

PARTNERING WITH THE COMMUNITY

Henry Buhl came up with the idea behind ACE on a summer morning in 1992, when a homeless man approached him outside his building in SoHo and asked for \$20. However, rather than simply giving him cash, Henry offered the man something much more valuable – a job. Figuring, “if you give a man a fish, he eats for a day; teach a man to fish, he eats for a lifetime,” Henry made a deal with the man to sweep the sidewalk outside his building in exchange for \$20. He proceeded to rally the stores on his block, persuading them to follow suit, and hence, the first seed of ACE was sown!

Today, 22 years later, ACE provides daily maintenance services throughout all of New York City’s five boroughs. Our program participants are at work 362 days each year, making sure our sidewalks, parks and public plazas are clean, tidy and beautiful. While we serve the whole city, we retain extra close-knit relationships with our home community; more than 100 boutiques, restaurants and hotels in our local neighborhood support ACE by purchasing our crew’s maintenance services and advertising on our popular SoHo/Nolita Shopping Guide.



598 Broadway, 7th Floor
New York, NY 10012
tel: 212-274-0550 fax: 646-613-8276
www.acenewyork.org

info@acenewyork.org
www.facebook.com/aceprograms
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empowering the homeless
improving communities

**The Association of Community
Employment Programs for the Homeless**

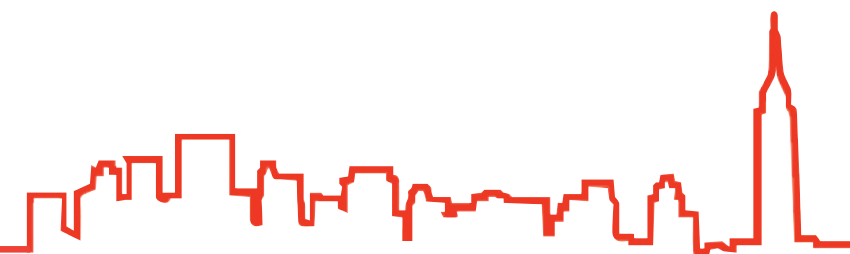


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EXECUTIVE MESSAGE

Dear Friends,

In our 21st year, ACE continues to be a leader and innovator in the field of vocational rehabilitation in New York City. Our goal, as always, is helping the men and women we serve, who are struggling with poverty, to become economically independent. 2013 saw some exciting new developments at ACE and the growth of existing programs.

In August of 2013, ACE received a grant from the Robin Hood Relief Fund to reengage ACE graduates who are unemployed, underemployed or working at minimum wage. This grant allowed ACE to formally train this group in OSHA (Occupational Safety and Health Administration) standards as well as mold remediation techniques. Both trainings will provide graduates with the skills necessary to reenter the workforce and increase their earning power.

ACE participants have an average reading level of 6th grade at their time of entry making our educational training component a critical piece to our program. ACE teachers provided a total of 1,527 hours of instruction in the subjects of reading, writing and math to our students, with students increasing 2 grade levels on average in these subjects, better preparing them for the world of work and independent living.

In November, ACE, in partnership with the Neighborhood Plaza Partnership and the Horticultural Society of New York, accepted an \$800,000 grant from Chase to fund maintenance and horticulture care in community public plazas located through New York City. This innovative new program will afford work experience and hard skills training for ACE program participants for two years, as well as ensure that the Department of Transportation Community Plaza Program flourishes in every neighborhood, rich or poor.

As ACE moves into its 22nd year, we remain dedicated to offering a second chance to the homeless men and women we so proudly serve. Thanks to your contributions, we continue to reach out to those in need, providing them with the skills and support necessary to achieve a better life for themselves and their families.

Sincerely,

Henry Buhl
Founder

James Martin
Executive Director

The Association of Community Employment Programs for the Homeless is a 501(c)3 non-profit organization

OUR MISSION

ACE (The **A**ssociation of **C**ommunity **E**mployment Programs for the Homeless) provides recovering homeless New Yorkers with job-readiness training, work experience and tools for career development, to help them establish economic independence and create better lives for their families. Since 1992, ACE has helped nearly 2,000 homeless New York City men and women find full-time employment and achieve self-sufficiency, with many more to come.

We serve more than 400 people each year through our four programs, which are outlined below:

Project Comeback, ACE's vocational rehabilitation program, provides homeless men and women with the skills they need to obtain full-time employment and economic independence. The program offers job-readiness training, Adult Basic Education, work experience on the ACE maintenance crew, hard-skills training, and help with job search and interview preparation. Participants attend the program five days weekly for 4-6 months, graduating once they secure full-time employment.

Our **Adult Basic Education Program** is a key building block of Project Comeback. The program offers daily classes and workshops in literacy, math, computer skills, and job readiness/life skills development, including interview etiquette, workplace ethics, time management, and conflict resolution.



Project Stay is our aftercare/employment retention program, which provides Project Comeback graduates with lifelong support and enrichment services helping them retain employment, explore opportunities for career growth, and continue to develop their living skills, particularly those pertaining to financial literacy and money management.

Project Home is our housing program, which was launched in 2012. The program assists select ACE graduates during their transition to living independently, by providing them with a declining three-year rent subsidy to help meet the financial demands of living in their own homes. In return, participants must pursue education and/or hard-skills training to increase their earning power and build their careers.

2013 MILESTONES

APRIL

Launched an online social networking group for program graduates.

MAY

Offered our first Career Day to program participants.

JUNE

Our female participants made up 27% – a record high! – of the crew.

Won our first maintenance contract in Brooklyn.

JULY

Held our inaugural Women in the Workforce Engagement.

Started offering horticultural training to program participants, through our partnership with The Hort.

AUGUST

Started offering OSHA/Construction Safety training to program participants.

OCTOBER

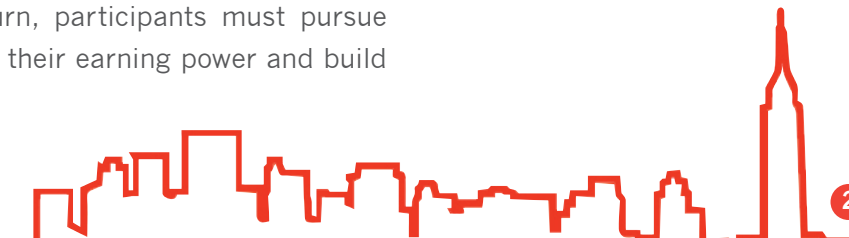
Started a mentorship program for old and new program graduates.

NOVEMBER

The Neighborhood Plaza Partnership (NPP) was launched in Corona Plaza, Queens.

DECEMBER

Our Annual Toy Drive collected a record of 264 toys for more than 100 children of our program participants and graduates.



HARD SKILLS TRAINING

Throughout 2013, we made great strides developing our program services, to ensure our participants gain the appropriate, individually tailored blend of academic, soft and hard skills they need to succeed in the world of work as well as in life.

In particular, to bolster our participants and graduates' earning power and marketability to prospective employers, we started offering hard-skills training courses in a variety of high-demand occupational areas throughout the fall. As of September 2013, all Project Comeback participants must complete a 10-hour general industry construction training course conducted in accordance with federal OSHA (Occupational Safety & Health Administration) standards, after which they receive a federally issued 10-hour General Industry Training card, which does not expire.



Opportunities to become OSHA certified are also available to select program graduates who are looking to advance their careers, through our new, Robin Hood-funded courses in OSHA/Construction Safety and Mold Assessment & Remediation. Additionally, participants and graduates pursuing a career in hospitality have the opportunity to obtain the NYC Department of Health & Mental Hygiene-issued Food Protection certificate.

PARTICIPANT DEMOGRAPHICS

80% are men; 20% are women

32% have school-aged children

81% are chronically homeless

85% had never before had a professional résumé

49% do not hold a high school diploma or G.E.D.

LAUNCH OF NEIGHBORHOOD PLAZA PARTNERSHIP

During the past year, we worked relentlessly to expand the reach of our impact through a variety of channels – new program components, new target populations, and new community partners. In particular, we were proud and excited to announce the launch of the Neighborhood Plaza Partnership (NPP), our partnership with The Horticultural Society of New York (The Hort). Through NPP, we work jointly with The Hort to furnish formerly incarcerated New Yorkers with remedial horticultural education and vocational training, as well as place them in transitional employment at public pedestrian plazas throughout New York City.

Funded by a Chase leadership grant of \$800,000, NNP launched on November 26 in Corona Plaza, Queens, and will expand its scope over the next two years, to ultimately serve 20 NYC plazas; creating jobs, building capacity, and strengthening the social fabric of the city's neighborhoods. The Chase grant will fund vocational rehabilitation services and transitional employment opportunities for 100 ex-offenders and ACE program participants, who provide daily maintenance and beautification services to participating plazas.

DENNIS' STORY

Dennis came to ACE in August 2011, after having struggled for many years with alcoholism and substance abuse. Alternating between stints of sobriety and drunken rampages that would last for days, he managed to work consistently as a maintenance technician and office service clerk. "I would just crash and burn all the time," he says. "I always worked and held down my job, but my addiction problems kept me from going forth."

In 2010, Dennis reached rock bottom, and decided he needed to turn his life around. "I finally had a moment of clarity. I was sitting on a street corner with half a bottle of a beer left, and a bag of cocaine in my pocket. And I said to myself, 'What have I done? I'm gonna become a bum in the street.' And I couldn't do it. I just couldn't do it. That's when I first went to a crisis center."



After becoming sober at a local substance abuse treatment facility, Dennis was referred to ACE. He connected instantly with the staff, and enjoyed having to adhere to a strict full-time schedule of maintenance work and classes. "I already had work experience, but I needed motivation to stay sober," Dennis offers. "The work we did in the program kept me motivated and gave me something productive to do. That's exactly what an addict needs – working and keeping. The support I got from Steve Martin and the hard work we did in the program – that's what really helped me."

Today, Dennis works full-time as a custodial assistant at Hostos Community College, and just celebrated three years of sobriety. He has many goals for the future, the most immediate ones being to enroll in classes at Hostos and start working toward becoming a supervisor. "I'm in the union, and I have benefits and a pension plan. I can't ask for better. Do I want better? Yes, definitely. But right now, I'm satisfied and grateful with where I am and what I've gained so far."

PROJECT COMEBACK 2013 HIGHLIGHTS

202 participants served

60% (6.1.14) of participants enrolled in 2013 secured full-time employment

32 participants earned OSHA/Construction Safety certificates

28 participants received horticultural training through our partnership with the Hort

We provided 1527 hours of classroom instruction in literacy and math

24 participants attended advanced computer classes at the SoHo Apple Store



INCREASED SERVICES FOR OUR GRADUATES

One of the unique features that make ACE stand out from other agencies that offer similar programming is our comprehensive aftercare program, Project Stay, which provides Project Comeback graduates with lifelong support and enrichment services aimed at helping them retain employment, build their careers, and develop their living skills, especially those pertaining to financial literacy and money management.



To ensure that our graduates stay on track and have access to the support they need to maintain self-sufficiency, motivation and responsible lifestyles, we made great efforts in 2013 to keep improving our menu of aftercare services. Throughout the year, we implemented several extensions of Project Stay; including weekly after-work computer classes for graduates who wish to build their Microsoft Office skills; several events and other initiatives to foster community and encourage peer mentorship; and largely intensified outreach through phone calls, in-office meetings, and workplace visits.

However, the most notable addition to our aftercare offerings are indeed our new hard-skills training courses for select graduates, generously funded in full by the Robin Hood Relief Fund. Through this initiative, participating graduates are afforded the opportunity to become OSHA (Occupational Safety & Health Administration) certified in Construction Safety and Mold Assessment & Remediation – skills that will significantly help broaden their range of employment prospects, and enhance their capability of gaining higher-value employment. Only throughout the fall, 14 proud graduates earned their 10-hour Construction Safety cards and Mold Remediation certificates, with many more to come!

PROJECT STAY 2013 HIGHLIGHTS

- 278** old and new graduates stayed in touch with us, some of whom graduated as early as 1999 and 2001!
- 62%** of our graduates retained employment for at least 12 months
- 45%** of our graduates had access to employer-sponsored benefits
- 35** graduates participated in financial literacy workshops
- 20** women attended our career workshop Women in the Workforce Engagement
- 66%** of our graduates secured private housing
- 14** graduates earned certificates in OSHA/Construction Safety and Mold Remediation

JAMES' STORY

When James was released from prison in 2008 at the age of 61, he felt he had hit rock bottom. Saddled with a dark history of lifelong addiction and crime, and having nowhere to turn for help, he found life empty and meaningless. "I was a hard worker and an intelligent person, but the drugs took over my life," he says. "Once I had started using, I never had the power to stop."

Before his sentence, James worked as a barber, warehouse foreman and forklift operator, but he had difficulties getting back on his feet and finding a new job. Sinking deep into isolation and melancholy, he turned to alcohol and heroin to feel better. However, in 2012, he reached his turning point. "I was in terrible shape. I was homeless, and I was 65 years old. I had spent all my money on drugs, and had not had a job since 1990. I had no family and no relatives – nothing."

Anxious to regain his health and get his life back in order, James's first step was to check into a substance abuse treatment program, from where he was later referred to ACE. Although he tried to maintain a positive outlook, he was worried that his age and lack of recent work experience would be too much of an obstacle to finding employment.

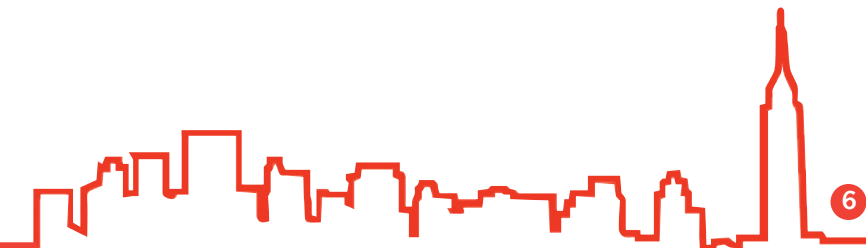
"It was important for me to get back into society, but I didn't know what I was capable of doing anymore. I kept thinking, 'How am I going to start my life over at 65?'"



ACE VOLUNTEERS

- Number of volunteer hours: **200**
- Number of volunteers: **50**
- Number of participants receiving individual tutoring: **12**
- Number of participants mock interviewing with volunteers: **60**
- Number of participants practicing elevator pitches with corporate volunteers: **38**

It turned out that James had nothing to worry about. Thanks to his excellent people skills and leadership abilities, he was soon selected by ACE staff to train and supervise new crew workers, as well as perform special services for ACE's local business members. He successfully graduated from Project Comeback in 2013, and now works as a maintenance technician for the Atlantic Avenue Business Improvement District in Brooklyn. Happy and grateful over his new life, he emphasizes, "There's so much about life to enjoy, but you're not going to learn anything or get anywhere if you keep repeating the same mistakes. If you want to help yourself and start your life over, ACE is the place to go."



OUR PARTNERS

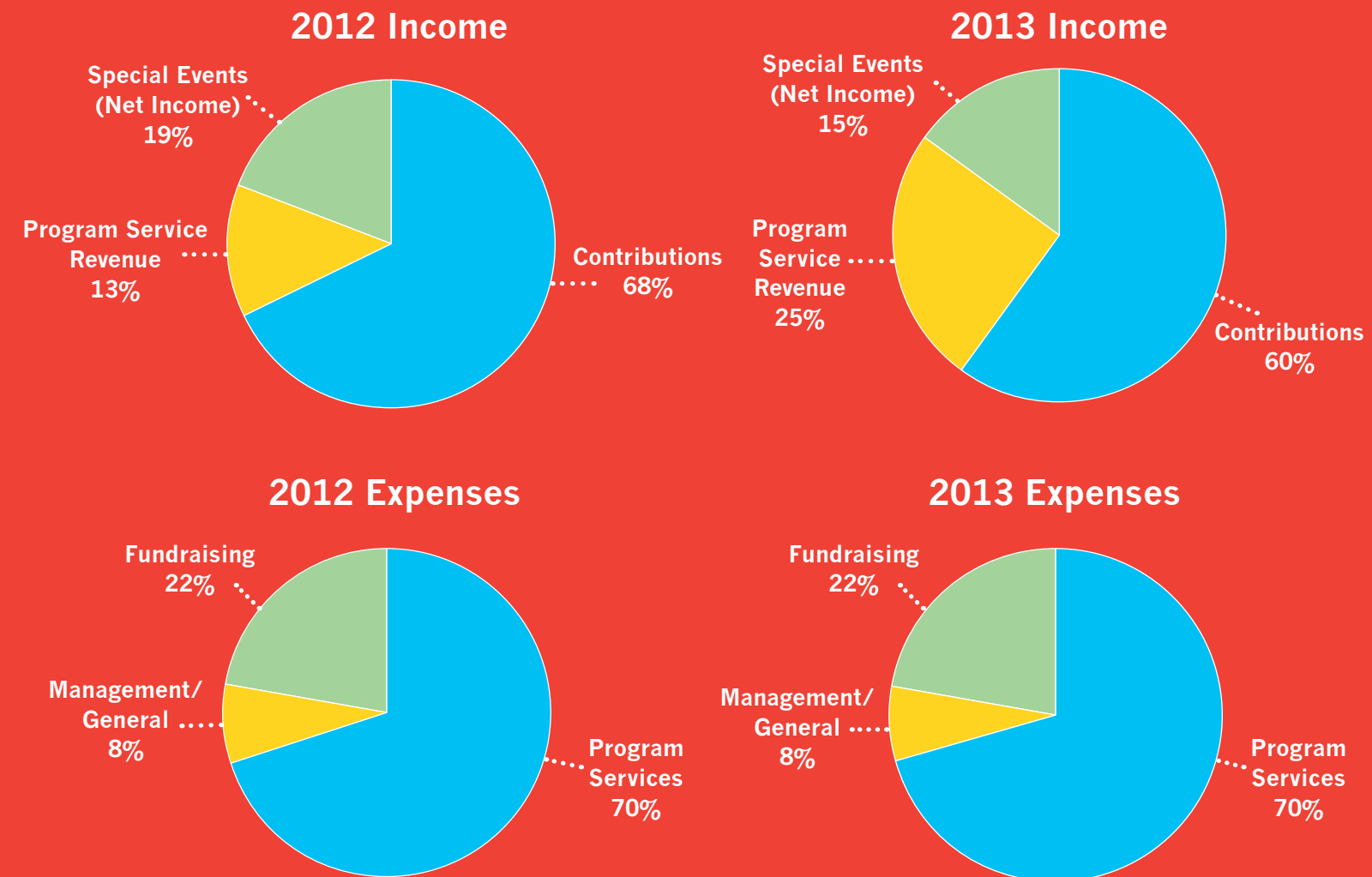
On behalf of the 400 homeless men and women we serve each year, we would like to warmly acknowledge our generous community partners, who significantly enrich our programming by providing our participants with invaluable supplemental services. Contributions from our partners come in many forms – volunteer support, in-kind donations and event space, to name a few – and each of extraordinary value to us and our community. Our community partners, and the free or low-cost services they provided to our participants and graduates in 2013, were:

- Apple, Inc.** – advanced computer classes
- Barbee Family Health Center** – healthcare for uninsured participants
- Charles B. Wang Community Health Center** – healthcare for uninsured participants
- Community Service Society** – legal advice and financial literacy coaching
- Career Gear** – professional interview attire
- Dress for Success** – professional interview attire
- Financial Clinic** – financial/debt counseling and tax preparation services
- Financial Planning Association** – financial planning workshops
- Highbridge Community Development Corporation** – subsidized housing
- Horticultural Society of New York** – remedial horticultural education and vocational training
- Legal Aid Society** – legal assistance
- Metropolitan College of New York** – free admission to one outstanding graduate each year
- Nazareth House** – tax preparation services
- Neighborhood Plaza Partnership** – vocational training and transitional employment
- New York Public Library** – A.B.E. and G.E.D. preparation classes
- Old Saint Patrick's Cathedral** – internship opportunities
- Project Renewal** – A.B.E. and G.E.D. preparation classes; job search and placement assistance
- That Suits You** – professional interview attire
- Saint Anthony's Church** – space for graduation ceremonies, career fairs and other events
- Workforce 1** – job search and placement assistance



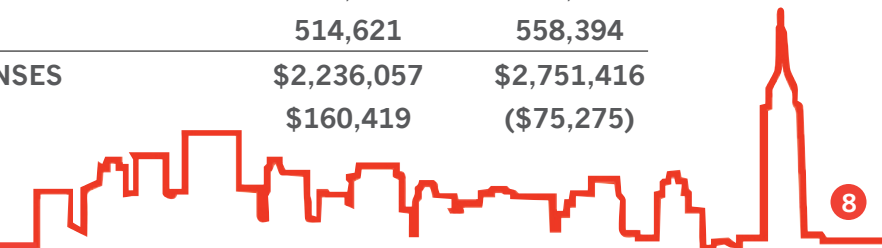
FINANCIALS

In 2013 ACE saw an increase in program expenditures of nearly \$500,000 as we continued to expand our services and add new programming to our vocational rehabilitation programs.



To view our 2013 Audited Financial Statements, please visit www.acenewyork.org or email a request to info@acenewyork.org.

Revenue	2012	2013
Contributions	1,620,859	1,597,564
Program Service Revenue	306,518	674,775
Special Events (Net Income)	469,099	403,802
TOTAL REVENUE	\$2,396,476	\$2,676,141
Expenses	2012	2013
Program Services	1,533,988	1,999,125
Management/General	187,448	193,897
Fundraising	514,621	558,394
TOTAL EXPENSES	\$2,236,057	\$2,751,416
NET INCOME	\$160,419	(\$75,275)



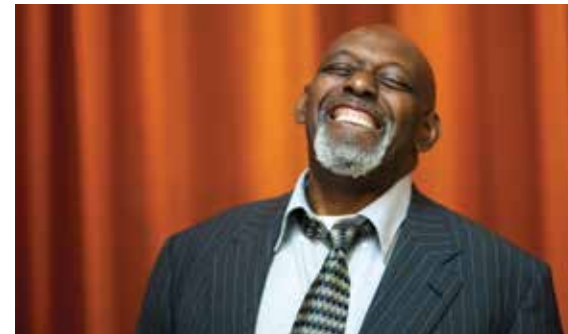
OUR TEAM

STAFF:

- Henry Buhl**, *Founder*
James Martin, *Executive Director*
Elizabeth McNierney, *Director of Program Services*
Elizabeth Israel, *Intake & Case Management Coordinator*
Emmanuel Fernandez, *Job Developer*
Tawana Jackson, *Project Stay Coordinator*
Olivia Van Osch, *Education Coordinator*
Deja Williams, *Education Associate*
Paige Lowery, *Aftercare Associate*
Steve Martin, *Senior Crew Supervisor*
John Kaminski, *Crew Supervisor*
Vance Lawson, *Assistant Crew Supervisor*
Eugene Torres, *Director of Finance & Human Resources*
Gwendolyn Matos, *Database & Office Manager*
Michele Schuster, *Director of Development*
Michael Ross, *Senior Development Manager*
Jessica Cannold, *Membership Manager*
Travis Tinney, *Membership Manager*

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SUPPORTERS

We would like to gratefully acknowledge all our supporters for their generous contributions throughout 2013. The individuals, foundations and corporations listed below made gifts to ACE between January 1, 2013, and December 31, 2013. Again, thank you for supporting our work.

\$100,000 and up

- Buhl Foundation
- Charles Evans Foundation

\$50,000 - \$99,999

- Robin Hood Relief Fund

\$25,000 - \$49,999

- Bloomberg Philanthropies
- Bon Jovi Family Foundation
- Caleb C. & Julia W. Dula Educational & Charitable Foundation
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- Sorgente Group Foundation for Art & Culture

\$15,000 - \$24,999

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- Yves Saint Laurent Rive Gauche

\$1,000 - \$4,999

- 131 Prince Street Cooperative
- 151 Wooster Street Condominium
- 19-21 Leonard Street Condo
- 2 Prince Condominium
- 200 Varick Street Associates, LLC
- 285 Lafayette Street Condominium
- 34-36 North Tenants Corp.
- 39 Vestry Street Condominium
- 40 Bond Condominium
- 456 Broadway
- 465 West Broadway Cooperative
- 505 Greenwich Condominium
- 520 Broadway Co., L.P.
- 524 Broadway Company, L.P.
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- 594 Broadway Associates, LLC
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- Emily Hall Tremaine Foundation
- Eric Joost
- Ernst W. Aebi
- Fanwood Foundation
- Fisher Realty Corp
- Fragments Collection
- Freedman Family Foundation
- Friends of Duane Park
- George Andrews
- George S. Kaufman
- Gilman Foundation
- Golden Bridge Yoga
- Goldman Sachs
- Greenwich Hotel
- Gudrun Sjöden's Store
- Guilford Publications
- Harry Spitzer
- Helen Ficalora
- Herman Goldman Foundation

- Hubert Street Condominium
- Ian Judson
- INA SoHo
- Jan L. Sosa-Basualdo
- Janet M. Goldman
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- Jeffrey Tarrant
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- Kenneth A. Totilo
- Kenneth Marshall
- KNH Enterprises
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- Lafayette-Astor Associates, LLC
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- Lisa Arnold
- Lispensard Condominium
- Little King Jewelry
- Longchamp
- Luann Delesseps
- Lucky Strike
- Lure
- Maja Serdarevic
- Marianna Olszewski
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- Sohotel
- Sourab Choudhury
- Space NK Apothecary
- Spring Mercer Corp.
- Spring Street Natural Restaurant
- Springtree Condominium, LLC
- Stephen Corelli
- Stephen H. Judson
- Steven B. Tanger
- Steven H. Nicholson
- Sugar Loaf Condominium
- Sylvia and Howard Minsky Foundation
- Tara Liddle
- Tcherepnine Foundation
- Ted Baker London
- The Dutch
- Thompson Chemists & Cosmetics
- Tortora Sillcox Family Foundation
- Tri-Prince
- TriBeCa Grand Hotel
- Tribeca North Condominium
- Trump Soho
- USM U. Schaerer Sons
- Vesuvio Playground
- Victorinox Swiss Army
- William R. and Virginia F. Salomon Family Foundation
- York Capital Management

