



'TIS THE SEASON FOR DONATIONS

Having a variety of charitable drives is nothing new at TVS. However, this year for the holiday season the Human Resources team initiated three company drives to help donate locally and globally. For 6 weeks, the TVS community collected over 800 canned food items and 200 winter clothing items to be donated to Life Changers Outreach in Pisgah Forest. The third drive collected 700 items for Operation Christmas Child, which filled 50 shoeboxes for children across the world. As donations were received, TVS team members earned raffle tickets to be used during a 'Give Back, Get Back' donation raffle managed by HR. The prizes included flat screen TVs, kitchen cookware, Chromebooks, Bluetooth Speakers and much more.



TVS filled 50 boxes for Operation Christmas Child.

CONGRATULATIONS TO THE WINNERS OF OUR 'GIVE BACK, GET BACK' RAFFLE!

65" TV – Tami Goostree

55" TV – Rita Emory

42" TV – Dan Fisher

Crepe Maker/Waffle Maker –
Kim Anderson

Air Fryer – Tracie Fisher

Instapot – Ernest Williams

JBL Speaker – Lauren Bell

Oil Diffuser – Josh Pederson

Pyrex Set – Cathy Miller

Cooking Pans – Gwen Powell

Rachel Ray Cooking Set –
Madison Shannon

Chromebooks – Kayde Hopkins
and Elana Chapman

Drone – Michael

Ice Cream Maker – Laura

Bluetooth Speakers –
Kristen and Sam

\$25 Gift Card – Avery

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BECKY ALDERMAN RETIRES AFTER 45 YEAR CAREER!

After 45 non-stop years at TVS, Becky Alderman said her farewells at a surprise celebration of her achievements and accomplishments with coworkers, friends and family. The party honored Becky with a cake and farewell gifts. She was also celebrated with a cherry tree planting ceremony, a sign language presentation from the 'No Limits' artists, and a beautiful painting from the Life Skills Program participants. Aside from the TVS celebrations, Becky was also awarded The Order of the Long Leaf Pine award from the NC Governor, a Certificate of Appreciation from the Mountain Area Workforce Development Board, and a Certificate of Recognition from SourceAmerica.



NO TRICKS, JUST TREATS

RESIDENTS GET CREATIVE WITH HARRY POTTER THEMED HALLOWEEN

Halloween looked a little different for everyone this year, but some residents found a fun way to enjoy the holiday with a Harry Potter themed party! They played pin-the-lightning-bolt on Harry Potter and cooked a fun menu of golden snitch balls, cockroach clusters and non-alcoholic butter beer.



2ND ANNUAL PUMPKIN CARVING CONTEST FEATURES SWEET TREATS



In the 2nd annual pumpkin carving contest, TVS had 11 carved and decorated pumpkins on display. This year, Gabe & Tye Hoffman came in 1st place with a stacked and carved rose pumpkin. 2nd place went to Catherine Tinsley for a candy grin and Montana White placed 3rd with a surprised kitty face. Other pumpkins included the boogey-man, creepy spiders, and painted ghosts!

TVS 'NO LIMITS' ARTISTS BRING HOLIDAY CHEER WITH ART SHOW

It would not be holiday season without the 'No Limits' artists Christmas art show! This year, artists faced new challenges navigating the COVID-19 pandemic. Typically, artists work throughout the year to create art for this specific show. With programs temporarily suspended for a short period this year and then returning with smaller groups than before, the artists had to work diligently to create the many pieces of art. While the event is normally open to the public, this year was reserved for the artist's family, caregivers, and TVS employees. Photos of the TVS lobby exposition were emailed to families to shop from home and they were also invited to make appointments to shop onsite. Overcoming all the challenges presented by the pandemic, the 23 artists received higher earnings than ever before! The support of the TVS team helps fuel the passion and dedication of the 'No Limits' artists. They will soon be getting ready for the 2021 art show season!



PRE-ETS TEAM TAKES STUDENTS ON VIRTUAL TVS TOUR WITH CEO

Adjusting to new school schedules and protocols during the pandemic has caused the Pre-ETS team to think outside the box. Normally, senior students participating in the program would be taking field trips to local businesses to see what it is like, behind the scenes. This year called for new, innovative ideas to assist students in seeing what goes on at local job opportunities. Lucky for them, TVS CEO Jamie Brandenburg was happy to give a recorded video tour for the students to watch during class. Brandenburg introduced TVS and proceeded around the building explaining each area as if the students were onsite with him. Looking into 2021, the Pre-ETS team plans to conduct other virtual tours with local businesses.

COMPLETED MILK CONTRACT EXPANDED EMPLOYMENT, SHIFTS

Our contracts with USDA for Instant Non-Fat Dry Milk have been keeping us busy. On top of our standard contract, we received two “surge” orders after June amounting to a 222% increase in need! TVS hired 49 new employees to strengthen our workforce and accommodate round-the-clock production. With the expansion of employees and shifts, we were able to package over **15 million pounds** of milk with an average of **1.2 million pounds** a month! After 6 long months, the TVS team completed the last of the USDA orders for 2020 just before our Christmas break. INDM is delivered across the U.S. to hundreds of food banks to help feed those in need.



TVS's B-shift crew was proud to complete the final skid of the 2020 year.

SPECIAL PROJECTS & FINISHING AREA IS BREAKING RECORDS



Special Projects & Finishing team packaging salt kits.

Milk is not the only thing Manufacturing has been focused on. In September, the Special Projects & Finishing team hit a record for daily production output in our semi-auto filling, labeling and cartoning operation for dietary supplements. And then in December, the team did it again! The efficiency of this team could not come at a better time, since for 2021 we have projections of increased quantities from existing customers and are pursuing opportunities to onboard new customers as well. In fact, one of the new contracts in the area includes packaging a commercial salt kit for the food industry. It is the flexibility and dedication of this team that makes the SP&F area truly so valuable to the TVS family.



NEW MACHINES, SPEED UP MILK PRODUCTION!

After seeing how the new "RJ" machine from Triangle Packaging helped speed up packaging of our INDM earlier this year, it was only a matter of time – and working around COVID-19 restrictions, before a second RJ machine was commissioned to help even more. In September, the new machine was installed in perfect time to assist with the surge orders of INDM from the USDA. An added bonus with this new machine is that it was designed to also package Super Cereal Plus in a more compact size as well as fill other dry products, when needed.

ADJUSTING AND WORKING WITH NEW PROTOCOLS DURING COVID-19



TVS continues to stay up-to-date with the best protocols to keep all employees and program participants safe. Currently, breaks and lunch times have been separated to allow for a safe amount of people in the break room at a time. We also require a mask to be worn at all times in the building and still screen each employee at the beginning of their shifts, and visitors when entering the building, for temperatures and health changes. TVS on-site programs are limited to 10 individuals at a time, including DSPs. We update the COVID policies as needed and a complete list can be found in the COVID-19 Information Center in the [Helpful Resources](#) section on our website [TVSinc.org](https://www.tvsinc.org).

CELEBRATING THE YEARS!



5 YEARS:

- Aaron Owen

3 YEARS:

- Andrew Bullwinkel
- Josh Pederson
- John Safi
- Mark Murphy
- Bryan Goostree
- Ashleigh Alquiza
- Madison Shannon
- Ryan Wheeler

1 YEAR:

- Jessica Casey
- April Moss
- Roy Quimby
- Brian Wilson
- Ki Phiffer
- Justin Frady

MEET THE NEW HIRES!



- Jared Owen
- Jessica Frady
- Joshua Hasbell
- Taylor Hollingsworth
- Elizabeth Ramos
- Michael Sobieraj
- Shawn Chandler
- Kevin Littleton
- Elizabeth Brannen
- Sara Gibbs
- Jacob Jordan
- Steven Landreth
- Marisa Little
- Arizona Pettrey
- Roger Ridenhour
- Angie Rigsby
- Andrew Szott
- Bobby Barton
- Robert Blanton
- Valencia Gash
- Tobbie Love
- Angela Ludy
- Danielle Pierce
- Angela Benton
- Joshua Corwell
- Michele Kemper
- Matthew Ralston
- Bryan Murphy
- Tassie Fisher
- Charlotte Hill
- Brandon Crawford
- Jeremy Brice
- Nancy Higgins

BRINGING AWARENESS TO INVISIBLE DISABILITIES FOR IDPWD 2020

International Day of People with Disabilities was celebrated on December 3rd! The international day of awareness was themed, "Not All Disabilities Are Visible." It focused on bringing awareness to invisible disabilities such as mental illnesses, sight and hearing impairments, diabetes, and more. TVS posted infographics around the work place, shared social media posts, and published an informational article on the website. This year, IDPWD is proud to be sharing a reminder of the importance of removing barriers for all people living with disabilities, both visible and invisible.

LOCAL ENMARKET CELEBRATES NDEAM!

National Disability Employment Awareness Month (NDEAM) is celebrated nationally every October. This year TVS Program participant, Rob, was celebrated in the Enmarket newsletter! The Enmarket manager brags on Rob's dedicated work and was proud to share his story for NDEAM with the corporate team. NDEAM aims to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities.



STANDING OUT AS A SOCIAL ENTERPRISE

This fall TVS made steps to partner with other organizations that support social mission work by becoming members of the Social Enterprise Alliance. As an early collaboration with them, and in honor of Social Enterprise Day on Nov. 19, we engaged in an active social media campaign reminding people of our support for individuals with disabilities and other barriers to employment, and the importance of offering everyone a choice and an equal chance for meaningful work, living wage pay, and life enrichment.



RECOGNIZING DSP WEEK!

This year, TVS paid tribute to our hard-working DSPs during a national week of recognition, September 13-19. DSPs were celebrated onsite and through social media. All our TVS DSPs received a bottle of hand soap with fun soap puns that expressed how SOAP-ER we think our DSPs are, it is no LYE.