



Introduction

Welcome to HireGround (HG)!

Opportunities for Ohioans with Disabilities produces this newsletter expressly for our Vocational Rehabilitation (VR) professional audience. We hope that these stories, best practices and practical tips will be of value to you as we continue our relationship and work with participants. Our goal is to achieve quality employment, independence and disability determination outcomes through our integrated services, partnerships and innovation.

For questions, content suggestions, or comments on this newsletter, please contact:
elizabeth.sammons@ood.ohio.gov.

Thanks in advance for sharing this information. Do you ever recall something from an earlier HG that you would like to access again? OOD has posted past issues (starting Jan., 2014) online.

All are available both in PDF and in Text versions at: <http://ood.ohio.gov/About-Us/Media-Center/HireGround-Newsletter>

Disability Community Opportunities, Announcements

EARN inviting businesses to share their disability employment stories

The Employer Assistance and Resource Network (EARN) monthly newsletter features and recognizes employers' successful practices for outreach, recruitment, hiring, and accommodating workers with disabilities. For example, the November, 2015 EARN features

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information on the "Small Business & Disability Employment: Steps to Success" toolkit and webinar, the "Getting Down to Business" pilot program for business associations, the "At Your Service" customer service training video, and more. EARN invites employers who would like to highlight their effective practices in employing people with disabilities to submit articles for future issues of the EARN newsletter. Details available here: <http://askearn.org/>

Good news for mass transit riders (vanpool and transit)

The IRS has increased the transportation commuting benefit from \$130 to \$255 for 2016. Please visit the IRS site for complete details at <https://www.irs.gov/publications/p15b/ar02.html> for further clarification; transportation (commuting) benefit starts in section 2. See how this increased benefit will affect your mass transit voucher or pre-tax savings. (Remember, a person cannot claim more than the actual cost of commute. Example: If a bus pass costs \$80, then you can only claim \$80, not \$255.) If you are not currently ridesharing and would like a free match list, please visit www.rideshareohio.com for an instant match list.

Humana offering talking prescription labels to members

Humana is now offering talking labels provided by the ScriptAbility prescription accessibility system, a service of EnVision America. This provides people who cannot read standard print a safe, convenient way to access information on prescription labels. Braille labels are also available through the Humana mail-order pharmacy program. In addition, Humana customers may request alternative format i.e., braille, audio, large print, or screen-

reader-accessible PDFs), for communications or plan documents at no cost, as their standard communication method. To request a specific format, e-mail accessibility@humana.com. A concierge representative will then contact members. Humana Pharmacy members may also request talking or braille labels via the Humana Pharmacy Call Center at 1-800-379-0092.

New ASL resource from U.S. Equal Employment Opportunity Commission

The U.S. Equal Employment Opportunity Commission has launched direct connections with American Sign Language users in the Deaf community. EEOC information intake representatives fluent in ASL are available to answer questions and guide callers through filing a charge of discrimination using videophones. Access the toll-free ASL direct video line: 844-234-5122, 7 a.m. - 6 p.m. ET, Monday- Friday. For more details, see ASL version at: <http://eeoc.gov/eeoc/newsroom/release/12-11-15.cfm>

and English version here:

<http://deafnetwork.com/wordpress/blog/2015/12/14/eeoc-launches-direct-video-access-to-asl-speakers/#primary>

Disability Visibility Project -- Share your experience with StoryCorps.

National Public Radio listeners are probably familiar with StoryCorps, a U.S.-wide living history project to share life and its poignant moments, but did you know there is a disability-specific opportunity called the Disability Visibility Project? Anyone who records at StoryCorps can be included. The easiest way to schedule your StoryCorps appointment is online. [Click here to make an appointment](#). (Please mention the Disability Visibility Project and any

accommodations requested in the Notes section of your reservation form.) You can also make an appointment by phone at 800-850-4406. Additional details here: <http://disabilityvisibilityproject.com/how-to-participate/>.

Great ADA Resource now available in Espanol

The Southwest ADA Center has created Manual de Derecho De Discapacidad de la Red Nacional de la ADA, a Spanish-language version of the Disability Law Handbook. This handbook provides a broad overview of rights and obligations under the ADA. There are sections on employment, state and local government, communication, transportation, housing, and much more.

<http://click.icptrack.com/icp/relay.php?r=93195286&msgid=812402&act=10QJ&c=654309&destination=https%3A%2F%2Fadadata.org%2Fpublication%2Fdisability-law-handbook-ESP>

Ohio BWC resource now available in Espanol

The Ohio Bureau of Workers' Compensation has added a resource for Spanish-speaking employers and injured workers. An information page at www.bwc.ohio.gov guides customers seeking information and assistance on managing workplace injury claims and doing business with the Bureau. The page includes links to forms in Spanish that establish and maintain workers' compensation coverage, report a workplace injury and manage a claim.

Customers seeking assistance may also talk to Spanish-speaking staff members from 7:30 a.m. to 5:30 p.m. daily at 1-800-644-6292.

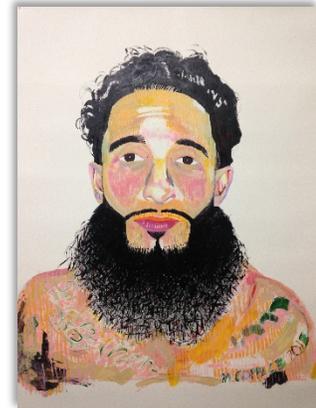
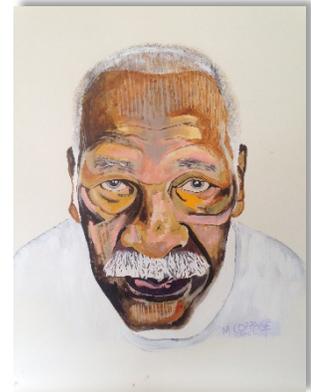
Artist Spotlight: Art and Career Shape Each Other in the Works of artist Michael Coppage

I have been an OOD service provider as a case manager and a supervisor of a case management team, and I currently work for Talbert House (Cincinnati,)

responsible for two residential mental health programs that house homeless adults. At Cincinnati Children's Hospital, I also work as a mental health specialist, and I serve as vice-chair for the Board of Directors for the Recovery Center of Hamilton County.

Additionally, I have a Masters of Fine Arts Degree from Pennsylvania Academy of Fine Arts. I had always kept art and work separate until Fresh A.I.R put out a request for submissions.

In 2010, I had a solo exhibition that featured 23 portraits inspired by African-American male consumers with



schizophrenia, with whom I worked over the years, and I've had several exhibits, thanks to this one, since then. My work creates a way to discuss sensitive and uncomfortable



topics. The visual creates a path to a meaningful conversation about themes that are typically polarizing and uncomfortable. This series is NOT about beauty. The portraits are NOT about vanity or nourishing an ego. Each image gains value as the years pass, serving as a moment frozen in time. My subjects will not age, wither or die. Even when they are gone, I never have to lose them. I am always reminded of their contributions to my life.

Five Things You Can Do Online with Social Security

Article by Jim Borland, SSA Assistant Deputy Commissioner, Communications. Reprinted with permission.

[Social Security's online services](#) free up your time to lounge in a hammock in your backyard or take your dog on a long walk. You can safely and conveniently conduct most of your business with us anytime, anywhere. There's no need to visit a local Social Security office.



Jim Borland,
SSA

When you're ready to retire, you can do it online in 15 minutes or less. In most cases, once your application is submitted electronically, you're done. There are no forms to sign and usually no

documentation is required. Social Security will process your application and contact you if anything else is needed.

Applying for Social Security disability benefits has never been easier. The secure site will only ask questions pertaining to your situation, and we provide links to more information. There are examples to help you along the way.

With a [my Social Security](#) account, you can also get your *Social Security Statement* showing how much you paid in Social Security and Medicare taxes through your working years. You can use your *Statement* to verify your earnings history so that you receive the correct payment amount when you become eligible for benefits. And speaking of your future benefits, your *Statement* also shows estimates for retirement, disability, and survivors' benefits.

Whenever you need it, you can get a benefit verification letter to prove you receive Social Security benefits, Supplemental Security Income (SSI) or Medicare. Your personal [my Social Security](#) account also allows you to change your address if you're already receiving benefits, and to start or change your direct deposit information.

So, all that at your fingertips, and you never had to leave your hammock! But just in case you need it, Social Security's handy [field office locator](#) is accessible from your computer and mobile device. On the website, you can enter your zip code to find the address, phone number and hours of the Social Security office closest to you, including map and directions.

Who knew rubber bands and safety pins could be so useful?

By Rita Kersh

Rubber bands can be a useful tool for labeling and organizing almost anything. For example, place one rubber band around the container for the medication you have to take once a day. Put two around the medication you are to take twice a day ... You get the idea. If you need to remember to take a particular medication at a certain time of day, you might want to use a different thickness of rubber band to distinguish it from other containers.



Rubber bands and paper clips are easily accessible and handy for people seeking to label household items for someone with a visual impairment.

It's also easy to mix up medications that come in a tube. For instance, a topical antibiotic ointment and acne cream. Use the same system with the rubber bands to distinguish between the tubes. Rubber bands can also prevent confusion with all the products in your shower or bathtub. Put one rubber band on the shampoo (since it's used first) and two on the conditioner (since it's used second), then the shower gel will not have a rubber band. You could also use twister ties, if desired.

Aerosol containers can be a real pain, especially as a woman spraying Lysol under recently shaved underarms. Ouch! Well, at least you'd smell pretty good. How can we keep track of which aerosol can is which? The same as you did with the rubber bands on the shampoo bottle.

A safety pin system is an additional easy method to try if you don't read Braille. The pins can be put in the clothing label, or a shirttail, or the waistband of slacks to identify color or whose are whose. Set up any system that will be easy for you to remember. Here's an example: For white, attach a large safety pin vertically; for blue, attach horizontally; for red, attach two pins vertically; for black, attach two pins horizontally; for brown, attach a small safety pin vertically; etc. To be sure a matching set of sheets and pillow cases will stay together, use identical markings for each item.

If you're using safety pins, place them in a seam of the fitted sheet (maybe at the inside corner), at the foot of the flat sheet on the hem and inside the pillow case on the seam. This way, the pins are out of the way, and you don't risk getting caught on them in your sleep.

If you have the same style of socks in various colors, then be sure to keep the pair pinned together with a safety pin or Sock Locks when washing. Remember to use the tricks mentioned above to distinguish the color. I've been known to pin the safety pin inside the band of my sock so I don't have to keep track of it for later use. Once you take off the socks, just pin the toes or bands together. Easy, right?

Note: Rita Kersh is editor of the free quarterly "Good Cheer" magazine, an international periodical targeting the

deaf/blind audience. The information above includes excerpts from her book, "Pathway to Independence: A Guide for People with Vision Loss." This and her second book, "A Laugh a Day Keeps the Blues Away" can be purchased by contacting her at hoosierita@gmail.com. She's also glad to enroll interested readers to "Good Cheer."

Cool Tool for Happy Budgeting

By Nate Fernandes, OOD Public Information Officer

You know the consumer -- the one who walks into your office with a desire and a need to work, but isn't sure about just what kind of job or how much income to look for. An easy little way to help clarify things arrives just in time through a tool offered by OMJ called the "Budget Calculator." In this article, I'll take you through an example that you can key in along with me and see exactly how it works.



Nate Fernandes

As always, we begin by going to <http://www.ohiomeansjobs.com>. Right on the front page you'll find a link titled "Budget Calculator." Since, in this case, numbers might speak louder than words, here's a scenario for us to run through the system. (Note: These figures do not necessarily reflect actual cost of items; they're simply meant to give us some easy numbers to plug in for checking your actual work and comparing techniques.)

- Category 1: Rent/mortgage payment: \$500
- Category 2: Utilities: Fuel/heating: \$50; Electricity: \$50; Phone: \$50; Cellphone: \$100; Cable/ internet: \$50. (If cable/phone/internet are bundled, it's ok to enter the combined total amount into this box.) Other utilities on this list not covered? No problem. A link called "add utility" offers the opportunity to enter more expenses for this category. Totals for utilities = \$350.00.
- Category 3: Food/Transportation: Food including groceries and meals out: \$600; Transportation not including car payments: \$200. This category also includes: Clothing: \$50/month; Healthcare costs including insurance: \$200; Entertainment: \$50; and Personal Care including hygiene, makeup, haircuts, gym memberships, etc.: \$100.

For those expenses not included so far, there is a miscellaneous category. As you work through this budgeting tool with



consumers, this could open an excellent opportunity to discuss and document disability-related expenses such as PCA, service maintenance agreements on equipment, etc. In our example, let's plug \$100 in here.

Additional categories comprise: Savings: how much does one save or is planning

to save in a given month: \$50;
Training/tuition/books: \$0; and Loans:
Student, car payments, etc.: \$100

Now that we're done with the numbers, let's hit finish. We'll get an easy-to-read list of categories and expenses entered for each. The total monthly expenses for this example are \$2,250 monthly, or \$27,000 annually. Another expense added in is taxes, (15% of total annual expenses: \$4,050 – ouch!)

Once we hit "Get my estimate," the budget calculator explains what annual salary needs to be earned in order to obtain/maintain this lifestyle. That number is \$31,050 gross and \$27,000 net. This comes out to a target hourly rate of \$15. As always, the results may be saved in one's backpack.

The natural next step is discussing with the consumer what jobs to think about that figure the individual's skill set and interests to hit the target hourly rate. From there, it's time to write a plan and start services to bring the plan to fruition.

Workforce Information You Can Use: Long-Term Employment Projections

By Lewis R. Horner, Ph.D., ODJFS Office of Workforce Development



Lewis R. Horner,
ODJFS

In the last HireGround, I discussed short-term employment projections. This issue I'll cover long-term projections. As a reminder, projections are models of employment trends we

extend into the future. We take what we know about the past and present and try to predict where we are likely to go in the future – no small task. Long-term projections are influenced by trends over years. In general, we think of them as most appropriate for those exploring career options and planning for education.

All of the 2012-2022 long-term projections for the JobsOhio regions and the MSAs are available on the LMI website. These cover the six JobsOhio regions and the state's eight largest metropolitan areas. Stay tuned for the statewide 2014-2024 projections, which we'll publish later this year.

As with short-term projections, the most important table is the detailed occupational employment forecast. This table includes the 2012 employment for each occupation, projected 2022 employment, the estimated change over time, and the estimated percent change.

This information tells you the size of the occupation, whether it is expected to grow or shrink over the ten-year period, and by how much. For example, in the Ohio 2012-2022 projections, chief executives (SOC 11-1011) had a 2012 employment of 10,160 and a projected 2022 employment of 10,110, a decrease of 50 jobs or a 0.5 percent decline over 10 years.

Pay attention to the estimated annual job openings. Annual openings occur when new jobs are created or when workers leave the occupation (often for retirement) and must be replaced. More than 70% of annual job openings are for replacement needs, even in shrinking occupations. The chief executives occupation is projected to have no annual

openings for growth (because it is not growing) and 216 annual openings for replacement needs. Use the estimated number of annual job openings to compare the expected demand for different occupations.

Median wages can be used to compare the earning potential of occupations. Median wages are *not* a guide for entry-level pay; Actual wages can differ widely by experience and among industries that employ any given occupation.

This table also includes education and training data. Although some occupations have specific education and training requirements (for example, licensed occupations), the education and training needed for many other occupations is set by employers. This table gives you the 'typical' education and training requirements for occupations. The information includes formal education level, experience in a related occupation (common for supervisory positions) and any on-the-job training required.

The long-term employment projections are available at <http://ohiolmi.com/proj/OhioJobOutlook.htm>. This link takes you to a box that lets you request projections for different areas and formats. Some data are only available in Excel. Send any questions about the long-term employment projections to ContactLMI@jfs.ohio.gov or call (614) 752-9494.

The ADA in Context: Paving the Way in the '80s, and ADA Summary

Compiled by Elizabeth L. Sammons

Many Americans today consider July 26, 1990 to be the birth date of the Americans with Disabilities Act. As a landmark date, this holds true, but many events occurred far before the ADA; winds of change which swept the way for 1990.

As we saw last issue, the '60s and '70s brought about far greater awareness of the disability community as a political movement, that is, as a task to be reckoned with.

Under the new civil rights model, disability no longer signified an individual's medical infirmity, but rather it brought access to a social and cultural construct.

By the 1980s, social acceptance and integration of people with disabilities began to spread around the world. 1981 became The United Nations' International Year of Disabled Persons, which ultimately lead to a decade-long event. That same year, the World Institute on Disability was born. Resulting, the National Organization on Disability came about through private-sector efforts to integrate the disability community into work, religion, paid student internships, voting, accessible communities, and much more. Additionally, the National Council on the Handicapped issued an urgent call



Elizabeth Sammons

for Congress to "act forthwith to include persons with disabilities in the Civil Rights Act of 1964."

The '80s also witnessed far more mainstreaming of people with disabilities. Efforts to make voting places accessible began just six years before the signing of the ADA, though it took two more years to prohibit airlines from charging additional fees and putting restrictions on flyers with disabilities, and not until 1988 did the Fair Housing Act extend to include people with disabilities.

Summary of the Americans with Disabilities Act

Now let's talk about the actual ADA. On July 26, 1990, in the presence of about 3,000 witnesses at the White House, The ADA became the world's first comprehensive civil rights law for people with disabilities, calling for the removal of all barriers that deny individuals with disabilities equal opportunities in all aspects of life. In a nutshell, the Act has five sections called titles and four major goals - equality of opportunity, full participation, independent living, and economic self-sufficiency.

Title I prohibits discrimination in the workplace, affecting work places with 15 employees or more. Employers must make "reasonable accommodations," both physical and logistical, that allow people to perform the essential functions of their jobs. Work activities discussed range from initial interviews to socialization and include just about everything in between.

Title II requires all public services, including transportation, to make reasonable modifications in order for services, programs, and activities to be accessible. This includes making print

matter accessible to people with reading impairments, as well as designating an ADA coordinator for entities of 50 employees or more.

Title III covers public accommodations and services operated by private entities (including businesses, educational establishments, and nonprofit service providers) regardless of size. This addresses access, such as construction and informational barriers, as well as transportation. Exclusion, segregation, and unequal treatment are prohibited.

Title IV focuses on communications, most particularly telephone services and TV captioning for the Deaf community. With much of today's technology only emerging at that time, the Title is behind in some sectors but, for its day, it attempted to be as comprehensive as possible.

Title V contains ADA accessibility guidelines as developed by the US Access Board. It also clarifies that all provisions of the ADA cover both states and Congress. Additionally, it protects people from retaliation for pursuing rights denoted in other sections of the ADA. (Stay tuned for next issue's concluding article in this series, including effects of the ADA, looking to the post-ADA future, and back to some Ohio context.)

Scholarships Corner: **Highlighting due dates mainly April-June, 2016**

We're listing these (mostly) disability-related financial opportunities by due date and plan to continue posting on a quarterly basis. We urge you to shower

these opportunities on families and students potentially eligible.

Due March, 2016 (no specific date posted), The National Down Syndrome Society O'Neill Tabani Enrichment Fund scholarship, offering financial assistance to young adults (18+) with Down Syndrome who are taking classes or enrolling in postsecondary educational programs. Read more and download the application here:

<http://www.ndss.org/Resources/Education/College--Postsecondary-Options1/ONeill-Tabani-Enrichment-Fund/>.

Due April 1: The American Foundation for the Blind offers several scholarships. See the website below for details on who may apply for each.

<https://www.afb.org/info/afb-2015-scholarship-application/5>

Deadline April 5: Great Lakes National Scholarship Program. \$2,500 for students majoring in science, technology, engineering, or math.

<https://www.scholarshipamerica.org/greatlakes/>

Deadline April 17: The Independence Foundation \$500 Scholarships; awarded to individuals with a significant physical disability.

<http://www.theindependencefoundation.org/programs/independence-foundation-scholarship/>

Deadline April: Spouses, dependent children, and grandchildren of blinded veterans may learn details and apply for several scholarships here:

http://bva.org/BVA/Programs/Scholarships_and_Awards/Scholarships_Awards.aspx

Little People of America Scholarships primarily for those with dwarfism in

college or technical school.

<http://www.lpaonline.org/college-scholarship-applications>

Deadline May 2: Organization for Autism Research offering numerous scholarships including Schwallie Family Scholarship Program, and others including life skills as well as college support.

<http://researchautism.org/news/otherevents/Scholarship.asp>

Deadline May 16: For those whose colleges have an ASL Honor Society, from American Sign Language Teachers Association scholarships for students majoring or minoring in ASL, Deaf Studies, Deaf Education, or Interpreting.

http://www.aslhonorsociety.org/Honor_Society_scholarship.html

Deadline May – coming soon: The American Speech-Language-Hearing Foundation invites full-time students joining or currently enrolled in a graduate program in communication sciences and disorders to submit applications for graduate scholarships. Scholarships are available to undergraduate seniors or students currently pursuing master's or doctoral degrees. Various funding opportunities available here:

<http://www.ashfoundation.org/grants/Graduate-Student-Scholarship/>

Deadline May 31: 2017-18 Peace Scholarships. Every year, Rotary selects up to 50 individuals from around the world to receive fully-funded master's degree fellowships at one of its peace centers in the USA, Japan, England, Australia, and Sweden. Fellowships cover tuition and fees, room and board, round-trip transportation, and all internship and field-study expenses.

<<http://miusa.us1.list-manage.com/track/click?u=d39e8131421>

8b930d5315426a&id=8c9d636144&e=e26e5dba48>

Deadline June 1: 180 Medical Scholarship Program for those pursuing higher education and who have [spinal cord injuries](#), Spina bifida, transverse myelitis, neurogenic bladder, or ostomy (ileostomy, colostomy, or urostomy).
<http://www.180medical.com/Scholarships>

Deadline June 30, December 31 and other dates: Association of Blind Citizens: Assistive Technology Fund for up to 50% of A.T. purchase cost. See details here:
http://www.blindcitizens.org/assistive_tech.htm

At your fingertips: **Some additional resources highlighting advocacy**

This on-line course introduces advocates on how to use traditional and on-line media advocacy techniques to build awareness of disability issues. It covers the use of social media, videos, websites and blogs. It includes e-lectures, self-teaching assignments, and all-online readings and other resources.
<http://disabilitymediaadvocacy.wordpress.com/>

Share this Office of Disability Rights Disability Sensitivity Training Video; Be ready for a few chuckles along the way:
<http://youtu.be/Gv1aDEFIXq8?list=UUrd8W0u23ND2XxxjqHq5-aA>

Wrightslaw is a leading website about special education law and advocacy, with thousands of articles, cases, and free resources: <http://www.wrightslaw.com/>

See 8 Skills young people can learn to help avoid bullies at school:
<http://bullying.about.com/od/Victims/a/8-Things-Kids-Need-To-Avoid-Bullies-At-School.htm?nl=1>

"How to Speak Up and Be Heard: Self-Advocacy" tip sheet identifies places where young people may need to advocate for themselves, examples for putting their self-advocacy into words, ten things to do to be heard, and guiding questions to prepare for self-advocacy:
<http://labs.umassmed.edu/transitionsRTC/Resources/publications/SelfAdvocacy.pdf>

What Questions Are Illegal for Employers to Ask during Job Interviews? If they come anyhow, how can you respond as an applicant?
<http://usodep.blogs.govdelivery.com/2013/02/01/career-connection-series-what-questions-are-illegal-for-employers-to-ask-during-job-interviews/>

Calendar of Disability Community Events

March 12: Day of Arts for All, Westerville Community Center 350 N. Cleveland Ave, Westerville. 11 a.m. Activities Open 12 p.m. Ceremony Begins 2 p.m. Professional Development Workshop for Artists. Details here:
<http://www.vsao.org/DayofArts2016>

April 11: Ohio Rehabilitation Association Spring Conference, Clarion Hotel, Hudson, OH. Seven hours of continuing education including three hours of CRC ETHICS offered.
<http://www.ohiorehab.org/ora%20conference.html>

April 13-14: Multiple Perspectives on Access, Inclusion & Disability Conference, OSU.

<http://ada.osu.edu/conferences.html>

April 28-29: OhioHealth Health and Fitness Celebration and Expo. Battelle Grand (Hyatt Regency, Columbus.

<http://www.capitalcityhalfmarathon.com/expo.shtml>

May 2-3: Ohio's 2016 Opiate Recovery Conference, Columbus.

http://www.oacbha.org/ohios_2016_opiate_conference.php

May 4: All-day BSVI staff training, Commissioners Room, 150 E. Campusview Blvd.

June 19-22: National ADA Symposium, Denver, CO. <http://adasymposium.org/>

June 23-26: Combined Hearing Loss Association of America (HLAA) and International Federation of Hard of Hearing People conference, Washington, D.C. Washington Hilton,

<http://deafdigest.net/2016-hlaa-deaf-ifhoh-congress/>

June 30-July 5: National Federation of the Blind national convention, Rosen Shingle Creek Resort, Orlando FL

<https://nfb.org/images/nfb/publications/bm/bm15/bm1511/bm1511tc.htm>

July 1-9: American Council of the Blind Convention, Hyatt Regency Minneapolis. www.acb.org/

July 5-9: National Association of the Deaf Conference, Phoenix Downtown Renaissance. www.nad.org/2016phoenix

August 11-12: American Printing House for the Blind, co-sponsoring the

conference "Tailoring the Reading Experience to Meet Individual Needs," Louisville, Kentucky. This is a satellite meeting of the [World Library and Information Congress 2016](#) (WLIC) from the [International Federation of Library Associations and Institutions](#) (IFLA). Aug. 13-19, Columbus.

Thanks and so long

I want to thank each person who wrote or was interviewed for these articles, all of whom voluntarily gave of their time and wisdom.

If you have suggestions, a success story or best practice from your work, please email me: Elizabeth L. Sammons, HireGround coordinator at: elizabeth.sammons@ood.ohio.gov.

Interviewees, artists and authors contributing to this edition:

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Michael Coppage
Nate Fernandes
Dr. Lewis Horner
Rita Kersh
Brigid Krane, logo design
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