

# AWS works

A Monthly Newsletter from AWS Employment Services

## Featured Teamwork

Serving Elkhart, Kosciusko, Whitley,

St. Joseph, Marshall, Starke,

La Porte, Porter, Newton,

and Jasper counties.

AWS provides services to people

throughout Indiana,

Ohio, and Michigan.

Do you have an article, announcement, or something you would like to share? Do you know someone who would like to receive our newsletter? If so, please contact:

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### AWS and BOLT Document Management

#### Combine Efforts to Create Opportunity

AWS and BOLT Document Management have combined efforts to help smart, talented individuals with disabilities find employment. Individuals like Derek Drew. Derek faced the same challenges confronting any smart, educated, and eager to work job applicant. He has also faced challenges most job applicants will never encounter because Derek is limited in movement and mobility due to cerebral palsy. At age 28, Derek's combined lack of experience and limited mobility had prevented him from becoming gainfully employed. That was until AWS and Bolt Document Management entered the picture.



Pictured are (standing) Cathy and Jeff Nelson, owners of Bolt Document Management. Sitting are Derek Drew and Paula Lishweski, Bolt employees.

AWS and BOLT Document Management have a history of teaming together to create and provide employment opportunities to people with physical limitations. Angela Miller and Eden Gildea of AWS, along with Cathy and Jeff Nelson, owners of BOLT Document Management, col-

laborate to overcome any obstacles that might prevent an employee's success. Even when there was no immediate position for Derek, BOLT zeroed in on an area of software development that the company could expand. AWS covered Derek's salary while they spent 6 weeks training him.

A few accommodations were also needed. BOLT and AWS worked together to fashion the necessary workstation and other accommodations that would allow Derek to work in a comfortable fashion. "The changes we made to accommodate Derek did not require any financial outlay," said Jeff. "It's more about being flexible and looking at ways of doing things outside of the 'box.'" Cathy Nelson adds, "Because we (as a company) focus on quality over quantity in our systems and services we can provide the flexibility required to work with the specific limitations of some of our employees. We don't have a 'beat the clock' working environment in our company. Our positive experience working with AWS and people like Derek has taught us that the long-term productivity and rewarding employee relationships far outweigh any extra time and resources required to initially develop their skills and talents. We have enjoyed and will continue to enjoy working with AWS and their clients."

Derek is the second employee that has come to work at BOLT through AWS. Paula Lishweski was introduced to BOLT by Angela Miller of AWS almost two years ago. Paula also has overcome challenges from CP. In the time that Paula has worked at BOLT she has become a trusted and reliable employee valued not only for her quality of work performing indexing and data entry, but also for her cheerful nature. According to Jeff, "There are no rainy days around our place when Paula is in the house. Paula keeps everyone smiling around here."

BOLT Document Management designs and supports digital document management systems, including the customization and integration of their core systems with other software products. BOLT also provides production scanning, processing, and indexing services for documents and records. BOLT is located in Elkhart, IN.