

## Sofanou Incorporated: A Global Giant



Larry Cassidy, Quality Engineer, Sofanou, Inc.

Sofanou, is a name you won't here everyday but you will hear spoken daily at LifeSkills Industries in Morgantown. Sofanou is the largest production contract currently held by LifeSkills Industries and it continues to grow.

Sofanou Incorporated, a subsidiary of HBS Technologies, is a leading supplier of convoluted tubing. Headquartered in France, Sofanou is a global company that specializes in the design and production of extruded plastic components for thermal management, protective sleeving, and wire harness coverings. For many years, Sofanou and LifeSkills have worked hand in hand, in production and assembly providing for many Ford automobiles, including the Escape, Windstar, F-Series, just to name a few.

Larry Cassidy, a Quality Engineer with Sofanou Inc., has an office in the Morgantown facility. He and Dave Parpart, the Design Engineer, work closely with LifeSkills Industries staff in Morgantown, to create new and innovative ways for LifeSkills to continue to provide superior quality with consumer friendly production methods. Larry comments "I personally feel that the business relationship that has developed between Sofanou and LifeSkills has truly been symbiotic, and whenever a problem has been encountered, the solution has nearly always been win-win. Rachel Coulter, a LifeSkills Industries program manager states "Both Scottsville and Russellville Industries have benefited greatly from the Sofanou contract. Many of the individuals we support are able to do the various jobs, thus enhancing their production levels and pay rates". The Warren County Industries continues to provide support with transportation of product between the various counties. Without the clear team effort between all four facilities for the vision of the persons we support, the Sofanou contract would not be as successful as it has become. Side by side, Sofanou and all the LifeSkills Industries can progress into the future, providing meaningful work for the individuals we support.

LifeSkills Industries  
2420 Russellville Road  
Bowling Green, KY 42101



## LifeSkills Industries Annual Report FY 2005

LifeSkills Industries and Vocational Services provided supports and services to over four hundred (400) individuals with disabilities during fiscal year ending June 30, 2005. The Industries' various programs provided employment, skills training, and enrichment activities both in the facility and in the community as well as assisting people with disabilities in securing competitive jobs.

This past year our supports and services to individuals with developmental disabilities have focused on community inclusion in non-work activities such as volunteering in the community as well as assisting individuals to find competitive employment. Thirty individuals in our community habilitation day programs were involved in activities outside the facility and seventy-two individuals received supported employment services. Sixty-one individuals referred by OVR for traditional job placement were successful in obtaining competitive employment.

Industries revenues were \$3,740,000 in FY05 compared to \$3,748,000 in FY04 even though we no longer have rest area contracts. The improvement in the economy was reflected in production revenue which at \$1,243,275 was a 42% increase over the previous year.

### Graduating to Independence



"Our community would be a much poorer place without the good work of this organization"

Supported Employment held its second Graduation Ceremony at the WKU Carroll Knicely Center in an effort to recognize program participants for their dedication, longevity, and independence in their work performances.

The event was a huge success with several businesses, community partners, and family members present. Our guest speaker was the Kentucky Speaker of the House of Representatives, Jody Richards, who honored graduates with his inspirational comments. "The goal we celebrate today is certainly a major one. The work you do in our community has a real and lasting impact on everyone you come in contact with. By contributing your time and talents, you make Bowling Green and all of Kentucky a better place. By earning money, paying taxes, and contributing to your future, you are helping our community move forward economically." He also honored LifeSkills and the services we provide. "As Speaker of the Kentucky House, I am committed to making sure that LifeSkills has the tools it needs to keep programs like this. Our community would be a poorer place without the good work of this organization. It is impossible to overstate how much good its employees do for us."



Tim Holmes of Hillview Heights Church accepting an Employer Recognition Award from the Kentucky Speaker of the House-Jody Richards.

There were eight (8) program graduates. Each individual received a certificate of achievement. Graduates had achieved independence in meeting their employers' expectations for job performance and no longer needed staff support to maintain their jobs. Employers were honored with a plaque recognizing their contributions to promoting employment for individuals with disabilities. We are very proud of the quality services provided in the past year and of the accomplishments of those we support. We are grateful to all businesses and community partners who contribute so much to the integrity of our community!

## Community Habilitation Services

### “Volunteers in Action”



During LifeSkills Industries Open House in July, the Community Resource Development Program (CRD) honored several of the individuals we support who are volunteering in the community and the organizations they are working with. Todd volunteers at the Salvation Army through the CRD program at LifeSkills Industries. Todd stated that he loves working at the Salvation Army and feels good about being recognized for his efforts. Amy Milliken, the Warren County Attorney, spoke at the recognition ceremony about the services offered through LifeSkills Industries and thanked Todd for his hard work. Fifteen individuals currently volunteer at various businesses around the Bowling Green area.

Todd is accepting a volunteer recognition award from Amy Milliken, Warren County Attorney.

Volunteers are matched according to their interests, talents, and desires. The participating organizations are providing individuals an opportunity to obtain a sense of value and increase their self-esteem while giving back to their community. They help the volunteer

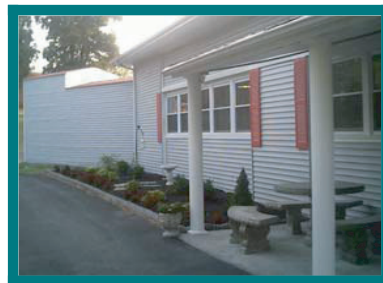
program by providing an environment that enhances the individuals work skills and their ability to be an active member of society. The individual volunteers fill a need the organizations have in providing their services. The program can also be seen as a stepping-stone to competitive employment.

Some of the organizations that provide an opportunity for volunteering include:

Bowling Green/Warren County Humane Society  
Potter Children’s Home  
Helping Hands  
Rosewood Health Care Center

Western Kentucky Active Day Care  
Community Action of Southern Kentucky  
Salvation Army  
Medco Center of Bowling Green

### Community Involvement Makes a Difference!



LifeSkills Industries in Allen County has worked hand in hand with the local ARC chapter for several years. In 1976, ARC purchased the current Allen County Industries location and has continued to be a vital part of the success of the industries.

In the fall of 2003, the ARC of Allen County began major remodeling projects at the Industries building. These projects include roofing, siding, ceiling, interior paneling, complete kitchen makeover, bathrooms, installation of an alarm system, and landscaping. The ARC of Allen County has spent an estimated \$25,000 on the remodeling projects at LifeSkills Industries.



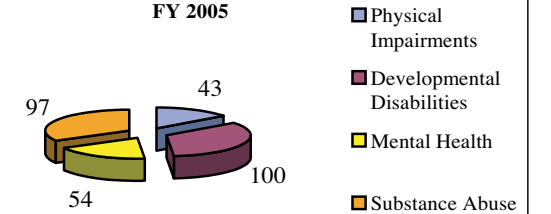
The ARC of Allen County has plans to continue renovations at the Industries to include expanding the work floor and converting an existing greenhouse into production work storage space. Thank you, ARC of Allen County!

## Community Supports Highlights

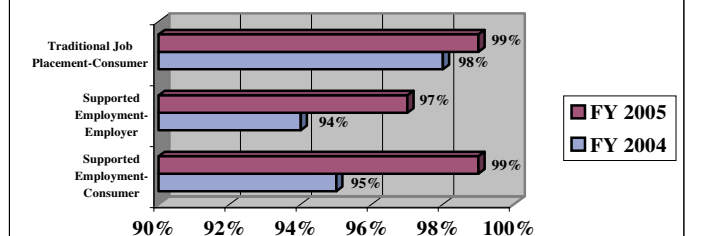
### Community Employment Services Accomplishments during FY 2005

- ◆ The average hourly wage paid to individuals in our Traditional Placement Services is \$6.78/hr.
- ◆ The average hourly wage paid to individuals with intellectual disabilities participating in Supported Employment was \$5.48/hr.
- ◆ There was a 23% increase in community referrals to partner agencies for needs based services (food, rent, utilities, work uniforms, transportation, etc.)
- ◆ Ninety-one percent (91%) of individuals entering the competitive workforce through traditional placement services maintained employment and successfully completed services.
- ◆ There were 12 individuals who obtained employment through Supported Employment Services who previously were full-time Community Habilitation Services participants.

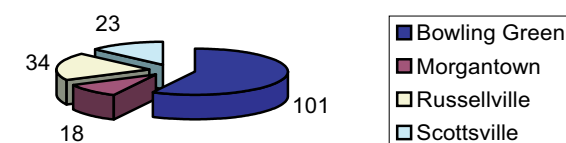
Community Employment Services Enrollment by Disabilities Served FY 2005



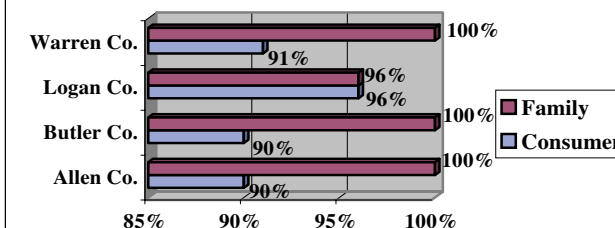
Community Employment Services Satisfaction Results Comparison by Fiscal Year



Community Habilitation Services Number of Individuals Supported by Location FY 2005



Community Habilitation Services Satisfaction Results by Location FY 2005



### Community Habilitation Services Accomplishments during FY 2005

- ◆ Community Habilitation or soon to be called Adult Day Training provided supports and services to one hundred and seventy-six individuals with developmental disabilities during the past year.
- ◆ Sixty individuals participating in Community habilitation were involved in community inclusive activities either volunteering in the community with the support of community habilitation staff or working part-time in the community through supported employment.
- ◆ Our industrial revenues increased substantially this past year. While Sofanou, Holley, SCA, ACK, and Weyerhaeuser are our largest customers, LifeSkills also provided assembly and packaging services to another thirty-three companies in South Central Kentucky.
- ◆ Individuals with disabilities were able to earn over \$268,000 working at LifeSkills in meeting the needs of our industrial customers.