

35 YEARS OF QUALITY *service*
420 *months* of accomplishments
12,784 days of *advocacy* & choice
306,816 hours of exciting opportunities
18,408,960 MINUTES OF *teamwork*
one innovative organization
COUNTLESS *amazing* MEMORIES
VIP, INC. ANNUAL REPORT 2021



VIP, INC.

board of directors



(left to right): Dave Coggin, Member; Dusty Ware, Secretary; Matthew Rogina, Executive Director; Penny Rubin, Chairwoman; Rich Williams, Member; Ernest Cisneros, Member; Wendy Rogina, President/CEO; Rick Rogina, Vice President/COO; Ashok K. Madahar, MD, Member; Kathy Sallis, Member; Tyler Pansé, Member; Christopher Vicino, Member; and Phil Roberts, Treasurer.

who we are

Vocational Improvement Program, Inc. is a private nonprofit organization dedicated to serving persons with disabilities with quality prevocational training and job placement services. Through meaningful work opportunities, clients are able to gain valuable job skills and achieve personal growth and independence. Established in 1986, VIP has grown to assist more than 715 individuals with disabilities annually through the support and guidance of 190 dedicated staff and an exceptional Board of Directors. Serving a vast area, VIP offices are located in Rancho Cucamonga, Hesperia, and San Bernardino.

our mission

It is the Mission of VIP, Inc. to maximize the potential of individuals with disabilities.

our vision

It is the Vision of VIP, Inc. to be the Provider of Choice for clients, referring sources, staff, and the business community in California.

executive management

WENDY ROGINA
President/CEO

RICK ROGINA
Vice President/COO

MATTHEW ROGINA
Executive Director

ANTHONY AKERS
Director of Rehabilitation

MARIANN GUERRERO
Director of Program Services

KAREN JONES
Director of Staff Development

MARLENE LEMUS
Director of Payroll & Office Management

MICHELLE MONTANEZ
Director of Rehabilitation

PATRICIA RIVERA
Director of Operations

JEFF ROGINA
Director of WAP Operations

KENNY SOLANO
Director of Business Relations

JEFF SPECCHIO
Director of Production

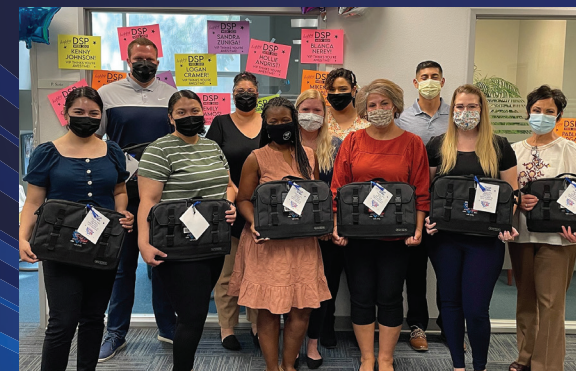
SHIRLEY YAMANO
Director of Communications



(far right) Mariann Guerrero and Wendy Rogina are both original staff members!



VIP icon, Leo Martin, who started with VIP in 1989, sports his VIP 35th Anniversary jacket!



All DSPs received 35th Anniversary messenger bags during DSP Week 2021!

a message from

MATTHEW ROGINA, EXECUTIVE DIRECTOR

Do you remember what you were doing in 1986? Wendy Rogina does! Wendy, President/CEO, founded VIP, Inc. in 1986 and we are very proud to be celebrating our 35th Anniversary. Wendy, along with Mariann Guerrero, Director of Program Services, are two original staff members who are still a vital part of our daily operations. Wendy and Mariann have been excellent role models to follow — approximately 50% of VIP's 190 staff have been employed with us for five years or more!

To help celebrate this amazing milestone, we provided our dedicated staff with special gifts throughout the year including anniversary jackets, baseball tickets, messenger bags, and Thanksgiving turkeys. It makes us happy to be able to extend these small tokens of appreciation to our awesome staff who have dedicated their careers to providing the best services and support to our clients.

Speaking of our clients, we were so excited to welcome back our WAP clients on July 1 after a long hiatus due to the pandemic! They didn't miss a beat as they returned to work in our Production Facilities. Please see pages five and six for a small sampling of our awesome clients and their inspirational success stories!

We are very grateful for all of our clients, staff, and VIP partners — we would not have been able to be here 35 years later without the unwavering support and efforts of the entire team. Cheers to all of us and to 35 more memorable years!

a message from

PENNY RUBIN • CHAIRWOMAN OF THE BOARD

It is my pleasure to be a part of VIP as it celebrates its 35th Anniversary! I am extremely proud of the growth and progress that this company has demonstrated over three and a half decades. In 1986, VIP started with just a few clients and staff and it is amazing to see 700+ clients working in all different careers and industries. Thank you to Wendy, Rick, and Matt for their leadership and vision throughout the years and for always focusing on quality services and support for all of VIP's partners. Lastly, I would like to extend my best wishes to Dusty Ware, our incoming Board Chair. I am confident that with his insight and passion for our services, he will do an outstanding job guiding VIP into its next chapter.

program outcomes

supported employment

VIP, Inc. created 89 new jobs.
Supported Employment Individual Placements (IP) = 73
Supported Employment Group Placements = 14
Direct Placement DR (DOR) = 2

VIP provided Supported Employment services to a total of 340 clients.
Individual Placements (IP) = 156 clients
Group Placements = 184 clients

Client earnings for Supported Employment = \$6,008,093
Average hourly wage in a Group = \$12.25 per hour
Average hourly wage in an IP = \$14.33 per hour

work services

VIP provided Work Services to 2 new clients.
Rancho Cucamonga = 2
Hesperia = 0
San Bernardino = 0
(note: this number was affected by many factors including VIP's cautious reopening of its Work Services program in July 2021, State mandates and restrictions, as well as the uncertain direction of COVID-19).

VIP provided Work Services to a total of 376 clients at all three facilities.
Rancho Cucamonga = 163
Hesperia = 91
San Bernardino = 122

VIP, Inc. transitioned 18 clients from Work Services to Community Employment.
Rancho Cucamonga = 6
Hesperia = 6
San Bernardino = 6

Client earnings for Work Services = \$1,186,913

achieving competitive employment

ACE Program accomplishments include:

- 101 job trial placements
- 15 community access outings based on person-centered thinking meetings
- 112 virtual classes conducted by clients
- 75 client assessments

amazing clients equal amazing work!



◀ VIP clients are working hard, looking good, and having fun posing in their VIP 35th Anniversary t-shirts! We hope our clients enjoyed their special gift as we proudly celebrated this exciting milestone! ▼



▲ Way to go to the graduates of VIP's first virtual ACE Class! Each client successfully completed the course activities and requirements and we are very proud of all ACE participants.

► Congratulations to our first ACE II graduates! Although graduation was delayed due to the pandemic, everyone at VIP is very proud of each client's determination to learn new skills and awesome accomplishments. Graduates received a personalized "luggage tag" to put on their backpacks to remind them that their skills can take them anywhere in the world!



► There were plenty of smiles underneath all the masks as VIP safely welcomed back clients on July 1 to its three Work Activity Programs!

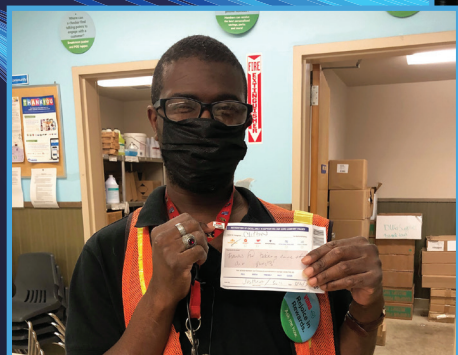


this is what awesomeness *looks* like!



◀ A special congratulations to Kevin T. and his wife on the purchase of their new home in Beaumont. Kevin and his wife had a goal of purchasing a house and they achieved this amazing accomplishment in 2021. Kevin has been with VIP since 2008 and works at FedEx as a package handler.

▶ VIP clients at GXO have been doing an exceptional job! They were featured on GXO's social media platforms for possessing diverse talent and bringing phenomenal capacity to the job.



◀ Clifton H. received a gift card from his manager at Vons for providing great customer service and was also presented with his 13th employment anniversary pin.

▶ Alexis H. was recognized as the Superstar Employee at El Super! Alexis normally works in the Meat Department, but has been filling in as a customer service advisor where she sets the example on how to provide excellent customer service. Her certificate states in part, "Without being asked, Alexis makes herself available to support the team in whatever task is needed."



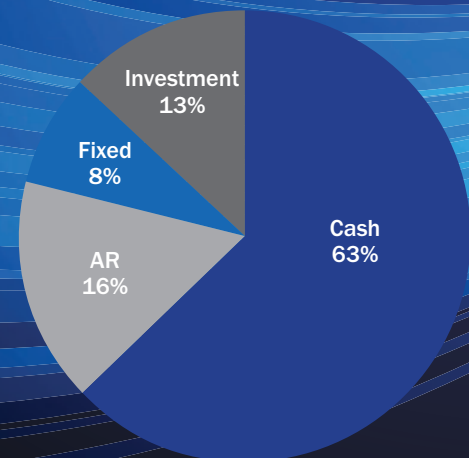
Statement of FINANCIAL POSITION

ASSETS	
Total Current Assets	\$ 10,589,808
Property and Equipment (Net)	\$ 837,097
Total Assets	\$ 11,426,905
LIABILITIES AND NET ASSETS	
Total Current Liabilities	\$ 575,195
Noncurrent Liabilities	\$ 356,301
Total Liabilities	\$ 931,496
Without Donor Restrictions	10,487,371
With Donor Restrictions	\$ 8,038
Total Net Assets	\$ 10,495,409
Total Liabilities and Net Assets	\$ 11,426,905

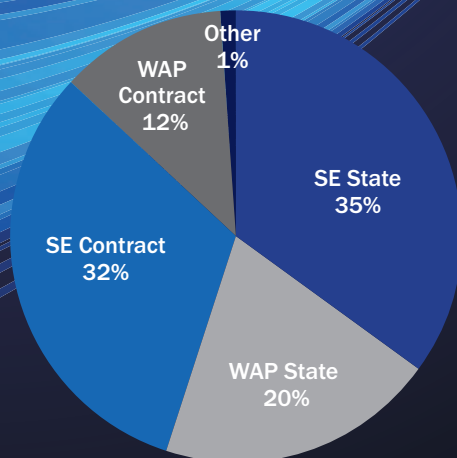
Statement of ACTIVITIES

REVENUES	
Program Revenue (SE State)	\$ 9,917,174
Contract Revenue	\$ 7,821,442
Contributions/PPP Loan Forgiveness	\$ 1,177,721
Contributions	\$ 500
Other Service Revenue	\$ 19,392
Total Revenues	\$ 18,936,229
EXPENSES	
Program Services	\$ 15,195,021
Management and General	\$ 2,021,516
Total Expenses	\$ 17,216,537
Excess of Revenues Over Expenses	\$ 1,719,692
OTHER REVENUES	
Interest and Dividends	\$ 7,499
Gain on disposal of capital assets	\$ 12,965
Realized Loss on Investment	\$ (2,297)
Net Unrealized Loss on Investments	\$ (323)
Total Other Revenues (Losses)	\$ 17,844
Change in Net Assets	\$ 1,737,536

assets



revenue



Note: Condensed financial information is derived from financial statements audited by Eide Bailly LLP. Audited financial statements are available at VIP, Inc.'s Corporate Office in Rancho Cucamonga.



VIP, INC.

locations

CORPORATE OFFICE
9210 Rochester Court
Rancho Cucamonga, CA
91730
909.483.5924

HIGH DESERT OFFICE
17292 Eucalyptus Street
Hesperia, CA
92345
760.948.1312

SAN BERNARDINO OFFICE
1310 East Riverview Drive
San Bernardino, CA
92408
909.478.7537

VIP, Inc. is proud to be awarded the highest level of accreditation by the Commission on Accreditation of Rehabilitation Facilities for the following programs:



- **Organizational Employment Services: Job Development**
- **Community Employment Services: Employment Supports**
- **Employment Planning Services**
- **Organizational Employment Services**

www.vipsolutions.com

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