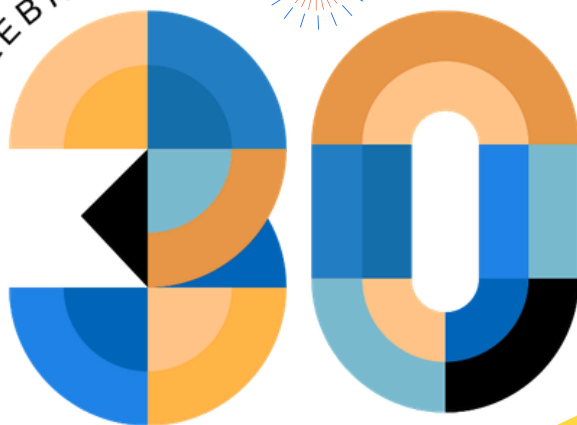


CELEBRATING



YEARS AT
PICATINNY
ARSENAL

For 30 years, Employment Horizons' partnership with Picatinny Arsenal has shown what's possible when opportunity, stability, and support come together. What began in 1995 as a small cleaning contract has grown into a thriving program that has built careers, strengthened the community, and changed lives on base.

Through the AbilityOne Program, nonprofit organizations, like Employment Horizons, partner with federal agencies to provide stable, meaningful employment for individuals with disabilities and others facing barriers to employment. When Picatinny Arsenal first contracted with Employment Horizons in October 1995, we provided basic cleaning services to five buildings, creating full-time work for five individuals. Today, the partnership has expanded to more than 150 buildings, includes custodial and groundskeeping services, and annually employs approximately 75 individuals on base.

When an employee is hired, they receive specialized, one-on-one training from janitorial trainers who have more than 70 years of combined experience at Picatinny Arsenal. Through this hands-on approach, employees receive mentorship that helps them grow and succeed. Over the years, many employees have advanced to janitorial trainer and supervisor roles.

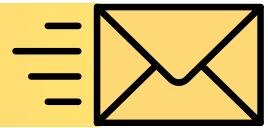
Our program is designed to support employee growth and achievement through inclusivity. With hands-on training, peer support, and a dedicated bilingual job coach, employees receive clear, culturally responsive guidance focused on building independence in the workplace. These supports have created a strong culture of teamwork and connection on base.

That sense of belonging is reflected in employees' longevity at Picatinny Arsenal. The average tenure of our employees at Picatinny Arsenal is 10 years. It is a remarkable testament to the stability, pride, and community that our employees experience in their work.



Former Employment Horizons' Executive Director Jurate Fiory signs the first Picatinny contract in 1995.

A Message from Our CEO, Matthew Putts



It is my absolute privilege to be writing to my Employment Horizons family again after four years. Over the past couple of months, I have thoroughly enjoyed reconnecting with clients, staff, families, and supporters as well as meeting so many new people. Employment Horizons continues to be such a critical service for individuals with disabilities in the greater Morris County area. In 2025, the organization served more than 600 individuals with disabilities, the greatest number the agency has ever served. I am very excited to be back with the team that makes this impressive work possible.

What stands out most upon my return to the agency is the steadfast professionalism, competence, and genuine care our staff brings to their work. The strength of this organization is found in the daily commitment of our team who show up each day with focus and compassion to ensure the people we serve have access to meaningful employment opportunities and high-quality supports. Their dedication is not only seen in outcomes, but also in the way they treat each individual with respect, dignity, and high expectations. I could not be more proud of the work they do.

Just as important, Employment Horizons is an organization with an open door. We value strong relationships with our stakeholders: the

individuals we serve, families and caregivers, employer partners, donors, community collaborators, and advocates. If you have questions, ideas, concerns, or simply want to connect, all of us welcome that conversation. You can reach out to me and to any member of our leadership team.

Finally, as most of you are probably aware, my current role is in an interim capacity. This means one of my primary areas of focus over the coming months will be working with our board of trustees to conduct a search for a permanent Chief Executive Officer. We will be working with a search firm in this process and will be reaching out to various stakeholders about what is most important for us to look for in hiring for this role. If you are contacted for your feedback, please consider participating and providing your thoughts.

Thank you for your continued support of Employment Horizons and for believing in the organization. I look forward to staying connected and moving forward together.



Matthew Putts

Matthew Putts, PhD, LPC, LRC
Interim Chief Executive Officer



Celebrating 30 Years at Picatinny Arsenal cont.



One person who exemplifies the spirit of our work at Picatinny Arsenal is Barbara Pirro. She has worked at Employment Horizons for 25 years and has spent more than 40 years working at Picatinny Arsenal, predating our AbilityOne contract. Fiercely dedicated and deeply proud of her work, Barbara has trained countless employees over the years.

This October, the Picatinny Arsenal team came together to celebrate 30 years of partnership, honoring not just the longevity of the contract, but the people behind it. From five buildings to a comprehensive operation rooted in opportunity and inclusion, Employment Horizons is proud of what this partnership has accomplished and of the individuals who make it thrive every day.



Employees on Employment Horizons' Ability One contract are proud of their work at Picatinny Arsenal.

Employment Horizons 2025 Annual Dinner Awards:



**Corporate
Champion Award**
*Villa Restaurant Group
- Morristown*



**Community Service
Award**
*Real Life Choices
Transit - Bernardsville*



**Helping Hands
Award**
Lincoln Park Library



**Outstanding
Volunteer Award**
*Sara Kasiski & Pat
Mirsky*



**William Huber
Achievement Award**
Ian Lenahan



Gold Star Award
Pam Yee

2025 Annual Dinner A Record Breaking Night to Remember

On October 9, Employment Horizons hosted its Annual Recognition Dinner at the Brooklake Country Club in Florham Park. This year, Michael Serchia, the Vice President of Talent and Culture Development at Villa Restaurant Group, led the festivities as the Honorary Chair of the event.

Throughout the night, we had the privilege of honoring extraordinary people and organizations whose dedication strengthens our mission in different ways. Villa Restaurant Group of Morristown was recognized for championing Employment Horizons through its inclusive hiring practices and long-standing support of our work.

We also celebrated community partners whose collaboration directly supports our programs. Real Life Choices Transit of Bernardsville has partnered with the RISE program since its inception, providing reliable and safe transportation for participants. Meanwhile, the Lincoln Park Public Library has served as a job sample site where individuals can begin exploring community employment opportunities and gain valuable first-time work experience in a welcoming environment. Their partnerships continue to make a meaningful difference in the lives of our participants.

The evening also highlighted the power of volunteerism. Program participant Ali Peck nominated Sara Kasiski and Pat Mirsky for the Outstanding Volunteer Award in recognition of their years of dedication to Café Horizons, where they have volunteered their afternoons for years.

Finally, we celebrated the achievements of program participants. Ian Lenahan and Pam Yee were recognized for their accomplishments and personal growth.

“Our 2025 Annual Recognition Dinner delivered a night to remember,” said Manager of Fundraising and Events, Karen Ryneerson. “We set a record for attendance with 239 guests.” Through the generosity of our community, together we raised nearly \$80,000 to support the programs and services that are critical to those we serve. We are so thankful to everyone who played a part in making our Annual Recognition Dinner a night to remember.

Ian Receives the William Huber Achievement Award



Ian Lenahan proudly displays his award at the 2025 Annual Recognition Dinner.

Ian Lenahan received the William Huber Achievement Award at the Annual Recognition Dinner. This award recognizes an individual whose accomplishments inspire others striving for employment success and independence within the local community.

Since 2022, Ian has worked as a Cleaner on Employment Horizons' AbilityOne contract at Picatinny Arsenal. This award recognizes his steady growth over the last four years, his dedication to his work, and the example he sets each day on the job.

Over time, Ian has become more efficient and more aware of the details that matter in his role. As he described it, "I have gotten quicker and able to see where more care is needed, making me more efficient all around." While his progress is clear, Ian is quick to point out that improvement didn't come from any special trick. "There isn't a secret jujitsu technique," he said. "It just takes time."

Ian's employment journey began after high school, when he set a goal of building a meaningful career and enrolled in Employment Horizons' RISE program, which helps young adults transition from school to adult life. After completing RISE, he applied for a Cleaner role and achieved that goal.

"I credit, in part, my 'rise' to the RISE program," Ian shared. Since joining the Picatinny team, Ian has been known for his reliability, attention to detail, and strong work ethic. Those who work alongside him consistently note his willingness to learn and steady commitment to improvement.

Ian attended the Recognition Dinner with his mother, who described feeling "super proud" of her son and noted that he "worked super hard to earn that award." She shared that in their family, everyone is taught that it is important to do a good job. Ian's achievement, she said, reflects those values in action.

Ian's success reflects the impact of time, effort, and the right support. We are proud to recognize Ian as the 2025 recipient of the William Huber Achievement Award and look forward to seeing what he continues to accomplish.



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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