

2015 - 2016

Annual Report

Integrity



Works for You!

Teamwork

Performance

Board Member Recognition



May 11, 1945 - April 4, 2016

Mr. Durwood Woodall served on the Board of Directors for JCI for 15 years. In December he was recognized and awarded an appreciation plaque for his service.

Mr. Woodall passed away on April 4th of this year. The JCI family truly appreciated his service and support of our mission. He will be missed by all, and most importantly remembered for his kindness, compassion and dedication.

Mr. Woodall had a passion for people. He understood the importance of being educated in lifetime skills. This passion led him to serve as a 26 year member of the Princeton High School Advisory Council, Vice Chair on the Board of Trustees at Johnston Community College, JCI's Board and the Capital Area Workforce Development Board.

A 21 year member of the Brogden Volunteer Fire Department, he also designed the Fire Department emblem. Mr. Woodall was the co-founder of Tarheel Tooling in Smithfield and he genuinely enjoyed his relationships with his work family.

A dedicated, lifelong member of Tee's Chapel Free Will Baptist Church, he served as a Sunday school teacher, a Deacon and the Church Music and Choir Director for 40 years. He loved spending time with his family and friends, especially watching his grandchildren playing sports and participating in school activities.

Board of Directors

Kevin Barnes
Vice President/Secretary
First Citizens Bank

Kirk Denning
Athletic Director
Johnston County
Schools

Keith Dimsdale
Manager, Chick-Fil-A

Mary Gordon
District Manager
Johnston Medical and
Surgical Supply

Angie Jacobs
Executive Director
Johnston County
Schools

Officers

John Shallcross, Jr.
Chairman
Real Estate Developer

Michelle Grady
Vice Chairperson
Vice President, KS Bank

**Lina Sanders-
Johnson**
Secretary/Treasurer
Board of Education
(retired)

Cheryl Oliver
Mayor, Town of Selma

Dr. David Pearce
Principal, South
Johnston High School

Randy Mclean
CEO, TeamWORKS
Solutions, Inc.

Johnson Tilghman
Tilghman & Co.

Kenneth Williams
Career Development
Coordinator (retired)

Mary Ann Yansom
Curriculum Specialist
Teacher

Executive Team



Patricia Little
Vice President



C.W. (Bill) Sharek, Jr.
President & CEO



Johanna Barker
Vice President

OUR MISSION

We promote success in people by being the best example of integrity, teamwork, and performance in a dynamic work environment.

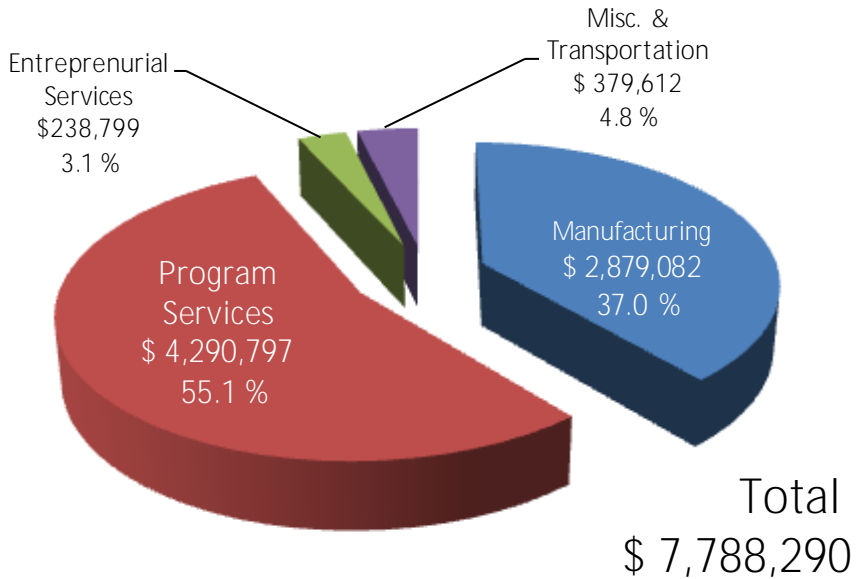
OUR VALUES

JCI is an entrepreneurial, private, not-for-profit corporation dedicated to empowering people with disabilities or disadvantages to succeed through training and employment.

OUR VISION

In everything we do, we will conduct ourselves with integrity, compassion, and dignity to ensure those we serve are provided an opportunity for employment.

Revenues as of June 30, 2016



Major Accomplishments include the following:

- People served in Johnston, Lee, Harnett, Sampson and Wayne Counties - **1,164**
- People placed in employment in Johnston, Lee, Harnett, Sampson, and Wayne Counties - **358**
- Employers from the five counties assisted by JCI programs - **282**
- Youth obtained GED, High School Diploma or advanced credential - **64**
- Youth enrolled in post-secondary education - **23**
- Youth placed in work based learning - **63**

JCI provided a local economic impact of

\$3,627,886



JCI Ranks Number **20!**

During this year, JCI has grown to become one of the major employers in Johnston County. JCI employs **197** as of June 30th!

Major Employers in Johnston County (courtesy of Greater Smithfield-Selma Area Chamber) **Rank, Company, Industry, Employment Range**

1. Johnston County Schools, Education & Health Services, 3000+
2. Grifols Therapeutics Inc, Manufacturing, 1800+
3. Johnston Health UNC Health Care, Education & Health Services, 1000+
4. County Of Johnston, Public Administration, 1000+
5. Asplundh Tree Expert Co., Professional & Business Services, 500-999
6. Wal-Mart Associates Inc, Trade, Transportation & Utilities, 500-999
7. Food Lion, Trade, Transportation & Utilities, 500-999
8. Novo Nordisk Pharmaceutical, Manufacturing, 500-999
9. Flanders Airpure N C Division, Manufacturing, 500-999
10. Caterpillar Inc, Manufacturing, 500-999
11. Employer Solutions Staffing Group 2, Professional & Business Services, 250-499
12. Johnston Community College, Education & Health Services, 250-499
13. Sysco Raleigh Llc, Trade, Transportation & Utilities, 250-499
14. McDonalds, Leisure & Hospitality, 250-499
15. Lowes Home Centers Inc, Trade, Transportation & Utilities, 250-499
16. Town Of Clayton, Public Administration, 250-499
17. Tri-Arc Food Systems Inc, dba Bojangles, Leisure & Hospitality, 250-499
18. Sona Precision Forge Inc, Manufacturing, 250-499
19. Dept Of Public Safety, Public Administration, 250-499
- 20. Johnston County Industries, Manufacturing, 100-249**
21. Nike Retail Service, Trade, Transportation & Utilities, 100-249
22. Saber Healthcare Holding Llc, Education & Health Services, 100-249
23. Town Of Smithfield, Public Administration, 100-249
24. Airflow Products Company Inc, Manufacturing, 100-249
25. AVINTIV, Manufacturing 100-249
26. Skyware Global, Manufacturing 100-249
27. Deacon Jones Auto Park, Car Dealer, 100-249
28. Stevens Sausage Company, Manufacturing & Food Processing, 100-249
29. OPW Fueling Containment Systems, Manufacturing, 100-249



Works for You!

Home

Home

Performance

Manufacturing Continues to Thrive - Come See!

The amazing manufacturing staff of JCI continues to earn new and diverse work opportunities. If you have not visited our corporate headquarters in Selma, NC, you should contact us right now! Email Terry Batten, Business Development Manager at terry@jcindustries.com or Nancy Bartholomew, Marketing Manager at nancy.bartholomew@jcindustries.com to schedule a tour.

Try to imagine walking into a fast-paced production environment that is well organized and made up of uniquely diverse people producing immensely diverse products. You might start out observing how those golf tees you purchased last week at Dick's Sporting Goods store got their start in JCI's packaging and fulfillment group.



You never know where you may find a JCI made product! It might be when you left that party a little too late and got pulled over for a breathalyzer test; **just kidding**; I'm sure that wasn't you. However, the mouthpiece used for breathalyzer tests are packaged at JCI.



A short distance away you might notice a well-lit, technically equipped area with all types of wire and fittings moving progressively toward a sophisticated test lab. When you fly, or visit your doctor's office, JCI's electrical group very likely produced the electrical wiring harnesses and assemblies that made your trip safe, and some of these assemblies assisted your doctor to successfully diagnose your health.

Remember, JCI is the place that empowers people with disabilities or disadvantages to succeed through training and employment. As you look around, you will see people who came here with barriers who are now employed; some of these people are and building over 5,000 dishwasher pumps per day.



We don't want to give it all away, but just a couple more things. When you start your vehicle, you should know that JCI had a part in producing the gasoline in your tank; and as you walk into your comfortably cool home, you should take note that JCI provided custom crating to ship parts that generate the electricity to keep you cool.

Come see for yourself, you will agree that JCI is the best place to work in Johnston County, and the amazing people you meet while here, will tell you the same thing!



Transitional Internship Program (TIP)

The Transitional Internship Program (TIP) was designed to assist students in gaining job skills by placing them in various positions at three separate internship sites during their junior & senior years in high school. Students completed two, eight week internships during the second semester of their junior year and will complete their final internship in their senior year, prior to moving into employment.



This program was a pilot between Harnett County Schools, JCI and the Division of Vocational Rehabilitation to help students on the Occupational Course of Study track learn soft skills related to work. Two schools were involved with two groups of students who were assigned to participate in different internships prior to being placed in employment.

The employment sites were chosen to expose students to stated career pathways and to allow them to have real life work experiences within a realistic work environment. Students completed their first internship at Green Leaf Care Center where they assisted in the kitchen, housekeeping, maintenance, and laundry areas. The second internship was at Campbell University where training occurred in grounds keeping, housekeeping, and cafeteria services, to name a few.



The TIP program will be expanded into other counties during the next fiscal year.

JCI Youth Services

North Carolina's youth are a crucial part of the state's workforce, and it's important that they be given the tools they need to advance their education and careers. Youth services provide young people with opportunities to prepare for and advance their education and careers.

JCI's Youth Services Division provides services to train and develop the future workforce for Johnston, Lee and Sampson County's youth through operation of NCWorks Youth and Young Adult Career Centers in Smithfield, Clinton and Sanford.

One example of a service provided is National Job Shadowing Day. National Job Shadowing Day was championed by the Bureau of Labor Statistics and many other organizations and is recognized each year on February 2nd. National Job Shadowing Day provides youth a unique look into different industry careers.

In February, JCI's Youth Services participated in National Job Shadowing Day, which extended throughout the entire month due to the employers who supported the activity.

Just a few of the career paths explored, and the employers who participated in Johnston, Lee and Sampson counties were: Administrative Assistant - JCI, Information Technology - Johnston County Administration and Town of Smithfield, Teacher - Selma Elementary and West Smithfield Elementary, Computer Integrated Machinery operator - DayCo Manufacturing, Athletic Trainer - HealthQuest and Clayton High School, Sonographer - Triangle Premier Women's Health, Culinary Arts - Simple Twist restaurant, Social Work - Johnston County Department of Social Services, and Professional Eye Care in Clinton provided shadowing for several students.

Job shadowing is an on-going service provided for youth at each of our locations, as we continually work with youth and employers for continued success.



Cyber Café

This year the Cyber Cafe completed two culinary class sessions. The rewarding twelve-week program included classroom instruction, as well as, hands-on training working in the café. Students were taught valuable customer service skills, they learned how to work together, divide tasks among themselves, manage conflicts, and behave professionally. These classes are in partnership with Johnston Community College and for the first time, 100% of the students achieved their ServSafe Credential! This certification is administered by the National Restaurant Association Educational Foundation. Gaining ServSafe certification can create opportunity for advancement in the food service industry.



Three youth were engaged in a work experience at the cafe for 12 weeks each. This provided them with paid on-the-job training in a culinary field. These youth were participants in JCI's Youth and Young Adult Program which provides workforce development services for young adults and for businesses.



Cyber Café also partnered with NCBA. NCBA believes older adults — regardless of race, ethnicity or status — are the fabric of our country and have earned the right to enjoy their golden years without fear or lack of resources. Cyber engaged two older workers in a work experience for 3-6 months each. This provided them with culinary training in hopes they would secure permanent employment in the field. One of these workers was hired as a permanent part-time employee of the café, as business expanded to support that position.

Cyber Café continues their 100% Sanitation Rating for three months and counting!





The Cyber Café has expanded the list of catering clients and now caters in Wake and Harnett Counties. Breakfast and lunch catering jobs have added another aspect to training employees and clients.

Counter sales in the cafe and have increased variety in the bakery, as well as, the gourmet-to-go retail case. These bakery items have become “must have” for customers!

Grapes and Grounds located in the historic district of downtown Smithfield, offers delicious espresso drinks, coffee, baked goods (**most from Cyber Café**) and also wine and beer. Thanks to Grapes and Grounds for the business!



JCI AND NC BY TRAIN

The Piedmont and Carolinian train services provide three daily round trips to Charlotte, Greensboro, Raleigh and nine other North Carolina cities. In 2015, nearly 466,000 passengers relied on the service to get them to their destinations.



The Selma train station serves passengers riding Amtrak's daily Carolinian between New York City and Charlotte, and Amtrak's daily Palmetto that runs between New York City and Savannah.



JCI continues to operate the historic facility, which is open 365 days a year. Our staff takes great pride in keeping the station tidy and clean.

The staff is particularly attentive in offering passengers great customer service with a warm welcome while assisting with operating the kiosks and boarding the train.





JCI's psychosocial rehabilitation program, known as the Unity House, serves persons with chronic mental illness. Located in Selma, NC, JCI began operation of the program in 2007. The Unity House uses a clubhouse model to assist with recovery and stabilization.

The Unity House received money from the Johnston County Community Foundation to implement the Nurturing Confidence and Enhancing Vocational Skills program. The goal of the program was to provide a nurturing environment for persons with severe and chronic mental illness by developing horticultural skills, improving physical and mental health, as well as, self-confidence and self-esteem.

The Unity House used the funds to purchase a greenhouse, supplies to teach horticultural skills, and to grow herbs and vegetables for the program. Some of the money was also used to purchase training classes.



JCI Thrift Store & Donation Center

The JCI Thrift Store is an enterprise of JCI. Our thrift store offers quality merchandise at affordable prices while providing vocational training and employment for persons with disabilities or disadvantages.

JCI is in the process of redesigning and resetting the thrift store to enhance one's shopping experience. New hours are 10 am to 6 pm Monday - Saturday. A re-opening celebration will be held as soon as the reset is complete.





Wood Products Division

JCI manufactures products to customer's specifications, with emphasis on competitive bid prices and guaranteed 100% on-time delivery.

The Wood Products Division secured a contract to construct custom pallets. These pallets are sturdy enough to transport heavy machinery in excess of 2000 pounds and range in size from 60 X 40 to 180 X 40.

The division also began building crates for a company located in LaGrange, NC. These crates are built with an internal structure versus external structure like most crates, making this a special product for JCI.

JCI recycles scrap wood into survey stakes for resale to local surveyors. An average of 2000 pieces are produced weekly.

Possible future endeavors in wood products may lead to furniture framing, which would broaden horizons and showcase the untouched abilities offered in this division.



As a multi-faceted organization, this division is another area within our facility where clients, seeking vocational training, can obtain the necessary skill sets to secure employment in woodworking related trades and construction.



Empowering success...

at **9** Locations in **5** Counties!



Lee County

Youth and Young Adult
Workforce
Development Center
811 North Horner Blvd.
Sanford, NC 27330
tel 919-292-1701

Sampson County

Youth and Young Adult
Workforce
Development Center
308 B Southeast Blvd.
Clinton, NC 28328
tel 910-590-2970

Harnett County

411 E. Jackson Blvd.
Erwin, NC 28339
tel 910.891.2710

Wayne County

NCWorks Career Center
2006 Wayne Memorial Dr.
Goldsboro, NC 27534
tel 919-731-7950
ext 250/258

Johnston County

Corporate
1100 E. Preston St.
Selma, NC 27576
tel 919.743.8700

Behavioral Health Services
Unity House/IPS
112 Richardson St.
Selma, NC 27576
tel 919.965.6892

Yes I Can & JCI Thrift Store
912 N. Brightleaf Blvd.
Smithfield, NC 27577
Yes I Can 919.934.1029
JCI Thrift Store 919.934.1869



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Cyber Café
514 N. Brightleaf Blvd.
Smithfield, NC 27577
tel 919.938.7741