



# CAI **community** impact report 2025





**Our corporate social responsibility goal**

*To achieve sustainable transformation by positively impacting lives and building towards a world where together, we can accomplish anything.*

Letter from

# Tom Salvaggio

President and CEO at CAI

***At CAI, our mission, while simple, is profoundly impactful: we are people who help people.***

Since the beginning, our vision has centered around creating a future where everyone can reach their full potential. When it comes to supporting our local and global communities, we seize the opportunities to create a groundswell of positive, life-changing impact for our philanthropic partners — and the rewards are inspiring. Our compassionate associates gain a deep sense of purpose and fulfillment that results from supporting:

- Accessible education
- Helping families thrive
- Food accessibility
- Neurodiversity
- Sustainability

We are building on our decades-long legacy of corporate social responsibility by discovering new ways to lend a helping hand. True innovation begins with a commitment to



making a difference so that stronger and more resilient communities can flourish. For us, we not only do the work because we can, but we measure it to gauge our organization's success and better serve society. It's thanks to our associates who perpetuate a culture of giving back.

This impact report serves as a benchmark to ensure that we are leading the way for a brighter tomorrow and holding us true to our mission — people who help people.



Watch our corporate social responsibility video.

# Our impact: Over \$6.4 million

(July 2023 – June 2024)

**Over \$1.3 million in scholarships awarded**

## Accessible education

We are dedicated to providing equitable access to education for all children, regardless of their social or economic background.

**INVESTMENT: \$5,478,570**



**\$178,000 in donations to Easterseals throughout the year, totaling over \$3.6 million historically**

## Helping families thrive

Families in need of support have the ability and capacity to make positive changes in their lives with the right tools and opportunities. We recognize that strong and healthy families are essential to the success of local communities.

**INVESTMENT: \$801,215**



**Over 93% retention rate for CAI Neurodiverse Solutions participants in the first 12 months of employment**

## Neurodiversity

By removing barriers to traditional processes and creating a more inclusive environment, we have been able to foster individuals with autism and neurodivergent individuals' immediate and long-term success within our organization and create a more holistic enterprise.



**\$400,000 donated to Feeding America since 2020 providing four million meals to people in need**

## Food accessibility

Food accessibility is an important part of our commitment and focus. We are committed to supporting local and global communities and providing access to healthy, nutritious food for all.

**INVESTMENT: \$155,000**



**Over 2,700 CAI associates work from anywhere and are equipped with a green energy-consuming software and cloud provider – addressing more than 95% of organizational needs**

## Sustainability

We are dedicated to minimizing our carbon footprint. To decrease emissions, we have adopted a work-from-anywhere model, which significantly lessens the need for business travel.





## Accessible education

### SalvagGIO Academy

As an anchor investment within accessible education, SalvagGIO Academy is a one-of-a-kind private elementary school because of the faculty’s passion to see children excel beyond the classroom’s walls. Their mission is to instill a love of learning in students that will last a lifetime by creating an environment where curiosity is encouraged and celebrated.

Their story began in 2014 when Tony SalvagGIO, Founder and CEO Emeritus of CAI, manifested his humanitarian spirit into a school to help underserved children in the Lehigh Valley receive an unparalleled elementary education. Funded by CAI and the SalvagGIO family, every qualified household earns full tuition for their child. As the word spread, the school grew, and now SalvagGIO Academy serves over 70 students and their families equipping them with an academic foundation and resources that follow them well after graduation.

This past year, the school entered a new chapter thanks to the helpful hands of the SalvagGIO family, CAI employees, Cedar Crest College, and Da Vinci Science Center, a national award-winning science center. A grand opening was held of their new 29,000-square-foot facility, previously occupied by Da Vinci Science Center, on Cedar Crest College’s campus. The building houses new spaces — a Science, Technology, Engineering, Art and Math (STEAM) lab, a spacious gymnasium, an inviting music room and an outdoor play area. With every corner designed to stimulate minds, faculty and staff will continue to enhance each student’s journey with individualized resources:

- Reading and math specialists to lead highly focused groups
- Guidance counseling to improve interpersonal relationships and address personal challenges
- Speech and language therapy to develop verbal communication skills



[Click here to learn more about SalvagGIO Academy.](#)

# 7:1

STUDENT TO  
TEACHER RATIO

# 15

STUDENTS PER  
CLASSROOM

# 100%

OF STUDENTS RECEIVE FULL  
SCHOLARSHIPS

The relocation strengthened the partnership with Cedar Crest College positioning student engagement to thrive. With panoramic views of the campus and hosted programs involving the college’s pool and library, students are offered inspiring glimpses and experiences of higher education.

It’s that instilled desire to keep learning even after graduating that makes the school so remarkable. Through the SalvagGIO Academy graduate program, 35 full and partial grants were awarded to SalvagGIO Academy graduates, enabling them to continue their education journeys at partnered middle schools and high schools.

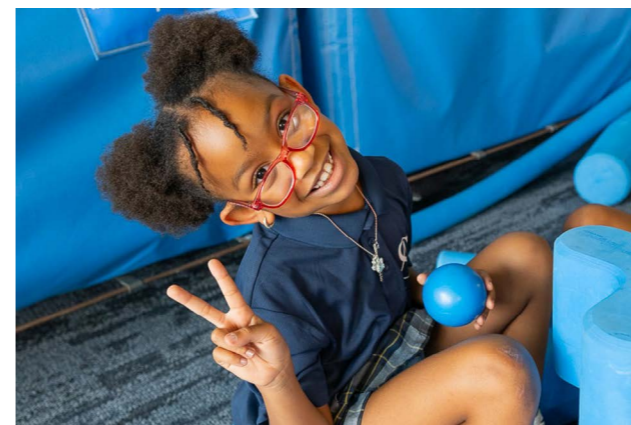
Due to the school’s comprehensive approach to education, SalvagGIO Academy was designated as a United Way Community School by United Way of the Greater Lehigh Valley! They join a network of 30 other academic institutions with this recognition to enrich parent and student engagement.

Tony’s vision to educate future generations was realized and exceeded all expectations. With new experiences ahead of them led by familiar faces, SalvagGIO Academy plans to expand its reach and impact so that more minds can learn and grow.



*“We welcomed our students to their new school on a college campus — it’s a dream come true! We are grateful for CAI and the SalvagGIO family for helping us provide an inspiring backdrop for our children to learn, play, and grow.”*

**Jessica Devlin**  
Director of Education, SalvagGIO Academy





## Accessible education

THE TRANSFORMATIVE POWER A QUALITY EDUCATION HAS ON A CHILD'S LIFE IS TRANSCENDENT. AN ACADEMIC FOUNDATION IS A BASIC RIGHT AND THE BEDROCK FOR A MORE HARMONIOUS WORLD.

### United Way of the Greater Lehigh Valley

As we continued to network with passionate organizations centered around investing in future generations, we met United Way of the Greater Lehigh Valley. Their work is deeply rooted in helping people overcome the greatest challenges in education, healthy aging, and community stability. When it was discovered how aligned we were in our missions, a new partnership naturally blossomed.

The first initiative to launch from the alliance was the CAI United Fund. The fund is focused on investing in family and student engagement initiatives to reduce absenteeism and improve academic outcomes within the United Way Community Schools Network — a collection of over 19,000 students. The schools within the network offer many resources that the fund helps to provide including:

- Essential support with food, clothing, toiletries, and school supplies
- Connections to healthcare, housing, and other critical resources
- On-site physical, mental, and behavioral health services
- Academic engagement experiences including field trips and after-school programs
- Parent engagement workshops and activities

Targeted investments were made benefiting several organizations including Valley Youth House, Boys & Girls Club of Allentown, Boys & Girls Club of Easton, Da Vinci Science Center, Mindful Child Initiative, ArtsQuest, Children's Defense Fund James Lawson Freedom Schools, and River Crossing YMCA. Together, we partner to ensure students reach their highest potential.

## OVER \$1.3 MILLION

IN ACADEMIC SCHOLARSHIPS TO GIVE STUDENTS ACCESS TO HIGH QUALITY LEARNING ENVIRONMENTS

## OVER 150 STUDENTS

ATTENDED FREE ENRICHMENT CAMPS TO MAINTAIN LEARNING DURING THE SUMMER MONTHS

## 19,994 STUDENTS'

ACADEMIC ENGAGEMENTS IMPROVED THROUGH THE UNITED WAY COMMUNITY SCHOOLS

### Da Vinci Science Center

Throughout the year, Da Vinci Science Center was pivotal in Salvaggio Academy's transition to its new location, but the impactful collaboration reached more than the school. We proudly donated \$1.2 million toward an art science center in Allentown and invested \$180,000 in the operations of the Little Learners' Lab programs. We are providing a supportive environment that inspires learning for our youngest scholars with a pre-K STEAM lab.

### Norene Salvaggio Scholarship Fund

The Norene Salvaggio Scholarship Fund, established eight years ago in loving memory of mother and wife, Norene Salvaggio, commemorates and celebrates her beautiful devotion to her faith and love for children. Within the past year, the fund provided \$100,000 to 58 students and 44 families bringing the fund's total to \$800,000 awarded to 213 students and 142 families. Norene's legacy lives on and continues to empower youth to pursue an enriching life of exploration and wonder through education.

### SHE for Society

Our impact extends globally to organizations including SHE for Society in Bengaluru, Karnataka, India, a nonprofit founded and funded by women bikers aiming to uplift families of former soldiers and provide educational opportunities. CAI leaders and colleagues worked with SHE for Society to inaugurate a computer lab called the Empowerment Hub at St. Rock's Girls High School in Bengaluru. The Empowerment Hub marks the second lab funded by CAI for users to conduct research. But the hub is more than a knowledge resource, it is the ongoing commitment between two organizations — two countries — who see learning not as a privilege, but as a right.

The future is bright and vibrant when children have access to a quality education equipped with devoted mentors and plentiful resources. Together, we are dedicated to helping them reach their full potential.



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*“We are honored to partner so closely with CAI's outstanding leadership team and staff to help them achieve their corporate social responsibility goals. Together, we will produce outstanding results and expand accessible education opportunities through the CAI United Fund.”*

Marci Lesko, Chief Executive Officer  
United Way of the Greater Lehigh Valley



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*“Through the CAI United Fund, ArtsQuest is increasing its reach to provide free and accessible arts programs to youth in the Greater Lehigh Valley. Thanks to CAI and United Way, we will be able to bring more teaching artists to the community!”*

Lisa Harms, Senior Director of Visual Arts & Education, ArtsQuest



Learn about our CAI United Fund partnership with Valley Youth House.



## Helping families thrive

FOSTERING COMMUNITY SUPPORT AND UPLIFTING FAMILIES ARE AT THE CORE OF OUR PASSION. OUR INITIATIVES SPAN FROM LOCAL TO GLOBAL, MAKING A REAL DIFFERENCE IN LIVES.

### Missionaries for the Poor

We support many global communities as our passionate colleagues live and work in the US, India, and the Philippines. One specific community in the Philippines is the Missionaries for the Poor. An international monastic order of Brothers dedicated to joyful service with Christ, they serve those who long for family life and a sense of community by building up relationships and connections. Our annual gifts have assisted them in providing food for families and physical therapy for children.

### Easterseals

Easterseals is an impactful organization whose mission is to empower people with disabilities, families, and communities to be full and equal participants in society. With several affiliates across the US, we have maintained rich partnerships with two chapters for over 30 years — Easterseals Delaware & Maryland’s Eastern Shore and Easterseals Eastern Pennsylvania. Between them, we’ve co-led several fundraisers including the Mary Ellen Golf Tournament and our Helping Hands campaign helping them raise the necessary financial support.

Easterseals Delaware & Maryland’s Eastern Shore hosts an annual fundraiser with CAI as the title sponsor. The fundraiser, named the Easterseals/CAI Volleyball Challenge, is a vibrant and spirited event that has brought the community together for over 21 years for some competitive volleyball fun. Through this challenge, CAI has raised nearly \$700,000 through the years, but the impact transcends the funds and awareness. The game ignites camaraderie, pride, and team spirit in everyone. This year, teams of six to ten participants rallied together, each committed to a minimum fundraising goal of \$1,500 and collectively raised over \$165,000 — \$28,000 alone contributed just from CAI.

## 140+ INDIVIDUALS

FROM THE SALVATION ARMY AND VALLEY YOUTH HOUSE RECEIVED GIFTS AND HOUSEHOLD ESSENTIALS FROM THE ADOPT-A-FAMILY PROGRAM

## 955 INDIVIDUALS

RECEIVED THANKSGIVING TURKEYS AND OTHER FOOD DONATIONS FROM THE SALVATION ARMY'S FOOD PANTRY

## \$3,000,000

COLLECTED OVER THE LAST 30 YEARS FOR EASTERSEALS EASTERN PENNSYLVANIA

### Miller-Keystone Blood Center

When it comes to helping our local communities, blood bank donations given by our employees are close to our heart. We host annual blood drives with Miller-Keystone Blood Center who is driven to save lives by partnering with their community to provide a continuous supply of blood products and services. Thanks to our colleagues' generosity, we collected enough blood to save 60 lives!

### The Salvation Army and Valley Youth House

For over 30 cherished years, we've hosted our Adopt-a-Family program to collect life-sustaining items including food, clothing, and household goods, along with toys and gifts for The Salvation Army. During the holiday season, colleagues from all corners of the nation joyfully purchased gifts as local employees came to our offices to wrap and deliver the presents. As a result, several families who faced unique hardships were gifted hope and happiness. As an added present, CAI donated a combined \$10,000 to Valley Youth House Holiday Gift Drive and to The Salvation Army Food Pantry.

Through these initiatives, CAI continues to make the impossible possible, fostering a spirit of giving and compassion within our communities.



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**“Our goal is to create life-changing solutions for individuals with disabilities and their families. CAI Cares has aided us in our mission for several years by raising immeasurable hope and countless dollars through their many fundraising efforts!”**

Lori Wehr, Vice President of Advancement  
Easterseals Eastern Pennsylvania



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**“For decades, CAI Cares, and the selflessness of CAI’s associates, have donated time and energy to giving the families we support a memorable holiday season, particularly those who have faced extreme hardships such as fires, loss of a parent or homelessness. We can count on CAI to help make the holiday season a little brighter and more enjoyable for more families in the future.”**

Darien Huaman, Director of Social Services  
The Salvation Army of the Lehigh Valley



## Neurodiversity

**WE ARE PASSIONATE ABOUT HELPING ALL PEOPLE FIND THEIR LIFE'S PURPOSE – AND WE START EARLY!**

### Mercy School for Special Learning

Discovering interests and passions happens at a young age. The Mercy School for Special Learning is on a mission to provide children and young adults with disabilities the opportunity to reach their utmost potential, and at CAI, we wholeheartedly believe in it. What began as a joint initiative in 2022 has evolved into a mutually beneficial student-employee engagement called the Work Experience Program (WEP). For the students ages 14 years and older, they are introduced to a structured work environment, complete various tasks, and network with employees. For our employees, they tap into their giving spirit and are rewarded by making lasting connections with the students and learn more about their ambitions. Throughout the past year, the WEP grew with students eager to lend a helping hand, discover new passions, and see familiar CAI faces.

### CAI Neurodiverse Solutions

Instilling confidence in children to succeed in life scratches the surface. More than ten years ago, we launched our neurodiversity employment program called CAI Neurodiverse Solutions, specializing in autism employment to help neurodivergent people find meaningful and rewarding careers. Underemployment rates for individuals with autism reach as high as 90%, the highest of any demographic. Yet with skills such as attention to detail, pattern recognition, and problem solving, employers miss out on the benefits of a neurodiverse team. With the neurodiversity employment program, neurodivergent individuals can gain a life of purpose and independence while they improve team culture, camaraderie, and workplace productivity.

The newfound self-reliance impacts their families, friends, and caregivers who are moved to see them thrive. We are proud to have helped hundreds of neurodivergent individuals find employment since our program's inception, but the real impact of everyone who shares in those individuals' elation is immeasurable and countless.

## 156 NEURODIVERGENT

INDIVIDUALS FOUND EMPLOYMENT THROUGH CAI NEURODIVERSE SOLUTIONS

## OVER 93% RETENTION

RATE ACHIEVED FOR ALL CAI NEURODIVERSE SOLUTIONS PARTICIPANTS IN THE FIRST 12 MONTHS OF EMPLOYMENT

## \$41,000

RAISED FOR EAGLES AUTISM FOUNDATION – CAI PLACED 10TH OUT OF ALL FUNDRAISING TEAMS

### Eagles Autism Foundation

We can reach more people when we work together. Through our many partnerships, we've educated industries and organizations about creating supportive work environments to attract and retain neurodiverse talent.

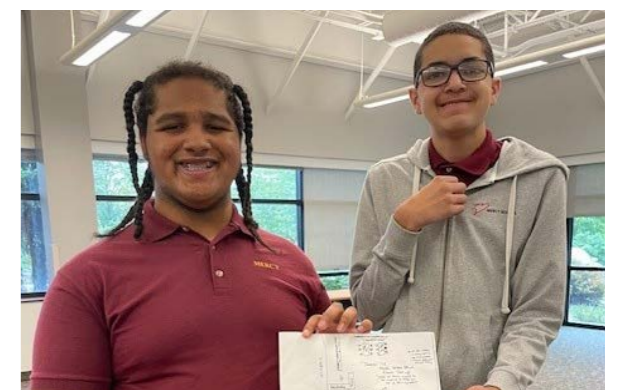
We sponsored the Eagles Autism Foundation, a nonprofit organization of the Philadelphia Eagles dedicated to raising funds for innovative research and care programs. Together, we hosted a day-long symposium for business and HR leaders discussing how to remove barriers to employment and provide adequate workplace accommodations so neurodiverse talent can excel in their careers, and subsequently help workplace cultures benefit from blended teams of neurotypical and neurodivergent individuals. The symposium was accompanied by the Eagles Autism Challenge where our associates walked, ran, or biked to raise money for the highest quality research and care in the field of autism. Together, CAI placed 10th out of all the fundraising teams, collectively contributing nearly \$41,000!

Our work in neurodiversity and accessibility is award-winning with honors from Center for Automotive Diversity, Inclusion & Advancement (CADIA) Impact Award in November 2023 and the 100 score on the 2024 Disability Equality Index by Disability:IN in July 2024.



***“CAI’s headquarters in Allentown, Pennsylvania is the perfect setting for our students to enhance their workforce skills! Whether they are new and need some additional guidance, or they are experienced and can spread their wings with minimal supervision, every student has a place at CAI’s office. With the commitment of CAI team members, we are building essential relationships and expertise for students’ future careers and community service.”***

**Mike Hosfeld**, Job Coach  
Mercy School for Special Learning



# Employee involvement

## SALVAGGIO ACADEMY

Salvaggio Academy is committed to ensuring students become lifelong learners well after graduation by supporting their alumni. Faculty and staff maintain relationships with students throughout middle school and high school while helping them increase their confidence and advance their academic success.



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*“My generation, Gen Z, aspires to work for employers who know the importance of being a changemaker in the world. At CAI, we see that in action nearly every day. CAI Cares is how we can be of service to others, fulfilling a deeper purpose bigger than ourselves. Our work advances our careers, but more importantly, our work strengthens communities indefinitely.”*

Mia McGuin, Program Lead, Public Sector, CAI



## HABITAT FOR HUMANITY OF THE LEHIGH VALLEY

Colleagues gathered to build homes for families in need with Habitat for Humanity of the Lehigh Valley. It was a day well spent strengthening not only our local community, but also the bonds between teammates and friends.

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*“It’s rewarding to work with colleagues who have compassion for others, and to work for an employer who encourages that innate philanthropic drive. CAI gives us the opportunities to support local and global causes so we can make a difference in the world — it’s a culture trait you can’t find just anywhere.”*

Ken Struzinski, Data Officer, CAI

## ADOPT-A-FAMILY

An over 30-year tradition, CAI fulfills wish lists of life-sustaining items, household goods, and toys for families of The Salvation Army. Colleagues buy, sort, wrap, and distribute the gifts with holiday cheer.





# Employee involvement

## MILLER-KEYSTONE BLOOD CENTER BLOOD DRIVE

CAI hosted a blood drive with Miller-Keystone Blood Center whose mission is to save lives by partnering with their community to provide a continuous supply of blood products and services.



## EAGLES AUTISM CHALLENGE

Through our sponsorship with the Eagles Autism Foundation, CAI participated in the Eagles Autism Challenge, connecting with team fans and members of the Foundation as a resource for the neurodiverse community.

## EASTERSEALS/CAI VOLLEYBALL CHALLENGE

Hundreds of players gathered for a day of fun and friendly competition at the CAI/Easterseals Volleyball Challenge, raising over \$165,000, with \$28,000 contributed from CAI.



## GIRL SCOUTS OF EASTERN PENNSYLVANIA

CAI sponsored the Girl Scouts' annual Take the Lead event and our President and CEO, Tom Salvaggio, spoke on stage celebrating the accomplishments of the honorees who are role models for young women.



## SHE FOR SOCIETY EMPOWERMENT HUB

CAI and SHE for Society led the inauguration of the Empowerment Hub, a computer lab at St. Rock's Girls High School in Bengaluru, Karnataka, India in February 2024. The hub supports the education of girls from low-income families.



*“At CAI, when we come together, we can move mountains. CAI Cares is how we collaborate and work with a purpose that makes life-changing impacts. Even after working here for over seven years, I’m still in awe of how we collectively show up in support of our communities.”*

Kelly Butz, Executive Director, HCM Operations Support, CAI



# Partner organizations

A Glimmer of Hope  
 Allegheny County  
 Allentown Area Ecumenical  
 Food Bank  
 Allentown Central Catholic  
 High School  
 American Heart Association  
 ArtsQuest  
 Baum School of Art  
 Bernadine Franciscan Sisters  
 Boys & Girls Club of Allentown  
 Boys & Girls Club of Easton  
 Boys Scouts of America,  
 Del-Mar-Va Council  
 Boys Town  
 Catholic Charities of the  
 Archdiocese of Chicago  
 Cay Galgon Life House  
 Cedar Crest College  
 Cheers4Charity  
 Chicago City Council  
 Latino Caucus Foundation  
 Chicago Park District  
 Children's Defense Fund  
 James Lawson Freedom Schools  
 College Autism Network  
 Covenant House  
 Da Vinci Science Center  
 Danny's Ride  
 DeSales University  
 Diocese of Allentown

Disability:IN  
 Easterseals Delaware &  
 Maryland's Eastern Shore  
 Easterseals Eastern Pennsylvania  
 Easton Area Community Center  
 Equi-librium  
 Feeding America  
 Four Diamonds  
 Girl Scouts of Eastern  
 Pennsylvania, Inc.  
 Habitat for Humanity  
 of the Lehigh Valley  
 IT Women  
 Kellyn Foundation  
 Lehigh Valley Economic  
 Development Corporation  
 Lehigh Valley Reilly  
 Children's Hospital  
 Mad Science  
 Mercy School for Special Learning  
 Miller-Keystone Blood Center  
 Mindful Child Initiative  
 Miracle League of the  
 Lehigh Valley  
 Missionaries for the Poor  
 Music Play Patrol  
 National Forum for  
 Black Public Administrators  
 National Merit Scholarship  
 Corporation  
 Notre Dame High School

Pelotonia  
 Pennsylvania Academy of Fine Arts  
 Pennsylvania State University  
 Push the Rock  
 River Crossing YMCA  
 Salvaggio Academy  
 SHE for Society  
 Social and Environmental  
 Entrepreneurs  
 Sparsha Foundation  
 St. Elizabeth Regional School  
 St. John the Evangelist  
 St. John Vianney Regional School  
 St. Jude Children's  
 Research Hospital  
 St. Luke's University  
 Health Network  
 St. Thomas More Church  
 St. Thomas More School  
 The Bridge Academy &  
 Community Center  
 The Cancer Research Institute  
 The Franklin Institute  
 The Kindness Project  
 The Salvation Army  
 of the Lehigh Valley  
 Tunnels to Towers  
 United Way of the  
 Greater Lehigh Valley  
 Valley Youth House  
 Wounded Warrior Project



Interested in making an impact at CAI?  
 Search for **career opportunities**

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*“CAI’s commitment to blood drives these many years is inspiring and lifesaving for our community. Each unit of blood collected saves or impacts three lives, therefore, the hundreds of units CAI has collected over the years has changed the world for so many deserving individuals in our area — one person at a time.”*



Rami Nemeh, President and CEO  
 Miller-Keystone Blood Center

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*“We are stronger together and that’s surely the case when working alongside CAI Cares. Together, CAI Cares and Valley Youth House are positively impacting the lives of thousands of young people. With their generous contributions over the years, we’ve been able to house, nurture, guide and support the future generation who will make our world a brighter place.”*



Christina Schoemaker, Senior Vice President of Advancement  
 Valley Youth House



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<https://www.cai.io/>