



NATIONAL ORGANIZATION ON
DISABILITY

**DISABILITY EMPLOYMENT SERVICES
INCREASE YOUR COMPETITIVE EDGE**

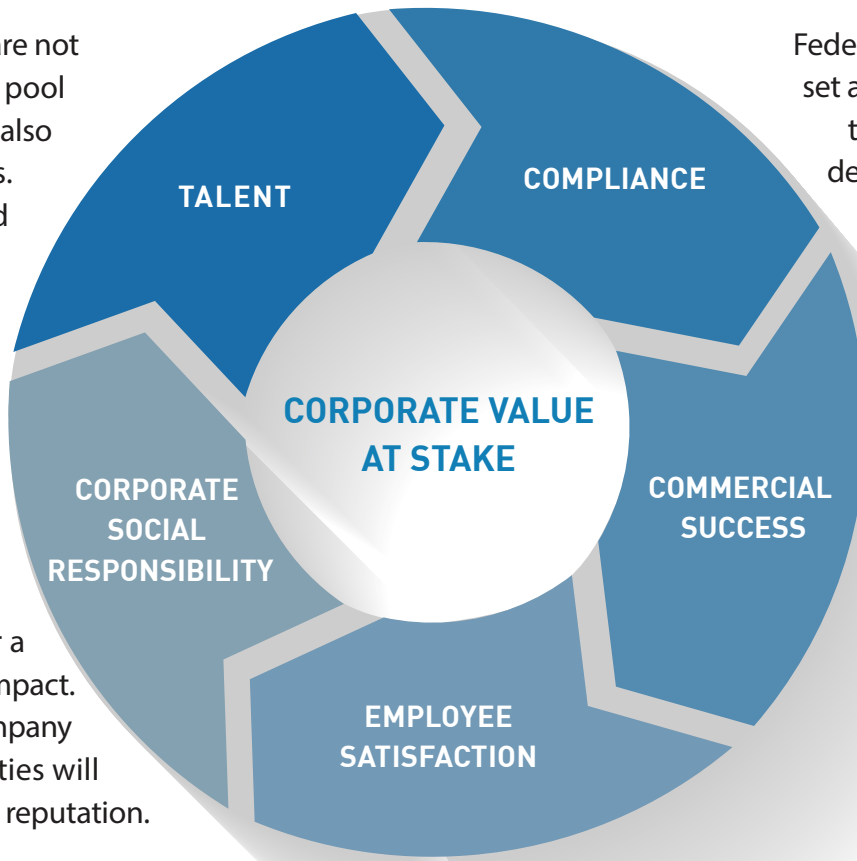


SUCCESSFUL DISABILITY HIRING IS CRITICAL

HERE'S WHY IT'S GOOD FOR YOUR COMPANY

Recent regulations, changing workforce demographics and consumer preferences for socially responsible business practices all make disability inclusion a key part of today's business climate.

People with disabilities are not only a largely untapped pool for new hires, they are also your current employees. Attracting, retaining and engaging this talent is critical to your human capital competitiveness.



Federal contractors must set a 7% workforce goal, track outcomes and demonstrate progress.

The majority of consumers are willing to pay more for a brand with positive social impact. Perception of how your company treats people with disabilities will factor greatly into your CSR reputation.

The discretionary spending power of Americans with disabilities and their friends and family tops 4 trillion dollars.

The best and brightest people want to work for great companies. Disability inclusion promotes higher levels of employee satisfaction, engagement and commitment.

NOD is a highly valued partner for Toys "R" Us. Their expertise and professionalism was instrumental to securing highly committed people for our team.

NOD understands the challenges of the business environment, and takes an extremely collaborative approach to innovative human resource strategies....

Jeff Kellan
Vice President of Distribution Operations
Toys "R" Us, Inc.



YOUR PARTNER IN DISABILITY EMPLOYMENT

The National Organization on Disability is the leader in helping businesses tap into the talent pool of America's 80% of working-age people with disabilities who are unemployed.

Our best-in-class Disability Employment Professional Services provide the tools and expert guidance to:



Attract and retain talent



Transform organizational culture



Develop accessible and inclusive workplaces

DISABILITY EMPLOYMENT MATURITY CURVE:

WHERE DOES YOUR ORGANIZATION STAND?

Wherever you are on the disability employment maturity curve, the National Organization on Disability will be there with the professional expertise and resources to help you progress.



PROFESSIONAL SERVICES

DISABILITY EMPLOYMENT TRACKER™

Take our free survey to assess your organization's current disability employment policies and practices. Receive a benchmarking Scorecard and key leading practices.

DISABILITY INCLUSION ACCELERATOR™

Our Accelerator provides a data-rich view of where you are in your disability inclusion journey - and an action plan to advance your efforts. NOD experts provide in-depth analysis of your Tracker responses to your leadership team, together with a customized action plan with quick wins, and medium and long-term actions, tailored to your business.

DISABILITY EMPLOYMENT PROGRAM DESIGN & PLANNING

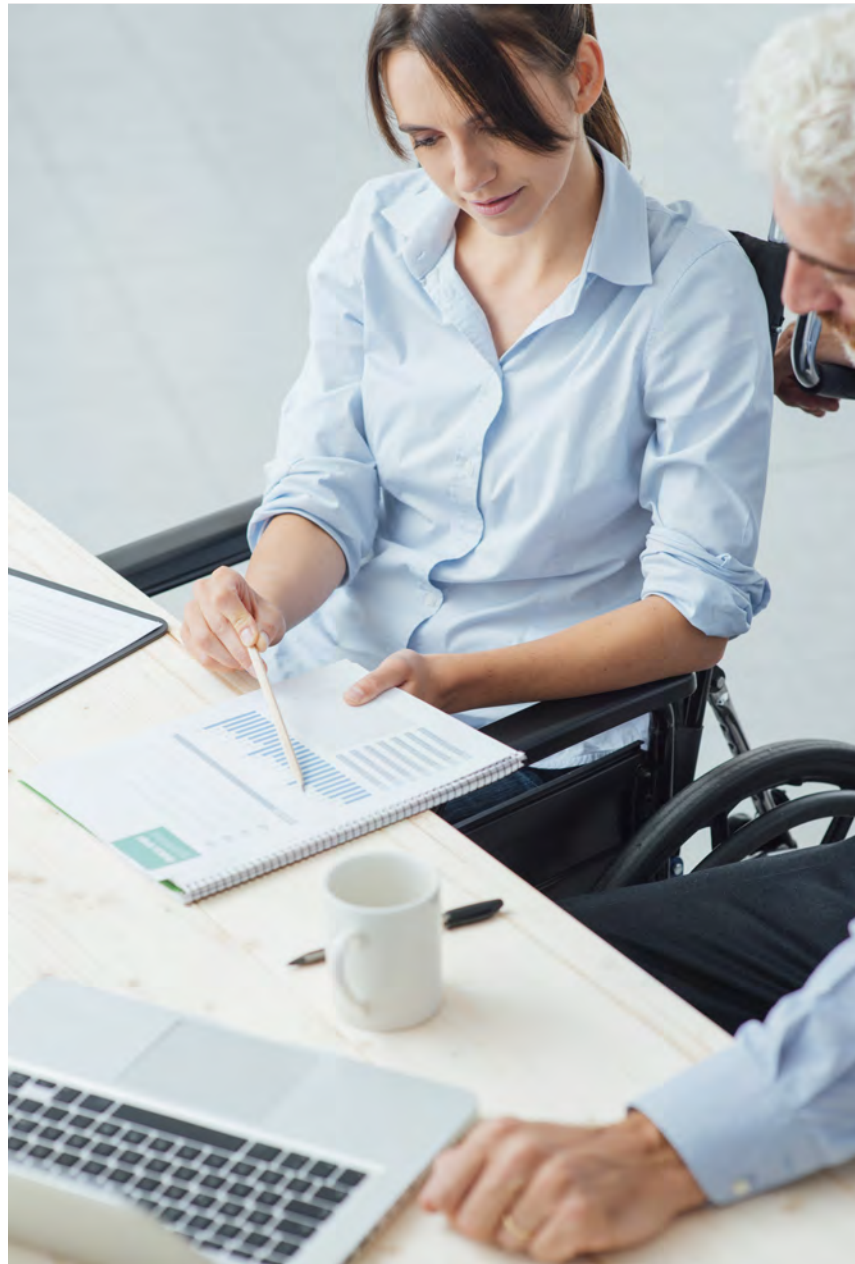
For companies seeking in-depth expert guidance in taking their disability employment initiatives to the next level, we will help assess your current approach and design a program and implementation plan that address key elements of successful disability inclusion.

DISABILITY EMPLOYMENT HIRING

Nearly four in ten employers report difficulty finding qualified candidates with disabilities. We can help you build a program to recruit well-qualified candidates with disabilities and develop the relationships needed to create an ongoing pipeline of talent.

DISABILITY EMPLOYMENT ETIQUETTE & AWARENESS TRAINING

The National Organization on Disability offers a catalog of customizable disability employment training offerings that can be delivered in person or virtually to increase awareness of disability etiquette.



Everybody's on a different part of their disability inclusion journey. What's great is that NOD can play in all parts of that journey to help companies be successful.

Steve Szilagyi
Supply Chain Executive
Lowe's



COMPONENTS OF A DISABILITY EMPLOYMENT HIRING ENGAGEMENT

PROGRAM DESIGN, MANAGEMENT & SUPPORT

Assess current state of disability employment. Help set hiring targets and success metrics tailored to your business needs. Design and execute a six to twelve month plan to establish a sustainable pipeline of job-ready candidates

WORKSITE AUDIT

Interview on-site personnel, tour facilities, understand job requirements and identify areas for growth and improvement

SOURCING AGENCY SCREENING & SELECTION

Identify and screen sourcing agencies using our tested Employment Service Provider Scorecard™. Recommend those most appropriate for your labor force needs

AWARENESS & ACCOMMODATION TRAINING

Customized disability awareness and accommodation trainings for HR and operations staff and managers

POST-HIRE MANAGEMENT & TROUBLESHOOTING

We stay with you — by leading post-hire meetings and providing ongoing coaching for hiring managers and sourcing agencies, to ensure quality results



OTHER OPPORTUNITIES TO PARTNER WITH NOD

INNOVATION IN DISABILITY EMPLOYMENT



NOD has a track record of developing innovative solutions to increase employment opportunities for the millions of Americans with disabilities. We partner with leading employers and philanthropic institutions to pilot new practices in disability employment and scale the most effective solutions.

Together, we have developed innovative models to:

- + Support the most seriously injured veterans in their transition into the civilian workforce,
- + Introduce youth with disabilities to careers through paid internships, and
- + Help companies build a diverse and productive workforce that includes people with disabilities.

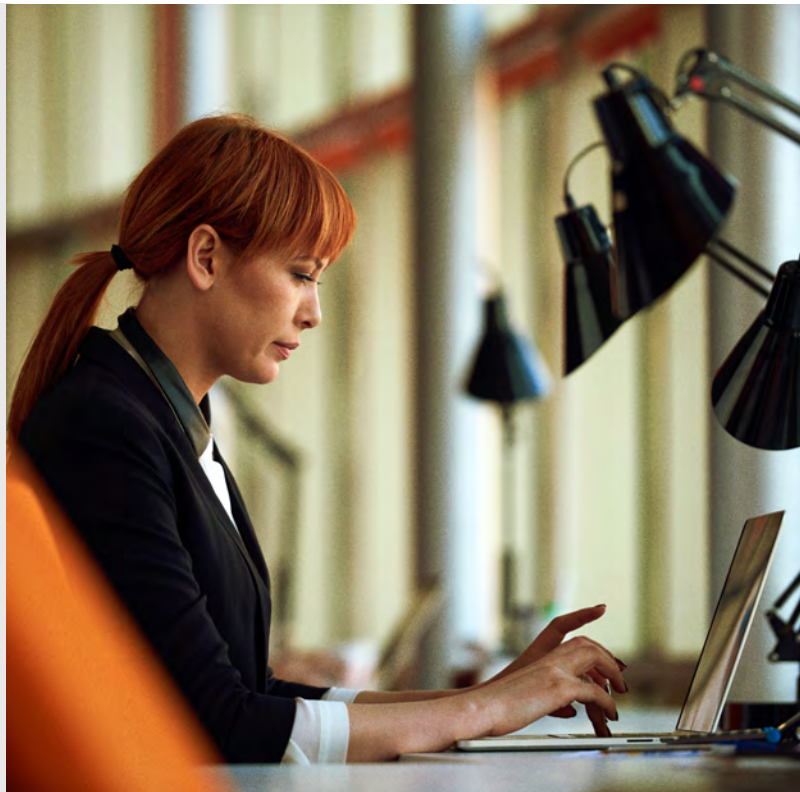


*Governor Tom Ridge
Chairman, National Organization on Disability*

CORPORATE LEADERSHIP COUNCIL

Membership in the National Organization on Disability Corporate Leadership Council provides an opportunity for national and global business leaders to learn from peers about common challenges and leading practices in disability employment – and to be recognized for their commitment to disability employment.

In supporting our mission, our partners distinguish themselves as leaders in diversity and employers of choice for people with disabilities.



LEAD PARTNERS:

DIVERSITYINC
JPMORGAN CHASE & CO.
PRUDENTIAL FINANCIAL
S&P GLOBAL
SIROTA CONSULTING
UPS FOUNDATION

PRESIDENT'S CIRCLE:

BP
COLGATE-PALMOLIVE
EXELON FOUNDATION
THE HERSHEY COMPANY
JOHNSON & JOHNSON
LOWE'S
NORTHROP GRUMMAN
PNC FINANCIAL SERVICES GROUP
PwC
ROCKWELL COLLINS
SODEXO
TOYS"R"US, INC.
WAL-MART STORES/SAM'S CLUB

CORPORATE CIRCLE:

ANTHEM
AT&T
CAPITAL ONE
CIGNA
CSC
DODGE & COX
GENERAL MOTORS FOUNDATION
HSBC BANK USA
THE KELLOGG COMPANY
MERCK
MONDELÉZ
MONSANTO COMPANY
MORGAN STANLEY
PJM
SONY CORPORATION OF AMERICA
XEROX CORPORATION

THE NATIONAL ORGANIZATION ON DISABILITY IS HERE TO HELP

AN EXPERIENCED PARTNER


With over 30 years' experience, the National Organization on Disability (NOD) has helped some of the world's most recognized brands be more competitive in today's global economy by building or enriching their disability inclusion programs. Businesses save money by relying on NOD to deliver best-in-class disability inclusion and hiring solutions with high rates of long-term retention and client satisfaction.

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