



A REFLECTION ON THE 2019 YEAR FROM CEO JAMIE BRANDENBURG

2019 was an exciting year full of growth, change, and opportunity throughout the organization. Over the past year we have again achieved being Living Wage Certified, obtained market parity with respect to staff wages, and added an Employee Assistance Program which included vision care with our insurance, free of charge, to participating employees.

Our TVS team grew from 160 to 187 employees. To accommodate all of the business growth, we have leased and moved into an additional 45,000 square feet of warehousing and manufacturing space in Brevard.

Other exciting news is the expansion of Programs & Services by offering Pre-Employment Transition Services to High School students in both Transylvania and Henderson counties. We are serving over 120 students through this program.

2019 has certainly not been without its challenges. Strong demand from our customers has stretched the organization in terms of labor and equipment capacity. In response, significant investments are underway that will increase our capacity and allow for a stronger foundation to enable more growth in our Manufacturing business as well as Programs & Services.

As we turn the page to 2020, I offer a special thank you to all of our employees! None of this would be possible without your hard work and dedication.

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**WE ARE
PROUDLY
LIVING WAGE
CERTIFIED!**



2019 was a year of celebration! COO Becky Alderman was honored for her 44 years of dedicated work and CEO Jamie Brandenburg celebrated his 44th birthday!

HAVE YOU BEEN SEEING MORE OF US? TVS DISPLAY AT THE COUNTY LIBRARY



The public library offers local nonprofits the chance to showcase their organizations for the duration of a month. TVS was featured during the month of November. Standing displays provided information about our Programs and Services and Manufacturing, while the tabletop display showcased artwork from the 'No Limits' artists.

BUSINESS EXPO AT THE AG CENTER

With annual participation in the Regional Chambers of Commerce Business Expo, TVS set up a table to offer information to other local and regional businesses. We raffled off a bucket of Mountain Maid products along with a 'No Limits' painting. The event allowed for communication about our story and offered exposure to new employer opportunities.



BREVARD CHAMBER OF COMMERCE BUSINESS AFTER HOURS



TVS is a long-standing member of the Chamber of Commerce, and in October hosted the monthly Business After Hours event. TVS welcomed local businesses to learn more about us and what we do. The fresh-made drinks were enjoyed by the almost 80 guests, along with finger foods catered by Ashleigh's Cakery and Lola's. After a few brief speeches, the group was offered tours around the facility.

DONATING UNDERWEAR AND DIAPERS



For the month of May, TVS donated 114 pairs of boxers, and during October we donated over 50 pounds of diapers and wipes to the local Sharing House. Thank you to Emily Owens for organizing the different drives and to all the employees who donated to help local families in need. The Sharing House works to help low-income families in Transylvania County.

COMPANY EVENTS

SPREADING COMPANY HEALTH IN 2019

During 2019, TVS began a company wide health initiative. New vending machines were purchased to offer a wider variety of healthy options, including a refrigerated vending machine that offers sandwiches and microwavable meals. The

HR department also started two health related days. Mobile Mondays gives coworkers the opportunity to exercise together by going for a walk after work, and Fresh Fridays where fresh fruits are left out during the 10:00 a.m. break for employees to enjoy free of charge. Company health is more than physical, it is also mental. This year TVS also initiated an Employee Assistant Program (EAP). A key benefit to the EPA is a website that offers employees and family members free access to training, webinars, legal advice and more.

SPONSORSHIP OF THE ROTARY CLUB 5K

For the first time, TVS sponsored the Brevard Rotary Club 5K races; the White Squirrel, Firecracker, and Flight of the Vampire. We also donated Mountain Maid Bakery Mix and Nuts to be handed out in the first two races along with other goodies. For TVS race participants, incentive prizes were offered! At the end of the Flight of the Vampire race, we were awarded the 'Team of the Year' trophy for having the largest group to sign-up and for having participation in all three races.

[Congratulations to all who participated!](#)



TVS COMPANY SOFTBALL TEAM!

In 2019, TVS employees came together and played a fun season of Softball. At the end of the season, the TVS team was awarded the 2019 Fall Softball Sportsmanship Trophy.

OUR CELEBRATIONS!



COMPANY PICNIC

With cotton candy, door prizes, an inflatable slide and obstacle courses, what more could you want? If you are thinking basketball, bubbles, and inflatable horse racing, don't worry, all of that was also available. The company picnic offered employees and families a chance to get together and enjoy a catered lunch from Subway while having fun in the sun and relaxing in the shade.



THANKSMAS BRUNCH

In between Thanksgiving and Christmas, we like to say Happy Holidays to all the employees. This year, Cracker Barrel catered a Holiday brunch while employees had the option to play BINGO, complete a Christmas movie emoji quiz, or participate in a scavenger hunt around the cafeteria. To make the Thanksmas celebration more festive, employees were encouraged to wear holiday themed pajamas.



DONATED ART JOURNEYS HOME AND A STORY OF PARTNERSHIP

'No Limits' artists in the Life Skills program designed, created, and donated a mixed media piece of artwork titled, "Free Spirit" to the annual Free Rein Gala. It was purchased by local artist Nancy Richards. Interestingly, Richards donated the artwork back to the artists at TVS saying, "I wanted TVS to know your program is working and making our community better, and I wanted your participants to know that they are talented artists who are able to make change with their work." The painting now hangs in the TVS lobby as a reflection of the connections made within the community.



TVS and Free Rein have been working together since 2014. The partnership has given participants a place to volunteer time and to learn. Individuals learn the different brushes to clean the horse, the different parts of the saddle and in what order they are to be placed on. While riding the horses, individuals are working on communication skills, balance, and posture. The experiences participants have gained from their time spent at Free Rein is what prompted the creation of "Free Spirit." The horse painting was created with different elements that relate to their experiences. The element of sand represents the dusty ground, corn as a horse snack, and feathers represent the outdoors and the feeling of flying that is experienced when riding.

PROGRAMS AND SERVICES

INTRODUCING THE NEW PRE-ETS PROGRAM

The TVS Program, Preparation for Employment Success, is designed to provide Pre-Employment Transition Services (Pre-ETS) to students with disabilities between the ages of 14 and 21. TVS served 48 students in the 2019 Spring semester. During the 2019 Fall semester, the Pre-ETS program expanded to assist 130 enrolled students in all Transylvania and Henderson County High Schools. The program is in partnership with exceptional children's programs and the North Carolina Division of Vocational Rehabilitation (VR) that aims to supplement job readiness training and employment related skills in their curriculum. The TVS Pre-ETS team is composed of Team Lead Jessica Casey and



Program Specialist Montana McPherson. The duo travel between the schools assisting students in identifying and exploring potential career interests, as well as developing an understanding of work readiness skills necessary to be successful in the working world, or to continue into higher education.



'NO LIMITS' ARTISTS IN THE COMMUNITY

The 'No Limits' artists had a busy and productive year. Their first art show of the year was hosted in February by the Transylvania Arts Council. They also had an onsite sale before Thanksgiving. The final art show of the year was at The Color Wheel Studio located on King Street in Brevard. Artists showed all week and live painted during the Brevard Holiday Art Festival. This year, artists expanded into creating larger pieces of artwork including furniture. All the proceeds go directly to the artists, with a small percentage going back into the art supply fund.

SIGN LANGUAGE PERFORMANCES CONTINUE TO EXPAND & INSPIRE

What began two years ago has grown into a successful endeavor. 'No Limits' artists have learned and performed five different songs in American Sign Language (ASL), and has performed at local nursing homes, churches, the Transylvania County jail, Transylvania County Arts council, Gaia Herbs, Anchor Baptist food pantry, and more. Sign Language is an extraordinary way to express emotions in a nonverbal approach that aims to leave the audience with a feeling of inspiration. Big goals are in store for the 2020 year, as 'No Limits' hopes to make appearances in the local schools and learn new songs to add to their current set lists.



2ND ANNUAL 'NIGHT TO SHINE' PROM

A military welcome and red carpet led prom participants into the Transylvania County Rec Department for the 2nd annual 'Night to Shine' prom event. Before jumping in a limo and being adorned with crowns and tiaras, participants were pampered at Brevard Community Church. The event is sponsored by the Tim Tebow Foundation for people with special needs. It brought together around 200 helping hands and prom attendees. Along with the dance floor, a reception area provided refreshments and karaoke.

SPECIAL OLYMPICS BRING HOME MEDALS!

[Congratulations to all our athletes!](#) TVS program participants actively engage in the Transylvania County Special Olympics. These athletes are empowered to be leaders in society with their sports participation, while teaching others about acceptance and understanding. In 2019, several participants traveled to Charlotte, North Carolina to play on the qualifying Soccer and Bocce teams. The Bocce team won bronze and Bocce singles won 4th place. The two soccer teams won two gold medals, one silver medal, and one 4th place medal. The Transylvania County Special Olympics provides sports opportunities for adults and children with intellectual disabilities.

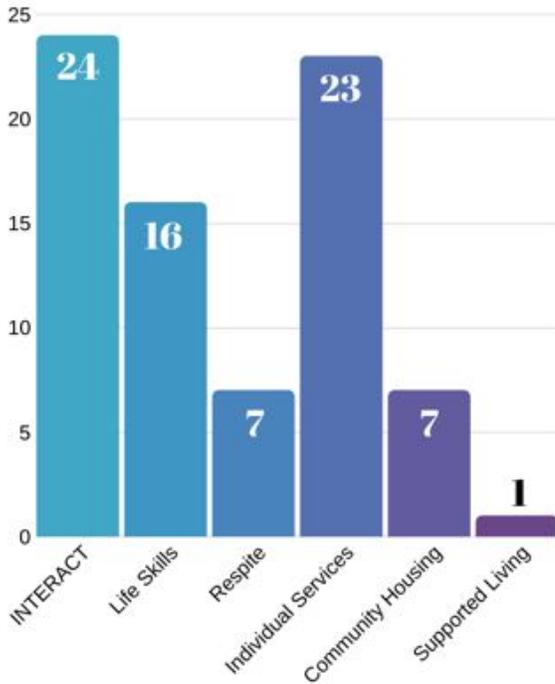


TVS SPROUTS A GARDEN CLUB

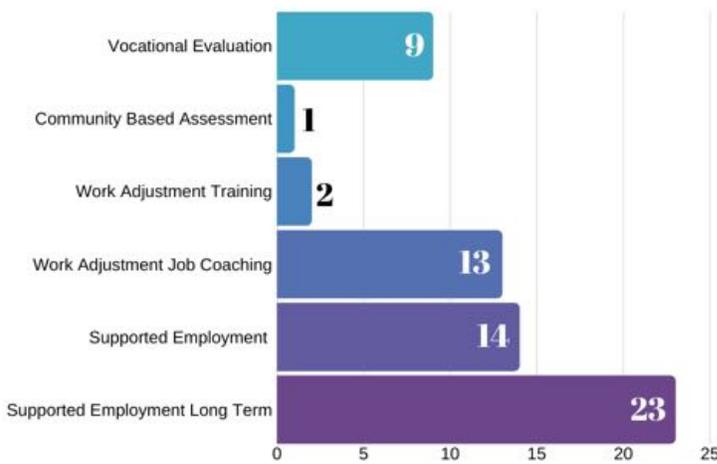
What originally began as a garden project to help with the landscaping at the front of the building over a year ago, has grown this year to include all participants of the INTERACT program. Along with planting flowers, participants also learn about the plants preferred environments and pesky threats. As the club grew, participants became involved in the Square Foot Gardening Foundation, which allows them to grow their own vegetables at waist height. This minor detail allows everyone to participate in the club. They harvest the veggies and use them in their culinary classes. This year the club grew a variety of herbs, spinach, lettuce, basil, chili peppers, green beans, sugar snap peas, squash, zucchini, broccoli, and cabbage.

PROGRAMS AND SERVICES SUMMARY

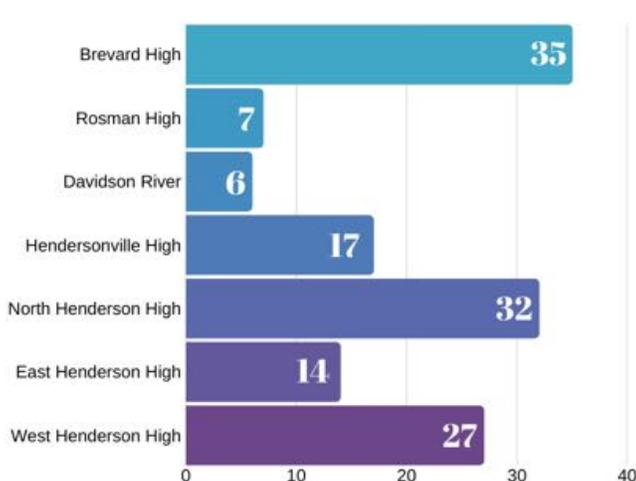
PROGRAM PARTICIPANTS July '18 - June '19



VR CONTRACT SERVICES July '18 - June '19



PRE ETS STUDENTS Fall Semester 2019



FUN FACTS!



We have produced **Over 27 million pounds** of Super Cereal Plus since the program started in 2010. **that's almost 250 million servings!**

We produced **9 million pounds**

INSTANT NON-FAT DRY MILK

IN 2019
THAT MAKES OVER 11 MILLION GALLONS!

We fulfill **100%** OF THE ANNUAL REQUIREMENT for the baking mixes and nuts under the **Ability One Procurement List** for DLA Troop Support

4.3 MILLION pancakes were made from our mixes in **ONE YEAR ALONE!**



MANUFACTURING

SUPER CEREAL+ SALES ON THE RISE

The World Food Program commitment to supporting malnourished children in undeveloped countries is building! TVS orders from USAID for Super Cereal Plus increased substantially in 2019. TVS is the only US producer of this highly nutritious, life-sustaining food and has delivered over 27 million pounds since the program started in 2010.

WAREHOUSE FOOTPRINT EXPANSION

In the 4th quarter, we secured an additional 45,000 square feet of warehouse space in two buildings on Railroad Avenue, adjacent to our existing off-site warehouse. The buildings combined will become our central Receiving and Distribution hub and also provide a larger location for Prime Vendor order fulfillment.

TROOP SUPPORT GOING NUTS!

We have enjoyed 400% growth in the packaged nut product line contract we were awarded in 2017 by DLA Troop Support. TVS team members repackaged English Walnuts and 3 types of Almonds into convenient 1-pound bags, which are used in recipes by Military chefs in dining hall kitchens around the world. It's heartwarming to see that sales increase in advance of the holidays.



GOT MILK? WE SURE DO.

In 2019 we changed to a more consumer-friendly package for the Instant Non-Fat Dry milk we make for the USDA food aid distribution program. The attractive graphics and convenient size made it more appealing to stock by food pantries. Also, the Government is supporting US farms by purchasing more milk. These factors have grown our sales by 25%.

EXPERIENTIAL EVENTS



MUSHROOM MADNESS

Our newest dietary supplement customer is Fungi Perfecti, whose Host Defense medicinal mushroom powders are very popular. With products like Reishi, Turkey Tail, and Maitake moving through our production area, TVS team members became curious. As a result, Fungi's National Science Educator visited TVS and gave a dynamic talk about mushrooms and their benefits. The "FUNgi Friday" event also engaged employees and INTERACT participants in mushroom-themed games, prizes and a photo booth, helping us learn more about the products in a fun and memorable way.



GAIA HERBS FARM TOUR

Is there any better way to learn about a local farm business than a tour? How about doing so on a tractor pulled hayride! Gaia Herbs hosted LifeSkills, INTERACT, and the Marketing team for a hands-on, educational look at where the products TVS packages are grown. Our hosts offered information about different herbs, vegetables, and flowers, along with awareness about their health benefits. The day concluded with a wonderful lunch.



WE WOULD LIKE TO RECOGNIZE OUR:

EMPLOYMENT PARTNERS

- Accordius Health at Brevard
- Advent Health
- Animals of Eden
- Asheville Tourists
- Bi-Lo
- Blue Ridge Health & Rehab
- Brevard College
- Burger King
- Connestee Falls
- EnMarket
- Falls Landing
- Food Lion
- Food Matters Market
- Gaia Herbs
- Holiday Inn of Brevard
- Ingles
- Kelly's Restaurant
- Mitchell-Bissell Industries
- Nanna's & Mommy's, Too
- New Excelsior
- Tank's Tees
- The KTCHN
- The Oaks
- TVS
- WalMart
- Workout Anytime

VOLUNTEER PARTNERS

- Anchor Baptist Church - Food Pantry
- Bread of Life
- Brevard Elementary School
- Bound for Glory Literacy Camp
- Cat Cafe
- Cindy Platt Boys and Girls Club
- Four Seasons Home Store - Hendersonville
- Free Rein
- Kingsbridge House
- Meals on Wheels
- Mountain Sun Community School - Reading Buddies
- Pisgah Forest Elementary School
- ReStore - Habitat for Humanity
- Safe's Attic
- Special Olympics
- Tiger Town Thrift Store
- The Elves of Brevard
- The Haven
- The Oaks
- Transylvania County Animal Shelter
- Transylvania County Arts Council
- Transylvania County Library
- Village of Flat Rock - The Park

CELEBRATING THE YEARS!



25 YEARS:

- Cathy Miller

10 YEARS:

- Carolyn Trapp
- Garfield Camp
- Robbie Wright

5 YEARS:

- Jesse Bailey
- Aaron Maughan
- Brooke Wilson
- Levi McCall
- Jeffrey Dupureur
- Jacob Haywood
- James Rigsby
- Jeanette Wayne
- Dylan Henry
- Kathleen Pace
- Stephen Hemphill
- Cody Parton

3 YEARS:

- Robin Ervin
- Michael Marchisin
- Dakota McCall
- William Coleman
- Asa Sizemore
- James Brandenburg
- Daniel Hernandez
- Rita Emory
- Clifford Cade
- Daniel Rothe
- Lauren Hayes
- Mandy Matthews
- Megan Pilley
- Angela Hemphill
- Emily Owens
- Ann Buchman
- Kimberly Sanders

1 YEAR:

- Stacy Smith
- Tye Hoffman
- Joshua Smith
- Brandon Spears
- Mary Gaddy
- Cynthia Rackley
- Jerone McKinney
- Joseph Kinsey
- James Gardin
- Charlie Parker
- Torrin Slover
- Steven Kimbrell
- Kari Hammitt
- Lynne Poe
- Jennifer Mason
- Valerie Sullivan
- Sandra Wilson
- Tracie Fisher
- Kyle Leahy
- Emanuel Tucker
- Esther McCall

THANK YOU TO OUR BOARD MEMBERS

- Paddy Cawdery, Chair
- Judy Welch, Vice Chair
- Jamie Brandenburg, Secretary
- Jack T. Parker, Emeritus
- Meredith Baldrige
- Arleca Chapman
- Mark Emory
- Art Fisher
- Karen Gleasman
- Gretchen Herbert
- Jaime Laughter
- Nancy Stricker

MEET THE NEW HIRES!

- Nancy Stricker, Welcome back!
- Catherine Whitley
- Monique Sharpe
- Timothy Shelton
- Brece Larry
- Timothy McKinney
- Jennifer Ray
- Tami Goostree
- Austin Landreth
- Michael Penisten
- Mark Price
- Matthew Clyburn
- Benjamin Greene
- Elizabeth Bradley
- Kyle Pearson
- Thomas Kramer
- Walter Fisher Jr
- Brianna Alpaugh
- Gabriel Hoffman
- Jenifer Welch
- Shane Welsh
- Kelly Knye
- Jessica Casey
- Sam Horton
- Jordan Steele
- Teresa Norton
- Timothy Waldrop
- Brandon Raines
- April Moss
- Dwain Dawson
- Roy Quimby
- Brian Wilson
- Ki Phiffer
- Michael Patton
- Justin Frady
- Shane Young

NEW ANNIVERSARY INITIATIVE

Beginning in September, we began honoring employees in a new way for their years of service. Keep an eye on the website and our Facebook to see profile articles honoring TVS employees for their special years.