

WEST TEXAS REHABILITATION CENTER

ROUND-UP



WEST TEXAS REHABILITATION CENTER

ROUND-UP for REHAB

Neighbor Helping Neighbor

The SECURE Act & Your IRA Pg 3

San Angelo, Lake Tahoe, WTRC Pg 5

Answering the Call in 1979 Pg 7

& Much More

ISSUE NO. 12 • OCTOBER, 2020



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LEADERSHIP LETTER BY STEVE MARTIN, PRESIDENT & CEO



I always love fall in Texas. Cool mornings and mild afternoon temperatures, hunting season, and Friday night football are what we can expect each year. And, with a large degree of the unexpected since March, the routine, normal, and expected are a welcome sight for sore eyes.

I continue to be so proud of our staff, our patients, our donors, and our communities who continue to show the perseverance and the spirit that embodies West Texans. These tough times won't last, but tough people always will.

The fall season also means Round-Up for Rehab at West Texas Rehab. Round-Up for Rehab is our oldest fundraiser and began with the donation

of a pen of cattle from Coke County ranchers, Conda and Edna Wylie, 61 years ago. Round-Up was started in the middle of a drought when folks didn't have a great deal of money, but they had livestock to donate even though times were tough. This became the genesis of our "neighbor helping neighbor" philosophy, which is at the heart of the ranching and agricultural communities in the Big Country, Concho Valley and beyond.

How appropriate, that it is our Round-Up events that are getting our fundraising back on track this fall after a tough beginning to 2020. We have had two successful sales in Abilene at the Abilene Livestock Auction and in San Angelo at Producers Livestock Auction. It has been good being out and about, having great fellowship and conversation, and raising money for the patients we serve. We also had a very successful pig sale in Abilene at the Wylie Ag Barn in October. Although we have had to cancel 13 fundraising events this year, as of the writing of this letter we are moving forward with many of our events and activities. Please continue to check our website at WestTexasRehab.org/events for the most recent updates.

Regardless of what is happening with the Coronavirus, social issues, etc., you will never hear us complain, because each and every day 650 patients show up in Abilene, San Angelo and Ozona counting on West Texas Rehab to improve their quality of life, and in many cases, depending on us to give them their lives back. We couldn't do what we do without our amazing donors and sponsors, without the support of our physician community, or without our outstanding employees.

At a time when we could be focused on the past seven months, we are choosing instead to focus on the blessings we count on every day as employees of West Texas Rehab. To our communities and donors, we say, "Thank you", for continuing to provide support to our patients and the West Texas Rehab at a time when it is needed most, but certainly not easy to provide.

May God continue to bless you, West Texas Rehab, our patients, the great State of Texas, and may God bless America!! ★

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On the Cover

Round-Up for Rehab, Honorary Chairman, Red Steagall and the Boys in the Bunkhouse, play at the Fort Chadbourne Round-Up kick off dinner last year.



Your IRA and the SECURE Act:

Your heirs may not be so secure!

If you were planning on leaving your IRA to your kids or anyone more than 10 years younger than you, then you need to know that things changed pretty dramatically with the enactment of the *SECURE Act (Setting Every Community Up for Retirement Enhancement Act)* in 2019. What exactly did the *SECURE Act* do for those of us looking ahead to retirement, as well as those already there? Well, this article will focus on a few key items that can have a significant impact on you and your loved ones, but is not intended to go through every piece of the Act. We would love to sit down with you and go through it, but as you might imagine with a piece of legislation: *it's long & complicated*, so we've tried to simplify it as much as we can!

Okay, the first thing we want to look at is something that was a common practice for individuals who desired to leave their IRA as an inheritance to their heirs, but *may not* be desired as much anymore. Up until this year, an IRA that was left to someone other than a spouse, say a child, could have the distributions from the IRA stretched over the entire life of that child. Thus, it was called the *Stretch IRA*. Now, with a few uncommon exceptions (including the chronically ill and disabled), non-spouse IRA beneficiaries of people dying after Jan. 1, 2020, who are more than 10 years younger than the deceased, *will no longer be able to stretch distributions over their life expectancy*. This is being referred to as “the death of the stretch,” and it can have some big tax consequences! Instead, the inherited IRA must now have all of the

money distributed over the next 10 years, thus emptying the IRA. Even more than that, it requires paying the necessary taxes on those now much larger distributions. Owners of IRA's inherited prior to 2020 are grandfathered—they can continue to take distributions over their life expectancies. All of these same rules apply to 401(k)s, 403(b)s, and other qualified retirement plans.

Let me give you an example: In the United States, life expectancy is just a little bit south of 80. If a 30-year-old were to inherit an IRA worth \$2 million, the first-year distribution under the *old rules* would be \$37,524. Under the

new rules, the whole amount would have to be distributed within 10 years of the year following the year of death. If you split that evenly, that's \$200,000 per year. It doesn't take a rocket scientist to figure out the tax implications are huge, nor to figure out why the “legislation's authors” set it up this way: more tax money for ol' Uncle Sam! Your IRA may not be near that large, but the results are the same for however much you may have. Plus, the reality is that none of us wants our heirs to pay more in taxes than they have to pay.

So, what can we do? Well, I'm glad I asked that question!

One option that is gaining a lot of traction for those who are more philanthropy-driven is known as a “testamentary transfer to a charitable remainder trust”, or a CRT. What happens is this: a CRT, with the taxpayer's children as beneficiaries of the trust, is named beneficiary of a taxpayer's IRA. When the taxpayer dies, the IRA is distributed directly to the CRT, not to the children. Since CRTs are tax-exempt trusts, transferring funds from an IRA, or other qualified funds like 401(k)s, etc. mentioned above, to a CRT will not be recognized by the IRS as income. The CRT then makes distributions to the children over their lifetimes, or it could be set as a specific term of years, but only up to 20 years.

How the CRT is structured will depend on how old the heirs are at the time the owner of the IRA dies. Why, you ask (I know I did!)? That's because the CRT has to meet two qualifications: the 10% remainder test (determined under section 7520 of the IRS code), along with a minimum payout of 5%.

If the beneficiaries are young, they probably will not qualify for a CRT to be paid out over their lifetime. BUT, a trust using the maximum of the 20-year term could be a great way to go. I mean, let's be honest: 20 years of stretch is better than 10, especially when it comes to deferring income tax! *Keep in mind that setting up these kinds of intricate trusts requires the assistance of a competent estate planning attorney.*

I do want you to know that there are other alternatives to the stretch IRA that provide better results than the testamentary transfer to a CRT. However, if helping a charity like West Texas Rehab to continue “making great things happen every day” in the lives of countless patients is something that gets you fired up, well.....a CRT is probably just the ticket.

Come by and see us, or give us a call—we would love to help in any way we can! ★

NEXT STEPS

Contact Rodger Kennedy at (325) 793-5424 or rkennedy@wtrc.com, or any of our Foundation officers to talk about supporting West Texas Rehab.

Chad Hirt at (325) 277-0442 chirt@wtrc.com

Chuck Rodgers at (325) 669-4139 croddgers@wtrc.com

Jason Weaver at (806) 420-0771 jweaver@wtrc.com

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- Orthopedic Injuries



Jefferson Herrington

“I’ve never been one to take the normal route,” confesses Jefferson Herrington. That is certainly evident within five minutes of getting to know Jefferson and hearing his journey. Jefferson started coming to occupational therapy at West Texas Rehabilitation Center in May of 2020 but his path begins much earlier.

wasn’t until he went on his first ski trip with his church group that he found his true passion! “Snow skiing was my escape,” Jefferson states.

We all know that mountains and snow are hard to come by in West Texas, so his journey led him to Lake Tahoe, California, where he got to put his skills to good use working at a resort year round as a ski instructor. “I had the



Jefferson grew up in San Angelo, Texas, the oldest of four siblings. His love of sports began at an early age. “I have always been a ball of energy, always a wild child,” Jefferson admits. He grew up playing all kinds of sports but it

time of my life teaching youth how to ski. Sometimes for the first time ever and sometimes they pretty much taught me!” Jefferson reflects.

Then things took an unexpected turn.



On March 1, 2020, Jefferson headed out like any other day to “catch some air” on the slopes. While performing aerial tricks, he went off a cliff and realized late that the snow was too soft which caused him to catapult and land on his shoulder causing a complex clavicle injury. Life as Jefferson knew it was over.

Things quickly spiraled out of control from there as Jefferson remembers. “Ski patrol got me off the mountain and I was taken to a hospital in California. An exam confirmed my shoulder injury. Two days later the resort where I worked shut down

because of COVID-19. Then I was told that the hospital in California was unable to perform my “non-essential” surgery. I really had no choice but to come home. Once back in San Angelo, I was hesitant but decided to go ahead with shoulder surgery here.”

Two days after his surgery Jefferson started to notice a lack of feeling in his fingers and arm. “I really thought at first that a nerve block was causing my numbness. Unfortunately I was wrong and soon discovered that I had developed a paralyzing radial nerve injury post-surgery. To say that this stemmed a lot of unwanted emotions was an understatement,” Jefferson explains.



“Jefferson started occupational therapy with us here at West Texas Rehab in May of 2020, says Matthew Wymore, *OTD, OTR, CHT, COMT*. The time lapse between his accident and his surgery put us behind on his therapy and the complications that arose post-surgery made his rehabilitation more challenging. Overall, Jefferson was very fortunate to have the orthopedic surgeon in San Angelo put all of the pieces back together and give him the chance at a full recovery. We are fortunate at West Texas Rehab to have world class equipment and technology due to generous donors

and grants. We leaned heavily on this equipment for Jefferson to get the outcome he has today.”

“I know I would be worlds behind in my recovery if not for the care I received at West Texas Rehab”, Jefferson acknowledges. “As fate would have it, being right here in San Angelo and not California has turned out to be the best thing that could have happened. Matt and the team in occupational therapy have made me feel 100% comfortable and confident in my recovery. My support system of family, community and West Texas Rehab got me through!”

“Jefferson is pictured using our Class



4 laser, something you would have to drive to the Dallas Cowboys training facility or The University of Texas training center to use. We are lucky and fortunate to have this type of technology, and this is a case where it helped one of our local patients to get better and maximize his recovery in a shortened time frame. Our goal is to help patients get better in a safe manner and as fast as possible so they can move on in their life. We also used blood flow restriction (BFR) technology, something that is new in the rehabilitation world and we are lucky to be able to offer this treatment

in Abilene and San Angelo. This type of technology allows our patients to get the best treatments available, without needing to drive to Dallas or Houston to get them. We are happy to be part of the process in getting Jefferson back to playing sports and living a life free of complications from his accident,” Wymore states.

Jefferson will soon be discharged from his treatment here at West Texas Rehab. He has plans to attend school in the Netherlands at the Amsterdam School of International Business. “I look forward to Europe and experiencing new cultures and new mindsets. And don’t you worry I’ll be on the slopes doing back flips again in no time!”

Jefferson explains.

And we wouldn’t expect anything less from this free spirit...for the route less taken often leads to unexpected joy! ★



Dr. Thomas S. Jeter, MD, DDS

Dr. Thomas Jeter got his first call from a pediatrician in January 1979 to see a baby born with a cleft palate. Dr. Jeter knew he could repair the cleft, but he also knew babies born with clefts often require the expertise of a team of clinicians because of associated feeding difficulties, speech difficulties, and dental problems, as well as ear infections and hearing loss. That was when Dr. Jeter organized and established WTRC's Cleft Palate Clinic. Forty-two years later, the clinic – which enlists the services of speech pathologists, audiologists, social workers, orthodontists, and pediatric dentists – treats patients in San Angelo and surrounding areas.

Dr. Jeter prepared for his practice as a surgical specialist in Oral & Maxillofacial Surgery by attending Baylor Dental School in Dallas and the University of Texas Health Science Center medical school in San Antonio, where he stayed for his residency in oral maxillofacial surgery. He also has extensive medical knowledge gleaned from many family members who are in medicine and dentistry: his father, both grandfathers, his brother, and multiple other family members.

The desire to live and practice in a small city led him to West Texas in

1978, where Dr. Jeter put down roots and established his oral & maxillofacial surgical practice benefitting many patients in his community and elsewhere in humanitarian work in Mexico and Ecuador.

Most of the children Dr. Jeter sees at West Texas Rehab were born with cleft lips and cleft palates – openings or splits in the upper lip, the roof of the mouth or both. Affecting one in 700 babies born annually in the United States, this birth defect is the result of facial structures not closing completely in an unborn baby. Sometimes the cleft shows up on a sonogram, and then Dr. Jeter will then counsel the parents before and after delivery.

It was a smart move on the part of West Texas Rehab to help Dr. Jeter establish his clinic at WTRC in January 1979. In the four decades since, in addition to treating many patients at WTRC, he has actively supported the non-profit and served multiple terms as a board member.

At the initial meeting following a referral by a pediatrician, Dr. Jeter counsels the parents and explains surgeries that can be done and when. He repairs cleft lips on babies at three months of age and cleft palates at eleven months. Following surgery, he continues to evaluate the children and enlist the services of other

Cleft Palate Clinic team members, depending on the patient needs. Some children with bilateral deformities may need more surgery than those with unilateral deformities as they grow. Most patients will benefit from jaw surgery at age seventeen or eighteen to correct their bite, nose, and facial bones. These surgeries make it possible to chew food normally and to look normal. Usually nasal reconstruction is the last surgery, following jaw surgery.

Seeing his patients over the course of their treatment allows Dr. Jeter to establish long-term relationships with them and their families. Even after patients have been dismissed, some drop by his office for a visit. Or it is not unusual for them to call out to him wherever they see him, on the street or two lines over in the supermarket. “It’s a good journey for both of us,” he says. “I obviously get pleasure out of helping kids. It matters to me to see kids looking normal and functioning normally. This is important to their self-esteem.”

“West Texas Rehab is very important for what they do,” he says. “They take care of people, whether they can pay or not. The people at Rehab are all about taking care of patients. They want to make improvements in people’s lives. They care, no doubt about that. It’s a journey there.”

A cleft is a gap or separation, and in Dr. Jeter’s practice, generally associated with a patient’s lip or palate or both. In a larger sense – in the Rehab sense – there are many kinds of gaps in patients’ lives. Thankfully, there are well-trained, knowledgeable specialists at West Texas Rehabilitation Center, who can step into the gap.

WTRC is thankful Dr. Jeter answered that call in 1979. We are also grateful for the support we have received which makes it possible for us to improve people’s lives every day. ★

Thank you!



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Red Chain Feeds

It wouldn't be 2020 if everything went according to plan. We have had to cancel and reschedule many events, many of which are Round-Up for Rehab fundraisers. What has become synonymous with Round-Up is *Red Chain Feeds* and the delicious BBQ served up by Randy Bryan at many of our sales.

Randy Bryan has an interesting story to tell when it comes to cooking briskets. He first began cooking three to four briskets a year for family events. While working with Halliburton, Randy and his coworkers decided that instead of catering the annual Christmas party with a vendor, they would get together and cook it themselves. Randy, to everyone's delight, cooked up some briskets and received rave reviews. Following the Christmas party, his Halliburton bosses asked if he would cook for their customer appreciation events. He agreed, thus, his catering life began.

Leaving Halliburton, Randy joined Gorman Milling and Red Chain Feeds

in 2010. Randy invited a coworker to his house one day for some brisket which led to an invitation to serve a meal to the entire feed mill. Next thing you know, Randy is catering a wedding for one of the owners and the following Monday, he was asked to start cooking for their customer appreciation. That same day, the owners sat down with Randy and designed a trailer so that he could travel around providing his delicious briskets to clients.

Randy was cooking at Western Heritage Classic Ranch Rodeo where members of the Southwest Cattle Raisers Association approached him about cooking for some of their events. That day, they immediately hired him to do thirteen of their events. Shortly thereafter, Randy, representing Red Chain Feeds, started cooking for Round-Up for Rehab events and has done so the past 5 years. Randy even cooks chopped BBQ sandwiches for the annual Rehab Telethon, where volunteers from our Hospice of the Big Country, sells them to attendees, the night of the show. Cooking for Rehab events is a natural considering his uncle, Gary Helm, was a patient at the Rehab

in 1953, the first year of our existence, where he received care for issues related to Polio.

Randy's food is not only delicious, but he provides great service at a fair price. That is his promise through his personal catering business and through events he does for Red Chain Feeds and the Southwest Cattle Raisers Association. ★

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Leslie Ashlock, PT, DPT.

At West Texas Rehabilitation Center, we are blessed with the best clinicians that ensure great things happen here every day for our patients. And it's even sweeter when those clinicians are born and raised locally, attend a local university and settle down locally to start their career. That is the case with one of our pediatric physical therapists in San Angelo, Leslie Ashlock, PT, DPT.

A San Angelo native and graduate of Angelo State University undergrad and physical therapy program, Leslie knew at a very young age she wanted to be a physical therapist. "My first memories of wanting to be a physical therapist go back to middle school. A movie about a football player sustaining a spinal cord injury sparked my interest and I never changed my mind about PT school from that point on! I was also fortunate enough to be a pediatric tech at West Texas Rehab before I started PT school, so that job led me to love pediatrics. I was lucky to have a job opportunity at West Texas Rehab

waiting for me after graduation." Leslie explains.

Certainly a career as a physical therapist is rewarding, but as a pediatric physical therapist, the rewards are infinite. "As a parent of two kids, I know first hand that raising kids is the



hardest job I have ever done! I really enjoy the support role that I play in helping parents get through tough times with their children that might have a significant diagnosis or delay. I also love that I get to "hide" the hard therapy work for the kids and turn it into play." Leslie exclaims.

Leslie recently completed her transitional doctorate coursework through Rocky Mountain University of Health Professions in Provo, Utah and was tasked with creating a capstone project. The assignment was to identify an area of practice in her clinical setting that had not been developed. She started brainstorming on things she could incorporate into her work at West Texas Rehab. "When we treat patients, we get to know their whole family very well. As a PT, part of my job is to provide family centered care. I wanted to create a program to provide education to siblings of children with

special needs. I want the siblings to feel involved in therapy, informed on what therapy is, and ways that they can perform purposeful play at home." Leslie states.

Siblings of children with special needs can often feel left out or forgotten because of how much time and attention their parents spend with the medically involved child. Doctor's check ups and therapy appointments often take up a large portion of their free time. Through her capstone project, Leslie has been able to see the full rewards of being a physical

therapist not only for her patients but for the entire family.

Leslie is a wife and mother of two beautiful children. Her husband is a firefighter and paramedic with the San Angelo Fire Department.

Yes, we are certainly blessed by the best clinicians here at West Texas Rehab. And San Angelo native, Leslie Ashlock, is no exception. ★



I also love that I get to hide the hard therapy work for the kids and turn it into play.

SAVE the DATE for the 2021



April 29, 2021



West Texas Rehabilitation Center

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Dancing with the San Angelo Stars

CALENDAR of EVENTS ABILENE DATES, KARLA @ 325.793.3507 / SAN ANGELO DATES, BERKELEY @ 325.223.6313

Date	Event
November 10th	Virtual Navigating Through Holidays - HOSA
12th	Hospice of the Big Country Candlelight Memorial Service - Logsdon Chapel HSU, 6:30 pm
TBD	Quilt & Afghan Brunch, WTRC, 10:30am - San Angelo
December 3rd	HOSA Light Up a Life @ 6:00pm - Cactus Hotel Lobby
5th	Round-Up Danny Isbell Memorial Rehab Jackpot Show - Wylie Ag Barn
12th	Round-Up Big Country Christmas Ball - Coliseum Snyder
17th	HOSA Candlelight @ 6:00 pm. - Emmanuel Episcopal Church
January 2021 23rd	51st Annual REHAB Telethon & Auction
April 2021 April 29	Dancing with the San Angelo Stars

TBD: To Be Decided

Due to COVID-19, all dates are subject to change. Please check our website at WestTexasRehab.org for all updates.

Save the Date

January 23



SCAN ME



2021

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EQUIPMENT WISHLIST

Site	Department	Description	Quote
SA	Adult PT	SportsArt Upright Cycle w/20 Resistance Levels	\$1,770.00
AB	Pedi PT	Clinton physical Cuff, Weights, Dumbell and Racks	826.68
SA	Adult OT	New Whale P5 Portable /include linear & convex probes, trolley cart	17,500.00
AB	Pedi PT	Therapy/Nesting Bench	2,584.32
SA	O & P	Powered Parallel Bars	4,850.00
AB	Pedi PT	Vital Signs Monitoring System	2,429.68
AB	Pedi OT	Treatment Chairs for food school program	2,421.00
AB	Pedi ST	Green house and supplies for Horticulture Therapy Program	2,357.00
SA	Pacesetter	Elliptical Trainer	2,520.00
SA	Audiology	High HZ Option-HF Tinnitus Evaluation System	1,775.00
AB	Adult PT/OT	OCCCUPRO FCE Software	13,225.00
AB	Pacesetter	Fitness Equipment for Pacesetters Program 27	17,500.00
SA	Adult OT	Stereo Optical Vision Screener 28	7,225.00
AB	Adult PT	Matrix Climbmill	4,118.00
SA	Pedi	Cabinets (13) for Speech Rooms and Hallways	2,599.87
AB	Adult PT/OT	Lympha Touch Therapy Device-Cupping System	5,298.00
AB	Adult PT/OT	Bioness Knee and Foot Drop FES Rehab system	44,740.00
AB	Adult PT/OT	Bioness Hand Rehabilitation System	50,272.00
SA	Audiology	Med Rx Avand REM Hearing Varification system (x3)	16,291.00
SA	Audiology	Autoclave Instrument Sterilization Unit	3,314.00
SA	Audiology	Welch Allyn 3.5V Microview Otoscope (x4)	1,668.00
SA	Audiology	Accu-Scope Precision Microscope	424.50
AB	Adult PT/OT	HydraTherm Moist Heat Pack Sytem	2,410.00
SA	Audiology	Oaktree Pneumatic Exam Chair	3,100.00
SA	O&P	New solid counter tops, 2 solid surface sinks and faucets (plaster room), replace sink, faucet, and counter top (cast room)	4,000.00
SA	OT/SLP	Kaye chairs	1,376.00
SA	PT	Prometheus ultra sound for women's health	7,450.00
SA	Pedi PT	Pediatric treadmill	1,800.00
SA	Pedi SLP	iPads for therapy (quantity 8)	2,792.00
SA	Pedi PT	Activity tower for sensory gym	2,000.00
SA	Pedi PT	Multi level playhouse for sensory gym	3,500.00
SA	Pedi PT	Pedi therapy equipment, marble panel, cube chairs	2,630.00
SA	Pedi PT	Pediatric therapy swings (quantity 3)	1,965.00
AB	PT	8 high/low treatment tables	13,960.00
SA	Adult PT	Blood flow restriction device (BFR) to perform blood flow restriction therapy	4,995.00
SA	Adult PT	Pathway ultrasound imaging system for lumbopelvic rehabilitation	7,450.00
<i>Total to Fund</i>			\$265,137.05

WEST TEXAS REHABILITATION CENTER'S HOSA

Hospice OF SAN ANGELO

Hospice of San Angelo hosts an extensive grief support program. Bereavement programs, individualized grief counseling and support groups are available to people of all ages.

Hospice of San Angelo is able to provide community wide grief support regardless of affiliation with our organization.

For more information on our grief support program, contact Karen Schmeltekopf at 325-658-6524.

Visit us online to learn more about our grief support groups, and Building Bridges for children's grief support.

WestTexasRehab.org

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EMPLOYER SPOTLIGHT BY LOUISE JONES



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West Texas Rehabilitation Center does more than treat individuals injured in work-related incidents. Our Employers Services Department is currently working with more than 800 businesses and employers to prevent injuries by providing general physicals, fit-for-duty screenings, drug and alcohol testing, pulmonary function and respiratory fitness testing. It also provides injury management programs, education and safety programs, and work site evaluations.

One of the businesses with a long relationship with WTRC's Employer Services is ALNC Inc., a steel fabrication company established in San Angelo more than a half century ago. The company offers a new laser, steel fabrication and manufacturing, full service stairway and walkway, brake press, welding, paint and coating, and trucking services. ALNC currently employs a work force of around 50, down from pre-pandemic days, and serves customers throughout the world.

One of the more recognizable, familiar products that ALNC makes is the Compliant Sequential Kinking Terminal, the black and yellow striped panel that sits at the end of guardrails on interstate highways. The device serves to protect drivers and passengers during impact by kicking the guardrail to the outside.

"ALNC is a good consistent company," says Emmanuel (Manny) Lopez, ALNC Safety and HR Manager. "It's honest. We value our core group of managers, supervisors, and workers – it's a team effort."

West Texas Rehab offers ALNC a good fit with services that the company needs. "It's a one-stop shop," Manny says. "Any company can go there and get what they need. Injuries, unfortunately, will happen, but they have the testing and the therapy. They make it easy to get what you need there. Another thing, there's not much turnover. You can go in and build consistent relations. Rehab is going to hire someone who's going to be there for the long haul."

Manny compliments Josh Tanner, Director of WTRC Employers Services, and his staff for being able to accommodate ALNC. "The biggest thing about Josh," he says, "is if he has 50 companies, that's 50 hats. He has to accommodate every company."

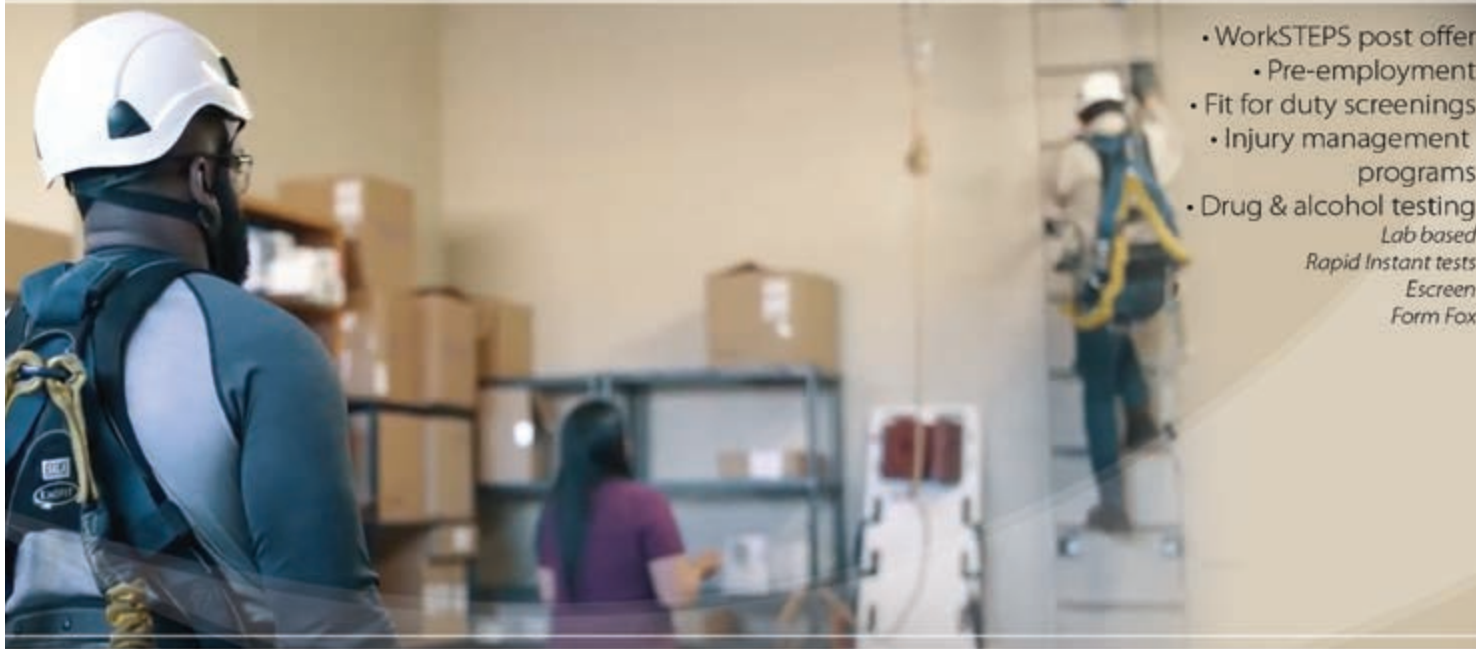
"My staff and I treat each of our employers as if they were the only customer we have. It's this approach that shows how important they are to us and produces a level of trust that we are ensuring the right person is being hired for the job," Josh says. "ALNC is one of those companies who have asked us to provide this service, and we take that very seriously. Manny is great at what he does and expects the same level of expertise from us."

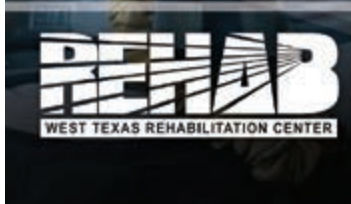
"We work to earn their trust," Josh says.

For more information about ALNC, visit their website at almsteelinc.com ★

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Down Syndrome

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