Soaring to Success

2012 Annual Report
The mission of Anixter Center is to provide an array of services and supports for individuals with disabilities and related challenges to live, learn, work and play in the community.

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Dear Friends of Anixter Center-

Anixter Center has a wonderfully successful history of commitment to people with disabilities thanks to the values and spirit of our civic leaders, supporters and volunteers. These champions provide us with the energy and guidance needed to fulfill the vision of Anixter Center.

For us, 2012 was the year civic leaders really stepped to the forefront—led by the unparalleled dedication and support of Mesirow Financial. Richard Price, Chairman and CEO, and Diane Swonk, Senior Managing Director and Chief Economist, were instrumental in making Soaring to Success, our first annual Benefit for Ability, an inspiring evening. With their leadership, the sold-out event grossed more than $420,000.

Perhaps even more important for our long-term success, however, are the introductions they provided to other civic leaders. Thanks to Mesirow’s tireless efforts, many other organizations now know about the people we serve and the wonderful work done here at Anixter Center.

In the coming years, the support of these new civic leaders will energize and sustain us. And, they too will make introductions and continue to enlarge the circle of civic leaders who believe in our mission.

These new champions will join forces with our long-time supporters. For years, Anixter Center has been very fortunate to have the dedication of many loyal people. Our doors are open because of them. Each day, I am grateful for the faithful support of the Lester and Rosalie Anixter family and, in particular, the new leadership provided by the next generation of family members as the torch is passed to them.

Deaf and hard of hearing people have no better friends than the Silberman family. Their commitment through the years has been amazing, and once again this year, the Lester J. Anixter Memorial Golf Outing was a major financial success—in addition to being a great time for all.

Finally, each day, our 500 volunteers turn Anixter Center’s mission into reality. Without them, we would not be able to touch the lives of so many people. One person, in particular, stands out. Jack Ehrlich’s immense impact on Anixter Center cannot be truly measured. He has given us a lifetime of service, and it was a pleasure to honor his legacy by renaming our literacy program the Jack Ehrlich Literacy Program.

We welcome the newest members to this distinguished list of volunteers: the Anixter Center Associate Council and Lekotek Ambassador Council. These dynamic groups have already made their impact and will continue to do so.

We are grateful to the many individuals—civic leaders, supporters, board members, and volunteers—who make our work possible. Thank you for your wonderful support of Anixter Center and the people we serve.

I look forward to a dynamic 2013.

Kevin Limbeck.

President and Chief Executive Officer
Anixter Center
Anixter Center provides a range of targeted services to help people with disabilities and related challenges live, learn, work and play in the community. Through 33 programs and services at 28 primary locations across the greater Chicago area, Anixter Center serves more than 10,000 children and adults annually and advocates for everyone’s right to participate fully and equally in society.

Anixter Center has deep historical roots, having been founded in 1919 as an orphanage to care for children who lost their parents to the worldwide influenza epidemic of 1918. As the agency acquired new programs and sites and changed names throughout the 1950s, ‘60s and ‘70s, its focus broadened to meet the needs of all people with disabilities and their families.

Since 1997, Anixter Center added to its services and merged with three independent agencies that are now divisions of Anixter: CALOR offers services to individuals affected by HIV/AIDS; Chicago Hearing Society provides support to hard of hearing and deaf individuals; and the National Lekotek Center offers learning through therapeutic play for children with disabilities and their families.

Specialized programs and services for people with disabilities of all ages have fanned out in dozens of locations, from Chicago to Zion, making Anixter Center among the Chicago area’s largest nonprofit organizations serving people with disabilities.

Live

Having a safe and desirable place to live and call home affects a person’s spirit, health and sense of well-being. Anixter Center manages and staffs a variety of group homes and offers outreach services so people with disabilities can live their best every day.
Whether it’s a child taking his first steps or an adult developing computer skills, learning helps people soar to their highest potential. Participants of Anixter Center become all they can be through a full menu of outcome-driven programs and services.

Work opens up the doors for personal growth, increased self-esteem and hope for the future. Anixter Center employs people with disabilities and also partners with outside employers to help participants find jobs so they can achieve their goals.

Play can work wonders! It fosters learning, connections with others and pure enjoyment. Through therapeutic play, Anixter Center helps children and their families realize a whole new world of possibilities.
Chris wants to learn. It’s that simple. The subject doesn’t matter—although he’s partial to horses and sports.

A few years ago he wanted to go to college, but his reading skills were too low. Determined to improve, he joined the Anixter Center Literacy Program and has been coming ever since. Not a casual trip for someone who lives in Evanston and must pay for paratransportation.

“Sometimes I surprise myself at how far I’ve come,” he says with an infectious grin, while tapping his wheelchair. Take that sentence figuratively—he’s raised his reading by 4 or 5 levels—and literally—he’s logged many miles getting around.

But it’s worth it to him. The staff welcomes him, and he thinks of his tutors as patient family members who help him improve. Now he’s more talkative and confident and even likes performing at the annual Literacy Showcase.

Yet, he hasn’t forgotten his goal. “I’ll keep coming because I still want to go to college.”
Community Support

People with disabilities sometimes have a limited network of friends and acquaintances, spending time instead with caregivers and family members. Preventing that potential disconnect from daily interaction within the community is at the heart of Anixter Center’s specialized day services. Community Resources & Support focuses on learning, socializing and actively connecting with the community through hands-on field trips and recreation. Participants at Anixter Center enjoy vocational enhancement and increased wellness and self-expression via art, music and dance/movement therapy. Participants have access to support in individual and group settings. Home-Based support is available for children and adults receiving home and community-based waiver-funded services. Acting as a facilitator, staff helps individuals and families make choices as to what services they need and want. The services selected may be provided by Anixter Center or by other organizations and agencies.

In Highland Park, Adult Community Transition (ACT) offers therapeutic and supportive recreation and skill building for young adults with intellectual/developmental disabilities. ACT assists young people in making the transition from special education to independent living, helping individuals to work, volunteer and engage in community recreation.

Educational Services

Learning, growing and succeeding is what Anixter Center’s services are all about. The Stuart G. Ferst School at Anixter Center, for students age 7 to 21, provides academic and vocational instruction for children living with autism, behavioral disorders and other intellectual/developmental disabilities. The focus is on the individual, with learning goals and strategies defined by the needs and abilities of each student. Together, the team at Ferst forms a community of learners all focused on academic success.

Anixter Center’s Jack Ehrlich Literacy Program offers individualized instruction for people with disabilities. Volunteer tutors work one-on-one to assist participants seeking eventual General Education Development (GED) certification, job-seeking skills, computer training or increased day-to-day living skills. The project is made possible by a grant awarded by the Illinois State Library, a division of the Office of Secretary of State, using funds designated for literacy.

The Training Institute provides professional education and training to the staff of Anixter Center and other community agencies, offering a blended learning environment that combines classroom and online participation.
“I love my job.” The emphasis Debbie puts on love leaves no doubt she means it.

And she adds, just as emphatically, “I want everyone with disabilities to know they are capable and can do things, too.”

Almost seven years ago, Debbie came to Anixter Center North Employment Services after being laid off from a job she’d held for many years.

Employment Services found a cashier opening at Meijer in Rolling Meadows, and Debbie got the job the same day she interviewed. But she became concerned about talking to customers and having lines of people waiting for her when the store got busy.

With support from Employment Services and her managers at Meijer, those worries no longer exist. She’s been there six years now, considers her coworkers her second family, and talks easily with her customers as she efficiently checks them out.
Employment and Business Services

For people with disabilities, finding employment means discovering a whole new world of possibilities. A full one-fifth of the Anixter Center budget is dedicated to helping individuals with disabilities find employment in an increasingly tough job market. In 2012, Competitive Employment Placement helped 90 people with disabilities find jobs in retail, transportation, hospitality and other industries. In addition, 108 individuals with disabilities were employed in Anixter Center’s Janitorial and Packaging businesses, a win-win for participants and Anixter Center. These individuals participate in paid work experience, while Anixter generates revenue and serves as a trusted community partner in providing high-quality contract services to local businesses.

Employment services are tailored to meet specific and varied needs. For individuals who are deaf or hard of hearing, JOBWORKS services are offered in American Sign Language to support job seekers and possible employers, including such companies as Target Corp., Wal-Mart Stores Inc., Midwest Gaming and Entertainment LLC and El’s Cheesecake Company. Anixter Center North represents job seekers and provides employment readiness training throughout the north and northwest suburbs. Anixter Center North also operates sites for On-the-Job-Evaluation (OJE) assessment and training programs in the hospitality and retail industry.

The Employment Opportunities program introduces job candidates to private sector employers through placement and supports degreed professionals through its Professional Placement service. CALOR: Employment to Independence offers an array of assistance for people with disabilities in the Latino community seeking employment.

Health and Behavioral Health Services

A place to learn and grow, Day Mental Health Services promotes self-awareness and provides support to individuals living with mental illness, including people who are deaf or hard of hearing. Opportunities to engage in recovery from mental illness through education, skill building and community interactions are provided via Anixter Center’s qualified employees.

Substance Abuse Treatment offers people with disabilities outpatient substance abuse services at sites throughout the Chicago area, and makes information and treatment accessible to meet individual needs. Addiction Recovery of the Deaf provides substance abuse services to individuals who are deaf or hard of hearing. These programs are sponsored/funded in whole or part by the Department of Human Services/Illinois Division of Alcoholism and Substance Abuse and the Chicago Department of Public Health/Office of Substance Abuse Programs.

New Focus connects, supports and motivates people with traumatic or acquired brain injuries as they transition back to community life, offering a day program that emphasizes self-help and direction, teaches employment skills and coordinates ongoing rehabilitation services with referring organizations.
Transitions aren’t easy for Crystal. New places, new faces can turn her world upside-down.

Now in her second year at Ferst School, the 19-year-old is learning to handle transitions—a critical step toward leading as independent a life as possible.

The lessons started on the bus. At Crystal’s previous school, her mom frequently went to school to coax her off. But at Ferst, Crystal gets off by herself.

That’s just the start. Crystal now goes to gym class, has moved to a more advanced classroom, and takes class trips, a major milestone.

“Ferst School set high expectations for her and stuck to them,” says Shelly, Crystal’s mother. “They want as much success for my daughter as I do.”

To help Crystal manage transitions and responsibility, she’s been assigned the snack cart. With a grin, she loads the cart and wheels it from room to room. At the end, she can choose her own snack—her favorite part!
Residential and Housing Support

Living in a safe and welcoming home is tied to a person’s physical, mental and social well-being. Anixter Center staffs and manages a variety of group homes that house from three to eight individuals with intellectual/developmental disabilities, as well as two group homes for those in need of mental health services. Anixter Center also maintains 125 units of accessible Housing and Urban Development (HUD) housing. With 18 residential buildings, the Residential department represents more than a quarter of the Anixter Center budget and serves the North Side of Chicago, with one Community Integrated Living Arrangement (CILA) in the northern suburbs. Support ranges, depending on the need, from home visits, to family services, to 24-hour support.

The 24-hour Supervised Residential Settings are homes with staffing specifically supporting adults living with intellectual/developmental disabilities, including those who are deaf or hard of hearing. Around-the-clock support is also available for persons with a mental health diagnosis. Staff creates opportunities for residents to engage and interact in the communities, whether that means visiting a restaurant, park or library or developing new applicable skills for day-to-day living.

Anixter Center caseworkers also reach out to people who are living in their own homes and, with selected support, can maintain their preferred residences rather than having them move to more restricted settings. These Intermittent Residential Support Services connect people to existing community services or directly assist with skills such as menu planning, self-care, and money management. Respite services are provided in private homes to relieve caregivers who support someone with a disability.

Elvis may have left the building years ago, but his spirit is larger than life in Memphis. So, of course, Graceland was on Social Recreation’s list of places to visit when the group headed south in June.

For three days the group of six participants explored the town along with staff. From the duck march at the Peabody Hotel to the Rock ‘n’ Soul Museum and Graceland, they logged a lot of tourist miles.

They even sang the blues and danced on Beal Street. And, when it was time to eat, they sampled such local cuisine as BBQ night at Marlowe’s.

“They were truly out in the community and experiencing everything Memphis has to offer,” said Mandy Adler, Recreation Therapist. “Some may never have a chance to take a trip like this again. For them it was really a trip of a lifetime.”
Guillermo Galván believes so strongly in CALOR’s message that HIV/AIDS can be prevented, that he’s ready to share it anytime, anywhere.

Waiting for a bus, the man next to Guillermo casually asked him where he was headed.

Not about to miss that opening, Guillermo said he was going to CALOR and quickly listed some of the prevention services CALOR offers. He ended by encouraging the man to stop by anytime.

For more than a year, Guillermo has volunteered at CALOR. One night he may be assembling 900 HIV prevention packets; another night he may be out in the community delivering them and spreading the message.

“I want people to understand HIV is preventable,” he says. “Too many people don’t understand that.”

His peers respect Guillermo’s dedication. On World AIDS Day they honored him with the Miguel Morales Spirit of Excellence Award, named after a CALOR founder.
CALOR

A well-connected, community-based service provider located in Chicago’s Belmont-Cragin neighborhood, CALOR works primarily to provide **Prevention and Education Services** to individuals affected by HIV/AIDS. Like all Anixter Center services, programs at CALOR (which means “warmth” in Spanish) begin with addressing the needs of each individual. The staff is bilingual, is knowledgeable about community resources and potential employers and has a close-knit cultural bond within the neighborhood it serves. In addition, CALOR offers health, residential and employment services to people living with disabilities.

CALOR offers **Medical Case Management Services** for individuals who are HIV positive and need support to maintain their health with assistance in areas such as scheduling medical appointments and linking participants with other ancillary services. The **Home Services Program** is for individuals who need assistance with activities of daily living—CALOR connects them with a homemaker or personal assistant to help with areas such as cooking and bathing.

**Prevention Services** includes a program called **Conexiones** (Connections), which addresses the needs of HIV negative individuals, age 25 and over, relating to maintaining their HIV negative serostatus and living as productive members of society. Educational and support groups, outreach activities, health information, HIV testing and Hepatitis C information is available. **ICON** is for people with developmental and physical disabilities, including those with HIV/AIDS. Under that program, educational and support group services, community forums on health issues and outreach activities are provided. **A.C.E.** (Advocating for Community Empowerment) is a program that advocates a healthy lifestyle for young gay men, offering HIV/STI testing, personalized counseling and a youth drop-in space for men age 18–29.

CALOR provides support, referrals and advocacy to individuals and their families impacted by HIV/AIDS with safe and affordable HUD housing at “My House,” or **Casa Contreras**, a 17-unit independent living facility. CALOR also provides **Substance Abuse Treatment** engagement and referrals for people at risk for HIV/AIDS and substance abuse.

**Employment Services** at CALOR are directed at all people with disabilities. For those encountering barriers to employment, these services fill an important role by helping develop personal employment plans and resumes, providing training in interview preparation, answering benefit questions and supporting job placement. **Employment to Independence** is for people with disabilities, including HIV/AIDS. Participants are provided with intake and assessment services, job readiness skills and job placement services.
Five-year-old Jocelyn sits quietly in the CHS audiology suite. This is her second visit; her mom brought her after teachers became concerned about her hearing and speech.

Suddenly, Jocelyn’s eyes widen. A grin lights up her face. Within minutes, she tilts her head and starts to quietly hum and then — a little louder — chant. She giggles.

Jocelyn has just received her first hearing aids and is hearing her own voice distinctly and clearly, probably for the first time. A sound most people take for granted is new to her.

Almost immediately, Jocelyn starts exploring other sounds she can make — and hear. As she claps her hands and slaps the chair leather like a bongo drum, her grin grows.

Years ago Jocelyn’s mom brought her older daughter to CHS for hearing aids. She came back because she feels like family here and because she knows she’ll find the resources she needs to help Jocelyn have a brighter future.
Chicago Hearing Society (CHS)

A key member of the community since its inception in 1916, Chicago Hearing Society offers a breadth of services for individuals who are deaf or hard of hearing. In 2012, 34,000 hours of sign language interpretation and captioning services were provided by CHS Interpreter Services. The Audiology Clinic, which includes the Hearing Aid Bank, provided comprehensive hearing evaluations, hearing aids and related services for approximately 1,500 low-income (below 212.5% of the federal poverty level), medically underserved individuals.

The CHS Youth Program introduces successful deaf adult role models to deaf and hard of hearing children and teens and provides structured and creative activities that give youngsters chances to exercise responsibility, leadership and independent living skills. The Social Services and Advocacy program works to ensure accessibility to public and private services and educates the community regarding the needs of people who are deaf or hard of hearing.

The Domestic Violence and Victim Assistance programs are designed specifically for deaf or hard of hearing individuals and offer a variety of confidential services for victims and their families, including short-term counseling, court advocacy and crisis intervention. CHS is also a founding member of CHOICES for Parents, a coalition of Illinois parents and professionals working to ensure that children with identified hearing loss and their families receive the necessary resources, advocacy, information, services and support.
Seeing how confident and curious Gabriel is now, it is hard to remember how shy she was the first time she came through Lekotek’s doors. Back then, Gaby was quiet, cautious and dependent on her mother.

Now her independence and engaging smile are easy to see. Through Lekotek play sessions, Gaby, who has Down syndrome, has grown in many ways here and at home. At Lekotek she tries new toys without hesitation and goes on field trips with her new friends. At home she is able to expand how she plays with her family—making playtime much more special for all of them.

Even more important, Gaby is learning to adapt her play skills to other situations. Now instead of withdrawing when faced with a challenge, she meets it head-on. Her confidence has sky-rocketed!

Gaby’s mom is learning, too. By meeting other Lekotek families, she’s discovered a wealth of resources and support. Play really does work wonders!
National Lekotek Center

Research shows that children with disabilities learn and develop skills through play to reach physical, cognitive and social goals. Lekotek (a Swedish word meaning “play library”) uses interactive therapeutic play experiences, and the learning that results, to promote the inclusion of children with special needs into family and community life. In addition, Lekotek has built a reputation among toy manufacturers for its expertise in evaluating and rating toys for children with special needs.

Lekotek's Direct Services include Individual Family Play sessions & Play Groups, Toy Lending to families and professionals and Compuplay for children from birth to age 8. Lekotek also provides Parent Support Groups & Training to families and professionals in the Chicagoland community. During each play session, Lekotek’s Family Play Specialists help parents and caregivers find new ways to meaningfully engage their children in play and assist them in discovering new skills and abilities. Lessons learned in the playroom can be applied to daily life.

Compuplay uses iPads, disability friendly apps and touchscreen computers with assistive technology equipment as well as Wii and Xbox/Kinect gaming devices for gross motor movement and social skills.

Family and Professional Toy Lending provides more than 20,000 toys that are highly recommended for children with disabilities. Included in the Lekotek Toy Library are traditional toys as well as adaptive toys and equipment and switch-operated toys.

Training Services for Parents and Professionals are offered by Lekotek to help parents, educators, specialists or anyone supporting children with disabilities better understand their needs and how they play. The Lekotek model is also replicated among 16 sites nationwide that provide Affiliate Support for traditional programs, and the National Lekotek Center serves as the central source for information on starting and growing a Lekotek program that meets the diverse needs of families in their own communities.

Industry Relations and Partnerships
The National Lekotek Center has developed extensive expertise in how to make play accessible and successful for children of varying degrees of abilities. After three decades of providing direct services to children with disabilities and their families, this very specialized niche has made Lekotek a nationally recognized and seasoned resource for the toy industry and professionals working with children with disabilities. Realizing the positive changes Lekotek can make for children with disabilities, Lekotek has established a business development department that packages Lekotek’s expertise in the areas of toys, play and children with special needs.

During the past 16 years, National Lekotek Center has been asked by product manufacturers and retailers to assist them in the following areas: Toy and Product Evaluations & Ratings, Collateral Material Development and Training.
National Lekotek Center

Toys “R” Us

For 16 years, the National Lekotek Center has partnered with Toys “R” Us, a national retailer of toys and products for children, to publish the *Toys “R” Us Guide for Differently-Abled Kids*. This publication reaches more than one million families each year through direct mail and in-store distribution and is also available online at the Toys “R” Us website. Lekotek evaluates approximately 200 toys annually, selecting only those with exceptional features for inclusion in the guide and conducts a formal evaluation process. Upon assessment results, Lekotek drafts the copy that appears in the guide. Each year, Lekotek’s “Top Ten Tips for Choosing Toys” are also featured on page one of the guide.

NAPPA

Since 2003, Lekotek has served as the Toy judge for the National Parenting Publications Awards (NAPPA). Lekotek evaluates approximately 250 toy products annually, bestowing gold and honor award status to the top products. The feature article announcing the winners is now published in 60 parenting publications nationwide. Lekotek writes a short product description for the print publications and more extensive copy for the website. In addition, Lekotek writes an article that relates current toy trends and children who have disabilities.

Collateral Development

PlayCore

In 2010 a partnership was established with PlayCore, a premier manufacturer of outdoor playground equipment, to promote inclusive play and universal design. The result was the launch of 2PlayTogether, a comprehensive guide that fosters understanding and fun between children with and without disabilities on playgrounds. Lekotek works with PlayCore to carefully evaluate a variety of products through their AblePlay Rating™. In addition, Lekotek has evaluated and written extensive reports on several different PlayCore product lines including Everlast, GameTime, Swing-N-Slide and SNUG.
More than 100 golfers came out for the 9th Annual Lester J. Anixter Memorial Golf Outing, celebrating the game the late Lester J. Anixter loved. During the spirited 18-hole scramble, golfers competed for several awards, including a lease of a 2012 Jaguar XF donated by Howard Orloff Imports for anyone who made a hole in one. While on the course, guests had the opportunity to meet Chicago Sky Center Carolyn Swords. The day concluded with dinner, a silent auction and a live auction led by event chairman Peter Silberman. Thanks to the generosity of those who attended and event sponsors, more than $143,000 was raised to support Anixter Center’s mission. Sponsors included the Lester & Edward Anixter Family Foundation, Adams Plastics, LP, Summit Executive Centre, and AIM Specialty Health. Our sincere thanks to all of our guests and sponsors for your generosity!
Anixter Center’s first Annual Benefit for Ability raised more than $420,000 to support individuals in the community living with disabilities. A sold-out crowd of more than 400 people gathered at the Harold Washington Library Center for Soaring to Success, an inaugural event that featured honoree Diane Swonk, Chief Economist and Senior Managing Director at Mesirow Financial, and founding chair, Richard Price, Mesirow Financial Chairman and Chief Executive Officer. Kevin Limbeck, president and CEO of Anixter Center, thanked the guests—especially the Lester and Edward Anixter Family Foundation, Mesirow Financial, American Airlines and the Chicago Tribune for sponsoring the benefit. Limbeck said that Anixter’s 10,000 adults and children with disabilities would feel the impact of the night’s successful event.
Financial Overview

Operating Expenses

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<td>Fundraising</td>
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Operating Revenue

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<td>Other grants &amp; fees</td>
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<td>Contributions</td>
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Earned Income

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<td>Imaging</td>
<td>227,523</td>
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<td>Canteen</td>
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<td><strong>Total earned</strong></td>
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**Total Net Assets** $24,536,556
Employers of People with Disabilities in Partnership with
Anixter Center 2011 – 2012

Access Living
American Greetings
AH Management Group
Brick House Tavern & Tap
Bright Star Home Care
Burger King
Burlington Shoe Factory
Careers & Employment Services, Ltd. (Kelloggs)
Carson Pirie Scott
Chicago Commons
Chicago Uniforms
Claire’s
Echo, Inc.
Eli’s Cheesecake World
EMSL Laboratones
Fresh Market
Good To Go Food
Great Lakes Naval Base
Habitat Company
Harper College
Harrah’s Casino
Heartland Alliance
Holiday Inn Express
Hyatt Hotels Corporation
Hydroforce
International Career Institute
Jewel/Osco
– Mundelein, IL
– Des Plaines, IL
Justice - Skokie
Jiffy Lube
Kappy’s Restaurant
Lou Malnati’s
Mandel, Lipton, Rosebourough and Sharma, Ltd.
Mariano’s
Marshalls
– Kenosha, IL
– Waukegan, IL
Menards
– Hanover Park, IL
– Long Grove, IL
Meijer
– Rolling Meadows, IL
– Niles, IL
Mental Health Association of Chicago
MV Transportation
Nelson/Nygaard
Portillo’s
Pumpkin Formal
Purple Communications
QPS
Ratner Athletic Center
Rivers Casino
Ross-Dress for Less
Sandra Perry
St. Agnes Healthcare
Steak ‘n Shake
Target
– 95th Street
– Cicero
– Elston Avenue
– Glenview
– Gurnee, IL
– Highland Park
– North Aurora
– Peterson Avenue
– Streamwood
– Wilson Yard
The Dollar Store
TJ Maxx
Walgreens
Wal-Mart
– Crystal Lake
– Forest Park
– Gurnee, IL
– Hammond
– Naperville
– Niles
– North Avenue
– Northlake
– Palatine, IL
X-Sport Fitness
ZVRS Business Video Solutions

Earned Income Imaging, Packaging, Janitorial 2011 – 2012

Aadvert International Inc.
Ability One Federal Set-Aside Program
Advance Equipment
American Scrap Metal
Bazaar, Inc.
Bowman Printing
Centrum Equities
Change of Art
Chenille Kraft
Chicago Cares
Chicago Transit Authority
Children’s Memorial Foundation
Citation Box & Paper Company
City of Chicago
– City Hall
– Department of Buildings
– Fire Department
– Fire Prevention Department
Collins Brothers
Comcast
Community Health Organization
Community Network Systems Inc.
David Grossman and Associates
Enjoy Life Foods
Federal Reserve Bank of Chicago
FGS Inc.
Field Trip Factory
GC America
General Looseleaf Bindery
HuFriedy
Huron Paper Sock
ID Clare/Proforma
IKON
Innerworkings
International Promotional Ideas
Invado Pharmaceuticals
Inventables
Jamba Juice
Kernel Seasons LLC
Midland Paper
Midpack
Network of Strength
Nickelson Industrial Services
NISH – Ability One
Nordstrom
Personal Care Products Inc.
Phonak Hearing Systems
Pioneer Environmental
Proper Protection Inc.
RBS & Associates
Relax the Back
Scooterworks USA
Sidley and Austin LLP
State of Illinois
– Central Management Services
– Department of Children and Family Services, Office of Child Development
– Department of Employment Security
– Department of Employment Services
– Department of Human Services
– Division of Rehabilitation Services
– Department of Transportation
– Illinois Pollution Control Board
– State of Tennessee
– Department of Commerce and Insurance
– Department of Fire Prevention
Talbott Teas
Tinley Park Mental Health Center
Ulta Beauty
United States Army Reserve Center, Forest Park
Regional Support Command
– Department of Housing and Urban Development
– Department of Veterans Affairs
Urban Accents
U.S. Legal Support
W.R. Grace
Zacuto Film Partnership
Friends of Anixter Center

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**Person Centered**
We affirm the worth, capacity and contributions of all people and treat everyone with dignity and respect. We promote self-advocacy and advocate for full human rights and participation in the community. We offer education and support to make informed choices. We value working together, using our diverse talents and experiences to support individuals in leading a self-directed and full life.

**Commitment to Employees**
We value our employees and provide a supportive, culturally sensitive work environment with opportunities for professional development and growth.

**Open and Honest Communication**
We foster an accessible environment in which respectful communication and the exchange of ideas can occur.

**Informed Action**
We strive to exceed expectations by basing our practice on the best available research and operational experience. With a vision toward being the best, we actively seek ways to improve and innovate through ongoing customer and employee feedback and by promoting a continuous learning environment.

**Collaboration**
We achieve our mission and inspire communities through teamwork with people living with or at risk of disabilities, families, donors, volunteers, community members, our employees, and other professional partners.

**Excellence**
We maintain a disciplined, results-oriented organization and operate within the highest ethical standards in all of our working relationships and business practices.