

The Green Scene *Special Edition*

Honoring the Leadership of PCSI President & CEO Carroll Schubert

ADVOCATE FOR VETERANS AND EMPLOYEES WITH DISABILITIES RETIRES AFTER 25 YEAR LEADERSHIP

March 2021 – For 25 years, Professional Contract Services, Inc. (PCSI) President and CEO, Carroll Schubert, has dedicated his leadership position to champion opportunities for veterans and people with disabilities and for the AbilityOne program.

One of Carroll’s most notable and proud accomplishments is his work on the 898 Panel Recommendations. As the committee chair on four initiatives, his leadership was critical in the successful response to the 898 Panel. With the current AbilityOne definition for an individual with a significant disability being outdated, Carroll led the efforts to develop the new definition and reported the changes out to the 898 Panel and the AbilityOne Commission. The new definition was accepted and will now be entered into

law as the AbilityOne definition for a person with a significant disability.

Additional committees that Carroll has successfully led include: Completion of the IEE Form, the Veterans Employment Initiative, and the creation of the Individual Development Career Plan (IDCP) as part of his close work with the DoD 898 panel. Per the recommendations of AbilityOne, Carroll identified a solution and was instrumental in creating an innovative platform to empower, motivate and allow individuals with disabilities to expand their career path. Because of the newly created IDCP, AbilityOne NPAs will now have the tools to empower their workforce to experience individual career growth, while hurdling barriers related to his/her disability.



Carroll Schubert

“I HAD ALWAYS HEARD HOW WELL RESPECTED YOU WERE THROUGHOUT THE ABILITYONE COMMUNITY. IN THE LAST FEW YEARS I HAVE HAD THE OPPORTUNITY TO WORK WITH YOU AND TO EXPERIENCE PERSONALLY YOUR DEDICATION AND COMMITMENT TO IMPROVING THE LIVES OF PEOPLE WITH SIGNIFICANT DISABILITIES. YOU DESERVE ALL THE BEST RETIREMENT HAS TO OFFER.”

~ CATHY COOKE, SENIOR VICE PRESIDENT ABILITYONE PROGRAMS

Carroll has enhanced the visibility of AbilityOne by promoting Grassroots Advocacy and reflecting their mission through PCSI’s own employment goals and leadership. This promotion has produced multiple AbilityOne Champions across the country.

Continued on Page 2

Continued from Page 1



(L-R) Roger Bramlett, former Captain with the U.S. Air force and PCSI Warehousemen in Norfolk Virginia and PCSI CEO Carroll Schubert attending signing ceremony at US Department of Labor on Feb. 2020.

In 2020, the U.S. Department of Labor approved the AbilityOne Apprenticeship Program. This program is recognized on the national level and PCSI attended the signing ceremony where our organization under Carroll's leadership, was asked to serve as one of two pilot companies.

"WE THANK CARROLL FOR LAYING THE PCSI FOUNDATION AND FOR HIS MANY YEARS DEDICATED TO OUR ORGANIZATION. HIS PASSION FOR OUR MISSION WILL HAVE A LONG-LASTING IMPACT ON THOUSANDS OF EMPLOYEES AND THEIR FAMILIES."

~ GENERAL JAMES T. HILL, US ARMY RETIRED, CHAIRMAN OF THE BOARD FOR PCSI

Increasing employment opportunities for Veterans has been Carroll's priority, since day one. Over the past few years, he's been involved in numerous efforts including: serving as CEO for the Veterans Initiative on the 898 Panel, empowering PCSI staff representation on Austin Mayor's Committee to Prevent Veteran Suicide and Texas Governor Abbott's Committee to Prevent Veteran Suicide. Additionally in Fall 2020, Carroll engaged PCSI in a residential remodel of a disabled Veteran's home in Converse, TX, as part of a five-part, televised series organized by Lifetime Channel's Military Makeover Show, hosted by Montel Williams. In addition to introducing PCSI to a nationally televised audience, Carroll also elevated the work of AbilityOne and SourceAmerica.



PCSI President and CEO Carroll Schubert has been honored by Morgan's Wonderland several years in a row, for his leadership in creating job opportunities for persons with all types of disabilities. This photo is from their 2019 Annual Gala.

"CARROLL'S COMMITMENT TO MORGAN'S WONDERLAND EXPANDS WELL BEYOND HIS CEO ROLE. HIS LEGACY WILL LIVE ON, AND WE'RE ETERNALLY GRATEFUL FOR HIS CONSTANT SUPPORT."

~ GORDON HARTMAN, FOUNDER AND CEO OF MORGAN'S WONDERLAND THEME PARK

Carroll has spearheaded tremendous job growth at PCSI since his inception as CEO in 2011. Today, we employ 1,700 people at 27 sites across 11 states and raised the average wage for direct labor to far exceed the national minimum wage. Wanting to ensure that people with disabilities are afforded the same benefits as people in the commercial market, Carroll has worked tirelessly to ensure our team members are planning for their future by investing in our company's matching 401K program.

Continued on Page 3



Continued from Page 2

Understanding that individuals with disabilities continue to be the underutilized population in their community, under Carroll's guidance PCSI established its own Community Employment Program (CEP). CEP is creating jobs by building partnerships with schools, students, care-givers, vocational rehabilitation services, and businesses. To date, PCSI has placed 1540 individuals with disabilities in competitive integrated employment with prominent companies including: Amazon, Home Depot, Dollar General, Lowes, Six Flags, Marriott Global, Family Dollar, UPS, and Frito-Lay. With the motto of "So That No Person is Left Behind", he's led the efforts to ensure that people with every type of disability has employment options that lead to independence.

Transitioning students with disabilities into jobs is yet another area where Carroll dedicated resources and advanced our mission. In 2014, PCSI partnered with ProjectSEARCH, a one-year, school-to-work program for students with intellectual and developmental disabilities. The program's success depends on organizations like PCSI that become licensed partners to place students in appropriate internships in local businesses. To date, 64 students have been hired into full time competitive employment, thanks to PCSI's partnership with ProjectSEARCH.

Carroll's innovative approaches and commitment to serve our population have led to him receiving countless accolades and awards from leading organizations including: Children's Association for Maximum Potential, Camp for All Foundation, Habitat for Humanity, Morgan's Wonderland, Texas School for the Deaf, and Star Group-Veterans Helping Veterans. His efforts have impacted many individuals with disabilities from all walks of life.

We're grateful to have served under such a tireless leader who's always put our mission first and never ceased an opportunity to empower people with all types of disabilities. We will be sad to see Carroll retire this spring and wish him all the best!

Amar Patel, CEO of Brevard Achievement Center said of Carroll: "With this man, our mission runs deep. Pair this with his business

"CARROLL, THANK YOU SO MUCH FOR YOUR LEADERSHIP, ADVOCACY, AND MENTORSHIP. I HAVE PERSONALLY BENEFITED FROM WORKING WITH YOU, AND MOST IMPORTANTLY THOUSANDS OF THE PEOPLE WE SERVE WILL LIVE A BETTER LIFE BECAUSE OF YOU AND YOUR DEDICATION TO OUR MISSION."

~ AMAR PATEL, CEO OF BREVARD ACHIEVEMENT CENTER

savvy and leadership of others and you will quickly reflect that we all will be missing a very special visionary in creating employment for individuals with disabilities.

"Carroll, thank you so much for your leadership, advocacy, and mentorship. I have personally benefited from working with you, and most importantly thousands of the people we serve will live a better life because of you and your dedication to our mission.

"On a personal front: your work on 898 and creating a partnership has been very much appreciated by so many. Thank you for speaking up and for the opportunity to partner."



USDOL signing ceremony for US AbilityOne Commission.



Happy Retirement Wishes from PCSI Employees

THANK YOU FOR YOUR LEADERSHIP AND SHAPING LIVES OF VETERANS AND PERSONS WITH DISABILITIES!

“Thank you for your pragmatic leadership and prudent mentorship over the years. I have thoroughly enjoyed fulfilling PCSI’s mission and navigating some challenging contracts under your diligent tutelage. Stay in touch! Buy a huge Texas ranch. Godspeed!” – *Andrew Cooke, Senior Contracts Manager*



Carroll Schubert & Isaac Dominguez



Carroll Schubert & Aiesha Sheikh

“It’s been a pleasure working with you. I will always remember the stories and advice you shared with me in my leadership interview project. Wishing you a long and happy retirement.” – *Bart Fruechte, Program Cost Analyst*



Carroll Schubert & Nate Matarazzo

“Thank you for everything you did, and best wishes for all that is to come.” – *Brigitte Helmy, Staff Accountant*

“Mr. Schubert, it was a pleasure and I wish you all the joy and happiness in your retirement. I also deeply appreciated that you would always remember my name every time you greeted me. Thank you and farewell!” – *Carina Boughton, Vocational Employment Specialist*

“I started around the time Carroll Schubert announced his retirement, so I regret not being able to get to know him better. I was impressed each time I met him by the way he showed respect toward each of his employees and

reached out to help after the winter storm knocked out power for many of us. The culture he created has filtered down to the lowest levels of management and made this company one I’m proud to now work for.” – *Caroline McLaughlin, Proposal Writer*

“Thank you for your leadership and the culture you helped create at PCSI. Now the Fun Begins!” – *Chris Hall, Corporate Compliance Auditor*

“Thank you, Carroll, for all the support you have provided through the years, especially with the agency in VA. May this next chapter in your life bring you endless time to do the things you love!” – *Chris Zvoch, Director of Operations CHESP*



Carroll Schubert & Donna Josey



Carroll Schubert & Josh Mincher

“I’ve enjoyed working under your leadership for the last 11 years. Fair, Honest, Consistent, Integrity, Compassionate and People Focused are just a few of the things that come to mind when I think of you. Although you are leaving PCSI with a mountain of knowledge, wisdom, prudence and discernment, you left us with an investment that will last us the rest of our lives. Thank you for giving everything



Carroll Schubert & Pat Rodriguez

Continued on Page 5



Continued from Page 4

you have given.” – *Daryl Heckard, Senior Corporate Quality Control Manager*

“Mr. Schubert, it has been an honor and pleasure to work with you. Your devotion to people with disabilities has set the bar for our future. I pray that we can continue to meet and exceed your expectations. May retirement bring you continued joy and gratification. From the looks of the new building, it will be a monument to your leadership that has driven our growth.” – *David Brewer CEH, Executive Director*

“Carroll, by far, you are the most honorable person I have ever had the pleasure of serving in a workplace; thank you for that opportunity. Your leadership and leadership style has given me a model to follow; my hope and goal is to do justice to the model you provided.” – *Dennis Tucker Vice President of Quality and Compliance*

“Carroll, thank you for all you have done in both the company and community. It has been a great pleasure to work for you. I always appreciated hearing you speak to the mission in every opportunity you had in addressing the company or with any person you met. I wish you the best in your retirement and hope you enjoy every bit of it.” – *Ellen Browne, Rehabilitation Coordinator*

“What I enjoyed most about working for Mr. Schubert is that even though we do not have direct interaction, he

continuously provides positive feedback and an amazing support system by hiring the best of the best. His work ethic has been a big aspiration to my career. Mr. Schubert’s dedication to our mission has open the doors for many people including myself, and I am forever grateful for his willingness to help all. I wish you nothing but the best.” – *Erica Price jobsite 710/711*

“It’s been a pleasure working under your leadership here at PCSI. You are a great and wonderful person, and here’s to hoping your retirement is just as great!” – *Evelyn Adams, Rehabilitation Specialist*

“Mr. Schubert, it has been a pleasure working alongside you for 14 years. You will be greatly missed!” – *Gadski Rodriguez, Administrative Assistant I*

“Carroll, thank you for the leadership you have provided both to me personally and to PCSI as an organization. Your work ethic and unwavering commitment to the mission have served as a guiding light in my own legal career. I count myself blessed to have worked with you these last few years, and you will truly be missed.” – *Haley Downing, Senior Staff Attorney*

“The one thing that I will always remember and be extremely appreciative of is how Carroll embraced and supported our community through annual donations and volunteering events. Every request that I brought forward for donations and volunteer support was approved. Under

Continued on Page 6



PCSI Project Management Team



Continued from Page 5

his leadership, our site has been able to support more than 13 organizations that align with PCSI's mission and values, both monetarily and through site volunteer events each year. Carroll's example and support has greatly enhanced PCSI's image both on JBLM and in our local community. Congratulations on your retirement; your service to PCSI will always be remembered and greatly appreciated!" – *Janet A. Smith, Program Manager JBLM*

"Leadership requires the individual to serve others with their talents and help cultivate an environment that promotes professional growth. Because of Carroll Shubert, I have been blessed with opportunities I had believed to be out of my reach." – *Jason Wilson, Executive Housekeeper*

"It has been a distinct honor and privilege to work for a person like Mr. Schubert. His leadership and dedication to PCSI serves as traits that we should all follow. I will never forget the way his eyes lit up as he met and honored each employee at Site 630 in April 2016 for our four-year safety award. On behalf of everyone here at Schriever Grounds, we wish you well in your future endeavors!" – *Jay S Cribbs, Grounds Manager Schriever AFB*

"Thanks for everything you have done and enjoy retirement!" – *John Quiroga, Administrative Assistant*

"Enjoy your retirement; it has been a pleasure working for you." – *Josh Mincher, Operations Business Manager*

"PCSI is one of a kind! Thank you for your leadership, vision, and passion for normalization in the workforce for the population we serve!" – *Julia Stotts, Vocational Rehabilitation Specialist*

"It's been a wild ride the last 12 years! So many calls and meetings to strategize about what we were going to do next! We have all benefited from your leadership and dedication to the people we serve. You always ensured decisions were made with the best interest of our people first." – *Keith Walker, Senior Vice President of Business Development*

"I've always admired Carroll's consistency with our mission. His focus was not on adding to the bottom line, rather, growing PCSI to provide more opportunities for individuals with disabilities. One of my earliest memories of Carroll, I believe during a PM training, he focused on making sure employees never lost any PTO time earned. I thought to myself, 'wow, the CEO wants me to take time off.' He understood hard work and individuals needing time to recharge. It has been a pleasure watching PCSI grow over the last decade, and it's going to be hard losing an Aggie at the helm. Best of luck, sir." – *Kyle Sumner, Controller*

"Mr. Schubert, I wish you the best in your retirement. Thank you for the years you devoted to spread the PCSI mission and your passion. You will be missed. Enjoy your retirement." – *Lila Alemar, Assistant Controller*

Continued on Page 7



PCSI Team and Award Winners including Malcolm Giles and El Paso International Airport team at 2019 SourceAmerica Conference



Continued from Page 6

“Carroll thank you for your leadership and unwavering dedication to our mission. You not only expanded our mission but your commitment to philanthropy extended way beyond the PCSI family. I will miss the colorful and civil political conversations that we exchanged. Wishing you a happy and peaceful retirement!” – *Lina Garcia, Senior Public Affairs Manager*

“Cheers to your well-earned retirement! The contributions that you have imparted to the company are invaluable. You are one of the foundations of this company’s success. Congratulations and enjoy retirement!” – *Lorin Hunter, HRIS Analyst*

“Not more than six weeks into my tenure as PM at NMCP (700), I found myself reporting out results of 2015 SPEAK during a final calibration session with Mr. Schubert and the executive team. In trying to defend grades for a workforce I barely knew, I was confronted by a raised-voiced Mr. Schubert telling me NMCP (700) did not take SPEAK seriously. I was convinced my tenure was on shaky ground. I am happy to say after six years as PM at NMCP (700), I have been true to my word and still take SPEAK very seriously. Fair Winds and Following Seas, Carroll.” – *Mark Bridenstine, PCSI Project Manager (700)*

“Carroll, it has been a pleasure working with you over the past six years. I especially appreciate the opportunity to be able to work alongside you and the Board of Directors with Charitable Giving. Not only has this program furthered our mission, it has expanded my knowledge of the community we serve. Thank you for leading by example, and introducing me to some wonderful organizations who share our mission. I’ll miss working with you, but look forward to watching you continue to lead PCSI as a member of the Board! Best of luck in your retirement!” – *Pam Watson, Executive Assistant*

“Carroll, thank you for all the support and dedication you have given to the mission. With your continued guidance we have changed the lives of so many individuals. I wish you a happy retirement; we will miss you.” – *Pat Rodriguez, Special Projects Manager*

“Carroll always enthusiastically approved of initiatives undertaken by the site. He made a multitude of visits to 551 to greet and speak with employees. This action demonstrated genuine care, and the employee’s morale

was always bolstered after these visits. The 20 plus year employees especially enjoyed the recognition, and all of us here will miss Carroll’s proactive leadership.” – *Pete Kutheis, Project Manager*

“Carroll, I have enjoyed working with you during my first year at PCSI. Your dedication and passion to help employ people with disabilities is a great example for all of us. Enjoy this next phase of your life!” – *Rick Sasek, Director of Government Pricing*

“Mr. Schubert, thank you. Thank you for your time and dedication to the community of people with disabilities. Thank you for bringing PCSI to where it is today. I am honored to have worked with and for you during my time here. I wish you the best in your retirement!” – *Tanya Newmarch, Executive Housekeeper/Project Manager*

“I can only image that you are both sad and elated to leave PCSI. I love you as a brother-in-Christ, as a fellow soldier, and as my mentor for the past six years. See you around sunny San Antone!” – *Todd Foreman, Job Development Supervisor*

“Carroll, thank you for providing a fun, welcoming, and compassionate atmosphere at PCSI. Your leadership has been instrumental for the growth of all employees!” – *Troy Golba, Rehabilitation and Training Manager*

“Carroll, your contribution formed us and prepared us to move forward with our mission. Although our hearts are weeping for seeing you leave, we are happy that you will be in your journey for the next chapter of your life. Thank you for being such a great boss/mentor to us all.” – *Vanessa Ferguson, Senior Vice President of Workforce Development*

“During the first week of PCSI’s DTA contract back in 2015, Carroll visited the site as he does for all newly awarded contracts. Towards the end of the day, he was awaiting his trip back to the airport in our work control office. We sparked up a conversation on Texas and Michigan sports. The discussion was fun, enjoyable, and down to earth. From a first impression standpoint, this showed me what PCSI was about – and speaks to a company being authentic and approachable even at its highest level.” – *Vic Calleja, Operations Support Manager (Detroit Arsenal)*



Dear Fellow PCSI Employees,

The day has finally come for my official farewell to a team that I have been fully committed to serve, lead, and help grow for the past 25 years; first as a founding director, and as General Counsel and President & CEO for the past 14 years. I leave with much gratitude and confidence knowing that you are part of a highly professional team with a heart for our mission of finding employment opportunities for people with disabilities.

Whether you are working with our workforce development team to train and support current and future employees who might need special assistance to perform their jobs; to ensuring that everyone gets paid on time; to leading our employees at every jobsite and ensuring that our customers are being served at the highest level, our team is prepared to handle it all. I have absolutely no doubt that every department at PCSI will help lead the company into a bright future during this next decade.

I have certainly learned a lot from all of you during my tenure with PCSI. You have taught me determination, resilience, grit, perseverance, healthy competition, and compassion. These words truly describe each of you in your daily work for our customers throughout the United States.

Your contributions to our mission have been immense, especially during this past year. No one could have ever predicted that we would entirely shift the way we work, live, communicate and socialize in such a short period of time. However, our PCSI team demonstrated that you could work effectively through even the toughest times.

Leading any organization naturally comes with unpredictable challenges, but your performance meeting and exceeding our goals always surpassed my expectations. You have set the standard and raised the bar in many ways.

It is with mixed emotions that I bid you all farewell. Shortly I will pass the torch to Tony Cucolo, who I know will guide you through a new and exciting chapter for PCSI.

Thank you for choosing to be a part of the PCSI family, and for your commitment to our important mission that has shaped and improved the lives of so many.

I wish each and every one of you the very best in the future.

*Sincerely,
Carroll Schubert
President & CEO*