



PRIDE
ENTERPRISES

IMPACT THROUGH INDUSTRY

2023

ANNUAL REPORT



Visit Our Website
www.pride-enterprises.org

To our Supporters, Friends and Employees

We are pleased to provide you with the annual report for 2023. In the recent past, PRIDE has overcome major setbacks including a Ransomware attack in December 2019, where all our electronic data was lost, followed shortly by the COVID pandemic. PRIDE emerged from these challenges positioned to grow in both our mission engagement and product offerings.

2023 had its share of major events. After 28 years of dedicated service, Jack Edgemon, PRIDE President, had been anticipating retirement. He moved forward to the board with the recommendation to appoint Blake Brown as his replacement. The board approved the recommendation in the June board meeting, and Jack officially retired on August 4th.

In April 2023, the Florida Auditor General's Office announced an operational audit to be conducted on PRIDE operations. This was the first such audit on PRIDE since 1996. In November, the AG concluded an exhaustive 8-month audit, and PRIDE submitted answers to the audit findings on December 8, 2023. There were a number of operational issues noted in the audit. PRIDE staff immediately began work on corrective actions and continue to do so. PRIDE is pleased to report that there were no findings of misfeasance, malfeasance, fraud, or corruption of any nature uncovered by the audit team.

In the area of Missions, PRIDE issued 3,750 nationally recognized training certificates to our Inmate Work Team. Over the course of the year the overall number of inmates engaged in industry work programs totaled 2,462. To date PRIDE runs 37 different industries located in 18 different correctional institutions across Florida.

In mid-2023, PRIDE leadership teamed up with the Florida Department of Corrections to develop an "idleness reduction" program which will focus on institutions where little, or no programming previously existed. The joint team has targeted three locations for startup by the end of 2024: Lawtey CI, Calhoun CI, and Cross City CI. PRIDE will invest in training centers at each location, including all needed PC's, software, and other educational materials, tables, chairs, and broadband along with an onsite PRIDE instructor and two paid PRIDE inmate teaching assistants in each location. The program will be open to all levels of the educational spectrum. Each site is slated to have the capacity to engage between 240 – 360 inmates annually.

PRIDE continues to develop innovative industries to work and train more inmates for re-entry into work and society. In 2023, two new programs were developed. We are pleased to announce the launch of a certified diesel mechanic program in Belle Galde through a partnership with Palm Beach State College and Moore Haven CI. Per the National Corrections Industry Association (NCIA), this is the first of its kind behind the wire in the United States. The program provides a 425-hour college-certified course of study/training and the opportunity to test for the internationally recognized ASE mechanic certification. A commercial shop for this program has been developed on the site in Belle Glade where the successful candidates are engaged in lab time rebuilding agricultural equipment for local companies.

In June 2023, PRIDE received approval from the Board of Directors for the launch of a tiny home manufacturing industry at the Century CI in the Florida Panhandle. PRIDE developed partnerships with Triumph Gulf Coast and Pensacola State College to fund and develop the certified training program for inmates who will work in the industry. As of this writing, PRIDE is constructing a new manufacturing facility inside Century CI and is targeting the start-up of the industry later in the 2024 calendar year. To date over 40 inmates have received the NCCR Level 1 carpentry certificate which is needed for employment in the industry.

Finally, PRIDE recently completed a strategic planning workshop. The workshop, led by an external facilitator, Joanne Richards was comprised of the PRIDE Executive Team, Chairman Reeves, and Vice Chairman Holder. The purpose of the exercise was to develop strategies and tactics needed to grow PRIDE over the next several years while increasing the number of inmates in engagement activities.

PRIDE continues to be a self-funded entity, taking no taxpayer money, thereby reducing the taxpayer burden through a best-in-class recidivism rate among PRIDE inmates.

The remainder of data is available for review in this report and includes information on Missions as well as details on use of profit for re-investment. Our audited financial statement for 2023 is enclosed and available on the following private link below:

<https://www.pride-enterprises.org/AF2023.pdf>



Blake Brown
President



James J. Reeves
Chairman

MISSIONS IMPACT

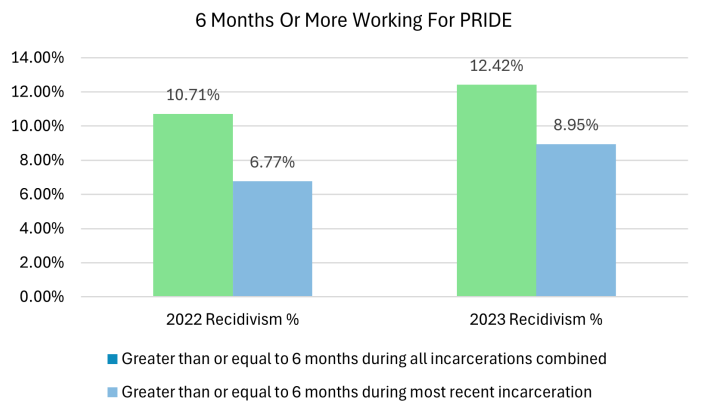
INMATE HOURS WORKED

PRIDE inmates worked 2,458,782 hours in 2023, producing goods and services for customers in the state, city, county, non-profit organizations, and private sector.



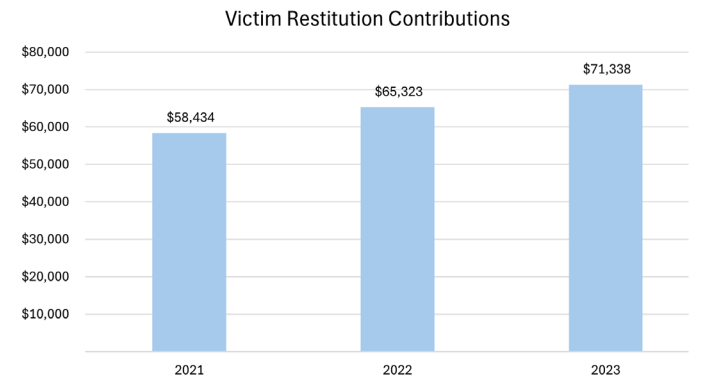
RECIDIVISM

In 2023, PRIDE's program achieved a recidivism rate of 8.95% for participants who were involved in the program for at least six months during their most recent incarceration. When considering participants who spent a minimum of six months in PRIDE programs across any period of incarceration, the recidivism rate was 12.42%. In comparison, the favorable recidivism rates for 2022 were 6.77% and 10.71%, respectively, based on the same two methods of measurement.



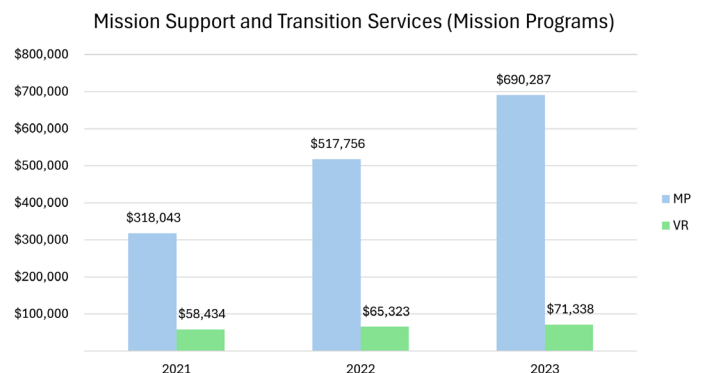
VICTIM RESTITUTION CONTRIBUTIONS

Under its Victim Restitution Policy, PRIDE makes a voluntary contribution of an additional ten cents for every dollar of traditional wages earned by inmates who owe court-ordered victim restitution. In 2023, PRIDE contributed \$71,338 to a state fund paying restitution on behalf of PRIDE workers.



MISSION SUPPORT AND TRANSITION SERVICES (MISSION PROGRAMS)

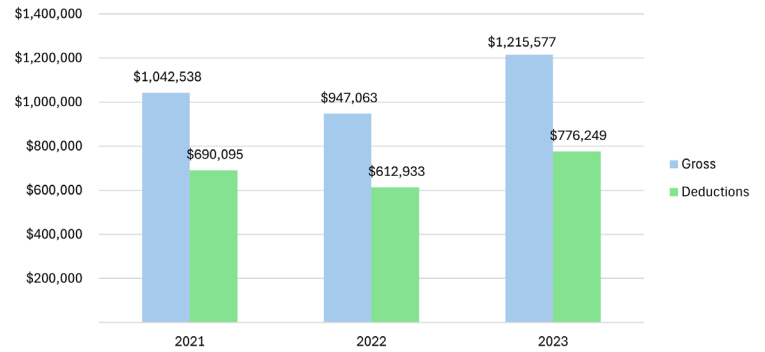
In the past three years, PRIDE has allocated more than \$1.721 million to both mission support and transition services, including \$195,000 paid to victim restitution and more than \$1.5 million of investment in career resources and transition services. These funding increases reflect PRIDE's strong emphasis on its statutory mission.



PRIDE INDUSTRY ENHANCEMENT CERTIFICATION PROGRAM (PIECP)

Federal legislation allows inmate-produced goods to enter interstate commerce if produced under a PIECP-designated authority. Authorized deductions from wages enable inmate workers to pay restitution to victims and provide support for their families. In 2023, inmate workers contributed over \$120,000 to the State Crime Compensation Fund and paid \$39,000 toward court-ordered restitution and family support.

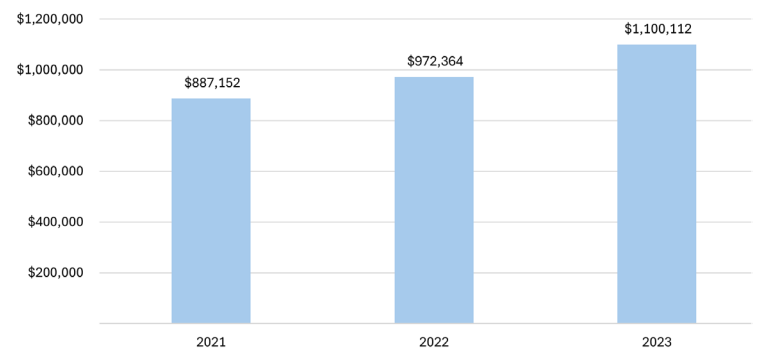
Prison Industry Enhancement Certification Program (PIECP)



TRADITIONAL INDUSTRY INMATE COMPENSATION

PRIDE inmate workers earned \$1,100,112 in wages in 2023, working at a traditional wage rate of \$.20 to \$.95 per hour.

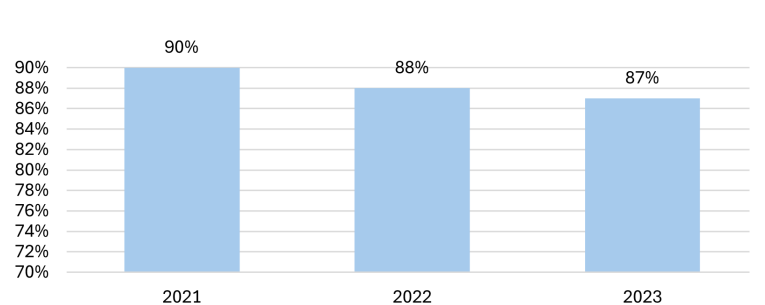
Traditional Industry Inmate Compensation



FULL-TIME JOB PLACEMENT

PRIDE Transition Services successfully placed 87% to 90% of ex-offender job seekers in full-time positions between 2021 and 2023.

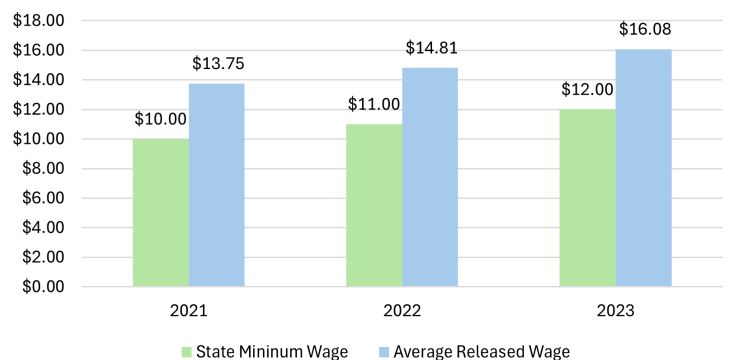
Full-Time Job Placement



AVERAGE HOURLY WAGE

PRIDE Transition Services assisted ex-offenders in securing an average hourly wage of \$16.08 by 2023, a 34% increase over Florida minimum wage of \$12.00. Similar favorable wage results were also realized for both 2021 and 2022.

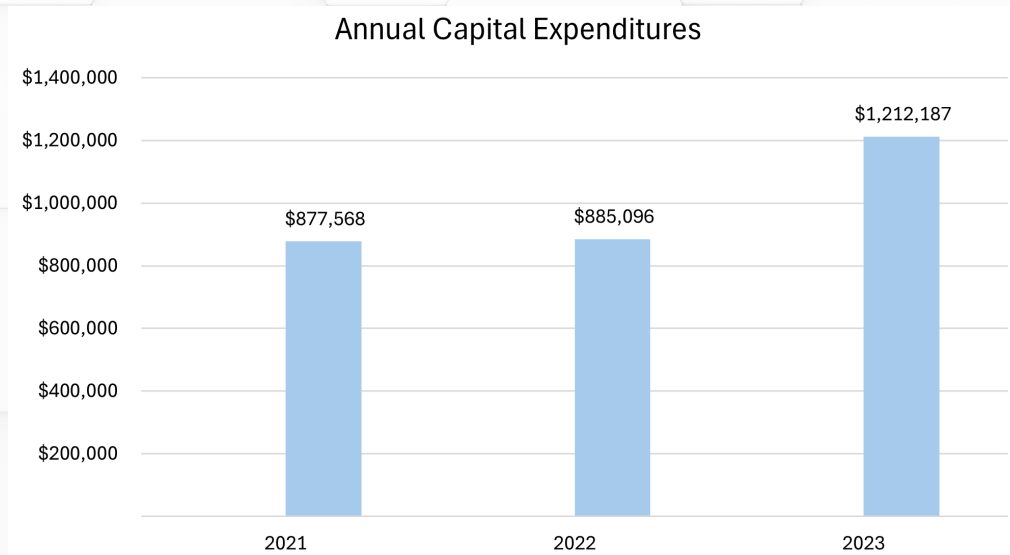
Average Hourly Wage



FINANCIAL IMPACT

ANNUAL CAPITAL EXPENDITURES

PRIDE's annual capital expenditures for 2023 totaled \$1,212,187, an increase of \$327,091 from 2022. As a self-sufficient corporation, PRIDE funds capital expenditures from cash flow generated from net income.



STATEMENT OF ACTIVITIES

AS OF DECEMBER 31,	2023	2022
SALES	\$65,578,823	\$65,748,887
Cost of Sales	(52,667,477)	(55,265,689)
GROSS MARGIN	\$12,911,346	\$10,483,198
Operating Expenses	(\$12,249,198)	(\$11,206,708)
Other Income	1,366,023	2,106,847
NET INCOME	\$2,028,171	\$1,383,337

STATEMENT OF FINANCIAL POSITION

AS OF DECEMBER 31,	2023	2022
ASSETS		
Current Assets	\$49,640,277	\$48,027,276
Non-current Assets	12,467,951	12,169,956
TOTAL ASSETS	\$62,108,228	\$60,197,232
LIABILITIES AND NET ASSETS		
Current Liabilities	\$3,642,530	\$4,577,549
Long Term Liabilities	2,481,144	1,663,300
Net Assets	55,984,554	53,956,383
TOTAL LIABILITIES AND NET ASSETS	\$62,108,228	\$60,197,232

“From Bars to Books: A Journey of Literacy and Redemption”

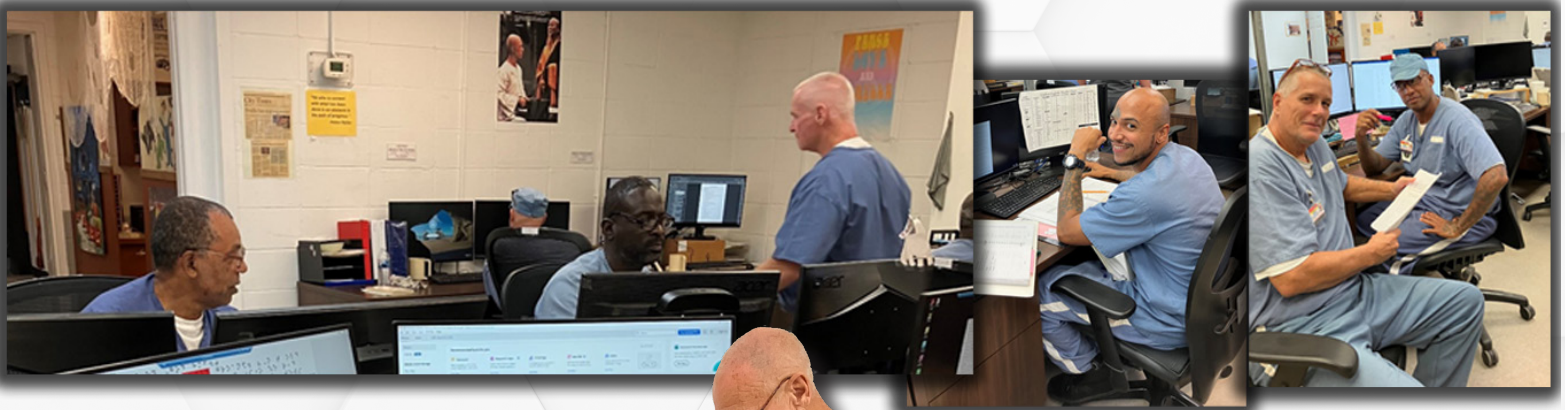
In the heart of a Florida correctional facility in Sumter County Florida, an extraordinary transformation is taking place. A group of inmates gather in a small, well-lit room. These men, with a shared determination to rebuild their lives, are part of the PRIDE Enterprises Braille Transcription program.

For these inmates, this program is more than a vocational opportunity. It is a once in a lifetime chance to make amends and leave a positive mark on the world. Each page they transcribed represents a step towards a brighter future, a step away from the mistakes of their past.

In the beginning, the program faced skepticism, both from the inmates themselves and from the outside world. Could a group of incarcerated individuals truly be entrusted with the critical task of transcribing educational materials? The answer is a resounding yes.

Under the guidance of dedicated trainers, these men absorb the intricacies of Braille. They are learning to navigate the complexities of language, deciphering textbooks of all subjects and grade levels, ensuring that visually impaired students across the state of Florida will have access to the education they deserve.

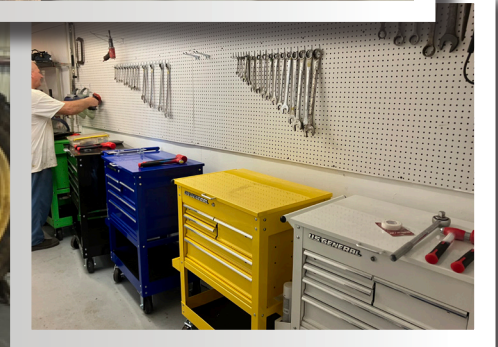
As days turned into weeks, and weeks into months, something remarkable is beginning to happen. The room, once filled with the weight of past mistakes, is transforming into a sanctuary of hope and possibility. Inmates speak of newfound purpose and a sense of pride in their work. They speak of how the act of transcribing Braille not only enriches the lives of others but is a part of the rehabilitation that each inmate desires to achieve.



PRIDE Enterprises launches new diesel mechanic training program

Prison Rehabilitative Industries and Diversified Enterprises, recently launched its new diesel mechanic training and certificate program in Belle Glade, Florida. The first 10 inmates from Moore Haven Correctional Facility voluntarily started the program on Monday, November 6, 2023. The new program is a joint venture between PRIDE Enterprises, the Florida Department of Corrections and Palm Beach State College. The new program is a 425-hour college credit course with full state college certification through Palm Beach State College.

“We’re excited to have launched this new diesel mechanic training and certificate program,” said Blake Brown, President of PRIDE Enterprises. “The certificates earned through this program are more than pieces of paper; they are tickets to a future filled with possibility.”



Diesel Program students with Instructor going over troubleshooting of a John Deere Tractor

With the goal of preparing inmates for re-entry into communities as productive citizens, PRIDE Enterprises cited a pressing need for diesel mechanics in the state as a reason to why they partnered with Palm Beach State College to offer the new diesel mechanic training and certificate program. In fact, PRIDE Enterprises stated that currently there is only one state college in Florida that offers this program and there are over 1,000 diesel mechanic job openings in the state.

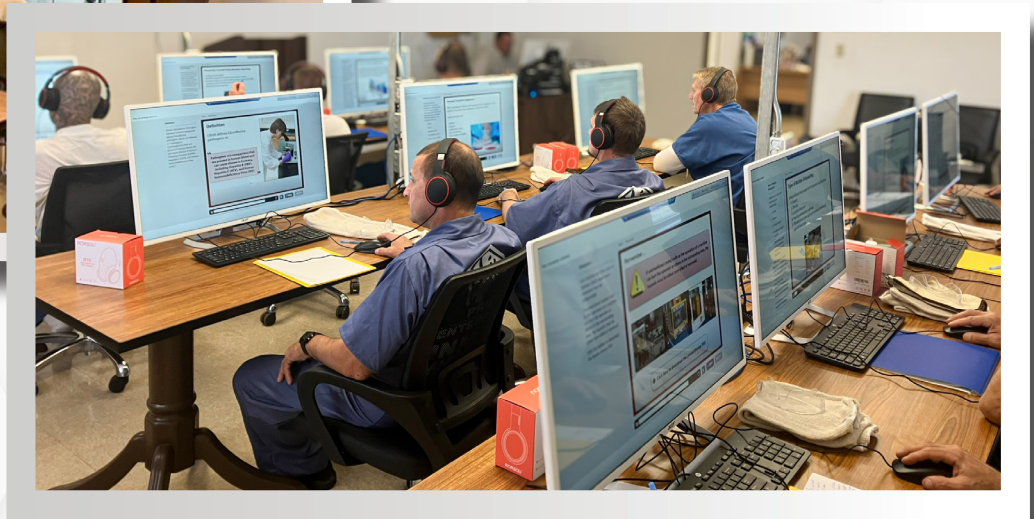
“This is a demand that this program aims to meet,” said Brown. “Upon completion of their sentences, inmates who have graduated from the program will be stepping into a job market hungry for their expertise, with the potential for not just employment, but for careers that promise financial stability and personal fulfillment.”

Before launching the program, PRIDE Enterprises invested in and built a state-of-the-art classroom and service center for inmates going through the program to be able to apply their knowledge to actual diesel equipment.

“The program has an immersive blend of theory and practice, combining classroom instruction with hands-on experience in a fully equipped shop,” said Remero Green, Vice President of Inmate Programs and Training for PRIDE Enterprises. “Lead by a seasoned instructor, inmates will be able to delve into the intricacies of diesel engines. They will learn to diagnose, repair, and maintain a wide array of vehicles, from heavy-duty trucks to agricultural machinery.”

In addition to a full college level certification, inmates will also be eligible to complete an Automotive Service Excellence Certification, the most coveted certification for mechanics in the United States.

“The significance of this program extends beyond the classroom,” said Brown. “For these inmates, it isn’t just about acquiring skills; it is about gaining a tangible opportunity for a second chance. Upon successful completion of the program, they will transition into a commercial work program with PRIDE Enterprises. Here, they will put their newfound expertise to practical use, honing their skills in a controlled, professional environment.”



Instructor and Inmate Students in the New PRIDE Training Center in Belle Glade, FL

Through the partnership with Palm Beach State College, inmates will undergo a rigorous credentialing and certification process, not only learning a trade but becoming proficient in the field, so they can successfully enter the job market upon completion of their sentences.

PRIDE Enterprises is a self-funded enterprise whose mission makes a positive difference in Florida by making communities safer and saving taxpayers money by training eligible inmates in vocational skills and transitioning them into the job market upon completion of their sentences. This job-centered approach lowers the number of repeat offenders and reduces criminal justice costs for Floridians. PRIDE is not run for profit, and it combines enterprise with social mission to create a positive impact on communities, people, and customers.

PRIDE Enterprises launches tiny home program in Florida Panhandle

PRIDE Enterprises broke ground on what is to become their tiny home program at Century Correctional Institution in the Florida Panhandle.

There was a long list of attendees at the groundbreaking, which included PRIDE President Blake Brown, Florida Department of Corrections (FDC) Secretary Ricky Dixon and State Senator Doug Broxson. Also in attendance was State Representative Michelle Salzman, FDC Regional Director Angela Gordon, Century Correctional Institution Warden Kelly Watkins, Pensacola State College President Ed Meadows, and PRIDE board members, including Chairman James Reeves, Vice Chairman Carlyle Holder, and board members Alan Garey and James Upchurch, as well as PRIDE executive team members.



NCCER Instructor Brian Messervy from Pensacola State College and Inmate Students in the New Tiny Homes Program at Century, Florida.



Small scale test built by the carpentry students



First graduating class of the tiny home program with instructors.

“This new PRIDE industry will produce tiny homes that will be built by trained and certified inmates in a manufacturing environment,” said Brown. “Most of these homes will be sold in the region to help meet the growing need for affordable housing in the region.”

Starting with a vision by PRIDE Board Chairman Reeves to expand operations into the panhandle, this program has been years in the making.

“Chairman Reeves saw a great need for more affordable housing in the panhandle area and as a result, in 2023, he guided PRIDE staff and the board to adopt a plan to move forward with a PRIDE business at Century Correctional Institution,” said Brown. “He cleared the way for PRIDE, working with the Florida Department of Corrections and State Senator Doug Broxson to acquire funding for additional security at Century Correctional Institution to support this new program.”

To get the program started, PRIDE submitted a request to Triumph Gulf Coast, seeking financial support for the training needed to certify selected inmates. In January 2024, Triumph Gulf Coast approved a grant for the purpose of reimbursing PRIDE for the training and certification services that would be provided by Pensacola State College.



President: Blake Brown



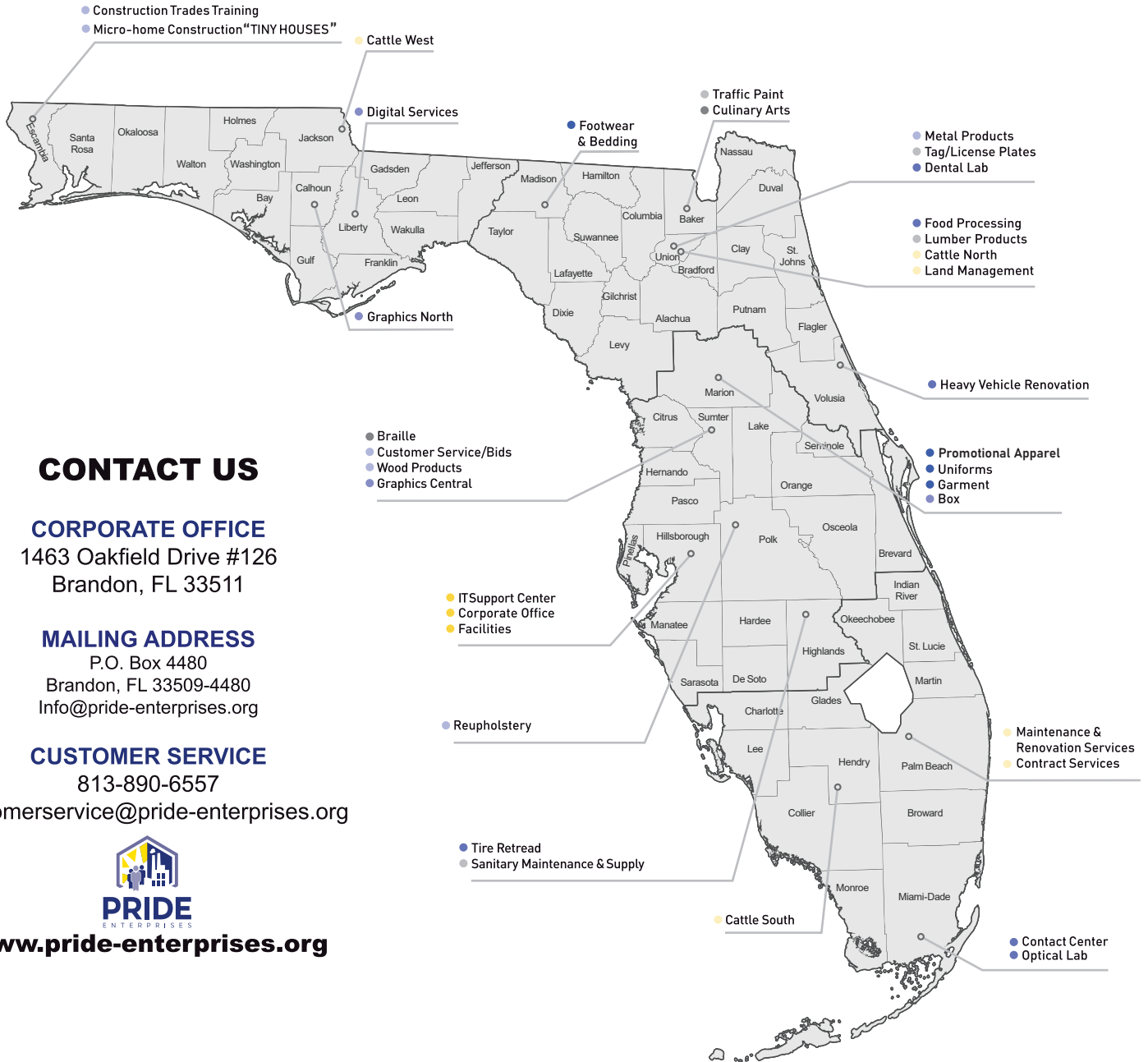
Chairman: James J. Reeves

“What started out as an amazing vision is becoming a reality, as we break ground on this program that will make a positive difference in the lives of the inmates that participate in it,” said Brown. “Each inmate in the program has made a commitment to stay in the eight-county region when they reach the end of their sentence, so they can continue to make a meaningful difference in the area by using the skills they obtained in the work program.”

PRIDE also allocated money from its own capital reserves to build a new facility at the Century Correctional Institution that will house the tiny home production facility. The facility, when completed, will have 11,250 square feet of floor space. PRIDE plans to set the facility up in a lean, one-piece-flow format to produce the units in the most efficient manner.



Plans are to complete the facility by mid-year and begin production of tiny homes in fall 2024.



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