



2019 Annual Report

C O N T E N T S

01

A Note from the Chair

02

Products, Services, Customers

03

The Committee for the Purchase from the Blind

04

Meet Reggie - An Introduction

05

CMRA Staff

06

CMRA Board of Directors

07

American Inspiration - A Story

08

Financials



A Note from the Chair

To Governor Bill Lee, the Tennessee General Assembly, and our valued partners and supporters

To Governor Bill Lee, the Tennessee General Assembly, our valued business partners, and all other program supporters.

The Committee for Purchase from the Blind and Other Severely Disabled which provides oversight to the Community Rehabilitation Agencies of Tennessee (CMRA), is the central non – profit agency designated to implement T.C.A. 71-4-701 --- 71-4-705. This statute directs State governmental entities to purchase products and services produced by Tennesseans with disabilities when competitive standards are met in the areas of quality, availability, and price.

As rehabilitation programs and competitive employment definitions have evolved in recent years CMRA and its staff have worked diligently to not only keep up with these changes programmatically, but, often times has been a leader in bringing about some of these changes. One of the more significant changes requires that competitive employment jobs must be in the community, fully integrated, and all jobs must pay at least minimum wage and provide the same benefits as those to non-disabled employees. The program has also been expanded to work with not only work centers, but, also private sector businesses that are interested in providing competitive employment opportunities in an integrated work environment.

Fiscal – year 2018 / 2019 has been another tremendously successful year for services provided and revenue generated to support this win/win program. Two-hundred fifty-six persons with disabilities were employed providing over 257,000 hours of paid work for those competitively employed. Many of these persons would not have had a job if it were not for this Statute. Additionally if this program did not exist many of these participants would more than likely been the recipients of public assistance in order to survive.

Real employment opportunities in the service area included; the provision of facility management of all rest areas across the State of Tennessee through TDOT, ground maintenance, janitorial services, and commercial grease trap cleaning. Products produced included; drug testing kits, lab services, incontinent products, female hygiene products, custom forms, and coffee. Several new and substantial contracts are currently in the final negotiation process that will add a number of new jobs to this program.

This year, as in years past, the dedication of this Committee, CMRA and its staff, and all our valued business partners, stakeholders and supporters are all commended for their ongoing hard work and support each and every day to make this program successful.

As you review the contents of this report, you will be impressed with this 'win/win' program for everyone involved. It has accomplished so much, provided for so many, saves significant tax dollars each year and provides real employment opportunities for many Tennesseans who are and will be able to be self-sufficient and provide for themselves and their families today and into the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Rex T. Klemm". The signature is written in a cursive style.

President, Goodwill Foundation of Knoxville, Inc.
President and CEO Emeritus, Goodwill Industries-Knoxville, Inc.
Chair, The Committee for the Purchase from the Blind and Other Severely Disabled

Providing Products & Services to State and Local Governments

- 66% of work hours performed by Tennesseans with Disabilities

Our Business Partners

Abbott- Gretna, Louisiana
Dawn of Hope - Johnson City
Easter Seals of Middle Tennessee
Certified Maintenance
Goodwill Industries-Knoxville Inc.
Hilltoppers - Crossville
Impact Centers - Columbia
Independent Opportunities - Jamestown
JLL - Global
Journeys In Community Living - Murfreesboro
Liquid Environmental Services - Nashville
Madison-Haywood Developmental Services - Jackson
Memphis Goodwill Inc.
New Horizons - Nashville
Pacesetters - Cookeville
Progressive Directions Inc. - Clarksville
Taylor Communications - Murfreesboro
Woodard Brothers Distributing - Nashville

Our Customers

Metropolitan Government of Davidson County
Motlow State Community College
Nashville State Community College
Roane Community College
Volunteer State Community College
Tennessee State Departments
Board of Regents
Department of Agriculture
Department of Children's Services
Department of Commerce & Insurance
Department of Corrections
Department of Economic & Community Development
Emergency Management Agency
Department of Environment & Conservation
Department of General Services
Department of Human Services
Department of Intellectual & Developmental Disabilities
Department of Labor & Workforce Development
Department of Revenue
Department of Safety
State Parks
Department of Transportation
Department of Military

Our Products & Services

Car wash and vehicle inspection services
Commercial grease trap cleaning
Custodial services
Uniforms
Dishwashing
Facility management of 19 Tennessee Rest Areas

Grounds maintenance services
Feminine hygiene products
Incontinence products
Premium coffee
Drug testing kits/laboratory confirmation services
Custom printed forms

The Committee for the Purchase from the Blind and other Severely Disabled



Robert G. Rosenbaum, Ed.D,
Chairman
Representing work centers that support people with disabilities



John Bissell
Representing the Department of General Services



Conya Mull
Representing the business community



Michael Barbour
Representing the Department of Intellectual and Developmental Disabilities



Tim Drown
Representing the Department of Finance and Administration



Paula Knisley
Representing the Department of Human Services



Louis Galbreath
Representing work centers for the blind

Since 1991, the state of Tennessee, and CMRA, as the designated central non-profit agency (CNA) selected to administer the program, have worked diligently to identify opportunities for workers with disabilities in local communities across the state. CMRA's partnership with various non-profit organizations, for-profit businesses, and advocacy groups across the state, have helped Tennesseans with disabilities play an integral role in the effective function of state and local government as a result of their meaningful employment contributions.

Meet Reggie



Reggie Parkerson was born and raised in Chicago, Illinois, and growing up he spent many summers visiting relatives in Nashville and Ashland City with his family. After his junior year of High School, Reggie's family moved to Nashville, Tennessee and he graduated from Glenciff High School with the Class of 1986. After graduating from High School, Reggie joined the United States Air Force, Air National Guard, and he completed his basic training in San Antonio, Texas at Lackland Air Force Base. After boot camp, Reggie completed his technical training as an Aeromedical Technician at Sheppard Air Force Base in Wichita Falls, Texas, and he was honorably discharged after his tour of military service was complete.

When Reggie was 25 years old, he was diagnosed with Hypertensive Pulmonary Thrombosis; a medical disability and condition that causes blood clots to form in the legs and the lower extremities; which travel through the veins and then accumulates in the pulmonary arteries, lungs and heart. In 1994, Reggie was admitted as a patient at the University of California in San Diego Medical Center, and he received open heart surgery to remove calcified blood clots from his heart and lungs. The procedure also provided filtering against future clotting, and Reggie was prescribed life-long medications to control hypertension and the clotting of the blood for the rest of his life.

Never allowing any limitations from his medical disability to be a discouragement, Reggie's passion for education became the motivation for his college enrollment at Nashville State Community College, where he majored in Management and Business Administration. In 1997, Reggie was elected as President of the Student Government by his student body peers, and he served as a Tennessee Regent in 1998. After receiving an Associate Degree in Business Administration from Nashville State, Reggie went on to attend Trevecca Nazarene University and he received a Bachelor degree in Business Management and Human Relations in May of 2000. After his graduation from college, Reggie was employed by the Nashville Board of Education, and he began teaching grades K-12 in the Nashville Public School system.

After a decade of teaching in Nashville Public Schools, Reggie then established and co-founded a 501(c)(3) non-profit youth sports organization in Madison, TN in 2010. Over the past decade Reggie has been a director, coach and mentor to hundreds of youth in the Nashville community, earning two recreational city championships in youth football and youth basketball. In the summer of 2019, Reggie was hired by CMRA as TDOT Contracts Manager, and we are very happy to have him as a member of our staff.



CMRA Staff



Robin Atwood
Executive Director



Amanda Dean
Finance Director



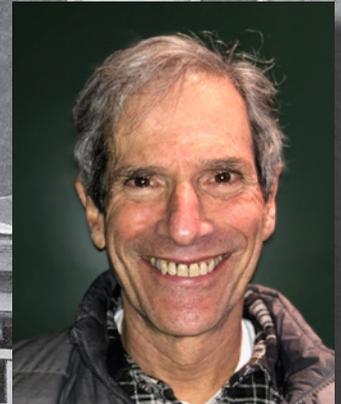
Kevin Scarborough
Contracts Director



Reggie Parkerson
Contracts Manager



Tara Lawson
Contracts Coordinator



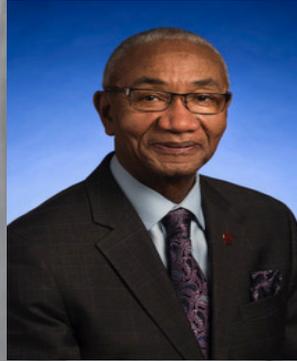
William Hubbard
Legal Counsel

Community Rehabilitation Agencies of Tennessee (CMRA), is the designated Central Non-profit Agency (CNA) managing operations according to the program's statute. CMRA's staff of five works with both non-profit and for-profit businesses to provide products and services to government purchasers, while ensuring that at least 51% of the direct labor hours is provided by employees with disabilities. CMRA staff members seek contracting opportunities, negotiate with prospective partners, seek competitive bids from vendors, assist in staffing contracts, create certification proposals, and implement the contracts once certified. In addition, CMRA inspects work sites, handles invoicing and payment distribution, ensures compliance with the program statute and all other applicable regulations and mediates any questions or differences between business partners and customers. As employment-related concerns and expectations for people with disabilities change, CMRA will continue to work with other agencies and advocates to help provide increased opportunities for employment and advancement.

CMRA Board of Directors



Evelyn Robertson
Chair



Rep. Johnny Shaw
Vice Chair



Jennifer Krahenbill
Secretary



Tonya Copeland
Treasurer



Don Redden



Parke Pepper

Created by T.C.A. 71-4-701 – 71-4-705, the program seeks to employ Tennesseans with disabilities in providing goods and services to state and local government agencies. People with disabilities often face unemployment levels of 60 percent or more. Through this program, there are at any given time, over 300 people with disabilities employed statewide, providing products and essential services to state and local governments. In turn, these employees benefit through increased independence, involvement within their communities, and reduced need for financial and personal supports.

American Inspiration



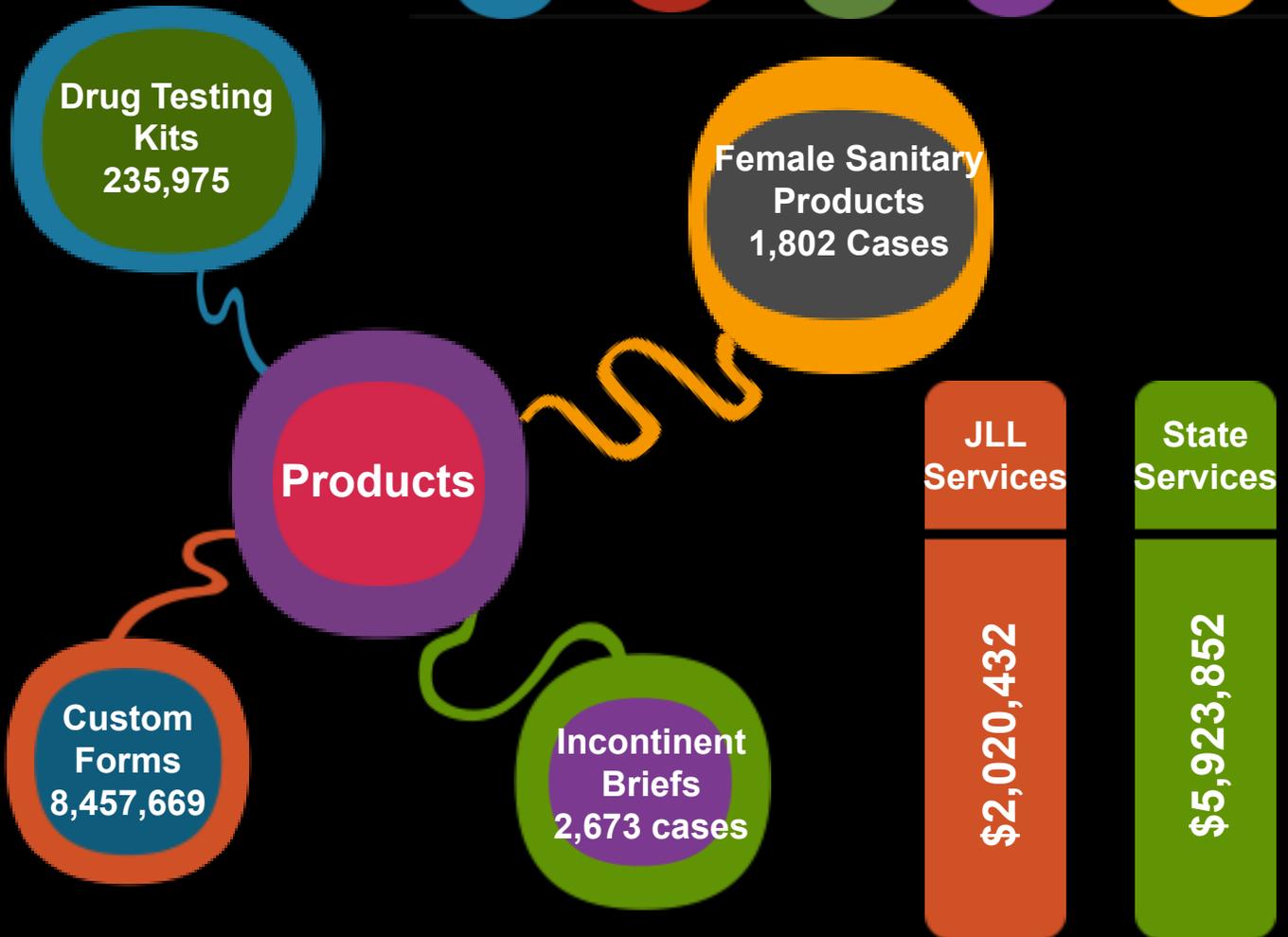
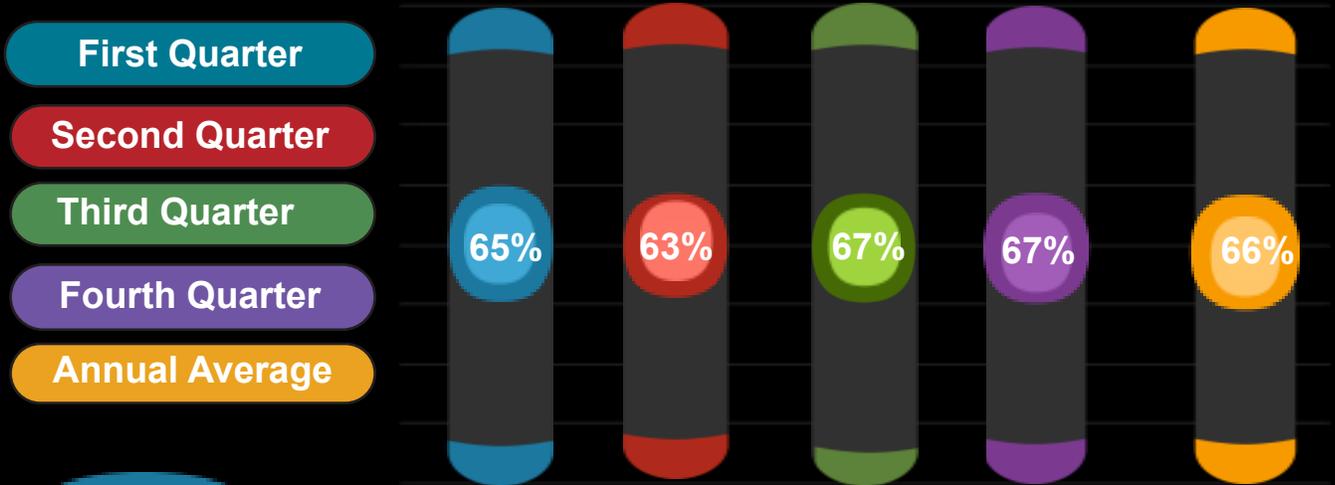
Malachi Campbell is a TN 1-40 East Bound Rest Area Attendant in Cumberland County. He has been employed by Hilltoppers, Inc., Rest Area Managing Agency, since June 2006 and has worked for over 13 years at the Rest Area. Malachi is an extraordinary attendant. He performs his job perfectly and always keeps the Rest Area facilities and grounds in immaculate condition for visitors. He is also helpful and responsive to any visitor needs. He can give directions or help with emergencies or is available for a just a rest stop chat. Malachi stores tons of information. He loves America and American history is one of the areas that he is especially knowledgeable about. Malachi can name all

the Presidents of the United States, tell each birthday, period in office, his Vice President as well as famous quotes and accomplishments for each term in office. Malachi also knows many general historical facts and events about America. He has vast knowledge about past wars, land purchases and other significant events in our history. But Malachi is not all facts and figures! He can quote dialog and impersonate actors from his favorite TV shows and movies. It's amazing how Malachi can sound just like a scene in the "Three Stooges", with Moe, Larry and Curly discussing random jokes and punch lines. He can quote and impersonate John Wayne so well that you feel like you're watching the "Rooster Cogburn" movie again. Next time you're in Cumberland County, stop in and say hello to Malachi, the most interesting and helpful attendant you'll find on the road.



FINANCIALS

Percentage of direct labor hours
Performed by individuals with disabilities.



Every certification proposal includes a detailed budget for review by the state Certification Committee, which ensures that every product or service will meet the standards for quality, availability, and fair market price. The Certification Committee then sends its recommendation to the state Procurement Commission before the contract is finalized. This can take longer than a conventional bid process, but it ensures that local and state government purchases will be competitively priced and that all costs are properly documented, which benefits everyone involved, including employees, purchasers, and ultimately Tennessee taxpayers.

Demographics of employed individuals with disabilities.

**30%
African
American**

**1%
Other**

**4%
Hispanic**

**65%
Caucasian**

**Grease Trap
Services
\$296,324**

**Rest Area
Facilities
Management
\$4,176,627**

**Annual Gross
\$10,409,173**

**CMRA Revenue
\$624,550**

**Janitorial & Lawn
Services
\$3,471,333**

**Products
\$2,417,102**



**40 Rutledge Street
Nashville TN 37210
T - 615.736.6090
W - cmraonline.org**