## **46<sup>TH</sup> ANNUAL INDIANA CONSORTIUM** *of* STATE AND LOCAL HUMAN RIGHTS AGENCIES CONFERENCE

**PRESENTED** by:







#### **Dustin Maynard, Indy Gatorade**



Gina Clevenger, Indy Gatorade



Turn your face towards the person with hearing loss so they can see your lip movements.

#### Speak clearly

Not too slowly, and use normal lip movements, facial expressions and gestures. Don't shout

2-5

Keep your voice down: it's uncomfortable for a hearing aid user if you shout.

#### INDY GATORADE DISTRIBUTION CENTER SITE FACTS

- Built in 2000 we have 1.2MM sq. ft. under roof
- We are one of eight Gatorade facilities, BUT we are the largest!!
- 8 Production Lines that produce 225 pallets of product per hour
- 400+ Total Employees in the plant (Hourly & Salary)

WHERE DOES DUSTIN WORK AND WHAT DOES HE DO?

- Attached Distribution Center (Largest in Division)
  - ~550,000 sq./ft.
  - Storage capacity ~ 52,000 pallet spots (~3.3 million cases)
  - Annual handling capacity ~ 70+ million cases
- 64 Dock doors
- Fleet of 22 LGVs (Laser Guided Vehicles/Unmanned Forklifts)
- Average 175 truckloads per day inbound and outbound

#### PERSONNEL – INDY DC

#### **18 SALARIED ASSOCIATES**

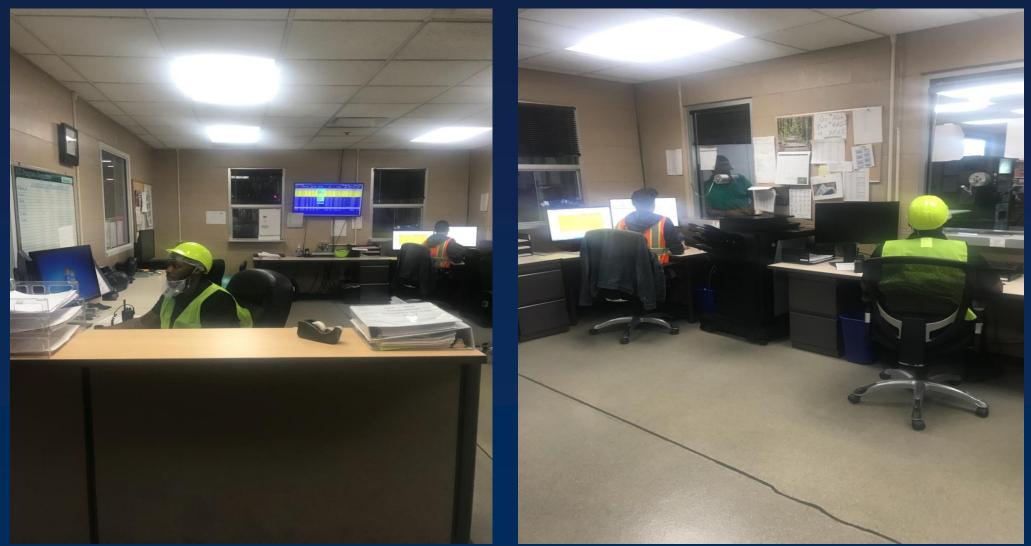
DC Manager Sr. Resource Supervisor (Gina Clevenger) 4 Supervisors (Dustin Maynard) 7 DC Coordinators 3 Inventory Specialists/Coordinators 2 Transportation Coordinators

# 67 HOURLY ASSOCIATES ACROSS THREE SHIFTS 60 Forklift Operators (approximately 20 per shift) Up to 10 Temporary Employees per Year During Season 6 LGV Operators (2 per shift) 1 LGV Specialist

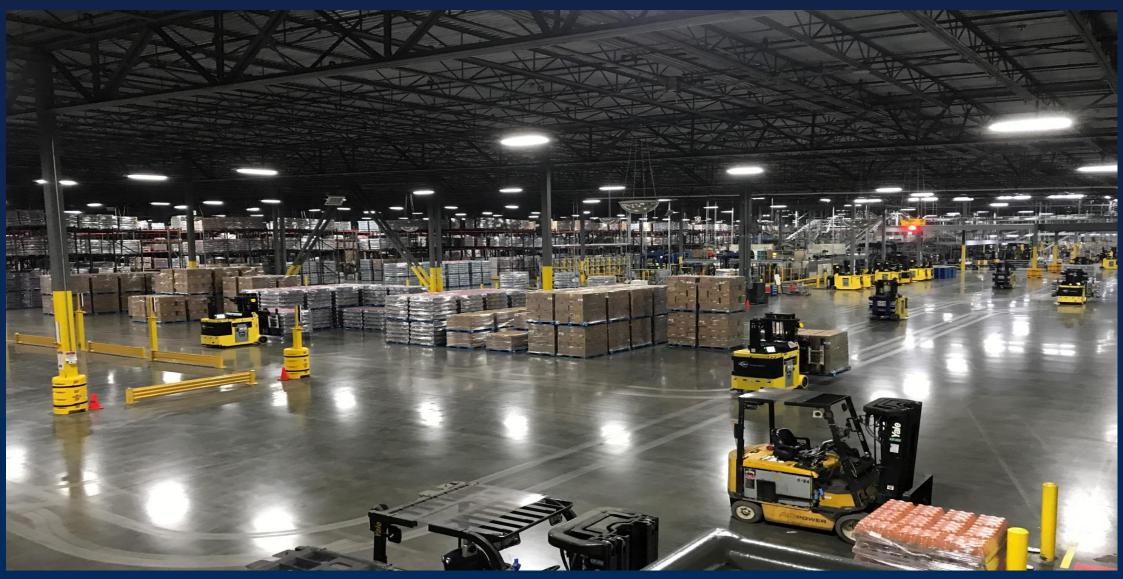
#### A BIRD'S EYE VIEW



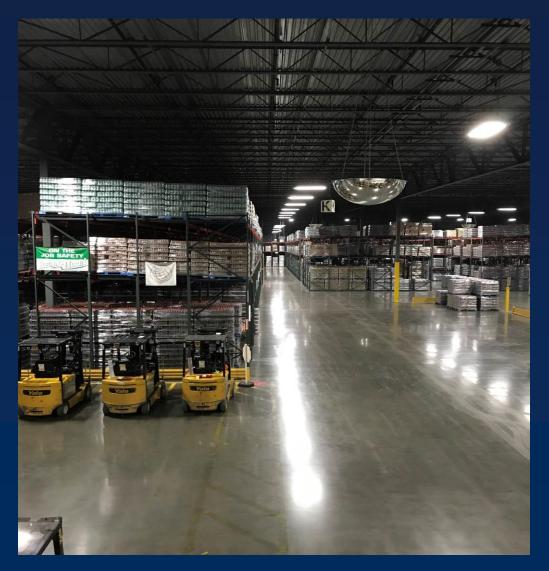
## DC Shipping Office

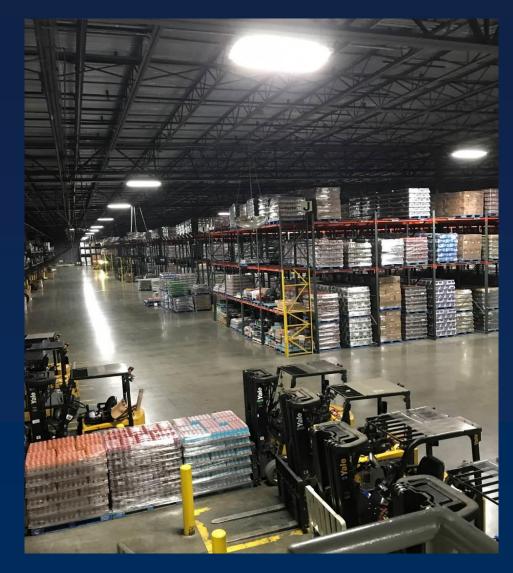


## LGVS, FORKLIFTS, AND SPACE



## 550,000 Sq. Ft.





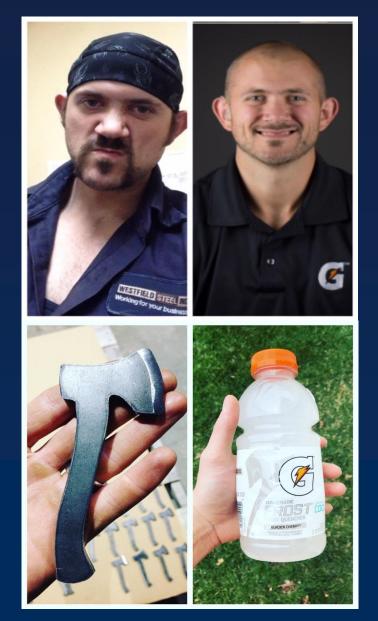
#### What I work For......My Family



#### 450 Resumes Sent



#### Past and Present





remember telling myself while I was working 14-16 hours in the steel mill, that I wanted a better career. That I was going to do 10X more work than my peers would because I wanted to set myself apart. Being deaf, I was already the underdog. I grinded through hours of back-breaking labor, worked my way up into management, sacrificed precious family time, and after 5 years—I secured a job as a LD&T Manager at Gatorade. PepsiCo being one of the Top 50 companies to get into-I set my sights high and I hustled until I met my goal. Gatorade famously questions their audience—Is it in you? The grass is greener on the other side, but for now—you got an axe to grind. (Swipe here, but careful it's sharp) Next chapter is in the books!! #careergoals #career #bluecollar #whitecollar #careertransition #goals #investinyourself #10xrule #crushingit #hustle #nextchapter #steelmill #steelwork #gatorade #pepsico #deaf #underdog

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\_saintjohn 👋 🍋 🍋 irishstar14 Proud of you ! 🎉 🎉 APRIL 19

#### What do you need to know about Deaf Etiquette?

Deaf etiquette is very different in many ways from the etiquette of the hearing world. The Deaf way can be described as direct, expressive, and not shy at all. It is important to maintain eye contact, speak expressively, and feel free to use a pen and paper to communicate if necessary.





KINDNESS IS A LANGUAGE THE BLIND CAN SEE AND THE DEAF CAN HEAR MARK TWAIN Copyright 2015

Obviously the best way to deal with your concern is to ask the person directly what they require and how. It is a common misconception that if a person is blind or deaf, they can't take their own decisions... This shows our non-acceptance of the personhood of a disabled person.

#### **Do's and Don'ts**

- When interacting with deaf individuals you must remember to use proper communication etiquette.
- Admit when you don't understand something. You can do this by, shaking your head
  or shrugging your shoulders to signify your confusion, it is considered rude to
  pretend that you understand.
- If you are unable to get your point across using gestures a pen and paper can be used to reduce frustration.
- Use appropriate ways of getting their attention. Do not grab or throw things, instead tap him/her lightly to get their attention.
- The deaf rely heavily on their eyes and so it is very distracting if your eyes are wandering during your interaction or if you cover you face with your hand. This will restrict the communication.
- Don't shout or talk in their ear.
  - Don't correct their English skills unless they ask.
  - Treat a deaf person as you would treat an able speaking person.

## Questions?

Success is not final, failure is not fatal; it is the courage to continue that counts.

Winston Churchill