A LETTER FROM ROB AND DAVE

This year was a phenomenal year of growth and expansion. Enhanced focus was placed on securing business contracts to increase job opportunity for people with disabilities, provide real work with pay for our training participants, and secure funds for our vocational programs and services. Our warehouse is humming with activity from new Business Solutions projects. Nobis Enterprises expanded to 24 states and Washington, DC and secured a new contract supporting the IRS in California. EYES (Early Youth Employment Services) expanded from 5 to 24 schools and added a second summer session. We served and placed more participants than any year prior. Many community partners stepped up to provide generous gifts and grants to help us continue this amazing trend.

Our 21st Annual Galaxy of Stars luncheon was one of the most memorable yet and set a record, raising more than $210,000. On Giving Tuesday, GAives also set a record by raising more than $40,000 to fuel our programs and services.

We can accomplish amazing results with the support of community champions who understand the great impact that employment has on the lives of people with disabilities and their families. Together we continue to accomplish our mission to empower people through employment and change lives forever.

Sincerely,

Rob Leonard
Board Chairman

Dave Ward
President & CEO

MISSION
Empowering People Through Employment

VISION
Tommy Nobis Center envisions supportive communities where people with disabilities are afforded the opportunity to work.

VALUES
Mission-Driven, Accountability, Fun, Innovation, Integrity
Early Youth Employment Services (EYES) provides vocational training and education to students with disabilities as they become empowered to pursue their career goals. 

- 98% of students showed skills gained
- 97% average student satisfaction rate
- Primary services provided include:
  - Comprehensive Vocational Evaluations
  - Job Readiness Training
  - Personal Social Adjustment
- Expanded from 5 to 24 schools
- Increase in number of people placed in jobs: 30%
- Average hourly wage: $10.97
- Economic impact in wages earned: $2,824,488
- People served: 2,493

**WHO WE SERVED**

- Developmental/Intellectual: 68%
- Sensory: 3%
- Psychiatric/Psychological: 9%
- Neurological: 7%
- Medical/Physical: 5%
- Learning: 10%

**ECONOMIC IMPACT**

In wages earned: $2,824,488

**AVERAGE HOURLY WAGE**

Average hourly wage: $10.97

**PEOPLE SERVED**

People served: 2,493

**PERCENT OF STUDENTS SHOWED SKILLS GAINED**

98%

**PERCENT OF STUDENTS SATISFACTION RATE**

97%

“Before I entered Tommy Nobis Center’s program, my anxiety prevented me from working. I learned so many things at Tommy Nobis Center, such as how to speak to a potential employer during an interview, job performance expectations, financial skills, financial goal-setting, and planning for all stages of life. It was tough, but it was exactly what I needed.”

- Megan, Tommy Nobis Center Participant
NOBIS ENTERPRISES

Nobis Enterprises is an AbilityOne Agency dedicated to leveraging the power of government contracting in providing meaningful training and employment opportunities to people with disabilities. Nobis Enterprises employees are skilled in providing administrative, custodial, mail center, recycling, and supply room services.

WHO WE SUPPORT

Department of Defense, Air Force
Department of Defense, Army
Environmental Protection Agency

Department of Housing and Urban Development
Department of Health and Human Services
Social Security Administration

Department of Justice
State of Georgia
Internal Revenue Service

77 JOBS IN 24 STATES AND WASHINGTON, DC
88% OF NOBIS ENTERPRISES TEAMMATES HAVE A DISABILITY

“As a hard of hearing person, it’s so hard to get a job. Tommy Nobis Center helped me become employed and more financially secure. Now that I’m working, it feels like I get to start my life all over again.”

- Cassandra, Nobis Enterprises Teammate

BUSINESS SOLUTIONS

Our business solutions present companies with the opportunity to change the lives of people with disabilities while receiving top-quality services for their businesses utilizing our 39,000 square-foot warehouse.

11 NEW CUSTOMERS

Stewart Browne
Thermo Fisher Scientific
Absorbest
Claire Burke
Georgia Imaginators

JIT Packaging
beMatrix
Forest Drapery
Fry Reglet
MedSupply
OxBlue

OUR PRODUCTION & FULFILLMENT CAPABILITIES

ASSEMBLY
LIGHT MANUFACTURING
EQUIPMENT CLEANING/REFURBISHMENT
KIT PACKING
DOCUMENT ASSEMBLY
COMPLETE WAREHOUSING & DISTRIBUTION
2019 GALAXY OF STARS LUNCHEON
AT THE GEORGIA AQUARIUM

We were honored to showcase the powerful stories from our award winners and Tammy Nobis Center participants as well as to receive the support of over 400 community partners and guests, including our 2019 Atlanta Falcons Legends.

GAgives ON #GIVINGTUESDAY

MORE THAN $40,000 RAISED

VEHICLE DONATION PROGRAM

865 VEHICLES DONATED GENERATING OVER $688,000

FUNDRAISING SUPPORT THAT FUELS PROGRAMS AND CHANGES LIVES.

FINANCIAL HIGHLIGHTS 2019 2018

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<tr>
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<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$470,329</td>
<td>$560,033</td>
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<td>Accounts Receivable, Net</td>
<td>712,070</td>
<td>783,530</td>
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<td>Other Current Assets</td>
<td>1,128,615</td>
<td>120,978</td>
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<td>Property and Equipment</td>
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<tr>
<td>Investments</td>
<td>3,295,260</td>
<td>4,065,825</td>
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<td>TOTAL ASSETS</td>
<td>$8,249,114</td>
<td>$8,384,616</td>
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<td>Accounts Payable and Accrued Liabilities</td>
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<td>Notes Payable</td>
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<td>Net Assets</td>
<td>6,674,882</td>
<td>6,585,544</td>
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<tr>
<td>TOTAL LIABILITIES AND NET ASSETS</td>
<td>$8,249,114</td>
<td>$8,384,616</td>
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<tr>
<td>Revenue</td>
<td>$7,785,918</td>
<td>$7,994,087</td>
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<td>Expenses</td>
<td>$7,696,580</td>
<td>$7,573,209</td>
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<tr>
<td>Net</td>
<td>$89,338</td>
<td>$420,878</td>
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2019 Revenue

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<tr>
<td>INVESTMENTS</td>
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<tr>
<td>FUNDRAISING $1,357,882</td>
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<td>PROGRAMS $6,268,129</td>
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<td>TOTAL REVENUE $7,785,918</td>
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2018 Revenue

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<tr>
<td>INVESTMENTS</td>
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<td>FUNDRAISING $1,382,055</td>
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<td>PROGRAMS $6,426,252</td>
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<td>TOTAL REVENUE $7,994,087</td>
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2019 Expenses

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<tr>
<td>ADMINISTRATION $1,652,250</td>
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<tr>
<td>PROGRAMS $5,649,892</td>
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<td>TOTAL EXPENSES $7,696,580</td>
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2018 Expenses

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<tbody>
<tr>
<td>ADMINISTRATION $954,371</td>
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<tr>
<td>PROGRAMS $5,231,295</td>
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<td>TOTAL EXPENSES $6,185,666</td>
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SIGNING DAY

It was SIGNING DAY for Erin when she was hired as a barista at Café Blends. She was very excited about landing her first job. TNC teammates gathered to congratulate her on this great achievement. Signing Day is a new initiative driven by our core values of **FUN** and **MISSION-DRIVEN** to enthusiastically celebrate a program participant reaching their goal of employment. It has become one of our favorite cultural moments, while also inspiring our teammates and heightening our commitment to our mission.

Café Blends is a partnership between Nalley Automotive Group and Tommy Nobis Center that provides job training and employment for people on the autism spectrum in Nalley dealerships. This year Café Blends expanded to two new locations for a total of 24 barista positions in 5 locations.

“When I learned how to make the coffee, it was confusing at first, but someone was there to train me and help me learn how to grind the coffee and use the machines. Now I’m an expert!”

- Erin, Café Blends Barista