

2019 Annual Report

Sowing the Seeds of Success

A message from the board chair and president & CEO

Dear Friends,

As the unemployment rate has shrunk in recent years and the poverty rate has not, Cincinnati Works has evolved to offer coaching services in more places. Most notably, we added on-the-job coaching through Workforce Connection, because we know low-wage workers face challenges that a job alone cannot fix.

The job market has had an impact on our traditional services, as well. With so many jobs available, the individuals who seek our help tend to be those facing the most significant barriers. For instance, over the past two years we have seen a 54% increase in the number of Members with a criminal record, and the average record is more than twice as long.

The article on the ensuing pages paints a picture of the work we do every day, why we do it, and the challenges we continue to face on our mission of ending poverty through employment.

There is no magic wand that allows a community to flourish. It takes a network of partners – dedicated social-service agencies, committed employers, generous funders – and individuals with the strength and determination to withstand physical, social, cultural and financial hardship as they grow.

We meet hundreds of Members every year who have that strength and determination, and we have committed to working with them wherever they are, from our office to our partner agencies to jobsites throughout the region.

We meet hundreds more Members who have not yet found it. We will be ready when they do. And we will continue to innovate in where, when and how we meet them.

Thank you for supporting our work and allowing us to do more every day.

With deep gratitude,



David Herche
Chair of the Board

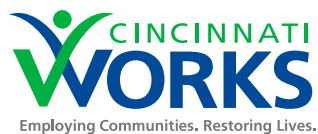


Peggy E. Zink
President & CEO



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.



708 Walnut Street,
Cincinnati, Ohio 45202
513.744.WORK (9675)
www.cincinnatiworks.org



2019 OUTCOMES

WORKFORCE DEVELOPMENT

1,241
MEMBERS SERVED

- ✓ Training
- ✓ Retention
- ✓ Job Placement
- ✓ Advancement

461
MEMBERS EMPLOYED

68%

employed above poverty level, including
30% employed above self-sufficiency level

216
ENGAGED IN
FINANCIAL COACHING

153

Members filed free tax returns with help from Cincinnati Works staff and volunteers, earning **\$169,196** in refunds and credits

STRATEGIC PARTNERSHIPS

DRESS FOR SUCCESS
40

women served through Career Center coaching and Higher Her workshops

PUBLIC LIBRARY OF CINCINNATI
87

served through on-site job-search assistance

THE CARE CENTER
79

served through job-readiness and professional-development workshops

CINCINNATI ARTS & TECHNICAL STUDIO
38

students graduated from the 10-week Bridging the Gap life-skills workshop

PRESERVATION OF AFFORDABLE HOUSING
Partnership formed in 2019; work to begin in spring 2020



12
EMPLOYERS

contract with Cincinnati Works to host a coach on-site at least one day per week

425
EMPLOYEES SERVED

73%
retention rate among employees who engaged with Cincinnati Works



The JumpStart class from November 19-21 was unusually large but otherwise typical of the Members who came through Cincinnati Works in 2019: some flourished, some wilted, some took root but have not yet seen the fruits of their labor.

Every Member of the class has access to a dedicated team at Cincinnati Works and an ecosystem of partners, from their peers to local employers to other non-profit agencies. Whenever they are ready to bloom – whether it was last year, tomorrow or some time in the future – we are here to nurture them in multiple ways.

Holly McBride is a master gardener with an interest in science and multiple certifications on her resume. JBM Packaging may seem an odd place to launch a career in agriculture, but McBride saw opportunity where others might see obstacles:

- JBM has a garden at its facility in Lebanon, and McBride joined the employee committee that tends it.
- As a manufacturer of paper-based products, JBM offers Earth-friendly, biodegradable alternatives to plastic packaging, which appeals to a climate-conscious employee.
- And, perhaps most importantly, JBM is a committed second-chance employer with an infrastructure to support individuals who are returning from prison or addiction treatment. It is fertile ground for a motivated employee.

"I am focused on one thing and one thing only right now. Once I get stable here, I plan to look into my options," McBride said. "Once I get there, everything will fall into place. I'm sure of it."

Sowing the Seeds of Success

"It has been a long process to get this job, but I'm glad I did it. It gave me the resources I need."

Holly McBride



That confidence might not have come so easily during much of 2019, as McBride finished a four-year prison sentence and moved into a halfway house. But she ended the year with a new support team at Cincinnati Works, the job at JBM, and a sense of optimism that her career can bloom anew.

"It has been a long process to get this job, but I'm glad I did it," she said. "It gave me the resources I need."

McBride completed the JumpStart job-readiness workshop at Cincinnati Works along with 16 other people, including seven other women from the halfway house where she lived at the time. Her JumpStart class, which graduated November 21, 2019, was unusually large but otherwise typical of the Members who came through Cincinnati Works last year:

- Some flourished, their natural gifts enriched by generous and supportive partners. Cincinnati Works will continue to offer nourishment in new ways as their careers blossom.
- Some wilted, unable or unwilling to establish roots at this time. They will remain Cincinnati Works Members, and they are welcome to re-engage in the future.

- Others have established roots but have not yet seen the fruits of their labor. Cincinnati Works has a staff of professionals to support them. It is what we have done well for more than 23 years.

Of the 17 Members in the JumpStart class of November 19-21, at least eight landed jobs within six weeks of graduating – three at JBM Packaging, two at Kutol Products Company, one at Nehemiah Manufacturing, one at Zenith Logistics, one as a barber. Five of those eight remained employed three months after graduating.

Another eight have disengaged from Cincinnati Works, failing to show up for scheduled appointments and declining to answer messages from our staff. One of those eight was referred to another agency in order to address barriers that we are not equipped to handle; the other seven are considered inactive, and they are welcome to return at any time.

"You have to be ready," said **Jamie Beatty**, a graduate of the class who is now employed at Nehemiah. "You have to take it seriously. Some people aren't ready."

By the Numbers

17

Seventeen people applied for the workshop and all 17 showed up on Tuesday, November 19, for the first day of class. One dropped out the next day, and one person joined the class after beginning the workshop earlier in the month. Those 17 completed the workshop on Thursday, November 21. It was our largest JumpStart graduation in 2019.

13

Thirteen participants came from neighborhoods that are part of the City of Cincinnati's Hand Up Initiative, which funds job-training and job-placement services for individuals in poverty. In all, 137 residents of Hand Up neighborhoods completed JumpStart in 2019.



9

Nine participated in financial coaching at Cincinnati Works after JumpStart graduation. All 17 participated in a workshop session on Smart Money & Budgeting, and all 17 are eligible for free help preparing their income tax returns.

8

Eight women were referred to Cincinnati Works from Pathways, a transitional-housing center run by Talbert House. We get similar referrals from a number of local non-profit organizations, and occasionally we refer our Members to those partner organizations for additional services.

5

Five utilized the Beacon of Hope transportation service for at least a brief period to get to and from work.



Beatty was not sure she was ready when she arrived at Cincinnati Works on Tuesday, November 19, along with McBride and six other women from Pathways, a halfway house operated by Talbert House. A drug addiction and a prison term left her confidence shattered. "I didn't expect my life to ever get back to normal," Beatty said.

She was not alone. **Michael Colson** also lost years to addiction and prison, and his self-esteem was admittedly low when he came to Cincinnati Works as part of the same JumpStart class.

"They gave me a lot of hope," he said. "A lot of people told us we are worthy. I never had that before."

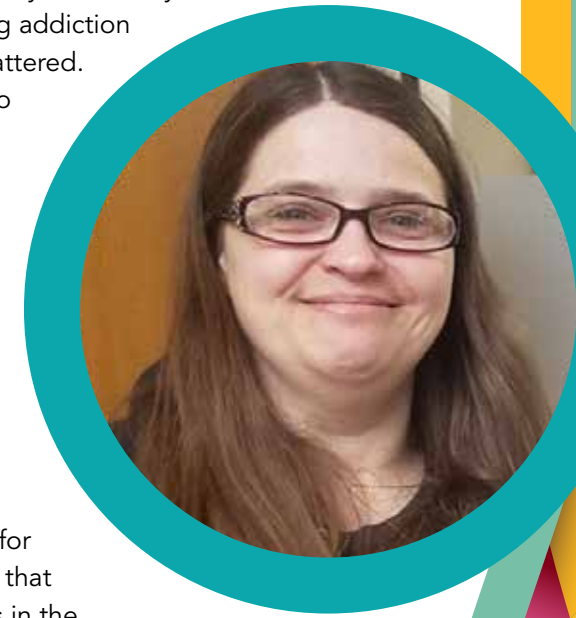
Both Colson and Beatty credited the JumpStart workshop for preparing them for ensuing job interviews. Beatty estimated that she went on "maybe four" job interviews in the years before she became a Cincinnati Works Member; she then experienced three mock interviews during JumpStart, one each day of the workshop.

She interviewed with JBM after graduation but did not get the job, a disappointment that did not drown her. After a chat with her Cincinnati Works coach, Beatty got an interview with Nehemiah and was hired on the spot.

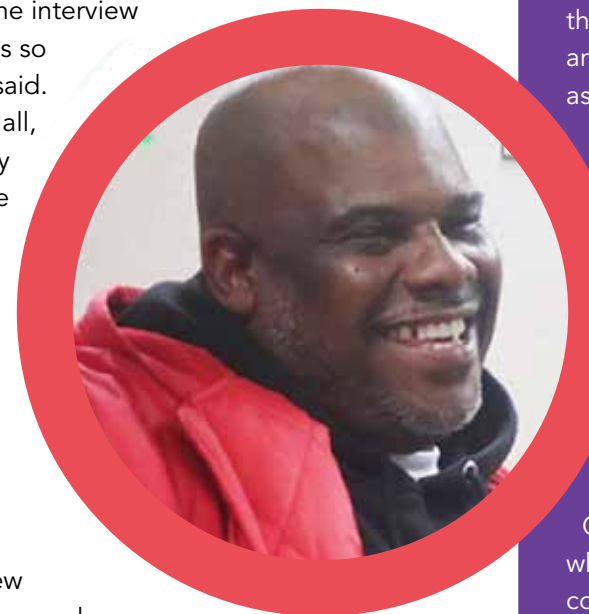
"When I went into the interview (at Nehemiah), I was so comfortable," she said.

"I wasn't nervous at all, and I am not usually like that. I was more nervous during the mock interviews than I was in the real interview."

Beatty has been given increasingly more responsibility at Nehemiah and her confidence has grown with each new task. She has since moved from Pathways into a sober-living house operated by a woman who has become her mentor. Although Beatty had a chance to move into a home closer to Nehemiah's facility in Price Hill – or, perhaps, interview for a job closer to her new home – she chooses to take two buses for an hour-long commute to get to work,



Jamie Beatty



Michael Colson

As part of an ongoing effort to address the twin challenges of generational poverty and labor shortages, Cincinnati Works proudly assumed operation of the Beacon of Hope Business Alliance in August 2019.

Beacon of Hope, which was founded by Nehemiah Manufacturing in 2015, is a unique initiative that helps local companies hire, integrate and retain second-chance employees. It includes a shuttle service that helps employees get to work every day in locations where public transportation is not a viable option.

Adding Beacon of Hope expanded Cincinnati Works services for local employers who are struggling to fill frontline positions, complementing existing services such as pre-employment coaching, on-site interviews, biannual job fairs and on-site coaching (through Workforce Connection).

Employers and employees pay for the shuttle service as a bridge to sustainable transportation.

Employers as Partners: Kutol

From his new office, Tom Rhodenbaugh can see the Beacon of Hope van pull into the parking lot at **Kutol Products Company** and drop off five employees. It is a daily reminder that his company is as progressive with its staff as it is with its products and equipment.

In an effort to reduce turnover in frontline positions, Kutol not only contracted with Cincinnati Works for an on-site coach (our Workforce Connection program) they also contracted with us to fill five frontline positions and provide temporary transportation for those employees.

"It's a different model, different costs, different risks," said Rhodenbaugh, Vice President of Operations at Kutol. "We hope it has different results, too."

The on-site Cincinnati Works coach, Jennifer Bennett-Phillips, has been so well-received that Kutol renewed its contract for a second year. The hiring and transportation contracts began in July 2019. The first five hires all lasted at least 90 days; one has lasted more than six months and has been approached about a promotion. The second wave of hires came on board in January 2020.

"We are still learning with this, and we are learning a lot," Rhodenbaugh said.

The hiring contract complements (and perhaps someday can replace) the temporary employees Kutol frequently brings in through placement agencies. Rhodenbaugh is willing to be patient — with the employees Kutol gets through Cincinnati Works and with the learning curve Kutol is experiencing alongside Cincinnati Works.

"In today's world, everyone you bring in is struggling with something" he said. "As a business, we always have to think about costs and what is right for the business. But if, along the way, we can promote some good? Good."



because she trusts the support she gets at Nehemiah and at the sober-living home.

"It just helps with how I think," she said. "I am so comfortable now."

Tyren Hughes went to prison with no diploma, no GED and little work experience. He had a chance to pursue the GED or a job during his three-year sentence, and he regrets that he did neither. "I wasted an opportunity," he said.

Cincinnati Works represents a chance to start over, to prune dead branches and sprout new leaves.

After completing JumpStart, Hughes got a part-time job with a construction company but continued to visit our office to meet with his coach and complete online applications. He later got a full-time job at Zenith Logistics, a Kroger distribution center that hired multiple Cincinnati Works Members in 2019, but he lost it a few weeks later. He returned to Cincinnati Works almost immediately to meet with his coach and staffing specialist.

"I'm trying to be an independent young man," Hughes said. "I want my own house and car. It's tough. Right now I'm still staying with my cousin."

Housing, education and transportation are ongoing challenges for many of our Members. Hughes is one of at least 11 people in his JumpStart class who reported living in temporary or transitional housing when they came to Cincinnati Works. Less than half of the Members we served in 2019 reported owning or having regular access to a vehicle; 51% rely on public transportation.

Getting a job can exacerbate those problems as easily as it solves them. In the same way that a gardener must fertilize and weed a flower bed, Cincinnati Works has committed to removing barriers even after a Member gets a job. In recent years we have invested in programs such as:

- Workforce Connection, which embeds a coach in local businesses to work one-on-one with their frontline employees.
- Financial coaching and access to short-term financial aid, including funds from Project LIFT of the Child Poverty Collaborative.
- Transportation to certain local employers through a shuttle service begun by the Beacon of Hope Business Alliance, a program Cincinnati Works took over in 2019.

Colson utilizes the Beacon of Hope shuttle to get to and from Kutol, and McBride takes it to and from JBM. "That van is a miracle," Colson said. It was a key factor in his decision to pursue the job at Kutol.

Because the van helps him get to work on time every day, Colson is able to appreciate the benefits of the job (including health care coverage and a retirement plan) while gradually saving to purchase a car.

"It's a total adjustment from everything I've done in my life," Colson said. "This work, getting up consistently every day, just all the stuff that goes into working every day — like, I'm getting the right amount of sleep now. I don't steal time. I don't want to be sleepy and hiding in the bathroom when I should be working. I enjoy getting up every day to come in here and do my eight hours. Even with the aches and pains. I haven't worked like this in, man, 20 years."

Through Workforce Connection, local companies such as **Kutol Products** and **Gorilla Glue** contract with Cincinnati Works to provide on-site coaching at their worksite to serve their frontline employees. Our coaches help address issues that might otherwise cause an employee to leave or be fired, and they work with employees to develop long-term personal, professional and financial goals.

Our Workforce Coaches are trained professionals who know how to connect employees to resources across the social services spectrum. Sometimes, that means arranging childcare or transportation. Sometimes, it means researching education and training opportunities. The employees' priorities are our priorities.



Employers as Partners: JBM

Allison Rambo and Ashley Caudill finish each other's sentences and laugh at each other's expense and walk side-by-side into settings few Human Resources officials would consider routine.

JBM Packaging is committed to "fair chance" employment – hiring and supporting individuals who are returning from prison or addiction treatment – and Rambo and Caudill put the mission into action, from recruiting in local prisons to having difficult conversations on the production line.

One of their programs is named after Benaiah, the biblical character who chased a lion into a pit. "Because we run toward obstacles everyone else would run from," said Rambo, Change Coach at JBM.

Rambo and Caudill, the HR Supervisor, visit a correctional institution at least once per week, either to make a recruiting pitch to the inmates or to conduct brief interviews with potential job candidates. JBM even donated equipment to Pickaway Correctional Institute, so inmates learn how

to operate the machines in anticipation of getting a job at JBM upon their release.

They frequently refer candidates to Cincinnati Works for our JumpStart job-readiness workshop and to utilize our Beacon of Hope transportation system. They lead weekly classes for JBM's frontline staff on topics such as self-care, effective communication, and toxic thinking. And they meet one-on-one with employees who are struggling to rebuild their lives.

As Rambo matter-of-factly described a recent conversation with an employee: "We hugged. We cried. I got the good tissues out."

About 20 percent of JBM employees – 26 of 137, as of February 2020 – were hired out of prison or a recovery center, including half of the second-shift production team, Caudill and Rambo said. Their retention rate among "fair chance" employees is more than 70 percent.

"Everyone has come on board to 'fair chance,'" Caudill said. "You can even see it with the tenured staff. They are very supportive."

McBride earned the Master Technician certification from the Ohio Nursery and Landscape Association while in prison. She met with representatives from JBM shortly after being released. So, by the time she came to Cincinnati Works, she was at a different stage of the job-search process than most of her JumpStart classmates.

Still, McBride found value in being a Cincinnati Works Member, especially in the weeks after graduation:

- She worked with our legal coordinator to address an old insurance claim and apply to regain her driver's license.
- She met multiple times with a financial coach to establish a spending plan, repair her credit, prepare her taxes and pay the reinstatement fees for her driver's license.
- She meets regularly with her career coach, who has first-hand experience rebuilding credit and finding affordable housing after serving time in prison.

"It has meant a lot to me," McBride said. "I wish I could get down here more."

She enrolled in the Roadmap to Wheels program at JBM, a partnership between the company and a local church that helps employees save for and purchase a used car. She can utilize the Beacon of Hope van while she lives at Pathways, but soon she will need an apartment and a car to get to work.

In the meantime, she has earned praise from her supervisors at JBM for her performance on the production line, and she has some ideas for how the company garden can be more productive this spring and summer. She has even pondered a career in sales. As JBM continues to use more sustainable sources, McBride said, "I could sell that to any guy on the street. I believe in that, and if I believe in something, I know I can sell it."

The gardening certification was a seed. JBM provided the soil, and Cincinnati Works and our partners provided the water and light.

"I have no idea how far I can take it," McBride said. "I just know it's something I am interested in and I have some knowledge behind it. When the time is right, I will use it. Right now, I am just following this path I'm on to get where I need to be."

2019 CORPORATE AND FOUNDATION INVESTORS

We are grateful for the investment of corporations and foundations. Support strengthens our community by transforming the lives of our neighbors working to escape poverty.

* Denotes Multi-Year investors who generously provide multi-year support.

BENEFACTOR \$50,000+

Farmer Family Foundation*	The John A. Schroth Family Charitable Trust,
Nehemiah (Beacon of Hope Business Alliance)	PNC Bank, Trustee
L&L Nippert Charitable Foundation	Suntrust Foundation
SC Ministry Foundation	TQL Foundation*
Jacob G. Schmidlapp Trusts*	United Way of Greater Cincinnati

PREMIER \$25,000 – \$49,999

Bank of America Charitable Foundation, Inc.	Mayerson Foundation
Child Poverty Collaborative (Project LIFT)	Daniel & Susan Pfau Foundation*
Charles H. Dater Foundation	George B. Riley Trust Estate
Forker-Smith Foundation	Western & Southern Financial Fund*

PLATINUM \$10,000 – \$24,999

Business Information Solutions, Inc.*	Macy's Foundation
The Butler Foundation*	Miller Valentine Group*
Cincinnati International Wine Festival, Inc.	Marge & Charles J. Schott Foundation
Duke Energy Foundation, Inc.	Women's Fund of the Greater Cincinnati Foundation
The Thomas J. Emery Memorial Enerfab	YOT Full Circle Foundation
Gilman Partners*	

GOLD \$5,000 – \$9,999

Amend Consulting	The Juilfs Foundation
Ameritas Life Insurance Corp.	The Mariner Foundation Fund
William P. Anderson Foundation	Rockefeller Philanthropy Advisors
Christ Church Cathedral	Taft
Cincinnati Bar Foundation	

SILVER \$1,000 – \$4,999

Cincinnati Sports Club	JP Morgan Chase Foundation
Ernst & Young	Johnson Investment Counsel
Ferguson Enterprises	Madeira-Silverwood Presbyterian Church
Flynn & Company, Inc.	Notre Dame Alumni Club, Cincinnati
Government Strategies Group	Precision Laboratories, Inc.
Grant Thornton	Skyline Chili
Interact for Health	Standard Textile Co., Inc
Jack Cincinnati Casino	Timberhill LTD Foundation

BRONZE \$999 & under

Alliance Data	Lawrence Livermore National Laboratory
AmazonSmile Foundation	Leadership Cincinnati Class 30
Anonymous (1)	The Mark43 Institute
Duke Energy	Morgan Stanley Foundation
Earthward Bound Foundation	The Party Source
GE Foundation	Raymond James
Holland Roofing	Sims-Lohman
Interlink Cloud Advisors, Inc.	Ver-A-Fast By The Hand Foundation
Kroger Community Rewards	

Cincinnati Works, Inc. Financial Statements

December 31, 2019

INDEPENDENT AUDITORS' REPORT

Board of Trustees,
Cincinnati Works, Inc.

Report on the financial statements

We have audited the accompanying financial statements of Cincinnati Works, Inc. (a not-for-profit organization), which comprise the statements of financial position as of December 31, 2019 and 2018, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

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. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Clark, Schaefer, Hackett & Co.

Cincinnati, Ohio
February 27, 2020

STATEMENTS OF FINANCIAL POSITION

December 31, 2019 and 2018

ASSETS	2019	2018
Assets:		
Cash and cash equivalents	\$ 1,282,543	\$ 1,104,438
Investments	929,466	957,067
Accounts receivable	29,781	38,263
Contributions receivable, net	1,535,640	1,906,840
Prepaid expenses and other assets	46,489	36,573
Furniture and equipment, net	265,360	156,628
Total assets	<u>\$ 4,089,279</u>	<u>\$ 4,199,809</u>
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts payable	\$ 23,558	\$ 16,715
Accrued expenses	25,718	55,244
Total liabilities	49,276	71,959
Net Assets:		
Without donor restrictions	1,824,807	1,705,282
With donor restrictions	2,215,196	2,422,568
Total net assets	4,040,003	4,127,850
Total liabilities and net assets	<u>\$ 4,089,279</u>	<u>\$ 4,199,809</u>

STATEMENTS OF ACTIVITIES

Years Ended December 31, 2019 and 2018

CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS

	2019	2018
Revenues, gains and other support:		
Contributions and grants	\$ 909,616	\$ 726,892
Investment return, net	181,236	(62,254)
Contributed goods and services	107,114	102,894
Employer fees	242,615	78,678
Other income	157,398	125,152
Acquisition of Beacon of Hope	103,787	
Net assets released from restrictions	2,547,238	2,458,084
Total revenues and other support	4,249,004	3,429,446
Expenses:		
Workforce development	2,139,481	1,850,718
Workforce Connection	603,692	421,254
Transportation	138,269	
The Network	207,913	201,852
Total program services	3,089,355	2,473,824
Management and general	645,999	614,674
Fundraising	394,125	340,749
Total support services	1,040,124	955,153
Total expenses	4,129,479	3,428,977
Change in net assets without donor restrictions	119,525	469

CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS

Revenues and other support:		
Contributions & grants – The Network	30,000	200,000
Other contributions and grants	2,309,866	2,031,022
Net assets release from restrictions	(2,547,238)	(2,458,084)
Change in net assets without donor restrictions	(207,372)	(227,062)
Change in net assets	(87,847)	(226,593)
Net assets, beginning of year	4,127,850	4,354,443
Net assets, end of year	<u>\$ 4,040,003</u>	<u>\$ 4,127,850</u>

STATEMENTS OF FUNCTIONAL EXPENSES

Year Ended December 31, 2019	Program							
	Workforce Development	Workforce Connection	Transportation	The Network	Total	Management and General	Fundraising	Total Expenses
Salaries, wages and benefits	\$ 1,780,240	529,108	109,532	175,381	2,594,261	466,441	236,805	3,297,507
Occupancy and utilities	137,009	25,965	-	12,429	175,403	97,545	18,064	291,012
Equipment and supplies	29,032	9,214	1,295	2,601	42,142	7,639	6,370	56,151
Professional services	43,039	10,167	10,728	8,988	72,922	49,114	75,303	197,339
Direct job seeker and advancement	114,228	1,212	8,526	-	123,966	-	-	123,966
Marketing	11,849	9,203	-	1,079	22,131	2,235	50,390	74,756
Other	24,084	18,823	8,188	7,435	58,530	23,025	7,193	88,748
	<u>\$ 2,139,481</u>	<u>603,692</u>	<u>138,269</u>	<u>207,913</u>	<u>3,089,355</u>	<u>645,999</u>	<u>394,125</u>	<u>4,129,479</u>

Year Ended December 31, 2018	Program							
	Workforce Development	Workforce Connection	Transportation	The Network	Total	Management and General	Fundraising	Total Expenses
Salaries, wages and benefits	\$ 1,554,132	365,796	-	157,421	2,077,349	457,968	217,713	2,753,030
Occupancy and utilities	137,806	14,002	-	12,196	164,004	69,320	17,682	251,006
Equipment and supplies	28,247	7,026	-	5,058	40,331	8,423	4,666	53,420
Professional services	42,783	7,122	-	14,874	64,779	47,806	39,694	152,279
Direct job seeker and advancement	59,006	13,061	-	-	72,067	-	-	72,067
Marketing	10,342	5,510	-	3,145	18,997	1,393	55,671	76,061
Other	18,402	8,737	-	9,158	36,297	29,764	5,053	71,114
	<u>\$ 1,850,718</u>	<u>421,254</u>	<u>-</u>	<u>201,852</u>	<u>2,473,824</u>	<u>614,674</u>	<u>340,479</u>	<u>3,428,977</u>

STATEMENTS OF CASH FLOWS

Years Ended December 31, 2019 and 2018

	2019	2018
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ (87,847)	\$ (226,593)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Discount on contributions receivable	6,123	414
Depreciation	62,953	32,766
Net realized and unrealized (gain) loss on investments	(146,168)	53,089
Acquisition of Beacon of Hope	(103,787)	
Changes in assets and liabilities:		
Accounts receivable	16,982	(38,263)
Contributions receivable	365,077	448,626
Prepaid expenses and other assets	(9,916)	15,988
Accounts payable	(13,318)	5,404
Accrued expenses	(29,526)	(113)
Net cash provided by operating activities	<u>60,573</u>	<u>291,318</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of furniture and equipment	(121,771)	(146,237)
Cash from acquisition	65,534	-
Purchases of investments	(1,230,553)	(767,742)
Sales and maturities of investments	1,404,322	577,020
Net cash provided by investing activities	<u>117,532</u>	<u>(336,959)</u>
Net change in cash and cash equivalents	178,105	(45,641)
Cash and cash equivalents at beginning of year	1,104,438	1,150,079
Cash and cash equivalents at end of year	<u>\$ 1,282,543</u>	<u>\$ 1,104,438</u>
Supplemental disclosures:		
Acquisition of Beacon of Hope non-cash assets and liabilities		
Accounts receivable	\$ 8,500	-
Accounts payable	(20,161)	-
Furniture and equipment	49,914	-
	<u>\$ 38,253</u>	<u>-</u>

See accompanying notes to the financial statements.

NOTES TO FINANCIAL STATEMENTS

1. 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. The Organization's revenue and other support are derived principally from contributions and grants.

The Organization serves the Greater Cincinnati community through its Workforce Development programs that provide job seekers with soft skills, access to employers, and lifetime coaching to be successful, promotable employees.

Workforce Connection is a fee-based service that assists local employers and their employees to improve employee retention through the use of on-site employment coaches that facilitate job retention services, work supports, education and training.

The Organization provides fee-based transportation services to assist its members to reach employer partner locations that lie beyond traditional bus lines.

The Network provides consulting, training, and a forum for other communities working on eliminating poverty throughout the United States.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Presentation

The financial statements of the Organization are presented on the accrual basis of accounting. 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:

Without donor restrictions – Net assets that are not subject to donor-imposed stipulations.

With donor restrictions – Net assets subject to donor-imposed stipulations that will be met either by actions of the Organization, or the passage of time. Certain net assets are subject to donor-imposed stipulations that must be maintained in perpetuity 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, including certain grants from foundations, corporations, and government agencies, are recorded in the appropriate net asset class when the promise to give is received. For grants where the receipt of payment is conditional, revenue is recognized as contractual services are performed and the eligible expenses are incurred. When a donor stipulated time or purpose restriction ends, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. Gifts and investment income with donor-imposed restrictions for which the restriction is met in the same period are recorded as with donor restriction 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. Allowance is made for uncollectible contributions based upon management's judgment and the creditworthiness of the donor. No allowance was deemed necessary in 2019 or 2018.

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.

The Organization’s revenue from contracts with customers are included in employer fees on the statements of activities and consists of revenue earned for ongoing services provided to other organizations related to coaching and mentoring. Contracts typically have short durations and are considered to be earned over a period of time. Revenue is earned and billed when the performance obligation of the contract is completed.

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.

Adoption of new accounting standards

On January 1, 2019, the Organization adopted Accounting Standards Update (ASU) 2014-09 Revenue from Contracts with Customers and all subsequent amendments to the ASU (collectively, “ASC 606”), which (i) creates a single framework for recognizing revenue from contracts with customers that fall within its scope and (ii) revises when it is appropriate to recognize a gain (loss) from the transfer of nonfinancial assets. The majority of the Organization’s revenues come from contributions and grants, that are outside the scope of ASC 606. Services within the scope of ASC 606 include workforce connection employer fees paid to the Organization.

The Organization adopted ASC 606 using the modified retrospective method applied to all contracts not completed as of January 1, 2019. Results for reporting periods beginning after January 1, 2019 are presented under ASC 606 while prior period amounts continue to be reported in accordance with legacy generally accepted accounting principles. The adoption of ASC 606 did not result in a change to the accounting for any of the in-scope revenue streams; as such, no cumulative effect adjustment was recorded.

On January 1, 2019, the Organization adopted ASU 2018-08, Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made. The standard assists entities in determining whether transactions should be recorded as a contribution (nonreciprocal transaction) or as an exchange (reciprocal transaction). The standard also provides expanded guidance on determining whether or not a contribution is conditional.

Cash and cash equivalents

The Organization considers all liquid investments with original maturities of three months or less to be cash equivalents. The Organization maintains cash in deposit accounts, which, at times, may exceed federally ensured limits. The Organization has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk on cash. Cash in excess of federally insured limits is \$742,000 and \$590,000 on December 31, 2019 and 2018, respectively.

Accounts receivable

Accounts receivable are stated at the original invoiced amount less an allowance for doubtful accounts. On a periodic basis, the Organization evaluates its receivables and establishes an allowance for doubtful accounts, based on a history of past write-offs and collections and current credit conditions. The Organization believes all receivables are fully collectible at December 31, 2019 and 2018.

Investments

Investments in marketable and debt securities with readily determinable fair values are reported at their fair values in the statements of financial position. Dividends, interest income, realized gains and losses on security transactions, unrealized holding gains or losses on investments and investment expenses are included as investment return on the statements of activities.

Furniture and equipment

The Organization’s policy is to capitalize furniture and equipment purchased or donated having a cost in excess of \$1,000. All items are recorded at cost less accumulated depreciation. Computer equipment, software and licenses are depreciated on a straight-line basis over a three-year period. Furniture is depreciated on a straight-line basis over a five-year period.

Income taxes

The Organization is exempt from federal income tax under Internal Revenue Code (the “Code”) section 501(c)(3), though it is subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded by the Code. The Organization has processes presently in place to ensure the maintenance of its tax-exempt status; to identify and report unrelated income; to determine its filing and tax obligations in jurisdictions for which it has nexus; and to identify and evaluate other matters that may be considered tax positions. The Organization has determined that there are no material uncertain tax positions that require recognition or disclosure in the financial statements.

Functional allocation of expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statements of activities. Certain costs have been allocated among the benefited programs and supporting services based on direct identification, time studies and other methods. The following functional expense categories are allocated based on monthly time studies: salaries, wages and benefits, occupancy and utilities, equipment and supplies, marketing and other expenses.

Concentration of credit risk

Concentrations within revenue and receivables exist when an individual donor equals or exceeds 10% of total revenue and receivables, respectively. During 2019, two donors accounted for 37% of total contribution revenue and while three donors accounted for 50% of total contributions receivable. During 2018, two donors accounted for 31% of total contribution revenue while four donors accounted for 71% of total contributions receivable.

Subsequent events

The Organization evaluates events and transactions occurring subsequent to the date of the financial statements for matters requiring recognition or disclosure in the financial statements. The accompanying financial statements consider events through February 27, 2020, the date on which the financial statements were available to be issued.

3. CONTRIBUTIONS RECEIVABLE, NET:

Contributions receivable at December 31, consisted of the following:

	<u>2019</u>	<u>2018</u>
Due within one year	\$ 1,138,280	1,464,677
Due in one to five years	405,915	456,841
	<u>1,544,195</u>	<u>1,921,518</u>
Less unamortized discount, 1.62% and 2.46%	8,555	14,678
	<u>\$ 1,535,640</u>	<u>1,906,840</u>

4. FURNITURE AND EQUIPMENT:

Furniture and equipment consist of the following after December 31:

	<u>2019</u>	<u>2018</u>
Furniture	\$ 86,398	\$ 42,933
Software	190,339	139,148
Equipment	148,834	96,936
	<u>425,571</u>	<u>279,017</u>
Less accumulated depreciation	160,211	122,389
Furniture and equipment, net	<u>\$ 265,360</u>	<u>\$ 156,628</u>

5. NET ASSETS WITH DONOR RESTRICTIONS:

Net assets with donor restrictions exist for the following purposes as of December 31:

	<u>2019</u>	<u>2018</u>
Subject to the passage of time	\$ 949,000	\$ 739,700
Subject to expenditures for specific purpose:		
Workforce Development	932,366	973,961
Workforce Connection	204,455	225,000
The Network	100,000	416,786
Other	—	37,746
	<u>2,185,821</u>	<u>2,393,193</u>
Investment held in perpetuity	29,375	29,375
	<u>\$ 2,215,196</u>	<u>\$ 2,422,568</u>

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 for the years ending December 31:

	<u>2019</u>	<u>2018</u>
Time restriction expired	\$ 602,719	\$ 561,825
Satisfaction of purpose restrictions:		
Workforce Development	1,308,985	1,294,755
Workforce Connection	337,118	276,098
Transportation	50,000	—
The Network	196,786	208,259
Other	51,630	117,147
	<u>1,944,519</u>	<u>1,896,259</u>
Total net assets released from donor restrictions	<u>\$ 2,547,238</u>	<u>\$ 2,458,084</u>

6. FAIR VALUE MEASUREMENTS:

Generally accepted accounting principles establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.

Level 2: Inputs for the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Fair value methods and assumptions on investments consisting of cash and cash equivalents, fixed income, equities, alternative strategies and real assets are valued on Level 1 inputs.

The preceding methods described may provide a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Organization believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table presents the Organization’s assets at December 31, 2019 that are measured at fair value on a recurring basis and are categorized using the fair value hierarchy:

	Quoted prices in active markets for identical assets	Significant other observable inputs	Significant unobservable inputs	
	Total	(Level 1)	(Level 2)	(Level 3)
Investments:				
Cash and cash equivalents	\$ 43,361	43,361	—	—
Fixed income	289,621	289,621	—	—
Equities:				
Large cap global and domestic	336,910	336,910	—	—
Small and mid-cap domestic	36,646	36,646	—	—
Developing international	129,919	129,919	—	—
Emerging markets	56,563	56,563	—	—
Real estate funds	36,446	36,446	—	—
	<u>\$ 929,466</u>	<u>929,466</u>	<u>—</u>	<u>—</u>

The following table presents the Organization’s assets at December 31, 2018 that are measured at fair value on a recurring basis and are categorized using the fair value hierarchy:

	Quoted prices in active markets for identical assets	Significant other observable inputs	Significant unobservable inputs	
	Total	(Level 1)	(Level 2)	(Level 3)
Investments:				
Cash and cash equivalents	\$ 52,860	52,860	—	—
Fixed income	187,225	187,225	—	—
Equities:				
Large cap global and domestic	300,359	300,359	—	—
Small and mid-cap domestic	69,817	69,817	—	—
Developing international	109,376	109,376	—	—
Emerging markets	56,837	56,837	—	—
Alternative strategies funds	113,526	113,526	—	—
Real estate funds	67,067	67,067	—	—
	<u>\$ 957,067</u>	<u>957,067</u>	<u>—</u>	<u>—</u>

7. OFFICE LEASE:

The Organization leases office space under various noncancelable operating leases which are subject to terms of renewal and escalation clauses. Rent expense for 2019 and 2018 totaled \$166,960 and \$161,783, respectively. As of December 31, 2018, the Organization has a liability totaling \$18,168 related to the escalating lease payments. The lease expired on December 31, 2019. On August 30, 2019, the Organization extended the office space operating lease from January 2020 through 2026.

Future minimum lease payments as of December 31, 2019 are as follows:

2020	\$ 199,500
2021	205,240
2022	211,260
2023	217,280
2024	223,720
Thereafter	<u>467,040</u>
	<u>\$ 1,524,040</u>

The Organization has the option to terminate the lease after five years. If exercised, the Organization will be subject to termination fee of \$45,000.

During 2019 and 2018, a board member subleased certain office space and reimbursed the Organization for this and certain other office expenses totaling \$8,139 and \$8,303, respectively.

8. RETIREMENT PLAN:

The Organization has a defined contribution plan (the “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 at a rate of 33.3% each year and are fully vested after three years. During 2019 and 2018, employer contributions totaled \$219,815 and 183,115, respectively.

9. LIQUIDITY:

The goal of the Organization is generally to maintain financial assets to meet at least 90 days of operating expenses. The Organization is substantially supported by contributions and grants and invests excess cash in short-term investment accounts to earn interest.

The following table presents the financial assets available to meet cash needs for general expenditures within one year at December 31:

	<u>2019</u>	<u>2018</u>
Financial assets:		
Cash and cash equivalents	\$ 1,282,543	\$ 1,104,438
Investments	929,466	957,067
Accounts receivable	29,781	38,263
Contributions receivable, current	<u>1,138,280</u>	<u>1,464,677</u>
Financial assets available at year-end	<u>3,380,070</u>	<u>3,564,445</u>
Less those unavailable for general expenditures within one year due to:		
Contributions receivable with purpose restrictions	323,540	332,500
Restricted investments unavailable for operations	29,375	29,375
Cash with donor restrictions	<u>243,346</u>	<u>523,604</u>
	<u>596,261</u>	<u>885,479</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 2,783,809</u>	<u>\$ 2,678,966</u>

10. BEACON OF HOPE BUSINESS ALLIANCE INC. ACQUISITION:

Effective August 1, 2019, Cincinnati Works, Inc. acquired Beacon of Hope Business Alliance Inc. (“Beacon of Hope”) to improve its member experience. As a result, Beacon of Hope’s assets, liabilities and net assets have been added to the Organization’s statement of financial position. Below is a listing of assets and liabilities of Beacon of Hope that were received as part of the acquisition as of August 1, 2019, with no consideration paid and recorded at estimated fair value:

Cash	\$ 65,534
Accounts receivable	8,500
Furniture and equipment, net	49,914
Accounts payable	(20,161)
Net assets without donor restrictions	<u>\$ 103,787</u>

11. UPCOMING PRONOUNCEMENTS:

In February 2016, the FASB issued ASU 2016-02, Leases. The standard requires all leases with lease terms over 12 months to be capitalized as a right-of-use asset and lease liability on the statement of financial position at the date of the lease commencement. Leases will be classified as either financing or operating. This distinction will be relevant for the pattern of expense recognition in the statement of activities. This standard will be effective for the Organization’s year ending December 31, 2021.

Management is currently in the process of evaluating the impact of adoption of this ASU on the financial statements, which is expected to have a significant impact on the financial statements and disclosures.

2019 BOARD OF TRUSTEES

David Herche, *Chairman*
Chairman, Enerfab

Thomas Gilman, *Lead Director*
Managing Partner & CEO, Gilman Partners

Teresa Haught, *Treasurer*
Director of Finance, The Jewish Foundation of Cincinnati

Gerron McKnight, *Secretary*
Labor & Employment Counsel Chair, Diversity & Inclusion Council The Christ Hospital Health Network

Frank Albi, *President & CEO, Business Information Solutions, Inc.*

Linnea Bonacci, *Founder/Owner, CFO Resource Group, LLC*

Donald Calvin, *Partner, Ernst & Young LLP*

Brian Carley, *SVP & CFO, Clubessential LLC*

Daniel Fleming, *President & Managing Director, River Cities Capital Funds*

Dana Glasgo, *Owner & Coach, Cincinnati Career Coach*

Tom Hardy, *Board Chairman & CEO, Unity Financial Life Insurance Co.*

Rick Kaglic, *Vice President & Senior Regional Officer at Federal Reserve Bank of Cleveland*

Arlene Koth, *VP, Founder and Owner, OPC Consulting*

Eric Lanter, *Executive Director, Chase*

Robert Loftus, *Consultant & Retired CPA*

Kate Ogelsbee, *Brand Manager, Puffs, Procter & Gamble*

Liane Phillips, *Co-Founder, Cincinnati Works*

Greg Purdon, *President, Grote Enterprises, LLC*

Kevin Rice, *Senior Vice President, Merrill Lynch*

Kim Satzger, *Principal, Gibraltar*

Norma Skoog, *Adjunct Professor of Legal Studies, Xavier University*

Lee Stautberg, *Partner, Dinsmore & Shohl LLP*

James Strayhorn, *Pastor, Bright Star Community Church*

Mark Wilson, *Corporate Head of HR, United Dairy Farmers*

Peggy Zink, *President & CEO, Cincinnati Works*

2019 CINCINNATI WORKS BOARD VOLUNTEERS

Alan Eichner, *Founder, Eichner Investment Planning*

Kent Friel, *former Board Member, Education Advocate and Volunteer*

Danyele Harris Thompson, *Change & Transformation Sr. Manager, Kao Corporation*

Tom Hayes, *Dean, Williams College of Business, Xavier University*

Mark Jordan, *Estate Attorney, BMHK*

Kara Sanders, *Craftforce Development, Messer Construction*

Becky Scheeler, *EVP Client Engagement, Centennial*

2019 CINCINNATI WORKS YP BOARD

Jesse Brooks, *Talbert House*

Anna-Marie Brown, *The Christ Hospital Health Network*

Cory Bultema, *Procter & Gamble*

Chris Cook, *McCarley & Cook*

Kaity Dunn, *Northcreek Mezzanine*

Ellie Johns, *Sibcy Cline*

Dino Lucarelli, *Fifth Third Bank*

Mel Matthews, *KMK Law*

Gerron McKnight, *The Christ Hospital Health Network*

Matt Mooney, *Accenture Global*

Kate Oglesbee, *Procter & Gamble*

Sarah Payne, *US Bank*

Paul Robinson, *USI Insurance Services*

Brandon Roell, *St. Elizabeth Physicians*

Brett Santoferraro, *Amend Consulting*

Eric Spencer, *Ernst & Young*

Maurice Stewart, *Interact for Health*

TC Thomason, *Cincinnati Works*

Janet Westrich, *Episcopal Retirement Services*

2019 INDIVIDUAL DONORS

We are grateful for the individuals who invest in Cincinnati Works. Your support strengthens our community by transforming the lives of our neighbors working to escape poverty. Every effort has been made to list donors and respect anonymous contributions as requested. Please forgive any errors and notify Cincinnati Works with changes by calling 513.744.5613.

* Denotes Multi-Year Investors who generously provide dependable, ongoing support. ^ Denotes Member

BENEFACTOR \$25,000+

Dave & Wendy Herche*
 Dave & Liane Phillips*
 Tom & Nancy Gilman*

PLATINUM \$10,000 – \$24,999

Don & Becky Calvin*
 Gene & Patricia Ewing*
 David & Caitlin Falk*
 Tom & Jan Hardy
 Mickey & Cheryl Hillman
 Dan Koppenhafer
 Dan & Julia Poston*
 Ted & Marlene Robinson
 Dave & Marcia Siebenburgen
 The Wyler Family Foundation

GOLD \$5,000 – \$9,999

Austin Allison*
 Scott & Amy Anderson
 Ruth J. & Robert A. Conway Foundation
 Dan & Susan Fleming*
 Tim & Sarah Fogarty*
 Nancy Swanson & Jeff Groenke
 The Julifs Foundation
 Robert J. Kohlhepp Family Fund
 Jodi Geiser & Jim Miller
 Joe & Susan Pichler
 Angie & Charlie Sunderland
 Peggy & John Zink*

Frank Albi
 Wendell & Vickie Bell
 John & Susan Berding Family Foundation
 Tom & Ruth Bobenread
 Linnea & Tim Bonacci*
 El & Elaine Bourgraf
 Chip & Susan Brewer
 Brian & Nancy Carley*
 Kerry & Norah Clark
 Sean & Tracie Conway
 Leonard & Christie Culver
 Meredythe and Clayton Daley, Jr. Family Foundation
 of the Greater Cincinnati Foundation
 Lindsay Danahy
 Tom & Martha Depenbrock
 Bob & Lisa Dorsey
 Paul & Donna Drzewiecki
 Jo Anne & Tom Fiorini
 Chris & Vicki Fister
 Friedlander Family Fund
 Mary & Kent Friel
 James & Leisa Frooman
 Harry & Mary Ann Fry
 David Gardner
 David Gemmer
 Dana Glasgo*
 Jim & Nancy Grimes
 Frank & Suzanne Hall
 Nancy Hamerly
 Doug & DJ Hammond
 Jim & Carolyn Harmann
 Greg & Kathleen Harmeyer
 Jackson Harty
 Michael & Teresa Haught*
 Eleanor Haussler
 Ed & Joann Hubert Family Foundation
 Mark & Karen Jahnke
 Matt & Melissa Jessup

SILVER \$1,000 - \$4,999

Thomas & Beth Johnson
 Richard & Laura Kaglic
 Walter & Olivia Kiebach Foundation
 Ray & Darlene Kubik*
 Mark Kuenning
 Eric Lanter
 Melissa Lueke & Scott Linstruth
 Bob & Jo Ann Loftus*
 Gary & Nancy McClimans
 Janet Self & John McHugh
 Gerron McKnight*
 Tyler & Stephanie McMullen
 John & Robbie Michelman
 Bill & Karen Neyer
 Glenna & Heath Parks
 Daniel & Kathleen Peters
 Todd & Stephanie Phillips
 Rodney Player
 The Portman Family Fund
 Wym & Jan Portman
 Greg & Tonya Purdon*
 John Raines, Jr.
 Jerry & Laura Reichert
 Kevin & Janice Rice*
 Brent Rippe
 Kim Satzger*
 Karen Sieber
 Norma Skoog*
 Jim Sowar
 James & Dianne Strayhorn
 TAS Foundation
 Craig & Diane Todd
 George & Rose Vredevelde
 Bill Ward
 Mark & Lisa Weadick*
 Mark & Lama Wilson
 Wood-Byer Foundation

Mary Lu & Richard Aft
 Diane Altmix
 Jim & Marjorie Anderson
 Madeline Andrews
 Anonymous (2)
 Carol Aquino
 Todd & Ann Keller Bailey
 Bryan & Kimberly Baldasare
 Harry Balzonya
 John & Eileen Barrett
 Sarah Bartlett
 Marie Bartley
 Marianne Beard
 Jim & Melissa Benedict
 Ken & Dawn Bertsche
 Tom & Mary Besancaney
 Mike & Stephanie Besl
 David Birdsall
 Joe Bischoff
 Stuart & Lynne Blain
 Adam Bleibtreu
 Tom & Peggy Bley
 Mildred Bohlander
 Nancy Breeze
 Jake & Judy Bremanis
 Travis & Anna-Marie Brown
 Thane & Nancy Brown
 Carolyn Brown
 Cory Bultema
 Stephen & Diedra Burns
 Carol & Steven Buschhaus
 David Buschle
 Lee & Shannon Carter
 Jack & BJ Carter
 Eric Cepela
 Mike & Amy Cheney
 Tevis Clark
 David Clement
 Michael & Brittany Collins
 Christopher Cook
 Jeff Corken
 Emily Courtier
 William & Deborah Cron
 Leighann Croxen
 Betsy & Jeff Davis
 Jim & Kim Dechert
 Douglas & Betty Dechert
 Gagan Deep
 Noel Julnes & Joe Dehner
 Mary Kay Delgado
 Joyce Salg & Robert Detore
 Thomas & Jane Dewey
 Stephen Dixon
 Kaity Dunn
 Thomas & Marilyn Dunn
 Michael Dutt
 Scott Eckert
 Claire & Alan Eichner
 Jamie & Dan Eifert
 John & Judith Eilers
 Esther Eiting
 Jean Engelhart
 Katherine Evans
 Jason & Sarah Farler
 Gregory Fasig

Dick Finan
 Joseph & Tina Finke
 Sharlene & Jason Finkelstein
 Michael & Suzette Fisher
 Robert Fisher
 Renessa Foronda
 Sheila Frank
 Karyn & Carl Frederick
 David Friel
 Domenic Gaeta
 Judith & Gregory Gates
 Becky Gayle
 Teresa Geiser
 Wally Gerbus
 Brad Gerdes
 Mary Jo Lane & Tom Giordano
 Cindy Givens
 Jeffrey & Laura Goldstein
 Jared Gosnell
 Rick & Elaine Greiwe
 David & Laura Groenke
 Brenda Gumbs
 Jeffrey Haas
 Margaret Hadley
 Matt Hager
 Jim Hagerty
 Britney & Alex Hamberg
 Jane Hamberg
 Steven Harbison
 Alexis Harris
 Keith & Marilyn Harrison
 Donna Hartman
 Glenn & Mary Kay Hauser
 Margaret Ann Gajus & Tom Hayes
 Timothy Hecker
 Thomas & Mary Jo Heintz
 Rick & Sonya Hensley
 Tom & Mary Herche
 Chris Herche
 Kirsten Hill
 Jeff & Karen Hock
 Terri & Timothy Hollenkamp
 Joe Honeck
 David & Deborah Horn
 Jerry & Nancy Howard
 Steven Howe
 Howe Family Foundation
 Linda Humphries
 Susan & Edward Ikeler
 Juan Infante
 Steven & Kristin Innis
 Kyle & Ellie Johns
 Edmund Jones
 Caroline Rapier
 Mark & Diane Jordan
 Robert & Christine Jung, Jr.
 Jenna Kehrt
 Thomas & Laura Keitel
 Scott & Sarah Kiley
 George Kingston
 Missy Knight
 Arlene Koth
 David & Carol Krafft
 Lisa Krain
 David & Christine Krings

Cynthia Lamb
 The Warren and Patricia Lambeck Charitable Fund
 Cara LaMond
 Kevan & Judith Langner
 David & Linda Latham
 Mort & Barbara Libby
 Spencer Liechty
 Robert Lindner, Jr.
 Dino Lucarelli II
 Marilyn Maag
 Jill Sue Mairn
 Terrence Mangan
 Robert & Nancy Mason
 Steven Massie
 Michael & Melissa Matthews
 Kevin Matthews
 Jeff May
 Glen & Lynn Mayfield
 Shun Mays
 Carter & Suzanne McNabb
 Joseph McNabb
 Chadwick Meade
 Meisel Family Foundation, Inc.
 Gary & Vickie Mertz
 Jan & Marilyn Methlie
 David Meyer
 Ann Millin
 Matt & Allison Mooney
 Andrew Mooney
 Albert & Laurie Mooney
 Keith Moran
 Boyd Morrison
 Jeff & Peggy Mossbarger
 Mary Asbury & Robert Newman
 Doreen Noble
 Kate Oglesbee
 Chris & Karen O'Malley
 Michael Osenar
 Bobbie O'Shell
 Col Owens
 James & Denise Patton
 Jennifer & James Pavelka
 James & Carol Pearce
 Mike Perkins
 Scott & Jenny Phillips
 Brett & Colleen Phillips
 Inna Phillips
 Lee & Frank Pinkerton
 John Poffenberger
 Kateryna Protsenko
 Caroline Rapier
 Kathleen Reinmann
 Ken & Judy Reynolds
 Ed & Carole Rigaud
 Mendy Ringer
 Paul Robinson
 Andrew Rodenbeck
 Brandon Roell
 Jeff & Kim Roller
 Constance Rose*
 Richard & Everly Rose
 Louise & Gary Roselle
 Edward Rosenthal
 Janet Ross

BRONZE \$999 & under

Liane Rousseau
 Marianne Rowe
 Brett Santoferraro
 Joseph & V.L. Santoferraro
 Anne Schaub
 Patrick Schaub
 Mary Scheid
 Roger & Glenda Schorr
 Christopher Schroeder
 Wil & Jean Schwartz
 Peter Schwartz
 Jim Scott
 Janice Seymour
 Kristin Shafer
 David & Lana Shardelow
 Regina Shupe
 Gary & Lois Siegle
 Mark Silbersack
 Dan Sillies
 Joan Sledge
 Patrick Smith^
 Shirley Smith^
 Joe Soonthornsawad
 Floyd Souder
 Will & Jan Sparks
 Eric Spencer
 Amy Spiller
 Thomas & Christin Spurr
 Lee Stautberg
 Carol Steger
 Benjamin Stewart
 Maurice Stewart
 Jack & Betty Stith
 Harry Stone
 Tamara Sullivan
 Tom Sweets
 Bill & Amy Thaman
 Carol Thomas
 TC Thomason
 Kimberly Trapp
 John Tschop
 Neil Ursic
 Tracy Van Den Heuvel
 Charles & Diane Vater
 Jerry & Karen Von Deylen
 Sarah Vonderbrink Geiger
 Thomas & Susan Wagner
 Matthew Wallbrown
 Jan Walton
 Robert & Carolyn Wehling
 David & Sharon Weingartner
 Jay & Kathy Wertz
 Allie Westfall
 Richard & Debbie Westheimer
 Janet Pettit Westrich
 Robert Wheeler
 David Whittaker
 Nicolas Williams
 David Wilson
 Jim & Maribeth Wojcik
 Betsy Worrall
 Tok Yi
 Rachel & Joshua Yoho
 Jean & Bill Zeck

IN HONOR OF

Given By
 Scott & Amy Anderson
 Anonymous
 Stuart & Lynne Blain
 Mildred Bohlander
 Jeffrey & Lisbeth Davis
 Jamie & Dan Eifert

Michael & Suzette Fisher
 Robert Fisher
 Karyn & Carl Frederick II
 Jodi Geiser & Jim Miller
 Teresa Geiser
 Margaret Hadley
 Steven Harbison
 Greg & Kathleen Harmeyer
 Chris Herche
 Tom & Mary Herche
 Mickey & Cheryl Hillman
 Mark & Karen Jahnke
 Edmund Jones
 Cara LaMond
 Lynn Mayfield
 John & Robbie Michelman
 Andrew Mooney
 Roberta J. O'Shell
 Jennifer & James Pavelka

Scott & Jenny Phillips
 Kathleen Reinmann
 Kenneth & Judy Reynolds
 Mary Scheid
 Jim Scott, Emily Courtier & Donna Hartman
 Gary & Lois Siegle
 Tamara Sullivan
 Jan Walton
 Peggy & John Zink

In Honor Of
 Dave & Wendy Herche
 Carol Buschhaus
 Rick & Ginny Kuertz
 Dave & Liane Phillips
 Mary & Kent Friel
 Matt Mooney, Dan Meyer, Karen Sieber
 Dave & Wendy Herche
 Dave & Wendy Herche
 Dave & Wendy Herche
 Dave & Wendy Herche
 Jim Miller
 Steve Elliot
 Dave & Wendy Herche
 Katie Harmeyer
 Dave & Wendy Herche
 Dave & Wendy Herche
 Dave & Wendy Herche
 Dave & Wendy Herche
 Tom Hardy
 Dave Herche
 Glen Mayfield
 David Phillips
 Matt Mooney
 Peggy Zink
 Ebony & Tayshia (Members who spoke at our event)
 Dave & Liane Phillips
 Mary & Kent Friel
 Dave & Wendy Herche
 Carol Buschhaus
 Dana Glasgo
 Mary & Kent Friel
 Leadership Class 30
 Carol Buschhaus
 Dave & Wendy Herche

IN MEMORY OF

Given By
 Sharlene & Jason Finkelstein
 Scott & Jenny Phillips

In Memory Of
 Della Collier
 Dolores Lucas

IN-KIND

Bethesda Foundation –Tri-Health
 Business Information Solutions
 Cincinnati Museum Center at Union Terminal
 Cincinnati Nature Center
 Frost Brown Todd
 Interlink
 KAO
 Glenna & Heath Parks
 Procter & Gamble
 Salesforce
 Scene 75 Entertainment Center
 UC Athletic Department
 XU Department of Athletics

We recognized the following employers with 2019 Employer Appreciation Awards based on the number of Cincinnati Works Members they hired:

- 3CDC
- Amazon
- Batesville Products
- Christ Hospital
- Cincinnati Children's Hospital
- Consolidated Metal Products
- Crossroad Health Center
- Enerfab / Brighton Tru-Edge
- Foxtail Foods
- Gorilla Glue
- Graeter's
- JACK Casino
- Jancoa
- JTM Food Group
- Kroger
- Kutol Products Co.
- Macy's Call Center
- Nehemiah Manufacturing
- Raising Cane's
- Roots Staffing
- Talbert House
- Taylor Farms
- Zenith Logistics

The following employers were recognized for the unique ways they engaged with Cincinnati Works and our Members in 2019:



TOP EMPLOYER AWARD



EMPLOYER INNOVATION AWARD



EMPLOYER TRAILBLAZER AWARD



EMPLOYER COLLABORATION AWARD



EMPLOYER TREND-SETTER AWARD

Tom & Mia Rhodenbaugh accept the Kutol award.

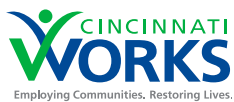


- Linda Barksdale-Humphries, Recruiter/Chaplain
- Alyssa Beck, Legal Coordinator
- Peter Beck, Financial Coach
- Jennifer Bennett-Phillips, Workforce Coach
- Derrell Black, Professional Development Coach
- Terana Boyd, Job Search & Data Analysis Coordinator
- Carol Buschhaus, Training Facilitator
- Vicki Camardo, Advancement Coach
- Mike Cheney, Chief Financial Officer
- Tevis Clark, Professional Development Coach
- Brittany Collins, Development Manager
- Belinda Coulter-Harris, CSR & Intake Coordinator
- Dubonna Dawkins, Workforce Development Programs Manager, Dress for Success
- Jacqueline Edmerson, Director of Clinical Services
- Jason Finnell, Professional Development Coach
- Darlene Gray, Professional Development Coach
- Amanda Haney, Staffing Specialist
- Calista Hargrove, VP of Programs
- Yolanda Hill, Professional Development Coach
- Kristina Johnson, Workforce Coach
- Leslie Kish, Director of Strategic Partnerships
- Melissa Knight, Administrative Services Manager
- Cynthia Lamb, President, National Replication
- Tamiko Mauldin, Program Director, CityLink Center
- Lisa Mauthe, Director of Financial Wellness
- Vickie Mertz, Trainer & Volunteer Coordinator
- Miranda Millard, Employer Relationship Lead
- Matthew Mooney, VP & GM of Workforce Connection
- Mitch Morris, Phoenix Outreach Coordinator/Mentor
- Martha Nicks, Professional Development Coach
- Glenna Parks, Director of Coaching Services
- Heath Parks, Director of Information Systems
- Scott Priestle, Marketing & Communications Manager
- Taisha Rojas-Parker, Director of Workforce Solutions
- Susan Roschke, Grants & Compliance Officer
- Katie Schad, Beacon of Hope & Transportation Manager
- Karen Sieber, VP of Development & External Relations
- Shirley Smith, Communication Specialist
- Chris Sutton, Workforce Coach



- Nina Terry, Advancement Coach
- TC Thomason, Workforce Coach
- Franklin Thornton, Staffing Specialist
- Billie Vega, Staffing Specialist
- Nina Vogt, Financial Coach
- Adam White, Director of Employment Services
- Edna Williams, CSR & Administrative Coordinator
- Ken Wilson, Community Engagement Specialist
- Terri Wilson, Director of Member Education & Intake
- Jessica Wright, Director of Business Development & CRM
- Peggy Zink, President/CEO

2019 Cincinnati Works YP Board



www.cincinnatiworks.org | 513.744.WORK