

## Anixtercenter

The ability to soar™



INNOVATING



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The ability to soar™

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Editorial: Sharon Honaker

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Dear Friends of Anixter Center:

*Innovating*. A simple word yet complex concept. In today's challenging environment for all, the ability to be innovative may be the most critical factor in remaining successful.

At Anixter Center, innovation is important not only for our participants but also for our donors, supporters, staff, volunteers and the public in general. Innovating keeps us focused on excellence and ensures we are always endeavoring to improve, willing to try something new or working to do something better.



In fact, the words *innovate* and *improve* can be found in Anixter Center's Our Values statement. Those concepts are that important to us.

In 2014, across the organization, Anixter Center was innovative. We opened our first new home in several years, and Avondale has proved to be a wonderful addition to our residential services, thanks to innovations in design, staffing and resident/client support.

"No other place we visited felt right for Lori," says Michelle, Lori's guardian. "When we walked into Avondale, we knew it was right. From the caring staff to the walk-in shower, it was a good fit for her and her abilities. It was her home."

Another way we innovated was by building strong, new community partnerships, most notably with Chicago Botanic Garden, American Blues Theater, Designs for Dignity, CannonDesign and Executive Construction, Inc. These and other partnerships allow us to reach new supporters and serve more people. Thanks to the support of John Syvertsen at CannonDesign and John Blacketor at Executive Construction, Inc., we had our most successful spring benefit ever.

Opening Avondale and building community partnerships are just two examples of how we were innovative this year. In the following pages, you'll find many more, often told through our clients' stories because the most important reason to keep improving is to help them—children, teens and adults with disabilities and related challenges—soar to success.

I can think of no better reason to strive for innovation than that.

Our supporters are an integral part of our ability to innovate. The exceptionally generous amount of time, talents and treasures given throughout the year allowed us to reach new milestones in helping others. It was truly an inspiring example of teamwork at its finest.

From everyone at Anixter Center, our heartfelt thanks to all of you who make our work possible. It is because of your generosity and confidence in us that we can serve so many. We promise to remain worthy of your support by continuing to innovate in 2015.

Kevin Limbeck

President and Chief Executive Officer

Kein Limberk

Anixter Center



# Celebrating the Year's Highlights

Already one of the largest nonprofit organizations in the Chicago area serving people with disabilities and related challenges, this year Anixter Center continued to grow, serving more people through more services at more locations.

In FY2014, Anixter Center and its three divisions—CALOR, Chicago Hearing Society and National Lekotek Center helped nearly 8,000 children, teens, and adults, almost a 10 percent increase year over year.

In addition to supporting more people, our services expanded as well; in total, 35 different programs were offered, including residential, educational, employment, socialization, rehabilitation and health services.

Finally, our number of locations grew. With the addition of Avondale, our newest home for adults with developmental disabilities, Anixter Center now provides services at 36 locations, stretching from Zion to the south side of Chicago.

All of these increases were possible because of continued strong financial backing from our many supporters foundations, corporations, organizations, governmental sources, sister nonprofits and donors. Particularly notable was the increase in cash and in-kind donations across the entire Anixter Center family. These donations rose to \$2,260,278 during the fiscal year, including \$603,569 from the 2014 Soaring to Success spring gala, the most successful spring benefit Anixter Center has ever had.

Each member of the Anixter Center family had its highlights.



## **Anixter Center**

For Anixter Center, 2014 brought a special emphasis on providing people with disabilities a range of employment services and opportunities, which include:

- job readiness evaluation programs for those transitioning from school to work,
- contractual packaging work and
- competitive placement services for those with more experience and education.

Competitive employment in the community is always important. To that end, staff continued to reach out to businesses and organizations in the city and suburbs, working with them to understand their employment needs and finding people with disabilities who could meet those needs and succeed.

In addition, the Home-Based Services Program, which helps people with disabilities stay in their homes, served almost 40 percent more clients year over year. All ages are served through this expanding program.

We continue to build critical partnerships with organizations and people throughout the area. One reflection of the success of those efforts is the increasing number of volunteers coming to Anixter Center. These volunteers are vital to our growth and our success in helping people with disabilities soar. As an example, Comcast Corporation, for the first time, selected Anixter Center for its Comcast Cares Day. In late April, more than 130 Comcast employees volunteered their time over several days, painting, moving, and cleaning as well as meeting our clients.





## **CALOR**

As part of the Anixter Center family, CALOR has built a niche supporting people of color on Chicago's west side, particularly those impacted by HIV/AIDS and health-related disabilities. CALOR offers a variety of services, but this year two stand out. In FY2014, CALOR more than doubled the number of free HIV tests and prevention counseling sessions it provided. It also began offering bilingual home-based services to help people with disabilities who choose to live in their own homes.





## Chicago Hearing Society

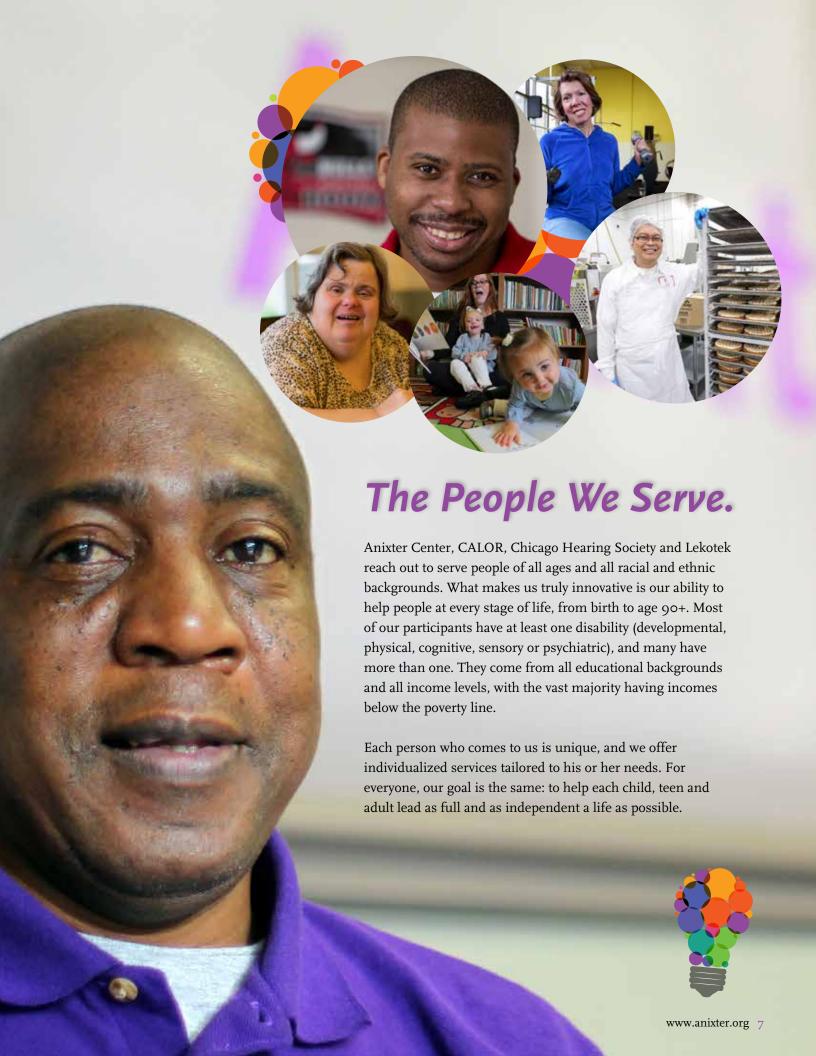
Chicago Hearing Society (CHS), another Anixter Center division, supports people who are deaf and hard of hearing of all ages through a variety of services, including Interpreter Services, Social Services, Hearing Aid Bank and Hearing Health Clinic. Notable this year, the Hearing Health Clinic continued its trend of serving an increasing number of patients. CHS also reached out to more youth through its Hear the Cheers campaign and its Youth Program, a special mentoring program connecting deaf adults with deaf and hard of hearing students.





## Lekotek

Lekotek, the third member of the Anixter Center family, specializes in working with families and children with special needs as well as professionals in the field. Using therapeutic-based play and family play sessions, Lekotek helps children with disabilities develop key life skills while building family bonds. In FY2014, Lekotek's family memberships increased by 20 percent. Lekotek also expanded its community outreach, holding programs in public libraries and at the Chicago Botanic Garden.



# Much more than just a paycheck.

"Our experience is that our Associates with disabilities are among our top performers. That comes in attendance (literally walking through a blizzard in one case), professionalism and dedication to the mission of Eli's Cheesecake." — Marc Schulman, President, The Eli's Cheesecake Company

A job is so much more than just a paycheck. Particularly for someone with disabilities, the intangibles of selfesteem, empowerment and independence can be as valuable and life-changing as earning money.

For years Anixter Center has placed special emphasis on providing a broad range of employment programs and services that help people with disabilities find work. And, in response to a challenging economy, those programs and services have remained successful by becoming increasingly innovative.

Employment services range from on-the-job evaluation programs for adults transitioning to work—to part-time and full-time packaging and assembly work—to competitive placement services that for years have successfully placed clients with disabilities at local and national businesses.

While Anixter Center offers multiple employment services, at their core, all have the common objective of helping people with disabilities find an employment opportunity that will build their job skills while fostering personal growth.

Our employment services begin with entry level on-the-job evaluation and training programs for young adults transitioning from school to the world of work in the community. Older adults can also take advantage of these training programs. For other clients, there are part-time and full-time packaging and assembly work opportunities within Anixter Center as well as employment through Anixter Center Janitorial Services.

For those with more work experience or a professional degree, there are a number of competitive placement services that are exceptionally successful at helping clients with disabilities find jobs at businesses in a variety of industries.

As their work skills and confidence develop, clients can progress from one employment service to another.





## **Our Employment Programs**

#### ON-THE-JOB EVALUATION SERVICES/ANIXTER CENTER NORTH

For young adults and adults interested in transitioning to employment, Anixter Center offers two programs in the north and northwest suburbs that provide real work experience in the retail and hospitality industries. With coaching by Anixter Center staff, clients learn on-the-job skills as well as the realities of keeping a job. Each individual is assessed for his or her potential for moving on to community-based employment.

#### **PACKAGING SERVICES**

For 50+ years, Anixter Center's Packaging Services has provided jobs for those with disabilities by offering packaging and assembling services to businesses. Almost 200 adults with disabilities may be working each day at Anixter Center's flagship location on Chicago's north side. Business customers include WR Grace, Comcast and LORAC Cosmetics. Each year, new businesses start using our services, which means more work for people with disabilities.



### **JANITORIAL SERVICES**

Anixter Center Janitorial Services provides cleaning and maintenance services to a variety of organizations, businesses and colleges. All work is done by teams of people with disabilities.

#### **COMPETITIVE PLACEMENT SERVICES**

For those looking for work in the community, Anixter Center offers various services, depending on the person's disability, education, work skills and interests.

- Employment Opportunities helps clients with disabilities find—and be successful at—jobs in the community. People with a wide range of disabilities and work experiences are supported through services that include job readiness assistance, employment counseling and career development. Services are provided at Anixter Center offices in the city and the northwest suburbs.
- JobWorks specializes in working with clients who are deaf or hard of hearing. From help with job searches to providing interpreters for interviews to offering ongoing assistance once someone is hired, JobWorks staff supports each job seeker one-on-one. Staff partners with businesses to understand their hiring needs and to fill them with talented employees. New technology is helping to improve access for networking, interviews and phone screenings.
- Designed for those with a professional degree or experience, Professional Placement Services works with each client to identify their skills and find appropriate jobs. This service is successful because of staff's ability to network with a range of Chicago area employers to find professional level internships and jobs for people with disabilities and to provide ongoing support once someone is hired.
- Offered through CALOR, Employment to Independence helps adults with disabilities find work. While open to all, the program specializes in helping those whose first language is Spanish. CALOR staff actively recruits local businesses, this year placing people at Treasure Island, Rosendo Herrera Construction and Au Bon Pain. Staff also works with job seekers to improve their job readiness, networking and interviewing skills.





It says a lot about the quality of your work when your boss asks you—twice—to please consider moving from part-time to full-time. That's what happened to Joe. He made the move and is happy he did. Joe, who happens to be deaf, is a full-time groomer at Petco. He loves working with animals and seeing owners smile when they pick up their pets.

He found the job at Petco almost four years ago through Anixter Center's Job Works program, which helps job seekers who are deaf or hard of hearing. In addition to working with Joe to get and prepare for the interview, Job Works staff helped the store manager become comfortable with hiring someone who uses sign language to communicate.

But communication, it turns out, has not been a problem. Several coworkers have picked up sign language, and some customers have asked Joe to teach them simple signs. Gestures also are easy to interpret, according to Joe, and, although rarely needed, he always has pen and paper handy. As for his furry clients, a tail wag or lick on the hand says it all.

# Designed to help residents expand their independence.

It has been several years since Anixter Center opened a new home for adults with disabilities. So when Avondale, a 24-hour supervised house, swung open its doors last May, it was an exciting time for the new residents and their families, not to mention staff.

### Move-in time was hectic, exciting and a bit emotional—all at the same time.

Eight residents, four men and four women, with physical, mental, emotional and/or intellectual disabilities, moved into the fully accessible, single family home. Four of the eight were leaving their family homes to come to Avondale and a chance to live more independently as adults. For all eight, it was their first time living in an Anixter Center home.

"Everyone here really cares about Frankie and has his best interests at heart. Moving from a juvenile home into the adult world was very scary for us. The people here made it easier." — Kathleen, Frankie's mother

Located on Chicago's northwest side, Avondale is a six-bedroom home, with an expansive entrance hallway and sunny great room, complete with big-screen TV, couches and a large table where all can gather for meals or to play games. Bathrooms are wide, and the kitchen has lots of counter space for residents to help prepare meals together.

Outdoors are a garden and patio. A work-in-progress is the sensory room, a therapeutic space that can help those with sensory disorders. It is being completed as donations are received.

### Everything about Avondale is welcoming, open and accessible—for all disabilities.

Avondale is uniquely different—not only because it is completely accessible inside but because it is accessible to the surrounding community as well.

Avondale is designed to help residents expand their independence as much as possible. From chores and other responsibilities around the house to outings throughout the community, residents are encouraged to learn and stretch their horizons. One example is the additional staff scheduled to work weekends so residents can get out to movies, malls and other venues in smaller groups.

Increased independence is also possible thanks to Avondale's location near public transportation. Those residents who can travel on their own are shown how to use local buses to get around.

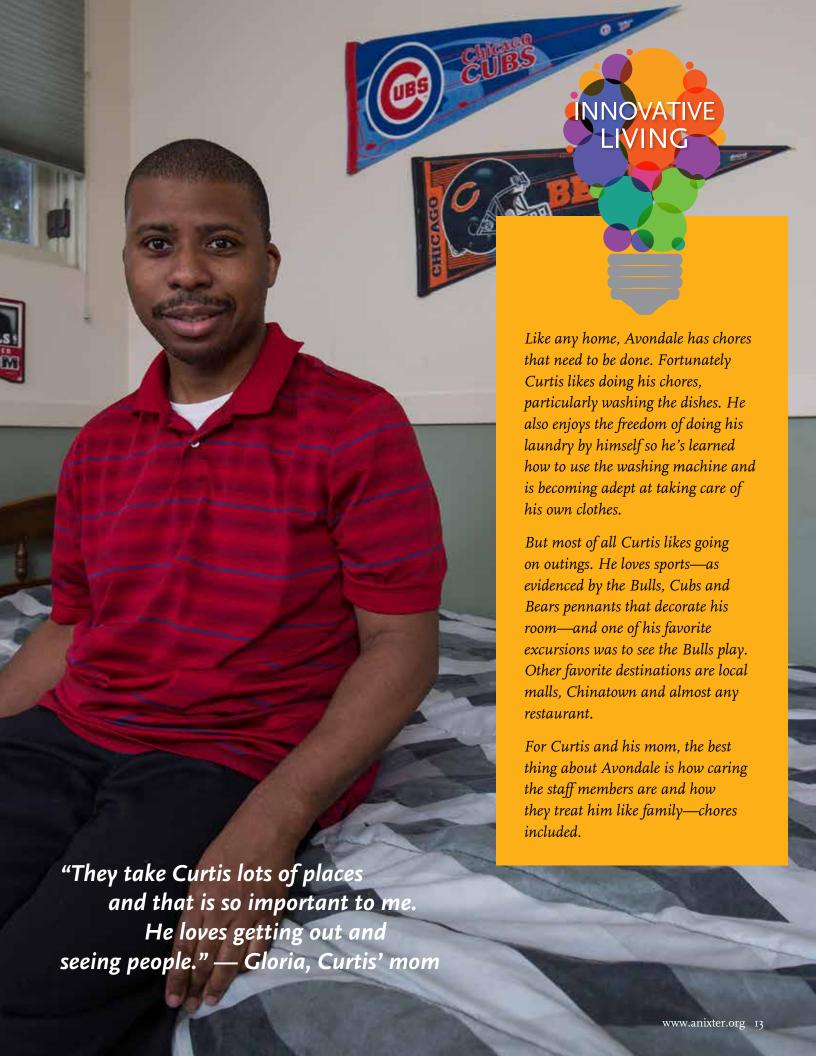
For all those associated with Avondale, the goal is to have parents say, "This is the home I want for my son or daughter."

A special emphasis this year has been on expanding our home-based services to new clients, particularly through CALOR. Home-based services help Medicaid-eligible individuals with developmental disabilities live in their own homes as long as possible. Services are personalized to meet each individual's unique needs as well as the needs of their families or caregivers. Individuals of all ages and with all types

of developmental disabilities can receive assistance. In addition, CALOR adds its own expertise by providing bilingual services.

Through home-based services, clients may be helped with:

- specialized medical equipment,
- transportation,
- adaptations to physically modify a home,
- community & day rehabilitation services





For nine-year-old Lynette, Hear the Cheers has made all the difference. Thanks to the generosity of people she has never met, the young athlete received her first pair of hearing aids and the change in her life has been incredible.

"Now I can hear everything," Lynette says. "My coach, my teacher, papers rustling, the wind. I love it!"

Lynette has unilateral hearing loss, but hearing aids were out of the auestion since insurance won't cover the costs. Then her mom heard about Hear the Cheers. It was a perfect match and the program paid for the hearing aids.

For Lynette's mom, Lydia, the difference in her daughter goes far beyond her ability to hear better. Lynette's self-esteem has sky-rocketed, her confidence is growing and, best of all, she no longer feels left out when she's with friends.

# Giving back. Paying it forward. Making a difference.

The words may change, but the meaning is the same—helping others. That's just what middle school student Eliza Peters wanted to do. So, to help young athletes with hearing loss, she created the Hear the Cheers campaign and set an ambitious fundraising goal of \$10,000. Her dream was to use the money to help purchase hearings aids for fellow athletes.

As an athlete with hearing loss, Peters knew firsthand how important hearing is to anyone playing sports. Thanks to her hearing aids she could hear every cheer when playing basketball or running cross-country. But Peters also knew not every family could afford hearing aids and that most insurance plans do not cover expenses related to hearing aids.

Teaming up with Chicago Hearing Society and Sarah Spain of espnW and ESPN Radio, Peters launched the Hear the Cheers campaign, promoting it locally and nationally, primarily on social media. Within a month approximately 290 donors from around the country had donated more than \$18,920, shattering Peters' original \$10,000 goal. To date, nearly \$40,000 has been raised and the fundraising continues.

In keeping with Peters' dream, Chicago Hearing Society is using the donations to provide hearing aids and audiology services to help young athletes around the Chicago area.







For Benjamin Scott it was a dream that became a reality. While Ben has performed in small venues, he's always wanted to perform on a big stage in front of a large audience. His dream came true when he performed "Invincible," his original song, as the opening act for "We Can SOAR with Anixter Center."

"It was fantastic, amazing and electrifying," Ben says, adding in a rush, "and I would love to do it again."

In between performing his own music, Ben enjoyed watching the other performers. "I was really impressed, and some of them surprised me by what they did."

And that was the point of the show, giving people a chance to stretch their talents and soar in new ways. On that opening night, abilities definitely took center stage.

# A world premiere to remember.

More than 35 Anixter Center performers stepped into the spotlight on a professional stage and performed "We Can SOAR with Anixter Center" before a packed audience of family, friends and special guests.

The variety show, which premiered last June, featured dance, original music, song and the spoken word. There were ensemble performances and individual acts. For the performers it was their first time on a professional stage and an experience that was butterfly-inducing, exhilarating and empowering—all at the same time.

When it was over, they reveled in the applause and their success.

The memorable performance was made possible through a truly innovative collaboration between Anixter Center and Chicago's own American Blues Theatre (ABT). While Anixter Center has held internal shows before, this was the first time our artists had the opportunity to perform in the community on a real stage.

It was all thanks to the staff of ABT. They donated the technical assistance and expert guidance to make the show as close to a real theater production as possible, complete with a tech rehearsal. Most important, they secured the donation of Greenhouse Theatre's large stage for the actual performance.







Six-year-old Abbie loves being outside so when Lekotek announced the new Plant 'n' Play program, her mom, Carrie, didn't hesitate to sign up for the first program . . . and then the next . . . and then the next.

"I knew since Lekotek was running it, that it would be amazing and that the activities would be perfect for my Abbie," Carrie says.

Abbie has a rare syndrome called Smith Lemli Opitz that affects all areas of development. She has autism, is nonverbal and uses a walker to get around. She also has tons of energy and loves to explore, which made Plant 'n' Play perfect for her. It gave her a chance to discover an outdoor world she'd never seen before—the Chicago Botanic Garden.

The result, her mom says, was amazing. Abbie learned new skills, enjoyed new activities and had every type of sensory experience imaginable. Since Plant 'n' Play was inclusive, she also met other kids, with and without special needs. Most important, Abbie and her younger sister had tons of fun together.

## For the staff at Lekotek there are two fundamental beliefs:

# Play is powerful and learning should be fun.

So they decided to try something a little different this year: mix children with special needs and their families with a bit of dirt and plant some plants. And, since location is always important, what better place to have this innovative program than the Chicago Botanic Garden—a truly unique outdoor setting.

That's how Lekotek's new family program Plant 'n' Play began, and it is no surprise the fun spread like wildflowers. Besides planting, the program included stories, songs, scavenger hunts and more.

Four family Plant 'n' Play programs were held, with the emphasis on "family." Parents, brothers, sisters, grandparents, cousins all took part, making the programs perfect for drawing families closer together. Each program was also a good way to meet other families, make new friends and share common experiences.

What made Plant 'n' Play truly innovative was the collaboration with the Chicago Botanic Garden. This was the first time Lekotek teamed up with the Garden but certainly not the last. The outdoor setting along with the ability to explore a large new space at one's own speed and comfort level opened up a wonderful world for children with disabilities and their families.

For many, this was the first time they had ventured as a family into such an expansive community setting as the Garden. It proved exciting and empowering for both parents and children, giving them confidence to start planning their next adventure.







Here's what the women said they liked most about the trip and what they learned:

"It felt good to be away from home for a while."

"I learned about all different countries at Epcot."

"My favorite rides were the roller coasters."

"It was so much fun and I got to go somewhere with friends."

"I learned about different animals at the Animal Kingdom."

"I had so much fun!"

"I love the Disney characters."

"I learned about Italian and Mexican cultures."

"I learned how to spend money."

"I liked the rides, walking around the stores and having fun with staff and friends."

# The "Most Magical Place on Earth."

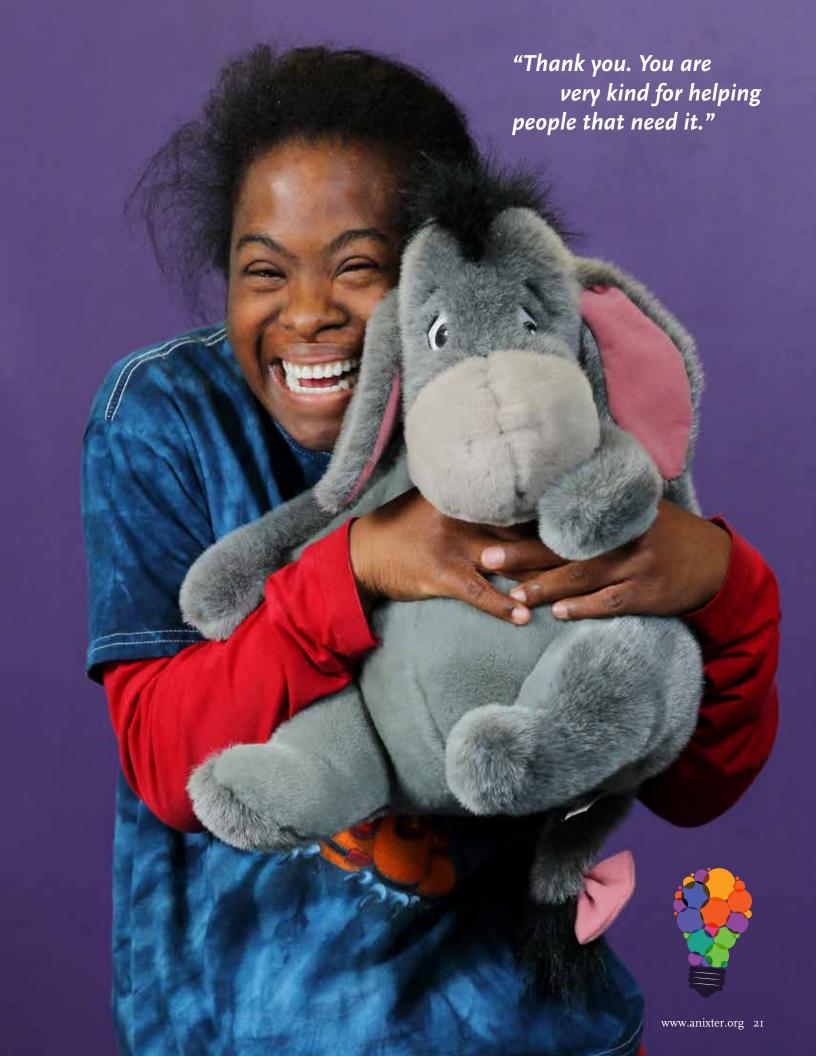
The "Most Magical Place on Earth" was indeed magical and more—for a group of travelers from Anixter Center's Community Resources & Support (CRS) Program. Six members of CRS's Travel Group were treated to a trip of a lifetime at Walt Disney World this past spring, thanks to a generous grant from the Hannah and Frank Grossman Charitable Trust.

The women, accompanied by staff, made the most of their five days, visiting all four Disney World theme parks. Appropriately the first park they visited was the Magic Kingdom, and the first ride they took was Splash Mountain. And that was just the start of the fun.

Each day meant a new park to explore and new adventures. From Test Track and Space Mountain to the Kilimanjaro Safari and Muppet\*Vision 3D, they laughed, giggled and packed each day with as many experiences as they could. The group even found the time (and energy!) to enjoy the night life at Downtown Disney.

While a few of the women had traveled before, for others this trip was full of firsts, including first time away from home, first time on a plane and first time at Disney World. But whether they had traveled before or not, for everyone who went this was a trip to remember.





# Proving the Power of Design to Transform Lives

In one wonderful May evening, the design/build community teamed up with other Anixter Center supporters for the most successful spring gala ever. True to the theme "The Power of Design to Transform Lives," the power was electrifying that night. Thanks to an enthusiastic, sold-out crowd, \$603,569 was raised to transform the lives of people with disabilities.

Held at the striking Winter Garden in the Harold Washington Library Center, the benefit honored John Syvertsen, Senior Principal, CannonDesign, for his passion for design excellence and civic engagement as exemplified by CannonDesign's Open Hand Studio. Syvertsen's keynote address was a call to blend design skills and community service to "help those with great needs."

Syvertsen was introduced by event chair John Blacketor, President and CEO of Executive Construction, Inc., as well as design colleague Trung Le. Anixter Center, once again, was fortunate to have Rob Johnson of CBS-TV Channel 2 emcee the benefit and lead a spirited paddle raise.



Bernie Donaldson, Barbara Riekse and Mark Hirons



Rob Johnson, John Syvertsen and John Blacketor



Tony Valukas and Chris Sanders



Jason Lunderman and Kevin Limbeck



Elaine D. Cottey and Joanna Horsnail



John Syvertsen, Trung Le and Ann Syvertsen



Liz and Dan Reidy



JT Garofalo, Jennifer McGregor, Jill Harper and Chris Cole



# Golf Outing Celebrates Diamond Anniversary

It was a perfect day for golf as nearly 100 golfers gathered for the 10th annual Lester J. Anixter Memorial Golf Outing. Held at picturesque Northmoor Country Club, and hosted by member Tom Silberman, the event raised \$162,709 to support children, teens and adults with disabilities and related challenges.

New this year was an afternoon tennis tournament that drew enthusiastic players of all ages. But most of the action was on the impeccable greens, with players vying for top scores. For added excitement, Howard Orloff Imports donated a Volvo All-Wheel Drive S60 to anyone who shot a Hole in One at Hole #8. After hitting the course and tennis courts, guests gathered for a reception, dinner and live auction, led by event chair Peter Silberman and Anixter Center Associate Council chair Mark Fung.

Special thanks to the Lester & Edward Anixter Family Foundation for being the presenting sponsor.



Midge Anixter and JoAnn Anixter Silva



Mary Dempsey, Louise Silberman, Nancy Silberman and Ginger Johnson Pillman



Jim Lewis, Tom Silberman, Matt Ebach, Chris Galle and Stan Pillman



Hole in One Prize - Volvo All-Wheel Drive S60 donated by Howard Orloff Imports



Kevin Phillips, Peter Silberman and Tom Silberman



Willie Boris, Steven Anixter and Jack Witlin

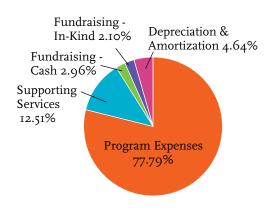


# **Financial Overview**

## Total Net Assets @ 6/30/2014 \$21,838,146

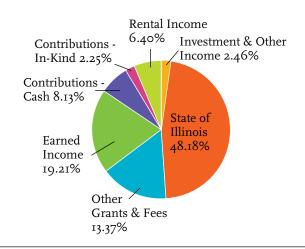
#### **EXPENSES**

Program Expenses	\$18,125,765
Supporting Services	\$2,915,672
Fundraising - Cash	\$689,488
Fundraising - In-Kind	\$490,047
Sub Total	\$22,220,972
Depreciation & Amortization	\$1,079,892
<b>Total Expenses</b>	\$23,300,864



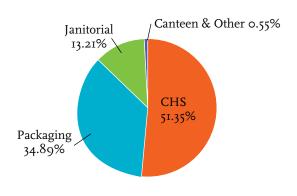
#### **REVENUE**

\$10,495,286
\$2,912,487
\$4,183,759
\$1,770,231
\$490,047
\$1,393,378
\$535,753
\$21,780,941



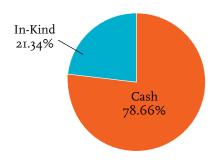
### **EARNED INCOME**

<b>Total Earned Income</b>	\$4,183,759
Canteen & Other	\$22,950
Janitorial	\$552,891
Packaging	\$1,459,583
CHS	\$2,148,335



#### **DONATIONS RAISED**

Cash	\$1,806,121
In-Kind	\$490,047
<b>Total Donations</b>	\$2,296,168
Uncollected	\$35,890
Total Collected	\$2,260,278



## Employers of People with Disabilities 2013-14

Au Bon Pain Bass Pro Shop Chicago Trolley & Double Decker Bus Comfort Suites Delta Sonic Car Wash Dovenmuehle Mortgage The Eli's Cheesecake Company First Transit Garda Cash Logistics Goodwill Great Lakes Naval Base

Guaranteed Rate Mortgage Help at Home Jimmy Johns Job Corps

Jump American La Costa

Manor Care Mariano's

-Gurnee

-Kenosha

-Northfield -Park Ridge

-Waukegan

McDonald's

-Arlington Heights

-Elk Grove Village

-Palatine

-Rolling Meadows

Moe's Southwest Grill

Old Navy

Parson's Engineering

Petco REI

Rivers Casino Rosendo Herrera

Construction Co.

Schaumburg Toyota

Scoozi Restaurant

Sodexo Leisure Services

Target

-Glenview

-Melrose Park

-Northbrook

-West Dundee

-Wheeling

Terrence Paper Co.

Tilley's

Toll Authority at the Chicago

Lighthouse

Treasure Island Market

Ultra Foods

UPS

Wal-Mart

-Bedford Park

-Elgin

-Niles

-Skokie

We'll Clean Car Wash

West Meadow Ice Arena

XSport Fitness

-Arlington Heights

-Niles

-Skokie

YMCA

## **Earned Income Packaging** and Janitorial 2013-14

Aadvert International Inc. Ability One Federal Set-Aside

Program Adams Plastics

Advance Equipment

American Scrap Metal Services

Anixter Village

Centrum Equities

Change of Art

Chenille Kraft

Chicago Cares

Children's Memorial Foundation

City of Chicago

-City Hall

Community Health Organization David Grossman & Associates

Erwin Penland

Federal Reserve Bank of Chicago

FGS Inc.

Field Trip Factory

GC America

General Looseleaf Bindery

Gripfree

Hello Products

Henri Bendel

Hu-Friedy

Huron Paper Stock

Import Packaging

Ink Umbrella Design

InnerWorkings

International Promotional Ideas

Invado Pharmaceuticals

Kernel Seasons LLC **LORAC Cosmetics** Mediahood Agency

Mid Pack

Nordstrom

Outreach Inc.

Owow Toys

Personal Care Products Inc.

Phonak Hearing Systems

Proforma i.d. Clare & Co.

Proper Protection Inc.

**RBS** & Associates

Relax The Back

Sensio Inc.

Source America

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