

GCE·xpress

Government and advocacy



Lori Kain

Senior Director of Government
Affairs and Advocacy

Why voting matters: Every voice counts!

As Election Day approaches this November, it is

a great time to remember that voting is one of the most important ways we can shape our communities and our future.

At GCE, our team members come from many different backgrounds, experiences, and perspectives. While we may not all agree on every issue or candidate, we are united by the belief that every eligible person has the right to vote and make their voice heard at the ballot box.

Voting gives you the opportunity to:

- Help choose leaders who will make decisions affecting our communities, workplaces and daily lives.
- Support policies and initiatives that reflect our values and priorities.
- Take part in one of our nation's most important community responsibilities.
- Ensure that every voice—including the voices of people with disabilities—is represented in our democracy.

Whether you are voting for the very first time or have voted in every election for years, your vote matters! Before Election Day on November 3, take a few minutes to make sure you are registered to vote, find out where your polling (voting) location is, and make a plan to cast your ballot (vote).

Remember: Democracy works best when everyone participates.

If you need help or have questions, please reach out to Lori Kain at Lori.Kain@gce.org or your project manager at your contract site.

A note from Dwight



Dwight Davis
GCE President

A heartfelt thank you to everyone who took the time to complete our Team Member Engagement Survey back in late July/early August.

Your feedback is incredibly valuable and plays an important role in shaping the future of GCE.

Every response helps us better understand what is working well, where we can improve, and how we can continue building a workplace where our team members feel supported, valued, and empowered to succeed. I appreciate your honesty, your thoughtful input, and your commitment to making GCE even stronger. Your voice matters. Together, we will use your feedback to continue growing as an organization dedicated to creating opportunities and making a difference.

I hope everyone had the chance to spend some quality time with family and friends this summer. Taking some downtime is important to recharge for what looks like a busy time coming. I am excited about what is ahead this fall as we celebrate National Disability Employment Awareness Month (NDEAM) in October. This year's theme is "Celebrating Value and Talent," highlighting the countless contributions of Americans with disabilities in the workforce. It is important to recognize the incredible contributions of our GCE team and the meaningful impact each of you makes every day.

Thank you for being an essential part of the GCE team and for helping us build an even brighter future. Together, we are creating opportunities, changing lives, and proving every day that ability knows no limits.

With gratitude, Dwight

Connecting leadership with impact at Maxwell Air Force Base

GCE was proud to welcome Congressman Shomari Figures to Maxwell Air Force Base in Alabama. The Congressman took time to hear directly from our team about the important work we do, the impact of meaningful employment, and the difference GCE makes by creating opportunities for people with disabilities to contribute their talents and skills. The visit also provided an opportunity for Rep. Figures to meet with GCE leaders and learn more about our mission, the AbilityOne program, our partnership with the U.S. military, and the people behind the services that help support our nation's warfighters and military readiness. We are grateful to all involved from the base that helped make this happen and joined us as well. Thank you to Congressman Figures, as well as Morgan and Andre from his team. We appreciate the interest and the commitment to learning more about the GCE team and our mission of helping people.



Business development

Moving forward

Since attending SourceAmerica's Xforce Conference, the Business Development team has been actively leveraging new connections, industry insights and partnership opportunities to drive organizational growth. Our focus remains on expanding our federal and commercial footprint, strengthening strategic relationships and identifying opportunities that create meaningful employment while advancing our mission. The team's efforts have already resulted in several exciting achievements, including personnel advancements and a significant new contract win.

We are excited to recognize two well-deserved promotions:



Lauren Little has been promoted from business development administrator to business development analyst. In addition to her expanded GCE business development responsibilities, Lauren is also supporting



Jeremiah White
Business Development Capture Manager

GCE Designs' business development efforts to help identify and pursue new growth opportunities.



Bridget Roberts has been promoted to business development specialist, recognizing her outstanding contributions and commitment to our growth initiatives.

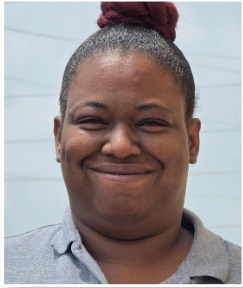
The team also recently captured the Fort Rucker Total Facilities Management (TFM) contract through a strategic partnership with fellow AbilityOne contractor PRIDE Industries. This award represents 14 FTE positions and generates approximately \$1.8 million in annual revenue, further expanding our mission impact and organizational growth.

Looking ahead

We remain focused on identifying new opportunities, strengthening partnerships and expanding our impact. Do not forget about our Business Development Referral Program. If you are aware of a potential customer, contract opportunity or strategic partnership, contact the Business Development team at GCEBusinessDevelopment@gce.org.

Your referrals help create new opportunities, jobs and mission success. Congratulations to Lauren and Bridget! Thank you to everyone who contributes to our continued growth.

Team member promotions



Fort Campbell, Tennessee, DoWEA, custodial team

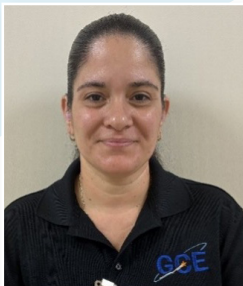
Congratulations to **Sherika Hopkins** on her recent promotion to shift leader. Project Manager Anthony Hall shared, "Sherika has stepped up to lead her team with confidence, earning respect through her dependability, guidance and consistent support. She fosters a positive, safe work environment where team members feel valued and motivated. She continuously seeks opportunities to learn and expand her skillset. Her willingness to grow professionally has strengthened her ability to lead effectively and contribute to a higher level. Since transitioning

into a leadership role, she has played a key role in overall school site improvement. She ensures her team completes their work efficiently and to a high standard, demonstrating accountability and driving strong performance outcomes."



Fort Knox, Kentucky, custodial team

Congratulations to **Aiden Lacy** on his recent promotion to barracks team lead. Team Trainer Donny Corbin shared, "Aiden consistently demonstrates great leadership skills by guiding team members in required training and maintaining high-quality standards for their work. He leads by example and is a wonderful communicator and problem solver. The team at Fort Knox appreciates his proactive nature and strong work ethic, which makes the team exceed expectations!"



MacDill Air Force Base, Florida, custodial team

Congratulations to GCE team member **Maria Freyre** on her recent promotion to shift leader II. Maria has never let her disability stop her from achieving her goals and leading a team for GCE. Project Manager Fuad Muratovic shared, "Maria has always been dependable and willing to step up whenever needed. No matter what the assignment, she approaches her work with professionalism, determination and a positive attitude. She has consistently shown she is a team player who can be counted on to complete tasks efficiently and thoroughly, even in demanding

situations. Maria has shown that she is natural leader. She always makes sure that her team is successful. She has established a great relationship with our customer and her team, which is critical to our success on base. What stands out the most about Maria is her compassion and love that she shows every day. Maria strives to promote the GCE mission and values to everyone at MacDill."



Eglin Air Force Base, Florida, "The Breeze" food services team

GCE is proud to congratulate **Jacob Moore** on his promotion from part-time food service worker to a full-time cashier. Jacob is an outstanding AbilityOne team member who continues to demonstrate that when given the opportunity and support, you can build a meaningful career regardless of your disability. Justin Kelley, project manager, noted, "Jacob consistently demonstrates a strong ability to learn new skills, processes, and responsibilities quickly. He adapts well to new challenges and can apply what he learns with minimal guidance, making him a valuable

team member. His willingness to learn and improve allows him to take on new tasks confidently and contribute effectively to the team's success. In addition to being a fast learner, Jacob is highly dependable and maintains excellent punctuality. Jacob demonstrates a strong work ethic and can be counted on to be present and prepared for his responsibilities. We are excited about his future!"



Naval Air Station Pensacola, Florida, food services team

Congratulations to GCE team member **Jeffrey Thompkins** on his recent promotion to kitchen manager. Project Manager Eric Gonzalez shared, "Jeffrey consistently demonstrates exceptional initiative and the desire to exceed. He continually produces excellent work and has demonstrated outstanding leadership. Jeffrey leads a team of six line and three lead cooks through a full food services operation in feeding 2,000 + military personnel. He oversees the daily tasks in the back of the house, such as the food ordering, head counts, equipment troubleshooting, food quality, food safety,

sanitation and more. He is dependable and willing to step up whenever needed. No matter what the assignment, he approaches his work with professionalism, determination and a positive attitude. He has consistently shown he is a team player who can be counted on to complete tasks efficiently and thoroughly, even in demanding situations. Jeffrey has earned the respect of his team by showing a can-do attitude. His character is one of a kind, leaving no one behind. He is committed to the job, and he knows what it takes to complete the job. Great job, Jeffrey!"

Quality matters: Strengthening our quality standards

Earning CIMS-GB with Honors certification is a remarkable achievement – one that GCE has proudly maintained for more than 14 years. This longstanding accomplishment reflects our dedication to delivering high-quality services while embracing sustainable practices.

However, maintaining this prestigious certification requires continuous focus, accountability and a commitment to improvement as industry standards and environmental expectations continue to evolve.



Heatherlee Martin
Quality Program Manager

Why maintaining CIMS-GB with Honors matters

CIMS-GB with Honors recognizes organizations that excel in both cleaning management and sustainable operational practices. Retaining this certification demonstrates our ongoing commitment to providing safe, healthy and environmentally responsible facilities while adhering to industry best practices. It also reinforces the consistency, quality and professionalism our customers have come to expect from GCE.

Making mindful green purchasing decisions

An important aspect of maintaining our certification is being intentional about the products and supplies we purchase. Whenever practical and available, environmentally preferable products should be selected to support our sustainability goals. Choosing green seal-certified or EPA Safer Choice products helps reduce environmental impact, promote healthier indoor spaces, and strengthen our commitment to responsible stewardship.

Everyone plays a role

Maintaining CIMS-GB with Honors is not solely the responsibility of leadership or management teams. Every team member contributes to our success through daily actions, adherence to established procedures, and a commitment to sustainable practices. From selecting environmentally friendly products to following standardized processes and identifying opportunities for improvement, each decision helps preserve the high standards that have defined GCE.

CIMS-GB with Honors is more than a certification. It is a reflection of our collective commitment to quality, sustainability and continuous improvement. By working together and making mindful choices every day, we help ensure GCE remains a leader in environmental responsibility and service excellence. *-Alx Rodriguez (Food Service) & Devon Sonley (Custodial)*

Building a stronger security culture together

Recently, GCE underwent its Defense Counterintelligence and Security Agency (DCSA) security review. While receiving a positive rating was certainly an accomplishment, the review reinforced an even more important truth: strong security



Kenny Ware

Facility Security Officer (FSO)

programs are not built during inspections. They are built every day through the actions, decisions and commitment of team members who choose to do the right thing.

Security is built through everyday decisions

When people hear the word security, they often think about inspections, policies or annual training. While those elements are important, they represent only part of the picture. The true strength of a security program is reflected in the everyday decisions team members make long before an inspector ever walks through the door.

Our recent DCSA security review served as a meaningful reminder of that principle. GCE was found to be operating in general conformity with NISPOM requirements and received a satisfactory security rating. More importantly, the review recognized the maturity of our security awareness efforts.

Security is demonstrated every time a team member:

- Locks their computer before stepping away.
- Challenges an unfamiliar individual in a secure area.
- Protects sensitive information.
- Reports suspicious activity.
- Completes required security training.
- Asks questions when something does not seem right.

Successful security programs are not measured by how well they perform on inspection day. They are measured by the habits team members demonstrate every day. Consistency transforms compliance into culture.

Security is a shared responsibility – Security is strengthened every day by team members across human resources, information technology, contracts, operations, leadership and every other department. The review recognized GCE's security awareness program as one of the strongest areas because team members embraced their role in protecting our customers, information and one another.

Our mission is "helping people," and our vision is to "be the trusted partner." Strong security programs are never built by one office. They are built by people who communicate, support one another and understand that security is everyone's responsibility.

Continuous improvement is the gold standard – Every review gives us a chance to learn, improve and strengthen how we work. Each recommendation helps us refine our processes, support our team members and continue advancing compliance, leadership engagement and participation in the industrial security community.

Security is not about perfection. It is about progress. Every improvement we make today strengthens our ability to protect our team and customers tomorrow.

Looking ahead – Our recent security review marked an important milestone, but it is not the finish line. Every team member has a role in protecting each other, our information and GCE's reputation. When we treat people right, take care of each other and never settle, we build more than compliance—we build trust.

Safety update

Stay focused on the task at hand

Every injury has a story, and most workplace injuries do not happen because employees lack skill. They happen because attention drifts for just a few seconds. Distractions, rushing,

fatigue, conversations and thinking about the next job instead of the current one can all lead to serious injuries. A large percentage of GCE injuries are the result of losing focus.



Jonathan Broussard
Safety Professional

Common causes of lost focus

- Using a cell phone while working
- Holding conversations during hazardous tasks
- Rushing to finish before a break or quitting time
- Thinking about personal issues instead of the task
- Becoming overly comfortable with routine work
- Multitasking in hazardous environments

What can happen

A brief lapse in concentration can result in:

- Slips, trips, and falls
- Cuts and lacerations
- Pinched or crushed fingers
- Electrical shock
- Strains and sprains from improper lifting
- Being struck by moving equipment or vehicles
- Damage to tools, equipment or customer property

Stay mentally engaged

Before beginning any task, ask yourself:

- What am I doing right now?
- What hazards are present?
- What could go wrong?
- Am I using the correct personal protective equipment (PPE)?
- If something unexpected happens, what will I do?

Stop if you become distracted

If your attention is pulled away:

- Stop the task safely.
- Regain your focus.
- Reassess the hazards.
- Continue with your work only when you can give the job your full attention.

Taking 30 seconds to refocus can prevent a lifelong injury.

Supervisors can help

- Minimize unnecessary interruptions.
- Encourage employees to stop and ask questions.
- Watch for signs of fatigue or rushing.
- Reinforce safe work practices through observation and coaching.
- Praise employees who stop work to correct unsafe conditions.

The most dangerous task is the one you are performing without your full attention!

Keep focused on what you are doing. Help others and encourage them if you notice they are not focused. It takes a team to make it all work!

GCE Open Enrollment is coming soon!

It is almost time for Open Enrollment, your annual opportunity to review, update and choose the benefits that best meet your needs for the upcoming year. **Open Enrollment will be October 5 through October 30, 2026.**

What's new this year?

We are pleased to announce that 2027 Open Enrollment will be a passive enrollment period, meaning that most of your current benefit elections will automatically carry over into the new plan year if you do not make any changes. Exceptions: The following benefits require annual re-enrollment and will not automatically carry over: Healthcare Flexible Spending Account (FSA) and Commuter/Transportation Benefit.

Important Changes for 2027:

As you prepare for Open Enrollment, please be aware of several updates for the coming year:

New enrollment platform – BC4

Team members should complete benefit elections and changes in our enrollment platform, BC4. Your designated Benefits contact will provide instructions, our electronic guide and key Open Enrollment information.

New dental and vision carrier

Beginning January 1, 2027, Guardian will become our new dental and vision provider.

Medical plan updates

Medical plan premiums will increase for 2027, and changes have been made to the medical plan design. Additional details will be shared before Open Enrollment begins so you can make informed decisions about your coverage.

We encourage all team members to review their benefits carefully and take advantage of this opportunity to ensure their coverage meets their needs for the coming year.

Questions? The Benefits Department is here to help!

Phone: 850-908-3292 | Email: LGIGCEbenefits@lifeviewgroup.org

We are committed to helping you make the most of your benefits and look forward to supporting you throughout the Open Enrollment process.

Helping Hands

Our Helping Hands program is here to support team members facing an unexpected challenge. Funded by your generosity, this program helps our fellow team members during times of crisis.

This year, requests for assistance have increased significantly, and the need continues to grow. In FY25, 77 team members received emergency aid through Helping Hands, a total of \$88,630.31. So far in FY26, we have helped 91 team members, at a total of more than \$112,727.12 – with another month left to go in the fiscal year.

More team members are experiencing unexpected hardships, and our donor fund balance has steadily decreased as assistance requests outpace incoming donations. Recently, Helping Hands has assisted:

- A team member recovering from a stroke, not yet able to return to work and needing help with rent
- A single mother whose apartment flooded and who lost nearly everything
- A team member transitioning out of dependency care who needed help settling into their own, independent housing
- A caregiver dealing with an unexpected appliance failure, living with and caring for a family member with disabilities
- A team member struggling to pay an insurance deductible after a car accident

Every contribution, regardless of the amount, helps us live out our commitment to take care of each other. A payroll deduction of just \$1 per pay period can make a meaningful difference. Small increases add up quickly when many of us participate. An extra dollar or two per pay period can help ensure Helping Hands remains available for team members facing eviction, illness, transportation challenges, housing instability and other unforeseen crises.

To begin giving, pledge cards are available on the intranet or by emailing LGHelpingHands@lifeviewgroup.org. If you believe you are already contributing through payroll deduction, please check your Oracle pay stub to verify your current donation. Thank you for your support!

Keep up with GCE stories and recognition by following us on Facebook, LinkedIn, and Instagram.

