

People•Partnerships•Community

ANNUAL REPORT 2015-2016



From The

BOARD OF DIRECTORS



JON OHMES
President of the Board

On behalf of the Board of Directors, thank you to all who worked so hard to continue to make BCI a great place to work for our employees. Though I would be remiss to not mention what a tough year we had financially, it was still a very encouraging year.

In February, the board appointed Tony Spielberg as our newest Chief Executive Officer. Tony brings a new energy to the organization, and I look forward to continue to see the progress we are making, both financially and in advancing the social mission. His commitment to sharing the story of BCI will surely keep us moving forward in the years to come.

A special recognition goes out to each member of the team as well. Our staff brings a level of excellence that is beyond compare. It is that commitment that allows us to continue to provide a bright future for those adults living with disabilities in our surrounding area.

I'd also like to express my appreciation to those that participate in committees for our special events, Behind the Mask and Wing Ding. These events require a huge contribution of time and energy! Thank you to our business partners who always step up to assist us in these events.

And finally thank you to the entire Executive Committee and Board of Directors who contribute to the management of BCI by their attendance at the various meetings. BCI is a truly special place where those of us who serve consider it an honor and a privilege.

President

Jon Ohmes

Secretary

Colleen Lang

Joe Armour

Julie Barch

Dale Black

Jeff Burkemper

Fran Caradonna

Stephanie Goellner

Rich Hollander

Ron Kloppenburg

Scott Loudenback

Doug Steinmeyer

Mike Weeks

Vice President

James Lang

Treasurer

Emily Weber

as of June 30, 2016

From The

CHIEF EXECUTIVE OFFICER



TONY M. SPIELBERG
CEO

As I began to compose this letter, I realized how quickly my first year as CEO has passed. It has been a year with many rewarding moments, as well as some challenges. Though a year of transition, we made solid progress on many fronts.

I am honored to be just the 7th CEO in our long and storied history. This legacy of leadership is a tribute to the success and stability of BCI and to the belief in the importance of our social mission over so many decades. Personally, I am truly humbled to lead the incredibly talented and dedicated people who work here.

One challenge all of us in the world of sheltered workshops face today is a push toward integration and community-based employment. While BCI continues to lead the way as one of the few national models, we must continue to innovate and educate to stay at the forefront in giving all adults with developmental disabilities the opportunity to choose their professional pathways. Community Employment will remain the embodiment of the BCI mission. There is nothing more fulfilling for our clients, our customers, or the BCI team than the meaningful and productive work that stems from hearing the words “They’re hired!”

Within the context of our credo and strategic framework, there are specific areas of focus for BCI—our Growth Drivers—that will help ensure robust growth for the future. First is our commitment to innovation to create value for our customers; not just innovation in products, programs and services, but in everything we do and in both locations in which we operate. We need a constant flow of new ideas and different approaches to meet the challenges and opportunities of the future.

Second, our national reach must be brought to life with a local focus. That puts critical decision-making where the needs are and where our resources live. We believe our commitment to decentralized management provides a competitive advantage in all of our businesses and programs.

Third, we will have a laser focus on excellence in execution. Across our enterprise, we have built greater accountability for quality into the requirements for all of our staff and employees. This has and will continue to strengthen quality and compliance at all levels of our organization. We’ve redefined standards and processes in our supply chain to, most importantly, improve the level of execution and to deliver efficiencies that can free resources for investment in our people and programs.

Fourth, we will continue to foster a purpose-driven organization and develop leadership at every level of our company. This is essential for us to deliver on the responsibilities that come along with our national leadership.

Other milestones include the planned launch of our new education center (fall 2017) and the flipping of our facility production floor to create a safer yet higher producing pathway to profitability and long-term financial success.

In closing, I would be remiss not mentioning how thankful I am to our Board of Directors, my tremendously dedicated staff, our many caring parents and guardians, and of course, our BCI employees.

Leading the Way In

ORGANIZATIONAL EMPLOYMENT SERVICES



KATIE JONES
*Director, Organizational
Employment Services (OES)
& Political Action*

*BCI's
Organizational
Employment
Services (OES)
program employees
adults living with
disabilities at our
two facilities in St.
Peters and Moscow
Mills. OES team
members are BCI
employees who work
for BCI at BCI.*

How Do You Measure Success in Employment?

For some, it's longevity. To work for a company for 20 or 30 years is a huge accomplishment. But to work at a company for 45 years is almost unheard of these days—unless your name is Janet Lee. On March 17, 2016, we celebrated this success and officially declared the day as *Janet Lee Day*.

For others, success is increasing skills and confidence. Nicole is a shy person who previously participated in BCI's School To Work Program. This year she has shown her talent! Not only is she earning minimum wage but she's also known as the fastest builder on the curtain line.

For the rest, it's finding full-time work out in the community. Brandon and Josh are prime examples. They demonstrated their abilities and leadership on BCI's work floor and now hold full-time positions at Daddy Ray's. In fact, they're doing such an amazing job, the company is asking for more BCI workers just like them.

The Year of Positive Changes

So much good can come from a potentially bad situation. The implementation of the Workforce Innovation Opportunity Act (WIOA) on July 22, 2016 was initially concerning, especially since it meant the loss of BCI's School To Work Program that provided opportunities to 100 students annually. However, once enacted, we experienced minimal changes since WIOA requirements were already being practiced here.

BCI continues to allow adults of all ages to interview for employment positions. Vocational Rehabilitation has been a leader in the nation in streamlining processes and is working closely with BCI to make timely decisions on approvals for facility employment. BCI is also developing an amazing new opportunity that will support students (and adults of all ages) in vocational training while encompassing the values of WIOA.

BCI wasn't hiring for much of the fiscal year. However, in the past six months, business has grown substantially. We have hired 14 employees for FY17 and are in the process of filling several more positions.

To increase lean efficiencies and organization, BCI has incorporated the scheduling board, a restructure of employee support specialists and supervisors to greater support employees, and multiple incentive programs to positively motivate individuals and groups.



*CEO Tony Spielberg honors
Janet Lee on the inaugural Janet
Lee Day.*



*Employees like Nicole thrive
working at BCI.*



*BCI employees Brandon and
Josh now work full-time at
Daddy Ray's.*

Amazing Growth

COMMUNITY EMPLOYMENT SERVICES



BECKY GREENING, MSW
*Director, Community
Employment Services*

Fiscal year 2016 has been an amazing one for BCI's Community Employment Services Program. Comparing to FY15, the number of workers we were able to place into CES positions grew from 21 to 44. That's 109% growth! Additionally, we served another 14 adults and 11 students under Vocational Rehabilitation.

These incredible CES opportunities were able to increase because of the number of company partners. This year, joining RB and Alpla, came Legacy Pharmaceutical Packaging in Earth City and Popticals in Fenton. These companies are the life-blood of our CES program, and we thank them for their partnership!

CES Success in Action: Jacob and Tommy

Jacob S. started working at BCI in September 2015. During his first 90 days, he received consistent, positive feedback. Jacob quickly learned what was required for success and overcame any challenges along the way. In June, because of his excellent work, he was given the opportunity to expand his skills by transferring to a CES position at Legacy Pharmaceutical Packaging. There, Jacob continued to excel, and by July he had been offered a full-time position!

Tommy S. came to BCI in 2011. During his career at BCI, he passed every challenge with flying colors. He was helpful and a good mentor to his colleagues. His dedication ran so deep that he began picking up weekend work at a partner company, RB. Always looking to improve, Tommy learned how to complete paperwork and palletize. He also worked on his communication skills. In July 2016 he was given the opportunity to work at Legacy, and by June he had been offered a full-time position.

Both gentlemen continue to be amazing assets to the Legacy team and are true success stories for BCI's CES program.

Promote From Within

Success also comes when one of our CES employees gets promoted to a staff position at BCI. In FY16, due to his hard work and dedication, Bryan K. became a full-time BCI staff member. Congratulations, Bryan!



Jacob and Tommy

*BCI's Community
Employment Services
(CES) program
works closely with
local businesses to
find employment
opportunities for
adults living with
disabilities. CES
team members are
BCI employees who
work for partner
companies at their
work locations.*

Shining Together

WITH SHOW ME SHINE

Show Me Shine is a BCI-based commercial janitorial company created to employ adults under our Community Employment Services (CES) Program. Show Me Shine provides full-service cleaning and floor care solutions in St. Charles County and beyond. Services are tailored to the needs of each business.

Show Me Shine can provide janitorial services for:

- Office Buildings
- Health Care Facilities
- Warehouse Buildings
- Commercial Buildings
- Educational Settings

Show Me Shine recently took measures to offer carpet cleaning. Our staff can now provide a dry chemical process as well as traditional extraction cleaning.

Show Me Shine's cleaning experts are led by trainers that are diplomaed in the Cleaning Industries Standards put forth by the II CRC Institute of Inspection Cleaning and Restoration Certification. Show Me Shine is also a proud member of ISSA, the leading trade association for the cleaning industry worldwide.

Show Me Shine gained three new clients in FY16—Popticals, O'Fallon Brewery and Champion Precast—in addition to our existing book of business—Eastern Missouri Laborers District Council, Laborers-Employers Cooperation and Education Trust, Developmental Disabilities Resource Board, Community Living, Inc., Modern Business Interiors, Site Improvement, and St. Louis Life. These clients are the reason why Show Me Shine continues to grow. We appreciate the confidence they have placed in our services, and we thank them for the opportunities they are providing our Show Me Shine CES employees!



www.showmeshine.com | 636-875-5242

Our Financial STATEMENT

Fiscal Year Ending June 30, 2016

ASSETS

Cash	\$4,798,062
Accounts Receivable	\$1,844,998
Prepaid Expenses	\$44,149
Inventory	\$1,430,760
Net PPE	\$4,162,312
Total Assets	\$12,280,281

LIABILITIES

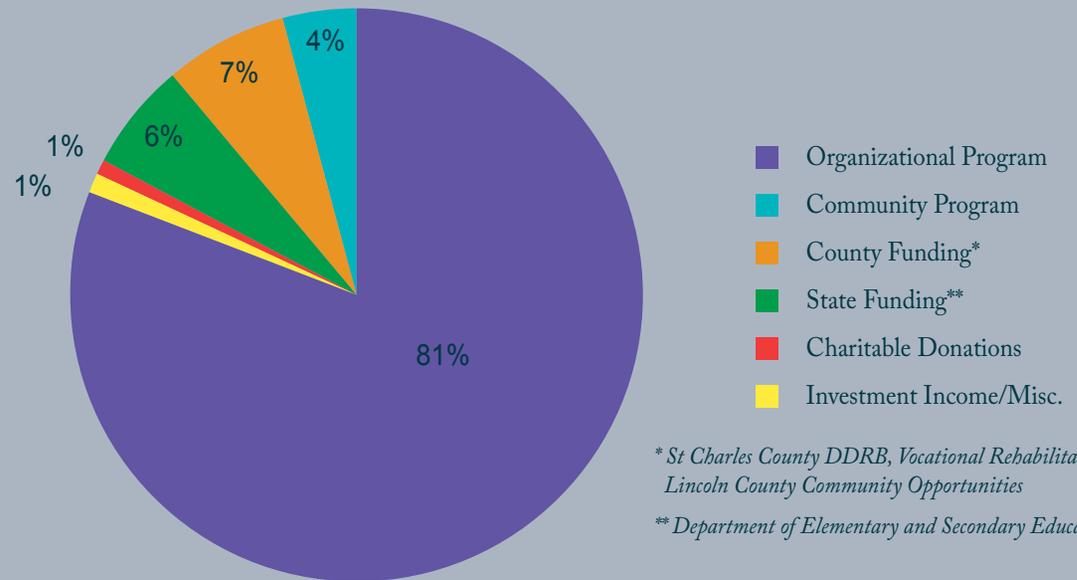
Accounts Payable	\$2,251,380
Notes Payable	\$0
Accrued Liabilities	\$421,253
Total Liabilities	\$2,672,633

NET ASSETS

Net Assets	\$9,607,648
Total Liabilities & Net Assets	\$12,280,281

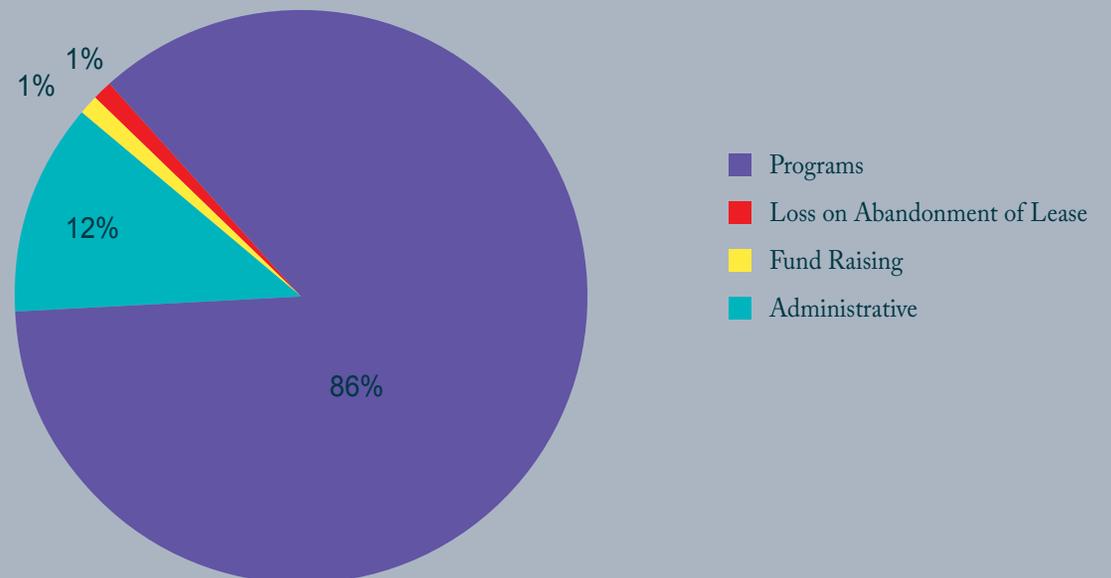
Total Revenues	\$18,479,559
Total Expenses	\$19,132,605
Net Income	(\$653,046)

INCOME



* St Charles County DDRB, Vocational Rehabilitation, Lincoln County Community Opportunities
 ** Department of Elementary and Secondary Education

EXPENSE



Scenes from our 18TH ANNUAL



presented by

KOHR'S
TRUCK & AUTO REPAIR INC.

JUNE 16, 2016

Thank You to Our Restaurants!

AMERISPORTS BAR & GRILL

BIG A'S ON THE RIVERFRONT

BREWSKEEZ

GETTEMEIER'S

MOAB PROVISIONS

QUINTESSENTIAL DINING & NIGHTLIFE

SUGARFIRE SMOKE HOUSE

TUBBY'S PUB & GRUB *

TURTLE CREEK PUB & GRILL

WOW BANQUETS

ZACH'S WING SAUCE

** People's Choice Winner*



Celebrating Supporters at **BEHIND THE MASK**

FEBRUARY 6, 2016

presented by
Morgan Stanley
SAPPINGTON/SHAW/WATKINS GROUP

Honoring 2016 Loving Hands Award Winner Doug Steinmeyer



Thank You

CORPORATE PARTNERS

Leading Partners

Collaborative Strategies

Krey Distributing

St. Louis Staffing

The Weeks Group

Supporting Partners

Champion Precast

PSI – Packaging Systems, Inc.

Acropolis Investments

Founding Partner

Ameren Missouri

Our

GUIDING PRINCIPLES

BCI'S SOCIAL MISSION:

To enrich the lives of adults living with disabilities and their families by providing a choice of productive and fulfilling employment

BCI'S BUSINESS MISSION:

To provide human resources and manage logistics to deliver superior value-added processing for our customers through partnership based on trust, quality, reliability and flexibility

WHEN BOTH MISSIONS ARE MET, WE ACHIEVE OUR VISION:

All people have the opportunity to achieve their potential and find purpose in meaningful employment





People•Partnerships•Community

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