WAYS TO GIVE

You can help people of all ages with a disability live independently in their community by donating in one of the following ways:

One-Time or Monthly Gifts
Your one-time or monthly gift provides essential resources and services for our consumers who don’t qualify for other sources of support or have unmet needs.

Memory or Honorary Gifts
You can honor a loved one, friend or colleague by donating in their memory or honor. Your gift will be acknowledged to the individual and/or family.

Events
Join us as a sponsor, volunteer or donor (in-kind or financial) at one of our events. NILP hosts events throughout the year that are open to the public.

Matching Gifts or Workplace Giving
Some employers will match your donation or offer to withhold a portion of your paycheck and donate it to NILP. Ask your human resources department if they participate in matching gift or workplace giving programs. Our tax identification number is 04-2701631.

Planned Gifts
Leave a legacy by including NILP in your will or trust or naming us as a beneficiary of your life insurance policy, retirement account, charitable gift annuity or donor-advised fund. These gifts can be arranged through your financial advisor or attorney.

To Donate:
• Send a check to NILP, 20 Ballard Road, Lawrence, MA 01843
• Donate online at www.nilp.org
For questions, contact Candice Pechilis, Director of Development at (978) 687-4288 ext. 165 or cpechilis@nilp.org.

Thank you for your support!

The Northeast Independent Living Program relies on the ongoing support of individuals, companies, foundations and organizations. We are tax exempt under section 501(c)(3) of the Internal Revenue Code. Contributions to NILP are tax deductible to the extent allowed by law.
Letter from the President of the Board of Directors

As a member of the Board for the past several years it has been exciting to see the continual growth and success of NILP. The organization continues to expand its programs and services supporting those with disabilities and assisting them with regaining or retaining an independent lifestyle. As in past years, we have experienced significant growth and remain financially stable. As an employer in both the Greater Lawrence and Lowell communities, the number of employees and opportunities for advanced positions continues to grow.

The Board continues to evolve. All members bring different perspectives most importantly they demonstrate a strong desire to support continual improvement of our organization. As we enter into our 40th year, we will expand our fundraising efforts and look forward to introducing new and special events.

On behalf of the NILP Board of Directors, we remain enthusiastic and committed to growth and success as we serve our consumers and community.

Sincerely,
Christopher M. McNeil
President

Letter from the CEO

I am amazed by our organizations’ resiliency that, indeed, matches our Consumer’s resiliency. These are times that demand such dramatic shifts of thinking about how to ensure that our grassroot driven organization manages to stay true to our mission and values while being a partner in a complex healthcare system environment. In this climate of numerous non-profit mergers; sustainability, is often measured by growth. NILP has continued to sustain, grow and ensure the consumer advocacy role is always at the center of any our leadership decisions.

As I reflect on this past year, I will highlight NILP’s successes to share with folks. Success is measured by our increased outreach and services to individuals living with a disability in our communities.

• NILP celebrated our 1st year Anniversary at our Lowell Office. Each NILP Program is fully staffed in Lowell. Our Northeast Recovery Learning Community (NERLC) has a site office there, in addition to their Malden and Lynn offices, as well.
• NILP expands its ADA Consulting Services – Jim Lyons has led his team to advance the efforts to provide more ADA Transition Plans for cities and towns. His tenured experience and reputation afford NILP the opportunity to create pathways to ADA compliance to improve access for our citizens in the Commonwealth. One example is the City of Lowell as they chose Jim and his team to conduct a full ADA audit of their city owned buildings, spaces and even parking garages.
• NILP and its Board of Directors have taken a leap of faith to fully engage in the new MassHealth Reform Initiative with Accountable Care Organizations (ACOs). We have completed our first full year as an Affiliated Partner with Elder Services of the Merrimack Valley to serve as a Long-Term Services and Supports Community Partner (LTSS CP) for people enrolled in MassHealth Managed Care Programs. We are working with 9 ACOs and 2 Managed Care Organizations in the Merrimack Valley.
• NILP Selected as a MassHealth Technical Assistance Provider. NILP’s Education Division, The Training and Learning Collaborative, is one of only 47 Vendors (including National and International Companies) selected to provide Consulting, Training and Technical Assistance to ACOs and LTSS CPs across the Commonwealth.

We continue to share our focus, advocacy and talented staff within our disability community to honor our past and protect our future.

Sincerely,
June C. Sauvageau, NILP Chief Executive Officer

FY’ 2019 BOARD OF DIRECTORS

“...and committed to growth and success as we serve our consumers and community.”

FY’ 2018 NILP EXECUTIVE COMMITTEE TEAM

June Cowen Sauvageau, CEO
Lisa DiGiuseppe, CFO
Nanette Goodwin, Assistant Director
Meghan McCann, Associate Director
Jennifer D’Amore, Director of Operations

FY’ 2018 PROGRAM DIRECTORS / MANAGERS

Jim Lyons, Director, Community Development & Advocacy
Helena Fontes, Director, Recovery Learning Community
Mark Wheeler, Director, Marketing & Communications
Alicia Thyne, Director, Youth Services & Employment
Matt Pellegino, Director, Long Term Services & Supports
Justine Carlton, Director of PCA & Clinical Supports
Mike Berggren, Director, NERLC Operations
Jennifer Howell, Manager, Community Supports
Rowan DeAza, Manager, Youth Services
Suzanne McNamara, Nurse Manager
Amanda Orfanos, Manager, NERLC North Shore & Lynn HUB
Rachely Ramos, Manager, Metro North/Acton HUB

FY’ 2018 EXECUTIVE COMMITTEE TEAM

June Cowen Sauvageau, CEO
Lisa DiGiuseppe, CFO
Nanette Goodwin, Assistant Director
Meghan McCann, Associate Director
Jennifer D’Amore, Director of Operations

FY’ 2018 PROGRAM DIRECTORS / MANAGERS

Jim Lyons, Director, Community Development & Advocacy
Helena Fontes, Director, Recovery Learning Community
Mark Wheeler, Director, Marketing & Communications
Alicia Thyne, Director, Youth Services & Employment
Matt Pellegino, Director, Long Term Services & Supports
Justine Carlton, Director of PCA & Clinical Supports
Mike Berggren, Director, NERLC Operations
Jennifer Howell, Manager, Community Supports
Rowan DeAza, Manager, Youth Services
Suzanne McNamara, Nurse Manager
Amanda Orfanos, Manager, NERLC North Shore & Lynn HUB
Rachely Ramos, Manager, Metro North/Acton HUB

Chris McNeil - President
David Bradburn - Vice President
Lisa Vosne - Treasurer
Jeff Wilson - Clerk

Mark Kelly (Serving Board Nominee)
Kevin Hatch
Kathleen Mulligan
David Ellingson
Sid Harris
**OUR COMMITMENT TO THE COMMUNITY**

**Our Mission**
The Northeast Independent Living Program, Inc. is a consumer controlled Independent Living Center providing advocacy and services to people with all disabilities who wish to live independently in the community.

**Our Philosophy**
Independent Living philosophy states that individuals with disabilities are the best determinants of their own needs and service choices. Through role modeling and peer counseling, with other individuals with disabilities, they become empowered to make changes in their lives and become more self-sufficient and self-reliant.

**Our Vision**
Northeast Independent Living Program is known throughout the state for helping individuals regain and retain their independence and equality in the community through Information & Referral, Advocacy, Skills Training, Peer Counseling and Transitions. We are a community of people who open doors to create an all-inclusive community free of communication, attitudinal, economic and architectural barriers for all people with disabilities.

**WHAT TO EXPECT IN 2020**

- Expanded Pre-Employment Youth Services into the Fitchburg area, in addition, to our Lawrence and Lowell area.
- The Recovery Learning Community (RLC) offers increased Certified Older Adult Peer Services in the North Shore, Maiden and Merrimack Valley.
- The NILP Education Division, Training and Learning Collaborative, plans on developing additional disability awareness and cultural competence coursework in both online and hybrid formats.
- Our NILP Community will be generating a lot of buzz this year in anticipation of our 40th Anniversary Gala. Save the Date: Saturday, October 24th, 2020 at the Blue Ocean Event Center in Salisbury.

**MARK YOUR CALENDAR IN 2020**

- Annual Golf Tournament for Independence, Merrimack Valley Golf Club, Methuen, MA, June 12th
- Legislative Forum, Mass School of Law, March 27th
- NILP 40th Anniversary Gala Celebration, October 24th

**NILP OFFERS FIVE BASIC CORE SERVICES**

**Information and Referral**
NILP staff provides information and resources to people living with disabilities and the community about accessible services and supports.

**Peer Support**
As a peer run organization, we provide peer mentoring and peer counseling support services on an individual basis or in group settings.

**Skills Training**
May include instruction to develop independent living skills in areas such as: personal care, budgeting, social skills, housing search, employment readiness and travel training.

**Advocacy**
Individual assistance and/or systems advocacy for people living with a disability to gain access to benefits, services and support programs.

**Transitions Services**
We facilitate the transition of people with disabilities from nursing homes and other facilities to home and community based living with the necessary support services to help them live independently. We also support the transition of youth with disabilities into higher education, the workforce and the community.

"I want to thank NILP for all the help in guiding me to the health care I needed in Massachusetts. Their excellent professionalism and caring manner made the whole process understandable and doable.”

NILP Consumer
Thank you NILP for being an invaluable safety net. Having a disability can be isolating and overwhelming. Your agency is like a beacon. Your employees are stars!

NILP Consumer

Northeast Recovery Learning Community (NERLC)
NERLC provides welcoming, safe, understanding, judgement-free spaces where individuals of diverse backgrounds can gather for healing and growth. We are a community of peers in recovery from mental health challenges, addiction and or traumatic life experiences. The NERLC’s peer specialists support individuals on their journeys to obtaining and maintaining wellness in a variety of ways, including: 1:1 peer support, self-directed recovery-oriented trainings, peer support groups, advocacy and through an array of community events and activities. We serve 69 cities and towns throughout the Northeast region and have offices in the following locations: Lawrence, Lowell, Lynn and Malden.

Long-Term Services and Supports (LTSS) – One Care Program
MassHealth’s One Care program is entering its sixth year and NILP has served as an LTSS provider since the program’s inception. Our LTSS Coordinators work with One Care plan members to identify resources and services in the community that promote independence, wellness and recovery goals. Every member has the right to choose to have an LTSS Coordinator on their care team to act as an independent advocate to provide expertise on community resources that may be available to them.

Title VII Part B Funding
NILP has access to limited funding through the federal Rehabilitation Act of 1973, which may be provided to individuals with disabilities to assist them in achieving goals related to living independently in the community. This funding can be used to obtain such things as home modifications, vehicle modifications, assistive technology, etc.

Merrimack Valley Aging and Disability Resource
The ADRC is a collaboration between NILP and Elder Services of the Merrimack Valley that has a “no wrong door” entry point of service for people with disabilities and elders looking to access community-based services. A specialized service provided under the ADRC is Options Counseling, an interactive, short-term decision-support process that involves providing individuals with information about the full range of public and private resources, services, and settings available in their community of choice.

Community Supports
Our Community Supports (CS) services assist people with disabilities in navigating the process of obtaining benefits and services on their path to living independently in the community. Providing Information & Referral, Peer Counseling, Skills Training, and Advocacy, individuals are able to apply and search for affordable and accessible housing, apply for benefits such as MassHealth and Social Security, or acquire assistive technology.

Personal Care Assistance Program (PCA)
The PCA Program is essential for thousands of persons with disabilities who choose to live independently. The program is consumer controlled and the person receiving the services manages it or with the assistance of a surrogate of their choice. PCA consumers can receive assistance with activities of daily living such as bathing, eating, or dressing. Currently 2,200 consumers are benefiting from our PCA services and every day the program increases.
NILP Hosted Some Wonderful Events in FY’ 2019

Annual Meeting and Open House
NILP held a successful Annual Meeting & Open House on October 24, 2018, at its Lawrence office location. Approximately 100 people attended this event including consumers, local community organization members, State Officials, staff members, and others. The meeting portion was a good opportunity to update everyone about NILP, voting in new Board members, announcing this year’s award winners, and more. After the meeting, attendees toured our program offices to learn more about our services as well as networked with staff.

MRC Community Listening Session
NILP hosted a MRC (Massachusetts Rehabilitation Commission) Community Listening Session at our Lawrence office on November 19, 2018. This meeting was led by MRC Commissioner, Toni Wolf, and included a discussion with the community stakeholders and consumers about how consumers receive services and supports on their path towards employment and how MRC partners with agencies and providers in the area.

Disability Integration Act
NILP held a Disability Integration Act (DIA) Watch Party Celebration led by Mary Margaret Moore, Disability Advocate, and NILP staff members, Jim Lyons, Sheila Hegarty, and Mark Wheeler. This event was held in conjunction with a national live stream hosted by ADAPT and featured the re-introduction of the DIA bill to Congress on January 15, 2019. Several consumers, legislators, and legislative aides gathered to watch this event transmitted from Washington D.C. and participated in a group discussion.

Youth Services Program
The Youth Services Program serves youth ages 14-22 with disabilities. We work with students individually and in group settings to develop independent living skills such as: employability, improve communication skills and strengthen their social skills. Students gain a sense of empowerment and responsibility by working on their personal goals while they begin their transition to adulthood.

MRC Community Listening Session
NILP hosted a MRC (Massachusetts Rehabilitation Commission) Community Listening Session at our Lawrence office on November 19, 2018. This meeting was led by MRC Commissioner, Toni Wolf, and included a discussion with the community stakeholders and consumers about how consumers receive services and supports on their path towards employment and how MRC partners with agencies and providers in the area.

The Long-Term Services and Supports
Community Partners (LTSS CP)
The Long-Term Services and Supports Community Partners (LTSS CP) is a program offered by your MassHealth health plan. The LTSS CP was created to better help you find local services and benefits to help improve your independence and wellbeing. The Merrimack Valley Community Partnership (MVCP) was formed to provide these services in the Greater Merrimack Valley. If you enroll in the program, MVCP will assign you a LTSS CP Care Coordinator/Navigator (CP/Navigator). Your CP/Navigator will meet with you and your primary care doctor, create a plan, and help you get the services and supports you need to better live independently in the community. Participation in a LTSS CP program will not affect other services you receive.

Access to services or benefits including:
- Access to a device that helps you communicate
- Access to a wheelchair to get around
- Help preparing meals or shopping
- Help managing your medications
- Help finding accessible transportation to get to appointments and other places
- Training, support and education to help meet your goals

NILP Connecting People to Possibilities
NILP HOSTED SOME WONDERFUL EVENTS IN FY’ 2019

Annual Legislative Forum
One of our most successful and comprehensive self-advocacy events this year was our Annual Legislative Forum. ADRC (Aging and Disability Resource Consortium) Partners, NILP and ESMV (Elder Services of the Merrimack Valley), held the Forum on March 22, 2019, at the Mass School of Law in Andover. We continued our tradition of connecting legislators with their consumers with disabilities. Many consumers shared their stories of struggles and successes which captivated attendees. Thanks to the strength of our consumers, people learned more about the disability experience. Over 120 people attended including Consumers, State Legislators, Legislative Aides, Community Organizations, Staff Members, and more. Thanks to all who participated in this event to make it such a success.

Training and Learning Collaborative (TLC)
NILP’s education division, TLC, delivered community and systems education to bring about physical, attitudinal, and systemic change. We heightened awareness in our community about the ADA, Federal Fair Housing, IDEA, and other civil rights laws. TLC provided 30 trainings. Some of our clients included: UnitedHealthcare, Mystic Valley Elder Services, and the Town of Groton. Our ADA technical assistance provided numerous facility access assessments at sites such as: The City of Lowell, Veasey Memorial Park, and the Town of Groveland.

Annual Golf Tournament for Independence
NILP held its’ Annual Golf Tournament for Independence on June 14, 2019, at the beautiful Merrimack Valley Golf Club in Methuen. 72 registered golfers, along with other guests participated in this annual fundraising event. After a fun day of golf, guests enjoyed a buffet luncheon and took part in a raffle and a lively auction. All proceeds from this event helped to support the NILP Independence Fund which allows more people with disabilities to realize their dream of living independently in the community. A big thank you goes out to all of the sponsors, donors, volunteers, and others for their support in helping to make this event a success!

FINANCIALS

The Northeast Independent Living Program, Inc.
Statements of Financial Position as of June 30, 2019 & 2018

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$862,704</td>
<td>$802,295</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>839,512</td>
<td>525,425</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>25,413</td>
<td>21,548</td>
</tr>
<tr>
<td>Property and Equipment - net</td>
<td>657,315</td>
<td>697,012</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$2,384,944</td>
<td>$2,046,280</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>$83,604</td>
<td>$69,947</td>
</tr>
<tr>
<td>Accrued Expenses</td>
<td>149,878</td>
<td>141,711</td>
</tr>
<tr>
<td>Current Portion of Long-Term Debt</td>
<td>15,915</td>
<td>15,302</td>
</tr>
<tr>
<td>Long-Term Debt</td>
<td>367,115</td>
<td>382,427</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>616,512</td>
<td>609,387</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>With Donor Restrictions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>1,768,431</td>
<td>1,436,894</td>
</tr>
<tr>
<td>Designated by the Board for Operating Reserve</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>1,768,431</td>
<td>1,436,894</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$2,384,944</td>
<td>$2,046,280</td>
</tr>
</tbody>
</table>

*Financials are in draft format and are subject to change.

Grants & Partnerships
- Disability Law Center (DLC)
- Elder Services of the Merrimack Valley (ESMV)
- Mystic Valley Elder Services (MVES)
- Career Resource Center (CRC)
- Disability Policy Consortium (DPC)
- Easter Seals
- Massachusetts Office on Disability (MOD)

Major Funding Sources
- Massachusetts Rehabilitation Commission (MRC)
- Department of Mental Health (DMH)
- Executive Office of Health and Human Services (EOHHS)
- Executive Office of Elder Affairs (EOA)
STAFF AND VOLUNTEER RECOGNITION

FY’ 2019 Volunteers

- Lisa Arsenault
- Meredith Fioner
- Anthony Leahy
- Eric Pearson
- Meredith Askins
- Yuki Gavin
- Martha Leen
- Marcela Rizzo
- Annmarie Beauaparlant
- Daniel T. Gibbons
- Jessica Long
- Sampson Rek
- Holly Belanger
- Tyler Lu
- Laura Marsan
- Henry H. Mendoza Silverio
- Armand Buonanno
- Shantey Gonzalez
- Andrew McGinty
- Barbara Stambaugh
- Paul Castiglione
- Sid Harris
- Methuen High School
- Christine Tardiff
- Lisa Crider
- Sandy Jennings
- Russ Morrill
- Robyn Vaillancourt
- Shaquille DeLaCruz
- Ellen Jordan
- Blanca Kookan
- Lisa Visone
- Ana DeLeon
- Mark Kelly
- Amanda Cordero
- Lisa Arsenault
- Meredith Fioner
- Anthony Leahy
- Eric Pearson

FY’ 2019 Interns

- Ryan Balachandran
- Krittika Chakraborty
- Jeanette Giusto
- Johnathan Texter
- Jonathan Valdez

Outstanding Effort Awards

ADA Champion Award – was presented to Mary Ann Nay, ADA Coordinator, Town of Boxford for her commitment and dedication to ensuring the rights of people with disabilities and support of our mission.

Community Partnership Award – was presented to Taryn Mercado, Case Manager for DMH Lowell Site Office, for her commitment to independent living and support of our mission to improving the lives of people with disabilities.

Long-term Board Member Award – was presented to Jami Cope posthumously for her leadership, tenacity and commitment to improving the lives of people with disabilities.

Outstanding Leadership Award – June Sauvageau received this award in recognition of her ten years of dedication, commitment and leadership as CEO of NILP

Outstanding Leadership Award – Eric Pearson received this award in recognition of his years of service and leadership as a member and President of the Board of Directors.

Staff 110% Award – Gary Cormier received this award for his outstanding and dedicated work at NILP.

Volunteer Award – Chris Nadai received this award for his outstanding and dedicated work as a volunteer and supporter of our mission.

Years of Service Awards

30 Year Service Award – was presented to Judy DeJesus with sincere appreciation for her loyalty, diligence and outstanding performance.

10 Year Service Award – was awarded to Vida Whitcomb with sincere appreciation for her loyalty, diligence and outstanding performance.

5 Year Service Award – was presented to Lisa DiGiuseppe, Meghan McCann, Steve Michelson and Amanda Cordero with sincere appreciation for their loyalty, diligence, and outstanding performance.

IN MEMORIAM

Dagoberto Ajanel
Shaland Allison
Herminia Aviles
Heidi Bouchard
Rita Bourquin
Catherine Burke
Ramona Canela
John Carbonneau
Paul Cloutier
Judith A. Dadak

Desinet (Desi) Flores Crespo had many passions in life, among them were singing, dancing, cooking, and her Boston Sports Teams. Desi was a very active member of the church and was part of the choir. A graduate of Greater Lowell Technical High School, Desi furthered her education at The Holden Medical Institute as well as the Slater School for Health Aid. She loved helping people and joined NILP in June 2018 as a PCA Skills Specialist in our Lowell office. Above all, Desi’s first love was family, especially her children.

Denise Del Rosario
Castaños
Leah Deveau
Noreen Emmett
Michael Fogarty
Alexandra Gadomski
Glenn Gardner
Justiniano Gonzalez
Gonzalez
Concepcon Gonzalez

Victoria Greer
Joanna Hernandez
Jose L. Hernandez
Cheryl Hodgkins
Philip Kamal
Raymond Latulippe
Ponciano Matos
Joseph P. McGrath
Christine McNulty
Kathleen Murphy

Amalia Ortiz
Yen Oun
Sylvio Phillips
Jose A. Rodriguez
Luz G. Rodriguez
Susan Roman Soto
Jose Roman
Martha Santana
Anna St. Pierre
Ramire Villa
“As a blind person with disabilities, I want to thank NILP for the excellent support they provided for me during a difficult time in my life. They assisted in providing me with transportation as well as enrolling me in a program that gave me the technology necessary to manage my diabetes.”

NILP Consumer

SPONSORS AND DONORS

99 Restaurants
Appleby & Wyman
Asahi-America
Assisted Living Locators
Bates Insurance, Medford
Bill Harmuth
Boston Center for Independent Living
Cape Organization for Rights of the Disabled
CBG Benefits
Chelmsford Dental
CLASS Inc.
CME Energy
Commonwealth Care Alliance
Community InRoads
Community Teamwork Inc.
Conlins Pharmacy
Conway Scenic Railroad
Costco Wholesale
Disability Resource Center
Elder Services of the Merrimack Valley, Inc
Element Care
Emanio Creative
Enterprise Bank
Gary & Lynn Hale
Hanover Insurance
Herb Chambers Chrysler Dodge Jeep Ram of Danvers
HIRSCH ROBERTS WEINSTEIN
Indian Ridge Country Club
J Brian’s Pub & Grille
Jimmy John’s Gourmet Sandwiches of Lowell
Joe Trocki
Kevin Hatch
Lenzi’s Catering
Long Term Pharmacy Solutions, Inc
Lowell Five
Lowell Housing Authority
Lowell Spinners
Massachusetts School of Law
Merrimack Valley Credit Union
Mike Sullivan
mobilityworks
Moore Staffing
N-Tek, Inc.
Opportunity Works, Inc.
Outback Steakhouse
Paul and Jeanette Sullivan
Pawtucket Red Sox
Phil Lemire
Picture Guys
Pinnacle Private Wealth
Pro Tire & Tune
QPL Inc., & The Image Group
Resource Connection
Riverside Press
RUMBO
Salem Co-operative Bank
Senior Whole Health
Showcase Cinemas
The Cabot Performing Arts Center
The Irish Cottage
The Savings Bank
Tompkins Corporation
Tuscan Brands
UMASS Lowell Conf. Center
Union Office Interiors/Supply
United Health Care
Walmart
Wood Be Creation