



1. What kind of activities do you have taking place for handicapped people?

Success Story #1:

Setrans – Since 1996. With a loan and financial and labor support from Vojtech, one of his employees, Mr. Josef Selichar, founded his own company. Selichar Setrans specializes in supplying physical aids and equipment such as wheelchairs, crutches, special shoes, artificial limbs, etc., for handicapped and disabled people, and for Senior Citizens. Today, Setrans is one of the biggest suppliers in all of Prague, and employs more than 30 handicapped workers.

Brief History:

Josef Selichar started out as a student of Mr. Sedlacek for several years. After Velvet Revolution (VR - 1989) on occasion met with alumni and talked about challenges and difficulties with economical changes after VR and one idea was to start business to shop with a store to service handicapped people, supplies, etc. Based on real demands, not "just Brands". Mr. Selichar is also physically handicapped. But no bank would loan us any money to do this, as usual loans or finances to people who are disabled are not likely, especially in a country where the VR just took place. Idea of business was "not enough" at that time and did not receive the loan or collateral. Instead, Vojtech did it, arranged all of it and set it up and loaned him the money to start the venture. Under Vojtech's guidance it has been a success. After two years the business was able to stand on its own. Self-sufficient after this time. Today it is a successful LTD and employs more than 30 disabled people. Collaborates still with Agentura ProVas.

President Václav Havel congratulate to Josef Selichar



Success Story #2:

Bill posting – Since 1997. Czech Philharmonics, Theatres, Obecni Dum, FOK Film, Opera and Orchestra, Galerie Rudolfinum, Prague Castle Hradcany, Laterna Magika and many others – bill posting for cultural events on own billboards (poster areas) in City of Prague and further more than 200 Czech towns.



Success Story #3:

PGRLF – Since 2000. Agriculture and Forestry Relief and Guarantee Fund (Government Administration) – Archive Administration.

This is a very important long-term project, which has been going on in cooperation with the State for the past eight years! This project is very special, because it was Vojtech's disabled workers who first conceived of, designed, tested, and then implemented all of the major systems, policies and approaches still presently in use today!

Vojtech's skilled employees also found many "creative" ways to integrate and scan and archive all required data, as well as work with every and all existing archives. Thus, even today, eight years later, the very methods which are used by the Czech Agriculture and Forestry Relief and Guarantee Fund are the direct byproduct of Vojtech and his innovative approach to matching workers with disabilities.

These are very important, "key machinery" tasks that Vojtech's disabled workers fulfill. Not only do they have to be very good organizers, but they must also understand how office systems really work, and they must also design their own office systemization within the Czech State apparatus and just "make it work."



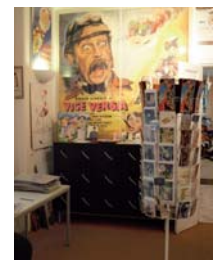
Success Story #4:

Kolektory a.s. – Since 2000. Patrol and inspection services for collector network. Prague City ventilation or critical piping infrastructures, such as electricity, gas, warm steam for heating, ventilation, etc. City critical and vital functions infrastructure for physical services, to compliment the administrative services. Employees visually check lot of sites and register each event. problem. They make reports monthly.



Success Story #5:

Shop Agentura ProVas – Since 2002. Shop with original historical posters and postcards. Many of them are also reprinted. Shop is repeatedly mentioned and recommended in important guide-books (France Hachette, Japan, USA Artel, etc.).



Success Story #6:

Senate of Czech Republic – Cloakroom Service – Since 2005.

Many Senators and their aids, can see in real time and experience of handicapped people to see that they are efficient, and able to be competitive in the work place. Must have good visibility. Even one Senator accepted's invitation to fishing trip and visited with his family the country cottage of one of our employee - cloakroom attendant.



Success Story #7:

Senate of Czech Republic - Telephone Exchange Operators – Since 2005.

Because of the success in placing disabled workers in the Senate, the program has also expanded to the Senate's Telephone Exchange Operators and Operator Switchboards, which are of course an important and very visible point of contact. Quite often, Vojtech's employees serving in this specific capacity are the "first face" that the public sees and interacts with, with each inquiry being referred to the proper office or branch within the Czech Senate and Czech National Parliament.



Success Story #8:

Council for Television and Radio Broadcasting (Official States of the Czech Republic administration) – Since 2005.

These are skilled labor positions for professionals, for qualified personnel only. Not only do Vojtech's employees work in important, key positions within the Council, but they also train new workers.

From the letter of Chairman of the Media Council Mr. Václav Žák: "The people provided for us by the Agency are fully responsible for incoming and outgoing mail and archives. For us is important that the Agency employs the workers itself, carrying the entrepreneurial risk of the applicability, frequency of sickness absence, etc."



Success Story #9:

Gravity and R3 GROUP – Since 2005. Private block and private residential housing is good chance for Reception Services as gate-keepers.

Success Story #10:

Municipality of Prague in Old Town Tower – Since 2005. Sale own products i.e. reprint historical and modern design posters, cards, original buttons, own special pamphlet Astronomical clock in Prague. Czech Academy of Science selected this product to sale on General Assembly of International Astronomical Union in Prague (2006).



Success Story #11:

Charles University – Since 2005. Procurements PC materials and accesories. Help process and fill orders based on requirements of Charles University. Examples are supplies, toners, and occasionally PCs. University primarily passes down requirements and standards and we fulfill and process them and their orders.

Success Story #12:

NewtonIT Media – Since 2005. Analyzing data by home workers (by internet) for media monitoring. This client employs cca 10 people, some of whom are in wheelchairs and they all work from home. The purpose of their work is for media analysis from mass papers, press articles, based on topics, selected by whatever coverage.

Is "thinking" job, which stimulates the mind and analytical faculties, must have the ability to analyze data, categorize and sort it. They must have the ability to have a "feel" for the data and statistics, etc. Sort data which is both for and against a subject or their client, they do more than just report. This job requires two basic levels: one is sorting the data and then to understand it. Newton Information Services is prestigeous.

Success Story #13:

Museum of Rožtoky (town near Prague) – Since 2007. Complet servising Caff bar under auspice one of the best Czech barista – coffee master. We also sell original design buttons and reprints of historical posters there.



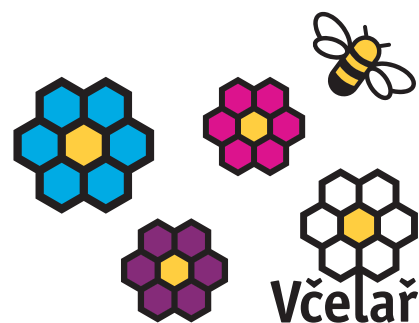
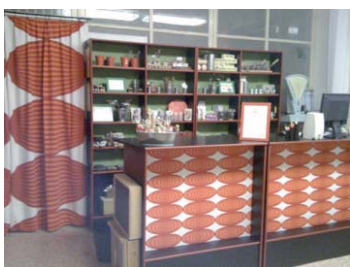
Success Story #14:

Colaborate for young and progresive company YSoft – Since 2007. We completed in our fitting shop in Kbely firmware, board with integrated circuits and displays into small boxes. This serves as control unit for net of printers.



Success Story #15:

Honey of Přerov (Moravian town) – Since 2007. Shop with honey and plenteous accessories for beekeeping and beekeepers and web pages creation.



Success Story #16:

Hot news – Since 2008. We are just starting Domiciliary services for old and handicapped people.

2. How are you employing them, in what capacities?

All of our employees have regular, steady employment. They work as many hours as they wish, by arrangement and with the permission of their employers. We have full and part-time workers. Most of our employees are in fact FULL-time employees.

This is a real, undeniable example of both our approach to make sure that handicapped people are a success, and it is a real "marker" of our success.

3. How long has Agentura ProVas been in business?

Agentura ProVas has been in business as a company (Limited Liability Corporation) since 1996, starting after it was realistic and legally possible to do so after the Velvet Revolution of 1989 and the successful collapse of Communism and the transformation to a free market economy. After Communism collapsed in Eastern Europe, Social Services were grossly neglected, therefore entry into this market by private sector Social Entrepreneurs was unfortunately not possible for several years.

4. What is your vision for handicapped workers?

Most people view handicapped workers as "less than whole people," or "people who are not 100% capable.

But expectation 100% capable is nonsense even with "normal people.

Everyone has different capabilities.

One of our mandates, is to help change this prejudice, to help eliminate this bias against disabled people.

Handicapped people do not "lower the productivity" or profits of businesses. Instead, when the right company is matched with the right worker, everyone wins!

The idea is to: Break through and try to fight against this prejudice, especially in the former Communist regions, where longtime experience of mature social and private sector business has yet to develop.

That is why disabled people, our fellow citizens, not only need help, but we empower them the help to adequately apply themselves in the real world and in the "real world" marketplace.

ProVas Agency is managing to bring about changes in the "traditional attitudes" of companies by creating work and even entrepreneurial opportunities for handicapped people, – particularly in places where they have not worked before; places usually considered to be "exclusive."

This is how the new "models of attitude" toward handicapped people are coming into to existence.

5. What is the mission of Agentura ProVas?

We find niches in the free market – clients, where there exists real working possibilities and adequate, realistic chances for handicapped people.

If they exist, we immediately offer to a potential client, full-fledged service, supported with our employees.

We emphasize responsibility, a mutual, friendly atmosphere, and tactful managing our workers. Our standards are truly, only professional. This fact very often leads to full client satisfaction.

ALL employment opportunities or activities undertaken by Agentura ProVas must be economically viable, and do not “depend on” either what are called “budgetary handouts,” or financial sympathy or “one-shot” funding efforts.

The activities Agentura ProVas engages in are not dependent on any charity benefits.

6. What formal training do you have in managing handicapped workers?

I have no formal training and I have no formal colleague or higher educational degree helping handicapped people from a theoretical or “schooling” standpoint. In other words, I did not get a degree in “helping the handicapped.” Unfortunately, when the Czech Republic was under Communist rule, such training was very limited possible.

Instead, I learned all of my skills in the real world of the workplace, as a volunteer for most of my life, since this was the only way to get “work” experience in this field under Communism, and to try to help people.

I have devoted my whole life and existence to what is called “Profitable Humanitarianism,” which is the right mixture and balance of meeting both the needs of the real marketplace, as well as helping insure that handicapped workers and other disabled people, and senior Citizens, remain productive and welcomed members of society and especially in the work force.

7. How long have you been working with handicapped people?

I started my first experiences working with handicapped people at the Jedlicka Institute in 1983. I was volunteer teacher, schooling young students in computer programming and history.

Our first success was achieved in 1987, less than three years later, when we won all of Prague’s computer programming contests in for 16 years old students, despite the fact that organizers did not expect any wheelchair-bound and “handicapped” competitors!

Since 1983, my different kinds of cooperation with handicapped people and other social entrepreneurs trying to work hard to make a positive difference in the post-Communism and modern era of the European Union run continues to date.

8. What are the three greatest challenges handicapped people face today in the work place?

1. From the perspective of the handicapped person and a potential employer, both sides are not aware of each other or they usually do not have any relationship nor have they established any "good will."

Part of this phase of our job, one of our first challenges, is to build and help develop this good will and to make sure that the business owner understands or is able to "see the other side" and appreciate a more open and what is really a more logical perspective.

2. Achieve assurance, conscious from both a working (social) and a personal (private) point of view.

This means finding a level of comfort and assurance for all dies. Meaning, both the company as the potential employer and the disabled worker should both feel "at ease."

Once a company makes the adjustment that "handicapped people are OK," the disabled person of course works to build their confidence, sure in knowing that they will be treated fairly and in the spirit of what was agreed to.

3. To accept the idea, that handicapped people are not different from others, but have only some different dispositions to some activities. In other words, like everyone, they have their limits and capabilities and skill sets.

The first step in our success is to change the mindset of the public or potential customers. We inform them, and prove, that just because a business employs a handicapped person, this does not mean that the business has to become handicapped itself, nor suffer from a loss of productivity or profits!

While there are people who will say that "Vojtech is just a special man, this is his 'special' thing," — after a few minutes with us, they begin to see that they are wrong, and that this ignorance stems from simple lack of experience and a real world lack of exposure in working with Handicapped people.

9. What are the three greatest challenges you face as a Social Entrepreneur trying to improve the conditions for handicapped people?

Overcome what is really a common bias - a prejudice, namely, that "handicapped" automatically means "not fully human" or "not fully functional" or that it means a person is "not a valid worker."

Our job is to inform and change the way the ordinary businessmen and entrepreneurs view handicapped people, so that they genuinely understand that they are not so different from anyone else, that they have only some different dispositions to certain activities.

Entrepreneurs can and should involve them in their businesses without loss of profit.

We help businesses understand that each employer should have a responsibility to see disabled people as very able, potential employees!

In short, Agentura ProVasis working to improve the social and working and acceptance into the work force of disabled people and Senior Citizens one business at a time.



Vojtěch Sedláček

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www.AgenturaProVas.cz