



PHOENIX

2021 ANNUAL REPORT

I want to begin by offering my sincerest thanks to all of our Phoenix family, including employees, persons served, board members, customers, vendors, and partner agencies. We could not have done it without you!

Even though 2021 quickly became another challenging year, Phoenix remained stable in a very unstable environment. By implementing sound response strategies and staying faithful to the mission, 2021 concluded with many positive achievements.

The Annual Report is a snapshot of the 2021 Phoenix year, covering accomplishments as well as challenges. It reflects efficiency and effectiveness measures which help affirm that Phoenix efforts fully focus on mission while assuring organizational and programmatic longevity. This focus ensures that Phoenix outcomes positively impact our community, especially people with disabilities.

Like the year prior, 2021 continued to be a time of Covid but now with a new weapon, a vaccine. Covid countermeasures continued with Phoenix closely adhering to official medical and governmental guidance. New to 2021 was drastic labor shortages making contract fulfillment difficult in several areas. But on the whole, Phoenix continued deliveries on products and services.

As in 2020, the role of advocacy continued to be evident in Phoenix outreach. It was and is essential that elected officials and other stakeholders hear the Phoenix story and understand how simple changes on the national level can have lethal implications for our programs at the grassroots level. This year potential changes in Supplemental Security Insurance (SSI), the new definition of Competitive Employment, and the termination of 14C legislation were all important issues impacting people with disabilities.

Phoenix also continued to celebrate diversity with a complete endorsement of equity and inclusion. Numerous Phoenix diversity initiatives were undertaken in 2021 with some very positive results. Phoenix stands firm in its commitment to justice and equal treatment!

Phoenix is a service organization first, offering various rehabilitation programs through a business and work model. By partnering with SourceAmerica, the AbilityOne Program, the Redstone Arsenal Garrison and its tenants, various commercial enterprises, and the Alabama Department of Rehabilitation Services, Phoenix continued to provide a comprehensive rehabilitation process, always pursuing long-term stable employment with good pay and benefits. Phoenix does all of these things and more to either directly or indirectly help people improve the quality of their life, in most cases through employment. And finally, Phoenix provided grants totaling over \$150,000 to other non-profits serving people with disabilities. A longtime partner, the United Way of Madison County, received a large portion of these funds.

And partnership continues to define the way Phoenix does business. The Alabama Department of Rehabilitation Services (ADRS) partnership spans 48 years, currently allowing Phoenix to reach twelve North Alabama counties serving hundreds of individuals with disabilities.



DAVID PEREZ
CEO/PRESIDENT
OF PHOENIX

Another premier partner, SourceAmerica and the AbilityOne Commission, have been essential in securing contracts to provide employment opportunities for individuals with disabilities. SourceAmerica has facilitated opportunities in multiple states but none more evident than here in Huntsville/Madison County on Redstone Arsenal. And that brings me to yet another essential partner, the Redstone Arsenal Garrison and its tenants, including the US Army, MDA, NASA, FBI, and ATF. For 2021, over 500 individuals with disabilities were provided quality employment due to the Redstone Arsenal Source America Partnership.

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

And finally, I want to 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 all that Phoenix does. This focus affirms our mission and vision of a community free of barriers. Our values continue to be people, accountability, customers, ethics, and safety. And finally, Phoenix will continue to advocate that all people experience inclusion and access to quality employment.

You may come to Phoenix seeking employment, seeking help finding a different job, or maybe to gain skills for a future opportunity. You may be the individual seeking assistance, a family member, or simply a person interested in what we do. You are all welcome! The Board of Directors, staff, and employees of Phoenix want to make sure that you have a great experience no matter the reasons bringing you.

Sincerely,





MISSION

Our mission is to assist people, primarily those with disabilities, to improve the quality of their lives.

VISION

Our vision is a community free of employment and social barriers for people with disabilities.

OUR SERVICES

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
 - Job Placement
 - Educational services



PHOENIX 2021

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 vocational services staff and management have over 400 combined years of experience, 14 masters degrees, 21 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

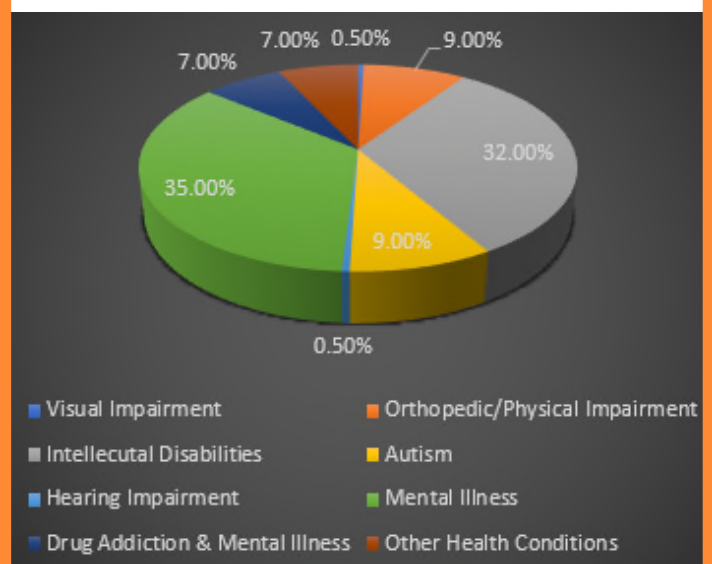
Vocational Evaluation provides comprehensive academic interest, aptitude and physical capacity assessment for individuals. It also provides Microsoft Office skills measurement.

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

Alabama Counties Served



Disabilities Served



Adjustment Services

Adjustment services provide individuals with skills, work attitude training, paid work to reinforce 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

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

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.

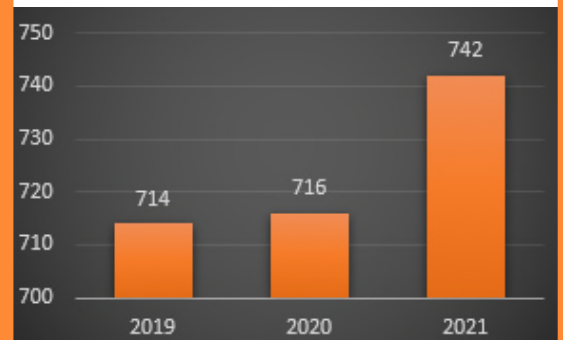
Supported Employment

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).

Educational Services

Educational Services works with transitioning high school students to help prepare them for future employment and career development. A variety of classes are taught under the Educational Services umbrella. Workplace readiness, work hardening, social skills, summer internships, driver's education and advocacy are just a few of the skills taught to high school students.

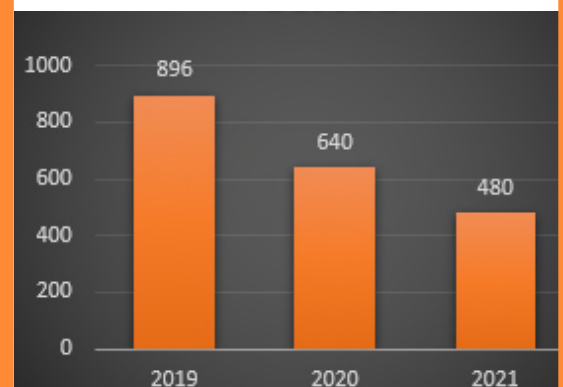
Number of Employees



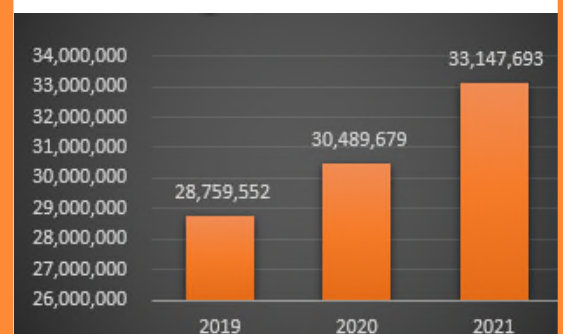
Job Placements



Total Served - All Programs



Annual Wages/ Benefits Paid





PRODUCTION STATISTICS

- Over **11,000,000 square feet** of custodial services provided at Redstone Arsenal, AL; Ft. Belvoir, VA; Dahlgren Naval Base, VA; Schriever AFB, CO; Kirtland AFB, NM; Vandenberg AFB, CA; Joint Base Elmendorf, Richardson AK 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
- **20,957 parachute harnesses** provided to the US Army
- 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
- Over **44,000 sandbags** provided to the US Military
- Provide vocational/disability support services of various types to approximately **1,500 people** annually
- Provide security reception at **24 entrances** to various secure buildings at Redstone Arsenal, AL
- Over **48,000 helmet covers** produced for the US Army
- Over **8,000 Fieldpacks** produced for the National Forestry Department



Shown Above: Phoenix CEO, David Perez, with his wife, Brenda, and pup, Ellie, at the 2021 Paralympics hosted in Huntsville, AL.

COMMUNITY IMPACT

In 2021, Phoenix provided 13 non-profit organizations with grants for specific programs as well as provided sponsorships for various community events. Each of these organizations has a mission or a specific program that aligns closely with Phoenix's mission of improving the quality of life for persons with disabilities.

Additionally, through this program, thousands of Madison County residents were served. A quick snapshot of services that were offered through the grants funding were: free dental care, free mental health counseling for children with disabilities, art classes to individuals with disabilities, after school performing arts classes for children with disabilities, an all-inclusive playground, food pantry assistance, and care packages for families.

The organizations that received funding through the program are: United Way of Madison County, Community Free Dental Clinic, EPIC, Catholic Center of Concern, The Care Center, The E.WE Foundation, InsideOut Studios, Two Fish, CASA, Madison County Special Olympics, GrowCove, Madison City Disability Advocacy Board, and United Cerebral Palsy.

SENIOR STAFF

David Perez, CRC
CEO/President,
with Phoenix since 1977.

Wes Tyler
Senior Vice President
Manufacturing/Business Development,
with Phoenix since 2002.

Amy Patterson, LPC
Vice President
Vocational Services,
with Phoenix since 2007.

Bryan Dingo
Vice President
Government Services,
with Phoenix since 2010.

Courtney Sweatman, CPA
Chief Financial Officer,
with Phoenix since 2013.



PARTNERS

Phoenix would like to thank each of the following
for partnering with us another year:

Defense Logistics Agency – Aviation
Defense Logistics Agency – Land and Maritime
Defense Logistics Agency – Troop Support
General Services Administration
Logistics Support Activity
Natick
National Forestry Service
NASA
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



SourceAmerica®

