

Industrial Opportunities, Inc. 2005 - 2014

With 2024 being Industrial Opportunities, Inc.'s 50th year of serving Cherokee, Clay & Graham counties, the Quest newsletters this year will focus on the history of IOI. Each newsletter will cover a decade. Industrial Opportunities, Inc. would like to thank you for your continued support in serving our community.

2005 - IOI employees attended Lean Manufacturing Classes, which were conducted by personnel from North Carolina State Industrial Extension Service. By putting some of these Lean processes in place, IOI was able to accomplish more with less time, inventory, space, and money while increasing quality, productivity and was able to become a more competitive business. IOI began producing a series of military products including a shotgun shell pouch, a radio pouch and 14 other products, which will be used by the U.S. Military and the Special Forces. While running two shifts, IOI manufactured 5,000 ammo pouches per day. The addition of the Enrichment center, which began in 2004, was completed. The Enrichment Center will be used for Life Skills, Therapeutic Art, and contain a quiet room. Sales for the year totaled \$7,536,699.

2006 - IOI pilots the first Community Activity and Employment Transitions Services with Haywood Vocational Opportunities and Watauga Opportunities, Inc. The CAET Model was recognized as a "Best Practice for offering Vocational and Day Services to Adults with significant disabilities.

2007 - IOI Partnered with Haywood Vocational Opportunities, Inc., along with three additional MARC members to start manufacturing Medical Products which created and retained over 600 jobs in Western North Carolina, 50 of which were at IOI. In addition to the medical products, IOI had contracts and was manufacturing 24 products for the U.S. Military including a life saving tourniquet



issued to each soldier in Afghanistan and Iraq, a litter to transport a wounded soldier out of harms way, a medic aide bag, a deployment bag for a 100-foot parachute used in aerial delivery and 17 pouches by the U.S. Special Forces.

2008 - IOI was awarded a \$50,000 grant from The Cannon Foundation for kitchen renovations. Tri-County Community College provides adult basic education instructors to teach cooking/nutritional classes at IOI. Along, with The Cannon Foundation grant, IOI also received the Fred A. Moss Charitable Trust for \$7,000, which also went toward the kitchen renovation. Upon completion of the kitchen renovation, the Life Skills Center was dedicated to Arnie & Ann Golem. Both of the Golem's served on the IOI Board of Directors and were instrumental in the establishment of Industrial Opportunities, Inc.

2009 - IOI added a second shift to enable the necessary provisions to produce the current orders. Construction of 28,744 square feet of additional office space and warehouse area began.

2010 - The additional office space and training room was occupied in March 2010. The entire expansion project was completed April 30th. Business developments to create 50 - 75 new jobs increased the total workforce to 354.

2011 - IOI was awarded a two year contract to manufacture 27,000 A-22 Cargo Bags to be utilized by the US Military for the airdrop of supplies and equip-



ment. A total of thirty-five different military products were being manufactured. The total workforce reached 371, 40% with a disability.

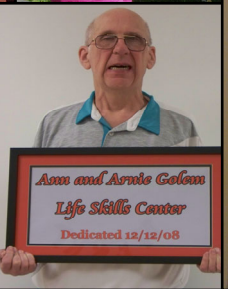
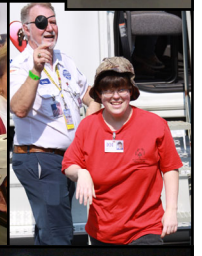
2012 - In March, 2012, The Medical Products Division of Industrial Opportunities, Inc. was granted

certificates of registration for ISO 13485:2003 and 9001:2008 Quality Management Systems.

2013 - IOI started manufacturing helmet liners for Bose headsets and Gentex, along with ammo pouches for High Speed Gear. Manufacturing of the helmet liners was a major achievement of accomplishing the goal of getting both companies out of a backorder status with the US Army. IOI is currently the only worldwide manufacture of Helmet Liners for the Bose and Racal Acoustics Headsets. In May 2013, members of the NC Dept. of Labor presented IOI with the Safety & Health Achievement Recognition Program (SHARP) Award. The process for earning the SHARP recognition includes various on-site visits, inspections, and reviews of facilities and all workplace practices and policies.

2014 - Tactical Medical Solutions demand for tourniquets increased

by 80%. IOI increased capacity to meet deliveries. IOI received a grant for \$42,422 from the Evergreen Foundation to develop a hospitality training program to train adults with disabilities for potential jobs with the local hospitality industry.



Tribute to Christopher Thomas O'Brien

03/27/1991 - 12/17/2014

The end of this decade brought sadness to the IOI family with the passing of Chris O'Brien. We would like to honor and remember Chris for he truly made a lasting impression on all who met him. Occasionally in life you meet people that no matter how or where you cross paths you will never forget, and your life is forever changed. Chris was one of those people. His smile, laughter, and the joy he found in life. Without a doubt, Chris left a lifetime of memories and an ongoing legacy.



Your life was a blessing

Your memory a treasure

You are loved beyond words

And missed beyond measure



Quest Fellowship

- In memory of Frances Lambert West by Patricia Slagle
- In honor of Tom O'Brien by David & Teresa Gribble
- In memory of William, Shirley & Dan O'Brien by Tom O'Brien
- In memory of Kathy Pruzinsky, Judy Sheridan & Kenny Isidor by Tom O'Brien
- In memory of Chris & Susan O'Brien by Tom O'Brien

Supporters

- Rashid & Sabiha Khan
- Darryl & Karen Kephart
- Benefit Solutions, Inc.
- Peggy Gibby
- Karen Ann Simmons
- Joe & Carol Gibson
- George Heilner

Then & Now



2011



2009



2023



2013



2013



2024



2024



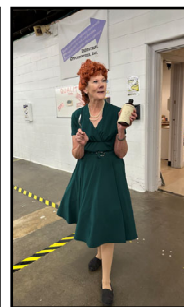
2013



2023



2008



2023



2011



2023

Clients Serving IOI Since Fourth Decade



These clients have been dedicated to Industrial Opportunities, Inc. since the fourth decade of business. Left to right: John Issac Claybon (16 years of service), Keith Smith (17 years of service), Davi Brooks (18 years of service), Shawn Car-ringer (16 years of service), Josh Chat-ham (17 years of ser-vice), Arlie Jones (18 years of service), April Cable (17 years of service), Billy Barker (17 years of service), Chaston Jerez (19 years of service), Margaret Rathbone (18 years of service), John Kilpatrick (17 years of service), Thomas Stivers (17 years of service), and pictured separately, Amy Heisler (15 years of service).

Mission Statement

We believe that individuals have a right to economic opportunity and personal development. The Board of Directors and staff actively incorporate the concept that through meaningful, satisfying work, people are able to live more independently, successfully, and productively. We believe that every individual has the right to respect, equal opportunity and gainful employment.

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All Gifts are Tax Deductible - Industrial Opportunities, Inc. is a 501(c)(3) nonprofit organization

I make this gift:

- ☐ In memory or honor of _____.
- ☐ To benefit the client activity fund / IOI Endowment fund.



Name: _____

Address: _____ City: _____ State: _____ Zip: _____

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