

**Creating
employment
for people with
disabilities
for**



Years

**HUMAN
TECHNOLOGIES**
The Power of People with Purpose

6 *Years*
1954-2014

ANNUAL REPORT 2014

Global Service ⊕ Social Purpose ⊖ More Than Just a Business Partner

Human Technologies is a social enterprise that empowers customers and employees with the ability to achieve more. What is more? More is having an economic impact through diverse and creative solutions for higher quality products, manufacturing and services. More is driving change with employee ability and achievement. More is instilling pride and purpose into everything that we do. Together, we're capable of more.

The Power of People with Purpose.

Manufacturing

Logistics

Environmental Services

Distribution

Maintenance

Document Management

Facilities Management

Apparel and Uniform Program Fulfillment



16,578 orders
80,300 items

were shipped for the USDA Forest Service

99.7%
quality level

for 509 orders and 5,264 items
shipped to the United States
Air Force Police & Guard

3.4 million
square feet

or 134 acres of grounds were
maintained in 2014

20,312 visits

to our Behavioral Health Services
in 2014, assisting 1,796 individuals

In 2014, Human Technologies had

185

environmental services employees that
performed janitorial, grounds, and facilities
management services at 169 customer sites

19,569 items

were shipped for the Florida Forest Service and

5,490 items

for the Texas Forest Service

57,036 items

were embroidered and screen
printed. Quality level:

99.32%

284,400

Chemical-Protective Helmet Covers
were sewn, packaged, and shipped

2,268,095 lbs.

of trash was picked up and
removed by Human Technologies
Environmental Services employees
over 12 days at the 2014
Great New York State Fair

2,412,500

Kraft Cream Cheese boxes were
cracked, stacked and shipped... that's

74

tractor trailers!

A Message from the President



A s I reflect on 2014 I am reminded of the 1971 song by Carly Simon, *Anticipation*.

Throughout the year we found ourselves in the midst of many exciting opportunities and each of them having the potential of significant job creation. We were building the environment to create employment for large numbers of employees with our ongoing work and development of the Strategic Sourcing 3rd Party Logistics (3PL) opportunities with the US Air Force, USDA and the Department of State. We actively worked on growing our new document management business and explored the possibility of entering the agricultural marketplace by acquiring and operating a sustainable greenhouse within the city limits of Utica. We also anticipated with great hope and promise of entering the Clean

Energy sector and developed a strong relationship with a Silicon Valley Tech company, Luxul Technology, for the manufacture and distribution of their “plug and play” LED light tube which would replace the traditional fluorescent tube in large scale commercial buildings.

While building our pipeline and creating employment for people with disabilities, we eagerly anticipated the reauthorization of the Workforce Investment Act or today known as the Workforce Innovation and Opportunity Act (WIOA) and believe that great promise was to come to the disability community with an increased emphasis on developing this untapped labor source for all business throughout the US. We are proud to be part of the national policy debate on increasing



employment outcomes for people with disabilities and see this important legislation expanding the pathways for those outcomes.

In addition to all this great anticipation of creating jobs for people with disabilities, we and our colleagues in the disability sector along with our employees and their families, found ourselves experiencing some trepidation and concern with New York's transformation of its work center operations and what we believe would/could ultimately lead to negative impact on a large number of people who have disabilities. While time will be the ultimate discerner, we believe our public policy efforts must ensure a First Do No Harm approach and must reserve the full continuum of employment for everyone. We

also believe that those who choose to work must be afforded the opportunity to do so, and Human Technologies is poised to provide those opportunities.

Our core business is strong and our future is filled with promise, possibility and employment for people who have disabilities. Thank you to all our Human Technologies employees and stakeholders for confirming the *Power of People with Purpose!*

Rick Sebastian, President



MARK FLEISCHER

“The company’s behind me 100%”

Mark makes a great first impression.

Mark Fleischer has had the opportunity to travel all over the world, but Human Technologies is a place he calls home.

Mark's sister Jen played basketball professionally and to support her, he traveled with his family to places like France, Switzerland and Israel to watch her games. Mark studied Radio and TV Broadcasting at Herkimer County Community College and enjoyed filming her games - even getting an opportunity to tape on the floor with ESPN when he was in high school.

He's never been a stranger to work. At age six, along with his brother and sister, he was a beta tester for Apple software. He has had jobs at Target and McDonalds and then came to Human Technologies' Sunrise Cafe, where he put his food service background to work. After two years in the cafe, he saw a posting for the receptionist job and took it as a sign to apply. He calls it a blessing in disguise and that transition has helped him truly blossom.

Now, he is the friendly Director of First Impressions. He greets visitors at the front desk or is the first voice they hear when they call into Dwyer Avenue headquarters. He holds many responsibilities in his position - checking the welcome calendar, putting out welcome signs for visitors, answering the phone, checking emails that come in, mail sorting, faxing, getting mail to the post office, entering job applications and typing as needed. Mark types over 100 words per minute, which he gives credit to his mom for teaching him.

Answering the phone is something he takes very seriously and knows that just one phone call could mean something big for him and his

co-workers. "You never know who will be on the other end - I could be talking to people that have influence on me that I don't even understand yet."

"I like working in general," shares Mark. "It keeps me busy and focused." Mark has ADHD and also incurred a brain injury that resulted from an accident when he was younger.

Mark's mom can't say enough about the difference that Human Technologies has made for Mark. "The biggest thing is that people **respect** what he's able to do here," she shares, "he is in the right place where they help him improve his skills both professionally and socially. It's been a wonderful transition."

He described himself as **lost, lonely** and **depressed** before he found Human Technologies. Today, he proudly calls himself **purposeful, motivational** and **having perseverance**.

When asked where he sees himself in the next five years, one thing he feels a responsibility to do is to help people with disabilities work together to help change laws that protect them. He feels that "if you CAN work, you should have a place to work." He encourages companies to "Give us a shot. We'll work harder than anyone does." Personally, he hopes to one day live independently, perhaps with his significant other, but has mixed feelings about that because he's an anchor for his mom, being the last kid still in the house.

Mark is a certified black belt in Tae Kwon Do, participated in curling for a couple years, and enjoys doing flight simulations on his computer. He likes watching The Big Bang Theory and listens to Glorianna (he went to school with them), Stevie Wonder, Luther Vandross and Alicia Keys, among many others.

" **if you CAN work, you should have a place to work.** "



**NICOLE
MEUNIER**

***“I found a place where I feel comfortable,
and I’ve never, ever had that.”***

Nicole has come out on top.

Nicole left Northern New York and a nine year abusive relationship and came to Utica to start over. Struggling with PTSD from almost a decade of abuse, she looked to Mental Health Connections for help in recovery and it was through there that she learned about a job opportunity at Human Technologies. She had very little work experience. Her ex would sabotage any job she managed to get, IF he allowed her to get one at all. She was a CNA for seven months, but lost the job when he continually showed up to harass her at work. Even with little work history, there was hope at Human Technologies for her.

Nicole is now a janitor at Human Technologies' Dwyer Avenue headquarters and is responsible for various cleaning duties for the whole building. She "gets lost in it" and really enjoys the work. Cleaning provides an interesting metaphor for Nicole's life - she loves when something becomes new and sparkling again, much like her life which she has had to rebuild and make new again.

The job is a big element in her recovery. When she first started, she was apprehensive of everyone, especially her male coworkers. After years of being isolated from friends and family by her ex, it was extremely difficult to engage in relationships at work. The majority of her adult life had been spent engrossed in an abusive environment that she thought was "normal". Her supervisor Wayne helped her realize that "not all guys are bad" and slowly she started to be able to trust and come out of her shell. Continued group support sessions at the YWCA also help her stay on track and continue to heal.

Nicole's two children, ages 6 and 10, live with her and although they were small when she left

her ex, her daughter does still have some memories of it. She remembers that "my dad was mean to my mom and that made me feel mad." Now, "mom is happy and in a better mood." She has made an easy transition to a new city and a new school and is doing very well. The cycle of abuse has been halted in this wonderful family's case.

On the job, Nicole enjoys helping new employees learn the ropes and teaching those who have never mopped or vacuumed before how to. "It warms my heart to help them".

“
**no matter what,
no matter what bad
situation you're in,
you can still
come out on top.**
”

In the future, Nicole hopes to continue to work with people with disabilities, hopefully in a leadership role, and doesn't see herself leaving the company. It's a great fit and Human Technologies has been very understanding to a single mom with two kids and that gives her peace of mind.

Nicole described herself as **vulnerable**, **in pieces** and **unsure** before Human Technologies and now, being much stronger and having a foundation of steady work, she happily describes herself as **determined**, **happy** and **grateful**. "There was a time when I didn't know where my life laid ahead of me. I had to learn who I really was, set goals and learn what I wanted in life."

And her life is definitely much brighter and fulfilled these days. Her and her kids enjoy happy times together playing board games, Wii games, going to Rock 'N Bowl and taking summer trips to Water Safari. She enjoys tackling household projects including painting.

She likes to prove that "no matter what, no matter what bad situation you're in, you can still come out on top."



**WALTER
SMITH**

***"I'm one of those people who's
driven by accomplishment."***

Walter finds fulfillment in guiding others.

Walter Smith is originally from Alabama and now resides in Binghamton. He has three children, one who is 21 and has a learning disability. He was born three months premature and had a liver transplant when he was two years old. Learning from his son over the years helps him tremendously in the supervisory work he does with Human Technologies. He has a better understanding for each individual and the special needs they may have in order to complete their job day to day. "It's a challenge. Every day is different and it keeps you on your toes." Walter shares, "I've always liked helping people and giving them guidance. This job allows me to do that every day."

Walter works between three locations – Tracy Creek, Day Habilitation on Riverside Drive and the Welcome Center on Route 81 North. He oversees the janitorial work to make sure everything is up to company standards. He helps with cleaning tasks when needed and spends time talking to employees to help them out.

The Welcome Center in particular is a fast paced atmosphere where there's a lot of interaction with the public. The 12-person crew works 24 hours a day in three shifts, upkeeping the building and the grounds – trash, landscaping, restrooms, general cleaning, windows, floors, snow removal, light painting and more. The crew is particularly proud when they get great feedback. One traveler shared that she left Florida and was traveling north and the Route 81 Welcome Center was by far the cleanest area she had stopped at. "The employees take great pride in what they're doing and compliments

like that really make their day." If the employees want the opportunity to try out a new task or learn how to work a new piece of machinery, they make sure they are given the opportunity.

Walter also assists in various training for employees, including workshops on sexual harassment, airborne pathogens, mower safety and personal safety. He holds Human Technologies in high regard. He admires that the company is **caring, helpful** and **proactive** in looking out for their employees. They are approachable and show great appreciation for the employees that work for them.

“
**the employees
take great pride
in what
they're doing**
”

On top of working for Human Technologies part time, Walter also works for the State Department of Transportation as a highway maintenance supervisor, overseeing 14 people that care for 390 miles of roads – taking care of potholes, brush, litter, snow and more. He is very involved in the CSA Union, having started from the bottom and working his way to president.

In the future, Walter looks forward to retiring from his DOT position, but would enjoy staying on at Human Technologies for the people and "because I can't sit idle!"

Walter enjoys fishing, spending a week in Canada each year. He also likes to travel with his wife to visit their children and family in Maryland and Virginia Beach. He enjoys suspense shows and is a big Criminal Minds and CSI fan, he makes a mean homemade mac 'n cheese and he listens to old school R&B, although his son's rap music is inescapable at the house!

1954

began operating as Mohawk Valley Workshop

1966

moved to a 5,000 sq. ft. workshop at Notre Dame Lane

1980

awarded our first NYSID contract for DOT screen printing

1988

moved to our current facility on Dwyer Avenue

1992

Name was changed to Human Technologies Corporation



1992

Our Mental Health Clinic opened.

In 2014, it served 1,796 people

1993

Sunrise Café

A Division of HUMAN TECHNOLOGIES CORPORATION

opens offering healthy, affordable food options for employees

2004

We were honored with the Defense Logistics Agency's (DLA) Vendor of the Year Award

2001-2008

We were the official merchandiser for the Boilermaker Road Race

2004



Business of the Year

2006

Recipient of the Faxton Cup Award from Faxton-St. Luke's Healthcare

2007

We became the first non-profit in the U.S. to provide a full service uniform program to the federal government

2007

First contract with:



We go to great lengths to make sure EACH new employee is welcomed!

2008

First contract with:



US Army Corps of Engineers®

HUMAN TECHNOLOGIES

The Power of People with Purpose



In celebration of here are 60 great

2011

First contract with:



2011

First contract with:



In 2011, we were a participant and early adopter in a nationwide best practices initiative within the AbilityOne Program called The Quality Work Environment (QWE)

With DOMA Document Solutions we prepped and scanned over **1 MILLION DOCUMENTS** in 2013

Proudly designated an



American Heart Association

Fit Friendly Worksite Gold Achievement 2013 & 2014

2011

First contract with the New Jersey State Parks Service

2012

First contract with the Air Force Civilian Law Enforcement



Joined the Social Enterprise Alliance in **2013**

We have a **COMPANY WIDE PICNIC** for our employees every year

3.4 MILLION SQUARE FEET of office space was cleaned through our 2014 contracts

We have an **ANNUAL MEETING** every December



MEMBER OF THE YEAR - 2004 -

We do a Thanksgiving Dinner with employees each year. Our leadership team "travels with turkey" all over the state!



Congressman Richard Hanna became an AbilityOne Champion in 2011

30

sewing operations were created to complete the Molle bag - a unique project for us

60%
of our workforce
has a disability

as of Dec. 31, 2014

8

employees
have represented
the company
at the Grassroots
Conference in
Washington D.C.



We have been
deep cleaning
SUNY Oswego's
dorms each year
since 2010



FORT DRUM
UNITED STATES ARMY
We are the ARMY's home

We adopted a unit
from Fort Drum's
10th Mountain Division
and sent monthly
care packages while
they served in Iraq

17

employees have
worked at
Human Technologies
for over
25 YEARS

**TECHNOLOGY
IS CULTURE!**

Our in house IT team
keeps iPads, phones,
custom websites,
wrist-worn scan guns,
computers and more
going for our team

30

Veterans work
for us

as of December 31, 2014

We put up
welcome signs
in our lobby
each day
for our visitors



The "You're a Star"
Program started
in 2008

2010

Warehousing and
Distribution moved
to a new
58,000 sq. ft.
facility



We have a dedicated
computer lab
for continued
employee training



We will be
entering our 7th
year working the
NY State Fair

We hold quarterly
company-wide
meetings where
employees across
the state are
video conferenced in



2014 - First contract
with the USDA -
Grain Inspection,
Packers & Stockyards
Administration

2011

operations
expanded to
BINGHAMTON

**60 years empowering people with disabilities,
things to learn about Human Technologies.**



2014 - First contract
with the USDA -
Pork Quality
Assurance

We have contracts in



in New York State

19

employees
are part of the
**INSPIRATIONAL
STORYTELLERS**
group

Because of outstanding
Achievements in Clinical
Excellence (ACE) data,
our Mental Health
Clinic, was awarded a
3% scheduled increase

The Quality System of
Human Technologies was
certified in March 2014 to
satisfy the requirements
of ISO-9001:2008 in the
field of Manufacturing
and Supply Chain
Management Services

80

employees have
worked at
Human Technologies
for over
10 YEARS



President/CEO
Rick Sebastian spoke
about the concept of
social enterprise
- 2014 -

2013

Operations expand
to Buffalo, NY with
a contract to clean
the Robert H. Jackson
Federal Courthouse

**Human
Technologies
cleans**
3.4 MILLION SQ. FT.
of office space which
is the equivalent
of the entire
*One World Trade
Center building*

**WE ARE A
99%
SELF-SUSTAINING
BUSINESS**

We provide inspection,
final assembly,
packaging and special
palletizing of a
three-season jacket
to the New York City
police department

**Human
Technologies
maintains**
8,800,000 sq. ft.
of grounds.
*That's equal to 156
football fields!*



Underwent a
rebranding in 2014



2014
Business of the Year
Non-profit
over 50 employees

**60th
ANNIVERSARY
OPEN HOUSE**
held in 2014



KOLOOS
KORI

*“When you have work,
it’s always happy.”*

Koloos gets a new start.

Koloos Kori escaped war torn Sudan and found refuge in Buffalo, New York.

He is the second youngest of six children. Back in Sudan, his family had a farm and raised sheep and goats, but once the civil war in his country began, family was lost, separated and tragedy struck. When he was just ten years old, Koloos lost his right hand in the violence of the war and from there embarked on a life full of worry and challenge, as well as hope and opportunity.

One of Koloos' older brothers had already relocated to Buffalo and helped get Koloos there as well. When he got off the airplane, he felt a great sense of relief and although he was happy for himself, he was also very worried about his family, who had since split into both North and South Sudan. He arrived in Buffalo in June, so the weather was welcoming. When snow hit later that year, it was "surprising" at first, but he got used to it quickly.

Koloos started college at Erie Community College taking general studies classes. He began looking for work, which proved to be very difficult. He has a physical disability, which made some job prospects very difficult and the job market itself was pretty tough. Finally, through the New York State Disability Office, he began working for a cleaning company that took care of City Hall downtown. After a few months, Human Technologies took over the contract and Koloos moved with his coworkers over to the newly built ten story, 196,000 square foot Robert H. Jackson United States Courthouse.

Together with his team of eight coworkers, Koloos helps take care of the modern building from top to bottom – maintaining 86 private and public bathrooms, offices, courtrooms, judges' chambers and even the cells located within the

building. They also help with snow removal and landscaping outside of the building, keeping the grounds safe and beautiful.

Some of the work can be challenging for Koloos having only one hand, but he gets creative and gets the job done. He appreciates the steady work and the money he makes so that he can help family back home. "When you have work, it's always happy," he shares. He helps pay for his nephew's schooling in Kenya as well as his brother's college in South Sudan.

“
**You never know
what's going to
happen to you
tomorrow**
”

Koloos feels very fortunate to have been able to get to the United States, especially to take advantage of assistance offered to those with disabilities here. "The government in Sudan doesn't offer help to those with disabilities or help people find jobs like here," he says. "I know my family wouldn't let me suffer... they'd help me out. But I have much more opportunity here."

If Koloos had to describe himself in three words, he would use **hard working**, **determined** and one that still has a **lot to learn**. He truly feels like he has gotten another chance and returning the favor one day to someone is one of his top priorities. "You never know what's going to happen to you tomorrow," is a credo he repeats in order to remember to be thankful of each day.

Outside of work, Koloos is a pretty quiet guy who likes to watch action movies, goes to church on Sundays and follows sports. He was a big Cleveland Cavaliers fan until LeBron James left, now he's searching for a new team. During football season, he enjoys watching the Buffalo Bills (of course!) and the Seattle Seahawks.

Afterward: After seeing many others gain citizenship in the very courthouse that he helps maintain, Koloos himself gained citizenship in March, 2015.



ROOSEVELT BRICE

“To make it in life, you gotta work.”

Roosevelt considers hard work a responsibility.

Roosevelt is a calm, cool man with a thick Honduran accent. He was named by his parents after one of their favorite U.S. presidents – F.D.R. His mom and dad started him young on developing a good work ethic and he soon realized that in order to achieve success and afford the necessities in life, you need to work hard. His first job, at the age of 14, was as a longshoreman in Honduras, helping to ship native produce all over the world. He was quite a soccer player and might have been able to “become a star,” but work and family responsibilities became priority. Being the oldest of seven children, he had a lot resting on his shoulders.

Before coming to the U.S., Roosevelt was part of the steward department for Carnival Cruise Lines and got to see many parts of the Caribbean. He loves to travel and see new places and enjoys taking photos of where he’s been. “I take photos because they become my memories,” he explains.

He ended up in New York State because he had some cousins already here. Roosevelt started with Human Technologies as a short term employee at the State Fair six years ago and then a job opened up on a more steady basis for him. Roosevelt does janitorial work at two locations for Human Technologies – the Naval Reserve in Mattydale and the CNY Regional Transportation Authority’s Center for Public Transportation in Syracuse. He handles various cleaning responsibilities such as vacuuming, sweeping and mopping floors, upkeep of restrooms and yes, even the windows! Most of the time, he works pretty independently and he enjoys that.

Roosevelt struggles with literacy and has difficulty reading and writing. In his 40s, he started classes to work towards his GED, but working

and balancing the schoolwork became too cumbersome. “It gets harder once you’re older,” he claims. At almost 65 years old, he is starting to think about giving it another try.

Human Technologies is a good fit for Roosevelt and the work he does gives him great pride. “It’s an honest dollar and keeps you out of trouble.” He shares that he has seen many people struggling to make ends meet and pay their bills and if they can’t find work to keep them afloat they sometimes end up in trouble. The job allows him to have steady pay, keep up on his bills here and also send some money to his brothers and sisters, most of who still live overseas. The ability to do that makes him very content and allows him to continue to fulfill the same responsibilities he took on as a teenager.

When asked to describe himself in a few words, Roosevelt takes some time to think.

A humble man, it’s hard for him to come up with them. **Hard working** is a given. He also claims he’s **easy to get along with** and **quiet**, but also that he **“ain’t scared of doing nothing.”** That’s a great trait to have as he’s learning additional skills and duties on the job and working at different facilities.

Outside of work, he enjoys doing his own work around the house and once in a while he likes to go out “on the town” and have fun. He has a deep love for rhythm and blues music – Al Green, Solomon Burke and his ultimate favorite Otis Redding.

As Roosevelt nears retirement age, he dreams of being able to do some traveling. If he could drop everything right now and head anywhere in the world, he would visit Europe and see Sweden first. Hopefully he’ll bring back some great photos!



Kim and David take on D.C.

SOURCEAMERICA GRASSROOTS ADVOCACY CONFERENCE – WASHINGTON, D.C.



Kim Armstrong and David Petronella represented Human Technologies at 2014's SourceAmerica Grassroots Advocacy Conference in Washington, D.C. This annual conference serves as a platform for people with significant disabilities or who are blind. 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.

The two got an opportunity to meet with staff from Senator Schumer's, Congressman Hanna's, Congresswoman McMorris' and Senator Gillibrand's offices.

They were able to see the Lincoln and Washington Memorials, the Vietnam Memorial Wall, the MLK Memorial, the Natural History Museum and the capital itself.

Kim has worked at Human Technologies since 1999. She was nervous at first but then invigorated on the trip, seeing so many things that she

hadn't seen before and having a chance to talk to people in leadership about what she does for work and how it makes a difference. "I felt like a very important person" she said. Kim's mom Maria gets a little emotional talking about the trip and Kim's progress at Human Technologies. "It makes me feel great," she shares. "The company has been such a great fit for her and has helped her gain stability and make money."

David, an employee for over 25 years, was thrilled to be asked to go to Washington, D.C. He wants to do what the CEO does - "get us WORK!" He spoke at a luncheon in front of 200 people on why work is important to those with disabilities. He feels like those that he met with *listened* to him and he was proud of himself for representing himself, his coworkers and all of those with disabilities. David's nephew Shaun went on the trip with them and shared how much he loved it. "He talks about working all the time," shares Shaun, "and loves the jobs he gets to work – especially those for the military."

Kim and David continue a legacy of employees that rise to the occasion of advocating for themselves and all of their coworkers at this important national conference. Employees always bring back knowledge and ideas to implement, as well as great stories from a very memorable trip!



Their stories are being told

THE INSPIRATIONAL STORYTELLERS



Founded in 2011, the *Inspirational Storytellers* is an advocacy group to empower employees to tell their personal stories in order to unite and strengthen the voice of people with disabilities.

The group had 19 members in 2014, with nine of them being founding members. Over two dozen stories have been written and collected over the past three years.

They tell their stories “on the road” whenever they can in order to bring awareness to their efforts and to those working with disabilities. They have spoken at Rotary meetings and at company-wide meetings often. The Storytellers also represent Human Technologies at various community functions and help with events for the company itself, such as the Open House in October, 2014 where many served as tour guides. The group’s structure and support help employees emerge from their shells, find their voice, speak in public and overall become more confident and unafraid to share their stories. Members of the group learn that it’s important to be heard.

John, a Storyteller from Human Technologies’ Binghamton division, shares that “the job inspires me, and I can inspire others by telling them about my life. Our personalities come alive and it’s very rewarding for everyone.”

Candi, who when she reads her stories has the inflections and passions of Maya Angelou, says that the group has helped her get over her tremendous fear of speaking in public. She enjoys writing very much and speaking the words brings another depth to her story. “When people express themselves, convey their fears through words AND actions, it’s very powerful.”

The group continues to go strong and is always looking to add more members. Its impact is working. John and Candi agree that being employed is only ONE part of the greater picture. There’s so much more - learning how to advocate, gaining confidence, developing writing and speaking skills and helping to inspire others to do the same lead to truly life changing experiences that Human Technologies fosters every day.

An eventful 2014

EVENTS AND NEWS



Steve Boddie Receives Prestigious NYSID Award

Steve Boddie was the recipient of the 2014 William B. Joslin Outstanding Performance Award, NYSID's most prestigious people-centered award. Steven works as a janitor through one of our many NYSID contracts. He is pictured here with his family, co-workers, NYSID representatives and administration from the McPike Addiction Treatment Center, where Steven works.



Rick Sebastian is a Speaker at 2014's TEDx Utica Event

Human Technologies President/CEO Rick Sebastian shared the concept of Social Enterprise in a TEDx Utica talk in 2014. He spoke about how we can be disruptive innovators for the purpose of making all people relevant. This extremely popular event gave Human Technologies and Social Enterprise a great audience and gained a good deal of awareness for us.

Employee Awards

Rose White Community Service Award

To recognize an employee for making a difference in their community and to Human Technologies.

- 2011 *Mary Jo Toomey*
- 2012 *Luis Lopez*
- 2013 *Richard T. Lasher*
- 2014 *Randall J. Barber*



Human Technologies Hosts Open House to Kick Off its 60th Anniversary and National Disability Employment Awareness Month (NDEAM)

Jasminka Martinez and Anne Campbell led tours and taught our guests about all of the amazing products that come to life at Human Technologies. This picture was taken at our October Open House which also served as an official 60th anniversary kick off.



Human Technologies Receives 2014 Business of the Year

Human Technologies was selected as the Greater Utica Chamber of Commerce’s Non-profit with over 50 employees Business of Year. Rick Sebastian accepted the award at the Chamber’s Awards Luncheon in December, 2014. Businesses were chosen based on staying power, innovation, growth in industry, commitment to the Mohawk Valley region and involvement with the Chamber.

The Colonel James G. Hill Award

To recognize an employee for service to our country and Human Technologies.

- 2011 *Jonathan J. Cottet*
- 2012 *Herbert Williams*
- 2013 *Joseph H. Sampson*
- 2014 *William F. Friedel*

Donald A. St. Louis Mission Award

To recognize an employee who has a documented disability who demonstrates the power and impact of employment in their lives.

- 2011 *Anne L. Campbell*
- 2012 *Dennis Colburn*
- 2013 *Sandra M. Shade*
- 2014 *Russell T. White*

2014 Financial Report

2014 Financial Results For Year Ending December 31, 2014

REVENUES

	2012	2013	2014
Manufacturing	\$ 2,254,777	\$ 5,251,204	\$ 3,843,683
Property Management Group	\$ 7,763,083	\$ 8,546,499	\$ 9,129,838
Behavioral Health Services	\$ 1,986,445	\$ 2,067,545	\$ 1,982,371
Warehousing & Distribution	\$ 7,320,426	\$ 15,163,328	\$ 13,508,242
OPWDD & OMH	\$ 787,610	\$ 757,029	\$ 589,380
Other Income	\$ 54,038	\$ 94,378	\$ (16,089)
TOTAL	\$ 20,166,379	\$ 31,879,983	\$ 29,037,425

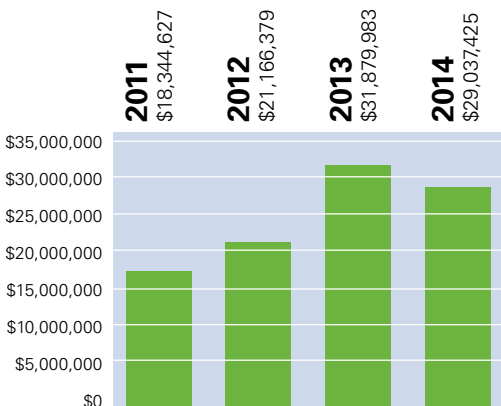
EXPENSES

	2012	2013	2014
Wages & Benefits	\$ 8,641,570	\$ 9,678,714	\$ 10,242,352
Material & Freight	\$ 6,170,604	\$ 15,784,597	\$ 12,221,048
Occupancy Costs	\$ 510,312	\$ 565,431	\$ 579,555
Depreciation	\$ 367,875	\$ 377,975	\$ 422,240
Other Operational Costs	\$ 1,170,479	\$ 1,582,596	\$ 1,614,352
Outside Services	\$ 1,367,137	\$ 1,610,403	\$ 2,066,543
All Other Overhead	\$ 1,222,674	\$ 1,267,014	\$ 1,216,373
TOTAL	\$ 19,450,651	\$ 30,866,730	\$ 28,362,463

BUSINESS OPERATIONS SALES

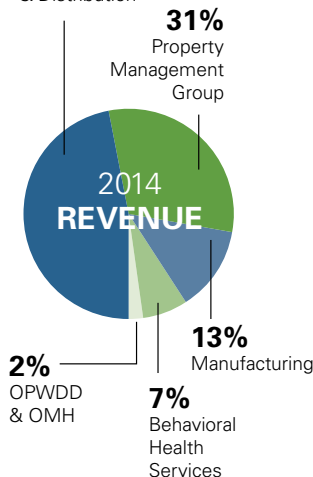
	2012	2013	2014
Federal	39%	34%	45%
New York State	47%	36%	36%
Commercial	14%	30%	19%
TOTAL	100%	100%	100%

ANNUAL REVENUE 2011-2014



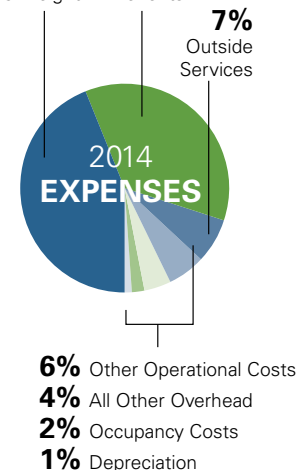
47%

Warehousing & Distribution



44%
Materials & Freight

36%
Wages & Benefits



A Message

FROM YOUR BOARD CHAIRMAN



It is with a deep sense of pride that we look back on the experience of the past year at Human Technologies. But to be honest, looking back over the past 60 years of successful innovation and progress made by this remarkable social enterprise, we find that pride has been a recurring and salient theme.

The strength, commitment, and resilience of all within our Human Technologies family have been on display throughout the year. Whether it's been the further honing of an existing operation into being a world-class service provider or ramping up a newly formed venture to play an increasingly important role among an impressive suite of business development opportunities, the Human Technologies leadership team and hundreds of outstanding individuals throughout our organization have clearly demonstrated *"The Power of People with Purpose"*.

The coming year promises an exciting opportunity for renewal and change as we bid a fond farewell to long-time President and CEO, Rick Sebastian, and engage a nationwide search for his successor. Rick's leadership over the past decade or more has been second to none and for that we are deeply appreciative. We wish him the best as he begins a new chapter in a remarkable career.

As Human Technologies transitions into what promised to be an exciting future, the board of directors is deeply committed to maintaining and creating a broad array of employment opportunities to benefit our employees, their customers, and the diversity of stakeholders throughout the many communities we serve.

A handwritten signature in blue ink, appearing to read 'John Bullis'.

John Bullis, Board Chair

2014 BOARD OF DIRECTORS

Board Chair

John Bullis

Vice Chair

Scott McCartney

Secretary

Roxanne Mutchler

Treasurer

Denise Snyder

President/CEO

Richard E. Sebastian, Jr.

Immediate Past Chair

Andrea LaGatta

Board

Gerard Capraro

Harrison Hummel, III

William Kline

Ryan Miller

James Stewart

Corporate Officers

Chief Financial Officer – Barbara DeAngelis

Chief Operating Officer – Gregory Frank

Vice President of Human Resources – Linda Forth, PHR

HUMAN TECHNOLOGIES

The Power of People with Purpose

2260 Dwyer Avenue
Utica, NY 13501
(315) 724-9891
(315) 724-9896 fax
www.htcorp.net
info@htcorp.net

In Memorium

*2014 was a difficult year as we lost four members of our Human Technologies family.
They each exemplified our mission and will be deeply missed.*

Gregory Primm

– June 17, 2014 –

Employee from 8/12/13 – 6/17/14, 10 months of service

Rose White

– July 3, 2014 –

Board Emeritus, Board member from 2002 to 2010

Thomas Keller

– November 6, 2014 –

Employee from 1/5/04 – 11/6/14, 10 years and 10 months of service

Hazel Nunziata

– December 13, 2014 –

Employee from 9/17/07 – 12/13/14, 7 years and 3 months of service