



2010 ANNUAL REPORT



ATWORK! WWW.ATWORKWA.ORG
1935 152ND PL NE BELLEVUE, WA 98007

2010—a year of growth!

Dear Friends,

Each of you reading this annual report contributed to our success. Thank you for your gift, for your partnership, for your contribution of time and for caring about people with disabilities. Thank you to the employers who hired people with disabilities. Thank you to the many volunteers, organizations, and businesses who have opened their doors and hearts to AtWork! and the people with disabilities we serve.

In this time of economic uncertainty, 2010 was a successful year for AtWork! because we have supporters like you. Success means that people with disabilities are realizing their dreams by finding jobs that match their interests and talents. The perfect job match for a person with disabilities is life transforming. It can turn a lifetime of isolation and poverty into a future of contribution and inclusion.

In 2006 AtWork! embarked on a journey of transformation, seeking new and innovative ways to achieve our mission by helping the people we serve connect to the larger community. By fostering connections with each of you and our many supporters and partners, we have become a conduit between people with disabilities and mainstream employers.

We know there are more people with disabilities that could benefit from our programs and job placement services at AtWork!. We also know that there are more businesses out there that could benefit from having a person with a disability as an employee. In 2010 the Board of Directors and Leadership of AtWork! adopted a new strategic plan that will guide our work over the next 3 years. Please continue to support us as we seek to continue to innovate, provide better services, find more people jobs, and serve more people who need us. Our new strategic plan is about growth and building capacity. We can't reach those in need without community support from people like you.

Thank you again for your contribution. We are truly grateful that you have chosen to invest in our mission. We encourage you to partner with us to serve even more people in 2011.

Sincerely,



Chris Brandt, CEO

A handwritten signature in cursive script, appearing to read "Chris Brandt".



Bob Strayhan,
Board Chair

A handwritten signature in cursive script, appearing to read "Robert G. Strayhan".

What is AtWork!

AtWork! is a highly supportive and innovative conduit between workers with disabilities and mainstream employers that creates **mutually beneficial work relationships** by designing customized jobs and providing ongoing support.

Our mission is to help people with disabilities be **productive, integrated and contributing** members of their communities. Our purpose is to help people with disabilities **learn marketable skills; find and keep good jobs** in the community; and **earn wages** and benefits that help them **escape poverty**.

AtWork! focuses on the individual. Every client that comes to AtWork! is paired with an employment consultant that works with the client to identify interests, skills, talents and aspirations. This phase of discovery may include volunteering, training and work trial opportunities to refine skills and explore new ones, developing a resume of experience applicable to a new permanent job.

AtWork! partners with the following agencies and government entities to forward our mission:

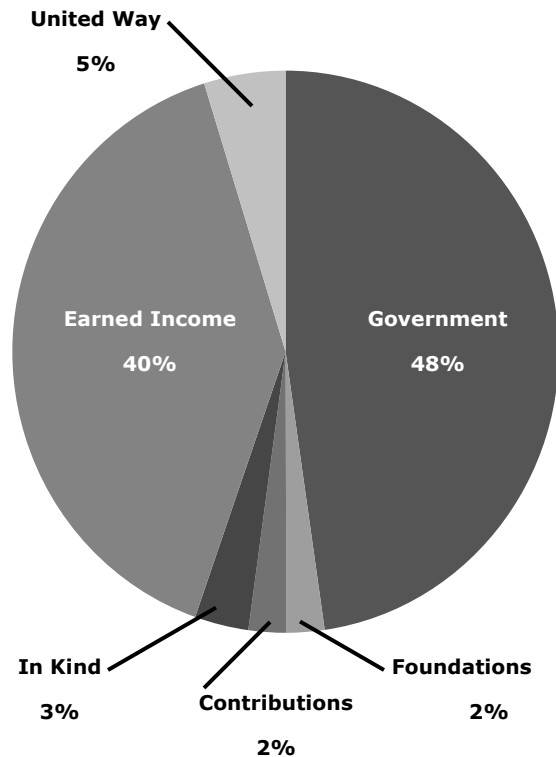


In Fiscal Year 2010, through the support of the community and the hard work of our clients and their employment consultants and job coaches, AtWork! is proud to report the following results:

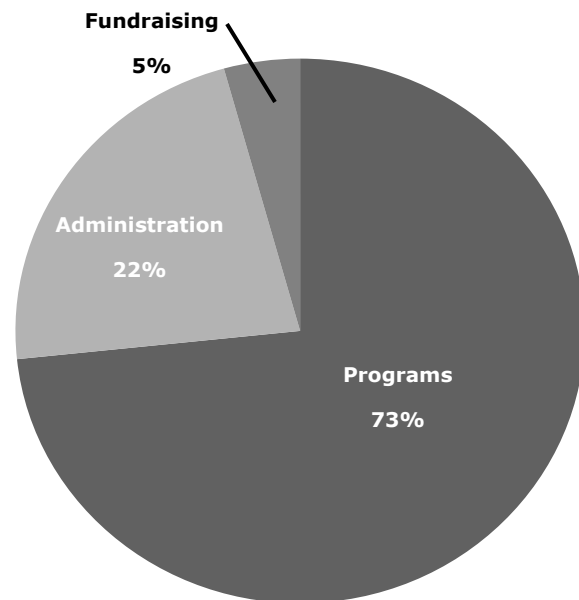
- 14 new job placements
- 9 new employers hiring people with disabilities for the first time
- 70 retained job placements
- 124 clients in new work trials
- 65 new volunteer placements
- Over \$500,000 in wages earned by clients of AtWork!
 - \$308,895 in community jobs
 - \$208,735 in businesses powered by AtWork!
- The average hourly wage for AtWork! clients in the community increased 4% to \$9.93

AtWork! has an efficient business model *

Revenue	
Government	\$1,620,387
Earned Income	\$1,350,934
United Way	\$ 164,403
In Kind	\$ 108,747
Contributions	\$ 76,537
Foundations	\$ 75,941
Total	\$3,396,949



Expenses	
Programs	\$2,514,087
Administration	\$ 765,010
Fundraising	\$ 148,388
Total	\$3,427,485



* Consolidated Profit/Loss each year will vary based on the amount of capital/major contributions. However, the general operating fund is budgeted for profit each year; the general operating profit for fiscal year 2010 was \$74,430.

Customized Employment - find your dream job!

A Tale of Two Brothers...

Nearly 30 years ago, two brothers came to AtWork! hoping to find a place to belong and contribute their talents and skills. At that time, AtWork! was still Custom Industries and operated a janitorial service. The two brothers used their talents and skills to provide great service and at the same time, learned valuable customer service and work skills that could someday help them secure a community job. As time passed, these two brothers found themselves in a comfortable, yet still isolated environment until AtWork!'s philosophy and mission shifted to the more progressive model we have today – one where everyone's goal is to find a community supported and integrated work relationship. AtWork! no longer operates a janitorial service and these brothers, Daniel and David have turned their focus, just as AtWork! has, to community supported job placements.

To understand the process that Daniel and David, both with developmental disabilities, have gone through and what most clients served by AtWork! go through in order to get a community job, let's explore the phases of customized employment. First, each client is assigned an employment consultant who works with the client in the "discovery phase". Working with the client and the other key people in their lives, we get to know the client in a variety of setting and circumstances. The goal is to discover the perfect job match, a job that matches specific interests, talents and dreams. The discovery process culminates with an employment goal, a direction for job development and a list of specific tasks the individual can perform competitively. The employment consultant then compiles a list of employment sites in the community that may match the job seeker's employment goal, skills, talents and interests and fits a market need. Finally, they come up with a plan that includes timelines, preferences, potential contributions of the job seeker, and responsibilities for the circle of support members. This plan is re-evaluated consistently to make sure all goals and targets are as relevant and realistic as possible. For Daniel – this plan worked perfectly.

Daniel had previously worked for AtWork!'s jani-

torial service and learned very marketable skills. He worked for AtWork! for over a decade and became dependent on the supportive / non-integrated work environment. Dan became reliant on the provided transportation and atypical work standards. Once Dan

started his new job these barriers were no longer an issue. Dan simply needed to gain confidence in his ability to work and participate independently. We are happy to report that Daniel is now working at Juanita Collision Center. He works 3 days a week for about 2-3 hours per day. Daniel rides the metro bus to and from work every work day. His job tasks include emptying all of the 15-20 garbage cans around the property and sweeping the 2 auto body shops. He used his first paycheck to buy his mother a Christmas present and she was thrilled. Daniel feels happy to be able to help his mother financially as well as have the opportunity to socialize and get out of the house. Daniel was bored when he didn't have a job and now he has something to look forward to during the week.

Juanita Collision Center has been incredibly supportive of Daniel as well as AtWork!'s mission. This has been a very positive experience for Daniel because of their willingness to try something new and support an incredible member of their community. The owners have been very open to the process of hiring a person with a disability as well as supporting Daniel as an individual. Pete treats Daniel like any other employee and is very kind and patient with him, never pushing him too much but always giving him room to grow.

As for David, he will be following in his brother's footsteps very shortly. (Continued on the next page)



Dan finds great enjoyment in his new job at Juanita Collision Center.

Partnerships make it happen!

The poor economy has been David's biggest obstacle. David and his employment consultant are working out an agreement for him to be hired by a local company. His job would be to take care of the used garbage cans that get brought into the shop for various reasons. David will organize them accordingly and decide whether the broken ones can be fixed. The company's plan is for David to eventually move beyond sorting and learn how to fix the broken cans and even get licensed to drive the forklift. David will be a great asset to this company. He has an incredible work ethic and wants to work more than anything. He is very smart and enjoys talking about things like politics. He spends a lot of time on his computer and he buys and sells western movies online for a hobby. David is an amazing and talented individual and he deserves to have a job that he enjoys and that will provide him with the freedom to continue to live on his own. In the end, isn't that what we all want?

Dunn Lumber, AtWork!'s Supporter of the Year

AtWork! is proud to honor Dunn Lumber as our Supporter of the Year. Dunn Lumber is, "the preeminent retailer of building materials in the Puget Sound area."

Dunn Lumber has remained family owned and operated for over 100 years because of its commit-



ment to its customers, community, and employees. Dunn Lumber has always been an organization that recognizes that it takes more than lumber and nails to build a community. The communities in which they build their stores are just as important as the customers to whom they sell. As a company and as a family they are justifiably proud of the work they do to build community, involving employees and their families in that effort.

The Dunn Lumber connection to AtWork! goes back some 40 years. Mike Dunn, President of Dunn Lumber, recalls at age 17 stocking shelves with packaged nails and screws that were put together by

people with disabilities in AtWork!'s workshop. At one point AtWork! created deck kits, milling lumber and assembling bolts and screws for home remodelers. When AtWork! began looking for opportunities for people with disabilities to be employed in local businesses, the close association with Dunn Lumber as a partner was a logical place to start.



Mike Dunn, CEO Dunn Lumber

Dunn Lumber views its employees as if they are an extended part of its family and treats them as such. As Mike Dunn puts it, "we got into this with one or two individuals and just saw it grow. It matched our company and family values and employing people with disabilities just became an extension of that commitment to community." Today, Dunn Lumber has a person with disabilities working in eight out of their twelve store locations and has an ambition to have at least one person with a disability in every store. Darwin, employed at the Bellevue location, is just one example of a person who finds fulfillment in his job and feels valued as a Dunn employee. He and his mother are very grateful to the company for including Darwin in every aspect of the company. It is his second family. The company is proud to help its employees with disabilities increase their independence and enhance their quality of life.

We are proud to honor this wonderful partnership and congratulate the Dunn Lumber Company as AtWork!'s Supporter of the Year.

Businesses powered by AtWork!



Our newest partnership and social enterprise, started in October 2010, is USArchive Powered by AtWork!, a document management service. We have partnered with USArchive—a long-standing and trusted company, to take over the operations of their document management services: shredding, imaging and electronic storage of old documents. These services save the customer space, time and are good for the planet. True to our mission, our document management business is an example of AtWork!'s mission: providing valuable community and environmental services, while employing and training individuals with disabilities.



Pat has been an integral part of the AtWork! family for 19 years. Pat's skills took him to the pinnacle of AtWork!'s landscaping crews, as one of our most talented workers performing grounds maintenance for federal government contracts, including the cemetery at Fort Lawton. The money Pat earned at his landscaping job increased his independence. His success gave him a sense of importance that he didn't have before. Pat started working at Safe-way at the end of 2010.



Have you met Margaret? Perhaps at our Annual Breakfast in 2010, or maybe at our facility in Issaquah when she used to work there every day? Our friends at Drugstore.com know Margaret well and can tell you first-hand what great talents Margaret is bringing to her new job in the community. Margaret is a great example of a client that worked on our packaging and assembly team and has now taken those skills into the workforce. Margaret is in charge of break room maintenance at Drugstore.com and as you can see in this picture—she loves her job.



Called a community treasure by the City of Issaquah, the AtWork! Recycle Center provides a free community drop-off site for your recyclable products. For your convenience, our center is the area's only 24-hour/7-day-a-week drop-off facility for recyclable items. Our experienced crew sorts commodities for shipment and re-sale and always looks for innovative ways to recycle. Our recycling center is another example of AtWork!'s mission: providing valuable community and environmental services, while employing individuals with disabilities.

Thank you to our community donors! *

\$20,000 or more

King County Division of Developmental Disabilities
United Way of King County
Hallock Family Foundation

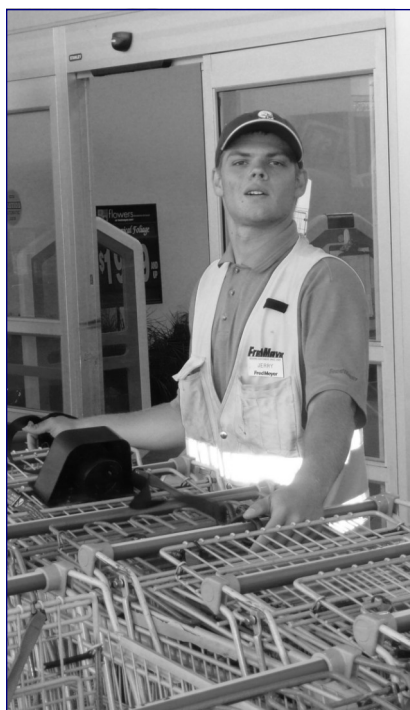
City of Bellevue
State of WA Division of Vocational Rehabilitation
City of Issaquah
Employees Community Fund of the Boeing Company

\$2,500—\$10,000

Costco Wholesale
City of Redmond
Russell & Gretchen Keithly
Kiwanis Club of Issaquah
PSE Foundation
Mike and Kim Cave
Marty Chilberg
Coinstar/Red Box
Paul Egly
Extreme Consulting
Greg Rankich
Chris Rebhuhn
Seattle Foundation
Xtreme Consulting Group, Inc

\$500—\$2499

City of Kenmore
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Christina Brandt
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Chris Chiechi
Bill Anspach
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Jane Kuechle
Lizanne Madgett
Doug Moore
Martin Seversen
Rocco Terry
Donald Walker
Joseph Zinn

AtWork! Powered by the community

\$250—\$499

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Dan Anderson
Martin Andrews
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William Cooper
Reidum Crowley
Sue DeFlorio
Tom Everill
Chris Fratini
Charlie Hafenbrack
Robert Hallberg
Andy Hoven
Mark Hutchinson
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Ron Simpson
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Robert Strayhan
Daniel Trimble
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Dennis Wajda
Keith Watts
Doug Whalen
Tom Wasil
Curtis Young
David Zallis



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<i>Vice Chair</i>	Russell Keithly
Paul Egly	Von Perkins
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Bill Anspach	<i>Board Emeriti</i>
Gary Bodenstab	Sherri Bealkowski
Ann Chamberlin	

AtWork! Leadership Staff

Chris Brandt, *Chief Executive Officer*
Bob Thompson, *Chief Operations Officer*
Wendy Randall, *Director of Quality and Compliance*
Richard Wilson, *Director of Customized Employment*
Eric Hallberg, *Director of Commercial Enterprises*
Karen Walters, *Director of Human Resources*

**Please accept our sincere apologies if your name has been omitted or misspelled. Contact us at info@atworkwa.org with any corrections. AtWork! is a 501(c)3 organization and all donations are tax-deductible, as allowed by law.*



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