



THE PRESIDENT'S NEW YEAR MESSAGE

Maximum Performance Drives Success in our respective roles and functions, as we continually provide our students with the **maximum** Job Corps services and benefits - Our *mantra* that governs our operations.

Odle Management Group is an Equal Opportunity/Affirmative Action Employer.

Ringing in the New Year is cause for celebration and a time for reflection and giving thanks. A time of new beginnings and fresh starts also comes with a time of reflection.

As we reflect on 2018, I am proud of our accomplishments, our new initiatives and the award of the first contract under the Aleut-Odle Training & Development, JV (or AOTD). AOTD was awarded the operation of the New York/New Jersey Outreach, Admissions and Career Transition Services on November 1, 2018. Isabel Ortiz serves as the Project Director and supported by two OA Managers – Jasmine Ortiz in New York and Alisha Capicchioni in New Jersey.



The Workforce Services Division headed by Pamela Hunnicutt also had two awards. Odle Management Group started the operation of the Northwest Tennessee Workforce Development Contract on September 1, 2018 and its One-Stop Operator is Erica Nance. The operation of the Kansas One-Stop Center started on October 1, 2018 and its One-Stop Operator is Laura Patzner.

Our Job Corps contract operations continued to stabilize in 2018 and each of our Job Corps Centers has several significant accomplishments and initiatives. Our Job Corps Centers are led by our esteemed Operation Team Leaders: June Rentas, Roanne Francisco and Thomas Rainey; and their respective Center Directors (center listing is in alpha order): Jorge Pedroza (Carrasco), Kevin McKee (Little Rock), Matthew Davis (Long Beach), Michael Fernandez (New Orleans), Kenneth Williams (Old Dominion), Samuel Kolapo (Pinellas County), Molly Taleb (Pittsburgh), and Carl Hilliard (Tulsa).

In mid-November 2018, we held our annual Corporate Leadership Summit in our corporate headquarters in Scottsdale, Arizona. The summit's objectives were: *Excellent Performance, Compliance and Building Stronger Teams!*

We also developed the company-wide Universal Audit Plans for Operations, Finance and Administration and Human Resources, which support the 2019 Work Plan that comprises un-announced targeted assessments, Corporate Office Center Assessments (COCAs) and staff development training. We have identified several management contract staff who will be part of the company's Succession Plan and will be trained in various aspects of center and contract operations.

I am also pleased to announce the 2019 Ad Hoc Committees and its Team Leaders:

Ad Hoc Committee	Objective	Team Leader
Academy for Excellence	To provide student opportunities to earn college credits and advanced certifications while enrolled in Career Technical Training Programs using matriculation agreements with community and city college partners with matriculation agreements.	Roanne Francisco
Data Integrity Audits through use of Universal Audit Plan	To achieve 100 percent audits with heightened audit frequency.	Leader: June Rentas Members: (1) Sandra Collins (2) Daniel Ferguson
Policy Review and Standardization Task Force	To focus on updating and reviewing core policies and procedures to ensure that we remain compliant with Government's requirements while achieving superior results. Streamlining focus will be on: - Payroll and Human Resources Procedures - Quality Control Plan - Staff Incentives Plan - Management Incentive Bonus (MIB) Plan - Relocation Policies and Procedures - Property Control - Procurement Management	Leaders: (1) Clare Peterson (1) Chris Herro Members: (1) John Burch (2) Rick Tenace (3) Janelle Conaway (4) Tim Foley (5) Tom Mattingly (6) Barbara Gilchrist Note: Subject Matter Experts (SMEs) will be identified by the Team Leaders for specific tasks.
Odle Management Institute: Executive Development Program (EDP)	To customize Executive Leadership Training by developing an Executive Development Program.	Leader: Rick Tenace Member: John Burch
401(K) Administration Committee	To continue the review of the company's 401(K) Plan and ensure that our employees are receiving the maximum value from the retirement program.	Leader: Chris Herro Members: (1) Elsa Schwenker (2) Mike Shandler (3) Janelle Conaway

These company initiatives and task forces will continue to help us refine our processes, and achieve performance excellence, compliance and build stronger teams. We will continue to build on our collective business acumen and preserve our business relevancy. We will leverage our proven and best practices and our vast experience, to further develop and refine our systems, *The Odle Way!*



2018 Odle Management's 1950's Themed Holiday and Team-Building Celebration

On this new year, may you change your direction and not dates, change your commitments and not the calendar, change your attitude and not the actions, and bring about a change in your faith, your force and your focus and not the fruit. May you live up to the promises you have made, and may you create for you and your loved ones the *“Most Happy New Year Ever!”* ~ **Lisa Odle**