BEST BUDDIES®

Three Mission Pillars:

- One-to-One Friendships
- Integrated Employment
- Leadership Development
Dear Friends,

2017 was another breakthrough year for Best Buddies International as our organization worked to strengthen and expand upon our three key mission pillars --- one-to-one friendships, integrated employment and leadership development for individuals with intellectual and developmental disabilities (IDD).

When I started Best Buddies nearly three decades ago at Georgetown University, I never imagined that this organization would impact the lives of more than 1.2 million people annually with and without intellectual and developmental disabilities (IDD) across the globe, spanning nearly 50 countries and six continents. This is such a blessing and truly a testament to the power of friendship and inclusion.

In 2017, Best Buddies raised nearly $12 million dollars through our national Best Buddies Challenges: Hyannis Port, Hearst Castle, and Miami; enlisted more than 50,000 people to walk for inclusion at Best Buddies Friendship Walks across the nation and opened a new state office in Charlotte, North Carolina, further expanding our services and mission across the United States. Best Buddies also launched a new Jobs program in Moscow, Russia, to serve a new community of individuals with IDD through the power of employment, providing them with the opportunity to earn an income of their own and contribute to their communities in a meaningful way.

2017 was all about jobs, jobs, jobs! Employment for people with IDD truly is one of the most important issues of our time given the fact that 81% of adults (18+) with developmental disabilities do not have a paid job in the community. With your support and the employers who hire our talented Jobs participants, our Best Buddies Jobs program is changing the game. Currently, we have over 1,000 individuals worldwide with IDD placed in jobs that match their skills, talents and interests. Our Jobs participants, in the U.S., work an average of 22 hours a week and make an average of $12.28 per hour, an amount much higher than the minimum wage in many U.S. cities. Our Jobs participants are working hard, breaking barriers and showing the world just how capable, talented and driven they truly are.

This year’s growth was supported by partnerships with innovative corporations such as the TJX Companies, Inc. who are changing the game for people with special abilities. The TJX/Best Buddies Jobs partnership was established with a vision to create employment opportunities for our Jobs program participants, while also creating a more diverse and inclusive culture for TJX stores in major cities throughout the U.S., including Baltimore, Chicago, Florida and New York City. Together, I know that we will reach our goal of 500 placements within the next five years, which will have a profound impact on the lives of the Jobs participants and the overall business success of TJX Companies.

As we look ahead into 2018, I have no doubt in my mind that Best Buddies will continue to expand its programs globally, building a more inclusive society that celebrates our friends with special abilities for the unique gifts they offer to this world.

Every success we achieved in 2017 is a direct reflection of the hard work, generosity and sheer dedication from our supporters, participants, volunteers, and staff, who make our mission possible. Thank you for your commitment to Best Buddies. What we have accomplished together over the span of nearly three decades has been extraordinary but I know the best is yet to come. Let’s continue disrupting the status quo. Let’s continue making an even greater impact with our mission to eradicate the societal barriers for individuals with special abilities. Together, we will change the world, one friendship, one leader and one job at a time.

In friendship,

Anthony Kennedy Shriver
Founder, Chairman & CEO
Why We Matter

Over the past 50 years, people with intellectual and developmental disabilities (IDD) have gained many rights that have improved their lives. Yet, our society is still very far from being inclusive. Tragically, the amount of people within the IDD community that are stereotyped, marginalized and live life as an invisible minority is staggering. Unfortunately, it is common for people with IDD to be without a job and the simple joys of genuine friendships that others take for granted.

As one notable study notes, “Legal mandates cannot, however, mandate acceptance by peers, neighbors, fellow employees, employers or any of the other groups of individuals who directly impact the lives of people with disabilities.”

This is where Best Buddies International plays a vital role. Best Buddies is the world’s largest organization dedicated to ending the social, physical and economic isolation of the 200 million people with IDD. For individuals within this community, Best Buddies serves as a lifeline to creating life-long friendships, securing successful jobs, living independently and feeling valued and respected by society.

Currently, an estimated 81% of adults (18+) with developmental disabilities do not have a paid job in the community*. The Best Buddies Jobs program has participants employed full-time who each have the potential to earn a total income upwards of $1 million over 30 years and contribute $250,000 each to the economy, rather than costing the government approximately $750,000 each in Federal SSI and Medicaid support during that time period.

This is just one of the countless key examples of how Best Buddies is working to improve the quality of life for individuals with IDD. Through the creation of meaningful, lasting one-to-one friendships with peers without disabilities, the promotion of integrated employment opportunities, and the development of leadership skills for individuals with IDD, Best Buddies is changing the world one friendship, one job and one leader at a time.

For more information, please visit www.bestbuddies.org.

Letter from a Parent

Our son, Jack Mayor, was fortunate to be selected to attend the 2017 Best Buddies Leadership Conference (BBLC) for the Ambassador track and even more blessed to be chosen to speak at Closing Ceremonies. Jack did an amazing job delivering his message. We are still in shock that this actually happened knowing what Jack’s life was like before we found Best Buddies.

The backstory to how we found Best Buddies and what has transpired since that day for Jack makes me want every parent of a child with a disability to find their way to Best Buddies. As a parent of a child that struggles daily, you just want your kid to be happy, feel loved and wanted. Best Buddies has given that to my son and so much more than we ever expected.

Jack started his freshman year at a high school that averages roughly 1,000 kids per grade. It was a huge difference and adjustment from the 150 kids he was used to. He cried every day, wouldn’t get on the bus and didn’t know any kids in his classes. He did indeed sit alone all lunch and cry. He CHECK/ed every day at school. He felt all alone and even though we have a very large family he could talk to at home, he entered that school with feelings of fear and dread every single day.

Within the first month of freshman year, Jack lost it! He developed a severe case of OCD that affects his thoughts and was clinically depressed. He talked about killing himself at the age of 14. Jack slept in our room on the floor for over two months so we could watch him and know he would be safe. Jack has four siblings and all of our lives dramatically changed. Our house and lives literally came to a standstill. I refer to that time three years ago as the “shut down.” He woke up and had no life in his eyes. My happy boy, who loved hard, was a kid I didn’t recognize anymore. We woke up with fear every day as to what our days held with Jack. You’d give anything for someone to rescue your kid and throw him a “life preserver.” Well, Best Buddies did that for Jack and our family. Best Buddies honestly saved Jack and rescued our family along the way.

We approached school and changed classes around for Jack and in the process found out about Best Buddies. And, then, the game changer happened for Jack and our family: WE MET JOSIE RUND! Josie was paired with Jack through their high school club and from the moment Jack and Josie connected, it was like watching the most breath-taking sunset and the most amazing fireworks show combined all in one. Their relationship/friendship is one of the most beautiful things I have ever witnessed. To see my first born son, who has struggled every single day of his life, be filled with pure LOVE for someone who is not related to him, heals my heart. When you are told repeatedly through IEP reports, appointments for official diagnosis and psychological evaluations that your child will NEVER hold a meaningful relationship, as their parent, your heart has yet another piece of it broken off. To be a spectator and watch what has unfolded between Jack and Josie, I am blessed to be part of ONE EPIC STORY!

Josie took a lonely soul and breathed life back into my boy. She made my Jack whole again. She gave him her friendship and in turn, without even realizing it, Josie gave Jack his voice. She made Jack feel loved and wanted.

Best Buddies gave Jack his Josie. Best Buddies in turn gave us, Jack’s parents, HOPE! Hope for a better future for all kids like Jack. Best Buddies threw my boy that “life preserver” when he needed it most and managed to heal a family. We have prayed very hard for Jack to be happy and to be the best “Jack” he could be. Watching our son deliver his speech at the Best Buddies Leadership Conference assured us that God is hearing those prayers and has a bigger plan for Jack than we can imagine. From the bottom of our hearts, thank you for giving my boy the opportunity, the confidence to tell his story and most importantly, his Josie. I am and will be forever grateful.

Diana Mayor
Naperville, Illinois

*National Core Indicators 2013-2016
Best Buddies International is the world’s largest organization dedicated to ending the social, physical and economic isolation of the 200 million people with intellectual and developmental disabilities (IDD). Our programs empower the special abilities of people with IDD by helping them form meaningful friendships with their peers, secure successful jobs, live independently, improve public speaking, self-advocacy and communication skills and feel valued by society.

Mission
Best Buddies International is a nonprofit 501(c)(3) organization dedicated to establishing a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment and leadership development for people with IDD.

Vision
To put Best Buddies out of business. Best Buddies envisions a world where people with IDD are so successfully integrated into schools, workplaces and communities that its efforts and services will be unnecessary. Until that vision becomes a reality, the organization will continue to educate middle school, high school and college students, community members, corporations, and employers about the emotional, functional, and natural needs and abilities of people with IDD.

Who We Serve
The IDD community that Best Buddies serves includes, but is not limited to, people with Down syndrome, autism, fragile X syndrome, Williams syndrome, cerebral palsy, traumatic brain injury and other undiagnosed disabilities.

Goals | The 2020 Initiative
Best Buddies created the 2020 initiative in 2011, with the goal of opening offices in all 50 states by the end of 2020. The initiative also includes plans to train 4,000 Buddy Ambassadors, develop 1,000 jobs for people with IDD around the world, and increase the number of school-based chapters to 2,500. As a result of these ambitious efforts, Best Buddies hopes to become a household name by the end of 2020.

Programs
Best Buddies programs sit on the three key mission pillars listed below:

<table>
<thead>
<tr>
<th>One-to-One Friendships</th>
<th>Integrated Employment</th>
<th>Leadership Development</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BEST BUDDIES</strong></td>
<td><strong>BEST BUDDIES® Jobs</strong></td>
<td><strong>BEST BUDDIES® Ambassadors</strong></td>
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<td><strong>BEST BUDDIES® Ambassadors</strong></td>
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**One-To-One Friendships**
Builds friendships between people with and without IDD, offering social mentoring while improving the quality of life and level of inclusion for a population that is often isolated and excluded.

**BEST BUDDIES® Middle Schools, High Schools and Colleges**
Creates an inclusive school environment for students with and without IDD during times of social and emotional development.

**BEST BUDDIES® Citizens**
Helps adults with and without IDD develop meaningful friendships and become more involved in their local communities.

**Integrated Employment**
Secures integrated employment for people with IDD, allowing them to earn an income, pay taxes, and continuously and independently support themselves.

**BEST BUDDIES® Jobs**
Matches skilled, qualified individuals with IDD with businesses seeking enthusiastic and dedicated employees. Through the Jobs program, Best Buddies develops partnerships with employers, assists with the hiring process and provides ongoing support to the employee and employer.

An estimated 81% of adults (18+) with developmental disabilities do not have a paid job in the community.* The Best Buddies Jobs program has participants employed full time who each have the potential to earn a total income upwards of $1mm over 30 years and contribute $250k in taxes back into the economy, rather than costing the government approximately $750k each in Federal SSI and Medicaid support during that time period.

*National Core Indicators 2015-16

**Leadership Development**
Educates and empowers people with and without IDD to become leaders, public speakers and advocates.

**BEST BUDDIES® Ambassadors**
Offers people with and without IDD the opportunity to gain the public speaking skills, self-esteem and confidence needed to successfully advocate for themselves, their peers and Best Buddies in communities, workplaces and government.

**BEST BUDDIES® Promoters**
Empowers youth to become advocates for people with IDD and help open new Best Buddies chapters and programs by organizing special events that promote awareness to the disability rights movement.
Global Programs Snapshot: 2017

2,498 Total Chapters
120,182 Total Participants
1,201,820 IMPACTED

50 States
48 Countries
6 Continents

Middle Schools
594=13,404 Chapters Total Participants

High Schools
1,197=63,355 Chapters Total Participants

Colleges
489=27,709 Chapters Total Participants

Citizens
6,026 Total Participants

e-Buddies
1,581 Total Participants

Middle Schools
594=13,404 Chapters Total Participants

High Schools
1,197=63,355 Chapters Total Participants

Colleges
489=27,709 Chapters Total Participants

Citizens
6,026 Total Participants

e-Buddies
1,581 Total Participants

Jobs
1,067 Total Buddies Employed

23,474 Avg. Wkly. Hours Worked
$14,124,775 Avg. Yrly. Wages Earned

1,150,226 Avg. Yrly. Hours Worked
$2,824,955 Avg. Yrly. Taxes Paid

Ambassadors
802 Total Participants

Promoters
218=5,712 Chapters Total Participants

*All BEST BUDDIES global program statistics, including the Jobs participants statistics, are as of 12/31/17. U.S. average hourly wage ($12.28) and hours per week (22) were used to calculate global jobs statistics.

Anthony K. Shriver, Founder, Chairman & CEO, Best Buddies International with program participants at the 2017 BEST BUDDIES Leadership Conference in Indiana
2017 Highlights

Launches

- Best Buddies opens a new state office in Charlotte, North Carolina and area offices in Ft. Myers, Florida and Long Beach, California.
- The Best Buddies Jobs program, which places skilled participants with employers, begins operating in Palm Beach, Florida; Paramus, New Jersey; and Fresno, California. For the first time in Best Buddies Jobs history, the organization exceeded 400 domestic placements in a calendar year.
- Best Buddies opens offices in Gdansk, Poland to serve a new community of individuals with intellectual and developmental disabilities on a global scale.
- Best Buddies International Programs launches a year-long peer-to-peer Exchange program with participants and staff in the United States and Russia Best Buddies programs.
- Best Buddies launches the Best Buddies Jobs program in Moscow, Russia, making it the first Jobs program for the organization in Europe.

Partnerships

- A&E Network’s Born This Way docuseries, featuring Best Buddies participants, earned six Primetime Emmy nominations for its authenticity and originality. The show took home the awards for “Outstanding Casting for a Reality Show” and “Outstanding Cinematography for a Reality Program.”
- In an effort to raise awareness and promote the organization’s mission through the U.S., Best Buddies joined forces with Celebrity Cruises and Shaw’s and Star Market in dynamic corporate partnerships.
- Singer Austin Mahone and actress Minnie Driver join Best Buddies as Global Ambassadors.

Key Events

- Best Buddies Global Ambassador Cindy Crawford and daughter Kaia Gerber hosted the inaugural Best Buddies Mother’s Day Brunch in Malibu, California, an event honoring mothers of Best Buddies participants. The event raised $300,000 directly benefitting Best Buddies.
Milestones

Anthony Kennedy Shriver founded the original Best Buddies Chapter while a junior at Georgetown University in 1987.

- Incorporated as a 501(c)(3) nonprofit organization on January 19, 1989. BEST BUDDIES® becomes America’s first national, unified, social, and recreational program for people with IDD.
- The Best Buddies Fine Art Collection is developed, featuring masterpieces by Keith Haring, Roy Lichtenstein and Robert Rauschenberg.
- Best Buddies hosts the first unified Leadership Conference, training both college student leaders and people with IDD by providing intensive lessons in public speaking, management, team building, problem solving and leadership skills.
- Best Buddies launches BEST BUDDIES® Citizens with the goal of pairing adults with IDD with their working peers who do not have disabilities.
- Best Buddies launches BEST BUDDIES® Jobs, a supported employment program, targeting high-paying, white-collar jobs for people with IDD in Florida, California and Massachusetts.
- Best Buddies establishes BEST BUDDIES® High Schools with the goal of pairing special education students in one-to-one friendships with high school volunteers.
- The BEST BUDDIES® Middle Schools pilot program launches, reaching out to an even younger age group with the hope that inclusion of people with IDD will have a lasting effect on societal norms for the next generation.
- e-BUDDIES® launches as a cutting-edge online friendship program.
- Best Buddies launches the most successful fundraising event in its history, the nationally televised inaugural Volvo Hearst Castle Challenge, a 100-mile bike ride along the Pacific Coast Highway chaired by California First Lady Maria Shriver.
- For the first time, Best Buddies has programs in all 50 of the United States and on six continents.
- BEST BUDDIES® Ambassadors becomes Best Buddies’ seventh formal program.
- BEST BUDDIES® Jobs expands to Washington, D.C. and San Francisco, CA.
- BEST BUDDIES® Promoters officially launches as the organization’s eighth program for the 2012-2013 school year. It is the first Best Buddies program open to elementary schools.
- Best Buddies celebrates its 25th anniversary.
- Best Buddies launches the I’m In To Hire campaign to promote the business benefits of hiring people with IDD.
- In October 2015, A&E Network partnered with Best Buddies International and premiered a new docu-series, “Born This Way,” which chronicled the lives of seven young adults with Down syndrome, several of whom were Best Buddies participants.
- BEST BUDDIES® Jobs expands to Dallas, Texas; Indianapolis, Indiana; New York City, New York; and Orlando, Florida.
- Best Buddies opens state offices in Cleveland, Ohio and in Charlotte, North Carolina, expanding its services and mission.
- Best Buddies opens international offices in El Salvador, Costa Rica, Ecuador, Uganda, Bulgaria and Mongolia.
Without love, support and friends, life would be empty – a life people with intellectual and developmental disabilities (IDD) have often been forced to live throughout history. Best Buddies offers people with IDD the chance to have a friend, gain self-confidence and self-esteem, and share interests, experiences and activities that many other individuals enjoy.
One-to-One Friendship Programs

Middle Schools
High Schools
Colleges

Friendship program participants

In today’s schools, students with IDD often enter the same building and walk the same hallways as their peers, but they are left out of social activities. These students miss out on so many key elements of the school experience such as finding friends to sit with at lunch, attending homecoming or prom, joining a club, or meeting a friend with whom to share their experiences. Best Buddies offers students with IDD the chance to have a friend and to share interests, experiences and activities that so many other students their age enjoy. The Middle Schools, High Schools and Colleges programs pair students with IDD in one-to-one mentoring friendships with students without IDD. Each student agrees to a one-year commitment in which they will call and go on an outing with their buddy at least once a week.

The Best Buddies Friendship program offers a peer mentoring relationship that affects both the person with and the person without IDD. Not only do our programs create lasting friendships, but they help facilitate an environment of inclusion throughout the school and in the community.

Citizens

For people with IDD, the absence of meaningful friendships extends into adulthood. After age 21, some individuals with IDD may never spend time with anyone besides a paid caregiver and family. Best Buddies Citizens pairs adults with IDD in one-to-one friendships with other adults without IDD in corporate and civic communities. Volunteers share their time and energy with new friends. Citizen buddy pairs are asked to commit to a one-year relationship during which the pair agrees to talk once a week and see each other twice a month. These relationships usually grow into friendships that last for a lifetime.

e-Buddies

Computers are an integral part of society, yet only 54% of people with disabilities report using a computer or other electronic device to access the internet.* By joining e-Buddies, participants can develop the skills necessary to become technology-literate, and therefore, able to compete for higher-level employment and communicate using a variety of sources.

e-Buddies is an e-mail pen pal program that pairs people with IDD in one-to-one e-mail friendships with peer volunteers who do not have IDD. Participants from the 50 U.S. states, as well as international participants from various countries, are matched based on age, gender and common interests. e-Buddies agree to e-mail each other at least once a week for one calendar year. This program offers a safe way to make a new friend and connect with someone across the country.

In 2017, e-Buddies served 1,281 total participants. These participants exchanged more than 40,000 e-mails and also posted more than 500 messages on the e-Buddies Community message boards. e-Buddies was also used as a teaching tool in the classroom by over 114 special education teachers and other disabilities professionals across the country.

*Kessler Foundation 2012
“Where do I even begin? Best Buddies has opened so many doors for me – but most importantly, it has shown me the road to inclusion and friendship. I have met my lifelong best friend, Megan.

In seventh grade during gym class, I noticed a girl about my height with long dirty blonde hair that always seemed to be off on her own. That day, I decided to go over and talk to her. This girl was not ordinary, she was extraordinary. She was shy and quiet at first but once I got to know her, she was a bundle of energy, light and positivity. I did notice, though, that she didn’t speak. Later on, I would find out that she could talk but chose not to. Megan has what is known as selective mutism autism. She chooses not to talk in public places due to her social anxiety. This disability does not define her, it is only a part of her story. Getting to know her more and more everyday was so much fun. As our friendship grew, I discovered Best Buddies. We joined Best Buddies together and never did we think a single club could impact us so much.

We walked across the stage together on the day of our eighth grade graduation, we entered high school together, and have been through everything life has thrown us – together. Before I met Megan, I never knew how incomplete my heart was. Megan was that last puzzle piece to my heart. Whenever we can, we are together. See me texting on my phone? I’m probably texting Megan. See pictures of me on social media? Guaranteed they are with Megan.

A few words from my best buddy, but most importantly my best friend:

Best Buddies has helped me gain friendships and experiences that I never had before. Before I met Trinity, I was very lonely. Since Trinity and I met we are best friends, we love to spend time together doing fun things. I get to participate in more activities than I did before. I am included – I love Trinity and I’m glad she is my best friend.

My love for Megan grows and grows day by day. We are so close that she has started talking to me outside of school. After joining Best Buddies, I realized how many people in the world were looking for the Megan to their Trinity. Best Buddies allows everyone to have a friend, no matter who you are or what you are capable of.

Being the person who puts a smile on someone’s face is definitely the best feeling ever.”

~ Trinity Hogben
Since its inception, Best Buddies Jobs has assisted thousands of participants in earning an income, paying taxes, receiving benefits and working in an environment alongside others in the community. The Jobs program offers the opportunity for people with intellectual and developmental disabilities (IDD) to become financially independent through their own efforts, removing the need for government assistance or parental support. This program focuses on white-collar jobs, which sets it apart from so many others. Best Buddies assists individuals in finding jobs that are enjoyable, as well as, inclusive and competitive in terms of pay.
Jobs

Best Buddies Jobs furthers the integration of people with IDD into the community through supported employment. The focus is on developing competitive, integrated jobs that allow participants to earn an income, pay taxes and work in an environment alongside their peers in the community, leading to full inclusion and independence. Best Buddies Jobs conducts a person-centered approach with each participant, working with the individual to ultimately achieve his or her personal employment goals. Coaching is provided in essential job interviewing skills, and once a job is secured, there is assistance with on-the-job training. Job placement for participants depends on factors such as their skills and abilities, location and vocational preference. Once fully adjusted to their job, Best Buddies supports participants with job coaching for continued career development.

The Jobs program prides itself on developing employment opportunities in professional environments and focuses on white-collar jobs such as: receptionist, mailroom assistant, file clerk, office assistant, front desk assistant, and retail associate.

Employers range from some of the top law firms and talent agencies to well-known retail businesses and luxury hotels. The states with active Best Buddies Jobs programs, as of December 31, 2017, include California, Florida, Illinois, Indiana, Maryland, Massachusetts, Nevada, New Mexico, New York, Tennessee, Texas, and Virginia.

Jobs Highlights

OUR PARTICIPANTS
Best Buddies Jobs participants work an average of 1,150,226 hours per year and earn approximately $14.1 million combined annually.

HIGHEST SALARIES
Michael D. earns $51,168 per year at Genentech in California. He also receives medical, dental and vision care, fitness center access, retirement plan, paid vacation, sick days and holidays, as well as complimentary transportation.

Cristen M. earns $48,692 per year at Holland & Knight in Boston. She also receives life insurance, medical and dental care benefits, retirement plan, as well as paid vacation, holidays and sick time.

Curt H. earns $42,120 a year at William Morris Endeavor in California. Curt also receives holiday pay and health care benefits.

Anthony S. earns $41,769 per year at Keiser Permanente South Bay Medical Center in California. He also benefits from Employee Assistance Program (EAP), Wellness Programs, company discounts, and free or reduced meals.

Paul P. earns $41,600 a year at Whiting Turner in California. He also receives medical, dental and vision care, as well as, access to an education assistance program, life insurance, retirement plan, paid vacation, holiday and sick days.

Billy O. earns $41,600 a year at Eaton Vance in Massachusetts. Benefits include medical and dental care, retirement plans, paid sick and vacation days.

HIGHEST HOURLY WAGES

<table>
<thead>
<tr>
<th>Jobs participant</th>
<th>Hourly Wage</th>
<th>Employer / Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michael D.</td>
<td>$24.60</td>
<td>Genentech / CA</td>
</tr>
<tr>
<td>Cristen M.</td>
<td>$23.41</td>
<td>Holland &amp; Knight / MA</td>
</tr>
<tr>
<td>Anthony S.</td>
<td>$22.95</td>
<td>Keiser Permanente / CA</td>
</tr>
<tr>
<td>Chantom P.</td>
<td>$20.60</td>
<td>Central Park Conservancy / NY</td>
</tr>
<tr>
<td>Curt H.</td>
<td>$20.25</td>
<td>William Morris Endeavor / CA</td>
</tr>
<tr>
<td>Ashley W.</td>
<td>$20.00</td>
<td>Institute for Community Inclusion / MA</td>
</tr>
</tbody>
</table>

RECEIVING BENEFITS
• Medical & Dental: 15%
• Paid Vacation/Sick Days: 21%
• 401K Plan: 1%

2017 KEY JOBS PROGRAM STATS*
• Average Total Weekly Hours worked: 23,474
• Average Total Yearly Hours worked: 1,150,226
• Average Total Yearly Wages Earned: $14,124,775
• Average Total Yearly Taxes paid: $2,824,955

*Global jobs stats are calculated based on total jobs participants and U.S. average hours and wages.
Integrated Employment Program

Global Presence

Integrated Employment Program

Active Jobs Program
12 States / 16 Cities

Best Buddies® Jobs
2017 U.S. Program Locations

Legend
BB Jobs Programs
BB Jobs Expansion

Integrated Employment Program

Active Jobs Program
7 Countries

Best Buddies® Jobs
2017 International Jobs Program Locations

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BB Jobs Programs
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Global Presence
Kevin Joyce
Federal Aviation Administration (FAA) / Massachusetts

It took Kevin a while to find a job that was the right fit. As he tells it, he spent years “working with other job agencies in efforts to find a good job, which came with a lot of frustration and [few] results.” Kevin experienced firsthand what we already know: that many of the jobs in today’s workforce are either inaccessible to, or limiting for, individuals with disabilities. He needed a workplace that would not only set clear expectations for him, but also help him find opportunities for growth. Kevin found that in the Federal Aviation Administration (FAA).

Hired in December of 2016, Kevin works as the office automation clerk at the FAA’s New England Region office. He is in charge of scanning and archiving files for the department, and he has added real value to the office.

Here’s what the Deputy Director had to say about Kevin:

“Kevin is particularly skilled in computer work. He was hired and initially asked to scan and file thousands and thousands of Federal Aviation Administration Orders and Guidance to help create an electronic file. Kevin turned out to be a very fast worker. He enjoys working and enjoys the people he works with as well. He has done work for many of our staff and recently scanned and created hundreds of land acquisition files we had no room to store in the office.”

The hire was as beneficial for Kevin as it was for the FAA. He works full time, makes well above minimum wage, receives benefits and has a great natural support system.

Financially, I’m in a better place. I know that I can do the things that I love and help my family.

On top of the financial benefits, Kevin also feels that, finally, his work is valuable.

My work is important and helps the government and helps the region. What I do really matters. I never felt that most of my other jobs ever accomplished anything. I want my job to have meaning. [Now] I can look at myself in the mirror and say yes you have a good job and you’re lucky to have it.

Kevin hopes down the road to be able to continue his education, try to move up the ladder, increase his pay, and continually try to challenge himself. There is no doubt that he’ll be able to do just that.
Leadership Development Program

Best Buddies educates and empowers people with intellectual and developmental disabilities (IDD) to become leaders, public speakers and agents of change. These leaders inspire their peers, communities, employers and the government to join Best Buddies’ mission of friendship and social inclusion.
Ambassadors
Best Buddies Ambassadors is a program that provides training for participants with and without IDD in areas of speech writing, public speaking and self-advocacy. Ambassadors develop the skills to share their life stories, promote Best Buddies programs, network, and, most importantly, advocate. The program prepares people to become active agents of change and informed, compelling advocates for the disability rights movement.

Ambassadors participate in trainings focused on the art of public speaking and advocacy. Once trained, they are expected to identify opportunities in their chapters, communities, and state to share their stories and become more involved and empowered as citizens. They are encouraged to make high-profile connections, speak to state and national legislators about opportunities for people with IDD, present at recruitment fairs and Best Buddies events, and develop partnerships in the community, given their skills and awareness as advocates. Ambassadors also help collect donations, present to other interest groups, and train others with IDD.

Participants are paired with a speech coach for the duration of their Ambassador training to assist with the writing and presentation of a speech. Speech coaches help Ambassadors in areas of brainstorming and organization, and serve as guides who provide one-on-one attention, as needed.

As of December 31, 2017, Best Buddies had more than 800 trained active Buddy Ambassadors, in 16 states and 22 countries. Many Ambassador program participants attended the Best Buddies Leadership Conference in July and took part in novice or advanced speechwriting courses during the event.

Promoters
Best Buddies Promoters empowers youth to become advocates for people with intellectual and developmental disabilities (IDD) by organizing and attending special events that promote inclusion and bring awareness to the disability rights movement. Students attending a school without a special education program can join a Promoters chapter to develop connections with people with IDD, or can start one by contacting their local Best Buddies state office.

Each Promoters chapter is led by a chapter president from the student body and a faculty advisor, and is assigned a Best Buddies staff person who offers integral support and guidance. Once formed, Promoters chapters host events, activities, and banquets and assemblies where they advocate for people with IDD, educate the public about inclusion, and promote the ideals of Best Buddies’ mission. Throughout the school year, Best Buddies encourages all Promoters chapters to host as many activities as possible on and off campus that are inclusive of people with IDD.

Through involvement in their local chapters, Promoters participants demonstrate how easy it is to create an inclusive environment, embrace and accept people of all abilities setting an example for their peers and the community at large.
“Hello everyone! My name is Jack Mayor. I’m 17 and a soon-to-be senior at Neuqua Valley High School in Illinois. I became an Ambassador for Best Buddies last year and I am loving every single second of it and I will tell you why. Before I share my story about Best Buddies with you, I want to share some things about myself. One in 68 kids are diagnosed with autism and it affects one in 42 boys. I am one of those 42 boys. I was diagnosed with autism at the age of six. Life with autism is a daily struggle. I am different but I am also unique and I have been blessed with special gifts like super memory when it comes to calendars. Now that you know some things about me, I’ll get back to why I am here today. That is all because I found the best organization on this planet...Best Buddies.

Before I became involved in this wonderful organization during my freshman year of high school, my life was very different. My life was very lonely. Although I have two brothers, and two sisters, I was sad. I was depressed and I hated everything about school. I sat alone at lunch and had no friends. That’s the thing with autism – it’s very hard to make and keep friends since most people don’t get me and I have a hard time reading people’s emotions. I did not want to go to school. My parents spoke to my teachers and then something absolutely amazing happened – I got involved in Best Buddies. Through Best Buddies, I met somebody that has become my very best friend. Josie is her name. I know that this is going to sound all dramatic, but it is the honest truth... Josie changed my life. She was the President of my high school’s chapter and I am sure she saw how bad my heart hurt. Josie would call my mom every week and make plans to do fun things with me. It wasn’t only the fun things she did with me, she took the time to get to know me... the REAL ME! She would always stop and talk to me in the halls, cheer me on at my basketball games and swim meets. She’d dance with me at Homecoming and Spring Fling.

She also celebrated “Mayor Thanksgiving” with us, which included all 54 members of my immediate family. You see, Josie is part of my family. Josie gets me, knows me and loves me. Josie doesn’t see my autism, she makes me feel like my autism doesn’t matter. She gave me something that is priceless... her true friendship.

Best Buddies gave me Josie. They gave me the confidence to speak in public. They also give other people with intellectual disabilities the chance to advocate for themselves. This organization makes me want to change things for all kids like me. Best Buddies took my worst days and made them my best. Everyone deserves their best days and every kid deserves Best Buddies.

As an Ambassador, my personal goal and hope is to help get this organization in every single middle school and high school across the world. My take on Best Buddies is that all kids will benefit from it. Typical kids get involved and become great role models and leaders. Kids like me have the opportunity to walk away with someone who can change your life.

I made a bunch of new friends. I actually like school now. I am extremely happy. My life starting my senior year is dramatically different from when I started my freshmen year and I know that this wouldn’t have been possible if it wasn’t for this organization.

My heart, my soul and my life have definitely been enriched by Best Buddies. Thank you to Mr. Anthony Shriver for creating an organization that gave me hope, confidence and, of course, my Josie.

Your outstanding support creates stories of success every day, many that are like my own.... the story of Jack and Josie. A story about a girl, who saw a broken boy, and heal him with the greatest thing of all.... true, selfless love. Best Buddies, Josie, and people like you gave me new life. A life that fills me with excitement and joy, instead of fear and loneliness. My life is new, my life is better, my life is the best. And you’re all the reason.”
The purpose of special events is to garner and acknowledge support for the Best Buddies mission, in addition to raising funds and awareness. There are numerous ways to get involved with Best Buddies events including: volunteering, advocating, and pursuing national partnership and sponsorship opportunities. A few of the more prominent events are featured on the following pages.
Signature Events

Best Buddies Program Participants during the Best Buddies Tom Brady Football Challenge at Harvard Stadium.

Best Buddies Challenge: Hyannis Port presented by Pepsi-Cola, Shaw’s Foundation and Star Market Foundation
June 2-3, 2017
Boston & Hyannis Port, Massachusetts

The Best Buddies Challenge: Hyannis Port, presented by Pepsi-Cola, Shaw’s Foundation and Star Market Foundation and chaired by Tom Brady, is a 100, 50 or 20-mile cycling adventure from Boston to Hyannis Port, with an optional 5K run/walk. The event kicked off with the Tom Brady Football Challenge and the Guy Cooking with Best Buddies Celebrity Chef Food and Wine Festival and concluded with celebrity tandem races, a celebratory clambake and a private concert by the legendary Joan Jett and the Blackhearts, who rocked the crowd with several of their classic hits.

Best Buddies Global Ambassador Tom Brady at the 2017 Best Buddies Challenge: Hyannis Port.

Program participants Stephen and Sarah participating in the Guy Cooking with Best Buddies event during the 2017 Best Buddies Challenge: Hyannis Port.

Cyclists departing from the start line at the Best Buddies Challenge: Hyannis Port.

Best Buddies Program Participants during the Best Buddies Tom Brady Football Challenge at Harvard Stadium.
The Best Buddies Challenge: Hearst Castle presented by Pepsi-Cola is a 100, 60, 30 or 15-mile cycling adventure along the picturesque coastlines of California, arriving at the renowned Hearst Castle in San Simeon, with an optional 5K run/walk led by Olympian Carl Lewis. The event concluded with an exciting finish line village, a festive barbecue and an energetic performance by California’s Soulville Band at the Hearst Ranch.

Signature Events

Cyclists ride along the California coastline as they make their way to Hearst Castle in San Simeon.
Professional cyclists George Hincapie, Chris Froome, and Christian Vande Velde along with Anthony K. Shriver and the Best Buddies Challenge: Miami riders support the cause as they cycle through the streets of Miami with a full police escort.

Iggy Azalea performs at the 21st Annual Best Buddies Miami Gala: Expansion in India.

Guests enjoy themselves at the Miami Gala’s cocktail reception and silent auction.

Best Buddies Challenge: Miami
21st Annual Best Buddies Miami Gala
November 17, 2017
Miami, Florida

The Best Buddies Challenge: Miami is a world-class cycling event limited to just 50 riders. This 62-mile ride, starting and ending at Marlins Park, featured a Tour de France-style police escorted peloton with road and intersection closures, support vehicles and three fully-stocked rest stops. The Challenge was followed by the 21st Annual Best Buddies Miami Gala: Expansion in India at Ice Palace Studios in Wynwood. This star-studded event included a gourmet dinner, a top-notch auction and a special musical performance by four-time Grammy nominated, multi-platinum Australian rapper Iggy Azalea.
Best Buddies Social Events

Best Buddies social events include Galas, Chef Tasting events and our fastest growing revenue model, Champion of the Year. These events bring together community leaders, corporate partners and philanthropists throughout all areas of our country. They celebrate the opportunity to come together for one evening to make an incredible impact in the communities we all live in and love. The funds raised are used to help program participants form meaningful friendships, secure employment and develop skills that allow them to serve as advocates for themselves and their peers. Best Buddies Tennessee gambled the night away and far exceeded their goal of raising $315,000. Their Gala and Casino night raised over $350,000 to support the programs and initiatives in Nashville. The Capital Region hosted a beautiful cocktail reception for 600 adult guests who had the opportunity to experience the Best Buddies mission firsthand. After the reception, with live and silent auctions, as well as, an amazing live appeal, the guests were invited to move onto the upper level atrium in the Reagan Building where they celebrated the more than 800 students dancing the night away at the Best Buddies Prom. The students all cheered for the adult guests attending when it was announced that they had raised more than $300,000 to support the students and build a jobs program in their area. In total, Best Buddies Social Events across the U.S. raised more than $4.2 million for individuals with IDD.
The Best Buddies Friendship Walk continues to be the number one walk in the country raising awareness and funds to support individuals with intellectual and developmental disabilities (IDD). The Friendship Walks play a key role in funding Best Buddies programs dedicated to one-to-one friendships, leadership development, and integrated job opportunities for Best Buddies participants. In 2017, more than 40,000 participants in 45 cities walked to raise awareness for inclusion, friendship, leadership, and opportunities for people with IDD. These Friendship Walks, Best Buddies’ largest series of community awareness events, collectively raised $4,443,372 for local programs! Each Friendship Walk provides an opportunity to showcase the Best Buddies mission in action at the local level. Proceeds from the Best Buddies Friendship Walk provide necessary resources for people with IDD to become more independent and valued members of our society.
Best Buddies Proms

Best Buddies Proms – and the support and fun they bring to the mission – are a growing way the organization’s state offices and chapters are sharing their work and celebrating program participants. Best Buddies Proms were celebrated across the country in 2017, through 37 local events held from coast to coast with thousands of participants in attendance. In 2017, over 800 students from 14 high schools came together to dance and celebrate inclusion at the Inland Empire Prom, the largest Best Buddies Prom in Southern California. Actress and Best Buddies supporter Charlotte McKinney also attended the prom as Samuel Castro’s date, the buddy director at Bloomington High School. The Nashville Best Buddies Prom was held in February, and during the day of the prom participants were offered the opportunity to have hair and makeup done at local salons. These salons were secured by staff and the services were provided at no charge to the participants. This year at the Nashville Prom, participants were even treated to a special song from a surprise guest – Hunter Hayes. Hunter saw a video from a buddy, Rachel, inviting him to attend the prom. He said he couldn’t refuse!

Signature Events
In July 2017, more than 2,200 teachers, volunteers and community leaders gathered from across the globe to unite in Bloomington, Indiana for the 28th Annual Best Buddies Leadership Conference: Pass The Torch. The event emphasized the importance of preparing and empowering the future leaders and advocates of the world with the skills and knowledge to move the mission of equality forward. The 2017 conference proved to be a once-in-a lifetime experience for attendees who came together to discuss social inclusion, leadership and community, fundraising, and advocacy for people with IDD. Speakers and special guests such as Born This Way star Megan Bomgaars, leader in the inclusion revolution and human rights defender Anastasia Somoza and motivational speaker Kevin Wanzer challenged attendees with and without IDD to explore their full potential as leaders and advocates, tap into their power to motivate and encourage others, and translate awareness into quality friendships between people of all abilities. Through lessons from global leaders in the disability rights movement, inspiring performances, moving testimonies and empowering education sessions, thousands of attendees returned from the conference inspired and motivated to change the world!
Best Buddies Month
March 2017

What started 22 years ago as a one-day event has evolved into a month-long celebration commemorating Best Buddies’ mission. Best Buddies Month, which takes place each year in March, is a time to reflect on the importance of friendship, jobs and the development of future leaders. More important, it is a time to show the world the significance of these essentials in every individual’s life. In March 2017, Best Buddies’ chapters and individual volunteers showcased their passion for Best Buddies by participating in community carnivals, regional dances and school-wide assemblies.

EKS Day
July 20, 2017

Eunice Kennedy Shriver (EKS) Day was created in 2010 in her honor, to inspire people to remember her legacy and embrace the movement she founded to bring awareness to the disability rights movement. EKS Day promotes a global call for individuals to commit actions of inclusion, acceptance and unity for people with IDD. The seventh annual EKS Day was observed on July 20 throughout the United States and in 100 countries. Activities included playing sports, picnics, canned-food drives, leadership trainings and pledges to stop using the R-word.
Meet Our Supporters

“All the programs Best Buddies can provide – leadership training, employment for people with intellectual disabilities, one-to-one friendships, and mentoring opportunities – none of it would ever be possible if it was not for our generous supporters who invest their time, their money, their energy and their passion into ensuring that Best Buddies is a success not only now but in the future.”

— Anthony K. Shriver, Founder, Chairman & CEO, Best Buddies International

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**INDIVIDUALS**

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**ATTORNEYS**

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**ACADEMICS**

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San Andreas Regional Center, California

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Florida Department of Aging and Rehabilitative Services
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Illinois Department of Human Services

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Connecticut Department of Developmental Services

$50,000 to $99,999
Connecticut Department of Developmental Services

$100,000 to $249,999
Boston Globe

$100,000 and Above

BMC
Romero Britto
CBS Radio/98.5 The Sports Hub
Chris Froome
Tom Brady

$25,000 to $49,999

Classic Party Rentals

$500,000 and Above

San Andreas Regional Center, California

$10,000 to $24,999

Butler County, Ohio Board of Developmental Disabilities
City of Falls Church, Virginia
City of Peoria, Arizona
Nebraska Department of Employment Training and Rehabilitation
Porto, Iowa
San Andreas Regional Center, California

$5,000 to $9,999

Classic Party Rentals

$25,000 to $49,999

Classic Party Rentals

$10,000 to $24,999

Classic Party Rentals

$500,000 and Above

San Andreas Regional Center, California

$100,000 to $249,999

Classic Party Rentals

$500,000 and Above

San Andreas Regional Center, California
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- Team Tom Brady

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- Team 6 Degrees
- Team Ability Revolution, Inc.
- Team Alden
- Team All Star Movers
- Team Allstate
- Team Amazon

$50,000 to $99,999
- Team Amplify
- Team Ambit
- Team American Express
- Team American Airlines

$10,000 to $24,999
- Team Ambit
- Team Ambit
- Team Amgen
- Team America's Cup

$25,000 to $49,999
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- Team Best Buddies Central Valley
- Team Eaton Vance
- Team Green River

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- Funtastic Dental & Orthodontics

FINANCE & INSURANCE
- Crescent Capital
- Kayne Anderson Capital Advisors, LP

FITNESS
- Blink Fitness
- Tanning Boutique

FOOD & BEVERAGE INDUSTRY
- Chick-Fil-A
- Cold Stone Creamery

INDUSTRIAL SUPPLIES / DISTRIBUTION
- CBS
- Sprint

MANUFACTURING / DISTRIBUTION
- BlumShapiro for BBRI
- Biotech

REAL ESTATE
- Amoya Realty and Development
- Jones Lang LaSalle

RETAIL
- CVS
- Cal Pro Sports

RECREATION
- Monon Community Center

TELECOMMUNICATIONS
- TCC

TRANSPORTATION
- Adams Ballrooms
- Royal Caribbean Cruises Ltd

WAREHOUSING & STORAGE
- D.S. Bull Company, Inc.

Contributors

Micro Center
- Once Upon a Child
- Primark
- Target
- TJ Maxx

SPORTS / ENTERTAINMENT
- AEG
- Boston Red Sox

TALENT AGENCIES
- Paradigm

TELECOMMUNICATIONS
- TCC

TRANSPORTATION
- Adams Ballrooms
- Royal Caribbean Cruises Ltd

WAREHOUSING & STORAGE
- D.S. Bull Company, Inc.
- Value Store It
# BALANCE SHEET AS OF DECEMBER 31, 2017

## ASSETS

<table>
<thead>
<tr>
<th>Asset</th>
<th>Year To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td></td>
</tr>
<tr>
<td>Cash in Bank</td>
<td>$2,024,261</td>
</tr>
<tr>
<td>Marketable Securities</td>
<td>$1,631,488</td>
</tr>
<tr>
<td>Pre-Paid Expenses</td>
<td>$496,804</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>$123,989</td>
</tr>
<tr>
<td>Contributions Receivable</td>
<td>$2,432,930</td>
</tr>
<tr>
<td>Grant Receivables</td>
<td>$3,673,996</td>
</tr>
<tr>
<td>Investments - Deferred Compensation Plan</td>
<td>$83,240</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$10,466,708</strong></td>
</tr>
<tr>
<td>Fixed Assets</td>
<td></td>
</tr>
<tr>
<td>Computers</td>
<td>$12,199</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td><strong>$12,199</strong></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$10,478,907</strong></td>
</tr>
</tbody>
</table>

## LIABILITIES AND FUND BALANCE

<table>
<thead>
<tr>
<th>Liability</th>
<th>Year To Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liabilities</td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>$553,950</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>$460,787</td>
</tr>
<tr>
<td>Deferred Compensation Plan Liability</td>
<td>$83,239</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$1,097,976</strong></td>
</tr>
<tr>
<td>Fund Balance</td>
<td></td>
</tr>
<tr>
<td>Beginning Fund Balance</td>
<td>$9,380,931</td>
</tr>
<tr>
<td><strong>Total Fund Balance</strong></td>
<td><strong>$9,380,931</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND FUND BALANCE</strong></td>
<td><strong>$10,478,907</strong></td>
</tr>
</tbody>
</table>

## BEGINNING BALANCE WITH CURRENT YEAR ADJUSTMENTS

- **Beginning Balance With Current Year Adjustments:** $8,997,086
- **Net Surplus/(Deficit):** $383,845
- **Ending Fund Balance:** $9,380,931

---

## 2017 CONSOLIDATED STATEMENT OF ACTIVITIES*

**Domestic Revenue:**
- Government: $6,449,865
- Foundations and Corps.: $4,688,827
- Individual: $2,221,216
- Special Events: $12,188,323
- Other: $1,080,675
- **Total Domestic Revenue:** $26,628,906

**Domestic Expenses:**
- Programs: $21,937,722
- Management and General: $1,275,411
- Fundraising: $3,076,122
- **Total Domestic Expenses:** $26,289,255

**Domestic Net Asset Summary:**
- Net Assets (beginning of year): $8,997,087
- Change in Net Assets: $339,652
- Net Unrealized Gains/(Losses) on Investments: $44,192
- **Domestic Net Assets (end of year):** $9,380,931

**International Revenue:** $29,200,000

**Total Gross Revenue:** $55,828,906

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*Statement of Activities for calendar year 2017 based on Best Buddies International’s Form 990-2017

**“Other” represents revenue generated from a collection of sources including Chapter Dues, Annual Leadership Conference, Investment Income and Cause-Related Marketing.

**Gross consolidation of International Licensees that operate as their own NGOs.
BESTBUDDIES INTERNATIONAL

50 States / 6 Continents / 48 Countries
The Marketing and Strategic Development Department would like to thank Best Buddies International Headquarters, state offices and international department for all of their help in creating this report. This collaborative effort was supported by the entire organization and across all departments. While we wish to thank everyone for their contribution, please also note the following people that played a major role in its development:

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Thank you,

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Vice President, Marketing & Strategic Development
Jamel Wills
Friendship program participant