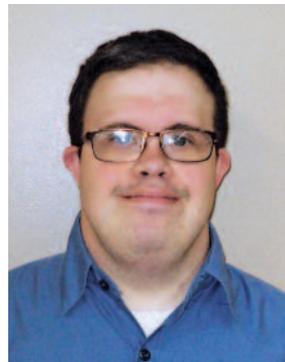


JOSLIN

AWARDS PROGRAM



15TH ANNUAL AWARD YEAR
2018





**WILLIAM B. JOSLIN
OUTSTANDING
PERFORMANCE
AWARDS PROGRAM**



NYSID's Joslin Awards Program annually celebrates outstanding performance on Preferred Source contracts:

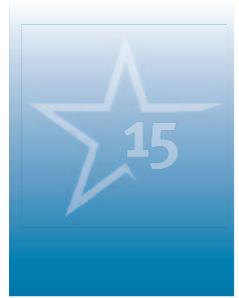
- 57 nominees in 2018
- 770 individuals recognized since 2004
- 15 years of awarding deserving individuals

William B. Joslin served as Chief Executive Officer of Human Technologies in Utica and as a member of NYSID's Board of Directors for many years. NYSID's Joslin Awards Program was established to honor Bill Joslin's unwavering commitment to Preferred Source employment opportunities and empowered lives.



NYSID's Mission:

*Advancing employment and other opportunities
for individuals with disabilities.*



Dear Members and Supporters:

Our lives are often shaped by the work we do, the inherent pride that comes from earning a living in our community. This is especially true for the New Yorkers with disabilities who embody Preferred Source employment at NYSID member agencies and corporate partners across our state.

The Preferred Source Program provides a first chance for many individuals to enter New York's workforce. For others, it's the stabilizing factor where growth potential can lead to new work opportunities and greater financial security.

Now in its 15th year, NYSID's Joslin Awards Program annually recognizes those who have overcome individual challenges to experience meaningful employment, personal growth and better choices. The award's effect on the more than 770 individuals who have been honored since 2004 cannot be understated.

We are pleased to introduce the Joslin "Class of Outstanding Performers" for 2018, 57 empowered individuals whose stories and words speak to the enduring impact of Preferred Source jobs.

Kevin Crosley
Chair

Maureen E. O'Brien
President & CEO

2018 Joslin Outstanding

<i>Name</i>	<i>Member Agency</i>	<i>Page</i>
Tasha Allen	Maryhaven Center of Hope	4
Giovanni Arrastia	The Corporate Source	5
Gerald Bernard	Focused Technologies	6
Donald Brunet	Arc Herkimer	7
Abrar Butt	AHRC Nassau	8
Brian Button	Allegany Arc	9
Lisa Camidge	St. Lawrence NYSARC	10
Billy Coleman	Rehabilitation Support Services	11
Steven Collins	Mountain Lake Services	12
Shawn Costello	NYSARC Inc., Cattaraugus County Chapter	13
Kevin Danner	The Arc Wayne	14
William Lamont Davis	The Osborne Association	15
Matthew Donella	Clarus Linen Systems	16
Steven Egan	American Maintenance	17
Karen Eisenhut	The Arc, Oneida-Lewis County Chapter	18
Charmane Farrell	Janitronics, Inc.	19
Perry Finch	JM Murray Center, Inc.	20
Kerry George	Schenectady ARC	21
Floyd Groesbeck	Jefferson Rehabilitation Center	22
Kevin Head	Lifetime Assistance, Inc.	23
Rudy Johnson	Lifespire	24
Daniel Kane	Access: Supports for Living	25
Kirk Kennedy	Goodwill Industries/GoodTemps	26
Michael Kildare	Bates Troy, Inc.	27
Young Kim	CDS Monarch	28
Brenna Klein	The Arc of Ulster-Greene	29
Mary LaBelle	Coarc	30
Scott LeBron	AHRC New York City	31
Kristyn Logan	Catholic Charities of the Albany Diocese	32

Performers



<i>Name</i>	<i>Member Agency</i>	<i>Page</i>
Michael May	Liberty Arc	33
Wilson Mizquiri	Jawonio	34
Mary Moon	The Arc Otsego	35
Maxine Nelson	The Arc of Dutchess	36
Brian Page	The Arc Lexington	37
Joseph Penzel	Spectrum Designs Foundation	38
Coley Perry	The Arc of Chemung	39
Nina Petrie	ACHIEVE	40
Brian Phillips	The Arc of Madison Cortland	41
Paul Pierson	Gateway Community Industries, Inc.	42
Danielle Pollay	eBizDocs	43
Kristen Pulver	Northeast Career Planning	44
Anthony Real	Second Chance Opportunities	45
Janet Recktenwald	The Arc of Livingston-Wyoming	46
Linda Repka	Southeast Works, Inc.	47
Harold Robinson	TRI Business & Career Center	48
Danielle Ryan	Image Data, Inc.	49
Paul Saxton	Ontario ARC	50
Jed Shamansky	Schoharie County ARC	51
George Solina	SullivanArc	52
Andrew Speer	Chautauqua County ARC	53
Julie Sulger	The Arc of Delaware County	54
Tiana Suttle	The Arc Erie County NY	55
Deserea Taylor	Center for Disability Services	56
Preston Thompson	The Arc of Onondaga	57
Steven Vallee	Warren Washington & Albany ARC	58
Richard White	Human Technologies	59
Jason Zigenfus	The Arc of Steuben	60
Previous Joslin Award Winners		61-63

Tasha Allen

Maryhaven Center of Hope
Port Jefferson/Suffolk County

To succeed, do the best you can, where you are, with what you have.

This statement is a reflection of Tasha Allen and her continuous motivation to put one foot in front of the other every day at her job as a production worker in the Micrographics Imaging Department at Maryhaven Center of Hope.

Tasha is determined in her abilities to learn a variety of jobs. She started by learning how to prepare documents for the production scanners. Many of these documents come from NYSID Preferred Source contracts, such as

SUNY Stony Brook Hospital, NYS Appellate Courts, NYS Unified Courts, and Long Island State Veterans Home, among others. No two customers have the same criteria for preparing their records; therefore, Tasha must possess the mental fortitude to prepare these varied contracts in line with the customer's specifications.



Tasha is always asking to learn new tasks. In addition to the prepping tasks, she has learned how to operate the high-production copy machine and is responsible for photocopying customers' file folders. This task requires manipulating the density range, as well as the size range, of many multi-colored file folders to assure the quality meets the department standards set by the customer.

*My paycheck helps me to...
pay my own way in life.*



Giovanni Arrastia

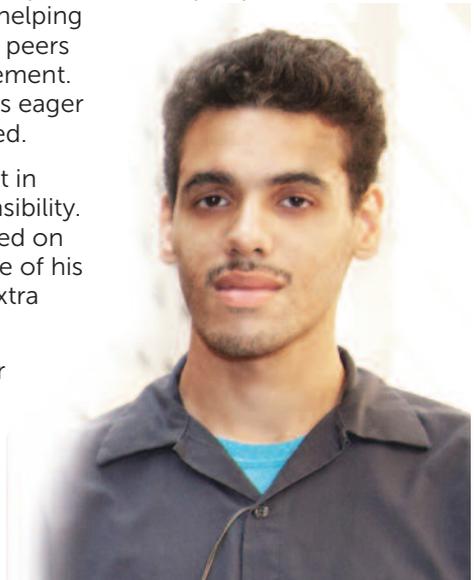
The Corporate Source
Garden City/Nassau County

Giovanni Arrastia began working for The Corporate Source (TCS) in February 2016. For more than two years, he has worked as a custodian on a NYSID Preferred Source contract with the NYS Office of General Services to provide janitorial services at the Perry Duryea Federal Building in Hauppauge.

Throughout his employment with TCS, Giovanni has consistently demonstrated reliability, pride in his work and the desire to learn new skills. He has shown his reliability by being on time and showing up ready to work every day. Giovanni is a go-to person for all staff when they need a helping hand. He shares his knowledge and skills with peers who may need some assistance or encouragement. Giovanni views himself as part of a team and is eager to do whatever it takes for the team to succeed.

Shortly after being hired, he expressed interest in learning new skills and taking on more responsibility. As a result of this initiative, Giovanni was trained on floor care procedures and increased the scope of his job, also leading to the opportunity to work extra hours at other facilities for TCS.

Giovanni has been described by his supervisor as a conscientious, flexible employee. He is always willing to take on additional work as needed and works well independently. On his own initiative, Giovanni will redirect employees and refer any concerns to the supervisor or project manager. He takes pride in both his job and his employer.



Giovanni's presence in the Perry Duryea building has helped solidify the well-deserved, positive reputation of TCS and the Preferred Source Program. He has grown both personally and professionally and is always eager to work additional hours. Giovanni recently purchased his first car, and his dream of returning to school and learning how to design new systems is closer to becoming a reality.

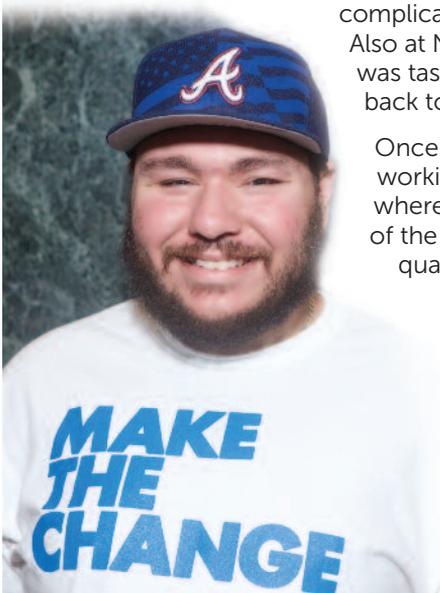
*If I didn't have this job, I would be...
too dependent on my parents and student loans.
I would not be able to save money for my future.*

Gerald Bernard

Focused Technologies
Menands/Albany County

Gerald Bernard, an employee of Focused Technologies since 2011, is an earnest, hardworking, giving and positive-minded worker. Gerald's many positive attributes make him a team member without whom Focused Technologies could not be nearly as successful.

Over the past seven years, Gerald has worked on several NYSID Preferred Source contracts. He was entrusted with performing quality control on New York State & Local Retirement Systems (NYSLRS) documents, ensuring that the



complicated prep rules were being followed to the letter. Also at NYSLRS, Gerald worked on Singleton boxes and was tasked with re-stapling all the Singleton documents back together once they had been scanned.

Once NYSLRS ended, Gerald transitioned over to working on-site at the NYS Insurance Fund (NYSIF) where he immediately became an invaluable member of the team. He prepped, scanned and performed quality reviews on countless medical bills and policy and claims documents. However, Gerald really began to shine once Focused Technologies took on the daunting task of opening incoming mail directly.

Every week, dozens of bins, boxes and trays of mail flow into NYSIF. Gerald opens envelopes and determines whether each page of a document should be processed as a piece of correspondence. He also determines where documents start and end, and whether different pieces of paper in an

envelope need to be sorted out as separate documents, inserting barcode pages where needed.

Sorting mail is Gerald's favorite part of his job, as it requires him to be constantly thinking in a fast-paced environment. Gerald is on the front line, making sure that enough documents get sorted to be prepped, scanned and sent over to data entry. His sorting speed ensures that bottlenecks do not develop at the very beginning of the process.

Working at Focused Technologies is Gerald's very first job. He is grateful to have been hired and feels loved and respected by the company. He is glad to be able to pay his bills, have a car and maintain an active social life. Outside of work, Gerald is active in his church and enjoys playing Pokémon. Through church, he occasionally volunteers at the Schenectady City Mission, and he enjoys helping others.

Gerald was surprised by and proud of his Joslin Award nomination. His supervisor, Ariana Seifridsberger, sums it up best when explaining why he is an outstanding example of the Preferred Source Program: "Gerald is a hard worker with an unfailingly positive attitude. He faces new challenges with enthusiasm and is quick to offer help to others. He takes as much pride in the accomplishments of his co-workers as he does his own, and he's a great asset to our team every day."



Donald Brunet

Arc Herkimer

Herkimer/Herkimer County

Donald is an outgoing and friendly young man who is always eager to put a smile on his co-workers' and supervisor's faces. He comes to work every day enthusiastic to begin and usually starts his shift with some light-hearted jokes for all. He sets the tone for the day when he arrives and is always enjoyable to work alongside.

Over the past year, Donald has demonstrated leadership while working on the NYS Department of Environmental Conservation (DEC) wood project for Arc Herkimer. He is well-respected by his co-workers and is always eager to show new employees how to complete specific tasks. While Donald has been working on the DEC project, he has assisted the supervisors with setting the pace for the production-line crew. Donald has learned many new work-related skills since being employed by Arc Herkimer to complete NYSID Preferred Source projects. He is able to operate various pieces of industrial equipment and is now a thoroughly trained material handler.

It hasn't always been easy for Donald as it relates to employment. When he first came to Arc Herkimer, he was admittedly intolerant of directions and had quit several jobs due to negative interactions with co-workers and supervisors. Working on NYSID Preferred Source projects, Donald has learned various coping skills that have allowed him to improve his work habits and become fully included as part of an excellent team. He was given the opportunity to grow as an individual and a valued employee, and he seized it.



Throughout his employment, Donald studied to obtain his driver's license, and he quickly earned it. His ultimate purpose is to improve his employability. The next step in Donald's journey is to return to school to obtain his diploma and open up even more employment opportunities.

Donald's long-term goal is to become a corrections officer. If his hard work, skillfulness and dedication to Preferred Source work are any indication, he is sure to accomplish that goal.

***If I didn't have this job, I would be...
I honestly don't know what I'd be doing without this job.***

Abrar Butt

AHRC Nassau

Brookville/Nassau County

Abrar Butt was born in Pakistan in 1983; his family emigrated to the United States in 1996 to pursue better opportunities. At the young age of 13, Abrar knew this meant he would have more freedom in his work and would not have to follow the traditional career path in Pakistan. Abrar saw America as his road to freedom. Although it has not been an easy road, he has continued to take it in stride and achieve all his goals, seizing every opportunity that comes his way.

When Abrar first arrived in New York, he did not speak much because of his accent; he did not have friends or feel accepted in his community.



He had to re-identify himself and connect with a culture that was foreign to him. Abrar's parents soon enrolled him in Nassau BOCES CCA in Wantagh. At the age of 18, he was diagnosed with intellectual disability, social anxiety disorder, depression, and expressive and receptive language disorder. Abrar felt he was not treated the same as his siblings, but he did not let his diagnosis or his family discourage the newfound freedom he felt in America.

After graduating BOCES, Abrar completed food service training through The Rehabilitation Institute (TRI), but soon realized this was not the field for him. Next, he successfully completed and obtained his security license. However, after some time he realized this, too, was not the job for him. He felt that his family was disappointed in him. Abrar went on to form relationships in his neighborhood and joined

a mosque. Suddenly, he started to feel like he belonged.

In 2013, Abrar was referred to AHRC Nassau by ACCES-VR. Taking advantage of this new opportunity, Abrar was able to land a job on the commercial cleaning crew for Total Facilities Management. Securing a full-time position as night-time porter, Abrar has maintained his employment for the past five years and has been a huge asset to the team. Not only does he complete his primary responsibilities, he is always lending a helping hand. He covers extra shifts in the morning, provides input and suggestions on ways to improve the department, and assists his co-workers with completing their tasks. AHRC Nassau helped Abrar with his career, helped him create new friendships and helped him find his voice.

Abrar is happy with his achievements, and feels he made the right choice by taking all opportunities he was presented with on his journey. He has a strong bond with his family and is engaged to be married in October 2018. Moving to the United States has allowed Abrar to have the freedom he dreamed of. Abrar said if he lived in Pakistan, he would be working at a stand selling items making \$2 to \$3 a day. Now he is making enough money to buy a home and give his future family the same freedom he has been given.



Brian Button

Allegany Arc
Wellsville/Allegany County

Brian Button developed spinal meningitis when he was 8 months old, leaving him with epilepsy. His early childhood was full of brain scans, EEGs and testing by multiple pediatric neurologists. When Brian was 6 years old, he was in a serious car accident that claimed the life of his father and left him with a head injury. This led to a decrease in his cognitive abilities and developmental delays. His continuous and prolonged seizures and strong medications contributed to mental deterioration.

Brian attended special education classes in Wellsville until eighth grade. Due to his significant learning disabilities and behavioral issues, his family made the difficult decision to finish his schooling across the state at the Devereux School in Red Hook, one of the leading behavioral health organizations in the country.

Brian returned to Wellsville in 1996, earning his GED and graduating from Wellsville Central High School with his sister. Shortly after graduation, he enrolled in Allegany Arc's Vocational Rehabilitation Services. In his early years, Brian struggled to follow instructions and take direction from his supervisors. He was a hard worker, but lacked workplace social skills. Brian tried and failed with a janitorial position through Supportive Employment. Over the next seven years, he made slow but steady vocational progress with job specific skills, self-confidence and self-efficacy in handling work-related problems, but his frequent seizures continued, despite a multitude of different antiepileptic medications.



After consulting with neurological experts and with full support from his family, Brian made the most difficult decision of his life: brain surgery to halt his uncontrollable seizures. In January 2003, he had temporal-lobe resection surgery, which removed part of the brain tissue in his right temporal lobe. After surgery, Brian awoke to what he hoped would be a new reality – one that would be free of seizures.

Although Brian's life wasn't magically transformed, with the help and support of family, friends and the Arc, he ultimately became a stronger, more positive person who had a brand-new outlook on life. Brian now turned his focus to his job and career, making significant improvements in his interactions with co-workers and supervisors. His productivity increased, and his attendance and punctuality became a strength.

Next, Brian was determined to obtain his driver's license. With the assistance of Arc staff, his mother and two years' driving practice, Brian received his license but, more importantly, he met his long sought-after goal and symbol of freedom and independence. Brian saved his money and purchased a truck. He was hired as a production assembler at the Arc's PWI affirmative business in 2013, earning a competitive wage and benefits. Brian's rugged determination propelled him forward, and he has become an outstanding employee, assembling evidence collection and DNA databank kits through NYSID Preferred Source contracts.

Brian purchased a home near his family and proudly lives independently, driving to and from work every day. Epilepsy no longer defines who Brian is or what he can do. Brian truly shows that the measure of who we are is what we do with what we have.

Lisa Camidge

St. Lawrence NYSARC

Canton/St. Lawrence County

Lisa Camidge began her employment in shredding services for the NYS Department of Social Services (DSS) in 1995. At that time, she was known to be extremely quiet, sitting off by herself during breaks and lunches. She went weeks trying not to socialize, although DSS staff was friendly and patient.

Lisa's supervisor never gave up trying to encourage her to join conversations, assigning Lisa to tasks that took her to different offices within the DSS building. This helped Lisa feel more comfortable with her surroundings. One day, Lisa joined in the lunchtime conversations.



As Lisa's confidence grew at DSS, so did her job responsibilities. She moved from the shredding department to document scanning, and later to the indexing of documents.

Lisa has developed friendships with so many DSS employees in the building that everyone knows her by name. She is active in an annual fundraising event that supports local daycare. Each year, there's a huge garage sale, and she volunteers for the day. One of the DSS workers treats Lisa to dinner as a special thanks for her hard work and dedication to the event.

Lisa also lived in California for a number of years doing document preparation for the Probation Department. She is a proud mother and grandmother and loves to

share stories about her adorable 6-year-old granddaughter.

Lisa does a terrific job at DSS, and we are all so very proud of her. Her continued employment goals are excellence, improvement and advancement, and she would also love to work with senior citizens. Lisa is dedicated and hardworking – and makes everyone in the room smile!



Billy Coleman

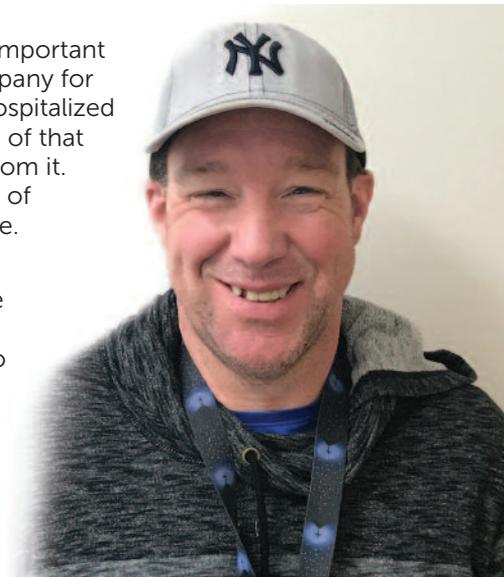
Rehabilitation Support Services Guilderland/Albany County

Adaptability seems like a simple quality, but it's one that many people struggle with. Billy Coleman can be proud of all that he has overcome and adapted to in becoming successfully employed.

Billy experienced a tough childhood; his father died when he was young, his brother committed suicide when he was a teenager and he experienced abuse. Yet, through it all, he adapted, worked hard and pushed himself to do more and better. Into adulthood, Billy fought through mental illnesses and substance abuse to become better able to handle the things he wanted to do in life.

Having a steady job has always been very important to Billy. He worked at a local garbage company for 10 years before losing his job after being hospitalized for mental illness. He was extremely proud of that job and derived much of his self-identity from it. Becoming unemployed, Billy lost his sense of purpose, felt useless and lacked confidence.

Once out of the hospital, Billy started with Rehabilitation Support Services (RSS) in the housing program, obtaining a place to live and services to help him learn new tools to better deal with life. When the housing worker suggested Billy look into RSS' vocational program, he wasn't sure that he was ready or if anyone would ever want to hire him. He took a chance, and was placed as a custodian at NYSID Preferred Source sites. Billy began at the NYS Office of General Services (OGS) at the Fishkill Correctional Facility, which is still his favorite site. Proving himself over time to be reliable and hardworking, he was given more hours at other sites, and now works at the NYS Lottery Office in Fishkill and the Walkill Correctional Facility OGS building.



Billy is capable of staying organized and ensuring that each site receives the appropriate level of service. Considering that he is working with three completely different sites and sets of people, this is very impressive. Billy never has to be asked to do his job or be re-directed to the tasks at hand. He takes his responsibilities seriously and is a self-starter. If Billy sees something that needs to be done which isn't on the usual scope of work, he will go above and beyond to complete the task.

Billy's attention to customer satisfaction is recognized and valued. Employees of the customer sites are all impressed with his work and attention to detail; they also say that he is a pleasure to have around the office.

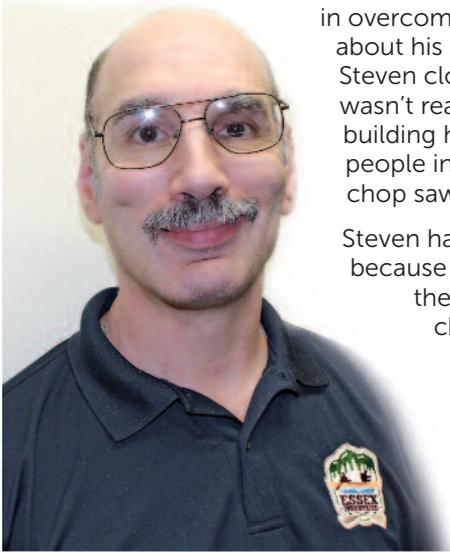
I would tell those who say people with disabilities can't do good work that, if given the chance, I think that anybody can do good work. I think that sometimes people with disabilities are even better workers because we have more to prove to both the people who doubt us and ourselves.

Steven Collins

Mountain Lake Services
Mineville/Essex County

When Steven Collins first came to work at Essex Industries' woodshop operation in January 2006, there was a great deal of hesitancy in his working with machines. He slowly moved from feeling comfortable with plugging in electrical cords to operating a drill press. At first, Steven was nervous interacting with others. His friendships ran hot and cold, and sometimes his strong beliefs or opinions would unnecessarily cause him to stand apart from his work group.

Jim Sherman, manager at Essex Industries, describes a transformation. "Steven used this nervousness as a challenge to himself. He was persistent in overcoming any qualms he had about machines and about his interactions with people. We worked with Steven closely, never forcing him to do anything he wasn't ready for, giving him all the time he needed, and building his confidence. And today he is one of our main people in the moulder room, working on the whirlwind chop saw."



Steven has very definite ideas about his job. "I like it because I can focus on the work. I like the way it cuts the wood. Little bit off the edges first. Then checking the wood for defects." Steven also agreed with his manager about his early days at Essex Industries. "I didn't know about machines. One day I just said, 'What the heck' and I was ready to start the whirlwind saw. Jim helped me learn how to work it and, after a couple of weeks, I had it down." In fact, Steven's quality control of the final product is well-respected by the

team. He also has helped train people on the operation of the saw. His focus on task is also well-known. Steven smiles when he says, "Sometimes I work by myself even when I'm on a team."

Floor supervisors, Jon Thompson and Craig MacDougal, agree on Steven's work ethic. Craig says, "Steven knows what he's doing. He is really good in the moulder room." Jon adds, "Over my five years here, I've seen Steven become more and more adaptable in taking on new jobs."

"I sometimes work on table assembly when not on the whirlwind," says Steven. "We line up the planks and place in the bars that hold the planks together. I work with another person when doing this."

As far as Steven's social interactions at work, they've taken off. He also has an active social life with his family and friends in Schroon Lake.

In the fall of 2017, an order for 400 picnic tables arrived at Essex Industries, an order that involved a short turn-around time. Steven was very much a part of the group that worked tirelessly and with great dedication getting the tables built well. "This quality work shows how productive we are. It gives us recognition for the work we do. People have great respect for Essex Industries."

***"It's okay to joke around with friends at work sometimes.
But when it's time to get serious, we get serious.
We're here to do a job!"***



Shawn Costello

NYSARC, Inc., Cattaraugus County Chapter
Olean/Cattaraugus County

Shawn Costello has been employed by INTandem Cleaning for the past three years, and is one of the most reliable and productive cleaners on the NYSID Preferred Source contract with the NYS Department of Labor. Shawn greets everyone with a smile and makes a positive first impression. He has demonstrated personal growth and a willingness to learn and develop his skills. He is a responsible employee who can be trusted to get the job done. What most people don't know is that Shawn surmounted many difficult situations to become a stronger person with a goal of helping others and be a model for his peers.

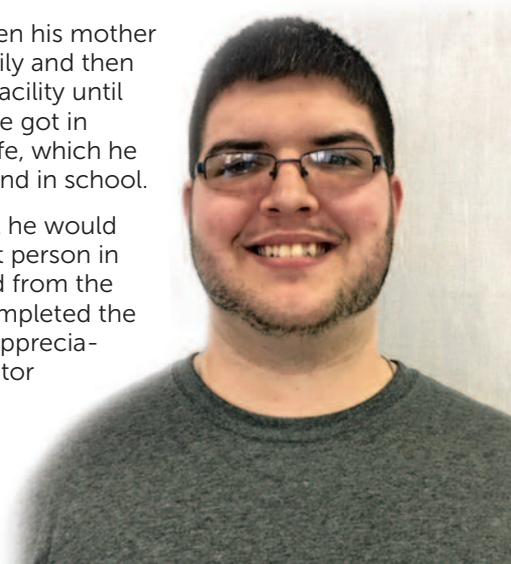
Shawn describes a dark time at age 11 when his mother passed away, moving from living with family and then foster homes, to being placed in a youth facility until the age of 20. There were periods when he got in trouble and needed clear direction in his life, which he received from significant others at home and in school.

Shawn made a promise to his mother that he would graduate from high school and be the first person in his family to earn a diploma. He graduated from the Portville school in June 2015, and also completed the audio-visual program at BOCES. He was appreciative of the support he received from his tutor and residential staff. Shawn was a hard worker and determined to keep his promise to his mother.

The next step for Shawn was a job that would support him. He applied for this cleaning job while in his last year of school and was hired prior to graduation. When he was ready to move out on his own, he was mature enough to recognize that he needed assistance and willingly took advantage of a special program that promotes independence. Shawn's residential staff noted that he learned to work within his budget and impressed everyone with his level of responsibility.

Shawn values learning new skills, so he worked to become proficient with the auto scrubber, floor machine, carpet extractor, and electric and propane buffers. He also has successfully participated in Clean Check Training for Professional Cleaning Services. Shawn is proud to have passed the agency driver's test and now assists with several other duties, leading the crew in the team leader's absence and driving the team to other sites. What distinguishes Shawn from other workers is dependability, reliability, leadership qualities, and positive interactions with others. He is a strong role model for his team and continues to work toward achieving goals.

Shawn aspires to become a counselor for a youth home, as he feels that his life experiences would be valuable in this field. Shawn's mother would be very proud that he fulfilled his promise to her and that he has a goal of helping others to succeed. He has turned life's challenges into opportunities to shape a rewarding and productive future.

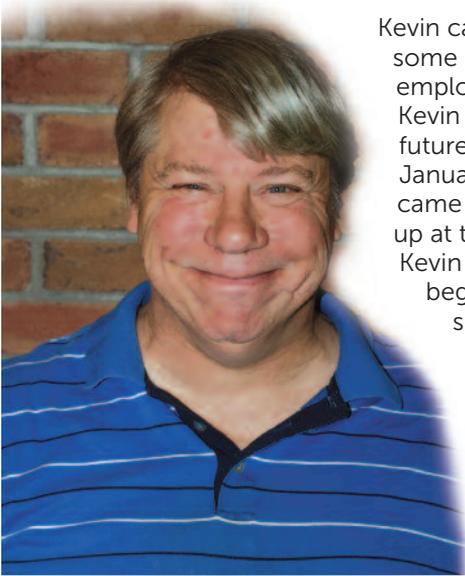


Kevin Danner

The Arc Wayne
Newark/Wayne County

Hard work and dedication to getting the job done right are the two biggest attributes Kevin Danner brings to work every day.

Kevin started his career in 1980 as a press punch operator at a local supermarket where he stayed for 20 years, working in sanitation maintenance and stocking shelves. While there, Kevin trained on stripping and waxing floors and using other floor-maintenance equipment. He earned several training certificates while working to learn as much as possible to improve his worthiness to his employers.



Kevin came to The Arc Wayne after working through some difficulties that began affecting his life and employment. But with his usual determination, Kevin persevered and started a new path for his future when he joined the mobile janitorial crew in January 2015. His previous experience and training came into play when a custodial position opened up at the Finger Lakes DDSO site in Palmyra. Kevin quickly adapted to his new work site and began working independently with minimal supervision, creating his own routine that increased efficiency and allowed him to maintain the floors with all the equipment he trained on in the past.

Kevin is very proud of his work and more than 20 years of sobriety through Alcoholics Anonymous. He still attends meetings twice a week to share his experiences in hopes of helping others through their difficult times.

Kevin spends his spare time helping his mother with lawn care and general duties around her house. He also helps a longtime friend and neighbor with grocery shopping, cooking meals and budgeting his money better. Kevin says that's what friends are for.

*If I didn't have this job, I would be...
in the welfare system. I like not being in that system.*



William Lamont Davis

The Osborne Association
Bronx/Bronx County

William Davis has been a highly valued member of The Osborne Association's janitorial maintenance services team for nine years, growing in his role every year. William's dedication to the overall success of the team, his growing leadership skills and incredible work ethic, his focus on the well-being of his family, and his commitment to sobriety make him a standout performer.

As a young child, William watched his mother work multiple full-time jobs to support their family and his father's heroin addiction. At a young age, William sold marijuana to help feed and clothe himself and his brother, then joined a gang that sold crack cocaine and guns. He used drugs heavily "to dull the pain of my experience at home and in the projects," spending at least \$300 a day to get high.

Before too long, William was arrested for robbery and gun possession, receiving a six-month sentence at Rikers Island in 2004 and five years of probation. He was also mandated to treatment.

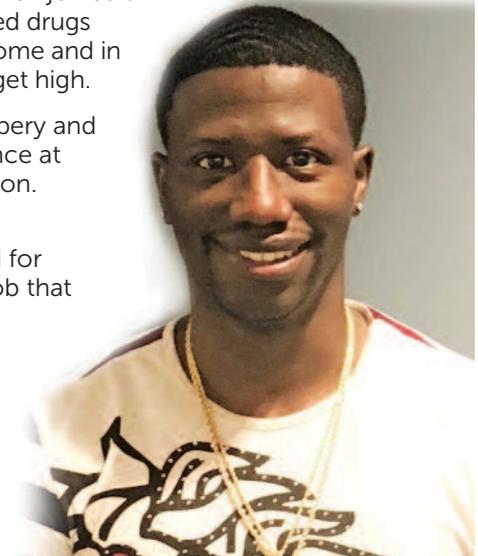
In 2006, William had his first child and looked for legitimate work, struggling with a fast-food job that did not cover living expenses. Referred to The Osborne Association, he completed the Workforce Development program, which emphasizes the importance of strong family relationships and required sobriety.

In 2009, William began a part-time job at a grocery store, commuting more than an hour each way for nine months. Struggling to support his family, William called his employment counselor at Osborne: "I'll work any job you can send me to...please help me get more work."

Fortunately, on the day William called, Osborne needed a vacation replacement on the janitorial maintenance staff. Since training, William has worked every shift available to him for more than two years. He says his best day on the job is every day on the job. "I can't believe I found a place that believes in me, trusts me and lets me work!" Nelson Torres, director of janitorial maintenance services, is confident that William can be sent to any job site in any borough. "He is so motivated and driven. He looks for ways to go above and beyond, and we moved him onto the permanent staff as soon as we had an opening. We have a great staff, but William stands out among the top performers," says Torres.

William knows that sobriety is one day at a time, but stays focused. "My father died a heroin addict. My mother died last year after spending her life trying to support him and us. I am building toward being able to start my own business someday. Osborne has given me the tools and training to learn what it takes to work hard, to work as a team, and to complete some really challenging goals," he says.

William is a leader, a doer, and a dreamer. Now a father of four, he talks about his children attending college, buying a home and starting a business. He personifies the mission and vision of The Osborne Association through his positive transformation and deep commitment to his family.



Matthew Donella

Clarus Linen Systems

Syracuse/Onondaga County

Matthew Donella has been employed as a laundry operator by Clarus Linen Systems for more than four years in the clinical division of the Syracuse plant. He was referred through the Arc of Onondaga, which places individuals with disabilities into community jobs. Matthew demonstrates pride in his work with Clarus and consistently approaches each job with urgency and eagerness.

Matthew comes to work each day more energized than the day before. His outlook on work, and life in general, is positive and upbeat. He embodies this outlook, and spreads it to those around him. The work environment is a better place because of his contributions day in and day out.



Over time, Matthew has paved his way as a leader with Clarus. He leads the clinical employees in the pre-shift stretching program every morning, encouraging his co-workers to participate. Additionally, Matthew acts as a champion for safety and regularly converses with management about ways to make the work environment safer.

Matthew has immediate career goals of continuing to learn and then grow into a position of more responsibility with Clarus. He is highly respected by his peers, and Clarus is honored to be able to recognize his hard work and dedication to the organization.

*If I didn't have this job, I would be...
missing out on the friendships I've made and the financial security.*



Steven Egan

American Maintenance
Babylon/Suffolk County

Steven Egan was enrolled in one of the first special education programs at Jericho School District on Long Island. He was a good athlete which afforded many social opportunities, but he was dyslexic. Since Steven could not read, his level of interest was small. However, a tutor from grades 6-12 helped by having him read material in which he was interested, such as sports.

As Steven got older, he invested in business and owned a bar in Syosset for 10 years. During that time, he enlisted in the Army and was an active radar operator from 1982-1985. Steven's role as a radar operator was strictly air defense systems, administering early warnings to alien aircrafts. He was ranked an E4 Corporal and wore sergeant stripes, as he was considered a specialist. In 1982-1983, Steven was in Grenada where the United States sent the Army and Marines to extract American students.

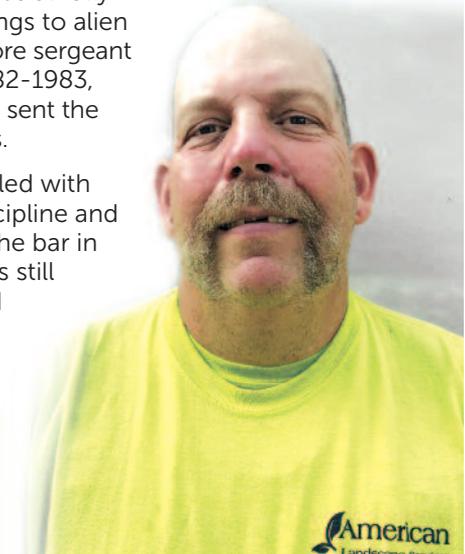
Steven admits that prior to enlisting, he struggled with substance abuse. He felt that learning self-discipline and structure would help him recover. He closed the bar in 1990 and then worked in construction, yet was still using. During this time, Steven was married, and then suffered the loss of his sister by suicide. Unfortunately, lack of employment and lack of structure led to divorce. At this point, he became homeless when none of his family or friends would welcome him into their home.

Realizing what drugs and alcohol were doing to him, and with nowhere to go, Steven reached out to the Northport VA. He also connected with the United Veterans Beacon House, an organization for homeless veterans that consists of 40 homes. Steven was placed into a home after residing in its emergency shelter.

After six months in the residence, Steven was asked to be a house manager. He gained the responsibility and the mentorship of other veterans, eventually moving out into the community. At this time, he was introduced to NYSID and learned about the Preferred Source Program's employment opportunities. He was hired on a landscaping crew where he has flourished. While Steven's background and age were possible deterrents for most employers, he is now doing what he loves.

Today, Steven is a supervisor and snow management specialist for American Landscape Services, a NYSID corporate partner. He is assigned at both Stony Brook University and the NYS Department of Transportation's busy Long Island Welcome Center. On his own volition, he drives some of his colleagues to and from their sober living housing to ensure they are on time for work, plus he still manages veteran housing projects on the weekends.

Steven is proud to have overcome so many obstacles, and of his future goals. After retirement, he plans to take advantage of a veteran housing loan and purchase his own property, potentially going back to school for architectural design and real estate. Through his struggles, Steven has gained empathy for others, changed his outlook on life and now hopes to share his experiences with others seeking a fulfilling, productive life.



Karen Eisenhut

The Arc, Oneida-Lewis County Chapter
Utica/Oneida County

Karen Eisenhut has been a dedicated employee in packaging at Progress Industries for the past 10 years. She has worked on a variety of jobs, including assembling, collating and packaging products for various contracts. An easygoing, fun-loving person who genuinely enjoys her job, if you ask Karen what she likes most about it, she will tell you that she appreciates the opportunity to earn a paycheck and work with her hands. She says that she is excited to come to work every day because it allows her to maintain her independence.



When not working, Karen likes to spend time completing puzzles, going out to eat, and catching an occasional movie. She has a large family who offers a strong support network. Karen enjoys spending time with friends and family and uses her paycheck to go on shopping trips. She likes to buy things that she needs to help her live more self-sufficiently.

If you ask Karen's supervisors about her, they will tell you that her greatest strength is her willingness to work on any job. Karen is an eager worker and is always willing to help out her supervisors and co-workers when asked.

She states that it is nice to work at Progress Industries, and she truly likes working on the soap contracts. With her enthusiasm and dedication for her job, we are very fortunate to have Karen as a member of our team.

*If I didn't have this job, I would be...
sitting at home, looking for other work.*



Charmane Farrell

Janitronics, Inc.
Albany/Albany County

Charmane Farrell is a fabulous employee, a huge asset to her department, and so deserving of this award and recognition.

Charmane is the assistant shift leader on a janitorial team at Wadsworth Center, NYS Department of Health. When she became employed by Janitronics four years ago, she had recently graduated from The Altamont Program and was working through some challenges, including being addicted to crack cocaine for 19 years.

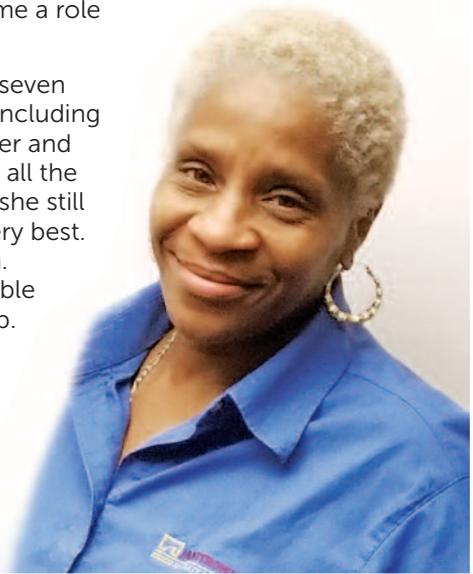
Charmane knew that she could no longer continue to live her life as an addict. Instead, she wanted to become a role model to her seven children.

Charmane has been clean from addiction for seven years. Sadly, other challenges came her way, including the 2016 death of her mother from lung cancer and then the death of her eldest son in 2018. With all the challenges and pain that Charmane endured, she still managed to make it into work and give her very best. She owes this to a very strong support system. Charmane is grateful for everything she was able to accomplish and overcome due to their help.

Through perseverance, resilience and tenacity, Charmane has become an exemplary employee. She started at Janitronics at a brand new account as a front-line cleaner and has maintained employment at the same location for the past four years.

Charmane is a team player and there is no task that is above her. She understands the importance of her job and how the services she provides daily have a positive impact on those around her. All of these attributes led to her to be promoted to an assistant shift leader.

Charmane is a joy to be around and has such a positive attitude within her office space. She is always willing to work around the customers' needs and is consistent with her assigned tasks. These qualities prove that even for someone who has faced so many challenges in life, there are always reasons to move forward. One of those reasons happens to be her 12-year-old daughter, Navada, who continues to be her hope and strength.

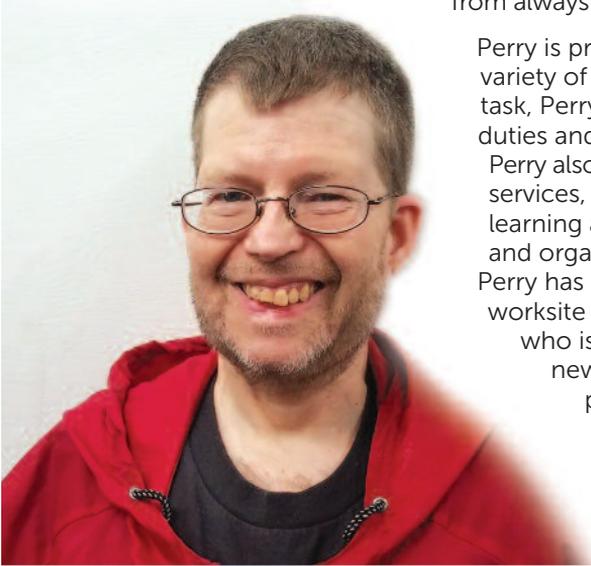


Perry Finch

JM Murray Center, Inc.
Cortland/Cortland County

Perry Finch has been working at JM Murray since 2010, primarily assigned to packaging toothbrushes and toothpaste for NYSID Preferred Source customers.

Perhaps because of the opportunity to work on these contracts over the past several years, Perry has accomplished several personal goals. When you talk with him, he will tell you that he is always striving to improve his life by continually overcoming obstacles and meeting his greatest potential in his daily life. Even though Perry is diagnosed with Prader-Willi syndrome and has other health-related issues, this does not prevent him from always demonstrating a can-do attitude.



Perry is proficient at packaging, as well as a variety of other work tasks. Whatever the task, Perry goes above and beyond assigned duties and takes tremendous pride in his work. Perry also participates in community-based services, doing a wide variety of work-based learning assessments at local businesses and organizations. Wherever he's working, Perry has the respect of his peers and worksite supervisors and is a role model who is always willing and eager to learn new skills and to demonstrate his professionalism. He is dependable and willing to substitute at community-based worksites when others are unable to work, a true team player.

Perry once struggled with accepting job assignments and was not always willing to be flexible, but he became determined to change. Today, he continues to eagerly learn new skills and increase his worksite professionalism.

Perry was recently asked, "Who is this new and improved Perry, and why have you improved your behavior and attitude?" His response: "Because I told my brain that I needed to grow up and be more responsible because I wanted to get a job in the community."

People who know him would describe Perry as an exuberant man who is excited about life and living it. He is outgoing and motivated to work, always ready to do his best. Perry does not let multiple disabilities define or limit him. Work experience at JM Murray on NYSID Preferred Source contracts has enhanced Perry's personal and vocational growth. He has goals and ambitions and enthusiastically pursues each while setting new ones.



Kerry George

Schenectady ARC
Schenectady/Schenectady County

Kerry George has been employed as a mail clerk for the Justice Center for the past year. She is responsible for sorting incoming mail and distributing it throughout the building to the appropriate departments and individuals. Kerry is also responsible for collecting outgoing mail and packages, ensuring they have the correct postage on them. She uses several large postal machines to accomplish this task.

When not busy with the mail, Kerry shreds confidential documents, performs large copy jobs, and makes sure there is an adequate paper supply in all of the copiers in the building. Kerry has proven to be a fast learner, quickly mastering all of her tasks. Supervisors at the Justice Center are pleased with her accuracy and efficiency. A dedicated employee who rarely misses time from work, Kerry often arrives early for her shift and works right up until the very end.

Kerry has benefited greatly from the new opportunity to work at the Justice Center. She was previously shy and anxious in new situations and not very confident in her abilities. Over time, as she has mastered the job responsibilities, she has come out of her shell. She is no longer anxious and nervous around people and is quick to advocate for herself when necessary.

The increase in Kerry's confidence has been wonderful to witness, and she states that having this job has made her happier. She enjoys the feeling of contributing at work and being helpful. She has benefited from the positive reinforcement provided by her co-workers at the Justice Center and is eager to take on new challenges.

Kerry proved this by agreeing to be filmed at work in support of the grassroots "MAKE THE CHANGE" campaign in the Spring of 2018, an example of her newfound confidence in advocating for better jobs for New Yorkers with disabilities.

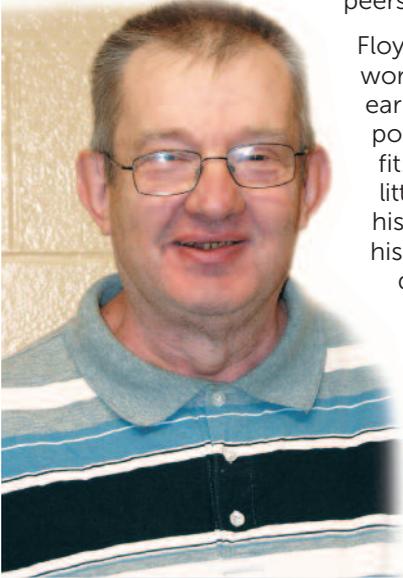


***Being nominated for this award makes me feel...
proud, famous, great, awesome, and special!***

Floyd Groesbeck

Jefferson Rehabilitation Center
Watertown/Jefferson County

Floyd Groesbeck is being recognized for his outstanding performance, hard work and overall achievement during his time at Production Unlimited. Five years ago, Floyd transitioned from Jefferson Rehabilitation Center's (JRC) Day Habilitation Program to Production Unlimited. At first, he was quiet and shy, keeping mostly to himself and needing many prompts to interact with others. He also needed many prompts to complete jobs and request more work, often asking his peers for direction instead of the supervisor.



Floyd worked in the past and wanted to return to the workforce, so he came to Production Unlimited to earn a paycheck. When determining an appropriate position for him, janitorial work seemed to be the best fit. The janitorial department enables him to work a little in each department in the building. Floyd enjoys his job and comes to work every day with a smile on his face. Working in a job he enjoys has helped him develop socially and gain more independence, growing in self-confidence and pride in his work and in himself.

The workshop supervisor praises Floyd's performance and work ethic, saying, "Floyd works in support of the NYSID Preferred Source products, AbilityOne products and commercial products. He contributes to maintaining the work areas and preparing and moving finished products to the shipping area. He is well-liked by his peers and JRC. He has a great personality and

a good sense of humor, and he is willing to help others. He always ensures his tasks are complete and done on schedule."

Over the past few months, employees at Production Unlimited have noticed a greater positive change in Floyd. This is believed to be due to the relocation of the work center and his new immediate supervisor, who has worked with him to become more confident and productive. Floyd's immediate supervisor says, "Floyd is great to work with. He is diligent and very conscientious of doing his job well. He does his daily tasks with very little guidance, and when I do show him how to do something new, he is very quick to do it again on his own. He gets along well with his co-workers, and he is excellent with the staff. I am very fortunate to have Floyd working in my department."

If Floyd is caught up on his work, he will find something to do, such as extra sweeping or dusting. He shows initiative, helping move cases of NYSID Preferred Source products or get boxes and pallets for products as needed. He is a great asset to Production Unlimited.

When Floyd is not working, he enjoys spending time with his family and going to community events. He enjoys helping his sister-in-law in the family's garden. Although quiet, Floyd is well-liked wherever he's found.



Kevin Head

Lifetime Assistance, Inc.
Rochester/Monroe County

Kevin Head, 35, is a document destruction technician with Down syndrome. One of the biggest challenges he faced was adapting to change in the transition from school to employment at LAICO Industries in 2004. Over time and with encouragement, he has come into his own.

After a few years, Kevin expressed interest in working in the in-house classified scanning and shredding business. He immediately adjusted to the routine and loved working in the shredding operation, officially starting in February 2009.

Working on NYSID Preferred Source contracts, Kevin has learned the full range of shredding responsibilities. He discovered that to be a good employee, he had to work hard, follow safety rules and security measures, and work as a team. Kevin uses a pallet jack to load and unload trucks and a large commercial floor scale to weigh and record totes. He is adept at inserting wires into shred material to produce a 1,400-pound bale of paper. Kevin uses his talents with computers to scan in and record totes back into service for the drivers. "Everyone who sees my handwriting tells me how neat and easy it is to read," he said.

When asked how it felt to be nominated for the Joslin Award, Kevin replied, "It makes me feel good and proud. When my peers got nominated for this award, it made me want to work harder to get nominated. It gives me confidence when peers and staff notice and praise me for doing a great job."

Kevin takes pride in his work and believes in himself. He takes Rochester Transit System Access Lifeline to work to have more independence. He engages in customer service and has participated in shredding events at Lifetime Assistance and in the community. As Kevin's confidence in speaking with people grew, he asked to do deliveries throughout the building. Next, he asked to take attendance for the whole production facility.

When asked about earning a paycheck, Kevin responded, "I'm able to pay for living in my home. I can afford to go out to dinner with my parents on the weekend." And how would he feel if he didn't have a job? "I would miss the fact that I would not be a part of the recycling and making a difference," he said.

Kevin and his parents participate in fundraisers, many community events and traveling, and his confidence is seen in all that he does. When his sister, Melissa, announced that she was getting married in Alaska, Kevin filed paperwork to officiate and performed the marriage ceremony.

Kevin advocates for change through the Lifetime Assistance Self-Advocacy group and other opportunities. He attends Legislative Days to support important causes, including the Be Fair 2 Direct Care campaign which advocates for a fair and living wage for the direct-support professionals who help him to be independent and successful, which makes him proud to be employed at Classified Scanning and Shredding.



*I look forward to coming to work here every day.
I want to keep working hard, and I like to see
my paycheck getting better, which it does.*

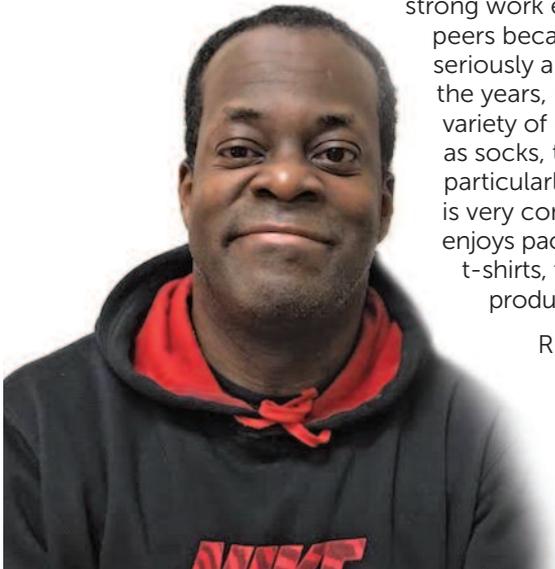
Rudy Johnson

Lifespire

Manhattan/New York County

When Rudy Johnson started working at Lifespire nearly two decades ago, he was shy and very much a loner. Over time, he slowly started making friends and becoming more self-confident and self-assertive.

Supervisor Donald Chisolm credits Rudy's coming to work with a positive attitude and sense of humor with the change in him. In turn, Rudy credits Donald for supporting him, always cheering him on, and for being one of his biggest champions.



Rudy takes pride in his work, and has developed a strong work ethic. He is a positive role model for his peers because he takes his work responsibilities seriously and rarely misses a day of work. Over the years, Rudy has assembled and packaged a variety of NYSID Preferred Source products, such as socks, t-shirts, pants, and utensils. Rudy is particularly skilled at sorting and packaging, and is very conscientious of meeting deadlines. He enjoys packaging these items so much, especially t-shirts, that he challenges himself each day to produce more than the previous day.

Rudy understands the importance of his job. As he puts it, "people depend on me." If he didn't have this work, he "doesn't know what he would be doing," but knows he would be bored. Earning a paycheck is very important to Rudy, as he contributes to the household. He likes being able to purchase

things that he needs and things that he wants, such as sports memorabilia.

According to Rudy's counselor, Freddy Feliciano, each day, Rudy strives to become a better version of himself as an employee and a person. Rudy envisions traveling independently one day soon, as he knows that this will help accomplish his goal of working competitively.

When asked how he feels about being recognized as a Joslin Outstanding Performer, Rudy replied, "perfect, proud." With Rudy's fortitude and determination, his dream job to work as a stock person in a supermarket may soon become a reality.



Daniel Kane

Access: Supports for Living
Middletown/Orange County

"I love my job because I like to learn new things and help people with things they need." That's how Daniel Kane responded when asked what he likes about his job at Access: Supports for Living.

Daniel began working for Access in 2012, after being referred to the agency by ACCES-VR. He has always had a strong desire and need to help others, as well as learn new skills.

Daniel has maintained a high level of performance on a NYSID Preferred Source contract with Dutchess County. He works at an amazingly consistent speed, collecting trash in two of the largest buildings since he began employment at this worksite. Daniel is so consistent with his tasks that you can accurately determine what time it is based on where he is in the buildings. He also is learning how to perform new tasks, which has made him feel valuable because it allows him to help his co-workers on a more regular basis.

Working has enabled Daniel to gain independence, including purchasing a car with his earnings. He specifically bought an old Crown Victoria, as he dreams of one day becoming a police officer. Daniel is very proud of his car and is extremely happy driving it around.

Daniel is friendly and outgoing, which makes him popular with the county workers in the buildings where he cleans, as well as with his co-workers. He takes great pride in his work and is always willing to assist anyone who asks.



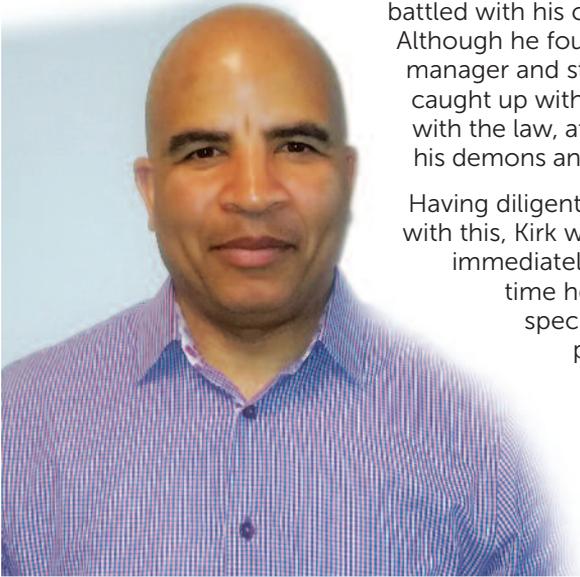
*If I didn't have this job, I would be...
broke, and it may be hard to find a job,
and hard to help pay the bills at home.*

Kirk Kennedy

Goodwill Industries/GoodTemps

Astoria/Queens County

Kirk Kennedy has been working consistently at the NYC Administration for Children Services through NYSID Preferred Source contracts since December 2015. Kirk started out in inventory and progressively advanced to junior accountant, and recently to accountant level 2. The executive director of program services at ACS said, "Kirk is hardworking and tremendously instrumental in our day-to-day operation. He is a team leader." Kirk's role has grown tremendously over the years, and ACS feels fortunate to have him.



Things have not always gone so smoothly as Kirk battled with his condition throughout his career. Although he found success early on as a business manager and stock broker, his condition eventually caught up with him. Kirk had some encounters with the law, at which time he knew he had to face his demons and take steps to change his ways.

Having diligently completed a program to assist with this, Kirk was ready to reclaim his life. He immediately started looking for work, but this time he wanted to do something different, specifically an office job where he could pursue his love of numbers. Kirk registered with approximately 15 staffing organizations, but none of the leads or interviews turned into a job because he lacked office experience, or his skills were outdated. Unable to find meaningful work for two years, Kirk reached out to ACCES-VR

for assistance, which referred him to Rusk Institute for training. This led Kirk to a six-month internship with the City Parks Foundation to increase his experience as he continued the search for full-time employment.

Ready to work, Kirk just wanted a chance. Rusk Institute then referred him to GoodTemps in October 2015 for temporary job placement. His professionalism and eagerness to work were evident from the start, so Kirk was placed with ACS a few weeks later. Over the past three years, he has never looked back from this newfound opportunity.

Kirk really enjoys working at ACS because it allows him to pursue what he loves: working with numbers. Moreover, he is grateful for this assignment and feels that he would still be unemployed if not for GoodTemps. Kirk proudly proclaimed, "All I need is an opportunity. I will do the rest!"

If I didn't have this job...

I would probably be working in a position outside of my skill set and struggling to make ends meet.



Michael Kildare

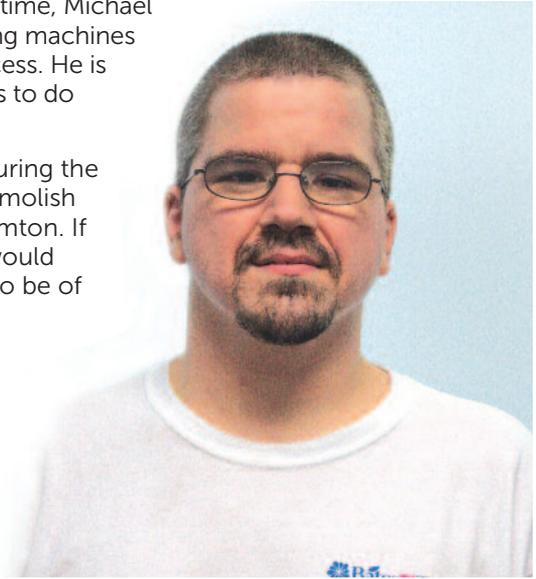
Bates Troy, Inc.
Binghamton/Broome County

Michael Kildare consistently shows outstanding dedication, dependability, reliability, and loyalty to the success of Bates Troy, an industrial laundry business which has collaborated with ACHIEVE to create job opportunities for individuals with disabilities. Through the Preferred Source Program, Bates Troy has met the needs of numerous government health care locations while opening employment doors for people like Michael.

Michael has not missed a single day of work at Bates Troy since he began working a year ago. In this relatively short period of time, Michael has learned to operate many of the folding machines and is very efficient in the hand-fold process. He is simply a very good employee, who hopes to do more over time.

In addition to working with Bates Troy during the day, Michael also helps his stepfather demolish houses after work for the City of Binghamton. If he didn't have his job at Bates Troy, he would pass out newspapers at nursing homes to be of service to others.

Michael also enjoys going to amusement parks, attending baseball games and spending time with his family. He is an absolute pleasure to work with, and his sense of humor keeps everyone he interacts with in a good mood.



*My paycheck helps me to...
figure out my budget for the week and save money to go on vacation.*

Young Kim

CDS Monarch

Rochester/Monroe County

Young Kim has been working in the CDS Life Transitions program since 2002 and is an active member of a dedicated team that carries out the day-to-day operations at Unistel Industries' spice factory in Rochester. Young continues to make strides in fine-tuning her employment skills to be able to obtain employment in a childcare setting.

Throughout Young's career, she has grown as an employee. She used to be distracted by the activities happening around her. However, through Young's years of employment and with the support given to her, she has gained self-awareness.



Young is an advocate for herself in the sense that she recognizes situations that distract her from her work. She is now able to maintain her focus completely on herself and her work, which will assist greatly in pursuing future employment goals. Young also has a heightened sense of the measures that need to be taken so that she continues to be compliant with any Safe Quality Foods (SQF) procedures while working.

A highly motivated employee, Young will take the initiative to get things done, such as re-supplying work areas, running labels and testing the water pH balance. This is a job that Young takes extra pride in, as it is a task that she has mastered to ensure safety regulations.

When having a conversation with Young and speaking of her future endeavors, she states a dream job of working in a childcare setting. Young displays the necessary attributes to be able to work toward that position. She demonstrates responsibility, as she has shown with her water checks; she is friendly and works well with her co-workers, supervisors and support staff.

Young has excellent attendance and is always compliant with Unistel's procedures when arriving to work late or leaving early for appointments. These are all employment skills that Young has worked on gaining and fine-tuning to continue working toward a bright future.

Young has taken the next step through ACCES-VR to be able to obtain her job goal. Not only are her co-workers, supervisors and support team proud of her, Young is proud and excited to have the opportunity to be recognized by NYSID's annual Joslin Awards Program.

*If I didn't have this job...
I would be very bored. I would be home
with nothing to do.*



Brenna Klein

The Arc of Ulster-Greene
Ellenville/Ulster County

Brenna Klein transferred to Pilot Industries in July 2016 following the closure of the Kingston location where she had been working five days a week. Brenna was informed there would be no transportation to the Ellenville site, and she would have to go to day habilitation five days a week.

At 26 years old, Brenna and her mother thought that she had the ability and the right to keep working. They fought for her to get transportation to Pilot Industries in Ellenville. Brenna came for a tour and learned that Pilot Ellenville had different jobs than the Kingston site, including the Preferred Source drug test kits operation. Everyone thought that this would be a good fit where Brenna would flourish.

When Brenna first came to Pilot Ellenville, she was very quiet and unsure of herself. Over the past two years, Brenna has come out of her shell. She now talks to her co-workers, jokes with her supervisors, and has more self-confidence. Brenna even advocated for alone time so that she is able to eat lunch outside unsupervised.

When told about her NYSID Joslin Awards Program nomination, Brenna said, "I can't wait to tell my Mom I am a star!"

Brenna lives with her natural family and loves her siblings, niece and nephew. She loves anything to do with trains and especially loves hiking along rail trails and looking for railroad ties. She loves to do any kind of craft, takes numerous classes in her local community, and is always busy.

Brenna can perform many aspects of the drug test kits, including quality check the panel kits, ensure each case contains 25 tests, and place the label on the case. She assembles the iCups by placing all the necessary items into the kit, and then quality checks and packs them in cartons to be shipped to the customers.

Brenna has amazing attention to detail, which lends itself to assembly work. Her work is inevitably correct. If there is a mistake, she quickly fixes it. Her capabilities and enthusiasm are assets to Pilot Industries. Brenna truly wants to come to work, and her mom, Lori Klein, reports that Brenna is always happy to get on the transportation van. Brenna is eager to see her paycheck and how much she has earned.

Earning a paycheck fulfills something inside of Brenna. She saves her money to go on family vacations, including a trip to Essex, CT to go on the steam train and a boat ride. She loves to collect coffee table books and purchase craft supplies. Brenna's proudest purchase each year is a huge Christmas tree for the family to decorate.



Mary LaBelle

Coarc

Mellenville/Columbia County

Mary LaBelle is a dedicated, hardworking employee on a NYSID Preferred Source contract making cafeteria cups and trays for Coarc Manufacturing. In keeping with its tradition of supporting NYSID's annual recognition program for 15 years, Coarc is proud to nominate her as its 2018 Joslin Outstanding Performer.

Mary has been working as long as she can remember. She joined Coarc's team in 1979 and has worked in a variety of positions: kitchen, janitorial staff, manufacturing, and injection molding, to name a few. Over her many years of employment, Mary says

that injection molding has been her favorite. "I like to keep moving, and injection molding keeps me busy and moving around," she said.



Mary's supervisor notes, "Mary is always eager and rarely misses an opportunity to work. She will take on any task that she is asked to try. Mary does a great job with high quality. She is a valuable member of our manufacturing team."

She also has a unique skill that she uses to benefit others.

Mary grew up with a family member who was deaf. She learned sign language, and over her years of employment, she has been called to assist in communicating with co-workers who are deaf or hard of hearing.

"I have used sign language

a long time, I don't mind helping," she said. Mary's co-workers note that she always has an eye on safety and points out things that might be dangerous to others. Mary is a true advocate for her fellow employees.

Mary said, "I'm bored when I'm not working. I'm 60 years young, and I want to keep working." When she is not working, Mary enjoys going out, playing cards, and working on puzzles. Mary is very excited to be recognized for her hard work. "I am proud and happy to be getting this award," she said.

***If I didn't have this job, I would be...
bored. I really like being busy.
I don't like sitting around, it makes me unhappy."***



Scott LeBron

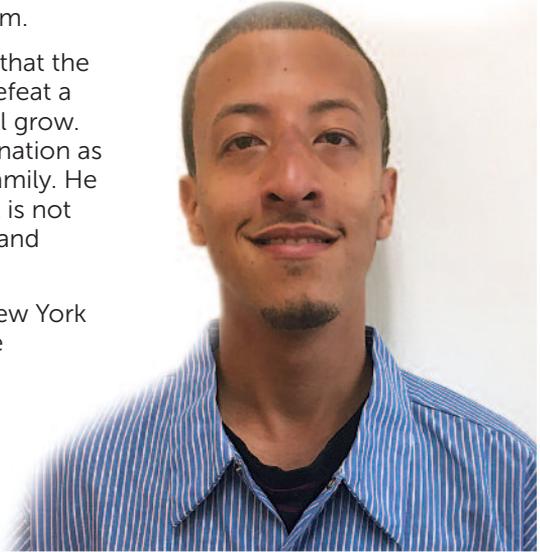
AHRC New York City
Manhattan/New York County

During the landscaping season, Scott LeBron can be found cutting grass throughout the New York City reservoirs. In the vast landscape and beautiful freshwater background, his simple smile is impeccable and his positive attitude radiates.

Scott learned to deal with adversity at a young age. He was diagnosed with fetal alcohol syndrome at birth and ADHD at 5. He comes from a difficult background, one in which his two siblings were also significantly disabled, and all of whom were adopted. But Scott's spirit and drive are examples to other co-workers, and his determination and hard work are examples to AHRC's staff members who work closely with him.

In a way, people like Scott can teach us that the beauty in life is not how adversity can defeat a person, but how it can help an individual grow. Scott believes in hard work and determination as a way to improve himself and help his family. He takes pride in his work and knows that it is not about his disability, but about his ability and opportunity to make a difference.

Scott was originally referred to AHRC New York City by ACCES-VR and started out in the landscaping crew as a garbage/debris collector. Although he was eager to excel at this task, he still wasn't satisfied. Scott wanted more responsibility and reminded his supervisor every day for two weeks that he was ready to use the weed whacker like his co-workers.



When he was finally given the opportunity, it took a little bit of time, dedication and hard work, but Scott mastered the weed whacker. It is with this same motivation that Scott hopes to one day operate the riding lawn mower or even supervise his own landscaping crew.

With a steady hand, he is now able to handle the trimmer to cut around shrubs, while avoiding kicking up rocks or any debris. He also has a knack to make his team members around him better. On hot, dreary days, when the crew is slowing down, he tells his team, "Come on guys, we can do this. We've done this before, no problem." Scott is a Yankees fan who loves his friends and co-workers.

Scott is a 24-year-old man with disabilities who first came to AHRC with very limited work skills and personal support. He was instantly motivated by the opportunity to work in the community, ready to take flight to the highest point of his human potential. This is the transformative power of employment.

Recently, the New York City Department of Environmental Protection (NYC DEP) stated that AHRC New York City's crews are doing excellent work. They also said, "Scott is an incredibly hard worker whose determination and dedication are appreciated by all DEP employees."

Kristyn Logan

Catholic Charities of the Albany Diocese Albany/Albany County

Kristyn Logan was referred to NYSID's Preferred Source Program through Catholic Charities of the Diocese of Albany's "no wrong door" approach. She is currently employed as a data entry worker for the NYS Department of Health.

Kristyn grew up in Chatham, in an area surrounded by rambling horse farms and rolling countryside. Unfortunately, the nationwide opioid crisis also has taken root in towns like these.



An aspiring artist, Kristyn attended The College of Saint Rose. Like many young people today, with peer pressure she began taking painkillers for recreational use. She found heroin to be much cheaper than pills, never realizing the unintentional consequence of its use and the hold of addiction.

Kristyn didn't know how to get out of the grip of heroin addiction, so she dropped out of college and continued on an eight-year downward spiral. She finally hit rock bottom when she received a phone call from her brother, who said he wished he didn't know her. "I just didn't want to be that person anymore. I wasn't able to bear those words. He had always been my hero," Kristyn said. She voluntarily entered a long-term treatment program toward recovery.

Today, Kristyn is proud of her accomplishment in going from being an unemployed heroin addict to working in a peaceful environment surrounded by professionals. Thanks to the Preferred Source Program, she now has a meaningful life and is grateful for the professional opportunities and support. Kristyn has been clean for 18 months.

Catholic Charities, in its "no wrong door" approach, offers psychosocial supports to help with life's challenges. "Addiction is painful and something that nobody chose or wanted," Kristyn said. "Being in recovery, life happens, there is still pain and hardship, but as long as I don't throw them under the rug, I can deal with life's problems."

Kristyn experienced this firsthand after she started working at the Department of Health. She moved into an apartment with her best friend who relapsed and started using drugs again. Kristyn didn't use, but instead sought suggestions from her sober support network.

"I now have friends who care, not ones who are just around because they need something," Kristyn said, adding that she finally puts herself first. She has worked to rebuild her relationship with her brother, his wife and a new nephew. She spends all of her spare money on art supplies and just completed a mural of clouds on the wall of her nephew's nursery. After years of addiction, Kristyn has her family and her life back.

***It's refreshing. It's amazing. I never would've expected it.
I thought I was going to die getting high,
and now because of Catholic Charities and NYSID,
I am an employed, contributing member of society.***



Michael May

Liberty Arc
Amsterdam/Montgomery County

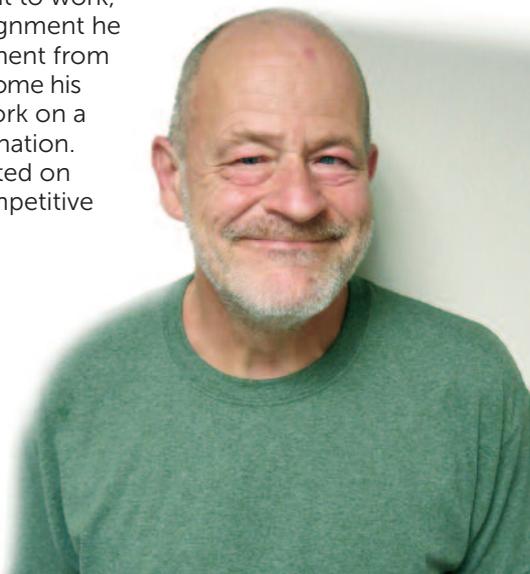
Mike May's work ethic, attention to detail and willingness to learn have helped him become a workplace success with both staff and peers, all while being legally blind.

Mike attended the Batavia School for the Blind, where he learned Braille, received mobility training and participated in vocational training. He began working at Liberty in 1982 and has worked in the community intermittently.

Mike has overcome many obstacles related to employment as a result of his visual impairment. He is punctual and gets right to work, taking pride in each and every work assignment he is given. Most recently, with encouragement from his work supervisor, he was able to overcome his early frustrations with learning how to work on a job that required good hand-eye coordination. He stuck with it and is now readily counted on to get the job done, performing at a competitive pace and producing a quality product.

Always willing to seek opportunities to expand his work skills and take on new tasks, Mike takes pride in growing his abilities and being flexible to work on whatever priority or project is at hand. He leads by example, coming to work each and every day motivated to do his best and be a role model to others.

Mike takes pride in self-sufficiency. His biggest goal is to make as much money as possible to improve the quality of life for himself and his wife, Patty. He enjoys spending time with her, their dog and close friends. He enjoys watching action shows and cooking.



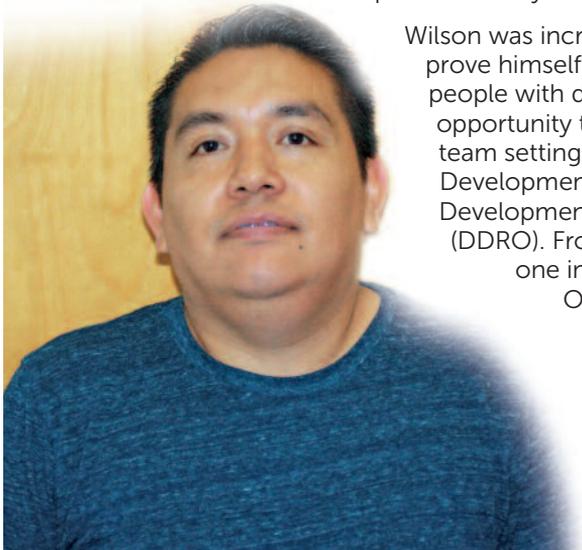
Wilson Mizquiri

Jawonio

New City/Rockland County

Wilson Mizquiri was nominated by Jawonio as a Joslin Outstanding Performer in 2005. Since then, he has grown significantly in his role with the agency's cleaning company, making him worthy of this notable recognition once again.

Wilson demonstrates great determination in his personal and professional lives. He and his family arrived in the U.S. from Ecuador in October 1995, searching for a better life. He was hired by Jawonio 18 years ago and quickly proved that despite his physical challenges, he could perform a thorough cleaning job with the use of predominantly one hand.



Wilson was incredibly grateful for the opportunity to prove himself. He grew up poor, in a place where people with disabilities are not often given the opportunity to work. Wilson initially cleaned in a team setting for the NYS Office for People With Developmental Disabilities (OPWDD) in the Developmental Disabilities Regional Office (DDRO). From there, he moved to a site where one individual cleans independently, the Orangeburg sewers.

When Jawonio's contract extended to the county office complex at the Robert Yeager Health Center, Wilson was selected to clean there as well. He simultaneously maintained his independent role with the county sewers and the newly contracted buildings for

quite a few years. Today, he is primarily responsible for cleaning one building on the Yeager complex with a co-worker, a job that he previously had done independently.

Over time, Wilson has shown that he is well-versed in a variety of skills beyond cleaning. He is a mild-mannered individual who interacts well with his fellow cleaners. As he is quite approachable and always willing to help out, he has taken on more supervisory responsibilities when the supervisor is out. He guides the other cleaners and goes over their work with them to ensure that they understand the tasks. Working alongside other individuals with disabilities, Wilson has learned how to teach others in a way that they understand, and has done so in a supportive way.

Wilson can always be counted on to be flexible and fill in where he is needed. Although he is responsible for one building, he is often called to float to other areas of the site. The supervisors of the site and the cleaning company always have positive feedback about Wilson's work ethic.

Wilson's commitment to working and providing for his family is strong, as is shown in his impeccable attendance record, while he also holds down a full-time day job cleaning in a school. Wilson deserves to be recognized for his exemplary dedication to customer service and his ability to lead others to excellence.

***I am very proud to have the jobs I have.
I am able to take care of my family and
no one treats me differently because I have a disability.***



Mary Moon

The Arc Otsego
Oneonta/Otsego County

Mary Moon began working on NYSID Preferred Source products after enrolling at The Arc Otsego's Vocational Training Center in 2006. Much to her delight, she still works Monday through Friday as an inspector-labeler-packer on the incontinence briefs packaging line. She says her tasks are "fun to do" and she greatly enjoys her co-workers. Mary has made lots of very dear friends at work. She values the bantering and meaningful moments she engages in with her friends in the lunchroom.

Mary learns new tasks quickly and strives to complete her work accurately and efficiently. She is acutely aware when supplies are running low and doesn't hesitate to obtain what's needed to keep the assigned job moving along. Additionally, Mary assists her co-workers by delivering labels to them, alerting the supervisor if someone needs help, and offering support when she notes a peer who needs friendly encouragement.

Working on an assembly line can be challenging. Each individual must make every effort to keep up with their teammates. Mary is always up to the challenge of packing products and labeling boxes just as fast as her teammates can send them to her at the end of the production line.

Mary's strong work ethic includes excellent attendance. Production Supervisor Sandi Borne says that not only does Mary come to work as often as she can, she also diligently notifies her supervisor ahead of time of her upcoming scheduled time off.

Mary has strong convictions regarding her sense of right and wrong. She says it's important to help others whenever she can. Mary's co-workers value her assistance and miss her on the rare occasions she is absent from the production line.

NYSID Preferred Source employment is equally important to Mary, as it has helped her to learn valued job skills and gain social independence, while also helping her to maintain a sense of pride in her achievements. Vocational Services Manager Robert Lawrence says that when Mary first came to the production line, she was shy in workplace social interactions. Today, she is social and outgoing.

Mary likes how the five separate assembly line groups in the briefs operation pull together to work as one team to set and meet daily production goals. At the end of each workday, when the production supervisor announces their area's goal for the day and the actual number of assembled products, everyone applauds at how well they've done as a team. "I like the teamwork we do around here," Mary says.



***Being nominated for this award
makes me feel very good about myself.***

Maxine Nelson

The Arc of Dutchess

Poughkeepsie/Dutchess County

"I'm not a nobody anymore." This is how Maxine Nelson describes her custodial job through the Preferred Source Program.

Maxine moved to the U.S. from Jamaica in 1993 to live with family. In 2000, she applied to the Poughkeepsie area ACCES-VR office for assistance in obtaining a job. Her work goal was a position as a custodian which would allow her to pay her bills, buy food and go to various restaurants with friends. Maxine stated, "I want to feel important like others who have a job."



Her background information revealed no formal work history and limited communication, social interactions and endurance. With Maxine's challenges and her foreign background, it appeared that the odds were against her. One strong force that gave her the strength to persevere was her faith in God. Maxine's goal was to become employed, which would lead her to become an independent, valued member of society and her community.

In August 2000, Maxine was offered a position as a crew member with the Arc of Dutchess Dust Busters Cleaning Services. She jumped in with excitement to fill the job and prove she had the skills and determination to succeed.

Maxine was charged with daily maintenance of offices and restrooms.

As she learned various tasks and skills required to deliver quality work, her

routine varied depending on the needs of the day. Her flexibility and determination proved to be assets. Maxine studied the chemical labels to determine what was needed to successfully perform each task, a skill that proved to be invaluable to the team.

For a period of time during 2006, Maxine worked independently, but realized that in order to succeed, she was better suited as a member of a team. This self-awareness allowed her to soar in a group setting. During this time, Maxine obtained U.S. citizenship, completing all the forms on her own, an accomplishment for someone who struggled to understand English 13 years earlier.

Maxine has worked with Dust Busters for 18 years, developing a leadership/mentor role on the mobile crew, helping her to fulfill her dream to be a teacher, guiding new team members on how to deliver quality services. Her experience has allowed her to spread her wings and turn past limitations into opportunities to grow.

"Limited communication" no longer applies, as Maxine is a talkative, helpful worker.

"Limited social interaction" no longer applies, as she interacts with co-workers on and off the job, opening the door for socialization in the community, especially on payday. "I enjoy going to different restaurants on payday with friends and paying my own bill," she says.

Recognition for a job well done acknowledges Maxine's hard work to maintain successful employment to achieve independence. She thanks God for the NYSID Preferred Source worksites and The Arc of Dutchess job coaches who give her the support she needs.

I feel like a new person who is able to support myself without depending on others.



Brian Page

The Arc Lexington
Gloversville, Fulton County

"Success isn't always about 'Greatness,' it's about consistency. Consistent, hard work gains success. Greatness will come." – Dwayne "The Rock" Johnson

Much like "The Rock," Brian Page works consistently, works hard and, therefore, achieves success. Brian began working at the Universal Warehouse in Mayfield on NYSID Preferred Source contracts when the former work center closed. The new opportunities to work in the community gave Brian the chance to grow and excel in his new work environment.

Brian exemplifies NYSID's Joslin Awards Program. He is an outstanding performer in the eyes of his co-workers, job coach and supervisor.

Brian is the go-to person for his supervisor to set the pace for the production line, making sure that the products are assembled correctly and in a timely manner. He is also the person his supervisor goes to when a new job comes in and the process needs to be developed. Brian gives very valuable feedback, keeping each of his co-workers in mind in order to get the job done in the most efficient manner as a team.

Brian does not waste time or effort on menial things; he gets along with everyone at work and understands that they are there to get their job done well. He whole-heartedly believes that you should treat people the way that you want to be treated.

He is very friendly to all who know him, easy-going, and has a terrific sense of humor. Brian is a great role model for the other workers, leading by example to do a good job, earn a paycheck and be successful.

When called in for last-minute work to meet a deadline, Brian rarely declines. He puts value in everything he does, taking great pride to ensure that a job meets the customer's needs. Brian talks about the work he does with pride and of the strong relationships he has created with his co-workers, supervisor and job coach.

In his time away from work, Brian continues to make use of his talents and energy helping others, including family and friends. He has many hobbies, such as working on cars, making healthy snacks and fishing.

It is Brian's dream to one day visit his extended family in Alaska and, when possible, he tries to save a little extra money for this trip. He further hopes to visit the Louisiana Bayou for a wildlife expedition. He is determined to make these trips happen and is working diligently toward these goals.



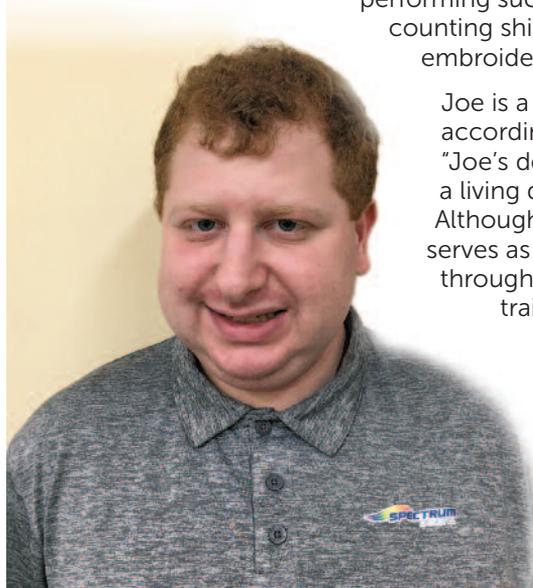
***If I didn't have this job, I would be...
poor, and I wouldn't have as many friends and
wouldn't have as much work experience.***

Joseph Penzel

Spectrum Designs Foundation
Port Washington/Nassau County

Joe is the perfect nominee for NYSID's Joslin Awards Program. His work ethic and extreme attention to detail make him stand out within the diverse Spectrum Designs team. He is a quick learner and is extremely thoughtful.

Joe has been with Spectrum Designs from its humble beginnings in 2012, blossoming over time in so many ways. He has not only grown as an employee, but as a young man as well. He currently acts as a production assistant, performing such tasks as folding, cleaning screens, counting shirts, and working heavily within the embroidery department.



Joe is a model employee at Spectrum Designs, according to his workforce supervisor, Dave. "Joe's dedication, initiative and talent make him a living definition of an outstanding performer. Although he is a young man of few words, he serves as a model for all of our participants through his example and even helps in the training of new staff."

Because of Joe's versatility, he is unique in that he has grown to be able to work in every department. Spectrum Designs operations manager, Brian, runs the shop floor day-to-day and says, "No one cleans screens quite like Joe." Brian works with a staff of more than 36 employees whose skill levels vary.

Perhaps Joe's most impressive feat is his many hobbies and talents. He is an avid ice skater, earning many medals through Special Olympics, and he excels at horseback riding. Joe also loves to bake and enjoys his time making granola at Spectrum Bakes, the affiliate business.

Although limited in communication due to autism, Joe appreciates the reward of his hard work: "I like my paycheck. I bring it home and I sign it on the back by myself."

Joe's many talents, consistency, commitment, and dedication make him an everyday superstar and a role model to the inclusive workforce at Spectrum Designs.



Coley Perry

The Arc of Chemung
Elmira/Chemung County

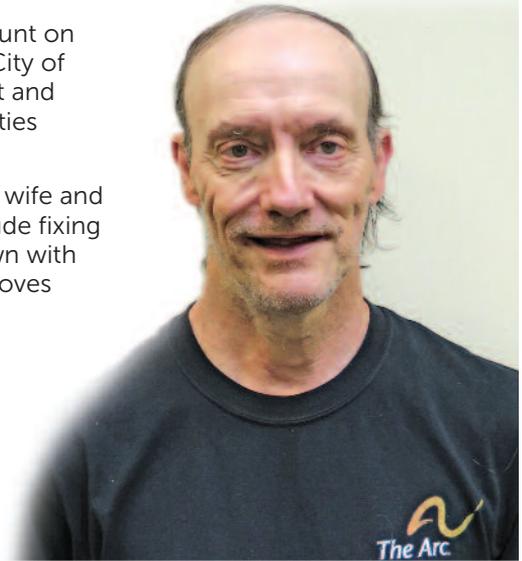
Southern Tier Industries (STI), the vocational division of The Arc of Chemung, is pleased and proud to nominate Coley Perry for NYSID's Joslin Awards Program.

Growing up on a farm, Coley developed many great skills that helped him prepare for work in his community. He joined the STI custodial crew in 2000, where he improved those work skills, and progressed to the point where he was offered a position in the community as a caretaker at a local church. An instant hit due to his calm and laid-back personality, Coley later began working with another custodial crew two days per week, further progressing to a four-day work schedule.

If Coley is scheduled to work, you can count on him to be there. He is a mainstay on the City of Elmira Preferred Source cleaning contract and also works on the Developmental Disabilities Regional Office's (DDRO) contract.

Coley is motivated to work to support his wife and four daughters. Some of his hobbies include fixing bicycles and then riding them around town with his daughters. An avid woodworker who loves to work with his hands, Coley especially likes being outside with his children.

The Arc of Chemung and Southern Tier Industries are proud to nominate Coley Perry, as he exemplifies the ideal model of overcoming developmental obstacles and becoming a success in the workplace, in the community, and in enjoying a full life with his family.



*If I didn't have this job, I would be...
sitting at home worrying about bills.*

Nina Petrie

ACHIEVE

Binghamton/Broome County

For the past four years, Nina Petrie has worked at Conduent, formally Xerox, through its NYSID corporate partnership with ACHIEVE. Nina works full-time prepping mail documents for the NYS Workers' Compensation Board (WCB) contract in Endicott. She excels in her quality and productivity levels as one of the most productive employees. This also allows Nina to earn considerably more than the current starting wage at Conduent.

Nina initially had difficulty accepting any kind of change in the workplace. Due to the challenges of autism, she struggled when assigned new tasks, a co-worker or supervisor was off, there was a change of seating assignment, or a new company policy was introduced. With much patience from her staff, family and job coaches, Nina has grown and thrived to overcome the previous setbacks in routine.



Nina thrives outside of work, as well, because of a loving and supportive family. Her many hobbies include creating new outfits to wear, making jewelry, playing golf, biking with Special Olympics, and singing and playing the violin at her church.

Nina has experienced the honor of singing the national anthem at a Special Olympics event. She also enjoys downloading games on her Kindle. Nina saves money for the future and for family trips, and is happy to contribute to others who are in need. She independently gives money toward charitable causes and is glad that she has this opportunity.

But if you ask Nina what she has a passion for, she will tell you it is to learn everything she can about autism. She knows that being educated about autism provides her with common language and the tools necessary to understand her needs, as well as the needs of others. Nina and her mother attended a conference that discussed the challenges living with autism present, not only to the individual, but to the family.

I like my job because...

I like helping other people who may have disabilities.



Brian Phillips

The Arc of Madison Cortland
Oneida/Madison County

Brian Phillips has worked hard and faced challenges throughout his life without backing down.

Brian frequently works in the Arc's food packaging division on a contract where he knows how to do every part of the butter job. Even with severe back and knee injuries, Brian doesn't complain or let his mental health disability get in the way of performing to his potential every day. He shows great motivation and initiative doing his job.

Brian walks to work on all three of his scheduled days, every week, about two miles each way, and in rain, sleet and snow. One cold and snowy day during a state of emergency, Brian walked to work because he had not heard that the Arc had closed due to the weather. This is just one small example of his dedication.

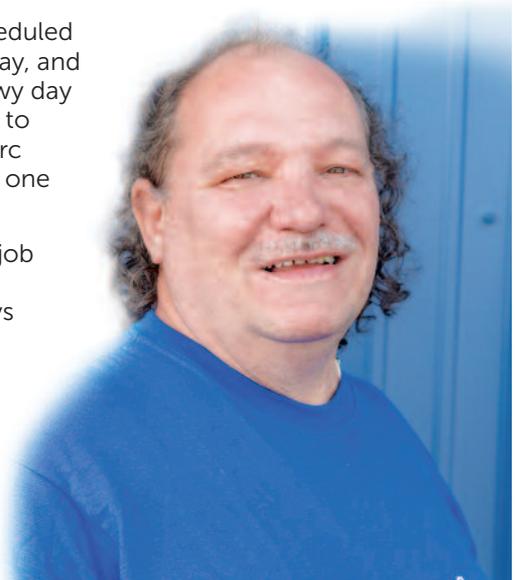
This dedication also shows through in his job performance and his willingness to try to better himself. Brian used to work two days a week, but was frequently absent. He would call in on his scheduled days and make excuses not to come to work. Over the past few years, staff has seen a huge improvement with this and Brian even added another scheduled day per week.

When Brian is working, he is dedicated, focused and willing to do whatever task is asked of him. Brian never refuses a job, is willing and quick to learn new tasks and does the job without complaint or negativity.

Whereas Brian once kept to himself, he now volunteers at the front desk of the building, answering phones, greeting people and making phone calls. This has brought Brian out of his shell and he is now a social butterfly. He willingly socializes with co-workers and staff alike.

Brian is also very independent and has his own apartment, making him responsible for budgeting expenses. Even with this great responsibility, he continues to thrive both at work and in the community. He walks from one end of the city to the other once a week to take guitar lessons. He is dedicated to learning and thriving in the community, just like he is on the job.

Brian is a wonderful role model to others. His dedication, knowledge of the various jobs, motivation, and work ethic are all things to be admired.



***If I didn't have this job, I would be...
struggling to find an outlet to get me out of the house.
I need to stay busy.***

Paul Pierson

Gateway Community Industries, Inc.
Kingston/Ulster County

Paul Pierson grew up on a farm with his parents and three siblings until he was placed in a group home in Dutchess County at the age of 9. He subsequently lived in several group homes and was also hospitalized several times for violent and aberrant behaviors.

Although intelligent, Paul struggled in school due to his mental health challenges from paranoid schizophrenia, obsessive-compulsive disorder, Asperger's syndrome, and bipolar disorder. He persevered, graduated high school and moved into a supported apartment in Ulster County. After aging out of that program, Paul has been able to live independently in several communities.



Paul came to Gateway Community Industries (GCI) through its internship program. After successfully completing a placement with Gateway's house-keeping department, he was next referred to Gateway's supported employment program by ACCES-VR in 2013, with a goal to obtain and maintain employment as a custodian.

Paul's vocational rehab counselor suggested that he would benefit from the safe, supportive environment of Gateway's custom cleaning enclave. Paul worked with an employment specialist toward a placement at the Ulster County Mental Health (UCMH) building. He learned the essential functions of his position and began receiving extended services from a vocational case manager, holding the enclave position until March 2014.

In early 2014, as part of Gateway's work center transformation, Paul was offered an opportunity to apply for a GCI staff position. With the assistance of his case manager, Paul completed an application and prepared for an interview with the director of Custom Cleaning. On March 30, 2014, Paul transitioned from enclave worker to an employee of GCI.

Today, Paul works five days a week for GCI at the UCMH building with one other staff member. He has mastered the skills necessary to become an exceptional worker and is an indelible part of the custom cleaning department. Paul is very comfortable in his work environment and is a team player who is always willing to make himself available to work additional hours/shifts on short notice. His supervisor has nothing but praise concerning his job performance.

Due to the enhanced wages from working on a NYSID Preferred Source contract, Paul supports himself solely with the paycheck that he earns. What's more, he now has a driver's license and car, which he maintains with his wages. Paul has an active social life and lives independently in Kingston.

Paul has obviated many barriers caused by his mental health challenges. Working and earning a livable wage have played an essential role in his commendable transformation.

***My paycheck helps me to...
live independently, pay my own rent, support a vehicle,
have spending money, and eat well.***



Danielle Pollay

eBizDocs

Menands/Albany County

When Danielle Pollay talks about her job at eBizdocs, she is very straightforward. She believes that customer satisfaction starts with being a hardworking employee and paying attention to details. "I have learned that document preparation is the *first step* to meeting our customers' needs, so the doc prep team needs to get it right!" she says.

Danielle was born with both a physical and a hidden disability. She has cerebral palsy and is prelingually deaf. These limitations do not frustrate or slow her. She understands how to communicate with hearing individuals. Danielle will demonstrate, write notes, "talk," and do whatever it takes to assist a team member or train a new employee. Born with hemiplegia, she has limited use of her left hand, yet this physical disability does not limit her either.

Danielle has a wonderful sense of humor, and will tell you with a slight smile that her physical disability does not prevent her from working faster than many of her co-workers "singlehandedly."

Over 10 years at eBizDocs, Danielle has grown to be a valued member of the team and has a natural teaching ability. This more than likely comes from being schooled since an early age due to her hearing impairment and physical limitation. Always challenged by her teachers, she has literally taken that life lesson and applied it on the job and in her personal life.

Motivation, dependability and engagement on the job made her an easy pick to become the document preparation team leader.

Danielle knows and understands all the jobs on the floor and works to support the doc prep workflow and assist her fellow colleagues.

It can be uncomfortable for hearing employees who find themselves in a situation with a deaf co-worker. Danielle and her fellow deaf co-workers' personalities have motivated hearing employees to express a strong interest in learning sign language.

Danielle, along with another deaf co-worker, both teach "brown bag" sign language classes at lunch, twice a week. These on-site sign language classes have changed eBizDocs' work culture. Fellow co-workers who used to walk by now stop by to sign a story or question. Co-workers have become more inclusive at break and lunch discussions. The sign language classes have increased employee self-esteem and have bonded members of the workforce. Thanks to Danielle and her co-worker, eBizDocs has seen the influence of inclusion firsthand.

Danielle describes her employment at eBizDocs as her second-best success after her son, Chaz, who was born in 2011. Danielle is ever vigilant about guiding Chaz in both the hearing and deaf worlds. She is as successful in motherhood as she is in her job.



I like my job because...

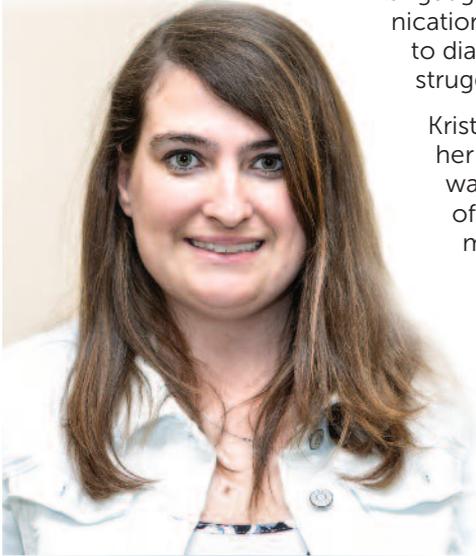
eBizDocs accepts and values me! I worked 27 temp jobs before eBiz, but no one hired me full-time. At eBiz, I have experienced no discrimination, and I am a valued member of the team.

Kristen Pulver

Northeast Career Planning Menands/Albany County

Kristen Pulver was raised in Kinderhook, a small rural town in Columbia County. Growing up, she appeared to be on a developmentally appropriate trajectory, but inside she quietly struggled. Learning was hard for Kristen, and her teachers did not know how to teach her the way she needed to be taught.

Kristen was finally diagnosed with auditory processing disorder (APD) in middle school, a condition that makes it hard for individuals to recognize subtle differences between sounds in words and process what others are saying. It affects the sounds of spoken language, not the meaning, and can affect communication, academics and social skills. APD is difficult to diagnose, so individuals like Kristen often struggle academically and socially.



Kristen's search for employment was impacted by her disability. She had trouble keeping jobs and was afraid of what her co-workers might think of her. Having once enjoyed working in a medical office as a scanner, she connected with the local ACCES-VR office in 2012 to realize a goal of finding similar work.

Kristen was referred by ACCES-VR to Northeast Career Planning, which places hundreds of individuals with disabilities in meaningful jobs each year, including NYSID Preferred Source contracts. She was offered a position at the Albany County Surrogate Court in 2015 to assist with its records management project.

Kristen's scanning work in the surrogate court is critical to preserving and maintaining historical court documents. She is responsible for identifying surrogate court documents and accurately entering them in the proper format. Kristen quickly learned the nuances of the documents filed in various surrogate court proceedings. She is also responsible for the confidentiality of data, maintaining a proper filing system, and checking the accuracy of the entries and scanned documents.

Deborah Kearns, Kristen's supervisor, explained, "She has excelled in this position and is always looking to take on more tasks. In addition, Kristen is an absolute pleasure to work with. She is always on time, she is dependable, professional and respectful of all court users and everyone in our office. She has become an integral part of our team."

"The Preferred Source Program has helped me meet great people who have showed me that I can do anything, and who want to help people with disabilities live and work like everyone else," Kristen said. "This made me realize that people with disabilities have value and can contribute great things and be great workers."

Kristen is still that country girl who loves to hike, go fly fishing and play outdoors, but she is now financially independent, lives on her own and is confident that she can be even more successful.

***Being nominated for this award makes me feel...
like I'm on top of the world. I've never had an opportunity
like this, so I'm very happy and excited that I was nominated.***



Anthony Real

Second Chance Opportunities Albany/Albany County

Anthony Real is described as reliable and trustworthy. He comes to work every day with a smile on his face evoked by doing what he loves: cleaning. Anthony is attentive to customers and detail when providing custodial services. He is also attentive to his recovery process.

Anthony takes pride in doing a good job, and has been described many times as “one of our key employees who makes the train run on time.” He shows exemplary leadership skills, training new employees on the cleaning team at Albany County Family Court.

When Anthony is assigned to a task, he exceeds expectations. He takes charge of what needs to be completed in designated order to maximize efficiency and improve productivity. He is hard-working and believes that his work is a reflection of himself. Anthony has had challenges in life, but has pushed through to overcome. He has worked hard to be able to live eight years in long-term recovery.

As a result of Anthony’s personal and professional growth, he is a loving husband, owns two dogs, and enjoys spending time with his family outside of work. In the time that Anthony has rejoined Second Chance Opportunities, he has logged more than 1,000 hours, working primarily at Family Court.

Going forward, Anthony hopes to gain the opportunity to become an assistant manager at Second Chance, a goal he is well on his way to realizing.



***Being nominated for this award makes me feel...
very honored and grateful for how far I've come on my journey.***

Janet Recktenwald

The Arc of Livingston-Wyoming
Mt. Morris/Livingston County

"They're all good days," Janet Recktenwald replies, when asked to recall her best day as part of The Arc of Livingston-Wyoming's cleaning crew at Dogwood Day Services in Dansville. That says a lot, considering that Janet has been on the job for 20 years.

Since landing employment in 1998 at Dogwood, a day services facility for adults with disabilities, Janet has blossomed professionally and socially through literally thousands of "good days."



"Looking back, when I started, I didn't really do as much," Janet says. "It was easier work at the start, like wiping down phones and dusting." Today, Janet is the go-to veteran on a cleaning team that vacuums, scrubs and scours all of the facility's offices, work and meeting space, and bathrooms. "After 20 years, I know the building by heart," she says.

"When new people come on board, she is always willing to work with them and help train them," says Emily Austin, Janet's long-time job coach.

"I can put new people with her, and she will help them to build confidence."

Janet enjoys the camaraderie of the work team, which consists of Emily and five co-workers. Her affection for the group dynamic comes as no surprise, based on Janet's own upbringing in a big family. The youngest of eight children, Janet grew up in Wayland. At 44, she continues to live in her

childhood home with one of her sisters and her dad and mom, who are a village judge and retired nurse, respectively.

She uses the money that she earns for personal expenses, such as her cell phone, which helps her to be more independent. But she is also charitable; Janet has sponsored two children from Colombia, to make a difference for someone in that poverty-stricken area.

"She did it because she was concerned that their needs were not met," Emily explains. "She wanted these children to be taken care of, in the same way that her own needs are met."

Through years spent working on a NYSID contract, Janet has developed a motivational perspective that applies to both work and life in general. "Never give up," she says. "Always keep on trying, because you can do it. And don't ever put yourself down."

***If I didn't have this job, I would be...
probably staying at home or doing assembly work
at Hilltop (the Arc's work center).
That's just not the right place for me.***



Linda Repka

Southeast Works, Inc.
Depew/Erie County

Too often, the “everyday hero” is overlooked – an individual who, after years of struggle and persistent determination, overcomes obstacles and achieves personal goals and contentment. With the nomination of Linda Repka, the everyday hero gets her due.

Linda is a friendly, independent and confident 58-year-old woman who has come far. After graduating from high school 40 years ago, Linda no longer had any real community interaction while living with her parents around the corner from Southeast Works. She was quite shy, nervous and reserved.

With the support of her sisters who always asked “when she was going to get a job,” Linda reluctantly stepped out of her comfort zone. In 1985, she completed a two-month vocational evaluation with Southeast Works and eventually went to work on the production floor on packaging, labeling, sorting, and inspecting tasks projects.

Although Linda gained valuable work and social skills, she still lacked confidence. She saw friends move on to work in the community, but resistance to change and low self-confidence held her back from this path. After years of encouragement, Linda started working in the community with the Southeast Works janitorial crew in 1994. This is when her self-confidence and her abilities began to increase.

At the same time, Linda’s parents passed away and she had to make a decision on where to live. For anyone, this would be a very difficult time. For someone resistant to change, it was doubly so. Supported again by her sisters, Linda chose to move out to an apartment of her own in the neighborhood.

As Linda’s independent spirit increased, she progressed at work to become a custodian on NYSID Preferred Source janitorial contracts. Her work life also includes one day a week performing janitorial duties at a local business, where she’s made new friends and has been recognized for her job performance.

The rest of the week, you will find Linda cleaning at the Niagara Frontier Transportation Authority (NFTA), NYS City Line Thruway Authority or the Lancaster Police Station. She works three days per week at these facilities, confidently performing her duties. Last year, the Lancaster Police held a special celebration inviting family and friends in recognition of Linda and her co-workers for their dedicated service, dependability and thoroughness.

Today, Linda is a very independent woman with a great deal of confidence. She is diagnosed with mild intellectual disability and continues to seek ways to overcome her barriers. She still lives in the same neighborhood, but moved into her second apartment all on her own. She navigates within the community independently and confidently.

Linda loves rabbits and has even had the pleasure of having them as pets. But unlike her favorite animal, Linda is more like the tortoise from the fairytale “The Tortoise and the Hare.” Slow and steady may be considered defining characteristics in her journey with Southeast Works, but she has surely won the race.



Harold Robinson

TRI Business & Career Center
Westbury/Nassau County

Harold Robinson would be the first to tell you he did not always make the best decisions.

Despite being raised in a loving home, graduating high school and college, Harold chose to run around with the wrong group that influenced him in making poor decisions and creating bad habits. This would later lead to long-term, drug-related incarceration that would have a profound effect on his adult life. Most of Harold's adult life was spent moving to and from dead-end jobs. He did not learn any specific skills he could utilize and felt hopeless about his future.



In 2011, Harold decided it was time to make better choices. He married an amazing woman who is a teacher and a preacher's daughter, and sought employment assistance through ACCES-VR.

Harold came to The Rehabilitation Institute (TRI) to complete a six-month extensive maintenance training program that would give him the skills to be able to support his new growing family.

Harold excelled throughout his training and was well-liked by his mentors and fellow students.

This earned him a spot on a custodial team through TRI's partnership with American Maintenance, a private sector janitorial service provider. Harold was first hired to work on the Long Island Developmental Disabilities Service Office (LIDDSO) crew, cleaning the residences of individuals with developmental disabilities.

In 2014, American Maintenance and TRI partnered to put people to work at Nassau Community College, cleaning this busy campus overnight. Harold was asked to bring his "professionalism to the new contract to mentor and help the individuals who would be joining the American Maintenance family." Since then, A.J. Wynder, the basketball coach who has been with the college for more than 11 years, has praised Harold, stating, "the gym has never been so clean." Harold is always willing to help his co-workers and is often looked at as the "peacemaker" of the group.

Today, Harold and his wife are homeowners and the parents of one son, with another on the way. Still employed at the college, Harold has recently completed his master's degree in Christian ministry, continues to be an active part of his local church, and aspires to be a pastor.

Harold often visits TRI with his growing family and is thankful for the position he continues to hold with American Maintenance. He is proud of his accomplishments and ability to give back to the communities that supported him.

*I like my job because...
it allows me to contribute to the education system
as well as the community by maintaining the building
at Nassau Community College.*



Danielle Ryan

Image Data, Inc.
Albany/Albany County

"I leave work every day feeling accomplished."

When Danielle first started at Image Data, she was quiet and self-conscious about everything she did. Over the past 18 months, Danielle has grown into a confident, enthusiastic member of the Image Data team, who is often the first to offer assistance when someone has a question.

Danielle's positive attitude often brightens the mood of the room, and her willingness to coach a struggling co-worker, and the patience she exudes, can calm their stress. She always has quality and efficiency on her mind. Constantly striving to look for ways to be more efficient in her work process assures the quality of work that she produces is excellent.

As Danielle struggles through her disabilities, she still strives to make the best of each day, even on her "off" days. She is consistently working to be a contributing member of the production team "instead of feeling defeated and giving up. That is an accomplishment in and of itself, to persevere even when you don't feel like it."

Danielle is comfortable enough to go to her supervisors, explain how she is feeling, and talk through issues. The growth in her ability to work through things has been astonishing, alongside the efforts she puts forth to make sure her co-workers are as successful as she is.



*My paycheck helps me to...
maintain financial independence. My paycheck is also a
tangible sign that I am a functional member of society.*

Paul Saxton

Ontario ARC

Canandaigua/Ontario County

Paul Saxton is an enthusiastic, independent worker who is driven to getting his work done swiftly and in a quality manner. He always has a smile on his face and a cheerful hello when he arrives to work, and maintains this positive demeanor throughout his shift.

Paul contends with left-side hemiplegia as a result of a traumatic brain injury in infancy. He has not allowed his physical limitations to slow him down and instead finds ways to manage the task differently.



Paul was raised by his father, who supported his willfulness to be independent. Following high school, in 1994, Paul moved into a group home, and within three years, to a supervised apartment where he lives today. Paul enjoys being around people and the camaraderie this setting provides. He maintains his apartment with utmost responsibility and is proud to do so.

Paul began working with supported employment coaching around this same time. He tried different things, but excelled in custodial work. His attention to detail and quality landed him work involving NYSID Preferred Source contracts. In December 2015, he was hired as a permanent custodian with SPOT ON Cleaning Services, a division of Ontario ARC.

Greg Alexander, custodial supervisor, shared his thoughts supporting Paul's nomination as an Outstanding

Performer: "I have been working with Paul Saxton for more than two years. Paul is as reliable as anyone in custodial. His work ethic is second to none. I hope to work with Paul for many years to come. He is always smiling, and it's always a pleasure to have Paul around. His positive attitude spreads to anyone around him. I think Paul would be a fitting recipient for the Joslin Award."

John Rasmussen, facilities and custodial manager, provided a letter of commendation fully affirming Paul's nomination that reads, in part: "If everyone had the determination Paul has, our business would surpass our expectations."

My paycheck helps me to...

pay for things I enjoy, like going bowling and having cable TV.

It's nice to have my own money and feel independent.



Jed Shamansky

Schoharie County ARC
Schoharie/Schoharie County

When asked what he liked doing most, Jed Shamansky responded in rapid-fire succession, "working at Toe Path Industries, hunting, listening to country music, watching TV, spending time with my family, doing farm work, helping around the house, hanging out with friends, bowling, and working at Toe Path." When told that he said, "working at Toe Path" twice, he replied, "Yeah, because that's what I really love doing!"

Jed came to work at Toe Path Industries in 2010, and over the past several years has progressed to working almost exclusively on NYSID Preferred Source contracts for NYS Police vehicle markings, floor-maintenance pads, and utility pads. He takes special pride in having mastered the quality and production requirements for the graphics produced for more than 650 cars each year. He also contributes to the annual production of nearly 2,000 reflective vehicle identification letters and numbers that make possible day and nighttime aerial identification of State Police vehicles.

Jed received the agency's Accelerated Achievement Award in 2016, which is presented to one worker who demonstrates exceptional skills development, improvement in overall job performance, and significant personal growth. For Jed, that included improvements in productivity and work quality, learning to operate multiple machines, and accepting both increased and varied work responsibilities.



Born in Cooperstown in February 1991, Jed lives with his family, including his 94-year-old grandmother, on their nearby farm. In addition to the three days he works at Toe Path Industries, a typical week also includes helping around the house and feeding and cleaning 38 dairy cows.

Jed would like to have his own apartment, but only when he is ready, and with input from his family. As to the possibility of transitioning to a community-based position, he says that while he enjoyed the experience of learning about such opportunities and interviewing for some, he does not want to leave. Not only did he experience disappointment from not being hired, but he also was bothered at the prospect of leaving both a job that he loves and his supervisors.

In that regard, Jed says about his supervisors, Bill Shultz and Garritt Lockwood, "I really like Bill and Garritt and look up to them. They helped me learn to operate our die-cutting machines, trained me to work on new jobs, and treat me like a friend and with respect." Bill and Garritt, in turn, have high regard for Jed's work ethic. "He's always trying to exceed our expectations," Bill said. "Jed is a conscientious worker. We know, especially when we have numerous small-batch orders, that we can give him a list of what's needed and are confident that at the end of his shift, he'll have it all completed."

While finding a community-based job at this point in his life might not be high on Jed's list of priorities, there is one profession for which he would leave everything behind. When asked what his dream job would be, without hesitating, Jed answered, "I want to be a professional wrestler."

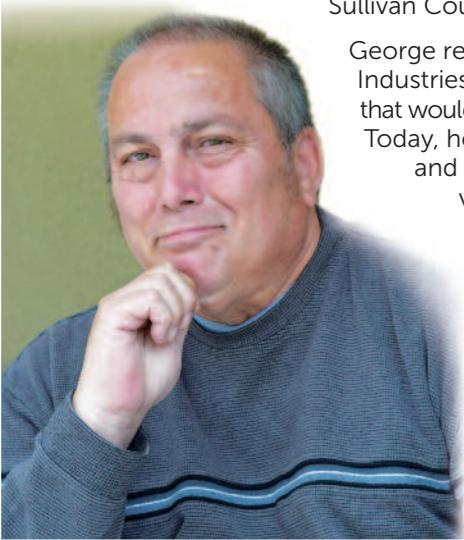
George Solina

SullivanArc

Monticello/Sullivan County

George Solina is a dedicated employee of SullivanArc's employment services, where he has been employed for the past 18 years.

George was born in Brooklyn in 1956; he has a twin brother and two other brothers. Their family moved to Orange County when he was 8 years old, where George attended public school, then boarding school until the age of 11. At 12, he was sent to Letchworth Village for various reasons, but was able to return home, resume his public school education, and graduate high school. He resided at the AHRC Montgomery community residence for a few years. After a while, he found his way to Sullivan County, where he continues to live.



George received his vocational training at Sullivan Industries work center, learning various responsibilities that would help prepare him for working in the community. Today, he works on a mobile crew with five workers and with non-disabled people. As part of the various job responsibilities on a mobile crew, George mops, dusts and removes trash on NYSID Preferred Source contracts at the NYS Department of Health, NYS Department of Transportation and NYS Division of Homeland Security.

George is a huge Yankees, Giants and Jets fan, and he enjoys going to games every year. He is a very kind person who remembers friends' birthdays and holidays and buys cards and gifts. He has a good relationship with his twin

brother who lives nearby, and visits his other brothers in Florida when he can.

Work is important to George, so that he can pay his bills and afford the things he needs to live in his community.



Andrew Speer

Chautauqua County ARC
Jamestown/Chautauqua County

"There is always something to do!" That's the optimistic attitude of Andrew Speer in describing his job at the Interstate 86 rest area in Chautauqua County.

Andrew is a well-rounded, interesting individual who keeps busy inside and outside the workplace. He began his job at The Resource Center (TRC) as a custodian in February 2015, first cleaning TRC's internal accounts, working different hours and at a lot of different places. He never complained about where he had to go or what he had to do.

Andrew's work ethic and desire to improve and learn as much as he could gave him the opportunity to fill in at two NYSID Preferred Source accounts. Those experiences, along with his motivation and the positive relationships he forged with all of his co-workers, earned him a permanent position at the I-86 rest stop in 2017.

The Resource Center cleans the rest area for the NYS Department of Transportation (DOT), which requires employees be willing to work weekends and holidays. They must arrive on time, according to the contract, so no tardiness is acceptable. Those chosen to work at the rest area must have stellar attendance and be totally dependable.

Cleaners like Andrew are responsible for ordering supplies, stocking bathrooms and keeping the entire inside of the facility clean and inviting. They perform daily grounds checks and keep picnic tables and benches free and clear of debris, checking and emptying trash receptacles outside. They keep sidewalks free of snow and ice in the winter, and free of leaves and cobwebs during the other months, so they are busy year-round. The cleaners are responsible for alerting DOT staff as to anything that's amiss.

Most of the year, the contract to clean the I-86 rest area provides work for seven people, but expands in the winter since an extra person is needed to assist with snow removal at the rest area, which sits high above Chautauqua Lake and receives significant snow from Lake Erie.

Andrew has many different talents and interests. He performs in a local band called *Tune In Tokyo*, for which he sings and plays bass guitar. The band performs at bars in the Jamestown area, and is always looking to do more shows. Andrew is conscious of being healthy and staying fit and active by working out at Planet Fitness and bicycling around the area. He enjoys a good horror flick, and sometimes a drama movie. He would never turn down the opportunity to sit around a campfire during the summer months.

Two major achievements of which Andrew is proud are earning an Information Technology Microsoft Office Certificate from Jamestown Business College and an Audio Production Certificate from Jamestown Community College.



I like my job because...

I like to make things look clean. I like to interact with the people who come in and with my co-workers.

Julie Sulger

The Arc of Delaware County
Walton/Delaware County

Julie Sulger is a 40-year-old woman with a bright smile and a kind heart, who dreams of becoming a dog groomer, as she has a huge passion for animals. Julie feels a sense of pride working at The Arc's Resources for Industry (RFI) division, as she enjoys making money to pay her own bills at home and travel.

Julie's co-workers would describe her as friendly, easy-going, helpful, and dedicated. She is the go-to girl when jobs need to be completed quickly and accurately. Julie is also the first person who comes to mind when extra work must be completed, as she constantly demonstrates flexibility and determination.



Through maintaining a strong focus on her work, Julie has mastered the steps of the NYSID Preferred Source clipboard operation, which includes assembling the one-way spring clips, setting springs, assembling the clipboards, and packaging the finished products for shipment. Over this past year, Julie has brought her skills to the highest level and continues to strive to complete work accurately. She has become a role model on the workshop floor and co-workers go to her to seek advice.

In addition to working at RFI, Julie is employed through The Arc's supported employment opportunities, at the county's waste management facility. On many occasions, Julie has been asked to work extra days as she is extremely reliable and has mastered many jobs.

Julie shines at every task and dreams to obtain employment in the community in the future. The skills she has gained while completing NYSID Preferred Source contract jobs have given her better focus, dependability, coping skills, self-confidence, and pride. All of these qualities support Julie to follow her dream of becoming a professional dog groomer.

*Being nominated for this award makes me feel...
good and proud. It makes me want to focus on my work even more.*



Tiana Suttle

The Arc Erie County NY
Buffalo/Erie County

Tiana Suttle is a fabulous employee, a huge asset to our department, and an advocate who is so deserving of recognition.

Tiana came to The Arc Erie County NY seeking employment services after moving back to Buffalo from Memphis, TN. Her very first job was with an enclave at the Main Place Mall in the food court as a porter. Tiana experienced some challenges with self-direction, skill building, reliability, and independence due to a learning disability, but she worked hard with a job coach to master tasks through repetition. Over time, she was able to perform at a higher level and eventually work under less supervision. Tiana's supervisor, Michelle Usiak, said, "Tiana was a very delightful person to work with, was very dependable and hardworking and was an inspiration to all her co-workers."

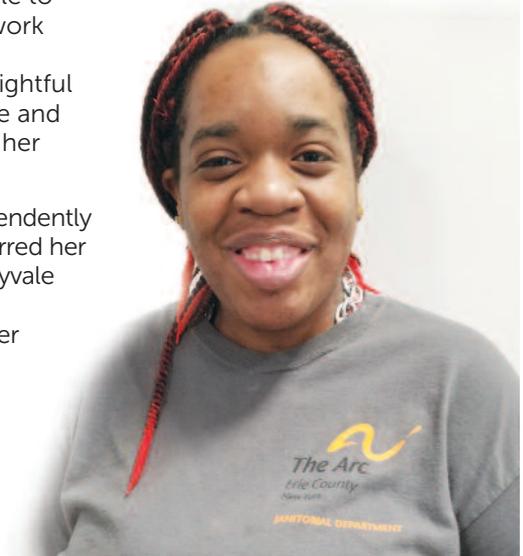
After learning of Tiana's desire to live independently and make a living wage, her supervisor referred her to the janitorial training program at the Maryvale School. While there, Tiana worked toward becoming efficient and independent in order to secure a position on a NYSID Preferred Source janitorial site.

In March 2014, Tiana was offered a janitorial attendant position at the University of Buffalo Research Institute on Addictions, where Arc custodians have cleaned for more than 20 years.

Tiana had highs and lows as she struggled with learning a new routine, which cleaner or rag to use, and the confusing layout of the building. Determined to succeed, Tiana wrote notes to keep herself from forgetting and stayed late to finish. Eventually, the job became routine and she didn't need as many reminders or additional time.

Employment has given Tiana confidence and the opportunity to have her own apartment and afford an active, social life with friends and family. No longer challenged by self-direction or which supplies to use, she is the go-to person at the Research Institute site and her co-workers look to her for guidance.

What's more, Tiana is an active member of the Leaders Program, a self-advocacy group where she mentors other individuals with disabilities. She is a leader to her peers and continues to share her sparkling personality as she meets new people. Tiana proves that if you have a go-getter attitude and work hard, your efforts will pay off.

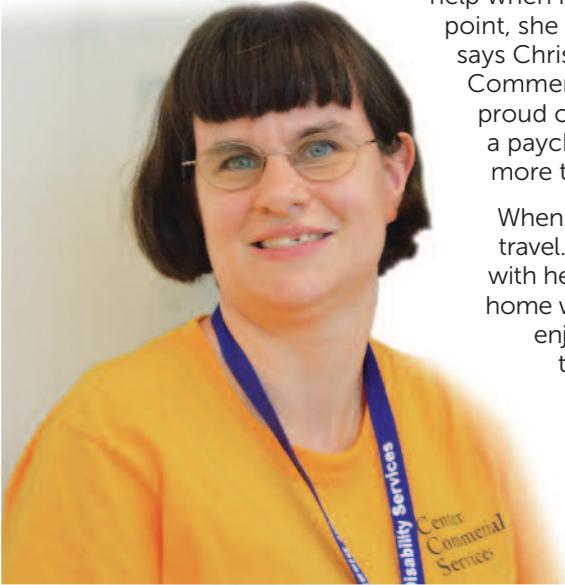


***If I didn't have this job, I would be...
at home watching TV.***

Deserea Taylor

Center for Disability Services
Albany/Albany County

Deserea Taylor has been employed at Center Commercial Services for 10 years, working in the busy mailing services area. She is responsible for ensuring all notices and attachments are complete and accurate before being mailed out to state agency customers. This might seem like an easy task to most, but with thousands of pieces being sent out daily under strict quality standards, it is not. On top of that, Deserea performs her job while being legally blind.



“Deserea has great attention to detail, seeking out help when needed, but from an overall standpoint, she works independently and efficiently,” says Chris Schelin, director of operations at Commercial Services. Deserea is extremely proud of her work and her ability to earn a paycheck, which allows her to spend more time traveling and with her friends.

When Deserea is not working, she loves to travel. Her favorite place to visit is Cape Cod with her family. Deserea currently lives at home with her paternal grandmother, and enjoys bowling, watching movies, visiting the library, and going to the pet store.

Deserea also participates in a without-walls program, Community Hab and free-standing respite through the Center for Disability Services. These programs allow her to build her social and money management skills,

while also exploring the community and increasing her independence.

Deserea has struggled with her visual acuity and was offered a low-vision aide to assist her. At first, she was hesitant to use the low-vision aide because it made her feel “different” from other employees. With the support of her co-workers and supervisory team, Deserea came to accept her challenges and began to understand how the low-vision aide would help her grow as an employee.

“Deserea is a trusted employee who has earned this trust over her experience at Commercial Services and can be trusted with any fulfillment job in the shop,” says Chris Schelin. Deserea has increased her productivity and accuracy which, in turn, has given her a great deal of confidence in completing her work.

With the help of her natural supports, Deserea expects to continue her vocational growth by obtaining new skills and attempting new job tasks, regardless of the challenges she might face along the way. Deserea’s commitment to attendance, efficiency, accuracy, teamwork, and ability to adapt all have led to exponential growth as an employee.

***If I didn’t have this job, I would be...
looking for another job. I can’t imagine not working.***



Preston Thompson

The Arc of Onondaga
Syracuse/Onondaga County

"I was lost out there in the world. I was addicted, couldn't keep a job, and 62 years old at the time. Then, one day I finally realized I needed help."

This was how Preston Thompson described his life seven years ago. A Vietnam veteran who suffered from depressive and post-traumatic stress disorders, he approached the local Veterans Administration (VA) disability program for help.

"My addiction ruined many things for me. I couldn't keep a job because I was addicted. I was always stressed, always tired, Social Security wasn't cutting it, and I was missing out on my family's lives. I decided I was ready to work. And I realized I was ready to work for myself, not my addiction. I just needed help, and a chance to prove myself."

The VA provided Preston with help for his addiction and also introduced him to Jim Pitts, Enclaves manager for Monarch, Arc of Onondaga's vocational division. "It was perfect timing," said Preston. "I was already in counseling when I met Jim. I interviewed and got the job with Enclaves. And the job, well, it helped everything else to fall in place."

Preston said keeping and excelling at a job has changed his life. Assigned to janitorial services at Gateway Day Hab, an OPWDD site at which Monarch fulfills a NYSID Preferred Source contract, Preston works alone with minimal supervision.

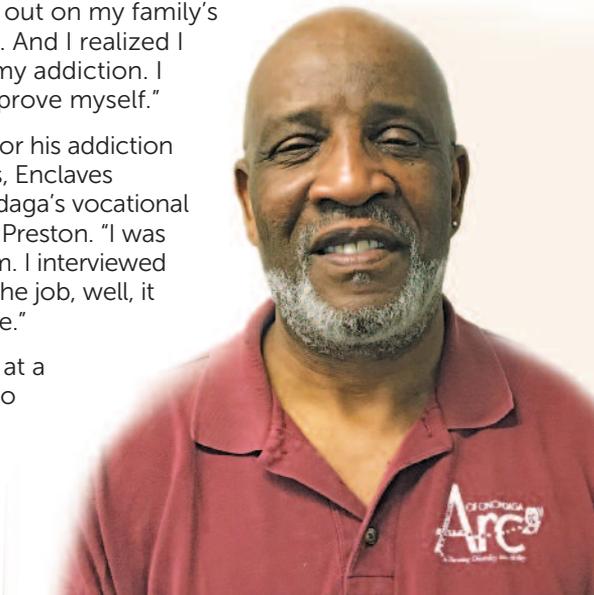
He became a janitor at Arc's main building, but once he proved his capabilities and stability, he quickly progressed to one of Enclaves' coveted off-site, state-contracted assignments, which included more money and less supervision.

"Preston has set the standard on how we want staff to clean," said Ayisha Crockrell, lead vocational supervisor for Enclaves. "He's effective, efficient and organized. He's amazing at floors and has become the go-to guy to show others how to do them. We even send him out to correct other sites."

Jim Pitts said, "Preston is a patient teacher. He never calls in, is always on time, and has proven time and again that hard work and a positive attitude are most definitely the keys to success, at any age."

Preston credits his job for almost everything good in his life, allowing him to build up his own self-respect, give him confidence to learn, teach and shoot for new things, become fully independent, take pride in himself and his work, and become a positive role model for his grandchildren. "My job is my motivation for staying sober," he said. "Having this job keeps me straight as an arrow. It reminds me to always try to do the right thing. I'm happy all the time. I just feel so happy."

Thanks to Preston's job, he has a newfound view of life. Being self-sufficient and earning money has allowed him the opportunity to enjoy things he never could before.



***Every day, we have choices we must make.
I pick work. I pick staying clean. We must make decisions.
I choose to belong in society.***

Steve Vallee

Warren, Washington & Albany ARC
Albany/Albany County

In the five short years Steven Vallee has been working for Warren, Washington & Albany ARC, he has developed into an excellent, valued, well-liked, and respected employee.

Steven worked in various jobs before coming to Crossroads Industries, but was dependent on family members to obtain them, and familiar supervisors to maintain the work. When he lacked the support and understanding of that familiar person, he became easily frustrated and angry and could not keep jobs. He looked at Crossroads Industries initially as a suggestion from his father, but decided to work there because the people were nice, the work looked satisfying, and he thought he could get the job done.



Steven's lack of confidence in himself was immediately apparent. His self-worth was extremely poor, and he apologized for perceived mistakes. He tried various jobs available in the production department, and with the support of his supervisors and vocational specialists, began building the work skills and confidence needed for successful employment.

Steven works on NYSID Preferred Source contracts for the NYS Department of Health (DOH) mailing and first-aid kits. The DOH mailing involves many different tasks and Steven knows them all, but feels he is best at labeling.

Steven continues to develop on the first-aid kits operation, where his duties include reviewing orders, identifying supply items, cross-matching medical supply item and contract numbers, checking in items against packing slips, restocking shelves, and reporting

low counts to the sales representative. He also picks and packs the items to fill orders and judges the size of the cartons to match the size of the order. The production manager says Steven's work is excellent in quality and pace, and that he knows all aspects of first-aid kit production. His next work goal is training to ship the packages, learning the FedEx software, and typing in data to finalize shipping the orders.

Working on NYSID Preferred Source contracts has provided Steven with a continuing boost in his confidence as he independently and successfully completes orders. This has opened up other opportunities for Steven, such as working on Crossroads' temp service and, ultimately, a job in the business community.

Steven was named Employee of the Year, and recently Employee of the Month's Best Effort, in recognition of his work achievements. Steven has cultivated many friendships through his work. He is always helpful, offering assistance where needed and is respected and liked by both his co-workers and supervisors.

Steven budgets his earnings to assist his mother with paying bills and buying food, and to support his interests. His paycheck allows him to bowl in a league, where he averages 165. He enjoys shopping for a good sale in order to afford his particular tastes in watches and sneakers.

Steven is a role model who demonstrates admirable personal qualities and outstanding productivity. He proves that with the right opportunities and support, he can go far.



Richard White

Human Technologies
Utica/Oneida County

Richard White was hired at Human Technologies in 2001 and has worked on the NYS Department of Corrections and Community Supervision boots operation since 2009. His responsibilities are unpacking boots, verifying sizes, prepping boots for punching, inspecting punched boots, and repacking completed product to be shipped to various correctional facilities throughout the state.

One of the challenges Rich faces daily is staying focused. While on the job, he excels at finding “non-conformities,” including mismatched sizes, incorrect styles, and damaged boots. During a recent month in which Rich inspected more than 4,000 pairs of boots, he found 19 issues that needed to be resolved, and has assisted with improving customer satisfaction. His attention to detail during the inspection process is important to the entire operation.

Another challenge Rich has conquered is adapting to change. Over the past several years, Rich performed his job in a consistent manner. During the past six months, the process was improved to include a conveyor system, which increased productivity. Rich has embraced this change and transitioned well to performing the job with different steps. He’s also improved his attitude toward working with a team. Rich would often become anxious when others jumped in to assist him, but within the past couple of months, he has thanked co-workers who have helped him to get caught up.

Throughout his tenure on the boots operation, Rich has taken on new responsibilities, diligently learning each new task. He takes immense pride in providing a quality product to customers. Considering more than 50,000 pairs of boots were shipped last year, there are few complaints with the end product. Rich is cross-trained on many other functions, including prepping boxes for shipping and sorting out the sizes for orders. He also completes production for a national retail customer, which includes breaking, sorting and stacking cardboard.

Some of Rich’s favorite moments off the job are spent watching and discussing sports, playing video games and visiting family. A gigantic smile will appear on his face when talking about the Washington Redskins and the New York Yankees. In fact, his dream job would be serving as the waterboy for the Redskins.

Being nominated for this award makes Rich feel “very awesome, very happy!” The Human Technologies team is certain that he has many great accomplishments ahead of him in the years to come.

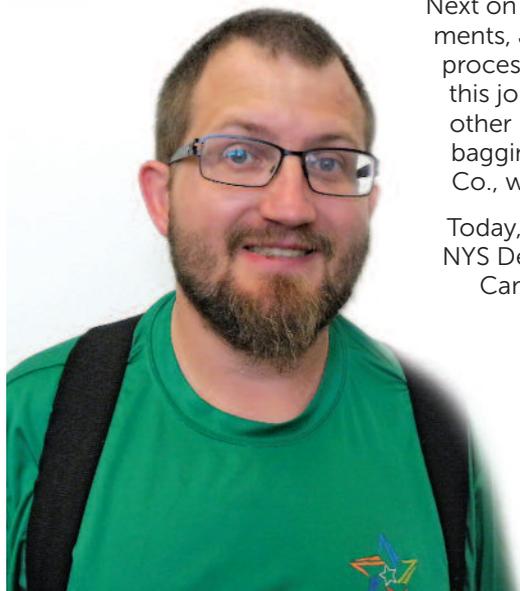


Jason Zigenfus

The Arc of Steuben
Bath/Steuben County

A self-motivated person who is extremely dependable, ambitious and detailed in everything he does, Jason Zigenfus is a tremendous team player who is always looking for opportunities to learn and grow.

Jason began his career at the Arc of Steuben more than 10 years ago in floor care. He learned to perform general cleaning tasks, and was quickly recognized for his tireless efforts and quality work. Recognizing those talents and interests, Jason was given the opportunity to learn to strip and wax floors, which he excelled at right away.



Next on the list of his growing work accomplishments, Jason learned the carpet extraction process and, as expected, became proficient at this job. As his work success continued, so did other learning opportunities. Jason worked at bagging and palletizing salt for Wayland SWP Co., where he naturally excelled.

Today, Jason works independently at the NYS Department of Transportation rest area in Campbell, which is off the scenic Southern Tier Expressway. In this position, Jason performs a variety of tasks that include cleaning, mopping, washing, and trash removal. His attention to detail, work ethic and dependability ensure that travelers have clean and comfortable facilities.

When he's not working, Jason loves spending time with his family. Additionally, he is a caregiver to his

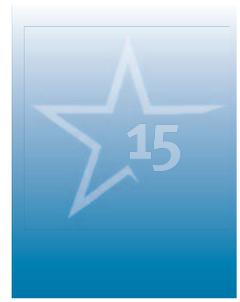
mother. Jason likes to build robots from miscellaneous parts and materials. He also enjoys the art of tattooing, and has an array of colorful and interesting tattoos.

Jason has acquired an impressive resume since joining the Arc of Steuben. He has built a reputation as a model employee who is a dependable team player.

*I like my job because...
it helps me pay bills and get me in the community, not home all day.*



Previous Joslin Award Winners



2017



John Humphrey
The Arc of Onondaga
Syracuse/Onondaga County



Richard Warner
Allegany Arc
Wellsville/Allegany County

2016



Brian Mann
Lifetime Assistance, Inc.
Rochester/Monroe County



Jerry Williams
Schoharie County Arc
Schoharie/Schoharie County

2015



Ramonita Morales
The Osborne Association
Bronx/Bronx County



Michelle Wolfe
The Arc of Madison Cortland
Oneida/Madison County

2014



Edwardo Lopez
AHRC New York City
Manhattan/New York County



Brent Matthew Lillard
Spectrum Designs Foundation
Port Washington/Nassau County



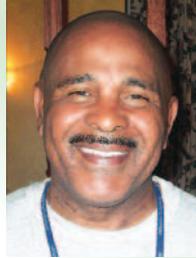
Previous Joslin Award

2013



Donald Huckins

The Arc Otsego
Oneonta/Otsego County



Marc Smith

The Altamont Program, Inc.
Schenectady/
Schenectady County

2012



Ana Cortorreal

Fedcap Rehabilitation Services
Manhattan/New York County

2011



Nelson Hooper

F.E.G.S
Manhattan/New York County

2010



Robert Wells

Gateway Community
Industries, Inc.
Kingston/Ulster County

2009



Mike Miles

Oswego Industries, Inc.
Fulton/Oswego County

Winners

2008



Linda Rollins

Rochester Rehabilitation
Center, Inc.
Rochester/Monroe County

2007



Frank Lange

The Arc of Steuben
Bath/Steuben County

2006



Mark Daube

The Arc Genesee Orleans
Batavia/Genesee County

2005



Matthew Maxwell

CDS Monarch
Rochester/Monroe County

2004



Kasey Knott

Allegheny Arc
Wellsville/Allegheny County



JOSLIN

AWARDS PROGRAM

2018 Committee Members

Susan Delehanty
NYSID Board of Directors

Kellie Kennedy
*Director of Day Services, The Arc
of Livingston-Wyoming*

Patrice Joslin King

Jennifer Lawrence
Manager, Corporate Communications, NYSID

Eileen McCarthy
Vice President, Administration, NYSID

Ron Romano
President & CEO, NYSID





11 Columbia Circle Drive • Albany, NY 12203
800-221-5994 | www.nysid.org

