



LUMENT

AUTISM AWARENESS MONTH

Q&A Profile

GET TO KNOW: JOSH SHNEYDEROV

DIRECTOR AND MUNICIPAL TRADER



Josh Shneyderov joined OREC Securities in October 2019 as Director and Municipal Trader. He is responsible for the municipal bond sector of the trading desk. In this capacity, he helps originators with all aspects of municipal bond transactions from idea generation through pricing and closing. Josh also manages the variable-rate bond portfolio, which includes weekly rate resets, surveillance of credits and enhancements, and billing.

Q&A

Tell us about autism and your family.

My wife, Emily, and I have four children. Our five-year-old son, Zeke, was diagnosed with autism just shy of his third birthday. Our pediatric neurologist explained that Zeke would learn in different ways than his peers, but he also told us, "Don't stop putting money into his college fund." Our goal for him is college and independent living. Zeke puts in the work, and he does what the therapists ask of him. He's going in the right direction to be in kindergarten with his neurotypical age peers in the fall. We are fortunate that Zeke is very friendly, happy, enthusiastic, and enjoys being social.

How has having a child with autism affected your choices?

We live in Carmel, Indiana. Part of the reason we chose Carmel is because finding a school district to meet Zeke's needs was a paramount concern for us. We have therapeutic schools near us that specializes in autism therapy. Last spring, when instruction went remote because of the pandemic, BACA-Z sent a therapist to our home for one-on-one therapy with Zeke. Our older kids' schools have been open for full-time, in-person instruction since August, which has been a huge help.

Has Lument been supportive?

My boss, Doug Gilmore, my colleagues at the desk, and just about everybody has been extremely helpful and understanding. I get a lot of support here, and I feel comfortable talking about what's going on with Zeke to my colleagues.

Our health benefits are also very forward-looking. Lument understands that while coverage for therapies for disabilities such as autism may affect only a small percentage of employees, it can have a massive impact. We certainly see how much Lument's support for its employees through benefits such as the health plan has helped our whole family.

Where do you find assistance outside the medical community?

Shortly after Zeke's diagnosis, we connected with the national organization **Autism Speaks**. I have to say that, aside from the experience my wife gained having taught children with autism, Autism Speaks is the best thing that



happened to us. When you get the diagnosis, it's like drinking from a firehose – you're inundated with information. Autism Speaks helps you understand what the “alphabet soup” of different diagnoses and treatments mean.

One of the biggest challenges at first is that you don't know about qualifying for certain benefits through the state or your child's right to be in a classroom with neurotypical peers. Autism Speaks has the professionals to help you learn and understand.

How have you been involved with Autism Speaks?

Timewise, it's difficult as a family of six to be involved as we might like, especially during this pandemic. Pre-pandemic I had participated in the organization's fundraising walks. On each of my birthdays, I set up a Facebook donation page for Autism Speaks, and Lument colleagues have donated every single time. It's really heartwarming that the people I work with support an organization that our family really cares about.

“A few months ago while Josh was working from home, I called him to walk through a municipal transaction. During that conversation, Zeke came into Josh's office and without missing a beat, Josh pivoted the conversation and said, “Let me introduce you to my son Zeke.” It was evident from that short conversation that Josh wants Zeke to feel confident, accepted, and appreciated for the amazing young man that he is. I'm happy that Zeke's neurologist suggested that Josh and Emily continue to fund his college account. I'm sure Zeke is going to make his mark in many great ways!”

– DOUG GILMORE
SENIOR MANAGING DIRECTOR