

Turning Disabilities Into Possibilities



Georgia Enterprises for Products and Services

FY 2022 Annual Report
July 1, 2021 to June 30, 2022

State Use Council Chair

Message from the Chairman:

As 2022 draws to a close, Georgia's State Use Council continues to adapt to an ever-changing economic and financial landscape as the state seeks to recover from a tenacious global pandemic. Our challenges have been complicated by a sharp increase in inflation, and by persistent issues with the worldwide supply chain, as well as an ongoing labor shortage.

The Georgia State Use Program was created by the Georgia Legislature 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 which 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 the Central Non-profit Agency (CNA) which is the Georgia Association of Training, Employment, and Supports (GATES) which is designated by the State Use Council 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 to provide our state government agency customers with essential goods and services. During Fiscal Year 2022, the Georgia State Use Program continued to have a strong financial and mission focus. Our State Use Program staff members continue to work toward the growth and enhancement of the program.

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 to be part of the program. Fifty to seventy-five percent (50-75%) or more of the workforce used by the CRPs in the products and service contracts are required to be citizens with disabilities.

The majority of the service contracts in the State Use Program involve custodial services for the State of Georgia. GEPS has seen increases in 2022 in the scope of our custodial contracts as there has been increased demand for more comprehensive cleaning along with more frequent disinfection of state facilities. This has resulted in an overall increase in service contract revenue as well as provided additional employment opportunities for Georgians with disabilities. Additionally, while there has been a custodial staff shortage for the rest of the industry as a whole, GEPS and our CRPs were able to tap the labor market for a greater supply of willing labor since individuals with disabilities traditionally must overcome a higher employment barrier. This labor pool of able individuals was more than eager to step up and fill the demand for custodial services where other companies were struggling to find willing recruits.

While 2022 continued to bring supply chain issues globally due to the pandemic, GEPS and the associated CRPs leveraged our long-standing relationships with our product suppliers to maintain the high-priority fulfillment for our state government orders.

The State Use Program continues to strive for growth and expand the program by finding new products and services to offer. In 2022 the Council again approved the 2023 product re-certification for the State Use Program-mandated products at the September quarterly meeting. In addition to existing products, GEPS introduced 2 new COVID testing kits, 2 new pine heat-treated pallets, as well as 278 new remanufactured toner cartridges. We also introduced further volume discounts for some

of our hand hygiene products. By providing new and improved product lines, GEPS hopes to further increase employment opportunities within the State Use Program for Georgians with disabilities.

While the economic recovery is still in progress, the State Use Program continues its efforts to expand opportunities for Georgians with disabilities. While Georgia's 3.2% unemployment rate is slightly below the national average (3.7%), this program remains vital to Georgians with disabilities since they have even higher-than-average rates of unemployment within the State. These "faces of State Use" work hard to ensure the program provides meaningful and rewarding employment for those with disabilities. There continues to be an increasing need in our state to provide job opportunities for our citizens with disabilities, and the State Use Program continually strives to address those needs.

Overall, for the last complete fiscal year, our program revenues came in at \$4,642,420, which is a 6% increase from FY21. By the end of the fiscal year, the program had a 10% increase in net assets from FY21 \$273,728 to FY22 \$301,625. The outlook continues to remain positive due to the continued efforts to increase product sales, the addition of new products to the program, winning new service contracts, and the grant that GEPS has received for FY22 from the Georgia Vocational Rehabilitation Agency.

In FY22, through the products sold to the State and the State service contracts, the State Use Program provided 72,170 hours of employment for Georgians with disabilities. This was a 7% decrease from the 77,877 hours of employment in FY21 while the number of people with disabilities employed through the program increased in FY22 to 123 which is 78% higher than the 69 in FY21. While this decrease in labor hours may seem counter-intuitive when compared with the increase in the number of individuals employed, it reflects only a slight decrease in the hours per employee but represents a significant increase in the number of individuals employed and their continued commitment to serve those State Use Program contracts during the ongoing COVID-19 pandemic.

We all must continue to work together to assure 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.

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

D'Anthony West - the Bobby Dodd Institute - Atlanta

D'Anthony West served several years in the military protecting our freedom, maintaining peace, and supporting policies around the globe. After his military career ended, he connected with Bobby Dodd Institute, Inc. (BDI). He began his employment with BDI on April 15, 2019, at the BDI Robert J. Freeman campus as a production floor order fulfillment employee. D'Anthony was quickly recognized as an asset to the production team.

In March 2020, D'Anthony was a few weeks away from celebrating reaching a year of service with BDI when the COVID-19 global pandemic struck. D'Anthony was offered the opportunity to transfer to a new temporary janitorial contract site to provide service during the COVID-19 pandemic and he stepped up without hesitation.

D'Anthony delivered above and beyond on his new assignment and left no task undone. His hard work, dedication, and positive attitude toward everyone he encountered resulted in him being offered a permanent position in July 2020. D'Anthony continues to chart his path forward and is confident in his future, not because it is a means to accomplish the next goal, but simply because he is being his authentic self – motivated and grounded by service and it shows.



Pictured from Left to Right: Joe Paolini, D'Anthony West

Anthony Keith - Easterseals of Southern Georgia - Albany

Anthony Keith (also known as Tony) is seen here being recognized as another one of this year's Working Wonders Award recipients. Anthony is 69 years old he resides in Albany GA. with his host home parent Travis. Anthony enjoys visiting his family, going to the movies, and shopping.

Anthony started with Easter Seals in their Albany Solution Day Habilitation Program where he participated in community access leisure time with his peers. In 2012 Anthony decided that he wanted to work in the Vocational Program to learn job skills and to make money. Anthony has been a great asset to the program and has always focused on the quality of work that he performs daily.

Anthony sets his goal daily on the quantity of work he wants to produce to increase his production. Anthony is exceedingly kind to others; he makes it his duty when he comes to work every morning to greet staff and his co-workers personally and always take the initiative to help others in any way that he can. While working, Anthony loves listening to the radio singing his favorite love songs and interacting with his coworkers.



Pictured from Left to Right: Anthony Keith, John McCain

Jarvis Williams - Goodwill Industries of the Southern Rivers - Columbus

In June of 2012, Jarvis Williams was part of the Summer Enrichment Program at Goodwill Industries of the Southern Rivers. Two years later, Jarvis had worked his way up to working on the Marine base with Powerworks (a Goodwill subsidiary). Jarvis advanced again to become a part-time, evening shift custodian. Since then, he has grown and matured into a leader and is working full-time on both shifts.

2020 turned out to be a difficult year for Jarvis, not just due to the pandemic, but he lost both his grandparents and his aunt to COVID. Jarvis also had some health issues which caused him to be hospitalized, but he pulled through with the determination that he wanted to achieve his goals and become more independent by getting his driver's license. In November 2020 he was proud to accomplish that goal by passing the exam and getting that driver's license. His pride in that accomplishment inspired another coworker to do the same and get her license as well!

Reportedly, Jarvis has grown into a team member who is always encouraging others and is the life of the party who says, "nothing is ever going to hold me back!" He sets goals and works hard to obtain them and has become a well-rounded team member. Jarvis says, "I push myself every day and I lead by example.... I try to reach out to others and motivate those that need motivation."



Pictured from Left to Right: LeDora Inman, Jarvis Williams, Dominic Fredo

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Kadeem Dunlap - New Ventures, Inc. - LaGrange

Both being orphans and suffering from homelessness, Kadeem was struggling to stay in school while his brother worked to try and support both of them. Fortunately, a cousin decided to step in and was able to obtain an apartment for the brothers and she brought Kadeem to NVI for an interview. Kadeem was hired and began his first employment experience at New Ventures in May 2020 in the training services program.

Kadeem completed the training program in November 2020 and was offered employment with NVI. He has proven himself to be a very efficient and adaptable employee. During his time here, he has learned a multitude of various job skills, from manufacturing/production to janitorial services. He has worked on GEPS projects packaging GOJO products, First-Aid Kits, and order fulfillment. In addition, he has also worked on packaging, assembly, inspection, and material handling, and fills in on the janitorial day crew when needed. Kadeem takes immense pride in maintaining a high standard of work.

As he gathered work experience, he developed improved self-esteem through teamwork, improved communication skills, and discovered new interests. Kadeem is an incredible individual and has truly flourished. With a stable home, job, and support, he is starting to branch out and work on new goals. He earned his forklift certification this year and recently enrolled in classes at West Georgia Technical College to earn his GED.



Pictured from Left to Right: Kadeem Dunlap, Mike Wilson

Mary Bowen- Tommy Nobis Center – Marietta

At 16, Mary Bowen suffered a spinal cord injury. She spent several 5 months in rehab where she worked hard and learned how to walk again. Since accomplishing that amazing goal, she has not let her physical disabilities hold her back.

Having previously worked at Southern Polytechnic University for 20 years, Mary joined Tommy Nobis Center in 2002 to work in partnership with TNC as a file clerk for the Social Security Administration. Currently, as the Front Office Coordinator at TNC, she does an amazing job of making employees and visitors feel welcome. She ensures that all are greeted with a smile and a warm welcome while making sure the front office runs smoothly and efficiently.

Based on the outstanding quality of her work, Mary was given the additional responsibility at TNC of working with the Drug Testing Kit Program for GEPS as well as the face masks product line at TNC as the front-line employee accepting and processing the orders while also arranging the shipping, tracking, and billing records for the program. Mary ensures that proper order and billing protocols are always followed with accuracy and excellent customer service.

Mary is a pleasure to work with, a team player, and exceptionally reliable. She embodies and supports the Tommy Nobis Center's mission to empower people through employment.



Pictured from Left to Right: Dave Ward, Mary Bowen

Spirit of State Use Award Georgia Department of Human Services

The Georgia Department of Human Services was selected for this year's "Spirit of State Use" award based on the agency's outstanding contribution to the State Use Program through their purchases of a wide variety of the program's services and mandated products which included eleven of the thirteen available product categories (Alkaline Batteries, Gloves, Remanufactured Toner Cartridges, Hand Sanitizer, and Surface Sanitizer Spray) as well as service contracts in both Custodial and Grounds Maintenance.

What should be particularly noted is the mutually beneficial relationship that DHS and the State Use Program enjoy. Custodial services in 2022 are both of increased importance due to the COVID pandemic as well as a service that is particularly difficult for State agencies to procure since there is a national labor shortage. So, while DHS found it increasingly difficult to find reliable custodial service at a fair price, GEPS was able to provide multiple DHS facilities with custodial services on short notice since the State Use Program is always searching for opportunities to employ Georgians with disabilities. This win/win scenario was utilized throughout 2022 and demonstrates DHS's commitment to improving the lives of Georgia's citizens while maintaining safe and clean facilities for both their employees and the public they serve.

DHS's commitment to this program is critically important to our mission of creating jobs for Georgians with disabilities and giving them the dignity of a paycheck. Their commitment to their continued support provides even more employment opportunities for individuals with disabilities throughout the state of Georgia.



Pictured: Pamela Rowie

State Use Council Members *

Charles F. Smith, Chair
Augusta, GA

Dorothy Cochran, Vice Chair
College Park, GA

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

Commissioner Candice L. Broce
Department of Human Services
William T. Prescott, DHS Representative

Commissioner Timothy C. Ward
Department of Corrections
Ross Barrineau, DOC Representative

Commissioner Judy Fitzgerald
Department of Behavioral Health and
Developmental Disabilities
Allen Morgan, DBHDD Representative

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

Reid Laurens
Alpharetta, GA

Christopher Valley
Atlanta, GA

Marty Owens
Gainesville, GA

* as of June 30, 2022

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
Stacey Mezick, Customer Service Representative
Stephanie Boyd, Customer Service Representative
Amanda Shuman, Customer Service Representative
Teresa Beck, Director of Accounting

* as of June 30, 2022

Financial Summary

Statement of Activities for the Period ending:

	June 30, 2021	June 30, 2022
Income		
GEPS Product Sales	\$ 2,649,714	\$ 2,581,793
GEPS Service Sales	\$ 1,697,558	\$ 2,027,810
Grant Revenue	\$ 32,797	\$ 32,797
Other Revenue	<u>\$ 0</u>	<u>\$ 0</u>
Total Revenues	<u>\$ 4,380,078</u>	<u>\$ 4,642,420</u>
"Cost of Sales, Products"	\$ 2,479,876	\$ 2,416,444
"Cost of Sales, Services"	<u>\$ 1,607,486</u>	<u>\$ 1,915,333</u>
Net Revenue	<u>\$ 292,716</u>	<u>\$ 310,643</u>
Expenses		
Program Services	<u>\$ 259,223</u>	<u>\$ 259,223</u>
Net Expenses	<u>\$ 258,901</u>	<u>\$ 282,747</u>
FY Net Income	\$ 33,815	\$ 27,896
Net Assets from Prior Year	<u>\$ 239,914</u>	<u>\$ 273,729</u>
Net Assets at end of Period	<u>\$ 273,729</u>	<u>\$ 301,625</u>

Comparative Sales by Category

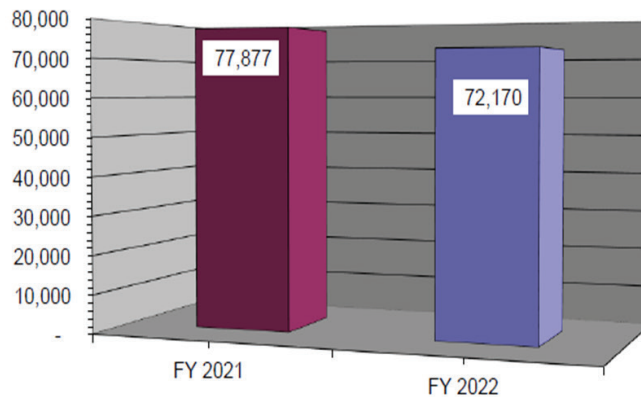
Products	FY21	FY22	Variance	% Change
Batteries	\$ 113,256	\$ 146,404	\$ 33,148	29%
Cotton Face Masks	\$ 26,506	\$ 41,597	\$ 15,091	57%
Drug Testing Kits	\$ 229,001	\$ 303,493	\$ 74,492	33%
First Aid Kits and Accessories	\$ 46,469	\$ 35,388	\$ (11,081)	-24%
Floor Maintenance Pads	\$ 103,667	\$ 74,384	\$ (29,283)	-28%
Gloves	\$ 752,541	\$ 984,168	\$ 231,627	31%
Mop Products	\$ 56,874	\$ 37,364	\$ (19,510)	-34%
Pallets	\$ 55,870	\$ 45,087	\$ (10,783)	-19%
Pillows	\$ 6,758	\$ 5,345	\$ (1,413)	-21%
Printer Cartridges Reman	\$ 185,637	\$ 140,872	\$ (44,765)	-24%
Razors	\$ -	\$ 68	\$ 68	100%
Disinfectant Spray	\$ 34,909	\$ 15,364	\$ (19,545)	-56%
Surface Wipes	-	\$ 50,800	50,800	50,800%
Hand Sanitizer	\$ 646,977	\$ 168,873	\$ (478,104)	-74%
Soap	\$ 364,232	\$ 505,553	\$ 141,321	39%
Wiping Rags	\$ 27,017	\$ 27,034	\$ 17	0%
Total Products	\$ 2,649,714	\$ 2,581,793	\$ (67,921)	-3%
Services	FY21	FY22	Variance	% Change
Custodial	\$ 1,327,401	\$ 1,655,258	\$ 327,857	25%
Grounds Maint. /Landscaping	\$ 279,437	\$ 281,159	\$ 1,722	1%
Fulfillment	\$ 81,145	\$ 91,393	\$ 10,248	13%
Furniture Moving	\$ 9,574	\$ -	\$ (9,574)	-100%
Total Services	\$ 1,697,558	\$ 2,027,810	\$ 330,253	19%
Grand Total	\$ 4,347,271	\$ 4,609,603	262,332	6%

Employment of People with Disabilities

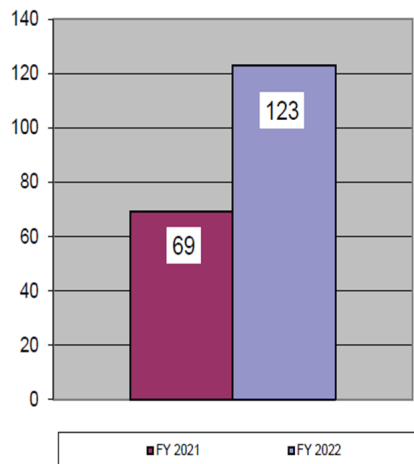
Quarterly Employment Report

Work Center Reporting	1st Qtr.			2nd Qtr.		3rd Qtr.		4th Qtr.		FY 2022 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	4,558	14	0	6,186	1	5,068	0	4,486	0	20,298	15
Easter Seals of East Georgia	7,466	34	9	9,943	0	5,593	0	4,111	0	27,113	43
Easter Seals of Southern Georgia	15	1	0	8	0	21	0	13	0	57	1
Georgia Industries for the Blind	1,894	16	0	1,154	0	21	0	1076	0	4,145	16
Tommy Nobis Center	44	3	0	94	0	85	0	127	0	350	3
Middle Georgia Easter Seals	156	4	0	235	0	213	0	202	0	806	4
New Ventures Inc.	745	1	1	932	3	792	1	798	0	3,267	6
Veterans Resource Group	3,478	18	15	4,236	1	4,174	1	4,246	0	16,134	35
Totals	18,356	91	25	22,788	5	15,967	2	15,059	0	72,170	123

State Use Labor Hours of Disabled Employees FY 2021 & FY 2022 as of June 30, 2022

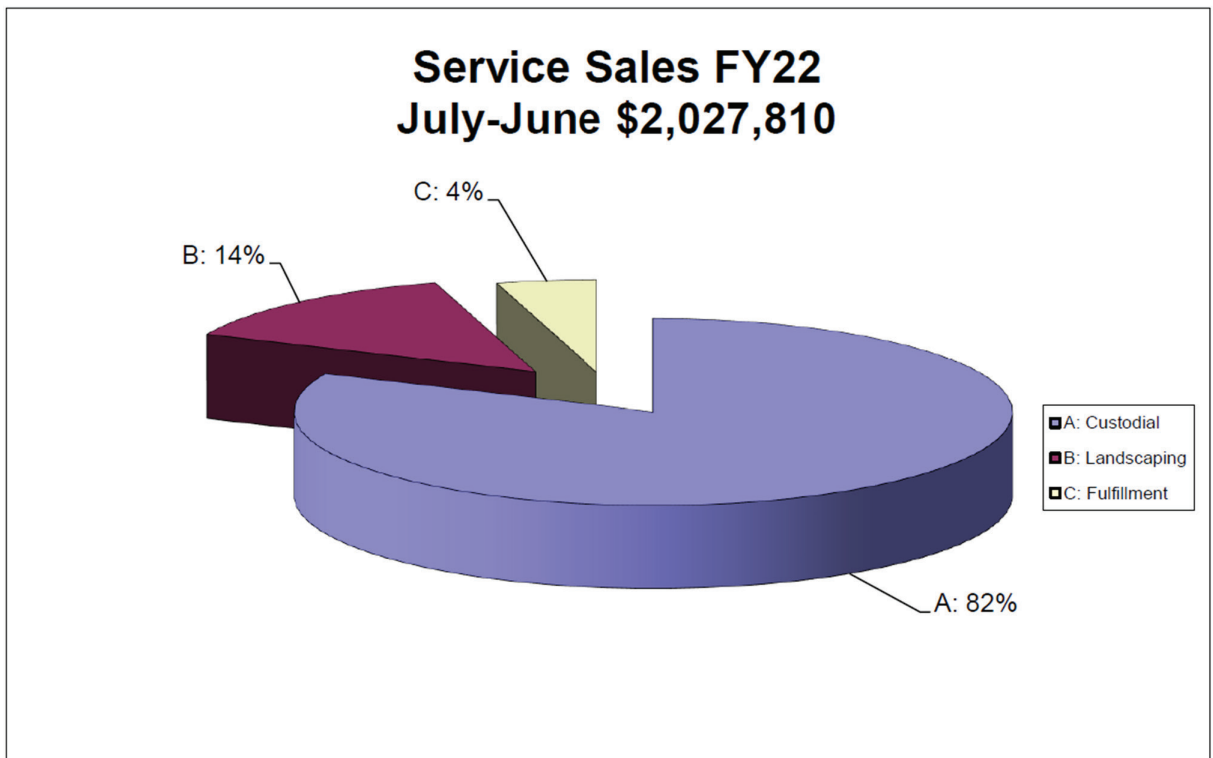
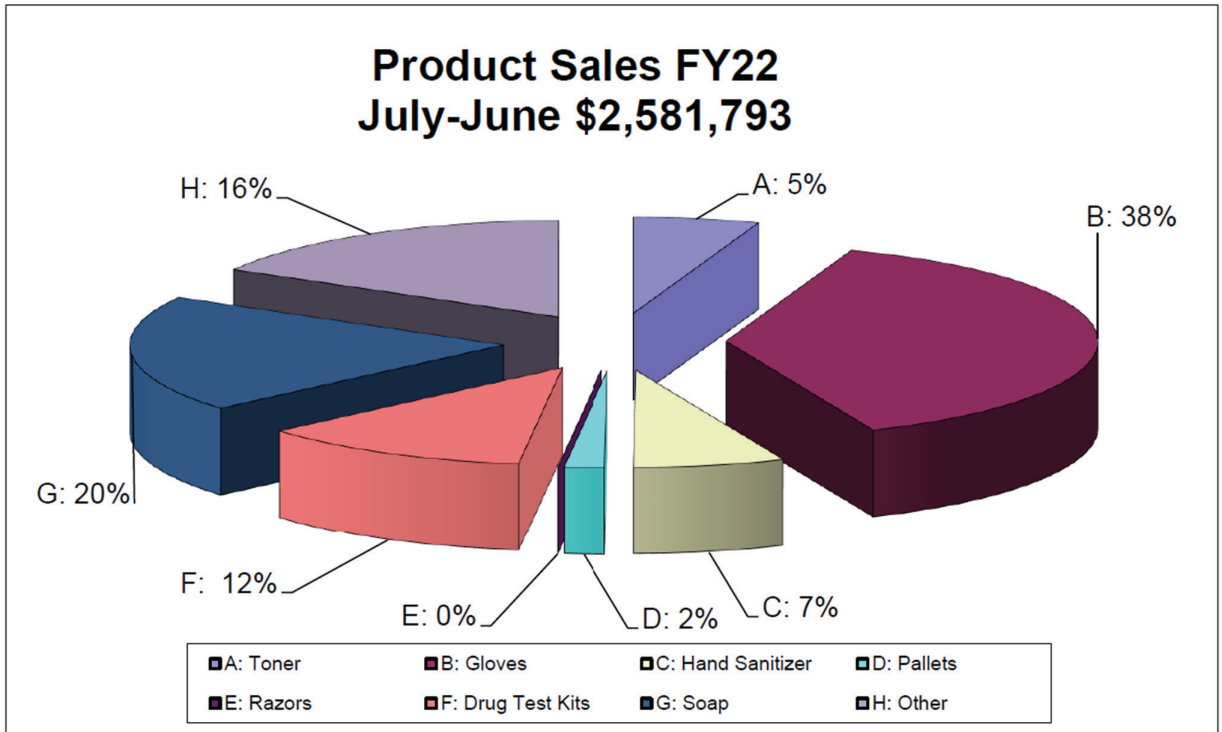


Comparative State Use - Disabled Workers Used FY 2021 & FY 2022 as of June 30, 2022



State Use Program labor hours of disabled employees totaled 72,170 hours in FY22. This was just a 7% decrease from the total number of hours disabled Georgians were employed in the program in FY21. During the same period, there was a 78% increase in the actual number of workers employed by the program at 123.

Product and Service Sales by Category



Certified Work Centers

Bobby Dodd Institute

Atlanta, GA 30318

Dover Training Institute

777 Cleveland Ave SW STE-302
Atlanta, GA 30315

Easter Seals East Georgia

Augusta, GA 30904

Easter Seals Middle Georgia

Dublin, GA 31040

Easter Seals Southern Georgia

Albany, GA 31701

Georgia Industries for the Blind

Bainbridge, GA 39819

Goodwill Industries of the Coastal Empire

Savannah, GA 31416-1707

Goodwill Industries of Middle Georgia

Macon, GA 31206

Goodwill Industries of North Georgia

Decatur, GA 30033

Goodwill Industries of the Southern Rivers

Columbus, GA 31906

Houston County Association for Exceptional Citizens, Inc.

Warner Robins, GA 31093

New Ventures, Inc.

LaGrange, GA 30240

Nobis Works

Marietta, GA 30066-6014

Rehabilitation Industries of NE Georgia

Gainesville, GA 30501

Veterans Resource Group

Forrest Park, GA 30297

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 *

Dave Ward, President

Tommy Nobis Center

Joel Prawucki, Secretary

Easter Seals of Middle Georgia

Myndi Kuhlmann, Vice President

Goodwill of North Georgia

Mike Wilson, Treasurer

New Ventures, Inc.

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

Lynn Smith

Easter Seals of East Georgia

CEO

Caitlin Hyatt

* as of June 30, 2022

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 operation 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 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 the disabled through marketing research, public relations, and educational activities.
- Developing cooperative relationships with business, state, and local community leaders that promote programs which support the employment of Georgia's citizens with disabilities.

Georgia Enterprises for Products and Services

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