"My life was on a downhill spiral. My spouse died, the car broke down and I lost my job. Someone told me about Employment Connection. They helped me get a job and now I support my four children and look forward to a promising career."

“I have a small company and an even smaller advertisement and recruitment budget. To grow my business I needed good employees. Someone told me about Employment Connection. They helped me find the best applicants for my job openings. I can always count on them when I have a vacant position.”

The above testimonials from our stakeholders are the foundation of our success of fulfilling our Mission of ‘Assisting individuals with limited opportunities to self-sufficiency.”  For over four decades Employment Connection has been committed to:

Career development and placement for persons with major barriers to employment, empowering them to reach financial stability; and

Providing St. Louis employers with work-ready, highly-motivated applicants.

As I retire, I envision continuous service to the region’s families and employers that reflects Employment Connection’s 42 year success story under the new leadership of Sal Martinez. We are excited to share news of exciting projects and opportunities. Please read on, you’ll be glad you did!!

Brenda Mahr
Retiring Chief Executive Officer
Sal Martinez has established himself as a force in the comprehensive revitalization of the St. Louis region. Martinez, who received his Bachelor of Science degree in Urban Education in 1994 from Harris-Stowe State College, during his tenure at College, served as a liaison to many local social service and non-profit agencies. These experiences had a profound effect on Martinez, as he developed a keen interest in assisting in the rebuilding of St. Louis’ many disinvested neighborhoods.

Martinez later accepted the position of executive director of the Grand Rock Community Economic Development Corporation. During his term with the agency, Martinez led efforts to develop new mixed income housing and innovative economic development programming. While serving the Grand Rock agency, Martinez was approached by then-Mayor Clarence Harmon about serving on the board of commissioners of the St. Louis Housing Authority. Martinez accepted this prestigious appointment from Mayor Harmon and was quickly elected as the agency’s youngest chairman ever.

In 2002, Martinez accepted the position of executive director with the Vashon/Jeff-Vander-Lou Initiative. Just prior to Martinez’s arrival, the Initiative had received a $5,000,000 grant from the Danforth Foundation in efforts to rebuild the city’s Jeff-Vander-Lou neighborhood. Martinez quickly fashioned a multi-faceted series of activities which resulted in the development of new housing, economic development, safety and security and health programming for Jeff-Vander-Lou residents. Martinez was later approached by local elected officials who represented neighborhoods in close proximity to the Jeff-Vander-Lou area. As a result, the Initiative soon began offering programming to over 10 neighborhoods in the City of St. Louis.

In 2004, Martinez departed the Vashon/Jeff-Vander-Lou Initiative to become the inaugural executive director of Community Renewal and Development, Inc., a community development corporation dedicated to the revitalization of North St. Louis. Under his leadership, “CRD” has spearheaded the development of over three hundred units of mixed income housing in the St. Louis region in addition to fostering numerous human development programs for low and moderate income families. Martinez was also the co-founder of the Minority Contractor Initiative (MCI) which provided training, capacity building and technical assistance to minority (MBE) and women owned (WBE) and Section 3 construction firms in the St. Louis region.

In January of 2017, Martinez was appointed as the executive director of the North Newstead Association “NNA”. NNA (who recently merged with CRD) is a recognized community development corporation that has developed over 125 units of affordable housing in addition to providing other services including; home repair, youth violence prevention, neighborhood safety training, neighborhood beautification and landlord training.
OUR SERVICES

Provide job readiness training, financial literacy, case management, job placement, retention and other supports to assist clients in obtaining and maintaining employment.

Permanent supportive housing, rapid re-housing or homeless prevention services for individuals and families who are literally homeless and at-risk of homelessness.

Addressing depression, anxiety, PTSD, and other behavioral health disorders in a non-stigmatizing setting to assist clients in finding and retaining employment.

Social enterprise that provides oversight for employment-ready candidates for 90 days, empowering employers to assess aptitude and make informed hiring decisions.
SUCCESS STORY

Back in 1990 I had just returned to St. Louis from serving at the Missouri State Prison when one of my ex-offender friends contacted me and told me about a program he was involved with. The program was Employment Connection. He explained that this was the very program that had evolved from Opportunity Clearinghouse (formerly Employment Connection), a program that I was very familiar with.

I was placed into employment and actually stayed at this job until I personally went into business myself—opening up an environmental company that handled lead, asbestos, and hazardous waste. My environmental business really took off. Over the years and especially during the years when I served as a member of a volunteer auxiliary Probation Board (1997-2003) my company hired many ex-offenders including many who came through Employment Connection.

In 2014 I re-enrolled at UMSL and despite of major surgeries in 2015 and 2017 I managed to finally complete my course of studies. May 12, 2018 I received my Bachelor of Science in Criminal Justice with a minor in Social work. As if that accomplishment was not enough, I found out on the last day of class this semester that I have been selected as one of the faces of UMSL and honored with posters all over the campus.
THE FIGURES

1,168 COMPLETED WORK READINESS TRAINING

670 COMPLETED TRAINING AND OBTAINED EMPLOYMENT

$10.08 AVERAGE HOURLY PAY RATE FOR 2018
Staff

Michael McCoy is Employment Connection’s Co-Manager of Ticket to Work, Managed Work Services of St. Louis and Career Services. He holds a Master’s degree in Human Resource Management from Webster University and has worked for the agency for over 12 years.

He is primarily responsible for seeking qualified clients in need of soft skills training who are interested in working for our social enterprise, a job sourcing agency dedicated to helping local employers find quality staff. His dedication to the community and agency is recognized by clients, staff and community partners of Employment Connection.

Employee of the Year

First row (from Left to Right): Brienne Johnson, Michael McCoy, Christina Brewington, David Kessel, Brenda Mahr, Nora Davis, Stephanie Weinhaus, Lisa Cross-Shelton, Carla Harris; Second row: Adrianna Colquitt, Dorothy Shields, Christine Curtner, Ashlee Fischer, Rachel Walker, Jackie Chapman, Krystine King, LaToucha Bell, Jasmine Johnson, Dominesha Newton, Karla Humphrey; Third row: Dannie Everett, Justin McDonald, Dolly Glasper, Tyrone Johnson, Darron Collins-Bey, Harold Taylor, Tamara Williams
Board

**President**  
Steven Fiamingo  
Managing Director  
Ascension

**Vice President**  
Richard E. Buckley  
Grants Manager  
Saint Louis University

**Treasurer**  
Al Sears  
Vice President  
Dimensional Fund Advisors

**Secretary**  
Elicia Eskew  
Accountant  
MITEK USA, INC.

Christopher Forbringer  
Talent Acquisition and Development Specialist  
Spire Energy

Kem Mosley  
Retired  
Minority Contractor Initiative

Frank Simmons  
Retired  
IBM

Trudi Foushee  
Partner  
Green and Foushee

Michael Novack  
Chairman, President, CEO  
Kiosite

Nila Tuckson  
Vice President, HR  
St. Louis Convention and Visitor’s Commission

Cheryl Gardine  
Executive Director  
Center for Life Solutions, Inc.

Tyler Olsen  
Consultant  
Shalom Consulting

William Watkins  
President  
Watkins Building Group LLC

Michael Hernton  
Investment Banking  
U.S. Bank Community Development Corporation

Melva Pete  
Vice President, HR  
SAK Construction

Frank Simmons  
Retired  
IBM

Pete Hietpas  
President  
Nurses PRN

Sharon Rosenberg  
Partner  
Thompson Coburn

Lisa Shelley  
Client Advocate
Community supporters can be assured their charitable dollars are utilized in the most effective and efficient way. Employment Connection works continuously to ensure that every dollar donated goes to those who need it most. Below is the summary of our financial year ending 2018 as audited by Conner Ash, P.C. The agency remains in a solid financial position by diligently appropriating its fiduciary responsibility.

### Revenues

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building and Rental Income</td>
<td>$31,100</td>
<td>1%</td>
</tr>
<tr>
<td>Contributions</td>
<td>$191,400</td>
<td>4%</td>
</tr>
<tr>
<td>Grants and Contracts</td>
<td>$3,473,800</td>
<td>83%</td>
</tr>
<tr>
<td>United Way of Greater St. Louis</td>
<td>$478,500</td>
<td>12%</td>
</tr>
<tr>
<td><strong>2018 Total Revenue</strong></td>
<td><strong>$4,174,800</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competitive Employment Program</td>
<td>$2,677,600</td>
<td>60%</td>
</tr>
<tr>
<td>Managed Work Services</td>
<td>$1,384,800</td>
<td>31%</td>
</tr>
<tr>
<td>Building Rental Expenses</td>
<td>$48,300</td>
<td>1%</td>
</tr>
<tr>
<td>Management and General</td>
<td>$380,000</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Fundraising</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2018 Total Expenses</strong></td>
<td><strong>$4,490,700</strong></td>
<td></td>
</tr>
</tbody>
</table>

*Interest and Unrestricted Gain Loss of $134,300.
Unrestricted Net Assets $4,786,800.
2018 Volunteers

58 EPISODIC
Episodic volunteers who came once or very few times for a particular event or purpose.

34 ON-GOING
On-going direct service volunteers whose service was both consistently provided and related to programming.

7,261 HOURS
Total number of volunteer hours including episodic, on-going direct service, and administrative on-going service volunteers.
Donors

**Employment Connection Club < $100**
- Bryant and Renee Watson
- Chris Forbringer
- Dawn Dixon
- Gyndolyn Fouche
- Horace Kemp
- Jesceener Curry
- Kathy Winiewski
- Lawanda Bowen
- Linda Robinson
- Loree Mahr
- Michelle Kreter
- Opal Jones
- Pat Brown
- Patricia Burt
- Reuben Prince
- Sheani Smith
- Thomas Ernst

**Wiley Smith Club**
- $100+
- Becky Hatter
- Brenda Mahr
- Charlotte Turnage
- Cheryl Gardine
- Cynthia Walton
- Frank and Suzanne Poggio
- Kelly Phillips
- Lauri Morgan

**Director's Club $250**
- Lisa Shelley
- Richard Buckley
- Trudi Foushee
- Patricia Dickerson

**Founders Club $500+**
- All Saints of America
- Novus International
- Horace Pete
- Daniel and Samantha Sherrod
- Frank Simmons

**Opportunity Fund**
- $1,0000+
- Al Sears
- Arndt Foundation
- Art Weiss
- Ascension Health
- Boeing ECF
- Bank On Save Up
- Fox Family Foundation
- Jordan Charitable Trust
- PNC Foundation

**Community Builders $25,000+**
- Illinois Department of Human Services
- Lutheran Foundation of St. Louis
- Missouri Housing Development Commission
- St. Louis City Department of Human Services, Community Development Administration, Affordable Housing Trust Fund
- St. Louis County Department of Human Services and Public Health
- U.S. Department of Housing and Urban Development
- United Way of Greater St. Louis
- Wells Fargo
Satellite Office

Illinois Department of Human Services
225 N. 9th Street
East St. Louis, IL 62201

Hours of Services

Monday-Friday
8:00 AM-5:00 PM

Telephone

618.875.8665