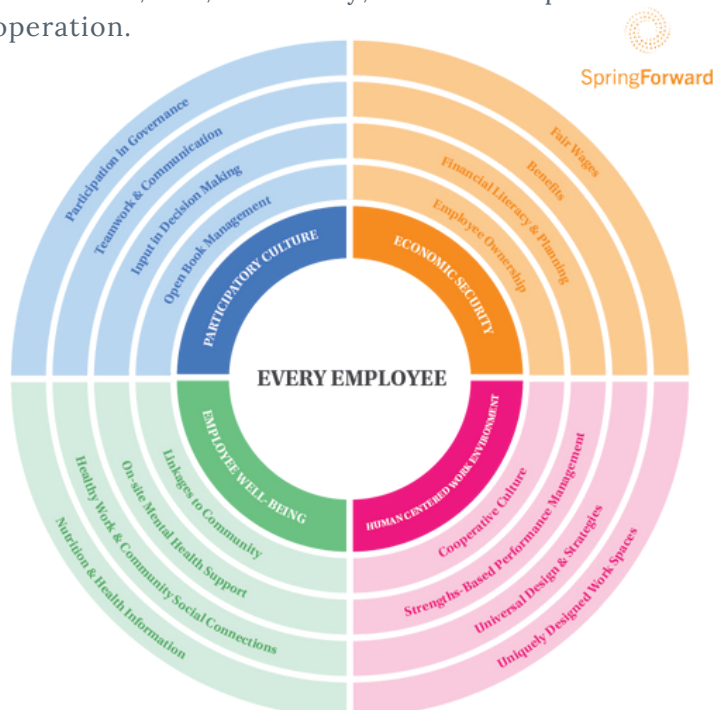




SpringForward is on a mission to redefine the job market for people encountering multiple barriers to employment. SpringForward is an incubator that is creating high quality jobs and building community wealth, through tailored employment opportunities and employee ownership in high growth industries. Each portfolio company serves an emerging market sector or need and will be comprised of employees/owners using the EVERY Employee framework. SpringForward was founded by PHILLIPS Programs, a nonprofit with 56 years of experience serving youth with emotional and behavioral health needs.

One of our first social enterprise business initiatives, SpringForward Feeds, creates high-quality meal production jobs while providing the needed training and instruction to secure ServSafe certifications, gain culinary skills alongside a professional chef, and assist with menu planning, and meal preparation and service. It is rooted in the success of PHILLIPS Programs' culinary Career Technical Education curricula, which has educated more than 90 students in the past two years.

Just as PHILLIPS Programs found success in customizing education around the needs of students, SpringForward is designed around the unique abilities and needs of our workers. The company will be based on our human-centered design EVERY Employee™ approach, a tailored workplace model that ensures all workers have fair wages, a voice in governance, and, eventually, an ownership stake in the business operation.



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ABOUT PHILLIPS PROGRAMS

Expertise, Experience, Quality

- Utilizes research-based evaluation data on impact and outcomes for youth with behavioral health needs who have experience working in controlled environment agriculture.

SpringForward

Creating high quality jobs and building community wealth through tailored employment opportunities leading to employee ownership in a high growth industry.

We are leading the way by making an investment that unleashes potential and enables social connection for our employees while providing an example that others can replicate.

Built to Rise

According to the U.S. Department of Labor, the unemployment rate for people with disabilities is 14% in Virginia, compared to 10% nationally. Securing a postsecondary credential can be critical to improving economic mobility and wealth building for individuals who encounter barriers to employment. SpringForward Feeds, a multi-phase project, is creating a new meal service company, initially employing four young adults with emotional and behavioral health needs, providing them with high quality jobs with fair compensation.

In Phase 1, SpringForward Feeds will provide the necessary instruction to participants to successfully complete the Serv Safe certification exam and prepare them for culinary careers. During Phase 2, SpringForward Feeds will increase its capacity to hire full-time employees to assist in meal planning, preparation, and service and begin providing meal service to Northern Virginia-based special education schools. While there are many meal service companies, SpringForward Feeds' commitment to training and hiring people encountering multiple barriers to employment is changing the lives of Northern Virginians with disabilities. We are helping all individuals reach their full potential.

SpringForward Feeds is partnering with Chefs Brigaid, a national organization transforming institutional food service in schools to made-from-scratch cooking using sustainable solutions.

Sample of Meal Services Provided:



Meal Prep and Production



Meal Service



Delivery Service

Changing one life is like changing the whole world for that person.

A Better Workplace for All

SpringForward offers a welcoming environment for young adults struggling to make the transition from school to work. Guided by our EVERY Employee™ approach we're creating a new kind of workplace that works better for all workers. We will pay higher-than-industry average wages and provide benefits, demonstrating that an enterprise can be competitive in the marketplace and still provide a fair income.

Once this social enterprise is well-established, it plans to convert to a cooperative business structure, giving employees the opportunity to join in ownership and governance. We want our employees to become agents in the success of their own business, leading to increased productivity and higher profitability. We will distill and disseminate what we learn in order to inform others how to replicate our success, creating high quality jobs in other industries and communities.

STAFF

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Roshell Dews, *Business Operations Manager*
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