



Message from the Executive Director

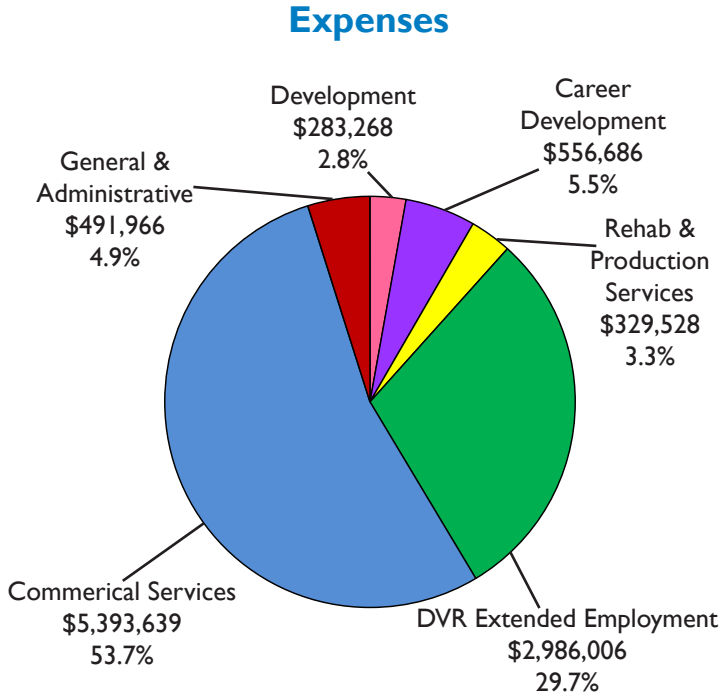
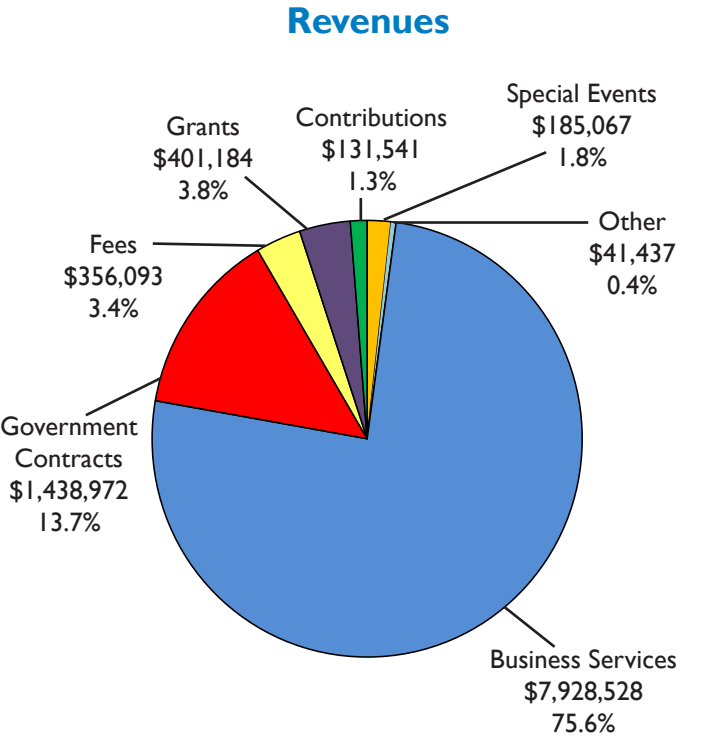
2017 was another fantastic year for Employment Horizons (EH). As always, our Annual Report gives just a small glimpse into the excitement of daily life here at EH. Our charts and statistics can never accurately convey the importance of placing someone at their dream job, a program participant learning a new skill, developing a new long-term business relationship, or the program participant who can afford to take a vacation, buy a car, or attend a college class all because of their job. This Annual Report also cannot convey the importance of supporters like you who have donated; attended fundraising events; employed program participants in your businesses or utilized our business services; called and written politicians on our behalf; participated as trustees, committee members, or volunteers; or provided grant funding. Our ability to help more than 400 people with disabilities a year find and keep meaningful work requires a massive effort that can only be successful when the community supports us, and more importantly, our program participants.

As always, we are so appreciative of your support, and did our best to be good stewards of your financial assistance. Again this year, more than 95 cents of every dollar donated went directly to programs and services. Many of the valuable programs we provided are underfunded by the government, and would be impossible to provide without your generosity. We can also proudly say that 76% of our revenue this year was generated by our business services. This is not only a good sign regarding the strength of our commercial work for our government and corporate partners, but is indicative of the 120 people employed on our external contract work, more than 120 individuals employed in our fulfillment center, the wages earned by these individuals, and the ability to support our non-profit mission through the revenue earned.

In 2018, we look forward to continuing to expand our business services with new commercial partners, opening our new Education Initiatives program including our home health aide training, continuing to look for other services we can provide to our program participants and their families, all while maintaining our current quality programs for which we've become known over the past 60 years.

Thank you to each of you for your part in making all of this possible!

Matthew Patts



The complete audited financial statement for the year ended December 31, 2017 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 experiences, skills, and life lessons that Andrew - and his co-workers - learn at EH go far beyond the workplace. They help to build the confidence to try new experiences and to get the most out of life. What more can a parent ask???"

Joan & Alan Bocchino



Officers

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Marion Cooper
Tierno and Associates, LLC

Vice President
Frank Crippen
Hayward Industries, Inc.

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Plymouth Rock Management Company of New Jersey

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W. David Hubbard
Verizon Communications
Allen Lane
Solix, Inc.
Paul Monacelli
ADP/Statewide Ins.

EMPLOYMENT HORIZONS logo with tagline 'Let Us Work For You!'

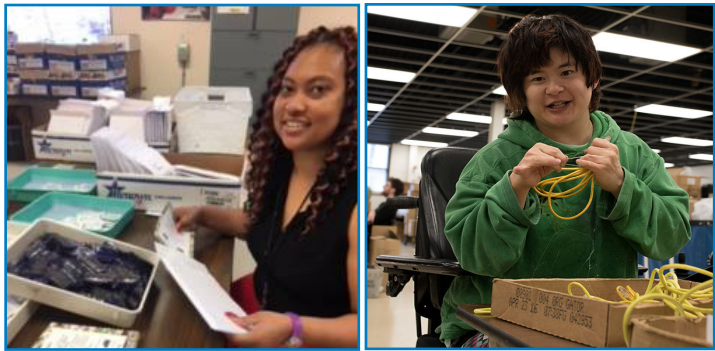
Celebrating 60 Years



Honoring the Past...Envisioning the Future

ANNUAL REPORT 2017

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973-538-8822
www.ehorizons.org



**“Success is a journey,
not a destination.”**

Arthur Ashe

For over 60 years, Employment Horizons has assisted people with disabilities and other barriers to employment to train for, find, and keep their dream jobs. Our committed employees have assisted thousands of people to find meaningful work. These achievements have been made possible by the generous support of donors, volunteers, committee members, and trustees.

The agency everyone now knows as Employment Horizons was founded by a thoughtful and forward-thinking group of parents. Their original program, with some updates and edits, still exists today as our agency-based fulfillment center. We proudly continue to operate that program, now in conjunction with supported employment, culinary training, janitorial training, and contract commercial services. This combination of services allows us to help those at any step of the employment process. Individuals can train for new jobs; work in our fulfillment center or on a commercial contract; and receive assistance to obtain, learn, and maintain employment in the community.

As we pass this milestone anniversary, Employment Horizons continues to provide the high quality services just described, while expanding into new areas to be able to assist an even greater number of individuals. We're grateful for your support as we look forward to the next 60 years!

Let Us Work For You

Fulfillment Services



- 158 jobs performed for a customer base including Fortune 500 companies, multinational corporations, and regional and local businesses
- Program participant earnings increased 13% over 2016
- When surveyed, 100% of customers would recommend Employment Horizons to other businesses

Culinary Arts

- A successful “Taste of Spring” event that included 7 chefs from area restaurants and 125 attendees, raising close to \$14,000 for our Culinary Arts Training Program
- Raised over \$6,000 through the Paul Harrington Memorial Fund
- Year two of a \$100,000 four-year grant provided affordable lunches and ongoing training opportunities
- 17 trainees were assessed and 9 new trainees were enrolled in culinary training
- Served approximately 6,000 lunches for the year



Commercial Services



- More than \$1.3 million in program participant earnings at Picatinny Arsenal
- 78 people with disabilities assessed, trained, and/or employed
- Added 4 new janitorial contracts
- Began our new Custodial Certificate Program at Picatinny Arsenal

Career Development/Staffing Services

- 32 new employers for the year including Mayo Performing Arts Center and Wegmans
- 25% of people served have multiple disabilities
- 64 placements representing 26% increase in placements from previous year
- 19% of employed program participants were promoted or assigned increased responsibilities
- 100% of employers surveyed would use Employment Horizons' services again



Agency Achievements

- \$.95 of every dollar went to agency programs and services
- 82% of total agency revenue self-generated through business sales, donations, fundraising, and foundations/grants
- Over \$3.4 million in program participant earnings
- Over \$600,000 in taxes paid by program participants
- With grant funding, purchased an MV-1 vehicle built specifically to transport individuals who are wheelchair users, opening our Discover Your Community trips and other services to all program participants

Vocational Rehabilitation and Evaluation Services

- 136 people with significant disabilities were working 18-25 hours/week earning income
- 50% of trainees participated in community-based exploration and job samples
- Relaxation/Stress Management Group and Yoga/Gentle Movement classes continue to be popular



Volunteers & Community Partners

We extend **OUR APPRECIATION** to our volunteers; the dedicated individuals and organizations who contribute their time and efforts to supporting the mission of Employment Horizons. **In 2017, over 100 volunteers donated over 2,052 hours to make our organization more effective.**

Community Advisory Board

Jeffrey Green, *Chairman*
Pinnacle Graphic Communications
Zach Bell
Wegmans
Frank Bergin
Eggland's Best
Bill Craven
Federal Systems
Kimberly Doyle
Barnes & Noble Education, Inc.
Lori Ferguson
Blue Cross of NJ
Amanda Fischer
Village Super Market, Inc.
Karen Heyer
United Parcel Services
Ryan Cosgrove
United Parcel Services
Tom Lineweaver
iSi North America

Todd Leonardis
Kramer Instries, Inc.
Katherine Lopez
DataBank
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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

Amanda Cortese - *Manager of Administrative Services*
Liz DeCamp - *Manager of Career Development Services*
Maria Florio - *Director of Community Relations*
Bob Johnston - *Chief Financial Officer*
Lisa Montalbano - *Director of Business Development*
Samanthan Oras - *Manager of Education Initiatives*
Ford Shaw - *Director of Operations*
Joseph Smith - *Director of Commercial Services*
Nancy Toolen - *Manager of Rehabilitation Services*