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**SEECConnections**

**Fall 2000**

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**SEEC Kicks-Off Volunteer Effort**

SEEC began a new effort to recruit volunteers during Montgomery County’s Annual Community Service Day on October 28. A family of four plus four volunteers from the Jewish Community Center donated their Saturday and Sunday afternoons to help individuals supported through SEEC’s Community Living program. One group contributed with general cleaning and the other painted the interior of an apartment.

SEEC’s participation in Community Service Day, an event organized by the Montgomery County Volunteer and Community Service Center, represents SEEC’s new effort to bring volunteers into its community. According to SEEC Executive Director, Karen Lee, “With limited and restricted funding, volunteers can help us in areas we might otherwise spend unnecessary dollars. And the effort is consistent with the agency’s philosophy, connecting people to their communities.”

Randi Barclay, SEEC’s Recruiting Specialist, is undertaking the volunteer effort in conjunction with other agency representatives. SEEC can use volunteers in the following areas:

- Maintenance Volunteers – help with painting, cleaning, and general maintenance of consumer homes.
- Recreational Assistants – assist staff working with small groups of consumers on social and recreational outings.
- Office/Clerical Support – help with administrative projects and general office duties.
- Professional Expertise Volunteers – donate your time and professional expertise in many areas including law, real estate, and automotive repair.

For more information or to volunteer, contact Randi Barclay at 301-527-0440, Ext. 224.

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**Please Support SEEC in Your Workplace Charity Campaign!**

#8862 United Way, National Capital Area and Combined Federal Campaign (CFC), National Capital Area  
#7919 Combined Federal Campaign (CFC), Central Maryland  
#7250 Maryland State Charity Campaign

Your donation to SEEC will help us ensure quality, individualized support for people with the most significant disabilities. If your employer does not implement a workplace campaign, you can help by asking

family, friends, or neighbors to support SEEC in their campaigns. Thank you! Your continued support is appreciated.

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### **New Faces on SEEC's Board of Directors**

In September, SEEC's Board of Directors voted to accept four new members:

- John Emanuelson
- Leslie Kaplan
- Teresa Kendrick
- Brian Rubin

SEEC would like to welcome and congratulate our newest Board Members. We look forward to your assistance and leadership.

Special thanks to out-going Board Members: Susan Gallagher, Metra Petersons, Sam Rodriguez, and Debra Steffen. Your years of service are greatly appreciated!

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### **Murray Foundation Helps SEEC Explore Self-Employment**

#### ***A Viable Option for Individuals with Disabilities***

With a \$9,000 grant from the Jerome S. and Grace H. Murray Foundation, SEEC plans to expand upon its supported employment success by creating a self-employment option for individuals with significant developmental disabilities. These individuals will receive on-going support needed for employment success similar to that found throughout our current supported employment services. However, based on preliminary national research into self-employment, SEEC recognizes these entrepreneurs will require unique support not currently in place.

Funds from the Murray Foundation will be used to hire Mr. Woody Woodroof as a consultant to conduct research and development centered on this question, "What systems, structures, and resources are necessary for SEEC to provide a supported self-employment option for consumers?" A Self-employment Toolkit and training for implementation of this new option will be created.

SEEC's decision to further explore self-employment options came after much preliminary research. A summary is outlined below.

#### ***Self-employment – It's What People Want***

The federal Rehabilitation Services Agency's recent demonstration project on client choice reported that 20-30% of people with disabilities preferred self-employment. However, only 2.7% of the 223,668 vocational rehabilitation clients with successful case closures became self-employed or started a small business in 1997. SEEC's internal analysis of individuals currently receiving Supported Employment services concurs with these statistics. Approximately 22% of individuals served express a desire or demonstrate a need for the flexibility, ownership, and creativity of work available through self-employment.

#### ***Few Programs Actually Provide Self-employment Services***

SEEC's research on self-employment for people with disabilities yielded tremendous amounts of information on resources available from all levels of government as well as the private sector to assist people with disabilities to start and develop their own businesses. Few programs actually work with people to identify business opportunities and establish these businesses in their communities. Even fewer organizations provide the ongoing support needed for individuals with disabilities to maintain and expand their businesses.

#### ***The Next Logical Step for SEEC***

At the University of Montana, self-employment experts, Cary Griffin and Dave Hammis wrote an article entitled "What Comes After What Comes Next: Self-Employment as the Logical Descendant of Supported Employment." At SEEC, we agree. Thirteen years of providing supported employment has yielded positive

results for many people supported by SEEC, but it doesn't fulfill all needs. Individuals supported by SEEC have been interested in self-employment options and SEEC supported them to pursue their dreams. It has been apparent from our inability to maintain or expand these entrepreneurs' businesses that SEEC lacked the technical expertise these individuals needed to flourish. For other individuals, traditional employment hasn't worked because of the conditions and parameters of the typical work environment. The flexibility and control available through self-employment may well be the key to employment success for these individuals.

Realizing that self-employment was the next logical step for SEEC, the organization began exploring this field in the year 2000. In April, SEEC Chief Operating Officer, Mitzi Francis and Mr. Woodroof attended a National Conference for Self-employment at the University of Montana. Preliminary information on the viability of self-employment for people with significant developmental disabilities was obtained, and numerous valuable connections were made. At the University of Montana and in the first quarter of 2000, Ms. Francis and Mr. Woodroof invested much time and energy conducting preliminary research into self-employment. It was through this effort that SEEC realized this was an opportunity well-worth pursuing.

If you would like to be involved with Mr. Woodroof's project, contact Mitzi Francis at 301-527-0440, Ext. 211.

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### **A VIA Activity That's Out of This World**

How often do you get the chance to perform alongside internationally acclaimed pianist Carlos Cesar Rodriguez and other professionals with renowned companies like the Washington Opera Company, Baltimore Opera, Annapolis Opera, and Wolf Trap Opera? Well, participants in SEEC's medical day program (VIA) can tell you what it's like.

The Unidentified Flying Opera Company is a nonprofit organization dedicated to serving people with special needs through the arts. The company's performances include professionals in leading roles and amateur volunteers in supporting roles and the chorus. The company's founder and director, Lesley Choy says she "tries to give a genuinely professional experience to participants and all people, regardless of their disabilities, are given meaningful opportunities for fulfilling their individual creative potential."

In 1995, at the request of Washington Very Special Arts, Ms. Choy created and produced "Perfection: A Space Opera in One Act" which premiered that year at the Kennedy Center, marking the formation of The Unidentified Flying Opera Company. The opera profiles the adventures and triumphs of a child with special needs on the remote planet Yo-yo.

Over the past six months, fifteen individuals supported at VIA have participated in UFO classes and performances including weekly "Yours, Mine, Arts" classes at Inwood House, free community workshops at Silver Spring ArtSpace, and two shows, "Perfection" and "Celebrations of Light." The performance of "Perfection" received an outstanding review by The Washington Post, in which critic Joseph McLellan said, "The impression that lingers most strongly is that of the amateur performers in supporting roles and the chorus. Their enjoyment of the show was splendidly apparent and was shared by the audience."

For more information on The Unidentified Flying Opera Company speak to Steve Blanks at VIA, visit the UFO web site at [www.ufoco.org](http://www.ufoco.org), or contact Lesley Choy at 301-593-7075.

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### **Success Stories**

#### ***Community Living***

Six apartments have received makeovers thanks to Mitzi Francis, SEEC's Chief Operating Officer. Over the past few months, Mitzi has become known as the "Chief Operating AND Decorating Officer" as she used her talent and generosity to help consumers decorate their homes.

#### ***Employment Services***

Congratulations to the following individuals who began new jobs:

Deryl Allen – Intelligent Automation Inc.  
Kristen Denchfield – Shady Grove Nursing and Rehabilitation Center & Sunrise Assisted Living  
Rajesh Gentle – Stepping Stones Shelter  
David Mulkey – Stepping Stones Shelter/Ostogenesis Imperfecta Found  
Amy Rappaport – Stepping Stones Shelter  
Cristina Schinnerer – Stepping Stones Shelter  
Karin Schneider – Furs, Fins and Feathers  
Karli Schrider – Target  
Laurie Springer – Shady Grove Nursing and Rehabilitation Center  
Ilene Teller – Ostogenesis Imperfecta Found  
Chris Turner – Shady Grove Nursing and Rehabilitation Center  
Jacob Whetzel – Shoppers Food Warehouse  
Alan Wilson – Papa Johns

***Values in Action***

VIA consumers had the opportunity to take part in a new and exciting activity – a ceramics class. This class was offered through the Montgomery County Department of Parks and Recreation and gave participants the chance to be creative and learn something new.

In December 2000, VIA hosted a delicious holiday party for the individuals they support and their families. The party had an international flair thanks to VIA employees and guests who provided dishes from around the world.

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**The Newest “Hearts of SEEC”**

***Community Living***

Rose Amaechi – Personal Care Assistant  
Kristina Belmont – Family Support Counselor  
Isbergue Bois – Community Connector  
Kau Dahn – Community Connector  
Nancy Graham – Mothers Assistant  
Andrew Lee – Mothers Assistant  
Afi Mawusi – Roommate  
Maria Morris – Mothers Assistant  
Gloria Rose – Licensed Practical Nurse  
Susan Rushbrook – Family Support Counselor  
Tameka Simpson – Family Support Counselor  
Daphne Warburton – Personal Care Assistant

***Employment Services***

George Aggrey – Employment Assistant  
Michael Cunningham – Employment Specialist  
Cindy Johnson – Employment Specialist  
Gail Meyer – Employment Specialist  
Olaitan Olayiwola – Employment Assistant  
Christina Savage – Employment Specialist

***Values in Action***

Eric Estrin – Activities Assistant  
Ethel Grant – Activities Specialist  
Tamba Lebbie – Activities Assistant  
Tanya Walker – Activities Assistant  
Arthur Williams – Activities Assistant

Congratulations to Amie Kalil on her promotion to a Community Connector I!

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**Award Recipient – Angelia Elliott**

In October 2000, Angelia Elliott received the Virginia C. Andary Fund Pyramid Award from the Montgomery County Commission on People with Disabilities.

Angelia Elliott is a young woman supported through SEEC’s Employment Services and Community Living programs. With support from Employment Services staff, Angelia became a SEEC employee in 1997. She worked for over two and a half years as a part-time office assistant at SEEC’s medical day care program (VIA). Angelia stopped working in December 1999 shortly before giving birth to her son, Thomas.

As a recipient of a Pyramid Award, Angelia received a \$1,000 from the Virginia C. Andary Fund to help cover a portion of her childcare costs to help her return to work.

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**Tech News**

***Congrats!***

Congratulations to Larry Shanahan, SEEC’s Information and Assistive Technology Specialist. Larry became a certified Assistive Technology Practitioner (ATP) through RESNA, the Rehabilitation Engineering and Assistive Technology Society of North America.

***Assistive Technology Success – Profile of Deryl Allen***

SEEC supports over 200 individuals in Montgomery County that could ultimately benefit from assistive technology. Since this service began in the summer of 2000, SEEC’s staff has completed assessments for six individuals and has begun to implement these solutions for three individuals. Deryl Allen is one man who has experienced the benefits of assistive technology.

Deryl has been supported by SEEC for two years. He left a sheltered workshop because he wanted to work in the community, but finding the type of job he wanted became difficult. He held several volunteer and paid positions, but nothing worked for the long-term. Ultimately, Deryl wanted a job in an office and his dream came true when he became a part-time data entry clerk with Intelligent Automation Inc. (IAI) in Rockville.

When Deryl joined IAI, SEEC’s assistive technology staff and the employer found solutions to help Deryl complete his job functions efficiently. IAI provided him with a trackball and lighted magnifier. SEEC staff is also analyzing other options, such as an electronic copyholder and a software screen magnifier. In a very short time, Deryl has become more confident, productive, and independent.

Deryl’s story exhibits on-the-job solutions, but assistive technology is not limited to the workplace. Solutions can also help individuals gain independence in their homes or in the community. SEEC is addressing the needs of individuals in all of its programs.

***SEEC Partners with Maryland Relay***

SEEC has become a partner with Maryland Accessible Telecommunications (MAT), funded through Maryland Relay. The MAT program provides free assistive telecommunications equipment, such as hands-free speakerphones for individuals with mobility challenges, amplified phones for those with hearing impairments, and large-button phones for those with visual impairments.

With in-house technology expertise, SEEC has become Maryland Relay’s first agency to serve as a demonstration site. Larry Shanahan, SEEC’s Information and Assistive Technology Specialist, conducts assessments with individuals referred by MAT. SEEC covers Montgomery, Prince George’s, Charles, Calvert, and St. Mary’s Counties.

To qualify for MAT, applicants must be receiving SSI, SSDI, AFDC/TCA or TEMHA. If you could benefit from this program, call 1-800-552-7724 (voice/TTY) to receive an application.

***Maryland Agencies Benefit from SEEC Software & IT Services***

In 1999, SEEC developed its Consumer Information Management System (CIMS). The CIMS is a database that manages and tracks information on consumers and all aspects of support provided by SEEC.

Shortly after its development, SEEC began marketing the system to other agencies due to the demand for this type of tool. So far, four agencies have purchased the CIMS – Arc of Prince George’s County, Arc of Southern Maryland, E-Merge, and LIFE Inc. An alliance of approximately 20 organizations, the Span Network, is also piloting the system to decide if this product will help them.

In addition to offering the CIMS, SEEC’s staff has helped other agencies with information technology contract work. For example, they developed a training database for the Arc of Howard County.

All income from CIMS sales and contract work goes back into SEEC – helping support the work of its information and assistive technology staff and recoup its costs from database development.

If your company could benefit from SEEC’s software or information technology services, contact Mike Mullenix, Director of Information and Assistive Technology, at 301-527-0440.

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**Visitors from Near and Afar**

Hideharu Hosaka from the Japan Association for Employment of the Disabled visits Bruce Wallace on-the-job during a tour of SEEC’s services.

In addition to families and consumers, other special guests often join SEEC for agency tours. Many Maryland officials have been interested in SEEC’s services including Mark Shriver, Maryland State Delegate; Dr. Georges Benjamin, Secretary of the Maryland Department of Health and Mental Hygiene; and Diane Coughlin, Director of the Maryland Developmental Disabilities Administration.

Visitors from afar looking at support in the United States have also joined SEEC for tours. Two recent guests include Hideharu Hosaka from the Japan Association for Employment of the Disabled and Kryesia Johnson, founder of Kids Enjoy Exercise Now (KEEN) in England.

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**SEEC Participates in National TransCen Project**

TransCen is one of four organizations nationally to be awarded a grant from the President’s Committee on Employment of People with Disabilities to help job candidates with cognitive disabilities secure full-time jobs with career potential and to train local employment service providers to replicate the Project EMPLOY concepts.

Project EMPLOY incorporates four core elements: (1) Preparation of people with cognitive disabilities for full-time employment that provides prevailing wages, benefits, and opportunities for career growth; (2) Jobs in integrated work settings; (3) Individualized job development; and (4) Job mastery and maintenance through supports naturally existing in the workplace.

Project EMPLOY is specifically partnering with companies in the finance and high technology industries to identify job opportunities for individuals served by the project.

Employment service providers in California and Maryland are currently receiving training from TransCen to replicate the Project EMPLOY model. A training manual for national distribution is under development and will be available in fall 2000.

The providers in Maryland who are involved in the project are SEEC, Arc of Southern Maryland, eMerge, Delmarva Community Services, and R&D Instructional Services. These organizations will each receive one day of training and one day of on-site technical assistance to develop a strategic plan for implementing Project EMPLOY methodologies.

Additional technical assistance and/or training will occur as available. We anticipate that a follow up workshop will be held for the selected provider agencies in order to share experiences and to learn from one another.

Following this process, the selected providers will then be expected to share their experience and knowledge with other DDA providers in the state.

*This article originally appeared in the Developmental Disabilities Administration's "Developments" newsletter and excerpts have been reprinted with permission.*

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**In Memoriam**

SEEC remembers Bob Redfern and Carlos Williams-Thompson who passed away.  
Bob was supported through Employment Services and Community Living.  
Carlos was supported through Values in Action.

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**Thanks for Your Generosity!**

The following individuals and companies made in-kind donations to SEEC:

- Sheila Swartz donated a Jennifer Convertible couch and chair to SEEC's medical day care program, VIA.
- Independent Benefit Services in Rockville donated office furniture and computer equipment.
- Mattress Discounters donated a full-size box spring and mattress for an individual in SEEC's Community Living program.

To following organizations made donations to assist SEEC's Family Support Services program:

- The Knights of Columbus gave a \$2,000 grant.
- St. Rose of Lima's gave \$1,200 from its sacrificial giving fund.

The Montgomery County Department of Health and Human Services awarded SEEC with a \$20,000 Community Services grant to expand the agency's phone system.

Special thanks to Westfield Shoppingtown and everyone who purchased tickets for Westfield Works Wonders. Over 160 people purchased tickets for the fundraiser at Montgomery, Wheaton, and Annapolis Malls.

Special thanks to Scott Crivella who supported SEEC through his annual golf tournament, "The Dog 2000." Also, thanks to tournament participants and sponsors, especially:

- Art & Chemistry Hair
- Bloomin' Newman's Landscaping & Nursery
- Certified Inc.
- Echo Hair & Skin Salon
- Ferris Baker Watts
- For Eyes
- Holiday Productions, Inc. - Olney 9 & Kentlands Stadium 8
- Hugh Gownley "The Chairman"
- Italia Gourmet Inc.
- Little Bennett Golf Course
- Video Movie Liquidators
- Washington Techway
- Wildwood Manor Exxon

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**Family Support Services Picnic**

SEEC held its first annual Family Support Services Picnic on September 10 at Hadley's Park, the first universally accessible playground in the area. Over 110 people attended, including special guests Maryland

State Senator Christopher VanHollen Jr. and State Delegate Mark Shriver. Entertainment was provided by SEEC employees who donated their time as balloon makers, face painters, and CC the Clown.

***Thanks to our Sponsors!***

The following sponsors contributed almost \$1,000 in food, drinks, and other products:

- Broadway Pizza, Muddy Branch Road
- Costco, Gaithersburg, Md.
- Food Lion, Gaithersburg, Md.
- Golden Bull Grand Cafe, Dalamar Street
- LaMadeleine, Rockville Pike
- Magruder's, Quince Orchard Road
- McDonald's Restaurant, N Frederick Avenue
- Paper Warehouse, Mateny Road
- Party Mart, N Frederick Avenue
- Pizza Hut, Muddy Branch Road
- S. Freedman and Sons, Landover, Md.
- Safeway, Lost Knife Road
- Subway, N Frederick Avenue
- Trader Joe's, Contour Road
- Weis Market, Muddy Branch Road

***Here's what Guests Had to Say!***

"Thank you SEEC for your generosity and caring. The picnic is a wonderful idea and a great way to get parents networking. The location was great because all our children could play together on the swings. Thanks again."

"It was certainly a wonderful way to meet other parents and to thank all of those people involved with planning the picnic plus meeting our honored guests. A superb afternoon!"

"Our whole family had a great time."

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**Rights and Rallies Self-Advocacy Group**

Rights and Rallies is holding a holiday food drive to help feed the hungry. To contribute, take donations of canned goods and non-perishables to SEEC's Gaithersburg or Rockville locations.

The Rights and Rallies fundraising cookbooks are still available! Donations for the books start at \$10 and proceeds from the sale will help Rights and Rallies members attend conferences. To purchase a book, see a group member or contact Elizabeth Weightman at 301-251-1076. (Checks should be made payable to "SEEC.")

Rights and Rallies meetings are held the last Thursday of the month at Values in Action in Rockville from 4:00 p.m. – 6:00 p.m. The group is always interested in welcoming new members! For more information, contact Elizabeth Weightman at 301-251-1076.

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**Sunday Salons**

Mark Your Calendars for the 2001 Sunday Salons!

March 11, 18, 25 & April 1

The Salons will feature 10 exciting events including an Antique Road Show, Wine Tasting, and discussions with an author and political figure.

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**Campaign to Increase Direct Support Wages**

SEEC continues its participation in the statewide effort to increase direct support wages. Most recently, a group of nine Montgomery County agencies submitted this opinion-editorial to the Gazette Newspapers:

In March 2000, the Montgomery Gazette told the story of Terri Niland, a residential counselor supporting three women with mental retardation and developmental disabilities. Niland was working 50 hours per week, making only \$9.54 an hour after 6 ½ years on the job. And that's not all. Niland was working a second job as a substitute special education teacher with Montgomery County Public Schools to make ends meet.

Unfortunately, Niland's story of long hours for marginally livable wages is just one of many. Over 32,000 direct care workers across Maryland who support nearly 21,000 people with mental retardation and other developmental disabilities are faced with the same misfortune, and consequently, those who receive support are affected.

Dorothy Williams has seen the effect on her 41-year old daughter, Tania, who has mental retardation, is non-verbal and legally blind. Dorothy lived with her daughter at her Silver Spring home as long as possible, but as the strain grew, Dorothy decided the best option would be to place her daughter in her own home with support from a Montgomery County agency that supports people with developmental disabilities. Only two individuals with disabilities live together with staff support, a family-like atmosphere that appealed to Dorothy.

But it hasn't worked out that way. The family-like atmosphere Dorothy had hoped for has been dashed by a revolving door of direct support staff -- 26 employees in the first three years, according to Dorothy's count. Though Tania doesn't talk, Dorothy knows her feelings. In a letter to Governor Parris Glendening, Dorothy says, "It's always devastating when a good counselor leaves." The reason they leave? The low hourly wage is a big part of it, Dorothy contends.

Despite low wages for a demanding job, some dedicated employees do stay. It took Sakon Hodges nearly a decade to go from about \$7 to \$10 per hour. "Several times I have wanted to leave for a better paying job, but because of the love I have developed caring for people who need me most, it's impossible to leave," she wrote the governor.

The agencies that support people with mental retardation and other developmental disabilities statewide are calling upon the governor to increase wages for workers in community agencies who perform jobs so crucial to the quality of life for some of our state's most vulnerable citizens.

Our budget request of \$77 million over two years (\$54 million state, \$23 million matching federal) is not only a matter of quality, but equality as well. By the State's own figures, direct support workers who care for people with developmental disabilities in state institutions earn an average rate about 55% more than their counterparts who work for community nonprofit agencies. These are the findings of a Maryland Department of Health and Mental Hygiene (DHMH) report required by the Maryland General Assembly last session. That study determined that \$117 million would be needed to make wages and fringe benefits for direct support workers in community agencies equivalent to those of state workers performing similar jobs.

A coalition of community providers for people with mental retardation and related developmental disabilities now is asking for what we believe is fair: \$77 million to raise the state reimbursement rate from \$6.89 per hour to \$9.50. This increase would bring direct support workers at nonprofit, community-based agencies to equivalent state starting pay rates for similar jobs.

Our wage and quality care issue has gained the support of DHMH, whose leaders submitted our budget request to the governor. We have the support of the key budget committees in the Maryland General Assembly. Now we need Governor Glendening to include the DHMH request in his 2001-2002 spending plan.

The governor has been a strong ally of people with developmental disabilities. His 1998 Waiting List Initiative -- a commitment of more than \$116 million over five years to provide much needed services to more than 6,000 people with mental retardation and other disabilities -- is a landmark initiative that demonstrates his dedication.

But now it's time to act again to stop a looming crisis. More and more individuals are coming to community nonprofit agencies for services each year. And it's becoming extremely difficult to attract and retain qualified, reliable, caring direct support workers at wages ranging from \$7 to \$9 per hour. When turnover among direct support workers exceeds 50% each year, continuity and quality of services suffer. When continuity is disrupted for individuals and families receiving services, those individuals and families suffer.

The quality of our care is all about personal relationships between the direct support worker and the individuals they care for. Quality is at stake in this wage issue. We owe it to our citizens not to let that quality suffer.

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**Special Thanks to Our Employers!**

- Allyson Louis Gallery Inc.
- Alzheimer's Association of Greater Washington
- Asbury Methodist Village Home
- Best Price Plus Gourmet Deli
- Burger King Restaurant
- Catholic Diocese
- City of Rockville
- Cradle of Hope
- Domino's Pizza
- Federal Drug Administration
- Furs, Fins & Feathers
- Germantown Upcounty Regional Library
- Giant Food, Inc.
- Golden Bull Grand Cafe
- Good Hope Community Center
- Heritage Christian Church
- Hollywood Ballroom
- Humane Society
- Intelligent Automation Inc.
- Jeepers
- Jerry's Subs
- Jewish Council for the Aging of Greater Washington
- Jewish Library
- Kids R Us
- La Madeleine French Bakery and Cafe
- Loehmann's Inc.
- Manna Food Center
- Marriott Corporation
- McDonald's Restaurants
- Mediplex in Montgomery Village
- Montgomery County Government
- Montgomery General Hospital
- MVCR
- National Consumer League
- National Naval Medical Center
- Oldies 100
- Ostogenesis Imperfecta Found
- Papa Johns
- Quality Suites
- Ross Dress for Less
- SAAH Furniture
- Safeway Food and Drug
- SEEC – Gaithersburg & Rockville (VIA)

Shady Grove Nursing and Rehabilitation Center  
Shoppers Food Warehouse  
Silver Spring Volunteer Fire Department  
Sniders Supermarket  
Special Olympics  
States Attorney Office  
Stepping Stones Shelter  
Sunrise Assisted Living  
Target  
U.S. Consumer Product Safety Commission  
Unitarian Church of Rockville  
United States Securities & Exchange  
WaWa Convenience Store  
Walker's Laundromat  
Wheaton Library

For information on becoming an employer, contact Missy McQuillen at 301-527-0440.

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