

Business Excellence with a Positive Social Impact

PRIDE
INDUSTRIES

**PRIDE INDUSTRIES
ANNUAL REPORT | 2024**



To Our Customers, Partners, and Friends

A LETTER FROM JEFF AND BOB



Bob Olsen, Board Chair, and Jeff Dern, President and CEO

Our 2024 fiscal year marked PRIDE Industries' 58th year of pursuing our mission to create employment for people with disabilities, delivering exceptional business services and employment support services. Through our work, we fulfill our vision to make employment accessible for people of all abilities to achieve their employment goals.

One of our top initiatives to grow our mission is to achieve 10% revenue growth each year across all our services. In fiscal year 2024, we achieved 6.6% growth in our operations with a record high of \$483+ million total revenue. And we are positioning the company well for the future by working with our current and prospective customers

to develop innovative solutions for their businesses. We have invested in exciting programs to better meet our customers' business needs, such as our Customer Experience Management (CXM) and Lean Six Sigma initiatives, which are driving operational efficiencies and stronger alignment with our customers' measures of success. Most importantly—our true measure of success—we reported 4,091 total employees, including 1,896 employees with disabilities, and we provided services to 4,020 people with disabilities while placing over 600 individuals with disabilities into community employment.

This annual report highlights many examples of PRIDE Industries' core values in action – integrity, teamwork, tenacity, and innovation. We wish to share two accomplishments that have had an exceptional impact:

- In October 2023, we launched our first annual I AM ABLE Disability Job Fair, which drew 24 employers and more than 600 job seekers with disabilities. Media coverage of the event was extensive, with an estimated value of \$5 million in equivalent advertising. Every employer received free disability inclusion training, helping to strengthen and expand their talent acquisition capabilities. It was amazing to see the hope and determination of the job seekers, knowing that this event was designed specifically for them. The innovation and teamwork exhibited by our Workforce Inclusion and Growth teams to produce this annual event has been truly remarkable. We just wrapped up our second annual event, which was even bigger with 1,000 job seekers and 40 employers. We will build on the event's success with our community employer partners in the years to come.
- Our Manufacturing and Logistics Services operations achieved compliance with regulations that permit PRIDE Industries to provide service to military and aerospace industry partners. We have a few early-stage projects underway and are optimistic about the huge potential to grow our social enterprise operations in this market space. This achievement required teamwork and tenacity over the past two years by our Operations, IT, Facilities, Compliance, Quality, and HR teams.

Once again, we want to express our deep appreciation for everyone who contributes to PRIDE Industries' ongoing success—our employees, business partners, donors, community supporters, and Board of Directors. We are united in our mission to create life-changing employment opportunities for people with disabilities.



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What Guides Us

As the nation's leading employer of people with disabilities, we believe that people of all abilities should have the opportunity to achieve their employment goals. This belief shapes everything we are as a company. We are bound by a set of core values and a shared commitment to diversity, equity, and inclusion.

OUR MISSION

To create employment for people with disabilities.

OUR VISION

An inclusive world where people of all abilities have equal access to achieve their employment goals.

OUR GUIDING PRINCIPLES



CUSTOMER SUCCESS

We go above and beyond. We measure success by our internal and external customers' success.



SAFETY

The safety and wellbeing of our employees and customers is our priority.



INCLUSION

We create a workplace that fosters belonging, respect, and value for all.



OUR CORE VALUES

Our goal is to create an inclusive world where people of all abilities have equal access to opportunities to achieve employment and independence. PRIDE Industries promotes the following values, which are core to who we are as a company:



INTEGRITY

We do the right thing. We earn the trust of teammates, customers, and partners every day with transparency, accountability, and respect.



TEAMWORK

We work together. We actively include everyone's ideas and efforts to reach our goals.



TENACITY

We won't give up. We, as individuals and teammates, help each other overcome obstacles, adapt, and turn challenges into growth opportunities.



INNOVATION

We are problem solvers. We are constantly looking for new ways to improve our services. When we find something that can be improved...we act.

Awards and Recognitions

2024 Human Rights Award
HP, Inc.

Top 300 Impact Companies
Real Leaders®

DAV Patriot Employer
Disabled American
Veterans

Leading Disability Employer
National Organization on
Disability (NOD)

2024 Top Disability-Friendly
Company
DIVERSEability Magazine

2024 Silver Stevie® Winner
American Business
Awards®

2024 Equity Award
Greater Sacramento
Economic Council

Top Veteran-Friendly
Company

U.S. Veterans Magazine

Business Excellence with a Positive Social Impact

Fiscal year 2024 was a momentous year for PRIDE Industries. We set a record for revenue with \$483+ million, grew our Manufacturing, Facilities Management, and Government lines of business, and most importantly employed thousands of people with disabilities and placed hundreds more into community employment.

We also refreshed our Core Values, expanded our Customer Experience Management program, and launched our Lean Six Sigma initiative—each of which touches every corner of our enterprise.

Delivering exceptional business services to provide employment for people with disabilities is what PRIDE Industries is all about. We call it “Business Excellence with a Positive Social Impact.” The growth of our business means more positive social impact and we are grateful for our customers, employees, employment partners, and government agency partners that work together to make it happen.

We like to say that we prove that companies don’t have to choose between business excellence and a positive social impact—we prove it every day. You can see plenty of examples of both in the following pages that highlight the successes of our Manufacturing and Logistics Services (MLS) and Integrated Facilities Management (IFM) business lines, as well as the expansion of our Workforce Inclusion (WFI) team that is instrumental in guiding people with disabilities on their pathways to employment.



WATCH VIDEO

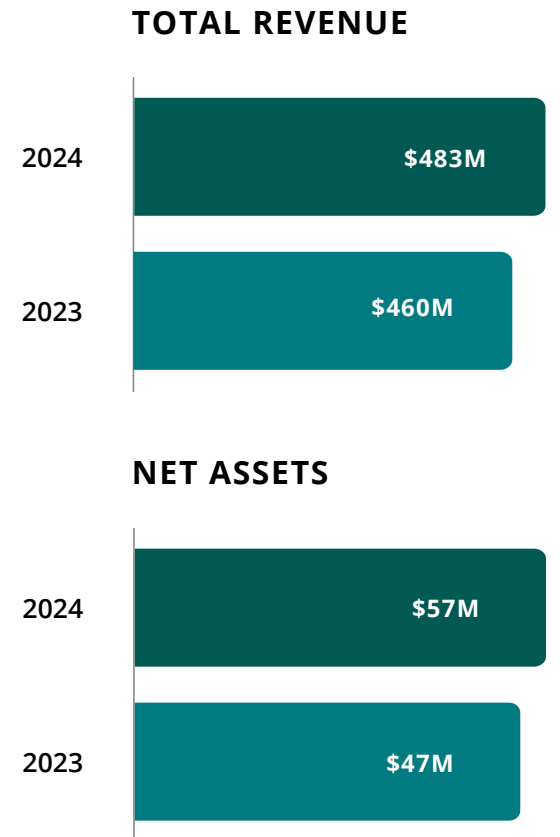
FISCAL YEAR 2024 IN REVIEW

MISSION SNAPSHOT



**Services include job development, vocational training, day programs, behavioral management programs, independent living services, and more.*

FINANCIAL SNAPSHOT





Manufacturing and Logistics Services

PRIDE Industries works with manufacturers in the aerospace, electronics, food and beverage, healthcare, life sciences, and software industries nationwide. We deliver custom, end-to-end manufacturing and logistics solutions that ensure high-quality products, timely delivery, and satisfied end-users.

We help companies large and small achieve greater efficiencies and cost savings with 99.9 percent order accuracy capability, eliminating waste and redundancy through circular-economy principles, and hedging supply chain risk as a domestic supplier—all while creating jobs for people with disabilities. Highlights in 2024 included receiving the Human Rights Award from HP Inc. at its Global Supplier Sustainable Impact Award Ceremony and bringing on significant contracts with Lawrence Livermore National Laboratory and Siemens Mobility.

2024 MLS BUSINESS WINS AND RENEWALS

- Barco
- California Department of Transportation (CalTrans)
- Creation Technologies
- Gatekeeper innovation
- Humana Government Business
- Jain Irrigation
- Kratos
- Lawrence Livermore National Laboratory
- Lighthouse Worldwide Solutions
- Opal Kelly Incorporated
- Raymar Information Technology
- Siemens Mobility
- Veritiv
- Vortran Medical



BUSINESS SERVICES BY THE NUMBERS

99.9%

ORDER ACCURACY CAPABILITY FOR PRODUCTS BUILT AND SHIPPED

175K

PRODUCTS BUILT, PACKAGED AND SHIPPED MONTHLY

375K

SQUARE FEET OF WAREHOUSE SPACE

65K

SQUARE FEET OF MANUFACTURING FACILITIES

OUR EXPERTISE

- AS 9100D Certified
- ISO 9001:2015 Certified
- ISO 13485 Certified
- CSMTPE Certified Engineers
- ITAR Registered
- FDA 21 CFR Part 820 Compliant
- IPC Member
- SMTA Corporate Member
- FDA Food-Site Registered
- CA Organic Processed Food Licensed
- CA Processed Food Licensed
- Pet Food Processor Licensed





Integrated Facilities Management

Our Integrated Facilities Management services offer unmatched breadth and depth in the facilities management marketplace. PRIDE Industries is among the few “one-stop shops” in the sector, offering everything from custodial services to landscaping to infrastructure maintenance and management for commercial and government properties throughout the United States. Our business continues to improve and expand into the management of healthcare, life sciences, and software industry facilities.

Operational improvements at the Judicial Council of California, where we manage 138 buildings comprising 22.2 million square feet, resulted in a 14 percent increase in productivity, and we won and renewed key contracts listed below.

2024 IFM BUSINESS WINS AND RENEWALS

- California Department of Transportation (CalTrans)
- County of San Diego
- County of Santa Clara
- County of Placer
- Humana Government Business
- Judicial Council of California
- Los Angeles Public Libraries
- Sacramento County Unified School District
- Sacramento Metropolitan Fire District
- Sacramento Municipal Utility District (SMUD)
- Superior Court of California
- U.S. Department of Education
- VSP Vision Care
- Yolo County Courthouse

BUSINESS SERVICES BY THE NUMBERS

140M

SQUARE FEET OF FACILITIES MANAGED

13K

BUILDINGS MAINTAINED

90%

OF SERVICES SELF-PERFORMED

26M

SQUARE FEET OF FACILITIES CLEANED

OUR EXPERTISE

- CIMS-GB Certified with Honors
- IFMA Sustainable Facilities Professionals (SFP)
- NCARB (National Council of Architectural Registration Boards)
- NCEES (National Council of Examiners for Engineering and Surveying) Professional Engineer
- LEED (Leadership in Energy and Environmental Design)
- PMP (Project Management Professional)
- RCE (Realtor Association Certification)
- AIA (American Institute of Architects)
- Landscape Industry Certified by the National Association of Landscape Professionals (NALP)
- ISA Arborist Certification
- I.A. Landscape Irrigation Auditors Certification
- Traffic Control and Flagging Certification





Workforce Inclusion

Our Workforce Inclusion team has built a network of more than 300 employment partners that share our commitment to an inclusive workforce. Some partners hire employees directly, while in other cases we are the employer of record and provide companies with small teams with on-site coaches in the form of Supported Work Groups.

This year we ramped up our supported employment work group program and added nine new partners to reach a total of 98 supported work groups across our partner network.

SUPPORTED WORK GROUP EMPLOYMENT PARTNERS JOINING US IN 2024 INCLUDE:

- Hola! Tortilla
- Eskaton – Gold River
- Red Hawk Resort and Casino
- San Francisco Bay Coffee
- RL Liquidators
- Manchester Grand Hyatt
- Thunder Valley Casino Resort
- Placer County
- E-Filliate



300+ CONTINUED BUSINESS PARTNERSHIPS
98 SUPPORTED WORK GROUP OPPORTUNITIES

EMPLOYMENT SERVICES BY THE NUMBERS



OUR EMPLOYMENT PARTNERS INCLUDE:



CARF ACCREDITATION

PRIDE Industries holds the prestigious three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), an international, nonprofit health and human services accreditor. This recognizes that we have made a specific commitment to put the needs of our participants at the center of the services we design and deliver, and that we strive to continuously improve efficiency, fiscal health, and service quality and delivery.



Customer-Centricity in Action

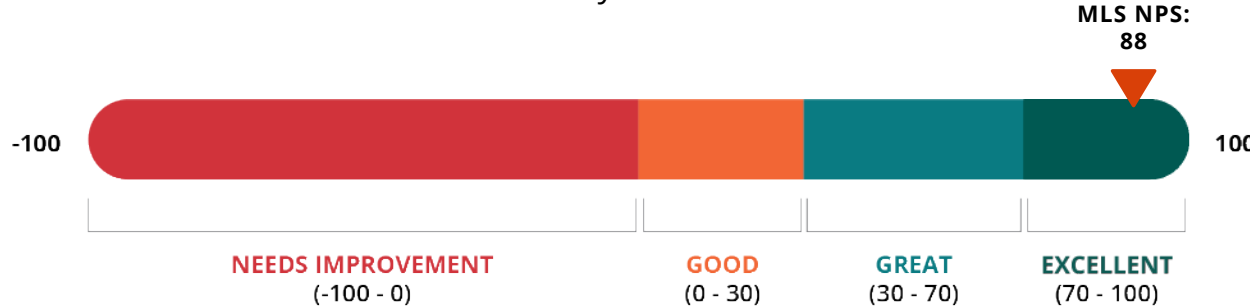
In 2022, we launched our Customer Experience Management (CXM) program to:

- DEEPEN CUSTOMER RELATIONSHIPS
- ENHANCE THE QUALITY AND VALUE OF SERVICES
- MORE EFFECTIVELY AND EFFICIENTLY DELIVER ON OUR MISSION
- DIFFERENTIATE OUR SERVICES FROM COMPETITOR OFFERINGS

Last year we implemented the Net Promoter Score (NPS) as a key metric in our CXM strategy. NPS is a proven metric that gauges customer satisfaction and loyalty. As we implement CXM across our enterprise, we regularly survey customers. We have found these surveys to be an invaluable tool that ensures timely feedback and helps shape the quality of our products and services in alignment with our customers’ business needs.

MLS RECEIVES AN EXCELLENT NPS AFTER IMPLEMENTING CXM

Since implementing our CXM program in our Manufacturing and Logistics Services (MLS) in 2022, we’ve dramatically improved the end-to-end experience for our customers. Embedding customer-oriented thinking into daily operations, measuring and reporting on what matters to our customers, and regularly asking for and using customer feedback contributed to the “Excellent” NPS we received in our survey.



“The PRIDE Industries team was very communicative, able to accommodate last-minute changes with our project, and complete our project on schedule, even a little ahead. They were great.”

— MLS CUSTOMER

MLS leaders are utilizing Lean Six Sigma training to increase efficiency in our daily operations, and the feedback we received has strengthened our relationships with customers and enhanced our ability to deliver on our customer promise.

We are already implementing the CXM program with our federal contracts, such as our

facility management services at military installations across the nation. The federal government has increasingly focused on measuring contractor performance to control its costs and maximize value, and we are prepared to meet their expectations with our CXM program.

CX VISION: Empowering our Mission Through Customer-Centric, Memorable Experiences



Lean Six Sigma

- 50 LEAN SIGMA TRAINEES
- 10 CERTIFIED GREEN BELTS
- 11 PURSUING GREEN BELTS

Lean Six Sigma is a managerial methodology proven to improve overall business performance by reducing waste and eliminating defects in products and services. It aligns nicely with our CXM program to delight customers. We launched the program in fiscal 2023, and in fiscal 2024 we successfully created a Lean Six Sigma Community of Practice, with 50 employees participating in training, and 11 pursuing their green belts. Five people have passed their tests and are now Certified Lean Six Sigma Green Belts.



The Michael Ziegler PRIDE Industries Foundation

People with disabilities often face hidden and visible barriers to employment. The Michael Ziegler PRIDE Industries Foundation provides pathways to sustainable, living wage employment for this untapped source of stellar talent, helping job seekers overcome these obstacles and others.

In fiscal 2024, we focused on three major initiatives:

- The I AM ABLE Helpline, which assists people with disabilities, military veterans, and foster youth with individualized guidance to employment resources and opportunities. We launched the Helpline in 2021 and helped 343 callers that year. In fiscal 2024, we helped 3,044 callers find pathways to employment.
- Youth graduating from high school or aging out of foster care looking for their first jobs may lack the experience employers seek. The YES! (Youth Employment Services) program offers pre-employment services, paid internships, and connections to employment programs for opportunity youth. In 2024, 95 young people enrolled in YES! Program services, 26 were placed in employment, two completed internships, and eight completed work experiences.
- We launched the “Career Launch Pad: New Opportunities in Technology” event for people with disabilities interested in careers in cybersecurity. This high tech, innovative workforce development program is a partnership between PRIDE Industries and the United Cybersecurity Alliance to open new doors for people with disabilities to a wide variety of careers in the cybersecurity industry. With over 100 attendees at the kickoff event, the launch was a huge success. The first cohort of students began the training program in late 2024. .

The Michael Ziegler PRIDE Industries Foundation, named in memory of our late beloved CEO, strives to expand access to employment for people with disabilities and other barriers to employment. In the pages that follow, you’ll learn more about our exciting programs, each supported by donations and grants.

PROGRAMS AND SERVICES



I AM ABLE HELPLINE

Assisting people with disabilities and others facing barriers to employment by providing personal guidance to job resources and services.



CASE MANAGEMENT

Liaising with government agencies, employers, and employees to curate services and development plans for each individual served.



JOB COACHING

Ensuring a productive experience for both employee and employer, with dedicated coaches who offer personalized, on-the-job support.



PAID INTERNSHIPS

Providing job seekers with the opportunity to learn new skills and demonstrate job readiness to potential employers.



TRANSPORTATION SERVICES

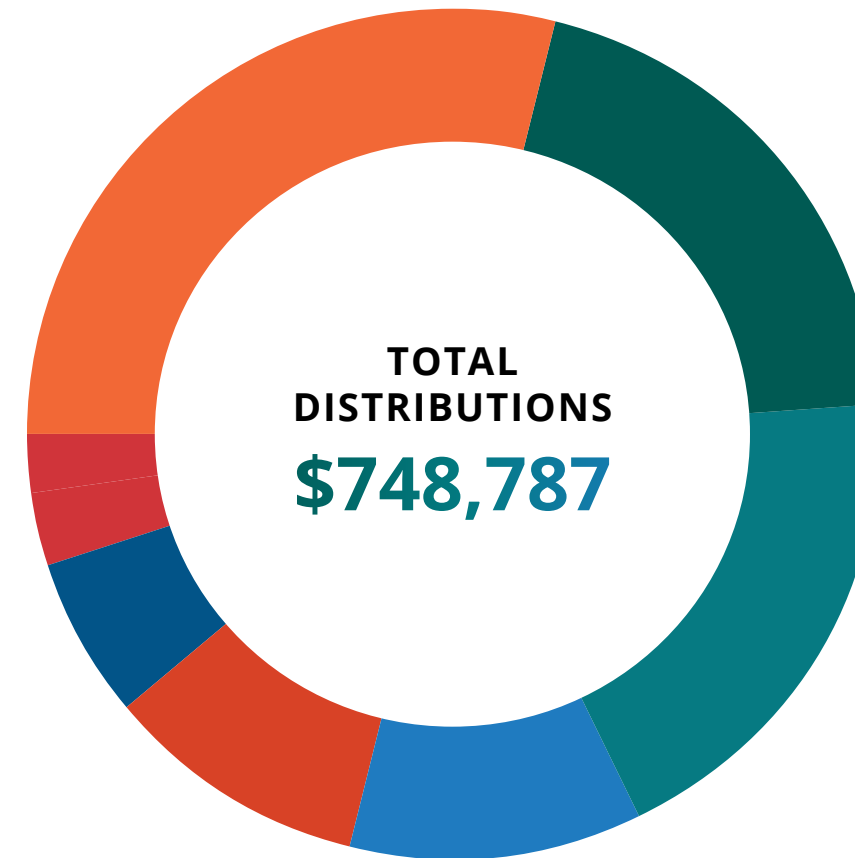
Providing reliable transportation to and from work, training, and vital services; delivering essential items to home or work.



VOCATIONAL TRAINING

Teaching the job skills needed to enter the workforce and begin successful careers in any one of multiple industries.

PROGRAM DISTRIBUTIONS



SUMMARY OF DISTRIBUTIONS

PROGRAM	DISTRIBUTION	PEOPLE SERVED
I AM ABLE Helpline	\$218,596	3,044
Case Management	\$150,000	275
YES! Program	\$144,122	95
Internships	\$81,046	29
Transportation	\$73,500	25
Job Coaching	\$46,233	34
Vocational Training	\$25,000	25

I AM ABLE Disability Job Fair

Our first-ever I AM ABLE Disability Job Fair was a resounding success.

Held October 18, 2023, at the McClellan Park Officer's Club, the event was designed and vetted by an "Accessibility Team" of individuals who are deaf, blind, autistic, or use wheelchairs. To accommodate the diverse needs of participants, the event included on-site American Sign Language (ASL) translators, braille signage, Spanish interpreters, a quiet interview space, light rail transportation, and service animal water and relief areas.

"I've never really seen very much support for the disabled community before, and I've never seen a job fair like this before."

— **CHELSEA KUSTI,**
Blind and Deaf Job Fair Attendee

We were excited that more than 20 companies signed on to recruit at the job fair, and more than 200 individuals with disabilities pre-registered. We were blown away when more than 600 people arrived at the event, with hundreds lining up before the doors opened.

Businesses at the event were ready and each interviewed dozens of qualified job seekers. "The quality of the candidates we met was tremendous," said Daniel Chapnick, Talent Programs Specialist for Raley's. "It's clear they're highly motivated and enthusiastic—just what we're looking for."

During the job fair, PRIDE Industries offered resume critiques and interview assistance to job candidates. Before the job fair, registrants received online training on maximizing their experience. Training was also provided to employers so that they could more effectively engage with candidates with disabilities. "I've never really seen very much support for the disabled community before, and I've



WATCH VIDEO



Thank you to our Sponsors



never seen a job fair like this before,” Chelsea Kusti, who is blind and deaf, told ABC 10 News at the event. She noted that many companies’ hiring processes assume that applicants have full vision and hearing. “A lot of it is paper-driven—fill out this form. How am I going to do that?”

“I really just want to be treated like everyone else,” she said.

The job fair was designed to do just that—create a level playing field where job seekers with disabilities have the same access to employment opportunities as people without disabilities. The huge response from the disability community highlighted the need for this type of event.

A big thank-you to employers and sponsors that showed their commitment to diversity and inclusion by actively recruiting job seekers with disabilities:

- Amazon
- Apple One
- Audacy
- Bonneville International
- California Department of Technology
- California Department of Transportation
- CSU Sacramento
- First Northern Bank
- Five Star Bank
- Golden 1 Credit Union
- Green Waste
- Holman
- Meristem
- Nugget Markets
- Raley's
- Sacramento Better Business Bureau
- Sacramento County Office of Education
- Sacramento Regional Transit
- Shriners’ Hospital
- Siemens
- Sierra Health Foundation
- SMUD
- Superior Court
- Tri Counties Bank
- Thunder Valley Casino and Resort
- UC Davis Health



Internship Leads to Employment



WATCH VIDEO

After graduating summa cum laude from Sacramento State University, Alex Naumann should have had no trouble getting a job. But despite being bright, professional, and having a great work ethic, he struggled.

“That was largely because I’m a person who stutters,” c Alex.

Alex reached out for help, contacting PRIDE Industries through our I AM ABLE® Employment Helpline.

As a result, he landed a paid internship with The Michael Ziegler PRIDE Industries Foundation, where he learned business software platforms like Office 365, Monday.com, and Salesforce. He also used his degree in Video Production, working with PRIDE Industries’ Marketing Department to produce campaign videos.

As Alex demonstrated his skills and stellar work ethic, others took notice. Before his internship ended, he was offered and accepted a full-time job with the PRIDE Industries Operations team.

“Beyond my friends and family, I’m not used to the level of acceptance I’ve received here at PRIDE Industries,” says Alex. “I’ve never experienced that in the work world.”

Alex’s story is proof of what happens when employers look beyond disabilities and embrace individuals’ abilities.



Sage IT Finds the Perfect Fit

When Sage IT, a San Diego-based IT service provider, needed to free up its technicians from administrative tasks to focus on customers, they knew where to turn—The Michael Ziegler PRIDE Industries Foundation’s paid internship program.



WATCH VIDEO

That’s because Director of Sales Judi Adams serves on The Foundation’s Advisory Board. “I’ve been involved with PRIDE Industries since 2004,” she says. “So, I knew that hiring people with disabilities is no different than hiring anyone else. Everyone has abilities.”

Judi jumped at the opportunity to bring on an intern.

“I saw we had an amazing opportunity to bring someone in who can do things that the technicians don’t have time to do,” Adams adds. “I knew we could count on PRIDE Industries to help us find a great employee.”

Enter Kristin Johnson, who joined as an intern in 2023 and is now a full-time employee and has been doing a stellar job.

“Every week we go over the scoreboards for the team, and Kristin is always at 100 percent,” says Adams. “And she’s so excited to be part of the team.”

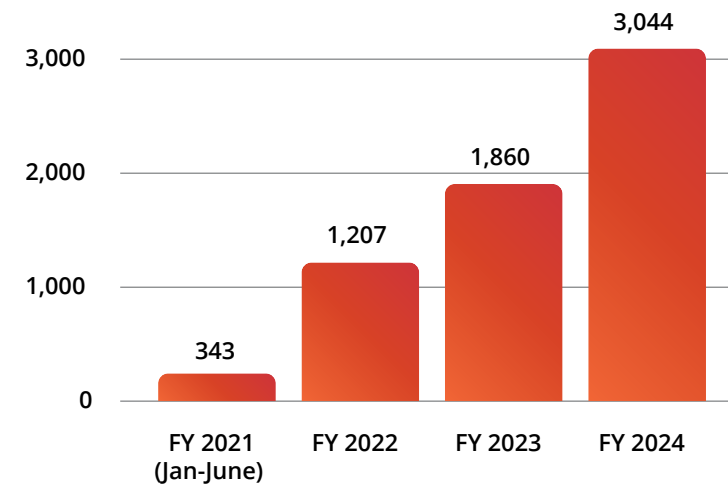
“One thing PRIDE Industries does really well is identify the individuals that would be a perfect fit here,” Adams says. “When we were interviewing for this position, they presented us with three excellent candidates. We couldn’t go wrong.”



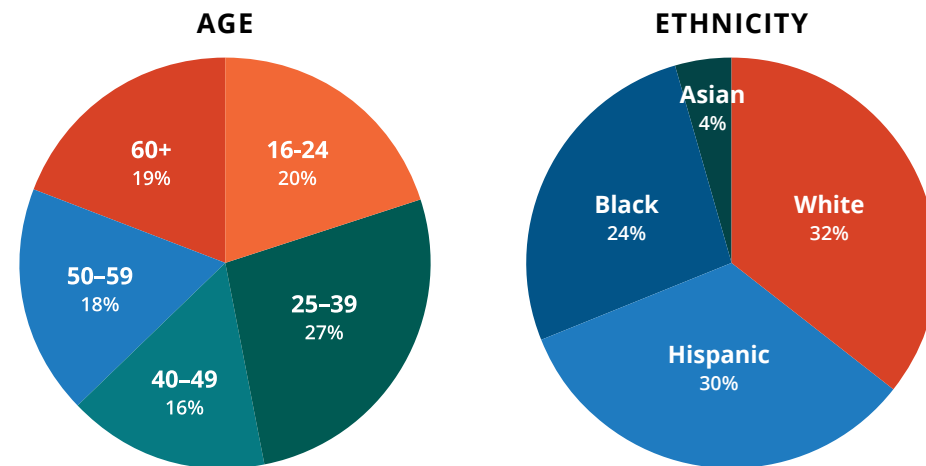
I AM ABLE Helpline Data Update

Many people with disabilities want to work but don't know where to turn for assistance. That's why we created the I AM ABLE Employment Helpline, a free service funded by The Michael Ziegler PRIDE Industries Foundation to help individuals with disabilities on their pathways to employment.

TOTAL CALLERS SERVED SINCE 2021: 6,454



CALLER IDENTIFICATION



The Helpline has assisted over 230 individuals with securing a job at PRIDE Industries alone, representing an estimated **\$5M+** in gross income. These 230 individuals were trained, upskilled, or reskilled for jobs.

Helpline representatives have referred 3,900 people to government resources for employment services outside of PRIDE Industries. We are unable to track the outcomes of these referrals, but we are confident that many of our Helpline callers found employment with other organizations.

Thank You, Donors

We are grateful for the generosity of our supporters, whose investments advance our mission of creating employment for people with disabilities.

ENDOWMENTS

Ethan Allen Herr Memorial Endowment Fund

FOUNDATIONS

California Foundation for Stronger Communities
 Enterprise Mobility Foundation
 Our Little Light Foundation
 Placer Community Foundation
 Sacramento Regional Community Foundation
 San Diego Foundation

Sierra Health Foundation

Walter S. Johnson Foundation

CORPORATIONS

Bank of America
 Bank of Marin
 Consolidated Communications
 First Northern Bank
 Golden 1 Credit Union
 Holman
 Nugget Markets
 Raley's Supermarkets

Retirement Security Centers
 Sacramento Municipal Utility District
 SAFE Credit Union
 Southwest Airlines
 UC Davis Health
 US Bank
 Wells Fargo

OTHER SUPPORTERS

City of Roseville
 Sacramento County

TOTAL RAISED IN FY2024:

\$644,132

ERG Community Outreach and Volunteer Activities

Our ERGs led or participated in a total of 21 community outreach events, including:

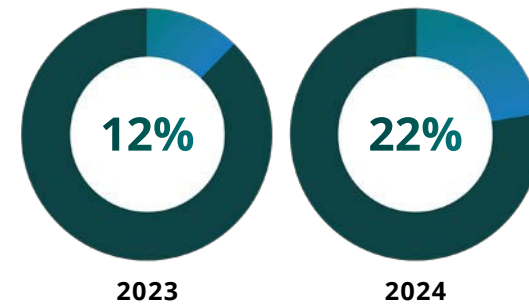
- Career fairs
- Carmichael Holiday Tree Lighting
- Clothing drives
- College scholarship donations
- Food drives
- Holiday giveaways and toy drives
- Juneteenth Sacramento Festival
- Placer Business Expo
- Placer Valley Business Trade Show
- Sacramento Black Chamber of Commerce Young Entrepreneurs Graduation
- School supply drive
- Veterans Expo
- Wreaths Across America

ERG SPOTLIGHT:

Employee Resource Group Expansion

In 2024, 900 employees participated in employee resource groups (ERGs), a testimony to the value inclusion brings to the workplace—that’s 22 percent of our 4,000+ employees.

% OF EMPLOYEES PARTICIPATING IN ONE OR MORE ERGs:



Employee resource groups foster learning, awareness, respect, and inclusion for all employees. They act as a collective voice around common issues or concerns, promote belonging and a respectful workplace, and address diverse community needs inside and outside the company.

PRIDE Industries is Proud of Our ERGs!



ERGs are important for providing opportunities for employee development, education, training, recruitment, retention, and business outreach. PRIDE Industries ERGs support our business objectives and are 100 percent employee led.



WATCH VIDEO

FY2024 Timeline of Events

July 2023

CONTRACT WIN

Fort Novosel awards 14 renovation projects that repair 14 facilities across the base.

August 2023

CONTRACT WIN

Beale AFB renews Ground and Vegetation Control Services contract, employing 18 team members, including 10 individuals with disabilities.

NEW SENIOR VP

PRIDE Industries welcomes Luis Torres-Acosta, Senior Vice President of Manufacturing, Logistics, and Engineering and Property Services, to the executive team.

September 2023

CONTRACT WIN

GSA Dallas renews custodial contract with a five-year award, employing 36 team members, including 18 individuals with disabilities.

AWARD

The Transportation Services team receives the 2023 Nonprofits United Safety Recognition Award for the ninth consecutive year.

CONTRACT WIN

Joint Base McGuire-Dix-Lakehurst increases contract to support the new Air Force computer system, providing employment for three more people with disabilities.

SAFETY MILESTONE

Travis AFB Food Service team of 36 employees, including 26 team members with disabilities, records eight years with no safety incidents.

October 2023

PARTNERSHIP MILESTONE

PRIDE Industries partners with San Diego County's internship program (Jay's Program) for people with developmental disabilities, launching our eighth cohort.

APPRECIATION EVENT

Leadership from the Air Force and SourceAmerica® hold an AbilityOne® National Disability Employment Awareness Month appreciation event at Beale AFB recognizing the great work of PRIDE Industries' 70 team members.

November 2023

PARTNER VISIT

Kate McSweeny and Sarah Saar, CEO and Vice President of Operations, respectively, of national advocacy group for disability service providers ACCSES, tour PRIDE Industries.

December 2023

CONTRACT WIN

Kratos, a leading provider of advanced technology and security solutions, awards PRIDE Industries a project to manufacture a crucial component for its defense products.

FY2024 Timeline of Events

PERFORMANCE MILESTONE

The team at Mare Island, CA receives a nearly perfect 99% inspection score on the Forest Service custodial contract during a customer inspection.

January 2024

PARTNER VISIT

California Department of Rehabilitation (DOR) leaders Jessica Grove, Deputy Director for Policy and Resources Division, and Alfonso Jimenez, District Administrator for the Inland Empire District, visit the Roseville campus.

February 2024

CONTRACT WIN

Jelly Belly awards the MLS team a project to assemble and distribute point-of-sale Harry Potter-themed floor displays for its "Bertie Bott's Every Flavor Beans" product.

SECURITY MILESTONE

Our security program, covering 600-plus employees working on federal contracts, passes its biannual Defense Cyber Security Agency review.

March 2024

CONTRACT WIN

Fort Gillem awards roof replacement project, continuing employment for nine team members, including four individuals with disabilities.

April 2024

CONTRACT WIN

Little Rock AFB awards a new landscaping contract, providing employment for 25 team members, including nine individuals with disabilities.

May 2024

CONTRACT WIN

Navy Supply Command selects PRIDE Industries for a new contract to manage the parts inventory at Lemoore and Fallon Naval Air Stations, supporting 40 employees.

OPEN HOUSE CELEBRATIONS

Workforce Inclusion hosts open house celebrations in Roseville, Auburn, San Diego, and Citrus Heights, with Regional Center and Department of Rehabilitation partners, care providers, families, and individuals with disabilities.

EXECUTIVE PRESENTATION

Workforce Inclusion VP Darelyn Pazdel presents at the California Department of Technology's Disability Advisory Council meeting.

June 2024

PARTNER VISIT

Raley's, our longtime employment partner of over 30 years, tours our facilities and we celebrate the 11 employees with disabilities currently placed in Raley's stores.

Our Leadership

PRIDE INDUSTRIES BOARD OF DIRECTORS

Bob Olsen, Chair

Deacon Construction
Founder

Jud Riggs, Vice Chair

Teichert, Inc.
Chair/CEO

Mike Snegg, Treasurer

Berkeley Capital Trust
CEO

Sandy Smoley, Secretary

The Smoley Group
Chair/CEO

Ed Bonner

Placer County
Sheriff, retired

Dawn Clayton

Thunder Valley Casino
and Resort
General Manager

Rob Lynch

VSP Global
President/CEO, retired

Nadder Mirsepassi

Sutter Health
Assistant Treasurer
& Director of Treasury,
retired

Walt Payne

Blue Diamond Growers
President/CEO, retired

Dr. Rao Unnava

UC Davis School of
Management
Dean

Larry Welch

Hewlett-Packard
Vice President of Indirect
Procurement, retired

Marco Rodriguez

Principal Financial Group
Investment Advisor
Representative

THE MICHAEL ZIEGLER PRIDE INDUSTRIES FOUNDATION ADVISORY BOARD

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The Lorber Kamai Consulting Group
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Attorney

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California Community Colleges
Chancellor Emeritus

Shahnaz Van Deventer

Saint John's Program for Real Change
Chief Development Officer

Daniel Sakow

619IT
CEO

Stephen J. Platter

Morgan Stanley Private Wealth
Management
SVP, Private Wealth Advisor

Dave Walker

Avista Technologies, Inc.
CEO, retired

Judi Adams

Sage IT
Director of Sales

Jeannine English

AARP
President/Board of Directors,
retired

Nadder Mirsepassi

Sutter Health
Assistant Treasurer & Director
of Treasury, retired

Edward J. Quinn

Best Best & Krieger
Partner

Louis A. Vismara, M.D.

AKT Investments, Inc.
Consultant

Cassandra Jennings

St. Hope
President/CEO

EXECUTIVE TEAM

Jeff Dern

President/CEO

Leah Burdick

Chief Growth Officer

Charles Sharp

Chief Financial Officer

Luis Torres-Acosta

SVP, Manufacturing, Logistics, &
Engineering & Property Services

Alan McMillan

Chief Information Officer

Tina Oliveira

Chief Human Resources Officer

Darelyn Pazdel

VP, Workforce Inclusion

Don Nelson

VP, Government Facilities Services



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