



WEAVER INDUSTRIES

2018

YEAR-END
PERFORMANCE
REPORT



WHO WE ARE

Weaver Industries was founded in 1971 as a 501(c)(3) non-profit organization providing individuals living with disabilities vocational training and employment opportunities. The Weaver name stems from Carlene Weaver, a strong supporter for individuals with disabilities, who was instrumental in improving the lives of many people in Summit County by advocating for meaningful vocational opportunities.

MISSION STATEMENT

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

VISION STATEMENT

Inclusive communities that value and respect all people, regardless of their abilities.

PERSON-CENTERED STATEMENT

Weaver Industries—through a process of ongoing collaboration, listening and learning—serves individuals with disabilities by identifying opportunities that are specific to their needs and inclusive of their overall support system. We use this knowledge to assist our clients in achieving their goals and maximizing their personal and professional fulfillment.

WEAVER'S CORE VALUES



People First

We believe all people should be appreciated for their strengths, talents and inherent value.



Inclusion

We embrace the importance of engaging people of all abilities, demographics and ideals.



Integrity

We demonstrate our integrity by doing what is right, not what is easiest. We build trust by doing what we say we will do in an honest, transparent and ethical manner.



Innovation

We support and encourage innovation by identifying and creating new opportunities for individuals with disabilities.



Respect

We demonstrate respect by listening, communicating openly and honestly, and by treating others as we expect to be treated.



FROM THE BOARD PRESIDENT

Steve Jobs once said, “Great things in business are never done by one person, they’re done by a team of people”.

At Weaver Industries, we have a great team that continues to focus on our mission “to maximize the independence and personal fulfillment of individuals with disabilities through community, business and family partnerships.”

The Weaver team accomplished a lot in 2018. A few highlights include:

- *Opened a fourth ProPak location – created up to 25 additional jobs for employees with disabilities*
- *Worked with the County of Summit Board of Development Disabilities (Summit DD) to successfully transition several of their clients to our programs as they divested from all direct care services*

- *Looked for opportunities to improve the wages for the clients we serve – this resulted in a 27% average increase from 2017*
- *Enhanced technology (new payroll, accounting and waiver billing software)*
- *Developed both a risk management plan and a disaster recovery plan*

The Weaver Board is proud of these accomplishments and equally proud of the team that is constantly looking for ways to improve the lives of the individuals with disabilities whom we serve.

Congratulations to a great 2018!
I am honored to be part of a wonderful organization.



Debbie Gorbach, President
Weaver Industries Board of Directors



FROM THE **EXECUTIVE DIRECTOR**

I believe that it's important to "recognize the past while planning for the future."

As I write this letter recognizing accomplishments in 2018, while contemplating the next transition, it's hard not to look at how far we have come in our 48 years of serving individuals with disabilities in our community.

In 1971, individuals with disabilities, and their families, were happy with "a" choice or an option for employment. A lot of people diligently worked to develop Weaver industries to help provide that vocational opportunity.

Jump 47 years, to 2018, and we can recognize milestones of paying roughly \$2M in wages to individual receiving services, while offering employment opportunities in vocational training capacities that include:

- *Commercial lawn mower operation*
- *Flower bed installation and maintenance*
- *Secure document destruction sorting*
- *Paper shredder operation*
- *Truck driver helper*

- *Commercial cleaning of offices, medical facilities and schools*
- *Materials handling, fulfillment and order picking*
- *Packaging manual and equipment operator*
- *Mechanical parts assembly*
- *Office clerical support*
- *Electrical part/light assembly and packaging*
- *Automotive maintenance technician training*

As we look towards the future, the Weaver Industries' Board of Directors and I will continue to develop a long-term strategy that facilitates expanded vocational training opportunities and an innovation process that expands business services into new business sectors, while continuing to position Weaver Industries as a conduit for families.



Jeff Johnson, Executive Director
Weaver Industries Board of Directors



NEW WEAVER PROPAK CHAPEL HILL LOCATION

At Weaver, we are very excited about the property we purchased in the Chapel Hill neighborhood of Akron for our fourth Weaver ProPak location. This facility opened November 12, 2018, and has allowed us to create jobs for up to 30 adults with intellectual and developmental disabilities.

This newly remodeled facility is consistent with the high standards of our three other ProPak locations and includes all the unique requirements necessary for Weaver to provide vocational training and employment opportunities to the population we serve – such as accessible, clean, modern, air-conditioned work areas and common spaces with plenty of windows and natural lighting. The facility contains bright, newly updated meeting rooms, restrooms, lockers and a break area with vending options for employees' comfort and convenience.

As a vocational training program, ProPak Chapel Hill provides paid work opportunities for the full work day and offers employees opportunities to work on a variety of jobs so that they can learn different skills. ProPak provides a unique integrated work setting – employees with and without disabilities (“typical peers”) work side-by-side doing the same jobs and are held to the same standards – to simulate a more realistic work environment. In addition, ProPak Chapel Hill operates a split-shift (8:00am to 2:00pm and 9:30am to 3:30pm) so that employees can choose the shift that better suits their needs.

Weaver ProPak provides professional contract services that include light assembly, packaging, kitting, collating, sorting, labeling, fulfillment and pickup and delivery.



TRANSPORTATION DEPARTMENT

When does a “fleet” become a “fleet”? One component that is often undervalued is how important reliable transportation services are to people with disabilities and their families. Weaver has been providing transportation to and from work to our employees with disabilities for many years. At first, it was mainly to those who receive services within our EarthCare and TruClean divisions. Because the majority of these employees work on crews that are “mobile,” it just made sense to have each crew supervisor pick up their crew members at their homes, drive them to their worksite(s), and then drive them back to their homes after the end of their shifts.

Between 2015 and 2018 Weaver purchased 32 additional vans, investing approximately \$1M in safe, modern, reliable transportation vehicles, in order to meet a growing need for more reliable transportation options for our other divisions. By the end of 2018, with a total of 43 vehicles, we had formed our first “fleet.”

Owning a fleet warranted creating a “transportation department.” Within this newly-created department lies the responsibility of purchasing and maintaining all of our transportation vehicles and, also, the many trailers used by some of our divisions. This department ensures that each new vehicle is registered with the Bureau of Motor Vehicles, insured and outfitted with safety equipment, and that vehicle maintenance is conducted timely and consistently across all Weaver divisions. In addition, the manager of this department is responsible for planning routes, hiring and training drivers, and overseeing our fleet and driver safety program.

Currently, approximately 63% of our employees with disabilities utilize Weaver as their transportation provider. Operating our own rotating fleet of current multi-passenger vans allows Weaver to provide these employees with safe, reliable, on-time transportation to and from their worksites in comfortable, well-maintained vehicles.



2018 **IMPACT AWARDS**

This year, Weaver Industries created the Impact Awards as a way to celebrate the “impact” our relationships with certain community partners have had on our agency and the individuals living with disabilities for whom we provide services.

We honored our first Impact Awards recipients at a luncheon that was held on April 24, 2018. The event celebrated the exceptional community partnerships that have enabled Weaver Industries and its four business divisions – Weaver EarthCare, Weaver ProPak, Weaver SecurShred and Weaver TruClean – to provide the vocational training and employment opportunities that enhance the quality of life for so many adults living with disabilities.

This year, we honored:

Klaben Auto Group for “Greatest Impact on an Individual”

Our partnership with Klaben Auto Group was celebrated for the exceptional vocational skills training opportunity it provides at the Klaben Chrysler Service Center. Because of this partnership, the two gentlemen working at this location – both of whom have always dreamed of “working on cars” – have learned the skills and work ethic necessary for them to fulfill their desires to gain employment in the field of automotive maintenance.

The Ohio Turnpike Commission for “Greatest Impact on a Division”

Our partnership with the Ohio Turnpike and Infrastructure Commission was celebrated for the massive impact it has had – in so many ways – on our Weaver TruClean division. This contract allowed Weaver TruClean to employ eight individuals living with disabilities in an environment that offered a high level of community integration and provided ample opportunities to work on the soft skills necessary for providing excellent customer service, as well as the technical skills necessary to function as a technician of a commercial janitorial services company.

ATA Tools for “Greatest Impact on the Agency as a Whole”

We celebrated our partnership with ATA Tools, Inc. for a very unique reason. ATA Tools, Inc. – for the first time in Weaver Industries’ history – has contracts with all four of our business divisions. This community partnership is potentially providing work opportunities to the most number of individuals throughout the entire Weaver Industries’ organization.

At the luncheon, award recipients had an opportunity to meet Weaver Industries’ board of directors and administration staff, as well as some of the many individuals living with disabilities who benefit from employment through these partnerships.



Jeff Johnson and Hector Diaz-Stringel, president and general manager, ATA Tools



TruClean crew and The Ohio Turnpike Commission



ATA Tools employs all four Weaver Industries' business divisions.



Community Employment crew and Klaben Auto Group

DIRECT SUPPORT PROFESSIONALS APPRECIATION WEEK

September 10 – 14, 2019

At Weaver Industries, we believe that our direct support professionals (DSPs) should be valued, supported and recognized for a job well done.

In 2018, we were fortunate enough to discover “National Direct Support Professionals Recognition Week” and we were excited to utilize this as an opportunity to honor and thank all our DSPs for the crucial role they play in supporting our employees who have intellectual and developmental disabilities (I/DD).

This was also an opportunity for our DSPs to reflect on the important work they do each and every day. Throughout the week, we heard stories about the close relationships our DSPs have with their clients – wonderful stories about how our DSPs encourage, coach, advice and support their clients – how they elevate their clients every time they are able to help them learn something new.

Our DSPs are at the core of Weaver Industries’ mission, making it possible for us to deliver quality vocational training and work opportunities to the individuals who are employed at our various business divisions.

We recognize how critically important our DSPs are to our entire organization. They make an immeasurable difference in the lives of the people we support. We believe that the interaction between our DSPs and our clients is Weaver’s most important measure of support quality.

MONDAY: “You Donut Know How Much We Appreciate You” – *donuts for DSPs & clients*

TUESDAY: “Weaver Clients are in Great Hands with Our Staff” – *pocket hand sanitizer*

WEDNESDAY: “Thank You for All You Do!” – *Hershey bars*

THURSDAY: “McThanks to Our Weaver Direct Support Professionals” – *McDonald’s gift cards*

FRIDAY: *Direct Support Professionals t-shirt*

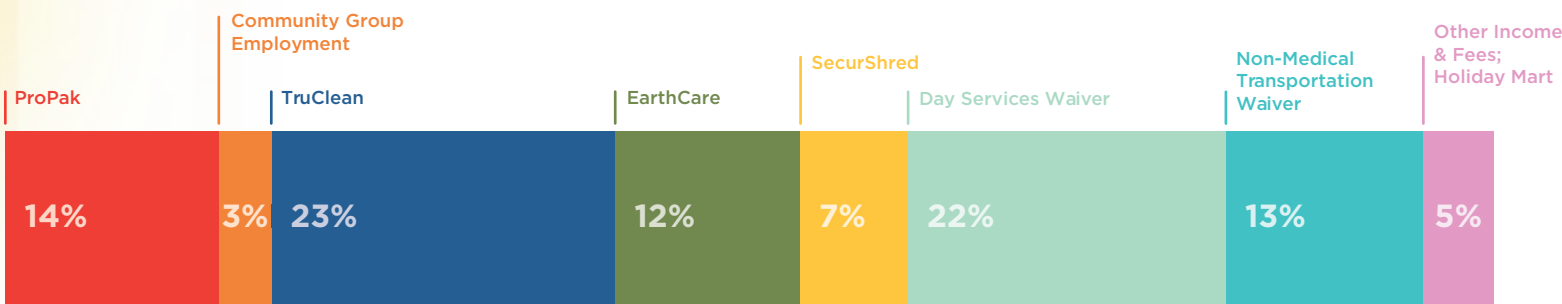




FINANCIAL INFORMATION - 2018

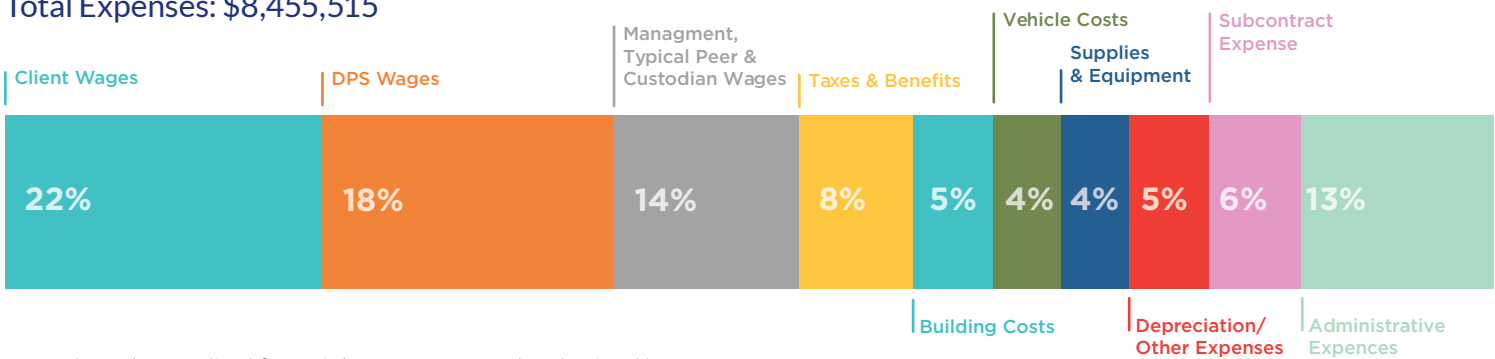
Overall, Weaver Industries’ revenues have grown 22% since 2017. Weaver continues to maintain and grow strong business relationships within the northeast Ohio region, as well as expand our services into Community Group Employment sites. Corresponding expenses have also increased as Weaver continues to develop new and exciting employment opportunities for the people we serve.

2018 Revenues



2018 Expenses

Total Expenses: \$8,455,515



Note: Complete audited financial statements can be obtained by request.

MEET KENNY SABO - BODYBUILDER

Weaver TruClean

Bodybuilding is more than just a hobby to Kenny Sabo. It's a way of life. He trains five days a week with his personal trainer and friend, Javan Shaw. "Words can't express how proud I am of this guy. He is truly an amazing person. And he has helped me as much as I have helped him." Javan shared.

Kenny has even competed in two amateur body-building competitions—earning 6th and then 5th place. "He was ecstatic and has been living it up. It is a beautiful tribute and really shows that the word disability means nothing, and you can achieve any dream possible," commented Kenny's mother Elizabeth.

Kenny also works full time at Weaver SecurShred. "I'm so active and busy at work that it's hard for me to eat enough calories to maintain my weight," said Kenny. As a body-builder, his metabolic demand is very high so he needs to eat thousands of calories throughout the day just to maintain his muscle mass. But Kenny refuses to let this problem beat him. "I'm happy that my family and friends support me. Javan is an amazing person to look up to. I'm very glad that he is my trainer," said Kenny.

"He does not live his life limiting himself," states Javan. "In his mind he has no limits. He just puts his head down and works as hard as he can to get things done. It has been a privilege to help you make his dream a reality."





MEET NATHANIEL VENGREW - POET

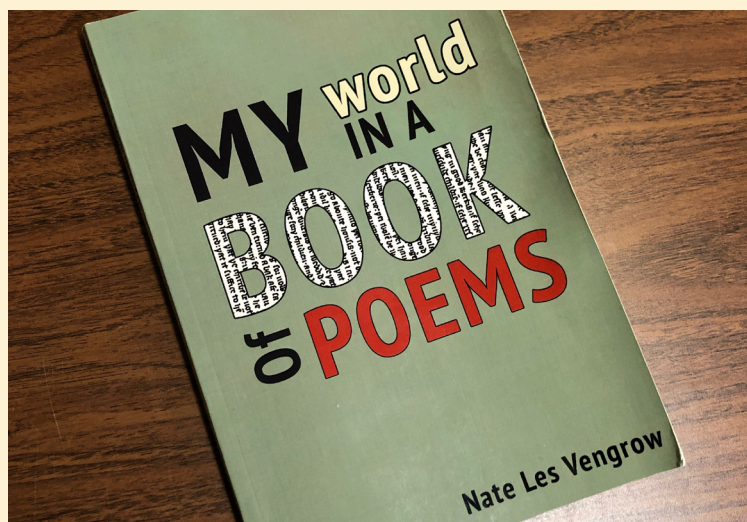
Weaver TruClean

Nathaniel (Nate) Vengrew began writing poetry when he was a sophomore in high school. "It was an English class assignment," Vengrew says. "At first I thought it was stupid; but, I tried it out and I found that I was actually pretty good at it."

Vengrew realized that he enjoyed writing poetry and that people enjoyed reading his poems. He even managed to get two of his poems published in the Firestone High School "Voices" magazine. Writing poetry helps Vengrew "express what I'm feeling inside."

In 2013, Vengrew published "My World in a Book of Poems," a collection of poems he wrote on topics ranging from Ohio weather and watching LeBron James sink a game-winning shot, to struggling with the aftermath of divorce and the death of a loved one. "My poems are my passion."

Vengrew works for Weaver's TruClean division as part of a crew that tends to an ODOT rest area. He recently celebrated his 10-year work anniversary. He resides with his mother, his dog, Mattie, and his two cats, Simba and Kelly.





Angela Smith
Accountant, Weaver Industries

WELCOME

ANGELA SMITH

Accountant, Weaver Administration

Angela Smith brings more than 16 years of progressively responsible accounting, management and supervisory experience to the position of accountant for Weaver's fiscal department. Prior to working at Weaver, Smith held similar positions with a medical supply company, a real estate management firm, and a manufacturer.

Smith holds a Bachelor of Business Administration in Accounting from Kent State University. She resides in Cuyahoga Falls with her husband, an Akron Police Officer. Smith has two daughters and a son. In her spare time, she enjoys attending concerts, running 5Ks, and spending time with her grandson.



Rick Gromley
Contract Manager, Weaver Earthcare
Rick is shown with current Weaver EarthCare crew member (and one of his former students) Nick B.

RICK GROMLEY

Contract Manager, Weaver EarthCare

Rick Gromley's career is extensive and varied. He spent 38 years as an educator for Akron Public Schools, where he held several teaching and coaching positions in both the elementary and secondary levels. This experience allowed him opportunities to work with special needs students and at-risk populations.

Gromley is very proud of his "unofficial" typical peer mentoring program – in his classes, he would have the students without disabilities assist with teaching the students who had disabilities the various skills that were taught in his physical education classes. "It helped to foster a really nice environment. Everyone worked together and supported each other. Everyone was included."

In addition, Gromley is a coach for the Little League Association and, for 36 years, he owned and operated a landscaping company. He holds a Bachelor of Arts in Education from The University of Akron. When he is not working, Gromley's interests include weight lifting, fitness and nutrition.

CONGRATULATIONS!

JASON NORMAN

Operations Manager, Weaver SecurShred

Jason Norman began working for Weaver SecurShred as a route driver in September 2013. His promotion in 2018 lead him to his current role of operations manager. In this position, Norman is responsible for all day-to-day functions of the shredding operation, including enforcing and maintaining all policies and procedures, as well as maintenance and security requirements. He also trains and oversees all SecurShred employees.

What Norman likes best about his position is, “Having the ability to help our employees grow, bringing out the best in everyone, showing them their potential, and helping them succeed at achieving their goals. I love the fact that every day I can have the chance to be there when they meet their goals. I enjoy building relationships with them and their support team. As operations manager, I have more opportunity to do this with all of SecurShred employees.”

Norman resides in Akron with his spouse, Sabrina, and their two children – a son, Jayce, and daughter, Sacorah. Outside of work, Norman spends most portion of his time with his family. He coaches a travel softball team for his daughter and niece, Melaena. He’s very proud of the fact that the team has placed 2nd in the State (twice), and 5th at the National level. When he is not coaching softball, he coaches his son, daughter, niece and nephew, Douglas, at bowling.

Norman enjoys the outdoors – especially hunting, camping and fishing – and spending time at his family’s cabin in Pennsylvania. In the future, he is hoping to spend some time in Alaska and would love the opportunity to visit the Ukraine, where his mother was born. “And when I do have some free time,” he smiles, “I also have a bit of a video game addiction.”



Jason Norman
Operations Manager, Weaver SecurShred

HAPPY 10 YEARS!

JULIE HANNAN *Weaver ProPak (Marc Drive)*
& TOM KELLY *Weaver ProPak (Osceola Avenue)*

Congratulations to Julie Hannan, typical peer, Weaver ProPak (Marc Drive location) and Tom Kelly, truck driver, Weaver ProPak (Osceola Avenue location) on ten years of service. Weaver has changed quite a bit during their tenure – and we really appreciate all of their hard work and dedication that have helped us to get to where we are today!



Julie Hannan, Typical Peer
Weaver ProPak (Marc Drive)



Tom Kelly, Truck Driver
Weaver ProPak (Osceola Avenue)

2018 BOARD OF DIRECTORS

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Deandreia Bell



Terry Fercana



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Moira Pietrowski

*Not pictured: Stephen Hoffman,
Carol Murphey & Mark Ohlinger*

WEAVER INDUSTRIES 2018 LEADERSHIP TEAM

Jeff Johnson
Executive Director

Carla McDonald
Controller

Valerie Garner
Human Resources Director

Denise Balko
Marketing and Communications Manager

Kevin Werthmuller
Weaver Community Employment General Manager

Brad Haben
Weaver EarthCare Manager

Joe Buit
Weaver ProPak General Manager

Jack Skinner
Weaver SecurShred General Manager

Chris Hattery
Weaver TruClean General Manager



Left to right: Jack Skinner, Brad Haben, Chris Hattery, Joe Buit, and Kevin Werthmuller

Not pictured: Jeff Johnson,
Carla McDonald, Valerie Garner
& Denise Balko.



Weaver Industries, Inc.

520 S. Main St., Suite 2441
Akron, OH 44311

P 330.379.3660

W www.weaverindustries.org

