



PRIDE
INDUSTRIES

**2021 PRIDE INDUSTRIES
ANNUAL REPORT**

Reaching New Heights



Embracing Our Core Values

Creating employment for people with disabilities is the foundation of our existence. Our 55+ years of success in building a more accessible world is owed to our steadfast belief that people with disabilities and other barriers to employment belong in every workplace. **Within these pages, you will see how we have embraced our core values of inclusion, social impact, respect, and innovation to propel our mission to new heights.**

Among our key accomplishments this year, we grew our top-line revenues and mission impact to record highs, despite the challenges of operating during a pandemic. We credit our team's ingenuity and relentless pursuit of excellence for delivering value to our customers, starting up new customer accounts across all of our lines of business, and successfully merging operations with Crossroads Diversified Services in Sacramento and Partnerships With Industry in San Diego. As a result of these achievements, we are driving onward towards our goal of creating employment for 100,000 individuals with disabilities.

If you have been touched by disability, either personally or through a family member or friend, you know how life-changing our work is. A job is not just a paycheck. It is dignity. Self-esteem. And independence. The power of our social enterprise model is seen in the thousands of people we've helped. With each life that we impact for the better, through access and choice in employment, we drive our mission forward—today and into the future.

We appreciate your partnership and support.



Table of Contents

To Our Customers, Partners, and Friends	6
What Guides Us	8
Fiscal Year 2020–2021 in Review	10
Our Impact	12
Normalizing Inclusion Nationwide	14
Growth Creates Opportunity	16
Perseverance Wins in the Time of COVID	20
The Michael Ziegler PRIDE Industries Foundation	24
Internships Open Doors	28
I AM ABLE Helpline	32
Diversity, Equity, and Inclusion	36
2021 Timeline of Events	38
Awards and Recognitions	40
Our Leadership	42

To Our Customers, Partners, and Friends

A LETTER FROM JEFF AND BOB



Jeff Dern, President and CEO, and Bob Olsen, Board Chair

Despite the challenges posed by the pandemic, PRIDE Industries has continued to thrive. This year we entered into an additional contract with the Judicial Council of California (JCC). We are proud to serve the state’s justice system with our combined operations, which provide total facility maintenance services to over 150 court system properties throughout California, creating employment for more than 140 full-time employees. At the federal level, PRIDE Industries is now a SourceAmerica pre-qualified manufacturing services provider, which will facilitate our pursuit of government contracts in electronics manufacturing. And we are proud to continue a decade-long partnership with

PRIDE Industries was founded in the basement of St. Luke’s Church in Auburn, California, in 1966 with the sole purpose of creating employment for people with disabilities. Since our humble beginnings, we have ignited hope for thousands of individuals nationwide through access to meaningful jobs and increased independence. We envision a world where people of all abilities have equal access to achieve their employment goals. Today, PRIDE Industries is the leading employer of people with disabilities in America.

Sacramento County through a new custodial services contract at the Sacramento International Airport. This renewed contract provides employment for 50 individuals with disabilities while delivering significant cost savings to the county through our innovative service delivery model.

Our Inclusive Talent Solutions (ITS) business is gaining momentum, establishing relationships with large domestic and international companies to provide consulting, staffing, and recruitment services. This fast-growing employer network has pledged to generate more than 5,000 job orders over the next two years for people with disabilities and other barriers to employment. These companies are not only making a social impact by partnering with PRIDE Industries, studies show that their commitment to hiring people with disabilities will increase their workforce productivity and customer engagement, leading to significantly increased growth in revenues and profitability. We’re proud to share our 55+ years of expertise through our ITS services and help our customers build a strong, inclusive, and diverse workforce that supports employment for people of all abilities.

We are investing in growth in several ways. To deliver on our customer commitments, we are investing in secure and agile systems to support scalable solutions in our operational programs. We created two new entities, PRIDE Government and PRIDE Federal, to capture new federal contracting business in support of employing people with disabilities and our nation’s military veterans. To better market our business services and social impact, we updated our branding and created a new website that is dynamic and filled with business case studies and powerful employee testimonials. We will stay focused on our social mission of job creation while delivering the highest quality products and services for our customers.

Our success is owed to the cumulative impact of our many partners—customers, employees, board members, donors, and supporters. PRIDE Industries truly is a community effort. Thank you for your faith in the power of our mission, and for sharing our belief that people with disabilities can achieve anything.



What Guides Us

As the nation's leading employer of people with disabilities, we believe that people of all abilities should have equal access to achieve their employment goals. And that belief shapes everything we are as a company. We are bound by a set of core values and a shared commitment to diversity, equity, and inclusion.

OUR MISSION

To create employment for people with disabilities.

OUR VISION

An inclusive world where people of all abilities have equal *access* to achieve their employment goals.

OUR CORE VALUES



INCLUSION

We believe that all people have talent, and that when people of all abilities know they are respected and have an opportunity to contribute, they can reach their full potential.



RESPECT

PRIDE Industries was founded in the belief that each person deserves care and recognition for their unique abilities, needs, and contributions. Respect for one another is the bedrock of our company culture and business practices.



SOCIAL IMPACT

As a social enterprise, we strengthen communities, families, and businesses to create positive social impact. Our mission drives us to normalize the inclusion of people with disabilities and to eliminate ableism in the workplace.

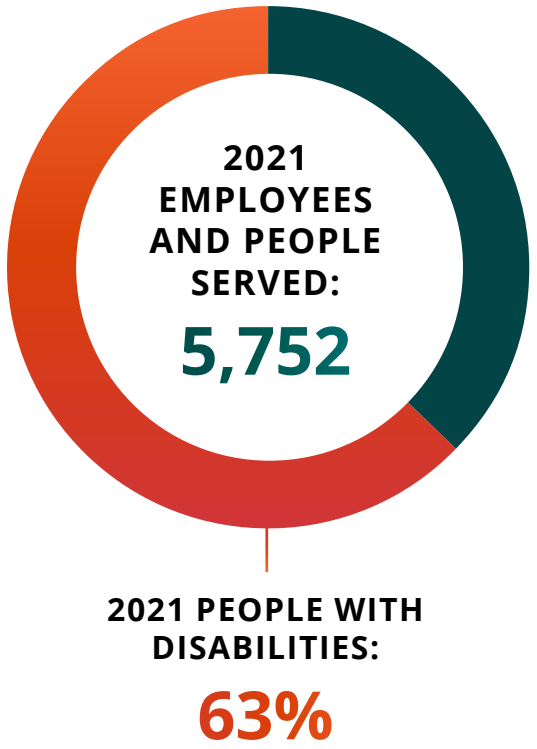


INNOVATION

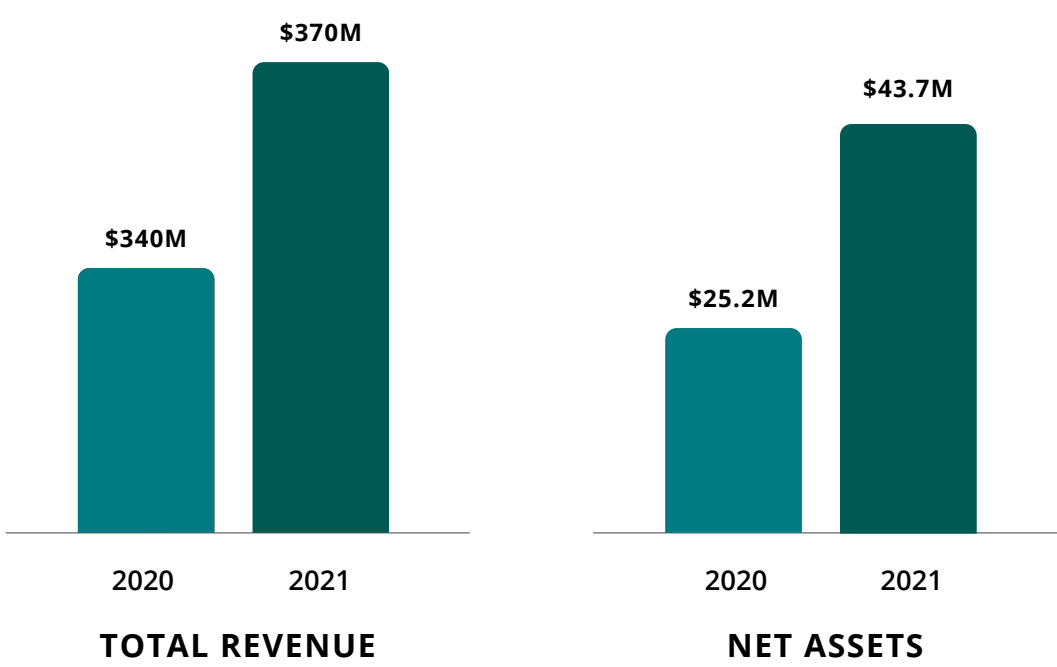
Visionary thinking is our legacy. We dedicate ourselves to bringing new solutions to our business customers. Our entrepreneurial spirit takes the lead in PRIDE Industries' mission imperative, in breaking new ground in talent development and employment creation, and in delivering performance excellence to our business partners worldwide.

Fiscal Year 2020–2021 in Review

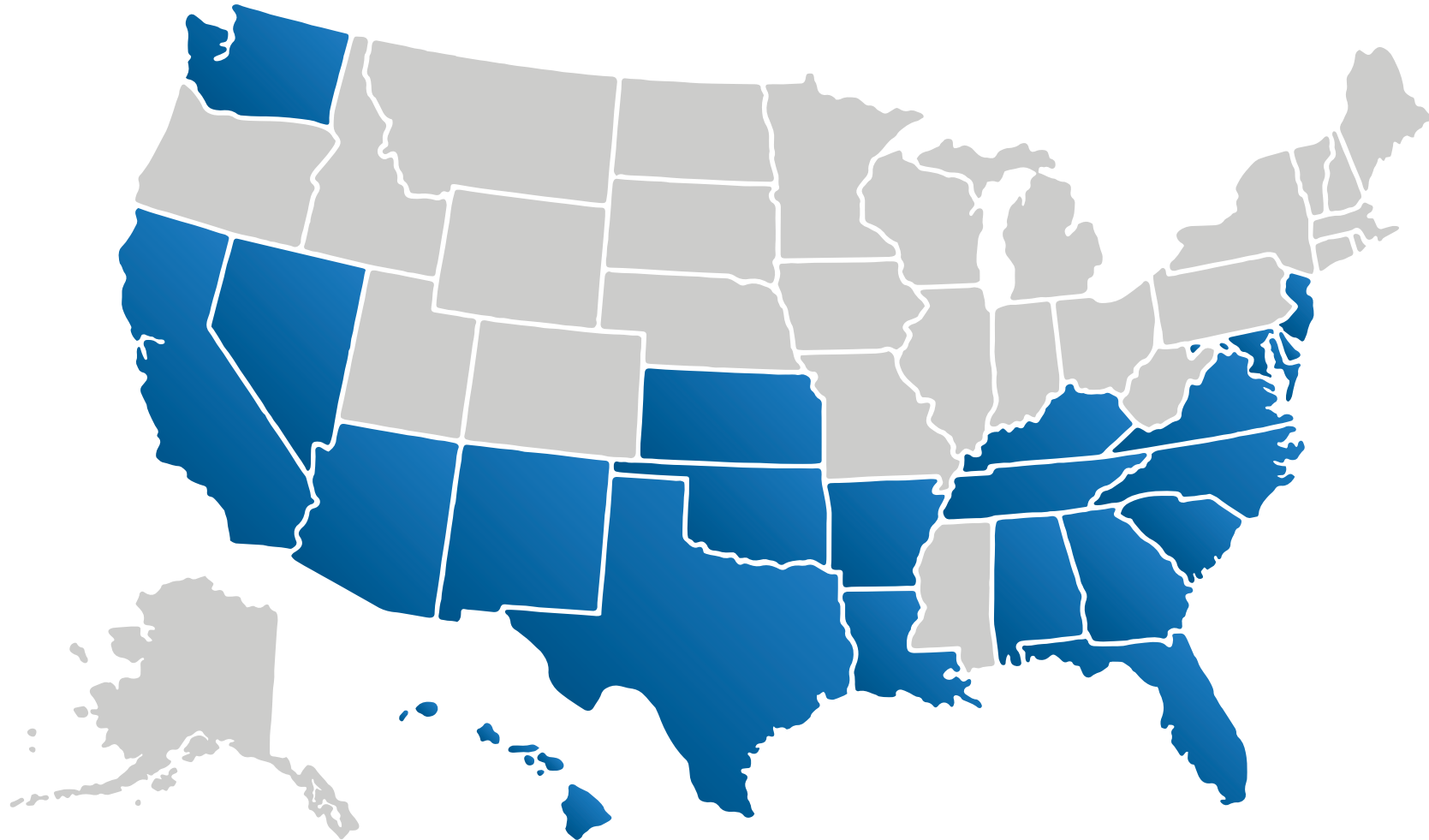
MISSION SNAPSHOT



FINANCIAL HIGHLIGHTS



Where We Work





Our Impact

A NONPROFIT SOCIAL ENTERPRISE DEDICATED TO INCLUSIVE EMPLOYMENT

PRIDE Industries provides facilities maintenance, manufacturing and logistics services, and supply chain management to government agencies and businesses of all sizes. And all the business services we offer support one goal: to fuel our mission to create employment for people with disabilities.

PRIDE Industries provides employment preparation, job placement, and on-the-job support to thousands of people every year. Our vocational rehabilitation services help a diverse group of people take the next step on their path to employment, whether they're looking for that first job, or changing careers at a critical juncture in their lives.

One in five Americans has a disability, and three-fourths of working-age Americans with disabilities are unemployed. At PRIDE Industries, we know that a job means so much more than a paycheck; it also has the power to bring connection, community, and purpose. We are driven to build an inclusive world where people with disabilities have equal access to achieve their employment goals.



Normalizing Inclusion Nationwide

In the U.S. today, there are 30+ million working-age people with disabilities. Approximately 74% of these individuals are unemployed. This statistic has remained stubbornly unchanged for decades. Through the launch of Inclusive Talent Solutions (ITS), PRIDE Industries aims to move this marker.

PRIDE INDUSTRIES: A HISTORY OF INCLUSIVE EMPLOYMENT

Since 1966, PRIDE Industries has created employment for people with disabilities. Over the decades, our organization has grown into a dynamic enterprise offering facilities maintenance, supply chain logistics, and electronics manufacturing to public and private companies and federal, state, and municipal agencies. Our success is based on the high quality of the many services we offer. Our dedicated employees—over 50% of whom have a disclosed disability—consistently deliver best-in-class service to our many customers across multiple industries. Every day, we prove the strength of our inclusive talent model in the facilities we maintain, the products we build, and the problems we solve for our customers.

INCLUSIVE TALENT SOLUTIONS: IMAGINING THE FUTURE

At PRIDE Industries, we imagined a future where companies across the U.S. could also achieve a workplace that is fully inclusive of people with disabilities. Then, with Inclusive Talent Solutions (ITS), we set about making it happen.

ITS leverages PRIDE Industries' expertise in building and sustaining an inclusive workforce. We offer staffing and professional services to help companies find, hire, and retain talented employees with disabilities and other barriers to employment. Potential employees are set up for success through job preparation, on-the-job coaching, and skills

development, customized for the high-volume roles that companies need to fill. ITS also works in concert with PRIDE Industries' (844) I-AM-ABLE Helpline to prepare and place people actively seeking employment.

ITS helps companies by performing assessments to identify gaps in their disability inclusion efforts, and by providing disability awareness training and certification programs to shape inclusivity from within. In this way, our ITS division makes it possible for companies to streamline their recruitment efforts with confidence—removing a barrier and putting qualified people to work.

In its first year, ITS launched operations with several large companies across the country. The staffing and training service is now actively engaged in Chicago, Charlotte, Portland, and Los Angeles, with plans to add more markets in the next 12 months. In each market, PRIDE Industries partners with local employment service providers to refer candidates for the various roles in our ITS employer network.

Our goal is to normalize workplace inclusion. For 55 years, we've hired, trained, and retained a diverse group of employees, proving that an inclusive workforce is good for business. We know firsthand that inclusion in the workplace boosts retention, morale, and performance. The Inclusive Talent Solutions team leverages PRIDE Industries' decades of hiring and training experience to guide other organizations to success through inclusion.



2021 Highlight: New Skills Lab

We are grateful to Kaiser Permanente for their generous grant supporting the creation of a skills lab. This new program will train individuals with disabilities for careers as Environmental Technicians (EV Techs) or Floor Care Technicians to address the growing need for skilled workers in healthcare, assisted living facilities, and office buildings in the Sacramento region. Program graduates will then be given priority for jobs with local healthcare providers as certified environmental technicians.

2021 Top Business Wins and Renewals

- Adecco
- Clark Pacific
- Compass Foods
- Sutter Health
- Ingram Micro
- California Highway Patrol
- Thunder Valley Casino Resort
- California Medical Association
- Judicial Council of California
- Sacramento International Airport
- Fort Campbell
- General Services Administration
- 3rd Stone Design
- Heart Zones
- L.A. Air Force Base
- California Department of Water Resources

Growth Creates Opportunity

STRONGER TOGETHER: PWI AND PRIDE INDUSTRIES

In July 2021, PRIDE Industries and Partnerships With Industry (PWI) forged a new path together. For over 35 years, PWI provided excellence in employment and training services for people with disabilities in the San Diego region. PWI combined operations with PRIDE Industries to continue its legacy and build on these critical services.

Founded in 1985, PWI supported and employed 432 people with disabilities by partnering with notable area organizations, including Pfizer, Compass Group, UC San Diego, San Diego Zoo, and county government departments. Paired with the resources and relationships PRIDE Industries has built over 55 years, the merger has resulted in an expanded array of services to support the organizations’ shared mission.

The combined entity will build on its partnerships with area employers while bringing valuable supplier diversity to the San Diego market through

services that include facilities maintenance, supply chain logistics, and electronics manufacturing. With this merger, people of diverse abilities in the Greater San Diego region now have increased opportunities for professional training, development, and employment.

OUR MISSION SUPPORTS THEIR MISSION: FORT POLK

Situated on 200,000 acres in Vernon Parish, Louisiana, Fort Polk is the nation’s fifth-largest military installation. The Army post is home to the Joint Readiness Training Center (JRTC), where soldiers prepare for conflict in realistic settings. And to keep those settings true to life, a team of 145 PRIDE Industries employees—nearly half of whom are employees with disabilities or veterans—get to work after every training operation, rebuilding the structures and roads that have been demolished during training.

PRIDE Industries maintains 2,243 buildings, over 1,000 miles of road, and 233,775 acres of land at Fort Polk, a location that is also subject to hurricane damage, flooding, and freeze events—all of which require rapid recovery protocols. Every day, our employees at the Army post demonstrate an outstanding ability to adapt to a constantly shifting list of priorities and conditions.

It’s a tall order for any facilities supplier—ensuring that buildings, roads, and grounds remain in peak operating condition in support of the 8,000 soldiers and 13,000 family members who call Fort Polk home. That this federal customer has awarded PRIDE Industries a series of successive contracts since 2009 speaks to the skill, training, and ability of our inclusive workforce. >>

“Our shared passion for improving the lives of individuals with disabilities through innovative employment options created a natural union. We look forward to working with PWI and employers in San Diego County to create more inclusion in the workplace.”
- JEFF DERN, PRIDE INDUSTRIES
PRESIDENT AND CEO

GREAT SERVICE FUELS OUR GROWTH: JUDICIAL COUNCIL OF CALIFORNIA SOUTH

The Judicial Council of California (JCC) is responsible for operating more than 250 courthouses and 10 million square feet of facility space across the state. Since 2011, PRIDE Industries has supported the JCC northern region with responsibility for facilities maintenance of more than 65 courthouses, ensuring their functionality and safety.

In 2021, PRIDE Industries won a bid to expand its services to the JCC, making us the first contractor to be responsible for two (of the three) JCC regions simultaneously. The new contract covers 100 court facilities in the southern region, supporting 110 new PRIDE Industries jobs. With the addition of this new contract, PRIDE Industries is now responsible for 70% of the state's court facilities—we now maintain JCC courthouses from Oregon to Mexico, excluding the Bay Area. That PRIDE Industries won the bid in open competition speaks to the confidence the JCC has in our team's ability to deliver high-quality, competitive services, and is a reflection of the 10 years of exceptional service we've provided.

PUSHING PAST BARRIERS: PRIDE INDUSTRIES JOB CENTER

PRIDE Industries' merger with Crossroads Diversified last year has allowed the combined entity to leverage shared resources. The PRIDE Industries Job Center is a prime example of this synergy. The center was successfully directed by Crossroads for many years, and continues to provide employment assistance to hundreds of people with disabilities in the Sacramento region.

The PRIDE Industries Job Center offers a broad range of employment services. We assess skills and suggest training programs, including some with scholarship opportunities. We provide assistance in all aspects of job-seeking preparation, from resume writing to interview practice. We make employment referrals, military veteran



job opportunities, and offer certified typing and data entry tests.

The Job Center helps people access services specialized to their needs, such as youth employment programs and EDD veterans assistance. Our Ticket to Work services include assisting recipients of SSI and SSDI with employment and benefits planning. We even help with housing referrals.

Our services are offered both virtually and—when COVID guidelines permit—in person. We sponsor workshops on all aspects of employment, so that participants don't just find a job, they build a career. And we help both participants and the local business community by hosting free recruitment events.

Most importantly, our one-on-one career counseling helps each participant chart their own unique path to employment. In 2021, the PRIDE Industries Job Center helped more than 1,100 people on their journey to employment success. Next year, we plan to help even more.

A Generous Grant Funds Strategic Analysis

Thank you to the Walter S. Johnson Foundation for their support in funding a GAP Analysis for the At-Risk Youth Program. This analysis included a review of unmet needs in the community and the service delivery gaps created by restrictions on public funding sources, including WIOA (a program designed to address generational poverty). The GAP analysis informed a strategic plan to leverage our public/private partnerships, and has resulted in new funding that will expand our current programmatic capacity to provide more targeted employment services to at-risk youth.



1,400+
VACCINATED

Vaccination Clinics for People with Disabilities

PRIDE Industries collaborated with the California Department of Rehabilitation and Safeway to staff four community pop-up vaccination clinics. More than 1,400 people were vaccinated, including individuals with developmental disabilities, their caregivers, and family members.

Perseverance Wins in the Time of COVID

Too often, disability leads to isolation. Connection is vital. That's why a job is more than a paycheck—it is an opportunity to gain independence and contribute to one's community. So when the pandemic struck and PRIDE Industries' traditional services and supports were curtailed, we quickly pivoted to continue supporting our team members with disabilities in a virtual environment.

INNOVATION HAS ALWAYS BEEN ONE OF OUR STRENGTHS

The pandemic pushed us even harder to reimagine new ways of learning, sharing, working, and staying together. IT team members worked with transportation staff; finance worked with marketing; and everyone worked with our rehabilitation team to ensure we continued to serve the people who depend on us.

We held town hall meetings to hear from parents. We had one-on-one sessions with our employees with disabilities and those receiving services. The result was a shift in how we do just about everything. We called it the Alternative Services Model. >>



"Trent missed his regular routine during the pandemic, but PRIDE Industries offered many online activities so he could stay connected. Now, Trent continues to enjoy his weekly care packages. And he looks forward to his calls from Londell, his Rehabilitation Specialist. Thank you, PRIDE Industries, for providing valuable resources to Trent during a time that could have been very trying without your support."

- HEIDI DAUGHERTY, TRENT'S MOTHER



Access was key. Because many of the people we serve lack smartphones, our Information Technology department provided them with accessible tablets and connected Wi-Fi to enable virtual training and program participation. In addition, our transportation division redeployed 60 buses. Instead of daily trips to and from work, we delivered groceries, ferried people to vital appointments, and provided an opportunity for people to get out of the house for a change of scenery.

To keep team members engaged, we hosted virtual, interactive activities focusing on important life skills. Isolation Kitchen, an online cooking class, was typical of our offerings. As with all our activities, the class was designed to work for people of all abilities, and help was provided to those who had trouble reading recipes.

ADAPTING QUICKLY TO STAY TRUE TO OUR MISSION

Of course, the serious work of job development continued as well. When the pandemic hit, we quickly developed a new way to provide vocational training, bringing in experts from different fields to talk about the work they do, and the skills needed for success. Then we set about building those skills in online classes, which became the model for a new integrated training program. In all, we served nearly 1,000 people with disabilities through virtual training during the initial phase of the pandemic. Our online courses and services are still active for more than 600 people and have become a model for future offerings.

At PRIDE Industries, we witness every day the capabilities and dedication of our employees with disabilities, and this did not change during the pandemic. Despite the dramatic shift in their work and learning routines, our employees and clients adapted remarkably well. It was a reminder to never underestimate the power of determination and perseverance.

2021 Highlight

Over 100 supported employment groups provide work experience to 366 individuals with disabilities through community employers.





The Michael Ziegler PRIDE Industries Foundation

YOUR GENEROSITY IN ACTION

Named for PRIDE Industries' beloved CEO of 37 years, The Michael Ziegler PRIDE Industries Foundation funds vocational training, job coaching, internships, job support technology, and accommodations for people with disabilities and others facing barriers to employment, including veterans, former foster youth, and trafficking survivors. With your support, we help individuals of all abilities realize their true potential, become self-sufficient, and contribute to their communities.

When you donate to The Foundation, you support a broad range of personalized services. We work with individuals throughout their employment journey, providing them with career access, choice, and advancement opportunities. And because PRIDE Industries funds all The Foundation's administrative costs, 100% of your donation goes directly to support these life-changing programs.

THE
Michael Ziegler
PRIDE INDUSTRIES
Foundation

PROGRAMS AND SERVICES



I AM ABLE HELPLINE

Connecting people with disabilities and other barriers to employment with the resources and services needed to overcome obstacles.



ASSISTIVE TECHNOLOGY

Providing tools that enhance function, productivity, and opportunity in the workplace and at home.



TRANSPORTATION SERVICES

Linking people to vital services and employment and delivering essentials to help individuals maintain independence.



JOB COACHING

Ensuring lasting success for both employer and employee through a person-centered approach to training and development.



VOCATIONAL TRAINING

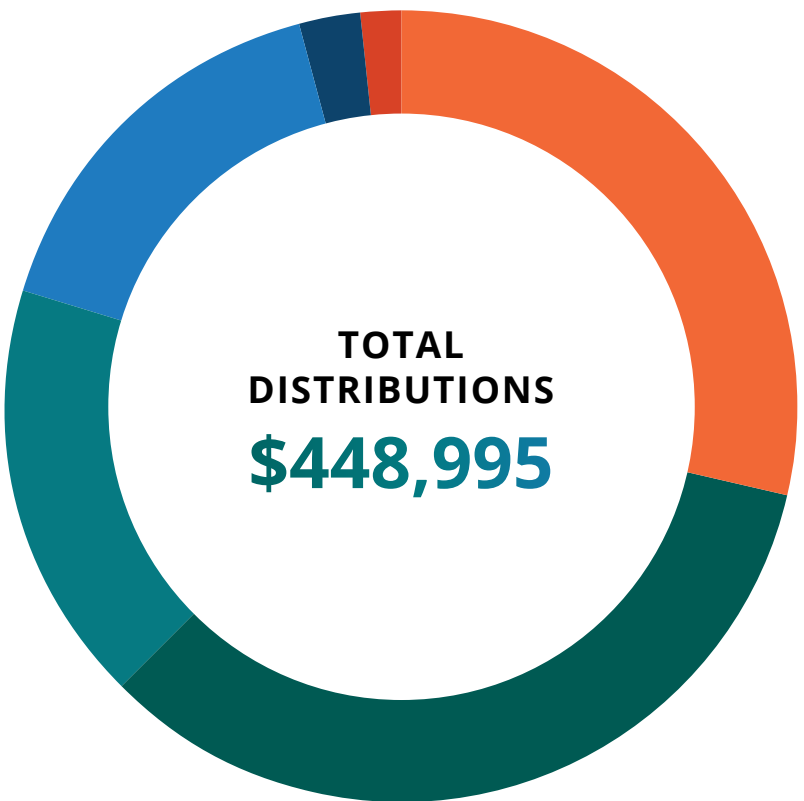
Providing the skills necessary for entry, advancement, and career-building in the workplace.



PAID INTERNSHIPS

Providing the opportunity to learn new skills and demonstrate job readiness to potential employers—opening doors to opportunity.

PROGRAM DISTRIBUTIONS



SUMMARY OF DISTRIBUTIONS

Vocational Training	\$152,439	34%
Paid Internships	\$128,800	29%
Transportation	\$77,500	17%
Job Coaching	\$72,010	16%
I AM ABLE Helpline	\$12,000	3%
Assistive Technology	\$6,247	1%

Internships Open Doors

With drive, focus, and a certification in office technology, Phillip Powell had everything in line to meet his goal. His starting point: an entry-level administrative job where he could begin building a career. But despite his educational achievements, Phillip had hit a job search roadblock.

Then Phillip was referred to PRIDE Industries, where he was paired with a Job Developer who was an expert in helping people with disabilities highlight their talents. She coached Phillip on how to present his skills and strengths on paper and in person. In June 2021, Phillip landed an internship with The Michael Ziegler PRIDE Industries Foundation, where one of his most important tasks was to help plan and roll out the Employee Giving Campaign. Phillip assisted in the recruitment of ambassadors from across the country, developed fundraising tools, and supported the campaign's success. Phillip discovered new strengths in the process, including an aptitude for data management—a highly marketable skill.

Phillip plans to leverage his new skills as he takes his next steps on his path to employment. "These skills can let me enter fields such as statistical analysis, and further build my experience," he says.

Your generous contributions support services like paid internships, vocational training, and on-the-job coaching—helping people like Phillip achieve their employment goals.

"It felt incredible when I got my first chance at starting the career that I had worked so hard for."

- PHILLIP POWELL



2021 Highlight: Job Clubs

PRIDE Industries Job Clubs are online communities that bring together job seekers to network and receive support with their job search. Led by our Job Developers, Job Clubs meet virtually once a month and provide participants with an opportunity to get valuable feedback on résumés, cover letters, and interviewing techniques. During Club meetings, participants can also get help applying for jobs online, and learn about job fairs and other employment resources.

- Job Club Participants: 185
- Job Club Hours: 825



2021 Highlight



BUS TRANSPORTATION:

500 clients served per month in the following counties: Placer, Sacramento, Sutter, Yuba, El Dorado, Yolo, Nevada



YOUTH SERVICES AND EMPLOYMENT SERVICES:

595 clients served per month in the following counties: Placer, Sacramento, El Dorado, Yolo, San Diego

I AM ABLE Helpline

To help people with disabilities gain access to employment services, PRIDE Industries launched the I AM ABLE Helpline in 2021. Currently California-focused, the helpline serves people with disabilities as well as military veterans, former foster youth, and trafficking survivors. The helpline connects individuals to a live person who learns about their unique circumstances, challenges, and goals and then matches them to government services, training, employment preparation, and job opportunities within PRIDE Industries or with one of our many employer partners.

The I AM ABLE Helpline is the only helpline in the U.S. that helps people with disabilities navigate every step of the employment journey. In our pilot program, we connected more than 700 people to community programs that provide job readiness training, ongoing support, and employment opportunities.



A Job Coach Tells Her Story

BY ANDREA TOMLINSON

At PRIDE Industries, our mission is to create employment for people with disabilities. As a Job Coach, I’m one of the lucky people who get to live this mission up close. I’ve worked in Employment Services for more than seven years, and I feel the same excitement for my work today as I did that first day on the job.

PRIDE Industries has over 145 Job Coaches. We all have the same focus: helping those we support to achieve their career goals. We provide tools, resources, and support to employees with disabilities so that they can reach their full employment potential. Since the needs of an individual vary, so does my role. I work with those just entering the workforce and individuals who had a distinguished career but are now searching for a new one because of a life-changing experience.

Job Coaches support multiple individuals who perform a broad range of work, and we often serve as the bridge between the individual and the employer. For example, in a single day I might assist someone employed at a grocery store, a landscaper, and someone working in a state agency.

To help an individual succeed, I need to learn their job first. I have gained quite a few skills along the way, from knowing >>

“I am a mentor, teacher, role model, advocate, sounding board, and cheerleader.”
- ANDREA TOMLINSON





2021 Highlight

PRIDE Industries' Employment Services department partners with an employer network of over 490 individual work sites. Despite the pandemic, 362 employment opportunities were created in the community and 720 individuals were supported with job coaching services.

how to safely stow large packages, to crafting lesson plans and navigating computer programs. In some ways, I'm a jack of all trades. Depending on the need, you might find me standing on the sidelines, observing, or actively engaging. I've lost count of the number of times someone has asked me, "What are you doing?" However, despite the occasional awkwardness, this is one of my favorite parts of the job.

To help employers create a more inclusive workforce, I provide education about people with disabilities, brainstorm accommodations to remove barriers, and help ensure that expectations are met.

My job is to help an individual be successful. At different times, I am a mentor, teacher, role model, advocate, sounding board, and cheerleader. Being a Job Coach is a rewarding and unique experience. I have learned new skills while supporting some incredible individuals. And always, I have had the privilege of living our mission every day. That has been and forever will be an invaluable experience.

Andrea is currently working as an Instructional Designer, using her seven years of experience as a Job Coach to design job training courses for people with disabilities.

Thank You, Donors

We are grateful for the generosity of our supporters, whose investments advance our mission of creating employment for people with disabilities.

ENDOWMENTS

Ethan Allen Herr Memorial Endowment Fund

Placer Community Foundation

Power of Purpose Fund

FOUNDATIONS

Our Little Light Foundation

Placer Community Foundation

Teichert Foundation

Kelly Foundation

Walter S. Johnson Foundation

CORPORATE

California Foundation for Stronger Communities

GAP, Inc.

Kaiser Permanente

MUFG Union Bank

U.S. Bank

United Auburn Indian Community

INDIVIDUALS

(or Major Donors \$10,000+)

Anonymous

Anonymous

Anonymous

**TOTAL RAISED
IN 2021:**

\$617,741

Diversity, Equity, and Inclusion (DEI)

At PRIDE Industries, we're committed to promoting a diverse, equitable, and inclusive workplace where each and every person can thrive and reach their full potential. In keeping with this commitment, this year we have expanded our diversity training and created several Employee Resource Groups (ERGs).

Employee Resource Groups are made up of individuals who share common interests, experiences, and goals. These groups are completely voluntary and open to all employees. This year, PRIDE Industries launched five ERGs: Black Employee Network; People of Possibilities; Professional Women's Network & Friends; Millennial; and Veterans. In addition, three new ERGs are planned for 2022: Hispanic Heritage; LGBTQ; and Asian American and Pacific Islander.

Studies show that ERGs promote job satisfaction, increase employee retention, and provide valuable insight on business performance. At PRIDE Industries, these groups now play an important role in helping us achieve our diversity and inclusion goals.

Just as we've added new ERGs, we've also greatly expanded the DEI trainings we offer our employees. We've updated the equal employment opportunity training we provide to supervisors. We've also begun offering expanded diversity training for new managers, as well as outreach and effectiveness training for HR recruiters and hiring managers.

And because we believe in growing our leaders, we plan to introduce a new mentoring program next year. We will also expand our recruitment of diverse candidates. Our long experience—and multiple industry studies—have taught us that diversity brings strength to an organization. And at PRIDE Industries, we intend to leverage that strength.



CEO **ACT!ON** FOR DIVERSITY & INCLUSION

This year, President and CEO Jeff Dern signed the CEO Action Pledge, joining 2,000 CEOs who have committed to advancing diversity and inclusion in the workplace. Founded by PwC (PricewaterhouseCoopers), the CEO Action Pledge outlines a specific set of actions that CEOs commit their companies to take in order to create a trusting work environment where diverse ideas are welcome, and employees feel free to discuss issues of diversity and inclusion.

2021 Timeline of Events



Awards and Recognitions

- PRIDE Industries was included in the **2021 Best of the Best Top Veteran-Friendly Companies** by U.S. Veterans Magazine (USVM).
- We were honored as a **2021 VETS Indexes 3-Star Employer**, a recognition of our commitment to hiring, recruiting, retaining, developing, and supporting veterans and others in the military community.
- The National Organization on Disability (NOD) recognized PRIDE Industries as a **2021 Leading Disability Employer** for our decades-long commitment to creating employment for people with disabilities and our success in promoting our inclusive workforce model.
- DIVERSEability Magazine included us in its **2021 Best of the Best List of Top Disability-Friendly Companies**.
- PRIDE Industries was recognized with the **2021 HIRE Vets Medallion Gold Award**, the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring.
- Our CFO Everett Crane was named **CFO of the Year** by the Sacramento Business Journal.
- PRIDE Industries received SMT & Packaging Magazine's **2021 GLOBAL Technology Award** in the Contract Services category. Within this category, we were recognized as a leader in engineering services and strategic supplier management.

A Partnership for Good

We are proud of our 34-year partnership with SourceAmerica—a federal nonprofit agency that creates employment opportunities for people with disabilities through its national network of affiliated nonprofit agencies. In 2021, PRIDE Industries was pre-qualified as a manufacturing provider to pursue electronic product manufacturing for the federal government.

SourceAmerica[®]

OUR LEADERSHIP

PRIDE INDUSTRIES BOARD OF DIRECTORS

Bob Olsen, Chair
Founder/Board Member
Deacon Construction

Jud Riggs, Vice Chair
Teichert, Inc.
President/CEO

Mike Snegg, Treasurer
Berkeley Capital Trust
CEO

Sandy Smoley, Secretary
The Smoley Group
Chair/CEO

Jim Barone
SourceAmerica Board of Directors
Past Chair

Ed Bonner
Retired, Placer County Sheriff

Dawn Clayton
Thunder Valley Casino and Resort
General Manager

Dorene Dominguez
Vanir Group
President/Chairman

Rob Lynch
VSP Global
Retired, President/CEO

Nadder Mirsepassi
Sutter Health
Retired, Assistant Treasurer &
Director of Treasury

Ron Mittelstaedt
Waste Connections, Inc.
Executive Chairman of the Board

Walt Payne
Blue Diamond Growers
Retired, President/CEO

Dr. Rao Unnava
UC Davis School of Management
Dean

Larry Welch
Hewlett-Packard
Retired, Vice President of Indirect
Procurement

THE MICHAEL ZIEGLER PRIDE INDUSTRIES FOUNDATION ADVISORY BOARD

Dr. Robert L. Lorber, Chair
The Lorber Kamai Consulting
Group
President/CEO

Stephen F. Boutin
Boutin Jones, Inc.
Principal

Donna L. Courville
Boutin Jones, Inc.
Attorney

Brice Harris
California Community Colleges
Chancellor Emeritus

Stephen J. Platter
Morgan Stanley Private Wealth
Management
SVP, Private Wealth Advisor

Daniel Sakow
619IT
CEO

Judi Adams
Beyond Sales Management
President

Dale Carlsen
Bunker Wilson, LLC
CEO

Jeannine English
AARP
Retired, President/Board of
Directors

Nadder Mirsepassi
Sutter Health
Retired, Assistant Treasurer &
Director of Treasury

Edward J. Quinn
Best Best & Krieger
Partner

Louis A. Vismara, M.D.
AKT Investments, Inc.
Consultant

EXECUTIVE TEAM

Jeff Dern
President/CEO

Casey Blake
Chief Operating Officer

Leah Burdick
Chief Growth Officer

Everett Crane
Chief Financial Officer

Dr. Jennifer Camota Luebke
Chief Rehabilitation Officer

Alan McMillan
Chief Information Officer

Tina Oliveira
Chief Human Resources Officer

Vic Wursten
Chief Rehabilitation Officer,
Retired December 2021



PRIDEIndustries.com