



ANNUAL REPORT 2020

FROM OUR CHAIRMAN & CEO

Friends:

We can all agree that 2020 was a historic year filled with unique challenges. A global pandemic created both a health and economic crisis, hitting those most vulnerable, the people First Step Staffing serves, the hardest.

While it is clear the pandemic still has a grasp on our country, throughout 2020 First Step stayed resilient – coping with nationwide shutdowns, drastic state-mandated business restrictions, and an ever-increasing demand for jobs and supportive resources. In the update that follows, you will see where we have been, what we accomplished this year, and plans for the exciting growth we have planned for 2021 and beyond. Our results across markets demonstrate the strength of the First Step Staffing team and the incredible men and women we have the privilege to serve. 2020 taught us to embrace successes of all sizes because, without those small steps, our clients can never take the big leaps towards economic freedom.

Because of the resolve and determination of our clients during these uncertain times, in 2020 First Step made progress toward advancing our mission and key organizational initiatives. We are confident this progress positions us well for future growth while continuing to deliver on our commitment to empowering individuals out of homelessness and poverty through employment.

Mick Cochran, Chairman

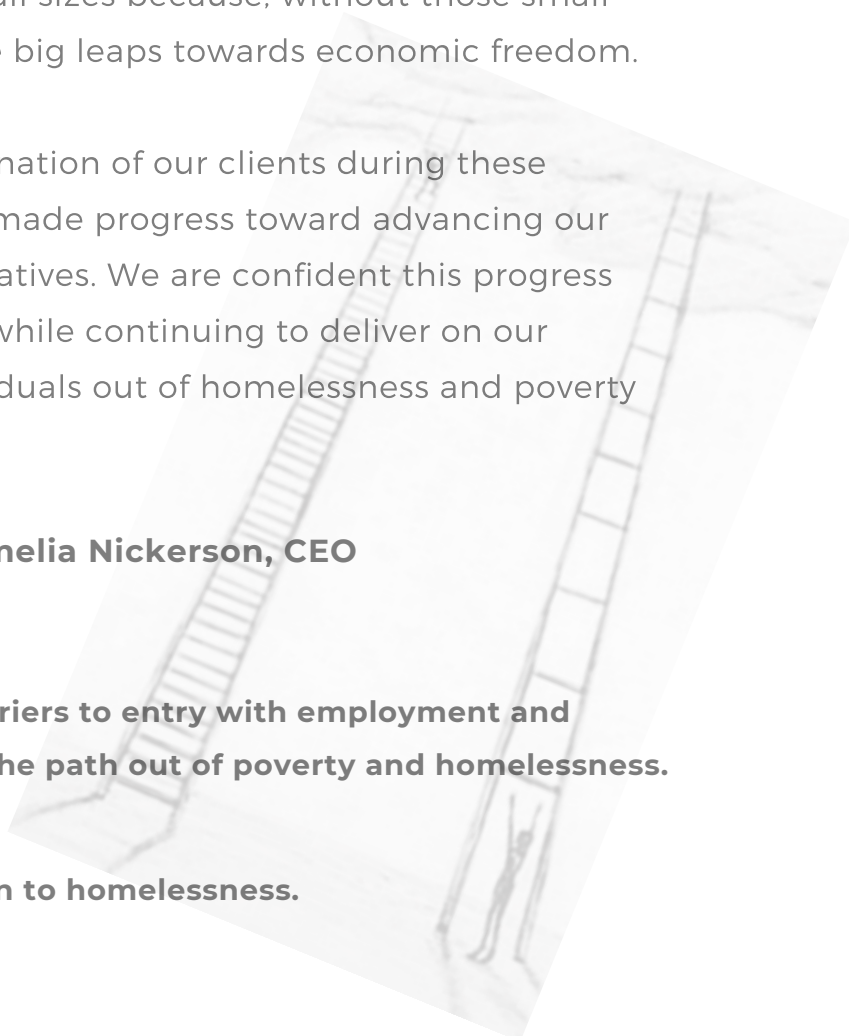
Amelia Nickerson, CEO

MISSION

We empower individuals with barriers to entry with employment and income to take the First Step on the path out of poverty and homelessness.

VISION

To become America's jobs solution to homelessness.



A TRIBUTE TO OUR FOUNDER



Gregory Block

1966-2020

“

Our employees are truly my heroes. They are taking unbelievable steps to turn their lives around. They are going from a life of zero accountability to a life of 100% accountability. It is not easy, and I am amazed and gratified every day to see them continue to work toward achieving their goals, one day, one job assignment, one step at a time.

- Greg Block

”

In August 2020, First Step Staffing lost our fierce and beloved founder, Greg Block, to a long battle with Cancer.

Since First Step Staffing was founded in 2007, under Greg's leadership, First Step has empowered more than 15,000 men and women on the path out of poverty and homelessness and into self-sufficiency. Combined, these individuals earned more than \$100 million.

Greg always envisioned scaling the work of First Step so we could help empower more people through employment in cities across the country where homelessness is prevalent.

In 2015, Greg began to make his vision a reality with the acquisition of a staffing firm in Atlanta. From 2015-2020, all while fighting the battle for his life, Greg spearheaded 2 additional acquisitions in Philadelphia and Los Angeles. He also launched an organic growth model in the City of Nashville.

Today, with locations in 6 cities, First Step is the largest alternative staffing agency in the country.

We are honored to be part of this movement and privileged to carry on Greg's legacy.



WHO WE SERVE

First Step Staffing believes that everyone who has the will to work should have the opportunity to work regardless of color, economic and personal background.

African Americans are over-represented relative to the general population when it comes to poverty, homelessness, and incarceration. African Americans make up 13 percent of the general population, but 21 percent of people in poverty, 40 percent of homeless people, and 30+ percent of males in prison.

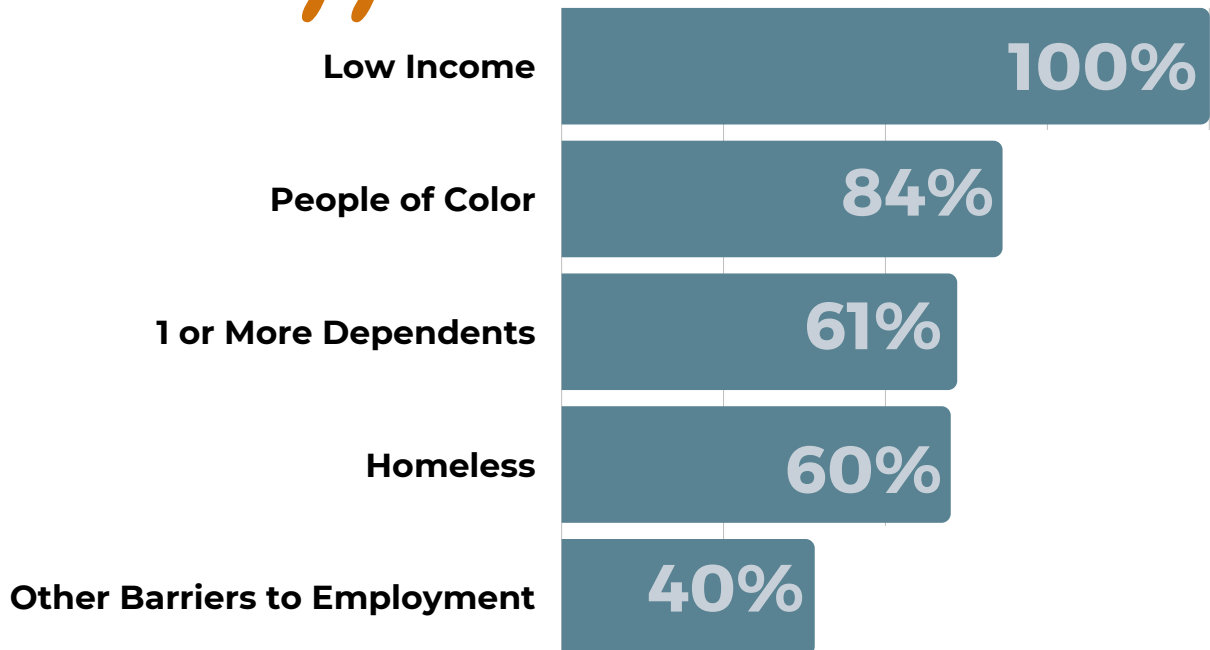
People in poverty, those who are homeless, and those recently incarcerated face barriers to securing employment. However, emerging out of poverty is not possible without sustainable employment.

First Step removes these barriers and empowers disenfranchised individuals out of homelessness and poverty with immediate employment, ongoing job coaching, and other critical support services to facilitate job retention.

“

Thanks to First Step Staffing, I have a second chance. I believe in myself again and I have the opportunity to fulfill my goal of being both a role model and provider for my children.- Shaundrika

”



2020 IMPACT SUMMARY



2020 U.S. Interagency Council on homelessness
"EXTRA MILE" award winner.

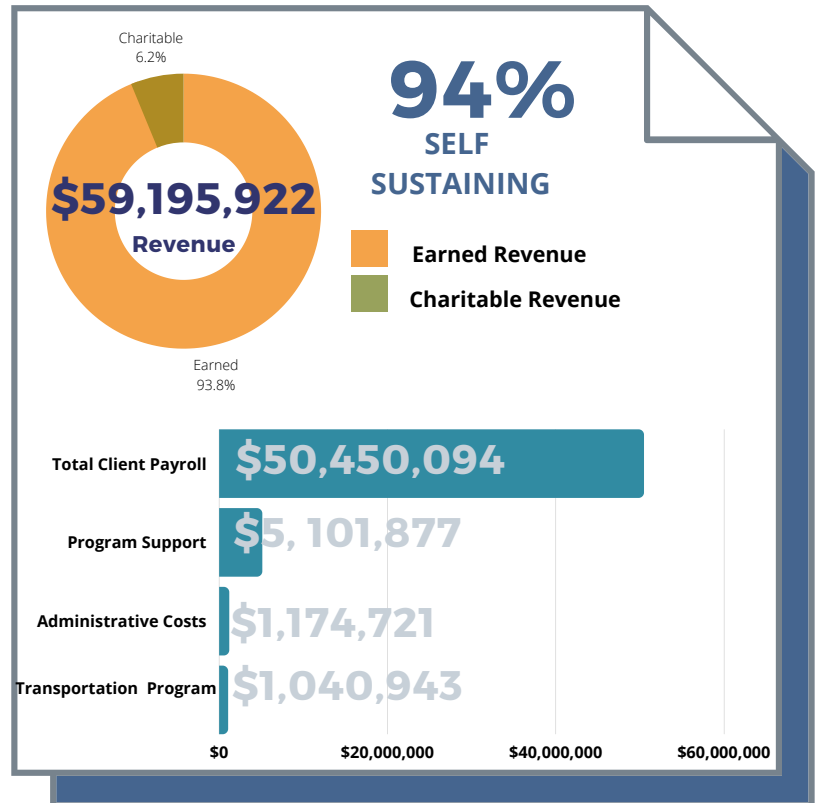
5,011
HOMELESS

1,974
PREVIOUSLY
INCARCERATED



3,292
OTHER BARRIERS
TO EMPLOYMENT

FINANCIALS



WHAT'S IN STORE FOR 2021?



A strategic capital campaign to support expansion & growth.



Pilot enhanced support services program in Atlanta.



Launch Second Step program in Philadelphia.

ATLANTA

Atlanta is First Step Staffing's headquarter location.

873

PREVIOUSLY
INCARCERATED

1,918

HOMELESS

794

OTHER BARRIERS TO
EMPLOYMENT

148 DISABILITY SERVICES
CASES APPROVED

\$429K DISABILITY
BENEFITS
PAID



26,553

RIDES TO AND
FROM WORK



11.2M

WAGES PAID



Orlando, FL

+



Trenton, NJ

= **2**

NEW FIRST STEP
LOCATIONS IN 2020



“

No matter what your background is, when you walk through the door at First Step, they help you find a job. They give anyone who wants to work, the opportunity to work. -Steven

NASHVILLE

First Step Staffing Nashville opened in 2017 as a result of organic customer growth. In 2020, we opened new office space.

360

HOMELESS

313

PREVIOUSLY
INCARCERATED



2.9M

WAGES PAID

746

OTHER BARRIERS
TO EMPLOYMENT

PHILADELPHIA

Philadelphia was First Step Staffing's second acquisition in 2018. Today, we have 2 locations and are expanding our operations to Bucks County in 2021.

669 PREVIOUSLY INCARCERATED
1,492 HOMELESS
1,249 OTHER BARRIERS TO EMPLOYMENT

 **33,443** RIDES TO AND FROM WORK
 **\$16.8M** WAGES PAID

“Partnering with First Step adds major value to our clients. A huge step for any homeless individual is the ability to earn income. Employment helps our clients regain dignity and sense of self-worth. We look forward to working with First Step for many years to come!”
- FSS Customer

LOS ANGELES

First Step Staffing Los Angeles was our third, and most recent acquisition in November 2019. In 2020, we opened an additional location in LA by Skid Row.

67 PREVIOUSLY INCARCERATED
727 HOMELESS
1,039 OTHER BARRIERS TO EMPLOYMENT

 **5,356** RIDES TO AND FROM WORK
 **\$19.2M** WAGES PAID



Opened new branch in downtown, LA

“This team believed in me, encouraged me, and motivated me. First Step proved to be just that for me- my very first step in a new direction toward self-sufficiency.
Latoya

”

THANK YOU

From the smallest donation to the largest, each individual, corporate, and philanthropic donation to First Step Staffing helps put the men and women who need us most on a stable path out of poverty and homelessness. In 2020, we are especially grateful to the dozens of family, friends, and colleagues who made a gift to First Step in honor of our fearless leader and passionate founder, Greg Block.

Greg is missed every day and in every way at First Step. We are grateful for his passion to change lives and the gifts made in Greg's honor did just that this year for thousands of men and women who took the First Step on the Path out of Homelessness thanks to your donation. THANK YOU!

INDIVIDUAL DONORS

Shirin Apour
Teresa and John Archer
Colleen Ayson
Paulino Barros, Jr.
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Monica Block
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David Ludwig
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Julia Maxman
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Jane McCoy
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Jim Milligan
Mark Minister
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Eric Mozley
Abram Nalibotsky
Amelia Nickerson
Kathy Olmstead
Matthew Orr

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Justin Perry
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Kline Preston
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Bob Yates
Mark Yerke
Stanley Yoder
Caitlin Zygmont



THANK YOU

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Education Foundation
of Georgia
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Women's Empowerment
Connelly Foundation
Exelon (PECO)
Gateway Center
Google.org Charitable
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Josef Foundation
J.B. Fuqua Foundation
K Ten for Kids
Kaiser Permanente

Lenfest Foundation
Marcus Foundation
Ralph M. Parsons
Foundation
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Rising Tide Foundation
Samuel S. Fels Fund
Sartain Lanier Family
Foundation
Stand Together
Foundation
Stratton Foundation
Truist Cares
Turf Star
Wellcare
Wells Fargo
William Penn
Foundation
United Way of Greater
Los Angeles
The County of San
Bernardino

City of Orlando
Georgia Department of
Human Services
Fulton County
Pennsylvania Department of
Human Services
City of Philadelphia
Office of Community &
Empowerment
Department of Behavioral
Health & Intellectual
DisAbility Services
OHS-Same Day Pay
Homelessness Assistance
Fund Inc.
County of Los Angeles
Workforce Development,
Aging and Community
Services (WDACS)
In-kind Contributions
Dentons
Kilpatrick Townsend
Networks for
Emergencies and Relief, Inc.

LENDERS

Access to Capital for
Entrepreneurs (ACE)
Betsy & Thomas
Balderston
Chrissy Kind
Chris Pappo
Dignity Health
Frederick J. Schindler
Trust
Impact Loan Fund, Inc.
Invest Atlanta's Atlanta
Emerging Markets, Inc.
Jeffery Welsh

John A. Moore
Leigh Wood
Local Initiatives Support
Corporation
Nonami Foundation, Inc.
Nonprofit Finance Fund
OTS Staffing
PIDC Local Development
Corporation
REDF Impact Investing
Fund
Reinvestment Fund
RSF Social Finance

Silverchin Holdings LLC
Sophie Glover
The Curaterra Foundation
The Patricia Kind Family
Foundation
Thomas Scattergood
Behavioral Health
Foundation
Triskeles Foundation
Truist
Valentine Foundation
Van Ameringen
Foundation

LOCATIONS

ATLANTA

236 Auburn Ave.
Suite 203
Atlanta, GA 30303
404-577-3395

NASHVILLE

2501 Gallatin Ave.
Suite A
Nashville, TN 37206
404-759-1829

ORLANDO

808 W Central Blvd.
Orlando, FL 32805
407-425-2523

LOS ANGELES

500 South Main Street
Los Angeles, CA 90013
626-337-6701

PARAMOUNT

8527 Alondra Blvd.
#130
Paramount, CA 90723
562-232-0240

FONTANA

8546 Sierra Ave.
Fontana, CA 92335
909-690-4922

PHILADELPHIA

1952 E. Allegheny Ave.
Suite 500
Philadelphia, PA 19134
215-333-3349

Municipal Services Bldg
Lower Concourse 1401
John F. Kennedy Blvd.
Philadelphia, PA 19102
215-333-3349

TRENTON

5440 MLK Jr. Blvd.
Trenton, NJ 08608
732-877-0384

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