

Return of Organization Exempt From Income Tax

2005

Open to Public Inspection

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

Department of the Treasury
Internal Revenue Service

The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2005 calendar year, or tax year beginning 9/1/2005, 2005, and ending 8/31, 2006

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return
 Amended return
 Application pending

C Name of organization: **EASTER SEALS INC**
 Number and street (or P O box if mail is not delivered to street address) Room/suite: **230 W. Monroe Street 1800**
 City or town, state or country, and ZIP + 4: **Chicago, IL 60606**

D Employer identification number: **36 2171729**
E Telephone number: **(312) 726-6200**
F Accounting method: Cash Accrual
 Other (specify) ▶

G Website: ▶ **www.easterseals.com**

J Organization type (check only one) ▶ 501(c) (3) ◀ (insert no.) 4947(a)(1) or 527

K Check here ▶ if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization chooses to file a return, be sure to file a complete return. Some states require a complete return.

L Gross receipts: Add lines 6b, 8b, 9b, and 10b to line 12 ▶ **84,785,000**

H and **I** are not applicable to section 527 organizations.
H(a) Is this a group return for affiliates? Yes No
H(b) If "Yes," enter number of affiliates ▶
H(c) Are all affiliates included? Yes No (If "No," attach a list. See instructions.)
H(d) Is this a separate return filed by an organization covered by a group ruling? Yes No
I Group Exemption Number ▶
M Check ▶ if the organization is not required to attach Sch. B (Form 990, 990-EZ, or 990-PF).

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions.)

1 Contributions, gifts, grants, and similar amounts received:			
a Direct public support	1a	53,415,200	
b Indirect public support	1b	0	
c Government contributions (grants)	1c	18,015,300	
d Total (add lines 1a through 1c) (cash \$ 71,430,500 noncash \$ 0)	1d		71,430,500
2 Program service revenue including government fees and contracts (from Part VII, line 93)	2		2,675,700
3 Membership dues and assessments	3		7,705,800
4 Interest on savings and temporary cash investments	4		69,100
5 Dividends and interest from securities	5		195,000
6a Gross rents	6a	0	
b Less: rental expenses	6b	0	
c Net rental income or (loss) (subtract line 6b from line 6a)	6c		0
7 Other investment income (describe ▶)	7		0
8a Gross amount from sales of assets other than inventory	(A) Securities	(B) Other	
	2,507,500	8a 162,000	
b Less: cost or other basis and sales expenses	2,219,300	8b 31,000	
c Gain or (loss) (attach schedule) Stmt 1	288,200	8c 131,000	
d Net gain or (loss) (combine line 8c, columns (A) and (B))			8d 419,200
9 Special events and activities (attach schedule). If any amount is from gaming, check here ▶ <input type="checkbox"/>			
a Gross revenue (not including \$ 0 of contributions reported on line 1a)	9a	0	
b Less: direct expenses other than fundraising expenses	9b	0	
c Net income or (loss) from special events (subtract line 9b from line 9a)	9c		0
10a Gross sales of inventory, less returns and allowances	10a	0	
b Less: cost of goods sold	10b	0	
c Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)	10c		0
11 Other revenue (from Part VII, line 103)	11		39,400
12 Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)	12		82,534,700
13 Program services (from line 44, column (B))	13		66,198,700
14 Management and general (from line 44, column (C))	14		2,744,700
15 Fundraising (from line 44, column (D))	15		13,062,200
16 Payments to affiliates (attach schedule)	16		0
17 Total expenses (add lines 16 and 44, column (A))	17		82,005,600
18 Excess or (deficit) for the year (subtract line 17 from line 12)	18		529,100
19 Net assets or fund balances at beginning of year (from line 73, column (A))	19		7,204,600
20 Other changes in net assets or fund balances (attach explanation) Stmt 2	20		465,800
21 Net assets or fund balances at end of year (combine lines 18, 19, and 20)	21		8,199,500

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Part II Statement of Functional Expenses All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others. (See the instructions.)

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22	Grants and allocations (attach schedule) Stmt 3 (cash \$ <u>28,664,400</u> noncash \$ <u>0</u>) If this amount includes foreign grants, check here <input type="checkbox"/>	28,664,400	28,664,400		
23	Specific assistance to individuals (attach schedule)	0	0		
24	Benefits paid to or for members (attach schedule)	0	0		
25	Compensation of officers, directors, etc.	1,297,000	897,200	399,800	0 Stmt 4
26	Other salaries and wages	8,392,800	7,529,000	778,500	85,300
27	Pension plan contributions	642,000	582,100	53,300	6,600
28	Other employee benefits	631,800	573,100	52,100	6,600
29	Payroll taxes	652,900	570,600	76,400	5,900
30	Professional fundraising fees	1,047,400	732,000	44,800	270,600
31	Accounting fees	47,700	0	47,700	0
32	Legal fees	171,400	149,000	20,000	2,400
33	Supplies	244,400	214,200	28,600	1,600
34	Telephone	349,600	315,900	30,100	3,600
35	Postage and shipping	146,000	128,700	13,900	3,400
36	Occupancy	1,037,200	928,800	102,700	5,700
37	Equipment rental and maintenance	204,400	171,800	31,400	1,200
38	Printing and publications	1,080,400	1,031,600	31,600	17,200
39	Travel	895,600	823,000	60,100	12,500
40	Conferences, conventions, and meetings	1,780,700	1,534,400	215,000	31,300
41	Interest	266,200	62,700	203,500	0
42	Depreciation, depletion, etc. (attach schedule)	489,000	426,000	60,300	2,700 Stmt 5
43	Other expenses not covered above (itemize): a See Statement 6	43a 33,964,700	20,864,200	494,900	12,605,600
	b	43b			
	c	43c			
	d	43d			
	e	43e			
	f	43f			
	g	43g			
44	Total functional expenses. Add lines 22 through 43. (Organizations completing columns (B)-(D), carry these totals to lines 13-15)	82,005,600	66,198,700	2,744,700	13,062,200

Joint Costs. Check if you are following SOP 98-2.

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? Yes No
 If "Yes," enter (i) the aggregate amount of these joint costs \$ 30,477,000, (ii) the amount allocated to Program services \$ 17,659,400,
 (iii) the amount allocated to Management and general \$ 0, and (iv) the amount allocated to Fundraising \$ 12,817,600

Part III Statement of Program Service Accomplishments (See the instructions.)

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

What is the organization's primary exempt purpose? ▶ Statement 5A - Assist People with disabilities	Program Service Expenses
All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)	(Required for 501(c)(3) and (4) orgs., and 4947(a)(1) trusts, but optional for others.)
a See Statement 7 (Grants and allocations \$) If this amount includes foreign grants, check here ▶ <input type="checkbox"/>	
b (Grants and allocations \$) If this amount includes foreign grants, check here ▶ <input type="checkbox"/>	
c (Grants and allocations \$) If this amount includes foreign grants, check here ▶ <input type="checkbox"/>	
d (Grants and allocations \$) If this amount includes foreign grants, check here ▶ <input type="checkbox"/>	
e Other program services (attach schedule) (Grants and allocations \$) If this amount includes foreign grants, check here ▶ <input type="checkbox"/>	
f Total of Program Service Expenses (should equal line 44, column (B), Program services). . . . ▶	66,198,700

Part IV Balance Sheets (See the instructions.)

Note: Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

		(A) Beginning of year		(B) End of year		
Assets	45 Cash—non-interest-bearing		3,900	45	4,400	
	46 Savings and temporary cash investments		844,200	46	391,300	
	47a Accounts receivable	47a	1,759,900			
	b Less: allowance for doubtful accounts	47b	771,400	864,000	47c	988,500
	48a Pledges receivable	48a	36,900			
	b Less: allowance for doubtful accounts	48b	0	35,000	48c	36,900
	49 Grants receivable		1,090,800	49	1,643,700	
	50 Receivables from officers, directors, trustees, and key employees (attach schedule)		0	50	0	
	51a Other notes and loans receivable (attach schedule) See Statement 8	51a	278,200			
	b Less: allowance for doubtful accounts	51b	0	384,000	51c	278,200
	52 Inventories for sale or use		0	52	0	
	53 Prepaid expenses and deferred charges		4,331,600	53	5,752,000	
	54 Investments—securities (attach schedule) Strmt 9 ▶ <input type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV		13,836,100	54	15,134,000	
	55a Investments—land, buildings, and equipment: basis	55a	0			
	b Less: accumulated depreciation (attach schedule)	55b	0	22,100	55c	0
	56 Investments—other (attach schedule)		0	56	0	
	57a Land, buildings, and equipment: basis	57a	2,010,400			
	b Less: accumulated depreciation (attach schedule) Strmt 10	57b	607,800	1,128,000	57c	1,402,600
	58 Other assets (describe ▶ See Statement 11)		389,700	58	991,600	
59 Total assets (must equal line 74). Add lines 45 through 58.		22,929,400	59	26,623,200		
Liabilities	60 Accounts payable and accrued expenses		7,364,000	60	14,210,900	
	61 Grants payable		0	61	0	
	62 Deferred revenue		3,729,100	62	11,300	
	63 Loans from officers, directors, trustees, and key employees (attach schedule)		0	63	0	
	64a Tax-exempt bond liabilities (attach schedule)		0	64a	0	
	b Mortgages and other notes payable (attach schedule) Strmt 12		3,588,300	64b	2,882,400	
	65 Other liabilities (describe ▶ See Statement 13)		1,043,400	65	1,319,100	
66 Total liabilities. Add lines 60 through 65		15,724,800	66	18,423,700		
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ▶ <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.					
	67 Unrestricted		6,229,300	67	5,703,700	
	68 Temporarily restricted		975,300	68	2,495,800	
	69 Permanently restricted		0	69	0	
	Organizations that do not follow SFAS 117, check here ▶ <input type="checkbox"/> and complete lines 70 through 74.					
	70 Capital stock, trust principal, or current funds			70		
	71 Paid-in or capital surplus, or land, building, and equipment fund			71		
	72 Retained earnings, endowment, accumulated income, or other funds			72		
73 Total net assets or fund balances (add lines 67 through 69 or lines 70 through 72; column (A) must equal line 19; column (B) must equal line 21)		7,204,600	73	8,199,500		
74 Total liabilities and net assets/fund balances. Add lines 66 and 73.		22,929,400	74	26,623,200		

Part VI Other Information (continued)		Yes	No
82a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?	✓	
	b If "Yes," you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II. (See instructions in Part III.)		
	82b 3,632,700	✓	
83a	Did the organization comply with the public inspection requirements for returns and exemption applications?		
83b	Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	✓	
84a	Did the organization solicit any contributions or gifts that were not tax deductible?		✓
84b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		NA
85a	501(c)(4), (5), or (6) organizations. Were substantially all dues nondeductible by members?		NA
85b	Did the organization make only in-house lobbying expenditures of \$2,000 or less? If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year.		NA
85c	Dues, assessments, and similar amounts from members		NA
85d	Section 162(e) lobbying and political expenditures		NA
85e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices		NA
85f	Taxable amount of lobbying and political expenditures (line 85d less 85e)		NA
85g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?		NA
85h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?		NA
86a	501(c)(7) orgs. Enter: a Initiation fees and capital contributions included on line 12		NA
86b	b Gross receipts, included on line 12, for public use of club facilities		NA
87a	501(c)(12) orgs. Enter: a Gross income from members or shareholders		NA
87b	b Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		NA
88	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Part IX		✓
89a	501(c)(3) organizations. Enter: Amount of tax imposed on the organization during the year under: section 4911 ▶ 0; section 4912 ▶ 0; section 4955 ▶ 0		
89b	501(c)(3) and 501(c)(4) orgs. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If "Yes," attach a statement explaining each transaction		✓
	c Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958		0
	d Enter: Amount of tax on line 89c, above, reimbursed by the organization		0
90a	List the states with which a copy of this return is filed ▶ AL, AK, AZ, AR, CA, CO, CT, DC, FL, GA, IL, IN, KS, KY, LA, ME, MD, MA		
	b Number of employees employed in the pay period that includes March 12, 2005 (See instructions.)	90b	114
91a	The books are in care of ▶ Easter Seals Inc. Telephone no. ▶ 312-726-6200 Located at ▶ 230 W. Monroe, Ste 1800, Chicago, IL ZIP + 4 ▶ 60606		
91b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country ▶ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.	Yes	No
91c	At any time during the calendar year, did the organization maintain an office outside of the United States? If "Yes," enter the name of the foreign country ▶		✓
92	Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041—Check here and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 92		<input type="checkbox"/>

Sec Stmt 15A

Part VII Analysis of Income-Producing Activities (See the instructions.)

Note: Enter gross amounts unless otherwise indicated.

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue:					
a Sales & Services to Affiliates					2,675,700
b					
c					
d					
e					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					7,705,800
95 Interest on savings and temporary cash investments			14	69,100	
96 Dividends and interest from securities			14	195,000	
97 Net rental income or (loss) from real estate:					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory			18	419,200	
101 Net income or (loss) from special events					
102 Gross profit or (loss) from sales of inventory					
103 Other revenue: a Misc Revenue					\$39,400
b					
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))		0		683,300	\$10,420,900
105 Total (add line 104, columns (B), (D), and (E))					11,104,200

Note: Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I.

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See the instructions.)

Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)
▼	See Statement 16

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See the instructions.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
	%			
	%			
	%			
	%			

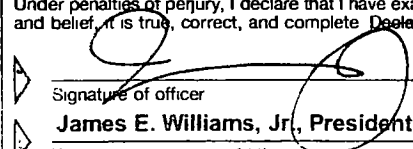
Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See the instructions.)

- (a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Yes No
- (b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? Yes No

Note: If "Yes" to (b), file Form 8870 and Form 4720 (see instructions).


Under penalties of perjury, I declare that I have examined this return, in its entirety, and the accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than the taxpayer) is based on information furnished by the taxpayer. I am not a member of the clergy.

Please Sign Here

Signature of officer: 

James E. Williams, Jr., President and CEO

Type or print name and title

Preparer's signature: 

Barbara Furtach

Firm's name (or your own if self-employed), address, and ZIP + 4: RSM McGladrey, 20 N. Martingale, Schaumburg

SCHEDULE A
(Form 990 or 990-EZ)

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k), 501(n),
or 4947(a)(1) Nonexempt Charitable Trust

OMB No. 1545-0047

2005

Department of the Treasury
Internal Revenue Service

▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ**

Supplementary Information—(See separate instructions.)

Name of the organization EASTER SEALS INC	Employer identification number 36 : 2171729
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Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
(See page 1 of the instructions. List each one. If there are none, enter "None.")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
Christopher Cleghorn 230 W. Monroe Street, Chicago, IL 60606, US	Exec. Vice President 60	296,817	45,223	0
Joseph Romer 230 W. Monroe Street, Chicago, IL 60606, US	Exec. Vice President 60	268,304	35,510	0
Jeanne Sowa 230 W. Monroe Street, Chicago, IL 60606, US	Snr. Vice President 60	190,225	26,241	0
Randall Rutta 230 W. Monroe Street, Chicago, IL 60606, US	Snr. Vice President 60	185,000	24,485	0
Patricia Jones 230 W. Monroe Street, Chicago, IL 60606, US	Snr. Vice President 60	170,000	20,519	0
Total number of other employees paid over \$50,000 . . . ▶		69		

Part II-A Compensation of the Five Highest Paid Independent Contractors for Professional Services
(See page 2 of the instructions. List each one (whether individuals or firms). If there are none, enter "None.")

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
Infocision Management Corporation 325 Springside Drive, Akron, OH 44333, US	Development Consult	536,581
Blondillo Associates, Inc. PO Box 812120, Wellesley, MA 02482-0013, US	Development Consult	163,141
Wildman, Harrod, & Allen 225 West Wacker Drive, Chicago, IL 60606-1229, US	Legal	144,963
Campbell Mithun Esty NW 1315, Minneapolis, MN 55485, US	Marketing Consultant	138,443
The Osborne Group 701 Westchester Ave Suite 205W, White Plains, NY 10604, US	Development Consult.	130,914
Total number of others receiving over \$50,000 for professional services . . . ▶		3

Part II-B Compensation of the Five Highest Paid Independent Contractors for Other Services
(List each contractor who performed services other than professional services, whether individuals or firms. If there are none, enter "None." See page 2 of the instructions.)

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
Merkle Response Services 13331 Pennsylvania Avenue, Hagerstown, MD 21742, US	Gift Processing	1,165,217
Experian PO Box 73774, Chicago, IL 60673-7774, US	Database Service	771,229
Target Software 1030 Massachusetts Avenue, Cambridge, MA 02138, US	Database Service	603,680
Convlo PO Box 671445, Dallas, TX 75267-1445, US	Website Development	410,166
Ajilon Professional Staffing, Inc. Dept CH 14031, Palatine, IL 60055-4031, US	Temporary Staffing	216,105
Total number of other contractors receiving over \$50,000 for other services . . . ▶		11

Part III Statements About Activities (See page 2 of the instructions.)

Yes No

1 During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities ▶ \$ 226000 (Must equal amounts on line 38, Part VI-A, or line I of Part VI-B.)

1

✓

Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A. Other organizations checking "Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities.

2 During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions.)

- a** Sale, exchange, or leasing of property?
- b** Lending of money or other extension of credit?
- c** Furnishing of goods, services, or facilities?
- d** Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? *see 990 Part V*
- e** Transfer of any part of its income or assets?

2a
2b
2c
2d
2e
3a
3b
3c
4a
4b

✓
✓
✓
✓
✓
✓
✓
✓
✓
✓

- 3a** Do you make grants for scholarships, fellowships, student loans, etc.? (If "Yes," attach an explanation of how you determine that recipients qualify to receive payments.) *Stmt 17*
- b** Do you have a section 403(b) annuity plan for your employees?
- c** During the year, did the organization receive a contribution of qualified real property interest under section 170(h)?
- 4a** Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?
- b** Do you provide credit counseling, debt management, credit repair, or debt negotiation services?

Part IV Reason for Non-Private Foundation Status (See pages 3 through 6 of the instructions.)

The organization is not a private foundation because it is: (Please check only **ONE** applicable box.)

- 5** A church, convention of churches, or association of churches. Section 170(b)(1)(A)(i).
- 6** A school. Section 170(b)(1)(A)(ii). (Also complete Part V.)
- 7** A hospital or a cooperative hospital service organization. Section 170(b)(1)(A)(iii).
- 8** A Federal, state, or local government or governmental unit. Section 170(b)(1)(A)(v).
- 9** A medical research organization operated in conjunction with a hospital. Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state ▶
- 10** An organization operated for the benefit of a college or university owned or operated by a governmental unit. Section 170(b)(1)(A)(iv). (Also complete the **Support Schedule** in Part IV-A.)
- 11a** An organization that normally receives a substantial part of its support from a governmental unit or from the general public. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 11b** A community trust. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 12** An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Also complete the **Support Schedule** in Part IV-A.)
- 13** An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in: (1) lines 5 through 12 above; or (2) sections 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2). Check the box that describes the type of supporting organization: ▶ Type 1 Type 2 Type 3

Provide the following information about the supported organizations. (See page 6 of the instructions.)

(a) Name(s) of supported organization(s)	(b) Line number from above

14 An organization organized and operated to test for public safety. Section 509(a)(4). (See page 6 of the instructions.)

Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12.) *Use cash method of accounting.*

Note: You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2003	(c) 2002	(d) 2001	(e) Total		
15 Gifts, grants, and contributions received. (Do not include unusual grants. See line 28.)	67,024,091	60,525,200	47,268,300	46,333,200	221,150,791		
16 Membership fees received	10,680,606	7,647,600	7,351,800	7,577,800	33,257,806		
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc., purpose	1,168,500	1,251,200	1,283,100	1,028,700	4,731,500		
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	551,700	277,500	314,900	296,300	1,440,400		
19 Net income from unrelated business activities not included in line 18	0	0	0	0	0		
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf	0	0	0	0	0		
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge	0	0	0	0	0		
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets	65,400	245,600	10,000	9,500	330,500		
23 Total of lines 15 through 22	79,490,297	69,947,100	56,228,100	55,245,500	260,910,997		
24 Line 23 minus line 17	78,321,797	68,695,900	54,945,000	54,216,800	256,179,497		
25 Enter 1% of line 23	794,903	699,471	562,281	552,455			
26 Organizations described on lines 10 or 11:	a Enter 2% of amount in column (e), line 24				26a		
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 2001 through 2004 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts					26b		
c Total support for section 509(a)(1) test: Enter line 24, column (e)					26c		
d Add: Amounts from column (e) for lines:	18	19			26d		
	22	26b			26e		
e Public support (line 26c minus line 26d total)					26e		
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))					26f %		
27 Organizations described on line 12:	a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year:						
(2004)	56,011	(2003)	53,130	(2002)	34,190	(2001)	21,582
b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11b, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year:							
(2004)	0	(2003)	0	(2002)	0	(2001)	0
c Add: Amounts from column (e) for lines:	15	16			27c	259,140,097	
	17	20	21		27d	164,913	
d Add: Line 27a total and line 27b total					27e	258,975,184	
e Public support (line 27c total minus line 27d total)					27f	260,910,997	
f Total support for section 509(a)(2) test: Enter amount from line 23, column (e)					27g	99 %	
g Public support percentage (line 27e (numerator) divided by line 27f (denominator))					27h	1 %	
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))							
28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 2001 through 2004, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.							

Part V Private School Questionnaire (See page 7 of the instructions.)
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

	Yes	No
29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	29	
30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	30	
31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe; if "No," please explain. (If you need more space, attach a separate statement.) ----- ----- -----	31	
32 Does the organization maintain the following:		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	32a	
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32b	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32c	
d Copies of all material used by the organization or on its behalf to solicit contributions?	32d	
If you answered "No" to any of the above, please explain. (If you need more space, attach a separate statement.) ----- -----		
33 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?	33a	
b Admissions policies?	33b	
c Employment of faculty or administrative staff?	33c	
d Scholarships or other financial assistance?	33d	
e Educational policies?	33e	
f Use of facilities?	33f	
g Athletic programs?	33g	
h Other extracurricular activities?	33h	
If you answered "Yes" to any of the above, please explain. (If you need more space, attach a separate statement.) ----- -----		
34a Does the organization receive any financial aid or assistance from a governmental agency?	34a	
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either 34a or b, please explain using an attached statement.	34b	
35 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," attach an explanation	35	

Part VI-A Lobbying Expenditures by Electing Public Charities (See page 9 of the instructions.)
 (To be completed **ONLY** by an eligible organization that filed Form 5768)

Check **a** if the organization belongs to an affiliated group. Check **b** if you checked "a" and "limited control" provisions apply.

Limits on Lobbying Expenditures		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
(The term "expenditures" means amounts paid or incurred.)			
36	Total lobbying expenditures to influence public opinion (grassroots lobbying)	36	25,600
37	Total lobbying expenditures to influence a legislative body (direct lobbying)	37	200,400
38	Total lobbying expenditures (add lines 36 and 37)	38	0
39	Other exempt purpose expenditures	39	81,779,000
40	Total exempt purpose expenditures (add lines 38 and 39)	40	0
41	Lobbying nontaxable amount. Enter the amount from the following table— If the amount on line 40 is— The lobbying nontaxable amount is— Not over \$500,000 20% of the amount on line 40 Over \$500,000 but not over \$1,000,000 \$100,000 plus 15% of the excess over \$500,000 Over \$1,000,000 but not over \$1,500,000 \$175,000 plus 10% of the excess over \$1,000,000 Over \$1,500,000 but not over \$17,000,000 \$225,000 plus 5% of the excess over \$1,500,000 Over \$17,000,000 \$1,000,000	41	0
42	Grassroots nontaxable amount (enter 25% of line 41)	42	0
43	Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36.	43	0
44	Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38.	44	0

Caution: If there is an amount on either line 43 or line 44, you must file Form 4720.

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.
 See the instructions for lines 45 through 50 on page 11 of the instructions.)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2005	(b) 2004	(c) 2003	(d) 2002	(e) Total
45 Lobbying nontaxable amount	1,000,000	1,000,000	1,000,000	1,000,000	4,000,000
46 Lobbying ceiling amount (150% of line 45(e))					6,000,000
47 Total lobbying expenditures	226,000	127,100	117,000	161,000	631,100
48 Grassroots nontaxable amount	250,000	250,000	250,000	250,000	1,000,000
49 Grassroots ceiling amount (150% of line 48(e))					1,500,000
50 Grassroots lobbying expenditures	25,600	20,100	18,000	18,000	81,700

Part VI-B Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See page 11 of the instructions.)

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:	Yes	No	Amount
a Volunteers			
b Paid staff or management (Include compensation in expenses reported on lines c through h.)			
c Media advertisements			
d Mailings to members, legislators, or the public			
e Publications, or published or broadcast statements			
f Grants to other organizations for lobbying purposes			
g Direct contact with legislators, their staffs, government officials, or a legislative body			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means			
i Total lobbying expenditures (Add lines c through h.)			

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities.

STATEMENT 1A
FORM 990 (2005)

EASTER SEALS, INC.
EIN#36-2171729
FY 8/31/2006

Easter Seals is a not-for profit organization comprised of the national office and more than 84 local health care agencies providing services to individuals with disabilities throughout the United States and Puerto Rico. Easter Seals national headquarters and its affiliates are each separately incorporated entities and are exempt under the provisions of Section 501(c) (3) of the Internal Revenue Code.

The financial information included in this Form 990 includes the activity of the national office only. Each affiliate currently files a separate Form 990. These statements individually present a small piece of Easter Seals operations and not a meaningful picture of Easter Seals financial transactions as a whole.

Therefore the Annual Report for Easter Seals, which includes a combined financial statement presentation, has been included in Statement 18.

Visit <http://www.easterseals.com> to learn more about how Easter Seals creates life-changing solutions for children and adults with disabilities and their families.

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EASTER SEALS INC
36-2171729

Sales of Assets Other than Inventory

Noninventory Asset

Description:	Donated Land		
Sold To:	Various		
Sales Price:	\$162,000.00	Date Sold:	04/30/2006
Expense of Sale:	\$8,900.00	Date acquired:	07/21/2003
Cost or value when acquired:	\$22,100.00	How acquired:	Gift
Depreciation since acquisition:	\$0.00		
Net Sale:	\$131,000.00		

Publicly Traded Securities

Description:			
Sold To:			
Sales Price:	\$2,507,500.00	Date Sold:	
Expense of Sale:	\$0.00	Date acquired:	
Cost or value when acquired:	\$2,219,300.00	How acquired:	
Depreciation since acquisition:	\$0.00		
Net Sale:	\$288,200.00		

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EASTER SEALS INC
36-2171729

Other changes in Net Assets or Fund Balances

Explanation	Amount
Unrealized Gains on Investments	\$465,800.00
Total:	\$465,800.00

SCHEDULE OF GRANTS AND ALLOCATIONS
 FY 8/31/2006

	PROGRAM DEVELOPMENT	PROFESSIONAL EDUCATION & TRAINING	TOTAL PROGRAM SERVICES
EASTER SEALS ALABAMA-Montgomery, AL	1,784,400		1,784,400
EASTER SEALS ALASKA-Anchorage, AK	29,800		29,800
EASTER SEALS ARKANSAS-Little Rock, AR	131,000		131,000
EASTER SEALS ARIZONA-Phoenix, AZ	446,100		446,100
EASTER SEALS BAY AREA, CALIFORNIA-Oakland, CA	528,300		528,300
EASTER SEALS CENTRAL CALIFORNIA-Aptos, CA	162,300		162,300
EASTER SEALS SOUTHERN CALIF-LOS ANGELES	1,162,700		1,162,700
EASTER SEALS NORTHERN CALIFORNIA-MARIN	168,300		168,300
EASTER SEALS SUPERIOR CALIFORNIA-Sacramento	292,800		292,800
EASTER SEALS TRI COUNTIES CALIFORNIA, Ventura	166,000		166,000
EASTER SEALS SOUTHERN CO-Colorado Spr.	63,400		63,400
EASTER SEALS COLORADO-LAKEWOOD	347,800		347,800
EASTER SEALS CONNECTICUT-HEBRON CT	1,259,300		1,259,300
EASTER SEALS GREATER HARTFORD CT-Windsor	39,600		39,600
EASTER SEALS NEW HAVEN CT-New Haven	46,400		46,400
EASTER SEALS WATERBURY, CT-Waterbury	26,800		26,800
EASTER SEALS WASHINGTON, DC & MARYLAND-Calverton, MD	487,200		487,200
EASTER SEALS DELAWARE & MARYLAND'S EASTERN SHORE-New Castl	90,000		90,000
EASTER SEALS BROWARD FLORIDA-Plantation	23,200		23,200
EASTER SEALS DADE/MIAMI, FL-Miami	80,100		80,100
EASTER SEALS FLORIDA-ORLANDO	525,400		525,400
EASTER SEALS/MARC SOUTHWEST FLORIDA-Sarasota	70,900		70,900
EASTER SEALS NORTH FLORIDA-Tallahassee	16,300		16,300
EASTER SEALS VOLUSIA & FLAGLER COUNTIES, FL-DAYTONA	67,900		67,900
EASTER SEALS NORTH GEORGIA-Aitanta, GA	888,500		888,500
EASTER SEALS MIDDLE GEORGIA	704,200		704,200
EASTER SEALS HAWAII-Honolulu, HI	417,700		417,700
EASTER SEALS IOWA-Des Moines, IA	212,200		212,200
EASTER SEALS METROPOLITAN CHICAGO, IL	1,314,700		1,314,700
EASTER SEALS JAYNE SHOVER-ELGIN, IL	-		-
EASTER SEALS DUPAGE CENTER, IL-VILLA PARK	221,100		221,100
EASTER SEALS WILL-GRUNDY COUNTIES, IL-JOLIET	69,200		69,200
EASTER SEALS - LASALLE, IL	20,400		20,400
EASTER SEALS UCP-PEORIA, IL	168,400		168,400
EASTER SEALS CHILDREN'S DEV.CTR-ROCKFORD, IL	19,500		19,500
EASTER SEALS CROSSROADS REHAB CTR-INDIANAPOLIS, IN	128,900		128,900

SCHEDULE OF GRANTS AND ALLOCATIONS
 FY 8/31/2006

	PROGRAM DEVELOPMENT	PROFESSIONAL EDUCATION & TRAINING	TOTAL PROGRAM SERVICES
EASTER SEALS ARC OF NORTHEAST IN-FT. WAYNE	37,600		37,600
EASTER SEALS SOUTHWESTERN IN - EVANSVILLE	46,400		46,400
EASTER SEALS BRIDGEPOINTE, INC.-Clarksville	-		-
EASTER SEALS KANSAS-Wichita, KS	50,500		50,500
EASTER SEALS THE CAPPER FOUNDATION	17,800		17,800
EASTER SEALS KENTUCKY-Lexington, KY	88,200		88,200
EASTER SEALS WEST KENTUCKY-Paducah, KY	1,261,400		1,261,400
EASTER SEALS LOUISIANA-New Orlenas, LA	52,400		52,400
EASTER SEALS MASSACHUSETTS-Worcester, MA	515,500		515,500
EASTER SEALS MAINE-MANCHESTER, NH	57,000		57,000
EASTER SEALS GENESSEE COUNTY, MI-Flint	-		-
EASTER SEALS SOUTHEAST, MI-SOUTHFIELD	366,300		366,300
EASTER SEALS MINNESOTA-St Paul, MN	326,400		326,400
EASTER SEALS MISSOURI-St. Louis, MO	119,500		119,500
EASTER SEALS MISSOURI - Children's TLC	60,600		60,600
EASTER SEALS NORTHERN ROCKY MTN-Montana	108,000		108,000
EASTER SEALS NORTHERN ROCKY MTN-Idaho Center-Boise, ID	40,700		40,700
EASTER SEALS NORTHERN ROCKY MTN-Wyoming Center-Sheridan, WY	25,400		25,400
EASTER SEALS NEBRASKA-Omaha, NE	58,100		58,100
EASTER SEALS NEW HAMPSHIRE-Manchester	240,900		240,900
EASTER SEALS VERMONT-Manchester, NH	32,300		32,300
EASTER SEALS NEW JERSEY-East Brunswick, NJ	5,451,400		5,451,400
EASTER SEALS NEW MEXICO-Albuquerque, NM	68,600		68,600
EASTER SEALS NORTH CAROLINA-Raleigh, NC	266,100		266,100
EASTER SEALS NORTH DAKOTA-Mandan	66,700		66,700
EASTER SEALS SOUTHERN , NV-Las Vegas, NV	65,000		65,000
EASTER SEALS SIERRA NEVADA-RENO, NV	30,400		30,400
EASTER SEALS NEW YORK-NY, NY	2,940,100		2,940,100
EASTER SEALS CENTRAL AND SOUTHEAST OHIO-Columbus	133,800		133,800
EASTER SEALS NORTHEAST OHIO-Cleveland	107,700		107,700
EASTER SEALS NORTHWESTERN OHIO-Lorain	80,000		80,000
EASTER SEALS SOUTHWESTERN OH-Cincinnati	54,000		54,000
EASTER SEALS WEST CENTRAL OH-Dayton	52,200		52,200
EASTER SEALS YOUNGSTOWN AREA, OH-Youngstown	69,500		69,500
EASTER SEALS/WORK RESOURCE CENTER	1,800		1,800
EASTER SEALS OKLAHOMA-Oklahoma City, OK	77,800		77,800
EASTER SEALS OREGON-Portland, OR	517,700		517,700

SCHEDULE OF GRANTS AND ALLOCATIONS
FY 8/31/2006

	PROGRAM DEVELOPMENT	PROFESSIONAL EDUCATION & TRAINING	TOTAL PROGRAM SERVICES
EASTER SEALS CENTRAL PENNSYLVANIA-Altoona, PA	116,700		116,700
EASTER SEALS FRANKLIN & ADAMS COUNTIES, PA-Chambursberg	-		-
EASTER SEALS EASTERN PENNSYLVANIA-Allentown, PA	132,400		132,400
EASTER SEALS OF SOUTHEASTERN PA-Philadelphia	259,700		259,700
EASTER SEALS SOUTH CENTRAL PA-York, PA	160,800		160,800
EASTER SEALS WESTERN PA-Pittsburgh	184,600		184,600
EASTER SEALS PUERTO RICO INC	25,000		25,000
EASTER SEALS RHODE ISLAND-Hebron, CT	35,300		35,300
EASTER SEALS SOUTH CAROLINA-Columbia	140,000		140,000
EASTER SEALS SOUTH DAKOTA-Pierre	67,100		67,100
EASTER SEALS TENNESSEE-Nashville, TN	131,600		131,600
EASTER SEALS CENTRAL TEXAS-Austin, TX	42,300		42,300
EASTER SEALS GREATER DALLAS, TEXAS-Carrollton, TX	90,000		90,000
EASTER SEALS EAST, TX-Texarkana, TX	100		100
EASTER SEALS PERMIAN BASIN, TX-Odessa	40,600		40,600
EASTER SEALS RIO GRANDE VALLEY, TX-McAllen	30,000		30,000
EASTER SEALS SAN ANTONIO TEXAS-San Antonio, TX	56,700		56,700
EASTER SEALS TEXARKANA TEXAS-Texarkana	6,500		6,500
EASTER SEALS GREATER NORTHWEST TX-Fort Worth, TX	39,500		39,500
EASTER SEALS UTAH-Salt Lake City, UT	800		800
EASTER SEALS VIRGINIA-Salem, VA	193,600		193,600
EASTER SEALS WASHINGTON-Seattle, WA	271,500		271,500
EASTER SEALS WISCONSIN-Madison, WI	574,900		574,900
EASTER SEALS SOUTHEASTERN WI-Milwaukee	105,200		105,200
EASTER SEALS WEST VIRGINIA-Charleston	-		-
EASTER SEALS WEST VIRGINIA-Wheeling	70,700		70,700
R.T.Z ASSOCIATES - Oakland , CA	11,300		11,300
TOTAL GRANTS & AWARDS \$5,000 & OVER	28,445,500		28,445,500
MISC. AWARDS LESS THAN \$5,000	-	34,600	34,600
ADJUSTMENT TO YEAR END ACCRUALS	184,400		184,400
TOTAL GRANTS & AWARDS	28,629,900	34,600	28,664,400
	Part III-a	Part III-a	Part II-22

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EASTER SEALS, INC
 36-2171729

Compensation Detail

	<u>Total</u>	<u>Program Services</u>	<u>Management & General</u>	<u>Fundraising</u>
James E. Williams Jr				
President and CEO				
Compensation	551,300	444,300	107,000	-
Benefit Plans	83,600	67,400	16,200	-
Expense Account and Other Allowances	14,000	11,300	2,700	-
Donald E. Jackson				
Chief Operating Officer				
Compensation	341,400	275,100	66,300	-
Benefit Plans	50,900	41,000	9,900	-
Expense Account and Other Allowances	2,400	1,900	500	-
Suzanne M. Schultz				
Chief Financial Officer				
Compensation	209,100	49,200	159,900	-
Benefit Plans	27,300	6,400	20,900	-
Expense Account and Other Allowances	2,400	600	1,800	-
John Garrison				
Former CEO				
Compensation	-	-	-	-
Benefit Plans	14,600	-	14,600	-
Expense Account and Other Allowances	-	-	-	-
Total Part II Line 25:	1,297,000	897,200	399,800	-

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EASTER SEALS INC
36-2171729

Depreciation and Depletion

Asset	Current Deprec.
Furn & Fixtures	\$489,000.00
Total	\$489,000.00

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EASTER SEALS INC
36-2171729

Attachment listing other expenses for Part II

Description	Total:	Pgm Services	Mgt and General	Fundraising
Mail Production and Services	\$29,937,200.00	\$17,370,400.00	\$0.00	\$12,566,800.00
Professional Fcgs	\$3,635,600.00	\$3,200,700.00	\$396,600.00	\$38,300.00
Miscellaneous Expenses	\$391,900.00	\$293,100.00	\$98,300.00	\$500.00
Total:	\$33,964,700.00	\$20,864,200.00	\$494,900.00	\$12,605,600.00

STATEMENT 6A
FORM 990 (2005)
Part III-Program Service Accomplishments

EASTER SEALS, INC.
EIN#36-2171729
Organization's Primary Exempt Purpose

Easter Seals mission is to provide exceptional services to ensure that all people with disabilities or special needs and their families have equal opportunities to live, learn, work and play in their communities.

Easter Seals is the leading non-profit provider of services for individuals with autism, developmental disabilities, physical and mental disabilities, and other special needs. For more than 85 years, we have been offering help and hope to children and adults living with disabilities, and to the families who love them.

Through therapy, training, education and support services, Easter Seals creates life-changing solutions so that people with disabilities can live, learn, work and play in their communities.

During the past year, Easter Seals' nationwide network of affiliates:

- Offered medical rehabilitation services through 296 medical rehabilitation programs. Easter Seals is the second largest rehabilitation provider in the United States based on geographic representation. Multiple clinics in 40 states and Puerto Rico offer a combination of services to children and adults including: physical therapy, occupational therapy, speech language therapy, and early intervention. Medical rehabilitation services primarily focus on the prevention, diagnosis, and treatment of disabilities to help individuals live as independently as possible. Easter Seals medical professionals work together to restore function lost due to temporary conditions such as lower back pain, or permanent disabilities, such as traumatic brain injury.

Provided 235 early education and care programs, giving young children a good start in life.

STATEMENT 6A

FORM 990 (2005)

Part III-Program Service Accomplishments

- **Helped adults with disabilities gain economic self-sufficiency, through 136 job training and employment programs. Easter Seals workforce development services help people with special needs and disabilities learn skills to successfully enter the workforce, or to return to work after an illness or injury. Easter Seals workforce development services take an individual approach to assist persons with disabilities and special needs with their employment aspirations, which include helping them make informed choices by providing them with an array of services and supports. This approach is designed to identify employment goals and objectives, as well as planning for and providing the supports a person needs to achieve and maintain employment. Through Easter Seals 120 training and placement programs, not only do employees benefit from the satisfaction of having a job, but businesses also gain from their contributions.**
- **Added new Easter Seals Child Development Centers, building the network to 80 centers offering quality child care and a safe, secure environment for children with and without disabilities. Easter Seals Child Development Centers strive to meet the needs of the children they serve. Each facility offers ongoing training for caregivers; low adult to child ratios; developmentally appropriate learning activities; and top-quality facilities that meet or exceed industry standards. All 69 Child Development Centers embrace the practice of inclusive child care that allows preschool age children of all abilities to enjoy the same activities and relate to one another in a similar fashion. Easter Seals' experience shows that children with disabilities significantly benefit from receiving appropriate care along side their non-disabled peers.**
- **Added new centers to Easter Seals Adult Day Services Network making Easter Seals the largest non-profit provider of adult day services in the United States with 128 adult and senior service programs. These programs offer therapeutic programming for individuals with either a physical disability or cognitive impairment, who are in need of assistance and support. Easter Seals adult day centers provide a safe group environment with coordinated health and social services, as well as qualified, dedicated staff. In addition to these direct services, Easter Seals Adult Day Services offer programs, resources, and respite for family caregivers.**

STATEMENT 6A
FORM 990 (2005)
Part III-Program Service Accomplishments

- Provided employment and training opportunities for adults aged 55 and older, living at or near poverty levels, many with disabilities, by participating in the U.S. Department of Labor's Senior Community Service Employment Program.
- Gave almost 45,000 campers confidence-building experiences through 100 camping/respite programs. Easter Seals offers the nation's largest network of recreation and camping programs for children and adults with disabilities. Accessible grounds and facilities, adapted equipment and trained staff allow participants to accomplish what they may never have thought was possible - like swimming, traversing a river or playing wheelchair tennis. Our camps and recreation programs provide all people, including those with disabilities the freedom to make choices, to initiate selected leisure activities, to develop and pursue life goals, and to develop and deepen relationships with family members and friends.

Refer to STATEMENT 1 and the attached annual report for additional information regarding Easter Seals. Visit <http://www.easterseals.com> to learn more about how Easter Seals creates life-changing solutions for children and adults with disabilities and their families.

STATEMENT 6A

**STATEMENT 7
FORM 990 (2005)**

**EASTER SEALS, INC.
EIN#36-2171729
FY 8/31/06**

Program Service Accomplishments

	Grant & Allocation	Program Service Expenses
1. Program Development	28,182,700	34,080,600

Funds, leadership and assistance directed to Easter Seals 84 affiliates to provide services for more than 1.3 million children and adults with disabilities through 550 centers nationwide and in Puerto Rico. Our primary services are medical rehabilitation, job training and employment, inclusive child care, adult day services, and camping and recreation.

2. Public Health Education	62,200	15,839,000
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Creating greater public awareness of people with disabilities and the issues they face through multi-media public service campaigns, community advocacy and providing up-to-date resources about prevention, awareness, opportunities, universal design, and other relevant topics. (Donated Public Service Advertising in the amount of \$3,580,000 was excluded from program service expenses.)

3. Comprehensive Development Training	168,400	7,835,100
--	----------------	------------------

Comprehensive Development training and consultation with Easter Seals affiliates to strengthen their relationships with donors and make the general public aware of the needs of children and adults with disabilities and their families.

STATEMENT 7 (Continued)
FORM 990 (2005)

EASTER SEALS, INC.
EIN#36-2171729
FY 8/31/05

4. Management Advisory Services to Affiliates

-0-

3,854,700

Managing Easter Seals quality standards and providing affiliates consultative support on general management issues, including: business management, best practices, board activities, finance and accounting, budgeting, strategic planning and personnel selection.

5. Other Program Services - See Statement 7A

251,100

4,589,300

\$ 28,664,400

\$66,198,700

**STATEMENT 7A
Part 111-Line e**

**EASTER SEALS, INC.
EIN#36-2171729
FORM 990 (2005)
FY 8/31/06**

<u>Other Program Services</u>	<u>Grant Allocations</u>	<u>Program</u>
1. Advocacy for persons with disabilities	-0-	1,356,100
Activities to assure equal access and opportunities for people with disabilities.		
2. Professional Education and Training	251,100	2,623,700
Activities to improve the knowledge, skills and critical judgment of affiliate staff, volunteers, caregivers, and other health and education professionals.		
3. Research	-0-	609,500
Awards, grants or activities to support studies or investigations in the physical and social sciences that seek new knowledge to benefit children and adults with disabilities, their families and the personnel that serve them.		
Total Other Program Services –Part 111-F	\$ 251,100	\$ 4,589,300

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EASTER SEALS INC
36-2171729

Schedule of Other Notes and Loans Receivable

Borrower's Name:	Easter Seals Tennessee
Borrower's Title:	
Original Amount:	\$278,200.00
Balance Due:	\$278,200.00
Date of Note:	
Maturity Date:	
Repayment Terms:	
Interest Rate:	
Security Provided by Borrower:	
Purpose of Loan:	
Description of Consideration:	
FMV of Consideration:	
Relationship of Borrower/Lender:	

Total Due:	\$278,200.00
-------------------	---------------------

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EASTER SEALS INC
36-2171729

Investments - Securities

Security	Valuation Type	Amount
Various Mutual Funds	FMV	\$15,134,000.00
Total:		\$15,134,000.00

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EASTER SEALS INC
36-2171729

Schedule of Land, Buildings and Equipment

Description	Cost	Depreciation	Book Value
Furniture & Fixtures	\$2,010,400.00	\$607,800.00	\$1,402,600.00
Total:	\$2,010,400.00	\$607,800.00	\$1,402,600.00

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EASTER SEALS INC
36-2171729

Other Assets

Asset Description	BOY Amount	EOY Amount
Charitable Trust Agreement	\$389,700.00	\$991,600.00
Total:	\$389,700.00	\$991,600.00

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EASTER SEALS INC
36-2171729

Mortgages and Other Notes Payable

Type:	Non-Mortgage
Lender's Name:	Harris Bank
Original Amount:	\$5,000,000.00
Balance Due:	\$2,882,400.00
Date of Note:	08/31/2003
Maturity Date:	09/30/2010
Repayment Terms:	Monthly Installment
Interest Rate:	4.9
Security Provided by Borrower:	Investments
Purpose of Loan:	To pre-fund retirement plan
Description of Consideration:	collateralized by certain investments
FMV of Consideration:	\$0.00
Relationship:	bank

Total Due: **\$2,882,400.00**

NOTES PAYABLE
FY 8/31/06

PART IV-64b

LONG-TERM NOTE PAYABLE

Monthly installment payment \$58,824
plus interest at 4.9% through September 30, 2010

The future maturities of this note as of August 31, 2006 are as follows
Year ending August 31,

'2007	705,900
'2008	705,900
'2009	705,900
'2010	705,900
'2011	58,800
	<u>\$ 2,882,400</u>

The \$5 million of cash received from the loan was utilized to pre-fund our retirement plan, thereby managing the predictability and consistency of the retirement contributions over a seven year period

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EASTER SEALS INC
36-2171729

Other Liabilities

Liability Description	BOY Amount	EOY Amount
Annuities Payable	\$1,043,400.00	\$1,319,100.00
Total:	\$1,043,400.00	\$1,319,100.00

STATEMENT 14
FORM 990 (2005)
FY 8/31/08
PART V A-E

230 West Monroe Street, Suite 1800, Chicago, Il. 60608
Tel.(312) 726-6200, Fax# (312) 726-1494
2004 NATIONAL BOARD OF DIRECTORS AND KEY EMPLOYEES

EASTER SEALS, INC.
36-2171729

Name	Title	Compensation	Benefits Plan	Expense account & other allowances
Lou Lowenkron Chairman Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	Chairman 10 hours	0	0	0
Samuel H. Howard Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	Immediate Past Chairman (Ex officio member) 5 hours	0	0	0
Elgin A. Manhard Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	1st Vice Chairman 5 hours	0	0	0
Edward R. Spafy Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	2nd Vice Chairman 5 hours	0	0	0
Dwane Brenneman Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	Treasurer 5 hours	0	0	0
Robert C. Magee, Sr. Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	Secretary 5 hours	0	0	0
Gilbert G. Gallegos Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, Il 60608	Member 2 hours	0	0	0
Shelby P. Hamlett Easter Seals, Inc. 230 W. Monroe St. STE 1800	Member 2 hours	0	0	0

STATEMENT 14
FORM 990 (2005)
FY 8/31/08
PART V A-E

230 West Monroe Street, Suite 1800, Chicago, IL 60606
Tel.(312) 726-8200, Fax# (312) 726-1494
2004 NATIONAL BOARD OF DIRECTORS AND KEY EMPLOYEES

EASTER SEALS, INC.
36-2171729

Name	Title	Compensation	Benefits Plan	Expense account & other allowances
Chicago, IL 60606				
Diane Deskins Hastert Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Paul W. Honeycutt Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Armando Lasa-Ferrer, Esq. Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Gerard P. Mattimore Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Ann Marie G. Rezzonico, Esq. Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Stephen F. Rossman Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Fred Urtz Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Member 2 hours	0	0	0
Randall L. Velzen	Member	0	0	0

STATEMENT 14
 FORM 990 (2005)
 FY 8/31/06
 PART V A-E

230 West Monroe Street, Suite 1800, Chicago, IL 60606
 Tel.(312) 726-6200, Fax# (312) 726-1494
 2004 NATIONAL BOARD OF DIRECTORS AND KEY EMPLOYEES

EASTER SEALS, INC.
 36-2171729

Name	Title 2 hours	Compensation	Benefits Plan	Expense account & other allowances
Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606				
Robert E. Bradford Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Honorary Board Member 2 hours	0	0	0
Thomas E Mangold Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Honorary Board Member 2 hours	0	0	0
Marlee Matlin Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Honorary Board Member 2 hours	0	0	0
Richard A. Smith Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Honorary Board Member 2 hours	0	0	0
Eugene J. Manning Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Honorary Board Member 2 hours	0	0	0
Brian J. Fitzgerald Easter Seals, Inc. 230 W. Monroe St. STE 1800 Chicago, IL 60606	Honorary Board Member 2 hours	0	0	0
James E. Williams Jr. Easter Seals, Inc. 230 W. Monroe St., STE 1800 Chicago, Illinois 60606	President & CEO & Assistant Secretary to the Board 60 hours	551,300	83,600	14,000

STATEMENT 14
FORM 990 (2005)
FY 8/31/06
PART V A-E

230 West Monroe Street, Suite 1800, Chicago, IL 60606
Tel.(312) 726-6200, Fax# (312) 726-1494
2004 NATIONAL BOARD OF DIRECTORS AND KEY EMPLOYEES

EASTER SEALS, INC.
36-2171729

Name	Title	Compensation	Benefits Plan	Expense account & other allowances
Donald E. Jackson Easter Seals, Inc. 230 W. Monroe St., STE 1800 Chicago, Illinois 60606	Chief Operating Officer 60 hours	341,400	50,900	2,400
Suzanne M. Schultz Easter Seals, Inc. 230 W. Monroe St., STE 1800 Chicago, Illinois 60606	Chief Fiscal Officer 60 hours	209,100	27,300	2,400
		<u>1,101,800</u>	<u>161,800</u>	<u>18,800</u>

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EASTER SEALS INC
36-2171729

Former Officers, Directors, Trustees, and Key Employees

Name and Address	Loans and Advances	Comp.	Benefits	Expenses
John Garrison 230 W. Monroe Street Chicago, IL 60606 United States	\$0.00	\$0.00	\$14,600.00	\$0.00
TOTALS	\$0.00	\$0.00	\$14,600.00	\$0.00

**STATEMENT 15-A
FORM 990 (2005)
PART VI-LINE 90**

**EASTER SEALS, INC.
36-2171729**

LIST OF STATES THAT REQUIRE COPY OF FORM 990 (2005)

FYE 8/31/06

**ALABAMA
ALASKA
ARIZONA
ARKANSAS
CALIFORNIA
COLORADO
CONNECTICUT
DISTRICT OF COLUMBIA
FLORIDA
GEORGIA
ILLINOIS
INDIANA
KANSAS
KENTUCKY
LOUISIANA
MAINE
MARYLAND
MASSACHUSETTS
MICHIGAN
MINNESOTA**

**MISSISSIPPI
NEW HAMPSHIRE
NEW JERSEY
NEW MEXICO
NEW YORK
NORTH CAROLINA
NORTH DAKOTA
OHIO
OKLAHOMA
OREGON
PENNSYLVANIA
RHODE ISLAND
SOUTH CAROLINA
TENNESSEE
UTAH
VIRGINIA
WASHINGTON
WEST VIRGINIA
WISCONSIN**

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Easter Seals, Inc
36-2171729

Relationship of Activities

Line No	Relationship of Activities to the Accomplishment of Exempt Purposes
93 a	Sales and Services to Affiliates are activities that support the exempt purpose of helping people with disabilities gain greater independence.
94	Membership Dues are from affiliates and support the exempt purpose of supporting affiliates and persons with disabilities
103 a	Miscellaneous revenue from activities that support the exempt purpose of assisting persons with disabilities gain greater independence.

Explanation of Grant Determination

Explanation of grant qualifications

CRITERIA IN DETERMINING GRANTS \$ SCHOLARSHIP RECIPIENTS-JAYNE SHOVER MEMORIAL FUND SCHOLARSHIP Tuition fee reimbursement up to \$500 will be available to full-time Easter Seal Staff of National and Affiliate organizations who meet the following criteria: 1. Are currently a Chief Executive Officer, Deputy Chief Executive Officer or Department Director. 2. Employed by Easter Seals two or more years at the time the application is submitted. 3. Courses or seminars for which scholarship applications are submitted must be a management-related topic. Management courses specifically related to Easter Seal responsibilities will be given priority 4. Complete the application and enclose a copy of the course brochure that outlines the course content and verifies the cost. 5. A letter from the Chief Executive Officer or Chief Volunteer Officer supporting the staff member's attendance should be included 6. Reimbursement will be based on the submission of proof of completion and a course evaluation form from the attendee.

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Form: Schedule A
Page 3
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Question 22

EASTER SEALS INC
36-2171729

Other Income

Description	2004	2003	2002	2001
Other Income	\$65,400.00	\$245,600.00	\$10,000.00	\$9,500.00
Total:	\$65,400.00	\$245,600.00	\$10,000.00	\$9,500.00

Application for Extension of Time To File an Exempt Organization Return

OMB No. 1545-1709

▶ File a separate application for each return.

- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** and check this box
 - If you are filing for an **Additional (not automatic) 3-Month Extension**, complete only **Part II** (on page 2 of this form).
- Do not complete Part II unless** you have already been granted an automatic 3-month extension on a previously filed Form 8868.

Part I Automatic 3-Month Extension of Time—Only submit original (no copies needed)

Form 990-T corporations requesting an automatic 6-month extension—check this box and complete Part I only
All other corporations (including Form 990-C filers) must use Form 7004 to request an extension of time to file income tax returns. Partnerships, REMICs, and trusts must use Form 8736 to request an extension of time to file Form 1065, 1066, or 1041.

Electronic Filing (e-file). Form 8868 can be filed electronically if you want a 3-month automatic extension of time to file one of the returns noted below (6 months for corporate Form 990-T filers). However, you cannot file it electronically if you want the additional (not automatic) 3-month extension, instead you must submit the fully completed signed page 2 (Part II) of Form 8868. For more details on the electronic filing of this form, visit www.irs.gov/efile.

Type or print	Name of Exempt Organization EASTER SEALS INC	Employer identification number 36 : 2171729
File by the due date for filing your return. See instructions.	Number, street, and room or suite no. If a P.O. box, see instructions. 230 West Monroe Street Suite 1800	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions Chicago, IL 60606-4803, US	

Check type of return to be filed (file a separate application for each return):

- | | | |
|--|---|------------------------------------|
| <input checked="" type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (corporation) | <input type="checkbox"/> Form 4720 |
| <input type="checkbox"/> Form 990-BL | <input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-EZ | <input type="checkbox"/> Form 990-T (trust other than above) | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-PF | <input type="checkbox"/> Form 1041-A | <input type="checkbox"/> Form 8870 |

Suzanne Schultz

- The books are in the care of ▶ **230 West Monroe Street Suite 1800, Chicago, IL 60606-4803, US**

Telephone No. ▶ **312-551-7110** FAX No. ▶ **312-726-1494**

- If the organization does **not** have an office or place of business in the United States, check this box
- If this is for a **Group Return**, enter the organization's four digit Group Exemption Number (GEN) _____ . If this is for the **whole** group, check this box . If it is for part of the group, check this box and attach a list with the names and EINs of all members the extension will cover.

1 I request an automatic 3-month (6-months for a **Form 990-T corporation**) extension of time until **4/15/2007** to file the exempt organization return for the organization named above. The extension is for the organization's return for:
 ▶ calendar year or
 ▶ tax year beginning **9/1/2005** , and ending **8/31/2006**

2 If this tax year is for less than 12 months, check reason: Initial return Final return Change in accounting period

3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions \$ _____

b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit \$ _____

c **Balance Due.** Subtract line 3b from line 3a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions \$ _____

Caution. If you are going to make an electronic fund withdrawal with this Form 8868, see Form 8453-EO and Form 8879-EO for payment instructions.

- If you are filing for an **Additional (not automatic) 3-Month Extension**, complete only **Part II** and check this box **Note.** Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868.
- If you are filing for an **Automatic 3-Month Extension**, complete only **Part I** (on page 1).

Part II Additional (not automatic) 3-Month Extension of Time—Must File Original and One Copy.

Type or print File by the extended due date for filing the return. See instructions	Name of Exempt Organization	Employer identification number
	Number, street, and room or suite no. If a P.O. box, see instructions.	For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions.	

Check type of return to be filed (File a separate application for each return):

- | | | |
|--------------------------------------|---|------------------------------------|
| <input type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (sec. 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-BL | <input type="checkbox"/> Form 990-T (trust other than above) | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-EZ | <input type="checkbox"/> Form 1041-A | <input type="checkbox"/> Form 8870 |
| <input type="checkbox"/> Form 990-PF | <input type="checkbox"/> Form 4720 | |

STOP: Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.

- The books are in the care of ▶ _____
Telephone No. ▶ (____) _____ FAX No. ▶ (____) _____
- If the organization does **not** have an office or place of business in the United States, check this box
- If this is for a **Group Return**, enter the organization's four digit Group Exemption Number (GEN) _____. If this is for the **whole** group, check this box . If it is for **part** of the group, check this box and attach a list with the names and EINs of all members the extension is for.

- I request an additional 3-month extension of time until _____, 20_____.
- For calendar year _____, or other tax year beginning _____, 20_____, and ending _____, 20_____.
- If this tax year is for less than 12 months, check reason: Initial return Final return Change in accounting period
- State in detail why you need the extension _____

- If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions \$ _____
- If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868 \$ _____
- Balance Due.** Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions. \$ _____

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form

Signature ▶ _____ Title ▶ _____ Date ▶ _____

Notice to Applicant—To Be Completed by the IRS

- We **have** approved this application. Please attach this form to the organization's return.
- We **have not** approved this application. However, we have granted a 10-day grace period from the later of the date shown below or the due date of the organization's return (including any prior extensions). This grace period is considered to be a valid extension of time for elections otherwise required to be made on a timely return. Please attach this form to the organization's return.
- We **have not** approved this application. After considering the reasons stated in item 7, we cannot grant your request for an extension of time to file. We are not granting a 10-day grace period.
- We **cannot consider** this application because it was filed after the extended due date of the return for which an extension was requested
- Other _____

Director _____ By _____ Date _____

Alternate Mailing Address — Enter the address if you want the copy of this application for an additional 3-month extension returned to an address different than the one entered above

Type or print	Name
	Number and street (include suite, room, or apt. no.) or a P.O. box number
	City or town, province or state, and country (including postal or ZIP code)

EASTER SEALS, INC.

**(Formerly known as
the National Easter Seal Society, Inc.)**

BYLAWS

**(A not-for-profit corporation organized
under the laws of the State of Ohio)**

**Adopted by the National Board of Directors July 21, 2001
Effective as of September 1, 2002**

Amended March 11, 2006

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BYLAWS
of Easter Seals, Inc., formerly known as the
National Easter Seal Society, Inc.
(A not-for-profit corporation organized
under the laws of the State of Ohio)

ARTICLE I

SECTION 1. NAME. The name of this corporation is Easter Seals, Inc., formerly known as the National Easter Seal Society, Inc. (the "Corporation"). The Corporation is also known by its trade mark "Easter Seals" and its registered symbol, the stylized Easter Lily, which along with all other intellectual property rights of the Corporation are the sole and exclusive property of the Corporation.

SECTION 2. CERTAIN DEFINITIONS. The Corporation is the national headquarters of a nationwide organization of affiliate members (each an "Affiliate" and collectively, the "Affiliates"). For purposes of these bylaws ("Bylaws"), unless specified otherwise, the term "Affiliates" shall mean Affiliates and Provisional Affiliates (as defined in Article III). The Corporation and the Affiliates are generally known to the public individually and collectively as Easter Seals, and such understanding is reflected in the use of the term "Easter Seals" in Article II below. However, for purposes of these Bylaws (other than Article II below), the term "Easter Seals" shall refer only to the Corporation and not its Affiliates. In these Bylaws: the Corporation may be referred to as "Easter Seals" or "Easter Seals National Headquarters"; the Board of Directors of the Corporation is referred to as the "National Board"; and the National House of Delegates is referred to as the "National House." The National Board has developed a series of policies and standards as set forth in the National Board Policies Manual, as the same may be modified, supplemented, updated or amended from time to time by the National Board (the "National Board Policies Manual").

ARTICLE II

PHILOSOPHY, OBJECTIVES AND PROGRAMS

SECTION 1. PHILOSOPHY. The following statements express the philosophy of Easter Seals:

- A. Easter Seals is a not-for-profit organization providing services to children and adults with disabilities or other special needs and their families.
- B. Easter Seals recognizes that children and adults with disabilities or other special needs and their families want and need to be a part of community life, and be accepted by their communities as individuals with rights and responsibilities.

- C. Easter Seals supports services provided to help children and adults with disabilities or other special needs and their families reach their maximum capabilities, and secure opportunities for their education, training and employment.
- D. Easter Seals is committed to assure the adequacy and effectiveness of programs and services for children and adults with disabilities or other special needs and their families.
- E. Easter Seals believes that it is essential to maintain autonomy in the manner in which it raises funds for support of its programs and services. Easter Seals reserves the right to appeal directly to the public for support in conformity with accepted standards for ethical fund-raising.

SECTION 2. OBJECTIVES. The objectives of Easter Seals shall be:

- A. To establish, deliver and maintain high quality services which meet the needs of children and adults with disabilities or other special needs and their families.
- B. To empower children and adults with disabilities or other special needs and their families to find and make effective use of resources which support them in developing their abilities and living purposeful lives.
- C. To assist communities in the development and implementation of necessary and appropriate services for children and adults with disabilities or other special needs and their families.
- D. To empower children and adults with disabilities or other special needs and their families by supporting them in obtaining their legal rights.
- E. To support integration of children and adults with disabilities or other special needs and their families into the mainstream of community life.

SECTION 3. PROGRAMS.

- A. **GOALS.** In harmony with its stated objectives Easter Seals shall:
 - 1. Identify, facilitate, develop and implement programs and services including without limitation, medical rehabilitation, inclusive child care, job training and employment, adult day services, camping, recreation and respite, education and advocacy (collectively, "Programs and Services") necessary for the rehabilitation and improvement of the quality of life of children and adults with disabilities or other special needs and their families, so that they can conduct their lives with equality, dignity and independence.

2. Identify, facilitate, develop and implement Programs and Services for all who are concerned with services for children and adults with disabilities or other special needs and their families, including professional personnel, parents, volunteers, caregivers, employers, corporations, businesses, and the general public. Such Programs and Services shall include without limitation general public health education programs and public education programs relating to specific disability issues.
3. Encourage the active participation of committed, capable and giving volunteers at all levels of Easter Seals, including its Affiliates.
4. Conduct comprehensive development activities to promote successful Affiliate operations.
5. Cooperate with, share information with and counsel Affiliates in order to improve their collective ability to meet the common mission of Easter Seals and its Affiliates.
6. Do such other things and participate in such other activities as Easter Seals may deem necessary to accomplish its purposes.

B. **RESPONSIBILITIES.** In the advancement of the foregoing it shall be the responsibility of Easter Seals National Headquarters to:

1. Identify and cause to be implemented appropriate standards for all activities carried out under Easter Seals auspices including services, personnel, membership, administration, fund raising, communication, advocacy, public affairs, and fiscal accountability as the same may be set forth in these Bylaws, the Membership Agreement (as defined herein) or any policy statement developed or updated from time to time by Easter Seals National Headquarters and included in its National Board Policies Manual (collectively, the "Standards of Membership").
2. Provide consultation and support to Affiliates to facilitate and strengthen their participation in Easter Seals' activities contemplated by these Bylaws or as may be specified from time to time in resolutions adopted by the National Board or the National House.
3. Administer such national programs as may be adopted, from time to time by Easter Seals National Headquarters.

C. **NON-DISCRIMINATION AND COMPLIANCE.** Easter Seals shall not discriminate on the basis of age, sex, race, color, creed, national origin, sexual

orientation, disability or other classifications protected by applicable law with regard to receipt of services, appointment or election to voluntary office, or hiring for, assignment to, or promotion in staff positions. All offices and facilities operating under Easter Seals auspices shall be in compliance with the Americans with Disabilities Act of 1990.

ARTICLE III

MEMBERSHIP

SECTION 1. CLASSES OF MEMBERSHIP AND MEMBERSHIP AGREEMENT.

The membership of Easter Seals shall consist of two (2) classes: Affiliates and Provisional Affiliates. Both classes shall have the right to vote, acting through their duly designated delegates to the National House, except the right of a Provisional Affiliate to vote may be restricted or denied as provided herein.

- A. **AFFILIATES.** An Affiliate shall be an organization that is recognized by the National Board as having satisfied the requirements and Standards of Membership (as defined in Article III, Section 2 below). An Affiliate must have a valid membership agreement with Easter Seals (the "Membership Agreement").
- B. **PROVISIONAL AFFILIATES.**
1. A provisional affiliate ("Provisional Affiliate") shall be any Affiliate which fails to meet the Standards of Membership or may be any of the following: (i) an affiliate organized in the jurisdictional area of a former Affiliate; (ii) a new member organized in an area which is not then included in the jurisdiction of an existing Affiliate; or (iii) a former Affiliate under reorganization.
 2. The National Board shall notify a Member in writing that it shall be, or has become a Provisional Affiliate. Unless otherwise specified by the National Board in writing, affiliation with Easter Seals by a Provisional Affiliate shall continue for a period of up to five (5) years from the first date of the notice of such Provisional Affiliate status, after or during which period such affiliation shall be reviewed by the National Board. If, during the term of Provisional Affiliate status, such Provisional Affiliate qualifies and meets all of the Standards of Membership prescribed therefor, such Provisional Affiliate shall be notified of its status of Affiliate Membership by Easter Seals sending written notice thereof to the Provisional Affiliate.
 3. Unless otherwise specified by the National Board in writing, it shall be the duty of such Provisional Affiliate to fully comply with all of the

terms, conditions and standards of the Bylaws, the Membership Agreement, and the National Board Policies Manual.

C. **MEMBERSHIP AGREEMENT AND TERRITORY.**

1. Each Affiliate must enter into a Membership Agreement with Easter Seals in such form as may be prescribed from time to time by Easter Seals. Each such Membership Agreement shall at all times be subject to these Bylaws. In the event of any conflict between such Membership Agreement and these Bylaws, unless expressly stated in the Membership Agreement to the contrary, these Bylaws shall prevail.
2. Easter Seals will grant the Affiliate a territory (the "Territory") in which to perform its services that may encompass any of the following geographic areas: part of one state; an entire state; two or more states; one state and part of another state or states; part of one state and part of another state or other states; or all or part of a U.S. territory or a foreign country.

SECTION 2. STANDARDS OF MEMBERSHIP. In order to maintain its affiliation with Easter Seals, each Affiliate (and each Provisional Affiliate) must meet the following Standards of Membership:

- A. **NOT-FOR-PROFIT/TAX EXEMPT.** Be a not-for-profit corporation or organization, organized or certified under the laws of the state or states in which it will operate; have articles or a certificate of incorporation or organization that recites only those purposes that are consistent with the purposes of Easter Seals; be governed by a voluntary board of directors; and be a tax-exempt corporation qualified as such by the Internal Revenue Service.
- B. **PRESIDENT AND CEO.** Employ a full-time President and Chief Executive Officer (or other similarly titled chief executive officer) who meets the requirements as set forth in the National Board Policies Manual. No director who served on the National Board, or on the board of any Affiliate shall be eligible to serve as President and Chief Executive Officer of any Affiliate for three (3) years after the director's term of service has ended.
- C. **STANDARDS OF ACCOUNTING.** Conform to the standards of accounting and financial reporting as promulgated from time to time by Easter Seals and have its annual financial report certified by an independent certified public accountant.

D. **FINANCIAL, OPERATIONAL AND PROGRAM SERVICE REPORTS.**

Submit the following reports:

1. Uniform financial information including a certified audit, performed by an independent certified public accountant, which includes Statements of Financial Position, Statements of Activities and Changes in Net Assets, Statements of Cash Flows and Statements of Functional Expense, and an IRS Form 990. Complete audits are required to be submitted by December 1 following the end of the fiscal year (August 31st). Complete IRS Form 990s are required to be submitted by March 1 following the end of the immediately preceding fiscal year. Affiliates that have separately incorporated foundations, other subsidiaries or other related entities shall provide consolidated audited financial reports. In the event any Affiliate fails to submit to Easter Seals a complete audit by March 1 or a complete IRS Form 990 by July 1 (for the immediately preceding fiscal year), without Easter Seals' prior approval, the membership status of such Affiliate shall be automatically reclassified. Such Affiliate's membership status shall be automatically reclassified as a Provisional Affiliate and it shall become subject to all requirements of a Provisional Affiliate as set forth in the Bylaws or as may be determined by Easter Seals to be appropriate under the circumstances. If such Affiliate is already a Provisional Affiliate at the time of reclassification, it shall be placed on probation as set forth in Article III, Section 3, Paragraph D.
2. Semi-annual financial statements, as defined from time to time by the National Board and in accordance with standards of Easter Seals, to be submitted by the Affiliate forty-five (45) days following the close of each semi-annual period.
3. Operational and program service reports, as required by Easter Seals, by December 1 following the end of the fiscal year (August 31st) covered by said reports.

Without prejudice to any other provisions of these Bylaws, failure to timely submit any reports as set forth in this Article III, Section 2, Paragraph D shall be deemed a material breach of the duty to perform in accordance with the Standards of Membership, and will give rise to the remedies set forth in this Article III, Section 3.

- E. **MEMBERSHIP FEE.** Pay an annual membership fee to Easter Seals in such amount as may be established pursuant to the provisions of Article V herein. Any unpaid balance of such membership fee, plus any unpaid balance of any other account with Easter Seals which became due and payable within any fiscal year shall be paid in immediately available funds by September 30 of the following fiscal year unless Easter Seals shall have approved an

arrangement for payment at a later date. Interest and security, if any, shall be payable in accordance with the National Board Policies Manual. Notwithstanding any provision in these Bylaws to the contrary, any Affiliate's failure to pay to Easter Seals any annual membership fee or any unpaid balance of any other account with Easter Seals by September 30 (without Easter Seals' prior approval) shall result in the automatic reclassification of the membership status of such Affiliate. Such Affiliate's membership status shall be automatically reclassified as a Provisional Affiliate and it shall become subject to all requirements of a Provisional Affiliate as set forth in the Bylaws or as may be determined by Easter Seals to be appropriate under the circumstances. If such Affiliate is a Provisional Affiliate at the time of reclassification, it shall be placed on probation as set forth in Article III, Section 3, Paragraph D.

- F. **EXPENDITURES.** Spend on approved services not less than such percentage of total expenses as shown on the Functional Statement of Expense Form approved by Easter Seals (less capital expenditures and the membership fee paid to Easter Seals) for any fiscal year as shall be determined by the National Board from time to time.
- G. **QUALITY OF SERVICES AND OPERATIONS.** Adhere to all standards to assure quality services, operations and compliance as the National Board may approve from time to time.
- H. **FISCAL YEAR.** Operate on the basis of a fiscal year beginning September 1 and ending August 31, unless an exception is granted by the National Board.
- I. **UNIFORM BYLAW PROVISIONS.** All Affiliates shall operate under certain uniform bylaw provisions prescribed by the National Board (the "Uniform Bylaw Provisions"). The National Board may grant exceptions to the Uniform Bylaw Provisions for any Affiliate after requests for such exception have been reviewed by the Membership and Organizational Structure Committee ("MOS Committee") and the Affiliate Services Committee.
- J. **INDEPENDENCE.**
 - 1. Each Affiliate shall operate as a separate independent entity. No Affiliate shall form, create, consolidate, incorporate, merge, acquire or be acquired by, joint-venture with or transfer property or assets to any rehabilitation or other health care facility, other service facility or any foundation or other entity (collectively, an "Entity") without the prior approval of the National Board, after review by the Affiliate Services Committee. Any such approval will be granted only upon the condition that the approved Entity's books and accounting records shall be consolidated with the Affiliate and shall be subject to

inspection and audit by the staff of the chief financial officer of Easter Seals or such independent auditor as Easter Seals may designate. Prior to any such approval, the Affiliate shall also comply with Easter Seals' Multiple Corporations Guidelines, as set forth in the National Board Policies Manual.

2. No Affiliate shall become an affiliate of any other not-for-profit organization or entity or enter into any agreement with any national health or human service organization other than Easter Seals for the purpose of serving as such organization's representative or affiliate without the prior approval of the National Board. The National Board shall have the right, in its sole discretion, to review and approve each such agreement and any renewals, modifications or amendments thereto.

- K. **FUND-RAISING PROGRAMS.** Each Affiliate, whether incorporated or affiliated on any other basis, shall participate fully in the fund-raising programs of Easter Seals prescribed in the Membership Agreement.
- L. **ANNUAL REVENUE REQUIREMENTS.** The annual revenue and corresponding expense requirements for each Affiliate shall be determined by the National Board, from time to time, after review by the MOS Committee and the Affiliate Services Committee. The National Board may authorize an exemption from the annual revenue and corresponding expense requirements. Requests for exemptions from the annual revenue and corresponding expense requirements shall be made by the Affiliate to the MOS Committee. The MOS Committee shall forward such requests along with recommendation to the Affiliate Services Committee who shall review such requests and make recommendation to the National Board.
- M. **USE OF NAME.** Easter Seals' Affiliates are required to operate and be known as "Easter Seals" and to use the brand imagery elements as outlined in Easter Seals' Brand Policies and Standards, as the same may be modified or amended from time to time by the National Board (the "Easter Seals Brand Policies and Standards"). Easter Seals' Brand Policies and Standards are designed to build awareness of and loyalty to Easter Seals as a national brand name and registered trademark. Easter Seals' Brand Policies and Standards are set forth in the National Board Policies Manual. Affiliates may only use the Easter Seals name, the Easter Seals logo, the stylized Easter Lily in its proper trademark form, and the Easter Seals color, in each case in the manner as described in Easter Seals' Brand Policies and Standards.
- N. **SCOPE OF TERRITORY.** No Affiliate shall offer any services or solicit funds from the general public outside of the territory assigned to it under its Membership Agreement, unless such extraterritorial offering of services or soliciting from the general public has been consented to in writing in advance

by all affected Affiliates, except as provided for in Paragraph O below. Disputes among Affiliates shall be submitted to Easter Seals for a final and binding resolution. The restrictions in this Article III, Section 2, Paragraph N apply regardless of whether such extraterritorial services are offered or funds are solicited using the name or logo of Easter Seals.

- O. **INTERNET USE.** Affiliates shall only use Internet websites and other Internet based dissemination services, including fund-raising and participant programs in accordance with applicable policies and standards as set forth in the applicable Internet Policies and Standards as the same may be modified or amended from time to time and as set forth in the National Board Policies Manual. Each Affiliate must maintain accurate information as requested by Easter Seals for the Easter Seals Web site in accordance with such Internet Policies and Standards.
- P. **DIRECTORS' AND OFFICERS' LIABILITY INSURANCE.** Affiliates must have directors' and officers' liability insurance in such amounts as Easter Seals shall determine, from time to time.
- Q. **NATIONAL BOARD POLICIES MANUAL.** Affiliates shall comply with and adhere to all policies and standards contained in the National Board Policies Manual, which National Board Policies Manual shall be subject to these Bylaws.
- R. **FINANCIAL OBLIGATIONS.** Affiliates must remain current on all financial obligations for federal, state and local taxes, and for annual pension plan obligations. If Easter Seals becomes aware that an Affiliate has become delinquent on any such obligations, the membership status of such Affiliate shall be automatically reclassified. Such Affiliate's membership status shall be automatically reclassified as a Provisional Affiliate and it shall become subject to all requirements of a Provisional Affiliate as set forth in the Bylaws or as may be determined by Easter Seals to be appropriate under the circumstances. If such Affiliate is a Provisional Affiliate at the time of reclassification, it shall be placed on probation as set forth in Article III, Section 3, Paragraph D.

SECTION 3. TERMINATION FOR AND CONSEQUENCES OF FAILURE TO MEET OR MAINTAIN THE STANDARDS OF MEMBERSHIP.

- A. **MAINTENANCE OF NOT-FOR-PROFIT AND TAX-EXEMPT STATUS.** If an Affiliate shall fail to maintain its status as a not-for-profit, tax-exempt organization, certified as such by the Internal Revenue Service, the President and Chief Executive Officer of Easter Seals shall promptly report that fact to the Chairman of the National Board and the Chairman of the National Board shall immediately give written notice to the chairman of the

board and the chief executive officer of the Affiliate that its affiliation with Easter Seals is terminated and its Membership Agreement is cancelled. The termination and cancellation shall be effective as of the date such notice is deemed given to the Affiliate.

B. TERMINATION UPON NOTICE.

1. Notwithstanding all other provisions of these Bylaws or of any Membership Agreement which provides for a longer period of termination, the Board of Directors of either Easter Seals or an Affiliate shall have the authority to terminate the Membership Agreement between Easter Seals and such Affiliate by giving written notice of its intent to do so not less than thirty (30) days prior to the effective date of such termination, or such longer period as required by applicable law. Any such termination by either party to the Membership Agreement may be for any reason or no reason, in the discretion of the terminating party.
2. The National Board shall confer with and consider the recommendation of the Affiliate Services Committee regarding the termination of an Affiliate. Prior to making a recommendation to the National Board regarding termination of an Affiliate, the Affiliate Services Committee shall provide the affected Affiliate with an opportunity to present to the Affiliate Services Committee in person such information, at such time as the Affiliate Services Committee shall determine in its sole discretion.
3. Any such termination shall not be deemed a breach of the Membership Agreement, and shall not give rise to any liability of the terminating party to the other; provided, however, that the parties shall fulfill all obligations, financial or otherwise, to each other under such Membership Agreement arising prior to such termination. Upon any notice of termination of the Membership Agreement such former Affiliate shall no longer identify itself by name or otherwise, directly or indirectly, as a part or an Affiliate of Easter Seals in any manner whatsoever and shall not have any of the rights or privileges pertaining to its former status as an Affiliate.

- C. PROBATION OR PROVISIONAL STATUS.** Notwithstanding the rights of Easter Seals to terminate any Membership Agreement subject to Article III, Section 3, Paragraph B above, in the event that any Affiliate fails to meet any of the Standards of Membership as set forth in Article III, Section 2 above, any of its other obligations as set forth elsewhere in these Bylaws, the National Board Policies Manual or in the Membership Agreement and such failure is not waived in writing by Easter Seals, or in the event Easter Seals determines that circumstances exist regarding such Affiliate which may be

inimical to the best interests of Easter Seals or any of its Affiliates, Easter Seals may, in its sole discretion, place the Affiliate on probation as set forth in Article III, Section 3, Paragraph D below, place the Affiliate on Provisional Affiliate status as set forth in Article III, Section 3, Paragraph E below, or require that such Affiliate take such other remedial action as the National Board or any duly appointed committee thereof may deem to be appropriate under the circumstances, as a condition to such Affiliate remaining an affiliate of Easter Seals.

- D. **PROBATION STATUS.** Pursuant to Article III, Section 3, Paragraph C above, Easter Seals may place an Affiliate on probation for such period of time as the National Board may, in its sole discretion, determine. The chairman of the board and the chief executive officer of any Affiliate placed on probation shall receive a written notice of any such probation from Easter Seals. Any Affiliate placed on probation shall be given the opportunity before an appropriate committee of the National Board to explain its failure to meet the requirements set forth in these Bylaws upon such terms and conditions as determined by Easter Seals. If the Affiliate fails to comply with all terms and conditions of probation, Easter Seals may terminate its affiliation and cancel its Membership Agreement or take such other actions as Easter Seals deems appropriate. Unless otherwise determined by Easter Seals and specified in writing to such Affiliate, during any probation period:
1. The Affiliate shall lose its votes in the National House and its delegates may not be elected to an office of the National House, may not be appointed as National House members on any committee and may not be reappointed on any committee. Any delegate from an Affiliate which is placed on probation who has been elected to an office of the National House or appointed as a member of a committee prior to the beginning of the probationary period may continue to serve for the remainder of the term for which elected or appointed.
 2. Within thirty (30) days of the date the notice of probation, the Affiliate shall pay Easter Seals an additional fee equal to three percent (3%) of the Affiliate's current annual membership fee. If Easter Seals removes the Affiliate from probationary status in less than one year, such 3% fee will be prorated, and the balance credited to the Affiliate.
 3. If the National Board in any manner directs Easter Seals' staff to provide assistance, supervision or intervention on behalf of an Affiliate during a probation period, the Affiliate must immediately accept the same from Easter Seals' designees or its staff and must fully cooperate with Easter Seals.
- E. **PROVISIONAL STATUS.** In addition to all other rights of Easter Seals pursuant to this Article III, Section 3, in the event that any Affiliate fails to

meet any of the Standards of Membership as set forth in Article III, Section 2 above, any of its other obligations as set forth elsewhere in these Bylaws, the National Board Policies Manual or in the Membership Agreement and such failure is not waived in writing by Easter Seals, or in the event Easter Seals determines that circumstances exist regarding such Affiliate which may be inimical to the best interests of Easter Seals or any of its Affiliates, the National Board (or a committee thereof) may, in its sole discretion, notify such Affiliate that such Affiliate has become a Provisional Affiliate and require that such Provisional Affiliate take such remedial action as the National Board or any duly appointed committee thereof may deem to be appropriate under the circumstances, as a condition to such Provisional Affiliate remaining an affiliate of Easter Seals.

SECTION 4. AFFILIATE ASSISTANCE. In addition to its other rights and remedies hereunder, where in Easter Seals' sole determination serious service, financial, operational, or structural difficulties exist with any Affiliate, Easter Seals may employ procedures in accordance with its then current Affiliate Assistance Plan as the same may be modified or amended from time to time and included in the National Board Policies Manual.

ARTICLE IV
HOUSE OF DELEGATES

SECTION 1. NUMBER, QUALIFICATIONS AND ELECTION OF DELEGATES.

- A. **NUMBER.** There shall be a National House of Delegates (the "National House") consisting of one delegate for each Affiliate, plus one hundred additional delegates. The National House shall also have one ex-officio delegate as herein provided. Each such delegate shall be elected for a term of one year by the Affiliates. Each Affiliate in good standing shall have the right to elect at least one delegate to the National House and, in addition thereto, such additional delegates as may be authorized for election by the National Board, which shall allocate the remaining 100 delegate seats among the Affiliates in accordance with the following formula:

$$\frac{\text{Total average membership fee paid by the Affiliate}}{\text{Total average membership fee paid by all Affiliates}} \times 100$$

Such allocation shall be determined as of the August 31st preceding the meeting of the National House for which the allocation is being calculated. Any fractional result of 1/2 or more shall be rounded to the next higher whole number; fractional results of less than 1/2 shall be disregarded. Such allocation shall remain in effect until a subsequent allocation is calculated.

- B. **TOTAL AVERAGE MEMBERSHIP FEE PAID.** In the foregoing formula the term “total average membership fee paid” means the average of the fee assessed for the fiscal year ended on said August 31 and the fee paid for the preceding fiscal year. The term “paid” means paid in cash or by the execution of a promissory note or loan agreement (i) which has been accepted or approved by the National Board, (ii) which has not been extended or modified, and (iii) on which no default has occurred. No delegates will be allocated to any Affiliate which has more than one note or loan agreement outstanding at the time the allocation of delegates is determined.
- C. **NO WAIVER.** The allocation of delegates pursuant to this Article IV, Section 1 shall not be deemed to contravene, nullify, waive or affect in any way the provisions of Article III, Section 2 and Section 3 of these Bylaws pertaining to Standards of Membership for Affiliates and penalties for failure to meet and maintain Standards of Membership.
- D. **ELIGIBLE DELEGATES.** All delegates shall be elected for a term of one year or until their successors shall have been duly elected and certified. The qualifications, the manner of election, and the manner in which vacancies in the office of delegate are to be filled with respect to the delegates authorized to be elected by an Affiliate shall be as specified in the Uniform Bylaw Provisions for Affiliates; provided, however, that no salaried employee of Easter Seals or of any Affiliate thereof shall be eligible to serve as a delegate to the National House. The Chairman of the Board shall be an ex-officio member of the National House, with the right to participate in its deliberations, but without the right to vote, unless such Chairman of the Board shall be a duly elected delegate of an Affiliate.

SECTION 2. ALTERNATE DELEGATES.

- A. **DESIGNATION.** An Affiliate may but shall not be required to designate one or more alternate delegates to the National House, the number of whom shall not exceed twice the number of delegates which such Affiliate is authorized to elect. Said alternate delegates, if more than one be designated, shall be assigned an order of preference at time of designation, i.e. first alternate, second alternate, etc. The qualifications of alternates, their manner of selection and term of office shall be provided in the Uniform Bylaw Provisions for Affiliates, provided, however, that no salaried employee of Easter Seals or of any Affiliate thereof shall be eligible to serve as an alternate delegate.
- B. **PARTICIPATION.** Alternate delegates shall be privileged to attend all meetings of the National House, but they shall participate in discussion, vote, and be counted for purposes of a quorum only in the absence of a duly elected delegate from the same Affiliate, and then only in the order of preference which has been assigned to them; i.e., the first alternate shall act in the

absence of any delegate from his or her Affiliate, and the second alternate, if any, shall act if a second delegate from the same Affiliate is absent, etc.

SECTION 3. MEETINGS.

- A. **TIME AND PLACE.** The National House shall meet annually at a time and place to be designated by the National Board. The place of meeting may be within or without the State of Ohio. At least twenty-one (21) days' advance notice in writing of the time and place of the meeting, a proposed agenda and the nominees for director proposed by the Nominating Committee shall be given by mail by the Secretary of the National House to each delegate at his or her address last recorded with said Secretary.

- B. **SPECIAL MEETINGS.** Special meetings of the National House shall be held upon call of the Chairman of the National House or upon the petition of twenty-five percent (25%) or more of delegates of the National House, no more than five (5) of whom shall be delegates representing the same Affiliate. At least ten (10) days' advance notice in writing of the time, place and purpose of any such special meeting shall be given by the Secretary of the National House to each delegate at his or her address last recorded with said Secretary.

SECTION 4. QUORUM AND VOTING.

- A. **QUORUM.** A quorum for the transaction of business shall exist whenever one-third or more of the total number of delegates duly elected and qualified are present in person or by alternate. Each delegate shall be entitled to one vote, to be exercised in person or by alternate but not by proxy, on all matters to come before the National House.

- B. **MAJORITY APPROVAL.** Unless the statutes of the State of Ohio, the Articles of Incorporation or these Bylaws require a greater vote, any proposal to come before the National House shall be deemed to be adopted upon the affirmative vote of the majority of the members present and voting, provided, always, that a quorum is present.

SECTION 5. OFFICERS OF THE NATIONAL HOUSE.

- A. **OFFICERS.** The National House at each annual meeting shall elect from its own membership a Chairman (the "Chairman"), a Vice Chairman and a Secretary of the National House, each to serve during the ensuing year and until his or her successor has been duly elected and qualified. The Chairman, Vice Chairman and Secretary of the National House shall be eligible to succeed themselves for one additional term in office.

- B. **NOMINATION PROCEDURE.** The provisions relating to the procedure for nomination and election of directors to the National Board shall apply also to the nomination and election of the officers of the National House.
- C. **NOMINATING COMMITTEE.** The three members of the Nominating Committee appointed by the Chairman of the National House under the provisions of Section 7, Paragraph A of this Article IV, shall serve as a committee to nominate the officers of the National House.
- D. **EFFECTIVENESS OF ELECTION.** The newly elected officers shall qualify and take office immediately following the close of the annual convention at which they are elected.
- E. **VACANCIES.** A vacancy in the office of Chairman of the National House shall be filled for the remaining term by the Vice Chairman of the National House. Other vacancies among the officers shall be filled by the Chairman of the National House.
- F. **CHAIRMAN AS PRESIDING OFFICER.** The Chairman of the National House shall preside at all meetings of the National House and shall be an ex-officio member, without vote, of the National Board. He or she shall perform such other duties as may from time to time be designated by the National House.
- G. **ABSENCE OF CHAIRMAN.** The Vice Chairman of the National House shall perform the duties of the Chairman in his or her absence and shall perform such other duties as the National House or the Chairman of the National House may from time to time designate.
- H. **MINUTES.** The Secretary of the National House, with such assistance as he or she may require of the professional staff of Easter Seals, shall be responsible for the preparation and preservation of the minutes of all meetings of the National House, shall give notice of all meetings thereof, and shall perform such other duties as may from time to time be designated by the National House.

SECTION 6. NOMINATIONS AND VOTING FOR DIRECTORS. In addition to the nominees submitted by the Nominating Committee, nominations to the office of director for the National Board may be made from the floor during the annual meeting of the National House provided the consent to such nomination by a nominee has been obtained in advance. Voting upon the nominees for the office of director for the National Board shall be by voice vote except in the case of contest, in which event it shall be by secret ballot. In a contested election those nominees receiving the greatest number of votes to the extent of the vacancies to be filled shall be deemed to be elected; provided, however, that if two or more nominees shall receive the same number of votes for a vacancy to be filled, then one or more new

ballots shall be cast among such tying nominees until one of them shall receive a plurality of votes over those received by such other tying nominee or nominees.

SECTION 7. COMMITTEES OF THE NATIONAL HOUSE.

- A. **APPOINTMENT AND TENURE.** The chairmen and other members of each committee shall be appointed by the Chairman of the National House and shall serve until the appointment of their successors, except as herein otherwise provided.

- B. **STANDING COMMITTEES.** The following committees shall be appointed annually.
 - 1. **CONVENTION COMMITTEE.** This committee shall be responsible for developing policies and plans for each annual convention. This committee shall consist of the Chairman of the Board (who shall act as chairman of this committee), the Chairman of the National House, the President of Easter Seals, the President of the Easter Seals Leadership Association, and the chairman of the board (or a designee) and chief executive officer (or a designee) of the Affiliate of the Territory which includes the site of the convention.

 - 2. **MEMBERSHIP AND ORGANIZATIONAL STRUCTURE COMMITTEE.** It shall be the function of this committee to consider and make recommendations in respect to all matters pertaining to the membership and organizational structure of Easter Seals, including its Affiliates and affiliated organizations; to review any fee formula established by the National Board and make recommendations to the National House concerning the same; to consider and report back with its recommendations thereon all other matters which may be referred to it by the National House; to make recommendations concerning the qualifications, the manner of election, and the manner in which vacancies in the office of Affiliate delegates are to be filled; to make recommendations to the Affiliate Services Committee regarding exceptions to the Uniform Bylaw Provisions for any Affiliate, and regarding annual revenue and corresponding expense requirements.

 - 3. **NOMINATING COMMITTEE.** It shall be the function of this committee to nominate candidates for the fourteen (14) members elected by the National House to the office of director on the National Board. The committee shall consist of five (5) members, three (3) of whom shall be members of the National House, appointed by the Chairman of the National House. The Chairman of the National House shall designate one of the appointees as chairman of the Nominating Committee. The remaining two (2) members of the committee shall be appointed by the Chairman of the Board from

among the members of the National Board other than the Chairman. The committee shall consider primarily the qualifications and contributions of service which eligible persons may have made or may be likely to make to the welfare and benefit of Easter Seals and its Affiliates. The committee shall also give due consideration to an appropriate geographic distribution of such nominees among the several states and territories. After obtaining the consent of the nominees, the committee shall nominate one person for each directorship to be filled. The nominations shall be submitted to the Secretary of the National House at least thirty (30) days before the annual meeting of the House at which such nominations are to be acted on. The Nominating Committee shall also make recommendations to the National Board for filling vacancies of the fourteen (14) members elected by the National House which occur between annual meetings.

4. **RULES, AGENDA AND RESOLUTIONS COMMITTEE.** It shall be the function of this committee:

- (a) To consider and from time to time recommend to the National House for adoption rules of procedure for the efficient and orderly conduct of the business of the National House.
- (b) To consider and prepare the agenda for all meetings of the National House. In the performance of this duty the committee shall consult with the Chairman and the Secretary of the National House and shall initially receive and screen all items of new business which any delegate desires to place before a meeting of the National House. The committee shall, however, include in the agenda any matter requested to be placed thereon by the National Board.
- (c) To receive initially all resolutions intended to be presented for adoption by the National House, to consult with the proponents thereof on the purpose to be served thereby, and to advise such proponents with respect to the efficacy of the language to meet such purpose.
- (d) To consider and report back with its recommendations thereon all other matters which may be referred to it by the National House from time to time.

C. **OTHER COMMITTEES.** In addition to the standing committees, the National House or the Chairman of the National House may from time to time establish such other committees of a temporary or permanent nature and for such purposes as the National House or the Chairman of the National House may deem advisable.

SECTION 8. POWERS OF THE NATIONAL HOUSE.

- A. **ELECT CERTAIN MEMBERS OF NATIONAL BOARD.** The National House shall elect the fourteen (14) members of the National Board elected by the National House except in the case of the temporary filling of vacancies as provided in Article V, Section 3.
- B. **RECOMMEND POLICY.** The National House shall consider all matters referred to it from time to time by the National Board, including questions pertaining to basic policies of Easter Seals, and give its recommendations thereon; it being understood, however, that the acceptance and implementation of any such recommendations shall be solely within the discretion of the National Board.
- C. **OVERRULE POLICY.** The National House shall have the power, upon the affirmative vote of not less than 66.7% of the delegates, certified for voting purposes to the House of Delegates at its Convention, to overrule, modify or reverse any policy, decision or course of action theretofore adopted or taken by the National Board; provided, however, that the exercise of this power shall not be deemed to invalidate any lawful agreement or contract theretofore made by Easter Seals in pursuance of any authorization or direction of the National Board.
- D. **AMEND ARTICLES OF INCORPORATION.** The National House shall have the power, upon the affirmative vote of not less than 66.7% of the delegates certified for voting purposes in the House of Delegates at its Convention, to amend the Articles of Incorporation of Easter Seals. Any such amendment may be proposed only by:
1. The Rules, Agenda and Resolutions Committee; or
 2. The National Board; or
 3. The written petition of not less than twenty-five percent (25%) of delegates, no more than five (5) of whom shall be delegates representing the same Affiliate.

All amendments so proposed shall be filed with the Secretary of the National House at least forty-five (45) days prior to the date of the annual or special meeting at which the same are intended to be voted upon, and the Secretary shall promptly thereafter, but in no event later than the date specified in Article IV, Section 3, hereof for the giving of notice of an annual or special meeting of the National House, send a copy of such proposed amendment, together with an explanatory statement submitted by the proposer thereof, to

each member of the National House, to each member of the National Board, to the Chairman of the National House and to each officer of Easter Seals.

- E. **RATIFY CERTAIN BYLAWS.** Notwithstanding the power granted to the National Board to adopt and amend these Bylaws, no amendment adopted by the National Board affecting any of the following Bylaw provisions shall become effective until the same has been ratified by the National House:

ARTICLE II, SECTION 1, Paragraph E and ARTICLE III, SECTION 2, Paragraph K, dealing with the fund-raising policy of Easter Seals;

ARTICLE IV, SECTION 1, dealing with the number, qualifications and election of delegates;

ARTICLE IV, SECTION 8, dealing with the powers of the National House;

ARTICLE V, SECTION 1, specifying the number and term of office of directors on the National Board; and

ARTICLE V, SECTION 6, Paragraph B, dealing with the manner in which the membership fee of Affiliates is determined.

- F. **REPEAL OR AMENDMENT OF BYLAWS.** Any Bylaw provision adopted by the National Board which is not required to be ratified by the National House as provided in Paragraph E above, may be repealed or amended by the National House upon the affirmative vote of not less than 66.7% of the delegates certified for voting purposes in the House of Delegates at its Convention, provided that any such repeal or amendment shall be first proposed by:

1. The Rules, Agenda and Resolutions Committee; or
2. The written petition of not less than twenty-five percent (25%) of delegates, no more than five (5) of whom shall be delegates representing the same Affiliate; and provided, further, that the proposal for repeal or amendment shall be filed with the Secretary of the National House and by him sent to the delegates within the same time limits and in like manner as is specified in Article IV, Section 8, Paragraph D above in the case of amendments to the Articles of Incorporation.

SECTION 9. VOTING BY MAIL. Whenever a matter which should be determined by the National House shall arise and, in the judgment of the National Board or of the Rules, Agenda and Resolutions Committee, the subject matter thereof is such that adequate consideration and determination of the same may be effected by means of a vote by mail, then, upon the direction of the National Board or said committee, the Secretary of the

National House shall forward to each delegate by first class mail at his or her address last recorded on the records of Easter Seals a written ballot containing the proposal or proposals to be acted upon, together with such explanatory material as may be specified by the National Board or said committee, as the case may be, and a pre-addressed envelope with postage prepaid for the return of such ballot. On the twentieth (20th) day after the mailing of such ballots, the Secretary shall open and tabulate all ballots then returned. Any such proposal shall be deemed to be adopted if it shall receive the affirmative vote of a majority of all delegates then in office, unless the matter is one which, under these Bylaws, requires an affirmative vote of not less than 66.7% of the delegates certified for voting purposes in the House of Delegates at its Convention in which case said proposal shall not be deemed to be adopted unless it shall have received the affirmative vote of not less than 66.7% of the delegates certified for voting purposes in the House of Delegates at its Convention. The Secretary shall promptly advise all delegates, officers and directors of the results of such mail vote.

ARTICLE V

BOARD OF DIRECTORS

SECTION 1. NUMBER AND TERM OF OFFICE OF DIRECTOR. The National Board shall consist of a range between fifteen (15) and nineteen (19) members, fourteen (14) of whom shall be elected by the National House, one (1) who shall be the person from time to time serving as Chairman of the National Board, and up to four (4) of whom may be each elected, from time to time, by the National Board as provided below. At each annual meeting of the National House, five (5) directors shall be elected for a term of three (3) years, except that beginning in 2001 and in every third year thereafter, four (4) directors shall be so elected. Additionally, at any time and from time to time, up to four (4) directors may be elected by the National Board for a short term commencing on the date of election to the date of the annual meeting of the National Board and for three (3) years thereafter. Subject to the provisions of Section 3 of this Article V, additional directors shall be elected by the National House to fill existing vacancies of all directors, except for those directors elected by the National Board whose vacancies will only be filled by the National Board.

SECTION 2. QUALIFICATIONS. No employee or immediate family member of an employee (including spouse, domestic partner or companion living in the same household, children or step-children, sibling or step-sibling, parents, in-laws, grandparents or grandchildren) of Easter Seals or of any Affiliate thereof shall be eligible to serve as a director (elected, honorary or ex officio) of Easter Seals. No President and Chief Executive Officer of Easter Seals or of any Affiliate shall be eligible to serve as a director for three (3) years after his or her employment as President and Chief Executive Officer has ended. A director who has served a full term of three (3) years shall be eligible to succeed himself or herself in office for one additional term of three (3) years. For the purpose of the foregoing limitation, time served by a director in filling a vacancy or as a director elected for a short term of less than three (3) years shall be disregarded, whether such time be served before or after his or her first or second full term of three (3) years; nor shall said limitation preclude the Chairman of the National Board from serving in the directorship conferred upon him or

her by virtue of his or her office as Chairman of the National Board. A former director who has not served as such for at least one year shall again be eligible for election as a director.

SECTION 3. VACANCIES. A vacancy in the office of any director elected by the National House may be temporarily filled by the National Board until a successor shall be elected for an unexpired term by the National House at an election to be held at its annual meeting following such vacancy. A vacancy in the office of any director elected by the National Board may be filled by the National Board at any meeting of the National Board for that purpose. Any director who had three (3) consecutive absences from regular meetings of the National Board, and associated committee meetings, beginning with the first meeting subsequent to his or her election, shall be considered as having resigned his or her position, and the vacancy thus created shall be filled as hereinabove provided. In the event a person already serving as a director shall become Chairman of the National Board, then, in order to maintain a fully configured National Board, a vacancy shall be deemed to exist which may be filled by the National Board for the period of such person's term of office as Chairman of the National Board.

SECTION 4. EX-OFFICIO MEMBERS. The Chairman of the National House (as provided in Article IV, Section 5), the Immediate Past Chairman of the National Board, the President of the Easter Seals Leadership Association, the Chairman of the Foundation Committee, and any person elected by the National Board as an Honorary Director shall be ex-officio members of the National Board. Each of said ex-officio members shall be entitled to participate in the deliberations of the National Board but shall have no vote unless any such person shall then be serving a term as a duly elected member of the National Board.

SECTION 5. MEETINGS. The annual meeting of the National Board shall be held without notice immediately following the annual meeting of the National House, and other regular meetings, not fewer than three (3) per year, shall be held, at the call of the Chairman of the National Board at the place and date specified in the call. Special meetings of the National Board may be called by the Chairman of the National Board and shall be called upon the written request of one-third or more of the members of the National Board. Notice of the time, place and, in the case of a special meeting, the purpose thereof, shall be given by the Secretary of Easter Seals to each member of the National Board not less than ten (10) days before the day specified for such meeting. Such notice shall include a general description of information about action items on the agenda for the meeting, but if the notice does not include or describe an action item on the agenda the notice will not be invalid, cause the meeting to be unlawfully called or convened, or otherwise adversely affect any action taken at the meeting. Such notice shall be addressed to each member at his or her address last recorded with the Secretary. Members of the Board may participate in a meeting through use of a conference telephone or other telecommunications equipment, so long as all members participating in such meeting may communicate with one another. Participating in a meeting pursuant to the foregoing sentence constitutes presence in person at such meeting.

SECTION 6. POWERS.

- A. **GENERAL.** The National Board, subject to these Bylaws, shall exercise all corporate powers and conduct, manage and control the affairs and property of Easter Seals. It shall cause the books and financial statements of Easter Seals to be audited annually by independent certified public accountants. It shall have power to receive, use, hold, invest and reinvest gifts, bequests, devices, grants or funds from whatever source and use the same or the proceeds thereof for Easter Seals or any of its activities, or as specifically designated. The National Board may from time to time request the National House to consider and give its recommendations on matters of basic policy.
- B. **ESTABLISH MEMBERSHIP FEE FORMULA.** The National Board shall establish a formula for determining the annual membership fee to be paid to Easter Seals by each Affiliate. Any membership fee formula established by the National Board must be ratified by the National House as provided in Article IV, Section 8, Paragraph E. In the event that any membership fee formula established by the National Board is not ratified by the National House, then the formula currently in effect shall continue in effect without change until such time as the National Board establishes and the National House approves another formula.
- C. **INTERVENTION IN AFFAIRS OF AFFILIATE MEMBERS.** The National Board may intervene in the control or operation of an Affiliate if called upon to do so by the Affiliate, or whenever it is determined by the National Board that a situation exists which is inimical to the best interests of Easter Seals or any of its Affiliates generally, and where it is determined by the National Board that those interests can be served by such intervention. Notwithstanding any other provisions of these Bylaws to the contrary, intervention by the National Board pursuant to this Section 6, Paragraph C, shall be in the sole discretion of the National Board and shall not be subject to any additional procedural requirements whatsoever.

SECTION 7. QUORUM AND VOTING. A quorum for the transaction of business shall exist whenever a majority of the National Board (other than ex-officio members) is present in person or through use of a conference telephone or other telecommunications equipment at such meeting. Each director (other than ex-officio members) shall be entitled to one vote, to be cast in person and not by proxy. Unless a greater vote is required by these Bylaws, any proposal to come before the National Board shall be deemed to be adopted upon the affirmative vote of the majority of the directors present and voting, a quorum being present.

SECTION 8. CONFLICT OF INTEREST. Business relationships may not exist between Easter Seals and its directors, officers, delegates (including alternate delegates) to the National House, staff or members of the immediate families (including spouse, domestic partner or companion living in the same household, children or step-children, sibling or step-sibling, parents, in-laws, grandparents or grandchildren) of any of the foregoing.

SECTION 9. COMMITTEES OF THE NATIONAL BOARD.

- A. **APPOINTMENT AND TENURE.** The chairman and other members of each committee shall be appointed by the Chairman of the National Board and shall serve until the designation of their successors. Unless otherwise specifically provided for in these Bylaws, each committee member shall be entitled to vote at committee meetings.
- B. **SCOPE OF RESPONSIBILITY.** The scope of responsibility of each committee is outlined below. Except as otherwise provided herein, each committee's recommendations shall be transmitted to the National Board for action.
- C. **STANDING COMMITTEES.** The following committees shall be appointed annually and the members of the committees shall serve until their successors have been designated. Except as otherwise provided herein, each committee shall have a minimum of five (5) members and shall be appointed from among the members of the National Board and the National House.
1. **AFFILIATE SERVICES COMMITTEE.** This committee shall be responsible for:
- (a) Easter Seals programs and services and for making recommendations to the National Board concerning policies relating to programs and services and the planning of future programs and services. This committee shall assure the quality of services by setting program performance standards, and shall monitor compliance with these standards. It shall also be concerned with public and professional education programs and services.
 - (b) The continuing review of the Membership Agreement between Easter Seals and its Affiliates. It shall make recommendations to the National Board concerning relationships of Affiliates including recommendations for Affiliates. This committee shall be responsible for maintaining adherence to the Standards of Membership, including the requirements for Affiliates set forth in Article III, Section 2, and making recommendations to the National Board.
 - (c) Overseeing fund-raising programs and activities of Easter Seals, with special concern for planning, execution and evaluation of fund-raising activities. The committee shall oversee fund-raising activities to ensure they are of an ethical

and productive nature. It shall recommend policies to the National Board concerning these matters.

- (d) The committee shall consist of at least five (5) members. Membership on this committee is not limited to members of the National Board. Membership shall include at least one (1) House member appointed by the Chairman of the Board in consultation with the Chairman of the National House. Membership shall also include one Easter Seals Leadership Association representative who shall serve ex-officio in a non-voting capacity, and who shall be appointed by the Chairman of the Board in consultation with the President of the Easter Seals Leadership Association. The chairman of the committee shall be appointed by the Chairman of the Board from among the National Board members on the committee. This committee shall meet in conjunction with each meeting of the National Board.

2. **PUBLIC AFFAIRS COMMITTEE.** This committee shall be responsible for:

- (a) Monitoring and overseeing Easter Seals' efforts to communicate with and influence individuals, organizations, corporations and agencies external to Easter Seals. This includes but is not limited to Congress, state and local legislative bodies, other government agencies, corporations, non-profit agencies, health care service providers, oversight organizations, the media, donors and other pertinent external publics.
- (b) Considering and making recommendations to the National Board about Easter Seals' policies in communications and marketing, including all media use, government relations and public policy, public education, and issues and crisis management.
- (c) This committee shall consist of at least five (5) members. Membership is not limited to members of the National Board. Membership shall include at least one (1) House member appointed by the Chairman of the Board in consultation with the Chairman of the National House. Membership shall also include one Easter Seals Leadership Association representative who shall serve ex-officio in a non-voting capacity, and who shall be appointed by the Chairman of the Board in consultation with the President of the Easter Seals Leadership Association. The chairman of the committee shall be

appointed by the Chairman of the Board from among the National Board members on the committee. Ex-officio members appointed by the Chairman of the Board may serve as liaison from any committee. This committee shall meet in conjunction with each meeting of the National Board.

3. **EXECUTIVE EVALUATION AND COMPENSATION COMMITTEE.** This committee shall be responsible for:
 - (a) Evaluating the performance and reviewing and establishing the compensation of the President and Chief Executive Officer of Easter Seals. This Committee shall meet at least once per year.
 - (b) This committee shall consist of at least three (3) members, including the immediate past Chairman of the Board as chairman, the Chairman of the Board, and one or more other members who shall be selected by the immediate past Chairman of the Board and the Chairman of the Board.

4. **FISCAL COMMITTEE.** This committee shall be responsible for:
 - (a) Monitoring and overseeing on behalf of the National Board all matters relating to the funds, securities and investments of Easter Seals. It shall maintain a continuous and overall review of income and expenditures and shall make recommendations to the National Board relating thereto. This committee shall annually present to the National Board a budget of anticipated receipts and expenditures for the coming year. It shall, in addition, review regularly Easter Seals' fiscal position and make recommendations to the National Board relating thereto. It shall consider requests from Affiliates for financial assistance and make recommendations to the National Board relating thereto. It shall also consider and advise upon any other fiscal matters.
 - (b) The Fiscal Committee, with the Chairman of the Board, shall have authority to act on behalf of the National Board on all fiscal matters which the Chairman of the Board and Treasurer deem cannot be delayed until the National Board's next regular meeting. The committee, with the consent of the Chairman of the Board, is authorized to make financial commitments up to a total amount which shall be determined from time to time by the National Board. Any action taken by this committee pursuant to the foregoing authority shall be reported to the National Board at its next regular meeting.

- (c) This committee shall consist of at least five members, with the Treasurer acting as the chairman. Membership on this committee is not limited to members of the National Board. Membership shall include at least one (1) House member appointed by the Chairman of the Board in consultation with the Chairman of the National House. Membership shall also include one Easter Seals Leadership Association representative who shall serve ex-officio in a non-voting capacity, and who shall be appointed by the Chairman of the Board in consultation with the President of the Easter Seals Leadership Association. Meetings of the committee shall be held in conjunction with each meeting of the National Board or more frequently as called by the chairman of the committee. The committee may act on any matter within its authority by unanimous written consent of all its members, without a meeting.

5. **NOMINATING COMMITTEE.** This committee shall be responsible for:

- (a) Preparing and submitting to the National Board at its annual meeting a list of nominees for the offices of Vice Chairman, Secretary and Treasurer. This committee shall submit to the National Board at its next to the last regular meeting preceding its annual meeting a nominee for the office of Chairman of the Board.
- (b) At any time and from time to time, as the Nominating Committee becomes aware of qualified candidates for the office of director, it shall submit to the National Board nominees to be elected to the National Board as provided in Article V, Section 1 and Article V, Section 3. It shall consider primarily the qualifications and contributions of service which eligible persons may have made or may be likely to make to the welfare and benefit of Easter Seals.
- (c) The Chairman of the Board shall appoint annually a Nominating Committee of three (3) directors and designate one (1) of them as chairman. At least one of the members of the committee shall be a director who also is then serving as a member of the Nominating Committee of the National House. Neither the Chairman of the Board nor the President and Chief Executive Officer, shall serve as a member of the committee, as an appointee or ex-officio. This committee shall meet on an as-needed basis.

6. **EXECUTIVE COMMITTEE.** This committee shall be responsible for:
- (a) Exercising all general powers of the Board of Directors in emergency matters during intervals between meetings of the Board and shall conduct such other business as the Board may assign from time to time except as noted below:
 - (1) The Executive Committee may not amend the Articles of Incorporation or the Bylaws of the Corporation;
 - (2) The Executive Committee may not declare vacancies on the Board of Directors;
 - (3) The Executive Committee may not spend the Corporation's money beyond 110% of amounts budgeted by the Board of Directors; and
 - (4) The Executive Committee may not in the exercise of its duties take action contrary to established then current policies of the Board of Directors.
 - (b) **Composition.** The Executive Committee shall be composed of the Chairman, Vice Chairmen, Treasurer, Affiliate Services Committee Chairman and Secretary of the Board of Directors. This committee shall meet on an as-needed basis.
 - (c) **Quorum.** A majority of the Executive Committee shall constitute a quorum.
 - (d) **Meetings of the Executive Committee.** Meetings of the Executive Committee shall be called by the Chairman of the Board of Directors, as required.
 - (e) **Reporting.** Minutes of the Executive Committee and actions of the Executive Committee shall be reported within three (3) working days to the Board of Directors in writing.
7. **FOUNDATION COMMITTEE.** This committee shall be responsible for:
- (a) Administering the Easter Seals, Inc. Endowment Fund ("Endowment Fund") and for distributing the income therefrom and principal thereof in accordance with the terms of a Resolution adopted by the National Board on February 17, 1990 (the "1990 Resolution"), which Resolution may be amended from time to time by a majority of the National Board

membership. A reference in the 1990 Resolution to the "Endowment Committee" shall be deemed to refer to the Foundation Committee established hereby.

- (b) This committee shall also be responsible, subject to the oversight of the Affiliate Services Committee pursuant to Article V, Section 9, Paragraph C(1)(c) of these Bylaws, for organizing, establishing, directing and maintaining an appropriate framework within Easter Seals by which Easter Seals may seek and obtain major charitable gifts from individuals, corporations and charitable foundations. To that end, this committee will be responsible for identifying, cultivating, soliciting and recognizing such major gifts for Easter Seals and, where appropriate, its Affiliates.
 - (c) This committee shall also formulate and recommend policies to the Fiscal Committee for adoption by the National Board regarding the format and receipt of such major charitable gifts, including without limitation bequests, planned gifts and endowment gifts, subject to the requirements of the Endowment Fund and the 1990 Resolution. This committee shall consist of not less than five (5) nor more than fifteen (15) voting members, the chairman of which shall be appointed annually by the Chairman of the Board. The Chairman of the Foundation Committee shall serve as an ex-officio member of the National Board.
 - (d) Membership on this committee is not limited to members of the National Board. Membership shall also include, ex-officio, the then-current Chairman of the Board and the then-current President and Chief Executive Officer of Easter Seals. Each member of this committee, excluding ex-officio members, shall be appointed for a term of one (1) year, and may be re-appointed. The Chairman of the Board may appoint Emeritus Members of this committee from among those who have previously served on this committee, and who shall be non-voting members of this committee. Meetings of the committee shall be held in conjunction with each meeting of the National Board or more frequently as called by the chairman of the committee.
8. **AUDIT COMMITTEE.** This committee shall be responsible for assisting the National Board in its oversight of: (i) the integrity of the financial statements of the organization, (ii) the compliance with legal and regulatory requirements, (iii) the independence, qualifications and performance of the independent auditor, and (iv) the appropriateness of the organization's internal

control procedures and their implementation. The Audit Committee shall assure that a certified audit, performed by an independent certified public accountant is completed following the end of the fiscal year. It shall also receive on an annual basis copies of the audited financial statements and the auditor's management letter, and will receive (or have access to via the organization's web site) the annual IRS form 990. This committee shall consist of at least three (3) members of the National Board, but not necessarily of members of the Fiscal Committee, who shall be appointed by the Chairman of the Board. Neither the Chairman of the Board nor the Treasurer shall be eligible to serve on this committee, except that the Treasurer, as chairman of the Fiscal Committee, shall be appointed as an ex-officio member without the right to vote. This committee shall meet at least annually.

- D. **SPECIAL COMMITTEES AND AD HOC COMMITTEES.** The Chairman of the Board shall appoint and designate the chairmen and the members of such special committees and ad hoc or temporary committees as may be determined to be necessary by the Chairman of the Board or the National Board. Upon the conclusion of the matter giving rise to the formation of any ad hoc or temporary committee, or upon the direction of the Chairman of the Board (if originally established by the Chairman of the Board) or the National Board, such committee shall immediately disband. Such committees shall meet as needed until their purpose is concluded.

SECTION 10. REMOVAL OF DIRECTOR. Any director may be removed from the Board upon the recommendation of the Executive Committee and the affirmative vote of not less than two-thirds (2/3) of the members of the National Board.

SECTION 11. COMPENSATION. No director will receive compensation from Easter Seals, other than reimbursement from time to time for expenses incurred on behalf of Easter Seals.

SECTION 12. ACTION WITHOUT MEETING. Any action required or permitted to be taken by the Board under the provisions of the applicable state code, the Articles of Incorporation or these Bylaws may be taken without a meeting. Any such proposal shall be deemed to be adopted if all the directors consent in writing or via electronic mail to such action. The Secretary of the Board shall promptly advise all directors of the results of such vote and the written or electronic mail consent or consents will be filed with the minutes of proceedings of the Board. Such action by written or electronic consent will have the same force and effect as an affirmative vote of such directors.

ARTICLE VI

OFFICERS

SECTION 1. NUMBER, ELECTION AND TERM. The officers of Easter Seals shall consist of a Chairman of the Board, two (2) or more Vice Chairmen (who shall be designated

“First,” “Second,” etc.), a Treasurer, a Secretary, and an Assistant Secretary who shall be the President of Easter Seals. All officers shall be elected from nominees submitted by the Nominating Committee or persons nominated from the floor, provided the consent of any such person has been obtained in advance. All officers of Easter Seals, except the Chairman of the Board and Assistant Secretary, shall be elected at the annual meeting of the National Board to serve until the next annual meeting of the National Board and until their successors shall have been elected and qualified. The Chairman of the Board shall be elected at the next to the last regular meeting of the National Board prior to its annual meeting and shall be Chairman-designate until the annual meeting of the National Board, at which time he or she shall assume office with the other officers. The Chairman of the Board shall serve until the next annual meeting of the National Board and until his or her successor shall have assumed office. The Chairman of the Board, if duly qualified and elected, may succeed himself or herself in office for not more than one additional term, provided, however, in certain special circumstances where the retention of the Chairman is deemed to be in the best interest of Easter Seals, the Chairman, upon recommendation from the Nominating Committee and approval by the Board may be elected to serve as Chairman of the Board for a second additional one year term.

SECTION 2. QUALIFICATIONS. All officers, except the Chairman of the Board and the Assistant Secretary, shall be elected from among the members of the National Board. Neither the ex-officio member of the National Board representing the Easter Seals Leadership Association, nor any salaried employee of Easter Seals or of any Affiliate thereof shall be eligible to serve as an officer of Easter Seals, except as Assistant Secretary.

SECTION 3. REMOVAL FROM OFFICE. Any officer may be removed from office by the affirmative vote of not less than two-thirds (2/3) of the members of the National Board.

SECTION 4. VACANCIES. Any vacancies in any office arising from any cause shall be filled for the unexpired term by a vote of not less than two-thirds of the members of the National Board.

SECTION 5. DUTIES OF OFFICERS.

- A. **CHAIRMAN OF THE BOARD.** The Chairman of the Board shall preside at all meetings of Easter Seals (except meetings of the National House) and shall act as Chairman of the National Board. The Chairman of the Board shall be an ex-officio member of the National House unless serving as a duly elected delegate, and of all committees of Easter Seals except the Nominating Committee of the National House and the Nominating Committee of the National Board. The Chairman of the Board shall perform such duties as usually pertain to such office or as may from time to time be assigned by the National Board. The Chairman of the Board shall be directly responsible to the National Board and shall report to the National Board all important matters pertaining to the welfare of Easter Seals.

- B. **VICE CHAIRMEN.** The Vice Chairmen in order of designation, shall perform the duties of the Chairman of the Board in the Chairman of the Board's absence and shall perform such other duties as the Chairman of the Board or the National Board may from time to time designate. In case of the Chairman of the Board's inability to serve, resignation, removal from office or death, the Vice Chairmen, in order of designation, shall fill the unexpired term of the Chairman of the Board.
- C. **TREASURER.** The Treasurer shall be responsible for all the funds and securities of Easter Seals, shall authorize the paying out of monies on such approvals and signatures as the National Board may determine, shall be responsible for the maintenance of adequate books of accounts, shall present to the National Board monthly financial statements of receipts and expenditures and at the close of each fiscal year shall present to the National Board a financial report for the year accompanied by a balance sheet and an income and expense statement audited by a certified public accountant.
- D. **SECRETARY.** The Secretary shall attend and shall be responsible for the preparation and preservation of the minutes of all meetings of the National Board. The Secretary shall serve ex-officio on such committees as may be appointed by the Chairman of the Board except the Nominating Committee. The Secretary shall give all notices which may be required by law or by these Bylaws, other than such notices as are to be given by the Secretary of the National House as provided in Article IV hereof. The Secretary may sign on behalf of Easter Seals, with such other officers as are authorized by the National Board, any and all contracts or agreements authorized by the National Board. The Secretary shall have charge of such books, documents and papers as the National Board may determine and shall do and perform such other duties as may be assigned from time to time by the National Board. The Secretary may authorize the Assistant Secretary to perform or discharge any of the Secretary's duties or responsibilities.

ARTICLE VII

PRESIDENT AND CHIEF EXECUTIVE OFFICER

The National Board shall employ a President and Chief Executive Officer of Easter Seals for such period of time and upon such terms and conditions as the National Board may determine, except that no director who served on the National Board, or on the board of any Affiliate shall be eligible to serve as President and Chief Executive Officer of Easter Seals for three (3) years after the director's term of service has ended. The President and Chief Executive Officer shall be the chief executive officer of Easter Seals, and shall have authority to employ and discharge employees of Easter Seals. The President and Chief Executive Officer shall exercise such other powers customarily given to the chief executive officer of a business organization. The President and Chief Executive Officer shall serve ex-officio, without vote, on all committees of Easter Seals except the Nominating Committee and shall

do and perform such other duties as may be assigned from time to time by the National Board.

ARTICLE VIII

NATIONAL ADVISORS PROGRAM

SECTION 1. MEMBERSHIP. Individuals, who, because of their experience or resources, are qualified to give counsel and lend support to Easter Seals may be appointed as National Advisors. Such appointments shall be made by the Chairman of the Board and shall be for a term of one year.

SECTION 2. PURPOSE AND FUNCTION. National Advisors shall assist in counseling the National Board or its committees on policies and activities relative to such matters as administration, organization, public relations, public education, fund-raising and relations with other organizations, both private and government.

ARTICLE IX

PENSION PLAN

The Pension Committee shall be the Plan Administrator for the pension plan for employees of Easter Seals (the "Plan"), which was established for the benefit of eligible employees and retirees of Easter Seals. If, in accordance with the Plan, an Affiliate elects to adopt (an "Adopting Affiliate") and maintain a plan for the benefit of its eligible employees and retirees in substantially the same form as the Plan (the "Affiliate Plan"), the Pension Committee shall be the Plan Administrator for the Affiliate Plan. The Pension Committee shall have all powers necessary to enable it to carry out its duties as Plan Administrator of the Plan and each Affiliate Plan in accordance with applicable federal and state laws and regulations. The Pension Committee shall meet as necessary, but no less than twice each year.

The Pension Committee shall consist of at least five (5) members appointed by the Chairman of the Board, one of whom shall be a chief executive officer of an Adopting Affiliate. The National Board shall have the right at any time to appoint a successor or successors to any member of the Pension Committee in the event of such removal and also in the event of the death or resignation of any such member. If an Adopting Affiliate's Membership Agreement with Easter Seals terminates, participation in the Affiliate Plan shall be frozen and distribution of such Affiliate's relevant assets in the trust shall be made in accordance with the provisions of the Affiliate Plan and such trust, as amended or modified by the Plan Administrator from time to time.

ARTICLE X

RULES AND PROCEDURES

Unless otherwise provided in these Bylaws, Robert's "Rules of Order Newly Revised" shall be observed as the rules of procedure for all meetings of the National House, the National Board and committees provided for in these Bylaws.

ARTICLE XI

FISCAL YEAR

The fiscal year of Easter Seals shall begin on September 1 of each year and end on August 31 of the next succeeding year.

ARTICLE XII

CORPORATE SEAL

SECTION 1. DESCRIPTION. The corporate seal of Easter Seals shall be a circular die with the words "Easter Seals, Inc." around the circumference, and the date 1921 below an engraving of the stylized Lily, the registered symbol of Easter Seals.

SECTION 2. USE OF SEAL. The seal shall be in the custody of the Secretary or Assistant Secretary of Easter Seals, and shall be affixed to all documents, certificates, deeds, legal papers, or official copies of resolutions, etc., if any, requiring the seal of Easter Seals.

ARTICLE XIII

INDEMNIFICATION

Easter Seals shall indemnify, to the fullest extent allowed by the laws of the State of Ohio, any and all of its directors, officers or staff, or former directors, officers, or staff, against all judgments, fines and penalties and all costs and expenses reasonably incurred by them or any of them in connection with the defense of any action, suit or proceeding in which they, or any of them, are made parties, or a party, by reason of being or having been directors, officers or staff (such expenses to include the cost of litigation) except in relation to matters as to which any such director, officer or staff shall be finally adjudged in such action, suit or proceeding to be liable for willful misconduct or gross negligence in the performance of duty and/or when indemnification would not be available under Ohio law. Such indemnification shall not be deemed exclusive of any other rights to which those indemnified may be entitled, under any agreement or otherwise. Easter Seals shall have the power to indemnify other agents as set forth in the laws of the state of Ohio.

ARTICLE XIV

NOTICES

All notices or other communications required or permitted hereunder shall be in writing and shall be deemed given or delivered: (i) when delivered personally or by commercial messenger; (ii) three business days following deposit in the U.S. mail, (iii) one day following deposit with a recognized overnight courier service, provided such deposit occurs prior to the deadline imposed by such service for overnight delivery; or (iv) when transmitted, if sent by facsimile copy or email, provided confirmation of receipt (whether in hardcopy or electronic format) is received by the sender in each case provided such communication is addressed to the intended recipient at the last known address as set forth in Easter Seals' corporate records.

ARTICLE XV

AMENDMENTS

Subject to the requirements and limitations of Article IV, Section 8, Paragraphs E and F, these Bylaws may be amended from time to time, by (i) the affirmative vote of not less than a majority of the entire National Board if the text of the proposed amendment has been mailed to the National Board with the notice of the meeting at which the vote is taken; and (ii) the affirmative vote of at least two-thirds of the members of the National Board, if the text of the proposed amendment has not been mailed to the National Board with the notice of the meeting at which the vote is taken.

(The Bylaws of Easter Seals consist of the foregoing fifteen (15) Articles.)

(Amended October 11, 2003)

(Amended March 15, 2003)

(Amended March 13, 2004)

(Amended October 13, 2004)

(Amended March 11, 2006)

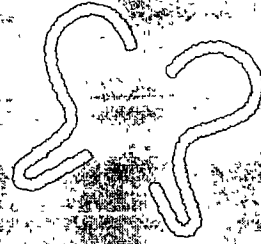


Easter Seals

2005-2006
Annual Report



Be an angel of change. Change the lives of people living with disabilities.



"We have but one life to live.

*We get nothing out of that life
except by putting something into
it. To relieve suffering, to help
the unfortunate, to do kind acts
and deeds is, after all, the one
sure way to secure happiness
or to achieve real success. Your
life and mine shall be valued not
by what we take, ... but by what
we give."*

Edgar F. Allen, 1922



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From the chairman and chief executive officer

THE SPIRIT OF PHILANTHROPY is at the heart of Easter Seals. It is this love of humankind and the deeply felt desire to improve the lives of others that inspires Easter Seals' family of volunteers, donors, corporate friends, staff, and clients and their families as we work together to change lives.

Easter Seals embraces the challenge of helping people with disabilities and other special needs through our expertise in providing services and support to families, through our efforts to influence public policy, and through our focus on philanthropy. Our impact has grown both in the United States and internationally as we continue to create solutions that address the changing needs of people with disabilities.

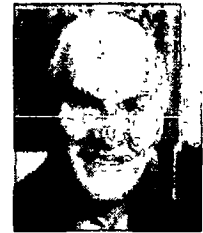
As the incidence of autism and Autism Spectrum Disorders grows at an alarming rate, Easter Seals has become the nation's primary service provider for individuals and families living with autism. To address this challenge for families, Easter Seals is identifying critical interventions and expanding our expertise through important collaborations with researchers, educators and other agencies focused on finding answers for the millions of people of all ages living with autism.

This year, Easter Seals celebrated *The Year of the Presidents' Council*, marking the tenth anniversary of Easter Seals' individual and major giving recognition programs. Philanthropic giving makes it possible for Easter Seals to create new programs and provide for the needs of individuals and families who, too often, have very limited access. Easter Seals welcomes new donors to our growing family of philanthropists.

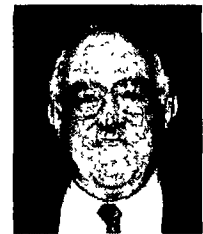
On a special note, we recognize and thank our Easter Seals' family for their gifts of time, medical equipment, clothing, furniture, supplies and financial contributions in the aftermath of Hurricanes Katrina and Rita last year. Thousands of people with disabilities and displaced families benefited from Easter Seals' outpouring of support. Our staff in the region were on the front lines, able to provide critical services without interruption.

Today, Easter Seals carries Allen's vision forward, working with children and adults with autism and other disabilities to create life-changing solutions that make it possible for everyone to participate in their communities.

Our heartfelt thanks go to our family and friends who share our dedication to providing the services and support that offer help and hope to children and adults with disabilities and special needs. We thank our advocates who work to influence public policy, and the millions of people who give of their time, talent and treasure to make Edgar "Daddy" Allen's vision a reality.



James E. Williams, Jr



Lou Lowenkron

"Your life and mine shall be valued not by what we take, ... but by what we give."

Edgar F. Allen. 1922

Lou Lowenkron
Chairman, Easter Seals
National Board of Directors

James E. Williams, Jr.
President and Chief
Executive Officer Easter Seals

Creating solutions, changing lives.

Easter Seals is the leading non-profit provider of services for individuals with autism, developmental disabilities, physical and mental disabilities, and other special needs.

Easter Seals "wishes to be ... instrumental in effecting good. While with many this may be a vision, yet, with us it is reality."

Edgar F. Allen. 1922

For more than 85 years, Easter Seals has offered help and hope to children and adults living with disabilities, and to the families who love them. Through therapy, training, education and support services, Easter Seals creates life-changing solutions so that people with disabilities can live, learn, work and play. Today, Easter Seals is the organization that Edgar Allen once envisioned in the United States, Puerto Rico and with its newest international affiliation, Ability First Australia.

One in five Americans lives with a disability. Almost 54 million Americans say that they live with a disability. Among our nation's uninsured, 20 percent are children and adults with disabilities. Almost 6 million schoolchildren have disabilities and, as a group, too many never finish high school. Only 32 percent of working age adults with disabilities are employed, compared with 80 percent of their non-disabled peers. As a group, people with disabilities are the poorest people in our nation. Too often, children and adults with disabilities and their families are

unable to access the services and support they need to participate and contribute to their communities.

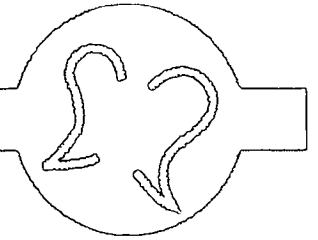
Addressing this need, Easter Seals' "Be an Angel of Change" public service campaign touched 100 million Americans, inviting print readers, radio listeners and television viewers to visit Easter Seals Web site and learn how they can become angels of change for people living with autism and other disabilities.

Edgar Allen wrote that the realization of his vision was "charity for those who need it, a philanthropy which may be accepted without wounding self-respect."

This year, Easter Seals celebrated the Year of the Presidents' Council on its tenth anniversary. More than 500 new major donors joined Easter Seals' family of philanthropists, adding \$1.5 million to support Easter Seals services for children and adults with disabilities. They join the millions of individuals who support Easter Seals through the annual "seal" appeal, and through special events that introduce and engage donors in Edgar Allen's vision. Our donors provide financial support for Easter Seals exceptional services for people with disabilities.

Right: Caroline H Larson, Massachusetts, receives Easter Seals 2005 John E and Louise Callaghan Volunteer of the Year Award.





Led by Easter Seals' Office of Public Affairs in Washington, D.C., Easter Seals carries Allen's vision of a society where everyone can participate. Thousands of visitors have signed on to participate in Easter Seals' Legislative Action Network at www.easterseals.com and emailed their concerns about issues that people with disabilities continue to face as they seek to be included: access to health care, education, employment opportunities, assistive technology, and the need for accessible housing and transportation. These are critical concerns for Easter Seals and guide public policy initiatives and decision-making

Honored for excellence and dedication to helping children and adults with disabilities live fuller lives, Easter Seals is recognized for the depth and breadth of its services in the United States and internationally. Easter Seals is first among the National Health Council's member agencies for the percentage of program dollars allocated to providing direct services — a distinction Easter Seals has held for 26 years.

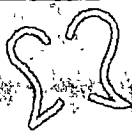
The profiles on these pages tell Easter Seals' story. They are people with disabilities who benefit from Easter Seals services, Easter Seals staff, volunteers and corporate partners who all play important roles in Easter Seals' work to create life-changing solutions for millions of Americans with disabilities.

Tori Boyles and Maurice Snell have benefited from Easter Seals services and will tell their own stories as Easter Seals 2007 Child and Adult Representatives. Born with spina bifida, Tori is nine and has been involved with Easter Seals Child Development Center program since she was two. Maurice has autism, and attended Easter Seals' Therapeutic Day School before moving to a Chicago public high school and graduating from college in June 2006. John Howell, Judy Gardner and Jennifer Bartlett are professionals, innovators and leaders among Easter Seals' 14,500 staff, who are dedicated to making Easter Seals' mission a reality. Larree M. Renda, executive vice president, chief strategist and administrative officer, Safeway Inc, and chair of the Safeway Foundation, is an angel of change within Easter Seals' family of corporate partners.



Above left Dwane Brennenman, national board member, congratulates his good friend Fred S. Ida, Hawaii, on the 2005 Easter Seals Lifetime Achievement Award named in his honor

Left Larry Gammon, ceo, Easter Seals New Hampshire; Tim Murray, chair, Easter Seals New Hampshire; Lou Lowenkron, national board chair, and Michael Reed, past chair, Easter Seals New Hampshire celebrate Easter Seals' first-ever Easter Seals Excellence in Affiliate Leadership Award



Victoria "Tori" Boyles



Easter Seals Missouri

Easter Seals Missouri serves individuals and their families in Metropolitan St. Louis, Central Missouri and Southwestern Illinois. Believing that all people should enjoy access, opportunities and independence, Easter Seals Missouri provides adult day services, camping and recreation programs, child development centers, early intervention and pediatric, medical rehabilitation services, to help people with disabilities and special needs achieve their personal goals.

She's a "ball of fire" — that's what anyone who knows Tori Boyles, age nine, will tell you. With her wide smile, and big, curious brown eyes, she's always engaged and, most often, in the middle of whatever is happening. She's also very determined and sometimes stubborn, qualities that her mom and her teachers both admire and encourage. They're also quick to point out that "can't" is not in Tori's vocabulary.

Before Tori was born, her mom, Becky Boyles, knew that her adopted daughter would have spina bifida. As a nurse in the pediatric ICU, Becky had vast experience caring for children with disabilities and she welcomed the challenge to not only provide Tori's medical care, but to love her unconditionally. To this day, Becky still gets goose bumps when she recalls meeting Tori for the first time.



"She was just a few days old. And she was gorgeous. She had a special look in her eyes," says her mom.

It was a perfect match.

Becky found Easter Seals when Tori was two. As a single mom seeking appropriate child care, she needed a child care program that was inclusive and where children were grouped by their age and not their developmental milestones. Because Tori didn't yet walk and used sign language to communicate, she was kept with the babies in her first child care setting.

But at Easter Seals Child Development Center in Columbia, Mo., Tori joined her two-year-old peers. Her teachers remember her as an energetic, giggling little one who was walking and a chatterbox at age three. Tori was then able to start elementary school on time, with her Easter Seals teachers providing background for her new teachers.

"I learned from her as much as she learned from me. And in Tori's case, stubbornness can be very good," says one of her teachers with a big grin. "Every child is a special needs child in some way or another."

Today, Tori is a happy, typically developing third grader. She's also a veteran of 12 surgeries and years of physical and occupational therapy. She walks with a walker, and uses a wheelchair, sometimes, when she has to cover long distances at school and on the playground. She rarely accepts offers of help, as she can do almost everything on her own.

Tori attends Easter Seals' after school program, and has been an active Girl Scout since she was



Perhaps that's a trait she picked up from her mother, another fighter who isn't afraid of a challenge.

Becky began her family of children with disabilities, adopted and fostered, when she was 23 and working as a pediatric nurse. Over almost twenty years, Becky has adopted six children with disabilities and fostered more than 100 children and teens in her home.

"It's an ever-growing, changing family," says Becky. "Tori has thrived with her many siblings and lots of pets. At the end of the day, each of the children has learned lessons in acceptance, diversity and the challenges of life."

Opposite: Tori Boyles reads at Easter Seals after-school program

Above: Tori and friends at Easter Seals Child Development Center in Columbia, Mo

Left: Beck Boyles at home with Tori and her best friends

five. Everyone who knows her talks about how kind and loving Tori is, and how Tori's example has inspired so many of her friends to try harder when they're challenged.

"Tori never gives up. She's been a fighter every step of the way," adds Becky.



Maurice Snell



Easter Seals Metropolitan Chicago

Easter Seals Metropolitan Chicago provides services and programs to more than 12,000 clients through private therapeutic day schools that serve children ages 3-21 with autism, Early Head Start and Head Start, inclusive childcare, dental screening, early intervention, family support, teen family support, youth at risk, dislocated workers, after school programs, outpatient medical rehabilitation, respite and seniors. Easter Seals Metropolitan Chicago is a leader in Illinois in providing services and programs for individuals living with autism and their families

Maurice Snell, 23, has beaten the odds. A young man living with Autism Spectrum Disorder — commonly known as autism — he has a college degree and a job.

For many with autism, such achievements are beyond reach. Maurice, however, exhibits milder effects of the complex neurological disorder. Despite that advantage, Maurice's future was uncertain for most of his childhood. Before his first birthday, his parents, Jennifer and Willie, noticed a change.

"He had been a happy baby," Jennifer says. "Then he stopped talking and making sounds. He just stopped."

For years Maurice was nonverbal, and no one had an answer until, at age six, he was diagnosed with autism. The Snells soon had many more questions.

An immediate concern was how best to help their son succeed in school. When Maurice was seven, they visited what today is the Easter Seals Therapeutic Day School. It's a place where students with autism ages 3 to 21 receive not only an education, but also speech, language and communication therapy, occupational therapy, social work services, health-related services, recreational services, and more.

"We walked in and knew it was right," Jennifer says. "That's when Maurice just took off. We could see a change in him the first week."



During Maurice's 10 years at the school, a team of professionals helped him develop his speech, language and communication skills, and his social skills. He learned to swim and play baseball, and competed in the Special Olympics. And his parents were active in a growing support group of parents.

"Easter Seals really became part of our family," Jennifer says. "Maurice was so happy to be there. He loved it."

Unlike many of his peers with autism, Maurice has strong cognitive skills, which make it easier for him to learn. With the foundation Easter Seals provided, by his sophomore year, he was able to transfer to the public high school where his mother taught. He thrived there, graduating 13th in his class and earning a 3.5 grade point average.



Then, in May 2006, Maurice was "emotional and ecstatic" to receive his bachelor's degree from Saint Xavier University in Chicago, with a major in Liberal Studies and minors in Spanish and Concert Band.

Maurice has said his dream would be to work for Easter Seals. That dream came true when he was hired to be a classroom aide and mentor at his former school. As the Easter Seals 2007 National Adult Representative, he will share his story with others.



"I believe in Easter Seals and I know firsthand how this organization has helped many children and adults," Maurice says. "Easter Seals has brought me a long way."

Autism is the result of a neurological disorder that affects brain function, especially in areas related to social interaction and communication skills.

Opposite Willie, Lela, Maurice and Jennifer Snell

Above Maurice enjoys visiting friends at Saint Xavier University in Chicago

Left Maurice meets with staff from Saint Xavier's Student Success Program

Services

Setting new standards

Easter Seals provides exceptional services to meet the growing needs of children and adults living with autism and other disabilities, and achieve Edgar Allen's vision as an organization "instrumental in effecting good." Working together, Easter Seals professionals share knowledge and best practices in an on-going quality improvement initiative, to meet standards of excellence as service providers and non-profit leaders.

Easter Seals
"aspires to assume
a responsibility and
to discharge a duty, . .
to be instrumental
in effecting good, . ."

Edgar F. Allen, 1922

... enhancing and creating new services

Easter Seals affiliates across the country are increasingly providing services for children with autism as, today, autism affects one child in every 166—making it more prevalent than Down syndrome or childhood cancer. In early intervention and child care programs, in schools, in school-to-work programs for young

adults, in employment and day services for adults, and in residential programs, Easter Seals is working with people of all ages who live with Autism Spectrum Disorders.

Disabilities can occur at birth, from injury or illness, or from physical and mental changes experienced in aging.

Easter Seals medical

rehabilitation services offer help and hope for people living with disabilities and the friends and families who love them. Teams of therapists, teachers and other health professionals work to find answers and tailor services to meet individual needs. Easter Seals offers medical rehabilitation services through almost 300 programs in the United States and Puerto Rico

Parents of infants and toddlers with disabilities and developmental delays find dedicated



professionals eager to help their young children and families at Easter Seals' 235 early intervention programs.

Children with autism are among the fastest growing group of children served, with Easter Seals' expertise in using play and language to enhance their future success. For many children, relationships develop and last for years; for others, Easter Seals pediatric rehabilitation programs give young children and their families the chance to meet developmental norms.

Easter Seals Child Development Center Network is the largest provider of inclusive child care in the United States. With more than 70 centers across the nation, Easter Seals serves more than 7,000 young children and their families: children with disabilities and special needs comprise more than 25 percent of enrollment. Founded in 1999, Easter Seals Child Development Center Network assures that quality child care will be available to all



Above A learning activity for the youngest learners at Easter Seals

Right A client improves movement in physical therapy



children and their parents, regardless of ability. In six years, Easter Seals child care has grown at an exponential rate, reflecting the need and reinforcing Easter Seals' decision to serve *all children* from six weeks through five years of age.

With more than 100 camping, recreation and respite programs, Easter Seals offers thousands of children, teens and adults with disabilities the chance to develop lasting friendships and learn what they can do. Participants enjoy adventures and conquer new physical challenges through inclusive camping and community-based after-school and recreation programs.

Adults with disabilities hoping for meaningful employment find training and employment through Easter Seals 136 programs nationwide. Easter Seals professionals help people assess their skills, identify employment goals and create training and use assistive technology to meet personal goals. Easter Seals also works with business to support workforce development, as employment for adults with disabilities is a critical first step toward self-determination and financial independence.

Working with the U.S. Department of Labor's Senior Community Service Employment



Program, Easter Seals offers subsidized employment and training opportunities for adults aged 55 and older, many with disabilities, living at or near poverty levels. Many older adults who become involved as trainees in community organizations gain the skills to find new, unsubsidized employment.

Easter Seals adult and senior service programs are expanding to meet the growing needs of almost 40 million adults with disabilities and older adults, who are acquiring

disabilities through aging. As the nation's largest network of Adult and Senior Services centers, Easter Seals promises caregivers a safe, enriching environment for their loved ones – and an alternative to more costly residential care. Easter Seals also offers caregivers support with transportation guidelines and caregiver resources.

Easter Seals partners with health and human service organizations as well as public and private insurers to provide life-changing services and support for children and adults living with autism and other disabilities and special needs and for their families.

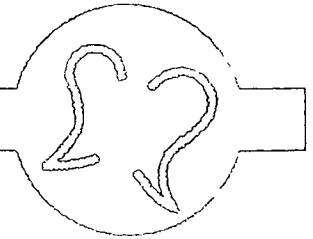
Easter Seals partners with health and human service organizations as well as public and private insurers to provide life-changing services and support for children and adults living with autism and other disabilities and special needs and for their families.



Top left Everyone gets into the act at camp

Above Easter Seals work coaches offer assistance

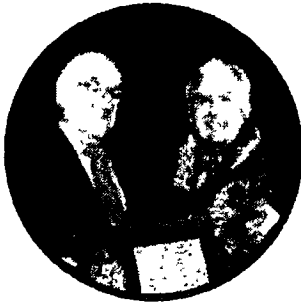
Lower left Seniors enjoy a musical interlude at an Easter Seals Adult Day program.





John Howell

President and Chief Executive Officer, Easter Seals Hawaii



Easter Seals Hawaii

Easter Seals Hawaii is the state's largest provider of services for infants, children and adults with developmental disabilities, providing social and recreational programs for youth with developmental disabilities statewide. Celebrating 60 years of service to the families of Hawaii, Easter Seals Hawaii serves families through education, advocacy, referral, direct service, counseling, and care coordination. Easter Seals Hawaii was ranked third in the "Top 25 Best Places to Work in Hawaii" by Hawaii Business magazine. For the third year in a row, Easter Seals Hawaii received a Healthy Workplace Award from the Hawaii Psychological Association.

Growing up on a Virginia farm, John Howell learned about working hard and doing whatever it takes to get a job done. That ethic has stayed with Howell throughout his career as an army captain, later a corporate sales director, and today as president and chief executive officer of Easter Seals Hawaii.

"I'll do anything that anybody else doesn't want to do," says Howell, recalling that in his early days at Easter Seals, he could be found often doing mundane repairs around the affiliate's facilities.

In 1993, Howell actually was hired as a repairman, of sorts. Experienced in corporate turnarounds, he took the helm of Easter Seals Hawaii and began the task of fixing an organization that had become unfocused, inefficient and mired in debt.

Thirteen years later, Howell is the 2006 recipient of the Myrtle M. and Tom B. Medders Award, which is presented annually to an outstanding Easter Seals executive.

Under Howell's leadership, Easter Seals Hawaii is more than revived; it is stronger than ever.

Consistently ranked among the state's "top 10" nonprofits in terms of revenues, Easter Seals Hawaii no longer carries a \$700,000 debt. Instead, it has posted 10 consecutive year-end surpluses, the most recent being a record-setter.

Fiscal strength is matched by program quality. Easter Seals Hawaii is the largest early intervention provider in the state and a growing provider of adult and senior services.

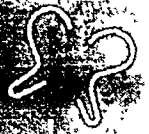
With nearly 400 employees, the organization also enjoys low staff turnover and attracts top talent. A local magazine named it one of

Hawaii's "Best Places to Work," because it offers a supportive culture, professional development and competitive compensation.

Revitalization required some bold, difficult decisions, but Howell's leadership-by-example has earned him the respect of staff, volunteers and families.

"I am under the leadership of somebody who consistently and consciously does the right thing, all the time, in every decision," says Anastasia Keller-Collins, program manager, support services. "And not only does he do that, but he expects it of us."

At Easter Seals, Howell has applied disciplines honed during his business career, but he says the results are different at Easter Seals. "Nothing equals the gratification of knowing that the services you deliver and the impact you make have such a huge value to the families you serve," he says. "Last year, we delivered 360,000 hours of direct services. That's an average of 1,000 hours per day. I don't know how you begin to equate that with selling \$2 million worth of computers—a big day when I was in sales. The impact of what we do is beyond words."



Judy Gardner

Easter Seals DuPage and the Fox Valley Region, Illinois

Judy Gardner would rather avoid the spotlight because, for her, it's about the clients... always. However, her colleagues and others at Easter Seals DuPage and the Fox Valley Region, Illinois, didn't want it to go unnoticed that Gardner had created and launched an innovative program — one that promotes development of assistive technology solutions that enhance the lives of children with disabilities.

Mary Alice D'Arcy, her president and chief executive officer, nominated Gardner for the 2006 Lou Lowenkron Program Innovation Award and was thrilled that she was chosen for the honor.

"Judy was an early adopter and user of assistive technology," D'Arcy says. "She has been seeking answers and solutions for children with disabilities and their families ever since she started with Easter Seals 30 years ago."

Gardner, a speech therapist, is co-manager and originator of the assistive technology department at Easter Seals DuPage and the Fox Valley Region. Nationally regarded in her field, she often "wows" colleagues with the intelligent and often elegantly simple assistive technology solutions she helps create.

However, Gardner saw a gap between the need for assistive technology and the availability of devices that provide solutions to everyday challenges faced by people with disabilities. She conceived the idea of teaming college engineering students with young people with disabilities, Easter Seals clients, and she assembled a group of client families and other supporters to help make her dream a reality.

The result is the Special Designs for Independence (SDI) program, a collaboration between Easter Seals and the University of Illinois at Chicago (UIC). It's a win-win partnership that pairs UIC senior engineering students seeking research projects with

Easter Seals clients and their families looking for assistive technology solutions.

The combination of enthusiasm, engineering expertise, time, talent and childhood dreams has proved potent. In just two years, the program has spurred development of numerous assistive technology devices, many of which now boast provisional patents and could become universally available options for millions of Americans with disabilities or other special needs.

David Schneeweis, UIC Department of Biochemical Engineering faculty member, says the program "gives the students a sense that they truly are making a difference — not simply going through an academic exercise."

The solutions developed through the program can be life-changing. One device is a portable, pink submarine-style oxygen flotation system that has enabled an 11-year-old young girl to swim freely with friends, without the long tubing and extra assistance she once required. Other designs have included an automatic page turner, a specially adapted cafeteria tray and a low-riding bicycle.

D'Arcy says the program is an extension of Gardner's personal mission. "For her, it's a mission of love to find ways to make dreams real—and do whatever she can to help someone speak, learn or live as independently as possible."



Easter Seals DuPage and the Fox Valley Region

Located in Villa Park and Naperville, Easter Seals DuPage and the Fox Valley Region is one of the largest pediatric outpatient rehabilitation centers in Illinois, and serves more than 3,000 infants, children and young adults with developmental disabilities each year. Families have relied on the center's specialized services, through its dedication to helping individuals gain greater independence for 50 years.

Influencing public policy

Easter Seals has always played a significant role in shaping public policy, and assuring adequate funding for disability programs. Edgar Allen's vision of a nation where everyone is included is at the heart of Easter Seals' legislative advocacy.

"In our work, we seek the sympathetic friendship of all who agree that human sympathy for human suffering is the motive spirit of civilization"

Edgar F. Allen, 1922

Right: Former U.S. Senator Bob Dole receives Easter Seals Lifetime Achievement Award from Randy Rutta, sr. v.p., Government Affairs, Easter Seals' Office of Public Affairs; with Mary Platt, board chair, and Mark Whitley, ceo, Easter Seals Southern California

Building on a sixteen-year commitment to educating the public about the 1990 Americans with Disabilities Act (ADA), Easter Seals partners staff with volunteer leaders to interpret judicial rulings and protect the ADA's intent to promote equal opportunity for people with disabilities.

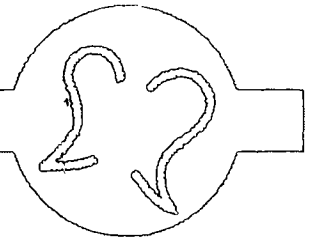
In Washington, D.C. and in state capitols across the country, Easter Seals emphasized the value and cost-benefit to society of funding essential services that promote the health, productivity and independence of people with disabilities and special needs. Important initiatives included:

- Advocating for the right to a free, appropriate public education for students with disabilities as intended in the Individuals with Disabilities Education Act (IDEA).
- Supporting increased Child Care and Development Block Grants to provide child care for children with disabilities, and advocating to maintain quality standards for the Head Start program as Congress debates revisions.
- Working with other human service organizations to protect funding for federal programs that serve people with disabilities, including Medicaid, Medicare and early intervention programs.

- Protecting and preserving Medicaid without reduction of benefits as the centerpiece of an extensive grassroots campaign, culminating in Washington, D.C. at Easter Seals' 2005 Annual Convention where more than 300 volunteer and executive leaders met directly with their members of Congress. Thousands of Easter Seals' stakeholders contacted their legislators via telephone and with more than 3,000 email messages.



- Collaborating with Congress, the Center for Medicare and Medicaid Services, and other health and disability organizations to analyze and improve rules governing access to new prescription drug benefits and supports for seniors and people with disabilities who are insured by Medicare.



In 2005, Easter Seals Outstanding Advocate Awards honored legislators for their work as advocates for people living with disabilities. Honorees included U.S. Senator Jim Jeffords, Vermont; U.S. Representative Tom Latham, Iowa; U.S. Representative James Langevin, Rhode Island; Iowa Governor Thomas J. Vilsack and Iowa State Representative and Speaker Pro Tem Danny Carroll; Speaker James J. Amann, Connecticut House of Representatives; Lynn Daucher, Assembly member, 72nd District of California; and Dr. Cynthia Moore Chestnut, Chairperson, Alachua County Commission, Florida.

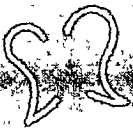
- Partnering with Easter Seals affiliates to educate state and local policy makers and advocate to further Easter Seals' mission and services.
- Providing opportunities daily through Easter Seals Online Network for nearly 13,000 citizens to contact their legislators about important issues that affect the lives of people with disabilities and their families.

Easter Seals Project ACTION, with \$3 million funded annually by the U.S. Department of Transportation, increased research, training and technical assistance activities for people with disabilities seeking accessible transportation and community transit providers. With new funding from the Federal Transit Administration, Easter Seals will work to expand access to transportation services for older Americans in their communities.

Easter Seals AgrAbility Project fosters independence for farmers with disabilities, providing ongoing training, technical assistance and information to 24 programs serving 27 states, with \$4.6 million in support from the U.S. Department of Agriculture and in collaboration with the University of Wisconsin Extension.

The screenshot shows the Easter Seals website interface. At the top, there are navigation links: Home | Site Map | Programs | Services | Volunteer | Contact Us. A search bar is on the right. The main content area features a 'Legislative Action' section with a sub-header 'Legislative Advocacy Center'. Below this, there is a call to action: 'Easter Seals actively supports people with disabilities and their families by appealing to Congress and federal agencies in Washington, DC to create and support programs that help people with disabilities gain power and independence.' A 'What's Happening Now' section mentions a meeting in Washington, DC on September 8th. A 'TAKE ACTION' section asks users to contact their Congress members before the November elections. On the right side of the screenshot, there are several smaller boxes: 'Join now to receive our bi-monthly e-news and breaking news from Capitol Hill', 'Make Life Accessible Donate today', and 'Easter Seals Life Accessible Online Events Kit'.

Top left John Kemp, Esq., Ryan Odens and Chad Cunningham at Easter Seals Training Conference. Odens and Cunningham join Kemp as former Easter Seals National Representatives. Kemp was a guest speaker. He is a noted disability rights advocate, an attorney, and was a co-founder of the American Association of People with Disabilities, a member of the International Council on Disabilities, a former member of the National Council on Disabilities and the 2006 Henry B. Betts Award winner.



Jennifer Bartlett

Project Director, Executive Office



Each year, the Bradford Leadership Award recognizes national staff who are Easter Seals' emerging and outstanding leaders.

Easter Seals, Inc.

Easter Seals is the leading non-profit provider of services for individuals with autism, developmental disabilities, physical and mental disabilities, and other special needs. For more than 85 years, we have been offering help and hope to children and adults living with disabilities, and to the families who love them. Through therapy, training, education and support services, Easter Seals creates life-changing solutions so that people with disabilities can live, learn, work and play.

Jennifer Bartlett joined Easter Seals Executive Office team in April of 1996, after five years managing an outpatient physical therapy practice where she gained experience in business administration, marketing and public relations. She remembers being impressed early on by Easter Seals staff and their high level of commitment. "It's a very special kind of person who is drawn to work for Easter Seals," Bartlett says.

In her ten years at Easter Seals, Bartlett has played key roles in almost every major national initiative. She worked closely with Don Jackson to manage the strategies and activities for Easter Seals/Transforming that did, in fact, transform how Easter Seals national headquarters and affiliates work together to meet the needs of children and adults with disabilities. Somehow she also found the time to earn a master's degree in public services administration.

Bartlett works with Easter Seals national headquarters senior management team, the Easter Seals Leadership team of affiliate and national executives, and with the Easter Seals national board. She's also very involved with Easter Seals affiliate activities, and the consummate resource for the board's affiliate services committee. Those who have worked on Easter Seals' board policies and by-laws know that Bartlett is a driving force behind their success. She describes herself as a detail-oriented, which is an asset for all who work with her. Beyond her considerable talent for keeping everyone on track, she adds important counsel.

As Jim Williams explains, "Jennifer is someone whose opinion is trusted, respected and sought at the highest levels."

Bartlett works closely with Easter Seals' national affiliate services team, where her experience and business sense are truly valued. She's the person who often gets the first call or contact, and makes a decision or moves the decision-making along. She's also the person who works day to day with legal counsel – on contracts, trademarks and other matters.

When she's not in the office or traveling for business or pleasure, Bartlett is, as her friends say, "the total mom" to her two children, who are both three-season athletes and honor students.

From day one, Jennifer Bartlett has taken advantage of every opportunity to grow, and lead, and as Don Jackson says, "She's grown exponentially in her career. Jennifer is limited only by what she chooses, not her capabilities."

For inspiration, Bartlett looks to those she works alongside. "Their leadership and philosophy of fostering growth and mentoring," she notes, "really make working here a tremendous experience."



Larree M. Renda

Executive Vice President, Chief Strategist and Administrative Officer, Safeway Inc.
Chair, The Safeway Foundation

As Chair of the Safeway Foundation, created in 2002, Larree Renda is a formidable champion for Easter Seals.

Renda began her career at Safeway when she was 16. She's moved through Safeway's retail ranks and blazed a path as the youngest store manager, district manager, and retail operations manager in Safeway's 80-year history. She was the first and youngest woman promoted to Senior Vice President and then to Executive Vice President in 1999. In 2001 and 2002, she was voted one of the "50 Most Influential Women in Business" by Fortune Magazine.

As Chair of The Safeway Foundation, she says, "When we look at what causes to support, we look at what impacts our customers and our employees in a major way. That's how we chose hunger relief, education, health and human services and people with disabilities as our areas of focus." Nationally, Safeway's nearly 1,600 stores and 175,000 employees actively support four major causes in-store including prostate and breast cancer research, the Muscular Dystrophy Association and, this year, the company added Easter Seals.

One of the ways Safeway communicates its charitable activities to employees is through a state of the art satellite broadcast system, which allows Renda's team to share with thousands of employees. As she explains, "Our responsibility is to expose and educate our associates about our charitable activities and our satellite broadcasts are an effective way to get them involved." Safeway's programs teach and reward employees for volunteering in their communities, and everyone benefits. "We're able to give a lot, and we get a lot back."

She's quick to point out that Safeway carefully evaluates its charitable partners. "One of the reasons we've been with Easter Seals all these years is because the money we raise stays in local communities. And, Easter Seals is the best in its class at doing things efficiently so that the

dollars raised go directly to clients served by the organization."

Using Easter Seals' Be an Angel of Change campaign, Safeway's April 2006 in-store program gave customers the chance to make a check-out donation to Easter Seals, raising \$2.5 million and exposing millions of consumers to Easter Seals' mission. Renda believes this "is a wonderful branding program. Being angels of change is a perfect description of what we do when we care enough to spend time as volunteers and donors. Everyone wants to be an angel of change. It's a great way to give to an organization that makes a difference."

Safeway employees responded. Renda says, "It was overwhelming. Everyone embraced it and we expect to do more next year. We also received such great support from local Easter Seals affiliates who assisted us in our fund-raising efforts."

While Safeway's commitment to Easter Seals is corporate, Renda also had a personal experience. When her son was born with cerebral palsy, it was Easter Seals' therapists who offered answers, therapy services, and support. Most importantly, they offered hope. Today, he's a left-handed pitcher for the University of Portland.

At Easter Seals' Celebration of Giving in 2006, Renda issued a challenge to all corporate donors to keep raising the bar. With the added success of this year's in-store campaign, Safeway raised \$4.35 million for Easter Seals in 2006, up from \$1.6 million in 2005. Her hope is that Easter Seals can touch many more lives with knowledge about services so that no one in need goes unassisted, families know what is available, and Easter Seals has many more locations where people can receive help.



Safeway

Safeway Inc. is one of the largest food and drug retailers in North America. Since 1985, hundreds of thousands of Safeway employees have worked together to contribute more than \$77 million to help Easter Seals make a difference in the lives of people with disabilities in communities it serves..

Developing a broader, more comprehensive base of support ...

At its root, philanthropy reflects a love of humankind and is expressed in altruistic acts that promote a common good and improve the quality of life for others. This spirit of philanthropy is what inspires Easter Seals donors, who contribute their time, their expertise and their resources to improve the lives of children and adults living with disabilities and the families who love them.

"The realization of this vision is charity for those who need it, a philanthropy which may be accepted without wounding self-respect."

Edgar F. Allen, 1922

Easter Seals builds lasting relationships with individuals, corporations and foundations, who understand the impact of their gifts. They know the magic that happens when children and adults with disabilities respond to the exceptional services their generosity makes possible. Easter Seals volunteers and donors say that giving makes them feel good about themselves. For donors, Easter Seals' efficient use of their contributions also is an important factor when making the decision to support its innovative services and programs.

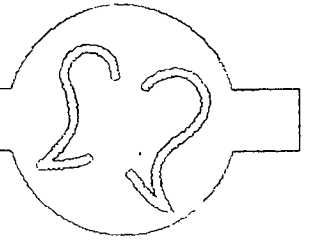
of The Enesco Group in 1986 and, for more than a decade, The Enesco Group and its Precious Moments Collectors Clubs raised millions to support Easter Seals services. Over the years, Freedman developed friendships with many of the families whose lives were changed. When Freedman became an individual donor, his first major gift was to develop Easter Seals Child Development Center Network nationally to assure that children with and without disabilities would benefit from inclusive child care. Freedman was recognized for this gift and the impact of his philanthropy in October 2005. Just months later, Gene Freedman made a gift of \$1 million for Easter Seals to expand and create new services to meet the needs of all young children.

Individual giving programs recognize donors for their financial support. In 2006, Easter Seals celebrated The Year of the Presidents' Council, adding 500 new members of the Presidents' Council and an additional \$1.5 million to support Easter Seals services. More than 3,800 members of Easter Seals' Presidents' Council contribute annual gifts of \$1,000 to \$25,000 to Easter Seals organizations nationwide. The Edgar Allen Founders' Society now has 226 donors whose gifts of \$100,000 or more create a lasting impact. Easter Seals

Right Ruth and Gene Freedman with Easter Seals' 2006 Youth Representative Matt Caughan



In 2005, Gene Freedman was honored as Easter Seals' Philanthropist of the Year. Freedman first found Easter Seals as Founding Chairman



Leadership Council includes 14 individuals whose gifts of \$500,000 and more create life-changing programs for people with disabilities. Easter Seals' Chairman's Roundtable honors 26 philanthropists whose gifts of \$1 million and more underwrite innovative programs and enhance the growth of Easter Seals services for years to come. Easter Seals' relationship-based approach to fund development has made it possible for many donors to provide a legacy to Easter Seals through gift annuities, planned giving and bequests.

In May 2006, Easter Seals gathered corporate partners to thank them for their contributions at Easter Seals' A Celebration of Giving, held in Las Vegas. Easter Seals family of corporate partners, with top contributing partners Century 21 Real Estate LLC®, Safeway Inc., and Friendly Ice Cream Corporation, raised \$15 million this year. Easter Seals corporate family includes tens of thousands of employees who are volunteers and donors to Easter Seals in their communities. Many are among the thousands of participants in Easter Seals' *Walk With Me* event. In 2006, Easter Seals welcomed CVS/pharmacy as the National Premiere Sponsor for Easter Seals *Walk With Me*, with Quixtar as the presenting sponsor, CENTURY 21 as the founding sponsor, and MassMutual Financial Group as a regional sponsor for the fun-filled family events. Easter Seals sponsors have mobilized their employees, and their teams of walkers contribute to Easter Seals as they walk alongside Easter Seals' clients and their families.

Easter Seals' staff gave \$813,097 in 2006 through Easter Seals' Caring & Sharing program. Since its inception in 1995, thousands of staff have contributed almost \$7 million to

establish new services and provide for the children and adults with disabilities and their families whom staff know and work with every day.

Easter Seals also benefits from millions of donors, old friends and new, who contribute to requests by telephone, mail, and online. These gifts reflect donors' trust in Easter Seals' commitment to helping children and adults with disabilities and their families in their own communities.



With Easter Seals Online Network, donors and interested visitors have a Web presence that links Easter Seals organizations nationwide, and provides up-to-date news and information about how people can become involved and make a difference.

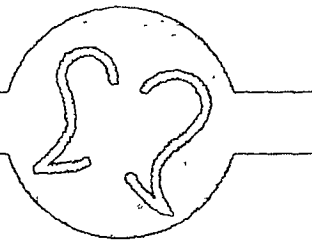
Grants from the Christopher Reeve Paralysis Foundation; the Goizueta Foundation; the J.B. Heron Foundation; The Mitsubishi Electric America Foundation; the Retirement Research Foundation, and Johnson & Johnson provide critical funds for Easter Seals initiatives and innovative services.

To assure Easter Seals continued success, Easter Seals Academy provides a training program in comprehensive development for staff and volunteer leaders.

Top left: Across the country, thousands of CVS/pharmacy associates are having fun and supporting Easter Seals through corporate Walk With Me teams

Left: Easter Seals Executive Vice President, Direct and Interactive Marketing, Chris Cleghorn, center, was surrounded by friends and family when he was named the Max L. Hart Achievement Award winner by the Direct Marketing Association Nonprofit Federation in February 2006

The story of Easter Seals



1919

Founded by Edgar Allen to help children with disabilities



1934

Conducted first Easter "seal" fund-raising campaign



1944

Broadened mission to help adults

1950

Achieved nationwide reach

1952

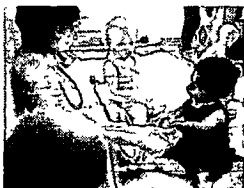
Officially incorporated into Easter Seals symbol

1967

Adopted the name Easter Seals

1984

Served more than 1 million people annually



1990

Helped pass Americans with Disabilities Act into law

Easter Seals is the leading non-profit provider of services for individuals with autism, developmental disabilities, physical and mental disabilities, and other special needs. For more than 85 years, we have been offering help and hope to children and adults with disabilities, and to the families who love them. Through therapy, training, education and support services, Easter Seals creates life-changing solutions so that people with disabilities can live, learn, work and play.

2006

Offers top-quality, innovative services through more than 550 sites in the U.S. and Australia



easterseals.com



Chairman's Roundtable and Leadership Circle

The Chairman's Roundtable honors those individuals who have made transforming gifts of \$1,000,000 or more. The Leadership Circle honors those individuals who have made empowering gifts of \$500,000 or more. Their inspiration, leadership and commitment significantly enhance our ability to expand programs and services for people with disabilities.

Chairman's Roundtable

Leon Amar & Charlotte
Igoe-Amar
Anonymous
Robert E. & Nancy
Bradford
Julia Brink
Barry & Judith Bronstein
Richard Carrion
Virginia Clark
Eugene & Ruth
Freedman
Jake Jabs

Mort La Kretz
Mary Lighthipe*
Ruth Lilly
Helen Lowe
Clayton & Michelle
McWhorter
Jim & Jane Miller
Luis Arenas Perez
Johanna Cooke Plaut*
Family of John S. &
Mary Martha Rice

Mary Fuller Russell
Luis Rivera Siaca
John Slater
Robert Tunnell, Jr.
Mr. & Mrs Cal Turner,
Jr
Richard & Jean Van Fleet
Don & Maxine Vestal
Harry & Jeanette
Weinberg Foundation

Leadership Circle

Mr Atilano Cordero
Badillo
Boettcher Foundation
Ronald & Santana Davies
The Galeucia Family
Martin Hansen
Goodwin Perkins*
George C Reeves
Bill* & Peg Roberts
Craig Ruppert

Arthur & Vera Smith*
Richard A. & Rae
Swirnow
Mariamne May Symons
Cal Turner Family
Foundation



Edgar Allen Founders' Society

The Edgar Allen Founders' Society honors those individuals who have made leadership gifts of \$100,000 or more. The generosity of the individuals listed below make it possible for Easter Seals to provide critical services to children and adults with disabilities across the county.

Anonymous	Zora & Mabel Clements	Bill & Melinda Gates	Mary S. Keesey	M J. Murdock Charitable
Anonymous	Winifred Clifford Estate	Foundation	Dorothy Kellogg	Trust
Anonymous*	Ms Mary Cobb	Dr. David M. Geetter &	Margaret & Joe Kelley	Charles & Johnie
Mrs Lois Albert*	Mr & Mrs. John R.	Mrs. Joan Geetter	Alice Kennedy	Murphy
Helen Almack	Cochran, III	Genesis Foundation	Richard & Patricia Kent	Michael & Joy Murray
Marjorie M. Anderson	Bernice Cohn	Enid Goodrich	Buddy & Carolyn Killen	Ray & Nancy Murray
Elias H. Attea, Jr.	Atwood Collins, III,	John & Bertha Gormley	Edward & Joan Knight	Ryan Murray
Estate of Virginia	M & T Bank	James B. Gould	Peter S. Knox	Shannon Murray
Nichols Baker	Joann N. Collins,	Robert & Beverly	Marcia Turner Kreyling	Sam & Hilda Newton
Dan R. Bannister	Dellora A. & Lester J	Grappone	Grace M. Krusosky	Mary E. Noble
Mr. & Mrs. Fred Barbara	Norris Foundation	Cora Marie Grunton	Dorris C. Lambdin*	Robert S. Obenour
Stanley M. Barg	Steve & Elaine Cormier	Louis, Kay & Tim Haas	Dale Larson	Shirley Oberwortmann
Katherine Patricia Barr*	Mr. & Mrs. Charles B	Esther Hagberg	Welda & Anna Laurent	Charitable Trust
Robert Barthing	Cox III	Bruce & Sandra	Harry & Jo Leggett	Eleanor Ogle
John & Nancy Batchelor	Bill & Alice Cranz	Hammonds	Jennifer L. & Bruce K	Harlop I. Olsen & Vanna
- Batchelor	Alberto De La Cruz	Mike & Sandy Hartley	Lee	B. Olsen
Foundation	Eva Dean	Tom & Dalene	Dale & Victoria	Connie O'Neil
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Mr. & Mrs. Brian L.
Verbarg
Mr. Philip J. Wilhelm
Mr. & Mrs. Robert B.
Wilken
Mr. & Mrs Wade
Wingler
Mr. & Mrs Scott
Whitaker
Mr. & Mrs Karl R.
Zimmer, Jr.

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Marty & Dottie Miller
Dr. & Mrs. Spiro B.
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John C & Diane
Schroeder
John H & Ginny
Schroeder

Betty Barning
Florence Buchman
John & Marilyn
Engelbrecht
Don & Jean Korb
Burkley & Sharon
McCarthy
Dan W & Nancy
Mitchell
Norm & Susan Snyder

Lester Moore
Rick & Susan Schach
Mike & Elaine Shaffer
Amy & Randy Abbott

Dave & Kathy Abbott
Patty & Bob Balbach
Brent & Cindi Beeler
Pauline Berman
Gil & Betty Bockelman
Joanne Bohrer
Genevieve Bootz
Dean & Karen Bosler
Alan W. Braun
Tim & Sharon Bray
Bob & Jennifer Bromm
Bill & Phyllis Bussing
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Bussing, Jr.
Steve & Terri Chancellor
David Childs
Sam Clifford
Scott & Pam Chippinger
Dee & Jo Ann Crabtree
Karen & Doug Daniel
Mike & Laura David
Andy & Judy Davidson
Mary Day
Tim & Lea Deisher
Larry Downs & Suzanne
Crouch
Roger & Anne Duncan
Joe & Betty Dukes
Dr Jeana Lee & Brian
Ernsting
Eykamp family
(in memory of Mr &
Mrs George Eykamp)
Jeff & Lisa Fisher
Vic & Pam Gallagher
Kevin & Leslie Goldman
Martha & Jon Goldman
Don & Martha Harris
Terry & Ken Haynie
Mrs. Ken Haynie
Debbie Hendrickson
Dan & Kim Hermann
Dr Jim & Veleria
Hobgood
Randy & Chandra
Hobson
Maria Del Rio Hoover
Mr & Mrs Gilbert
Jochem
Brent & Sandy Junge
Jim & Christine Keck
Robbie & Margie Kent
Mary & Craig Kessler
Burt & Madeline King
John & Beth Knapp
Bob & Cynthia Koch
Don & Connie LeBeau
Maury & Dr. Susan
Leinenbach
Mike & Vicki Mann
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Charles & Elizabeth
McNabb
Gail & Bob Meyer
Fred & Lori Miller
Michael & Sara Miller
Nora Mitz
Pete & Carrie Mogavero
Daryl & Carol Moore
Brad & Lynn
Muehlbauer
Jim & Mary Kay
Muehlbauer
Bob & Janet Naas
Betsy Nelson
Alan & Sandy Newman
Becky & Dwight Owen
Doug & Kathy Padgett
Charlene Parker
Joe & Leah Parker
Ray & Janet Raisor
Jim & Diane Riddle
Mike & Brenda Ruley
Sara & Jim Rusinger
Wayne & Laura Roettger
Mike & Felicia Rudolph
Tom & Cinda Sanderson
Jim & Becky Sandgren
Laurie & Michael
Schopmeyer
Richard & Patrice
Schroeder
Jim & Joann Schwentker
Jake Seits
George & Teresa Stanley
John & Suzie Stanley
Dottie & Mark Stephens
Jim & Becky Tilley
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Todd & Kristen Tucker
Larry & Laura Vickers
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Wagmeister
Chuck Whobrey &
Anne Audain
Lloyd Winnecke &
Carol McClintock
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Burke Knoll
Kenneth Powell
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Baker
Brian Bennett
Mary Ann Burris
Donna Elbrecht
Jon & Marcia Kinzenbaw



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Bessie & Merle Van
Cleave

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Alan Bowman
Don & Mary Coffin
Mark Currie
Tom Gillespie
Lisa Glenn
Jennifer Gribble
Angela & Rob Hilbert
David & Ardith
Hoeksema
Tracy Keninger
Claire LeCroy
Frank Leiserowitz
Dorothy Moyer
Steven & Cynthia
Niebuhr
Jason & Sherril Nielsen
Gail Richards
Lisa Shaeffer
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Thomas Teas
April & Jerry Weiner
Deborah & Harold
Wissink

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Anderson
John Osborne & Renee
Jenkins
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Robert & Martha Buford
Emily Compton
Ann Carvey & Rudy Love
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Jim & Ann Schuster
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Velma Lunt Wallace

Alabama

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David Cavenah
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Roger & Ann Eastwood
Jim & Jane Carvey
Marsha Geisert
WW & Janice Hanna
Tom & Rhonda Hayes
Steve & Susan Houlik

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Charles & Elizabeth
Koch
Jack Kowalski
Buz & Katie Lukens
Ann Mateer
Debra McArthur
Mary Faye McCoy
Toby & Patty O'Brien
Dennis Page
Marc & Stacey Palazzo
Larry & Mary Jean Payne
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Chris Shank & Anna
Anderson
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Schwerdt

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Mr & Mrs. Mark E.
Nusbaum
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California

Anonymous
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Illinois

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Heather Choate
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Dr. Merle & Polly Fowler
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Michael Leach
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Fred & Peggy Paxton
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Marcus Stewart
Mitchell Stewart
Todd & Pam Truitt
Charles & Tonya Walter
Carolyn & Alvin Webb
Randy Wiersma
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—The Lowenburg
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Dickson

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Sherman & Elaine Olson
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Ted Audet
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Brescia

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Leslie Sennott
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Jacob Kojalo
Paul & Selma Kwasnick
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Joseph Lane
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Ladd Lavallee
Wayne Levy
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William Tregoning
Linda & Ming Tsai
Mary E. Tuttle
Stephen & Maryjane
Walsh
Barbara Waud
Jay White
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Clyde & Mary Younger
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Clarissa Hulleza
Mr. Dale Hynan
Paul Inman

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Roger McCarville
Terry & Tamu
McLaughlin
Mary McLeod
Kathie & Gerry Miller
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Jeanne E. Mondow
Damon & Kimberly
Odneal

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William E. Buck
Ricardo & Michelle
Singson
Cheryl & Leonard
Sokolowski

Priscilla J. Taylor
Mr. Dennis Thorley
Lee & Jim Uhlig
Randy & Laurie Velzen
Cheryl R. Watson
Larry Weaver
Brent & Shana Wirth
Kindra S. Wright
Renee A. Wyatt
Mr. & Mrs. John Zerbo

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Myrtle Sell

Beverlee Dorn
Lois & Dale Gernbacher
Eleanor D. Larson

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Donald K. Bauer
Kathy Gerber
Mitch & Kendall Stover

John Coe
Joseph & Sandra
Commers
Neel & Pegge Johnson

Robert & Susan
Bratnober
Marigrace & Joe Deters



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 Becky Erdahl
 Sara Lee & Gary Evers
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 Brian Gaffey
 Randall Heise
 Jerry & Mary Ann Hoffman
 Allen Jacobson
 Linda Krach
 Brian & Gianna Lassiter
 Kelly & Richard Matter
 Sheila Olson
 Gareth & Catherine Parry
 Donald & Stephanie Sulentic
 Peter Taylor
 James & Cindy Thalhuber
 Brenda & Leslie Thompson
 Michael & Christi Wirth-Davis

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Anonymous

Anonymous
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 Kent & Carol Schien
 John & Jayne Simmons
 Tim & Sally Snavelly

Anonymous

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 Ted & Dottie Drewes
 Bruce & Corrie Gibbs
 Hal & Tracy Gibbs
 Renea Harbert
 George & Pam Hunter
 Rick & Judy Naught
 Tom & Sharon Naught
 David & Tami Turner
 Gary & Dana Wilbers

Anonymous

Craig & Inge Byrd
 Stephen & Gail Carter
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 Mark & Marilyn Feldman
 Hallie & Karen Gibbs
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 David & Marcia Machens
 Steven & Holly McRae
 John & Christine O'Shaughnessy
 Christopher & Paige Rackers
 Marcus & Amber Raichle
 John & Susan Reagan
 Mark & Laurie Turkcan

Clifford & Pamela Wren
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 Ken & Sandy Buren
 Lucas & Mary Chen
 Jeffrey & Francesca Cooper
 Jayme & Joy Corwin
 Matt & Janet Creath
 Scott Drunkard & Laura Payne
 Pat & Marsha Dubbert
 Karen Ehlmann
 Jerry & Barbara Ehnes
 William B. Eiseman, Jr
 Sherry Enyeart
 Kathleen Fagin
 Thomas & Grace Fagin
 Ken & Kristine Fields
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 Sam & Tricha Gaines
 Charles "Chip" & Pam Gentry

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 Martin Hahn
 Ruth Harker
 Michael Heaton
 Stephen Jones
 Tony & Paige Kever
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 Louis & Laura Landwehr
 Wayne & Michelle Leonard
 William Londoff
 Rick & Molly Means
 Leonard & Elizabeth Meyer
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 Brian & Nina Murphy
 Haider & Sabena Nazar
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 Laverna Perrey
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 R. William Schrimpf
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 Daniel & Laurie Schwarze
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 W. Russell Smith
 Kevin & Lisa Sombart
 Edward & Suzy Spalty
 David & Thelma Steward
 Michael & Lois Thayer
 Bob & Kelly Thompson
 Ruth Davis Todd
 Fred & Marilyn Tromans
 Charles "Ruck" & Robin Williams

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 Mariel Thompson

Anonymous

Len & Beth Lauer

Anonymous

Mark & Ann Angers
 Alan & Mary Atterbury
 Andy & Jackie Burczyk
 Charles & Susan Spaulding

Anonymous

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 Michael & Peggy Borkon
 Mark Dudenheoffer
 Helen Dugan
 William Dunn, Sr
 James & Christine Glenski
 Kenton & Carol Granger
 Jerry Hainline
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 Donald & Jill Hall, Jr.
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 Mark Henderson
 Homer & Becky Kay
 Sally Kemper Wood
 Chuck & Ruth Mackey
 Carlo Marselli
 Thomas & Kay Martin
 Kevin & Laurie McCullough
 Todd & Tricia McCullough
 Tom & Sharon McCullough
 John & Mary Petrow
 Charles & Jeanne Sosland
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 Tom & Jill Turner
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 Kathleen Rice
 Patrick W. Rice
 Patti Rice
 Peter & Stella Rice
 Ray & Rosemary Waters

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 Bob & Jane Becker
 Mary Floyd

Anonymous

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 Tom Wolgamot

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 Tom & Carol Smith

Anonymous

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 Bill & Christeen Collins
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 Ron & Beth Cunningham
 Dr. Warren & Margaret Daley
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 Rodney Gibson
 Gene & Ellen Greene
 Gregg & Donna Grummer
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 Terry & Teresa Hayden
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 Dr. Jeff & Sandy Hinz
 Larry & Nancy Hoffman
 Dave & Debbie Howard
 Jeanette Kreider & Greg Wattles
 John & Gail Lannan
 John Martin & Vandy Damany
 Ray & Laurie Mohney
 David Morikawa
 Bob & Lee Niebuhr
 Bob & Shelley Oksness

John & Jean Pannell
 Russ & Susan Plath
 Chris & Cindy Reiquam
 Larry & Sheri Roos
 Dr. Dennis & Debra Ruggerie
 Ron & Susan Scariano
 Lewis & Janet Shepherd
 David Sorensen
 Virginia Spangler
 Troy & Jennifer Summers
 Dr. Bill Tacke & Barb Teberg
 Sandi Thomas
 Bob & Mary Lu Trowbridge
 Terry & Kelly Uhling
 Mary & Doug Valdez
 Jon Vanderhoef

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 The Nelsen Foundation

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The Hawks Foundation

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 James Cada
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 Patrick Lacy
 Doris G. Peterson
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 Stephen Robinson
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 Ingra Winkler Anderson
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 Michael Conrad
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 Shawnee Higgins
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 Rebecca Koehler
 Cindy Makinster
 Jim Mammel
 Val McPherson
 Jack McSweeney
 Jolene Miske
 Linda Mixan



Andrew Nelsen
Cynthia Owen
Barton Pugh
Michael Ruedmann
Lee Sapp
Greg Schnackel
Maurice Shanley
Stephen Skidmore
LeRoy Thom
Jack Waskow
Dr. Larry & Claudia
Winkler
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Sierra Nevada**

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Shirley Moore
Frank Snopko

**Easter Seals
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Neyda Becker
Maryan Caldwell
Shirley Moore
Betty & Bob Mullen
Kelly Mullen
Scott Mullen
Debbie Tarantino
Jim Wunderlin

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Ben & Sandy Gamache
Michael & Judith Salter

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Robert & Beverly
Grappone
Paul & Mary Koza
Mark Lore

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Brown
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Dick & Lorraine
Lavalliere
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Tim & Eileen Murray
John & Sue Samenfeld
Jane & Bill Seitz
Liz & Rob Smith
Shawn & Elin Treanor

James & Lynda
Truncellito
John M. & Diane Wolters
Fred Urtz & Eleanor
Russell

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Dawn & Michael
Chambers
Ray & Olga Cote
Brian & Marie Cross
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Kevin & Debbie Duffy
James & Erin Flanagan
Tim & Jeanne Hoskins
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Dan Prior & Judith
Varsanyi
Richard & Marsha
Rawlings
Michael Reed
Chuck & Karen Rolecek
The Miles & Linda
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Earle & Ella Tryder
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Beken

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Ronald & Sherry Alie
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Christine W Archila
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Eugene A. Barker
Raymond & Cynthia
Barrette
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Beaulieu
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Benthien
MJ Blanchette
Sandra Bokousky
Marc & Heidi Bourgeois
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Mary Brant
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Carol Lambert
Dick & Joan Carr

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Cholette
Paul Colburn
Bradford & Kathleen
Cook
Gretchen Cook
Jeaneen M Coolbroth
John DeVos
Michael & Helen
Donnelly
Kent & Kami Doughty
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Derek & Jamie Edge
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Falkenham
David & Susan Fineblit
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John & Pamela Hall
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Haworth
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Jolicoeur
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Newton & Arlene
Kershaw
Fred Kfoury, Jr.
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Robert & Line Landry
Thomas Lang
Terrance & Christine
Large
Darald & Juliet Libby
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Martin
John McDevitt
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Jay & Brenda Meehan
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Christine Murphy
Beverly Musto

Bob & Donna Nicoll
Karl & Louise Norwood
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Phillips
Mark Piaseczny
Marlene Piaseczny
Alyson Pitman-Ciles
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Patti Rawding-Anderson
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Harry & Barbara Shepler
Susan L. Silsby
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Stephen & Ann Smith
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Jr.
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Sullivan
Walter Swist, Jr.
Mae Tetler
Louise I. Tillotson
Raymond & Barbara
Truncellito
Eugene & Veronica Van
Loan, III
Addie L. Walker
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The Wojewoda Family
Sheryl Anne Young
Robert Zompa

Easter Seals New Jersey

Catherine Raymonds
Charitable Lead
Annuity Trust

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Hyde & Watson
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Foundation
Estate of Viola Krage
Scott I. Landis
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Drobms
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Bruce Nevaizer
 Jack & Mary Waterman

Empanada

Tom Cussel
 Bud Cussel
 Paul & Anne Karch
 Tom Kraemer
 Joe Krantz
 Jim Mattei
 Tom Muschitz
 Todd Nelson
 Randy Neuman
 Chuck Neuman
 Ron & Laureen Thorstad

Ind. gr.

Lawrence & Monica Avery
 Fred & Patricia Delmenhorst
 Daniel & Linda Gantz
 Timothy & Susan Gantz
 Madelyn & Norman Glaeden
 William Haight
 Tim Kaminski
 Fred Johnson
 Noel & Diane Smith
 Larry Van Epps

Ariz

Jim & Jennifer Accola
 Bob Anderegg
 Mr. & Mrs. Charles Balsmeider
 Lorna Canfield
 Sid Cook
 Richard & Vicky D'Orazio
 Thomas & Deborah Degnan
 Tom Diehl
 Nancy Drummond
 Tom & Linda Evenson
 Pete & Michelle Farrow
 Christine Fessler
 John Flesch
 Scott & Lynn Fuller
 Kerry Hubanks
 Ron & Jane Johnson
 Mark Kliewer & Eileen Ahearn
 Burdette Lange
 Christopher & Ann Noyes
 Bill Pharo
 Nance Roepke
 Gail Morton & Mark Rooney
 Michael Schlageter
 David Schultz
 Kevin & Terri Schmidt
 Jeff Smith
 John Teevan
 Steven Tromp

Phil & Liz Van Kampen
 John & Joanne Van Wie
 Mr. & Mrs. Duard Walker
 Tom & Patti Woodward

Easter Seals Headquarters

Ind. gr.

Eugene & Ruth Freedman

Empanada

Anonymous (2)
 Alpha Chi Omega Foundation
 Henrietta Lange Burk Fund
 John Catsimatidis
 Sue & Sean Flanagan
 Nisha Hurst
 Sharon Jordan - Evans
 Robert La Penta
 The Lincy Foundation
 Susan Stanley

Upstate

Biedenharn Foundation
 Dwane & Le Brenneman
 Christopher & Ruth Cleghorn
 Frank & Kathleen Cullen
 Jose A. & Blanca Fojo
 Lou & Marianne Lowenkron
 Gene Manning
 Ann Marie G. Rezzonico, Esq
 Ernest Sutkowski
 Fred Urtz
 James E. Williams & Lorraine Williams

Ind. gr.

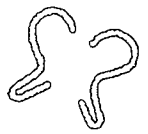
Anonymous
 Patricia C. Arnell
 Neil Balholm
 Peggy Berg-Shriver
 Kevin Campion
 Lois W. Dyk
 John Fugazy
 Maureen Haller
 Paul & Jean Honeycutt
 Donald E. Jackson & Beverlee Nelson
 Robert Josephson
 Robert & Jo Magee
 Thomas & Lynne Mangold
 George Q. Morris Foundation
 Karen & Bob Osborne
 Joseph D. & Theresa



Easter Seals Headquarters, continued

Romer	Doug Carmon	Ed Holdnak	Ben Mchabcheb	Robert & Andrea Siegel
Suzanne Schultz	Lawrence Carroll	Samuel H. & Karan	Frederick & Ruth Menz	Richard A. Smith
Randy & Betsy Sibert	Joanne Cloonan	Howard	Patsy Molloy	W R. Smith
Jeannette Snyder	Alma Chomsky	Dallis Howard-	Charles Morgan	Pamela & Jim Spaeth
Jeanne M Sowa & Craig	Joanne S. Cuadra	Crow & Sean Crow	Dotie & Ken Moser	Jack B. St Clair
Mitchell	Rachel & Zahari	Jed Johnson &	Katherine Beh Neas	Gloria & Roger Sykes
Edward R. & Suzy Spalty	Daskalov	Jim Skinner	Elizabeth Nielson &	Christopher Tiernan
Al Washington	Jennifer & C.B. Dexter	Pat Jones	Timothy Lippert	Barb Trader
	J Drew Disesa	Kalny Foundation	Chester Norris	Ms. Therese Tukan
James R. & Judy	Helene Fearon	Reenie & Gary Kavalari	Carrol Pankratz	Bradford Turner-Little
Atherton	Scott Flood	Kathleen & Frederick	Geoffrey Pearce	Amanda Velozo
Edward Arrigoni	Jillian Fox	Krehbiel	W. Perkinson	Randall & Laurie Velzen
Jennifer, Evan & Bryce	Phyllis Freedman	Armando Lasa-Ferrer,	Bob Petrosik &	William & Suzanne
Bartlett	Ms. Claudia C Frese	Esq	Jane Harwood	Wales
Ms. Virginia L. Bayless	Michael & Susan	Daunel D. Longan	Kristen Anne &	Sharon Watson & J
William Beam	Galbraith	Dr. & Mrs Herbert J.	John Reale	Michael DePoy
Edward & Marie Beck	Gil Callegos	Louis	Mr George F. Rhodes	Mr. & Mrs. Richard
William & Elizabeth	Daren Gravlin	Mary B. Mac Bride	Stephen F. Rossman	Whitney
Biehl	Gray Foundation	Peter & Judith Mac Bride	Denise Rozell	The Witchger Family
Robert E & Nancy	Diane Griffin	Elgn & Sally Manhard	David & Kathleen	Trust
Bradford	Jeffrey Hall	Gerard & Audrey	Russell	Franklin & Diana
Sara Brewster	Gary, Greg &	Mattimore	Randall Rutta	Woodland
Mark & Pauline Budzik	Brian Haman	Carol Marie Maus	Carol A. Salter	David Wysocki
Christine Bukowski	Shelby & Leslie Hamlett	Darrell May	Lisa C. Sampalis	Gerhardt & Sharon
	Ellen Harrington-Kane	Susan & Mohamed	Shirley Sexton	Zimmerman

*Denotes deceased



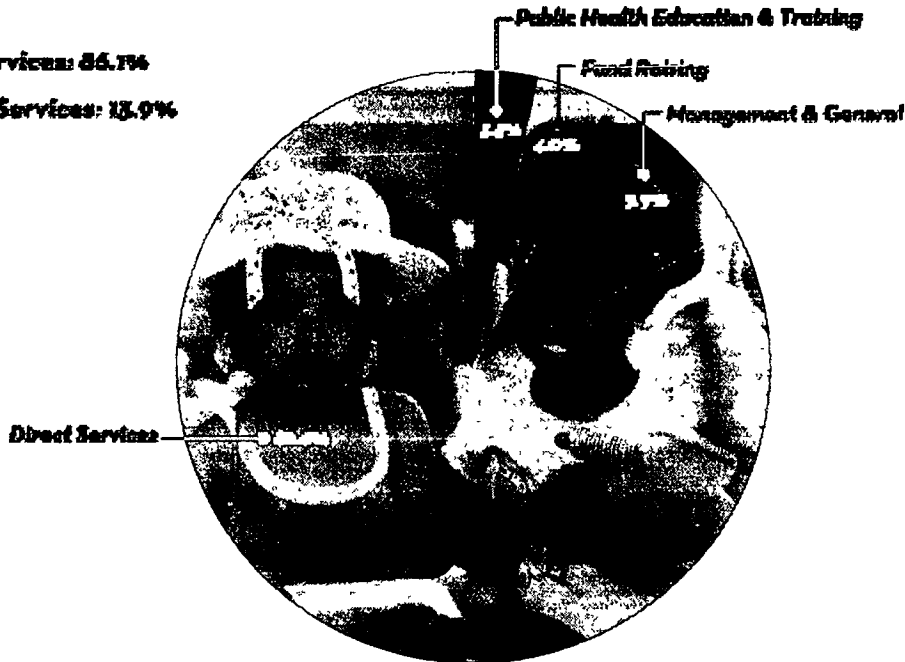
Combined Functional Expenses

As of August 31, 2005

\$833,499,000 were allocated to:

Program Services: 84.1%

Supporting Services: 13.9%



Easter Seals 2005 total public support and revenue of \$862,258,000 provide:

In the fiscal year ending August 31, 2005, Easter Seals directly served a half million children and adults with autism and other disabilities or special needs. This number nearly triples when the families of those we serve are taken into account. Services address the needs of children and adults who are disabled at birth, through injury or illness, and by the functional limitations experienced in the aging process.

Each Easter Seals affiliate provides services tailored to its community's needs. Major services include:

296 Medical and rehabilitation programs offering physical and occupational therapy services, speech therapy and audiology, outpatient medical rehabilitation, social work/case management, nursing, and early intervention. In fiscal 2005, 199,264 children and adults received therapy and medical rehabilitation

136 Job training and employment sites providing vocational evaluation and assessment, work adjustment/employee development, job placement, employment planning, occupational skills training, senior community service employment program, school-to-work transitions, and assistive technologies for community-based and supportive employment. In fiscal 2005, 49,277 adults received job training and employment services.

235 Early education and care sites across the country, providing developmental monitoring, early child development services, inclusive child care programs, developmental pre-school programs, and school-aged children's services. In fiscal 2005, 38,699 children received services.

76 Child Development Centers in the network

128 Adult and senior service programs across the country with adult day services, assisted living programs, and in-home care designed to address the growing needs of older adults and their families. In fiscal 2005, 8,499 adults and seniors received care.

57 Residential housing programs supporting individuals with disabilities or other special needs living in their communities. In fiscal 2005, 4,534 children and adults received residential care.

102 Camping and recreation programs nationwide including day camps, recreation programs and residential camping for children and adults with disabilities or other special needs. In fiscal 2005, 44,370 children and adults enjoyed these programs.

225 Support services programs providing organized support groups, equipment loan and assistive technology, financial aid assistance, transportation programs, public health education, professional health education, information and referral services, and other support services. In fiscal 2005, 217,710 people received support services.

Disabilities served include: autism, speech, language and hearing disorders, spinal cord injury; stroke, head trauma, amputation, developmental disabilities; learning disabilities, polio, spina bifida, cerebral palsy, muscular dystrophy, and Alzheimer's disease. Easter Seals also assists families with disability screening and preventative programs.

A directory of Easter Seals services by state can be accessed through our Web site www.easterseals.com



Statement of Financial Position

As of August 31, 2005

Assets

Cash	\$ 71,858,000
Pledges, notes & accounts receivable-net	94,297,000
Inventories	8,413,000
Prepaid & deferred expenses	8,973,000
Investments, at market value	215,362,000
Land	35,003,000
Buildings, equipment & improvements	425,186,000
Accumulated depreciation	(202,571,000)
Assets held in trust	46,160,000
Other assets	8,037,000
Total assets	<u>\$ 710,718,000</u>

Liabilities

Notes and accounts payable	52,427,000
Accrued expenses	37,841,000
Long-term notes payable	96,544,000
Other liabilities	29,262,000
Total liabilities	<u>216,074,000</u>

Net Assets

Unrestricted-	
For current operations	303,523,000
Designated for specific purposes	64,402,000
Temporarily restricted	59,265,000
Permanently restricted	67,453,000
Total net assets	<u>494,643,000</u>

Total liabilities and net assets	<u>\$ 710,718,000</u>
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Statement of Activities and Changes in Net Assets

For the Year Ended August 31, 2005

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
Public Support				
Contributions	\$ 88,468,000	\$ 8,438,000	\$ 4,346,000	\$ 101,252,000
Special events	29,633,000	26,000	-	29,660,000
less direct benefit costs	(9,771,000)	-	-	(9,771,000)
Bequests	7,991,000	573,000	44,000	8,608,000
Federated fund-raising organizations	4,774,000	855,000	-	5,629,000
Donated goods & services	15,667,000	4,000	-	15,671,000
Total public support	136,763,000	9,896,000	4,390,000	151,049,000
Revenue				
Grants, fees, and contract services	627,261,000	4,127,000	34,000	631,422,000
Sales to the public	43,713,000	-	-	43,713,000
Investment income - net	18,695,000	2,315,000	2,807,000	23,816,000
Other revenue	12,255,000	2,000	1,000	12,258,000
Total revenue	701,924,000	6,444,000	2,841,000	711,209,000
Net assets released from restrictions	15,143,000	(15,260,000)	117,000	-
Total public support and revenue	853,829,000	1,081,000	7,348,000	862,258,000
Expenses				
Program services				
Public health education and training	28,969,000	-	-	28,969,000
Research	550,000	-	-	550,000
Direct services	688,455,000	-	-	688,455,000
Supporting services				
Fund raising	33,158,000	-	-	33,158,000
Management and general	82,367,000	-	-	82,367,000
Total functional expenses	833,499,000	-	-	833,499,000
Audit adjustments and other extraordinary items	6,000	-	2,000	8,000
Change in net assets	20,335,000	1,081,000	7,350,000	28,767,000
Net assets at beginning of year, as adjusted	347,589,000	58,185,000	60,103,000	465,877,000
Net assets at end of year	\$ 367,925,000	\$ 59,265,000	\$ 67,453,000	\$ 494,643,000



Statement of Functional Expenses

For the Year Ended August 31, 2005

	Program Services		Supporting Services		Total all Services
	Public Health Education & Training	Direct Services	Fund- Raising	Management & General	
Salaries and related expenses	\$ 9,060,000	\$ 459,550,000	\$ 13,282,000	\$ 48,784,000	\$ 530,676,000
Professional fees	1,063,000	31,297,000	1,758,000	7,890,000	42,008,000
Occupancy	958,000	37,918,000	711,000	3,537,000	43,124,000
Mail production and services	13,483,000	42,000	11,833,000	2,944,000	28,302,000
Supplies	521,000	28,437,000	1,431,000	2,871,000	33,259,000
Travel	293,000	16,627,000	367,000	1,416,000	18,702,000
Specific assistance	36,000	28,934,000	-	-	28,970,000
Cost of sales	428,000	25,343,000	708,000	130,000	26,609,000
Equipment rental & maintenance	200,000	-6,314,000	288,000	1,375,000	8,177,000
Printing & media	1,161,000	3,464,000	934,000	866,000	6,425,000
Telecommunications	125,000	4,687,000	200,000	1,401,000	6,413,000
Conferences & meetings	231,000	1,897,000	255,000	1,446,000	3,830,000
Membership & support	95,000	768,000	95,000	421,000	1,379,000
Interest	229,000	3,274,000	73,000	1,532,000	5,109,000
Miscellaneous	863,000	23,781,000	795,000	4,468,000	29,907,000
Depreciation	773,000	16,122,000	429,000	3,285,000	20,609,000
Total functional expenses	\$ 29,519,000	\$ 688,455,000	\$ 33,158,000	\$ 82,367,000	\$ 833,499,000



Statement of Cash Flow

For the Year Ended August 31, 2005

Cash Flow from Operating Activities

Change in net assets	\$ 28,767,000
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Depreciation	20,609,000
Donated property	(785,000)
Net gain on property dispositions	(3,714,000)
Net changes in operating assets and liabilities:	
Pledges, notes, and accounts receivable	(5,358,000)
Prepaid expenses, inventories and other assets	(8,311,000)
Notes and accounts payable	8,908,000
Deferred revenue and other liabilities	2,318,000
Net realized and unrealized losses on investments	(15,384,000)
Net cash provided by operating activities	27,051,000

Cash flows from investing activities

Purchases of investments	(66,359,000)
Proceeds from investments	56,939,000
Additions to property, net	(26,376,000)
Net cash used in investing activities	<u>(35,796,000)</u>

Cash flows from financing activities

Proceeds from long-term debt	42,343,000
Repayment of long-term debt	(29,051,000)
Net cash provided by financing activities	13,292,000
Net increase in cash and cash equivalents	4,547,000
Cash and cash equivalents at beginning of year	67,311,000
Cash and cash equivalents at end of year	<u>\$ 71,858,000</u>



Notes to Financial Statements

August 31, 2005

NATURE OF THE ORGANIZATION

Easter Seals is a not-for-profit organization comprised of the national office and 85 intermediary health care agencies providing services to individuals with disabilities throughout the United States and Puerto Rico. The mission of Easter Seals is to continue to be the leading organization in helping children and adults with disabilities to live with Equality, Dignity and Independence. Easter Seals and its affiliates are each separately incorporated under the provisions of Section 501(C)(3) of the Internal Revenue Code and, therefore, exempt from taxation under present income tax laws

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principles of Combination

The combined financial statements are compiled from the uniform audited financial reports of Easter Seals, Inc. and its affiliates. All intra-organizational accounts and transactions have been eliminated in the accompanying financial statements.

Basis of Accounting

Combined financial statements, prepared primarily on the accrual basis, incorporate the recommendations of the Financial Accounting Standards Board, which requires Easter Seals to classify its financial position and activities in accordance with Donor imposed restrictions, as follows:

Unrestricted - Transactions that are not subjected to donor-imposed restrictions

Temporarily restricted - The Organization reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions

Permanently restricted - Transactions subject to donor stipulations that they be maintained permanently by Easter Seals. Generally, such transactions allow the use of part or all of the income earned on the related investments for general or specific purposes

Inventories

Inventories consist primarily of donated items available for resale and are stated at net realizable value.

Investments

Investments in the accompanying combined balance sheet are stated at fair market value, and realized and unrealized gains and losses are reflected in the combined statement of activities.

Pledges Receivable

Easter Seals has pledges receivable from individuals and corporate entities. Pledges receivable are recorded in the period during which the pledge is made as public support

contributions. Unrestricted pledges to be collected at a future date are recorded, at the present value of cash to be received, as an increase to temporarily restricted net assets and are recognized as unrestricted support when the cash is received.

Property

Purchased buildings, equipment and improvements are stated at cost. Donated property is recorded at the fair market value at date of receipt. Depreciation and amortization is provided primarily on the straight-line method based on the estimated useful life of the asset ranging from 3 to 40 years.

The Organization reports gifts of land, buildings, and equipment as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the Organization reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

Donated Goods and Services

Easter Seals records in-kind support for various professional services and materials received. Contributed professional services are recognized if the service received creates or enhances long-lived assets, or is provided by individuals possessing specialized skills and would need to be purchased if not provided by donation. In-kind support includes the reported value of campaign print and media airings of its public service advertising.

Joint Cost Allocations

Easter Seals incurred joint program service costs of \$29,349,600 for informational material and activities that includes fund raising appeals. Fund-raising appeals whenever appropriate, include information to educate and influence the general public by incorporating health and educational information in such communications. This effort helps people with disabilities to live with equality, dignity and independence. Accordingly, a total of \$13,000,800, \$2,871,400, and \$13,477,400 was allocated to fund-raising, fund-raising advisory and public health education, respectively, in the accompanying statement of activities.

Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the recorded amounts of revenue and expenses during the reporting period. Actual results may differ from those estimates.

Statement of Financial Position

August 31, 2005

(With Summarized Financial Information as of August 31, 2004)

Assets	2005	2004
Current Assets		
Cash	\$ 848,100	\$ 2,176,800
Investments	12,879,000	11,156,500
Notes and accounts receivable from affiliates, less allowance 2005 \$963,900; 2004 \$957,600	799,700	1,057,500
Short-term pledges receivable	-	7,500
Other accounts receivable	1,539,100	1,346,500
Prepaid expenses and deferred charges	667,700	770,000
Total current assets	16,733,600	16,514,800
Property		
Furniture, fixtures, equipment and improvements	3,508,700	4,241,300
Accumulated depreciation	(2,380,700)	(3,146,800)
	1,128,000	1,094,500
Long-Term Assets		
Long-term investments	979,200	759,100
Long-term pledges receivable, net	35,000	33,200
Charitable trust agreement, net	389,700	368,900
Prepaid pension asset	3,663,900	2,638,800
	5,067,800	3,800,000
Total assets	\$ 22,929,400	\$ 21,409,300
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 4,462,400	\$ 3,841,100
Accounts payable to affiliates	2,901,600	2,961,700
Note payable - short-term	705,900	764,700
Deferred revenue	3,729,100	3,680,800
Total current liabilities	11,799,000	11,248,300
Note Payable - Long-term	2,882,400	3,588,200
Deferred Rent and Other	1,043,400	1,128,500
Total liabilities	15,724,800	15,965,000
Net Assets		
Unrestricted	6,229,300	4,581,900
Temporarily restricted	975,300	862,400
Total net assets	7,204,600	5,444,300
	\$ 22,929,400	\$ 21,409,300

See Notes to Financial Statements.

Statement of Activities and Changes in Net Assets

Year Ended August 31, 2005

(With Summarized Financial Information for the Year Ended August 31, 2004.)

	2005			2004 Total
	Unrestricted	Temporarily Restricted	Total	
Operating				
Public Support				
Contributions	\$ 48,071,300	\$ 196,600	\$ 48,267,900	\$ 41,306,500
Bequests	340,800	-	340,800	64,400
Government grants	18,173,600	-	18,173,600	18,867,100
In-kind	677,400	-	677,400	834,600
Total public support	67,263,100	196,600	67,459,700	61,072,600
Revenue				
Membership fees from affiliates	7,677,100	-	7,677,100	7,605,100
Sales and services to affiliates	1,168,500	-	1,168,500	1,251,200
Investment income	461,000	22,100	483,100	186,300
Miscellaneous revenue	134,000	-	134,000	336,800
Net assets released from restrictions	165,100	(165,100)	-	-
Total revenue	9,605,700	(143,000)	9,462,700	9,379,400
Total public support and revenue	76,868,800	53,600	76,922,400	70,452,000
Expenses				
Program services:				
Services for affiliates:				
Program development	31,765,700	-	31,765,700	30,681,600
Professional education and training	1,228,000	-	1,228,000	1,248,900
Fund-raising advisory	7,244,500	-	7,244,500	7,757,400
Management advisory	4,032,200	-	4,032,200	3,604,100
Total services for affiliates	44,270,400	-	44,270,400	43,292,000
Advocacy for persons with disabilities	1,946,300	-	1,946,300	1,496,600
Public health education	14,914,000	-	14,914,000	11,972,900
Research	226,000	-	226,000	549,700
Total program services	61,356,700	-	61,356,700	57,311,200
Supporting services:				
Fund-raising	13,053,000	-	13,053,000	10,904,600
Management and general	2,103,300	-	2,103,300	1,755,300
Total supporting services	15,156,300	-	15,156,300	12,659,900
Total expenses	76,513,000	-	76,513,000	69,971,100
Excess of public support and revenue over operating expenses	355,800	53,600	409,400	480,900

(continued)

Statement of Activities and Changes in Net Assets, Continued

	2005			2004
	Unrestricted	Temporarily Restricted	Total	Total
Nonoperating				
Unrealized gains on investments	\$ 1,291,600	\$ 59,300	\$ 1,350,900	\$ 950,400
Change in net assets	1,647,400	112,900	1,760,300	1,431,300
Net assets, Beginning of year	4,581,900	862,400	5,444,300	4,013,000
Net assets, End of year	\$ 6,229,300	\$975,300	\$ 7,204,600	\$ 5,444,300

See Notes to Financial Statements.

Statement of Functional Expenses

Year Ended August 31, 2005

(With Summarized Financial Information for the Year Ended August 31, 2004)

2005

Program Services

Services for Affiliates

	Program Development	Professional Education & Training	Fund- Raising Advisory	Management Advisory	Total Services for Affiliates
Salaries and related expenses	\$ 3,027,700	\$ 546,500	\$ 2,621,000	\$ 2,352,600	\$ 8,547,800
Mail production and services	-	-	2,871,400	-	2,871,400
Grants and awards	26,294,400	4,700	-	4,700	26,303,800
Professional fees	699,300	284,800	629,000	600,800	2,213,900
Printing and media	105,200	19,400	176,600	64,200	365,400
Travel	295,900	52,700	157,000	250,500	756,100
Conferences and meetings	423,500	192,300	326,700	342,900	1,285,400
Occupancy	335,600	44,200	171,000	167,600	718,400
Telephone and communications	98,700	19,400	69,300	73,700	261,100
Office supplies	91,200	10,000	31,900	31,800	164,900
Postage and shipping	25,200	6,000	38,100	19,700	89,000
Repair and maintenance	54,700	6,000	18,500	20,400	99,600
Miscellaneous	166,500	8,200	57,600	64,400	296,700
Depreciation of furniture, fixtures, equipment and improvements	147,800	33,800	76,400	38,900	296,900
Total expenses	\$31,765,700	\$1,228,000	\$7,244,500	\$4,032,200	\$44,270,400

See Notes to Financial Statements

Advocacy for Persons with Disabilities	Public Health Education	Research	Total Program Services	Fund- Raising	Management & General	Total Expenses	2004 Total Expenses
\$ 719,800	\$ 368,800	\$ 1,800	\$ 9,638,200	\$ 26,000	\$1,024,000	\$10,688,200	\$ 9,971,100
-	13,477,400	-	16,348,800	13,000,800	-	29,349,600	24,392,000
-	-	-	26,303,800	-	-	26,303,800	25,857,600
25,100	186,000	222,300	2,647,300	4,700	358,000	3,010,000	3,090,500
615,600	648,900	300	1,630,200	3,400	16,700	1,650,300	1,523,200
53,300	32,300	100	841,800	3,100	55,400	900,300	813,100
310,000	68,200	1,000	1,664,600	10,400	198,300	1,873,300	1,428,000
125,700	29,300	300	873,700	1,600	85,300	960,600	932,600
18,300	16,000	-	295,400	800	26,100	322,300	279,500
16,700	13,100	-	194,700	300	16,600	211,600	174,200
17,200	5,600	100	111,900	900	8,500	121,300	122,400
20,900	15,100	100	135,700	200	14,500	150,400	150,800
6,500	700	-	303,900	200	257,400	561,500	864,400
17,200	52,600	-	366,700	600	42,500	409,800	371,700
\$1,946,300	\$14,914,000	\$226,000	\$61,356,700	\$13,053,000	\$2,103,300	\$76,513,000	\$69,971,100

Statement of Cash Flows

Year Ended August 31, 2005

(With Summarized Financial Information for the Year Ended August 31, 2004.)

	2005	2004
Cash Flows From Operating Activities		
Change in net assets	\$ 1,760,300	\$ 1,431,300
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	409,800	371,700
Net unrealized and realized (gains) on investments	(1,523,900)	(950,400)
In-kind contribution of equipment	(50,000)	-
(Increase) decrease in:		
Notes and accounts receivable from affiliates	257,800	136,800
Other accounts receivable	(192,600)	(205,100)
Prepaid expenses and deferred charges	102,300	(144,100)
Pledges receivable and charitable trust agreement	(15,100)	20,700
Prepaid pension asset	(1,025,100)	523,500
(Decrease) increase in:		
Accounts payable and accrued liabilities	621,300	120,500
Accounts payable to affiliates	(60,100)	458,800
Deferred revenue	48,300	505,200
Deferred rent and other	(85,100)	(64,400)
Net cash provided by operating activities	247,900	2,204,500
Cash Flows From Investing Activities		
Additions to furniture, fixtures, equipment and improvements	(393,300)	(341,800)
Proceeds from sale of investments	9,257,700	-
Purchase of investments	(9,676,400)	(502,300)
Net cash (used in) investing activities	(812,000)	(844,100)
Cash Flows From Financing Activities		
(Payments on) loan	(764,600)	(647,100)
Net (decrease) increase in cash	(1,328,700)	713,300
Cash:		
Beginning	2,176,800	1,463,500
Ending	\$ 848,100	\$ 2,176,800
Supplemental Disclosures of Cash Flow Information		
Cash paid during the year for interest	\$ 253,592	\$ 249,219
In-kind contribution of equipment	\$ 50,000	\$ -

See Notes to Financial Statements.

Notes to Financial Statement

NOTE 1. NATURE OF ORGANIZATION AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Organization: Easter Seals is a not-for-profit organization comprised of the national office and 89 affiliate local health care organizations providing services to individuals with disabilities throughout the United States and Puerto Rico. Our mission is to create solutions that change the lives of children and adults with disabilities, or other special needs, and their families. Our primary services - medical rehabilitation, job training and employment, inclusive child care, adult day services, and camping and recreation - benefit more than 1 million individuals with disabilities and their families each year through 450 centers nationwide. Easter Seals, Inc. acts as a central service organization for these 89 affiliates. The accompanying financial statements do not include the accounts of these affiliates. Each affiliate is a separately incorporated entity, has its own independent Board of Directors, conducts service programs independent of those of Easter Seals, Inc. and maintains its own separate accounts.

Display of Net Assets by Class: The net assets of Easter Seals are reported as either unrestricted or temporarily restricted. Temporarily restricted net assets are created by donor-imposed restrictions on their use. All other net assets are legally unrestricted and are reported as part of the unrestricted class.

Easter Seals reports gifts of cash as temporarily restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

Temporarily restricted net assets are available for the following purposes or periods at August 31, 2005 and 2004, respectively:

	2005	2004
Time restricted	\$585,600	\$493,500
Charitable trust agreement	389,700	368,900
	<u>\$975,300</u>	<u>\$862,400</u>

Net assets released from restrictions were \$165,100 for the years ended August 31, 2005 and 2004, respectively.

Tax Status: Easter Seals is qualified as a tax-exempt organization under the provisions of Section 501(c)(3) of the Internal Revenue Code and, therefore, exempt from taxation under present income tax laws.

Property: Furniture, fixtures, equipment and improvements are stated at cost. Expenditures for maintenance and repairs are charged to expense as incurred and expenditures for major renovations are capitalized. Depreciation is computed

using the straight-line method over the estimated useful lives of the assets, which range from three to fifteen years.

Revenues: Easter Seals may accept donor-restricted contributions in keeping with the nature of its activities. Such contributions, along with the related investment income, would be recorded in the appropriate restricted classification as required by the donor stipulations.

Contributions received with donor-imposed restrictions that are met in the same year as the contributions are received are reported as revenues of the unrestricted net asset class.

Accounts receivable from affiliates: Affiliate receivables are carried at original invoice amount less an estimate for doubtful receivables based on a review of all outstanding amounts on a monthly basis. Management determines the allowance for doubtful accounts by identifying troubled accounts and by using historical experience applied on an aging of accounts. Affiliate receivables are written off when deemed uncollectible. Recoveries of affiliate receivables previously written off are recorded when received.

An affiliate receivable is considered to be past due if any portion of the receivable is outstanding more than 90 days. Interest is charged on affiliate receivables that are outstanding for more than 30 days and is recognized as it is charged. As required in the Bylaws, any unpaid affiliate receivable balance, which became due and payable within the fiscal year, shall be paid by October 25th of the following fiscal year. Non-payment of past due accounts results in a reclassification of the affiliates' membership status.

Centralized Mail Fund-Raising Campaign: Certain centralized mail fund-raising campaigns that relate directly to a future calendar period are in process at the end of Easter Seals' fiscal year. Easter Seals recognizes the revenue and the related expenses for these campaigns in the relating calendar period. These amounts are included in deferred revenue on the accompanying statement of financial position and are comprised of the following:

	2005	2004
Campaign commitment billed to Easter Seals	\$3,202,300	\$ 2,282,300
Unpaid campaign commitment	(3,042,900)	(2,139,200)
Paid campaign commitment	159,400	143,100
Related revenue received	(3,888,500)	(3,823,900)
Net deferred revenue	<u>\$(3,729,100)</u>	<u>\$(3,680,800)</u>

In-Kind Support: Easter Seals records, as in-kind support, the reported value of campaign print and media airings of its public service advertising as well as other related services. Contributions of tangible assets are recognized at fair market value when received. In-kind support is summarized as follows

Note 1 Nature of Organization and Summary of Significant Accounting Policies, continued

	2005	2004
Print public service advertising	\$490,300	\$758,700
Other	187,100	75,900
	<u>\$ 677,400</u>	<u>\$834,600</u>

The above amounts are offset by like amounts included in public health education expense in the statement of activities and changes in net assets, as well as in printing and media expense in the statement of functional expenses.

Use of Estimates: The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results may differ from those estimates.

2004 Summarized Information: The financial statements include certain prior-year summarized comparative information in total only. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with Easter Seals' financial statements for the year ended August 31, 2004, from which the summarized information was derived.

Reclassifications: Certain liabilities on the statement of financial position for the year ended August 31, 2004 have been reclassified, with no effect to the change in net assets, to be consistent with the classifications adopted for the year ended August 31, 2005.

NOTE 2. PLEDGES RECEIVABLE AND CHARITABLE TRUST AGREEMENT

Easter Seals has received pledges from individuals and corporate entities. Pledges receivable are recorded in the period during which the pledge is made as public support contributions. Unrestricted pledges to be collected at a future date are recorded, at the present value of cash to be received using a 6 percent discount rate, as an increase to temporarily restricted net assets and are recognized as unrestricted support when cash is received.

Easter Seals was named as beneficiary to a trust in 1999. The principal amount of the charitable trust is \$1,000,000 and is recorded at its present value using a 5.7 percent discount rate over a 23 year period.

NOTE 3. INVESTMENTS

The investments of Easter Seals are stated at fair market value, based on quoted market prices as of August 31, and are comprised of the following:

	2005	2004
Mutual funds	\$12,320,300	\$10,713,200
Other securities	1,537,900	1,202,400
	<u>\$13,858,200</u>	<u>\$ 11,915,600</u>

In the accompanying statement of financial position, investments are presented as:

	2005	2004
Investments – current	\$12,879,000	\$ 11,156,500
Long-term Investments	979,200	759,100
	<u>\$13,858,200</u>	<u>\$ 11,915,600</u>

Investment income recorded in the statement of activities and changes in net assets is as follows:

	2005	2004
Interest, dividends, and realized gains	\$ 483,100	\$ 186,300
Unrealized gains	1,350,900	950,400
	<u>\$ 1,834,000</u>	<u>\$ 1,136,700</u>

NOTE 4. LONG-TERM DEBT

As of August 31, 2005, Easter Seals had available a \$4,000,000 bank line of credit. Borrowings outstanding under the line are due on demand and are collateralized by certain investments. Easter Seals had no outstanding balance under this line of credit as of August 31, 2005 or 2004.

Easter Seals has a \$5,000,000 long-term note payable from the same commercial bank, which is due in monthly principal installments of \$58,824 plus interest at 4.90 percent through September 30, 2010. The note is collateralized by certain unrestricted investments held by the Organization. The balance of the note payable was \$3,588,300 at August 31, 2005.

The future maturities of this note as of August 31, 2005, are as follows:

Year ending August 31,	
2006	\$ 705,900
2007	705,900
2008	705,900
2009	705,900
2010	705,900
Thereafter	58,800
	<u>\$3,588,300</u>

NOTE 5. DEALINGS WITH AFFILIATES

Notes and accounts receivable balances from affiliates, after allowances for uncollectible accounts, at August 31, 2005 and 2004 were \$799,700 and \$1,057,500, respectively. These amounts are classified in current assets based on expected payments

As of August 31, 2005, Easter Seals was guarantor of the bank debt of an affiliate, Easter Seal Society of New York. The maximum guarantee is \$115,200 and the amount of the debt outstanding as of August 31, 2005, was \$97,400.

NOTE 6. AFFILIATE FUND-RAISING

Easter Seals performs fund-raising activities for its affiliates. Amounts included in contributions, program development (awards to affiliates), public health education, and fund-raising relating to these fund-raising activities in the statement of activities and changes in net assets for the year ended August 31, 2005, were \$44,095,100, \$10,375,160, \$13,477,400 and \$13,000,800, respectively.

NOTE 7. ALLOCATION OF JOINT INFORMATION COSTS

For the year ended August 31, 2005, Easter Seals incurred joint program services costs of \$29,349,600 for informational materials that included fund-raising appeals. Of these costs, \$2,871,400, \$13,477,400 and \$13,000,800 were allocated to fund-raising advisory, public health education, and fund-raising, respectively, in the accompanying statement of activities.

NOTE 8. PENSION PLAN

Easter Seals has a defined benefit pension plan covering substantially all of its employees. Benefits are based on years of service and the employees' final compensation. Easter Seals' funding policy has been to contribute annually an amount equal to at least the minimum amount required under the Employee Retirement Income Security Act of 1974. The following table sets forth the plan's funded status and amounts reflected in Easter Seals' statements of financial position at August 31, 2005 and 2004.

	2005	2004
Change in benefit obligation:		
Benefit obligation at beginning of year	\$13,437,000	\$12,654,600
Service cost	375,700	329,100
Interest cost	928,700	840,600
Actuarial (gains) losses	1,770,200	34,100
Plan amendments	208,800	(36,800)
Benefits paid	(380,200)	(384,600)
Benefit obligation at end of year	<u>16,340,200</u>	<u>13,437,000</u>

	2005	2004
Change in plan assets:		
Fair value of plan assets at beginning of year	12,683,000	12,031,300
Actual return on plan assets	1,275,000	1,036,300
Employer contributions	1,630,000	-
Benefits paid	(380,200)	(384,600)
Fair value of plan assets at end of year	<u>15,207,800</u>	<u>12,683,000</u>

Reconciliation of funded status:		
Funded status	(1,132,400)	(754,000)
Unamortized prior service cost	726,700	615,500
Unrecognized net actuarial loss/(gain)	4,637,600	3,302,300
Net amount recognized	<u>\$ 4,231,900</u>	<u>\$ 3,163,800</u>

Amounts recognized in statements of financial position consist of:

Current portion, prepaid pension asset	\$ 568,000	\$525,000
Long-term portion	3,663,900	2,638,800
Prepaid pension asset	<u>\$ 4,231,900</u>	<u>\$ 3,163,800</u>

Components of net periodic benefit cost:

Service cost	\$375,700	\$329,100
Interest cost	928,700	840,600
Expected return on plan assets	(1,073,400)	(1,005,200)
Amortization of prior service cost	97,600	70,300
Amortization of actuarial gains	233,400	200,500
Net periodic benefit cost	<u>\$ 562,000</u>	<u>\$ 435,300</u>

The current portion of prepaid pension asset is reflected in the statement of financial position within prepaid expenses and deferred charges.

Note 8 Pension Plan, continued

The weighted-average assumptions used in determining the actuarial present value of the projected benefit obligation were as follows:

	<u>2005</u>	<u>2004</u>
Discount rate	6.25%	6.75%
Expected return on assets	8.00%	8.50%
Rate of compensation increase	4.50%	3.50%

The weighted-average assumptions used in determining the actuarial present value of the projected benefit cost were as follows:

	<u>2005</u>	<u>2004</u>
Discount rate	6.75%	7.00%
Expected return on assets	8.50%	8.50%
Rate of compensation increase	3.50%	3.50%

Plan Assets

The asset allocation for the pension plan by asset category is as follows:

Asset Category	<u>2005</u>	<u>2004</u>
Equity Mutual Funds	62%	60%
Fixed Income Mutual Funds	38%	40%
Total	<u>100%</u>	<u>100%</u>

Contributions

Easter Seals expects to make no contributions to the pension plan during the year ended August 31, 2006

Estimated Future Benefit Payments

Estimated future benefit payments are as follows

Year ending August 31:	
2006	\$ 518,700
2007	577,200
2008	644,500
2009	849,700
2010	937,700
Thereafter	6,313,100
	<u>\$9,840,900</u>

NOTE 9. LEASES

Easter Seals has an operating lease for its corporate headquarters which has been in effect since September 1993, and provides for annual base rent plus a pro rata share of real estate taxes and other operating expenses. This lease expires in January 2009. Rent expense is recognized on a straight-line basis over the life of the lease and was approximately \$148,000 for the years ended August 31, 2005 and 2004. In September 1999, Easter Seals entered into an operating lease for additional space at its corporate headquarters. This lease expires in January 2009. Rent expense is recognized on a straight-line basis over the life of the lease and was approximately \$115,000 for the years ended August 31, 2005 and 2004.

The landlord for the current office space is paying all remaining occupancy costs of the Organization's former lease. This payment is in the form of a rent abatement and covers the remaining term of the former lease.

Easter Seals has an additional operating lease in effect for office space in Washington, D.C. The lease was amended during fiscal year 2001 and covers a period through 2006. The lease provides for annual base rent plus a pro rata share of real estate taxes and other operating expenses as defined in the lease. Rent expense is recognized on a straight-line basis over the life of the lease and was approximately \$218,000 for the years ended August 31, 2005 and 2004. In July 2002, Easter Seals entered into an operating lease for additional office space in Washington, D.C. This lease expires in June 2006. Rent expense is recognized on a straight-line basis over the life of the lease and was \$63,600 for the years ended August 31, 2005 and 2004.

Future minimum lease payments are as follows.

Year ending August 31:	
2006	\$ 674,300
2007	424,800
2008	428,500
2009	180,200
	<u>\$1,707,800</u>

Independent Auditor's Report

To the Board of Directors of Easter Seals, Inc.

Chicago, Illinois

We have audited the accompanying statement of financial position of Easter Seals, Inc. (an Ohio not-for-profit corporation) as of August 31, 2005, and the related statements of activities and changes in net assets, functional expenses and cash flows for the year then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Easter Seals, Inc. as of August 31, 2005, and the changes in its net assets, its cash flows and its functional expenses for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards*, we have also issued our report dated November 3, 2005, on our consideration of Easter Seals, Inc.'s internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

Chicago, Illinois
November 3, 2005

McGladrey & Pullen, LLP



Easter Seals Affiliate Directory

Includes members as of August 31, 2006

Easter Seals Alabama
5960 E Shirley Ln.
Montgomery, AL 36117

Easter Seals Alaska
126 W. 15th Ave.
Anchorage, AK 99501

Easter Seals Arkansas
3920 Woodland Heights Rd.
Little Rock, AR 72212

Easter Seals Bay Area, California
180 Grand Ave., Suite 300
Oakland, CA 94612

Easter Seals Central California
9010 Soquel Dr.
Aptos, CA 95003

Easter Seals Northern California
20 Pimentel Court, A1
Novato, CA 94949

Easter Seals Southern California
1801 E. Edinger Ave., Suite 190
Santa Ana, CA 92705

Easter Seals Superior California
3205 Hurley Way
Sacramento, CA 95864

Easter Seals Tri-Counties, California
10730 Henderson Rd.
Ventura, CA 93004

Easter Seals Colorado
5755 W. Alameda Ave
Lakewood, CO 80226

Easter Seals Southern Colorado
225 S. Academy Blvd
Suite 104
Colorado Springs, CO 80910

Easter Seals Connecticut-Rhode Island
85 Jones St.
Hebron, CT 06248

Easter Seals Greater Hartford, Connecticut
100 Deerfield Rd.
Windsor, CT 06095

Easter Seals New Haven, Connecticut*
95 Hamilton St.
New Haven, CT 06511

Easter Seals Waterbury, Connecticut
22 Tompkins St
Waterbury, CT 06708

Easter Seals Delaware & Maryland's Eastern Shore
61 Corporate Circle
New Castle, DE 19720

Easter Seals Greater Washington-Baltimore Region
4041 Powder Mill Rd.
Suite 100
Calverton, MD 20705

Easter Seals Florida
2010 Mizell Ave.
Winter Park, FL 32792

Easter Seals South Florida
1475 N.W. 14th Ave
Miami, FL 33125

Easter Seals North Florida
910 Myers Park Dr.
Tallahassee, FL 32301

Easter Seals Southwest Florida
350 Braden Ave.
Sarasota, FL 34243

Easter Seals Volusia & Flagler Counties, Florida Ellen Black Center
1219 Dunn Ave.
Daytona Beach, FL 32114

Easter Seals East Georgia
1500 Wrightsboro Rd
Augusta, GA 30904

Easter Seals Middle Georgia
602 Kellam Rd
Dublin, GA 31021

Easter Seals North Georgia
1200 Lake Hearn Dr., Suite 250
Atlanta, GA 30319

Easter Seals Southern Georgia
1906 Palmyra Rd.
Albany, GA 31701

Easter Seals West Georgia
P.O. Box 1690
Fortson, GA 31808

Easter Seals Hawaii
710 Green St.
Honolulu, HI 96813

Easter Seals DuPage and the Fox Valley Region
830 S. Addison Rd.
Villa Park, IL 60181

Easter Seals Joliet Region, Illinois
212 Barney Dr
Joliet, IL 60435

Easter Seals Metropolitan Chicago, Illinois
14 E. Jackson Blvd., Suite 900
Chicago, IL 60604

Easter Seals Peoria-Bloomington, Illinois
507 E. Armstrong Ave.
Peoria, IL 61603

Easter Seals Arc of Northeast Indiana
4919 Coldwater Rd
Fort Wayne, IN 46825

Easter Seals Crossroads Rehabilitation Center, Indiana
4740 Kingsway Dr.
Indianapolis, IN 46205

Easter Seals Southwestern Indiana The Rehabilitation Center
3701 Bellemeade Ave.
Evansville, IN 47714

Easter Seals Iowa
401 N.E. 66th Ave
Des Moines, IA 50313

Easter Seals Kansas*
3636 N. Oliver
Wichita, KS 67220

The Copper Foundation Easter Seals
3500 S W. 10th Ave
Topeka, KS 66604

Easter Seals Kentucky Cardinal Hill Rehabilitation Hospital
2050 Versailles Rd.
Lexington, KY 40504

Easter Seals West Kentucky
801 N. 29th St.
Paducah, KY 42001

Easter Seals Louisiana
305 Baronne St., Suite 400
New Orleans, LA 70112

Easter Seals Massachusetts Denholm Building
484 Main St.
Worcester, MA 01608

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1105 N. Telegraph Rd
Waterford, MI 48328

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553 Fairview North
St Paul, MN 55104

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13975 Manchester Rd.
St. Louis, MO 63011

Children's TLC Easter Seals
3101 Main St
Kansas City, MO 64111

Easter Seals Northern Rocky Mountains Montana*
4400 Central Ave
Great Falls, MT 59405

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638 N. 109th Plaza
Omaha, NE 68154

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Manchester, NH 03103

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East Brunswick, NJ 08816

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Santa Fe, NM 87505

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New York, NY 10018



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 Columbus, OH 43205

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 Cleveland, OH 44147

Easter Seals
Northwestern Ohio
 1909 N. Rudge Rd., Suite 6
 Lorain, OH 44055

Easter Seals
Miami Valley, Ohio*
 1511 Kuntz Rd.
 Dayton, OH 45404

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Work Resource Center
 2901 Gilbert Ave.
 Cincinnati, OH 45206

Easter Seals
Youngstown Area, Ohio
 299 Edwards St.
 Youngstown, OH 44502

Easter Seals Oklahoma
 701 N. E. 13th St.
 Oklahoma City, OK 73104

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 5757 Southwest Macadam Ave
 Portland, OR 97239

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 501 Valley View Blvd
 Altoona, PA 16602

Easter Seals
Eastern Pennsylvania
 1503 N Cedar Crest Blvd.
 Suite 317
 Allentown, PA 18104

Easter Seals
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 2201 S Queen St.
 York, PA 17402

Easter Seals
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 3975 Conshohocken Ave.
 Philadelphia, PA 19131

Easter Seals
Western Pennsylvania
 2525 Railroad St.
 Pittsburgh, PA 15222

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 San Juan, PR 00936

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 Columbia, SC 29203

Easter Seals South Dakota
 1351 N Harrison Ave.
 Pierre, SD 57501

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 2001 Woodmont Blvd.
 Nashville, TN 37215

Easter Seals Central Texas
 7000 N. Mopac Expressway
 Suite 200
 Austin, TX 78731

Easter Seals East Texas
 1318 Memorial Dr.
 Bryant, TX 77802

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Greater Dallas, Texas
 4443 N. Josey Ln.
 Suite 100
 Carrollton, TX 75210

Easter Seals
Greater Northwest Texas
 1555 Merrimac Circle
 Suite 102
 Fort Worth, TX 76107

Easter Seals
Permian Basin, Texas
 620 N. Alleghany
 Odessa, TX 79761

Easter Seals
Rio Grande Valley, Texas
 1217 Houston St
 McAllen, TX 78501

Easter Seals
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 2203 Babcock Rd.
 San Antonio, TX 78229

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 8003 Franklin Farms Dr
 Suite 100
 Richmond, VA 23229

Easter Seals Washington
 157 Roy St.
 Seattle, WA 98109

Easter Seals West Virginia
 1305 National Rd
 Wheeling, WV 26003

Easter Seals Wisconsin
 101 Nob Hill Rd., Suite 301
 Madison, WI 53713

Easter Seals
Kindcare
Southeastern Wisconsin
 1016 Milwaukee Ave.
 South Milwaukee, WI 53172

**Easter Seals
 International Affiliates**

Ability First Australia
 1 Fennell Street
 North Parramatta NSW
 Australia

Montrose Access
 P.O. Box 50
 Corinda QLD 4075
 Australia

The Northcott Society
 P.O. Box 4055
 Parramatta NSW 2124
 Australia

**Cootharinga Society of
 North Queensland**
 P.O. Box 792
 Castletown
 Hyde Park QLD 4812
 Australia

Novita Children's Services
 P.O. Box 2438
 Regency Park SA 5942
 Australia

St. Giles Society
 P.O. Box 416
 Launceston TAS 7250
 Australia

Rocky Bay
 P.O. Box 53
 Mosman Park WA 6012
 Australia

Yooralla Society of Victoria
 P.O. Box 200
 Flinders Lane VIC 8009
 Australia

*Also a member of
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August 31, 2006

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Easter Seals

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Development Services*

Donald E. Jackson
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Patricia Jones
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Our Vision

The National Society for Crippled Children aspires to assume a responsibility and to discharge a duty. It wishes to be instrumental in effecting good, — intelligent in the application of help to those who are themselves helpless. It wishes to see repaired the tragedies of nature and accidents which are registered upon the bodies of little children. It wishes to see that the bent are straightened, the broken repaired, and the weak strengthened.

While with many this may be a vision, yet, with us it is a reality.

We can show you the mysteries of a horribly misshapen pair of feet changing under the skill of the surgeon to a set of normal feet, and a pitiful, hobbling child converted to a romping, racing youngster.

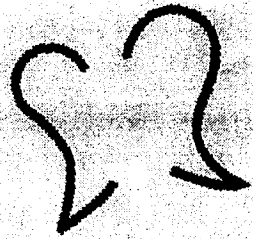
We can show you the mystery of a distorted back, emerging gradually, but surely, from mis-shape to true-shape; from crookedness to straightness; from a curve to a line.

We can show you the mystery of a human being; the home of an immortal soul supposed to be created in the image of God Himself; coming to a hospital walking on hands and feet, and some months later standing upright, looking his fellows in the face and out of the fullness of a grateful heart, saying "This is the first time I ever stood erect".

The realization of this vision is charity for those who need it, a philanthropy which may be accepted without wounding self-respect. It is a benefaction for the curable young who lack the price of remedy.

Yes, more than this. We hope not only to contribute to the building of brighter souls in sounder bodies, but also to light new glows in the hearts of the parents of the crippled. Is there one of us who by the grace of God is more fortunate, that can sound the depth of a mother's pain when she observes the children of others delighting in the gifts of play while her own remains footbound?

In our work for crippled children we seek the sympathetic friendship of all who agree that human sympathy for human suffering is the motive spirit of civilization. The accomplishment of this object, this hope, and this aim is our desire, and we trust that the year 1922 will make it a reality in thousands of lives and hearts.



Easter Seals' mission is to provide exceptional services to ensure that all people with disabilities or special needs and their families have equal opportunities to live, learn, work and play in their communities.



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