

2018

annual report

change
creates opportunities



who we are

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who we are

Vocational Improvement Program, Inc. is a private nonprofit organization dedicated to serving persons with disabilities with quality prevocational training and job placement services. Through meaningful work opportunities, clients are able to gain valuable job skills and achieve personal growth and independence. Established in 1986, VIP has grown to assist more than 730 individuals with disabilities annually through the support and guidance of 200 dedicated staff and an exceptional Board of Directors. Serving a vast area, VIP offices are located in Rancho Cucamonga, Hesperia, and San Bernardino.

our mission

It is the Mission of Vocational Improvement Program, Inc. to maximize the potential of individuals with disabilities.

our vision

It is the Vision of Vocational Improvement Program, Inc. to be the Provider of Choice for clients, referring sources, staff, and the business community in California.

board of directors

VAN L. CESSNA
Member
M. STEPHEN CHO
Member
ERNEST CISNEROS
Member
DAVE COGGIN
Member

ASHOK K. MADAHAR, MD
Member
CHRISTOPHER J. MCARDLE
Member
TYLER PANSE'
Chairman
PHIL ROBERTS
Member
PENNY RUBIN
Secretary

KATHY SALLIS
Member
CHRISTOPHER VICINO
Member
DUSTY WARE
Member
RICH WILLIAMS
Treasurer

executive management team



Left to right: Jeff Specchio, Director of Production; Rick Rogina, Vice President/COO; Wendy Rogina, President/CEO; Anthony Akers, Director of Rehabilitation; Patricia Rivera, Director of Operations; Mariann Guerrero, Director of Program Services; Matthew Rogina, Executive Director; Karen Jones, Director of New Program and Staff Development; Shirley Yamano, Director of Communications; Jeff Rogina, Director of Production; Joey Holland, Director of Rehabilitation; and Kenny Solano, Director of Business Relations.

a message from our executive director

As John F. Kennedy said, “Change is the law of life. And those who look only to the past or present are certain to miss the future.” At VIP, we have always embraced change as we eagerly anticipate the remarkable opportunities that the future can bring! In March, after 17 years, VIP moved its Corporate Office to Rochester Court in Rancho Cucamonga, just one mile south of its old location. The new building allowed for increased parking, a much larger warehouse, and more packaging capabilities. Thank you to the entire team who worked efficiently and tirelessly moving the office and warehouse in one weekend! Due to this awesome collaboration, VIP had no disruption of services and was open for business on Monday morning.

After working with VIP for many years, I accepted the position of Executive Director. Wendy Rogina, President/CEO, enjoyed a well-deserved sabbatical after admirably leading the company since its inception in 1986. I would like to express my gratitude to Wendy and Rick Rogina and our Board of Directors, guided by Chairman Tyler Pansé, for their unwavering support during this exciting development. Further, I deeply appreciate the VIP staff who have welcomed me into my new position and have provided the assistance to make it a successful transition.

As the Executive Director, it makes me extremely proud to announce VIP’s exceptional program highlights in 2018:

- VIP’s Direct Service Professionals continue to be the driving force of the company. VIP celebrated its DSPs with t-shirts for staff and fun incentives throughout the year. Education also remained at the forefront as VIP continued with DSP 1 and DSP 2 classes through which staff are able to further develop a greater understanding of people who live with intellectual and developmental disabilities.
- More than 110 clients completed the ACE Program and have gained valuable experience and knowledge through job readiness classes and activities. Also, to assist with additional advancement and opportunities, VIP has taken on the responsibility of implementing the first A-TEAM chapter in California. A-TEAM is a nationwide advocacy group to help support and ensure a person’s choice to services.
- VIP continued with its succession planning throughout the organization. We trained, developed, and promoted staff into Team Lead and Site Lead positions and created opportunities for new Case Managers and a Site Lead Supervisor.
- Great work, Rehab Team! VIP earned an excellent Quality Assurance Review from Inland Regional Center. This review included an in-depth analysis of client files, documents, and reports.
- VIP remains fiscally strong and both our Supported Employment and Work Services Programs worked collaboratively to reach a record year! The entire #TeamVIP displayed true synergy throughout 2018 to realize this achievement.

It’s exciting to be a part of an innovative company that views change as an opportunity to grow and advance in the industry. I am very grateful that I am able to oversee daily operations of VIP while working with staff to provide the most beneficial employment services and successful outcomes for our clients.

Respectfully,
Matthew Rogina • Executive Director



Left to right: Tyler Pansé, Chairman of the Board, along with Matthew Rogina, Executive Director.

a message from our chairman of the board

This past year has afforded me the opportunity to work with Matt Rogina in his new role as Executive Director. I have confidence in Matt’s knowledge and experience and am certain that he will continue to build on the strong foundation and excellent teamwork that have made VIP successful for the past 32 years. Our new Corporate Office is incredible and opens the door for more packaging and logistics opportunities for our clients. In October 2018, I was very pleased to see many dignitaries and business leaders at our Open House and I encourage you to schedule a time for a tour if you haven’t already visited our fast-paced production facility. This is the best way to experience all the capabilities and wide array of jobs that our clients accomplish throughout each week!

As Chairman of the Board, I am grateful for Wendy and Rick Rogina and all the VIP staff who, with compassion and motivation, have dedicated their careers to making a positive impact in the lives of individuals with disabilities.

Sincerely,
Tyler Pansé • 2018/2019 Chairman of the Board

program outcomes

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supported employment outcomes

- ▼ VIP, Inc. created 61 new jobs.
Supported Employment IPs = 49
Supported Employment groups = 8
Direct Placement DR (DOR) = 4
- ▼ Client earnings for Supported Employment = \$4,182,938
Average hourly wage in a group = \$9.52 per hour
Average hourly wage in an IP = \$11.45 per hour

satisfaction survey results

- ▼ clients
Supported Employment
95 percent top ratings.
Work Services
97 percent average top ratings from clients surveyed at all three locations.
- ▼ referring agency counselors
92 percent top ratings from 284 surveys completed.
- ▼ employers
98 percent top ratings from 32 surveys completed.

work services outcomes

- ▼ VIP provided Work Services to 104 new clients.
Rancho Cucamonga = 48
Hesperia = 14
San Bernardino = 42
- ▼ VIP provided Work Services to a total of 378 clients at all three facilities.
Rancho Cucamonga = 150
Hesperia = 99
San Bernardino = 129
- ▼ VIP, Inc. transitioned 24 clients from Work Services to Community Employment.
Rancho Cucamonga = 10
Hesperia = 3
San Bernardino = 11
- ▼ Client earnings for Work Services = \$1,361,664
Client earnings for Supported Employment AND Work Services Clients in 2018 totaled \$5.5 million.
FICA = \$424,162 • SDI/SUI = \$60,990

choice is what enables us
to tell the world who we are



ace program outcomes

A total of **111** VIP clients participated in ACE. Engaging classes and activities provided enhanced career exploration, job preparation, and social skills trainings for each participant.

Two family meetings were held at VIP. In April, IRC discussed Person Centered Planning and, in December, Advocacy 101 was presented by CDSA. More than **154** family units attended the meetings.

Over **92** Person Centered Planning meetings were provided at VIP locations. Meetings were conducted to discover and plan what is important to each client and focus on goals for the future.



Left and Below: March 19, 2018 was VIP's first official day of business in its new Corporate Office! Located just one mile from its old location, VIP's new office has a larger warehouse and expanded capabilities. In October, VIP celebrated with an Open House and Ribbon Cutting with the Rancho Cucamonga Chamber, local dignitaries, and community leaders.

Below: VIP was recognized by the Rancho Cucamonga Chamber as the Large Business of the Year during its Annual Business Awards and Installation Dinner in July. VIP is very grateful to be honored for the services it provides for our local communities. What an amazing recognition and evening!



Below: Miguel's Jr. was the recipient of the Excellence in Employment Large Employer of the Year award from California Disability Services Association at its Annual Meeting in September. "The partnership with Miguel's Jr. has been extremely positive and rewarding. Miguel's Jr. is a local but large corporation and they have enthusiastically opened their doors to employing persons with disabilities in all of their stores," says Matthew Rogina, Executive Director, VIP, Inc.



Left: VIP hosted the HR Network Group meeting in November. HR executives throughout the Inland Empire toured VIP's Production Facility and were able to experience the awesome work and capabilities of VIP's clients!

partners for progress

VIP, Inc. works with hundreds of business leaders throughout Southern California. VIP provides quality in-house packaging and assembly work as well as reliable on-site labor to fulfill employment demands in various industries.

AT YOUR BUSINESS OR OURS, VIP, INC. IS YOUR LABOR SOLUTION! (partial listing)

- 5 Stars United, LLC
- Archipelago Lighting
- Banning RV
- Beardsley
- Bell Rock Growers
- Cal Poly Pomona
- Cal State San Bernardino
- CDS
- City of Covina
- Claremont Country Club
- ClosetMaid
- Corky's Kitchen & Bakery
- CornerStone Packaging
- Corona Norco Unified School District
- Dallas
- Delca Corporation
- e.l.f. Cosmetics, Inc.
- Food 4 Less
- Frito-Lay
- Gate City Beverage
- Green Tidings, LLC
- Haney Company
- Heritage Candy Co.
- Home Depot
- Innovation Pet
- JSD Studios
- LeVecke Corporation
- Lowe's Home Improvement
- Lucille's Bar-B-Que
- Matko
- McDonald's
- Medline Industries, Inc.
- Miguel's Jr.
- Nestlé Distribution Center
- Olive Garden
- Ouai Cosmetics
- Overseas Food Trading, LTD.
- Pechanga Resort & Casino
- Pixi Beauty
- Power Elixir, LLC
- Riverside Convention Center
- Roland Corporation U.S.
- S&E Gourmet Cuts
- Sam's Club
- Skout's Honor
- Sprouts
- Staples, Inc.
- States Logistics Services
- Think Pet Designs Inc.
- T.J. Maxx
- TravelWay Group Int'l, Inc.
- UNFI
- University of Redlands
- US Corrugated of LA
- Vanguard
- Vons
- Walmart Distribution
- Webb Family Enterprises
- Westin Trading, Inc.



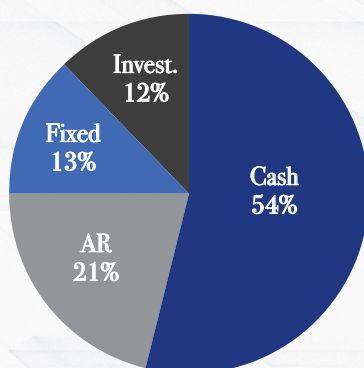
Left to right: e.l.f. Cosmetics, Inc., OverSeas Food Trading, and UNFI were honored with Outstanding Partnership awards at the Inland Empire Caucus Recognition Event that was cohosted by Senator Connie Leyva, 20th District, and Senator Mike Morrell, 23rd District. e.l.f. Cosmetics, Inc., one of the fastest growing beauty companies in the United States, provides work for hundreds of clients who label products and build and pack out displays. OverSeas Food Trading, an importer of a wide variety of fine food products from all over Europe, has been working with VIP since 2016. Clients perform various duties such as packaging products and building retail displays for Costco. UNFI, a major distributor connecting organic and natural foods with families, employs three clients and their job coach in its Moreno Valley Distribution Center. The team maintains the cleanliness of the warehouse and all breakrooms. VIP appreciates the valuable partnerships with e.l.f. Cosmetics, Inc., OverSeas Food Trading, and UNFI and is grateful for the many outstanding opportunities and support!

statement of financial position

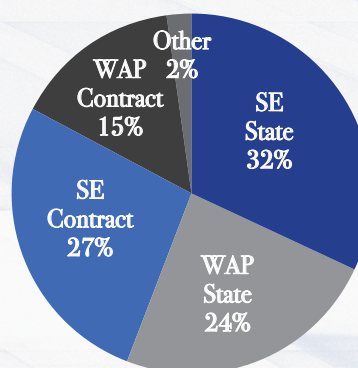
assets	
Total Current Assets	\$ 7,152,982
Property and Equipment (Net)	\$ 1,043,790
Total Assets	<u>\$ 8,196,772</u>
liabilities and net assets	
Total Current Liabilities	\$ 830,184
Noncurrent Liabilities	\$ 270,719
Total Liabilities	<u>\$ 1,100,903</u>
Without Donor Restrictions	\$ 7,086,416
With Donor Restrictions	\$ 9,453
Total Net Assets	<u>\$ 7,095,869</u>
Total Liabilities and Net Assets	<u>\$ 8,196,772</u>

statement of activities

revenues	
Program Revenue (SE State)	\$ 8,629,594
Contract Revenue	\$ 6,636,185
Other	\$ 46,613
Total Revenues	<u>\$ 15,312,392</u>
expenses	
Program Services	\$ 13,772,988
Administration	\$ 2,451,508
Total Expenses	<u>\$ 16,224,496</u>
Excess (Deficiency) of Revenues	
Over Expenses	<u>\$ (912,104)</u>
other revenues	
Interest and Dividends	\$ 5,142
Gain on Disposal of Asset	\$ -
Realized Gain on Investment	\$ 148,582
Net Unrealized Gain (Loss) on Investments	<u>\$ (151,692)</u>
Total Other Revenues	<u>\$ 2,032</u>
Change in Net Assets	<u>\$ (910,072)</u>



assets



revenue

Note: Condensed financial information is derived from financial statements audited by Vavrinek, Trine, Day & Co., LLP. Audited financial statements are available at VIP, Inc.'s Corporate Office in Rancho Cucamonga.

locations

corporate office
9210 Rochester Court
Rancho Cucamonga, CA 91730
(909) 483-5924

high desert office
17292 Eucalyptus Street
Hesperia, CA 92345
(760) 948-1312

san bernardino office
1310 East Riverview Drive
San Bernardino, CA 92408
(909) 478-7537



VIP, Inc. is a 501(c)(3) non-profit corporation dedicated to maximizing the potential of individuals with disabilities.

VIP, Inc. is proud to be awarded the highest level of accreditation by the Commission on Accreditation of Rehabilitation Facilities for the following programs:



- Organizational Employment Services: Job Development
- Community Employment Services: Employment Supports
- Employment Planning Services
- Organizational Employment Services

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