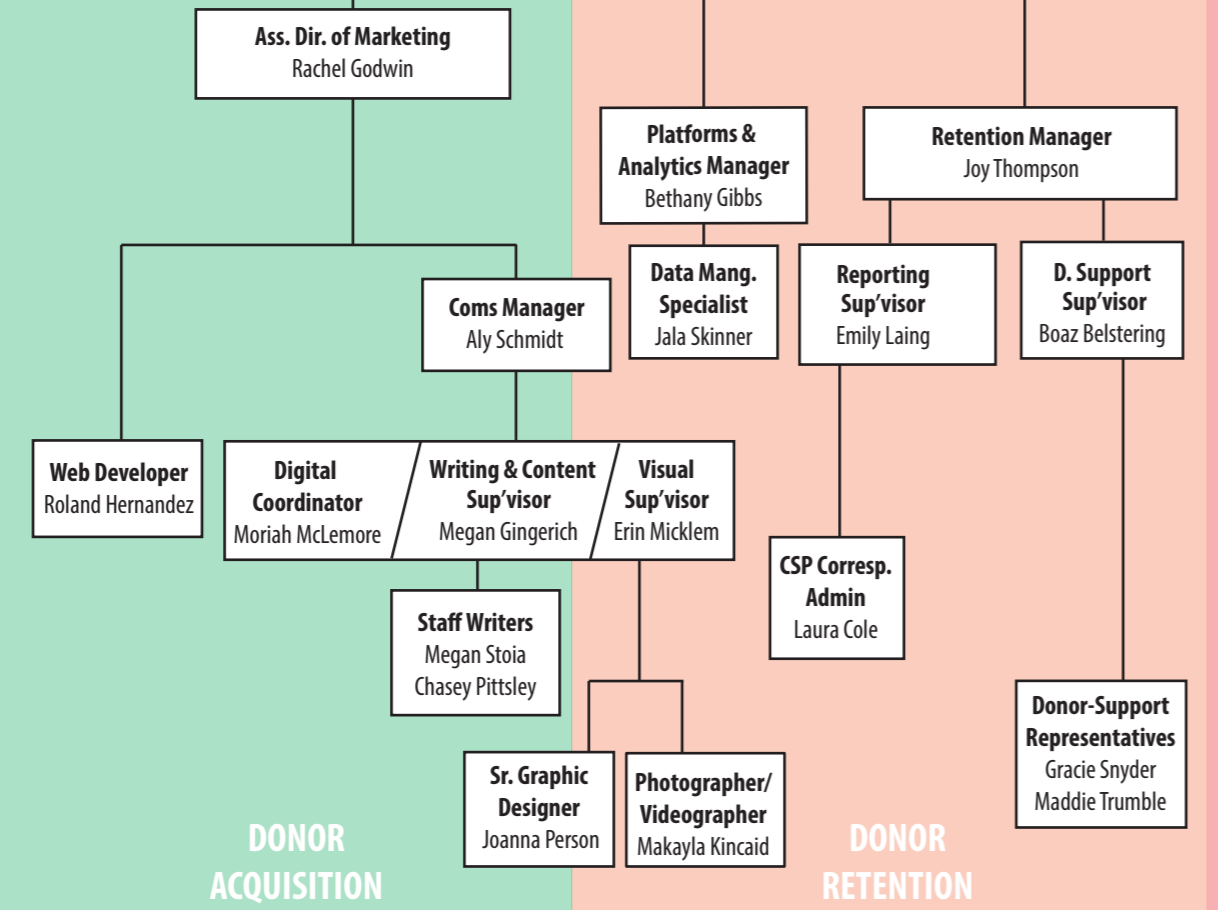
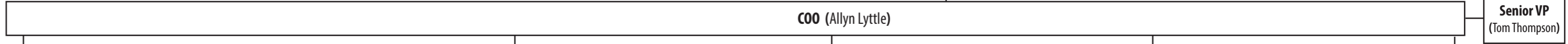
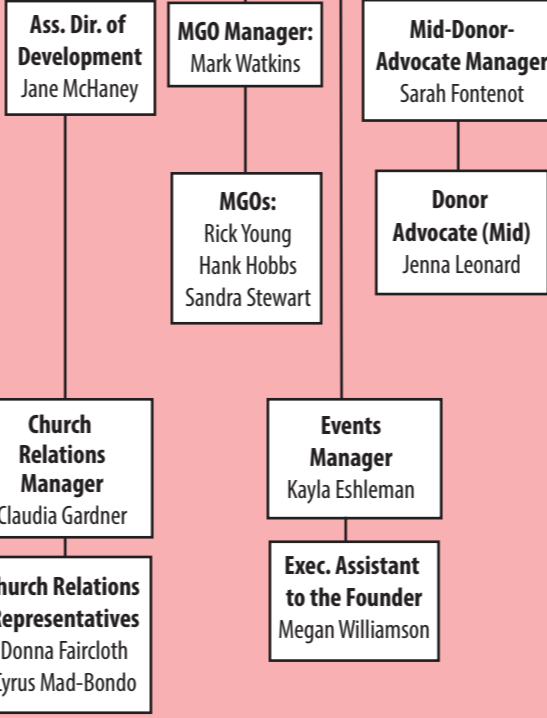


**FINANCE & ACCOUNTING**

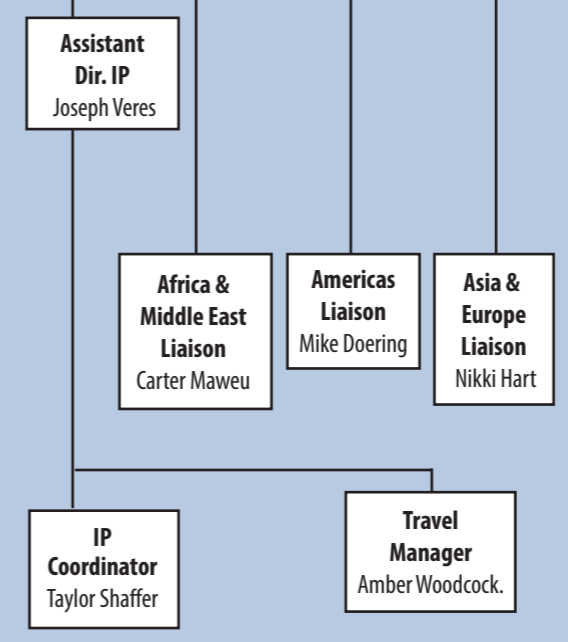


**DONOR ACQUISITION**

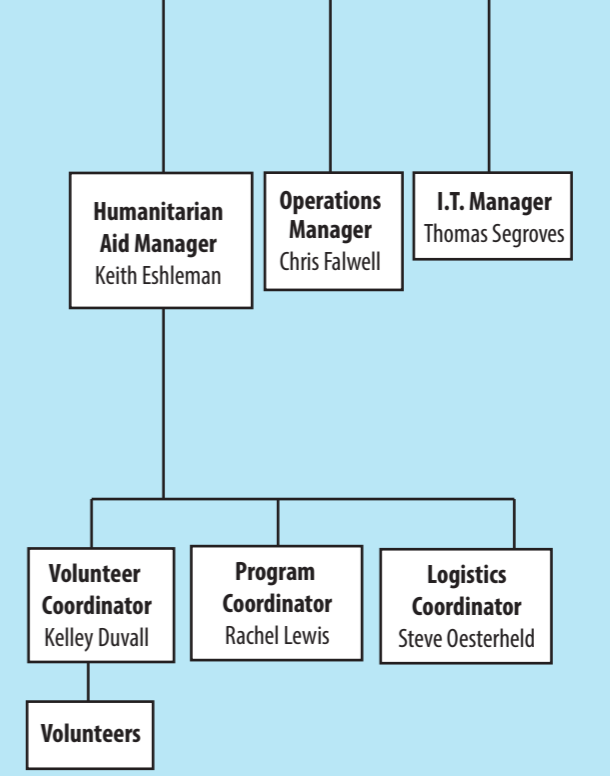
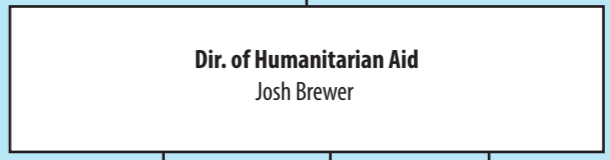
**DONOR RETENTION**



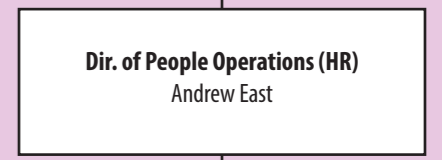
**DONOR GROWTH**



**INTERNATIONAL PROGRAMS**



**HUMANITARIAN AID**



**PEOPLE OPERATIONS**