



2018-19 Annual Report



A MESSAGE FROM WILLIAM J. LONGAN JR.

President of the Riverside School Board of Trustees during the 2018-19 academic year

AS RIVERSIDE CONTINUES INTO ITS 46th YEAR as a school, I couldn't be more excited about our future on a number of levels.

We are fortunate to have expertly-trained, dynamic and caring faculty, staff and administrators who are emboldened by our niche of aiding and empowering students with dyslexia so they can reach their full potential.



I believe Riverside is one of the best schools of its type in the country, a fact that is continually reinforced by educational research and by word of mouth from our constituents and elsewhere. As a whole, many of the individuals we interact with are surprised to learn how common it is for us to have families from across the country inquiring about Riverside. We are proud that Riverside enjoyed full enrollment during the 2018-19 academic year as the school grows and flourishes in a variety of ways.

I would like to tell you more about some of my personal experiences with Riverside. At morning assembly during the school year, Head of School Hal Waller often reminds students to 'do your best' before releasing them to class or their activity. This message is more than a catch-phrase. Everyone at Riverside is invested in using their gifts to help students overcome a language-based learning barrier.

In-depth research indicates that individuals with dyslexia or a similar language-based learning difference tend to be more hardworking, creative, imaginative and inventive than most. As an adult dyslexic, I have learned that these traits, as well as having the ability to tackle problems in a number of different ways, are invaluable. These characteristics make individuals with dyslexia appealing candidates as they continue on to their next educational venture. Moreover, employers are drawn to these qualities in prospective hires.

Riversiders often refer to the school community as the 'Riverside family,' and there is proof and power in that idea. Since our visionary founder, Pat DeOrio, started the school in 1974, there is an unmistakable feeling that we are one of just 14 fully-accredited Orton-Gillingham schools in the world. From a school-based standpoint, while there are other schools in Virginia that assist children with learning differences, we are the only Orton-Gillingham accredited school. The Orton-Gillingham Approach is the cornerstone of Riverside's teaching philosophy and may just be the closest thing we have today in making inroads for the dyslexic learner.

Being involved with Riverside is a very personal endeavor for me. Our son, Robert, is dyslexic and attended Riverside in the late 1990s. Today, Riverside's impact on our family really is incalculable.

I'm always pleased and proud when Riverside alumni come back to visit or I hear from them. Please stay in touch! It's partly through this connection that I am energized in reporting that Riverside's Annual Fund is reaching new heights. We are beyond thankful for those who have given of their time, talents and resources in carrying out and emboldening our school's mission. If you have not given as of yet, my first message to you is that I understand. These kitchen table-type conversations can certainly be difficult when it comes to donating, but I invite you to continue to talk and let us know how we can help.

Beyond the classroom and the physical structure of Riverside, I can declare that Riverside is a secret no longer. When I mention my connection to Riverside to others, I can't begin to tell you how many positive responses I get. Among them: 'You all are doing important and / or great work' or 'I hear there are exciting things going on at Riverside.'

These kind words are true and warm my heart, but they also signal a call to continue the momentum that Riverside has worked so diligently to build.

Yours Very Sincerely and Respectfully,

William J. Longan Jr.

President, Riverside School Board of Trustees, 2017-19

A MESSAGE FROM HAL WALLER

THE 2018-19 SCHOOL YEAR was a particularly exciting one for everyone at Riverside.

It began with us moving into a new building for the first time in a dozen years. Thanks to a lease with our neighbors at St. Michael's Church, Riverside gained access to Ticer Hall, two athletic fields and additional playground space, making it possible to increase enrollment to our largest number of 81 students.

The year continued with an expanded Orton-Gillingham training program, offering additional opportunities for more people to learn about the signature Riverside educational approach. We also introduced new extracurricular activities, including chess club, drama club, and newspaper club. The year concluded with 21 students moving on from Riverside to their next scholastic endeavor.

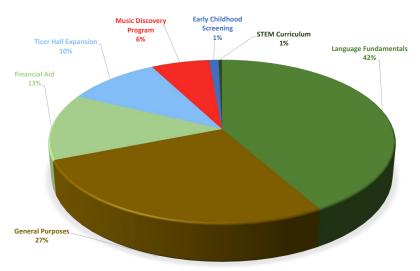
None of this would have been possible without the generous support of people like you. Thanks to you, Riverside has seen growth in Annual Fund giving, endowment giving and grant funding over the past three years.

The impact of that support is immense, and it allows us to continue to provide the Riverside standard of excellence that has helped so many students over the past 45 years. I encourage you to take a few minutes to see your impact illustrated in the following pages.

Thank you for your help in making Riverside the special place that it is.

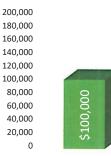
Yours Very Sincerely and Respectfully,

Head of School





Riverside School Annual Fund Growth







Annual Fund 2016-17 Annual Fund 2017-18

Annual Fund 2018-19

GRANT FUNDING & ALLOCATIONS 2018-19

Language Fundamentals	\$82,500
General Purposes	\$53,900
Financial Aid	\$26,000
Ticer Hall Expansion	\$20,000
Music Discovery Program	\$12,500
Early Childhood Screening	\$2,000
STEM Curriculum	\$750

RIVERSIDE'S GROWING IMPACT

STUDENTS



Largest ever enrollment

More than **7,900** hours of one-on-one turtoring.

21 students moved on after completing their course of study at Riverside

Our **81** students came from **11** different counties and cities and originally attended

31 different public and 20 different private schools.

-



Our students improved by:

10% in their phonemic awareness skills

39% in their reading skills 40% in their spelling skills

on our curriculum based tests.

TEACHERS



Provided **24** free literacy screenings to the public.

+5 faculty positions

Expanded Riverside's Orton-Gillingham training program (see page 15).



Expanded Campus footprint through lease of Ticer Hall from St. Michael's, adding 4 classrooms and access to playground equipment and athletic fields.



2018-19 LIST OF DONORS

ANNUAL FUND

FOUNDERS CIRCLE Gifts of \$5,000 and above

Judith Haskell Brewer Fund of The
Community Foundation for a greater
Richmond
Margaret M. Disharoon Charitable Trust
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P. Michael and Aimie Jones
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Steve and Christine Spiro
Bryan and Kate Stark

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Gifts of \$2,500-\$4,999
Cary and Karen Blair Foundation
Richard and Mary Fowlkes
Ted and Linda Hanson and Hokie
Jerry and Kelly King
Benjamin and Karen Malave
Rick and Chrystal Telfian





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Gifts of \$1,000-\$2,499

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2018-19 Revenues and Expenses

Revenue: \$2,783,000
Tuition and Fees: \$2,259,000
Contributions: \$460,000
Investment and Other: \$64,000

Expenses: \$2,490,000

Program Expenses: \$1,998,000 Management and General: \$402,000

Fundraising: \$90,000

Note: Pre-audit numbers are rounded to the nearest thousand. Riverside School is a non-profit 501(c)(3), and all donations are tax deductible.

BON AIR SOCIETY

Gifts of \$500-\$999

Jeffrey and Page Allende
Christine and Michael Bachmann
Thomas Crowder and Carrie Camp
Nathaniel and Frances Casey
W. Hugh and Karen Catlett
Mark and Maureen DeOrio
Lisa T. Ebeling
Michele and Michael Estes
Curtis and Donna Hofstetter
Matthew and Susan Holland
John A. Hubbard
Charlotte Ivey
Kroger

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Gifts of \$250-\$499

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Thomas and Greta Kidd Todd and Traci Kube

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James Millhiser '9 Debra Mitchell

Joyce Mullins

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PANTHERS CLUB

Gifts of \$100-\$249

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Erick and Betty Ames Anonymous (2) Kimberly Bausum-Brown Scott and Stephanie Bemberis Nancy and Ron Bew Bon Air Baptist Church Pickleball Group Erwin P. Boyd McGuire and Hylah Boyd Mark and Lee Boykin Roland Theodore Brierre '03 Michael Brown and Jennifer Maxwell Brown **Buddy South Auto Parts and Service** Paul and Rosemary Bugas Eliza Bullock '96 John and Karin Carmack Brian Cassel and Laura Finch Brad and Kristen Chapman Jack Chumbris '18 The Chumbris Family Thomas and Elizabeth Coleman George and Shirley Constantino





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Gifts of \$100-\$249 Jason and Brittany Cooper Johanna Coulter Ryan and Christen Courville Cynthia Davis Ben Davis John and Cami Davis Greg and Shelly Deener Patricia W. DeOrio Lisa DeWitt Francis and Cecilia Dirksmeier Gary and Diana Donahue Ralph E. Duncan IV Mark and Jennifer Economy Sam Edwards '07 William and Patsy Egen Susan Eklund Rob and Andrea Erda Jerry and Theresa Ferrell Jerald and Nancy Finch Fred and Muschi Fisher Alissa G. Flota Mahood and Walker Fonville Horace and Barbara Ford Bob and Barbara Fultz T. Randolph and Deborah Gibbs Jack and Eileen Glover Steve and Pat Goodman

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Up to \$99

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Suzie Bumgarner

Melvin C. Burton Jr.

Ann Chappell '16

Cam Childress

Robert and Liz Costello

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Stephanie Cross

Christine Del Bueno

Lynn Dimauro

Dominion Energy Charitable Foundation

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Robby and Emily Greenwood

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Debby Hansen

Phyllis Harris

Chris and Eileen Harvey

Emily Harvey '02

Jonathan Hawkins and Ann Hawkins '86

Kevin and Peggy Healy

Paul and Elizabeth Hetterich

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Sarah Scott Monica Scripture Steve and Becca Seibert Samantha Shoop Christopher and Ashley Simons Sandra R. Sommer Leda Spencer Jim Spencer and Amy Parke Nancy and Sid Spencer Mark and Irene Stager Ann Swift Justin Sykes '13 Jeffrey and Tracy Tagnesi Perry and Rebecca Taylor Anna Telfian '18 Ashby and Peggy Tinsley Dave Trownsell and Kim Alley-Trownsell Sylvester Tucker and Emily Dolan Wayne and Kathleen Tutwiler Gordon and Maria Van Ness Brent and Cynthia Vukmer Marcus Waterman and Katherine Poindexter Leslie and Carolyn Webb Glenn and Mary Webster Maclin D. Whiteman Maureen Williams John Willim Elizabeth A. Wohlfarth Ernie L. Wolfe Robert Young Tyler Young '93 and Lisa Young





ENDOWMENT

General Endowment Fund

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Brierre Memorial Scholarship

Steven and Gretchen Gravely
C. Hope Poindexter

Ruth S. Harris Scholarship

Bank of America Charitable Foundation Louis S. Harris Leslie and Carolyn Webb see page 12 for additional gifts

Carolyn W. Webb Endowment Fund see pages 12-13 for additional gifts

GRANTS

Early Childhood Screenings First Presbyterian Church Midlothian Rotary Club

Financial Aid

Shelton Hardaway Short Jr. Trust Women of St. Stephen's Church

General Purposes

MacDonald Family Foundation
Joseph Marsh Ruffin Foundation

Language Fundamentals Program

Moses D. Nunnally Charitable Trust Pauley Family Foundation R.E.B. Foundation The Titmus Foundation TowneBank Richmond Foundation
The Universal Leaf Foundation

Music Discovery Program

E. Rhodes and Leona B. Carpenter Foundation George J. and Effie L. Seay Foundation

STEM Curriculum

Bentley Systems Inc.
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Ticer Hall Expansion

William H.-John G.-Emma Scott Foundation

IN-KIND GIFT

Christine and Michael Bachmann Mark and Lee Boykin Brian Cassel and Laura Finch Richard and Mary Fowlkes Bob Friend Great Minds Southern Copier Target Anthony and Shelly Troy





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Altria

(note: matching Nicole Bielawski's gift)
Dominion Energy Charitable Foundation
(note: matching Kathleen and Wayne
Tutwiler's gift)

Markel Corp.

(note: matching Stephen and Sarahbeth Spasojevich's gift)

Microsoft

(note: matching Brian and Jenn Walker's gift)

GIFTS MADE TO HONOR:

Sara Arnold and Nathan Radossevich
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Cynthia Davis

Carol Fruhwald

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Becky Hollingsworth and Pat DeOrio Fran Kay

Becky Hollingsworth, Diane Garofalo and Christine Bachmann

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Fran Kay, The Hardworking 2018-19 Board of Trustees and Becky Hollingsworth

Stephen and Elizabeth Edwards

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Brad and Erin Hogge

Carolyn and Leslie Webb Louis S. Harris

GIFTS MADE IN MEMORY OF:

Hokie

Dan Ludwin

Alex Kay

Patty and Jerry Ramsey Patricia W. DeOrio

Elizabeth Temple Johnston McRee

Maclin D. Whiteman

Jerry Ramsey

Patricia W. DeOrio Fran Kay

James Raymond

A.A. and Ellen Gordon Diane Harris Milin Li

Who is 'Hokie?'

Wondering who 'Hokie' refers to in the memorial gift? Hokie was Riverside's Reading Education Assistance Dog (READ), who gave more than 10 years of unwavering support and love to students and the Riverside team.

Hokie, a goldendoodle, passed away earlier this spring. He was an amazing and comforting presence, especially to our students—all of whom knew that being alongside Hokie, with a book in their hands, was a joyful, uplifting and relaxing experience—and even aided their reading skills. Hokie was the most patient listener imaginable, and he always had plenty of time when students were working through

difficult words.

We extend heartfelt gratitude to Hokie and his owners for their incalculable and compassionate dedication.



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The parents of Mrs. Mayer's, Miss Myers',

classes

Peak Experiences

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Richmond Kickers Riverside School Board of Trustees Riverside School's Erda, Ferrell and Munson / Six families Science Museum of Virginia Sew Fun Short Pump Town Center Sky Zone Sylvan Spirit Sharon Townsend and Tiffany's Bridal Virginia Outside Hal and Allyson Waller Washington Capitals **Washington Nationals** Wegmans Zoës Kitchen



1974 SOCIETY

Riverside's 1974 Society recognizes individuals who have included the school in their estate plan through a planned giving method such as a bequest.

Janet Marie Voltz Dolan*
Curtis Hofstetter
Fran Kay
Neil Millhiser
W.E. Singleton*
Hal Waller
Carolyn* and Les Webb

If you have included Riverside School in your estate plan or would like more information on planned giving and the 1974 Society, please contact the Development Office at (804) 320-3465.

* indicates deceased

GIVING GRANDPARENTS

GRANDPARENTS PLAY AN IMPORTANT ROLE in the lives of our students. We see them cheering at games and performances, picking up students in the carline and even learning about our teaching approach at Orton-Gillingham training sessions.

Riverside would not be the special place that it is without grandparent involvement. Thanks to all of our current grandparents and alumni grandparents for supporting the Annual Fund, and we look forward to seeing you at the next Grandparents and Special Friends Day.

We are grateful for the generosity of grandparents in giving to Riverside.

CURRENT GRANDPARENTS

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ALUMNI GRANDPARENTS

Roger Abraham

Joyce D. Wilton

Anne Woodfin



RIVERSIDE LEGENDS LEAVE LASTING LEGACY

DURING THE 2018-19 ACADEMIC YEAR, the Riverside family mourned the loss of three of school's finest ambassadors in Dr. Louis S. Harris, Carolyn Webb and the alum Robert Wojcik.



Dr. Louis S. HarrisA Grateful, Giving and Generous Heart

Dr. Harris joined Riverside's Board of Trustees in 2016 and served on the school's finance and development committees. But perhaps his most significant impact was his family's support and dedication in providing important resources and knowledge to ultimately turn Riverside into a premier school for children with dyslexia.

In 1978, Dr. Harris' wife, Ruth, joined the faculty at Riverside and introduced the Orton-Gillingham Approach to the school.

In honor of Dr. Harris, donations were made to the Ruth S. Harris Scholarship Endowment by the following:

Christine and Michael Bachmann
Austin Brockenbrough III
Anne B. Burnley
Patricia W. DeOrio
Stephen and Elizabeth Edwards
Gena and Lewis Farinholt
Magnus Johnsson
Fran Kay
Aron Lichtman
William and Cabell Longan (gift made in 2019-20)
Leo Rohr
Nancy Scoggins
Scott and Juliette Sykes
Hal and Allyson Waller



Carolyn Webb *Empowering Children Was Her Passion*

During her four-decade tenure at Riverside, Carolyn tutored students one-on-one as a Language Fundamentals instructor, reached the rare achievement of earning acceptance as a Fellow of the Academy of Orton-Gillingham Practitioners and Educators and was the Orton-Gillingham Coordinator at Riverside. Carolyn joined Riverside's

Board of Trustees in 2016, the same year she 'retired' from her teaching role at the school. Her commitment to Riverside was unwavering. As a volunteer, she was investigating the history of Riverside in an effort to assemble and categorize all existing historical materials.

Following her passing, the family established the Carolyn Wiltshire Webb Endowment Fund, with resources going to Riverside School from the following:

Beth and George Adams (gift made in 2019-20) Marti Alexander (gift made in 2019-20) Christine and Michael Bachmann Isabel and Mac Bates Jennifer Berger Jane and Alexander Berry Suzanne and Jim Bishop Edward and Martha Bowden (gift made in 2019-20) Austin Brockenbrough III (gift made in 2019-20) Dorothy Brotherton Bill and Elaine Bugg Larry and Sarah Byrne Tom and Pat Chappell Deb and Jim Cluverius Mr. and Mrs. Clay M. Coleman Mr. and Mrs. William E. Coleman III Jane Collins Commonwealth Endontics PLLC Mr. and Mrs. E. Eugene Cooke Doris W. Coor Rhonda S. Coor Margie and Joel Davids (gift made in 2019-20) Joan and Gil DeBiasi Patricia W. DeOrio Ellis M. Dunkum

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John and Lynn Moreau and the Moreau family

Ms. Eleanor J. Mourino

Edmund E. Mullins

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P. Bradley and Jane Nott

Barbara Nunnally and Family

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Leo Rohr

Manya and Scott Saunders

Dr. James and Mrs. Jan Schroeder

John and Gail Schwartz

Ernest H. Stephenson Jr.

Burrell Stultz (annual fund gift made in 2019-20)

Scott and Juliette Sykes

Dr. and Mrs. R. L. Tankersley

Ms. Jane Tanner and Mr. Tom Davis

Alycia Tysinger

Marilyn and Bob Walker (gift made in 2019-20)

Hal and Allyson Waller

Jane W. Wingrove (gift made in 2019-20)

Chris and Sue Withers

Drs. Melissa and J.C. Wolfe

The Woodfin Family

Archer L. Yeatts III

Mr. and Mrs. William A. Young, Jr.



Robert WojcikA Special Connection
With Riverside

Robert graduated from Riverside in 1993 and later attended Monacan High School, J. Sargeant Reynolds Community College and Virginia Commonwealth University before a tragic car accident left him a quadriplegic in 2001.

Robert's father noted that Riverside was a transformative school for his son, and that Robert was especially

close with Riverside Founder and Director Emeritus Pat DeOrio. Riverside is grateful to the Wojcik family for naming the school as a designee for donations in memory of Robert. Moreover, the Riverside family is heartened to know the school meant so much to him.

As a tribute to Robert, donations to the Annual Fund were made in his memory by the following:

Bon Air Baptist Church Pickleball Group Buddy South Auto Parts and Service

Patricia W. DeOrio

Lynn Dimauro

E. S. Eisenhower Turner

James and Takako Ezell

Rob and Jean Gentry

Louis S. Harris

Sandy and Bruce Kerr

Dr. Barbara and Mr. Ron Lester

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Dick and Charlotte White

Nancy and Robert Williams

Robert and Elizabeth Wojcik

Ernie L. Wolfe Thomas and Rebecca Young

If your name is listed incorrectly or missing, please accept our sincere apologies and contact the Development Office at (804) 320-3465. Thank you.

NEWS, NOTES AND QUOTES

RIVERSIDE'S FOOTPRINT CONTINUES TO EXPAND

thanks to the support the school receives on a number of different fronts, including from those who so generously lend their time, talents and resources to facilitate the school's and students' growth.



"I like Riverside because teachers allow you to work at your own pace. If there is something you can't finish, teachers say, 'OK, we'll work on it some more later.' They give you time."

— Abram, student at Riverside School

RIVERSIDE GOES TO THE STATE CAPITOL

Riverside students, parents, teachers and administrators took to the State Capitol on Jan. 29, 2019 to meet with legislators and share a message of educational empowerment as a part of Decoding Dyslexia Virginia Advocacy (DDVA) Day.

The aim was to provide information and lobby on behalf of the oft-misunderstood learning disability called dyslexia, a mission that is at Riverside's core. Members of the Riverside community and citizens alike visited legislators in their offices to share facts about dyslexia, clear up misconceptions, answer questions and share personal stories of success.



Riverside's efforts paid off and progress is being made to address dyslexia in our schools as Senate Bill 1718 eventually passed, requiring the Virginia Department of Education to develop a pilot program to fine-tune reading diagnostic tests.



SWEET SOUNDS

Through generous grants from the George J. and Effie L. Seay Foundation and E. Rhodes and Leona B. Carpenter Foundation, Riverside had the pleasure of welcoming guest musician Steve Van Dam from Light the Music in 2018-19. Light the Music developed a free app called ORO Visual Music that allowed Riverside students to play and create music to enjoy an immediate auditory experience on their iPads supplied by the school's library.

Students learned about the roots of music in a hands-on session. In a hear-it-and-see-it setting, the classes learned about the earliest instruments from the cradle of civilization to African polyrhythms, tracing the lineage into America, in jazz, blues and pop music.

Through call and response and improvisation exercises, students quickly learned to listen and collaborate in order to create music as a group.



"We're so glad that our daughter got her smile back at school. We are so blessed to have the opportunity to send her to Riverside. She's right where she needs to be."

Christopher and Mandy,
 Riverside School parents



EXTRA, EXTRA! READ ALL ABOUT IT!

Riverside's student-led Newspaper Club published the school's newspaper, *Panther Pages*, during the academic year.

In this slice of student life, the group included more than 10 students. Duties for members included serving as reporters, editors, cartoonists, proofreaders and printers, among other responsibilities. Faculty advisor Cynthia Miller helped guide the project.

The Riverside family joins in congratulating the group in completing this seminal publication.

Did You Know?

As a part of Riverside's outreach to the community, new Academy of Orton-Gillingham Practitioners and Educators (AOGPE) Subscriber Level coursework was offered last



school year. In the fall and winter, Riverside parents, grandparents and community members attended four, two-hour 'Subscriber Sessions' aimed at giving them insight into the nature of dyslexia and the Orton-Gillingham Approach. Average attendance was 30, and 13 individuals attended all eight hours, making them eligible for Subscriber Level membership in the Academy.



"I like Riverside because everyone relates to one another so well."

Combine student at Diverside Cobes



"We believe our company ideals of care, trust, hard work and community engagement align perfectly with the overarching principles of Riverside School. Our connection to and support of Riverside is consistent with our entities' mutual commitment to education and ensuring a brighter future for children in the greater Richmond community and beyond."

— Jack Woodfin, CEO of Woodfin

AN EDUCATIONAL APPEAL

During the winter holidays, Riverside Fellow-in-Training Robin Hegner gave a group of educators a special treat. Hegner used her nearly encyclopedic knowledge and incredible resourcefulness to teach more than 25 teachers on the Bon Air Juvenile Correctional Facility's staff how to best communicate and implement the time-tested, scientifically proven Orton-Gillingham Approach, the cornerstone of Riverside's teaching philosophy.



The end goal was the same for all involved—to help residents get out and stay out of the correctional facility with the goal of continuing their education or, with the addition of new skills, aid individuals in entering the workforce. Moreover, Hegner hopes the lessons will help teachers develop their methods in helping the residents enhance their learning skills and aid them in becoming more self-sufficient.

Welcome New Teachers for the 2019-20 Academic Year

Cori Bider (Music Teacher)
Tracey Cain (Library Media Specialist)
Becca Kutz (Language Fundamentals Instructor)
Sara Leland (Language Fundamentals Instructor)
Shelby Solodar (Language Fundamentals Instructor)

— Sophia, student at Riverside School

With Dyslexia as an Ally, Riverside Graduate Eliza Bullock Shines

Counted among Riverside alumna Eliza Bullock's journeys are stops at some of the nation's finest schools, time in Hollywood as an actress and work at two of the most profitable companies in the United States.

Trace her transformative paths and, by her own admission, the trail of successes point back to Riverside. After her handwriting and related dysgraphia issues raised concerns at an early age, her parents, Betsy and Dr. Paul Bullock, had their daughter tested, ultimately leading to Eliza enrolling at Riverside.

Eliza attended Riverside for four years before moving on in 1996 and later graduating from Collegiate School. Today, Eliza admits her time at Riverside, complete with individualized, Language Fundamentals instruction, was incalculably valuable, and that her dyslexia has been a facilitator rather than a barrier to growth on a number of different levels.

"I think my dyslexia is a real gift," Eliza says. A longtime member of Riverside's Communications and Marketing Committee, she begins her first year on the school's Board of Trustees during the start of the 2019 academic year. "One of the skills that I really was able to learn at Riverside was understanding how I learned and being able to communicate that to

others—and then being able to teach myself things when I wasn't in an environment where I was able to learn the way that I needed to."

She later graduated from Wake Forest, grabbing both a diploma and a sense of self-reliance and increased confidence, rather than one of entitlement, a trait that Eliza relied upon throughout her time at Riverside, in college and during her career.

"Being dyslexic has probably made me a little bit more tenacious," she points out. "I have two brothers who don't have dyslexia, and we have a healthy sense of competition with each other. Often times, when I was growing up, people would say, 'Oh, well, you have dyslexia. Maybe you won't be as successful as your brothers.' I'd say, 'I know them and I am just as smart as they are.' That competitive spirit and faith in my own abilities continue to

be great motivators that have propelled me forward in my professional career."

As a student at Riverside, Eliza learned that tying dyslexia to one's intelligence level is the equivalent of intellectual folly, a fact continually hammered home by her instructors.

"Coming to Riverside and being in an environment that is so incredibly supportive reiterated the fact that you can do anything you put your mind to and that people with dyslexia are just as smart and talented as people without dyslexia," Eliza says.

That same can-do, creative attitude and work ethic were in play when she worked for CBS out of college, handling logistics for shows such as 'The Price is Right,' 'The Late Late Show' and assisting in the Office of the President. She did the kind of things that no one sees but everyone notices if things go haywire. She also got some screen time, appearing on 'Law & Order' in an episode called 'The Drowned and the Saved.'

Craving the opportunity to use her imagination and resourcefulness on a more regular basis, Eliza moved back to Richmond, worked for The Martin Agency supporting its creative arm and, while there,

> went back to school and got her master's degree from Virginia Commonwealth University in Global Marketing Management. She landed at Capital One in early 2016, quickly rose up the ranks and today, Eliza is the company's **Talent Acquisition** Marketing Strategist. If there was a glass ceiling, Eliza shattered it into pieces long ago.

In finding and developing branding strategies in her role, Eliza admittedly relies on processing research-oriented, analytics-based information—no rudimentary task for someone who deals with dyslexia. She has embraced the challenge. Additionally, as companies rely increasingly on digital marketing, e-commerce and electronic communications, Eliza is squarely on the playing field in

her role at Capital One.



When it comes to providing options to a client, one of Eliza's strengths is being able to look at issues from a variety of different angles—a strength of dyslexics—to arrive at the best solution and an optimum win-win.

"I think that dyslexics have a lot of empathy, a desire to understand and are able to put themselves in someone else's shoes, which are super-important skills to be a successful marketer," she notes. "I think that it is because of my dyslexia that I am able to be successful in my current role."

Author Andrew Blair is communications and marketing coordinator at Riverside School.

Alumni Donors

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RIVERSIDE ALUMNI: If you would like to share your story, we would love to hear from you! Please contact us via e-mail at Irohr@riversideschool.org or phone at: (804) 320-3465.



"I believe (individuals with dyslexia) are

blessed with a certain way that we think. We

see things differently. I think that the way we

see things helps us to see problems differently

and enables us to think 'outside the box.'

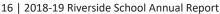
We have to work hard to hone our special

way of thinking. And, as we do, it becomes a

super power for us and we are able to have a

creative way of thinking."

Neil Millhiser, Riverside School alumnus





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Riverside School is a private, non-profit organization that admits students of any race, color, creed or national or ethnic origin.

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