

Date: November 30, 2012

To Whom It May Concern:

This letter is to reiterate what I previously submitted on a Social Security form regarding the amount of subsidy that we are providing to [REDACTED]

Since [REDACTED]'s promotion to the position of employment specialist, her need for accommodations beyond the norm has increased as her health has continued to deteriorate. We have had to be flexible regarding the number of hours worked on a weekly basis as well as on a daily basis as she frequently arrives late and needs to leave early. We have moved her around to various work teams trying to find a better fit for her unique skills that can better accommodate her physical limitations. We have assigned extra staff to assist her in her work and we are very conscious of the fact that her productivity is not at a competitive level. The level of wage subsidy that we are providing for [REDACTED] is at the 50% level

In spite of these limitations, we value [REDACTED]'s gifts and feel they bring a unique benefit to our clients. Bayaud Enterprises is a vocational rehabilitation program that has been serving the Denver community for over 40 years and we have a social bottom line as well as a financial one.

If you need further information, please feel free to contact me @ the phone number below.

Sincerely,

David A. DeLay
Director of Rehabilitation Services
Bayaud Enterprises
303.830.6885 x 211
Dave.delay@bayaudenterprises.org

To Whom It May Concern,

Bayaud Enterprises is a nonprofit organization that provides employment opportunities and supports to persons with severe disabilities. [REDACTED] has been a consumer of ours since 2001. He was referred by the Division of Vocational Rehabilitation. We have assisted him in finding and maintaining employment at several work sites in the community. I was his direct supervisor during his time working as a custodian at Coors. I worked onsite and managed a work crew that consisted of 75% persons with severe disabilities. I provided supports necessary for [REDACTED] such as accommodations in work tasks and time given to complete tasks. We were also able to adjust his hours according to his work tolerance. I was also available to assist in helping to complete tasks if [REDACTED] was behind.

[REDACTED] requires extra time and training not required of the average worker. He works at a very slow pace and requires extra time and/or fewer tasks compared to that of the average worker. We have had to accommodate his work tolerance and have changed his shift times and lowered his hours worked, as necessary. These issues combined create significant barriers to finding and maintaining competitive employment without accommodations and/or supports.

We have currently placed him at a Safeway Grocery store. His current position includes collecting/pushing shopping carts and sweeping. Because of his limited duties he does not require an onsite rehabilitation support supervisor, but we are providing follow along services and case management as needed.

Please feel free to contact me with any further questions or concerns.

Thank you,

Dani Haynes
Bayaud Enterprises
(303) 830-6885 X227