The Boeing Company
Sheltered Workshop Program

To provide opportunities for increased independence and self sufficiency for individuals with disabilities.
The Boeing Sheltered Workshop program began in 1952 with two workshops accomplishing approximately 10,000 hours of production work annually. Today, the Sheltered Workshop Program has thirteen suppliers that accomplished more than 460,000 production hours in 2003 and produced over 2,000,000 production parts and assemblies with a near-perfect quality rating. The Sheltered Workshops provide a large range of manufacturing and service capabilities, and by considering them for future work you will provide employment and services for individuals with disabilities.

Here is a quote to Lighthouse for the Blind from a satisfied customer.

“Please accept my sincere appreciation for the efforts put forth by your staff under the contract for one-quart canteens. The canteens were in a critical supply position and through the dedicated and accelerated efforts put forth by your staff, our backorder position will be alleviated by the end of the month. Your staff rose to the occasion, accelerating shipment of end items within 30 days of contract award and making weekly shipments on this critical item needed in support of Operation Enduring Freedom.

Again, my personal thanks for a job well done. We look forward to working with you in the future.”

--George H Allen, Deputy Commander, Government of Defense
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Types of Disabilities Served

- Developmental
- Mental Illness
- Deafness
- Blindness
- Orthopedic
- Neurological
- Occupational Injuries
- Substance Abuse
- Medical
Collective Mission of Sheltered Workshops

• Provide opportunities for increasing independence and self sufficiency of individuals with disabilities.

• Reduce the percentage of unemployed disabled Americans between the ages of 18 and 64, which is currently at 70%.
Bridgeways is a private not-for-profit corporation, established in 1981 to serve adults who live with mental illness. As a licensed and certified mental health service provider, Bridgeways offers clients a full array of supportive services. We do this by building on individual strengths and bridging the gap from mental illness to individual recovery. Our goal is to connect the individual back to the community and the community back to the individual. “Community Connections for Success” is our motto.

Bridgeways provides psychiatric care and medication, twenty-four hour residential case management, employment, and vocational rehabilitation services. Our Employment Program is designed to help individuals find and sustain meaningful work. The production shop offers mechanical assembly work for those who show aptitude and interest in production work. The shop is ISO 9000 and AS9100 compliant with a proven track record of producing work that is high quality, on time, and cost effective. Workers are qualified to do complex mechanical assembly, some requiring certification in use of adhesive and bonding agents. We are a Certified Rehabilitation Program and contract with Washington State Department of Vocational Rehabilitation to provide individual clients assessment, work skill building, job retention, and job development services in our local community.

Bridgeways is located in Everett, WA at 1220 75th Street SW. You can contact Bridgeways at (425)-513-8213 or by fax at (425) 513-0534

Contact: Tiffany Mack
Director of Employment
(425) 513-8213
E-mail: tmack@bridgeways.org
Located in Mount Vernon, Chinook Enterprises provides vocationally related services to about 300 youth and adults with disabilities and other vocational barriers each year. We provide vocational counseling, competitive job development and support, and employment opportunities in our three business components. Founded in 1980, Chinook has assisted over 3000 people in identifying their employment interests. We then help to locate and secure employment. Our mission is to produce cost effective results for our business customers as well as the people for whom we provide services. Chinook is an ISO-9001-2000 approved supplier along with certifications in AS9100A; D6 (Boeing Co.); and CARF (Rehabilitation Services) US Department of Labor.

Chinook provides the following industrial services: Precision manufacturing and assembly, a fully equipped bonding shop, precision cutting services, wire services, commercial grounds maintenance, and recycling services.

Chinook Enterprises is located at 2026 La Venture Road Mount Vernon, WA 98273.

Contact: Bob Lakey
Production Manager
Office (360) 428-0140
rlakey@chinookenterprises.org
Assembly, cutting, bonding, commercial ground maintenance and litter patrol
Diversified

- Choice, dignity, contribution, and, above all, compassion – not descriptors ordinarily associated with a manufacturing company. But Diversified is no ordinary company. Founded in 1971 as a day activity center for people with developmental disabilities, Diversified has evolved into a world class manufacturing company that invests its financial returns into quality services for people with disabilities. Diversified incorporates the most current quality systems, AS9100A and ISO9001-2000 certifications, and lean manufacturing to achieve best-in-class quality levels and on-time delivery at competitive prices.

- Diversified offers innovative Adhesives and Bonding capabilities; Wire Harness, Cable and Electronic Assembly, Precision Mechanical Assembly, and Laser Wire Marking. Diversified also offers Recycling and Custom Woodworking in a separate location dedicated to those operations.

- Diversified has two sites in Snohomish County. Administrative and Manufacturing located in Mukilteo at 13008 Beverly Park Road. The Recycling and Woodworking operations are located in Everett at 2931 36th Street. Contact 425-355-1253 or 425-339-2676 for more information. Our fax number is 425-355-1261

Contact: Pete Kinch
Chief Executive Officer
(425)355-1253 Direct Line
PKinch@divind.com
Diversified
Firland Workshop traces its history back to 1911 when the Foundation was started as a hospital for patients with Tuberculosis. Since establishing a relationship with Boeing in the late 1950’s Firland has shifted its focus to employing those with developmental disabilities and varying degrees of physical challenges. In this new capacity, Firland has successfully brought gainful employment and self-sustenance to many who otherwise may not have had such an opportunity. While changing its focus, Firland has not forsaken its original mission and continues to direct proceeds to both the research and treatment of tuberculosis and other pulmonary diseases.

In its work with Boeing, the Workshop produces and delivers nearly 80,000 parts for use in commercial aircraft production. With a rejection rate of less than 1%, Firland has been recognized for its efficiency, as well as timeliness. In both 2000 and 2001, Firland received the prestigious Q100 award to recognize this efficiency. Firland has also become D19000 approved, AS9003 certified and in late 2002, AS9100 compliant.

Firland is located in Shoreline, WA at 1700 NE 150th Street. They can be reached at 206 363-4341.

Contact: Scott Kneeland
Manufacturing Manager
(206) 363-4341
Scott@firland.org
Kitsap Applied Technologies

Kitsap Applied Technologies (KAT) is a private not-for-profit organization that provides vocational training, employment, and community access/retirement services to adults with profound developmental disabilities in Kitsap County, Washington.

KAT provides the following services: Cable Assembly, Fastener Recycle Services, Sorting Services, Packaging, Small Parts Assembly, Car Wash Services, Janitorial and Grounds Maintenance Services. Overall listing of capabilities at Kitsap Applied Technologies is wide and varied.

Kitsap Applied Technologies is located in Bremerton, WA at 4195 Wheaton Way. They can be reached at 360-377-5454 or by fax at 360-377-9118

Pete Demers
Production Manager
(360) 377-5454
Katpete@silverlink.net
Kitsap Applied Technologies

- Sorting
- Ground Maintenance
- Small Parts Assembly
- Cable Assembly
The Lighthouse for the Blind, Inc., founded in 1918, is a non-profit, 501(c)(3) community organization, with the mission of providing opportunities for independence and self-sufficiency for people who are blind, Deaf-Blind and blind with other disabilities. The Lighthouse accomplishes this by providing diversified manufacturing and service employment opportunities including comprehensive vocational, Independent Living, computer training, and outreach/educational programs for external employers and the larger community. We currently employ 154 blind and Deaf-Blind individuals.

The Lighthouse has divisions specializing in textiles, injection molding, assembly, metal fabricating, custom printing and precision machining. While most blind employees are engaged in these manufacturing-related activities, visually impaired employees also work in areas such as customer service, call center operations, computer training and administrative support. Additionally, we operate supply centers on military bases for distribution of office products manufactured nationwide by people who are blind. Major contractors include The Boeing Company and the Federal Government. Our quality system meets ISO 9000, DI-9000, MIL-I-45208 and D6-82479.B.

Contact: George Jacobson
President & CEO
Office: (206) 322-4200
Fax: (206) 365-4751
**Human Services** - Orion Industries has been a leader in providing job training and job placement services to people with severe disabilities since 1957. Orion’s vocational programs provide opportunities for increased independence and self-sufficiency to more than 100 people per year. Orion is recognized as a Certified Rehabilitation Program by the Washington State Division of Vocational Rehabilitation, the Washington State Department of Services for the Blind, the Department of Labor and Industries and the Rehabilitation Services Accreditation System.

**Precision Metal Products** - Orion operates a precision sheet metal fabrication plant in Federal Way. We utilize CAD/CAM and Mastercam to aid with your product design and our skilled machine operators utilize CNC equipment to provide precision fabrication processes including sawing, shearing, forming and water jet. Orion is an ISO-9002 & AS-9100 certified company, assuring that our customers receive exceptional quality and on-time delivery for jobs of any complexity. Orion is a member of The Boeing Company’s Q-100 Club (100% quality).

**Visual Manufacturing** – Orion utilizes state of the art manufacturing software. Visual Manufacturing integrates estimating, engineering, shop floor control, and inventory management processes to insure that our customers’ orders are processed as quickly as possible and at the lowest possible cost.

Contact: John Theisen  
CEO  
253-661-7805 Office  
253-661-7846 Fax  
John.theisen@ori-ind.com
Pioneer Human Services (PHS) is dedicated to improving the lives of its clients through employment, training, counseling, and housing services. Since 1962, PHS has offered a “Chance for Change” to high risk populations, particularly ex-offenders and former substance abusers. PHS is recognized as a World Class example of social enterprise, successfully integrating self-supporting businesses with an array of client services. PHS serves approximately 7,500 clients a year and employs over 700 staff members. PHS is an ISO-9002 supplier, AS-9100 Certified, and was voted “Organization of the Year 2002” by the King County Municipal League.

Pioneer provides the following services: Housing, Counseling, Consulting and Employment Training in Food Operations, Construction Services, Distribution Services and Manufacturing of Precision Machine and Sheet Metal parts. Overall, the listing of capabilities at Pioneer Human Services is wide and varied.

Pioneer Human Services is in Seattle, WA at 7440 West Marginal Way. They can be reached at 206-766-7017 or by fax at 206-768-8910

Sandy Gibb  
Vice President  
(206)768-7334 Direct Line  
Sandy.Gibb@p-h-s.com
PROVAIL
LIFE OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

Founded in 1942 PROVAIL (formerly known as UNITED CEREBRAL PALSY) is the state’s largest private, multi-service agency dedicated to meeting the needs of people with all kinds of disabilities. Providing a comprehensive range of services designed to expand the opportunities for people with disabilities as well as a shift from institutional to community based services.

PROVAIL’S services include Community Living Programs, Employment and Community Services, Therapeutic and Assisted Technology Services, a Dental Clinic, and a Precision Machine and Sheet Metal Fabrication Facility. The fabrication facility complies with ISO-9001 and AS-9100. PROVAIL has received Boeing Q-100 Supplier Award in 2000 and 2001. Awarded as having outstanding performance with the Defense Industrial Supply Center for the last 5 years.

The Fabrication Division is located at 953 N 128th St. Seattle WA 98133 Phone (206) 365 8027, FAX (206) 362 1177.

PROVAIL’S Administrative Headquarters are located in Seattle at 3670 Stone Way Ave. N. 98103 Phone (206) 363 7303 on the web at www.provail.org

Contact: Lloyd Cole
206-368-4407
Fax: 206-362-1177
Sherwood’s OPTIONS Program

- Sherwood’s OPTIONS exists to provide individualized options for skills training, socialization and the development of self worth to adults who experience disabilities within the work environment. OPTIONS provides vocational services tailored to the very specific needs of it’s program participants. Participants work toward realizing their vocational and personal goals by choosing services such as supported employment, volunteer opportunities and retirement services within the community, as well as on-site specialized industry employment. Within the specialized industry, OPTIONS participants learn valuable work skills and earn a paycheck completing contracted work from area corporations such as The Boeing Company. Sherwood’s OPTIONS program specializes in completing assembly work, packaging, paper shredding and mailing services.

- OPTIONS is a part of Sherwood Community Services, a 501-(c) (3) organization which provides services and support to nearly 1000 children, adults and their families in their own communities every year. OPTIONS proudly supports Sherwood’s mission to “provide quality community based services and support for children, adults and families, enabling them to lead meaningful lives to the maximum of their capabilities”.

- Sherwood’s vision is that “all children and adults will have increased opportunities for active community participation through innovative programs that value diversity and promote individual success”.

- OPTIONS is located at 402 91st Ave. NE Everett, WA. 98205. Please contact us at (425) 317-8444.

Contact: Lisa Blasingdale
Office: (425)317-8444
Cell: (425)422-5593
Careerco@whidbey.net
Sherwood’s OPTIONS Program

- Assembly
- Recycling
- Job Training
- Daycare (Child Development)
Skills, Inc. is a sheltered workshop specializing in training and employing people with disabilities. Established in 1966 Skills, Inc. has Aerospace and Commercial Anodizing and Painting shops in both Auburn and Seattle. We also have a large machine shop in Auburn with CNC and manual Mills, Lathe and Turret Punch capability.

Skills, Inc. serves people who either have been disabled from birth or have become disabled and need a way to return to the world of work. During initial training in our Outreach Division we determine the employee’s mental and physical ability. We tailor our production flow to fit the individual’s capabilities.

Skills, Inc. takes pride in being compliant to AS9100. We provide “quick turn around” on a wide variety of machining, sheet metal working and finishing services.

Contact:
Charlie Harris
or Pat O’Hara
Office: (206) 782-6000
Fax: (253) 939-2126
Veterans Independent Enterprise of Washington (V.I.E.W.) clients are limited to Veterans and their eligible family members. V.I.E.W. provides life-changing opportunities through a comprehensive program of work therapy, individual and group counseling, as well as housing. These services have been provided since 1987 to Veterans challenged by homelessness, substance abuse, and mental health issues. The primary objective of each client is self-sufficiency. A 2002 milestone was the opening and staffing of a new day care facility for Veterans who are custodial parents. The Veteran client population is generally about 40, and their ability to function in a zero tolerance work therapy environment is very high.

Services provided by V.I.E.W. are: Packaging, Recycling, Industrial Sewing, Respirator Refurbishment, Sorting, Drilling and Deburring, Bottle & Bag Filling, Riveting, Mechanical Assembly, Bonding and Adhesives, Liquid Spray and Powder Coating.


CONTACT:
Eric Hancock
Operations Manager
ehancock@veteransworkshop.org
- Recycling
- Industrial Sewing
- Respirator Refurbishment
- Bottle and Bag Filling
Work Force Development Center
“Connecting the Community”

• Work Force Development Center (WFDC) is a school-to-work vocational training program for “at risk” high school students and young adults. WFDC provides job skills to students in a manufacturing environment that results in an understanding of Why and How to deliver quality products and services to our customers. WFDC works in partnership with over eighteen different school districts to provide job skills to students. Students earn high school credits and money while they are learning and working in a manufacturing type environment. WFDC also aids students in job placement within the community. Upon graduation, students have not only learned valuable technical skills but also an appreciation for the importance of a strong work ethic standard.

• WFDC provides the following services: Assembly, Part Mark, Pull and Squeeze Riveting, Sonic Welding, Blister Packing, Hot Stamping, Seal and Bonding, Debur, Arbor Press, Thread Tapping, Countersinking, Micro shaving, Safety Wiring, Pad and Screen Printing, Bagging and Shipment, and Quality Assurance.

• Work Force Development Center is located at 11215 47th Ave, Mukilteo, WA 98275.

Please Contact:
David Trader
Office (425)349-1800
Fax (425)349-3904.
We provide services in the following areas:

- Assembly
- Part Mark
- Pull and Squeeze Riveting
- Sonic Welding
- Blister Packing
- Hot Stamping
- Seal and Bonding
- Deburin
- Arbor Press
- Thread Tapping
- Countersinking
- Safety Wiring
- Pad and Screen Printing
- Bagging and Shipment
- Quality Assurance
Number of People with Disabilities Who are Benefiting from the Program

<table>
<thead>
<tr>
<th>Year</th>
<th>Disabled people to support production requirements</th>
<th>Disabled people who receive services</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>2,538</td>
<td>1,360</td>
</tr>
<tr>
<td>1999</td>
<td>2,499</td>
<td>1,183</td>
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<tr>
<td>2000</td>
<td>2,504</td>
<td>1,076</td>
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<tr>
<td>2001</td>
<td>2,628</td>
<td>1,164</td>
</tr>
<tr>
<td>2002</td>
<td>2,484</td>
<td>1,014</td>
</tr>
</tbody>
</table>
Economic Community Benefits
Boeing Company
Shelter Workshop Program

- Dollars represent money injected into the Puget Sound Economy through wages and taxes.
Without the support of businesses such as yours, the success of the Sheltered Workshop Program and the people they serve will not happen. Person’s with Physical or Mental Disabilities depend on us to ensure they remain a productive and viable resource in our communities. Your assistance is appreciated. If further questions can be answered, please contact any of the person’s below:

Steve Dewater 253-931-5708
e-mail: steven.m.dewater@boeing.com

Dennis Michael 253-351-1850
e-mail: dennis.a.michael@boeing.com

Jeff McCollum 253-931-9425
e-mail: jeffrey.s.mccollum@boeing.com

Main Fax: 253-931-4077