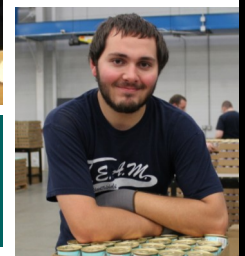
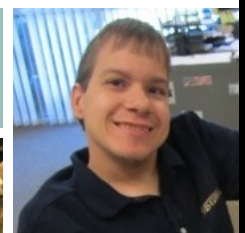




Heart for **PEOPLE** | Mind for **BUSINESS**



2014 ANNUAL REPORT



MISSION

Provide services for individuals for the purpose of maximizing their success and enhancing their abilities to be independent, contributing members of the community.

Training and Employment Services

Train and empower individuals to gain the skills and confidence for employment success.

2014 Outcomes:

Total number served = 1,974

Community Training & Employment Services - *1,682

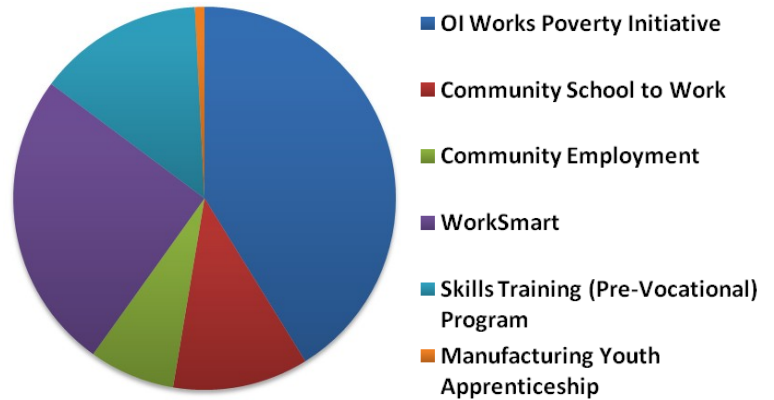
***Includes:**

- OI Works Poverty Initiative - 813
- Community School to Work - 226
- Community Employment - 143
- WorkSmart - 500

Skills Training (Pre-Vocational) Program - 276

Manufacturing Youth Apprenticeship - 16

Training and Employment Services



Community Support Services

Customized services that promote independence and personal achievement.

2014 Outcomes:

Total number served = 316

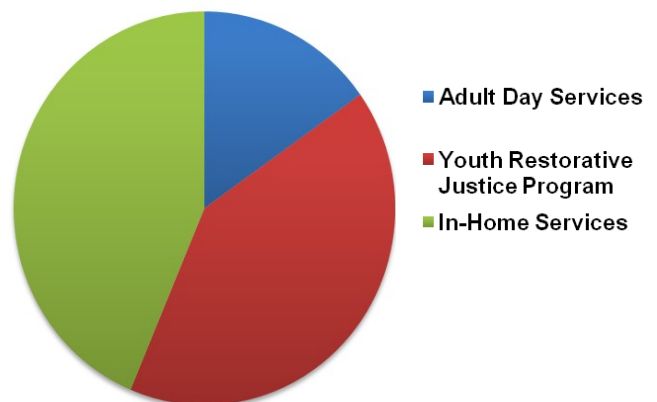
Adult Day Services - 48

Youth Restorative Justice Program - 130

In-Home Services to include:

- Supportive Home Care/Daily Living Skills, Guardianship, Respite - 138

Community Support Services



MISSION *in Action!*

Advocacy & Outreach Initiatives - *Promoting a full array of choices!*

Opportunities, Inc. is committed to advancing their formal advocacy and outreach initiatives to promote employment opportunities for individuals with all different abilities. Connecting with state and national officials is key to protecting the full spectrum of service choices for its stakeholders. In February 2014, Lieutenant Governor Rebecca Kleefisch visited Opportunities, Inc., along with two private sector partners to meet the real businesses that are working together to expand training and employment choices for a non-traditional workforce.

With Governor Walker's announcement of the Better Bottom Line initiative, which promotes the expansion of training and employment for people with disabilities, the Lieutenant Governor was eager to learn about the full array of training and employment services provided by Opportunities, Inc., as well as, meeting the real employees and employers that benefit. Opportunities, Inc. organized an afternoon for the Lt. Governor to visit local manufacturing, health care and the training programs at Opportunities to provide her with a "real" understanding of how employers and rehabilitation programs successfully advance the workforce in a local community, one individual at a time. The tour consisted of Wisconsin Packaging, Fort HealthCare, and Opportunities, Inc.

The Lt. Governor's visit confirmed that Wisconsin's goal to build its workforce and increase employment is happening every day in Jefferson County. Businesses are excited to partner with Opportunities, Inc. to expand jobs for people with diverse abilities not only because of the agency's collaborative vision, more over the reputation statewide and nationally as a comprehensive rehabilitation program.



Opportunities, Inc. staff members, program participants and family advocates met with Lt. Governor Rebecca Kleefisch before taking a tour of the facility.

Rest Area Custodial Training Program - *Spotless Achievement!*

In January 2014, Opportunities, Inc.'s Rest Area Custodial Training Program received the 2013 Inspector's Award from Wisconsin's Rest Area Maintenance (RAM) Program! The Rest Area Custodial Training Program is contracted with Rehabilitation for Wisconsin through their RAM Program to maintain the I-94 Eastbound and Westbound public rest areas. Through this specialized Opportunities, Inc. training program, individuals of all different abilities gain work experience and hands-on skills training for future community employment. It is lead by a team of supervisors with backgrounds in commercial cleaning and understanding of a diverse workforce.

Over 25 individuals receive training and work experience on an annual basis at the I-94 rest area's to advance job skills and prepare for community employment. Opportunities, Inc. received the award for having consistent high standards in custodial, maintenance and landscaping services, for responsiveness to inspector's requests and for overall positive team attitude.

The RAM Program consists of 128 roadside sites in 39 counties in Wisconsin. The Wisconsin Department of Transportation (WisDOT) owns these sites and acts as the program administrator. WisDOT contracts with Rehabilitation for Wisconsin, Inc. (RFW) to provide program management service and also with 23 Community Rehabilitation Programs, such as Opportunities Inc., to provide the custodial care and landscape maintenance services at these sites.



Rest Area staff members graciously accept the award from RFW RAM directors.

VISION

Social enterprises will combine keen mindset with community focused mission to expand employment and independence for all stakeholders.

Packaging and Printing Services

Opportunities, Inc. partners with over 300 local, national and international businesses to offer practical and relevant job skills advancement for individuals with barriers to employment. As a leader in co-packaging and print services, this social enterprising strategy combines a keen business mindset with a community focused vision.

2014 Outcomes:

Total training opportunities = 533

Total jobs 2014 = 3,281

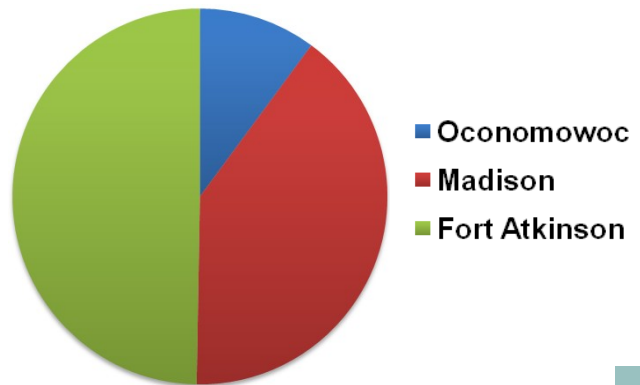
Skilled training opportunities by location

Oconomowoc - 54

Madison - 214

Fort Atkinson - 265

Number of Skilled Training Opportunities



Staffing Services

Diversified Personnel Services; the community based staffing division for Opportunities, Inc., focuses on advancing motivated job seekers through on site training, temporary assignments and permanent placements. They are an expert resource for education and awareness of the untapped potential in employing a diverse workforce.

2014 Outcomes:

Total individuals employed = 2,342

Employees hired by location

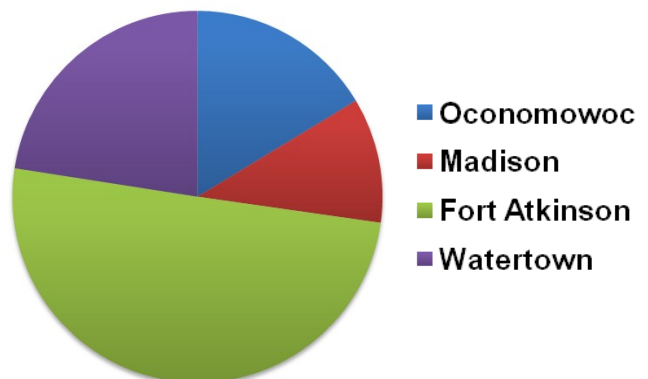
Oconomowoc - 383

Madison - 255

Fort Atkinson - 1,176

Watertown - 528

Number of Employees Hired



VISION *in Action!*

Eighth Graders Explore Local Careers - Empowering the next generation!

Educating youth in our local community on future career pathways is an important matter to Opportunities, Inc. On April 14 and December 11, over 200 Fort Atkinson Middle School eighth grade students toured Opportunities, Inc. in part of a Careers Day field trip event that is held each semester. The students spent the day traveling to four area businesses including Opportunities, Inc, Wisconsin Packaging, Nasco, and Madison Area Technical College to learn about the variety of jobs in the community, as well as the work skills needed.

At Opportunities, Inc. the students gained knowledge on potential careers in human resources, public relations, marketing, manufacturing, vocational rehabilitation, and safety. The eighth graders learned the education and training needed for the jobs. They took part in a small assembly project, used a bar code scanner, inspected product cases, and worked together to complete a press release highlighting the day's events.

All four businesses spoke on the aspects of what they are looking for in their employees and emphasized the impact of having good attendance in the workplace. Each place also had staff members reflect on their work history and how they got to where they are today. *"I learned that having a positive attitude and a great work ethic will give me more opportunities at work,"* said Ashley Hannam.

Students noted that Career Day was a fun and educational eye-opening field trip to learn firsthand the many career options within the local community. *"Career Day gave a different perspective of local jobs than just learning about them in the classroom,"* stated Taylor Romens. Many of the eighth graders agreed that it was beneficial for them to tour area businesses to see how companies operate and to hear from staff their day-to-day responsibilities.



Students working on the press release.

Opportunities, Inc. Recognizes Top Employers - Expanding community jobs!

Finding community employment can be difficult. Having a barrier to employment can add to the challenge. With the assurance and experience of Opportunities, Inc. staff members, the agency has been expanding employment opportunities for people with barriers through strong partnerships with area businesses and the state's Division of Vocational Rehabilitation. The support from these local employers has not only provided individuals with employment and training experiences, but also helps build self-confidence and strength to experience life to its fullest potential.

In 2014, Opportunities, Inc. recognized 12 community employers that have gone above and beyond in opening their doors and services by awarding them with their Employer Appreciation Recognition Award.

These include St. Vincent de Paul, Fort Atkinson; Humphrey Floral, Fort Atkinson; Sentry, Whitewater; Glenn's Market and Catering, Watertown; London Lodge, Cambridge; Bruno Independent Living Aids, Oconomowoc; St. Vincent de Paul, Oconomowoc; and Goodwill Southeastern Wisconsin Retail Store, Oconomowoc; St. Vincent de Paul, Fort Atkinson; Humphrey Floral, Fort Atkinson; Sentry, Whitewater; Glenn's Market and Catering, Watertown; London Lodge, Cambridge; Bruno Independent Living Aids, Oconomowoc; St. Vincent de Paul, Oconomowoc; and Goodwill Southeastern Wisconsin Retail Store, Oconomowoc.

Nearly 400 individuals with diverse abilities participate in integrated employment annually through Opportunities, Inc.'s youth and adult vocational programs. The support from the community and exemplary business partnerships contribute heavily to the programs success and the vision of the agency.



Jon Lamp, Owner, Mobil of Watertown; Matt, employee; and Amber Czech, Employment Training Specialist, Opportunities, Inc.

GIVING

Vocational Scholarship Annual Appeal

Willis of Wisconsin gave a kind contribution to initiate the 2015 Vocational Scholarship Annual Appeal to help ensure all who have a desire to work and live independently in the community has the ability to do so.



Steve Astemborski, Willis of Wisconsin; Sherry Frahm, Willis of Wisconsin, Inc.; Janna G.; Andrew Z.; Barb LeDuc, Opportunities, Inc; John Stieve, Willis of Wisconsin.

Spence Jensen Classic Golf Outing

Opportunities, Inc.'s 12th Annual Spence Jensen Classic was held on June 5, 2014 at Koshkonong Mounds Country Club in Fort Atkinson. All proceeds enhance and expand the job training and placement programs at the agency.



Golf ambassadors, Linda S. and Jessica S., with OI staff members, Betty J. and Nicole K, and Tom Pipines.

Statement of Support, Revenue and Expense for the Year Ended Dec. 31, 2014

Public Support and Revenue:

Contributions	\$79,776
Fees and Grants from Government Agencies	<u>\$1,664,793</u>
Total Public Support	\$1,744,570

Other Revenue:

Contract and Other Grant Revenue	\$4,467,614
Program Service Fees	\$22,226,734
Investment and Other Income	<u>\$476,593</u>
Total Other Revenue	<u>\$27,170,940</u>
Total Public Support and Revenue	\$28,915,510

Expenses:

Program Activity	\$22,086,181
Supporting Services	<u>\$2,047,716</u>
Total Expenses	<u>\$24,133,897</u>
Change in Net Assets	<u>\$4,781,613</u>
	\$28,915,510

GIVING Back!

Carolyn Hughes Community Service Grant

The recipient of Opportunities, Inc.'s Carolyn Hughes award for 2014 was presented to Officer Daniel Hefty and the Fort Atkinson Drug Abuse Resistance Education (D.A.R.E) Program.



OI Cares members, Ashley W., Michelle S. and Jessica M., and Barb LeDuc present Officer Hefty with check.

Corporate United Way Campaign

Opportunities, Inc.'s annual corporate United Way campaign raised \$7,199.91 in 2014, surpassing its \$6,200 by nearly \$1,000!



Program participants Julie S. and Chris G. with OI Agency Relations Specialist, Kayla O., presented United Way Executive Director, Megan Findlay, with campaign check.

Tomorrow's Hope

For over 10 years, the agency has been a proud supporter of Tomorrow's Hope and has provided generous printing assistance to their annual Hope Fest event.



Employment Choice = SUCCESS!

Through a variety of skills training programs and community work options, every person's employment goal can be realized.

JOLIE'S CHOICE for Employment Success:

Jolie came to Opportunities, Inc. after surviving a tragic car accident. She participated in the Employment Skills Training Program and decided to focus on gaining skills in the clerical field. Jolie's advancements soon led her to training in the Opportunities, Inc.'s business office to assist with filing, data entry, and other office tasks. Her hard work and perseverance empowered her to finish college and push through the hard times to better herself!

Upon completion of the program she worked with an Opportunities, Inc. employment specialist to find a job in her field of accounting. It wasn't long before she got a job for the Wisconsin Department of Revenue in Madison working on tax returns and other numerous accounting projects. She has been working there since February 2014 and her employer is very happy with her progress. Jolie noted, *"Since my accident, my life has changed tremendously. After trying other services and jobs, I came to Opportunities, Inc. to obtain job skills to get back on track. I learned many skills and have found a job in a field that I enjoy!"*



MAURO'S CHOICE for Employment Success:

Mauro came to Opportunities, Inc. to pursue his goal of community employment while he was still attending high school. He was a reserved teenager who had great qualities, but didn't have any prior work experience or direction on how to go about finding a job. The Community Employment team worked with Mauro to identify his career interests and expectations. The team matched him with a local employer in the trout farm and restaurant industry for a six-week work experience.

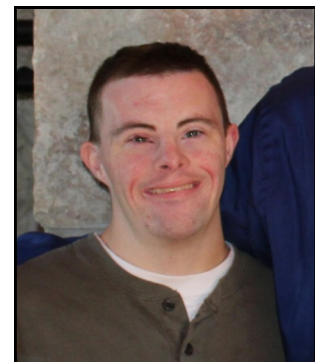
Mauro did such a phenomenal job that the company offered him a permanent position! The owner stated that he couldn't find someone with such a great attitude as Mauro. He is extremely polite, friendly and reliable. Everyone that works with him comments on his hard work, enthusiasm and attitude. Peter Fritsch, owner of restaurant, stated, *"Opportunities, Inc. matched up with a great employee, which is hard to find. Mauro is great"*



RYAN'S CHOICE for Employment Success:

Ryan is a young man who likes to keep busy. He decided that he would like to work in the community and turned to Opportunities, Inc.'s Supported Employment Program for assistance.

Through the program, he secured a job at a local restaurant as a dishwasher. He greatly enjoys this position and his responsibilities. The staff noticed instantly that he likes to keep busy and is a hard worker, so they showed him how to do more tasks at the restaurant! Ryan works on the busiest nights of the week, but has no problem keeping up with the high demands. Donn Renning, general manager of restaurant, noted, *"I can always count on him. He does his job correctly and is great worker. We miss him when he is not here."*





Board Members

Roy Budlong (Finance Member)
Executive Vice President, Premier Bank

Lance Walter (Business Member)
Lance and Associates

Gary Ellerman (Business Member)

Dr. James Bruno MD (Medical Member)

Barb Callahan (Education Member)
Director of Pupil Services, Deerfield School District

Bruce Loeb (Business Member) (Co-Chair)
President, Loeb0Lorman Iron Metals, Inc.

Kristine Benedict (Business Member) (Director at Large)

Al Seneczko (Attorney)
Attorney, Wessels Sherman

T. Lindsay Jones (Business Member)
Co-Owner & Vice President, Foremost Buildings, Inc.

Barb LeDuc
President/CEO, Opportunities, Inc.