

Our Report to the Community FY2016 The Lighthouse for the Blind, Inc.

Pictured front cover: Machinist Dan Porter (right) demonstrates an Okuma CNC machine to a school tour

Pictured: Kelsie Weir, Production Worker in Spokane, WA

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

Pictured: Joy Sims, Production Worker in Spokane, WA

- **Today, 1 in 28 Americans who are 40 or older are blind or partially sighted.**
- **According to the Washington State Department of Services for the Blind, national statistics show that 3.4 million Americans are blind or visually impaired.**

Pictured: Robert Studebaker and Ramon Rodriguez, Contact Center Representatives in Seattle, WA

- **Only 20% of adults who are DeafBlind in the U.S. are employed.**
- **Only 10% of adults who are blind with a developmental disability are employed.**

Pictured: May Saxby, Production Worker in Summerville, SC

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

Pictured: Jon Ott (center) during training classes with Instructor Tim Shockley (left) in the Computer Training Center in Seattle ,WA

**A look at the employees of The Lighthouse for the Blind, Inc.
Graphic: Several icons representing people making the shape of an eye**

467 total employees

207 who are blind

33 who are DeafBlind

19 employees who are blind with another disability

Ignacio “Nacho” Munguia: 2016 Employee of the Year

Pictured: Ignacio “Nacho” Munguia, Clerk II - Point Loma, CA

“The Lighthouse mission means more than just a job,” says Ignacio “Nacho” Munguia, Clerk II at the Lighthouse’s AbilityOne Base Supply Center (BSC) in Point Loma, CA. “Working allows me to support my family, my community, and gives meaning to my life. It helps me feel like I belong.”

Nacho was elected by his peers as the 2016 Raymond W. Haman Direct Labor Employee of the Year recipient from The Lighthouse

for the Blind, Inc. and will compete nationally for the prestigious Peter J. Salmon Employee of the Year Award at the National Industries for the Blind (NIB) conference in October of 2017.

Nacho is a dual citizen, born in Mexico to U.S. citizen parents. He speaks Spanish fluently and enjoys helping other Hispanic individuals learn English as a second language. Living in both countries he is able to truly appreciate the opportunities available for individuals with disabilities in the United States.

“When I was first diagnosed with the eye disease Macular Degeneration in my late twenties, I didn’t think much about how it would really affect my future,” he reflects. “Little by little my eyesight diminished, and over time, I couldn’t read without magnification, I couldn’t drive, and tripped over obstacles when walking. I managed until age 50 when I found myself unemployed and facing the stigma against my age and vision. Determined to work, I attended a job fair where I learned about the Lighthouse in Seattle. They had a job opening for a Sales Clerk at one of their BSCs. My hope was renewed, and with my sales background, I was a perfect fit.”

Nacho has a positive outlook on his vision loss. “You can either let a situation break you, or accept it and make it who you are.” He began working with the Lighthouse in 2011 with nearly 20 years of sales experience; he hopes to advance within the organization as he takes on more responsibilities and continues to learn new things.

Creating and Enhancing Opportunities

Pictured: Group photo of Lighthouse Machinists in Seattle, WA

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.

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]: 46.33%

Aerospace Manufacturing: 30.5%

Administration • HR • Accounting: 5.79%

Service Businesses: 5.41%

Production Support: 4.63%

AbilityOne Base Supply Centers: 3.09%

Employee and Community Services: 2.70%

Executive • Directors: 1.16%

Job Creation and Growth in 2016

71 new employees hired who are blind, DeafBlind, or blind with other disabilities.

30 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 2016

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.

What makes the Lighthouse unique is our breadth of capabilities. Every day we manufacture thousands 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 2016:

Aerospace Machining: 1,499,123

AbilityOne Office Products: 1,544,284

AbilityOne Government Products: 1,942,783

The number of manufactured office products, defense products, and machined parts made by Lighthouse employees who are blind is a grand total of 4,986,190.

Ursula McCully: 2016 Employee of the Year

Pictured: Ursula McCully, Purchasing Assistant, Seattle, WA

“Having a job here makes me feel important and gives me a sense of achievement,” says Ursula McCully, Purchasing Specialist at The Lighthouse for the Blind, Inc. “It also gives me the status of being a taxpayer and a contributing member of society.”

Ursula immigrated to the United States from the Philippines as a single mother in 1984. She was diagnosed with Retinitis Pigmentosa four years later, and became legally blind in 1994. Ursula first worked at The Lighthouse for the Blind, Inc. from 1996 to 2003 as a Customer Service Representative, selling business cards and stamps, and rejoined the organization in 2007 as an Internal Auditor and Purchasing Specialist. She was elected by her peers as the 2016 Indirect Employee of the Year and competed for the Milton J. Samuelson Career Achievement Award for indirect employees at the National Industries for the Blind (NIB) conference.

“My favorite part of working at the Lighthouse is the feeling of

belonging and the very positive support from all directions in the work area,” Ursula noted. “It’s a place that I find the diversity of everyone working hand in hand like a big team that can accomplish anything that we face!”

Ursula’s experience in developing her career at the Lighthouse has been overwhelmingly positive. “[The Lighthouse] has given me the stability and security as I started here as a single parent, and I was able to raise my son and give him the best of what life can give: education, despite of my disability. The Lighthouse has given me the feeling of living my fullest life.”

Outside of her important work at the Lighthouse, Ursula is a member of the Washington Council of the Blind, an affiliate of the American Council for the blind. She is also involved as a lay minister in her church.

Community Engagement

- 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

Empowerment through Employee and Community Services in FY 2016

- 393 people served through ECS programs and services
- 8,444 instances of service, totaling 27,303 hours (includes Supported Employment onsite hours, Orientation & Mobility, computer training, braille, English as a second language, American Sign Language, DeafBlind Retreat, DeafBlind Community Classes, DeafBlind awareness training, blindness awareness training, employee support, and technical assistance)

- Hourly cost to provide service: \$68.79
- 184 accommodations requests, with 153 total closures
- Average cost of services per person for one year: \$4,778

Revenues

Manufacturing

- Aerospace: \$16,320,000
- Defense: \$28,370,000
- Business Office Products: \$10,880,000

Services

- Base Supply Centers: \$19,400,000
- Contract Management Services: \$760,000
- Other Services: \$60,000

Total Revenues: \$75,790,000

Cash Contributions: \$1,180,000

Investment Income: \$1,380,000

Expenses

Personnel: \$28,130,000

Includes salaries, benefits, training

Manufacturing: \$40,170,000

Includes cost of goods sold, commissions

Facilities and Infrastructure: \$5,440,000

Includes depreciation, maintenance, insurance

Office Expense: \$1,450,000

Includes telecommunications, technology, office expense

Outside Services: \$2,820,000

Includes contract interpreters, legal, accounting

Other Expenses: \$2,080,000

Includes pension, interest

Graphic: Pie Chart showing percentages 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 United States with Washington, California, Nevada, and South Carolina states highlighted

- 1. Seattle Lighthouse facility - Seattle, WA**
- 2. Inland Northwest Lighthouse facility - Spokane, WA**
- 3. Lakewood Office Facility - Lakewood, WA**
- 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. Ability One 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. Summerville facility - Summerville, SC

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