



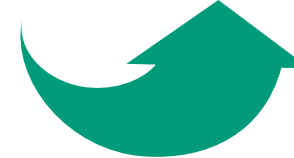
Press in, Press on, Press through.



2009
Annual Report



CINCINNATI
WORKS



FROM POTENTIAL
TO SUCCESS



Press: To exert pressure or force upon; to urge or impel in an indicated direction.

In 2009, CINCINNATI WORKS kept up the pressure to achieve and excel from within despite a host of challenges. The recession's impact was felt by everyone; with our programs and workshop classes regularly filled to capacity it is clear that we had outgrown our space at 37 West Seventh Street. Leaving behind what had been our home for the past nine years; we relocated to a spacious new two-floor location on Walnut Street—still centrally located and accessible to our Members. Best practices garnered national accolades including the Manhattan Institute's *Social Entrepreneurship Award*. Replication of the CINCINNATI WORKS MODEL in cities beyond Cincinnati as well as the completion of the Philips' book on poverty has come to pass. As we begin the new year, we remain resolved to **Press in, Press on, Press through** in our mission of changing the lives of people living in poverty.



Cincinnati Works
708 Walnut Street
Floor 2
Cincinnati, Ohio 45202
513-744-WORK (9675)
www.cincinnatiworks.org



United Way
of Greater Cincinnati





Our Vision:

We will lead the effort to eliminate poverty in our community.

Our Mission:

CINCINNATI WORKS
will partner with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment.

CINCINNATI WORKS' is thankful

to all who shared in making 2009 a great year!

We asked our staff "What are you most thankful for?"

Their answers appear throughout this report.

Dear Friends,

As new president for CINCINNATI WORKS I am proud to be part of this nationally recognized organization with a proven track record for lifting people out of poverty. Prior to this, I spent almost 25 years as a business executive, consultant and volunteer in both the for-profit and non-profit sectors. I look forward to leveraging my business experience as well as my education in pastoral ministry to expand the impact of CINCINNATI WORKS and make a difference in the lives of people in poverty.

The struggling economy in 2009 presented a challenge for us. With record job losses in the region, fewer job openings, and more people than ever vying for those jobs, finding employments was an onerous process. Yet our staff rallied to the challenge, and our Members found within themselves a tenacity and persistence that ultimately paid off. While down from our record high in 2008, we completed the year with 474 employments – an accomplishment we are proud of in the context of the job current market. In spite of the obstacles and barriers that seemed insurmountable at times, we pressed in, stayed true to our mission and our proven approaches, and focused on making an impact, one Member and one job at a time.

The slowdown in the economy also presented opportunities for us to review our practices and make improvements that will position us to take-off as the economy recovers. We implemented a new database that streamlines our case management practices and enables us to more effectively measure our outcomes. We strengthened our core employer relationships and welcomed eight new core employers into partnership with us. We launched an enhanced Advancement Program to assist our job-stable Members to press on towards self-sufficiency. Thanks to our generous investors who came through with new multi-year pledges and ongoing support, we have been able to maintain our secure financial footing. We take stewardship of such contributions seriously, and in light of the economy we made changes to reduce our expenses and end the year \$175,000 below our original budget.

"I'm grateful to the Board of Trustees for giving me the opportunity to lead CINCINNATI WORKS and for the advice and guidance they have provided in helping me get on-board and become productive so quickly. Thanks for your time, your leadership, and your wisdom!"

Peggy Zink, President

As we begin 2010, we press through to meet new and greater challenges. We are taking our Advancement Program (rechristened Reaching for Self-Sufficiency) to scale in order to reach and help more of the working poor. We are beginning the process of expanding our capacity beyond the urban core, to make an impact on other impoverished areas outside of the city. We are continuing to seek out additional core employers and assure that both employers and Members benefit from these relationships. We are undertaking an assessment and revision of our Job Readiness Training to ensure that we are continuing to prepare our Members to meet the changing needs of the workplace. We are also expanding our volunteer program which will enable us to expand capacity while keeping costs in line. We look forward to much success in 2010!

To you – our investors, friends, and partners – thank you for your commitment to the mission of CINCINNATI WORKS! Together we press in; press on; press through; to address the challenges of poverty in the lives of our Members.

Sincerely,

Peggy E. Zink
President



Dave and Liane Phillips

Dave and Liane Phillips — Founders

As Dave Phillips, an auditor, and his wife Liane, a teacher, neared retirement, they began looking for a simple retirement project they could do together. For Dave, retirement meant not merely “doing exactly what you want when you want to...” but also “being productive.” Armed with an intrinsic belief in the resiliency of the human spirit, Dave and Liane targeted a population many had written off as hopeless—the chronically unemployed and underemployed and found through them who it was that they wanted to serve. Their research drew them to Cleveland Works, a program whose holistic approach to the challenges of those living in poverty had shown results.

In 1996, five years after Dave and Liane began their search for ways to give back to the community where they’d

worked and raised their family, the CINCINNATI WORKS organization was born; the culmination of their vision of empowering the community’s poor. Today, CINCINNATI WORKS has grown in ways they could only have imagined. Bringing on a team that has grown now to 17 people, The Philips’ recognize that “There’s no limit!” Enthusiastically, Dave stresses that the bar must always be set higher to accomplish more. He adds, “The level of poverty in this community is unacceptable, everyone agrees. But who’s going to do something about it? These are our neighbors...we have to empower them.” The continuing challenge as Dave sees it, is to get to the thousands of people in this area who are desperately in need of help and move them from being “takers of resources to providers of resources”, and to do it without “taking away their belief in themselves.”

2009 proved to be a banner year in terms of CINCINNATI WORKS’ achievements

Why Don’t They Just Get a Job?

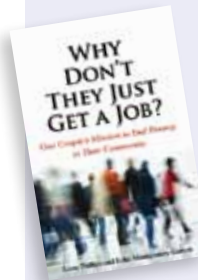
One couple’s mission to end poverty in their community

Liane Phillips and Echo Montgomery Garrett

This book describes how and why Liane and Dave Phillips have been able to put thousands of people to work and help them transition out of poverty. This book is a personal journey, as well as a how-to for other communities and individuals interested in fighting poverty and its effects.

The message is strong: There is a solution to poverty. It is cost-effective. Other communities can do this. This book offers a unique, proven business model that has a huge heart and benefits for the whole country.

See www.ahaprocess.com/getajob



and emergence on the national scene. Dave and Liane were the honored recipients of the Manhattan Institute’s prestigious Social Entrepreneurship Award in recognition of “individuals who have founded organizations effectively providing services addressing key social challenges.” Expansion is the watchword as the CINCINNATI WORKS Model has been replicated in three other cities—opening doors to people outside of the Greater Cincinnati Area. Add to that the completion of Liane’s eagerly awaited book, “Why Don’t They Just Get A Job?”; earning the Purpose Prize for “individuals in the second half of life who are marshalling their accumulated experience to tackle some of America’s most urgent issues”; the move to a larger space on Walnut Street; and job placement numbers that are “still remarkable” despite the struggling economy, and you will agree with Dave and Liane that “2009 was a great year.”

Press In *Carolyn Wheeler and her son made the move from New Jersey to Cincinnati so that he could play football, be closer to his father in Dayton and attend college. In New Jersey, Carolyn had worked for more than 15 years in foodservice—as head cook in a federally-funded halfway house and as a private chef catering events for government employees. After the move to Cincinnati, Carolyn took jobs cashiering and working in factories. She left one of those factory jobs for an opportunity at Children’s Hospital Medical Center; but due to the economic downturn, was laid off after only five months.*



Carolyn Wheeler

Unemployment was a new experience for Carolyn and she tried to remain optimistic. As her job search stretched from weeks to months and she suffered one frustrating rejection after another, Carolyn confesses that “I thought I was going to crack! I just kept job searching... I would find jobs that I was qualified for only to find the job filled almost every time.” Carolyn turned to prayer but she says, “You start to feel hopeless and that’s a frightening feeling.”

Two things occurred to bring CINCINNATI WORKS to Carolyn’s attention. She saw our public service announcement on television and it seemed to offer the hope she was searching for. She then talked to a neighbor, a CINCINNATI WORKS Member who had successfully found employment with our help. At CINCINNATI WORKS, Carolyn bonded immediately with her Employment

Support Specialist: “My ESS and I just hit it off. I think we clicked. She was diligent and easy to talk to.” Carolyn admits that she had trouble dealing with her feelings of fear and helplessness and credits the soothing advice offered by Cincinnati Works’ Chaplain, Linda Humphries with helping her to keep a “level head.”

After nearly three months of job searching and right before Christmas, Carolyn was hired at the Drake Center as an Associate in Food & Nutrition. The story of how she got the position is a study in compromise and taking advantage of opportunities as they arise. She initially interviewed for a cooking position for which she was more than qualified. However, the shift’s start time and her dependence on public transportation prevented her from taking the position. She was then offered a position in Food & Nutrition at Bridge-way Pointe, an assisted living facility

located on the Drake Center campus. It offered a shift time that worked with the bus schedule and she eagerly accepted. Though she had been accustomed to much more demanding work, Carolyn enjoys interacting with the people she serves after her years sequestered in the kitchen.

When asked how CINCINNATI WORKS has helped her, Carolyn is thoughtful. Like many people who have been gainfully employed for long periods, she thought she knew all she needed about getting a job. She describes the workshop as “enlightening” in the way it helped her to believe in herself and to effectively present and market herself during interviews. She exhorts others to “Give it a try. The organization is a blessing. It’s not just getting you employed. They help you with other areas of life...for free! You can’t beat that.” Carolyn goes on to add that there aren’t many places that offer as many resources as CINCINNATI WORKS does. It’s comforting for her to know that we are there if she needs us. She concludes saying, “I thank God for CINCINNATI WORKS and that I let them come into my life.”

“I am most grateful for the generosity of the supporters, donors and volunteers who make it possible for us to touch the lives of so many people and have a positive impact on them. A young lady started the workshop disheartened and discouraged. After she completed the Job Readiness Workshop, she appeared to be a different person with a lifted spirit. She said to me “I need a job, but even if I don’t get one, this experience has changed my life.” She felt special as a person and was recharged in her drive to do better for herself and her children”. This is only one story reflecting the effects of your support”.

*Linda Humphries,
Recruiter & Chaplain*

Connection to Success

The success CINCINNATI WORKS has in helping people find jobs is largely dependent upon the relationship it has with local employers. Through partnering with CINCINNATI WORKS, an employer can be assured that their needs are being heard, that candidates are prepared for interviews and that their expectations have been addressed with the job seeker.

For employers who consider our candidates, Everly Rose, Director of Employer Services, says that they can expect to spend less time reviewing applications, prescreening candidates and selecting the right candidate for the job. "We have an entire network of people providing services for the Members who are employed with these companies." Everly remarks about the holistic services offered at CINCINNATI WORKS, "We make it very convenient for employers to find the right candidate at absolutely no cost. We lighten the burden of the HR professional while helping individuals achieve their employment goals."

Appletree Answering Service has been a strong partner for CINCINNATI WORKS. Everly says, "They clearly defined their particular needs so that we were able to help them find the right candidates." They are an organized group who has given at least 7 of our ambitious Members an opportunity of employment. Everly has been working with them to find more qualified candidates to fill jobs at Appletree. Stacey Hadsell, manager of the Cincinnati-Dayton offices, says, "We're expanding and in hiring mode."

Appletree has partnered with CINCINNATI WORKS since 2008. They have been flexible- offering work shifts that can meet almost any needs. They have high standards, but allow second chances on the testing processes used as predictive measurements associated with job roles. They are a company who works to develop people to be able to promote from within. Stacey herself started as an agent and now runs the Cincinnati-Dayton offices. Marisa Banes, CINCINNATI WORKS (Member), was recently promoted to a Team Lead position.

Stacey says about her partnership with CINCINNATI WORKS and Everly Rose, "It's been wonderful. Everly stays in close contact with us." Stacey describes the benefits of having a partner in the hiring and retention processes like a triangle, saying that it works on all sides. "It's a support system". Hadsell is confident that those CINCINNATI WORKS Members she has hired have received the proper mentorship and preparation to acquire and maintain employment with them. She recognizes the partnership between their company, the employee (Member), and CINCINNATI WORKS staff as a necessity and benefit to the employee and employer.



Everly Rose, left, and Stacey Hadsell



"I get excited when an employer really understands what CW is all about - helping people become self sufficient! When an employer buys into the mission of eliminating poverty, and employs one of our members, we are one person closer to our goal. Without the support of our employer partners, CW could not celebrate the success realized in 2009, and previous years".

*Everly Rose,
Director of Employment
Services*

CINCINNATI WORKS Facts

In 2008, the average cost per placement was \$1,097

In 2009, the average cost per placement was \$2,412

**2009 average placement cost higher than usual as a result to low job availability.*

**Excludes the Cincinnati Initiative to Reduce Violence and Next Step Program*

Since our inception, our Members' average hourly wages have well exceeded federal minimum wage standards.

In 2009, our Members' average pay was \$9.32

In 1996, the job retention rate for Members placed in employment was 72%

In 2009, the calendar year job retention rate was 81%

Press On

All through high school, Clara Shaw, a CINCINNATI WORKS Member had dreamt of a career in healthcare. Her kind and compassionate personality drew her naturally to the care of others. Realizing that dream however would prove more difficult. Clara struggled with and failed the nursing exam. Perhaps with the proper motivation and support she might have been encouraged to try again, but she became disheartened and gave up on her dream. Needing to work, she took a series of temporary jobs. But she could not shake the feeling that she was meant to do more. She arrived at CINCINNATI WORKS in 2008 not sure of what to expect—but full of hope. Clara says that the workshop training gave her the courage to dream again. CINCINNATI WORKS “gave me the steps to reach my goals. They helped me to see what I needed to change.”

Clara Shaw



“I am thankful for the donations that allowed me the chance to extend assistance to one of our employed Members. At 6 months on the job, a Member came to us for help after learning that her partner had lost their job. Although employed, she was not yet stable enough to manage the cost of rent and utilities alone. With minimal financial assistance and external resources, she was able to remain focused and eventually made her One Year on the job. She has now attained her GED and is enrolled in college.”

Nancy McKee, Employment Support Specialist

Unfortunately, Clara struggled in the first job she obtained and was terminated. Working with her Employment Support Specialist Nancy McKee, Clara got to the root of the barriers that were preventing her from pressing on and realizing her longtime dream. The feelings of despondency were overwhelming but she could hear Nancy’s voice reassuring her that together, they would find the right job for her. When asked about her relationship with Nancy, Clara’s eyes light up: “I love Ms. Nancy...she’s like my friend.”

Clara’s dream was once again sparked when she enrolled in the Coala Home Health Aide Training program. Clara thanked God that she was finally on the path to reaching her goals. She laughs, “I really knew that I had to keep pushing because I could feel CINCINNATI WORKS pressing me on!” As her

graduation neared, Nancy was the first person Clara thought to invite. “I told her only two days before the graduation” she says. “She deserved to be there. She did just as much work as I did to get me here.” Her heart swelled and eyes filled with tears when she spotted Nancy in the audience. It meant so much to share her joy with someone who had been there for her through good and bad.

Following graduation, Clara was employed by the Blackstone Home Care Agency. As a Home Health Aide, Clara is thrilled that she is helping her elderly and disabled clients to continue living independently in their homes. It’s more than just a job to Clara and she understands that she is caring for patients’ emotional and physical needs. She explains that “after I finish my work, I make sure that they are okay. Sometimes they just want someone to talk to or laugh with.”

For Clara, the question of whether she would recommend CINCINNATI WORKS is moot because she does so whenever she gets the chance. She assures others that “at CINCINNATI WORKS, the people actually do what they say they will do.” As she approaches the milestone of a year with her current employer, she is excited by the prospect of becoming eligible for CINCINNATI WORKS’ Advancement (Reaching for Self-Sufficiency) Program. Looking back to when she first came to CINCINNATI WORKS unsure of what direction to take, Clara feels she is now on the road to realizing her dreams and achieving anything she desires.



Press Through

Today, life is good for Tim Smith, a Member of our Reaching for Self-Sufficiency (RSS) program. He was recently promoted to the maintenance team at The Schwan Food Company in Florence, Kentucky, and has entered an apprenticeship program. He is happy to be working with a group of people who respect him and the good work he does. The future now looks full of possibility; but just a few short years ago Tim was mired in an abyss of self-destructive behavior and bad choices which threatened to engulf him. He credits his “tenacious will” and CINCINNATI WORKS for helping him to climb out of that abyss.

Tim Smith



Tim fell victim to substance abuse at an early age. The combination of toxic friends and easy accessibility to drugs and alcohol soon sent his life spiraling out of control. He lost everything—his family, his self-respect—but he hadn’t yet hit rock bottom. That came on April 7, 2005, when he was arrested for possession of drugs. Tim spent a year in prison –a year he now describes as “the best thing that could have ever happened to me at that time.” He even considered trying to find the arresting officer and thanking him. Tim views his arrest and incarceration as a rebirth—a chance to start anew.

Upon his release from prison, Tim was determined to remove himself from the bad influences which had dragged him down before. He left Cincinnati. But not long after his return for a visit, his

mother suffered a stroke and passed away. She had been a shining example of sacrifice for Tim—her treasured words of encouragement and her wish that he remain clean and sober resonated with him. He set out on a course of reinvention—he reasoned that changing his thought processes would logically lead to a “better quality of life...sacrifice is giving yourself a better environment to achieve your goals.”

During this period of reinvention Tim found CINCINNATI WORKS—although he strongly believes that CINCINNATI WORKS found him. He knew immediately that CINCINNATI WORKS offered the positive influences that were central to his life-changing journey. As he prepared to interview with Two Hawk Employment Services, the staffing agency recruiting for Schwan’s, Tim was apprehensive. He was reticent about disclosing his felony. In the past, he had hoped that he could keep a low profile or that his excellent work performance would impel the employer to keep him on in spite of his record. But invariably, “...weeks after they’d hire me, I would get called into an office and let go. They wouldn’t usually tell me why...but I knew why.”

Buoyed by his training at CINCINNATI WORKS, Tim found the courage to reveal his background. When offered a temporary position in sanitation, Tim was overjoyed. His honesty had paid off and he set about proving that hiring him hadn’t been a mistake. He asked questions and was diligent and methodical in his work. He did more than was required—eagerly helping others when needed and always finding more to do when his own work was finished. After only a few weeks, Tim was hired permanently at Schwan’s.

Illustrative of Tim’s resourcefulness is an improvement he implemented to decrease downtime on the production line. Daily, Tim noted the production team’s frustration whenever the line had

2009 Member Profile

Average Age	35
Race	85% African American
	17% Caucasian
	3% Other
Gender	51% Female
	49% Male
Education	
GED/HS or Higher	71%

to be stopped to allow the maintenance crew to clean and change parts on the machines. He took the initiative to begin cleaning or changing parts as needed throughout the day. No longer hampered by a long delay, Tim's team was able to maintain its production standard. Management was so impressed with Tim's innovation that he was assigned this task as a permanent part of his duties.

Tim's "can-do" attitude paved the way for an opportunity to join the maintenance crew. He wanted to try for the position so he turned to CINCINNATI WORKS' Advancement Coordinator, Vickie Mertz for help and encouragement. She advised him on interview preparation and allayed his concerns about the testing he was required to undergo as part of the application process. Nervous and lacking any study materials, he took the test and passed, scoring higher than most of the previous applicants. Incredulously, Tim explains that "I wasn't trying to get a new job...I was grateful to be employed."

Tim says "I feel blessed" and thanks the CINCINNATI WORKS staff for their support through good and bad times. He looks forward to working closely with Vickie Mertz, Advancement Coordinator, and taking full advantage of the Reaching for Self-Sufficiency program. Tim is convinced that good things come from surrounding yourself with positive influences. As he presses through on his journey, Tim takes it one day at a time but he says, "...it all started with one small step...when I came here to CINCINNATI WORKS."



2009 Accomplishments			
	2009	2008	Since Inception
# Started Job Readiness Workshop	620	744	6,155
# New Members (Workshop Completes)	523	593	4,759
# Total Employments	476	706	5,624
# of New Employments	204	376	3,267
# of Re-employments	272	330	2,393

Dave and Liane Phillips — Looking Ahead

Dave and Liane Phillips have never been content to rest on their laurels. Says Dave: "We celebrate on January 1st. On the 2nd we go back to work towards improvement." From the beginning, Dave and Liane have been intent on ensuring that CINCINNATI WORKS is positioned to sustain and grow itself well into the future. Critical to this objective has been finding staff with the skills and the heart to carry on their legacy. Liane acknowledges that "we could never have been here without the staff we've brought in over the years." Not everyone has been the "right fit" but those who embraced the Phillips' philosophy and the hard work of "empowering people and teaching them to fish" have helped the organization to grow. Dave and Liane say they enjoy conducting tours of CINCINNATI WORKS as it affords visitors the chance to meet and see the staff in action—creating an indelible impression of the work that is being done and instilling confidence in the quality of the program.

While Dave insists "I still think I have 20 more years!" He and Liane are at the same time preparing CINCINNATI WORKS for a day when they will be less involved as founders. Starting this year, the Phillips' sons Scott and Todd will alternate terms sitting on the CINCINNATI WORKS Board of Trustees. Dave will spend more time travelling the country under the aegis of Dr. Ruby Payne's aha! Process, Inc., taking the CINCINNATI WORKS model to other cities across the country. Through years of devoted service to changing lives and communities, the Phillips' "simple retirement project" will leave a legacy of empowerment of the poor that presses tenaciously on for generations to come.

"I am especially thankful for the support to increase our effort in our Advancement program—Reaching Self Sufficiency. We have very generous donors and funders who believe in our mission and it is exciting to see our members grow, succeed and reach 100% economic self sufficiency."

*Vickie Mertz,
Advancement Coordinator*



Cincinnati Works congratulates

Member Harold D'Souza who was promoted to Senior Supply Chain Associate with Cincinnati Children's Hospital within 12 months on his job. Harold has become self sufficient through employment. He has taken on more responsibility with this new position but already looks forward to doing everything possible to continue climbing the ladder of success on his job. During his time employed and as a Member of CINCINNATI WORKS, Harold has completed various computer training courses to expand his skills and abilities. Harold is active in the community alongside his family, volunteering at various organizations. Together, they are making a difference by giving back in thanks for the help Harold has received throughout his career and as a Member of CINCINNATI WORKS.

Harold D'Souza, Advancement Member with son Bradley D'Souza, a student at Sycamore Junior High School

Vickie Mertz's smile is warm and sincere and her infectious enthusiasm immediately pulls you in. As the Advancement Coordinator of the Reaching for Self-Sufficiency (RSS) program, Vickie is charged with helping CINCINNATI WORKS Members like Tim Smith to address life and work issues that would impede their advancement to self-sufficiency.

The goal of the *Reaching for Self Sufficiency (Advancement) Program* is to assist employed persons working at least a year to obtain economic self-sufficiency through a combination of employment stabilization, education, skills training, support systems and barrier elimination.

Her first meeting with RSS candidates begins with an assessment. She listens intently, noting the barriers to be confronted and planning the services and resources needed to reach their goals. She asks everyone to make an investment in the future — the contract they both sign seals that commitment — a pact that they are now a “team” working together toward the common goal of self-sufficiency and a better life.

Vickie appreciates the temerity it takes for many to make that first step. Now the real work begins as together they plan next steps and the actions to be taken. What are their employment goals? Are there family matters which need attention? Will reliable transportation expand their options?

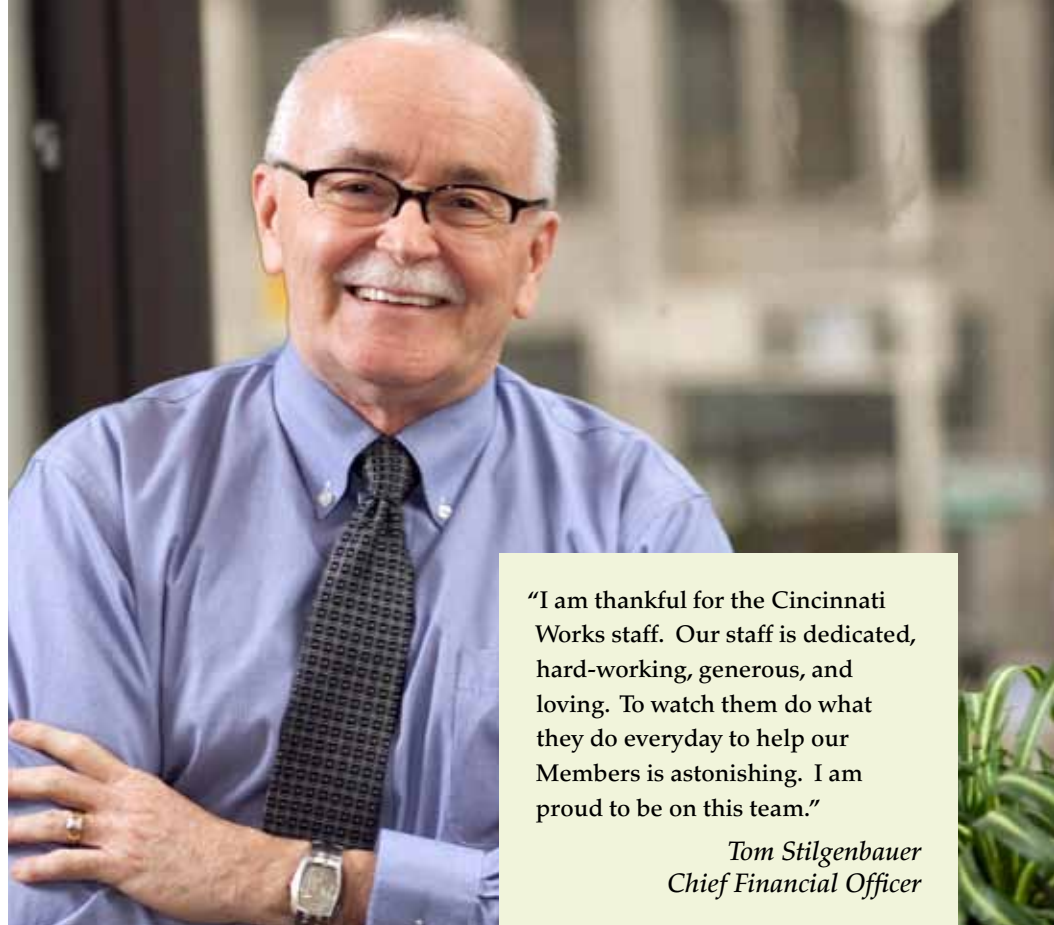
Where are the training and educational opportunities? What financial problems must be resolved? The answers to these questions and many others become a part of each personalized career plan.

Often, Vickie is challenged in her efforts to help RSS Members to recapture dreams which have long ago faded into the miasma of life's everyday struggles. She describes it as “digging for treasures”; a labor which she believes will uncover a rich vein of renewed hope and purpose. Vickie regards the human condition as such that even those of us who believe that we have it all “figured out” and have been able to reach a certain level in our lives are still faced with barriers which prevent us from realizing our full potential.

Vickie's passion for motivating others to achieve their goals comes in part from her own personal struggles. Fleeing an abusive relationship, she and her children were forced to accept government assistance for a time. As grateful as she was for the help, she feared that relying on it for too long would impede her drive for more. She credits her sense of pride and determination for fueling her desire to stand on her own without assistance. For Vickie, shepherding others along the path to self-fulfillment is a chance to give back: “I didn't have anyone to walk through that process with me. When our Members come here, they get that. We don't know what worries they are carrying behind their eyes, but we smile and give them a sense of worth. We let them know that it's going to take work...but they can do it.” Although it may take years for RSS Members to achieve 100% self-sufficiency, Vickie is dedicated to helping them press through to success.

Tom Stilgenbauer is CINCINNATI WORKS' first ever Chief Financial Officer. A Cincinnati native, Tom is a graduate of the University of Cincinnati, with a bachelor's degree in business administration and a major in accounting. His credentials of three decades of fiscal management in the corporate sector are impeccable. But that is not the sole reason he is regarded as such a valued member of the CINCINNATI WORKS family. It's apparent in everything he does—from helping out during mock interviewing, to giving staffers individual attention, or serving as CINCINNATI WORKS' fiduciary manager—that the CINCINNATI WORKS Mission has become his mission.

More than two years ago, Tom left behind a long career as a corporate fiscal executive for a part-time position as CINCINNATI WORKS' CFO. "Semi-retired", Tom was looking forward to spending more time with his family and doing something he felt would add value to the lives of individuals. Friend and CINCINNATI WORKS Board Member Kent Friel suggested CINCINNATI WORKS. Tom says that "of all the jobs I've had, this is by far the best." And those jobs included executive positions at MEDPACE, Kendle International Inc., a funeral consolidator, and Hook-SupeRx Inc., where he spent 24 years working his way up from accounting supervisor to president before its purchase by Revco.

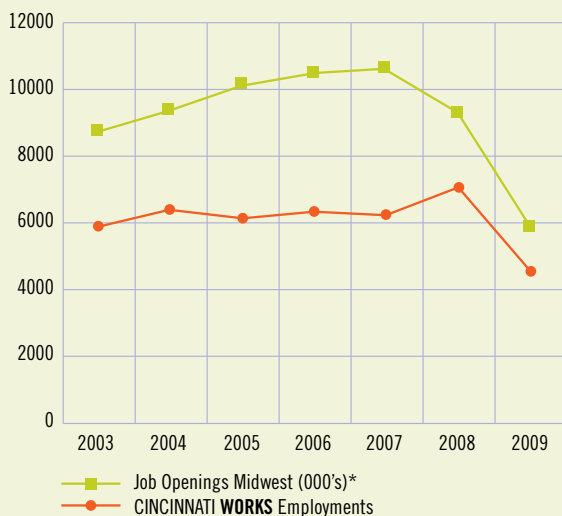


"I am thankful for the Cincinnati Works staff. Our staff is dedicated, hard-working, generous, and loving. To watch them do what they do everyday to help our Members is astonishing. I am proud to be on this team."

Tom Stilgenbauer
Chief Financial Officer

On August 20, 2009, joined by family and CW staff members, Tom was among six honorees to receive the Business Courier's CFO of the Year Award at the Bank of Kentucky Center. Out of 19 finalists, Tom won in the Small Nonprofit category. For Tom, apart from his executive positions, it felt good to finally be recognized for his work as an accountant. Tom is glad he followed his heart to CINCINNATI WORKS. "I like the people; I like what we do; I like the Members. It's been a real gift."

Gale Sheldon, CINCINNATI WORKS Development Director, who wrote the proposal for Tom's nomination stated that "Tom is positive, an absolute joy to work with, professional, and always willing to go the extra mile for all of us on the staff. Tom's professionalism from the extensive financial experience in the for-profit world carried over seamlessly into the non-profit world of CINCINNATI WORKS."



CINCINNATI WORKS *Employments vs. Job Openings*

The daunting impact of a struggling economy has challenged us this year. Our 2009 employment results dropped 33% from our record high in 2008, with 476 employments in 2009 versus 706 in 2008. While looking at the raw numbers alone can be disheartening, in the context of the current environment, we feel proud of these results. Our downturn in employments parallels the downturn in job openings in the region. There are simply fewer jobs to be had, and more people than ever vying for those jobs. Against a challenging backdrop, we have maintained the same rate of employment as last year, and that is quite an accomplishment!

* Source: Bureau of Labor Statistics, Job Openings and Labor Turnover Survey, 2009

Cincinnati Works, Inc.

Financial Statements

As Of And For The Years Ended
December 31, 2009 and 2008

The accompanying notes on
pages 14 and 15 are an integral part
of these statements

"I am very grateful for our move to the new facility. It is a wonderful bright energetic area to work in that inspires a positive attitude."

*Maribeth Wojcik,
Job Lead Developer*

"I am thankful for the community partners and supporters of Cincinnati Works who entrust our efforts to help Members become economically self-sufficient through employment. I would also like to thank the Development Committee for their hard work and dedication as they have increased community awareness and a secure funding base."

*Carol Buschhaus,
Employment Support Specialist*

"I am SUPER thankful for the monetary donations that allowed us to assist the emancipating foster youth in reaching self sufficiency. It is very exciting for me to be able to build up this under served portion of our population offering resources to help them reach their human potential."

*Amy Roberts,
Employment Support
Specialist/ Recruiter—
Next Step Network*

Statements of Financial Position

	2009	2008
Assets:		
Cash and cash equivalents	\$ 105,357	\$ 583,795
Investments	1,146,487	473,598
Prepaid expenses and other assets	16,049	17,269
Contributions receivable, net	1,645,596	1,693,172
Restricted cash and cash equivalents	506,119	600,894
Restricted investments	28,543	23,563
Total assets	\$ 3,448,151	\$ 3,392,291
Liabilities And Net Assets		
Liabilities:		
Accounts payable	\$ —	\$ 2,960
Accrued expenses	60,873	18,579
Total liabilities	60,873	21,539
Net assets:		
Unrestricted	1,415,964	1,240,361
Temporarily restricted	1,942,939	2,102,266
Permanently restricted	28,375	28,125
Total net assets	3,387,278	3,370,752
Total liabilities and net assets	\$ 3,448,151	\$ 3,392,291

Statements of Cash Flows

	2009	2008
Cash Flows From Operating Activities:		
Change in net assets	\$ 16,526	\$ 1,206,704
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Contributions restricted for endowment	(250)	(1,000)
Net realized and unrealized (gain) loss on investments	(90,866)	170,448
Donated investments	(2,102)	(88,604)
Changes in assets and liabilities:		
Contributions receivable	47,576	(1,065,056)
Prepaid expenses and other assets	1,220	15,001
Accounts payable and accrued expenses	39,334	4,334
Net cash provided by operating activities	11,438	241,827
Cash flows from investing activities:		
Purchases of investments	(1,416,579)	(616,241)
Sales and maturities of investments	831,928	168,132
Purchases of restricted investments	(250)	(1,643)
Net cash (used in) provided by investing activities	(584,901)	(449,752)
Cash Flows From Financing Activities:		
Proceeds for contributions restricted for investment in endowment	250	1,000
Net cash provided by financing activities	250	1,000
Net decrease in cash and cash equivalents	(573,213)	(206,925)
Cash and cash equivalents at beginning of year	1,184,689	1,391,614
Cash and cash equivalents at end of year	\$ 611,476	\$ 1,184,689

Cincinnati Works, Inc.

Financial Statements

As Of And For The Years Ended
December 31, 2009 and 2008

The accompanying notes on
pages 14 and 15 are an integral part
of these statements

Statements of Activities

	2009	2008
CHANGES IN UNRESTRICTED NET ASSETS		
Revenues, gains and other support:		
Contributions and grants	\$ 570,154	\$ 669,586
Investment return	115,065	(121,814)
Contributed goods and services	123,156	91,168
Net assets released from restrictions	949,969	498,628
Total revenues and other support	1,758,344	1,137,568
Expenses:		
Job readiness program	660,835	538,953
Advancement program	155,997	102,658
Capacity building	214,329	169,551
Total program services	1,031,161	811,162
Management and general	148,807	250,197
Fundraising	244,036	136,931
Nonrecurring costs	158,737	—
Total support services	551,580	387,128
Total expenses	1,582,741	1,198,290
Change in unrestricted net assets	175,603	(60,722)
CHANGES IN TEMPORARILY RESTRICTED NET ASSETS		
Revenues and other support:		
Contributions and grants	790,642	1,841,054
Change in quantity of assets expected to be received	—	(76,000)
Net assets released from restrictions	(949,969)	(498,628)
Change in temporarily restricted net assets	(159,327)	1,266,426
CHANGES IN PERMANENTLY RESTRICTED NET ASSETS		
Revenues and other support:		
Contributions	250	1,000
Change in permanently restricted net assets	250	1,000
Change in net assets	16,526	1,206,704
Net assets, beginning of year	3,370,752	2,164,048
Net assets, end of year	\$ 3,387,278	\$ 3,370,752

Statements of Functional Expenses

2009	Job Readiness	Advancement	Capacity Building	Management and General	Fundraising	Nonrecurring Costs	Total
Salaries, wages and benefits	\$ 482,795	\$ 113,969	\$ 156,586	\$ 116,086	\$ 149,571	\$ 48,558	\$ 1,067,565
Occupancy and utilities	48,994	11,566	15,890	11,781	15,178	—	103,409
Equipment and supplies	14,464	3,414	4,691	3,478	4,481	—	30,528
Professional services	58,507	13,811	18,975	14,068	18,125	41,597	165,083
Direct job seeker and advancement expenses	41,959	9,905	13,609	—	—	—	65,473
Marketing	—	—	—	—	52,308	—	52,308
Other	14,116	3,332	4,578	3,394	4,373	68,582	98,375
Total expenses	\$ 660,835	\$ 155,997	\$ 214,329	\$ 148,807	\$ 244,036	\$ 158,737	\$ 1,582,741
2008	Job Readiness	Advancement	Capacity Building	Management and General	Fundraising	Nonrecurring Costs	Total
Salaries, wages and benefits	\$ 419,445	\$ 79,894	\$ 126,870	\$ 194,534	\$ 101,496	\$ —	\$ 922,239
Occupancy and utilities	25,219	4,804	9,007	13,810	7,205	—	60,045
Equipment and supplies	12,274	2,338	4,383	6,721	3,507	—	29,223
Professional services	26,129	4,977	9,332	29,741	7,465	—	77,644
Direct job seeker and advancement expenses	46,590	8,874	16,639	—	—	—	72,103
Marketing	—	—	—	—	14,602	—	14,602
Other	9,296	1,771	3,320	5,391	2,656	—	22,434
Total expenses	\$ 538,953	\$ 102,658	\$ 169,551	\$ 250,197	\$ 136,931	\$ —	\$ 1,198,290

Report of Independent Certified Public Accountants

Board of Directors, Cincinnati Works, Inc.

We have audited the accompanying statements of financial position of Cincinnati Works, Inc. (the "Organization") as of December 31, 2009 and 2008, and the related statements of activities, functional expenses and cash flows for the years then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America as established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control over financial reporting. Accordingly, we express no such opinion. An audit also includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Cincinnati Works, Inc., as of December 31, 2009 and 2008, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Cincinnati, Ohio
February 26, 2010

Grand Thornton LLP

Cincinnati Works, Inc. Notes to Financial Statements December 31, 2009 and 2008

NOTE A – NATURE OF OPERATIONS

Cincinnati Works, Inc. (the "Organization") is a not-for-profit corporation, serving the Greater Cincinnati community, whose mission is to partner with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment. Cincinnati Works' revenue and other support are derived principally from contributions and grants.

The Organization serves the Greater Cincinnati community through the Job Readiness Program and the Advancement Program. The Job Readiness Program provides job seekers with soft skills to be successful, promotable employees. This program focuses on job acquisition and retention. The Advancement Program provides assistance to workers striving to increase wages and meet career goals. This program is targeted at workers earning below self-sufficiency wages.

Capacity building is a strategic research initiative designed to reach more people living in poverty in the Greater Cincinnati Region. The goal is to identify and outline strategies, partnerships and efforts that will expand the reach of the Organization by 40%.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. Basis of Presentation

The financial statements of the Organization are presented on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Net assets, revenues, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

Unrestricted – Net assets that are not subject to donor-imposed stipulations.

Temporarily restricted – Net assets subject to donor-imposed stipulations that may or will be met either by actions of the Organization and/or the passage of time.

Permanently restricted – Net assets subject to donor imposed stipulations that must be maintained permanently by the Organization. Generally, the donors of these assets permit the Organization to use all or part of the income earned on related investments for general purposes.

Contributions are recorded in the appropriate net asset class when the promise to give is received. When a donor stipulated time or purpose restriction ends, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions. Temporarily restricted gifts for which the restriction is met in the same period are recorded as temporarily restricted and then released from restriction.

Contributions to be received after one year are discounted at a rate commensurate with the risk involved. Amortization of the discount is recorded as additional contribution revenue and used in accordance with donor-imposed restrictions, if any, on the contributions.

Contributions of services are recognized as revenue at their estimated fair value only when the services received require specialized skills possessed by the individuals providing the service and their service would typically need to be purchased if not donated. Recorded contributed services are primarily related to counseling services and are recorded in salaries and wages. In 2009 and 2008, donated goods and services benefited the Job Readiness program by \$73,661 and \$64,955, the Advancement program by \$6,577 and \$12,372, the Capacity Building program

by \$15,570 and \$266, General and Administrative by \$23,677 and \$13,362, and Fundraising by \$3,671 and \$213 respectively. Significant contributions for public service announcements were made in 2009 and 2008, but have not been recorded, because they do not meet these requirements.

2. Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses, gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

3. Cash and Cash Equivalents

The Organization considers all liquid investments with original maturities of three months or less to be cash equivalents. At December 31, 2009 and 2008, cash equivalents, including restricted cash equivalents, consisted of money market funds which generally invest in highly liquid commercial paper. As of December 31, 2009, there was no cash held in excess of federally insured limits. Investments in money market funds are not insured or guaranteed by the U.S. government and totaled \$476,101 as of December 31, 2009.

4. Investments and Investment Return

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note E for discussion of fair value measurements.

Investment return for 2009 and 2008 included interest and dividend income of \$24,199 and \$48,634, and net realized and unrealized gains (losses) of \$90,866 and (\$170,448) respectively.

Investments are summarized as follows at year end:

	2009	2008
Certificates of deposit	\$ 279,774	\$ —
Asset-backed securities	49,534	69,080
Bond mutual funds	472,425	135,178
Common stock	96,379	80,834
Equity mutual funds	248,375	188,506
	<u>\$1,146,487</u>	<u>\$473,598</u>

Restricted investments amounting to \$28,543 and \$23,563 at December 31, 2009 and 2008, respectively, consist primarily of bond and equity mutual funds. These investments are restricted as they represent permanently restricted net assets.

5. Income Taxes

The Organization is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code and a similar provision of state law. However, the Organization may be subject to federal income tax on any unrelated business taxable income.

The Organization adopted the provisions of ASC 740, *Income Taxes* on January 1, 2009. Previously, the Organization had accounted for tax contingencies in accordance with ASC 450, *Contingencies*. As required by the uncertain tax position guidance in ASC

740, the Organization recognizes the financial statement benefit of a tax position only after determining that the relevant tax authority would more likely than not sustain the position following an audit. At the adoption date, the Organization applied the uncertain tax position guidance in ASC 740 to all tax positions for which the statute of limitations remained open. The Organization did not recognize any liabilities for unrecognized tax benefits.

6. Functional Allocation of Expenses

The costs of supporting the various programs and other activities have been summarized on a functional basis in the statements of activities. Certain costs have been allocated among benefited programs, and supporting services based on direct identification, time studies and other methods. Nonrecurring costs are one time changes that are not anticipated to occur in the future. These include costs for moving and personnel reorganization.

7. Reclassifications

Certain amounts in the 2008 financial statements have been reclassified to conform with the 2009 presentation.

NOTE C – CONTRIBUTIONS RECEIVABLE, NET

Contributions receivable at December 31, consisted of the following:

	2009	2008
Due within one year	\$208,775	\$672,265
Due in one to five years	1,480,500	1,082,500
	<u>1,689,275</u>	<u>1,754,765</u>
Less unamortized discount	(43,679)	(61,593)
	<u>\$1,645,596</u>	<u>\$1,693,172</u>

Discount rates, which are based on the appropriate risk-free rate, were approximately 2.2% and 2.8% as of December 31, 2009 and 2008, respectively.

As of December 31, 2009 and 2008, approximately 86% and 92%, respectively, of total contributions receivable are due from six and five contributors, respectively. During 2009 and 2008, approximately 42% and 63%, respectively, of the Organization's total contributions were provided by four contributors.

NOTE D – NET ASSETS

1. Permanently Restricted Net Assets

Permanently restricted net assets are restricted to investment in perpetuity. The income on which is expendable to support any activity of the Organization, if appropriated for expenditure by the Board of Directors.

2. Temporarily Restricted Net Assets

Temporarily restricted net assets at December 31 are available for the following purposes:

	2009	2008
Use in future years	\$ 905,821	\$676,482
Facilities & equipment	44,056	105,000
Technology	—	34,344
Advancement Program	641,000	700,000
Capacity building program	289,834	520,160
Staff development	41,477	47,804
Other	20,751	18,476
	<u>\$1,942,939</u>	<u>\$2,102,266</u>

3. Net Assets Released from Restriction

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by the passage of time. A summary of restrictions satisfied is as follows:

	2009	2008
Time restriction expired	\$409,325	\$263,980
Facilities and equipment	80,944	—
Staff development	6,327	7,962
Technology	34,344	23,147
Capacity building program	254,326	175,971
Benefit of children	—	15,000
Advancement program	100,000	—
Benefit of Women	52,500	—
Other	12,203	12,568
	<u>\$949,969</u>	<u>\$498,628</u>

NOTE E – FAIR VALUE MEASUREMENTS

Financial instruments measured at fair value on a recurring basis using quoted prices for identical instruments in an active market (or level 1 inputs) include equity securities and mutual funds. Financial instruments measured at fair value using inputs based on quoted market prices for similar instruments in active markets (or level 2 inputs) include cash equivalents, certificates of deposit, and asset-backed securities. The Organization does not hold any financial instruments measured at fair market value on a recurring basis using significant unobservable (or level 3 inputs).

The following table summarizes the valuation of financial instruments measured at fair value on a recurring basis in the statement of financial position at December 31, 2009:

	Balance at December 31, 2009	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Money market funds	\$ 476,101	\$ —	\$ 476,101	\$ —
Investments:				
Asset-backed securities	49,534	—	49,534	—
Certificates of deposit	279,774	—	279,774	—
Bond mutual funds	480,294	480,294	—	—
Equity mutual funds	267,128	267,128	—	—
Common stocks	96,379	96,379	—	—
Total financial instruments at fair value	<u>\$1,649,210</u>	<u>\$ 843,801</u>	<u>\$ 805,409</u>	<u>\$ —</u>

NOTE F – OFFICE LEASE

The Organization leases its office space under a noncancelable operating lease which is subject to terms of renewal and escalation clauses. Rent expense for 2009 and 2008 amounted to \$70,593 and \$50,896, respectively. Future minimum lease payments are as follows:

Year ending December 31,

2010	\$ 81,000
2011	85,500
2012	90,000
2013	92,700
2014	95,481

During 2009 and 2008, a board member subleased certain office space and reimbursed the Organization for this and certain other office expenses totaling approximately \$13,000 and \$14,000, respectively.

NOTE G – RETIREMENT PLAN

The Organization has a defined contribution plan covering substantially all employees. Under the terms of the Plan, the Organization has the discretion to make contributions to the Plan. In addition, employees may elect to participate in the salary deferral portion of the Plan. Participants vest in employer contributions 20% each year and are fully vested after five years. Retirement Plan expenses amounted to \$51,010 and \$43,941 for 2009 and 2008, respectively.

NOTE H – SUBSEQUENT EVENTS

In May 2008, ASC 855, *Subsequent Events* was issued. ASC 855 incorporates the accounting and disclosure requirements for subsequent events into U.S. GAAP. ASC 855 introduces terminology, defines a date through which management must evaluate subsequent events, lists the circumstances under which an entity must reorganize and disclose events or transactions occurring after the balance sheet date. The Organization adopted ASC 855 as of December 31, 2009, which was the required effective date.

The Organization evaluated its December 31, 2009 financial statements for subsequent events through February 15, 2010, the date the financial statements were available to be issued. The Organization is not aware of any subsequent events which would require recognition or disclosure in the financial statements.

"Without the wonderful contributors/ donations, CINCINNATI **WORKS** would not be here to help those in need of services like one older gentleman who was homeless and in an alcohol program. We were able to help him find employment and watch his awesome transformation. Now he's recovered, employed, and feels good about himself, for this I am thankful."

*Gloria Hill,
Customer Service Representative*

"I am thankful for the generous contributions of those who made our move to the new location possible from the financial to the product donated. We now offer services in a professional environment which enables both staff and Members to work more efficiently."

*Glenna Parks,
Operations Manager*

"Having partners in the community with a common mission to ours is wonderful! Your referrals and support have made a tremendous difference in how far we have been able to spread our arms around the community. We can provide services to Members, that helps them stay in the job search process and also keeping the jobs they've worked hard to attain."

*Nakiya Kirton, Director of
Community Relations & Marketing*

"I am thankful for Employers who believe in our Mission. Particularly, an Employer looked beyond a Members' criminal record and saw a man who still had value to employ him. The employer helped this Member regain dignity."

Oymma Barker, Director of Member Services

Back row bottom to top: Tom Stilgenbauer Oymma Barker, Glaisha Atkininstall, Peggy Zink, Maribeth Wojcik. Middle row bottom to top: Everly Rose, Jacque Edmerson, Nakiya Kirton, Vickie Mertz, Gale Sheldon, Nancy McKee, Glenna Parks. Front row left to right: Gloria Hill, Carol Buschhaus, Linda Humphries, Amy Roberts. Shirley Smith (no photo available)



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"I am truly grateful to all of our generous Donors who know the value of Cincinnati Works to the community; and who chose in 2009, despite the economy, to invest in the lives of our Members."

*Gale Sheldon,
Director of Development*

"I continue to be eternally grateful for the Bethesda Foundation and Board Members of Cincinnati Works for their forward and progressive thinking in understanding the power of Self Help through Behavioral Counseling for our Members... Our Mantra is "Success or Failure Occurs Between our Ears".

*Jacqueline R. Edmerson
M.S.W.,L.I.S.W*

"I am grateful for the stopgap resources we have in place which allow our Members to quickly and easily obtain such things as clothing and footwear needed for work. For many, it's the difference between getting and keeping a job. A Member was required to obtain non-slip work boots or be written up by his supervisor. He didn't have the money and with a week left until payday, he came to us for help. He got the boots and the following week on his way to work, stopped by the office with the cash to repay us."

*Shirley Smith, Advancement
Resource Specialist*

"I am thankful for the community partners and supporters of Cincinnati Works who entrust our efforts to help Members become economically self-sufficient through employment. I would also like to thank the Development Committee for their hard work and dedication as they have increased community awareness and a secure funding base."

*Carol Buschhaus, Employment
Support Specialist*

"I am thankful for the opportunity to expand our job search resources. A larger space, more computers, more employers all lead to more employment!"

*Glaisha A. Atkininstall, MA,
Training Coordinator &
Legal Assistant*

In Honor Of

<i>In Honor Of</i>	<i>Given By</i>
Carol Buschhaus.....	A friend
Dan Fleming.....	Charles Bradley East
Tom Gilman.....	Janice F. Seymour
Allison Frank Hall.....	Marlena & Walter Frank
George Howie.....	Jane Howie
Linda Humphries.....	Vanessa Blanchard
Gary Johns.....	Cyndi Gabbard
Dave & Liane Phillips.....	Mr. & Mrs. Paul L. Cotner
.....	Irene & Warren Falberg
Jackie Reger.....	Doris Adams
David & Diane Rosenberg.....	Alan & Claire Eichner
Gale Sheldon.....	Dr. Huxley and Ariel Miller

In Memory Of

<i>In Memory Of</i>	<i>Given By</i>
Jean Campbell.....	David & Cheryl Campbell
Chuck Geisler.....	Mrs. Charles Geisler
.....	From the Club
.....	Brenda Helton
.....	MaryBeth Blake
.....	Larry & Nancy Hill
.....	Andy & Susan Hogan
.....	Mr. & Mrs. William P. Butler
.....	Mr. & Mrs. Gerald Von Deylen
.....	Edwin & Marlene Robinson
.....	Mr. & Mrs. Donald Siekmann
.....	Ginny Lee & Gregory Slagle
Helen Hock.....	Dr. Robert Hock
Mary Lestingi.....	Anonymous
Hank Sheldon.....	David & Cheryl Campbell
.....	Dean & Carol Sheldon
.....	Gale Sheldon
Warren Spaulding.....	Nancy Hartman

Sponsorship Of Member

Todd & Stephanie Phillips
The Roy Family Fund

In-Kind

Black Finn Restaurant
Bob Richards
Business Information Systems
Down Décor
Frost Brown Todd, LLC
Globe Business Interiors
Great American Insurance Group
John Hutchinson
Liane & Dave Phillips
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PHC Group
SalesForce
Tri-Health

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Bob Wiwi
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NEW Young Professional (YP) Group

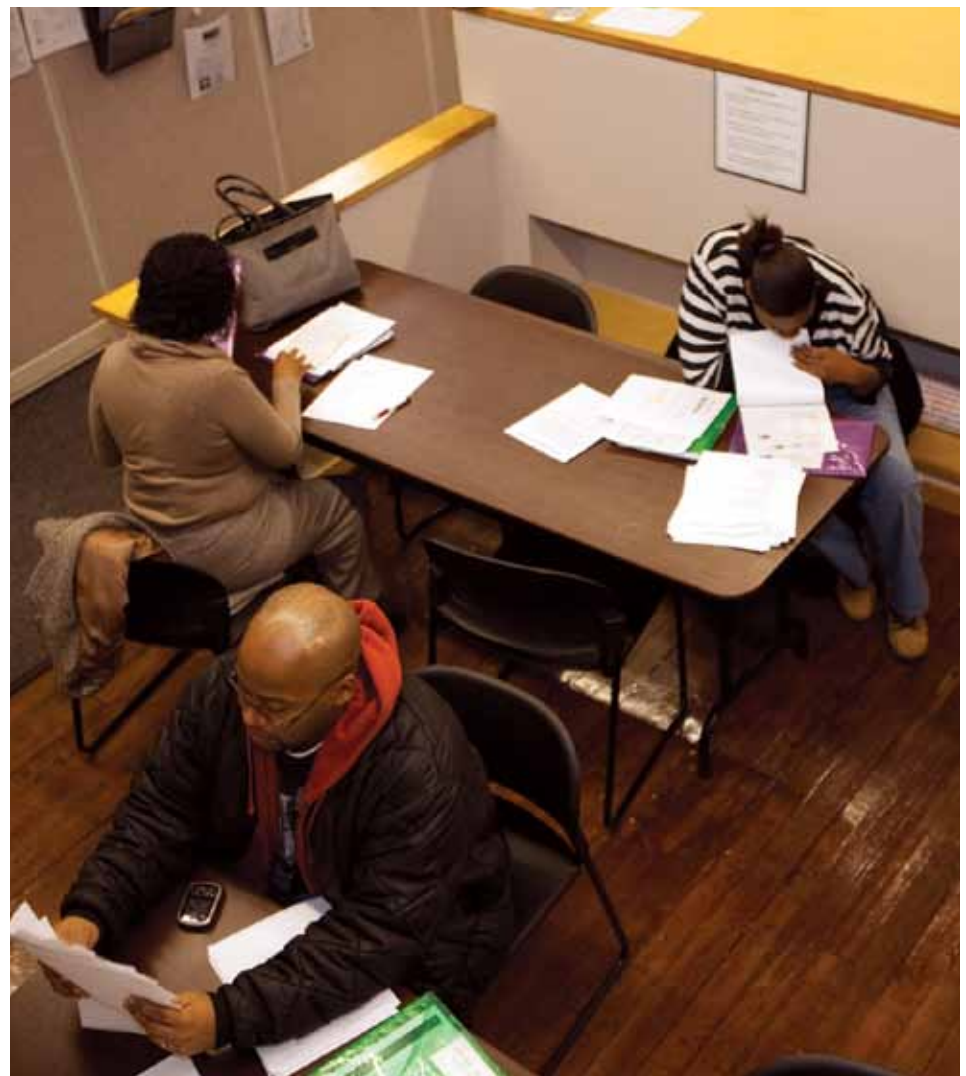
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