

**Our Report to the Community FY 2015
The Lighthouse for the Blind, Inc.**

Pictured on front cover: Robert Studebaker, Contact Center Representative, smiling at his workstation.

Pictured on inside cover: Connie Terry and her guide dog at an office workstation. Contract Management Services, DCMA San Diego.

- **Today, 1 in 28 Americans 40 years of age or older are blind or partially sighted.**
- **National statistics show that 3.4 million Americans are blind or visually impaired. (source: WA State Department of Services for the Blind)**
- **Blindness in the United States is expected to increase by 70% to 1.6 million people between 2000 to 2020. (source: National Institute of Health)**
- **We are seeing the highest percentage of veteran eye injuries since World War I.**
- **Blindness is often caused by illness or injury and many people who are blind also have multiple disabilities: for instance, diabetes and brain injury.**

Photo of Production Worker Malissa Hudson in the production floor with quote:

“Having a job means independence and the ability to live life every day to your very fullest.” — Malissa Hudson

- **70% of adults who are blind in the United States today are unemployed.**
- **1/3 of adults who are blind live in poverty.**

Photo of Production Worker Terri Curnutt holding a hydration unit with quote:

“I like to keep busy; I like to work. I wouldn’t want to be home like the 80% of DeafBlind adults who don’t have a job.” – Terri Curnutt

- **80% of adults who are DeafBlind in the United States are unemployed.**

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

(Photo of Production Worker Dave Sharpe working in the Machine Shop)

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, DeafBlind, and blind with other disabilities. The Lighthouse has provided employment and support to people who are blind in our community since 1918.

Today, seven out of every ten blind adults are unemployed. For DeafBlind people, the unemployment number climbs to over 80% and for people with multiple disabilities over 90%. One third of all people who are blind live in poverty.

The Lighthouse for the Blind, Inc. exists to alleviate this social inequity by providing job training, employment opportunities, and support services for people who are blind, DeafBlind, and blind with developmental disabilities.

(Photo of An Cao, Production Worker, assembling a hydration unit on the production floor)

Graphic: Several icons representing people making the shape of an eye

A look at the employees of The Lighthouse for the Blind, Inc.:

- **447 total employees**
- **192 who are blind**
- **37 who are DeafBlind**
- **19 employees who are blind with another disability**

Jon Ott: 2015 Employee of the Year

Photo of Jon Ott holding a machined part in the Phenolics Room in the Machine Shop

“I believe work is good for the soul,” says Production Worker Jon Ott, 2015 Employee of the Year at The Lighthouse for the Blind, Inc. Diagnosed in his mid-30s, Jon suffers from Retinitis Pigmentosa (RP) – the leading cause of inherited blindness, but doesn’t let that stop him from accomplishing his goals.

Before working at the Lighthouse Jon was a police officer, college instructor, association president, and even ran for City Council. He holds a Bachelor’s degree of Communications from the University of Idaho and a Master’s Degree in Public Administration from City University. A proud father of four children, he lives an upbeat, quality life and encourages those around him to do the same. Jon appreciates that people who are blind “adapt, improvise, and overcome,” and he embraces whatever comes his way.

It was a difficult transition for him when blindness hit in adulthood. With young kids and a wife at home, Jon was forced to retire from the police force as his sight deteriorated. He and his wife separated when she felt burdened by the situation, which is not an uncommon outcome. The next obstacle for Jon would be accepting his blindness, and overcoming the stigma that he had in regards to his condition.

“I lost my spouse due to my blindness; I lost my job. The last thing I wanted to do was hold something (a white cane) that portrayed to the world I was blind,” he noted.

Because he had young kids at home, Jon couldn’t get access to a lot of government blindness training programs. He had never witnessed blind culture and the community. So Jon remained strong and determined to forge a new path for himself, and in April of 2014 he started work at the Lighthouse.

“The Lighthouse helped me become comfortable with being blind and letting go of the stigma that I had in my mind about blindness. We’ve got a lot of people here with great attitudes. I really care about the people I work with.”

“Regardless of what a person goes through disability-wise, they can still contribute.”

The Lighthouse hires for a wide variety of positions for people who are blind and DeafBlind, 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 and DeafBlind powering everything we do.

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

- **Non-Aerospace [AbilityOne Products]: 45%**
- **Aerospace Manufacturing: 31%**
- **Administration • HR • Accounting: 7%**
- **Production Support: 5%**
- **Service Businesses: 4%**
- **AbilityOne Base Supply Centers: 3%**
- **Employee and Community Services: 4%**
- **Executive • Directors: 1%**

Pictured: Production Worker Darlene Hilling smiling and assembling hydration packs on the production floor.

Table: Job Creation and Growth in 2015

- **54 new employees hired who are blind, DeafBlind, or blind with other disabilities.**
- **21 promotions for individuals who are blind, DeafBlind, or blind with other disabilities.**
- **5 new jobs created for individuals who are blind, DeafBlind, or blind with other disabilities.**

What We Made in FY 2015

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 2015:

Graphic: An image of an airplane, an image of an entrenching tool (e-tool), and an image of a dry-erase easel forming a triangle. Under each is the number of products produced.

- Aerospace machining — 1,282,189**
- Office Products — 1,497,823**
- Government Products — 1,060,310**

The number of manufactured office products, defense products, and machined parts made by Lighthouse employees who are blind is a grand total of 3,840,322.

Sam Rodriguez: 2015 Employee of the Year

Pictured: Sam Rodriguez, Assistant Director of Product Development, standing in front of a product display of various products the Lighthouse manufactures

Born in El Salvador and relocated to California as an adolescent, Sam Rodriguez and his brothers all suffer from the same visual condition — Achromatopsia. It is a visual disorder that is characterized by decreased vision, light sensitivity, and the absence of color vision, affecting about 1 in every 33,000 people. It's because of his visual condition that Sam is in the United States today — for better job opportunities.

The Lighthouse for the Blind, Inc. was the answer to what Sam's family was seeking in the United States. Thanks to community support of Lighthouse programs and services, both Sam and his brother work here and have all the tools and services necessary for them to be successful in their jobs. As the Assistant Director of Product Development, Sam's work creates more opportunities for people who are blind by adding new products to our list of capabilities.

Sam says his biggest challenge is getting rest. He has two wonderful children – Sammy who is six and Abby who is three. In addition to his eight-hour work day, Sam is tasked with delivering his two kids to two different schools using public transportation before making his way to work each morning. On top of that, his wife is also legally blind, so neither of them drive.

When asked how his visual condition affects his interactions with teachers and other parents, Sam said, "I put my condition in front of them right away so we can work together better. Now it's not a surprise to other parents and teachers if we don't recognize them on the street because they understand about our visual conditions."

Not only does Sam work together with other parents and his kids' teachers, he is a great team player here at the Lighthouse. "The most

rewarding part of what I do here is seeing the results of my work, which is to help create new jobs for people who are blind, DeafBlind, and blind with other disabilities. I can see the difference that we make every day when I come into work.”

Community Engagement

Pictured: Computer Training Instructor Roger Poulin (right) with student Mae Lynn Mullen (left), at the Technology Training Center, Seattle facility.

- **Nearly 800 tour guests visited the Seattle and Spokane facilities last year.**
- **Over 300 interns from The Boeing Company visited our Seattle facility.**
- **We provided tours to over 225 fifth grade students in King County.**
- **Over 400 volunteers supported the organization.**

People served through our Employee and Community Services in FY 2015:

- **Accessibility: 40**
- **Braille Literacy & Services: 20**
- **Computer and Adaptive Technology Training: 132**
- **DeafBlind Program: 134**
- **Housing: 16**
- **Orientation & Mobility (O&M): 182**
- **Internships & Placement: 2**
- **Total served through ECS programs and services: 321**

Table: Revenues

Manufacturing

- **Aerospace — \$17,270,000**
- **Defense — \$19,710,000**
- **Business Office Products — \$11,360,000**

Services

- **Base Supply Centers — \$18,730,000**
- **Contract Management Services — \$1,040,000**
- **Other Services — \$60,000**

Total Revenues: \$68,170,000

Cash Contributions: \$810,000

Investment Income and Losses: \$(630,000)

Table: Expenses

Personnel: \$24,900,000

(Includes salaries, benefits, training)

Manufacturing: \$33,550,000

(Includes cost of goods sold, commissions)

Facilities and Infrastructure: \$5,110,000

(Includes depreciation, repairs and maintenance, insurance)

Office Expense: \$1,380,000

(Includes telecommunications, technology, office expense)

Outside Services: \$2,480,000

(Includes contract interpreters, legal, accounting)

Other Expenses: \$2,400,000

(Includes pension, interest, impairment)

Graph: Pie Chart of Where Donations Were Allocated

Interpreting Services: 22%

DeafBlind Retreat/ Community Classes: 17%

ECS Administration Expenses: 13%

Employee Support Program: 12%

Blind Computer Training: 8%

DeafBlind Computer Training: 8%

Accessibility: 7%

Orientation and Mobility: 7%

Supported Employment Program: 6%

Visit our website at www.thelighthousefortheblindinc.org for more information and a complete donor list.

Our Locations

Pictured: Map of U.S. West Coast, Nevada, and Hawaii with stars indicating location of each facility

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

The Lighthouse for the Blind, Inc.

2501 South Plum Street • Seattle, WA 98144-0959

Toll Free: (800) 914-7307 • Direct: (206) 322-4200

www.thelighthousefortheblindinc.org