

## Columbia Industries Organizational Overview

### Columbia Industries – Parent Company

Columbia Industries is committed to supporting and empowering individuals with disabilities and other challenges in order to help them achieve personal success and community engagement. We champion the development of essential vocational and life skills, meaningful social involvement and access to critical resources. We provide employment services, specialized job and life skills training, career opportunities, a center for social enrichment, and connectivity to community resources.

Personal success looks different for every one of us. Our mission services help support and empower our clients to reach their own definition of personal success, enabling every individual to thrive and gain independence. Since 1963, Columbia Industries has focused on enhancing the lives of people with disabilities, but recently our scope of services has greatly expanded to provide more comprehensive programs that enhance all aspects of our clients' lives, as well as supporting individuals facing other life challenges.

We operate five Mission Services through our non-profit:

### CI Employment Services

CI Employment Services (CIES) assists people with disabilities or other barriers as they find meaningful employment in our local community. Job seekers can utilize their unique skills in positions suited to their abilities while local businesses benefit from hiring valuable, quality employees. CIES staff are experts in assisting people with gaining employment, assessing their challenges and identifying how to best promote their wide range of skills to employers.

- **Job Seeker Services:** We help job seekers with disabilities and other barriers obtain and maintain employment in a variety of ways. This includes job placement at a competitive-wage business, job search and skills training, job development and job carving, career counseling and resume building, personalized job coaching and assessment services.
- **Employer Services:** Our team of professional, dedicated Employment Consultants help all types of businesses find innovative solutions for their staffing needs. We provide customized job training and hands-on learning to make sure our job seekers understand their duties, and we offer ongoing training and continued support to both the employee and employer. Our services can help employers foster more diverse, inclusive workplaces.
- **Student Services:** We don't work with just adults - we have several options for high school students. Services include School to Work, where high school students receive educational credit for completing trial work experiences. Work Based Learning is an option in which students referred by DVR gain real-life work experience. Work Place Readiness students learn important skills to prepare them for interviews and jobs. Job shadows are another way students can learn more about a local business.

### Opportunity Kitchen

Opportunity Kitchen is a 12-week vocational food service training program designed to prepare students for successful careers in food service, catering, and hospitality industries. Students work alongside an Executive Chef instructor and Program Manager as they learn the ins and outs of food service while gaining real-world experience at our cafe at the Richland Federal Building. This training program also focuses on life skills development to ensure our students receive comprehensive training and support. This program is free of charge to qualified candidates. Opportunity Kitchen is open to adults 18 and over facing barriers to employment. Examples of challenges our students may face include homelessness or unstable housing, lack of employable skills, mental health issues, single parenthood, disabilities and many other barriers that make maintaining employment difficult.

## **CI Federal Building**

Columbia Industries has been providing janitorial and landscaping services to the Richland Federal Building for over 25 years. Our clients are responsible for cleaning 306,614 square feet of space inside the building. Outside, they maintain over 40,000 square feet of lawn and landscaping. In addition, CI clients are responsible for litter and snow removal for 365,000 square feet of parking lot space. This Source America contract employs 13 people with disabilities from our community on a full-time basis through Columbia Industries. Source America is a Federal initiative to help people who are blind or have other significant disabilities find employment.

## **CI Community Center**

CI Community Center is a safe, creative, and supervised place for people with disabilities and barriers to find social connection, life enrichment, and community integration.

- **Social Connection:** Everyone wants friends, activities, and to be a part of something larger than themselves. Yet some people with disabilities have limited opportunities to make social connections because they are limited in their ability to live autonomously. CI Community Center offers a safe place to socialize as well as opportunities to build fun and sought-after relationships with peers.
- **Life Enrichment:** Most people have access to continuing education, but people with disabilities often stop pursuing education once they graduate from high school. CI Community Center is a place for life-long education—a place to take interesting classes, keep minds active, and get excited about learning new things again. Our members develop important life skills while engaging with peers and staff in a fun atmosphere. Community Integration
- **CI Community Center** is a bridge for people who want to be a part of our community, not just watch from the sidelines. Columbia Industries provides safe transportation and assistance for outings and activities in our local area.

**Empowerment Place:** Through Empowerment Place we help in a variety of ways by either directly providing services or connecting individuals with specific resources, including:

- Access to job boards, resume help and job application assistance
- Basic Food application (also known as SNAP or food stamps)
- Low-income housing search and application
- Benefits Planning
- DVR/DDA application assistance
- Affordable childcare
- Transportation
- Healthcare
- Recovery treatment
- Immediate needs, such as food or clothing
- Domestic violence resources

**We also operate four for-profit, wholly owned, subsidiaries that help fund our five Mission services (CI Information Management, CI Express, Paradise Bottled Water and four Round Table Pizza restaurants):**

**CI Information Management:** CI Information Management has been providing secure document shredding and media destruction to the Tri-Cities and surrounding areas for over a decade. We offer a full range of solutions to accommodate your information disposal needs, including onsite mobile paper shredding, convenient and secure drop-off shredding, hard drive and media destruction, regularly-scheduled shredding and one-time purge shredding. CI Information Management is NAID AAA Certified in secure mobile shredding and plant-based shredding operations. Every aspect of our facility and operations meets industry standards for excellence.

**CI Express** (contract ends January 13, 2023): CI Express, Inc. provides service to FedEx Ground. Based in Lewiston, Idaho, our team of trained, dedicated and enthusiastic delivery drivers serve customers across four counties in Washington and Idaho. We are proud to offer critical delivery services, and even more proud to belong to an organization dedicated to making a difference in its community.

**Paradise Bottled Water:** Paradise Bottled Water offers the highest quality drinking water for businesses and residences in the Tri-Cities and surrounding areas. Our vapor distillation process kills harmful bacteria and viruses, removes virtually all foreign particles, inorganic minerals, heavy metals, chlorine and most volatile organic chemicals, resulting in water brought back to its purest form.

**Round Table Pizza:** The four Round Table Pizza restaurants in Tri-Cities, Washington are proudly owned and operated by Columbia Industries. You can search the land far and wide, but you will not find a greater pizza than that which hails from the Round Table. With gold-standard ingredients, nobly topped to the edge, and classic family recipes, hand-crafted in the same manner for almost six decades.