

Impact Report

Fiscal Year 2019 - 2020



Our Brothers. Our Families.
Our Communities.



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Welcome

These unprecedented times have made something painfully obvious: young men of color still face significant financial, digital, health, and educational inequities. In spite of the many uncertainties, you joined forces with us as we found new and innovative ways to serve young men of color.

In a year radically different from previous times, you helped us respond and quickly pivot to provide mentoring, college advising, and tutoring in a virtual setting. We kept our staff safe and, through your support, ensured our students stayed connected with Wi-Fi and computer access. With your support, we addressed food insecurity by implementing weekly food deliveries and providing emergency grocery vouchers.

In the summer of 2020, we faced a powerful national reckoning on race. IYT stood in solidarity with protests demanding justice to address historic inequalities in Black and Brown communities. As we look ahead to the future and fulfill our mission to increase the number of young men of color who attend and graduate from college, we will push ourselves and our institutional partners to combat structural racism and close

achievement gaps. Through programs we will pilot in 2021, we will further promote the mental well-being of our brothers by providing counseling, wellness classes and retreats. We want to make an even bigger impact in upcoming years, and with you, we all look forward to brighter days.

With hope and gratitude,

Michael Lynch and Michael Casper
Co Founder and CEO, Co-Founder and COO

Closing the racial equity gap in educational achievement



Our mission is to increase the number of young men of color who attend and graduate from college or university.

Michael Lynch
CEO and Co-Founder

With only 5% of African American males, and 16% of Latinx males in California possessing a college degree (associate's degree included), young men of color (YMOC) are woefully underrepresented in California's colleges and universities, and overrepresented in the state prison population (75%).

Furthermore, the pandemic is only exacerbating these educational inequalities, highlighting the need for more investment in the academic success of YMOC and the dismantling of the school-to-prison pipeline.

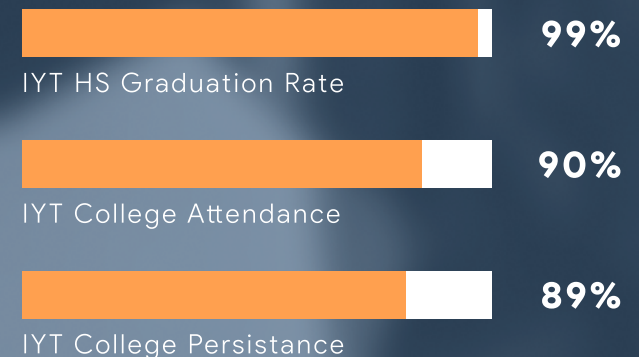


Our Commitment

IYT has a proven track record of increasing college readiness (A-G completion), high school graduation rates, and college attendance rates in YMOC across race and ethnicity.

While public health mandates kept in-person programming from happening, IYT Programs adapted and provided services to over 1,000 middle and high school students of color. Services included mentoring, tutoring, meal deliveries, parent engagement, technology procurement and distribution, college advising, and digital conferences.

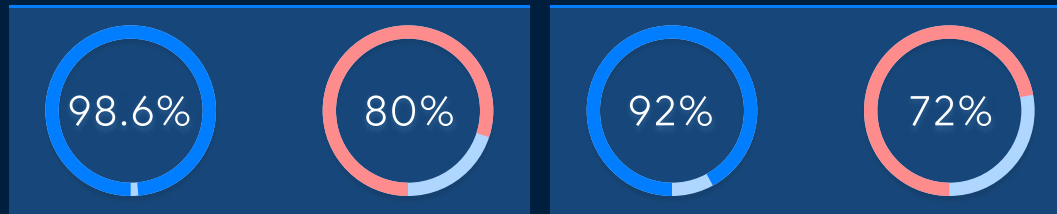
IYT's Overall Track Record



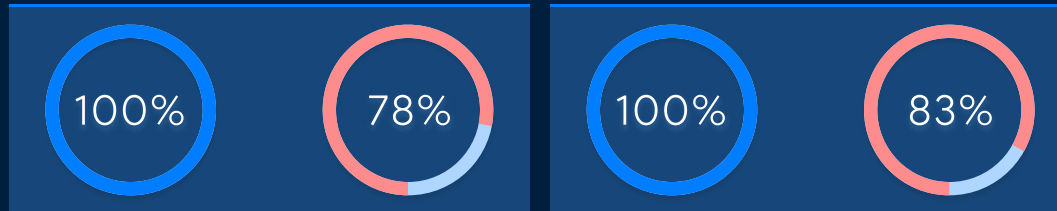
● IYT ● STATEWIDE

College Academy high school graduation rates are higher than the statewide rate

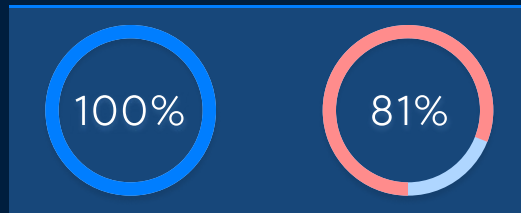
OVERALL



HISPANIC/LATINO



PACIFIC ISLANDER



Only participants in the program for at least four semesters are included. Our Southeast Asian participants are only included in the overall progress circle since CDE does not disaggregate the Asian race category, thus we do not have a statewide number for comparison.

High School Graduation

IYT College Academy's overall high school graduation rate is 98.6 percent—17 percentage points higher than the statewide average for YMO (see Figure 1). Additionally, African American/Black students at IYT were more likely to graduate as over 91 percent did so, representing a 19 percentage point difference. IYT supported 148 high school seniors (98.6%) through graduation and facilitated the successful transition of 132 middle students (100%) to high school.



I love IYT because it gives my son mentorship.

Nicole *
(IYT mother)

A-G Completion

A-G completion is a college admissions requirement that high school students must meet in order to be accepted into California's colleges and universities. Completing the courses continues to be one of the biggest barriers for students to enter a 4 year university. Across the state, less than 40% of African American and Latino boys are A-G eligible upon graduation from high school. Last year, while the pandemic disengaged millions of students, IYT increased it's A-G completion rate for YMOC in the program a minimum of 4 semesters to 60%.

Warranting specific attention is the 64 percent completion rate for IYT Hispanic/Latino students, which is 27 percentage points higher than the statewide rate for male Hispanic/Latino students.



My experience as a mentor has really changed my life and it has changed the lives of others.

Keishaun Turner

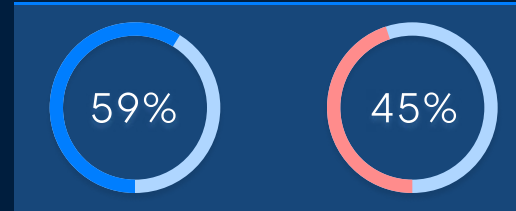
College Academy Graduate and Mentor

Figure 2

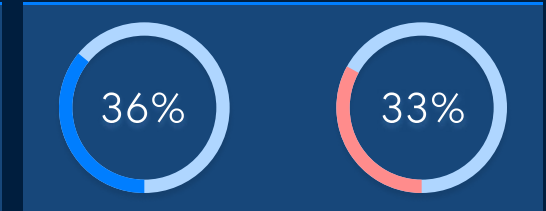
● IYT ● STATEWIDE

College Academy A-G Completion rates are higher than the statewide rate.

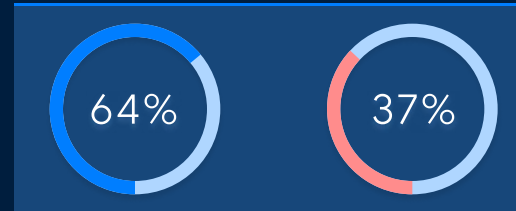
OVERALL



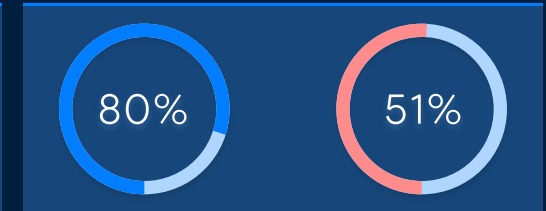
AFRICAN AMERICAN/BLACK



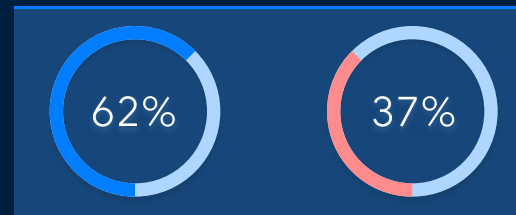
HISPANIC/LATINO



MIXED RACE



PACIFIC ISLANDER



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College Attendance

The pandemic proved to have drastic impacts on college enrollment across the board. Nationally, schools that have high poverty rates and higher minority populations experienced double digit declines in college enrollment¹.

Despite this, IYT College Academy brothers are attending college at a rate of 82.6 percent—over 20 percentage points higher than the pre-pandemic statewide rates of (see Figure 3).

Looking further, 90 percent of our mixed race and 80 percent of our Pacific Islander students attended college after graduation, 25 and 28 percentage points (respectively) higher than the pre pandemic statewide rates for their counterparts.

The largest gap between our college-going rates and the statewide rate is with our African American/Black graduates as 84 percent of our students attend college, but the pre-pandemic statewide rate is less than 55 percent.

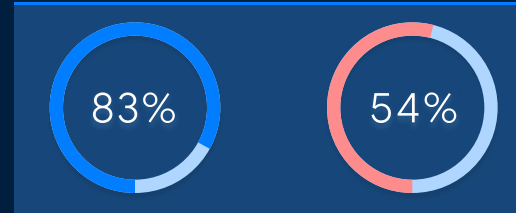
In Sum, our students are more likely to attend a four-year college compared to their statewide counterparts, a trend that holds across racial groups. Looking at four-year colleges, 42 percent of our students have attended a four-year college compared to the pre-pandemic statewide rate of 29 percent for YMOC. Attending a four-year college is important as more financial aid is available for non-tuition costs (e.g. rent) and could reduce students' total cost of attendance compared to attending a two-year college first.

1: Causey, J., Harnack-Eber, A., Ryu, M., & Shapiro, D. (March 2021), A COVID-19 Special Analysis Update for High School Benchmarks, Herndon, VA: National Student Clearinghouse Research Center.

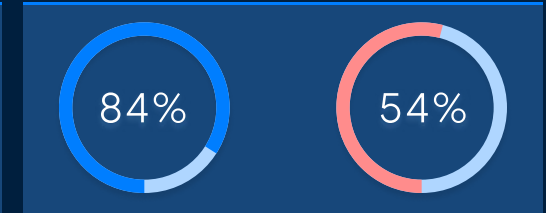
● IYT ● STATEWIDE

Overall, College Academy College-going rates are higher than pre-pandemic statewide rates.

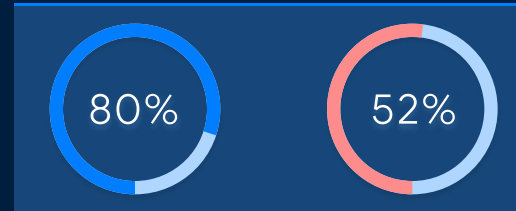
OVERALL



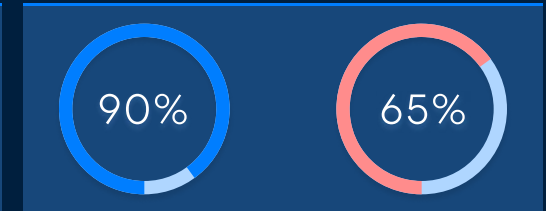
AFRICAN AMERICAN/BLACK



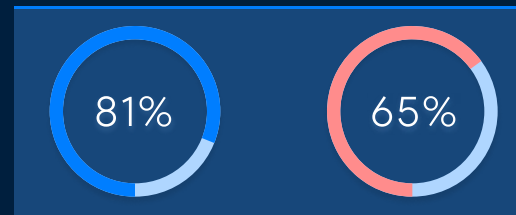
HISPANIC/LATINO



MIXED RACE



PACIFIC ISLANDER



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Student Spotlight

“

IYT is a difference maker...I've seen my brother go from 3 F's and a B to a 3.5 GPA.

Anonymous

IYT College Academy Participant





When covid first hit us back in March, one thing we knew we had to do was create organic spaces for young people to still get that social aspect that they would otherwise get in [person]. We're big on wellness [that fosters] social and emotional health so our young people are taken care of.

Micheal Casper

IYT co-founder and COO

IYT Mentor and College Academy Alumni, Adam Allen



Our mentors prioritize students' emotional well-being while providing academic support.

As an organization focused on advancing educational equity, IYT had to move quickly to support our students when guidelines shifted to remote learning. Despite its challenges, IYT programs provided online services to all 22 school sites, retained all 64 mentor fellows, and delivered over 7,500 mentoring sessions—totalling over 17,000 hours.

While distance learning has made relationship building difficult, IYT mentors are weathering the storm by being flexible and consistent in their engagement with young people. The relationship between IYT mentor Adam Allen and College Academy participant Yovani Pacheco-Martinez exemplifies both the challenges and impacts of remote mentoring.

Yovani is a senior at Luther Burbank High School and has been an active IYT participant for four years. As a senior in the College Academy program, he's receiving a mentorship that focuses on college readiness. With support from IYT, Yovani not only earned a 4.0 GPA but was accepted into his first choice college, Sacramento State. Yovani will be the first in his family to attend college, a stat that he shares in common with 43% of IYT students going to universities this fall. For IYT students, seeing themselves in IYT's leadership remains an important factor in motivating them toward college. "Being able to see brothers come up from the same community and be successful struck something in me to make me go to college and change the direction I was going in," stated Adam. After graduating from UC Merced, Adam felt a calling to become an IYT mentor, helping students like him get to college. "Realizing the impact that IYT had on me, I

felt like it was only right to be able to impact students like I was," said Adam.

Despite having to interact via Zoom, IYT mentors at Lutherburbank found ways to ensure the mentoring program was meaningful. Looking back on the highlights, Yovani stated, "I really liked the Friday huddles. I know a lot of people who are suffering from depression and feeling alone [so] the Friday huddles really show that IYT is there for us." Continuing, he said, "I ended up making friends with kids at other IYT schools that I can relate to and are going through what I'm going through, growing up with a single mom. I've also met mentors from other schools who've given me a lot of wisdom." Reflecting on the success of the Friday huddles, Adam stated, "that turned out to be a really engaging atmosphere, we tried to make it similar to a lunch period where students direct the conversation."

When asked about some of the challenges students have been facing due to distance learning, Yovani stated, "I've seen a lot of kids struggling to show up for class but it's not really about them not showing up as much as it's them not having wifi or transportation to get a computer, or they have to take care of somebody but need to work too." These comments align with [emerging research](#) on the digital divide and the racial inequities that are intensified by COVID-19. This divide has been tough for mentors as well, especially given the anxieties and trauma brought on by the increase in racialized violence directed at immigrants and people of color in the last year.

Student Spotlight

“For me one of the biggest things was not being able to meet with students in person to have these big conversations about race and social justice,” Adam stated. Thinking about how he overcame this challenge, Adam reflected, “it’s about allowing students to speak for themselves and give their viewpoints about what’s going on and that’s what we try and do but ultimately it’s tough knowing we could go deeper if we were all on campus together.”

Looking back on the last four years, Yovani was asked what he liked most about being a part of the IYT community. Yovani stated, “I like how they treat everyone like brothers, and how they help us try and get through college. IYT has made a really big difference for kids like me who didn’t have that support before.” Continuing, Yovani said, “they basically help kids see things in college that they didn’t see, and help spark their interests.” That spark has clearly caught fire in Yovani as he plans on pursuing many different interests, from gerontology to music production.

Reminiscing on the impact IYT’s college trips had on him, Yovani stated that getting the chance to meet with college students who come from similar backgrounds helped open his eyes to the variety of disciplines he could pursue. “I think college exposure is one of the biggest things, having college students come and talk to them about their experience, it helps our students think about their passions,” stated Adam.

Whether in-person or virtual, IYT’s approach to mentorship is all about building trust through consistent and reliable contact with both the students and school staff, which Adam states, “makes a difference in times like these.” During the pandemic, school administrators relied on IYT

mentors like Adam to help students attend classes, navigate online portals, and stay on top of college applications. Yovani explains, “I have a lot of people living at my house and I help my mom a lot so I forget things but [Adam] has been checking in with me a lot and will help remind me of my goals.” Continuing, Yovani stated “he’s a good listener and a friend, I feel like I can talk to him about all my problems.”

For more inspiring stories like Adam and Yovani’s, check out IYT’s [Brotherhood Conference Video Shorts](#) on Youtube.

7,560

Total Mentoring Sessions

17,500

Total Mentoring Hours



Adam dropping off a care package to his mentee, Yovani Pacheo-Martinez

OUR APPROACH

*Supporting YMOC through college and
into careers*



“

“IYT definitely made me know
100% that I want to go to college
no matter what.”

Nicolas Tolliver
McNair HS Senior



IYT Community College & IYT University

IYT CC and IYT U programs offer specialized support to promote a successful transition to post-secondary educational institutions and college completion, as well as post-college employment pathways. Both programs offer student development workshops, academic and social-emotional support, tutoring, mentoring, scholarship and grant programs, and additional resources and services based on the unique needs of participating students.

IYT CC is based primarily within the Los Rios Community College District in the Sacramento, CA region.

- IYT CC served 136 young men of color from 2019-2020.

IYT U serves students from several California State Universities and University of California campuses.

- IYT U served 92 young men of color from 2019-2020.



Sam Lauderdale at the Google campus in San Jose as part of an IYT Career Tour Site visit.

How we support YMOC through college and careers

Young men of color are attending and graduating from college at the lowest rate among all student demographic groups. Whether it's data from 1921 or 2021, the lowest performing student is often a black or brown boy, yet, we know that's not because they aren't exceptional, hardworking, and intelligent, but because these systems do not often support their needs. Recognizing the lack of support, IYT CC and IYT U were created to not only uplift YMOC during this pivotal stage of development, but propel them toward meaningful careers.

Elaborating on the value of being a part of IYT as a college student, IYT CC student Keishaun Turner stated, "I've seen 2.0 (G.P.A) guys become top scholars on their campus, I've seen 1.0 guys become valedictorians and go to college." Continuing he said, "if you want to be part of a program that has a deep network and you want certain things that you may not have ever thought were possible or achievable, join IYT."

For IYT mentors like Sam and Keishaun, the work is more than just giving back but building robust and transferable skills. Working as an assistant program director, Sam was communicating with various stakeholders like principals, school staff, and parents, while managing students' workflow and goals. This experience enhanced Sam's communications skills and his ability as a leader. This came in handy for Sam during a computer science internship where he was working in app development in San Francisco. "IYT definitely helped me out along the way with a bunch of professional development," Sam stated with enthusiasm.

Recounting on how being a part of the IYT network has helped his career goals Sam said, "just working for IYT alone has propelled me professionally to the point where I don't know where I would be if it wasn't for IYT."

The Mentor Fellowship Program, which both Keishaun and Sam were a part of, acts as a workforce development initiative and a social justice pipeline. In partnership with AmeriCorps, the program offers IYT CC and U students jobs as mentors for IYT's College Academy. Many of the college students hired are College Academy alumni that come from the same communities and schools they're being hired to serve. This creates a positive cycle whereby mentors help deliver transformational experiences to students that get them to college. Once in college, those students then have the opportunity to work for IYT, delivering the same services that helped them.

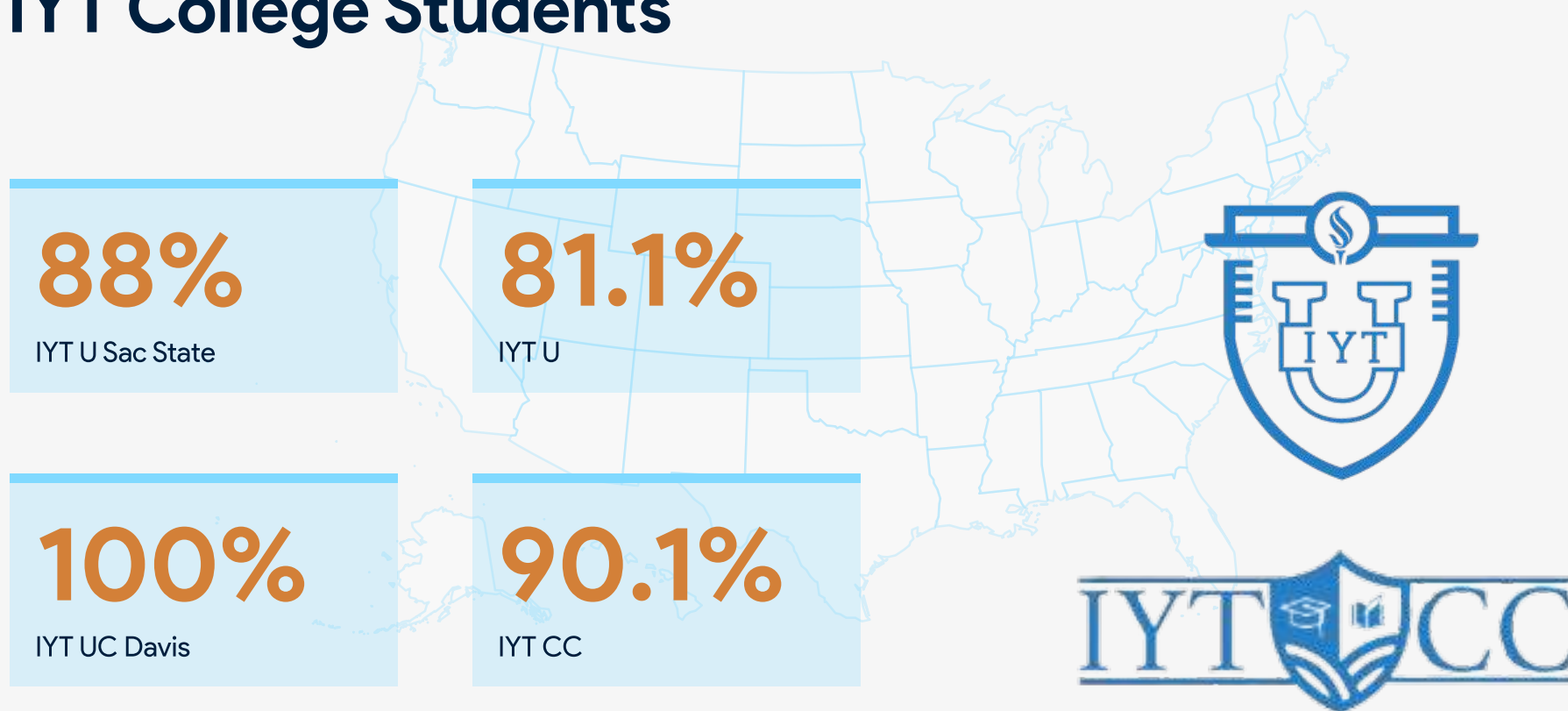
To hear more impact stories from IYT CC and IYT U students, check out IYT's **Brotherhood Conference Video Shorts** on Youtube.



AmeriCorps

Thanks to our 6 year partnership with AmeriCorps, we are able to maintain our Mentor Fellowship Program, providing much needed employment during the pandemic for 64 students and early career adults like Keishaun and Sam.

Program Retention Rates for IYT College Students



What IYT U and IYT CC students are saying about program benefits:

*Excerpted from the 2019-20 Culture of Brotherhood Impact Report by Innovation Bridge.

Defining Success

The following quotes were taken as part of an anonymous IYT CC and IYT U participant focus group. Participants were asked to explain the ways IYT has supported their definition of success. These reasons varied across themes of service, confidence, and executing vision.

"IYT showed [me] that capital has certain benefits but that relationship building and having a community to be a part of is just as or even more important than simply having a stable job."

"IYT has helped my definition and confidence, of allowing myself to push myself beyond my comfort zone in order to achieve goals that will push me further."

"my mentor helped me shape my definition of success based on his work ethic and my work ethic ... we continue to push each other...it's almost competitive but in a family type of way."

"IYT has helped me grow my own vision of success by helping me find fulfillment through the service of young men of color."



New 1300 Campaign Policy Initiative will scale IYT's impact and role in getting more YMOC to and through college.

The 1300 Campaign is a multi-stakeholder policy initiative to permanently transform systems that have historically limited the opportunities of young men of color. Established by the Sierra Health Foundation (SHF) and My Brother's Keeper (MBK) Sacramento (an Obama Foundation Initiative), the 1300 Campaign will work with local leaders and organizations to increase by 1,300 the number of YMOC who attend and graduate from California State University, Sacramento and the University of California, Davis by 2025.

IYT will provide backbone support for a new MBK and SHF Education initiative, advocating for a ban on in-School suspensions, among other progressive education policy initiatives. The collaboration is also working with the region's state colleges and universities to replace rejection letters with pathways toward enrollment.

1,078

Total IYT College Academy students

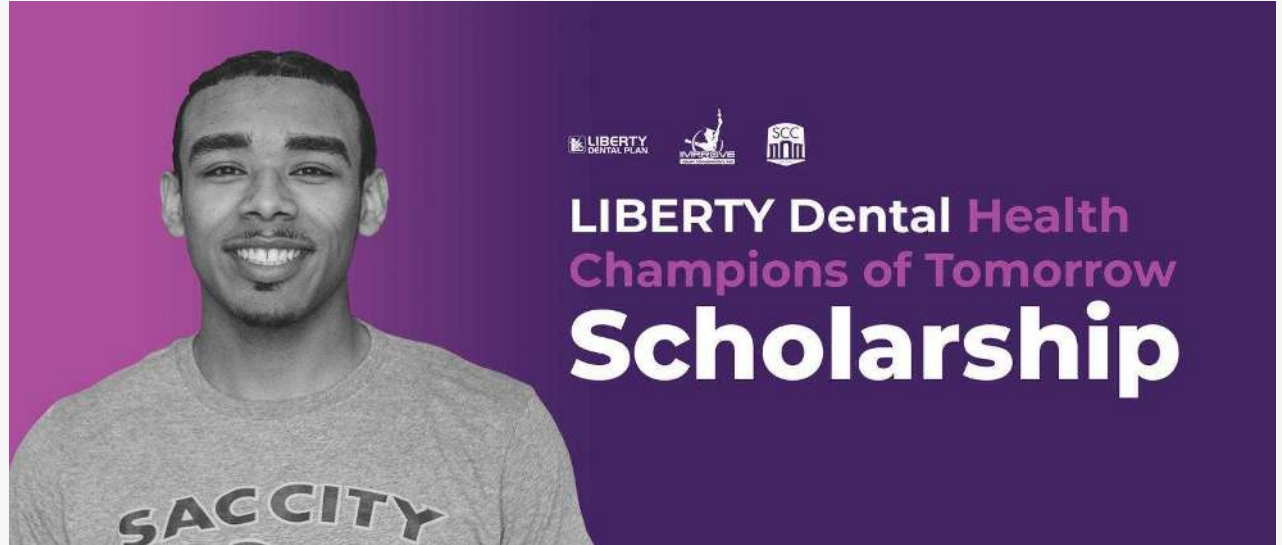
200+

1290 students are actively engaged in our virtual programming.

74.4%

Program retention rate for IYT College Academy

New \$10K Scholarship and Workforce Development Initiative Increases YMOC in Dentistry Profession



In collaboration with LIBERTY Dental and Los Rios Community College, IYT established the LIBERTY Dental Health Champions of Tomorrow Scholarship. This new initiative will increase the number of local Black and Brown young men entering careers in dentistry by offering pathways to students who are transitioning to their first years of college.

Starting in the spring, a cohort of four IYT CC freshmen at Los Rios Community College will take part in Dental Certification Programs that jump-start their careers in dentistry. The program provides students with culturally responsive career-focused mentorship and awards students with certifications in dental assisting and dental hygiene.

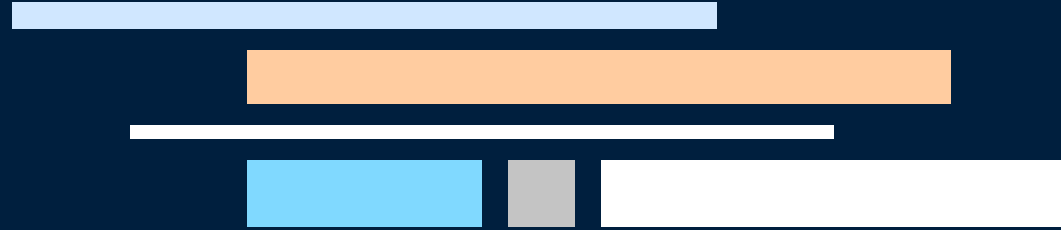
The scholarship awards \$10,000 annually to help support living expenses and academic materials. Additionally, recipients will receive support services such as academic advising and tutoring, and be immersed in monthly professional workshops, community engagement opportunities, and college/career tours. This program is being piloted for two years and will award a total of 8 scholarships.



“My biggest dream is to go to become a cardiac surgeon and go to Harvard. It’s going to be a long and extraneous process but I think IYT has been one of the helping factors toward that.”

Shazad Atiqur

Franklin HS Senior



Our Resilience



Statement of Resiliency



IYT reached out to families last spring to find out what they need and the one thing they really needed was a lot more communication given that we are in uncharted waters. So, we increased our family engagement to ensure they have everything they need from a resource standpoint, whether that's access to students grades or immediate needs such as groceries.

Micheal Casper

IYT Co-Founder and COO

At IYT, we succeed because we not only understand the challenges our communities are facing but because we mobilize ourselves to bring about the kind of action that makes a difference in each and every young man and family we serve. From food delivery and family vouchers, to college student grants and technology donations—we felt our community struggling and pivoted to bring about the change we knew we could make.

While the challenges are new, as men of color who've grown up here and in similar situations, we have been tackling adversity and building resiliency all our lives and this year has only shown us how strong we are when we come together.

As we pass the 1-year anniversary of the pandemic we see many bright lights on the horizon, but we also recognize that much work still lies ahead of us. With hopes of the economy and public life beginning to open up, it's imperative that we remember that that future depends on the cooperation and compassion of all of us working to ensure that the most vulnerable and impacted among us are not left with the deeply inequitable burdens this crisis put on them.

How we responded to emerging needs during the pandemic

\$20,000
awarded to College students
through IYTs Emergency College
Grants Program

“My biggest dream is to take care of my family. They've been providing for me my whole life, so I want to help them get what they didn't get when they were growing up.

Josiah Scott
McNair HS Senior

When COVID-19 hit, closing schools and businesses, IYT took notice of the disproportionate number of families suffering from loss of jobs, income, and essential resources. Responding to this crisis, IYT began mobilizing staff and pivoting services to meet the emerging health, tech, and social-emotional needs of students and their families.

With 90% of IYT's student population at or below the poverty level, deliveries were organized to families in need. IYT distributed resources like grocery gift cards, self-care items, clothing, meals, snack packs, and PPE. In September, IYT successfully delivered over 150 enrichment kits, winter clothing, and 75-100 food and meals per week. Last fall, the food distribution initiative served a monthly average of 230 IYT students across the three program regions in North Sacramento, South Sacramento, and Stockton. In total, IYT has made over 1,500 deliveries to students.

\$18,000
spent in technology
procurement for nearly 100 IYT
students

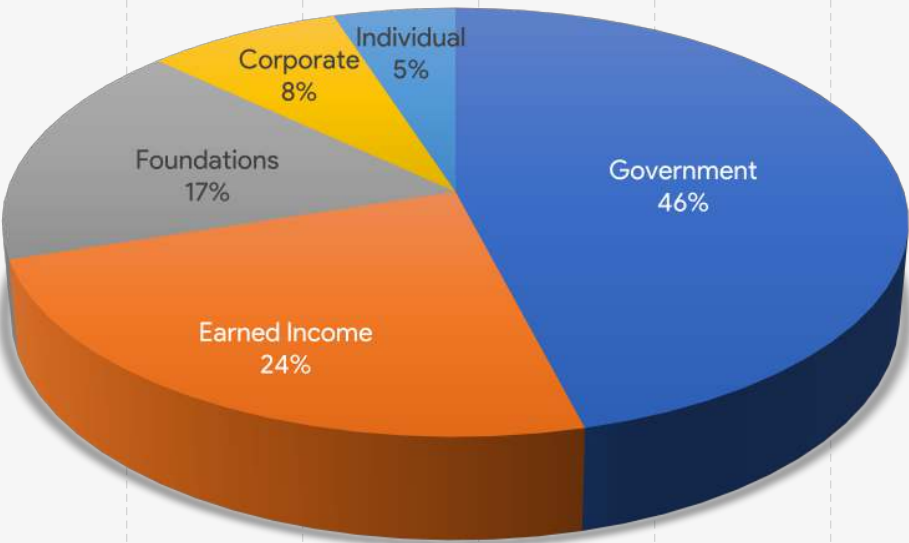
\$1,450
in \$50 vouchers to 100% of the
IYT families that requested them

\$120K+
in sustained support from IYT
Leadership Council helped
programs continue through the
pandemic.

Our Financials



Funding Source



Government
46%

Earned Income
24%

Foundations
17%

Corporate
8%

Individual
5%

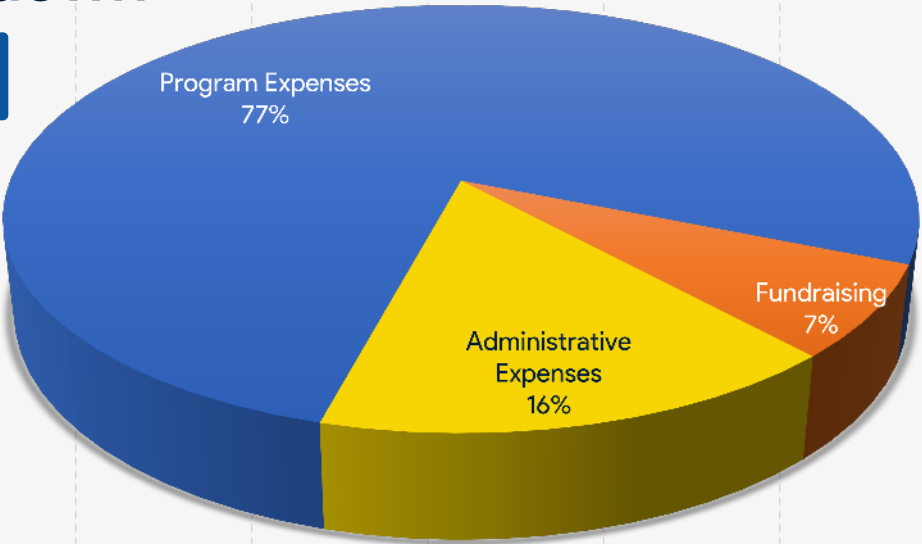
Expense Breakdown

Total Expenses | \$2,159,225

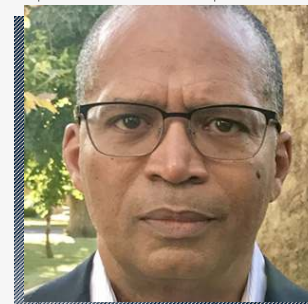
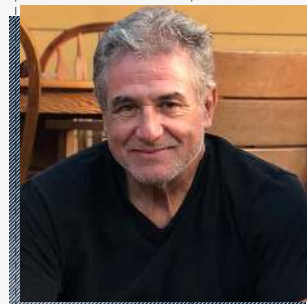
Program Expenses
77%

Fundraising Expense
7%

Administrative Expenses
16%



Our Board + Supporters



Our Board



Monica Roberts (Chair)

Retired - Director of Sacramento County Office of Education - CalSOAP



Dr. Harold Jackson (Vice-Chair)

Orthopedic Surgeon
Northern California Orthopedic Associates



Jay Jefferson (Treasurer)

Deputy Appointments Secretary
Office of Governor Gavin Newsome



Don Shalvey

CEO of San Joaquin A+



Dr. Edward Bush

President at Cosumnes River College



Susan Wheeler (Secretary)

Workforce Planning and Education Relations
SMUD



Dr. Lisa Cardoza

Vice President of University Advancement
California State University - Sacramento



Deneva Shelton

Community Engagement Program Manager
Golden 1 Credit Union



Che Salinas

Chief Deputy Legislative Affairs Secretary for Operations
Office of Governor Gavin Newsome



Greg Ortiz

Counselor
Valley High School



Asha King

IYT Parent
Sacramento County



Michael Lynch

Co-Founder & CEO
Improve Your Tomorrow

Supporters

July 2019 – Dec 31 2020

\$500,000+

Elk Grove Unified School District

\$250,000

Natomas Unified
San Juan Unified School District

\$100,000+

City of Sacramento
City of Stockton
Lodi Unified School District
Sierra Health Foundation
Washington Unified School District

\$50,000+

AT&T
Cal Mental Health Services Authority
Sacramento Region Community Foundation
Sacramento State
Stockton Unified School District
University of California Davis

\$25,000+

Arata Brothers Trust
Brethren Community Foundation
Michael Pearson
SMUD
Sutter Independent Physicians

\$10,000+

Cheryl Miles
Golden 1 Credit Union
Hailey Garrett
InterWest Insurance
Pro Youth and Families
Reinvent Stockton Foundation
Robert & Jody Nelson
Sacramento State
US Bank

\$5,000+

Andrew Boggs
California Fire Foundation
Cities Rise
Closing the Gap
College Futures Foundation
Community Foundation of San Joaquin
Edward Mills
Elfrena and Bruce Foord Hester
John Hornsby
Kathleen Stille
Medical Clinic of Sacramento, Inc
NextGen Climate America
Point West Rotary Foundation
Redwood Electric Group
Teichert Foundation

\$2,500+

American River College
Banner Bank
Bryan Carter
California Cable and Telecommunications
Association
Cecil and Mary Murray Autry

\$2,500+

Fixins Sacramento LLC
KP Public Affairs
Kristi Kendall
Lisa Cardoza
Monica Roberts
Sacramento County Office of Education
Silvan Menendez
Tanya Perez
Taylor-Meyer Family Foundation
Vince A. Sales
Walmart

\$1,000+

Andrew Dupree
Ann Pieri
Bianca Roberts
Bruce Roberson
Capitol Advisors Group, LLC
Charles Daniel
Comcast
Don Hunt
Donna Bland
Donna Lucas
Dr. Harold Jackson
Elaine Abelaye-Mateo Family
Eliot Reiner
Franklin Templeton
Frans Debry
Greg & Teresa Ortiz
Hilary Vos
Innovation Bridge Inc.
Jaivin L Anzalota
Janet Black
Jerry Greenwell
Jesse Alexander
Joneal Ellison

Supporters

July 2019 – Dec 31 2020

\$1000+

Justin Hornsby
Ken Templeton
Kenneth Spence
Larry Black
Laurie Paule
LeAnn Fong-Batkin
Liz Bergeron
Michael Casper
Michael Lynch
Miraj Sanghvi
Morgan Stanley Gift Fund
Nicolas K Daily
North Coast Exporting
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Philip Givant
PhRMA
Red Dog Real Estate Family
Renee Schaffer
Rob Trudgen
Ronald & Rebecca Knapp
Scott Syphax
Sharad Vora
Soroptomist International of Metropolitan
Sacramento
Steinberg for Sacramento Mayor 2016
Supervisor Don Nottoli
Susan Wheeler
The Social Changery LLC
University of California Davis

\$500

Andrew Klonecke
Asha King
bel Reyes
Beth Broome
Cecil and Mary Murray Autry
Dannye Holley
David Harmon
Deborah Jackson-Lee
Don Nottoli
Fred Teichert
Gamma Epsilon Boule-Sigma Pi Phi Fraternity
Gary King
Greg Hayes
Gregory Ortiz
Heather Prowd
Hillary Vos
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Jake Mossawir
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Jay Schenirer
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Jennifer Lundmark
Jeremy David Wilson
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Joe Stephenshaw
Jonathan Kaufman
Joseph Finnigan
Juan "Chino" Perez
Judith Booth
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Linda Cutler
Lucas Public Affairs Inc
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