

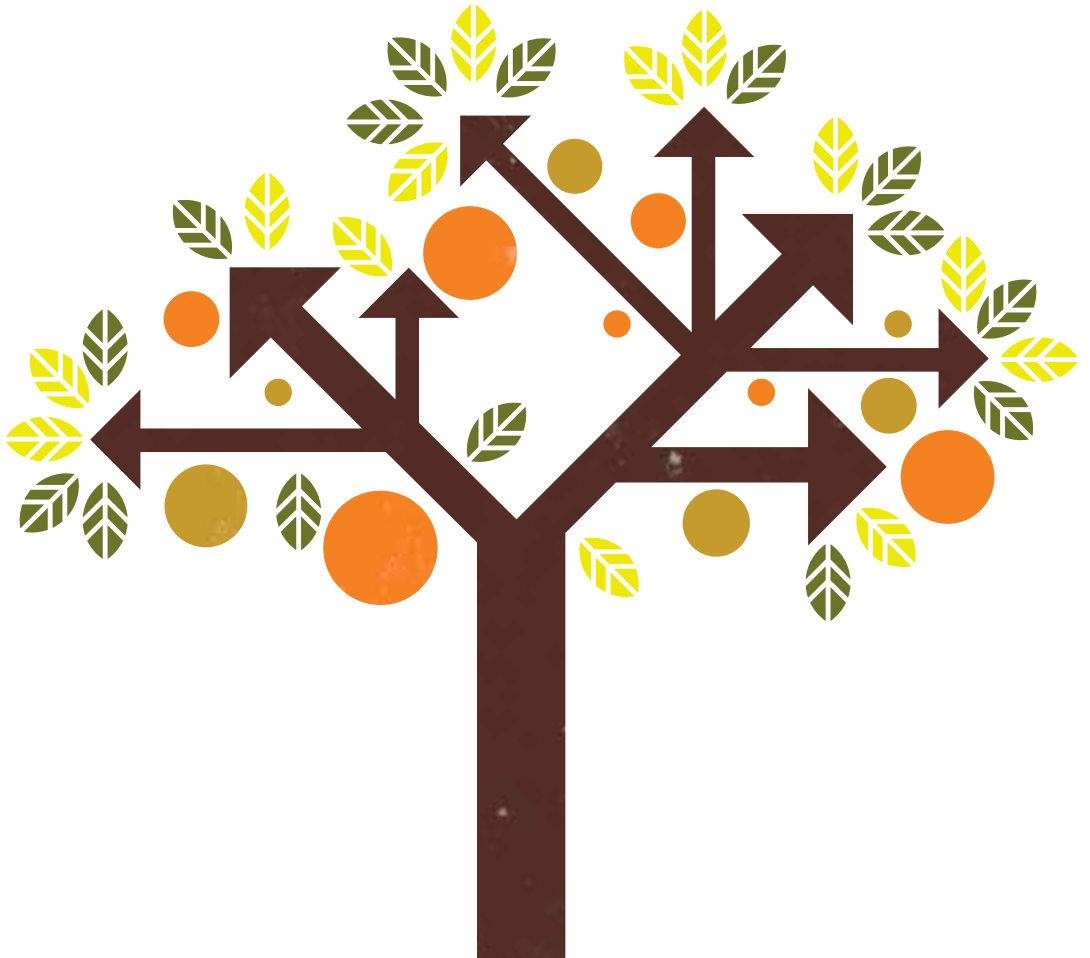
SAW Incorporated

presents:



GROWTH

2010



IT IS THE MISSION

of **SAW, INC.**

to provide *employment, training, career growth, & customized supports* for persons with developmental disabilities; to encourage greater independence & to improve the quality of the individual's work & personal life. 🌱

ALL POTENTIAL STARTS WITH A SEED,

AN IDEA,

A PERSON, A PROJECT,

Planting a seed is the first step

in *harnessing potential*, & SAW


has been planting a lot of seeds

in recent years. 

Some are just beginning to germinate while others are already thriving. Whether it's through one of our traditional outsourcing roles or our innovative projects like our rapidly expanding urban farming initiative, our Just-A-Buck stores, the HeARTworks gallery and our Pulleys Coffeehouse 36 concept, our work drives results for our employees, leaves our communities healthier, and enriches the lives of those we serve.

We have a good reason for all of these botanical metaphors—SAW has become a leading urban farmer in Cleveland, which is quite a feat given the city's status as a national leader in urban farming. Much like a seed, which starts small and transforms into something remarkable, SAW has also grown and evolved throughout its history. The pace of our evolution has picked up in recent years, as we meet the changing needs of Northeast Ohio's businesses and citizens.

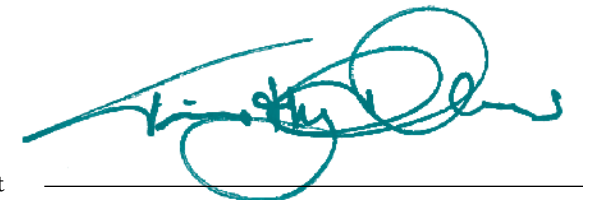
SAW's dynamism is evident in all it does. Just as a plant adapts to changing seasons, SAW has adapted to the changing business environment in the region, meeting new employee needs while providing flexible solutions for outsourcing, assembly, mailing and copying services, custodial services, and grounds maintenance.

We've sown a lot of opportunities in 2010, and we're looking forward to a bumper crop of successes in the future as we partner with people like you as we grow businesses, SAW and our communities. 



TERESA D. LOWERY

Executive Director
SAW Incorporated



TIMOTHY J. CLEMENS

Board President
SAW Incorporated

SEEDS of CHANGE

SAW has always been a dynamic & transformative organization, but the economic changes in Northeast Ohio during recent years have accelerated SAW's need to change, and the organization has answered the challenge.

SAW has grown bigger and better since its inception more than 40 years ago. That growth means our historic service areas have become more effective and mature while allowing us to develop innovative new ways to serve our customers and communities.

BOUNTY OF NEW SERVICES

Urban farming is a cutting edge and creative response to population shifts, and Cleveland has earned a reputation as a leader in the field. Through its Cleveland Crops initiative, SAW is proud to be an urban farming pioneer in Cleveland, repurposing land, and revitalizing neighborhoods and providing training and jobs while delivering fresh food for discerning restaurants and individuals. SAW is now a leading urban farmer in the city; after opening the Stanard Farm, SAW has begun farming in Ohio City and participating in farmer's markets in

neighborhoods throughout Northeast Ohio. SAW's goal is to have 10 farms employing as many as 100 people up and running in the next 3-5 years.

Retail services continue to expand for SAW, as the organization builds on the success of its first Just-A-Buck store in Parma by opening a second location in South Euclid. A third store is on the horizon. SAW also has a retail food operation, Pulleys Coffeehouse 36, in Tyler Village at 3615 Superior in Cleveland. The café offers coffee, sandwiches and snacks. SAW is hopeful that the concept can expand and begin serving some of the bounty of SAW's urban farms. HeARTworks Gallery & Gifts, featuring beautiful handmade cards, artwork, jewelry and custom screen printing, has a location in the Galleria in Cleveland in addition to an online store and a presence at dozens of festivals each year.

BUMPER CROP OF OUTSOURCE OPTIONS

SAW began as a premier outsource resource, and it continues to exceed customer expectations in all of its outsourcing roles. Whether you need meticulous grounds maintenance or timely and reliable assembly work, SAW has a cost-effective solution.



"Seeds of Change" continued from page 4

SAW provides the payroll, workers' compensation and training, tailoring each outsourcing job for every customer. Flexible solutions include:

- Hourly or piece-work rates.
- On-site work done by independent individuals, who act as employees.
- On-site work done by a supervised "enclave," or group of employees. Highly trained and skilled supervisors lead enclaves.
- Off-site work performed at one of our 10 neighborhood work centers.

OUTSOURCING OFFERINGS

Assembly: From simple pieces to complex jobs, SAW has performed assembly work since its inception.

Printing & Mailing: The River Copy & Mail center has a full-service mailroom and copy center. It's comprehensive service offerings also include data entry and conversion, and database creation and maintenance. SAW can take a project from a concept all the way to delivering it to your customers.

Custodial Work: SAW maintains more than half a million square feet of space each week, ensuring that facilities are clean and ready for work.

Grounds Maintenance: SAW keeps exterior spaces in tip-top shape by mowing, mulching, pruning and treating commercial landscapes throughout the region.

Sorting and Packaging:

SAW has automated equipment for shrink-wrapping and form-fill sealing, providing quick turnaround times while adhering to strict quality standards.

Office Work: As Northeast Ohio has moved increasingly toward a service economy, SAW has met needs for clerical and office work.

SAW works with customers to find a solution that fits. SAW counts some of the most respected corporations and organizations in the region among its clients. Customers choose SAW because of its high value proposition. SAW provides fast work on demand while meeting deadlines and adhering to strict quality standards. It's why most customers return to SAW again and again, and many of SAW's best and longest relationships started with one simple job before blossoming into a long-term partnership. 🌱

COMPANY of the YEAR

Metal Seal & Products manufactures precision machined parts for the automotive, hydraulic, electric, medical and plumbing industries. Metal Seal's output must meet exacting specifications, and its customers demand precision work. The Willoughby-based company has counted on SAW's outsourcing services since 1994.

SAW currently has an 11-employee enclave at Metal Seal, and the company has used as many as three enclaves in the past. Its use of SAW increased 26% year-over-year in 2010. The company also sends work to SAW's adult activities centers if demand builds. Metal Seal views SAW as a business partner and always considers SAW for outsourcing opportunities.

Metal Seal is not just a customer, however. The company has fully embraced SAW's mission of enriching lives and communities. This is reflected in Metal Seal's treatment of SAW employees, who are welcomed as part of the Metal Seal family, provided with flexibility, and even given holiday perks.

The long-term *trust* & *respect* developed between SAW & Metal Seal typifies what is great about SAW. It's an effective partnership, but also something deeper. 🌱

We're delighted to have Metal Seal as a customer, partner, and friend of the organization. 🌱

EMPLOYEES *of the* YEAR

MARIE MAROUN (photo P. 12)

Beachwood Center, 4 years of service

Excelling at work is just one aspect of Marie's life at SAW, but her work skills are worth celebrating. She has been promoted to a more advanced work area thanks to her strong work ethic. Marie is also very engaged in the activities offered at her center. She has participated in the Curves program, clay art, HeARTworks class, cooking class and art therapy. Whether she's working on a production line or enjoying activities, Marie brings a spirit of helpfulness and cooperation to everything she does. 🌱

DONALD THOMPSON (photo P. 12)

Brooklyn Center, 21 years of service

Donny (aka the "dock man") has shown everyone around him what it means to be passionate about your work. He tirelessly strives to help keep the Brooklyn Adult Activities Center (AAC) in tip-top shape. From stocking the snack bar to overseeing the loading dock, Donny makes sure a job is done right. He's especially conscious of safety; he has taken part in a safety skills class for two years and always points out safety concerns like burnt-out lights and wet floors. Donny

is an outstanding example of someone who has found joy in his work and is an inspiration to others to find those same passions in their own lives. 🌱

ARNOLD E. JONES, JR. (photo P. 12)

East Cleveland Center, 24 years of service

It's only natural for Arnold to have become the primary person specializing in collating at East Cleveland AAC, and one of the top producers of work in his department. After all, Arnold loves what he does. He once even moved with his family away from Cleveland, only to return because he missed working so much. Arnold has never let being in a wheelchair slow him down. He is always smiling when he is working, and inspires everyone around him with his positive spirit. He never declines a job and he is always willing to try something new. The only thing that Arnold enjoys more than work is hearing a good joke. 🌱

PRESTON HUNT (photo P. 12)

Euclid Center, 30 years of service

During 30 years with SAW, Preston has won a lot of hearts with his personable demeanor, and he's developed his work skills beyond

expectations. He's always working, looking for more, and goes the extra mile to ensure that things are running smoothly. His pride in earning a paycheck shows; he's been known to spend it on stylish clothes and he always comes to work with a smile. Preston lives with his sister and they are both very active with the Euclid Parent Teacher Community United Board. When he's not excelling at work, Preston loves to cut the rug at dances. 🌱

JERMAINE ERVIN (photo P. 12)

Maple Heights Center, 14 years of service

Jermaine has taken his role at the AAC to new heights, which is fitting for a man who stands 6' 3". The only thing more outsized than his height is his personality, which brings a positive energy wherever he goes. Jermaine has many valuable skills, but his initiative really makes him shine. He recently took on more responsibility by assisting the building maintenance crew with cleaning the cafeteria. This started because Jermaine would simply help out when he saw that something needed to be done. He's always looking for opportunities to assist others, anticipating others' needs, whether they are staff, peers or visitors. 🌱

RICHARD WRIGHT JR. (photo P. 12)

North/Mid Central Employment Region, 1 year of service

Richard, better known as Ricky, has done a lot in just one year at SAW. Ricky is very sociable with co-workers and staff and has befriended some of the more withdrawn individuals on his crew and opened them up. Ricky is also an outstanding worker. He's very eager to learn new tasks and welcomes a challenge, either at work or on the basketball court. About that basketball court... Ricky is a member of the CCBDD basketball team, helping the Rockets advance to the Special Olympics state basketball finals. On the court and off, Ricky strives to do his best at all times and encourages those around him to do the same. 🌱

JERIMIE HAMILTON (photo P. 13)

Northeast Employment Region, 8 years of service

Jerimie has work skills and dedication that you can take to the bank. As part of the cleaning crew at the Charter One Bank building, Jerimie performs a wide variety of tasks with pride and extensive ability, but his attendance is even more remarkable—in fact, it's perfect. Jerimie

"Employees of the Year" continued from page 9

uses RTA to get downtown regardless of the weather. Some evenings he is one of only a few people to make it to work. He is an example and leader among his coworkers. Jerimie has been willing to try a variety of tasks, and we think of him like the US Postal Service because nothing can keep him from completing his appointed rounds. 🌱

EMILY JAMES (photo P. 13)

Northwest Employment Region,
13 years of service

Emily has done it all at River Copy & Mail—she's even helped at the reception desk, greeting customers and answering phones, while completing other mail work. Clearly, she is always ready to learn new tasks. Emily has overcome many challenges, but always comes to work on time and eager to help wherever she's needed. Staff, customers and co-workers all enjoy Emily's warm personality. She's very independent at work and at home, living in her own apartment with support. Emily loves her cat and going out to dinner when she isn't following the Cleveland sports scene. 🌱

GEORGE WOIDKE (photo P. 13)

Parma Center, *3 years of service*

George has overcome several significant changes and health issues in the last year, and continues to thrive in his role at SAW. Far from fearing change, George is embracing it. He is actively participating to improve his life, most importantly with regard to his health. He walks daily, no longer has to rely on oxygen to breathe, and his positive attitude is contagious and reflected in his work. In addition to being a top producer, George is very well-liked by his peers and often provides inspiration through leading by example. 🌱

MICHEAL BOKAN (photo P. 13)

Rocky River Center, *1 year of service*

It hasn't taken long for Micheal to make an impression in Rocky River. Sure, he's one of the center's most focused and dependable workers, but he's also one of the biggest jokesters. Micheal has a great sense of humor and loves kidding around with others. His inspiring attitude and work ethic rubs off on everyone around him. Micheal cares about others and always looks out for his peers. Away from work, Micheal is an active member of the Aktion Club and enjoys following Cleveland

sports, playing basketball and bocce ball. Micheal is proof that you can achieve things you never thought possible if you work hard and don't give up. 🌱

MICHAEL LOGAN (photo P. 13)

Southeast Center, *4 years of service*

Mike marches to his own drums—literally. The self-taught drummer performs at church functions when he's not wowing his supervisors with his work. Mike had to work hard to earn his current position at L'Oreal, where his performance keeps winning praise. He is a true role model and never refuses an assignment. In fact, he is so aware of his responsibilities that he informs his own supervisor of any errors or omissions. Mike also volunteers to help peers who might be having difficulties in learning new tasks. His warmth and talent for motivating coworkers are a winning combination. 🌱

ANGELA PESHU (photo P. 13)

Southwest Center, *13 years of service*

Angela is a study in courage, persistence and triumph. Angela came to the Southwest AAC after experiencing a personal tragedy, and

struggled for a number of years to deal with the changes in her life and resulting challenges. She has successfully overcome these obstacles and now enjoys a new sense of independence and accomplishment. No one at SAW works more diligently, and few have shown more consistent improvement. Angela performs most of the steps of her multilayered job independently—an accomplishment she has grown into through determination and dedication. 🌱

RAYMOND NEUBERT, JR. (photo P. 13)

Southwest Region, *1 year of service*

Ray loves to make people laugh, and he often does. He brings smiles to the faces of his supervisors through his diligence and ability to multitask, but he brings joy to his peers and supervisors through his compassion and playfulness. Ray takes pride in his work, and takes time out to ensure that his co-workers get along. He's even brought his team snacks. Ray is a participant on SAW's Human Rights Committee, which helps ensure that people are treated with respect—he's tailor-made for the role because of his caring personality and commitment to his peers. 🌱

START SMALL  **TRANSFORM INTO SOMETHING**
 REMARKABLE



TOP ROW OPPOSITE:
 Marie Maroun
 Donald Thompson
 Arnold E. Jones, Jr.

BOTTOM ROW OPPOSITE:
 Preston Hunt
 Jermaine Ervin
 Richard Wright Jr.



TOP ROW THIS PAGE:
 Jermie Hamilton
 Emily James

MIDDLE ROW THIS PAGE:
 George Woidke
 Micheal Bokan
 Michael Logan

BOTTOM ROW THIS PAGE:
 Angela Pesho
 Raymond Neubert, Jr.

Production Hours

1,213,613

2,247

Employees

18

Corporate Initiatives
Accomplished

384

Customers in
Northeast Ohio

14

Number of
Locations

FINANCIAL REVIEW

	2009	2010
REVENUE		
Sales	5,888,075	6,342,307
Respite Program	1,518,343	1,363,379
Other	1,244,588	1,246,827
Total Revenue:	8,651,006	8,952,513

EXPENSES

EXPENSES		
Cost of Revenue		
Wages	5,001,421	5,462,460
Other Employee Costs	947,166	941,598
Workshop Costs	2,068,010	2,512,126
Total Cost of Revenues	8,016,597	8,916,184
General and Administrative	608,326	375,696
Total Expense Before Donation	8,624,923	9,291,880
Donation Expense	52,927	59,937
Total Expenses	8,677,850	9,351,817
Net Margin	(26,844)	(399,304)

ASSETS

Current Assets—December 31, 2010	2,733,569
Net Fixed Assets	584,733
Other Assets	27,632
Total Assets	3,345,934

The above information is a preliminary summary from the financial statements that is subject to audit.

BOARD of DIRECTORS

OFFICERS

PRESIDENT

Timothy J. Clemens

Attorney at Law

VICE PRESIDENT

Walter Drake

President

W. M. Drake Realty
Company, Inc.

Drake & Associates
Appraisal Company

SECRETARY

Dick Ambrose

Judge

Cuyahoga County Court
of Common Pleas

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Portfolio Manager

Morgan Stanley Smith
Barney, LLC

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Cheryl Alikhan

Attorney at Law

Todd Barson

Sales and Marketing Manager
Ferro Corporation

Russell Benghiat

President

Benghiat Marketing &
Communications, Inc.

Robert Salim

Sales Consultant (Retired)
Kimball Hill Homes

Marvin Montgomery

Sales Training Consultant
ERC Services, Inc.

Patti Semancik

Owner
Bridgeway Resources

Teresa D. Lowery

Executive Director
SAW Incorporated

LOCATIONS

SAW INCORPORATED

1275 Lakeside Avenue East
Cleveland, Ohio 44114-1196

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F 216 861 0126

<http://www.sawinc.org>

OTHER LOCATIONS

Beachwood Center

23750 Mercantile Road
Beachwood, OH 44122-5906

Brooklyn Center

10991 Memphis Avenue
Cleveland, OH 44144-2055

Cleveland Crops at Stanard Farm

5342 Stanard Avenue
Cleveland, Ohio 44103

East Cleveland Center

13231 Euclid Avenue
East Cleveland, OH 44112-4526

Eastside Employment Center

3615 Superior Avenue
Building 44, Suite 4403A
Cleveland, OH 44114-4139

Euclid Center

1490 East 191st Street
Euclid, OH 44117-1380

HeARTworks Gallery & Gifts

1301 East 9th Street
Cleveland, OH 44114-1804

Just-A-Buck

1844 Snow Road
Parma, OH 44134-2723

Maple Heights Center

14775 Broadway Avenue
Maple Heights, OH 44137-9998

Parma Center

12660 Plaza Drive
Parma, OH 44130-1046

Pulleys Coffeehouse 36

3615 Superior Avenue, Building 31
Cleveland, Ohio 44114

River Copy & Mail

12117 Berea Road
Cleveland, OH 44111-1600

Rocky River Center

20120 Detroit Avenue
Rocky River, OH 44116-2421

Southwest Center

4720 Hinckley Industrial Parkway
Cleveland, OH 44109-6003



BUSINESS OFFICE

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