



**Employees of Tomorrow
Luncheon & Award Ceremony**
Wednesday, April 17, 2013

Silent Auction Open

Lunch

Welcome and Flag Salute

Opening Remarks

Community Partnership Award
Payless Shoe Source

Corporate Partnership Award
Glendale Federal Credit Union

Employer of the Year Award
Junior Achievement, Finance Park

Friend of Youth Award
Arno Avakian

Friend of Youth Award
Sgt. John Gilkerson

Legacy Award
Ardashes "Ardy" Kassakhian

Employee of the Year Awardees

Youth Speaker
Jeff Thomas

Recognition of Original Founders

Closing Comments
Jack Quinn

Glendale Youth Alliance Board of Directors

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Not pictured: Elen Asatryan, Suzanne Dunwell, Ani Mkrthchyan

Dear Guests,

On behalf of the Glendale Youth Alliance Board and staff, we are pleased to welcome you to our 20th Annual Employees of Tomorrow Luncheon & Award Ceremony. Your attendance at this event and support of our mission enables GYA to improve the lives of at-risk youth and provide guidance and life skills necessary to succeed in the work force.

We are honored to have the original founders of the Glendale Youth Alliance here with us today as well as our community partners that make it possible for GYA to serve the youth of our community.

A sincere thank you to all of our sponsors and silent auction donors who have contributed to this year's anniversary luncheon. You inspire us to dream and reach beyond our limitations.

Sincerely,

Rob Mikitarian, Chair
Glendale Youth Alliance

Karime Grigoryan
Executive Director

Glendale Youth Alliance Annual Report 2012–2013

Summer Youth Employment Program

Participants receive life skills and pre-employment training and receive paid work experience. The Brush Clearance Program provides the youngest and unskilled youth ages 14-16 a first time job experience. On closely supervised teams, they spend six weeks removing overgrown brush on over 30 parcels of City-owned land, augmenting the City's Vegetation Management Program and reducing the risk of fire on the City's hillside. Youth who already possess some basic job skills are placed in jobs in the community such as the local hospitals, nonprofit organizations, libraries, schools, and public agencies.

	Program/sGoal	Program Actual/Hired
SYETP (County)	53 Youth Participants	53 Youth Participants
Non Profit	45 Youth Participants	45 Youth Participants
Summer Brush	45 Youth Participants	48 Youth Participants
	Total 143	Total 146

Glendale Youth Employment Partnership – GYEP

Youth that succeed in the Summer Brush Clearance Program are eligible to participate in GYEP. In this program, supervised teams of youth ages 14 to 18 perform hillside brush clearance on private properties for a fee. Youth can also be hired to perform other general labor tasks. GYEP is a self sustaining program which means jobs conducted by the youth pay for their wages.

Glendale's Resource for Employment and Training – GREAT

In this program, youth with a proven work ethic and previous job experience are placed in career exploration jobs. Their wages are paid by the business that hires them. The funding for this program is provided by the employer. After every pay period the employer is billed the hours the employee has worked. The goal of the program is to provide youth opportunities and enough experience to obtain salary positions within the City of Glendale or outside organizations.

GYEP & GREAT youth are hired as City of Glendale hourly employees and can work up to three years in a full time capacity.

GYEP and GREAT	Program/s Goal	Program Actual/Hired
Program 2012-2013	60 Youth Participants	65 Youth Participants

Training, Employment and Mentoring Program – TEAM

Training, Employment and Mentoring Program – TEAM

The TEAM program is designed for youth who are able to work more independently. Participants learn to meet workplace expectations such as being on time, dressing appropriately, and following through on assignments. Funding is provided by Workforce Investment Act (WIA). The participants in this program are students who are currently high school seniors.

Program Year	Program Goal	Program Actual
2012-2013	76 Youth Participants	76 Youth Participants

Youth Employment Incentive Program (EIP) / Hospitality Training Program

The EIP serves Older Youth ages 18-21. Youth are placed primarily in private businesses to gain the skills and experience needed to climb the career ladder within a company. The program pays for the initial training hours as an incentive for the employer to hire the youth. Youth also partake in pre-employment training provided by GYA and a certificated Hospitality Training Program through LACC. Funding for this program is provided by Workforce Investment Act (WIA) and United Way.

Program Year	Program Goal	Program Actual
2012-2013	54 Youth Participants	56 Youth Participants

Glendale Youth Alliance: 2012-2013 Awardees

Community Partnership Award



Payless Gives Shoes 4 Kids, provide over \$1 million in new shoes to youth in need through their non-profit partners. Each year Payless invites non-profit organizations who serve children in need to apply to receive merchandise certificates for new, free shoes at Payless. For the past two years the Glendale Youth Alliance has received 125 certificates for the youth during the holidays. Payless Shoe Store staff has opened their store early Saturday and Sunday to allow our youth to shop for shoes before opening the store to the public. They have been attentive and kind and have assisted all our youth with a smile on their faces.

Corporate Partnership Award



Since 1951, Glendale Federal Credit Union has been helping members reach their goals by providing quality, low-cost financial products and convenient services. They were founded on the credit union philosophy of "people helping people" and their members experience the difference of dealing with a financial institution dedicated to their best interest. Today, 61 years later, their commitment is still "people helping people" and they are proud to partner with Glendale Youth Alliance.

By providing financial workshops and working with the youth at the credit union, Glendale FCU is contributing to the success of our youth of today and tomorrow.

Glendale Youth Alliance: 2012-2013 Awardees

Employer of the Year Award



JASoCal's local efforts are a part of a worldwide movement which started in 1919. Junior Achievement is the world's largest organization dedicated to educating students about entrepreneurship, financial literacy and work readiness through hands-on programs. These programs encourage students to stay in school, realize their potential and inspire them to achieve their dreams.

In the Southern California region, more than 8,000 volunteers reach nearly 100,000 K-12 students through core curriculum programs including JA in Day, JA Company Program, JA Job Shadow and JA Finance Park. JA Finance Park is an experiential simulation offering middle and high school students the opportunity to learn the fundamentals of financial education by becoming "adults for a day."

We are pleased to be able to give GYA members an opportunity to make an impact on their community by working in JA Finance Park.

For more information about JA Finance Park and the other JA programs, visit www.jasocal.org.

Friend of Youth Award

Arno Avakian



Arno Avakian has been involved with the Glendale Youth Alliance since 2005. Mr. Avakian was hired as a Youth Employment Team Leader for the Summer Brush Program and was promoted the following year as the field Supervisor responsible for the coordination and management efforts of the program. During that time, Mr. Avakian was also a Cadet with the City of Glendale Fire Department, pursuing a career in fire services. In 2007, he achieved his dream of becoming a Firefighter and was hired by the City of Pasadena. Arno always had a passion for

teaching, and in 2009 became a lead instructor for the Verdugo Fire Academy at Glendale Community College. Since the start of his career with the Pasadena Fire Department, Arno has been the lead CPR instructor for both GYA and Rosie Camp. He actively mentors youth in pursuing a career in the fire service and is always available to assist GYA youth. Arno is the proud father of his five-month-old son Max, and enjoys spending quality time with his fiancé Lilia and his beautiful son.

Glendale Youth Alliance: 2012-2013 Awardees

Friend of Youth Award *Sergeant John Gilkerson*



Sergeant John Gilkerson is a third generation Glendalian and a product of the Glendale school system. He has been with the police department for 26 years. As an officer, he started in patrol and then worked as a motorcycle officer, traffic investigator, helicopter pilot, tactical flight officer, and background investigator. After promoting to sergeant, he worked patrol as a supervisor before moving to the Area Command Unit where he supervises six community lead officers and the school resource officers. John is committed to maintaining the quality of life in Glendale and strives in his current assignment to build a relationship between the community and the police department. He joined the GYA Board of Directors in 2009 and considers his position a unique opportunity to further collaborate with the community while helping to positively influence local youth and shape a professional workforce for tomorrow.

Legacy Award *Ardashes "Ardy" Kassakhian*



Ardashes "Ardy" Kassakhian was born in Boston, Massachusetts and moved to Glendale with his family over 27 years ago. A graduate of its public schools (RD White, Wilson, Glendale HS) he continued his education at UCLA where he earned his BA in History. While at UCLA, Kassakhian was involved in many campus student organizations including the Greek and Armenian Student Associations and his activism eventually transformed into community organizing and working on political campaigns. Kassakhian has worked in public relations and was the government relations and executive director for the Armenian National Committee of America – Western Region. In 2005 Kassakhian was elected City Clerk of Glendale, CA. He was the youngest person elected to public office in Glendale at the age of 28 and was reelected in 2009 and 2013. Kassakhian is married to Courtney Relp Kassakhian, an educator and school administrator. They live in Glendale, CA and share a passion for mentoring and educating youth to become the leaders of tomorrow.

**The Glendale Youth Alliance would like to THANK YOU for making
the 2013 Summer Youth Employment Program a possibility!**

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ADAM B. SCHIFF

Member of Congress

April 17, 2013



Glendale Youth Alliance
1255 S. Central Avenue
Glendale, CA 91204

Dear Friends:

I would like to offer my best wishes as you gather in celebration of the Glendale Youth Alliance's "Employees of Tomorrow" luncheon.

For the past 20 years, the Glendale Youth Alliance (GYA) has provided jobs and employment preparedness training to low-income and at-risk youth in the Glendale community. GYA has helped more than 7,000 young members of our community by channeling their energy into gainful employment. The work of GYA has benefitted not only the youth who receive its services but also the community that receives these well-trained employees. In addition to providing jobs, GYA's programs also strive to instill civic values and provide youth with a strong foundation of basic job skills to increase the likelihood its participants remain productive members of the community's workforce.

I would also like to offer my congratulations to this year's honorees – Community Partnership Award recipient Amber Amaya, Payless Shoe Source; Corporate Partnership Award recipient Glendale Federal Credit Union; Employer of the Year Award recipient Finance Park, Junior Achievement; Legacy Award recipient Ardashes "Ardy" Kassakhian; Friend of Youth Award recipient Sgt. John Gilkerson; Friend of Youth Award recipient Arno Avakian.

Best wishes for a wonderful event and keep up the great work!

Sincerely,

ADAM B. SCHIFF
Member of Congress

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GLENDALE, CA 91203
TEL (818) 409-0400
FAX (818) 409-1256

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April 17, 2013

Glendale Youth Alliance, Inc.
1255 S. Central Avenue
Glendale, CA 91204

Dear Friends,

It is with great pleasure that I offer my warmest greetings to Glendale Youth Alliance's Annual "Employees of Tomorrow" Luncheon.

I join you in recognizing the tremendous contributions of your founders and this year's honorees. Payless Shoe Source/ Amber Amaya, Glendale Federal Credit Union, Junior Achievement, Finance Park, Ardashes "Ardy" Kassakhian, Sgt. John Gilkerson and Arno Avakian for continuing to prove themselves as champions for the youth in our community.

Congratulations on celebrating your 20th Anniversary! Since 1993 Glendale Youth Alliance Inc. has provided opportunities for change and growth to our community's low-income youth. The lives of thousands of young individuals have been transformed due to Glendale Youth Alliance's creation of partnerships between governmental bodies, educational institutions, and the business community.

I am pleased to recognize Glendale Youth Alliance and its incredible impact on the lives of the youth and young adults of our community. Best wishes for continued success!

Sincerely,

A handwritten signature in cursive script that reads "Carol Liu".

CAROL LIU
Senator
25th Senate District

STATE CAPITOL
P.O. BOX 942849
SACRAMENTO, CA 94249-0043
(916) 319-2043
FAX (916) 319-2143

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April 17, 2013

Glendale Youth Alliance
1255 South Central Avenue
Glendale, CA 91204



Dear Friends at the Glendale Youth Alliance:

Congratulations on the joyous occasion of the 20th Annual "Employees of Tomorrow" luncheon and award ceremony. I would like to extend my congratulations to the founders and partners of the Glendale Youth Alliance and all of this year's award recipients. These individuals exemplify the values of the Glendale Youth Alliance and demonstrate that working together; we can build a brighter future for young people in our community.

Established in 1993, the Glendale Youth Alliance has provided employment training and opportunities for Glendale's low-income youths. Targeting at-risk communities, the Glendale Youth Alliance has helped over 7,000 young people gain the skills needed to become productive workforce participants and lay the foundation for a brighter future. I am honored to be recognizing the Glendale Youth Alliance today and proud that my wonderful Senior Field Representative Suzanne Dunwell serves on the Glendale Youth Alliance Board of Directors. Through their tireless efforts, the Glendale Youth Alliance is creating stronger communities today, and the future leaders of tomorrow.

I salute the work of the Glendale Youth Alliance and its positive impact upon the lives of young people. I wish you every success in the year to come and thank you for continuing to make a positive and lasting difference in our community. If there is anything that I can do to help the people you generously serve, please do not hesitate to contact my district office at (818) 558-3043.

Very truly yours,

Mike Gatto
Assemblyman, 43rd District



Board of Supervisors County of Los Angeles

MICHAEL D. ANTONOVICH
SUPERVISOR
CHAIRMAN, MTA BOARD OF DIRECTORS

April 17, 2013

Glendale Youth Alliance, Inc.
1255 South Central Avenue
Glendale, California 91204

Dear Friends:

Welcome to the 20th Annual Glendale Youth Alliance's "Employees of Tomorrow" Luncheon and Awards Ceremony.

Los Angeles County appreciates the Glendale Youth Alliance's mission of preparing our youth with vital job seeking skills and employment preparedness training.

Congratulations also to today's honorees, Payless Shoe Source, Glendale Federal Credit Union, Junior Achievement, Finance Park, Ardashes "Ardy" Kassakhian, Sergeant John Gilkerson, and Arno Avakian.

Best wishes on your continued success.

Sincerely,

MICHAEL D. ANTONOVICH
Supervisor



ROOM 869 KENNETH HAHN HALL OF ADMINISTRATION, 500 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012
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CITY OF GLENDALE, CALIFORNIA
Office of the Mayor

613 East Broadway, Suite 200
Glendale, California 91206-4391
Tel. 818 548-4844 Fax 818 547-6740
www.ci.glendale.ca.us

April 17, 2013

Greetings,

It is my privilege to recognize the Glendale Youth Alliance for its leadership and dedication to serving the youth in our community. Your commitment and support in positively impacting our youth is exemplary.

I highly commend the Glendale Youth Alliance for its effort to facilitate and provide jobs and employment preparedness training. Your initiation and implementation in organizing programs and providing community service are exemplary.

As one of the proud founders of this wonderful youth employment organization, I salute and congratulate you on celebrating the 20th Anniversary of the Glendale Youth Alliance. Please accept my best wishes for a wonderful celebration.

Sincerely,

A handwritten signature in cursive script that reads "Frank Quintero".

Frank Quintero
Mayor of Glendale

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Congratulations to the
Glendale Youth Alliance on its 20th Anniversary
and to this year's award recipients for their
dedication to our community.

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**BEST WISHES TO THE
GLENDALE YOUTH ALLIANCE
CONGRATULATIONS TO TODAY'S HONOREES!**



LOS ANGELES COUNTY SUPERVISOR
MICHAEL D. ANTONOVICH
& CHRISTINE, MICHAEL JR., & MARY CHRISTINE

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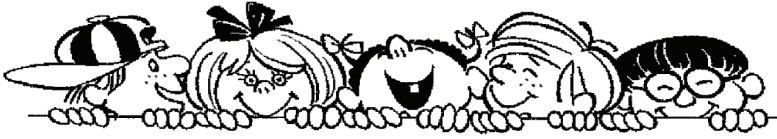


**Glendale
Management
Association**

City of Glendale's Management Employees
Supporting our Community



SUMMER FUN FOR EVERYONE



The Community Services & Parks Department offers a wide variety of summer programs including aquatics, youth programs, special events, day camps, recreational classes and more!

Many of the parks and facilities can be reserved for family picnics and gatherings (fees vary per site).

Visit the summer Leisure Guide online at
www.parks.ci.glendale.ca.us or call
(818) 548-2184 for more information.

**Parks
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Fiscal
Credit Union



Since 2003, Fiscal Credit Union has been a proud sponsor of the **Glendale Youth Alliance**. We would like to commend GYA on its important work and wish the organization and the young men and women it supports future success.

Glendale Adventist Medical Center



applauds the

Glendale Youth Alliance

*for sharing in the mission to help the youth
of our neighborhoods learn valuable job skills.*

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Glendale Memorial Hospital Congratulates the

Glendale Youth Alliance

for its Continued Dedication to
Our Community's Youth



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“Serving Our City With Pride”



Supports the Glendale Youth Alliance and congratulates this year's award recipients for their dedication to our community.

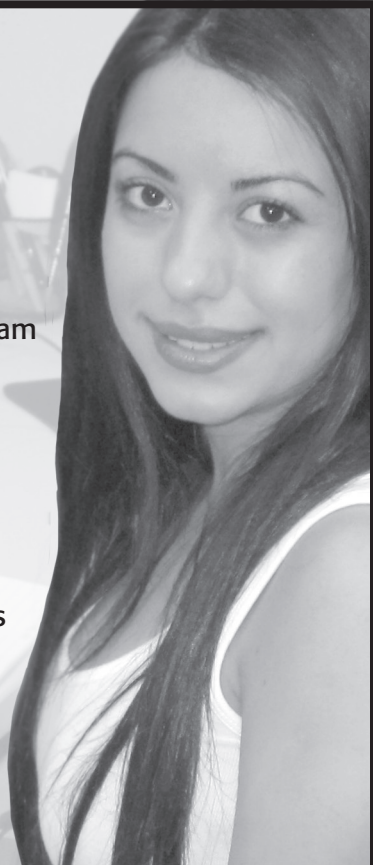
We Would Like to Thank Our Funders For Enabling Us to Invest in the Future Workforce of Our Community!

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United Way of Greater Los Angeles
Glendale City Council
Glendale Water & Power
Glendale Fire Department
City of Glendale Public Works Department
City of Glendale Community Services & Parks



GLENDALE YOUTH ALLIANCE, INC.

Investing in Our Future Workforce





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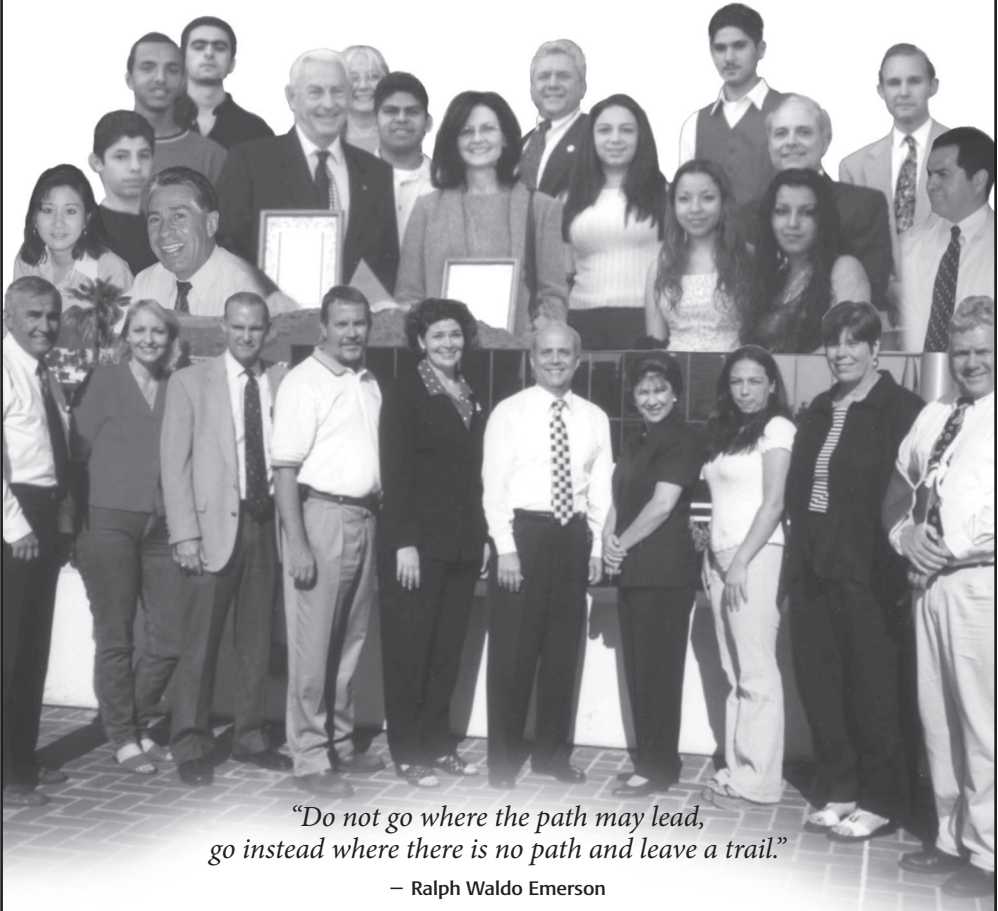
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Recognition of Original Founders

*James Cashion, Cindy Chong, Jess Duran,
Sam Engel, Dick Jutras, Linda Maxwell, James Pagliuso,
Jack Quinn, Jose Quintanar, Frank Quintero*

To express our deep appreciation
for your outstanding devotion and vision
in establishing the Glendale Youth Alliance

Thank you for your leadership in building
the trail to success for over 7,000 youth



*“Do not go where the path may lead,
go instead where there is no path and leave a trail.”*

— Ralph Waldo Emerson