

# Our Report to the Community FY 2014



The Lighthouse for the Blind, Inc.



» **70%** of adults who are blind in the United States today **are unemployed.**

» **1/3** of adults who are blind **live in poverty.**

[ pictured front cover: **Hayley Edick**, Production Worker ]

[ pictured: **Mona Longoria**, DCMA CMS site ]

»» **80% or more of adults** who are DeafBlind in the United States **are unemployed.**

»» **90% of adults** who are blind with a developmental disability **are unemployed.**



[ pictured: Andrew Stauffer, Braille Literacy Instructor ]



- » Today, **1 in 28 Americans** 40 years or older are blind or partially sighted
- » National statistics show that **3.4 million Americans** are blind or partially sighted
- » Veterans are currently experiencing the highest percentage of service-related vision loss **since World War I**

The mission of **The Lighthouse for the Blind, Inc.** is:

*To create and enhance opportunities for **independence and self-sufficiency** for individuals who are blind, DeafBlind, and blind with other disabilities.*

**The Lighthouse** is a private, not-for-profit social enterprise providing employment, support, and training opportunities for people who are blind **since 1918**.

**We exist to provide employment opportunities, job training, and support services to people who are blind, DeafBlind, and blind with other disabilities in our community.**



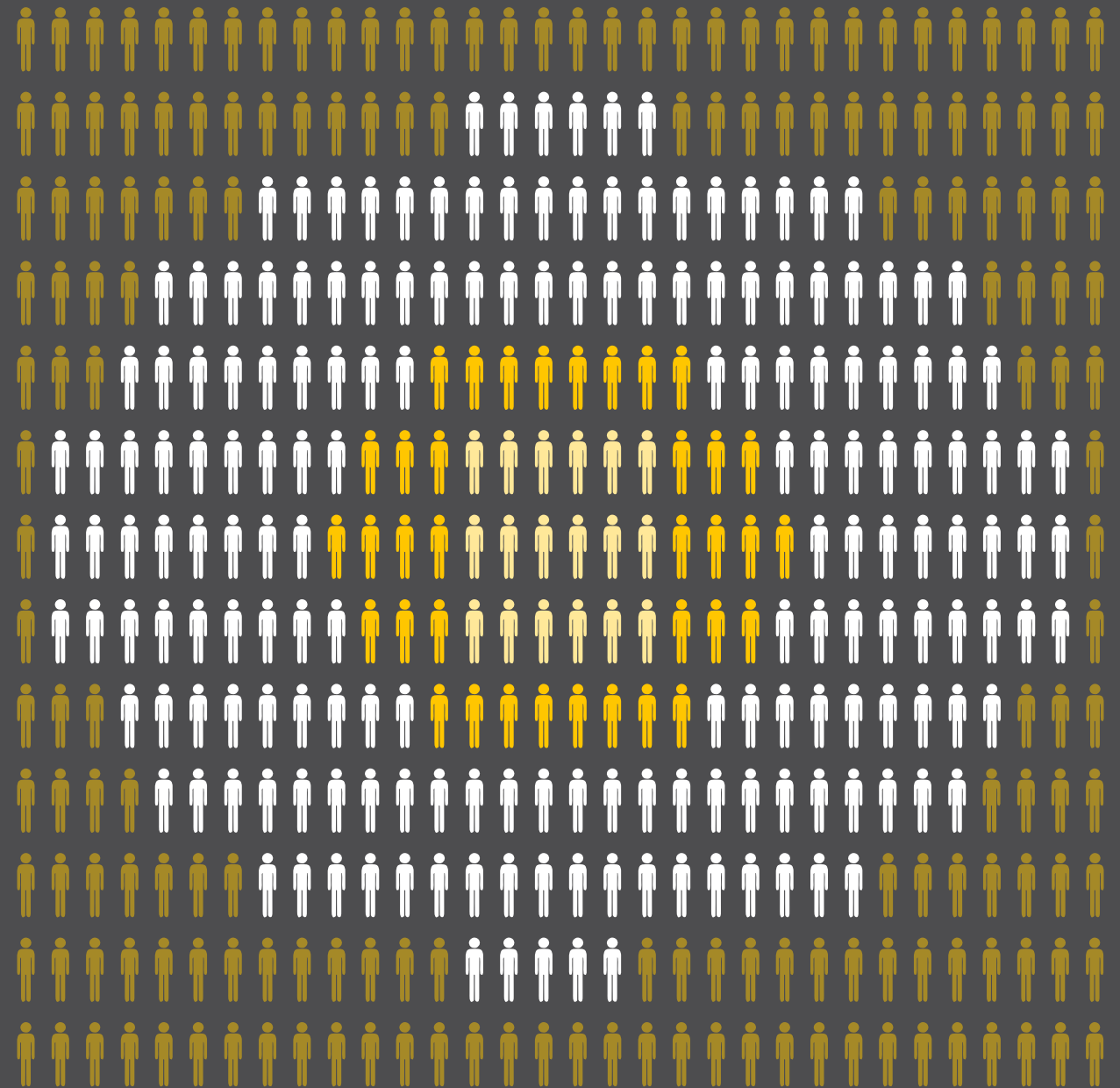
[ pictured: **Larry Thomas**, Machine Operator ]

The **Lighthouse** is the largest employer of adults who are blind on the West Coast, and the largest employer of DeafBlind individuals in the United States. We are the **most diverse blindness agency** in terms of the people we serve who are blind with other disabilities.

We are one of Washington State's **top 100 manufacturing employers**, with over 400 employees, over 230 of whom are blind, DeafBlind, or blind with other disabilities.



[ pictured: **Cindy Dow**, Sr. Machine Operator ]



A look at the employees of The Lighthouse for the Blind, Inc.  
416 total employees • 183 who are blind • 36 who are **DeafBlind**  
18 employees who are **blind with another disability**

## Mae Lynn Mullen: 2014 Employee of the Year

Since starting at The Lighthouse for the Blind, Inc., Mae Lynn Mullen has worked diligently in various areas of production, leading to her current position in aerospace assembly. “There are interpreters available to communicate between DeafBlind and hearing employees,”\* Mae notes. “We are provided training, so if there are people who want to learn American Sign Language (ASL) they can communicate with DeafBlind employees. I really love working one-on-one with people and being able to teach them some ASL.”

Born with retinitis pigmentosa coupled with deafness, Mae’s condition is commonly known as Usher’s Syndrome I. Adopted at the age of five from Seoul, South Korea, Mae moved to the U.S. and entered the public school system in Tulsa, Oklahoma. She took ASL classes and eventually would join the Oklahoma School for the Deaf in her last two years of high school. After graduation she attended community college in Tulsa, Oklahoma for a few years before making a move to the Helen Keller National Center (HKNC) in New York. After her experience at HKNC, Mae went back to community college for a year and then transferred to Gallaudet University to obtain a Bachelor of Science degree in child development.

Mae accepted a position at the Lighthouse working on air ducts and relocated to the Pacific Northwest in 2006. She has been very active in the DeafBlind community in Seattle, and regularly participates in DeafBlind Community Classes (DBCC) facilitated by the Lighthouse. “I’ve learned a lot from the DBCC and it’s a great opportunity to learn about topics and socialize with other people in the community. It’s fun and also educational.” Mae was flattered by the recognition of her peers in winning the Employee of the Year award. “I just felt honored that my fellow coworkers voted for me; that they see my work and appreciate my attitude.”

Outside of her work at the Lighthouse, Mae is very active with Washington State DeafBlind Citizens (WSDBC), volunteering, and running half-marathons. Recently diagnosed with cancer last year, Mae had to withdraw from a series of events she was to run. “I have two goals now, one to win a battle against cancer so I can return to running again — where I can finish my goal for running a full marathon; my second goal to demonstrate to my DeafBlind and blind peers my commitment to helping others through participation in events to raise money for cancer prevention.”

\* — Mae’s comments were translated from American Sign Language into English by an interpreter.

**“I’ve learned a lot from the DBCC and it’s a great opportunity to learn about topics and socialize with other people in the community. It’s fun and also educational.”**



[ pictured: Mae Lynn Mullen, Aerospace Assembly ]

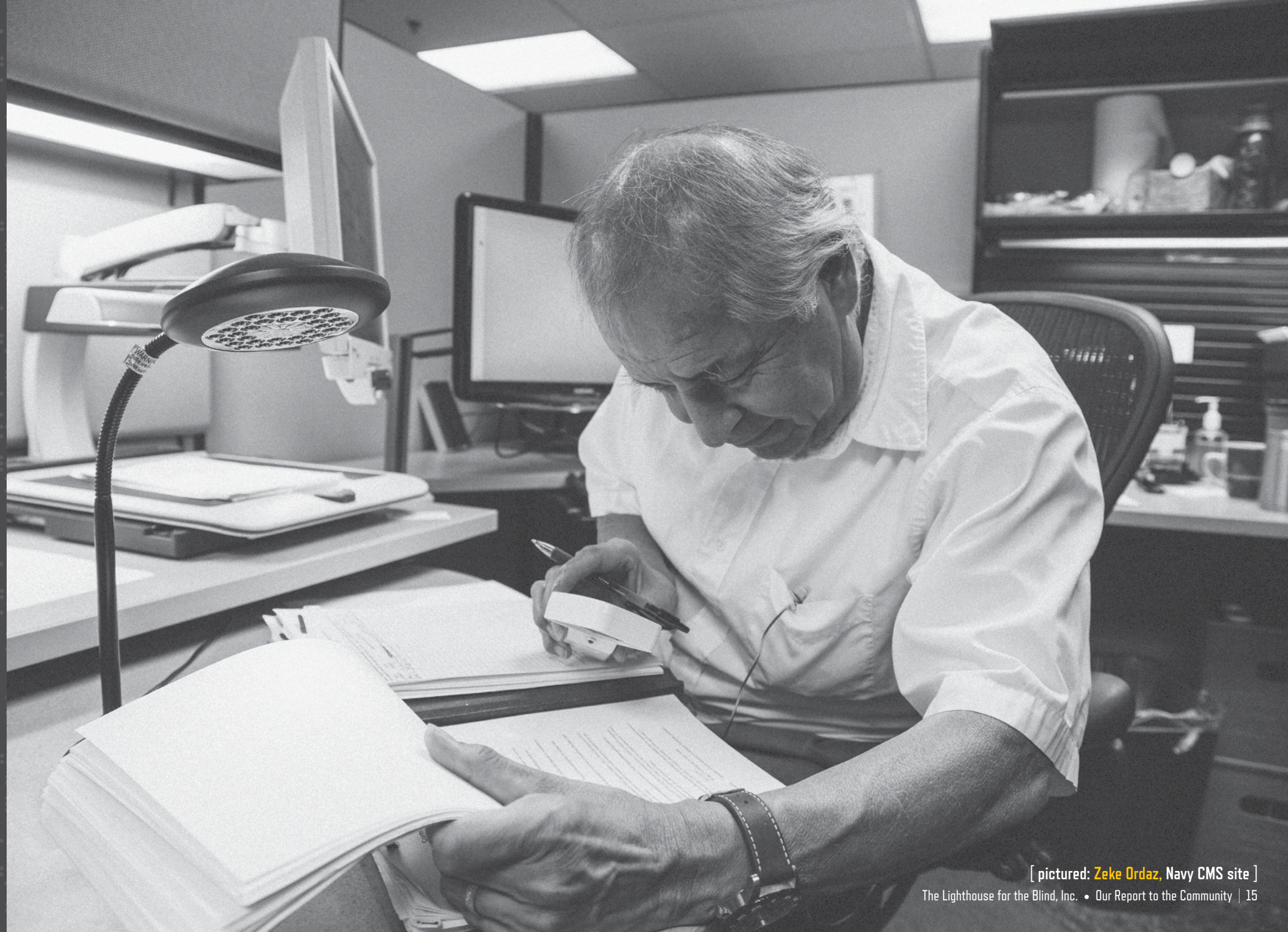
## Creating and Enhancing Opportunities

The Lighthouse hires for a wide variety of positions for people who are blind, in all levels of our organization. **Upward mobility is central to our mission**, and we build and develop our employees' skills to advance their careers.

From aerospace machining, production, service businesses, retail, administration, accounting, human resources, employee training, and executive-level management, there are people who are blind powering **everything we do**.

A look at the work our employees who are blind do everyday at the Lighthouse:  
[in percentages of total workforce]

<b>Manufacturing</b>	75%
[ Aerospace, AbilityOne, Military ]	
<b>Administration • HR • Accounting</b>	7%
<b>Service Businesses</b>	5%
<b>Production Support</b>	5%
<b>AbilityOne Base Supply Centers</b>	4%
<b>Employee and Community Services</b>	2%
<b>Executive / Directors</b>	2%

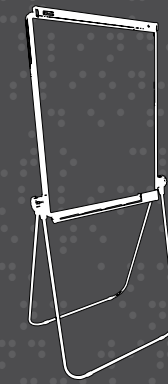


[ pictured: **Zeke Ordaz**, Navy CMS site ]

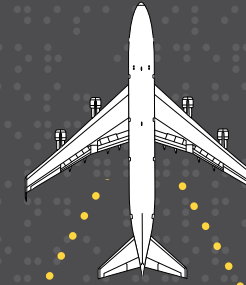


# What We Made in FY 2014

What makes the Lighthouse unique is our breadth of capabilities. Every day **we manufacture hundreds of products**, ranging from complex machined aerospace parts, high-quality office products, and tactical gear used by the U.S. Military. By adapting our equipment with state-of-the-art accessibility features, we empower people who are blind to accomplish amazing things in their careers and in their personal lives. Here is a look at the total numbers of products we made in 2014:



Office Products  
**1,422,709**



Aerospace Machining  
**1,097,064**



Defense Products  
**564,964**

The number of manufactured office products, defense products, and machined parts made by Lighthouse employees who are blind is a grand total of **3,084,737**.

“The Lighthouse for the Blind, Inc. gives us great opportunities and benefits that most other employers do not,” says **Carla Abbott**, Lighthouse AbilityOne Supervisor. “They give us access to technology and training to enhance our upward mobility. We are able to learn technology and skills and pass that knowledge on to one another.” Going on her tenth year at the Lighthouse, Carla is the proud recipient of the 2014 Employee of the Year Award for indirect labor.

Born visually impaired from macular degeneration and congenital aniridia, Carla grew up in the public school system in Seattle after moving from Arizona when she was five. Nearing the end of her education at Evergreen High School, she found work in maintenance and janitorial services, and eventually went on to find work doing landscaping for an apartment complex. “I kept working for that same company for six years. I learned light maintenance, cleaning, painting, office skills, and eventually became a manager,” she noted.

In 2005, Carla found out about opportunities at the Lighthouse and quickly found a job in production. “I started as a production worker in part marking in the Machine Shop, and a few years later I got promoted to lead in the part marking area. My goal was to become a supervisor one day, so I asked my supervisor if I could take training through Archbright (formerly WA opportunities).” After taking several leadership and supervisory training courses, Carla completed the Effective Supervision program from National Industries for the Blind (NIB).

Well recognized by her peers as an exemplary leader, Carla was flattered to discover that she won the Employee of the Year Award. “It means a lot to me that I was respected by my coworkers and that they felt that I worked hard and was committed to helping my staff grow. There were really great candidates this year; everyone had good stories and skills to offer the Lighthouse and I’m honored to be selected.”

When not helping out her coworkers on the production floor, Carla is a grand master 7th degree black belt in Tae Kwon Do; one of the few highest-ranking women in the Pacific Northwest. She also received a lifetime achievement award from her dojo the same day she was awarded the Employee of the Year award. In her spare time, she enjoys going fishing, bike riding, and going out to the movies.

**“They give us access to technology and training to enhance our upward mobility. We are able to learn that technology and skills and pass that knowledge on to one another.”**



[ pictured: **Carla Abbott**, AbilityOne Supervisor ]

Over 1,000 tour guests visited the Seattle and Spokane facilities last year

We provided tours to over 335 fifth grade students in King County

Over 400 volunteers supported the organization

People served through our **Employee and Community Services** in FY 2014

Accessibility: 76

Braille Literacy & Services: 19

Computer and Adaptive Technology Training: 126

DeafBlind Program: 97

Housing: 15

Orientation & Mobility (O&M): 163

Internships & Placement: 54

Total people served through ECS programs and services: **340**



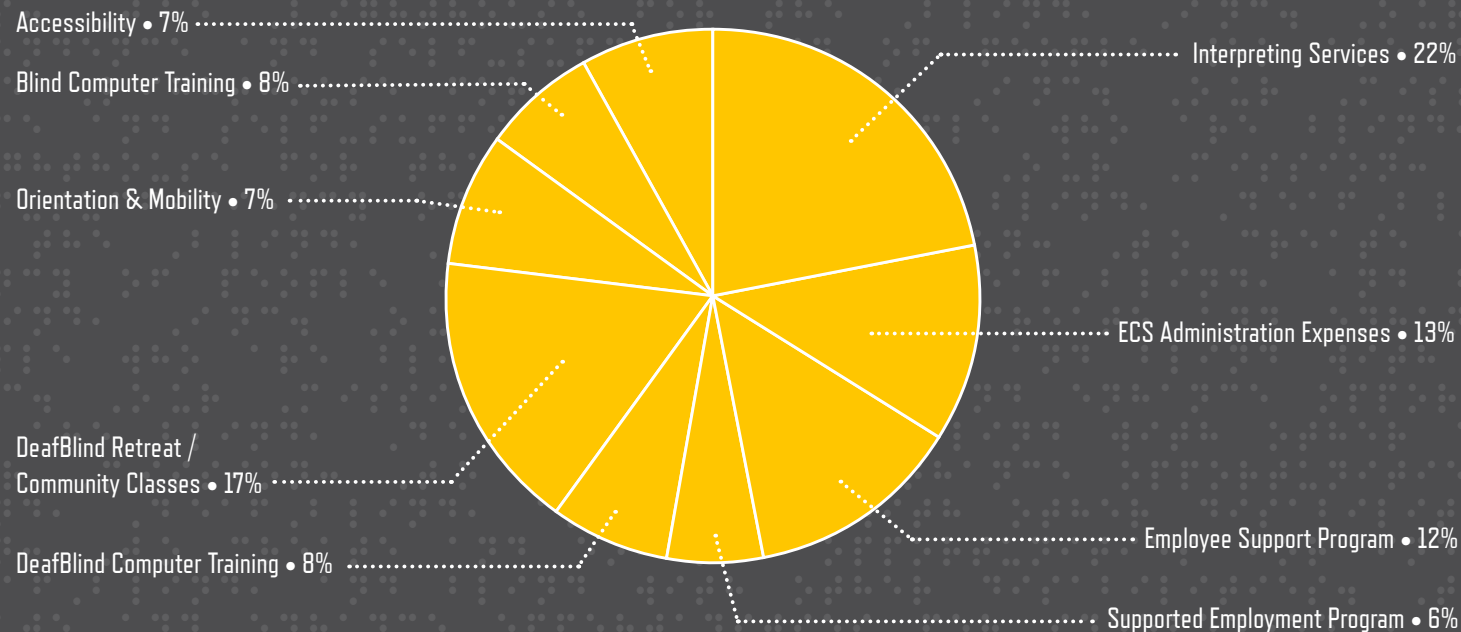
[ pictured: Orientation and Mobility Specialist **Erin Fitzpatrick** (left) with Production Worker **Jolynn Page** (right), at Mount Baker Link Light Rail Station, Seattle ]

## Revenues

<b>Manufacturing</b>	
Aerospace	\$16,780,000
Defense	\$15,590,000
Business Office Products	\$9,610,000
<b>Services</b>	
Base Service Centers	\$14,780,000
Contract Management Services	\$1,210,000
<b>Total Revenues</b>	<b>\$57,970,000</b>
<b>Cash Contributions</b>	<b>\$900,000</b>
<b>Investment Income and Gains</b>	<b>\$1,390,000</b>

## Expenses

<b>Personnel</b>	\$21,810,000
Includes salaries, benefits, training	
<b>Manufacturing</b>	\$28,250,000
Includes cost of goods sold, commissions	
<b>Facilities and Infrastructure</b>	\$4,660,000
Includes depreciation, repairs and maintenance, insurance	
<b>Office Expense</b>	\$1,110,000
Includes telecommunications, technology, office expense	
<b>Outside Services</b>	\$1,730,000
Includes contract interpreters, legal, accounting	
<b>Other Expenses</b>	\$2,040,000
Includes pension, interest, impairment	



## Our Locations

1. Seattle Lighthouse facility
2. Inland Northwest Lighthouse facility
3. AbilityOne Base Supply Center - Joint-Base Lewis McChord - North Ft. Lewis
4. AbilityOne Base Supply Center - Joint-Base Lewis McChord - McChord Field
5. AbilityOne Base Supply Center - Naval Airstation, Fallon, NV
6. AbilityOne Base Supply Center - Naval Air Warfare Center, China Lake, CA
7. Ability One Base Supply Center - NTC, Fort Irwin, CA
8. Contract Management Services - DCMA/NAVSUP, San Diego, CA
9. Ability One Base Supply Center - SPAWAR, Point Loma, CA
10. Contract Management Services - Pearl Harbor, HI





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[www.thelighthousefortheblindinc.org](http://www.thelighthousefortheblindinc.org)