

2018 Annual Report



Vocational Rehabilitation Services—job readiness, training, education
Services—custodial, grounds, mailroom, security reception
Manufacturing—industrial sewing, packaging, assembly



Our Vision...

Is a community free of employment and social barriers.

Our Mission...

To assist people, primarily those with disabilities, to improve the quality of their lives.

Our Values...

People, Accountability, Customers, Ethics and Safety.



Thank you for your interest in Phoenix. We here at Phoenix want to make sure that you have a great experience no matter what brings you here. Many come to Phoenix seeking employment, others for help finding a job and still others to gain skills that will prepare them for future career choices. You may be the individual seeking assistance, a family member or simply a person interested in what we do. You are all welcome!

Phoenix is a service organization first, with a mission to assist individuals, primarily those with disabilities, improve the quality of their lives. And the Phoenix organization is uncompromising in its application of this mission in all that we do. I am sure that it is easy to understand how our vocational services programs such as Vocational Evaluation, Job Placement, Supported Employment and Educational Services help individuals, but what are all the other things going on such as cleaning Redstone Arsenal, manufacturing interment flags for the Department of Veterans Affairs and keeping hundreds of acres of grass cut? Therein lies the magic of Phoenix. Phoenix does all of those things to either directly or indirectly help people improve the quality of their lives, in most cases through employment.

My career with Phoenix has spanned over forty years and I have seen a lot of changes but what has not changed are the relationships and partnerships that helps build the foundation of Phoenix. First of all the Alabama Department of Rehabilitation Services (ADRS) has been an ardent supporter providing Phoenix with access to individuals in need and financial support for over forty five years. From the state level to the local level, ADRS has facilitated Phoenix reaching twelve North Alabama counties serving thousands of individuals with disabilities.

Also an essential partner, SourceAmerica through the AbilityOne Program has been essential in Phoenix gaining major government contracts to employ individuals with disabilities. Through this program, SourceAmerica has facilitated Phoenix opportunities in multiple states, but none more evident than here in Huntsville/Madison County on Redstone Arsenal. And that brings me to yet another very important partner, Redstone Arsenal and most of its tenants including the US Army, MDA, FBI, ATF and the US Navy. Over 400 individuals with disabilities are provided quality employment due to the Redstone Arsenal SourceAmerica Partnership.

Phoenix also operates a manufacturing facility partnering again with SourceAmerica to provide numerous products to the US Government, including interment flags, parachute harnesses, back packs, sandbags, strapping, fire containment blankets, cargo nets and many other canvas goods. These are produced for many customers such as the Department of Veterans Affairs, the US Army, the US Air Force, the US Navy and the US Forestry Commission. As with other Phoenix contracts, a minimum of 75% of direct employees are people with disabilities.

Even though the list of Phoenix partners goes on and on, I want to clearly recognize and affirm our most important partner, the community of people with disabilities that we serve or will serve. With an unemployment rate greater than any other working demographic, people with disabilities will continue to be the focus of Phoenix. Our mission is clear as is our vision of a community free of barriers. Our values are people, accountability, customers, ethics and safety. Thus Phoenix will, with all of its resources and actions, continue to advocate that all people have access to quality employment because through employment, comes empowerment.

Sincerely,

David Perez

President/CEO

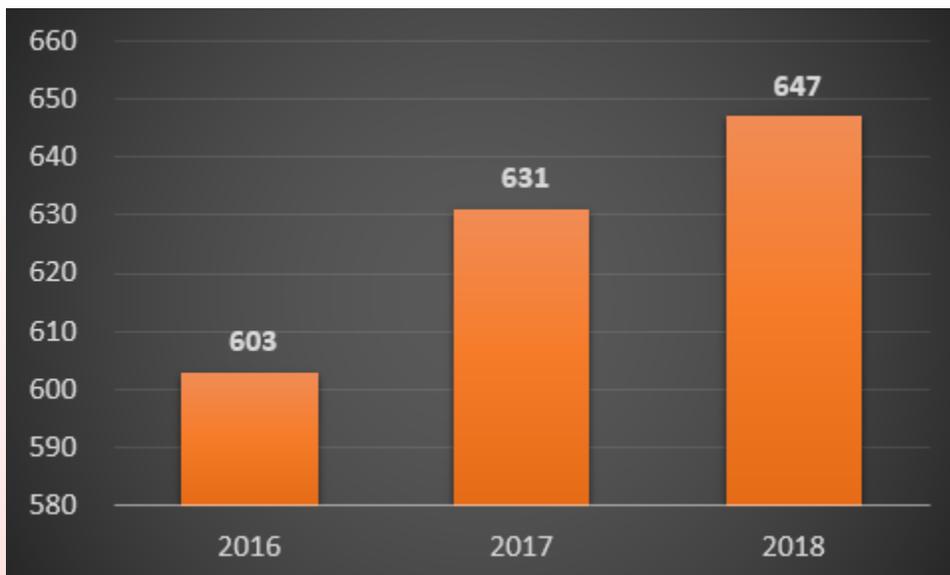
Phoenix is a nonprofit organization providing a comprehensive program of services to people with disabilities.

These services help individuals enter, or re-enter the workforces of Madison, Morgan, Limestone, Jackson, Cullman, Walker, Winston, Lauderdale, Franklin, Colbert, Marshall and Marion counties, Alabama. Working in partnership with various local and state agencies, Phoenix's programs help people with disabilities prepare to be successful in the workplace. Phoenix also provides over 600 jobs to people with disabilities through the AbilityOne program (federal contracts) in five different states and various other commercial and local contracts. Phoenix programs are accredited by CARF, an international accreditation agency for rehabilitation organizations.

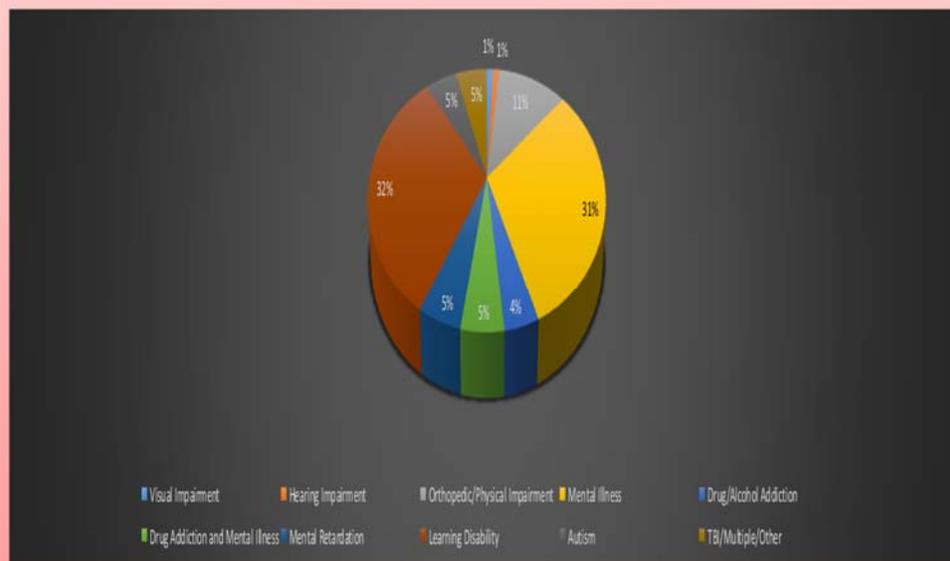
Phoenix staff and counselors have over 400 combined years of experience, 9 masters degrees, 20 undergraduate degrees and professional certifications including certified vocational evaluator, licensed professional counselor, certified rehabilitation counselor, certified human resource professional, certified job coach and certification in gerontology.

Vocational Evaluation provides comprehensive academic interest, aptitude and physical capacity assessment for individuals. It also provides Microsoft

Number of Employees



Disabilities Served



Specific services to veterans include coordinated joint services with veteran service organizations, job readiness classes and job placement assistance.

Adjustment services provide individuals with skills, work attitude training, paid work to re-enforce appropriate behaviors, job search skills, assistance with money management skills, job safety training and coaching on appropriate personal appearance for the workplace.

Job coaching services provide on-the-job skills training for people with disabilities at the employer's worksite and long term follow-up.

Placement services match individual skills with jobs in the community and prepare individuals for success with job readiness skills, job search assistance and interviewing skills. Job accommodation recommendations and disability awareness training are provided at no cost to local employers.

Supported Employment is for individuals facing the most severe obstacles who would benefit from long-term job coaching and long-term follow-up.

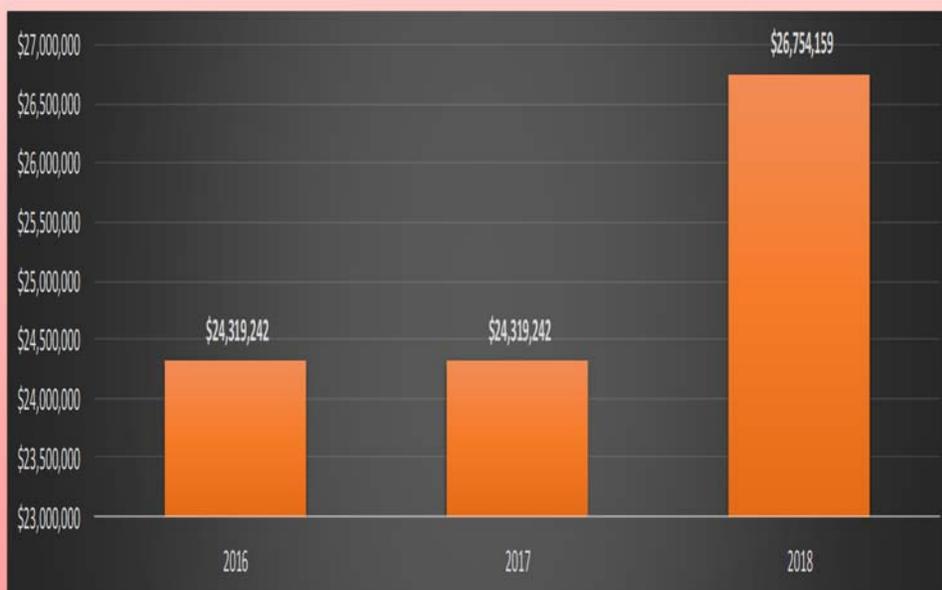
The program provides situational assessments, job developing, job placement, job coaching and long-term follow-up with both the business and the consumer (individual employee).



AL Counties Served



Annual Wages/Benefits Paid



Educational Services works with transitioning high school students to help prepare them for future employment and career development. Current programs offered are Smart Work Ethics, JETS, College Preparatory, driver's education and Immersion that stress functional skills needed for students to obtain and maintain employment.

Phoenix offers the following services and/or manufacturing to federal, state, local and/or commercial customers:

- Custodial
- Grounds maintenance
- Mail/supply room
- Administrative support
- Security reception/badge checking
- Industrial sewing
- Fire blanket production
- Prototype textile design
- Parts inspection/salvage
- Commercial production
- Packaging
- Assembly
- Warehousing
- Vocational evaluation
- Job coaching
- Pre-employment transition
- Placement
- Educational services



Service/Production Statistics

- Over 9,000,000 square feet of custodial services provided at Redstone Arsenal, AL; Ft. Belvoir, VA; Dahlgren Naval Base, VA; Schriever AFB, CO; Kirtland AFB, NM and various other locations
- Over 6,000 acres of grounds maintained at Redstone Arsenal, AL
- Over 75,000 burial flags provided to the Veterans Administration annually
- 12,000 parachute harnesses provided to the US Army annually
- Over 1,500,000 parcels of mail received/distributed annually at Redstone Arsenal, AL; Ft. Belvoir, VA; Dahlgren Naval Base, VA; Schriever AFB, CO and various other locations
- Provide vocational/disability support services of various types to approximately 1,000 people annually
- Provide security reception at 24 entrances to various secure buildings at Redstone Arsenal, AL

Total Served (All Programs)



Phoenix Management Team:

- David Perez, CRC – President/CEO, with Phoenix since 1977.
- Wes Tyler—Vice President Manufacturing/Business Development, with Phoenix since 2002.
- Amy Patterson, LPC – Vice President Vocational Services, with Phoenix since 2007.
- Bryan Dingo – Director of Government Services, with Phoenix since 2010.
- Courtney Sweatman, CPA - Chief Financial Officer, with Phoenix since 2013.

Federal Partners

Defense Logistics Agency – Aviation

Defense Logistics Agency – Land and Maritime

Defense Logistics Agency – Troop Support

General Services Administration

Logistics Support Activity

Natick

Program Executive Office – Aviation

Program Executive Office – Missiles & Space

Space and Missile Defense Command

State of Alabama—Alabama Department of Rehabilitation Services

US Army Aviation & Missile Command

US Army Aviation & Missile Research, Development & Engineering Center

US Army Contracting Command

US Army Corps of Engineers

US Army Garrison – Redstone Arsenal

US Army Material Command

US Department of Veterans Affairs

US Missile Defense Agency

US Navy

Job Placements



AbilityOne[®]

PROGRAM

