Dreams Grow Here

Aspiritech at 10: Celebrating the First Decade

Annual Report
Fiscal Year 2018
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>LETTER FROM LEADERSHIP</td>
<td>3</td>
</tr>
<tr>
<td>MISSION</td>
<td>5</td>
</tr>
<tr>
<td>HISTORY</td>
<td>6</td>
</tr>
<tr>
<td>2018 HIGHLIGHTS: EVENTS AND MILESTONES</td>
<td>10</td>
</tr>
<tr>
<td>2018 HIGHLIGHTS: SUPPORT SERVICES</td>
<td>14</td>
</tr>
<tr>
<td>• STEPPING UP &amp; OUT</td>
<td></td>
</tr>
<tr>
<td>• ACE FUND</td>
<td></td>
</tr>
<tr>
<td>OUR CLIENTS</td>
<td>17</td>
</tr>
<tr>
<td>2018 FINANCIAL STATEMENT</td>
<td>18</td>
</tr>
<tr>
<td>OUR SUPPORTERS</td>
<td>19</td>
</tr>
<tr>
<td>BOARD OF DIRECTORS, MANAGEMENT TEAM, ADVISORY BOARD</td>
<td>24</td>
</tr>
</tbody>
</table>
“Stretch yourself to meet goals and become successful. If you don’t stretch, you don’t develop.”

–Renowned author and autism expert Dr. Temple Grandin at an Aspiritech event in June 2018
Dear Friends,

It’s a tremendous honor to present Aspiritech’s 2018 Annual Report, “Aspiritech at 10: Celebrating the First Decade.” In these pages, you’ll see how and why Dreams Grow Here. Our 10th anniversary year was a perfect time to reflect on the many dreams that have come to fruition since our founding in 2008.

Some of these dreams seemed unattainable back then—how fortunate we have been to witness their realization! During the past 10 years, we have seen a vast increase in media coverage of topics related to neurodiversity, especially around the issue of employment. The national conversation on autism has shifted from a focus on children and finding a “cure” to a greater spotlight on adults living with autism spectrum disorder. That change has also led to a growing awareness among the general population of the unique strengths of those on the spectrum.

These conversations go beyond the national level. We are pleased to be a founding member of Neurowrx, a global alliance of corporations, nonprofit organizations, and individuals working together to foster and inspire employment for people with autism spectrum disorder in the STEM (science, technology, engineering, and math) industries.

One of the best parts of the past 10 years has been seeing our employees realize their dreams. We have been deeply grateful to be part of their personal and professional growth. Our employees have achieved industry certifications, become management-level leaders, and excelled as team members while delivering world-class software testing and QA services to our clients. They have eagerly assisted with onboarding new employees, provided and received job coaching, and have helped us to screen potential applicants.

Our employees have also grown tremendously in their personal lives. We have celebrated many firsts: obtaining a driver’s license, moving into an apartment to live independently, taking public transportation to and from work each day. Thanks in part to Stepping Up & Out, our social program open to employees and the community, friendships have been established over game nights, movie outings, and group meals.

And when our team needs a boost, we are here with the ACE FUND, a new initiative that furthers our mission of empowering and assisting autistic adults (see page 16). Employees can apply for financial support as needed for emergency housing, medical bills, medication, and so on.

The employment prospects for adults with autism are brighter than they were 10 years ago, but we still have a long way to go. Rest assured that we will continue to dream big for the next decade and beyond. Thank you for helping us make dreams come true!

Sharon Bielski
Chair, Board of Directors

Brenda Weitzberg
Executive Director
“I think Aspiritech is very special. It enhances workforce development, helps adults on the spectrum, and supports the Chicago economy. If that isn’t a home run, I don’t know what is.”

–Fay Hartog-Levin, Trustee of The Harry and Jeanette Weinberg Foundation, Former U.S. Ambassador to the Netherlands, at the Aspiritech Chicago office dedication in April 2018
Aspiritech empowers individuals on the autism spectrum to fulfill their potential through meaningful employment combined with social opportunity.

Our employees possess unique talents that are highly sought after by companies in need of quality assurance (QA) services. Talents such as intense focus, attention to detail, strong visual processing abilities, superlative technical expertise, and lack of boredom with repetitive tasks give our employees an edge.

These strengths, which are often characteristic of autistic adults, make Aspiritech employees ideally suited for QA projects. Whether it's regression testing, data migration, test design, compatibility testing, design consistency, or other QA services, our employees always deliver.

Aspiritech is also a “home away from home” for many of our employees. They tell us, time and time again, that Aspiritech is unlike any other employer. “I can be myself here” is a common refrain. “This is the first time I’ve made friends at work” is another. Aspiritech is a place where social quirks are embraced. It’s a place where independence flourishes, self-esteem grows, and challenges are overcome.

Through programs such as Stepping Up & Out, the Women’s Empowerment Group, and the ACE FUND, Aspiritech provides social, emotional, and professional support to ensure our neurodiverse employees succeed inside and outside the workplace (see page 15).
Aspiritech’s founders, Brenda and Moshe Weitzberg, decide to start a business that would provide gainful employment for adults with autism. They are inspired by their son, a university graduate with Asperger’s syndrome who struggled to find job opportunities that were commensurate with his skills and education.

With assistance from Northwestern University’s Kellogg School of Management, Aspiritech develops its initial business model. The goal is to provide autistic adults with employment in software testing. In December, Aspiritech incorporates as a 501(c)(3) nonprofit.

Aspiritech develops a hands-on software testing training program and launches a pilot project to validate its effectiveness.

An initial team of Test Engineers provides QA services to a range of clients across various industries.

The team works out of Aspiritech’s first office in Highland Park, Illinois.
**HISTORY**

**10 YEARS OF ASPIRITECH**

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<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>More employees come onboard as new clients contract with Aspiritech and new services are offered. Some of these clients use Aspiritech for their entire suite of QA needs. The team moves into a larger office to accommodate its growing staff. A grant from Autism Speaks facilitates the hiring of Aspiritech’s first Autism Specialist.</td>
<td>Satisfied clients become repeat clients as Aspiritech continues to expand into different industries. With support from The Coleman Foundation, Aspiritech is able to hire a Business Development Director. The Stepping Up &amp; Out program launches, thanks to support from the Grandy Foundation.</td>
<td>Year six brings continued success and personal growth for many employees. “At Aspiritech, I have been able to work in an environment where I feel included, capable, and successful,” one employee says. “No more eating lunch alone and feeling judged by coworkers at a job where I can’t get help when I need it.”</td>
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</tbody>
</table>
HISTORY
10 YEARS OF ASPIRITECH

2014
Aspiritech doubles its client revenue over the prior year.

For the first time ever, revenue from software testing services exceeds philanthropic support.

In April, the team moves to a larger office in Highwood, Illinois.

2015
Client revenue surpasses half a million dollars as employees offer additional QA services to clients.

New employees include Brenda Weitzberg as the first full-time Executive Director and a second full-time Autism Specialist.

A two-year grant from The Coleman Foundation allows Aspiritech to think big in terms of infrastructure growth. First step: Moving into an even larger and better-designed office.

2016
With support from The Coleman Foundation grant, Aspiritech brings on a Senior QA Director to help oversee project work.

As client revenue reaches $1.2 million, pay for employees on the spectrum doubles compared to the prior year.
A total of 85 individuals are employed by Aspiritech, including 75 neurodiverse staff members.

Four new QA Leads come on board to share their expertise.

Aspiritech’s Board of Directors, with assistance from staff, develops “Aspiritech: Scaling New Heights of Growth and Success, 2018–2020,” a three-year strategic plan. Client revenue nearly doubles over 2016, reaching $2.2 million.

We had an incredible year! Turn the page for 2018 highlights.
2018 HIGHLIGHTS
EVENTS AND MILESTONES

In our 10th year, we expanded our footprint. We introduced new programs. We celebrated our achievements.

And, of course, we dreamed bigger. This year truly set the foundation for the next chapter in Aspiritech’s history.

JANUARY
With support from the Grandy Foundation, Aspiritech added 4,500 square feet of space in Highland Park. The second floor office provides much-needed space for our growing team and creates a dedicated area for Stepping Up & Out programming.

APRIL
We ushered in spring with a brand-new satellite location in Chicago. Our Class A downtown office has allowed us to expand our services to clients who require a highly secure location. Located near the financial hub of the city, the new location has already attracted clients who previously would not have been able to use our services. The 5,500-square-foot office was made possible thanks to the generosity of the Harry and Jeanette Weinberg Foundation and The Coleman Foundation.

JUNE
Aspiritech was thrilled to welcome Dr. Temple Grandin for a brunch, presentation, book signing, and office visit. Dr. Grandin, a professor of animal science at Colorado State, is a renowned author and speaker on autism. Nearly 200 people joined us for her presentation, “Developing Individuals Who Have Different Kinds of Minds.” With great humor, enthusiasm, and honesty, Dr. Grandin shared personal stories about work, family, and the challenges of being on the spectrum.
SEPTEMBER
A group of 35 employees from Astellas Pharma US, one of Aspiritech's clients, volunteered in our Highland Park offices as part of the company’s annual Changing Tomorrow Day in partnership with Chicago Cares. The Astellas employees had a hands-on day of service as they painted the first floor of the office, painted the Aspiritech logo on canvas, and made pillows and blankets for the break rooms.

OCTOBER
On October 14, friends of Aspiritech gathered for an emotional dedication. The company’s three sensory break rooms (two in Highland Park, one in Chicago) were all renamed Constance’s Corner in memory of Constance (Jervis) Mar-Yohana, the late daughter of Aspiritech board members Rachelle Jervis and Marc Mar-Yohana. As sunlight poured through the windows, guests remembered Constance’s joyful spirit, boundless energy, and persistence in overcoming challenges.

On October 21, nearly 300 guests came together for A Spirited Celebration, Aspiritech’s 10th anniversary gala. The event, held at Carnivale, honored outgoing board chair Beverly Shapiro for her decade of service to Aspiritech, while Teri and Dennis Dudasik received the Spirit of Giving Award. The gala was the highest-grossing event in Aspiritech's history.

Also in October, a group of leads and managers visited the headquarters of Bose, one of our clients, outside Boston. The team spent two days working directly with the Bose engineering staff. While Aspiritech collaborates closely with Bose, it’s rare that the two companies have the chance to interact in person instead of remotely. The team left Bose with a new project in the Bose product line.
2018 HIGHLIGHTS
EVENTS AND MILESTONES

YEAR-ROUND

- We implemented the first year of our three-year strategic plan, “Scaling New Heights of Growth and Success.”

- We now use an online performance feedback tool to conduct formal performance reviews and provide constructive feedback for our employees.

- As a founding member of Neurowrx, an international alliance that promotes STEM employment for individuals on the autism spectrum, we assisted with the development of a new website and shared insights during monthly meetings.

- At year’s end, Aspiritech had exceeded budgeted revenue by 123 percent.

GROWTH: STAFF
In 2018, Aspiritech trained 45 autistic adults and hired 28 of these individuals. A total of 33 new staff members came on board in 2018.

Aspiritech concluded the year with 92 neurodiverse staff members out of 107 total employees. Another five autistic adults were in the process of completing on-the-job training as the year came to a close. Additionally, throughout 2018, dozens of adults on the autism spectrum participated in Aspiritech’s social programs, such as Stepping Up & Out.
“What I like about Stepping Up & Out is the variety of different activities that are offered. Whether we’re hanging out, playing games, or going out to a concert, it’s a fun way to get to know coworkers better and feel like part of a community.”

–Ian, Senior QA Analyst since 2016
In 2018, Aspiritech strengthened and added support services in a range of areas. From social outings to leadership training and a new emergency fund, these programs help our employees (and, in some cases, members of the general public) to thrive.

Our support staff includes a social worker, an autism specialist, a counselor, and two job coaches.

NEW IN 2018

1. The Women’s Empowerment Group welcomes women and employees that identify as women to a weekly meeting. It’s a safe place to discuss issues, share stories, and connect.

2. Leadership trainings for the QA Leads provide insight into best practices on managing a team.

3. Daily stretch/exercise breaks, initiated by staff, offer an opportunity to step away from computers and recharge.

4. Staff holds regular strategy meetings to make sure we are meeting the diverse needs of our neurodivergent team.
Many adults on the autism spectrum find social interactions particularly challenging. Since 2012, the Stepping Up & Out (SUO) program has offered a comfortable space for participants to interact with other autistic adults. Through workshops, team building, and fun activities (such as game nights, arts and crafts, and group meals), SUO helps reduce social isolation and improve participants’ social skills.

SUO is open to neurodiverse individuals ages 18 and up, including those who are not employed by Aspiritech. In 2018, more than 40 participants regularly joined in for weekly SUO activities:

- Mondays: Coding Club (explore coding languages and web design) and Art Club
- Thursdays: Game Day (play board games, video games, and card games)
- Saturdays and Sundays: Outings and Activities (basketball, improv, movies, mini golf, etc.)
- New in 2018: SUO Lunches, SUO City Group on Saturdays (for the Chicago office employees and other city-dwellers)
In 2018, Aspiritech introduced the ACE FUND. This initiative is a restricted fund that employees can access through an application process when facing an emergency or stressful situation. The goal of the ACE FUND is to assist, change, and empower staff:

**ASSIST** with transportation, housing, or short-term unexpected medical, family, and other emergency expenses

**CHANGE** the quality of life by funding programs or services incorporating fitness, health and wellness, and independent living

**EMPOWER** through funding continuing education opportunities, advocacy programs, and navigation of resources and benefits

Funded through the generous contributions of community members, the ACE FUND has already made an impact on Aspiritech employees. A five-person independent committee composed of two Aspiritech board members and three community members anonymously reviews each application.

In 2018, the committee distributed more than $7,500 in emergency grants. Employees used these to prevent homelessness, pay off debts, and obtain therapy, among other pressing needs.
Aspiritech takes great pride in providing tremendous service for our clients. In the past three years, we’ve grown our client portfolio by 50 percent, and our commitment to efficient, quality testing has never wavered. This snapshot gives you a sneak peek of our clients and projects in 2018.

**TOP INDUSTRIES SERVED**
- Banking
- Consumer goods/pharmaceuticals
- Real estate

**TOP THREE QA SERVICES PROVIDED**
- Functional UA testing, both manual and automated
- Website functional testing
- Hardware/software diagnostic testing

**NEW FORTUNE 500 CLIENTS IN 2018**
- JPMorgan Chase & Co.
- Johnson & Johnson

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**Sample Client Projects**

**Problem:** A worldwide leader in property management services needed to move thousands of electronic documents from a soon-to-be-retired platform to a new one.
**Solution:** We ensured that all documents migrated to the new system without error, allowing historical information to remain intact.

**Problem:** A client in insurance services needed to adapt to the mobile age as an increasing number of users turned to phones and tablets instead of laptops.
**Solution:** We helped our client comprehensively test a new mobile platform.

**Problem:** A leading provider of carpet, flooring, and window treatments was transitioning from a traditional call center model to an e-commerce approach.
**Solution:** We assisted with a successful website rebuild and launch.
2018 FINANCIAL STATEMENT

2018 REVENUE $4,466,595
- Individuals $171,088
- Foundations $174,100
- Businesses $71,309
- Released from Restricted $222,768
- Software Testing Revenue $3,825,162
- Other $2,168

2018 EXPENSES $4,244,860
- Program Costs* $4,031,251
- Fundraising $48,017
- Management/General Costs $165,592

* Includes compensation of $2,111,518 for staff with autism plus ASD programming of $68,084

2018 SURPLUS $221,735
Our supporters make a major impact with each and every gift. While revenue earned from Aspiritech’s software testing and other QA services fully covers the costs of running the business, philanthropy supports our social-emotional programs, initiatives, and staff.

The generosity of Aspiritech’s donors funds our team of social workers, counselors, autism specialists, trainers, and job coaches; creates social opportunities through the Stepping Up & Out program, which is open to staff and other community members with autism; and provides grants to employees in need through the ACE FUND.

Aspiritech extends its heartfelt thanks to the following donors who graciously supported us in 2018.

**$75,000**
Anonymous Foundation

**$65,000**
Grandy Foundation

**$30,000**
Fred J. Brunner Foundation
Healthcare Foundation of Highland Park

**$25,000**
The Coleman Foundation

**$10,000-$20,000**
Anonymous
Alvin H. Baum Family Fund
Helen Brach Foundation
Arthur O. Kane Charitable Fund, in honor of Beverly Shapiro
Bruce and Kristin Koepfgen
William McIntosh, in support of Condre and Aspiritech

**$5,000-$9,999**
Thomas J. and Anita P. Croghan
Michele and Don Cronin
Finnegan Family Foundation
Christopher and Cynthia Galvin
Dan and Connie Mayo
Modestus Bauer Foundation
Sweeney Family Foundation
Underwriter’s Laboratory

Nathan and Esther K. Wagner Foundation
Linda Joyce Murakishi Whitted

**$1,000-$4,999**
Anonymous
Astellas Foundation
Debra Beck
Bruce Belrose and Ester Stein
Berger Family/Securitech Inc.
Alan Berkowitz and Andrea Mann
Dr. Robert and Mrs. Sharon Bielski
Carolyn and Ray Burton
Brad and Jakee Cohen
Cowie Family Fund, in honor of Condre Koepfgen
CME Group Community Foundation
Lisa Davidson
Laleen and John Doerrer
John Edinger and Maria Niedos
Cheryl Ennest
Matthew Epstein Trust
Nora Epstein Trust Charitable Fund
Jay and Alicia Farrell
Jill and Brad Gordon, in honor of Alan Berkowitz
Janus Henderson Investors
Ida Kersz, in honor of my grandsons Daniel and Jonathan Belrose

Walter S. Mander Foundation
Marc Mar-Yohana and Rachelle Jervis
MB Financial Bank
Walter T. and Diann S. Markovic
Drs. Todd and Lori Newberger
Katherine and Claude Nielsen
The Roslyn and Joseph Perlman Foundation
David Rappaport and Karen Strey
Rappaport Reiche Capital Management
Relative Value Partners
Salesforce
Joyce and Jonathan Sapir
Mickie Lee Shapiro, in honor of Beverly Shapiro
Myron and Beverly Shapiro
Steinback Trust, in honor of Beverly Shapiro
Fernando Torre
Trillium Foundation
Susan Wagner
Douglas Walker, in honor of Jay Farrell
James and Minerva Weiss Foundation
Brenda and Moshe Weitzberg, PhD
Donald Zabelin and Barbara Sered-Zabelin
Drs. Hong Zhang-Sun and Xian-He Sun
Yun and Ping He Zhang
$500-$999
100 Women Who Care
Abbott Labs Matching Fund
Susan and Bill Abrams
Action Electric Sales, Inc.
Faiza Alam
Mary Jeanne and Mark Barberis
Gray and Wendy Benoist, in honor of Brenda and Moshe Weitzberg for inspiring MindSpark
Michael and Nina Blechman
Marilee and Matthew Cole
Tori and Dennis Dudasik
Richard and Sarita Dynda
AJ Feldman Financial LLC
Dr. Michael and Lisa Foreman
Yuji and Rika Fukunaga
Bill and Melinda Gates Foundation
Gould and Ratner LLP
Merrill and Bernette Hoyt
Lindy Hudson
Dariusz Koryzna
Erin Lehman
Bill Leiner
Jerrold and Karen Levy
Rinna and Eric Maletsky
Mediapros Inc., Lisa Foster
Ronald and Patricia Miller, in honor of Beverly Shapiro
Andy and Nancy Mills
Clint Pross and Amy Ecker
Ben Prozinski
Nancy Ritter
Mitchell and Barbara Serota
Kimberly Lee Stolze
Barbara Sweeney
Donald and Carmela Tozzo
Dr. Gene and Mrs. Sharyn Weiss
Anonymous, in honor of Beverly Shapiro
Bryan and Sarah Apple
Rani Averick
Mary Bauling
Adam Beberdick
Steffi Becker
Bruce and Natalie Belrose
Celia Berdes
Leon and Marcia Bernstein
Barbara and Marc Berman
Michael and Rebecca Bier
Victorita Bittar
Bindy Bitterman
Ruth Bittner and Paul Helman
Linda Block
Barbara and Ronald Blumenthal
Linda and Robert Braun
Andrea Brown and Eric Weinheimer
Sharon Bresnahan, in honor of the Doerrers
Sue and Nick Bridge
Ron Brix
Ann Brodette
Mary Beth and Tom Brown
Pete and Joanne Buchhop
Debbie Buckley
Jim Budish
Jordan Burstine
Agnes Byrne
Claudia and Dr. Duke Cameron
Barbara and David Campbell, in honor of Will Reisig
Chad Carlson
Joseph Carney, in honor of the Doerrers
Emily and Robert Carroll
Nadine Chapman
Richard and Laura Clark
Steven and Laura Cooley
Alix Corboy
Rebecca Cullen
Gloria and Mark Davidson
Betty Dayron, in honor of Beverly Shapiro
Marianna DiFrisko
Joann Dineen
Dr. Ira and Amy Dolnick
Brindha Dyer
Christopher Dunn
Daniel and Marie Educate/Educate Success Insurance
Charlotte Edwards
Richard and Victoria Elliott
Aybars and Tracy Emsun
John Epler
Matthew Epstein
Casey Farrell
Dan Farrell
Mike Farrell
Kurt A. and Marguerite Feichtmeir
Dorothy Fiedler
Karl B. and Deborah Fields
Erik and Margaret Ford
Deborah Franczek, in honor of the Doerrers
Janet and Merrill Freed
Bonny and Harvey Gaffen
Audrey Gale, in honor of the Doerrers
Rita and Charlie Gardner
Jennifer Gentile
Jeremy Gibson
Janice Gilligan
Bud Glick
Bonny and Richard Goldin, in memory of Edgar Harland
Leila J. Goldin
Susan Goldman and James Pellegrino
Gail and Donald Goldstein, in honor of Beverly Shapiro
Laurie Goldstein
Timothy Gonzalez-Smith
Karen Grane
Louis and Suzanne Greenwald
William Griffin, in honor of the Doerrers
Carolyn Grisko, in honor of the Doerrers
Patrick Grosrenaud, in honor of the Doerrers
Raj Gupta, in honor of the Doerrers
Edith Harrison
Craig Hallenstein
Gary and Carol Hart

$200-$499
Mel and Donna Alexander
James Almas, in honor of Ester Stein
Ellen Anderson
Sara B. Anderson
Thomas Andersson
Anonymous, in honor of the Doerrers
James and Kelly Hart
Jim and Kelly Hickey
Cara Horn
Andrea and David Hirschfeld
Kevin Hughes
Therese and Dave Hughes
Wendy Irvine, in honor of the Doerrers
Brenda Jansen, in honor of Daniel Belrose
Vicki Jenkins
Kristina Johnsen
Stephen and Gerry Keen
Scott Kehr
Dale Kehr
Cindy Kienzie
Jill and Bob Klein
Vered and Israel Klinghofer
Arlene and David Koenigs
Mindy Kolof
Arieh Konigl, PhD
Lawrence Krupp
Susan Kuncius, in honor of the Doerrers
Harriet Kurtz
Ed and Abby Lasky
Gloria and Donald LeBoyer
Toby and Moshe Liebowitz
Patrick Lilly
Barbette and Arthur Loeyv, in honor of Beverly Shapiro
Rhita Lippitz
Suzanne Lynch, in honor of Alan Berkowitz’s board service
Pamelyn Massarsky, in honor of the Doerrers
Jennifer Maymon
Kevin McCarthy
Regina McCarthy
William and Annette McClellan
Michael McCutcheon
Margaret McDonald
Janeth McDonough, in honor of the Doerrers
Rae Jean and Wolfgang McKeown
Kyle McKinley
Jean Miller
Judy and David Miller, in honor of Brad and Jakee Cohen
Peter Mosling
Lisa Mullen
David Nehmadi
Roberta Packer
Linda Parker
Marilynn Paul
Louise Pearson and Dr. Jack Henkin
Donna Piegreen, in honor of Patrick and Colin Piegreen
John Piegreen
Jonathan Pierce
James Pizzo
Ted and Joan Podeszwa
Elizabeth Pross
Deborah Quinn
Maria Race
Barbara Rafel
Nancy Rasher
Shari and Stephen Reiches, in honor of David Rappaport
Rivkin and Rivkin
James Rohlfing
Alan Rosenblatt, MD
The Rothschild Family, in honor of Robin Kacyn
Laila Rothstein Susan Straus
Terri Rudd and James Testa
S. Wolf and Associates
Veronica Scotto
Drs. Debbie and Larry Segil
Gail Sehler
Barbara Sereda
Lisa Shatz
Don and Peggy Shearn
Mark Sherlock
Pauline Shoback
Elizabeth Skalla
Sam Skinner
Donald Smith
Glenn and Susan Snyder
Yana and Gene Sosonkin
Carole and Richard Spreitzer, in honor of Beverly Shapiro
Valerie St. Germain
Stephen Stabiner
Joanne Steinback
Lindsey Stewart and John Peabody, in honor of the Doerrers
Laurie Stripling
T & L Psychotherapy Group
Jay Tidmarsh and Janice Pilarski
Jay Tremblay, in honor of the Doerrers
Joseph and Sally Turner
Steve and Cindy Vincent
Linda Weiner
Brenda and Moshe Weitzberg, in honor of the Doerrers
Marsha White, in honor of the Doerrers
Julie and Roger Winship
Melissa Wish
Renee Witthoff
Gary Wood, in honor of Jay Farrell’s board service
Moshe and Yonatan Zamir
Katy and Hugh Zwick

Under $100
The Alagna Family, in honor of the Doerrers
Jon and Leslie Alpert
Mary Bailey and Stuart Oakes
Elizabeth Balyeat
Richard Basofin and Joan Zahnle
Jacob Bielski
Marilyn Blasé (of blessed memory)
Katrina Bockus
Marsha Brody, in honor of Beverly Shapiro
Jocelyn Brumley
Maryjane Bunzol
Abigail Buhle
Charles Byrne, in honor of the Doerrers
Karla Carey, in honor of the Doerrers
James Carpenter
Salome Castilla
Joan Chase
Marika and Herve Chedanne
Mary Cizmar, in honor of the Doerrers
Julie Colbres
Avery Cohen
Sharyn Cohen Ginsberg
Helen Connolly
Leslie Corn, in honor of Andy
Joan Costello
Michelle Daniel
Debra De Palma
Caroline Degenuars
Martha Dent
Donald Duffy
Andy Ellenberg
Terri Engleman, in honor of the Doerrers
Alyson Euler, in honor of the Doerrers
Rachel Farrell
Erin Farrell-Moroni
Andrew Feldman
Ted Fishman, in honor of the Doerrers
Laura Kathleen Frey
Bonny Goldin, in memory of Bette Rose
Bonny Goldin, in honor of Warren Liebman
Bonny Goldin, in memory of Fay Forrester
Anne Gram
Rosa Greenberg
Sarah Garber
Lisa Garoon
Maryanne and Fred Geiger
Humble Bumble
Fran Geraci
Bridget Glavaz
Debbie Glienke
John Gotschall
Meg Graf
Paul Guggenheim
Jennifer Hammer
Jim Harrison
Ed Hickock
Thomas Holmes, in honor of the Doerrers
Melissa Hughes
Sara Hughes
Marlena Jayatilake
Lauren Krieg
Melissa Juarez-Ehlers
Douglas and Sheryl Kalvin, in memory of Richard Kalvin
Terry Katzman-Rosenblum Jackie Kazarian, in honor of the Doerrers
Yasmin Khoshnood
Kat Kidwell
Carol Kipperman
Ellen Klein
Janet Kline
Beth Kloebuchar-Mendes
Alyssa and Jeremy Knobel
Kat Kooi
Katie Krebs
Lauren Krieg
Sue and Peter Kubik
Stanley Kurek
Kelly Laplume-Carchia
Marc Lazar
Joy Leff, in honor of Leah Rappaport
Lori Leppert
Jon Levey
Barbara Levine
Lynette Lim
Rhita Lippitz
Gail Lovinger, in honor of Alan Berkowitz
Erin Makus
Andrea Maria Chronis-Toscano
Lourdes Mariano
Kenneth Markovic
Julie Martin
Kerri McBride, in honor of the Doerrers
Kathleen Mc Donnell, in honor of the Doerrers
John McDonough, in honor of the Doerrers
Courtney McNabb
Theresa Minkle, in honor of the Doerrers
Sarah Mirick
Alicia Moore
Erin Moroni
Joanne Naselli
Knud and Cheryl Nielsen
Michael Ngoiro
William O’Donaghue, in honor of the Doerrers
Colleen O’Hare
Rodney and Joy Onusaitis
S. Pagadala
Karrie Pece
Sally Peterson
Alina and Vince Piagentini
Marrey and Will Picciotti, in honor of Michael Young’s birthday
Trish Plutz
Eric and Debbie Pockross
Dean Portillo
Nick Pullia
Leah Rappaport
Carla Roberts, in honor of the Doerrers
Sue Rochlis
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