

Careers Industries

Enriching the lives of people with disabilities



Annual Report 2011



Dear Careers Industries Friends:

Lao Tzu said “This journey of a thousand miles begins with a single step.” So as we take the first steps of our 41st year, we embark on a new journey for Careers Industries.

The challenges set before us are different. The world is changing, our attitudes as a society are evolving and the way we do business is transforming as well.

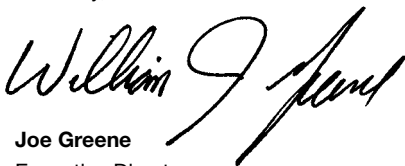
As such, Careers Industries is re-defining the model of how we deliver services for people with disabilities.

Our new facility symbolizes this transition. Designed to be open, inclusive and highly visible, our building is a paradigm shift away from the typical facility that provides services for people with disabilities—hidden away out of public view.

We understand the availability of public and other funding is increasingly limited and view it as our responsibility to use these dwindling resources wisely and efficiently. That’s why, even as a nonprofit, we take an entrepreneurial approach to expanding revenue-producing services so we can be more self-reliant while continuing to provide opportunities for persons with disabilities. When we can, we collaborate with other organizations with which we can share certain costs and together operate more efficiently so that we can redirect funds towards programs that serve our participants and the broader community.

As we look ahead to 2012, our foundation is solid. We will be on the cutting edge of our field and will continue to help the public better understand the remarkable people that we are blessed to serve every day and the value they provide to our community.

Sincerely,



Joe Greene
Executive Director



Joe Greene

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Milestones

Careers Industries celebrated our 40th anniversary in 2011 with a nod to the future when late in the year we moved into our brand new 52,000 square-foot building in Racine's Westgate Mall. This new location doubles our amount of space and allows us to meet the growing demand for services for persons with disabilities as well as the services our participants provide to area businesses and community organizations. We hope to move our Burlington facility to a similar setting in the near future.

We currently serve nearly 360 participants and almost 200 businesses and organizations from our Racine and Burlington locations.





Program Highlights

Integrated Day Services (IDS)

IDS helps persons with disabilities gain independence and dignity through meaningful social, recreational and volunteer opportunities in-house and in the community. These activities help develop functional skills useful in our daily lives. We have 135 participants in our IDS program and this past year they visited libraries, nature centers, fitness venues, sports events, museums and other cultural attractions throughout southeastern Wisconsin and Northern Illinois.

Each year our participants volunteer thousands of hours to other non-profit organizations. In 2011, these included the Racine Dominican Eco-Justice Center, HALO and the Becker Shoop Center. At Becker Shoop our participants helped set up supplies and assisted with cooking classes and bingo. Participants also collected and delivered aluminum pop tops to the Ronald McDonald House (RMH) which recycles them to raise funds. During their visit, participants toured and learned about the RMH mission. Back at Careers Industries, IDS participants held a Breast Cancer Awareness bake sale, partnered with LOVE, Inc. for a coat drive, and made candy and gift baskets for area oncology clinics and other organizations. That's just a sampling of the many ways IDS participants give back to the community.

For the first time, the work of our Art & Soul participants was featured in Milwaukee's Third Ward Gallery Night and Day event. Other popular events and venues where our art was displayed and sold included the Racine's Starving Artists; Douglas Avenue Business and Burlington Knights of Columbus Art and Craft Fairs; and the Hawthorn Hollow Nature Sanctuary and Arboretum "Walk in the Woods" art fair. Proceeds from art sales go to both the artist and to help fund the Art & Soul program. We also published a 2012 calendar that featured our artists and their work as an additional fund raiser.

Partners in Employment (PIE)

This past year was a successful one for our PIE program and participants with developmental or similar disabilities seeking community-based employment or work experiences (internships.) With 22 "hires," we almost tripled the number of participants who found jobs. We also increased the number of participants for whom we secured work experiences with 31 placements.

Fulfillment Services (FS)

The opening of our new Racine location came just in time for our FS program. We were so busy in 2011 that we ran out of room and had to rent additional space in a nearby office park to service a new relationship. That new customer was Quick Cable Corporation which hired us to assemble Battery Leaker Kits. By the end of the year, our participants had assembled more than 42,000 kits that will be used by retailers and auto parts suppliers to package and ship used lead acid batteries.

Quick Cable was one of seven new customer relationships we formed last year. Others include Ruud Lighting, North American Corporation and Factory Cat/R.P.S Corporation. Our work for these companies included testing electrical drivers, repackaging food trays and assembling replacement wheel kits.

Overall in 2011, we had 19 new projects in addition to our existing subcontracts. As such, we provided work for 100 percent of the available program days for our more than 210 FS participants. We also continued our partnership with the Racine County Workforce Development Center as an employer for Wisconsin Works (W2) which provides employment assistance to individuals who have minimal job skills. This partnership continues to be a source of employee/participants for us.

We look forward to growing our FS program in 2012 in our new Racine location where we now have 23,000 square feet of production and warehouse space compared to the previous location's 12,000 square feet. This will enable us to take on additional customers and projects that provide more work opportunities for our participants.



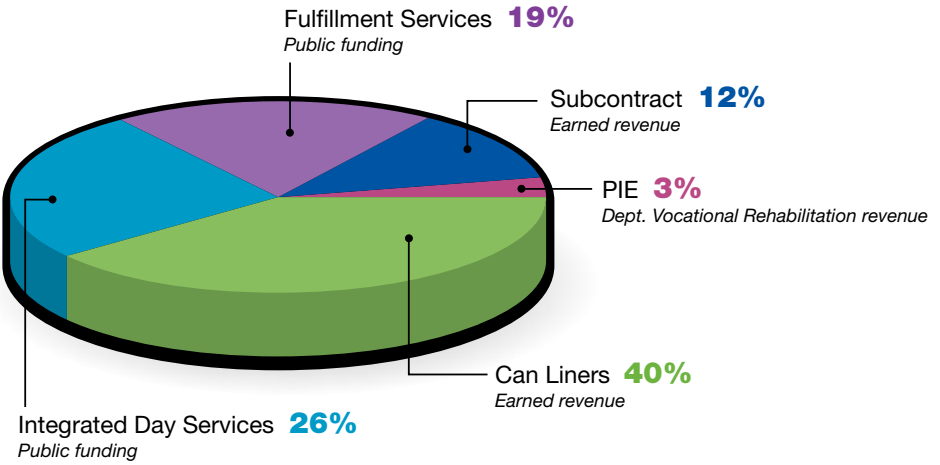
Can Liners

Our Can Liners (trash bags) program manufactured and sold nearly 12.5 million liners to the State of Wisconsin, industrial and commercial customers, and individuals in 2011. We added eight new customers including a key relationship with University of Wisconsin Materials Distribution Services. When customers buy their trash bags from Careers Industries, they not only get a quality product, but they also help provide employment opportunities for persons with disabilities.

Stay Up to Date

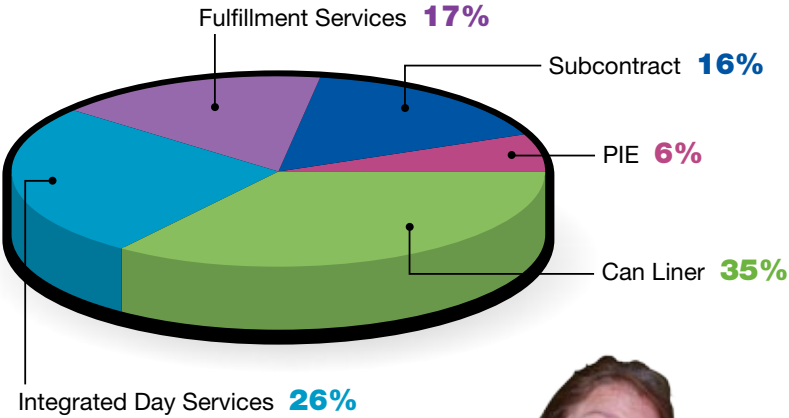
You can stay up to date year round on Careers Industries news at our web site or our new Facebook page (see link on the home page of web site) where we share photos and news about our participants and their variety of activities.

2011 Revenues



2011 Expenses (unaudited)

990s for Careers Industries, Inc. can be seen online at www.guidestar.com



Careers Industries enriches the lives of people with disabilities through work, care and community.

We also help local organizations and businesses meet their business and staffing needs.

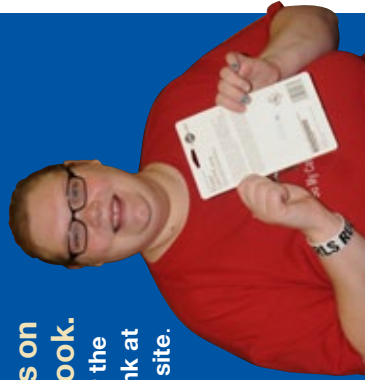
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careersindustries.com

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