2021 ANNUAL REPORT

Employment Support HIRED
Job Placement Training Uplifting
Best & Brightest Independence EARNED OPPORTUNITY Experience
Community Job Readiness JOY Confidence Work Goal-Setting Job
Development Performance Working Employment Support Hired
Placement Training Uplifting BEST & BRIGHTEST Independence Earned
Opportunity Experience Community Job Readiness JOY Confidence
WORK Goal-Setting Job Development Performance Hard Working
Employment Support Hired JOB Placement Training Uplifting Best
A LETTER FROM BEN AND DAVE

The past year created challenges for all of us like we have never faced before – challenges including political divisiveness, social injustice, and the unprecedented effects of the pandemic. It has been trying, stressful, and extremely difficult for individuals and organizations alike. And yet, we have faced the challenges with innovation, perseverance, and a determination to continue to meet the needs of the community we serve.

Our focus to educate, train, and employ people with disabilities is stronger than ever and we have pivoted to find new ways to achieve our mission. Providing services virtually and safely in-person, we have continued to expand and enhance our Early Youth Employment Services to students with disabilities. We have implemented new ways to provide temporary staffing solutions for companies while helping people in crisis find employment quickly. We have been agile to meet the needs of our current customers while developing new partnership opportunities to fuel our programs. Nobis Enterprises is continuing to expand and grow our government contracts.

We were especially honored to be recognized as one of the 2020 Best & Brightest Companies to Work For in the Nation. This is our first national recognition for our robust and healthy culture. It reflects our focus on our core values of Mission-Driven, Accountability, Fun, Innovation, and Integrity.

We are grateful to our friends who believe in our mission. The gifts and grants we receive from individuals, foundations, corporations, and other supporters enable us to maintain our unwavering commitment to enhance the lives of those we serve. We are facing the future with optimism and resilience, knowing there is much more to be done.

Sincerely,

Benjamin Miller, Ph.D.
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

HONORARY
Johnny Isakson
Karen Slaughter
Early Youth Employment Services (EYES)

Christopher and Aleks were already good friends when they came to EYES Camp this summer. They were an inseparable team and their friendship set the tone for a very fun and engaging classroom. They both led class discussions and inspired their peers to participate. They shared that making new friends and improving their social skills was their favorite part of camp.

Inspiring Hope, Confidence, and Courage

When Crystal came to Tommy Nobis Center in September 2019, she was at the lowest point in her life. Having been diagnosed with anxiety and bipolar disorder, she was overwhelmed in her role as a single mother to a young child. One of her biggest stressors was her concern about how she was going to provide for her son.

At TNC, she was immediately given the opportunity to work and earn income as part of her training program. By being matched with a job that fit her needs, she began to have hope for her future. She no longer dreaded going to work and her fear that she wouldn’t be able to measure up began to fade.

Today, Crystal works as a Shipt shopper, a job she enjoys that provides good pay and a flexible schedule.

“Tommy Nobis Center made me feel like I can do it, even if I do it a little differently.”
Nobis Enterprises
Nobis Enterprises is an AbilityOne nonprofit agency that services government contracts by training and employing people with disabilities. Our areas of expertise include administrative, custodial, mail center, and supply room services.

89% of Nobis Enterprises teammates have a disability.

10 CONTRACTS IN 23 STATES

SECURED 2 NEW CONTRACTS AND CREATED 11 NEW JOBS

Business Solutions
We provide companies with solutions for their production and fulfillment needs and assistance with their staffing needs. This creates employment opportunities for the people we serve.

COVID Kit Project
Our teammates in Business Solutions produced 10,000 COVID Prevention Kits which were distributed to local nonprofits serving the most vulnerable among us who were significantly impacted by the pandemic.

This was a meaningful project for TNC that allowed us to help our community stay safe.

Our Impact
398 People placed or supported in jobs
$11.20 Average Hourly Wage
$3,906,000 Economic Impact in Wages Earned

Larry Robinson Wins National Award
SourceAmerica’s 2021 Honor Roll for Veterans

Larry served in the military for 21 years and was awarded the Purple Heart for wounds he received in action. When he returned from duty, he was diagnosed with PTSD and had difficulty reacclimating to civilian life. Five years ago, the Veteran’s Administration referred him for a position at the Nobis Enterprises CDC mailroom. Larry was soon thriving in his new role. Now he is an excellent teammate and a morale builder for his team.

“Tommy Nobis Center helped me find my way as a veteran and overcome the challenges of reintegrating into society.”

Larry Robinson Wins National Award
SourceAmerica’s 2021 Honor Roll for Veterans

Larry served in the military for 21 years and was awarded the Purple Heart for wounds he received in action. When he returned from duty, he was diagnosed with PTSD and had difficulty reacclimating to civilian life. Five years ago, the Veteran’s Administration referred him for a position at the Nobis Enterprises CDC mailroom. Larry was soon thriving in his new role. Now he is an excellent teammate and a morale builder for his team.

“Tommy Nobis Center helped me find my way as a veteran and overcome the challenges of reintegrating into society.”

Larry Robinson Wins National Award
SourceAmerica’s 2021 Honor Roll for Veterans

Larry served in the military for 21 years and was awarded the Purple Heart for wounds he received in action. When he returned from duty, he was diagnosed with PTSD and had difficulty reacclimating to civilian life. Five years ago, the Veteran’s Administration referred him for a position at the Nobis Enterprises CDC mailroom. Larry was soon thriving in his new role. Now he is an excellent teammate and a morale builder for his team.
FUNDRAISING THAT FUELS OUR PROGRAMS AND CHANGES LIVES

SECURED 26 GRANTS

MORE THAN $49,000 RAISED FOR GA GIVES ON #GIVINGTUESDAY

734 VEHICLES DONATED GENERATING $947,941 VEHICLE DONATION PROGRAM

ORGANIZATIONAL RECOGNITION

FINANCIAL HIGHLIGHTS

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$2,179,312</td>
<td>$1,524,354</td>
</tr>
<tr>
<td>Accounts Receivable, Net</td>
<td>716,732</td>
<td>643,344</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td>513,313</td>
<td>1,081,070</td>
</tr>
<tr>
<td>Property and Equipment</td>
<td>2,465,014</td>
<td>2,454,907</td>
</tr>
<tr>
<td>Investments</td>
<td>3,921,225</td>
<td>3,336,076</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td>$9,795,596</td>
<td>$9,039,751</td>
</tr>
<tr>
<td>Accounts Payable and Accrued Liabilities</td>
<td>$595,185</td>
<td>$522,954</td>
</tr>
<tr>
<td>Refundable Advance (PPP Funding)</td>
<td>$0</td>
<td>$331,432</td>
</tr>
<tr>
<td>Notes Payable</td>
<td>1,206,031</td>
<td>1,239,210</td>
</tr>
<tr>
<td>Net Assets</td>
<td>7,994,380</td>
<td>6,946,155</td>
</tr>
<tr>
<td>TOTAL LIABILITIES AND NET ASSETS</td>
<td>$9,795,596</td>
<td>$9,039,751</td>
</tr>
<tr>
<td>Revenue</td>
<td>$8,475,268</td>
<td>$8,478,011</td>
</tr>
<tr>
<td>Expenses</td>
<td>$7,940,937</td>
<td>$8,258,696</td>
</tr>
<tr>
<td>Net</td>
<td>$534,331</td>
<td>$219,315</td>
</tr>
</tbody>
</table>

2021 Revenue

- INVESTMENTS $1,018,413 13%
- PROGRAMS $6,034,055 71%
- FUNDRAISING $1,932,248 23%

2020 Revenue

- INVESTMENTS $1,018,413 13%
- PROGRAMS $6,034,055 71%
- FUNDRAISING $1,932,248 23%

FINANCIAL HIGHLIGHTS 2021 2020

OTHER INCOME

- 2021 Revenue $331,432 4%
- 2020 Revenue $667,768 8%

2021 Expenditures

- ADMINISTRATION $1,018,413 13%
- FUNDRAISING $591,227 7%
- PROGRAMS $6,331,287 80%

2020 Expenditures

- ADMINISTRATION $1,018,413 13%
- FUNDRAISING $468,352 8%
- PROGRAMS $6,872,196 85%

A RECORD-SETTING $240,000 RAISED
2021 VIRTUAL GALAXY OF STARS

DESTINY ADAMSON - 2021 TOMMY NOBIS RISING STAR AWARD WINNER -

Top Workplaces 3rd Straight Year

Our First National Award

ORGANIZATIONAL RECOGNITION

FUNDRAISING THAT FUELS OUR PROGRAMS AND CHANGES LIVES

SECURED 26 GRANTS

MORE THAN $49,000 RAISED FOR GA GIVES ON #GIVINGTUESDAY

734 VEHICLES DONATED GENERATING $947,941 VEHICLE DONATION PROGRAM

ORGANIZATIONAL RECOGNITION

FINANCIAL HIGHLIGHTS

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$2,179,312</td>
<td>$1,524,354</td>
</tr>
<tr>
<td>Accounts Receivable, Net</td>
<td>716,732</td>
<td>643,344</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td>513,313</td>
<td>1,081,070</td>
</tr>
<tr>
<td>Property and Equipment</td>
<td>2,465,014</td>
<td>2,454,907</td>
</tr>
<tr>
<td>Investments</td>
<td>3,921,225</td>
<td>3,336,076</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td>$9,795,596</td>
<td>$9,039,751</td>
</tr>
<tr>
<td>Accounts Payable and Accrued Liabilities</td>
<td>$595,185</td>
<td>$522,954</td>
</tr>
<tr>
<td>Refundable Advance (PPP Funding)</td>
<td>$0</td>
<td>$331,432</td>
</tr>
<tr>
<td>Notes Payable</td>
<td>1,206,031</td>
<td>1,239,210</td>
</tr>
<tr>
<td>Net Assets</td>
<td>7,994,380</td>
<td>6,946,155</td>
</tr>
<tr>
<td>TOTAL LIABILITIES AND NET ASSETS</td>
<td>$9,795,596</td>
<td>$9,039,751</td>
</tr>
<tr>
<td>Revenue</td>
<td>$8,475,268</td>
<td>$8,478,011</td>
</tr>
<tr>
<td>Expenses</td>
<td>$7,940,937</td>
<td>$8,258,696</td>
</tr>
<tr>
<td>Net</td>
<td>$534,331</td>
<td>$219,315</td>
</tr>
</tbody>
</table>

2021 Revenue

- INVESTMENTS $1,018,413 13%
- PROGRAMS $6,034,055 71%
- FUNDRAISING $1,932,248 23%

2020 Revenue

- INVESTMENTS $1,018,413 13%
- PROGRAMS $6,034,055 71%
- FUNDRAISING $1,932,248 23%

OTHER INCOME

- 2021 Revenue $331,432 4%
- 2020 Revenue $667,768 8%

2021 Expenditures

- ADMINISTRATION $1,018,413 13%
- FUNDRAISING $591,227 7%
- PROGRAMS $6,331,287 80%

2020 Expenditures

- ADMINISTRATION $1,018,413 13%
- FUNDRAISING $468,352 8%
- PROGRAMS $6,872,196 85%
“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. I couldn’t be happier to be part of the Nobis family.”

— CLARENCE

Clarence Shines in San Diego

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.

Clarence was accepted into 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.

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 in the perception of others.

Clarence was hired through the AbilityOne program as a mail clerk at the IRS mailroom in San Diego. When Nobis Enterprises acquired the contract, Clarence was the sole full-time clerk. 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 he needed to succeed. Today, Clarence 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.