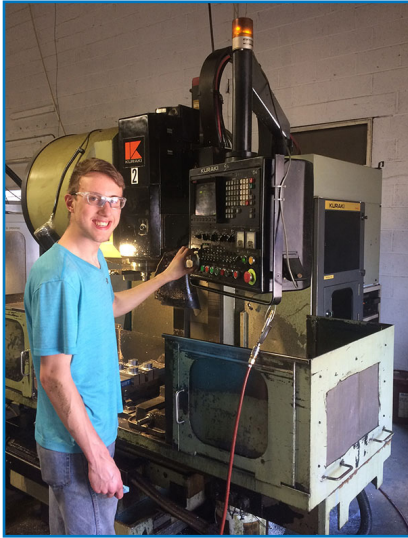


## Matthew Walters: Manufacturing Success



A 2017 Jefferson High School graduate, Matthew Walters came to Employment Horizons with some previous work experience. While in high school, Matthew worked as a cashier at a fast food restaurant. He was rarely scheduled for more than one short shift a week, and often was not scheduled for months at a time. When he initially began working with Chase, his job coach at Employment Horizons, Matthew was nervous about transitioning into employment after high school. Together, they worked to increase Matthew's confidence and build his interview preparation skills.

Matthew made great progress and in September was hired as an Assembler at Converttech, a leading manufacturer of shafts and other parts. He was originally scheduled to work 7am-3:30pm Tuesday through Friday to allow him to continue taking courses at County College of Morris (CCM) on Mondays. In December, once he completed his course work, Matthew's position was extended to full-time. Since then, Matthew has been given the option to come in early and stay late to complete over-time assignments.

Matthew came to Converttech without any previous manufacturing experience, so he started on simple projects such as grinding down a plastic piece in preparation for assembly and cutting rubber tubing to length. Once he successfully mastered these skills, he was assigned to an increasing variety of projects throughout the workshop. He now has experience grinding metal parts,

sandblasting, working CNC machines, and assembling parts from blueprints. In addition, Matthew continues to increase his skills and knowledge by taking classes in welding at an evening program at CCM after his shifts at Converttech.

Although there are limited welding projects at Converttech, Matthew has also been assigned to assist the company welder. Most recently, on March 15th Converttech was bought out by a larger manufacturing company, Double E. All employees were given the option to stay with the new company. While Matthew was initially anxious about the change in management, he decided to retain his position with the new company. He is confident that he can perform his job for his new employer. Matthew is also proud to be the face of the company's recruiting page. Way to go, Matthew!

*In an effort to be more environmentally friendly, we're going to focus future circulation of our newsletter through online distribution. However, if you'd like to continue to receive future newsletters via US mail, please let us know by writing us at [newsletter@ehorizons.org](mailto:newsletter@ehorizons.org)*

## Lewis Learns to Manage His Anxiety

Lewis has been working at Employment Horizons since March of 2017. Now a valuable employee in the production workshop, Lewis' journey was not always smooth. With personal challenges and limited work history, Lewis was referred to Employment Horizons in September of 2016. His start date came and went, as his anxiety prevented him from getting onto his transportation bus. With support, Lewis was again referred 6 months later for a vocational evaluation, and showed up on his start date. At the end of his first day, Lewis expressed that the anxiety of being here, learning new jobs, and having a supervisor was too much; he noted he would not be returning.

With encouragement from, and discussion with his one-on-one Vocational Rehabilitation Counselor, a plan to move forward with strategies for coping was created to assist him in returning and working again the next day. Since then, his confidence and professional work ethic have grown. He is conscientious of his schedule (i.e. making sure that if he has to miss a day, he requests to make it up), he is helpful and attentive to his peers, and has become a go-to employee for his supervisor. His supervisor notes, "He is kind, helpful, very hard working and has a stellar work ethic." Lewis values and enjoys his work so much that he does not like having snow days.





Some of the greatest improvements in accessibility for people with disabilities in recent memory have come as the result of technology. A brief scan of this newsletter will show a couple of examples right here at Employment Horizons (EH) including our brand new accessible website and new video phone for individuals who are Deaf and communicate via sign language. We strive here at EH to keep up with the latest technology in order to provide program

participants, and all those who interact with our agency, the most up-to-date options for accessing our information and services.

EH uses technology in a number of cutting edge ways:

- 1) Our new website ([www.ehorizons.org](http://www.ehorizons.org)) was built from the ground up to be accessible to individuals with varying disabilities. All of the pages are optimized for being read by screen readers (devices that read aloud the content of a web page for those who are blind), have color schemes to assist those with vision difficulties, and contain embedded audio descriptions in all photos. Any video content we post will include closed captions.
- 2) We have a long-standing program known as Video-Based-Training (VBT). This program provides “pocket job coaches” to program participants in the form of an iPad or iPod Touch. Each device contains tools the program participant can use on the job ranging from checklists of job tasks, to video reminders, to encouragement as an aid to reducing anxiety.
- 3) Individuals who are Deaf and communicate via sign language can access our video phone. They can use the phone to both make

phone calls and leave sign language messages.

4) Staff in multiple departments use technology based interview skills training and soft skills training programs to help program participants develop and improve their skills in these areas.

Technology is changing and improving at such a rapid rate, and with these changes come greater opportunities for all. In fact, many of the same advances you likely use, are also incredibly helpful for people with disabilities. If you have ever sent a text message using voice-to-text technology, you’ve used technology hugely helpful for those who have difficulty typing on a cell phone due to dexterity issues, loss of limbs, and other physical issues. If you have a digital home assistant capable of controlling lights and appliances in your home, that same technology improves the lives of many people with mobility issues. If you use Bluetooth technology to connect your phone to your earbuds when you go to the gym or for a run, that same technology allows hearing aid users to connect their phones to their hearing aids to more clearly hear phone calls.

EH is committed to making sure we provide access to the technology our program participants can benefit from and to supporting the use of universal design (design and technology accessible to everyone, with or without a disability).

We hope you’ll check out our new website and linked social media accounts!

## Legislative Manufacturing Caucus

Executive Director Matthew Putts visited Trenton in February to testify before the New Jersey State Legislature’s Manufacturing Caucus. He joined representatives from manufacturing companies from around New Jersey at the event organized by the New Jersey Manufacturing Extension Program (NJMEP). During his testimony, Matt discussed the importance of community rehabilitation programs like Employment Horizons as part of the manufacturing sector in New Jersey. These programs not only provide valuable services to industry, but also provide employment for thousands of individuals with disabilities. Often, when thinking about manufacturing, these programs are overlooked.

In addition to raising the importance of community rehabilitation programs, Matt also discussed the potential impacts of a \$15 minimum wage and urged the legislators in attendance to consider people with disabilities and the non-profit community as they look at any minimum wage increases. Matt expressed his appreciation to both NJMEP and the Caucus for considering the impacts new legislation might have on companies like Employment Horizons.



## Housing: A Hot Topic

Although we were snowed out for the January 4th Housing Seminar, we were able to re-schedule it later in the month. The seminar, titled “Creative Options for Housing, Funding and Support Services,” was presented by Nicole Tomlin, Esq. of Hinkle, Fingles, Prior & Fischer to approximately 25 attendees. The hour long seminar covered topics such as the community care waiver, types of residential services, and creative housing options for families. As was demonstrated by the extensive number of questions asked by audience members, the topic of housing is a multidimensional one that is of the utmost concern to many New Jersey families with special needs members. Due to the overwhelming number of questions and the diverse interests of the audience, our Family Advocacy committee will be planning another seminar on this important topic.

## Customer Corner

### Sincere Appreciation from Redken

We could not be happier with the working relationship between L'Oreal and several of their brands. Lisa Montalbano, Director of Development, and Rebecca Carusso, VP, Communications, Diversity & Inclusion at L'Oreal USA, continue working together to enhance working and employee engagement projects that benefit both companies.

Rebecca put Lisa in touch with a Redken brand representative who needed thousands of goody bags assembled for a national sales training in Texas. Our fulfillment center happily accepted the job and worked quickly to complete the project, meeting all deadlines and quality measures. Not missing a beat, we also included drop-in cards informing each recipient that their goody bag was proudly assembled by our talented program participants.

Shortly after, Lisa received one of the most thoughtful notes from a Redken employee who received one of the bags. It reads, "I was honestly touched-receiving your drop in card was so unexpected, but it made my day and I actually teared up a bit. I wanted to thank your organization and all of the wonderful adults with disabilities that worked on the project. Thank you for all that you do-the efforts of everyone are sincerely appreciated. Keep up the awesome work. It redeems your faith in mankind, that's for sure!"

We wanted to share this note with our Employment Horizons family as we're honored to receive such praise about a job well done. This is a true testimony to the dedication and skills of our program participants and our staff, who without their commitment, could not achieve the success that continues to create satisfied repeat customers.



## A New Look for Our Website

We are pleased to announce that our website has undergone a transformation! The new site is more user-friendly! Utilizing a streamlined approach, we have revised the site to make it easier for entities to locate their area of interest, whether it is individual program services, business services, donations or fundraisers. We also hope that the use of color consistency will enhance visitor experience. You can now access the site by visiting [www.ehorizons.org](http://www.ehorizons.org)

Thank you to TagOnline for working with us to achieve what we hope you will agree is an improved site.



## Get in the Swing...



Employment Horizons' Annual Golf Classic is fast approaching! Due to overwhelming demand, our golf spots are completely sold out! There is still time to register with us for the dinner portion of this event at the beautiful Spring Brook Country Club.

The sponsorship deadline was May 20th, but we will continue to accept donations and silent auction items beyond this date. We are still in need of gift cards/certificates (restaurants, retail, overnight stays, etc.) as well as golf-related items such as golf clubs, golf gloves, and golf balls to name a few. We are also seeking tickets for sporting events, concerts, or other shows. With your help we can make the golf auction a success and raise as much money as possible for our programs and services.

To donate items to our golf auction, please contact Karen Rynearson at 973.538.8822, x228 or [krynearson@ehorizons.org](mailto:krynearson@ehorizons.org).



## Look Who Came to Visit!



The Advocates in Action organized an extra special visit from Creature Comfort, a Morris County pet therapy center. Three members came to present. Steve led the conversation, and was joined by Janice and her Comfort Retriever, Harley, and Robin and her Shih Tzu, Boyd. Steve explained what exactly therapy dogs do and how they are different from service dogs. Their therapy dogs have been



to airports, schools, social workers' offices, colleges, and hospitals. While visiting hospitals, the dogs spend time with everyone from the pediatric ward to the senior centers. Because humans and animals share a special bond, the dogs can bring down stress levels, provide comfort from pain, or just even bring a smile to the patients' faces. Thank you to the Advocates for organizing this presentation and thank you to Steve, Janice, Harley, Robin, and Boyd from Creature Comfort Pet Therapy for coming to teach us something new!



## Annual Spring Cleaning Events

Employment Horizons again partnered with the Hanover Green Team for another successful Shred Day on Saturday, April 21st. Approximately 1,782 lbs. of paper were collected from Hanover residents and Township employees, helping to clean homes of unwanted paper, and offering protection from identity theft. Employment Horizons also held a clothing drive, which took place April 18-20, and we were pleased to collect 2,671 lbs. of clothing, shoes and other household items for repurposing overseas.



## Advocates in Action

To celebrate our 60th Anniversary last year, the Advocates in Action group organized a fundraiser. They designed and sold t-shirts as well as magnets which featured art created by Employment Horizons' own program participants!

Once the shirts and magnets sold out, the Advocates had to agree on what to do with the money they raised. They decided to donate the money to Employment Horizons! The group raised \$250.00! Thank you so much to everyone who helped out with the fundraiser and to the Advocates in Action for being so generous.

The Advocates in Action also held their officer elections for the year. This year's officers are Mark Kasiski, President; Andrew Bocchino, Vice President; Jennifer McCroy, Treasurer; and John Mele, Sergeant at Arms.





## Spring Was in the Air...



Employment Horizons officially kicked off spring on April 11th with our 5th Annual "Taste of Spring" event to benefit our Culinary Arts Training Program! This year we gathered at the beautiful Birchwood Manor in Whippany for an evening of cocktails, friends, and cuisine! Returning restaurants included Morris Tap & Grill with Chef Eric LeVine, Paragon Tap & Table, Ava's Cupcakes, Birds Eye, Ninety Acres, Pig & Prince, and



Smoke Rise Village Inn joined by chefs from The Auld Shebeen, Hibiscus, Rock Island Lake Club/Bear Brook Valley, Rod's Steak & Seafood Grille & GK's Red Dog Tavern, South Street Creamery, and Wegmans. We grew from 9 chefs in 2017 to 13 chefs in 2018!

Guests were treated to tastings that included house smoked salmon salad, braised lamb, tropical shrimp ceviche, as well as delicious oxtails served with gourmet mashed potatoes and baby carrots finished with an oxtail demi glaze. These were just a few of the mouthwatering items available to sample. The evening also featured a cocktail hour, open bar, silent auction, and a 50/50 cash raffle.



Event partners included Beverage Sponsor Solix, Inc. and Culinary Sponsors FirstEnergy Foundation, Mandelbaum Salsburg P.C., and Pinnacle Foods. Special thanks to WMTR/WDHA Radio for providing music and entertainment; Birchwood Manor for hosting the event; and to Tori Petrillo Photography for capturing the evening in photos.

The event generated over \$17,000 to support Café Horizons and our Culinary Arts Training Program here at Employment Horizons.



## Taking the "Green" Initiative

The executive team at the Verizon Corporation in Basking Ridge reached out to Lisa Montalbano, our Director of Development, extending an invitation to participate in their Earth Day Celebration. On April 19th, our Manager of Education Initiatives, Samantha Oras, joined Lisa to staff a table during the celebration.

The team showcased projects and services that contribute to sustainability efforts for our business community. As a designated spot on the Verizon scavenger hunt, they had the opportunity to speak with hundreds of Verizon employees teaching them about the valued mission of Employment Horizons. They also educated the employees about ways to increase sustainability and corporate responsibility by incorporating our services into their supply chain.

Employees were also eager to learn about our offsite meeting space which is perfect for employee trainings, team building and special presentations. Companies who utilize this space have the option to choose from a variety of menu options hand made by trainees in our Culinary Arts program.



To learn more about partnering with us, please contact Lisa Montalbano at [lmontalbano@ehorizons.org](mailto:lmontalbano@ehorizons.org).



## Boonton High School & SourceAmerica

This year, Boonton High School's Robotics Club, led by teacher Dan Matarazzo, participated in SourceAmerica's Design Challenge. According to the SourceAmerica guidelines, the Design Challenge is a national engineering competition in which participants create innovative workplace technologies for people with disabilities. Boonton High School reached out to SourceAmerica about finding the perfect organization to work with, and they selected Employment Horizons!

After a few months of designing, the students developed a prototype for a program participant to try. The prototype was designed to help with the task of bagging the small items in our BusyBooks jobs. The idea was to have the bag held by the prototype so that the program participant could just place the items in the bag and then remove the bag when it was full. Thank you so much to Boonton High School for choosing Employment Horizons as your partner.

Good luck in the competition!



## Morris Music Men are in Tune with Employment Horizons



On March 4th, over 100 people gathered at Notre Dame of Mt. Carmel church to be serenaded by a local a cappella group, the Morris Music Men.

The Morris Music Men is made up of men from all walks of life and all levels of singing experience. Their style of a cappella is called American Barbershop Harmony, which is perfect for the hits they perform, such as "The Lion Sleeps Tonight" and "For the Longest Time." The group is enthusiastically directed by Nate Barrett, a professional musician and conductor. His energy and excitement are contagious and can be felt by both the performers and audience alike.



Nate also allows audience members to come up and conduct! It was fun to watch some of our program participants show off their conducting skills as they led the choir in song. Thank you so much to the Morris Music Men for sharing their gift of music, and to Father Paddy and the parish of Notre Dame of Mt. Carmel Church for hosting the event again this year.

## Employment Horizons' Celebrates National Volunteer Week

Employment Horizons wishes to acknowledge the many volunteers who assist us throughout the year. National Volunteer Week is a time for all organizations across the country to thank our volunteers for their selfless contributions and recognize the irreplaceable impact of their time and energy all year round.

We extend our thanks and sincere appreciation to all of our outstanding volunteers!



## What's on the Horizon for VRS



Our VRS Department encourages growth in the program participants by holding various workshops throughout the year. There are some recurring groups every month as well as a selection of new options. These past few months, the Relaxation & Stress Management Group and the Yoga & Gentle Movement Class were held again. Counselor Shenell Mitchell taught a new group called Expectations on the Job while counselor Janick Ferrier Hickman taught the other new group, Making a Good Impression in the Workplace. Participants were also able to participate in a special group called Communication/Conversation Making Skills that was held by our Rutgers Intern, Busola Adejumo.

We can't wait to see what other groups are available in the future!



## Annual Recognition Dinner & Tricky Tray Auction Help Needed

Mark your calendars for Employment Horizons' Annual Recognition Dinner, October 18th, at Brooklake Country Club! We hope that you can join us for this exciting annual event to recognize our program participants and area employers and volunteers who support the mission of Employment Horizons. We could use your help over the summer! We are asking for donations to make up the baskets for our gift auction. Basket favorites include gift cards, gift certificates, and new items. If you have any new items for which you

have no need, please consider donating them to this fundraiser. Keep us in mind as you shop in the upcoming months, and pick up an item(s) to donate. Your donations will be combined with others to create a selection of gift baskets to be raffled off during the Tricky Tray portion of the event. We also accept (and would be thrilled to receive) full themed gift baskets of your choice! All donations may be brought to Employment Horizons. We thank you for your generosity and support. For questions or to let us know of your donation, please contact Karen Rynearson at 973-538-8822 ext. 228 or via email at [krynearson@ehorizons.org](mailto:krynearson@ehorizons.org).



## 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.ehorizons.org](http://www.ehorizons.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](http://smile.amazon.com), select Employment Horizons from the list of charities, and always start your Amazon shopping at [smile.amazon.com](http://smile.amazon.com).
5. Attend one (or more) of our annual events.

## Video Phone

This past January, our program participants received an updated piece of adaptive technology. Employment Horizons has purchased a new video phone! Unlike typical landlines, this phone looks more like a cell phone. It comes with a large screen and camera so that individuals who use sign language can have phone calls and leave video messages. The video phone is kept with the Vocational Rehabilitation Counselors, but is available for use if a participant with a hearing impairment needs to contact someone. Employment Horizons works to ensure that we stay up to date with new adaptive technology to create a more welcoming and accessible workplace for all program participants.



## Oops....We Have a Correction

Our Winter edition incorrectly reported that the eclipse last fall was a lunar eclipse when it actually was a solar eclipse. We apologize and hope you will forgive the error!



10 RIDGEDALE AVENUE  
CEDAR KNOLLS, NJ 07927

### Online giving

is the most convenient way  
to support Employment Horizons.

Visit [www.ehorizons.org](http://www.ehorizons.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.ehorizons.org](http://www.ehorizons.org)!**

### Save the Date

#### Employment Horizons' Annual Recognition Dinner

will be held  
October 18, 2018  
at  
Brooklake Country Club  
Florham Park, NJ

Cocktail Reception - Dinner  
Auction - Raffle

It's never too early to think about  
sponsoring the event or placing  
an ad in our ad journal!

For details, please contact  
Lisa Montalbano at 973.538.8822 x212  
or [lmontalbano@ehorizons.org](mailto:lmontalbano@ehorizons.org)

### Save the Date

Annual Halloween

Bowl-A-Thon

TBD

at

Hanover Lanes  
Rt. 10, East Hanover, NJ

Bowling - Lunch  
Costume Contest

Details coming soon!

### Get Social With Us!



[www.facebook.com/  
emhorizons](http://www.facebook.com/emhorizons)



[@EmHorizonsInc](https://twitter.com/EmHorizonsInc)



[+EmploymentHorizon-  
sInc](https://plus.google.com/+EmploymentHorizonsInc)



[www.linkedin.com/  
company/  
employment-horizons](http://www.linkedin.com/company/employment-horizons)



[https://www.instagram.  
com/emhorizons](https://www.instagram.com/emhorizons)