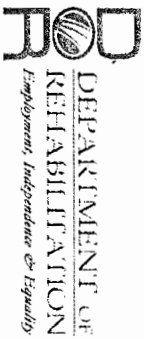
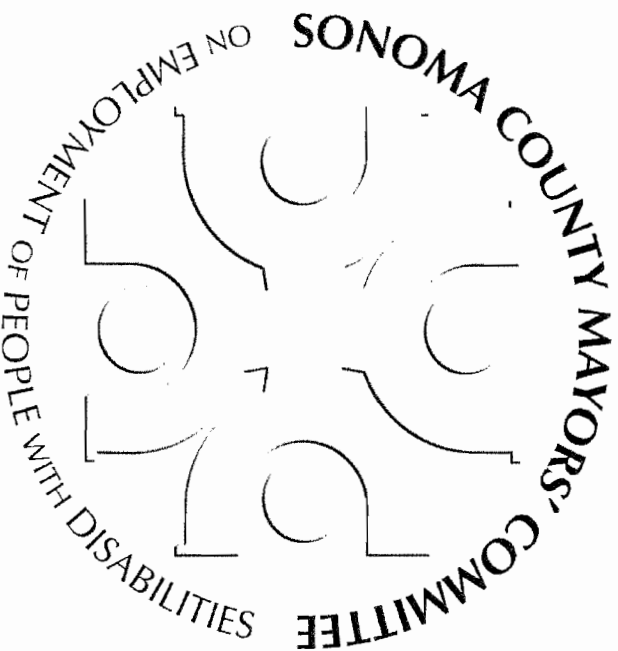


# Our Affiliations



Sonoma County  
Employer Advisory Council



IN PARTNERSHIP WITH



Third Annual  
Best Practices Awards

# W

elcome to our Third Annual Best

Practices Awards. We are honored that our awards presentation is taking place during an event that is of interest to the business community. It is crucial that employers are at the table when we discuss employment!



I appreciate all of the businesses and organizations whose logos grace this program for sharing people power and other resources. I especially want to thank the Sonoma County Workforce Investment Board for their support when realignment in Sacramento resulted in our committee losing its connection with the California Governor's Committee.

Steve Shaw, President,  
Sonoma County Mayors' Committee on  
Employment of People with Disabilities



**SONOMA COUNTY MAYORS' COMMITTEE**  
ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

We are an all-volunteer membership committee that promotes the hiring, retention and promotion of people with disabilities.

Our annual Best Practices Awards recognizes employers and individuals for promoting the employment of people with disabilities. We also participate in selecting candidates for the statewide Youth Leadership Forum, a mentoring and leadership building program for junior and senior year high school students with disabilities.

We encourage you to join! Annual dues are only \$25. Please email [scmayor@sonic.net](mailto:scmayor@sonic.net) for more information.

## **AGENDA**

### Welcome

Ben Stone, Chair, Sonoma County  
Economic Development Board

### Featured Presentation

"Your Business and the Americans with  
Disabilities Act: Five Easy Fixes  
for Common Problems"  
Gail Flatt, Esq., Provencher & Flatt, LLP

### Best Practices Awards Presentations

Introduction by Steve Shaw, President,  
Sonoma County Mayors' Committee on  
Employment of People with Disabilities

Awards Presentation by Vaughn Held,  
Assistive Technology Coordinator,  
Community Resources for Independence

Roy Hurd, Chair, Sonoma County  
Workforce Investment Board

Sandy Hobart, Executive Director,  
Community Resources for Independence

On behalf of the Economic Development Board (EDB), I would like to welcome you today to this workshop on good access is good business.

Many small businesses wish to comply with regulations but get confused. The purpose of the day's session is to provide businesses with a forum for asking questions and learning ways to be creative in achieving compliance.

This program will be helpful by also spotlighting companies that have received awards for their voluntary efforts to facilitate the success of persons with disabilities in our community.

Thanks for your participation and interest in today's event.

Ben Stone, Director  
Sonoma County Economic Development Board



**FEATURED SPEAKER GAIL FLATT, ESQ.**

Gail F. Flatt is a partner in the law firm of Provencher & Flatt in Santa Rosa. Her practice emphasizes employment law and includes representation and counseling of management on all aspects of employment law including matters related to discrimination claims based on disability, race, sex, religion, age and other protected characteristics.

Ms. Flatt has a particular expertise in the area of reasonable accommodation of disabled employees. Ms. Flatt is an accomplished trial lawyer with extensive experience in employment litigation in both state and federal courts. She is also a trained mediator limiting her mediation practice to employment disputes.

She received her B.A. and M.A. in education from the University of Michigan. After a fourteen-year career as a teacher and probation officer, she received her Juris Doctor degree in 1982 from Empire College School of Law where she was Valedictorian. She lectures frequently on employment matters and disability issues.

The Workforce Investment Board, commonly known as the WIB, oversees the use of more than three million dollars of taxpayer money for services and training for the residents of Sonoma County.

In addition to the many programs directed towards youth, the WIB coordinates grant and funding opportunities for local workforce organizations, and works with business and non-profit organizations to ensure employment and training opportunities for all that use its services.

The 45 members of the WIB board, appointed by the Sonoma County Board of Supervisors - along with the 90 employees it oversees and scores of volunteers - support the work of the Sonoma County Mayors' Committee on Employment of People with Disabilities.

Roy Hurd, Chair  
Sonoma County Workforce Investment Board



FOUNTAIN GROVE INN

**The Board and Staff of Goodwill Industries of the Redwood Empire congratulate our co-worker**

**Jeff Churma**

**2006 Service Provider Award**



**Goodwill Industries of the Redwood Empire**

# 2006 Best Practices Awards

- **Individual Initiative Award**

*Recognizes an employee with a disability who has provided exemplary initiative in the workplace.*

**CHARLENE HOOHULLI**

Charlene, who is Deaf, is a strong advocate for the Deaf and Hard of Hearing community. She has worked as the Deaf Services Outreach Specialist at Community Resources for Independence for 18 years. She also works with Kids and Children of Deaf Adults and the Santa Rosa Deaf-Blind Gatherings.

- **Service Provider Award**

*Recognizes a service provider, such as a job developer, for the leadership necessary to achieve placement of people with disabilities.*

**PEGGY DOMBECK**

Peggy works as an Employment Specialist at the Sensory Access Foundation's Santa Rosa office. She assists individuals with visual impairments to determine their vocational interests and find employment.

**JEFF CHURMA, GOODWILL INDUSTRIES OF THE**

**REDWOOD EMPIRE**

Jeff is an Employment Services Specialist whose willingness to advocate for more expansive possibilities for his consumers is only one of his admirable attributes.

- **Innovative Media and Technology Award**

*Recognizes creative media efforts to recruit or target an audience of people with disabilities.*

**THE SANTA ROSA PRESS DEMOCRAT**

We recognize the Press Democrat for the number of articles it has published that bring attention to disability issues. Many have promoted the employment of people with disabilities. Others have celebrated life's diversity, such as the recent profile of 16-year-old Julie Reibel, Sonoma County's 2006 Youth Leadership Forum delegate.

- **Employer Best Practices Award**

*Recognizes an employer for leadership in employment of people with disabilities.*

**DENTAL MASTERS LABORATORY**

We applaud the efforts of their Human Resources and Technical Training and Education departments for focusing on the abilities of their job applicants with disabilities.

**HOME DEPOT of ROHNERT PARK**

Home Depot of Rohnert Park is being recognized for their inclusive personnel policies and accommodation and support for employees with disabilities during the job training process.

## BECOME A MEMBER



**email for info: [scmayor@sonic.net](mailto:scmayor@sonic.net)**

**Visit us on the net!**

**[www.sonomacountymayorscommittee.com](http://www.sonomacountymayorscommittee.com)**



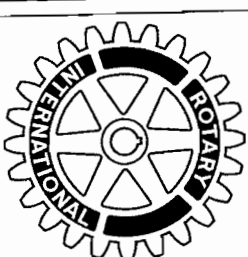
Community Resources  
FOR INDEPENDENT LIVING

On behalf of Community Resources for Independence (CRI), our staff, Board, volunteers and consumers, welcome to "Good Access is Good Business."

At nearly twenty percent of the population, people with disabilities are this country's largest minority. Couple this with an aging population who will increasingly experience vision, hearing and mobility limitations and it is clear that this is a time we must all work to eliminate the physical and attitudinal barriers that prevent people with disabilities from having full access to the programs, services and technology tools that allow them to fully participate in their communities and in the digital revolution.

Your participation this morning demonstrates your willingness to build understanding and awareness between the business and disability communities.

Thank you,  
Sandy Hobart, Executive Director



The Rotary Club  
of  
Santa Rosa  
www.santarosarotary.com

### Honor Roll of Past Best Practices Awardees

- **Individual Initiative Award**  
2005: VIRGINIA HOTZ-STEEHNOVEN  
RANDY KITCH  
2004: NANCY HALL  
CHRIS SCHIRLE
- **Employer Best Practices Award**  
2005: FOOD MAX  
RUPERT, GIBBON & SPIDER, INC.  
2004: KAISER PERMANENTE  
OLIVER'S MARKETS
- **Universal Access Award**  
2005: JIM ALLEN  
2004: HAROLD SHERLEY, NORTH BAY INDUSTRIES
- **Innovative Media and Technology Award**  
2005: RIALTO LAKESIDE CINEMA  
2004: THE COUNCIL FOR COMMUNITY TELEVISION



*We are...  
Becoming  
Independent*  
*Promoting community inclusion  
and participation for people with  
developmental disabilities*

## Charlene Hooihuli

### "2006 Individual Initiative Award"

**CONGRATULATIONS  
FROM THE BOARD  
AND STAFF OF  
COMMUNITY  
RESOURCES  
FOR  
INDEPENDENCE**



**Tuscany**  
Ristorante

Our Congratulations to the 2006 Best Practices Awards



Join us for  
Lunch or Dinner  
Monday—Saturday  
Happy Hour  
4-6 Mon-Fri  
Half Price Well Drinks!  
3381 Cleveland Ave.  
Santa Rosa

### About Our Best Practices Awards

Our annual Best Practices Awards recognize businesses and individuals for their positive contributions in the recruitment, hiring, promotion and retention of people with disabilities.

Each spring we solicit award nominations from the public by direct mail, web site postings and advertisements. Anyone is welcome to submit nominations for one or all award categories. This year the Fountain Grove Inn generously provided a dinner for two at Equus as a drawing prize for all nominators.

The Awards Selection committee is comprised of volunteer representatives from private business, social service agencies, non-profit organizations, and municipalities. If you are interested in serving on next year's committee, please email us at [scmayor@sonic.net](mailto:scmayor@sonic.net).

communiqué



SIGN LANGUAGE INTERPRETING  
tel: (707) 546-6869 v/tty  
[www.cqterps.com](http://www.cqterps.com)

**HANSEL**  
AUTO GROUP  
Santa Rosa ■ Petaluma