



FOOTHILLS INDUSTRIES, INC.
Of McDowell County

300 Rockwell Drive
Marion, North Carolina 28752
828.652.4088 Office
828.652.7527 Fax
www.foothillsindustries.com

2012 Newsletter



FI Board Members

Jewell McNeal	President
Joy Shuford	Vice-President
Ken Burleson	Secretary/Treasurer
Sarah Bright	
Harold Walker	
Danny Willis	
Steve Ward	
Patsy Ballew	
John Cone	
Greg Decker	

Services Offered at Foothills Industries

- Adult Developmental Vocational Program (ADVP)
- Community Alternative Program for Persons with Mental Retardation/Developmental Disabilities (CAP)
- Compensatory Education & Adult Basic Education classes provided by McDowell Technical Community College
- Vocational Rehabilitation Services (VR)
- Transportation for qualifying program attendees

2011-2012 Self Evaluation

Total Numbered Served.....	207
Placed In Employment.....	27
Average Weekly Wages.....	\$219.00
Age of Trainee at Admission.....	99.5% under age 65
Accidents Requiring Medical Attention.....	1
Number of Trainees Making Progress Toward Their Goals.....	98.5%
Client Satisfaction.....	95.86%



Clients and Staff of Foothills Industries
continue to be proud participants
of the North Carolina
"ADOPT-A-HIGHWAY"
program.

Foothills Industries Is a Community Rehabilitation Program (CRP)

A Community Rehabilitation Program is a work-training program for adults who have a disability that may encounter challenges in community employment. The goal of the program is to offer rehabilitation services and job placement in the competitive labor market for those individuals who have the capacity for competitive employment, or long-term work training and independent living skills training for those individuals who choose the service or have a disability which prevents competitive employment.

In order to train in work skills, the company procures jobs from industry. Work is brought to this plant, performed under strict quality control standards, and shipped to the customer. Some work may be performed in the community.

FI will provide contract labor for any labor-intensive process that may cause a bottle-neck in your manufacturing process.

FI's Quality Policy

Committed to providing opportunities for adults with disabilities by meeting customer and regulatory requirements through a process of continuous improvement.

Director's Annual Report



Steve Early

The 2011-2012 fiscal year was one of challenge and opportunity for Foothills Industries. As we began the year, we knew that the organization would undergo substantial change due to decisions at the state level. Some of our governing Local Management Entities would merge and all would move toward a state-required status of MCO (Managed Care Organization). This new status essentially makes the MCO very much like an insurance company. They get a set amount of money to provide Mental Health services for a given region and contract with approved providers who will render these services. After a very arduous application process, we will have contracts with Smoky Mountain Center and Partners Behavioral Healthcare. These changes come in the form of a waiver from federal Medicaid requirements and have a significant impact on our organization. Our Case Management Services, which provided a significant income source for us will be eliminated and that service taken over by the MCO's with the use of Care Coordinators. Our ADVP clients will no longer have Case Managers and the responsibility of writing their plans will fall on us and we will have to do this with approximately seven percent less funding than we had the previous year. With state budget shortfalls and required cuts, the IDD clients always take a back seat to the mentally ill and substance abuse population. Decision makers at the state and federal level don't understand and appreciate the service we provide to our clients and, unfortunately, we have to anticipate future cuts and even elimination of some programs for the IDD Consumer. Therefore, it is

imperative that we continue to strengthen all aspects of our organization in order to offset the state funding shortfalls. With this in mind, we have had a very successful year in various parts of our organization. Our Vocational Rehabilitation Program just completed one of its most successful years with 48 individuals served and 28 placed in competitive employment. Additionally, the services department completed a successful CARF audit and received high honors for the client participation in the Medical Drapes area. FI was also audited by the Department of Labor –Wage and Hour division with no issues found. This was followed by a FDA audit of the Medical Drapes area and again, there were no issues to correct. All of this was taking place in the last quarter of 2011, when we were applying for a successful ISO 13-485 Registration. This effort was the culmination of a multi-year plan and puts us in an elite class of manufacturers that should greatly enhance our marketing position. We have had six straight years of revenue increases in sub-contract work and this has been the anchor that has kept us steady in a very unpredictable economy. While we have lost some important accounts in recent years, we have been able to offset these negatives with new accounts or increased volume with existing customers.

To sum it up, the dedicated staff and clients at Foothills Industries rose to the occasion during a very challenging year and improved our program for a more competitive edge in the coming years. This is all made possible with a dedicated Board of Directors, giving professional guidance and encouragement.

Steve Early
CEO



Foothills Industries staff and clients participated in the 2012 Relay for Life Campaign this year. For the second consecutive year we exceeded our goal.



Fletcher Myers received a Certificate of Completion from Franklin High School in 2008. Fletcher is known by his friends, family, co-workers, supervisors, and caregivers as a hard worker who is extremely friendly and always smiling.



Fletcher is currently employed at Foothills Industries, Inc. in Marion, NC where he consistently maintains a production rate of 100%. Fletcher produces non-sterile medial drapes that require meeting

specific customer specifications. His productivity and quality assist in meeting customer requirements and product needs.

Fletcher was transferred from the ADVP program because he consistently exceeded the production criteria of the ADVP and began the Vocational Rehabilitation (VR) program through Foothills Industries, Inc. where he was officially hired July 2012.

In Fletcher's free time, he enjoys listening and dancing to country music. He attends church every Wednesday and likes spending time with his girlfriend.

In Loving Memory of
Susan Whitaker
Served Foothills Industries
3/3/2006– 7/14/2011
Served McDowell Opportunities
9/29/1981–3/3/2006

FI's Annual Citizenship Award
Goes to...
Jimmy W.
Congratulations!!

Mission Statement
To provide vocational and life-skills training and employment for persons with disabilities while providing quality products at competitive costs and on time delivery to our customers.