



# **2010 Annual Report State Rehabilitation Council (SRC)**

**DEPARTMENT OF SERVICES FOR THE BLIND (DSB)**

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The State Rehabilitation Council (SRC) for the Department of Services for the Blind (DSB) was established as mandated by the Rehabilitation Act as amended in 1998 to serve as a separate Council to DSB which administers the part of the state plan under which vocational rehabilitation services are provided for individuals who are blind.

The major purpose of the Council is to develop, analyze and make recommendations to state goals, the state plan, state policies, and state activities to insure that persons who are blind in the state of Washington receive the most effective and efficient services possible.

In addition, it is the purpose of this Council to:

- Provide direct public and consumer guidance to the Director of Services for the Blind;
- Where appropriate, advise or report directly to the Governor and make recommendations to the State Legislature to promote efficient and effective services; and
- Enhance the services, opportunities, and rights of Washingtonians who are blind by working closely with other state councils, state agencies and state organizations whose programs may impact such services.

## Council Membership

The SRC strongly supports demographic and ethnic diversity among its members.

### **Statutory / Current Members:**

- Linda McClain - Statewide Independent Living Council (SILC)
- Vacant - Parent Training and Information Center
- Bob Huven - Client Assistance Program (CAP)
- Linda Wilder - Qualified Vocational Rehabilitation Counselor
- Nate Marshall - Community Rehabilitation Program Service Provider
- Mike Davis - Business, Industry, and Labor
- Vacant - Business, Industry, and Labor
- Vacant - Business, Industry, and Labor
- Vacant - Business, Industry, and Labor
- Sue Ammeter - Disability Advocacy Group
- Jennifer Wheeler - Blind and Multiple Disabilities
- Gaylen Floy - Current or Former Recipient of VR Services
- Mike Cunningham - Current or Former Recipient of VR Services
- Edna Harper - Section 121 Native American
- Vacant - State Educational Agency
- Patricia Spencer - State Workforce Investment Board

### **Departing Members:**

- Laura Beigh - Community Rehabilitation Program Service Provider
- Mary-Louise Colwell - State Educational Agency
- Mike Freeman - Blind and Multiple Disabilities
- Penny Grist - Business, Industry, and Labor
- Diane Hansen - Business, Industry, and Labor
- Marlaina Lieberg - Disability Advocacy Group
- Cindy Van Winkle – Current or Former Recipient of VR Services

## Biographies

### **Sue Ammeter – Representing Disability Advocacy Group**

*Port Hadlock, WA*

Sue has been a disability/civil rights advocate for over forty years. Sue worked for the City of Seattle, Washington State and King County in the areas of civil rights, disability accommodations and employee training. She has served on the Board of Directors of the American Council of the Blind and as President of the Washington Council of the Blind for several terms. She has served as Chair of the Governor's Committee on Disability Issues and Employment and as Chair of the Patron Advisory Council for the Washington Talking Book and Braille Library. Currently, she is First Vice President of the Washington Council of the Blind; she chairs the Advocacy Committee and the Health Issues Task Force for the American Council of the Blind; she chairs the Advocacy and Legislative Committees for the Washington Council of the Blind; she serves on the State Rehab Council for the Department of Services for the Blind; and she is on the board of the Louis Braille School and the Washington Assistive Technology Program.

Following her retirement in 2005, Sue and her husband John moved to their retirement "dream home" in Port Hadlock which is about one hundred miles from Seattle on the Olympic Peninsula.

### **Michael Cunningham, Chair – Representing Current or Former Recipient of VR Services**

*Olympia, WA*

In 2007, Mike Cunningham was appointed by Governor Chris Gregoire to the Rehabilitation Council for the Blind. Mike represents former applicants or recipients of VR services. Mike previously served as vice chair and is currently the Chair. He established social service departments for two hospitals and he was co-founder and director of one of the first hospice programs in the State of Washington. Mike also successfully owned and operated a retail appliance business for 15 years.

Mike has worked for the State of Washington Department of Social and Health Services, Division of Vocational Rehabilitation, for 10 years. As policy manager, Mike consults on VR laws, regulations and policies. He develops policies and maintains the on-line policy manual. Mike

previously served in other roles at DVR including VR counselor, medical program consultant and AT specialist.

Mike has a bachelor's degree in sociology from the University of Washington, and a master's degree in social work from Eastern Washington University. He is nationally certified as a rehabilitation counselor and clinical social worker, and he is licensed in the state of Washington as a Licensed Independent Clinical Social Worker.

Mike and his wife Jeanne live in Olympia.

### **Mike Davis – Representing Business, Industry and Labor**

*Deer Park, WA*

Mike was born in Jacksonville, Arkansas. His family moved to Spokane when he was six years old. At the age of seventeen, he was diagnosed with Juvenile Macular Degeneration. Mike got married when he was twenty and feels fortunate to have been married for twenty-six years. He and his wife raised four children on the same family farm where his wife grew up. Over the years, he has owned and operated three different businesses. Mike has earned an AA degree and is working towards a BA in Economics.

Mike volunteers for AmeriCorps Vista and had been the volunteer director of a youth sports organization for thirteen years. Mike is employed as the administrative coordinator for the Inland Northwest Lighthouse, a manufacturing facility owned by the Lighthouse for the Blind, Inc. Mike has enjoyed the opportunity to serve on the State Rehabilitation Council for the past two years.

### **Lou Oma Durand – Ex-Officio Member**

*Seattle, WA*

Lou Oma Durand was appointed as Executive Director of the Washington State Department of Services for the Blind (DSB) in July of 2005. Previously she held the position of Deputy Director, as well as other executive and administrative positions since beginning her career at DSB in the late 1970's when it was then the state Commission for the Blind. Ms. Durand left state government from 1984-86 to work in the private sector for the Boeing Corporation, where

she was responsible for the following corporation-wide programs; Injured Worker Return to Work Program, the medically impaired employee, and the handicapped new hire. Lou Oma received a Special Achievement Award for the "Return to Work" program, saving Boeing millions of dollars and enabling Boeing workers to remain employed. Lou Oma worked for three years as a vocational rehabilitation counselor and two years as a rehabilitation teacher for Washington State Department of Services for the Blind. She spent three years as a high school English and humanities teacher at the Washington State School for the Blind and Vancouver School District. In addition to over twenty-five years of service in state government, Lou Oma has served on numerous education, arts and other non-profit boards, advisory councils, literary arts organizations, and legislative task forces.

Ms. Durand is proud to lead a state agency that for the past nine years has ranked in the nation's top three among agencies providing services to people with visual and other disabilities using a variety of job placement quality indicators. DSB is recognized nationally as a "model agency" by federal program reviewers for quality of outcomes benefiting consumers.

Lou Oma believes it's a privilege to help people take charge of their lives and become contributing members of their community.

### **Edna Harper, Vice-Chair – Representing Native 121 Program**

*Bellingham, WA*

Edna Harper is a Lummi Tribal member who grew up on and around the Lummi reservation, attending Lummi Day School in the first grade and surrounding schools in the years thereafter. Summers in her youth were spent living and working on farms with her family. Bonding with aunts, uncles, and cousins is a priority in her family.

Edna completed her Bachelor's in Social Work in March of 1981. Her 50 years of work experience is varied and includes being supervisory or support staff in various programs on the Lummi reservation. She has worked with others at Lummi to develop a partnership with Adult Protective Services, and to develop a Lummi Nation Elder Abuse Code. Her current position is Vocational Rehabilitation Counselor for the Lummi Vocational Rehabilitation Program. It has been her privilege to serve on the State Rehabilitation Council for the Washington State De-

partment of Services for the Blind.

Edna was enrolled in the graduate program for vocational rehabilitation at San Diego State University after completing the certificate program for Post Employment Training-American Indian Rehabilitation (PET-AIR) in 2008, but has recently streamlined her life to make her family more of a priority.

### **Bob Huven, M.Ed., CRC – Representing Client Assistance Program (CAP)**

*Seattle, WA*

Bob has Bachelors' in Habilitation/Rehabilitation and American Sign Language as a Second Language from Antioch University. He also has a Master's in Vocational Education from the University of Washington and is certified both as a sign language interpreter and rehabilitation counselor. He looks forward to hearing from members of the community on issues related to blindness and low vision.

It has been Bob's privilege to serve the Governor and the people of Washington on the State Rehabilitation Council as the representative of the Client Assistance Program (CAP). He brings to the SRC his experience as a person with a disability and 30 years experience working with blind, deaf, and other people who experience life with a disability.

### **Nate Marshall – Representing Community Rehabilitation Program (CRP)**

*Tacoma, WA*

Nate graduated from the University of North Dakota with a Bachelor's of Arts Degree from the Department of Philosophy and Religion. He moved to Washington State in 2002. He served in AmeriCorps as a Reading Corps tutor in Oakville (2002-03) and Olympia (2003-04). Nate then became a MLK Service Learning VISTA staff member for FPA (now Solid Ground) at Franklin High in Seattle. While there he began working as an educational program assistant for the Seattle Jewish Film Festival's FilmTalks Program for their 2003 program during that year's festival.

Nate then attended the University of Washington-Tacoma's Non-Profit Management Program under Dr. Stephen De Tray. He came to Tacoma Goodwill as the Wheels to Work Program's

Project Coordinator during its inaugural program year. He has honed his skills in case management as a WorkFirst Case Manager in TGI's Lakewood office, and has been the PWI Career Consultant since April 2008. He plans on starting Masters Level Studies in Vocational Rehabilitation in 2011 and to learn how to apply cutting edge methods to help people with disability based barriers find work.

He has lived in Tacoma since 2004 and plays in a local independent rock band and is a practiced amateur poet and aspiring culture reporter on a mission to help Tacoma become the true "City of Destiny."

### **Patricia Spencer – Representing State Workforce Investment Board**

*Fircrest, WA*

Patricia has been a State Rehabilitation Council (SRC) member since 2008. She earned a Bachelor's in Sociology from the University of Minnesota and participated in graduate-level studies in Economics, Statistics and Business at Pacific Lutheran University.

Patricia works for the Washington State Workforce Investment Board as an education program specialist to ensure adequate educational quality at private vocational schools. She has also contributed to the report on High Skills High Wages, a roadmap for Washington's workforce development system, envisioning what needs to be in place to ensure a vibrant economy fueled by a skilled workforce. She has over 27 years experience working with employment and training programs, and vocational programs and services.

Patricia is a member of the Statewide Displaced Homemaker Advisory Committee and the Citizen Advisory Committee for Purdy Corrections Center for Women. She has been an active fundraiser for L'Arche, Charles Boromeo and Bellarmine Preparatory School.

### **Linda Wilder, MA, CRC – Representing Qualified Vocational Rehabilitation Counselor**

*Tacoma, WA*

Linda lost her vision at age 28 and began her journey of education, employment and self-confidence leading to an extraordinary life today. With the support of the Department of Services for the Blind (DSB) and many noteworthy scholarships and academic awards, she gradu-



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ated with a Bachelor's from Seattle University in 1985 and a Master's from Chapman University in 1997—both with honors. In 1987, she was hired full-time by DSB where she has distinguished herself for the past 20 years as a nationally-certified Vocational Rehabilitation Counselor. In this role, Linda is able to directly promote the independence of others who are blind or visually impaired at home, in the work place, and the community. She also guides them towards suitable employment, advocates for their rights, and coordinates other necessary services to enable the customer to attain their career and life goals.

## Chairperson's Report

Mike Cunningham

Honorable Christine Gregoire, Governor  
Lynnae Rutledge, RSA Commissioner

As chair for the State Rehabilitation Council (SRC) for the Department of Services for the Blind (DSB), I'm pleased to present to you, and the other committee internal and external stakeholders, our Annual Report for 2010.

The SRC met four times in 2010, at the DSB office in Seattle, Washington. During these meetings SRC members provided feedback to the Director in the areas of planning, policy, performance and cost savings, to address budget reductions. Each meeting included time for public comment. Individuals and stakeholders from across the state gave input to the SRC in-person or by conference call.

This year the most significant issues the SRC dealt with include:

- Declining state revenues has resulted in reductions in state funding including, a 6.3% "across-the-board" cuts for all state agencies, and more cuts in "state-only" funds are expected. Some of the programs that may be impacted include the Deaf-Blind Service Center, Older Blind Independent Living and the Orientation and Training Center.
- During the past Legislative Session a cost-savings bill passed that eliminated many state boards and commissions. Fortunately, the SRC was granted an exception so the SRC can continue to meet in person, and SRC members will continue to receive an allowance for subsistence, lodging and travel. The majority of SRC members are blind and they rely on public transportation such as air travel, buses and local taxi service. The SRC submitted an exception request explaining the unique circumstances and was delighted to receive an approval from the Office of Financial Man-

agement (OFM).

- SRC members and stakeholder groups were successful in persuading key legislative committees that it was best to continue to have DSB report to the Governor's office rather than aligning DSB with the Department of Social and Health Services (DSHS).
- The Governor reappointed two members, appointed one new member and likely will be appointing one or two additional new members.

The SRC is proud of the relationship we have with the Director and staff of DSB, and the partnerships we have with key stakeholder groups. We are passionate about representing individuals who are blind and we look forward to receiving your continued support.

Sincerely,  
Mike Cunningham, Chair

## Director's Report

Lou Oma Durand

Honorable Christine Gregoire, Governor  
Lynnae Rutledge, RSA Commissioner

Through advocacy that represents a broad spectrum of Washington's voices—the State Rehabilitation Council (SRC) guides our agency mission—"Inclusion, Independence and Economic Vitality for People with Visual Disabilities."

The role of the Council has been particularly important in our current economic environment. Council members actively seek and convey the input of their respective constituents. Hence, the Council members have been strong partners in helping the agency to clarify values and assess options regarding our budget.

As a result of this advocacy and the commitment of both the SRC and our employees, Department of Services for the Blind (DSB) continues to demonstrate the impact and positive outcomes of our services on children and families, youth transitioning from school to work, adults who want to be competitively employed, elderly citizens who want to remain independent in their homes, and employers who need qualified workers. Most of those we serve are severely disabled. That is, in addition to blindness, they face the challenges of other disabilities.

Our outcomes demonstrate the commitment of the SRC and our employees to Washington's economic and cultural vitality by emphasizing the skills and abilities of all its citizens including those with disabilities.

In spite of the economic downturn this past year, DSB placed 130 customers in competitive employment at an average hourly wage of \$16.00. We create these outcomes by being innovative in how we reduce expenditures, provide for our state employees an environment of recognition and development, and keep the public—employees and employ-

ers, parents and children, older adults—informed.

We provide comprehensive, individualized services specific and unique to the issues of blindness. This includes intensive residential training, Low Vision (LV), Assistive Technology (AT), and Orientation and Mobility (O&M) training and other specialized services. In addition, we work with employers to retain qualified employees who have lost or are losing their vision. We provide services as unique and as intelligent and individualized as our customers.

As a state agency, we continue to emphasize accountability, performance outcome measures, and careful analysis of data as the drivers for strategic planning, as well as the key tools for our Council members to be informed as advisors and communicators.

Our Council plays a critical role in accomplishing DSB’s mission—“Inclusion, Independence and Economic Vitality for People with Visual Disabilities”—both in their own communities and across the state. Five of our Council members are blind or have a disability themselves and continue to thoughtfully share their expertise, resources, and life experiences with our customers. As a group and individually, they function as models for an engaged Washington committed to the well-being of its individuals and persistent on behalf of the economic and cultural vitality of our state.

Thank you for the opportunity to introduce the work of these dedicated volunteers.

Sincerely,  
Lou Oma Durand, Director

## Input and Recommendations

2010 SRC Meeting Schedule:

- April 3, 2010
- June 5, 2010
- September 11, 2010
- December 4, 2010

The State Rehabilitation Council (SRC) met four times during 2010. All meetings were held in Seattle, Washington. All were open to the public and included on the agenda a public comment period and opportunity for input on any subject related to the business of the agency including the rehabilitation, independent living and employment of blind Washington citizens.

Some of the areas in which the Council took an active role include:

- DSB Budget
  - Potential consolidation of DSB with the Department of Social & Health Services.
  - State budget reductions for the current fiscal year and next biennium that could impact DSB programs and services.
  - Use of Recovery Act funds.
- Elimination and suspension of Governor-appointed Boards & Commissions and the impact it may have on the SRC as well as the freeze on travel and subsistence for Boards & Commissions.
- Independent Living—Older Blind (ILOB) Program
  - Management of program and the plan to move the administrative aspect back to DSB in 2011.
  - ILOB Recovery Act projects.
- State Plan for Vocational Rehabilitation and Supported Employment
  - Updates to the State Plan.
  - Development of Attachment 4.2 Input of State Rehabilitation Council.

- Orientation & Training Center (OTC)
  - Search for new residential housing.
- Strategic Planning
  - Updates to the plan that include identification of the following high priorities:  
1) serving the older blind, looking at moving the ILOB program to a fee-for-service based program and moving the administrative aspect of the program back to DSB; and, 2) serving customers with co-occurring disabilities.
- Customer Services
  - Success of the Integrated Services model.

## **Operations Committee Report**

### **Committee Members:**

- Bob Huven, Chair
- Penny Grist
- Mike Cunningham
- Patricia Spencer

### **Purpose**

It is the purpose of the Operations Committee to develop and propose draft processes, policy, and procedure for Council activities.

There were no recommended or required changes during this that last year to policy or procedure. The Operations Committee reviewed the SRC Bylaws and purpose statement to ensure alignment with language in the Rehabilitation Act and Washington Administrative Code (WAC) with no changes recommended.

Respectfully submitted,

Bob Huven, Chair  
Operations Committee



## **Legislative Committee Report**

### **Committee Members:**

- Cindy Van Winkle, Chair
- Edna Harper
- Mike Cunningham
- Jennifer Wheeler

### **Purpose**

It is the purpose of the Legislative Committee to annually track legislation impacting policies, procedures and/or any part of service delivery by the Department of Services for the Blind; educate the blind community and the legislature on the impacts of such legislation; testify at hearings; and propose legislation to the Rehabilitation Council and the Department, when appropriate.

Throughout the year the committee monitored budget recommendations from the Governor's office that had potential impact on DSB programs and service delivery. Of significant concern was the proposed consolidation of DSB with the Department of Social and Health Services (DSHS). The Committee took an active role in keeping DSB as a separate agency. Committee members developed talking points, met with the Governor's office in collaboration with consumer groups and gave testimony at the public hearing. The Committee successfully impacted the outcome of the Legislative Session and DSB remains a separate agency.

Respectfully submitted,

Cindy Van Winkle, Chair  
Legislative Committee

## **Membership/Outreach Committee Report**

### **Committee Members:**

- Mike Davis, Chair
- Linda Wilder
- Cindy Van Winkle

### **Purpose**

It is the purpose of the Membership/Outreach Committee to recommend, recruit, and ensure a balanced makeup of the Council to the Governor and encourage involvement of persons with disabilities in activities of the Rehabilitation Council.

The Membership Committee is currently recruiting for the following vacancies:

- Parent Training and Information Center
- Business, Industry and Labor (3)
- State Educational Agency

Respectfully submitted,

Mike Davis, Chair  
Membership/Outreach Committee

## Results of DSB Services for Fiscal Year 2010

- Despite the high (over 10%) unemployment rate in Washington, 130 of our customers went to work in, or retained competitive jobs.
  - \* The average wage was \$16/hour, despite the current downward pressure on wages.
  - \* 59% of these employment outcomes included benefits.
  - \* 23 high-school-age students participated in our Youth Employment Solutions (YES) program and benefited from paid summer work experiences.
- We received \$138,600 in Social Security Administration (SSA) reimbursements (down from \$643,000 last year).
- Internally, we served 176 Independent Living (IL) customers under the age of 55. Eight (8) of them became VR customers.
- We served 1,192 Independent Living Older Blind (ILOB) persons, more than we had anticipated, by creatively leveraging funds.
- Our Business Enterprise Program (BEP) generated results that benefit the state as a whole:
  - \* \$20,086,924 in gross sales.
  - \* \$1,827,910 return in tax dollars to the state.
  - \* 382 people were employed by BEP vendors.

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## 130 people who are blind or have low vision successfully found employment in these jobs:

<u>Job Title</u>	<u>Employer Name</u>
Accountant .....	Puget Press--Multiple Inc
Administrative Assistant .....	Department of Services for the Blind (DSB)
Administrative Assistant .....	Northwest Advertising
Administrative Services Manager .....	Inland Northwest Blood Center
Architect .....	Callison Architecture
Assembler/Fabricator .....	Lighthouse for the Blind
Biochemist .....	University of Washington
Business Operations Specialist .....	Business Enterprise Program (BEP)
Business Operations Specialist .....	Business Enterprise Program (BEP)
Business Operations Specialist .....	JT and Associates
Child, Family, and School Social Worker .....	Center for Independence
Computer Programmer .....	Milliman Care Guidelines
Computer Specialist .....	Colorado Center for the Blind
Computer Support Specialist .....	Inland NW Lighthouse
Construction Manager .....	R/S Construction & Excavation
Cook .....	Club Green Meadows
Counselor .....	Southside Church of Christ
Counselor .....	Western Oregon University
Counter Attendant .....	Domino's
Courier/Messenger .....	Martin's Feed, Inc.
Customer Service Representative .....	Edensaw Woods
Customer Service Representative .....	Employment Security Department
Customer Service Representative .....	Internal Revenue Service (IRS)
Customer Service Representative .....	MedPath Group, LLC
Customer Service Representative .....	PHC/Federal Highway Building
Customer Service Representative .....	Safeway Food & Drug
Customer Service Representative .....	The ARC
Customer Service Representative .....	Transcare, Inc.
Customer Service Representative .....	Value Village
Customer Service Representative .....	West Corporation
Customer Service Representative .....	Wyndham Vacation Owner
Designer .....	Boeing-Commercial Airplanes

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**Job Title**

Editor .....

Educational and/or Vocational Counselor ..

Educational and/or Vocational Counselor ..

Electronics Engineering Technician.....

Food Service Manager.....

Freight, Stock, and Material Mover .....

Freight, Stock, and Material Mover .....

General and Operations Manager .....

Government Service Executive .....

Healthcare Support Worker .....

Human Resources Manager .....

Industrial Safety and Health Engineer .....

Interviewer.....

Janitor/Cleaner.....

Janitor/Cleaner.....

Janitor/Cleaner.....

Landscaping and Groundskeeping Worker .

Laundry and Dry-Cleaning Worker.....

Lawyer .....

Lawyer .....

Lawyer .....

Mail Processor.....

Maintenance and Repair Worker .....

Management Analyst .....

Manager.....

Manager.....

Manager.....

Manager.....

Manager.....

Massage Therapist .....

Massage Therapist .....

Massage Therapist .....

Medical and Health Services Manager.....

**Employer Name**

Pettyjohn Publishing

King County

Washington State University--Vancouver

Washington State Farm Bureau

Vector Marketing

Home Depot

Portland Habilitation Center

RVA, Inc.

Northwest Justice Project

Maksu, Inc.

Jewish Family Services

Cardinal TG

Safe Harbor Recovery Center

Portland Habilitation Center

SRS Janitorial

Super 8 Motel

Trenton Construction

Inland NW Lighthouse

Halpern & Oliver, PLLC

McGavick Graves, PS

The Law Office of Karin Bagn, PhD

U.S. Postal Service

Mar Properties

State Utilities & Transportation

Merit Electric

ONB Automotive

Seattle Public Utilities

Western State Hospital

Xanadu Seafoods, Inc.

5th Sense Massage Therapy

Massage Envy

Massage Heights

Del-Mar Adult Family Home

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<u>Job Title</u>	<u>Employer Name</u>
Medical and Health Services Manager .....	University of Washington
Mental Health Social Worker .....	Renton School District
Mortgage Banker .....	Sound Mortgage
Musician .....	Self-Employed
Nursing Aide or Attendant .....	Addus Healthcare
Nursing Aide or Attendant .....	Daniel Myo
Nursing Aide or Attendant .....	Visiting Angels
Office and Administrative Support Worker .	Dept. of Social and Health Services (DSHS)
Office Clerk .....	Cascade Park Gardens
Office Clerk .....	Harmon Transport
Office Clerk .....	MediTech Mobility LLC
Personnel Recruiter .....	Group Health
Physical Therapist Assistant .....	Ballard Care & Rehabilitation
Production Laborer .....	Inland NW Lighthouse
Production Laborer .....	Magill's Restaurant
Production Worker .....	Classic Cleaning Enterprises, LLC
Production Worker .....	Hudson's Photography
Production Worker .....	Inland NW Lighthouse
Production Worker .....	Inland NW Lighthouse
Production Worker .....	Inland NW Lighthouse
Production Worker .....	Inland NW Lighthouse
Production Worker .....	Inland NW Lighthouse
Production Worker .....	McDonald's
Production Worker .....	P & J Machining
Public Relations Manager .....	Portland State University
Public Relations Manager .....	Preservation Kitchen
Real Estate Sales Agent .....	BH & G Real Estate Executive, Inc.
Receptionist.....	Mill Creek Senior Center
Retail Salesperson.....	Living Color Beauty Supplies
Retail Salesperson.....	Petco
Sales and Related Worker .....	Fort Lewis Express Supply #2
Sales and Related Worker .....	MM Wood Restoration & Protection
Sales Manager .....	Self-Employed
Sales Representative.....	Frank's Chevrolet

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<b><u>Job Title</u></b>	<b><u>Employer Name</u></b>
Sales Representative .....	Honda of Seattle
Sales Representative .....	Intiman Theatre
Sales Representative .....	Sears
Shipping, Receiving, and Traffic Clerk .....	BioControl
Skin Care Specialist .....	Highgate Sr. Living
Social and Community Service Manager .....	Bellevue Community College
Social and Community Service Manager .....	Dept. of Social and Health Services (DSHS)
Social and Community Service Manager .....	Good Grief Center
Social and Community Service Manager .....	State of Washington
Social and Community Service Manager .....	WorkSource of Columbia Basin
Social Worker .....	Alki Community Center
Social Worker .....	Dept. of Social and Health Services (DSHS)
Social Worker .....	Heart to Heart
Software Quality Assurance Engineer and .. Tester	Ubermind Inc.
Special Education Teacher, Elementary .....	Jennings Elementary School
Special Education Teacher, Secondary .....	Lions World Services for the Blind
Stock Clerk, Sales Floor .....	Red Apple Market
Stock Clerk, Sales Floor .....	Walmart
Stock Clerk, Sales Floor .....	Walmart
Tax Examiner/Collector/Revenue Agent .....	Internal Revenue Service (IRS)
Teacher .....	Madison Metropolitan School Distract
Teacher .....	Puyallup School District
Teacher (Postsecondary) .....	Antioch University
Teacher (Postsecondary) .....	Washington State University
Teacher Assistant .....	Central Park Childcare
Teacher Assistant .....	Coupeville School District
Teacher Assistant .....	Kennewick School District
Teacher Assistant .....	Linda's Childcare
Technical Writer .....	Patterson Dental
Upholsterer .....	Rudy Glattfelder
Woodworker .....	J & M Woodworking

The background of the page features a large, light gray watermark of the Seal of the State of Washington. The seal is circular and contains a portrait of George Washington. The words "SEAL OF THE STATE OF WASHINGTON" are written around the perimeter of the seal.

**Christine Gregoire**  
Governor

**Brad Owen**  
Lieutenant Governor

**Jay Manning**  
Chief of Staff

**Lou Oma Durand**  
DSB Executive Director

For more information or an accessible version of this report contact:

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