



Message from the Executive Director

This past year brought a whirlwind of excitement and achievements that are difficult to adequately describe on paper. I hope however, that this glimpse into the incredible happenings of 2016 will leave you as energized as it has those of lucky enough to work here at Employment Horizons.

What we can be most proud of as an agency is the impact our support has had on the lives of our program participants and the local community. All told, program participants working for Employment Horizons and in the community earned an estimated \$3.2 million in income and paid \$619,000 in taxes. These wages were earned by an accomplished group of program participants with disabilities, a group that traditionally has an unemployment rate over 70%. Not only were the economic effects impressive, but so were the skilfulness and dedication of those working. Our employees in Fulfillment Services had a 94% attendance record, 89% of those working in the community were still working one year after placement, and almost a quarter of those working in the community were promoted or saw an increase in job responsibilities during the year. Incredible work and results by any measure!

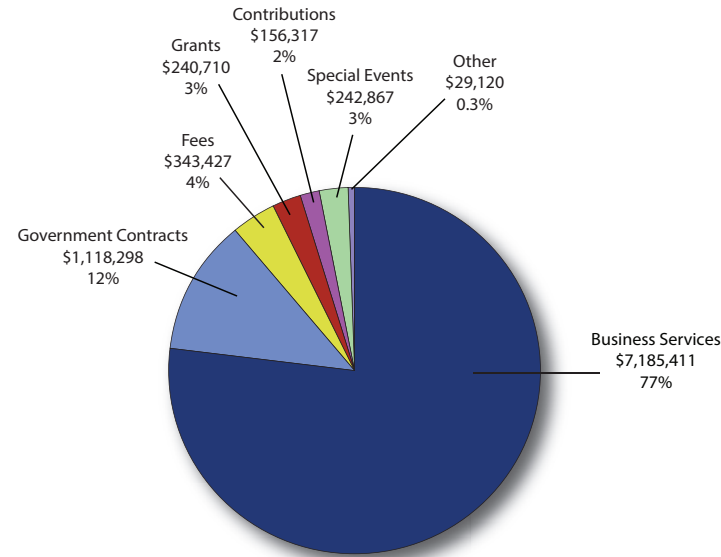
While we are very proud of what was accomplished by our program participants with Employment Horizons' support, we can also be proud of our agency accomplishments as an employer, contractor, and charity. Those looking to support Employment Horizons and our program participants through a donation or grant can do so confidently, knowing that \$.95 of every dollar went to agency programs and services. Employers and companies looking to do business with Employment Horizons can look to the 100% of both employers and businesses we serve that stated they would do business with us again.

None of the above could be accomplished without the dedicated staff and the generous donations of those who believe in Employment Horizons' mission. With your support, we look forward to another exciting year of assisting individuals with disabilities to find and keep their dream job through innovative programs. As always, we hope to see you at one of our events or on a tour of our programs.

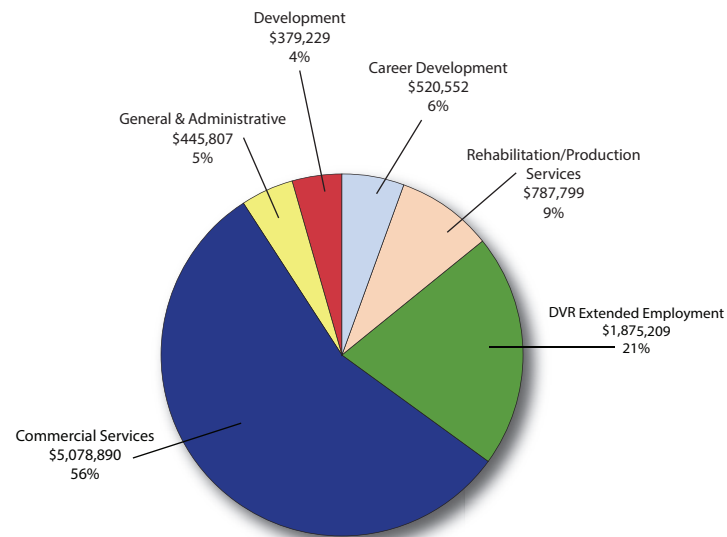
Thank you for your support!

Matthew Patts

Revenues



Expenses



The complete audited financial statement for the year ended December 31, 2016 is available for review at the administrative offices of Employment Horizons, Inc. The Annual Report reflects the agency's operational and programmatic activities exclusively.

The Power of Partnership



EMPLOYMENT HORIZONS
Empowering the Ability in Disability



Officers

Marion B. Cooper
President
Tierno and Associates, LLC

Cecelia Kennedy

Vice President
Plymouth Rock Management Company of New Jersey

Ben Ferri

Secretary
Mallinckrodt Pharmaceuticals

Frank Crippen

Treasurer
Hayward Industries, Inc.

Trustees

Gregory Canose
Award Marketing Services, LLC

Nancy Delaney
Retired; Morris County Probation Services

Edward Fernandez
Plymouth Rock Management Company of New Jersey

Michael Flanagan
Verizon Communications

Howard Gogel
My Limousine Services

W. David Hubbard
Verizon Communications

Gary Mauro, CPA



Employment Horizons, Inc. is a United Way Agency

ANNUAL REPORT 2016

10 Ridgedale Avenue
Cedar Knolls, New Jersey 07927
973-538-8822
www.emhorizons.org



"Coming together is a beginning, staying together is progress, and working together is success."

-Henry Ford

In the BEGINNING, we were founded to serve 8 "trainees" as a Sheltered Training Center. Since 1957, Employment Horizons has helped thousands of individuals with disabilities to demonstrate to the world at large that they are ready, willing, and able to take their rightful place in the workforce.

Work is central to how we think about ourselves and other people. Our view of SUCCESS is greatly impacted by our work accomplishments and, in fact, whether or not we have a job.

If you have not had the opportunity to experience the sense of gratitude that comes with knowing that someone has increased their feeling of self-worth and independence as a result of being afforded an opportunity, please contact us.

Help us continue to bring the words of Henry Ford to life...

"WORKING TOGETHER IS SUCCESS!"

Fulfillment Services



- Work completed for 27 different companies
• Daily average of 17 different jobs available from 8 different customers
• 9 new customers
• 18 returning customers providing 155 "repeat" jobs plus new work
• When surveyed, 100% of customers would recommend EH to other businesses

Culinary Arts

- A successful "Taste of Spring" event included an opportunity for a Cafe Horizons trainee to welcome guests and interface with area chefs, as well as serve food to 144 attendees
• 16 Clients received assessment, training and/or work assignments
• Year One of a \$100,000 four-year grant provided affordable lunches and ongoing training opportunities
• Trainees independently operate touch screen/electronic cash register system increasing marketable skills
• Innovative training videos created by staff have enabled greater independence and more efficiency in Cafe Horizons



Commercial Services



- 78 people with disabilities assessed, trained, and/or employed
• Added 3 new janitorial sites
• Increase in minimum wage on our federal contracts helped to boost client earnings to over \$1.3 million

Career Development/Staffing Services

- Clients' expressed employment needs were met through EH Services
• 51 new job placements- 89% in the client's preferred job goal or similar position
• 83% of new placements are receiving benefits
• Use of mobile technologies has resulted in increased client independence and greater responsibilities on the job
• Average wage for Follow-Along clients is \$11.18 per hour with 23% promoted or assigned increased responsibilities
• 100% of employers surveyed would use EH services again



Agency Achievements

- \$.95 of every dollar went to agency programs and services
• 82% of total agency revenue is self-generated through business sales, donations, fundraising and foundations/grants
• \$3.2 million in program participant earnings
• Estimated \$619,000 in taxes paid by program participants and \$683,000 in reduced/eliminated use of government support programs

Vocational Rehabilitation and Evaluation Services

- 76% of participants have multiple disabilities and work a minimum of 18 hours/week
• \$237,000 wages earned make personal purchases and community participation possible
• Majority of participants engaged in personal development and/or job readiness programs and experiences
• Program participants maintained 94% attendance rate for the year



Volunteers & Community Partners

We extend OUR APPRECIATION to our volunteers; the dedicated individuals and organizations who contribute their time and efforts to strengthening the mission of Employment Horizons. In 2016, volunteers donated over 1,860 hours to make our organization more effective.

Community Advisory Board

- Jeffrey Green, Chairman
Pinnacle Graphic Communications
Frank Bergin
Eggland's Best
Bill Craven
Federal Systems
Kimberly Doyle
Barnes & Noble Education, Inc.
Amanda Fischer
Village Super Market, Inc.
Carol Fitzpatrick
United Parcel Services
Tom Lineweaver
iSi North America
Katherine Lopez
Cologix
Brian Maher
Berkeley College

- Jim Mignone
M.L. Cutler & Co., Inc.
Ron Morano
FirstEnergy
Kyle Purcell
Mutual of America
Tracy Polifka
Solix, Inc.
Maria Sheridan
DM Airports, LTD
Kathi Sica
SPS
Vimal Sodhani
Sodhani Foundation
David TenBroeck
Lucio Valerio
Provident Bank

Employment Horizons' Management Team

Matthew Putts, PhD, CRC
Executive Director

Jacky Burns, MED, CRC
Assistant Executive Director

- Liz DeCamp - Manager of Career Development Services
Maria Florio - Director of Community Relations
Bob Johnston - Chief Financial Officer
Amanda Mistick - Manager of Administrative Services
Lisa Montalbano - Director of Business Development
Ford Shaw - Director of Operations
Joseph Smith - Director of Commercial Services
Mark Stephenson - Program Advisor
Nancy Toolen - Manager of Rehabilitation Services