Cambria County Association for the Blind & Handicapped

Independence for Our Employees with Disabilities
Quality Products for Our Customers Worldwide

EXHIBIT
IPR 139 1051

EXHIBIT
IPR 178 1037

CAB®

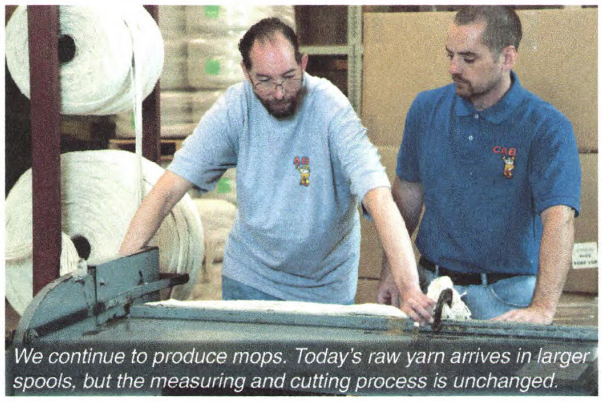
From the beginning, sewing proved a worthwhile occupation to teach our blind and handicapped clients. The visually impaired woman above is sewing binding on a blanket to be sold to the Commonwealth of Pennsylvania for use at a state institution.

For nearly 85 years, the reason our non-profit association exists ...

"The mission of the Cambria County Association for the Blind and Handicapped is to develop and support an environment for persons with disabilities which promotes vocational and employment training, independence, and community involvement through rehabilitation, recreation, and low-vision services, and provides education for the prevention of blindness.

The Cambria County Association for the Blind and Handicapped unites vocational training and a manufacturing business producing quality products that offers employment for persons with disabilities while ensuring worldwide customer satisfaction."

Floor mops were one of our first products. This 1940's era photo shows a worker measuring and cutting strands of yarn for a mop.



We continue to produce mops. Today's raw yarn arrives in larger spools, but the measuring and cutting process is unchanged.

Today we have a contract with Boeing Corporation for our skilled seamstresses and fitters to produce insulation blankets to fit the complex shapes inside the skin of Boeing's C17 Globemaster III cargo plane.

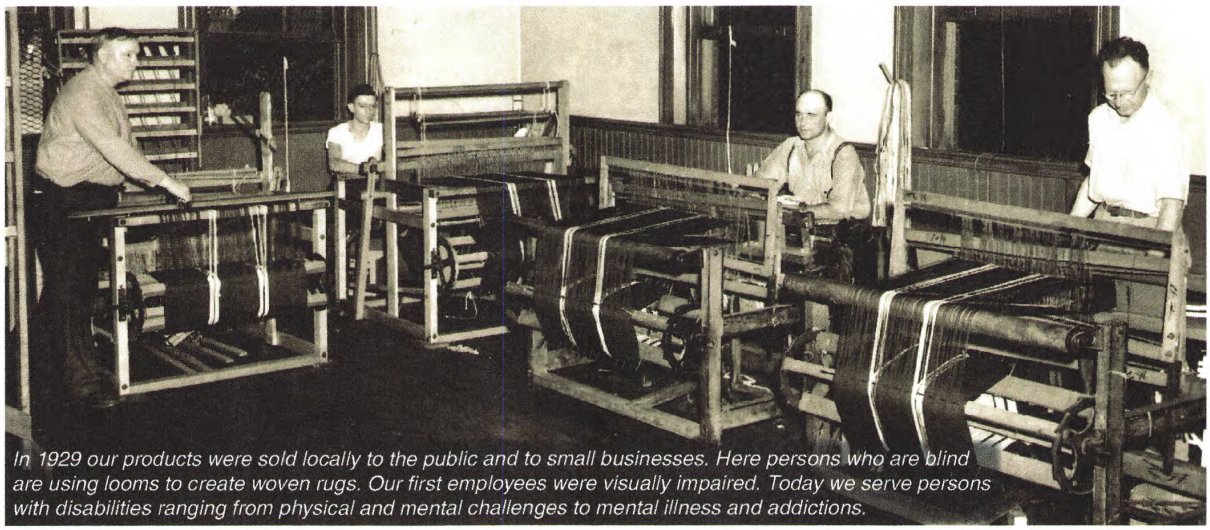
We strive to achieve two goals:

To foster independence for people with blindness and other disabilities who live in our community.

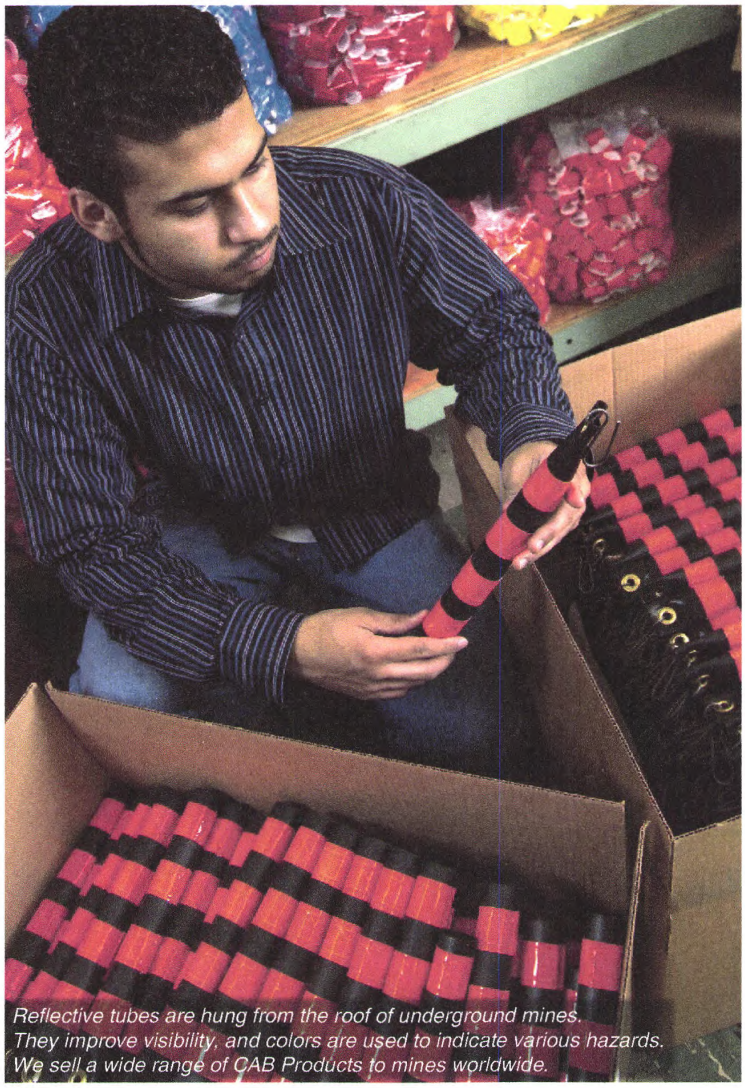
To manufacture useful, high quality products for our customers worldwide.

Since 1927 the Cambria County Association for the Blind and Handicapped has successfully met a complicated, twofold challenge. Some might speculate that products made by persons with disabilities are somehow lower in quality, but that is clearly not true. CCABH has repeatedly achieved Boeing Corporation's Performance Award in Silver or Gold for Excellent Quality and Delivery. Our various products routinely exceed the most stringent quality standards demanded by respected national and international customers.
At the same time, we provide a safe, supportive workplace for our employees with severe disabilities. Over and over again our dedicated staff has found positive ways to teach, help, and encourage our workers. They have devised easier ways to make products, and developed innovative new product lines. Ours is truly a win-win story.

Bob
Bending Department
9 Years



In 1929 our products were sold locally to the public and to small businesses. Here persons who are blind are using looms to create woven rugs. Our first employees were visually impaired. Today we serve persons with disabilities ranging from physical and mental challenges to mental illness and addictions.



Reflective tubes are hung from the roof of underground mines. They improve visibility, and colors are used to indicate various hazards. We sell a wide range of CAB Products to mines worldwide.

Foodservice kits include plastic silverware, napkin and condiments. We custom assemble these kits for hospitals and institutions.

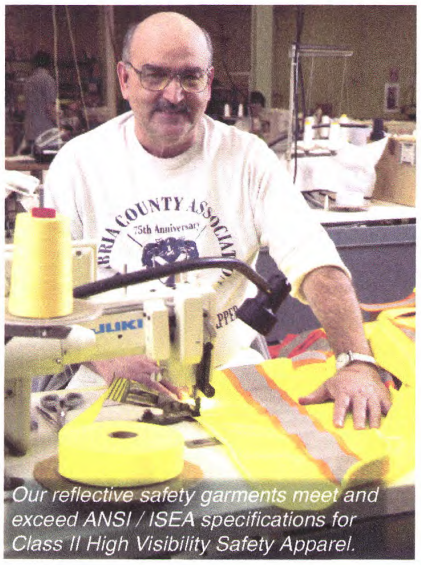
Skull caps are part of the headgear worn with military gas masks. We produce these for the U.S. Defense Department.

CAB workers overcome their disabilities every day. Pictured above, Harry wheels a heavy cart of partially finished cable hangers past our newest automatic CNC 3-dimensional wire forming machine at our expanded Ebensburg Division.

We manufacture an amazing variety of products, and we sell them all over the world.

From mops and rugs to cable hangers, hooks, and reflective safety garments, through the years the Cambria County Association for the Blind and Handicapped has manufactured a wide range of useful items. Our management team has invested significant time and energy in developing markets for our extensive product line. We have had great success. Today CCABH products are used everywhere from gold mines and hospitals, to prisons and airports.

Our innovative manufacturing and sales efforts continue as we are constantly looking for new products that can be manufactured by the persons with disabilities who we serve.



Our reflective safety garments meet and exceed ANSI / ISEA specifications for Class II High Visibility Safety Apparel.

Our reflective safety vests, leggings, and sweatshirts are worn by highway and construction workers in Pennsylvania and many other states. The high reflectivity and durability of our garments makes them ideal for daily use in unforgiving outdoor or underground work sites.

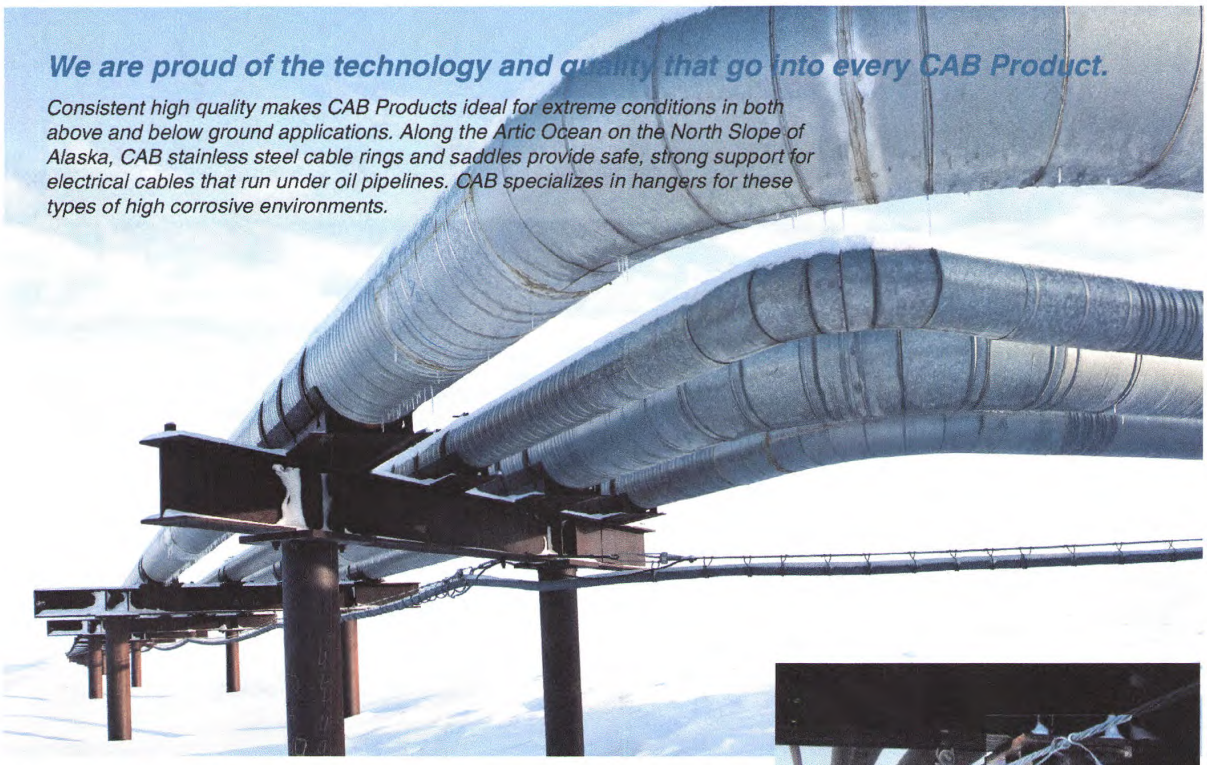
Listening to customers leads to innovative products and industry leadership.

CAB was the original developer of Lifelines for underground mines. This safety product allows miners to find their way to safety in the event of fire or dense smoke in underground mines. CAB's innovative and durable design quickly became the industry favorite, and today CAB Lifelines are used by the majority of underground coal mines in the United States. Our employees with disabilities manufacture hundreds of miles of Lifeline each year.

Every Lifeline is custom made with colors and indicators specific to each mine.

CAB's dedicated staff works one on one to insure quality and consistency.

CAB uses CNC machines to coat steel hangers with high dielectric grade plastisol.



We are proud of the technology and quality that go into every CAB Product.

Consistent high quality makes CAB Products ideal for extreme conditions in both above and below ground applications. Along the Artic Ocean on the North Slope of Alaska, CAB stainless steel cable rings and saddles provide safe, strong support for electrical cables that run under oil pipelines. CAB specializes in hangers for these types of high corrosive environments.

Our sales have grown tremendously.

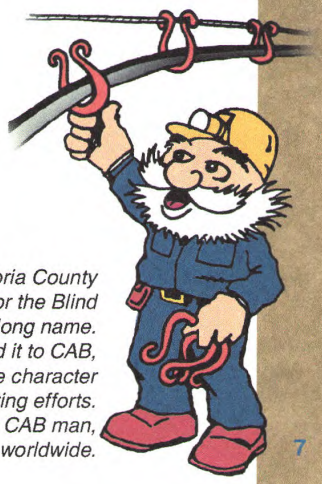
We ship CAB mining, tunneling, electrical, and pipeline products throughout the United States and to twenty foreign countries, including Australia, Chile, Indonesia, Norway and Mongolia. Each year our employees with disabilites manufacture millions of CAB cable hangers. We produce miles of CAB Lifeline, plus thousands of reflective safety vests, markers, tubes, and more.

Because of our quality, these numbers continue to grow. We frequently customize our products, and we often partner with our customers to handle special requests and find ways to solve specific problems.

We actively develop markets for our various products. We publish brochures and catalogs of CAB Products in both English and Spanish, and our sales staff exhibits our product lines at numerous trade shows around the world. We welcome new possibilities, new products, and new ideas.

Most CAB Products are sold through distributors; other items are manufactured to specification under a variety of contracts with federal and state government agencies and non-profit institutions.

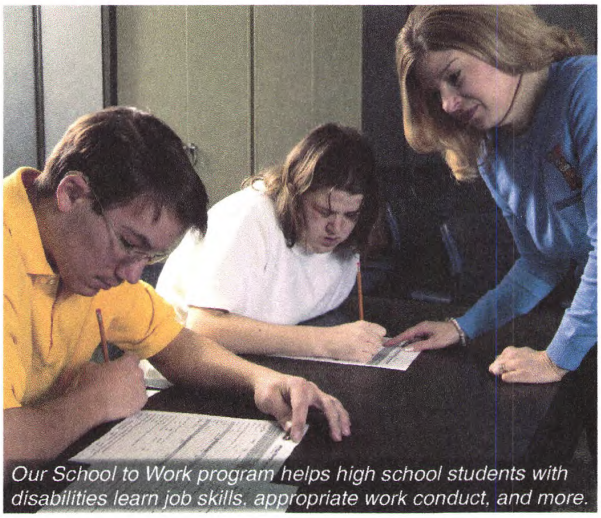
We employ over 300 individuals with disabilities who live in and near Cambria County, Pennsylvania. Our dedicated professional staff of 55 oversees, guides and directs our daily operations.



The Cambria County Association for the Blind and Handicapped is a long name. Years ago we shortened it to CAB, and designed a friendly little character to help in our marketing efforts. We call him the CAB man, and he is now recognized worldwide.

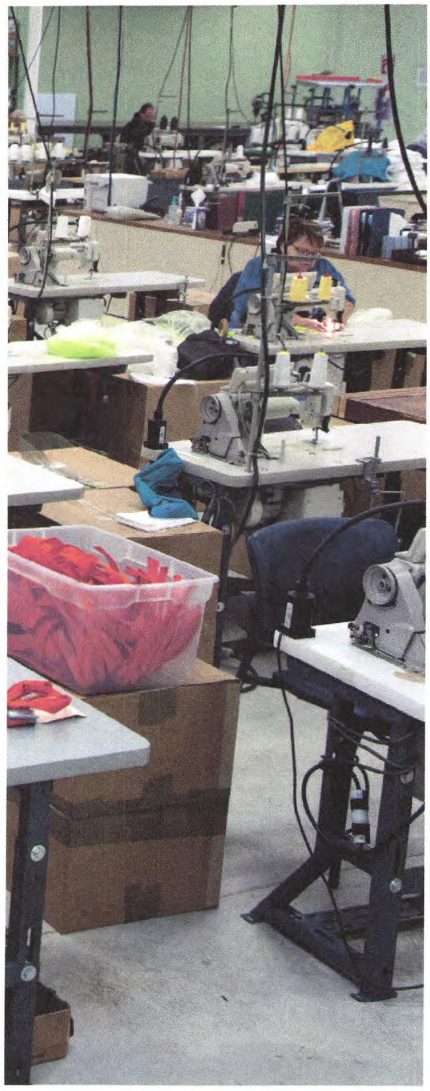
Independence for Our Employees ... Quality for Our Customers

Approximately four staff and 58 employees with disabilities work in our modern sewing department in Johnstown.



Our School to Work program helps high school students with disabilities learn job skills. appropriate work conduct, and more.

Vocational aptitude testing is not so much a test, as a way to find out what talents people have and what kind of tasks they prefer .



We employ persons with disabilities.

Nearly 300 individuals with disabilities work at the Cambria County Association for the Blind and Handicapped. Having a regular job, earning a paycheck, and doing something productive gives our unique workforce independence and confidence. It makes their lives better in many ways.

Vocational Rehabilitation

Having a disability does *not* mean you can't work. Through vocational rehabilitation we teach people how to work despite their disability. It begins with vocational aptitude testing, in which our rehabilitation staff evaluates each individual's capabilities, strengths, and interests. Then using those results, we provide one on one professional training in skill areas such as packaging, assembly, metals-forming, industrial sewing, welding, cleaning, and material-handling. The training is highly individualized and usually leads to long term employment at CCABH or elsewhere in the community.

Personal Work Adjustment Training

Personal Work Adjustment Training is provided to help our disabled employees learn appropriate behavior and problem solving both on the job and in daily living. They receive practical training in things like budgeting, banking, and comparative shopping. While in this program, individuals have opportunities to experience a sampling of production jobs.

School to Work

Our School-To-Work program is offered to high school students with disabilities. It provides a professional assessment of their capabilities and employment training while still in school.

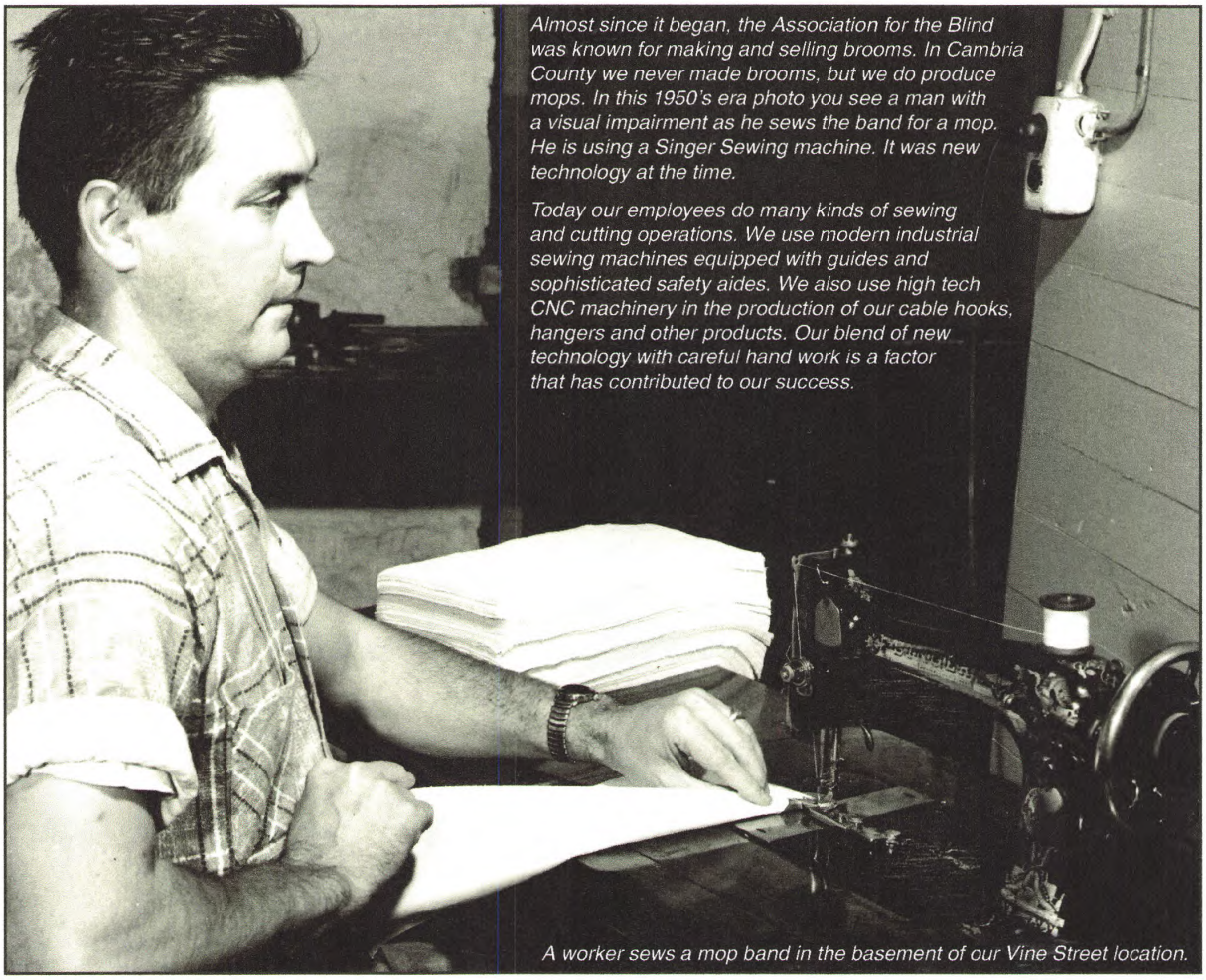
On the Job Training

It is our goal to place each employee with a disability in his or her appropriate level of work. Our staff provides on-the-job training and job-coaching services to local employers who offer opportunities for qualified workers with disabilities.

We teach many daily living skills as well as home safety practices.

Mike Bending and Packaging Departments 7 Years

Independence for Our Employees ... Quality for Our Customers



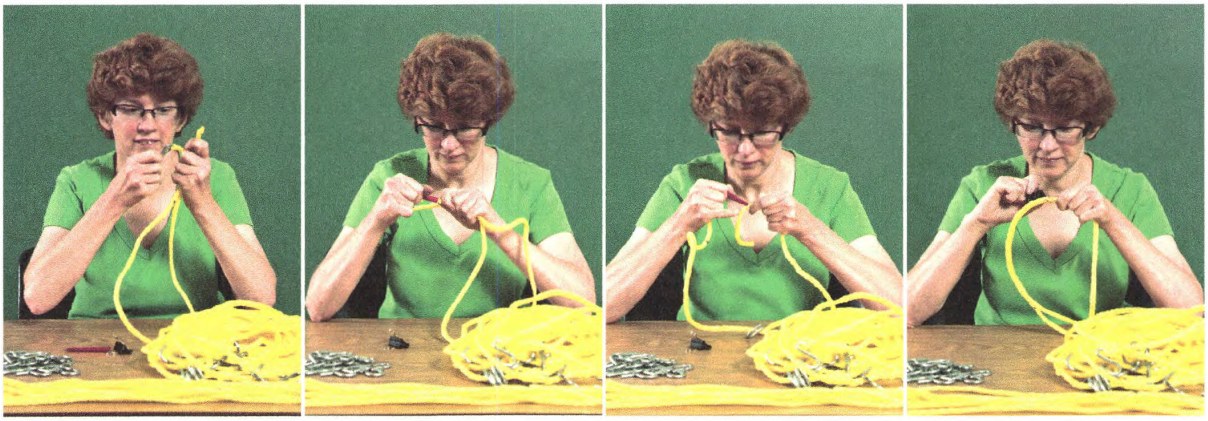
Almost since it began, the Association for the Blind was known for making and selling brooms. In Cambria County we never made brooms, but we do produce mops. In this 1950's era photo you see a man with a visual impairment as he sews the band for a mop. He is using a Singer Sewing machine. It was new technology at the time.

Today our employees do many kinds of sewing and cutting operations. We use modern industrial sewing machines equipped with guides and sophisticated safety aides. We also use high tech CNC machinery in the production of our cable hooks, hangers and other products. Our blend of new technology with careful hand work is a factor that has contributed to our success.

A worker sews a mop band in the basement of our Vine Street location.

We teach each employee many different operations.

One of the secrets to our success is that we are very diverse in the different products we manufacture. This diversity provides us with hundreds of operations so we can match the skill level with the specific employee. It also enables us to train each employee on many different products, ensuring that they will always have work. Below, Vicky is making a rope hanger. We sell millions of these annually.



Robin, who has worked 32 years in our Johnstown Division, bartacks velcro to a patient gown for state hospitals.

We make complicated manufacturing possible.

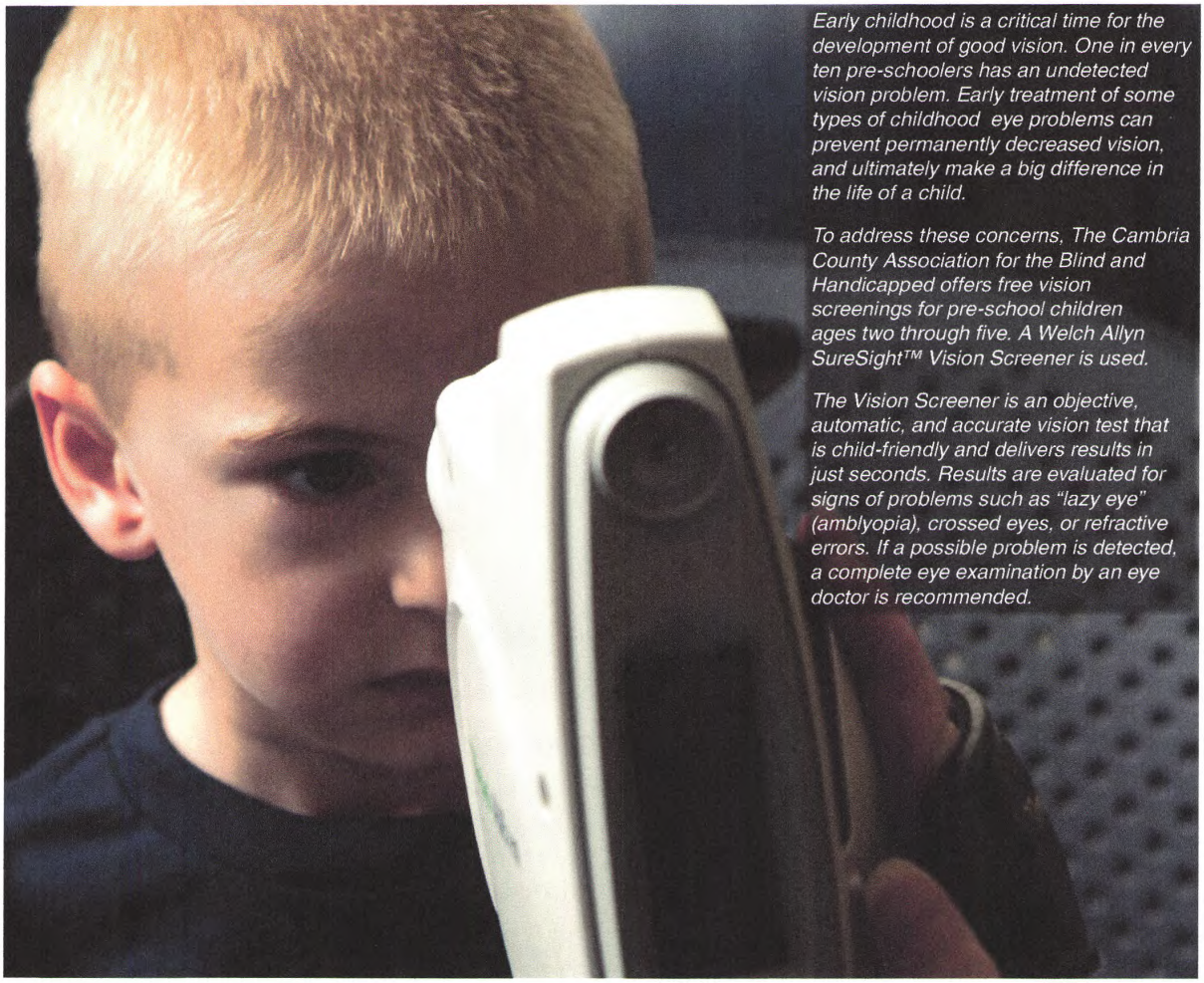
For a person with an intellectual, physical or mental disability, the manufacture of a product can be extremely difficult or impossible. We take each product and break it down into different operations. We simplify each step, modify the work station, provide the best equipment, and make the impossible possible. Our dedicated staff works with each employee, one on one, until operations are mastered.

Since 1974, we have conducted free vision screenings in pre-schools throughout Cambria County. When we began, vision screenings consisted of using the big E, a light box, and the cover card method of testing for amblyopia (lazy eye).

Part of our mission continues to be the prevention of blindness.

Look at the "Big E." What direction is it facing? Can you see it on this line?

In this 1950's era photo, we see youngsters wearing the cumbersome eye patches that were commonly used in treating amblyopia (lazy eye).



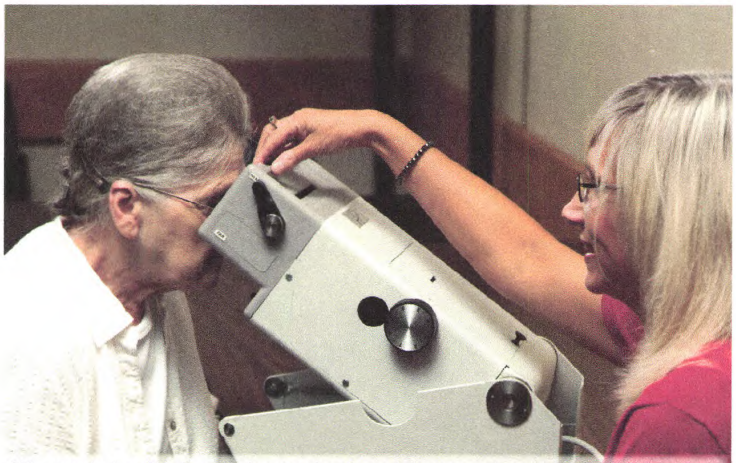
Early childhood is a critical time for the development of good vision. One in every ten pre-schoolers has an undetected vision problem. Early treatment of some types of childhood eye problems can prevent permanently decreased vision, and ultimately make a big difference in the life of a child.

To address these concerns, The Cambria County Association for the Blind and Handicapped offers free vision screenings for pre-school children ages two through five. A Welch Allyn SureSight™ Vision Screener is used.

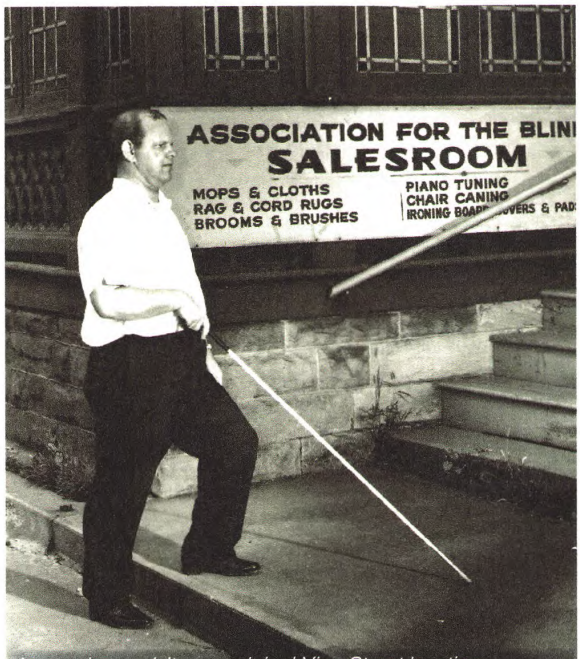
The Vision Screener is an objective, automatic, and accurate vision test that is child-friendly and delivers results in just seconds. Results are evaluated for signs of problems such as "lazy eye" (amblyopia), crossed eyes, or refractive errors. If a possible problem is detected, a complete eye examination by an eye doctor is recommended.

We offer high tech vision screening for children and adults.

It is estimated that 50% of blindness is preventable. We promote eye health and safety through a variety of public awareness and educational programs. We share information about potentially blinding eye conditions and diseases. Our "Growing Older with Good Vision" program educates adults and emphasizes important information about signs and symptoms of various eye diseases and conditions, as well as ways to keep and make the most out of the vision you have. We offer many programs for children of all ages, which include *Treasure in Sight, Play It Safe* and *C. Well Bunny.*



We regularly offer free vision testing for adults at senior centers, businesses, and health fairs throughout Cambria County. We use the Titmus Vision Screener to determine if there is need for referral to an eye care professional.



An employee visits our original Vine Street location. The sign in the background lists the products we offered.

The white cane remains an important tool for those with blindness or severe visual impairments.

We help ensure the safety of our visually impaired and blind clients.

When you lose your vision, everyday activities can present hazards. Familiar surroundings can become dangerous. We perform home inspections for our visually impaired clients, and install free safety devices such as smoke and carbon monoxide detectors, fire extinguishers, bathtub rails, and safety lights. There are certain eligibility requirements for these services, and we work in cooperation with the Bureau of Blindness and Visual Services as well as other agencies.

A lighted pocket magnifier helps Leroy read the label on a can.

Visual and tactile (locator) bump dots on kitchen and laundry appliances assist Joanne with cooking and other household chores.

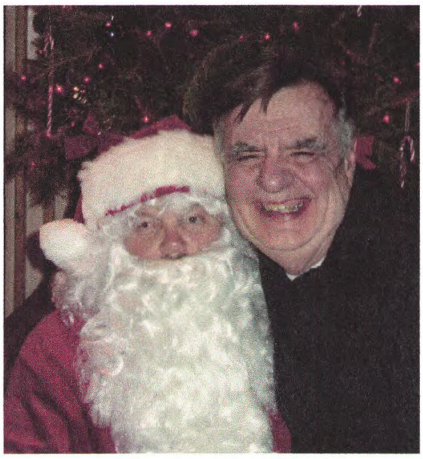
Bernadette, who has worked in our Johnstown office for over 39 years, uses a CCTV and zoom text to read large print material.

Our SSVH program supplies vision devices to help at home and work.

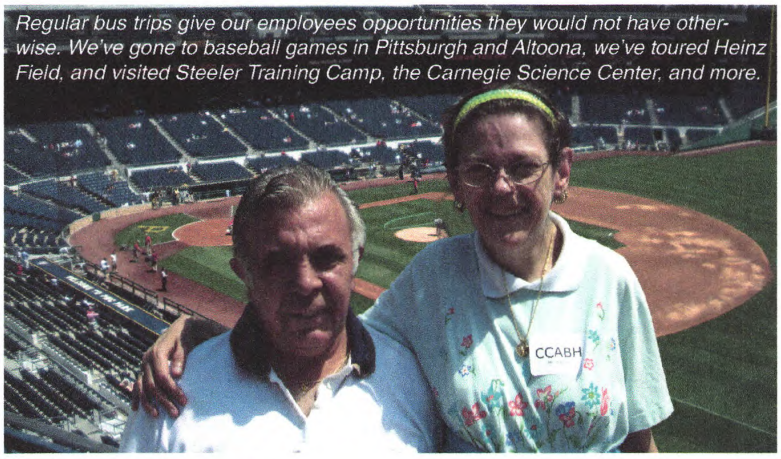
Our Specialized Services for the Visually Handicapped program provides support services to help visually impaired people maintain their independence. Our caseworker develops a service plan for each client. Low vision aids, such as magnifying glasses and writing tools are provided free. The goal is to help clients continue with daily living activities and remain independent. Our caseworker may help with mail reading, bill paying and transportation to medical appointments and grocery shopping as needed.

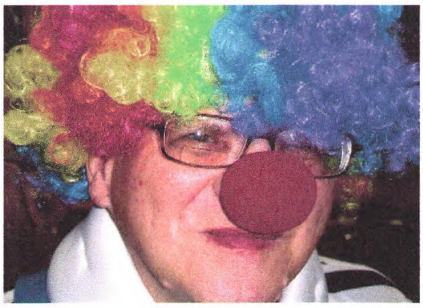
Bold line paper, check stencils, and large print check registers enable Jane to continue paying her own bills.

Our social activities have always been important. In this 1950s era photo blind bowlers are enjoying the sport. They use railings to assist with accuracy.



Regular bus trips give our employees opportunities they would not have otherwise. We've gone to baseball games in Pittsburgh and Altoona, we've toured Heinz Field, and visited Steeler Training Camp, the Carnegie Science Center, and more.



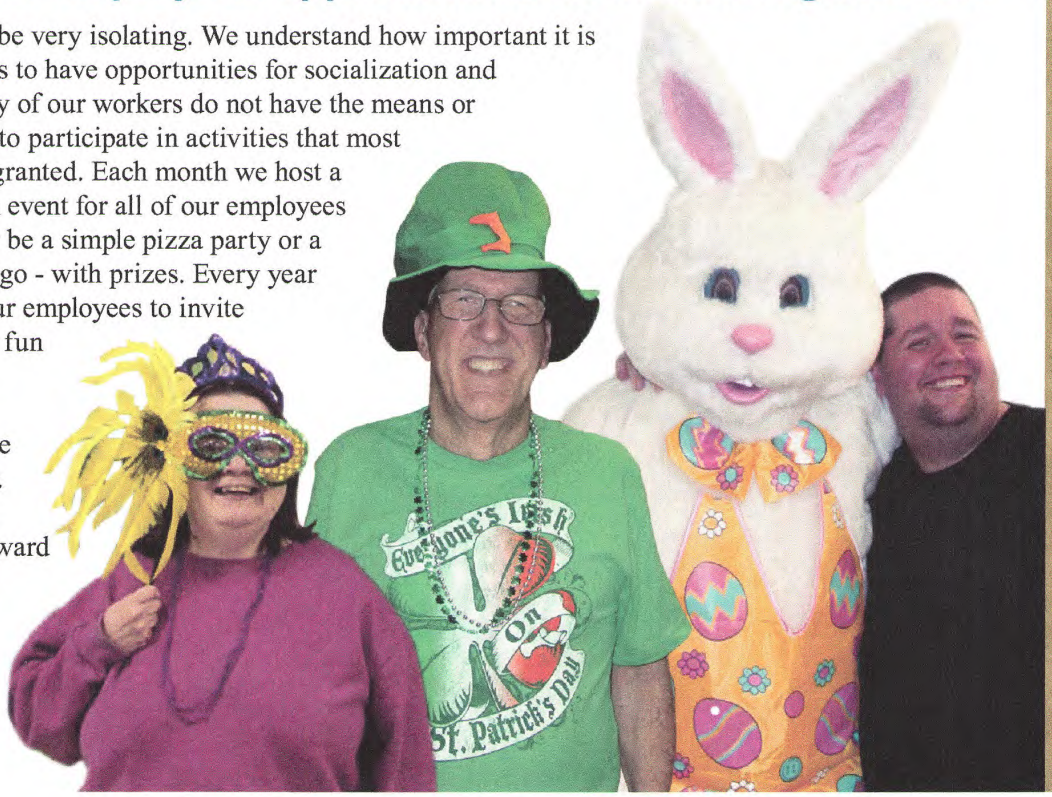


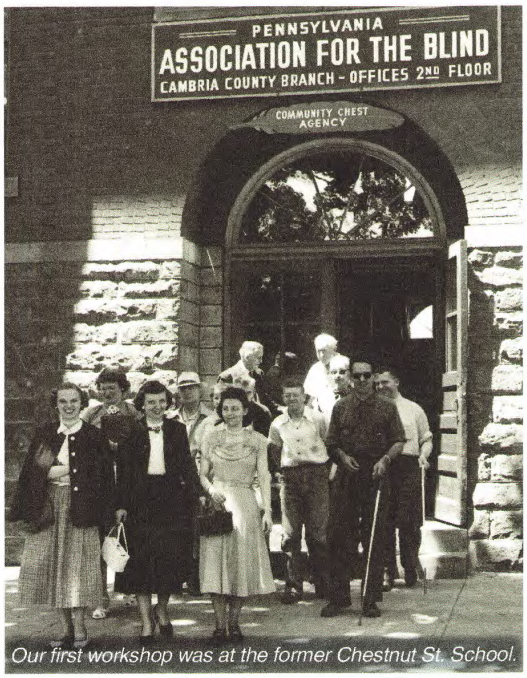
Snow tubing at a local ski resort.

Our employees love sports and are big Steeler fans. Here we celebrated a big win with a lunch time pizza party and cake.

We give our employees opportunities for socializing and fun.

Disabilities can be very isolating. We understand how important it is to our employees to have opportunities for socialization and friendship. Many of our workers do not have the means or the opportunity to participate in activities that most people take for granted. Each month we host a social recreation event for all of our employees and staff. It may be a simple pizza party or a few hours of bingo - with prizes. Every year we encourage our employees to invite their family to a fun summer day at Idlewild Park, and to our festive Christmas party. Our employees eagerly look forward to these special social events.





Our first workshop was at the former Chestnut St. School.

Our first permanent headquarters was at 301 Vine St. in Johnstown, PA.

Our history officially begins on May 12, 1927, Calvin Coolidge was president, and Johnstown was a booming steel town. Members of the local Lions Club wanted Cambria County to have its own branch of the Pennsylvania Association for the Blind, and so our non-profit organization was chartered. We helped those in our community with blindness and visual impairments to learn a craft and be employed.

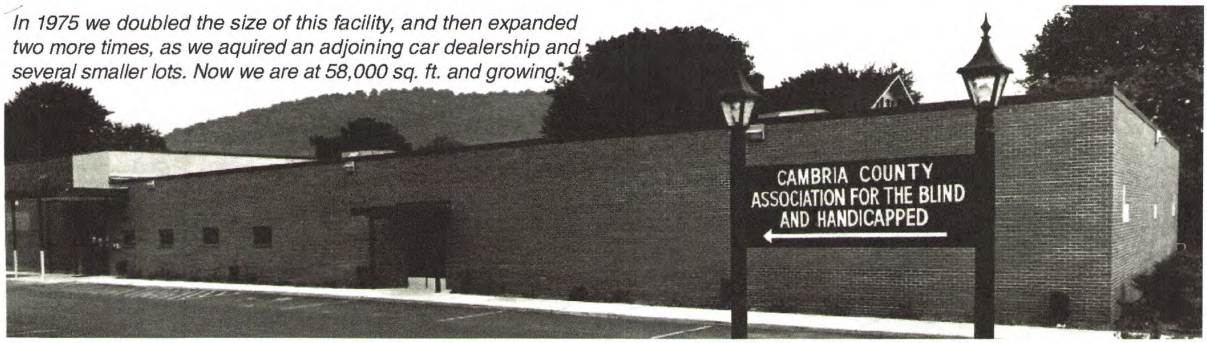
Helen Fox Willett was hired as our first Executive Director. We rented space for workrooms in the old Chestnut Street school. Later we purchased a building on Vine Street in Johnstown. Helen and others taught our blind employees how to weave rugs, cane chairs, and use sewing machines. A small store sold our products and helped make the Association as self-supporting as possible.

It was not until 1968 that we expanded to include services to all persons with any kind of disability. Our name was changed. We became the Cambria County Association for the Blind and Handicapped. Our new young Executive Director, Richard Bosserman, had been blinded in a hunting accident, and he knew firsthand the challenges that people with disabilities face. He was determined to create employment and services for the people we serve in Cambria County. His energy and leadership have made our association very successful.

The Johnstown Jaycees helped renovate a workroom in our Vine St. basement for sewing and rug making .

These men are using looms to weave rugs. Our Association has always tried to be as self-sufficient as possible.

In June of 1969 we purchased the former Acme grocery store on Central Avenue near Johnstown High School. This building would house our administrative offices as well as our manufacturing operations.



In 1975 we doubled the size of this facility, and then expanded two more times, as we aquired an adjoining car dealership and several smaller lots. Now we are at 58,000 sq. ft. and growing.

We have worked hard, and we are succeeding.

Under Dick Bosserman's leadership, our association grew rapidly. Beginning in the 1970's, we aggressively pursued institutional contracts to supply hospitals and government agencies with everything from food service kits to pillowcases and mops. As our sales increased, we were able to provide more jobs for people with disabilities, and expand our services to include vocational evaluation, personal work adjustment training and placement services.

In 1974 we opened an Ebensburg division, and soon began to manufacture cable hooks and hangers. Our services expanded to include education in daily living skills, vision aids, help with shopping, transportation and social recreational activities. Over the next 30 years both our Johnstown and Ebensburg divisions continued to grow, and today, as reported by the National Accreditation Council, we are ranked among the top ten work centers in the United States.

June 1969, State Senator and CCABH Board chairman, Louis Coppersmith (right), hands the keys to our new headquarters to a young and very happy Dick Bosserman.

In early 1970's, our employees with disabilities board a van provided by the Lions Club of Johnstown.

Transportation is important. In rural northern Cambia County, we transport many employees to and from work everyday.

Our Ebensburg facility began with 8,000 square feet. Today we have 85,000 square feet in our expanded state-of-the-art building, which we are rapidly outgrowing.

Darlisa
Ropes Department
7 Years

Our Ebensburg Division has grown dramatically.

In 1974 our Ebensburg Division was established to better serve northern parts of Cambria County. Our first facility was an old two story building on Lloyd Street. Five employees and two staff worked on assembling food service kits. Soon this division would find a unique niche.

Shortly after opening, our sales manager, Pete Hoover, brought a small wire hanger with a plastic coating to our president Dick Bosserman. Pete asked if we could make it. In one breath Dick said: "Yes, we can do it! What is it?" With that, the future of our Ebensburg Division was forever changed. We began manufacturing a variety of plastic-coated wire hooks and hangers for the mining industry.

Today we employ over 150 persons with disabilities in our state-of-the-art Ebensburg facility. Our mining, cable support, and safety products are securing the economic future of our workforce.

Millions of cable support hangers and safety products are manufactured and shipped from this building each year. CAB has become one of Cambria County's leading international exporters. We ship our products to over 1,000 mines in 20 countries around the world.

In our first Ebensburg facility, we hand dipped all hangers. Today, automated CNC plastic coating machines greatly improve production time, quality, and worker safety.

Pictured here are some of our administrative staff, who guide and direct our day to day operations. Many members of our staff have made the Association their life's work. We appreciate their dedication, intelligence and compassion. Pictured here are (left to right) Denise Studinary, John Stahl, Doug Hughes, Dick Bosserman, Tara Gowarty, Allen Smith, Stephanie Smith.

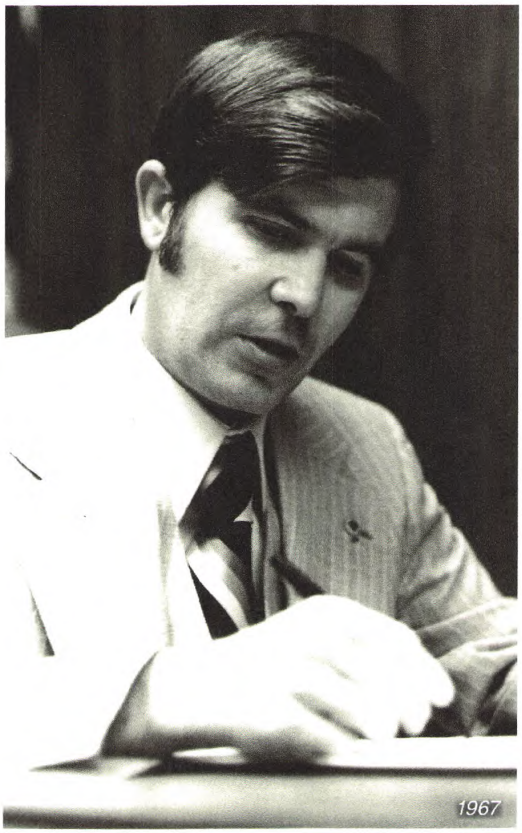
We salute our professional staff and our leader, Dick Bosserman.

The Cambria County Association for the Blind and Handicapped employs hundreds of persons with disabilities, many with severe handicaps. Some are members of our professional staff. Our staff numbers about 55, and includes floor supervisors, vocational, rehab, and vision caseworkers, plus sales, accounting, manufacturing, shipping, mechanical, and maintenance experts. They are a highly educated, compassionate and dedicated group. Many of these professionals have decades of service with us. We are grateful for their hard work and loyalty to the people we serve.

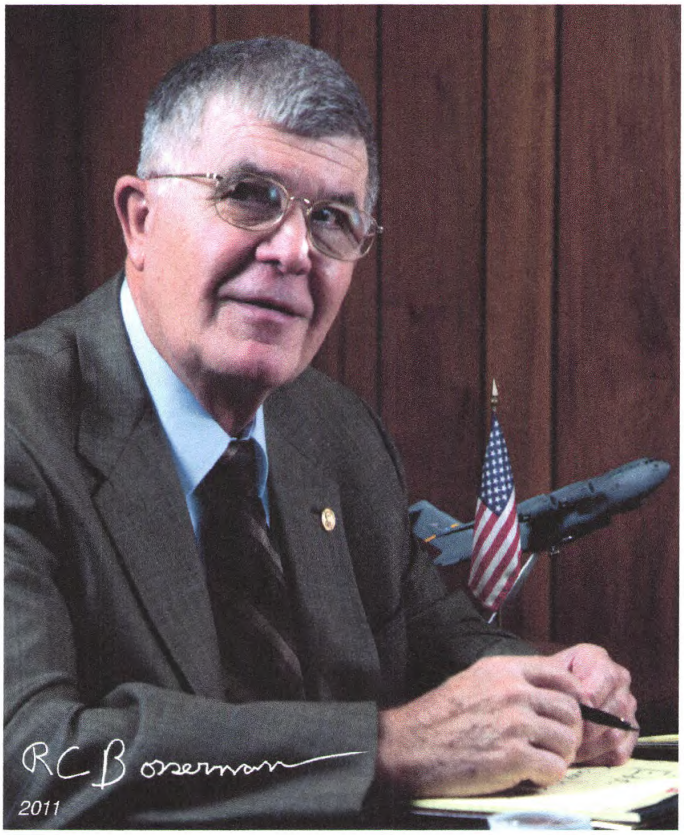
Our leader and president is Dick Bosserman, a man who knows first hand how hard it is to overcome a disability. Dick is legally blind. He was our ninth employee when he and his wife moved to Johnstown in 1967. Dick grew up in York, PA, a bright, hard working young man with a great future.

Life changed abruptly when Dick was 15 years old. He was shot in the face and lost nearly all vision in both eyes. It was a tragic hunting accident. A man a short distance away had mistaken him for a rabbit. Pellets sprayed everywhere, yet Dick's dad and brother standing on either side of him were not hit. It seemed a cruel fate for a gifted young man.

Dick lay in the hospital, immobile for 35 days, in total darkness. The doctor who cared for Dick urged him not to allow blindness to hold him back. He advised Dick to finish high school, go to college and get on with life. It was not easy, some of his teachers refused to work with a blind student, but Dick did graduate. He went to Penn State and earned his bachelor's and master's degrees in Vocational Rehabilitation. He then worked for the Commonwealth of PA as a Vocational Rehabilitation Counselor. He was promoted and excelled even beyond his sighted co-workers.



1967



2011

We pledge to continue our efforts.

Under Dick's leadership, and with the strong support of our local Board of Directors, our organization has excelled. We have grown from ten to more than 350 employees and staff. We provide in-home services to over 250 persons with vision loss. We operate two manufacturing facilities with an annual budget in the millions. We have won numerous awards, and been recognized as one of the nation's leading vocational rehabilitation facilities.

But ultimately our story, and Dick's story, is a tale of hard work mixed with common sense, compassion, and good humor. We have helped thousands of people with disabilities to live happier, more fulfilling lives.

In these pages we have shared our accomplishments and showcased many of our employees and staff, past and present. We invite you to visit us and see for yourself the dedication, friendliness and professionalism of our entire workforce. We look to the future with confidence and resolve to continue our efforts. Thanks for taking the time to learn about the Cambria County Association for the Blind and Handicapped.

John
Packaging Department
22 years
Presented with award before his retirement, March 18, 2005

Johnstown Division, pictured above:
211 Central Avenue
Johnstown, PA 15902-2945 USA
Phone: (814) 536-3531
Fax: (814) 539-3270
E-mail: ccabh@ccabh.com
Web: www.ccabh.com

Ebensburg Division, pictured below:
175 Industrial Park Road
Ebensburg, PA 15931-4109 USA
Phone: (814) 472-5077
Fax: (814) 472-7179
E-mail: cab@cabproducts.com
Web: www.cabproducts.com

The Cambria County Association for the Blind and Handicapped is dedicated to providing job opportunities and services to persons with disabilities through the CAB Product line. All CAB Products are manufactured by CAB employees with great pride and integrity.

We deeply appreciate the help and support of all our customers over the years. Through your orders, many persons with disabilities have been given the opportunity to be productive and independent. Please contact us if you have any questions, or if you would like to tour our operations. Thank you.

Cambria County Association for the Blind & Handicapped

Copyright © 2012 Cambria County Association for the Blind and Handicapped. All rights reserved. CAB is a registered trademark for the Cambria County Association for the Blind and Handicapped and is used as such herein.

CAB®