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**SPECIAL  
POINTS OF  
INTEREST:**

- **Snack Shack**
- **National Disability Employment Awareness Month**
- **News from Kandu Placement Services**
- **News from the Manufacturing Floor**
- **Kandu Donation Opportunities**
- **Gala Dinner**

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# KANDU INCORPORATED

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## Snack Shack-Open for business

*Submitted by Don Avery*

At Kandu, creating opportunities is at the heart of what we do. Whether it's the chance to earn a paycheck or build job skills in a supportive, person-centered environment, opportunity is the first, and most important, ingredient in success.

In an effort to further broaden and develop the opportunities available at Kandu, we are excited to announce the opening of The Snack Shack. The Snack Shack is located in the main cafeteria at our Sunnyside location and offers an array of pre-packaged lunch, snack and beverage options for purchase throughout the day. More importantly, however, it provides practical, hands-on experience and training in the retail and food service sectors.

As always, training is the foundation of the program. Those expressing interest in retail or food service as a potential vocational path will, with the support of Kandu staff, identify areas of interest and develop personalized vocational objectives. In this way, training can be customized to the interests and goals of each trainee. Training will take place both in the classroom and through daily operation of the store. Skills learned in the classroom will be immediately used in the work setting, serving customers, pricing items, stocking shelves, taking inventory, and placing orders to vendors.

At all points- from purchasing to pricing to the point of sale- Kandu staff are there to support and encourage the achievement of goals.

The store is currently open during regular break and lunch hours. To supplement these hours, Kandu has partnered with Dr. Pepper/Snapple Group to obtain beverage vendor machines to allow us to serve customers beyond the regular store hours. In addition to the store, these vendor machines are maintained and operated by Snack Shack employees and staff. It is the generosity of Dr. Pepper/Snapple Group, Meijer and others that makes this program possible. If you are interested in supporting this project or our mission, please do not hesitate to contact the main office.



## OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

The month of October is National Disability Employment Awareness Month and it is the perfect time to celebrate the opportunities created by Kandu Incorporated for individuals with employment barriers.

The Kandu team has been busy planning for this month and welcomes the opportunity to showcase our programs, people and our facilities.

Our month long celebration will include a client art show, hosting our friends, families and the public to tour our facility and ending with our "Celebrating Opportunities" Gala dinner.

October 14 from 3 to 6, we invite you to tour our facility. On the tour, you will have the chance to meet our clients, see our operations in action, and see Kandu in the community. We will have

client art on display throughout the building (Art is available for purchase.)



### OCTOBER IS NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

*Mark your calendar for these upcoming events*

**October 14, 2009, Wednesday 3 to 6 pm PUBLIC OPEN HOUSE-TOUR**

*Join us as we celebrate the opportunities created by Kandu Incorporated for individuals with employment barriers. The public is welcome to tour our facility between the hours of 2 and 6 pm. Client art will be displayed and available for purchase throughout the facility.*

**October 22, 2009, Thursday 6 pm "Celebrating Opportunities" GALA**

*This gala evening will include dinner, auction and our keynote speaker, the Honorable Judge Sara Smolenski. "Don't Mind Us" is a Michigan band with disabilities who will join us once again during our social hour. This is an evening to celebrate Kandu and the people we serve. For more information, please call Tami Elhart at 616.355.3216*

**November 10, 2009, Tuesday 6 to 9 pm ARTISTS RECEPTION/AUCTION**

*Join us at the Holland Area Arts Council for the Kandu Artists Reception and Auction.*

## News from Kandu Placement Services . . .

Submitted by Terri Smith

We are often asked by employers “Why should we use Kandu Placement Services?” It’s okay, we don’t mind answering that question ... in fact we love to answer that question!

When you work with Kandu Placement Services, you have a whole TEAM of professionals on your side. Our team will provide Job Club classes to help our candidates get ready for work, as well as Career Assessments to help identify their strengths. When individuals have confirmed that they are truly ready to work, we provide Job Developers to help them find their ideal job matches based upon their

skills and interests. That is only a start!

Kandu is proud to provide highly skilled job coaches who help train and encourage our candidates when they start a new job. Job coaches will walk along side until the person is properly trained and ready to be a productive employee. We then provide Intensive Follow-up services to make sure that candidates are working hard and enjoying their new jobs and that the employers are satisfied with their new hire. It is important to note that these services are free to all employers in our area.

Here are some comments from our employer partners:

*“Kandu employees have brought sunshine to our workplace. They are always on time, ready to work and always bring their smiles with them”*

-Charlene P., McDonalds, Store Manager

*“To become a better person in life, one must have the opportunity to work with people from Kandu! I personally prefer to work with my friends from Kandu. Why?...because they are conscientious, reliable individuals that truly like to come to work”*

-Kathy L., Meijer Stores, Service Manager

## News from the Manufacturing Floor . . .

Submitted by Matt Blair

The end of summer has been a very busy one on our manufacturing floor. All indications are that this will continue into the fourth quarter of 2009. We have been awarded several new jobs along with increases from our current partners.

Kandu’s food and beverage area has seen orders coming in sooner than in the past and indications that orders will be larger than anticipated. This work includes creation of point-of-purchase display shippers, labeling and packing coffee into shippers.

We expect to begin building inventory of the Mobile IV Systems in the near future. This will provide for our em-

ployees building IV tube sets in the ISO 7 clean room, along with pressure regulator assemblies outside the clean room.

Government frame production has been very steady in 2009. Large increases in our wood-working area have been seen including cutting door jambs and door casings to size, label-

ing product and packaging for shipment.

It is nice to see our automotive business pick up with orders coming in for new jobs. This is expected to continue through 2009.

We appreciate our current partners and welcome new partners to allow us to quote.



## WAYS TO MAKE A DIFFERENCE . . .

Hope College students participating in "Time to Serve", made a difference at Kandu on September 5 by volunteering their time to help spruce up our landscaping and our manufacturing areas. Their efforts were truly appreciated.

Greater Ottawa County United Way's Day of Caring has been a tradition for 9 years. On this day, hundreds of volunteers complete projects at agencies, homes and schools. Kandu welcomed volun-

teers to our facility on September 18 to complete a variety of projects. We thank United Way for making a difference in our lives!

Kandu's Snack Shack received a generous gift from Don and Mary Ann Van't Hof. Responding to a request in our newsletter, Don and Mary Ann were happy to present our Snack Shack with a chest freezer. Thank you Don and Mary Ann!

People who have made a difference at Kandu:

*Tom & Micki Fox*

*Scott Ozmun, Crescent Cardboard*

*Employees of Hub International*

*Tom & Irene Burns*

*David and Patricia Knoll*

*KOG 2009 Golf Participants*

## KANDU'S Celebrating Opportunities Gala Dinner

Mark your calendar for the **Kandu's "Celebrating Opportunities" Gala Dinner** to be held on **Thursday evening, October 22, 2009** at **6:00 pm** at the Pinnacle Center in Hudsonville. Please join us as we celebrate over 56 years of opportunities created by Kandu Incorporated for individuals with barriers to employment. Our gala evening will include social hour, dinner, auction and our key note speaker, the honorable Judge Sara Smolenski. Please call 616.355.3216 for more information.



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### **October 14, 2009**

PUBLIC Open House and Tour at  
Kandu Incorporated

### **October 22, 2009**

Celebrating Opportunities Gala  
Dinner, The Pinnacle Center  
in Hudsonville