

Success at Sea Breeze for Alek

In 2012, Alek Rodriguez secured a position at Sea Breeze in Towaco, NJ. Sea Breeze, a manufacturing and distribution center for beverages, hired Alek through a transitional high school program to work on their assembly line. The staff was so impressed with him that they ultimately hired him for a full-time position. With support from Employment Horizons, Alek has increased his responsibilities to include preparing the line for production.

Sea Breeze has been located in the New Jersey/New York area since 1925, and is a fourth-generation, family owned manufacturer. They carry a variety of beverages and syrups and work with restaurants, bars, cafeterias, and catering halls to bring the drinks to the customers.

Alek's job requires him to complete various tasks at the distributor. His responsibilities include packaging products, performing quality control for the bottles, and maintaining various work stations in the production area. Also, Alek is capable of filling in wherever he is needed, doing any job that is asked of him. He has several different skills that allow him to work anywhere in the facility. Alek knows his job very well and is able to transition from one task to another without any issues. His supervisor described him as reliable, thorough, and extremely efficient.

Thank you Sea Breeze for allowing Alek & Employment Horizons to "work for you!"



Join us and the Morris Music Men, March 4th, for fun & harmony, barbershop style!

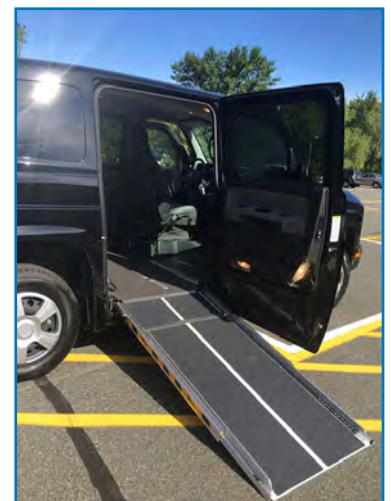
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Introducing the Newest Member of Our Fleet...The MV-1

In October, Employment Horizons received a grant from the Stephen and Beverly Rubenstein Foundation that allowed us to purchase a special new vehicle called the MV-1. The MV-1 is a purpose-built wheelchair accessible vehicle built here in the United States. Previously, vans had to be modified to allow wheelchairs to travel safely. Now, we have the safest vehicle on the market making accessible travel easier! Also, any licensed driver can drive the van, making it easier to take our program participants on Discover Your Community trips or to job samples and interviews.

Andrew Rubenstein, a member of the Rubenstein Foundation, commented, "We don't just give funding to projects from the bottom of our hearts, but to projects that will better life and society as a whole." Thank you so much to the Rubenstein Foundation for this extremely generous gift!





It's hard to believe we have already turned the page on a new year and have wrapped up our year-long 60th anniversary celebration. In taking a look back at 2017, Employment Horizons has a lot to be both grateful for and proud of. We made strides in a number of areas including the launch of our new Education Initiatives Department, the grant-funded purchase of a wheelchair accessible vehicle, had a successful CARF

survey, came in above budget, hosted a number of successful fundraising events, and partnered with new companies in the workshop. We also worked hard with our local legislators on issues of importance to our program participants and their families and launched our new Family Advocacy Committee. This committee has resulted in new ideas for assisting our families and the start of an evening program series on topics of importance like legal issues and housing. The year really flew by with all of this activity and excitement.

I'm equally excited for 2018. The Board of Trustees and Management Team have been working hard to set new goals and strategies for the year. Some of the things we'll be working on and hope to accomplish this year:

- Begin Certified Home Health Aide classes
- Obtain accreditation from the Department of Education as a Private Career School in order to provide additional training and certification programs
- Continue to work with state and federal legislators on mitigating impacts from the Workforce Innovation and Opportunity Act and to tackle other important issues impacting people with disabilities
- Develop at least five new partnerships for fulfillment work
- Roll out a new website during the first quarter

As always, we'll be monitoring trends, taking a look at new business ideas, and doing everything we can to ensure another impressive 60 years for Employment Horizons. I am appreciative of all of the support we receive from you throughout the year at our events, through your advocacy and volunteering, and of course your financial assistance.

All of us here at Employment Horizons wish you and yours a happy and healthy 2018!

It's not too late to support our Holiday Campaign! Visit www.emhorizons.org.

The Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) was signed into law in 2014, with most of the provisions going into effect the following year. While there are many positive aspects of the law for people with disabilities, including committing more funding to high school students transitioning to work, there have also been unfortunate consequences for organizations like Employment Horizons. One of these consequences is that guidance on WIOA issued by the Rehabilitation Services Administration (under the Department of Education) states that AbilityOne contracts are not considered to be competitive integrated employment. This means that our traditional referral sources and funding for program participant services at Picatinny Arsenal have come to end. At the same time, the mandate to have the majority of our work performed by individuals with disabilities has not changed. In order to meet these requirements in the face of lost referrals and funding, Employment Horizons has utilized grant funding and more creative means of recruiting qualified individuals with disabilities for our jobs at Picatinny.

We have also taken on advocating for changing the Rehabilitation Services Administration's guidance on WIOA, since the guidance is stricter than the law itself. As part of this advocacy, Employment Horizons' Executive Director, Matthew Putts, worked with Congressman Frelinghuysen's office to schedule a meeting with the Acting Assistant Secretary of Education (Kimberly Richey), the Acting Commissioner of the Rehabilitation Services Administration (Carol Dobak), the Vice-President of ACCSES-NJ (Floyd Nesse) and staff from Congressman Frelinghuysen and Congressman Lance's offices and from SourceAmerica. While in Washington, D. C. for this meeting, Matt and Floyd also met with staff from Senator Booker and Senator Menendez's offices to discuss these same issues.

All of the meetings went well, and there has already been some follow-up to continue discussing these issues. We are hopeful that the guidance we discussed will be changed to better reflect the intent of WIOA.



Ring in the New Year

Employment Horizons' Board of Trustees rang in the new year on January 25th with its Annual Board Dinner. The Board approved the new slate of officers which included new President Frank Crippen, Vice President Marion Cooper, Treasurer Jack Cox and Secretary Cecelia Kennedy. Our 2018 Committee Chairs include Marion Cooper – Board Development, Ed Fernandez – Planning, Greg Canose – Fundraising and Jack Cox – Finance.

Outgoing Board President, Marion Cooper, was recognized for serving as President for the past 3 years. During this time, Employment Horizons changed executive leadership during a particularly challenging legislative and regulatory period with the implementation of the Workforce Investment Opportunities Act (WIOA).

Other individuals who were recognized included outgoing Board member Michael Flanagan (Verizon) and former Board Member and Planning Committee Chairman Bill Craven (retired). Craven has served Employment Horizons for decades including serving as its first Community Advisory Chair.

We wish to extend our thanks, gratitude and best wishes to Craven for his many years of dedicated service and best wishes to Flanagan for his faithful and loyal service to the board, sometimes commuting to meetings from the Sunshine State.

Congratulations to incoming President Frank Crippen and the new slate of officers for continued Employment Horizons prosperity.



Customer Corner

Kiehl's Since 1851

This past fall, Employment Horizons began a working partnership with Kiehl's Since 1851. Lisa Montalbano, the Director of Business Development, worked with Rebecca Carusso, VP, Communications, Diversity & Inclusion at L'Oreal USA and Nathan Puksta, Senior VP at L'Oreal LUXE | Kiehl's Since 1851 to develop the relationship between Employment Horizons and Kiehl's Since 1851. Nathan had worked with a similar agency in California before moving to NYC, and was eager to get to work. He then introduced Lisa to Julia Mavrodin, VP of Digital Marketing, and they worked together to come up with a fulfillment project that would match the scope of services at Employment Horizons.

Kiehl's Since 1851 needed 5,000 mailers filled with five different sample packets of Kiehl's skin care products as gifts for customers who purchased items during their "Change Your Skin" campaign. The Employment Horizons production team, Lisa, and Kiehl's Since 1851 organized the details, and the job was a perfect starting point to develop a working partnership with Kiehl's Since 1851, and the program participants successfully fulfilled the order. Kiehl's Since 1851 values our socially minded business model because they believe that "making the world a better place starts in their own neighborhood," and we're proud to become their source for customer rewards.

We're looking forward to growing our partnership!

For more information, please visit Kiehl's website at <https://www.kiehls.com/> or their Instagram @kiehls.



October Marks National Disability Employment Awareness Month

Consistent with past practice, The President of the United States officially proclaimed October as National Disability Employment Awareness Month. During this time, the country celebrates the many contributions of American workers with disabilities and reaffirms its admiration of the skills and talents that these individuals bring to the workplace.

The Proclamation recognizes the 30 million American adults living with disabilities and affirms their right to an opportunity to provide for themselves and their families through work. The proclamation noted that, "In 2016, only 27.7% of working-age Americans with disabilities were employed. More employers should recognize the fresh perspectives and skills these men and women can add to an innovation-focused workforce. They are an incredible asset to our economy."

The proclamation reiterated the Trump Administration's goal and Employment Horizons' mission to help ensure that persons with disabilities experience the independence, economic self-sufficiency, pride, and community that come with a job.



Celebrating our Diamond Jubilee



Employment Horizons celebrated 60 years of success in style at our annual dinner with over 200 in attendance. The evening, held at Brooklake Country Club, included cocktail hour, dinner, a silent auction, basket/penny auction, and the much anticipated 50-50 raffle. Congratulations to this year's 50-50 winner, Charlene Carney!

Honorary Chairman Jack Miller, CEO of Solix, Inc., outlined the rewarding relationship shared by Solix and Employment Horizons for over a decade. Honorees included the Hanover Marriott, our Employer of the Year, Lapp USA, Inc., Contractor of the Year, and Carol Grant, Employment Horizons' Receptionist for 30 years, was presented with the Distinguished Service award for her years of dedication and outstanding support.

Kim Pledger received the President's award which recognizes a program participant's successful transition from Employment Horizons' facility-based program to community job placement. Kim, who started in our very own Café Horizons, has been employed by Wendy's in Rockaway for the past several years.

Eugene Siciak received the William Huber Achievement Award which recognizes an individual whose outstanding accomplishments serve as an inspiration for all who strive to find employment and acceptance in the local community. Siciak is employed as a porter for Toyota and Subaru of Morristown. Siciak was nominated for the award for his impressive job performance and reliability. He has done so well that his duties now include training new staff.

Milestone anniversaries were celebrated by Employment Horizons' staff members Patricia McMahon and Jonathan Sanfilippo – 5 years; Eileen Gargon and Maria Florio – 15 years; Bob Johnston – 20 years and Carol Grant – 30 years.



US Flag at the Capitol

To help us celebrate our 60th Anniversary, Congressman Rodney P. Frelinghuysen honored us with a very special gift! In honor of our milestone anniversary, he had an American flag flown over the United States Capitol Building on August 4, 2017. Once lowered, the flag and a certificate were sent to Employment Horizons just in time for us to proudly display them at our Annual Recognition Dinner. We put together a commemorative table including the flag, a slideshow, an anniversary bowl made by Joanne Miller, a shovel from our Capital Campaign groundbreaking, and a scarf emblazoned with our original name, Occupational Training Center for the Handicapped. Thank you, Congressman Frelinghuysen for this very thoughtful gift!



Fall Clothing Drive

Thanks to your generous donations, our fall clothing drive brought in 3,028 lbs. of clothing, toys, household items and accessories, helping us raise over \$650! We would like to thank Jill Mills for coordinating donations from the Chatham School District. With the help of her daughter, Emily Mills, an employee of Employment Horizons, and two cars, they collected and transported over 30 bags to our agency! Thank you all for another successful Clothing Drive fundraiser. Our spring clothing drive is just around the corner. Visit our website at www.emhorizons.org for future information.



Strike! Another Successful Bowl-A-Thon



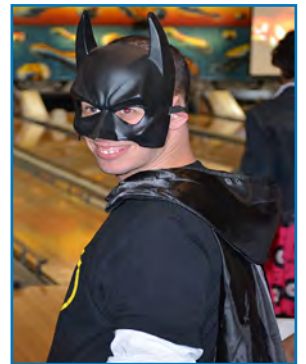
It was a damp, rainy day, but you would never know it inside Hanover Lanes. Our Halloween Bowl-A-Thon went off without a hitch. Excitement filled the lanes with our program participants, friends, and families; most dressed in their favorite costume for a fabulous day of fun.

Thank you to our long time Title Sponsor, Avison Young! Ed Walsh and his team bring their support and enthusiasm every year, and we were pleased to recognize Ed with our Make a Difference Award. The award was given to Walsh to thank him for his continued support of the Bowl-A-Thon, a highly anticipated event for our program participants, the proceeds of which better enable Employment Horizons to accomplish our strategic goals. Ed continues to make a tremendous difference in improving the quality of life for people with special needs.

Special thanks also to Tiffany & Co. for the beautiful take away gift for all of our bowlers and the Tiffany & Co. volunteers who help make the event so special in their interactions with our bowlers. With the generous

support of this year's sponsors Bayonne Glass, Carol Grant, Edgewood Consulting, Kiwanis Club of Randolph, Matthijssen, Provident Bank, S&R Steel Construction, Smith-Sondy Asphalt Construction Co., and Watnong V.F.W. Post 3401, we raised over \$10,000.

This year's costume contest winners included Anthony Grabas (Scariest), John Mele (Best Homemade), and The Martin Family (Best Family). Photography for the event was provided by Alyssa Currey.



The Most Wonderful Time of the Year

Employment Horizons celebrated the holidays with the annual program participant's holiday party on December 8th. The day kicked off with DJ Chuck "Rock'n Roll" Russo and his selection of party and dance music. The holiday party is an exciting event for everyone who attends, and it gets better every year.

Our Culinary Arts Training Program served up a breakfast of muffins and yogurt; lunch with delicious baked ziti, two choices of tossed salad and yummy, warm, oven fresh rolls, and for dessert, beautiful cakes celebrating Employment Horizons' 60th Jubilee Anniversary!

Recognition awards were given out to excited program participants. The Anthony Pennucci Achievement Award was presented to Nick Figurelli for demonstrating good work ethic. The Olga Geraghty Memorial Award was presented to Judy Anderson for her personal improvement during the calendar year. The Mary Jones Humanitarian Award was given to Lauren Rosenberg for her commitment to helping others. Congratulations to Nick, Judy and Lauren for their accomplishments.

Thank you to all of our staff and especially our Villa Enterprises Management volunteers, Rocco, Marge and Mary for making the party such a success. Also, special thanks to the America Legion Auxiliary #59 for their financial contributions which offset the cost of this highly anticipated holiday celebration for our participants.



ACCSES Government Champion Award

This September, Employment Horizons staff members traveled to Atlantic City to honor State Assemblyman Anthony M Bucco. In July, Employment Horizons nominated Assemblyman Bucco for the ACCSES NJ Government Champion Award. The award was given to Bucco, recognizing him as a champion for New Jersey residents with disabilities.

Employment Horizons nominated Bucco because he has been a tremendous advocate for New Jersey residents with disabilities. He has spent many years supporting people with disabilities, and is always quick to respond to any issues. Assemblyman Bucco also makes sure to keep up-to-date with any new ideas or problems that arise; awareness and accessibility are two areas of importance to him. We have called on him in the past for assistance, and he has always been available and eager to help us.

Assemblyman Bucco advocates for Employment Horizons regarding matters of budget, policy and legislation, and for many years has presented the honorees at our Annual Dinner with Legislative Commendations.

We thank Assemblyman Bucco for all the great work he does both for us and for our community. He is truly a part of our Employment Horizons “family!”



NJ Special Needs Registry for Disasters

The past year has brought particularly severe, wide-spread and devastating natural disasters, including hurricanes, floods and wildfires, throughout the United States. While property damage is the most visible impact of natural disasters, it is important to keep in mind that every major natural disaster disproportionately harms society’s most vulnerable populations, particularly people with disabilities whose access to medications, shelter, assisted living devices and other necessities can become severely limited or non-existent during such disasters.

Individuals with special needs should consider signing up with the Special Needs Registry for Disasters <https://www13.state.nj.us/SpecialNeeds/> so that first responders and community providers have an up-to-date list of where to find them in the event of an emergency. By registering on the website, NJ residents with disabilities and their families, friends and caregivers get an opportunity to provide information to emergency response agencies so that responders can better formulate evacuation plans, identify people who will need accessible shelter or transportation, and improve accessible notification or alert systems for such citizens. The information collected is kept confidential and secure; it is only used for emergency response and planning.



Culinary Celebrations

Our Culinary Department has been known to come up with some creative meals, and with Elizabeth’s help, the team was able to create three unique and fun holiday lunches.



On Halloween, Elizabeth and the Culinary team treated us to some hot dog mummies made with crescent roll dough and “pumpkins” made out of clementines and celery. The lunch definitely helped everyone get into the Halloween Spirit.

On November 22, the kitchen created a special holiday meal for Thanksgiving. There was homemade gravy, cranberry sauce, green bean casserole and potatoes au gratin. And, of course, the turkey!

Our final holiday lunch came on December 22 to help us celebrate the end of the holiday season. Elizabeth and her team cooked up ham and apple pie. Thank you to Elizabeth and the culinary team for all that they’ve done these past few months!



“Hearing Voices” Workshop

Several members of the Employment Horizons staff participated in a workshop called, “Hearing Distressing Voices,” this past September. The workshop was led by Mr. Radice of the Mental Health Association in New Jersey who explained that auditory hallucinations are a very real experience for some that vary from person to person and from day to day. Auditory hallucinations can be words, phrases, sentences or sounds. Throughout the workshop, the staff completed various activities such as worksheets or reading, but had earbuds to simulate hallucinations the entire time. The hallucinations varied from running commentary, derogatory statements, and laughter to unintelligible sounds.



After the activities were over, the staff regrouped to discuss how eye-opening the workshop had been. It was very difficult for them to focus and perform simple tasks while they had the constant sounds in the background. Everyone who participated developed an appreciation for the struggles of those who experience hallucinations. The workshop concluded with Mr. Radice helping our staff to understand that when someone is experiencing auditory hallucinations, it is important to ask them about it, because everyone is different, and it can never be assumed that all individuals with auditory hallucinations have the same experiences.

Facebook Supports #GivingTuesday

This year, Facebook initiated a platform where individuals could set up their own #GivingTuesday page and hold a fundraiser among their facebook friends. Employment Horizons was pleased to have the support of a number of our staff members reaching out to their contacts to help raise over \$1,500 toward the Giving Tuesday “holiday.”

Reva Gomer, an Employment Horizons’ mom, created her own #GivingTuesday fundraiser on Facebook and raised over \$800, well beyond her \$500 goal. Many thanks to everyone who contributed to Employment Horizons #GivingTuesday event and to Reva Gomer, Amanda Cortese, Sharon Ferriauolo, Maria Florio, Emily Mills, Samantha Oras, Jessica Panagos and Karen Ryneerson for holding your own “mini” #GivingTuesday fundraisers.

#GIVINGTUESDAY™

Help Us to Ensure Employment Horizons’ Future

As a charitable entity, Employment Horizons relies on donations to continue our mission. Please help keep our efforts moving forward by making a charitable contribution. There are several ways you can help us:

1. Make a donation at www.emhorizon.org
2. If your company has a matching gift program, be sure to register your gift so you can double your contribution.
3. Help us all year by choosing to make a monthly donation. Simply note on your online donation that you would like to be a monthly contributor.
4. Shop through Amazon Smile. Visit smile.amazon.com, select Employment Horizons from the list of charities, and always start your Amazon shopping at smile.amazon.com.
5. Attend one (or more) of our annual events.

Lunar Eclipse

On August 21 this year, we were all able to witness something special – a lunar eclipse! Employment Horizons purchased eclipse glasses for all program participants. Small groups went out with VRS counselors around 2:30 pm to take a look at this special occurrence. We weren’t fortunate enough to view a total eclipse in New Jersey, but we were still able to see part of the sun disappear for a moment. It was an incredible experience, and we can’t wait for the next one!





10 RIDGEDALE AVENUE
CEDAR KNOLLS, NJ 07927

Online giving

is the most convenient way
to support Employment Horizons.

Visit www.emhorizons.org to make a
tax-deductible donation.

All major credit cards are accepted.
95 cents of every dollar donated goes
directly to programs and services that
provide job training and placement to
people with disabilities and
other special needs.

View All Our Upcoming Events at www.emhorizons.org!

Join us for

A Taste of Spring featuring Chef Eric LeVine

to benefit our
Culinary Arts Training Program

April 11, 2018
at
Birchwood Manor
Whippany, NJ

6:00PM-10:00PM

For details, please contact
Maria Florio at 973.538.8822 x240 or
mariaflorio@ehorizons.org

Save the Date

Our Annual Golf Outing
will be
June 18, 2018
at
Spring Brook
Country Club
Morristown, NJ

Please check our
website for details!

Get Social With Us!



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