



## Phifer Wire Products, Inc.

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***Employer:*** Phifer Wire Products, Inc.

***Location:*** Tuscaloosa

***Description:*** Phifer Wire Products is a manufacturer of fabricated wire products that provides products used in all 50 states and more than 125 countries.

***Number of Employees:*** 1,300

***ADRS Employer Development Coordinator:*** Leslie Dawson, Tuscaloosa

***Employment manager:*** Russell Dubose

*When Russell Dubose changed his hiring process* two years ago to get more qualified applicants, he noticed that he was no longer getting people with disabilities as applicants. Dubose was concerned because he wanted to hire people with disabilities.

“What you get is loyal, long-term people who are going to love working here,” he said. Out of its 1,300 employees, 57 of his employees have disabilities. Russell did not want to eliminate people with disabilities from his hiring process.

“I needed to call the experts,” he said.

Dubose met with Leslie Dawson, ADRS employer development coordinator, and arranged a meeting with a group of Vocational Rehabilitation Service staff.

At the meeting, the team learned Dubose's new hiring process and helped him refine it. If a consumer is hired, the rehabilitation counselor goes over the preemployment packet with him or her. ADRS also hires a job coach to assist the consumer with learning the job. Five people have already been hired with this new process, most with hearing impairments.

Dubose said he is grateful he can work with ADRS to hire more people with disabilities.

"ADRS is a great resource and asset," he said. "They are a natural business partner that understands the business skill set we need and helps us with development and training of our employees. They are a great business partner."