



IMPACT AMPLIFIED!

THE
FEDCAP
G R O U P



2021 ANNUAL REPORT

DEAR FRIENDS OF THE FEDCAP GROUP



We are pleased to present you with our FY 2021 Annual Report.

At The Fedcap Group we believe in setting bold goals to change the world.

We believe in working hard—going over and above what is expected of us.

We believe in succeeding on purpose, doing what is needed at the right time and in the right way.

These beliefs were evident in our top-tier contract performance and our overall growth in FY 2021. Through organic growth and strategic acquisitions, we saw a 23% growth in revenue; 65% resulting from organic growth and 35% from acquisitions.

The Fedcap Group operated 253 contracts within 4 countries, delivering 96.4% of contract deliverables. We experienced significant growth in our international business, and the opportunities for further expansion within the international markets is exciting. Despite the many challenges resulting from the global pandemic, our core financial health is strong, and we continue to grow our pipeline to secure our future.

We are very enthusiastic about our progress in the education/technology field. In 2020 we announced the acquisition of Apex Technical School, a highly regarded New York City institution that has graduated over 40K people as plumbers, electricians and other high growth trades since its founding in 1961. In FY 2021, we combined with Civic Hall – a learning and collaboration platform focused on advanced technology and problem-solving for the public good. In 2022 we anticipate completion of the combination with a 4-year higher education institute, rounding out our adult education platform. In the upcoming months we expect to launch an innovative digital training center leveraging the assets of Apex and Civic Hall. This 80,000-square-foot digital training center will address the re-skilling and up-skilling of workers, supplying a trained workforce to meet the demand of our transforming economy and job landscape.

At the heart of our efforts are the people we serve. As you read the Power of Possible stories on the following pages, consider the courage that it takes for people to change their circumstances. Think of the strength it takes to ignore the voices that tell you what you can't do...and instead focus on the voices that tell you what you can. These stories reflect the tenacity and hope demonstrated by the 250,000 people we served in 2021.

Finally, none of what we do is possible without our 118 board members, our 4,000+ staff, our 2,800+ donors and 10,000 funders and partners.

Thank you for placing your trust in us. We work hard every day to earn it.

Sincerely,

Mark O'Donoghue

*Chair, The Fedcap Group
Board of Directors*

Christine McMahon

President and CEO, The Fedcap Group

2021:

A year of
strong results
led by top tier
performance,
organic growth
and strategic
acquisitions

2021 KEY TAKEAWAYS

A year of great execution and forward-looking opportunities resulting from Federal legislation

Resilient performance supported by a strong programmatic, financial, and technology infrastructure

Maintained strong financial position, growth aligned with market demand

Leveraged deep domain expertise to achieve superior results

Significantly enhanced our technology domain expertise through acquisition and expansion

Positioned The Fedcap Group to address post-pandemic challenges and opportunities

Designed solutions that focus on enhanced engagement with customers, stakeholders and funders

A YEAR OF SYNERGY IN MARKETS AND CAPABILITIES RESULTING IN PORTFOLIO DIVERSIFICATION



Education

18% of total business

50% revenue increase over FY2020



Workforce Development

36% of total business

48% revenue increase over FY2020



Economic Development

36% of total business

5% revenue increase over FY2020



Occupational Health

7% of total business

25% revenue decrease over FY2020 and continued reductions anticipated

A YEAR OF TOP TIER PERFORMANCE

253
contracts
with a
total value
of \$1.3B

Across 4
countries

Achieved
96.83% of
all contract
deliverables

Setting evidence-
based targets to
improve the lives
of people we serve

Investing in the
communities in
which we work
and live

Ensuring
value through
governance,
corporate policies
and structure

BRYANNA AGEDAY

There is nothing easy about being a teenager in foster care. It is scary and the future seems so uncertain. At least that is how it was for **Bryanna Ageday**. While Bryanna was always a good student at home, when she entered foster care in 8th grade her grades slipped. She had to change schools, it was hard to focus, and each day brought a new challenge. **She felt like she had no control over any aspect of her life.** She was lonely and needed someone to lean on but did not really trust the adults in her life. Her relationship with her family was fractured and she was so disconnected from the life she knew. She honestly did not know where to turn. A counselor at school recommended she find a mentor

and referred Bryanna to the Transformative Mentoring Program of Wildcat—a company of The Fedcap Group.

What a difference this program made in her life! Bryanna dug deep, worked hard and developed confidence in herself. She learned how to advocate for herself and was motivated to study hard and plan for her future. *“Because of this program and my mentor, I learned how to adjust to new situations, and I have slowly come to understand that even if things don’t go the way I would like them to, there is always a resolution.”*

In February 2021 Bryanna received her high school diploma, and in August began classes as a full-time student at NYC College of Technology. She is majoring in health science and plans to transfer to the college’s nursing program—a first step to realizing her dream of becoming a pediatrician. *“Foster care nearly got the best of me. But I learned how to move forward and push through even the most difficult situations. Everything in life is a choice. Choose what will help you have the best chance at a great life.”*

I learned that when my life feels out of my control, I can make smart decisions that take back control. Because of The Fedcap Group I have the strength and tools to succeed.”



RACHEL GRYGIER

Rachel Grygier wants to live independently in her own apartment. While this is the dream of most young adults, Rachel has a developmental disability and bipolar disorder, making the dream that much more challenging to attain. Some people she meets discourage her from trying to live alone. They, like so many, have a limited sense of what people with disabilities can achieve. But it does not matter because Rachel believes.

“I am Rachel first and I just happen to have a disability. That is me and I like me.”

Before the pandemic, Rachel worked on the maintenance crew at Mt. Vernon Presbyterian Church in Virginia—a job she loved. As programming at the church came to a halt, her job ended. This was devastating to Rachel, but she kept pushing forward.

She turned once again to MVLE—a company of The Fedcap Group—for help. Since she graduated from high school, MVLE has been her rock. They taught her new skills, how to work effectively as part of a team, and how to manage her stress. They assisted her in finding her first job and stood by her



Rachel’s mother Sharon believes that her daughter’s confidence is due in no small part to the tremendous support of MVLE which “has no ceiling for their participants.”

through multiple psychiatric hospitalizations. The staff of MVLE have seen firsthand how hard Rachel works to manage her disabilities and have complete confidence in her ability to succeed.

During the pandemic, Rachel learned how to use Zoom and participated three times a day in MVLE’s remote workshops. She was determined to learn new skills and find a steady job. And she did, this time in an office environment.

Today, Rachel is employed as a receptionist at a community center. And now that she has a job again, she’s getting closer to being able to afford her own apartment.

SHAUNA ORLOMOSKI



Shauna Orlomoski spent her life working with children with special needs. And while she had many years of experience and was very good at her job, she was, as any parent would be, not prepared for her own children to face the challenges associated with developmental disabilities.

After her son Lukas was born, she became concerned that he was not meeting his developmental milestones. She knew she needed help. On the advice of her pediatrician, she found her way to Easterseals Rhode Island. Lukas was later diagnosed with autism.

Shauna worked with the Easterseals team for over two years. With their support and therapeutic assistance Shauna learned how to prompt Luke to talk and to look people in the eye.

The caring and compassionate staff changed Shauna's life. She felt like she had a "village of support" and that she was not in this alone.

When Shauna observed similar developmental issues in her younger son Rahland, she again sought out Easterseals Rhode Island. She was not as frightened or distraught as she was with Lukas. **"Easterseals Rhode Island has helped me out so much with both boys. They go way beyond the early intervention services my pediatrician recommended. I feel supported and understood. Any time I have questions they answer them. Easterseals Rhode Island is helping both of my sons develop the tools to have a full life. I am a better parent because of them. I know we'll make it!"**

"Easterseals Rhode Island sparked something in Lukas. Now he comes right up to me and gives me a big hug, sits in my lap, looks me right in the eye and gives me his thousand-watt smile. He knows colors and is an amazing speller and reader. He does things I just I never thought he would do."

RODERICK BONITO

When Roderick got out of prison in 2016, he knew that he did not want to go back to jail.

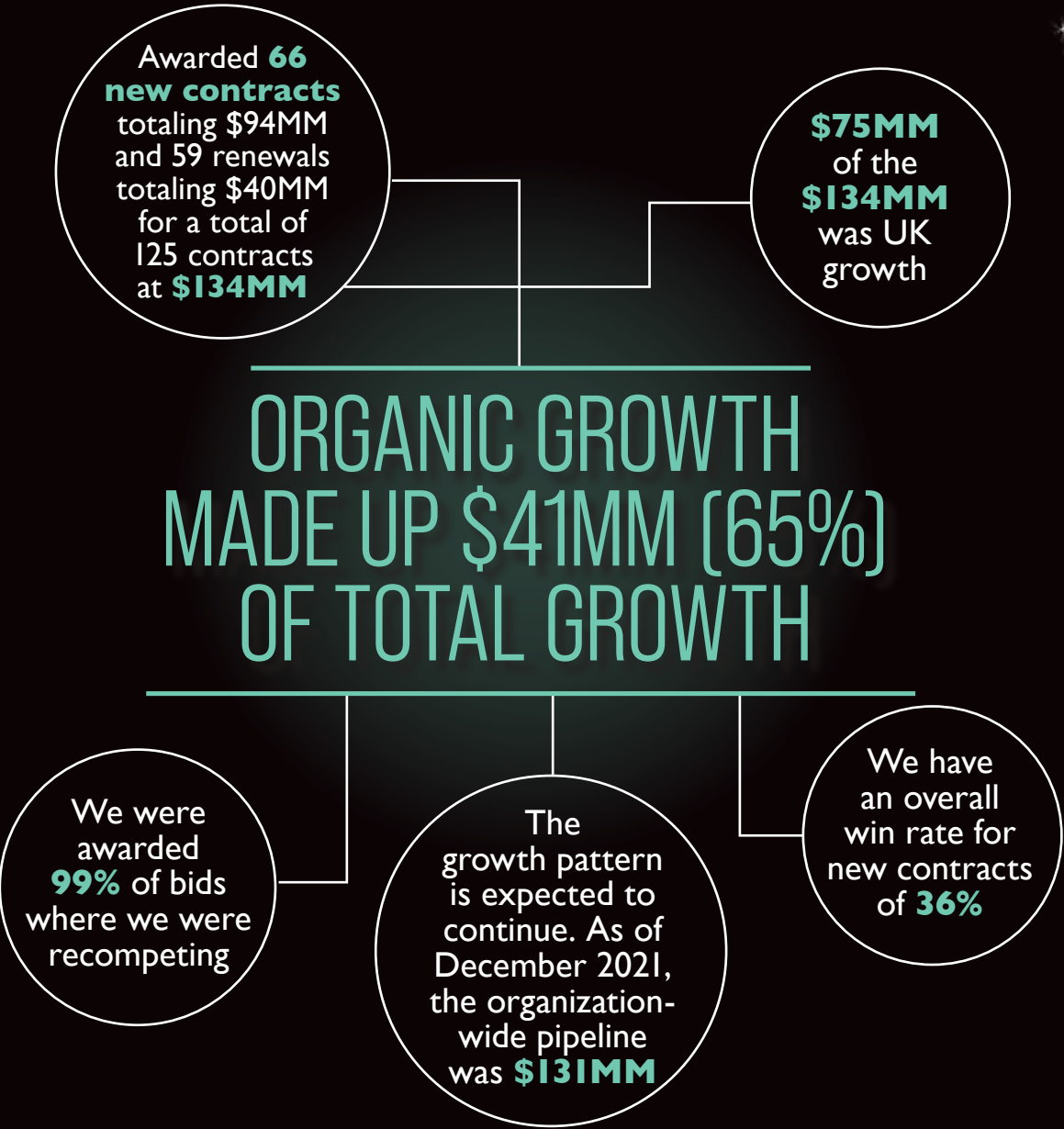
Roderick's probation officer encouraged him to get an education and that is how he found Apex. He enrolled in February 2019, and this is when life started to change for the better for Roderick. He learned construction and became certified as a welder. The training at Apex was "amazing," he said, and the teachers were very patient and encouraging. In May of 2021 Roderick graduated.

"I am so grateful to the Apex staff. Whenever I got frustrated and wanted to give up, they showed me compassion, and made me believe I could really do it and be successful," said Roderick.



Even talking about it now is overwhelming. Graduating from Apex was the first thing I had ever accomplished. Today I am working as a construction site safety manager at Hudson Yards in Manhattan, with a lot of responsibilities. I work long hours, and am self-sufficient. I have regained the trust of my two children by learning to trust myself."

OVERALL GROWTH FOR 20 21 WAS \$64MM OR (23%) DRIVEN BY ORGANIC AND ACQUISITION GROWTH



FY 2021 saw an extremely successful first year of the **Apex-Fedcap** Group combination.

In FY 2021 we combined with **Civic Hall**—an engagement and collaboration platform—to advance technology and problem-solving for the public good.

ACQUISITIONS MADE UP 35% (23MM) OF TOTAL GROWTH

- This coming year we hope to launch an innovative digital training center – a combined project leveraging Apex and Civic Hall – the estimated 80,000-square-foot digital training center is set to train up to 3,000 students a year.
- Our joint efforts will also address the re-skilling and up-skilling of workers whose jobs will be lost to automation.
- With 355,000 jobs in the NYC tech ecosystem, half of which require high-tech skills, we are committed to supplying a trained workforce to meet the demand of our transforming economy and job landscape.

MAJOR CORPORATE SPONSORS OF THE FEDCAP GROUP

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ARIFA HOSSAIN

Leaving your home and traveling across the world to start a new life is not easy, but when **Arifa Hossain** came to the U.S. from Bangladesh with her husband and two children she felt hopeful and excited about the future.

Eight months later, Arifa's husband tragically passed away, leaving her alone to raise and support the children. Arifa was terrified—she had never left the house alone, didn't speak English, and had no employment history. All she could afford was a small basement apartment in Queens that she soon learned was infested with vermin.

Having nowhere to turn, Arifa applied for public assistance and was assigned a case manager from Fedcap Inc. It would prove to be a life-changing meeting.

Her Fedcap Inc. case manager encouraged Arifa to be strong, to set short term goals, and to slowly start building a new life so that she could take care of her children. Arifa entered a job training program, and within a year was working full time as a

home health aide. This was not what she envisioned when she came to America, but Arifa was willing to do whatever it took to take care of her family.

Slowly Arifa's life became more and more stable. She has developed a circle of supportive friends. Her children are in college and thriving. The Fedcap Inc. team encouraged her to save her money and helped her create a savings plan. She started saving as much money as she could and this year she purchased her own home.

It is one of the greatest achievements in my life. All of my sisters and brothers called from Bangladesh to congratulate me. Because of The Fedcap Group I have achieved something no woman in my family has ever achieved.



TIM MUISE

The life of a longshoreman on the docks in Gloucester, MA was not an easy life. "The people you work with are tough guys and I made some poor choices," said **Tim Muise**.

"I drank, used drugs, broke the law and spent a lot of time in jail." Incarceration nearly ended his life due to his severe depression. "I did not have any hope and on many occasions, I simply wanted to end it all."

But with the help of people around him, Tim started taking college classes and he enjoyed learning. He saw that he had the potential to be more than a criminal. He became very involved in advocating for prison reform.

Upon his release in 2017, Tim got a job with Boston-based Community Work Services—a company of The Fedcap Group. Embracing his second chance, Tim excelled at his job and was rapidly promoted. Today, he is the Commercial Cleaning Program Coordinator for the company, while also serving as a health and safety officer. Tim developed a course for returning citizens and teaches it with tremendous enthusiasm.

"I try to help people realize their own worth. Life can be hard, but it starts with expecting more from the person in the mirror."



Tim loves his job and welcomes the opportunity to help others. He has completely turned his life around. He has two beautiful daughters, 36 and 31—who embraced him with love and acceptance when he was released from prison—two young grandchildren, and a wonderful fiancé. They recently bought a house together.

"I needed a place to start over, a place that would give me a chance. Community Work Services gave me that chance. They welcomed me and they clearly cared about me—it was not just lip service. What they did made a real difference in my life and the lives of many others."

RELEVANCE – SUSTAINABILITY – IMPACT

EDUCATION IMPACT HIGHLIGHTS

Early Education (Children Ages 0-8)

- In FY 2021, we directly served 5,390 **children ages 0-8** across all programs of The Fedcap Group.
- Additionally, we reached 4,731 children with support services including emergency food and clothing.
- Early Intervention and Child Development Program Outcomes at or above State requirements:
 - **100%** of children from inclusive childcare program entered regular kindergarten settings at discharge.
 - **72%** of children show greater than expected developmental progress.



Transitional Education

- Launched the Greenleaf Neurodiversity Community Center in Austin, Texas.
 - This Center will offer services to assist young people with autism transition to adulthood with a job. *Goals include:*
 - 100% employment at age 23.
 - 100% employment at age 28 with 25% higher wage than at age 23.
 - 100% achieve independent housing by age 30.

Technical Training

- 78% of students graduated from our Trade Schools (APEX, Career Design Schools) as compared to the national average of 59%.
 - Additionally, over 2,573 individuals served earned certifications in key labor sectors across our international footprint.

Higher Education

- Single Stop assisted 9,706 college students across 56 sites to meet their basic needs, helping them to stay in school.
 - A 2020 study by the RAND Corporation found that receipt of Single Stop services is associated with student success metrics such as higher GPA, increased credits attempted, and higher persistence rates which all impact long term economic well-being.

RELEVANCE – SUSTAINABILITY – IMPACT

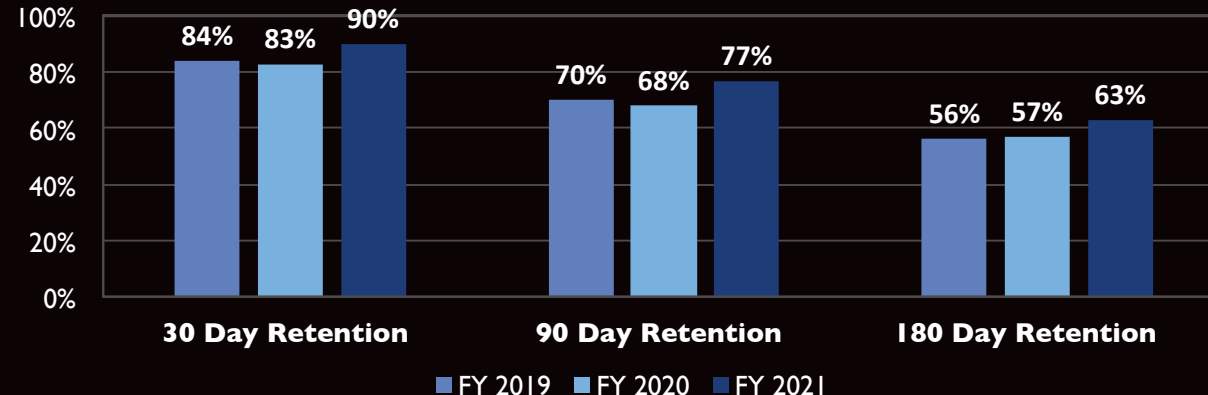
WORKFORCE DEVELOPMENT IMPACT HIGHLIGHTS

Job Placements

- **13,316** individuals placed in jobs.
 - This is compared to 8,889 job placements in FY 2020.



Three Year Trend in Job Retention



Salary

- **32%** (4,163) of new job placements earned \$17.00 or more per hour. This is a significant increase from the rate of higher wage earners last year at 18%.



ECONOMIC DEVELOPMENT IMPACT HIGHLIGHTS

- **A total of 1,580 people** employed in our commercial businesses.
- Individuals employed have a disability or significant barrier to economic well-being.
- **268 new jobs** were added in FY 2021 in Total Facilities Management – our largest commercial enterprise with an average wage of \$39,500.
- **Significant expansion into green energy is planned – generating hundreds of new jobs.**
 - Funding to reduce climate footprint will enable additional growth in this key business line.



OCCUPATIONAL HEALTH IMPACT HIGHLIGHTS

- **In FY 2021 40,845** people engaged in wellness services (behavioral and physical health care, treatment for substance use disorders) that assist individuals in obtaining and retaining employment (as compared to 48,739 in FY 2020).
- **13,758 veterans and their families** received an array of wellness services from the **Dixon Center in FY 2021**, as compared to 9,275 total in FY 2020.
- Won a \$1MM **public health** contract to educate and support people being vaccinated in NYC – enhancing people's ability to re-enter the workforce.

ADAM THOMPSON

Unfortunately, people with mental illness are still stigmatized—every single day. When a person with a mental illness feels judged they may not seek treatment, they may not participate in social activities, and sadly, they may have begun to internalize the belief that they will never improve their day-to-day life. The loneliness associated with mental illness can be nothing short of crippling.



Adam Thompson knows this. He knows the isolation that comes from having a mental illness. He knows how bad it feels when people judge him or mock him. He knows.

Seacoast Pathways—a company of The Fedcap Group—is a place where people with a mental illness come to feel safe.

Adam joined the Seacoast Pathways Clubhouse in 2018. It was the perfect fit. He had a place to go, he had friends and he did not feel “different” or judged. This was a turning point in Adam’s life. Over time Adam learned he had a gift in the kitchen—from making coffee to cooking meals, he creates wonderful culinary delights! And the joy that this brings to his friends at the Clubhouse fills his heart.

The Clubhouse offered skill building courses and helped Adam to become job-ready. Today he works part-time at Hannaford Supermarket. “I like to have my own money and pay for things I need,” he said.

Adam believes in what Seacoast Pathways offers and works hard securing donations from local businesses. Adam has emerged as a leader among his peers. His nickname is “Trusty” because he has shown strong loyalty to being a member and serving others at the Clubhouse.

DIANE COHEN

ReServe—a company of The Fedcap Group—was launched as an organization to help retired adults with skills and time, leverage their talents to help their community. These individuals are called “ReServists”.

Diane Cohen is a natural entrepreneur and helper—making her an ideal ReServist. She has tons of experience having worked for nearly 25 years in her family business, opened an employment company, and served as VP of HR for a nonprofit agency.

In 2008, after the financial crash, she decided to retire, but in her own words, “I don’t retire well.” Even though she volunteered to try to stay busy it simply was not enough. Then she heard about ReServe.

Diane began working with ReServe in March 2021 on an initiative to support the efforts of NYC Health + Hospitals to make COVID-19 vaccines more widely

available in neighborhoods throughout the 5 boroughs with the lowest vaccination rates. Initially, she ran a remote phone bank with 90 people. Additional responsibilities and projects followed. **“I loved the mission. We called people in underserved communities to help them get vaccine appointments, and canvassed neighborhoods. We partnered with churches and community groups to provide information.”**

Diane sees ReServe as an ideal option for those who seek fulfilling work in their encore careers.



I know a lot of people who had very successful careers but flounder when they retire.

It’s easy to lose focus, but the great thing about ReServe is that you can go out and meet new people while contributing to the world around you. Because of The Fedcap Group and ReServe, I sleep better at night knowing I have a purpose.”

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GROUP

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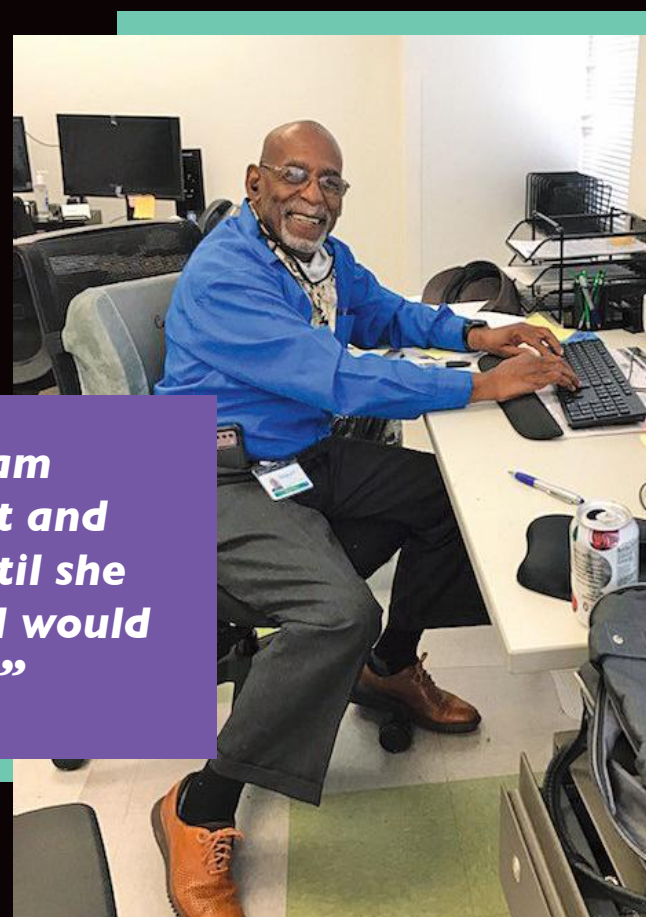
Ronald Torok

WAYNE WADLEY

Wayne Wadley grew up in Harlem in a close-knit family, but a traumatic incident at the age of 9 caused him to become, in his own words, a “very angry little guy.” He began doing things “just to prove my manhood, doing senseless things I never would have ordinarily done.” Wayne’s family life fell apart, and tragically, he would spend much of his adult life in prison. While incarcerated at Rikers Island, Wayne began to turn his life around, entering a program established by Fedcap Inc. to help individuals in prison develop the skills and acquire the education needed to succeed outside the walls. Wayne took advantage of everything the program had to offer.

After his release, Wayne had a few setbacks but with the ongoing support of Fedcap, Wayne continued to grow and evolve.

Wayne began working within Wildcat’s Neighborhood Improvement Program. Wildcat is a company of The Fedcap Group. It was a perfect fit. Not only did he learn new skills, earn a paycheck to support himself and his family, but he found a personal mission. *“Some people grow plants and have gardens. I like to say I grow people and help them become what they are supposed to be. **When people come out of prison I teach them to be patient with themselves and with others. I help them to learn how to channel their anger towards doing something better with their lives, something they can be proud of. That helps them focus and get their confidence back, and makes them realize they are worth something.**”*



I participated in the program for seven months, came out and took care of my mother until she passed away. I vowed that I would never go back to jail again.”

MUNIR CHAUDHARY

Munir Chaudhary came to the US from Pakistan in 2011 to join his father. He was excited about this new adventure, but the transition was much harder than he thought it would be.

Munir completed a two-year degree in accounting in order to enhance his employability, but still struggled to find work. But he kept at it, knowing that sooner or later things would come together.

When Munir found Fedcap Rehabilitation Services—a company of The Fedcap Group—he experienced a work environment where his *abilities*, skills and talent were in demand. And the thing about Fedcap was that they kept encouraging him to do more, to advance, to save and to really establish a plan for his future.

Today, Munir is Project Lead for the Data Entry Team on the NYC Department of Finance contract in Jamaica, Queens, where he is in charge of reporting, quality assurance, training and audits. This is a huge job with significant responsibility—and Munir was up for the task.



In his home country Munir had been a successful sought after professional, working in accounting and bookkeeping. However, in New York, as a person with a disability in a wheelchair, he faced significant barriers to employment—including stigma, inaccessible workplaces and significant transportation challenges.

Fedcap didn’t focus on my disability—they only cared about my abilities! They saw in me the strength and talent others did not. My work allows me to be self-sufficient and to support my family. I love being part of a diverse team that is making the world a better place.”

STRONG PERFORMANCE IN INTERNATIONAL CONTRACTS

STRONG IMPACT RESULTS

FEDCAP
uk

- Our UK business continues to grow. Last year our revenue grew to £23m, from the previous year's £11.8m; and by 2023 we forecast this will increase by at least another 100%.
- We are proud to be trusted partners of the Scottish government in delivering their '*dignity and respect, fairness and equality in work*' agenda – we now deliver services across the South of Scotland and as far north as Aberdeenshire.

- In England we are implementing the Department for Work and Pensions flagship 'Restart' scheme, serving those people who have become long-term unemployed.
 - We have placed 584 people in jobs and have opened 15 new offices across North West and Southern England.
- The Fedcap Group is committed to the United Kingdom and we look forward to developing our provision with our partners in both the Department of Work and Pensions, the Scottish Government and beyond.

STRONG GROWTH

FEDCAP
Canada

- Fedcap Canada was awarded a \$56MM (Canadian Dollars) annual contract to serve as the Administrative lead for the Hamilton-Niagara region of Ontario. This will grow to \$65MM in 2022.
- Network is comprised of 41 different organizations covering 1,600 kilometers.
- We are providing tailored support for people unemployed, including those with disabilities.

- **To date, we have served 15,722 people across the Hamilton-Niagara catchment area in the province of Ontario.**
 - 4,599—of those 60% were receiving social services (including behavioral or physical health services, housing, assistance in addressing food insecurity) and have gained employment—this is an increase from 29% prior to Fedcap Canada's involvement.
- We were recently asked to bid on a new contract covering all of Ontario.

GEORGIANA PANDELENA



Georgiana Pandelena's road to recovery was long and hard. She traces her struggles with drugs and alcohol to a really tough, painful childhood where she experienced violence every single day of her life. She began experimenting with marijuana at 10 years of age, and within a few years was using opioids to block out the pain. At 14, she was introduced to heroin; she remembers sniffing it off the kitchen table with her father and brothers. Georgiana was expelled from school after reaching the 9th grade. She drank and did drugs every night to the point of blacking out.

When Georgiana was 15, she became involved with an older abusive man, and stayed with him on and off for 16 years. By the time she had the courage to leave him she was 31, had a 7-year-old little boy and was pregnant with her second child. Life was challenging after leaving him—she was still using and having a very hard time making ends meet. She ended up being arrested, served 18 months in prison and lost custody of her children.

That's when Georgiana began to turn her life around. **"I decided to fight for my kids. But in order to do that I had to fight for me. I got clean and found Granite Pathways. They helped me believe I could stay sober—one day at a time. They helped me**

"I don't know what I would have done without Granite Pathways. There were times when I wanted to give up but they simply would not let me. I will forever be grateful to those incredible people who answered the phone, cried with me and were always there when I needed them... day and night."

become a better parent. I went to AA and started to take care of my body. They taught me job skills. And during a few of the really rough patches, they made sure I had enough to eat."

It is hard to imagine the kind of courage and inner strength it takes to go from prison and addiction to where Georgiana is today. She has regained full custody of her children. She has a job and is a full-time student at Granite State College. Her goal is to become a licensed drug and alcohol counselor so that she can help others as she was helped. Her journey is nothing short of awe-inspiring.

JACKSON SUTTON

"In my future, I want to be an author, illustrator, a famous visual artist, as well as animator and possibly a poet or translator," says **Jackson Sutton**, an autism self-advocate and aspiring artist in Austin, Texas. But it is hard to make the transition from high school to a career if you have a disability. The day to day supports that are needed are just not available, and young adults lose the opportunity to achieve their full potential. The only real option they have is to become part of the adult system for people with disabilities which, sadly, does not focus on career building.

The team from Easterseals Central Texas saw this gap and worked tirelessly to fill it, working with parents, government and an array of community partners until the dream became a reality. Through an **innovative partnership between Easterseals Central Texas and Austin Independent School District**, a publicly funded charter school transition program was launched. *"This is the result of a tremendous amount of work and support from every facet of our community,"* said Tod Marvin, President, Easterseals Texas.

Housed in the Greenleaf Neurodiversity Community Center, the program serves young adults ages 18-22 who "need a longer runway before launching into their next phase of life," said Randi Shade, Greenleaf NCC Co-Chair.

"We see Greenleaf as a launching pad to a new future for students like Jackson where traditional transition programs are not the right match."

"I worried about what would happen to Jackson after high school. There is no real help in his transition to adulthood. He is so gifted artistically, yet needs support and I did not know how to help him."

— Rene Craft, Jackson's Mother



LEADERSHIP OF THE FEDCAP GROUP

Executive Leadership



Christine McMahon
President and CEO



Carol Khoury
Chief Financial Officer



Lorrie Lutz
Chief Strategy Officer



Tammy Mickelson
Chief Information Officer

Senior Leaders



Kenneth Brezenoff
Corporate Counsel



Lyell Ritchie
Sr. VP of Business Development



Monica Ciolfi
VP, Policy and Advocacy



Chris Stafford
VP, Administrative Services



Aisha Lucas
Director, Employee Health and Well-Being



George Bayiokos
Controller



Rich Matist
VP, Information Technology



Lori Norris
Sr. Director, Employee Engagement, Training and Professional Development

Company Executives



Andrew Rasiej
Executive Director
Civic Hall



Ann Strachan
Executive Director
Seacoast Pathways



April Pinch Keeler
President
MVLE



Brian Bell
Chief Executive
Fedcap UK



Craig Stenning
Executive Director
Community Work Services



Colonel David W. Sutherland
U.S. Army (Retired)



Ed Bolognini
Executive Director
ReServe and Wildcat



Grant Collins
President
Fedcap Inc. and
Fedcap Canada



Mary Moran
Executive Director
ESNY and ESRI



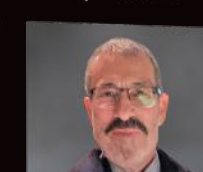
Martin Hanna
President,
Single Stop



Patricia Reed
Executive Director
Granite Pathways



Steve Coons
President
Fedcap Rehabilitation Services, Inc.



Steve Markowitz
President
Apex Technical School



Tod Marvin
President
Easterseals Texas

INVESTMENT IN TECHNOLOGY TO ADVANCE PUBLIC GOOD

- Achieved ISO/IEC 27001 certification in Information Security Management Systems from the prestigious British Standards Institution (BSI) for our proprietary software products, Single Stop™ and FedcapCARES™
- Successfully launched FedcapCARES™ Client Portal, providing program participants with a suite of tools to engage with program staff, search for new employment, or upload requested documentation and more.
- Successfully launched our FedcapCARES™ Case Management System globally in Canada and the United Kingdom, featuring heavy data integration with our government funder systems.

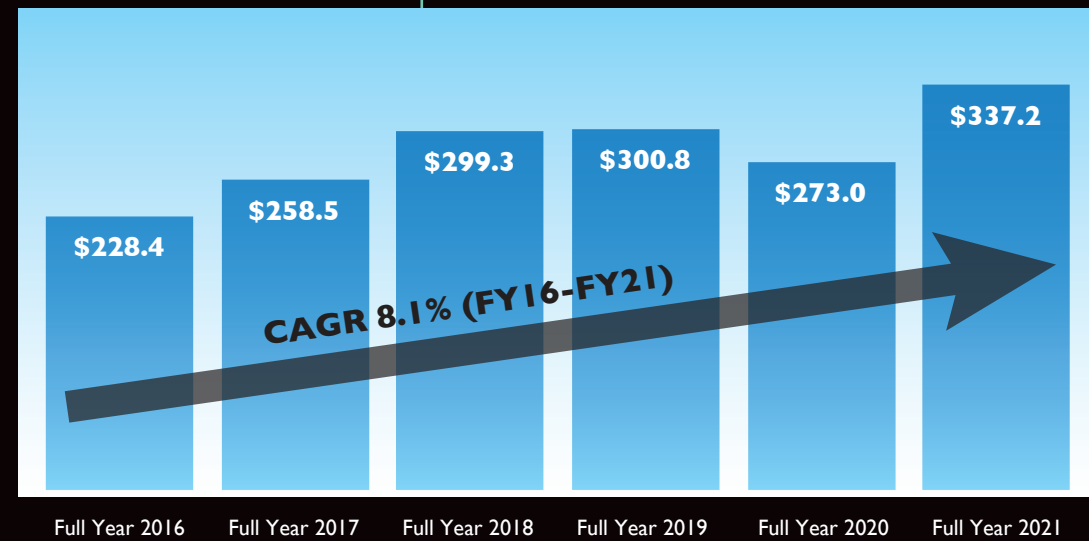


Single Stop™

- Since 2017, The Fedcap Group has **invested \$2.4MM** to upgrade the Single Stop technology, increase its functionality, expand eligibility determination for a growing number of government programs
- **Next Generation**
 - Available via an “app” to individuals across the country—supported by a live help desk team that answers questions and helps people complete applications.
 - We envision kiosks in grocery stores, drug stores, college cafeterias, guidance counselor offices, large retail centers and more.
- **Since launched in 2007, over 2.1 million households have been served and families have drawn down over \$6.79 billion in critically needed resources.**
- In 2021, Single Stop served **24,231** people and drew down **\$69,852MM** in critically needed resources.

CORE FINANCIAL HEALTH

**Full Year Revenue Growth:
2016-2021 (in Millions)**



GROWTH AND EXPANSION

- The Fedcap Group has achieved a 5-year compound annual growth rate of 8.1% from 2016 - 2021.
- Increased revenue in FY21 reflects The Fedcap Group's UK contract win, ramp up of Canada operations and a full-year of Apex Technical School operations (vs. 1 month in FY20).
- FY25 revenue goal is \$470MM. Reflects 8.7% growth from FY21.

BALANCE SHEET HIGHLIGHTS

(\$MM)	Full Year 2017	Full Year 2018	Full Year 2019	Full Year 2020	Full Year 2021
Cash and Investments	\$29.1	\$29.0	\$18.5	\$34.2	\$49.3
Total Assets	\$155.6	\$172.0	\$178.8	\$192.0	\$210.5
Long-Term Debt*	\$64.0	\$73.3	\$93.0	\$93.5	\$109.8*
Net Assets	\$35.6	\$37.0	\$37.6	\$38.1	\$43.0

*Includes capital lease obligation for 210 East 43rd Street of \$35.8MM and PPP loan of \$10MM (expected to be forgiven in FY2022).

NOTE: 2020 credit lines totaling \$28.0MM available for working capital needs, were refinanced in FY2021 and increased to \$42.5MM.

CORE FINANCIAL HEALTH

KEY FINANCIAL RATIOS

Income Statement

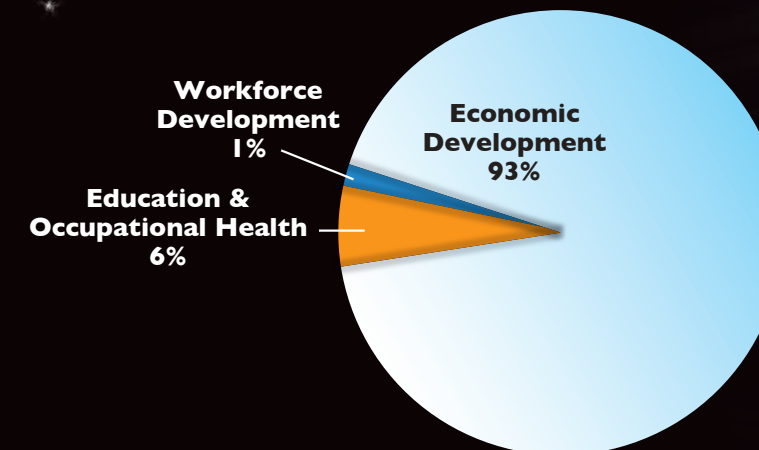
Operating Margin: 1.47%
Personnel Cost Ratio: 52%
Program Expense Ratio: 88%

Balance Sheet

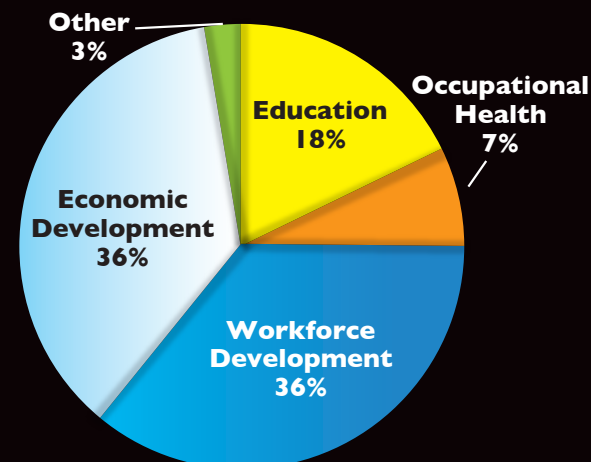
Debt Coverage Ratio: 2.15
Current Ratio: 2.05
Average DSOs: 69 Days

REVENUE DIVERSIFICATION

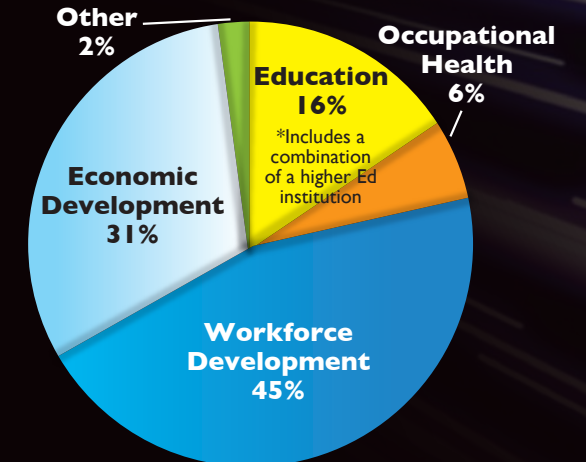
FY2010 - \$74 Million



FY2021 - \$337 Million



FY2022 - \$380 Million



THANK YOU TO OUR INVESTORS

\$250,000 and above

Georgiana Goddard
Eaton Memorial Fund

\$100,000 and above

Carolyn and Herbert
Metzger Foundation

Easterseals, Inc

Eugene and Ruth
Freedman Family
Foundation

John Coonradt and
Holly E. Metzger

\$50,000 and above

Bullhorn, Inc.

David and Elizabeth
Landau

David and Shantel
Ferdman

Empire BlueCross
BlueShield

Estate of Raymond
Melnick

Guy and Anne Shafer

Linda & John
Anderson Charitable
Foundation

Marc Cooper

Mark O'Donoghue
and Carol Kellermann

Mutual of America
Life Insurance
Company

Savills

USI Insurance
Services LLC

\$25,000 and above

Cross Management
David and Elizabeth
Landau

Gene and Kim
Waddy/Alpha
Business Solutions
Jacqueline Ellis /
B.E.V. Memorial Fund

John Greed

Michael Weinstein
and Fran Schwartz

Ocean Janitorial
Supply, Inc.

S. Katzman Produce

\$15,000 and above

AB Facility
Services LLC

Cardinal Financial
Company,
*Limited Partnership -
Cedar Hill*

Huron Consulting
Group, Inc.

Irwin Siegel Agency

John and Sue Hadley

Kenneth and Kim
Raisler

Laurence and Susan
Ach

Lynn Morgen and
Michael Friedman/
Advisory Partners
Group LLC.

Peter and Dorothy
Samuels

The Claire
Friedlander Family
Foundation
Tofie and Margaret
Owen

\$10,000 and above

Boston
Redevelopment
Authority

Brian and Laura Hull
Christine McMahon

CoWorx Staffing
Services LLC

Cross Management
CVS Health

Daycon Products
Company Inc.

Grant Collins

Geoffrey and Martha
Clark

James and Petey
Parker-Fite

John and Maurine
Cox Foundation

LDI Color ToolBox

Mariette Pathy Allen

Martha Sproule

Robert and Cindy
McCann

The Allan Shedlin
Foundation, Inc.

The Blackstone Group

The Marc Haas
Foundation

Masterpiece
Companies

UHY, LLP

Xerox

\$5,000 and above

ActivePipe
BNSF Railway
Foundation

Carol Khoury
Century 21
Real Estate LLC

Cleaning Systems
Colleen and J. Scott
Carpenter

Cushman &
Wakefield, Inc.

Eric and Rachel Fite

Epstein Becker
& Green

Imperial Dade Bag
& Paper Co., LLC

Jan and Doug Miller

Jane Ryan, *JE Ryan &
Associates, Inc.*

Jessica Aluko

Jill Clifton

Joseph and Sue Vasil

Kristin Maybin

Lorrie Lutz and
Steve Warshaw

Marguerite Casey
Foundation

Michael and Deborah
Mullen

Mike Bronson and
Katrina Holden
Bronson

Mitchell Engineering

Nancy Settergren
Ramondos
and Avgoustis
Ramondos

Paul and Amy Bischler

Paul and Liane
Davis

Peter and Beverly
Panken

PROCO Roofing

Putnam L. Crafts

Retail Project
Management
of NY, Inc.

Richard Tamaro/
CASO

Rifkind Family
Foundation

Salesforce

SAS Maintenance
Services

State Street
Corporation,
*State Street Global
Markets, LLC*

Taber and Anne
Marie Hinkle

Tammy Mickelson

Techsource Tools,
Inc

Texas Security Bank

The Fabulous Find

The Schleyer
Foundation

The Texas Wranglers

Tuner and Roslyn
Gauntt

Wayne Safro

William and Patricia
Carroll

William Steddum
and Ann Weaver

WNPC Foundation

\$2,500 and above

ADI Construction

Aisha Lucas

Amanda Coates

April L. Pinch-Keeler
and Gary Keeler

Bill A. Perriello

Blake Herren

Brad and Erin Horak

Cami A. Misch

Century 21 Judge Fite
Company - Dallas Office

COL David and Bonnie
Sutherland

COL Samuel and Sallie
Whitehurst

Danie Jacuzz

David & Colleen
Anderson Charitable
Foundation

David Laks

Deborah Rogers

Denise Shade

DFW Waste Oil
Services

Elizabeth and Eugene
Hall

Garrett and Suzanne
Quinn

Horace Galnes

James Rowe

Jeffrey R. Anderson
Charitable Foundation

Jeremy Beeson

Jesse Rittenhouse

Katrina Holden Bronson
and Mike Judge

Kris Johnson

Kristin L. Anderson
Charitable Foundation

Linda Sparks

Lyell and Sara Ritchie

Matthew Renner

Melissa Sanches

Michael E. Smith

Morgan and Tara
Rutman

Nancy Neal

Neal Ouellett and
Darlene Furbush
Ouellett

Rhonda Yeatts

Richard and Susan
Kremel

Ronald Torok

Safeguard Maintenance
Corporation

Sandra Atlas Bass

Scotty Lovett

Steven and Laura Coons

Taylor Davis

Teamsters Veteran
*Caucus of Connecticut
Chapter 1*

Teresa G. Edwards

The Sarah Padgett Team

Thomas G. Gallagher

Three Sisters
Foundation

Tracy E. Anderson
Charitable Foundation

\$1,000 and above

Albert and Elizabeth
Cornelio

Andrew Buckner

Apple Matching Gifts
Program

Arnold Foundation

Ashley Conlon

Audrey Brumback

Barbara Ratliff

Bare Essentials

Betty F. DeVinney

Bill M. Ellsberry

Brandt Emory

Brent R. Baker

Brian Whitaker

Bruce and Susan
Peden

Campolo, Middleton
& McCormick, LLP

Catherine Pennington

Century 21 Judge
Fite Company - Fort
Worth Office

Chris Stafford

Cigna Health and Life
Insurance Company

Claudia and Ted
Weissberg

CMM Coverage
Services, LLC

Col Duncan and
Therese Milne

Craig and Sharon
Musselman

Investors continued on next page

Craig Stenning and Jane Morgan
David and Catherine McLaughlin-Hills
David and Holly Schneider
David and Sonja Baehren
Dell Technologies
Donald and Anna Allard
Donald Frew
Donald Teis
Donna Keefe
Donna Quinn
Doris and Louis Lombardi
Edward Bolognini
Edward Pauly
Elizabeth Fine
Frances Cruz
Frances Qwens
Garibaldi Lodge No. 524 F. & A.M.
Gary and Lauren Anzelone
Geoffrey Class
George Bayiokos
Guillermo A. Ulke
Imperial Dade Bag & Paper Co., LLC
Jack Cage
Jacob Benson
James and Lorraine Williams
James and Margaret Goodnight
James E. Jackson
James Hausmann
James Poss
Jay and Janie Fenton

Jay and Jeri Eisenberg
Jay Martin
Jeff Whittle
Jeffrey Kimmel
Jennifer Grimes
Jennifer Vento
Joanna Schaffer
Joe and Sherry Livingston
John and Skye Maher
John and Virginia Dover
John Esch
Joseph A. Salgado
Joyce Lindler
Juan Martinez
Katharine Rayner
Katherine Harris Thut
Kenan Aden
Kenneth S. Brezenoff
LaShanna Nimpfer
Lauren Smith
Law Offices of James F. Andrews, PC
Lester F. Morse & Beatrice R. Morse Memorial Fund
Life Brokerage LLC
Lori Norris
Lowen Corporation
Lynn Boynton
Marie Manning and Sean Rohe
Mark and Denise Girolamo
Mark Sanders
Marsha and Howard Rolston
Martin Hanna
Mary Moran
Mehmet Sengulen

Melbourne Boynton
Michael Killmer
Michael Litzner
Michael Riley
Michelle Borg
Monica Ciolfi
Mt. Vernon Columbus Club, Inc.
Neighborhood Health Plan of Rhode Island
New York State Industries for the Disabled, Inc.
Nick Termini
Paige Sweyer
Parish Mitchell Cropp
Parthenia and George LaGassa
Patricia M. Reed
Paul and Liane Davis
Pfizer
Piscataqua Savings Bank
Point Man Project Foundation
Porter & Curtis
Poston Gardens Foundation
Ralph Maccarino
Randi Shade and Kayla Shell
Rebecca and Jon Hockenyos
Reina Barcan
Richard D. Roberson
Rick Freedman
Rich Matist
Risa Heller
Robert and Brianna Clee

Robert Nilson
Roberta and Jack Williamson
Robin MacIlroy
Ronnie and Penny Warren
Rosamond and Alden Gifford
Rottenberg Lipman Rich, P.C.
Rusty Hall
Sara Treacy and Joseph Hill
Sarah Harris
Serena Powell
Shawn McCurley
Stephen and Deborah Eastman
Steve Markowitz
Steven Kester
Steven Zarnfaller
Teamsters Local Union No. 743
Texas Mutual Insurance Company
Thomas and Wendy Naratil
Tod Marvin
Toledo Orthopaedic Surgeons
Tom Hogan
Tracy Hutton
Unispace
Vivian Vance
W. James Murdaugh, Jr, Esq
Wade Bernal
William and Wendy Hurley
William Ferguson
William Meredith
William Watson

The Fedcap Group is
committed to creating
opportunities for people
with barriers to
economic well-being.

THE FEDCAP GROUP

COMPANIES OF THE FEDCAP GROUP

