



# PEvents

A monthly publication of news and views at Person Industries

March  
2008

Volume 11, Issue 3

## Customer Choice Leads to Changes in Production

It was the meeting that manufacturing employers in our area have come to dread. It is the meeting where they are told their company or their customer has decided to outsource their services to another country.

PI Director Wanda Rogers had such a meeting during the month of February with Implus Corporation, PI's largest customer. News from the meeting was that the footcare company would outsource their die-cutting and logoing operations, which are currently done at the PI Manufacturing location at 741 Leasburg Road, to a company in China. At the time of the meeting, die-cutting and logoing accounted for 90% of all work done at that location.

While that news was most unwelcome, management was encouraged to learn that packaging operations that are currently being done at the PI Main loca-

tion at 601 North Madison Boulevard, will remain intact.

The obvious question on the minds of employees was, "What does this mean for PI and my job?"

For PI, the prospects of continuing to operate from the manufacturing building were quite dim immediately following the news. However, in the weeks that have followed, PI managers have begun to explore other uses for the building that would compensate for the loss of revenue from the die-cutting and logoing.

As for employee jobs, downsizing is inevitable. A few employees will be laid off while others will be absorbed into PI operations throughout the county. Still others may be used for the new line of work PI is exploring.



Die-cutters at PI Mfg.

The final dissolution of the manufacturing contract will not occur until June of 2008. Meanwhile a few employees will continue to remain for decreased operations.

To insure smooth manufacturing operations, four Implus employees had been stationed at the manufacturing division. This new development will mean relocation for those four employees to the Implus headquarters in Morrisville, NC (see story on page 2).

### Special points of interest:

- *The Special Olympics Track and Field Games will be held on April 2, 2008 at Person High School.*
- *A Farewell Reception for Jim Boudwin (see story on page 2) will be held on Friday, March 28th in the PI Break Room from 2:00—2:30. Employees will be able to give him a special "good-bye".*

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## OPC LME Answers Questions on Transition from CFN

Caring Family Network (CFN) will no longer provide outpatient and community based services in Person County as of February 29, 2008. With the pull out of this service in the county, consumers and other professionals obviously are concerned about the transition. To assist with this, OPC LME, the local gov-

ernmental agency with responsibility for oversight and management of publicly funded mental health services, has assured consumers that there will be stable providers to replace CFN. In addition, they have hired Jim Martin as transition project manager to ease the process.

As reported in last month's issue

of PI Events, Freedom House and Triumph will operate from the CFN/Person Counseling Center space. Freedom House began providing daytime crisis and outpatient mental health and substance abuse services on February 12th and intends to begin offering community support and

Continued on page 2



## PI to Lose Familiar Faces at Manufacturing Location

When Implus Corporation takes the step of moving die-cutting operations to China, the effect will be lose-lose for PI. The first reason is outlined in the story on page one, while the second effect will be the loss of Implus staff that have become part of the PI family.

Jim Boudwin is a familiar face at PI but actually works as the Production Manager for Implus. Jim did get his start at PI in 1990 as the Contract Procurement Specialist. He arrived just as PI was on the verge of relocating from the Bushy Fork Building to our current location on Madison Boulevard. PI was also poised to begin working on the traywashing contract with GKN. And as far as other promising contracts, they were his to develop.

Jim stepped into his procurement role with a twofold strategy—1) make sure customers were receiving optimal level service and 2) look at those same “satisfied” customers to see if they had expanding needs. With this strategy in place, he was able to develop the Implus contract into the pivotal customer/entity that promoted PI’s growth. Jim reminisced on the amount of work PI initially received from Implus saying, “I remember beginning with a little pallet of work on the production floor.” That was in 1991. As Implus grew in the footwear market, so did work



L to R: Kyle Brann, Jim Boudwin, Dale Ball and Stephen Epes

for PI, to the extent that Jim was lured away in July of 1998 to become Implus’ onsite contact for the expanding contract. Jim continued to have a presence at PI, having both an office at PI Main and PI Manufacturing when it opened in 2002.

The next move for Jim will be away from PI altogether as he assumes the position of purchasing manager for his company in April of this year. In his new job, he will work at the Implus headquarters in Morrisville, NC, which he concedes will be a big change for him and the rest of the crew at PI Manufacturing. Although it will be less of a commute from his Hillsborough home, he says he will

miss the rides through the country to get to Roxboro, a drive he’s made for 17½ years. When asked how he feels about the change, he says, “Change is what happens so I have to adjust and get ready for new challenges.”

The one thing Jim says he will especially miss is the clientele that we serve at PI. He, like many others, acknowledges that the clients at PI make him feel very special each time he walks onto the production work floor. “I’ll

really miss those guys”, he says.

Jim’s work history included direct service with people with disabilities. Prior to joining the PI staff, he had many years of experience in service to people with disabilities, having worked in a program similar to PI in Hillsborough and also in the group home system in his home state of New York. While working for PI, Jim completed a Master’s Degree, thus allowing him more opportunities to work with people with disabilities. He currently serves on the PI Client Rights Committee and hopes to continue this commitment even after the scheduled changes.



Jim Boudwin

As Jim moves ahead on March 31, he will leave behind Dale Ball to fill his shoes. Jim hired Dale in 2002 as the contract expanded to the Leasburg Road location. He later hired Kyle Brann and Stephen Epes to work there as well. Kyle and Stephen will both be transferred to the Morrisville location in April as part of this transition.

PI will miss all of these talented men who have helped to grow this contract and PI.

## OPC LME Answers Question on Transition from CFN (cont. from p.1)

psychiatric services in the near future. Triumph, who will provide outpatient and community support services, will begin on March 3rd.

CFN is currently referring existing consumers to other agencies. Consumers who have not yet been referred, may choose one of these providers or may choose another provider in the area. Although CFN will stop operating on February 29th, they will continue to provide MD services through March 10th. Three of the psychiatrists who worked at CFN (Drs. Fullwood, Jimenez and Jackson) are actually OPC employees contracted with CFN. OPC

will continue to employ these individuals and is working to establish similar contracts with the new providers so that consumers can maintain their relationships with their doctors. Other psychiatrists employed directly by CFN will be making choices about where they will go. Consumers are not required to follow their therapist/doctor if they leave the agency.

Consumers who have Medicaid, Medicare or no insurance, may call OPC at 919-913-4100 to be placed on a waiting list for referral to one of the new agencies.

For more information on these providers,

**“Consumers who have Medicaid, Medicare or no insurance can call OPC at 919-913-4100 and will be placed on a waiting list for referral to one of the new agencies.”**

please visit their respective websites:

Freedom House—[www.rtpnet.org/freedom](http://www.rtpnet.org/freedom)  
Triumph—[www.triumphcares.com](http://www.triumphcares.com)

Consumers at PI may talk to their program managers for assistance with transitioning to the new providers.



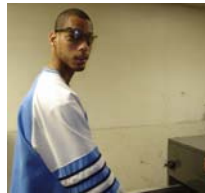


## Renewed Confidence Contributes to Flexibility

When Bryant Paylor came to PI in February of 2005, he was quiet and introverted. He had been served in the Person High School Occupational Course of Study Program (OCS) but had not been successfully placed in employment. He was very polite and reliable, but not yet willing to try a job in the community. What could be done to motivate this young man? Now as programming staff and job coaches look back on these two years, they realize that it did not take any extraordinary programming efforts. It was simply a case of "letting nature take its course".

When Bryant was not able to find a job in his chosen field, he was referred to PI for further services, which meant he would work in the production department. It was work in this setting, that is, among his peers, that helped Bryant gain confidence and thereby reach his vocational potential.

Bryant, while still quiet, has blossomed into one of PI's most versatile workers. He has learned how to do all jobs in the PI work



**Bryant Paylor dons safety glasses while at work at one of his many roles in the PI Production Dept.**

areas and is now rotating to other locations throughout the county. His first venture outside was with small work crews at PI Mfg each day. With the willing spirit he manifested, those small work crew duties have grown to greater duties such as substituting both at

Houghton Fluidcare and GKN when needed. For this flexibility, among other things, he was awarded "Outstanding Production Employee" at the PI Employee Appreciation Banquet in August of 2007.

Today, programming staff see a young man who has matured and is more certain of his vocational goals, since he has found his niche in industrial/production work. It is their hope that his increased flexibility will result in a permanent community job placement.

## PI Not Sponsoring Special Olympics Team

For the first time in our 22 year history, PI will not sponsor a Special Olympics Team for the Special Olympics Track and Field Event. This news has some feeling that PI no longer supports Special Olympics. Please let us dispel such notions by assuring our support of Special Olympics. However, work de-

mands limit the amount of staff time available to run trials and conduct training sessions for team members. We continue to encourage any person interested in the April 2nd event to participate on an individual basis.

## Work Experience Grant to Expand During Fiscal Year 2009

In September of 2007, PI began working with the Person County Department of Social Services on a Work Experience Grant that will help participants in the Work First Program gain valuable work skills. Now, some six months into the contract, how is PI doing?

According to feedback from a meeting with DSS Staff overseeing the program, PI is doing very well. In the six months, Lorri Barnett, PI Work Experience Job Coach, has served 36 people in the program. Of that number, three have been placed in jobs, quite an achievement since PI's role is not job placement but to get participants ready for em-

ployment by helping them acquire skills in an actual job setting. Lorri also has three others enrolled in school, all in the healthcare field. She currently has two others performing volunteer service to gain their work experience. She further reports that 21 others have been terminated from the program due to non-compliance with Work First Guidelines. Even though the number of terminations

**What has been accomplished in 6 months**

**36 Participants served  
3 Employed  
3 in school  
2 volunteering**

## Words of Wellness



*Leigh Ann Creson,  
Health Promotion  
Coordinator  
Person County  
Health Department*

I regret that I did not get this article to you in time for Valentine's Day. However, if you are like me, it does not have to be Valentine's Day to buy or give away chocolate. While I try to stay away from giving food (especially junk food) as gifts, there is just no other way to say "I'm thinking of you" than bestowing a box, package, or individual piece of chocolate on a loved one or friend! It always picks me up on any given day.

Chocoholics beware! Not all chocolate is the same. Chocolate does contain some antioxidants which are good for your health. The fats naturally found in chocolate are not all bad for you. Some are good fats. It is the sugar, cream, nuts, marshmallows, caramel, and other yummy additions that can pack an unhealthy punch. When choosing a chocolate for yourself or others, go for a small piece of dark chocolate. Dark chocolate contains more antioxidants and less fat than milk chocolate. Choose small pieces that do not contain add-ins such as caramel or marshmallows. For a healthier treat that satisfies your sweet tooth, try dipping fruit, nuts, and pretzels in chocolate. Control your portions by melting only a small amount of chocolate for dipping and when it's gone, you're done!

Remember . . . go for the dark, and go for moderation!

seem high, this proves to be an invaluable screening process for program overseers since it lets them know who are ready for gainful employment.

PI will continue to work with DSS throughout Fiscal Year 2009 where we will begin to provide vocational, social and familial evaluations for 100% of the participants. Face-to-face evaluations will run three to five hours per person while information analysis and report writing will take an additional one to two hours. Total evaluation time will run four to seven hours.



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PEOPLE INVESTING IN  
PEOPLE



Thank you Roxboro Media, Inc. !!!

PI sends a big "Thank You" to Roxboro Media, Inc. for updating our website at no cost. The updates to the site were very much needed but not within PI's budget. To our gratitude, Roxboro Media owners decided to perform the work as an "in-kind" service. Since we know first hand the high level of quality this company gives, we seriously value this service.

When we thanked them for their largess, we learned that they have performed in-kind work for charitable organizations around the county. They are also developing a program that will allow them to give to the community by providing a major service to at least two charitable non-profits a year, provided there is demonstrated need. Other criteria for the program is being developed and will be posted on their website at [www.roxboromedia.net](http://www.roxboromedia.net).

## PI Holds First Quarterly Safety Address

On Thursday, February 21st, PI held the first of what will be quarterly addresses on safety. The address began with PI Director Wanda Rogers giving the report on how PI performed during the 2007 calendar year. There were three accidents that resulted in medical attention but none were serious.

She then noted that there have been no accidents thus far in 2008. To keep this record going, all were encouraged not to step on pallets, to pick up and report any strapping in walkways, to watch where walking and not to run or push.

Wanda announced that PI will start a Safety Incentive Program that will keep everyone thinking about safety. She also drew everyone's attention to a *Reported Accidents* sheet that keeps a running total of all accidents reported at the PI Main location during the year. The sheet now has total accidents as "0". She expressed hope that it remains that way the entire calendar year.

March 2008						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	3	4	5	6	7	8
9 Daylight Savings Time	10	11	12	13	14	15
16	17 St. Patrick's Day	18	19	20	21 Good Friday PI closed for staff and employees	22
23 Easter	24	25	26	27	28 Farewell for Jim Boudwin	29
30	31				2:00—2:30 PI Break Room	