

WASHINGTON VOCATIONAL SERVICES

Excellence and
Longevity in the
Work Place



2015 Annual Report



Janet Bruckshen,
Executive Director

Dear Friends of Washington Vocational Services,

It will not be easy to sum up the past year in just a few sentences, however, I will attempt to share some highlights from 2015. In January, we expanded our footprint and began providing services in Clark County. Our strong reputation for supporting Deaf Services earned us this honor and it was a true example of our mission to meet the needs of the community. In July, Washington Vocational Services (WVS) purchased a second Auntie Anne's Pretzel store located in the Seattle Premium Outlet Mall. This acquisition allowed us to offer new opportunities to individuals with disabilities. In the next few pages you will have the opportunity to read about "Dream Builders", which kicked off in September. This was a new concept for us and one we are finding to be very rewarding. In 2015, new partnerships were developed with the Microsoft Supported Employment program as well as the National Organization of Disability (NOD) to support Starbucks with their hiring initiative.

While it was a year of growth, it was also a year of "Excellence and Longevity", our theme for 2015. In the next few pages you will read a few stories of how employment has impacted the lives of our clients as well as employers. By continuing to emphasize excellence, 21 of our employees have achieved their Employment Specialist Professional Certification. This is an investment that will keep us leading the way in our field and ensure that each client receives outstanding support.

I was correct in assuming it would be difficult to sum up the year, but I hope this gives you a glimpse into what 2015 meant for us. We are very proud of our accomplishments and look forward with great excitement to our 40th year of services. A milestone of Excellence and Longevity in itself.

Janet Bruckshen,
Executive Director



WVS Team at our Annual Holiday Luncheon

2015 by the Numbers



Board Members

Officers

President: Marci Miller

Vice President: Heather Hollingsworth

Treasurer: Michael Warden

Directors

Tim Whitty

Ken Eriksen

Glorita McIntyre

Sven Mogelgaard

Karin Cook

Mark Reed

MESSAGE FROM THE BOARD

A lot has changed since 1976! Bell bottoms were in, then out, then in again. Telephones were attached to the wall. Independence was the theme of the year and how fitting that Washington Vocational Services was formed. What began as a gathering of family and friends to talk about options for their loved ones has evolved into an organization that has changed the lives of countless people.

It's a rare occasion when you find a diverse group of people spread over western Washington, all focused on a common goal, achieved through caring and professionalism. It's an even rarer occasion to grow an organization and maintain the culture and exceptional level of service to others.

It's with a warm heart that I thank the dedicated employees, volunteers, clients, board of directors and partner agencies for their contributions over the past 39 years. Without all of you, we could not have made such a lasting impact on the lives of others.

Here's looking forward to our 40th year of changing and impacting lives for the better!

Board President,

Marci Miller

SERVICES IN REVIEW

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

Dream Builders- San Juan and Skagit

Written by Peggy Frisk, Edited by Caitlin Stone

Dream Builders began services in San Juan and Skagit Counties in September and hit the ground running.

The program teaches Self-Determination and Self-Advocacy skills at a critical time in a student's life, effectively showing them a model of how important their dreams are, and teaching them that their goals do matter and can be met with school, family, and community support.

In Skagit County, WVS partnered with Sedro Woolley Middle School and Skagit



Program Manager Cara Cohn working with students in Dream Builders

County to offer twelve 7th and 8th graders and their families services. Students were encouraged to get involved and give back to their community through volunteering. This allows the students to learn and develop their skills and interests as well as become part of a more inclusive community.

In San Juan County, WVS partnered with the San Juan Island Community Foundation and Friday Harbor Middle School to offer twenty one 7th and 8th graders, and their parents, an opportunity to create a path towards adulthood earlier in their school experience. One of the innovative aspects of Dream Builder's San Juan was the partnership with 4-H and the University of Washington to connect community leaders with students for a full year's mentorship.

When asked about Dream Builders, Program Manager Cara Cohn described the transition program as one that, "Empowers middle school youth to take charge of their

own lives and futures by pursuing dreams of employment, secondary education, housing and community involvement."

Cara and Employment Consultant Sharon are supporting parents as well. When a mother was unable to bring her son back for a discussion, she returned and cried. Cara reassured her and said, "We are here for the long haul and want to be supportive of not just your son but you as well." When the mother left she said, "I finally feel like I have an ally." This is just one example of the impact Dream Builders is having in the community.

San Juan County Special Services Director Becky Bell attended the first session and mentioned that the school district should utilize Dream Builders for all middle school students because of what a great resource it is. We're excited to see Dream Builders continue into the 2016 school year.

SERVICES IN REVIEW

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

School to Work -Whidbey Island

*Written by Shirley Johnson Murray,
Edited by Caitlin Stone*

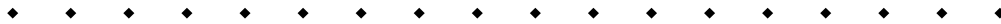
The Island County School-to-Work program assists students with developmental disabilities to experience a seamless transition to adult life as they leave school. Students and families enrolled in the program

receive training, benefits planning, and resource coordination.

The success of the School to Work program comes from the utilization of a team approach that offers direct services to students. Washington Vocational Services partners with the student's team of educators, Island County Human Services staff, parents, and the Division of Vocational Rehabilitation to help the student find

good job matches before they leave the program.

Four students have benefited from the program during the school year by working with this team approach. Currently three of the students have paid employment and the team is working toward having the fourth receive paid employment shortly.

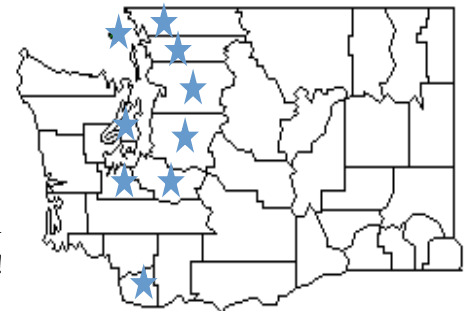


Clark County Expansion

Written by Peggy Frisk, Edited by Janet Bruckshen

Conversations with funding sources began 5 years ago, requesting that WVS provide employment services in Clark County. There was a strong need for vendors to provide Deaf Services in that area. In early 2015, we decided it was the right time to expand. One of the Employment Consultants from the King County team committed to making a transfer to help us get started and we also hired a part time Employment Consultant to provide services through the Division of Vocational Rehabilitation (DVR) as well as the Department of Services for the Blind (DSB).

The program quickly grew and in July 2015, we were awarded a contract with the Development Disabilities Administration (DDA) to provide both Community Connection as well as Individual Supported Employment Services. By the end of the year, our Clark County program consisted of 3 employees and we anticipate opening an office in Vancouver in January of 2016. In addition to supporting several individuals with assessment opportunities, the team placed 13 individuals into paid employment in 2015. Incredible outcomes and a successful start to our new endeavor!



Alaska Services

Written by Sue Lesh, Edited by Caitlin Stone

Alaska Vocational Services (AVS) is in its 3rd successful year of administering the Bridges Navigator Grant Program. Our mission through the program is to enhance accessibility for individuals who are Deaf or Hard of Hearing. This is accomplished through traveling to rural and outlying areas and connecting them with assistive technology, housing, healthcare, employment, and communication services. We've reached isolated individuals in Kodiak, Kotzebue, Ketchikan, and Barrow. Our efforts to identify and fill needs have resulted in reduced homelessness and increased employment and independence for the Deaf

and Hard of Hearing community.

This summer we developed a partnership with Hope Community Resources to enhance our relationship and outreach opportunities. Looking ahead to 2016, we will be transitioning the Bridges Navigator Grant to Hope in the anticipation that it will be more financially sustainable.



Client Kimberly McConkey
volunteering at AVS Office

Camano Island Services

Written by Shirley Johnson Murray,
Edited by Caitlin Stone

Camano Island employment consultants support nine DDA clients. All of which are currently working in various volunteer positions providing community support.

Many Camano Island clients are members of the Aktion Club/Kiwanis and through Washington State E-Cycle, have earned and donated back to the community over \$3,000. Aktion Club is the only service club for adults with disabilities and they have more than 11,000 members worldwide. Their mission is "To provide adults living with disabilities an opportunity to develop initiative, leadership skills, and to serve their community." These important skills are building a foundation for future paid employment.



Aktion Club helping out at The Caring Place

CLIENT RECOMMENDATION



"When I worked with other agencies, I was often told that my career goals were unrealistic. Instead, they would attempt to find me custodial work or other positions they thought would be a 'better fit' for me. The service I receive at WVS is different. I feel like my Employment Consultant really listens and my concerns are heard.

I now have a paid job at the Nest doing what I've always wanted to do- work with children!

I'm really happy working at the Nest. I like my boss and I enjoy the relationships I've made with the people I work with and the children that I read to. I'm happier than ever! Thank you for your support, WVS!"

-Pam Simons

Employed at The Nest since 2014

SOCIAL ENTERPRISE

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

Auntie Anne's– Seattle Premium Outlets

Written by Maribeth DeFreese, Edited by Caitlin Stone

Washington Vocational Services (WVS) opened a second Auntie Anne's Pretzel location in the Seattle Premium Outlet mall on July 22nd, 2015. The first location has been a crowd favorite since 2005 and celebrated its 10 year anniversary this May.

This second location increased the number of individuals with disabilities employed at both stores, expanding our diversity and providing an inclusive work environment. Currently, 35% of Auntie Anne's employees are persons with disabilities. We are extremely excited to see how our Auntie Anne's pretzel locations at the mall will take our mission to the next level in 2016.

One client, Dawn Patterson (pictured top, left) has worked at the inline store since 2010! When asked why she enjoys working at Auntie Anne's, Dawn said, "I think it's a nice place to work for, it's fun making pretzels and helping customers." Her hard work is paying off because she received the "Best Up-Seller" award at the Employee Appreciation Dinner.

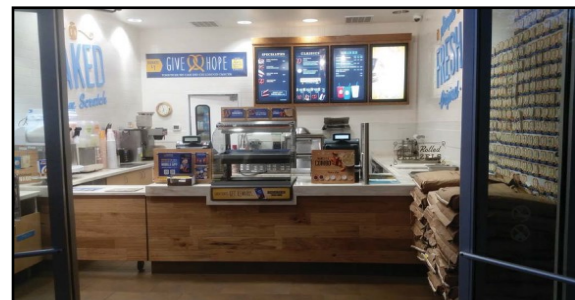
We also updated our inline store to incorporate an updated look and digital menu. This will help implement price changes and featured products each month.



Dawn Patterson with her award



Mr. Twisty at the Kiosk Grand Opening



Rebranding of our in-line location



ATTIC

Adult Transition To Independence Center

Written by Peggy Frisk, Edited by Caitlin Stone

Washington Vocational Services provides a transition program for students ages 18-21 in Skagit County. This year the ATTIC (Adult Transition to Independence Center) had 17 students from all 5 school districts in the area. The Transition Center teaches employment and independent living skills such as resume building, interview practice, personal care, laundry, and food preparation.

Students are able to choose from 26 Community Based Learning Experience sites as well as 4 mock interview sites in the area where they gain real world interview and job experience. While some employer relationships are already established, services are also individualized for each student. For example, three students are being supported in their task of obtaining drivers permits, while a fourth is being supported in a paid position of 25-40 hours per week.

The students recently established a free ATTIC Laundry Service. At this time it's a free service to the community, but it's

a priceless experience for the students.

The ATTIC also provides support for students' parents by connecting them with services. In 2015, several community resources came to ATTIC Parent Meetings. Resources included Developmental Disabilities Administration, Division of Vocational Rehabilitation, housing, Parks and Rec, People First, other parents, as well as past ATTIC students that shared their 'life after 21' experiences.



First year ATTIC student volunteers at Helping Hands Food Bank in Sedro-Woolley. During ATTIC hours he practices measuring for his Community Based Learning Experience site which includes food portioning.



ATTIC

MISSION: WVS will provide training to develop work skills and increase the student's ability to live and work independently, making contributions in their community.

VISION: Every student with a disability exiting school in Skagit County will experience work, develop a vocational goal, and be connected to Adult Services

EMPLOYEE SUCCESSES

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

Lawrence Shipula's Inventions – Excellence

Written by Maribeth DeFreese, Edited by Caitlin Stone

Electronetics is an assembly company that creates off-grid power transformers, high frequency magnetics, and custom inductors for the medical and aerospace industry. The company is a social enterprise of Northwest Center. All revenue generated from Electronetics helps fund Northwest Center's education and employment programs. Over the years the Everett branch has hired many WVS clients. However, Lawrence Shipula, their most recent hire, has been the most successful.

On Lawrence's second day, it was clear he had a unique gift. He brought a homemade tool that made twisting wires through transformers a much quicker process. Since fourth grade Lawrence has been inventing tools similar to this one. Lawrence is a truly unique individual with a gift for detail and invention. He plans his process from beginning to end and documents each step with drawings and specific

instructions. He also picks up on tasks quickly, which allows him to do every job in the Everett plant without accommodations. It is clear Lawrence has found his place at Electronetics. His manager, Scott Patterson, is extremely supportive and continues to challenge Lawrence by teaching him new skills and allowing him to be creative with inventions.

Lawrence's goal is to become an engineer so that he can design and improve products and we have no doubt he'll reach it. Electronetics has allowed him to thrive and encouraged his inventive spirit since day one. The surrounding community found Lawrence's story so captivating it was picked up by the Seattle Times, Seattle Business Journal, and featured on Evening Magazine. Not to mention, Electro-

netics received the Governor's Award for their efforts in supporting Lawrence.

Excellence is doing ordinary things extraordinarily well– John W Gardner



Lawrence Shipula working at Electronetics

Dean Sutton Retires – Longevity

Written by Maribeth DeFreese, Edited by Caitlin Stone



No one represents this year's theme of longevity better than Dean Sutton.

Dean was hired at Providence Hospital 35 years ago on May 1st of 1980. He started working in the kitchen and over the years has changed titles, managers, and departments multiple times. Dean stayed employed at the hospital during the expansion to Providence General. He learned the new layout of the hospital quickly and was very grateful for his amazing supervisor who allowed him to have extra job coach support during the transition. Dean ended his career in the linen supply department distributing clean linens to each floor and bed in the hospital. This allowed Dean to socialize with people across multiple departments and floors, and he became well-liked by all of his co-workers.

Despite his disability Dean was able to work 40 hours a week, allowing him to receive full benefits and have a retirement plan. When Dean retired on May 5th, 2015, over 100 people stopped by his retirement party to wish him well and congratulate him on his multi-

ple years of service. Dean now enjoys his retirement in the home he and his wife of 25 years share in Everett.



Program Manager Bretta Williams with Dean Sutton at his retirement party

To sustain longevity, you have to evolve.
-Aries Spears

EMPLOYER RECOMMENDATIONS



I have worked with Washington Vocational Services for many years and with two different companies. The partnership...is great and I could not recommend it enough. I currently have 3 individuals that work for me from WVS. One has been with us for almost 3 years! Our partnership with WVS is a "win, win" situation for everyone involved.

Tim Hoff
Director of Operations
Environment Control
South Sound

EMPLOYEE SUCCESSES

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

Tyler Haggen's Work Ethic -Excellence

Written by Lindsay Raitz, Edited by Caitlin Stone

Tyler Haggen was looking for employment that satisfied his preference to work outdoors and with his hands. This led to an assessment at the sanitation department in Sedro Woolley where Cliff and Leo, the district manager, were happy to have Tyler come on board and be a part of their team.

Tyler started in the summer of 2014 and his responsibilities included sweeping the lunch room, taking out the trash, arranging TVs and computer monitors, and cutting the cords so they could be stacked and recycled. He enjoyed the tasks, and after each shift Tyler grew more comfortable with the work and being around his co-workers. They accepted him as one of their own, giving him a hard time and joking with him as they did with each other. Tyler loved it and dished it right back!

Tyler's Employment Consultant (EC), and Leo spoke candidly about Tyler being

hired on part time, providing the county budget would approve it. In the meantime, Tyler continued learning and completing tasks that the regular crew did not have time for. The EC worked closely with Tyler and Leo to insure Tyler was meeting company performance standards and learning new tasks as needed.

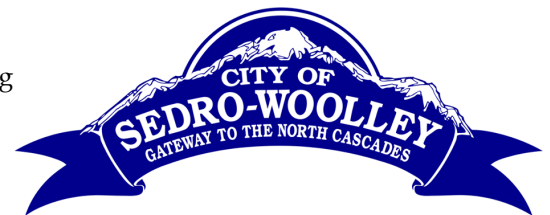
In the coming months, Tyler's responsibilities were increased to cleaning the bays where the city vehicles come in for routine maintenance. He learned to grease the chains on the garbage trucks and detailed the inside. Tyler uses machinery such as hand tools, leaf blowers, and pressure washers. Eventually, Leo would like Tyler to learn how to operate the back hoe.

When the city took on the task of recycling light bulbs, Tyler was put in charge. They created a work space for him where the required recycling boxes for the lights

were located and where Tyler would take the bulbs and place them in the boxes.

At the beginning of the year, Leo completed paperwork and submitted proposals to the city explaining why Tyler was needed and the important work he was doing at the facility. This summer Tyler was officially hired! He has received more hours, is beginning to get involved in the yard waste department, and is working more closely with the community. Since starting at the Sanitation Dept. Tyler has done a complete 180 in performance and attitude. He enjoys going to work and never misses a day! Leo has big things planned for Tyler in the coming years!

The will to win, the desire to succeed, the urge to reach your full potential...these are the keys that will unlock the door to personal excellence. —Confucius



Jeffery Jacobs Celebrates 15 Years- Longevity

Written by Maribeth DeFreese, Edited by Caitlin Stone

Jeffery Jacobs celebrated his 15th year of employment at Solid Ground this year. Solid Ground is a non-profit organization dedicated to providing access to organic and nutritious food for low-income families in the Seattle area.

For the past 15 years, Washington Vocational Services' client Jeffrey Jacobs has worked in the Lettuce Link department. He packages large bags of seeds into small envelopes and labels the seed for distribution at food banks. After doing the same task for many years, he expressed to his manager that he would like more variety in his work. His manager, Nate Moxley heard his concerns and organized new tasks for Jeffery to take on. His duties now include packaging diapers and spices, completing projects for the cooking department, and gathering seeds for children to make artwork.

When asked about his job, Jeffrey said, "I'm celebrating 15 years and I love it. I love the people." Jeffrey's relationships with his coworkers really shine

through as they celebrate his diversity and enthusiasm for the job. They especially look forward to holidays because Jeffrey loves to dress festively for all of them. Blue hair for the Seahawks, red, white and blue for independence day, and his St Patrick's day gear includes glasses, shamrocks and head to toe green. Solid Ground often has after-work events to promote team bonding and inclusion. Jeffrey is invited to the gatherings but he doesn't always have transportation. Solid Ground staff work with Jeffrey to pick him up and drop him off at home. Jeffrey also enjoys one on one lunch dates with his coworkers and has established great relationships with them during his 15 years.



Jeffery Jacobs celebrating St. Patrick's Day with Employment Consultant Brandy Riddle.

CLIENT RECOMMENDATIONS

"Hi, my name is Misung. I like WVS' help to find a job. I like Job Class because it's fun and helps me find a job I like to do."

- Mi Sung Park, WVS Client-
Snohomish

"WVS helps me to find a job and I like that they are nice. They are a good agency!"

- Brianne Nelson, WVS Client-
Snohomish

"I am currently employed at the Veterans of Foreign Wars Office in Oak Harbor, WA. I love my job at the VFW and help keep the place really clean. I have been working there for over a year now. I am always on time to work, work very hard, and take pride in the work that I do. I love being able to be of service to veterans."

-Chris Stonecipher, WVS Client- Oak Harbor

"I like WVS because it has helped me in my job training. Kate (Employment Consultant) is trying really hard to find me a great job! She is also really nice."

-Brianna Horn, WVS Client-
Snohomish

Solid Ground
HELPING FAMILIES BUILD STRONG FOUNDATIONS

EMPLOYER AWARD WINNERS

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

Wal-Mart

Written by Dana Miles, Edited by Caitlin Stone

Walmart recently opened a store in Vancouver and welcomed six deaf employees as part of their core staff.

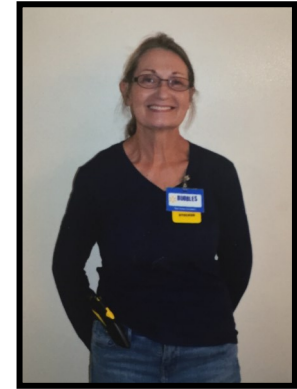
It all started with the co-store manager, Dugan, who personally took the time to ask Employment Consultant Dana Miles what her clients would like to do and gave them specific jobs of their first choice! For example, two customers got Overnight Stocker positions because of their schedule preferences, and two deaf customers, who are married to each other, had their shifts scheduled as closely together as possible for their convenience. Dugan, Oksana, and Cisca, worked together with Dana many times. They were always communicative, welcoming, and open to whatever suggestions she had for them.

In the first weeks of employment, interpreters were available to interpret meetings. It was

crucial because a lot of information was shared regarding the new store's set-up and Grand Opening day. However, the management team didn't stop there! Some of them took the time to learn ASL to communicate with their employees.

To top it off, during a private party for employees their families and friends, many co-workers stopped to say "Hi" and signed and/or finger-spelled to the co-workers. It is rare to see such a welcoming workplace.

A variety of accommodations are being made. For example, Walmart is in the process of getting pagers for deaf employees to be able to alert managers in case of emergencies that may arise at their store.



WVS Client Bubbles M. selected to be on Safety Committee



Gerry raising the flag at work

Walmart 

Mountain View Rehab and Care Center

Written by Traci Dosch, Edited by Caitlin Stone

Over the last two years, Executive Chef Greg McCammond has hired several clients from Washington Vocational Services to work in different departments through-out Mountain View Rehabilitation & Care Center.

Greg believes that everyone has the ability to shine and has given our clients the opportunity to do so. He has told them all that the sky is the limit and to reach for the stars.

Greg gives our clients the opportunity to show their skills by having them complete a working interview. He believes in giving them a fair chance to make sure the work is something they will enjoy and want to do.

The most recent hire was a young man who had never worked in a facility such as Mountain View before. However, after his interview, Greg saw the potential this young man had to offer. He immediately went to other department heads and requested that he be hired as a floater to help out not only the Kitchen, but also Laundry and Facilities.

Mountain View Rehabilitation & Care Center has given our customers the opportunity to reach their potential, and they continue to do so every day!



Travis Carr, celebrating two years at Mountain View



Mountain View Employees Norren Stringer and Richard Morton

EMPLOYER RECOMMENDATION

I recently asked Paula Bouwer from WVS for help in resolving a performance issue with one of our employees, Amy* at Milgard Vinyl in Tacoma Washington.

Amy is deaf and works for us through BBSI, a temporary staffing agency. Amy has worked in two departments for us, our Paint Line and our Veneer Line.

Paula visited with us and took time to listen to myself and my Leads to get a full understanding of how the employment opportunity was going. She then met with myself, my Leads, and Amy to make sure issues were discussed fully. She helped bridge any communication issues and provided excellent coaching for Amy.

In the days since we met, Paula has checked in daily to get updates on Amy's performance.

I appreciate very much the time and patience Paula showed to help us and Amy.

Sincerely,

Robert Shea
Operations Manager
Milgard Windows

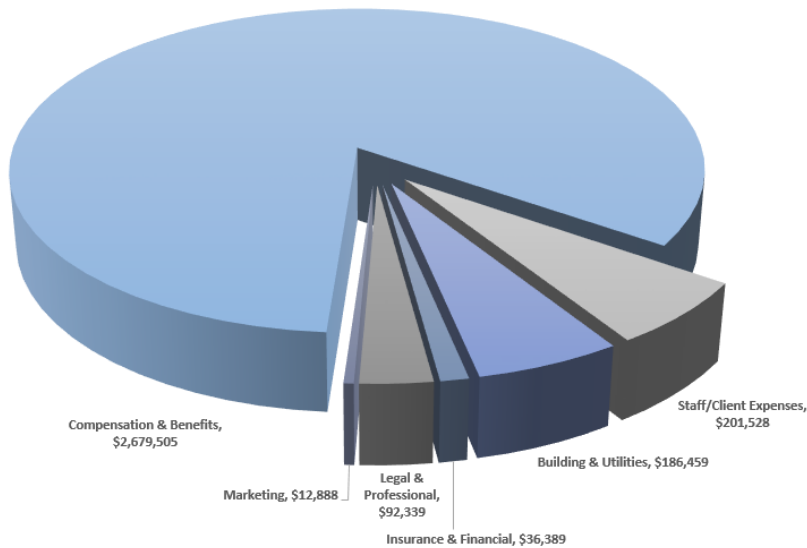
*Name changed for client privacy

FINANCIALS

EXCELLENCE AND LONGEVITY IN THE WORKPLACE

Washington Vocational Services			
Financial Performance			
(Fiscal Year December 31st)			
**Note: 2015 unaudited Financials			
	**2015	2014	2013
Program Revenue WVS	\$ 3,238,098	\$ 3,008,806	\$ 2,776,387
Everett Building Lease Income	\$ 37,800	\$ 37,800	\$ 37,800
Social Enterprise Management Fee	\$ 87,905	\$ 87,905	\$ 87,905
WVS Grants and Contributions	\$ 29,245	\$ -	\$ 232
Total WVS Revenue	\$ 3,393,048	\$ 3,134,511	\$ 2,902,324
Revenue WVS, PrintAbility, LLC	\$ 549	\$ 13,846	\$ 13,928
Total Revenue	\$ 3,393,598	\$ 3,148,357	\$ 2,916,252
WVS Program Expenses	\$ 3,209,109	\$ 2,938,733	\$ 2,618,916
PrintAbility COG & Operating Expenses	\$ 8,584	\$ 59,288	\$ 80,008
Total Program and Printability Expenses (Represents the costs of operations and salaries)	\$ 3,217,694	\$ 2,998,021	\$ 2,698,923
Trust Account Investment Revenue	\$ (6,967)	\$ 23,503	\$ 137,356
Total Trust Account Investment Revenue	\$ (6,967)	\$ 23,503	\$ 137,356
Net Ordinary Income WVS	\$ 183,940	\$ 195,778	\$ 195,503
Net Ordinary Income PrintAbility	\$ (8,035)	\$ (45,442)	\$ (66,080)
Total Operating Income (Represents the revenue that remains after operating costs)	\$ 175,905	\$ 150,336	\$ 129,423

2015 WVS Operating Expenses \$3,209,109

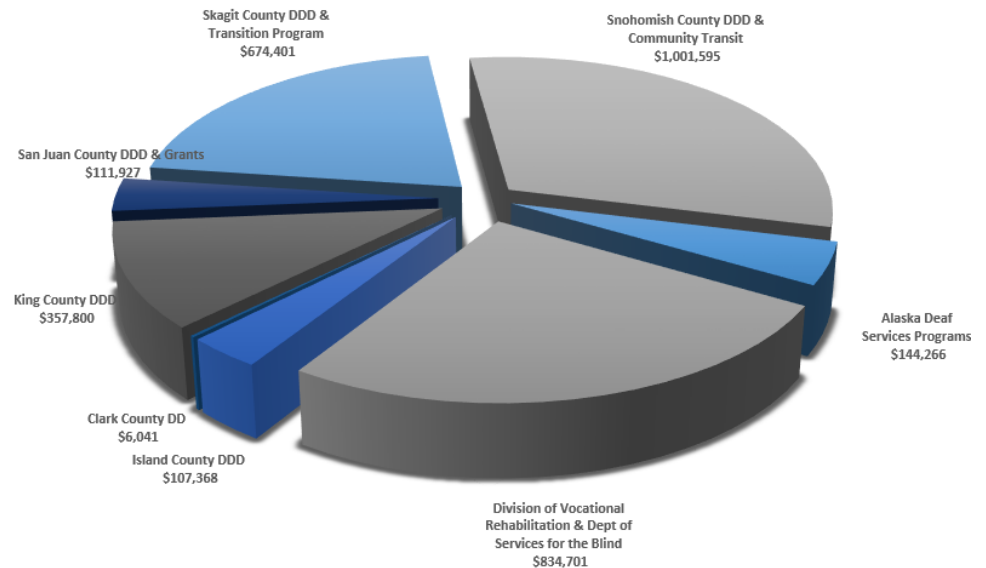


Financial Status

Consolidated Balance Sheet

TOTAL ASSETS	\$	2,411,822
TOTAL LIABILITIES	\$	756,629
EQUITY	\$	1,655,193
TOTAL LIABILITIES & EQUITY	\$	2,411,822

2015 WVS Program Revenue \$3,238,009



Excellence is the result of **ca**ring more than others think is **w**ise, **r**isking more than others think is **s**afe, **d**reaming more than others think is **p**RACTICAL, and **e**xpecting more than others think is **p**ossible.

— Ronnie Oldham.

FINANCIALS

EXCELLENCE AND LONGEVITY IN THE WORKPLACE



WVS, LLC (C Corp) dba Auntie Anne's Soft Pretzels

A wholly owned Social Enterprise Corporation

Financial Performance

(Fiscal Year December 31st)

**Note: 2015 unaudited Financials

	**2015	2014	2013
Revenue WVS, LLC WA 113 & WA130	\$ 816,643.02	\$ 744,597.02	\$ 918,390.05
Total LLC Revenue	\$ 816,643.02	\$ 744,597.02	\$ 918,390.05
WVS, LLC COG & Operating Exp.	\$ 720,910.13	\$ 569,440.77	\$ 715,353.17
Total LLC Operating Expense	\$ 720,910.13	\$ 569,440.77	\$ 715,353.17
Net Operating Income Social Enterprise	\$ 95,732.89	\$ 175,156.25	\$ 203,036.88
Total Operating Income	\$ 95,732.89	\$ 175,156.25	\$ 203,036.88

Financial Status

Consolidated Balance Sheet

TOTAL ASSETS	\$	421,412
TOTAL LIABILITIES	\$	141,779
EQUITY	\$	279,633
TOTAL LIABILITIES & EQUITY	\$	421,412

EMPLOYER RECOMMENDATION

Over the past two years Northwest Staffing Resources has worked with Washington Vocational Services to find candidates for some of our temporary job openings. Working with a vocational service like WVS has proved to have many benefits.

One project in particular stands out in regards to the benefits of utilizing a service like WVS. Each year we partner with The Salvation Army in Everett, WA to staff for the Bell Ringer campaign. This is a six week project that raises money to provide for families in need within our own community. The 2015 campaign alone will provide for hundreds of thousands of families throughout the year. We hire roughly sixty people for the season and about fifty percent of the employees hired have disabilities of some sort.

Washington Vocational Services is a great resource, providing us with several candidates to be considered for some of the sixty bell ringing locations that we fill. The candidates from WVS were, as a general rule, reliable and eager to work. The job coaches were extremely accommodating throughout the entire season. They assisted their clients with all of the new hire paperwork, they would check in regularly to see if we needed more employees and how their clients were performing. They would check on their clients in person, as well, to ensure that they were at their locations and that they had everything they needed to be successful at their job. They even assisted with scheduling and coordinating shifts.

Everyone in the office, from the person at the front desk to the job coaches are a pleasure to work with. Their individual passion for what they do shows in the quality of their service and I would highly recommend them! I can honestly say that the last two bell ringing seasons would not have been nearly as successful without the assistance of the WVS team. We look forward to partnering with them for years to come.

Olivia Maisel
Branch Manager
Northwest Staffing Resources





111 SE Everett Mall Way

Bldg. C, Ste. 100

Everett, WA 98208

800-398-4730

www.wvs.org

CARF accredited
deaf independent
disability retention engaged
abilities accessible funding
job class services ATTIC resume
goals employment placements
interview non-profit vocational
work assessments
employers Auntie Anne's DVR
Dream Builders communities