



Before we tell you our story on how and why 20 and below was created, we want to share a topic very close to our hearts and give you some information that will help everything make sense.

Did you know over 80 % of individuals with disabilities in Michigan alone are unemployed?

Did you know that at least 60% of these individuals want to work but are not able to find meaningful work at a fair wage within their own communities despite having marketable skills?

Did you know that many individuals with disabilities are working jobs without pay while others doing the same job are getting paid?

So we asked ourselves how we can be part of the change.

- 1. How can we create an opportunity for those individuals who are often overlooked for employment?**
- 2. How can we create an opportunity for meaningful and integrated work environments?**
- 3. How can we be part of the change in the retail world?**
- 4. How can we show others, they are missing out on some outstanding employees who have a true desire to work and succeed?**

Now, we like to think we are “Big Picture Thinkers” but we had a dilemma that needed a lot of thought. There were two goals; open a store that will allow us to hire and train individuals with disabilities and open a store that is unique and will financially thrive.

After a lot of brainstorming the words 20 and below came to the mind while out shopping for ideas. You see, it was important for us to create a unique retail store that would allow our customers to buy one of a kind, handpicked and affordable gifts for the people they love. Once we had the name, everything else came into play. We knew then we could also create great opportunities for individuals with disabilities to work at our stores.

Our long term goal is not only to open more retail stores but also to help other retailers be Part of the Change and start embracing individuals with disabilities all over Michigan.

Our passion for the people we serve along with our local communities is why we created 20 and below and how we got here.

We are truly grateful you took the time to hear our story.