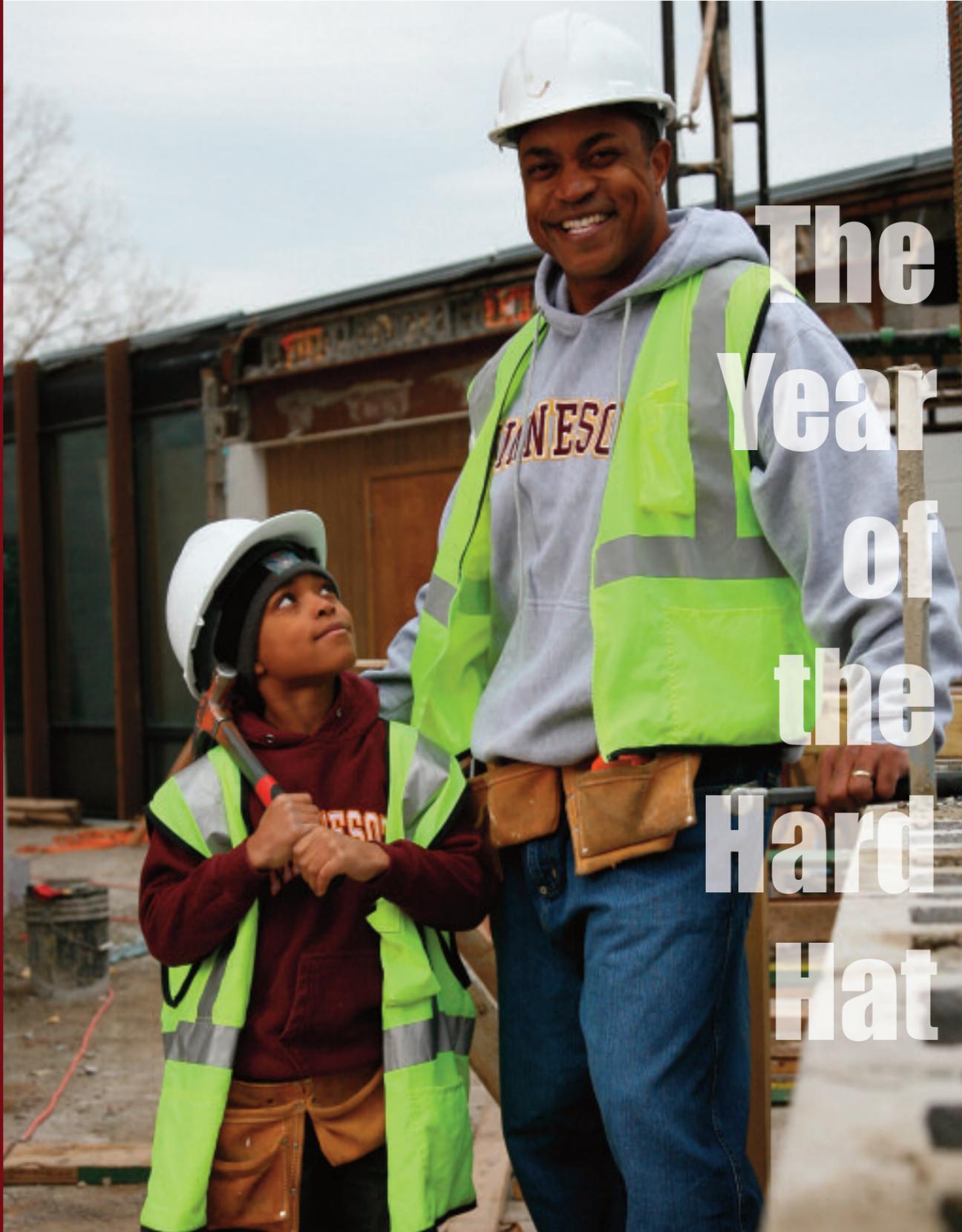




2006-07 ANNUAL REPORT



# The Year of the Hard Hat

## OUR HISTORY...

Summit Academy OIC is a non-profit accredited educational and vocational training center that empowers adults and prepares youth in the most economically depressed neighborhoods in the Twin Cities to become educated, employed and contributing members of society. In 1996, two well-established training and job placement programs, Twin Cities OIC and Two or More, merged to form Summit Academy OIC. Summit has positively impacted the lives of thousands of individuals. Summit is the only community-based vocational training center in North Minneapolis.

## OUR VISION...

For those individuals who aspire to provide a better life for themselves and their families, Summit Academy OIC instills self discipline and offers hope and progress.

## OUR MISSION...

We exist to assist individuals in developing their ability to earn and to become contributing citizens in their community. We support the development of self-sufficiency in every person, regardless of background, economic status or level of ability. We strengthen the community by preparing individuals to assume their roles as workers, parents and citizens.

## REFLECTIONS FROM THE PRESIDENT AND BOARD CHAIR

### DEAR FRIENDS,

As you well know, Summit Academy OIC is based on a belief that "the best social service program in the world is a job." And, Summit Academy's 100 Hard Hats Program proves it. Imagine families where every father goes to work everyday and serves as a positive role model for his son. This child lives in a stable home rather than moving constantly. He is able to stay in school and performs better. He does not need gangs or charity. Imagine the pride of the father. He has a good career. He earns over \$36,000 a year and he is able to take care of his family. For many of our students, this is not a dream. It is a reality. 100 Hard Hats builds careers, families and communities by positioning our graduates for careers in the skilled trades.

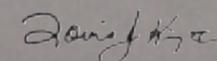
This is the year of the Hard Hat. Four years ago, our board decided to focus on industries that offered long-term growth and high wage potential. Healthcare and construction quickly rose to the top. After launching both initiatives, we made the strategic decision to make construction training the first priority. Three years later that decision is paying off.

Summit now holds placement contracts for the Twins stadium and TCF stadium. We have graduated 300 people from the program and we place over 70% of our graduates in jobs. The impact is tremendous, especially for the men who come to us looking for the skills needed to take care of their families. In just 20 weeks they move from an average wage of \$5,600 per year to almost \$30,000. This transformation is good for them, their families, business and the community as a whole.

Our youth programs also continue to transform lives. Within these pages you will hear the stories of the kids of the Quantum Opportunities and Connections programs who are overcoming tremendous odds and demonstrating that they are on the path to productive lives. Our committed staff works with them to demonstrate they can meet and exceed the highest standards. We are proud of their work.

Finally, Summit Academy OIC is stronger than ever. After three very tough financial years we are back in the black and on the move. We have strengthened our board, our funding base and our infrastructure. As you will see from the information provided in this report we produce strong programmatic results while acting in a responsible manner. We could not do it without your support. Thanks so much for helping us to help those who are trying to help themselves. God bless you.

“Imagine families where every father goes to work everyday and serves as a positive role model for his son.”



Louis J. King, II  
President & CEO



George Blackwell  
Board Chair

# IMPACT!

## Breaking new ground, changing lives!

### 100 HARD HATS TRAINING PROGRAM

2006 marked phase 3 of the Hundred Hard Hats Program (HHH) at Summit Academy. Conceptualized in 2003 with the goal of training 100 new minority workers for careers in the construction trades, the results of this effort have been astounding, surpassing our most ambitious projections, which is why we dubbed the 2006-07 fiscal year "The Year of the Hard Hat" at Summit Academy.

With two new sports stadiums underway, there is an unprecedented opportunity for our organization as well as the community. Employers on these projects need qualified employees from the community. In the past, residents of North Minneapolis have been largely shut out of these opportunities because they were either unaware they existed or the system by which they needed to gain access to the skills necessary to qualify was out of their reach. Summit Academy has become the bridge that links qualified minority construction workers to high growth, high paying jobs in the construction trades.



The average HHH participant is an African American male ages 26 to 30 with one or more children, living below the poverty line with an average annual salary of \$5,600. After graduating from HHH in only 20 weeks, these same men are placed into jobs earning an average annual salary of \$30,000 or more. The life change is immediate and the pride that comes from being able to earn a legitimate living wage that enables these men to provide for their families is invaluable.

In just 20 weeks, HHH students go from earning an average annual salary of \$5,600 to an average of \$28,000\* or more, upon graduation.

\* At print, YTD average placement salary was \$35,000.

After planning and evolving the HHH program over the past two years from a small construction training program to the largest construction training program for minority workers in Minnesota, we have secured the expertise, partnerships and credibility that brought it all together this past year. By successfully leveraging our partnerships with construction companies and funders we are able to directly channel Summit graduates into construction jobs now and through 2013. We are now poised for future growth that will continue to increase the number of minority workers and the job opportunities available to them while fulfilling the increasing employment demands of the multi-billion dollar construction industry.

#### HHH PROGRAM HIGHLIGHTS

161 participants	65 participants graduated	73% of graduates placed in jobs	Average starting hourly wage of \$13.44*
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\*At print, YTD average starting hourly wage was \$16.83

"Earnings in construction are higher than the average for all industries"

- U.S. Department of Labor Bureau of Labor Statistics

#### JOSEPH COCORAN, SUMMIT ACADEMY GRADUATE 2006 Pre-Apprentice Carpentry Training Program

When Joseph Cocoran came to Summit Academy, he was 38 years old and looking for a career that would allow him to take better care of his two girls, ages 4 and 14. He had been working for delivery companies, including one where he was employed for seven years, but these jobs were dead ends as far as advancement.

One day, Joseph stopped in at Summit Academy. The receptionist told him about all the training programs offered. "I was immediately interested in carpentry because I like to work with my hands," said Joseph. After meeting with the admissions counselor, he enrolled.



The program provided classroom work, hands-on training, field trips and mock interview preparation. His favorite class was carpentry math, one that all carpentry students take during their first 10 weeks at Summit. "You'd be surprised how much math there is on the job. It is important to be precise," said Joseph.

After 20 weeks, Joseph graduated at the top of his class. Summit recommended him to M.A. Mortenson, the general contractor building the new Twin Stadium. He was hired immediately making \$20 an hour. Joseph said he was required to be at work at 6:30 a.m. the first week, and he made sure to show up 20 minutes early.

M.A. Mortenson has already invested in Joseph's progression. He is enrolled in the apprentice school, which he attends once a week. This qualifies him to earn higher wages at regular intervals. Joseph's advice to others is: "If you make the first step, show interest, ask questions and participate, you can achieve whatever your goal is."

"If you make the first step, show interest, ask questions and participate, you can achieve whatever your goal is."

- Joseph Cocoran

# I M P A C T !

## Partners In Progress!

### HUNDRED HARD HATS COALITION

Strong partnerships with donors and employers have been paramount to the success of HHH over the past four years. Our partners along with our strong vision and leadership have made it possible for us to deliver on its promises of providing immediate and long-term solutions to the issue of unemployment and underemployment in our community. For all of this, we thank our partners - all of whom have a stake in our mission - for their committment and support.

#### SUMMIT-VEIT PARTNERSHIP

Veit is partnering with Summit Academy on a construction laborer curriculum that officials hope will improve the quality of the workforce and uncover future managers.  
By Adam Johnson, Finance & Commerce Staff Writer November 27, 2007

Employment problems in the construction industry historically have been tied to economics: In lean times, there aren't enough jobs to keep everyone working.

But now contractors are preparing for the mirror effect as the pool of workers pursuing a career in construction shrinks. Veit is one contractor that sees the tide turning away from the industry, and the company is doing something about it.

"We are feeling more and more each year as we do another round of hiring," said Scott Weislow, vice president of corporate administration and risk management at Veit. "rather than sit around and wait to see what would fall in our lap for our workforce, we decided we were going to find a workforce ourselves."

Last year, the Rogers-based specialty contractor teamed with Summit Academy of Minneapolis to develop a heavy construction laborer curriculum that can feed not only Veit, but the local industry as a whole.

The curriculum expands Summit's existing 20-week construction trade programs, which offer career tracks for electricians, plumbers, carpenters and painters. The Academy has been around for a over a decade, providing a path to employment for urban students, who are 78 percent black.

The programs have proven beneficial to inner-city workers, as well as contractors looking to meet diversity goals. But with Veit's laborer program, the academy is becoming a sort of safety net for contractors as well.



#### BEST BUY PARTNERSHIP

Inspired by the popular TV reality show, The Apprentice, the United Way Emerging Leaders Program created the Volunteer "Apprentus" challenge which they issued to four metro area companies that readily rose to the occasion. One of those companies was Best Buy Corporation and the other three --- Target Corp., General Mills Inc. and Cargill Inc. Each company competed with the other to complete a special project for a non-profit organization on a small budget of \$2,200 within a one month time frame.

Best Buy was assigned to Summit Academy which had two classrooms in desperate need of a renovation. The Best Buy team worked diligently to collect an additional \$20,000 in-kind donations and spent only \$875 of their tiny budget. Within only three weeks, the team had completely transformed the two classrooms from a deteriorating 1970s-throw-back style to high-tech learning labs with contemporary furniture, new carpet, flat screens, digital camcorders, electronic white boards and a fresh coat of paint.

The hard work paid off for more than just Summit Academy, it earned the Best Buy team the "Apprentus" grand prize and the "best long-term value to an agency" award. At the project's completion the Best Buy and Summit team designed a special tribute wall in one of the classrooms and dedicated it in honor of the late W. Harry Davis, a local civil rights veteran, politician and businessman.

#### COMMUNITY PARTNERSHIPS

The Minneapolis Empowerment Zone, Minnesota Job Skills Partnership, North Way Community Trust and United Way all invested in Summit Academy to strengthen our capacity and increase enrollment to ensure a steady pipeline of well-trained graduates.

Summit's 100 Hard Hats program benefits from other strong relationships: Dunwoody College of Technology provides customized training in electrical or plumbing trades and Sherwin-Williams developed our painting curriculum.

#### MINNESOTA BALLPARK AUTHORITY

Created by Minnesota state legislation in 2006, The Minnesota Ballpark Authority (MBA) oversees and guides the development of the new Minnesota Twins ballpark, slated to open during the 2010 baseball season. The MBA consists of five Commissioners appointed by the Hennepin County Board. Currently Summit Academy holds a \$100K placement contract to fulfill the MBA workforce hiring goals.



Before



After

# I M P A C T !

## Building Healthy Communities!

### SUMMIT HEALTH CARE TRAINING PROGRAMS

As baby boomers age faster than the general population grows and communities across the nation become increasingly diverse, the demand for skilled culturally competent healthcare workers is growing at a pace that isn't keeping up with workforce growth. For these reasons, health care has quickly become the largest and highest job growth industry among all industries and it is expected to generate over 3 million new wage jobs between 2006 and 2016. (Bureau of Labor Statistics 2007)

Five years ago our Board saw the potential of the healthcare industry for our students and made the decision to expand our curriculum to include entry level health care careers. Since we entered the health care arena four years ago our students have benefited tremendously from the additional opportunities for well-paying jobs that offer extensive career advancement potential.

In the coming year, we plan to expand our health care careers program to include medical insurance coding, another high demand health care field. Summit currently offers these health care training programs:

#### CERTIFIED NURSING ASSISTANT/HOME HEALTH AIDE TRAINING PROGRAM

According to the Bureau of Labor Statistics Health aides such as CNAs and Home Health Aides represent two of the fastest growing jobs in health care with an expected growth rate of 49 percent between 2006 and 2016. This growth can be attributed to growing aging and ethnic populations.

Students receive training in basic nursing skills and learn how to check and monitor vital signs. They apply their skills during laboratory exercises and clinical experience in a long-term care facility. Students are also prepared for the State Nursing Assistant Test-Out (a written and skills exam) to be registered for placement on the Minnesota Department of Health Nursing Assistant Registry, both of which are required for employment in the industry.

#### COMMUNITY HEALTH WORKER TRAINING PROGRAM

Community Health Workers (CHWs) work to increase access to health care and promote appropriate use of health care resources. While their work is not new to the health care industry, CHWs are becoming more broadly recognized for the value that they add to the health care system. Nationally and locally, efforts are being made to standardize the profession and compensation of these workers. Recognizing that the demand for CHW's is on the rise, Summit developed an accredited Community Health Worker training program to improve health care delivery to diverse populations in Minnesota. Drawn to the growing demand for CHWs and Summit's culturally sensitive instruction, students are lining up to pursue a 15-week or 20-week CHW certificate at Summit Academy.

Health aides such as CNAs and Home Health Aides represent two of the fastest growing jobs in health care with an expected growth rate of 49% between 2006 and 2016

- Bureau of Labor Statistics

STUDENT PROFILE	HEALTH CARE TRAINING PROGRAM HIGHLIGHTS
87% of students are female	90% of CNA students passed the Minnesota state exam
77% of students are African American	Average hourly starting wage of \$11.78
58% of students are residents of Minneapolis	73 students graduated on time
53% of students are heads of households (140 children)	50 students placed in jobs
73% of students were unemployed at start of the program	141 students enrolled

#### ROXANNE KING Community Health Worker Program Graduate 2006

My name is Roxanne. I have 3 girls, and I'm raising them on my own. A year ago, I was laid off from my job in a billing department. I thought I'd find a job quickly. After months of no luck, I enrolled in Summit's Community Health Worker program. I received a grant from Summit to cover tuition, which helped financially. What I enjoyed most was the active classroom learning, health fairs and my internship. I graduated in August with perfect attendance.



By then, finances were tight and my unemployment had run out. Even though I didn't want to, I applied for public assistance. I'm not the kind of person who wants to rely on assistance, but I had to think of my girls. Fortunately, I didn't have to follow through on this. Within a few weeks, I got hired at the community clinic where I performed my internship.

Today because of Summit, I am earning \$12.50 an hour, more than I've ever made. I was upset when I got laid off, but looking back now I'm thankful. I am doing what fulfills me: client advocacy. I couldn't be happier!

# IMPACT!

## Educating the Next Generation of Workers!

### SUMMIT YOUTH PROGRAMS

#### QUANTUM OPPORTUNITIES PROGRAM (QOP)

The Quantum Opportunities Program is an intensive multi-disciplinary academic intervention program designed to increase high school graduation and postsecondary enrollment of disadvantaged teenage youth. The program is based on a successful national model first piloted in the early 1990s by the OICs of America.

In its 9th year at Summit Academy and its 3rd year housed at North High School, the program reflects a unique and synergistic partnership between Minneapolis Public Schools and Summit Academy. QOP seeks to reduce the achievement gap for students of color by turning underperforming students into top performers. The program aims at incoming freshman with a 2.0 GPA or less, that have yet to pass the 8th grade MCA test and are at risk of not graduating on time.

QOP takes a direct approach to ensuring that youth do not fall through the cracks but stay on course for high school graduation by connecting with freshmen at the onset of their high school career and continuing to provide academic support and postsecondary preparation through their 4 years of high school,

While enrolled in QOP youth undergo intensive academic assessment and coaching from skilled instructors who work closely with the faculty at North High to coordinate academic interventions and monitor progress. QOP students work towards achieving academic and personal goals and gain exposure to careers in high growth industries such as healthcare, technology and construction while learning critical social and communication skills necessary to successfully participate in an increasingly competitive workforce.

Consistently QOP students outperform the District's academic standards, graduate on time and pursue postsecondary education.

#### QOP STUDENT PROFILE

GPA of 2.0 or less

Failed two or more classes

Failed the MBS or MCA tests

At risk of dropping out of school

95% of students from under-represented groups

#### QOP HIGHLIGHTS

91 participants at year-end

0 students dropped out of school while in QOP

74% of student are on track to graduate from high school in four years

67% of students achieved a grade point average of 2.0 or better (after 1 year or longer in the program)

81% of students passed the Writing Basic Standards Test on their first try, compared to 65% of their peers at North Community High School

4 students made the National Honor Society for their academic achievements

#### Angela's Story

I heard about QOP during 9th grade orientation. High school was intimidating at first and math for me was a little iffy. It was nice to have QOP's help on my homework since my mom works two jobs, one full-time and the other part-time. Because of QOP, I feel very confident about school. Last year, I even made it into the National Honor Society.

QOP is more than a tutoring program. We also learn about careers, college and community service. QOP found people I could job shadow and I have gone on college tours. QOP helped me prepare a resume and the coordinator drove me to an interview at City Hall for a summer job. They hired me! I also campaigned for Keith Ellison in his successful run for the House of Representatives.

QOP is like having a second parent. They'll talk to your teachers. They make learning fun, but they're also very serious about it.



#### Leandro's Story

I am 16 years old and attend North Community High School where I'm a corner and running back on the football team. I joined QOP two years ago when I was in 9th grade. When I started, my grades were pretty bad - I had a 1.94 GPA at the end of the first quarter. The QOP staff taught me how to take notes in class and got me to focus on doing my homework.

Last year, I started having problems at home and wound up homeless for awhile. QOP noticed when I wasn't in school and helped me stay on track in my classes. When I needed something, or just someone to talk to, Mary and Tony from QOP were there for me.

Eventually, I found a stable place to live and improved my cumulative GPA to 2.57. I even made the honor roll! I definitely plan to go to college.



# SUMMIT YOUTH PROGRAMS

## (continued)

### CONNECTIONS PROGRAM

The Connections Program works with youth in foster care who are under legal custody of Hennepin County and have had multiple disruptions in out-of-home placements. The program is designed to stabilize placements and increase the rate of successful emancipations for youth aging out of the foster care system.

Connections offers a range of services to high-risk foster care youth ages 12 through 18 years old. Services include daily living skills, money management, career and educational planning, and housing assistance. Connections also assists with college visits, selection and application of financial aid for those young adults who are moving on to postsecondary education.

53 total participants

0 participants dropped out of high school

64% of participants will graduate on time

98% of participants stabilized in permanency placement

#### Markita's Story

Markita is 16 years old and on the B honor roll in high school. She just started her junior year and has already passed both her reading and writing basic standards tests with flying colors. Markita is active in her church choir and has big plans to have a singing career. If that doesn't work out, she has a back-up plan. She'd like to study sign language. Her younger brother had autism and could only communicate through signs. He passed away, but Markita is interested in helping other children with disabilities.

If you didn't know any better, you'd think Markita grew up in a stable, supportive family. She didn't. Markita's siblings were torn apart when her mother lost custodial rights because of neglect. "There were times when we wouldn't see my mother for days," she says.

Before joining Connections, Markita lived in more than 20 foster homes. Sometimes the county moved her and sometimes she ran from where she was placed. Markita can't remember how many different schools she's attended. There was a time when she didn't want to meet any new people because so many had come in and out of her life. Then she started the Connections program. "The Connections staff helped me realize that some people are in your life for a season, some are there for a reason," she says with wisdom far beyond her years.

Since joining Connections two years ago, Markita has been stable at home and in school. She and her sister, who is also in the program, are living with relatives. Markita isn't worried about turning 18, the age at which foster children emancipate from the system. She feels like the Connections program is helping her prepare for it. She is looking forward to the independence and to being like "everyone else."



### POST SECONDARY EDUCATIONAL OPTIONS PROGRAM (PSEO)

Summit Academy OIC offers Post Secondary Enrollment Options to high school juniors and seniors to earn both high school and college credits while learning a trade at a post-secondary vocational school. Students can train at SAOIC for 20 weeks or less for a career in one or more in the following areas: Pre-Apprentice Carpentry, Pre-Apprentice Plumbing, Pre-Apprentice Electrician, Community Health Worker, or Certified Nursing Assistant/ Home Health Aide.

PSEO students come from 24 high schools across the metro area. They receive credits from their high school, monetary incentives and a Certificate of Completion from SAOIC.

#### PSEO PROGRAM PARTICIPANTS

52 Participants Total:

24 Carpentry Students

3 Administrative Assistant Students

16 Certified Nursing Assistant Students

9 Community Health Workers Students

More than 7,000 Minnesota students were in the PSEO program last year – including 321 students from private high schools and 700 students who were in home schools.

-Minnesota Department of Education

#### Troya's Story

Troya is a young mother of a beautiful 3 year old daughter. She is one of three children from a mother who was recently diagnosed with cancer. Two out of three of Troya's siblings are in unstable living conditions. In addition to these stressors, Troya is clinically diagnosed as suffering from Traumatic Brain Injury. Amidst the instability and stress, she maintained focused on obtaining a diploma and career.

Within 8 months of enrolling in Summit Academy's PSEO Program, Troya's life began to turn around. When she started the Community Health Worker Program, she lacked the self-confidence to look her fellow students and instructors in the eye, while communicating. Within weeks of working with a supportive team of faculty and staff, she began to blossom by exhibiting confidence. Troya began to grow as she met the curriculum challenge to execute a ten minute public briefing in front of her classmates and instructors. This personal change was viewed as improving her relationship with her daughter.

The Community Health Worker program taught her the skills necessary to get back on her feet again. In addition, she gained a sense of pride, confidence, strength, and the courage to be a good parent and an independent adult. After leaving Summit Academy, Troya was able to use the skills and techniques acquired to gain employment with her C. N. A. Certificate. Currently, Troya is working at Bryn Mawr Health Care Center in North Minneapolis. She overcame many barriers and is a more confident and technically proficient citizen because of it. Troya exclaims that life as she knew it in 2007, will never be the same!



# Accountable Stewardship!

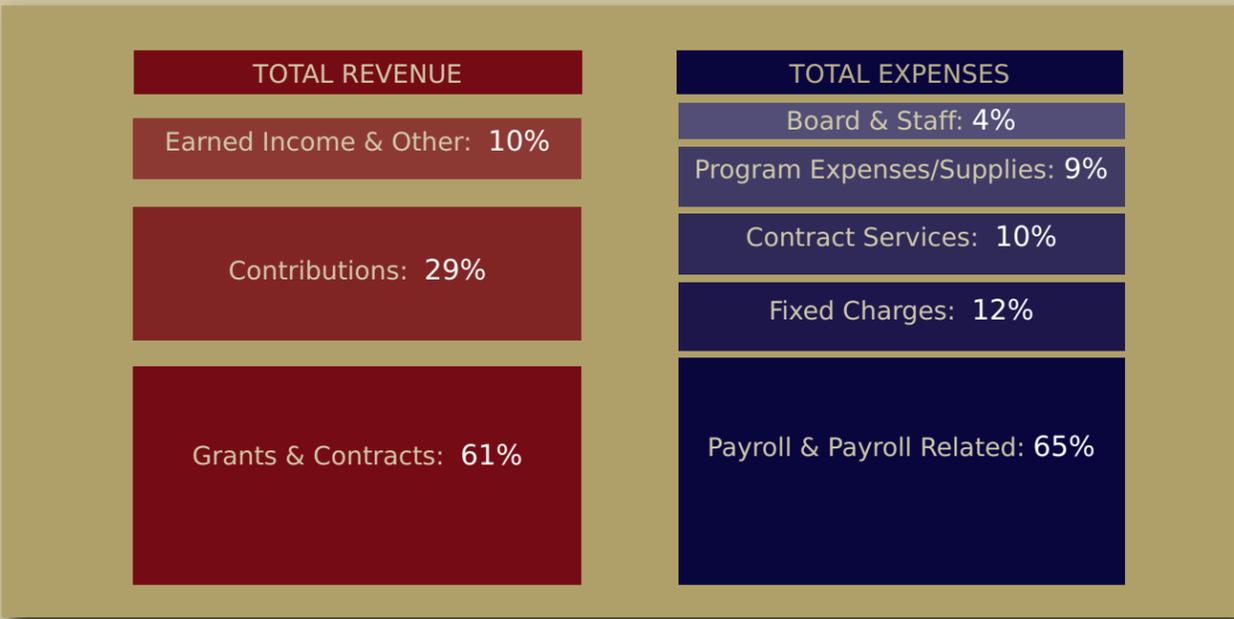
## SUMMIT FINANCIALS

**BALANCE SHEET**  
June 30, 2007  
(in thousands)

ASSETS	June 2007	June 2006
<b>Current Assets</b>		
Management Operating Cash	356.3	70.1
Restricted Cash	77.1	97.1
<b>TOTAL CASH</b>	<b>433.4</b>	<b>167.2</b>
<b>Other Current Assets</b>		
Accounts Receivable	353.3	296.2
Contributions Receivable	107.9	73.1
Other	124.0	92.0
<b>TOTAL CURRENT ASSETS</b>	<b>1,018.6</b>	<b>628.5</b>
<b>Long Term Assets</b>		
Land	465.5	465.5
Fixed Assets	5,175.9	5,050.7
Less: Accumulated Depreciation	(3,087.6)	(2,925.7)
Contributions Receivable - Long Term	45.0	5.0
<b>TOTAL LONG TERM ASSETS</b>	<b>2,598.8</b>	<b>2,595.5</b>
<b>TOTAL ASSETS</b>	<b>3,617.4</b>	<b>3,224.0</b>
<b>LIABILITIES &amp; NET ASSETS</b>		
<b>Current Liabilities</b>		
Accounts Payable	147.6	108.3
Bank Line of Credit	-	149.7
Other	266.1	342.4
<b>TOTAL CURRENT LIABILITIES</b>	<b>413.7</b>	<b>600.4</b>
<b>Long Term Liabilities</b>		
Note Payable, Less Current Maturities	338.2	-
Asset Retirement Obligation	124.7	124.7
Other	22.8	24.3
<b>TOTAL LONG TERM LIABILITIES</b>	<b>485.7</b>	<b>149.0</b>
<b>TOTAL LIABILITIES</b>	<b>899.4</b>	<b>749.4</b>
<b>Net Assets</b>		
Unrestricted - Undesignated	69.7	(73.8)
Unrestricted - Property and Equipment	2,429.1	2,465.8
Temporarily Restricted	119.1	82.7
<b>TOTAL NET ASSETS</b>	<b>2,717.9</b>	<b>2,474.7</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>3,617.4</b>	<b>3,224.1</b>

**STATEMENT OF ACTIVITIES**  
June 30, 2007  
(in thousands)

SUPPORT AND REVENUE	
Contribution Income	1,048.6
Grants & Contracts	2,219.4
Earned Revenue & Other	366.2
In-Kind Contributions	23.6
Restricted Earnings	-
<b>TOTAL SUPPORT AND REVENUE</b>	<b>3,657.8</b>
EXPENSES	
Payroll and Payroll Related	2,208.1
Fixed Charges	408.2
Contract Services	346.5
Board and Staff	154.8
Program Expenses	239.8
Supplies	57.2
<b>TOTAL EXPENSES</b>	<b>3,414.6</b>
<b>NET SURPLUS (DEFICIT)</b>	<b>243.2</b>



\*Information based on FY 2007 audited financial statements prepared by Larson, Allen, Weishair & Co., LLP. For completed audited financial statements, contact our offices at 612-278-5282.

# Community Building Community!

## SUMMIT REPORT ON GIVING

### BOARD OF DIRECTORS

George Blackwell, Chairman  
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Richard Copeland  
David Dayton  
Jean Fountain  
Mike Freeman  
Dennis Grigal  
Gary Haugen  
Hubert "Buck" Humphrey  
Erica Jensen  
David Johnson, CEO  
Steve LaCroix  
Paul Ravich  
Jon Ruth  
Von Sheppard  
Stephani Simon  
Steven Wendt  
Angela Williams

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Peter A. Heegaard  
Jerry Hentges  
Jake Hoeschler  
Patricia Hoven  
Pete Jackson  
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Frank W. Lang  
Peter J. Lee  
Larry Lejeune  
Thomas Lowe  
Nadine McGuire  
Rev. Michael J. O'Connell  
Jose Peris  
Bill Simpson  
Howard Stacker  
Terry Troy  
James Werler  
Elizabeth Wilson

### EMPLOYEES

Robert Ahlberg  
Bertha Baker  
Kathleen Berg  
Bruce D. Bjorkland  
Robert Brace  
Jamil Brown  
Kenneth Caldwell  
Marc Carrier  
Gary Courtney  
Stephanie Curtis  
Delores D'Agostino  
Nichol K. Diggs-Ellis  
Lionel Drew  
Andrea Ebert  
Mary Ebnet  
Devon Gilchrist  
Felix Gnadji

Jherheena Herbert  
Christopher Hinton  
Bryan Ilse  
Louis King  
Aubrey Knox  
Jorgen Knutson  
Clay Langer  
Linda E. Litweiler  
Zakeitheia Mearidy  
David Myers  
Wanda Nelson  
Catherine Olson  
Tony Patterson  
Angele Phillips  
Jamie Plaisance  
Earl F. Rogers  
Lester Royal  
Sharon Shelton  
Sonja Simpson  
Amanda Sommerfeld  
Dionne M. St. Juste  
Sophia Thompson  
Alexander C. Tittle  
Gregory VanLeer Jr.  
Lois Welman  
Leroy West  
Kimberly Williams  
Pam White  
Basia Zaklika

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Louis Adams  
Barcy Bergstrom  
Molly Bergstrom  
Tonya Bescheinen  
Raye Marie Black  
James Burroughs  
Brian Charchenko  
Marta Chou  
Reggie Clark  
Daniel Cummings  
Louis Dachis  
Ann Dalsin  
Raymond Edwards  
John Estrada  
Kimberly Fields  
Linda Freilboth  
Mary Gaulke  
Patricia Graham  
Michelle Grave  
Dave Haley  
Tim Hammett  
Gordon Hendrickson  
Lisa Hendrickson  
Jeyn Hofacker  
Steve Hoyt  
Jim Huminski  
Cathy Hunt  
Dan Hurley  
Elizabeth Hutchinson  
Kim Taylor Jeffries  
Sean Jensen  
Wendy Jerome  
Clarence Jones  
Sara Khalifa  
Justin Koenig  
Bert Krinke  
Patricia Kugmeh  
Andrea Leinberger-Jabari

Petrena Lowthian  
James Momon  
Stevie Nelson  
Makeisha Nesbitt  
Kelly O'Brien  
Samson Osholuwu  
Katie Peterson  
Koshy Samuel  
Suelling Chan Scharidin  
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