



Vision

All people with disabilities have meaningful opportunities for employment.

Mission

To expand employment opportunities for people with disabilities while exceeding the expectations of our customers.



Organizational Values

Dignity

Every person has value.
We are driven by integrity, accountability, and mutual respect.

Service Excellence

We provide excellent service by achieving clear goals through creativity and personal growth.

An Atmosphere of Continuous Learning

We do meaningful work, are adaptable, and value diversity and humor.

Determination

We are resilient in our organization's pursuit of the limitless possibilities of human potential.

Collaboration

We listen and communicate proactively, embrace differences, and support each other in all our work.

Stewardship of Resources

We are driven by preservation, efficiency, and a commitment to social responsibility.

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Welcome

**SOC Enterprises
Annual Meeting and Awards**

Wednesday, September 15
6:30pm-9:00pm

National Rural Electric Cooperative Association
Conference Center
430 I Wilson Boulevard
Arlington, Virginia

**SOC Enterprises
Annual Meeting and Awards
September 15, 2010
6:30pm-9:00pm**

Welcome	Lee Mariano, Chair
Recognition of special guests and government officials	
State of SOC	Linda Chandler, CEO
<u>Honor Awards</u>	
Dennis R. Brown	Linda Chandler, CEO
<u>SOC Employee Service Awards</u>	Lee Mariano, Chair
See complete list on page 6	Linda Chandler, CEO
	Marshall Henson, VP Rehab Services
<u>Enterprise Awards</u>	Lee Mariano, Chair
Community Award	Linda Chandler, CEO
Government Award	Virgil Newkirk, VP Operations
Commercial Award	
Workforce Diversity Award	
Supported Employee Award	
Ability One Employee Award	
<u>SOC Board Service Awards</u>	
Recognition of Board Chair	Jennifer Murphy, Secretary/Treasurer
Recognition of Board Members	Lee Mariano, Chair
<u>Business Meeting</u>	Lee Mariano, Chair
2009 Annual Meeting minutes approval	
FY2009 Financial report and approval	
By-law change approval	
Board Member election	Karen Morgret, Governance Chair
Reception	

**Special Thanks to Tagolio Restaurant and
Edible Arrangements for providing refreshments.**

**SOC Enterprises
Mission Statistics FY2010
July 1, 2009-June 30, 2010**

MISSION SERVICES

SOC Supported Employees w/disabilities	104
Clients w/disabilities Placed Competitively	33
SOC Production Workers w/disabilities	46
TOTAL	183

WAGES AND BENEFITS TO EMPLOYEES

Wages	\$2.55
Benefits	\$0.68
TOTAL	\$3.23

SERVICE DEMOGRAPHICS

Primary Disability:

Intellectual Disability	38%
Mental Illness	30%
Learning Disability	5%
Other	27%
TOTAL	100%

Secondary Disability: 71%

(autism, cerebral palsy, epilepsy, speech impairment, substance abuse, mental illness, intellectual disability)

Living Situation:

Family/Relative	41%
Group Home/Apartment	17%
Independent	31%
Homeless/Other	11%
TOTAL	100%

SOC Enterprises

Resolution to Amend SOC By-laws



SOC Enterprises, according to its by-laws, holds its annual meeting on the third Wednesday of September every year, which restricts the kinds of locations that SOC can consider. To facilitate allowing SOC to consider the greatest variety of locations for its annual meeting, we request the membership consider the following resolution to amend the SOC by-laws.

Welcome to SOC Enterprises' 51st Annual Meeting

Resolution to Amend SOC Bylaws Regarding the Annual Meeting

Dear Employees, Family members. Board members and Friends of SOC,

WHEREAS, the Bylaws of SOC Enterprises, as amended by the membership on September 19, 2007, provides in Article IV Section 1, "an annual meeting of the members shall be held on the third Wednesday of September of each year..." and

What an exciting time this is for SOC Enterprises. We are delighted to be here with you tonight to celebrate SOC's 51st year of helping people with disabilities. Throughout the years, as the organization has grown, adapted and changed to meet contemporary employment opportunities and needs, we applaud and celebrate your helping achieve our goals. Thank you.

WHEREAS, the designation of a specific date limits location and cost options, and NOW THEREFORE BE IT DECLARED that the SOC Board of Directors recommends a change in specificity without changing the intent of holding an annual meeting of the membership, And

We hope you will take a moment to review SOC's new vision, mission and values statement on the back of this program. This represents a new era for SOC, one in which expanding employment opportunities for people with disabilities while exceeding the expectations of our customers will be our greatest priority. We are counting on all of our supporters, employees and customers to help advance this mission in the coming years.

BE IT RESOLVED FURTHER that the SOC Board, acting on the recommendation of the Bylaws Task Force, recommends that Article IV Section 1 Annual Meeting read that, "An annual meeting of the members shall be held by September 30 each year...". This Resolution will be presented properly to the membership at the Annual Meeting to be held September 15 with at least ten (10) days prior written notice to the membership.

Whether it is employing a person with an intellectual or physical disability, or helping to find a job for a wounded warrior veteran or TANF client, SOC believes in the dignity of work and will continue to be an innovator and advocate for a workforce diversity definition that includes people with disabilities in all work environments.

Talent has no Boundaries.



Below: Charles Clark, CEO Linda Chandler and an unidentified friend, enjoy a laugh together during SOC's holiday festivities, while Megan Muskett (right) confers with Santa, former SOC board member David Hines.

Above: Board members Jennifer Murphy (and son), Karen Morgret and Dick Weaver enjoy some holiday cheer at SOC's Miracle on 23rd Street event last December.

Right: Rehabilitation specialist Karl Ruiz and Mike Keane bundled up in red for the holidays.

Lee Mariano

**Lee Mariano
SOC Board Chair**

Linda H. Chandler

**Linda H. Chandler
CEO**

SOC Enterprises Honor Awards

Dennis R. Brown

Dennis began his career with the Fairfax-Falls Church Community Services Board (CSB) in 1984 as a vocational services manager overseeing a budget of \$1.2 million and four vocational providers. Dennis recognized early the need for choice and diversity in vocational services and has been instrumental in building provider capacity in Northern Virginia. Today, as the Director of Contract Services, Dennis oversees 15 Vocational & Day Support Providers through contracts worth over \$14 million annually providing quality services and supports to over 1300 persons with intellectual disabilities, mental illness, and substance abuse issues.

Dennis has been instrumental in the coordination and improvement of transportation resources for people with disabilities in Fairfax County and throughout the greater DC metro region. This coordination affords more than 1300 individuals with disabilities an opportunity to access the community. For this effort, the Transportation Advocacy Commission recognized Dennis in 2007 with the Transportation Achievement Award.

Dennis' passion for improving the delivery of services to people with disabilities is evident in his daily efforts and he consistently works to ensure the clients served by Fairfax-Falls Church Community Services Board receive the highest quality of services available. He is held in high regard by clients, families, providers, and advocacy groups around the state as the standard bearer.

Dennis' commitment to quality services for people with disabilities for over 35 years is to be commended. SOC recognizes Dennis' hard work, dedication and drive. His achievements and contributions will have a lasting impact.



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SOC loves cake! AHRQ employees celebrate another year of excellence (left), while rehabilitation specialist Cathy Buntua and supported employees celebrate Mike Gay's retirement (above).

SOC Enterprises Summary Audited Financial Statement June 30, 2010

Statement of Financial Position

	2010	2009
Total Assets	\$9,242,548	\$9,221,065
Total Liabilities	1,368,030	1,315,141
Total Net Assets	<u>7,874,518</u>	<u>7,905,924</u>
Total Liabilities and Net Assets	\$9,242,548	\$9,221,065

Statement of Activities

	2010	2009
Revenue and Support		
Headquarters Commercial Services		
Sales	\$578,735	\$531,666
Rehabilitation	826,599	763,789
Contract Services		
Contracts	7,515,688	7,441,648
Rehabilitation	407,476	454,307
Other Revenue	<u>566,983</u>	<u>452,495</u>
Total revenue and support	<u>\$9,895,481</u>	<u>\$9,643,905</u>
Total Expenses	<u>\$9,926,887</u>	<u>\$9,979,115</u>
Change in Net Assets	<u>(\$ 31,406)</u>	<u>(\$ 335,210)</u>

The above was summarized from the audited, unqualified Financial Statements as of June 30, 2010 and 2009 and are in conformity with accounting principles generally accepted in the USA.

Calibre CPA Group, PLLC

**The original audited financial statements are available upon request.*

SOC Enterprises

New Board Candidate Bios continued

Carolyn Oxenford, Arlington, VA

Director Center for Teaching Excellence and Professor of Psychology, Marymount University and Independent Contractor. Previously Arlington Community Mental Health Center, Private Practitioner, Graduate of College of William and Mary (BA), Emory University (MA), and Clinical Psychology (PhD). Affiliations Licensed as a Clinical Psychologist in Virginia, Maryland and the District of Columbia, Member, American Psychological Association, American Psychological Society, Professional and Organizational Development Network in Higher Education Chairperson, Small College Committee and Grants Committee. Several professional publications and presentations.

Donald Park, Silver Spring, MD

Former Principal/Client Relationship Manager, Mercer Human Resources Consulting (a division of Marsh & McLennon Companies), Washington, DC (1995-2005). Previously Principal/Benefits Consultant, Buck Consultants, Inc., Washington DC, Principal/Benefits Consultant. Towers Perrin, Washington, DC. 38 years experience as a senior human resource consultant. Goodwill of Greater Washington Board of Directors, various positions, since 1995, currently Honorary Board Member., Shalom Institute for Spiritual Formation, Inc., Board of Directors, various positions, St. Mark's Episcopal Church of Washington, DC Board of Directors, Human Resource Committee, St. Luke's Episcopal Church of Bethesda, MD Chair, Building for Tomorrow Force, 2005, Jr. Warden, Vestry, 2009-present

Reba Pittman Walker, Washington, DC

Founder of The Pittman Connection (June 2008-Present), CEO and General Manager of the Washington Convention Center Authority (June 2006-May 2008), Deputy General Manager (January 2005-January 2006). President of the Hotel Association of Washington, D.C. (August 2000-December 2004). Vice President of Volume Services of America (July 1999-July 2000), Chief of Staff to the Mayor of D.C. (January 1999-June 1999), Acting Assistant Secretary for the Clinton Administration (1993-1998). University of Maryland (B.S., Human Ecology, 1973), Certificate from the International Association of Auditorium Managers' Public Facility Management (Wheeling, West Virginia, 1990). Professional affiliations include American Society for Association Executives, D.C. Business Coalition, D.C. Chamber of Commerce, National Association of American Veterans, National Council of Negro Women, and many others.

For second term

David Metzger, Washington, DC

David is a Partner in the Government Contracts practice group of Arnold and Porter LLP. He has served as Chair of the General Counsel's Committee of the Professional Services Council, President of the Boards of Contact Appeals Bar Association and is a member of the Board of Directors of the Small Business Technology Coalition. University of Wisconsin graduate, B.A. in Political Science and Madison Law School of the University of Wisconsin graduate, J.D. He has served several terms as Chairman of Grace Evangelical Lutheran Church.

SOC Enterprises

50th Anniversary Meeting Minutes

September 16, 2009

Lee Mariano, Chair of the SOC Board of Directors presided and called the meeting to order and welcomed the SOC Board of Directors, Special Guests and Friends, Staff and Families.

The Secretary/Treasurer declared that a quorum was present and called the 2009 Annual Membership Meeting to order at 6:45 p.m.

The Secretary/Treasurer, Jennifer Murphy asked that the membership approve the 2008 Annual Membership Meeting Minutes as submitted. Upon proper motion and second, the motion carried.

A presentation of Proclamation Declaring SOC Enterprises Day was made by Barbara Favola, Arlington County Board member.

A presentation of a Certificate Honoring SOC's 50th Anniversary was made by Bob Brink, Delegate, Virginia House of Delegates.

The Governance Report was presented by Chair Lee Mariano who reviewed highlights of the past year, especially the search for a new CEO.

The Financial Report was presented by Jennifer Murphy, Secretary/Treasurer.

The Audit Committee Report was presented by Greg Paige, Chair of the Audit Committee. Greg reported that the audited financial report prepared by Calibre CPA Group, PLCC. SOC received an unqualified opinion for SOC's FY2009 financial statements.

The Management Report was made by Charles Richman, Retiring CEO. Chuck's theme was to "make no little plans."

The Governance Committee Report was made by Paul Hession, Chair of the Governance Committee, who presented the following candidates for election to the 2009-2012 SOC Board of Directors: Madi Green for a second three-year term; Lisa Lopinsky, Craig Monroe, and Stephanie Hamlett-Stevenson for an initial three-year term.

Upon Ms. Green's nomination from the Governance Committee and proper second, the slate was elected by member acclamation.

Ms. Green and Lee Mariano thanked departing Board members-Mary Good, Edward Keller and Richard Weaver.

The SOC Enterprise Awards were presented by Paul Hession. The Commercial Award was accepted by Debby Taylor for Vanguard Services. The Government Award was accepted by Michael Merriweather for the Army Corp of Engineers. The Consumer Award was accepted by Eric Niedringhaus. The Community Award was accepted by Eugene Peters of Cherrydale Safeway.

The Service Awards were presented by Chuck Richman, Retiring CEO. Three special recognitions were made for 35 years of employment to Ralph Spilsbury, Sue Hoffman, and Patricia Susan. A total of 40 other employees were recognized for service ranging from 5 years to 25 years.

Lee Mariano introduced the new SOC Chief Executive Officer, Linda H. Chandler.

The Chair adjourned the meeting at 9:15 p.m.

SOC Enterprises Employee Service Awards

Thank you for your service.

Five Years

Jun Barn
Nancy Leibross
Jamie McFall
Juan Salas
Menorah Sharma
Emilio Ramiro
Karl Ruiz

Ten Years

Marouf Abedy
Patricia Amos
Hazel Brown
Garrett Daxon
Sidney Dyar
Linda Eitel
Josefina Gabayan
Willie Gregg
Siffat Hannan
Doris Helu
Shannon McQuail
Elena Satorre
Andy Shivers
Hydie Stites
John Worley

Fifteen Years

David Hanadel
Orbelina Iglesias
Shreba McCrae
Michele O'Shea

Twenty Years

Wyndell Carter
Denise Marcellino

Twenty-five Years

Charles Ebert
Charles Gordon
James Sloan
Thomas Trowbridge

Thirty Years

Carol Mack
Bruce Weaver



SOC employees are superstars. Pictured clockwise from at the top: Otha Wilson, John MacNabb and Anthony Jackson.



SOC Enterprises New Board Candidate Bios

Christine Nyirjesy Bragale, Bethesda, MD

Public Relations Manager of TASC, Inc. (2010 to Present), Managing Director of Weber Merritt Public Affairs (2008-2010), Director of Media Relations for Goodwill Industries International (1998-2008), Assignment/Eurovision Manager for the Associated Press – APTV/APTN (1994-1998), Washington Producer for France 2 Television, European Broadcasting Union, and Independent Television News of London (1988-1994), and Assistant Producer and Researcher for The McLaughlin Group (1990). Member of the White House Press Corps (1992-1998). Member/leader of the International Association of Business Communicators (since May 2001), Conference Speaker (since 1999), and member of Customer Advisory Council for VOCUS, Inc. (since 2002). Graduate of Georgetown University (B.A. in History, Certificate in Latin American Studies, May 1988) and Accredited Business Communicator by International Association of Business Communicators (2003).

Robert Cunningham, Vienna, VA

National Association of Manufacturers, Vice President. Previously American Petroleum Institute, Manager Human Resources, Thomas & Associates, Senior Technical Recruiter, Burlington Industries, Manufacturing Manager. Graduate Virginia Tech (BA) and American University (MS). Affiliated with Society for Human Resources Management (SPHR designation), Association Human Resources Group, and American Society of Association Executives (ASAE).

Allison Foster, Arlington, VA

Deputy Executive Director, Association of Public Health. Previously Reusch International, Treasury Specialist, Madison Title & Escrow, Licensed Title Underwriter. Graduate James Madison University (BA) and (MBA). Certified Association Executive (CAE) by ASAE, Item-writer for CAE exam, English as a second language teacher at Calvary Methodist Church, and Volunteer financial counselor with Virginia Tech Extension program.

Joe Muskett, Falls Church, VA

Teacher/Coach at McLean High School (September 1999-Present), Coach for Special Olympics (past nine years), and Youth League Coach (past ten years), President of N.V.F.C.A. (Northern Virginia Football Coaches Association) and a two-term member of the Knights of Columbus. George Mason University (B.S. Education, 1980 and degree in Administration, 2006). University of Houston (Masters in Education, 1984).

SOC Enterprises Board Service Awards

Paul Hession

Board Member 2007-2010
Governance Committee 2009-2010
Compensation Task Force 2009-2010
Futures Task Force 2007-2008
Search Task Force 2008-2009
CEO Search Task Force 2008-2009



Paul Hession (right) reviews a Halloween greeting created by SOC employees with board member Stephanie Stevenson.

Lee Mariano

Board Chair 2008-2010 (as Chair, Lee served on all Committees)
Board Member 2007-2010
Governance Committee 2007-2008



SOC Board Chair Lee Mariano (smiling foreground) is pictured at SOC's 50th Anniversary event in May 2009.

Hank Walton

Board Chair 2004-2008 (as Chair, Hank served on all Committees)
Board Member 1998-2003, 2004-2010
Board Secretary 2000-2001
Treasurer/Chairman, Finance Committee 2001-2002
Vice Chairman 2002-2003
CEO Search Task Force 2008-2009



Hank Walton served as Board Chair 2004-2008

SOC Enterprises Enterprise Awards

Community Award Knights of Columbus



The Council of Knights of Columbus of Arlington is a diverse, active community with approximately 1500 members and their families that provide both financial aid to members and their families, as well as aid and assistance to sick, disabled and needy members and their families. Their primary agenda is to interact with the communities in which they live.

The operations and maintenance of the Arlington Knights of Columbus facility is the responsibility of many dedicated employees including club manager Jesse Corning and a host of other dedicated employees, including one of SOC's shining stars.

Jesse Corning, along with the Knights of Columbus Arlington, is an enthusiastic advocate of SOC's mission and offers continuing encouragement to workers with disabilities. Over the past three years, his encouragement and support has helped an employee with disabilities to gain significant professional and social experiences. Jesse is also a strong advocate for SOC to the business community. Thank you Jesse and the Knights of Columbus for your support and advocacy for workers with disabilities!

Commercial Award Arlington Realty

SOC is proud to recognize the support that Arlington Realty has given SOC through our business services department. In less than a year, Arlington Realty has made use of almost every service that SOC offers including printing, mailing and hand assembly work, providing an ideal opportunity to involve SOC's employees in many valuable projects.



Thank you, Arlington Realty, for the mission and business support that you have provided. We look forward to working with you for years to come!

SOC Enterprises Enterprise Awards

Government Award Bureau of Engraving and Printing



The Bureau of Engraving and Printing (BEP) was the first agency to receive SOC's Government Enterprise Award when it was awarded 10 years ago. SOC's contract with BEP was awarded in 1981 and was SOC's first JWOD (now Ability One) contract. It is now SOC's longest running government contract and has provided employment over the years to more than 100 people with disabilities.

SOC currently employs more than 33 workers on this contract in three separate areas: the Visitors Center Gift Shop (sales), Currency Vault (warehousing and accountability of currencies), and Mail Order Sales Department (sales of products via phone, fax and mail). Over the years, this contract has expanded significantly so that SOC now employs a Chinese Interpreter year-round due to interest from Chinese customers. Additionally, during the summer tourist season from April through August, the Visitors Center Gift Shop has summer extended hours that allow SOC to employ workers for a second shift every year and SOC also provides extended hours in the Mail Order Sales' daily operations. Thank you for providing so many great jobs for people with disabilities!

Workforce Diversity Award Corporate Immersion

Corporate Immersion is comprised of members from several veteran service organizations (VSOs), employment service providers and employers. Their primary objective is to leverage their collective resources to increase the employment of disabled veterans and other individuals with disabilities. These members work together in addressing the confusion many employers have navigating the multitude of veteran services that assist in hiring and retaining disabled veterans and to help them understand which organization best suits their needs.

Corporate Immersion produces a series of events that provide a unique approach to assisting America's wounded warriors in transitioning into civilian employment. Their program provides mock interviews, career coaching, assistance with resume preparation and the opportunity to network with recruiters and other disabled veterans.

SOC applauds Corporate Immersion's efforts and gratefully appreciates the opportunity to join in the mission of affording both disabled veterans and employers a safe setting to gain a better understanding of how to interact with one another.

SOC Enterprises Enterprise Awards

Supported Employee Award Omar Durrani



Omar began his career with SOC in September of 2004 at the Fulfillment Center in Herndon, Virginia. After a year, Omar moved to SOC's Facility Based Program in Arlington, Virginia and has been a valuable employee working on a broad range of hand mail and hand assembly projects. Over this past year Omar has been an outstanding role model for his colleagues by serving on the Consumer Advisory Committee and leading a discussion that resulted in an organized effort to perform outreach to the community on what it means to live a successful life with a disability.

Earlier this year, Omar organized a successful food drive to benefit the Arlington Food Assistance Center which provides supplemental groceries to Arlingtonians in need. Omar started a flower garden outside of SOC's Headquarters location and routinely assists with educational classes. Thank you Omar, for your hard work, inspiration, and leadership!

Ability One Employee Award Rama Shankar

Rama Shankar has played an extremely important role in the success of SOC's fulfillment center expansion this year. She participated in SOC's warehousing and distribution contract proposal responses, she was an active participant in oral presentations to potential customers and she worked long hours to see the expansion through and help SOC create standards and pricing for jobs that we could not have won without her extra effort. Rama even volunteered to work additional hours both on location and from home to ensure critical 'time sensitive' projects were completed. She is SOC's resident expert with our MOMS system and her knowledge and expertise has been instrumental to SOC's success.

Rama was instrumental in building storefront/order sites for Peace Corps, the International Assoc of Fire Chiefs and NISH and she orchestrated the successful implementation of upgrades to include report writer, along with providing a number of ad hoc reports for the Peace Corps. Rama's performance has enabled SOC to advance the strategic goal of increasing our fulfillment and distribution business line and ultimately provide opportunities for our wonderful workforce.

Thank you Rama for exemplifying the SOC team spirit, for your hard work and for your dedication to meeting SOC's mission.