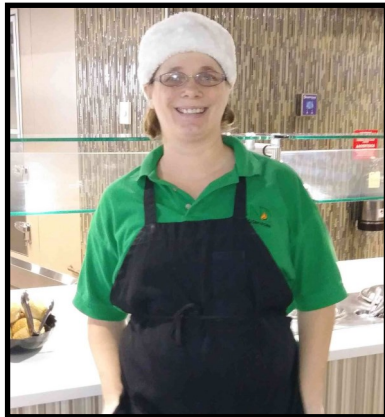




The Success Story—2017—Year in Review

The Road to Self Sufficiency



Kassie Jacobson

Kassie has been employed by UND Dining Services since August 2011; she just celebrated her 6th anniversary this year! For the past several years, she has also held a temporary janitorial position with Success Unlimited (L.I.S.T.E.N. Day Services) during her summer breaks from UND. Kassie is a reliable employee and takes her job very seriously. Kassie is well-liked by her coworkers and supervisors. She enjoys her job but also enjoys having summers off. Kassie and Success Unlimited have worked together for 17 years!

When she is not working, Kassie enjoys horse back riding, crafting—she likes to draw and color a lot. She also likes spending time at the lake and going bowling and playing volleyball with Special Olympics.



SIA—Success in Action—2017

(continued on bottom of page 2)



The Arc, Upper Valley
April 26 at 10:48am

Thank you to Tanja Wollin Kapinos and the staff at Success Unlimited, Inc. for their generous donation to Vincent's Friends Playgroup!

If you haven't had a chance to browse the wish list, visit <http://www.toysrus.com/wishlist/index.jsp>... and enter wish list #38500962. You can order online and ship it directly to The Arc! And right now, shipping is FREE on purchases of \$29 or more!



Vincent's Playgroup



L.I.S.T.E.N. Festival of Trees

Welcome to the Work Force



New Job
Just Ahead

<i>Matt Demontigny</i>	<i>Hugo's</i>	<i>Cashier</i>
<i>Gregory Adam Kendall</i>	<i>McDonald's</i>	<i>Dining Room Attendant</i>
<i>Tim Fontaine</i>	<i>Eagle's Arena</i>	<i>Janitor</i>
<i>EJ Washington</i>	<i>Best Western</i>	<i>Houseman</i>
<i>Emily LaPlant</i>	<i>St. Mary's Childcare</i>	<i>Childcare Assistant</i>
<i>Amber Frame</i>	<i>Kittson Memorial</i>	<i>Evening Tray Aide</i>
<i>Thomas Sorenson</i>	<i>Rydell Car Wash</i>	<i>Car Wash Attendant</i>
<i>Melissa Clark</i>	<i>Sam's Club</i>	<i>Maintenance Associate</i>
<i>Chad Daucsavage</i>	<i>Panera Bread</i>	<i>Dining Room Attendant</i>
<i>Jamison Hilts</i>	<i>GF Public Schools</i>	<i>Encore Support Staff</i>
<i>Jack Weshenfelder</i>	<i>Taco Johns</i>	<i>Dining Room Attendant</i>
<i>Jacob Pesek</i>	<i>McDonald's</i>	<i>Dining Room Attendant</i>
<i>Justin Spicer</i>	<i>Northern Valley Machine</i>	<i>Janitor</i>
<i>Jason Pershke</i>	<i>Sickie's Garage</i>	<i>Fry Cook</i>
<i>Ross Schultz</i>	<i>Alerus Center</i>	<i>Set up/Tear down</i>
<i>Brandon Kartes</i>	<i>Listen Drop In</i>	<i>Office Manager</i>
<i>Mandi Vance</i>	<i>Applebees</i>	<i>Dishwasher</i>

Client Corner
Client Corner

*Halloween Painting Party
with instructor,
Chapell Lopez!*



The Success Story—2017—Year in Review

2017 Employee Anniversaries

Margaret Rising	February 8th	6 years
Kathy Bjornstad	February 23rd	8 years
Barb Thompson	March 19th	9 years
Jeff Leiberg	May 2nd	7 months
Robert Fladeland	May 5th	18 years
Jim Hance	May 14th	20 years
Tanja Kapinos	June 7th	11 years
Dave Wollin	July 30th	8 years
Dwan Sondreal	August 3rd	19 years
Chapell Lopez	August 11th	1 year
Laurie Jo Cavanaugh	August 15th	10 years
Deb Fillipi	August 20th	9 years
Robert Briggs	September 6th	1 year
Lori Lindemann	September 15th	3 years
Rhoda Espinoza	September 22nd	3 years
Gavin McGregor	October 19th	8 years
Polly-Ann Bakken	October 31st	1 year
Judy Hemness	November 17th	7 years



Get the ball rolling for Safe Kids



Pictured left to right: Patty Olsen, Safe Kids-GF; Tanja Kapinos, Optimist & CEO of Success Unlimited; Kari Jensen, Optimist and Nicole Kringstad—Optimist

Front Row: David Hagen, Robert Fladeland, Tanja Kapinos, Lori Lindemann
Back Row: Rhoda Espinoza (behind Robert), Jeff Leiberg, and Barb Thompson



From the Desk of

Tanja Kapinos, CEO

It goes without saying that it's hard to get work done when you can barely keep your eyes open. But it turns out that getting inadequate shut-eye can affect you at work beyond just making you feel sluggish.

Below, find seven ways sleep can affect you on the job — and even your company's bottom line.

Getting too little (or too much!) sleep can mean more sick days.

A recent study in the journal *Sleep* showed that sleeping fewer than five hours or more than 10 hours a night is associated with staying home sick for 4.6 to 8.9 more days than people who sleep between seven & eight hours a night. This link "remained even after health & other key factors assumed to affect the association between sleep & sickness absence had been accounted for," study researcher Tea Lallukka, Ph.D., previously told HuffPost.



The expansion of our office at 2850 24th Avenue South, Suite 302 has been completed! Check out the new conference and break rooms!



Employment Support Services for People with Disabilities

Administrative Office Hours
Monday - Thursday 7:00am - 5:30pm
Telephone - 701.775.3356
www.successunlimitedinc.org

Sleep deprivation is hurting your employer — and the economy. In fact, sleep deprivation could be costing \$63 billion to the U.S. economy each year due to lost productivity, according to a Harvard study reported by Health.com. People who experience some kind of insomnia — whether it be waking up in the middle of the night, or having trouble falling asleep — cost employers about 7.8 work days' worth of productivity a year.

Getting enough sleep keeps you thinking creatively. Sleep is associated with innovation & being deprived of it is associated with impairment in the [mental ability](#), HuffPost's Carolyn Gregoire previously reported.

A lack of sleep can make you less productive. The more sleep-deprived you are, the slower you become at getting tasks done at work, according to a 2012 *Journal of Vision* study. Researchers from Brigham & Women's Hospital found that accuracy & speed at a visual search computer task decreased the longer study participants were awake, Reuters reported.

Yes, sleep might have an impact on your wages. As The Wall Street Journal pointed out recently, research

shows that for people who are already not getting enough sleep, one extra hour in average sleep over the long run is associated with a 16 percent increase in wages.

Sleep strengthens the sort of memory that can help you on the job. In a 2011 study, Michigan State researchers showed that sleep seems to improve what is called "working memory capacity." This form of memory seems to be associated with problem-solving, vocabulary, decision-making and reading comprehension.

Getting enough Zzs could mean less risk for job burnout. A 2012 study showed that getting fewer than six hours of sleep is a predictor of job burnout, as well as "difficulties detaching from thoughts of work during leisure time." The findings suggest that it may not be stress itself causing burnout, but the *recovery* from stress — and that "interventions to enhance sleep and recovery in occupational settings could help prevent burnout," the researchers wrote in the study.

https://www.huffingtonpost.com/2014/09/26/sleep-work_n_5869168.html



*"We are prone to judge success by the index of our salaries or the size of our automobiles rather than by the quality of our service and relationship to mankind."
- Martin Luther King, Jr.*

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