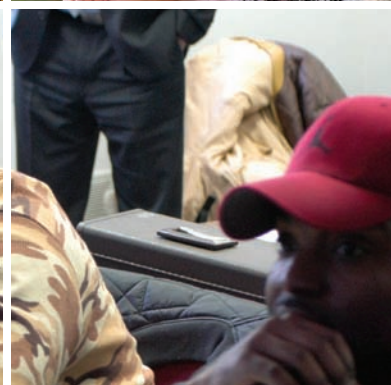
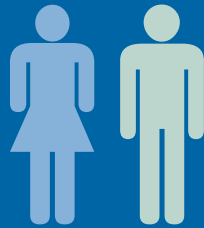


INNOVATION AT WORK

HIRED Annual Report 2006



HIRED *by the Numbers*



CLIENTS

Clients served: **8,845**
Number of programs: **61**
Job placements: **3,777**
Internship and work experience positions for MFIP and youth program participants: **218**
Average hourly wage for youth program participants: **\$8.04**
(range: **\$7.37–\$10.60**)
Average hourly wage for dislocated worker program participants: **\$19.43**
(range: **\$11.82–\$33.84**)



CORPORATE

2006 Support and Revenue: **\$10,287,794**
2006 Operating Expenses: **\$10,085,219**
Year-end result: **\$202,575 surplus**
Total staff: **138**
Offices and program locations: **12 program service offices,**
5 partnership program sites

HIRED PROGRAM SERVICE OFFICES

MAIN OFFICE: North Minneapolis WorkForce Center
379 University (St. Paul)
Burnsville WorkForce Center (Burnsville)
Cedar Business Center (East Bloomington)
Dakota County WorkForce Center (West St. Paul)
Griggs Midway Building (St. Paul)
Hennepin South WorkForce Center (West
Bloomington)
Hennepin North WorkForce Center (Brooklyn Park)
Midway WorkForce Center (St. Paul)
Sabathani Community Center (Minneapolis)
Washington County WorkForce Center (Woodbury)
Woodbury Office (Woodbury)

PARTNERSHIP PROGRAM SITES

Broadway Community High School (Minneapolis)
Edison High School (Minneapolis)
Hmong American Partnership (St. Paul)
Community Action Partnership for Suburban
Hennepin County (Hopkins)
Patrick Henry High School (Minneapolis)



JOBS ARE THE HEART OF THE MATTER

Several times each year, elected officials, public policy makers and business leaders visit HIRED to learn about workforce development issues. During these visits we drive home the point that helping people develop the skills necessary to find and hold good jobs significantly increases the ability of workers to support their families, and reduces the burdens placed on our social service and welfare systems. Individually and in small groups, our visitors understand this. But somehow, in the real world of politics and public policy, a serious workforce development strategy never seems to become an urgent priority.

In fact, when asked about workforce development, most politicians answer with promises to strengthen K-12 education, to increase access to post-secondary education, or to improve math and science education at all levels. Each of these strategies is inherently worthwhile, and would serve Minnesota's students well. But there are many types of people in the workforce, and a school-based solution is only one strategy. For out-of-school youth, newly-

arrived immigrants and many other groups of people who make up today's and tomorrow's workforce, there is also a pressing need for highly focused, carefully designed, short-term training programs that will prepare workers to meet the immediate needs of local employers. There are currently more than 100,000 unemployed people in Minnesota seeking work. There are hundreds, if not thousands, of employers anxious to find workers with the right skills and training. We need a multi-channel workforce development strategy that meets the needs of both employers and workers, and we need government officials, as well as business leaders, willing to make the investments required.

In the past year, HIRED has stepped up its efforts to identify and address specific employer needs. Our leadership in developing and expanding the metalforming training program featured later in this report is a clear example of the proactive way in which we are working to close the gap between workers and employers. The success of that program has fueled efforts to expand to other industry sectors, such as the hospitality industry. Our partnership with Hennepin Technical College, innovative employers like E.J. Ajax & Sons, and a number of other agencies, companies and private funders represents the kind of comprehensive workforce development approach we need.

In our core adult, youth and dislocated worker programs, HIRED's enduring commitment to providing personalized and innovative work solutions to our individual clients remains a demonstrably effective means of helping workers prepare for and find jobs. People come to HIRED knowing that they will be treated with dignity and respect, supported in their efforts to gain skills and find employment, and encouraged to succeed. Our clients know that a job and a career will enable them to support their families, buy a home, educate their children, save for the future and follow their dreams. We are proud to help them along the way.

As we look back on the accomplishments of the past year, we are deeply grateful for the dedicated work of the HIRED staff, the leadership of our board of directors, the service of our volunteers and the generosity of our donors. Thank you to everyone who has helped HIRED fulfill its mission and serve its many clients.

Sincerely,

Jane Samargia
Executive Director

INDUSTRY SECTOR TRAINING INITIATIVES

Workforce development is about more than helping willing workers find jobs. It is also about understanding and responding to employers' needs for workers with the right sets of skills. HIRED is the workforce development partner in an initiative to prepare workers for careers in the metalforming industry. With Hennepin Technical College, a group of manufacturers and manufacturing associations, the Minnesota Job Skills Partnership, and several private foundations, HIRED has been able to develop, fund and coordinate a 96-hour training program leading to entry-level National Institute for Metalworking Skills (NIMS) certification. It is a credential that helps open the door to good manufacturing jobs.

"In Minnesota, we still have a strong, globally competitive manufacturing base," says Erick Ajax, vice president at E.J. Ajax & Sons, Inc., and one of the founding partners of the metalforming training program. "The workers completing this program have a chance to establish themselves on a solid career path that promises real living wages. This is true workforce development — creating effective training for careers in skilled manufacturing jobs — and

"This is true workforce development — creating effective training for careers in skilled manufacturing jobs — and everyone wins."

of the upheavals that have disrupted traditional employment opportunities: "Change and evolution have affected nearly every business and industrial sector. But even as companies are forced to lay off low-skilled workers, they are also struggling to hire enough people with high levels of in-demand skills."

HIRED's involvement in the metalforming training program is an example of the organization's efforts to work closely with employers to anticipate workforce needs and develop approaches that will prepare workers with the right skills for a specific industry. By carefully screening candidates for the program, and by coaching them during the training, HIRED helps ensure workers are ready to join the workforce.

Building on the success of the metalforming program, HIRED has launched a similar program to prepare workers for jobs in the hospitality industry and plans to expand the program model to other industry sectors.

everyone wins."

Two program graduates have found jobs at E.J. Ajax, and are on their way to long-term careers.

Ajax is quick to cite examples



"We have an aging workforce on the brink of retirement. This will be a huge problem for manufacturing industries that require skilled workers. We just aren't educating and training enough machinists, tool-and-die makers, and other tradespeople. There are good jobs for people with these skills."

— Erick Ajax

PHOTOS: Eric Underbakke at work in the Ajax plant; refrigerator door hinges manufactured by E.J. Ajax & Sons.

ERIC UNDERBAKKE

Retail sales, pizza delivery, catering. Eric Underbakke had no trouble finding and holding jobs, but he didn't have a career. HIRED staff member Yer Xiong encouraged him to enroll in the metalforming training program.

"I wanted to do something more substantial and I have always enjoyed working with my hands," says Underbakke. "[E.J. Ajax supervisor] Don Wellman was one of the training program instructors. At the reverse job fair HIRED organized, I connected to Erick Ajax and sent in a résumé. I got the job."

Among the attractions were E.J. Ajax's safety record, good pay, steady hours and the opportunity for career advancement. The company's commitment to training and its track record of promotion from within were very important. Now nearing the end of his first full year with the company, Underbakke has signed on for a four-year, 8,000-hour apprenticeship program.

"The company has the attitude that employees and families come first. It's a great place to work."



SAMANTHA BRADY

In her first few months at E.J. Ajax, Samantha Brady moved around the plant: from shipping to tubing, pressing, stamping and bolt tapping. The variety helped her better understand the particulars of each task and how it fit into the whole manufacturing process. It also helped her get to know the people with whom she worked.

"I love the people here. Everyone. There is a lot of diversity, many women. The company takes pride in its employees and really puts them first. Safety and training are really big things."

Brady feels lucky to have had a chance to enroll in the metalforming training program offered at the Minnesota Correctional Facility in Shakopee. By working with female offenders prior to their release, HIRED, Hennepin Technical College and the Minnesota Department of Corrections hope to help women gain the specific skills they need to find stable employment and rebuild their lives.

"HIRED organized the program to help us develop skills that would lead to good jobs, then they followed through with referrals to companies who were hiring. It's been great to have a fresh start."

ABOUT E.J. AJAX & SONS, INC.

E.J. Ajax is an unusual manufacturer. The company is hidden in a long, low building in a suburban industrial park. Its owners' unpretentious nature and the ruthless pressure to control costs in the face of global competition combine to make the front office a no-frills operation. But the framed safety awards lining the spartan reception area are a clear indication of company priorities. "Safety is one of the most important contributors to profitability," says Erick Ajax. The company has operated for more than sixteen years without a lost-time injury, a remarkable achievement in a plant that thumps and throbs with the sounds of heavy machinery at work for two shifts each day. Precision metal stamping is an inherently risky business.

Training and development is a major commitment. E.J. Ajax spends approximately 5.5% of its payroll expense on training, much of it on "soft skills" that motivate workers and encourage them to think creatively about improvements in safety, production processes and quality. In a typical year employees generate 200 or more suggestions for improvement.

With a workforce of about 50, E.J. Ajax generates approximately \$10 million in annual sales. More than a third of these sales are to export markets. "We are able to compete successfully against competitors in China, Vietnam, India and Mexico," says Erick Ajax. "More than nine out of ten of our potential customers are overseas, and we need to attract, train and retain highly skilled, extremely productive workers in order to compete."

PHOTO: Pictured left to right are Program Instructor Don Wellman, and program participants Samantha Brady and Eric Underbakke.

CAREER CROSSROADS

In early 2006, HIRED launched a new fee-for-service initiative, Career Crossroads, to provide job-search and career-development counseling to individuals who do not qualify for free or subsidized services through standard adult or dislocated worker programs. Introductory, general interest seminars are offered at no charge in partnership with the Hennepin County and Minneapolis libraries, with follow-up consultation provided on an individual basis for an hourly fee.

“Career Crossroads enables us to serve clients with levels of skill, education, and experience that are often different from our other programs,” says Nancy James, Employer Services Director. “Our first clients have included a scientist, corporate sales people, marketing professionals, and a transportation administrator. Since they are making career changes on their own, they don’t qualify for dislocated worker services or other programs that serve typically ‘white collar’ professionals.”

While focused on individuals, the program has already helped establish or strengthen HIRED’s relationships with employers. Through her own involvement with Career Crossroads, Melissa Erickson gained awareness of HIRED and now draws on the organization in her current role as Talent Acquisition Manager with Regis Corporation. To meet Regis’ rapidly changing staffing needs, Erickson works with HIRED to recruit candidates for a wide range of temporary and permanent positions. “We love working with HIRED because they don’t charge the markup of commercial firms and temp agencies,” says Erickson. “That lowers our costs and allows us to pay well. We’ve had great success with HIRED. The people there have provided us with top notch talent!”

Erickson describes this as a very exciting time at Regis Corporation. “We have implemented a candidate tracking system — Authoria. This tool helps our organization track talent, focus on building strong career paths and undertake effective succession planning. Market conditions are very tight right now, especially in information technology, finance and accounting. But Regis is a great company, with an outstanding corporate culture.”

The same energy and enthusiasm she brings to Regis Corporation fuels Erickson’s willingness to help others climb the corporate ladder. “Melissa has become a very supportive employer contact,” notes Nancy Buysse, Career Crossroads Program Manager. “She has been generous with her time, presenting at HIRED reverse job fairs, posting open positions on Job Link and getting involved with our Employer Services Division.” Erickson was recently invited to join HIRED’s Employer Advisory Board.

The relationship between HIRED and Regis Corporation is an example of the synergistic relationships HIRED has developed with several corporate entities throughout the Twin Cities Metro area.

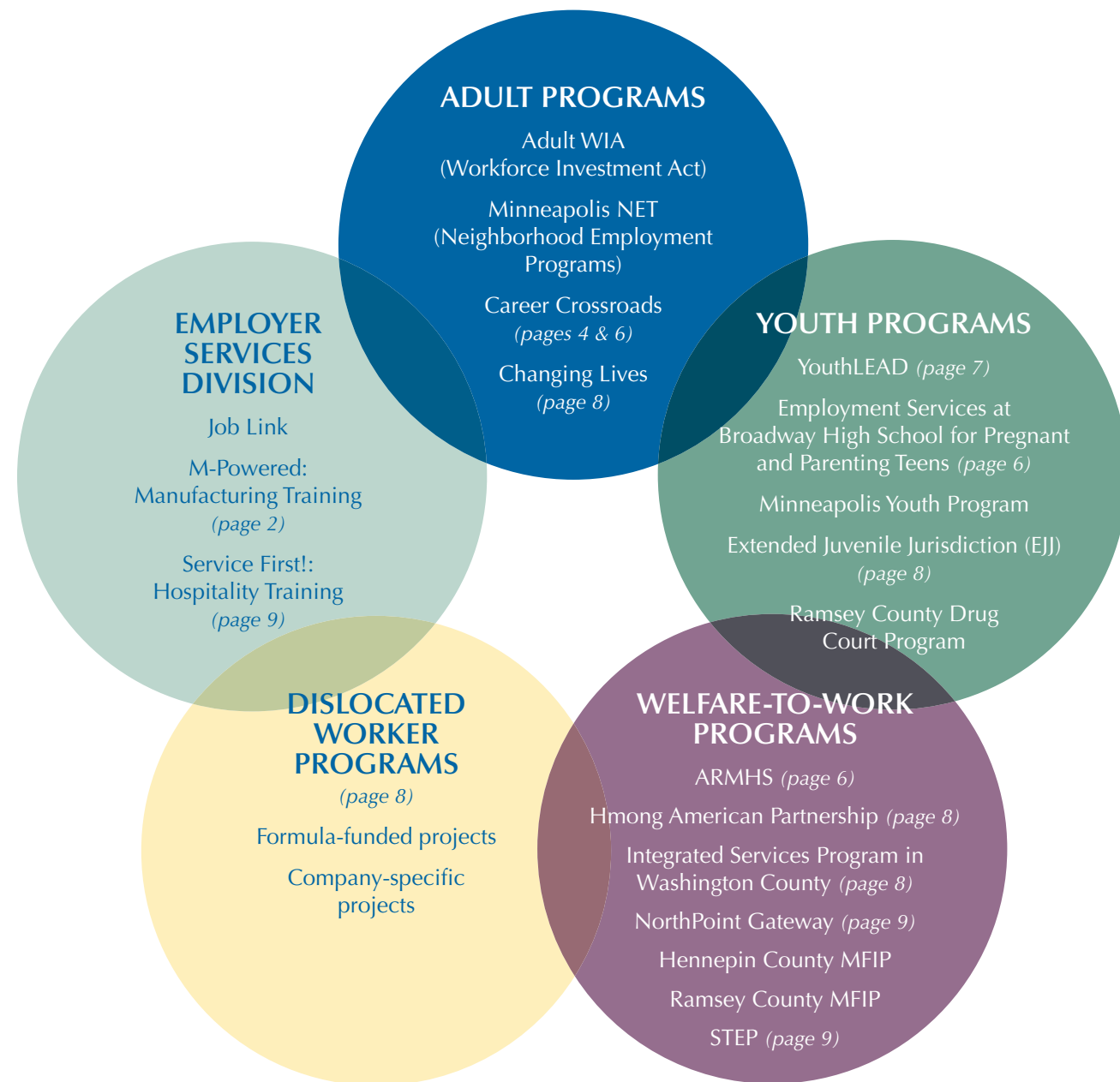


ABOUT REGIS CORPORATION

Regis Corporation, headquartered in Minneapolis, is one of the beauty industry’s global leaders. The company owns or franchises over 11,000 beauty salons, 91 hair restoration centers and 49 beauty schools worldwide, under familiar brands like Cost Cutters, MasterCuts and Vidal Sassoon.

Regis takes great pride in promoting a healthy work-life balance, offers attractive compensation and benefits, and provides a dynamic workplace. “Other companies talk about providing a work-life balance,” says Talent Acquisitions Manager Melissa Erickson, “but we live it, from simple things like our free lunch program, to more substantial benefits like a truly flexible work schedule. That’s why we are able to attract and retain top talent in the marketplace.”

HIRED PROGRAM ORGANIZATION



INNOVATING TO BETTER SERVE OUR CLIENTS

Like any successful company or organization, HIRED is continually adjusting its programs and services to meet emerging needs in workforce development. We respond to changes in funding by working closely with local, county and state social service professionals. We respond to employers through innovative partnerships and programs that help better prepare prospective employees for the demands of the workplace. And we work with our clients to address their needs not only for job-search skills and support, but also for help addressing a wide range of barriers and obstacles that inhibit their success in finding and holding good jobs. The updates below highlight several of our ongoing programs and the clients they serve.

ADULT REHABILITATIVE MENTAL HEALTH SERVICES (ARMHS)

Continuing HIRED's commitment to helping clients address significant barriers to employment, the newly established ARMHS program offered mental health services to more than 100 Ramsey County MFIP recipients and their families, assisting them with symptom management, social/living skills, household management and finding employment.

BROADWAY HIGH SCHOOL A PROGRAM FOR PREGNANT AND PARENTING TEENS

HIRED's program at Broadway High School served over 300 pregnant and parenting teens. Through a collaboration with Minneapolis Community and Technical College (MCTC), the program provided college-readiness exams and school/career planning. A separate partnership with MCTC provided students with training towards a nursing certificate. Students in the Culinary Training Course gained valuable work experience preparing monthly meals for River of Life Lutheran Church and operating a catering service for members of the Broadway Business Association and other local organizations.

CAREER CROSSROADS

HIRED's newest customizable job-search program, Career Crossroads, began offering services to job seekers who do not qualify for free services provided through our other programs. Introductory information sessions are offered free through libraries in Brooklyn Park and Minneapolis, followed by individual consultation on a reasonably priced fee-for-service basis.



FROM AN ARMHS COUNSELOR...

"For many people, basic life-skills and mental health issues combine to create obstacles to an effective search for employment. ARMHS is a 'first-things-first' approach to recognizing that if we don't address the barrier issues, we can't expect these clients to find and hold the jobs that will enable them to support themselves and their families."

"When I met with my HIRED counselor, I expected to learn some job-search techniques, refine my résumé, learn about resources, and so forth, and she was great with all of that. But perhaps more important, she understood right away what it was that I really wanted to find and gave me the courage to go after it. Her support, encouragement, and good ideas made all the difference in the world."

—Mary, a Career Crossroads client

MILYNN TEANA COLLINS

If you ask Teana Collins, word-of-mouth is the key to building a successful youth program. She spends most of her nights as an outreach worker at Safe Zone, a nonprofit organization in St. Paul that assists homeless youth. "I go out onto the streets at night and talk to teens about finding shelter at Safe Zone," says Collins. "It feels good knowing that I'm helping people and a lot of the youth look up to me because I'm their age and I've dealt with the same things they are going through. So I think that makes them trust me."

She's earned that trust. Like many of the young people involved with YouthLEAD, Teana had been through some rough times. At nineteen, she had already dealt with homelessness and drug addiction, and she was eager to get back on her feet. A close friend suggested she get involved with HIRED's YouthLEAD program.

"I wanted to change my life and one of the first steps I took was joining YouthLEAD. I knew they would help me find a job, but I had no idea they would help me find a job that I was actually interested in doing," said Teana. "I like helping people, so I talked to my counselor and she found me an internship in the epilepsy unit at Children's Hospital. Almost right away I knew I liked it."

HIRED Employment Counselor Dorothy Lerma says that it wasn't difficult to recognize Teana's potential. "The way she takes her own personal experiences and uses them to serve her peers is unlike any other young person I've seen. She has a real maturity. Her work at Safe Zone, and her interest in becoming a nursing assistant, speaks to her passion for helping others. She is absolutely a success story."

PROGRAM HIGHLIGHT: YouthLEAD

LEARN, EARN, ATTAIN, DEVELOP

For several hundred high-school-age youth, YouthLEAD in St. Paul — and its sister program, Minneapolis Youth Program — is a place where dreams are taken seriously. The program, which is operated through a partnership with Ramsey County Workforce Solutions, is an employment-based job-skills initiative that helps youth identify the things they want to accomplish with their lives, and map out a path to help them achieve their goals.

The YouthLEAD office is located on the second floor of a commercial building along University Avenue near the Capitol, across the street from a vacant manufacturing building and a busy Vietnamese restaurant. The atmosphere is casual, but the work that goes on there is not. There are clients working on the office computers, searching job listings and researching careers. Staff check in with clients and each other, moving quickly from meeting to meeting.

"YouthLEAD is a great opportunity for teens to discover their talents and passions," says HIRED Program Manager Adam Levy. "As counselors, we are not only interested in helping participants find jobs; we also want to be sure that the youth in our program find work that is meaningful."

Through HIRED's one-on-one skill and interest assessments, participating youth identify the key values and kinds of experiences that fit them best. As they begin to identify the general outline of a career or area of interest, the YouthLEAD counselors help shape a plan to help each youth obtain the appropriate training, internship or entry-level job that will start him or her on the path to success.

"Teens come to us looking for someone to help them decide what they should do, not to tell them," says Levy. "We've found that the most important strategy is to provide individualized counseling. Understanding each person and meeting his or her needs in a creative way is what HIRED is all about."



CHANGING LIVES

Changing Lives — HIRED's ground-breaking new program to help convicted sex offenders find and hold jobs — was launched under a contract with the Minnesota Department of Corrections. An experienced team of HIRED employment counselors began work with inmates in correctional facilities across the state, providing pre-release job-search counseling, résumé development, interview coaching and preparation, and job-search support. Through its first six months, the program enrolled 50 people, 33 of whom have found employment upon release.

DISLOCATED WORKER PROGRAMS

State-funded dislocated worker projects continued at an active pace. Through formula-funded projects in Hennepin, Dakota and Ramsey counties, as well as 15 company-specific projects, HIRED's Dislocated Worker Programs assisted more than 1,000 job seekers across the greater Twin Cities metro area. Among the worker groups were former employees of Musicland, Old Home Foods, Northwest Airlines and CitiFinancial.

EXTENDED JUVENILE JURISDICTION (EJJ)

The Hennepin County EJJ empowered over 100 youth offenders to change their behavior by completing their secondary education and identifying useful skills on which to base a search for employment. EJJ continues to exceed enrollment and placement goals, and has added its third full-time counselor.

HMONG AMERICAN PARTNERSHIP (HAP)

A satellite HIRED office on St. Paul's East Side is the home of a dedicated program serving the Hmong community. HAP represents a special effort to develop bilingual programming focused on a single ethnic or cultural community. Early responses have been overwhelmingly positive.

INTEGRATED SERVICES PROGRAM IN WASHINGTON COUNTY

HIRED's Integrated Services Program continued to support MFIP recipients experiencing unstable housing situations and at least one other substantial barrier to employment. The goal of the program is to reduce the frequency with which clients move across county lines, help them maintain access to needed social services and help them make progress attaining economic self-sufficiency. At the end of FY2006, over 43% of all participants enrolled in the Integrated Services Program were working or had exited public assistance by achieving sufficient income. The average wage for those who exited the program was \$10.99/hour.

FROM A CHANGING LIVES COUNSELOR...

"When these men are released from prison they have very low self-esteem. They want to start fresh, but don't have the tools to make it happen. What they fear most is that nobody will look beyond their criminal history. After a few sessions with our counselors, they see that we are willing to go the extra mile and stand behind them. They're surprised, and we are very proud to be a part of their transformation."

FROM A DISLOCATED WORKER PROGRAM COUNSELOR...

"These [dislocated worker] projects touch people who are at a very vulnerable place. They are worried about earning comparable wages. They are worried about health insurance. But mostly they are worried about whether or not their skills will be wanted by other employers. The strength of our service is that we are disciplined and methodical about helping these workers highlight the things they can do, not just what they have done."

DEAR HIRED...

I am writing from the YWCA in Minneapolis where I work as a Grant Specialist, a position that I found as part of my work with HIRED... When I first saw the [YWCA job posting]...I [knew] I didn't stand a chance; I had experience and skills, but I had no degree, no current position, and nearly all my experience was as a volunteer. HIRED pushed me to try anyway — and here I am!

Your résumé-writing advice helped me focus and refine my résumé so that my skills and qualifications were clear and my extensive volunteer experience came through... Your encouragement and support helped me go through the interview process smoothly and with confidence.

Thank you.

Sincerely,
Katherine Shane

FROM A GATEWAY COUNSELOR...

"So many of our clients are facing multiple barriers and constantly moving from crisis to crisis. One of the things we stress to our counselors is that the definition of success isn't always the same for each client. For example, we have one client who is raising seven kids on her own. Caring for a child in kindergarten, two teenage boys and four teenage girls is hard enough, but when you find out that five of the teenagers are failing school, two of the girls are pregnant and



both of the teenage boys have had run-ins with the law, the task seems nearly impossible. For months we asked this client to get involved in our monthly empowerment group, but she said she said she was too busy getting her kids' lives in order. It took some coaxing, but she's attended twice now. She's dealing with her own issues in order to better help her children with some of theirs. This is absolutely a story of success. She has a network of support and wakes up each morning with a renewed sense of direction."

NORTHPOINT GATEWAY TO SUCCESS

The Gateway Project, operated by a collaborative of four north-side agencies under the leadership of NorthPoint, helps Hennepin County MFIP families address the complexities of working with multiple social service agencies. As with the Integrated Services Program in Washington County, Gateway assists clients in gaining some stability in their lives, which, in turn, allows more energy and attention for finding and holding stable employment. In the last year the program served over 100 families and added one new counselor — the first and only male counselor — which has proven to be extraordinarily helpful when working with two-parent families and young men who are looking for a positive role model.

SERVICE FIRST!

HIRED'S HOSPITALITY TRAINING PROGRAM

Building on the success of innovative partnerships in the metalforming training program, HIRED was awarded a grant from the Minnesota Job Skills Partnership to pilot a hospitality training program for low-income workers. The two-year initiative will train 120 workers for jobs as front desk service representatives, bell attendants, maintenance workers, restaurant servers, guestroom attendants, cleaners and banquet servers. The first training cohort is scheduled to begin in January 2007.

SPECIALIZED TRAINING AND EXPERIENCE PROGRAM (STEP)

STEP continued to provide job-search and skill-development support for Ramsey County MFIP clients, and increased the emphasis on developing unpaid work experiences as mandated by county guidelines. Of the program participants who fulfilled the required participation hours, 74% were placed into paid or unpaid employment. A satellite office was opened at Hmong American Partnership in St. Paul, allowing HIRED to expand services by delivering bilingual programs to the Hmong community. The program has been especially effective at providing job-search support and work-readiness skills to some of the several thousand recent Hmong immigrants who have arrived in St. Paul from refugee camps in Thailand.

SUPPORTERS JULY 1, 2005–JUNE 30, 2006

PARTNERS (over \$25,000)

Otto Bremer Foundation
Bush Foundation
Wells Fargo Foundation Minnesota

INVESTORS (\$5,000–\$24,999)

3M Foundation
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YWCA

GIFTS WERE MADE IN HONOR OF:

Jeff Horwich & Lorna Benson
Lee McGrath

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Dakota County
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Minneapolis Public Schools
Minnesota Department of Corrections
Minnesota Department of Employment
& Economic Development
Minnesota Department of Human
Services
North Point Partnership
Tree Trust
Washington County
Workforce Solutions, a Department
of Ramsey County

STATEMENTS OF ACTIVITIES (FOR THE YEARS ENDED JUNE 30)

SUPPORT AND REVENUE

	2006	2005
Government contracts	\$9,917,948	\$10,941,274
Contributions	352,586	325,307
Other	17,260	22,076
Total support and revenue	\$10,287,794	\$11,288,657

EXPENSES

Program services — employment services and training	\$8,586,482	\$9,688,801
Supporting services:		
Management and general	1,429,152	1,493,140
Fundraising	69,585	40,590
Total expenses	\$10,085,219	\$11,222,531
Change in net assets	202,575	66,126
Net assets at beginning of year	981,472	915,346
Net assets at end of year	\$1,184,047	\$981,472

STATEMENTS OF FINANCIAL POSITION (AS OF JUNE 30)

ASSETS

Current Assets

Cash	\$852,221	\$1,334,713
Contracts receivable — billed	916,018	1,055,308
Contracts receivable — unbilled	4,211	203,222
Other receivables	(4,630)	7,029
Prepaid expenses	183,240	203,586
Total current assets	\$1,951,060	\$2,803,858

Property and Equipment

Office equipment and leasehold improvements	\$1,098,803	\$1,098,803
Less accumulated depreciation and amortization	(1,007,703)	(947,525)
Total property and equipment	\$91,100	\$151,278
Total assets	\$2,042,160	\$2,955,136

LIABILITIES AND NET ASSETS

Current Liabilities

Accounts payable	\$324,164	\$370,591
Accrued payroll and related taxes	312,605	594,573
Deferred revenue	221,344	1,008,500
Total current liabilities	\$858,113	\$1,973,664

Net Assets

Unrestricted	\$919,452	\$808,609
Temporarily restricted	264,595	172,863
Total net assets	\$1,184,047	\$981,472
Total liabilities and net assets	\$2,042,160	\$2,955,136

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SUPERVALU, Inc.

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Tappe Construction Company

Vicki Moening
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Kevin Pifer
Strom Engineering Corporation

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Commercial Furniture

Philomena Morrissey Satre
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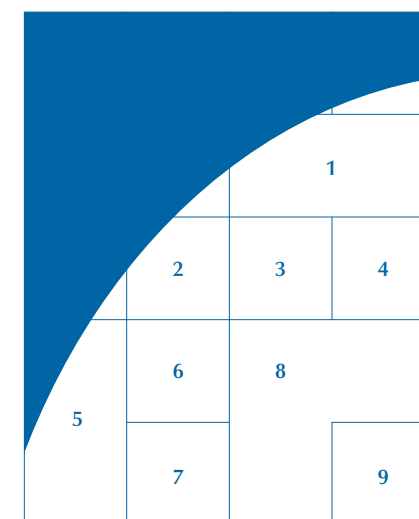
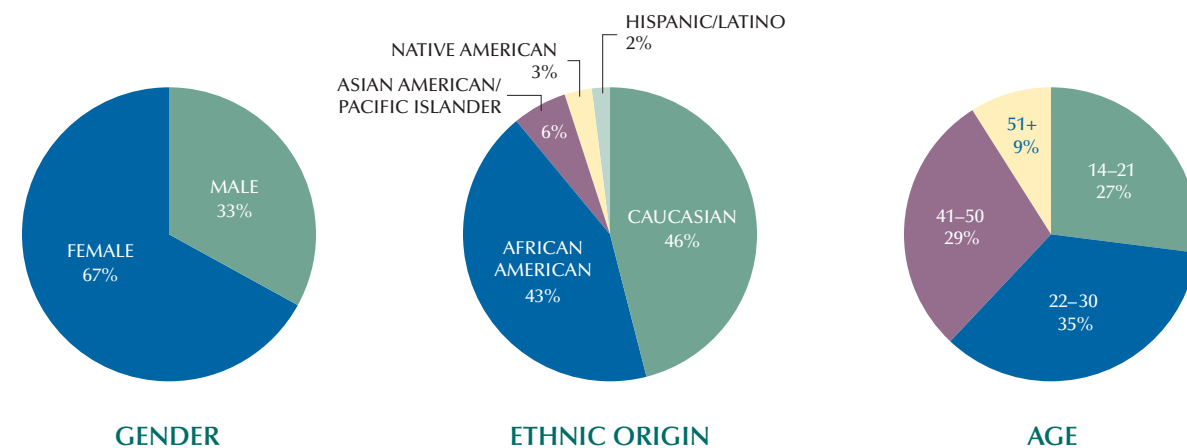
Mark Sauerbrey
Xcel Energy

David Steinbrink
Aetna

Vanessa Wilson
Star Tribune

SERVICE STATISTICS

CLIENTS SERVED	FY2006	FY2005
MFIP Programs	3,993	3,838
Youth Programs	1,103	1,588
Dislocated Worker Programs	3,198	3,345
Adult Programs	551	342
All Programs	8,845	9,113
Public Assistance Recipients	51%	51%



ON THE COVER

1. A group of graduates from HIRED's metalforming training program.
2. HIRED MFIP client Rosalee Burke secured employment at Bachman's, bringing stability to her family's living arrangements.
3. Philomena Morrissey Satre, a Community Outreach Coordinator for Wells Fargo Bank, serves on HIRED's Employer Advisory Board.
4. Gao Xiong, a participant in HIRED's program for pregnant and parenting teens at Broadway High School, used the tools available to her to get a job and enroll in classes at Minneapolis Community and Technical College.
5. A participant in HIRED's culinary training course at Broadway High School dishes up plates for River of Life Lutheran Church.
6. When Lynette Carlson was laid off, she was thankful for HIRED's proactive approach that helped her get back on her feet.
7. Mark Sauerbrey, a member of HIRED's Employer Advisory Board, is an active presenter at HIRED's Transition Seminars for dislocated workers.
8. Students attending a Skills That Matter workshop.
9. Evelyn Spencer worked with her HIRED counselor to locate a job as a maintenance custodian at the *Star Tribune*.

PROVIDING PERSONALIZED AND INNOVATIVE WORK SOLUTIONS



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