

## Program Committee

Dan Knapp  
Cathleen Barnier  
Mary Biggs  
Dave Cooper  
Barbara de Oddone  
Dan Erickson  
Brien Farrell  
Tom Farrell  
Jack Geary  
Jim Gerien  
Bob Matteri  
Steve Norton  
Norm Owen  
Francis Shwayhat  
Sue Wilson  
Lloyd Yandell

Chair/Director, Humane Society of Sonoma County  
President, Goodwill Industries  
Director, CHDC Redwood Empire Industries\*  
Attorney, Maxwell, Allen and Cooper  
Attorney, Litter, Mendelson, Fasiff et al.  
Investment Rep., Edward Jones & Co.  
Attorney, Shapiro, Galvin, Shapiro, Farrell and Piasta  
Specialist, Dept. of Developmental Services  
Vocational Rehabilitation Counselor, Geary & Assoc.\*  
President, In Gear Promotions  
Director, Empire Waste Management  
Consultant, Norton & Associates  
Lawyer, Norman Owen, P.C.  
Principal, D & S Business Brokers, Inc.  
Employment Specialist, Becoming Independent\*\*  
Facilities Engineer, Kaiser Hospital

\*Representatives of Sonoma County Committee on Employment of People with Disabilities

## Awards Selection Committee

Mary Biggs  
Dan Erickson  
Jack Geary  
Traci Iodence  
Deborah Sweeney  
Maryann Vossbrink

Director, CHDC Redwood Empire Industries  
Investment Rep., Edward D. Jones & Co.  
Vocational Rehabilitation Counselor, Geary & Assoc.  
Personnel, Hewlett-Packard  
Supervisor, Department of Rehabilitation  
Employment Development Department

## Acknowledgments

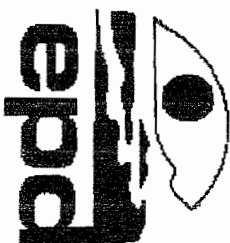
We would also like to acknowledge the creative contributions of:  
Mr. Dave Kokus  
Mr. Jerry Wilson  
Mrs. Donna Cavin

Dept. of Developmental Services, Sac.  
Take Two Video, Glen Ellen  
Humane Society of Sonoma County

*The Rotary Club of Santa Rosa is honored to be a  
1994 Recipient of the California Governor's Committee on the Employment of  
Persons with Disabilities Distinguished Service Award*

## Eleventh Annual

# Symposium on Employment of Persons with Disabilities

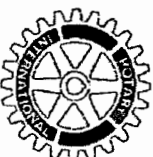


November 2, 1994

Veterans Memorial Center  
Santa Rosa, California

10:00 a.m. - 2:30 p.m.  
(Luncheon: 12:15 - 1:30 p.m.)

Presented by the Rotary Club of Santa Rosa, Sunrise  
Rotary Club of Santa Rosa and the Sonoma County  
Committee on Employment of People with Disabilities



## Local Agencies To Call For Help In Hiring Regular Employees With Disabilities

AGENCY/CONTACT PERSON	PHONE #
Pacific Career Center Laurie Clayton -	523-0550
Department of Rehabilitation Deborah Sweeney -	576-2233
Santa Rosa Junior College Elisa Conti/Laurie Petta -	527-4274
Redwood Empire Industries Bettie Duncan -	542-2886
Old Adobe Developmental Services Melanie Cooper -	795-3411
Deaf Counseling, Advocacy and Referral Agency Nurith Lowe -	576-2063 (T/Th)
Becoming Independent Sue Wilson -	527-5904
Vietnam Veterans of California, Inc. Richard Hulet -	578-8387

## Awards

### Employer of the Year

Hewlett-Packard Accepting Award Nominated By:	Patricia Hicks, Process Supervisor Jane Helfen, Hewlett-Packard
Home Depot, Inc. Accepting Award: Nominated By:	Gary White, Store Manager Fiona Robertson, Becoming Independent
Senneff, Kelly, Kimelman & Beach Accepting Award: Nominated By:	Max Beach Susan Kesket, Becoming Independent
Dura-metrics Accepting Award: Nominated By:	Mario Munoz, Dental Lab Supervisor Pacific Career Center
Fresh Choice Accepting Award: Nominated By:	Liz Capurro, District Manager Sue Wilson, Becoming Independent
<b>Employee of the Year</b>	
Dan Casey Employer: Nominated By:	Home Depot, Inc., Rohnert Park Fiona Robertson, Becoming Independent
Nicholas Velasquez Employer: Nominated By:	Pembrook Management, SR Plaza Linda Delaplaine, Pacific Career Center
Isaac Schreiner Employer: Nominated By:	Fresh Choice, Rohnert Park Susan Heskett, Becoming Independent
Ruth Van Fleet Employer: Nominated By:	Safeway Stores, Petaluma Ilene Mattison-Shupnick, Department of Rehabilitation

**Thomas J. Farrell Award - Jean Forsyth Shulz**

## EXHIBITORS

Access Development • Advent Office Furniture  
Driving Specialties LTD • Max - Ability Inc. • North Coast Rehabilitation  
North Bay Chapter California Association of Rehabilitation Counselors  
• Sonoma Developmental Center •

## AWARDS SELECTION COMMITTEE

Mary Biggs - Chair, Redwood Empire Industries  
Dan Erickson - Edward D. Jones & Company  
Dan Knapp - Sonoma County Humane Society  
Pat Parson - Sonoma County GAIN  
Deborah Sweeney - Department of Rehabilitation

## SYMPOSIUM COMMITTEE

Jack Geary - M.A., C.R.C., Geary & Associates, Inc., Chair  
Mary Bodily - Program Director, Community Resources for  
Independence, Co-chair  
Mary Biggs - Director, Redwood Empire Industries  
Dan Erickson - Investment Representative,  
Edward D. Jones & Company  
Thomas J. Farrell - Specialist, Department of  
Development Services  
Dan Knapp - Director Sonoma County Humane Society  
Francis Shwayhat - Principal, D & S Business Brokers, Inc.  
Jim Gerien - President, In-Gear Promotions  
Steve Norton - Food Industry Consultant, Norton & Associates

Interpreters: Joyce Niefert & Paula Foster of Community Resources for  
Independence are interpreting today for the hearing impaired.

# 12TH ANNUAL SYMPOSIUM ON THE EMPLOYMENT OF PEOPLE WITH DISABILITIES



OCTOBER 18TH, 1995

Friedman Center  
Santa Rosa, California  
— ◆ —  
12 Noon - 1:30PM

PRESENTED BY THE ROTARY CLUB OF SANTA ROSA

**EMPLOYEE OF THE YEAR**

- Eddie Helgren - Fresh Choice (Sue Wilson, Becoming Independent)
- Jack Smith - Air Monitor Corporation (Christine Tarleton, Redwood Empire Industries)
- Jeff Morrissey - Sennett, Kelly, Kimmelman & Beach (Anna Welling, Becoming Independent)
- Lisa Wilding - Liberty Personnel (Gordon Shurtleff, Liberty Personnel)

**EMPLOYER OF THE YEAR**

- Air Monitor Corporation - Joe Ehm (Bettie Duncan, Redwood Empire Industries)
- Garti Nursery - Rich Garti (Melanie Cooper, Old Adobe School)
- Liberty Personnel - Gordon Shurtleff
- Raley's Superstores - Mark Tate (Ginnie Kirsch, Workability, Santa Rosa City Schools)
- Target Stores - Cathy Dacanay (Linda Delaplaine, Goodwill Industries, dba Pacific Career Center)

**EMPLOYEE CERTIFICATE OF RECOGNITION**

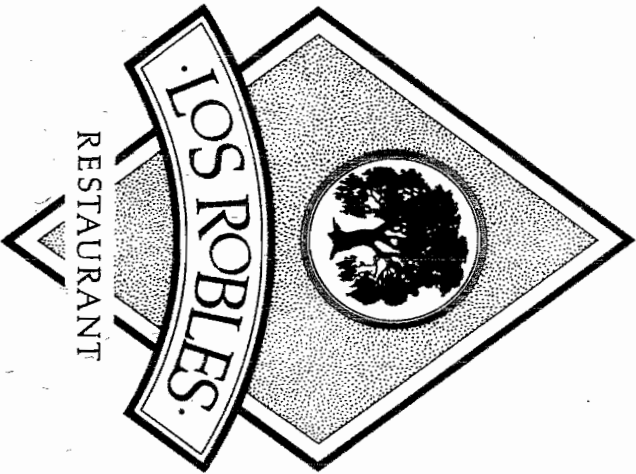
- Mark Neider - Food 4 Less (Ilene Mattison-Shupnick, Dept of Rehabilitation)
- Sky Ronald Strowbridge-KXFX (Jim Kefford)
- Helen Farnham-City of Healdsburg Litter Abatement Crew (Robert Matros, Becoming Independent)
- Jeanne Mouille -Park Deli Cafe (Linda Delaplaine, Goodwill Industries, dba Pacific Career Center)
- Donald "Ross" Long - Citizen's Advocacy (Ilene Mattison-Shupnick, Dept of Rehabilitation)
- Frankie Smithle - Service Master (Susan Heskett, Becoming Independent)
- Scott Harkness - Trader Joes (Fiona Robertson, Becoming Independent)

**EMPLOYER CERTIFICATES OF RECOGNITION**

- Mrs. Grossman's Paper Company - Andrea Grossman (Nary Callison, North Bay Industries)
- Sola Optical - Peter Eagle (Nary Callison, North Bay Industries)
- A'Roma Roasters & Coffee Shop -Barbara Iannoli (Fiona Robertson, Becoming Independent)
- J C Penny - Bill Bushey (Angie Hendrix & Dan Briseno, Redwood Empire Industries)
- City of Healdsburg - Neil Smart, (Robert Matros, Becoming Independent)
- Lasercraft - Ralph Skidmore (Julie Branscomb, Redwood Empire Industries)
- 101 Internation - Phil Talamantes (Sue Wilson, Becoming Independent)
- Health-Vision - Jinna Sexton (Anna Welling, Becoming Independent)
- Citizen's Advocacy - Diana Kassebaum (Ilene Mattison-Shupnick, Dept of Rehabilitation)
- California State University, Sonoma - Ruben Arminana (Wally Lowry & Susan Zachensky - Walhall)
- Westlake Wine Country House - Susan Coombs (Susan Heskett, Becoming Independent)

**PROGRAM**

- 10:00 Exhibit Opens
- 11:45 Registration
- 12:00 Welcome - Spence Flournoy, President, Santa Rosa Rotary
- Pledge - Mark Tate
- Invocation - Jeff Crouch
- 12:45 Symposium Opening & Awards -JimKefford KXFX 101.7 FM The Fox
- Awards Presentation - Sharon Wright, Councilmember, City of Santa Rosa with Mary Bliss & Mary Bodily
- 1:00 Introduction of Keynote Speaker - Jack Geary
- Keynote Speaker- Robert Hall, Ph. D., Executive Director, Nation Association of Rehabilitation Professionals
- "Bridges The Gap"
- 1:25 Conclusion - Jim Kefford



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## HISTORY OF THE SYMPOSIUM

The First Symposium on the Employment of People With Disabilities was conceived and instituted by Santa Rosa businessman Thomas J. Farrell, a member of the President's Committee for the Employment of the Handicapped.

By educating the business community about the issues and benefits involved in hiring people with disabilities, and by recognizing with awards businesses with a record of hiring workers with disabilities, the Symposium sought to bring a capable and untapped resource to the attention of employees.

The original Symposium has served as a model for over a dozen similar programs around the nation.

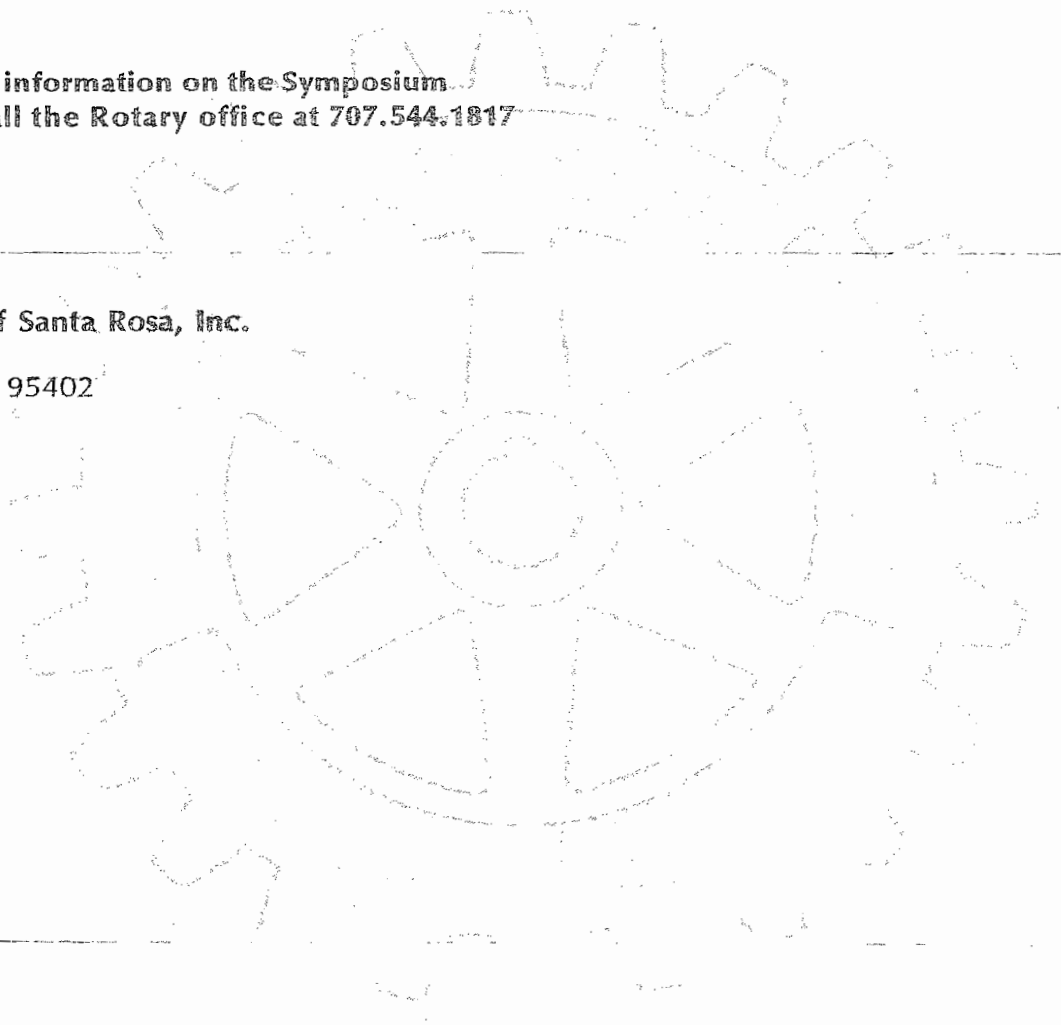
The program was a finalist in the Public-Private Partnership Award competition sponsored by the County Supervisors Association of California. The Santa Rosa Chamber of Commerce and the Rotary Club of Santa Rosa have received Merit Awards from the City of Santa Rosa for their sponsorship of the project. The Symposium has also been honored with the Vocational Services Award from Rotary District 513, encompassing northern California.



Meeting is accessible  
Personal Assistants available

For more information on the Symposium  
please call the Rotary office at 707.544.1817

Rotary Club of Santa Rosa, Inc.  
P.O. Box 505  
Santa Rosa CA 95402



Presented by  
the Rotary Club of Santa Rosa

# 13TH ANNUAL SYMPOSIUM ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

Sponsors:

The Rotary Club of Santa Rosa  
The Sonoma County Mayors' Committee on  
the Employment of People with Disabilities  
The Eldridge Foundation, Serving Persons with Disabilities

Presented by  
the Rotary Club of Santa Rosa

# 13TH ANNUAL SYMPOSIUM ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

Honoring Sonoma County employers who have hired persons with disabilities and individuals with any type of disability who have become successfully employed and are assets to their employers

## Awards Presentation and Luncheon

### The Farrell Award

The Farrell Award is presented to persons who have donated significant services to the enrichment of our Sonoma County community over an extended period of time.

### This Year's Recipients

Dr. Carl Anderson,

to receive his award at the Symposium Luncheon

Dr. Walter Teanor (posthumously),

to be presented to Mrs. Mary Stewart Teanor

at the Rotary club meeting on Wednesday, April 23, 1997

Wednesday, April 9, 1997

12:00 P.M.

Flamingo Hotel

## Guest Speaker: The Hon. Richard Thornburgh

The Hon. Richard Thornburgh, former Attorney General of the United States, drafted the legislation that became the Americans with Disabilities Act in 1990.

### Ticket Information

\$13.00 for Luncheon and entire program

\$5.00 to hear the Hon. Richard Thornburgh

and presentation of The Farrell Award (approx. 1:15 P.M.)

For reservations call the Rotary Office at 707.544.1817

Tickets also available at the door

# Agenda

## Local Agencies to Call For Help in Hiring Contracted Employees With Disabilities

10:00 Exhibits Open

**AGENCY/CONTACT PERSON                      PHONE #**

12:15 Welcome - Steve Olson, President

The Rotary Club of Santa Rosa  
and Dan Davis, President, Sunrise  
Rotary Club of Santa Rosa

**North Bay Industries**  
Nary Callison/Greg Huffman -                      585-1991

Pledge and Invocation - Al Bond,  
Community Resources for  
Independence

**Redwood Empire Industries**  
Mary Biggs/David Kraemer -                      542-5609

**The Middle Way**  
Donna Duran -                                              823-8755

12:25 Symposium Opening and Awards  
Presentations - Dan Knapp, Chair

**Becoming Independent  
Employment Services**  
Susan Heskett -                                              527-5904

12:55 Introduction of Guest Speaker - Joan  
Samuelson, Executive Director, Parkinson's  
Action Network

1:25 Presentation - Thomas J. Farrell Award

1:30 Conclusion of Luncheon Program

2:30 Exhibits Close

A deeply appreciated contribution from the Eldridge Foundation,  
assisted in making today's Symposium possible.

Kendra Keller and Sandy McEachren of Communiqué are interpreting today for the hearing impaired. We are also grateful to Audiology Associates, Access Development, and Community Resources For Independence for their assistance in helping to make the benefits of today's Symposium accessible to all.

EXHIBITORS EXHIBITORS

<b>Access Development</b> Steve Ribeau	585-6226	<b>Keyboard Alternatives</b> Jon Simkovitz	538-3473
<b>California Association of Rehabilitation Professionals</b> Jack Geary	525-8085	<b>Max-Ability, Inc.</b> Lee Kaufman	575-5558
<b>Canine Companions</b> Kathleen Stuart	579-1985	<b>North Coast Rehabilitation</b> Diane Lisciandro	542-2771
<b>Driving Specialties</b> Kevin Lowrey	(408) 266-8277	<b>Safeway Stores, Inc. (Windsor)</b> Rafael DeTrinidad	664-1178
<b>Hewlett-Packard</b> Maricela Monterrubio	794-3337	<b>Sonoma Developmental Center</b> Theresa Murphy	544-1573
<b>Kaiser Permanente Medical Center</b> Chris McAdam	571-4000		

We are grateful for the support of our exhibitors. The example skills, and resources they present are invaluable in helping employers find, train, and equip qualified and talented employees....who happen to have a disability. Please do not hesitate to file this program for future reference.

You will be glad you did.

(For a complete Employer's Guide, with a listing of many more resources, visit our registration table or call Jack Geary at 525-8085.)

## BACKGROUND OF ANNUAL AWARDS LUNCHEON

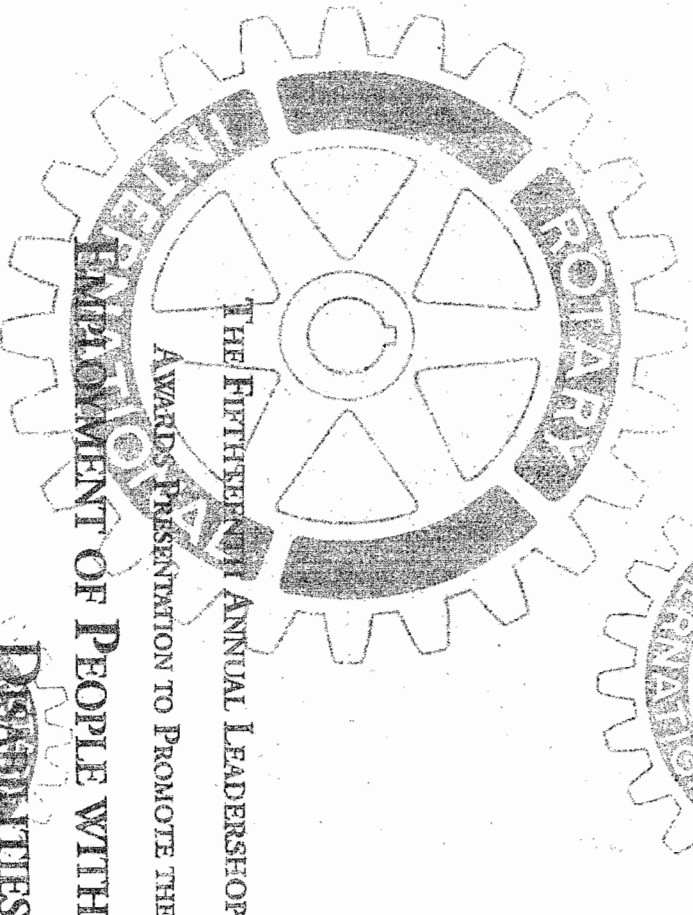
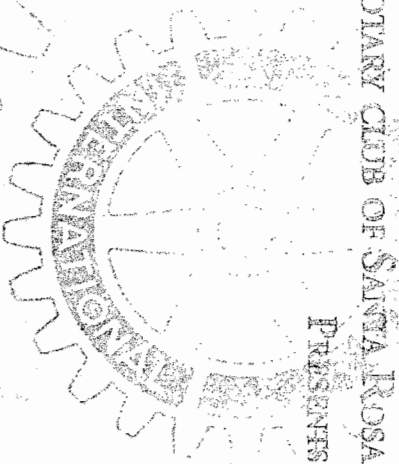
The Employment of Disabled Persons Achievement Awards recognizes the achievement of employers and employees who demonstrate leadership in removing barriers and obstacles to hiring capable and skilled workers with disabilities. The annual event, formerly known as, the Symposium, was initiated by Rotarian, Thomas J. Farrell in 1982. Through the efforts of Thomas J. Farrell, the Rotary Club of Santa Rosa received the California Governor's Award.

The achievement awards serves as a forum to support the efforts of rehabilitation agencies, rehabilitation professionals, and employers with experience in hiring workers with disabilities to educate and encourage employers to utilize an untapped source of capable and motivated persons who seek the opportunity to contribute and participate in society.

A joint committee of members of the Rotary Club of Santa Rosa and the Local Community Committee for the Employment of Disabled Persons distribute nomination forms to rehabilitation agencies and programs.

The Local Sonoma County Committee is chaired by Mary Biggs, Program Director of Redwood Empire Industries. The Local Committee is affiliated with the Governor's Committee for Employment of Disabled Persons. The purpose of the Governor's Committee is to promote employment of disabled persons by coordinating special programs to eliminate barriers that preclude equal consideration for employment. Major activities include the annual Youth Leadership Forum for High School Students with Disabilities Training Conference, technical assistance to employers through programs such as Windmills, sponsor the annual Media Access Awards, and activities of over thirty local committees statewide. The Santa Rosa Rotary Club sponsors the tuition for local high school students selected to attend the Youth Leadership Forum. Rotarian Norm Owen, Esq., is a member of the Governor's Committee. The Rotary Club provides the venue of the forum to recognize the leadership of employers and employees who receive awards and certificates of recognition, and the rehabilitation counselors and job developers who work with employers on a day-to-day basis.

Individuals, employers, agencies interested in participating in the annual awards program should contact Mary Biggs, Chair or Nan Kooz, Vice Chair, Local Sonoma County Committee for Employment of Disabled Persons.



JANUARY 1987-2000  
FLAMINGO HOTEL, SANTA ROSA, CALIFORNIA

THE ROTARY CLUB OF SANTA ROSA  
PRESENTS THE 15TH

ANNUAL AWARDS RECOGNITION LUNCHEON  
ON THE EMPLOYMENT OF PEOPLE WITH DISABILITIES  
JANUARY 19, 2000

The Awards Committee members are:

Mary Biggs, Chair, Mayor's Committee. Director, Redwood Empire Industries, California Human Development Corporation, Santa Rosa.

Nan Koontz, Vice Chair, Mayor's Committee. Coordinator, Workability Program, Santa Rosa High School District.

Norm Owen, Esq., Attorney, Area Field Representative, Rotary District 5130 and Member, Governor's Committee for Employment of Disabled Persons.

John McCue, Director of Becoming Independent, Santa Rosa.

Elisa Conti, Job Placement Coordinator, Disability Resources, Santa Rosa Junior College.

Jack Geary, Certified Rehabilitation Counselor, Geary & Associates, Inc., Santa Rosa and member of the Rotary Club of Santa Rosa.

Ginny Kirsch, Vocational Rehabilitation Counselor, State Department of Rehabilitation.

Dan Erickson, Investment Representative, Edward Jones Company, Santa Rosa and member of the Rotary Club of Santa Rosa.

Mary Carroll, Vocational Rehabilitation Counselor, County of Sonoma.

Mary Bolley, Disability Services. Member of the Rotary Club of Santa Rosa.

Rev. Reford Nash, Pastor, Presbyterian Church of the Roses. Member Rotary Club of Santa Rosa.

Gordon Mathews, Consultant, Mathews Associates. Member Rotary Club of Santa Rosa.

VOCATIONAL REHABILITATION  
PROFESSIONAL OF THE YEAR

Dale Keonetz, State Department of Rehabilitation, Santa Rosa, CA

Nominated by: Ginny Kirsch, Department of Rehabilitation, Santa Rosa, CA

Nary Callison, North Bay Rehabilitation Services, Inc., Robnett Park, CA

Nominated by: Liz Sutton, NBRS, Robnett Park, CA

EMPLOYEE OF THE YEAR

Ed Vichi, Stockroom Worker/Cashier, Ross Dress for Less, Santa Rosa, CA

Nominated by: Smart Mitchell, Redwood Empire Industries, Santa Rosa, CA

Vincent Majerowicz, Clerical Aide, Sonoma County Auditor-Controller's Office

Nominated by: Rod Dole, Sonoma County Auditor, County of Sonoma, Santa Rosa, CA

EMPLOYER OF THE YEAR

Ron Stokesbary, Owner, Fast Signs, Santa Rosa, CA

Nominated by: Carolyn Bowen, Sonoma County Office of Education, Santa Rosa, CA

Linda Workman, Vice President, Green Point Mortgage Company, Larkspur, CA

Nominated by: Nancy Rynn, LEN Business & Language Institute, San Francisco, CA

Check Tanner, Manager, Ross Inc., Santa Rosa, CA Nominated by:

Margaret Knight, Redwood Empire Industries, Santa Rosa, CA

CERTIFICATES OF ACHIEVEMENT

Melanie Nunes, Manager, MacTrugals, Santa Rosa, CA

Wayne Tall, Manager, MacTrugals, Santa Rosa, CA

Lynn Johnson, Associated Business Products and Scanning Systems, Santa Rosa, CA

Dennis Golden, Associated Business Products and Scanning Systems, Santa Rosa, CA

Nominated by: Nadina Koontz, Workability Program, Santa Rosa City Schools

Roisin Lindsey, Human Resources Manager, National Strip Center, Santa Rosa, CA

Jeff Morrisey, Customer Service Representative, National Strip Center, Santa Rosa, CA

Ed Phillips, CEO, National Strip Center, Santa Rosa, CA

Nominated by: Susan Heskett, Becoming Independent, Santa Rosa, CA

Laura Buhner, Manager, Wells Fargo Bank, Sebastopol, CA

Nominated by: Mary Riley, Ph.D., Pacific Management Group, Santa Rosa, CA

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Feasibility Determination  
Job Site Modification/Ergonomics  
Vocational Evaluation/Testing  
Rehabilitation Counseling  
Job Analysis  
Job Seeking Skills /Placement

**Additional Services**

Outplacement/Downsizing Assistance  
Training and Development  
Government Programs and Services  
Private Career Counseling  
Forensic/Expert Witness Testimony  
Medical Case Management  
Ergonomic Assessments  
Management Consulting  
Pain Management

**Human Resources**

Early Intervention  
Ergonomic Assessments  
Return to Work  
ADA Consulting  
Essential Functions Job Description  
Lost Work Time Analysis