



2023-2024

ANNUAL REPORT

READY TO TAKE OFF



1540 S. 108th St., West Allis, WI, 53214



414-778-5800

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ROB BUETTNER

President & CEO

Hello from the New Guy

It has been an exciting and productive few months since I began my new job. I have spent a lot of time talking with our leaders, Board members, and stakeholders listening to their perspectives on how we move forward as an organization. And most importantly, how we grow from a revenue standpoint. Simply, for us to grow employment and upward mobility we must grow the overall business.

Growth is easy to talk about, but difficult to do. It takes commitment, focus, and a willingness to get out of our comfort zones. It requires that every person that works at Beyond Vision understands and is in alignment with our Mission, Vision, Values, and Leadership Competencies. And every contributor is in the best position to achieve organizational, team, and individual goals. This is the foundation of a growth culture.

As I have been evaluating how to unravel my old job duties, and figuring out where they fit within the organization, this growth culture concept has been front and center in my mind and many conversations.

We recognize that as an organization, we have finite resources. At this state of our history, our priorities will be based on three criteria.

1. New revenue from new or existing products/customers
2. Maintaining business with existing customers.
3. Improving accessibility, processes, and reducing waste.

Everyone within the organization directly or indirectly impacts our growth and success. And that every position contributes to getting new business, keeping existing business; and improving accessibility, processes, and reducing waste.

Again, I'm excited about working with all of you in discovering the innovative ways we will grow our Vision and business.

Many thanks



Our Mission

“ Enrich the lives of Americans who are blind...through the dignity of work valued by customers and the community. ”

Our Vision

Grow by being a valued partner to customers, suppliers and the community while operating as a fiscally responsible enterprise.



Our Impact

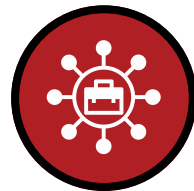


47% Mission Ratio

106 Employees

50 Employees who are visually impaired

56 Employees who are sighted



77,027

Blind paid working hours



92%

Mission direct hours



\$33,506,000

Total Revenue

BEYOND VISION EMPLOYEES OF THE YEAR

Each year, employees from different areas of the company nominate a coworker who they feel best demonstrates Beyond Vision's core values.

These values include placing the mission first, delighting customers, truthfully and openly communicating, continuously improving, promoting upward mobility, ensuring safety and having fun!



Stacy Fuehrer

Customer Care Specialist

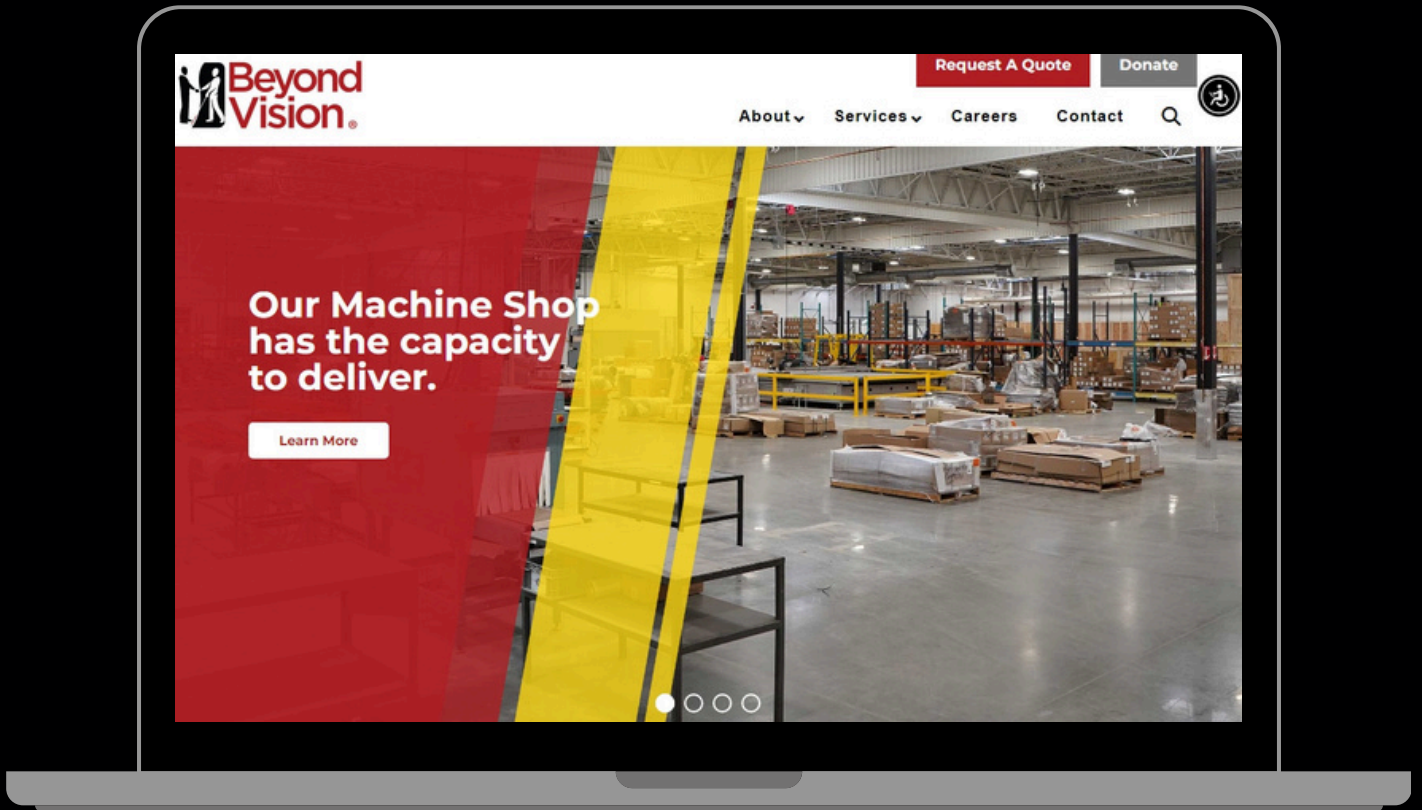
Stacy doesn't just provide our Base Supply Center customers with great service, she makes work a pleasure. "Stacy delights our customers and has one of the best attitudes that I have seen in my retail career," says her manager, David. In the future, Stacy aspires to be an assistant manager at the store.



Pah Jaw

Assembly & Packaging

Pah is a diligent worker and quick learner. He has learned some of the most complex and quality stringent jobs that exist at our company, overcoming language barriers, total blindness, and other physical injuries that he sustained fighting for the freedom of the Karen people from the authoritarian government of Myanmar.



BEYOND VISION UNVEILS NEW WEBSITE

At Beyond Vision, we're always looking towards the future. In our increasingly digital age, a website is absolutely vital for businesses.

We're delighted to announce that our new Beyond Vision website has been launched, thanks to the amazing team at Mindspike Design.

It's a cleaner, sleeker look and easier to navigate to boot! We encourage you to take a look at it when you have a chance.

2024 Recap



2024 MOTY Winner

We were honored to receive the award for community stewardship at the 35th Annual Wisconsin Manufacturer of the Year Awards.

This prestigious program recognizes Wisconsin companies that are dedicated to quality careers, good business practices, financial growth, innovative processes and reinvestment into local communities.



New CNC Machine

Beyond Vision's "new to us" 2013 Okuma MB-4000H horizontal milling center just arrived.

It has only been used for training, so the spindle hours are low. It's the equivalent of buying a car from 2013 with only 10,000 miles on it.

This machine will expand our capabilities and grow employment opportunities for people who are blind or visually impaired.

Want to always be in the know? Sign-up for our Beyond Vision Newsletter!

<https://www.beyondvision.com/>



120th Anniversary

We extend our heartfelt thanks to everyone who joined us to celebrate our 120th Anniversary! We were humbled to have received a proclamation from State Senator Rob Hutton to formally recognize our commitment to service and community.

We look forward to continuing to serve the community for many years to come!



Shot in the Dark 2024

Our annual Shot in the Dark nighttime golf event was a resounding success. The event raised nearly \$50,000 towards our mission, and it's all thanks to your support!

Together, we've taken a step closer to building a more inclusive workplace and community.

Thank you for an un-fore-gettable evening!



THANK YOU

Event Sponsors

Beyond helping people who are vision-impaired to earn a paycheck, we empower people to reach their full potential by focusing on their abilities, not their disabilities.

Your donation allows us to continue to help our people find success, whether continuing their work at Beyond Vision or beginning exciting new careers with other organizations.



Art Wasserman

Gary Goyke



Ron Hutchinson
& the Hutchinson
Family



Meet Andre

After graduating from the Wisconsin School for the Blind and Visually Impaired in 2020, Andre started as a part time employee at Beyond Vision.

“At first, I thought of the job as just a check,” Andre says. Now, he volunteers to help when needed and enjoys putting in those extra hours whenever he can. “It’s good to feel like I’m accomplishing something. That I’m needed.”

This past September, Andre was promoted to Assembly and Packaging II.



ANDRE ELLIS

ASSEMBLY AND PACKAGING II

What is the *Career Runway*?

A place for people with vision loss to land and a place to take off in their careers. It could mean a first job, career change or an opportunity to try something new.

What does the *Career Runway* do?

The *Career Runway* is a place to try out having a job when no one ever thought you could. It’s a place for people to take off and use their skills to succeed in any career path they choose.

Meet Michelle

When Michelle started at Beyond Vision, she still had enough sight to be able to use a computer with magnification.

It was scary and challenging to lose her sight and go from reading the screen to fully relying on assistive tools she had to learn.

“I’m proud now to say that I’m totally blind and I’m happy with my life the way it is,” Michelle said, “Working brings meaning to my life.”



MICHELLE MILLS
CONTACT CENTER AGENT



Are you looking for a *Runway* for your career as a person who is blind?

Do you know someone with vision loss that could use our *Career Runway*?

Contact HR@BeyondVision.com or call 414-778-5800 to learn more.

Slam Dunks with Beyond Vision



Beyond Vision's contact center team is fired up to once again play a role in delivering an exceptional fan experience.

Our ongoing partnership with the Bucks means when fans call with questions -- whether it's about tickets, game schedules, parking, or event details -- our dedicated agents will be ready to make the *assist*.

The Bucks and Fiserv Forum trust Beyond Vision to extend their excellent fan experience, and we're proud to deliver in crunch time with the same commitment and passion that drives the organization every season.

Here's to a fantastic Buck's season, and another year of providing top-tier service. 🏆🐇

“Our dedicated agents will be ready to make the assist.”

fiserv.forum



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Your support helps Beyond Vision expand its workforce, providing more people who are blind with the dignity and independence of work. Whether your support comes by outsourcing work or donations, you are changing lives.

Thank you.



**1540 S 108th St
West Allis, WI 53214
www.BeyondVision.com**

Beyond Vision has been proud to do this work for 120 years, but we need your support to continue this work long into the future! Consider supporting our mission at www.BeyondVision.com/Donate today!