

2020 ANNUAL REPORT

MISSION

Community Work Services is guided by the belief that **all** people have value and that supporting individuals with disabilities to actively participate in all aspects of community life results in a more diverse, compassionate and stronger community for everyone. With that as a foundation, the agency works in partnership with employers to make a positive difference in the lives of the people we support by helping them find and keep individually meaningful community jobs.

SERVICES TO CLIENTS

In 2020, Community Work Services completed its 36th year of operation, collaborating with over 70 employers in Dane County to provide community-based employment to 79 adults with developmental disabilities. These employers were from both the public and private sector and included large as well as small businesses and organizations (See Attachment #1.)

The 79 clients served in 2020 display the following disabilities or combinations thereof: mild, moderate, severe and profound cognitive disability; visual impairment; hearing impairment; cerebral palsy; epilepsy; autism; brain injury; mild to severe physical limitations; chronic mental illness; and mild to severe behavioral challenges.

Prior to being served by Community Work Services, these individuals attended Dane County special education programs, sheltered workshops, day activity centers, other community based vocational services programs, or resided in nursing homes and/or institutions.

The following is a breakdown of the level of ongoing support provided to each of the 79 clients who were served:

Level of Support

Continuous On-Site Support was provided to 20 clients. This level of support is provided to clients who require a staff person to be on site the entire time they are working. The staff person on site is responsible for providing instruction to clients, quality checking work, coordinating daily activities on site, monitoring client behavior and maintaining positive relationships with clients' supervisors and co-workers.

Daily Contact was provided to 34 clients. This level of support is provided to clients who are able to work without direct staff supervision for short periods of time. Daily contact from a staff person may occur anywhere from 1 to 6 times per day. These daily contacts involve providing instruction to clients at key times during their work day, monitoring quality, and communicating with clients' supervisors and co-workers.

Weekly Contact was provided to 11 clients. This level of support is provided to clients who can work without direct staff supervision for one to five days at a time but still require someone to spend time on site and monitor job performance on at least a weekly basis. Weekly contact can occur anywhere from 1 to 4 times per week and involves checking work quality, communicating with clients' supervisors and co-workers, and providing any instruction on site as needed.

Monthly Contact was provided to 14 clients. This level of support is provided to clients who have demonstrated a great deal of independence on the job. Staff visits job sites on a monthly basis to monitor client progress and maintain communication with client, supervisor, and co-workers. During this time, any issues that have surfaced since the last contact can be addressed. If necessary, additional contact time is provided.

Job Retention and Paid Employment

In 2020, Community Work Services had a job retention rate of 98.7%. Community Work Services, Inc. has maintained a job retention rate for its clients of over 95% for the past 27 years (See Attachment #2.) In addition, in 2020, 98.7% of Community Work Services' clients were employed in paid jobs in the community. A listing of each client's job placement(s) is included in Attachment #3.

Fostering Social Relationships

In 2020, due to the COVID-19 pandemic, the fostering of social relationships proved to be very challenging. With the reality that some employers were closed or working remotely or that supported workers were not reporting to work due to safety issues in regard to COVID-19, creativity played a part in helping to assist with relationship building between clients and their work peers. Zoom meetings, e-mails and phone calls were ways of keeping open the line of communication, as well as sending cards and/or gifts. We look forward to hopefully being able to enhance these relationships at some point in 2021 as clients are able to return to work.

Quality Improvement

In 2020, the agency continued to actively work toward upgrading clients' job placements. As a result, in 2020:

- 5 individuals increased the number of hours worked
- 15 individuals had increased wages
- 15 individuals expanded their job responsibilities
- 3 individuals were placed in new jobs
- 60 individuals received benefits (e.g. health insurance, vacation, paid sick time, COVID-19 pay, retirement benefits, etc...)
- 1 individual moved from a volunteer to paid position

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF FINANCIAL POSITION
December 31, 2020 and 2019

| | <u>2020</u> | <u>2019</u> |
|---|--------------------------|--------------------------|
| ASSETS | | |
| Current Assets: | | |
| Cash and Cash Equivalents | \$ 543,303 | \$ 404,356 |
| Accounts Receivable | 30,206 | 161,665 |
| Prepaid Expenses | 13,689 | 7,689 |
| Total Current Assets | <u>587,199</u> | <u>573,710</u> |
| Other Assets: | | |
| Security Deposits | 2,050 | 2,050 |
| Total Other Assets | <u>2,050</u> | <u>2,050</u> |
| TOTAL ASSETS | <u><u>\$ 589,249</u></u> | <u><u>\$ 575,760</u></u> |
| LIABILITIES AND NET ASSETS | | |
| Current Liabilities: | | |
| Accounts Payable | \$ 3,643 | \$ 4,128 |
| Accrued Vacation | 14,705 | 13,484 |
| Accrued Expenses | 8,721 | 17,913 |
| Total Current Liabilities | <u>27,070</u> | <u>35,526</u> |
| Net Assets: | | |
| Net Assets without Donor Restrictions | <u>562,179</u> | <u>540,234</u> |
| Total Net Assets | <u>562,179</u> | <u>540,234</u> |
| TOTAL LIABILITIES AND NET ASSETS | <u><u>\$ 589,249</u></u> | <u><u>\$ 575,760</u></u> |

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF ACTIVITIES
For the Years Ended December 31, 2020 and 2019

| | <u>2020</u> | <u>2019</u> |
|---|-------------------|-------------------|
| Revenues and Support: | | |
| Program Service Revenue | \$ 537,291 | \$ 1,245,359 |
| Contributions | 71,326 | 125,295 |
| Interest Income | 1,479 | 1,552 |
| Government Grants | 577,764 | - |
| Miscellaneous Income | 92 | 804 |
| | <u>1,187,952</u> | <u>1,373,010</u> |
| Total Revenues and Support | | |
| Expenses: | | |
| Program Services | 1,071,466 | 1,089,016 |
| Administrative Services | 94,541 | 103,704 |
| | <u>1,166,007</u> | <u>1,192,720</u> |
| Total Expenses | | |
| Increase (Decrease) in Net Assets without Restrictions Before Transfer | <u>21,945</u> | <u>180,290</u> |
| Transfer to Community Work Services Foundation, Inc. | <u>-</u> | <u>100,000</u> |
| Increase (Decrease) in Net Assets without Restrictions | 21,945 | 80,290 |
| Net Assets at Beginning of Year | <u>540,234</u> | <u>459,944</u> |
| Net Assets at End of Year | <u>\$ 562,179</u> | <u>\$ 540,234</u> |

Participating Employers as of December 2020

Advanced Employment, Inc.
Blue Moon Restaurant and Bar
Capitol Centre Market
Catholic Multicultural Center
Central WI Center
City of Madison:
 Assessor's Office
 City Clerk's Office
 Fire Department – Station #1
 Fire Department – Station #4
 Streets Division
 Motor Equipment Division
 Municipal Court
 Police Department
Community Work Services
County of Dane:
 911 Office
 District Attorney's Office
 Facilities Management
 Human Services Department:
 Adult Community Services
 Sheriff's Department
Double Tree by Hilton-Madison
Edgewood College
 Facilities
 Wingra Cafe
Fastenal Madison
First Business Bank
FLAD Affiliated Corporation
Hampton Inn of Madison – East
Husch Blackwell, LLP
Lao Laan Xang
Law Center for Children & Families
Madison School District-West High School Laundry
Mendota Mental Health
Metcalfe's Market - Hilldale
Monty's Blue Plate Diner
Movin' Out, Inc.
National Conference of Bar Examiners
Nature's Bakery Cooperative
Paisan's Restaurant
Public Health Madison and Dane County
 East Washington Avenue
 Martin Luther King Boulevard

Research Products-April Aire
Rocky Rococo Pan Style Pizza-South
St. James (Good Sheperd) Catholic Church
Saint Mary's Hospital
ShopBop Warehouse
State of Wisconsin:
 Department of Administration:
 Division of Enterprise Technology
 Division of State Agency Services
 Department of Corrections:
 Bureau of Finance & Administrative Services
 Bureau of Personnel & Human Relations
 Bureau of Technology Management
 Division of Community Corrections/Central Records
 Division of Community Corrections/Business Office
 Division of Community Corrections/Electr. Monitoring
 Office of Victim Services Programs
 Wisconsin Correctional Center System
 Department of Health Services:
 Bureau of Children's Long Term Support Services
 Bureau of Quality Assurance
 Central Wisconsin Center
 Division of Health/Asbestos & Lead Certification Unit
 Division of Health/Vital Records
 Mendota Mental Health
 Office of Legal Counsel
 Department of Natural Resources
 Bureau of Customer Service & Licensing
 Human Resources
 Department of Safety and Professional Services
 Department of Transportation:
 Bureau of Financial Services
 Bureau of Human Resource Services
 Governor's Office
 Office of the Commissioner of Insurance
Ten Pin Alley
Total Administrative Services Corporation (TASC)
UBS Financial Services, Inc.
University of Wisconsin:
 Camp Randall – Food & Beverage
 Kohl Center – Food & Beverage
 McArdle Lab for Cancer Research
 Waisman Center
Winner Law Firm
Wisconsin Board for People with Developmental Disabilities

Community Work Services, Inc.
Board of Directors – 2020
 (All Board positions are non-compensated)

| NAME/TITLE | OCCUPATION | DIRECTOR TERM | OFFICER TERM |
|--|---|----------------------|---------------------|
| Mary Kay Mussey President | Retired Nurse Veteran's Administration Hospital | 1/1/19 - 12/31/21 | 1/1/19-12/31/20 |
| Eileen Ahearn Vice President/Secretary | Doctor Veteran's Administration Hospital | 1/1/19-12/31/21 | 1/1/19-12/31/20 |
| Paul Karch Treasurer | Attorney | 1/1/18-12/31/20 | 1/1/19-12/31/20 |
| Paul Harrison | Development Director Access Community Health Centers | 1/1/19-12/31/21 | |
| Alice Udvari-Solner | UW – Madison UW Teacher Educator & Consultant for Inclusive Practices | 1/1/18-12/31/20 | |
| Randy Sarver | Human Resources Manager Wisconsin Department of Transportation | 1/1/18-12/31/20 | |
| Casey Koenig | Assistant Vice President, Treasury Management Waunakee Community Bank | 1/1/18-12/31/20 | |

Community Work Services, Inc.
 Administrative Staff – 2020

Executive Director – Sarah Cutler
 Program Director – Sharon Schmid

Attachment #2
COMMUNITY WORK SERVICES, INC.
JOB RETENTION INFORMATION

| Year | Total # of Clients | # of Clients Not Retained in Placement | Retention Rate |
|-------------------|--------------------|--|----------------|
| Sept. – Dec. 1984 | 8 | 0 | 100.0% |
| 1985 | 30 | 2 | 93.3% |
| 1986 | 44 | 2 | 95.5% |
| 1987 | 50 | 4 | 92.0% |
| 1988 | 60 | 5 | 91.6% |
| 1989 | 65 | 6 | 90.8% |
| 1990 | 68 | 6 | 91.2% |
| 1991 | 68 | 5 | 92.6% |
| 1992 | 68 | 5 | 92.6% |
| 1993 | 67 | 4 | 94.0% |
| 1994 | 67 | 2 | 97.0% |
| 1995 | 68 | 2 | 97.0% |
| 1996 | 68 | 1 | 98.5% |
| 1997 | 68 | 2 | 97.0% |
| 1998 | 68 | 2 | 97.0% |
| 1999 | 68 | 2 | 97.0% |
| 2000 | 71 | 3 | 95.6% |
| 2001 | 72 | 1 | 98.6% |
| 2002 | 71 | 1 | 98.6% |
| 2003 | 72 | 2 | 97.1% |
| 2004 | 69 | 3 | 95.7% |
| 2005 | 70 | 1 | 98.6% |
| 2006 | 71 | 0 | 100% |
| 2007 | 70 | 1 | 98.6% |
| 2008 | 72 | 0 | 100% |
| 2009 | 73 | 2 | 97.2% |
| 2010 | 77 | 0 | 100% |
| 2011 | 77 | 2 | 97.4% |
| 2012 | 79 | 1 | 98.7% |
| 2013 | 79 | 1 | 98.7% |

| | | | |
|------|----|---|-------|
| 2014 | 80 | 1 | 98.8% |
| 2015 | 79 | 0 | 100% |
| 2016 | 79 | 1 | 98.7% |
| 2017 | 81 | 1 | 98.8% |
| 2018 | 80 | 1 | 98.8% |
| 2019 | 79 | 2 | 98.7% |
| 2020 | 79 | 2 | 98.7% |

Attachment #3
COMMUNITY WORK SERVICES – CLIENT LIST 2020

| CLIENT | DATE PLAC ED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|--|--|--|---|---|---------------------------|
| 1. KA | 9/84 4/96 8/02 6/06 7/04 7/05 8/15 | Lombardino's Pasqual's-Atwood Day Break Café Madison Health Dept. City Madison Police Dept. Dane Cty. – Northport Dane Cty. – CCB | -- -- -- -- 26 | 3.85/Hr. 5.15/Hr. 5.15/Hr. 7.43/Hr. 7.25/Hr. 9.55/Hr. 9.55/Hr. | 4/96 Quit. Desired new job. 4/30/02 Business closed. 6/04 Fired 7/15 Job phased out | Maintain in current jobs. |
| 2. MA | 1/93 1/89 9/01 | State of WI Dept. Regulation & Licensing Waisman Center State of WI Dept. Of Corrections | -- -- 4.0 | 3.18/Hr. 5.15/Hr. 7.25/Hr. | 6/93 Left due to health problems. 8/04 No longer interested in job | Maintain in current job. |
| 3. MA | 5/19 | Ten Pin Alley | 4.5 | 8.00/Hr. | | Maintain in current job. |
| 4. JB | 11/95 10/99 9/96 5/03 9/10 5/11 2/16 11/16 3/18 | Vita Plus Wheelchair Recycling Program Kohl's-University Ave. Copp's – University Ave. Maple Bluff Fire Station Blue Moon County of Dane- Job Center City of Madison-Streets Div. Nature's Bakery | -- -- -- -- -- -- -- 11.5 | 5.00/Hr. +Benefits Volunteer 12.21/Hr. + Benefits 12.75/Hr. Volunteer 7.25/Hr. 8.36/Hr. 9.34/Hr. 8.25/Hr. | 8/96 Laid off. 11/01 Quit. Not interested in volunteering. 4/03 Business closed. 1/16 Too physical. 1/16 Not interested in continuing volunteering 3/18 Too physical 5/17 Lack of work 12/20 Deceased 12/20 Deceased | |
| 5. DB | 9/18 6/18 1/19 3/20 | County of Dane Child Support State of WI DHS-Bureau of Human Resources State of WI Office of Corrections State of WI – Dept of Quality Assurance | -- -- 22 | 8.46/Hr. 7.25/Hr. 7.25/Hr. 7.25/Hr. | 12/18 Office concerned about material confidentiality. 3/20 Ran out of work | Maintain in current jobs. |
| 6. AB | 9/86 8/88 9/90 6/97 6/90 8/00 5/05 6/05 6/07 6/07 | MATC – Duplicating Center/ Food Service Pizza Hut City of Madison Fire Station #1 Pet World Warehouse Edgewater Hotel Edgewood College Elks Club Hampton Inn Dept. of Corrections Office of Commissioner of Ins. | -- -- -- -- -- -- -- -- -- 26 | Volunteer 2.75/Hr. Volunteer 5.15/Hr. 5.70/Hr. 6.05/Hr. 7.00/Hr. 7.00/Hr. 7.25/Hr. 7.25/Hr. | 9/89 Moved to paid employment. 5/89 Management not supportive. 8/00 Moved to site with more compatible work partner. 8/00 Moved to site with more compatible work partner. 8/00 Laid off. 1/05 Laid off. 2/07 Left for serious back issue (surgery). 2/07 Left for serious back issue (surgery). | Maintain in current jobs. |
| 7. SB | 8/04 6/07 9/13 1/06 12/17 | Pizzeria Unos Dane Cty. Human Services – Payee Unit WKOW WI Dept. of Administration City of Madison Assessors | -- -- -- 20 | 7.00/Hr. + 7.25/Hr. 7.25/Hr. 12.69/Hr. 7.86/Hr. | 3/06 Left for better job. 9/13 Left for new job. 8/16 Left-felt under challenged | Maintain in current jobs. |
| 8. SB | 5/10 5/10 8/18 | Dane County Sheriff's Office State of WI Dept. of Corrections Double Tree Hotel | -- 12 | 8.46/Hr. 7.25/Hr. 7.25/Hr. | 7/18 Lack of work. | Maintain in current jobs. |
| 9. BB | 6/86 1/00 6/86 4/10 | Madison Housing Authority Common Council Bureau of Children's Long-Term Support Services Office of Commissioner of Insurance Community Skills Activities | -- -- 28.75 | 5.31/Hr. 5.47/Hr. 7.55/Hr. 7.50/Hr. | 4/10 Job phased out due to lack of work. 4/10 Job phased out due to lack of space. | Maintain in current jobs. |

| CLIENT | DATE PLAC ED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|---|--|---|--|--|---------------------------|
| 10. TB | 10/88 9/90 10/88 3/93 5/94 7/95 8/95 6/01 11/02 7/04 3/07 | MATC Bookstore City of Madison Police Dept. State of WI Department of Corrections WI Craft Market Great Harvest Bread Co. Pasqual's Production First United Methodist Church Planned Parenthood Law Center for Children and Families Natures Bakery Dane County Facilities Mgmt. | -- -- -- -- -- -- -- -- 17.25 | Volunteer 3.80/Hr. 4.25/Hr. 4.25/Hr. 5.15/Hr. 5.15/Hr. Volunteer T. Stipend 7.25/Hr. 8.25/Hr. 9.02/Hr. | 9/89 Desired new position – moved to paid employment. 3/93 Moved to better job match 3/92 Fired – behavioral changes. 3/94 Quit due to mental health issues. 7/03 Laid off. 12/00 Restaurant closed. 11/02 Desired paid employment. 5/08 Left for paid employment. | Maintain in current jobs. |
| 11. JB | 4/84 6/87 5/91 7/91 7/92 1/93 2/95 8/02 9/08 9/03 7/15 | Ovens of Brittany-Shorewood Wis. Manufacturers & Commerce Monty's Blue-Plate Diner Dept. of Revenue Dept. of Transportation Boelter & Lincoln Advertising Dept. of Corrections Gumby's Pizza Toppers Pizza Pasqual's Office of Commissioner of Insurance | -- -- -- -- -- -- -- -- -- -- 8 | 3.45/Hr. 3.90/Hr. 4.25/Hr. 3.71/Hr. 4.25/Hr. 4.25/Hr. 5.15/Hr. 6.55/Hr. 7.25/Hr. 7.25/Hr. 7.25/Hr. | 6/87 Quit. Desired new job. 1/91 Fired – behavioral challenges. 7/91 Fired – behavioral challenges. 7/92 Laid off – job phased out. 2/95 Desired new job. 2/95 Job was phased out – laid off. 4/02 Fired – behavioral challenges. 9/08 Left due to decline in business. 5/11 Left due to more hours at other job. 7/15 Quit-desired new job | Maintain in current job. |
| 12. AB | 2/13 2/14 | April Aire – Research Products Dept. of Safety & Professional Services | 31.5 | 9.00/Hr. 7.25/Hr. | | Maintain in current jobs. |
| 13. JC | | | | | | Find employment. |
| 14. AB | 4/96 7/01 6/08 1/01 1/01 | WI. Council on Developmental Disabilities Bureau of Developmental Disabilities Dane Co. Facilities Mgmt. Movin' Out Dane Co. Dist. Attorney Office | -- -- -- 26 | 7.25/Hr. 10.00/Hr. 7.25/Hr. 9.00/Hr. 9.02/Hr. | 2/09 Work phased out-increased Facilities Management hours. 6/06 Reduced work schedule due to health reasons. 7/15 Increased hours at Movin'Out | Maintain in current jobs. |
| 15. SC | 3/06 | State of WI Dept. of Corrections | 11.25 | 7.25/Hr. | | Maintain in current job. |
| 16. ZC | 1/17 10/18 | Shop Bop Fastenal | -- 25 | 11.50 10.00 | 7/18 Temp. Agency hours expired. | Maintain in current job. |
| 17. LC | 9/87 9/91 6/92 5/93 7/93 7/95 10/95 7/97 10/01 10/18 | Hardee's-Milwaukee Ave. Videoland State of WI Dept of Justice Meriter Adult Services Methodist Daycare Dane Co. Public Health Nursing Dane Co. Human Services Adworld State of WI DOC-Parole Commission Dane Co. PHN | -- -- -- -- -- -- -- -- 23 | 3.05/Hr. 3.85/Hr. 3.42/Hr. Volunteer Volunteer 7.25/Hr. 7.25/Hr. 5.15/Hr. 7.25/Hr. 9.02/Hr. | 5/92 Not a good job match. 7/92 Not a good job match. 1/93 Fired – behavioral challenges. 7/97 Moved to paid employment. 9/93 Fired – behavioral challenges. 3/14 Work phased out. Increased DOC hours 1/11 Laid off. 11/98 Laid off. | Maintain in current jobs. |
| 18. MD | 9/93 10/85 | City of Madison Assessor's Central WI Center-Pharmacy | -- 20 | 6.64/Hr. 8.50/Hr. | 4/14 Retired. | Maintain in current job. |

| CLIENT | DATE PLAC ED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|---|--|----------------------------|---|--|--|
| 19. ND | 3/85 3/85 6/92 10/89 4/94 | MATC Library/Bookstore American Red Cross High Point Church Dane Co. Facilities Mgmt. Dane Co. Juvenile Recp. Ctr Community Skills Activities | -- -- -- 25 | Volunteer Volunteer Volunteer 9.02/Hr. 9.02/Hr. | 9/89 Desired new paid placement. 5/92 Desired new placement with social opportunity. 2/93 Increased hours at DHCS. | Maintain in current jobs. |
| 20. BE | 8/18 8/18 8/18 8/18 | City of Madison-Fire Station 1 City of Madison Fire Station 4 Blue Moon Bar & Grill Dane Co. Facilities Mgmt. | 16.25 | 7.25/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr. | | Maintain in current jobs. |
| 21. EE | 9/96 10/07 | Concourse Hotel Sheraton Hotel | -- 0 | 7.02/Hr. 11.76/Hr. | 9/07 Quit. Desired new placement. 9/20 Permanent furlough due to COVID pandemic | Find a new job. |
| 22. SE | 4/87 1/01 | CUNA Mutual Insurance Vita Plus | -- 40 | 16.85/Hr. 15.00/Hr.+ Benefits | 11/00 Fired. 5/20 Deceased | |
| 23. RE | 10/08 8/12 10/18 4/19 | DNR DOT State of WI – OCI Dane Co. Human Services | -- -- 18.75 | 7.91 7.25 7.25/Hr. 9.02/Hr. | 4/19 Needed jobsite with more support. 7/16-Did not want to do computer work. | Maintain in current jobs. |
| 24. SF | 3/14 | ShopBop Warehouse | 20 | 17.00/Hr. | | Maintain in current job. |
| 25. BF | 12/11 10/11 7/12 | MMSD Q106 Dane County Recycling | -- -- 9.75 | 7.25/Hr. 10.00/Hr. 9.02/Hr. | 3/20 Needed more challenging job. 8/20 New management, chose not to keep Ben on. | Maintain in current jobs and find additional job(s). |
| 26. MF | 8/85 6/90 | WI Mutual Insurance State of WI Governor's Office | -- 16.25 | 3.65/Hr. 7.25/Hr. | 3/90 Business moved to location off bus line. | Maintain in current job. |
| 27. JG | 9/03 5/03 2/04 | Wyngaard Law Offices Copp's Food Stores Department of Corrections | -- -- 22 | 5.15/Hr. 6.50/Hr. 7.25/Hr. | 1/04 Job phased out. 2/04 Desired new clerical position. | Maintain in current job. |
| 28. JH | 4/17 2/14 2/19 | Camp Randall Food and Beverage Preschool of the Arts Capitol Centre Market | -- -- 4 | 8.25/Hr. 9.74/Hr. 8.50/Hr. | 7/18 Jon unhappy with job. 4/20 Let go due to COVID. | Maintain in current job and find additional job(s). |
| 29. JJ | 9/08 5/09 9/17 8/19 9/19 | Ultratec Blackhawk Country Club Mendota Mental Health Dane Co. Facilities Mgmt. Levy-Camp Randall | -- -- 20 | 11.27/Hr. 7.25/Hr. 11.81/Hr. 9.02/Hr. 11.00/Hr. | 7/19 Business contracting out janitorial services. 9/17 Got new job at Mendota. | Maintain in current jobs. |
| 30. RK | 10/08 | State of WI. Dept of Natural Resources | 15 | 7.65/Hr. | | Maintain in current job. |
| 31. EK | 10/90 1/91 1/92 5/00 11/03 | State of WI – DOA Madison Police Dept. Humana Health Dane Co. Health Department State of WI Dept. of Corrections | -- -- -- -- 13 | 4.03/Hr. Volunteer T. Stipend 7.25/Hr. 7.25/Hr. | 10/91 Fired. 7/92 Fired. 9/03 Move to better job match. 7/15 Job phased out. | Maintain in current job. |
| 32. KK | 3/84 | City Clerk's Office Community Skills Activities | 21 | 8.09/Hr. | | Maintain in current job. |
| 33. DK | 9/09 | Madison West High School | 27.50 | 7.25/Hr. | | Maintain in current job. |
| 34. KK | 10/10 8/14 | Dept. of Natural Resources Husch, Blackwell LLP | 30.50 | 8.24Hrs. 8.25/Hr. | | Maintain in current jobs. |
| 35. LK | 5/86 4/86 | City of Madison Fire Station #1 Services State of WI Bureau Children's | -- | Volunteer 7.55/Hr. | 3/87 Moved to paid employment. | Maintain in current jobs. |

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|---------|--|--|----------------------------------|--|---|---------------------------|
| | 3/87 | Dane Co. Facilities Mgmt. Community Skills Activities | 28 | 9.02/Hr. | | |
| 36. JK | 3/88 6/89 4/90 | Park Bank Dane Co. Credit Union State of WI Department of Corrections | -- -- 22 | 4.50/Hr. 8.00/Hr. 7.86/Hr. | 1/89 Fired. 1/20 Ran out of work | Maintain in current job. |
| 37. MK | 3/20 | State of WI – Dept of Quality Assurance | 10 | 7.25/Hr. | | Maintain current job. |
| 38. DK | 3/93 11/86 10/86 1/03 | Madison Mutual Housing Assoc Bureau of Quality Assurance Capitol Center Foods Winner Law Firm | -- -- -- 4 | 5.50/Hr. 5.15/Hr. 7.25/Hr. 7.25/Hr. | 3/00 Business closed. 12/02 Project ended. Laid off. 4/16 Retired. | Maintain in current job. |
| 39. TL | 10/83 2/92 10/95 2/08 8/00 2/10 | WI Mutual Insurance Dane Co. District Attny's Ofc. State of WI Dept. of Justice-Crime Info Bureau State of WI Dept. Regulation & Licensing State of WI Office of Vital Records State of WI Dept. of Transportation | -- -- -- -- 10 | 3.80/Hr. 5.15/Hr. 6.50/Hr. 6.55/Hr. 7.71/Hr. 8.00/Hr. | 8/91 Office moved off busline. 1/99 Quit. Desired more challenging job. 7/07 Job phased out. 4/09 Fired. | Maintain in current jobs. |
| 40. KL | 8/02 6/06 7/00 | Stafford and Rosenbaum Boston Store Metcalf's Market-Hilldale | -- -- 12 | 6.00/Hr. 8.00/Hr. 13.90/Hr. | 1/04 Fired. Quit. | Maintain in current job. |
| 41. AL | 9/00 6/03 7/03 5/09 | Borders State of WI Bureau of Children's Services State of WI Dept. of Corrections State of WI Department of Transportation | -- 27 | 8.22/Hr. 8.59/Hr. 7.25/Hr. 8.00/Hr. | 2/09 Laid off due to economy. | Maintain in current jobs. |
| 42. KL | 8/86 10/89 3/97 10/12 4/90 9/90 4/16 | MATC – Duplicating Center/Food Service City of Madison Fire Station #3 Badger Cab Fleet Services State of WI Env Health City of Madison Police Dept. City of Madison/County of Dane Public Health Nursing Community Skills Activities | -- -- -- -- 26.5 | Volunteer Volunteer 7.25/Hr. 8.09/Hr. 7.71/Hr. 8.09/Hr. 9.02/Hr. | 9/89 Desired new placement – not a good job match. 6/01 Increased hours at Badger Cab 6/12 Let go due to financial restraints. 4/16 Placed in different job that fits skills better. | Maintain in current jobs. |
| 43. NL | 3/89 2/90 11/91 | Hardee's-University Ave. Video Station-University Ave. State of WI Dept. of Transportation Community Skills Activities | -- -- 13.5 | 2.85/Hr. 3.20/Hr. 8.00/Hr. | 11/91 Not a good job match. 8/14 Business closed. | Maintain in current job. |
| 44. TL | 7/87 2/89 3/97 4/87 10/12 | MATC-Duplicating Center City of Madison Fire Station #3 Badger Cab State of WI Division of Health Services City of Madison Fleet Services Community Skills Activities | -- -- -- 29 | Volunteer Volunteer 7.25/Hr. 7.55/Hr. 9.11/Hr. | 1/89 Fired – behavioral changes. 6/01 Increased hours at Badger Cab. 6/12 Let go due to financial restraints. | Maintain in current jobs. |
| 45. PL | 6/87 12/89 6/93 2/96 7/03 | Bruce Company Division of Health Heartland Properties Dane Co. Sheriff's Dept. State of WI Dept. of Corrections | -- -- -- -- 5.0 | 3.75/Hr. 5.00/Hr. 5.00/Hr. 6.55/Hr. 7.25/Hr. | 8/90 Quit. Seasonal employment. Desired to increase hours working at Dvsn Health. 1/94 Fired. 3/95 Fired. 4/09 Fired increase days at DOC. | Maintain in current job. |
| 46. GJ. | 1/95 5/03 | Kohl's Food Emporium Copp's Food Center | -- -- | 11.25/Hr. + Benefits 12.90/Hr. | 4/03 Business sold to Copps. 7/11 Quit. | |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|--|---|--|---|---|---------------------------|
| | 6/09 5/13 10/11 | U.W. Welcome Center Dream Bikes 1 st Business Bank | -- -- 8 | 7.25/Hr. Volunteer 7.25/Hr. | 8/11 Laid off. 3/20 Business closed due to COVID | Maintain in current job. |
| 47. SM | 5/90 3/84 10/07 | Dane Co. Juvenile Detention City of Madison Clerk's Office Dane County Facilities Mgmt. | -- -- 24 | 4.43/Hr. 8.09/Hr. 9.02/Hr. | 10/07 Job phased out. | Maintain in current jobs. |
| 48. RM | 1/88 11/88 5/93 | Material World Co-op Wis. Coalition for Advocacy State of WI Dept. of Transportation | -- -- 4 | 4.25/Hr. 4.37/Hr. 8.00/Hr. | 7/93 Needed different job-health reasons. 4/92 Quit. | Maintain in current job. |
| 49. RM | 8/15 2/17 2/12 5/12 | Zenith Limousines & Jets LLC MSCR City Club WBPDD Feet Services | -- -- 22 | 8.00/Hr. 11.00/Hr. 12.00/Hr. 9.87/Hr. | 3/19 Inconsistent work. 6/19 Inconsistent work. | Maintain in current jobs. |
| 50. LM | 4/87 6/89 11/89 7/92 2/93 4/94 7/92 1/00 | Orvis' Deli Dane County Court Commissioner's Office Edgewood College Dane Co. Print Shop St. Mary's Hospital Healthworks Dane Co. Facilities Management Dane Co. District Attorney's Dept of Transportation Community Skills Activities | -- -- -- -- -- 28 | 1.34/Hr. 4.25/Hr. 2.12/Hr. 4.25/Hr. Volunteer 9.02/Hr. 9.02/Hr. 8.00/Hr. | 6/89 Business closed. 7/92 Office relocated-space limitations. 2/93 Moved to better job match. 4/94 Space limitations in office – moved to different job. 12/99 Moved to paid position. | Maintain in current jobs. |
| 51. RM | 8/89 4/90 5/91 5/94 6/95 6/96 10/96 10/98 5/17 5/17 10/13 11/18 | Washington Host State St. Brats City of Madison Fire Station #4 First United Methodist Church Bayview Foundation Meriter Hospital Home Savings City of Madison Public Library Office of Commissioner of Ins. Dane County Facilities Mgmt. Dane County Municipal Court State of WI –Dept of Corrections | -- -- -- -- -- -- -- -- -- -- | 3.65/Hr. 7.25/Hr. Volunteer Volunteer Volunteer Volunteer 7.25/Hr. Volunteer 7.25/Hr. 8.76/Hr. 8.93/Hr. 7.25/Hr. | 3/90 Business closed. 5/17 Retired - no longer good job match 6/95 Desired additional paid job. 5/96 Job requirements changed – too difficult 9/98 Wanted different job 9/16 Chose to stop volunteering. 11/12 Business moved to less desirable location & downsized. 2/09 Job phased out. 11/18 Changed jobs to match support needs. 4/19 Increased hours at other job. | Maintain in current jobs. |
| 52. PM | 12/95 10/07 5/09 8/00 4/12 08/03 6/14 5/18 | Pasqual's-Monroe St. Blue Moon (Summer Only) First United Methodist Church Kohl Center (Arena Control) Kohl Center Facilities Mgmt. Kohl Center Food & Beverage Camp Randall (only works summer) Catholic Multi Cultural Center | -- -- -- -- -- 21 | 7.25/Hr. Volunteer 8.00/Hr. 7.25/Hr. 10.00/Hr. 7.25/Hr. Volunteer | 7/03 Left for job in Food Service at Kohl Ctr. 7/10 Chose not to return. 7/10 Lack of work. 8/10 Increased work in other areas at Kohl Center. 8/16 Laid off – lack of work. | Maintain in current jobs. |
| 53. DN | 4/86 | State of WI- Dept. of Health Services | 3.5 | 7.55/Hr. | | Maintain in current job. |

| CLIENT | DATE PLAC ED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|--|--|----------------|-------------------------|---|---|
| 54. EO | 1/82 | VA Hospital – Pharmacy | -- | Volunteer | 6/87 Moved to paid employment. | |
| | 9/87 | National Guardian Life | -- | 4.25/Hr. | 10/93 Desired more challenging placement. | |
| | 10/93 | State of WI Dept. of Justice | -- | 4.25/Hr. + Benefits | 6/96 Desired more challenging placement. | |
| | 10/86 | Heartland Credit Union | -- | 7.09/Hr. | 12/04 Business moved to less desirable location. | |
| | 1/05 | Madison Public Library | -- | Volunteer | 7/06 No longer desired volunteer position. | |
| | 2/05 | Nat'l Conf of Bar Examiners | -- | 7.25/Hr. | 6/19 Needed more support. | |
| | 6/95 | Findorff | -- | 7.35/Hr. | 4/20 Decline in health. | |
| | 8/03 | WORT Radio Station | -- | Volunteer | 4/20 Decline in health. | |
| 7/16 | Aprilaire Research Products | -- | 7.25/Hr. | 4/20 Decline in health. | | |
| 6/19 | Dane Co. Facilities Mgmt. | 4 | 9.02/Hr. | 12/20 Deceased. | | |
| 55. MO | 9/87 | Wendy's-E. Washington | -- | 3.80/Hr. | 6/93 Desired new placement – not a good job match. | Maintain in current job. |
| | 6/93 | WI School of Electronics | -- | 3.50/Hr. | 2/94 Laid off – lack of work. | |
| | 3/94 | Dane Cty. Facilities Mgmt. Community Skills Activities | 30 | 9.02/Hr. | | |
| 56. JP | 11/86 | McKee's Restaurant | -- | 3.35/Hr. | 8/88 Business closed. | Maintain in current jobs. |
| | 8/88 | Pizza Hut | -- | 2.75/Hr. | 5/90 Management not supportive. | |
| | 11/86 | City of Madison Fire Station #1 | -- | T. Stipend | 5/96 Moved to paid employment. | |
| | 7/90 | Pasqual's-Atwood Ave. | -- | 4.50/Hr. | 3/96 Quit due to health reasons. | |
| | 5/05 | Elks Lodge | -- | 7.00/Hr. | 2/07 Increased hours at Commissioner of Insurance. | |
| | 8/96 | Edgewater Hotel | -- | 5.15/Hr. | 1/05 Laid off – decline in business. | |
| | 6/96 | State of WI Office of Commissioner of Insurance | 25 | 7.25/Hr. | | |
| 5/00 | State of WI Dept. of Transportation | | 8.00/Hr. | | | |
| 57. NP | 10/17 | City of Madison Fire Station #9 | 9 | Volunteer | | Maintain in current job. |
| 58. OP | 8/13 | Dane County. Facilities Management. | 27.5 | 9.02/Hr. | | Maintain in current job. |
| 59. BR | 9/87 | Wendy's-Dempsey | -- | 3.80/Hr. | 5/92 Desired new placement. | Maintain in current jobs. |
| | 6/93 | State of WI Dept. Regulation & Licensing | -- | 4.27/Hr. | 1/01 Fired. | |
| | 7/93 | Bureau of Public Nursing | -- | 6.55/Hr. | 7/04 Job relocated too far away. | |
| | 8/01 | State of WI-DHS | 25 | 7.55/Hr. | | |
| | 7/04 | Dane County Adult Community Services | | 9.02/Hr. | | |
| 60. WR | 9/87 | Persoft | -- | 5.15/Hr. | 8/00 Business moved out of state. | Maintain in current jobs. |
| | 9/98 | Flad & Associates | -- | 8.56/Hr. | Job became obsolete | |
| | 7/06 | State of WI Dept of Transportation | -- | 6.55/Hr. | 4/09 Left due to low volume of work. | |
| | 1/91 | WI Manufacturers & Commerce | -- | 11.21/Hr. | 4/20 Let go due to COVID | |
| | 8/00 | FAC Services | | 10.75/Hr. | | |
| | 6/01 | UBS Financial Services | | 9.00/Hr. | | |
| | 4/09 | Dane County Sheriff's Dept. | | 9.02/Hr. | | |
| 11/19 | The Law Center for Children & Families | 20.5 | 7.25/Hr. | | | |
| 61. AR | 10/91 | Duane Hendrickson Realty | -- | 5.00/Hr. | 11/92 Employer got tenant to clean bldg. | Maintain in current job and encourage client to increase hours. |
| | 4/86 | Creative Energy Products | -- | 5.15/Hr. | 6/03 Quit. | |
| | 7/04 | Advanced Employment | 1 | 7.25/Hr. | | |
| 62. BR | 1/89 | Red Lobster | -- | 5.25/Hr. | 9/97 Fired. | Maintain in current job. |
| | 10/99 | Mani Graphics | -- | 5.15/Hr. | 2/01 Quit. Increased hrs.at DOC. | |
| | 5/98 | State of WI DOC | 9 | 7.25/Hr. | | |
| 63. JS | 9/87 | Trigg's Bakery | -- | 2.25/Hr. | 7/91 Moved to more challenging & social job. | Maintain in current jobs. |
| | 9/87 | Midway Motor Lodge | -- | 3.65/Hr. | 2/90 Laid off - motel lost contract with airlines. | |
| | 3/90 | Pasqual's – Production | -- | 4.25/Hr. | 3/93 Business moved off bus line. | |
| | 8/91 | WKOW-TV Channel 27 | -- | 7.25/Hr. | 8/13 Fired due to behaviors. | |
| | 4/93 | Ovens of Brittany | -- | 4.25/Hr. | 8/95 Business closed. | |
| | 7/14 | Dane Cty. Facilities Management | -- | 8.76/Hr. | 6/19 Switched jobs with other supported worker in need of more support. | |
| | 11/94 | Department of Corrections | -- | 7.25/Hr. | | |
| | 8/95 | Monty's Blue Plate | | 11.00/Hr. | | |

| CLIENT | DATE PLAC ED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|---|---|--|--|--|---------------------------|
| | 6/19 | National Conference of Bar Examiners Community Skills Activities | 25.5 | 8.76/Hr. | | |
| 64. JS | 1/81 1/84 4/86 3/88 3/89 9/91 7/13 1/20 | VA Hospital Natatorium Burger King Rocky Rococo's-Gilman St. Shakey's-Gammon Rd. Dept. of Justice-Crime Lab St. Mary's Hospital Dane County District Attorney's | -- -- -- -- -- -- 12 | Volunteer 3.35/Hr. 3.35/Hr. 3.35/Hr. 4.00/Hr. 11.76/Hr. +Benefits Volunteer 9.02/Hr. | 4/86 Moved to paid employment. 6/87 Job was phased out – laid off. 3/88 Desired new job. 3/89 Laid off due to decline in business. 9/91 Desired new job – more challenging. 1/20 Change in support needs. | Maintain in current jobs. |
| 65. JS | 1/87 6/87 7/92 6/94 10/02 9/04 5/10 5/11 4/17 5/17 | Ember's Restaurant Ovens of Brittany-Shorewood Canterbury Bookstore/Coffee House Opera House Ocean Grill Camp Randall Rainbow Project East YMCA (Summer) Double Tree Dane County Facilities Management | -- -- -- -- -- -- -- -- -- -- 14 | 3.35/Hr. 4.50/Hr. 4.25/Hr. 5.50/Hr. 8.00/Hr. 8.50/Hr. Volunteer Volunteer 7.25/Hr. 9.02/Hr. | 3/87 Fired. 10/91 Fired. 4/93 Fired. 6/02 Business closed. 7/04 Fired. 12/16 Terminated. 7/12 Chose not to return. 7/12 Chose not to return. | Maintain in current jobs. |
| 66. DS | 7/86 11/93 4/96 1/99 3/06 3/01 | Wendy's-State St. McDonald's-Odana Rd. Noodles Kohl Center State of WI Ofc Strategic Finance Community Work Services | -- -- -- -- -- 7.5 | 4.25/Hr. 5.00/Hr. 5.50/Hr. 5.15/Hr. 6.50/Hr. 7.25/Hr. | 10/93 Moved to job with better hours. 4/96 Moved to job with better hours. 8/98 Fired. 7/00 Fired. 7/07 Fired poor attendance. | Maintain in current job. |
| 67. MS | 10/08 2/17 3/09 5/15 | VA Hospital VA Hospital Waisman Center Dane County-recycling | -- -- 27.5 | Volunteer Volunteer 13.01/Hr. 9.02/Hr. | 9/13 Job became volunteer. 12/19 Moved to paid position. | Maintain in current jobs. |
| 68. PS | 10/85 7/86 10/87 3/91 8/18 8/90 10/18 | Madison Club State Capital Law Library MATC – Administrative Ofc. Dane Co. Sheriff's Dept. Double Tree Hotel State of WI Department of Corrections County of Dane Facilities Mgmt. | -- -- -- -- -- 16 | 2.50/Hr. Volunteer Volunteer 8.46/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr. | 10/87 Fired – behavioral challenges. 10/89 Moved to paid employment. 7/90 Moved to paid employment. 7/18 Lack of work. 10/18 Not good job fit. | Maintain in current jobs. |
| 69. AS | 4/11 1/10 6/13 11/14 7/17 5/16 6/19 | City of Madison Fleet Services Ultra Tec Parkside Presbyterian Church Camp Randall Apartment Cleaning Paisans Lao Laan Xang | -- -- -- -- -- 32 | 7.25/Hr. 9.91/Hr. 10.00/Hr. 8.00/Hr. 12.50/Hr. 13.00/Hr. 8.50/Hr. | 1/12 Fired. 11/14 Desired new placement. 6/14 Church closed. 3/19 Issue with background check. 8/18 Davon did not like job. | Maintain in current jobs. |
| 70. TS | 3/88 3/93 10/94 10/08 1/16 2/78 | Madison Mutual Housing Ovens of Brittany Meriter Hosp Volunteer Svc. Planned Parenthood Catholic Multicultural Center Rocky Rococo's-Beltline | -- -- -- -- -- 10 | 5.50/Hr. 4.85/Hr. Volunteer Volunteer Volunteer 7.25/Hr. | 12/92 Desired new placement. 8/95 Business closed. 10/08 Reduced hrs. due to less work. 10/15 Desired new volunteer site. 12/18 Change in TS's support needs. | Maintain in current job. |

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|--------|---|--|---|--|---|---------------------------|
| 71. JS | 4/87 4/88 4/90 12/04 5/05 8/05 4/06 4/04 6/07 | State of WI Division of Health Madison Area Technical College State of WI-Envir. Health Dane County ARC Community Work Services First United Methodist Church State of WI Ofc of Commissioner of Ins. St. James Church State of WI Department of Corrections | -- -- -- -- -- -- -- -- 12.5 | 5.15/Hr. Volunteer 5.15/Hr. 5.70/Hr. T. Stipend Volunteer 6.50/Hr. Volunteer 7.25/Hr. | 7/03 Fired due to poor attendance. 10/89 Moved to paid employment. 7/03 Fired due to poor attendance. 12/05 Laid off – not enough work. 6/08 Increased paid hours at DOC. 2/09 Job phased out due to lack of work. 6/07 Moved to job with more variety. | Maintain in current jobs. |
| 72. TS | 4/87 8/90 11/90 10/94 7/98 5/00 5/09 2/98 11/00 9/03 5/08 7/09 | Rocky Rococo's-University A. Community Work Services State of WI-Dept. of Revenue Steve's Liquor Regent Co-op Market Pat World Warehouse Movin Out City of Madison Fire Station #1 Dane Co. Facilities Mgmt. State of WI Division of Health TASC City of Madison Fire Station #4 Community Skills Activities | -- -- -- -- -- -- -- -- 28.75 -- -- -- | 2.04/Hr. 4.25/Hr. 3.62/Hr. 5.15/Hr. 6.55/Hr. 7.25/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr. 7.71/Hr. 7.25/Hr. 7.25/Hr. | 5/90 Fired – behavioral challenges. 3/93 Desired new placement. 11/01 Ofc move to undesirable location. 4/02 Left for better job match. 2/00 Laid off due to declining business. 2/09 Laid off due to economy. 3/11 Moved to job within County Recycling Program. | Maintain in current jobs. |
| 73. BS | 9/92 5/00 3/84 | City of Madison Health Dept. City of Madison Assessor's Office City of Madison Clerk's Office | -- -- 19.5 | 3.49/Hr. 7.47/Hr. 8.09/Hr. | 5/00 Quit. Desired more challenging job. 7/17 Computer work no longer good fit. | Maintain in current job. |
| 74. NT | 5/16 7/16 7/16 5/17 | James Reeb Church County of Dane – DA's County of Dane DCHS CCB recycling- 911 Office | -- 16.25 | 7.50/Hr. 9.02/Hr. 9.02/Hr. 9.02/Hr. | 5/17 Left for better job match. | Maintain in current jobs. |
| 75. PT | 9/98 9/03 2/04 7/00 1/04 3/08 5/08 | Noodles & Company Dane Co. Facilities Mgmt. Planned Parenthood State of WI Office Commissioner of Ins. Natures Bakery TASC Law Center | -- -- -- 25 -- -- -- | 5.75/Hr. 7.25/Hr. Volunteer 7.25/Hr. 8.25/Hr. 7.25/Hr. 7.25/Hr. | 10/03 Fired – poor work quality. 3/08 Moved to job with increased support. 5/08 Left for paid employment. | Maintain in current jobs. |
| 76. BT | 4/17 11/16 8/18 | Double Tree Hotel City of Madison Fleet Services Blue Moon Bar & Grill | -- 20 -- | 7.25/Hr. 9.24/Hr. 7.25/Hr. | 8/18 Not a good job match. | Maintain in current jobs. |
| 77. LW | 6/12 11/12 1/14 10/14 3/07 10/20 | TASC DNR Café Zoma Law Center First Weber Edgewood College – Wingra Cafe | -- -- -- -- -- 6 | 7.25/Hr. 7.65/Hr. 7.35/Hr. 7.25/Hr. 10.00/Hr. 7.25/Hr. | 8/14 Quit. 3/17 Insufficient Work. 12/17 Laid off due to low sales. 12/19 Disliked job. Increased hours at other job. 7/20 All employees working remotely due to COVID, so no work for Laura. | Maintain in current job. |

| CLIENT | DATE PLAC EP | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2021 |
|--------|--|---|--|---|---|---------------------------|
| 78. MW | 2/85 6/99 4/02 6/02 4/03 6/18 2/04 6/05 7/06 | The Avenue Bar Mautz Paint MATC-Commercial Ave. (EMS) Steve's Wine Market Dane Co. Facilities Mgmt. City of Madison Fleet Fire Maintenance Edgewood College Hampton Inn State of WI Dept. of Administration | -- -- -- -- -- -- 16 | 5.15/Hr. 5.40/Hr. 6.00/Hr. 5.70/Hr. 5.15/Hr. 7.25/Hr. 7.25/Hr. 11.27/Hr. 7.25/Hr. | 3/98 Desired new placement. 5/02 Business closed. 3/04 Desired new placement with more support. 6/06 Desired new placement. 6/05 Desired less sedentary job with more variety. 11/18 Not a good job match. | Maintain in current jobs. |
| 79. KY | 1/82 10/95 1/82 6/11 | University of WI – South Hall Office First Business Bank McArdle Cancer Research Lab Dane County Facilities Mgmt. | -- -- 12.5 | 4.25/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr. | 11/95 Move to more challenging job. 4/11 Fired – Challenging behaviors. | Maintain in current jobs. |

Attachment #4
2020 Donors

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Madison Investment Advisors
Melanie Wallace/Pebble RD
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Gifts in Memory of Steven Erstad**

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