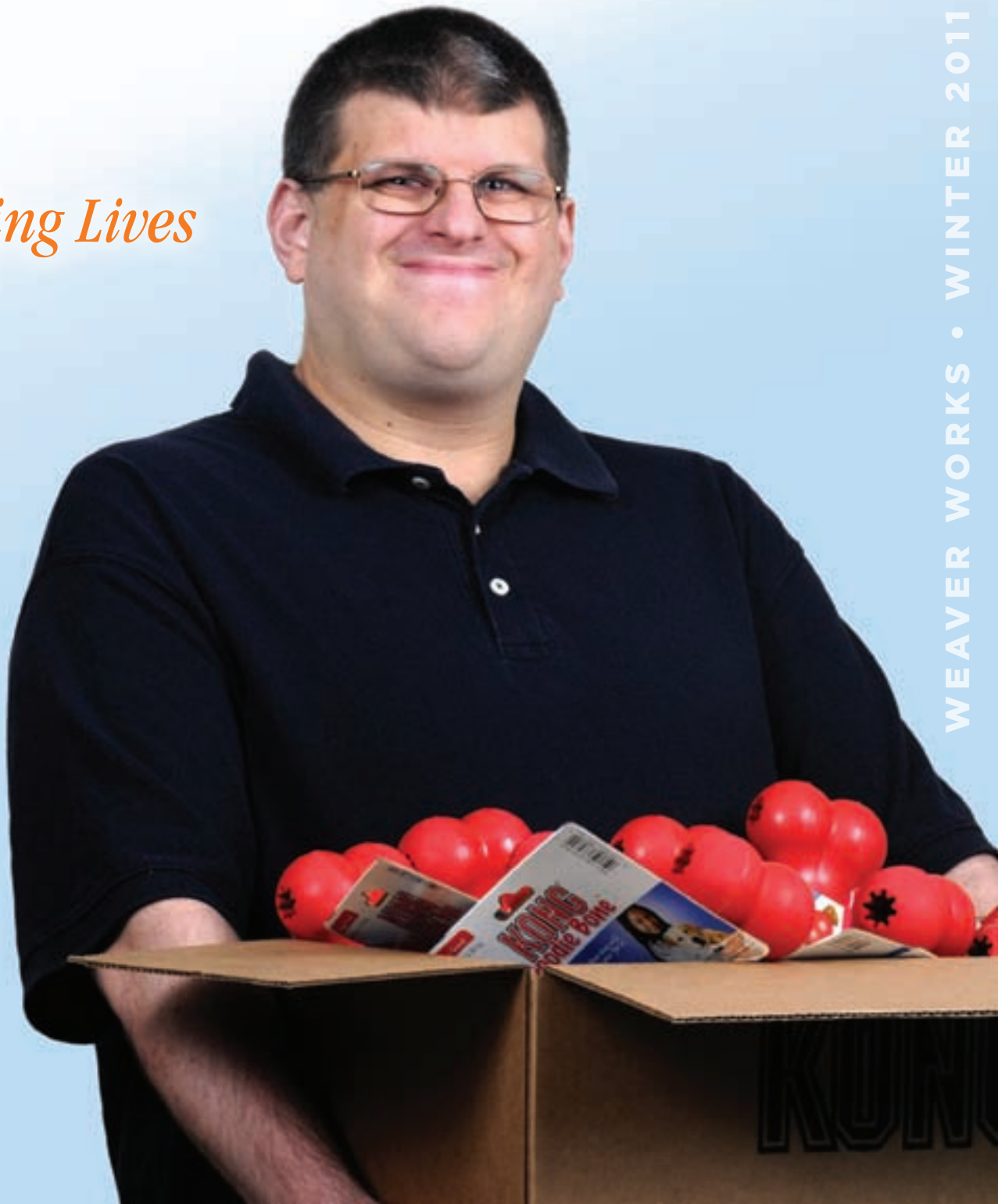




Fulfilling Lives



WEAVER WORKS • WINTER 2011

OUR MISSION STATEMENT

The mission of Weaver Industries is to maximize the independence and personal fulfillment of individuals with developmental disabilities through community, business, and family partnerships. We provide this through vocational training and employment opportunities.

OUR COMMITMENT

We are dedicated to building long-term relationships with customers and the community through quality training, support, and products/services provided by workers with disabilities.

OUR NEW WEBSITE

We recently updated our website. Please visit www.weaverindustries.org to review our services available.



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ON THE COVER

Our theme for this year's annual report is **"Fulfilling Lives"**. For 40 years, our mission as a non-profit organization has been to provide individuals with disabilities vocational training and employment opportunities. Kong is our customer of the year and its team shares in our philosophy. The task may seem like simply filling a box, but the results are fulfilled lives of many individuals with disabilities.



Board President Joey Arnold (left) and Weaver Director Jeff Johnson (right) visit the SecurShred facility.

MEET THE BOARD PRESIDENT: JOEY ARNOLD

Director of Property and Risk Management at Swagelok Co.

Q & A

Q: What does volunteering for a non-profit mean to you? Why Important?

A: Volunteering for a non-profit is very important me and I am extremely fortunate to work for a company that not only supports this passion but encourages it. For me it is a way to give of myself and demonstrate to my daughters that being an active and engaged community member is necessary and extremely fulfilling.

Q: Why Weaver?

A: I believe in the mission, and being someone who was born with some physical disabilities (clubbed feet) I know the importance of having a strong support

network and understand that having people who believe in you can make all the difference in your life. Weaver provides life changing opportunities and purpose.

Q: Where do you think services for individuals with disabilities need to go or industry challenges?

A: I think more companies need to be willing to explore the possibility of creating meaningful employment opportunities for individuals with disabilities. The willingness to partner with providers like Weaver, and the willingness to think “outside the box” could create many more opportunities.

LETTER FROM THE DIRECTOR: JEFF JOHNSON

After 40 years of successful operation, Weaver Industries continues to aggressively expand vocational training opportunities for individuals with disabilities by providing a myriad of services to business and industry in Summit County and surrounding communities.

“We face the ongoing challenge of growing our business and realize we must roll our sleeves up because there is a lot of work to do.”

Our sustainability is dependent on our ability to create, expand and operate successful business services such as secure document destruction, packaging services, janitorial services or grounds maintenance services, but our real metric is...dignity. For the hundreds of individuals with disabilities we serve, dignity can mean something different for each one of them and every day they depend on my performance and the Weaver Board's to meet their expectations.

For some, the measure may be their earnings, which is a reflection of our ability to secure appropriate contracts, maintain high levels of work availability and to engineer and implement assistive and adaptive devices. For others, it may be more important for us to create and maintain a workplace and culture where they can feel safe, meet new friends and socialize. For the person working next to them, the metric may be Weaver's ability to train them and challenge them which may help them with daily living tasks at home.

To reflect on 2010, we celebrate our ability to grow with a challenging economy. We increased our employees' earnings 11.3% and increased the number of workers in community employment settings 16%. We also celebrate a new business partnership with NASA where Weaver workers earn a wage comparable to their full-time counterparts.

With all of our success having increased earning for individuals with disabilities 118% from 2005 - 2010, we still have a long way to go. Individuals with disabilities need more jobs out in community settings and more flexible work settings so they can work more hours and earn higher wages. In summary, we celebrate our history of success, but there is no room for complacency. We have a lot of work ahead of us because we know the individuals with disabilities we serve have high expectations for our corporation and that we are always measured on the "dignity" metric.

Sincerely,

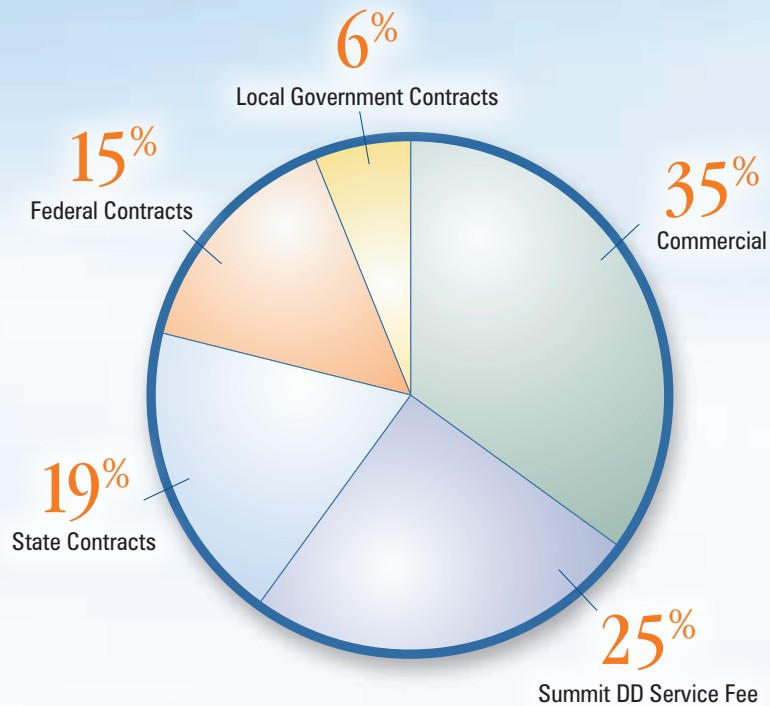


Jeff Johnson
Director



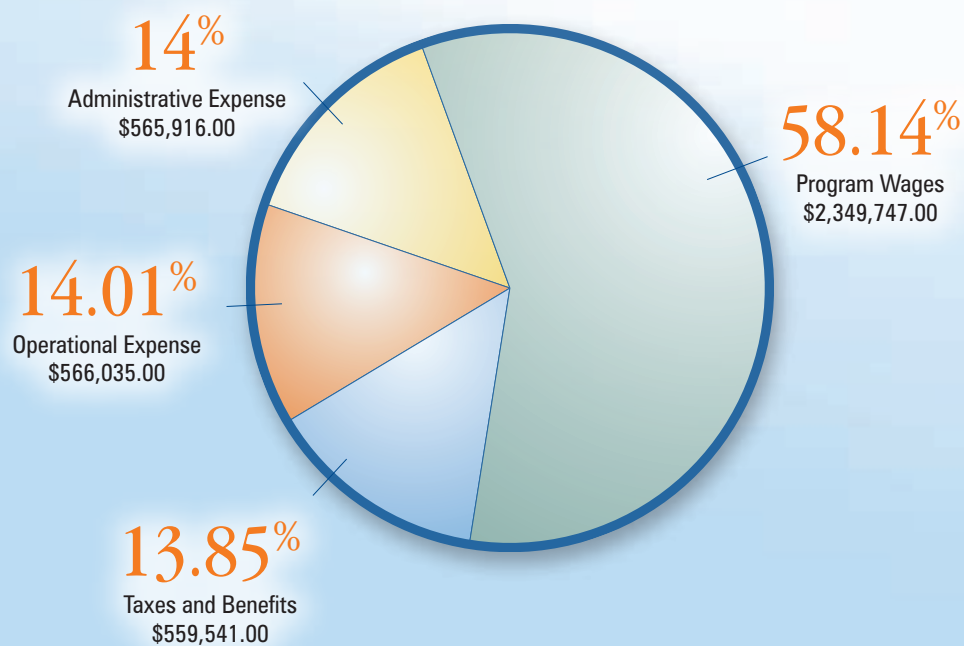
Revenue Sources

Weaver is fiscally responsible while providing work opportunities for individuals with disabilities.

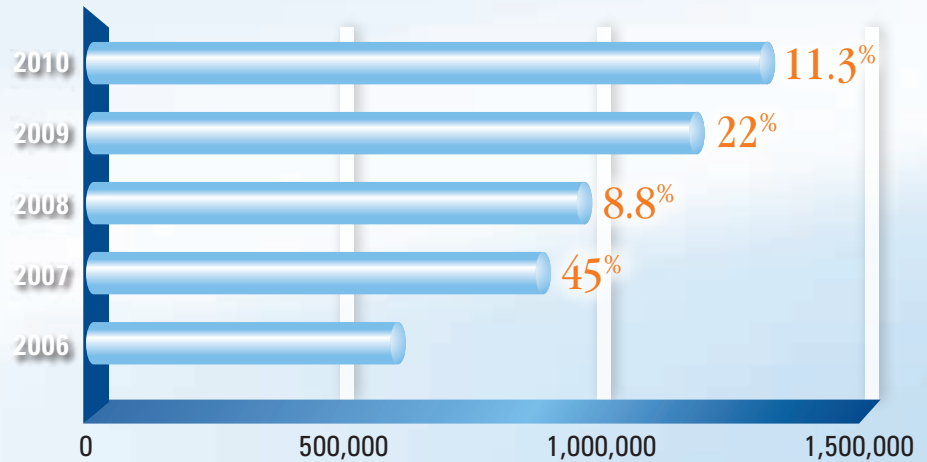


Expenses

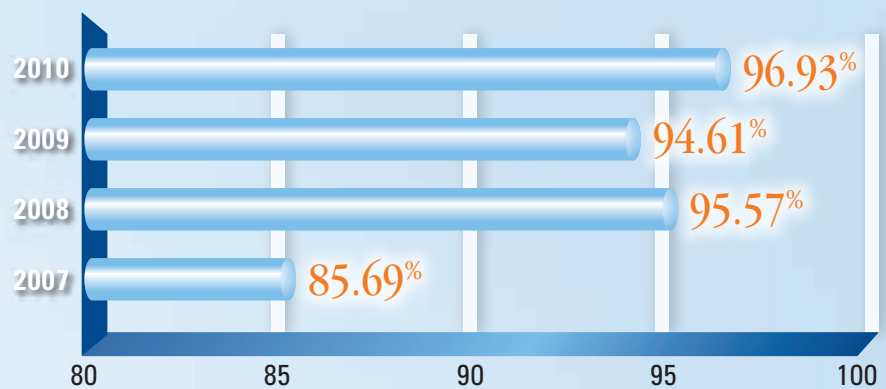
This information was taken from 2010 audited financial schedule of revenue and employment expenses.



Consumer Wages



Production Work Availability



Production work availability is important because we need to have high levels of work availability available for training purposes. For 2010 we were able to secure high work availability levels by completing contracts for 37 different customers from five different counties.

KONG Company
16191 Table Mountain Parkway
Golden, CO 80403 USA
www.KONGcompany.com



KONG



KONG: CUSTOMER OF THE YEAR

Joe Markham founded the Kong toy company after his pet German Shephard, named Fritz, needed to chew on something other than rocks! Markham designed and developed a proprietary super-strong rubber formula and began production of Kong pet toys in 1976.

“Year over year Weaver has provided the Kong Company with extremely competitive pricing, consistently high quality and has kept pace

Headquartered in Colorado, Kong uses services of Weaver for local production assistance and in 2010 was named Weaver Customer of the Year.



Kong 2010 Customer of the Year Award

From Warren Lotter,
KONG Company

I wanted to again express our deep appreciation for all that Weaver does for the Kong Company. Year over year Weaver has provided the Kong Company with extremely competitive pricing, consistently

high quality and has kept pace with our needs supporting both our growth and our seasonal demand. More impressive than that is your commitment to helping those individuals within the greater Akron community that otherwise would not have the

opportunity and we are truly honored to be a part of this great work. We have been and will continue to be committed to Weaver.

For more information, please contact Bill Richards, Production services sales 330-379-3660 ext 266.

Shaeffler Group

The Shaeffler Group is a renowned supplier to the automotive industry and one of the world's leading manufacturers of rolling

with our needs supporting both our growth and our seasonal demand.”

bearings and linear products. Weaver Industries is pleased to introduce Shaeffler as a new Weaver customer. Weaver's production department packages kits for Shaeffler Group, such as the brake part kit.

We are happy to honor our customers that share our mission. We complete 4.5 million pieces a year for Kong and look forward to a continued relationship with Shaeffler. Our production services department can do a variety of packaging, kit assembly, sorting and collating. Please call our production division at 330-379-3660 if you have a potential production project for Weaver.



Shaeffler New Customer Appreciation Award



Multi-year Holiday Mart vendor award recipient Clayfish Pottery.

HOLIDAY MART: OVER 35 YEARS OF GIFTS AND GIVING

Each fall, Weaver is pleased to host the Holiday Mart at the Summit County Fairgrounds. The shopping is wonderful as we have over 250 vendors offering pottery, jewelry, florals, art, wreaths, tole painting,

“Love this show! I’ll be back next year.
Thanks for all your efforts!” – Debbie Kates



furniture, candles, snowmen, appliqueed clothing and more. We have nearly 6,000 shoppers over a weekend and look forward to continuing this service for many years. Food is also available as well as pictures with Santa.



“Very impressed with the friendliness of all. Hope to be back next year-same space! Thanks to Weaver.” – Sue Blake



This is a juried show and all proceeds benefit Weaver Industries. If you are interested in participating, please contact our Holiday Mart coordinators Sandy or Beth, at 330-379-3660.

“Every year this is the best show!
Vendors are nice & prices are good!
See you next year!” – Dianne Huth

MARK YOUR CALENDARS

Holiday Mart 2012: November 11 and 12

Where: Summit Fairgrounds

229 E. Howe Ave., Tallmadge, Ohio

Saturday: 9 a.m. - 5 p.m.

Sunday: 11 a.m. - 4 p.m.

Come and enjoy raffles, prizes, food, pictures with Santa and over 150 crafters. Proceeds benefit Weaver Industries, Inc.



SECURSHRED

Weaver SecurShred is a NAID AAA Certified shredding company dedicated to providing the best service and support to its clients in the area of confidential and secure information destruction. It will provide destruction and shredding services to assist you in compliance with federal and state information privacy laws and regulations. Our excellent shredding service is available throughout northern Ohio and western Pennsylvania and available to all individuals and businesses with information that requires secure destruction.

SecurShred will listen to you and design a program specific to your needs.

Whether in need of regularly scheduled service, periodic purges or an information destruction service complete with consultations with our professional staff, SecurShred



Matt Bazacchini, SecurShred Driver and Customer Service Representative



Jack Skinner, SecurShred General Manager

will listen to you and design a program specific to your needs. Strict compliance to the NAID member code of conduct and operating procedures assures you will receive professional, confidential and secure information destruction.





SecurShred is a division of Weaver Industries, Inc., a 501(C)3, self supported, not-for-profit corporation dedicated to vocational training and employment of individuals with developmental disabilities. Partner with SecurShred and enjoy peace of mind with professional document destruction with the added benefit of providing jobs for individuals with disabilities.

Visit our website for more information on the legal requirements you may have for document destruction.

Weaver SecurShred and its customers have saved over 10,000 trees and four million gallons of water. One ton of recycled paper saves: 17 trees, 7,000 gallons of water, 4,200 kilowatt-hours of electricity and 3.20 cubic yards of landfill space.



With Weaver SecurShred:

-  All paper is 100% Recycled
-  AAA Certification through the National Association for Information Destruction (NAID)
-  Shred width meets IRS specifications (5/16") which is half that of industry standard
-  Secure document destruction while providing meaningful work opportunities for individuals with disabilities



2011 BOARD



Joe J. Arnold
President

Swagelok Company
Director of Facilities



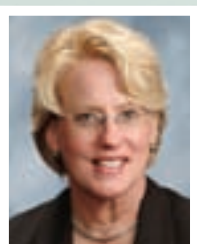
Henry J. Inman
Vice President

Goldfinch
Communications, Inc.
President



Andrea Gauding
Treasurer

Bober, Markey,
Fedorovich & Co.
CPA



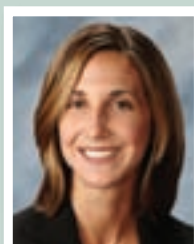
Barbara J. Pedrozo
Secretary

Akron General
Medical Center
*Benefits & Compensation
Director*



Don J. Pavlik
Past President

National City
*Vice President –
Corp. Banking Div.*



Heather Bentley

PR/Marketing



Patricia F. Jacobson

Stark & Knoll
Attorney (Partner)



Charles F. Mullen

Apple Growth
Partners
CPA, CMA, MTax



Paul Prevosnik

Business Owner/
Partner of G/S Leasing,
Inc., in Hudson/Parent



WEAVER'S UNIQUE HISTORY

Since 1970, Weaver has been helping families with individuals with disabilities. The drive to improve Services to individuals with disabilities in Summit County was spearheaded by Carlene Weaver. Carlene was a strong advocate for the creation of services to provide vocational opportunities for individuals with disabilities so when Weaver was created it was a natural fit to name our corporation after her.

We opened our doors when parents looked for assistance. Weaver Industries was created when it was determined that individuals with disabilities needed to work. Over the past 40 years we have employed many individuals and we look forward to a bright future. As we show how our logos have changed over the years, we have also changed, providing new services and therefore, new opportunities for business partners and employment for individuals.





www.weaverindustries.org

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For All The Right Reasons