

# PRIDE INDUSTRIES

*Creating Jobs for People with Disabilities*

## 2019 ANNUAL REPORT



### 2019 RECOGNITIONS

- Recognized by the Lincoln, CA Area Chamber as the “2018 Large Business of the Year.”
- Received the 2018 “Leadership in Sustainability DEAL Award” for our progress in improving our operational efficiency and providing exceptional service for our customers.
- Honored by the California Employer Advisory Council as “2019 Veterans Employer of the Year” in recognition of our record of hiring and providing support services to veterans.
- Acknowledged as one of the “Best Nonprofits to Work for in 2018” by Indeed.com.
- Chosen to receive the “Nonprofit Employer of the Year,” Texas Governor’s Committee on People with Disabilities’ Annual Lex Frieden Employment Awards.



PRIDE  
INDUSTRIES

“

PRIDE is investing in people, infrastructure, and the capabilities necessary to accomplish our mission and meet the needs of our customers and employees.

”



- Michael Ziegler, CEO

# A Shared Vision of Success

PRIDE Industries was founded in the basement of St. Luke's Episcopalian Church in Auburn, California, in 1966 with the sole purpose of creating jobs for people with disabilities. Today, fifty-three years later, PRIDE is the largest nonprofit employer of people with disabilities in America.

Our fiscal year 2018-2019 was another record-breaking year for PRIDE. We achieved an all-time high with revenues of \$341.1 million and a net profit of \$3.5 million, including a one-time, extraordinary gain of \$2.6 million upon early termination of a lease on the property we acquired. Our most important measure of success, our mission, reached new highs with 5,676 total employees, including 3,358 employees with disabilities.

PRIDE saw significant growth across all our lines of business this year. We expanded our partnership with Amazon, placing individuals in their Prime Now and sort locations throughout California and Las Vegas. We grew our relationships with Los Angeles County and the California Department of Corrections and Rehabilitation, significantly increasing our environmental cleaning and maintenance services footprint with both customers. We were also awarded a new medical device manufacturing contract for a long-time customer, CoolSystems, Inc., which was acquired by and now operates as Avanos Medical Inc.

PRIDE is investing in people, infrastructure, and the capabilities necessary to accomplish our mission and meet the needs of our customers and employees. In the current business climate, change is constant. Evolving technologies, regulations, supply chains, labor markets, and other competitive pressures require that we adapt swiftly to remain competitive in our existing businesses while we pursue new market opportunities.

We see tremendous opportunities to increase PRIDE's reach in markets such as inclusion and diversity employment services, solar, information technology services, and senior living facilities. We will remain focused on our social mission of job creation while delivering the highest quality products and services for our customers and remaining competitive in the global marketplace.

Our heartfelt thanks to the many who partner with us in our mission—our customers, employees, Board of Directors, and our dedicated community supporters who help PRIDE succeed.



  
**Jeff Dern**  
President

  
**Bob Olsen**  
Chairman

  
**Michael Ziegler**  
Chief Executive Officer

# Business Services: 2019 Highlights

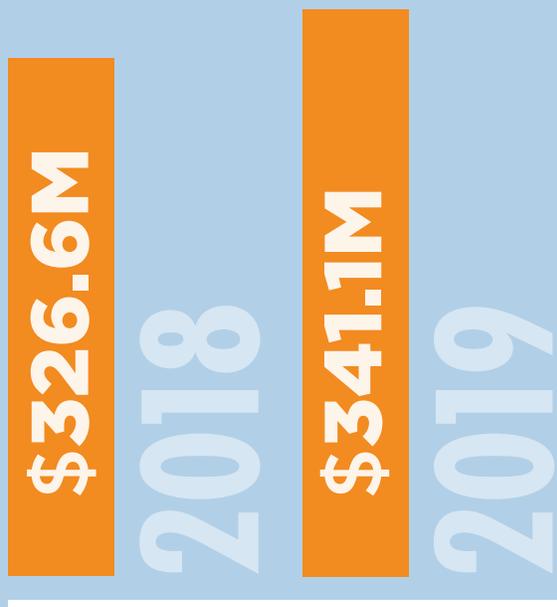
*PRIDE Industries provides contracting solutions that help business and government agencies make a difference in their organizations and communities.*

- Awarded an integrated facilities management contract at Naval Air Station Fallon, NV, providing grounds maintenance services.
- Increased our LAISD contract to maintain Ventura County Beaches and Harbor along with providing custodial services for 26 parking structures for LA County.
- Started a new custodial and environmental services contract with Sacramento Municipal Utility District (SMUD), maintaining 18 SMUD buildings and HQ.
- Purchased PRIDE Roseville, CA headquarters, to reduce lease costs and build equity in the property.
- Expanded our partnership with the award-winning Thunder Valley Casino Resort in Lincoln, CA, to include laundry services.
- Partnered with Granite Data Solutions, a California Certified Disabled Veteran Owned Business that specializes in IT deployment and integration, to provide packing and fulfillment services. GDS and PRIDE share space in McClellan Park, where GDS employs over 20 people with disabilities and veterans.
- Avanos Medical Inc., formerly Cool Systems, awarded additional business furthering our 10-year partnership manufacturing medical devices.
- Expanded custodial and grounds maintenance services for our New Orleans GSA customer.
- Initiated custodial startup for Northrup Grumman Mission Systems at McClellan AFB.
- Awarded contract to provide citywide janitorial services for the City of Berkeley.
- Selected to provide environmental cleaning and maintenance services at the California Medical Facility (CMF) in Vacaville, CA.



State Senator Brian Dahle meeting with PRIDE team members during his tour of the Thunder Valley Casino Resort Laundry Facility in Lincoln, CA.

# PRIDE Industries At-A-Glance



2018 Total Revenue: \$326.6M  
2019 Total Revenue: \$341.1M



2018 Net Assets: \$21.6M  
2019 Net Assets: \$25.1M

# Development & Donor Services

## By the Numbers

**76** at-risk and low-income youth and those exiting foster care (ages 16-21) served through PRIDE's Youth Employment Services Program.

*Participants work one-on-one with PRIDE job developers and job coaches while gaining employment soft skills training, educational connections, paid internships, work-related items such as interview clothes, and extensive coaching and mentoring support.*



Extended our reach to

**918**

individuals with disabilities and other obstacles to employment.

Funded transportation to and from work for

**42** 

people with disabilities where the lack of transportation excluded employment opportunities.

**33** 

individuals completed paid internships (9 youth, 24 adults) resulting in 75 percent employment and retention at 90 days.

“

Working with PRIDE has been a godsend. PRIDE is different from other companies, and with the support I receive, I am inspired to do my best. There's nothing better than feeling comfortable in your own skin, especially at a job where you're not looked at differently because of a disability.

”



- Raul Gutierrez, Ft. Bliss, TX

# People Services: 2019 Highlights

*Through person-centered job coaching, training and placement, we help individuals find the job that best matches their abilities, and we support their ongoing success.*

- Maintained our prominent status as the largest provider of employment services for individuals with disabilities in the state of California.
- Employed 455 individuals in employment groups working in the community, providing a bridge to independent employment while learning technical and soft employment skills.
- Prepared and placed 463 individuals in community employment thanks to the partnership of 270 employers who understand the value that people with disabilities contribute to the workforce.
- Awarded contracts through the AbilityOne® Program to provide services to military bases across the country, creating jobs for more than 1,297 employees with significant disabilities.
- Provided certification training in construction and facility maintenance through PRIDE Ascend to 43 people, supporting job placement and ongoing training opportunities through career-oriented apprenticeships resulting in 50 job placements.
- Increased alternative workforce supplier contract with Amazon placing 39 individuals with disabilities into their Prime Now and Sort locations throughout California and Las Vegas.
- HCBS (Home and Community-Based Services) Program provided 325 PRIDE employees with disabilities part-time work opportunities with partnering nonprofits in the community.
- Added 17 new Supported Employment Work Groups totaling 125 groups at 42 customer locations.
- Provided 307,363 hours of job coaching to people with disabilities.
- Partnered with the County of Sacramento to pilot an initiative hiring 4 homeless individuals in the area to clean up the American River Parkway.
- Expanded our services for the victims of human trafficking by partnering with 3Strands Global Foundation to provide pre-employment and job placement services through our Foster Youth services.
- Partnered with Apple Inc. through Volt Personnel Services to support Apple's goal to maintain a workforce of at least 10% of individuals with disabilities. PRIDE's Employment Services team placed 59 individuals into full-time employment at the Apple repair and refurbishment location in Elk Grove to support their initiative.

# Our Leadership

## BOARD OF DIRECTORS

### **BOB OLSEN**<sup>1,4</sup>

Chair  
J.R. Roberts Corp.  
Retired Chairman/CEO

### **JUDSON RIGGS**<sup>1,2,5</sup>

Vice Chair  
Teichert, Inc., Chairman/President/  
CEO

### **MIKE SNEGG**<sup>1,2,4,5</sup>

Treasurer  
Berkeley Capital Trust, CEO

### **SANDY SMOLEY**<sup>1,6</sup>

Secretary  
The Smoley Group, Chairman/CEO

### **LARRY WELCH**<sup>1,3</sup>

Member-at-Large  
Hewlett-Packard, Retired Vice  
President of Indirect Procurement

### **WALT PAYNE**<sup>3,4</sup>

Blue Diamond Growers,  
President/CEO, Retired

### **ED BONNER**<sup>6</sup>

Placer County Sheriff, Retired

### **ROB LYNCH**<sup>4</sup>

VSP Global, Board of Directors

### **RONALD J. MITTELSTAEDT**<sup>3</sup>

Waste Connections, Inc., Executive  
Chairman

### **RICK MAYA**<sup>2</sup>

U.S. Bank, Mortgage Sales Manager

### **DORENE DOMINGUEZ**<sup>3,5</sup>

Vanir Group of Companies,  
Chairman

### **JIM BARONE**<sup>1,2</sup>

Senior Executive Service,  
U.S. Air Force, Retired  
Past Chair, SourceAmerica Board of  
Directors

### **RAO UNNAVA**<sup>3,6</sup>

Dean, UC Davis Graduate School of  
Management

### **MICHAEL ZIEGLER**<sup>1,2,5,6</sup>

Chief Executive Officer  
PRIDE Industries

## EXECUTIVE TEAM

### **MICHAEL ZIEGLER**<sup>1,2,5,6</sup>

Chief Executive Officer

### **JEFF DERN**<sup>2,5</sup>

President

### **CASEY BLAKE**

Senior Vice President/  
Chief Operating Officer

### **EVERETT CRANE**

Chief Financial Officer

### **ALAN MCMILLAN**

Chief Information Officer

### **TINA OLIVEIRA**

Senior Vice President,  
Human Resources

### **STEVE TWITCHELL**

Senior Vice President, Marketing,  
Business Development, & Strategy

### **VIC WURSTEN**

Senior Vice President,  
Rehabilitation Services

## COMMITTEES

1. Executive
2. Finance
3. Audit
4. Compensation
5. Real Estate
6. Personnel



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[prideindustries.com](http://prideindustries.com) • [prideindustries.org](http://prideindustries.org)