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# 2019 ANNUAL REPORT



OPERATION  
**STARS & STRIPES**

SERVING AMERICA'S WORKFORCE  
IN NORTHEAST TEXAS



# STARS & STRIPES

SERVING AMERICA'S WORKFORCE  
IN NORTHEAST TEXAS

## 2019 ANNUAL REPORT

“America is another name  
for opportunity.”

**RALPH WALDO EMERSON**



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# MESSAGE FROM LEAD CEO

Thank you to the Workforce staff and the Board of Directors for supporting my service as the 2019 Lead CEO. It's an easy task for me when I have the privilege to serve with such a dedicated team that produces stellar results year after year.

Your commitment to meeting the needs of our employers fuels the economic growth of our region. The needs of our employers continue to expand in what has fortunately been a good economy. **I'm proud of the service that you provide for them, and for the assistance you give potential employees that are striving to better themselves.**

Your accomplishments are evidenced in the pages of this year's report. I am proud to be a small part of Workforce Solutions Northeast Texas and look forward to continuing to serve as one of our elected officials. Thank you for your commitment to not only the main objectives but the small daily details that make this such a strong organization.

May God Bless You,

Honorable Brian Lee  
Titus County Judge/Lead CEO





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## To the Chief Elected Officials and Workforce Solutions Board:

I am extremely proud of what Workforce Solutions Northeast Texas accomplished in 2019 and very excited about the opportunities ahead in 2020. Workforce Solutions Northeast has fully integrated with Vocational Rehabilitation (VR) services in all of our workforce centers. Integration of VR with the workforce centers allows people with physical or cognitive disabilities to receive services to help prepare for, obtain, retain or receive training for advancement opportunities.

Our Summer Earn and Learn program provided work readiness training for 55 students and placed 49 youth at work sites. Careers in Texas Industry is an opportunity for over 800 eleventh grade students from 13 high schools to participate in a career and college exploration event. LEAP Expos in the region served approximately 2,400 eighth grade students with the opportunity to visit with career and college professionals.

Most exciting for Workforce Solutions Northeast Texas is a grant that awarded funding for three workforce specialists to work in fifteen schools providing information on occupations, post-secondary education programs and area employment opportunities. Collaboration with our community college partners, economic developers, chambers of commerce and employers to develop workshops and on-site visits will round out this integral component in achieving regional workforce development goals.

Workforce Solutions Northeast Texas also received a grant to provide twenty internships to community college students. The Board partnered with seven employers in the region and all in STEM high demand occupations. The Board will also provide ten paid teacher externships next summer in a job shadowing program with a manufacturer or healthcare facility.

We continually strive to work with our education and employer partners for Skills Development Fund awards. These grants allow employers to provide necessary training to retain workers, grow their businesses, and expand the training capabilities of our community college partners. Over the past three years, our region has been awarded \$2.8 million allowing for the creation of 446 new jobs while upgrading 1,600 existing jobs.

Although my tenure as Board Chair concludes in 2019, I will be staying on the Board to continue to support the great work that our Board members and staff, economic development, business, industry and education partners are doing to enhance the economic vitality of Northeast Texas.

**Jennifer K. Harland**  
Board Chair

Centre West | 911 N. Bishop, Building A Suite 100 | Wake Village, TX 75501 | Telephone: (903) 794.9490 | Fax: (903) 223.0449

Serving: Bowie, Cass, Delta, Franklin, Hopkins, Lamar, Morris, Red River, and Titus Counties

[www.netxworkforce.org](http://www.netxworkforce.org)

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Relay Texas TDD:  
800-735-2989

Relay Texas Voice:  
711

# MESSAGE FROM EXECUTIVE DIRECTOR

Fiscal year 2019 was another successful year in many respects. We are proud of the organization and thankful to all who made it possible. We achieved our objectives through the hard work and dedication of the entire team. We were particularly pleased when we were honored again this year for outstanding performance in two categories during the Texas Workforce Commission annual conference and came home with \$67,500 in incentive payments.

This year several new competitive initiatives were awarded and made possible through the innovation and collaboration of the staff. Building on our past success working with the education community, we are now well positioned to provide an array of local career information to middle and high school students and paid internships to community college students. These exciting opportunities help employers meet their future labor demands and assists all stakeholders in Northeast Texas in our efforts to achieve the goals established in the 60X30TX plan.

**Thank you to our Chief Elected Officials and Board members for your leadership, dedication and support. Thank you to the Board and Contractor staffs for outstanding service and helping our customers achieve their goals. Finally, thank you to all of our valued partners who make reaching our objectives possible.**

- Randy Reed



# A MISSION TO SOAR

Workforce Solutions Northeast Texas' mission is to be a **DRIVING FORCE** in the area to provide employers with workforce support for the economic benefit of the communities we serve.

The Northeast Texas Workforce Development Area (NETxWDA) consists of 9 counties: Bowie, Cass, Delta, Franklin, Hopkins, Lamar, Morris, Red River and Titus counties.

5,924 square miles • 2010 estimated population: 281,947  
Population density: 47.59 residents per square mile.

The civilian labor force (CLF) in the nine county area is 122,636 as of September 2018.



## GUIDING PRINCIPLES:

**HIGH QUALITY:** The Board values quality and will ensure that the service delivery system it oversees is characterized by these guiding principles:

- ★ Employer-driven
- ★ Efficiency through technology
- ★ Integrated and seamless service delivery
- ★ Universal access to basic workforce services
- ★ Choice and independence for individuals
- ★ Accountability for program outcomes

### VISIONARY LEADERSHIP

The Board will promote a vision for Northeast Texas that inspires commitment to lifelong learning, high skills, strong work ethic, and equal opportunity for all.

### ANTICIPATORY PLANNING AND DESIGN

The Board analyzes global, national, and state economic and workforce trends and translates those trends into a system design that helps Northeast Texas communities become more competitive.

### SHARED ACTION AND SHARED SUCCESS THROUGH PARTNERSHIPS

The Board recognizes that no single entity can affect change in the region. The Board's role is not to do everything, but to convene the right people and foster the right partnership to do the right work – and then share the recognition for success.

### COMMITMENT TO CONTINUOUS IMPROVEMENT

The Board will never settle for meeting expectations, whether for itself or the delivery system. The Board continually strives to re-examine and re-invent its work for the economic benefit of all Northeast Texas employers, workers, and communities.





# I WANT YOU

TO SEE WHAT YOU'VE ACCOMPLISHED THIS YEAR!

## CUSTOMERS SERVED

901
75
21
45
121
343
63
77
149

**1,795**

## NETX COUNTY

Bowie
Cass
Delta
Franklin
Hopkins
Lamar
Morris
Red River
Titus

## TRAINING EXPENDITURES

\$320,290.55
\$75,861.72
\$0
\$12,025.85
\$31,907.25
\$169,474.49
\$28,928.56
\$72,710.70
\$91,589.07

**\$802,788**

- ★ Provided **102** workshops
- ★ Hosted **42** employer events
- ★ Hosted **5** job fairs with **293** employers and...
- ★ **1,129** job seekers attending
- ★ Enrolled **244** new employers in WorkInTexas.com
- ★ **5,728** Total Job Postings
- ★ **2,642** Assessments Conducted
- ★ **7,357** Total Job Seeker Registrations
- ★ Recorded **302** Hires
- ★ **139** Affected by Layoffs
- ★ **6** Rapid Response Events
- ★ Child care assistance for **2714** infants and children
- ★ Invested **\$355,000** in quality for child care providers

## FORMALLY CONTRACTED MEASURES BY THE NUMBERS

**6,535** CAREER & TRAINING PARTICIPANTS SERVED

**4,499** CAREER & TRAINING PARTICIPANTS EMPLOYED

**1,952** EMPLOYERS SERVED

**1,777** CHILDREN SERVED DAILY AVERAGE

**36,465**  
**VISITS**

AT OUR  
FOUR  
WORKFORCE  
CENTERS

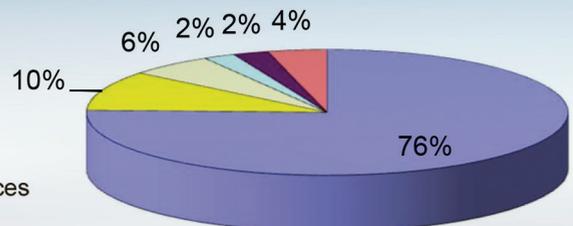


# BOARD LEVEL EXPENDITURES

Board Operating Costs	FY 2019	YTD 2019	
	Budget	Actual	Variance
Personnel	\$ 957,473	\$ 958,926	(1,449)
Facilities	87,600	87,600	-
Utilities	12,000	12,007	(7)
Telecommunications	21,000	21,339	(339)
Repairs & Maintenance	50	-	50
Janitorial/Lawn/Security	8,883	8,890	(7)
Insurance	16,500	14,054	2,446
Postage & Shipping	600	594	6
Advertising, Marketing & Promotions	1,000	139	861
Community Relations	1,500	(390)	1,890
Supplies	2,750	1,483	1,267
Information Technology	36,006	36,010	(4)
Board Member Expenses	11,150	7,481	3,669
Development & Training	8,000	5,135	2,865
Dues, Fees & Subscriptions	7,729	6,863	866
Printing & Reproduction	2,000	1,431	569
Travel - Board Staff	25,850	27,154	(1,304)
Equipment - Leased	6,500	5,524	976
Strategic Initiatives	57,000	24,711	32,289
Contracted Services	24,000	16,749	7,251
Audit & Legal Expense	36,260	33,760	2,496
<b>Total Board Funding Available for FY 2019</b>	<b>\$ 1,323,851</b>	<b>\$ 1,269,460</b>	<b>\$ 54,391</b>

## YEAR TO DATE EXPENSES

- Employee Cost
- Facility Cost
- Operational Cost
- Travel Cost
- Equipment Cost
- Contracted Services



# PARTNERSHIP WITH REGION VIII EDUCATION SERVICE CENTER

The World of Student Activities  
Eagle Fly Experiences

Backyard Bash

Grow Green – Financial  
Seminar



The Board's partnership with Region VIII Education Service Center has been instrumental in providing more opportunities to our educators and young people in Northeast Texas.

Career and Technology educators attended Industry tours in Texarkana and Sulphur Springs. These events gave them a chance to observe jobs in local industry and speak with industry representatives about coursework related to their field. Fifteen teachers from Texarkana, Maud, Honey Grove, Sulphur Bluff, McLeod, Bloomburg, Daingerfield, Mt. Pleasant, Clarksville and North Lamar visited Texarkana Aluminum and Contemporary Concepts in Texarkana and Grocery Supply Company and JB Weld in Sulphur Springs.

The Careers in Texas/Dream Big Make Things Happen youth career fair held at the Region VIII facility provided 800 high school juniors from thirteen high schools with information on various pathway options to help plan for their futures. Students heard from a noted keynote speaker on accelerating their success and creating a future. Students attended seven breakout sessions and over forty employers and college recruiters were present to discuss career options.



SERVING AMERICA'S WORKFORCE  
IN NORTHEAST TEXAS



# LEAP

LEARNING ENDORSEMENTS  
AND PROFESSIONS

# YOUTH EXPO

The fifth annual LEAP Expos hosted over 2,400 eighth graders in Northeast Texas as they explored careers available with 130 employers. The Expos provided students a glimpse of local industry displayed in one of four endorsement areas including STEM, Business and Industry, Arts and Humanities and Public Service.

## CAREER AND TECHNICAL EDUCATION WORKFORCE SPECIALIST PILOT PROGRAM

The Board received the Career and Technical Education Workforce Specialist Pilot Program grant this year from the Texas Workforce Commission (TWC). The Board was one of eight boards in Texas to receive this competitive grant. The Board partnered with 15 area high schools to provide students with information on careers and postsecondary education. The 15 schools include at least one from each of the nine counties in the service area. Additionally, the Board selected the smallest area schools because these schools have limited resources and this program can have a significant impact on their students.

Three newly hired workforce specialists are working in each school to provide students this information. Each specialist works with five schools to provide students with information about careers and career tools developed by the TWC including Texas Career Check and Texas Reality Check. Workforce specialist will also be collaborating with community colleges and local industry to connect students with career and post-secondary education information.



# CHILD CARE **QUALITY** INITIATIVE



The Board recognizes the difficulty child care providers face when trying to retain exceptional staff. Due to narrow profit margins, providers often provide lower wages, particularly in rural areas, which limit opportunities to retain well-trained, experienced and dedicated employees. With a mission of providing on-going support to Texas Rising Star (TRS) centers, the Board assisted by awarding improvement and retention incentives directly to provider staff.

One-hundred and fifty seven provider staff received debit cards, worth varying amounts totaling \$99,600, based on star level and employment longevity.

## ECONOMIC DEVELOPMENT HIGHLIGHTS

The Northeast Texas WDA experienced a stable economy with employment growth in 2019. As of September 2019, the region added 874 jobs for the year.

**The unemployment rate in September 2019 was 3.8% compared to 4.5% in September 2018.**

Current employment is 118,369 for the region, against unemployment of 4,689. Beginning in March of 2019, the region experienced unemployment rates of 4.3% or less, with three months of unemployment rates below 4.0%.





## LARGE EMPLOYER OF THE YEAR PRIEFERT MANUFACTURING

Founded in 1964, Priefert Manufacturing has grown to be one of the largest farm, ranch, and rodeo equipment manufacturers in the world. Located in Mount Pleasant TX, Priefert employs approximately 800 workers and serves as one of the area's largest economic drivers. As an industry leader, Priefert continues to set the standard for innovation and quality. The company works closely with the Board for all staffing needs by posting jobs in WorkInTexas (WIT), supporting local job fairs, industry tours and externships for high school teachers, LEAP Expos for eighth grade students, and participating in the On-the-Job (OJT) training program.

Priefert is also a strong advocate for workforce training. The company has worked with Northeast Texas Community College (NTCC), the Board, and the Texas Workforce Commission on multiple Skills Development Fund (SDF) training grants. The most recent Priefert SDF project totaled \$546,671 to train 183 new workers and 142 incumbent workers. Priefert takes an active role in developing the future workforce as well. The company collaborates with local school districts on a job-shadowing program for students. Students are able to spend time shadowing Priefert workers and learning about job responsibilities and operations.



## SMALL EMPLOYER OF THE YEAR GUARANTY BANK & TRUST

Established in 1913, Guaranty Bank and Trust is one of the oldest and most respected banks in Texas. Guaranty has 30 branch locations in the state of Texas, employing 486 workers. The corporate offices for the bank are located in Mount Pleasant, TX.

Guaranty works with the local workforce system to post jobs in WIT, participating in job fairs and LEAP Expos, and utilizing the OJT program to hire dislocated workers. The company has a very extensive employee-training program, allowing their employees the opportunity to enhance their skills and advance within the company.



## VETERAN-FRIENDLY EMPLOYER OF THE YEAR BZ & SONS SWEEPING AND WASHING, INC.

Zuella and Bob Strumpf Sr. established BZ & Sons Sweeping in 1986. In 2003, ownership transitioned to Connie and Bob Strumpf Jr. Both Connie and Bob served in the military and place strong value in the skills and abilities that Veterans bring to their workforce. The Veteran-owned company emphasizes hiring Veterans by contacting the local Disabled Veterans Outreach Program Specialist (DVOP) for all open positions. The company also works with the Veteran representative in the local office and posts jobs in WorkInTexas.com.

The company makes hiring Veterans a priority for open positions. As Veterans themselves, the owners understand the challenges faced when someone transfers military skills to the work place. Veterans fit easily into the culture at BZ & Sons, because the company, like the armed forces, treats their employees as a working family unit. No employee is "left behind" to deal with circumstances on his/her own, but supported by the entire group. BZ & Sons also supports the local Veterans of Foreign Wars (VFW) Post and the Red River Valley Veterans memorial. The owners are also active supporters of the Boy Scouts and Kiwanis Club.



## LOCAL EMPLOYER OF EXCELLENCE DATACAST INC

DataCast provides a broad array of technology services to small and medium-sized businesses. The company is committed to providing high quality and affordable technology solutions.

DataCast provides a complete suite of fully managed Information Technology (IT) services, including network monitoring, desktop monitoring, help desk, application support, cloud services, business continuity, and custom project work. Datacast supports career development opportunities for students by participating in the Summer Earn and Learn program (SEAL), the Texas Internship Initiative, and the LEAP Expos.

# RED, WHITE, AND YOU! HIRING FAIR

In partnership with the Texas Workforce Commission, the Texas Veterans Commission, the Texas Medical Center and the Texas Governor, Workforce Solutions Northeast Texas, along with the other 27 workforce boards across the state, hosted the 8th Annual Red, White, and You! Hiring Fair on November 7th. This Hiring Fair connects Texas Veterans and their spouses with Texas employers who value the experience, discipline and other exceptional qualities inherent with a military background. The event saw 29 Veteran job seekers, 3 spouses of Veterans, and 351 non-Veteran job seekers. Once again, the employer community showed great support for the event, with 83 participating in this year's hiring fair.



# SUCCESS STORIES!

## DEVONTE SHAVERS – SUPPLEMENTAL NUTRITION ASSISTANCE EDUCATION & TRAINING PROGRAM (SNAP E&T)

Mr. Shavers is an Army veteran who came to the workforce center through outreach and orientation for the SNAP E&T program. At the time, his only source of income were his SNAP benefits. He participated in the program for a little less than two months. During this time, staff provided job referrals, coaching, and transportation assistance. Mr. Shavers was able to obtain employment and transition off SNAP benefits in May.



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## LUIS BALLESTEROS - DISLOCATED WORKER

A disabled Navy veteran, Luis lost his job with an energy company but was very interested in learning the Heating and Air Conditioning trade. He attended and completed the HVAC program at Texarkana College. He was able to find full-time employment at Roberts Air Conditioning while still attending class and has had several promotions and raises since he began working. Luis maintained a 4.0 throughout his training and his professors spoke about him in the highest regard.



# SUCCESS STORIES!

## VONTAE RICHARDSON - CHOICES

Mr. Richardson was a recently released Marine veteran, honorably discharged in March 2018. He was initially able to find employment, but lost his job in December 2018. With three young kids at home and a wife who was also unemployed, he applied for Temporary Assistance for Needy Families (TANF) to make ends meet. In late January, as a condition of TANF, he was required to participate in the Choices program. Initially, he entered the work experience program to gain some additional skills and wages while continuing to job search. Workforce solutions staff provided transportation assistance to his job site and assisted with his job search. In February, Mr. Richardson was able to obtain employment at a local satellite company with a training wage of \$17.25 an hour. His wife also went to work during this time and workforce solutions was able to assist the family by providing expedited placement with child care services through the Choices program.



## RYLEIGH REED - SUMMER EARN AND LEARN (SEAL) PROGRAM

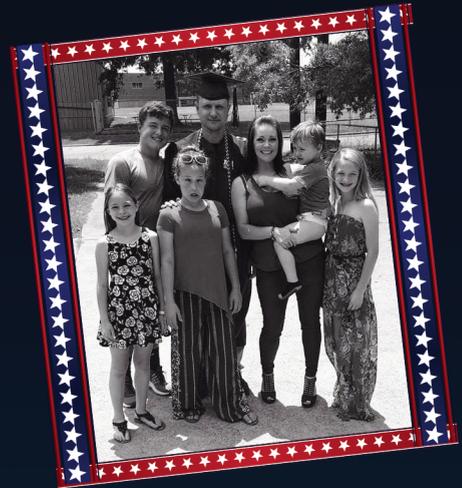
Ms. Reid is a twenty-year old who participated in the SEAL Program for the first time this year. She has never worked before and was eager to join the program. After completing her work readiness class, Ms. Reid expressed an interest in customer service. She was placed with Murray – Orwosy Funeral Home in Sulphur Springs. She worked thirty hours a week for six weeks and earned tremendous praise from her supervisors and coworkers. Ms. Reid never had below an excellent rating in any of the eight performance factors participants are graded on weekly. Comments from her supervisors include "Ryleigh is a joy to work with," and "Ryleigh is a great employee and everyone enjoys her positive attitude." The employer was thrilled with her customer service skills and her progress throughout her participation.



# SUCCESS STORIES!

## CANDICE AND WILLIAM – CHILD CARE SERVICES

Candice, an accounting assistant, was the sole wage earner for her family while her husband attended college. William is a veteran, having spent fifteen years in the National Guard and served in Operation Enduring Freedom in Iraq. Workforce Solutions Northeast Texas was able to subsidize a portion of the child care expenses for the family while William attended college. Once William completed his degree in education, he was able to obtain employment with Texas Independent School District as a teacher, and the family was no longer in need of assistance



## BIG TEX TRAILER - EMPLOYER

Big Tex Trailer, asked for help in promoting a hiring event on August 24. An online job fair was staged, allowing them to receive online applications and arranging a time and place for face to face interviews.

Big Tex Trailer was not able to fill all positions, and for the first time, took part in the Career and Resources Expo held in Mount Pleasant where they hired more than thirty job seekers. With over 131 applicants and more than thirty hires, they were appreciative and convinced that a partnership with Workforce Solutions Northeast Texas was a good fit for their company. Big Tex has since attended job fairs in both Sulphur Springs and Paris.



# SUCCESS STORIES!

## WIOA CAREER PATHWAYS INCENTIVE AWARD

Northeast Texas was recognized for outstanding performance at the Texas Workforce Commission annual conference, receiving a \$30,000 Performance Incentive award for WIOA Career Pathways. The WIOA Career Pathways Award is a new incentive award for 2019. The criteria to determine this award is weighted at 35% for percentage of Adults/Dislocated Workers/and Youth in training; 40% for percentage increase in Adults/Dislocated Workers/and Youth in training; and 25% for percentage of Adults/Dislocated Workers/and Youth in training related employment.



TEXAS  
**WORKFORCE SOLUTIONS**  
\*\*\*\*\*

December 4, 2019

Pay to the order of

Workforce Solutions Northeast Texas

\$30,000

Thirty Thousand Dollars

2019 WIOA Career Pathways Award

Texas Workforce Commission

# SUCCESS STORIES!



## TEXAS RISING STAR CHILD CARE AWARD

Northeast Texas was recognized for outstanding board performance, receiving a \$37,500 Texas Rising Star Child Care Award. The Texas Rising Star Child Care Award honors Local Workforce Development Boards that have improved child care quality through the creation of exemplary child care programs that demonstrate positive outcomes for the population served. The goals of these awards are to recognize outstanding programs and to encourage and foster replication of best practices across the state. TWC recognizes exemplary child care programs for outstanding performance in areas such as consumer education, technical assistance and mentoring, and professional development.



# FY19 BOARD MEMBERS

## Private Sector Representatives

Mary E. Dwight, Bowie County  
Carrolyn Griffin, Bowie County  
Anthony Pinkham, Bowie County  
Mark Stanley, Cass County  
Diane Stegall, Delta County  
Jill Smith, Franklin County  
Andres Mendezona, Hopkins County  
Tammy Miller, Hopkins County  
Adam Routon, Lamar County  
Cristi Fernandez, Lamar County  
Keitha Ann Nilsson, Morris County  
Dr. Larry Dotin, Red River County  
Jennifer Harland, Titus County

## Community Based Organization/ Labor Representatives

Martin Godwin, Cass County  
Shelly Braziel, Lamar County  
Shanna Martin, Hopkins County  
Kevin Rose, Titus County

## Regional Representatives

Andrew Rankin, Secondary Education  
Roger Feagley, Economic Development  
Lisa Jones, Adult Basic and Continuing  
Education  
Dr. Pam Anglin, Education  
Susan Sanchez, Literacy

## State Representatives

Donna Dounley, Vocational  
Rehabilitation  
Davlyn Evans, Public Assistance  
Irene Suarez, Public Employment



# CHIEF ELECTED OFFICIALS

Judge Brian Lee, Lead CEO, Titus County

Judge Brandon Bell, Lamar County

Judge Doug Reeder, Morris County

Judge Bobby Howell, Bowie County

Judge Becky Wilbanks, Alternate Lead CEO, Cass County

Judge Jason Murray, Delta County

Judge Scott Lee, Franklin County

Judge Robert Newsom, Hopkins County

Judge L.D. Williamson, Red River County

Mayor Bob Bruggeman, Texarkana, Texas



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# STARS & STRIPES

SERVING AMERICA'S WORKFORCE  
IN NORTHEAST TEXAS

## Mount Pleasant

312 N. Riddle  
Mt. Pleasant, TX 75455  
(903) 572-9841  
(903) 572-0159 (Fax)

## Paris

5210 S.E. Loop 286  
Paris, TX 75460  
(903) 784-4356  
(903) 784-7267 (Fax)

## Sulphur Springs

1513 Houston St.  
Sulphur Springs, TX 75482  
(903) 885-7556  
(903) 439-1012 (Fax)

## Texarkana

1702 Hampton Road  
Texarkana, TX 75503  
(903) 794-4163  
(903) 792-2976 (Fax)

## Child Care Services

1702 Hampton Road  
Texarkana, TX 75503  
(903) 794-8999  
(903) 794-8012 (Fax)

Board Office | Centre West | 911 N. Bishop, Building A Suite 100 | Wake Village, TX 75501 | Telephone: (903) 794,9490 | Fax: (903) 223,0449