

NPS/POM (Monterey): by Rose Jaros, Site Manager

WHAT A DIFFERENCE A YEAR MAKES....

A year ago Monterey contracts were severely cut and it didn't take long for the grounds to go downhill. It was very hard for

all of us to watch shrub beds we planted, and the lawns we nurtured, to just be let go.

Good news though, fortunately we are in the midst of adding work back to

our contracts! We are gearing up for a busy fall and looking forward to getting back to "normal".



Keysight Technologies: by Dalia Flores, Contracting Support Manager

The Keysight (formerly Agilent) workgroup continues to march along. We are hoping to get new work projects with this change in company direction. The crew continues to complete job orders in a timely manner. They are looking forward to the coming holiday season.

Activity Center: by Craig Rodolff, Day Program Manager

Gosh! Hard to believe summer's over and that we're all headed into what's always the busiest time of the year! With bunches of upcoming holidays - Halloween, Thanksgiving, Christmas and New Year's Day all in rapid succession, the excitement levels here are beginning to rise! Of course, the Activity Center has plans ready to present a variety of activities centering on these holidays. We'll be having our annual Halloween party and costume contest, pre-

pare a grand Thanksgiving lunch, make centerpieces for the Consumer Holiday Party in early December, and review our year past and make resolutions for the New Year!

Our summer garden was a great success and now we've been working planting winter crops. Our three Culinary Academies are looking forward to preparing the expected kale, potatoes, onions, beets and more to come out of the garden over the coming months.

Our two adjunct Community Day Programs continue to do fine work at the Friedman Brothers and Shades Unlimited work sites. These programs afford Activity Center participants an opportunity to substitute when there are absences, giving more folks real-life work experiences. It's a real win-win for all involved!

As we move to year's end, we are also looking for candidates from the December SCOE graduating class to fill some openings

we have. Now while that group of grads is smaller than that of the spring graduating class, it is still worthwhile to see who's available. The Activity Center is a great place for these grads to make a stress-free transition from the "School World" to the "Adult World"!

So, as we look forward to the events ahead, we want to wish you and yours a "Wonderful Finish to 2014" Have fun!! (and pray for rain!)



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Save the dates

- Friday, December 5th Staff Holiday Party
- Friday, December 12th Consumer Holiday Party

NBI NEWS

"Serving adults with disabilities since 1968"

October 2014

**"TEAMWORK
divides the task
and multiples
the SUCCESS"**



Robert Hutt, President/CEO

"Expect. Employ. Empower."

It is **National Disability Employment Awareness Month!** It really does not feel like it was a year ago when we had our last celebration and BBQ for the employment of people with disabilities. This year is going by really fast, with other festivities right around the corner. Thanksgiving and dare I say it, the Holiday Season is almost upon us. I see holiday decorations in stores already (scary)!

This year's theme, "Expect. Employ. Empower.," reminds us that every American has a right to dignity, respect, and a fair shot at success in the workplace. For too long, workers with disabilities were measured by what people thought they could not do, depriving our Nation and economy of the full talents and contributions of millions of people with disabilities.

We are seeing a change in many work places; employers understand the capabilities and effectiveness of people with disabilities in the workplace. This message needs to be passed along to all employers and you all should be proud of the role that you play in this. The work that all our staff does at North Bay Industries is the key to success. Empowering people with disabilities and expecting more and coaching all our employees, supporting them administratively and ensuring good customer service, makes our company one of the employment leaders in the Bay Area.

Thank you for all that you do and for continually supporting our Mission to employ people with disabilities.

Housing Update

In early September Mill Creek Apartments received a much needed paint job to the interior hallways, lobby and laundry room. We even painted each apartment door.

The place looks great! A HUD Real Estate Inspector came through Mill Creek in September and inspected 90% of the units, the exterior of the building and the grounds. We are happy to

report that we received a high score of 90 out of 100! The inspector was impressed with how well we maintained the property. Thank you to everyone for your hard work!

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Community Involvement

Fall is here and with that comes the change in seasons – cooler weather! But there is constant change in the field NBI operates in; federal contracts, developmental services, government regulations and legal issues to name a few. Robert Hutt and Liz Sutton attended the CDSA “Embracing Change: The Future of Developmental Services” 2014 Annual Meeting in Los Angeles October 7-9. Highlighted below are a few of the sessions we attended:

- How Can California Close its Developmental Centers and Ensure Consumers with Disabilities Live in the Community with Appropriate Services and Supports? Presented by Catherine Blakemore, Executive Director, Disability Rights California
- Equipping People to Keep Them Safe – Nora Baladerian, Disability and Abuse Project
- Putting it all Together: What the Future Looks Like – Nancy Thaler, Executive Director, and National Association of State Directors of Developmental Services.

Our very own, Robert Hutt, led a very informative panel on “Implications of Change: Impact on Program Models”. He presented the pros/cons of the 14C and CMS impact on day programs and residential centers. He did a great job!

It was an outstanding conference with many excellent presentations – too many to discuss in this format but if you are interested in learning more about the CDSA Annual Meeting, please contact Robert Hutt or Liz Sutton. Many new and positive changes could occur for the future of Developmental Services in California and the USA.

NBI participated in the NBRC Vendor Fair held at the Sonoma Veterans Building on September 18th. Robert Hutt, Roxanne Meuse and Doug Stairs attended the Sonoma Veterans fair the same day. Several NBI staff attended the annual Life house Awards Banquet held in Marin County on September 26th.

We are looking forward to the NBI activities for the remainder of this year: The Annual October BBQ honoring National Disability Employment Awareness Month, and the many fun Holiday parties throughout the company in December.

Happy fall and NBI welcomes the change!

Site Reports

Two Rock Food Service: by Kristina Chilvers, Contracting Support Assistant I

Two Rock Food Service workers continue to do a great job working as a team through busy breakfast, lunch and dinner meals.

Rory Donathan and Linda Witherow are both doing very well since they started. Rory and Linda are working towards in-

creasing their hours to 40 hours per week. Jaime Agarao transferred from Two Rock Food Service to the Flag Line utility crew.

We wish Jaime well in his new position. He will be missed by all. We also said goodbye to Yesenia Lua Viramontes who left NBI to explore other op-

tions. We are in the process of interviewing and hiring to fill the two open positions in the Two Rock Food Service work groups.

We will be saying “Goodbye and Good luck” to Robert Foley who is moving closer to his family in Wisconsin this month. We hope he will

get himself a very warm coat for the winter. This will leave a Supervisory position open. We are currently in the process of interviewing to fill this need.

Mountain View by Mariah Mellott, Contracting Support Assistant II



It’s all about the Climb - Mountain View contracts are on the rise

NBI acquired three federal contracts in the Mountain View region July 16, 2014. Since then, we have welcomed 12 new employees, 6 of which are U.S. Veterans.

We salute Jesus Mendoza, Pat Romanshek and Michael Pichulo for their collective 42 years of productive work in grounds maintenance at United States Geological Survey (USGS) in Menlo Park. In addition, Lead Worker of USGS grounds crew, Jesus Soto, came aboard NBI October 2, 2014.

We recognize Nicholas Brown, Paul Nowicki, Steven Heptner, Andrew Brenner and Lead Worker Larry Horn for their combined 25 years of dynamic janitorial duties at Moffett field, including Military Entrance Processing Station (MEPS) and Army Reserve Center (ARC). We wish Alex Nalezinski the best in his retirement from his 11 year career as Janitorial Supervisor at ARC. Ryan Balmer filled the Lead Worker position starting at ARC September 4, 2014.

Curtis Booth, who has led production and assembly in the area for 14 years, continues to perform similar duties at NBI’s new office in Mountain View.

Ezequiel Favian stepped into the Site Supervisor role for Mountain View locations on September 4, 2014 after working as Lead Worker for three years at MOTCO.

The NBI Compliance Team has been hard at work setting appropriate standards for time studies at the new sites. In addition, NBI is providing the new contracts with upgraded equipment and quality tools for the job. Together Operations, Contract Support, Administration and the Service Contract Employees have worked diligently to create a progressive team and work environment.

As the contracts continue to age we look forward to promoting NBI in the area and opening new opportunities to support our mission.

Welcome Aboard Mountain View employees!

“Challenges are what make life interesting and overcoming them is what makes like meaningful”
Joshua J. Marine



ARC—Paul Nowicki & Steven Heptner



USGS—From left, Ezequiel Favian, Michael Pichulo, Jesus Mendoza & Pat Romanshek

Flags: by Jennifer Britton, Production Manager

Things have been humming right along in the Flag Department. We’ve had a few changes but change keeps us on our toes. Sadly, Brent Wade decided to take some time off and resigned from the Custodial crew. Him and his smile will be

missed. We’ve brought back Jaime Agarao from Two Rock Food Service to fill his spot though and he’s fitting in great. It’s like he never left! Also, some exciting news....Darren Wallace married his beautiful bride Leslie in a gorgeous

ceremony on August 16th. Congratulations to the happy couple!! And, as always, we’re looking forward to seeing as many of you that can make it for the annual Open House.

Pictured to the right: Congratulations to newlyweds Darren and Leslie Wallace!

