Our mission is to create, develop, and maintain a comprehensive workforce development system that engages the entire community towards ever-increasing levels of self-sufficiency.
Dear friends:

Little by little, the Greater Cincinnati economy is getting stronger but significant challenges greet us every day when it comes to business expansion, job growth, and getting those who are unemployed back to work.

It took only a year for the unemployment rate in metropolitan Cincinnati to jump from 6.2 (July 2008) to 9.8 (July 2009). But it is taking a much longer time to bring our unemployment rate down. The metropolitan Cincinnati unemployment rate as of July 2011 was 9.2 percent, compared to 9.8 percent in July 2010.

Hamilton County was battered by a series of large plant closings and downsizings during this year. But even as workers at Avon Products Inc., Beam Global Spirits & Wine and Graphic Packaging leave their old employers, manufacturing certification training provided to them through the SWORWIB is helping these workers gain new jobs.

While federal funding decreased this year for workforce development services, demands for those services stayed high. With a much smaller staff, SuperJobs Center, our combined city-county one stop, served almost 10,000 job seekers. The Business Services staff worked with almost 300 employers. And nearly 500 job seekers who were enrolled into services found jobs.

In all categories measured by the State of Ohio, Area 13 met or exceeded performance measures (see chart). Congratulations to the leadership of the SWORWIB, our youth providers, and the SuperJobs staff for making this happen!

Finally, as we look ahead, we hope for resolution to the budget and legislative battles being fought in Washington, D.C. Another year has gone by without the reauthorization of the Workforce Investment Act. It’s time for Washington to improve the act, reauthorize it, and give public workforce professionals the tools they need as our city, county, state and nation strive to ensure we have a competitive and skilled workforce.

Mayor Mark Mallory, SWORWIB Lead Elected Official

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**2010–11 Performance Indicators**

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<tr>
<th>PERFORMANCE MEASUREMENT</th>
<th>STATE STANDARD</th>
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<tr>
<td>Adult Entered Employment</td>
<td>Met</td>
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<td>Adult Retention Rate</td>
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<td>Adult Average Earnings</td>
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<td>Dislocated Worker Entered Employment</td>
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<td>Youth Literacy and Numeracy</td>
<td>Exceeded</td>
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“I want to extend my thanks to the SWORWIB board and committee members who devote much of their time to public workforce issues. Their insights help us determine our priorities in a challenging environment.”

– Mike Conner, Chairman, SWORWIB
Vice President, Human Resources, Frisch’s Restaurants

“Congratulations to the SWORWIB, which recently learned it far exceeded other major metro areas in Ohio in number of total job placements, and was far lower than those other areas in cost/per placement. With manufacturers closing in Hamilton County, it’s gratifying that the SWORWIB was able to offer Certified Production Technician training to so many dislocated workers at Avon, Beam, and Graphic Packaging. Employers tell us this credential makes a difference when it comes to hiring—we see that in the state’s numbers.”

– Greg Hartmann, President, Hamilton County Commissioners

**2010–11 Performance Summary**

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<tr>
<td>Number of job seekers</td>
<td>9,897</td>
<td>Number of training enrollments: 217</td>
<td>Number of placements: 482</td>
<td>Number of employers served: 289</td>
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</table>
Our Top 10 from a big and busy year

**NEW NAME, RENEWED COMMITMENT:** With a tweak of its name, Employers First Regional Workforce Network formally introduces itself to the Tri-State region. Building on 10+ years of collaboration among the Workforce Investment Boards in Southwest Ohio (Area 12 and Area 13), Northern Kentucky, and Southeast Indiana, Employers First will serve as the regional resource for employers seeking to connect with a trained workforce.

**ALL ABOUT GROWTH:** The SWORWIB assists the Cincinnati USA Partnership to apply for an Early Warning Grant from the State of Ohio; the $250,000 grant leads to GrowthForce, an initiative to retain and expand regional businesses.

**BUILDERS OF TOMORROW:** Our middle school construction careers outreach continues into its third year. Students in public and parochial schools in Cincinnati and Hamilton County have embraced our Construction Clubs and Construction Summer Camps.

**SO C.O.O.L.:** Construction Offers Opportunities for Life, a collaborative of construction companies, trade professionals, career pathway high school representatives and the SWORWIB, develops a strategic plan to promote a pathway into construction careers for teens.

**SPREADING THE WORD:** SWORWIB President/CEO Sherry Kelley Marshall addresses the National Association of Workforce Boards in February regarding the power of public-philanthropic partnerships.

**EMBRACING THE MSSC:** As manufacturing grows in the region, so does the number of dislocated workers training for the Certified Production Technician, a national credential developed by the Manufacturing Skill Standards Council (MSSC). Classes in the MSSC have been offered on-site to dislocated workers at Avon, Beam Global Spirits & Wine and Graphic Packaging.

**BUILDERS OF TOMORROW:** Our middle school construction careers outreach continues into its third year. Students in public and parochial schools in Cincinnati and Hamilton County have embraced our Construction Clubs and Construction Summer Camps.

**ENERGIZED:** Get Into Energy, our newest career pathway, aims to target disadvantaged youth for careers with utility companies and their contractors.

**LEARNING FROM US:** Our collaborative pathways work over the years continues to draw national attention. In May, we participated in a forum held by the White House Council on Community Solutions that focused on our youth programs. In June, workforce experts from Jobs for the Future and the Annie E. Casey Foundation visited us to find out more about our pathway successes. And the Government Accountability Office selected the SWORWIB as one of several throughout the nation for its “promising practices in workforce collaboration.”

**WORKFORCE WONKS:** In the last year, we have used the NewsWIB, op-eds, and letter-writing to make the case to the public and elected officials for continued funding of workforce training, as well as the reauthorization of the Workforce Investment Act. We’ve worked closely with reporters to shed light on these issues and their impact locally. The year was bookended by Cincinnati Enquirer op-eds from Sherry Kelley Marshall and SWORWIB Chairman Mike Conner.
Moving ahead on career pathways

Career pathways have long been embraced by the SWORWIB as an excellent approach to connect job seekers to training to a job. Stemming from a decade of workforce development focus on industry sector initiatives in response to employer demands, the career pathway approach is a tool to educate young people and adult and dislocated workers on the training needed to gain entry into an industry, and the steps that can be taken after that to progress in a career. The SWORWIB has focused over the last decade on three career pathways—healthcare, advanced manufacturing, and construction—with a fourth, energy, under exploration through the Get Into Energy initiative.

HEALTHCARE

The healthcare career pathway is the oldest of the SWORWIB’s pathways. In 2001, when the SWORWIB was first organizing, Sherry Kelley Marshall, then Transition Executive, worked with Great Oaks’ Robert Scarborough to help expand the Health Professions Academy program for Cincinnati Children’s Hospital to other hospitals. In 2004, the Health Careers Collaborative (HCC) was formally branded as a partnership among hospitals, Great Oaks, Cincinnati State, community organizations, the SWORWIB and the SuperJobs Center.

Most of the entry-level training focused on State Tested Nursing Assistants and Health Unit Coordinators, and more than 200 workers have earned an Associate’s Degree in licensed practical nursing. To facilitate this partnership, the SuperJobs Center designated a Business Services Representative to work with healthcare employers as well as committing to healthcare as a priority industry for the use of Individual Training Accounts. From July 1, 2010–June 30, 2011, 67 jobseekers received healthcare training with $147,076 in training funds, and 78 individuals were placed in healthcare employment.

Meanwhile, in recognition of the history and accomplishments of the HCC, the Government Accounting Agency (GAO) selected the SWORWIB as an example of “promising practices by Workforce Investment Boards nationally in workforce collaborations.” During the research interviews, one GAO staffer asked what value the SWORWIB and Super Jobs provided to the Health Careers Collaborative.

HCC Executive Lawra Baumann summed it up: “The assistance to HR departments of our partner hospitals has been exemplary, as well as the supportive services and financial assistance to those seeking training for entry-level positions.”

CONSTRUCTION

In 2008, President Marshall began to work with the City of Cincinnati and Hamilton County on the Employee Readiness Program for The Banks Development on the Ohio River. The mission was to improve coordination between the SuperJobs Center and the many union and non-union apprenticeship training programs whose workers and apprentices would be needed for the Banks’ construction, and provide for the pre-training of county residents interested in construction employment.

Concurrently, the SWORWIB and construction employers, unions and community organizations formed the Construction Career Pathways Collaborative to address the need for skilled workers to replace those retiring from construction careers. This collaborative addressed the industry’s workforce needs by educating middle school and high school students about the potential of a career in construction, and training adults who would be needed for such major projects as The Banks. (For more about school outreach programs, see facing page.)

With the advent of the Great Recession, the construction industry suffered a deep downturn from which it has yet to emerge. Cincinnati has been able to defy this trend with major construction projects such as Queen City Square, The Banks, the MSD’s Project Groundwork, and the Broadway Casino. Mary who were laid off early in the recession were rehired for these projects, impacting the local mission of trying to pave the way for new hires. Throughout these tough years, the SWORWIB has worked with various partners on pre-apprenticeship programs to prepare dislocated and disadvantaged workers for construction apprenticeships; referred candidates to apprenticeship programs; and worked with the Construction Careers Collaborative to coordinate projects for youth and adults to become construction’s future workforce.

ADVANCED MANUFACTURING

Manufacturing was once the backbone of Southwest Ohio’s economy. In the past decade, the area lost thousands of manufacturing jobs, but companies that remain continue to grow, thanks to healthy exports and diversified products. Meanwhile, regional economic development officials work to attract new manufacturers to the region. Today’s companies require skilled workers who can program and operate complex machinery, work in a team environment, and move from one job to another. Those workers can be hard to find.

When Avon Products Inc., Beam Global Spirits & Wine, and Graphic Packaging announced they were closing production plants in Hamilton County, the SWORWIB responded with a variety of services for the several hundred employees affected. Recognizing that a skills gap existed, the SWORWIB partnered with the Alliance for Green Manufacturing Skills Training, and its lead organization, the Communications Workers of America, to offer training. WorkKeys assessments leading to a National Career Readiness Certificate have been offered to all workers as well.

The Manufacturing Skills Standards Council’s (MSSC) production technician training was offered through instructor-led online classes at all three plants. The training covers safety; quality, practices and measurement; manufacturing processes, and maintenance awareness. Those who pass receive a nationally recognized certificate called the CPT–Certified Production Technician. President Marshall notes, “The best service we offer dislocated workers is the ability to take the National Career Readiness Credential and the MSSC, which allows them to demonstrate their manufacturing skills through objective assessments. This credentialing is championed by the National Association of Manufacturers, because the industry’s future depends on credentialed skills.”
Our five providers served 700+ youth

The young people that the SWORWIB’s youth providers work with are those with weak safety nets—from disadvantaged backgrounds, some with disabilities, many in single-parent homes. That makes the work that our providers do all the more crucial, especially with funding sources so tight.

This year, our five providers were funded $1.96 million through the Workforce Investment Act, and served more than 700 youth. Once again, they exceeded state performance measures (placement in employment or education; achieving a certificate or diploma; improving in literacy and numeracy). “We’re extending our contract with our providers for a third year,” says Sherry Kelley Marshall. “We appreciate their commitment, which these performance standards clearly demonstrate.”

Connect2Success (C2S): Served 330 youth; 70 percent of those who exited earned a high school diploma or GED, while 83 percent exited with a job or continued in post-secondary education. C2S’s Wall of Fame recognizes participants who received a diploma or GED.

Easter Seals Work Resource Center: Served 89 out-of-school youth. Of those exiting the program, 86 percent received a diploma or certificate, and 91 percent were placed into employment.

Jobs for Cincinnati Graduates (JCG): Served 186 in-school youth; 92 percent (103) of all seniors graduated this year. Youth averaged 36 service learning hours. JCG’s continued partnership with Urban League Suit Yourself, Dress for Success and Kenzie’s Closet provided youth with professional clothing and/or prom attire.

Lighthouse Youth Services: Served 32 in-school youth and 4 out-of-school (see grant information below).

Literacy Center West (LCW): Served 98 youth and placed 88 youth into the workforce through The Next Level program. Fourteen students received their GED, and 19 students entered post-secondary education. LCW’s program received a 2010 Youth Program Excellence Award from the ODJFS.

Middle schoolers build, learn

Take a whole crew of middle school students, add hammers and saws, and mix thoroughly. A recipe for disaster? No, a recipe for future success.

The SWORWIB’s Build Your Future program, through Afterschool Construction Clubs and this summer’s new Construction Camp, has given 185 sixth-, seventh-, and eighth-graders a hands-on introduction to construction careers.

This innovative after-school program was held in eight Cincinnati inner-city schools this year. Each week, volunteer contractors from the Ohio Valley Chapter of Associated Builders and Contractors (ABC) worked with students to show them all the phases of construction, including site work, concrete, electric work, and more. The result was a sense of achievement and pride.

“The kids loved working with the contractors and using tools. The volunteers teach them about measuring, cutting, and hammering safely,” says program administrator Anne Mitchell of the SWORWIB. “The students enjoyed building, and applying the math and science they’ve learned in school in a meaningful, real world way.”

To leverage the Construction Club experience, Mitchell organized a summer camp for 18 students in Price Hill, with veterans of after-school clubs joined by new students from two parochial schools in the neighborhood.

The commitment from ABC and others has been remarkable, Mitchell says. Build Your Future received $35,959 in in-kind contributions during this fiscal year. Additional grant funding for the summer camp was provided by Greater Cincinnati Foundation’s Summertime Kids and Ohio College Tech Prep.

BECAUSE IT’S C.O.O.L. | Building on the success of the Build Your Future middle school outreach, the Emerging Workforce Development Committee developed C.O.O.L. this year—Construction Offers Opportunities for Life—to educate older youth about construction careers. Speakers, trade shows and field trips exposed more than 3,000 youth this year to construction careers.

“Not only is the future of adult workforce development focused on career pathways, we are pushing to do that with youth as well,” notes Sherry Kelley Marshall. “C.O.O.L. is an example of that, and we are now developing similar pathways for manufacturing and energy/utility careers with the Greater Cincinnati Workforce Network.”

GRANTS GROW PROGRAMS

SWORWIB’s youth providers also seek supplemental funds from various foundations and government agencies to help underwrite their work. Among the grants obtained this fiscal year:

C2S: Weathering the Economic Storm Fund ($5,000); PNC/Schroth Foundation ($4,500); Scripps Howard grant ($1,425).

JCG: Daniel and Susan Pfau Foundation ($15,000); Weathering the Economic Storm Fund ($10,000); Helen Steiner Rice Fund of the Greater Cincinnati Foundation ($10,000); and Woodward Trust ($15,000).

Lighthouse: $1.35 million Civic Justice Corps grant from the Department of Labor. This will allow youth in Lighthouse’s Community Management Program to engage in community service learning projects leading to paid employment, leadership training and multiple avenues of skills training.

LCW: Dater Foundation ($5,000); Dollar General ($2,200).
It began as an informal but committed partnership among Chambers of Commerce workforce directors and Regional Workforce Investment Board staff more than 10 years ago. Over the years, the executives of the WIBs banded together to work on major Tri-State projects as employers sought regional resources to help with finding and training skilled workers, or helping laid-off workers find new jobs.

Two years ago, the group was awarded a $250,000 Regional Innovation Grant from the Department of Labor, and used that to give more form and structure to the partnership. This past year, Employers First Regional Workforce Network emerged—the collaborative formed by the Southwest Ohio Regional Workforce Investment Board, the Workforce One Investment Board of Southwest Ohio, the Indiana Region 9 Workforce Board, and the Northern Kentucky Workforce Investment Board. Buttressed by support from the United Way of Greater Cincinnati, the Greater Cincinnati Workforce Network, and the Northern Kentucky Chamber of Commerce, Employers First has pledged to reduce the fragmentation of workforce services throughout the region, and make it easier for employers to find the workers they need to grow their operations and remain competitive.

“The WIB leaders recognized that they needed to develop a coordinated approach to delivering workforce services,” says Sherry Kelley Marshall, President/CEO of the SWORWIB. “Employers First is the mechanism to make that happen.”

Among the accomplishments this year:

- An additional $150,000 grant was obtained by the Greater Cincinnati Workforce Network for Employers First.
- Two summits were held in March and May, attracting more than 250 participants, to shed light on skills shortages and regional workforce issues.
- Regional employers were surveyed by Thomas P. Miller & Associates (see below).
- A website, www.employersfirst.org, was launched. It is being populated by data and links to local one-stops, training providers, funding incentives, and all the other assets that will help employers.

“One of the website features that we are really excited about is a training portal, powered by EMSI (Economic Modeling Specialists Inc.) that will tell an employer, for example, how many graduates there are this year in mechanical engineering at local colleges and universities, or engineer technicians at community colleges,” says Marshall. “Economic development specialists are truly excited about this tool. It can help identify a potential workforce for new employers that are scouting the Greater Cincinnati area.”

Barbara B. Stewart, Director of the Northern Kentucky WIB, notes that Employers First shows just how important regional partnerships are. “The vitality of our economic area depends on these partnerships,” Stewart says. “We cross state borders all the time to get to work, to shop, to travel. Our strength as a region depends on us working together.”
SuperJobs: Making a difference

Funding levels may change, but the mission of the Super Jobs Center is constant: To provide the best service possible to job seekers and employers, and to connect the two groups to each other. From June 30, 2010, through July 1, 2011, SuperJobs served almost 10,000 job seekers, many of them dislocated workers, and 289 employers. Even in this economy, 500 customers obtained jobs with their help.

EMPLOYERS FIND GREAT EMPLOYEES
The Business Services staff at SuperJobs pride themselves on their repeat customers—the companies that come back time and again whenever they need to hire new people. That was the case for Alan Wedgeworth, Human Resources Manager at St. Bernard Soap Co. Wedgeworth met with Business Services Representative Jan Thomas, and it wasn’t long before Thomas had taken over part of the rigorous screening St. Bernard Soap required before it hired anyone.

“We have a process that takes an enormous amount of effort,” says Wedgeworth of his company, which is the largest contract manufacturer of bar soap in North America. “I wanted to know if SuperJobs could take over part of this for us, and Jan said yes.” Since Wedgeworth started working with SuperJobs, he has hired about 40 entry-level manufacturing workers through the SuperJobs Center. “Our business services rep at SuperJobs has really calibrated the process for us,” he says.

Teresa Lacefield, formerly a Human Resources Manager at General Electric Co., agrees that the business services staff at SuperJobs helps her selection process for hourly workers. She has used the services at SuperJobs since 2005.

“The SuperJobs staff takes in resumes for us and screens them. We are not equipped logistically nor staffed adequately to take resumes on-site at GE, so working with SuperJobs really helps us,” Lacefield says. “Using SuperJobs also allows us to get the posting to many diverse organizations and candidates on a wide scale.”

JOB SEEKERS FIND NEW CAREERS
At SuperJobs, the Career Coaches work to help dislocated and adult workers determine possible training and career opportunities.

JOB SEEKER SUCCESS | Lana Crabtree, who worked in the processing department at Avon, was thrilled at the opportunity to become a Certified Production Technician. “When you have a certificate that you can take into a manufacturing facility that demonstrates your knowledge and skills, that gives you a step up,” she says.

“It was not an easy certificate to come by,” she says. “It was a lot of hard work.” That hard work paid off, though—Crabtree is now working as a production technician with MillerCoors in Trenton, Ohio.

Cynthia Price, pictured left, lost her retail sales job when the store where she was working closed. Today, she works for Environmental Safety Solutions as construction safety specialist, thanks to training she received. Price, also the parent representative on the Emerging Workforce Development Council, earned a certificate at Cincinnati State in construction safety; now she is wearing a hard hat at Winton Montessori. “I enjoy the work,” she says. “The training I received was instrumental in getting me on this site.”

For many dislocated workers at Avon Products Inc., Beam Global Spirits & Wine and Graphic Packaging, taking advantage of on-site training to earn a Certified Production Technician credential was an important key to finding a new job. The Manufacturing Skills Standard Council's Certified Production Technician (MSSC-CPT) training was offered through a partnership with the Alliance for Green Manufacturing Skills Training and its lead organization, the Communications Workers of America.

Michael Cooper, who works in the processes department at Beam, was hired in April 2010, and knew at the time that the company would close its Cincinnati operations. So that made him all the more eager to take advantage of any training offered to Beam employees. “It was definitely something I wanted to do,” he says. “Employers are always looking for workers ready to adapt and learn.”

Cooper began his classes in March and credits the training with giving him a standardized understanding of manufacturing.

“Once you graduate with this certificate, your learning curve should be rather quick at a new job,” he says.

Beam offered to transfer Cooper to its plant in Frankfort, Ky., making him one of just a few Cincinnati workers who will be moving.

SERVICES FOR DISLOCATED WORKERS
Hamilton County had among the highest Rapid Response numbers in the state: 31 employers announced layoffs or closings during the year, representing 1,285 workers being laid off. Of that, almost 300 dislocated workers were served directly by the Super Jobs Center. Services were coordinated by Carolyn Reynolds. Transition Centers were set up at Avon, Beam and Graphic Packaging, with multiple services and MSSC-CPT training offered at each company.

EMPLOYER SUCCESS | Steve Harris once got help from the Super Jobs Center as a dislocated worker. When he became a hiring manager, he turned to SuperJobs to find candidates. He has worked with Business Services Representative Denise Becker for several years.

“Denise works with me very closely to determine what I am looking for when I hire people,” says Harris, now General Manager at GSF Ohio, an industrial and commercial cleaning company. “The staff at SuperJobs offers us access to great resources and expertise.”
## EXEC. COMMITTEE

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Mike Conner</td>
<td>Chairman, Frisch’s Inc.</td>
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<tr>
<td>Mike Kelly</td>
<td>1st Vice Chair, Macy’s Inc.</td>
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<tr>
<td>Vijay Sud</td>
<td>2nd Vice Chair, Deloitte Consulting</td>
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<tr>
<td>Brenda Gumbs</td>
<td>3rd Vice Chair, Perfetti Van Melle USA</td>
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<tr>
<td>Rene McPhedran</td>
<td>Secretary, Cincinnati Bar Association</td>
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<tr>
<td>Karen Wessel</td>
<td>Treasurer, U.S. Bank</td>
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<tr>
<td>Sherry Kelley Marshall</td>
<td>President/CEO, Southwest Ohio Region Workforce Investment Board</td>
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<tr>
<td>Anne Mitchell</td>
<td>Building Manager, SuperJobs Center</td>
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## 2011 SWORWIB STAFF

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<tr>
<td>William Ware</td>
<td>Liaison to Mayor, Mallory</td>
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<td>Nicole Ware</td>
<td>Emerging Workforce Development Coordinator</td>
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<td>Steve Browne</td>
<td>LaRosa’s</td>
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<td>Leah Cordova</td>
<td>Taft Stettinius &amp; Hollister LLP</td>
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<td>Alfonso Cornejo</td>
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<td>Timothy Devine</td>
<td>Neace Lukens</td>
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<td>Margaret Fox</td>
<td>Metropolitan Area, Religious Coalition</td>
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<td>Natalie Galbato</td>
<td>Convergys Corp.</td>
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<tr>
<td>Crystal German</td>
<td>Cincinnati USA, Regional Chamber</td>
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<td>Jennifer Graf</td>
<td>Employers Resource Association</td>
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<td>Sharon Hancock</td>
<td>Drake Center</td>
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<td>Betsy Harris</td>
<td>Express Employment Professionals</td>
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<td>Richard Harris</td>
<td>Critical Commodities, Hamilton County, Commissioners</td>
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<td>Greg Hartmann</td>
<td>截止/Health</td>
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<td>Deborah Heater</td>
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<td>Gail Holloman</td>
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<td>Joseph Hummel</td>
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<td>Dr. O’Dell Owens</td>
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<tr>
<td>Sean Parker</td>
<td>Procter &amp; Gamble</td>
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<tr>
<td>Kevin Powell</td>
<td>Meridan Bioscience Inc.</td>
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## 2011 SUPER AWARD WINNERS

### SUPER BOARD MEMBER
- James Schwab: Health Foundation of Greater Cincinnati

### SUPER FOUNDERS
- David Pepper: former Hamilton County Commissioner
- Paul Reynolds: Fifth Third Bancorp
- Pete Strange: Messer Construction Co.
- John Young: Freestore Foodbank

### SUPER EMPLOYMENT PARTNERS
- St. Bernard Soap Co.
- The Huck Group

### SUPER ECONOMIC PARTNERS
- Doug Moormann: Cincinnati USA Partnership
- Julia Muntel: Cincinnati USA Partnership

### SUPER VOID FILLER
- Diane Walsh: United Labor Agency

### SUPER STATE PARTNERS
- Robert Haas: ODF/FS
- Thomas Hutter: Bureau of Wagner Peyser

### SUPER CONNECTORS
- Daniel Freese: United Group Services
- Darlene Kamine: Community Learning Center Institute

### SUPER YOUTH SUPPORTERS
- Richard Harris: P3 Secure
- Joseph Hummel: Allied Construction Industries

### SUPER EMPLOYEE AWARDS
- Patricia Massey: SWORWIB
- Anne Mitchell: SWORWIB
- Charlie Point: SuperJobs Center
- Andrew Lotter: SuperJobs Center
- Kevin Casagrande: SuperJobs Center
- LaTrisha Payne: SuperJobs Center

## SWORWIB STAFF 2011:

From left, William Ware, Nicole Ware, Sherry Kelley Marshall, Anne Mitchell, Patricia Massey, Wesley Miller.