

Our

VISION

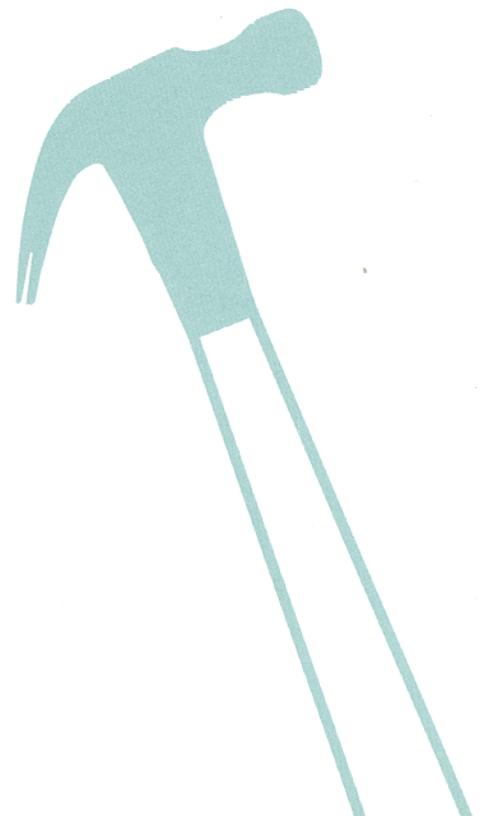
is

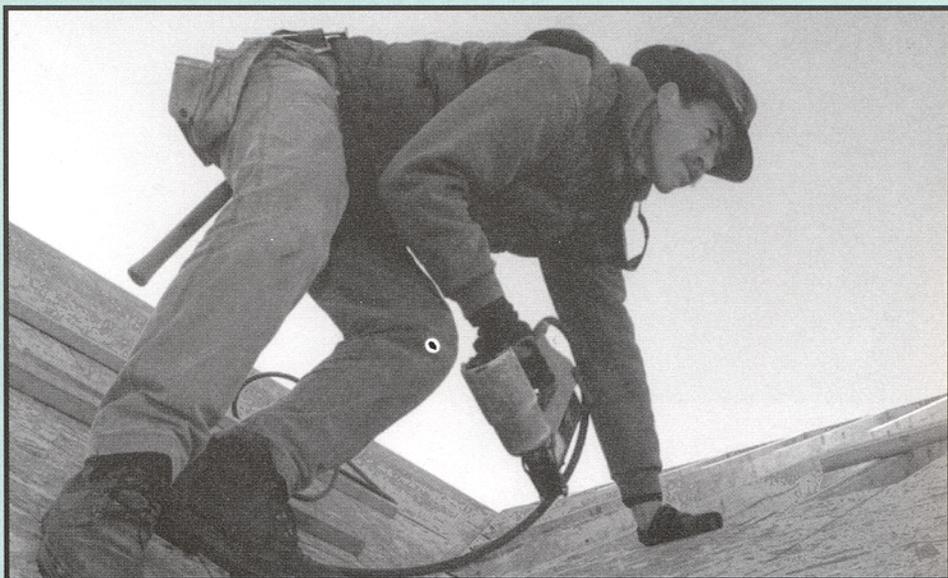
Clear:

HELPING
YOU
a **build**

BETTER

Business





Photograph by Dean Gernsey

Tom Huhn
Builder

“Tom is an excellent worker; he surprises me every day with his ability to adapt to his reduced vision. I would defy anyone to examine Tom’s work and detect that he has any vision problem.”

Carl Browning
Browning Construction



ince its inception in 1937, the Oregon Commission for The Blind (OCB) has assisted in the placement of skilled, visually-impaired employees in businesses throughout Oregon. We provide on-site experts to ensure both the employee's successful transition and your satisfaction.

Meeting the Challenges

One of the greatest challenges a business faces is finding employees who have mastered both new and old technologies, who are persistent in meeting new challenges, and who adapt easily to changing situations.

The OCB has Solutions

We work one on one with both you and our client to ensure that each party is well trained and educated so that your business runs smoothly and efficiently.

Free Services

Most importantly, because we are funded by federal and state tax dollars, *our services to you and your business are provided FREE of charge.*

Blueprints For Success

The Crew

Breaking Ground

From The Ground Up

Support

Connecting The Wires

Tools and Maintenance

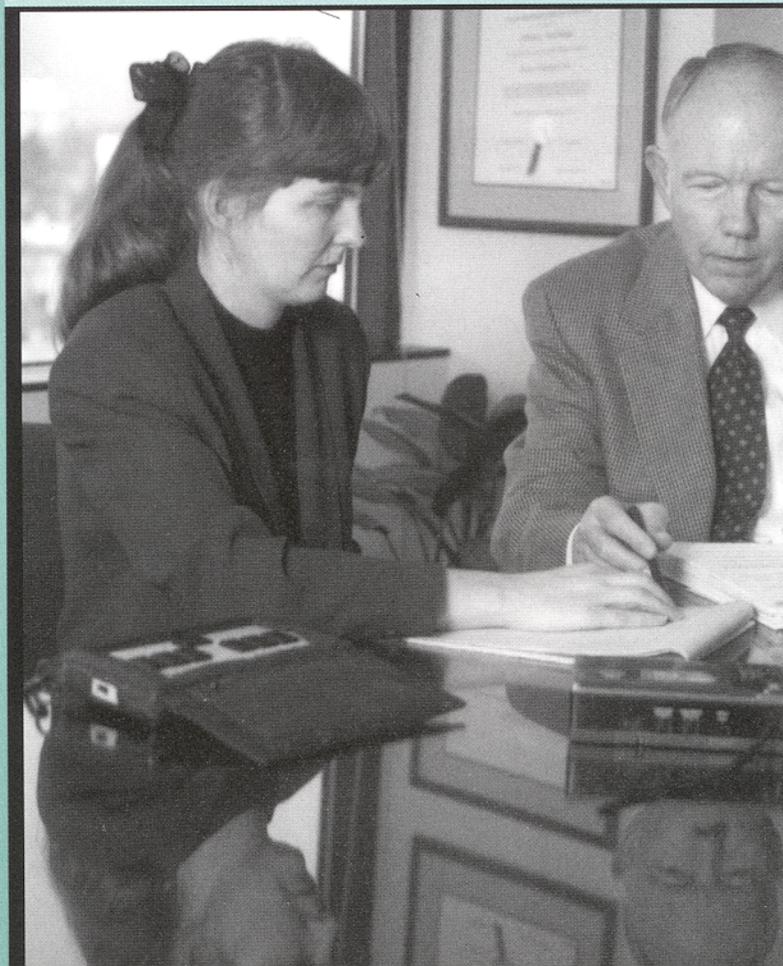
The Best Laid Plans

Heidi Von Ravensburg

Attorney

“Heidi was hired because of her intellect and her great attitude. She handles the same amount of work as her co-workers. We are impressed at the amount of assistance provided by the OCB. It’s been an amazing experience.”

Wilson C. Muhlheim
Muhlheim Palmer and Wade



Photograph by Chris Keller

Jobs Most People
Think Blind Individuals
Can Perform:

A Few Jobs
Actually Performed
By Blind Oregonians:

Accountant
Assembler
Attorney
Auditor
Auto Mechanic
Bank Teller
Cabinetmaker
Cafeteria Manager
Clerk
Computer Programmer
Computer Support Specialist
Cook
Counselor
Customer Service Representative
Dispatcher
Electronics Inspector
Financial Planner
Florist
Food Service Worker
Insurance Salesperson
Janitor
Machine Operator
Massage Therapist
Microfilmer
Nursery Worker
Real Estate Agent
Receptionist
Retail Store Manager
Scientist
Secretary
Shredder Operator
Social Services Caseworker
Teacher
Telephone Solicitor
Transcriber
Transportation Engineer
Writer

Support

Connecting The Wires

Tools and Maintenance

The Best Laid Plans

The Crew

Breaking Ground

From The Ground Up



Kim Lay

Baker's Assistant

“Kim is a faithful,
loyal employee with
a good attitude.

We found a niche
for her in our
busiest department,
and although it
required some
flexibility on our
part, we found an
employee we want
to hold on to.”

Pat Coy
Ray's Food Place

Support

Connecting The Wires

Tools and Maintenance

Breaking Ground

From The Ground Up

The Best Laid Plans



he solutions are often very simple. Visually-impaired people are capable of performing more jobs than you might think. ***Sometimes all that is required is special equipment that "levels the playing field."*** To make this workable, we provide consultants who have the creative solutions required for successful adaptation.

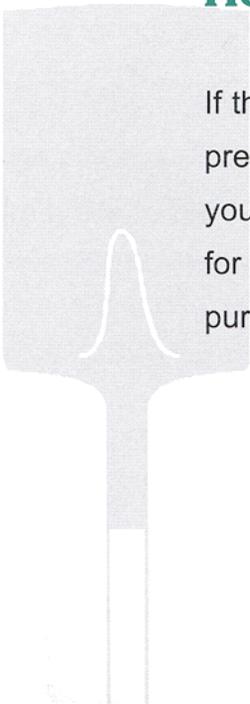
Here is How it Works:

A consultant from ***the OCB performs a careful analysis*** of the job site and then recommends the accommodations or adaptive equipment necessary for the job.

These adaptive solutions vary from simple to complex. We can suggest proven vendors for acquiring the equipment needed.

Helping with Purchases

If the purchase of such devices presents an undue financial hardship to your business, the Oregon Commission for the Blind may help with the purchase.





Photograph by Chris Keller

Cecilia Von Beroldingen
Forensic DNA Specialist

“Cecilia’s job as a DNA forensics expert allows little room for error or uncertainty. The OCB has been extremely helpful and supportive of Cecilia and us. She now travels independently throughout the country as an expert witness on DNA fingerprinting.”

Dr. Beth Carpenter
Oregon State Police
Crime Lab



aying the foundation for a profitable business requires a dedicated, well-trained staff. **Our professional vocational counselors outline the skills needed for a job** then we plan the training or educational programs required for the potential employee to acquire these skills.

Hiring Qualified Employees

When you hire a client of the OCB, you can be assured that the individual has received extensive training. Plus, after our client is hired, we continue to provide follow-up services at **no cost to your business.**

Simple Adaptations

Sometimes it's only a matter of having the right equipment. If you already have a valued employee whose decreasing vision affects productivity, the employee can apply for services with the OCB. By working with your business and the employee, we can make recommendations for training and adaptations to **overcome the barriers** that decrease their work performance.

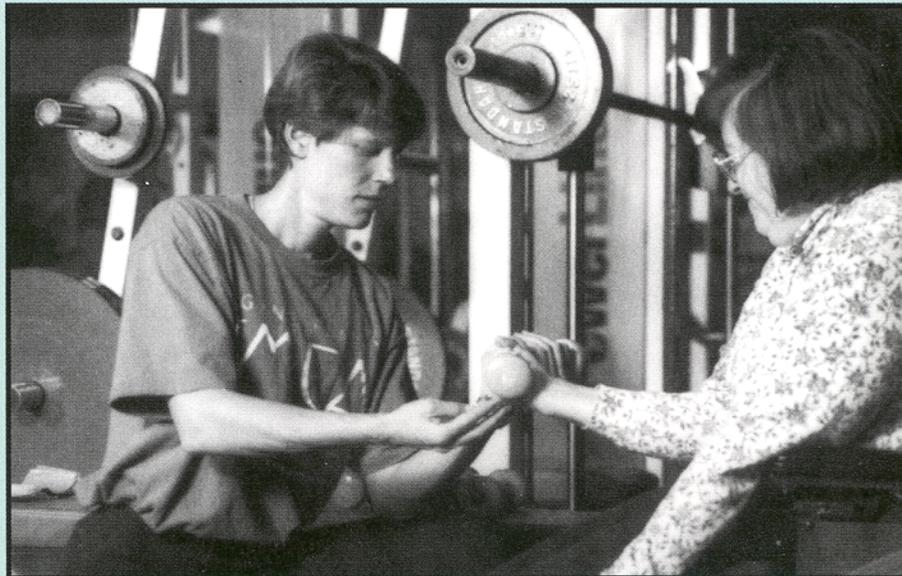
These services allow you to retain your valued and loyal employee while increasing workplace productivity.

Marla Runyan

Personal Trainer

"Marla amazes me. She does a fantastic job even under pressure. Best of all, she knew what she needed and she adapted to the work environment quickly. She uses ZOOMTEXT software to enlarge the text, a closed circuit TV, and an 8x magnifying lens to read individual fitness programs. It was an easy transition for everyone. We're lucky to have her."

Carla Mean
YMCA



Photograph by Chris K



Most people who are legally blind have some degree of vision.

Specialists for those with Low Vision

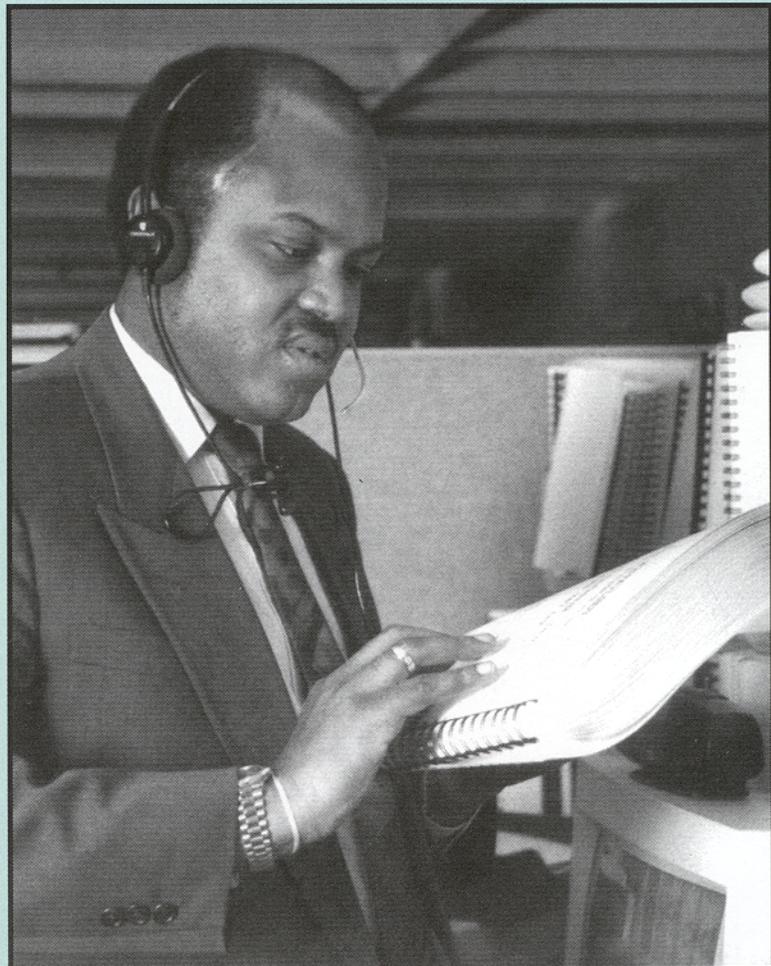
Our Low Vision Specialists can assess an individual's ability to read and write printed material and recommend appropriate low vision aids to maximize the employee's vision. Sometimes a simple tool such as a magnifier will enable the individual to work more efficiently and productively. **Call the OCB for more information or a free consultation.**



James McCree
Tax Specialist

“James is a highly-trained tax specialist with twelve years of experience. He is responsible for answering the most complicated tax law questions. His role as Coordinator for Employees with Visual Impairments makes him a valuable asset to our team.”

Connie Evans
Internal Revenue Service



Photograph by Chris Keller



ou don't have to worry about training and educating an OCB client any more than you do training anyone else. We successfully prepare our clients for modern business environments by assessing their computer needs and then training them on the latest programs. ***To assure an easy transition into your business,*** the technology centers use state-of-the-art technology.

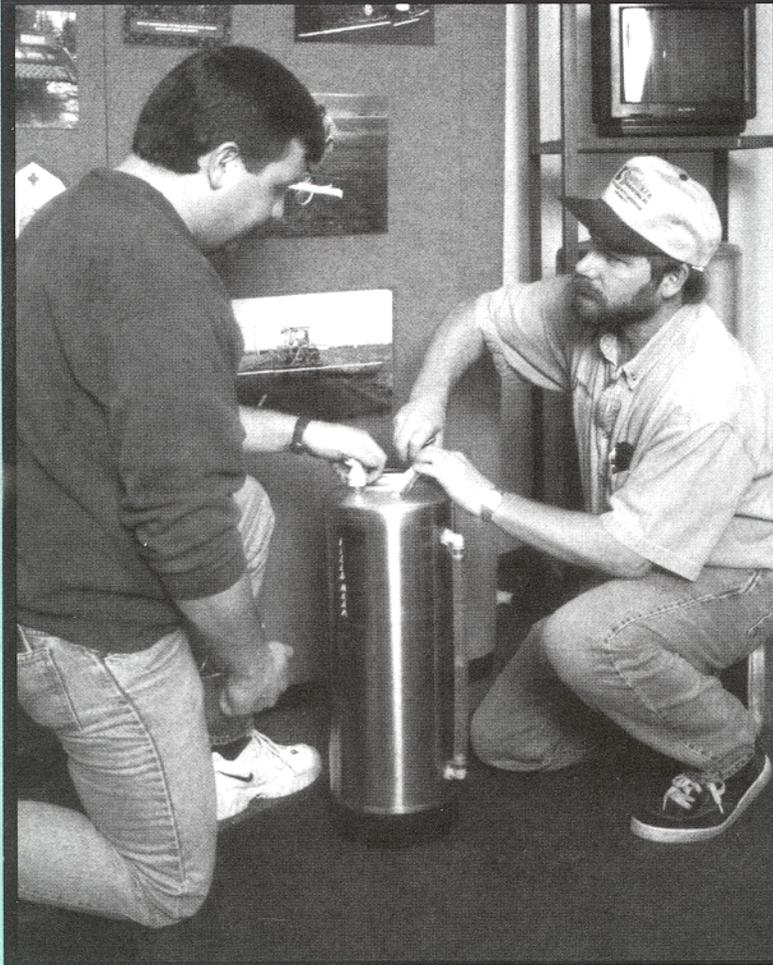
Technology Centers

These centers train our clients to work with the following computer adaptations:

- **Screen Magnification**
- **Synthesized Speech**
- **Braille Output**

For better on-site job performance by visually-impaired employees, the technology center staff is well trained in computer applications that are designed for blind and low-vision individuals. Our specialized staff provides valuable consultation and training to your business and to our clients. ***If a designated software is required, we can install it on-site.***

Photograph by Chris Keller



Steve Robinson
Customer Service Manager

“Steve has been with the company for more than twelve years. Not only is he an outgoing person, he is highly successful at his job. He started out doing assembly work, and now he works in our sales department. The OCB helped us get started with the large-print program, and now Steve is traveling to trade shows to demonstrate his knowledge of the products. He is an asset to Smucker’s.”

Rob Smucker
Smucker Manufacturing, Inc.



ur orientation and mobility specialists teach travel skills to blind individuals so that they may work in a variety of environments with efficiency, safety and confidence.

Other Tools

If you have concerns regarding travel or safety issues for a future employee, we will gladly provide you with an on-site consultant at no charge to your business.

Resources

We can provide training and education to co-workers and managers so that they ***feel comfortable working with a blind employee.*** Upon request, our Americans with Disabilities Act Consultant can visit your business to provide you with helpful, expert advice on how to operate your business in compliance with the ADA.

Maintenance

We maintain contact with our clients and the businesses that employ them to ***ensure mutual satisfaction.*** If requested, we provide consultation to resolve any of your concerns.

Deborah Rowe

Teacher



Photograph by Chris Keller

“For nine years, I have watched Deborah carry out her professional duties with tremendous hard work, caring, and dedication to her learning. There are many children who have been virtually ‘saved’ as a result of Deborah’s teaching and caring.”

Candace Beck
Portland Public Schools



our insurance will not increase if you hire a blind person. Nor is it required that you notify your insurance company when you hire a blind person.

Insurance Information

Blind workers qualify for Workers' Compensation *on the same basis as their sighted co-workers*. There is no statistical evidence to indicate blind or low-vision workers present higher insurance risks to businesses. Blind workers are insurable for industrial and other jobs in the same manner as all workers.

Tax Credits

A break for your business. When you hire a legally blind applicant, your business may be able to receive a tax credit. You can find more information in our *Tax Credit Brochure* located in this packet.

Photograph by Chris Keller



Ken Johnstone Machinist

“Very few adjustments were needed to accommodate Ken, who is completely blind.

Some of the machine components were labeled with Braille and his path was marked with tape.

At first I was a little concerned about the machine-shop environment, but Ken came in, took the lead and adapted easily. Best of all, his positive energy and attitude have been an inspiration to his co-workers.”

Mike Gray
Benchmade Knife Company



team of Oregon business personnel work with us so that we may continually improve our expertise and services.

Business Advisory Board: An Insight to Your Needs

Bank of America

Marketing One, Inc.

Sears Roebuck and Co.

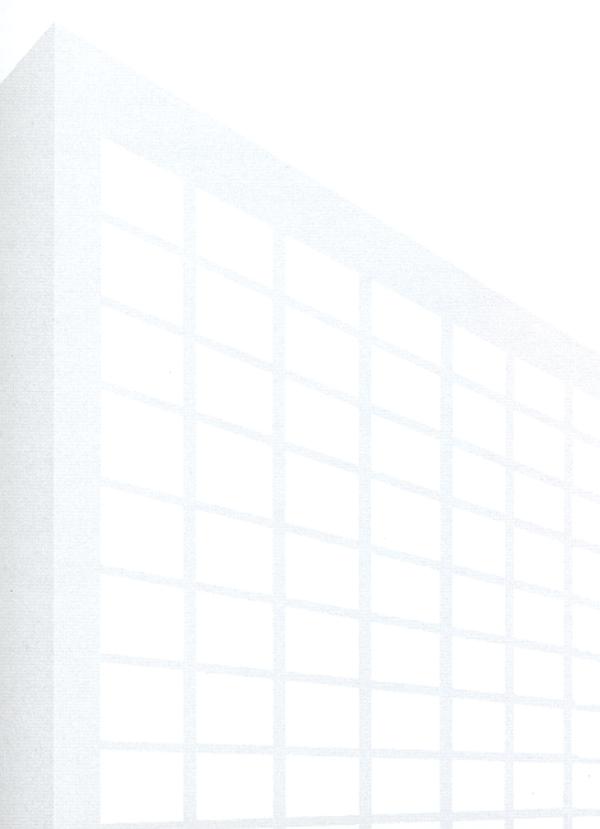
**Sisters of Providence
Medical Center**



These are a few of the companies we have assisted in employing individuals with a vision impairment:

Partners in Business

Benchmade Knife Company
Children's Learning Center
Consolidated Towing
Internal Revenue Service
Mount Bachelor Ski Resort
Muhlheim Palmer & Wade
Oregon State Police Crime Lab
Portland Public Schools
Sisters of Providence Medical Center
Smucker Manufacturing, Inc.
TeleMark Inc.
Tektronix Inc.
US Bank
US Forest Service



Portland Headquarters

535 SE 12th Avenue
Portland, Oregon 97214
Voice: 503/731/3221
Fax: 503/731/3230
TDD: 503/731/3224
Email: ocbmail@state.or.us
www.cfb.state.or.us

Eugene Field Office

541 Willamette, Room #408
Eugene, Oregon 97401
Voice: 541/686/7990

Medford Field Office

288 North Holly
Medford, Oregon 97501
Voice: 541/776/6047

Salem Field Office

670 Church Street SE
Salem, Oregon 97310
Voice: 503/378/8479



**Oregon Commission
for the Blind**