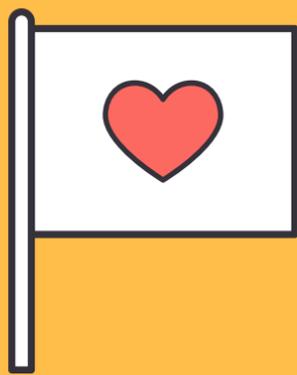


5 REASONS TO HIRE AUTISTIC ADULTS

THE INEVITABLE AUTISTIC TSUNAMI



500,000 teens with autism will reach adulthood over the next five to ten years. This statistic is extremely alarming as the financial effect of such an increase will fall predominantly on US economy. This phenomenon of the rapid increase of autistic adults is known as the "autism tsunami." Currently, the need for assistance in the ASD adult community continues to far exceed the available resources, leaving a generation of people with autism and their families in a programmatic, financial, and personal limbo and society-at-large economically diminished. This creates a strain on society resulting in increased taxes and additional financial burdens.

VALUE OF AN AUTISTIC EMPLOYEE IN THE WORKPLACE



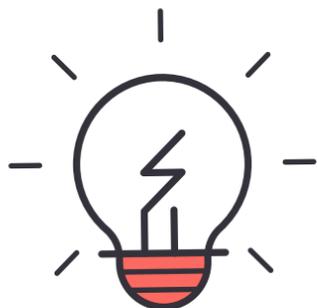
Autistic individuals demonstrate characteristics ideal for the workplace. Such attributes include focus, reliability, loyalty, honesty, and diligence. As individuals with ASD are extremely meticulous, such workers are ideal for jobs requiring extreme precision, detail, and repetition. Such fields include library science positions, filing, digital imaging, order fulfillment, computer programming and data input. Many of the listed fields are in rapidly growing market sectors in need of an available and expanding workforce.

AN OPPORTUNITY FOR COMMUNITY OUTREACH



Autistic hiring initiatives are seen as positive philanthropy in the eyes of consumers and often help fulfill Board of Directors' diversity and inclusion initiatives. Diversity initiatives assist companies in connecting with their community and in improving their relationship with the customers and suppliers. In a business environment that is putting more emphasis on social consciousness, these connections are proving to be critical elements of business success in what is an increasingly holistic business environment.

FINANCIAL BENEFITS FOR BUSINESSES



Studies show that a well-run outreach effort to hire autistic adults can result in a 50% reduction in employee turnover, compared to other labor pools. Costs associated with turnover — training time, loss of productivity, loss of hours, overtime for other staff, human resource and payroll time, etc. — are decreased. Companies estimate the cost of turnover to be \$5,000 per hire. Thus, the average business could save \$2,500 per hire (50%) with an outreach effort to the disability community.

GOVERNMENT RECOGNITION FOR EMPLOYMENT



Employment of autistic adults helps decrease the economic burden of the need for resources for the ASD community. Thus, the government recognizes this effort through tax breaks. The Work Opportunity Tax Credits provides a direct federal tax credit of \$2400 per every individual with a disability hired.

BE A PART OF THE CULTURAL CHANGE