

**WE
BELIEVE
PEOPLE
CAN'T
CHANGE**

PEOPLE
DON'T
CHANGE

AT PIONEER HUMAN SERVICES

WE BELIEVE
EVERY INDIVIDUAL
DESERVES A CHANCE
TO SUCCEED IN LIFE.

WE BELIEVE IN SECOND CHANCES

→ NEARLY **18,000 INDIVIDUALS ARE INCARCERATED IN WASHINGTON STATE PRISONS AND 95 PERCENT WILL BE RELEASED BACK INTO OUR COMMUNITIES** AT SOME POINT.

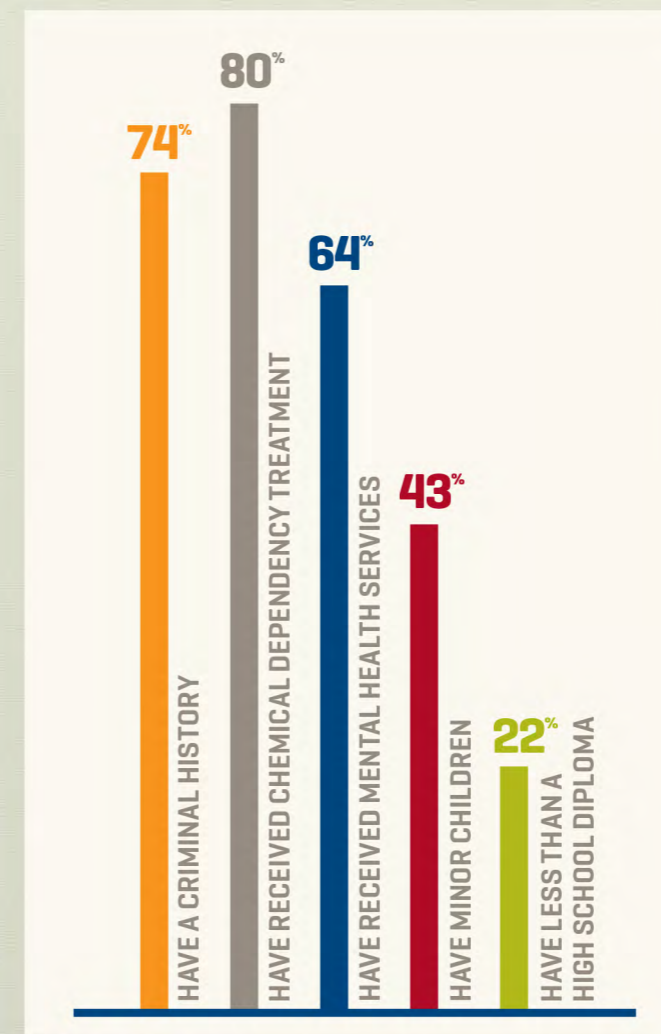
When individuals have a successful reintegration back into the community, we all win. They are no longer a drain on the state's economy and save taxpayers millions of dollars by not returning to prison. They also start to attach their families back together to end the generational cycle of incarceration. A healthy and productive individual becomes a valuable contributor to society.

Unfortunately, the barriers for a successful reentry are very high. Individuals face daily discrimination in housing and employment. Many lack basic education and job skills, or have limited work experience. Substance use disorders and mental health issues are common – and too often untreated while people are incarcerated. On top of that, many do not have a healthy environment to return to. Former friends and acquaintances may remain active in criminal behavior. Family ties may not be strong or healthy. Breaking these patterns, building a new life and establishing a positive identity can seem impossible when options are limited.

When community partners, social service agencies and businesses work together to provide a supportive transition, the success of individuals trying to reintegrate back into society grows substantially. This results in healthier individuals, stronger families and safer communities – something we can all believe in.

We are encouraged by the unprecedented level of national attention focused on reforming our criminal justice system and addressing the crushing issue of mass incarceration that plagues our nation and the millions of individuals caught in the system. At the same time, we believe the conversation must be broadened to include reentry and focus on efforts that level the playing field for individuals coming back into the community and stop the revolving door that leads so many back to incarceration. Pioneer's goal for reentry in Washington State is to harness the collective and innovative thoughts of our employees and partners to rapidly lower the barriers to a successful reintegration back into society.

PIONEER SERVED 10,655 PEOPLE IN 2015. OUR CLIENTS WORKED TO OVERCOME A COMPLEX SET OF BARRIERS AS THEY BEGAN TO REBUILD THEIR LIVES AND REJOIN OUR COMMUNITIES.



“
Barriers related to having a criminal record extend far beyond the boundaries of the criminal justice system. This is a societal issue. As community members and citizens, we can and must do better.

”

Karen Lee, CEO

WE BELIEVED IN MARIA'S POTENTIAL

WHEN SHE COULDN'T SEE IT

Drug dealing and incarceration was in my family, and I made the choice to follow along. When I got sentenced to my second prison term, I looked into the faces of my two kids as I left them for the next 30 months, and it broke me. That was my rock bottom.

When I got out, I knew I was done with my past life. I did not have another prison sentence in me. But it wasn't that easy. I had many job interviews, but no one would hire me once they learned I was a two-time felon. Then the familiar anxiety began climbing back in. How could I make a legal living if no one would hire me? Where would I live if no one would rent to me? I could feel the pull of my old life. I knew I only had to say the word and those packages were waiting for me to sell again. But as soon as I looked at my kids, I knew that wasn't an option.

Finally, I got referred to Pioneer's Roadmap to Success job training program. I went in with an open mind and learned a lot about myself in return. They helped me gain self-confidence and taught me to re-direct my leadership skills and street smarts in a positive direction. After graduation, I got hired in shipping and receiving at Pioneer, and later I was promoted to a lead position.

Today I feel more secure about myself and know there is a positive future ahead. I never had the privilege of learning from good examples, so I want to set good examples and share them with my kids.

“

WE ALL MAKE CHOICES IN LIFE — SOMETIMES WE MAKE BAD CHOICES. I AM GRATEFUL FOR PLACES LIKE PIONEER THAT GIVE YOU A CHANCE TO SUCCEED IN LIFE NO MATTER WHAT HAPPENED IN THE PAST. THEY SHOWED ME THAT MY PAST SHOULD NOT LIMIT MY FUTURE.

”

MY PATH THROUGH PIONEER → WORK RELEASE → JOB TRAINING → EMPLOYMENT → COUNSELING

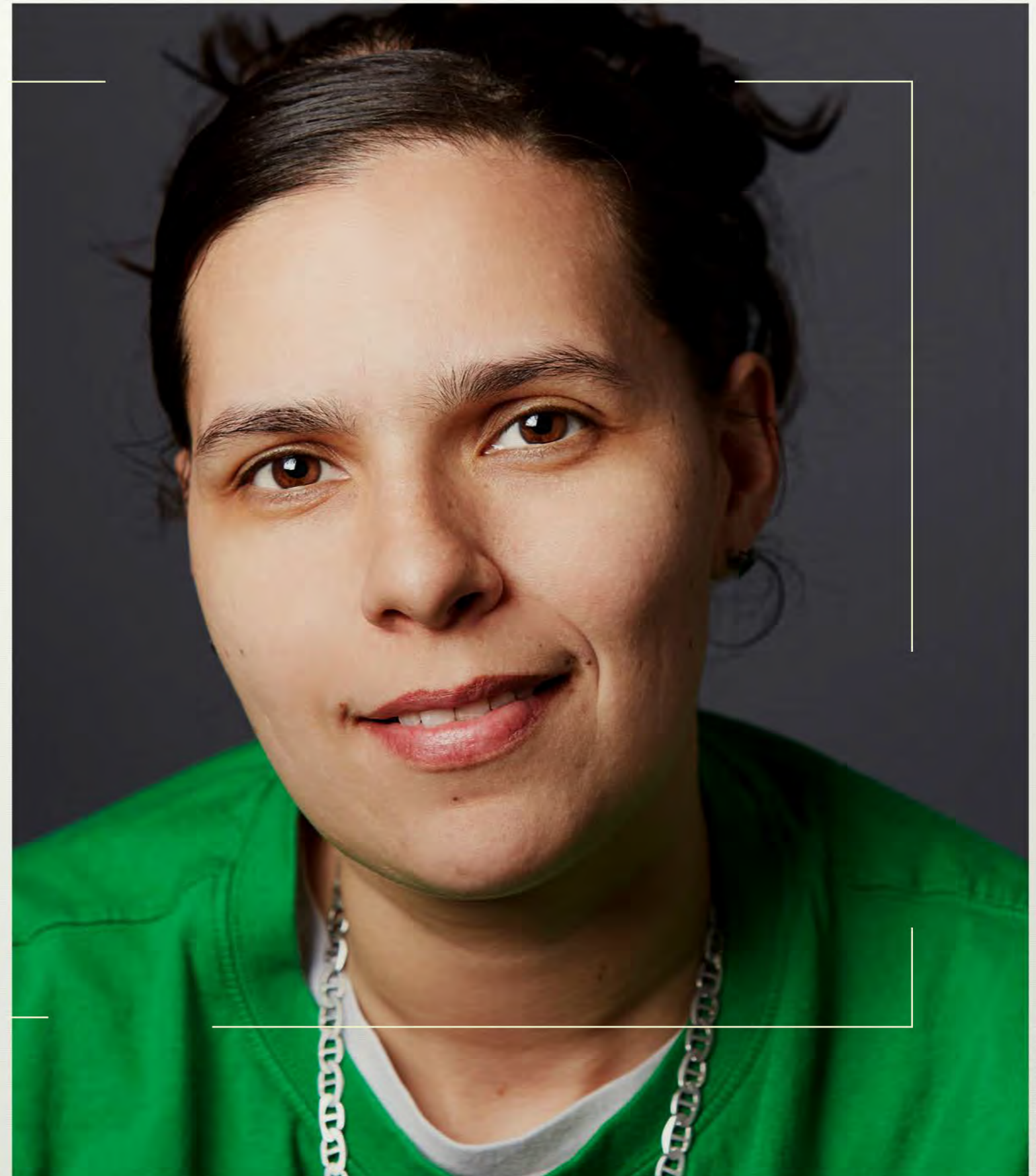


PHOTO: STEWART TILGER

WE BELIEVE IN PROVIDING A CHANCE FOR CHANGE

Being released from prison should be a joyous occasion that presents opportunity and hope for a better life. Often, it's not. Instead, it is overwhelming and filled with barriers and obstacles. Pioneer Human Services seeks to support people through this difficult transition by providing options and services that offer individuals a chance to realize their potential – and the tools to achieve that potential. We work at turning the negative behavior, rejections in the community and stereotypes toward our clients into positive experiences that embrace an individual's chance to succeed.

Our **RESIDENTIAL REENTRY PROGRAMS** are often the first stop for people releasing from state and federal prison. They look for work, begin reestablishing family relationships and get connected to the services they need to make the transition back into our communities as smooth as possible.

Our **TREATMENT SERVICES** focus on helping people manage and overcome substance use disorders and mental health issues. We specialize in treating people who are involved with the criminal justice system – including those who are in diversion programs, coming out of jail and prison, and on supervision who have relapsed or need support to maintain their recovery.

RESIDENTIAL REENTRY: 3,385 SERVED * COUNSELING AND TREATMENT: 5,867 SERVED

INCREASED INTEGRATION IN 2015

JOB-READINESS TRAINING
NOW ON-SITE IN SEATTLE
HOUSING PROGRAMS



NEW RESIDENTIAL
REENTRY CENTER OFFERS
TRAINING AND TREATMENT
UNDER ONE ROOF



Our **HOUSING PROGRAMS** provide affordable options – one of the biggest barriers for people with criminal histories. Having a roof over their head provides needed security, and having an address supports their ability to find work and reconnect with family, particularly children.

Our **TRAINING SERVICES** are designed to provide the skills to get and keep a job. Our Roadmap to Success training curriculum targets soft-skill development and job-readiness, and focuses on each student's strengths to prepare them for employment. Occupational training programs are also offered that provide specific skill training and certificates.

TRAINING OUTCOMES

GRADUATION RATE FROM
ROADMAP TO SUCCESS

90%

AVERAGE HOURLY WAGE
AT PLACEMENT

\$11.59

MINIMUM
WAGE IN
WA STATE
IS \$9.47

HOUSING: 1,851 SERVED * TRAINING: 402 SERVED

EMPLOYMENT

Pioneer Human Services is a non-profit social enterprise that operates a diverse line of businesses to provide on-the-job training and work experience, while generating revenue to help fund our mission. Our largest enterprise, Pioneer Industries, is a full-service sheet metal fabrication and machine shop that manufactures parts for the aerospace and commercial industries. Employees also have the opportunity to participate in apprenticeships where they can become journeymen/master machinists within four years.

PIONEER INDUSTRIES
PRODUCED OVER

1.9
MILLION

PARTS FOR AEROSPACE AND
COMMERCIAL INDUSTRIES

MANUFACTURING
WORKFORCE HAVE CRIMINAL
HISTORY/IN RECOVERY

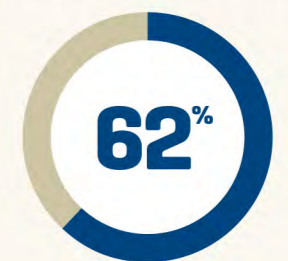




PHOTO: STEWART TILGER

WE BELIEVED IN TREMOND

WHEN OTHER EMPLOYERS DID NOT

“

WHEN I GOT OUT OF PRISON, GETTING MY KIDS BACK WAS MY FIRST CONCERN – THEY WERE NOT GOING TO BE RAISED BY THE STREET. NOW, I’M SOMEONE THEY CAN BE PROUD OF AND IT FEELS REALLY GOOD.

”

You need to understand, I applied for every job from fast food to janitorial to landscaping. No one would hire me after prison. No one was interested in giving me a second chance. I had been granted full custody of my children and I was determined to provide for them – and to do it legally. No more running and selling drugs. I was asking for the opportunity to prove myself and make a better life for my family, but not one employer believed in me.

After a few months of repeated rejections, I was real depressed. I can still remember that feeling of desperation. It was getting tempting to fall back into my old lifestyle to end our financial situation.

Then I heard about Pioneer Industries and that my past mistakes wouldn’t bar me from getting a job there. The hiring team just wanted to know where I was at ‘today’ and they wanted to know my goals. I already had my flagger certificate and welding experience, so I got hired in the cargo liner area where I worked for about two years before being transferred into the part-mark division for aerospace parts. I work hard and get things done.

Back at home, my 11-year old son plays football and his younger sisters are the cheerleaders. All the kids on the football field talk about their parents. I can hold my head up because I work in aerospace manufacturing and I have nothing to hide. Pioneer gave me that – they kept me from going backwards again.

MY PATH THROUGH PIONEER → RESIDENTIAL REENTRY CENTER → EMPLOYMENT

THANK YOU TO OUR DONORS

FOUNDATIONS & CORPORATIONS

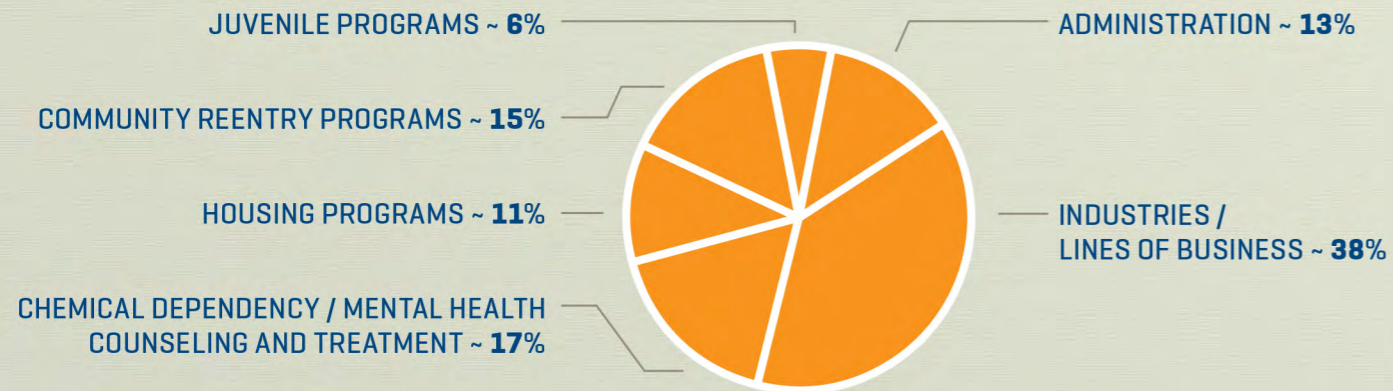
INDIVIDUALS

Alaska Airlines	Murphy, Armstrong & Felton, LLP	Fernando Alegre	Robin Brumett	Stefani Coverson	Patty & Steve Fleischmann	Tinh Huynh	Timothy Lindley	Jeffery Noland	Tracy Savage	Asmarech Tafere	Jeffrey Wies
Alaska Airlines Employee Giving	Perkins Coie	Lance & Christina Anderson	Jamie & Meagan Brunner	Todd & Tiffany Crosby	James Flory	Shaunta Hyde*	Doron & Kai Linz	Makeba Oatis	Miranda Schaub	Craig Tall	Randy Wilcox
Baby & Company	Prairie Foundation	Monique Anello	Patrick & Gayle Bryan	Jennifer Crowe	Joann Forman	Chanthy Im	Tammie Lohman	Trevon Oatis	Mary Schroeder	Kimberly Talley	Joe Wilczek*
Bank of America Charitable Foundation	Regence BlueShield	Claire Angel	Valderine Bryant	Gustavo & Lupe Cueva	Asha Fotos	James Jackson	Eva Lopez	Harrold O'Conner	Jeffrey & Kimberly Seely	Paula Taylor	Bobbie Williams
Barton Family Foundation	Reliant Pharmacy	Renata Abramson	Helen Byers	Miguel Cueva	Barrie & Richard Galanti	Megan Jackson	Julie Lord	Kathryn Oster	Tayra Shape	Darrell Thompson	Toni Willis
Big 5 Sporting Goods	Riddell Williams P.S.	Vernon Adams	Darcie Byrd	Osiris Cuevas	Robert Gallagher	Joyce Jacobs	Jerry Lowell	Randall & Lea Anne Ottinger	Lora Shaw	Joanna & Mark Thomson	Bridget Winfrey
Bouwer Construction Company	Schultz Family Foundation	Anthony Alexander	Paul Caddy	Dawn Cullerton	Kathy Gasca	Jermaine Jamerson	John MacDaniels	Peggy Papsdorf	Trina & Michael Sheridan	Bernie Tiffany	Kenneth Wirth
Brookshire Green Foundation	Seattle Attorney General's Office	Lisa Andrew	Chinh Cao	Chris Curtis	Eric Geary	Larry Jamieson	Mark MacDonald	Gwen Parker	Phurgel Sherpa	Alicia Timmes	Lyle Wisemer
Burstein Artitsits Management Inc.	Sisters of Providence	Mark Arnold	Cathleen Carpenter	Margaret Curtis*	Gary Gerard	Katherine Janeway	Lynette Malo	Pamela Parker	Terrance Shields	Kimberly Tisdell	Karl Wolthausen
Clark Nuber	Skagit County Pomona Grange #10	Dung Ba	Kenneth Carter	Corey Dance	Marla Gese	Michael Johnson	Leesa Manion*	Christine & Patrick Pendergast	Pete Silva	Carol Totten	Janette Wood
Eileen Fisher	Standard Rail	Kathy Ballou	Jeffrey Casey	Paul & Deborah Davis	Beth Ginsberg & Annette Hayes	Tama Lisa Johnson	Linda Maples	Mark Perry	Reginald Sims	Lana Tourigny	Steve Woolworth
Electri-City, Inc.	The Oregon Community Foundation	Tammy Barks	Michelle Cash	Rory Davis	Michael & Danielle Githens	Robert Jones	Robey Marier	Kathleen Peterson	Sally Shuler	John & Meaghan Tozzi	Heather Worthley
Elliott Bay Auto Brokers	The Seattle Foundation	Jennifer Barron	Kassandra Chambers	Stanley Davis	Bonnie Glenn	Clinton Jordan	Robert Martin	Eric Pettigrew	Randi Sibonga & Bart Shilvock	George & Laurel Wright	Anthony Wright
Employee Community Fund of Boeing Puget Sound	Rotary Club of Seattle	Anthony Beagle	Barbara Chamberlain	Norma De La Rosa Calafell	Ericka Grayson	Rebecca Judy	Denis Martynowych	Michael Phinney	Karl & Stacie Siebrecht	Chien Tran	Kohei Yamamoto
Feinberg Foundation	Career Path Services	Mark & Leslie Behrends	Rebecca Chamberlain	Eula Denny	Gary Greenberg	Pamela Kahn	Yvonne Mathews	Scott & Lora Poepping	Karen Simpson & Deborah Wage	Bob & Betty Tull	Gary & Lark Young
Food Service of America	United Way of King County	Richard Beline Jr.	John Chandler	Kimberlee Deuser	Brian Gross	Steven Kayser	Carol Matsui	Christopher Porter	Thomas Skerritt	Faafetai Vaiese	Hilary Young
Fredonia Grange 545	US Bank	Daniel Berg & Colleen Isbell	Paul Chestney	Billity Diep	Phyllis Gutierrez Kenney	Johnna Keck	Gregory McCarrel	Andrew Prather	Breaunna Smith	Steve Verleye*	Ronald Young
Greenpoint Landscaping	US Bank Foundation	Lisa Betting	Zachery Christensen	Donald Ditto	Bob Gyurkovics	Mark Kelly	Craig McElfresh	Yvonne Prouty	David & Tami Smith	Prema Vijayakrishnan	Shelley Young
Knowledge Base Consulting	Washington Council for the Blind	Kenneth Bice	Jalane Christian Stoker	Stacey Domenowske	Jerri Hammond	Ericka & Kris Kendall	Matthew McKail	Kelly Quinby	Brian Smith	Vicky Villalobos	Dick Zais*
Las Molas Association	Wells Fargo	Charles & Courtni Billow	Zakiya & Augustine Cita	Juli Dorgan	Connie Hanson	Hajrija Kerimovic	Thomas McManus	Len Radziwanowicz*	Monica Smith	Sam Virgil	-----
Levitan Family Foundation	Willis North America Inc.	Holly Blackston	Tabitha Clairmont	Marci Dragun	Kristie Jo Harris	Samuel & Sylvia Ketcham	Diana McNeely	David Rahn	Darcelina Soloria	Melinda Vo	*2015 Board Members
Marv's Marvlus Pit BBQ Catering Inc.	Zumiez Foundation	Portia Blanchette	Paula & William Clapp	Liz Dunbar*	Joshua Hauser	Colleen Kollar Zorn	Kristi Mehal	Kelly Rancourt	Janae Sorenson	Greg & Rhonda Von Tobel	
Microsoft Employee Giving		Ronald Bodey III	Dwayne & Terese Clark	David Ebe	Dan & Jessica Hawkins	Tedd Kraft	Joshua Miles	Mary Reed	Nanette Sorich	Maria Wagner	
Muckleshoot Indian Tribe		Indea Bolar	Vicki Cleveland	Pamela Ebsworth	James Heckinger Jr.	Carol Kuhns	Kevin Miles	Laurie & Steven Ritt	Cassie St Cyr	Scott Walker	
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		Kindra Bowron	Robert Fisher Jr.	Kathy Feese	Robert Howie	Marty & Lynne Latendresse	Toalei Mulitauaopele	Madrienne Salgado*	Tonya Strong	Kenneth Wells	
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		Ralph A. Bruksos		Barbara Corvino-Malone		Karen Lerner	Thao Nguyen		Shara Svendsen	Eric Whatley	
						Sherry Leslie	Michael Nichols		Derrick Swan	Gregory White	

2015 FINANCIAL INFORMATION

REVENUE		2015	EXPENSES		2015
FEDERAL:	Bureau of Prisons	6,507,465	PERSONNEL:	Includes salaries & benefits, development, recognition	51,361,274
	Health & Human Services	2,077,727			
	Veterans Affairs	1,449,050			
	Probation Office	539,660			
	Other	539,591			
STATE:	Social & Health Services	10,839,799	MANUFACTURING:	Training, shop supplies, cost of goods sold, freight & tooling	9,787,274
	Corrections	8,727,220			
LOCAL:	King County	2,732,695	OCCUPANCY:	Rent, maintenance & utilities	6,784,655
	Skagit County	2,164,209			
	Spokane County	1,666,605			
	Pierce County	948,568			
	Whatcom County	834,456			
	Tribal	12,150			
	Other	145,762			
HOUSING:	Permanent	3,164,662	CAPITAL & FINANCING:	Depreciation, amortization, interest, loan fees & gain/loss on assets	4,101,711
	Transitional	2,380,349			
SERVICE SALES:	Manufacturing	29,414,547	RESIDENT/CLIENT:	Food, medical & other supplies	3,232,424
	Food Services	2,984,008			
	Distribution Services	2,339,519			
	Construction	268,721			
MISCELLANEOUS:	Treatment Fees	930,225	GENERAL EXPENSES:	Vehicles, travel, supplies, taxes, etc.	2,584,726
	Contributions	193,196			
	United Way	55,000			
	Other Income	191,023			
TOTAL REVENUE		81,106,205	TOTAL EXPENSES		79,915,473

FUNCTIONAL EXPENSES



PDESIGN: KEVIN POTIS

**WE ARE A SOCIAL ENTERPRISE
THAT PROVIDES INDIVIDUALS
WITH CRIMINAL HISTORIES THE
OPPORTUNITY TO LEAD HEALTHY,
PRODUCTIVE LIVES.**



P I O N E E R
HUMAN SERVICES
A CHANCE FOR CHANGE

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PioneerHumanServices.org

