



# HEARTLAND ALLIANCE

**2018 ANNUAL REPORT**

July 2017 - June 2018

**EQUITY.  
OPPORTUNITY.  
FOR ALL.**



# TABLE OF CONTENTS

President’s Letter ..... 1

Impact 2018 ..... 2

Safety ..... 3

Health ..... 4

Housing ..... 5

Education ..... 6

Economic Opportunity ..... 7

Justice ..... 8

Financial Review ..... 9

Volunteers ..... 10

2018 Contributions ..... 11

    - Donors..... 11

    - Volunteers (Listings) ..... 37

    - Board of Directors ..... 47

    - Heartland Alliance Leadership Team ..... 51

    - Staff ..... 51





For many of our participants, 2018 was a year of unprecedented uncertainty, hardship, and fear.

Zo was just out of prison and jobless. Renee couldn't find quality healthcare nearby for her and her grandkids. Maimot was exhausted from fleeing torture and violence in her home country. Bill was broke and in a downward spiral of addiction. Thousands of immigrants were deported, detained, and separated from their families.

This year's Annual Report shares their incredible stories, and how Heartland Alliance confronted 2018 by leaning into our mission, speaking out boldly against destructive policies, and serving more participants than ever before.

# PRESIDENT'S LETTER

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As a human rights organization, we believe all of society benefits when every single person can participate, prosper, and reach their full potential. We honor our participants by helping them feel respected, supported, and worthy of a brighter future—even when the decks seem stacked against them.

The generous support of our donors, community partners, staff, and volunteers made it possible for us to carry out this essential work during a critically important time in our participants' lives.

On behalf of Heartland Alliance's Board, staff, and participants, thank you for your continued partnership as we strive to achieve equity and opportunity for all.

**EQUITY. OPPORTUNITY. FOR ALL.**

A handwritten signature in black ink, appearing to read 'Evelyn Diaz', with a stylized flourish at the end.

**EVELYN DIAZ**

*President, Heartland Alliance*



# IMPACT 2018

**426,000**

TOTAL PARTICIPANTS SERVED

**85**

PROGRAMS

**22**

LOCATIONS

**77**

COMMUNITIES  
SERVED IN  
CHICAGO AREA

**11**

COUNTRIES  
SERVED  
GLOBALLY

**5,000,000+**

IMPACTED BY POLICY  
& ADVOCACY

# SAFETY

*"READI Chicago helped me out a lot with understanding life, and the positions I need to put myself in to succeed."*

READI Chicago successfully launched in four communities and in partnership with local organizations to engage those at highest risk of gun involvement with employment, cognitive behavioral therapy, and case management.



After spending time in jail, Zo found himself unemployed and struggling to cope with feelings of anger and trauma.

"My life before the program, I was in the streets. I hustled. I had no job. Clean money was too slow."

It was at this point that he was approached about a new program called READI Chicago that is designed to reduce violence through paid transitional employment coupled with cognitive behavioral therapy.

Zo signed up and months into the program, he made meaningful progress and can imagine a new future for himself – one where he has a degree and owns his own trucking company.

"I appreciate the opportunity. I appreciate all the tools READI Chicago gave me to go further towards what I'm trying to do for myself in life."



**Increased Opportunity for Over Four Million People with a Criminal Record:** In partnership with the Restoring Rights and Opportunities Coalition of Illinois, Heartland Alliance passed legislation to prohibit courts from holding unpaid fines and fees against people when they petition to seal their criminal record.

# HEALTH

*"It feels like I've been coming here for years, and I hope to be doing just that."*

Heartland Alliance Health (HAH) opened its South Side Health Center in Englewood, which provides medical and behavioral health care, insurance and benefits support, and on-site laboratory and pharmacy services within a medically-underserved community.



Renee is a grandmother and lifelong resident of Englewood. After years of bad experiences with local health clinics, she was looking for a doctor that offered more.

"I've either had to take my family an hour out of my neighborhood or deal with clinics that treat you like dirt. It's made it difficult to just have the motivation to see a doctor."

When Renee applied for a job that required a TB test, she decided to visit

the nearby Heartland Alliance Health South Side Health Center. Not only was Renee welcomed, she also received quality, informative medical and mental health services for both herself and her grandkids.

Renee has become a vocal advocate for the health center and encourages her neighbors to visit.

"This place is more than just a health center, and that's because Heartland recognizes you are more than just a patient."

**Health Care Preserved for One Million Illinoisans:** Heartland Alliance and our partners in Protect Our Care Illinois helped lead the state efforts to save the Affordable Care Act, protect Medicaid, and fund community health centers.



# HOUSING

*"I feel like if this program wasn't here, I wouldn't be as strong as I am now."*

Heartland Housing proudly opened its supportive housing development, Tree Lane Apartments, in Madison, WI, adding 45 new units of housing for chronically homeless families.



As a child, Rosie's family moved from shelter to shelter, sometimes sleeping in an old van and frequently looking for their next meal.

"My entire life I've had to take care of myself. I had to do everything I could just to survive and help those around me survive."

Rosie's path forward changed when she found NEON, a youth housing program that connected her to a case manager, an apartment, and the supportive services and therapy she needed to break the cycle of trauma and homelessness.

With newfound stability, confidence, and hope, Rosie is now able to begin planning for her future.

"I was at a broken point, and I didn't know what was going to happen next. Heartland was my second chance. Sometimes people need that, with no questions asked."



**Opened Doors for 26,000 People Experiencing Homelessness:** Heartland Alliance supported five communities in creating innovative changes to public service systems, making the path to housing, employment services, and other supports more accessible.



# EDUCATION

*"I've gone from survival to survivor. Today, I'm thriving."*

Heartland Human Care Services engaged more than 2,000 participants in educational activities and English language courses that help move them closer to achieving stability.



Bill is a home care aide worker. It's a job he's good at, because he understands what it is like to struggle.

Bill battled addiction and homelessness for a long time until he visited a Heartland Alliance grocery center that provided him with much more than just food.

"The staff and volunteers who helped me when I visited made me realize how badly I wanted to break out of my cycle. It was really just a few months before I started getting better."

With Heartland's support, Bill decided to commit himself to sobriety, found housing and began to rebuild his financial life through education. He signed up for classes to manage his finances and repair his credit rating. Today, he is debt-free and moving closer to his dream of home ownership.

"It's so much more than learning skills or techniques and paying your bills on time. I learned that I have a chance to really grow and be successful."

**Helped 40,000 Students Increase Food Security:** With the support of dedicated partners, Heartland Alliance expanded the Supplemental Nutrition Assistance Program for economically disadvantaged community college students.



# ECONOMIC OPPORTUNITY

*"I was given a chance for a reset; I could really build my life back together."*

Heartland Human Care Services connected more than 1,000 participants to employment, including refugees and immigrants, survivors of human trafficking and torture, justice-involved youth, veterans, and those transitioning from homelessness.

Christian served as an Army combat medic in Afghanistan and Africa, after which he found the transition back home to be more challenging than expected.

"I knew that I needed to find my own way but when I moved out of my family's home, I didn't find a place immediately – nor did I have the financial means. Emotionally and mentally, it was exhausting trying to start from scratch."

Christian was living out of his car when a Veterans Affairs case manager

told him about the Supportive Services for Veterans and their Families (SSVF) program. Through SSVF, Christian found housing and financial stability to build upon as he began his next chapter. Today, he works as a program employee and provides support to veterans who are experiencing the same struggles he worked so hard to overcome.

"I want to do more. I know I have more to give. Thanks to his program, I've never been more certain of that."



**Increased Income for Nearly 70,000 Illinoisans:** In partnership with the Sargent Shriver National Center on Poverty Law, and the Chicago Coalition for the Homeless, Heartland Alliance secured an increase to the Temporary Assistance for Needy Families, a vital resource for families living in poverty and the first increase in 10 years.



# JUSTICE

*"I've lost my family, but the people I've worked with at Heartland Alliance are like a family now."*

Heartland Alliance International and the National Immigrant Justice Center provided justice services to almost 40,000 individuals globally, and educated almost 70,000 people about their rights and the rights of their communities.



Maimot fled the Democratic Republic of Congo after experiencing violence and torture. She hoped for a better life in Chicago, but knew that achieving her goals wouldn't be easy. Through the Marjorie Kovler Center, Maimot found the critical supports she needed to attain safety and stability.

"My first encounter there, it was so welcoming. Even though I was in bad shape, I felt respected. I felt I could breathe."

Maimot worked closely with staff to help her address her past traumas, as well as connected with fellow asylum seekers and refugees who also are rebuilding their lives in Chicago.

Today, Maimot attends college in the hopes of becoming a nurse to help others who may feel sick and alone. "Heartland saved my life. I was dying. Heartland gave me a chance to live again."

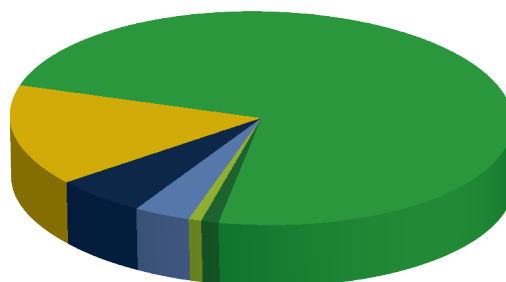
**Over 1,500 Human Trafficking Survivors Rights Protected:** Passed three bills to improve the rights of survivors of human trafficking by allowing them to seal any criminal record .

# FINANCIAL REVIEW

Eighty-five cents of every dollar donated to Heartland Alliance goes directly to programs for the most vulnerable.

**TOTAL REVENUE\* \$151,557,690**

**73.2% Grants and contracts**



**15.3% Contributions**

**5.7% Rental Income and Housing Development**

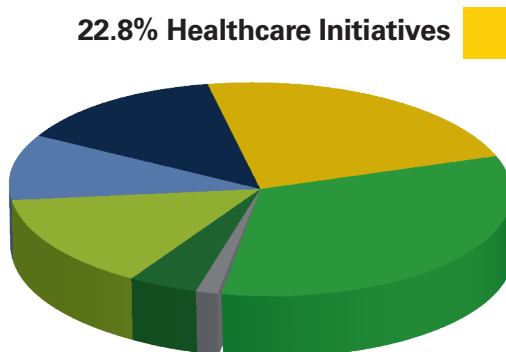
**3.7% Patient Services**

**0.8% Miscellaneous Income**

**1.3% Future Planning Income**

**TOTAL EXPENSES\*\* \$151,484,418**

**33.2% Housing Initiatives**



**22.8% Healthcare Initiatives**

**13.9% Administrative**

**10.1% Justice Initiatives**

**14.0% International Initiatives**

**4.6% Jobs Initiatives**

**1.5% Fundraising**

\*Source: Page 4 of the Consolidated Financial Report, Consolidated Statement of Activities of Heartland Alliance for Human Needs & Human Rights;

\*\*Source: Pages 8 - 9 of the Consolidated Financial Report, Consolidated Statement of Functional Expenses of Heartland Alliance for Human Needs & Human Rights



# VOLUNTEERS

A group of 12 diverse volunteers of various ages and ethnicities are posing in a room with a plain wall and a light-colored floor. They are arranged in two rows, with some standing and some kneeling. Each person is holding a large, black-framed photograph that depicts them in various volunteer roles. The photos show individuals working with children, holding documents, interacting with the elderly, and participating in community activities. The overall mood is positive and collaborative.

HEARTLAND ALLIANCE 2018 ANNUAL REPORT | 10

# 2018 CONTRIBUTIONS

## DONORS

### \$1,000,000 +

Safe Chicago Network Fund at The Chicago Community Foundation

### \$500,000 - \$999,000

Anonymous

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### \$100,000 - \$499,000

Anonymous

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### \$50,000 - \$99,000

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Chicago White Sox Charities

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Mansueto Foundation

Robert R. McCormick Foundation \*

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The Rhoades Foundation

United Way of Southwest Michigan

VNA Foundation and the Visiting Nurse Association of Chicago

### \$25,000 - \$49,000

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 Asaf Dor  
 Thomas Doucet  
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† Indicates deceased

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Jarrod Godfrey  
Jeffrey Gruba  
Marcus H

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Gregg Hampton  
Logan Hanes  
Regina Hayes  
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Vernon Herbener  
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David Hermanoff  
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Mona Van Kanegan  
Clara L. Williams

### 15-19 YEARS

Zakee J. Abdu Alshakur

Liduvina Benavides  
Claudia P. Brown  
Eugene Camble  
Herminio Flores  
LaTonia Gatlin  
Lawrence A. Henrikson  
Raquel Hernandez  
Thomas Holloway  
David A. Hongisto  
John P. Ishu  
Dionne T. Johnson  
Sheila L. Johnson  
Paul L. Joseph  
Marianne Joyce  
Diane E. Judge  
Larry J. Kirkpatrick  
Jean Lam  
Andrea R. Lampley  
Michael J. Lee  
Laureen M. Lewis  
Joan M. Liautaud  
Francisco R. Martinez  
Gloria A. Martinez  
Estella Mohammad  
Lavonne D. Morris  
Zbigniew Pasternak  
Maria R. Pellecer  
Victor Ponce  
Wilfred Rodriguez  
Genoveva R. Rosas  
Charles G. Roth  
Steven Rudolph  
Flutra Sahatqija  
Namko Seferovic

Martine K. SongaSonga  
Song Y. Tang  
Evelyn D. Thomas  
Jimmy Valentin  
Claudia B. Valenzuela

### 10-14 YEARS

Hassan Abdulla Hassan  
Awaz Abdulla Qaraman  
Auday A. Ahmed Abood  
Ashley V. Allen  
Michele K. Amatangelo  
Khalid H. Amin Qadir  
Burim Bakalli  
Gilia Barih  
LaTisha Bell  
Danielle Brewer  
LaDonna Brown  
Rachael E. Carbone  
Darcelle Chapel  
Norman Coleman  
Harry M. Curtis  
Guadalupe De Los Santos  
Martha Delfin  
Terry Douglas  
Gloria Duckworth  
Katherine B. Durrah  
Vivien Eisenberg  
Joyce M. English  
Azad Latif Fatah  
Shwan Fuad M. Amin  
Roger Galindo  
Theresa M. Gibbons  
Michael Goldberg

Willa Hekman  
Diane Hopson  
Rita Howell-Gill  
Ashley Huebner  
Ricardo O. Jonas  
Charlene Jones  
Kathleen A. Kelleghan  
Virginia F. Koch  
Lisa Koop  
Mario Lee  
Jeffry A. Lewis  
Rossana Lopez  
Hena G. Mansori  
Mary Martin  
James McGee  
Kandra D. McNeal  
Barbara Moore  
Taleah H. Muhammad  
Ericka S. Nance  
Faith S. Newman  
Elizabeth Nieves  
Arsalan Omar M. Ameen  
Nancy J. Phillips  
Sengouthith Phosaraj  
Linda Pitts  
Jasmina Pojskic  
Kenneth L. Rhone  
Bianca C. Roberson  
Jewel Robinson  
Lamenzo C. Robinson  
Arlena D. Rochelle  
Jessica M. Rooney  
Ola W. Rosenje

Alejandro Santiago  
Yvette Scott  
Audra Y. Shindo-Chan  
Eudora Simms  
Janette Smith  
Nichele Smith  
Maria Solis  
Learna Solsberry  
Monica Soto  
Sharon J. Span  
Ryan Spangler  
Kelli K. Spencer  
Adetoke Taiwo  
Karolyn A. Talbert  
Tequila Taylor  
Sharon D. Tenard  
Chanese L. Thomas  
Madhuri Thota  
Tara M. Tidwell-Cullen  
Lea A. Tienou-Gustafson  
Randi M. Tolliver  
Rosa M. Valdez  
Patricia M. Vasquez-Ruesta  
Eddie L. Williams  
Janice R. Williams  
Katina L. Yarbrough  
Melissa A. Young  
Violet Zacarias

#### **5-9 YEARS**

Mubasher Ahmed  
Shaheena Ahmed  
Ama Benedicte Aka  
Kwado Anane

Maria De Los Angeles Arizmendi  
Emily C. Ardell  
Bianca R. Arellano  
Parul V. Arora  
Elvia Arroyo  
Saad A. Aziz  
Vicki L. Badgley  
Isamar M. Barrios  
Kimberly J. Bartolomucci  
Simon Basedeke  
Kimberly A. Beers  
Frantzczy Belleville  
Kevin P. Bengtson  
Ruben Benjamin  
Cheitali Bhansali  
Leonidas Bigirimana  
Eric Bizimana  
Earlisha N. Blackmon  
Gianna Borroto  
Andrew J. Bosarge  
Luica Boyas  
Steven H. Bracy  
Carolyn E. Branch  
Kouadio Adjoua A. Brou  
Alison J. Brown  
Harold S. Brown  
Natalie Brzoski  
Raphael Bubasha  
Adela Bucio  
Marisol Bucio  
Alberto Bustoz  
Kristina H. Butler  
Marvin E. Byrd

Nancy J. Callahan  
Shuron E. Cameron  
DeMarco J. L. Cannon  
Laurie A. Carrier  
Lindy Carrow  
Brenda Castor  
Marcela Castorena  
Gabriela S. Castro Calix  
Dyann E. Chenault  
Alice Chibalonza Mweze  
Sherri D. Choice  
Colten D. Coffin  
Huell Collier  
Laura Cortez  
Jennifer Martin Coyle  
Moraima Crespo Dios  
Yamile Crespo  
Edwin Cruz  
Maria Cruz  
Vanya G. Cucumanova  
Matthew L. Cuddeback  
Kandyse L. McCoy Cunningham  
Tiffany Daniels  
Corie Darling  
Rodney A. Dawkins  
Silvestre A. Delgado  
Eleni Diaz  
Amy R. Dix  
Lance R. Dixon  
Rezan Dler Mustafa  
Michael K. Dominguez  
Juanita Donner  
Kimberly A. Drew

Mary M. Dudek	Sagina Hanjrah	Edward Kanno	Jeanne Mbombo Ngudie
Edna L. Easter-Wise	Erin Hantke	Marcia R. Katz	Nikita L. McBride
Lionel R. Edes	Jimmy Harkless	Joseph Kekere	LaShon A. McCurdy
Victoria Ekechukwu	Tameka Harris	Hemn Khalid Hama-Tahir	Francis P. McGechie
Esoso Ekom	Firas L. Hasan	Jeffrey D. Klesner	Brooke C. McKean
Vanessa Esparza-Lopez	Marie C.A. Hellouin De Cenival	Kouadio Laurent Koffi	Robin R. McPherson
Yedmel Christian Serge Esso	Gloria W. Hernandez	Valy Kone	Feng M. Mei
Teshema Evans	Rosa Hernandez	Attouman Paulignac Kouadio	Isamar Mendoza
Vesta Fantenord	Erica X. Herrarte	Venance Kouakou	Sabrina B. Minter
Suniya Farooqui	Martin R. Hill	Roumen A. Kourchoumov	Uma D. Mishra
Scott D. Feldman	Elisabeth C. Hird	Yvette M. Kyaw	Erin M. Misiaveg
Blanca M. Figueroa	Daryl M. Hobbs	Jay S. Landau	Wendy E. Morataya
Mark M. Fleming	Corey D. Holliday	Bryan R. Lange	Rhonda D. Morris
Darci Flynn	Tania Hossain	Laura Lazaro	Rihab H. Mousa Yako
Shalonda L. Fox	Melodie R. Howard	Samantha A. Levin	Joanna G. Mucha
Willis A. Francis	Laura F. Howland	Omar Leyva	LaVerne A. Muir-Wray
David J. Freedman	Jacquelyn A. Huckabee	Ana Odilia Lizcano Panesso	Ezechiel Mulumeoderwa
Adolfo Fuentes	Ahmed K. Hussein	Nicolas E. Lopez	Karla T. Munguia
Jessica L. Gadomski	Fahmi H. Hussein Ahmed	Ruth N. Lopez	Michel Munkamba
Selene X. Garcia	Darnell A. Jackson	Malena Luzuriaga	Evelyne Mutangi
Floyd A. Gardner III	Mustafa Jalal Mustafa	Miriam Macias	Guadalupe Naranjo
Arely Gasca	Shorsh Jawhar Mahamed	Ricardo Magallanes	Desire Ndoricimpa
Emmanuel Godwin	Jessica E. Jimenez	Megan Mahoney	John P. Neafsey
Sarah D. Gomez	Brittany S. Johnson	Aliou Maiga	Tanya C. Neczwid
Karen Gonzalez	Charlie M. Johnson	Paul D. Makarzyk	Wivine Ngwicharac Biwaga
Maria Carmen Gonzalez-DJangi	Darlene Johnson	Pamela F. Maness	Kouadio Rene Niamien
Madhu Gopal	Mattie C. Johnson	Patricia Mares	Leo G. Niederman, Jr.
Ellison D. Green	Philip M. Johnson	Kenneth M. Marshall	Emmanuel Niyongabo
Ann Marie Grimberg	Priscilla M. Johnson	Luis A. Martinez	Prisca Niyonzima
Augustin Habonimana	Cessler Q. Jones	Michelle S. Marvin	Diane Nkurunziza
Larry V. Hall Jr.	Kenneth C. Juergensen	Adams Mathew	Sonia Nsabimana
Nawzad Majeed Hama Karim	Francois Kakira Nshombo	Rashonda L. Mays	Eric Ocon
Sarah L. Hanford	Christine Kamariza	Joyce Mbilizi Bitindo	Laurie W. Odell



Gnepade Flavienne Ouelle  
Beth E. Palecek  
Linda F. Parrow  
Janet L. Pasakarnis  
Nelson S. Patnett  
Angela Perez  
Deana L. Perez  
Stephanie E. Perez  
Thomas M. Perry  
Antoinette Peterson  
Ivan Petryshyn  
Sara R. Pflueger  
Nicolas M. Philidort  
Jose A. Porras  
Dylan P. Prendergast  
Jeremy B. Pripstein  
Tonica M. Pruitt  
Sinai E. Pucheta  
Elsie A. Quattrocchi  
Melissa A. Queen  
Gwenn A. Rausch  
Marie V. Reynolds  
Maria H. Roche  
Mary J. Roche  
Stephen K. Rodgers  
Francisa Roman  
Ada L. Rosario  
Yaquilin Rubio  
Julie M. Rushkewicz  
Kathryn L. Russell  
Karen M. Rutz  
Colleen M. Ryan  
Jean Ryogori

Goran A. Sabir Zangana  
Sunday Salawu  
Gyan A. Samara  
Laura M. Samnadda  
Yelivette Santiago  
Caitlin C. Schnur  
Andres Serrano  
Angela Serrano  
Nasima Shukor  
Terence Sinabajije  
David K. Sinski  
Amanda Crews Slezak  
Shaleka M. Smith  
Leticia I. Solis  
Amanda K. Solon  
Kelly A. Spence  
Shynese T. Spencer  
Lakeisha M. Swoope  
Kissima Sylla  
Nichole M. Tackett  
Yonous M. Tate  
Trisha K. Teofilo Olave  
Caroline J. Thurlow  
Julia C. Toepfer  
Ruby Torres  
Youma Toure  
Lilia Tovar  
Abdoulaye Traore  
Marcy Trujillo  
Alison P. Tucker  
William A. Turner  
Felicia J. Turner-Suarau  
Samantha M. Tuttle

Wendy E. Tzul-Abad  
Paul Umoh  
Alejandra Valencia  
Sandra Valenzuela  
Marisol Vazquez  
Leyly Velasquez  
Monica Vergara  
Martine C. Vertus  
Daniel I. Villar  
Ursula C. Wagner  
Sheena M. Ward  
Hussein Z. Wario  
Christopher D. Warland  
Karen M. Whitaker  
Teresa White  
Tina M. White  
Caprice J. Spencer Whitfield  
Edward A. Williams  
Carrie Williams-George  
Tawana N. Wilson  
Christopher J. Womack  
Theressa A. Wonzer  
Triva M. Wynn  
Yolanda Zarur  
Esmeralda Zavala  
Gonkanou Constant Zoh  
Keren Zwick

**0-4 YEARS**

Jaquelin Abarca  
Jocelyn Abarca  
Marya Abdul Rahman  
Julian J. Abdur-Rahim  
Kathryn L. Adams

Daria Afanasov  
Ebaye Akonjom Agbor  
Fernando G. Aguilar  
Star Agus  
Zhian E. Ahmad  
Awat Ahmed Mahmood  
Mohammad T. Al Essa  
Maysaloon Al Khafaji  
Cesar Alanis  
Kristin B. Alexander  
Larry Alexander  
Salah Ali  
Dasia Allen  
Kristin L. Allen  
Danny Alma  
Joselito Alma  
Alejandra Almanza  
Maria I. Almanza  
Heidi Altman  
Lara Altman  
Jacqueline Alva  
Christine M. Alvarado  
Cinthia P. Alvarez Gonzalez  
Erika Alvarez  
Julissa M. Alvarez  
Mario Amaya-Velazquez  
Angelique G. Anderson  
Helen Anderson  
Margaret L. Anderson  
Jane M. Anichini  
Elizabeth Antunez  
Nicholas Apaki  
Mercedes Aponte

Debra Appleby  
Anna L. Aranda  
Leslie Arciga  
Cairo N. Arevalo Arias  
Cindy B. Argudo  
Juan C. Arguello  
David Arias  
Hardi H. Arif  
Andre L. Armstrong  
Luis Arredondo  
Yuritza Arroyo Sanchez  
Francis B. Arthur  
Narender Arya  
Gabriela Avalos  
Johanna A. Avila  
Maria Avila  
Meesha Awan  
Banesa Ayala  
Cynthia C. Ayala  
Lorena B. Ayala  
Yomaira M. Ayala  
Ahmad Hamed Aziz  
Rachel Baird  
Abdramane Bakayoko  
Bakary Bamba  
Sheryl L. Barajas  
Javonte S. Barber  
Ryan K. Barnes  
Emily Barnett  
Jonathan Barrera  
Guadalupe Barrios  
Melissa Y. Basilio  
Joi Basley

Tykisha Bays  
Christy Begeschke  
Karla C. Bell  
Toinette Bell  
Angela R. Belton  
Carly Bendzans  
Fatima N. Benhaddou  
Brenda Benitez  
Mariuxi K. Benitez  
Norma A. Benjamin Solis  
Antoinette Benson  
Harry G. Benson  
Ingrid P. Berrios  
Emily K. Berwald  
Namrata G. Bhansali  
Arpana U. Bhatia  
Scott Bierri  
Erik Bingham  
Madeline Birky  
Ledeya Biruk  
Tiana Bishop  
Amy L. Black  
Timber A. Black  
Mariana Blanco  
Jody L. Blaylock  
Jessica A. Boblick-Urbe  
Eduardo Bocanegra  
Sergio Bocanegra  
Brittany V. Bogdajewicz  
Ioana Bogdan  
Christopher W. Bohlander  
Erin Bolema  
Nora Bouacha

Molly M. Bougearel  
Arsene Boundaone  
Fernando L. Bowie  
Charles Boyce  
Zennie Boyce  
Sonya J. A. Bozeman  
Lee Braam  
Servio G. Bracerros  
Scott D. Brackett  
Afrika Bradley  
Claire Brady  
Alexander T. Branson  
Anna P. Brewster  
James R. Breymaier  
Melissa Briano  
Armando Briceno  
Marco A. Briceno  
Gary Brichetto  
Michael Brieschke  
Lisa Brindley  
Linda Brito  
Anthony M. Brown  
Denise A. Brown  
Patricia N. Brown  
Stephanie Brown  
Sara A. Bruhn  
Constance Buckingham  
Katie Buitrago  
Samuel Bulley  
Alissa L. Bundy  
Ketty M. Burgos  
Hannah Burgwyn  
Donald Burke

Rebecca B. Burrigh  
Cathy C. Butner  
Bridget Buyea  
Carly A. Bykerk  
Gabrielle Calmy  
Mark D. Calvert  
Miguel A. Cambray  
Gerard M. Campbell  
Jesse Campbell  
Celica Campos  
Juan C. Campos  
Jana C. Cancel  
Burton Cann  
Ana R. Cardona  
Alexis Carella  
Robert Carlson  
Shaun C. Carr  
Rosa I. Carrillo  
Laquisha M. Carroll  
Maude S. Carroll  
Martha Cartagena  
Nicole J. Carter  
Hannah C. Cartwright  
Nicole Cash  
Sandra L. Castaneda  
Michael Castellano  
Lucho Castilla  
Molly M. Castillo Keefe  
Jazmin Castillo  
Stephanie Castrejon  
Veronica Castrejon  
Kellyn Castro Calix  
Martha Castro

Montserrat Cazares  
Silvana Cazarin-Lagunas  
Camille N. Cedeno  
Nicolette Centeno  
Sergio D. Centeno Rodriguez  
Hilary C. Chadwick  
Marlon Chamberlain  
Emily R. Chambers  
Jesse H. Chavez  
Marisela Chavez  
Jing Chen  
Priyam N. Chibber  
Carol Childers  
Efrem Chillis  
Holly H. Christian  
Jane S. Chung  
Kayla Cintron  
Daniel J. Cloward  
Chequita Cobbins  
Sabrina M. Coffey  
Teawanna T. Cole-Gipson  
Gia T. Coleman  
John L. Coleman  
Matilda Collins  
Michelle L. Colyer  
Shayla Combs  
Miriam Concepcion  
Maya Coney  
Katherine G. Conforti  
Glenda L. Cook-Wesley  
Jessica Cordero  
Erica M. Cordon  
Leslie L. Cortez

Emily Cote  
Shannon Cotter  
Vimary Couvertier Cruz  
Deandrea D. Cox  
Marquise L. Cox  
Lindsay E. Crammond  
Justin Crayton  
Amber Crossen  
Maria C. Cruz  
Paola C. Cruz  
Alexandra Cuevas  
Alma Cuevas  
Laura Cuevas  
Elizabeth Culliton  
Christine Cun  
Letizia Cuozzo  
Margaret Cushing  
Angelica Dabrowski  
Emma R. Daisy  
Candie G. Daniel  
Demetrius D. Daniels  
Nadia Danilovich  
Karishma M. Dansingani  
Carla Davis  
Donyell L. Davis  
Jennifer Davis  
Sarah A. de Araujo  
Brooke Morgan De Jong  
Liliana De La Cruz  
Samuel F. De La Guardia  
Lori De La Rosa  
Monet Dean  
Carlos R. DeJesús

Nellie M. Del Cid  
Michael Dempsey  
Yu Ting Deng  
Gary L. Densmore, Jr.  
Mindi K. Dewey-Rosburg  
Camila Di Mauri  
Cindy Diaz  
Evelyn J. Diaz  
Jesus Diaz  
Kristen M. Diaz  
Luis Diaz  
Sandra Diaz  
Sarah B. Dickson  
Isabel S. Dieppa  
Samuel A. Dieppa Jr.  
Nancy Diliberto  
Jennifer M. Dilillo  
Aleksandra Dimo  
Anna C. Dixon  
Janessa M. Dixon  
Selenne Dominguez  
Sinai Dominguez  
Tavia Donahue  
Ousmane Doumbia  
Morgan Drake  
Desiree E. Dread  
Charlotte Dretler  
Elizabeth Drew  
Sheryl F. Dubinsky  
Yvette R. Dudley  
Kenya Duran  
Joseph Dutra  
Brant R. Dykehouse

Kelvin Easterling  
Francisco Echeverria  
Meghan Edmundson  
James Ehlen  
Diane Eikenberry  
Noemi Elias  
Jennifer Elkins  
Jamie L. Ellingwood  
William D. Ellis  
Melissa Ells  
Rama Elnaghy  
Byron Elvira Paredes  
Kelly J. Emery  
Terri L. Enstrom  
Pierre Enwia  
Shannon Ericson  
Megan Erskine  
Christopher D. Ervin  
Lilia T. Escobar  
Diana Escobedo  
Meredith R. Espie  
Kimberley Espinosa  
Iliana Espinosa-Ravi  
Danny Esther Mena Gomez  
Mary Estrada  
Aniefiok E. Etuk  
Natalia J. Evens-De Menezes  
Diana Fabian  
Pamela M. Fairley  
Sandra Falcon  
Francisco Feliciano  
Noemi Feliciano  
Carrie Felton

Ashley N. Fernandez  
Anita A. Fiadzoe  
Ivan Figueroa  
Lindsey A. Fila  
Elizabeth E. Finck  
Jacqueline M. Fitzpatrick  
Edith Flores  
Julissa Flores  
Anne Flosi  
LaNealya Flournoy  
Katherine A. Fohrman  
David J. Ford  
Ari Franco  
Nathaly Franco  
Corey Frantz  
Antonio Frausto  
Adeline C. Fredricks  
Amy M. Fricke  
Denise R. Fuentes  
Christy Fujio  
Charline Furaha Omba  
Nina R. Gagnon  
Diego Gallon  
Dalia Galvan Morales  
Kathryn M. Gambach  
Aneesha D. Gandhi  
Patricia Gandy  
Edward Ganet  
Madeline R. Garber  
Andrea M. Garces  
Amanda Garcia  
Erika Garcia  
Frances Garcia

Janet Garcia  
Julia Garcia  
Leticia Garcia  
Mailee U. Garcia  
Rolando Garcia  
Diego E. Garcia-Montero  
Maria C. Garzon-Ruiz  
Allison Gattari  
Chanel S. Gayles  
Chad Gehin  
Austin R. Gibbs  
Carrie J. Gibson  
LaKisha M. Gilbert  
Mary Kay Gilbert  
Jasmine Gipson  
Steve Gipson  
Deja Glover  
Tabitha M. Glover  
Travell L. Glover  
Katherine Goettel  
Carolina Gomez Pinzon  
Bryan Gomez  
Carmela C. Gomez  
Liliana Gomez  
Mayra A. Gomez  
Sonia C. Gomez  
Susana Gonzalez Galarza  
Ericberto Gonzalez Malave  
Juan Gonzalez Mercado  
Alberto Gonzalez  
Demetra A. Gonzalez  
Isamar C. Gonzalez  
Lucia M. Gonzalez

Madeline Gonzalez  
Monica Gonzalez  
William D. Gorman  
Amanda J. Goudsmit  
John A. Gould  
Adriana Gracia  
Fatima R. Gray  
Rickie B. Gray  
Megan E. Gray-Gordon  
Amari Green  
Eloise Green  
Claire C. Greene  
Chloe Gremaud  
Cheryl L. Gresham  
Brianna D. Griggs  
Joshua F. Grizzard  
Matthew M. Groark  
Molly E. Gross  
Ronald M. Groves  
Cinthy L. Guerra  
Domitilo Guillen  
Nancy Guinansaca  
Aaron Gundersheimer  
Sonali Gupta  
Reinaldo Gutierrez Quintero  
Jennifer Gutierrez  
Mercedes Gutierrez  
Remy D. Guzman Burgos  
Carolina M. Guzman  
Enrique Guzman  
Graciela Guzman  
Lara F. Haddadin  
David E. Hale

Kimberly Hale  
Kenjuana Hall  
Monica L. Halliburton  
Roshaynae C. Hammond  
Danny C. Hampton  
Kelvin Hampton  
Nada Hanna  
Regina Hannah  
Ary Hansen  
Helen Hansen  
Christiaan Hanson  
James P. Harisiades  
Georgina Haro  
Michelle Harrell  
Angela M. Harris  
Antaneal B. Harris  
April C. Harris  
David A. Harris  
Latesha J. Harris  
Uganda T. Harris  
Melissa R. Hart  
Kenya H. Harvey  
Laurette J. Hasbrook  
Amanda L. Hasse  
Elizabeth Haverty  
Brittini C. Hawkins  
Laticia D. Hayes  
Sharon M. Hayes  
Gabrielle D. Haynes  
Priscilla Haynes  
Alexis B. Hazen  
Veronica P. Heap  
Jennifer L. Heck

Ethel A. Henderson  
Antonio Hendricks  
Romina Hendrzak  
Joanell A. Henry-Tanner  
Kalliopi Heotis  
Anna C. Hereth  
Sandra Hernandez Lara  
Angela Hernandez  
Guadalupe Hernandez  
Jacqueline Hernandez  
Jennifer Hernandez  
Jose R. Hernandez  
Patrisia Hernandez  
Robert Hernandez  
Yesenia A. Hernandez  
Jose G. Herrera  
Leonor Herrera  
Maria Herrera  
Brittany Herschberger  
Guylaine L. Herzig  
Bailey N. Hicks  
Andrew S. Hodge  
Arthur Hoffman  
Barbara Hoffman  
Maiya Hogan  
Erika Honeycutt  
Dana C. Howse  
Alexis Hudnall  
Sandra Hudson  
Denise Hughes-Sutton  
Dorien R. Humphrey  
LaKiesha Hunter  
Margaret J. Hunter

Linnea E. Hurst  
Leyna Inberg  
Najlah Iqbal  
Erika M. Jackson  
Joshua Jackson  
Tionne Jackson  
Kirsten Jacobson  
Suzanne Jakstavich  
David R. James  
Moises N. Jaques  
Rebecca Jaques  
Lilia Jaquez  
Christen R. Jasmin  
Preeti K. Jhaveri  
Liliana Jimenez  
Viola Jobita  
Celeste A. Johnson  
Cicely Johnson  
Gloria E. Johnson  
Jesse Johnson  
Luevenia S. Johnson  
Marcellus Johnson  
Marshay L. Johnson  
Randall H. Johnson  
Raven Johnson  
Ronald J. Johnson  
Sarah E. Johnson  
Tori Shana A. Johnson  
Sherron Johnson-Boyd  
Emma Johnson-Geis  
Christopher A. Jones  
Freda M. Jones  
Jasmine Jones

Jocelyn B. Jones  
Kohar Jones  
Leanna Jones  
Monika Jones  
Schvonne Jones  
Timmy L. Jones Jr.  
Edem Jongue  
Clare Jordan  
Fatima Jordan  
Elizabeth Juarez  
Julia Julstrom-Agoyo  
Brian Juozitis  
Daniel Justman  
Zinah Kadhim  
Melissa J. Kahn  
Sanjana R. Kantayya  
Judith Kapinga Bakajika  
Kathryn C. Kaplan  
Gurpreet Kaur  
Janet Kelly  
Nora A. Kennelly  
Maria Margarita Kenney  
Kyra L. Keuben  
Tin T. Khaing  
Farqan U. Khan  
Khalid Khan  
Siddiqunnisa Khan  
Mary Kilbride  
Thomas M. Kinley  
Sarah N. Kinsey  
Laura B. Kistler  
Marley Kleiman  
Eh Kler

Kirsten Knutson  
Zoe A. Kolon  
Kouadio Konan  
Zachary J. Koszyk  
Ebi Oi Ebi Sandrin Koua  
Amenan Marie-Louise Koutou  
Anna N. Kovaleva  
Rogelia Kramer  
Gary Krasniansky  
Beata Krembuszewski  
Marci A. Kresin  
Paw S. Ku  
Renee M. Kuhl  
Lisa A. Kuklinski  
Angelina L. Lambert  
Elizabeth Lamere  
Shaina Landhuis  
Lia Landor  
Elaine Landrum  
Jarrett Langfitt  
Derrick G. Langford  
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