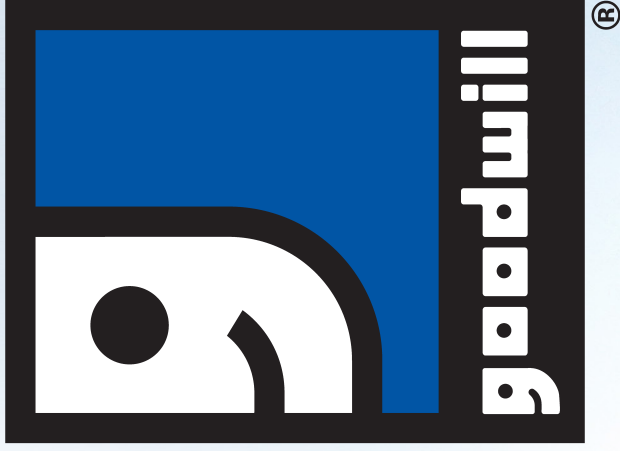


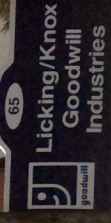


*Licking/Knox
Goodwill*

One Year of Goodwill

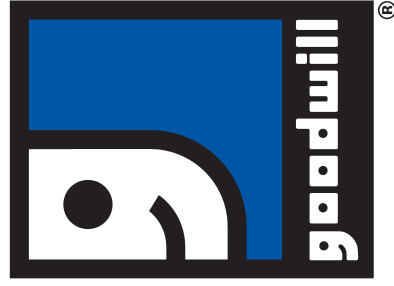
Licking/Knox Goodwill Industries, Inc. • Newark, Ohio

2012 Annual Report





Timothy J. Young, CEO/President



*Licking/Knox
Goodwill*

Since 1994, Licking/Knox Goodwill Industries, Inc. has been a part of my life. I started as a Board Trustee and quickly discovered how involved Goodwill is in the community. Then in 2008, I entered into the everyday life of Goodwill when I became the Director of Administration and then named CEO/President in 2011.

***Allow me to share how Goodwill reaches out
to our employees and the community every day.***

Licking/Knox Goodwill offers nine retail stores and donation centers in our small, two county Ohio territory. Our retail stores offer special "Color Tag Sales" almost every day of the year and special bonus sales periodically. Each store has a staffed donation center proudly accepting donations during store business hours. Additionally, we feature unique items on shopgoodwill.com, our online auction store front.

Our warehouse operations received the Goodwill 2011 Retail Excellence Best Performance Award for 89.45% Waste Diversion. In honor of this achievement, 500 trees were planted on our behalf in Kenya.

- 397,505 people shopped our retail stores.
- 79,477 people donated to our retail stores.
- 101 people donated vehicles or vessels to Goodwill Used Cars.

With over 12,000 personalized training hours our Vocational Rehabilitation Division provides a valuable service to individuals in our community including our GoodGuides Youth Mentoring Program, operating locally in the Newark City School District. We currently coordinate mentoring sessions in the high school and two middle schools. Participating students continue to improve their grades, attendance, and involvement in school activities. Our adult clients, including local veterans, have also seen personal improvement. Over 40 were placed into competitive employment and continue to receive follow-up service from our dedicated staff.

- 420 people completed Vocational Rehabilitation services.
- 219 middle and high school students participated in GoodGuides mentoring.
- 26 veterans received Vocational Rehabilitation services.

With janitorial contracts servicing over two-million square feet, we provide a broad range of business services customized to meet the unique needs of our customers. All of our employees receive extensive in-house training and receive third-party certification from BETCO University. We continue to participate in AbilityOne Program. As part of the AbilityOne Program, Goodwill maintains federal contracts and provides employment for people who are blind or have other severe disabilities. In 2012, we received several awards for our service with NISH (Creating Employment Opportunities for People with Significant Disabilities) including the National Counsel of Work Centers Management Excellence Award given to Ms. Marlynn Crabbin-Saddler for her dedication and service to individuals with disabilities.

- 191 employees worked 312,799 labor hours.
- Awarded the NISH Quality Work Environment, Bronze Level of Achievement.

Licking/Knox Goodwill Industries, Inc. is one of 167 autonomous, worldwide members of Goodwill Industries International. Goodwill has provided quality employment and training services to Licking and Knox counties and Central Ohio private businesses, local, state, and federal agencies since 1957.

Today, Licking/Knox Goodwill employs in excess of 300 people. This includes administrative and management staff who oversee contract work services, retail locations and an internet sales location (www.shopgoodwill.com), vocational rehabilitation services, automotive sales, automotive service, and maintenance divisions.

- 316 people are permanent employees.
- 8,736 employee training hours were completed.

It is easy to see how Goodwill is involved in your everyday life. Please enjoy this 2013 calendar featuring our 2012 Annual Report. On behalf of the entire Licking/Knox Goodwill organization, thank you for your continued support. We appreciate what the community has helped us to accomplish.

Best Regards,



Timothy J. Young
CEO/President
Licking/Knox Goodwill Industries, Inc.

Our Mission: Licking/Knox Goodwill Industries, Inc. provides training, employment, and support services to individuals with disabilities and other barriers to employment.

Licking/Knox Goodwill 2012 Board of Trustees

President - Korey M. Kidwell
Attorney
Murray, Rauzi & Kidwell Ltd.

Robert F. Coyne
Retired - Owner
Coyne Printing

Sherry Fischer
Specialist
Sedjwick

Susan Sukys
Financial Advisor,
Money Concepts Financial Planning

Vice President - Jack Crockford
Retired
Buckeye Linen

Judge Michael F. Higgins
Licking County
Municipal Court

Dr. Marc Miller
Neuropsychologist

Ray Wilson
Owner, Wilson Travel Service

Treasurer - Lynn Fawcett
Senior Vice President
Park National Bank

Karen Jones
Program Officer,
Licking County Foundation

Robin Stein
Human Resources Vice President
Park National Bank

Legal Counsel - Rod Nelson
Reese, Pyle, Drake & Meyer

Secretary - Tom Abbott
President, Abbott Consulting, LLC

Melissa Fleming
Assistant General Counsel,
Mount Carmel Health Systems

Our Mission:
Licking/Knox Goodwill Industries, Inc. provides training, employment, and support services to individuals with disabilities and other barriers to employment.

Our Vision
To be an organization focused on effectiveness, quality, and professionalism in the services we provide.

January 2013

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
234 Full-Time Employees (Year End) 82 Part-Time Employees (Year End) 79% Direct Labor Hours by People with Disabilities	1 New Year's Day	2	3	4	5	
6	7 25% Veteran's Discount Every Monday at Licking/Knox Goodwill	8	9	10	11	12
13	14	15	16 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	17	18	19
20	21 Save 50% at all Licking/Knox Goodwill Retail Stores Today! Martin Luther King Jr Day	22	23	24	25	26
27	28	29	30	31		

Licking/Knox Goodwill

Vocational Rehabilitation

What is Vocational Rehabilitation?

Goodwill Vocational Rehabilitation is a series of programs used to assist an individual's transition into the workforce. Real life people needing real life services are what Goodwill is about. The referring agency is billed for services provided and is kept informed of a client's progress through written reports and evaluations completed by Goodwill's Vocational Rehabilitation Specialists.

Specialized Training Programs

- Career Interest Assessment
- Community Based Assessment
- Job Coaching
- Job Development
- Job Retention
- Job Shadowing
- Job Try Out
- Life Skills Training
- Occupational Skills Training
- Supportive Vocational Services
- Work Adjustment

Benefits to Employers

Goodwill continually seeks partnerships with local businesses to provide a variety of work opportunities for our Goodwill clients. Employers receive "free labor" in exchange for providing a client the opportunity to transition back into the workforce. The employer is given the opportunity to evaluate the client's work performance to determine if the client may be considered for hire. Also, employers may be eligible for federal tax credits by hiring a Goodwill client.

Goodwill offers specialized programs to benefit both employers and clients. A knowledgeable Vocational Rehabilitation Specialist is assigned to each client and assists throughout the process. Job Coaching is available, as needed, to ensure a smooth transition. Job Retention services are available at no charge for the first 90 days if a client is hired.



February 2013

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

Veterans Employment Workshop

Goodwill offers two-day employment workshops for veterans. During the course of a workshop, a veteran receives the resources necessary to obtain and maintain employment. Those resources include resume and cover letter preparation, master application, interviewing skills, how to obtain job leads, and how to meet the expectations of their employer.

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*25% Veterans Discount
Every Monday at
Licking/Knox Goodwill*

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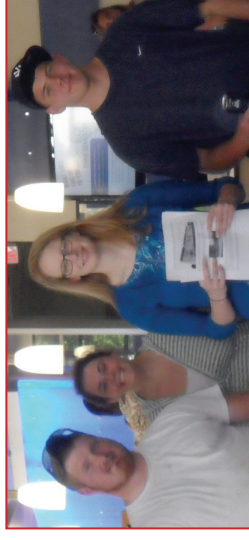
25

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Presidents' Day ← 50% Off Winter Clothing at Licking/Knox Goodwill Retail Stores! →



Licking/Knox Goodwill

Groundhog Day

St. Valentine's Day

*25% Senior Discount
Every Wednesday
@ Licking/Knox Goodwill*

*2012
Clients Served:
420
Training Hours:
12,402*

Summer Youth Program

Summer Youth Programs are intended to promote a student's transition from high school to post-secondary education, vocational training, or integrated employment. Services may include an evaluation of the consumer's vocational needs, instruction on vocational topics such as interviewing skills, work behaviors, basic job readiness skills, and independent living skills, as well as integrated, community based work experiences. Staff work with students to learn job tasks and skills needed in the workplace. Students are paid Ohio minimum wage for work time.



Youth Programs

W.I.A. Youth Works

W.I.A. Youth Works is a 16-week program serving out-of-school youth ages 16-21 in a paid work setting. Participants gain valuable work and life skills. Participants will also receive support services such as case management and access to various educational opportunities. The long-term goal for participants is the opportunity to obtain permanent employment and/or enrollment in a formal education program. This program is funded by the Licking County Department of Job and Family Services and The United Way.

GoodGuides™

The GoodGuides Youth Mentoring Program provides a structured "time out" during the school day, helping youth (ages 12-18) establish positive relationships with adults and older peers, while:

- Building Self-Esteem
 - Exposing Youth to Post-Secondary Education and Career Options
 - Setting Goals
 - Motivating Youth to Stay in School
- GoodGuides also provides youth with quarterly activities to facilitate:
- Career Awareness and Exploration
 - Positive Social Engagement
 - Greater Connection to the Community

This Program is funded by The United Way.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		<i>Youth Works Participants: 17</i> <i>Summer Youth Participants: 17</i> <i>GoodGuides Participants: 219</i>				
3	4	5	6	7	8	9
10	11	12	13	14	15	16
Daylight Savings Time Begins			25% Senior Discount Every Wednesday @ Licking/Knox Goodwill			
17	18	19	20	21	22	23
St. Patrick's Day	25% Veteran's Discount Every Monday at Licking/Knox Goodwill					
24	25	26	27	28	29	30
Easter					<i>Easter Savings at all Licking/Knox Goodwill Retail Stores!</i> Good Friday	

Licking/Knox Goodwill

Retail Donations

Donating to Goodwill

Donations to Licking/Knox Goodwill's retail stores help fund our mission. Customers may bring donations to any Goodwill store location. Donations are sorted, processed, and distributed to the sales floor for waiting customers. When you donate your gently-used items to Goodwill, you can be confident they will be used wisely.

*We Accept All Clothing!
Any Style Any Condition*



April 2013

We Recycle Computers!

Goodwill has a partnership with Dell to recycle obsolete or broken computer equipment. Anything that attaches to a computer can be recycled through this residential recycling program. Computer towers, monitors, disks, CDs, keyboards, mice, speakers, etc., can be dropped off at any Goodwill retail store.



We Accept Donations Of

All Clothing, Shoes, Jewelry, Accessories,
Housewares, Appliances, Exercise Equipment,
Records, Electronics, Furniture, Toys, and More!

We Can Not Accept Donations Of

Newspaper, Cardboard, Office Paper, Magazines,
Aluminum Cans, Baby Cribs, Recalled Items or
Items Containing Lead/Mercury.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2012 Retail Donors: 79,477	1 April Fools Day	2	3	4	5	6
7	8 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	9	10	11	12	13
14	15	16	17 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	18	19	20
21	22 Earth Day	23	24	25	26	27
28	29	30				



Recycling Operations

Goodwill partners with several salvage companies to get the most out of your donations. Clothing, cardboard, books, shoes, stuffed animals, cell phones, and computers in poor condition are processed and sold as salvage.

Licking/Knox Goodwill

Donate Any Vehicle Get A Tax Deduction*

Goodwill's Used Car Lot accepts donations of any vehicle or boat. Call to arrange FREE pickup or drop off your vehicle during business hours.

All you need is the title and keys. Donate your vehicle today and receive a tax deduction for the gross proceeds received from the sale of the vehicle.* The Used Car Lot is also a great place to purchase your next vehicle.

Vehicle + Boat Donations

Monday, Wednesday, Friday
Noon to 5:00 pm
36 Wilson Street • Newark, Ohio
(740) 345-4749

Steps to Donate

- Verify the car has a clear title.
- Call the Goodwill Used Car Lot at (740) 345-4749.
- We will schedule a pick-up time or you can drop off.
- Have your vehicle's title and your State Issued ID ready when we arrive.
- Do not sign your title before we arrive.
- Your vehicle is offered for sale on our used car lot.
- When your vehicle sells, we will mail you a 1098C tax form, for tax deduction purposes.



May 2013

*Consult your tax advisor for details.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2012 Vehicle and Vessels Donated: 101			1	2	3	4
5	6 25% Veteran's Discount Every Monday at Licking/Knox Goodwill	7	8	9	10	11 Special Mother's Day Sale at all Licking/Knox Goodwill Retail Stores! Friday, Saturday, and Sunday
12	13	14	15 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	16	17	18
Mather's Day	19	20	22	23	24	25
Pentecost						
26	27 50% Off Sale Memorial Day	28	29	30	31	2012 Vehicles and Vessels Sold: 68 Scrapped: 28

Licking/Knox Goodwill

Fulfilling Business Needs

Custodial jobs, general maintenance, commercial lawn care, fulfillment contracts (packaging and assembly), light manufacturing, and much more... Goodwill provides a broad range of business services customized to your unique requirements.

*All of Our Employees Earn Third-Party Certification
for Janitorial Services from BETCO University*

Goodwill employees receive extensive training using proven methods from industry professionals. Effective quality control programs are utilized meeting all federal, state, city, OSHA, and customer guidelines.

Contract Services

Facilities Served

Goodwill has the expertise to care for all types of facilities:

- Offices
- Banks
- Marques
- Churches
- Schools
- Court Rooms
- Museums
- Factories
- Warehousing
- Hotels
- Hospitals
- Day Care
- Laboratories
- Food Service
- Retail
- Gymnasiums

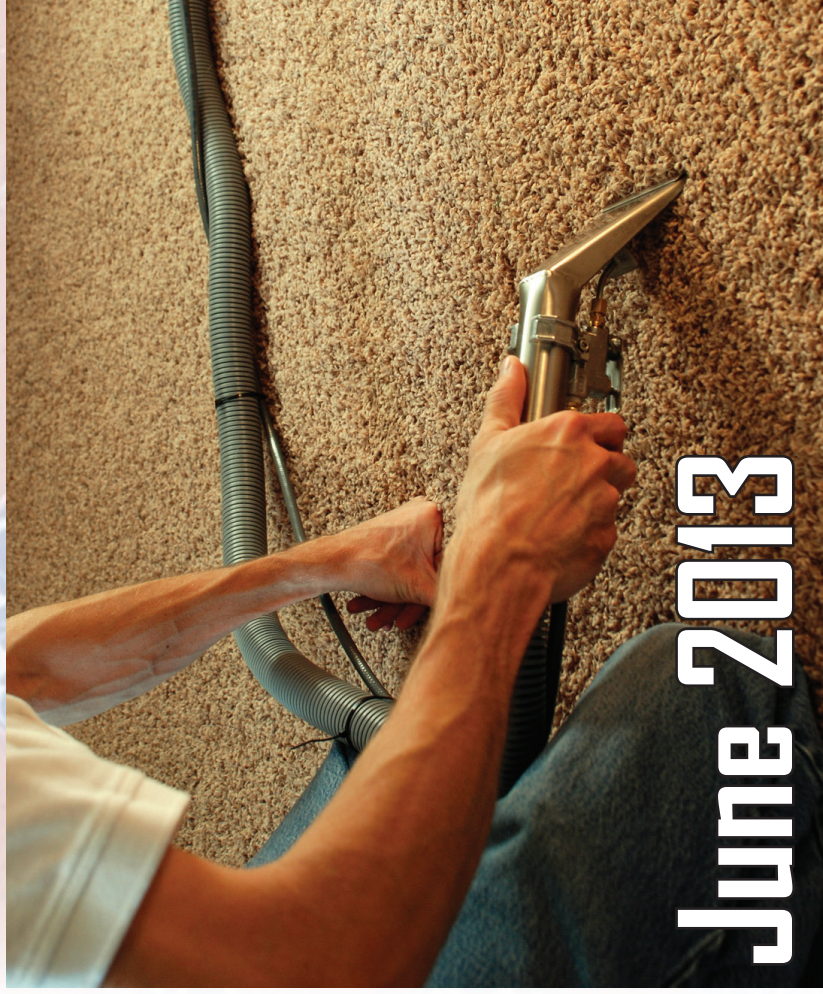
Custodial Services

We offer competitively priced, quality custodial services with on-time delivery. NO JOB IS TOO BIG OR TOO SMALL!! We specialize our services to meet your needs. We can provide any type of custodial service:

- General Office Cleaning
- Window Cleaning*
- Day Porter Services
- Snow Removal*
- Fire and Water Restoration*
- All Types of Carpet Care
- Hard Surface Floor Care
- Commercial Lawn Care*

*Offered as an addition to a custodial contract.

Goodwill contract services offer a full line of janitorial and maintenance equipment and supplies. Uniforms for Goodwill employees are provided upon request. Goodwill is fully insured and can provide security and background checks. Customized services are provided to fit the unique needs of every customer.



June 2013

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

Floor Care

Goodwill's Staff is trained and experienced in all types of floor care. No job is too large! We can provide a one-time clean, strip, and finish service or continuous maintenance. Our trained and supervised staff provides excellent service at competitive prices and ensures the job is done to your satisfaction.

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*25% Veterans' Discount
Every Monday at
Licking/Knox Goodwill*

9

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*Special Father's Day Sale at all
Licking/Knox Goodwill Retail Stores!
Flag Day Friday, Saturday, and Sunday*

16

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Father's Day

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*25% Senior Discount
Every Wednesday
@ Licking/Knox Goodwill*

Licking/Knox Goodwill



*Over 2 Million Sq Ft Maintained
2012 Labor Hours Worked:
312,799*

Shop our 9 Retail Stores

Shopping at Goodwill means more than good deals. Thousands of items are put on our sales floor daily. Many are unique or designer items! Special color tag sales run weekly; and new sale items become available every Sunday.

Online Shopping

Goodwill's internet auction site posts items to customers across the country every day. It's an easy and fun way to find just what you've been looking for. Sign up for a FREE shopgoodwill.com auction account today!



Retail Shopping

Heath • 550 Hopewell Drive
(740) 522-1212

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Newark • 927 North 21st Street*
(740) 364-0804

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Buckeye Lake • 10933 Hebron Road
(740) 928-0199

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Newark • 101 Union Street
(740) 345-8191

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Pataskala • 78 Oak Meadow Drive
(740) 927-2500

Monday – Saturday 9 am to 9 pm
Sunday – 11 am to 7 pm

Mount Vernon • 855 Coshocton Avenue
(740) 392-9991

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Johnstown • 715 Coshocton Road
(740) 967-2926

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Mount Vernon • 60 B Parrott Street
(740) 393-0081

Monday – Saturday, 9 am to 9 pm
Sunday 11 am to 7 pm

Utica • 41 Columbus Road
(740) 892-9123

Monday – Saturday 9 am to 7 pm
Sunday – 11 am to 7 pm

Virtual Store • 550 Hopewell Drive
(740) 522-1212

Office: Monday – Friday 8 am to 5 pm
Online: 24 Hours @ www.shopgoodwill.com



*This location is relocating in early 2013.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2012 Retail Store Customers: 397,505	1	2	3	4 <i>50% Off Sale</i> Independence Day	5	6
7	8 <i>25% Veterans' Discount Every Monday at Licking/Knox Goodwill</i>	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24 <i>25% Senior Discount Every Wednesday @ Licking/Knox Goodwill</i>	25	26	27 <i>Start Back to School Shopping</i>
28 Parent's Day	29	30	31	<i>2012 Retail Employees: 127 (Year End)</i>		



Licking/Knox Goodwill

Go Green With Goodwill

Licking/Knox Goodwill Industries, Inc., has taken the initiative to provide the best of services to its customers by providing basic green chemicals, and prices to start your sustainable program.

What Can Licking/Knox Goodwill Do For Your Business?

- Lead your organization through the process of going "green" whether it is beginning steps as in "Green," improving by going "greener" or by implementing a sustainability program to the fullest level to "greenest."
- Provide support to your organization in any capacity that is needed; whether it is to supply green products, equipment or service; to helping set up a "Green" pilot program, or to determine what stage of the Green Process you are ready to take.
- Offer proven methods to keep your "Green" program costs within your agencies goals and budget by recommending products and processes that are equal to or less than your current costs.
- We are available not only for "Green" program information and services, but also for carpet and hard surface care, water and fire restoration, emergency clean-up, and traditional janitorial work.

Benefits of Green Cleaning

- Lower operating costs.
- Positive environmental impacts.
- Improved employee moral and health.
- Reduced irritation to skin and eyes.
- Eliminates ingredients harmful to your health.
- Enhanced comfort, safety, and health.
- Minimizes the strain on local infrastructures.
- Protects the environment.
- Reduces the carbon footprint.
- Access to government financial incentives.
- Improves air and water quality.
- Reduces solid waste.
- Conserves natural resources.
- Decreases greenhouse gasses.



August 2013

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2012 Contract Employees: 191 (Year End)				1	2	3
4	5 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	6	7	8	9	10
11	12	13	14 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	15	16	17
18	19	20	21	22	23	24 Save 50% at all Licking/Knox Goodwill Stores this Friday, Saturday, and Sunday!
25	26	27	28	29	30	31

50% Off Sale

Licking/Knox Goodwill

When to Consider Security Services...

Don't let your home or business become a statistic. Security services can begin at any time and packages can be designed to meet your specific needs and budget. Action Security Group offers professional, reliable services.

For Your Home

- ✓ You Will Be Traveling for an Extended Period of Time.
- ✓ Alarm Systems Require Expensive Long Term Contracts.
- ✓ You Have Teenagers Staying at Home While You Are Away.
- ✓ You Have an Elderly Loved One Living Alone.
- ✓ You Do Not Have a Reliable Relative or Friend to Check on Your Property.
- ✓ Your Peace of Mind Has Been Shaken.
- ✓ Your Community Wants to Deter Crime.

For Your Business

- ✓ No Single Person Manages Your Keys or Building Access.
- ✓ In-house Security is Too Expensive.
- ✓ You Need Assistance Understanding OSHA and NFPA Requirements.
- ✓ You Have a Large Event to Manage.
- ✓ Your Facility is Too Large to Monitor With Existing Staff.
- ✓ You are Rebuilding After a Disaster / Fire Watch.

UNARMED SECURITY PROFESSIONALS

for home and business

September 2013

Action

Security Group™

740.345.9850

www.ActionSecurityGroup.org

License Number: 201121001814



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 <i>50% Off Sale</i> Labor Day	3	4	5	6	7
8 Grandparent's Day	9 <i>25% Veterans' Discount</i> <i>Every Monday at</i> <i>Licking/Knox Goodwill</i>	10	11 Patriot Day	12	13	14
15	16	17	18 <i>25% Senior Discount</i> <i>Every Wednesday</i> <i>@ Licking/Knox Goodwill</i>	19	20	21
22	23	24	25	26	27	28
29	30					

Licking/Knox Goodwill

Spirit Line by LCCO

A Community Partnership - In March 2012, a partnership between Licking/Knox Goodwill and LCCO was formed. Goodwill became the first major distributor for the Spirit Line of jewelry.

In less than a year, Licking/Knox Goodwill sold over 19,000 pieces of handmade Spirit Line jewelry. The success of the partnership has led to new products and designs many of which are exclusively available at Licking/Knox Goodwill retail stores and auctioned online at shopgoodwill.com.

New Products

New Furniture

Starting in November 2011, Licking/Knox Goodwill started selling Coaster brand furniture at the Goodwill Unlimited Store, bringing new furniture sales to our customers.

This success led to the addition of Ashley Signature Series furniture. We now offer financing through two companies and have expanded new furniture to other locations, including our Parrott Street Store in Mount Vernon, Ohio.

Unlimited Bargains

Many Licking/Knox Goodwill locations now sell "distressed" merchandise which we call Unlimited Bargains. These major retailer returns consist of a little bit of everything like lamps, bedding, exercise equipment, toys, games, home décor, patio furniture, and even the kitchen sink. We never know what surprises will come off the truck.

The largest selection of Unlimited Bargains are sold at the Goodwill Unlimited Store in Heath, Ohio, but additional items are available at all Licking/Knox Goodwill retail locations.



October 2013

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7 <i>25% Veteran's Discount Every Monday at Licking/Knox Goodwill</i>	8	9	10	11	12
13	14 <i>Columbus Day</i>	15	16 <i>Boss's Day</i>	17	18 <i>30% Off Sale</i>	19 <i>Sweetest Day</i>
20 	21	22	23 <i>25% Senior Discount Every Wednesday @ Licking/Knox Goodwill</i>	24	25	26
27	28	29	30	31 <i>Halloween</i>		

Licking/Knox Goodwill

New Employees

New Hire Orientation and employee training plans for each position were revised to meet the requirements of the company, as well as CARF/OSHA/NISH standards.

Basic Training for each division was created and implemented, to ensure new employees receive the basic knowledge they need to be successful in their positions from the very start. Managers are responsible for conducting this training utilizing a Leader's Guide to ensure consistency of all information.

Employee Training

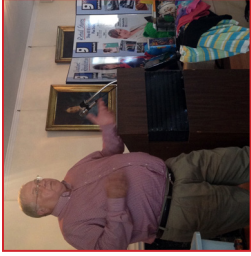
Ongoing Training

Ongoing training of core competencies took place monthly with the worksite Manager as the facilitator, and the Training Coordinator observing and providing presentation feedback to them. As each Managers' training skill levels increased, the Training Coordinator began stepping away, knowing the employees were receiving effective training. In 2013, the Managers will continue to conduct the training on their own using various training techniques they have learned, and with the capability of ensuring comprehension from all employees.

Driver Training

Driver Training went high tech in 2012! Through The Philadelphia Insurance Company, all authorized drivers now take an on-line interactive defensive driving course with a quiz at the end that must be passed before they are permitted to operate company vehicles or utilize personal vehicles for company business. Upon successful completion of the course, the employee receives a certificate "authorizing" them to drive for the company. The training has been well received by employees, and the training is much more effective because it is interactive and self-paced.



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
2012 Training Hours Retail: 3,768 Contracts: 4,183 Other: 785					1	2
3 Daylight Savings Time Ends	4	5	6	7	8	9
10	11 Veteran's Day	12	13	14	15	16
17	18 25% Veteran's Discount Every Monday at Licking/Knox Goodwill	19	20 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	21	22	23
24	25	26	27	28 Thanksgiving	29 50% Off Sale Black Friday	30

Licking/Knox Goodwill

Campus Commitment

Over 50 students from Central Ohio Technical College and The Ohio State University Newark Campus spread out across several Licking/Knox Goodwill sites to volunteer for 2012 Campus Commitment. Volunteers painted fence, washed cars, cleaned shelving, sorted donations, and assisted in the remodeling of the Union Street Store.

Because our painting project was so large, a smaller group of 10 returned to the Goodwill Unlimited Store to finish the job. Overall, Campus Commitment contributed over 225 volunteer hours.



December 2013

Volunteers

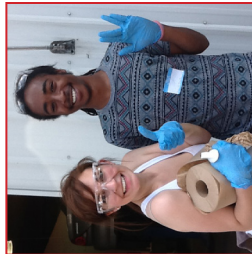
PNB Cares

Each year, Park National Bank coordinates volunteer efforts for their employees. For two weeks in October 2012, 78 volunteers assisted in landscaping the Licking/Knox Goodwill Administrative Offices. It was no easy task. The volunteers helped remove old plants, prep flowerbeds, then remove and replace landscape timber. Their contributions totaled over 300 volunteer hours.

Pony Express

Pony Express is a recreational horseback riding program for children with disabilities. Licking/Knox Goodwill offers six-week sessions in the spring and fall. Volunteers from the community coordinate crafts and snacks, while the local StableMates 4-H Club supplies horses and the majority of the volunteers. Children take turns riding horses around an arena and stop to play games, like basketball, while still on the horse.

In the fall, participants wrap up the season by trick-or-treating on the horses and coming in their favorite costumes. Even the horses dress up. The 4-H Club represent over 600 volunteer hours.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 <i>50% Off Sale</i>	2	3	4 <i>25% Senior Discount Every Wednesday @ Licking/Knox Goodwill</i>	5	6	7 Pearl Harbor Remembrance Day
8	9	10	11	12	13	14
15	16 <i>25% Veterans' Discount Every Monday at Licking/Knox Goodwill</i>	17	18	19	20	21
22	23	24 <i>50% Off Sale</i>	25 Christmas Day	26	27	28
29	30	31 <i>50% Off Sale New Year's Eve</i>				

Licking/Knox Goodwill

Community Partners

Special thanks to the thousands of people in our community
who shop and donate to our retail stores.

7-Up Bottling Company	Bowman Parts Company, Inc.	Coyne Graphic Finishing	First Knox Bank
A to Z Cares	Boy Scouts of America Venture Crew	Department of Job and Family Services	First United Methodist Church of Newark
Almost Home Daycare	Bureau of Services for the Visually Impaired	▪ Columbus Office ▪ Knox County Office ▪ Licking County Office	Functional Training Services
Alphalink Technologies	Bureau of Vocational Rehabilitation	Community Wesleyan Church of Newark	GBQ Finance
American Electric Power	Bureau of Worker's Compensation	Cox United Methodist Church of Newark	Gentry Chiropractic Clinic
Anderson Layman Company	CDC/DD	C-TEC	Giant Eagle
Anomatic Corporation	COVA	Dawes Arboretum	Goodrich
Ariel Corporation	Centenary United Methodist Church of Granville	Defense Supply Center Columbus	Governor's Office for
Army Corp of Engineers	Central Christian Church of Newark	Department of Veterans Affairs	Closing the Achievement Gap
ArvinMeritor	Central Ohio Technical College - Ariel Hall	DMD Security	Granville Public Library
Associate Services for the Blind	Central Ohio Technical College - Human Services Committee	Earthworks Dental	Hampton Inn
Behavioral Healthcare Partners of Central Ohio, Inc.	Children & Families First Council	Edward Jones	Heath City Schools
Big Brothers & Big Sisters of Licking and Perry Counties	City of Mount Vernon	Elder-Beerman	Heath United Methodist Church
Big Lots	City of Newark	Emeritus at Hillen Vale	Hebron United Methodist Church
Big "O" Refuse	Coldwell Banker King Thompson	Excel Academy	Heritage Sportswear
Blubaugh Body and Frame Service	- Linda Dimon	Famous Supply	Holophane, A Division of
Bob Evan's Restaurant		First Apostolic Church of Pataskala	Acuity Brands Lighting Inc.
			Janton Company
			Jo-Ann Fabrics

Strong Community, Strong Values

Jon-Wesley Insurance, Inc.	Licking Memorial Hospital	Ohio Environmental Protection Agency	The Midland Theatre
Karl Ball Nationwide Insurance Agency	Licking Valley Church of Christ	Ohio Office of Procurement	The Ohio State University at Newark
Kindred Healthcare Centre	Lindorf Family Foundation	Ohio State Fire Marshal Academy	The Sparta
KMA Electric, LLC	Little Blessings Academy	Ohio Store Fixtures	The United Methodist Church in the Mall
Knox County Board of Developmental Disabilities	McDonald's	Olive Garden	The Village of Buckeye Lake
Knox County Head Start	Meijer Inc.	Ohio Store Fixtures	The Village of Heath
Knox County Health Department	Midwest Innovations	Opportunity Knox	The Village of Johnstown
LICCD Incorporated	Miller Wood	Opportunity Links	The Village of Pataskala
Licking County Aging Program	Mount Vernon Nazarene University	Park Lanes Bowling	The Village of Utica
Licking County Board of Developmental Disabilities	Mount Vernon Steel	Park National Bank	The Woodlands
Licking County Center for the Visually Impaired	My Place Childcare	Pet Plex Animal Hospital	The Works
Licking County Coalition for Housing	National Youth Advocate Program	Possitivity	Thirty-One Gifts
Licking County Coalition of Care	Neal Avenue United Methodist Church	Pro-Teen Center	Trinity Episcopal Church
Licking County Commissioners	New Life Community Church of Hebron	Red Cross	United States Army Reserves
Licking County Convention and Visitors Bureau	Newark City Planning Department	Reese, Pyle, Drake & Meyer	United Way of Licking County
Licking County Equestrian Center	Newark City Schools	Ruby Tuesday	Vision Center
Licking County Municipal Court Systems	Newark Digital Academy	Sean Young Construction	Wally's Towing
Licking County Family YMCA	Newark Kiwanis	Solstice	Washington Auto Parts
Licking County Soil & Water Conservation District	Newark Metropolitan Housing	Southtowne Kids Club	Waste Management
Licking County Transportation Department	NISH	St. Johns Lutheran Church	Waste Water Department
	Ohio Bureau of Employment Services	Stifel Nicolaus & Co Inc	Wilson Marketing
	Ohio Bureau of Public Health Laboratories	StableMates 4-H Club	WNKD Radio
	Ohio Department of Agriculture	Tee Jaye's Country Places Inc.	Wright Memorial United Methodist Church of Newark
	Ohio Department of Health	The Boeing Company	YES Club
	Ohio Eastern Star Home	The Janton Company	

Strategic Plan

Licking/Knox Goodwill Industries, Inc. is proud to present our 2013-2015 Strategic Plan. Information about strategic plan goals is available online at www.goodwillnewark.com.

Homeless Housing Project

Goodwill, in collaboration with the Licking County Coalition for Housing, has three efficiency apartments and two homes to provide transitional housing for the community. Veterans are given preference and eligibility is determined by the Coalition.

Transportation and Facilities Division

The Transportation Division services Goodwill fleet vehicles including those used to transport employees to and from Goodwill work sites. Facilities personnel provide general maintenance for Goodwill sites and equipment.

CARF Accreditation

Licking/Knox Goodwill Industries, Inc. maintains accreditation in Employment Skills Training Services through the Commission on Accreditation of Rehabilitation Facilities (CARF). This accreditation represents the highest level of accreditation that can be awarded to an organization and shows the organization's substantial conformance to CARF standards.

Emergency Voucher Program

Retail stores provide emergency clothing assistance to residents of Licking County. Eligibility is determined by area agencies who issue vouchers on behalf of Goodwill. Vouchers are issued to adults once every year and children under the age of 18 every six months.

C.A.R.E. About Safety Program

The C.A.R.E. program provides postage paid feedback forms at all Goodwill worksites. Employees can fill out the form to address safety concerns, suggest safety ideas, or simply to express a positive or negative safety action they have observed. These forms are submitted to the Director of Facilities and are reviewed by Goodwill's Safety Committee.

Equal Opportunity / Affirmative Action Employer

The written Licking/Knox Goodwill Industries, Inc. Affirmative Action Plan may be viewed at the Administrative Office located at 65 S. 5th Street, Newark, Ohio between the hours of 8 am and 5 pm Monday through Friday.

More About Goodwill

Director Direct Program

This program provides postage paid feedback forms at all Goodwill sites. Anyone can fill out the form to express their opinion to the CEO/President. All Director Direct comments are addressed and reviewed at Board of Trustee Meetings.

AbilityOne Program

The AbilityOne Program is administered by the Committee for Purchase From People Who Are Blind or Severely Disabled with assistance from National Industries for the Blind and NISH - Creating Employment Opportunities for People with Severe Disabilities.

As part of the AbilityOne Program, Goodwill is able to bid for federal contracts and provide employment for people who are blind or have other severe disabilities.

Professional Ethics

It is the policy of Licking/Knox Goodwill Industries, Inc. to adhere to a comprehensive code of professional ethics in all aspects of its operations, including, but not limited to: marketing, business dealings, service delivery, human resources, and professional responsibilities.

For a copy of our complete policy, please contact: Licking/Knox Goodwill Industries, Inc. Human Resource Department.

All sales listed in this calendar are subject to change.

2013

January							February							March							April						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5			3	4	5	6	7	8	9	1	2	3	4	5	6		1	2	3	4	5	6	
6	7	8	9	10	11	12	10	11	12	13	14	15	16	3	4	5	6	7	8	9	7	8	9	10	11	12	13
13	14	15	16	17	18	19	17	18	19	20	21	22	23	10	11	12	13	14	15	16	14	15	16	17	18	19	20
20	21	22	23	24	25	26	18	19	20	21	22	23		17	18	19	20	21	22	23	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28			24	25	26	27	28	29	30	28	29	30				

May							June							July							August						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	2	3	4	5	6	7	1	1	2	3	4	5	6	7	4	5	6	7	8	9	10
5	6	7	8	9	10	11	9	10	11	12	13	14	15	7	8	9	10	11	12	13	11	12	13	14	15	16	17
12	13	14	15	16	17	18	16	17	18	19	20	21	22	14	15	16	17	18	19	20	18	19	20	21	22	23	24
19	20	21	22	23	24	25	23	24	25	26	27	28	29	21	22	23	24	25	26	27	25	26	27	28	29	30	31
26	27	28	29	30	31		30							28	29	30	31										

September							October							November							December						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5			3	4	5	6	7	8	9	1	2	3	4	5	6	7
8	9	10	11	12	13	14	6	7	8	9	10	11	12	10	11	12	13	14	15	16	8	9	10	11	12	13	14
15	16	17	18	19	20	21	13	14	15	16	17	18	19	17	18	19	20	21	22	23	15	16	17	18	19	20	21
22	23	24	25	26	27	28	20	21	22	23	24	25	26	24	25	26	27	28	29	30	22	23	24	25	26	27	28
29	30						27	28	29	30	31			24	25	26	27	28	29	30							

2014

January							February							March							April						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6		1	2	3	4	5	6	
5	6	7	8	9	10	11	2	3	4	5	6	7	8	2	3	4	5	6	7	8	6	7	8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	16	17	18	19	20	21	22	20	21	22	23	24	25	26
26	27	28	29	30	31		23	24	25	26	27	28		23	24	25	26	27	28		27	28	29	30			

May							June							July							August						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7	1	2	3	4	5	6	7	3	4	5	6	7	8	9
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12	10	11	12	13	14	15	16
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19	17	18	19	20	21	22	23
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26	24	25	26	27	28	29	30
25	26	27	28	29	30	31	29	30						27	28	29	30	31									

September							October							November							December						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7	2	3	4	5	6	7	8	1	2	3	4	5	6	7
7	8	9	10	11	12	13	5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13
14	15	16	17	18	19	20	12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20
21	22	23	24	25	26	27	19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
28	29	30					26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31			

2015

January							February							March							April						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
4	5	6	7	8	9	10	1	2	3	4	5	6	7	1	2	3	4	5	6	7	5	6	7	8	9	10	11
11	12	13	14	15	16	17	8	9	10	11	12	13	14	8	9	10	11	12	13	14	12	13	14	15	16	17	18
18	19	20	21	22	23	24	15	16	17	18	19	20	21	15	16	17	18	19	20	21	19	20	21	22	23	24	25
25	26	27	28	29	30	31	22	23	24	25	26	27	28	22	23	24	25	26	27	28	26	27	28	29	30		

May							June							July							August						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
3	4	5	6	7	8	9	1	2	3	4	5	6	7	1	2	3	4	5	6	7	2	3	4	5	6	7	8
10	11	12	13	14	15	16	7	8	9	10	11	12	13	5	6	7	8	9	10	11	9	10	11	12	13	14	
17	18	19	20	21	22	23	14	15	16	17	18	19	20	12	13	14	15	16	17	18	16	17	18	19	20	21	
24	25	26	27	28	29	30	21	22	23	24	25	26	27	19	20	21	22	23	24	25	23	24	25	26	27	28	29
31							28	29	30					26	27	28	29	30	31		30	31					

September							October							November							December						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
6	7	8	9	10	11	12	4	5	6	7	8	9	10	1	2	3	4	5	6	7	6	7	8	9	10	11	12
13	14	15	16	17	18	19	11	12	13	14	15	16	17	8	9	10	11	12	13	14	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24	15	16	17	18	19	20	21	20	21	22	23	24	25	26
27	28	29	30				25	26	27	28	29	30	31	22	23	24	25	26	27	28	27	28	29	30	31		

2016

January							February
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One Year of Goodwill



*Licking/Knox
Goodwill*

P.O. Box 828 • 65 South 5th Street
Newark, Ohio 43058-0828

740.345.9861

www.goodwillnewark.com