



Rhode Island
Department of Human Services
Office of Rehabilitation Services

Rehabilitation Works

2001 Annual Report

Lincoln Almond
Governor

Jane A. Hayward
Director

Rehabilitation WORKS....

Roberta Accetturo ♦ Jack Amaral ♦ Cindy Amer ♦ Helen Andrade ♦ Fran Andrews ♦ Paul Autote ♦
Tony Bagaglia ♦ Cora Banerjee ♦ Rosemary Barra ♦ Elizabeth Brooks ♦ Steve Brunero ♦ Kathleen
Burrell ♦ Karen Caouette ♦ Manny Carbuca ♦ Ray Carroll ♦ Regina Connor ♦ Diane Cook ♦
Lynn Coughlin ♦ John DeFusco ♦ Jeannine Dionne ♦ Sharon DiPinto ♦ Allison Evans ♦ Sharon
Fedak ♦ Rosemary Feeney ♦ Donald Fitzpatrick ♦ Brenda Gagnon ♦ Ray Gauvin ♦ Rita Grateral
♦ Melanie Grzych ♦ Van Tung Han ♦ Raymond Jobin ♦ Patricia Keating ♦ Lynn Landi ♦ Peter
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♦ Kathy McCabe ♦ Sheila Moffat ♦ Michael Montanaro ♦ Marsha Monteliberto ♦ Barbara
Mulligan ♦ Joseph Murphy ♦ JoAnn Nannig ♦ Jeanne Hennessey-Nassa ♦ Sherry Olink ♦ Susan
Olson ♦ Joseph Orsi ♦ Jack Parrillo ♦ Jennifer Patrie ♦ Jean Piasczyk ♦ Elinor Pickering ♦
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Dave Wilson ♦ Pasquelina Agresti
♦ Kathy Alegria ♦ Marcia Altruda ♦
Kathy Bass ♦ Jane Cannata ♦ Bonnie
Colletta ♦ Joe Davis ♦ Aleatha
Dickerson ♦ Joan Dunn ♦ Monica
Dzialo ♦ Russell Gray ♦ Claudette
Grenier ♦ Linda Hughes ♦ Bill
LaPolla ♦ Lynn Messoro ♦ Marie
Morin ♦ Marianne Nerbonne ♦
Susan Osborne ♦ Jeanne Ouellette ♦
Mary Perez ♦ Sandy Pritko ♦ Margaret Renzi ♦ Gerry Shapiro ♦ Susan Shapiro ♦ Linda Skibski
♦ Vickie Vendettuoli ♦ James Wardell ♦ Gary Wier ♦ Marie Ahronian ♦ Myra Alexander ♦
Michelle Amado ♦ Bertha Araujo ♦ Ron Berman ♦ Marie Boucher ♦ Kathleen Brown ♦ Deborah
Cannon ♦ Margaret Cotter ♦ Jim Dawson ♦ Claire DeCesare ♦ Anne DelNigro ♦ Tom Detour ♦
Barbara Dimock ♦ Laurie DiOrio ♦ Donna DiRaimo ♦ Beatrice Donovan ♦ Barbara Flynn ♦
Sheilah Fonseca ♦ Robert Goff ♦ Christine Hammond ♦ Catherine Hood ♦ Ronald Improta ♦ Philip
Lowry ♦ Janet McCabe ♦ MaryFrances McVay ♦ Susan Mehlenbacher ♦ John Microulis ♦ Mario
Pantano ♦ Dawn Pina ♦ Richard Poncelet ♦ Rebecca Porter ♦ Jeannie Pratt ♦ Paula Richardson ♦
Robert Rocchio ♦ Richard Rosenthal ♦ Barbara Rubin ♦ Edna Scott ♦ Stacey Selton ♦ John Silvia ♦
Billie Jean Simas ♦ Lori Spooner ♦ Dennis Thibert ♦ Natalie Wright ♦ Xang Xiang ♦ Thomas
Bennett ♦ Stephen Clifford ♦ Alberto Tonelli ♦ John Bernardo ♦ Susan Diaz ♦ Stephen Fish ♦ Ann
Frank ♦ Youssef Georgy ♦ Vasant Gideon ♦ Maryann Gnys ♦ Clifford Gordon ♦ Edward Hanna
♦ Amir Missaghian ♦ Harold Musiker ♦ Maryan Paxon ♦ John Barry Regan ♦ Michael Slavit

Rehabilitation
Works...

Rehabilitation Works when the whole organization works together toward a vision.

The Vision of the Department of Human Services

We are an organization of opportunity, working hand in hand with other resources in Rhode Island, to offer a full continuum of services for families, adults, children, the elderly, disabled and veterans.

Our vision is:

- Families are strong, productive, healthy and independent;
- Adults reach their maximum potential;
- Children are safe, healthy, ready to learn, and reach their full potential;
- Elders and the disabled receive a full continuum of services to enhance their quality of life;
- Veterans are honored and cared for.

The Mission of the Office of Rehabilitation Services

To empower individuals with disabilities to choose, prepare for, obtain and maintain employment, economic self-sufficiency, independence, and integration into society.

Message from the Administrator



Ray Carroll

The Department of Human Services and the Office of Rehabilitation Services are pleased to present to you the 2001 Annual Report.

We are very proud of our programs. We are proud of our staff. We are proud of our partnerships with the community, employers, and the State Rehabilitation Council. Mostly we are proud of assisting our customers, individuals with significant disabilities, to plan for and attain employment.

Our theme throughout this report is ***“Rehabilitation Works”***. We have included several stories that reflect the diversity of our customers and their needs. We want to describe the partnership between our staff and our customers that makes *“rehabilitation work”*.

In 2001, 539 individuals were successfully employed. Of that group, 51 individuals achieved earnings between \$25,000 to \$85,000. More than half of the customers employed in 2001 worked in the Clerical/Sales and Professional/Technical/Managerial fields. Jobs included computer operator, electronics technician, graphic artist, network control operator, communications analyst, chemist and lawyer.

The accomplishments outlined in this annual report reflect favorably on the efforts of the staff who, by their hard work and commitment, have continued a long tradition of serving Rhode Islanders with disabilities.

We are also indebted to the Rhode Island State Rehabilitation Council for their partnership and help in maximizing the potential of persons with disabilities.

*Raymond A. Carroll, Administrator
Office of Rehabilitation Services*

Rehabilitation WORKS....

2001 - A Year of Accomplishments

1,604 Rhode Islanders applied for vocational rehabilitation services.

A total of **4,539** individuals with disabilities were provided vocational rehabilitation services.

865 individuals worked with a vocational rehabilitation counselor to develop a new Individualized Plan for Employment [IPE].

3,873 individuals received Counseling and Guidance Services from vocational rehabilitation counselors.

1,938 individuals received services purchased from vendors. Services ranged from evaluations, medical and psychological therapies, training, personal assistant services, job placement and training.

344 individuals received rehabilitation technology services to assist them to prepare for and to enter employment.

For every \$1 spent on vocational rehabilitation services, an individual with a disability earns \$13.00 in increased taxable earnings.

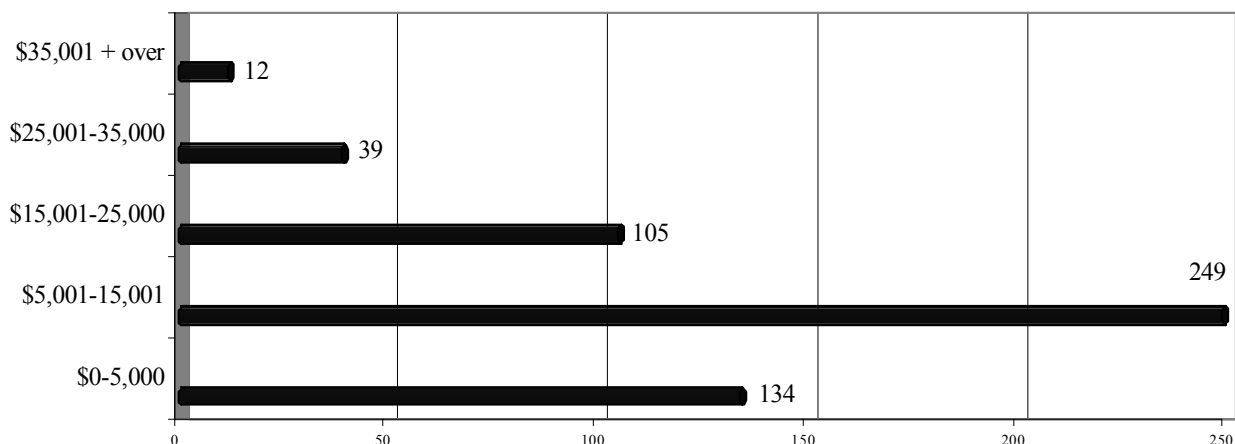
539 Individuals were Successfully Employed

Rehabilitation Works...

Additional Accomplishments

- **23** vending facilities were supported by the Business Enterprise Program (BEP) at Services for the Blind and Visually Impaired. Sales increased by 1.2 % to \$1.65 million. Three new individuals were trained through the BEP for employment in their own facility.
- ORS implemented the new Benefits Planning and Outreach Program (BPAO).
- ORS actively assisted RIPTA to implement a new transportation initiative for individuals in rural, underserved areas of Rhode Island.
- ORS trained mediators and developed a system to respond to mediation requests.
- ORS revised and implemented their caseload management system.
- ORS's implementation of the State's new accounting system, RI-Sail (RI State Automated Information Link), will expedite payment to vendors and clients.
- ORS enhanced transition services through a cooperative program funded through the RI Department of Education and the DHS/ORS to provide a wide range of transition services for students with disabilities through 5 Regional Transition Centers.
- ORS partnered with the State Rehabilitation Council to initiate a customer satisfaction study of the vocational rehabilitation program.

**Annual Earnings of 539 Successfully Employed Individuals with Disabilities
10/ 1/ 00-9/ 30/ 01**



David White

“It was not easy, but I never gave up.”



David White

David White is an Information Technology Specialist at Meeting Street Center. He is also a veteran who was injured in training while in active service and a single father of three children. His employment success is due to his motivation and focus as well as the collaboration among several agencies to provide him the services he needed to obtain training, childcare, and job placement assistance.

“When agencies work together in a coordinated way, the customer benefits”.

Susan Olson, Deputy Administrator

Mr. White worked in construction for the National Guard for many years. His disability, however, made it necessary to retire from the National Guard in 1999. He worked closely with the Veterans Affairs Office and his Senior VR Counselor from ORS, Jane Massa, to develop and implement a coordinated Plan for Employment. His services over the next two years were coordinated with both agencies at the netWORKri, One-Stop Career Center. Mr. White’s services included funding for the Computer Information Systems Technology program at NE Technical Institute through the VA and day care for his children provided by ORS. Upon completing school while maintaining a very high average, the VA provided funding for a Microsoft Certification Course, and ORS provided funding for a Job Developer. He obtained his employment in June 2001.

**Information Technology
Specialist
Meeting Street Center**

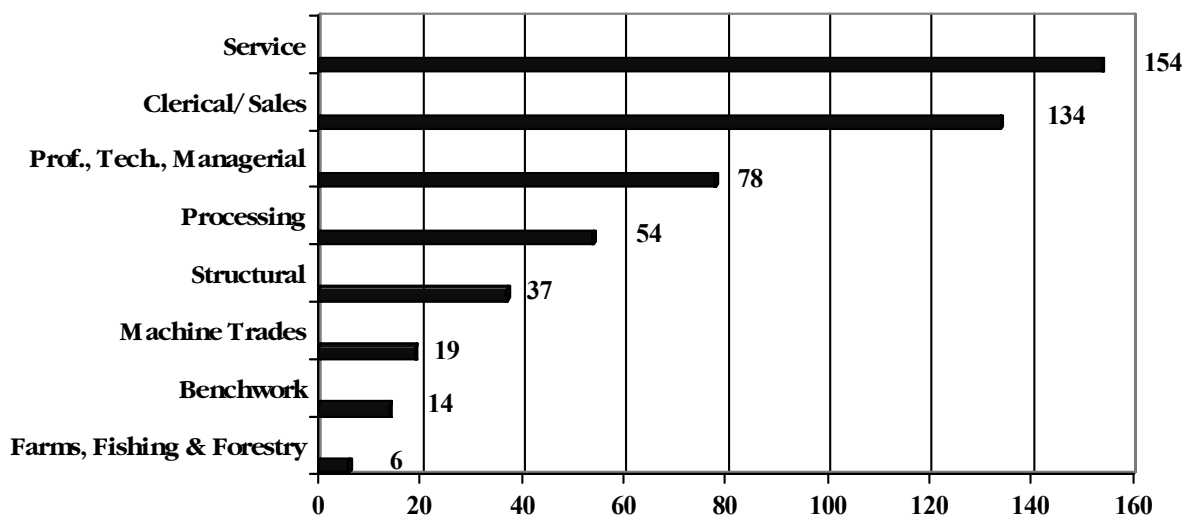
The partnership between each individual with a disability and their vocational rehabilitation counselor is a key component in the vocational rehabilitation process. The individual and his/her vocational rehabilitation counselor work together to develop an Employment Plan which will assist them to reach employment.

Vocational rehabilitation services that may be included in an Employment Plan are:

- Counseling and Guidance to help plan vocational goals and services
- Transition Services from School to Career
- Rehabilitation Technology Services
- Assistive Technology Services
- Job Training and Job Supports
- Job Development and Placement Services
- Post-Employment Services

Throughout this report are stories of real people who have reached successful employment in 2001.

**Occupations of 539 Successfully Employed
Individuals with Disabilities
10/01/00 - 9/30/01**



Rehabilitation WORKS....

Nikol Thomas

“I would never be where I am today if I did not have the accommodations for my GED...”

Nikol’s success in obtaining her GED in December, 2001 underscores the successful partnership between the Vocational Rehabilitation Program (VR) and the Family Independence Program (FIP) that has been in place through **“The Learning Disabilities Project”**.



Nikol Thomas

“Nikol’s measure of success is a result of her unfailing determination to succeed, in concert with a program which provided her the necessary accommodations both educationally and vocationally.”

Steve Brunero, Rehabilitation Supervisor/LD Project Coordinator

Nikol, a young mother of 2 children, had many barriers to working when she met Steve Brunero, LD Project Coordinator at ORS. She had dropped out of school when she was 15, and never had attention given to her significant learning disability. This was complicated by the high expectations of her father, a former US Olympic Medalist. When she met Steve, in addition to her learning disability, she was in recovery for a substance abuse problem and had no significant work history.

Steve listened to Nikol and helped her identify and break down the barriers into manageable and attainable steps. He worked closely with support staff from DHS and provider agencies, arranged for accommodations, and created a comprehensive employment plan. Nikol’s accomplishment was truly a team effort shared by all involved. Nikol has assisted others through “telling her story” in various staff training sessions, working with VISTA recruiting mentors for “at risk” children, and participating in the *Rhode Island Reads* program. Nikol plans to enroll in a Human Services degree program in the fall of 2002.

ORS works closely with social caseworkers from the Family Independence Program (FIP) to assist FIP recipients with disabilities. Many FIP recipients have significant learning disabilities that present considerable challenges to employment. The Rhode Island Learning Disabilities Project is a unique initiative in the Department of Human Services that dedicates staff from the Office of Rehabilitation Services and the Family Independence Program to serve individuals with learning disabilities.



Beverly Perry and Elinor Pickering

This collaborative relationship identifies parents on cash assistance with learning disabilities. It then provides the necessary accommodations and vocational training programs in order for those individuals to become gainfully employed and independent. During 2001, the LD Project served 37 new individuals and assisted 19 individuals with learning disabilities to reach their employment goals.

The partnership focuses on the specific needs and services for FIP recipients who have learning disabilities. In addition to the services and accommodations, FIP and ORS staff are trained together about learning disabilities including the types of services and communication tools that are used to create a seamless service delivery system.

Joseph Erice



Joseph Erice/Tony Bagaglia

Assisting students with disabilities in their transition from school to employment and adult life is a primary focus of the ORS. Joseph achieved a successful transition from school to employment through vocational rehabilitation services such as assessment, counseling and guidance, and training services.

“Joe was wonderful to work with and worked very hard to achieve his goals.”

Tony Bagaglia, Sr. VR Counselor

Joseph at age 18 had become very frustrated by his learning disability and was in danger of dropping out of school. In addition he was no longer living with his family. His Senior VR Counselor, Tony Bagaglia, was interested in helping him find a direction before he dropped out of school. He arranged for Joseph to participate in a vocational assessment in the community through the Vocational Assessment Center at East Bay Educational Collaborative, a program jointly funded by the ORS and RI Department of Education.

Joseph was able to job shadow in at least four jobs he was interested in. Joseph eventually identified his real interest in working as an Electrician/Carpenter.

Tony helped Joseph research this career and obtain technical training with ORS funding assistance. Joseph received his Associates Degree in Electrical Technology from the New England Institute of Technology, and now works at Electric Boat as an Electrician/Carpenter.

Electrician/Carpenter
Electric Boat

ORS has a strong commitment to assist students with disabilities with transition planning to adult life. ORS counselors visit all school districts and work with families and students to plan services to help students reach career goals.

ORS counselors provide technical assistance and information to school systems to improve transition planning. ORS currently has on staff a Bi-Lingual Health Representative, Rita Graterol, who helps Hispanic customers and families understand and use ORS services.



Rita Graterol
Bi-Lingual Health Representative

DHS/ORS and the RI Department of Education have jointly-funded programs throughout the state, including RI School for the Deaf, that expand community assessments and career planning services for youth.

During 2001...

- **200** students with disabilities were provided a range of new vocational assessment and career planning services through cooperative programs with five regional transition centers.
- **1,783** youth with disabilities from ages 14-21 have been provided transition services by 16 vocational rehabilitation counselors.

Lou Salerno

Lou Salerno epitomizes the qualities necessary to be a successful businessman and proprietor. He is a businessman who happens to be blind. Lou achieved an Associates Degree in Business Administration at the City College of New York, and had worked in industry for 15 years before his eyesight deteriorated to a level requiring vocational rehabilitation services. He is married with 2 children. Lou has been a licensed vendor since 1991. He started out in one of the smaller stands, as many new vendors do.

However, it did not take Lou long to show his creativity and business sense of finding a need and filling it. He produced foods in this stand that one doesn't see in similar-sized operations, even in the commercial sector. He continued to learn the food service industry, attended trade shows, and moved up to larger vending facilities.



Lou Salerno

Coffee Plus #76
Center General Complex
Dept. of Labor and Training
1511 Pontiac Avenue
Cranston, RI 02920
401.943.7817

"If you are near the DLT building drop by and have a bite to eat. You will meet Lou, and you will be as impressed with him as I am." Bill LaPolla, Chief Human Service Business Officer, BEP

Two years ago, when the RI Department of Labor and Training opened their new building in Cranston, Lou became the first manager in this new stand. He has two employees and all the equipment of a full service snack bar. He provides catering services to meetings and functions, again creatively fulfilling needs where others may not seize the opportunity.

Lou is currently the President of the RI State Committee of Blind Vendors, whereby the other vendors look to him for his leadership, and inspiration. He is an untiring worker, personable, and runs a clean, well-stocked snack bar.

The Business Enterprises Program (BEP) is authorized under the federal Randolph-Sheppard Act and by Title 40, Chapter 9 of RI General Laws, to establish vending facilities to be operated in Federal and State buildings by persons who are legally blind. The BEP provides management services, supervision, and training to ensure that a high-quality statewide vending facility program is maintained. The emphasis of the program is to allow the vendor to be fully independent as a business proprietor. The vending facility operators must be able to compete at a high level to maintain their businesses. Qualities that lead to success are business acumen and interpersonal skills.

Licensed blind vendors operate vending facilities at 23 locations found throughout the state and are assigned to these locations on the basis of their seniority within the program.

Types of facilities range from small snack bars serving light snacks and beverages to larger food-service sites serving hot and cold entrees prepared on-site. All operate under the name of "Coffee Plus".



*ORS's own Coffee Plus located at
40 Fountain Street, Providence,
operated by independent contractor Keri Brent*



Sharon Moliere

Meet Sharon Moliere, owner and operator of The Mariner House, a bed and breakfast facility in Newport, Rhode Island. She meets and greets all her guests, and maintains a pleasant atmosphere at Mariner House. Her extensive collection of Teddy Bears adds to the coziness of her home and the warmth of her welcome. Sharon handles a myriad of tasks associated with running a business and directing staff. With the use of adaptive equipment provided by this agency, Sharon is able to handle all correspondence and reservations, and to attend to the needs of her guests. Sharon utilized the services of a rehabilitation engineer to identify the specific equipment and software that would meet her business needs and reduce the barriers imposed by her visual disability. With this equipment, she is able to maintain and access guest records, reservation schedules, and fiscal records.



The Mariner House

She designs and prints her own brochures, and oversees her web-site (www.marinerhouse.com). Be sure to visit Sharon at Mariner House when you travel to Newport.

Virginia

"I am able to stay in my own home thanks to this program. I can do things for myself without having to depend on others to do things for me."

Virginia is an 85-year old woman who recently became a widow and lost her vision due to macular degeneration. She also has a hearing impairment. She lived alone, but was afraid that she would be unable to care for herself and would have to go into a nursing home. The Social Service/Independent Living Unit provided an array of services and adaptive equipment that eliminated this fear. As a result of services, Virginia became more confident. She learned that with the use of adaptive equipment, she could continue to remain independent in her own home.

Virginia learned ways she could prepare and cook meals, use a washer/dryer, and call and write her friends. She obtained and learned how to use a closed circuit reading system. She received two hearing aids and other adaptive equipment. She joined a local support group and was provided mobility and transportation assistance enabling her to continue to venture into the community.

Services for the Blind and Visually Impaired, known as SBVI, offers a wide array of services to eligible individuals who are blind or visually impaired through its Vocational Rehabilitation Unit, Business Enterprises Program and Social Services/Independent Living Unit. The various services offered by these programs are designed to help individuals of all ages achieve independence at home, in the community, and in the workplace.

The Vocational Rehabilitation Unit is staffed by vocational rehabilitation counselors, rehabilitation and mobility instructors, and support technicians who assist individuals to define and reach their career goals. The Business Enterprises Program is highlighted in a previous section.

The Social Services/Independent Living Unit combines the talents of its specialized social workers, mobility and rehabilitation teaching instructors, independent living workers, and technical staff to provide comprehensive services to children and elderly persons who are blind and/or visually impaired.

Some of the many accomplishments are:

- Comprehensive case management services were provided to 685 elderly adults, 23 of whom did not need to go to a nursing home.
- Early intervention services were provided to 289 children who are blind or visually impaired, often with other severe disabilities.
- A residential summer camp was operated for over 60 students that offered specialized experiences and activities to assist in providing opportunities for socialization and new learning in a secure but stimulating environment.
- Saving Sight Rhode Island and the Lion's Sight Foundation worked together with SBVI to screen 10,000 children for undetected visual problems.

What An Examiner Does...

Examiners are the staff who determine disability related to Social Security Administration's standards. DDS accomplishes this work with a staff of **45** and of **17** medical consultants. A brief description of the important role of an Examiner follows.

Once an individual files a claim to the Social Security Field Office, the case is sent to the DDS and assigned to an Examiner. The Examiner reviews the

medical information provided by the claimant, or attempts to obtain evidence from the claimant's own medical sources first. If the Examiner finds that the evidence is insufficient to make a determination, the Examiner at the expense of the DDS, will arrange for a consultative examination (CE) in order to obtain the additional information needed.

Once information is complete, the disability determination is made by a two-person team consisting of a Consultant (who is a physician or a psychologist) and a Disability Examiner. The case is then returned to the Social Security Field Office for appropriate action.

When the DDS finds the claimant "disabled", SSA will compute the benefit amount, notify the claimant, and begin paying benefits. If the claimant is found "not disabled", the SSA notifies the claimant and retains the file in the SSA field office in case the claimant decides to appeal the determination.

The appeal of an initial unfavorable determination is usually handled the same way as the initial claim, except that a different team of a Consultant and an Examiner will make the disability determination.



Xang Xiong, Examiner

ORS administers the Disability Determination Services (DDS) for the Social Security Administration (SSA). This unit processes the disability claims for Rhode Island residents who apply for Social Security Disability Insurance (SSDI) and/or the Supplemental Security Income (SSI). Although the DDS (Disability Determination Service) is fully funded by the Federal Government, the state agency is responsible for developing medical evidence and determining whether the claimant is or is not disabled or blind under the law. DDS Examiners are hired as state employees in the Department of Human Services, Office of Rehabilitation Services.

During 2001,

The DDS successfully processed **14,703** claims in FY 2001.

The production efficiency rate was higher than the national standard.

Accuracy rate was **93.9%** for claims processed.

How is the Disability Determination made?

The Social Security regulations provide for disability evaluation under a procedure known as the “sequential evaluation process.” For adults, this process requires sequential review of the claimant’s current work activity, the severity of his or her impairment(s), the claimant’s residual functional capacity, his or her past work, and his or her age, education and work experience.

For children applying for SSI, the process requires sequential review of the child’s current work activity (if any), the severity of his or her impairment(s), and an assessment of whether his or her impairment(s) results in marked and severe functional limitations. If an adult or child is found disabled or not disabled at any point in the evaluation, the evaluation does not continue.

Assistive Technology Access Partnership (ATAP)

The Office of Rehabilitation Services is the lead agency for the Rhode Island Assistive Technology Access Partnership (ATAP). ATAP is a statewide project funded under the Assistive Technology Act of 1998, which works to reduce or eliminate barriers that impede access to, and funding for, assistive technology devices and services for individuals with disabilities of all ages.

ATAP increases knowledge about and access to Assistive Technology.

During 2001...

- ATAP Resource Centers responded to **15,273** information requests about AT and funding options
- ATAP conferences served **5,755** individuals

R. I. Council on Assistive Technology - RICAT, a consumer council, ensures that the ATAP project is responsive to the needs of Rhode Islanders with disabilities.

2001 Members: Marie Waldman - CHAIR, Florence Adeni-Awosika, Blair Baldwin, Larry Ceresi, Nelson DeCoteau, David Enes, Kathy Fresher-Samways, Richard Gaffney, Margaret Hoye, Randy Kulman, Ph.D., Emily Lennon, Katherine Lisi, Jeanne Panarace, Robert Perrello, Charles Pollock, Ying Sun, Myron Waldman, Jill Waller, Edmond Zuromski



Benefits Planning & Outreach Project (BPAO)

The Benefits Planning and Outreach Project (BPAO) is designed to help people who receive disability benefits (SSI or SSDI) make informed decisions regarding employment, based on a complete understanding of their benefits and available work incentives. A trained Benefits Specialist,



Kelly Buonaccorsi

Kelly Buonaccorsi, who is employed through a contract with Ocean State Center for Independent Living (OSCIL), explains how these work incentives work and helps develop a plan that makes sense for the customer as various options are explored. Susan Shapiro is the Project Director from ORS.

Both Kelly and Susan have received training on work incentives and the benefits program. Since the project's initiation late in 2001, they have trained 25 individuals on developing *Plans to Achieve Self Support* (PASS), and have individually met with 20 individuals and helped 3 to write PASS plans.

In 2002 the project will report a full year of activity.

State Rehabilitation Council (SRC)

...working with the Office of Rehabilitation Services to maximize the potential of people with disabilities through meaningful employment...

The State Rehabilitation Council is a key partner of the Office of Rehabilitation Services in planning, developing and implementing services that result in employment for individuals with disabilities.

Twenty-six individuals actively participate on the SRC and its committees. During 2001, the SRC developed the scope of work for a customer satisfaction study of the vocational rehabilitation program and assisted ORS in selecting a vendor.



SRC Members

In addition, the SRC hosted the 5th Annual Employer Honor Roll Awards Ceremony and recognized 14 employers who hired individuals with significant disabilities. The SRC is involved with legislative advocacy, policy and state plan development, employment partnerships, and strategic planning.

2001 SRC Members: Carol Krause-Ferriaoli, Chairperson, William Anderson, Anthony Bagaglia, Janice Belasco, Barbara Belheumer, Annette Bourbonnaire, Paul Choquette, Cheryl Collins, Robert Cooper, Thomas DiPaola, Ph.D., Robin Dolan, Ann Marie Dubuque, Craig Enos, Carmen Ferguson, Isabel Frost, Russell Gifford, Margaret Hoye, Brian Hubbard, Melissa Jenkins, Mary Moore, Jeanne Panarace, Virginia Perelson, Paul Pickens, Susan Roush, Ph.D., Mercedes San Milan, J. David Sienko, Susan Silva, Thomas Stott

ORS sincerely thanks Carol Krause-Ferriaoli, Chairperson, and all council members for their commitment to the vocational rehabilitation program.

5th Annual Employer Honor Roll Awards Ceremony

The 2001 Rhode Island Employer Honor Roll celebrated Rhode Island employers for excellence in hiring and supporting employees with disabilities at a ceremony on October 4, 2001. These employers included:

Burger King/Jan Company, *Mara Robert* ~ CVS Pharmacy, *Michael Wyatt*
Citizens Bank, *Patti Cloutier* ~ East Side Printers, *Donald & Carol Boulay*
Epoch Assisted Living, *Stephen Tague*
Huntleigh Corp./T.F. Green Airport, *Calvin Fuller*
MetLife Auto & Home, *Lisa Boyes* ~ Quinlan Company, *Toom Cinquini*
Recycling for RI Education, *Priscilla Miller & Kathleen Fresher-Samways*
Ro-Jacks Supermarket, *Trino Mollo* ~ Sam's Club, *Robin Parente*
The Splendid Loon, *Barbara Briggs* ~ Stop & Shop, *Cynde Malloy*
United Baptist Church, *Paul Hanson*

* * *

4 Outstanding Achievement Awards

Accommodation: Recycling for RI Education - Priscilla Miller & Kathleen Fresher-Samways, were recognized as an employer whose exceptional job accommodation demonstrates creative and flexible ways to help the employee successfully carry out the responsibilities of the position.

Integration: East Side Printers - Donald & Carol Boulay were recognized for their efforts to involve the employee in all aspects of the daily work environment, including training, communication and social opportunities.

Advancement: CVS Pharmacy - Michael Wyatt was recognized as an employer who offers the same opportunities for advancement to employees with disabilities as he does to those who are not disabled.

Longevity: Ro-Jacks Supermarket - Trino Mollo was recognized as an employer who strengthened the employee's roots in the work community.

Field Services Leaders

Providence Area - JoAnn Nannig

Cranston/Johnston/Warwick/West Warwick - Paul Autote

Northern Rhode Island Area - Jeannine Dionne

South County Area - Roberta Accetturo

East Bay and Newport County, FIP LD Project - Steve Brunero

Special Services/Deaf Services - Jeannine Dionne - Interim Supervisor

SBVI/Vocational Rehabilitation Unit - Susan Shapiro

Transition - Statewide Coordinator -Barbara Ridings

Employment Supervisor -Jack Amaral

Planning & Evaluation - Patricia Ryherd

Office Manager/Administrative Support Staff -Sharon Fedak

Community Rehabilitation Program Specialist - Joseph Orsi

Fiscal Unit - Jennifer Patrie

Information Services Technician - Sharon DiPinto

Assistant Administrator/ATAP Project Director -
Regina Connor



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Notice of Non-Discrimination

DHS does not discriminate against any person on the basis of race, color, national origin, disability, political beliefs, sexual orientation, age, religion or sex in acceptance for or provision of services, employment or treatment in its educational and other programs and activities. For further information, contact: the Community Relations Liaison Officer, 401.462.2130 or TDD (hearing impaired) at 401.462.6239.

Information about the Rhode Island DHS/Office of Rehabilitation Services can be obtained via the World Wide Web at the following address:

<http://www.ors.state.ri.us>

Alternate formats are available. Contact Sharon DiPinto at 401.421.7005 ext. 318 to receive a copy.