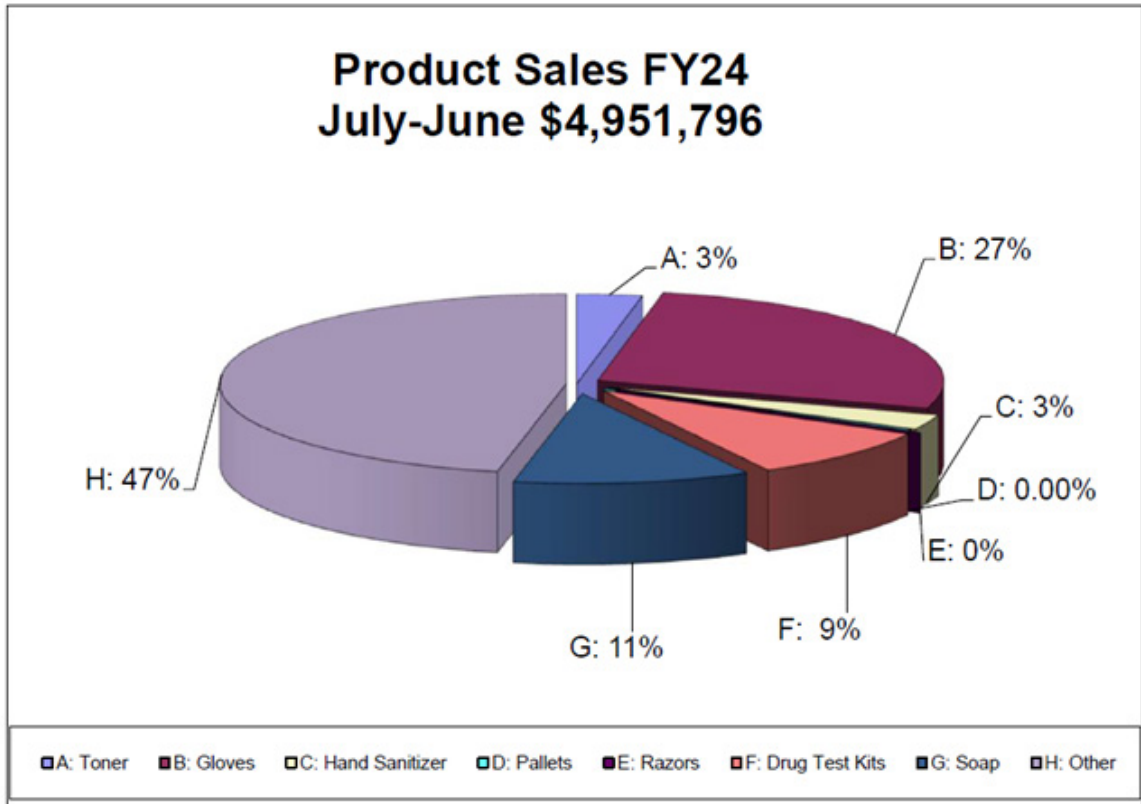


Comparative State Use - Disabled Workers Used FY 2023 & FY 2024 as of June 30, 2024



State Use Program labor hours of disabled employees totaled 68,971 hours in FY24. That is a 40% increase from the total number of hours disabled Georgians were employed in the program in FY23. During the same period, there was a 15% decrease in the number of workers employed by the program in 2024.

Product and Service Sales by Category



Georgia Enterprise Partners

Bobby Dodd Institute

Atlanta, GA

Dover Training Institute

Atlanta, GA

Easter Seals East Georgia

Augusta, GA

Easter Seals Middle Georgia

Dublin, GA

Easter Seals Southern Georgia

Albany, GA

Georgia Industries for the Blind

Bainbridge, GA

Goodwill Industries of the Coastal Empire

Savannah, GA

Goodwill Industries of Middle Georgia

Macon, GA

Goodwill Industries of North Georgia

Decatur, GA

Goodwill Industries of the Southern Rivers

Columbus, GA

Houston County Association for Exceptional Citizens, Inc.

Warner Robins, GA

New Ventures, Inc.

LaGrange, GA

Peak Performers

Austin, TX

Veterans Resource Group

Forrest Park, GA

Georgia Enterprises Mission

To afford Georgians with disabilities the opportunity to perform aptly in doing meaningful work and to gain the self-respect, self-confidence, and a sense of purpose that productive employment can bring, while providing quality products and services at reasonable prices.

GEPS

GATES Board of Directors *

Myndi Kuhlmann, President
Goodwill of North Georgia

Joel Prawucki, Secretary
Easter Seals of Middle Georgia

Mike Wilson, Vice President
New Ventures, Inc.

John McCain, Treasurer
Easter Seals of Southern GA

At Large Members

Meredith Champagne
Goodwill of Southeast Georgia

Larry Gluth
Bobby Dodd Institute

Leigh McIntosh
Creative Enterprises

Tricia Llewellyn Konan
Goodwill of Southern Rivers

Leah Pontani
Goodwill Industries of Middle Georgia

Past President

Dave Ward
Tommy Nobis Center

CEO

Caitlin Hyatt

* as of June 30, 2024

A Vision for Empowerment

The Georgia Legislature established the State Use Council in 1993 to offer quality services and products to be used by state and local government agencies. The statute requires state agencies and political subdivisions to purchase those products and services from Certified Rehabilitation Programs (CRPs) employing Georgians with disabilities. This, in turn, would improve the quality of life for Georgia's citizens with disabilities by providing employment opportunities from the production of those products and services.

The State Use Council designates a private nonprofit agency to administer daily operations on behalf of the Council. This program is Georgia Enterprises for Products and Services, and its nonprofit administering agency is the Georgia Association of Training, Employment, and Supports (GATES). The State Use Council ensures that services and products are priced at a fair market value and are of the highest quality. This is a unique partnership between the government and the private nonprofit sector.

Georgia Enterprises for Products and Services operates on these guiding objectives:

- Dedication to encouraging and assisting individuals with disabilities to achieve maximum personal independence by engaging in useful and productive vocational activities.
- Working to facilitate and expand employment opportunities for people with disabilities through state and local programs.
- Striving to develop an environment for successful employment of people with disabilities through marketing research, public relations, and educational activities.
- Developing cooperative relationships with business, state, and local community leaders that promote programs that support the employment of Georgia's citizens with disabilities.

Georgia Enterprises for Products and Services

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