We are committed to creating change that matters and lasts.

For nearly 85 years we have pursued innovative strategies to address the social consequences of exclusion—striving to help people of all abilities live full and self-sufficient lives. And we have invested our time and resources in broader system change—working in partnership with federal, state and local government to improve the way services are designed, funded and delivered.

Throughout our history we have taken some risks, and they paid off. We are a strong, healthy organization, parent company to more than 20 nonprofit agencies, making a measurable impact in the lives of 320,000 children, youth, adults and older individuals each year—from coast to coast and in the UK.

Over the past year we have accomplished three important goals: First, we transformed our governance structure to reflect our evolving company needs. Second, we upgraded our financial, human resource and business development technology, providing us with the kind of reporting and analytics required to make informed programmatic and business decisions. Third, we established critical relationships with key managed care networks, enabling us to help drive care to vulnerable populations.

These strategic accomplishments position us to continue our important work well into the future—ensuring our sustainability, our relevance and our impact. And the five bold goals we have set forth, will guide our work into the next decade.

We thank you—our board, donors, funders, partners, staff and consumers—for your continued investment in our mission.

Christine McMahon  
President & CEO,  
The Fedcap Group

Mark O’Donoghue  
Board Chair,  
The Fedcap Group
Throughout the past eight decades, The Fedcap Group has developed innovative and scalable interventions to address some of society’s most pressing needs. We provide services and supports that help individuals achieve long-term, social and economic well-being. Serving over 320,000 people each year, The Fedcap Group provides educational services to every age group, vocational training in high-growth industries, behavioral health services, work readiness skill building and jobs. The Fedcap Group is comprised of top-tier, mission-driven agencies. We are organized to affect the critical determinants of economic well-being:

**WHO WE ARE**

**WORK**
Skills training, work readiness, support services and jobs

**EDUCATION**
Early intervention, pre-school, supports to graduate from high school and college, and career training

**ECONOMIC DEVELOPMENT**
Leveraging physical, human, financial and social assets to improve quality of life in a community

**OCCUPATIONAL HEALTH**
Behavioral health and recovery support services resulting in stability and a pathway to self-sufficiency
Drew down $6 billion in government benefits for people in need

Assisted 6,900 children with disabilities and behavioral health issues advance academically

Helped 14,000 people with barriers become employed

320,000 Served

9,000 Business Partners

BY THE NUMBERS
Every single adult with an intellectual disability, who wants a job, is employed at a competitive wage.

Every young person living in foster care has the tools and resources to go to college and graduate.

EVERY DAY THE FEDCAP GROUP IS IMPROVING the lives of those we serve: people are obtaining jobs, children are advancing in their education, individuals are entering into recovery, and veterans are succeeding where they live.

As this important work continues to evolve and expand, we have set a course to make a lasting difference in the following five areas:

1. Every young person living in foster care has the tools and resources to go to college and graduate.
2. Individuals who leave prison/jail, get a job, develop healthy connections in their community, and do not reoffend.
3. Every single adult with an intellectual disability, who wants a job, is employed at a competitive wage.
4. Individuals on public assistance obtain jobs and reduce their reliance on government.
5. Children ages 0-6 are prepared and inspired to complete their education, obtain employment and live full lives.
In FY 2019, Economic Development represented 38% of our total revenue, well balanced by Workforce Development at 32%, and Education and Occupational Health—both at 13%.

2019 revenue was $301MM—a 68% increase on 2015.

The Fedcap Group’s payor mix is a healthy combination of federal, state and local government payors and foundations/donors.

CAGR 10% (FY 2014 – FY 2025)
There are many people engaged in The Fedcap Group who help us expand our mission and our message. In 2019 we want to thank the following for their important contributions to our work:

**INFLUENCERS:**

- **Mike Turpin**
  - USI

- **Martin Whittaker**
  - JUST Capital

- **Dianne Morales**
  - Phipps Neighborhoods

- **Herbert Sturz**
  - Social Entrepreneur

- **Michael Sicard**
  - USI

- **Mike Turpin**
  - USI

- **Dianne Morales**
  - Phipps Neighborhoods

- **Herbert Sturz**
  - Social Entrepreneur

- **Michael Sicard**
  - USI

- **Christina Alfandary**
  - GAMCO Investors, Inc.

- **Robert Brown**
  - Atlas Impact Partners

- **Mario Desiderio**
  - Huron

- **Rick Freedman**
  - Freedman Family Foundation

- **Margot Greenlee**
  - BodyWise Dance

- **John Harmon**
  - African American Chamber of Commerce of NJ

- **Carol Kellermann**
  - Advisor

- **Michael Traficante**
  - Laborers International

- **Martin Whittaker**
  - JUST Capital
Corporate social responsibility is becoming a critical standard against which organizations are measured, and that’s a good thing. A company’s brand stands for something beyond business, something that endures.

The Fedcap Group offers a way for companies to be socially responsible, to change lives and communities for the better. When a company hires a person with a barrier, lives are enriched.

The Fedcap Group honors these companies in a very visible way with the WorkSTAR™ designation.

<table>
<thead>
<tr>
<th>Companies that have received the WorkSTAR™ designation include:</th>
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<tbody>
<tr>
<td>The Trust for Governors Island (2019)</td>
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<tr>
<td>Clean Rite (2017)</td>
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<td>Eataly (2016)</td>
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<tr>
<td>ACR Electronics (2015)</td>
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<td>FreshDirect (2015)</td>
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<tr>
<td>The TJX Companies (2014)</td>
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<tr>
<td>Gregg’s Restaurants of Rhode Island (2014)</td>
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<tr>
<td>Automated Business Solutions (2014)</td>
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<td>Home Depot (2014)</td>
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<td>Javits Center (2014)</td>
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<td>Rhode Island Turnpike and Bridge Authority (2014)</td>
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<td>Brosnan Risk Consultants (2013)</td>
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<td>Ocean Janitorial Supply (2013)</td>
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<td>Plated (2012)</td>
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<tr>
<td>Restaurant Associates (2011)</td>
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<td>CASO (2011)</td>
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</tbody>
</table>
THE FEDCAP GROUP BOARD

Mark O'Donoghue, Chair

Lynn Morgen, Treasurer

Richard Fursland, Secretary

Peter Samuels

David Landau

Chuck Wardell

THE EXECUTIVE TEAM

Christine McMahon, President and CEO

Carol Khoury, Chief Financial Officer

Lorrie Lutz, Chief Strategy Officer

Tammy Mickelson, Chief Information Officer
PRACTICE LEADERS

Grant Collins
Workforce Development

Elise Balboni
Economic Development

Robin Fisk
Occupational Health

Donald Harreld
Education
## COMPANIES & BOARD MEMBERS OF THE FEDCAP GROUP

**Benevolent**

- Adam Radulovic, Chair
- Megan Kashner, Secretary
- Jaimi Goodfriend, Treasurer
- Doug Masters
- Chinwe Onyeagoro
- Braden Pollock

I just needed three backpacks for my children to start school. With the help of my social worker, I posted my need on Benevolent and people helped me! My kids were able to start school with brand new backpacks!

**Community Work Services**

- Paul Davis, Chair
- Stephen DeSalvo, Treasurer
- Michael Brown, Esq.
- Joseph Capalbo
- Kenneth Chaisson
- Joseph DiLorenzo
- Amy Donovan
- Michael Gaquin
- Nancy Johnsen, Esq.
- Oliver Spalding
- George Spillios
- Charles Stuppard
- Craig Steenking, Executive Director

I needed to start fresh…career training and a job. Community Work Services provided me culinary training and I am now a prep chef at a new restaurant in Boston!

**Dixon Center**

- Colonel David W. Sutherland, U.S. Army (Ret.), Chairman
- Laterese Dixon, Blue and Gold Star Family Partner
- John Anderson
- Rick Freedman
- Danny Gardner
- Tommy Haire
- Brian Hull
- Christine McMahon
- G. Dennis O’Brien
- Ed Wenzel
- James E. Williams, Jr
- Colonel Duncan S. Milne, US Marine Corps (Ret.), President

I came back from war and did not know where to turn for what I needed. Dixon Center was there for me every step of the way.

**Easterseals Central Texas**

- David Schneider, Chair
- Keith-Ann Steed, Treasurer
- Nic Andreani
- Shawn Bradley
- Charles (Bob) Caudill
- Kati Epps
- Michael Anthony Garza
- Archer Hadley
- Denny Ortega
- David Sandal
- Jim Shaw
- David Smith
- Jeanne White
- Tod Marvin, President

My child was born with a birth defect. I found Easterseals Central Texas who helped our family in many ways. Thanks to them I have hope in my child’s future!

**Easterseals New York**

- Mark Legaspi, Chair
- Andrea R. Cohen
- Kathleen Plum
- Ronald Rizzo
- Donald Harrell, Executive Director

My child is autistic. Easterseals New York helped me learn how to work with my child and play with my child. She is entering 1st grade in a public school this year and I am thrilled!

**Easterseals North Texas**

- Scott Newman, Chair
- Jeff Whittle, Vice-Chair
- Donna Merchant, Secretary
- Michael Tyson, Treasurer
- Jim Fite, Past-Chair
- Jill Clifton
- Matthew Jaynes
- Cami Misch
- Rebecca Ordinario
- Bill Steddum
- Shelley L. Young
- Tod Marvin, President

I am an older individual who needed to go back to work. I just could not make ends meet. Easterseals North Texas helped me find a job. I don’t have to choose between my medication and food anymore and I am so grateful.
George McAuliffe, Chair  
Patricia Ianiere  
James Lawrence  
Jane Slade  
Lori Norris, Executive Director

Kenneth Raisler, Chair  
Martha Sproule, Treasurer  
Ronald Torok  
Michael Weinstein  
Grant Collins, President

Laurence Ach, Co-Chair  
Peter Panken, Co-Chair  
Nancy Settergren, Treasurer  
Peter Aschkenasy  
Paul Davis  
Malvina Kay  
Janice Oursler

William Rider, Interim Chair  
Lynn Westaway, Treasurer  
Nick Brattan  
Courtney Gray-Tanner  
Mark Lore

Patricia Reed, Executive Director

I was happy being in a sheltered workshop. I liked spending time with my friends every day. But I didn’t know how much more there could be. Easterseals Rhode Island helped me believe I could do more. They trained me and helped me find a job! I have a new life — and I love it!

I came to work at Fedcap Rehabilitation nearly 25 years ago. Because of this company I own a home, put two children through college and am saving for my retirement.

I did not believe I could ever go back to work. But the team at Fedcap Inc. believed in me. And now I am employed in a job that supports me and my family.

I had a sports injury and I never thought I could become addicted...but I did. Granite Pathways brought me hope and helped me in my recovery.

I am 63 years old and I have a lot to give back to my community. ReServe came along at the exact right time. I feel fulfilled!

Michael Smith, Chair  
Tamara Vineyard, Vice-Chair  
Karen Roberson, Secretary  
Catherine Pennington, Treasurer  
Joseph Apa  
Mitchell Cropp  
Christine Landoll  
John Pellegrin  
Tammy Shapiro  
Brittany Wismer

April Pinch-Keeler, President

My son is such a loving young man, but he has significant disabilities. MVLE helped my son find a job and fulfilled his dream to live in his own apartment.

Michael Weinstein, Chair  
Alison Pavia, Secretary  
Diane Camper  
Monica Drinane  
Greg Farrell  
Linda Fried  
Kathleen Kelley  
Raquiba LaBrie  
Jay Martin  
Herbert Sturz

Edward Arsenault, Executive Director
I have a mental illness and being around others in a supportive setting calms me. The Clubhouse Model of Seacoast Pathways is just what I need to feel safe and plan for my future.”

I honestly thought I would have to drop out of school. I had no way to pay for food. There are a lot of other students in the same boat. Then the guidance counselor told me about Single Stop. They helped me find the benefits I needed for me and my family. I stayed in school and will graduate next semester!”

Sometimes I just need to talk to another parent who knows what I am going through. The TOTS Parent Support Group has become my second family.”

I was at Rikers and could not make bail. Wildcat has a Women’s Project and they helped convince the DA to let me out without bail. They helped me find housing and training for a job. And they worked with the child welfare system to help me get my kids back. I have a fresh start!”

I needed help. Kennedy Scott built a circle of support around me and helped me find housing, training, a job and they stayed with me to ensure I succeeded on the job!”

Finding a job in a tough job market is really hard. When I learned about Fedcap Scotland I was excited. The staff met with me and saw my potential… I could tell! They clearly cared about me getting a job—and I did!”

I had not been employed for quite a while. I had been very ill. The hole in my resume caused a lot of problems in finding a new job. Fedcap Employment are experts in helping people like me become trained and find jobs. I am working now and love my job!”
INVESTORS IN THE FEDCAP GROUP

$1,000,000+
Anonymous: Dixon Center

$100,000+
David E. Tepper Foundation
CVS Health Foundation
Georgiana Goddard Eaton Memorial Fund
Granite Springs Foundation
Prudential Foundation
PWC Charitable Foundation
Robin Hood Foundation
Sidney Baer Foundation
Herbert Sturz

$50,000+
Phil Caprio/AB Facility Services LLC
Britt Worldwide Charities, Inc.
Huron Consulting Group, Inc.
Louise E. Rothschild Revocable Trust
Mutual of America
S. Katzman Produce
St. David’s Foundation
The Children’s Trust
USI Insurance Services, LLC

$25,000+
Amon C. Carter Foundation
Belk Foundation
David Barnes Development, Inc.
Eastern Bank Foundation
Eugene and Ruth Freedman Family Foundation
Helen P. Lefevre Charitable Trust
David Landau
Miami Foundation
Ocean Janitorial Supply, Inc.
Mark O’Donoghue and Carol Kellermann
Rhode Island Foundation
Peacock Foundation
United Way of Massachusetts Bay and Merrimack Valley

$15,000+
Laurence and Susan Ach
B.E.V. Memorial Fund
Carolyn and Herbert Metzger Foundation
Cleaning Systems
Daycon Products Company, Inc.
Adam Feld
Irwin Siegel Agency
Imprint Marketing Concepts

Isa Carroll Turner
Friendship Trust
Holly Metzger
Lynn Morgen and Michael Friedman
NAFIC Foundation (National Association of Fraternal Insurance Counselors)
Kenneth and Kim Rasler
Sterling Sanitary Supply
The Norwin S. and Elizabeth N. Bean Foundation
Thomas A. Rodgers Family Foundation
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Weich & Forbes LLC

$10,000+
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Burke Supply/Imperial Dade
Cardinal Financial Company, LTD., Cedar Hill
Cross Management Corp.
Customers Bank
CVS Health
Empire BlueCross BlueShield
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James Fite
Foundation for Seacoast Health
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Christine McMahon
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Roy T. Morgan Foundation
Peter and Dorothy Samuels Schindler Elevators
Martha Sproule
Sandra Atlas Bass
Sunrise Rotary Charitable Corp
The Execu-Search Group
The HYM Investment Group
The Mai Family Foundation
The Rea Charitable Trust
The Roy F. and Joann Cole Mitte Foundation
TJX Foundation
VA Franchise Leadership Council

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Amazon
Anonymous: Easterseals
Central Texas
Anthem
Appleton Partners, Inc
Edward Arsenault
Ascend Group Partners, LLC
Peter Aschkenasy and Pam Brier
Sandra Atlas Bass
Benefits Management Solutions
BNSF Railway Corporation
BNSF Railway Foundation
Robert Bonett
Boston Celtics Shamrock Foundation, Inc.
Michael and Roberta Brenner
Linda Brown
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CASO, Inc.
Century 21 American Homes
Citizens Commercial Banking
Jill Clifton
Colonial Banking
Albert Cornelio
Stephen DeSalvo
Digital Federal Credit Union
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The Marc Haas Foundation
The Rea Charitable Trust
The Schleyer Foundation
The Texas Wranglers
UBS
UHY Cares NY, Inc.
WB Mason
William E. Harris Family Fund
WNPC Foundation

$2,500+
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Acadian Asset Management LLC
American Paper & Supply Company
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Anvil Systems
At Home Solutions, LLC
Breton International, Inc.
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Andrew Cohen
Grant Collins
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Amy Donovan
Jacqueline Ellis
Finesse Hospitality Services
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Michael Garza
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Kimpton Hotels and Resorts
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Jahn and Sabrina Levin
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George O’Brien and Valerie Sil
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Mercury
Renaissance Charitable Foundation
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Scott Stoll
Robert Sweet
Symphony Payroll
TD Garden
The Hartford
The Miami Foundation
United Way of Tarrant County
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Webster Bank, N.A.
Ben Yeats

$1,000+
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AC Moore Plainridge
AC Moore Saratoga Springs
Kenan Aden
Alliant Insurance
Amerigroup
Mary Kathryn Martin
Anonymous: Easterseals North Texas
Anonymous: Easterseals Rhode Island
Anonymous: MVLE
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Avid Waste Systems
Elise Balboni
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Chucky’s Fight
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Cushman & Wakefield
Jeanette Davila
Sally Decelis
Donna Dempsey

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Monica Drinane
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EmployerIncentives.com
Enercon Services
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FOP Police Surgeons Lodge SA03
Form Architects
Russell and Judy Fortier
Rick Freedman
Donald Ray Frew, Jr.
Mark Fritz
Frost Bank
Richard Fursland and MJ Territo
Gauntt
Gertz Plaza Acquisition 2, LLC
GFWC Semper Fidelis Club
R. Gifford
Mark Russell Girolamo
Global Industrial Services, Inc.
James Goodnight
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Marianne and Ruairi Gribbon
Richard Gulla
Eugene and Elizabeth Hall
Denny Hansak
Donald Harrel
Charles and Frances Harris
Jennifer Hibbard
Tom Hudson
Intuit Financial Freedom Foundation
John P. Holland Community Council Inc
Malvina Kay
Kennebunk Savings Bank
Kershner Trading Group
Kelly Lachance
West and Nancy Lee
L+M Development Partners
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Colonel Duncan Milne
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Reliant Realty Advisors
RGIS
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David Schneider
Nancy Settengren-Ramoundos
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Cristina Silingardi
Skyline Maintenance, Inc.
Oliver Spaulding
Plato Spilios
St. Mary’s Bank
Craig Stenning and Jane Morgan

$1,000+ continued
Stonehill Holdings LLC
Ann Strachan
Gary Strong
Suffolk University
G.W. and Nora Sutherland
Daniel Sykes
Jane Sykes
Donald Teis
The African American Chamber of Commerce of New Jersey
The Briar Group
The Harnisch Foundation Inc.
Topol Family Foundation
Reliant Realty Advisors
Ronald Torok
Town of Rye
Transwestern Investment Group
Sara Treacy
Trillium Asset Management
Tufts Health Plan Foundation, Inc.
Michael Tyson
Union Bank & Trust
United Way of the National Capital Area
Virtual CFO Consulting
Jeanne White
Whittle & Partners
William H. Yeomans, Inc.
William Starck Architects Inc
Marilyn Wilson
Windels Marx Lane & Mittendorf, LLC
Nancy Wright
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AbilityOne
ACCSES NJ
Alamance Community College
Alexandria Community Services Board
Alzheimer's Disease and Related Disorders Association
Amazon
Anthem BC/BS
ARTSFairfax
Asheville-Buncombe Tech Community College
Austin Housing Finance Corporation
Borough of Manhattan Community College
Bossier Parish Community College
Bronx Community College
Bunker Hill Community College
Central Piedmont Community College
City of Austin
City of San Marcos
Commonwealth Corporation Community College of Philadelphia Corporation for National and Community Service Davidson County Community College Delaware Department of Labor Division of Vocational Rehabilitation Delgado Community College Department of Work and Pensions Dutchess County Department of Health Edgecombe Community College Emma L. Bowen Community Service Center Essex Community College European Social Fund Fairfax County, Virginia Granite State Health Plan/ New Hampshire Healthy Families Gutman Community College Hagerstown Goodwill Industries, Inc. Harbor Homes Inc. Hinds Community College Hostos Community College Internal Revenue Service/ VITA James Sprunt Community College John Jay College of Criminal Justice Johnson C. Smith University JP Morgan Chase Kingsborough Community College LaGuardia Community College Linn-Benton Community College Maine Department of Health and Human Services Maryland Department of Education, Division of Rehab Services Massachusetts Commission for the Blind Massachusetts Commonwealth Corporation Massachusetts Department of Developmental Services Massachusetts Department of Transitional Assistance Massachusetts Rehabilitation Commission Maximus Human Services, Inc. Medgar Evers College Mercer County, NJ, Office of Training and Employment Services Metro North Regional Employment Board Miami Dade College Monroe Community College Nash Community College Nassau County, New York National Endowment for the Arts New England Board of Higher Education New Hampshire Department of Education New Hampshire Department of Health and Human Services New Hampshire Department of Health and Human Services, Bureau of Drug and Alcohol Services New Hampshire Department of Health and Human Services, Division for Behavioral Health New Jersey Labor and Workforce Development New York City Board of Education New York City Council New York City Department for the Aging New York City Department of Correction New York City Department of Education New York City Department of Health and Mental Health New York City Department of Homeless Services New York City Department of Probation New York City Department of Youth and Community Development New York City Health and Hospitals Corporation, d/b/a One City Health Services New York City Human Resources Administration New York City Mayor’s Office of Criminal Justice New York State Department of Health New York State Department of Health Services New York State Education Department New York State Industries for the Disabled New York State Office for People with Developmental Disabilities New York State Office of Children and Family Services, Commission for the Blind New York State Office of Temporary and Disability Assistance Northern Virginia Community College Pfizer, Inc.
Putnam County, New York Queensborough Community College Research Foundation for Mental Hygiene Research Foundation of CUNY Reynolds Community College Rhode Island Department of Education Rhode Island Health and Human Services Rhode Island Office of Rehabilitation Services Robeson Community College Scottish Government ServiceSource SourceAmerica SOWELA Technical Community College Suffolk County Department of Health Services Sullivan County Public Health Services Texas Council for Developmental Disabilities
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Texas Department of Criminal Justice
Texas Department of Housing and Community Affairs
Texas Department of Transportation
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Texas Health and Human Services - Long-term Care and Support Service Agency
Texas Health and Human Services Commission
Texas Historical Commission
Texas Military Department
Texas Parks and Wildlife Department
Texas Veterans Commission
Texas Workforce Commission
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United States Department of Agriculture
United States Department of Housing and Urban Development
United States Department of Labor
United States Social Security Administration
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Virginia Department of Social Services
Washington, DC Department of Human Services
Westchester County Department of Health
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