



## LAFAYETTE INDUSTRIES CELEBRATES LOCAL BUSINESS CONNECTIONS, COMMUNITY TIES

By Dennis Dillon (Lafayette Board Member)

Immediate left: Lafayette Industries employees (from left) Casey Florent, Alison Hanners and Allison Pfeiffer, with Cherie Bruckner of IV House (third from left).

To recognize National Disability Employment Awareness Month, contract packager Lafayette Industries showed appreciation to local business partners, local government officials and other community representatives with a breakfast, employment champion awards and tours of the work floor at its Manchester facility.

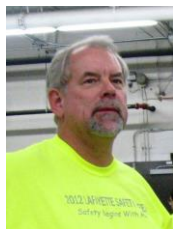
Lafayette Industries, which also has a north production facility in Berkeley, is a nonprofit packaging, assembly and mail fulfillment business. It was founded in 1976 by 16 individuals

seeking employment for their grown children with developmental disabilities. Today, Lafayette employs more than 400 adults with developmental disabilities.

“As Missouri’s single largest full-time employer of adults with IDD [intellectual developmental disability], we thought it appropriate to honor and thank the great companies in the area that enable us to employ so many people during National Disability Employment Awareness Month,” Rob Libera, Lafayette Industries’ CEO and executive director, said. “We also wanted to thank our civic leaders and elected officials in Manchester and St. Louis County for constantly demonstrating their support.”

Attendees at the Oct. 4 event included representatives from I.V. House, HDIS, Natural Planet, Agilis Systems and Stellar Manufacturing. Local businessmen and officials in attendance included Manchester Mayor Mike Clement, St. Louis County council member Mark Harder [R-District 7]; Anne Gassel; and Tony Artman, who represented council member Tim Fitch [R-District 3]; John Marino and Josh Richardson of McMahon Berger PC; Kim Kopff of the Productive Living Board and Enterprise Bank.

### CONTINUED ON NEXT PAGE




Rob Libera

CEO & Executive Director  
rlibera@lafayetteindustries.com

**Mission:** The mission of Lafayette Industries is to provide employment opportunities to persons with developmental disabilities and to persons with other disabilities who are 18 years or older.

**Goals:**

- To provide a meaningful and productive work experience to persons who are disabled
- To maintain a safe and pleasant work environment
- To teach and to train persons with disabilities to acquire better work habits
- To enhance self-worth and dignity through employment
- To provide high-quality business service through packaging, light assembly and commercial mailings
- To operate the center in a professional, fiscally responsible manner
- To provide fair wages and good benefits

**LAFAYETTE INDUSTRIES CELEBRATES LOCAL BUSINESS CONNECTIONS, COMMUNITY TIES  
– CONTINUED:**

I.V. House, which was founded in 1991, patented a dome-shaped, clear plastic protective house that is placed over I.V.s and prevents children from dislodging the I.V. Lafayette Industries does 80% of the assembly of I.V. House’s packages.

“I really enjoy the people I work with here,” John Uhlenbrock, director of operations for I.V. House, said. “We feel good about supporting Lafayette Industries, and they do a great job for us. So it’s a win-win.” Six Lafayette West workers – Alison Hanners, Casey Florent, Roman Pfeiffer, David Pfeiffer, Kurt Pfeiffer and Allison Pfeiffer – led the building tours.

“They’re so proud of what they do here,” Debbie Franke, of Enterprise Bank, said. “It just makes you feel good that we recognize, as a society, what these individuals are capable of. It’s a beautiful thing.”



**SAFETY TIP FOR DECEMBER 2019**

By Tom Heitert (Safety Guru)

Pallets. A fact of all manufacturing plants. A necessity for sure. **BUT:** They bring with them a long list of safety issues that have been a focus at Lafayette for years. Of course they are the #1 tripping hazard at Lafayette, and are constantly mentioned to the employees. Orange safety cones are used regularly to mark their presence. If an orange safety cone is not available, then use trash cans, boxes or any object of size that can be placed on the pallet.

We have rules concerning them – how high to stack them, not to stand them on end nor to stand on them ourselves. Blue barrels are placed around the shop to collect broken boards and large splinters. Some of the pallets are extremely heavy, so we encourage two people to carry them. Pallets are essential to our operation, but safety considerations are a must.

**SAFETY IS NO ACCIDENT!** - **MORE LATER!**

**QUICK REMINDERS**

**CLOTHING:** Please make sure that each employee has a spare change of clothes to keep in their locker, in case of accidents or emergencies.

**ATTENDANCE:** Just a reminder that when you need to take off from work, we ask that you give a written note stating the date(s) that you are needing off and if you are using vacation hours. Vacation hours are not automatically given unless requested by the individual. We do encourage everyone to take their time, especially when you know you will need off ahead of time.



**Everyone is invited to Lafayette's**

**Holiday Concert & Art Exhibit**

December 9, 2019

7:00 pm

Manchester United Methodist Church

129 Woods Mill Road

Manchester MO 63011

*Art Exhibit Open 6:30 - 7:00 pm*

*Enjoy holiday music in the Sanctuary following  
refreshments and program*



**LIFE @  
LAFAYETTE  
INDUSTRIES**

**FAMILIES AND GUARDIANS**

Join us as we discuss Lafayette's  
current state of affairs.

There will also be presentations by  
Sunnyhill Inc., IDDHHelp, United  
Healthcare and Rainbow Village.

1:00pm January 5th at West  
2:30pm January 12th at North

RSVP to Kate Gregor at  
[kgregor@lafayetteindustries.com](mailto:kgregor@lafayetteindustries.com)  
636-227-5666 ext. 1103



## **BEGINNING TAX RECORDS COLLECTION**

By Dick Kallemeier

As your tax forms arrive collect all income forms (W2, 1099R, Social Security, SSI Letter, Interest, Dividends, Capital Gains), adjustments to income (IRA contribution, student loan interest, etc.), Real Estate Tax receipts, rent receipts, proof of medical insurance and premium expenses (forms 1095A or B), and if you itemize (mortgage interest, charity gifts including volunteer mileage and expenses, medical expenses including mileage). Don't forget to request your 2019 Required Minimum Distribution if you are over age 70½. Also needed for each person listed on the tax return is a driver's license or state photo ID, Social Security card, proof of age, direct deposit account numbers and a copy of last year's tax return.

Many Lafayette employees owe no tax but may be eligible for the Earned Income Tax Credit and possibly the Missouri Property Tax Credit (Circuit Breaker). A review of the employee's income and disability status determines eligibility for the earned income credit. The Property Tax Credit must have a real estate tax receipt, or a statement of rent paid from the landlord and proof of disability. Federal income, state income and property tax credit (if applicable) forms are completed as one package.

If you are over 70½ don't forget to take your IRA Required Minimum Distribution, and if you contribute to an ABLE account that must be done before December 31<sup>st</sup>. Those needing an IRS identity PIN should receive it in December. Tax returns will be completed on the IRS computer tax preparation system, and efiled with the IRS. This free tax preparation service is offered by the AARP Tax Aide Foundation.



## **LAURA FORTUS 2018 SR. MS. BUTTERFLY**

### **DREAMS QUEEN READY TO**

### **CROWN THE NEW QUEEN**

Picture taken and shared by Janet Fortus (Proud Mother)



## **WEST CAUGHT BEING SAFE – OCTOBER 2019**

Immediate left: Stacey Elster, Petra Bauer, Scott Risley, Brendan Sonnabend, Carl Berger (United Healthcare Medicare Advisor), Stacey Waller and Kim Lamb.

## NORTH 2019 ATTENDANCE AWARDS

On Tuesday, November 19<sup>th</sup>, we had the North Attendance Awards. Here are the names of the people who got an award at North for their great attendance:

Eddie Brown  
Duvunier Gear  
Rebecca Radin  
Anthony Williams

Pamera Burton  
Karl Gill  
Kristina Schrader  
Charles Young

Krystle Conroy  
Donald Jackson  
Samuel Sullivan

Jason Doss  
Phillip Johnson  
Dahnyel Walters

## WEST 2019 ATTENDANCE AWARDS

On Monday, November 18<sup>th</sup>, we had the West Attendance Awards. Here are the names of the people who got an award at West for their great attendance:

Mark Becker  
Craig Conrad  
Douglas Miller  
Travis Nichols  
Daniel Scholl  
Stacie Waller  
John Woerner

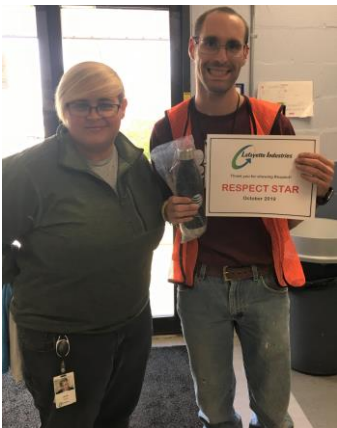
Matt Berry  
Sheri Cooley  
Suzy Morrow  
Michael Owens  
Timothy Sitek  
Logan Weber  
Daniel Zeller

Jamie Bovyn  
Peter "Stas" Johnston  
Justin Moslander  
Allison Pfeiffer  
Brendan Sonnabend  
D.J. Williams

Mark Carlson  
Mary Klevorn  
James Nash  
Kurt Pfeiffer  
Lisa Swoboda  
William "Sam"  
Williams

Congratulations to all of our recipients for receiving the Attendance Award for good attendance. We appreciate you coming to work every day, and the hard work that you do once you get here. Your efforts are deeply appreciated, and we wanted to celebrate with you. We will put the pictures from the two celebrations later in the newsletter. Be on the lookout for them.

## WEST CAUGHT BEING RESPECTFUL – OCTOBER 2019



**Far left:** Kim Lamb and Louis Barnhart

**Middle:** Kim Lamb and Ryan Snover

**Immediate left:** Kim Lamb and Tommy Michael

## HAPPY BIRTHDAY TO OUR DECEMBERITES!

### NORTH

Markus	Allen	1
Lois	Ross	1
Tracy	Hall	2
Tim	Hubbard	3
Steven	Buswell	5
Shannon	McCreary	10
Lonnie	Stewart	10
Angela	Taylor	12
Djoni	Tate	13
Glen	Moore	14
Sheila	Zigrye	16
Torrey	Watson	19
Glendall	Davis	29
Vonita	Jimmerson	30

### WEST

Geoffrey	Bilger	3	Elizabeth	Goodwin	14
Michael	Nelson	5	Matt	Berry	16
John	Grunz	6	Camille	Lawrence	17
Atul	Kakaiya	7	Jeffrey	Beckerle	18
Ian	Wainz	7	Mackenzie	Carr	19
Coranda	Edwards	10	Daniel	Scholl	26
Fred	Ahrens	10	Emily	Prado	29
Keenan	Retzlaff	12	David	Markham	30
Anna	Walters	13	Heather	Masewich	30
Lola	Boyer	14	Grace	Quinn	30



## FRANKIE LIBERA VISITS DAD AND GRANDPA AT WORK FOR HALLOWEEN TREATS



Frankie Libera came with his mother, Liz, to trick and treat in the front offices at Lafayette recently for Halloween. He also took an opportunity to visit with his father, our own Dan Libera, and his grandfather, our own Rob Libera. As you can clearly see, he was a little late for Hot Dog Day, but with his killer smile he got some goodies in no time.



**WEST'S LOST EYEGASSES:** West employees have really been on a roll lately with losing their eyeglasses in different locations throughout the plant. Most of the time they find their way back to the owner. Not this time, and these glasses are ones that would be expensive to replace because they are prescription glasses. The middle pair are actually bifocals. So please take a minute to really look at these to see if they are familiar at all. I got them third-hand, so I don't know where they were left. If not yours, do you know whose they might be? Let me know if you do. Looking forward to hopefully helping them to find their ways home.

3<sup>RD</sup> ANNUAL LAFAYETTE BOWLING TOURNAMENT –

BRUNSWICK LAKESIDE BOWLING ZONE, VALLEY PARK – 11.3.2019





### 3<sup>RD</sup> ANNUAL BOWLING TOURNAMENT PICTURES – CONTINUED:



### CARLI BINEK PARTICIPATES IN ALZHEIMER'S RESEARCH STUDY

By Donna Binek (Proud Mother)

Carli Binek is the first participant in the Washington University portion of an International research study to learn more about adults with Down syndrome and the important role they play in understanding Alzheimer's Disease. The name of the study is Neurodegeneration in Aging Down syndrome. The study is conducted by Dr. John Constantino and Dr. Beau Ances at Washington University. Other sites include Cambridge in the United Kingdom, Madison, Wisconsin and Pittsburgh, Pennsylvania.

This is a five year study. The findings from this study will be compared with the findings from similar studies of other subjects without Down syndrome. The long-range goal of the study is detecting the early onset of Alzheimer's before the symptoms appear.

The study includes three parts: a psychology evaluation, a MRI scan and PET scans. These three protocols will be repeated every sixteen months for five years. Carli is excited to be participating in the study and being able to make a major contribution to finding a cure for Alzheimer's Disease.



# 2019 APPRECIATION DINNER



## 2019 APPRECIATION DINNER:



### **REAL ID-COMPLIANT:**

You may have heard about the Real ID for some time now in the state of Missouri. We had an article about it several months back in our newsletter. We even listed some of the items that you would need to take with you when you got it at the DOR. Missouri has managed to postpone the Real ID compliance for several years, but now time is running out for everyone to get over to the Missouri Department of Revenue office and get one. As of October 1<sup>st</sup> it will become law that you have to have a Real ID or you'll have to carry extra documentation with you when going to certain Federal places in order to gain entrance. These places would include boarding an airplane, entering Federal courthouses and admittance to military bases. If you wish to get the Real ID, go to [dor.mo.gov>drivers>documents>RID](http://dor.mo.gov/drivers/documents/RID). There you'll find the lists of documents that you'll be required to bring with you to obtain the Real ID. There will be a cost in the changeover, but Missouri will let you use your current ID picture for your new ID, if you wish. The only difference between your old license and the Real ID is a gold star in the upper right-hand corner. If you have a license that has some time to go before expiring, the cost of the changeover will be minimal – about \$12 or so. It took about a week to get the new license, but the longer you wait, the longer the lines are going to get and the longer you have to wait to get it through the mail. But getting your supporting documentation correct the first time will save you an extra trip later. Be sure to read carefully and make sure that what you have is precisely what they request of you in order to get the Real ID. If you don't have the documentation, you will be making an extra trip to the DOR. Good luck, everybody. Remember that October 1<sup>st</sup> will be here before you know it.

**Editorial Note:** If you have taken any vacation trips recently and want to share them with us, we will need your digital photos, along with an article of what you did, what you saw and how much fun it was!

## MY CRUISE ABOARD THE NORWEGIAN JOY

By Lillian Kwok (Proud Lafayette Employee)

We started our 17 day cruise vacation trip on October 11<sup>th</sup> from the San Padre Airport in California. We boarded the Norwegian Joy Cruise Ship in the afternoon. We would be spending our next 17 days on this gigantic floating city. No work for me for the next 17 days - hurray!

But I could not use my iPhone to text to my friends in Lafayette and no WiFi for the next 17 days.

We visited Cabo San Lucas, Puerto Vallarta, Mazatlan, Acapulco, Guatemala, Panama Canal, Aruba and finally back to Miami.

It is a brand new cruise ship that is 20 stories high. The ship has all kinds of onboard activities including laser tag, a speedway for go-carts, mini-golf, an aqua park with double loop water slides over the side of the ship, theaters, a casino and many restaurants. It even has restaurants open 24 hours to feed my hungry stomach.

We were on deck 10. Dad and I tried out the go-carts. It was fun. We signed up for the laser tag. It was cancelled due to rain. My favorite activities were the Aqua Racer and Ocean Loops, the water slide tubes where you have to walk up 5 or 6 story towers and slide down into a tube. Part of the slide was actually outside the ship and looked down over the ocean. It was fun.

We stayed on the ship most of the time. We had fancy meals every day and watched shows every evening. We ventured out to a couple of cities in Mexico. It was hot and humid. The trip was fun. I ate and gambled a lot. At the end of my 17 day trip, I missed work. I missed all my friends at Lafayette. I am glad to come home.



# NORTH'S 2019 ATTENDANCE AWARDS – 11.19.2019



NORTH'S 2019 ATTENDANCE AWARDS – 11.18.2019 – CONTINUED:



HAPPY HOLIDAYS

TO EVERYONE!!!

WEST'S 2019 ATTENDANCE AWARDS – 11.18.2019



**WEST 2019 ATTENDANCE AWARDS – 11.18.2019 – CONTINUED:**

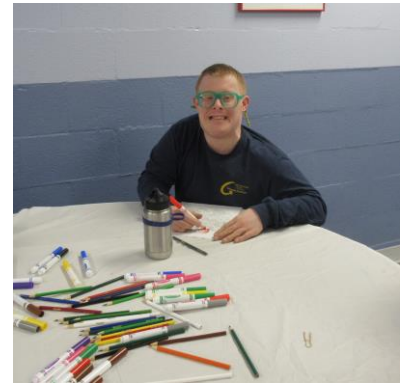




WEST ART CLASS – 11.15.2019



**ART CLASS – 11.15.2019 – CONTINUED:**



## DECEMBER 2019

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Advent	2	3	4	5	6	7 Pearl Harbor Day
8	9 Art Show and Glee Concert – Manchester UMC, 129 Woods Mill, Manchester – 6:30-7:00 Art Show, - 7:00 Glee Club Concert	10 PAY DAY	11	12	13 11:30 am – 1:15 pm Lafayette West Holiday party at First Free Evangelical Church, 1375 Carman Rd., Ballwin, 63021	14 K of C Dance – St. Clare of Assisi School Cafeteria 7-10p Christmas Party with Santa
15	16	17	18 6:30p – Board of Directors meeting	19	20 7:30 – 10:00 am – Lafayette North Holiday party at their workshop  NO December Dance	21
22	23 PAY DAY  <u>Both Workshops close ½ hour early</u>	24 Holiday Eve – <u>Both Workshops Closed</u>	25 Holiday – <u>Both Workshops Closed</u>	26 Kwanzaa begins	27	28
29	30	31 New Year's Eve – <u>Both Workshops close ½ hour early</u>	