

Turning Disabilities Into Possibilities



Georgia Enterprises for Products and Services

FY 2019 Annual Report
July 1, 2018 to June 30, 2019

State Use Council Chair

Message from the Chairman:

The Georgia State Use Program was created by the Georgia Legislature in 1993 to provide employment opportunities for Georgia's citizens with disabilities. This was a brilliantly conceived program where everyone wins: The citizens with disabilities who gain employment, their families, the State of Georgia, and the non-profit agencies which employ these citizens to provide the products and services needed by State agencies. The purpose of this program is as relevant today as it was twenty-five years ago 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 have no doubt that the State Use Program will continue to serve this vital purpose well into the future.

The State Use Program is a team effort with each unit of the team's focus being citizens with disabilities. Each team member's participation is vitally important to success of the program. In addition to the State Use Council and Georgia Enterprises for Products and Services (GEPS), there are other units that are essential to the success of the program. The non-profit community resource providers (CRPs) provide the products and services at the heart of the program and employ the citizens with disabilities that drive the program. The CRPs, as well as their products and services, are certified by the State Use Council to be eligible to be part of the program. Seventy-five percent (75%) or more of the work force used by the CRPs in the products and service contracts are to be citizens with disabilities. The Georgia Department of Administrative Services makes it possible for certain products and services to be mandatory or preferred products for State agencies. These State agencies make up the market where these products and services are purchased. However, it is the citizens with disabilities themselves, who produce these quality products and services to the State, which are the driving force of the State Use program. The wonderful thing is that those individuals with disabilities are not only being provided the opportunity for employment, but their efforts help drive the program to create opportunity for others with disabilities. Together, as a team, we propel State Use 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.

The overall economic outlook continues to show steady improvement and the State Use Program continues its efforts to expand opportunities for Georgians with disabilities. And while Georgia's 3.4% unemployment rate is now slightly below the national average (3.6%), 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 a tremendous need in our state to provide job opportunities for our citizens with disabilities, and the State Use Program continually strives to address those needs.

The success of the State Use Program is accomplished through multiple partners which include the State Use Council, the Georgia Department of Administrative Services, and the Central Non-profit Agency which is aptly named Georgia Association of Training, Employment, and Supports (GATES). GATES encompasses GEPS which provides for the day-to-day operations of the State Use Program. By working collectively, these organizations assure that the State Use Program engages people with disabilities and helps them to provide our governmental agency customers with essential goods and services. During FY19, 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 utilizing the

updated State Use Operational Plan. This plan's four key strategies continue to be:

1. Enhancing the System and State Use Program Effectiveness
2. Building Capability and Capacity
3. Increasing Successful Product and Service Awards
4. Enhancing the Marketing of the Program

In FY19 product sales for GEPS increased 10% from the previous year ending up at \$2,614,644 and service contracts showed a decrease of 15% with a final revenue of \$1,062,883. With all sources of revenue combined, the program revenues came in at \$3,717,523 which is a 1% increase over FY18. By the end of the fiscal year, the program had a 15% increase in net assets from FY18 \$162,397 to FY19 \$186,912. 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 FY20 from the Georgia Vocational Rehabilitation Agency.

In FY19, through the products sold to the State and the State service contracts, the State Use Program provided 58,362 hours of employment for Georgians with disabilities. This was a 4% decrease from the 60,874 hours of employment in FY18 and the number of people with disabilities employed through the program also decreased in FY19 to 122 which is 14% lower than FY18 (142). While this decrease in both labor hours and the number of individuals employed is disappointing, it further demonstrates how important it is for the State Use Program to continue its efforts to increase employment opportunities for Georgians with Disabilities.

In 2019 the Council again approved the 2020 product re-certification for the State Use Program at the September quarterly meeting with the continued use of the program's newly enhanced certification methodology. This improved procedure helps to strengthen the mandate within the State and aids efforts to increase sales and the labor hours which provide the opportunities which benefit those Georgians with disabilities the program serves.

As the State Use Program continues to strive for growth in such opportunities, we remain committed to leveraging our operational strategy in an effort to expand the program by finding new products and services with which to replace the ones which will inevitably reach the end of their life cycle. For that reason, it is imperative that we continue to work together to assure that this program continues to assist those individuals who benefit so much from our efforts.

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.

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

Charles F. Smith, Chair
State Use Council



The Faces of State Use

Shatay McCray Easter Seals of Southern Georgia

Before joining EasterSeals of Southern Ga. in July of 2016, Shatay participated in community activities with her family, but soon decided that she wanted to work too and make her own money.

Shatay works on assembling and packaging items for one of the EasterSeals of Southern Georgia contracts and enjoys the work as well as socializing and interacting with her peers that she works with daily. EasterSeals of Southern Georgia is very proud of Shatay's improvement and dedication since joining the program.

Her supervisors say her persistence in completing her job task is amazing and that she has shown consistent improvement in her productivity and quality assurance.

Shatay also enjoys the praises from staff when she completes her job task.



Pictured from Left to Right: Charles Smith, Shatay McCray, Alex Atwood

Christina Fluellen - Houston County Association for Exceptional Citizens (dba Happy Hour Service Center)

Christina was enrolled in Happy Hour Service Center's Prevocational Training Program and found her fit while training in the Center's cafeteria. The Cafeteria Manager described Christina as a hard worker, quick learner, and good at following directions. After moving up to the Center's Vocational Rehab Work Adjustment Program and Supported Employment Program, Christina obtained employment in the community working in a cafeteria setting.

In addition to gaining skills for employment in the community, she also had success in her personal life as well when she met and married her husband, Cleveland Fluellen. Cleveland also attends Happy Hour Service Center and has also had his share of success while attending the Center.

Cleveland and Christina are both employed in the community and became homeowners three years ago. They are prime examples of what can be accomplished through training, perseverance, and determination.



Pictured from Left to Right: Charles Smith, Christina Fluellen, Cleveland Fluellen, Alex Atwood

Sanchez Thomas New Ventures, Inc.

On Sanchez's first day he was extremely soft spoken and clearly reserved. He began service with New Ventures in September 2017 and trained diligently completing both Work Evaluation and Work Adjustment Training through December of 2018.

Sanchez proved himself to be very efficient as a production worker. He has worked on Georgia Enterprises for Products and Services projects, such as packaging of GOJO products, First Aid Kits, and Floor pads. He has also worked in fulfillment, packaging, assembly, and inspection. During his time working on products, Sanchez grew his scope of responsibility to the point that he was given the independence of fulfilling orders.

Upon completion of his training at New Ventures, Sanchez stated that he would like to work in a packaging/stocking industry in the future. Sanchez is an incredible individual and a dedicated worker and New Ventures is proud to say they are lucky to have him.



Pictured from Left to Right: Charles Smith, Sanchez Thomas, Alex Atwood

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Michael Regan - Tommy Nobis Center

Michael began working at Tommy Nobis Center in March of 2006. He successfully completed his training program and was hired to work at the First Data community site. He worked there for several years as a production/warehouse worker until TNC brought the work back in-house.

Michael transferred back to TNC where he continues to do a great job handling multiple jobs that come through the door. He never seems to mind bouncing from one job to another as the job demands change throughout the day. If you need consistent, top-quality work, Michael is your go-to person.

Not only does Michael do a great job in the TNC warehouse, but he also helps around the building with moving furniture and assists with janitorial duties when the custodian is out. Michael's coworkers comment that he is an all-around good guy and is willing to assist anyone anytime. Michael's supervisors say he is dedicated, always on time, and never complains.



Pictured from Left to Right: Charles Smith, Michael Regan, Alex Atwood

Cynthia Coleman The Bobby Dodd Institute

Cynthia Coleman came to BDI in June 2018, retiring after years of professional experience in the customer service/call center field working with banking corporations and Coca Cola. BDI quickly recognized her as a woman of many abilities and wanted her to be a part of the team and she was a natural fit for a position with the J&B Call Center.

Cynthia continues to give back through advocacy and education. She has educated BDI staff and her colleagues at the call center on how to react to having a Service Dog in the workplace (Hook) and in understanding the nuances of the Americans with Disabilities Act.

Cynthia says, "Having a disability in the workplace requires a special effort on both parties. BDI provided and continues to provide me with accommodations that has restored my confidence and comfortability in the work place. The contributions and the socialization of working again are priceless".



Pictured from Left to Right: Charles Smith, Alex Atwood, Cynthia Coleman

Spirit of State Use Award - Kennesaw State University

KSU was the first major university to lead by example by committing to compliance with the State Use Law's mandate specifically concerning the purchase of hand soap from GEPS. This successful implementation of GEPS soap across the KSU campus was a significant catalyst for this product line, and was critical for the program since hand soap is a product that all state facilities order. It was the success of that sizeable conversion at KSU that was a significant factor in Georgia State University making the switch as well. The precedent that those two projects set promises to help motivate the other universities and colleges across the state to commit to purchasing the soap (and other products) from GEPS that provide jobs for Georgians with disabilities and the dignity of a paycheck.

But KSU's commitment to the program does not end with hand soap. KSU purchases hand sanitizer, floor maintenance pads, first aid kits, gloves, batteries, and wiping rags. With the exception of wiping rags (which are produced at EasterSeals of East Ga. in Augusta) and the gloves (which come from the Bobby Dodd Institute in Atlanta), all of the remaining products just mentioned come from New Ventures in LaGrange and are directly responsible for the employment of many people, not the least of which is one of the above award recipients, Sanchez Thomas of New Ventures.

Kennesaw State's commitment to this program is critically important to our mission of creating jobs for Georgians with disabilities. KSU'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.



Pictured from Left to Right: Charles Smith, Lisa Mehalko, Catherine Ice, Fola Teru, Alex Atwood

State Use Council Members *

Charles F. Smith, Chair
Augusta, GA

Dorothy Cochran, Vice Chair
College Park, GA

Commissioner Alex Atwood
Department of Administrative Services
Lisa Eason, DOAS Representative

Commissioner Robyn Crittenden
Department of Human Services
William T. Prescott, DHS Representative

Commissioner Timothy C. Ward
Department of Corrections
Charles H. Smith, DOC Representative

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

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

Rhona Abeles
Atlanta, GA

Christopher Valley
Atlanta, GA

Reid Laurens
Alpharetta, GA

Marty Owens
Gainesville, GA

* as of June 30, 2019

GEPS Staff *

Charles Hall, CEO

Shawn Pursley, State Use Program Director

Teresa Beck, Customer Service Representative

Stephanie Boyd, Customer Service Representative

Amy Steele, Customer Service Representative

Dolores Thomason, Assistant Director of Accounting

Gene Ballard, Director of Accounting

* as of June 30, 2019

Financial Summary

Statement of Activities for the Period ending:

	June 30, 2018	June 30, 2019
Income		
GEPS Product Sales	\$ 2,384,940	\$ 2,614,644
GEPS Service Sales	\$ 1,249,957	\$ 1,062,883
Grant Revenue	\$ 39,996	\$ 39,996
Other Revenue	<u>\$ 0</u>	<u>\$ 0</u>
Total Revenues	<u><u>\$ 3,674,893</u></u>	<u><u>\$ 3,717,523</u></u>
"Cost of Sales, Products"	\$ 2,228,955	\$ 2,444,221
"Cost of Sales, Services"	<u>\$ 1,180,002</u>	<u>\$ 1,002,261</u>
Net Revenue	<u><u>\$ 265,936</u></u>	<u><u>\$ 271,041</u></u>
Expenses		
Program Services	<u>\$ 243,417</u>	<u>\$ 246,527</u>
Net Expenses	<u><u>\$ 243,417</u></u>	<u><u>\$ 246,527</u></u>
FY Net Income	\$ 22,519	\$ 24,514
Net Assets from Prior Year	<u>\$ 139,879</u>	<u>\$ 162,398</u>
Net Assets at end of Period	<u><u>\$ 162,398</u></u>	<u><u>\$ 186,912</u></u>

Comparative Sales by Category

Products	FY18	FY19	% Change 18 - 19
Batteries	\$ 6,505	\$ 41,656	540 %
Drug Testing Kits	\$ 576,949	\$ 639,834	11 %
First Aid Kits and Accessories	\$ 44,172	\$ 42,252	-4 %
Floor Maintenance Pads	\$ 14,263	\$ 19,597	37 %
Gloves	\$ 638,512	\$ 735,083	15 %
Mop Products	\$ 44,550	\$ 47,276	6 %
Pallets	\$ 78,299	\$ 83,993	7 %
Pillows	\$ 3,480	\$ 9,756	180 %
Printer Cartridges Reman	\$ 318,941	\$ 358,213	12 %
Razors	\$ 88,612	\$ 24,043	-73 %
Hand Soap	\$ 450,143	\$ 485,084	8 %
Hand Sanitizer	\$ 93,560	\$ 99,040	6 %
Wiping Rags	\$ 26,954	\$ 28,798	7 %
Total Products	\$ 2,384,940	\$ 2,614,644	10 %

Services	FY18	FY19	% Change 18 - 19
Custodial	\$ 826,342	\$ 701,871	-15 %
Grounds Maint. /Landscaping	\$ 342,166	\$ 279,463	-18 %
Fulfillment	\$ 81,449	\$ 82,548	1 %
Total Services	\$ 1,249,957	\$ 1,062,883	-15 %

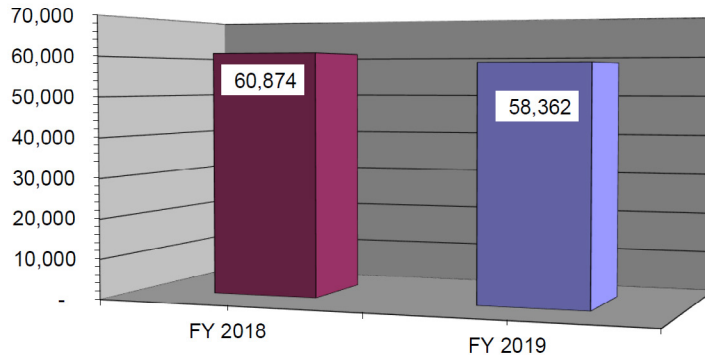
Grand Total	\$ 3,634,897	\$ 3,677,527	1%
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Employment of People with Disabilities

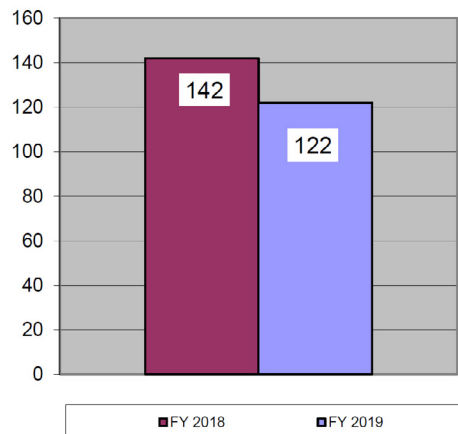
FY 2019

Work Center Reporting	1st Qtr.			2nd Qtr.		3rd Qtr.		4th Qtr.		FY 2019 TOTAL	
	Labor Hours	As of 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	3,694	11	0	3,359	4	4,286	3	4,455	2	15,794	20
Easter Seals of East Georgia	2,621	19	0	9,079	19	5,387	0	3,651	0	20,738	38
Easter Seals of Southern Georgia	10	1	0	5	0	15	0	12	0	42	1
Georgia Industries for the Blind	1,093	6	0	1,235	0	1,348	0	1,960	0	5,636	6
Goodwill Industries of the Coastal Empire	0	0	0	0	0	0	0	0	0	-	0
Goodwill Industries of Middle Georgia	0	9	9	0	0	0	0	0	0	-	18
Nobis Works	56	2	0	68	1	66	1	318	0	508	4
Easter Seals of Middle Georgia	115	1	0	141	2	77	3	175	1	508	7
New Ventures Inc.	356	5	0	278	2	250	5	248	0	1,132	12
Rehabilitation Industries of Northeast Georgia	0	0	0	0	0	0	0	0	0	-	0
Veterans Resource Group	3,501	13	3	3,501	0	3,501	0	3,501	0	14,004	16
Totals	11,446	67	12	17,666	28	14,930	12	14,320	3	58,362	122

State Use Labor Hours of Disabled Employees FY 2018 & FY 2019 as of June 30, 2019



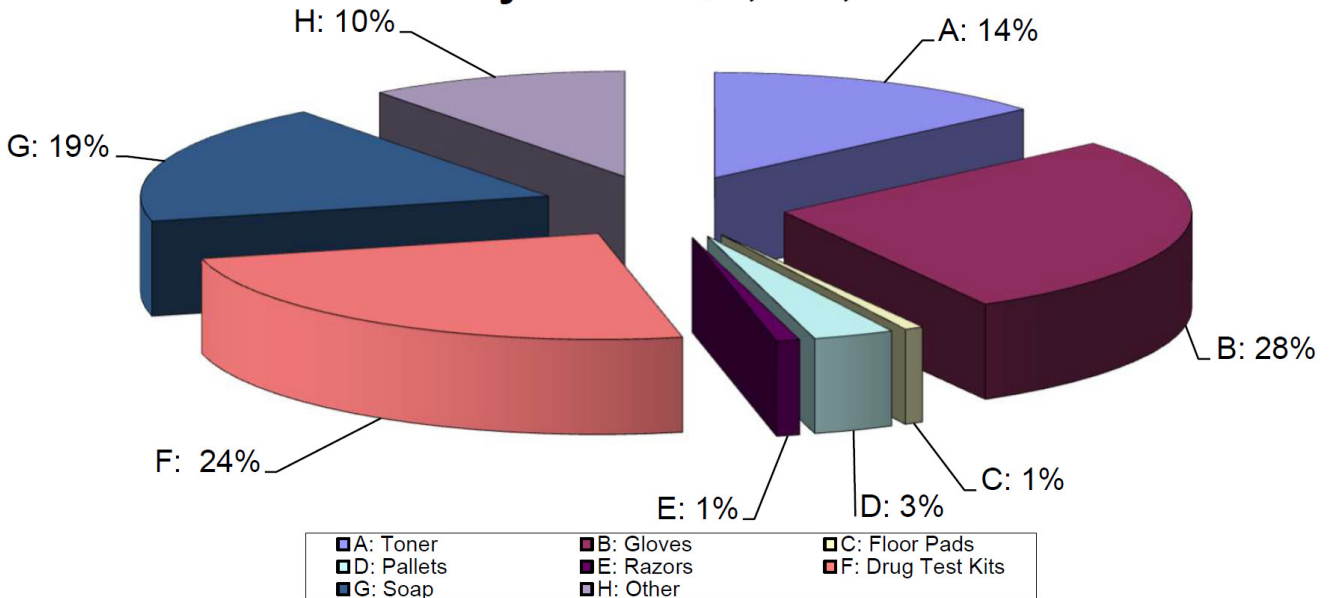
Comparative State Use - Disabled Workers Used FY 2018 & FY 2019 as of June 30, 2019



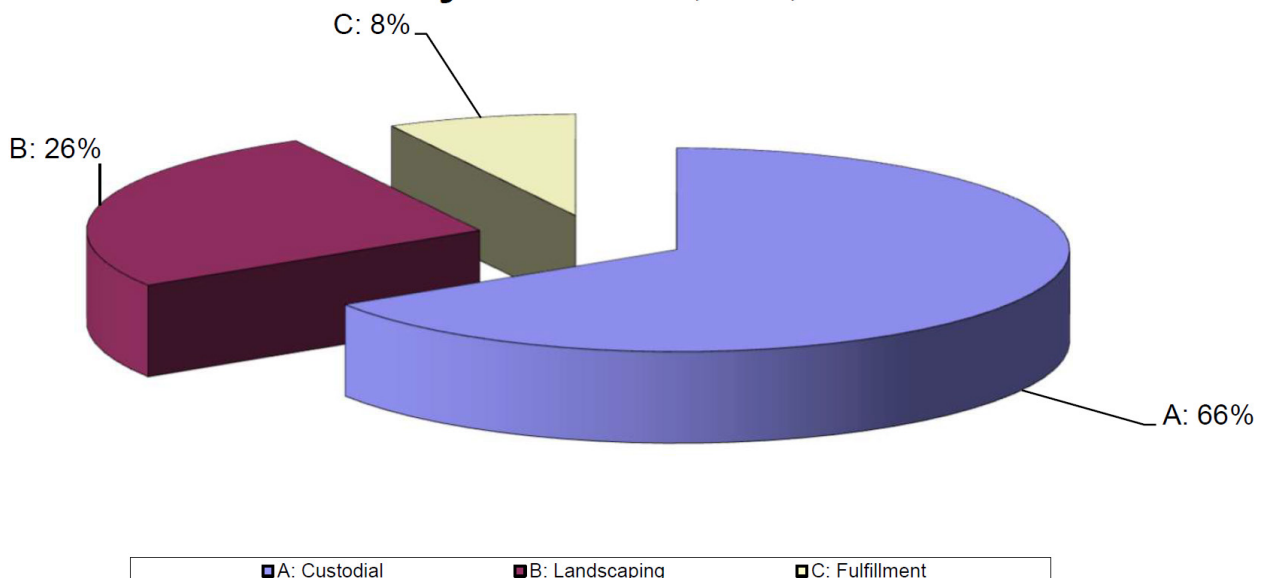
Total labor hours of disabled employees totaled 58,362 hours in FY19. This was a 4% decrease from the total number of hours disabled Georgians were employed in the program in FY18. There was also a 14% decrease in the actual number of workers in the program to 122.

Product and Service Sales by Category

Product Sales FY19 July - June \$2,614,644



Service Sales FY19 July - June \$1,062,883



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 39818

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

Mission

Georgia Enterprises for Products and Services is dedicated to encouraging and assisting individuals with disabilities to achieve maximum personal independence by engaging in useful and productive vocational activities. Georgia Enterprises works to facilitate and expand employment opportunities for people with disabilities through state and local programs. Georgia Enterprises strives to develop an environment for successful employment of the disabled through marketing research, public relations, and educational activities.

Georgia Enterprises values our cooperative relationships with business, state, and local community leaders that promote programs supportive of the employment of Georgia's citizens with disabilities.

GATES Board of Directors *

Lynn Smith, President
Easter Seals of East Georgia

Dave Ward, Treasurer
Tommy Nobis Center

Carrie Edwards, Vice President
Goodwill of Middle Georgia

Leigh McIntosh, Secretary
Creative Enterprises

At Large Members

Fontaine Huey
Center for the Visually Impaired

Larry Gluth
Bobby Dodd Institute

Tricia Llewellyn Konan
Goodwill Ind. of the Southern Rivers

Myndi Kuhlmann
Goodwill of North Georgia

* as of June 30, 2019

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 and to improve the quality of life for Georgia's citizens with disabilities. The stature requires state agencies and political subdivisions to purchase certain products and services from certified Georgia work centers employing individual with disabilities. 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

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