

HUMAN TECHNOLOGIES

The Power of People with Purpose



2015 ANNUAL REPORT

STABILITY. AGILITY. MOMENTUM.

Human Technologies is a social enterprise that creates employment and life changing opportunities for those with disabilities while providing quality products and services to customers in a variety of areas. 2015 was a year of successful transition, a chance to show our stability and strength and also to capitalize on the momentum of growth we have been showing for several years. We are powerful internally and externally and every day live our culture of...

The Power of People with Purpose



We believe...

- ⏻ Each of us makes an impact***
- ⏻ Work done well makes everything possible***
- ⏻ The work of our people transforms communities***

Our lines of business

Uniform Management Services

We provide more than just apparel, footwear, and accessories. We help our customers select high quality, cost-effective items for their uniform program, establish the supply chains to support it, create custom websites for the customer's employees to get what they need, kit every individual order and ship directly to them, and provide allowance management and financial reporting.



Third Party Logistics Services

More than warehousing. More than order fulfillment. We provide a complete supply chain solution, from product and vendor selection to procurement, manufacturing and packaging to domestic and international freight services... and manage it all, every step of the way.



Manufacturing and Packaging

Our light manufacturing operations produce products to meet stringent military and commercial specifications, all within our ISO 9001: 2008 quality system – everything from plug-and-play LED tube lamps, to cable assemblies used in robotics, to tactical gear for the Department of Defense.



Environmental Services

We are one of the largest private custodial companies in upstate New York, with over 200 employees servicing 180 sites in Buffalo, Syracuse, Binghamton and the Mohawk Valley. Seasonal contracts with the State University of New York (SUNY) and the Great New York State Fair increase employment to over 550.



Facilities Management

Our experienced team of facilities managers, technicians, mechanics and custodians manage the maintenance of buildings, grounds, equipment, and electrical and mechanical systems for federal and commercial customers at 14 sites throughout New York, Pennsylvania and Delaware.





A Message from John Bullis and the Board of Directors

Human Technologies' mission is compelling and its success is remarkable. If I had to sum up 2015 into a few words, it would be "successful transformation". We said goodbye to Rick Sebastian – our long term, highly respected President/CEO – and while completing a national search for his replacement, spent seven months working together to keep business moving forward. We wanted to be thorough in finding someone with the vision, expertise and passion to move Human Technologies to the next level and in the end, our process was one of the most successful I've been involved in.

Linda Forth served as our officer in charge for those seven months and we found that the transition period truly showed us the strength of the organization, in the most important ways:

1) A committed, engaged board

Our board showed focus and energy during the transition and was committed to leading and finding the most suitable President/CEO.

2) A competent, skilled senior leadership team

The senior team stepped up, coordinated the day-to-day operations and met every challenge.

3) Hard working employees

Our employees stayed on track and didn't just maintain, but helped move the company forward.

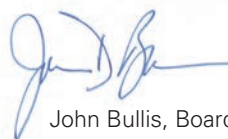
4) Strong financial position

We continued with a healthy balance sheet and we were poised for long term success.

Left – our 2015 board of directors: Ryan Miller, James Stewart, William Kline, Denise Snyder, John Bullis, Roxanne Mutchler, Scott McCartney and Andrea LaGatta. Not pictured: Gerard Capraro, PhD and Harrison Hummel, III

We welcomed Tim Giarrusso to the Human Technologies team in October and he has hit the ground running. His open and engaging personality is hard to ignore and he has been working diligently to integrate with the local community. Human Technologies has an excellent national and global reputation within our industries of expertise and in the disability community. Tim will help us strengthen our local presence so our “hidden gem” will be known.

We provide an environment that allows our employees to thrive and that’s exciting. It’s a place where employees are fulfilled – working alongside friends and colleagues for socialization and feeling productive and needed. They gain independence. That is what we make happen. I’m confident that with Rick’s legacy of leadership, with the way our organization responded with strength in a time of leadership transition and with the vision and skills that Tim brings to the table, Human Technologies will continue fulfilling our mission of creating employment for those with disabilities.... and changing lives.



John Bullis, Board Chair



LINDA FORTH, PHR

**Vice President of Human Resources
Officer in Charge for part of 2015**

As an officer of the company with oversight of the HR function, her role is to run an efficient operation that provides structure and support to the operations and to the company’s most valuable resource, our employees.

“When I witness someone going beyond what they thought they were capable of and seeing the sense of accomplishment on their face, it doesn’t get any better than that.”



GREGORY FRANK

Chief Operating Officer

Responsible for creating sustainable employment through business development and account management, ensuring the organization is efficient and profitable, and spreading the word about the importance of impact, work, and community as it relates to our mission.

“I can’t say it any better than Teddy Roosevelt: ‘Far and away the best prize that life has to offer is the chance to work hard at work worth doing.’ ”



BARBARA DEANGELIS

Chief Financial Officer

Responsible for planning, developing, organizing, implementing, directing and evaluating the corporation’s fiscal function and performance ensuring fiscal sustainability, regulatory compliance and adherence to mission.

“I especially enjoy the people I work with. Also because of the diversity of our operation, the work is challenging and you never know what each day is going to bring.”

LUXUL LED LIGHTING



Silicon Valley meets the Mohawk Valley!

Luxul Technology names Human Technologies as their East Coast factory

After a year of negotiations and planning, Human Technologies began production on Luxul Technology's T8 4FT "plug-and-play" LED tube lamps in Utica, New York.

Plug-and-play LED technology means a customer can simply remove a fluorescent tube from a lighting fixture and replace it with a new LED tube lamp and start saving 40-50% on their electricity bill instantly... with no rewiring, drivers, ballasts changes, or expensive licensed electricians. The lamps carry a five year warranty and are guaranteed a minimum of 50,000 hours.



James Pan, Luxul Technology's founder, CEO/President, and the inventor of the world's first UL approved plug-and-play LED tube lamp, wished to create jobs in America, and was impressed with Human

Technologies' mission, as well as our engineering, quality control, and production capabilities. With the help of a SourceAmerica Ideas to Work Fund grant, a 5,000 square foot Electro-Static Discharge

floor was installed, and support equipment, tools, fixtures, material handling equipment, tables, and chairs were purchased. Training and production commenced in April 2015.

The production process involves assembling the heat sink, lens and printed circuit board containing the LED arrays, followed by establishing the electrical connections and fitting and securing the caps on both ends of the tube.

Each tube is then tested on an Optical Scanner, which verifies voltage, wattage, and color, Hi-Pot tested for insulation verification, and burned-in for 20 minutes- the most thorough testing of any LED Tube lamps in the industry. The lamps are cleaned and labeled with the Underwriters Laboratories and our manufacturing lot code, and packaged in cases of twenty.

From May to December, over **30** employees logged nearly **7,000** hours and produced **94,778** LED lamps, with **100%** delivered quality. Human Technologies also provides order fulfillment services, and picked, packed, and shipped over **78,000** T8-4FT tube lamps made in Utica to Luxul Technology's customers.



The people who light it up!

Supervisors report that employees really enjoy working on the Luxul contract – there are different stations and jobs that all lead to the bigger picture of fulfilling the orders. Each step in the process requires a different skill set and each employee finds their niche.



SHARLENE MOSHIER

Sharlene will soon be celebrating 25 years of employment at HumanTechnologies and has worked on numerous contracts including sewing head harnesses and coveralls for the army. At 64 years old, she says that she'll never retire because "they depend on me." On the Luxul contract, Sharlene's job is to insert the LED strips into the tubes and then give each tube a blast of air to remove any dust particles or debris. With her limited right arm movement being a physical disability, this task fits her perfectly. The tubes are lightweight and the inserting of the strip is designed to be quick and easy.



JONATHAN STEWART

Jonathan has worked for HumanTechnologies for nine years and enjoys it because he feels needed and feels a great sense of pride in his work. He also appreciates the environment he works in where people aren't judged for their disabilities. His responsibility on the Luxul contract is to connect wires from end caps to the LED strip in the tube and to secure the caps onto each side. It requires detailed work with pliers, small screws and a power drill.



REBECCA FOGG

Over the past decade, Rebecca has worked in screen printing and embroidery at HumanTechnologies and her newest endeavor is voltage testing for the Luxul contract. That's one of the reasons she likes working here – jobs vary day to day (or even year to year) and that keeps it interesting for her. For Luxul, Rebecca operates the dielectric voltage tester to assure proper voltage in each tube. She then "burns" the tubes for six minutes each to make sure there will be no failure.

U.S. DEPARTMENT OF AGRICULTURE UNIFORM PROGRAM



Web-Based Uniform Program Expansion Continues! For the ninth year, we are fulfilling thousands of uniform needs

Uniform programs are something that Human Technologies is known for nationally, having fulfilled programs for the past 9 years for the U.S. Department of Agriculture (USDA). We now fulfill programs for six bureaus of the USDA – Plant Protection and Quarantine (PPQ), Grain Inspection Packers and Stockyard Administration (GIPSA), Agricultural Marketing Services - Specialty Crops Inspection (AMSSCI), Wildlife Services, AMS - Tobacco and Cotton and the Forest Service. Products ordered, warehoused

complete an individual order. Our warehouse employees then process the order, pulling it from the shelves in the warehouse, providing value added services such as alterations or embroidery, then shipping it directly to the end user wherever they are stationed in the country.

Between the six bureaus, **28,981** orders were shipped in 2015 which equated to **133,158** items with a **99.82%** quality level in order processing.



and shipped include everything from shirts, jackets and pants to hats, name tags, belts and much more. We set up custom websites for employees of each USDA bureau to log on and

Human Technologies is always looking for and creating new ways to use technology to make our jobs easier and more efficient. A newly implemented system of iPad kiosks began internally for the uniform programs in 2015. Employees are trained on the iPads to call up proof sheets for USDA specifications to make sure the correct logo artwork is being used and all specs are being followed properly. The iPads make the process much more streamlined and take the error factor out. Running over a wireless network, employees at both the warehouse and the embroidery department at different locations can access the information and ensure that orders are correct.



Handling it from start to finish

We are experts at developing and managing uniform programs for government and commercial customers. Our services include:

- *Apparel advisory services, samples, and design development*
- *Manufacturing, vendor sourcing, and change management*
- *Procurement and inspections*
- *Embroidery, screen printing, hemming, engraving, and decorating*
- *Individual order kitting and direct shipping to end users*
- *Customer-friendly returns processing*
- *Customer-specific web store development and on-line catalogs*
- *Customer employee allowance tracking and program financial reporting*
- *Customer service before and after the sale*



TYLER KINSELLA

Tyler is relatively new at Human Technologies, having just celebrated a year with us and this is also his first job ever. He started in our screen printing department and is now working in embroidery, adding value to hats, shirts and jackets for the U.S. Forest Service and more. He enjoys working with machinery and computers and also likes that the job allows him to stand and move around, which is beneficial for his disability. His supervisor shares that he's willing to do whatever is needed and he likes to keep busy.



PAT SIMPSON

Pat is the shipping and receiving supervisor and he is the first stop for all of the products at the Distribution Center. With a background in materials management, he brings a wealth of experience with him. He oversees dozens of trucks that come in each week from all over the country and is in charge of accuracy, initial inspection and identifying which programs the products go to. He refers to himself as a "conduit", making the connections and keeping the products moving through. He finds it very gratifying to work with and help those with disabilities thrive in their job.



AMELIA MASTRANGELO

Amelia started in customer service at the Distribution Center at Human Technologies where she would get a chance to talk to people making their uniform orders from all over the country. After nine months, she moved into the warehouse where she was actually picking some of those orders for fulfillment and shipping and then getting to work with computers (a love of hers!) setting up and engraving name tags. She jokes that she "just can't stay still!" and having many options to work different aspects of the job are appealing to her. She's looking forward to learning even more for other contracts.

TOTAL FACILITIES MANAGEMENT



More cities. More states. More employment.

Total Facilities Management increases Human Technologies' impact regionally

Managing the facilities infrastructure, systems, and environmental services at **eleven federal government sites in three states** is a demanding job, but we proved again in 2015 that Human Technologies is up to the task. Our three federal AbilityOne contracts with the Naval Facilities Engineering Command (NAVFAC) and Marine Corps Forces Reserve (MARFORRES), spread throughout New York, Pennsylvania, and Delaware, have become even more challenging as the government has tightened quoting, work order processing, and reporting requirements in an effort to cut costs and improve customer service.

Led by our Regional Facilities Manager Bill Friedel, this line of business began a strategic transition to move away from relying on outside contractors for HVAC and other specialized services by amping up our regional in-house technical abilities and preparing training programs to increase the skills of our current employees, and make room for new employees in our areas of operation.

We've added Maintenance Technician Supervisors in New York and Pennsylvania, and will complete the new technical management structure in 2016 by adding Area Facilities Managers in western and eastern New York. This structure will support our hiring and training initiatives for employees to increase their skill levels as they begin performing preventive maintenance programs and general repairs.

Under Contracts Manager Alicia Rocco's direction, Human Technologies has also improved and strengthened the contract administration side of this business by developing several new streamlined data management and compliance reporting policies and procedures, resulting in consistently accurate and timely documentation to support the monthly invoicing of both fixed price and indefinite demand, indefinite quantity (IDIQ) work requirements.

All told, in 2015 our team of dedicated employees successfully completed **221** IDIQ projects, repairs, and emergency work requests, and performed **3,729** preventive maintenance procedures.



Our Facilities Management Reach

In 2015, Human Technologies had facilities contracts in eleven cities in three states.



ROBERT HEFFLE

Robert is a new employee at Human Technologies. He works at the Naval Reserve Center in Buffalo and is primarily responsible for keeping eight out of the eleven bathrooms at the facility clean and orderly. The tasks he completes each day, along with brain games he plays at home on his computer, help Robert gain focus and manage his learning disability. When asked what is different about this job he shares, "They respect me more here. I've never been respected before."



JOE ROGERS

Joe takes care of the facilities at the Naval Operational Support Center in Schenectady, NY. He handles everything from snow removal, plumbing and painting to light fixtures, flooring and mowing the vast lawn - which takes several days to complete. Joe spent 46 years in Texas and four years in the army. He is a Gulf War combat Veteran and has an extensive background in building and landscaping, so the multi-faceted facilities job suits him and his skills well. He always likes to stay busy and appreciates the job - being an army Veteran and being surrounded each day by active duty men and women gives him another level of support beyond just having the employment.



DAVID ADAIR

David struggles with arthritis in his knees and recently had surgery on both, which put him out of work on disability for about a year. Once he was ready to go back to work, he was pointed to Human Technologies and landed a position at the Naval Reserve Center in Mattydale, NY where he performs a multitude of janitorial tasks for the facility. The work is less stressful on his knees and he's been able to keep the pain to a minimum. He enjoys working independently and appreciates how good it feels to be able to earn an income despite his minor set backs.



Keeping Americans and our allies safe in high threat areas The third year of a unique pilot program is completed

Human Technologies completed our third year of a ground-breaking third party logistics (3PL) commercial pilot program with the U.S. Department of State (DoS), culminating in the AbilityOne Commission approving the addition of this service to the federal Procurement List in September.

We are proud to support the State Department's efforts to keep Americans and our allies safe by providing uniforms, personal protective and security equipment, training materials, and tactical support items to embassies and areas of operations in high threat areas around the world.

In March, Greg Mendoza, an Army veteran and former DoS employee, joined Human Technologies as our Project Manager. Greg is based in Virginia and makes frequent trips to the State Department's operations centers in and around Arlington, Virginia for strategy and planning sessions with Diplomatic Security program staff and contracting officers who support the Anti-terrorism Assistance (ATA), Embassy Augmentation and Response (SPEAR), and Overseas Protective Operations (OPO) programs, as well as the Africa Contingency Operations Training & Assistance (ACOTA) program.

Worldwide Protective Services (WPS), whose mission is to protect State Department facilities and personnel based in high-threat areas around the world, began utilizing our expertise for the first time in September. We kitted five orders totaling **\$740,000** for uniforms, winter gear, extraction kits, and weapons parts and prepped them for shipment to hotspots in Iraq and Afghanistan. Our excellent performance led to 26 requests for quotes totaling over **\$2,000,000**, which will become orders in 2016.

We achieved another important milestone when our application for ITAR (International Traffic in Arms Regulations) broker and exporter status was approved by the State Department, which opened up our overseas freight logistics service to the government.

In total, Human Technologies processed **35 task orders** in 2015 worth over **\$15,400,000**, with **19 direct labor employees** providing receiving, inspections, embroidery, screen printing, kitting, packaging, and shipping services.



Doing our part to preserve freedom around the world

The government has been thrilled with our ability to provide exactly what they are looking for... and move it where they want it, when they want it. And, we do this four times faster and for less than half the cost of traditional procurement models. Finally, a service tax payers can be proud of!



Greg Mendoza

Greg Mendoza, a disabled Army veteran and former State Department employee, joined HumanTechnologies in March as our DoS Project Manager, bringing 16 years of logistics, supply chain management, and contract administration experience to our team. He lives and works out of Virginia and coordinates quoting, task order requirements, and logistics strategies between our government customers and our Utica operations staff to ensure contract compliance and customer satisfaction. After years of “being on the receiving end of government procurement”, Greg now enjoys using the AbilityOne program and HumanTechnologies’ expertise to quickly get those at risk in high-threat areas around the world “what they want, when they want it”



HERB LIEBHABER

Herb is HumanTechnologies’ Purchasing Manager. He has twenty years of experience in purchasing and has been with us for three, helping develop new USDA programs and the DoS program. He has taken part in a lot of growth here and he finds that very rewarding. He quotes new contracts, fulfills current ones and completes product procurement for the DoS— researching and pricing a wide variety of items like personal protective equipment. Kitting, inspections and final shipping is completed at the warehouse with great care. Some of the items used by the DoS are needed in life and death instances and everything matters from quality to timing.



SANDY SHADE

Sandy is a sewing machine operator at HumanTechnologies. Celebrating eight years of employment with us, she is a true success story - she transformed from barely speaking to speaking in front of large groups with the Inspirational Storytellers. She started sewing coveralls, then transferred to the warehouse where she hemmed pants, adhered patches, fulfilled orders and completed inspections. Working on the DoS project, she is now responsible for verifying orders and the number of products received - and what comes through is different every day. It could be clothing, office supplies, targets, batons, high-end binoculars, helmets or other unique products. She repackages, stickers and wraps each order before it is shipped off around the world.

2015 ACCOMPLISHMENTS, EVENTS AND NEWS

2015 was full of great press, awareness and accomplishments for Human Technologies. Activities that strengthen our internal culture, contracts that continue our longevity, improvements that open up opportunity and regional and national media coverage all play a part in making us a strong, proud, mission-driven company.



Human Technologies and our U.S. Forest Service program were highlighted in an article in the 2015-16 AbilityOne Program magazine. The AbilityOne Program Magazine is a joint publication under the AbilityOne Program between the U.S. AbilityOne Commission®, National Industries for the Blind (NIB) and SourceAmerica®.



Richard Sullivan was awarded NYSID's prestigious Joslin Award in 2015. The Joslin Awards Program promotes exceptional job performance and personal growth by people with disabilities employed on NYSID contracts.

Richard works on a NYSID contract at the Frankfort Developmental Disabilities Service Organization (DDSO). "I try to do well for my fellow staff, customers and Human Technologies as a whole. I will not compromise quality for quantity." Rich enjoys his work as a custodian and wishes to master his craft.



Raising awareness for Developmental Disabilities Awareness Month



Employee Koloos Kori featured in an article in The Buffalo News



August 27, 2015 marked our 7th year as the official grounds and janitorial contractor for The Great New York State Fair in Syracuse.



Employee Tenure

10 Years

Kevin Canastar
 Rebecca Fogg
 Scott Fralick
 Patrick Francescone
 Chris Johnson
 Scott Laforest
 Mylynn Nguyen
 Michael Peterson Jr.
 Lisa Race
 Ellen Saramaha
 Grace Simons

15 Years

William Blount
 Barbara Deangelis
 Joseph Degiglio
 Donna Kogut
 Robert Lane
 Robert Michaels
 Walter Misiaszek
 Christine Perry

20 Years

Kathleen Ball
 Anthony Brower
 Alan Roy
 Steven Ruszala

25 Years

Johnny McGill
 Anthony Mosley

2015 Employee Awards

Rose White Community Service Award

Renee Betti

Donald A. St. Louis Mission Award

Kahil E. Steele

Colonel James G. Hill Award

Robert E. Lane



September 23, 2015 we hosted our very first Employee Wellness Fair. Employees learned about nutrition, mental health and financial wellness.



Representing Human Technologies at Social Enterprise Alliance's Summit15 Conference.



October – Human Technologies' team at the Making Strides for Breast Cancer Walk.

SOURCEAMERICA GRASSROOTS ADVOCACY CONFERENCE



Linda Forth, Koloos Kori, Congressman Richard Hanna (22nd District) and Michael Washington at the AbilityOne Champion Reception



Each year, Human Technologies selects two employees to attend the SourceAmerica Grassroots Self-Advocacy Conference in Washington, D.C. This annual conference serves as a platform for people with significant disabilities. It gives them a chance to speak with Congressional leaders, using their own voice to talk about the positive impact obtaining employment through the AbilityOne Program has had on their lives.

In 2015, attendees were Koloos Kori, who is based in Buffalo and Michael Washington from the Schenectady area.

Because of Human Technologies' expanding footprint and growth in the state, they were able to meet with staff from many elected official's offices including Senators Schumer and Gillibrand, Buffalo area Congressmen Brian Higgins (26th District), Amsterdam area Paul Tonko (20th District), Syracuse area John Katko (24th District) and Utica-Binghamton area Richard Hanna (22nd District). Senator Schumer and Congressman Hanna hold the designation of AbilityOne Champion. Human Technologies is working to help more elected officials meet the criteria to become champions. An AbilityOne Champion is an elected federal



policy maker who has demonstrated support for the AbilityOne Program. A Champion acknowledges in a public way, through their actions, the important role employment plays for people with disabilities and how it enhances the opportunity for economic and personal independence.

As Human Technologies grows and relationships are built with more government officials, the self-advocacy they and their employees participate in will have greater impact on legislation that affects those with disabilities.

Koloos and Michael each had an opportunity to tell their personal story during their meetings with our elected officials. They shared their thoughts on how important it is to have employment, they shared data on expanding the AbilityOne program, and reminded them about the importance of their vote on matters that affect persons with disabilities.

Koloos, originally from Sudan, enjoyed his first trip to Washington D.C. and was honored that the company chose to send him. "You already know yourself, but to tell about yourself in a second language in front of a lot of people... I was nervous!" he shared. "I'm not that guy that goes in front of a lot of people, but it was important that they hear my story, so I did."

THE INSPIRATIONAL STORYTELLERS



From left to right: Christine Perry, Sandy Shade, Leanne Allen, Sharlene Moshier, Patty Birch, Mark Fleischer, Kevin Canastar, Michael Carchedi, Candace Duncan, Doris Donahue, Michael Peterson, Anne Campbell

Not pictured: Amelia Mastrangelo, Drew Demick, Alan Bell, Anthony Mosley, John Wittling, Stephen Boddie



Doris speaking at annual meeting



Mark Fleischer (left) and Michael Carchedi (right) speaking at a Madison County Motivators meeting – a self-advocacy group that meets at the Madison Cortland ARC.

The Inspirational Storytellers group is going strong! Founded in 2011, it is our signature advocacy group which empowers employees to tell their personal stories in order to unite and strengthen the voice of people with disabilities. The group had 13 members in 2015. Many are founding members and have been with the group since it began. Over two dozen stories have been written and collected.

Members of the group take their stories to various community groups as well as taking part in internal meetings and events. The intangible benefits that employees receive from being a part of the group are vast – they learn that their stories matter, develop writing skills, are instilled with self confidence, blossom into public speakers and also emerge as role models for other employees.



CHRISTINE PERRY

A part of the group since its inception, Christine didn't gain the confidence to read her story aloud until 2015. The day she did was new CEO Tim Giarrusso's first day and she figured that was as good a day as any to let him know where she came from. "I know my presence here is important," she shares.



MIKE PETERSON

Mike is very in tune to bullying having been a victim of it himself. His story speaks to the importance of putting an end to bullying and preventing suicide. In 2015, he was able to recite his story without referencing the written version – a big step in telling his story from the heart.



DORIS DONAHUE

Doris told her story to an audience of about 200 at the annual meeting in 2015 and received a standing ovation. Her story shares the incredible feat of not working for 25 years, abuse, suffering from depression and then "making her comeback" personally and professionally.

FROM OUR BOARD MEMBERS



HARRISON (CHIP) HUMMEL, III

Andrea, Director of Development at St. Elizabeth Medical Center Foundation, is celebrating a decade of involvement on the board of Human Technologies. She served as the board president for two years. "You're hooked from the minute you walk in the door," she shares. "It's something you truly can't explain." Andrea is most proud of the people that she has worked with on the board that is full of committed, active members, the leadership team that works extremely well together, Tim who is an incredible new asset and the employees who are our reason for being. Over ten years, Andrea has really seen the organization grow and mature and is looking forward to remaining involved.



ANDREA LAGATTA



RYAN MILLER

Chip, President and Chairman of the Board at Hummel's Office Plus, has been a part of Human Technologies for well over two decades and has worked with three leaders of the organization. Many years ago, he saw a play that moved him to start advocating for those with disabilities. The play showed the difference in perception in how people with disabilities saw themselves versus how those without disabilities saw them. It had a profound affect on him and he gained understanding and inspiration. He sought out Human Technologies and waited until there was an opening on the board to start diving in. He is proud to still contribute to the board today and continue the important work of empowering those with disabilities to live their lives fully, be progressive members of society and always have the dignity of employment.

Ryan, Director of the thINCubator and co-founder of TEDx Utica, met former President/CEO Rick Sebastian when he was a speaker at the event. Ryan has a personal connection that made it a perfect fit. With his mom being a special education teacher for 30 years, he has a soft spot for empowering people with disabilities. "Providing opportunity, doing good for the community and making a profit – essentially using commerce to affect society – was a model that really drew me into Human Technologies. I'm moved by being able to give people the opportunity to have the dignity of working." Ryan has been a member of the board since 2013.

2015 FINANCIAL REPORT

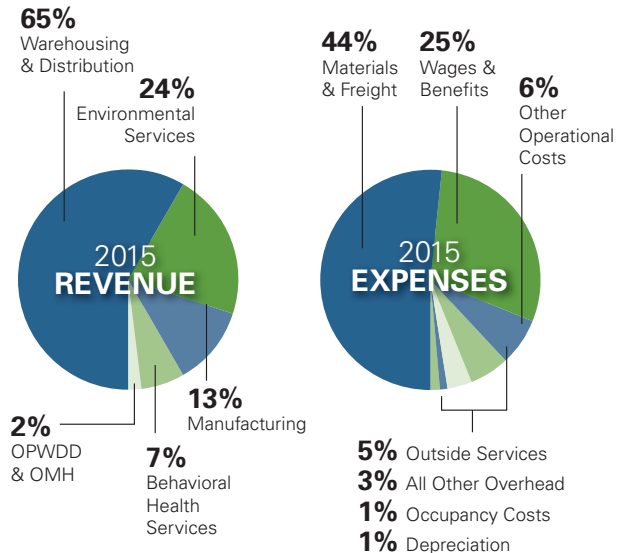
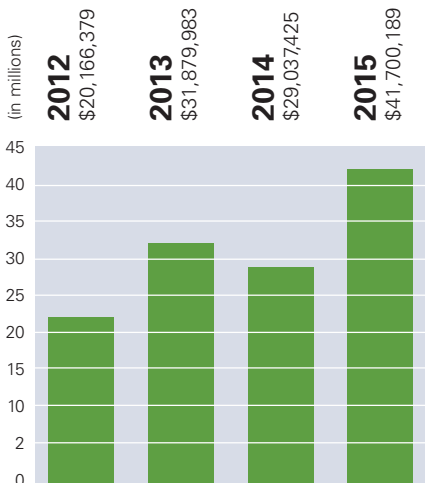
2015 Financial Results For Year Ending December 31, 2015

REVENUES	2013	2014	2015
Manufacturing	\$ 5,251,204	\$ 3,843,683	\$ 2,430,803
Environmental Services	\$ 8,546,499	\$ 9,129,838	\$ 9,893,476
Behavioral Health Services	\$ 2,067,545	\$ 1,982,371	\$ 1,801,286
Warehousing and Distribution	\$ 15,163,328	\$ 13,508,242	\$ 26,947,719
OPWDD & OMH	\$ 757,029	\$ 589,380	\$ 508,782
Other Income	\$ 94,378	\$ (16,089)	\$ 118,123
TOTAL	\$ 31,879,983	\$ 29,037,425	\$ 41,700,189

EXPENSES	2013	2014	2015
Wages & Benefits	\$ 9,678,714	\$ 10,242,352	\$ 10,300,617
Material & Freight	\$ 15,784,597	\$ 12,221,048	\$ 24,814,786
Occupancy Costs	\$ 565,431	\$ 579,555	\$ 527,360
Depreciation	\$ 377,975	\$ 422,240	\$ 328,906
Other Operational Costs	\$ 1,582,596	\$ 1,614,352	\$ 1,522,086
Outside Services	\$ 1,610,403	\$ 2,066,543	\$ 2,023,679
All Other Overhead	\$ 1,267,014	\$ 1,216,373	\$ 1,144,414
TOTAL	\$ 30,866,730	\$ 28,362,463	\$ 40,661,848

BUSINESS OPERATIONS SALES	2013	2014	2015
Federal	34%	45%	27%
New York State	36%	36%	29%
Commercial	30%	19%	44%
TOTAL	100%	100%	100%

ANNUAL REVENUE 2012-2015



A MESSAGE FROM OUR NEW PRESIDENT/CEO



The Right People. The Right Place.



What drew me to Human Technologies at first was that I knew it was an employer with a social mission. What locked me in as a true believer was meeting our incredible employees one-by-one from our leadership team and those who have worked with us for over 20 years to the newest hire. This is a place where the culture of empowerment runs deep and where the dignity of work defines us. When everyone around you believes in the mission and in each other, it's contagious. I'm very pleased to be continuing a trajectory of growth, diversification and job creation.

Human Technologies excels at finding abilities within our employees. We believe that each of us makes an impact and that work done well makes everything possible. Our lines of business change as opportunities arise, which allow our employees to cross train, make themselves more marketable, gain new skills and keep consistent work and income. The strength of our employees directly correlates to the strength of our company.

Our brand is strong as well. We have a great reputation with SourceAmerica, AbilityOne, the Social Enterprise Alliance and other national organizations. Over the past ten years, we have made global impact. Our unique uniform program has put us on the radar of national Forest Service organizations and U.S. embassies around the world.

For 2016, we will move forward with what we're great at. We are constantly evaluating ourselves – our lines of business, our profitability, our employees strengths and needs, alignment to our mission, and where the opportunities lie – to keep building upon this strong 60+ year tradition of creating employment for those with disabilities in an inclusive, supportive environment.

I am looking forward to completing my first year with Human Technologies and to meeting the goals we have made for ourselves:

- Deepen collaboration internally and externally
- Continue to empower our people, our business and our community
- Live our brand regionally and strengthen it locally
- Demonstrate employment results

With our strong team, our exemplary employees and board and a great reputation for quality work, 2016 will see us continuing smart growth in the right direction.

A handwritten signature in black ink that reads "Timothy Giarrusso". The signature is fluid and cursive, written on a light-colored background.

Timothy Giarrusso, President/CEO

HUMAN TECHNOLOGIES

The Power of People with Purpose

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