

at **15** nomi
network



2024
Annual Report



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.

Letter from the President



When my co-founders, Supei Liu and Alissa Moore, and I set out to build a network of support to ensure that every woman and girl could reach her full potential, we never could have imagined where we are today.

This year is Nomi Network’s 15th anniversary. Your unwavering support allows us to mark this important milestone in our journey of advancing the economic status of women and girls to stop the exploitative cycles of human trafficking. Thank you for being the network that makes all of it possible.

According to the NASDAQ 2024 Global Financial Crime Report, the human trafficking industry has grown to a staggering \$346.7 billion.¹ Advanced technologies, such as AI, are yet another tool of criminal networks that entrap millions of women and girls globally at an alarming rate. Our work is more critical than ever in the fight against human trafficking.

While challenges lie ahead, Nomi Network remains focused on strengthening vulnerable communities to recognize trafficking and build economic resilience. We continue to provide economic opportunities for survivors while investing in their social and economic well-being, helping them break generational cycles of poverty and exploitation.

In 2024, we have much to celebrate.

1. **Women are advancing.** In 2024, 4,093 individual women and girls gained skills, secured jobs, or built businesses, generating income and opportunities for themselves and their families. In Cambodia, I met Mara, who is free from the threat of cross-border trafficking due to her new economic strength. Read more of Mara’s story on page 7.
2. **Women are part of a strong, local network of trained and equipped staff.** During my listening tour, I met Dara, a colleague in Cambodia who joined Nomi Network nearly a decade ago.



2. Despite her quitting school in 3rd grade due to generational poverty, she showed strong potential. She was referred to Nomi Network through a local partner to join our maintenance staff. She has learned to read, write, and use computer programs through our staff professional development program. I am so proud that she is our office manager in Cambodia today. We remain deeply committed to investing in our local and frontline staff, nurturing their skills and passion to serve their communities.

3. **Advancing the message of women’s economic empowerment to end trafficking.** As pioneers in advancing the economic status of survivors and at-risk women and girls in under-resourced communities, we continue to share our approach with other nonprofits and corporations. Through our Annual Corporate Summit, UN Global Compact membership, and various publications, we’re generating a movement of resources directed towards survivors and women at risk.

I’m incredibly grateful to our Board, team, and especially our frontline colleagues from the communities we serve who are committed to learning, growing, and helping women and girls reach their full potential. Together, we’re making a lasting impact in the fight against human trafficking.

We look forward to the next 15 years and beyond as we celebrate our fifteen-year milestone. As you turn through these pages, let us celebrate the strength, resilience, and ongoing journey of these women and girls toward economic advancement together.

In solidarity and light,
Diana Mao

Globally, **50M** people are subject to human trafficking on any given day.²

Human trafficking is on the rise, with a

25%

increase in victims identified over a three year period, based on the most recent data.³

More than **383M** women and girls worldwide live on less than \$1.90 a day.⁴

Women and girls represent

99%

of all commercial sexual exploitation victims and **58%** in other forms of trafficking.⁵



A Network for Girls and Women like Nomi

Diana Mao Kelly's journey to founding Nomi Network began in rural Cambodia, where she researched microfinance's impact on impoverished communities.

During a visit to a small village, she met a father struggling to provide for his seven children, living without basic necessities like food and clean water. In desperation, he offered his six-year-old daughter for sale to Diana's male colleague. His grief and hopelessness were undeniable; poverty had pushed him to the unthinkable.

That moment changed everything. Diana realized that human trafficking and exploitation often begin in homes crippled by poverty and lack of opportunity. Determined to create economic pathways for women to break these cycles, she and co-founders

Supeil Liu and Alissa Moore returned to Cambodia to explore solutions.

There, Diana met Nomi, an eight-year-old survivor living in a shelter after enduring horrific abuse, including exploitation by her stepfather. Despite her trauma, Nomi's resilience and quiet strength inspired the founders to build a network that would empower women and girls like her to reclaim their futures. Her courage became the foundation of our mission. Her name inspired ours.

In 2009, Nomi Network was officially founded to create economic opportunities to prevent trafficking and empower women to thrive. Since our founding, we have directly served over 23,700 women and girls and reached over 280,000 people in communities through education and advocacy programs.



15 Years of Women Advancing

PROGRAM SITE GROWTH:

	2009 2014	2015 2019	2020 2024
CAMBODIA	1	1	5
INDIA	1	9	35
UNITED STATES	—	—	2



SINCE OUR FOUNDING IN 2009:

23,710
women and girls served
directly through our programs

280,000+
Individuals reached through
awareness, outreach, and
engagement programs

2024 WAS OUR MOST IMPACTFUL YEAR TO DATE:

4,093
women and girls
served, **more
than twice the
number served
in 2023**

832
women placed
in employment
or generating
income
through self-
employment

22,690+
family, friends,
and community
members
reached through
our programs



Mara's Story: The Ripple Effect of Change

Mara lives with her family in the Treas Commune in Banteay Meanchey province of Cambodia. Her education ended early due to finances. Now an adult, Mara's options to earn an income were limited. When her parents heard about the Nomi Network Workforce Development Program, they quickly enrolled Mara.

Quiet and shy, Mara was brave and dedicated herself to engaging in the Life Skills and Sewing Operator Skills training. She was so successful that she continued on to the more advanced sewing skills training at the Cambodian Garment Training Institute (CGTI) in Phnom Penh.

Over the course of her training, Mara became more confident and outgoing, putting in extra time to prepare herself to secure a job. Her dream was to get a job with a good salary to support her family. She applied for a job at Poipet Techno Park factory and was hired! Mara said, "I never thought I could have a stable job, and I am proud of myself."

Mara's dream came true when she earned enough to help her mother to raise pigs. She proudly said, "I use some of my salary to buy and feed piglets that will grow and produce others. As the business grows, I will have more money to support my family."

Recently, management promoted Mara based on her work and skills into a higher position and an

increased salary. "I will be able to save more money to pay for healthcare or clothes. I hope to help my mother open a shop to make crockery in our village."

TECHNO PARK HUMAN RESOURCE OFFICER
ABOUT NOMI NETWORK GRADUATES:

“When workers are smart and knowledgeable, **Techno Park always promotes them to a higher position.**”

Women in Mara's village thought their only choice for work was migrating to Thailand. A good job at a nearby factory seemed out of reach. As she has excelled, women are now approaching Mara and asking how they too can work there. Her earnings have expanded her family's pig business, and their quality of life has increased. Mara's life has been changed forever. Her success is creating a ripple of effect of change in her family and community.

Going Where *the* Need *is* Greatest

Nomi Network is committed to working in areas with a high prevalence of trafficking, where vulnerable women face many barriers to employment and earning an income. We have an unshakeable belief that every woman and girl can reach her full potential when surrounded by a network of support. In 2009, Nomi Network was just one site. 15 years later, we’ve expanded to 42 locations, providing more women and girls with training, support, and access to employment and income opportunities.

United States

2 program sites in Dallas County and the city of Houston, Texas.

In the U.S., an estimated 1.1 million people are subject to human trafficking on any given day.⁶ In Dallas County, Texas, Nomi serves vulnerable youth, including those in foster care and the juvenile justice system. Up to 90% of child victims of sex trafficking have been involved with child welfare services.⁷ Homelessness significantly increases the risk of trafficking. In 2023, 4,000 students in the Dallas Independent School District self-reported as homeless.^{8,9}

Houston is recognized as a major trafficking hub, due to factors such as proximity to the US/ Mexico border and the presence of major highways, airports, and sea ports.¹⁰

TEXAS HAS THE SECOND-HIGHEST NUMBER OF REPORTED HUMAN TRAFFICKING CASES IN THE U.S., WITH OVER 300,000 VICTIMS, INCLUDING 79,000 MINORS AND YOUTH, EXPLOITED FOR SEX.¹¹

India

35 program sites serving women and adolescent girls in Odisha (Bhubaneswar, Puri, Jharsuguda), West Bengal (Siliguri, Taldi, Betberia, Murshidabad), Bihar (Muzaffarpur), Jharkhand (Dumka, Deoghar, Giridih).

Women and girls in rural India face extreme poverty, early marriage, limited education, and cultural norms that keep them in domestic roles, increasing their vulnerability. These barriers make it difficult for women to gain sustainable employment or financial independence.

ACROSS INDIA, 15% OF PEOPLE LIVE IN MULTI-DIMENSIONAL POVERTY, AND STATES WE WORK IN HAVE SOME OF THE HIGHEST RATES (34% IN BIHAR AND 29% IN JHARKHAND).¹² IT IS ESTIMATED THAT 24% OF WOMEN IN INDIA ARE MARRIED BEFORE THEY TURN 18,¹³ AND 69% OF RURAL WOMEN ARE ILLITERATE OR HAVE ONLY PRIMARY LEVEL EDUCATION, LIMITING JOB OPPORTUNITIES.¹⁴

Cambodia

5 program sites serving women in Banteay Meanchey and Tbong Khmum Provinces.

Women and girls in Cambodia face high vulnerability to trafficking due to limited education, poverty, and lack of employment opportunities. In Cambodia, 17% people live in Multidimensional Poverty (MDP) and an additional 21% are classified as vulnerable to MDP, largely due to poor educational outcomes.¹⁷ In Banteay Meanchey Province, 85% of the employed population works in agriculture.¹⁸ This means upskilling into new employment is critically needed to expand opportunities.

BANTEAY MEANCHEY PROVINCE’S LOCATION ALONG THE THAI-CAMBODIAN BORDER MAKES IT A SIGNIFICANT POINT FOR CROSS-BORDER LABOR MIGRATION, OFTEN INVOLVING IRREGULAR AND UNDOCUMENTED MOVEMENTS, WHICH HEIGHTEN VULNERABILITY TO TRAFFICKING AND EXPLOITATION.¹⁵ LANDMINE CONTAMINATION CONTINUES TO BE A HUGE ISSUE NEGATIVELY IMPACTING THE ABILITY FOR PEOPLE TO FARM AND TO DEVELOP COMMUNITIES AND BUSINESSES.¹⁶



India

2024 IMPACT

2,446

Women served in Workforce Development Program

1,272

Girls served in the Adolescent Girls Empowerment Program



35 ↗

active sites

AGEP EXPANDED FROM 16 TO 29 SITES. MOST ARE CO-LOCATED AT WFD SITES.

21,150+

Individuals reached through outreach, community engagement, and events



Workforce Development Program

In 2012, Nomi Network expanded into Northeast India with a U.S. State Department grant. Co-founder Supei Liu led efforts to teach technical and job-readiness skills. Business and employer partners provided the technical and employment-related skills so women could be hired in certain industries. Engaging in employment training and overcoming barriers requires self-agency and a mindset shift. To address these needs, the program evolved to include Life Skills training, helping women build confidence, communication skills, and financial independence.

◆ JHARSUGUDA, ODISHA

Pramita's Journey: Breaking Barriers for a Better Future

After her brother's accident and her father's debilitating work at a brick kiln, Pramita's family in Odisha struggled financially. Forced to leave school after 10th grade, she dreamed of supporting them but had no clear path forward. That changed when a neighbor introduced her to Nomi Network's training program.

With her family's encouragement, Pramita completed the training and safely migrated to Bangalore for a job at a partner factory. "In the beginning, I was nervous," Pramita says. "But our trainers and managers are constantly present to provide us with the support we need." Today, she earns INR 15,000 (\$190) monthly, saves a third of her income, and helps pay for her father's medication while contributing to improving her family's home.

Adolescent Girls Empowerment Program

Women in the Workforce Development Program voiced concerns about their daughters' futures. Early marriage, lack of education and vocational training, and poverty all increase adolescent girls' vulnerability to trafficking. In response, Nomi Network launched the Adolescent Girls Empowerment Program (AGEP), a 12-month initiative that helps girls develop confidence, understand their rights, and explore education and vocational paths. **AGEP is Nomi Network's fastest-growing program.**

◆ BIHAR, INDIA

Heena's Story: Generational Lessons of Hope

At 14, Heena joined Nomi Network's Adolescent Girls Empowerment Program (AGEP) with gaps in her education due to her family's financial struggles. Her father, a day laborer, struggled to meet their basic needs. Initially quiet and reserved, Heena discovered her passion for teaching through AGEP's "Dreams

and Goals" session. Inspired by the trainers' engaging approach, she shared, "If every teacher taught like this, every student would understand better."

The program's impact extended beyond Heena when she began sharing what she learned with her mother. At a parent session, her mother proudly said, "I used to teach her, but now she teaches me." Through AGEP, Heena is not just gaining knowledge—she is finding her voice and inspiring those around her.



United States

2024 IMPACT



Youth Workforce Development Program

In 2021, Nomi Network partnered with Dallas County's Juvenile Justice system to support justice-involved youth and trafficking survivors. The program provides education and career exploration, job readiness training, and employment support. In 2024, the program expanded county-wide, allowing us to directly serve 174 young women with opportunities, including education and career exposure events that connect youth with industry professionals and real-world career pathways.

♥ DALLAS, TEXAS

Katrina Finds a Pathway to a Better Future

Katrina, a justice-involved youth, faced many barriers that deepened her economic vulnerability. Determined to break the cycle, she participated in a financial empowerment training with Chase Bank, one of our corporate partners. Katrina realized she could manage her money and created a savings plan using the 60/30/10 rule—the first steps towards her financial independence.

Though the journey hasn't been easy, Katrina's confidence has soared. With support from Nomi Network and Chase, she embraced financial literacy, even when she felt hesitant or overwhelmed. "I learned how to set goals, open a savings account, save money, and why it's important. I also learned how to create and use SMART goals in my real life," she shared.

Katrina's story proves that when youth gain financial knowledge, they gain power—the power to build a future beyond their circumstances.

174

Women and girls served

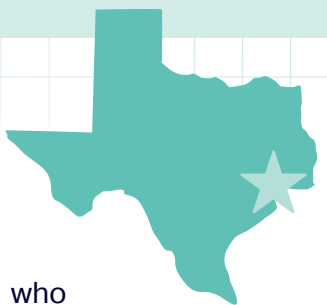


1

New site opened in Houston, Texas

Workforce Development Program

2024 brought the launch of our Houston Workforce Development Program. Building on the successful Workforce Development Model from India, the program provides training, social support, and employment opportunities for women survivors or those who need a second chance after incarceration. 41 survivors were directly served.



Houston Listening Tour

Before serving any community, Nomi Network engages with leaders, practitioners, and survivors to maximize resources and strengthen collaboration. In June, Nomi Network hosted the 2024 Houston Listening Tour, bringing together 55 individuals, including survivor leaders, to explore pathways to social and economic stability. Key discussions focused on expanding opportunities, fostering support networks, and driving meaningful change. Most importantly, insights from survivor participants shaped strategies to enhance long-term stability and empowerment efforts.

“When given the chance, and with support, survivors in the workplace **think outside the box, bringing resilience and a determination to succeed.**”

— SURVIVOR LEADER

290+

Individuals reached through outreach, community events, and workshops





2 New sites opened

1 New province reached

Cambodia

2024 IMPACT



201

Women and girls served

1,250+

Individuals reached through outreach, community engagement and safe migration trainings



Workforce Development Program

In 2021, Nomi Network brought the Workforce Development Program framework and contextualized it for Cambodia with two tracks. One track provides employment placement support within a commuting distance from home, while the other focuses on agriculture and micro-enterprise, allowing women to earn a living while staying at home and in their communities. In every community and with all participants, safe migration workshops are provided.

📍 BANTEAY MEANCHEY PROVINCE, CAMBODIA

Hun Ey's Journey: From Hardship to Hope

Hun Ey, 37, from Banteay Meanchey province, was forced to leave school in the 4th grade due to financial hardships. After losing her father at the age of seven, she took on the responsibility of caring for her ailing mother. "My mother was always sick at that time, so I had to take care of her," she recalled.

At 19, she married and migrated to Thailand with her husband in search of work. Like many women facing economic insecurity, she encountered the risks of undocumented migration; false promises of fair wages, exploitative labor conditions, and vulnerability to trafficking. After just five months, she was forced to return home due to severe illness.

Back in Cambodia, her husband took up farming and carpentry, while their eldest son left school to help support the family. Their younger son remained in school. When Hun Ey learned about Nomi Network's Workforce Development Program, she saw an opportunity for a different future. Determined to build a livelihood without leaving her family behind, she eagerly joined the program.

“

Thanks to Nomi Network for the skill training and job placement.

Without this support, I might have ended up in Thailand again as a migrant worker.

I hope other women in my community will join this program to secure jobs, improve their living conditions, and support their children's education. ”

— NEEM, A NOMI NETWORK CAMBODIA PARTICIPANT



After completing Life Skills and technical training, she started a home-based sewing business, allowing her to earn an income while staying close to her loved ones. "I am really excited to have joined the program because I do not want to go back to work in Thailand again," she said. With a sewing machine provided by Nomi Network, she now earns about \$75 per month—an income that helps put food on the table, cover household expenses, and even save a little for the future.

Hun Ey's journey reflects the resilience of women who, despite immense challenges, continue to carve out paths toward economic independence and security for their families.

Reflecting on 15 Years of Impact



Sela's Journey

from **Vulnerability**
to **Empowerment**



Sela's journey begins

My name is Sela, and I'm 46. When I was eight, I had to leave school to work on our family's paddy rice farm and care for our chickens. My country, Cambodia, has endured a long history of hardship, conflict, and occupation. I was still a child when nearly 2 million of my people were killed. Our culture, economy, and marketable skills were lost, leaving many, especially women like me, vulnerable.

My husband is a community leader who was among the first to meet with Nomi Network staff when they came to discuss the Workforce Development Program. He believed in the potential for women to earn income from what they already had, their land, and animals. Raising chickens and being a rice paddy farmer was the best option for me and my family.



Sela defines her aspirations and goals

In my village, I've witnessed countless women forced to leave their children behind, crossing the borders into Thailand or Vietnam in search of work. Migration makes them vulnerable to labor, sex, and child trafficking due to low pay and dangerous exploitative conditions.

I was determined to stay home and create a better life for my family and with my husband's support, I was one of the first to join the Nomi Network's Workforce Development Program.



Sela is employed or has a business and is generating income

During the program, I increased my monthly income from \$60 to over \$100. I am expanding my coops to 100 hens and 10 roosters. With a business plan in place, I reinvested in growth. I built chicken coops, fencing, and nets to protect the flocks. I saw higher egg production and larger chickens and roosters. My chickens are so healthy and desirable that people come to me to buy them for breeding.

Sela can overcome barriers and is now job-ready or able to increase her income

When I first started raising chickens, I struggled to protect them from hawks and other predators because they had no coop for shelter. I knew I needed to strengthen my business to sustain and grow it. Through a partnership with several Cambodian Government Ministries, Nomi facilitated training with professionals in agriculture and animal husbandry trainers. With their guidance, I expanded my flock, improved animal hygiene, provided better feed, and ensured proper care for the chicks. What once took five months to raise a chick to adulthood was soon reduced to just three—allowing me to grow my business faster and build a more secure future for my family.

Sela has economic agency, is a leader in her community, and is less vulnerable to trafficking and exploitation

To further my business, I purchased an egg incubator. My husband has since joined me as a partner, and together, we used our earnings to improve our rice paddy by adding soil, reducing the risk of flooding, and increasing our yield for sale.

Two years later, I have a full-service poultry business, feed storage, and high-yield rice paddy farm. I continue to share what I have learned with other women in my community and encourage them to join Nomi Network, as I did. I've now added grasshopper farming to our rice paddy and poultry business.

I know I will never have to leave to find work. I can stay because my business can support us all. This opportunity can change the lives of all the women in my community, and I'm proud to be a part of it.



NOMI NETWORK'S SOLUTIONS

Sustainable Economic Empowerment and Freedom from Trafficking and Exploitation

OUR SOLUTIONS:



Fuel confidence and agency



Address barriers to work



Build a network of safety and support



Facilitate job placement and retention

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



WEST BENGAL, INDIA

Beena's Story: A Path to Independence

Beena, a 20-year-old woman, had her dreams of becoming a police officer cut short when she was married at 13 and became a mother before 18. Limited by family restrictions and financial struggles, she was unable to continue her education or work.

Through Nomi Network's training program, Beena found an opportunity for financial independence. Initially hesitant, she gained confidence through decision-making sessions and began working with

other program participants providing food services, earning \$45-\$90 US per month. With no family support, she funded her own night school education while also enrolling in a government-run training for pickle and papad making.

Now, Beena is building her micro-enterprise and pursuing her education with determination. Despite challenges, she is now financially independent and charting her own path toward her long-held dream.

Fuel Confidence and Agency

Empowerment is knowing your own power. For the women and girls we serve, generational trauma, the physical and emotional effects of trafficking, and social norms where girls are less valued have hidden and harmed their self-worth. That's why every woman begins the journey to know her full potential by learning she has choices and rights and can make decisions based on personal goals and opportunities. Surrounded by a supportive community of women, she begins to pursue goals, advocate for herself, and become a leader in her community.



◆ WEST BENGAL, INDIA

Sonya's Journey: From Shy Girl to Community Leader

Sonya, a 14-year-old from rural West Bengal, once felt powerless against the hardships she witnessed in her community. Seeing sick and abandoned individuals at a train station, left without care due to a lack of resources, sparked her dream of becoming a doctor. Yet, she struggled with self-doubt and limited opportunities.

Everything changed when she joined Nomi Network's Adolescent Girls Empowerment Program (AGEP). Through Life Skills training, goal-setting sessions, and education on her rights, Sonya gained the confidence and tools to advocate for herself and others. She mapped out a plan to study science and prepare for medical school.

Her leadership flourished when she took the initiative to clean a community pond, inspiring neighbors to use bins and maintain a sanitary environment. At home, she shared AGEP's lessons with her family, leading her traditionally minded father to embrace more inclusive decision-making. Determined to uplift others, Sonya started informal classes for girls in her village, teaching them about their rights and supporting their aspirations.

With Nomi Network's support, Sonya has grown from a quiet girl into a confident leader—proving that when girls are empowered, they transform not just their own futures but their entire communities.



◆ HOUSTON LISTENING TOUR

Removing Barriers for Survivors in the Workplace

For survivors of trafficking, work has an inherent power imbalance associated with their exploitation and how 'business' is done. As they recover and build self-agency, they go from being property to being a woman with a voice. In addition, they need to recover from the traumatic physical and mental health effects.

There is also the fiscal cliff where the income is high enough to lose vital benefits, such as childcare and rent assistance, but isn't enough to cover basic needs. In short, we are asking survivors to work harder and to have less, at least in the short-term.

During the Houston Listening Tour, we collected feedback from participants, businesses, and employers on addressing barriers for survivors.

“ I still live in the same 25 square miles where I was trafficked. I could get a job here, walk in, and see that my boss was one of my johns. What do I do about that? ”

— PARTICIPANT AT THE HOUSTON LISTENING TOUR SURVIVOR ROUNDTABLE

FIVE ACTIONS U.S. BUSINESSES AND EMPLOYERS NEED TO KNOW TO SUPPORT SURVIVORS IN THE WORKPLACE:

- ✓ Understand the impact of chronic mental and physical health challenges from their exploitation
- ✓ Anticipate the cyclical nature of recovery which includes setbacks on the road to progress
- ✓ Coach management on the importance of educating staff on unspoken norms in the workplace
- ✓ Address education and training gaps while survivors are already working
- ✓ Reinforce survivor self-agency and advocating for themselves

Address Barriers to Work

Preparing for a job, finding a position, and interviewing takes time and resources. The instability of trafficking prevents women and girls from completing their education. The associated physical trauma and emotional impact from the power imbalance of exploitation make it difficult to navigate work dynamics with supervisors and colleagues. Trafficking survivors and women from economically marginalized backgrounds face the most extreme barriers to sustainable employment.

With job-readiness training, industry-specific technical training, and continued social and emotional support, women enter the workplace and break cycles of poverty and vulnerability.



Build a Network of Safety and Support

Businesses and corporations are a powerful partner providing the technical skills needed for job readiness and employment opportunities. Through employee engagement and trafficking awareness events, companies understand trauma-informed practices and supporting survivors in the workplace.

Along with community organizations, skilled counselors and social workers women are surrounded by a support network.



BIHAR, INDIA

Bharati's Story: A Network of Support and Hope

Bihar, home to 130 million people, has one of India's lowest female literacy rates. Economic hardship forces many families to make difficult decisions, often limiting opportunities for young girls. Bharati, a 16-year-old from a struggling family, was almost one of them.

Her father's work as a laborer required him to migrate, leaving the family with financial instability. When neighbors pressured Bharati's mother to arrange her marriage, citing her "marriageable age," she felt trapped by financial struggles and societal expectations. Then, a Nomi Network trainer knocked on their door.

Through the Adolescent Girls Empowerment Program, Bharati's mother found reassurance and strength. Empowered with knowledge, she now confidently defends her daughter's right to choose her future. Unable to return to school due to financial hardship, Bharati found a new path through our program. She eagerly attended sessions on career readiness, child rights, and financial management and enrolled in a Beauty Parlor Course at a local salon.

Bharati is not alone. She is surrounded by a community of trainers, mentors, and peers who believe in her potential. With skills, confidence, and a support system that stands by her, she now has hope and a chance to break free from the cycle of poverty.

WEST BENGAL, INDIA

Mamta's Story: Setting the Example for Generations to Come

“Our society often remarks how women cannot go out and earn a living, but **I want to set a different example by supporting my family without anyone else's help.**”

When the pandemic hit, Mamta's husband suffered a severe accident, leaving their family in financial ruin. She took up door-to-door sales and incense-making to support them, but a lack of business knowledge led to a mounting debt of INR 60,000 (\$700).

Determined to change her circumstances, Mamta enrolled in the Workforce Development Program (WFD). The training provided her with technical skills, communication strategies, and financial management knowledge. With her newfound confidence, she secured a job at a garment factory in Bangalore, where she now earns a stable income, significantly improving her financial situation and gaining exposure to new markets.

“**I can set an example for women in my village, as no other woman has left for work before.**”

With this opportunity, Mamta is now supporting her husband's recovery, funding her daughter's education, and working toward her ultimate goal of starting a business that empowers other women in her village.

Facilitate Job Placement and Retention

When women become economically empowered, they catalyze ripple effects of freedom. Beyond providing 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.



Board Leadership for 15 Years

For more than 15 years, Nomi Network has benefited from the leadership and input from corporate, business, and survivor leadership. Meet our longest-standing Board member, George Ross. He met the co-founders when Nomi Network was an idea in its nascent stages. He was impressed with their passion, dedication, and focus on economic opportunity as a powerful way to end trafficking.

Wendy Bridges is the newest member of our Board. An executive at Comerica and a mother, Wendy knew she found an organization that makes a long-term difference when she witnessed first-hand our work with girls in the juvenile justice system.

George Ross met the co-founders of Nomi Network in his offices at World Vision in 2008. George recognized the passion and commitment the women brought. He also saw that Nomi Network could fill a gap in programs worldwide by creating sustainable economic empowerment for vulnerable women. He was one of our founding board members, the first chairman, and he continues to serve today.

He believes it is Nomi Network's partnerships between businesses, individuals, and other NGOs that improve the quality of life in our communities for everyone. "It doesn't matter whether it's Houston, Dallas, India, or anywhere. Very quickly, in your first group of women, you see lives changed when they realize their unlimited potential. You see not only one life changed, but all the people in that family's life, too."

Wendy Bridges is the Executive Vice President and Executive Director of Corporate Affairs at Comerica Incorporated & Comerica Bank. She's also the mother to a daughter and wanted a way to make a real difference for women. Introduced to Nomi Network through our work at the Letot Residential Treatment Center, Dallas, Texas, she said it surprises most people how prominent trafficking is in the community. She is proud that Nomi Network is a learning organization that continually strengthens programming and tailors it to what survivors need. The ripple effect makes her proud to serve as the newest member of the Board. "What Nomi Network does is extraordinary. We impact the lives of individual women, their families, and their neighborhoods. We are affecting generational change."

Capacity Building Conference for Partners and Staff *in India*

More than 100 Nomi Network staff and local program partners gathered in India for three days of training, networking, and celebration.

For the first time, programs from across the country came together for a powerful convening focused on collaboration, learning, and celebration. NGO Implementing Partners shared program models, outcomes, and key lessons, fostering connection and shared growth. Sessions highlighted critical topics like monitoring and evaluation, technology training, and expanding opportunities for women's safety and advancement.

The gathering also marked a major milestone—Nomi Network's 15th anniversary—celebrated with dance, recognition of staff contributions, and a shared commitment to building a future where every woman can thrive.

Accelerators Of Economic Justice

2024 CORPORATE SUMMIT

The Annual Nomi Network Corporate Summit brought together CEOs, elected officials, investors, philanthropists, and changemakers to explore how businesses can drive economic opportunities for survivors and vulnerable women while advancing corporate objectives.

Held in September at the United Nations Delegates Dining Room—thanks to our membership in the U.N. Global Compact—the Summit focused on the intersection of technology, artificial intelligence, and global economic trends, particularly their impact on human trafficking and vulnerable populations.

With poverty as a key driver of trafficking, discussions centered on closing the income gap, creating climate-friendly jobs, and expanding employment opportunities for at-risk communities. Corporate leaders shared strategies for balancing profit with purpose, underscoring the private sector's critical role in combating exploitation.

Former Ben & Jerry's CEO Matthew McCarthy urged businesses to embrace bold leadership, stating, "Tackling these issues takes courage, and great leaders democratize courage, knowing that great ideas can come from anywhere within a company."

Susan Coppedge, Ambassador-at-Large Emeritus to Monitor and Combat Trafficking in Persons, agreed, emphasizing that "Businesses are a vital partner in delivering healing and assisting survivors with jobs and training."

Diya Wynn, Responsible AI Lead for Amazon Web Services, highlighted the need for inclusive decision-making: "Women and children are not outliers we are willing to risk. We are all responsible for ensuring that all voices and perspectives are advanced."

Kirsi Madi, U.N. Assistant Secretary-General and Deputy Executive Director of UN Women, underscored gender equality as a prerequisite for sustainable development.

John Richmond, Ambassador-at-Large Emeritus to Monitor and Combat Trafficking in Persons, called on

“A better future for women and children **requires the world to confront a major barrier: gender inequality, which undermines the health and prosperity of every society.**

— KIRSI MADI, U.N. ASSISTANT SECRETARY-GENERAL AND DEPUTY EXECUTIVE DIRECTOR OF UN WOMEN

corporations to leverage their influence, encouraging leaders to integrate survivor employment commitments into business negotiations with governments.

At Nomi Network, we believe that strategic partnerships with the private sector are essential to bringing economic opportunity for survivors and underserved communities. By working together, we can drive lasting change and empower women to build a future free from exploitation.

CORPORATE SUMMIT CO-CHAIRS



Lisa Mantil
Partner and Global
Head of Goldman
Sachs EFT Accelerator



Gavin Power
Chief of Sustainable
Development and Intl'
Affairs, PIMCO



Amy Pierce
Community Activist
and Co-Founder,
The Houston 20

FEATURED SPEAKERS

Angus Rennie, *Interim Chief of Staff, United Nations Global Compact*

Seth Goldman, *Co-Founder & CEO, JUST Ice Tea*

Amy Brachio, *Global Vice Chair - Sustainability, EY*

Jeannie Cho, *Director of Sustainable Investing, KKR*

Matthew McCarthy, *Former CEO of Ben & Jerry's*

Helen LaKelly Hunt, *Co-Founder, Quantum Connections*

Harville Hendrix, *Co-Founder, Quantum Connections*

Molly Gochman, *Artist, Activist, and Philanthropist*

Sue Xu, *Ph.D, Managing Partner, Amino Capital*

Bella Hounakey, *Management and Program Analyst, Department of Health and Human Services (ORR)*

Anitha Ibrahim, *Head of Privacy & Safety, AWS Americas Public Policy*

Jon Frenzl, *Investor, Founder & Engineer, Capital*

Helen Foo, *Co-Founder and Chief Product Officer, Stellar*

June Sugiyama, *Director, Vodafone Americas Foundation*

CeFaan Kim, *ABC Network*

HEADLINE SPONSORS



FEATURED SPONSORS



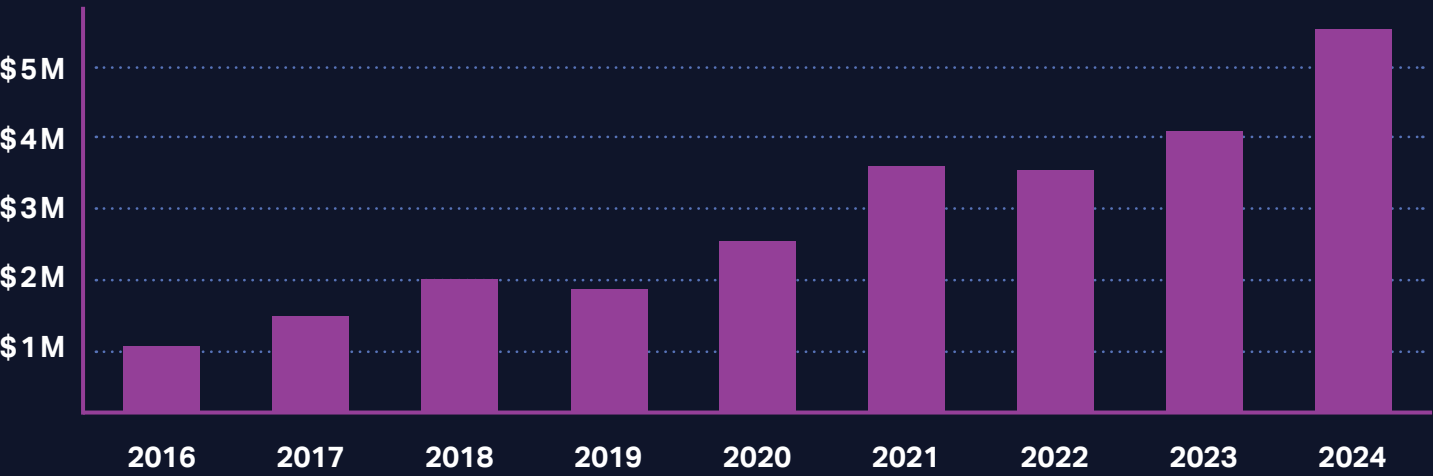
2024 Financials

Revenue
\$5,206,092

Expenses
\$5,302,601

* Based on unaudited financial report as of January 31, 2025. In FY 2024, the organization reported a modest net loss, primarily due to increased restricted funds, which limited operational flexibility. The most recent audited financial report is available upon request.

Financial Growth



Global Leadership Staff

Diana Mao <i>President and Co-founder</i>	Jessica Pham Warner <i>VP of Global Operations</i>	Corinne Powell <i>Senior Director of Global HR</i>
Supeil Liu <i>VP of Innovation and Expansion and Co-founder</i>	Ishrat Jahan <i>Senior Director of International Programs</i>	Kelly Gage <i>Senior Director of Transformational Gifts</i>
	Teneshia Morgan <i>Director of U.S. Programs</i>	Sandra Ostad <i>Director of Development</i>

Board of Directors

Scott Austin <i>Board Chair</i>	Christian Johan Smith	Wendy Bridges
George K. Ross	Elizabeth Brandel	Bella Hounakey
Nancy Grunberg	Lisa Mantil	Mangala Ananthanarayanan
	Wendy Soderquist Togami	Jonathan Lee

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