

THE DOLE FOUNDATION
for Employment of People with Disabilities

**1994 Leadership and Media Awareness Awards,
10th Anniversary and Contributors Celebration**

Welcome
Paul G. Hearne

Award Presentations
Senator Bob Dole, Chairman
Paul G. Hearne, President

Leadership Award
The Walt Disney Company

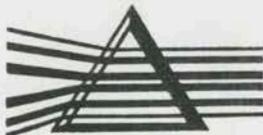
Media Awareness Award
Dennis Byrd

1994 - 1995 Dole Foundation Goals
Senator Bob Dole

Closing Remarks
Paul G. Hearne

Door Prizes

Dance Performance
West Coast Collaboration
Charlene Curtis - Joanne Petroff
Bruce Curtis - Karen Nelson



THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

**THE DOLE FOUNDATION NINTH ANNUAL
LEADERSHIP AND MEDIA AWARENESS AWARDS
AND CONTRIBUTORS RECEPTION
MONDAY, NOVEMBER 12, 1994
JW MARRIOTT HOTEL - GRAND BALLROOM
1331 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C.**

PROGRAM 7:15 p.m.

WELCOME

Mr. Paul G. Hearne
President
The Dole Foundation

AWARD PRESENTATIONS

Senator Bob Dole
Chairman
The Dole Foundation

Mr. Paul G. Hearne

Leadership Award

The Walt Disney Company
Mr. Judson C. Green, President
Walt Disney Attractions

Media Awareness Award

Mr. Dennis Byrd

REMARKS

Senator Bob Dole
1994-1995 Dole Foundation Goals

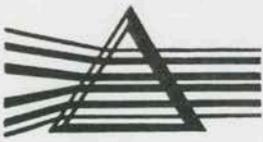
CLOSING

Mr. Paul G. Hearne

DOOR PRIZES

DANCE PERFORMANCE

West Coast Collaboration
Ms. Charlene Curtis
Ms. Joanne Petroff
Mr. Bruce Curtis
Ms. Karen Nelson



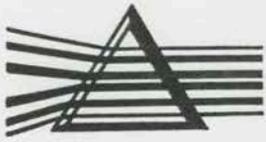
THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

**The Dole Foundation
1994 Leadership and Media Awareness Awards
December 12, 1994
JW Marriott Hotel - Grand Ballroom**

Order of Appearance

7:15	Mr. Paul Hearne
7:18	Senator Bob Dole
7:20	Mr. Judson C. Green
7:23	Senator Bob Dole
7:25	Mr. Dennis Byrd
7:27	Senator Bob Dole
7:32	Mr. Paul G. Hearne
7:39	West Coast Collaboration Ms. Charlene Curtis Ms. Joanne Petroff Mr. Bruce Curtis Ms. Karen Nelson
7:54	Program ends



THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

1994 LEADERSHIP/MEDIA AWARENESS AWARDS SEQUENCE OF EVENTS

JW MARRIOTT HOTEL
1331 PENNSYLVANIA AVENUE, N.W.
WASHINGTON, D.C.
DECEMBER 12, 1994
6:00 - 8:30 P.M.

- 7:15 • Michael Hartman, sign language interpreter enters the stage
- Bill Rissell makes door prize announcement and introduces Paul G. Hearne, The Dole Foundation President
- Hearne welcomes the crowd
- Senator Dole and Award winners enter stage and take their seats

- 7:18 • Hearne introduces Senator Dole
- Opening remarks from Dole

- 7:20 • Dole and Hearne present the 1994 LEADERSHIP AWARD to THE WALT DISNEY COMPANY
- Judson Green, President of Walt Disney Attractions accepts Award
- Photo with Green, Dole and Hearne
- Green proceeds to seating area on stage
- Dole and Hearne remain at podium

- 7:23 • Dole and Hearne present the 1994 MEDIA AWARENESS AWARD to MR. DENNIS BYRD
- Byrd accepts the Award
- Photo with Byrd, Dole and Hearne
- Byrd proceeds to seating area on stage
- Dole and Hearne remain at podium
- Hearne turns program over to Dole

- 7:27 • Dole makes brief remarks about 1994-1995 Foundation Goals
- Hearne remains at podium
- Dole turns program over to Hearne
- Dole proceeds to seating area on stage

- 7:32 • Hearne makes closing remarks and announcements
- Hearne turns the program over to Bill Rissell

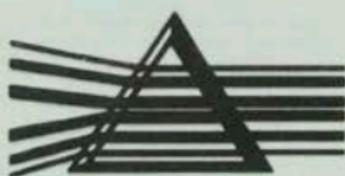
- 7:35 • Dole, Hearne and Rissell proceed to podium for door prize drawing
- Door prize winners enter stage for photo with Dole, Hearne and Rissell

- 7:39 • Rissell introduces West Coast Collaboration
- Dole, Hearne, Green, Byrd and Rissell exit stage
- West Coast Collaboration performs dance for 15 minutes

- 7:54 * Program ends

THE DOLE
FOUNDATION

FOR EMPLOYMENT OF PEOPLE
WITH DISABILITIES



**1994 Leadership Awards
and Contributors Celebration
December 12, 1994**

1994 Leadership and Media Awareness Awards Contributors Celebration

Welcome

Paul G. Hearne

Award Presentations

Senator Bob Dole, Chairman
Paul G. Hearne, President

Leadership Award

The Walt Disney Company

Media Awareness Award

Dennis Byrd

1994-1995 Dole Foundation Goals

Senator Bob Dole

Closing Remarks

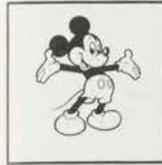
Paul G. Hearne

Door Prizes

Dance Performance

West Coast Collaboration
Charlene Curtis - Joanne Petroff
Bruce Curtis - Karen Nelson

Leadership Award



Fortune magazine has named The Walt Disney Company one of America's most admired companies, ranking it sixth on a list of 404 corporations. Recently, the Walt Disney World Resort was recognized for its efforts to increase accessibility for patrons with disabilities with the Chairman's Award of the U.S. Archi-

tectural and Transportation Barriers Compliance Board. The Disney Guidebook For Guests with Disabilities is exemplary in highlighting accessibility including Braille maps, audio tapes, scripts, telephones, restrooms, restaurants, attractions and more. All hotel rooms have closed-captioned television and several accessible rooms have roll-in showers. The Walt Disney Company sets the leading-edge standard for theme park accessibility, celebrating the visionary spirit of Title III of the Americans with Disabilities Act as a unprecedented marketing opportunity, with an emerging consumer segment whose purchasing power is yet-to-be fully recognized.

Media Awareness Award

Dennis Byrd



Dennis Byrd, former professional football player, was drafted into the NFL in the second round by the New York Jets in 1989. Mr. Byrd, who had earned Second Team All American Honors, before joining the Jets, was a starting lineman the next three years until suffering a career ending injury on November 29, 1992 when he was paralyzed in a collision with one of his team mates. At that time, doctors predicted he would never walk again and that his injury would result in a permanent disability. Through sheer hard work, determination and endless hours of rehabilitation, Mr. Byrd walked away from the hospital four months later. He continues his rehabilitation where he now lives in Oklahoma with his wife and two daughters, devoting much of his time to The Dennis Byrd Foundation which he founded to create a state-of-the-art summer camp for children with physical disabilities. Mr. Byrd's honors include an Honorary Doctorate from Fairleigh Dickinson College in New Jersey, Oklahoman of the Year, Father of the Year and the honored guest at The Walt Disney Company's "Dreamers and Doers" program for children who have risen to the challenges of great obstacles.

The Dole Foundation Board of Directors

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Ms. Pat Beattie
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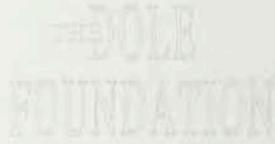
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Mr. Jay Rochlin

Mr. Guy Stubblefield
Realtor
Gambino Realtors

Mr. Dave Vandergoot
President
The Center for Essential
Management Services



The Dole Foundation 1994 Grants

The Dole Foundation for Employment of People with Disabilities is the nation's only foundation that focuses exclusively on competitive employment for people with disabilities. The Foundation is a non-political, tax-exempt 501(c)(3) organization.

Over a decade ago, Senator Bob Dole announced to colleagues in the United States Senate a dream to create a Washington, D.C.-based foundation to serve people with disabilities. To date, The Foundation has awarded over 300 grants in 40 states, totalling over \$6.2 million.

Since awarding its first grants in 1985, the Foundation has been recognized as a national resource for funders, disability organizations and businesses. Its primary function is to provide grants to qualified non-profit organizations to initiate and/or enhance employment-related services or job creation ventures benefiting people with disabilities. Grants have included programs for placement and career advancement, start-up funds for new business ventures employing people with disabilities, and support for educational programs and direct services intended to enhance the cooperative spirit of the Americans with Disabilities Act (ADA).

Under the direction of its President, Paul Hearne, the Foundation has designed two projects that create unprecedented links between the disability community of 49 million Americans and the philanthropic world. The Funding Partnership for People with Disabilities is the only national funding consortium focusing on disability related issues. The Dole Foundation was one of the founding members of this partnership and has chaired it for the past three years. A newly created project, The Telecommunications Partnership, will help to ensure that the National Information Highway is accessible to and usable by people with disabilities.

To augment The Foundation's visionary leadership, Foundation staff sponsored publications like *The Workplace Workbook* and *The Workplace Workbook 2.0* and produced a videotape, *The Disability Mystique*, to introduce funders to the disability field and dispel myths commonly held about people with disabilities.

The Dole Foundation staff is a dedicated team of professionals whose efforts are supported by the Board of Trustees, Technical Advisory Committee, Finance Committee and numerous professional volunteers.

Paul G. Hearne, President
Jeanne Argoff, Ph.D.,
Associate Director

Randy D. Davis, Program Officer
Linda F. Tolson, Exec. Secretary
Valerie Braun, Receptionist/Sec.

Mission Statement

MISSION: To promote economic independence for people with disabilities.

CHRONOLOGY: First announced by Senator Dole on the Senate floor, April 14, 1983; established in Washington, DC in May 1984; first series of grants awarded to 10 organizations in September 1985.

FUNCTION: Distributes funds raised from private sources and corporations to qualified non-profit organizations operating innovative job training, placement and career advancement programs for disabled citizens. To raise and advance awareness among private sector employers of the advantages of hiring people with disabilities.

FUNDRAISING: Funds sought from individuals, corporations and other foundations.

GRANTMAKING: Provides grants to non-profit, non-political organizations throughout the United States selected by the Technical Advisory Committee to fulfill the Foundation's mission.

ADMINISTRATION: Governed by a 16-member nonpartisan Board of Trustees, chaired by Senator Dole and advised by a seven member Technical Advisory Committee of experts in employment and economic opportunity for people with disabilities.

Arizona

Arizona Bridge to
Independent Living

California

Goodwill Industries of
Southern California
Options for Women Over 40

District of Columbia

Disability Rights Education and
Defense Fund (DREDF)

Electronics Industry
Foundation (EIF)

Epilepsy Foundation of the
National Capital Area

Gallaudet University - Hispanic
Student Association

Leadership Conference on
Civil Rights

National Council on
Independent Living (NCD)

National Institute on Disability
and Rehabilitation Research
(NIDRR)

Society for Disability Studies

Georgia

Shepherd Spinal Center

Illinois

Hearing Loss Link

Kansas

Friends of the Johnson County
Mental Retardation Center
(JCMRC)

Meadowlark Homestead

Montana

Flathead Industries

New Jersey

Jewish Vocational Service

New York

American Disabilities
Prevention and Wellness
Association

American Foundation for
the BLIND

The Associated Blind

Big Apple Greeter

Funders Concerned About
AIDS

Hunter College - Disabilities
Studies Project

International Center for the
Disabled (ICD)

Job Path

Pennsylvania

York County Cerebral
Palsy Home, Inc.

Texas

Goodwill Industries of
Fort Worth

The Institute on
Rehabilitation &
Research (TIRR)

Washington

National Association of the
Native American Deaf

Washington Coalition of Citizens
with DISABILITIES

The Funding Partnership for People with Disabilities

The Dole Foundation applauds the Funding Partnership for contributing \$3 million in private sector funds to support disability related programs and model projects. This 45 member consortium of innovative foundations and corporations continues to disburse monies to non-profit organizations for projects focusing on the Americans with Disability Act (ADA) and related cross-disability issues including employment, transportation, independent living, telecommunications, supportive social services, awareness training, leadership development, technical assistance, youth projects, self help, information dissemination, assistive technology and health care. Grants in 1995 will have a special focus on telecommunications.

As a result of working with the disability community, private sector businesses are proving that ADA is an unprecedented marketing and employment opportunity rather than a legislative burden. The Funding Partnership is an exemplary model showcasing the powerful potential of mutually beneficial partnerships that build bridges between the private sector and the disability community.

Since the inception of the Funding Partnership four years ago, over 1000 groups have submitted applications for funding. Taken as a whole the following 45 grantees embrace the vision and the full spectrum of the diversity of the disability community.

FUNDING PARTNERS

AARP Foundation
American Express Foundation
AT&T Foundation
Rose M. Badgeley Residuary Charitable Trust
Benton Foundation
The Annie E. Casey Foundation
Chase Manhattan Bank, N.A.
Citibank, N.A.
Ira W. DeCamp Foundation
The Dole Foundation for Employment of People with Disabilities
Oliver S. & Jennie R. Donaldson Charitable Trust
William H. Donner Foundation
The Florida Endowment Foundation for Vocational Rehabilitation
The William Randolph Hearst Foundation
Hoffman-LaRoche
The JM Foundation
The Robert Wood Johnson Foundation
Long Island Community Foundation
Ronald McDonald Children's Charities
Metropolitan Life Foundation
Milbank Memorial Fund
Mitsubishi Electric America Foundation
NEC Foundation of America
New York Community Trust
New York Telephone
NYNEX Foundation
Kate B. Reynolds Charitable Trust
Edward and Ellen Roche Relief Foundation
Ronald McDonald Children's Charities
Seth Sprague Educational and Charitable Foundation
UNUM Charitable Foundation

1994 FUNDING PARTNERSHIP GRANTEES

Abilities, Inc. of Florida
Access Living
Adult Learning Programs of Alaska
American Red Cross - Louisville
Autism Services, Inc.
Butte College Foundation
Council of Better Business Bureaus' Foundation
Courage Center
Goodwill Industries - Oregon
Greater Boston Rehabilitation Services
Harborview Medical Center Office of Development
Hearing and Speech Center of Florida
Cumberland Group Homes
Delaware Valley PWI
Disabilities Electronic Network
Disabled Businesspersons Association
DREDF
Educational Equity Concepts, Inc.
Foundation for Technology Access
Goodwill Industries of Greater Grand Rapids
Housing Works, Inc.
Kennedy Center, Inc.
Laurel Hill Center
Lexington Center Vocational Services
Los Amigos Research & Ed. Inst. Rehab. Engineering Program
Midland School
Multitasking Systems of New York
National Association on Drug Abuse Programs, Inc.
National Center for Disability Services
NY Business Group on Health, Inc.
Options for Women Over Forty
Oregon Museum of Science & Industry (OMSI)
Partners for Youth with Disabilities
Progressive Independence
Shawnee Community Mental Health Center
Stanford University Ventura Hall
The Institute for Rehabilitation and Research (TIRR)
Tricounty Industries
Valencia Community College Foundation
Vermont Center for Independent Living
Virginia Commonwealth University - Employment Support Institute
Virginia Mental Health Consumers Association
Volusia, Lake, Flagler Private Industry Council, Inc.
Women Entrepreneurs for Economic Development, Inc.
YWCA of the City of New York

THE DOLE
FOUNDATION



With the support of our many friends here tonight, we celebrate the tenth anniversary of The Dole Foundation for Employment of People with Disabilities. Tonight we honor our generous contributors and the winners of our 1994 Leadership and Media Awareness Awards.

Long before The Americans with Disabilities Act (ADA) became law, The Dole Foundation was uniting the strengths and creativity of American businesses with the skills and talents of workers with disabilities. We are proud that our efforts helped to pave the way for that landmark legislation.

Under the guidance of Foundation President Paul Hearne and our Board of Trustees, we established a fund-raising committee this past year to launch our first endowment campaign with a goal of \$10,000,000 over the next two years. These funds will ensure that in the years to come, we maintain our vital role as the bridge between the disability and business communities.

Even though the ADA has been enacted, employment of people with disabilities will remain a challenge for the immediate future. The Dole Foundation has led the way in identifying obstacles, anticipating future trends and fostering solutions in the past; and it will continue to provide leadership as we face the challenges of the next century. In addition to our grants programs and the educational publications, videos and forums we sponsor, we have formed The Telecommunications Partnership for People with Disabilities using the Funding Partnership as a model. This new partnership is based on the idea that telecommunications is the gateway to full access to today's society and that people with disabilities must and will be in on the ground floor of the National Information Infrastructure.

As of December 1, The Finance Committee under the guidance of Chairman Ted Kravil and The Dole Foundation staff has raised \$1,375,000 toward our 1994 year-end goal of \$1.5 million. These funds are allocated to the grants program and to the administration of the many projects undertaken by the Foundation. With one month left in 1994, it appears we will reach our goal.

On a personal note, I want to thank our Board of Trustees, Finance Committee, Technical Advisory Committee, Funding and Technology Partnership members, volunteers, and a fine staff under the very able leadership of Paul Hearne. Congratulations to our award winners and thank you for joining us this evening.

Senator Bob Dole
Chairman

Welcome to The Dole Foundation's Tenth Anniversary celebration honoring our Leadership and Media Awareness Award winners and our generous contributors. For over a decade, your continuous support and generous contributions have assisted Americans with Disabilities to maximize their professional potential.

During the past year, the Foundation has come of age. Most importantly in this regard, we are actively building an endowment which will enable us to support and expand our grants and educational programs. Other new plans include a groundbreaking project with the Council on Foundations to hold a series of Grantmakers Forums on disability policy which will bring together foundations and federal appointees to raise awareness of disability issues and engage in cooperative projects.

Since its inception in 1985, The Dole Foundation has awarded over 300 grants in 40 states totalling more than \$6.2 million. In addition, for the past three years, The Foundation has chaired a unique consortium—The Funding Partnership for People with Disabilities—comprised of 45 foundations and corporations which have joined together to provide over \$3 million in support of independent living and economic advancement for people with disabilities.

Building upon the success of The Funding Partnership, we recently formed The Telecommunications Partnership for People with Disabilities, a grantmaker's consortium focusing on the emerging National Information Infrastructure and crucial telecommunications issues for people with disabilities.

Congratulations to our 1994 award winners. A heartfelt thanks to our Board of Trustees, all of our contributors and volunteers, our Technical Advisory Committee and our granting partners. Your tireless efforts and support allow The Dole Foundation to continue to enhance the lives of citizens with disabilities now and for generations to come.

Paul G. Hearne
President

CONTRIBUTORS

The Dole Foundation is grateful for the many organizations and individuals whose generous support help provide job opportunities for people with disabilities. Donors of \$2,000 or more, received by December 5, 1994 are listed below:

PACESETTERS

\$25,000 or more

Anheuser-Busch Companies, Inc.
Archer Daniels Midland
Massachusetts Mutual Life Insurance
Company
RJR Nabisco, Inc.
Southwestern Bell Corporation
The Gallo Foundation
The Lincy Foundation
The Starr Foundation
UST

PATRONS

\$10,000 - \$25,000

American Medical Association
Bell South Corporation
Bristol-Meyers Squibb Corporation
Cereal Food Processors, Inc.
Cessna Aircraft Co.
E.I. duPont de Nemours & Co., Inc.
H. J. Heinz Company Foundation
MBNA Corporation
MOBIL Corporation
Northwestern Mutual Life Insurance Co.
PEPSICO
Pfizer, Inc.
Philip Morris Companies, Inc.
Samuel & May Rudin Foundation, Inc.
State Farm Companies Foundation
TEXACO USA
The J. Willard Marriott Foundation
Union Pacific Corporation Foundation

SPONSORS

\$5,000 - \$10,000

Abex, Inc.
Alberto-Culver Company
AMERITECH
ARCO Foundation
Avon Products
Black Entertainment Television
Chrysler Corporation
CIGNA Corporation
Con Agra, Inc.
EXXON Corporation
Government Employees Hospital
Association
GTE Foundation
ITT Corporation
John Ruan Foundation Trust
Joseph E. Seagram & Sons, Inc.
Koch Industries
Malcolm Hewitt Wiener Foundation, Inc.
McDonald's Corporation
Merrill Lynch & Company, Inc.
Multimedia Cablevision Company
Pacific Telesis Group Foundation
Principal Financial Group
Proctor & Gamble Manufacturing
Company
Revlon Group
Shell Oil Company
Southern California Edison Company
Sterling Winthrop, Inc.
Textron, Inc.
The Boeing Company
The Høglund Foundation
The Tobacco Institute
The Williams Companies, Inc.
Torchmark Corporation
United Airlines
United States Sugar Corporation

IN-KIND CONTRIBUTIONS

Anheuser-Busch Companies, Inc.
Ernst & Young
Farmland Industries
FTD Florists
Joseph F. Seagram & Sons, Inc.

K & R Industries
Marriott Corporation
R & R Marketing
The Coca-Cola Company

ASSOCIATES

\$2,000 - \$5,000

American Management Systems, Inc.
American Financial Corporation
American Portland Cement Alliance, Inc.
American Stock Exchange
American Trucking Associations, Inc.
Amoco Corporation Foundation
Blount, Inc.
CBS Foundation
Computer Associates International, Inc.
Coordination Council for N.A. Affairs
FANNIE MAE
Farmland Industries
Fluor Corporation
Freeport McMoran, Inc.
General Electric Company
General Motors Corporation
Glaxo, Inc.
Great-West Life Assurance Co.
Lockheed Corporation
Louisiana Pacific Corporation
Marion Merrell Dow, Inc.
MCA Foundation, LTD.
Merck & Company, Inc.
National Association of Home Builders
Paralyzed Veterans of America
Paine Webber Group, Inc.
Panhandle Eastern Corporation
Ratheon Corporation
Ralston Purina
Sandoz Corporation
Schering-Plough Corporation
SmithKline Beecham
Smokeless Tobacco Council, Inc.
The Anschutz Foundation
The Coca-Cola Company
The Guardian
The Hauser Fund
The Helzberg Foundation
The Mead Corporation
The National Association of Life
Underwriters
UtilCorp United, Inc.
Vinson & Elkins
Walker/Free Associates
Warner-Lambert Company
WMX Technologies, Inc.

The Kennedy Center
The Walt Disney Company
United Airlines
UST

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Black, Manafort, Stone
and Kelly

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James E. Boland, Jr.
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William Kendall
Kendall and Associates

Tom C. Korologos
Timmons & Company, Inc.

W. Don Ladd
Marriott Corporation

Burleigh C. W. Leonard
RJR Nabisco Washington, Inc.

Gerald M. Lowrie
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Marshall Matz
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Powell Moore
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Group, Ltd.

Tracy Mullin
The National Retail Federation

Mark Nelson
E. I. duPont de Nemours
& Company, Inc.

Patrick O'Donnell
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Mike Pettit
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Barclay Resler
The Coca-Cola Company

Richard C. Ring
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R & R Marketing Consultants

Bill Roseing
Joseph E. Seagram & Sons, Inc.

Barney J. Skladany
Mobil Oil Corporation

James E. Smith
Walker/Free Associates

Martin Sorkin
Economic Consultant

William A. Taggart
Taggart & Associates

Jerry Waters
Farmland Industries

Proceeds from this event provide job training and employment opportunities for people with disabilities.

The Dole Foundation for Employment of People with Disabilities
1819 H Street, N.W., Suite 340, Washington, D.C. 20006-3603 TELE: 202-457-0318 (voice/TTY) FAX: 202-457-0473



THE DOLE FOUNDATION
FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

SENATOR DOLE'S SCHEDULE AND REMARKS
FOR 1994 LEADERSHIP AWARDS
DECEMBER 12, 1994

- 7:15** Sign language interpreter Michael Hartman enters the stage with Bill Rissell who will make the door prize announcement.
- 7:16** Bill introduces Paul G. Hearne, President of The Dole Foundation. Hearne approaches the podium.

HEARNE: WELCOME TO THE 10TH ANNIVERSARY OF THE DOLE FOUNDATION FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES. TONIGHT WE WILL HONOR EXCELLENCE IN LEADERSHIP AND MEDIA AWARENESS AND SHOW OUR APPRECIATION TO OUR CONTRIBUTORS, GRANTEEES, FUNDING PARTNERS, BOARD OF TRUSTEES, TECHNICAL ADVISORY COMMITTEE. LET'S SEE DID I LEAVE ANYONE OUT - OH YES. A MAN WHO NEEDS NO INTRODUCTION, MY BOSS, OUR FRIEND, THE SENIOR SENATOR FROM THE GREAT STATE OF KANSAS - SENATOR BOB DOLE.

- 7:18** Senator Dole approaches the podium to join with Hearne.

DOLE: THANK YOU LADIES AND GENTLEMAN AND WELCOME TO OUR 10TH ANNIVERSARY CELEBRATION.

7:20 Dole and Hearne present the 1994 LEADERSHIP AWARD TO THE WALT DISNEY COMPANY. Judson Green, President of Walt Disney Attractions approaches the podium to join them.

HEARNE: THANKS TO OUR FIRST AWARD WINNER, ALL AMERICANS CAN COME AND ENJOY THE HAPPIEST PLACE ON EARTH. SPACE MOUNTAIN, PIRATES OF THE CARIBBEAN, MAD TEA PARTY, MR. TOAD'S WILD RIDE.....

DOLE: SOUNDS LIKE CAPITOL HILL ON A GOOD DAY. AS A MATTER OF FACT, THE WALT DISNEY COMPANY HAS ONCE AGAIN TAKEN THE LEAD AND GIVEN US A NEW STANDARD FOR EXCELLENCE. THIS TIME FOR ESTABLISHING THE FUTURE TREND FOR THEME PARK ACCESSIBILITY. FORTUNE MAGAZINE NAMED DISNEY ONE OF AMERICA'S MOST ADMIRED COMPANIES, RANKING IT SIXTH OUT OF

404 CORPORATIONS.

HEARNE: DISNEY'S "GUIDEBOOK FOR GUESTS WITH DISABILITIES" IS EXEMPLARY IN HIGHLIGHTING ACCESSIBILITY, INCLUDING BRAILLE MAPS, AUDIO TAPES AND SCRIPTS FOR PERFORMANCES, TELEPHONES, RESTROOMS, ATTRACTIONS, RESTAURANTS AND MORE. ALL HOTEL ROOMS HAVE CLOSE-CAPTIONED TELEVISION, AND SEVERAL ACCESSIBLE ROOMS HAVE ROLL-IN SHOWERS.

DOLE: RECENTLY, WALT DISNEY WORLD RESORT WAS AWARDED WITH THE CHAIRMAN'S AWARD OF THE U.S. ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD FOR ITS EFFORTS TO INCREASE ACCESSIBILITY FOR PATRONS WITH DISABILITIES. THE WALT DISNEY COMPANY PROVES THAT

TITLE III OF THE ADA IS AN UNPRECEDENTED MARKETING OPPORTUNITY SUPPORTING THE UNTAPPED PURCHASING POWER OF THE DISABILITY COMMUNITY MARKET SEGMENT. IT GIVES ME GREAT PLEASURE TO PRESENT THE DOLE FOUNDATION'S 1994 LEADERSHIP AWARD TO THE WALT DISNEY COMPANY.

HEARNE: ACCEPTING THE AWARD FOR THE WALT DISNEY COMPANY IS JUDSON C. GREEN, PRESIDENT OF WALT DISNEY ATTRACTIONS. MR. GREEN IS RESPONSIBLE FOR DIRECTING THE DAY-TO-DAY OPERATIONS AND FUTURE PLANNING FOR THE WALT DISNEY WORLD RESORT IN FLORIDA AND THE DISNEYLAND RESORT IN CALIFORNIA. MR. GREEN

Green: Acceptance speech. Photo with Green, Dole and Hearne. Green returns to his seat on the stage. Dole and Hearne remain at the podium.

7:23 Dole and Hearne present the 1994 Media Awareness Award to Dennis Byrd.

HEARNE: DENNIS BYRD WAS DRAFTED SECOND ROUND BY MY TEAM - THE NEW YORK JETS - IN 1989. BYRD, WHO HAD EARNED SECOND TEAM ALL AMERICAN HONORS, LED THE JETS' DEFENSE FOR THE NEXT THREE YEARS.

DOLE: WE COULD USE YOU HERE IN WASHINGTON. ON NOVEMBER 29, 1992 IN A GAME WITH THE KANSAS CITY CHIEFS, BYRD WAS PARALYZED IN A COLLISION WITH A TEAM MATE - THAT'S HAPPENING A LOT IN CONGRESS THESE DAYS. NOW, DOCTORS PREDICTED HIS DISABILITY WOULD BE PERMANENT, BUT BYRD

WALKED OUT OF THE HOSPITAL FOUR MONTHS LATER.

HEARNE: DENNIS BYRD WAS RECENTLY AWARDED AN HONORARY DOCTORATE FROM FAIRLEIGH DICKENSON UNIVERSITY IN NEW JERSEY, OKLAHOMAN OF THE YEAR, FATHER OF THE YEAR, THE JETS CREATED THE ANNUAL DENNIS BYRD AWARD, AND HE WAS HONORED AT DISNEY'S "DREAMERS AND DOERS" PROGRAM FOR CHILDREN WHO HAVE RISEN TO THE CHALLENGE OF GREAT OBSTACLES.

DOLE: NOW, DENNIS DEVOTES MOST OF HIS TIME AND ENERGY TO THE CREATION AND EXPANSION OF THE DENNIS BYRD FOUNDATION WHICH HE ENVISIONS AS A STATE-OF-THE-ART SUMMER CAMP FOR CHILDREN WITH A VARIETY OF PHYSICAL DISABILITIES. AND JUST IN CASE YOU MISSED THE TV

MOVIE BASED ON DENNIS' BOOK, YOU CAN CATCH THE REBROADCAST ON THE FOX NETWORK ON JANUARY 10. NOW, IT GIVES ME GREAT PLEASURE TO PRESENT THE DOLE FOUNDATION 1994 MEDIA AWARENESS AWARD TO MR. DENNIS BYRD.

Byrd: Acceptance speech. Photo with Byrd, Dole and Hearne. Byrd returns to his seat on the stage. Hearne turns the program over to Dole.

7:27 DOLE: WELCOME TO THE ANNUAL FOUNDATION GALA TO PROMOTE EMPLOYMENT OF PEOPLE WITH DISABILITIES AND TO CELEBRATE THE 10TH ANNIVERSARY OF THE DOLE FOUNDATION. I DON'T KNOW HOW

MANY TIMES I'VE PONDERED THE QUESTION OF WHAT MIGHT HAVE HAPPENED TO ME, HAD THE PEOPLE OF RUSSELL, KANSAS NOT COME TO MY AID MANY YEARS AGO. THOSE GOOD PEOPLE RAISED MONEY TO HELP ME, SO I COULD HELP MYSELF. AT THE TIME, NEITHER THE PEOPLE OF RUSSELL, NOR I HAD ANY IDEA HOW FAR THEIR HELP WOULD ALLOW ME TO GO.

IN 1984, WE ESTABLISHED THE DOLE FOUNDATION FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES. THE IDEA FOR SUCH A FOUNDATION WAS,

OF COURSE, A DIRECT OUTGROWTH OF MY OWN PERSONAL EXPERIENCE. I WANTED TO PROVIDE FOR OTHERS THAT WHICH HAD BEEN PROVIDED ME.

THERE IS EVIDENCE TO SHOW THAT THE MISSION OF THE FOUNDATION IS NOT IMPOSSIBLE...JUST LARGE. AS YOU KNOW, PEOPLE WITH DISABILITIES IN THE UNITED STATES ARE STILL THE LARGEST AND LEAST ACCEPTED MINORITY...SADLY, BUT TRUE, AN ESTIMATED 75 PERCENT OF THE WORKING-AGE DISABLED ARE OUT OF THE WORKFORCE AND UNEMPLOYED.

THIS REPRESENTS \$300 BILLION IN DIRECT PAYMENTS FROM FEDERAL, STATE, LOCAL GOVERNMENTS AND PRIVATE SOURCES TO THESE DISABLED NOT WORKING WHO ARE EMPLOYABLE. NOW, IF THESE PEOPLE COULD BE PUT TO WORK WITH THE KIND OF ASSISTANCE THE FOUNDATION IS PROVIDING, NOT ONLY WOULD \$300 BILLION BE SAVED IN TAXES AND PRIVATE SUPPORT, AN ADDITIONAL \$100 BILLION WOULD BE EARNED IN WAGES---A POSITIVE SWING OF WELL OVER A THIRD OF A TRILLION DOLLARS.

**IF JUST FOR ECONOMIC REASONS,
THE WORK WE ARE PURSUING MAKES
GOOD BUSINESS SENSE. BUT OUR
MISSION IS ABOUT PEOPLE, NOT
NUMBERS. THROUGH THE GENEROUS
HELP OF OUR MANY SUPPORTERS, WE
ALLOW THESE PEOPLE TO REALIZE
THEIR FULL POTENTIAL...SOMETHING
THE PEOPLE OF RUSSELL DID FOR ME
SO MANY YEARS AGO. SO FAR THIS
YEAR, THE FOUNDATION HAS AWARDED
\$727,000 IN GRANTS TO 42
ORGANIZATIONS ACROSS THE
COUNTRY. SINCE WE BEGAN MAKING
GRANTS IN 1985, THE DOLE
FOUNDATION HAS AWARDED OVER 300**

GRANTS IN 40 STATES TOTALLING \$6.2 MILLION.

IN ADDITION, IN 1991, PAUL HEARNE CREATED AND CHAIRED THE FUNDING PARTNERSHIP FOR PEOPLE WITH DISABILITIES, A CONSORTIUM OF 45 FOUNDATIONS AND CORPORATIONS, WHICH HAS ALREADY PROVIDED \$3 MILLION IN SUPPORT FOR PROJECTS CONSISTENT WITH THE DOLE FOUNDATION'S MISSION. THIS CONTINUES TO SPREAD THE WORD TO OTHER FOUNDATIONS TO BECOME INVOLVED IN THE EMPLOYMENT NEEDS OF DISABLED PEOPLE.

WE ARE A SMALL FOUNDATION WHO HAVE OVER THE PAST DECADE TACKLED A BIG PROBLEM WITH EXCELLENT RESULTS. PAUL AND HIS STAFF HAVE BEEN RESPONSIBLE FOR ALMOST \$10 MILLION INTO COMMUNITIES THROUGHOUT THE COUNTRY.

PERSONALLY, IT IS AN HONOR TO BE A PART OF THIS INITIATIVE, BUT WHILE THE FOUNDATION BEARS MY NAME, IT IS CERTAINLY ABOUT MORE THAN BOB DOLE. IT IS ABOUT THE 49 MILLION PEOPLE IN THIS COUNTRY WHO, BECAUSE OF A DISABILITY, FACE

**A SOCIETY THAT IS SOMETIMES
FEARFUL, SOMETIMES UNAWARE, AND
ALMOST ALWAYS UNACCEPTING.**

**LAST YEAR WE TALKED ABOUT THE
NEED FOR ENDOWMENT AND ABOUT
THE NEED TO GUARANTEE THE WORK
OF THE FOUNDATION INTO THE NEXT
CENTURY AND BEYOND. THIS YEAR, I
AM HAPPY TO REPORT, WE ARE DOING
SOMETHING ABOUT IT. THE
FOUNDATION TRUSTEES HAVE
APPROVED A MAJOR \$10 MILLION
CAMPAIGN SEEKING TO ENDOW OUR
FOUNDATION FOR THE FUTURE.**

THIS CAMPAIGN HAS MY FULL SUPPORT. WITH PAUL'S LEADERSHIP, I BELIEVE IT WILL TAKE US ONE STEP CLOSER TO THE DAY WHEN PEOPLE WITH DISABILITIES IN THIS COUNTRY ARE RECOGNIZED FIRST AND FOREMOST FOR THEIR ABILITIES. THEN, THEY WILL BE RECOGNIZED FOR WHAT THEY CAN DO AND FOR WHAT THEY HAVE DONE FOR OUR SOCIETY.

I KNOW THAT MANY OF YOU HERE TONIGHT HAVE CONTINUOUSLY SUPPORTED OUR FOUNDATION SINCE THE BEGINNING AND IT IS MY HOPE THAT YOU WILL SUPPORT THIS EFFORT

**WHEN YOU ARE APPROACHED SO THAT
WE CAN PERPETUATE THE GOOD
WORKS YOU HAVE HELPED CREATE.**

**THANK YOU AGAIN, WE LOOK
FORWARD TO UPDATING YOU
THROUGHOUT THE YEAR ABOUT THIS
IMPORTANT EFFORT!**

**BEFORE I TURN THE PROGRAM
OVER TO PAUL. I WANTED TO THANK
OUR PIANIST PETER ROBINSON, WHO
WORKED ON MY STAFF AND COMES
HERE EVERY YEAR TO PERFORM FOR
THIS EVENT. THANKS PETER.**

Dole turns program over to Hearne. Dole returns to seat on the stage.

7:32 HEARNE: 1994 WAS A GOOD YEAR FOR THE DOLE FOUNDATION. IT WAS IN 1994 THAT THE FOUNDATION AGAIN WAS ABLE TO AWARD GRANTS IN EXCESS OF THREE-QUARTERS OF A MILLION DOLLARS. IT WAS IN 1994 THAT THE FOUNDATION WAS INSTRUMENTAL IN CREATING A THIRD FUNDING PARTNERSHIP FOR PEOPLE WITH DISABILITIES IN THE AREA OF TELECOMMUNICATIONS AND: IT IS THE YEAR THAT WE RECEIVED OUR SINGLE LARGEST GIFT OF \$1,000,000 WHICH LAUNCHED OUR UNPRECEDENTED ENDOWMENT DRIVE. IT IS ALSO THE TENTH YEAR THAT SENATOR DOLE'S DREAM OF A FOUNDATION IS A REALITY.

BUT IT WAS ALSO A YEAR THAT A NEWLY PUBLISHED HARRIS REPORT INDICATED THAT DESPITE THE AMERICANS WITH DISABILITIES ACT UNEMPLOYMENT FOR PEOPLE WITH DISABILITIES WAS STILL OVER 75 PERCENT. WE HEARD MISLEADING MEDIA REPORTS THAT SPOKE OF A DISABILITIES ACT -- ONLY A FEW MONTHS IN EFFECT -- THAT WAS HELPING THE WRONG PEOPLE OR NO ONE AT ALL.

IT WAS ALSO A TIME THAT GAO REPORTS INDICATED THAT PEOPLE WITH DISABILITIES WHO NEEDED A JOB DID BETTER WHEN THEY DIDNOT AVAIL THEMSELVES OF GOVERNMENT AGENCIES DESIGNED FOR THAT PURPOSE.

SO WHAT DO WE SEE FOR 1995? THE ROLE THAT THE FOUNDATION PLAYS AND WILL CONTINUE TO PLAY EXPANDS EVERY YEAR. THE NEED TO SUPPLEMENT EMPLOYMENT PROGRAMS FOR PEOPLE WITH DISABILITIES IN THEIR COMMUNITIES IS AS COMPELLING NOW AS IT WAS A DECADE AGO WHEN THE FOUNDATION WAS CREATED.

IT IS WITH YOUR HELP THAT WE WILL CONTINUE TO MEET THE CHALLENGES THAT WE WILL FACE. IT IS YOUR VOLUNTEER LEADERSHIP THAT WILL MAKE THE DIFFERENCE BETWEEN SUCCESS AND FAILURE IN OUR CAMPAIGN.

IT IS IMPERATIVE THAT THOSE OF YOU WHO HAVE BEEN GENEROUS RESPOND AGAIN WITH GENEROSITY TO ASSURE THAT WE ATTAIN THE \$10 MILLION GOAL THAT THE SENATOR AND OUR FOUNDATION BOARD HAVE SET.

THIS ANNIVERSARY NOT ONLY MARKS THE TENTH ANNIVERSARY OF THE FOUNDATION, BUT IT MARKS THE FIFTH ANNIVERSARY OF MY ROLE AS PRESIDENT. WE ALL KNOW THAT SENATOR DOLE DOES NOT TAKE THE TITLE OF "PRESIDENT" LIGHTLY.

IT HAS BEEN WITH THE FULL SUPPORT THAT I HAVE ALWAYS RECEIVED FROM THE SENATOR, THE COMMITMENT FROM THE DEDICATED BOARD, AND THE LABOR OF AN EXCELLENT STAFF THAT

HAS BROUGHT THE FOUNDATION TO THIS JUNCTURE AND WILL CONTINUE TO PROPEL IT INTO THE FUTURE.

IN CLOSING, LET ME REAFFIRM MY COMMITMENT TO ALL OF YOU THAT WE WILL CONTINUE TO PROVIDE LEADERSHIP IN THE PHILANTHROPIC COMMUNITY, EDUCATION IN THE CORPORATE BOARD ROOM AND THE NEIGHBORHOOD STORE AND GRANTS IN THE COMMUNITY THAT WILL SET THE EXAMPLE FOR EXCELLENCE IN PROMOTING EMPLOYMENT OF PEOPLE WITH DISABILITIES.

THERE ARE TWO WOMEN IN MY LIFE AND THEY ARE BOTH HERE TONIGHT -- OFTEN IN WASHINGTON, MEN WON'T ADMIT TO HAVING BOTH OF THEM IN THE SAME PLACE AT THE SAME TIME, BUT I WOULD LIKE TO INTRODUCEMOM AND WIFE.

LETS THANK OUR SIGN LANGUAGE INTERPRETERS, HARRY ZARIN, PAT FOLEY AND MICHAEL HARTMAN. I WANT TO ONCE AGAIN THANK OUR CONTRIBUTORS, BOARD OF TRUSTEES, FUNDING AND TECHNOLOGY PARTNERS, TECHNICAL ADVISORY COMMITTEE MEMBERS, FINANCE COMMITTEE HEADED UP BY TED KRATOVIL AND MOST IMPORTANTLY, ALL OF YOU IN THE DISABILITY COMMUNITY FOR WHOM WE ARE PLEDGED TO SERVE.

A SPECIAL THANKS TO BILL RISSELL AND TARI SUSAN HARTMAN WHO WORKED HARD TO ARRANGE THIS EVENING'S GALA. BILL.....

7:35 Hearne turns the program over to Rissell. Dole and Rissell approach the podium. Rissell announces the door prize winners. Door prize winners enter the stage for photo with Dole, Hearne and Rissell. Dole and Hearne leave the podium, Dole returns to seat on the stage.

7:39 Rissell announces WEST COAST COLLABORATION dance performance:

RISSELL: NOW WHILE I'M INTRODUCING OUR DANCERS YOU'LL NOTICE THAT SOME OF YOU ARE "WALK AND ROLLING" ON THEIR DANCE FLOOR. IF YOU ARE, PLEASE MOVE TO THE SIDE, SLOWLY. THANK YOU. NOW, OUR PROGRAM WILL CONCLUDE WITH "A WEST COAST COLLABORATION" OF DANCERS WILL PRESENT A PERFORMANCE OF INTEGRATED DANCE: A MOVEMENT CONCEPT THAT HIGHLIGHTS DISABLED AND NON-DISABLED DANCERS MOVING TOGETHER AS EQUALS. THE QUARTET INCLUDES CHARLENE CURTIS OF LIGHT MOTION, JOANNE PETROFF OF WHISTLESTOP DANCE, BOTH FROM SEATTLE; BRUCE CURTIS OF PARADOX DANCE, FROM BERKELEY; AND KAREN NELSON OF DIVERSE DANCE, FROM VASHON ISLAND IN WASHINGTON STATE. ON THE CUTTING-EDGE OF A NEW AVANT GARDE PROFESSION, THE "WEST COAST COLLABORATION" WILL ENTICE AND CHALLENGE ALL PREVIOUSLY HELD BELIEFS ABOUT DANCE AND ARTISTIC MOVEMENT POTENTIAL FOR PEOPLE WITH DISABILITIES. LADIES AND GENTLEMEN, THE "WEST COAST COLLABORATION."

7:54 Bill returns to the podium and closes the program:

RISSELL: THANK YOU "WEST COAST COLLABORATION" - CHARLENE CURTIS, JOANNE PETROFF, BRUCE CURTIS AND KAREN NELSON. WE HOPE YOU ALL ENJOYED THE PERFORMANCE. THANK YOU FOR COMING AND SEE YOU NEXT YEAR.

THE END