Good afternoon,

If you are not aware, **October is National Disability Employment Awareness Month** (or NDEAM for short), and our company is proud to help shine a light on this cause and advocate for those with disabilities working among us.

It is important that people with disabilities be seen and embraced in the workforce. **People with disabilities are unemployed at a rate of nearly 80%**. They often live in isolation, and when the public does not see them every day, it is hard to overcome misperceptions pertaining to their conditions and change perceptions in productive and equitable ways.

Hiring people with disabilities not only helps facilitate awareness but also brings unique perspectives to professional environments. These are perspectives that can help us solve problems creatively, empathize with people of differing abilities and stories, and find new ways we as a company can **better serve employees with disabilities as well as those in our greater community with disabilities**.

We have an obligation to do our part in helping society see people with disabilities not as objects of charity or pity, not even as heroes, but as **ordinary people contributing to society who are just as qualified for professional and competitive employment**. Join us in not only celebrating those with disabilities during NDEAM but also in creating a culture where we champion diversity of all kinds year-round.