

COVERAGE

VISION OF SUCCESS

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Imagine losing a key functional ability – your ability to walk, hear or see. Any of these would dramatically impact your life and job, but with the right assistance you could be successful. **Kevin Meyers**, application development senior specialist, and **Kerry Wiegel**, application development manager, use adaptive technology to overcome the challenges of working on computers while being blind.

July 26 marked the 25th anniversary of the [American Disabilities Act](#) – a significant step toward diversity and inclusion in America that empowers the civil rights of individuals with disabilities.

Both Kevin and Kerry use a software called JAWS that reads aloud what’s displayed on their monitors. Kerry often works with his monitor turned off, using the audio cues and keyboard commands to direct his cursor. “JAWS is like a personal assistant reading to me all day,” Kerry says. “I couldn’t work without it.”

The software works well with many programs, but some are not optimized for screen-readers, so they ask teammates to help navigate images that JAWS cannot interpret. Kevin and Kerry also appreciate guidance from teammates when they need to find unfamiliar conference rooms.

“Some people are afraid to ask for help at work, thinking it will make them look bad,” Kevin says. “But it’s okay to ask so you can get your job done.”

Kerry encourages people with disabilities to not be overwhelmed by challenges and roadblocks. “This company believes in helping employees reach their potential,” he says.

Kevin recently collaborated with Kerry, who is part of a team of employees working with the diversity & inclusion department to develop a disAbility Alliance ERG. They also provided input for an enhancement to [Vision Forward](#)’s technology lab that offers training for local vision-impaired individuals of all ages. The organization was one of the employee-nominated [Days of Sharing](#) winners in 2014.



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