A LETTER FROM BEN AND DAVE

This year was undeniably a year of change, resiliency, evolution, and innovation. During the uncertainty of a pandemic, we were able to successfully pivot and continue to thrive through providing our services remotely and virtually, transitioning our organizational activities from in-person to digital, enriching and strengthening our culture by increasing employee engagement, and developing new business opportunities to further expand TNC’s contributions to the community. Despite the circumstances, we were able to serve and place more participants than any year prior. EYES (Early Youth Employment Services) continued to be a major area of focus as we maximize the tremendous impact of investing in our youth.

Although the situation dictated that some of our operations be temporarily closed, many of our teammates remained on the front lines as essential personnel showing the true value of people with disabilities in the workplace. Our Business Solutions division had a strong year due to new partnerships and projects that produced 71 new jobs and more than $350,000 in revenue to fuel our mission.

We were especially honored to be awarded the Atlanta Business Chronicle’s 2019 Diversity & Inclusion Award for Outstanding Diversity in an Organization. This recognition was very meaningful, as it aligns perfectly with our organizational vision.

It has been an unprecedented year of change, but we are proud to have been able to thrive through a pandemic and impact the lives of many people with disabilities. Through strong commitment to our core values, we continue to accomplish our mission to empower people through employment and change lives forever.

Sincerely,

Benjamin Miller, Ph.D.
Board Chairman

Dave Ward
President & CEO

“Tommy Nobis Center matters because it gives people with disabilities hope.”

- Destiny
A LETTER FROM BEN AND DA VE

EARLY YOUTH EMPLOYMENT SERVICES (EYES)

EYES provides vocational training and education to students with disabilities as they become empowered to pursue their career goals.

Amid COVID-19, virtual learning became a new, innovative approach to providing services. The EYES Summer Program was adapted to provide both in-person and virtual learning.

John participated in the EYES Summer Youth Program where he gained practical knowledge and skills to prepare him for employment. Now John works as a kitchen assistant at Life University. John says having a job makes him feel POWERFUL.

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255 students served in 28 schools across metro Atlanta

100% of students showed job readiness skills gained

98% average student satisfaction rate

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
- Internal Revenue Service

NEW NATIONAL PARTNERSHIP

We secured a new national partnership with Veritiv and SourceAmerica which will engage nonprofits who support people with disabilities across the country and help put thousands of people with disabilities to work.

INVESTING IN THE FUTURE OF OUR YOUTH

CIMS-GB CERTIFICATION

Tommy Nobis Center achieved CIMS-GB Certification with Honors, setting a new standard of high-quality commercial cleaning services.

More than 75 Nobis Enterprises employees supporting 10 federal contracts in 23 states

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 execute contracts with a focus on administrative, custodial, mail center, recycling, and supply room services.
Programs, Training & Services

Business Solutions

We provide companies the opportunity to change the lives of people with disabilities while receiving top-quality services to meet their business needs utilizing our 39,000 square-foot warehouse equipped with a full range of production and logistics capabilities.

173% increase in Business Solutions revenue

Our Business Partners

Absorbent
Aramark
Artifact Uprising
BeMatrix USA
Bull Sluice Outfitters
Cable Depot
Chemlink Concentrated
Cliche Burke
CribMaster
Dell Fastener
D-MAC Industries, Inc.
Elanders
Fiserv
Flashpoint Artist Initiative
Forest Drapery Hardware
Freund Containers Supply
Fry Reglet Corporation
Georgia Imaginators
Georgia Enterprises for Products and Services
IBC Worldwide Inc./TeamSafe Gear
Ideoto
Ingenico
Levas Imports/Pomona
Miller Direct Advertising
National Association of Convenience Stores
OxBlue Corporation
Quipment, Inc.
Regal Lager, Inc.
RPI
Stable Kernel
Stewart R. Browne Mfg. Co.
Thermo Fisher Scientific
US Flag Maker
Wellstar

Our Programs

We provide training and employment for the people we serve and talent to employers.

18% increase in the number of people placed in jobs

$9.75 average hourly wage

2,755 people served

$3,059,433 economic impact in wages earned

TNC in the Community

Who We Served

Developmental/Intellectual - 70%
Learning - 11%
Psychiatric - 8%
Neurological - 5%
Physical/Medical - 3%
Sensory - 3%
INVESTING IN PEOPLE & CULTURE

RECEIVED THE ATLANTA BUSINESS CHRONICLE’S 2019 DIVERSITY & INCLUSION AWARD
FOR OUTSTANDING DIVERSITY IN AN ORGANIZATION

FUNDRAISING THAT FUELS OUR PROGRAMS & CHANGES LIVES

864 VEHICLES DONATED
GENERATING OVER $697,000

SECURED 28 GRANTS THAT SUPPORTED
• EYES
• Employment Training and Placement
• Facility Improvements
• COVID-19 Relief
• Medicaid Waiver Services
• Emergency Services

MORE THAN $154,000 RAISED
2020 GALAXY OF STARS
Many of our sponsors and donors stepped up and allowed us to leverage their contributions to provide emergency support during the pandemic.

MORE THAN $72,000 RAISED FOR GAGIVES ON #GIVINGTUESDAY

FINANCIAL HIGHLIGHTS

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$1,524,354</td>
<td>$470,329</td>
</tr>
<tr>
<td>Accounts Receivable, Net</td>
<td>643,344</td>
<td>712,070</td>
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<tr>
<td>Other Current Assets</td>
<td>1,081,070</td>
<td>1,068,197</td>
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<tr>
<td>Property and Equipment</td>
<td>2,454,907</td>
<td>2,642,840</td>
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<tr>
<td>Investments</td>
<td>3,336,076</td>
<td>3,355,678</td>
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<tr>
<td>TOTAL ASSETS</td>
<td>$9,039,751</td>
<td>$8,249,114</td>
</tr>
<tr>
<td>Accounts Payable and Accrued Liabilities</td>
<td>$522,954</td>
<td>$287,191</td>
</tr>
<tr>
<td>Refundable Advance (PPP Funding)</td>
<td>331,432</td>
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</tr>
<tr>
<td>Notes Payable</td>
<td>1,239,210</td>
<td>1,287,041</td>
</tr>
<tr>
<td>Net Assets</td>
<td>6,946,155</td>
<td>6,674,882</td>
</tr>
<tr>
<td>TOTAL LIABILITIES AND NET ASSETS</td>
<td>$9,039,751</td>
<td>$8,249,114</td>
</tr>
</tbody>
</table>

Revenue: $8,478,011
Expenses: $8,258,696
Net: $219,315

2019 Revenue
INVESTMENTS $1,327,882 | 17%
PROGRAMS $6,348,972 | 75%
FUNDRAISING $1,288,152 | 15%
OTHER INCOME $666,768 | 8%

2020 Revenue
INVESTMENTS $1,384,019 | 2%
PROGRAMS $6,348,972 | 75%
FUNDRAISING $1,288,152 | 15%
OTHER INCOME $666,768 | 8%

2020 Expenses
ADMINISTRATION $738,148 | 9%
PROGRAMS $6,348,972 | 81%
FUNDRAISING $594,458 | 8%

2019 Expenses
ADMINISTRATION $769,289 | 9%
PROGRAMS $6,872,196 | 83%
FUNDRAISING $594,458 | 8%

2019 Expenses
INVESTMENTS $1,452,230 | 19%
PROGRAMS $5,649,892 | 73%
FUNDRAISING $594,458 | 8%

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INVESTMENTS $1,452,230 | 19%
PROGRAMS $5,649,892 | 73%
FUNDRAISING $594,458 | 8%

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THANK YOU TO OUR DONORS FOR THEIR CONTRIBUTIONS THAT ALLOW US TO CHANGE LIVES

DONORS $25,000 & ABOVE

Gary & Amy Knopf
Denese Hudgins
Delta Dental Insurance
Guillermo & Lisbelle Brezina
Bristol-Myers Squibb
Greg & Connie Brezina
Atlanta Falcons
Arthur J. Gallagher & Co.

DONORS $5,000-$25,000

DONORS $25,000 & ABOVE

THANK YOU TO OUR DONORS FOR YOUR CONTRIBUTIONS

DONORS UP TO $4,999

DONORS $1,000-$4,999

DONORS $500-$999

DONORS $250-$499

DONORS $100-$249

DONORS $50-$99

DONORS $25-$49

DONORS $10-$24

DONORS $5-$9

DONORS $1-$4

DONORS $0.50-$1

DONORS UP TO $99

DONORS UP TO $49

DONORS UP TO $24

DONORS UP TO $14

DONORS UP TO $9

DONORS UP TO $4

DONORS UP TO $2

DONORS UP TO $1

DONORS UP TO 50¢
THE GIFTS LISTED WERE RECEIVED FROM JULY 1, 2019 TO JUNE 30, 2020
QUINTAVIOUS HAS A SMILE THAT BRIGHTENS THE ENTIRE ROOM.

Born an only child on the autism spectrum, Quintavious has faced his share of challenges. When he reached his senior year in high school, he and his family were confronted with the reality that many students with disabilities face—after graduation, then what? That’s when Tommy Nobis Center (TNC) was able to help. During his final semester, Quintavious had the opportunity to enroll in EYES at South Cobb High School. This proved to be a great first step on his journey to employment. He participated in classes on job readiness skills, effective communication, goal setting and decision making, time management, self-advocacy, and proper work behaviors. After completing the program and graduating from high school, it was a smooth transition to TNC for additional services and an individualized plan was created to meet his specific needs.

Quintavious and his Program Manager worked together to find the perfect job opportunity at Whitfield Academy as a Steward. He was able to experience the job firsthand to ensure it was a good fit for him, and after being hired, he received job coaching to overcome any initial challenges. Quintavious takes his job very seriously and everyone at the academy loves and supports him.

“Thank you, Tommy Nobis Center, for helping me find a nice and safe place to work.”

- Quintavious