

J.M.C.

2005 Annual Report

J.M. Murray Center, Inc.



2005 Highlights

During 2005 the Murray Center continued to make terrific progress in meeting our mission. We achieved outstanding employment outcomes: 225 people worked 171,235 hours in our work center, 100+ people participated in community volunteer work, and another 105 people obtained community employment. These achievements were the results of outstanding teamwork between our business partners, board of directors, consumers, community, and employees. Highlights of 2005 follow.



Business Operations

- Case quantities of packaged products for Marietta Corporation increased 84% from 2004, to 364,000 cases, thanks to the new Tide Pen product launch.
- Spool Refurbishment and Material Recycling operations for Albany International reached record levels as 1,100,000 spools were processed, an increase of 15% from the year before.
- Our relationship with BorgWarner Morse TEC became closer and larger as the amount of dunnage we clean, sort, and manage increased 20%, and we began cleaning offices at its headquarters and manufacturing complex in Ithaca.
- Custodial Services' employment nearly doubled as a result of large new customers in Cortland and Tompkins counties, including the Family Health Network, BorgWarner Morse TEC, more Cayuga Medical facilities, and the new Island Health and Fitness Center.
- Oraline began using the Vantage ERP system to help control their business, and management of their planning, warehouse, and shipping/receiving functions were transferred to JMMC.
- ESTI's typewriter parts and supplies inventories were sold and this business was discontinued.



Services

- We were awarded the agency's first federal grant, Projects with Industry (PWI).
- We completed an agency-wide assessment tool to help identify consumers' valued outcomes.
- A work center conversion accommodated the state's need for savings and extended the Pre-vocational service to 20 additional consumers.
- Agency employees and consumers starred in a financial scam prevention video training series through a NEFE- (National Endowment for Financial Education) funded grant, SCAM Busters.
- We implemented a demonstration grant funded by the Developmental Disabilities Planning Council, Partnerships for Youth, that coordinates/integrates services for youth with disabilities.
- Medicaid Service Coordination increased the number of service recipients and educated area service providers on its services.
- Our IT team installed an accessibility workstation, enabling consumer interaction with a computer.
- Employment Connection (EC) and Medicaid Service Coordination moved to a new space at the Route 281 facility.



Community Services

- Business and Services teamed up to help more than 20 people find jobs in the community, including many from a new partnership with GSG Vincent and New York State Industries for the Disabled (NYSID).
- Employment Connection won the contract to be the sole provider of trained employees for Cortland County's new recycling center.
- Over 200 consumers and community leaders celebrated the opening of the Murray Mile, a fitness trail behind the Route 13 facility sponsored by a grant from the Cortland County Health Department.
- Our new Take the Next Step program motivated over 25 people to explore community employment.
- Employment Connection held Cortland County's first Peer Mentoring Day.
- OPTIONS' consumers volunteered at over 70 community sites.
- We teamed up to send over 30 boxes of agency- and employee-donated items to Hurricane Katrina victims.
- We offered space to OCM BOCES to hold Special Education classes until its flood-damaged facility could be restored.
- Our annual United Way fundraising drive raised \$8,400 for local not-for-profit agencies.



Human Resources

- The Murray Center welcomed a new president, Dick Benchley, and vice president of services, Barry Jaffe.
- Direct Labor employees received a benefit enhancement package that includes life and long term disability insurance and a vacation schedule improvement.
- While many organizations faced double-digit increases in healthcare insurance costs, we renewed our contract with a modest increase while making only a slight adjustment in coverages. Some employee costs were offset by an OMRDD Healthcare Enhancement program that reimbursed employees who provide direct services to consumers for some of their out-of-pocket healthcare expenses.
- We provided safety training on topics such as back safety and safe driving techniques through a New York State Office of Hazard Abatement-funded grant.
- Our Worker's Compensation report of injuries was improved with only 15 reportable lost time accidents.
- Employees and their families attended JMMC's first annual employee picnic at Little York Park.
- The first Murray Center Spirit Day brought employees and consumers together to celebrate our achievements.



Special Honors

We were proud to see our consumers excel and be recognized for their outstanding work: Chris Nobriga was awarded the 2005 Senate Achiever's Award and Sue Wagner received NYSID's annual Joslin Award.

2005 Business OPERATIONS

In 2005 we produced, filled, converted and/or packaged over

**4.8M toothbrushes
3.4M toothpaste tubes
35M plastic bags
800K dental floss units
150K ropes
1M spools
3.4M packets
250K Fridge-Its
1M cosmetic mirrors
16K hydrants
29K pool ropes
39K pool kits**



Our Business Division provides work opportunities for people with disabilities. We offer our customers a complete portfolio

of products and services in three primary markets: State & Federal Contracting, Manufacturing & Logistics, and Field Services.

State & Federal Contracting

Toothbrushes ^{1, 2}

Toothpaste ^{1, 2}

Dental Floss/Dental Kits ²

¹New York State preferred source vendor

²Federal set-aside vendor

Plastic Bags ¹

Janitorial ¹

Manufacturing & Logistics

Assembly

Packaging

Inventory Management

Order Fulfillment

Product Reclamation

Decorating

Transportation

Warehousing & Distribution

Field Services

Custodial Services

Theater Seat Restoration



Spotlight: Custodial Services Breaks 50

Since its inception in 1972, Custodial Services has cleaned its way into nearly 40 commercial locations in Cortland and Tompkins counties. What started out as a small business with a few key Cortland accounts has emerged into one of the Murray Center's fastest growing units in its Business Operations division, employing 18 people with disabilities or other barriers to employment. Overall, department employment has grown to over 50 skilled custodians.

Ernie Dodge, at the helm of Custodial Services since 1996, champions this integrated workforce, renowned for their dependability and the pride they take in their work. The fact the business has not lost a customer in nearly ten years is a good indicator of the total value of the service they provide.

This commitment to the highest standards of quality is what attracts the area's premier businesses to Custodial Services. Its largest accounts include BorgWarner Morse TEC, the New York State Department of Transportation, and Cayuga Medical Center. 2006 is forecasted to be a record year for Custodial Services. That's good news for employees like Harold Strong, who considers working for Custodial Services a "pretty nice thing."

Custodial Services has grown its customer base resulting in a significant increase in job opportunities for people with disabilities.

BorgWarner

2001: Employed one part-time employee to clean Cortland facility

2005: An additional four full-time employees added to clean its Ithaca offices.

Cayuga Medical Center

2003: Employed 1.5 full-time employees to clean Cortland Convenient Care

2005: An additional five employees added to cover Cortland Convenient Care, Cortland offices, and the Ithaca East Campus Convenient Care building.

NYSID/NYS Dept. of Transportation

2004: Won I-81 Preble Rest Area contract to provide cleaning, lawn care, and sidewalk snow/ice removal services.

2005: Employed 12 part-time employees.

2005 Services

In 2005, OPTIONS served over 110 consumers and

- participated in over 150 community activities
- volunteered at over 70 community sites
- ran over 50 clubs for our consumers
- organized over 67 staff training seminars
- worked with over 30 community volunteers



JMMC offers an array of services to support individual growth and to assist individuals to become as independent and self-sufficient as possible. We have always operated under the belief that individuals—of any level of ability—have the innate desire for personal

growth. Our success as a leader in vocational services for individuals with disabilities has been in our ability to be responsive and relevant to each individual's needs and interests.

OPTIONS

OPTIONS' DAY HABILITATION and PRE-VOCATIONAL SERVICES offer individuals the opportunity to develop skills, independence, and/or preparation for employment based off their Skill Development Plan and Support Plan. Many consumers volunteer at local not-for-profit organizations throughout the surrounding area and participate in one of over 50 Murray Center clubs to acquire, develop, and retain skills.

Support Services

The J.M. Murray Center's Support Services include several services to individuals requiring additional assistance to live as independently and productively as possible. Services include Medicaid Service Coordination, Family and Individual Support Services, and School-to Work partnerships.

In 2005 JMMC consumers volunteered at over 70 community sites



Access to Independence
Adopt-A-Highway
Adopt-A-Park
Barry Elementary School
CAPCO
Catholic Charities
Cortland Child Development Program
Cortland Christian Academy
Cincinnati Emergency Department
Cincinnati Fire Hall
Cincinnati United Presbyterian Church
CNY DSO
Cortland Care Center
Cortland Country Music Park
Cortland Downtown Business Association
Cortland Family Resource Center
Cortland Regional Hospital
Cortland SPCA
Cortland Water Works
Cortlandville Park
County Office Building - Meals on Wheels
Nutrition Program & Office for the Aging
Dryden Baptist Church
Dryden Fire Department
Dryden Park
Dryden Southworth Library
Elizabeth Brewster House
Employment Connection
Ethel Fuller Memorial Park
Faith Baptist Recycling
First United Methodist Church
Grace Episcopal
Groton Assembly of God
Groton Community Church
Groton Fire Department
Groton Nursing Home
Harford United Methodist Church
Hendricks House
Heritage Baptist Church
Here We Grow Child Care Center
Homer Arts Center
Homer Business Association
Homer Fire Department
Howd's Nursing Home
Ithaca SPCA
J.M. McDonald Sports Complex
Learning Adventure
Lime Hollow Nature Center
Loaves and Fishes
Locke Fire Department
McGraw Elementary School
McGraw Fire Hall
McGraw Park
McGraw Senior Center
McGraw Village Office
Memorial Baptist Church
Milan Baptist Church
Northwoods at Cortland
Parker Elementary School
Price Chopper
Randall Elementary School
Rescue Mission Thrifty Shopper
Salvation Army
St. Mary's School
Summer Sensations Concert Series
SUNY Cortland Child Care Center
The Home Store
Virgil Farm
Walden Place
YMCA
YWCA

2005

Employment CONNECTION

In 2005 we served 386 people with disabilities and worked with 78 Cortland Area employers.

We also made

- **147 job placements**
- **7,904 on-site visits**
- **13,828 consumer contacts**
- **1,640 employer contacts**



Employment Connection, part of our Services Division, is the leading provider of job-related services for people with disabilities or other barriers to employment in the

Cortland Area. EC offers many personalized services to meet the needs of job-seekers, employees, and local employers.

Job-Seeker & Employee Services

Getting a Job

- Job trials
- Vocational planning/assessment
- Computer skills training
- Job leads and job sources
- Resume, cover and thank you letter creation
- Job application assistance
- Practice interviewing
- Benefits planning/advisement

Keeping a Job

- Balancing personal and work demands
- On-the-job problem solving assistance
- Exploring career advancement opportunities
- Financial literacy training
- Ongoing support
- Advocacy with employers on behalf of persons receiving services

Employer Services

Recruitment

- Qualified, pre-screened applicants
- Customized matching
- Job carving
- Job readiness training & support
- Financial incentives using state and federal tax credits
- Technical assistance on the Americans with Disabilities Act (ADA)

Retention

- Job coaching and training
- Workplace supports
- Conflict resolution
- Ongoing follow-up services
- Employee support (see Employee Services above)



Spotlight: JMMC's First Federal Grant Kicks Off

In 2005 the Murray Center was awarded its first federal grant, **Projects with Industry (PWI)**. PWI enables quicker turnaround for job training, placement, and ongoing support services for adults who want to work in the community but face barriers.

In addition to five funded, dedicated employees, a key component of the grant is the formation of business partnerships. In 2005 a group of local business leaders formed the Business Advisory Council. The council, led by **Garry VanGorder**, the Cortland County Chamber of Commerce Executive Director, will actively work to identify job and career availability in the Cortland community; provide job training, job placement, and career advancement for people with disabilities; and network with businesses to encourage the hiring of people with disabilities.

By engaging the talent and leadership of private industry, PWI promises to bring a whole new dimension to the way people with disabilities and businesses connect in Cortland and the surrounding area.

Business Advisory Council Members

Access to Independence	GSG Vincent Furniture Restoration
Albany International	Homer Central School District
ASC (SUNY Cortland)	Intertek ETL Semko
BorgWarner Morse TEC	Marietta Corporation
Cortland County Chamber of Commerce	SUNY Cortland
Cortland County Schools	TC3
Cortland Line Company	The Automotive Lift Institute
Cortland Regional Hospital	VESID
Country Inn and Suites	WalMart Stores, Inc.
Eastern Copy Products	WetStone Technologies, Inc.
EL Wood Braiding Co., Inc.	

Customer OF THE YEAR

BorgWarner Morse TEC



"STEVE AND ARLENE DO A FANTASTIC JOB INSIDE THE OFFICES, AND THE GROUNDS LOOK GREAT WHEN THEY LEAVE. ERNIE IS VERY SUPPORTIVE OF HIS TEAM. IT IS A WIN-WIN FOR BOTH ORGANIZATIONS."

-Mark Ingianni, Plant Manager, BorgWarner

BorgWarner Morse TEC, headquartered in Ithaca, NY, is the recognized leader in advanced products and technologies that satisfy customer needs in powertrain components and systems solutions. It employs over 17,000 people in 17 different countries.

Our relationship with BorgWarner began in 2001 with a Custodial Services' contract to clean its Cortland offices. In April 2003 BorgWarner asked if JMMC's Manufacturing and Logistics unit could manage its dunnage (see spotlight next page) warehouse and cleaning operations.

Since we began doing business with BorgWarner, both the custodial and dunnage management contracts have increased based on our ability to perform well and keep up with demand. Custodial Services now cleans BorgWarner's Ithaca offices. The number of square feet required to warehouse and process dunnage has grown from 12,000 in 2003 to 25,000 in 2005, and the number of automatic washers has doubled from two to four. By 2005 the BorgWarner accounts provided consistent work for eleven employees.

Over the years BorgWarner has been a great friend of the Murray Center. It has supported our mission and offered additional work as it became available. BorgWarner has made a number of significant donations, including hundreds of pieces of high-quality dunnage used to store toothbrush handle inventories, an automatic shrink wrapping machine used to wrap pallets for shipping, and a number of rotary pallet levelers. BorgWarner has awarded Custodial Services additional contracts, including its Ithaca headquarters and manufacturing complex.

In appreciation of BorgWarner's continued confidence in our capabilities and the opportunities we have gained, we are proud to recognize BorgWarner as our 2005 Customer of the Year.

In 1974, the Murray Center began formally recognizing the important contribution of our customers to the success of our agency. Without their support, we could not fulfill our mission. Each year we honor a company that has provided us new or additional opportunities for employment and vocational training, and that recognizes the value of the competitive products and services we offer.

Spotlight: Our Role in BorgWarner's Supply Chain

What is dunnage?

Dunnage consists of a wide variety of heavy-duty plastic containers in different colors, sizes, and shapes. The containers' interiors are designed to hold specific Drive Train, Engine Timing, and Fluid Systems components to prevent damage in transit to BorgWarner customers around the country. The different dunnage colors and pallet configurations are used on BorgWarner's manufacturing and assembly lines as visual cues to make the inventory management and material handling more efficient.

Staying on top of demand

JMMC helps ensure the dunnage can be reused and put back into BorgWarner's production line on demand. Each morning BorgWarner faxes specific dunnage requirements to **Liz Sill**, JMMC Production Supervisor, who coordinates getting JMMC's tractor trailer loaded. The truck returns the same day with used dunnage, as do other trucks from BorgWarner's customers. Liz's team unloads, cleans, sorts, stacks, and stocks in preparation for the next day's requirements. "It's always busy over there," says **Ralph O'Dell**, one of the first workers on the dunnage account. Ralph helps maintain the four automatic washers and trains new hires to keep up with the increase in dunnage volume, which has doubled since 2003.

Did you know? If you placed all of the dunnage we process annually for BorgWarner side by side, it would fill up 25 football fields!



"AS WE HAVE INTRODUCED MORE OF OUR CUSTOMERS TO OUR RE-USABLE DUNNAGE SYSTEM, THE QUANTITIES HAVE INCREASED AND THE TURN-AROUND TIME HAS BEEN SHORTENED. THE MURRAY CENTER HAS RESPONDED TO OUR NEEDS QUICKLY AND PROFESSIONALLY. LIZ AND HER HARD-WORKING CREW DO EXCELLENT WORK IN THIS DYNAMIC ENVIRONMENT."

—Brian Belyea, Receiving & Logistics Supervisor, BorgWarner Morse TEC

Alan F. Brown AWARD

Jennifer Enright



SEEING HER TODAY,
HAPPY, SUCCESSFUL
AND INDEPENDENT
PUTS A SMILE ON MY
FACE AND GIVES SO
MANY OTHERS THE
BOOST THEY NEED
TO "GO FOR THEIR
DREAMS."

-Cindy Soos, Assistant
Director for Direct
Services

When **Jennifer Enright** started work center services at the Murray Center in July 2001, she was nervous, a little shy, and needed a boost in self-esteem. She had just graduated from high school and lived with her parents. While she was searching for independence, she lacked the necessary confidence and support.

With the help of numerous supports at the Murray Center, Jennifer began setting both personal and professional goals, like getting along with co-workers and becoming financially independent. Over time, little by little, she met her goals. And then she set a new, bigger one.

Jennifer was determined to make more money and meet new people by working in the community. She gained experience by working at the Murray Center's cafeteria. She participated in JMMC's Take the Next Step program, planned for and practiced interviews, and eventually got jobs at Ponderosa and Price Chopper.

Jennifer now has a full-time job at GraphTex and has her own apartment. She passed her learner's permit, purchased a vehicle, and is responsible for her rent, utilities and financial independence.

Her accomplishments have given Jennifer the confidence and desire to inspire others to succeed. She has co-facilitated an interview class for consumers in the work center who are pursuing community employment and recently helped a co-worker move into her own apartment.

Over the last four years Jennifer has grown into a confident, self-assured and independent contributor to the Murray Center and to the Cortland Community. She is a model of determination to reach goals and success. We are honored to present Jennifer Enright with the 2005 Alan F. Brown Award.

The Alan F. Brown Award was established in 1983 in memory of Alan F. Brown. Alan's enthusiasm for life never waned and his desire to succeed inspired all who knew him. His caring actions spread joy and friendship wherever he went. Alan died in the spring of 1981 at the age of 38, yet his spirit lives on at the Murray Center.

Each year, the Murray Center recognizes a consumer who best personifies Alan's triumphant spirit and enthusiasm. Through this award in his name, we hope not only to honor Alan's memory, but to perpetuate his spirit and encourage individuals to overcome obstacles and to strive toward their highest potential.

Elin Pantas



For over 25 years **Elin Pantas** has enabled Cortland Area parents to go to work. Elin runs one of the premier not-for-profit child care centers in Cortland, the Cortland Child Development Program. The Center is home to over 80 children each day—children from ages six weeks to five years who learn, socialize, and develop skills in an integrated setting while their parents are at work.

Under Elin's leadership, the Center has grown the number of children and families it serves. She led a capital campaign to fund the construction of a new, more spacious facility and has implemented after-school childcare programs and summer camps.

Elin is an advocate for meeting the needs of all children and the programs that serve them. She is actively involved in many committees including the 21st Century Advisory Committee, Cornell Cooperative Extension, Cortland Area Childcare Council, Cortland Area Communities That Care (CTC), Eat Well Play Hard, and Even Start/Literacy Is a Family Experience (LIFE).

A resource and mentor to many in the human services field, Elin offers the Center to students for internships, community service projects, and classroom observation hours, investing in the education of future Cortland childcare professionals. She invites Murray Center consumers each week to read to the children or participate in interactive activities.

To Elin, who knows the children at the Center by name, every child is precious. It is what drives her to continue seeking how, through childcare, the Center can help ensure children of the Cortland community receive opportunities for growth, development, and success. She has quietly done this for years. Her passion and dedication to the children of our community make her an ideal recipient for the Murray Center's 2005 Humanitarian of the Year Award.

The Humanitarian of the Year Award was established in 1993 to recognize leadership, thoughtful service and responsiveness to those in need in the Cortland community. The community nominates recipients and selection is based on extraordinary acts of kindness and caring for others in the community.

Humanitarian OF THE YEAR

Employer OF THE YEAR

Denny's

Known for breakfasts served around-the-clock, **Denny's** has established itself as an innovative leader in exceeding guest expectations.

To deliver the exceptional service for which the chain is known, the Cortland branch of Denny's is dedicated to hiring committed, caring, and energetic individuals. Individuals such as Toby Gamble and Bill Hitchman, who found jobs at Denny's through services of Employment Connection. While Toby and Bill have disabilities, they are considered "one of

the guys" by fellow employees and receive the same flexible hours, benefit programs, competitive wages, and opportunities to grow as all other employees of the international chain.

The employees Denny's hires with disabilities also receive the same, structured training program that ensures individuals are thoroughly trained for their jobs. Staff work closely with

individuals during and after training to make sure they are comfortable with their job duties and are an accepted part of the work team.



Supervisor **Jody Eccleston** further drives a culture of acceptance by making appropriate accommodations for each person's disability and adjusting schedules for clinical and/or service meetings.

Denny's remains a very receptive and supportive employer for people with disabilities. Its commitment to retain its valuable workforce helps increase the chance for people with disabilities to become

more independent, successful, and positive contributors to the Cortland Community. We are proud to honor the Cortland branch of Denny's with this award and thank them for helping forge opportunities for people with disabilities and for promoting the significant contributions that people with disabilities can make to the workforce.

Each year since 1981 the J.M. Murray Center has recognized an employer that has been exemplary in its efforts to provide an integrated and inclusive work environment for people with disabilities or other barriers to employment.

Spotlight: A "Grand Slam" Placement

Toby Gamble arrives at the Cortland branch of Denny's five days a week ready to work. He often arrives early, has a cup of coffee, and chats with colleagues and customers. "I love the people here," Toby says with a smile, "and they like me!"

During his eight-hour shifts, Toby makes sure dishes are clean and ready to be used for Denny's customers. He found the job opportunity through Employment Connection and started working in July, 2005. **Danielle Rolewicz**, Toby's EC employment specialist, visits twice a month to "give him reassurance" and to make sure he follows through on his individualized employment goals. Having worked as a dishwasher in several locations prior to Denny's, Toby knows his job well and is already familiar with his duties.

His supervisor, **Jody Eccleston**, enjoys Toby and appreciates his dedication, initiative, and dependability. "Toby is a hard worker and I don't have to ask him twice to do something. A jean jacket he wears with an Energizer Bunny logo reminds me of his work style — he keeps on going."

Thanks to Toby's hard work, Denny's tremendous commitment to its employees, and additional job supports through EC and his service coordinator, Toby continues to be a valuable contributor to the Cortland community.



Team Spirit AWARD

The Shannon Hammond Team Spirit Award is presented on a quarterly basis to an employee who is supportive and helpful while working with fellow employees and consumers at the Murray Center. One of the winners is selected to receive the annual award.



Karen Morgan loves her job and its challenges. She works long, hard hours to support the goals of the Murray Center and its 200+ employees. She believes in our mission and is driven by the ultimate benefactors of her labor—the individuals we serve.

Since joining the Murray Center as the LAN Administrator in January 1998, Karen has brought the agency to new levels of excellence in computer and communications systems. Her accomplishments include the development and installation of the Murray Center's Enterprise Resource Planning (ERP) system to help manage our business operations, the implementation of the Citrix Remote Access System to enable individual use of the network from remote locations, and the recent relocation of systems to accommodate the move of EC and Medicaid Service Coordination to the Route 281 facility.

Karen has been responsible for countless numbers of computer communications, equipment installations, and software upgrades for JMMC's complicated data and voice networks. This necessitates long hours of research and implementation planning. Karen and her team have installed virus-protection software and security systems to ensure that the Murray Center's system is not compromised and is free of contamination.

These accomplishments can be attributed not only to her information technologies and project management knowledge, but to her strong teamwork and managerial skills. Karen is always pleased to compliment the efforts of her staff and colleagues. No matter how busy her schedule, she is willing to spend time with anyone when they stop to see her with a question or a problem.

For her contributions and can-do spirit, while maintaining a state-of-the-art information system for the Murray Center, on behalf of our employees and consumers, we are proud to honor Karen with the 2005 Shannon Hammond Annual Team Spirit Award.



The year 2005 brought State Senator Seward, board members, consumers, employees, and community leaders together to catch the spirit of the Murray Center.

2005 MURRAY SPIRIT

Financials 2005

2005 Financial Results (Audited)

For Year Ending December 31, 2005

REVENUES

	2004	2005
Trade Sales	\$8,132,134	\$8,593,586
OMRDD & OMH	1,625,693	1,601,367
Medicaid	2,887,369	2,934,368
Other Program Fees	772,610	686,728
Transportation Fees	427,158	433,354
All Other	181,651	259,232
Total	14,026,615	14,508,635

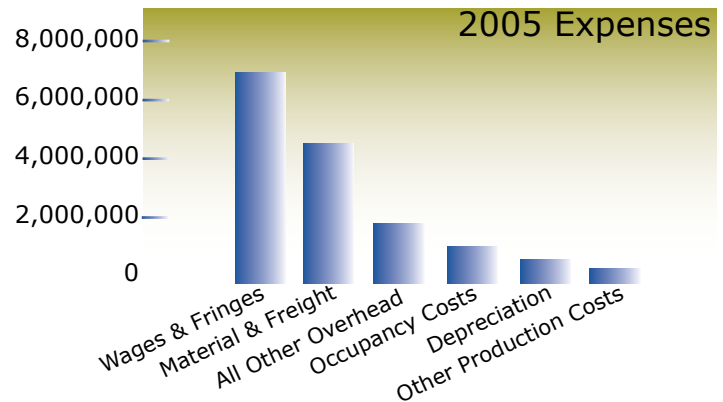
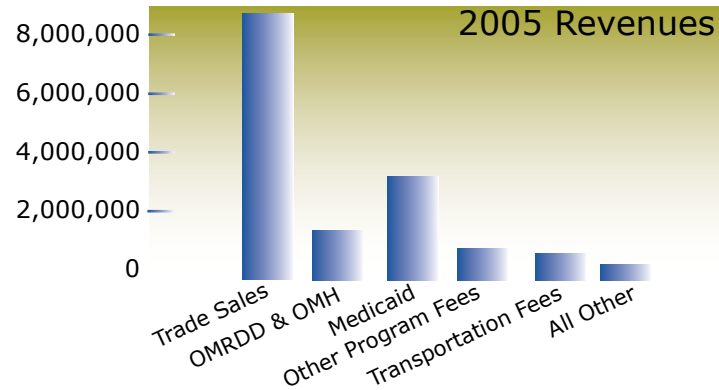
EXPENSES

	2004	2005
Wages & Fringes	\$6,451,289	\$6,638,374
Material & Freight	4,308,653	4,136,600
All Other Overhead	1,442,854	1,720,715
Occupancy Costs	871,707	958,853
Depreciation	536,952	552,381
Other Production Costs	214,437	185,425
Total	13,825,892	14,192,348

TRADE SALES HISTORY & PROJECTIONS

(In Thousands)

	2004	2005	2006
Personal Care Products	\$2,795	\$2,769	\$2,750
Assembly, Packaging, & Refurbishment	2,449	2,338	2,636
Plastic Bags	1,987	2,375	2,424
Field Services	901	1,112	1,345



2005 Board of Directors



John Nadolski
Chairman

John Nadolski, *Chairman*
Byron Horak, *Vice Chairman*
Donald "Bud" Ames, *Treasurer*
Julie Campbell, *Secretary*
Michael Chernago
William Cinquanti
Kathleen Hennessy
Larry King
John Mason
Angelo Mastronardi
Susanne Polley
Terry Ryan
Dr. Tyson Smith
Charles Spaulding
Jennifer Turck

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Karin Burgess
Harry Calale
John Folmer
Louis Greis
Edward Karsch
Kenneth Meades
Thomas Meldrim
Elizabeth Murray
Robert O'Connell
Wayne Piotti
Peter Potter
Charles Seymour
William Seymour
John Stehm
James Yaman
Stanley Zattosky

Executive Staff



Dick Benchley
President

Dick Benchley
President

Gregory Frank
Vice President, Operations

Jack Godleski
Vice President, Human Resources

Floyd Moon
Chief Financial Officer

Barry Jaffe
Vice President, Services

Leadership



Forging paths of opportunity
for people with disabilities or
other barriers to employment

OPTIONS

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EMPLOYMENT CONNECTION

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