



2015
ANNUAL REPORT
(2011 – 2014)





2015 Annual Report

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MISSION STATEMENT

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.

ABOUT WEAVER INDUSTRIES

Weaver Industries, Inc. is a 501(C)3 non-profit organization that operates four business divisions to provide vocational training and meaningful employment to adults with disabilities. These four divisions – Weaver EarthCare, Weaver ProPak, Weaver SecurShred and Weaver TruClean – provide opportunities that allow these workforces to learn new job skills, as well as what it means to be an "employee," so that one day they can work independently for a business in their community.

Social Enterprise Business Model

Weaver Industries operates under a Social Enterprise Business Model. This model of doing business helps us to support Weaver Industries' Mission without relying solely on donations and grants. Any profits obtained from the revenue-generating activities of our four business divisions are reinvested in the services we provide to the adults with disabilities employed at those divisions.

Supported Integration Work Environments

Weaver Industries has moved one step closer to the ultimate goal of "independent employment" for people with disabilities. In 2009, we launched our Weaver ProPak (ProPak) division, which provides high-quality, professional assembly, packaging, kitting, labeling and fulfillment services, and opened our first location in Akron, Ohio.

What makes ProPak unique is that it is a work environment that provides supported integration; an environment in which employees with and without disabilities ("typical peers") work side-by-side doing the same jobs and are held to the same standards.

For employees with disabilities, the benefits of working at ProPak are significant. Working in an environment where the emphasis on abilities and productivity gives them the opportunity to interact, socialize and make friends with people without disabilities. The diversity that exists within this supported integration work environment promotes creativity, innovation and better decision-making.

The success of this model has been so significant that, in July 2013, we opened a second location and, in May 2014, we relocated our initial facility to a larger location to accommodate additional employees.

At Weaver Industries, we recognize the importance of full-inclusion into our communities and we celebrate the diverse talents and contributions that each and every person can offer!



A LETTER FROM THE
EXECUTIVE DIRECTOR

As one of more than 4,100 non-profit agencies providing services in Summit County, we at Weaver Industries believe that it is important for the members of our community to know who we are, what we do and, most importantly, whom we serve.

Through the operation of four distinct business divisions – Weaver EarthCare, Weaver ProPak, Weaver SecurShred and Weaver TruClean - that provide very specific services to public and private sector entities; we are able to create vocational training opportunities for approximately 600 adults with disabilities.

What is not quite as apparent, on a day-to-day basis, is the real impact and role Weaver Industries and its divisions play in our community and throughout the region.

For example, did you know that. . .

- If you use any of the Akron-Summit County Public Libraries, or are one of the more than 300,000 people who visit the Akron Zoo in an annual basis, the manicured lawns and flower beds you see are maintained by Weaver EarthCare? EarthCare crews provide grounds maintenance, lawn care and landscaping services to customers in residential, commercial and government sectors.
- Annually, through Weaver SecurShred, we securely shred approximately 1.5 million pounds of paper – which is then 100% recycled – ultimately saving almost 13,000 trees? Our SecurShred employees process paper for customers ranging from local government and commercial customers to state (i.e. University of Akron and Kent State University) and federal government entities.
- When you buy your dog that cool new KONG toy, it was packaged by Weaver ProPak? ProPak employees package roughly 4.5 million pet toys per year for the KONG Company; as well as provide assembly, packaging, kitting, labeling and fulfillment services to many local manufacturers!
- If you have traveled and utilized one of the Ohio Department of Transportation's roadside rest areas on State Routes 76, 77 or 271 in our area, the grounds and facilities are maintained 24/7, 365-days-a-year by Weaver TruClean. TruClean employees also work on many other contracts, including other ODOT facilities (i.e. offices and garages) and several Bureau of Motor Vehicle locations.

In summary, at Weaver Industries, we take great pride, not only in the fact that we are able to help improve the lives of adults with disabilities by providing them both vocational training and employment opportunities; but that, in doing so, we are also providing quality and valued services to our community.

Regards,

Jeffrey S. Johnson
Executive Director



FROM A REPRESENTATIVE OF THE
BOARD OF DIRECTORS

The face, the structure and the persona of Weaver Industries, I believe, changed more dramatically in the years of 2011 – 2014 than at any other period in its history.

My favorite non-profit organization took giant strides in the second decade of the 21st century as it started with a facelift of sorts of its website, and things took off from there. Particularly pleasing to me was some internal additions that gave Weaver solid footing to step into the future.

The Board of Directors and Executive Director Jeff Johnson developed the company's first Strategic Business Plan...a detailed yet flexible and future-thinking document that mapped out not only the near-term goals and objectives, but also the plans that will carry Weaver Industries' commitment to its clients well into the next decades and hopefully longer.

As part of that strategic plan, we also developed a crisis communication plan, as well as a plan to add new board members, as needed. The new plans also include an itemized new board member manual, as well as a detailed process to replace board members when their terms expire.

In essence, we developed plans and processes for many activities of the board that included a thorough evaluation of the executive director's performance as well as his compensation.

We also evaluated several potential business opportunities, and while they did not materialize, the strategic plan enabled us to objectively evaluate each entity and make an educated decision as to whether or not it fit our future business plans.

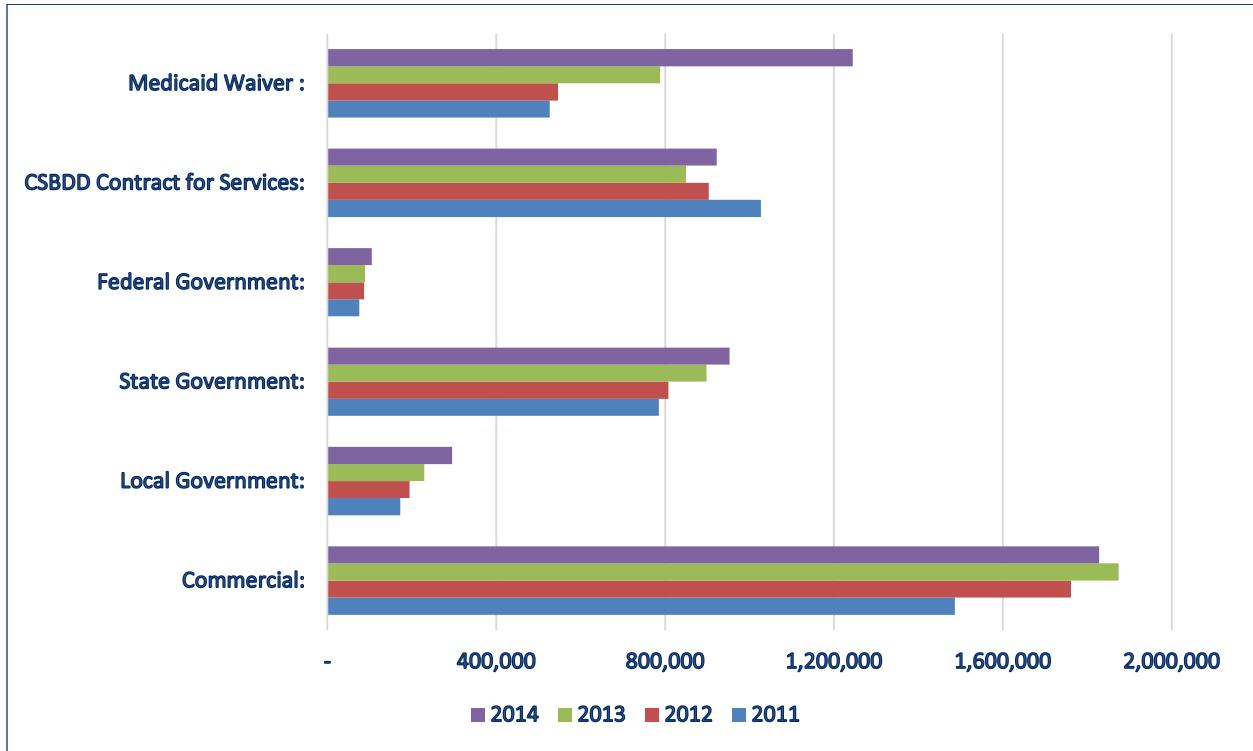
It was an enlightening term, as well as a productive one, and I shall always be proud of our accomplishments and equally proud of the individuals with whom I worked during my tenure.

Regards,

Henry Inman
Board of Director

FINANCES

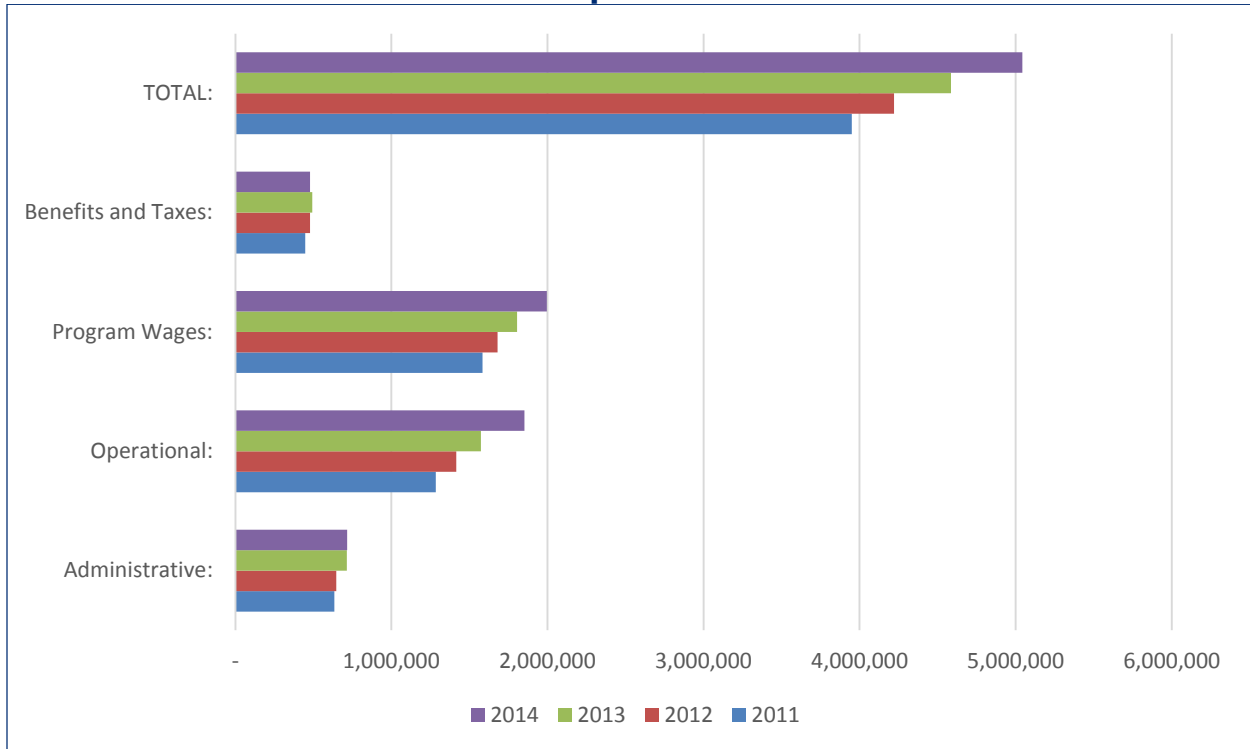
Revenue



	2014	2013	2012	2011
Commercial:	1,827,812	1,874,349	1,761,772	1,486,692
Local Government:	295,574	229,849	194,464	172,749
State Government:	952,946	898,431	807,604	785,507
Federal Government:	105,080	89,537	86,896	75,36
Services:	922,521	849,399	903,248	1,027,323
Medicaid Waiver:	1,244,450	788,527	546,516	526,899
TOTAL:	5,348,383	4,730,092	4,300,500	4,074,534

FINANCES (Continued)

Expenses



	2014	2013	2012	2011
Administrative:	717,501	715,054	646,728	635,521
Operational:	1,853,247	1,573,772	1,415,741	1,284,083
Program Wages:	1,995,112	1,805,212	1,679,537	1,583,122
Benefits and Taxes:	478,232	492,668	478,379	448,385
TOTAL:	5,044,092	4,586,706	4,220,385	3,951,111

Client Wages

	2014	2013	2012	2011
	\$1,609,559	\$1,472,937	\$1,408,472	\$1,491,101

In 2014, the average hourly wage for clients working at Weaver's various divisions – EarthCare, ProPak, SecurShred and TruClean – is \$6.56 per hour

MILESTONES

- 2014:** Weaver Industries celebrates “National Disability Employment Awareness Month” by hosting a ribbon-cutting at its newest ProPak location in Tallmadge (opened in May 2014) and an open house at the ProPak in Cuyahoga Falls. Both events featured Mayors David Kline (Tallmadge) and Don Walters (Cuyahoga Falls) as speakers and were well-attended by staff, clients, family and friends, as well as many ProPak customers, Tallmadge and Cuyahoga Falls Chambers of Commerce representatives and local dignitaries.
- 2014:** Weaver Industries invests in a branding initiative to increase recognition of the “Weaver” name in the community and contracts with Bark at the Moon Graphics Studio (BATM). Working with BATM, Weaver begins a re-branding effort that includes giving the Weaver Industries’ logo, as well as the logos of its four business divisions, a consistent look, designing new signage for the lobbies of the corporate location, both ProPak locations and SecurShred, and vehicle wrap design.
- 2014:** Weaver EarthCare adds landscaping (softscaping) to its service options. In addition to having a certified landscape designer on staff, EarthCare now offers lawn treatments (fertilizer, weeds and pest control) and landscape services such as complete plant bed installation (including raised, multi-level and vegetable beds); hand-spade edging and machine bed re-shaping; natural stone and boulder installation; and tree and shrub planting; as well as lawn patching and repair.
- 2014:** The Akron-Summit County Libraries is EarthCare’s largest client, followed by the County of Summit Board of Developmental Disabilities.
- 2014:** Weaver ProPak expands its first location into a larger facility on Osceola Avenue, Tallmadge, allowing the addition 21 new jobs for adults with disabilities.
- 2014:** ProPak adds six new production customers, adds 51 new jobs for existing customers and completes multiple contracts for a total of 33 different customers.
- 2014:** KONG is ProPak’s largest customer; followed by NSK Industries. Step2 is ProPak’s largest new customer.
- 2014:** Weaver SecurShred clients work 1,504 hours on Federal Contracts, which include the IRS, Health and Human Services and the Social Security Administration (up from 1,219 hours in 2013).
- 2014:** The University of Akron is Weaver SecurShred’s largest customer, followed by the IRS.
- 2014:** Weaver Industries adds second-shifts to Weaver ProPak (Marc Drive location) and the Weaver TruClean I-76 roadside rest area contract.
- 2014:** The Ohio Department of Transportation (District 4) is TruClean’s largest customer, followed by the 88th Regional Support Command.
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MILESTONES (Continued)

- 2013:** Weaver EarthCare clients begin working on roadside rest area contracts during winter months, earning additional wages.
- 2013:** Eighteen University of Akron mechanical engineering students developed adaptive equipment for EarthCare clients (**see article that follows**).
- 2013:** The Akron-Summit County Libraries is EarthCare's largest client, followed by the County of Summit Board of Developmental Disabilities.
- 2013:** The success of Weaver ProPak (opened in 2009) is so significant that Weaver opens a second location on Marc Drive in Cuyahoga Falls. This location is now the "hub" for all production work at both ProPak locations, as well as the Summit DD workshops.
- 2013:** ProPak adds 19 client jobs.
- 2013:** ProPak adds five new production customers, adds 90 new jobs for existing customers and completes multiple contracts for a total of 43 different customers.
- 2013:** KONG is Weaver ProPak's largest customer, followed by NSK Industries.
- 2013:** Increased revenue and a minimal increase in expenses result in the first annual profit for Weaver SecurShred, which opened in 2007.
- 2013:** SecurShred clients work 1,219 hours on Federal Contracts, which include the IRS, Health and Human Services and the Social Security Administration (up from 1,058 hours in 2012).
- 2013:** The University of Akron is SecurShred's largest customer, followed by the IRS.
- 2013:** The Ohio Department of Transportation (District 4) is TruClean's largest customer, followed by the 88th Regional Support Command.
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- 2012:** Custom Stitches (CS) and Clay Crafters (CC) close and are consolidated into Dream Out Loud Studio, operated by Summit DD. All CS and CC inventory is purchased by Summit DD.
- 2012:** Weaver Industries assumes responsibility for the EarthCare grounds maintenance program, including all operations, staffing and waiver billing.
- 2012:** The Akron-Summit County Libraries is EarthCare's largest client, followed by the County of Summit Board of Developmental Disabilities.
- 2012:** Weaver ProPak adds seven new production customers, 53 new jobs for existing customers and completes multiple contracts for a total of 41 different customers.
- 2012:** KONG is ProPak's largest customer, followed by Apex Paper Box Company.
- 2012:** Weaver SecurShred adds 12 new regular service accounts, bringing its total to 106.
- 2012:** The University of Akron is SecurShred's largest customer, followed by the IRS.

MILESTONES (Continued)

2012: The Ohio Department of Transportation (District 4) is TruClean's largest customer, followed by the 88th Regional Support Command.

2011: (Through 2013) Weaver helps design, and implements, an industry-specific web-based remote payroll system utilizing iPads in facilities and 4G tablets for mobile crews.

2011: Weaver Industries begins working with WDD (We Do Digital) on a website re-design.

2011: The Akron-Summit County Libraries is EarthCare's largest client, followed by the Akron Zoological Park.

2011: Weaver ProPak secures a contract with Fomo, a company that produces environmentally safe foam products, such as expanding foam insulation, to package their kits. This is a fulfillment relationship that is brand new to ProPak. ProPak keeps an inventory of various parts to package different Fomo kits on as as-needed basis.

2011: KONG is ProPak's largest customer, followed by Apex Paper Box Company.

2011: The University of Akron is SecurShred's largest customer, followed by the IRS.

2011: Weaver TruClean secures a contract with the Ravenna Arsenal to clean the shower trailers used for trainings. This contract is renewed as trainings are added.

2011: The Ohio Department of Transportation (District 4) is TruClean's largest customer, followed by NASA (as a subcontractor to JDD, Inc.).

NEWS

UA Mechanical Engineering Students Develop Adaptive Equipment for EarthCare

(Adapted from a July 2013 article by Carol Biliczky, Beacon Journal staff writer)

Fifth-year mechanical engineering students from The University of Akron developed adaptive equipment to help EarthCare clients perform their.

“We have to provide a quality service to our customers,” said Jeff Johnson, executive director of Weaver Industries, “but we’re also training people with disabilities. We’re always trying to increase the capabilities of our workers.”

When employed by Weaver EarthCare, workers learn how to perform the various responsibilities of their jobs including such things as mowing in straight lines and differentiating between weeds and flowers. Sometimes workers will require additional assistance because of physical limitations.

Johnson contacted UA’s mechanical engineering program to ask for help. Coincidentally, the students were in search of “capstone” projects for their final year. A capstone project is a multifaceted assignment that serves as a culminating academic and intellectual experience for students. “It was a perfect fit,” said Jon Gerhardt, the UA associate professor who oversaw the student designs.

About 18 UA mechanical engineering students spent months designing solutions for the EarthCare workers’ challenges, from design to prototypes. The teams of students developed an edge guard for a weed trimmer that ensures workers can cut grass at a set height, a device to steer a lawn mower with one hand and a device to drive a lawn mower with the feet.

The equipment will help EarthCare workers be more efficient, and ideally, make more money. “This opens up the door to helping more clients,” said Weaver Operations Supervisor Bryan Ziegler. “This makes a huge difference.” The innovations will help Weaver EarthCare expand its offerings.

Gerhardt said he would look into the possibility of commercializing the students’ designs. The UA inventions were so practical that, when the students presented their work to the Weaver Board of Directors, one board member asked to buy one for himself!

New Customer Profile - The Step2[®] Company, LLC

The Step2[®] Company, LLC, headquartered in Streetsboro, Ohio, is the largest American manufacturer of preschool and toddler toys and the world's largest rotational molder of plastics. Fostering learning and development through creative play in children from toddler to school age years, it is Step2’s mission “to be the leading innovator of children's products that build imaginations and enrich the family's celebration of childhood.”

Step2, which began operations in 1991 with five employees, has grown to 800-plus full-time employees and boasts two large US plants in northern Ohio – one in Streetsboro and one in Perrysville. Step2 distributes its products to select retailers throughout the US, Canada, and over 70 other countries.

In 2014, Weaver ProPak began packaging Step2’s Shootin' Hoops Junior Basketball Set™ and its Home Run Baseball Trainer™ using a one-touch assembly line method. Based on Lean Manufacturing principles (a systematic method for the elimination of waste within a manufacturing system), a one-touch assembly line sets operation to flow through work cells. It is very quick, with each worker in the cell handling their part of the process once.



CURRENT BOARD MEMBERS (2015)

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Planning – Technology,
Manufacturing and Procurement
Bridgestone Americas Tire Operations

Henry J. Inman

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Goldfinch Communications, Inc.

Terry Fercana

Director of Business Development
Environmental Design Group

Christine Kemmerling

Director, Corporate Communications
Swagelok Company

Andrea Gauding

Vice President and CFO
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Robert D. Maguire

Attorney
Maguire Legal Group

Debbie Gorbach

Vice President, Accounting and Finance
Akron General Health System

Mark Ohlinger

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Hasenstab Architects

Phillip D. Hann

Senior Associate
Apple Growth Partners

Moira H. Pietrowski

Partner
Roetzel & Andress

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Swagelok Company
(2008 – 2015)

Donald J. Pavlik

PNC Bank
(2005 – 2011)

Heather Bentley

Public Relations and Marketing Professional
(2005 – 2011)

Barbara J. Pendrozo

Akron General Health System
(2006 – 2012)

Patricia F. Jacobson

Stark & Knoll
(2007 – 2013)

Paul Prevosnik

G/S Leasing, Inc.
(2007 – 2014)

Charles F. Mullen

Apple Growth Partners
(2008 – 2013)



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