

Organizational Excellence

Fiscal Year 2019-2020*

FINANCIAL STRENGTH

Number of Employees – 995

Number of Service Locations – 18

Total Operating Budget – \$102,000,000 (million)

Average Annual Growth – 9%

INNOVATIVE SERVICES

45,000 prevention service contacts annually

Over 1,000 children served in 0-5

Over 300 military families treated for PTSD annually

99% of prevention participants indicated that they benefitted from services

*Fiscal Year is July 1-June 30



PREFERRED EMPLOYER

Employee satisfaction

- 96% of employees express satisfaction in their current role
- Average of \$20,000/year provided to employees for education
- 95% overall satisfaction across multiple training modalities
- High satisfaction with employee benefits package

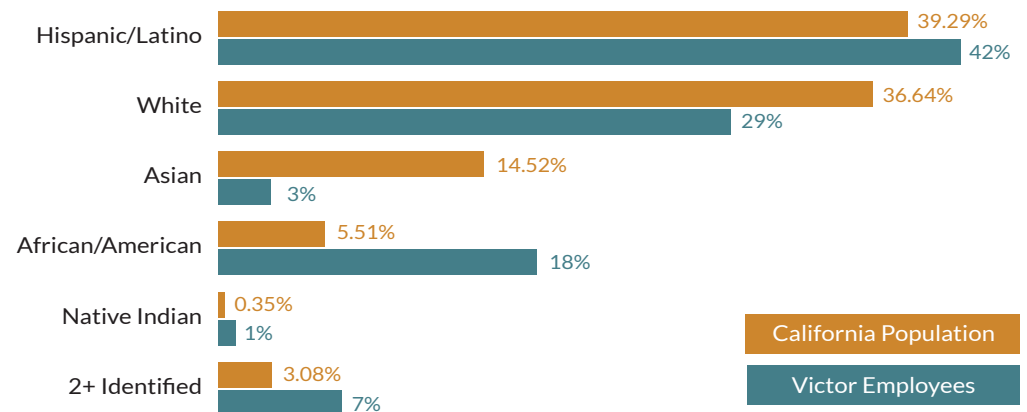
Length of Employee Tenure

- 30% of employees have long tenures with Victor
 - » 16% of employees have been with us over 5 years
 - » 7% of employees have been with us over 10 years
 - » 6% of employees have been with us over 15 years

Management & Leadership Development

- More than 500 hours of staff development training were delivered to 1262 attendees including:
 - » Management Development
 - » Leadership Development
 - » Strategic Priorities
 - » Monthly site trainings
- 95% overall satisfaction across multiple training modalities
- 65 employees were open internal promotions in the past year

OUR EMPLOYEE DEMOGRAPHICS



HERE AT VICTOR

We believe in using our strengths and resources to improve the lives of our clients, one step at a time.

We believe that helping others soar is both a gift and a responsibility

We believe in valuing our employees through respect, support and listening

We believe in measuring all the work that we do against our mission

We believe our values of Teamwork, Excellence, Adaptability, Mission-driven (T.E.A.M.) define who we are and guide all of our behaviors and decisions



Helping Others Soar