Dear SPIN Members,

Is there anything more important to the quality of the services SPIN provides than the quality of the people providing those services? Research shows that well-trained, properly credentialed employees with years of service provide far better service than those who are not properly trained and credentialed and who have excessive turnover. We would all respond by saying, “Of course, I knew that without hearing about the research. It just makes sense.”

It is why so many families come to SPIN. They hear we have high quality employees, are a Top Workplace and have managers and leaders who care deeply. They come for quality services, quality environments and a culture that is People First. SPIN has been dedicated to developing and supporting quality employees for decades. The stories in this year’s Annual Report are filled with shining examples of how SPIN employees bring the culture of People First, quality services to each person. Through true partnerships in caring and giving, we see people thrive and grow beyond what we may have once thought possible. At SPIN we are in the People Possibilities business, and we are grateful to our team for making it all happen.

This Annual Report is dedicated to our quality employees and to our quality SPIN community – we can’t do Possibilities without you!

Sincerely,

Kathleen McHale  
President & CEO

Judy Dotzman  
Executive Director
Corporate Board

Directors

David Armbrister
Lansonn Bates
Theresa DelloBuono
Shuvankar Roy
Megan Russell

Officers

President
Kathleen McHale
Chair
Andrea Temple
Immediate Past Chair
Marie T. Leonard
Treasurer/Financial Secretary
Frank Breslin
Secretary
Kathy Neumeister

Trustees

Phyllis Barbera
Joanne C. Leonard
Joseph T. Murphy Jr., Esq.

A Love Story

Joel and Debra

Love is in the air! Joel and Debra are celebrating their 27th anniversary! They met at “Friends Helping Friends” where their Direct Support Professionals introduced them and it was love at first sight. After almost three decades their relationship is a model for all. They call each other “honey bun” and pamper each other with small gifts every chance they get.

With help from those who know them best, Joel and Debra enjoy spending quality time together on their dates to favorite restaurants or movies, walks in the park, attending special events and celebrations and their daily phone calls planning their next time together. Most recently they attended the FOP Prom and spent a magical evening, beautifully dressed and danced the night away. This love story grows stronger every day!
Every family wants their child to reach their full potential and SPIN partners with our families to achieve this outcome. Hannah, Ilya’s mother, wanted help with her son’s challenging behavior. He would protest, scream and throw things to the floor when he wasn’t happy or wanted something. Ilya’s teacher recommended that Hannah pursue Applied Behavior Analysis, or ABA services. Hannah was reluctant to try ABA because she had heard it was too directive and structured. Hannah read more about ABA and reached out to SPIN.

Since beginning ABA, Ilya is now listening to directives, sitting in his seat, helping out at home, playing safely with toys and speaking more in both English and Russian. While Hannah said it was difficult at first to start something new, she now reports, “We have more hugs. It’s always better when you give positive reinforcement and he loves it.”

A Story of Hope

Ilya

Opening Doors

Joe, Amber, Julia & AlNisha

Joe, Amber, and Julia each came to SPIN looking to get involved in the community, make new friends, and obtain competitive employment. Direct Support Professional, AlNisha McFadden, supported them to learn the importance of self-advocacy, working as a team, listening to and respecting the choices of others, and conflict resolution.

Each week, they volunteer at Meals on Wheels delivering meals to people in their local Lehigh Valley community. They volunteer in area nursing homes leading the rhythm circle with the residents, customizing birthday celebrations, and hosting bowling activities. Everyone looks forward to their visits and they have built wonderful relationships.

Through volunteering and AlNisha’s guidance, they have each learned skills needed to gain competitive employment. Amber is now employed at Potts Doggie Shop. Joe started working at Wawa and Julia at the Inside Scoop. AlNisha’s incredible support opened doors to a life of possibilities.
This summer, Matt Kolla, Assisting Director for SPIN Drummond’s Early Childhood Services graduated from the Pennsylvania Office of Child Development and Early Learning (OCDEL) Policy Fellowship. This was a yearlong program on the state legislative process which prepared Matt to advocate for early childhood services.

According to Matt, “My most exciting experience was preparing for and conducting legislative visits. It gave me the confidence to advocate for early childhood education and for early childhood educators.”

The latest exciting development, is that Matt was named to Pennsylvania’s Pre-K Counts/Head Start Advisory Committee. The committee’s purpose is to advise OCDEL about the Pre-K Counts and Head Start programs. Matt will bring his knowledge, experience, and perspective to this important body while continuing SPIN’s advocacy on behalf of all children, early educators and support staff.

Speaking up for Quality

Matt Kolla

In 1999, at a time when many were choosing to attend non-integrated programs, Donny knew he wanted to work, earn his own money, and he knew that he LOVED movies. He pursued his employment goals and now, 20 years later, he is a cornerstone of United Artist Theatre and a valued team member. He happily welcomes movie goers to the theatre and ensures they have purchased the correct ticket and directs them to the theatre.

Donny is a well-respected and dependable employee! He knows the ins and outs of the theater and is often called upon to help train new team members and provide extra support to his team during new movie events. Working at United Artists has not only made Donny a familiar face at work, he is also frequently recognized outside of work too! Donny has made many friends and new connections through his job at United Artists.

Donny is a trailblazer! He believed in himself and knew that he wanted to work! He is proof that with hard work and determination; you can not only find a job, but you can build a career that you love!

Magic at the Movies

Donny
If you met Adan a few years ago, you might have seen him screaming, crying and yelling if he didn’t get to use a phone or go to a preferred store. He didn’t have the skills to cope with not getting something that he wanted. Adan’s family connected him to SPIN’s Outpatient Clinic, Summer Therapeutic Activities Program (STAP) and Applied Behavior Analysis (ABA) services.

Through the use of strength based programming and the transfer of skills to Adan’s family, Adan’s team now reports that he uses coping skills to manage his emotions and express them verbally. He answers questions and loves to try new things. He demonstrates leadership skills and helps to tidy the classroom up. Adan loves to help others and was deemed the “classroom assistant” during STAP this summer. Adan is a shining example of children continually learning and growing!

Wanting to make changes in his life, Jason committed to a healthy lifestyle by investing in a holistic approach and connecting to SPIN’s DREAM Team strategies: Drink Water, Relaxation, Eat Healthy, Awareness of health risks and Move. Jason has a great team that teaches, encourages, demonstrates, and motivates him to lead a healthy life.

One of the first strategies Jason’s support staff implemented was to teach him how to follow his My25 menu and shop for healthy food options. Now Jason looks forward to his weekly weight check in that is accompanied by a delicious healthy smoothie! Jason’s support staff also engage him in meaningful activities, stretching him to be more physically active. Jason’s hard work and dedication has paid off with the phenomenal result of a 75 pound weight loss! His team is giving their all to help Jason achieve these wonderful outcomes and transform his life.
Bonnie and Tim Kain came to SPIN when their daughters began to receive support, each at the age of 3! The Kain’s and their extended family quickly embraced our culture and came out in full force, participating in Possibilities in the Park 5K as Keira’s Puzzle Pieces.

Unfortunately, their world changed in 2015, with Tim’s tragic passing. Bonnie continued to demonstrate the value of giving that she and Tim shared when she and her son, Aidan, surprised us on December 11th – what would have been Tim’s 45th birthday! They decided to pay it forward to honor their husband and father; generously donating art supplies, snacks and a monetary contribution to help fund a sensory swing. Their participation continues with Keira and Kelsey, loving Camp SPIN, which was created by our original families.

Family has always been SPIN’s legacy. We thank the Kain’s for continuing this tradition!

A Tradition of Giving

Kain Family

Bonnie and Tim Kain came to SPIN when their daughters began to receive support, each at the age of 3! The Kain’s and their extended family quickly embraced our culture and came out in full force, participating in Possibilities in the Park 5K as Keira’s Puzzle Pieces.

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Family has always been SPIN’s legacy. We thank the Kain’s for continuing this tradition!

Beginning in 1970 and continuing today, families are the foundation for the many possibilities we enjoy!

David and Lamont share their lives in a way that is an example to all. Lamont opened his home, his loving family and his life to David, increasing his independence and creating an environment with many opportunities for growth.

Lamont has become a great friend to David, listening when he needs an ear, and coaching him when he needs help. Through Lamont’s support, David now travels on his own, has pursued and gained employment, built relationships and embraced new and exciting experiences. David takes pride in all that he does, and knows that Lamont will be there to support the decisions he makes.

Lamont and David are well-known members of their community. Together they are respected, involved members of the SPIN Corporate Board and play a significant role in the governance of SPIN. David’s mom, Cheryl, is in awe of Lamont’s support of her son. She believes that Lamont helps David to maintain an active social life and have an elevated role in self-advocacy.

David and Lamont’s Lifesharing journey grows in new directions each day.

Sharing Life One Day at a Time

David & Lamont
The Power of Partnerships

With their energetic personalities, innovation and enthusiasm to learn, students are a true benefit to all of us at SPIN Community & Fitness. We value our partnership with several schools and universities, as we benefited from over 9,500 hours of volunteer services this year. Nursing students from LaSalle, Drexel, Holy Family, and Gwynedd Mercy educated participants about health and wellness in addition to communicating the DREAM TEAM philosophy across our organization.

Eleven Therapeutic Recreation students from Temple, Indiana, and Michigan State Universities used the power of activities to increase independence, develop leisure interests and skills, and explore the idea of employment through recreation. Occupational Therapy students from Jefferson, Temple, and University of the Sciences learned the value of working with an interdisciplinary team and leading effective groups. We also engaged with teens as High School groups from New Foundations, Solebury School, and Villa Joseph Marie worked alongside adults in our program, allowing them to see the value and potential in people of all abilities.

When we take the time to recognize a job well done, we promote a positive culture of productivity, performance excellence and engagement.
## Statements of Financial Position

<table>
<thead>
<tr>
<th></th>
<th>Year Ended June 30, 2018</th>
<th>Year Ended June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
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<tr>
<td>Current assets we expect to use in one year</td>
<td>$12,921,803</td>
<td>$12,599,452</td>
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<tr>
<td>Net book value of property, building and equipment</td>
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<td>$20,660,151</td>
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<tr>
<td>Total Assets Available</td>
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<td>$33,259,603</td>
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<tr>
<td><strong>Liabilities and Net Assets</strong></td>
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<tr>
<td>Obligations for the coming year</td>
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<td>$6,839,228</td>
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<td>Obligations to pay through 2038</td>
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<td>$10,121,263</td>
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<td>Total Obligations</td>
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<td><strong>Leaving Net Assets of</strong></td>
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<tr>
<td>Unrestricted</td>
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<td>Permanently Restricted</td>
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<td>Total Net Assets</td>
<td>$17,313,383</td>
<td>$16,299,112</td>
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<tr>
<td>Total Liabilities and Net Assets</td>
<td>$33,945,813</td>
<td>$33,259,603</td>
</tr>
</tbody>
</table>

## Statements of Activity

<table>
<thead>
<tr>
<th></th>
<th>Year Ended June 30, 2018</th>
<th>Year Ended June 30, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
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</tr>
<tr>
<td>Commonwealth of PA/Office of Developmental Programs</td>
<td>$54,907,871</td>
<td>$55,231,869</td>
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<tr>
<td>Special Education Pre-School Grants</td>
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<td>Philadelphia Community Behavioral Health</td>
<td>$6,847,051</td>
<td>$6,632,407</td>
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<tr>
<td>Head Start/PreK and Other Federal, State and Private Grants</td>
<td>$4,594,184</td>
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<tr>
<td>Service Contracts and Other</td>
<td>$3,564,200</td>
<td>$2,625,060</td>
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<td>Net Contributions</td>
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<td>$354,467</td>
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<td><strong>Total Revenues</strong></td>
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<td>$71,360,092</td>
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<td><strong>Expenses</strong></td>
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<tr>
<td>Program Services</td>
<td>$65,120,231</td>
<td>$64,823,674</td>
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<td>Administrative and Fundraising</td>
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<td><strong>Total Expenses</strong></td>
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<td><strong>Change in Net Assets for the Year</strong></td>
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<tr>
<td>Net Assets, Beginning of the Year</td>
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<tr>
<td>Net Assets, End of the Year</td>
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<td>$16,083,988</td>
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<tr>
<td><strong>Net Assets, End of the Year</strong></td>
<td>$17,313,383</td>
<td>$17,309,112</td>
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</tbody>
</table>

## Giving Partners

<table>
<thead>
<tr>
<th>Giving Partners</th>
<th>1/1/18-6/30/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>$25,000+</td>
<td>$2,500 - $4,999</td>
</tr>
<tr>
<td>Sharon &amp; Joel Koppelman</td>
<td>Barbara &amp; Neil Demchick</td>
</tr>
<tr>
<td>Artna</td>
<td>Kathleen &amp; Robert Dougherty</td>
</tr>
<tr>
<td>Rite Aid Foundation</td>
<td>Joe Feola</td>
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<tr>
<td>KidCents</td>
<td>J&amp;G Automotive</td>
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<tr>
<td>$10,000-$24,999</td>
<td>Service Center</td>
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<tr>
<td>Ken Karle</td>
<td>Richard &amp; Lyn Greenfield</td>
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<tr>
<td>Willis Pharmacy Services, Inc.</td>
<td>Jennifer &amp; Michael Hughes</td>
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<tr>
<td>Frank Menne</td>
<td>Paul &amp; Theresa Joyce</td>
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<tr>
<td>Trinity Asset Protection, Inc.</td>
<td>Lunette Maloney</td>
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<tr>
<td>Andrea &amp; Geoffrey Temple</td>
<td>Gloria &amp; Kieran McKenna</td>
</tr>
<tr>
<td>Geoffrey W Temple Family Medical Associates</td>
<td>Kieran McKenna</td>
</tr>
<tr>
<td>Eric Tweer</td>
<td>Flooring, Inc.</td>
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<tr>
<td>Republic Bank</td>
<td>Thomas Morrison</td>
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<tr>
<td>Comcast Foundation</td>
<td>Eleanor &amp; John O’Brien</td>
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<tr>
<td>Comcast NBC Universal</td>
<td>Denise &amp; Martin O’Rourke</td>
</tr>
<tr>
<td>Crum &amp; Forster</td>
<td>Patricia &amp; Joseph Parisi</td>
</tr>
<tr>
<td>$5,000-$9,999</td>
<td>Ronald &amp; Dina Schwartz</td>
</tr>
<tr>
<td>Bryan &amp; Linda Bartleson</td>
<td>Colonial Nissan</td>
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<tr>
<td>Bartleson Electric, Inc.</td>
<td>Mathew Slapover</td>
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<tr>
<td>Eric Drusner</td>
<td>Matt’s Pharmacy &amp; Medical Supply</td>
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<tr>
<td>The Haverford Trust Company</td>
<td>Joe Zeltner</td>
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<tr>
<td>Greg &amp; Megan Grant</td>
<td>Superior Restoration, LLC</td>
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<tr>
<td>Alliant Insurance Services, Inc.</td>
<td>AFSCME Local 1739, Community and Social Agency Employees</td>
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<tr>
<td>Scott Koepper</td>
<td>Giant Food Stores</td>
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<tr>
<td>Scott Mechanical</td>
<td>Johnson, Kendall &amp; Johnson</td>
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<tr>
<td>Mindy Lederhandler Lutts &amp; Robert Lutts</td>
<td>Paypal Charitable Giving Fund</td>
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<tr>
<td>Remax Keystone</td>
<td>Philadelphia Federal Credit Union</td>
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<tr>
<td>Kathleen &amp; Robert McHale</td>
<td>Tarken Recreation Center &amp; Tarken Advisory Council</td>
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<tr>
<td>Edward Schuman &amp; Amy Zucker</td>
<td>Zelenkoftke, Axelrod &amp; Company, Ltd.</td>
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<tr>
<td>Arlington Heritage Group</td>
<td>$1,000-$2,500</td>
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<td>$2,500-$4,999</td>
<td>Croom &amp; Lyle Beary</td>
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<tr>
<td>Theresa DelloBuono</td>
<td>Ledgewood</td>
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<tr>
<td>Jonathan Demchick</td>
<td>Susan Fellows</td>
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<tr>
<td>Susan Ivey</td>
<td>Joseph Kain</td>
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<tr>
<td>Thomas Krajewski</td>
<td>Joel &amp; Janice Kramer</td>
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<td>Kramer OBGYN Associates</td>
<td>Charles Lassoff</td>
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<td>CRK Lighting Agency</td>
<td>Wayne Losino</td>
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<td>Edward Millo</td>
<td>Edward Millo Event Group</td>
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<td>Janice &amp; Joseph Morgan</td>
<td>George &amp; Patricia Poporal</td>
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<tr>
<td>Chester Orzechowski &amp; Angela Jannelli</td>
<td>Infectious Disease Associates</td>
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<tr>
<td>Steven Pepper</td>
<td>Deborah &amp; Jon Ridge</td>
</tr>
<tr>
<td>Diane &amp; Richard Peterman</td>
<td>CJ Romanos</td>
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<tr>
<td>George &amp; Patricia Poporal</td>
<td>Infectious Disease Associates</td>
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<tr>
<td>Kevin &amp; Helen Hughes</td>
<td>John &amp; Helen Hughes</td>
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<tr>
<td>Jeff Laffie</td>
<td>James Kaiser</td>
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<tr>
<td>Matt &amp; Sabrina Kelley</td>
<td>Pacific Pesticide Solutions</td>
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<tr>
<td>Prodigy Pest Solutions</td>
<td>Joanne Leonard</td>
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<tr>
<td>Meaghan Lutts</td>
<td>Kevin &amp; Colleen Lynam</td>
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<td>Barbara &amp; Neil Demchick</td>
<td>Rose Mee</td>
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<td>Sharon Mehlan</td>
<td>David &amp; Sandi Miazio</td>
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<td>David &amp; Sandi Miazio</td>
<td>Kristen &amp; Nelson Montanez</td>
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<td>Cynthia &amp; Charles O’Neill</td>
<td>Marcus Primavera</td>
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<td>Caregivers America</td>
<td>Joseph Rukowski</td>
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<tr>
<td>Kathleen Schultz</td>
<td>Kenneth &amp; Margaret Smith</td>
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<tr>
<td>Amanda Snyder</td>
<td>Steamfitters Local Union 420</td>
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<td>$500-$999</td>
<td>Bell &amp; Stewart Barbary</td>
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<td>Felicia Brosius</td>
<td>Frank &amp; Leslie Brown</td>
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<tr>
<td>Kim &amp; Greg Chapman</td>
<td>Evelyn Cladlow</td>
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<tr>
<td>Andrea &amp; Paul Consigny</td>
<td>Joe Cunningham</td>
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<tr>
<td>Remax Eastern</td>
<td>Dorothy &amp; Casimir Czarnecki</td>
</tr>
<tr>
<td>Maureen, Thomas &amp; Colleen Devaney</td>
<td></td>
</tr>
</tbody>
</table>
Giving Partners
1/1/18-6/30/19

Kathy Sykes
Teresa Thoman
Tom Tinney
Lauren Voit
Tony & Eleanor Weiss
Weintraub Brothers Company
Jeffrey Weiss
Ben Williams
Mark Zinnman
Bets Plumbing & Heating
Booth's United
Church of Christ
Burns Funeral Home, Inc.
Citizens Bank
Dunphy Ford
Emerald Business Supply, Inc.
Franklin Mills Advisory Council Organization
George Washington High School Class of 1974
MobilityWorks
Modern Plumbing and Heating Company
Northeast Washer Service
Shoprite of Morrell Plaza
Sweet Lucy's Smokehouse
Washington Savings Association

Pugliese Associates

Giving Partners
1/1/18-6/30/19

Suzanne Cerruti
G. Richard & Carol Chapman
Tendesai Chirera
Kate & Lou Citro
Melissa & Mitchel Cockind
Michael & Amanda Cole
Frank Dellisanti
Representative Gene DiGirolamo
Representative Mike Driscoll
Michele & Kevin Dwyer
Brian Edwards
Celia Feinstein
William Fitzgerald
Carole Foley
Marcia Giarratana
Mary Lou Haughney
Sharon & James Heileman
Angela Hoffman
Pamela Hoffman
Stephen & Mary Jane Hopkins
Colleen Horcher
Debbie Jordan
Bonnie Adain, Keira & Kelsey Kain
D. Webster Keogh
Mark Kiger
Jack & Carol Lenhart
Marie Leonard & Michael Zaneski
Michael & Helene Levitt
Erica Lowry
Chelsea Lutts & Andy Lane Leonard Lutts
Seymour & Carol Mager
Bruce Mager
Francis & Erika Margerum
Patrick & Michelle McCormick
Francis Moritz
Kathy & Terry Neumeister
Glenn Shaw & Tophanie Nowak-Shaw
Natasha Nunez
Mark Pustillo
Luci Rainey
Lisette Rivera
Megan Russell
Jamie & Nick Scarboro
Stuart & Karen Skinner
Ken Smigo
Kendall Heating & Cooling
Kathy & James Smith
Lynne Smith
Kathleen Soda
William Stanezak
David & Nancy Waters
Jannelle Zack
Lexi the Pit
Mirella Zumbo
A & A Paper Company
Aria Jefferson Health
Circle of Friends ADHC, Inc.
DBA Red Dog Designs
High Note Vocals Voice Studio
Holy Family University
Liberty Service Center
Managed Health Care Associates Inc.
MCH Limited Partnership
Moravian Development Corporation
National Personal Training Institute
One Source Office Refreshment Service
Pathcom Inc.
Pugliese Associates

$250-$499

RCN
Sisters of the Redeemer
SkyBlitz
Sprout
Standard Digital Imaging, Inc.
Stanley Marvel, Inc.
Steps to Recovery Addiction Counseling
The Alliance of Community Service Providers
Toro Fence Company
Tortorella's Women's Committee
Unique Indoor Comfort
Walker Lodge No. 306
Woodhaven Office Outfitters, LLC
Workplace Central
Yards Brewing Company

$100-$249

Bill & Joan Cahill
Cahill's Carpet & Upholstery Cleaning
Janet Ahlhouse
Cheryl Armbrister Nichols
Bernina Armwood
Mehnaz Azhar
Marc Barato
Donna Barnett
Lamont Bates
John Baus
Ryan & Erika Becker
Charnelle Bell
Joseph Berger
Toryn Garvin
Mitchell Gaskins
Judith Gatt
Susan Gaughan
Maureen Geiss
George Geisel
Lauren Gilborges
Cassandra Gilreath
Steven & Paula Glazier
Christine Gold
L. Erik & Debra Gold
Karen Gonsiewski

Mary Dougherty
Donna Downs
Mike Eber
Brittany Eckert
William & Ruth Eichinger
David Elker
Melissa Endris
William Engle
Julian Espada
McKown Family
Kristen Fellows
Lori & Gary Fenza
Shawn Fitzer
Paul Fischer
Sean Fitzgerald
Scott Fletcher
Thomas Foley
Amy Forsyth
LaToya Franklin
Martha Fraser
Luk Frasier
Shannon Freely
Vanessa Freeman
Dan Fuller
Michael & Betsy Farmer
Taryn Garvin
Mitchell Gaskins
Judith Gatt
Susan Gaughan
Maureen Geiss
George Geisel
Lauren Gilborges
Cassandra Gilreath
Steven & Paula Glazier
Christine Gold
L. Erik & Debra Gold
Karen Gonsiewski

Scheri Gorley
Margaret Grace
Dianne Gradel
Andre Graves
William Greenberg
Charles Gress
Catherine Greway
Kenneth & Mary Ann Grow
Lynn Hammer
Kaitlyn & Casey Haney
Margaret Healy
Scott & Cheryl Herman
Annette Hinkle
Alice Hollister
Tania Holloway
Bonnie Huber
Marybeth & Robert Humble
Raymond Jackson
Erica Jacobs
Shante Jenkins
Tiara Jones
Helen Kane
Rosemary & Joseph Karabinos
Elizabeth & Michael Kauffman
Jack Kennedy
William Keesh
Marge Kiernan
James Klein
Matt Kolla
Dannielle Koons
Mary Knick
Donna Meehan
Mary Meehan
Patrick McMenamin
John McMahon
Mary McKeown
Ryan McGinnis
Annmarie McGettigan
Joseph Crisanti & Annmarie McGregor
Ryan McGinnis
William McKeown
John McMahon
Patrick Menominus
Mary Mehan
Donna Meehan
William & Kathleen Meyers
Melissa Mexico
Ann Marie Milanese
Peter Minotti
Joseph Montague
Francis Moroz
Lindsay Mueller
Carleen Murphy
SPIN EVENTS

Annual Membership Campaign
SPIN Live
Partners for Possibilities
50th Anniversary Celebration
Golf Tournament
SPINGO - A Lehigh Bingo Bash
Stroll in the Play Park
Boo & Brew 5K
LOVE
HOPE
GROW

At SPIN, we value:

People First
Professionalism
Performance Excellence
Productivity