

Our Mission

SOCIAL MISSION:

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

BUSINESS MISSION:

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

VISION: That people with disabilities possessing the desire to work will have access to personalized, satisfying, and meaningful employment choices throughout their lives.

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Dear friends,

JobOne's motto — "business sense, community purpose" — has been key to evaluating the success of our organization since the merger two years ago. We offer valuable services to the business community while creating good jobs for our employees with disabilities. As we monitor operations today and plan for tomorrow, it's important that our activities make financial sense as well as mission sense. We have struggled to find that balance at times. But improvements made to our governance structure, business planning, staffing levels, management, human resources and finance practices are helping us work toward long-term financial sustainability. Our mission success speaks for itself. JobOne continues to be a leader in providing job choices, increasing wages and opportunity.

Here are some accomplishments from 2013 that we can all be proud of:

- More of our employees are working for minimum wage, or better, than ever before. In fact, JobOne has the second-highest average hourly wage of "workshop" corporations in Missouri — nearly double the state average. As our industry changes and pressure mounts to provide employment options that are community-oriented and pay higher wages, JobOne is ahead of curve.
- We celebrated the opening of the new, larger JobOne recycling center in Grandview, Mo. The facility gives us nearly twice the operating space. It's also helped us process more materials and nearly triple employment levels.
- We secured a number of new subcontracting services opportunities, providing support to companies in the animal health, home improvement, plastics, marketing and recycling industries. These contracts have led to more diversity and more options for our subcontracting workers.

In 2014, we seek to strike that perfect balance between business and mission:

- We will continue to run a lean organization through staffing consolidation and efficient business practices.
- We will work on revenue enhancements through new program ideas (e.g., aluminum can buy-back program) and negotiating new contracts that will ensure long-term viability of employment (e.g., AbilityOne® program).
- Launching JobOne Careers in early 2014 will enable us to provide true supported-employment services. We'll pilot the program in Grandview and aim to provide community jobs for up to 10 subcontracting employees. Blue Springs and Independence will follow later. This program will open access to Vocational Rehabilitation, Medicaid Waiver and other sources of funding currently unavailable to JobOne.
- We plan to step up the activity of three committees — involving business leaders, staff and board members — that look for new business opportunities and create workable plans.
- JobOne will continue to work closely with Jackson County - eitas and the Missouri Department of Elementary and Secondary Education, which provide significant funding for our employees.

With your continued support, we can give more people with disabilities a chance to achieve success in the workplace.



Mark A. Simcosky

Chair, JobOne Board of Directors



Aaron J. Martin

Chief Executive Officer, JobOne

PROGRAMS & WORKFORCE OVERVIEW

Our Services

- Assessment and placement in an array of employment locations
- Person-centered career planning
- Occupational therapy (group and individual)
- Skill-development training
- Service coordination and referrals
- Social activities to support employees' happiness and well-being

Employment Programs

SUBCONTRACTING SERVICES

Assembly, packaging and other production services at three sites across the metro



SECURE DOCUMENT SOLUTIONS

NAID-certified document-shredding and disposal services, including hard-drive and non-paper media destruction



RECYCLING SERVICES

Pickup services for commercial businesses and a community drop-off recycling center in Grandview, Mo.



ABILITYONE®

Contractual services for federal government locations, including mailroom operations, janitorial and document scanning



COMMUNITY EMPLOYMENT*

Individualized job placements at area businesses, with ongoing training and support

* in development

JobOne is an equal opportunity/affirmative action employer

Workforce Snapshot

SERVICE LINE	PERCENT
Subcontracting	75%
Janitorial	9%
Document destruction	9%
Administrative services	2%
Mail services	2%
Recycling services	3%
Total	100%

EMPLOYEE AGE	PERCENT
18 to 29	24%
30 to 39	28%
40 to 49	17%
50 to 59	23%
60 and up	8%
Total	100%

YEARS EMPLOYED	PERCENT
Less than 5 years	21%
5-9 years	26%
10-19 years	33%
20-29 years	11%
30 years or more	9%
Total	100%

PEOPLE SERVED

JobOne served **277 employees** with various disabilities during fiscal year 2013.

FINANCIAL INFORMATION | Fiscal year 2013

Based on fiscal year 2013 audited financial statements for year ending June 30, 2013.

Revenues

REVENUE SOURCE	AMOUNT
Customer sales	\$2,543,301
Developmental Disability Services of Jackson County - eitas	\$1,107,718
Missouri Department of Elementary and Secondary Education	\$880,053
Commodity sales (recyclables, paper)	\$248,965
Fundraising	\$110,726
Total	\$4,890,763

Expenses

EXPENSE SOURCE	AMOUNT
Payroll and benefits	\$4,065,700
Overhead (office supplies, insurance, telephone, equipment maintenance, interest, fuel, postage, etc.)	\$538,311
Building rent and maintenance	\$453,397
Depreciation	\$132,633
SourceAmerica Commission	\$70,752
Total	\$5,260,793

OUR DONORS | *You help bring JobOne's mission to life*

JobOne's success in helping individuals with disabilities gain satisfying and meaningful employment requires a combination of their determination, our expertise and services, and generous support from many committed donors. Your gifts of time, materials and money provide critical program support and ensure that job options for employees are plentiful. Thank you!

The following list includes individuals and organizations who contributed financially between July 1, 2012, and June 30, 2013.

JobOne Legacy Society

Cynthia Gill Thompson

JobOne Circle of Friends

Career Builders Circle \$10,000 to \$24,999

Anonymous
City of Grandview, Mo.
MARC Solid Waste Management District

Entrepreneurs Circle \$5,000 to \$9,999

SourceAmerica
Truman Heartland Community Foundation

Leaders Circle 1,000 to \$4,999

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Joe and Amy Schmidt
Ted's Trash Service, Inc.
- *in memory of H. J. and Lovi Freytag*
Tom and Janice Walls
- *in honor of J. D. Walls*

Employees Circle \$500 to \$999

Rick and Marcia Greig
Michele Kammerer
Dick and Teresa Nightingale
Dominique and Barbara Pahud
Edward and Susan Scott

Partners Circle \$100 to \$499

Baler Services
Mike and Teresa Burch
- *in honor of Madison Burch*
Jacob Buttram Agency - American
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Howard and Edith Cook

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Shelly Freeman, HROI, LLC
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Scott D. and Mechelle R. Moffitt
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- *in memory of Beverly O'Laughlin and
in honor of Teresa O'Laughlin*
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Leroy and Mary Frances Rowell
Ruskin Heights Lutheran Church
- *in honor of Kenneth Mikel Anderson*
Michael and Deborah Sargent
Mark and Patricia Simcosky
Richard and Mari Jo Tidrow
United Rotary Brush Corporation
The UPS Store of Grandview

\$1 to \$99

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Kenneth E. Anderson
- *in honor of Kenneth Mikel Anderson*
Anonymous
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Clint A. and Amy D. Blankenship
Helen Brown
Child Abuse Prevention Association - CAPA
Catherine M. Daniels
Gary and Terrie Jo Fox
Fusion Image Technology, Inc.
Patricia Giamalva
Denise A. Grinham
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Tom and Jo Kammerer
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JOIN OUR CIRCLE OF FRIENDS

- **Donate online** using a secure form at www.job1one.org.
- **Mail your gift.** Make checks payable to JobOne and address your donation to JobOne, 1085 S. Yuma Ave., Independence, MO 64056.

Our staff has worked to prepare a complete list of fiscal year 2013 donors. If you contributed as a donor and your name was inadvertently omitted, listed in the wrong place or misspelled, please accept our sincere apologies and contact us at 816-763-7822, ext. 713, or jwittman@job1one.org so we can correct the error.

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ANNUAL REPORT 2013



JobOne
An AbilityOne®
Authorized Provider

EMPLOYEE PROFILES | *Success stories in the workplace*



AUBREE P., of Lee's Summit, feels very lucky to provide clerical support several days a week at The Centurion Law Office in Independence. Aubree is exuberant and inquisitive. She's proud of mastering how to enter records in a computer database. And she loves to brighten her co-workers' day with good cheer and homemade cookies. "She does a very good job at that," confirmed one. Aubree is working on "talking a little bit less" at work and beating her 170 scratch bowling game. What would she do if she didn't have a job? "I'd be at home being bored," she said firmly.



JOE W., of Independence, has worked in a variety of positions at JobOne sites since 2000. He is currently employed at our Secure Document Solutions plant. Joe regularly offers tips and ideas to co-workers and supervisors about how to get things done more efficiently. "I always like trying something new," he said. He thrives on staying busy and meeting customer deadlines. Joe recently accomplished a big goal of his by getting married. A longtime athlete, he'd like to become a coach for Missouri Special Olympics. "Work is very important," Joe said. "It pays the bills."



CRAIG F., of Lee's Summit, has worked almost eight years in the JobOne-operated mailroom at the General Services Administration Bannister Federal Complex. He transferred there when the contract expired for his data-entry computer job. "For me, it was a big change," he said. Craig has a terrific memory and likes things to be orderly. He assembled a binder of operating procedures to help ensure this in the mailroom. "He catches every error," his supervisor marveled. GSA employees look forward to seeing Craig stop by their offices during daily mail runs.