

PRIDE Industries Annual Report 2025

BUSINESS EXCELLENCE WITH A
POSITIVE SOCIAL IMPACT



PRIDE
INDUSTRIES

To Our Customers, Partners, and Friends

A LETTER FROM BOB

PRIDE Industries had an exceptional fiscal 2025, our 59th year, marked by numerous accomplishments that highlight our commitment to inclusivity, innovation, and excellence. Financially, we reported total revenue of over \$484 million and net assets of \$62 million. Most importantly, we employed 3,964 individuals, including 1,949 employees with disabilities, and provided employment services to a total of 4,042 people with disabilities, with 254 individuals with disabilities placed into community employment.

We received several prestigious awards, including the Nonprofit and Corporate Citizenship Award from the San Diego Business Journal and the 2024 Top Veteran-Friendly Company by U.S. Veterans Magazine. We were also recognized as a Leading Disability Employer by the National Organization on Disability and received the Business Hall of Fame award from the Sacramento Metropolitan Chamber of Commerce.

Our federal facilities services team partnered with Pegasus Support Services and secured a contract with the Defense Health Agency's Naval Health Clinic Lemoore. We also raised our safety game—all supervisors completed OSHA safety training, and 39 contracts recorded no safety incidents.

Bob Olsen, Board Chair and Interim CEO

Our Integrated Facilities Management team won significant contracts with the City of Sacramento, Yolo County, and the City of Berkeley. The team also landed contracts with the Sacramento City Unified School District, the City of West Sacramento, Clutch, Oral Sprig, and BOSCH.

Our Manufacturing and Logistics Services team achieved two outstanding wins this year. The team is now working with Amazon, which has initiated a new line to support nationwide logistics services. In addition, our EMED contract, which was originally for the manufacture of medical device prototypes, has expanded to include full logistics services.

The Workforce Inclusion team continued to deliver and grow our supported employment group program. This program teaches important work skills and enables participants to work at local businesses as part of a team aided by a job coach. Also, in an effort to find new employment partners and strengthen our relationships with current ones, this year we launched the Community Partner Employer Department, which operates within the Workforce Inclusion team.

Our annual I AM ABLE Disability Job Fair is now a signature event for PRIDE Industries and the disability community, growing from 600 job seekers and 20+ employers in 2023 to 1,000 job seekers and 30+ employers in 2024. The event is the result of true teamwork between our Growth, Workforce Inclusion, Foundation, and Recruiting teams.

Meanwhile the I AM ABLE Employment Helpline is now established as a go-to resource for individuals with disabilities seeking employment. In 2021 the Helpline team assisted 343 callers. Last year, they helped more than 4,000 callers. The Helpline has assisted over 341 individuals in securing a job at PRIDE Industries alone, representing an estimated \$7M+ in gross income.

We want to express our deep appreciation to everyone who contributes to PRIDE Industries' ongoing success—our employees, business partners, donors, community supporters, Board of Directors, and Advisory Board. We are united in our mission to create life-changing employment opportunities for people with disabilities.

286

PRIDE
INDUSTRIES





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What Guides Us

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

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 GUIDING PRINCIPLES



CUSTOMER SUCCESS

We go above and beyond. We measure success by our internal and external customers' success.



SAFETY

The safety and wellbeing of our employees and customers is our priority.



INCLUSION

We create a workplace that fosters belonging, respect, and value for all.



OUR CORE VALUES

Our goal is to create an inclusive world where people of all abilities have the opportunity to achieve employment and independence. PRIDE Industries promotes the following values, which are core to who we are as a company:



INTEGRITY

We do the right thing. We earn the trust of teammates, customers, and partners every day with transparency, accountability, and respect.



TEAMWORK

We work together. We actively include everyone's ideas and efforts to reach our goals.



TENACITY

We won't give up. We, as individuals and teammates, help each other overcome obstacles, adapt, and turn challenges into growth opportunities.



INNOVATION

We are problem solvers. We are constantly looking for new ways to improve our services. When we find something that can be improved...we act.



Awards and Recognitions

Top 300 Impact Companies
Real Leaders®

Gold Stevie® Award for Website Accessibility
American Business Awards®

VETS Indexes 4 Star Employer
2025 VETS Indexes Employer Awards

2024 Top Disability-Friendly Company
DIVERSEability Magazine

2024 Equity Award
Greater Sacramento Economic Council

2024 Top Veteran-Friendly Company
U.S. Veterans Magazine

Nonprofit and Corporate Citizenship Award
San Diego Business Journal

Leading Disability Employer
The National Organization on Disability (NOD)

50 Fastest Growing Companies
Sacramento Business Journal

Business Excellence with a Positive Social Impact

Delivering exceptional business services to provide employment for people with disabilities is what PRIDE Industries is all about. We call it “Business Excellence with a Positive Social Impact.” The growth of our business means more positive social impact, and we are grateful to our customers, employees, employment partners, and government agency partners for working with us to make it happen..

We like to say that we prove that companies don’t have to choose between business excellence and a positive social impact. You can see plenty of examples of both in the following pages. Read on to discover the successes of our Manufacturing and Logistics Services (MLS) and Integrated Facilities Management (IFM) business lines, and learn how our Workforce Inclusion (WFI) team guides and supports people with disabilities on their pathways to employment.

At PRIDE Industries, we believe that our success is measured both by our business achievements and by the positive impact we have on society. Through our dedication to business excellence and social responsibility, we create opportunities for people with disabilities and demonstrate that a thriving business can also be a force for good. Our commitment to innovation and continuous improvement ensures that we meet the most rigorous of industry standards, while making a meaningful difference in the lives of people with disabilities.

FISCAL YEAR 2025 IN REVIEW

MISSION SNAPSHOT

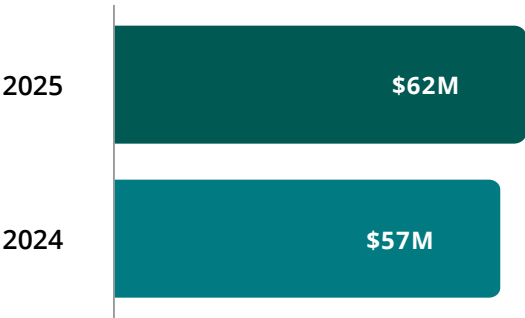


FINANCIAL SNAPSHOT

TOTAL REVENUE



NET ASSETS



**Services include job development, vocational training, day programs, behavioral management programs, independent living services, and more.*



Workforce Inclusion

Our Workforce Inclusion team has built a network of hundreds of businesses that share our commitment to an inclusive workforce. Some of these employment partners hire people with disabilities directly, while in other cases we are the employer of record and provide companies with supported work groups—small teams of workers with on-site job coaches.

Highlights in 2025 included a grant of over \$2 million from the Amity Foundation to provide education and employment supports to youth, ages 14 to 25, who have disabilities and justice-impacted lives; and joining a legislative advocacy event at the California state capitol with the California Disability Services Association.



2025 WFI KEY BUSINESS WINS AND RENEWALS

- Acushnet
- E-Filliate
- Eskaton – Gold River
- Golden 1 Center
- Hola! Tortilla
- Legacy Resort and Spa
- Manchester Grand Hyatt
- Matsuda's Nursery
- Point Loma Nazarene University
- Raley's
- Red Hawk Resort and Casino
- San Francisco Bay Coffee
- SeaWorld San Diego
- Soapy Joe's Car Wash
- Thunder Valley Casino Resort
- Viejas Casino Resort



294+ CONTINUED BUSINESS PARTNERSHIPS
98 SUPPORTED WORK GROUP OPPORTUNITIES

EMPLOYMENT SERVICES BY THE NUMBERS

4,000+

PEOPLE WITH
DISABILITIES SERVED
THIS PAST YEAR

287

PLACED IN
COMMUNITY
EMPLOYMENT

294

EMPLOYMENT
PARTNERSHIPS
NATIONWIDE

1,170

PEOPLE WITH
DISABILITIES WORKING
ON ABILITYONE®
CONTRACTS

OUR EMPLOYMENT PARTNERS INCLUDE:



CARF ACCREDITATION

PRIDE Industries holds the prestigious three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), an international, nonprofit health and human services accreditor. This recognizes that we have made a specific commitment to put the needs of our participants at the center of the services we design and deliver, and that we strive to continuously improve efficiency, fiscal health, and service quality and delivery.





Federal Government Services

PRIDE Industries delivers proven, reliable facilities management, custodial, landscaping, operations and maintenance, and general contracting services for federal government facilities, including military bases, government agencies, and federal buildings throughout the country—all with a mission to create employment for people with disabilities (including military veterans).

We are the largest contractor in the AbilityOne® Program, the nation's largest source of employment for people with disabilities. This federal initiative provides private sector jobs for 39,000 people across the country through government procurement contracts.

A special highlight this year was the recognition of PRIDE Industries employee Beth Cole-Pope by the Commissioner of Arkansas Rehabilitation Services and the governor's office. Cole-Pope, who is deaf and blind, was commended for her outstanding work as a custodian on our General Services Administration contract in Little Rock, Arkansas.

TRUSTED BY:

- U.S. Army
- U.S. Air Force
- U.S. Space Force
- U.S. Navy
- U.S. Marine Corps
- U.S. Coast Guard
- Department of Homeland Security
- Department of the Treasury
- Department of Agriculture
- Social Security Administration
- General Services Administration
- Drug Enforcement Agency



FEDERAL SERVICES BY THE NUMBERS

184

GOVERNMENT
SITES

30%

LOWER OSHA
INCIDENT RATE VS
INDUSTRY STANDARD

65M

ACRES OF ROADS
AND GROUNDS
MAINTAINED

#1

LARGEST ABILITYONE®
NONPROFIT PARTNER

2025 FEDERAL KEY WINS AND RENEWALS

- Beale Air Force Base
- Cape Canaveral
- Department of Homeland Security
- Fort Bliss
- Fort Polk
- Fort Rucker
- GSA New Orleans
- GSA Seattle
- Joint Base McGuire–Dix–Lakehurst
- Little Rock Air Force Base
- Los Angeles Air Force Base
- Travis Air Force Base
- United States Coast Guard, Alameda
- Western Currency Facility



U.S. ARMY



UNITED STATES
SPACE FORCE





Integrated Facilities Management

Our Integrated Facilities Management services offer unmatched breadth and depth in the facilities management marketplace. PRIDE Industries is among the few “one-stop shops” in the sector, offering everything from custodial services to landscaping to facilities operations, maintenance, and management for commercial and government properties throughout the United States. Our business continues to improve and expand into the management of healthcare, life sciences, and software industry facilities.

Highlights in 2024 included winning a contract with Sprig Oral Health Technologies to provide custodial services at their manufacturing headquarters in Rocklin, California; and a three-year contract with Lockheed Martin for facilities and custodial maintenance at Fort Walton Beach, Florida.



2025 IFM KEY BUSINESS WINS AND RENEWALS

- Bosch
- California Department of Food and Agriculture
- California Department of Water Resources
- CDCR Stockton
- Center Joint Unified School District
- City of Berkeley
- City of Roseville
- City of Sacramento
- City of San Jose
- County of El Dorado
- County of Los Angeles
- County of Placer
- County of Santa Clara
- Ethan Conrad Properties
- Eskaton
- Golden Eagle Distributing
- SD Mechanical
- SMUD
- Twin Rivers Unified School District



BUSINESS SERVICES BY THE NUMBERS*

140M

SQUARE FEET
OF FACILITIES
MANAGED

13K

BUILDINGS
MAINTAINED

90%

OF SERVICES
SELF-PERFORMED

26M

SQUARE FEET
OF FACILITIES
CLEANED

OUR EXPERTISE

- CIMS-GB Certified with Honors
- IFMA Sustainable Facilities Professionals (SFP)
- NCARB (National Council of Architectural Registration Boards)
- NCEES (National Council of Examiners for Engineering and Surveying) Professional Engineer
- LEED (Leadership in Energy and Environmental Design)
- PMP (Project Management Professional)
- RCE (Realtor Association Certification)
- AIA (American Institute of Architects)
- Landscape Industry Certified by the National Association of Landscape Professionals (NALP)
- ISA Arborist Certification
- I.A. Landscape Irrigation Auditors Certification
- Traffic Control and Flagging Certification



**Includes all federal, state, municipal, and private sector contracts*



Manufacturing and Logistics Services

PRIDE Industries works with manufacturers in the aerospace, electronics, food and beverage, healthcare, life sciences, and software industries nationwide. We deliver custom, end-to-end manufacturing and logistics solutions that ensure high-quality products, timely delivery, and satisfied end-users. We help companies large and small achieve greater efficiencies and cost savings with 99 percent order accuracy, eliminating waste and redundancy through circular-economy principles, and hedging supply chain risk as a domestic supplier—all while creating jobs for people with disabilities.



Highlights in 2025 included receiving AS 9100 certification, the international standard for quality management in the aerospace, defense, and aviation industries; contracting with Amazon to stock and replenish stockrooms for Amazon and their customers in multiple locations; and working with Siemens Mobility to assemble the Air Path Flexible Ducting system for Siemens' trains.

2025 MLS KEY BUSINESS WINS AND RENEWALS

- Amazon
- Amtek
- Avanos
- Becton, Dickinson and Company
- Sunsweet
- California State Parks
- CalTrans
- Jelly Belly
- Kratos
- Lawrence Livermore National Laboratory
- Lotus Foods
- Guittard Chocolate Company
- Hadleigh Health Technologies
- HP Inc.



BUSINESS SERVICES BY THE NUMBERS



OUR EXPERTISE

- AS 9100 Certified
- ISO 9001:2015 Certified
- ISO 13485 Certified
- CSMTPE Certified Engineers
- ITAR Registered
- FDA 21 CFR Part 820 Compliant
- IPC Member
- SMTA Corporate Member
- FDA Food-Site Registered
- CA Organic Processed Food Registered
- CA Processed Food Registered
- Pet Food Processor Registered



Center of Excellence

A Center of Excellence (CoE) is a dedicated team or entity within an organization that provides leadership, specialized expertise, and best practices for a specific area of business. At PRIDE Industries, our CoE is focused on the internal and external Customer Experience (CX), Change Management, and Lean Business Process Innovation (LBPI). These initiatives are critical to reaching our goals around customer satisfaction and operational efficiency.

Customer Experience

We made significant strides in our Customer Experience (CX) program through the launch of two internal CX programs. Led by Customer Experience Director Karen Alvord, the CX program aims to elevate our teams' ability to deliver superior service across all of our internal and external facing services.



INTERNAL CX INITIATIVES

We began implementing CX practices within shared-service departments, starting with Contracts and Procurement before expanding across all shared services. By applying CX principles internally, internal teams are treated as customers, uncovering service gaps and opportunities to improve collaboration, processes, communication, and tech-enablement.

CX ACADEMY

2025 also saw the launch of our first internal CX Academy. This training initiative is part of our ongoing investment in developing a customer-centric workforce. The CX Academy's inaugural cohort included employees supporting ten federal AbilityOne contracts, focusing on our services across Department of Defense installations and federal facilities. The program emphasized customer-focused service delivery, operational alignment, and stakeholder communication and collaboration.

Change Management

To support our organization's strategic transformation initiatives, we are establishing an Organizational Change Management Program (OCM).

Effective OCM will:

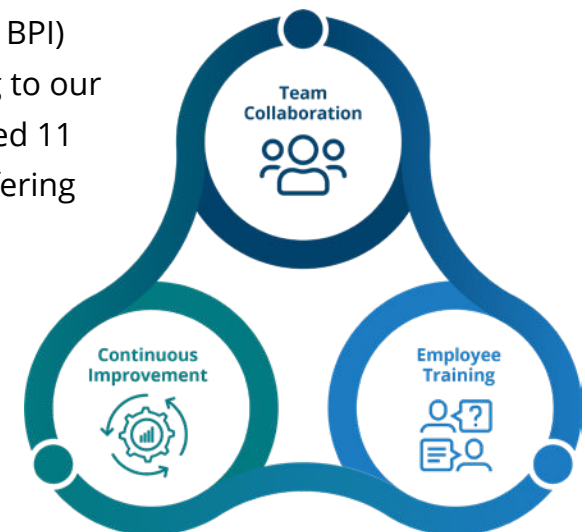
- Build internal capability
- Accelerate change adoption
- Enhance strategic alignment
- Improve stakeholder engagement
- Enable measurement and continuous improvement
- Support organizational agility

Our approach is guided by the internationally recognized ADKAR model, which serves as the foundation for our organizational change management practices. By integrating established methodologies and effective tools, we are cultivating an environment that embraces adaptability and ongoing improvement. Our team includes certified experts who will champion the adoption of these practices across the organization, working in partnership with our Enterprise Project Management Office.

Lean Business Process Improvement

Formerly known as Lean Sigma Program, Lean Business Process Improvement (Lean BPI) continues to provide Lean, Six Sigma, and Continuous Improvement (Kaizen) training to our employees. Since Lean BPI launched in 2023, we've trained 87 employees and certified 11 Lean Six Sigma Green Belts. We kicked off FY 2026 with a new training curriculum offering classes for Lean enthusiasts at all levels.

Lean BPI also hosts workshops to help departments begin their lean journey to maximize process efficiency and identify cost-saving opportunities. Since October 2024, we've spent nearly 900 hours producing process maps and lean project charters for the Procurement, Federal Contract, and Compliance departments. Our goal is to grow the Lean Community of Practice and build a foundation of cross-functional collaboration that streamlines PRIDE Industries' business practices.





The Michael Ziegler PRIDE Industries Foundation

The Michael Ziegler PRIDE Industries Foundation helps fund programs that enable people with disabilities to find meaningful employment, helping this overlooked workforce achieve financial and social independence. The Foundation provides essential support for our mission, so we are especially excited to announce that it is now in the highly capable hands of Tracy Snyder, our new Director of Philanthropy!

Tracy has over eight years of philanthropy leadership experience, and has helped a variety of nonprofits raise the funds they need to fulfill their missions. Her career has been defined by a deep commitment to empowering underserved communities and driving transformative impact through philanthropy.

As Director of Philanthropy for The Michael Ziegler PRIDE Industries Foundation, Tracy leads our philanthropic strategy, builds meaningful donor relationships, and helps expand the reach and impact of PRIDE Industries' life-changing programs.

A mother of six, Tracy feels a personal as well as a professional commitment to our mission.

"Two of my children have disabilities, so I know first-hand how important it is to create employment opportunities for people of all abilities," says Tracy. "I'm thrilled to be able to use my skills to support this important mission."

If you want to know how you can help increase employment for people with disabilities, feel free to reach out to Tracy at the email or phone number below.

The Michael Ziegler PRIDE Industries Foundation, named in memory of our late beloved CEO, strives to expand access to employment for people with disabilities and other barriers to employment. In the pages that follow, you'll learn more about our exciting programs, each supported by donations and grants.

TRACY SNYDER | FOUNDATION@PRIDEINDUSTRIES.COM | (916) 788-2302



PROGRAMS AND SERVICES



I AM ABLE HELPLINE

Assisting people with disabilities and others facing barriers to employment by providing personal guidance to job resources and services.



CASE MANAGEMENT

Liaising with government agencies, employers, and employees to curate services and develop career plans for each individual served.



JOB COACHING

Ensuring a productive experience for both employee and employer, with dedicated coaches who offer personalized, on-the-job support.



PAID INTERNSHIPS

Providing job seekers with the opportunity to learn new skills and demonstrate job readiness to potential employers.



TRANSPORTATION SERVICES

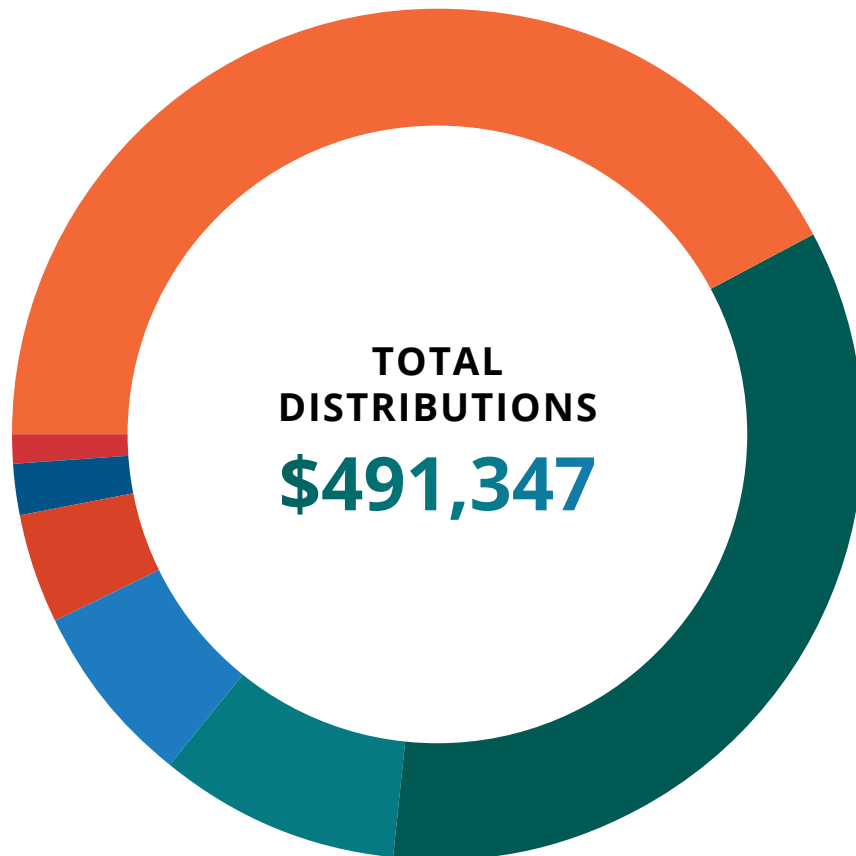
Providing reliable transportation to and from work, training, and vital services; delivering essential items to home or work.



YES! PROGRAM

Offering career training, guidance, placement, transportation, and mentoring to opportunity youth ages 16–24.

PROGRAM DISTRIBUTIONS



SUMMARY OF DISTRIBUTIONS

PROGRAM	DISTRIBUTION	PEOPLE SERVED
I AM ABLE Helpline	\$208,068	4,264
YES! Program	\$168,454	188
Job Coaching	\$44,692	23
Transportation	\$34,500	49
Internships	\$21,478	10
Case Management	\$10,000	450
Miscellaneous	\$4,154	

I AM ABLE Disability Job Fair

The second annual I AM ABLE Disability Job Fair, held on October 9, 2024 at the SAFE Credit Union Convention Center, was a resounding success. Organized by PRIDE Industries with our employment partners and support agencies, the event attracted nearly 1,000 job seekers with disabilities, eager to explore employment opportunities with over 35 participating employers. The job fair has quickly become a vital resource for the disability community, providing a platform for individuals to connect with potential employers and access valuable employment resources.



WATCH VIDEO

Among the notable employers present were Audacy, BOSCH, The City of Roseville, Golden 1 Credit Union, GreenWaste, Hearst Corporation, Kaiser Permanente, Raley's, Sacramento County, Sacramento Regional Transit, SAFE Credit Union, Siemens, Sierra Health Foundation, SMUD, the State of California, and Sutter Health. These organizations conducted interviews and shared information about their job application and recruiting processes, demonstrating their commitment to inclusivity and diversity in the workplace.

In addition to the employers, over 20 nonprofit organizations and government agencies that support the disability community were on hand to offer important resources. This collaborative effort ensured that job seekers had access to a wide range of support services, from resume assistance to expert advice on interviewing techniques.

The success of the job fair was made possible by the dedication and hard work of more than 60 PRIDE Industries team members from the Marketing, Public Relations, Foundation, Proposals, and Workforce Inclusion teams.



The I AM ABLE Disability Job Fair not only provided immediate employment opportunities but also highlighted the broader social and economic benefits of hiring individuals with disabilities. As PRIDE Industries continues to champion inclusivity in the workplace, the job fair stands as a testament to the positive impact that such initiatives can have on both individuals and the community at large.

A big thank-you to the employers and nonprofit partners that showed their commitment to diversity and inclusion by actively recruiting job seekers with disabilities:

- Audacy
- BMO
- CalFire
- Cal Voices
- CalHR
- California Department of State Hospitals
- California Department of Technology
- City of Roseville
- Consolidated Communications
- Covered California
- Crown Equipment Corporation
- Eskaton
- Five Star Bank
- Golden 1 Credit Union
- GreenWaste
- Hearst
- Holman
- Kaiser Permanente Northern California
- Meristem
- Nugget
- Quick Quack Carwash
- Raleys
- River City Bank
- Robert Bosch Semiconductor LLC
- SAFE Credit Union
- Sacramento County
- Sacramento Municipal Utility District (SMUD)
- Sacramento Natural Foods Co-op
- Sacramento Regional Transit District
- Siemens
- Sierra Health Foundation
- State Compensation Insurance Fund
- Sutter Health
- UC Davis Health
- Union Pacific



When Passion Meets Purpose

After years of being limited to graveyard shifts or seasonal jobs, Andrew Garcia longed for a more permanent role where his kindness and creativity could shine.

“For five years, I worked graveyard shifts. During my breaks, I would write poems, but there were never many people to share them with,” said Andrew.

That’s until PRIDE Industries connected him with Eskaton, a senior living community in Gold River, California. Andrew joined the kitchen team, where his warmth and dedication quickly made him a favorite among the Eskaton residents.



WATCH VIDEO

“He was a little shy at first, but from then on, he has had the biggest smile. He always greets you by your name and says hello. It makes you feel like family,” said Sharon Douglas, an Eskaton resident.



Andrew's creativity became one of his biggest assets. He began sharing his poetry with residents and coworkers, offering joy and inspiration through his words.

His employment story is a perfect example of what is possible when employers embrace an individual's abilities.

“Anything is possible,” said Andrew. “Anyone with a disability has a special power within them. If you took the chance to talk to them more and get to know them more, you would see that.”

Support that Transforms Lives

For Retascha Harrison, being an Employment Coach at Matsuda's Nursery is about far more than maintaining plants. It's a role that has transformed lives, both for the employees with disabilities who she coaches and for herself.

Retascha's work is rooted in empathy and encouragement. As an employment coach, she helps her crew navigate challenges, stay focused, and recognize their own potential.

"It's about helping them be more independent, work within the community, and achieve the goals they've set for their lives," she said.

As Retascha supports her team, she witnesses their growth firsthand.

"Just within a year, or even a month, you start to see the little steps they take toward reaching their goals. And it makes me proud to say I was a part of that."

Her impact is felt deeply by the employees she coaches.

"The coaches are excellent at not only giving instructions, but most of all giving great advice," shared Sean Elliot, a PRIDE Industries employee receiving services at Matsuda's Nursery. "This job has been a game changer for me and also for my family. I don't know where I would be if I didn't have this job."

Retascha's story is proof of how much growth is possible when employees with disabilities are given the right support.



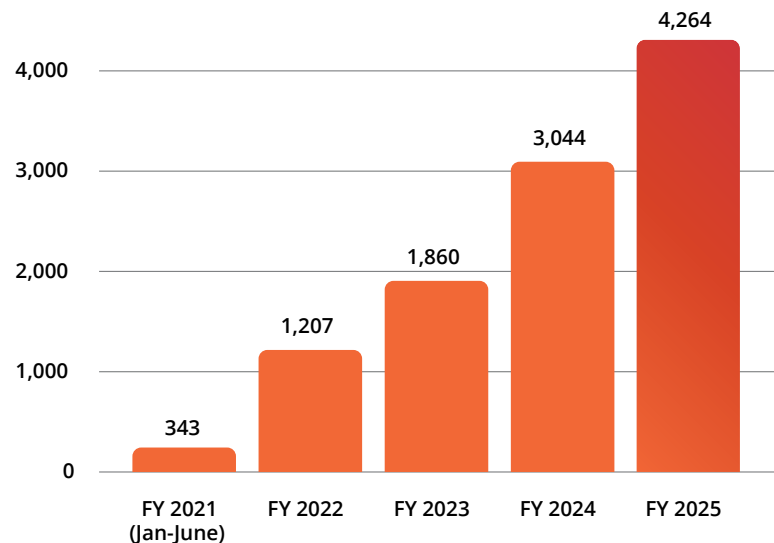
WATCH VIDEO



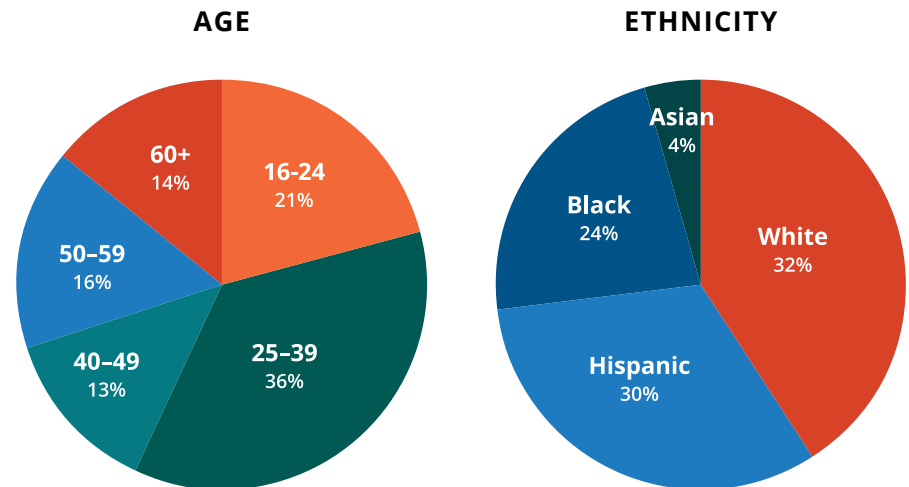
I AM ABLE Helpline

Many people with disabilities want to work but don't know where to turn for assistance. That's why we created the I AM ABLE Employment Helpline, a free service funded by The Michael Ziegler PRIDE Industries Foundation to help individuals with disabilities on their pathways to employment.

**TOTAL CALLERS SERVED
SINCE 2021: 10,298**



CALLER DEMOGRAPHICS



The Helpline has assisted over 341 individuals secure a job at PRIDE Industries alone, representing an estimated **\$7M+** in gross income. These 341 individuals were trained, upskilled, or reskilled for jobs.

Helpline representatives have referred 3,000 people to state and federal employment services. We are unable to track the outcomes of these referrals, but are confident that many found employment with other organizations.

Thank You, Donors

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

FOUNDATIONS

California Foundation for
Stronger Communities

Enterprise Mobility Foundation

Placer Community Foundation

Sacramento Regional
Community Foundation

San Diego Foundation

Sierra Health Foundation

CORPORATIONS

Bank of Marin

First Northern Bank

Golden 1 Credit Union

Holman

Kaiser Permanente

Nugget Markets

Raley's Supermarkets

Retirement Security Centers

U.S. Bank

Wells Fargo

ENDOWMENTS

Ethan Allen Herr Memorial
Endowment Fund

OTHER SUPPORTERS

Brice Harris

Robert Olsen

Judson Riggs

TOTAL RAISED IN FY 2025:

\$405,678

All About WCAG

PRIDE Industries helps organizations create websites accessible to all users by following the Web Content Accessibility Guidelines (WCAG), developed by the World Wide Web Consortium (W3C) to set standards for web accessibility. WCAG ensures content is perceivable, operable, understandable, and robust, with three conformance levels: A, AA, and AAA.

By adhering to these guidelines, developers support users with visual, auditory, cognitive, and motor impairments. Compliance with WCAG not only improves usability for everyone but also helps organizations meet legal obligations and promote a more equitable digital space.

UNLOCKING ACCESS:

Paving the Path to Inclusive E-Commerce

Did you know that just three percent of the world's e-commerce websites are accessible to people with disabilities?

PRIDE Industries has been at the forefront of providing digital accessibility services, helping companies build accessible e-commerce websites that cater to all users, including those with disabilities. A prime example of our expertise is the e-commerce site we developed for California State Parks.

Since 2007, PRIDE Industries has built three iterations of the State Parks' e-commerce site to keep up with evolving technology and user interface requirements. The latest version uses WordPress for the front end, Shopify for e-commerce functionality, and integrates with internal accounting and inventory systems—a series of complex system integrations.

One of the standout features of PRIDE Industries' e-commerce services is our focus on accessibility. For the State Parks' website, we collaborated with the digital inclusion web specialists at Ablr



DID YOU KNOW?

PRIDE Industries won a Gold Stevie® Award for Website Accessibility from the American Business Awards®



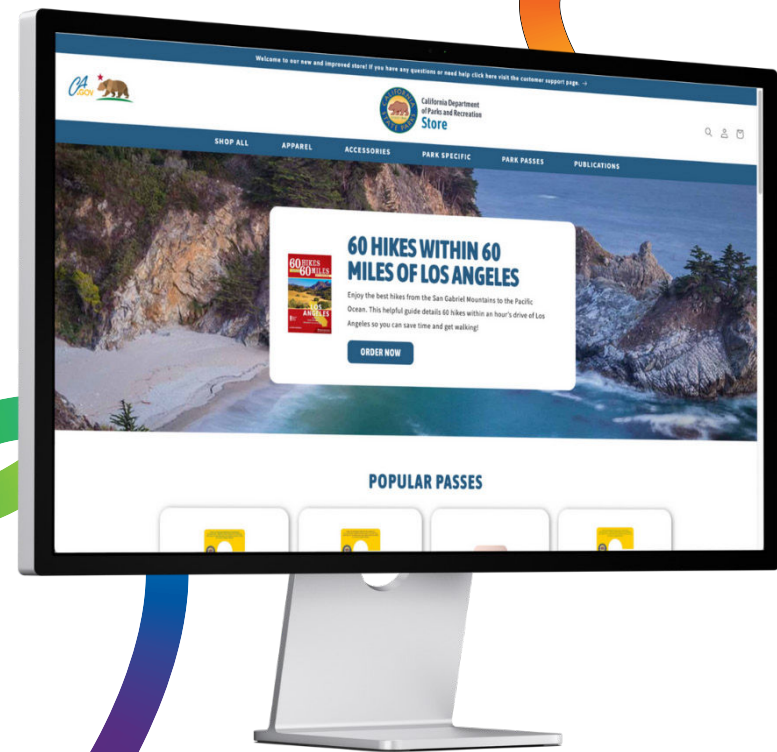
CHECK IT OUT

to vet Shopify and ensure that the entire e-commerce platform meets the latest WCAG accessibility standards. This collaboration ensures that users with disabilities can navigate and use the site with ease via features such as screen readers for low vision users, and keyboard navigation for people with mobility issues that limit mouse use. Additionally, PRIDE Industries performs continuous monitoring, reporting, and auditing of the WordPress build to maintain the highest accessibility standards. We also conduct monthly remediation to address any accessibility issues, ensuring that the site remains compliant and user-friendly.

Beyond web development, PRIDE Industries also supports California State Parks with a comprehensive suite of e-commerce services, including inventory warehousing, product design, order fulfillment, and marketing campaigns to drive sales. These services ensure that companies we work with receive a turnkey e-commerce solution that is both accessible and efficient. Our technical capabilities extend to integrating the website with an accounting system and a shipping manager for backend processes.

Together, by prioritizing accessibility, PRIDE Industries and California State Parks ensure that all users, regardless of their abilities, can enjoy a seamless and inclusive online shopping experience.

For more information about PRIDE Industries' digital accessibility services, contact Erin Fleischmann, Vice President of Growth, at erin.fleischmann@prideindustries.com.



FY2025 Timeline of Events

July 2024

PARTNERSHIP

PRIDE Industries joins U.S. Army's Partnership for Your Success (PaYS) Program.

August 2024

RECOGNITION

PRIDE Industries named one of the 50 fastest-growing companies in the region by the Sacramento Business Journal.

CONTRACT WIN

Manufacturing and Logistics Services wins contract with Siemens Mobility to assemble the Air Path Flexible Ducting System for Siemens' trains.

RECOGNITION

Chief Growth Officer (CGO) Leah Burdick honored with a 2024 C-Suite Award by the Sacramento Business Journal.

September 2024

RECOGNITION

SourceAmerica's Grassroots Advocacy Conference in Washington, D.C. recognizes Jesus Rosales, Facilities Supervisor at Fort Bliss, and Brandon Bargo, Data Entry Operator at U.S. Immigration and Citizenship Services in Corbin, Kentucky.

CONTRACT WIN

Fort Rucker, Alabama awards a five-year maintenance services contract employing 144 people, including 56 with disabilities.

CONTRACT WIN

General Services Administration renews custodial services contract at the William Kenzo Nakamura Courthouse in Seattle, Washington, employing four people including two with disabilities.

October 2024

RECOGNITION

Beth Cole-Pope, a custodian on our Little Rock, Arkansas, General Services Administration contract who is deaf and blind, is honored by the Commissioner of Arkansas Rehabilitation Services and the governor's office in celebration of National Disability Employment Awareness Month.

CONTRACT WIN

General Services Administration renews a custodial services contract in New Orleans, supporting 46 employees, including 35 with disabilities.

November 2024

RECOGNITION

The Transportation Services team receives the 2024 Nonprofits United Safety Recognition Award for the seventh consecutive year.

December 2024

CONTACT WIN

Integrated Facilities Management wins a contract with Sprig Oral Health Technologies to provide custodial services at their manufacturing headquarters in Rocklin, CA.

FY2024 Timeline of Events

January 2025

TOUR

PRIDE Industries hosts a tour of our Manufacturing, Logistics, and Supply Chain services for the National Council of SourceAmerica Employers Western Regional conference.

February 2025

CONTRACT WIN

The City of Berkeley awards a new contract to continue custodial services employing 25 people including five with disabilities.

TOUR

California State Treasurer Fiona Ma, Deputy Treasurer Stephanie Tom, and CalABLE Director Thomas Martin tour PRIDE Industries' Roseville headquarters.

March 2025

SAFETY

Los Angeles Air Force Base facilities maintenance, landscaping, environmental services, and engineering teams surpass 1,000 days without an OSHA recordable injury.

Fort Bliss facilities management team achieves an OSHA rate of 0.97, well under the National average of 3.1—a mark that has never been reached before in the team's 18-year history.

RECOGNITION

CGO Leah Burdick is recognized as the 2025 Executive Woman of the Year by the National Association of Women Business Owners.

April 2025

CONTRACT WIN

PRIDE Industries wins a three-year contract with Lockheed Martin for facilities and custodial maintenance at Fort Walton Beach, Florida, employing 34 people including 25 with disabilities.

RECOGNITION

Sacramento Business Journal lists PRIDE Industries as the third largest technology company and 11th largest private company in the region.

May 2025

CONTRACT WIN

Integrated Facilities Management Services wins a contract with City of Sacramento for janitorial services for SAFE Performing Arts District, Memorial Auditorium, North Valley Indian Health Landscaping Services, and City of West Sacramento.

June 2025

PROFESSIONAL DEVELOPMENT

Workforce Inclusion launches the AbilityOne Career Advancement Program, ProPath, starting with a pilot program for our employees at Fort Bliss.

GRANT

The Amity Foundation awards PRIDE Industries \$2 million over two years to provide education and employment support to youth, ages 14 to 25, who have disabilities and justice-impacted lives.

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