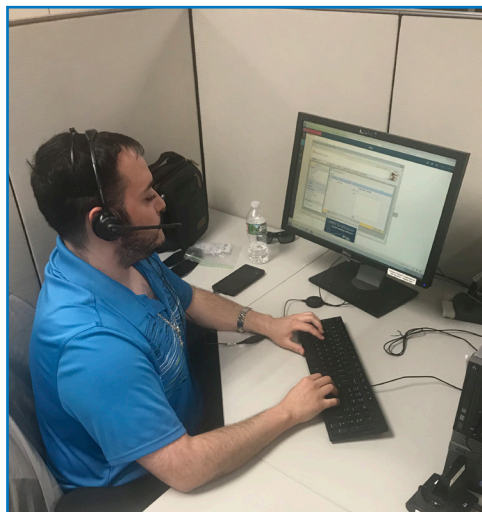


Edwin Vega: Giving Back to Others in Need



Edwin Vega came to Employment Horizons with the goal of finding a full-time position in the community. For a while, he was working for his family's business, but knew that he wanted to become independent and find his calling. Little did he know that his calling would be in helping others.

At a young age, Edwin began to experience slight vision loss. In his teenage years, he almost lost all vision, but he could still see shadows. With assistance from the Commission for the Blind and Visually Impaired, he was referred to Employment Horizons for supported employment services. Sue Peluso, Edwin's Job Developer, immediately knew that there was something out there for Edwin because of his soft spoken and warm demeanor.

When Sue heard that there was a position at NJ 2-1-1, she knew that this would be a perfect fit for Edwin. NJ 2-1-1 assists individuals through a crisis help line, whether it be someone experiencing a natural disaster, a family crisis, personal struggles, or in need of housing assistance, etc. Edwin is the first person that these individuals speak to when there is a crisis in their life. Sue explained, "As soon as I heard about this position, I knew that Edwin would be a perfect match because he could really put a person that is in a crisis or in a panic at ease. He has such a great heart and a wonderful outlook on life, and this is an opportunity

for him to be able to pass it on to others, even complete strangers."

Edwin is required to sit on the phone and in front of a computer for his entire shift. The Commission for the Blind and Visually Impaired accommodated Edwin by providing him a second headpiece that allows those who are visually impaired to use a telephone and at the same time access information using a text-to-speech conversion hardware. This requires him to multi-task efficiently and successfully.

NJ 2-1-1 has given Edwin a chance to show that his hard work and dedication has paid off. It also goes to show you that when you have determination and goals, anything can happen!

In an effort to be more environmentally friendly, we're going paperless with our newsletter! Circulation of our newsletter will be 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.

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12 Days of Giving - Ellen Show "Win"



On December 7, 2018, audience members of The Ellen DeGeneres Show were surprised to find out that it was their lucky day! 430 people who attended the live taping discovered that they were participants in Ellen's annual "12 Days of Giving." Meanwhile at Employment Horizons,

115 people were smiling with joy anticipating the airing of this talk show episode that would feature giveaways packed in our Fulfillment Center on behalf of our valued customer, Kiehl's Since 1851.

Lisa Montalbano, our Director of Development, received word that the pack out project would be coming down the pipeline in the upcoming month. Kiehl's outer boxes would be assembled and contain twelve full-sized boxes of product wrapped in tissue paper. A total of 430 boxes were assembled in plenty of time to not only meet our customer's deadline, but ship to The Ellen DeGeneres Show days before the episode!

2018 was a year of success and full of opportunities for our program participants. We are thrilled to be chosen for this pack out project and that our partners at Kiehl's Since 1851 turned to us first!





While any time of year is good for developing goals and creating a plan for success, the start of a new year always seems to encourage these activities. I'm sure many of you made resolutions at the start of the year, be it improving your health, going to the gym, saving more money, or spending more time with family or friends. Hopefully you're still on a path to success!

As a business, Employment Horizons also makes resolutions, or in our case sets goals for our business plan, at the start of each year. As with any good goal or plan, we first have to take stock of where we are. What are we doing well? Where do we need to improve? What are the needs of our program participants, families, business partners, and referrals sources? What direction do we need to head in? To answer these questions, we start every year with compiling and analyzing our outcomes from the previous year. We share these answers with staff, our board of trustees, and those we serve through our Annual Report which will come out in the spring.

While we're busy compiling this data, we're also planning for the year ahead and coming up with our goals. These goals are related to our Strategic Plan, the long range vision for the organization set by the trustees and management team. I'd like to share with you a few of the things we're planning to work on in 2019 and beyond:

1. Create an A-Team. A-Teams are advocacy teams that are part of a national network founded to promote grassroots advocacy by people with disabilities and their supporters and to ensure that people with disabilities have a choice in determining their goals and services. We'll be looking to form our very own

A-Team to join with two other A-Teams in New Jersey and many more from around the country to make sure the voices of people with disabilities are heard.

2. Our Development and Fulfillment teams will be working hard to add one more moderate to large sized contract in the workshop that provides regular work to our program participants.

3. We'll be working to mitigate the impacts of a \$15 minimum wage on our business units, particularly the workshop.

4. Start our Private Career School and Certified Home Health Aide Training Program. EH was recently approved by the New Jersey Department of Education and New Jersey Department of Labor and Workforce Development as a Private Career School. Our first program will be a Certified Home Health Aide Training Program. We'll be looking to add additional programs as well.

5. Begin providing Pre-Employment Transition Services (Pre-ETS) to local high school students to help them prepare to move from high school to the world of work.

The board of trustees and management team are very excited about all of the above and even more goals we have set internally. We look forward to sharing more, particularly as we look to get our A-Team up and running. We hope you'll consider joining our team!

All the best to you and your families for a happy, healthy 2019 and one in which you meet all of your goals!

Verizon Partnership Makes an Impact

Employment Horizons provides niche services, such as product reconditioning and recycling, for our telecom partners. Chosen because of the positive impact that our workforce makes on their sustainability efforts, we launched our working relationship with Verizon Fios in July of 2018. The twenty-five Program Participants who specialize in quality inspection, product testing, and packaging work on twelve different products that aid Verizon's goal for limiting waste through product recycling.

Shipments and truck loads of product make routine trips to our loading dock, delivering merchandise and picking up pallets of completed work ready for distribution to Fios customers. The production flow is ideally what we look for in development of business partners - it's a win for both companies to have consistent flow throughout the production floor. It gives our program participants a benefit of regular work and familiarity, but also provides Verizon with a source that they can count on for quality and timeliness of completion.

Verizon is incredibly proud of our working relationship! Partnerships like ours add value for both companies and their workforces. In a recent article about working with Employment Horizons, one of the Verizon communications team members wrote, "It's good for the bottom line, and our planet. We ship 26 pallets of Fios equipment monthly to Employment Horizons, where it's sorted, tested and refurbished. We reuse these materials in our network for a substantial savings, as well as reduce our environmental impact because previously the materials were discarded."

During October of 2018, Verizon celebrated National Disability Employment Awareness Month by airing a video that they created about our partnership, filmed in our fulfillment center. The production reached about 150,000 Verizon employees worldwide! To view the video and read their perspective about working with us, please go to their website: <https://www.verizon.com/about/news/partnering-purpose-support-those-disabilities>.



Working Together to Raise Money

In December, Employment Horizons teamed up with the Northern New Jersey Region Porsche Club of America for their annual Porsche Club Tricky Tray.

Each year, the special event features a great basket auction, 50/50, and a Golden Ticket raffle. This year, there was also a memorabilia sale and a silent auction. The event was held at the Ukrainian American Cultural Center of New Jersey, located in Whippany, and Café Horizons catered the event with a dinner of pasta with meatballs and broccoli.

The event was a huge success and the NNJRPCA raised over \$17,000 to benefit Employment Horizons! Thank you so much to the organization, all the attendees, and Hubert & Linda King, NNJRPCA Charity Chairs, for organizing this fantastic event.



Recognizing 61 Successful Years

On October 18, 2018, Employment Horizons celebrated another successful year at our Annual Recognition Dinner. The evening, held at Brooklake Country Club, included cocktail hour, dinner, a silent auction, basket/penny auction as well as the much anticipated 50-50 raffle. Congratulations to this year's 50-50 winner, Jim Mignone!



The Honorary Chair, Angela Guy, Senior VP Diversity & Inclusion – L'Oreal USA, opened the evening with a beautiful speech about the growing relationship between Employment Horizons and L'Oreal. Other Honorees included Mayo Performing Arts Center as Employer of the Year; Kiehl's Since 1851 as Fulfillment Customer of the Year; and Solix, Inc. as our Corporate Champion.

Kevin White received the President's Award which recognizes a program participant's successful transition from Employment Horizons' facility-based program to community job placement. Kevin has solidified himself as an integral member of the ShopRite family over the past several years.

Barbara Klein 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. Barbara will celebrate 20 years at Schindler Elevator in March.

Milestone anniversaries were celebrated by Employment Horizons' staff members Danielle Baird and Samantha Oras – 5 years; Jocelyn Hathaway – 15 years; and Jacky Burns and Lisa Montalbano – 20 years.

Celebrating the Holiday Season

Our Annual Holiday Party, a much anticipated event, was held on December 7th. The day started off with some fun dancing brought to us by DJ Chuck "Rock 'n Roll" Russo.

This year's party included crafts, hot potato, karaoke, Wii Sports, a dance contest (winners: Heidi Lenoir & Nick Mutascio) and a best dressed contest (winners: Linda Cox & Sean Quinlan). Lunch was provided by Villa Restaurant Group, and included meatballs, salad, and ziti. The Culinary Arts Training Program provided cookies for dessert.



Towards the end of the party, recognition awards were presented to program participants for their various accomplishments throughout the year. The Anthony Pennucci Achievement Award was presented to Daniel Morales for demonstrating good work ethic. The Olga Geraghty Memorial Award was presented to Kate Miller-Hoesly for her personal improvement during the calendar year. The Mary Jones Humanitarian Award was given to Dario Torres for his commitment to helping others. They are all truly deserving of their awards.

Thank you to everyone that helped make our Annual Holiday Party a success!





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to support Employment Horizons.

Visit 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

A Taste of Spring with Chef Eric LeVine

April 2, 2019
at
Birchwood Manor
Whippany, NJ

Cocktail Hour with Open Bar,
tastings from local chefs,
Silent Auction, & 50/50
New this year...
Craft beer, wine, & spirits!

Become a sponsor today.

For details, please contact
Lisa Montalbano at 973.538.8822 x212
or lmontalbano@ehorizons.org

Save the Date

Employment Horizons' Annual Golf Classic

sponsored by
My Limo

June 17, 2019
at
Spring Brook Country Club
Morristown, NJ

It's never too early to think about
sponsoring this event!

Details coming soon!

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