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For All The Right Reasons

SUMMER 2010

Weaver Works

For All The Right Reasons



New Heat Shrink Machine at Barberton Center

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News and information from Weaver Industries

WELCOME TO

Weaver Works

A MESSAGE FROM THE DIRECTOR



JEFF JOHNSON

Look How Weaver Has Grown!

Weaver formally launched its Community Services Department five years ago. It began with employment programs at one of Summit DD’s work centers and one ODOT rest area alongside I-76 outside Rootstown.

Today, Community Services has programs at 20 sites, serving diverse customers such as Kong Pet Products, Oriana House, Ohio Department of Job & Family Services, the North Canton US Army Reserve Center, Ohio’s Department of Transportation, Ohio’s State Highway Patrol, the Cities of Stow and Munroe Falls, the Department of Health and Human Services, and NASA.

One of Weaver’s current projects is in collaboration with Ohio’s Department of Transportation. Together, we continue to expand a “green initiative” with the adoption of green cleaning products at all 10 ODOT sites Weaver services. Weaver has Neuton battery-operated mowers at two rest areas and is placing Neutons at four others.

Weaver is also adding Ionator EXP’s to its arsenal of green cleaners. The Ionator EXP is a fascinating cleaner that converts tap water into ionized water, a powerful dirt-removing, bacteria-killing agent. It kills the H1N1 virus and allows consumers to clean without chemicals.

The Plain Dealer recently published an article about ODOT’s green initiative and mentioned Weaver’s contributions.

We look forward to continuing our growth and welcome readers to contact us with any companies that could benefit from any of our services, from cleaning and production, to our SecurShred document destruction services. We are here to help serve customers while creating work for individuals with disabilities.

Please enjoy this issue that includes our annual report information, new equipment in Barberton and a SecurShred update. We will continue to make great efforts to keep you updated and informed through future issues of *Weaver Works*.

IF YOU HAVE ANY QUESTIONS REGARDING WEAVER INDUSTRIES OR HOW YOU CAN SUPPORT OUR MISSION, PLEASE CALL (330) 379-3660.

ANNUAL REPORT

FISCAL UPDATE

SCHEDULES OF REVENUE AND EMPLOYMENT EXPENSES FOR THE YEARS ENDED DECEMBER 31, 2009 AND 2008

	2009	2008
Revenue:		
Employment direct service revenue	\$ 2,639,099	\$ 2,264,134
Grant revenue	7,600	7,600
Interest and dividend income	23,782	36,577
Mart admissions and booth rentals	41,872	40,748
Gain on sale of asset	1,603	–
Other	81,341	50,557
Realized and unrealized losses on investments	128,640	(252,503)
CSDDB - Labor and facilities reimbursement	722,283	624,375
CSDDB - Care Management Network	249,288	181,206
CSDDB - Specialty business reimbursement	157,521	71,541
Total revenue	4,053,029	3,024,235
Employment expenses:		
Labor expenses:		
Salaries and wages	2,202,991	1,761,635
Employee benefits	274,701	193,227
Payroll taxes	222,036	151,185
Subcontract labor	57,242	52,027
Total labor expenses	2,756,970	2,158,074
Operational expenses:		
Materials and supplies	115,723	106,202
Training	4,729	3,565
Building rent	65,529	79,233
Transportation	51,353	62,107
Freight	3,907	4,320
Utilities	22,456	25,471
Insurance	8,730	13,956
Repairs and maintenance	40,154	48,313
Miscellaneous	9,590	12,695
Depreciation and amortization	92,338	84,468
Total operational expenses	414,509	440,330
Administration expense	728,719	601,773
Total employment expenses	3,900,198	3,200,177
Deficit of revenue over employment expenses	\$ 152,831	\$ (175,942)

Put Us To Work For You!



New Machine Will Drive New Business

The Barberton Center has a new Heat, Seal and Shrink Tunnel ("L" Sealer) that will help add new jobs to the center. Brian Caldwell, Production Supervisor, said the new machine is already being used for a Barberton Hospital (Summa) project.



Jim Beidle demonstrated how 12 components are placed in the bin and then sealed with the new machine. The bin is used by Barberton Hospital for its entry package kit when a patient is admitted to the hospital.

Caldwell said the machine does not radiate heat which makes it safe for employees to use and offers a new service that possibly will bring more projects to the center.



Barberton has New Project

The Barberton center has a new project that increased sales. Highway Distributors, a company that offers t-shirts, hats, cups, jewelry and various truck stop products, has contracted Weaver to price tag shirts. (Karen Zavinski demonstrates.)

SecurShred Update: ARE YOU IN COMPLIANCE?

What criteria did you use to select your information destruction vendor?

HIPPA, GLB, FACTA and the new RED FLAG rules are only some of the laws that *require written* information protection policies and procedures.

One of the requirements is that your policies and procedures contain a written and verifiable process for selecting a qualified, reputable information destruction vendor. The easiest way to satisfy this legal requirement is to state in your policies and procedures that your vendor must be NAID AAA Certified. By specifying this criteria and selecting Weaver-SecurShred, you will have satisfied that requirement.

It is not good enough for your vendor to simply be a NAID member. It needs to be NAID AAA Certified. Weaver-SecurShred works tirelessly to meet or exceed the strict security and compliance requirements to maintain this high level certification. We don't do this for our peace of mind, we do it for your peace of mind.

For more information about secure document destruction or the NAID AAA Certification, please contact Jack Skinner at 330-745-2400.



Weaver Staff "On the Move"

Alain Wulff has moved from **Community Services Department Manager** to a new business development position. Alain will develop business accounts for our SecurShred division as well as exploring other Federal, State and commercial opportunities. Alain can be reached at (330) 745-2400.

Dan Brainard has moved over from **Production Coordinator** to **Community Services Department Manager**. Dan can be reached at (330) 379-3660 ext. 260.

Tremaine Riley has been promoted from **ODOT community site supervisor** to **Production Support Technician**. Tremaine will oversee all industrial time studies and production job analysis.

Welcome – **David Jenkins** has been added as a **Production Support Technician** specializing in the design, prototyping and manufacturing of assistive and adaptive technologies within our production services division.

Welcome – **Julie Kalau** has joined our team filling the **Administrative Assistant** position with Carol Hoover's retirement.

Weaver Crew Works at NASA



Weaver has added a 4 person crew that maintains a building for NASA that houses research & development and administrative office areas. The Weaver crew is very excited about being part of the NASA team and all of the NASA staff have been great to work with and have graciously welcomed our crew; the crew has even been able to check out the lunar buggy testing area which looks like a very sandy and rocky obstacle course.



ODOT Crew Cheers on Their Supervisor

Tremaine Riley is a crew supervisor at an ODOT site. He plays for the Erie Storm arena football team.



A Spotlight on a Board Member



Don J. Pavlik
Chairperson

Vice President, Senior Lender Commercial Banking, Northeast

Joined National City Bank – January 19, 2000

Education – University of Akron, BS, Corporate Finance and Financial Services

Certifications – Certified Treasury Professional

Donald J. Pavlik is Vice-President and Senior Lender of the Commercial Banking Group, serving clients in a nine region area. He strives to provide exceptional customer service, as well as an array of depository products, treasury management solutions, credit facilities, merchant services, and investment banking products to his clients. As a Vice President, Donald also represents National City at numerous public affair events.

Donald has been recognized at National City Bank as a top Commercial Banker in 2004, 2005, 2008, and 2009. He has worked closely with senior management and has been a part of various conversion teams as PNC completes their acquisition of National City.

Donald earned a Bachelor of Science in Corporate Finance and Financial Services from The University of Akron in 2000. Donald has completed several credit and lending courses at National City, such as Omega Credit Training and LEK Financial Analysis, used for merger and acquisition activity.

Donald has served on many non-profit boards and has volunteered many hours to charities. He currently serves as Chairman of Weaver Industries; Treasurer of Downtown Akron Partnership; Treasurer of Downtown Akron Kiwanis; Board Member and Finance Committee Member for Area Agency on Aging; Board Member of the Greater Akron/Canton Area Agency on Aging Foundation; West Akron Chair for the 2010 United Way Campaign; Finance Committee Member for Portage County Club; and Board Member for Tallmadge Chamber of Commerce. He serves as a volunteer for the American Heart Association's Heart Walk and mostly recently, served on the Tallmadge City School Levy Oversight Committee in late 2009. Donald was a Class 25 graduate of Leadership Akron and was the first recipient of the United Way's Young Philanthropist of the Year Award in 2008.

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