



BUSINESS SENSE. COMMUNITY PURPOSE.

BUSINESS MISSION:

To provide jobs for adults with disabilities through entrepreneurship and partnership with the business community.

SOCIAL MISSION:

To enhance the lives of adults with disabilities by providing a lifetime of meaningful employment choices.

2015 Annual Report

1085 S. Yuma Ave.
Independence, MO 64056

816.796.7070
www.job1one.org

JobOne 2015 ANNUAL REPORT



2015 was a notable year in the history of JobOne. After several years of developing strategies to position JobOne for future growth, we finally began to see progress in the development of new programs which also resulted in a much healthier financial picture for the agency. We are making strides by staying true to our mission and evolving business systems to effectively respond to challenges in funding, regulatory changes, and balancing management of individual services while growing a profit center. JobOne achieved roughly \$350,000 in surplus revenue in 2015.

JobOne's perseverance and dedication to serving adults with disabilities resulted in the successful rollout of several initiatives in 2015. Employees in Independence enjoyed a newly developed hot lunch program.

JobOne partnered with Northwest Community Development Corp.

to provide affordable and nutritious lunches each day. In 2016, we will expand this program to our Secure Document Solutions and Blue Springs Subcontracting operations. Renewed marketing and sales efforts in 2015 will begin to bear fruit in 2016. We have engaged a firm to redesign our website with special emphasis on generating new business through search engine optimization and enhanced social media efforts. These efforts will bolster our communications and outreach capabilities.

Another 2015 highlight is the incredible growth of the JobOne Careers program, which launched in 2014. We take great pride in JobOne Careers being recognized with the Innovative Service Award from Eitas. In response to demand for this program and expansion of community jobs, JobOne hired new staff members who are serving a growing number of people with disabilities looking for employment opportunities in the competitive job market.

We are very proud of these accomplishments and greatly appreciate the efforts of the Board of Directors and staff in charting a workable, positive, person-centered strategy for JobOne and executing our vision to provide meaningful job opportunities for adults with disabilities.

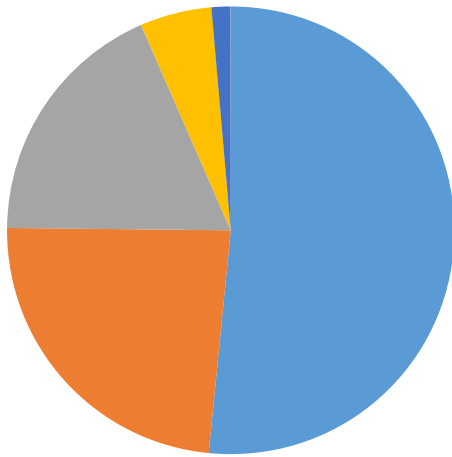
Thank you for your continued support of JobOne.
Sincerely,

Aaron Martin
President & CEO

Amy Schmidt
Chair, Board of Directors

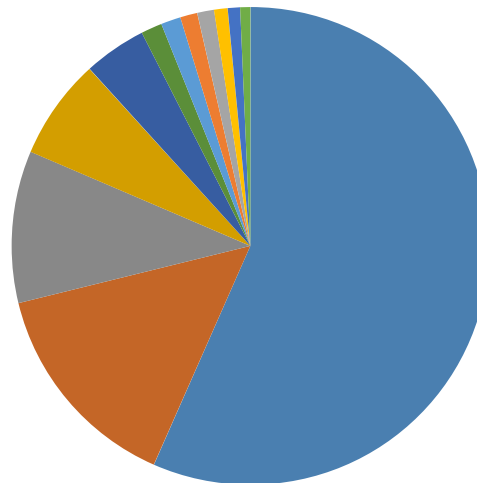


FINANCIALS



REVENUE:
\$5,095,817.05

- Earned Revenue: \$2,627,928.10
- Eitas: \$1,202,712.11
- DESE State Aid: \$931,298.75
- Commodity Sales: \$263,724.36
- Fundraising: \$70,153.73



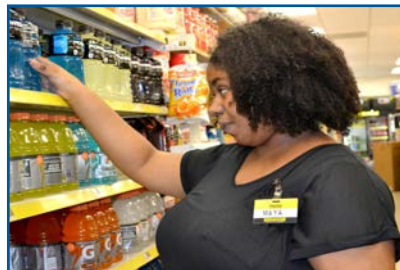
EXPENSES:
\$4,768,376.12

- Payroll: \$2,699,413.37
- Payroll Benefits: \$693,243.10
- Facility/Building: \$490,595.64
- Supplies & Production Materials: \$325,344.09
- Utilities: \$201,909.32
- Depreciation: \$67,759.59

BOARD OF DIRECTORS

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MAYA'S STORY



Maya moved to Grandview from St. Louis when her family relocated in early 2015. She began working with JobOne Careers in March in our Employment Services Program. Maya had plans to continue her

education by starting classes at Metropolitan Community College in the fall, but was very eager to have a summer job and gain her first work experience. JobOne Careers worked with Maya to find a job that would give her the flexibility to work over the summer and hopefully continue working when she started classes. Maya began working at Dollar General in Grandview in June and is doing well. She started classes in August and was able to negotiate her hours so that she could continue working as well. We are proud of Maya and all she has accomplished this year!

The foundation of JobOne's mission is to provide meaningful work opportunities. In efforts to effectively fulfill this mission and truly have a positive impact, we establish and monitor desirable outcomes for those receiving employment services from JobOne.

In 2015, We Established the Following Outcomes:

1. People are provided support in a manner that creates a positive image.
2. Employees feel safe and experience emotional well-being.
3. Participants gain a stronger sense of being part of their community through their partnership with JobOne Careers.

We measure these outcomes through regular documentation by our supervisors and employee services staff, yearly surveys, and by conducting frequent site visits. Outcomes are reinforced when employees are recognized for their achievements on a regular basis. JobOne staff routinely advocate for all employees with various issues, including housing and benefit eligibility assistance, supplementing nutritional needs, and purchasing clothes. Some employees have bonded with certain staff members and now reach out to them if they have a concern. In 2015, many employees stated they've obtained the job of their dreams in inclusive settings within their own communities because of the support received from JobOne and JobOne Careers.

We are very proud not only of the work opportunities that we provide, but also for the quality of life that our employees enjoy. We know that we are not perfect and that issues do arise from time to time. Our staff work very hard to correct problems as they happen and always strive to treat each employee in an individualized and person-centered manner.

SITES

JobOne employs **292** individuals with disabilities and support staff at **15** sites in the Kansas City area. In addition, our new JobOne Careers program served **33** people in 2015.

Blue Springs: 74
Grandview: 51
Independence: 70
Recycling: 18
Secure Document Solutions: 34
UMB-Mail Services: 2
JC Plastics-Labored/Quality: 1
Robert J. Dole Federal Courthouse-Custodial: 10
United Way-Custodial: 1
General Services Admin.- Mail Services: 4
General Services Admin.- Admin. Support Services: 3
Marines IT Center-Custodial: 10
Army Reserve Center/Kansas City-Custodial: 3
Army Reserve Center/Independence: 1
Administrative and Support Staff: 10

NATALIE'S STORY



Natalie has worked for JobOne for 23 years. She has held many different positions with the company. These include working in the marketing department at UMB and as a receptionist at JobOne's Secure Document Solutions business. Currently, Natalie is the receptionist for our Independence workshop, which houses many administrative supports. Natalie inputs timecards for our offsite employees and is in charge of inputting money and orders for our new hot lunch program. She also helps our administrative support staff with different tasks during the day. Natalie always comes in to work with a smile on her face. She is always willing to learn new tasks. Natalie is a critical member of the administrative team at JobOne and helps in so many ways. We are so fortunate to have her on the team!

EMPLOYEE SURVEY RESULTS

Feel they are treated with respect at work

99%

96%

Feel their JobOne Employee Services Coordinator advocates for them

Feel JobOne recognizes their preference, potential and abilities

96%

99%

Feel safe at work

Feel their work helps them have a more positive self image

96%

82%

Feel JobOne better connects them to their community

DONORS

Allied Refreshments
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John I Brown
Walter French
Hanna Ireland
Deloma Newport
Kerry Newport
Wendy Sonnenberg
Helen Mora
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Jamie Norwood
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Lorene G. Jackson
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United Way of Greater Kansas City
Central Bank Of The Midwest
David E. and Catherine L. Evers
Nicholas and Heather Hadley
Kenneth and Cynthia McClain
Space Center, Inc
Unbound
Baler Service Company
J. Scott and Susan King
Freeman & Fowler
Dr. and Mrs. Robert H. Altomare
Commerce Bank
Dan and Judy Gaylord
Ladies Philoptochos
Leawood Commons Endodontics
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Ted's Trash Service, Inc.
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Tom and Janice Walls
Gary Beemer
The Daniel G and Wanda K Odell
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A.L. Huber, General Contractor
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Wal Mart
Dick and Teresa Nightingale
Continental Casualty Company
Mechanical Breakdown
 Protection, Inc.
Gallagher Metzler Insurance
Rotary Club Of Eastern Independence
Truman Heartland
 Community Foundation
Meiners, George H. and
 Catherine M. Meiners
Frank and Tammy Flores
Jewish Heritage Foundation
Ewing Marion Kauffman Foundation