



# 20 ANNUAL REPORT

# 22

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**Spectrum Designs**  
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Pleasantville, NY

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# A MESSAGE FROM THE SDF BOARD PRESIDENT



**Jothy Narendran**  
Spectrum Enterprises Board President

2022 was another incredible year for Spectrum Designs characterized by an increase in sales, customer-base and giant technological leaps forward.

The primary goal is to develop strategies, build awareness, maintain brand integrity, and increase sales, and business efforts. Led by our CEO Patrick Bardsley, the team has made numerous improvements to the benefits offered to our employees while promoting a more fulfilling work-life harmony.

Our achievements are cultivated by the support and faith of the community and the families that we serve. Our officers, directors and employees continue to receive accolades and awards for promoting neurodiversity in the workplace.

Spectrum is uniquely positioned to create a new model of hiring, training, retention and promotion that could set an example to other current or future integrated employers. Our goal is to create a training program that can allow anyone to learn and grasp skills to gain employment or advancement so that we can continue to promote from within. We entered 2023 much stronger and much better positioned to use all of the technological tools and systems established in 2022.

# A MESSAGE FROM THE CO-FOUNDER & CEO

Every year I sit down to write this letter I find myself struggling to put pen to paper. How do you adequately encapsulate all the incredible success stories, advancements, and achievements of the team at Spectrum Designs Foundation in a few short paragraphs? It's an impossible task but one I'm grateful to undertake as we turn the page on another unforgettable year.

In 2022, Spectrum Designs hired and retained 29 new employees, 14 of whom are on the Autism Spectrum and/or have a disability. This brings our total at the end of 2022 to 77 employees, across 3 businesses and 2 counties, with approximately 60% disclosing some form of different ability. Of course, employment isn't the only metric that matters. Our annual staff survey demonstrated to us the ongoing impact of the intangible benefits to employment, like relationships formed, independence gained and new skills developed. See more in the report ahead!

We won't get ahead of ourselves though; we know we have miles to go in the journey towards true inclusion of people of all abilities. And it'll take more than a village. It takes all of us, from local organizations to small businesses up to corporate America to make the changes needed. It will take towns, municipalities, state agencies, and the federal government all working in awareness and acceptance. Together, we must embrace true inclusion of a group that has historically been marginalized. We have work to do and the troubling statistics remain:

- **1 in 34** children being diagnosed with autism spectrum disorder
- The **unemployment rate** for people with disabilities who are ready and willing to work is typically **double** the general non-disabled working population.
- More than **66% of young adults on the Autism spectrum** are **unemployed** and are not engaged in higher education 2 years after exiting high school.

We remain 100% committed to changing these statistics and we know if you're reading this, you are too! So, thank you, from all of us at Spectrum Designs Foundation for another year of growth and impact. Our talented Board of Directors and dedicated staff are the beating heart of the organization you see today. We thank you for all your support.



**Patrick Bardsley**  
Co-Founder & CEO

# SPECTRUM DESIGNS EMPLOYEE IMPACT SURVEY RESULTS

We received valuable results back from our annual **Staff Satisfaction & Impact Survey**. Team members' responded to questions on a scale of 1 to 5, with '5' being the highest rated.

“

My work gives me my life's purpose. Spectrum Designs is a place where I feel welcomed, accepted for who I am and encouraged to grow and be myself. It's a magical place with amazing people from top to bottom.

*SDF Employee*

”

**93%**

**My work gives me a sense of purpose**

*Almost 93% of respondents replied with a 4 or 5*

**85%**

**My work gives me a sense of self-worth**

*More than 85% of respondents replied with a 4 or 5*

**92%**

**I feel confident in my abilities**

*Almost 92% of respondents replied with a 4 or 5*

**90%**

**I feel a sense of independence because of my work**

*Almost 90% of respondents replied with a 4 or 5*

“

Every day when I get up in the morning, it gives me a feeling that I have a place to go and a job to do and friends and people to be with.”

*SDF Employee*

”

# YEAR IN REVIEW

## JANUARY

Team Pleasantville celebrated the hiring five new trainees turned **Production Assistants**: Alex, Joey, Sherri, Stuart, and Garrett.



## FEBRUARY

Collaborated with **Foot Locker** and **WWE Costume Designer, Sarath Ton**, to bring his limited edition "Be Seen" sneakers and "ACCEPTANCE All Around the World" T-shirt to life!



## MARCH

**14 Certification Training Program grads** across all locations and enterprises were recognized during a virtual graduation ceremony!



## APRIL

It was a very busy Autism **Acceptance Month!** Spectrum was part of the **Red Bulls** game; had a site visit from **Knicks legend John Starks**; was featured on **CBS, News12, and WPIX-11**; graced the cover of **AwareNow** magazine; and much more!



## MAY

Elected officials including **Supervisor Jennifer DeSena** and **Councilwoman Mariann Dalimonte**, parent advocates, and community neighbors came out for our inaugural **'516 Day.'**



## JUNE

Spectrum Designs was selected by **Impact100 Westchester** as a recipient of an \$85,000 Transformational Project Grant, which enabled Pleasantville to purchase a state-of-the-art LTS (laser to screen) machine.



## JULY

Night in White honored **Bianca & Rob** (SDF Board Member) **DeGaudenzi** and **PwC**, amazing people who champion our mission every day of the year.



## AUGUST

Attended the **New York Stock Exchange closing bell** alongside members of the **CEO Commission for Disability Employment**.



## SEPTEMBER

The counterpart to Long Island's '**516 Day**,' Designs Pleasantville celebrated '**914 Day**' with parents, clients, and community members from Westchester.



## OCTOBER

**Working Nation** and the **Entertainment Industry Foundation (EIF)** produced an insightful and engaging **mini documentary** about one of our employees, **Greg**, highlighting the overarching message of the strength and benefits of an inclusive workplace.



## NOVEMBER

Employee **Nick** was named a **2022 William B. Joslin Outstanding Performer** by **NYSID**. Many "friends of Spectrum," including local and state elected officials, attended this very special event to honor his accomplishments.

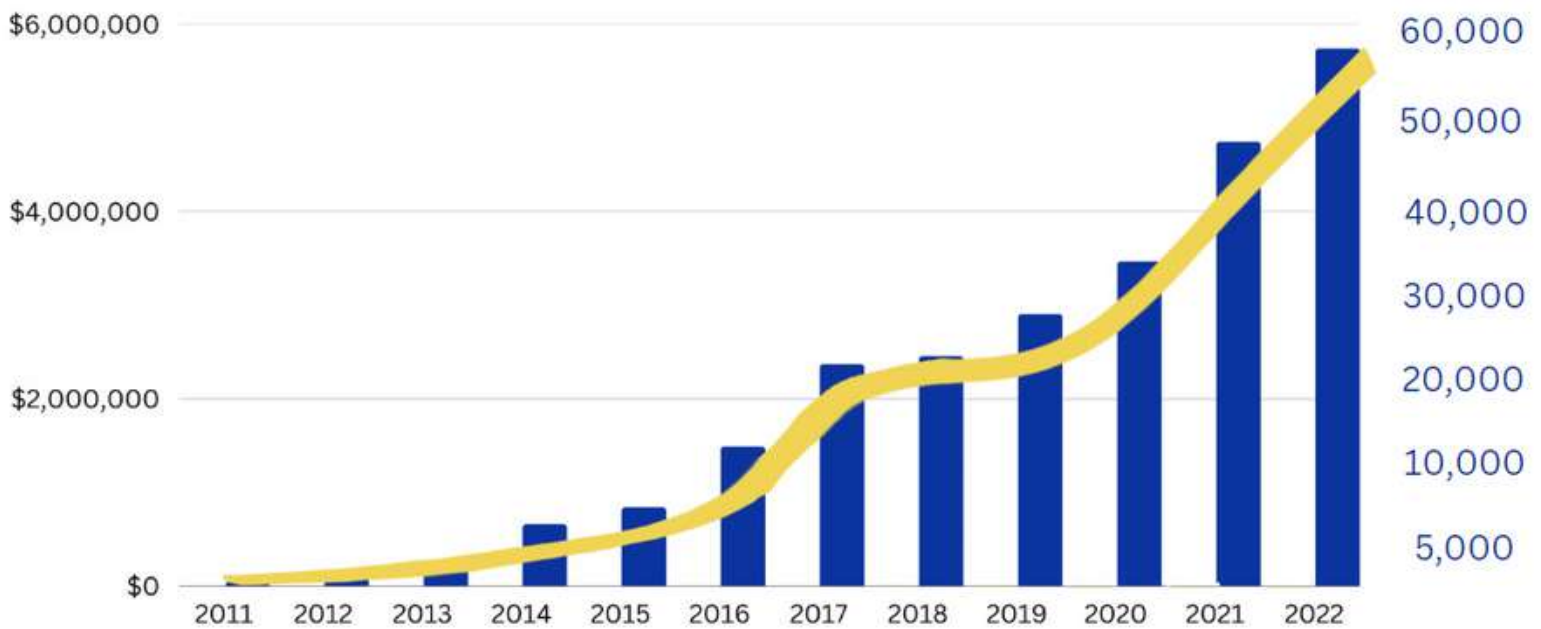


## DECEMBER

Our staff and families gathered to celebrate a memorable year at our annual **holiday party**, hosted by the **King family**.



# SALES GROWTH & HOURS OF PAID DISABILITY EMPLOYMENT



\*Spectrum Designs Foundations Combined Enterprises  
 ■ HOURS OF PAID DISABILITY EMPLOYMENT ■ SALES



“Spectrum Designs, with its emphasis on superior job skills, emotional and social support has not only changed Kyle’s life but the entire family’s. He starts his day with purpose and focus and enjoys deep satisfaction at the end of the day. He has learned that Spectrum is a place where he can advocate for himself with positive responses, alleviating his anxiety about not being accepted for himself.”

*Ellen Udelson, mother of Kyle Siczewicz, Production Assistant (New Hire, 2022)*



“Our family’s dream of gainful, paid employment for our son has come true, thanks to Spectrum Designs. Nick earned statewide certification as a screen printer and received the 2022 William B. Joslin Outstanding Performance Award. We are very grateful for the employment and training opportunities Spectrum has provided to so many young adults.”

*Robert and Marie Silverman Marich, parents of Nick Marich, Production Assistant (2022 Joslin Award Winner)*

# FEATURED CLIENTS NEW IN 2022



**CINTAS**



**ONE WORLD  
OBSERVATORY**



**CTDI**



**HUDSON VALLEY  
RENEGADES**



**PIX11**



**MARIANO RIVERA  
FOUNDATION**



“ Spectrum Designs has a plethora of promotional products at great pricing. But what means more is their mission PLUS their dedicated employees. Will always recommend Spectrum Designs to event planners and organizations looking for promotional items. ”

*Jennifer Alpert, Event Consultant/Producer,  
John Starks Foundation*

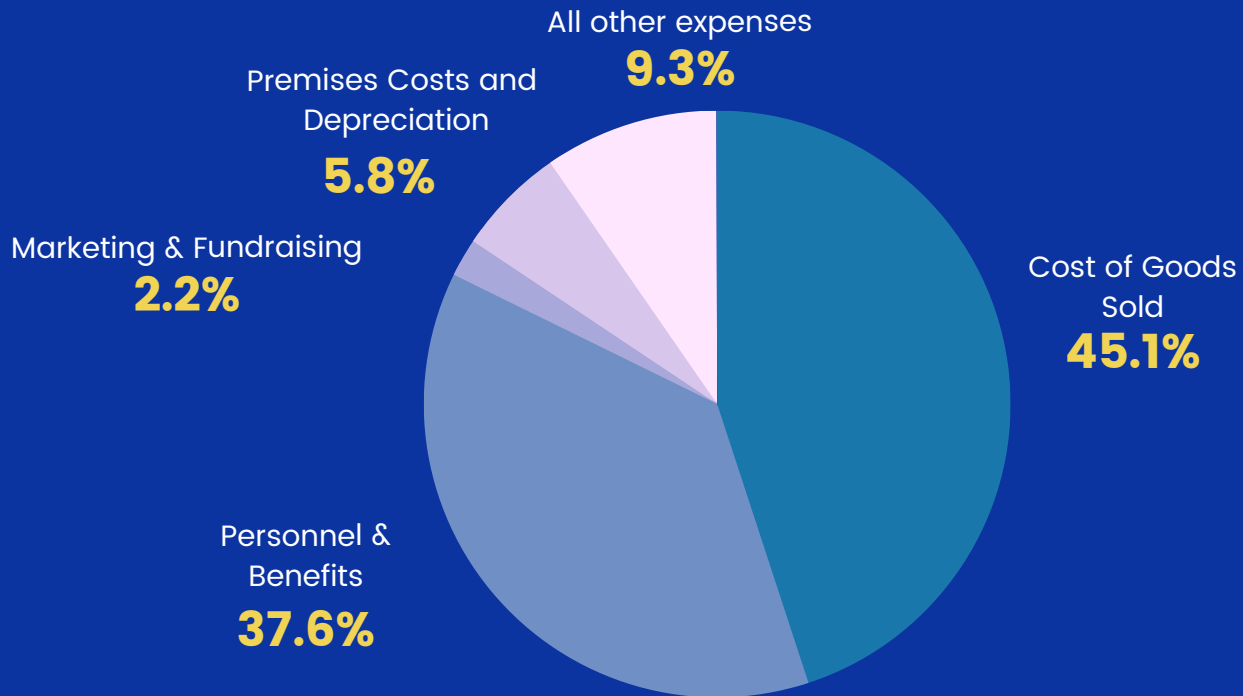
## JOHN STARKS FOUNDATION



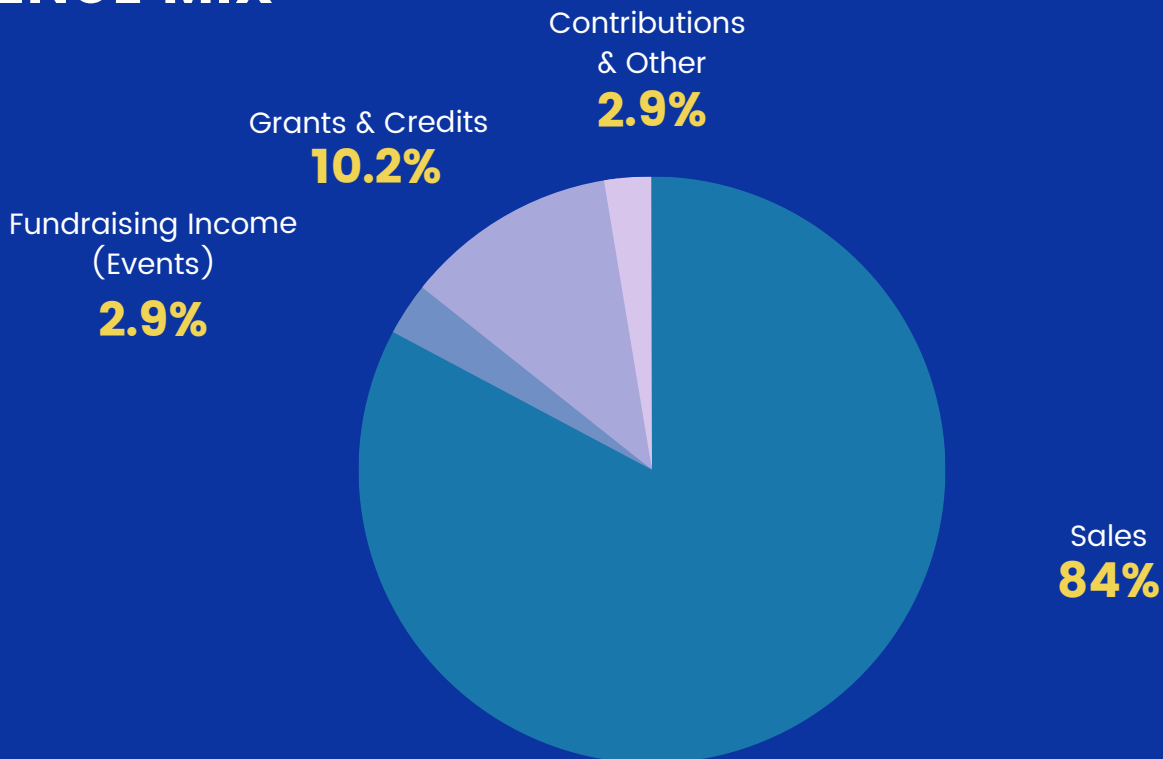
**(RED)**

# THE NUMBERS

## EXPENDITURE MIX



## REVENUE MIX



Gross Revenue  
**\$6,825,012**

Total Expenses  
**\$6,696,850**

Donations/Grants/Fundraising  
(included in Revenue)  
**\$775,087**



# 100% of Proceeds

support the ongoing expansion and advancement  
of hiring & retaining a neurodiverse workforce.



We are grateful to all of our families, donors, clients, and supporters.

## Board of Directors:

Jothy Narendran, President  
Stella Spanakos, Vice-President  
Denise Smith, Treasurer  
Michael Prounis, Member  
Rob DeGaudenzi, Member

John Beyer, Member  
Alyson Rozner, Member  
Richard Grafer, Honorary  
Gerard Salvo, Honorary

Co-Founders: Stella Spanakos, Nicole Sugrue, and Patrick Bardsley

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