



NOBIS ENTERPRISES

An AbilityOne Agency

Providing employment opportunities to people with disabilities



Nobis Enterprises employs more than **70 teammates** supporting **9 federal contracts** in **23 states**.

Meet Clarence

Clarence is a man on many missions, and he doesn't allow his disability to get in his way! Born with a mild form of Cerebral Palsy, his parents told him early on that he had to learn quickly to adapt to the best of his ability, and he has taken those words to heart. He took speech therapy, learned Tae Kwon Do and excelled at school.



Clarence was accepted to the engineering programs at six colleges--Michigan, Notre Dame, Texas A&M, Auburn, Florida and Missouri. Soon after enrolling at University of Missouri-Columbia, he changed his major and earned a degree in Business and Finance.

Confronting Obstacles

Clarence found it difficult to find a job in the private sector due to his disability. He recounts that there were several occasions where he would submit his resume for a position, but once they heard his voice over the phone, the position was suddenly unavailable. He found himself not only having to overcome his individual limitations, but the limitations of the perception of others.

Finding Support

Clarence was hired as a mail clerk at the IRS mailroom in San Diego. When Nobis Enterprises acquired the contract, Clarence was the sole full-time clerk. With the support of the Nobis Enterprises staff, Clarence advanced in the mailroom and was able to establish excellent working relationships with the IRS and other government agencies.

When the mailroom supervisor resigned, Clarence was the clear choice to step into the role. Nobis Enterprises staff worked with Clarence to prepare him for his promotion, providing additional support to equip him with the tools needed to succeed in his new role.

"I couldn't be happier to be part of the Nobis family."

"I am so appreciative of the opportunity and support I have received from Nobis. My mentors and supervisors have identified my potential for professional growth and have been committed in partnering with me to achieving a successful career both now and in the future."

Achieving Success

Clarence embraced his new role by evaluating operations and making process improvements wherever possible. He provides an environment that is rich in mentorship, supplying his teammates with positive reinforcement, training, and top-notch customer service. As a result, Clarence consistently receives an "Excellent" IRS customer satisfaction rating. **Clarence was also recognized as the 2019 Nobis Enterprises Employee of the Year.**

Clarence attributes his success to having amazing leadership from his Nobis Enterprises supervisor who is always available to provide the tools he needs, and the outstanding mentorship of Nobis Enterprises senior staff that help him to continue to learn, grow, and develop.

Giving Back

Through Clarence's journey to find meaningful employment, he knew that he must advocate for himself and others with disabilities. Through the Mizzou Alumni and Alpha Phi Alpha Fraternity mentorship program for young men, Clarence tutors students as they prepare for entrance exams and he is responsible for the multicultural Martin Luther King Day Parade. Clarence volunteers at his church, serving on the Hospitality Team, on the Security Team, and with the Karate Ministries that provide youth with free instruction.



Through the generosity of Tommy Nobis Center supporters, individuals like Clarence are given the opportunity to thrive and grow professionally and personally as part of the Nobis Enterprises team.

About Nobis Enterprises

Nobis Enterprises is part of a national network of nonprofits that provide meaningful training and employment opportunities for people who have significant disabilities by leveraging the power of government contracting. Nobis Enterprises teammates execute contracts with a focus on administrative, custodial, mail center, and supply room services.