



## DRY MILK MOOO-VES TO MORE FOOD PANTRIES IN U.S.

Since July we have been working towards meeting the demands of a significant new contract from the United States Department of Agriculture (USDA) for packaging instant non-fat dry milk (INDM). This contract expanded the list of food pantry locations across America that will receive our INDM to directly assist in relief efforts caused by the COVID-19 pandemic.



Dry milk is welcome at food pantries because it has a much longer shelf life than liquid milk and is easier to ship and store. This expanded distribution has us more than doubling the packaged milk output from our facility compared to the first half of the year. To accommodate the production surge, we are hiring many new team members on all shifts and increasing the number of machines that package milk. We generally run milk on Lines 1 and 2, but have expanded to Line 4 as well, which normally packages Mountain Maid Bakery Mix. From July to the end of the year, we expect to package and ship over 11 million pounds of INDM for distribution across America and are very proud of the part we play in feeding the needy in our nation!

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### CELEBRATING THE ADA AFTER 30 YEARS!

The Americans with Disabilities Act celebrated its 30th anniversary on July 26! We took to social media to celebrate and share information about the ADA. The week-long Facebook 'takeover' shared important facts, quotes from TVS employees, and offered additional resources to anyone wanting to learn more. The ADA has paved the way for individuals with disabilities in our workforce. We are also proud to have shared our employee quotes on the SourceAmerica Network website as part of a larger reflection on the importance of this law.

# COMPANY WELLNESS & SAFETY DURING UNUSUAL TIMES

## HUMAN RESOURCES TEAM SUPPORTS EMPLOYEE HEALTH

We continue to make decisions during our constantly changing environment to assist TVS employees with a safe and healthy work environment. The Human Resources team has been working hard to provide Fresh Fruit Fridays, available at the 10 o'clock break every other week. HR has also been providing fun Guessing Games for all shifts. HR leaves a jar filled with candy or random objects in the break room. Employees must guess how much is in the jar. A winner is chosen from each shift. The person closest to the correct number wins. Over 20 prizes have already been won! The contests happen once every couple of weeks, so keep your eyes open for the next opportunity to win!

## SOCIAL DISTANCING CONTINUED DURING COVID-19

We remain committed to continuing safety measures for all TVS employees and program participants. To assist with social distancing, temporary offices have been created to alleviate the sharing of office space. Approved employees are continuing to work remotely to help limit the amount of people traffic inside the facility.

## PROGRAM PARTICIPANTS RETURN IN A SAFE AND MEASURED WAY

On June 15, we were thrilled to welcome back some of our INTERACT and Life Skills participants. Onsite programs had been temporarily suspended for health safety back on March 24. As individuals have been back onsite we continue to pay close attention to the safety of all TVS employees. Since resuming, onsite programs have been limited in group size. We continue to practice good hygiene, social distancing, and wearing a mask in public areas. We are dedicated to helping participants maintain a daily routine and to prevent feelings of social isolation. It was because of the perseverance of the TVS DSPs that we were able to safely transition back into a semi-normal routine of operations.

## EMPLOYMENT SPECIALISTS ADAPTING TO NEW JOB OPPORTUNITIES & WORK PROCEDURES IN CHANGING EMPLOYMENT ENVIRONMENTS



TVS Employment Specialists are adapting to the new environment of employment as a result of COVID-19. They have changed protocols leading to the use of Zoom to help clients fill out job applications and to share documents that are normally reviewed in person. They are working with clients to best understand the procedures affecting their jobs, such as properly wearing a mask. As COVID-19 continues to affect businesses, TVS Employment Specialists continue finding jobs for clients. The job market has more part-time and temporary positions than before, allowing for more individuals to find the job they want. TVS Employment Specialists are extremely appreciative of the local employers as the community is working in a brand new standard.



## STAY UP-TO-DATE WITH OUR COVID-19 INFO CENTER

On the TVS website, under [Helpful Resources](#), a COVID-19 Information Center has information about TVS' current policies, face mask policy, and other COVID-19 related forms and informational resources.

## AND REMEMBER THE 3 W'S

1. **WEAR** A CLOTH COVERING OVER YOUR NOSE & MOUTH.
2. **WAIT** 6 FEET APART. AVOID CLOSE CONTACT.
3. **WASH** YOUR HANDS OR USE SANITIZER.



Information from NC Dept of Health & Human Services

# PROGRAMS & SERVICES

## COMMUNITY INCLUSION SERVICE IN RESPONSE TO COVID-19

TVS has partnered with the North Carolina Department of Vocational Rehabilitation (NCDVR) to offer a new Community Inclusion Service. The service is available to current individuals whom are supported by VR. The purpose is to assist individuals with navigating the new challenges within the community and local employment industry as a result of COVID-19. TVS Employment Specialists support individuals through an individualized education plan that is customized to fit the needs of each person. The service focuses on 1) Job Preparation, 2) Disability Awareness, 3) Health, Safety and Wellness, and 4) Independent Living. All four of these categories have more specific subcategories, along with topics highly relevant to issues surfaced by COVID-19 such as how to conduct a virtual or phone interview or how to access additional resources through telehealth services. Any current VR client can apply for the service by contacting their local VR office.

## COMMUNITY LIVING RESIDENTS VENTURE TO DRIVE-IN MOVIE



Who said you can't go see a movie and social distance? Some of our community living residents took an adventure to the Brevard Music Center parking lot to watch the Guardians of the Galaxy in the comfort of their own vehicle. With such a wonderful sound track to the movie, residents were able to sing at the top of their lungs (and not disrupt the movie)! They also enjoyed popcorn and candy compliments of the local Co-Ed Cinema & Ingles.

## WANT TO STAY 'IN THE LOOP' WITH OUR PROGRAMS & SERVICES?

Our Programs & Services team have been creating a monthly bulletin full of useful information which is distributed to program participants, family or guardians, and TVS DSPs. The information varies from month to month. Topics include understanding our TVS DSP commitment and helpful tips to eating healthy at home. These one page bulletins found a home on the new website in the Helpful Resources section for anyone who may want to know more.



Explore on our website under [Helpful Resources!](#)

## PRE-ETS TEAM GOES VIRTUAL FOR END OF SEMESTER CLASSES



As schools and teachers transitioned to continuing education from home, so did the TVS Pre-ETS team. Jessica Casey and Montana White wrapped up the school year in June with around 50% of the enrolled students still participating in the online class. The Transition Specialists worked to incorporate videos and play review games. Along with the assistance of the classroom teachers, they were also able to provide online resources to accompany their lessons. Highlighting the end of the year was virtually presenting some of the seniors with a Certificate of Completion for the milestones that each individual had completed within the Pre-ETS program via Zoom.



## FALL SEMESTER PREPARATION

Looking ahead, the Transition Specialists are planning, discussing, and preparing for all the possibilities. Currently, NC schools will be opening in August with a plan to have the students spend their time split between in the classroom and online. TVS Transitions Specialists are confident in their abilities to provide a beneficial education either in person or virtually.

## CELEBRATING THE YEARS!

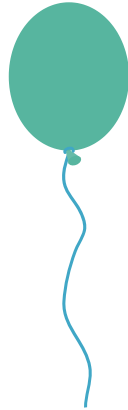


### 25 YEARS:

- Jackie Compton

### 1 YEAR:

- Mark Price
- Levi Clyburn
- Benjamin Greene
- Elizabeth Bradley
- Kyle Pearson
- Thomas Kramer
- Gabe Hoffman
- Jenifer Welch
- Kelly Knye



## MEET THE NEW HIRES!



- Bri Alpaugh
- Julian Chaves
- Cory Cross
- Edith Crowell
- Ethan Deptuch
- Robin Dean
- Mary Eplee
- Heather Fisher
- Valencia Gash
- Kayla Gilbert
- Kaydelee Hopkins
- Saul Reynolds
- Shawn Wilson
- Phillip McGahee

## INTERNAL PROMOTIONS



We would like to wish Tracie Fisher the absolute best as she leaves her job as HR Administrative Assistant for an exciting new role as Warehouse Associate. She will be missed as the front desk greeter of TVS and we know she will bring her always positive outlook to her new position.



## NEW WEBSITE - WITH FAMILIAR FACES

In mid-June, TVS launched a brand-new website that vibrantly highlights the value of our mission of meaningful employment and inclusion. The website features beautiful, updated photography that helps tell the stories of TVS at a glance, including team members packaging food for the USDA, Employment Specialists and their clients at worksites, and DSPs engaging with program participants. The website was designed with accessibility in mind. It follows all Web Content Accessibility Guidelines (WCAG) and includes an accessibility widget with easy-to-use tools. The site is easy to navigate from a laptop, desktop, or cellphone. The site launch was supported via an internal "scavenger hunt," won by Tami Goosetree and Jacob Norman, as well as through social media and public relations. The Marketing team is already seeing stronger performance of the website and will be reporting on various metrics.



Explore here: [tvsinc.org](https://tvsinc.org)



## PROUD TO BE RECEIVING THANKS FROM THE U.S. DEPARTMENT OF DEFENSE

We were honored to receive a letter of appreciation from the U.S. Department of Defense. The letter expressed gratitude to our essential workers during the COVID-19 national emergency. We are proud to be feeding our troops, at home or abroad, and are thankful for the hard-working employees who are more than deserving of this acknowledgement as essential workers during these uncertain times. Thank you again to all TVS employees!

## FUN TVS SWAG FOR ANNIVERSARIES AND NEW SURVEYS

The HR department is giving out TVS shirts designed to celebrate keystone years in our employee's career. Unique designs for 1 year, 3, 5, 10, 15, and 20 years continuing up by 5 are a fun way to honor dedicated work. These shirts will be ready to distribute soon! We can't wait to see everyone "wearing their TVS anniversaries on their sleeves!" Along with the shirts, HR has also been adding a personalized touch to each anniversary with handwritten notes, gift cards, and spins on a prize wheel. With these special year anniversaries, the HR team is also handing out a Satisfaction Survey with the shirts to assist in making TVS an even better place to work.

