

MVLE 2014 ANNUAL REPORT



GROW

community with action

COMMUNITY



*Alone we can do so little;
together we can do so much.*

— Helen Keller

Dear Friends and Supporters,

This was an exciting and challenging year for us as we continue to expand the MVLE community through employment and other opportunities for individuals with disabilities and military veterans. Belonging to a community contributes to determining social identity and acceptance. But to join a community and establish a personal network, there must first be opportunities for integration into that community.

In 2014, we redoubled our efforts to create a robust, integrated community that encourages businesses to focus on socially responsible actions that provide employment and opportunities for veterans and individuals with disabilities. We reached out to businesses, government officials, and partners to share skills and resources vital for building an integrated community in which individuals with disabilities and veterans can live, work, and thrive. One of MVLE's most successful partnerships—our longstanding relationship with Northrop Grumman—was recognized with the 2013 Department of Defense Nunn-Perry Award, making MVLE the first AbilityOne provider to enter into a Mentor-Protégé Program agreement and receive this prestigious award. MVLE also saw the growth of new partnerships, such as the creation of our

internship program for transitioning service members and military veterans at the Embassy Suites, in Springfield, Virginia.

This year, I challenged MVLE stakeholders to join us in our quest to “take action” to help achieve our mission of “creating futures one person at a time.” Taking Action is the first step toward growing our community and helping MVLE individuals become more independent and successful by focusing on their unique abilities, not their disabilities. This 2014 annual report shares many of the successes individuals with disabilities and veterans are achieving with support from MVLE, our community networks, and our partnerships.

I invite you to support and contribute to our efforts in expanding key community partnerships and relationships. Please join MVLE in celebrating and helping to grow our partnerships and community involvement—the foundation upon which meaningful, productive lives are built. We continue our pledge to create futures one person at a time, not only for military vets and individuals with disabilities, but also for their families, business customers, MVLE staff, and our community at large.



April Pinch-Keeler,
President/CEO



Brittney Wismer,
Chairperson of
the Board

*“Don't judge each
day by the harvest you
reap, but by the seeds
you plant.”*

—Robert Louis Stevenson

April Pinch-Keeler,
President/CEO

Brittney Wismer,
Chairperson of the Board

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Leading Innovation >>>

DIGITAL
OFFICE PRODUCTS

Highlights & Accomplishments

Rehabilitation Programs

- Four hundred and eight individuals living with disabilities were employed at MVLE.
- Thirteen new graduates started with MVLE from July to August of 2014.
- Partnered with over 36 employment locations.
- Strategic initiative meetings began to ensure programs are meeting the needs of Employment First and Integrated Day activities.
- Developed a partnership with A Place to Be, in Middleburg, Virginia, for music and expressive therapy.

- Increased community activities for all programs by 46%.
- Began sensory integration assessments for clients. This information will be used to update sensory rooms according to individualized preferences.

Contract Administration

- Developed a reporting mechanism for MVLE divisions to report on business progress. These new reports are called quad charts, since they convey four key elements of each division's performance in a single chart.

"Eighty-one employees are working at MVLE AbilityOne sites. Of those, 63 are people living with disabilities."



Working Warrior Nation has placed approximately 30 veterans in meaningful employment.



- Developed a new process to write proposals against opportunities.
- Revamped the contracts folders to make them more accessible to stakeholders without compromising security of data.
- Senior Director of Contracts Bill Ahlberg spoke on a panel at a DC Metro Business Leadership Network event: "Cultivating Your Competitive Edge: Leveraging Community Resource Partners."

AbilityOne/ Federal Contracts

- Eighty-one employees are working at MVLE AbilityOne sites. Of those, 63 are people living with disabilities.
- Received Department of Defense 2013 Nunn-Perry Award in recognition of our Mentor-Protégé agreement with Northrop Grumman.
- Added PAX River janitorial contract for FY '15.

Working Warrior Nation

- Implemented an internship program at Embassy Suites, in Springfield, Virginia, for military veterans. It is expected to provide internships for as many as 12 veterans over the next three years.
- Expanded our employment of highly skilled veterans from one to four this year.
- Since the program inception, WWN has placed approximately 30 veterans in meaningful employment.
- Hired a dedicated WWN Program Manager, Shad Lorenz.
- Hosted our first WWN hiring event, in partnership with Embassy Suites Springfield.

Digital Stream

- Scanned over 3,500,000 images for an array of new and recurring clients over the past year.
- Scanned over 1,250,000 images for MVLE administrative departments.
- MVLE, Linden Resources, and Capital Office Solutions (COS)/ Xerox celebrated their first year as strategic partners, offering our 360-degree total document management solution to businesses, governments, nonprofits, and other organizations.
- Gave presentation to Fairfax County Small Business Commission on services provided by Digital Stream and MVLE.

Ability Nation

- Hosted our first Holiday Mixer to promote Ability Nation products.
- Attended various community events, including Linden Resource's Miracle on 23rd Street and the Community Business Partnership's Holiday Marketplace Mixer, to promote Ability Nation products.
- Expanded Boot Fresh product offerings through partnership with UNIFORMED.

Administration/ Human Resources

- Developed and implemented new job descriptions for each MVLE staff position.
- Developed and implemented a new performance appraisal process for each MVLE staff position (tied each position to competency-based measures of performance).

- Implemented a new HRIS system and time and attendance system.
- Conducted a stakeholder perception survey to develop recommendations for strategic communication planning.

Corporate Events of Note:

- April Pinch-Keeler, MVLE President & CEO, presented at 2014 SourceAmerica National Training and Achievement Conference.
- Finalist for 2014 Nonprofit of the Year through Fairfax Chamber of Commerce Outstanding Corporate Citizenship Awards.
- 2014 winner of WTOP's Click for a Cause campaign. Received \$10,000 grant.
- Meals on Wheels nominated MVLE for a 2014 Fairfax County Volunteer Service Award.
- April Pinch-Keeler was installed as President of Board of Directors for vaACCSES.
- MVLE's Earlene Gray was recognized with a Staff Award at the 2013 vaACCSES Collaborations Conference.
- Kamakshi Murti, an MVLE volunteer, was recognized with a Community Partner of the Year Award at the 2013 vaACCSES Collaborations Conference.
- April Pinch-Keeler spoke on an AbilityOne partner panel at a TRIAD Small Business Advisory Panel event.
- Participated as a beneficiary of funds raised at the 2013 Greater Springfield Chamber of Commerce golf outing.

Employment

DIGITAL STREAM

Created by MVLE in 2006 as a simple mail-scanning business, Digital Stream has grown to offer a 360° document-management solution for businesses. Digital Stream Director of Operations - Scanning & Development Peter Kennedy has brought two partners—Linden Resources and Capital Office Solutions (COS)—on board to create the 360° Total Solution Partnership. Leveraging the power of three industry leaders, this three-way partnership will enhance service delivery to business partners while also providing an added community benefit and value. Ultimately, this partnership helps Digital Stream and MVLE achieve our common goal of enhancing employment

opportunities for military veterans and individuals with disabilities.

“Collaborations are critical to the sustainability of our programs,” said MVLE President/CEO April Pinch-Keeler. “This partnership highlights the importance of strategic partnerships that will ensure future success of achieving our mission.” Linden Resources CEO Linda Chandler echoed these sentiments, stating, “We recognize that, through partnership and aligning our business solutions, greater benefits can be realized to support our respective strategic goals and mission.”

Digital Stream approached Linden Resources in autumn of 2013 to form a partnership. Both nonprofit

“This partnership helps Digital Stream and MVLE achieve our common goal of enhancing employment opportunities for military veterans and individuals with disabilities.”



“Collaborations are critical to the sustainability of our programs.”



organizations share the vision of offering valuable business solutions while serving a larger mission of providing individuals with disabilities with meaningful employment opportunities. The partnership connected Linden Resources’ secure document destruction with Digital Stream’s secure document scanning and conversion services. Including COS in the partnership was the next logical step. COS offers document-management software and helps complete the 360° service offering for clients by allowing businesses to manage their documents with this software after the documents have been scanned by Digital Stream.

As a division of MVLE, Digital Stream shares in the mission of “creating futures one person at a time.” Digital Stream differs from other MVLE business divisions in its product offerings, but the core of its business model is dedicated to creating and providing meaningful employment opportunities. Currently, Digital Stream employs six to ten MVLE individuals each day, but the division intends to increase employment opportunities through partnerships like that with Linden Resources and COS.

MVLE plans to utilize the Digital Stream 360° Degree Partnership as a model to create new strategic partners across other lines of business and the entire organization. By linking our services with complementary services provided by other companies, MVLE will be able to provide additional benefits and opportunities for veterans and individuals with disabilities as well as the greater communities we serve.



ABILITY NATION

Ability Nation™ products are gifts with a purpose, bringing together MVLE’s mission of providing meaningful employment for our individuals and our commitment to expanding social entrepreneurship. The Ability Nation product line contributes to this mission by creating jobs for MVLE individuals while also diversifying our revenue stream with an exciting line of business and product offerings.

MVLE individuals handcraft every item in the Ability Nation product line—from cubes of potpourri to designer Shoe Fresh sachets. They manufacture, package, and maintain quality control on each and every product before it is sold to retailers. MVLE Program Manager LaTonia Adams works directly with the hardworking Ability Nation employees and regularly experiences the sense of pride these individuals take in their work. “Their faces light up when they’re creating a product,” she explained, “and it’s a joyous thing because they feel like they’re a part of something.”

Melinda Morris is one such Ability Nation employee whose life has been transformed by her experiences with the program. At first, Melinda struggled to work with potpourri, but after a while, she began to enjoy the

scents and the tactile aspects of her job. “It was great to see her enjoy working, because she hadn’t known how much fun it could actually be,” said Adams. Ability Nation provided Melinda with a sense of belonging to a community and a steady paycheck to make her more independent and bring a smile to her face.

Last year, to align with our Working Warrior Nation™ (WWN) program, MVLE introduced Boot Fresh products. Proceeds from Boot Fresh and other military-themed products—sold through AAFES and U.S. Marine and Navy Exchanges—directly benefit the WWN program. Boot Fresh was created in partnership with UNIFORMED, allowing MVLE to utilize licensed camouflage patterns from the various military branches. The Boot Fresh product line has bridged two separate MVLE divisions, connecting them for the common good of providing meaningful employment opportunities and assisting veterans in their transition after military service.

Through innovative and synergistic product offerings like Boot Fresh, Ability Nation will continue to expand its social entrepreneurship and business opportunities in order to support MVLE’s mission of “creating futures one person at a time.”

Integration

WORKING WARRIOR NATION

As our troops return home from military service, they often find the challenge of readjusting to civilian life particularly difficult. The military has been their way of life and their source of income for so long that civilian life can come as a quite a shock to those who suddenly must adapt to a completely new situation and circumstances. Often without jobs, these returning veterans do not know where to seek support or how to effectively market themselves to employers. Integrating these returning

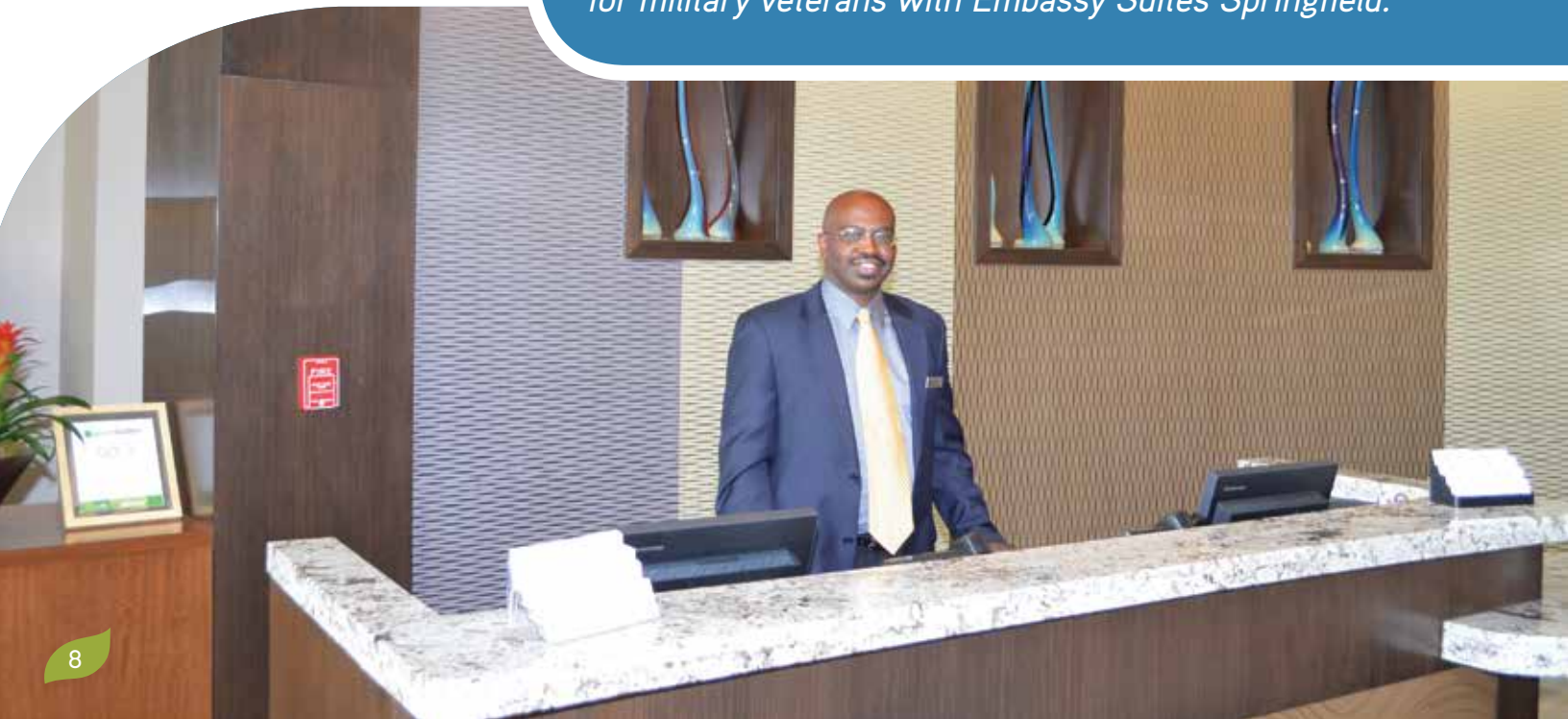
vets back into society is a critical component to the overall success of our community; by effectively transitioning military veterans, we are supporting the betterment of the entire community.

Working Warrior Nation (WWN) offers a support network for military veterans to use while readjusting to civilian life and attempting to secure a reliable job. Our support provides a range of services, including resume review and revision with veterans, assistance applying for employment positions, interview practice, skill-building, career training, transitioning, and access to a vast network of resources

Working Warrior Nation (WWN) offers a support network for military veterans to use while readjusting to civilian life and attempting to secure a reliable job.



MVLE and Working Warrior Nation established new internship for military veterans with Embassy Suites Springfield.



Consequently, Shad Lorenz was hired as WWN's Program Manager in March of 2014. Since being hired, Shad, a veteran himself, has worked tirelessly to foster new partnerships and grow the program in order to better serve the needs of veterans and our business partners.

WWN is growing to become an all-around support provider for transitioning service members and veterans. This allows us to better meet the needs of both the veterans and the civilian workforce. "To achieve our desired outcomes, it is critical for WWN and MVLE to understand the needs of both sides," said Shad Lorenz. "Bridging the gap between veterans' skills and employers' needs will ultimately benefit both parties." WWN is actively engaging new partners, including Deloitte, IBM, Trademasters Service Corporation, and SRA International, and we've spoken with several local businesses to refine plans for the upcoming year.

WWN serves those who have served our country. The program's goal is focused on helping veterans integrate their military skills with their civilian lives, and it provides meaningful employment opportunities. It strives to help military veterans find and use the tools they need to integrate their military lives with their professional aspirations and achieve continued success.

EMBASSY SUITES

MVLE and WWN have worked to build new partnerships across our community in order to provide new opportunities for military veterans

for veterans and their families. WWN identifies barriers to employment typically faced by veterans and works to break down these barriers and provide a more seamless integration of vets into the civilian workforce.

Brandon Gilbert, a wounded veteran, met with staff at MVLE after he was unable to find a job. "From the very beginning, they were the ones who gave me the sense of confidence in myself and pushed me to move forward," Gilbert explained. WWN met with Brandon to better understand his career goals and then used that information to assist him with his job search. Eventually Brandon found and secured his dream job and was able to reintegrate into a civilian lifestyle, thanks to support provided by WWN, which helped him discover skills within himself. "My current job is what I've always strived for," stated Gilbert. "But it doesn't leave me at the end

of the road; instead, it leads me to a broader road."

In addition to helping veterans like Brandon through individualized services, WWN plans on offering workshops and events to provide enhanced career-building skills. This year WWN hosted its first Hiring Event and Resource Fair at the Embassy Suites Springfield. The event provided an opportunity to connect employers with veteran job seekers and also offered seminars on how to interview and create resumes effectively.

This year we identified the need for a dedicated WWN recruiter to help grow the program. Through the interview process, we realized that creating a program manager position would meet our recruiting needs and other management functions in order to produce better outcomes and more success for the program.

and individuals with disabilities. One exciting new partner is the Embassy Suites Springfield. The hotel opened in the fall of 2013 and has become a valued partner for MVLE over the past year. The two businesses have worked together across several of MVLE's business divisions, including MVLE's printing services and, most recently, the creation of a new internship program with WWN.

Through the partnership with Embassy Suites, WWN has developed and implemented a four-month paid internship program for veterans. The first intern started this spring, and we are planning to expand the internship later this year to include multiple positions. The internship exposes the candidate to a variety of management positions in the hospitality industry and teaches valuable workplace skills a veteran can transfer and apply to other industries as well. As a veteran refines existing military skills such as teamwork, problem solving, and task management, he or she also develops new skills that build upon previous work experiences and skills.

Kenny Allison, the current intern at the Embassy Suites Springfield, has worked across all areas of the hotel, from answering phone calls at the front desk to learning the finer details and laws governing the hospitality industry. He has been able to use his military skills to assist the hotel with their Sales Department's filing system. "There was no order to the system," Allison explained. "I remembered that, back in the Corps, we used a certain system, so I applied it to theirs. It worked beautifully, and they're using it now."



When his internship is over, Allison will undoubtedly be able to use these new skills to secure a position within the hospitality industry or other business fields. The skills learned during the internship are not just applicable to the hotel business but are transferable to a variety of industries across public and private sectors. "I would like to pursue sales and showcase my skills," Allison said, who believes the experience he is gaining through the internship program will ultimately allow him to lead a more fulfilling, thriving life.

WWN and MVLE plan on using the Embassy Suites partnership as a model to build internship programs with other employers. These internships provide a new gateway to meaningful employment for veterans and help vets acquire skills in order to build a resume that enhances their

military experience. Partnerships help advance the goal of MVLE, and its lines of business, to connect the right talent to the right job. Community integration is made possible through these strategic partnerships as partners come together to take action and promote the importance of independence for all members of our community. MVLE's mission is focused on creating futures through meaningful employment and support services. The community acts as a catalyst for change and serves as the link between MVLE and our partners, helping us achieve our mission of creating futures one person at a time.

Demographics



MVLE INDIVIDUAL DEMOGRAPHICS:

Total individuals served: 451

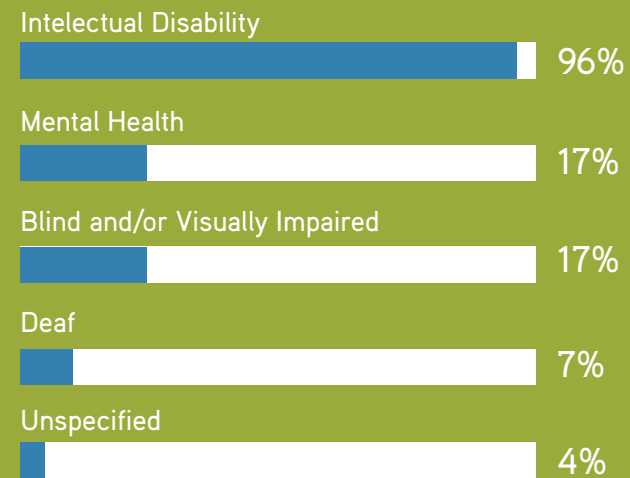


Male: 271 • 60%



Female: 180 • 40%

Types of disabilities we serve:



Total FY14 Hours worked
36,559.15

Total FY14 Wages earned
\$525,665.76



MVLE STAFF DEMOGRAPHICS:

Total staff members: 181



Female: 108 • 60%



Male: 73 • 40%

Government

ABILITYONE

The AbilityOne Program is a Federal initiative to help people who are blind or have other significant disabilities find employment by working within a national network of over 600 nonprofit agencies that sell products and services to the U.S. government. As an AbilityOne provider, MVLE shares its vision of a world where every individual with a disability is able to achieve his or her maximum employment potential. MVLE received its first federal government contract in 1994 and has since grown to employ over 81 individuals at AbilityOne contract sites.

The AbilityOne Program enables MVLE to provide additional employment opportunities for our individuals through government contracts. MVLE works through SourceAmerica to fulfill contracting needs for the federal government, commercial businesses, and government contractors. Senior Director of Contracts Bill Ahlberg maintains existing contracts while also preparing for future ones. "We currently have thirteen contracts under the AbilityOne program," said Ahlberg, "which vary in opportunities from mail services to janitorial work."

MVLE received its first federal government contract in 1994 and has since grown to employ over 81 individuals at AbilityOne contract sites.

MVLE, Inc. and Northrop Grumman Corporation were honored with the 2013 Department of Defense Nunn-Perry Award.



Government contracting allows MVLE to offer a well-rounded approach to employment. Because many of the jobs differ in scope and focus, individuals can utilize their varying talents and skill sets to do their best work. "They're jobs that help them be productive members of society and make them feel purposeful in life," added Ahlberg. NASA and Fort Detrick currently provide the most opportunities to MVLE individuals, utilizing their janitorial services to keep their facilities clean.

In addition to contracting federally, MVLE also contracts directly with defense contractors Northrop Grumman and Parsons in order to offer jobs to veterans and adults with disabilities. As MVLE has moved into the contracting sphere, our relationship with Northrop Grumman has become an essential piece of the program.

In 2010, MVLE became the first AbilityOne service provider to establish a Department of Defense Mentor-Protégé Program with a prime defense contractor like Northrop Grumman. The Mentor-Protégé Program is managed as part of Northrop Grumman's Socio-Economic Business Program. The goal of this program is to ensure that capable small businesses receive the maximum number of practicable subcontracting opportunities on all major programs.

Through Northrop Grumman's mentorship, MVLE has grown its federal government contract capabilities and revenue, thereby expanding employment opportunities for individuals with disabilities and military veterans. The partnership



has provided extensive management training for MVLE, including ISO 9001 and Six Sigma. Access to mentoring across Northrop Grumman's sectors increased opportunities to expand MVLE's business across government and commercial contracts. Ultimately, the partnership has enhanced MVLE's program operations, helping us to achieve our mission of creating futures one person at a time.

Northrop Grumman has taken MVLE's Mentor-Protégé relationship to a special level. "As a result of all of that we were doing, we were recognized by the Department of Defense's Small Business Office with the Nunn-Perry Award, the highest award you can get," stated Bill Ahlberg. MVLE is now the first AbilityOne organization to receive the Nunn-Perry Award. Receiving this prestigious honor should help us to find even more contracts to employ MVLE individuals.

April Pinch-Keeler, MVLE's President/CEO, expressed her excitement for receiving the Nunn-Perry Award,

stating, "This award is a testament to the dedication and commitment that went into our Mentor-Protégé agreement with Northrop Grumman. This recognition speaks to the importance of cross-sector collaboration to provide meaningful employment opportunities for individuals with disabilities."

Although the program has grown in the last year, Bill Ahlberg still has big plans for its future. He's looking to expand the program exponentially and find more opportunities for MVLE individuals. "Our mission is to create futures for people with disabilities," he explained. "The best way to create futures is to provide work."

Through MVLE's relationship with Northrop Grumman and the AbilityOne Program, we will be able to create even more futures for even more of our individuals.

Social Responsibility

PAUL MITCHELL

This spring, Paul Mitchell The School Woodbridge visited MVLE to offer a day of makeovers and beauty transformations for our individuals. Students at the Paul Mitchell School volunteered their time and skills to help MVLE individuals look and feel their best. The Paul Mitchell volunteers' impact went far beyond a new hairstyle or a makeup tip and truly transformed our individuals from the inside out, building up their self-confidence and self-esteem.

"We wanted to do it because we want the individuals to feel good about themselves," said Cassandra Philips, an MVLE employee and the event organizer. "Working with volunteers creates an opportunity for our individuals to interact with members of their community in a new and exciting way. These experiences are positive and meaningful for both individuals and volunteers alike."

All of the Paul Mitchell students enjoyed their time working with the individuals and staff here at MVLE.

"It's a very humbling experience for me to be able to work with such an awesome group of professionals and the awesome community that we live in."



2013 – 2014 Total volunteer hours: 1,957.5
Total number of volunteers: 155



One Paul Mitchell stylist, Diana, commented, "It's a very humbling experience for me to be able to work with such an awesome group of professionals and the awesome community that we live in."

MVLE individuals enjoyed the services provided by the Paul Mitchell volunteers so much that most of them were grinning from ear to ear the entire time. Smiles like that are a result of the meaningful services that MVLE—together with our community partners—bring to our individuals each and every day.

WTOP

Thanks to clicks from our supporters, MVLE won first place in radio station WTOP's "Click for a Cause" campaign, resulting in a \$10,000 donation from the station. With over 1,100 total clicks, MVLE came out on top because our

supporters worked hard to spread the word and tell people about our important mission. The success of the campaign has shown what we can do, together as a community, to create futures one person at a time. Outreach efforts allow MVLE to engage a new audience and create new partnership opportunities for our programs. So please keep spreading the word and clicking for MVLE!

VOLUNTEERS

Volunteers take action every day to help MVLE grow. Our individuals are able to connect to their community in many different ways through the outstanding work our generous volunteers do with and for MVLE.

In our local community, we have a network of diverse volunteers who help engage staff members and individuals in several different subject

areas. This past year, MVLE worked with 155 volunteers who provided over 1,960 hours of service in a variety of programs. Our volunteers bring a wide range of skills and knowledge to the table. Kamakshi Murti, for example, leads a weekly reading class for our individuals and shares computer knowledge with MVLE staff members. Helen Aguera leads "Our Voices Count," a self-advocacy group made up of MVLE individuals, which engages interesting guest speakers to address the individuals at meetings. Kathy Gold, a diabetic nutrition specialist, leads quarterly cooking classes at all three MVLE locations. In addition, local volunteers share poetry, literature, and current events through MVLE's "Book Club," and a music therapist teaches two music sessions each week in Chantilly.

Our individuals are always excited to work with Kamakshi Murti during reading classes. Her skills as a reading teacher have benefitted the individuals both personally and professionally, which allows them to give back to their community. Learning how to read allows them to feel more connected with the rest of the world by expanding their horizons and providing them with the skills they need to browse the internet, learn about new job opportunities, and connect with different communities.

"These individuals are human beings, and they have been challenged in different ways," said Murti, who has volunteered at MVLE since 2010 and was awarded the vaACCSES Community Partner Award in 2013. "We are more fortunate that we haven't had to go through those challenges,



and teaching them has been the most gratifying experience for me.”

Helen Aguera, volunteering with “Our Voices Count,” facilitates monthly advocacy meetings for MVLE individuals. She brings in timely, important speakers and advocates who help our individuals learn more about themselves and the community in which they live—speakers like Emily Fallings, from the Virginia Assistive Technology System, who spoke about new assistive technology to help on the job and in daily living. Because Helen volunteers her time to find resources, many individuals better understand advocacy and the role they can play as self-advocates in their community.

MVLE also appreciates the support of local businesses and community organizations that volunteer their time and help improve the lives of our individuals. This past spring, for example, students from the Paul Mitchell School Woodbridge donated their time and provided a day of pampering for MVLE individuals, which was a hit with all who participated. And MVLE believes it is equally important for us to give back and support our local communities. Each winter, MVLE programs hold clothing and food drives to collect winter clothing and food items to donate to local organizations. We also support Meals on Wheels by having MVLE individuals participate by delivering weekly meals to our neighbors.

Volunteers play an integral role in MVLE’s mission of creating futures one person at a time, and there are many exciting volunteer opportunities here at MVLE! If you are interested in volunteering with MVLE and learning how you can Take Action to help grow our community, **please contact MVLE Volunteer Coordinator Sabrina Gibson at Sabrina@mvle.org or 703-569-3900.**



Financials

Source of Funds Audited 2014

DRS	684,815	4.72
CSB	6,190,673	42.70
VA/Medicaid	2,872,951	19.82
Contributions	238,594	1.65
Production Services	4,469,177	30.83
Other	40,326	0.28
Total	14,496,537	100%

Use of Funds

Center Services	6,394,587	41.65
Community Employment Services	488,829	3.18
Production Services	4,781,696	31.1
Management and General	3,688,650	24
Total	15,353,761	100%

Revenue Audited 2014

Program Services	9,748,440	67.25
Production Services	4,469,177	30.83
Contributions	238,594	1.65
Other	40,326	0.28
Total	14,496,537	100%

Expenses

Personnel	10,652,862	69.38
Occupancy	1,834,914	11.95
Equipment/Supplies	2,382,495	15.52
Other	483,490	3.15
Total	15,353,761	100%

President's Awards



"He loves people," said Beverly Johnson, Alfred's employment consultant. "He is a good-hearted person and a hard worker."

ALFRED DEWS

Alfred Dews knows what it takes to create a future for himself. He started at MVLE as a part-time worker and transitioned to fulltime employment with a position at the Defense University of Acquisition (DAU) at Ft. Belvoir. It wasn't easy for Alfred—he had to overcome many challenges in his personal life—but by overcoming those obstacles, he has learned what it takes to work consistently and enthusiastically.

"He loves people," said Beverly Johnson, Alfred's employment consultant. "He is a good-hearted person and a hard worker." Ms. Johnson has monitored Alfred's work over the many years he's maintained his contracted position with DAU. She has seen firsthand all of the ways in which Alfred has overcome challenges to become a skillful, valued employee. Now Johnson allows Alfred to train other individuals in their job posts and serve as an on-the-job role model.

In his position, Alfred has won several awards, including the Department of the Army's Certificate of Appreciation and the DAU Alumni Association's Award for Outstanding Performance. MVLE is proud to recognize Alfred for overcoming the hardships in his life and serving as a shining example to all of our individuals.



"Rachel considers herself an active community member and tries to get out into the community to do volunteer work as often as possible."



"Celeste is happy to be a team member and to work with the rest of her crew in order to accomplish a goal."

RACHEL O'DONNELL

A simple smile can actually transform a person, and Rachel O'Donnell, who works in Production at Chantilly, transforms an entire room of her peers every day with her bright smile. Each morning, Rachel warmly welcomes the Chantilly staff members and then leads the Morning Meet-and-Greet, pleasantly engaging her peers in a discussion session.

As a monthly participant in Our Voices Count meetings, self-advocacy is an important and meaningful aspect of Rachel's life. She joins the conversation with her peers and guest speakers to help make her life, and the lives of others, better. Rachel considers herself an active community member and tries to get out into the community to do volunteer work as often as possible.

Artwork and poetry are two of Rachel's many incredible talents. During MVLE's Fine Arts Showcase, Rachel entered several of her pieces into the exhibit; she also wrote and presented a poem during the showcase's talent portion. Rachel's big heart and caring disposition have made her an effective advocate and valued member of the community.

CELESTE WHALEN

For 15 years, Celeste Whalen has had a close relationship with MVLE. In her current position, she is a crewmember, working at four Arlington County facilities. From starting the day at the Woodmont facility to ending with the Carlin Hall Pre-School, Celeste maintains this tight schedule five days a week.

At first, Celeste rushed through her tasks in order to stay within strict time limits. However, once she learned different techniques and procedures, she improved her timeliness while upholding site cleanliness standards. Celeste's positive attitude and willingness to learn has led to a noticeable improvement in her job performance.

Celeste is happy to be a team member and to work with the rest of her crew in order to accomplish a goal. She's willing to pick up the slack when another crewmember is absent, and she keeps others on track with their busy schedules. Celeste's transformation demonstrates that she prides herself as a member of the community and makes smart, healthy choices in her own life.

2013 – 2014 Donor's List



MVLE is grateful to all of our supporters who have taken action by contributing to our mission this year. Your contributions enable MVLE to provide enhanced opportunities and services that are not covered through program fees and public funding sources. We greatly appreciate all of the contributions made to support MVLE and our lines of business — Working Warrior Nation, Ability Nation and Digital Stream. Thank you for taking action to create futures one person at a time!

\$20,000 and above

Devine Family Foundation

Up to \$20,000 (\$10,001 – 20,000)

AmSan

Northrop Grumman Corporation

South Walton Celebrity Golf Classic

"Sudden Sam" McDowell Celebrity
Golf Classic

Up to \$10,000 (\$5001 – 10,000)

Buffalo Rock Company

April & Gary Keeler

Mitsubishi Electric Power Production

Nino R. Vaghi Foundation

Wells Fargo

WTOP

Up to \$5,000 (\$3001 – 5000)

EDGE Commercial Real Estate

FCE Benefits

FORM Architects

KTA Group, Inc.

United Way

USI Insurance Services, LLC

Up to \$3,000 (\$1001 – 3000)

ADI Construction

The Capitol Group

Cox Business

DEVAL, LLC

Digital Office Products

First Virginia Community Bank

Frank Doe

Embassy Suites Springfield

Greenspring

iNetU, Inc.

Itility, LLC

Mercedes Benz- Chantilly

NeoSystems

Virginia Health Care Services

Winmar Construction

Up to \$1,000 (\$501 – 1,000)

Guest Services

The Halle Company

Elizabeth Hayes

Jimmie J. Jackson, Jr.

Kaiser Permanente

Peter Kennedy

Scott Mendelson

Malek's Pizza Palace

Mt. Vernon Knights of Columbus

Points of Light Institute

Joseph Seubert

Up to \$500 (\$101 – 500)

Kenan Aden

Ah Love Oil & Vinegar, LLC

William Ahlberg

John Anderson

Joseph Apa

Jill Arnott

Boston Properties

Boundary Jumpers

Bozzelli's Italian Deli

Sarah & Chris Caldwell

CITCO Bank

Mitchell Cropp

Bill DeRosa

Shirley Faulkner

Tyler Fitzhugh

Fred Flippin

Flying Fish Restaurant

Fundraising Strategist

Gateway Strategist, LLC

V.A. Giachette

Mark Gibb

Alvin Glazier

The Greene Turtle

Robert & Nancy Grunewald

Brenda Haase

Karen Kanitkar

Robert LeMay

Angel Lugo

Mary & J. Brian Lundberg

Fernando Medina

Merck Partnership for Giving

MKK-USA, Inc.

Parkway Express

Stephanie Pinch

Pompan, Murray & Werfel, PLC

Steve Porter

Sandy Pullara

Karen Roberson

Marsha Rolston

Gloria Stokes

Brittany Wismer

Jeffrey Yang

Up to \$100

Jodi Anderson

Anonymous

Applied Business Services Inc.

Barbara Archer- Jones

Leslie Armstrong

Doris Artis

Jennifer Ayers

Sherrell Benson

James Betthausen

Stacy Boseman

Matthew Brotherton

Timothy & Theresa Bucher

Pilar Carpenter

Brandon Carroll

Bill Cheatham

Chipotle Mexican Grill

Phyllis Cook

Jennifer & John Coplin

Jane Cunningham

Diane Dempsey

Alexis DeRosa

Cathy Detroia

Falina Elbarbary

Jeannette English

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Glenn Fatzinger

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Barbara Holleb

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Paula Johns

Matthew Jones

Mitzi Jones

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Dan Kimball

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Kelly Knox

Lars & Jean Larson

Rajesh Lalwaney

Michelle Lotrecchiano

Mary Ludden

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Kamakshi Murti

Sue Nesbit

Northern New Jersey Mercedes Benz

Vera Olson

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 Gay Shane
 John & Betty Shippe
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 Lauren Sloan
 Eugene Smith
 Inta Sraders
 Mary K. Stine
 Gregory Szymanski

Kristen Thomas
 Aretha Thrash
 Andrea Tutt
 Thomas Tutt
 John & Cyndi Upthgrove
 Gladys Vidangos
 Pauline Wade
 Katherine Warren
 Debby Weinsten
 Irene Williams
 Dion Wiltshire
 Leon Worden
 Kevin Young

In Kind Donations

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 Steven Ahlberg
 Arthur Murray Dance Center
 Baltimore Ravens

Barrel Oak Winery
 Briar Patch
 The Capital Group
 James Clark
 Dandy Restaurant Cruises
 Digital Office Products
 Embassy Suites Springfield
 Kevin Everage
 Guernsey Office Products
 Heavy Seas Brewing Company
 Erica Lee
 Mercedes Benz-Alexandria
 ProLine Embroidery
 R&R Catering
 Renner & Company
 Talk of the Town
 Washington Capitals
 Washington Nationals
 Steve & Ashley Young

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 Chairperson of the Board
 Congressional Bank

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 Vice Chairperson of the Board
 ITility, LLC

Larry Peters
 Secretary, Parent Advocate
 Northrop Grumman Corporation

Catherine M. Pennington
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 Renner & Company, CPA

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 President & CEO, MVLE

Directors

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 The Capital Group, LLC

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 CroppMetcalf Services

B. Frank Doe
 Frank & Darby Doe Financial Planners

Ken Hansen
 Retired, U.S. Census Bureau

Angel L. Lugo
 Independent Consultant and Colonel
 (Retired), U.S. Army

Scott A. Mendelson
 Edge Commercial Real Estate

John Pellegrin
 Law Offices of John D. Pellegrin, PC

Karen K. Roberson
 Parent Advocate
 Caldwell Banker

Gay Shane
 Past Chairperson of the Board
 Operation Renewed Hope Foundation

Paul Siegel
 Mark Risk Analysis- PES

MVLE Executive Staff

April Pinch-Keeler
 President & CEO

Kenan Aden
 Executive Vice President/Chief
 Operating Officer





Our Mission

To create futures one person at a time for people with disabilities through employment and support services.

Our Vision

Utilizing best business practices, MVLE will encourage personal and professional growth for people living with disabilities.

Our Values

Respect, Opportunity, Success, Diversity and Integrity.

MVLE is an equal opportunity employer.
MVLE is a 501(c)3 not-for-profit organization

Corporate Headquarters

7420 Fullerton Road, Suite 110
Springfield, VA 22153
T 703.569.3900
F 703.569.3932
TTY 703.569.1690

Community Center

7405 Boston Boulevard
Springfield, VA 22153
T 703.569.4686
F 703.569.5525

Community Center

3855 Centerview Drive
Chantilly, VA 20151
T 703.796.9602
F 703.796.9615

Moving November 2014 to:
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Springfield, VA 22153

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 MVLE, Inc.

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