

Corporate Subsidy Example

Communication Enterprises Incorporated is an information systems company. The operation in Greeley, Colorado, provides software and hardware technical support for major vendors throughout the United States. Mr. Parker has been assigned the task of performing and maintaining an inventory of all equipment and software used throughout the facility. The estimate of his work is based on his performance of the following tasks:

- Data entry
- Movement of equipment
- Tagging equipment with barcodes
- Locating misplaced equipment
- Preparing inventory reports

In all of the above areas, **Ed performs at an estimated level 70 percent slower than an employee without a disability.** The inventory control task is normally assigned to a full-time technician as a part-time function of his duty. The average amount of time that would be used for this task would be 1.5 to 2 hours per day. Ed's work schedule is 6 hours per day due to the time required for him to complete these tasks. Ed walks at a much slower pace and the distance required to track equipment in a 42,500 sq.ft. facility is quite time consuming due to Ed's motor skills deficiency. Ed has trouble stooping to record serial numbers off of equipment and once again, his ability to perform this task is 3 to 5 times slower than a person without Ed's disabilities. His ability to enter data is severely hampered by his motor skills disability.

Ed's mental ability to perform in this job is above that of the average person. Ed has proven to be a very loyal and dedicated employee. His conscientiousness and appearance is above the norm.

Overall, Ed's physical performance is in the **30 percent range (70 percent subsidy).**

Signature:

Operations Manager

University Subsidy Example

Part of the values underlying the subsidy are summed up in this University's mission statement which reads "Providing Human Resource Development that Promotes Employment and Community Membership for People with Disabilities". In essence, the University lives its values through employing people with disabilities who can perform the essential job functions required regardless of efficiency comparisons to employees without disabilities.

The value of Ms. French's work and estimate is based on the following:

University Position Description for Clerical Assistant A:

1. Duplicate/collate materials and transparencies used in training sessions and meetings.

She required several accommodations (custom heating, chair, table, stapler, etc). She walks between the copier, paper storage, and work table and is roughly four times slower in material handling and sometimes falls, stumbles, etc. Her physical and fine motor skills are very slow. Material handling is considered to be 90% of any job and she is at least twice as slow (conservatively) as her counterparts at the University = 45% efficient.

2. Other job duties are:

1. Prepare bulk mailings of training brochures
2. Prepare mailings of packets to site in advance of training sessions
3. Type labels for participant training certifications, correspondence, etc.
4. Serves as back-up for receptionist; answers telephone, greets incoming visitors
5. Check-out and track status of library materials on loan; package library requests for shipping

In all of the above areas, she is estimated to be 3 to 5 times slower than someone without a disability. She has physical difficulty in handling small mailing labels, loading them into the typewriter and typing, often with spelling errors, and can take 15 to 30 minutes to accomplish a 3 to 5 minute task. If she needs to back up the receptionist, the walk of 10 to 12 feet often slows her up to the degree that others pick up the line before she gets to the phone. Taking a message by hand is very difficult, very slow and often filled with errors. There are many other examples of her handling office tasks at reduced efficiency.

Overall, her performance is probably in the 25% range (75% subsidy), but with University staff support and technology **she is conservatively working at 40% of standard (60% subsidy)**. She also misses work more often than others due to illness, weather conditions, and transportation problems (older car with significant mechanical problems and repairs).

Office Manager/Training Department