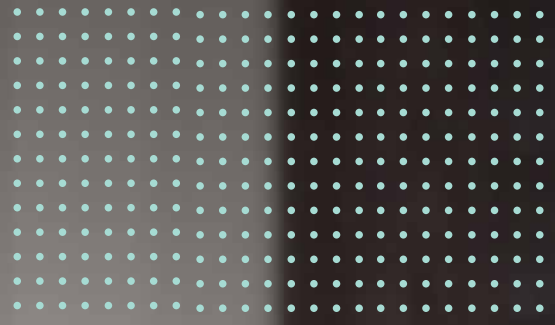


N nomi
network

Annual Report



2021

Our vision is a world where every woman and girl can know her full potential.

Nomi Network aims to end human trafficking by creating pathways to safe employment, empowering women and girls to break cycles of exploitation in their families and communities.



Dear Solidarity Partner,

2022 has been a year of many highs and lows, with the war in Ukraine, the global recession, and other external shocks impacting our workplaces. Despite the challenges, we are making great leaps ahead, moving forward with plans established before the pandemic. We remain laser-focused on providing women and girls with economic opportunities that lead their families and communities into financial security and prosperity.

Through our adolescent girls empowerment programs and workforce development programs in Cambodia, India, and the United States, we are advancing our ten-year strategic plan of opening hundreds of training sites in trafficking hotspot regions.

Through these efforts, I see us impacting the lives of millions of women and girls over the next decade.

This year, with our global team's persistence, adaptability, and expertise, we:

- **Provided workforce and empowerment training to over 1,500 women and adolescent girls**
- **Reached 20,721 women and girls** through our community development programs
- **Completed our pilot program in partnership with Dallas County Letot Center**, providing girls caught up in the juvenile detention system with career and

educational pathways that will prevent them from re-entering the system.

- **Convened over 80 companies and 250 corporate leaders** at our first annual Corporate Summit, highlighting the career barriers survivors face in the workplace

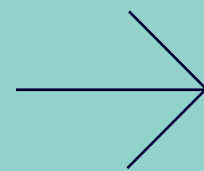
This report will highlight many inspirational stories of our clients who have overcome trauma and exploitation to step into their newfound careers with Nomi Network's support. With great humility, we strive to provide quality program services that will empower our clients and their future generations.

Thirteen years ago, Nomi Network was a mere idea, but because of you, we are changing the lives of thousands of women and girls. This is the power of your commitment. This is the power of opportunity.

With gratitude,
Diana Mao



Our Impact



1,261

in workforce
development program
in India and Cambodia



24,711

people reached
through our workforce,
empowerment,
and outreach programs



814

attained, retained,
or improved
employment

355

adolescent girls
served in India

99

youth exposed to
new career pathways
in Dallas

What is human trafficking?

According to the latest Walk Free Report, 50 million people are currently living in situations of modern slavery.¹ The United Nations defines human trafficking as the exploitation of people for profit through recruiting, transporting, transferring, or harboring them by force, fraud, or deception.²

Human trafficking is a \$150 billion industry.³ Human trafficking is driven by supply and demand, like any profitable business. When the demand for cheap labor or commercial sex is higher than the supply, vulnerable populations are at risk of exploitation.

Human trafficking takes many forms, such as bonded labor, domestic servitude, commercial sexual exploitation (CSE), child labor, and forced marriage.

What factors make someone vulnerable to trafficking? While anyone can be trafficked within any community, data proves that traffickers don't target individuals – they target vulnerabilities. In our work, we've learned that poverty and economic

marginalization are the root causes of these vulnerabilities.

Economic marginalization refers to the systems and conditions preventing individuals from equally contributing to and benefiting from the global economy. Traffickers deceive their victims with false promises of love, a good salary, or a stable lifestyle to lure them into exploitation.

\$150 billion

represents the combined profits of Disney, PepsiCo, McDonald's, and Coca-Cola in 2022.⁴⁻⁸

Specific vulnerabilities vary by region and demographic, including societal inequities, historical oppression, lack of education or access to gainful employment, involvement in the juvenile justice or child welfare systems, homelessness, history of trauma and abuse, mass displacement, immigration, and discrimination.

80% of those experiencing commercial sexual exploitation worldwide are women and girls¹

66% of those forced into early marriage worldwide are women and girls¹

64% of victims in the U.S. are experiencing homelessness when recruited into a trafficking situation⁹

60% to 70% of trafficked U.S. children come from child social services or the foster care system¹¹

90% of sex trafficking victims in the U.S. are female¹⁰



Nomi Network serves **women and girls in communities with the highest incidences of labor trafficking and commercial sexual exploitation.** ^{*(CSE)}

Why India?

India is home to the world's largest population of modern-day enslaved people, with estimates ranging between 8 million and 20 million before the pandemic.¹² Nomi Network serves in three states in Northeastern India, where women and girls are economically marginalized due to poverty, caste discrimination, gender inequality, and low capacity to resist economic shocks. Many communities we serve are adjacent to red-light districts, putting them at immediate risk for commercial sexual exploitation (CSE).

Why Cambodia?

Cambodia is a hotspot for commercial sex and forced labor within the manufacturing, fishing, and agricultural industries. Cambodia is also a hub for child labor and sex tourism. According to UNICEF, more than 35% of girls exploited for sex in Cambodia are under sixteen. Nomi Network serves in Poipet, a central hub for various forms of labor trafficking due to its porous border with Thailand. Much like Northeastern India, women and girls in Cambodia's underdeveloped regions are economically marginalized due to poverty, gender inequality, and low capacity to resist economic shocks.

Why Dallas?

Texas has the second-highest number of reported human trafficking cases in the U.S.¹⁴ There are more than 300,000 victims of human trafficking in Texas, including 79,000 minors and youth exploited for sex.¹⁵ Nomi Network partners with local juvenile justice systems to serve historically marginalized youth caught within the U.S. juvenile justice system.



Our Solutions



Fuel confidence and agency

Affirmation-centered training to build confidence and leadership skills, Education on human trafficking and risks, Gender, child, and legal rights training, Internet safety, Financial literacy



Address barriers to work

Life skills and technical skills training, Job readiness skills (interviewing, resume-building, application process), Career support for clients with criminal backgrounds, Resource coordination (bank accounts, IDs, transportation, child-care services), Support with completing secondary education or obtaining higher education



Build a network of safety and support

Cohort program model to establish safe spaces, Case management and follow-up from Nomi Network staff, Work exposure events with guests from various industries



Facilitate job placement and retention

Mentorship and career planning, Support for small business start-up and expansion

Long-term outcomes include:



Reduced vulnerability and sustained economic security



Cycles of poverty and exploitation replaced with cycles of freedom



Increased gender equity across the regions we serve



Fuel confidence and agency

We believe empowerment starts from within. Many of our clients are survivors of trafficking and other forms of trauma. Other clients may not have experienced trafficking directly, but they are still psychologically impacted by socioeconomic status, proximity to exploitation, and lack of access to safe employment. These factors impair self-esteem and make economic advancement seem out of reach. Before providing clients with jobs or entrepreneurial support, we seek to build their confidence through affirmation-centered training on human trafficking risks, internet safety, legal rights, and financial literacy.

11 of clients mentally and emotionally empowered

22 of clients received legal rights training

📍 West Bengal, India

Saachi Jumpstarts Her Career in Business Development, Landing a Promotion and Overcoming her Fear of Forced Marriage

Growing up, Saachi always feared that, like many girls in her village, she would be forced to marry at a young age. She dreamed of finishing her university studies and helping her family financially, but her future was sidetracked when her father became implicated in a criminal case. Saachi was judged by her friends and neighbors and isolated herself from society as she weighed her options. When Saachi learned of the Nomi Network program, the prospect of a good job and financial independence led her to enroll. During the program, Saachi worked through her past struggles and was constantly affirmed by the program staff. She later gained the confidence to pursue skills training in sales and marketing.

Today, Saachi earns a high salary of INR 10,000/mo—almost INR 3,000 more than the minimum wage—as a Business Development Executive. Saachi worked hard and got a promotion, and Saachi learned of the Nomi Network program from friends of the community. Throughout the program, Saachi learned tools to manage her past experiences. With those tools, she pursued further training in sales and marketing; today and now she works as a business development executive. Due to her high performance, she recently received a promotion! Today, Saachi earns a high salary of INR 10,000/mo—almost INR 3,000 more than the local minimum wage.

She credits Nomi Network with helping her overcome depression, realize her worth, and create a life she feared would never be possible. Saachi visits her family on the weekends and is a role model of resilience and determination for young women in her village.

📍 Odisha, India

Adolescent Girls in India Use Their Voices to Protect Those Most Vulnerable in Their Communities

During a recent staff visit to Odisha, an adolescent client, Akira, shared with our Director of International Programs that she and a friend saw a couple fighting in the local market. When the husband hit the wife, Akira called the police immediately. When the police came to the market to address the situation, her parents scolded her for getting involved. Akira stood her ground and told her parents that she had to act; otherwise, who would? Akira's courage inspired her parents, who now realize the importance of speaking up to protect women and children in their communities from vulnerable situations.

Odisha is currently the ninth poorest state in India.¹⁶ Here we work near redlight communities riddled with child labor, child marriage, and rampant school dropout rates, making it a hotbed for human trafficking and gender inequality. Still, we've seen our adolescent program participants convince their friends' parents to enroll their daughters in the Nomi Network program so their daughters may learn how to make a living for themselves instead of marrying them off shortly after puberty. These girls live in patriarchal societies where women are discouraged from speaking up, but they learned to advocate anyway. When our Director of International Programs met the mothers of the participants, they learned to tell her "kuch toh karna hey," in Hindi, which means:

For World Child Labor Prohibition Day, the adolescent girls we serve in Odisha wrote a play that showcased their experiences growing up in some of India's most economically marginalized regions and their efforts to build community awareness



about child rights and accessing government resources. The play introduces four characters: a child aspiring to go to school and become a pilot, a child who works at a chai stand and aspires to be a professional singer, and two children who are minutes away from being trafficked as they beg at traffic lights to pay off their family's debt. The play concludes with an adult that calls an emergency hotline to bring the children at risk of trafficking to safety. This play was a call to action that equipped their community to stand against trafficking and be more aware of surrounding children's vulnerabilities. The girls were even featured in the local news.

“ Now my girls can stand on their own two feet. They can do something that we couldn't do. ”

Mothers of clients from our Adolescent Girls Empowerment Program in India

Address barriers to work

While many women face some form of inequality in the workplace, trafficking survivors and women from economically marginalized backgrounds face the most extreme barriers to sustained employment. Through technical and job-readiness skills training, career support, and resource coordination, we equip all women and girls to thrive in the global workforce and break generational cycles of poverty and exploitation.

11 hours of job readiness classes offered

22 hours of financial literacy training offered

33 businesses started

44 jobs & internships created

55 companies committed to hire clients



📍 Dallas, Texas, USA

Youth in Dallas Program Completed Their First Corporate Internship!

For the youth in our Dallas program, a paid internship is a vital experience that exposes them to new employment opportunities, a professional network of female leaders, and a pathway toward further education, specialized certification, and career planning.

Hilti Corporation is a multinational company that strives to create sustainable opportunities for individuals from under-resourced backgrounds. Not only was Hilti filled with female leaders who met each intern where they were, but they offered ten internship positions in various roles with competitive wages. This was a fantastic opportunity for the youth, many of whom come from households where the adults only make minimum wage. For one client, there is an opportunity for a future full-time position that includes childcare. This is a precious necessity as the lack of childcare is a significant employment barrier for the populations we serve. We are thankful to have partners like Hilti who look beyond the challenges and embrace the nuances of serving justice-impacted youth. Hear what the interns had to say.

“ I have a job that I actually enjoy. I now have a job and have something to look forward to. Nomi Network helped me find a job... also helping with my GED. ”

📍 Poipet, Cambodia

Newly Employed, with Her Own Savings Account — Mealea Reduces Economic Vulnerability in Her Family

By living in a border city like Poipet, where traffickers prey on economically vulnerable families seeking higher wages, Mealea was highly susceptible to exploitative jobs and labor trafficking snares. Mealea dreamed of financial stability and a secure job to support her family. After dropping out of high school, Mealea could only secure work as a seasonal cassava farm worker. The lack of education limited her career opportunities. Before joining the Nomi Network Workforce Development Program, Mealea applied for garment worker positions several times, but she always failed the sewing machine assessments. After completing



the first program phase, Mealea began technical training with the Cambodian Garment Training Institute (CGTI), a job creation partner of Nomi Network Cambodia, to learn to sew at the industry standard. In July, Mealea was hired for her first job, which also provides health insurance! A newly employed young woman with her own savings account, Mealea can reverse generational poverty cycles and better support her family.

📍 Odisha, India

Despite Cultural Norms, Deepti Relocates for a New Job Opportunity, Becoming Financially Independent

Deepti grew up in an underprivileged household where her father struggled as the sole provider for his family of seven. While she never experienced trafficking or exploitation firsthand, her family's socio-economic positioning made them highly vulnerable. In Odisha, which ranks nine among India's poorest states, women like Deepti are at significant risk of labor trafficking, commercial sexual exploitation, and forced marriage.¹⁶ Most families within Deepti's rural region own the land they cultivate for their livelihood, but Deepti's family could never afford their own land—as a result, they struggled to make ends meet. After

learning about our program from her aunt, Deepti enrolled in 2020, taking the first phase virtually. The following year, Deepti was set to start technical training in garment manufacturing with our job creation partner, Shahi Exports, one of the largest, ethically-run garment manufacturers in India. The opportunity required her to move away from her village, so her family initially resisted. In Deepti's culture, girls who leave their hometowns for jobs in urban areas are frowned upon. After our program trainers educated Deepti's family about the opportunity at Shahi, they were more at ease about her relocating. Deepti went on to complete the technical training at Shahi Exports, where she was offered a job with a competitive salary, health insurance, and benefits! Today Deepti is proud that she can provide for herself and send financial support to her seven-member household back home.

Build a network of safety and support

Eradicating human trafficking takes a network. While clients are provided with initial life, technical, and job readiness skills to land safe jobs, it takes supportive personal and professional networks to help them retain these opportunities, launch businesses, and advance in the workforce. Through our cohort program model, case management services, staff follow-up, and work exposure events, we build a network of safety and support for each client.

11 hours of case management provided

22 hours of resource coordination

33 mentors ready to walk alongside U.S. clients



West Bengal, India

Mamta Reaches Financial Security With Her Husband as Her Business Partner

As we continue to work in remote areas with gender-marginalizing cultural norms, we are learning to support our clients more holistically.

When Mamta enrolled in our programs, she wanted to relocate and get a job at one of our job creation partners, an ethically run, woman-founded manufacturer, but her family forbade it since Mamta would have needed to relocate. Mamta came to Nomi Network several times, hoping to secure suitable job opportunities, but her family continued to be a barrier. Our program staff suggested Mamta propose a business that Nomi Network could support with start-up funds since working a traditional job was no longer an option. Mamta came back to us with a proposal that included a partnership with her husband, which her family enthusiastically supported. She used the start-up funds to purchase a cart for her and her husband to sell vegetables at the local market. Today Mamta is grateful that she is attaining financial security in a way that her husband and family support.

Dallas, Texas, USA

Youth Meet Female Leaders From Various Industries and Imagine New Possibilities

Field trips and workforce exposure events allow the adolescent clients to connect with professional women and learn invaluable job readiness skills. Last fall, the youth in our Dallas Youth Workforce Development Program took a field trip to Southwest Airlines headquarters and learned about all the available career paths. During the field trip, they learned networking tips and asked many insightful questions regarding conflict resolution, teamwork, job opportunities, and Southwest's procedures and protocols for minors. Our program staff is encouraged every time they witness clients asking questions and sharing takeaways from the

events. Some other events this year have included a robot-making workshop with female tech professionals at Capital One, a graphic design workshop from a designer at Penguin Publishing House, financial literacy and "business-professional" styling events with leaders at TBK Bank, and speed networking events with employees from Amazon, Comerica, Boka Powell, and Texas 811!

“ I hated technology because it took me a while, but I like making stuff like this. I learned that as women, we can do it too. ”

Dallas youth program client at Capital One Bot Workshop Event

Odisha, India

Bhavya's Tailoring Business Profits Nearly Double After Three Years; She Says She Has "Learned to Stand"

According to Bhavya, the Nomi Network program "helped her to stand." Bhavya completed our Workforce Development Program in 2019 with a focus on tailoring and garment making. Her family is a part of the "scheduled caste," also known as the "Untouchables." They are a sub-community within the Hindu caste system that has historically faced socio-economic oppression and extreme social isolation because they were deemed the lowest of all the castes. This low socio-economic status ultimately places members of this community at high risk of exploitation. Growing up in extreme poverty, Bhavya's father survived off of daily wages, but most of his earnings went towards monthly loan repayments that he borrowed for home repairs, a

common struggle among Odisha's most under-resourced families. Once Bhavya enrolled in our programs, she developed a love for tailoring, and the more she learned, the more her confidence grew. After completing the technical skills phase, Bhavya opened her own small tailoring business with the support and guidance of our program staff. In 2019, Bhavya earned INR 2,000/mo from her business, and today, she earns INR 5,000/mo! As a result, she can save INR 900/month while still helping her family. Nomi Network connected Bhavya with a local self-help group (SHG), where her family was given funds to help pay off their loans. They have paid off 15 months and now only have three months left before they close the loan. While India's caste system was banned in 1948, the lower-status communities are still impacted by the cycles of poverty it created over generations. Thankfully Bhavya and her family can reverse this cycle and generate ripple effects of economic security and freedom.



Facilitate job placement and retention

When women become economically empowered, they catalyze ripple effects of freedom. Beyond workforce development, Nomi Network exists to empower marginalized women and girls to rise as leaders and change-makers in their own communities. This starts with job placement and retention. We help clients sustain job placements or small business start-ups through mentorship, career planning, and entrepreneurship support.

11 clients who served as "Responding Heroes" in India Disaster Relief Program

22 hours of financial literacy training offered

33 businesses started

33 of clients received promotions this year



📍 West Bengal, India

After Reaching Economic Freedom, Rashmi Rises as a 'Responding Hero' in Her Community

Rashmi always took pride in her studies. Financing her schooling was difficult for her father, who is a painter and does not earn much. She is also the eldest of her parents' daughters, a status which brought other challenges. According to local customs, her younger sisters could only get married if she did so first.

At the age of 23, Rashmi was forced to marry and quit her job at a nursing home. She moved in with her husband and mother-in-law and gave birth to a baby girl. A neighborhood friend told Rashmi about the Nomi Network training program. By nature, Rashmi is optimistic, focused, and committed, so it was no surprise when she excelled in the program. Rashmi also often extended a helping hand to other trainees.

Although the first phase of her training was virtual due to the pandemic, she learned garment-making in person during the technical skills phase. Currently, Rashmi runs her own small tailoring business and loves working for herself! Since her involvement with Nomi Network in 2020, Rashmi has served as a community outreach worker during the pandemic, providing valuable PPE and virus updates to her community. Rashmi has also served in our Disaster Relief Program as a "Responding Hero" as her neighborhood recovered from a flood. Rashmi is a true role model in her community and believes she has finally found a sense of purpose.

📍 West Bengal, India

India Program Participant Starts Successful Jewelry Business, Providing Safe Jobs for Other Women in Her Community

Since most girls in Aashvi's rural hometown are raised in poverty and discouraged from completing their education or attaining financial independence, women are at extremely high risk of being trafficked. At one of our West Bengal sites, program trainer, Nirupa, helped our trainee, Aashvi, start a jewelry-making business so that she could earn income on a flexible schedule. Nirupa walked Aashvi through drafting a business plan so she could produce her jewelry in a way that maximizes profit. Aashvi is now moving into a new level of entrepreneurship as she trains other women in her community to make jewelry, empowering them with skills to start their own businesses.



📍 Poipet, Cambodia

Sokha Pivots into a New Field, Creating a Life of Economic Security for Her Daughter

Sokha grew up living far away from school and knew she was at high risk of being trafficked while she traveled there alone. Though Sokha persisted in her education, she later had no choice but to drop out of secondary school to look after her two younger brothers. After getting married, she would migrate with her husband back and forth from Poipet to Thailand as he took on various jobs. Just a month after her daughter was born, her husband left for Thailand again and never returned. With no education or work experience, she and her daughter were highly vulnerable to nearby traffickers. Sokha learned about our Work-

force Development Program through one of our community outreach events in Poipet. When she joined, she was surrounded by women from similar backgrounds; all determined to create a life of economic security for themselves and their children. After completing the first phase, Sokha joined a two-week technical training program with Cambodian Garment Training Institute (CGTI) in Phnom Penh to learn sewing operator skills. Our staff supported Sokha in bringing her mother along to look after her one-year-old daughter as she prepared for her final exam, which she passed! Sokha applied for multiple garment manufacturer positions, but instead, Sokha landed a job with a well-vetted cable manufacturer instead, making a competitive salary along with benefits and health insurance. We admire Sokha's confidence in pivoting to a new industry and for remaining persistent in the face of rejection.

Nomi Network Corporate Summit: The Convergence of Workforce Development and ESG



Over the past five years, the number of people trafficked globally has risen from 40.3 million to 50 million.

Trafficking survivors and women in economically disadvantaged positions remain disproportionately vulnerable due to endless workplace barriers, gender pay gaps, scarce career advancement opportunities, and a lack of professional connections.

In response, Nomi Network hosted our first Corporate Summit, where industry leaders, survivor advocates, and investors gathered to discuss ESG (Environmental, Social, Governance) guidelines and how employers can optimize them to strengthen workforce development, advance the careers of women and girls from disadvantaged backgrounds, and eliminate human trafficking risks in supply chains.

If you want to get your employer involved in providing safe career opportunities for women and girls from under-resourced backgrounds, stay tuned for details on our 2023 summit.

Not only did attendees leave inspired and eager to create more equitable work cultures, but we also raised over

\$400,000 towards
U.S. workforce development
programming!





Nomi Network Corporate Summit: The Convergence of Workforce Development and ESG

2022 Panel Conversations

Leveraging ESG to Build A More Equitable World.

Moderator: Christine Perez, D CEO

Mara McNeill, Toyota Financial Savings Bank
John Montgomery, Bridgeway Capital
Libby Toudouze, IQ-EQ
Jesse Medlong, DLA Piper LLP

ESG in Action: The Power of Partnerships

Moderator: Holly Taylor, Actress

Ann-Maree Harrison, Hilti
Nate Brown, PIMCO
Janet Jensen, The Jensen Project
Adam Gordon, United Nations Global
Compact USA

Taking Your DEI to The Next Level: Survivor Perspectives

**Moderator: Bella Hounakey, U.S. Dept of
Health and Human Services**

Dr. Irene Countryman-Roswurm, Center for
Combating Human Trafficking (CCHT) Institute
for Transformative Emancipation (ITE)
Megan Lundstrom, The Avery Center
Julissa Ponce, Survivor Leader

Highlighting The "S" in ESG: Case Studies of Excellence

Moderator: AnnaLynne McCord, Actress

Wendy Bridges, Comerica Incorporated
Lollie Ramirez-Bennett, Women of AT&T
National
Navolia Bryant, Premier Trailer Leasing
Ashlee Kleinert, Ruthie's for Good

Meet Our 2022 Featured Speakers and Co-Chairs:

Keynote: Evelyn Chumbow
Operations Manager & Survivor
Advocate, The Human Trafficking
Legal Center

Co-Chairs: Tammy Meinershagen
Chief Innovative Officer, Blackshaw Partners &
Frisco City Council-member

Wendy Bridges
EVP, Corporate Responsibility, Comerica Bank

Special Remarks By: Mayor Jeff Cheney,
Mayor of Frisco

Her Royal Highness Princess Eugenie
Co-Founder, The Anti Slavery Collective



Thank you to our sponsors!



There is strength in interdependence and partnership.



Eradicating human trafficking takes a network.

Our network — whether program partners, job creation partners, survivor leaders, or donors — helps us create safe employment pathways for those most vulnerable to trafficking.

Hear from our community of partners!

“

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Name Here, Position in company here



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Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed ut commodo elit. Maecenas at lacus ornare, convallis arcu ac, fermentum felis. Mauris quis ligula et risus scelerisque pharetra. Nullam risus tellus, porta mattis venenatis quis, interdum sit amet neque. scelerisque congue et id sem.”

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Name Here, Position in company here



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To have a partner like Nomi Network who works with a client while in detention and up to 5 years after—that is unheard of. It is critical and life-changing, and Nomi Network does it in a way where they don't treat them as a number to meet a quota, but shows that they truly care about them.”

Dr. William Steward, Deputy Director of Residential Services, Dallas County Juvenile Justice System

“

The Nomi Network team has a demonstrated record of successfully working with populations similar to ours and has a large network of individuals and organizations who can provide mentorship and guidance to our youth. They are filling a necessary service gap through workforce development and mentorship. The youth benefit considerably from these services.”

Julie Childers, Deputy Director of Administrative and Executive Services, Dallas County Juvenile Justice System

“

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Name Here, Position in company here

“

Over the last five years, Shahi has explored ways to make training and employment accessible through our Skill Development program. By working with Nomi Network, we have been able to tailor the learning experience for survivors and women at risk of human trafficking. Partnerships like these are necessary to implement inclusive programs essential in achieving our shared goal of sustained and gainful employment.”

Adam Roy Gordon, Interim Executive Director, UN Global Compact Network USA

SHAHI

“

When I reflect on my life experiences, I can see how people can become discouraged and easily go down the wrong path. It happened to me, and when it did, there were individuals and resources to help me find my way back. The Nomi Network is a shining example of a resource with programs that profoundly help those in need. They offer hope to many individuals and back up the hope with their positive actions in the community. We can all be more successful today by working together in the social impact space. I'm proud that Hilti has partnered with the Nomi Network and proud to be able to make a difference in the lives of our young people.”

Adam Roy Gordon, Interim Executive Director, UN Global Compact Network USA



“

Poverty and economic marginalization are primary drivers that make women and girls vulnerable to exploitation, which is why we must harness the power of the private sector to create pathways to safe employment, ethical supply chains, and economic stability. Corporate sustainability starts with a company's value system and a principles-based approach to doing business. More and more organizations are operating in line with the Ten Principles of the United Nations Global Compact. Network USA is committed to helping them do so in ways that meet fundamental human rights, labor, environment, and anti-corruption responsibilities. However, our efforts alone are insufficient to create the world we want. That takes meaningful partnerships with organizations like the Nomi Network, whose programs focused on workforce development and ethical supply chains are invaluable to our collective goals of creating a culture of integrity and upholding our responsibilities to people and the planet.”

Adam Roy Gordon, Interim Executive Director, UN Global Compact Network USA



2022 Financials

Nomi Network earned **several large multi-year grant commitments for future projects.**

Revenue
\$3,600,416

Expenses
\$3,131,582

* Based on unaudited financial report as of 1/31/23. Please inquire to receive the most recent audited financial report.

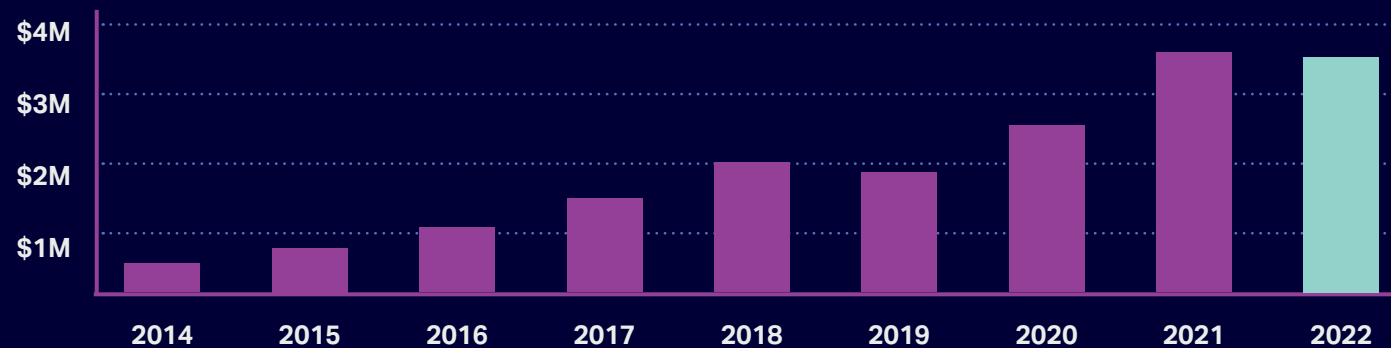
Liabilities & Net Assets

	2022	2021
Total Liabilities	\$122,182	\$86,967
Total Net Assets	\$3,574,247	\$2,725,941
Total Assets	\$3,696,429	\$2,812,908

Net Asset Breakdown

	2022	2021
Unrestricted	\$1,470,370	\$1,838,836
Temp. Restricted	\$1,635,105	\$887,105
Net income	\$468,773	\$1,160,755
Total Net Assets	\$3,574,247	\$2,725,941

Financial Growth



Global Leadership Staff

Diana Mao

Co-founder & President

Supei Liu

Co-founder & VP of
Global Initiatives

Jessica Pham Warner

VP of Global Operations

Kelly Gage

Director of Advancement

Ishrat Jahan

Director of International Programs

Neeru Chaudhary

Director of Program Operations, India

Rattana Rong

Country Director, Cambodia

Board of Directors

Scott Austin

Board Chair

Nancy Grunberg

Elizabeth Brandel

Lisa Mantil

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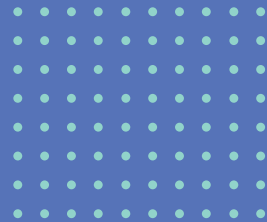
Mangala Ananthanarayanan

Jonathan Lee

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