



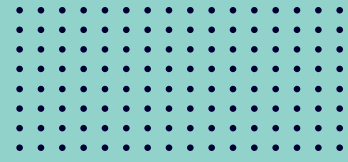
nomi network

# 2021 Annual Report





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## Letter from the President

This year, the communities where we work were hit hard. Between the disruption of global manufacturing and limited jobs for those who have barriers to work, progress seemed daunting.

Our clients may be difficult to serve with their histories of trauma and tragedy, but they are all overcomers. Despite the challenges that 2021 brought, we trained 3,079 women and girls, and we impacted over 13,000 households with our programming and services. These successes are due to our committed supporters, staff, and board.

I have shared Nomi Network's highlights, impact, and strategy in previous years. This year, I am pleased to share insights into our culture and the performance-driven, goal-setting processes that set us apart as an organization committed to learning and growth. This mindset allows us to remain true to our core values while focusing on critical strategies for change.

We started with the belief that one job could lift a woman out of poverty and slavery. This belief has grown into a passion for continuously learning to combat the human trafficking industry with its ever-changing illicit activities. We regularly refine our goals, dig into metrics, learn from experts, and examine trends in the labor market. We center our work around our clients—listening to and learning from their changing needs, challenges, and aspirations. We then apply these learnings to our programming. Nomi Network has successfully used this information in our curriculum, job placement, and retention strategies.

Our commitment to metrics, investment in staff, and posture as a learning organization are drivers of our success. For example, we contextualized our global workforce curriculum to help girls in the United States caught up in the juvenile justice system and human trafficking. I recently spoke with Dr. Nissi Hamilton, who survived human trafficking as a teen in the U.S. She said, "I wish Nomi Network existed when I was young and needed help. But now that Nomi Network is here, they can help lots of girls who are trapped in sexual exploitation like I was." Our first cohort of girls graduated from the first phase of this program in November. Because of our commitment and services to them, they are hopeful of the future and thankful to be a part of the Nomi Network family. We are excited to celebrate their success.

By 2025, we plan to expand to 40 training sites, serving tens of thousands of more women and girls! Thank you for investing in our process, programs, and people. Because of your support, we have been able to lift thousands of women and girls out of poverty and trafficking, watching them live lives of freedom and joy.

In Solidarity,

**Diana Mao**

President/Co-Founder



# What is Modern Slavery?



According to The Global Slavery Index, 40.3 million people are living in conditions of modern slavery.<sup>1</sup> Modern slavery disproportionately affects women and girls, who make up 71% of total victims.<sup>1</sup> Enslaved people cannot refuse to work or leave because of threats, violence, coercion, deception, and abuse of power. Modern slavery, also known as human trafficking, takes on many forms, such as bonded labor (debt bondage), domestic servitude, commercial sexual exploitation (CSE), child labor, and forced marriage.

Nomi Network is part of the global effort to eradicate modern slavery in our lifetime. We work in communities with some of the highest incidences of both labor trafficking and commercial sexual exploitation (CSE). We focus on women and girls because they are most vulnerable to trafficking.

**40.3 million people are living in conditions of modern slavery**



## Our vision

Nomi Network's vision is a world without slavery, where every woman can know her full potential.

## Our mission

Our mission is to end human trafficking by creating pathways to safe employment, empowering women and girls to break cycles of slavery in their families and communities.





# What we do



**We work in regions** with high incidences of forced labor, forced marriage, and commercial sexual exploitation (CSE).



**We provide training** to prepare women and girls for employment and remove barriers to work.



**We create jobs** by connecting women to safe employment opportunities or helping them start their own businesses.



**We empower women and girls** to become leaders in their communities to break cycles of exploitation.





# The Future of the Workforce

COVID-19's ripple effect on economically marginalized women and girls has reaffirmed the need for trauma-informed workforce development programs worldwide.

## When women thrive, we all thrive.

Studies show that countries that have improved gender equity over the last two decades have experienced faster GDP growth than countries with stagnant gender equity rates.<sup>6</sup> However, women's employment rates have declined by over 54 million since the pandemic, further widening the gender gap.<sup>2</sup>

Over the last two years, women have been pushed towards unemployment for various reasons. Globally, women have needed to leave and remain out of the workforce due to school closures, inflexible work hours, and a lack of childcare. In developing economies across Southern Asia, Sub-Saharan Africa, and Latin America, women make up most of the informal sector, including jobs in garment manufacturing, waste-picking, and street vending.<sup>7</sup> During the recurring lockdowns, many of these jobs were the first to go, leaving millions of women even more economically vulnerable than their male counterparts.

Combating human trafficking through job creation programs is increasingly critical as millions of women struggle to return to the workforce safely.

## Female leaders drive sustainable economic growth.

Several studies have shown that Fortune 500 companies with a higher representation of women on boards financially outperform those with less female representation.<sup>8</sup>

A recent Gallup study showed that gender-diverse business units have higher average revenue than less diverse units.<sup>9</sup>

“When a woman becomes self-reliant, she can help the country progress too.”

*\*Aadhya, India Workforce Development Graduate and Master Trainer*

And according to a Credit Suisse Research Institute report, companies with one or more women on the board delivered higher average returns on equity, lower net debt-equity, and better average growth.<sup>10</sup>

Companies with the most women in executive positions can potentially deliver share performance and profits close to 50% higher than companies with the fewest.<sup>11</sup>

Companies that are focused on gender inclusion and that prioritize the advancement of women report revenue growth as much as 61% higher than other organizations.<sup>12</sup>

When more women are leading in the workforce, the global economy benefits. More women can be safely and sustainably employed when the economy is more and workforce leadership is more inclusive. And when more women are safely and sustainably employed, less women and girls are susceptible to trafficking and exploitation.

COVID-19 has impacted vulnerable populations by causing an increase in:

- **Poverty rates**
- **School dropout rates**
- **Recurring lockdowns + wage loss**
- **Mass unemployment**
- **Human trafficking + exploitation**

## Women and girls accounted for **71%** of human trafficking victims before COVID-19<sup>1</sup>

All of the conditions listed above are tied together by one primary driver—poverty exacerbated by gender inequality. Today the most economically marginalized women and girls are even more at risk.

This is why workforce development is a key part of our mission to end and prevent cycles of intergenerational poverty.

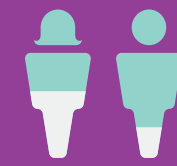


Women's employment rates declined by **4.2%** compared to **3% for men**

Women's employment rates declined by 54 million, or 4.2%, in 2020 compared to 3% for men—further widening the gender employment gap.<sup>2</sup>

-International Labor Organization

## **53%** of women suffered reduced work hours



A UN report found that 53% of women globally suffered reduced work hours last year compared to 31% of their male counterparts.<sup>3</sup> - ABC News

## School closures increase early marriage risk by

**25%** / year

School closures increase early marriage risk by 25% per year, and in countries where bride price is common, loss of household income increases the probability of early marriage by 3%.<sup>4</sup> - U.S. Global Leadership Coalition

## **100 million+** girls

Even before the COVID-19 pandemic, 100 million girls were at risk of early marriage in the next decade. As a result of the pandemic, **up to 13 million more girls** will be at risk of becoming child brides. This increase is set to reverse 25 years of progress, which saw child marriage rates decline.<sup>5</sup> - United Nations Population Fund

99.5 years

135.6 years

As the impact of the COVID-19 pandemic continues to be felt, **estimates for closing the global gender gap have increased by a generation from 99.5 years to 135.6 years.**<sup>6</sup>

- World Economic Forum's 2021 Global Gender Gap Report

[nominetwork.org](http://nominetwork.org)





# Dallas Youth Workforce Development: Investing in Future Female Leaders

“ I’ve always believed that when you educate a girl, you empower a nation. ”

*Queen Rania of Jordan,  
advocate for girls’ education*

**For years, we have had a vision of expanding programming into the U.S. Thanks to our incredible funders and partners, our pilot program is off to a strong start!**

Our new Dallas Youth Workforce Development Program launched in August in partnership with the Letot Residential Treatment Center (Letot RTC). This program provides trauma-informed workforce readiness services to economically marginalized girls (ages 13-17) caught within the U.S. juvenile justice system. Girls are equipped to overcome employment barriers with workforce training, work exposure, mentorship, financial literacy, job readiness, communication skills,

confidence building, career planning, and goal setting. The girls we serve are currently minors, but we will provide them with five years of ongoing, supportive care into adulthood. This includes internship and job placement, career mentorship, and case management to connect them to wraparound services (i.e. affordable housing, healthcare, food, transportation).

## Why Dallas?

- Texas has the second-highest number of reported human trafficking cases in the U.S.<sup>13</sup>
- There are more than 300,000 victims of human trafficking in Texas, including 79,000 minors and youth exploited for sex.<sup>14</sup>
- The illegal sex trade is a \$99 million criminal industry in Dallas.<sup>15</sup>

## Why Youth?

According to the National Human Trafficking Hotline, about 56% of prostituted women were initially runaway youth who were trafficked as minors.<sup>16</sup>

60-70% of children trafficked in the U.S. come from child social services or the foster care system, what is known as the “foster care to sexual exploitation” pipeline.<sup>17</sup>

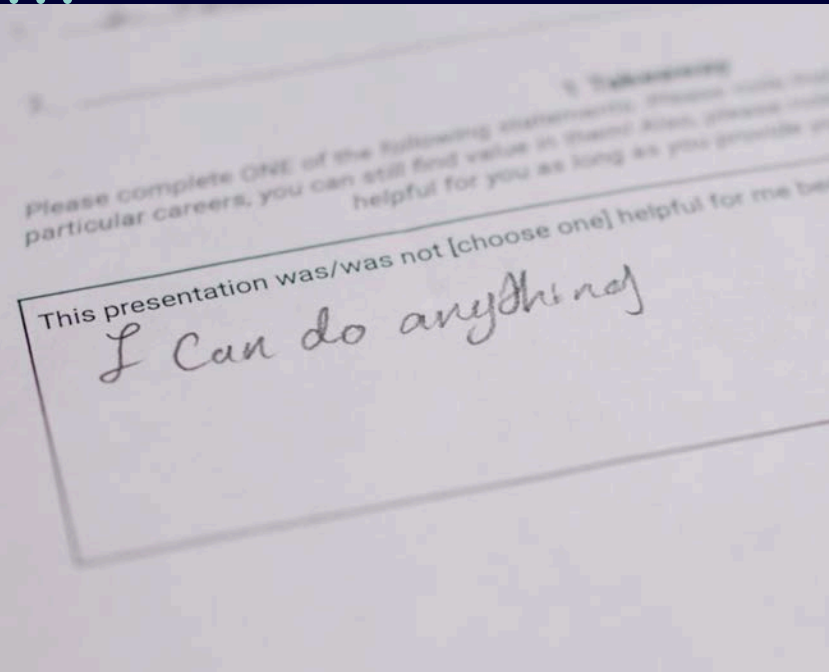
Youth involved in the justice system face significant obstacles while integrating back into society and entering the workforce. As a result, they often experience high rates of recidivism. These barriers include:

- Disruption to education and/or lack of trade-specific training
- Limited awareness of potential career opportunities

- Criminal records that deter hiring managers
- Lack of reliable transportation
- Missing identification (i.e. state ID/Driver’s license, permanent address)
- Limited access to technology (i.e. no smartphone, internet access to search or apply for jobs, ability to contact employers, etc.)
- Lack of proper work attire/professional clothing
- No résumé building experience or résumé-worthy experiences
- No interviewing experience
- Lack of mentors to help provide connections to entry-level jobs
- Triggering workplace microaggressions and/or power dynamics that can hinder professional advancement



# Program Breakdown



## Workforce Training

Workforce training spans 15 weeks and it consists of:

- Employment and job readiness skills (resume writing, interviewing, job etiquette, time management, communication)
- Financial literacy skills
- Confidence-building activities
- Career planning and goal setting

## Work Exposure

Through work exposure, girls learn about different industries while gaining hands-on experience through:

- Virtual guest speaker panels and workshops
- Tours/field trips to offices, facilities, and stores of our corporate partners once in-person activities resume

## Internships & Employment

Internships and entry-level work experience are crucial ways for survivors and girls at-risk to break down barriers to safe employment. Building an inclusive workforce starts with giving these teenage girls a life-changing opportunity!

We connect girls to our well-vetted corporate partners, where they can land a summer internship, part-time work, and eventually an entry-level job. This creates a diverse pool of opportunities for our program graduates, allowing them to pursue fields that speak to their specific interests and goals.

## Case Management & Mentorship

Each girl in the program will have a team of case managers and mentors to walk alongside her as she looks towards the future. We provide each girl with case management for 5 years to help them achieve their education and career goals.

Mentorship involves:

- Ongoing 1-on-1 virtual or in-person meet-ups
- Inspiration, encouragement, and advice as she pursues her education and career goals
- Trauma-informed training and support from our staff





# Dallas Youth Workforce Development: Program Journey

Our first cohort graduated from the first phase in November 2021 and our second cohort graduates in February 2022. We can't wait to support them with ongoing mentorship and career strategy over the next five years! Here's what it's like for a girl to journey through the entire Youth Workforce Development Program.



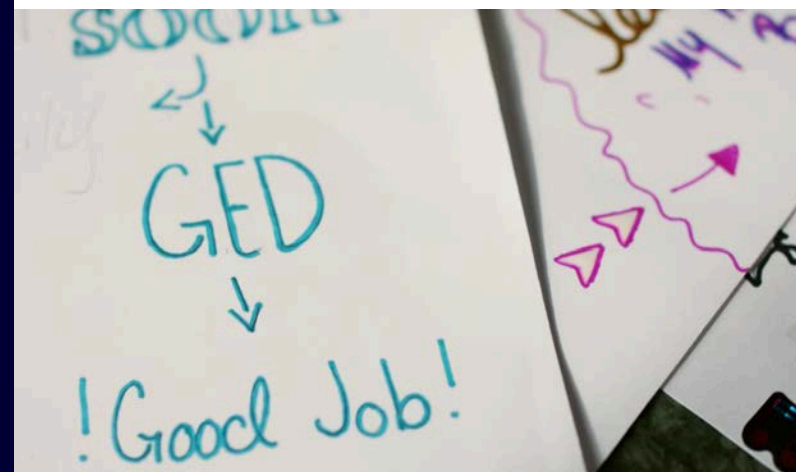
**In the first training phase**, the girls learn confidence-building skills, job readiness skills like public speaking and resume writing, career planning, and basic financial literacy.

**Meanwhile, they're introduced to various industries through our panel events.** Work exposure partners have included AT&T, Toyota, Southwest Airlines, Capital One, along with several BIPOC entrepreneurs and artists.

**As each girl graduates**, we equip her with the tools to safely return to her community, complete her education, and enter the workforce. We recognize the myriad challenges these girls face as they work to achieve their short-term and long-term goals. The case management and mentorship phases were strategically built to help girls overcome barriers to work and sustain gainful employment. We offer them five years of continuous support and services after departing Letot RTC and probation.



**Over these five years**, our case manager meets with each girl weekly and places her in internships and jobs that align with her career action plan! We match them with mentors who expound upon the job readiness training and work exposure they have received thus far.





# A Chat with Our Dallas Program Staff

What inspires and excites you about your role in serving girls caught within the juvenile justice system in Dallas County?



**Princy Prasad**  
Dallas Program Manager

My role is building out this program so that it is self-sufficient, well-rounded, and produces long-term impact. I am inspired by our Dallas program staff and the skills each of them contributes. We see the greater mission when girls are excited to come to class or an event and leave with new knowledge, bolstered confidence, and fresh vision for their future.



**Katherine White**  
Mentorship Coordinator

The girls inspire me through their hope, tenacity, and the dreams they share so freely with us. While they are not yet free in their literal environment, they are still free to dream—and many do just that. I'm most excited when I connect the girls to female leaders and professionals, often those who look like them, to expose them to careers they may have only seen from a distance. There is power in representation, access, and positive exposure. These professionals share their struggles and the steps they took to get where they are today. The advice is priceless and applicable to any career path the girls choose in the future.



**Elizabeth Lambert**  
Workforce Trainer

I am consistently inspired by the dedication and motivation of the girls in our program. Their participation in class and at the work exposure events reflects an authentic desire to empower themselves to achieve their goals and aspirations. Having been an educator for nearly two decades, I can honestly say that these girls are among the most engaged students I have ever had.



**Tamerria Dansby**  
Case Manager

What inspires me the most is making a difference in a child's life. Growing up, I saw many of my friends enter the system with little to no help from the community. This role allows me to be a voice for them and serve as a "road map" to better opportunities. I have a chance to instill hope in them, and I am grateful for that.

Though the program is fairly young, how have you started seeing the training impact the girls' lives? What feedback have you heard from them that stands out to you?



**Princy Prasad**  
Dallas Program Manager

Every time a girl in class or an event says, "I can do that too!" I know that our work is making a ripple effect of change. Many of them are surrounded by individuals with similar traumas and are ill-equipped with insufficient resources. These environments reiterate a false statement, "You can't get out of this and you will never change." When they listen to stories of women who were in similar places but overcame and succeeded—they have hope and find self-confidence. The girls can now see goals and set action steps to obtain those goals. If they want to be a doctor, flight attendant, cosmetologist, etc. — we are honest about the work they need to do, and they appreciate that we want to help them get there!



**Katherine White**  
Mentorship Coordinator

The trust that's been established between our staff and the girls in such a short amount of time stands out the most to me. I also feel the impact when I read the hope in each girl's career statement. We have seen girls come out of their shells, share their dreams, and look forward to what is next with Nomi Network. Their investment and enthusiasm speak volumes.



**Elizabeth Lambert**  
Workforce Trainer

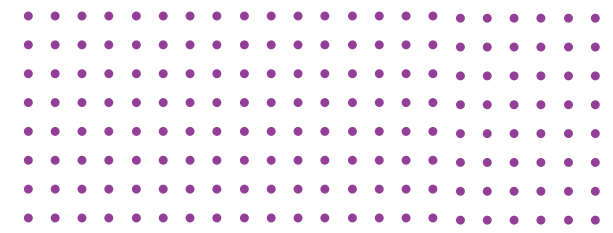
The impact of the training is most visible when they engage in deep and honest self-reflection and start to set goals for themselves. It's inspiring to witness their growth and see how much they've connected with their peers and me during this short time, especially in a virtual setting. The girls have given themselves entirely to the process, and I am honored to be a part of their journey.



**Tamerria Dansby**  
Case Manager

I have seen these girls become excited and hopeful about their future despite what they are facing. They are starting to open up and ask more questions about college and future careers. I have seen their faces light up when a Nomi Network representative joins a meeting, and sometimes they'll ask where a staff member is if they aren't present.





# INDIA

**India is home to the world's largest population of modern-day enslaved people, with estimates around 8 million prior to the pandemic.<sup>23</sup>** Amid COVID-19, experts predict that this number will only increase.

Nomi Network works 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 of the communities we serve are adjacent to red-light districts, putting them at direct risk for commercial sexual exploitation (CSE).

In India, we currently operate five training sites, offering our Workforce Development Program (WFD), which provides life skills training, sector-

specific technical training, job placement or support opening a business, and follow-up to encourage job retention. We invest in the local community for long-term sustainability through our Train-the-Trainer (T3) initiative, which identifies potential leaders in each class and equips them to become trainers in their communities.

Our Adolescent Girls Empowerment Program (AGEP) provides young girls with a safe place to socialize and an opportunity to learn a viable skillset that supports their existing schooling—helping them pursue a future free of early marriage or forced labor. In addition, both women and girls receive legal training and support, which raises awareness about women's rights and provides legal assistance to women reporting sexual assault or domestic abuse cases.





# Virtual Workforce Development Program

Despite limitations due to COVID-19, our trainees participated in life and technical skills training through our virtual Workforce Development Program. As a result, trainees throughout Bihar, Odisha, and West Bengal have been placed in jobs with our well-vetted partners in India. With this new income, many women have supported their families and saved money despite the recurring lockdowns in the spring.



## A Story of Freedom: Meet \*Anila

*(Name changed to protect privacy.)*

Studies show that if all girls were able to complete 12 years of education, early marriage rates would drop by 64% worldwide.<sup>22</sup> Forced marriage is a form of human trafficking, and it's one of the primary causes of early dropouts amongst girls, as is the case with Anila.

As a young girl, Anila was married off by her parents. This early marriage stole her youth and prevented her from completing her education. A year into the marriage, Anila gave birth to a baby girl. Because girls are viewed as financial burdens to the family, her in-laws began abusing Anila's daughter daily. Eventually, Anila was forced to move out of their home for her child's safety.

When no one else would help, Anila's mother stood in solidarity with her and her granddaughter as they filed a case against Anila's husband and in-laws. Anila's courage fueled her independence from domestic violence despite societal beliefs that encourage women to submit to their husbands.

But Anila's strength and perseverance don't stop there. During the summer of 2020, Anila

was introduced to Nomi Network through a home survey. She then enrolled and completed the first phase of our Workforce Development virtually in less than two months.

**“ Nomi Network's training program gave me the mental strength to fight for my independence. ”**

While Anila waited for the technical skills portion of her training to begin, she served as a community outreach worker in the fall of 2020—providing vital medical care and essential PPE to her community. In spring of 2021, Anila completed her technical skills training in healthcare and she was offered a job as a nurse assistant shortly after! Today Anila is grateful for the skills and opportunities that Nomi Network provided along her journey to independence.

## Adolescent Girls Empowerment Program

In December, we launched our Adolescent Girls Empowerment Program (AGEP). So far, we have hired 15 new AGEP staff. All program management staff and trainers have been trained in the new curriculum, inspired by the UN framework. We launched classes in three sites in late December, with 60 girls enrolled at each location, and launched another two additional sites in January 2022.

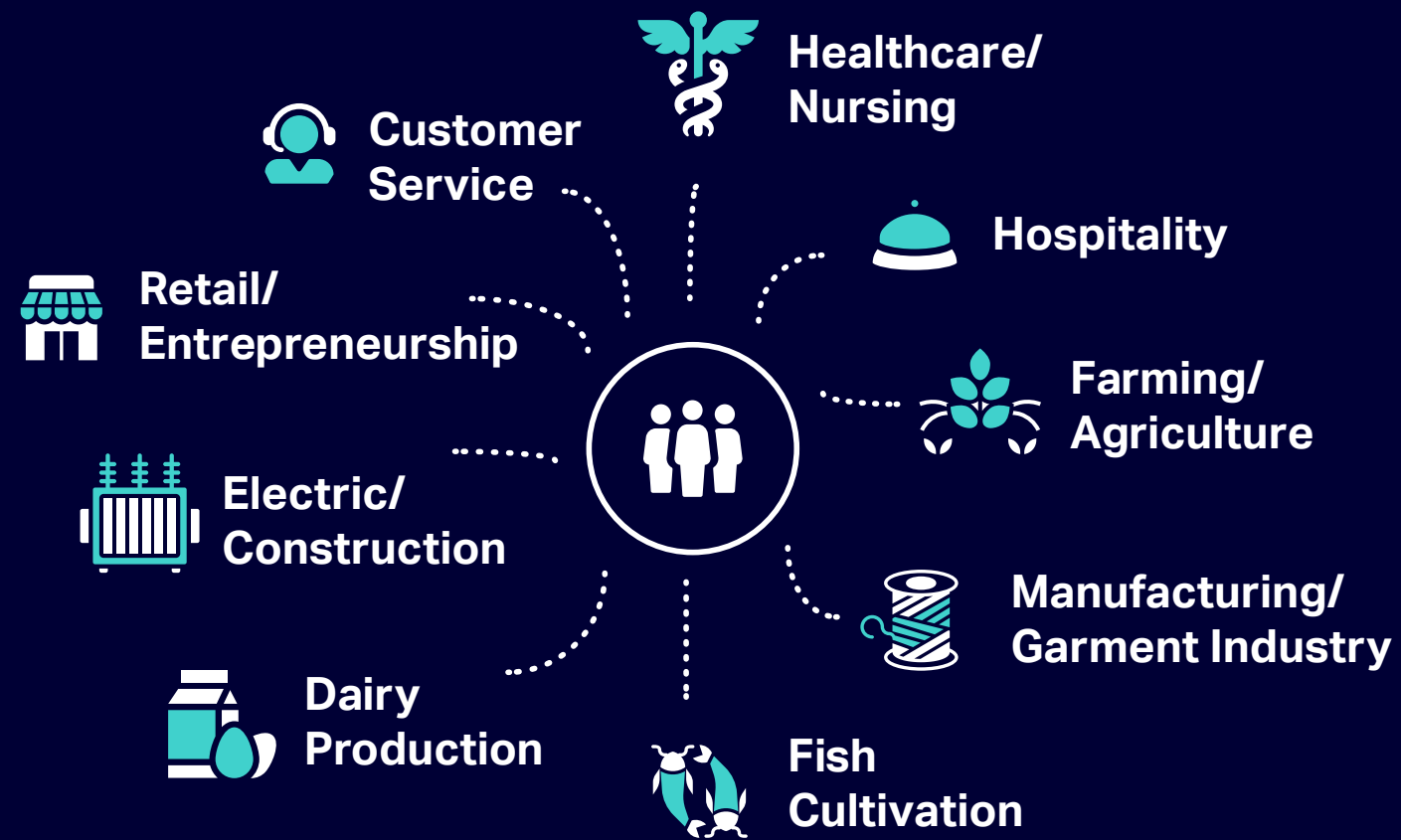
**“ It has been an enriching experience to design the program ground-up, keeping the adolescent girls at the core of the intervention and working alongside our implementation partners to identify the most vulnerable communities. I feel excited to see our efforts from the last six months culminate into action on the ground. ”**

*Nitisha Pandey,  
Adolescent Girls Senior Program Officer*



# Trainees Thrive in a Wide Array of Workforce Sectors!

We launched our Workforce Development Program in India in 2012. Our initial curriculum focused on creating jobs in the garment industry. Today, the women in our programs become seamstresses, mushroom farmers, agriculturists, beauticians, jewelry-makers, automotive technicians, nurse assistants, accountants, and more.



## \*Tanshu buys a plot of land for her new boutique and cosmetology business!

*(Name changed to protect privacy.)*

Serving as a financial caretaker for her entire family, Tanshu has always worked hard to make ends meet. So, when she heard about our program, she enrolled without any hesitation. After her cosmetology training, Tanshu combined her new skill sets with her passion for entrepreneurship. Today, she runs her own tailoring and cosmetology business, which helps her support her family with more ease. Tanshu is quite a resourceful business owner. During festival season, she sells her blouses near

the market areas. When the festival season ends, she provides tailoring and beautician services out of her home or at her clients' homes. Tanshu used all her savings to invest in herself and her future, doing something she enjoys. Slowly but steadily, she dreams up new ideas for her business and expands her reach. Tanshu recently bought a plot of land near her local market area, where she plans to open her own boutique and beauty parlor.





## \*Kashvi starts her career in accounting!

After completing her training at Nomi Network, Kashvi was hired as an accountant for a clothing retail store! When we spoke with her in September, she shared, "Nomi Network taught me how to speak confidently. Before, I used to be afraid to speak out. Now I speak directly with anyone in the showroom. Each woman who joins Nomi Network is given opportunities to go out and believe that she can do it. And that is because they have seen women like me go out and get a job. Small, small things become bigger one day. With little steps, women become stronger."

## \*Aadhya gives back to her community, becoming a Nomi Network master trainer!

Aadhya was a part of our first Workforce Development Program cohort when we launched in 2012! Today she is a Nomi Network master trainer, mentoring women in her local community. After meeting with her in September, she told us, "My wish was that, just as I was making progress because of the trainers at Nomi Network, that someone else would also make progress because of me. This is why I wanted to become a master trainer. Many women wanted to do something after they graduated from Nomi Network, and they did. Some opened a tailoring shop. Some opened a beauty parlor. When a woman becomes self-reliant, she can help the country progress too."



## \*Soma lands an entry level job in the medical field!

Soma always had dreams of becoming a nurse and financially helping her family despite her childhood in poverty. During her search for a job to support her family, Soma discovered our Workforce Development Program. Soma then began her general duty assistance training, where she served patients in her region, fulfilling her dream of working in the medical field. She learned how to take vitals, make beds, and provide hygienic care for patients. Now with a stable job, Soma is proud to support her family.



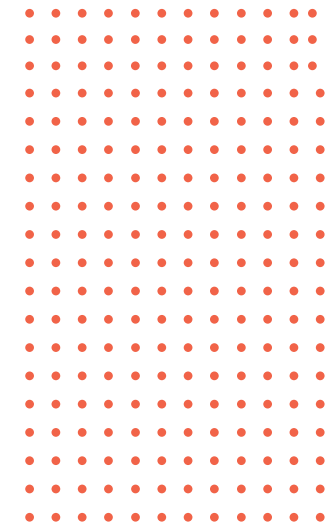
## \*Saavi excels as a garment technician and builds a family dream home!

Saavi learned about our Workforce Development Program through a friend after years of wanting to help her family financially — especially her father, who was no longer able to work due to sudden illness. After completing the course, she started an apprenticeship at Shahi Exports Pvt Ltd., one of our largest job creation partners. Later on, Saavi was selected to work at Shahi full-time as a garment technician. Today, both Saavi and her brother are building their family a "dream home" with their combined incomes. Saavi is also sending money home and contributing to a surgery fund for her father. Their family home is almost done and her father's surgery is scheduled for February 2022.





# CAM- BODIA



**An estimated 20% of Cambodia's adult population is illiterate, and 18.6% of the population lives below the international poverty line, earning approximately \$1.25/day.<sup>19</sup>** Cambodia is also a hub for child labor and sex tourism. Of those exploited, 36.1% are under the age of 16.<sup>19</sup>

In 2021, Nomi Network focused its work in Poipet, a border city, where many Cambodians migrate to find work. Poipet is a fast-growing area with a burgeoning economy, making it attractive for those living below the poverty line. Those who cross the Thai border illegally are typically desperate to find work, but they do not have many skills or higher

education, so their opportunities are limited. Most specifically, this population includes women lured by the promise of an attractive job, husbands desperately trying to provide for their families, and children subjected to work so they can help support the household.

Like our Workforce Development Program in India, our new Poipet program trains and develops women to remove barriers to employment and increase financial stability. We are currently offering sector-specific technical training in the garment manufacturing and chicken farming industries, and we will provide more career tracks based on our clients' expanding interests.

[nominetwork.org](http://nominetwork.org)



# Poipet Program Impact: A Closer Look

Solving the human trafficking problem in Poipet and beyond starts with economically independent women. Our program builds work readiness habits that equip women to find safe, sustainable employment or sustain their own businesses. As a result, they don't have to migrate to other countries for work, and they won't have to be lured by traffickers who promise "higher" paying jobs. They can stand on their own two feet and stimulate the local economy by becoming more hireable for employers or by starting their own small-to-medium enterprises.



## \*Vanna lands her "dream job"!

Being born in a low-income family of eight, Vanna dropped out of school in second grade to look after her four nieces and nephew and manage the household chores. But she never stopped dreaming of having a job one day along with financial independence. After learning about our new Poipet program in February, Vanna immediately enrolled. After graduating from the life skills phase, Vanna completed her technical skills training as a sewing machine operator at Cambodian Garment Training Institute (CGTI) for 15 days in Phnom Penh. When Vanna first joined our program, she would have never left her family for professional development in another city. But by the time she completed the first program phase, her confidence skyrocketed, and she excitedly left for Phnom Penh with another woman in her cohort.

Vanna applied for a job as a garment worker in a high-tech garment factory in Poipet immediately after completing the training with CGTI. After a rigorous interview and assessment process, she was hired! Vanna is elated about landing her new "dream job" and she told our field staff that she is looking forward to learning more in her new role and improving her craft.

## \*Sokhanya's journey to economic freedom

Sokhanya's parents moved their family to Poipet in 1999. Poipet is a border city with more job opportunities, so they expected to find decent work and eventually purchase land for a family farm. But since they had no connections, they still couldn't buy land or even find shelter to sleep. "I remember that we spent our first night on a cargo cart along the Cambodia and Thailand border," Sokhanya told our field staff.

Later, Sokhanya's parents eventually left her and her siblings behind in Poipet and migrated to Thailand to find work. Sokhanya was left to support herself through grade school and look after her brother and sister. She had no choice but to drop out of school.

Sokhanya and her sister eventually followed their parent's footsteps and migrated illegally to Thailand. They had to walk into the forest to escape from the police. Sokhanya worked in Thailand for 12 years as a waitress in a restaurant. While working there, she and her sister saved and loaned enough money to buy land back in Poipet. Her parents and other siblings returned from Thailand to live on the land.

Since moving back to Poipet, Sokhanya has been unemployed. She picks the naturally grown vegetables from a nearby bush to sell for daily income, but it is not enough to help support her family. She is now married with three kids, but her husband lives in Phnom Penh to work at a petroleum station.

In February 2021, Sokhanya enrolled in the first cohort of our Poipet Workforce Development Program. After completing the first training phase, she completed her technical skills training as a sewing machine operator in November with one of our job integration partners. The training focused on both theoretical and technical components of sewing and machine operation.

Sokhanya produced four beautifully made T-shirts at the end of the training, and she is so proud of this professional accomplishment! The instructors appreciated her fast learning abilities and gave her a high score on her final exam. Sokhanya told us that she is "ready to work in the garment factory" and is in the middle of the application process!

(\*Names changed to protect privacy.) [nominetwork.org](http://nominetwork.org)

“When we invest in women and girls, we are investing in the people who invest in everyone else.”

Melinda Gates



# Community Outreach Program Expansion



# India

In times of crisis, women's jobs are 1.8 times more vulnerable than men's jobs.<sup>20</sup> This is especially true in rural India, where job losses are primarily caused by lack of education, gender discrimination, and the fact that 94% of India's female workers are employed in the informal sector<sup>21</sup>, which was most heavily impacted by the country's severe lockdowns. During this crisis, traffickers preyed on the increased economic vulnerability of women and girls.

To meet the urgent needs of the communities we serve, we reactivated our community outreach teams from May through late summer. Collectively, the teams educated over 12,000 local residents about vaccine safety and efficacy. We also provided health supplement packages, medical support, and food relief for our trainees, staff, and program partners throughout our base regions.

Since our Workforce Development Programs went fully virtual in April, our trainees were still able to continue their training with no disruptions.

# Cambodia

In Phnom Penh, Nomi Network provided 206 garment workers with food relief packages containing rice bags, noodles, canned fish, salt, sugar, sauces, and other essentials such as soap. Through this outreach, we served 729 family members, including 275 children.

In Poipet, Nomi Network provided food packages to 199 individuals who lost their jobs due to the lockdowns and suffered food shortages. This number includes our Poipet Workforce Development trainees and their families, women we surveyed as potential program trainees, and individuals recommended by local nonprofits and government authorities.



# Our Impact

## In the Workplace

**1,078**  
women trained  
through Workforce  
Development in  
India & Cambodia

**223**  
women  
employed  
during the  
pandemic

**50**  
high risk youth  
engaged through  
Dallas Youth Workforce  
Development Program

**86** SMEs  
started

**115 participants**  
in Nomi International  
Fashion Training courses

**1,042 hours** of  
work created for local  
producers in Cambodia

## Empowerment & Advocacy

**Over  
600**  
reached through  
advocacy &  
awareness events

**180 girls**  
enrolled in new  
Adolescent Girls  
Empowerment  
Program in India

**526**  
women receive  
legal and gender  
rights training

**20** corporations engaged to provide U.S.  
survivors with mentorship & work exposure



## COVID Response

**12,394**  
households  
reached in  
India

**153**  
Nomi Network  
graduates engaged  
as Community  
Outreach Workers

**16**  
health  
camps set  
up in India

Direct food relief  
in Cambodia was  
given to  
**405**  
households



# 2021 Outreach Highlights

## Annual Gala Event

In October, we hosted our first-ever hybrid gala event! We had three in-person celebrations on the same night in New York City, NY; Dallas, TX; and Los Angeles, CA. Our event also consisted of a virtual program, allowing supporters to join our event from around the world. The theme of our gala was "Amplified: Celebrating the power of women in the workforce."

We highlighted courageous women in our programs and corporate partners who thrive as influential female leaders in their industries and communities. The night was full of inspiring remarks from our incredible network of survivor leaders, honorees,

and trainees—all raising their voices for economic equity and freedom!

As part of the event, we featured six honorees who have made great strides to empower women in the workforce:

- Evelyn Chumbow, Abolitionist Award
- Margery Kraus, Trailblazer Award
- Roslyn Dawson Thompson, Visionary Leadership Award
- Moody Foundation, Catalytic Partner Award
- Long Family Foundation, Amplifying Funder Award
- Peter Kim, Workforce Advocate Award

### Virtual Vision Trip

During the summer, we hosted our first ever Virtual Vision Trip to India! Attendees were "transported" from their homes to our program sites in India. They got an inside look at the communities we serve and left with a deeper understanding of our trainees' economic vulnerabilities. Our facilitator, Dr. Anu Taranuth, led our group in impactful reflection exercises and discussions that allowed participants to gain further insight into the lives and experiences of the women we serve. Although we hope to travel to our program sites soon, we were grateful for the ability to host a vision trip virtually. This trip provided an opportunity for our supporters to see the resiliency of our trainees in a new light and become more sensitive, informed human trafficking abolitionists.

### Nomi Network Sew-cial Event

This past year, we introduced a new event called our Nomi Network Sew-cial. This event allowed attendees to put themselves in our trainees' shoes and experience a Workforce Development Program "training session." First, participants learned about the typical 'day in the life' of a Nomi Network trainee. Then one of our master trainers taught participants how to sew via our digital training videos. Sewing is a transferable skill that helps our trainees grow in their communication skills, problem-solving, time management, and quality control skills. Attendees enjoyed the mock training session, and some were inspired to host their own "sew-cials" to spread awareness about our programs among their networks!

# 2021 Online Advocacy

## Webinars Hosted by Nomi Network:

- **More to My Story:** A Conversation with Childhood USA and Nomi Network about ending trafficking in Dallas, Texas (in partnership with World Childhood Foundation)
- **AAPI Philanthropic Leadership:** Rising Above Hate | Fireside Chat with Vivan Long, Patricia Sun, and Richard Lui

## Virtual Events Featuring Nomi Network:

- **Global Business Roundtable:** Hosted By Jackson Hole Center for Global Affairs (JHCGA)
- **Listening to and Learning From Our Grantees International Panel:** Hosted By Professionals in Christian Philanthropy
- **Fostering Shared Humanity:** Hosted By Horasis
- **International Women's Day Panel:** Hosted by PIMCO



# Press Features & Awards

## As Seen in:



## Awarded:



2021 Texas Women's Foundation Young Leaders Award

2021 NYU Alumni Changemakers Award





## Donor Highlight: Nadia Block

### How did you first learn about Nomi Network?

In 2016, I met the President and Co-founder, Diana Mao, through mutual colleagues. At the time, it's fair to say I was ignorant about the issues within and around human trafficking. It's also accurate to say that my white privilege kept me insulated from it. That said, Diana and I grew closer. I felt guilty for being so out of touch with this sector, as I learned it was prevalent and rampant worldwide, including here in the States.

In 2017, Diana asked me if I would join her on a trip to India to document Nomi Network's impact through my photography. Before Diana's invite, I mainly shot aerial views and cityscapes. Diana's offer made me quite nervous, even uncomfortable. I wanted to be sure that I captured their clients in a way that showcased their power and not their trauma, and this was intimidating. In any case, I recognized this was an opportunity of a lifetime and said, 'YES!'

### How did your trip with us expand your knowledge about the issue of human trafficking?

The trip opened my eyes to the nuance and collaboration needed to tackle this issue. I saw how thorough the program curriculum was and

how it provides an avenue for the women and girls to gain skills, inspire each other, and be pillars of hope and inspiration within their communities. I also witnessed new governmental and NGO partnerships being procured and corporate partnerships that would lead to employment for the trainees. I met trainees' family members and other stakeholders impacted by Nomi Network. Seeing and meeting the constituents and the program staff was a priceless experience. And meeting the implementation partners who deliver the Nomi Network curriculum helped me see a fuller picture of the program model.

### What inspires you to give to Nomi Network, and how has giving to Nomi Network impacted you?

Being in India with Nomi Network was life-changing. Seeing firsthand how thorough, strategic, and holistic the program is, makes me want to support Nomi Network the best I can. Every meeting or call that I'm on with the team reassures me that Nomi Network continues to put the women and girls first. I'm excited about the impact that Nomi Network will make in the States after launching its pilot program in Dallas!

### How would you encourage other donors to support Nomi Network?

Today, travel is challenging, but I would suggest a program site visit when and if possible. Otherwise, please give what you can, knowing that Nomi Network's model is changing the lives of women and girls they are serving.

### What message would you like to share with the women and girls you have supported?

I want them to know that they are CHANGEMAKERS in the world. They are role models for all the women and girls who have been or are currently oppressed. I consider Nomi Network to be family, and by extension, they are family to me. While my life looks different than their experience, I see them as the warriors that they are. They are role models for all the women and girls who have ever faced oppression and struggled to be seen.

## Gala Sponsor Highlight: Daisy Peña

### You have a long history with Nomi Network. What drew you to Nomi Network initially, and how has your involvement evolved over the years?

Being born in the Dominican Republic, an island known for its misogynistic culture with high rates of poverty, sex slavery, and trafficking—I developed a solid connection to this mission. I recognized the challenging task of addressing it at the root, and I felt a calling to contribute.

My involvement with Nomi Network has been quite the journey. I initially got involved as a model when they focused on selling ethical, survivor-made products. A couple of years later, I joined as a formal employee—managing sales partnerships as an account executive. At the time, I was a brand new mom, looking to re-enter the workforce after being laid off three months into my pregnancy. Despite my business degree and years of sales and entrepreneurial experience, the tech sales world was not open to hiring a pregnant woman. At the same time, I was dissolving a traumatic marriage that cut the cord on my financial stability. Mothering a newborn while being single and unemployed was one of the lowest moments of my life. Nomi Network took a chance on me and allowed me to contribute my talents in the workforce yet again. While at Nomi Network, I increased retail partnerships by over 60% and brought on Sephora, their largest sales partner to date. Stats aside, I was most impacted by the warm, encouraging community I gained, which I desperately needed at the time. It kept me from sinking into a deep depression and possibly poverty. In no small way, Nomi Network saved me. It gave me a chance when I needed it most.

It has been ten years since my initial involvement, and it's my first year as a Board of Advisors member. I am so proud to be part of the Nomi Network family and to be able to contribute to the cause however I can. I believe in the mission and its ability to change and impact the lives of everyone that gets involved.



### How do you feel people can support Nomi Network through their employers or workplace? How have you done this in your role at Twilio?

People can support Nomi Network through their workplace by hosting educational panels to spread awareness, volunteering, or donating to the cause. I hosted an educational luncheon with Twilio, which made a huge impact. Afterward, my colleagues were very curious and eager to get involved.

### You were on the 2021 gala host committee. What made you join the host committee, and what excited you about inviting people to the event?

I felt incredibly honored to be part of the host committee. What excited me about inviting people the most was sharing my own Nomi Network story along with their incredible work and mission.

### How has supporting Nomi Network impacted you?

My son, Ethan Alexander, is now six years old, and he's at that age where it's hard to get him to try new things. To motivate him to do and try new things, I often say, "this will change your life," and sometimes he gives me credit, like when he learned to ride his bicycle. I think he's starting to get it. Similarly, supporting Nomi Network has changed my life.



## Peer Fundraiser Highlight: Nicola Peluso

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### How did you first learn about Nomi Network?

I first met Diana Mao at a mutual friend's birthday party in Manhattan in 2013. I had recently learned about the devastating truths of human trafficking and was actively searching for opportunities to get involved in the fight against modern slavery. I was open to volunteering in any way my skill set would afford. I modeled for Nomi Network's "Spring Safari" ad campaign, helped organize events, and lent a hand at the gala and holiday market. Later, I joined the Young Professionals Board.

### What connects you to our mission the most?

Every human being has the God-given right to exist in a world without slavery or exploitation. And I have never known an organization with such an innovative, collaborative, and heartfelt approach to solving the challenges of our time. The way Nomi Network works to strategically eradicate human trafficking through an intergenerational, tailored, and ever-evolving approach is brilliant.

### Can you tell us a little more about how you've raised funds and educated people about human trafficking and Nomi Network?

My strategy has been to play to my strengths, taking a creative approach. As an actor, I have spent a fair amount of time in front of the camera. So, I decided to create videos for social media and speak freely to my audience about their inspiring work. I also utilize Nomi Network's brilliant peer fundraising kits on my social media channels to promote videos and stories about the women they serve.

Over this past year, I have also hosted a women's networking hour, "Coffee With Purpose," in partnership with Nomi Network. I invite female leaders and professionals to speak freely, share

their perspectives, and foster new relationships and they leave inspired to support Nomi Network's mission. By gathering brilliant minds to brainstorm and strategize, we discover potential support networks for Nomi Network. Establishing these new relationships has birthed some exciting opportunities for collaboration, from film festivals and podcasts to partnerships with fashion brands.

### What advice would you share with others who'd like to fundraise or spread awareness about Nomi Network?

Be bold, brave, play to your strengths, and ask everyone in your network for advice and ideas. I am new to fundraising, and at first, I found it intimidating. I sought advice from Nomi Network staff, and I credit Kelly, Alisa, and Margaux for their guidance and support. I continually seek advice from friends, family, and colleagues for fresh ideas of authentically connecting with donors.

One of the most exciting outcomes of this approach was Nomi Network's partnership with International Women's Day (IWD). I was sharing about Nomi Network with a friend, and she mentioned IWD as a potential partnership. I researched the idea and shared it with Nomi Network staff, who contacted IWD. This effort led to Nomi Network becoming the headline organization on the International Women's Day website that year. From that positioning, Nomi Network received generous funds from some incredible corporate donors.



## Board Member Highlight: Patrick Gage, Carlson Family Foundation

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### How did you first learn about Nomi Network?

I met Diana Mao after a White House event in 2014, almost eight years ago. We worked on a project together and struck up a close friendship. Several months later, Diana told me her vision for Nomi Network—to fight human trafficking in a holistic, sustainable way. She asked for my help, and I couldn't have been happier to join the Board of Directors.

### What connects you to our mission the most?

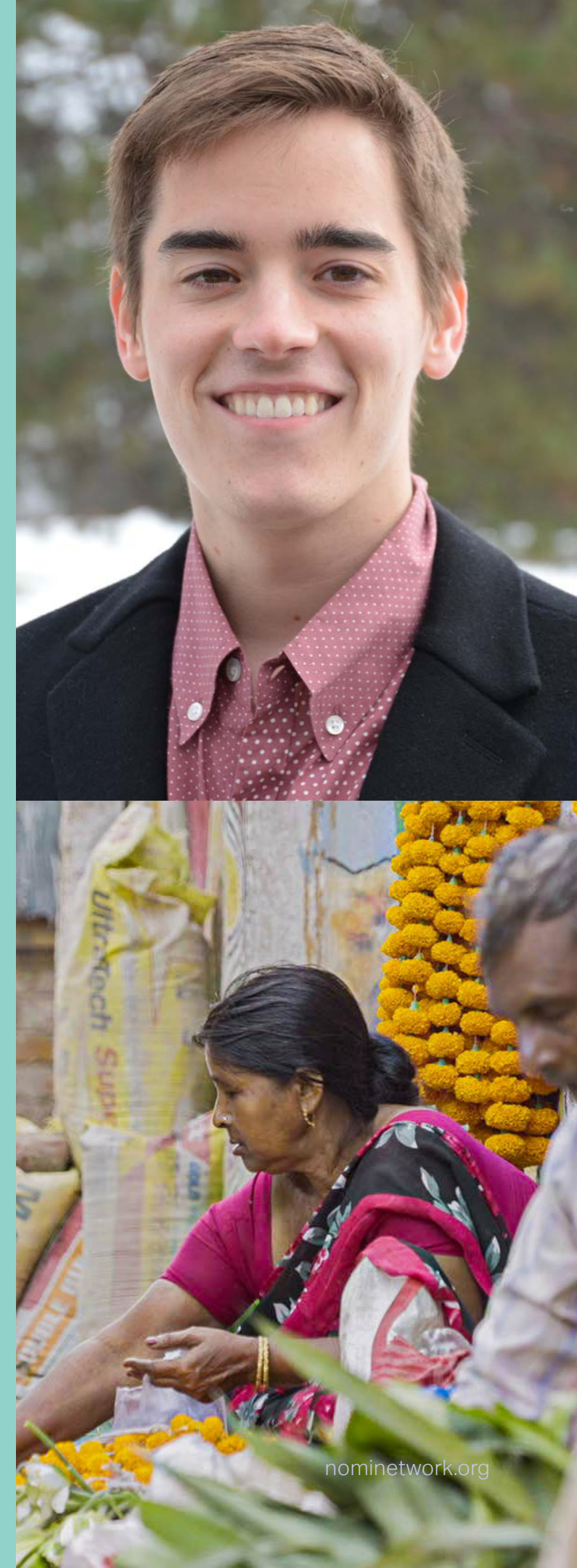
Empowerment. Nomi Network isn't about giving people something. It's about equipping women and girls with the tools to live up to their full potential and become the leaders we know they can be. That's what makes this organization so special.

### What inspires you to give to Nomi Network, and how has giving to Nomi Network impacted you?

I support Nomi Network because I believe in the work. The organization is run by women, for women. We employ and support local talent everywhere we can. Nomi Network embodies the idea of checking your privilege and giving up power. That's something that many of us need to do more often. The world won't change until that happens.

### What message would you like to send along to the women you have supported?

I want the women we serve to know that they inspire me. They're more courageous and resilient than I'll ever be. They're the leaders our world needs today and every day in the future.





# 2021 Financials

In 2021, Nomi Network earned several large multi-year grant commitments for future projects.

**Revenue**  
\$3,649,111

**Expenses**  
\$2,778,450

\* Based on unaudited financial report as of 1/31/22. Please inquire to receive the most recent audited financial report.

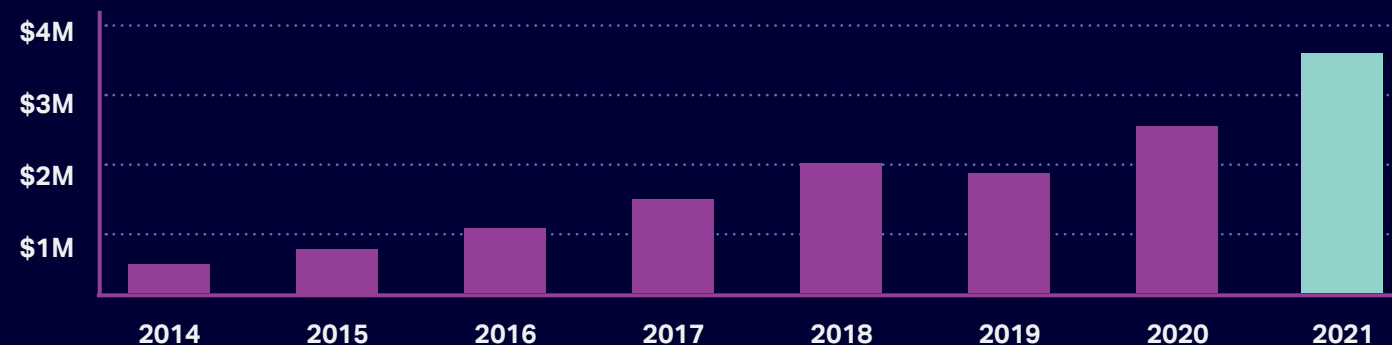
## Liabilities & Net Assets

	2021	2020
Total Liabilities	\$98,322	\$183,479
Total Net Assets	\$3,085,129	\$1,931,359
<b>Total Assets</b>	<b>\$3,183,451</b>	<b>\$2,114,838</b>

## Net Asset Breakdown

	2021	2020
Unrestricted	\$887,105	\$476,953
Temp. Restricted	\$1,044,254	\$794,085
Net income	\$1,153,770	\$660,321
<b>Total Net Assets</b>	<b>\$3,085,129</b>	<b>\$1,931,359</b>

## Financial Growth





# 2021 Donors

**\*This is a list of donors who gave \$1,000+, but we are grateful for each and every one of our incredible donors.**

## INDIVIDUALS

Aftab Hussain  
Albert Lam  
Allan Goldstein  
Ami Aronson  
Amy Batchelor & Brad Feld  
Amy Black Curcio  
Andine Sutarjadi  
Angela Huang & Geoffrey Chen  
Anita & Arpith Jacob  
Anjuli & John Cogman  
Ann & John Montgomery  
Ann-Maree Harrison  
Anna Garcia  
Anna Zhang  
Anne & Donald McHutchon  
Ashish Mathew  
Audrey & Rich Kim  
Barbara & Roy Medile  
Becky Coltrain  
Bela Bajaria & Douglas Prochilo  
Bertina Hu  
Bill Cellar  
Blythe Masters  
Breana Teubner  
Brian Lee  
Brooke Tuchman & Josh Rubin  
Cameo Wallace Guillemette  
Candy Hill  
Caren Prothro  
Carina Reyes & Andrew Alderson  
Caroline Capungcol  
Catherine Jaynes  
Cathy Raphael  
Cathy Williams  
Charity Wallace  
Charlotte Frohwitter  
Chelsea & Tom Lernihan  
Chris Yuen  
Christian Smith  
Cindy & Patrick Payton  
Daisy Peña  
Daniel Ivascyn  
David Dinasan  
David Hung

Deb Hyun  
Diana Nelson  
Elizabeth Brandel  
Elizabeth Martin  
Elizabeth, Madeleine & Jo Tango  
Emilie & John Marvin  
Erin & Patrick O'Keefe  
Esther Frances  
Frank Kaufman  
Giny & Michael Chon  
Hanna Hiller & Jude Buckley  
Helen LaKelly Hunt & Harville Hendrix  
Irene Becklund  
Iris Yen  
Jacquelyn DeKoning  
Jameson Schriber  
Janet & Roy Choi  
Janet Anthos  
Janie Kim  
Janis & Gil Siler  
Jeanette & Michael Chen  
Jeanne & John Rowe  
Jen Pleasants  
Jennifer & Roland Merchant  
Jessica & Adam Hirsch  
Jessica Davidoff  
Joanne & John McGinty  
Jolene & Gregory Halzen  
Jonathan Walton  
Judith Choate  
Judy & Jim McFarlane  
June & Howard Park  
Karen & Pui Chau  
Kate Juett  
Katelyn Ford-Bey  
Kelly & Geoff Gage  
Kim & Frank Ogden  
Kim & Ken Blacklow  
Kin Chung Lee  
Kirsten Davies  
Kirstin & Chris Hobday  
Kyle Humphries  
Laura Batty  
Lauren & Wade Lernihan  
Laurie & William Bolthouse

Lawrence Prybylski  
Lindy & Jon McClure  
Lisa Atherton  
Lisa Jennett  
Lisa Mantil  
Liz Martin  
Lollie Ramirez-Bennett  
LyLy Dooner-Rockwell & Richard Rockwell  
Marcella Rodgers  
Margaret Phillips  
Margo & Paul Hooker  
Maria Choi & Scott Sowers  
Marilyn Carlson Nelson  
Mark Kropf  
Martina Vandenberg  
Mary Ford  
Marybeth & Greg Lernihan  
Merryl & Charles Zegar  
Michael Homeyer  
Michele Hilti  
Michele Lightburn  
Mike Sweeney  
Mimi & George Ross  
Miriam & David Donoho  
Nadia Block  
Nancy & Neil Grunberg  
Nancy Bernstein  
Nick Malinaric  
Pamela Batson  
Penny & Dan Fireman  
Philip Vegdahl  
Quan Nguyen  
Rachael Watson  
Rachel McEvoy  
Radhi Chagarlamudi  
Raj & Santhosh Paulus  
Rajni & Rajiv Shah  
Rebecca & Jeffrey White  
Reggie McLendon  
Rema & Joshua Cheng  
Rev Man  
Robert Whitman  
Rosemarie & John Dios  
Sally Fullman  
Sapna Rohra

Sapna Shah  
Sarah Jankowski & Sanjay Bhudia  
Sarah Keh  
Seema Gunda & David Jeria  
Seimie & Peter Kim  
Shannon & Scott Austin  
Shirley & Frank Guo  
Sophia Walker  
Stacy Madison  
Steve Sachs  
Susan Lee & Benji Cheung  
Suzy Biszantz  
Teal & Bobby Ahn  
Tessa & Simon Perutz  
Thear Suzuki  
Tolga Bakircioglu  
Travis Wright  
Valerie Holloway Skinner  
Vicki & William Rose  
Victoria Rider  
Wendy & Kai Togami  
Yeo Jin Ree

## INSTITUTIONS

**\$1,000+**  
Adam and Jessica Hirsch Charitable Fund  
Anthos Family Fund  
Bernstein Family Foundation  
Chen Family Fund  
Commission Church  
Cycling for Change  
Goleta Presbyterian Church  
Grace Community Home Health Fund  
Harji Bhudia Giving Fund  
Hobday Family Fund  
Mitzvah Matzos  
Reyes-Alderson Giving Fund  
Sapna Shah Giving Fund  
Suzuki Family Fund  
Texas Women's Foundation  
The John & Ann Montgomery Fund  
The Laura Jane Musser Fund  
The Patrick and Cindy Payton Charitable Fund  
The Paul & Margo Charitable Fund  
The Tank Hill Fund  
The Tom & Chelsea Lernihan Fund  
William and Joanne Cellar Family Giving Fund  
Withum

**\$5,000+**  
Anchor Gift Fund of Bradley A. Feld and M. Amy Batchelor  
Anonymous  
APCO  
Aprith and Anita Giving Fund  
Cisco  
Ernst & Young  
EvensonBest  
Fabricate  
Farmshelf  
Girls Rights Project  
Hanekom-Marais Family Fund  
Hypothesis Factory LLC  
Jefferies  
Lakewood Fund  
Long Family Foundation  
Orchid Giving Circle at Texas Women's Foundation  
Paul & Phyllis Fireman Foundation  
Raise for Good LLC  
Rose Giving Fund  
The Bajaria-Prochilo Charitable Fund  
The Wade & Lauren Lernihan Fund  
Thistle Farms  
Vin & Caren Prothro Foundation

**\$10,000+**  
Carlson  
Cboe Global Markets  
HLH Family Foundation  
The Graham and Carolyn Holloway Family Foundation  
The Nancy and Neil Grunberg Charitable Fund  
Tuchman Family Foundation

**\$20,000+**  
Anonymous  
Embrey Family Foundation  
Gratitude in Motion Fund  
Huang Chen Foundation  
Simmons Sisters Fund  
The Adair Foundation  
The Lodgepole Fund

**\$30,000+**  
Bristol-Myers Squibb Foundation  
Central Presbyterian Church  
Heineman Foundation  
Imago Dei Fund

The Tango Family Charitable Fund  
Zegar Family Fund

**\$50,000+**  
Block Family Foundation  
PIMCO LLC  
Raskob Foundation  
Vodafone Americas Foundation

**\$70,000+**  
Anonymous  
Grace and Mercy Foundation

**\$120,000+**  
MIGMIR Fund  
Saul Foundation

**\$300,000+**  
Stenkirke Family Foundation  
The Curtis Carlson Family Foundation  
Vista Hermosa Foundation

**\$500,000+**  
PIMCO Foundation

## CORPORATE MATCHING

Alliance Bernstein  
Allied World  
Ally Financial  
Apple Matching Gifts  
ARCH Insurance  
Boeing  
Bristol-Myers Squibb Foundation Matching Gifts  
Cboe Global Markets Matching Gifts  
Google Matching Gifts  
HarbourVest  
HPI  
John D. and Catherine T. MacArthur Foundation  
JP Morgan Chase Matching Gifts  
Neustar Matching Gifts  
PayPal  
PIMCO Matching Gifts  
Prudential  
PwC US and Mexico  
S&P Global  
Textron Systems Matching Gifts  
The Curtis Carlson Family Foundation  
UBS Employee Matching



# Our Team

## Nomi Network USA

<b>Diana Mao</b> Co-founder & President	<b>Corinne Powell</b> HR Manager	<b>Kristin Bruce</b> Communications Associate
<b>Supeil Liu</b> Co-founder & VP of Global Initiatives	<b>Maria Blackburn</b> Strategic Partnerships Manager	<b>Margaux McClure</b> Development Admin
<b>Jessica Pham</b> Director of Operations	<b>Princy Prasad</b> Dallas Program Manager	<b>Sarah Guarini</b> Grant Writer
<b>Kelly Gage</b> Director of Advancement	<b>Alisa Hardison</b> Development Associate	<b>Sienna Lumacang</b> Executive Assistant to the President
<b>Lily Wong</b> Finance Manager	<i>*For security and privacy reasons, global program staff not listed</i>	

## Board of Directors

Scott Austin, Board Chair	Elizabeth Brandel	Mangala Ananthanarayanan	Wendy Soderquist Togami
Bella Hounakey	George Ross	Nancy Grunberg	
Christian Smith	Lisa Mantil	Patrick Gage	

## Young Professionals Board

Anna Zhang	Eric Richelsen	Jesse Cherry	Shivangi Khanna
Ashley Hofkens	Esther Frances	Kaleigh Wilkinson	
Breann Thomas	Hannah Chang	Madison Palen-Michel Cline	
Caroline Hughes	Janel Koloski	Sheetal Nayyar	

## Board of Advisors

An-Me Chung	Gayle Embrey	Kate Anketill	Sarah Hayes
Breana Teubner	Greg Furman	Kim Ogden	Shannon Sedgwick Davis
Carina Reyes	Hannah Chang	Kinsen Siu	Sridhar Seshadri
Catherine Hartman	James Vanreusel	Laura Batty	Suman Saran
Charity Wallace	Jamie Lund	Lauren Embrey	Tim Ortez
Daisy Peña	Jason Wang	Leland Maschmeyer	Tina Tran
Danielle Classman	Johanna Cappon	Leslie Lang	Charlotte Frohwitter
Denise Gitsham Jones	John Damonti	Randy Belcher	Tong Ip
Edwin Keh	Jonathan Ward	Richard Socher	
Emily Nielson Jones	Joshua Cheng	Robert Kim	

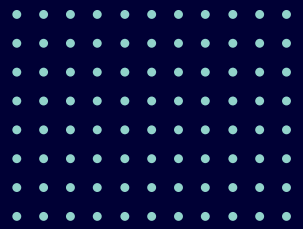
## Peer Fundraisers

Jill Kimball	Martina Kostov	Nicola Peluso	Peter Kim
Kevin James Doyle	Michelle Park	Patti Craig	Tressa Stegman
			Vicki Bonavita Patricolo

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