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Currently, Bosma Enterprises packages a variety of kits for a variety of uses such as its highly-efficient operating room turnover kits, disaster relief kits, as well as many other kits. This operation creates life-changing opportunities by providing employment to people who are blind. The team operates at over a 99 percent accuracy rate, proof that people who are blind provide the same level of quality as any other worker. But Bosma Enterprises is always striving to provide more opportunities to lower the 70 percent unemployment rate among people who are blind.

Medline Industries - a global manufacturer and distributor of medical products - is a longtime partner as both a supplier and a customer of Bosma Enterprises. Recently, Medline approached Bosma with an opportunity to package kits that are designed for students pursuing higher education in the medical field. Each kit contains all the necessary items and tools a student needs for the entire semester, such as one for a nursing student including everything from a stethoscope and blood pressure cuff to bandages and fake medicine. Each kit is 100 percent customizable.
Orbis International is a leading non-profit providing eye health services across the globe. They operate a Flying Eye Hospital which needs a reliable and economical logistics provider to maintain its medical supplies – no matter their location – from Panama to Indonesia.

In our continuing effort to support the eye health services of Orbis, Bosma Enterprises recently moved the Orbis operation to Bosma’s Woodland Drive facility. This new location offers additional space and an improved workflow, increased efficiencies and better outcomes for our customers.

Medline began searching for a partner to package these kits, they knew they needed an organization that could provide accurate work on a large scale. They turned to Bosma Enterprises because of the quality they knew they could expect.

"Medline holds Bosma Enterprises in very high regard, not only as a longtime customer but also as a valued vendor/partner. We continue to look to Bosma for packaging solutions to meet our diverse customer demands. Bosma’s quality and customer service give us the confidence needed to compete in this emerging market," said David Smith, vice president national accounts, Medline Industries.

Over the next year, this expansion will lead to the hiring of three to four people who are blind, helping further the mission of Bosma Enterprises.

Samples of Medline products that are packaged by Bosma’s Kitting department.

While preparing Orbis shipments Bosma employee, Megan, skilfully maneuvers a forklift.
BRINGING VISIONARY SOLUTIONS TO TODAY’S YOUTH

Over the past several years, there have been significant changes made to Vocational Rehabilitation (VR). One of the most noteworthy changes was the implementation of the Workforce Innovation and Opportunity Act (WIOA). WIOA has mandated Vocational Rehabilitation to set aside at least 15 percent of their federal funds to provide pre-employment transition services to students with disabilities, aged 14-22, who are interested in learning skills in preparation for entering the workforce.

Youth Employment Services (YES) offers resources for students with disabilities to develop the necessary skills to compete in today’s workforce. The program also aims to help students discover a wide range of employment and educational options. Bosma Enterprises sees the importance of youth intervention through YES, especially with the staggeringly high unemployment rate nationwide among people who are blind. Providing students with career planning options will help them make a smooth transition from high school to employment or post-secondary education while increasing their self-esteem.

The need for students who are blind to prepare for their future is dire. This past October, Bosma Enterprises hired Mika Baugh as a youth employment specialist. Mika is responsible for overseeing the YES program and is excited about the opportunity.

“The possibilities are limitless,” she said. “YES is an excellent program for students living with a disability; it provides essential skills and training required to succeed in today’s job market.”

It is important to advocate for yourself, and possess job readiness and interpersonal skills. Obtaining these before graduation will empower students and give them a greater chance to succeed in life. If you are interested in learning more about Bosma’s Youth Employment Services, contact Mika at mikab@bosma.org.

MIKA WORKS WITH STUDENTS WHO ARE BLIND IN MARION AND THE SEVEN SURROUNDING COUNTIES. SHE PROVIDES FIVE CORE SERVICES.

1. Job exploration counseling, which includes non-traditional employment options and identifying career pathways of interest to the students

2. Work-based learning experiences, which include apprenticeships and job shadowing, paid and non-paid internships, informational interviews and volunteering

3. Counseling on post-secondary opportunities, which involve gaining awareness of career pathways, attending college fairs and tours and accessing services and supports from agencies that assist people with disabilities

4. Workplace readiness training where students will receive training in communication, problem-solving, and other specific social and interpersonal skills, as well as independent living skills

5. Instruction in self-advocacy which includes training on self-awareness, the disclosure of disability, and knowing individual rights and responsibilities
Companies continually work on developing better processes to improve products and services, and thereby increase the bottom line. Since the 1980s, one technique has become the standard many companies, including a majority of Fortune 500 companies, have employed to enhance processes - Six Sigma.

Six Sigma is a series of techniques and tools with the goal to increase output quality of any process. Six Sigma is highly data-driven using statistical analysis. Bosma Enterprises has applied Six Sigma to our manufacturing process for many years with great success. Now, the organization has decided to expand this knowledge and by the end of this fiscal year in June 2019 we will have over 40 employees who are Six Sigma Green Belts in every department of the company. These newly certified employees will now employ the Six Sigma principles they learned regarding their own responsibilities to bring about the best outcome for Bosma Enterprises.

“We always want to produce the best products and services for our customers,” said Jeff Mittman, COO of Bosma Enterprises. “There is no better way for us to do that than to empower our employees and equip them with the tools to bring about better processes in their daily work.”

“Our employees are our most valuable resource, and when we invest in them, we know our customers will reap many benefits from even better products and customer service.”

“Bosma Enterprises is excited about this next step in our company,” said Lou Moneymaker, president & CEO of Bosma Enterprises. “Our employees are our most valuable resource, and when we invest in them, we know our customers will reap many benefits from even better products and customer service.”

Enjoy a day of world-class golf at one of the finest courses in the Midwest, designed by the greatest golfer of all time, Jack Nicklaus. The Bosma Visionary Golf Classic is a Florida scramble with a shotgun start. This event will provide great networking opportunities in a fun, relaxing atmosphere.

Hurry to be a participant in this keystone event for Bosma Visionary Opportunities Foundation and impact the lives of people who are blind or visually impaired.

bosma.org/Get-Involved/Events/Bosma-Visionary-Golf-Classic-Outing
In honor of Veterans Day, Bosma Enterprises hosted a free luncheon to honor those who have served. Bosma encouraged employees to invite a veteran family member to show our appreciation for their service to this great nation. Veterans in attendance were fascinated by our keynote speaker, retired Master Sergeant, and Bosma Enterprises COO, Jeffrey Mittman. Jeff captivated the audience with a motivational speech that inspired everyone in attendance. After Jeff’s speech, Bosma Enterprises made donations to the Indiana chapters of The Veterans of Foreign Wars, American Legion, Disabled American Veterans, Military/Veterans Coalition of Indiana and AMVets. Bosma Enterprises is proud to support those who have served and forever grateful for the sacrifices they have made for our country.

STEVE FACES LIFE HEAD ON

BOSMA ENTERPRISES IS ON A MISSION TO SHARE THE TRUTH THAT A PERSON WHO IS BLIND OR VISUALLY IMPAIRED CAN DO NEARLY ANY JOB A PERSON WITH VISION CAN DO.

Steve Davis, a production worker at Bosma Enterprises who is visually impaired, recently began cross-training in our facilities department. He is now performing maintenance duties part-time around the company. “I’m pretty good with my hands,” Steve said.

Some of his duties include changing light bulbs, performing maintenance on the ice melt machine and production lines and spreading ice melt on walkways. Steve is enjoying his new role and credits his work ethic and willingness to help on landing the position. “Steve is always eager to do whatever is asked,” said Travis Popp, facilities utility technician, who has been assisting with Steve’s transition to this new role.

Steve has not let his visual impairment stop him from facing life head-on. People who are blind are capable and willing to work and Bosma Enterprises is always looking to create more jobs to lower the 70 percent unemployment rate among people who are blind or visually impaired.

2018 HASBROOK AWARD LUNCHEON

The 21st annual Hasbrook Award Luncheon was held November 1, 2018, at the Crane Bay in beautiful downtown Indianapolis. This sold-out event was filled with inspiration and motivation. Guests were captivated by the keynote speaker, Kathy Nimmer, former Indiana Teacher of the Year and 2016 Hasbrook Award winner. Bert Wilhoite, former Bosma Enterprises’ and Bosma Visionary Opportunities Foundation board member, took home the Hasbrook Award for his long-time commitment to creating opportunities for people who are blind. Congresswoman Susan W. Brooks was also honored with the Vision Award for her dedication and support of Bosma’s mission. Community Partner of the Year went to DirectEmployers Association, for their generosity and support throughout the year. Bosma Enterprises Employee of the Year is Jerry Swinehart.

Thank you to all who came and made this event a wonderful success.
FOUNDATION UPDATE

GREAT SUCCESSES. AN EVEN GREATER NEED.

Each and every day Bosma Visionary Opportunities Foundation works to raise critical funds to advance the mission of Bosma Enterprises and improve the lives of people who are blind or visually impaired. Over the past several months the Foundation has experienced great results.

Speakers at the annual Thomas C. Hasbrook Award Luncheon encourage attendees to go out and make the world a better place.

As part of the event, Bosma Enterprises announced plans to take their mission beyond the borders of the United States to support children who are blind at the Bombali School for the Blind in Sierra Leone, Africa, as well as Hoosiers in need by providing white canes. Additionally, online donors from across Bosma’s social media platforms participated, and altogether, over 80 canes were purchased. As a direct result of this effort, people in Indiana and Sierra Leone will experience the independence that comes with using a white cane.

If you couldn’t make it to the Hasbrook Luncheon, but still want to participate in Bosma’s upcoming events, mark your calendar for Dining in the Dark, March 30, 2019. This year we are off to the races with the theme, “An Evening at the Derby.” This event is always a sellout. You can get tickets now at bosma.org/dininginthedark.

Even with these great successes, there is still a great need for support. Consider joining us at Dining in the Dark or donate at bosma.org/donate.
INSIDER
WHAT'S UP AT BOSMA ENTERPRISES

Four students successfully completed The Business Enterprises Program (BEP) at Bosma Enterprises.

Bosma Center for Visionary Solutions for the Blind is working in partnership with the Bureau of Rehabilitation Services and Blind and Visually Impaired Services to assess and train individuals coping with vision loss to manage a business. BEP is a program authorized from the federal mandate of the Randolph-Sheppard Act that gives preference to individuals who are blind or visually impaired to manage certain business opportunities in government locations.

Congratulations to these recent graduates. Left to right: Tim Allison, Leo Leighton, Zachary Lee and Charles Brown.

2019 DINING IN THE DARK
presents

MARCH 30, 2019
JW MARRIOTT
INDIANAPOLIS, IN

You can help change the lives of thousands of Hoosiers who are blind.

We are off to the races this year. Place your bets and go all out for this year’s Dining in the Dark. Don’t miss your chance to be a part of one of the largest and best philanthropic galas of the year.

Buy your tickets now at bosma.org/dininginthedark

Bosma Enterprises
Navigating Blindness

View the e-magazine, InSight, at bosma.org