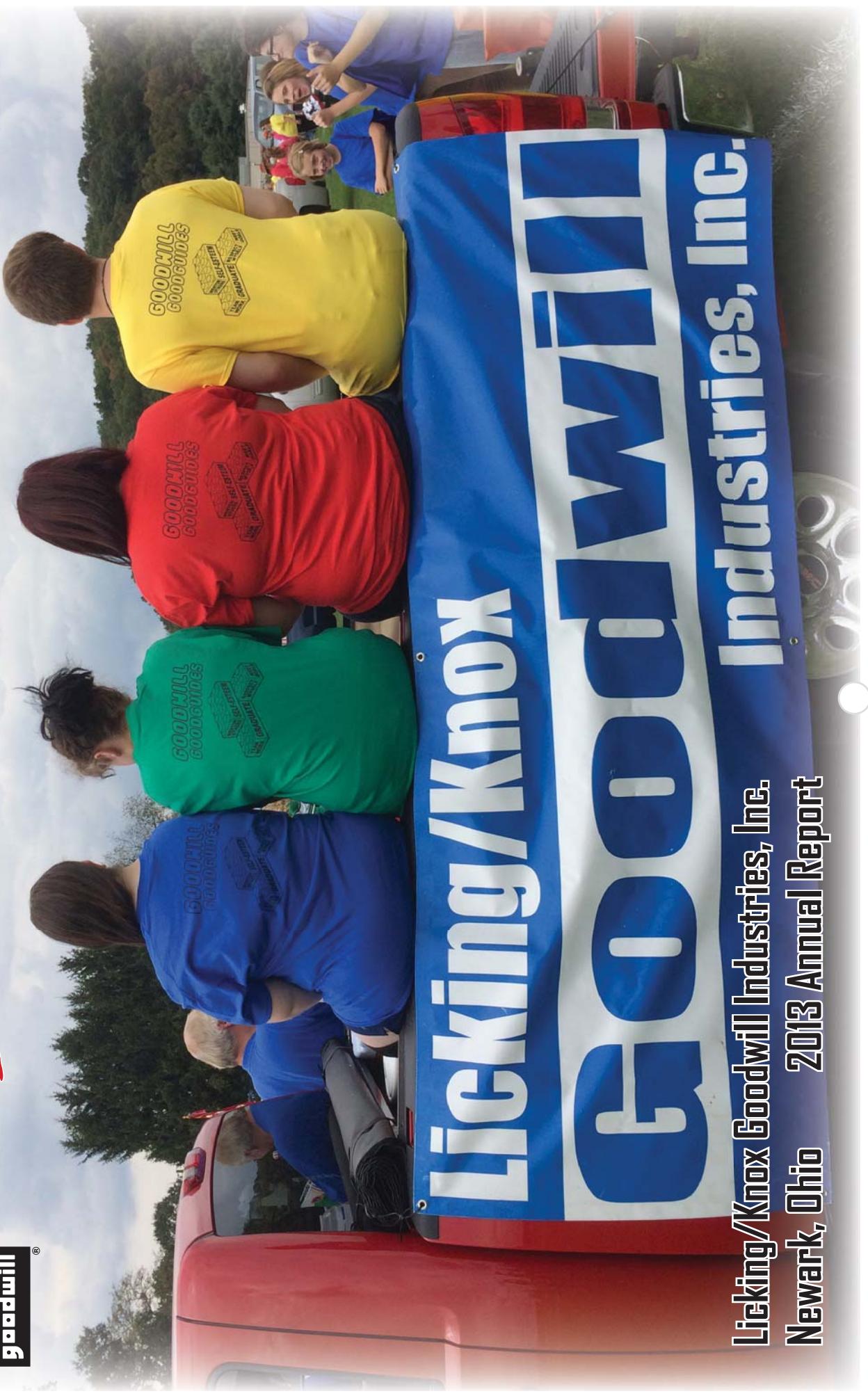
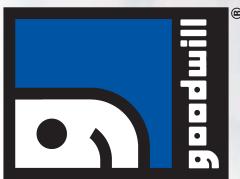
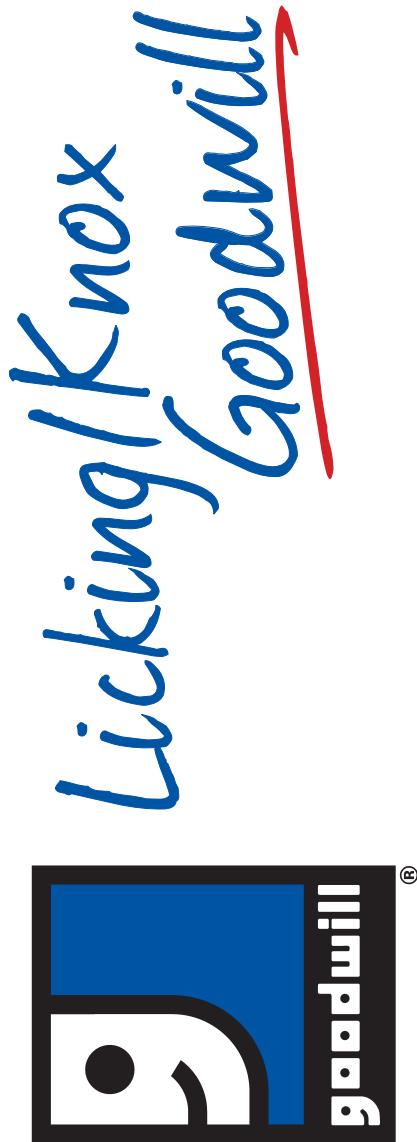


Licking/Knox
Goodwill

Another Year of Goodwill



Licking/Knox Goodwill Industries, Inc.
Newark, Ohio 2013 Annual Report



Timothy J. Young, CEO/President

Goodwill Reaches Out to Our Employees and the Community Every Day

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 county businesses in addition to 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), security services, career services, automotive sales, automotive service, and maintenance divisions.

- 302 people are regular employees.
- 11,355 employee training hours were completed.

In 2013, on top of the normal annual training, we also completed the new Globally Harmonized System (GHS) training. GHS is a new international approach to OSHA's Hazardous Communication Standard. Over the next two years, chemicals and product labels will be changing, as well as the Material Safety Data Sheets we currently use. The December 1, 2013 deadline set by OSHA to have all employees trained on the new GHS was successfully met.

2013 also brought CARF surveyors to review our entire organization. Licking/Knox Goodwill Industries, Inc. was awarded a three-year CARF accreditation for its Employment Skills Training Services with zero recommendations. Only three percent of CARF surveys result in zero recommendations. This is the sixth consecutive Three-Year Accreditation the international accrediting body has awarded Licking/Knox Goodwill Industries, Inc.

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.

Goodwill Plaza opened on April 1, 2013. This is our second owned retail location as well as the second location to offer propane refills to the community. This location also offers a wide variety of "new goods" including major retailer buy outs.

- 40,982 people shopped our retail stores.
- 71,466 people donated to our retail stores.
- 70 people donated vehicles or vessels to Goodwill Used Cars.

With janitorial contracts servicing over two million square feet, we provide a broad range of business services customized to meet the needs of our customers.

Licking/Knox Goodwill participates in the AbilityOne Program coordinated through SourceAmerica. This program allows Goodwill to maintain federal contracts which is employ people who are blind or have other severe disabilities.

- 143 people are regular employees.
- 4,642 employee training hours were completed.

- 4 people are regular employees.
- 196 employee training hours were completed.

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

With over 14,440 personalized training hours, our Career Services 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. This program is fortunate to receive funding through The Licking County Foundation and The United Way of Licking County. Our adult clients, including local veterans, have also seen personal improvement. Sixty-six individuals were placed into competitive employment and continue to receive follow-up service from our staff.

- 184 people completed Career Services programs.
 - 172 middle and high school students participated in GoodGuides mentoring.
- Licking/Knox Goodwill launched the KICKstart program in August 2013. KICKstart focuses on providing youth who are aging out of foster care (ages 17-21) the assistance they need to become productive community members. The participants receive life skills training, paid work experience, access to educational opportunities, and job development services. In 2013, Goodwill's specialists provided 19 hours of services to two children.

In 2013, Licking/Knox Goodwill's security services division known as Action Security Group acquired several new contracts. We are able to offer short term security detail for special events as well as recurring security checks for businesses including periodic and continuous checks. All of our officers receive extensive training in de-escalation techniques and are certified in CPR, AED, and first aid.

Licking/Knox Goodwill Board of Trustees 2013

President - Jack Crockford Retired Buckeye Linen	Robert F. Coyne Retired - Owner Coyne Printing	Judge Michael F. Higgins Licking County Municipal Court	Treasurer - Lynn Fawcett Senior Vice President Park National Bank	Secretary - Tom Abbott President, Abbott Consulting, LLC	Karen Jones Program Officer, Licking County Foundation	Marjorie Wilson Retired Kohl's Department Store	Robert McGaughy Retired Licking Memorial Health Systems	Dr. Marc Miller Neuropsychologist	Ray Wilson Owner, Wilson Travel Service	Legal Counsel - Rod Nelson Reese, Pyle, Drake & Meyer	Rich Pfahler Certified Public Accountant McLeish, Bowman, Barber & Pfahler Accountants, Inc.
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January 2014

Our Mission:

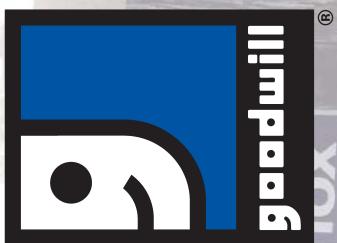
Licking/Knox Goodwill Industries, Inc. provides training, employment, and support services to individuals with disabilities and other barriers to employment.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	224 Full-Time Employees (Year End) 82 Part-Time Employees (Year End) 75% Direct Labor Hours by People with Disabilities		1 New Year's Day	2	3	4
			5	6 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	7	8
			9	10	11	12
			13	14	15 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	16
			17	18	19	20 Save 50% at all Licking/Knox Goodwill! Retail Stores Today! MLK Jr Day
			21	22	23	24
			25	26	27	28
			29	30	31	
						

Licking/Knox Goodwill

Licking/Knox Goodwill

FOUNDATION



Licking/Knox
Goodwill
Indus

Why Give?

Gifts to the Licking/Knox Goodwill Industries, Inc. Foundation positively affect Licking and Knox counties' residents, support individuals seeking additional training or education in their chosen career, strengthen initiatives to support individuals with disabilities or other barriers to employment, assist with temporary housing or essential transportation needs and much more.

Making a Donation Today

Whether you plan to give a small one-time gift or a recurring donation, your contribution helps individuals with a disability or other barrier to employment accomplish their goals.

- You can make a donation in the cash boxes at any of our nine retail stores.
- Checks may be made out to the Licking/Knox Goodwill Foundation and mailed to P.O. Box 828, Newark, Ohio 43058-0828.
- Cash donations are accepted at the Administrative Office in Downtown Newark.
- Licking/Knox Goodwill employees may make contributions through payroll deduction.

Fund Characteristics

Unless requested by the donor, all funds received will be unrestricted. Your donations are invested to maximize income. The Licking/Knox Goodwill Foundation will maintain a minimum dollar amount known as a "Preservation Balance." The Preservation Balance was established to ensure the longevity of the foundation and the continuation of its support to Licking/Knox Goodwill's participants and employees. Once the foundation has reached its minimum dollar amount, applications for disbursements will be accepted.

Disbursements

Once the foundation Preservation Balance is reached, initial grant offerings will support scholarships for post-secondary education including trade schools, professional certifications, Associate, Bachelor, Master, or PhD programs. (Other continuing education programs will be considered on a case by case basis.) Additionally, disbursements for essential transportation needs and temporary housing assistance will be considered.

February 2014

When funds are available for disbursement, application materials will be available at www.goodwillnewark.com.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	<p>Licking/Knox Goodwill Foundation Established: June 26, 2013 Value: \$367,284 (year end)</p>					
2						1
9		4				8
16	10		11	12		15
23	17			13	21	22
30	18				27	28
24	25					
						

Licking/Knox Goodwill

50% Off Winter Clothing at Licking/Knox Goodwill Retail Stores!

Presidents' Day

St. Valentine's Day
25% Senior Discount
Every Wednesday
@ Licking/Knox Goodwill

18

17

22

21

20

12

11

10

9

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

3

2

1

What is Career Services?

Goodwill Career Services 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 Career Services Specialists.



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.

Specialized Training Programs

Goodwill offers specialized programs to benefit both employers and clients. A knowledgeable Career Services 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.



- 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

March 2014

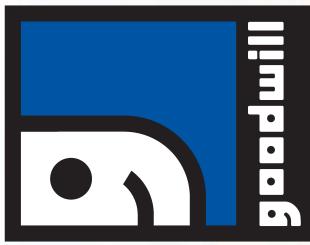
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					20/3 Clients Served: 361 Training Hours: 14,440	1
2	3 <i>25% Veterans Discount Every Monday at Licking/Knox Goodwill</i>	4	5 <i>Ash Wednesday</i>	6	7	8
9 <i>Daylight Saving Time Begins</i>	10	11	12	13	14	15
16	17 <i>St. Patrick's Day</i>	18	19	20	21	22
23 <i>Licking/Knox Goodwill</i>	24	25	26 <i>25% Senior Discount Every Wednesday @ Licking/Knox Goodwill</i>	27	28	29
30	31					

W.I.A. Youth Works

W.I.A. Youth Works is a 16-week program serving out-of-school youth ages (6-21) 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, setting goals, and motivating youth to stay in school. This Program is funded by The United Way and The Licking County Foundation.



Licking/Knox Goodwill

YOUTH PROGRAMS

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.



KICKstart

KICKstart focuses on providing youth who are aging out of foster care (ages 17-21) the assistance they need to become productive community members. The participants receive life skills training, paid work experience, access to educational opportunities, and job development services.



April 2014

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>Youth Works Participants: 22 Summer Youth Participants: 15 GoodGuides Participants: 172 K1CKstart Participants: 2</p>	<p>6</p>	<p>7</p> <p>25% Veterans Discount Every Monday at Licking/Knox Goodwill</p>	<p>8</p>	<p>15</p> <p>Passover Begins at Sundown</p>	<p>16</p> <p>25% Senior Discount Every Wednesday @ Licking/Knox Goodwill</p>	<p>17</p>
					<p>18</p> <p>Easter Savings at all Licking/Knox Goodwill Retail Stores! Good Friday</p>	<p>19</p>
					<p>20</p>	<p>21</p>
					<p>22</p> <p>Earth Day</p>	<p>23</p> <p>Administrative Professionals Day</p>
					<p>24</p>	<p>25</p>
					<p>26</p>	<p>27</p>
					<p>28</p>	<p>29</p>
					<p>30</p>	

Licking/Knox Goodwill

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.



Licking/Knox Goodwill

RETAIL DONATIONS

Recycling Operations

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

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 All Clothing!
Any Style Any Condition*

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:

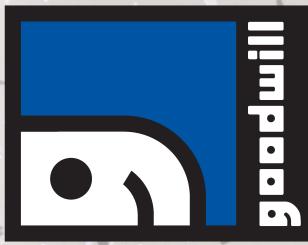
Newspaper, Cardboard, Office Paper, Magazines,
Aluminum Cans, Baby Cribs, Recalled Items or
Items Containing Lead/Mercury.

May 2014

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						
2013 Retail Donors: 71,466						
4	5	6	7	8	9	10
	Cinco de Mayo			Mother's Day Sale thru Sunday @ Licking/Knox Goodwill Retail Stores!		
11	12	13	14	15	16	17
			25% Senior Discount Every Wednesday @ Licking/Knox Goodwill			Armed Forces Day
18	19	20	21	22	23	24
	25% Veterans' Discount Every Monday at Licking/Knox Goodwill					
25	26	27	28	29	30	31
	50% Off Sale Memorial Day					
	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. Goodwill employees receive extensive training and third-party certification from BETCO University. Effective quality control programs are utilized meeting all federal, state, city, OSHA, and customer guidelines.



Licking/Knox Goodwill

CONTRACT JANITORIAL

Custodial Services

We offer competitively priced, quality custodial services with on-time delivery. Free estimates are provided for each job. We can provide any type of custodial service:

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

*Offered as an addition to a 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 customer needs.

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

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

Floor Care

Goodwill's Staff is trained and experienced in all types of floor care. 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.



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4 <i>25% Senior Discount Every Wednesday @ Licking/Knox Goodwill</i>	5	6	7
				11	12	13 <i>Father's Day Sale thru Sunday @ Licking/Knox Goodwill Retail Stores! Flag Day</i>
				17	18	19
				20	21	22
				25	26	27
				29	30	Over 2 Million Sq Ft Maintained 2013 Labor Hours Worked: 255,075
						
						
						<i>2013 Contract Employees: 143 (Year End)</i>
						<i>Licking/Knox Goodwill</i>

Father's Day

Unlimited Bargains

Many Licking/Knox Goodwill locations 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, and patio furniture.

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.

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!



Licking/Knox Goodwill

RETAIL SHOPPING

Newark • 1199 Mount Vernon Road

(740) 364-0804

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

Heath • 550 Hopewell Drive

(740) 522-1212

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

Pataskala • 78 Oak Meadow Drive

(740) 927-2500

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 • 41 Columbus Road

(740) 892-9123

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

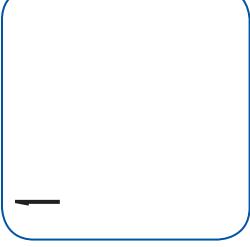
Virtual Store • 550 Hopewell Drive

(740) 522-1212

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



July 2014

SUNDAY	 2013 Retail Store Customers: 410,982	6	13	20	27
MONDAY	 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	7	14	21	28
TUESDAY	1	8	15	22	29
WEDNESDAY	2	9	16	23	30
THURSDAY	3	10	17	24	31
FRIDAY	 50% Off Sale Independence Day	4	11	18	25
SATURDAY	5	12	19	26	 2013 Retail Employees: 124 (Year End)

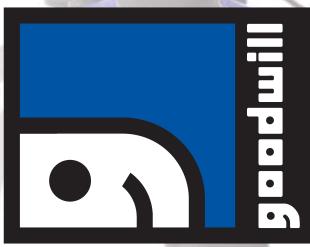
Licking/Knox Goodwill

Borrowing Equipment

Community donations have made it possible for Licking/Knox Goodwill to offer a free medical equipment lending closet. The Lending Closet is operated out of the Licking/Knox Goodwill Administrative Offices in downtown Newark, Ohio.

Individuals, 18 years or older, with valid state issued photo identification may borrow. We strongly suggest calling ahead to check availability and reserve your equipment. Please call (740) 345-3861 and press 0 (zero) to reach the operator.

Individuals will be asked to sign a "Loan Agreement" which states the items they are borrowing. We will also make a copy of your identification. All loans are for 6 weeks with an option to extend for an additional 6 weeks. Loans are not transferable to other individuals.



Licking/Knox Goodwill

LENDING CLOSET

Available Equipment

All of our available medical equipment has been donated from within our community. Availability is subject to change without notice.

- Bedside Tables
- Canes and Quad Canes
- Crutches and Brace Crutches
- Shower Chairs and Stools
- Toilet Chairs and Elevated Toilet Seats
- Walkers and Seated Walkers
- Wheelchairs with and without Foot Rests
- Tub Stabilizing Bars



Returning Equipment

Please clean any borrowed equipment before returning it to The Lending Closet. Equipment should be returned to the Licking/Knox Goodwill Administrative Office in Newark, Ohio.

August 2014

SUNDAY		3	10	17	24	31
MONDAY		4	11	18	25	
TUESDAY		5	12	19	26	
WEDNESDAY		6	13	20	27	
THURSDAY		7	14	21	28	
FRIDAY	1	8	15	22	29	
SATURDAY	2	9	16	23	30	

Licking/Knox Goodwill

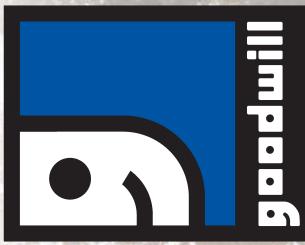
24 ~~50% Off~~
50% Off

Save 50% at all Licking/Knox Goodwill Stores this Friday, Saturday, and Sunday!

25% Senior Discount
Every Wednesday
@ Licking/Knox Goodwill

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

Action



ACTION SECURITY GROUP

Security Group™

740.345.9850

Action!
www.ActionSecurityGroup.org

License Number: 201121001814

Don't Become a Security Statistic....

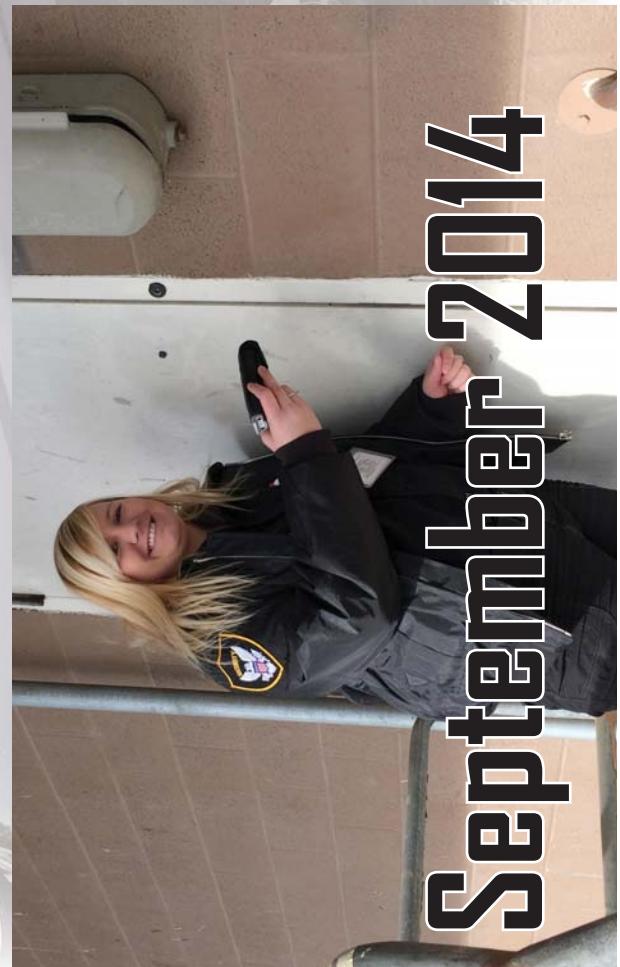
Action Security Group can provide onsite posted officers at your location for any shifts or hours needed up to 24 hour coverage. For locations that may not have a need for a continuous officer presence onsite, our Security Patrol Services can be very beneficial.

Professional uniformed Action Security Group patrol officers driving marked company vehicles patrol your property at random or specified timed frequencies. We can accommodate continuous patrol services where our vehicle remains at your site for extended periods of time.

Action Security Group officers not only patrol, but are trained to identify unwanted individuals and suspicious activity throughout the assigned location, ensuring you have the highest level of protection at all times.

Other Benefits of our Services Include:

- Highly Visible Theft and Crime Deterrent
- Ability to Perform Property Perimeter Checks
- Locking and Unlocking of Property
- Onsite Officer for Quick Response to Illegal Activity
- Burglar Alarm Response Officer
- Safety Hazard Reporting



September 2014

SUNDAY		1 <i>50% Off Sale Labor Day</i>	2	3	4	5	6	SATURDAY
MONDAY			7	8	9	10	11	FRIDAY
TUESDAY			12	13	14	15	16	THURSDAY
WEDNESDAY			17	18	19	20	21	
THURSDAY			22	23	24	25	26	
FRIDAY			27					
SATURDAY								

Licking/Knox Goodwill

*Labor Hours Worked: 1,545
Guards Employed: 4
Training Hours: 196*



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

29
30

28

21

25

27

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

16
17
18

Grandparent's Day

Patriot Day

13

12

11

20

19

18

6

5

4

3

2

1

Recreational Horseback Riding

Formal programs for horseback riding for individuals with disabilities have been organized since 1969 in the United States. Riding is an excellent form of recreation and socialization. It helps to develop self-awareness, self-confidence, and self-discipline. Riding also strengthens and relaxes muscles, improves posture, balance, coordination, while also increasing joint mobility.



Licking/Knox Goodwill PONY EXPRESS

Participants take turns riding the horses. The number of turns will vary depending on the number of participants and available horses. While on the horses, participants play games, stretch, and socialize with volunteers. Horses are led by one volunteer as two additional volunteers walk with the rider to hold them onto the saddle.

Steps are available for those who need assistance mounting their horse. If a participant needs to be lifted, please be prepared to assist your child or bring someone to assist at sessions. Volunteers may not be able or willing to lift all participants.

Helmets and Clothing

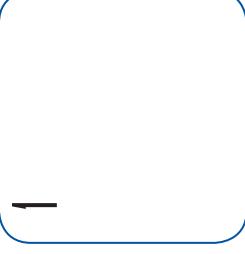
Helmets must be worn by riders at all times while in the arena. Helmets are provided for use during riding sessions. Participants may also bring their own riding or bike helmets. All riders and volunteers are encouraged to wear long pants or jeans and sturdy boots or shoes. Closed toe shoes are required to enter the riding arena.

Registration

Participants are asked to complete a registration packet. There is a \$20 fee for each 6 week session. Participants may only register for one session at a time. Registration materials and additional information is available online at www.goodwillnewark.com.

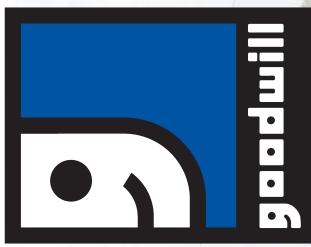


October 2014

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						
5	6 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	7	8	9	10	11
12	13 Columbus Day	14	15	16 Boss's Day	17 <u>30% Off Sale</u> Sweetest Day	18
19	20	21	22 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	23	24	25
26	27	28	29	30	31 Halloween	Pony Express Participants: 16 Volunteer Hours: Over 1,000
<i>Licking/Knox Goodwill</i>						

CARF Accreditation

Licking/Knox Goodwill Industries, Inc. has been awarded a three-year CARF accreditation for its Employment Skills Training Services with zero recommendations. Only three percent of CARF surveys result in zero recommendations. This is the sixth consecutive Three-Year Accreditation the international accrediting body has awarded to Licking/Knox Goodwill Industries, Inc. Timothy J. Young stated, "I am extremely proud of the employees and services that were evaluated during the accreditation process. Goodwill staff consistently strives to provide quality employment training, and support services to individuals with disabilities and other barriers to employment."



CARF ACCREDITATION

Zero Recommendations

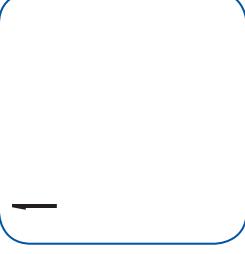
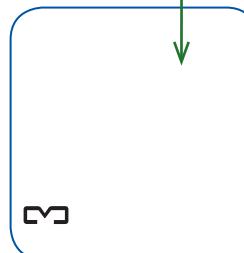
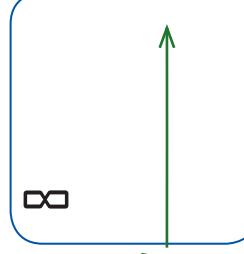
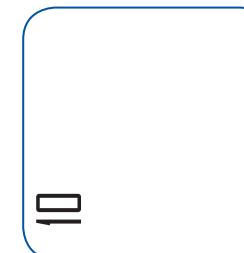
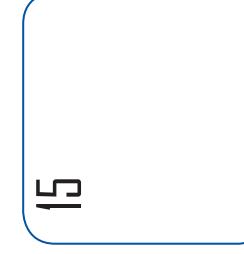
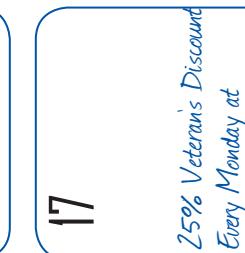
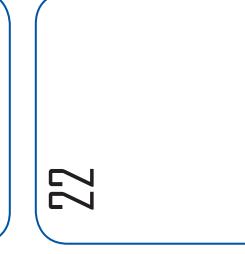
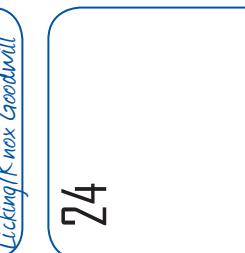
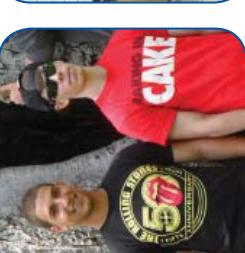
This accreditation decision represents the highest level of accreditation that can be awarded to an organization and demonstrates the organization's substantial conformance to the CARF standards. An organization receiving a Three-Year Accreditation has put itself through a rigorous peer review process. It has demonstrated to a team of surveyors during an on-site visit its commitment to offering programs and services that are measurable, accountable, and of the highest quality. Licking/Knox Goodwill has shown dedication to the people they serve by maintaining standards in leadership, governance, quality, and availability of programs to our community, and being innovative in the services they provide.

Who is CARF?

CARF is an independent, nonprofit accrediting body whose mission is to promote the quality, value, and optimal outcomes of services through a consultative accreditation process that centers on enhancing the lives of the persons served. Founded in 1966 as the Commission on Accreditation of Rehabilitation Facilities, and now known as CARF International, the accrediting body establishes consumer-focused standards to help organizations measure and improve the quality of their programs and services.

November 2014



SUNDAY												
SATURDAY	1				8			15			22	
FRIDAY				7	35% Off Holiday Decorations at Licking/Knox Goodwill						29	50% Off Sale
THURSDAY				6				14			21	
WEDNESDAY				5				13			20	
TUESDAY				4	35% Off Election Day			12			19	25% Senior Discount Every Wednesday at Licking/Knox Goodwill
MONDAY				3				11	Veteran's Day		18	
	2013 Training Hours Retail: 5,970 Contracts: 4,642 Other: 743			2	Daylight Saving Time Ends			10			17	25% Veteran's Discount Every Monday at Licking/Knox Goodwill
				9				16			24	
				23	50% Off			15			27	Thanksgiving
				30	50% Off							Licking/Knox Goodwill

Donate Any Vehicle

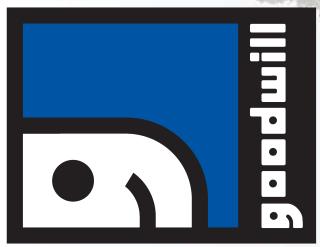
Goodwill's Used Car Lot accepts donations of any vehicle. Boats are welcomed so long as they are in good working condition. Call to arrange FREE pickup or drop off your vehicle during business hours. All you need is the title and keys.

Tax Deductions

Donate your vehicle today and receive a tax deduction for the gross proceeds received from the sale of the vehicle.* After your vehicle has sold, you will receive tax documentation in the mail.

Vehicle Sales

The Used Car Lot is also a great place to purchase your next vehicle.
Proceeds from vehicle sales support Goodwill's mission.
(740) 345-4749 WWW.GOODWILLNEWARK.COM • DONATE YOUR VEHICLE TODAY!



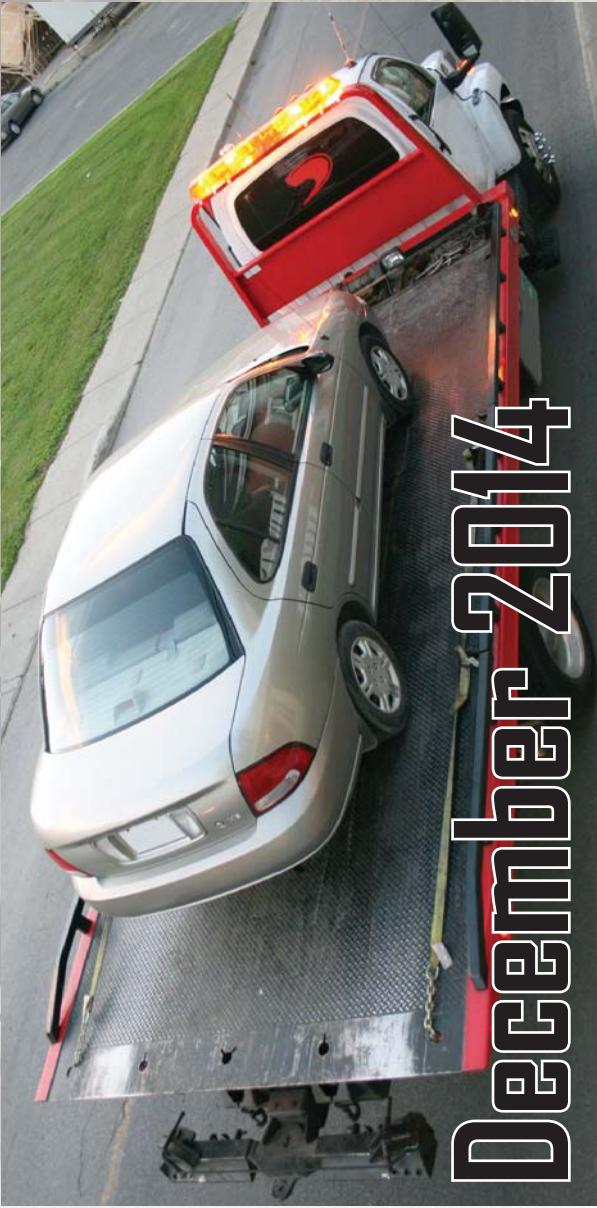
**Licking/Knox
Goodwill**

VEHICLE 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.

December 2014

*Consult your tax advisor for details.

SUNDAY	1 2013 Vehicle and Vessels Donated: 70	7 Pearl Harbor Remembrance Day	14 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	21 Hanukkah Begins at Sundown	28 50% Off Sale	30 Christmas Day	31 50% Off Sale New Year's Eve
MONDAY	2	8	15 25% Veterans' Discount Every Monday at Licking/Knox Goodwill	22	29		
TUESDAY	3 25% Senior Discount Every Wednesday @ Licking/Knox Goodwill	9	16 Hanukkah Begins at Sundown	23			
WEDNESDAY	4	10	17	24 50% Off Sale			
THURSDAY	11	18		25 Christmas Day			
FRIDAY	12	19		26			
SATURDAY	6	13	20	27			
							2013 Vehicles and Vessels Sold: 52 Scrapped: 24 

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
Alphalink Technologies
American Red Cross
Anderson Layman Company
Anomatic Corporation
Army Corp of Engineers
ArvinMentor
Associated Industries for the Blind
Behavioral Healthcare Partners
Big "U" Refuse
Black Hawk Stables
Blubaugh Body and Frame Service
Bob Evan's Restaurant
Body Core Fitness
Bowman Parts Company, Inc.



Bureau of Worker's Compensation
CDC/OD
Centenary United Methodist Church
Central Christian Church of Newark
Central Ohio Technical College
Arie I Hall
Montgomery Hall
Human Services Committee
Pataskala Campus
City of Mount Vernon
City of Newark
Community Wesleyan Church of Newark
COVA
Cox United Methodist Church of Newark
Coyne Graphic Finishing
Famous Supply



Creative Foundations
C-TEC
Dawes Arboretum
Defense Supply Center Columbus
Department of Job and Family Services
Columbus Office
Knox County Office
Licking County Office
Department of Veterans Affairs
DMO Security
East Knox Schools
Edward Jones
Elder-Beerman
Emeritus at Hillen Vale
Finishing Touch Salon and Day Spa
First Apostolic Church of Pataskala
First Knox Bank
First United Methodist Church of Newark
Flying Colors
Friesner's Auto Care
Good Guys Garage
Goodrich
Governor's Office for Closing the Achievement Gap
Granville Public Library
Heath United Methodist Church
Hebron United Methodist Church
Heritage Sportswear
Holophane, A Division of Acuity Brands Lighting Inc.
Home Depot

Strong Community, Strong Values

Impact Martial Arts	Lil Bear	Little Blessings Academy	The Main Place	The Ohio State University at Newark
Janton Company	Lions of Newark Ohio	Ohio Fire Marshal Academy	The Sparta	The United Methodist Church in the Mall
Jo-Ann Fabrics	Meijer Inc.	Ohio Store Fixtures	Ohio Village Network	The Village of Buckeye Lake
Juvenile Probate	Midwest Innovations	Olive Garden	Opportunities for Ohioans with Disabilities	The Village of Heath
Kindred Healthcare Centre	Miller Wood	Opportunity Knox	Opportunity Links	The Village of Johnstown
Kingswood Court Apartments	Mount Vernon Machine and Tool	Opportunity Links	Owen's Collision Center	The Village of Pataskala
KMA Electric, LLC	Mount Vernon Nazarene University	Park Lanes Bowling	Park National Bank	The Village of Utica
Knox County Board of Developmental Disabilities	National Youth Advocate Program	Pathways of Central Ohio	TJ Evans Park	Trinity Episcopal Church
Knox County Career Center	Neal Avenue United Methodist Church	Pet Plex Animal Hospital	United States Army Reserves	United Way of Licking County
Knox County Head Start	Neff's Cardinal Market	Possibility	United States Army Reserves	Vision Center
Knox County Health Department	Nelson and Nelson	Pro-Teen Center	United Way of Licking County	Washington Auto Parts
Knox County Schools	New Hope Industries	Red Lobster	Vision Center	Waste Management
KICCO Incorporated	New Life Community Church of Hebron	Reese, Pyle, Drake & Meyer	Washington Auto Parts	Waste Water Department
Licking County Aging Program	Newark City Schools	Solstice	Weathervane Playhouse	Wilson Marketing
Licking County Animal Shelter	Newark Digital Academy	SourceAmerica	St. Johns Lutheran Church	WNKO Radio
Licking County Board of Developmental Disabilities	Newark Kiwanis	StableMates 4-H Club	State Farm Insurance - Mid-America Zone	Wright Memorial United Methodist Church of Newark
Licking County Center for the Visually Impaired	Newark Metropolitan Hotel	State Farm Insurance - Mid-America Zone	Stifel Nicolaus & Co Inc	YES Club
Licking County Coalition for Housing	Newark Metropolitan Housing	Super Q 93.7 WQD	Tee Jaye's Country Places Inc.	
Licking County Coalition of Care	Newark Parks and Recreation District	Super Q 93.7 WQD	The Boeing Company	
Licking County Convention and Visitors Bureau	Ohio Bureau of Employment Services	Tee Jaye's Country Places Inc.	The Janton Company	
Licking County Equestrian Center	Ohio Bureau of Public Health Laboratories	Ohio Central Rail Road		
Licking County Family YMCA	Ohio Central Rail Road	Ohio Department of Agriculture		
Licking County Municipal Court Systems	Ohio Eastern Star Home	Ohio Environmental Protection Agency		
Licking County Soil & Water Conservation District	Ohio Environmental Protection Agency			
Licking Memorial Hospital				
Licking Valley Church of Christ				

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 four efficiency apartments and two homes to provide transitional housing for the community. Veterans are given preference and eligibility is determined by the Coalition.

Sunshine Gardens

In an effort to create jobs for individuals with barriers to employment, Goodwill has started a garden. A green house with six raised beds have been built and planted with tulips and daffodil bulbs in preparation for the spring. Our hopes are to sell fresh flowers, fruits, and vegetables at select retail locations.

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.

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 may be issued to adults once a 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.



MORE ABOUT GOODWILL



Employee Training

New employees with Goodwill complete anywhere from 24 to 150 Hours of training in their first 90 days of employment. This training consists of numerous topics including techniques to specific department training, like cashier training or carpet cleaning. All employees attend annual training on topics such as customer service, harassment, diversity, and hazardous communications.

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 SourceAmerica - 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.

All sales listed in this calendar are subject to change.

2014

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

2015

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

2016

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

2017

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

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.

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.

Another Year of Goodwill



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

740.345.9861

www.goodwillnewark.com