



FOOTHILLS INDUSTRIES OF McDOWELL COUNTY, INC.

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

Awards and Other News

Donnita Silver, Director of Services at Foothills Industries, recently graduated from the McDowell LINC VI Leadership Program. Through her participation in this program, she gained knowledge and awareness of McDowell County's opportunities and challenges. This is a 10 month course of community learning and is part of McDowell Technical Community College's continuing education program.

Other awards and recognition are:

- * SHARP (Safety & Health Achievement Recognition Program) recently recertified Foothills Industries as a SHARP Employer.
- * North Carolina Department of Labor recognized Foothills Industries as a First Year Gold Safe Employer.

Congratulations to all on a job well done!

Services Offered at Foothills Industries

- Adult Developmental Vocational Program (ADVP)
- Innovations Program for Persons with Intellectual/Developmental Disabilities
- Adult Basic Education classes provided by McDowell Technical Community College
- Vocational Rehabilitation Services (VR)
- Transportation for qualifying program attendees

2013-2014 Self Evaluation

Total Numbered Unduplicated Served.....	132
Placed In Employment.....	29
Average Weekly Wages.....	\$254.77
Accidents Requiring Medical Attention.....	0
Number of Trainees Making Progress Toward Their Goals.....	100%
Client Satisfaction.....	94%



Foothills Industries

continues to be a proud participant
 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.

Mission Statement

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

2014 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

Director's Annual Report



Steve Early

Another year is behind us and 2013-2014 has been a continuation of ever increasing challenges mirrored by a continuation of increasing determination by staff and stakeholders to provide better opportunities for our clients. Each year we are asked to react to system changes, organizational restructuring and increased cost, while continuing to suffer reductions in our funding streams. We are facing a lot of unknowns going forward. State Health and Human Services continue to roll out their plan that calls for more consolidation of MCO/LME's. This leaves many providers, including Foothills, working for more than one MCO that pays different rates for the same service. Couple that with different administrative/recordkeeping requirements and you have a recipe for frustration and unnecessary cost. Unfortunately, this is the hand that we are currently being dealt and we must make every effort to maximize our potential for the benefit of the clients we serve. One of our best defenses is to keep growing and strengthening our subcontract manufacturing and service sector. In this effort, we have

added several new customers this year and key existing customers are increasing their volumes and product offerings. The "Foothill's Brand" continues to strengthen with our strong on time delivery and stringent quality objectives. Flexibility is the key to the survival of any business and Foothills Industries is no exception. Going forward, we must turn our thinking more toward serving our client base out in the community. Community immersion is a growing theme for vocational, educational, and recreational opportunities for the people we serve. Building a community network of willing employers, educators and like-minded stakeholders will be the key component of a successful immersion program. In this area, we have served 54 clients and placed 29 in competitive employment. The coming year looks very promising with some potential customers showing a keen interest in giving us some work. We face a very busy first fiscal quarter, getting ready for our third year ISO review, CARF renewal and submitting our application for our Commensurate Wage Certificate renewal. Foothills has maintained a proactive approach to "Corporate Compliance" and monitors all aspects of the business for full adherence to regulatory requirements. There have been no material issues to report this past year. As we prepare for the challenges and opportunities ahead, let's take a lesson from our clients, who cheerfully give it their best, overcoming staggering odds and always surpassing our expectations.

Steve Early
CEO

Education Made Fun at Foothills Industries

May was a busy time at Foothills Industries! During the month we had safety and health providers from McDowell County visit us to demonstrate their role within our community. Sam Robinson & Nicole Alexander from McDowell County EMS came and we had the opportunity to tour their ambulance. They explained the tools they use to help those in need and gave us safety tips. Master Trooper Eddie Hobson with the NC Highway Patrol demonstrated the different sirens and lights used on his patrol car. He explained how he helps keep us safe and offered tips on safety belt use. Shawn Henderson with Mission Children's Hospital taught us good oral hygiene practices and the tooth brushing song; "1-2-3 Wiggle Jiggle".



FI's Annual Citizenship Award Recipient

Joanna W.

Congratulations!