



2014

MARKETING REPORT





Jobs for People with Disabilities



2014

MARKETING REPORT



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WORKSWONDERS



TO HELP ENHANCE familiarity and increase involvement among purchasers from state agencies, municipalities, school districts and other political subdivisions, the State Use Program adopted a brand – *WorksWonders*.

WorksWonders is a phrase demonstrating the mutually beneficial partnership involving Texans with disabilities and the state and local government entities that purchase the products, services and temporary employment services they offer through 120 state-wide community rehabilitation programs (CRPs). In the *WorksWonders* logo, the letter W casting a shadow is used to reflect this symbiotic relationship. In addition, the dots associated with the Braille letter W have been incorporated into the design for recognition among all *WorksWonders* audiences.

It is our hope that more and more governmental entities take advantage of the many benefits associated with *WorksWonders*, and that the W logo will someday be instantly recognized in Texas and across the United States as the mark of a quality product or service offered by a Texas worker with disabilities.



a message from the **PRESIDENT AND CHIEF EXECUTIVE OFFICER**

Fred M. Weber, Jr.



ON BEHALF OF TIBH INDUSTRIES, INC., I would like to thank you for your ongoing support of the Texas State Use Program, which has enriched the lives of so many Texans living with disabilities.

The State Use *WorksWonders* Program embodies the dedi-

icated spirit, determination and accomplishments of Texans with disabilities, making it among the most successful programs of its kind in the country. We are proud to partner with our loyal customer base, community rehabilitation programs (CRPs) and, most importantly, their employees. With their unwavering support, the program continues to accomplish greater employment through job placement and higher wage growth year after year.

TIBH celebrated its 35th anniversary in 2013, and it seems only fitting to highlight the remarkable results the *WorksWonders* Program achieved during this milestone year. A sampling of the year's outstanding accomplishments include:

- Celebrating the 6th Annual Artie Lee Hinds Award banquet, where the event's top award recipient, Bruce V. Marshall, Jr., was recognized for his hard work and dedication to the program through his employment with Easter Seals Central Texas.
- Hosting the 25th Annual Products and Services Expo, where more than 30 CRPs presented their products and services to the more than 500 customers in attendance.
- Achieving a new high in wages paid to Texans with disabilities, totaling approximately \$36 million.

The Texas Legislature created the State Use Program, now embodied in Chapter 122 of the Human Resources Code, in 1975 to gainfully employ individuals with disabilities. This report introduces several current, hard-working employees; lists TIBH's "Top 10" customers for products, services and temporary employment services; and reviews the growth of sales and wages.

This program benefits all Texans—not just those with disabilities. TIBH recognizes that the success of this program is attributed to your continued support, and we thank you so much for contributing to our state-wide success.

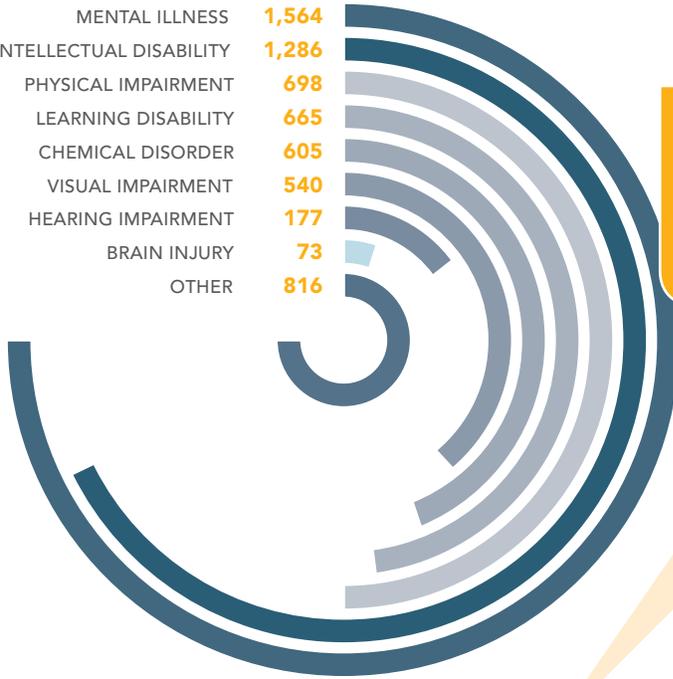
WHO WE ARE

TIBH INDUSTRIES is a catalyst for employment opportunities for people with disabilities. We are a unique, nonprofit corporation that links individuals with disabilities to meaningful jobs. In 1978, TIBH Industries secured employment opportunities for 22 people with disabilities in its first year. By reinvesting its earned commissions into the State Use Program, TIBH Industries has continually grown, helping community rehabilitation programs (CRPs) employ more than 6,400 individuals with disabilities in 2013 alone.



WHO WE SERVE

MENTAL ILLNESS	1,564
INTELLECTUAL DISABILITY	1,286
PHYSICAL IMPAIRMENT	698
LEARNING DISABILITY	665
CHEMICAL DISORDER	605
VISUAL IMPAIRMENT	540
HEARING IMPAIRMENT	177
BRAIN INJURY	73
OTHER	816



**ANNUAL WAGES
PAID TO TEXANS
WITH DISABILITIES:
\$36,484,644**

6,424 TOTAL

HOW IT WORKS



- TIBH Industries works with community rehabilitation programs (CRPs) from across the state to identify and develop new products and services for the State Use Program.
- TIBH Industries reviews all requests for new products against established criteria and presents both an application for inclusion into the State Use Program, as well as a fair market price, to the Texas Council on Purchasing from People with Disabilities.
- TIBH Industries is directly involved in service contract negotiations, bringing the purchasing customer and vendor CRP to agreement on specifications and price.
- The Texas Council considers each product or service and determines its eligibility for the program. The council also determines final program inclusion.
- Once a product or service has been approved, TIBH Industries works to develop a marketing plan for that product or service. TIBH Industries' staff then implement that plan with state agencies, municipalities, school districts and others. As products or services are bought by agencies, TIBH Industries facilitates compensation between CRPs and those agencies.

CELEBRATING OUR 35TH ANNIVERSARY

Sixth Annual Artie Lee Hinds Award Dinner Honors Dedicated Employees and Customers



MORE THAN 300 attendees—including 49 award nominees representing 44 Texas community rehabilitation programs (CRPs), customers, TIBH board members and Texas Council on Purchasing from People with Disabilities representatives—gathered for TIBH Industries, Inc.'s sixth annual Artie Lee Hinds Award Dinner on Sept. 18, 2013 in Austin.

TIBH was honored to have Gaby Fuentes, a representative from Governor Rick Perry's office, attend the event and honor TIBH with an official Certificate of Congratulations on its 35th anniversary. Additionally, TIBH president and chief executive officer, Fred Weber, Jr., read a letter on behalf of TIBH founder and chairman emeritus, Artie Lee Hinds, congratulating the hard-working nominees and thanking TIBH supporters for their continued commitment to providing jobs for people with disabilities.

TIBH recognized each 2013 Artie Lee Hinds Award nominee with a congratulatory plaque and monetary reward.

"Watching the nominees accept their award with so much pride and confidence was very moving," John Luna, Texas Council on Purchasing from People with Disabilities chair, said. "We have enabled hundreds of people with disabilities to enter the workforce and provide for themselves, and seeing so many success stories reinforces the hope that everyone at the Artie Lee Hinds Award dinner has for the future of our workforce."

The night's shining star, however, was Bruce V. Marshall, Jr., who was named the 2013 Artie Lee Hinds Award recipient. Marshall's exceptional work through Easter Seals Central Texas, and his positive attitude

despite having to overcome challenges, moved everyone in attendance.

"Bruce is one of the most dependable people I've ever worked with," Nate Skog, job site supervisor and trainer, said. "He's got a sense of humor that can brighten anyone's day and a heart of gold with a work ethic to go with it."



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Following an inspirational keynote speech from former Texas Tech Football coach, author and Texas Sports Hall of Fame inductee, Spike Dykes, TIBH also identified the Top 10 customers who purchase products, services and temporary employment services through the State Use *WorksWonders* Program. Additionally, Bob Seyvani, Debra "Mickey" Smith-Stevens and Ron Bartels received the 2013 Spirit of State Use Awards for their dedicated support of the *WorksWonders* Program.

TIBH sincerely thanks all of its State Use *WorksWonders* Program supporters, particularly its CRP partners and their hard-working employees with disabilities, for a great 2013!





VICTOR RAY JOHNSON: A PROUD—AND FAST—EMPLOYEE



FIVE DAYS A WEEK, Victor Ray Johnson, an employee of Reliable Facilities Service, Inc. (RFSI), hurries to work in the early afternoon, eager to help anyone—even to simply hold the door open for someone. Although his shift does not start until the evening, Johnson values his job so much that he always arrives early.

“I love my job, and it keeps me motivated,” Johnson said. “I love the people here.”

A Michigan native, but a University of Texas Longhorn enthusiast—Johnson has worked at RFSI (previously under a different name) for more than 10 years. His favorite jobs are vacuuming and recycling. While he is extremely skilled at doing these jobs, Johnson’s co-workers and managers say it’s his work ethic and attitude that stand out the most.



IF IT WEREN'T FOR
MY BOSSES,
I WOULDN'T BE HERE.



“He is, by far, the hardest worker I have ever come across,” Ryan Reed, project manager at RFSI, said. “He is so eager to complete a task that if you ask him to do something, he is out the door and running—literally—to complete it.”

Johnson has become known at RFSI for his speed.

“When you hear the trash can rolling fast and loud, you know it’s him, and you get out of the way,” Jesse Maldonado, team leader at RFSI, said. “He is very fast, but very good at what he does.”

While Johnson may be recognized for his speed, he is also known for the admiration he has for his employers and co-workers.



RELIABLE FACILITIES SERVICES, INC. **PFLUGERVILLE, TEXAS**

"It's all about the boss because he helps me, and he is why I am here today," Johnson said. "I was meant to be here with my coworkers and best friends."

Johnson, who is a very talented illustrator, regularly draws for his co-workers and friends. He credits his drawings—along with his job, family and church—for inspiring him to work so hard every day at home, as well as at RFSI.

"My family sees how happy I am, and they see how much my boss likes me," Johnson said. "That gives me motivation to keep coming to work and to do the best job that I can."

Johnson's bosses have taken note of his dedication to his job, and they are proud to call him a model employee.

"He is our go-to guy, and I wish we had 20 of him," Vandy Cameron, President of RFSI, said. "It takes Victor longer than an hour to get here each day, but he still shows up early because he hopes he can vacuum and clean even more than what his job description outlines."

Johnson, however, doesn't mind the long commute, and he hopes to continue working at RFSI for a long time.

"This is my favorite job and I want to do it for as long I can," Johnson said. "This is what keeps me motivated in life."

HOMER GUTIERREZ: **LEARNING TO THRIVE**



AUSTIN LIGHTHOUSE **AUSTIN, TEXAS**

IN 2004, HOMERO "HOMER" GUTIERREZ was an energetic and hard-working EMT and volunteer firefighter who was training to become a nurse in his small Texas town. He was also struggling with diabetes and high blood pressure, medical conditions that would ultimately cause him to lose his eyesight.

Now, 10 years later, Gutierrez is once again thriving in his job at the Austin Lighthouse.

"I like working at the Austin Lighthouse because you learn something new every day," Gutierrez said. "I've learned that I can do more things than I thought I could, and the Lighthouse has opened up a whole new world for me."

Gutierrez proudly works in the soap department—packaging, pumping, refilling and rebuilding soap dispensers. His supervisors are always impressed by his hard work ethic, no matter what task he is completing.

"He, like the other employees, surprises me every day with what he can do—it's amazing," Robert Sanchez, Gutierrez's supervisor, said. "Homer is always able to accomplish anything. Even if it's something new, after a couple of tries, he will always get it."

Gutierrez wasn't always confident as a blind man, but he knew that despite his sudden blindness, he still had to provide for his children. With the help of rehabilitation centers across Texas, he soon learned to become independent.

"I knew I could do it, I just needed to figure out how—and my teachers taught me," Gutierrez said. "As I got more independent, I applied here and got the job, which I was grateful for because I was going crazy at home when I wasn't working. I have never been an inside person, so it was hard for me before I got this job."

The job at the Austin Lighthouse turned out to be just what Homer needed to enjoy life again despite losing his eyesight.

"When I started working here it was like I was actually doing something and giving back to the community," Gutierrez



THERE ARE A LOT OF PEOPLE WHO DEPEND ON THESE JOBS TO SUPPORT THEIR FAMILIES.



said. "It feels good to be a productive member of society again, and it is empowering to be this independent."

Gutierrez's biggest lesson was learning how important it is for a person with disabilities to gain independence and become a contributing member of society, and he now has a greater appreciation for places like the Austin Lighthouse, which employ Blind and Visually-Impaired (BVI) persons.

"When I could see, I knew blind people, but I never gave them much thought," Gutierrez said. "If I knew about this back then, I would have paid more attention to them and the work they can do. There are a lot of families and people who depend on the Austin Lighthouse and places like it."

Gutierrez's co-workers appreciate his positive outlook on life.

"He's hilarious and makes you laugh every day," Sanchez said. "He always has the whole room laughing, and he didn't let his going blind bring him down. He is still cool and just goes with the flow."

Gutierrez is proud of having learned to relive his life as a blind man, and he will not let anything get in the way of doing what he sets his mind to.

"The only thing I haven't figured out is how to drive a car," Gutierrez jokes. "This job really helped to give me a sense of purpose in life and my independence."



JENNIFER BAEN: LEADING BY EXAMPLE



JENNIFER BAEN HAS PROUDLY WORKED as a receptionist for World Technical Services, Inc. at the San Antonio office of the Texas Department of Assistive and Rehabilitative Services (DARS) for the past three years.

Despite having a bachelor's degree from West Texas A&M, Baen tried unsuccessfully for three years to find work.

Baen's luck changed when a friend at the hospital where she volunteered suggested she visit DARS—which was actually located along her route home from the hospital—to see if they could help her find a job.

"I can't believe I used to walk by this place everyday and not know it was here," Baen said. "Now, it has changed my life."

DARS was able to help Baen apply for a job at World Technical Services (WTS), a facility solutions company that soon hired her. Coincidentally, WTS decided her strong people skills were an ideal fit for a receptionist position, which happened to be at DARS—the place where her journey began.



“ IT TOOK ABOUT A YEAR AND A HALF TO GO THROUGH THE ENTIRE PROCESS, BUT ONCE I WAS DONE, I ACTUALLY ENDED UP BEING PLACED AND WORKING IN THE VERY SPOT I TURNED TO FOR HELP. ”



“WTS's goal is to be the best place for people with disabilities to work in Texas,” Alan Warrick II, president and CEO of World Technical Services, said. “Jennifer, like the other employees, surprises me every day with what she can do. It's amazing!”

Baen quickly settled into her new role as receptionist and soon proved to everyone that she can successfully handle much more than just answering phones.

"She is so hard working and goes above and beyond in her job," Nelda Zuniga, a management support specialist at DARS, said. "She is always looking for more to do or asking if anyone needs help. Literally, anything we give her she will do it fast and correctly."

"It is amazing the support she offers," Rebecca Boykin, an area manager at DARS, said. "That phone is constantly ringing and she has the right skills innately in her to handle the different types of callers."

Baen enjoys helping others who are going through similar struggles when trying to find a job and provide for themselves and their families.

"Since I went through the process myself, I can let them know what they need to do to be successful with it," Baen said. "I think it is really great that other

people have me as someone who can tell them the right way and the wrong way."

Baen also now realizes that she can do anything she puts her mind to with the help of her colleagues.

"I am so happy right now and only want to go up from here," Baen said. "I have a great sense of pride working here, and I am thrilled to be employed, especially after three years of not finding a job."

Her happiness is apparent to her co-workers, as well as everyone around her.

"She has a playful personality and a great sense of humor," Boykin said. "Bottom line, she is an excellent employee, and having her as a representative of our agency is so important."



WORLD TECHNICAL SERVICES, INC. **SAN ANTONIO, TEXAS**



HOW WE HELP



PEOPLE WITH DISABILITIES

- Stable, vocational rehabilitation for people with disabilities is provided within their own communities.
- Individuals with disabilities are given the opportunity to become self-sufficient.
- Efforts to deinstitutionalize people with disabilities are encouraged.
- Training, meaningful employment and fair wages are provided for individuals with disabilities.

CUSTOMERS

- Customers receive not only quality products and services, but also a competitive price without the hassles of administering a competitive bid.
- The program offers a wide variety of products and services.
- Each contract is negotiated individually, allowing for customization to meet specific wants and needs.
- Customers have one point of contact for all questions involving State Use Program contracts.

TAXPAYERS

- The State Use Program has been proven to reduce the cost of care for people with disabilities.
- National studies have shown a savings of 10 cents to 35 cents in public expenditures for every dollar of purchases made through State Use Programs.
- By adding employees with disabilities to the work force, the program helps increase the tax base.
- Since community rehabilitation programs (CRPs) are located in large and small communities, the program also stimulates local economic growth.

HOW WE'VE GROWN

TOP 10 CUSTOMERS

October 2012 through September 2013

CONTRACT SERVICES SALES:

Texas Department of Transportation	\$32,217,093
Health and Human Services Commission	8,653,976
City of Houston	5,341,204
City of El Paso	2,474,920
City of Austin	2,132,982
Texas Facilities Commission	926,465
Adjutant General's Department	920,298
City of San Marcos	713,394
Texas Department of Public Safety	638,341
Texas Department of Motor Vehicles	347,367
Other	13,982,206

TOTAL **\$70,348,246**

PRODUCT SALES:

Texas Department of Criminal Justice	\$16,534,463
Texas Department of Transportation	7,977,505
Health and Human Services Commission	3,763,838
Texas Department of Public Safety	1,626,158
Office of the Attorney General	949,449
Texas Department of Motor Vehicles	671,472
Texas Parks and Wildlife Department	588,846
Texas Juvenile Justice Department	480,533
Texas Department of Insurance	374,046
Texas Commission on Environmental Quality	358,223
Other	7,464,304

TOTAL **\$40,788,837**

TEMPORARY EMPLOYMENT SERVICES SALES:

Office of the Attorney General	\$8,644,766
Health and Human Services Commission	7,404,441
Texas Department of Public Safety	3,437,560
Texas Commission on Environmental Quality	2,213,016
Texas Department of Transportation	1,684,256
Comptroller of Public Accounts	894,728
Texas Department of Agriculture	838,561
Texas Parks and Wildlife Department	837,521
Texas Tech University	454,367
City of Austin	423,239
Other	5,276,309

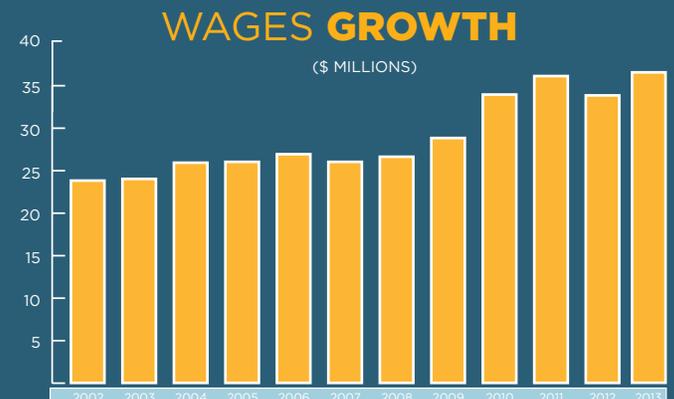
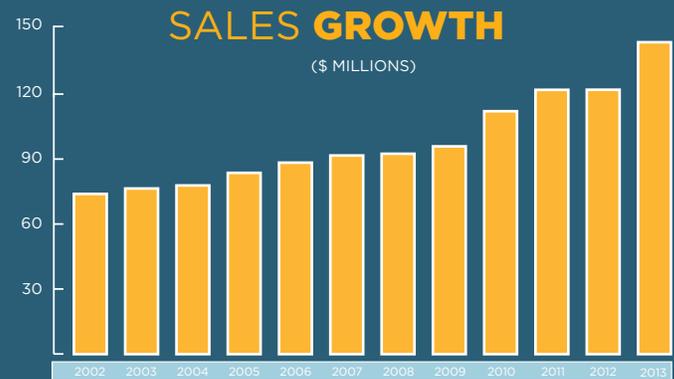
TOTAL **\$32,108,764**

TOP 10 PRODUCTS

October 2012 through September 2013

Copy Paper	\$8,279,034
Bathroom Tissue	4,813,236
Delineator	2,258,319
Fish	1,913,899
Toner Cartridges	1,422,768
Spices	1,183,787
Writing Instruments	1,114,803
Raisins	1,094,903
Hand Soap	1,030,963
Safety Sign	863,046
Other	16,814,079

TOTAL **\$40,788,837**



CRP PARTNERS

- > Abilene Goodwill Industries, Inc., Abilene
- > Abilene State Supported Living Center, Abilene
- > Upper Valley Helpsource, Inc., Alice
- > Growing New Generations | Arlington, TX
- > I Am Works, Arlington
- > Austin Helping Hands, Inc., Austin
- > Austin Task, Inc., Austin
- > Easter Seals Central Texas, Inc., Austin
- > Enterprise Professional Services, Inc. Austin
- > Goodwill Temporary Services, Inc. – Service Contracts, Austin
- > Goodwill Temporary Services, Inc., Austin
- > Peak Performers, Austin
- > Professional Contract Services, Inc., Austin
- > Relief Enterprise of Texas, Inc., Austin
- > Travis Association for the Blind, Austin
- > Vaughn House, Austin
- > VRC Industries, Austin
- > Fresh Start of Monroe, Inc., Azle
- > Beaumont Products & Services, Inc., Beaumont
- > Goodwill Industries Industrial Contracts and Temporary Services, Inc., Beaumont
- > Opportunities for Deserving Individuals, Inc., Beaumont
- > Spindletop Center, Beaumont
- > West Texas Centers for MHMR, Big Spring
- > Janie Clements Industries, Brownwood
- > Junction Five-O-Five, Bryan
- > Dimmit/Zavala County IDD Work Center, Carizo Springs
- > G&H EQUITAS Foundation, Corpus Christi
- > Goodwill Industries of South Texas, Inc., Corpus Christi
- > Goodwill Industries of South Texas, Inc. – Temporary Services, Corpus Christi
- > MHMR of Nueces County, Corpus Christi
- > Pro Pak, Corpus Christi
- > South Texas Lighthouse for the Blind, Corpus Christi
- > The EB Foundation, Corpus Christi
- > Woods, Etc., Corpus Christi
- > Bootstraps Occupational Services, Inc., Crawford
- > A Lift for Life Outreach Center, Inc., Dallas
- > Dallas Lighthouse for the Blind, Dallas
- > Goodwill Industries of Dallas, Inc., Dallas
- > Lifenet Community Behavioral Healthcare, Dallas
- > Precious Gems Services, Inc., Dallas
- > Rising Star Resource Development Corporation, Dallas
- > Rising Star Resource Development Corporation – Temporary Services, Dallas
- > Sunny Acres Community Action Association, Dallas
- > Del Rio Mental Retardation Services, Del Rio
- > Medina County Shelter Workshop, Devine
- > Frio County IDD Work Center, Dilley
- > Maverick County IDD Work Center, Eagle Pass
- > Aldersgate Enrichment Center, Early
- > SDR & Associates, Inc., Edgewood
- > Border TM Industries, Inc., El Paso
- > El Paso Lighthouse Industries for the Blind and Handicapped, El Paso
- > Goodwill Services, Inc., El Paso
- > ReadyOne Industries, El Paso
- > Wilson County IDD Work Center, Floresville
- > Fort Stockton Vocational Services, Fort Stockton
- > ABG Fulfillment, Fort Worth
- > Expanco, Inc., Fort Worth
- > Goodwill Industries of Fort Worth, Fort Worth
- > Goodwill Industries of Fort Worth - Temporary Services, Fort Worth
- > Liberty Proclaimed Ministry, Fort Worth
- > Lighthouse for the Blind of Fort Worth, Fort Worth
- > Williams & Stroble Youth Foundation, Fort Worth
- > Valley Vocational, Inc., Harlingen
- > D&D Helping Others, Inc., Houston
- > David & Ivory Ministries, Inc., Houston
- > Goodwill Industries of Houston, Houston
- > Goodwill Industries of Houston - Temporary Services, Houston
- > Lending Helping Hands To Others, Houston
- > On Our Own Services, Inc., Houston
- > Renewed Innovations, Houston
- > Southeast Keller Corporation, Houston
- > Texas Alcoholism Foundation, Inc., Houston
- > The Center Serving Persons with Mental Retardation, Houston
- > The Lighthouse of Houston, Houston
- > United Service Industries, Houston
- > ODJ, Inc., Huntsville
- > Rucon, Inc., Huntsville
- > Woodcreek Outreach Rehabilitation Development, Huntsville
- > Gateway Community Partners, Inc., Jacksonville
- > NBT Public Services, Inc., Katy
- > Kerrville Special Opportunity Center, Kerrville
- > Goodwill Industries of Lubbock Contract Services, Lubbock
- > Goodwill Industries of Lubbock Contract Services - Temporary Services, Lubbock
- > Learning and Development Industries, Lubbock
- > Marian Moss Enterprises, Inc., Lubbock
- > Burke Center, Lufkin
- > Oak Creek Day Habilitation/Vocational Center, Lufkin
- > The Arc of Harrison County, Marshall
- > Cen-Tex Association for Retarded Children, Mexia
- > MARC, Midland
- > Midland Vocational Services, Midland
- > Vocational Opportunity Center of Northeast Texas, Mount Pleasant
- > Odessa Vocational Services, Odessa
- > Innovation Enterprise, Paris
- > Reliable Facilities Service, Inc., Pflugerville
- > Camp County Developmentally Disabled Association, Inc., Pittsburg
- > Central Plains Center, Plainview
- > Atascosa County IDD Work Center, Poteet
- > Sundagger Incorporated, Rockdale
- > Bluebonnet Trails Community MHMR Center, Round Rock
- > Concho Resource Center, San Angelo
- > MHMR Services of Concho Valley, San Angelo
- > West Texas Lighthouse for the Blind, San Angelo
- > Endeavors Unlimited, Inc., San Antonio
- > E.Q.U.I.P. Enterprises, Inc., San Antonio
- > Goodwill Industries of San Antonio, San Antonio
- > San Antonio Lighthouse for the Blind, San Antonio
- > San Antonio State Supported Living Center, San Antonio
- > World Technical Services, Inc., San Antonio
- > Worship Anointed Ministries, Schertz
- > Andrews Diversified Industries, Tyler
- > Goodwill Industries of East Texas, Inc., Tyler
- > East Texas Lighthouse for the Blind, Tyler
- > Goodwill Contract Services, Waco
- > Heart of Texas Goodwill, Waco
- > RGR Industries, Inc., Weslaco
- > Texana Center, Wharton
- > Sabine Valley Center, White Oak
- > Beacon Lighthouse, Inc., Wichita Falls
- > Work Services Corporation, Wichita Falls

TIBH CENTRAL STORE

For your one-stop shopping needs, visit the TIBH Central Store located in Austin.



You can view all of the WorksWonders products on our website – www.tibh.org – or you can order a catalog by calling (512) 451-8145.





Jobs for People with Disabilities

TIBH MAIN OFFICE:

(512) 451-8145
1011 East 53 ½ Street
Austin, Texas 78751

TIBH CENTRAL STORE:

(512) 834-8242
1130 Rutherford Lane
Building 1, Suite 190
Austin, Texas 78753

 tibh.org

BOARD OF DIRECTORS:

CHAIR: Gibson DuTerroil | *Houston, TX*
VICE CHAIR: Brian Miller | *Austin, TX*
TREASURER: Tommy Crowe | *Georgetown, TX*
SECRETARY: Peggy Foreman | *Austin, TX*
CHAIRMAN EMERITUS: Artie Lee Hinds | *Houston, TX*
MEMBERS: John LaBoon | *Austin, TX*
Jack Nash | *Austin, TX*

ADVISORY COMMITTEE MEMBERS:

David Dodson | *Fort Worth, TX*
Expanco, Inc.

Lori Henning | *Austin, TX*
Texas Association of Goodwills

Dave Wells | *San Angelo, TX*
West Texas Lighthouse

CORPORATE OFFICER:

PRESIDENT/CEO: Fred M. Weber, Jr.