

How may we help?

Bayaud Industries' senior management team of David E. Henninger, Carole Pisko, Dave DeLay and Dave Busenbark bring more than a century of service and commitment to the organization.

David E. Henninger

Executive Director
david.henninger@bayaudindustries.org
Extension 216

George Arguello

Document Shredding and
Data Destruction
george.arguello@bayaudindustries.org
Extension 223

303.830.6885

Dave Busenbark

Financial Services
dave.busenbark@bayaudindustries.org
Extension 209

Dave DeLay

Rehabilitation Services
dave.delay@bayaudindustries.org
Extension 211

Lewis N. Kallas

Resource Development
lewis.kallas@bayaudindustries.org
Extension 204

Mary Page

General Information and
Community Resources
mary.page@bayaudindustries.org
Extension 203

Carole Pisko

Community and Business Development
carole.pisko@bayaudindustries.org
Extension 215

Maria Vallejo

Job Development and Placement
maria.vallejo@bayaudindustries.org
Extension 210

**General Office Skills Training
(GOST program)**

Extension 206



333 W. Bayaud Ave.
Denver, CO 80223
Tel 303.830.6885
Fax 303.830.6653
www.bayaudindustries.org



2008 Annual Report



Employment matters.

Few will have the greatness to bend history itself; but each of us can work to change a small portion of events; and, in the total of all those acts will be written the history of this generation.

Robert F. Kennedy

Our mission is to provide **Hope**, **Opportunity** and **Choice**, with work as the means through which people with disabilities and other barriers to employment can more fully participate in the mainstream of life.

Our History

Bayaud Industries was established in 1969 as a community-based organization to provide job training, employment services and vocational rehabilitation to people with mental, emotional, physical and economic challenges and disabilities. Through the creation of meaningful jobs within the organization and collaborating partner agencies, Bayaud Industries promotes the health and wellness of individuals, families and our community. The organization meets all state and federal requirements for operating a community rehabilitation program.

Bayaud Industries is incorporated as a Colorado nonprofit organization and is tax-exempt under IRS code 501(c)(3). Contributions to Bayaud Industries are tax-deductible for federal income tax purposes as allowed by law. Our Federal Identification Number is 84-0616970.

As a Colorado Enterprise Zone Project, contributions to Bayaud Industries also qualify for a 25 percent state income tax credit. For more information on this and other applicable tax deductions, contact your financial advisor.

FY 2007 - 2008 Highlights

- We placed more people in employment than ever before, including 378 homeless individuals.
- Our Annual Donald G. MacDonald Tribute Luncheon netted three times more revenue than any previous event, attracting 10 percent more attendees.
- We served 744 consumers, more than ever before.
- Bayaud Industries added more than 150 new customers to our document shredding enterprise's customer base.
- We were nominated for an El Pomar Foundation Award for Excellence.
- Bayaud Industries representatives and consumers visited Colorado's Congressional delegation in Washington, DC twice to encourage continued support for the AbilityOne-NISH employment program

Dear Friends,

Forty years following his death, the wisdom of Robert F. Kennedy continues to resonate in the lives of people throughout Denver, Colorado, and our nation. We're reminded that while great leaders may on rare occasion precipitate defining historical moments, real change—meaningful and lasting change—is more often attributed to ordinary people with extraordinary courage and conviction.

Bayaud Industries is an organization characterized by strong individual leadership, courage, vision, and an unwavering conviction to serve others and to do what's right. We are an organization that understands the barriers that keep people with disabilities from fully participating in Colorado's quality of life. We recognize the intricacies of a social fabric that bring us together and our interconnectedness with every part of that fabric. And we know that employment matters.

We define success not as a six-week job placement but as an overall and ongoing improvement in an individual's health and well-being. A successful outcome changes a life. Moreover, it changes us in ways that bend history itself.

The 39th year of Bayaud Industries is now 'in the books' and the organization's accomplishments are summarized in this annual report. It's an impressive collection that includes individual program highlights, demographic information and audited financial statements.

Read between and beyond the words and numbers to reveal the operational and organizational essence of Bayaud Industries...

- A promise to deliver quality, cost-effective services to individuals, families and whole communities—promoting overall health and wellness;
- A commitment to immediate quality of life and long-term, sustainable solutions;
- The adherence to the highest ethical standards, transparency and accountability; and finally,
- To demonstrate individual and organizational leadership that inspires our work and that of our peers.

You, as a reader, have likely contributed in some way to the organization's work and mission. Whether through community linkages, collaborative partnerships and/or financial support, you've provided **hope, opportunity and choice** to individuals with disabilities. You've helped change a small portion of events that collectively is Bayaud Industries. For this, and on behalf of Bayaud Industries' staff, board of directors and constituents, we extend our heartfelt thanks and appreciation.

Respectfully,



David E. Henninger
David E. Henninger
Executive Director



Joseph E. Webb, Esq.
Joseph E. Webb, Esq.
Board Chair

Services for Individuals

Bayaud Industries provides vocational rehabilitation and employment services to individuals with mental, emotional, physical and economic challenges. In doing so, we also provide valuable training for employers, a ready and able workforce, and competitive business services in our community. Most important, Bayaud Industries supports sustainability of the environment and a brighter future for those we serve. Employment matters—for individuals, for businesses and for the community.

Vocational Evaluation

Bayaud Industries uses vocational evaluation to determine an individual's vocational assets, limitations, strengths and behaviors in the context of the work environment. We then make specific recommendations to the individual that will be used in the development of the individual's vocational plan. Testing provides a reliable assessment of vocational achievement, interests, learning styles, abilities and aptitudes.

We provided 157 individuals with vocational evaluations.

Community-Based Transitional Work Adjustment

A key feature of Bayaud Industries' job training is our transitional work adjustment program. For individuals facing barriers to competitive employment, we offer support and the opportunity to address issues in a paid work setting. Individuals in our program learn to meet real-world competitive standards, adhere to workplace protocols, and comply with employer expectations. Bayaud Industries' on-site supervisors help each individual master the job, as well as develop appropriate attitudes, characteristics and workplace behaviors.

Real work experience, with on-site support, is the key element of Bayaud Industries' skills and training program.

General Office Skills Training (GOST)

Recognizing that most job placements today require some level of computer literacy, students are taught basic keyboard and Microsoft Office® applications in a self-paced learning lab. Enhanced computer skills increase students' employability and the likelihood of successful and sustainable job placements.

In 2008, 69 individuals earned General Office Skills Training diplomas.

Job Placement Services

Through Bayaud Industries' employment services, we provide job-placement services to assist consumers in successfully obtaining and maintaining competitive employment. Services are individualized according to consumers' needs and interests, including support with job searches and new job orientation. Bayaud Industries' staff works closely with the hiring employer to resolve any employee-specific issues; this helps to enhance the work experience and long-term employability.

As a result of Bayaud Industries' job placement service, 62 individuals became—and remained—employed.



Assessment tools such as these are used to gauge an individual's strengths and limitations (such as color blindness or manual dexterity), so that a successful job match can be made.



Every individual matters.

Job-Seeking Skills Class

Bayaud Industries offers individual and group assistance for job seekers. This includes help with the preparation of resumes; development of effective interview skills; usage of job search networks; and completion of more compelling job applications for employment.

Job Coaching

Job coaches at Bayaud Industries provide on-site job training for newly hired individuals; facilitate the resolution of workplace issues and problems; and help individuals develop their own support systems. Strategies for employee retention and recognition are recommended to workplace supervisors and hiring personnel.

Community Site Placement Opportunities

In collaboration with AbilityOne-NISH, Bayaud Industries has secured more than \$5 million in federal set-aside contracts that create jobs for individuals with disabilities. Bayaud Industries has contract positions throughout the Denver metro area, Colorado Springs and Boulder. We also partner with several local businesses to provide administrative support services, such as clerical and warehousing positions. Competitive wages are paid at these sites. Bayaud Industries has created a unique system of worker supports that assist with succeeding in competitive work environments. Collaborating worksites include:

- CH2M HILL
- Colorado Housing and Finance Authority (CHFA)
- Coors Brewing Company
- Environmental Protection Agency (EPA)
- Federal Highway Administration
- General Service Administration (GSA)
- Internal Revenue Service (IRS)
- National Institute of Standards and Technology (NIST)
- National Oceanic and Atmospheric Administration (NOAA)
- United States Army Space Command
- United States Earthquake Center
- United States Geological Survey (USGS)
- Veterans Affairs Medical Center – Colorado Springs
- Veterans Affairs Medical Center – Denver

From Welfare to Work

Bayaud Industries works collaboratively with the Denver Department of Human Services and the Mayor's Office of Economic Development-Division of Workforce Development



to provide individuals with personalized support, counseling and employment services leading to sustainable job placements.

We helped more than 30 individuals find meaningful work, transitioning to self-sufficiency.

From Homeless to Home

Bayaud Industries plays an integral role in Denver's Road Home, Mayor Hickenlooper's 10-year plan



to end homelessness. Our staff provides job placement services and training opportunities to homeless individuals, including residents of Samaritan House, Denver's largest homeless shelter. Many of the individuals served are living with a psychiatric illness or other disability.

Bayaud Industries placed 378 homeless individuals into paid employment this year, significantly exceeding goals.



Bayaud Industries employs individuals for mailroom operations, including handling, sorting, mailing and distribution.



Patricia: My Story

Patricia is currently a receptionist at Bayaud Industries' front desk. This is considered a "transitional work adjustment" position for her. She is receiving real-world work experience under the supervision of a Bayaud Industries staff member. This supervisor provides her with support, feedback and counseling regarding job performance and work readiness.

At any one time, Bayaud Industries has more than 135 individuals who have physical, mental, or economic challenges on its own payroll. Each is receiving various levels of support and services as necessary.

To whom it may concern:

11-3-08

My name is Patricia. I am 43 years old. I am a mother of six children. I am still raising three of my children which makes things hard. Especially, when I was depressed for more than four years. Bayaud Industries, Inc. has changed my life. It has given me a new start. Because in the four years I was depressed, I did not work at all out of those four years. Bayaud Industries, Inc. has given me the opportunity to get back on my feet. They have helped me avoid me feeling confident about myself. I know Bayaud Industries, Inc. is a safe environment. The people here are great. They have also given me the opportunity to get some job training, which is a great thing to get me back into the job scene. Thank you very much Bayaud Industries, Inc. for everything.

Thank You
Patricia

Supported employment.

Services for Business and Government

Services that help consumers become employable also provide a significant and reliable employment pool for business and government. Bayaud Industries maintains enterprises that enable the agency to sustain itself and support its important community work.

Document Shredding and Data Destruction- Bayaud Industries' Green Enterprise

Bayaud Industries takes a customer-focused approach to protecting documents at extremely competitive rates. We accomplish this in a secure, environmentally sustainable manner under the watchful eyes of fully trained and certified personnel. Picked up by a member of our uniformed staff, our customers' confidential documents are transported to Bayaud Industries' high-security facility in locked trucks tracked by a GPS system. The documents are weighed, shredded, mixed and compacted into 1,100-pound bales for shipment to the recycling center. We issue a Certificate of Destruction for each order, in compliance with the provisions of the 1974 Federal Privacy Act and AAA NAID-certification (National Association for Information Destruction).

Last year, Bayaud Industries recycled 1.68 million pounds of shredded documents.

Employment Services and a Reliable Employment Pool

Unlike the typical workforce in which individuals might need support but do not have access to help, the employees we provide have a built-in safety net through their relationship with Bayaud Industries. Through general office skills training, job placement services, job seeking skills classes, and job coaching, we are able to offer businesses and government a ready, custom-trained workforce.

9News Video Production

Bayaud Industries records and archives master copies of all 9News and my20 local news broadcasts. Customers can purchase copies of any newscast or 9News-produced specials in DVD or VHS format.

A total of 810 orders were placed during the year.



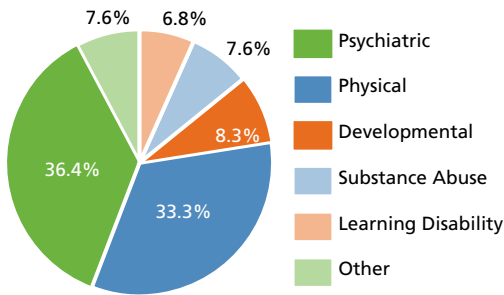
"We are pleased to use Bayaud Industries' document destruction and recycling services in our 11 locations. They provide employment for 13 individuals with disabilities, help sustain the environment, and are competitively priced."

Scott Thoenke, Executive Director/CEO
Arapahoe/Douglas Mental Health Network

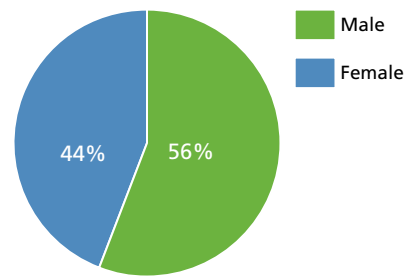
Sustainability is key.

Demographics of Those We Serve

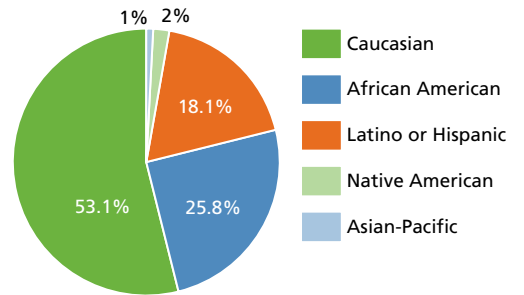
Primary Disability



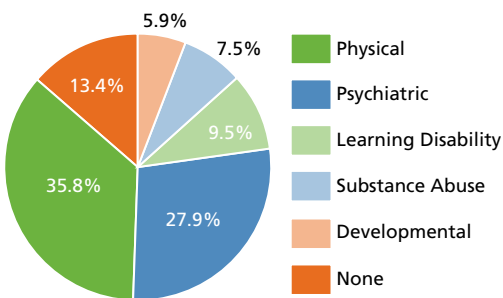
Gender



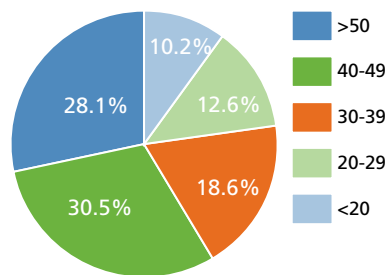
Ethnicity



Secondary Disability



Age



Hope.
Opportunity.
Choice.

17th Annual Donald G. MacDonald Tribute Luncheon

Mayor Hickenlooper was the keynote speaker at the Bayaud Industries' annual tribute luncheon on Wednesday, May 8, 2008.



Van Bruce MacDonald, son of the tributee, plays classical piano during the event.

Executive Director David Henninger thanked Event Chair Alison Sandler for her dedication to making the luncheon the most financially successful event in the organization's history.

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We make every effort to ensure accuracy and apologize if any contributor is listed incorrectly or has been omitted. Please let us know of any errors by contacting Lou Kallas at 303-830-6885, ext. 204.

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AbilityOne-NISH
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Apogee
Bo Matthews Center
Catholic Charities
CH2M HILL at Coors
CHARG Resource Center
Coalition for Advancement of Rights and Treatment (CART)
Colorado Department of Vocational Rehabilitation
Denver Children's Home
Denver Department of Human Services
Denver Office of Economic Development-Department of Workforce Development
Denver Options
Denver Museum of Nature and Science
Developmental Disability Resource Center
Earthquake Center
East Denver Collaborative
EEOC, Denver Office
Environmental Protection Agency
Federal Highways Department
General Services Administration
Internal Revenue Service
Legal Center for Persons with Disabilities and Older Adults
Life Enriching Activities Program (LEAP)
Mountain States Imaging
National Oceanic and Atmospheric Administration (NOAA)
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Safeway
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State Rehabilitation Council
The Children's Hospital
The Disabilities Center for Independent Living
The Empowerment Program
The Gathering Place
The National Institute of Standards and Technology (NIST)
The Road Called STRATE
U.S. Army Space Command
US Geological Survey (USGS)
Veterans Administration Medical Center – Colorado Springs - switchboard
Veterans Administration Medical Center - Denver – mailroom
Veterans Administration Medical Center - Denver – patient escort
Veterans Administration Medical Center - Denver – switchboard
Women's Bean Project

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you!