Empowering Individuals
Improving Communities

2012 Corporate Report
Publication of this annual report comes just a few months before the 50th anniversary of the beginning of the War on Poverty and the corporation’s 49th year as one of its combatants. In that time our mission has led us to serve untold numbers of individuals and families, substantially increase our program diversity, significantly expand our geographical reach and earn organizational respect among other institutions in this people-helping sector.

The statistical graphics and client stories are, then, part of an ongoing, pervasive environment of need and our efforts to treat it. They are mere representations of the opportunities we can bring into peoples’ circumstances and the promise of better lives that are offered with them; and it is no coincidence that the report depicts our connections to young people, as for most of us the hope of future success shines brightest when we are looking ahead.

To the extent we are successful in this movement, we acknowledge the contributions of our board members, employees, volunteers, community partners and donors in bringing our efforts to the level of achievement we have reached. I am proud to have been a part of this endeavor and I am confident that the organization’s good work will continue for decades to come.

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

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Telamon Corporation At-A-Glance

CLIENTS
27,641 individuals were served by Telamon in 2012 including:
• 14,385 Education and Training Clients
• 5,882 Early Childhood Development Clients
• 3,645 Community Service Clients
• 3,729 Housing Clients

LOCATIONS
Clients are served via 126 offices and early childhood centers in 11 states.

BUDGET
$61.1 million in 2012 along with an additional $7.0 million in time, facilities, materials, and services provided by volunteers and donors.

STAFF
More than 1,650 at peak, usually in September, when Migrant Head Start and National Farmworker Jobs Program are at full staffing.

HEADQUARTERS
Corporate: Raleigh, North Carolina
State Offices: Millbrook, Alabama
Georgetown, Delaware
Macon, Georgia
Pendleton, Indiana
Salisbury, Maryland
Lansing, Michigan
Raleigh, North Carolina
Columbia, South Carolina
Knoxville, Tennessee
Richmond, Virginia
Martinsburg, West Virginia

AREAS OF EXPERTISE
Adult Employment and Training
Career Path Development
Case Management
Client Needs Advocacy
Real Time Management and Reporting Systems
Early Childhood Education Programs
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 and Community Development
Housing Rehabilitation and Weatherization
Immigration Counseling Services
Leadership Development
Multi-language Staffing and Support
Nutrition Programs
Outreach and Retention
Pesticide and Safety Training
Program Design and Implementation
Public-private Partnerships
Self-help Housing
Train-the-Trainer Programs
Volunteer Initiatives Web
Work Experience and On-the-job Training Programs
Workforce Development
Youth Mentoring Development and Training

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.
Telamon Corporation – Governing Board

BOARD AS OF AUGUST 2012

John H. Newman, Chair, Lanesville, IN
Victor Gomez, Vice Chair, Ladysmith, VA
Craig L. Umstead, Treasurer, Wilmington, NC
Dolores Dixon, Secretary, Dover, DE
Mary Wedgeworth, Montgomery, AL
Margaret Hill, Midway, AL
Esther Graham, Wyoming, DE
Neda Biggs, Smyrna, DE
John Shelton, Houston, DE
Araceli Bueno, Ty Ty, GA
Herbert Williams, Valdosta, GA
Maria Villegas, Vidalia, GA
James D. Benham, Versailles, IN
Terri Muellenberg, Muncie, IN
Leila Krouse, Mardela, MD
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Hilda Guerrero, Adrian, MI
Nicole Williams, North Augusta, SC
Esther Vasquez, Rutledge, TN
Samuel Puckett, Bulls Gap, TN
Dustin Robinson, Knoxville, TN
Tracey Bethel, Danville, VA
Ernestine Payne, Danville, VA
David A. Whitaker, Martinsburg, WV
Mary Brown, Charles Town, WV
Richard C. Smith, Old Fields, WV
Statistical Look at Growth in Services, Revenue and Assets

**CORPORATE REVENUES BY SERVICES 2009-2012**

- **2012**
  - Community Services: $1,220,924
  - Housing Services: $2,441,846
  - Employment & Training Services: $13,430,153
  - Early Childhood Education: $43,953,229
  - Total Revenue: $61,046,152

- **2011**
  - Community Services: $986,716
  - Housing Services: $2,674,640
  - Employment & Training Services: $13,494,828
  - Early Childhood Education: $42,696,733
  - Total Revenue: $59,852,917

- **2010**
  - Community Services: $1,027,592
  - Housing Services: $3,919,890
  - Employment & Training Services: $12,393,329
  - Early Childhood Education: $41,471,495
  - Total Revenue: $58,812,306

- **2009**
  - Community Services: $1,687,280
  - Housing Services: $3,597,551
  - Employment & Training Services: $12,480,503
  - Early Childhood Education: $29,983,239
  - Total Revenue: $52,383,209

**TELAMON CUSTOMERS BY PROJECT TYPE**

- Community Services: 3,645
- Employment & Training Services: 14,385
- Housing Services: 3,729
- Early Childhood Development: 5,882

**GROWTH IN UNRESTRICTED NET ASSETS, 2009-2012**

- 2009: $2,600,707
- 2010: $3,010,531
- 2011: $3,086,780
- 2012: $4,847,707
CORPORATE

The strategic planning effort convened in 2011 continued with the identification of additional services and the need to develop new supporters and funding. Key resources required by people in need include: a full spectrum of literacy services including reading and writing, financial, and workplace literacy; housing services including foreclosure and mortgage counseling, and affordable housing; family integration, immigration, and citizenship counseling services of current customers and to meet the unprecedented demand that will result from Deferred Action for Childhood Arrivals (DACA) and Comprehensive Immigration Reform (CIR); veteran services focusing on health, rehabilitation, and employment needs of this group of women and men to which we all owe so much.

To meet these needs, federal and state funding will have to be supplemented with foundation, corporate, and individual donor resources. To better communicate Telamon’s programs and services, www.telamon.org was completely redesigned in-house and launched in July 2012. A more intuitive layout and linked pages allow customers to identify resources either by geography or area of interest. Telamon’s presence in social media expanded to provide a continuous stream of communication about the Corporation’s activities for today’s real-time media consumer. Similarly, launch of an internal Wiki system allows staff across 11 states immediate access to company policies, guidance on programs, and a variety of resources including training, marketing and grant writing.

EARLY CHILDHOOD EDUCATION

Telamon’s Head Start programs underwent significant expansion in 2012. In North Carolina, Telamon was awarded a grant to provide Head Start and Early Head Start services to 417 customers in Sampson County including 345 children in a center-based classroom option and 72 infant, toddlers, and pregnant women in Early Head Start center and home-based options.

In Indiana, Telamon, dba Transition Resources Corporation (TRC), was awarded a grant to provide Head Start and Early Head Start services to 611 children in Delaware and Madison Counties. Those served will include 306 disadvantaged preschool children in Madison County and 257 children in Delaware County. An additional 48 infants, toddlers, and expectant mothers in Delaware County will receive Early Head Start services.

Telamon has made significant progress towards meeting Office of Head Start teacher qualifications requirements. Infant/Toddler teachers who met requirements increased to 95% while preschool teachers who met requirements increased to 96%. Preschool Assistant Teachers with a CDA more than doubled, reaching 79%.

2012 also provided Telamon with an opportunity to provide some “fun” for the children in its NC Head Start programs. Thanks to the generosity of One Warm Coat, a national non-profit organization whose mission is to provide a warm coat to anyone who needs one, and Burlington Coat Factory, over 1,400 children attending Telamon’s North Carolina Head Start centers received new coats during the holiday season.

YOUTH

Helping customers attain self sufficiency has been the cornerstone of Telamon’s Employment and Training for almost 50 years. Nowhere is this objective more important than in serving underprivileged youth. In many instances, these customers come from broken homes and lack the role models, as well as the academic and
ties directed toward insuring academic and employment success for youth through increased literacy competencies and access to employers with jobs. The key goal is to expand the horizon of the future for these young people from a few narrow options to the wide field of career and life choices open to them.

YouthBuild provides services to dropout youths between the ages of 18-24 including acquisition of a GED/High School Diploma, post secondary education, vocational training, and employment opportunities. Youth receive business skills training, earn a recognized and portable credential in general carpentry, and also receive entrepreneurial business skills training.

Telamon Georgia has been a grantee of the Coastal Workforce Investment Board through Coastal Workforce Services and has operated an innovative year-round program of youth services for in-school and out-of-school youth in Bulloch, Effingham, Bryan, Liberty, and Long counties. Youth served are economically disadvantaged, between the ages of 14 and 21 and face barriers to staying in school and finding stable employment. The program focuses on activi-

VETERANS
As women and men exit our armed forces, one of the biggest challenges that they face is making the transition from the military to civilian workforce. In many instances the training and experience gained in the military do not translate readily to the needs of the civilian employer. In Georgia, Telamon was awarded a $1.2 million Department of Labor grant over three years under the Veterans' Workforce Investment Program to provide Dougherty, Houston, Chatham, and Lowndes counties, an area with over 48,000 veterans, with services to match and cultivate the skills they learned while on active duty to the needs of the business community. Targeted occupations and business sectors include software and computer services, construction, automotive technicians, security, logistics, nursing, physical and occupational therapy, and hospitality.

FARMWORKERS
Telamon serves farmworkers through the Department of Labor's National Farmworkers Jobs Program in ten states. Services are tailored to a customer’s specific needs: help with life’s daily emergencies for those who want to stay in agricultural employment, education and training along with a support structure for those who want to pursue a different career path. Success in both instances is dependent on staff that know the challenges farmworkers face and provide the counseling and resources needed. Our staff has been helping farmworkers since 1964.

In 2012 Telamon provided services to almost 2,000
Among those that chose to participate in education and training activities, 83% were placed in positions. Of those, 87% retained their jobs outside agriculture. Average annual earnings for the group increased to $20,463.

**HOUSING**

For many farmworkers, adequate, safe housing for their families remains a critical concern as they travel from one crop to another. Families are subjected to living quarters that lack privacy, cooking and sanitary facilities, and may leak or have insect and rodent infestations. During the period July 1, 2011 through June 30, 2012, Telamon Corporation helped 25 farm growers with their farm labor housing. The average amount of assistance was $4,111 per project. Growers provided funds totaling $281,870 to receive dollar-for-dollar matching funds. Repairs to the farm labor housing provided safer living conditions for approximately 770 workers with a focus on bathrooms, plumbing systems, kitchens and appliances, electrical, doors, windows, and structural components.

**BLUEBERRIES TO THE WHITE HOUSE**

For many in the migrant stream, farmwork is a multi-generational, family endeavor. One of the great opportunities of the National Farmworker Jobs Program is the ability to help farmworker children exit farmwork by empowering them to obtain the education and training necessary to be successful. This success is important at two levels. At a personal level, it provides security and fulfillment. At a societal level, it provides an example of what can be overcome when dedicated individuals are given an opportunity.

Linda Cortes's family is originally from Puebla, Mexico. She and her family travelled the migrant stream every year from Texas to work the blueberry harvest in Covert, Michigan, where they decided to settle. Linda first participated in Telamon’s Migrant Head Start Program in Watervliet. After high school, Linda qualified for the National Farmworker Jobs Program as a dependent of her farmworker mother. She is currently a senior at Michigan State University pursuing her degree in Human Development and Family Studies with a minor in Spanish. She participated in the College Assistance Migrant Program (CAMP).

Most would judge Linda’s accomplishments to date as impressive, but she continues to seek more for herself. During the summer of 2013, Linda is completing a summer abroad program in Peru which includes completing a research project for the Executive Director of the National Migrant and Seasonal Head Start Association. After completing the 2013-2014 academic year at MSU, Linda will undertake an even higher profile assignment, an internship in Washington, D.C. In a process that started in late 2012 and is limited to three to five participants, Linda was selected to work with Julie Chavez Rodriguez, Associate Director of Latino Affairs and Immigration, granddaughter of Cesar Chavez, at the White House.

Customers like Linda are every case manager’s dream, but her success is very telling. With hard work, dedication, and support programs like Migrant Head Start and the National Farmworker Jobs Program, it is entirely possible to go from blueberry fields to a job in the White House. Telamon salutes Linda’s successes to date and in the future.
TELAMON SOUTH CAROLINA PILOTS FAST TRACK GED COURSE

Literacy, numeracy, and educational credential attainment are key elements for getting a job. Even for entry-level positions, employers and referring agencies are more and more likely to require a high school diploma or GED. Typical adult education GED courses can take up to 36 months to complete. For many farmworkers looking to gain the academic skills that will lead to a job outside of agriculture, this time frame can be the ultimate barrier to success. Frequent moves and the demands of supporting a family all work against the longterm commitment required to make these efforts a success.

To help customers be more successful in completing their academic training, Telamon-South Carolina, initiated a fast-track GED project where customers could obtain their GED within eight weeks. Customers, mostly single parents, attended the GED “boot camp” Monday through Friday, returning home and to their families over the weekend. To enable customers’ success, Telamon assisted with accommodations, childcare, transportation, weekly allowances, and encouragement. An accredited training partner with a proven track record was selected to deliver the academic training and the classes were scheduled.

The five-day-a-week regimen of classes and assignments was tough, but four out of the seven who started the program earned their GED. Three of the four went on for CNA training and all four are currently employed. Beyond the financial security which the jobs have provided is the sense of empowerment and fulfillment gained from the successful completion of a difficult task.

A young, single mother of two children under the age of five, high school dropout, and unemployed, Shakiya Harris was doing seasonal farm work around Scranton, SC and had been in an adult education program for 24 months. She was referred to Telamon and worked with Anita White, Regional Manager. After testing and assessment, Shakiya found that she might like to work in a nursing home or a similar medical environment. She and Anita worked out a plan that would take her, step by step, to her ultimate goal – a job as a CNA. Even with all the barriers holding her back, Shakiya was determined to succeed; she got her GED, earned her CNA certification and got her license.

What was one of the most exciting results of her achievements? Shakiya says, “I can help my children with their homework. I know what I’m doing now.” Telamon services provided an increase in financial security, but, as importantly, they increased Shakiya’s confidence as a parent.
NC FORECLOSURE PREVENTION
In 2012 economic improvement led to doubled-edged demand for housing services. There were 2.3 million foreclosures during the year, down significantly from 2011, but still requiring a full range of foreclosure services. Simultaneously, low interest rates, attractive home prices, along with an improved employment situation brought many back to the housing market and led to an increased demand for homeowner education, credit counseling, and financial literacy services. Telamon has partnered with the NC Housing Finance Agency’s Foreclosure Prevention Fund. This program helps North Carolina homeowners who are struggling to pay their mortgage due to a temporary financial hardship.

In 2011, Michelle Parris, Telamon NC Housing customer, knew she had to do something. As an independent sales contractor in a soft economy, Michelle’s income started to drop drastically, yet her financial obligations continued unchanged. Sending out hundreds of resumes and going to interviews, she sought a new position that would enable her to make her mortgage payments, but with no success. Ultimately, she made the courageous decision to go back to school and get the degree that would make her more marketable. Her dilemma, “after all these years I thought I would be losing my home.”

Michelle attended a Telamon informational seminar in January 2012 and was encouraged by the options available. That same day she went home, gathered the information required and went back the next day to submit the application. Her promptness served her well. The mortgage company had started foreclosure proceedings; she only found out as a result of submitting her application.

Michelle’s application was submitted and her zero-interest, deferred loan closed in March. She will earn her bachelor’s degree in August 2013. Michelle credits Donna Ryder, Counseling Program Manager, at Telamon for helping her stay focused and optimistic. “I truly don’t know how I would have gotten through this without her. Thanks to Telamon and the North Carolina Housing Finance Agency I will be able to complete school. They have made my journey of increasing my potential of better employment and a stable income possible while saving my home.”

VIRGINIA WEATHERIZATION AND EMERGENCY HOME REPAIR ASSISTANCE
Helping homeowners stay in their homes by reducing heating, cooling, and maintenance costs is also part of Telamon's housing program. Telamon Virginia's office in South Hill provides weatherization and emergency home repair services to low income residents in Brunswick and Mecklenburg Counties. Heating-related emergency assistance, emergency home repair, and accessibility improvements are also provided in the following Virginia counties: Amelia, Buckingham, Cumberland, Lunenburg, Nottoway, and Prince Edward. Priority is given to the elderly, those with disabilities, and households with children.

The programs are funded by the Virginia Department of Housing and Community Development (Department of Energy funds), the Virginia Department of Social Services, and the State of Virginia.
Telamon Youth Programs focus on helping young people earn the academic credentials in order to continue with their post-secondary education, or to prepare themselves for the job market.

**TELAMON YOUTH PROGRAMS**

Telamon administers a variety of programs including WIA Youth, YouthBuild, and Jobs for America’s Graduates (JAG) for low income youth in Georgia, South Carolina, North Carolina, Maryland, and Indiana. These programs focus on helping young people earn the academic credentials they will require in order to continue with their post-secondary education, or to prepare themselves for the job market in a manner that will enable them to get fulfilling positions that offer self-sufficiency.

The challenges to success that these young people face can appear to be overwhelming. In Georgia, over 50% of participants come from single-parent households. Thirty-two per cent live on their own, or with a relative or friend. Indiana youth customers come from households where 32% of the fathers and 25% of the mothers have not completed high school. In North Carolina, 72% of participants are one or more modal grades behind their peers.

Yet, perseverance and hard work along with the right support can make a world of difference.

**INDIANA - JAG**

Jobs for America’s Graduates (JAG) is a schoo-to-career program dedicated to preventing dropouts among young people who are most at risk.

Jakara Kent was a JAG student at Decatur Central High School on the southwest side of Indianapolis and graduated June 1st, 2012. She served as the President and Secretary of the JAG Career Association during the 2011-2012 school year. Jakara entered JAG unsure of her leadership skills, but she emerged as a peer leader as the Volunteer Coordinator for service projects including Battling for Life and Battling for Books events. She has the ability to motivate and guide her peers as shown through her involvement in College Summit and College Goal Sunday. Jakara won first place in Critical Thinking at the Regional Career Development Conference and second place in this event at the State level. No doubt, this accomplishment comes as a result of all the hard work she has completed through her dedication to JAG. Jakara has struggled academically, but her drive to achieve her career goals has led her to continue her education at Ivy Tech Community College while working part time at the LeGore Boys & Girls Club.

**Katrina Harris and Jakara Kent**

Conference and second place in this event at the State level. No doubt, this accomplishment comes as a result of all the hard work she has completed through her dedication to JAG. Jakara has struggled academically, but her drive to achieve her career goals has led her to continue her education at Ivy Tech Community College while working part time at the LeGore Boys & Girls Club.
Katrina Harris was also a student at Decatur Central High School. Before Katrina became a participant in JAG, she was uncertain of how to make her goals a reality. Katrina has a strong desire to enter the field of law to help bring justice to society, and JAG has helped her bring these goals to fruition. She was an active member of the Career Association for two years and took advantage of every opportunity through the program. Katrina had the ability to serve as a Page for the Indiana General Assembly, Intern at Gleaners Food Bank, volunteer to serve veterans through HVAF and participate in the Center for Leadership Development Self-Discovery Program. These experiences have given her the focus she needs to pursue her career goals. Not only has JAG provided Katrina with focus, it also helped her to realize skills she was not confident she had. For example, Katrina won first place in the Public Speaking competition at the Career Development Conference in 2012 confirming her ability to impact others through her communication skills. Upon graduation, Katrina began her post-secondary education at Vincennes University, where she is working towards an Associate’s Degree in Paralegal Studies.

SOUTH CAROLINA
- YOUTHBUILD

Telamon SC YouthBuild is a program for low-income, young adults who have left high school prior to graduation and experience difficulty obtaining meaningful employment. Emphasizing youth empowerment, the project provides construction-skills training, academic tutoring and job-placement assistance. Eligible participants must be from Williamsburg County. This area that forms a corridor along I-95 is among the poorest in the United States. Young people benefit from programs that provide education, training, employment training, and the potential for a brighter future.

Prior to enrolling in Telamon’s YouthBuild program, Joshua Johnson had encountered more challenges than any 22-year-old need face. At 18 he was a dropout and homeless. By 22, he was a convicted felon, expecting his first child. Unlike some, however, Joshua had the courage to understand that he had options and he was determined to be successful. He took the opportunity provided through the YouthBuild program, and through his hard work he started to realize his dreams. Four months after enrollment, he earned his GED nearly at the top of his class. With this new confidence he has continued to grow, taking every opportunity to gain leadership and employment skills.

As a result of his participation, Joshua has earned the following certificates and accreditations: GED; Occupational Safety & Hazard Administration Certification; National Careers Readiness Certification, and Home Builders Institute Certification. Upon graduation, he was quickly offered a position with Palmetto Synthetics in Kingstree, S.C., a supplier of high-quality specialty thermoplastic fibers to a global customer base.

As he reflects on his very young life, he smiles with pride because he is amazed at how far he has come. He remembers his situation when he entered the program and how as a result of his own efforts has become a productive citizen and father who can support and take care of his child.

Asked what YouthBuild meant to him, Joshua said, “It represents another chance at life.” He encourages current program youth to take advantage of the opportunity and to utilize the tools that they have been given.
CATINA AND EDDIE: A SUCCESS STORY IN THE MAKING

Catina and Eddie have three children and their family has been a part of Telamon’s Crosby Head Start (Raleigh, NC) for two years. Iviana, their eldest child, enrolled at Crosby at age 3. Now at age 5, she will be completing NC Pre K and will start “Big School” kindergarten this fall. Head Start, however, is not just about helping the child. The likelihood of a rich and fulfilling life is increased when children are raised in a supportive and secure environment. Throughout Telamon’s Head Start programs across six states, Family Service Workers (FSW) provide parents with training and resources to enhance their personal and families’ success. In the process many become leaders themselves.

Catina and Eddie make all efforts to provide their children a safe and nurturing environment. However, like all families, they have encountered a few bumps along the way. When these have happened, JeToya Robinson FSW at Crosby Center did not waste any time assisting the family.

Unexpectedly, Catina went to the Family Service office one morning and shared that her family was homeless and had to sleep in the car the previous night. She expressed fear for her family’s safety and frustration in attempting to solve their situation. JeToya contacted Raleigh Rescue Mission and arranged for extended emergency housing for Catina and her three children. Since then, Catina and Eddie have gotten a place where

CROSBY HEAD START PARTNERED WITH THE WAKE COUNTY UNEMPLOYMENT OFFICE AND HOSTED “CHANGING YOUR TOMORROW,” A PROGRAM TO ENCOURAGE AND EDUCATE HEAD START PARENTS AND THE COMMUNITY OF THE RESOURCES AVAILABLE FOR INDIVIDUALS WITH CRIMINAL BACKGROUNDS.
TELAMON HEAD START CHILDREN NC GET WINTER COATS

Thanks to the kindness of One Warm Coat, a national non-profit organization whose mission is to provide a warm coat to anyone who needs one, logistics partner Burlington Coat Factory, and the National Head Start Association, children attending Telamon Corporation’s Head Start centers in North Carolina received brand new coats this past December, just prior to the holiday season. The coats for all the children were transported to Telamon’s Knightdale Head Start Center, where staff and volunteers sorted, selected, and packed the coats required by each of the 18 Head Start centers in North Carolina. Children were able to pick out their own coats at their Head Start/Early Head Start Centers in Wake, Chatham, Sampson, Caswell, Henderson, and Columbus counties.

In all, everyone’s efforts and contributions resulted in over 1,400 children receiving new coats.

IN 2012, TELAMON’S HEAD START STAFF HELPED CUSTOMERS ACCESS THE FOLLOWING SERVICES:

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<th>Service</th>
<th>Percent Receiving by End of Program Year</th>
<th>Percent Improvement from Beginning of Program Year</th>
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<tr>
<td>Access to Medical Care</td>
<td>98%</td>
<td>7.0%</td>
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<tr>
<td>Health Insurance</td>
<td>92%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Medicaid</td>
<td>90%</td>
<td>16.6%</td>
</tr>
<tr>
<td>Access to Dental Care</td>
<td>92%</td>
<td>62.8%</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>3,036</td>
<td>81.6%</td>
</tr>
<tr>
<td>Health Education</td>
<td>2,238</td>
<td>60.2%</td>
</tr>
<tr>
<td>Parenting Education</td>
<td>1,818</td>
<td>48.9%</td>
</tr>
<tr>
<td>Adult Education/GED</td>
<td>523</td>
<td>14.1%</td>
</tr>
<tr>
<td>Mental Health</td>
<td>435</td>
<td>11.7%</td>
</tr>
<tr>
<td>ESL</td>
<td>409</td>
<td>11.0%</td>
</tr>
<tr>
<td>Crisis Intervention</td>
<td>396</td>
<td>10.6%</td>
</tr>
</tbody>
</table>
TELAMON GEORGIA STEPS UP TO HELP VETERANS

In 2012, the U.S. Bureau of Labor Statistics reported that the unemployment rate for veterans who served on active duty in the U.S. Armed Forces at any time since September 2001—a group referred to as Gulf War-era II veterans—stood at 9.9 percent. This was 40 percent higher than the jobless rate for all veterans. One of the biggest challenges facing men and women returning to civilian life from active duty is finding a job. Many have highly developed technical skills, but they need assistance in transferring these skills to the needs of non-military employers. Also, they have never had the opportunity to develop the tools and confidence of communicating their skills and experience to a hiring authority.

In August 2012, Telamon was awarded a Veterans’ Workforce Investment Program (VWIP) grant under the Department of Labor’s Veterans’ Employment and Training Service to provide services in Dougherty, Houston, Chatham, and Lowndes counties in Georgia.

One of the first customers was Sean Priddy. Sean served in the United States Air Force for 22 years before retiring in 2012. He enrolled in Telamon Corporation Georgia’s Veterans’ Workforce Investment Program (VWIP) after having difficulty translating the skills he acquired while on active duty as Master Sergeant Ground Safety Superintendent to civilian life.

Chelsea Montgomery, Telamon’s Workforce Development Specialist in Valdosta, GA referred him to Interview Skills and Resume Writing classes. As a result, he fine tuned his resume, his confidence was boosted and he was able to land an interview with Carolina Skiff LLC, a leading manufacturer of fiberglass boats. Sean was hired on December 26, 2012, as the boat manufacturer’s Safety Director in Waycross, GA.

As the Safety Director, Sean is now in the position to hire other veterans. Telamon has already taken advantage of the opportunity and has referred other veterans to Carolina Skiff so that they may, too, have the opportunity of success. These positions are in a high-demand industry and offer above average wages. Sean’s position as a senior manager is a direct reflection of what the VWIP can accomplish for veterans who simply need some empowerment and training to cultivate and communicate the skills they already have.
OSHA Grant Helps Poultry Workers on Delmarva

SAFETY TRAINING HELPS WORKERS
Many NFJP customers in Delaware and the Eastern Shore of Maryland and Virginia first transition to full-time employment with benefits in the established poultry industry on the Delmarva Peninsula. They strive toward a combined work-now, train-now arrangement that allows for self-sufficiency for their families, here and abroad. Simultaneously, they work on their education—ESL via Telamon’s English in the Workplace Program, ABE/GED, and other employment and job-training opportunities for their long-term career goals. Unfortunately, many have found that though physically strong and able to perform farmwork under extreme conditions, the high frequency, repetitive nature of poultry line work often causes extreme musculo-skeletal pain. It can also lead to ailments that result in them being unable to maintain long-term employment. Additionally, several former farmworkers have been involved in life-changing work accidents that have ended their hopes and dreams of a stable family-supporting paycheck.

As Telamon Maryland worked with customers to abate these safety concerns, we learned that the safety training they received, as mandated by employers, was not ‘sticking’ for a variety of reasons. Sometimes training was rushed or was not understood due to language and/or literacy issues; workers didn’t understand the value of the training, and at other times, lack of effective and frequent training was an issue. To address these concerns and to provide our NFJP customers with the ability to maintain employment in a strong industry, Telamon applied and received a Capacity Building Grant under the Susan Harwood Training Grants for OSHA.

This project demonstrated that farmworker customers did need more effective training. After the successful completion of the initial year-long project, Telamon was awarded a four-year Developmental Project enabling us to develop and promote the ‘Safe and Secure’ Learning Series to poultry industry workers. The program is multi-lingual and addresses the educational and cultural needs of learners. The Series is currently comprised of five modules, including (1) Creating a Place Where Safety Happens (designed for line supervisors, managers and other leaders); (2) Identifying Job Hazards; (3) Avoiding Injuries with Ergonomics; (4) Preventing Slips, Trips and Falls; and (5) Personal Protective Equipment.

All modules are available in English, Spanish and Haitian Creole to meet the needs of Delamarva’s diverse poultry workforce.

While at a recent training, Luis Vargas said, “I feel better prepared now to do my job. What I learned in safety training is helping me to be more alert and careful with the things that are around me. One of the things that struck me during the training of slips, trips and falls is that I could have fallen and broken a bone or something, but now I am more careful.” Luis demonstrates that this training is making a difference in the lives of the customers that we serve, one safety training at a time.
Statement of Activities  
(For the Year Ended September 30, 2011)

<table>
<thead>
<tr>
<th>Operations</th>
<th>Program Services</th>
<th>Total Unrestricted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support and Revenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant receipts</td>
<td>$ -</td>
<td>$ 61,465,875</td>
</tr>
<tr>
<td>Donated funds</td>
<td>-</td>
<td>69,203</td>
</tr>
<tr>
<td>Miscellaneous program income</td>
<td>-</td>
<td>998,135</td>
</tr>
<tr>
<td>Total Support</td>
<td>-</td>
<td>62,533,213</td>
</tr>
<tr>
<td>Revenue:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and dividend income</td>
<td>65,843</td>
<td>-</td>
</tr>
<tr>
<td>Net realized and unrealized gain</td>
<td>7,298</td>
<td>-</td>
</tr>
<tr>
<td>Other sales proceeds</td>
<td>-</td>
<td>200,725</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>73,141</td>
<td>200,725</td>
</tr>
<tr>
<td>Total Support and Revenue</td>
<td>73,141</td>
<td>62,733,938</td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th></th>
<th>Program Services</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal grants</td>
<td>-</td>
<td>59,006,417</td>
</tr>
<tr>
<td>Non-Federal grants</td>
<td>-</td>
<td>2,039,735</td>
</tr>
<tr>
<td>Total program services</td>
<td>-</td>
<td>61,046,152</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>-</td>
<td>61,046,152</td>
</tr>
</tbody>
</table>

Change in net assets—unrestricted  
$ 73,141  $ 1,687,786  1,760,927

Net assets, September 30, 2011  
3,086,780

Net assets, September 30, 2012  
$ 4,487,707
# Statement of Financial Position  
*(September 30, 2012)*

**Assets**

Current Assets:
- Cash and cash equivalents $1,454,894
- Investments 1,674,766
- Receivables:
  - Due from federal government 6,580,426
  - Other Receivables 370,013
- Prepaid expenses 559,120
- Cash surrender value of company-owned life insurance 173,448
- Land available for sale 1,320,386

**Total Current Assets** 12,133,053

- Property and equipment, net 4,407,844
- Other Assets:
  - Security deposit 182,887
  - Investment in captive insurance companies 71,000

**Total Other Assets** 253,887

**Total Assets** $16,794,784

**Liabilities and Net Assets**

Current Liabilities:
- Accounts payable, trade $2,127,133
- Deferred revenue 1,346,791
- Captive insurance arrangement obligation 1,432,799
- Accrued salaries, benefits, and other 4,214,187
- Notes payable, current portion 219,609

**Total Current Liabilities** 9,340,519

Noncurrent Liabilities:
- Accrued salaries, benefits, other 384,624
- Captive insurance arrangement obligation, non-current 1,000,603
- Notes payable, less current portion 1,221,331

**Total Noncurrent Liabilities** 2,606,558

**Total Liabilities** 11,947,077

**Net Assets**:
- Net Assets-unrestricted 4,847,707

**Total Net Assets** 4,847,707

**Total Liabilities and Net Assets** $16,794,784
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.