



The Power of Possible



ANNUAL REPORT

Education ▪ Workforce Development ▪ Occupational Health ▪ Economic Development

OUR MISSION

To create opportunities for people with barriers to move toward economic independence as valued and contributing members of society.

WELCOME to Fedcap

Since 1935, Fedcap has been a pioneer in improving the lives of people with barriers through innovative approaches to education, workforce development, occupational health, and economic development. Today, we remain fiercely committed to our mission, to creating relevant, sustainable impact, and to improving the lives of those we serve.

Because we believe in the **Power of Possible**, our 2020 strategic plan calls for bold initiatives to change the outcomes for people with barriers by improving the design and delivery of services.

The last several years have been a time of extraordinary growth and expansion.

As the sole provider of New York City's WeCARE program, we serve 50,000 people annually with medical and/or mental health barriers. People who had never before believed it was possible are now moving into the workforce.

We expanded PrepNow!™ to Los Angeles through a generous grant from the Conrad Hilton Foundation. PrepNOW!™ is Fedcap's one-of-a-kind national solution to creating a college-going culture in foster homes, boosting college entry and graduation rates for the 26,000 youth transitioning from care each year.

We committed ourselves to financial transparency in an approach unprecedented in the nonprofit environment. Over 100 stakeholders participated in a webinar where they learned about Fedcap's financial and operational performance, impact, trends, and challenges.

We continue to grow our Business Solutions, employing 1,700 individuals in Facilities Management, Catering, Document Imaging, and our newly established InSynergy™ Staffing Solutions.

Our family of agencies continues to increase.

We joined forces with Easter Seals New York. This merging of two leaders serving people with disabilities is a major milestone for both agencies.

Our ReServe subsidiary celebrated ten years of tapping the talents of older individuals, making inroads into social problems such as education for poor children, health care, and poverty.

Community Work Services, our New England subsidiary, is doing groundbreaking work in advancing the employment of people with intellectual/developmental disabilities.

Wildcat is raising service to a new level with the court involved, reducing recidivism and showing the power of a second chance.

The Way to Work is creating pathways to employment for young adults.

To our board, partners and donors, we extend our heartfelt thanks. Your compassion, generosity, and dedication fuel our work.



Mark O'Donoghue
Chair, Fedcap Board of Directors

Christine McMahon
President and Chief Executive Officer

CREATING Sustainable Relevant Impact



"Education is the movement from darkness to light."
— ALLAN BLOOM



Fedcap changes the lives of people with barriers.

We inspire people to see all that is possible in their lives. We strive to create equity – so those we serve can buy a home, send their children to college, and aspire to a previously unimagined future.

The world is not the same since three veterans – our founders – met in Times Square 80 years ago. They changed the perceptions of what

people with barriers could accomplish. And much like our founders, our job is not just to change with the times, but to lead the change.

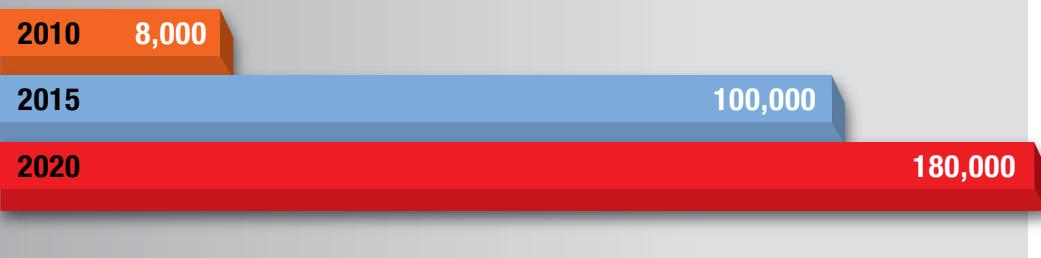
Today, Fedcap is positioned as a force for sustainable, relevant impact. We must deliver on our promise, honor the trust of those we serve and those who support our work, and never stop striving to get better at what we do.

Helping people change their lives rarely involves a single intervention – it is rather a melding of the right services, delivered at the right time.

Fedcap's services are structured within four integrated practice areas: education, workforce development, economic development, and occupational health. Each plays a critical role in an individual's path to economic well-being.

The Fedcap family of agencies impacts the lives of over 100,000 people each year. Their stories reflect courage, hope, and lives forever changed. Their voices compel us to remain steadfast in our mission and to live up to the legacy of our founders.

INDIVIDUALS SERVED BY FEDCAP



EDUCATION

Education is the pathway to a life of choices.

Education raises income, and provides a way out of poverty. In an era of economic volatility and a fraying social safety net, education is a bulwark against joblessness, homelessness, and reliance on government assistance.

Research tells us that the simple act of having a college savings account, regardless of the amount, increases the likelihood of college attendance and graduation. It inspires the young person to dream big, it says to them, "You can achieve great things."

Fedcap is leading a national movement to change the outcomes of youth transitioning from foster care by making college an explicit goal. We are challenging historical assumptions about what youth in foster care can achieve. Through our acclaimed web-based curricula GetReady!™ and PrepNOW!™, we are seeing a shift in how young people in care view their future, a difference in how caregivers are preparing young people, and significant increases in college readiness, acceptance and graduation.



At a Networking by Design event, volunteers help youth and young adults develop important business skills.

At our Fedcap School in New Jersey, infusing the belief that college is possible, we are seeing young people who have struggled in school, graduate, enter college, beat the odds, and exceed expectations.

Easter Seals New York provides an array of educational services that brings hope and confidence to children with disabilities and to their families.

At the Kessler Center in Rochester, children and youth with developmental disabilities are encouraged to imagine a future where they are doing work they love, alongside other members of their community. We teach them skills for school success, how to explore career choices and we assist them in their transition to college, vocational training, and employment.

The Easter Seals New York Child Development Centers, located throughout the state, offer caring, uniquely designed environments where children of all abilities learn together, play together, and prepare for long-term success in school.

This same belief in the Power of Possible is woven through our adult education programs.

At our Career Design Schools in New York City and Boston, students receive vocational training in fields with high growth and career potential. Eighty percent of our graduates go on to successful careers in culinary arts, security, document imaging, home health, and total facilities management.

Through education we are equipping students now and for the future – altering the course of their lives and those of generations to follow.



"Nothing ever comes to one
that is worth having, except
as a result of hard work."

— BOOKER T. WASHINGTON



"Economic development is the
process by which a community
improves the quality of life."

— DAVID DODSON

WORKFORCE DEVELOPMENT

Employment is empowering. It provides a sense of self-worth and direction. It feeds a family. It paves the way to economic well-being.

Fedcap's proven approach to workforce development integrates employer-based education, job development in high growth industries and on-the-job support in career advancement. By developing untapped human potential, we help businesses meet their critical staffing needs.

Each year we place tens of thousands of people in jobs within the private sector and in our own social enterprise businesses, with significant long-term retention. We provide support to help our clients keep their jobs and build career ladders. As an established leader in workforce development, Fedcap offers a broad range of services targeted to ensure maximum employability and we provide a pipeline to jobs through our strategic partnerships with businesses.

Our combinations with other forward thinking organizations have enhanced our workforce development efforts.

Wildcat helps individuals who are court-involved overcome obstacles to successful re-entry and meaningful employment.

Community Work Services assists a growing number of individuals with intellectual or developmental disabilities enter the workforce – many for the first time.

Easter Seals New York supports veterans to translate their military experience into the civilian job market.

ReServe leverages the talents of baby boomers to impact social issues.

The Way to Work expands the opportunities for young adults to obtain living wage employment.

Workforce development at Fedcap is a win-win for everyone: rewarding employment for people with barriers and a skilled and well-trained workforce for employers.



Fedcap's
Connect2Careers™
brought hundreds
of veterans and
businesses
together this year,
resulting in multiple
hirings.

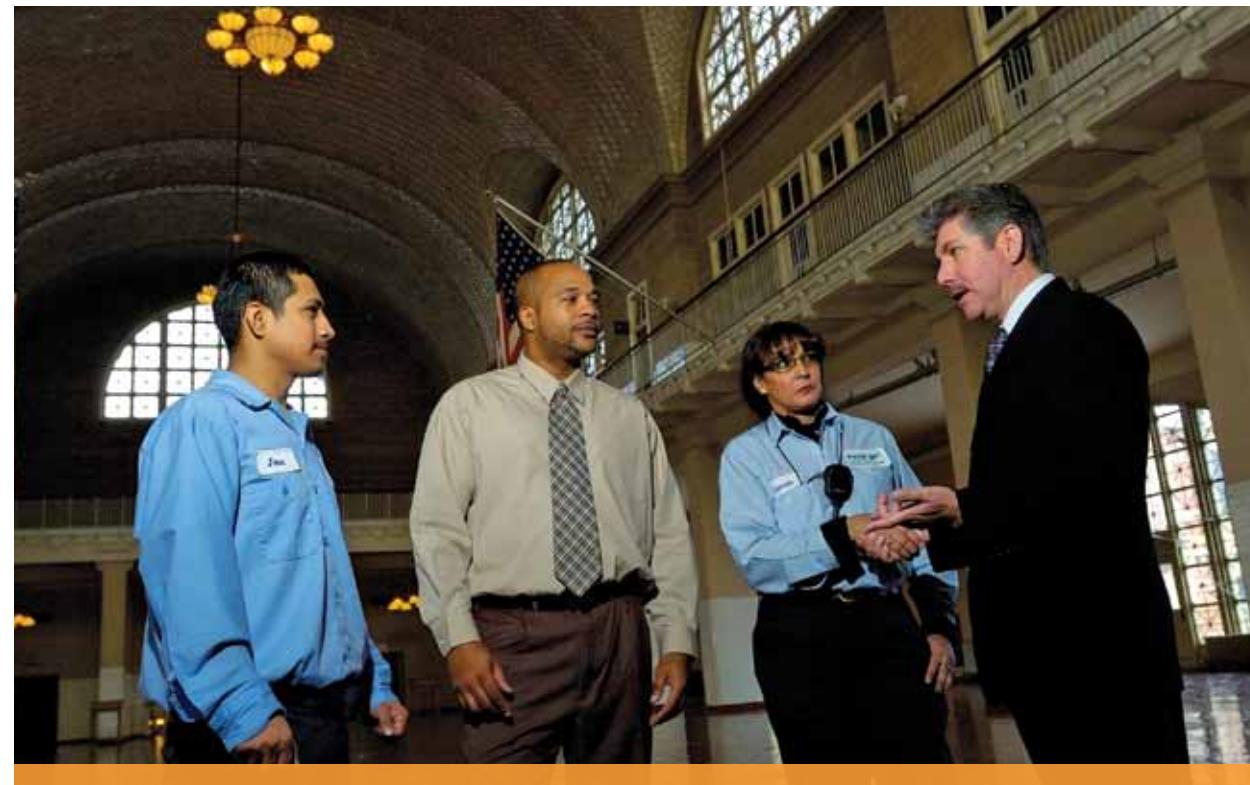
ECONOMIC DEVELOPMENT

Fedcap is an innovative and entrepreneurial agency by design. In the early 1990s we were among the pioneers of the social enterprise model. Since then our enterprises have undergone substantial growth and we have expanded our partnerships with the private sector, resulting in improved communities and greater impact on the lives of people that we serve.

Fedcap understands the needs of business because of our successful social enterprises.

Our five commercial enterprises employ over 1,700 individuals and are core to our work. They generate resources, and serve as foundations for helping many of the individuals we serve become employed – sometimes for the first time in their lives. They provide opportunities for people with barriers to build resumes and pathways to careers. They also improve the economic health in the communities in which they are located.

Our enterprises operate throughout the Northeast and Mid-Atlantic. They include Total Facilities Management, Document Imaging, Manufacturing, Home Health Services, Catering, and InSynergy™ Staffing Solutions.



The Fedcap team at the Statue of Liberty and Ellis Island was instrumental in the cleanup efforts in the days following Hurricane Sandy.



"At Fedcap we believe that work completes treatment."



OCCUPATIONAL HEALTH

Employment is a key factor in long-term wellness – work completes treatment.

Driven by a strong belief that people want to work, Fedcap helps those we serve overcome health-related barriers to employment. We fully integrate workforce development activities within our clinical services – serving to strengthen the impact of clinical interventions and ultimately build a pathway to economic well-being for our clients.

Workforce readiness, vocational training,

job placement, and on-the-job support are embedded into treatment plans and services.

Our environments promote aspirational thinking. From the moment a client walks through our door they begin to see the value and impact of employment. Every visual element, every person with whom they interact, every moment of learning is focused on developing the skills and strategies to live a self-sufficient life.

Through our efforts, Fedcap clears the way for the nearly 29,000 people served in our Occupational Health practice area to join the workforce as stable and productive employees.



(L to R) NYC HRA Commissioner Steven Banks, First Lady of New York Chirlane McCray, Grant Collins, Fedcap Senior VP of Workforce Development and Robert Reiter, Fedcap Director of Vocational Rehabilitation at the WeCARE Montague Street service site in Brooklyn. The First Lady said: "I feel inspired by the WeCARE program. New York City is so lucky to have an organization like Fedcap fighting on behalf of our neighbors who face barriers to employment."

COMMUNITY IMPACT INSTITUTE

Fedcap's Community Impact Institute (CII) integrates our extensive practice experience with research and data analysis, to create broad, sustainable change.

The CII is about discovery, testing assumptions, and intellectual rigor. It's about holding community forums where gaps in service systems are identified. It's about convening experts and thought leaders to brainstorm creative and actionable ideas for filling those gaps. It is about building capacity within existing systems to enhance the way services are designed and delivered.

The CII spearheads our relationships with foundations, piloting bold ideas that have potential for transformative change.

The CII houses Fedcap's Metrics That Matter, a comprehensive approach to data analysis that documents our impact and advances our efforts in continuous quality improvement.

"It is extremely important for Fedcap's long-term success that we maintain our commitment to analyzing how our core services are changing the outcomes for the large number of individuals who comprise our target population," said Gerald Prothro, Member of the Fedcap Board of Directors.

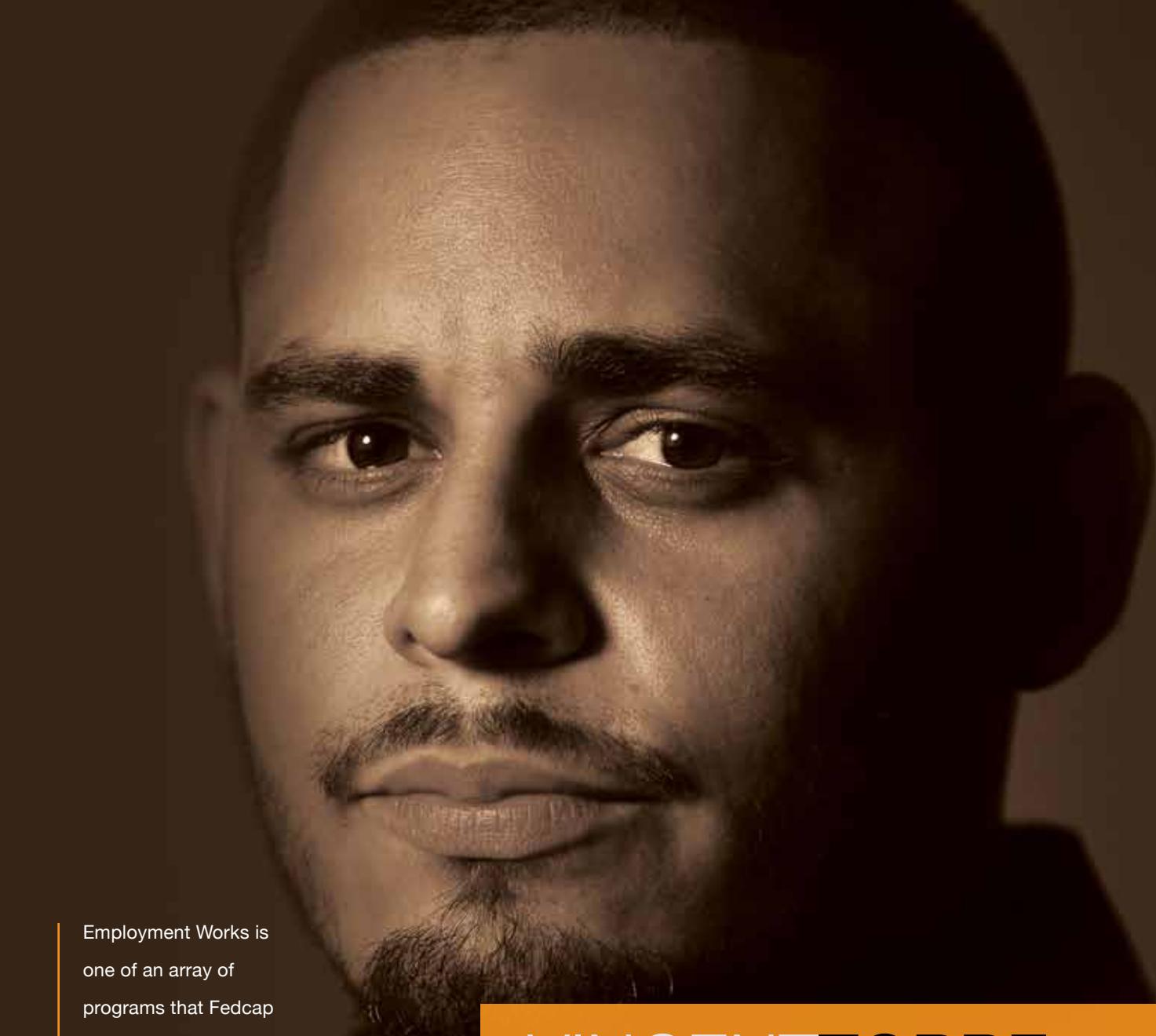
The CII sponsors Fedcap's semi-annual Solution Series, convening high-level conversations with bold thinkers to identify solutions to the barriers to employment faced by those we serve. A recent Solution Series featured a powerful discussion with Congressman Patrick Kennedy on changing the national discourse about mental health issues and addiction – this high-impact event was live-streamed throughout the country and abroad.

The CII added the National Center for Innovation and System Improvement to its array of capacity-building strategies. The National Center collects and analyzes data reflecting the national outcomes of the populations we serve, provides technical assistance and training to state and local systems to improve system delivery, and serves as a hub of national and international outreach for the agency.

Through the work of the CII, we influence policy, regulation and practice, serving as a catalyst for innovations that improve the lives of people with barriers.



(L) Fedcap COO Joe Giannetto; (R) Representative Patrick Kennedy at Fedcap's bi-annual Solution Series, *A Conversation with Patrick Kennedy: Changing the National Discourse about Mental Health Issues and Addiction*.



Employment Works is one of an array of programs that Fedcap operates to help court-involved individuals turn their lives around. We help build skills, provide critical resources and pathways to jobs, and hope that the future can be better than the past. Wildcat has been driving innovation in services to the previously incarcerated for over 40 years – helping individuals learn new skills, find jobs, and change their lives.

VINCENT TORRE

Vincent Torre always had a strong work ethic. He earned \$15 per hour working part-time in high school, and after graduating was hired by Time Warner Cable as a TV technician. He made a good living and loved his work.

An unfortunate encounter resulted in a fight. Criminal charges were filed against Vincent, who had never been in trouble before. The next four years were painful and difficult; Vincent lost his job, and with his career plans derailed, his self-esteem suffered.

Sentenced to three years of probation, Vincent desperately wanted to get his life back on track, hoping to return to the work he loved in the cable TV industry. Vincent's probation

officer referred him to Employment Works, a program of Fedcap's Wildcat Division, funded by the NYC Department of Probation and Small Business Services. Employment Works helps court-involved individuals prepare for, secure, and maintain employment.

For one court-involved youth, hard work and persistence led to a dream job.

Employment Works staff provided coaching and mentoring support to help him stay motivated and optimistic, and guided him in his job search. Finally, an exciting opportunity arose – Vincent was granted an interview with a New Jersey-based cable TV services provider. Impressed by Vincent's respectful demeanor and organization skills, the firm's manager offered him a part-time job as an office assistant.

After months of hard work Vincent earned his dream job. As a construction manager/crew leader, he leads a team of field workers who connect fiber optics links to cellular sites, and reports directly to the company's project manager for the entire New York City region.

Now happy and stable in a job that he loves, Vincent is extremely grateful for the help and ongoing support from Fedcap.

"The Employment Works staff clearly cared about me, they are good at what they do, and they provided me with so many opportunities to succeed," he said. "I have my life back."



Fedcap's tested and proven educational services prepare students to succeed. Our signature products include GetReady!™, a web-based tool that helps youth develop their unique personal brand and the skills to succeed in the academic environment; PrepNOW!™, a profession development course that assists foster parents in creating a college-going culture in their homes; and High Impact Internships, which provide young people with the confidence, experiences, and professional contacts they need to build careers.

CYNTHIA COOMB-SMITH



One could hardly imagine a better mentor than Cynthia Coomb-Smith – smart, determined and committed, she is having a huge impact on the lives of youth aging out of foster care.

A native New Yorker, Cynthia lived in Texas for 12 years. She was the principal of an elementary school in Beaumont, Texas when Hurricane Rita destroyed the school on September 24, 2005. Shaken, she moved back to New York and resumed her career in social services, directing a counseling program for pregnant teens.

Nearing retirement age, Cynthia left the fulltime workforce and served as a volunteer at a center for victims of domestic violence. While there, she heard about PrepNOW!™, Fedcap's national system-change initiative that supports foster parents in creating college-going cultures in their homes. PrepNOW!™ is the nation's only profession development course designed specifically for foster parents, to increase their motivation and capacity to help youth in foster care apply to, attend, and graduate from college.

Cynthia knew she had found her calling. "So many of these children struggle, and I thought I could really help them through this program," she said.

Many of the foster parents with whom Cynthia

works don't always know how to advocate for their children. They don't know how to create an environment that inspires youth to go to college, and they struggle with the complexities of financial aid and college applications processes.

As a Fedcap Success Mentor, Cynthia provides invaluable emotional support and encouragement to the parents, advocating with passion for the importance of education as the path to a better future. Strong bonds of friendship have formed between Cynthia and foster parents she has worked with to date.

Her impact is undeniable – seven of the youth in the foster parents' care were accepted into college and are currently attending. A wonderful unplanned impact is that many of the foster parents' biological children are being exposed to the college discussions, have applied for and been accepted into college. Two foster parents have been so inspired by Cynthia that they have enrolled in college themselves, saying that they wanted to "walk the talk."

"It has been a great reward to see foster parents become excited and motivated to help young people in their care believe that it is possible to go to college," Cynthia said. "Sometimes it just takes a spark to ignite a young person's hope and drive, and I am watching foster parents learn how to be that spark."





KRZYSZTOFBRAMSKI

Krzysztof Bramski was born in a small town in Poland. He contracted an illness at an early age, and is now deaf.

It's been a remarkable journey for Krzysztof from Poland to New York City, where he is a project team leader in Fedcap's mail room. He has worked hard to overcome many challenges, with guidance from Fedcap staff. Krzysztof and his family moved to New York in 1994. He attended four separate schools for the deaf. When he first found Fedcap, he filled in for people until he earned a full-time job, and eventually became a team leader for Fedcap's contract work with the NYC Department of Housing, Preservation and Development (HPD).

Krzysztof's team processes between 900 and 2,000 violations notices daily for HPD. Speed and accuracy are essential. Each batch of violations has a mandated 24-hour turnaround time. The process must be meticulously documented. Krzysztof's effectiveness as a team leader stems in part from his ability to work through problems as they arise.

"There is no job too big or too small, and he's always willing to help," said Reaghan Smith, Krzysztof's supervisor. "He is very humble and a real joy to work with." Krzysztof recently enrolled in night school and hopes to become a teacher for deaf students. "My goal is to become a teacher," he said. "I know it is hard but I also know I can do it."



LATEESHAJENKINS

Lateesha Jenkins wasn't sure she could deliver her speech.

Scheduled to speak as a student honoree at Fedcap's June 12, 2014, graduation ceremony at Harlem's historic Apollo Theater—in front of hundreds of people—Lateesha was wavering. Then, three weeks before the ceremony, the great poet and author Maya Angelou passed away. A line from the poet stuck with Lateesha: "there is no greater agony than bearing an untold story inside you..." Lateesha decided to speak because she indeed had an untold story.

Lateesha was placed in foster care when she was three years old. Her mother was murdered two years later. Lateesha moved between foster homes, with no real hope for her future. After a series of unsatisfying jobs, she discovered

that she loved working with patients in their homes. "I love that feeling at the end of the day when you know that you have really helped someone," she said. Lateesha found Fedcap's Home Health Program on the Internet. She applied and was accepted! The training was rigorous and her "awesome" supervisor Robert Ham helped her understand how to succeed in the workplace.

In her graduation speech Lateesha talked about how incredibly proud she is of being able to provide for her four-year-old daughter Audreyahna, and what it feels like to make a difference. "I am honored to be part of the Fedcap family," Lateesha said to cheers near the end of her speech. "Thank you so much for giving me the opportunity to have a career that I love."

ReServe matches continuing professionals age 55+ – known as ReServists – with organizations that need their expertise. Nonprofits and public agencies can tap into a lifetime of experience to fill crucial staffing gaps at affordable rates. ReServists can do great things for their communities while they put their professional expertise to work on part-time service projects, in exchange for a modest hourly stipend. Our goal is to mobilize 10,000 ReServists by 2030, impacting hundreds of thousands of lives.

JENNIFER PALACIO

They are at high risk of becoming victims of financial crimes, including fraud committed by strangers, and financial exploitation by relatives and caregivers.

Enter ReServe, a Division of Fedcap that places continuing professionals age 55+ with nonprofit and public agencies. “ReServists” work part-time for a small stipend, adding invaluable capacity to resource-constrained agencies.

ReServist Jennifer Palacio is well-suited to help seniors manage their money. After emigrating from Belize in 1979, she spent her career as a billing manager, working for companies such as Conde Nast and Time Inc. She is patient and kind – ideal qualities for a job that relies on trust.

Frail elderly people often struggle with managing their money.

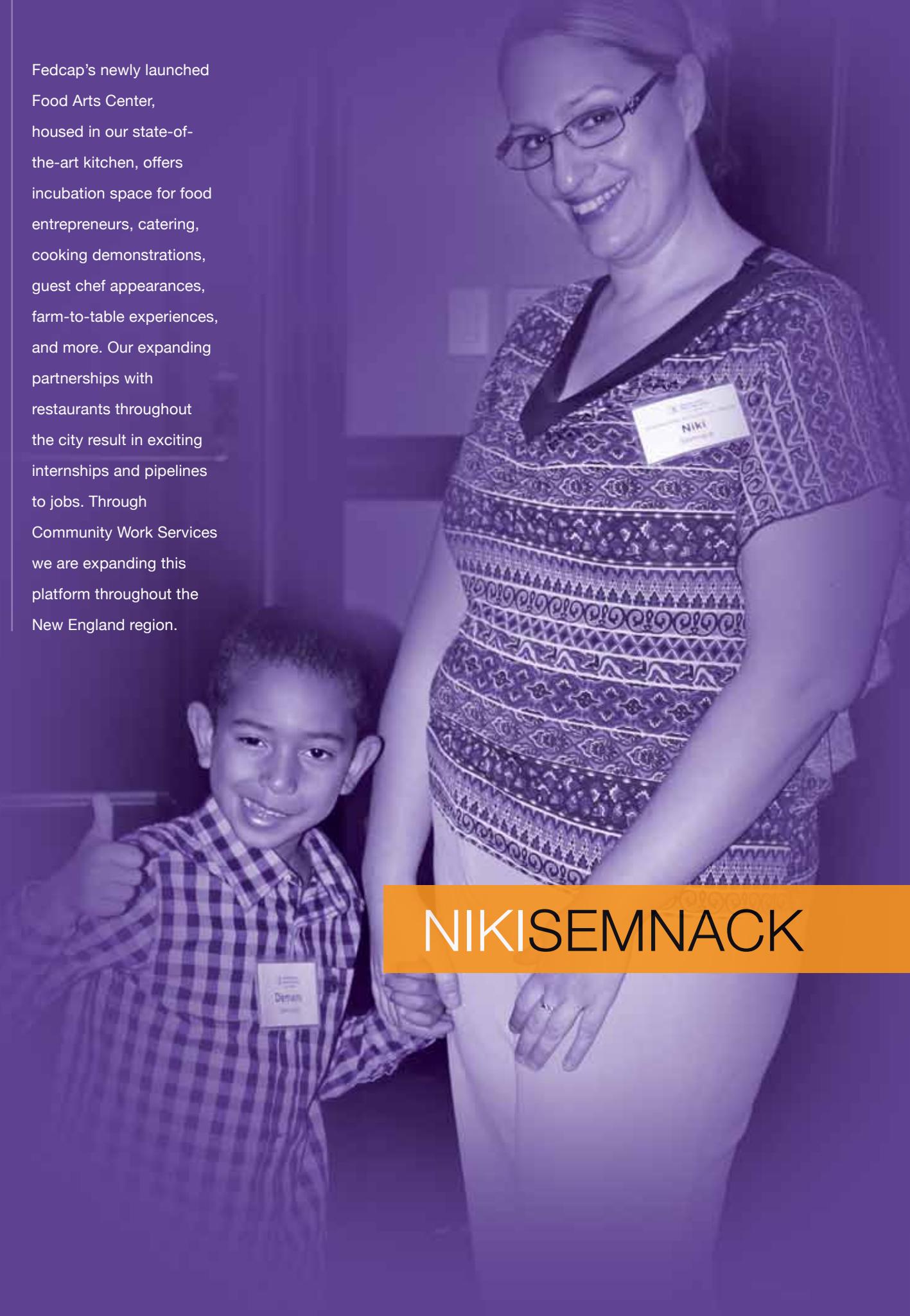
Jennifer, who took early retirement from Time Inc. in 2007, works 15-18 hours per week as a ReServist, serving 14 clients. One elderly homebound man, a victim of ATM theft, was unable to get a new ATM card for 7-10 days and could not buy groceries or medicine. Another client, a 96-year-old woman, was four months behind on rent payments and faced eviction.

With patience and persistence, Jennifer was able to resolve both issues. “Both of these clients were so grateful,” she said. “These little things that we take for granted are so overwhelming for many of my clients. Being able to help them is the best feeling in the world.”



Fedcap's newly launched Food Arts Center, housed in our state-of-the-art kitchen, offers incubation space for food entrepreneurs, catering, cooking demonstrations, guest chef appearances, farm-to-table experiences, and more. Our expanding partnerships with restaurants throughout the city result in exciting internships and pipelines to jobs. Through Community Work Services we are expanding this platform throughout the New England region.

NIKISEMNACK



Niki Semnack had a hard time growing up in Boston.

A victim of sexual abuse, she suffered from depression in high school and clashed with school authorities. Her life bottomed out at age 17, when she became pregnant and lost custody of her infant son. Niki became a drug addict and spent the next decade living on the streets, doing whatever she could to obtain drugs.

After giving birth to a second child, Niki lived in a shelter, struggling to stay sober. She and her child then lived with a family for a short time. After Niki relapsed the family agreed to care for the child on a permanent basis, while Niki endured more years of homelessness and addiction.

Following a brief period of incarceration Niki decided to turn her life around. Pregnant with a third child, she lived in a residential treatment center where she remained sober. While working in the kitchen at the treatment center Niki discovered that she loved to cook, and had a knack for it.

After being referred to Community Work Services (CWS), Fedcap's New England

Division, Niki enrolled in the Café Careers culinary arts program. She soon established herself as a role model for younger program participants, demonstrating excellent culinary skills and leading teams in all aspects of kitchen operations and catering services. Niki accepted an internship with Sebastian's Café and Catering in Boston, a Fedcap program partner, where she excelled at every challenge that was presented to her. The chef at Sebastian's, recognizing her work ethic and positive attitude, offered her a job.

"I loved the chef there. He taught me the right way to do things in the kitchen and saw something in me that I didn't see in myself," Niki said.

Niki has been sober for years and has turned her life around. Her youngest son, Demani, is living with her and thriving in school. She is so proud to be there for him – just seeing him every day inspires her to always try a little harder. Former friends who struggled with addiction, inspired by Niki's example, have entered recovery programs.

Niki attributes the stability in her life to learning how to make better choices, with the ongoing support and encouragement of staff and mentors at CWS. "CWS helped me to be happy again and to create a goal for my future," she said.





CHRIS MATZOURANIS



Chris Matzouranis defines what it means to overcome barriers and succeed in the workplace.

Chris spent years doing piecework in a sheltered workshop, working exclusively with people who, like him, have an intellectual or developmental disability – never in an integrated setting with people without disabilities. No one really knew what Chris was capable of. Expectations were therefore modest when he applied for a part-time janitorial job at Automated Business Solutions, an equipment maintenance and repair company and Fedcap business and training partner, in Warwick, Rhode Island.

No one was more pleasantly surprised than Kelcey Marks, the warehouse manager at ABS who hired Chris. “We were told he did not have the ability to be a warehouse worker,” he said.

That was two years ago. Today, Chris works 20 hours per week in the warehouse, performing the same tasks as employees without disabilities, including picking and packing, preparing orders for shipping and helping to load trucks.

Chris’ social skills blossomed after being hired, revealing a warm, winning personality. He has a great sense of humor and a strong work ethic that fits right in with the company’s hard-working, team-oriented culture, and has endeared him to everyone in the warehouse.

In a group interview with five other candidates Chris was shy, not speaking much and avoiding eye contact. Still, there was something about him that the interviewers liked – something about the way he carried himself suggested that there was much more there waiting to come out.

The managers were not wrong – Chris’ confidence was a little shaky, but he had great untapped potential.

Chris was given no special treatment – he earned his place on the warehouse floor. His job performance expectations and mistake rate ratio are the same as everyone else’s. Chris is really smart – he can’t read or write, but has learned to identify items and shelf locations by memorizing letter and number combinations.

“Any disability that Chris has, he has overcome,” said Marks. “He has proven that he can do the same work as everybody else.”





Fedcap works extensively with individuals who have substance use disorders through prevention, treatment, and recovery – essential components in our ability to help people with addictions stabilize, go to work, and live self-sufficient lives.

MARIACRISPIN

Maria Crispin was struggling to make ends meet, working multiple jobs while putting two children through college.

Maria was laid off from her job as an Administrative Assistant at the NYC Department of Education, where she had worked for nine years. A mother of three and a college graduate – she earned her degree at night while employed by the DOE – she worked multiple temp jobs as she searched for full-time work.

Financial and work pressures caused Maria to become tremendously stressed. She also developed a severe asthmatic condition for which she was hospitalized. After being released from the hospital she sought food stamps and medical services from the NYC Human Resources Administration, which referred her to Fedcap and the HRA's WeCARE (Wellness, Comprehensive Assessment, Rehabilitation and Employment) Program. Fedcap is the sole provider of WeCARE services in NYC, helping over 50,000 cash assistance clients annually move into the workforce or, if they cannot work, obtain disability benefits.

After visiting Fedcap's WeCARE office in Brooklyn, Maria was assigned to a case manager and given comprehensive assessment, followed by the development of a customized

plan. WeCARE plans vary according to individual need; in Maria's case, the goal was to stabilize her medical condition, evaluate her skills, and assist her in finding full-time work.

Maria met twice weekly with her case manager and began utilizing Fedcap resources to find work. She applied for hundreds of positions and finally found a part-time job at a mental health agency. Maria loved the work, and desperately wanted to find a full-time job in the social services field. Her wishes were answered when she was hired by Fedcap as an administrative assistant in the agency's WeCARE Diagnostic Vocational Evaluation unit.

Robert Reiter, Director of Vocational Rehabilitation Services for Fedcap, said that Maria has become the "backbone" of the unit. "Maria brings a high level of professionalism and unmatched cheerfulness to her job," he said. "She is a perfect fit for Fedcap and sets a terrific example for her co-workers and other WeCARE participants."

For Maria, nothing could be more rewarding than helping people move into employment. She has walked that path herself, and knows first-hand the joy and satisfaction of having a job she loves and being able to support her family.

"I really love my job and working for Fedcap," she said.



IN Recognition

OUR Community

Fedcap's coveted WorkStar™ Award is given to companies that lead the way in employing people with barriers.



The award recognizes the social conscience and corporate citizenship of employers, honoring their commitment to leveraging the talents of all people to create a diverse and productive workforce while managing their bottom line.

WorkStar™ Award Recipients:



Each year at our Spring Cocktail Party we present the Amalia Betanzos Distinguished Service Award.

This Award is named after the late Executive Director of Wildcat Service Corp. and given to individuals who have provided exceptional service to the people of NYC. Award recipients include Carl Weisbrod, a legendary public servant and Chair of the NYC Planning Commission, and Jeremy Travis, President of John Jay College of Criminal Justice and a leading advocate of criminal justice reform.



Government Partners

ACCES-VR
ACCSES New Jersey/CNA Services
City of Boston, Office of Workforce Development
District of Columbia Child and Family Services Agency
Federal Aviation Administration
Florida Broward County
Massachusetts Commission for the Blind
Massachusetts Department of Developmental Disability Services
Massachusetts Department of Transitional Assistance
Massachusetts Department of Workforce Development
Massachusetts Rehabilitation Commission
New Hampshire Department of Health and Human Services
New Hampshire Department of Corrections
New Jersey Department of Vocational Rehabilitation
New York Association of Psychiatric Rehabilitation Services
New York Association of Training Employment and Placement
NYC Administration for Children's Services
NYC Council
NYC Department for the Aging

NYC Department of Education
NYC Department of Health and Mental Hygiene
NYC Department of Homeless Services
NYC Department of Housing Preservation & Development
NYC Department of Probation
NYC Department of Small Business Services
NYC Department of Youth and Community Development
NYC Environmental Control Board/OATH
NYC Fire Department
NYC Human Resources Administration
NYC Industries for the Blind
NYC Metropolitan Transportation Authority

NYC Office of the Mayor
NYS Department of Labor
NYS Industries for the Disabled
NYS Office of Mental Health
NYS Office of People with Developmental Disabilities
NYS Orange County
Providence Public School Department, Providence R.I. (PPSD)
Rhode Island Department of Behavioral Health Developmental Disabilities and Hospitals
Rhode Island Department of Education
Rhode Island Office of Rehabilitation Services

Rochester School District
SourceAmerica
U.S. AbilityOne Commission
U.S. Department of Education
U.S. Department of Veterans Affairs
U.S. Environmental Protection Agency
U.S. General Services Administration
U.S. Internal Revenue Service

Fedcap Foundations

\$1,600,000
The Conrad N. Hilton Foundation
\$125,000+
The Pinkerton Foundation
\$50,000+
Stuart Foundation
\$25,000+
The Prudential Foundation
\$10,000+
The Marc Haas Foundation
The Nathan Cummings Foundation
\$5,000+
The Cedar Foundation
The Kenney Family Foundation
Vanguard Charitable
\$2,500+
The New York Community Trust
\$1,000+
Muriel & Bert Brodsky Family Foundation
Philip J. Hahn Foundation



Fedcap Corporations

\$50,000+
Savills Studley, Inc.
\$25,000+
ISS Facility Services
Ocean Janitorial Supply
\$15,000+
Cleaning Systems Company
IDB Bank
The Durst Organization, Inc.
\$10,000+
Associated Food Stores
Burke Supply
Grant Thornton LLP
MBS Value Partners
Philadelphia Insurance Companies
Siemens Industry
Sterling Sanitary Supply
USI Insurance Services, LLC
\$5,000+
AFD Contract Furniture
BWD Group, LLC
CASO
Dever Properties LLC
Dr. Print
Empire BlueCross BlueShield
Epstein, Becker & Green
Filco Carting Corporation
Greenberg Traurig, LLP
Information Services Group, Inc. (ISG)
Interline Brands, Inc.
Mutual of America
Newmark Grubb Knight Frank
Port Authority of NY & NJ
SimplexGrinnell
The ExecuSearch Group
\$2,500+
Aon Risk Solutions/Aon Hewitt
Bernard Nickels & Associates
ConAgra Foods
FCE Benefit Administrators, Inc
Goya Foods
Human Technologies Corporation
JOH
Lamb Financial Group

Micrographic (MGIS)
Montroy Andersen DeMarco
Platinum Maintenance
Safeguard Maintenance Corporation
\$1,000+

ADP National Account Services
Eagle Building Services, Inc.
Focused Wealth Management
Galen Technology Solutions
Imperial Bag & Paper Co., LLC
JPMorgan Chase
LiDestri Foods
New England Document Systems
Penguin Air Conditioning
Pepsi-Cola Bottling Company
The College of Westchester

Fedcap Individuals

\$50,000+
Jeffrey Gural
\$25,000+
Lynn Morgen* & Michael Friedman
Mark O'Donoghue*
\$10,000+
Laurence* & Susan Ach
Neeraj Bewtra* & Barbara Deli
Anoop Dhakad* & Chitra Narasimhan
Joseph** & Diane Giannetto
Christine McMahon**
Ken* & Kim Raisler
Lilli Shedin
Martha S. Sproule*
Bryan Suchanyc
\$5,000+
Peter Aschkenasy* & Pamela Brier
Judy Bergtraum*
Mary Daly
Roque Gerald** & Sharon Benzil
Lorrie Lutz** & Steve Warshaw
Peter* & Beverly Panken
Michael Rendel*
Karen Wegmann**
Peter & Susi Wunsch
\$2,500+
Steve** & Laura Coons

Mike Kowgios
Terry Lazar
Rich Matist**
Gerald Prothro*
Lyell Ritchie**
Peter Samuels*
John Spencer
Richard Tamaro
\$1,000+

Reina Barcan
Matthew Becker
Susan Bergtraum
John Billeci
Enzo Biseni
Michael* & Roberta Brenner
Dayneen Caldwell**
Garry Collins
Jeannette M. Davila
John Fugazy
Nick Fugazy
Sharon Goodwin
Bill & Mimi Grinker
Jack Harris
Mike Intoccia
Edward & Susan Kotite
Jennifer Lawrence
Adam Lilling
Aisha Lucas**
Michael McGovern
James Milione
Bill Norton
Brian O'Reilly
Aaron Panken
John Puglisi
Mark Savoye
Karl Schafer
Craig Stenning**
Sylvia Sweedler Revocable Trust
Ambrioris Tejada
Jim Trister

ReServe Foundations

\$50,000+
Altman Foundation
\$25,000+
The Knight Foundation

The Tides Foundation
Trefler Foundation
Victoria Foundation
\$10,000+

The Mai Family Foundation

ReServe Individuals

\$2,500+
Michael Weinstein*
\$500+
Deborah Hoffman
Alison Pavia*
Deborah Sale*
Lois Aronstein Wagh*

CWS Foundations

\$25,000+
State Street Foundation, Inc.
\$5,000+
Marianne J.H. Witherby Foundation

CWS Corporations

\$5,000+
HYM Investments
Related Beal
\$2,500+
CBT Architechs
\$1,000+
Av Avalon Bay
CBT Architechs
HYM Investments
Invesco
Kimpton Hotels and Resorts
Related Beal
Trinity Financial
Webster Bank

CWS Individuals

\$10,000+
Phyllis W. McGillicuddy Charitable Trust
\$5,000+
Paul Davis*
\$1,000+
Michael Brown*
Joe Capalbo*

Steve DeSalvo*
Robert Hurwitz*
Oliver Spalding*

\$100+
Michael Bonen*
Amy Donovan*
Robert Fawls*
Hannah Huke*
Serena Powell**
Jamie Ross*
Benson Willis*

Easter Seals New York Foundations

\$50,000+
Britt Worldwide Charities, Inc.
Dyson Foundation
Friendly's Restaurants Dyson Foundation
\$10,000+

BNY Mellon Foundation
Kilian & Caroline Schmitt Foundation
Sandra Atlas Bass Foundation
The Patrina Foundation
\$5,000+

Daisy Marquis Jones Foundation
M&T Charitable Foundation
Parrigo Company Foundation
Ronald McDonald House Charities
\$2,500+
Berkshire Bank Foundation
People's United Community Foundation
TD Charitable Foundation
The Davenport-Hatch Foundation GLC
\$1,000+
Price Choppers Golub Foundation

Easter Seals New York Corporations

\$50,000+
Amway
Time Warner Cable
\$10,000+
CVS
Entergy Nuclear
Steven Giordano Builders, Inc.
\$5,000+
Mission Commercial Realty
MRF Realty Holdings
Neopost NY/NJ Metro District
New York Community Bank
New York State Fraternal Order of Police
Northwestern Mutual
Offshore Electric Corp.
Purche Kaplan Sterling Investments, Inc.



FINANCIALS

Raymour and Flanigan
S. T. Hudson Engineers, Inc.
Stewart's Shops Corp.
Suffolk County Detectives Association
Team Industrial Services
Total Records & Logistics Group
Ward Financial Management
Women's Club of Pittsford

Easter Seals New York Individuals

\$50,000+
Stephen Katzman
Heather Mills
\$10,000+
Randall Berman
Robert Bonett
Thomas Gallagher
Mark Giordano
Scott Miller
Angelo Nardone
\$5,000+
Sheila Klein
Janice Moore
Lilli Sheldin
Jennifer Smith
Jean Valero
\$2,500+
Robert Bonett
Andrew Cohen
Geoffrey Cook
Daniel Cooke
Thomas Downs
Jay Feingold
Michael Hayes
Philip Laffey
Mark Legaspi
Scott Modlin
Aris Pavlides
Anthony Rinando
Mark Rohlin
Jonathan Sheppard
Walter Skinner
Chen Yiping
\$1,000+
Marco Altieri
Daniel Aronson
Jean Bezek

William Borges
Richard Bridgman
Urmilla Busgith
Chris Byrne
David Canfield
Kevin Carey
Andrew Castellano
Amanda Compton
James Connors
Mark Crockett
Rev. Joseph Curley
Josh Devaney
James DiBenedetto*

Ted Eiben
Jack Eisenberg
Michael Fitzgibbon
Robert Gemerek
Elaine Greene
Ravinder Gummakonda
Scott Jareck
Frank & Debra Joseph
Paul Kaiser
C Kay Jr.
Sophia King
Barry Klock
Brendan Laide
Richard Lauricella*
Dan Leahy
Lexie Leyman
Michael Litzner
Elena Liu
Mr. & Mrs. Louis Lombardi
Mudit Maheshwari
Gerard Mattimore
Larry McDonnell
Stephanie Messina
Kimberly Mullens
Gina Paradise
Tom & Pamela Petrosino
Christopher Poje
Scott Pollack
George Preininger
Kevin Ramanan
Katherine Rayner
Amar Reddy
Manipal Reddy
Thomas Renart

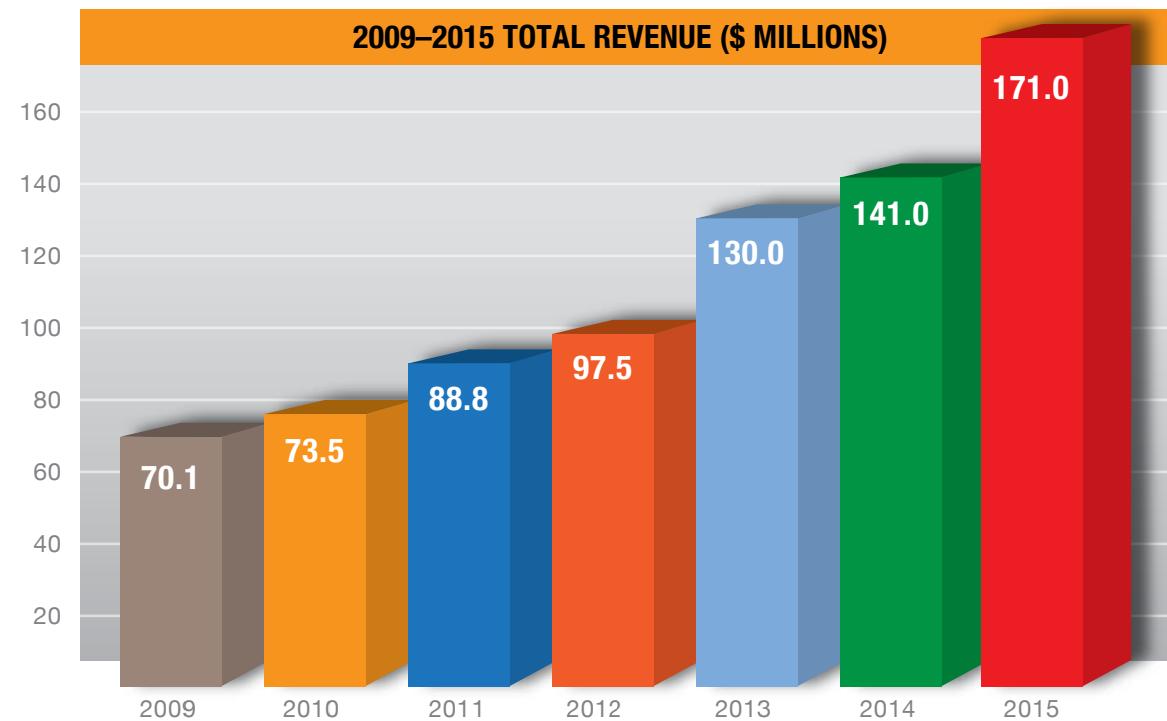
Anthony Rinando
Eric Schillinger
Stephen Schwartz
Mehmet Sengulen
L.C. Sidelmann
Kirby Silver
Timur Terpis
Michael Tong
Elin Treanor
John Vigorito
Kari-Ann Wanat
Mick Wood
Patrick Yu

Easter Seals New York Planned Giving

Ethel Adler
Robin Baldani
Joan Benson
Jennifer Carlson
Mr. & Mrs. Gregg Chalmers
Mary Christy
Elizabeth Corkish
Mr. & Mrs. James DiBenedetto
Juana Estevez
Mr. & Mrs. Archibald Fleming
Arnold Gray
Martha Hass
Veronica G. Jones
Joan Kaufman
Clara B. Low
John L. Mascialino*
Johanna & John McGrath
Betty W. McNutt
Janice Moore
Aris Pavlides
Dorothy E. Prouty
Jean Raper
Jay Rashkin
Mr. & Mrs. Daniel Richardson
Ms. Dorothy J. Schauffler
Peter & Kathleen Sear
Dr. Bernard Tofany
Rose Weinstein
Craig W. Wright
Arthur Zollo
Anonymous (3)

* Denotes current or former Board member. **Denotes Fedcap senior management.

If your name was inadvertently listed incorrectly or omitted, please accept our apologies and contact our Development Office at 212-220-2290.



(L to R): Herb Sturz, co-founder of Wildcat Services Corp. and ReServe; Peter Samuels, Fedcap board member and former Wildcat board chair; Fedcap CEO Christine McMahon; Jeremy Travis, President of John Jay College of Criminal Justice, and Former Deputy Mayor Stan Brezenoff.



LEADERSHIP

EXECUTIVE LEADERSHIP

Christine McMahon, President & Chief Executive Officer
Joseph Giannetto, Chief Operating Officer
Karen Wegmann, Chief Financial Officer
Lorrie Lutz, Chief Strategy Officer

FEDCAP BOARD OF DIRECTORS

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Laurence Ach, *Vice Chair*

Martha Sproule, *Treasurer*

Judy Bergtraum, *Secretary*

Peter Aschkenasy

Phillip Caprio, Jr.

Paul Davis

Anoop Dhakad

Richard Fursland, OBE

Diana Glass

Malvina Kay

John L. Mascialino

Lynn Morgen

Janice Oursler, Ph.D.

Peter Panken, Past Chair

Gerald Prothro

Kenneth Raisler

Michael Rendel

Peter G. Samuels

Alan Towbin

Jeanne Townend

Michael M. Weinstein

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Deborah Sale, *Chair*

Alison Pavia, *Secretary*

Michael M. Weinstein, *Treasurer*

Lois Aronstein Wagh

Monica Drinane

Greg Farrell

Linda P. Fried, MD

John A. Herrmann

David R. Jones

Kathleen Kelley

Jay B. Martin

Dan Reingold

Jack Rosenthal, Past Chair

Phyllis Segal

Herb Sturz

Solomon B. Watson IV

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Paul Davis, *Chair*

Robert Fawls, *Vice Chair*

Michael Brown, *Treasurer*

Robert Hurwitz, Esq., *Clerk*

Michael Bonen

Joseph Capalbo

Steve DeSalvo

Amy Donovan

Hannah Huke

Megan Page

James Ross

Oliver Spalding

Benson Willis

Easter Seals New York Board of Directors

John Mascialino, *Chair*

James DiBenedetto

Mark Lagaspi

Richard Lauricella



Our Board members are active and very committed.

