Empowering Individuals
Improving Communities

2011 Corporate Report
We are pleased to publish this edition of our annual report, depicting another milestone in a history of organized, social service. It provides a snapshot of our program array and financial health after more than 46 years in the “business” of helping people overcome barriers to their educational development, employment preparedness, community assimilation, home and housing security, and economic self-sufficiency. As the country struggles to move up and out of a lengthy recession, it is an ongoing reminder that we are indeed engaged in a war on poverty.

In 2011, a work group of more than 30 Governing Board members and employees gathered to assess the corporation’s progress, examine strengths and weaknesses, and develop a Strategic Plan of goals and objectives over the next triennial period. Internal communications, technology and human resources systems were targeted for improvement as the committee looked for ways to take the organization to higher levels of efficiency and performance. While the maturity of our company places emphasis on continuous improvement of these critical systems, we did not lose sight of the fact that all of them are designed to support better delivery of services to people who need them.

Telamon/Transition Resources Corporation takes pride in the achievements outlined in this report, and, to a greater extent, the organizational values and dedicated people that fuel our mission and drive our efforts on behalf of the individuals and communities we serve. In this regard, we are grateful as always for the support of our funding sources, community partners, donors and volunteers.

Richard A. Joanis
Raleigh, North Carolina
Special Thanks to Our 2011 Funding Partners

Association of Farmworker Opportunity Programs
Cape Fear (NC) Council of Governments
Capital Area (NC) Workforce Development Board
City of Danville (VA) Community Development Division
City of Savannah WIA
Coastal (GA) Workforce Services
Delaware Department of Education
Delaware Department of Education — Early Childhood Assistance Program
East Coast Migrant Head Start Project
Georgia, Office of School Readiness
Indiana Public Industry Council
Lower Shore (MD) Workforce Alliance
Maryland Emergency Food Program
Michigan Department of Education
Michigan Department of Social Services
Michigan March of Dimes
Michigan Migrant Child Workforce
National Council on Agricultural and Labor Research, Inc. (NCALL)
North Carolina Department of Human Resources and Community Service Block Grants
North Carolina Division of Child Development
North Carolina Housing Finance Agency
North Carolina Volunteer USA
North Carolina, Department of Health Services
Office of Head Start — Body Start Initiative
Office of Head Start — Migrant Programs
Office of Head Start — Region III
Office of Head Start — Region IV
Pathstone Corporation
Pepsi Cola Global Giving
Reading is Fundamental
South Carolina Housing Corporation
South Carolina Housing Trust Fund
Tennessee Arts Commission
The Theodore H. Barth Foundation, Inc.
Turning Point (NC) Workforce Development Board
U.S. Department of Agriculture, Rural Housing Service, Rural Development Grant
U.S. Department of Agriculture, Rural Self-Help Housing
U.S. Department of Education
U.S. Department of Energy
U.S. Department of Health and Human Services
U.S. Department of Homeland Security, FEMA
U.S. Department of Housing and Urban Development, Comprehensive Housing Counseling
U.S. Department of Labor, Employment and Training Administration, National Farmworker Jobs Program
U.S. Department of Labor, Green Jobs
U.S. Department of Labor, OSHA
U.S. Department of Labor, Youthbuild
U.S. Department of Treasury
U.S. Department of Veteran Affairs
U.S. Environmental Protection Agency
Virginia Department of Agricultural and Consumer Services
Virginia Department of Housing and Community Development
Virginia Department of Human Resources and Community Service Block Grants
Virginia Housing and Development Agency
Virginia Low Income Housing Energy Assistance Program
Virginia Homeless Providers
Virginia Weatherization Assistance Program
Wake County (NC) Literacy Council
Wake County (NC) SmartStart
West Virginia Department of Human Resources and Community Service Block Grants
West Virginia STEPS Transitional Housing
Telamon Corporation At-A-Glance

CLIENTS
28,135 individuals were served by Telamon in 2011 including:
• 16,838 Education and Training Customers
• 4,559 Early Childhood Customers
• 4,619 Community Service Customers and
• 2,119 Housing Customers

STAFF
More than 1,500 at peak seasonal operation. (In recognition of all Telamon employees for their contributions, we have listed their names on the inside-back and back cover.)

BUDGET
$59.9 million in 2011 along with an additional $7.2 million in time, facilities, materials, and services provided by volunteers and donors.

LOCATIONS
Customers are served via 118 offices and early childhood centers in 11 states. In Indiana, Telamon provides services as Transition Resources Corporation.

HEADQUARTERS
Raleigh, North Carolina

OUR MISSION
We are committed advocates for people in need. Our mission is to promote the development of human potential by providing resources and opportunities in the communities we serve.

PROJECTS
In 2011 Telamon operated 111 projects in 12 states.

AREAS OF EXPERTISE
• Adult and Youth Training and Employment
• Career Path Development
• Early Childhood Education Programs
• Emergency Services
• English as a Second Language
• Family Literacy Services
• Fiduciary Control and Oversight
• Foreclosure Mitigation Services
• Health, Safety, and Wellness
• Home-based Early Learning Programs
• HUD-certified Counseling
• Housing Rehabilitation and Weatherization
• Housing Services and Community Development
• Information Systems
• Leadership Development
• Multi-language Staffing and Support
• Nutrition Programs
• Pesticide and Safety Training
• Program Design and Implementation
• Public-Private Partnerships
• Self-help Housing
• Volunteer Initiatives
• Work Experience and On-the-job Training Programs

Front Cover Photo Credits: (clockwise from top) Jesse Pollard enjoys his new home in West Virginia earned with sweat-equity and the support of Telamon’s Self-Help Housing Program; Teacher and students in Telamon Head Start classroom in Delaware; The Lopez family in Rose Hill, North Carolina celebrates Adan’s high school graduation, a WIA Youth Program participant; Courtesy of Peter Eversoll and NC Field, the North Carolina sweet potato harvest.
We remember Mr. T. Jerome Cheek as a valuable employee and Telamon Governing Board member. He passed away on March 4, 2012, after having participated in Telamons’s annual training meeting the previous week.

Mr. Cheek started his career with the Migrant and Seasonal Farmworkers Association, which later became Telamon Corporation. He served on the Telamon Corporation Board of Directors from February 1994 to February 2012, was Chair of the Telamon Corporation Governing Board from 2005 to 2010, and chaired Telamon’s Operations and Oversight committee. He was always an active board member providing a voice for the client.

Mr. Cheek was also an active member of the Policy Council for Telamon NC Head Start/Early Head Start program for Wake, Chatham and Caswell counties where he provided valuable input into the strategic plans for the North Carolina Head Start Program. His energy and commitment to helping others will be missed.
CORPORATE
A group of Telamon Governing Board, staff members from all programs, and corporate administration shared their views during a Strategic Planning session completed in May 2011. The results identified four key imperatives for organizational focus during the next three years, including Staff Development, Training and Recruitment, Improved Information and Technology Systems, Diversified Funding, and Communications.

Auditors gave Telamon Corporation an unqualified opinion in its 2011 fiscal audit.

Volunteers and donors contributed $7.2 million in volunteer time, donated facilities, donated services, and donated materials to support Telamon's projects and clients during FY 2011.

Growth in net assets enabled the purchase of a previously leased suite at headquarters resulting in lower monthly operating costs.

HOUSING
Housing staff throughout the nine-state Multi-State Organization (MSO) area received certifications from the U.S. Department of Housing and Urban Development.

We partnered with eHome America to deploy online Homebuyer Education courses in English and Spanish for Housing Services customers in nine states.

West Virginia housing programs expanded with the addition of transitional housing and mental health services through the Co-Occurring Transitional Living and After-Care Supports funded by the Department of Health and Human Services Behavioral Health and Health Facilities.

EMPLOYMENT & TRAINING
Telamon successfully competed for National Farmworkers Jobs Program (NFJP) grants in ten states from the United States Department of Labor.

HEAD START
Achieved 2011 Head Start teacher qualifications requirements and met the Mentor-Coaching grant guidelines for four states.
Statistical Look at Growth in Services, Revenue and Assets

CORPORATE REVENUES BY SERVICES 2008-2011

TELAMON CUSTOMERS BY PROJECT TYPE

GROWTH IN UNRESTRICTED NET ASSETS, 2008-2011
QUALITY SERVICES FOR CHILDREN
Migrant Head Start, Early Head Start, and Regional Head Start programs formed the core of Telamon’s early childhood efforts in 2011. With 243 classes in 61 centers in five states, these programs provided services to 4,559 children and expectant mothers comprising 3,458 families. Over 92% of these children live below the poverty level and 47% belong to families where the highest level of parental educational achievement is less than a high school diploma or GED. To help these children be ready for school, and ultimately academic achievement and life success, is critical to breaking multi-generational cycles of lack of opportunity and poverty.

Over the last 32 years Telamon has focused on high-quality services and programs to meet the comprehensive needs of clients and their families. Access to health services and dental preventive care as well as a focus on the child’s well being are critical to insuring that the learning process can be successful.

Telamon’s Head Start programs also recognize that a child’s academic and life success is directly linked to a stable and supportive family environment. To this end Telamon staff and partner organizations provide a wide variety of services to help our

Head Start families. Over 4,000 children benefitted from free books funded by Reading is Fundamental (RIF) while 622 participated in early childhood health programs funded by the March of Dimes.

Increasing the competency of Telamon’s Head Start teaching staff has been an ongoing priority both to improve the quality of services provided and to attain the credential guidelines outlined by Office of Head Start (OHS). By 2013, 50% of all Head Start teachers, at a national level, will need to have a BA or advanced degree. In 2011, 38% of Telamon’s teachers had a BA or advanced degree while 96% had either a BA, AA, or CDA, a 38% improvement from 2010.

In 2011, Telamon’s Head Start staff helped customers access some of the following services:

<table>
<thead>
<tr>
<th>Service</th>
<th>Percent Receiving by End of Program Year</th>
<th>Percent Improvement from Beginning of Program Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access to Medical Care</td>
<td>97%</td>
<td>8.1%</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>98%</td>
<td>35.5%</td>
</tr>
<tr>
<td>Medicaid</td>
<td>95%</td>
<td>36.2%</td>
</tr>
<tr>
<td>Access to Dental Care</td>
<td>91%</td>
<td>55.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Service</th>
<th>Number of Families Receiving Services During Program Year</th>
<th>Percent of Total Families Receiving Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>At Least One Service</td>
<td>3,079</td>
<td>89%</td>
</tr>
<tr>
<td>Health Education</td>
<td>2,421</td>
<td>70%</td>
</tr>
<tr>
<td>Parenting Education</td>
<td>1,789</td>
<td>52%</td>
</tr>
<tr>
<td>Mental Health</td>
<td>496</td>
<td>14%</td>
</tr>
<tr>
<td>Adult Education/GED</td>
<td>485</td>
<td>14%</td>
</tr>
<tr>
<td>ESL</td>
<td>411</td>
<td>12%</td>
</tr>
<tr>
<td>Crisis Intervention</td>
<td>316</td>
<td>9%</td>
</tr>
</tbody>
</table>
Silvia Fregoso, her husband Santiago, and their two children moved to Tennessee from California after the 1987 earthquake. Santiago worked in the fields picking tomatoes. In 1988 their children, Santiago Jr. and Wendy, were enrolled in Migrant and Seasonal Head Start Unicoi Head Start Center; Silvia began working there as a Center Aide. Silvia advanced at the center taking advantage of career development opportunities. Through her dedication to continuing her education, hard work and passion, Silvia advanced from Center Aide to Teacher to Education Specialist and eventually to Center Director. She graduated with her AA in early childhood education in May 2006.

Silvia's passion to help others goes beyond working for Telamon. Silvia is currently the Vice President of the Board of Directors of Rural Health, President of the Local Interagency Coordinating Council of Tennessee's Early Intervention System, and an active collaborator with numerous departments at East Tennessee State University (ETSU).

The connection with the Unicoi MSHS center, however, has been a family affair. Since attending the program 23 years ago, Silvia and Santiago's children have excelled in their endeavors. Santiago Jr. has a BS and MS in biology from ETSU. His work has been published in *Comparative Biochemistry and Physiology* and the *Journal of Experimental Biology*. He works at Quillen College of Medicine and looks forward to earning his PhD. Wendy will be graduating in December 2012 with a bachelor's in neurophysiology. Santiago was employed with Telamon's MSHS program in Greene County and was instrumental in the development of a natural play space at that center. While MSHS has influenced the Fregoso family, Silvia and Santiago have benefited the program and families it serves in countless ways. Their children are shining examples of how giving children a head start can enable them to reach their full potential.

Silvia reflects on her family's success story, “I look forward to continuing to work for Telamon, meeting the challenges that come with the responsibility of a great program and using my experience to make this program a great success and effectively serve others in the communities that we live.”
Employment and Training Services

**PROGRAM COVERAGE**
Employment and Training Services are a focal point of Telamon’s efforts to change people’s lives for the better. There is no area of activity that better illustrates Telamon’s mission of “empowering individuals and improving communities”. Programs include the National Farmworker Jobs Program (NFJP), funded by the United States Department of Labor, and various WIA Adult and Youth Programs, funded by local Workforce Investment Boards. In addition, Telamon has taken a proactive role in educating farmworkers on how to protect themselves and their families from the risk of pesticides.

**OVERCOMING BARRIERS**
Farmworkers remain one of the most challenged populations in terms of gaining stable, family-sustaining employment. For those who decide to exit the migrant stream or seasonal agricultural work, the barriers to finding a new livelihood are daunting. Among Telamon’s customers in 2011, 56% did not have a high school diploma, 36% had limited proficiency in English, 34% were literacy deficient in their native language, and 64% had long-term agricultural employment history.

**CARING AND QUALIFIED STAFF**
With its staff of bilingual and Certified Workforce Development Professional credentialed casemanagers and regional managers, Telamon works to enable eligible farmworkers to overcome these barriers. Starting with interest and skills assessments and ending with employment follow-up, Telamon staff works to provide opportunities including ESL, GED, academic training, vocational training, job-readiness training, and placement services. In addition, customers are provided with financial resources, as appropriate, to insure successful completion of their chosen field of endeavor.

**NFJP 2011 PROGRAM YEAR RESULTS (AS OF JUNE 30, 2011)**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Customers Served</td>
<td>2,520</td>
</tr>
<tr>
<td>In Training Services</td>
<td>968</td>
</tr>
<tr>
<td>Completed Training Services</td>
<td>448</td>
</tr>
<tr>
<td>Placed in Unsubsidized Employment</td>
<td>393</td>
</tr>
</tbody>
</table>

**SUCCESS STORY**

Telamon Corporation has been providing Pesticide Safety Training (EPA Approved) and Heat Stress Training (OSHA Approved) to thousands of farmworkers and their families in Maryland and Delaware since 1995. In program year 2011, the MD/DE Health and Safety Training team provided Pesticide Safety Training and Heat Stress Training to 615 farmworkers as well as Pesticide Safety Awareness to 355 farmworker and Head Start children. Project LEAF, a take-home pesticide exposure program, was provided to 212 farmworkers and their families. When asked why providing health and safety training is important to farmworkers, Dina Gonzalez says, “Because prevention is the best protector for your health and well being, today and in the future.”
In 2011, Telamon served 4,619 people through a variety of programs focused on locally identified community needs in 11 states.

Community Services complement Telamon’s Employment & Training, Early Childhood, and Housing programs. With funding provided by a large number of state, local and private entities, these programs provide emergency food and shelter, computer-based financial literacy training, utility payment assistance, and community referral services. In addition to these programs that provide a safety net for customers, Telamon has been able to provide services that enrich the quality of customers’ lives, especially children.

SUCCESS STORY

Thanks to The Theodore H. Barth Foundation, Inc., Telamon has been able to provide cultural enrichment and educational programs to the children of farmworkers on the Eastern Shore and Northern Neck of Virginia. These have included books, museum visits, music lessons, educational outings, and a week at summer camp!

In July of 2011, Telamon’s Montross and Exmore VA offices sent a total of 12 children of farmworkers, ages 9-13, to 4-H Jr. Camp at the Jamestown 4-H Center in Williamsburg, VA. Located along the James River and lasting for five days, the youth participated in archery, canoeing, kayaking, swimming, robotics, arts and crafts, and many more activities. The purpose of the 4-H program is to assist with the positive development of youth and reinforces trustworthiness, respect, responsibility, fairness, caring, and citizenship. During their time at the camp, the children were able to improve their awareness and appreciation for the natural world.

A follow-up call a few days after the youth returned home revealed that they all had a good time and were ready to go back to camp. Conversations with parents revealed some interesting developmental changes. For many, this was the first time the children had ever been away overnight without their families. Parents noted that the children had a higher level of responsibility and were better able to make decisions. It also allowed the children to experience new friends in a completely new environment and reinforced that new life experiences are possible.
The housing crisis that started in 2007 continued to run its course in 2011, creating a large demand for a variety of housing services from low-to-moderate-income families. The crisis has not squelched the ultimate dream of many Americans to own their own home or, for current owners, to be able to keep their homes. At the same time, especially for low-income families and the elderly, maintenance and energy costs, are a key concern in the viability of their homeownership.

To address these needs, Telamon offers a number of programs at the corporate and state level and provided assistance and support to 2,119 customers in 2011.

A foundation of Telamon’s efforts is being certified as a Multi-State Organization (MSO) by the United States Department of Housing and Urban Development. As an MSO, Telamon provides counseling to potential homeowners as well as those at risk of losing their homes through foreclosure in nine states. In North Carolina this effort was reinforced by participation in North Carolina Housing Finance and North Carolina Commissioner of Banks; over 700 families received counseling and assistance on foreclosure prevention from these programs.

Another element of Telamon’s housing services is to facilitate homeownership for those who are ready to take this important step. Telamon West Virginia’s Self-Help Housing program provides customers an opportunity to own their own home via sweat equity and attractive financing of land, materials, and contracted services via a USDA 502 loan.

SUCCESS STORY

FROM HOMELESSNESS TO HOMEOWNERSHIP

Jesse Pollard was referred to Telamon by the Martinsburg VA Medical Center for our Victory House (VH) program for homeless veterans. The program assists these veterans to become self-sufficient and transition to permanent housing. While Jessie was in the program, he worked to obtain employment, improve his credit scores, and move on to permanent housing.

After exiting from our program, he continued to work with his Telamon housing counselor to repair his credit and prepare himself for homeownership. Overcoming one setback after another, he applied to our Self-Help Housing Program. He persevered over several more obstacles, purchased his lot, and got ready to start building his own home.

In our Self-Help Housing Program he worked with three other families and contributed more than 906 “sweat-equity” hours toward the construction of their homes. In September of 2011, he signed the final loan papers and became the proud owner of a 1,248 square foot home sitting on a 1/3 acre lot. Jesse is a prime example of what can be accomplished when an individual is empowered.
# Statement of Activities
(For the Year Ended September 30, 2011)

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Program Services</th>
<th>Total Unrestricted</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Operations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support and Revenue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant Receipts</td>
<td>$ -</td>
<td>$ 59,119,694</td>
<td>$ 59,119,694</td>
</tr>
<tr>
<td>Donated Funds</td>
<td>-</td>
<td>108,002</td>
<td>108,002</td>
</tr>
<tr>
<td>Miscellaneous Program Income</td>
<td>-</td>
<td>511,307</td>
<td>511,307</td>
</tr>
<tr>
<td>Total Support</td>
<td>-</td>
<td>59,739,003</td>
<td>59,739,003</td>
</tr>
<tr>
<td>Revenue:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and dividend income</td>
<td>49,297</td>
<td>-</td>
<td>49,297</td>
</tr>
<tr>
<td>Net Realized and Unrealized Gain (Loss)</td>
<td>(50,772)</td>
<td>-</td>
<td>(50,772)</td>
</tr>
<tr>
<td>Other Sale Proceeds</td>
<td>-</td>
<td>191,637</td>
<td>191,637</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>(1,475)</td>
<td>191,637</td>
<td>190,162</td>
</tr>
<tr>
<td>Total Support and Revenue</td>
<td>(1,475)</td>
<td>59,930,640</td>
<td>59,929,165</td>
</tr>
<tr>
<td>Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Services:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal Grants</td>
<td>-</td>
<td>57,854,647</td>
<td>57,854,647</td>
</tr>
<tr>
<td>Non-Federal Grants</td>
<td>-</td>
<td>1,998,271</td>
<td>1,998,271</td>
</tr>
<tr>
<td>Total Program Services</td>
<td>-</td>
<td>59,852,917</td>
<td>59,852,917</td>
</tr>
<tr>
<td>TOTAL EXPENSES</td>
<td>-</td>
<td>59,852,917</td>
<td>59,852,917</td>
</tr>
</tbody>
</table>

Change in net assets - Unrestricted  
76,248

Net Assets, September 30, 2010  
3,010,532

Net Assets, September 30, 2011  
$3,086,780
## Statement of Financial Position
(September 30, 2011)

### ASSETS

#### CURRENT ASSETS

- **Cash and Cash Equivalents**
  - Unrestricted $619,849
  - Restricted $1,091,563
  - Investments $1,134,715

- **Accounts Receivable**
  - Billed Accounts Receivable $4,321,224
  - Unbilled Accounts Receivable $263,100
  - Sales Tax $118,698
  - Other Receivables $152,287

- **Prepaid Expenses**
  - $766,336

- **Cash Surrender Value of Company-Owned Life Insurance**
  - $124,102

- **Land Available for Sale**
  - $401,800

- **Total Current Assets**
  - $8,993,674

#### PROPERTY AND EQUIPMENT, NET

- $3,484,579

#### OTHER ASSETS

- **Security Deposit**
  - $162,887

- **Investment in Captive Insurance Companies**
  - $71,000

- **TOTAL ASSETS**
  - $12,712,140

### LIABILITIES

#### CURRENT LIABILITIES

- **Accounts Payable, Trade**
  - $1,693,266

- **Deferred Revenue**
  - $1,036,717

- **Captive insurance Arrangement Obligation**
  - $842,607

- **Other Accrued Expenses**
  - $413,017

- **Accrued Payroll and Employee Benefit Liabilities**
  - **Salaries**
    - $1,632,597
  - **Employee Leave**
    - $944,097
  - **Payroll Taxes**
    - $506,552
  - **Self-Insured Health Plan Obligation**
    - $622,624

- **Notes Payable, Current Portion**
  - $113,018

- **Total Current Liabilities**
  - $7,804,495

#### Employee Benefit Liabilities, Non-Current

- $298,353

#### Captive Insurance Arrangement Obligation, Non-current

- $836,624

#### Notes Payable, Less Current Position

- $685,888

- **TOTAL LIABILITIES**
  - $9,625,360

#### NET ASSETS-UNRESTRICTED

- $3,086,780

#### TOTAL LIABILITIES AND NET ASSETS

- $12,712,140
We thank our staff for their commitment to making a difference in the lives of those in need.
WHAT IS A TELAMON?

Following architectural styles of classical Greece, early Roman builders adapted the use of human figures, Telamons, as supporting columns. Since 1965 Telamon Corporation has provided assistance to thousands of customers. Farmworkers, their families, children born into poverty, low-income and elderly residents of rural America, youth who struggle with societal challenges, and the dislocated and disenfranchised comprise this universe of people in need. To our stylized logogram we add a heart that beats with commitment to those we choose to serve and a soul that is the collective effort of thousands of employees and volunteers who give of themselves every day.

Telamon Corporation
Transition Resources Corporation
5560 Munford Road, Suite 201
Raleigh, North Carolina 27612
www.Telamon.org

This institution is an equal opportunity provider and employer. Auxiliary aids and services available upon request to individuals with disabilities.