

Organizational Excellence

FINANCIAL STRENGTH

Number of Employees – 824

Number of Service Locations – 21

Total Operating Budget – \$106,907,000 (million)

Average Annual Growth – 10.4%

INNOVATIVE SERVICES

65,266 prevention service contacts annually

Over 820 children served in 0-5

534 clients 16-25 years old were served in TAY with 82% achieving a stable living status

90% of prevention participants indicated that they benefitted from services



PREFERRED EMPLOYER

Employee satisfaction

- 97% of employees express satisfaction in their current role
- \$31,000 spent for employee educational assistance
- \$235,812 spent annually to support employee development and training
- High satisfaction with employee benefits package

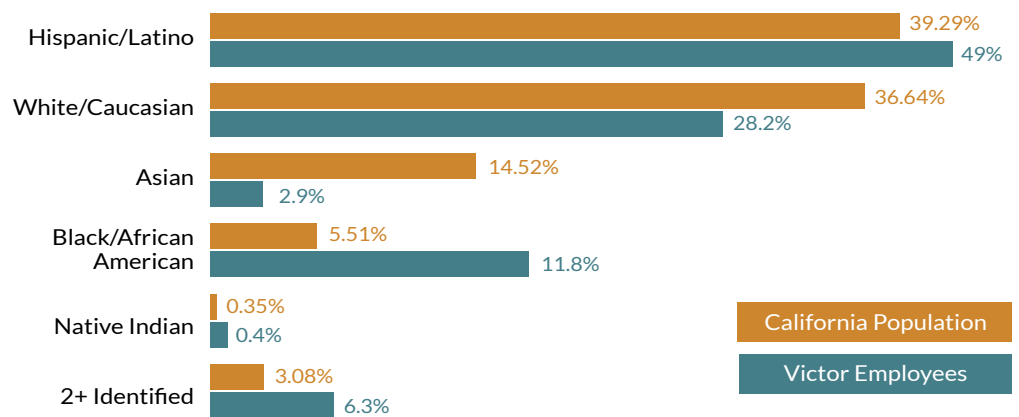
Length of Employee Tenure

- 31% of employees have long tenures with Victor
 - » 17% of employees have been with us over 5 years
 - » 10% of employees have been with us over 10 years
 - » 4% of employees have been with us over 15 years

Management & Leadership Development

- More than 580 hours of staff development training were delivered to 1005 attendees including:
 - » Management Development
 - » Leadership Development
 - » Strategic Priorities
 - » Monthly site trainings
- 98% overall satisfaction across multiple training modalities
- 65 employees were open internal promotions in the past year

OUR EMPLOYEE DEMOGRAPHICS



HERE AT VICTOR

We believe in using our strengths and resources to improve the lives of our clients, one step at a time.

We believe that helping others soar is both a gift and a responsibility

We believe in valuing our employees through respect, support and listening

We believe in measuring all the work that we do against our mission

We believe our values of Teamwork, Excellence, Adaptability, Mission-driven (T.E.A.M.) define who we are and guide all of our behaviors and decisions



Helping Others Soar