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**From:** Wendy Spirduso  
**Sent:** Monday, August 06, 2007 4:08 PM  
**To:** DL - RL All USA Restaurants; DL - RL Directors of Operations; DL - RL SVPs of Ops. (US & Canada)  
**Cc:** Tammy Valdes  
**Subject:** Disability Mentoring Day

**FROM:** WENDY SPIRDUSO, RED LOBSTER PR

**WHAT:** Disability Mentoring Day (DMD) Participation 9/24 – 9/30

As a way to give back to our communities, Red Lobster supports the American Association of People with Disabilities (AAPD) through our annual participation in Disability Mentoring Day (DMD). This year, restaurants will participate during the week of **Monday, 9/24 – Sunday, 9/30**. Participation is optional.

The AAPD founded DMD in 1999 to promote career development for students and job seekers with disabilities through job shadowing and career exploration. Darden is a national and founding sponsor of DMD, supporting this important initiative since 2002.

Participation in DMD demonstrates to the disability community that we value their business and provides us an opportunity to tap a pool of potential future crew members. DMD gives restaurants the opportunity to create partnerships with disability groups in their communities, often receiving positive media attention for doing so. Please note:

- Disability buying power is one trillion dollars annually.
- Eighty percent of all Americans will be disabled at some point in their lives.
- 35% of all full- or part-time workers are disabled.

### **Participation**

You can participate in DMD in one of three ways during the week of 9/24 – 9/30:

1. Invite a local group of people with disabilities and/or a disability organization's executive program director and committee board members to your restaurant for a complimentary lunch.
2. Deliver complimentary party platters and biscuits to an organization that helps people with disabilities.
3. Provide a one-day in-restaurant mentorship opportunity for a person with a disability.

Program details are attached; you can access them on DiSH later this week.

- Local DMD coordinators will contact the General Manager if there's an opportunity for your restaurant, or
- If there's an existing relationship with a disability organization, please contact them directly, or
- If you're interested in participating and no local coordinator contacts you by **Monday, 9/3**, please e-mail Betsey Bell, Diversity/Community Affairs, at [bbell@darden.com](mailto:bbell@darden.com).

**Note:** The national DMD is in October, but due to the high level of operations activity that month, we'll instead participate in September.

Questions? Call Betsey Bell, Diversity/Community Affairs, 6010.