



***We Hire, We Work, We Include***

California Leading By Example

**Employment Initiative for Californians with  
Developmental Disabilities**

Arnold and I have made a commitment through our Employment Initiative to give individuals with developmental disabilities a chance to excel in jobs that give them satisfaction and purpose.

Many people often believe that individuals with developmental disabilities can't work, but they do - in hotels, in retail stores, in restaurants, in state government, with non-profits and in the public and private sectors. One of our greatest joys has been witnessing and sharing in their triumphs as they gain confidence working alongside others in their community - and it's been a resounding success. We have individuals working in our California State Capitol Office and in our field offices - the possibilities are endless and we have only just begun.

So let's work together to make this initiative a reality - it will only enhance the tremendous work you are already doing - I promise!

A handwritten signature in black ink, appearing to read 'Mark Swer'.



*John is a fantastic, hard-working employee and he is a star in the Governor's horseshoe. He is also the only individual to have won a gold medal in the State Capitol Building and it just warms everyone's heart to have him with us.*

A handwritten signature in black ink that reads "Arnold Schwarzenegger".

*My parents taught my brothers and me that if we imagined a better world, we could create it. They always taught us to believe that we were capable of creating change and bettering lives. They taught us to imagine and then to act. They believe in serving and in giving back to make our communities, our state, our country and the world a better place for everyone to live.*

A handwritten signature in black ink that reads "Mark Swer".

Best Buddies Advisory Board Member  
Special Olympics Board Member