

The Lighthouse for the Blind, Inc. Annual Report to the Community FY 2013

Our Mission

To create and enhance opportunities for independence and self-sufficiency of people who are blind, Deaf-Blind, and blind with other disabilities.

Pictured front cover: Production Worker Tomasa Gonzales at Seattle Lighthouse

Pictured inside cover: Production Worker Peggy Ray at Inland Northwest Lighthouse

Why We Are Here

Pictured: Deaf-Blind Retreat participants checking out the latest assistive technologies at a workshop during the Annual Deaf-Blind Retreat in Seabeck, WA

Pictured: Representatives from KPG Architects (Redmond, WA) doing white cane training around Seattle to learn more about accessibility in city planning

The Lighthouse for the Blind, Inc. is among the largest employers in the United States of individuals who are blind and the foremost employer of people who are Deaf-Blind.

In addition to the revenue of our successful manufacturing, Base Supply Centers, and service businesses, we rely on the community to partner with us to support mission-related costs crucial to provide the support and skills necessary for our employees to succeed.

Our efforts respond to a critical need. Seven out of every ten working-age adults who are blind are unemployed.

Of adults who are Deaf-Blind, eight out of ten are unemployed.

And nine out of every ten adults are unemployed who are blind with an additional disability.

One-third of adults who are blind live in poverty.

A Message from Kirk Adams, Harry Egler, and Howie Dickerman

Pictured: The Lighthouse for the Blind, Inc. President and CEO Kirk Adams (left), Board of Trustees Chairman Harry Egler (center), and Foundation Board President Howie Dickerman (right)

A mission gains its power through the collective efforts of the individuals who carry it out. As representatives of The Lighthouse for the Blind, Inc. and Seattle Lighthouse for the Blind Foundation, we're pleased to report on Fiscal Year 2013.

Maintaining sound day-to-day fundamentals and long-term plans for growth can be difficult to balance while negotiating through short-term challenges. However, we continue to fulfill our commitment to grow manufacturing and service businesses as we expand geographically, focus and improve training and accessibility for employees, and slowly but surely invest in our future through our Foundation.

To support our mission while also strengthening our business, we rely on the combined experiences of our organization's leadership. In addition to growth in operations and employee and community services, we welcomed two new board members to the Board of Trustees: former Navy Admiral Bill Center and financial consultant Brad Wiens. Bill and Brad's combined expertise will add internal advisers in these particular areas where we seek growth. In 2013, we filled our Senior Director of Strategic Recruiting position with Kevin Daniel, a graduate of the Business Management Training Program and Fellow at National Industries for the Blind. As a previous Customer Management professional who is blind, Kevin is dedicated to find and hire talented blind and Deaf-Blind individuals which will help us reach our goal of 500 livable wage jobs by 2016.

Building Core Manufacturing Capabilities

In 2013 we added new items to the procurement list -- thirteen new wallboards and our new Stuff Sack. Over the year we increased revenue

by 3.7 million in other (non-Boeing) aerospace and exceeded revenue projections in aerospace machining and Stuff Sack production.

Developing Service Businesses

We successfully continued our expansion of Contract Management Support (CMS) services in San Diego with an additional contract and a new customer, the Defense Contracting Management Agency. Through this contract we were able to hire 6 new employees who are blind at well over a livable wage. Our Contact Center (CC) renewed three contracts with Fresh Revenues, The Catering Company, and Bags by TCA and was awarded a Boeing Community Fund grant for accessible equipment.

Physical and Geographic Expansion

In 2013, we continued construction to expand Inland Northwest Lighthouse (INL) in Spokane, adding 42,000 square feet to our current facility, which will create between 90-100 jobs for people who are blind within over the next five years. In September of 2013, we broke ground on our new Ft. Irwin Base Supply Center.

Accommodations and Training Opportunities

In November 2012, we added a Deaf-Blind (DB) contractor, Jelica Nuccio, to provide braille training from the DB cultural perspective using direct instruction rather than interpreters. Jelica's classes have been very popular with DB adults in the community, and have resulted in increased skill using braille.

The Computer Training Program (CTP) partnered with Orientation and Mobility program staff to deliver training on iPhones provided through the Safe Travel grant. Seattle and Spokane locations set up monthly user groups to provide training on travel related apps, resulting in more independent and confident travel.

The ECS Department continues to partner with internal resources such as our Human Resources (HR) and Communications departments

to deliver opportunities for internships and external job placement supports. We partnered with HR, Department of Services for the Blind, and Skills, Inc. to provide supports to six paid interns on the Microsoft campus, including Blindness Awareness training and Orientation and Mobility training.

In August 2013, we celebrated our annual Deaf-Blind Retreat's 35th anniversary. Held every summer in Seabeck, WA, our retreat provides a completely accessible experience for Deaf-Blind adults from throughout the United States and around the world. Over 85 Deaf-Blind adults and 120 volunteer interpreter/guides attended the retreat to celebrate this important milestone.

Expanding Seattle Lighthouse for the Blind Foundation

While the Lighthouse is a manufacturing business, it has expenses that its manufacturing competitors do not incur. In order to provide employees with the supports they need (braille displays, computer training, orientation and mobility training, braille literacy training, etc.) to be successful in their careers at the Lighthouse, we rely on the generous support of our community.

The needs at the Lighthouse continue, and we're thrilled that our supporters continue to support us year after year. Some highlights for the Foundation this year would include:

We held a variety of well attended and highly successful events including the annual Redefining Vision Luncheon and Guest Bartender Night.

Our Foundation Board Members are actively organizing a variety of fundraising efforts. Board members are making phone calls to thank our top community supporters, inviting people to take tours of the Lighthouse, and planning for 2014 small events such as a golf tournament, bike ride, and Dim Sum dining experience.

We continue to hold planned giving seminars, providing information for those interested in learning how to best incorporate charitable giving in their estate plans.

The Lighthouse is proud to serve with local community in collaboration

with volunteers, business partners, NIB, and our associated agencies to create jobs for individuals who are blind, Deaf-Blind, and blind with other disabilities. It is only by addressing these needs together that we have the power to do so, and we thank all of you reading this Annual Report for your role in making it possible.

Kirk Adams, President and CEO

Harry Egler, Chair, Board of Trustees

Howie Dickerman, Foundation Board President

The Lighthouse for the Blind, Inc. Executive Leadership Team

Kirk Adams — President and CEO

Tami Berk — Director of the Deaf-Blind Program

Mary Cabrian — Senior Vice President, CFO and Treasurer

Diana Crombie — Vice President, Business Systems

Kevin Daniel — Senior Director of Strategic Recruiting

Dana Van Dussen — Senior Director, Human Resources

Constance Engelstad — Senior Vice President, Administration

Paul Fletcher — Director of Product Development

Eric Foliart — Director of Warehousing

Paula Hoffman — Vice President, Government Relations

Robert S. Johnson — Senior Vice President, Strategic Business Development

Karen Kidd — Senior Vice President of Base Supply Centers

Amy Koehl — Vice President, Employee and Community Services

Pat O'Hara — Senior Vice President, Operations

Melanie Wimmenauer — Vice President, Communications & Service Business

Lighthouse Financials FY2013

Bar Graph: Revenue 2009-2013

2009: \$50,957,000

2010: \$44,097,000

2011: \$51,051,000

2012: \$54,353,000

2013: \$50,594,000

Bar Graph: Assets 2009-2013

2009: \$42,544,000

2010: \$42,829,000

2011: \$44,769,000

2012: \$47,577,000

2013: \$55,003,000

Bar Graph: Gross Margin 2009-2013

2009: \$10,773,000 - 21%

2010: \$9,678,000 - 22%

2011: \$11,047,000 - 22%

2012: \$11,510,000 - 21%

2013: \$9,923,000 - 20%

Pie Chart: Revenue by Source FY2013

Federal Customers - 40%

Base Supply Centers - 29%

The Boeing Company - 18%

Commercial - 13%

The Lighthouse for the Blind, Inc.

Board of Trustees

Harry Egler, Chairman

Jens Jorgensen, Ph.D., Vice Chairman

Bennett Prows, Vice Chairman

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Loren Anderson

Katherine Beck

RADM Bill Center (ret)

Howie Dickerman

Dr. Robert Francis

Kirk Greene

Dr. Phil Hatlen

Clifford Johnson

Douglas Klan

Tom Kuebler

**Fred Mendoza
Donald Mollet
Michael Swindling
Bruce Walker
Brad Wiens**

Creating and Enhancing Opportunities

Pictured: Employees come together at the groundbreaking ceremony for the expansion of Inland Northwest Lighthouse in Spokane, WA

Each year, our top priority is to create more quality jobs for people who are blind. We are committed to expanding jobs, increasing opportunities for upward mobility, and promoting more choices for people who are blind and Deaf-Blind in our community and beyond. The AbilityOne Program is a federal initiative to help people who are blind or have other severe disabilities find employment by working for nonprofit agencies (NPAs) that sell products and/or services to the U.S. government. With a national network of 600 NPAs, AbilityOne is the largest source of employment for people who are blind or have other severe disabilities in the United States.

In 2013, we employed a total of 225 people who are blind, Deaf-Blind, and blind with other disabilities.

Today, individuals who are blind and Deaf-Blind work in jobs at every level of the organization including manufacturing, machining, information technology (IT), accounting, communications, employee and community services (ECS), human resources (HR), administration, teaching, management, and leadership. We will continue to strive to grow jobs steadily in the years ahead throughout The Lighthouse for the Blind, Inc.

Pie Chart: Employees

Employees who are blind: 177

Individuals who are blind with a developmental disability: 23

Deaf-Blind Employees: 32

Employees who are sighted: 169

Employee Spotlight: Robert Wilder

Pictured: Senior Machine Operator Robert Wilder

Born in Bremerton, Washington, Robert Wilder grew up in Reed City, Michigan. As a legally blind child, Robert attended public school, but faced some challenges. “In those days being blind or visually impaired was not accepted,” he said. Robert had a hard time taking a lot of math and science classes and was not allowed to participate in gym class due to his vision loss. “It was difficult to fit in and make friends.”

At age 18, Robert moved to Seattle where he held several odd jobs, including the installation of irrigation systems. He also spent several years doing a variety of construction jobs before moving to Davenport where he worked as a Press Operator for the Cheney Free Press. As a side project, Robert also became involved in apartment management and maintenance.

In 2002, Robert was laid off from the newspaper. As a result he returned to working a variety of odd jobs until one day, while reading a Spokane Builder’s magazine, he came across a full page ad for Inland Northwest Lighthouse (INL). He filled out an online application and became a Lighthouse employee on August 4, 2008.

Currently, Robert works as a Senior Machine Operator and also serves as an internal auditor. During his time at INL he has worked in virtually every area of manufacturing. “Working at INL has given me consistency, which is very important to me.”

Robert said that one of the things that he likes best about working at INL is the opportunity to participate in a variety of different trainings, such as a Machinist Blueprint Reading course. An avid photographer, Robert was able to use his photography skills to create a photo documentary of the construction progress of the recent INL expansion. Robert also enjoys astronomy, woodworking, and gardening.

“When I talk to people about the Lighthouse, I tell them that this is a place where people who are blind or visually impaired can come to work, gain independence, and become productive members of society.”

Manufacturing

We are a successful manufacturing organization committed to making jobs accessible to individuals who are blind. Our manufacturing operations center on making quality products for the federal government under the AbilityOne program and producing airplane parts for The Boeing Company.

Manufacturing Highlights of FY2013

- Created 15 new jobs for people who are blind
- Broke ground on 48,000 sq. ft. expansion of our manufacturing facility at Inland Northwest Lighthouse in Spokane, WA
- Average of 85,000 aerospace parts manufactured each month
- 13 new wallboards and the stuff sack were added to the AbilityOne Program procurement list
- \$2M worth of merchandise shipped

Total Items produced in FY2013

| | |
|----------------------|---------------------------|
| Canteens | 85,000 (7,083/month) |
| Tripod Easel | 3,065 (255/month) |
| Hydration Units | 3,630 (303/month) |
| Paper Trimmers | 4,430 (369/month) |
| Stuff Sacks | 31,780 (2,889/month) |
| Utensils | 53,400 (4,450/month) |
| Canteen Cups | 30,900 (2,575/month) |
| E-Tool | 31,250 (2,604/month) |
| MOLLE | 465,500 (38,792/month) |
| Easel | 22,500 (1,875/month) |
| Spring-Back Binder | 9,320 (777/month) |
| Hanging File Folders | 1,348,500 (112,375/month) |
| Wallboards | 65,700 (5,475/month) |

The Right Stuff

Pictured: Production Worker Tomasa Gonzales at her sewing workstation

In early 2012, we began production of a waterproof compression-strap system for the Marine Corps, more commonly referred to as the Stuff Sack. The product was designed to perfectly compress a standard-issued, three-part sleeping-bag system into the exact right size for storage in the larger hiking pack in less than four minutes.

“We submitted about 12 design plans, created nine prototypes and then tested the top two selected designs before securing the contract and beginning production,” said Paul Fletcher, Director of Product Development. “Not only were we able to meet the needs of our customer, but we were also able to give input on how to best manufacture this product while meeting our mission.”

In January, we shipped our first order and within the first year alone we had shipped out 54,000 units.

Since its inception, 90% of the direct labor on this project has been people who are blind, Deaf-Blind, and blind with other disabilities. Currently we have 13 employees cutting, sewing, and fabricating materials for the stuff sacks. With six programmable sewing machines, we were also able to add an extra work station for training and on-ramping, which has also helped create more jobs in the Supported Employee Program for those who are blind or visually impaired with a developmental disability.

We were excited to be given this exclusive contract based on our ultrasonic and radio-frequency capabilities and we look forward to future opportunities this new line of work will provide our employees.

Employee Spotlight: Tomasa Gonzales

Since October 2012, Tomasa Gonzales has worked on the production of Stuff Sacks, operating a sewing machine to assemble cut pieces of material to the bag’s top compression flap.

“In middle school I started to learn how to sew and I really liked it,” Tomasa remembers. “Now that I’ve honed my skill, I’ve learned that I also enjoy teaching other Deaf-Blind employees how to sew. Sometimes

you've got to be willing to let your guard down and be open to something new."

Tomasa has always believed in hard work. While in high school, she worked seven days a week split between three part-time jobs. Originally from Austin, TX, Tomasa met her husband Alberto, who also works at the Lighthouse, at a Deaf-Blind function in 2000. They dated long-distance for a while before getting married at the Deaf-Blind Service Center in Seattle in 2005.

Tomasa and Alberto are also the proud parents of a very bright eight-year-old daughter. Like many children whose parents are deaf, she is fluent in ASL and often interprets for Tomasa at restaurants, stores, and even doctor's offices. "I know it's hard for her sometimes, but she's a great help to us. It can be difficult for me to communicate and it makes life a lot easier."

"I like working at the Lighthouse. I'm happy that I have a job and am able to communicate with my teammates," Tomasa shared. "Communication is easy here."**

** Tomasa's comments were translated from American Sign Language by an interpreter.

Employee Spotlight: Andy Bacon

Pictured opposite page: AbilityOne BSC Store Manager Andy Bacon

For over six years, Andy Bacon has worked amidst the bustling scene of the AbilityOne Base Supply Centers (BSCs) at Joint Base Lewis-McChord in Washington State. As a successful store manager, Andy is always looking for more efficient ways to help his team accomplish day-to-day tasks. "I would say the Lighthouse helps people who are blind become all that they can be," Andy says. "The specialized training I've received over the years is incredible. It's made a huge difference for me and for many other people I work with."

Andy was born and raised in Roy, WA, a small rural city just outside of Tacoma. While studying in college to become a low voltage technician,

he experienced complications from high blood pressure that resulted in damage to his optical nerves. Because of the tedious and color-specific nature of electrical work, Andy needed to choose a different career path. He found Washington State Department of Services for the Blind through an internet search, and was given a job at Orion Industries in Federal Way, WA to help assess his work skills.

“I looked up the Lighthouse when I was getting ready to leave [Orion], and interviewed for an administrative assistant position. A job opening was available for an assistant manager position at Ft. Lewis, which was much closer to my home. A year and a half later, I was promoted to manager.”

Along with his on-the-job training, Andy learned how to use ZoomText and other adaptive technologies from the Computer Training Program at the Lighthouse. He was recognized as a Lighthouse Employee of the Year in 2008, and in 2010 Andy completed the Business Management Training program from National Industries for the Blind. “I’ve learned a lot about working on a team,” Andy adds. “Everyone is here to help each other out; it’s a great experience. I’d like to say that it is an honor and privilege to work for this company, it’s the most amazing place I’ve ever worked in.”

Outside of working at the BSCs, Andy is an avid Seahawks fan, and enjoys camping, hiking, outdoor activities, spending time with his girlfriend of sixteen years and their children, family barbecues, and making bonfires.

Base Supply Centers (BSCs)

Pictured: AbilityOne Base Supply Center logo

- At the end of FY13, we operated five AbilityOne Base Supply Centers (BSCs) on military installations in Washington, California, and Nevada. We provide competitively-priced quality products and services to government customers through a commercial retail-type setting that employs people who are blind.

- In 2013 we broke ground on our newest BSC located at the National Training Center in Fort Irwin, CA. All soldiers deploying to the Middle East must perform four weeks training in this desert location, and Hollywood set designers have replicated authentic Iraqi and Afghani towns and villages so our troops experience “real” training. This store location is remote and will provide unique opportunities (and challenges) due to the environment.
- Additionally, we successfully added JR ROTC accounts for WA, OR, CA, NV and ID. Each ROTC school has been assigned the closest BSC and this has helped sales during a difficult time.
- We are one of 85 nonprofit agencies affiliated with National Industries for the Blind (NIB), operating 130 BSCs nationwide.

Photo with caption: Braille training instructor Tissy Stabe (left) works with student Eugene Daily (right) at Inland Northwest Lighthouse in Spokane, WA

Employee Spotlight: Kyle Woodard

Pictured opposite page: Contract Close-Out Specialist Kyle Woodard with his guide dog Indio

Wallace “Kyle” Woodard joined Inland Northwest Lighthouse (INL) as a production worker in 2008, but when a job opened as a Contract Close-Out Specialist in San Diego, CA, Kyle eagerly applied.

“I was looking for a more complex and challenging opportunity in an office setting,” Kyle said. “I applied for the Contract Management Support (CMS) program and got accepted. I think I’ve learned better organizational skills and gained a bigger sense of responsibility for my customers and contracts.”

At age six, Kyle was diagnosed with a brain tumor that caused his vision loss. Kyle was very sick and often missed a lot of school while hospitalized for a week at a time receiving chemotherapy treatments.

“At the time, blindness was just a side-effect of cancer and not a big concern. It wasn’t until my teenage years when the cancer was in remission and my vision stabilized that I could actually deal with blindness.”

After school he got a job right away bagging groceries at Safeway. Kyle also worked at Austin Lighthouse for the Blind as a Reservations Specialist for Starwood Hotels and Resorts.

“I like the overall mission of the Lighthouse and I like working with other blind people,” Kyle said. “When you’re around other people with shared traits or experiences, there’s a built-in sense of community.”

Kyle also loves to read and explore San Diego’s beautiful Balboa Park.

Services Business Highlights of FY 2013

Contract Management Support (CMS)

- Secured an additional contract for the Defense Contracting Management Agency.
- Hired six new employees who are blind at more than a livable wage. Total of 20 employees.
- CMS services help mitigate the critical government shortage of contract specialists by focusing on providing post-contract award administration support services that are not inherently governmental functions.

Contact Center (CC)

- Awarded a Employees Community Fund of Boeing Puget Sound grant for the purchase of assistive technologies to increase the accessibility of Contact Center workstations.
- Our Contact Center continues to serve as a point of contact for

the Lighthouse's tour scheduling, Foundation awareness efforts, and customer satisfaction surveys.

- Renewed three contracts with Fresh Revenues, The Catering Company, and Bags by TCA.
- Seek additional outside customers who could use our services for the following: 1) surveys, 2) database clean-up and updates, 3) prospecting, 4) setting appointments, 5) making reminder calls, 6) mystery shopping for quality assurance, 7) event awareness, and 8) thank you and follow-up customer calls.

Employee Spotlight: Roger Poulin

Pictured opposite page: Computer Training Instructor Roger Poulin

Roger Poulin, Instructor for the Deaf-Blind Technology Training Center, has worked at The Lighthouse for the Blind, Inc. for just a short time. Roger, along with two of his six siblings, was born with Usher's Syndrome, a genetic medical condition that causes hearing loss or deafness and progressive vision loss.

Roger attended the Residential School for the Deaf in Maine before continuing his education at Gallaudet University. After graduation, he worked as a computer programmer for the federal government.

As his vision loss increased, Roger decided to attend the Helen Keller National Center for training. Then, in 2007 he decided to take some time off and travel the world. Before coming to the Lighthouse, Roger had been traveling for six years, all across the U.S. and Europe. "It was a hard decision initially, but I really enjoy working in an environment where so many people, not just other Deaf-Blind people, know how to sign and can communicate with me on a daily basis."

During his travels, Roger hiked all but a few miles of the 2,160 mile Appalachian Trail. This year, Roger decided to complete the few miles he missed. By the time you read this story, Roger will have completed the journey and accomplished an important goal. "All my life, people

had put barriers in my way, telling me that things weren't safe and that I couldn't do them," Roger explained. "I wanted to push myself and to forget what other people said about my capabilities or limitations and just see for myself."**

** Roger's comments were translated from American Sign Language by an interpreter.

Employee and Community Services (ECS)

The Employee and Community Services Department (ECS) supports and enhances the independence, self-sufficiency, and upward mobility of each individual we serve. We do this by providing necessary supports, services, and equipment to meet our employees' needs at work, and to enhance their opportunities for success and quality of life. This year, we documented more than 16,000 hours of service to 354 individuals.

Our staff of over 24 full time employees provides services to all employees at all locations of the Lighthouse, including blind, Deaf-Blind, and some sighted employees. We also provide access to some classes and services for Deaf-Blind community members, and other community members requesting information and education regarding blindness. Several staff members serve as liaisons and consult with public transit and others who want to ensure access to those in the visually impaired community.

FY2013 was a busy one for ECS. It is with great pleasure that we are able to report on the continued advancement of programs and services we provide to people with visual disabilities, even in a year of economic challenges.

Pictured: O&M Instructor Alan Kirk (left) works with student Troy Leeburg (right) on using a Trekker Breeze GPS device in Spokane, WA

Accessibility

Highlights from this year include serving 91 people at all locations; providing braille note takers for several employees who participated as

internal auditors for AS9100; providing vibrating mats so DB employees know when a person enters their office area, coordinating sighted guides and SSP's for Lighthouse events, and many others.

Braille Literacy

This year we provided two internship opportunities at INL in partnership with our Operations Department and the Department of Services for the Blind (DSB). Two INL employees completed their six month internships teaching braille to interested students at the INL. We continue to provide uncontracted and contracted braille instruction, and host the Blazer and Rambler reading clubs both at the Seattle and Spokane locations.

Computer and Adaptive Technology Training (CTP & TTC)

Changes in the ECS department were implemented in order to better share resources, streamline processes, and especially increase support to all Technology Instructors in hopes of developing a shared knowledge base so that we can provide the best possible services. We welcomed Roger Poulin to the team as a second instructor for the TTC lab at Seattle Lighthouse.

A highlight noted this year was the partnership with O&M services in providing training on iPhones provided through the Safe Travel grant. Seattle and Spokane locations set up a monthly user group and provide training on travel related apps.

Braille

In November of 2012, we added a Deaf-Blind (DB) contractor to provide braille training from the DB cultural perspective using direct instruction rather than using interpreters. Jelica Nuccio's classes have been very popular with DB adults in the community. She was able to serve 16 DB people, and one Deaf staff member in FY 2013.

Deaf-Blind Internships and Mentorships

Internships and mentorships continue to be available to Deaf-Blind individuals or interpreting students. Through this program participants can tailor their learning experience to meet the goals they have set for themselves. While ASL Interpreting Internships are most commonly

requested, we also offer positions to Deaf-Blind individuals to learn organizational and coordination skills for programs or events.

Deaf-Blind Retreat

In 2013, we celebrated our annual Deaf-Blind Retreat's 35th anniversary. Over 85 Deaf-Blind adults from the US and around the world attended the retreat to celebrate this important milestone.

Community Resource Series

In 2013 we provided monthly Community Resource series topics at the Seattle facility, and several in Spokane; all were very well attended. These included topics ranging from Nutrition and Diabetes, Disaster Preparedness, and a presentation about the Washington Talking Book and Braille Library (WTBBL) among several others.

Housing

Our housing support services include support with application procedures to local subsidy programs, identifying apartments matching the needs of the individual's budget, and assistance for applying for suitable housing. This year, 17 people benefited from housing services.

Blindness Awareness Training

A committee was convened to create an updated and more in-depth version of Blindness Awareness training, which is required for all new employees. The new training includes an overview of eye diseases and impacts, a simulation experience, and a question and answer panel using employees who are blind to answer questions and talk about their experiences.

Internships and Placement

In January 2013, HR and ECS staff visited Pathology Associates Medical Laboratories (PAML) in Spokane. PAML management indicated they wanted to explore opportunities to partner with us on developing jobs. HR and ECS continue to partner to structure and deliver paid and

unpaid internships. Currently ECS has two braille internships and one Job Coach internship.

In addition, HR and ECS partnered with DSB and Skills, Inc. to provide supports to six paid interns on the Microsoft campus, including Blindness Awareness training, Orientation and Mobility training, and employee support services.

Orientation & Mobility (O&M)

In addition to ongoing training in route planning and safe travel techniques, our instructors introduced new GPS tools and sonar technology to blind and Deaf-Blind individuals, enhancing their ability to travel safely and independently. Our O&M department also had vital input into city planning for safety for travelers who are blind, working with the city to install accessible audible pedestrian signals along the new Light Rail route.

Other highlights included providing Demo Days for technology and high visibility gear at Seattle and Spokane facilities, Joint Base Lewis-McChord Base Supply Centers, and the Deaf-Blind Retreat. These are always very well attended, with the Seattle Demo Days drawing more than 100 employees. Staff provided two full days of O&M equipment displays, demonstrations and sales, including sunfilter and monocular assessments, Mini-Guide demonstrations, cane sales and strobe light installations. The total sales for the week was \$1,053.67 for 37 individuals.

The Deaf-Blind Brochure Project

Two years of work culminated in a consumer brochure and training video being developed in concert with the Metro Training Department, and involving three Deaf-Blind consumers. The target audience is bus operators. Metro recently placed an order for a second printing of the brochure "Tips for Bus Operators to Assist Deaf-Blind Customers." The training video created in partnership with Metro was completed and is now listed as a resource in the brochure and is available on the internet. It will be used in bus driver training from now on.

Supported Employment Program

We served 19 employees through this program this year, providing daily supports and supervision. In addition, we provided two on-site paid assessments by referral from King County. An additional highlight this year included a long-time supported employee being a featured speaker at our Redefining Vision Luncheon.

Foundation Financials FY2013

Bar graph: Donations 2009-2013

2009: \$566,000

2010: \$804,000

2011: \$1,207,000

2012: \$778,000

2013: \$718,000

Pie Chart: Donations by Source FY2013

Institutional Donors – 42%

Bequests and Trusts – 31%

Individual Donors – 27%

Donations by Programs FY2013

Employee and Community Services – 48%

Where Most Needed – 31%

Job Expansion and Equipment – 12%

Endowment – 9%

Seattle Lighthouse for the Blind Foundation Board of Directors

Howard Dickerman, President

David Garten, Vice President

Members

Dave Carter

Robert Duffy

George Kraft

Tom Kuebler

Chun Lee

**Kirk Neamen
Chuck Riley
Barbara Ross
Oly Wise
Rob Wotton
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Inland Northwest Lighthouse 2013 Advisory Council

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**Traci Anderson
Ginger Blair
Gaia Borgias Brown
Joel Crosby
Jeremy Lewis
Jack McIlroy
Donald Mollet
Debbie Rauen
Tina Rospond
David Troyke**

The Power of Your Gift

Seattle Lighthouse for the Blind Foundation is responsible for fostering community awareness and charitable gifts in support of the mission of The Lighthouse for the Blind, Inc.

We hope you have been inspired by the accomplishments of our outstanding employees and our dedication to the successful expansion of business capabilities.

In order to provide employees with the supports and training they need to be successful in the workplace, we rely on the continued support of our community. Your gifts help us create and enhance opportunities for independence and self-sufficiency of people who are blind, Deaf-Blind, or blind with other disabilities.

We're incredibly grateful to you for understanding our mission enough to give year after year. Your generous support has improved the lives of hundreds of working age adults who might not otherwise have had the chance to empower themselves.

However, with increased job opportunities and the expansion of our business capabilities, our need to provide accessibility accommodations and vital training programs also grows. You can make an impact by renewing your support, increasing your gift, and getting more involved.

Gifts can be made at our website by clicking "Donate Now" at thelighthousefortheblindinc.org, mailing a gift to SLFB, 2501 S. Plum St., Seattle, WA 98144, or by calling the Development Team at 206-436-2116.

All gifts made through Seattle Lighthouse for the Blind Foundation have the power to create jobs, training opportunities, and the supports necessary for the Lighthouse to work toward its mission. Thank you for making so much possible.

Pictured: Production worker Steve Smith at Inland Northwest Lighthouse in Spokane, WA

The mission of The Lighthouse for the Blind, Inc. is to create and enhance opportunities for independence and self-sufficiency of people who are blind, Deaf-Blind, and blind with other disabilities.

The significance of our mission takes on greater importance when you consider the latest statistics available from the American Community Survey 2011: nation-wide, 31 percent of people with low vision or severe vision loss are below the poverty line. In Washington State, almost 130 thousand people have a visual disability. In King County, where the Seattle Lighthouse is located, the number is just over 31 thousand, and on the east side of the state in Spokane County, the home of Inland Northwest Lighthouse (INL), approximately ten thousand people experience low vision or severe vision loss.

Historically the Census Bureau has estimated a 70% unemployment

rate among people who are blind. As startling as that statistic is, a survey conducted by The Bureau of Labor Statistics in December 2013 found that 78.2% of people who are blind between 16 and 64 years of age do not participate in the labor force. The lack of people who are blind taking part in the workforce can be traced to several reasons, chief among these being lack of retraining along with a perceived lack of job opportunities.

These statistics illustrate the need for jobs and opportunities for independence and self-sufficiency for people who are blind. Since 1918, The Lighthouse for the Blind, Inc. has been committed to creating a variety of jobs for people who are blind such as manufacturing and machining, production and packaging, customer service, administration, and in all other departments throughout the organization.

In FY13, the Lighthouse employed 398 people with 225 employees being blind, Deaf-Blind, or blind with other disabilities. The Lighthouse for the Blind, Inc., along with your charitable support, provides critical programs and services including Orientation and Mobility, Braille Literacy, the Deaf-Blind Program, and Computer and Technology Training that enable employees to excel in their jobs and lead independent lives.

Lighthouse Legacy Society

The Lighthouse Legacy Society honors individuals who support Seattle Lighthouse for the Blind Foundation and our mission through a planned gift. Common tools for making a planned gift include:

- **Bequest:** Naming an organization in one's will is the most simple and most popular way to make a planned gift to a nonprofit organization.

- **IRA Charitable Rollover:** As a result of the American Taxpayer Relief Act of 2012, Congress reauthorized the charitable Individual Retirement Account (IRA) rollover. The IRA Charitable Rollover allows individuals age 70½ and older to make direct transfers to 501(c)(3) organizations, such as Seattle Lighthouse for the Blind Foundation. Donors can leave a legacy using their IRA by December 31st, 2014.

- **Charitable Gift Annuity:** With a gift annuity, a donor gives cash or other assets to the Seattle Lighthouse for the Blind Foundation and, in exchange, receives fixed payments in quarterly installments. Gift annuities provide fixed income for life.

Depending on their resources and situations, donors may also establish a legacy through other means such as naming an organization as the beneficiary of a Life Insurance Policy or by establishing a Charitable Remainder Trust, or a Private Foundation.

For information on planned giving, please consult your financial advisor, visit “Ways to Give” at thelighthousefortheblindinc.org or contact the Development Department at 206-436-2116, especially if you would like information about making an IRA Charitable Rollover by December 31st.

We thank the following generous individuals for establishing their own charitable legacy with their support of our organization and employees:

Kirk and Roslyn Adams
Jim and Sally Adams
Loren and Ann Anderson
Katy Beck and Brian Chopp
Keri and David Brent
Herb Bridge
Patrick Curtin
Howard and Dianna Dickerman
Constance and Jim Engelstad
Paul and Bev Fletcher
Verna Florov
Raymond Haman
Doug Hildie and Karen Johnson
Paula Hoffman
Kristy Hoshi
George Jacobson
Robert and Kathleen Johnson
Clifford Johnson
Karen Kidd
Doug and Willeen Klan

**Amy Koehl
Darlene and Larry Kosoff
Tom Kuebler
Janet Lenhardt
Leonard Nelson
Maurice Nelson
Pat O'Hara
Jeff and Jennifer Patterson
Dr. Jeffrey Robertson
Barbara and Ronald Ross
Richelle Ross
Robin Rowedder
Norm Slader
Patrick and Susan Sullivan
Florence Toth
Bruce Walker
Oly Wise**

Gifts Honoring Individuals

In 2013, we received gifts in honor or in memory of the following individuals who made an impact on our supports and community:

In Honor

**Heidi Aulenbach
Kevin Daniel
Gary Moore**

In Memory

**Jim Bemis
Sheila A. Dupuy
Ardeth McBride
Dave Mollet
Don Pennell
David Stanley**

2013 Donors

Pictured above: Keynote speaker Brett Lewis speaks to the crowd at the Redefining Vision Luncheon in Seattle, WA

The Lighthouse depends on the generous involvement of individuals, foundations, organizations, and corporations to support our mission to create and enhance opportunities for independence and self-sufficiency of people who are blind, Deaf-Blind, and blind with other disabilities.

Institutional Donors

50 North Restaurant, LLC

Alliant

Amber Janitorial Inc.

Ash Family Foundation

AT&T

Avista Foundation

Badgley Phelps Investment Managers

Baker Manufacturing, Inc.

Bob and Eileen Gilman Family Foundation

Bristol-Myers Squibb Foundation

Cambia

CPRS, Inc.

Davenport Hotel

Elkay Plastics

Employee's Community Fund of Boeing Puget Sound

Fidelity Investments

George W Trimble Foundation

Google

Hoyt, Lewis, & Associates, LLC

Ishiyama Foundation

Jennifer Evans Insurance Inc.

Kalispel Tribe and Northern Quest Resort and Casino

Kibble and Prentice

KPMG Seattle Office

Laminations

Liberty Mutual

Local Independent Charities

Lucky Seven Foundation

Mendoza Law Center

Mercer Island Lions Club
Microsoft Corporation
Mission Fish
Moccasin Lake Foundation
Moss-Adams LLP
National Industries for the Blind
Ninkasi Brewing Company
Nordstrom
Northern Trust
Northwest Party Pros
Novation Inc.
Old Dominion
Otis Kenyon Wine
Outdoors For All Foundation
Pathology Associates Medical Laboratories, LLC
Pepsi Valley Partnership
Pioneer Newspaper Service LLC
Posner-Wallace Foundation
RealNetworks Foundation
Russell Investments
Salesforce Foundation
Samuel, Son, and Co.
Schwab Fund for Charitable Giving
Seattle Symphony
Spearman Wilson Holdings, LLC
Spokane Rotary Club 21
Starbucks
Sterling Bank - North Bend Branch
Swifty Printing
The BoxMaker, Inc.
The Dupar Foundation
The Norcliffe Foundation
The Peg and Rick Young Foundation
The Schoenfeld-Gardner Foundation
The Seattle Foundation
Trautmann, Maher & Associates
True North Gear
Tulalip Tribes Charitable Fund
TUW Prins Charitable Foundation
United Way of King County

**United Way of Spokane County
University Lions Foundation
US Bank Commercial Banking
USWP Manufacturing
Vinod K. Rajpaul Endowment Fund of the Greater Tacoma Community
Foundation
West Marine Products Inc.
Wolfe Architectural Group, P.S.**

2013 Giving Circle Donors

The Lighthouse is proud to highlight the following individuals whose dedication and commitment provide so many opportunities for the people we serve in our community.

Society for Redefining Vision

**Austin, Clark, and McLaughlin Founders Circle – \$10,000+
James and Marie Borgman
Estate of Gerald Fitzgerald
Conrad Hanson
Sarah Johnson
Jill Sprinkle Memorial Deaf-Blind Retreat Fund**

**Louis Braille Circle – \$5,000 – \$9,999
Chap and Eve Alvord
Louise S. Kidwiler
Emma Leavenworth
Leonard J. Nelson**

**White Cane Circle – \$2,500 – \$4,999
Kirk* and Roslyn Adams
Mary Cabrian*
Wilhelmina Clapp
Howard** and Dianna Dickerman
Doug** and Willeen Klan
Michael Swindling** and Kris Trulin
Dr. Robert L. Tyson
Ken** and Janice Wherry**

Guide Dog Circle – \$1,000 – \$2,499
Kermit and Danna Anderson
Loren** and Ann Anderson
Katy Beck** and Brian Chopp
Herb Bridge**
Dave** and Jan Carter
Frank Conlon
Nancy Debaste
Constance* and Jim Engelstad
John and Susan Eshelman
Estate of Paul Panagakis
Paul* and Bev Fletcher
William and Joanne Fraser
Dave** and Andi Garten
Kirk Greene**
Denny and Lonnie Huse
George H. Jacobson**
Charlotte Beverly Johnson
Karen Kidd*
Amy L. Koehl*
Chun** and Peggy Lee
Audrey M. Lewison
Jackie Matthews and Kurt Magnuson
Glenn* and Ursula* McCully
Kirk** and Shani Neamen
Pat* and Christine O’Hara
Bob and Marian Pacquer
Roger and Linda Peterson
Chuck** and Karen Riley
Fred and Susan Shanafelt
Ashvini Sharma
Michael Speyer
Patrick** and Susan Sullivan
Bruce** and Judy Walker**
John Watson*
Barbara J. Webb
Brad Wiens**
Stephanie Yates** and Mr. Stuart C. Leonard

*** Lighthouse employee (FY 2013)**

**** The Lighthouse for the Blind, Inc. Board of Trustees member or Trustee Emeritus, Seattle Lighthouse for the Blind Foundation Board Member, or Inland Northwest Lighthouse Advisory Council member (FY 2013)**

Pictured: 2013 Employee of the Year Salvador Huizarin the Machine Shop at Seattle Lighthouse

Thank you!

Thank you to our many generous donors, volunteers, and community supporters! We are truly grateful for your continued support, without which none of this would be possible. We appreciate your understanding and commitment to our mission.

For a complete list of all donors, volunteers, and community supporters, please visit our website at www.thelighthousefortheblindinc.org

We look forward to sharing a list of community supporters who purchased bricks to support the facility expansion at Inland Northwest Lighthouse in Spokane later this year.

Jobs. Independence. Empowerment.

Our mission:

To create and enhance opportunities for independence and self-sufficiency of people who are blind, deaf-blind, and blind with other disabilities.

**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**