ONTHEHORIZON



Pam Yee surrounded by friends and family, as she receives a longevity award at the Summer Picnic.



Pam Yee shows off her Special Olympics medals.

50 Years of Joy & Dedication
Celebrating Pam Yee at
Employment Horizons



n January of 1975, Pam Yee joined what was then known as the Occupational Training Center for the Handicapped. Over the past 50 years, as the organization evolved into Employment Horizons, Pam has remained a steady and joyful presence, bringing a strong work ethic and enthusiasm for life that uplifts everyone around her.

Pam's career began in the community at Little Hair House, a salon in Denville, where she swept floors, helped with laundry, and connected easily with both staff and customers. "Pam was and continues to be a ray of sunshine—always smiling, always happy to be there," said Liz DeCamp, now Manager of Career Development Services, who was Pam's Job Coach about 30 years ago. "Despite how much time has passed, Pam still calls me her Job Coach, and that means so much to me."

Later, Pam joined the Fulfillment Center at Employment Horizons, where she has been a valued part of the team for many years. She especially enjoys assembling Busy Books, her favorite job because of the colorful toys, and approaches every task with focus and positivity.

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A Message from Our CEO, Lisa Montalbano





Pam Yee happily cleans wires in Employment Horizons' Fulfillment Center.

There's something powerful about longevity. The kind of impact that builds slowly, steadily, over time. This fall, we welcome new talent to our team while recognizing someone whose presence has helped define Employment Horizons for five decades.

We're excited to welcome three new staff members to our Vocational Rehabilitation Services Department. They bring fresh perspectives, years of talent, and a strong commitment to supporting the individuals we serve. Their addition strengthens the team and enhances our ability to deliver the personalized support that is the foundation of our work.

As we welcome new perspectives, we're also looking back with gratitude at a story that's been unfolding for 50 years.

Pam Yee, who joined our organization in 1975, was honored at our Annual Recognition Dinner as the first-ever recipient of our Gold Star Award, a new honor created to recognize significant milestones among our program participants. Pam is the first to reach this incredible 50-year milestone. Her joyful spirit, dedication, and energy have made her a constant and inspiring presence

at Employment Horizons.

Over the years, Pam has received support from many staff members, including myself. Early in my career, I had the privilege of supporting Pam in a job in the community, and it's been inspiring to see how she continues to thrive as a valued member of our community today. Her story and the stories of all who were honored at our Annual Recognition Dinner serve as a powerful reminder of why our mission is so important.

From welcoming new team members to marking half a century of dedication, Employment Horizons continues to grow in meaningful ways. It's because of your belief in our work that stories like Pam's continue to unfold. Thank you for being a part of our journey.

We had the pleasure of honoring Pam's 50 year achievement at our Annual Recognition Dinner. It was the highlight of the evening!



50 Years of Joy and Dedication continued

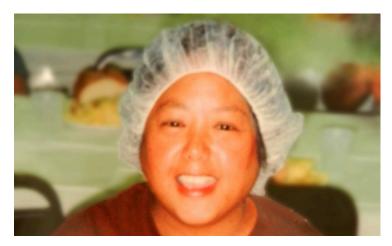
Pam's Vocational Rehabilitation Counselor, Amanda Kiel, shares, "Pam brings happiness into every room. She's always smiling, always ready to work, and her joy is contagious. Her enthusiasm for life makes everyone around her better."

Known affectionately by the Fulfillment staff as a "firecracker", Pam moves energetically throughout the day with her bright smile and eagerness to help everyone around her. One of the most meaningful examples of her care is the way she supports her housemate and co-worker, Bobby. Pam looks out for him daily, providing gentle reminders and assistance like when she tells him, "Bob, it's time to go," and helps guide him safely to the van. Their partnership is a steady example of teamwork and kindness in action.

Pam's love of basketball is well known, and it shows even in everyday moments. Staff members often joke that watching her toss trash into the bin looks like she's practicing for her next big game—focused and precise, as if every shot counts. A longtime Special Olympics athlete, Pam competes in both basketball and track, returning from each competition proud, often with a medal in hand, and a joyful smile to share. Even in the off-season, she's clearly still sharpening her skills and passion for the sport.

When she's not training or competing, Pam enjoys relaxing with her housemates and spending warm summer days at the town pool, preparing for the next event.

Now, as Pam receives the Gold Star Award at this year's Annual Dinner, the community comes together to celebrate not only the incredible milestone of fifty years but also the spirit with which she has lived every day. Time and again, people return to one simple truth: Pam's smile and the joy she brings to Employment Horizons are truly special. With this 50th anniversary, we are reminded how lucky we are to have someone like Pam who so deeply embodies the vision and heart of EH.





Pam Yee celebrates her longevity award with Senior Vocational Rehabilitation Counselor Amanda Keil.







Employment Horizons Hosts 19th Annual Golf Outing at Rockaway River Country Club



On June 16th, 2025, Employment Horizons welcomed golfers and supporters to its 19th Annual Golf Outing, held once again at the scenic Rockaway River Country Club. The event brought together community members for a day of friendly competition and a shared commitment to advancing opportunities for individuals with disabilities.

The beautiful course provided an ideal setting for participants to connect and enjoy the game while supporting Employment Horizons' mission. Thanks to the dedication of players, volunteers, and sponsors, the outing raised over \$65,000.

A special thank you to Verizon, this year's Title Sponsor, whose generous support made the event possible. We'd like to also thank our Associate Sponsors: Summit Financial, Paul Miller Auto Group, and Avison-Young.

Karen Rynearson, Manager of Fundraising and Events, shared, "The golf outing continues to be a cornerstone event for Employment Horizons. We're grateful to everyone who participated and contributed. Their support allows us to expand our services and positively impact more lives each year."

We appreciate all who joined us for this memorable day and look forward to seeing everyone on the green next year.



Volunteers and EH Staff enjoyed a day at the golf course.



Board Secretary Eamon Loughran and his party had a great time golfing at our Annual Golf Outing.

Our 2025 Mission Tee Sponsors: Fred Wynne Properties · The Montalbano Family · In Memory of Paul Harrington · The Canose Family · The Rose House · Cold Nose Warm Heart Animal Rescue · Delta Interior Construction · Enriched Aesthetics · City & County Paving · N. Tassielli Disposal · Speedwell Auto Service & Body · Herc Rental



Participants in the Culinary Arts Training Program learn a variety of transferable skills that make them ready for any work environment.

Rotary Club of Madison Helps Culinary Trainees Thrive

Thanks to a generous \$1,500 grant from the Rotary Club of Madison, participants in our Culinary Arts Training Program gained 95 hours of paid, hands-on experience in food preparation, customer service, and kitchen safety.

Nineteen individuals, including eight from the Greater Madison area, benefited from this real-world training, which helps adults with disabilities build skills, confidence, and independence.

Several trainees have been actively seeking local community-based jobs to put their customer service skills into practice.

We're grateful to the Rotary Club of Madison for supporting our mission and helping our participants take the next step toward meaningful careers.



Many people come to Employment Horizons unsure of what kind of job is the right fit. For those individuals, the short-term vocational evaluation, led by Vocational Evaluator Jodie McKinny, offers a critical starting point. The goal of the evaluation is simple: to identify what supports a person needs to succeed in the workplace. It also provides insight into their employment readiness, strengths, challenges, and work environment preferences. Participants range from high school students with no work experience to adults with long careers behind them who are seeking a new direction. Over the course of three to four days. Jodie leads them through a set of assessments tailored to their needs. These may include tools like the CareerScope or Perceptual Memory Test, career values exercises, hands-on motor skills tests, and tasks focused on memory and following instructions. The evaluation looks at academic skills, learning style, memory, motor coordination, and vocational interests. It's individualized from start to finish

At the end of the process, Jodie provides a detailed report outlining recommendations, including ideal work settings, jobs to explore, and the types of supports of accommodations that may be needed. This report becomes a useful tool for participants, families, schools, and case managers as they plan for the future. Participants leave the process with a clearer understanding of where they might thrive and what it will take to get there.

This July, Jodie completed her 100th short-term vocational evaluation. To mark the occasion, she decorated her door with 100 colorful balloons, each one representing someone who has benefited from the service. While Jodie provides several types of evaluations, this one is especially impactful. As Jodie puts it: "I'm happy to help people figure out their journey." And that's exactly what she's done—100 times and counting.



From the Desk to Future Opportunities:

Building Skills Through Office Work

For some participants in Employment Horizons' Extended Employment Program, the office has become a classroom. Ten participants, including Sasha Harpell and Christine Moraski, are gaining hands on-experience with tasks that go beyond the Fulfillment Center floor. From sorting mail and paychecks to preparing documents and organizing materials, each assignment gives participants the chance to practice skills that matter in nearly any workplace.

Sasha enjoys sorting paychecks at the front desk. "I like that when I get to sort paychecks, I get to sit at the front desk," she says. "It's very exciting." Her work helps ensure that peers receive their pay on time, while giving her hands-on experience in an office environment.

Christine thrives on variety. Rotating between different office tasks, like shredding old documents, collating training packets, and sorting checks keeps her engaged while helping her develop adaptability and confidence. Learning a range of office skills prepares her for future work environments, giving her practical experience she can build on.

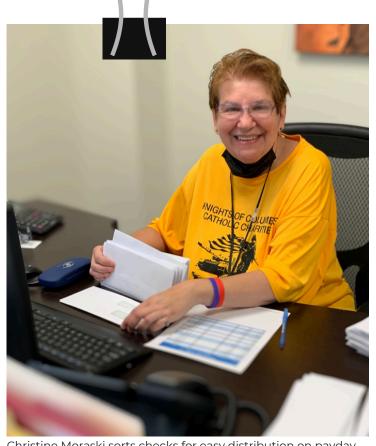
These opportunities offer more than just practice. Michelle Heins, Manager of Workforce Preparation Services, notes that office tasks provide structured experiences where participants can develop organizational skills, problem-solving, and workplace adaptability.

> 66 They get to see how their work contributes in a meaningful way while gaining confidence in a professional setting.

> > -Michelle Heins

For participants, the impact is tangible. They see the results of their work, whether it's a paycheck reaching a peer or helping the office run smoothly. Every task builds competence, pride, and confidence—preparing them for future employment and giving them a sense of purpose.

At Employment Horizons, office work is more than a series of tasks. It is a hands-on opportunity to learn, contribute, and grow.



Christine Moraski sorts checks for easy distribution on payday.





Celebrating DSP Recognition Week 2025

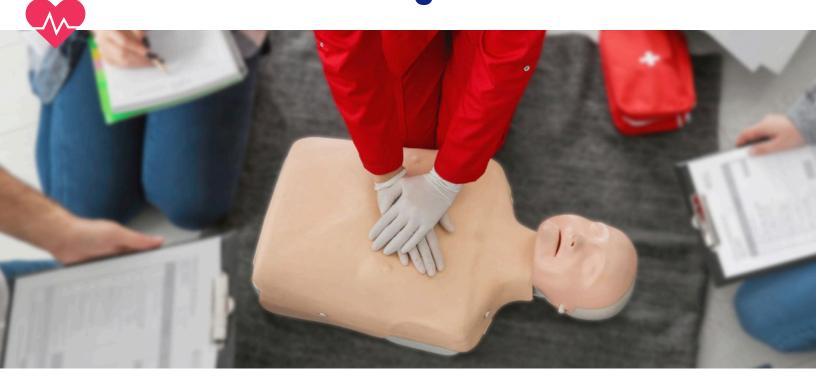
From September 7th to 13th, Employment Horizons joined organizations across the country in celebrating Direct Support Professional (DSP) Recognition Week. This national observance honors the dedication and impact of DSPs, who provide essential support to individuals with disabilities.

At Employment Horizons, DSPs are the heart of our programs. They build trusting relationships, foster independence, and ensure participants have the support they need to achieve their vocational goals. To show our gratitude, we celebrated them all week long with meaningful tokens of our appreciation.

The highlight of the weeklong celebration was a touching video featuring participants from all of our programs expressing thanks to their favorite DSPS. The video captured the deep connections between participants and staff, and served as a heartfelt reminder of the difference DSPs make everyday.

While DSP Recognition Week lasts just seven days, the impact of DSPs at Employment Horizons is felt year-round. We are grateful for their commitment, compassion, and professionalism, and we are proud to honor the invaluable role they play in the lives of the people we serve.

Staff Renew Lifesaving Skills with First Aid



Safety is a fundamental priority. Every year, a portion of our staff re-certifies or earns their certification for the first time in First Aid, AED, and CPR. These essential skills ensure our team is prepared to respond confidently and effectively to medical situations whenever they arise.

Coordinating training across multiple roles and locations is never easy, but it's a challenge we fully embrace. Our program participants deserve staff who are equipped with the knowledge and skills to keep them safe.

"This training isn't just a requirement. It's a responsibility we take seriously," says Samantha Oras, Chief Operating Officer and Chair of the Safety Committee. "From Lead Janitors to program managers and administrative staff, nearly everyone participates. It reflects our shared commitment to safety across every department and level of the organization."

For some, the value of this training is more than theoretical. Senior Employment Support Professional John Fischinger knows firsthand how vital this knowledge can be. More than a decade ago, John began feeling the early signs of a heart attack. Because of his training, he quickly recognized what was happening, stayed calm under pressure, and guided those around him on what to do.

"It's easy to assume an emergency won't happen to you," John says. "But in that moment, everything I had learned kicked in. I'm here today because I knew what to do."

At Employment Horizons, providing this training to our staff is simply the right thing to do. It's one more way we make sure we're showing up prepared for the people we serve and for each other.

OUR MISSION

Employment Horizons is dedicated to assisting people with barriers to employment to achieve their individual vocational objectives and establish self-sufficiency in the community.

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