TABLE OF CONTENTS

Letter from the Executive Director....................................................................................................................... 1
United Labor Agency Staff ................................................................................................................................... 2
Board of Trustees...................................................................................................................................................... 3
ULA Statistics............................................................................................................................................................. 5
Employment Connection One-Stop Operation............................................................................................ 6, 7
Employment Connection Business Services....................................................................................................... 8
Job Orders.................................................................................................................................................................................... 9
2012 Unsung Heroes of the Labor Movement.....................................................................................10, 11, 12
Business Services Data...........................................................................................................................................13
Placements By Industry........................................................................................................................................ 14
United Labor Towers............................................................................................................................................... 15
Number of Companies by Industries..................................................................................................................17
Placements................................................................................................................................................................18
Statement of Activities...........................................................................................................................................19
Contributors & Government Grants..................................................................................................................20, 21
In 2012-13 we are concluding the third year of a three year contract to deliver One-Stop and Business Services for jobseekers and businesses in Cuyahoga County. By any performance measurement we have been very successful with these contracts and have positioned the ULA as the leading workforce development agency in the county, if not the State of Ohio. By developing a smart, dedicated staff and applying technology creatively we have created an efficient system of job placement and worker retraining. Recently, we have received news that we have been selected as the One-Stop Operator and Business Services Manager for the next three years by the Cleveland-Cuyahoga County Workforce Investment Board through an open proposal process. We are excited to continue the momentum that we have built over the past three years and look forward to developing our program model further.

Unfortunately, the Cuyahoga County budget for workforce development services as funded by the Workforce Investment Act, has been dramatically cut for the coming year, which will make our task harder. We know the demand will not diminish but our resources will, so we will use all the creativity and passion that made us the successful organization that we are to thrive in this time of austerity. Highlights of 2012 include:

- We have placed over 4,000 jobseekers into jobs this past program year and over 10,000 for the three-year contract period.

- The continued development of our jobseeker database that has now risen past 30,000 active persons. We market this database to our regional employers and it lets us understand the depth and breadth of skills available in the Northeast Ohio region.

- The successful end of our statewide Rapid Response program. While we disagree with the administration that it was time to shutter the program we are very proud of the impact we were able to make across the State of Ohio on how workforce areas help displaced workers.

- Further fiscal stability for the agency. We have been able to continue to grow, build our reserves and remain completely debt-free, positioning ourselves for a healthy future. Each year brings a new set of challenges.

- The Labor Movement continued to show its support and investment in the agency by supporting our two main fundraising events, the ULA open golf outing and our Annual Unsung Heroes recognition dinner. Both events are opportunities to see old friends and to make new friends who believe in what we do.

Our Board of Trustees and management of the agency are hard at work mapping out a strategic plan that will guide us into the future. We have many assets from which to build and look for 2013 to be another successful year.

Yours Truly,

David Megenhardt
Executive Director
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>David Megenhardt</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Gary Gargiulo</td>
<td>Finance Director</td>
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<tr>
<td>David Arth</td>
<td>Employment Specialist</td>
</tr>
<tr>
<td>Deborah Barker-Bey</td>
<td>Employment Specialist</td>
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<tr>
<td>Dwight Brown</td>
<td>Employment Specialist</td>
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<tr>
<td>Susan Brown</td>
<td>Resource Center Coordinator</td>
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<td>Krista Capiot</td>
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<tr>
<td>Andrea Carnes</td>
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<td>Naveen Chima</td>
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<tr>
<td>Margaret Colon</td>
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<td>Jenny Dewille</td>
<td>Rapid Response Employment Specialist</td>
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<td>Lang Dunbar</td>
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<td>Nancy Edmonds</td>
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<td>Amy Emery</td>
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<td>Ashley Ermisch</td>
<td>Rapid Response Recruiter</td>
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<td>Anthony Fluellen</td>
<td>Business Services Manager</td>
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<td>Ida Ford</td>
<td>Business Services Consultant-Economic</td>
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<tr>
<td>Drema Gamiere</td>
<td>Senior Advocate</td>
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<tr>
<td>Maura Gaul</td>
<td>Employment Specialist</td>
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<tr>
<td>Donald Graves</td>
<td>One-Stop Manager</td>
</tr>
<tr>
<td>Rebecca Grieco</td>
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</tr>
<tr>
<td>Jenny Gutwein</td>
<td>Executive Assistant</td>
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<tr>
<td>Tom Hasson</td>
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<td>Gail Hughley</td>
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<td>Janeen Kramer</td>
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<tr>
<td>Marilyn Libens</td>
<td>Job Skills Workshop Instructor</td>
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<td>Nicole Marbury</td>
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<td>Jen Martinez</td>
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<td>Debra Morris</td>
<td>Recruiter</td>
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<tr>
<td>Steve Newman</td>
<td>One-Stop Manager</td>
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<tr>
<td>Ondre Nickens</td>
<td>Employment Specialist</td>
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<tr>
<td>Jade Peterenelj</td>
<td>Employment Specialist</td>
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<tr>
<td>Renee Rasul</td>
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<tr>
<td>Vincent Richards</td>
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<tr>
<td>Sandy Rivera</td>
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<tr>
<td>Stephanie Rychel</td>
<td>Business Services Assistant Manager</td>
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<tr>
<td>Marlene Solomon</td>
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<td>Christine Steiger</td>
<td>Recruiter</td>
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<tr>
<td>Korsandra Stevens</td>
<td>Resource Center Coordinator</td>
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<tr>
<td>Karen Tate</td>
<td>AJR Workshop Instructor</td>
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<tr>
<td>Cheryl Taylor</td>
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<td>Marcia Tolles</td>
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<tr>
<td>Lilly Vazquez</td>
<td>Recruiter</td>
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<tr>
<td>Andrew Venclauskas</td>
<td>Recruiter</td>
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<td>Fawntaine Walls</td>
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<tr>
<td>Claudia Ward</td>
<td>Lead Employment Specialist</td>
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<tr>
<td>Carol Wells</td>
<td>Employment Specialist</td>
</tr>
<tr>
<td>Rhonda Wolters</td>
<td>Job Skills Workshop Instructor</td>
</tr>
</tbody>
</table>
President
**Harriet Applegate**
Executive Secretary
Northshore Federation of Labor, AFL-CIO

Vice President of Administration
**Loree Soggs**
Executive Secretary
Cleveland Building & Construction Trades Council

Treasurer
**William S. Lavezzi**
Executive Director
NEOEA

Community Representative
**Beth Cagan**
Associate Professor (Retired)
Cleveland State University

TRUSTEES:

**Thelma Campbell**
Union Representative (retired)
UFCW Local 880

**Charles Cimino**
Executive Secretary-Treasurer
Union Local 400

**Mark Milko**
Workers United/SEIU

**Jim Watroba**
Painters District Council 6

**Harold Wilson**
UAW 420
ULA Placement Statistics from July 1, 2010 through March 31, 2013

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
<td>Total Overall Placements:</td>
<td>9,614</td>
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<tr>
<td>Veteran Status Placements:</td>
<td></td>
</tr>
<tr>
<td>1. Campaign Vets</td>
<td>127</td>
</tr>
<tr>
<td>2. Disabled Vets</td>
<td>17</td>
</tr>
<tr>
<td>3. Special Disabled Vets</td>
<td>50</td>
</tr>
<tr>
<td>4. Eligible</td>
<td>3</td>
</tr>
<tr>
<td>5. Other</td>
<td>549</td>
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<tr>
<td>TOTAL VETS</td>
<td>746 (8% of Total Placements)</td>
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<tr>
<td>Homeless:</td>
<td>175</td>
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<tr>
<td>Homeless Vets</td>
<td>31</td>
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<tr>
<td>Ex-Offender:</td>
<td>511</td>
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<tr>
<td>Disabled (Including 5 Disabled Vets)</td>
<td>309</td>
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<tr>
<td>Dislocated:</td>
<td>2,902</td>
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<tr>
<td>Low Income</td>
<td>1,350</td>
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<tr>
<td>On Public Assistance</td>
<td>1,880</td>
</tr>
<tr>
<td>Female:</td>
<td>4,852 (50.5% of Total Placements)</td>
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<tr>
<td>Male:</td>
<td>4,762 (49.5% of Total Placements)</td>
</tr>
<tr>
<td>Cleveland Residents:</td>
<td>4,327 (45% of Total Placements)</td>
</tr>
<tr>
<td>Cuyahoga Residents:</td>
<td>8,765 (91.2% of Total Placements)</td>
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<tr>
<td>State of Ohio Residents:</td>
<td>9,586 (99.6% of Total Placements)</td>
</tr>
<tr>
<td>Race:</td>
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<tr>
<td>1. Asian</td>
<td>73</td>
</tr>
<tr>
<td>2. Black</td>
<td>5,134</td>
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<tr>
<td>3. Native American</td>
<td>35</td>
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<tr>
<td>4. Did Not Declare</td>
<td>333</td>
</tr>
<tr>
<td>5. Other (Includes Hispanics)</td>
<td>269</td>
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<tr>
<td>6. Pacific Islanders</td>
<td>76</td>
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<tr>
<td>7. Unknown</td>
<td>1</td>
</tr>
<tr>
<td>8. White</td>
<td>3,693</td>
</tr>
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The ULA is currently the One-Stop Operator for Employment Connection, Cleveland-Cuyahoga Workforce Area 3. We have created momentum in the last three years as the lead agency in providing job seeking services for dislocated, adult and older youth workers. We work closely with the directives and guidance of the Cleveland-Cuyahoga Workforce Investment board in the further development on the local workforce development system, remaining flexible and open to changes in program design as market conditions change. We provide leadership and consultation with the partner agencies and create effective linkages to better serve all strata of jobseekers. We reach out and collaborate with community organizations, social service agencies, business and industry, local colleges, universities, vocational schools to provide a coherent sequence of services to jobseekers and to better understand the dynamic changes occurring in the economy and job market. The ULA has helped make Employment Connection an integral part of a community-wide initiative of growth and economic development by better understanding and preparing our workforce.

The ULA manages and staffs the One-Stops at Bolivar and Brookpark, as well as the Southgate access point. Each day the One-Stop staff members connect jobseekers to real, open positions and work in tandem with business services to provide a flexible, aggressive and adaptive plan for all levels of job seekers. One-Stop staff provide a high level or proactive customer service and stay connected with jobseekers through their journey toward employment, using a systematic follow-along process that keeps us updated as to their progress and keeps the jobseeker motivated toward successfully obtaining their goals. The ULA had pioneered the creative application of technology to allow us to operate a more streamlined workforce system in an era of tight budgets and shrinking resources. We have developed a screened and qualified talent pool of approximately 25,000 jobseekers within the last three years using aggressive outreach techniques. We are consistently trying to improve a dynamic and effective program model.

During the past three years, the ULA has developed and implemented aggressive outreach strategies and techniques to expand the footprint of Employment Connection, serving more jobseekers and providing employers with an invaluable talent bank to find qualified and skilled employees. We actively search for jobseekers and provide easy-to-access platforms that remove barriers to service. Specifically, by far the most dramatic improvement we made was the implementation of electronic registration and document management.

Rapid Response
ULA has been a Rapid Response provider of service since the beginning of the WARN Act, so through our staff we have years of institutional knowledge on how best to work with a company and its workers experiencing transition. Currently, we work with the Rapid Response regional team headed by ODJFS staff to quickly and efficiently provide service to dislocated workers. Typically, a company announces their intent to layoff through WARN notification to the State of Ohio, if the layoff is going to be larger than 50 employees, but not every employer is mandated is follow the WARN Act (i.e. all public entities are exempt), so notification can come from other sources such as word-of-mouth, an article in the newspaper, through a union, from laid off employees, or ODJFS referrals outside of the WARN Act.

A transition center is central to early engagement and provides us with many more opportunities to engage the affected workers. A transition center is on-site at the employer and houses remote EC staff, who can bring One-Stop services with them, including resume writing, job search and mock interviewing. We can further assess their job skills prior to their lay-off date to properly match them with opportunities or identify any need for a skills upgrade and retraining. Some employers allow us to teach workshops on-the-clock, but staff members are ready to teach during any shift and we remain flexible and available at the company’s request. A transition center can also ensure that we have any worker interested in our services be registered electronically before their separation date, so that we can immediately begin matching them to our job opportunities developed by the Employer Services team.

Transition centers can be a vehicle for the creation of a job fair where we bring in similar employers with open jobs matching the displaced workers’ skill. Recent examples of job fairs include BF Goodrich, The Plain Dealer, and Student Loan Processing, where we had an employer at the worker transition meeting so the Rapid Response closure event was transformed into an active recruitment. The ULA also utilizes two best practices refined and implemented when we provided Rapid Response services for five years (2007-2012) throughout the State of Ohio. We worked with all 20 workforce areas during the latest recession and obtained significant experience during this program. We used peer-to-peer training and labor-management committees extensively and found that these strategies helped bring dislocated workers into the One-Stop system.

Peer-to-peer training is the process in which we find internal champions in the affected workforce and train
them in the basics of One-Stop services and the stages of the dislocation experience. The idea is that workers in need will confide in their friends who they have worked with over decades (a peer), who can direct them to the services they need or initiate an intervention. Peer training also includes basic counseling technique, such as active listening and spotting signs of trouble. A peer is an extension of the One-Stop and can be helpful in rallying support for initiatives or on-site training and can help get the workforce preparing for the task of job seeking and reemployment.

Labor-Management Committees create a structure for internal organizing of the affected workforce. The committees are made up of management and workers with the mission of providing direction for the One-Stop on what services the company may need. Committees design outreach materials, host events, and are the eyes and ears of the facility. They help create job fairs and promote transition centers. The committee provides information and assurance to the dislocated worker. A committee can empower and bring together a workforce suffering through a stressful and bewildering time. A committee can help bring closure for the workforce more quickly and prepare workers for the next chapter in their lives.

By the end of the contract term on June 30, 2013 we will have placed over 10,000 jobseekers (at the time of this writing we stand at approximately 9,600 so a 4th quarter with below average performance would put us over the 10,000 placement mark). We have developed relationships with over 4,000 employers and that number is growing every week. We have confidence in our system but we are always trying to improve. There are two paths to job placement: 1) self-directed, online registration and self-referrals to open positions that have been developed by the Employer Services team and 2) orientation and engagement with an Employment Specialist where they can receive some or all of the services previously described through staff assistance. It's important to remember that we try to provide a matrix of services that meet an individual jobseeker's needs. Upon registration through both paths, referrals to open positions can happen immediately from the Employment Specialist or the Employer Services Recruiters who also have access to their resumes. An Employment Specialist is vital to our program design because they can get to know jobseekers thoroughly. The Employment Specialist advocates for their jobseekers and Recruiters will reach out to the jobseeker and prescreen them based on the employer's particular needs, but an Employment Specialist referral always has greater weight. The Business Service Consultants will often bring in the opportunity directly from the employers to assist with the placement of the jobseekers in the database, including OJTs, customized training and incumbent worker training. The Employment Specialist team works closely with Employer Services to find qualified candidates for open positions. Job seeking runs concurrently with assessment and IEP development and progress. We want to get a jobseeker in front of as many employers as we can, if they meet the minimum qualifications of the position to keep them sharp and motivated. Working in conjunction with the Employer Services team we plan to match jobseekers with volunteer and internship opportunities to keep their skills sharp and provide an entry into a company that may lead to full-time employment.
Since July of 2010 the ULA has been the Employer Services Contractor for Employment Connection and has created a system to find open positions, to determine the human capital needs of our regional employers, to recruit, assess, place and retain qualified jobseekers. Both sides, Employer Services and One-Stop Operator, work in concert to create a flexible, aggressive and efficient system of workforce services. The ULA has been the architect of the demand-facing strategy at Employment Connection and has an extensive history of employer engagement. Within the last three years, we have built a database of over 4,000 employers, quadrupling the number of employer contacts the area gathered during the first nine years of WIA services. We have built a database of over 25,000 screened jobseekers through outreach and recruitment efforts. During the two years and three quarters (July 1, 2010 to March 31, 2013) of the current contract we have placed over 9,600 jobseekers. In PY 2013 we project to finish the year with over 4,000 placements and we have set a system-wide goal of 4,000 placements per year for the length of this proposed contract.

So how have we worked with employers? The relationship with these employers can vary depending on their hiring needs. We have collaborated with Cleveland Clinic to create the Military Career Advancement Skills (MCAS) workshop to transition military veterans into existing Clinic positions, an important initiative for the hospital and the community. We have ongoing relationships with Rosemary Center, Menorah Park, SP Data, Horseshoe Casino, and PPG where we consistently assess and recruit for their various positions and locations. These opportunities are important for getting a segment of jobseekers consistent work and helping them acquire job skills. These employers have large employment needs and have difficulty finding and retaining employees. Menorah Park hires 20 new staff a month with the assistance of our recruiters and our OJT funds. Another example would be “from-the-ground-up” recruiting as evidenced with our work with the Greater Cleveland Aquarium and SP Data. These organizations began their relationship with us when they had no employees except for a recruiter looking for talent. ULA Recruiters started by understanding the company’s talent needs, understood company culture, created a qualified candidate pipeline, held recruitments and interviews, and followed through with the employer until the need was met. When the Aquarium opened all of their staff had been recruited through Employment Connection from customer service all the way up to their CFO. The story with SP Data is much the same. An advance recruiter with the company came into town and we recruited, screened and referred every one of their original staff. Now, we have established an ongoing three year relationship with them to provide candidates as they need them. The company has stated publicly that we saved them as much as $100,000 in recruiting expenses.

For all employers, we provide a concise recruitment strategy. We function as an extension of their human resource department by doing the following: pre-screening, referral services, assistance with writing job descriptions and determining wages to be competitive with surrounding business, posting of their openings, assisting them with creating training plans for new and existing employees, making recommendations and assisting them to improve their hiring process to be more efficient. With our assistance, we save the employer time and money throughout the hiring process. We provide access to various incentive programs such as OJT’s, customized training and incumbent worker training.

Additional employers will be targeted using the same techniques we used to amass over 4,000 in the current database, with some modifications and refinements. The outreach will take the form of a combination of cold-calling lead generation, in-person visits, recruiting events, job fairs, networking events, chamber of commerce meetings, economic development department leads, referrals from other employers and jobseekers, Labor Market Information (LMI) research and the Hoover’s database, Dunn and Bradstreet, referrals from partner agencies, referrals from the State of Ohio, Team NEO and the Greater Cleveland Partnership. Also the BSCs and Recruiters we hired have brought their own personal contacts and their books of business from their previous positions. We also mine LinkedIn, Monster, and Ohio Means Jobs for leads. We have begun to establish a stronger social media presence and are looking for ways and techniques on how to strengthen these initiatives. We have continued to cultivate relationships with neighboring WIBs to assist out-of-county employers. We have also begun the initial steps of formulating a plan to become the county’s primary employer internship hub. We plan to post internships alongside full-time permanent employment on the Employment Connection website, thus drawing in more employers who will have open permanent positions in the future and student jobseekers with newly learned skills with no experience and mature jobseekers looking to transition new careers.
**Job Orders & Statistics**

Partial Disclosure Job Orders 6877
Full Disclosure Job Orders 2388
Non-Disclosure Job Orders 124
Alien Certification Job Orders 163
Job Orders Issued (Total) 9552

**Job Orders Issued by Classification**

Employer Generated 3964
Business Services Generated 974
Other (Member Found Job/State Wage Data) 4614

**Other Categories**

Companies Contacted/Sales Visits 3047
Hiring Employers 4292
Employer Interviews Scheduled 25066
Jobseeker Referrals/Resumes Submitted 35886
Emails 72562
Recruitments 726
Recruitment Participants 10666
Placements 9614
Robo Calls 526,850
Wages 18,267
Retention 96.15%
On-the-Job Training 823
Customized Training 60
Incumbent Worker Training
Claudette “Kitty” Blackmon  
Union Affiliation: CMRJB  
Years with the Union: 35+  
Nominated By: Nettie King

No words can describe my dear friend and union sister, Claudette “Kitty” Blackmon; who’s name I am honored to submit for this year’s “UNSUNG HERO” award on behalf of Workers United - Local 10.

Kitty laid down her “union crown” on July 9, 2012. I know she's in heaven conducting an organizing campaign. Kitty LOVED her family unconditionally. Her devoted daughter Electra and her two grandchildren, Morghan and Thomas John were her life. But, Kitty also loved the “union” unconditionally.

In her 35+ years as a union rep at Max and Erma’s at Cleveland Hopkins airport; she watched out for the workers, as if they were her own. She would regularly go toe-to-toe with management on their behalf. For the past 12 years, Kitty served as Executive Vice-President of Local 10 and on the Executive Boards of the Chicago and Midwest Regional Joint Board; as well as the coalition of Black Trade Unionists. In 2005, Kitty ran for the Ward 3 City Council seat; to replace incumbent Zack Reed. Kitty made a heck of a showing and finished second in that race. Kitty was kind and gentle; yet fiesty and tenatious. She was “TRUE UNION” and we will all miss her.

Rosa Dasco  
Union Affiliation: NEOEA  
Years with the Union: 10+  
Nominated By: William Lavezzi

Early in her career, Rosa worked for the Hill House in University Circle. Her first experience with a labor union was to chair a strike effort in that facility. She continued her labor efforts at Cardinal Local School District in Geauga County. Rosa has been on the Cardinal Education Association’s negotiations team, insurance committee, and Race to the Top team and has served as vice president. She has also been involved as an elected delegate for NEOEA, OEA, and NEA representative assemblies and to the service council which includes the NEA locals in her area.

Her greatest accomplishments have always been the ones done behind the scenes. Her efforts as the local chair of Cardinal EA’s legislative efforts have made Cardinal a leader in member contributions to OEA’s Fund for Children and Public Education: Cardinal has boasted the highest participation rate in Northeastern Ohio on several occasions as well as the highest per-member contribution. Cardinal EA also boasts 100% membership, largely due to Rosa’s efforts. As grievance chair, Rosa has been instrumental in settling a number of very complex grievances.

Rosa’s family life is also a testimonial to her selflessness. She is married and has three wonderful children, all of whom are college graduates and retain the same values of protecting our most vulnerable and standing up for what is right. Her convictions and labor values are what make her a true unsung hero of labor. Cardinal EA President Kim Richards says, “She has always stood for what is right and represented all our members. She will often say ‘it’s not about me, it’s about what is the right thing to do for and by our membership.’ As the daughter of an immigrant who came to this country because of his involvement in labor movements in Italy, his values and convictions are echoed in everything Rosa does for our association. It has never been about her.”

Because she exemplifies professional dedication and community involvement, NEOEA is proud to nominate Rosa Dasco as an Unsung Hero of the Labor Movement.
Gary Gargiulo

Nominated By:
David Megenhardt

Gary Gargiulo joined the United Labor Agency in June of 1978 after graduating from Bowling Green State University with a bachelor’s degree in Accounting and Organizational Development. He began his tenure at ULA as manager of a special project focusing on unemployment statistics in Cuyahoga County. Gary is currently the Finance Director and is responsible for all of the fiscal operations of the agency with an annual budget of almost five million dollars. He has been a member of the Executive Board of UCIP-ASAP and currently is a member of United Way Services Agency Accounting finance committee.

Robin LaGorin

Union Affiliation: AFSCME Local 3360
Years with the Union: 14
Nominated By: Julie Albers

Robin has been with our local for 14 years. This is actually the second time she worked at MetroHealth. The first was in the 1970’s and then in 1975 she left to get married and start her family. Robin works as a Patient Service Representative in the Orthopedic Clinic at MetroHealth Medical Center. She is well known to staff and patients alike for her pleasant welcome and high efficiency at performing her job. Robin is a steward for her area and works tirelessly to ensure that our members are well represented and kept up to date on issues in the workplace, community and in local and national politics. Robin has also been the Secretary-Treasurer for Local 3360 for over 6 years. In the years she has been the Treasurer Robin has made sure that we were catapulted into the 21st century. She has revamped our record keeping, streamlined the auditing process and brought Quick books to the office. Today, when we ask Robin for any information on treasury issues she is prompt and thorough in getting the office what we need. She balances the books and has made changes that have benefited this local financially.

Robin is an outstanding worker and union supporter that steps up to the plate no matter how busy she is in her personal and work life. She volunteers for projects and committees that take up a significant amount of her personal time. When we need something done, we always first think of Robin. We know the job will be done well and in a timely fashion. Robin is married to Allen and the proud mother of Frankie, Amy and Michael, mother-in-law of Nadia (Frankie) and a new grandmother of Patrick. She has raised her children admirably and adores her grandson. I often call Robin for information that is not related to union business, like directions to airports, where to purchase items, how to make appointments and how to care for injured limbs! In short, she is like my surrogate mother. I appreciate her patience and guidance. We all appreciate Robin every day of the week, even if we don’t tell her every day. For all of the reasons above, Robin is our unsung hero we are grateful for her seemingly unending service and are happy to nominate her for this award.
Regina Williams

Union Affiliation: National Association of Letter Carriers (NACL)
Years with the Union: 20+
Nominated By: NACL

Regina has been an integral part of Branch 40 Letter Carrier’s leadership for over 20 years. Words cannot express the National Association of Letter Carriers appreciation for our sister Regina Williams. Regina has served in numerous capacities for our union. She started out as a station steward over twenty years ago in Richmond Heights, Ohio. From that beginning we have been blessed to have her act as our liaison to Congresswoman Marcia Fudge, and before her, Stephanie Tubbs-Jones. For the last six years she has served as our Branch Assistant Recording Secretary.

She was part of the joint Employee Involvement Task Force. Currently she is also one of the representatives on the Dispute Resolution Team where she represents letter carriers from the Northern area in grievance resolution. In her spare time she has been the Letter Carriers release in the 2008 and 2012 national elections to the AFL-CIO. For all of these reasons we would be honored to recommend Regina Williams for the unsung hero award.

Loree K. Soggs

Union Affiliation: International Union of Operating Engineers
Years with the Union: 20+
Nominated By: David Megenhardt

Loree K. Soggs began working as an Operating Engineer in 1964. He has served his Local Union IUOE Local 18 as a business agent, apprenticeship coordinator, steward director, officer and fringe benefit fund trustee. Loree has been involved in numerous contract negotiations since 1984. He is the first Operating Engineer to hold the office of Executive Secretary in the Council’s history, a post he was elected to on October 1, 1994. He holds a Bachelor of Arts degree from Defiance College. Loree and his wife Barbara reside in North Royalton, Ohio and have five children and four grandchildren.

Loree has also served on the following committees and boards:

President of the North Shore Federation of Labor

Vice President of the Ohio State Building and Construction Trades Council

Trustee of the Union Construction Industry Partnership

Chairman of the Union Construction Industry Partnership/Apprenticeship Skills Achievement Program

Executive Director of the Northern Ohio Building Trades Real Estate Investment Program

Member of the Executive Committee of the Cleveland Catholic Diocese Building Commission

Executive Committee of the Cuyahoga Democratic Party

Vice President of the United Labor Agency

President of Pinzone Towers

Vice President of Lupica Towers

Board Member of the Ohio Water Development Authority

Co-Chair to the Labor Initiative of United Way of Greater Cleveland

Mayor Frank G. Jackson’s Sustainability Cabinet
Recruitments: 726
Participants: 10666

Names of Employers receiving recruitments (Partial List):
Kelly Services
Homeland Services
Ferrotherm
Stanley Staffing
FedEx
Kelly Services
United Insurance Company Of America
Power Direct
Amotec
Stanley Staffing
Rose Mary Center
Cavalry Staffing
Accenture
Alcoa/Tempcraft
Menorah Park
Infocision
Minute Men
RTA
Cleveland Clinic
University Hospital
United Insurance
Accenture
Bryant and Stratton College
Keithley Instruments
Best Buy
OJT/NEG Grant Presentation
MCAS Cleveland Clinic
Nautica Aquarium
Minute Men / Plastic Platers
Progressive Insurance
PPG
MissHal’s Cleaning Inc.
Zircoa
GMAC Insurance
Carrington Youth Academy
Icon Investigations
Caxton Growth Partners
Amtrust
Horseshoe Casino
Thistledown Racino
Alcoa / Tempcraft
Volt/ RJ MIMOR
Genesis
Hugo Boss
Manitowoc (Cleveland Range)

Job Seeker Referrals: 35886
Employer Interviews: 25066
Sales Visits: 3047
Hiring Employers: 4292

Non-Disclosure: 124 (1.3%)
Alien Certifications: 163 (1.7%)

Full Disclosure: 2388 (25%)
Partial Disclosure: 6877 (72%)

Job Orders Issued by Disclosure Level
TOTAL AMOUNT: 9552

Employer Generated: 3964 (41.5%)
Other (Member Found/ State Wage): 4614 (48.3%)

Business Services Generated
974 (10.2%)

Employer Generated: 4346 (45.2%)
Other (Member Found/ State Wage): 4643 (48.3%)

Business Services Generated
625 (6.5%)

Placements Made by Job Order Classification
TOTAL AMOUNT: 9614
<table>
<thead>
<tr>
<th>Industry</th>
<th>Total Placements</th>
<th>Number of Hiring Employers</th>
<th>Average Wage</th>
<th>Job Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>2168</td>
<td>1061</td>
<td>$11.17</td>
<td>Nurses, Nursing Aides, Home Health Aides, Customer Service Reps, Assemblers/Fabricators of Medical Devices, Electro-mechanical Techs, Media/Communication Equipment Workers, Director of Religious Activities, Medical Records Spec., Health Information Tech., Maintenance, Inspectors/Testers, LPN’s, LVN’s, Medical Assistants, Child Care Workers, Food Servers, Therapist</td>
</tr>
<tr>
<td>Entertainment</td>
<td>191</td>
<td>98</td>
<td>$10.76</td>
<td>Managers, Hospitalists, Editors, Media Communication Equipment Workers, Telemarketer, Customer Service Reps, Production Worker</td>
</tr>
<tr>
<td>Government</td>
<td>129</td>
<td>96</td>
<td>$11.75</td>
<td>Social/Community Services Mgr; Construction, Office Support, Social Worker, Janitor, Claims Adjusters, Placement Specialists</td>
</tr>
<tr>
<td>Customer Service</td>
<td>3284</td>
<td>1225</td>
<td>$10.08</td>
<td>Customer Service Reps, Telemarketers, Executive Secretary, Maintenance, Food Prep, Production, Sales Reps, Janitors, Data Entry, Barbers, Laundry Workers, Business Ops Specialists, Bill/Account Collectors, Nursing Aides</td>
</tr>
<tr>
<td>Education</td>
<td>95</td>
<td>86</td>
<td>$15.89</td>
<td>Teachers, Teacher Assistants, Counselors, Data Entry Clerks, LPN, Food Service</td>
</tr>
<tr>
<td>Trucking/Driving</td>
<td>146</td>
<td>117</td>
<td>$11.97</td>
<td>Truckers, Drivers, Tractor-trailer Drivers, Insurance Claims Processing Clerks</td>
</tr>
<tr>
<td>State Wage Data</td>
<td>976</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>TOTAL</td>
<td>9614</td>
<td>4292</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
UNITED LABOR TOWER

2012 ANNUAL REPORT
Number of Companies by Industry: 4180

**Construction**
Customer Service 6
General 1
Labor 1

**Education**
Administrative 11 Call Center 1 Customer Service 50
Food Service 6 General 55 Labor 1 Professional 19
Sales 1 Technical 6

**Energy**
Call Center 1 Customer Service 24 Food Service 1
General 10 Labor 3 Sales 4 Technical 7

**Entertainment**
Administrative 8 Food Service 8 General 16
Professional 2 Sales 2 Technical 3

**Finance/Banking**
Administrative 13 Call Center 4 Customer Service 50
General 29 Labor 2 Professional 13 Sales 7

**Goods and Services**
Administrative 18 Call Center 12 Customer Service 901
Food Service 221 General 508 Labor 64
Professional 123 Sales 36 Technical 68

**Government**
Administrative 30 Call Center 1 Customer Service 38
General 20 Labor 3 Professional 11 Technical 1

**Healthcare**
Administrative 10 Customer Service 333
Food Service 2 General 138 Labor 6
Professional 46 Sales 8 Healthcare 10

**Hospitality**
Administrative 1 Customer Service 19 Food Service 33
General 10 Professional 2 Sales 3 Technical 1

**Information Technology**
Administrative 3 Call Center 2 Customer Service 30
General 20 Labor 2 Professional 12 Sales 1
Technical 9

**Insurance**
Administrative 2 Call Center 7 General 32
Labor 1 Professional 9

**Manufacturing**
Administrative 2 Customer Service 195
Food Service 8 General 157
Labor 90 Professional 7 Sales 34 Technical 36

**Non-Profit**
Administrative 15 Customer Service 40 Food Service 3
General 40 Labor 3 Professional 11 Technical 1

**Retail**
Customer Service 44 Food Service 12
General 27 Labor 75 Professional 5 Sales 29

**Transportation**
Administrative 11 Customer Service 71 Food 1 General 49
Labor 3 Professional 12 Sales 13 Technical 4
Placements/Residents by Ohio Counties:

No County Given: 4

Placements/Residents by States:

- Alabama: 2
- California: 2
- Florida: 2
- Georgia: 1
- Illinois: 1
- Indiana: 1
- Maryland: 1
- Michigan: 3
- Missouri: 2
- North Carolina: 3
- New Jersey: 1
- Ohio: 9586
- Pennsylvania: 1
- South Carolina: 3
- Tennessee: 2
- Texas: 2
- Wisconsin: 1

(91.2% of total placement placement placement)
## UNITED LABOR AGENCY, INC.
### Statement of Activities
For the Year Ended December 31, 2012

#### REVENUE AND SUPPORT

<table>
<thead>
<tr>
<th>Description</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$0</td>
<td>3,878,425</td>
<td>$0</td>
<td>$3,878,425</td>
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<tr>
<td>Contributions:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>United Way</td>
<td>58,267</td>
<td>0</td>
<td>0</td>
<td>58,267</td>
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<tr>
<td>Other</td>
<td>600</td>
<td>0</td>
<td>0</td>
<td>600</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>265,738</td>
<td>0</td>
<td>0</td>
<td>265,738</td>
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<tr>
<td>Special Events</td>
<td>45,554</td>
<td>0</td>
<td>0</td>
<td>45,554</td>
</tr>
<tr>
<td>Net Assets Released from Restrictions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfaction of Purpose Restrictions</td>
<td>3,878,425</td>
<td>(3,878,425)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Revenue and Support</td>
<td>4,248,584</td>
<td>0</td>
<td>0</td>
<td>4,248,584</td>
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</tbody>
</table>

#### EXPENSES:

<table>
<thead>
<tr>
<th>Description</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Housing</td>
<td>65,094</td>
<td>0</td>
<td>0</td>
<td>65,094</td>
</tr>
<tr>
<td>Community Services</td>
<td>91,620</td>
<td>0</td>
<td>0</td>
<td>91,620</td>
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<tr>
<td>Education and Training</td>
<td>3,803,060</td>
<td>0</td>
<td>0</td>
<td>3,803,060</td>
</tr>
<tr>
<td>Total Program Services</td>
<td>3,959,774</td>
<td>0</td>
<td>0</td>
<td>3,959,774</td>
</tr>
<tr>
<td>Management and General</td>
<td>170,593</td>
<td>0</td>
<td>0</td>
<td>170,593</td>
</tr>
<tr>
<td>Fund-Raising</td>
<td>35,264</td>
<td>0</td>
<td>0</td>
<td>35,264</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>4,165,631</td>
<td>0</td>
<td>0</td>
<td>4,165,631</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>82,953</td>
<td>0</td>
<td>0</td>
<td>82,953</td>
</tr>
<tr>
<td>Net Assets as of Beginning of Year</td>
<td>573,811</td>
<td>0</td>
<td>0</td>
<td>573,811</td>
</tr>
<tr>
<td>Net Assets as of Ending of Year</td>
<td>$656,764</td>
<td>$0</td>
<td>$0</td>
<td>$656,764</td>
</tr>
</tbody>
</table>

See accompanying notes to financial statements
AFSCME Local 3360
AFSCME/OCSEA
AFSCME Ohio Council 8
Akron Aeros
The Alpha Group
American Income Life Insurance
Ancora Advisors
Bakers Local 19
Deborah Barker-Bey
The Beck Center for the Arts
BMO Taft-Hartley Service
The Bodghan Group
Brothers Printing
Brite Now Dental
Sue Brown
Bula Forge
Bunker Hill Golf Course
Cadillac Music
Cement Masons Local 404
Judge Maureen Clancy
Cleveland Botanical Gardens
Cleveland Browns
Cleveland Building & Construction Trades Council
Cleveland Cavaliers
Cleveland Cinemas
Cleveland Coca-Cola Bottling Co.
Cleveland Crushers
Cleveland Indians
Cleveland Metroparks
Cleveland Metroparks Zoo
Cleveland Plain Dealer
Cleveland Public Theatre
Major Vic Collova
Salvatore Consiglio, CPA
D’Agneses Restaurant
Delta Dental
Sherry Duah
Lang Dunbar
Nancy Edmonds
Amy Emery
Envision RX Options
Executive Caterers
Faulkner, Hoffman, & Phillips LLC
Fifth Third Bank
Anthony Fluellen
Ida Ford
Gary Gargiulo
Gino’s Jewelry & Trophy Manufacturing
Goldstein and Gragel LLC
Don Graves
Great Lakes Brewing Co.
Great Lakes Theater
Rebecca Grieco
Jenny Gutwein
Hamrick Truck Driving
Hylant Group
Improv Comedy Club
International Union of Painters Council 6
Independent Business Supply
Kaiser Permanente
Key Bank
Laborers Local 310
Lake County Captains
Lake Erie Monsters
Michael Lewis
Marilyn Libens
Nicole Marbury
Denise McGuire
Medical Mutual
David Megenhardt
Mountaineer Casino
Nautica Queen
Steve Newman
N.E.O.E.A.
North Shore Federation AFL-CIO
Ohio Teamster Credit Union
Ohio UAW-Cap Council
OPEIU Local 17
Par One
Jade Peternelj
Pickwick & Frolic/Hilarities
Pine Hills Golf Club
Pipe Fitters Local 120
Policy Matters
Pro Football Hall of Fame
Renee Rasul
Retiree Housing Management
Sandy Rivera
Stephanie Rychel
Schwarzwald McNair and Fusco LLP
SEIU Local 1
Marlene Solomon
Korsandra Stevens
Teamsters Local 293
Teamsters Local 407
Teamsters Local 507
Teamsters Joint Council 41
Marcia Tolles
UAW Local 70
UFCW Local 880
Union Eye Care
United Way of Greater Cleveland
USW Local 979
Andrew Venclauskas
Fawntaine Walls
Victory Capital Management
Claudia Ward
Carol Wells
Whirly Ball
Workers United Local 10

Grants
United Way
Brunswick Towers
State Rapid Response
County WIA
Minimum Wage
Alliance for Green Manufacturing