



# CAI

**community**  
**impact report**  
2026





Letter from

## Tom Salvaggio

President and CEO at CAI

### People first, impact always

At CAI, the heart of our mission remains unchanged: **we are people who help people**. This simple yet powerful principle continues to guide our efforts and inspire our work to make a positive, lasting impact in the communities we serve.

Our vision is rooted in the belief that everyone deserves the opportunity to reach their full potential. With the dedication of our associates and the partnerships we've cultivated, we are proud to support initiatives that create meaningful change in these key areas:

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

Every action we take, big or small, contributes to a ripple effect of transformation. I am continually inspired by the compassion and dedication of our associates, who embody the spirit of giving back and rise to the occasion to support those in need. Together, we are breaking barriers, building bridges of hope, and making strides toward a brighter tomorrow.

To our associates and partners — thank you for your unwavering commitment to our mission. You are the cornerstone of our success, and your contributions make a world of difference. It is an honor to work alongside you in service to others.

This Community Impact Report serves as a touchstone of our commitment to reflect on our progress and inspire us to expand the scope of our mission. As we look ahead, let's continue to lead with purpose, push boundaries, and make an even greater impact.

Be well. Be safe. Be You!

*Tom Salvaggio*



### Our corporate social responsibility goal

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



[Watch our corporate social responsibility video.](#)



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**“Helping others is the heart of CAI. Through CAI Cares, we aspire to make an impact, spark hope, and create change. Together, we’ve proven that purposeful generosity and shared compassion can turn challenges into opportunities, one act of kindness at a time.”**

Suzie Spinosa, Vice President, Philanthropy, CAI



# Our impact: over \$8.4 million

(July 2024 – June 2025)



## Accessible education

**Investment: \$7,107,481**

Over \$2 million towards scholarships, expanding opportunities for high-quality learning and empowering academic success.

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



## Helping families thrive

**Investment: \$1,165,400**

Over \$400,000 donated to the CAI United Fund that helps families gain access to healthcare, basic needs services, and enrichment opportunities.

We empower families to thrive by providing the tools and opportunities they need to create positive change.



## Food accessibility

**Investment: \$157,000**

\$600,000 donated to Feeding America since 2020, providing six million meals to people in need.

We support local communities by providing access to healthy, nutritious food for all.



## Neurodiversity

Over 93% retention rate for individuals engaged in CAI Neurodiverse Solutions during their first 12 months of employment.

We champion inclusivity to empower neurodivergent individuals to succeed personally and professionally.



## Sustainability

Over 2,700 CAI associates work from anywhere and are equipped with green energy-consuming software.

We minimize our carbon footprint and reduce emissions through a work-from-anywhere model.



## Salvaggio Academy



Salvaggio Academy, a private elementary school founded and funded by CAI, stands as a shining example of our dedication to accessible education. Serving 75 students across grades K–5, Salvaggio Academy continues to deliver high-quality education at the state-of-the-art facility on Cedar Crest College’s campus. Designed to inspire curiosity and creativity in every corner, it offers a STEAM (Science, Technology, Engineering, Art, and Math) lab, gymnasium, music room, and outdoor play area.

In addition to the school’s pursuit of accessible education, Salvaggio Academy has proudly become part of the United Way Community Schools Network, recognized for its comprehensive approach to education, extracurricular programs, and community partnerships that enrich the student and family experience.

These efforts, along with Salvaggio Academy’s mission to instill a love of learning in students, extend beyond the school’s amenities and the K–5 grade levels they teach — far beyond.



*“Salvaggio Academy has given me the opportunity to watch my children learn and grow in a supportive and caring environment. It fills me with hope and excitement for the future and all the wonderful opportunities it holds.”*



Vanessa Fontanez, mom of current Salvaggio Academy students

# 100%

of our eligible students receive full scholarships

# 40

graduates supported in the Alumni Program

# 97%

student population diversity

## Supporting alumni beyond the classroom

Salvaggio Academy is committed to creating an environment where students at every stage of their journey can thrive through a comprehensive alumni program. The Academy supports **40 graduates in middle and high school** and prioritizes their academic, social, and emotional wellbeing. Tailored scholarships for these students provide access to tuition, books, technology, field trips, daily lunches, and graduation fees that offer more than financial aid by fostering lasting connections.

During the program, dedicated administrative teams review progress quarterly, hold family conferences, and advocate for resources like tutoring, summer programs, and mental health services. From celebrating successes to overcoming challenges, we walk alongside our alumni every step of the way.

Together, Salvaggio Academy and its alumni are building a legacy of love, learning, and leadership — empowering students to dream boldly, achieve greatly, and leave their mark on the world.



*“Getting the chance to attend middle school and now high school through the Salvaggio Academy Scholarship has meant so much to us. I’m deeply grateful for the support and sense of belonging it has given me.”*

Jenishiana Pagan, 9th Grade Allentown Central Catholic High School



*“At Salvaggio Academy, our dedication to our students extends beyond 5th grade through an alumni program that supports graduates as they navigate middle and high school. This connection allows us to continue celebrating their achievements, address challenges, and provide ongoing guidance, ensuring the skills and values they developed with us carry forward in their success.”*

Jessica Devlin, Director of Education Salvaggio Academy



## Partner spotlights

### CAI United Fund

Nurturing the potential of every child

The CAI United Fund represents a shared vision of empowering students and families in their schools and their communities. Through this innovative collaboration with United Way of the Greater Lehigh Valley, we have increased our commitment to nurturing the potential of every child and building a stronger, more resilient community by investing in 22 partnerships that advance **accessible education** and **helping families thrive** in the Greater Lehigh Valley.

# \$750,000+

toward partnerships who advanced attendance, summer learning, social-emotional wellness, food access, housing, and healthcare



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*“Our partnership with CAI reflects what’s best about community collaboration — shared values, innovative thinking, and a commitment to accessible education for all.”*

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



[Learn more about our CAI United Fund partnerships.](#)

# 22

nonprofit program partners

# 1,440

students engaged in attendance and wellness programs

# 5,600

families improved food access in United Way Community Schools

### Boys and Girls Club of Easton

Healthy Habits Summer Learning Partnership

This partnership strengthened and expanded education programming for **40 youth** attending the Healthy Habits Partnership summer learning program. Teens and high school members enjoyed college and career exploration, while elementary and middle school students benefited from new, evidence-based summer learning curriculums in math and reading.



### Da Vinci Science Center

STEAM Enrichment Program

The STEAM Enrichment Program helped **95 students** gain the tools and confidence to see themselves as scientists, engineers, and problem-solvers by providing hands-on learning, positive impact, and future aspirations support.



### River Crossing YMCA

Summer Learning “Pop Up and Play” Program

The Summer Learning “Pop Up and Play” program provided programming for **188 children and families**, offering engaging STEAM activities to help children maintain or improve their academic skills over the summer months.

Families also participated in nutrition education and **674 meals** were distributed to ensure children and families had the nourishment they needed to thrive.

## Partner spotlights

### The Salvation Army

CAI partnered with United Way and The Salvation Army of Lehigh Valley to provide support to families facing housing instability. Building on over 30 years of partnership through the Adopt-a-Family initiative, the **CAI United Holiday Rent Assist Program** provided short-term rental and utility assistance for **12 families**, ensuring they could stay in their homes.

**\$30,000+**

donated to provide families with financial support for emergency housing needs and over 100 gifts during the holidays

Through these efforts, CAI continues to demonstrate the power of coordinated, community-centered action which can make a measurable difference in the moments that matter most. Together, we gave families the gifts of stability, joy, and hope this holiday season.



**\$100,000**

donated to the Salvaggio Art Studio to empower young individual's personal growth, explore creativity, and build confidence

**100+**

individuals in the Philippines received essential resources and services to support stability and success

### Valley Youth House

In 2025, Valley Youth House celebrated the opening of the **Carter Family Center at Camp Fowler**, a year-round space dedicated to recreation, learning, and building community connections for youth and their families. Guided by their mission — to serve as the catalyst for vulnerable youth to achieve their desired future through genuine relationships, safe places, and community connections — Valley Youth House continues to transform lives with programs that foster growth and belonging.



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*“Our vision is a world in which every young person belongs to a nurturing community. We rely on the collaboration of dedicated people and organizations to provide safety, stability, and opportunity to youth who need it most.”*

Tom Harrington, President and Executive Director, Valley Youth House

### Missionaries of the Poor

We work to build family and community among the poor and disadvantaged in the Philippines. Through our contributions, we have strengthened vital resources and services that helped repair the community dental clinic and central facility, support the upkeep of their central home for the underprivileged, and provide medicine and therapy for the children in their care.

### SOS Children's Villages Pilipinas

Supports children in the Philippines who have lost or are at-risk of losing parental care by providing lodging, livelihood support, skills training, education, health interventions, and parenting sessions. Through our donation, we've made meaningful impact on the lives of **89 children and youth** within their care.



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*“CAI Cares drives global impact by fostering education and supporting families through partnerships that transform lives across communities worldwide.”*

Paul Pahwa, Vice President, Operations, CAI

**\$3.65 M**

total raised since inception of Mary Ellen Golf Tournament

**\$720,000**

total raised since inception of CAI/Easterseals Volleyball Challenge

### Easterseals

For over 30 years, we've proudly supported Easterseals in empowering people with disabilities, their families, and communities to be full and equal participants in society to thrive. Our partnerships have grown into something truly special, celebrating incredible milestones this year.

**Easterseals Eastern Pennsylvania** marked its 100th anniversary, a century of transforming lives and creating opportunities. At the heart of this partnership is our Founder and CEO Emeritus, Tony Salvaggio, who has championed the Mary Ellen Golf Tournament for 31 years. This year's tournament raised over **\$160,000** toward this incredible cause.

**Delaware & Maryland's Eastern Shore CAI** Volleyball Challenge supercharged annual contributions with multiple teams rallying to support individuals with disabilities. Together, our collective CAI team contributed more than **\$31,000** toward the total **\$205,000** raised, proving that when teamwork meets passion, the results are nothing short of inspiring.



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*“Our partnership with CAI has helped us open new doors for the people we serve, creating pathways to independence, connection, and confidence. Together we are uplifting families and individuals in achieving greater stability and building brighter futures.”*

**Mindy McCormick**, President and Chief Executive Officer, Easterseals Eastern Pennsylvania



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*“For over two decades, CAI’s support reflects a deep understanding of the barriers faced by individuals with disabilities. We can count on CAI to help us break down those barriers and provide opportunities for individuals and their families to thrive.”*

**Ken Sklenar**, President and Chief Executive Officer, Easterseals Delaware and Maryland's Eastern Shore

**1,000,000+**

meals were given to families and individuals facing hunger, thanks to CAI donations

### Partner spotlights

#### Feeding America

Since 2020, CAI has proudly partnered with Feeding America, the largest hunger-relief organization in the US, offering annual donations to their cause. With every \$1 donated, Feeding America provides 10 meals, proof that even small actions can make a big difference.

To amplify our impact, we launched a new initiative called **Month of Giving**, dedicated to Feeding America's vital mission. By raising additional awareness and funds, our generous employees united together with passion and purpose to help people receive the food, resources, and peace of mind they need to thrive.



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*“Feeding America’s mission is about ensuring that all people have access to the nutritious food they need. Together, we’re working to create a future where everyone has what they need to thrive.”*

**Teresa Gruber**, Senior Director, Corporate Employee Engagement, Feeding America

In our continued commitment to addressing food insecurity and ensuring families have access to the nourishment they need, we proudly contribute over \$100,000 each year to support remarkable organizations making a real difference in our communities:

- **Allentown Ecumenical Food Bank:** Providing essential food support to families every Monday through Friday, ensuring no one goes hungry.
- **Cay Galgon Life House:** Supporting over 500 women annually with essentials and care, from pregnancy through their child's first birthday.
- **The Critical Relief Fund (United Way):** Delivering nutritious, shelf-stable foods to over 100 food pantries during times of need for vulnerable families and children.
- **Kellyn Foundation:** Empowering families and schools through educational programs focused on health, wellness, and lifestyle choices.

## Partner spotlights

### Mercy School for Special Learning

Our partnership with the Mercy School for Special Learning is built on a shared belief in the incredible potential of every child. Through our Work Experience Program (WEP), students aged 14 and older are given the chance to explore their interests, develop new skills, and gain confidence within our office headquarters.

This year, Mercy School students brought their talents and curiosity to every task with an eagerness to contribute in the WEP. They collaborated on designing a multi-page social media post, engaged in a cybersecurity workshop led by volunteers from our CAI Cybersecurity Team, and honed their interview skills with guidance from members of our Talent Acquisition Team. Some students even came together to add their own flair to the CAI logo using it as a canvas of self-expression, which was an absolute delight to see how they poured their unique personalities in their art. For us, this is so much more than an opportunity to connect — it's a chance to witness the incredible potential of these students, to be inspired by their creativity, and to nurture a shared passion for learning that leaves a lasting impact on all of us.



Mercy School students designed each letter of CAI, showcasing their unique styles and imagination.



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*“CAI’s team members have been able to connect in meaningful ways that inspire and empower our students to grow and build essential skills. This partnership has created an environment where our students are able to discover their gifts and reach their fullest potential.”*

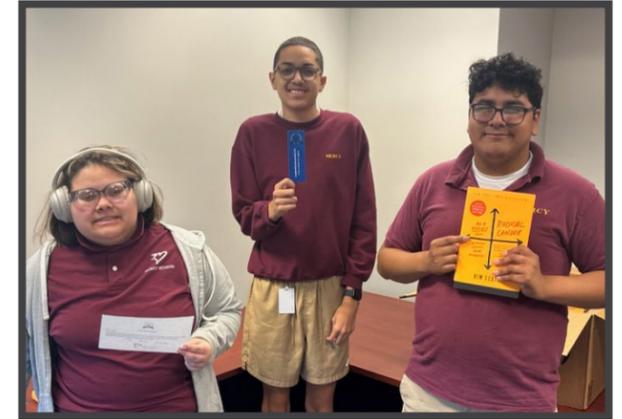
Beth Gryns, Principal  
Mercy School for Special Learning



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*“Our hearts are full of gratitude to CAI for the incredible kindness, patience, and encouragement their team shows my son. CAI’s support is making a world of difference.”*

Brooke Watson, parent of Devin at Mercy School



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*“One of my favorite moments was watching a student light up as she brought her illustrations to life using professional digital tools. It’s rewarding to see how the power of mentorship can help someone grow in their own creative path.”*



Autumn Frantz, Director of Creative  
and Mercy School Mentor, CAI

### CAI Neurodiverse Solutions

We champion neurodivergent individuals to showcase their exceptional skills and perspectives to employers. Through CAI Neurodiverse Solutions, our employment program that specializes in employing individuals with autism spectrum disorder, we help empower neurodiverse talent to find and thrive in meaningful, long-term careers. Through tailored support, the program helps unlock the potential of neurodiverse talent and foster work environments where success is achieved. It’s been a privilege to help countless neurodivergent individuals find employment since the program’s inception. However, the true reward comes from watching them find purpose and meaning in their work to live a life of independence.

Our commitment to inclusion and accessibility shines brightly as we proudly earned our fifth consecutive top score on the 2025 Disability Index by Disability:IN. Together, we’re removing barriers to traditional processes and working toward a future where every person can live at the peak of possible.



### Miller-Keystone Blood Center Blood Drive

For more than three decades, CAI has 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.



**“Being part of initiatives like the Miller-Keystone Blood Drive has motivated me to lead by example and encourage others to do the same.”**

Michele Gates, Manager, Operations Support, CAI



### Adopt-a-Family

CAI has brought holiday cheer to families for over 30 years through The Salvation Army by fulfilling wish lists of essentials, toys, and more. From shopping to wrapping and delivering, our colleagues make the season magical.

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**“For over 20 years, I’ve had the honor to participate in CAI’s Adopt-A-Family program. Knowing that so many children and families facing hardships will receive gifts they need is a heartwarming experience that fills me with pride.”**

Angela Fink, Campaign Manager, CAI



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**“Mentoring the Mercy Students has been an incredible journey. Watching their confidence grow and seeing them step into roles as future leaders and creative thinkers has been truly remarkable.”**

Kristin Freeman, Talent Development Specialist and Mercy School Mentor, CAI



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**Our initiative to sponsor SHE for Society reflects CAI’s belief that education is the strongest catalyst for long-term change. This program empowers young minds with opportunity, confidence, and a pathway to a stronger future.**

Artee Pandita, HR Director, Human Resources - India, CAI



**“I’ve witnessed the life-changing support Easterseals provides — while seeing the profound gratitude from those they serve and their families. I’m proud to represent CAI raising millions to help those in need.”**

Matthew Payne, Vice President, Public Sector, CAI



### Mary Ellen Golf Tournament

In partnership with Easterseals, the 56th Annual Mary Ellen Golf Tournament raised \$160,000 — one of the top three amounts in its history! This event continues to unite golfers, sponsors, and volunteers for an inspiring cause.



### SHE for Society

SHE for Society, a women-led nonprofit in India, fosters digital literacy and empowers underrepresented communities. This year, CAI sponsored seven computer labs in rural schools, helping students learn computer skills and use technology responsibly.

## Partner organizations

A Gift of Smiles  
 Allegheny County  
 Allentown Area Ecumenical Food Bank  
 Allentown Central Catholic High School  
 Allentown Rescue Mission  
 American Heart Association  
 ArtsQuest  
 Autism Society of Pittsburgh  
 Baum School of Art  
 Bethlehem Catholic High School  
 Bloom Foundation  
 Boys & Girls Club of Allentown  
 Boys & Girls Club of Easton  
 Boys Town  
 Caitlin's Smiles  
 Catholic Charities  
 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  
 Cross Catholic Outreach  
 Danny's Ride  
 Da Vinci Science Center  
 Dawkins Family Foundation  
 Diocese of Allentown  
 Easterseals of Eastern Pennsylvania  
 Easterseals Delaware & Maryland's Eastern Shore  
 Feeding America  
 Fellowship of Catholic University Students  
 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 Inter-Regional Networking Consortium  
 Lehigh Valley Reilly Children's Hospital  
 Mercy School for Special Learning  
 Mindful Child Initiative  
 Miracle League of the Lehigh Valley  
 Missionaries for the Poor  
 Music Play Patrol  
 National Merit Corporation  
 National Forum for Black Public Administrators  
 Notre Dame High School  
 Pelotonia  
 Pennsylvania State University  
 Pennsylvania Theatre of Performing Arts  
 Push the Rock  
 River Crossing YMCA  
 Salvaggio Academy  
 SHE for Society  
 SOS Children's Villages  
 St. Elizabeth Regional School  
 St. Jerome's Regional School  
 St. John the Evangelist Church  
 St. John Vianney Regional School  
 St. Jude's Children Hospital  
 St. Luke's University Health Network  
 St. Thomas More Church  
 St. Thomas More School  
 The Diana Initiative  
 The Kindness Project  
 The Salvation Army of the Lehigh Valley  
 United Way of the Greater Lehigh Valley  
 Valley Youth House  
 Vietnam Veterans of America



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*“The support of CAI Cares has reminded us of what’s possible when mission driven organizations come together with shared purpose and heart. Hand in hand, we are creating life-changing solutions and paving the way for a kinder, more inclusive future.”*

**Cheryl Corn**, Vice President of Development, Easterseals Delaware and Maryland's Eastern Shore



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



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[www.cai.io](http://www.cai.io)