



Celebrating 25 Years of Impact:

A Legacy of Partnership, Purpose, and Possibility

2025 Annual Report



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I. Intro from the Board Chairs

Since its founding in 2000, Upwardly Global has helped more than 35,000 immigrant and refugee professionals reclaim their careers in the United States. A quarter century later, in 2025, we had the opportunity to celebrate and build upon this impactful legacy.

During this critical time, we reaffirmed our commitment to our immigrant communities. In the face of uncertainty and challenges, we continued to uplift newcomer stories of resilience, determination, and success. With every coaching session, workforce and employer partnership, volunteer connection, and jobseeker placement we countered harmful misconceptions to recognize humanity and promote inclusion.

The year also marked a transition to a new UpGlo era. We are grateful to Jina Krause-Vilmar, whose seven-year tenure as President and CEO oversaw a period of growth, innovation, and advocacy that positioned UpGlo as a trusted leader in the nonprofit space. Now, we are thrilled to welcome Gregory Haile as the new CEO.

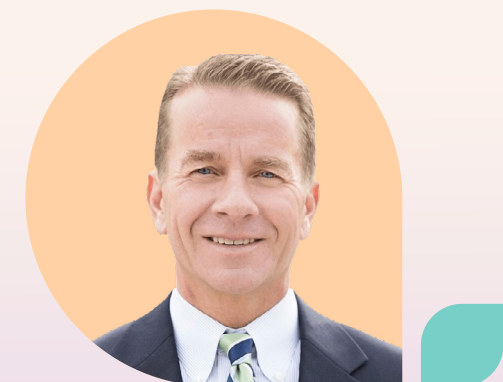
Entering the next 25 years for Upwardly Global, we have updated the organization's look. UpGlo's refreshed brand and new website reflects our values: warm, inviting, bold, and adaptive. We meet our jobseekers where they are and help guide them down the winding road towards dreams fulfilled, talents recognized, communities revitalized, and an economy stronger than ever. It was a milestone year for Upwardly Global. As we look back on successes and address new challenges in the present, the lessons learned will help guide us forward to a brighter collective future.

Tammi



Tammi Ling
Board Chair

Steve Ostler



Steven Ostler
Board Vice Chair
Former Interim CEO

II. Letter from Greg Haile, UpGlo's New CEO

Access to stable, skilled, career-track work is both a personal imperative and a national economic imperative. Stepping into the role of CEO with a remarkable sense of pride and privilege, I know that Upwardly Global is part of the solution.

Our 2025 impact speaks for itself: More than **13,000 jobseekers served** through UpGlo programs and **over 1,000 secured skill-aligned placements**. With an average starting salary of \$67,500, that amounts to \$72M in economic contributions from this year's placements alone. The impact is clear: Connecting qualified immigrant professionals to skill-aligned careers doesn't just transform individual lives — it activates underutilized talent and adds measurable economic value to communities nationwide.

This year, we are building on the successes of 2025 to deepen our impact, expand our network, and invest in our relationships to make bold strides in economic mobility and workforce development. Three priorities are driving that work:

- Leveraging AI to build inclusive technology that opens opportunities for immigrant professionals and addresses systemic hiring barriers to match global talent with employers.
- Tapping into our rich network of partners, from grassroots organizations to local funders and corporate employers, to share knowledge and build coalitions that prioritize the unique needs of our immigrant communities across the country.
- Developing data infrastructure that accurately and comprehensively reflects the many paths our jobseekers take to enter the U.S. workforce and ensures our program alumni remain engaged and supported by UpGlo.

There is no forward momentum without you, our UpGlo community, standing beside us. Our work to activate the professional potential of internationally trained talent and fill employment gaps directly reflects our values of unity and shared prosperity. Even more, it reflects the history of our nation, one that welcomes talent from throughout the world, at once allowing for individual prosperity and a prosperous nation. We have been here for 25 years and will continue to show up for our jobseekers, partners, alumni, and supporters each day for the next 25 and beyond.

Thank you for welcoming me into the community and starting this new UpGlo era with us. You are fuel for our ambitions to strive for more.



Gregory Haile
CEO

III. 25 Years of Building an Inclusive Workforce

A Legacy of Success Creating Generational Impact

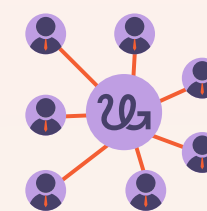
Upwardly Global was founded on the belief that talent knows no borders. Too often, work-authorized immigrant and refugee professionals with the skills and credentials to fill gaps in the U.S. workforce are overlooked. More than 2 million newcomers with college degrees are unemployed or underemployed in the U.S. Despite years of experience and a desire to contribute in their new home, they are sidelined and locked out of opportunities.

For 25 years, UpGlo has worked to break down barriers and chart career pathways to open opportunities for immigrant professionals. We offer jobseekers personalized coaching, equip employers with training and inclusive hiring tools, and partner with community colleges and fellow workforce organizations to create systemic change.

By welcoming and investing in the potential of newcomers, we have strengthened communities, lifted up industries, and helped change the lives of more than 35,000 immigrants and refugees. The ripple effects are huge, and we're just getting started.

All-Time Impact

Turning individual success into generational impact:



35,000+

UpGlo jobseekers have participated in Upwardly Global's Career Coaching Program and secured skill-aligned jobs



Our alumni contribute
\$1.9B+
annually to the U.S. economy



We've partnered with
100+
major employers and community organizations across 25+ states to strengthen equitable hiring practices

2025 Impact

Opening doors to opportunity:

Supporting Jobseekers in 2025



13,000+

Jobseekers served through UpGlo Direct career coaching (7,000+) and UpGlo Connect partnerships, portals, and other online programs (5,800+)

90%

of jobseekers felt confident about what they learned

86%

of jobseekers thought the modules were useful to help them compete in the professional job market



1,730+

Jobseekers placed in skill-aligned jobs through UpGlo Direct career coaching or UpGlo Connect support

51%

Percentage of jobseekers served through UpGlo Direct who were women

42%

Percentage of jobseekers served through UpGlo Direct who were refugees, asylees, TPS holders, SIV holders, or parolees

188

Number of countries that jobseekers in UpGlo Direct came from, including Ukraine, Afghanistan, Venezuela, and Colombia

Building Economic Resilience in 2025



\$67,580

Average annual starting salary of jobseekers who have completed UpGlo Direct and have been placed in skill-aligned, thriving-wage jobs



\$58,790

Average salary gain of jobseekers who have completed UpGlo Direct and have been placed in skill-aligned, thriving-wage jobs



\$72M

Total dollars contributed annually to the U.S. economy by immigrants and refugees who have completed UpGlo Direct in 2025 and have been placed in skill-aligned, thriving-wage jobs

Investment in the Future



\$1,510

The cost* to serve one jobseeker



\$10,150

The cost* to place one jobseeker in a skill-aligned job



\$48,640

The return on investment when taking into account the cost to place one jobseeker and the average salary gain at placement.

*Excluding fundraising costs, 2024–2025 average

Engaging Our Ecosystem in 2025

100+

Includes 59 new partners

Number of immigrant-serving partners — including frontline immigrant-serving organizations, community colleges, and workforce providers — who utilized UpGlo's proven resources, learning tools, and professional development training to build workforce capacity to serve immigrant and refugee professionals

100+

2,300+ jobseekers in our combined HiredScore and UpGlo Talent databases

Number of companies through our UpGlo Talent employer partnerships who are committed to hiring immigrant and refugee professionals

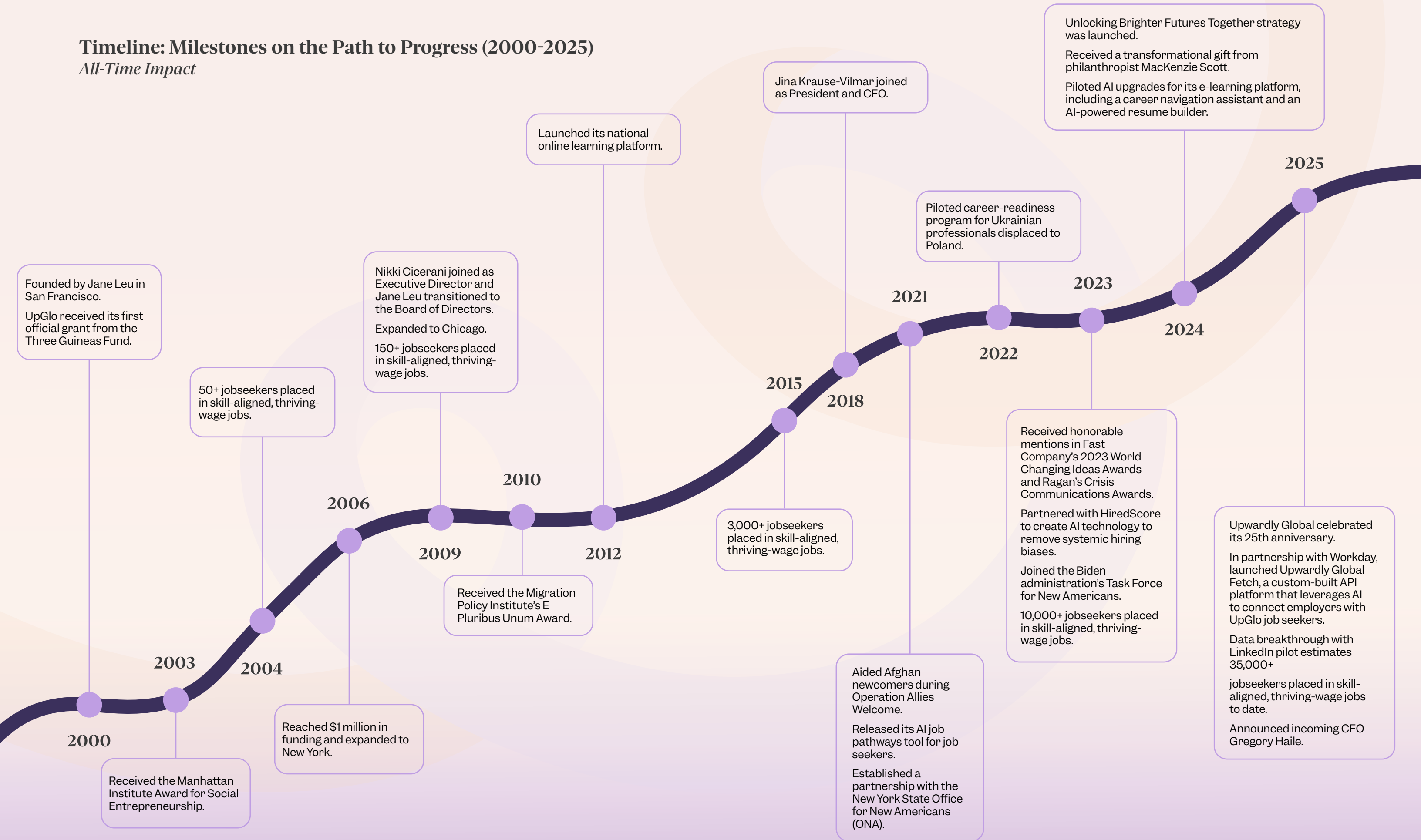
2,160+

1,100+ one-on-one volunteer connections with jobseekers

Hours contributed by volunteers in mentoring, mock interviews, networking, resume review, and other engagement opportunities to support jobseekers

Timeline: Milestones on the Path to Progress (2000-2025)

All-Time Impact



When Immigrants Succeed, We All Win

Each immigrant story starts with hope: hope for a new life, a thriving career, and a place to call home. UpGlo's [25 Years, 25 Stories](#) initiative gathered powerful stories from our community to celebrate a quarter century of our impact. With every individual success for immigrant professionals like Dr. Mohammad, Caroline, and Hanna, we move closer to a future that recognizes and benefits everyone.



"I arrived in the U.S. as a refugee, but I wanted to grow my career. Upwardly Global really opened the door for me. I really don't know where I would be now without their support."

Hanna Dudnik,
Upwardly Global Alum, Professor from Ukraine



"This organization gives you a voice and puts you at the highest level. What's unique is that everyone, at every level, is deeply mission-driven. They truly believe in the work."

Dr. Mohammad Sediq Hazratzai,
Upwardly Global Alum and Board Member



"My experience as an Upwardly Global alum has been very empowering. I literally took everything I learned from Upwardly Global — tips, tricks, and my notes — and I use them to guide others."

Representation matters. It was female leaders who empowered me to advocate for myself as a solo parent. I knew it was important to give back."

Caroline Luzze,
Upwardly Global Alum and Leadership Council Member



IV. Power of Partnership

Shared Success: The Ecosystem Behind Our Impact

Over the past 25 years, UpGlo has grown from a local San Francisco network into a thriving national ecosystem. In 2025, we served a record 13,000+ jobseekers across our UpGlo Direct and UpGlo Connect models. UpGlo expanded eligibility criteria, increased digital outreach, and nearly doubled our partnership portfolio to meet the needs of more immigrant and refugee professionals in the U.S.

UpGlo Direct's one-on-one career coaching model is scaled and shared with UpGlo Connect partners who, like us, are committed to opening opportunities for newcomers to enter the workforce. From educational institutions like [Holyoke Community College](#), to on-the-ground workforce organizations like [Global Detroit](#), and social service providers like [Asian Women for Health](#) and [Hopelink](#), this means UpGlo's proven tools and resources are more widely available to immigrant communities.

“Upwardly Global helps students access certifications in fields like healthcare, logistics, and marketing, while we provide the linguistic and emotional support needed to get through the coursework. It’s been one of the most rewarding journeys we’ve been on.”

Robin Marion,
Literacy Specialist at [Holyoke Community College](#)



“Our former executive director was a refugee from Afghanistan who came through Upwardly Global. She got support there and then brought that partnership here because she wanted to extend that same opportunity to others. It’s kind of full circle.”

Kristen Killgore,
Program Manager of the Community Health Worker Training Program (CHI) at [Asian Women for Health \(AWFH\)](#)



“Key factors for me in this partnership certainly include Upwardly Global’s long history with skilled immigrant integration, the valuable upskilling resources that the organization has developed from the work, expertise, and insights that have been gleaned not only regionally but nationally.”

I think that’s really amazing that Upwardly Global comes with those insights and tools to support folks, especially us who are newer in this space.”

Shanea Condon,
Director of the [Michigan Global Talent Initiative at Global Detroit](#)



“One of my favorite things about the partnership so far is the ongoing support we get from UpGlo. The ability to bounce ideas around and think of creative ways to support immigrant and refugee professionals is so valuable.”

Kelli Graham,
Senior Manager of English Language Programs at [Hopelink](#)



V. Transition and Transformation

Meeting the Moment, Shaping the Future

Upwardly Global has remained steadfast in our commitment to supporting immigrant and refugee professionals, approaching this work with compassion, empathy, and a sense of purpose. Creating sustainable systems change doesn't happen overnight. It is powered by the people who show up every day determined to make a more welcoming and inclusive world a reality.

Upwardly Global's **Brighter Futures Together Gala**, an event celebrating champions of inclusion throughout our community, was a great reminder of the power of storytelling and leadership. Honorees **Mariana van Zeller**, an investigative journalist, host, and executive producer for National Geographic, and **Marco Calvani**, an award-winning writer, director, actor, and filmmaker, were recognized for their work centering immigrant stories. The night paid homage to UpGlo's 25-year history of fighting for opportunity and inclusion with special remarks from board member and Gala Chair **Tony Goncalves**, former UpGlo Executive Director **Nikki Cicerani**, and Upwardly Global founder, **Jane Leu**.

Nikki Cicerani
Former UpGlo
Executive Director



Jane Leu
Upwardly Global founder

Steven Ostler
Board Vice Chair
Former Interim CEO

UpGlo's incredible leaders, past and present, have guided us through many periods of transition and transformation, enabling us to endure and flourish. In the latter half of 2025, UpGlo welcomed new leadership with the appointment of **Alice Kang** as President, **Alexis Williams** as Chief Revenue Officer, and **Avigail Ziv** as Chief Program Officer. We also announced the incoming CEO, **Gregory Haile**, whose tenure began January 2026.

At such a pivotal time for UpGlo and our community members, this new executive leadership team pledged to move UpGlo forward, seeking bold and innovative solutions that ensure every immigrant has the opportunity to thrive.



“Art is a gift, an act of kindness, and a vision for what America can be. When audiences are given the opportunity to experience the limbo of immigration through art, they’re reminded that immigrants are whole people whose contributions and ingenuity strengthen this country.”

“We can give dignity back to immigrants, honoring their struggle and the courage required to immigrate to America, often fleeing difficult situations from their home country.”

Marco Calvani,
Award-Winning Writer, Director, Actor, and Filmmaker
2025 Gala Honoree



“In a way, Upwardly Global is the solution to the problems I’ve spent my entire career uncovering. It reveals the hidden brilliance, the talent, and humanity that is too often overlooked in this country. It doesn’t just help people find jobs. It helps them reclaim their dignity, their voice, and their future.”

Mariana van Zeller,
Emmy and Peabody Award-Winning Investigative Journalist,
Host, and Executive Producer at National Geographic
2025 Gala Honoree



“Leveraging ethical AI as a strategic tool to drive progress is a priority for Upwardly Global. Upwardly Global Fetch greatly enhances our ability to serve our employer partners and open doors for immigrant professionals whose talents deserve to be recognized, and whose skills are essential to a vibrant, resilient workforce.”

Alice Kang,
President at Upwardly Global

Human-Centered Innovation

In 2025, Upwardly Global continued to pair technology with human insight, working alongside our UpGlo Talent network of 100+ companies aligned with our mission to create a more inclusive U.S. workforce.

In collaboration with **Workday**, a leading HR tech platform, we launched [Upwardly Global Fetch](#). This custom-built API allows recruiters and hiring managers who are working within HiredScore to seamlessly access UpGlo's candidates without changing their workflows. The AI-powered search tool scans profiles on a skills-first basis, pulling in globally credentialed, multilingual, and work-authorized jobseekers to expand and diversify employer talent pipelines.

To better understand the long-term career trajectories of our jobseekers and program alumni, Upwardly Global partnered with **LinkedIn** through its [Outcomes Tracking Pilot Program](#). The breakthrough program provided UpGlo with long-term, aggregate employment data for immigrant professionals who have completed our training over the past five years. By using data partnerships and cost-efficient, scalable new technology to fill information gaps, we applied an employment curve model that found more than **35,000 UpGlo alumni have secured employment over the past 25 years** — triple the verified total of 12,250 we had based on alumni self-reported data. These findings serve as a foundation for impact analysis in the coming year where we continue to engage data partners like LinkedIn to gain more comprehensive data and insights of our jobseekers' professional outcomes over the years.

Upwardly Global extended our partnership with the Information Society Development Foundation (FRSI) and Accenture to [support Ukrainian refugees in Poland](#). Since 2022, this special collaboration has **trained more than 2,000 Ukrainian jobseekers and placed 700+ into skill-aligned roles** across IT, finance, accounting, and more. This pilot is an example of how cross-sector partnerships can be leveraged to address humanitarian crises and apply proven models of workforce development for organizations both nationally and around the globe.

VI. What Shared Success Looks Like: A Vision for the Next 25 Years

America Should Be the Land of Opportunity for All

Upwardly Global pledges to remain a beacon of hope for immigrant and refugee professionals in the U.S. We will continue to show up for our community, working towards a future where everyone, regardless of their place of birth, can access opportunities to fully contribute their talents and thrive.

Our work to match talent with opportunity is fueled by the powerful ecosystem we have built over the last 25 years. We look at every angle to see where we can show up better and more meaningfully for our community. From supporting the deeply personal journey of a jobseeker all the way to leading workforce inclusion efforts at the corporate level, UpGlo is opening doors to ensure that talent, not circumstance, determines someone's future.

The path forward will bring new challenges, but we are emboldened by the progress made in the last year alone:

- Legislative wins for international medical graduates in places like Illinois that offer [alternative pathways for licensing](#) in the U.S. to help ease the healthcare worker labor shortage affecting the country.
- Advancing the conversation on wage equity with an original report, [“Missing in Action: Immigrant Women’s Pay Disparities in the Workforce.”](#) that recognizes compounding barriers for immigrant women restarting their careers in the U.S.
- Leading the charge on responsible AI to build more inclusive platforms with the [“Hidden in Plain View: Leveraging Responsible AI to Uncover the Untapped Potential of Immigrant Talent”](#) report on our pilot platform with Workday.

Now, in 2026, we will continue to build a future where every newcomer can find meaningful work, rediscover their dreams, and pass the torch to the next generation. We hope you will join us in this next chapter.



“To lead the world, the U.S. cannot afford to ignore any of its talent. Upwardly Global ensures the immigrant engineer can build the infrastructure of tomorrow, the immigrant nurse can deliver lifesaving care, and the immigrant technologist can support our AI-enabled future. I am privileged to lead Upwardly Global and drive American prosperity with global talent.”

Gregory Haile,
CEO at Upwardly Global

Call to Action: Ways to Engage

Your time and support are valuable. Help build on Upwardly Global's 25 years of impact by deepening your engagement with our community today. With one action, you have the power to generate transformational change for thousands of newcomers in the U.S.

Nearly 85% of people in the U.S. find their jobs through networking, but many immigrants and refugees arrive in this country with limited professional relationships to lean on for support in their job search. As an UpGlo volunteer, you can share your valuable knowledge of U.S. workplace culture and expectations, provide industry-specific insights, and act as a sounding board for immigrant jobseekers. When you help a jobseeker succeed, your impact is felt through workplaces, communities, and generations. Volunteer with UpGlo to build our jobseekers' confidence and give them hope.

2025 Volunteer Impact

400+

individual volunteers engaged

2,160+

volunteer hours engaged

62%

volunteered more than once

230+

new volunteers

1,160+

volunteer-jobseeker connections



When immigrants thrive, we all benefit. Your support connects 13,000+ immigrant professionals with opportunities to succeed each year. Your donation will



Equip newcomers for success:

Provide free, one-on-one coaching, mentorship, and access to upskilling programs they need to reclaim their professional careers.



Support thriving communities:

Ensure businesses and local economies benefit from the skills and drive of talented newcomers who contribute \$72M annually.



Build a stronger nation together:

Reinforce the values of hard work, inclusion, and success that have always defined America and resonate with 200+ organizations, institutions, and companies in UpGlo's ecosystem.

Join us in clearing a path for progress with a generous gift today.



“Being a volunteer isn't just about helping others. It's about self-discovery. I think Upwardly Global has helped me even more than the many jobseekers that it helps every day — learning my strengths, finding my own voice, and knowing that I can really help people who are struggling. That's something no paycheck can give.”

Joanna Zhou,
Upwardly Global Volunteer

Building a truly inclusive workforce is a team effort. Take the next step and partner with Upwardly Global to expand and strengthen our ecosystem of change:

- **UpGlo Connect:** Nonprofits and educational institutions already working with immigrant communities gain access to our proven model for career coaching and other resources to complement existing programming and build capacity.
- **UpGlo Talent:** Employers committed to hiring immigrant professionals receive comprehensive trainings and resources alongside access to our pool of talented jobseekers through AI-enabled tools.

VII. Financials and Transparency

Statement of Activities

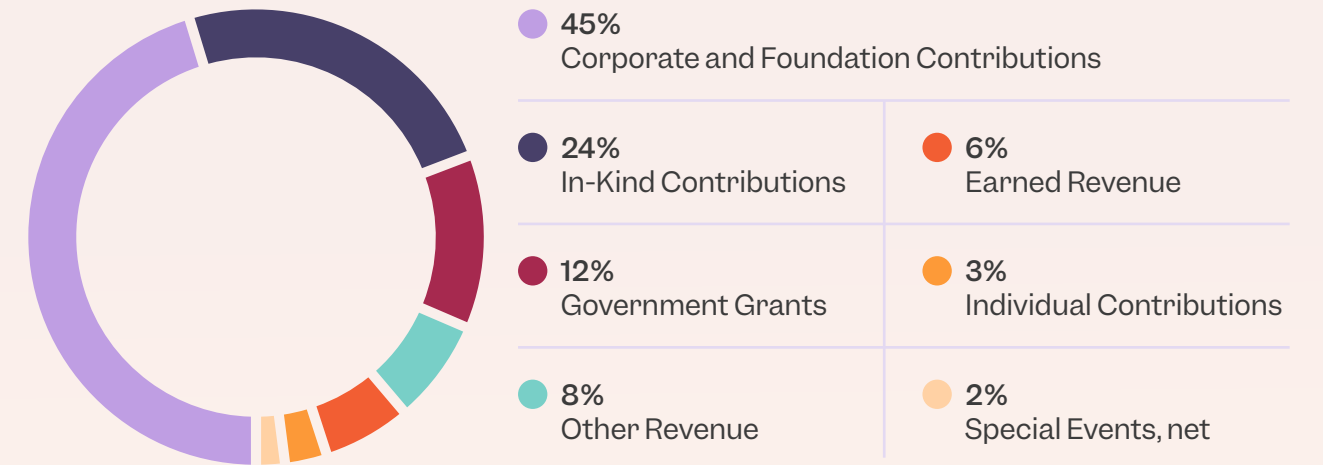
Year Ended December 31, 2025
Unaudited, In Thousands

OPERATING REVENUE	AMOUNT
Corporate and Foundation Contributions	\$ 7,645
In-Kind Contributions	4,035
Government Grants	2,071
Other Revenue	1,240
Earned Revenue	1,045
Individual Contributions	502
Special Events, net	343
Total Operating Revenue	\$ 16,881

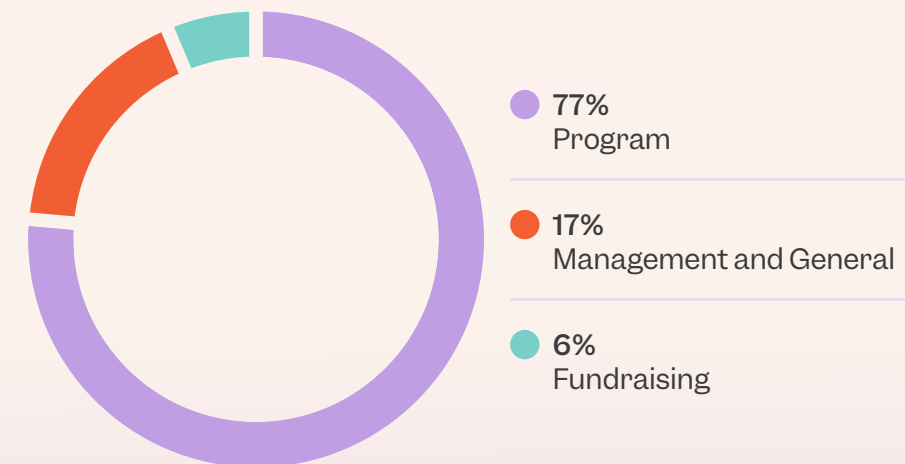
EXPENDITURES	AMOUNT
Personnel	\$ 14,134
In-kind Expenses	4,035
General and Administrative Expenses	2,389
Professional Fees	2,263
Grants Awarded Expense	533
Occupancy and Rentals	307
Total Expenditures	\$ 23,661

Change In Net Assets:	(\$ 6,780)
+ Beginning Net Assets:	\$ 39,907
Ending Net Assets:	\$ 33,127

Sources of Funds



Uses of Funds*



* This chart represents allocations based on the 2024 Audited Financial Statements. Revised allocations will be available online after June 2026.

Funders

Transformational

\$5,000,000

Allan & Gill Gray Foundation

Catalytic

\$1,000,000–\$4,999,999

Accenture

Carson Family Charitable Trust

GitLab Foundation

Salesforce Foundation

Scarlet Feather Fund (The Dayton Foundation)

State of California

The Hg Foundation (Hg Capital)

Truist Foundation

Sustaining

\$500,000–\$999,999

Crankstart Foundation

New York State

Robin Hood Foundation

The Colorado Health Foundation

Younger Family Fund

Foundational

\$250,000–\$499,999

Bank of America

CD&R Foundation

Church of Jesus Christ

Cisco Foundation

Houston Endowment

Kohlberg Kravis Roberts & Co. (KKR)

Mother Cabrini Health Foundation

Paul M. Angell Family Foundation

Pivotal Ventures

S&P Global Foundation

Siegel Family Endowment

State of Illinois

The Applebaum Foundation

Tipping Point Community

Walmart

WES Mariam Assefa Fund

Innovator

\$100,000–\$249,000

Circle of Service Foundation

City and County of San Francisco

Consolidated Edison (Con Edison)

Cummins

Hearst Foundations

Jennifer and Jonathan Allan Soros

Foundation

LinkedIn

Lloyd A. Fry Foundation

MetLife Foundation

Schwartz Family Foundation

Select Equity Group Foundation

The PA Foundation

The Zegar Family Foundation

U.S. Bank Foundation

UBS

Walder Foundation

Workday, Inc.

Zakat Foundation of America

Builder

\$25,000–\$99,000

Airbnb

Assured Guaranty

BMO Harris

Capital One

CSAA Insurance

Deutsche Bank

DLA Piper

McNeil Foundation

Morris & Gwendolyn Cafritz

Foundation

Philip L. Graham Fund

Polk Bros Foundation

PricewaterhouseCoopers

Scotiabank Group

Wells Fargo

Partner

\$1–\$24,999

Anonymous

Burlington Stores Foundation

FOX

GreenLight Fund Denver

Latham & Watkins LLP

Lumina Foundation

Muck Media

National Geographic

Nielsen Foundation

O.C. Tanner

Permira Foundation

S&P Global

The Evrose Group LLC.

Tracy Family Foundation

Warner Bros. Discovery

West Monroe Partners

World Education Services

Donors

Futurists

\$50,000

Steven Ostler

Trailblazers

\$10,000–\$49,999

Chris and Melody Malachowsky

Ravi Chanmugam and Christina

Lucas

Martha Gallo and Charles Kerner

Asim Husain

Tammi Ling and David Carretero

Robert Garechana

Anu Menon and Akash Garg

Redmond Mills Trust Foundation

Rosemarie Delgado-Goncalves and

Antonio Goncalves

Anonymous

Marietta Bartoletti

William D. Feldman Family

Foundation

Wendy Zimmermann and Steve

Cutler

Anonymous

Bowe Stewart Foundation

Neeraj Bewtra

Mindi Cox

Molly Gochman

Marina Kim

Naomi Seligman

John Stankey

Rosalyn Chen and Tom Chavez

Bridge Builders

\$1,000–\$9,999

Leanne Sullivan

Todd A. Harding and David Lassiter

David Tanner

Fusion Entertainment

Aurora and Matt Bannick

Weng Yee Chin

Elizabeth Fey

Nicholas Kee

LD Entertainment

James Murray

The Madhav Foundation

NBA

Maathangi Sankar

RJ Fox

Alyssa Myers

Jessica and Dominic Green

Mohammad Sediq Hazratzai

Jane Leu and Ted Levinson

Ronnie Goldberg

Elizabeth Meyer and Bo Huang

Terri Lynn Cardona

Garrett and Lisa Kennedy

James and Paulette Flanagan

Elizabeth Munro

Cristian Popa

Jane Yang

Katharine Owen

Sarah Jackson-Han

Robert Chedid

Matthew Jarzemsky

Manish Vyas

Joeng Adams

Paul and Debbie Baker

Lalit Balchandani

Burke and Karen Brown

Samuel Etter

Terrence Meck

Au Nguyen and Khoa Dang

Wendy Chan and Patrick McCabe

Phyllis Freed

Emilie Hyams and Jon Brooks

Lena Mackey

John and Kris Bradley

Matt Mendelsohn

Paul and Sandra Schiffman

Jacqueline Cantor

Josh Jelonek

Constance Kratz

Yvonne Phan

Woodward Price

Joan Rall

Linda Sun

Andrew Martin

Stefan Spataru

Catheline Leung

Matthew Calligaro

Michael Kiever

Nina Marinova

Ross and Christy Gilardi

Desiree Nunes

Ken Walsh

Victoria Taylor

Melina Wyatt

Subur Khan

Lillian Teng

Rosa Silva

Maximilian Gibbons and Andria

Cantu

Jackson and Stephanie Harty

Rohit Prasad

Esther Benjamin

Mirna Mchale

Ciara Trickett

Meg Tym

Corinne Irwin

Ashley Rector

Mariana Van Zeller

José Avillez

Ira Sachs

Monica Sohn

Automaise SA

Iliana Quinonez and Brian Rovner

Winita Lau

Kim Masone

Eric Pan

Lucille Boone

Christina Bowles

Candice and Ben Braun

Garrett Camp

James Chen

Miles Farrel

Nida Haji

Edna Kennedy

Jacqueline LiCalzi

Liz Meehan

Karen Pearlman

Marco Pigossi

Sean Reilly

Jeremy Ross

Tony Sayegh

Gary Schoenwetter

Richard and Lynn Voelbel

Alexis Williams

Ellen Yost Lafili

Xavier and Elizabeth Zang

Greg Svendsen

Jamie Calandrucchio

Sean Reilley

Christian Topham and Melissa

Girvan

Tadd Wamester

Martin and Jenelyn Wyspianski

Board of Directors

OFFICERS

Tammi Ling, Board Chair
Chief Operational Risk Officer and Global
Head of Non-Financial Risk Frameworks,
Morgan Stanley

Steven Ostler, Board Vice Chair
Founder, One Refugee

MEMBERS

Asim Husain
Co-Founder, Alterion

Au Nguyen
Senior Manager, Merchandise, Weee!

Garrett Kennedy
Partner, DLA Piper

Jane Leu
Trustee Emerita
Founder, Upwardly Global

Martha Gallo
Trustee Emerita

Mindi Cox
Chief Marketing and People Officer, O.C.
Tanner

Mohammad Sediq Hazratzai
Executive Director, Center for
Immigrant and Refugee Health and
Visiting Professor, University of
California, Davis

Robert A. Garechana, Board Treasurer
Executive Vice President, Chief
Investment Officer, Equity Residential

Ravi Chanmugam, Board Secretary
Vice Chair Healthcare Reinvention
Executive Advisory, Senior Managing
Director, Accenture

R.J. Fox
Vice President of Marketing, LinkedIn
Talent Solutions

Shaun E. Smith, JD*
Group Senior Vice President, Chief
People and Culture Officer, NewYork-
Presbyterian Hospital

Todd A. Harding
Trustee Emeritus
Retired Executive Managing Director,
Accenture

Tony Goncalves
Founder and CEO, The Evrose Group

Vivek Vaidya*
Co-Founder and General Partner,
Super{set} Venture Studio

**Stepped down in Q4 2025*

Leadership Councils

CHICAGO

Liz Miller, Co-Chair
Natalie Ostoic, Co-Chair
Adam Hecktman
Alex Diaz

Elizabeth Tadesse
Jackie Ostrowski
Maddie Morelock
Rachel Kraska

Sam Etter
Shannon Morris

NEW YORK

Avni Patel, Co-Chair
Liz Meyer, Co-Chair
Andrew Martin
Andriana Diez
Christine Savino
Dmitry Chumakov

Eric Pan
Ishan Gurg
Josh Jelonek
Linda Spataru
Mike Diamond
Rob Chedid

Rohit Prasad
Sasha Sidel
Yoga Acharya
Yvonne Phan

SAN FRANCISCO

Melina Wyatt, Co-Chair
Puneet Braar, Co-Chair
Ashrita Prasad
Catheline Leung

Lena Mackey
Lester Chen
Liza Dingle
Maria Charles

Michael Kiever
Puneet Brar
Sheldon O'Brien
Subur Khan

SEATTLE

Arika Allen, Co-Chair
Matthew Quinlan, Co-
Chair
Busra Akdogan

Caroline Luzze
Fiona Goodwillie
Jane Mareth
Jeremy Ross

Karel Manzano
Cleveland
Nate Lee
Rumsha Siddiqui

WASHINGTON, D.C.

Sarah Jackson-Han,
Co-Chair
Shorena Megrelishvili,
Co-Chair
Adeniyi Balogun

Betty Olweny
Bob Bissen
Derek Li
Hannah Pace
Lauren Evans

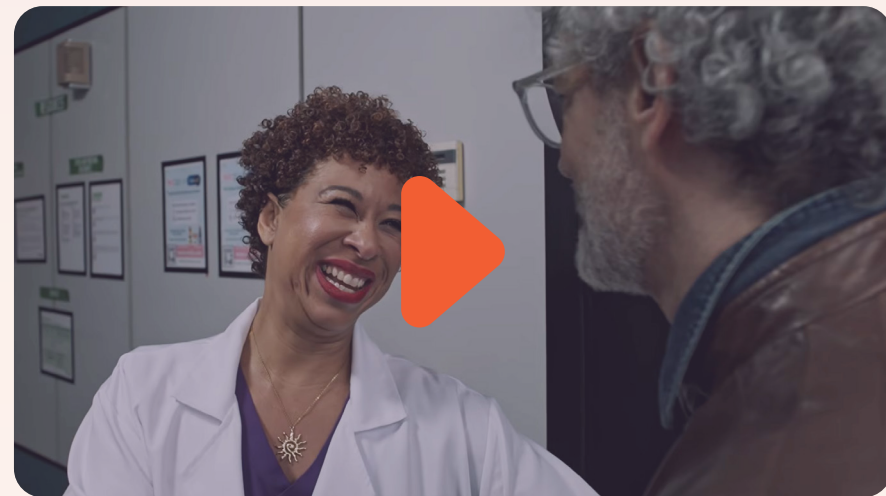
Mackenzie Sheldon
Scott Dulman
Stacey Cohan
Woodward "Clark" Price

VIII. A Moment of Gratitude

This work doesn't exist without YOU.

Upwardly Global's 25-year legacy of partnership, purpose, and possibility only exists because of you. Guided by our shared values of respect, building power, collaboration, innovation, passion for mission, and inclusion, the UpGlo community has transformed thousands of lives across generations.

We've seen the ripple effect firsthand: Open a single life to opportunity, and the impact will travel farther than you can imagine.



Thank you to all of our supporters, partners, volunteers, Leadership Council members, board members, and staff for supporting immigrant and refugee professionals in restarting their lives in the U.S. We are so grateful.

Get to know some of UpGlo's champions of inclusion:

"The Leadership Council gave me a platform to offer my skills and experiences in a more formal way for the greater good. It was an opportunity to be part of something bigger ... Local councils can take the pulse of their communities."

Shorena Megrelishvili.

Upwardly Global Alum and Leadership Council Member

"It was an honor for MindfulMela to support Upwardly Global over the past seven months during this important period of transition. As an immigrant to the U.S., the mission of UpGlo resonates deeply with me. It was meaningful 25 years ago, is even more relevant today, and will continue to matter for decades to come."

Aditi Shah,

Founder at MindfulMela

MindfulMela

"As we've grown and changed, our mission, I really believe, has stayed so front and center. It's been so exciting to work with great people, but also to meet such amazing jobseekers. ... First and foremost, what we bring to people is just a sense that they're not alone. I can't make it easier, but I can be here with you during the journey."

Tamar Frolichstein-Appel.

Upwardly Global Senior Employment Services Lead