

BLUE JACKET INC. ANNUAL REPORT

'18

2018 Board of Directors

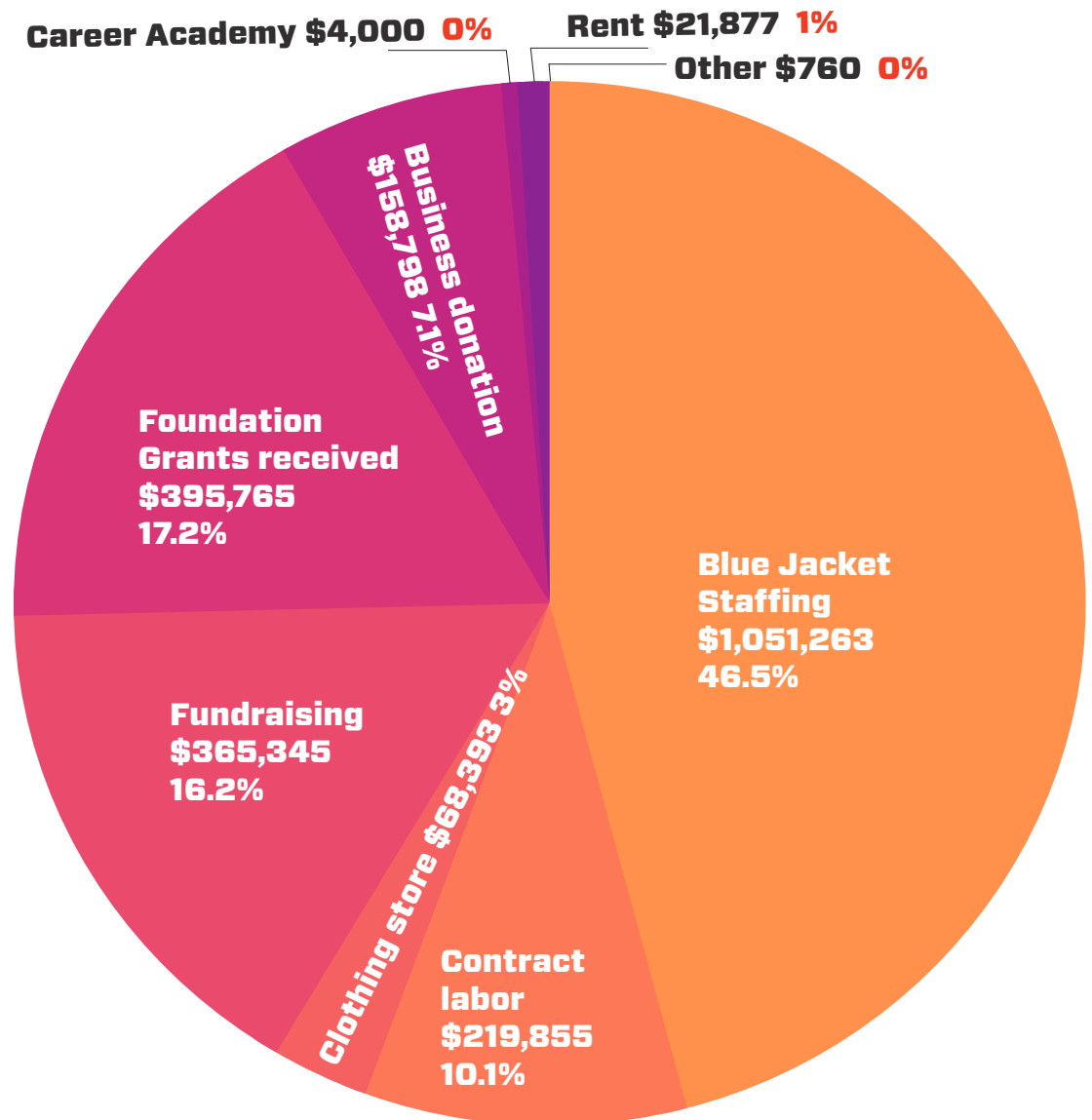
- Jennifer Winklejohn, President
- Becky Teagarden, Vice President
- Tim Shephard, Treasurer
- Jessica Foor, Secretary
- Fred Bean
- Mike Coil
- Noah Diehm
- Chad Edmonds
- Kris Gilman
- Jon Painter
- Josh Quandt
- Andrea Robinson
- Josh Stir

2018 Staff

- Anthony Hudson, Executive Director
- Kevin Pothast, Dir. of Operations
- Jennifer Harvey, Placement Cord.
- Kurt Kline, Director of Finance
- Lindsey Lortie, Program Supervisor
- Tina Shull, Office Manager
- Raquel Cheatem, Career Advocate
- Brad Saleik, Dir. of Marketing
- Jarrod Williams, Sales Coordinator
- Bernie Lane, CA Facilitator
- Emily Hoch, Event Coordinator
- Akeba Harvey, Store associate
- Nicole Osterman, Store associate
- Abby Hamlin, Maintenance
- Scott Olwin, Vernica Ramirez Embassy
- Jerry Love, Regulio Sustaita Transportation

Finances

Income	2018 Budget	2018 Actual	Difference
Grants and Donations	\$344,050	\$554,563	\$210,513
Fundraising	\$368,500	\$365,345	\$(3,155)
Earned Income	\$1,225,655	\$1,366,147	\$140,492
Total	\$1,938,205	\$2,286,055	\$347,850
Expense			
Program	\$1,220,615	\$1,548,339	\$(327,725)
Fundraising & Grants	\$261,216	\$241,690	\$19,256
Administrative	\$267,015	\$216,564	\$50,451
Total	\$1,748,846	\$2,006,863	\$(258,018)
Net	\$189,359	\$279,462	\$89,832



Program Outcomes

The Career Academy

The Career Academy is a two-week course (40 hours total) providing pre-employment training including education, assessments of skills and interests; resume writing; instruction on completing job applications; mock interview training; goal setting and time management; financial literacy; and discussion on workplace expectations and requirements. Attendance and dress code requirements are strict and simulate the expectations of a real employer. This encourages clients to present themselves in a professional, sophisticated fashion and fosters pride and self-esteem. These traits transfer directly to the job search and interviews, where such qualities are advantageous and highly desired by employers. In 2016, Blue Jacket added a Career Advocate that will help link the Career Academy and Blue Jacket Staffing. The Career Advocate will help other Blue Jacket Staff to develop a Career Action Plan and a Plan to Achieve Employment. The Plan to Achieve Employment contains the immediate steps a client to take to secure employment. The Career Action Plan helps identify the steps clients need to have the career they have always wanted. This will help lead to long-term employment.



Total Students Enrolled (2018)	432
Graduates (2018)	274
Successful Graduation (2018)	63%

	2018	2017	Variant
Enrolled	432	296	+136
Graduated	274	116	+158
Graduation rate	63%	39%	+24%

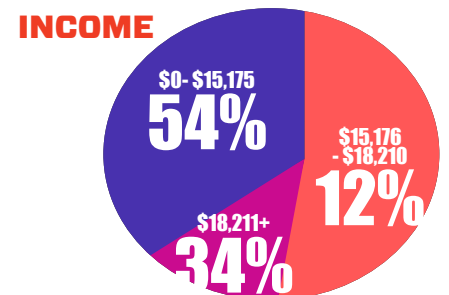
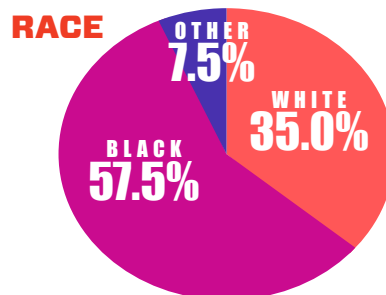
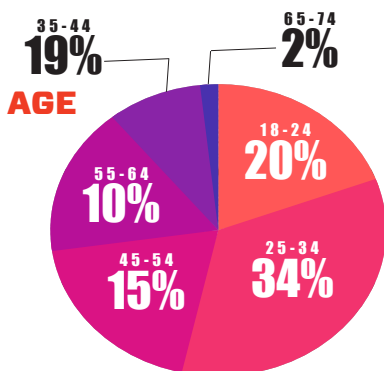
Because Blue Jacket accepts anyone with a barrier (and screens no one), the training itself acts as a screening tool because of the intensity in delivery. An expected graduation rate is 40%.

Employment Rate

	2018	2017	2016
Total Students (Pending b/c Job + grads)	274	122	128
Employed within 90 days of graduation	223	111	111
Percentage employed	81%	91%	87%

AVERAGE ENTRY-LEVEL WAGE FOR BLUE JACKET PLACEMENTS

2018	2017
\$11.30	\$11.90
per hour	per hour



Program Outcomes

Blue Jacket Staffing

The in-house staffing agency was created to provide a sustainable and long term job placement strategy for graduates of the Career Academy. Years ago, we found that hiring Job Developers through governmental grants puts the relationship at risk with the employer if the grant is no longer funded. Blue Jacket Staffing has the unique privilege to be customer driven, adapting to the free market. This full-service staffing enterprise allows an employer that is willing to give second chances a low-risk, employment trial of Career Academy graduates.

Total Placements
(2018)

245

Perminant hires
(2018)

47

BJI Staffing Employers
(2018)

44

The Blue Jacket Clothing Company



Meet Alexis Ortega

Alex came through our Career Academy program in 2016. Though he didn't make it all the way to graduation, he was able to get a job at Kroger that he still holds to this day, but he loved what we did here so much, he decided to volunteer two days a week in the store. "I just volunteer to help them out," said Alex. "I like it here and it's a good place and helps people find jobs."



This business-professional thrift store was born out of a need to keep our clothing bank alive through a paid employee to outfit students in the Career Academy with donated clothes that we in turn give to them for free. It is home to one of the highest quality thrift stores in the region – you have to see it to believe it.

As of the end of 2018, the internal clothing bank has donated over **43,233 clothes** and transitionally **hired over 17 clients** since 2013 to launch clients into retail or service related fields.

Donated Clothing Items
Received (2018):

21,918

Clothing Bank Donations to
students/partners (2018):

5,013

Total items
sold in 2018

13,287

Contributors (We are so very grateful for all of you)

Foundation support

- Journal Gazette Foundation
- Enterprise Holdings Foundation
- Charlie Tippmann Foundation
- Community Foundation of Greater Fort Wayne
- St Joseph Community Health Foundation
- McCrea Wilson Foundation
- Howard P. Arnold Foundation
- AWS Foundation
- Sledd Foundation
- Aon Foundation
- Mary Cross Tippmann Foundation
- United Way of Allen County
- Waterfield Foundation, Inc.
- Foellinger Foundation, Inc.
- Zollner Foundation
- Ian & Mimi Rolland Foundation, Inc
- Community Foundation of Greater Fort Wayne
- James Foundation
- 3Rivers Federal Credit Union Foundation
- M.E. Raker Foundation, Inc.
- Mary Cross Tippmann FDTN
- Lassus Brothers Oil Foundatio
- Lincoln Financial Foundation
- Rudolph Family Foundation



This sweet family brought their son, Sam, to the Blue Jacket offices this year. Sam called it, "Thankful Tuesday." Sam told us he and his siblings wanted to give their money from their piggy banks to Blue Jacket. He said "he likes that we help people find jobs and that he loves to wear suits." The parents said they heard of us from the Blue Jacket's Fantasy of Lights two years ago. They love what we do and they try to teach their kids about giving. So, meet Sam, Elizabeth, Marie, Jonathan, Thomas and Claire. We are so thankful that we had the chance to meet them as well. Just another reason we love what we do.

Donations

- 2nd Chance Art
- Aaron Springer
- Amazon Smile
- Anonymous
- Baron Whateley
- Becky Allegrini
- Bethany DeGrandchamp
- Beverly Zollinger
- Bloom Committee
- Brady, Holly
- Chris Lambert
- Christopher James Menswear
- Christ's Church at Georgetown
- Clifford Miller
- Coil, Mike
- Conrad, Joseph
- David Jolliff
- Debaillie-Matson, Sian
- Dr. Thomas & Helen Nill
- FOL Merchandise
- Fort4Fitness
- Gage, Nathan
- Gibson Insurance
- Gregory & Julie Veerkamp
- Guffing, David
- Hamil, Brian
- Hayes, Byron
- Hayworth, Rob
- Houlihan, Michelle
- JB Tool, Die, & Engineering, Inc.
- Jehl, Monica
- Jimmy and Kimberly Walker
- Joann Davis
- Lehman, Tyler
- Lincoln Financial Foundation
- Maple Leaf Farms
- Mark Buhlman
- Miller, Donnell
- Monica Pothast
- National Christian Foundation
- Network For Good
- Open Door Chapel, Inc
- Patrick Davis
- Pete Bowman
- PEO Sisterhood Chapter AB
- Plohr, Phil
- PNC Charitable Trust
- Preferred Automotive Group
- Robert Half International, Inc.
- Sam Veerkamp
- Samek, Richard
- Sorg, Michael
- St. Jude Catholic Church
- Stites, Tony
- Stucky Bros.
- Superior Essex
- Teagarden, Becky
- United Way of Allen County
- Unity of Fort Wayne Spiritual Center
- Winkeljohn, Andy
- Winkeljohn, Jennifer

Winter fundraising events

FANTASY OF LIGHTS DISPLAY SPONSORS

- Parrish Orthodontics
- Mandy Swanson
- Brightpoint
- Wealth Advisors Group
- Matt Peterson
- Lincoln Financial Foundation
- Lincoln Financial Foundation
- MedPro Group
- Edy's Ice Cream
- Orchard Pointe Health Campus
- Marry Me
- Land Cruise, Inc.
- Fort Wayne Professional Firefighters (FOL)
- Embassy Theatre
- Wells Fargo
- Sweeney Law Firm
- Glenbrook Rehabilitation and Skilled Nursing Center
- Heritage Park
- BAE Systems
- Ivy Tech Community College - Northeast
- NIPSCO (Cust)
- Times Corners Kiwanis Club
- Hightech Signs
- United Realty LLC
- Down Syndrome Association of Northeast Indiana
- Rea Magnet Wire Company (FOL)
- Duane Miller Real Estate
- One Heart DiOne Heart Disability Ministry
- Strategic Growth Advisors
- Pizza Hut (FOL)
- Kingston Healthcare Company
- Johns Painting
- North Pointe Dental



The annual event, in its 24th year, broke its previous record of 20,680 cars enjoying the display in 2017, to topping out this year at 21,777 cars, with an estimated 109,000 people participating in the event over the last month and a half. This year alone, there were three marriage proposals (they all said yes!) and one family who was surprised with a return home from their military dad and husband, who coordinated the surprise with Blue Jacket staff to make it all happen at the Franke Park Pavilion on Dec. 24. The event features 116 displays, 12 more than in 2017, and just short of 300,000 LED lights through the Franke Park two-mile route. The Career Academy was highlighted this year when, instead of using 450 volunteers to staff the event, 17 graduates of the

- | | |
|-----------------------------------|--|
| ■ Care | ■ Michele & Chris Rupert |
| ■ Current Mechanical | ■ Women's Health Advantage |
| ■ Brian Scott | ■ Duane Miller Real Estate |
| ■ Penn Station East Coast Subs | ■ Becky Garrison |
| ■ Jason Schnelker | ■ Midwest America Federal Credit Union |
| ■ Prevail Prosthetics & Orthotics | ■ Englewood Health |
| ■ Blackburn & Green | ■ Susann Hiatt |
| ■ Kathy & Kevin Morse | ■ Mary & Charles Little |
| ■ Denise & Larry Hunter | ■ Lutheran Life Villages |
| ■ Prairie Farms Dairy | ■ PHP |
| ■ Fort Wayne Tincaps (Cust) | ■ Duane Miller Real Estate |
| ■ Liz Roth | ■ All Star Communications |
| ■ Fort Wayne's NBC | ■ WBCL |
| ■ K & S Pallets | ■ Indiana Michigan Power |
| ■ Nob Brick | ■ Brotherhood Mutual |
| ■ Lacie & Jared Wehrle | ■ Blackburn & Green |
| ■ Lynne Futter Gilmore | ■ Crazy Pinz |
| ■ Maureen Galligan | ■ Cross Connections |
| ■ Dick & Mary Tagtmeyer | ■ Fort4Fitness |
| ■ Best Roofing | |
| ■ Chris Henry | |
| ■ McClurg Homes, LLC | |

NOV 20 - DEC 31, 2018

Tune in to 91.7 FM
to enjoy Christmas songs and
a special message from Blue Jacket!

Quiz:

For a treat at the end of the road
Find the hidden
Blue Monkey!

FANTASY OF LIGHTS PROGRAM SPONSORS

- Bobcat Fort Wayne
- Penn Station East Coast Subs
- Duane Miller Real Estate
- Susan Frisch
- Kevin Pothast (OS)
- Barrett & McNagny
- Midwest America Federal Credit Union
- Sweetwater Sound
- General Motors LLC
- Dana
- ProFed
- O'Daniel Automotive Group
- Parkview
- Bankers Advertising
- Kautex Textron
- Fort Wayne-Allen County Airport Authority
- Peerless Cleaners
- Parker Service
- 3Rivers Federal Credit Union
- Ameriprise Financial Services, Inc.
- Susan Frisch
- Olympia Pools & Spas
- Barry & Jodi Chambers
- Ossian Health & Rehabilitation
- Hoosier Trailer & Truck (FOL)
- Digital Communications (Cust)
- Lacie & Jared Wehrle
- IU School of Medicine-Fort Wayne
- Preferred Automotive Group

Spring/summer fundraising events



The Annual Blue Jacket Golf Outing was held at Cherry Hill Golf Club on August 16, 2018 with an attendance of 28 teams totaling 112 golfers. A great day including a fantastic auction and after party were experienced. The event had a net revenue of \$37,706 for Blue Jacket.

GOLF OUTING SPONSORS

- Rea Magnet Wire Company (FOL)
- Wildwood Racquet Club
- Masters Heating and Cooling
- Steel Dynamics, Inc.
- Hylant
- Quarles & Brady
- David Water-cutter
- Felderman
- Rich's Auto Center
- Hallmark Insurance
- Water Sciences
- Premier Truck Rental, LLC
- Hallmark Home Mortgage
- Ellison Bakery
- Katz Sapper & Miller
- Teagarden, Becky
- Medpartners
- Dexter Axle
- Pflueger, Stan
- Terex Advanced Mixer
- Gibson Insurance
- Renegade RV
- Shambaugh & Son LP
- Pyromation, Inc
- Waterfield Foundation, Inc., The
- Zimmer Biomet
- Parkview
- Pensionmark
- DreamMakers
- Linsky, Marsha
- Pensionmark
- Gibson Insurance

Spring/summer fundraisers

CAREER ACADEMY SPONSOR

- 1st Source Bank (2nd Chance)
- Vision Scapes

CATALOG SPONSOR

- Bad Dad
- Fort Wayne Trees
- EXCELL
- Stewart, Brimmer, Peters, & Co.
- Pyromation, Inc
- NIPSCO (Cust)
- Cornerstone Landscape
- ARC Document services
- Upstate Metal Recycling
- Ambassador Enterprises

ARTIST SPONSOR

- Andrea Robinson
- University of Saint Francis (2)
- Barrett McNagny
- Steve Westfall
- Current Mechanical
- Quadrant EPP USA, Inc.
- Summit City Chevrolet
- Deister Machine Company, Inc.
- Lincoln Financial Group (2)
- McIntosh Energy Food Mart
- Fort Wayne Metals



The third annual 2nd Chances Art Exhibit Fundraiser was held May 19 at the University of Saint Francis for the first time since moving from the Fort Wayne Museum of Art. This event has a goal of exhibiting real stories of trials and triumphs of Blue Jacket graduates and how they are earning their second chance at life and a career.

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PHOTO BY BRAD SALEIK OF BLUE JACKET

Alex Ortega

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