

Flashback...and Forward

Like most, we wonder what happened to 2020, and how does it seem like it went by so quickly? Much of life took a big 'time out', and we here at Employment Horizons want to take a few moments to share how we made it through the trials of last year and how they transformed our hope for 2021.

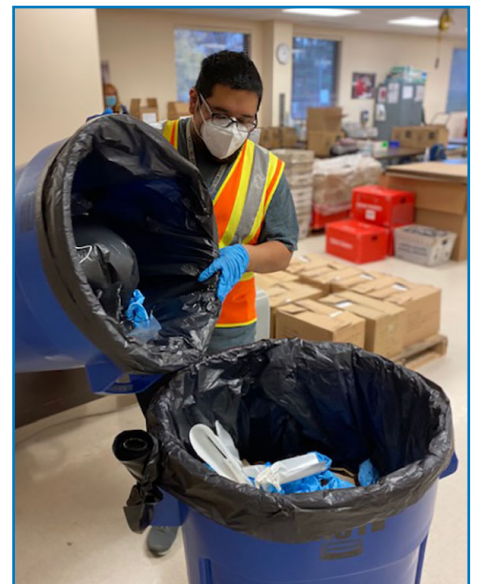
2020 began like most years with a hopeful production schedule which included several large projects completed for L'Oreal during January and February. Discussions with potential new business partners occurred on behalf of our Fulfillment division just before the pandemic hit, and there was plenty of work to keep the 100 program participants, who attend our Extended Employment Program, actively productive.

March hit like a tidal wave, as it did for everyone. Virtual platforms quickly enabled our support staff to meet with our clients and program participants, assuring that we remained connected to the hundreds of people served. Our cleaning and janitorial crews also became a vital part of our customers' plans to increase safety measures against the virus. For the safety of our program participants and staff, our Fulfillment Center temporarily closed its doors with the hope of getting the green light to reopen from the Department of Labor.

We want to thank our customers and business partners across the departments of Employment Horizons for standing with us and believing in our work. Companies like Verizon, L'Oreal, and Arrow Fasteners continued to remain faithful in utilizing our Fulfillment Center as we could incorporate their projects into our production schedule. A newer partner, CCG Marketing Solutions, a full scope marketing firm, worked with our staffing services department, hiring five candidates throughout several divisions like fulfillment, warehousing and printing. We had the ongoing support and patronage of our partners and developed new working relationships with others whose sales increased during 2020, facilitating the need for our services. The ongoing packaging work for our new partner, KTM Industries, is a prime example.

Advocacy efforts from our friends and family helped influence the re-opening of our Extended Employment program and the doors of our Fulfillment Center re-opening in October, averaging 35-40 people per day, according to our plan for a safe re-opening. Thank you!

Through it all, you were there: our friends, families, business partners and donors. We have no doubt that this year will bring even more opportunities to work together in ways that will provide new and exciting experiences for the people served by Employment Horizons. As we continue the journey, we could not be more grateful for everyone who made such a difference in our work last year. May this new year bring good health and all the hope for new opportunities as well!



**Registration is now open for our 15th Annual Golf Classic,
June 21, 2021 at the beautiful Rockaway River Country Club!
Register for golf, dinner, and/or sponsor at www.ehorizons.org.**



I think we can all agree that 2020 was a most unusual and impactful year. Like everyone else, Employment Horizons felt the effects of the COVID-19 pandemic beginning in mid-March. We experienced the closure of our workshop program until early October. We saw changes to our janitorial contracts and had to quickly find ways to deliver critical services to clients across programs in virtual formats.

We also saw an increased need for advocacy as both funding and the ability to reopen in-person programs saw opposition at the state level. We learned much about ourselves, the resiliency of our staff and clients, and the dedication of our customers and supporters. We learned we had much to be grateful for, even as everything seemed so difficult.

I want to thank everyone that supported EH in any way in 2020. I cannot begin to tell you how important your thoughtfulness was to the staff and clients. Each kind Facebook comment, each concerned phone call, and each donation showed that EH was important and valued and made the situation seem much more manageable. I am beyond appreciative for each of our customers that stuck with us during the mandatory closure of our workshop and that continues to do so as we operate at a socially distanced reduced capacity. The staff loved hearing from program participants and family members during the closure and were glad to be thought of. I particularly want to thank those that engaged in advocacy efforts to assist us with reopening the workshop.

As we have now turned the corner in 2021, COVID-19 is not behind us, but there are signs of hope. Many of our staff and clients

have started the vaccine sequence. Customers are keeping our workshop very busy and clients are successfully holding many crucial frontline jobs in the community including on our janitorial contracts. While we don't yet know what the year has in store for us, I do want to take an opportunity to tell you a little about what EH will be working on this year. Some of the items in our plan for the year include:

- Creating a social/support group for program participants outside of work;
- Hosting a virtual Taste of Spring at-home tasting fundraiser;
- Expanding our Culinary Arts curriculum and making the program available to additional groups of clients;
- Advocating for additional state funding for supported employment and maintaining current funding levels for Extended Employment (workshop);
- Creating a new program of continuing education/professional development courses open to staff and outside individuals in the vocational rehabilitation and human services fields.

I am so appreciative of your support in 2020 and look forward to a productive 2021 of assisting those we serve with achieving their vocational goals. I wish you and your families a happy, healthy, and safe 2021!

Our Township of Hanover Seeking to Improve the Quality of Life for People with Disabilities

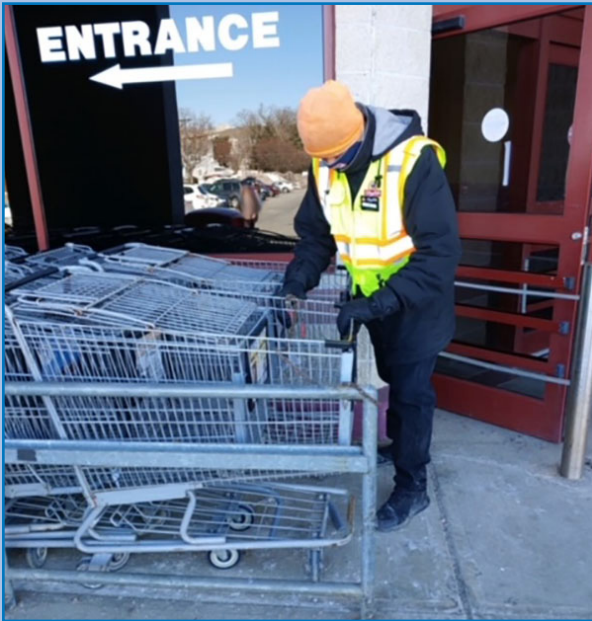
For years, Hanover Township has been a town offering a comprehensive range of services for people with disabilities. Services like residential, educational, social and of course, our very own employment services flourish, with support from both residents and township personnel. When a call for grant applications by the New Jersey Department of Human Services' Division of Disability Services got their attention, Mayor John Ferramosca acted, knowing that there is even more to be done for this community.

The Inclusive Healthy Communities Grant Program would help the Township of Hanover to further promote inclusivity, health, and well being of people with disabilities. In preparation for applying, Mayor Ferramosca contacted several organizations, advocates, businesses, and leaders of community service providers like our CEO, Matthew Putts, asking about barriers that inhibit a full scope of daily living activities for people with disabilities. An impactful suggestion advising to interview the people impacted the most, led the Mayor to the right answer. After surveying several people with disabilities, it was clear that transportation remained somewhat of a barrier, especially after normal business hours. Improving sidewalks and areas for safer walking were also requested.

The Township of Hanover was awarded the Inclusive Healthy Communities Grant in the amount of \$100,000 to implement a greater mobility plan for residents. The mobility study will begin this year along with updates to the town's transportation systems and Dial a Ride programs projected for 2022. It is exciting for residents of Hanover who in just a short time, will have an improved scope of transportation options thanks to the insight and motivation of township personnel.



A COVID Success Story - Thank You Kai



Kai Bencivenga has been working as a Service Clerk at the ShopRite of Wharton since October 2016. Kai's responsibilities include retrieving carts as well as keeping areas of the parking lot and entrance ways clear and presentable for customers entering and exiting the store.

As COVID-19 began to spread and stay at home orders were put in place, many people transitioned to working from home, but for employees like Kai, who work in our supermarkets, this was not an option. Following strict safety requirements from the CDC and those of the ShopRite of Wharton, Kai was able to perform his job without skipping a beat. As a result of his hard work and dedication his job responsibilities have increased. These additional responsibilities include spraying and wiping down shopping carts thoroughly with disinfectants and complying with all safety measures the store has established for the protection of their customers. Providing this service at ShopRite allows customers to feel more comfortable when shopping and has also given Kai a great deal of pride and accomplishment with what he does for the community.

We thank you, Kai, for your hard work and dedication throughout this pandemic!

Englewood Health Employee Recognized for Outstanding Achievement

Teamwork, dependability, and the commitment to complete all assigned tasks on time, are just some of the work traits that Mariton exhibits at her job. Just one year ago, Mariton worked alongside her EH Job Developer, Sue Peluso, when she accepted a position in the janitorial department at Englewood Health Center, located in Bergen County.

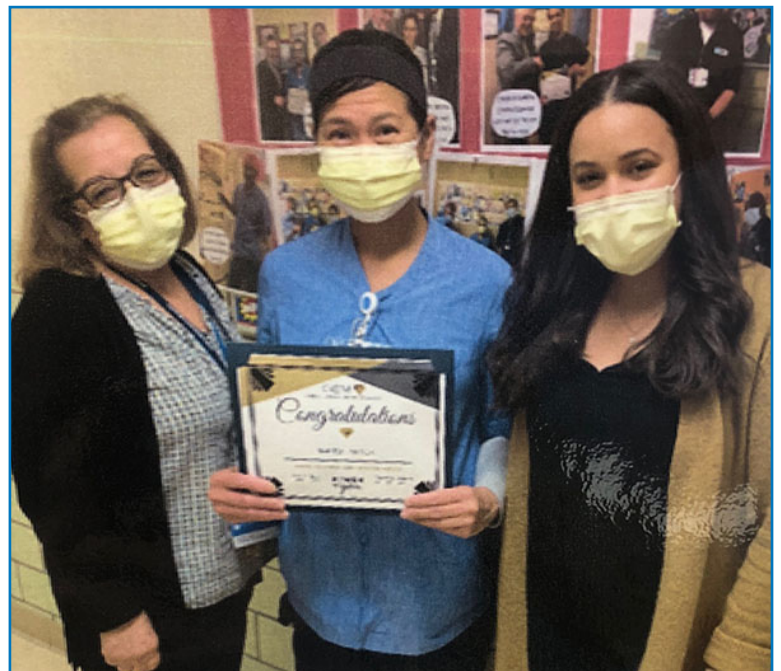
Mariton is one of the team's key employees that performs one of the most vital roles at the medical center, especially during this past year. She does all that she can to create a safer environment for patients, staff, and their families. Through frequent sanitizing of offices, common areas and hallways, Mariton works diligently to contain the spread of harmful bacteria and viruses like COVID-19. She also cleans floors and assures that all her assigned tasks are completed before the end of her shift.

Mariton navigates her way through the medical center and as a floater, can be assigned to any area or floor during her shift. Since the start of her job back in 2019, Mariton and Sue (proficient in American Sign Language) created a valuable working relationship which is uniquely maintained during the past several months through Facetime. When Sue is unable to be present for Mariton, she is always available to provide virtual support. She also communicates on a regular basis with Mariton's supervisors and coworkers.

During November of 2020, Mariton was awarded two different Outstanding Achievement awards for her work at Englewood Health. The first recognized her commitment to her team and working so well with the other staff members. The second award noted her strength of time management as she often completes all tasks before the end of her shift.

Our congratulations go out to Mariton for continued dedication to her work and the constant commitment to the patients, staff, and visitors at Englewood Health Center. Our thanks go out to her Job Developer, Sue, for her impact and the support that she regularly provides to her clients.

Celebrate a job well done!



Teeing Off for People with Disabilities

Going into our fall golf outing in the middle of a pandemic, not knowing what to expect, we took a leap of faith hoping that our supporters would take the leap with us. They did not disappoint! We were excited to welcome two new Title Sponsors, Sandy Hill Foundation and Verizon, and three Associate Sponsors: CCG Marketing, Commodore Construction, and Paul Miller Auto Group! Along with our new Title and Associate Sponsors, there were lots of other changes: new golf course, first golf outing in the fall, and new auction house just to name a few. We are so grateful to have such amazing sponsors and support.

Almost 100 golfers came out to support the first ever Employment Horizons' Fall Golf Outing, held at our new location, Rockaway River Country Club in Denville. Proceeds benefit the programs and services of Employment Horizons, providing job skills training and placement services to hundreds of individuals with disabilities and other barriers to employment each year.

Golfers enjoyed a crisp, beautiful day of golf, including contests, breakfast, lunch at the Halfway House, dinner, silent/live auction, and 50-50 raffle. Golfers also had a chance to win a luxury car provided by Paul Miller Auto Group at the Hole In-One Contest, sponsored by The Fernandez Family and Summit Financial Resources.

Contest winners included: 1st place team Bill Colacurcio, Mike Tracey, Steve Dougherty, and Craig Apatov, who earned bragging rights as winners of the lowest combined score. Other contest winners included: Jeanine Crippen, Trent DeMeritt, Tim Fonseca, Bob Marmo, John Tahmoosh, and Andrew Titus. Congratulations to Pot O' Gold winner Kevin Dougherty, Putting Contest winner Mike Tracey, and 50/50 winner Gary Higgins.

This year's outing netted over \$97,000 to support our programs and services, exceeding all expectations! Thank you to our donors, sponsors, volunteers, and golfers for making this our most successful golf outing to date!



A Holiday Campaign of Thanks



Our Holiday Campaign 2020 went on as planned! Holiday Campaign letters were mailed out at the end of November. Our campaign of “Thanks” reminded everyone that Employment Horizons’ Extended Employment Program was closed since the beginning of the pandemic, causing our participants to be out of work for seven months due to COVID-19. With the help of our families and several community advocates working together, we were granted authorization to re-open our program at the beginning of October. When we welcomed everyone back, we enforced strict safety measures to ensure a safe working environment for our clients and staff.

Every year we set a goal to raise \$30,000 with hopes of exceeding that goal. This year we were thrilled by the response, raising over \$47,000 and still growing! We thank you, our families, individuals served, business partners, donors, board of trustees, and of course, our amazing, dedicated staff! Because of your generosity and dedication, we are able to continue delivering exceptional programs and services to people with disabilities.

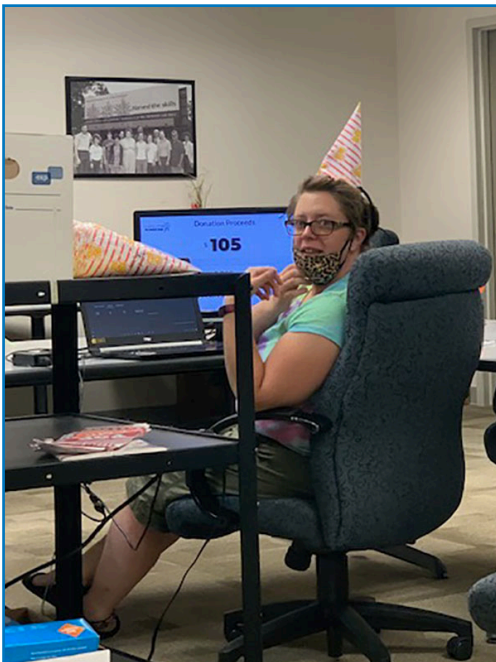
A “Virtual” Taste of Summer

As the saying goes, the show must go on, and it did! We turned our in-person Taste of Spring into a live, virtual, Taste of Summer on YouTube and it was a huge hit! With no experience in hosting a live event, our team at Employment Horizons went above and beyond to get it done and get it done right. We enlisted the help of Jodie McKinny, Vocational Rehabilitation Counselor at Employment Horizons, who happens to be a computer wizard! With her skill and the skills of our development team, we put together an amazing night that included chef demonstrations, a mixology demonstration, a tour of our Culinary Arts Training department (event proceeds benefit this program), as well as meaningful testimonials from the staff who oversee this hands-on training.



Thank you to our participants who created delicious dishes and cocktails: Gourmet Café in Parsippany, Bonefish Grill in Pinebrook, Rod’s Steak & Seafood Grille in Convent Station, and Woody’s Bourbon Cream located in Whippany. Of course, our Taste would not be complete without the help of our own Chef Kaylee who did an amazing job with her demonstrations!

Thank you to our sponsors: Executive Chef Sponsors, The ADP Foundation, Dan Collins & Christine Conti-Collins, Culinary Sponsors, Mandelbaum Salsburg P.C., The Crystal Plaza, FirstEnergy Foundation, Provident Bank, and Beverage Sponsors, Solix, Inc., and Wegmans of Hanover. With your support, we raised over \$15,500 while enjoying this fun and interactive fundraiser from the comfort of home!



If you missed our LIVE virtual Taste of Summer you can still view it on our YouTube channel! Simply go to:

<https://www.youtube.com/watch?v=YLUOTRCDR6Q>

We hope you enjoy!

Our First Movie Nights-A Friends and Family Event

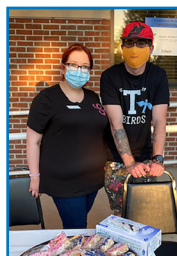
2020 brought a year of new opportunities and ways to bring our community of participants, family, and friends together. We held our first of two movie nights in our parking lot on a Friday evening during July. There was plenty of room for each person to get a great view of the screen (AKA our box truck) and keep socially distant.

We had 100 people attend this incredibly fun event, which was sponsored by Chalk Couture, Morris County FOP Lodge 137, ML Cutler Insurance, Profit Marketing, Sobel & Company CPA Firm and our CEO, Matthew Putts. Our friends from Kona Ice of Morris County also stopped by to pay a visit and were a hit with our guests! We featured the movie Grease, a favorite among several of our participants, getting lots of people out of their chairs having a fun time dancing.

The event was so well liked that we held a second during October! Our Movie Spooktacular event included costumes and fall themed treats prepared by our Culinary department. The costume contest was difficult to judge with so many great entries. The winner, Melissa Baird, wore a Hocus Pocus themed costume. All enjoyed The Goonies, our featured movie, shown again in our parking lot right off the side of our own screen-the EH box truck! We thank our very generous sponsors who made this wonderful evening possible: Paycom, Christine Conti-Collins & Dan Collins, The Claire Family, KF Mechanical, and Joanne Butler Touchette.



THE GOONIES



GREASE

Coming Together for GivingTuesday

On December 1, 2020, the world came together to show kindness and generosity by supporting their communities and causes for GivingTuesday. This kindness came in many forms such as volunteering, lending your voice, monetary donations, and more. This movement was created as a simple idea in 2012 and continues to grow.

Facebook continues to offer a platform for individuals to set up their own GivingTuesday page, allowing them to reach their Facebook friends and family. Reva Gomer, mother of one of Employment Horizons' program participants, once again created her own GivingTuesday fundraiser on Facebook and raised over \$800. Jeanne Fichera, another program participant's mom, also created her own Facebook fundraiser and raised over \$300. We are grateful to everyone who contributed to Employment Horizons' GivingTuesday event with a very special thanks going out to Jeanne Fichera and Reva Gomer.

With the generosity of our supporters, we were able to raise almost \$4,000!



In Loving Memory of Carol Grant

Sept. 2, 1945 - Nov. 21, 2020



As most of you already know, we lost a very special person in 2020. We were all so lucky to have had Carol as a co-worker, friend, and advocate for people with disabilities. She was one of the longest dedicated employees in Employment Horizons' history, passing away just one day before what would have been her 33rd anniversary with Employment Horizons. Carol was truly the face and voice of our organization. More than that, she was a wonderful and caring friend, a proud mother and grandmother.

In 2000, Carol became involved in another non-profit organization, Project Children. Project Children is a program where college students from Northern Ireland majoring in criminal law and medical fields spend summers in the USA. The Grant family hosted students for 20 years, setting up some of these interns with positions at Employment Horizons and forming lifelong friendships.

Carol, we proudly dedicate this newsletter to you.

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
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.

**"Going to work helps me be a productive member
of society, earning money to pay bills, & most
importantly, friendship"-Ali**





10 RIDGEDALE AVENUE
CEDAR KNOLLS, NJ 07927

Online giving

is the most convenient way
to support Employment Horizons.

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

All major credit cards are accepted.
92 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 Virtual Taste of Spring **Wine Tasting & Charcuterie Board Building**

partnering with The Food Gurus
at ShopRite of
Greater Morristown

April 14, 2021
at 6:00pm via Zoom
\$100.00 per box (serves 1-2 adults)

Join us for a virtual wine & cheese
tasting via Zoom. Learn how to set
up the very trendy, charcuterie board
using items provided to you when you
register for this exciting and
interactive event!

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

SAVE THE DATE

Employment Horizons' 15th Annual Golf Classic

Sponsored by Verizon

June 21, 2021

Rockaway River Country Club
Denville, NJ

Buffet Breakfast-Cocktail Hour
Dinner - Auction - Raffle

It's never too early to think about
sponsoring our outing!

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

Get Social With Us!



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



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



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



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