



THANK YOU
TO OUR
HOUSEKEEPING
STAFF!

TVS DF

DOVER FOODS

EXPANDING OUR FEDERAL BUSINESS ONE NOODLE AT A TIME, WITH MAC-N-CHEESE!

TVS is proud to announce the successful completion of our first federal orders of macaroni and cheese products! TVS employees worked nonstop fulfilling contracts for foodbanks across the US. These deliveries were all made during the month of March, & all orders were received 100% on time! **In total, TVS produced 11 truckloads, 41,184 cases, or 494,208 bags of macaroni and cheese** & helped assist the USDA in fighting food insecurity nationwide. "USDA is our largest customer, and TVS producing this new item for them is an exciting accomplishment. In the future, macaroni and cheese could grow into a legacy item for us like INDM or SuperCereal Plus," said TVS VP of Business Development & Marketing Beth Rich. "I am so impressed by our team for quickly pulling together this new item at high volumes & delivering it all within a timely manner. We're here to make our customers happy, & it shows!" All employees & participants celebrated with mac-n-cheese themed cupcakes!



OUR 2022 COMMUNITY DONATIONS!

Thank you to all TVS employees and participants for making 2022, a year full of donations and giving back to our community! Last year, TVS became a first time sponsor of the Veteran History Museum of the Carolina's. We were also active members of the Transylvania Chamber of Commerce and the Rotary Club of Brevard. We continued our commitment to being a Blue Zone Certified Worksite and extended our BITE Local TVS Restaurant Support Program! Since BITE Local was initiated in 2021, TVS has supported **over 30 locally owned** restaurants by purchasing over **\$25,000** worth of restaurant gift cards. Thanks to TVS employees and participants, last year we donated:



- **OVER 80 BAGS** of kibble and treats to Labor of Love Dog Rescue
- **1600 SCHOOL SUPPLY ITEMS** to the local Sharing House
- **3340 HYGEINE PRODUCTS** to S.A.F.E. of Transylvania County
- **1660 DRY FOOD PRODUCTS** to Transylvania County Bread of Life

For Christmas, a TVS Giving Tree was started to support employees with children 18 years or younger. The premise was based on the traditional Angel Tree. There were **22 CHILDREN** anonymously signed up by TVS parents to receive gifts. Each child had two ornaments on the tree; one for clothing and hygiene items and the other for toys. All the ornaments were adopted from the tree by other TVS employees. All the gifts were wrapped and collected before the Christmas holiday!

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WE GOT THE BEAT(S)! POETRY 'JOY' ENTRIES

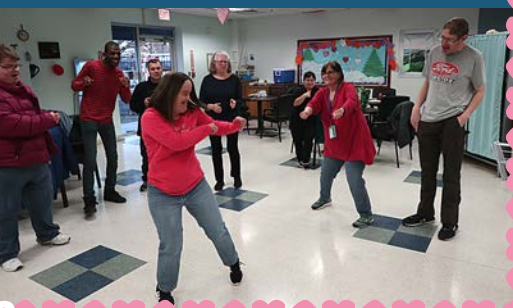
Six INTERACT participants have showcased their rhythm and beat in a poetry contest at the Mary C. Jenkins Community and Cultural Center (MCJCCC). This year the theme is JOY - "share what lifts you up, causes you to feel awe, gives you goosebumps, etc." Residents of all ages, in Transylvania County, are welcome to enter. The winning poet in each age category receives \$100 cash prize. The award ceremony will be on May 6, at 4 p.m. **Good luck to our TVS poets!**

VIRTUAL INCLUSION DANCE

For the past year, INTERACT participants have been playing drums and dancing with an online community! This is an opportunity for all bodies to move and to build community across differences. The virtual community invites dancers with disabilities and dance partners without disabilities, knowing that including diverse dancers leads to a richer experience for all.

VALENTINE'S DAY DANCE

Programs hosted a participant filled dance on Valentine's Day in Life Skills. DSPs (Direct Support Professionals) DJ'ed the event and provided pizza, fresh veggies, and drinks. As a special surprise roses were donated by Keith Lee, Transylvania County Special Olympics Coordinator, for all who attended. The dance had everyone dancing, laughing, and participating in fun dancing games!



UNDERSTANDING PRODUCT R&D

DOVER FOODS SPECIALIZING IN PRIVATE LABEL

Rhonda Byas, Product Development Manager, has worked at Dover Foods for 23 years. "My favorite product to develop is pancakes," she said. "They are fast to cook, making it easier to create different ideas through trial and error. You know right away what you need to add or subtract from the formula." All products are different when looking at how to perfect them. **There are three key things to always keep in mind; look at ingredient cost, look at the recipe, and look at the nutritional's.**

The **first step** is to get a list of ingredients needed and to start sourcing them. **Step two** is the longest – formulation and trials. When testing the product, it is important to know who the national brands are that you are trying to compare and compete with. These products are sold at grocery stores nationwide, so they have to be good or else they will not be successful on the shelves. "It all sounds like a quick process during conversation, but the actual 'doing' can take months to a year," said Byas. To taste-test the formula, Byas asks fellow coworkers to provide some brutally honest feedback. **Step three** begins once the product passes all the internal tests and is sent to the customer for approval. Historically, the customer will either approve the sample or ask for revisions. On some rare occasions, the product might be completely cancelled for reasons such as cost or a change in product direction.

Finally, **step four** - after months of trials and customer approval, the new product is ready to be worked into a production schedule, packaged, and shipped to the retailer. "I have the most fun job here," laughs Byas. "It's like being a detective doing a puzzle with math, chemistry, and science! I absolutely love it!"

'SADDLIN' UP' AT FREE REIN



Free Rein continues to be an important program that truly engages our participants. We have people who attend to ride, to groom, and to volunteer as barn helpers. Some of the ways in which Free Rein benefits our participants is by building physical strength, building confidence, aiding in anxiety management, and creating friendships and natural supports with community members. It is truly impressive to see how Free Rein brings out talents, skills, and abilities that otherwise might remain hidden. The volunteers and staff are wonderful, and we are very appreciative of the bonds we've built with them over the years.

WELLNES COMMITTEE CELEBRATING HEART HEALTH & 3RD ANNUAL WATER CHALLENGE

WINNERS COLUMN! WINTER HIDDEN PICTURES

A winter themed hidden picture helped share the winter season, even though the outside weather was warmer than normal!

- Congrats:**
- A - Angela Ludy
 - B - Jacob Norman
 - Warehouse - Forrest Hensley
 - INTERACT - Lindsey

EMAIL READER WINNER!

Congrats to **Gene White** for winning the email reader challenge! Remember to check your emails coming from HR for a possible prize!

MARCH MADNESS MAYHEM

Unpredictable wins caused bracket mayhem in the first few games of March and while no one at TVS correctly chose the winner of March Madness, we **congratulate** those who got the closest!

- 1st place: Jessica Casey
- 2nd place: Jessica Frady
- 3rd place: Adam Mesler



2023 WATER CHALLENGE RECAP

During the month of March, TVS challenged employees to drink more water! Of the individuals whom signed up, TVS consumed:

48,389 OUNCES OR 379 GALLONS OF WATER!

Congrats to our winners!

- 1st: Joe Lafon, 7,317 oz
- 2nd: Kyle White, 5,392 oz
- 3rd: Felicia Pressley, 5,184 oz

So far this year, the Wellness Committee has focused on heart health by providing heart healthy recipes for employees. To combine heart health and Valentine's Day, the committee provided red fruits and heart healthy snacks to employees during the holiday week. There was also a heart scavenger hunt; hearts were filled with interesting facts and offered prizes. From April until June, the Wellness Committee is focusing on Mental Health Awareness and Cancer education. **More info coming soon!**

Congratulations to our Valentine's Day Heart Scavenger Hunt winners!

- | | |
|-----------------|-----------------|
| ♥ Mary Gaddy | ♥ Kyle White |
| ♥ Ethan Deptuch | ♥ Tracie Fisher |
| ♥ Robin Ervin | ♥ AJ Spears |
| ♥ Dakota McCall | ♥ Lindsey |

TC SPECIAL OLYMPICS ARE BACK!

For the first time since 2019, the Transylvania County Special Olympics are back in competition and back to having fun! We are happy to so many familiar faces on the court!

"I love it because my daddy is in charge and I like to play basketball," says Kathleen. The basketball season has just finished up and the athletes have moved onto practicing for track and field at the Brevard College campus. The spring games will be in June! **Stay tuned for more details and race-day schedules!**

THE **ULTI-MUTT** DONATION OF TOYS, TREATS TO LOCAL SHELTER

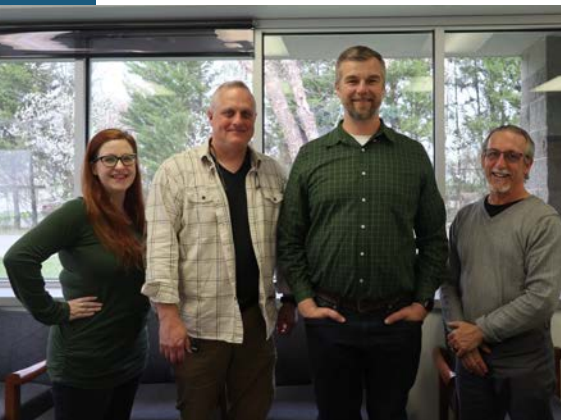


TVS employees collected **463 toys and treats** for our furry friends at the Transylvania County Animal Shelter. In previous years, TVS has donated pet food to the shelter, but this year the shelter expressed that they needed help with cat and dog treats and toys. "The best part of the donation was dropping off the items and seeing all the puppies," said Kayde Hopkins, TVS HR Specialist. "It was also great seeing that the shelter wasn't at capacity." While participation was lower than previous drives, "it is always nice to continue helping other places in our community," reflects Hopkins. All TVS employees who donated will have the opportunity to win a gift card at the end of April.

If you are looking for a new friend, **remember to adopt local** and check out the Transylvania County Animal Shelter located at: 1124 Old Rosman Hwy, Brevard

SOURCEAMERICA INCLUSION REVIEW

At the beginning of March, two engineers from SourceAmerica visited TVS with the goal of touring the facility and helping us better accommodate employees with disabilities. "They were blown away with our facility and current accommodations," said Brian Wilson, Operation Manager. "They said we are



considered the gold standard in their opinion." They will be following up with an inclusion report in April that will give advice to enhance the work experience & help us continue to think outside the box.

MARCH BUSINESS OF THE MONTH!

Through the Transylvania County Chamber of Commerce, TVS has been working hard to share information about our mission and community involvement. In February, Leca Diehl spoke about Equity and Inclusion - Disability Employment at a Lunch-N-Learn. Then in March, TVS was the Business of the Month! We decorated a table at the Chamber of Commerce sharing information about our mission and the importance of our work!



KING ARTHUR ART!

TVS No Limits artists recreated the King Arthur logo as a gift for King Arthur representatives during their first visit. The art, and a descriptive biography, is now happily hanging in the King Arthur Excalibur Muffin Conference room.

GERMOUNT POWDER CAPABILITIES

Cermount has upgraded its powder filling lines to include additional capacity, higher speeds, and new packaging styles including--bags, jars, canisters, bottles, sachets, and pouches. "Cermount continues to increase both efficiencies and capabilities in dietary supplement manufacturing," said Cermount CEO Jamie Brandenburg. "While we started over 20 years ago as a high quality food manufacturer, dietary supplements and functional foods have definitely become a core competency for us, and we continue to invest in this space."

CELEBRATING KATIE PACE

After 8 years at TVS, Employment Specialist Katie Pace has retired! Katie was dedicated to helping individuals with disabilities or barriers find their perfect job and find success in their new careers!



CELEBRATING THE YEARS!

10 YEARS:

- Alicia O'Shields

5 YEARS:

- Montana White
- Taylor Baudion
- Jonathan Coggins
- Toney Zachary

3 YEARS:

- Leca Chapman
- Beth Rich
- Gwen Powell
- Elana Chapman
- Kevon Conley

1 YEAR:

- Alex Norton
- Lisa Thompson
- Chrystal Allendar
- Holly Owen
- Gene White
- Allison Smathers
- Joe Lafon
- Karri Ward
- Brittany Webb
- Emma Reeves
- Brett Dougherty

MEET THE NEW HIRES!

- David Croom
- Paul Thornton
- Nathan Hammontree
- Daniel Hendrix
- Andrew Mullis
- Nora Wright
- Ann Buchman
- David Covington
- Desmond Cruell
- Heng Ear
- James Fennimore
- Kaitlynn Holton
- Samuel Johnson
- Lucas Dietrich
- Laura Kilgore
- Adam Mesler
- Terry Hawkins
- Raymond Connor
- Mitchell Collins
- Melyssa Perkins
- George Taylor
- Zane Justus
- Michael Merchant
- Stephanie Breedlove
- Jonathan Chappell
- Andrea Hernandez
- Colton Lowery
- Jonathan Mills
- Adrienne Spradling
- Shabreia Walker
- Keith White
- Dana Cannon
- Julia Huyett
- Christopher Tesnow



GOODBYE, JENNY RAY

Jennifer Ray passed away on Feb 28 after a long stay in the hospital. She had worked at TVS for the past 3 years and is greatly missed. In her memory, TVS has donated to The Haven of Transylvania County.