



Impact Report

2023

SAN JOSÉ
spotlight

Your search for truth starts here.

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San José Spotlight is an award-winning nonprofit newsroom dedicated to fearless journalism that disrupts the status quo, uplifts marginalized voices, holds power to account, and paves the way for change.



Letter from the Co-Founders

It is hard to believe it has been five years since we started San José Spotlight -- with just an idea in our living room and a modest savings account.

What began as a dream is now a nationally-recognized newsroom with 11 full-time employees, a \$1.1 million budget and more than two dozen prestigious journalism awards. San José Spotlight has not only staked its place in Silicon Valley, it has become a national leader in the nonprofit news industry on the forefront of a movement to rebuild local news.

For years, as San Jose locals, we heard neighbors, friends, colleagues -- pretty much anyone we met -- complain about a lack of local news in San Jose. This city of a million residents saw its legacy newspaper fall victim to a vulture hedge fund that's gutted American newspapers around the country -- and here at home.

We decided to do something about the local news crisis in our hometown. We quit our full-time jobs in Las Vegas and moved back to the Bay Area to launch San José Spotlight. We lived off savings for six months. We heard whispers from detractors about how we'd never make it.

Thank goodness we did not listen. And thank goodness our incredible San Jose community stood with us. It is thanks to you -- and your generous support -- that we've sustained our impactful journalism for more than five years and even expanded to cities like Cupertino, Sunnyvale, Santa Clara, Campbell, and Los Gatos.

Does that mean you will like everything we write? No. You are not supposed to.

But it does mean we will ask tough questions, expose wrongdoing and injustice, fight for public records and government transparency, demand solutions to the region's problems and ensure everyone has a seat at the table when it comes to local policymaking.

People tell us they voted for the first time, learned how to watch a government meeting and voice their concerns, or how to follow the money in campaigns because of our reporting.

So what is next? We are working on an ambitious plan to expand our newsroom and hire additional reporters to deepen our reporting in San Jose and the greater South Bay. Here's to five years -- we could not do it without you. Now, we hope you will stand with us for the next five years and beyond.

Yours in Community,

Ramona Giwargis

Ramona Giwargis
CEO & Co-Founder

Josh Barousse

Josh Barousse
Executive Director & Co-Founder



Centered around Community



Silicon Valley is empowered, educated and inspired by our civic-minded journalism and community events. Our work ignites civic engagement, fills information needs, and demands solutions to the region's biggest problems.

1

Forums and Discussions

From policy discussions to candidate forums, we have hosted more than 40 live events to date that inform and engage our community on policy issues that impact their everyday lives.



2

PolitiBeat

We hosted Silicon Valley's first all-day political festival featuring eight panel discussions with nearly 30 elected leaders and decisionmakers on topics such as education, economic development and legislative priorities.

3

Local Pride

We uplift the stories of marginalized communities --- including local restaurants and small, minority-owned businesses --- to celebrate our region's rich culture and fuel economic development.

Inspiring Community Action



We are igniting civic engagement in our community, empowering readers to advocate for themselves, to participate at the ballot box, and to demand policy solutions. Silicon Valley leaders have cited our stories as a catalyst for change.



A Voice for the Voiceless

1

Our reporting on a blind, homeless 93-year-old man led to an outpouring of support from the community, and raised tens of thousands of dollars to keep a roof over his head.



Sparkling Change

2

We exclusively highlighted safety concerns related to gun violence at San Jose's largest public schools, resulting in action from administrators and updated safety plans.



Public Awareness

3

Our series of stories highlighting long wait times, broken medical equipment, and overworked healthcare professionals at a South Bay medical center led to county intervention.

Holding Power to Account



Studies show communities without a reliable source for local news experience more government corruption, misinformation and polarization. Our fearless reporting exposes injustice, sheds light on wrongdoing, and holds powerful people and institutions accountable.

1

Investigative Work

Our reporting on accusations of sexual harassment against a tech mogul and elected official led to dozens of additional complaints, and an investigation that ended his political career.



2

Responsibility

We exposed accusations of misconduct and a toxic work environment at a prominent Silicon Valley nonprofit, resulting in a loss of its public contracts and the resignation of its CEO.

3

Transparency

We won a lawsuit against a former San Jose mayor for violating state transparency laws. This led to the release of hundreds of secret emails on city business, and became a catalyst for changes to state laws.

Our Team

While some news outlets shrink, our nonprofit newsroom is growing. Our reporters are diverse and come from the BIPOC communities that we serve. Our newsroom is led by an immigrant, woman of color and we have prioritized hiring local reporters who speak Spanish and Vietnamese to build strong connections in communities of color and serve our culturally rich region.

Readers see San José Spotlight as a newsroom powered by the people it serves; a newsroom that relentlessly searches for truth, asks the tough questions and responds to their information needs with deeply reported, public service journalism.



Ramona Giwargis
CEO



Josh Barousse
Executive Director



Thi Tran, J.D.
Dir. of Development



Jennifer Morrow
Audience Engagement



Moryt Milo
Editor



Nick Preciado
Editor



Brandon Pho
Gov't & Politics



Joyce Chu
Homelessness & Equity



Annalise Freimarck
West Valley



B. Sakura Cannestra
Sunnyvale & Santa Clara



Vicente Vera
San Jose City Hall



Lorraine Gabbert
Freelance Reporter



Natalie Hanson
Freelance Reporter



Kassia Bonesteel
Editorial Intern



Jake Kalauokalani
Development Intern

Awards

GREATER BAY AREA JOURNALISM AWARDS

First place: "Overall Excellence" for uncovering how Santa Clara County politicians secretly appointed a CEO without transparency

First place: "News Story" around disparities and wealth gap in East San Jose

CALIFORNIA JOURNALISM AWARDS

First place: "In-Depth Coverage" for a police office manager hit with drug smuggling charges

First place: "Coverage of Local Government" around a San Jose city employee strike

First place: "Coverage of Business and the Economy" around the collapse of Silicon Valley Bank

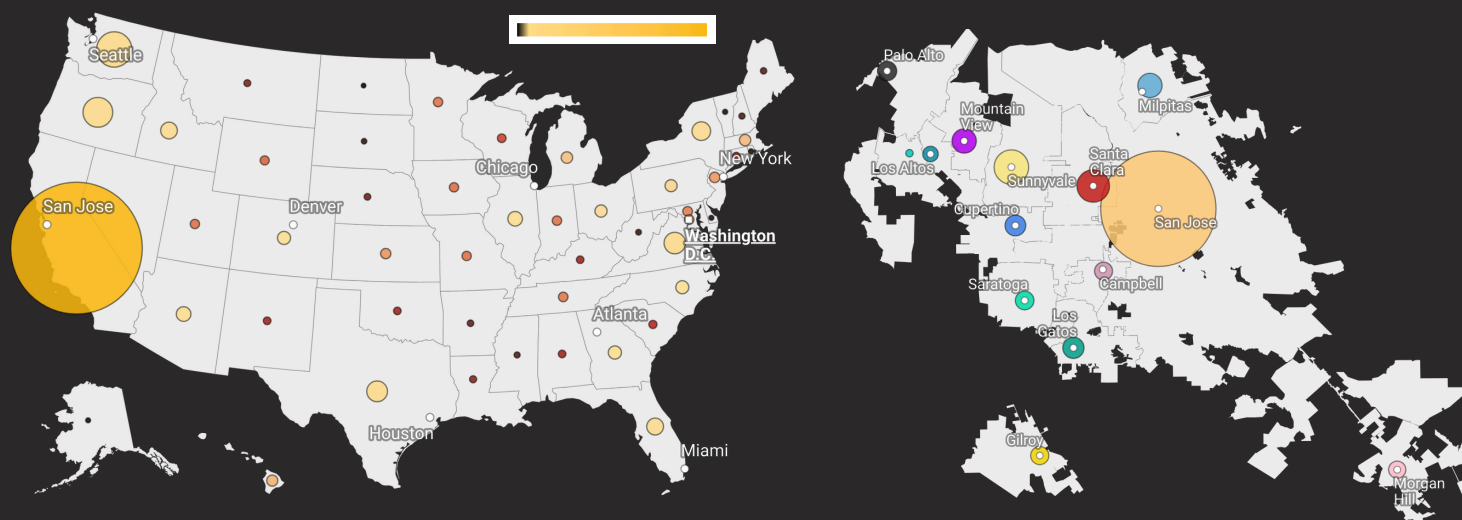
First place: "Public Service Journalism" for reporting on the violation of state transparency laws by the former mayor of San Jose

23 JOURNALISM AWARDS
WON TO DATE

Our Audience

Our newsroom primarily serves more than 1.46 million residents across seven cities in the South Bay: San Jose, Santa Clara, Milpitas, Cupertino, Sunnyvale, Campbell, and Los Gatos.

Our impactful journalism has reached audiences across the country this past year. The maps below show where our reporting has given readers the information they need -- without a paywall or intrusive ads.



1K PUBLISHED
STORIES
IN 2023



2.3 MILLION
WEBSITE READERS



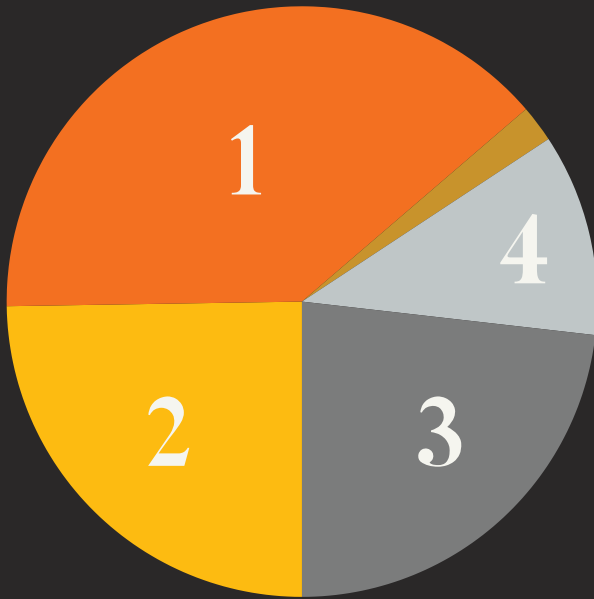
13,274
NEWSLETTER SUBSCRIBERS



25,881
SOCIAL MEDIA FOLLOWERS

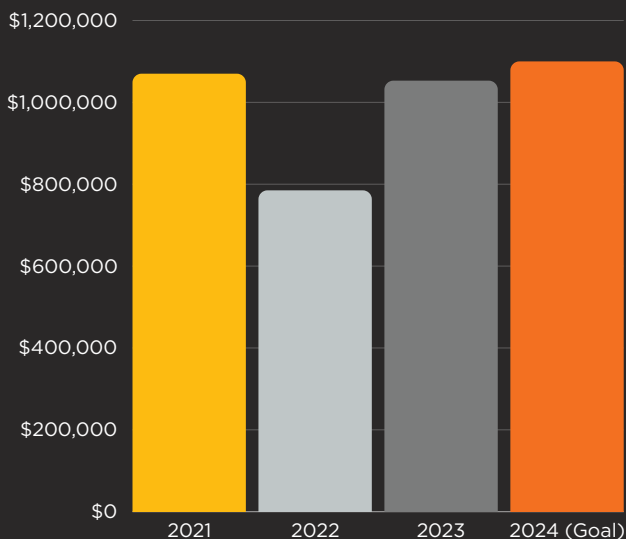
16 PODCAST
EPISODES
IN 2023

2023 Total Revenue
\$1.05 million



1. CORPORATE PARTNERS: 38.5%
2. INDIVIDUAL DONORS: 24.5%
3. FOUNDATIONS/GRANTS: 22.9%
4. EARNED INCOME: 11.0%
5. MISCELLANEOUS: 3.1%

2021 - 2024
Revenue



Financials

2023 Total Expenses
\$1.03 million



1. LABOR EXPENDITURES: 79.6%
2. OPERATION EXPENDITURES: 7.3%
3. OFFICE EXPENDITURES: 4.2%
4. OTHER EXPENDITURES: 8.9%

177%

GROWTH SINCE 2019

Vision for the Future

The work of producing high-quality journalism that's free to consume would not be possible without generous support from readers and institutions who believe in the work of San José Spotlight. As we look to the future, we are inspired by the South Bay's rich history and ignited by the potential of the region that is at the center of our work.

We look forward to continuing to celebrate all the things that make the South Bay a special place to live and work, spotlight issues that require change, and serve residents with the trusted journalism we need to thrive as a community. The following strategic priorities will be critical to the success of reaching new audiences and communities within Silicon Valley.



EDITORIAL

Our priority will be accountability journalism with a focus on tech, education and local government.



INVESTMENT

In addition to key local media partnerships, we aim to increase our newsroom to 25 reporters.



PROGRAMMATIC

Quarterly held educational panels, events, and exclusive gatherings will foster community and inform.



The San José Spotlight Club

The San José Spotlight Club comprises of our most passionate and loyal supporters who believe in our important mission. Their contributions help provide critical financial support to sustain our work and expand coverage across Silicon Valley.

The team at San José Spotlight wishes to extend a big “thank you” to the 1,031 readers who supported us in 2023. Thank you for your trust and faith in our reporting!

\$1,000 +

Karla Albright
Richard Alexander
Teresa Alvarado
Jean-Marc Blanchard
Frederick Brown
Dominic Cortese

Dustin Derollo
Gary Dillabough
Rod Diridon Sr.
Scott Emmert
Jesus Flores
Akemi Flynn

Erik Hayden
Cayce Hill
Michael Honda
Larry Kuechler
Richard Lowenthal
Meri Maben

John McLemore
James Hugh McManis
Margaret Nanda
Bob Nunez
Perla Rodriguez
Thomas Saggau

Larry Stone
Allan Thompson
Carol Watts

“

How lucky we are to have an invaluable resource for those that want to keep abreast of what is going on in their communities, understand the social and economic issues unfolding around them, and make intelligent voting choices.

JEAN-MARC BLANCHARD

”



Thank you to the funders whose contributions made our work possible in 2023 - 2024.

American Journalism Project

WALTON FAMILY FOUNDATION

DSS
DAVIDSON FAMILY FOUNDATION

Google
News Initiative

The **SOBRATO**
Family Foundation

HEALTHTrust

Lion
PUBLISHERS

KF KNIGHT FOUNDATION

SVCF
SILICON VALLEY COMMUNITY FOUNDATION

THE LENFEST INSTITUTE

WILLIAM & FLORE
Hewlett Foundation

The **Miami**
Foundation
For A Greater Miami

SILICON VALLEY
education
FOUNDATION

NCF
NUNEZ COMMUNITY FOUNDATION

Law
Foundation
OF SILICON VALLEY

CASTELLANO
FAMILY FOUNDATION

HEISING-SIMONS
FOUNDATION

RJ
RENAISSANCE JOURNALISM

SPJ

\$ 500 - \$ 999

Dakarai Aarons
Blanca Alvarado
Charlie Baxter
Jasbir and Gunee Bhatia
Brett Bymaster
Tony Cannestra
John Comiskey
Dan L Connolly
James Cunneen
Richard De La Rosa
Nancy DellaMattera
Susan DeVencenzi
Steven Ellenberg
Koji Flynn-Do
Michael Fox
Larry Gerston
Dan Gordon

Cynthia Guerrero
Gloria Hoo
Ro Khanna
James Kuhl
Bonnie Lowry
Linda Macleod
Lara McCabe
Mike McCool
Boog Mclight
John Morgridge
Evan Ogawa
Vijay Sammeta
Angela Tiene
Jennifer Tonnis
Thao Tran
Ken Yeager

\$ 250 - \$ 499

Don Albert
Dolores Alvarado
Edward Alvarez
Susan Baird
Kae Bendixen
Norvelle Benevento
Nancy Bremeau
Enrico (Rick) Callender
James Carter
Anne Cashman
Lawrence Jay Castellano
Maria Angeles V. Castro
Helen Chapman
Laura Chmielewski
Terry Christensen
Jean Cohen
Peter Dassenko
Linda Davidge
Roma Dawson
Heather Diggs
Nathan Donato-Weinstein
Hemeryck Falkenburg
Adriana Farkouh
John Fensterwald
Alerie Flandez
Ryan Ford
Rosanne Foust
Maria Fuentes
Patricia Gardner
Timothy Gill
Victor Gomez
Ron Gonzales
Rebecca Haggerty
Amanda Hawes
Joseph Head
Richard Holden

Belinda Hoose
Norm Hulberg
Mary Idso
Luther Jackson
Sudhanshu (Suds) Jain
Alexa Kaskowitz
Ruth Kent
Cheryl Lander
Karen Lattin
Leslie Levitt
John Lindner
Arleen Llanes
Jennifer Loving
Janet McLaughlin-Pfab
Robert Means
Kjirste Morrell
Lillian Mosier
Caitlin Neiman
Long Nguyen
Michael Norris
Kathleen Nunes
Maureen O'Connor
Garrick and Mary Percival
Judy Pipkin
Sherri Sager
Hassan Schroeder
Derrick Seaver
Linda Silveria
Kathleen Thomas
Daniel Tran
Niranjan Tulpule
Eleanor Vade Bon Coeur
Patrick Waite
Ramsay Westgate
Heather Zimmerman
Ron Zraick

“

At a time when an average of one newspaper closes down in the United States every week, San José Spotlight has taken its place among the few remaining news outlets in the South Bay.

Independent and curious, San José Spotlight covers issues and events that otherwise might not reach the public's attention.

LARRY GERSTON

”

\$1 - \$249

Nancy Abinanti	Craig Betts	Patricia Caporal	Patricia Crespo
Joanna Acevedo	Achyutram Bhamidipaty	Maureen Cappon-Javey	Jeff Cristina
Stayton Addison	Frank Biehl	Ben Caputo	Kristina Cunningham
Patrick Ahrens	Steve Bielak	Peggy Carlson-Bowen	Kelly Curley
Leslie Albert	Kevin Biggers	Kim Carpenter	Meredith Curry Nuñez
Vicki Alexander	Keith Bishop	Virginia Carpio	Ellen Cuykendall
Janice Allen	Brenda Bley	Orrin Carr	Gladwyn d'Souza
Linda Allen	Kolumban Boe	Pete Carrillo	John Dalrymple
Peter Allen	Paul Boehm	Scott Carter	Thomas Darby
Tamara Alvarado	Arnold Bojorquez	Robert Caruso	Alexander Daus
Jaime Alvarado	Maia Bookoff	Michael Casas	Todd Davidson
Sylvia Alvarez	Timm Borden	Charlotte Casey	Bruce Davis
Tim Anderson	Carol Bower	Patricia Castorena	Chris De Benedetti
Randall Anderson	Shari Boxer Baker	Renn Castro	Hugo de Groot
Walter Antoku	Annette Boyer	Salvador Castro	Diane Deanovic
James Araby	Margaret Brady	Laura Cavallo	Nancy DeBiccari
Keith Archer	Carmen Brammer	Don Cecil	Jane Decker
William Armaline	Ray Bramson	Julie Cecilio	Bill DeFazio
Rebeca Armendariz	C.J. Brasiel	Adrian Cerda	Dennis Demellopine
Marie Arnold	Shane Brennan	Gloria Chacon	Jeanne Desai
Ernie Arranaga	Michelle Brenot	Patrick Chaffey	June Desai
Chris Arriola	Thurston Brevett	Sarah Chamberlain	Nikhil Desai
Charmon Ashby	Alison Bridger	Judith Chamberlin	Julien Devin
Curtis Asplund	John Briere	Charlsie Chang	Gloria DeVincenzi
Vicki Atherton	Jon Britton	Karen Chapman	Mary Ann Dewan
Louise Auerhahn	Zelda Bronstein	Malinda Charter	Manny Diaz
Carol Austen	Ed Brooks	Irene Chavez	Katy Dickinson
Kristine Austin	Stephanie Brown	Gabby Chavez-Lopez	Sarah Ditzler
Jill Avis	Alison Brunner	Elizabeth Chien-Hale	Hien Do
Adriana Ayala	Charles Buchanan	Robert Chon	Mary Helen Doherty
Nadia Aziz	Jeffrey Buchanan	Melissa Chowning	Matthew Dominguez
Leyla Azizova	Robert Buckles	Kansen Chu	Robin Doran
Anita Badger	Dana Bunnett	Morris Chubb	Ellen Dougherty
Stefan Baeurle	Laura Burchard	Lisa Chung	Joan Douglas-Fry
Robert Baines	Janet Burchinal	Cecilia Clark	Sheila Dowd
Sukhdev Bainiwal	Kathleen Burkhard	L. Michael Clark	Tara Dowdell
John Baird	Mark Burkhardt	Thomas Clark	Terry Downing
Jason Baker	Eugene Burns	Heather Cleary	Matthew Drance
Milan Balinton	Marie Burns	Ruth Clifford	Peter Drees
Bonnie Bamburg	Judith Burt	Suma Cm	Tessie Driver
Lucina Barousse	David Busse	Nicholas Cochran	Djani Drocic
Margaret Barr	Salvador Bustamante	Rob Coelho	Brent Durbin
Helene Barsky	Michele Butler	Joseph Coha	Ysabel Duron
Amity Bateman	Amelia Butterick	Kathleen Cohen	Jae Duvall
Katharine Bauman	Otis Bynum	Carla Collins	Ron Echeverri
Martha Beattie	Myron & Felissa Cagan	Rosanne Compitello	Steve Eckert
Virginia Beaulieu	Duane Caldwell	Richard Conniff	Swanee Edwards
Virginia Beck	Jacquelyn Caldwell	Sue Contreras	Frances Edwards
Jean Bedord	Sara Calkins	James Corbett	Lauren Edwards
Linda Belba	Lara Calvert-York	Christopher Corpus	J. David Eisenberg
Matt Bell	Elisa Camahort Page	Leslye Corsiglia	Naava Ellenberg
Annie Belt	Cole Cameron	Dave Cortese	Rebecca Elliot
Richard Berg	Catherine Cameron	Rita Cortez	Paul Elliot
Gregory Bergman	Tony & Yoko Cannestra	Cameron Coulter	Michael Elliott
Marimo Berk	Barbara Canup	Brad Cox	Susan Elliott Russell
Patrick Bernhardt	Stephen Caplan	Gay Crawford	Paul Ellis

Peggy Elwell
Dolores Enriquez
Shirley Epir
Sandra Escobar
Miguel España
Alexandrina Esparza
Chris Esparza
Melanie & Victor Espino
Victor Espino
Juan Estrada
Antonio Estremera
Michael Estremera
Daniel Ezquerro
Rev. Rowan Fairgrove
Nicole Farkouh
Jeanne Farrington
Jaime Fearer
Denelle Fedor
Amy Feldman
Deb Fenzel-Alexander
Lisa Ferdinandsen
Daniel Fernandes
Enrique Fernandez
Nuria Fernandez
Frederick Ferrer
Katie Ferrick
Joanne Fierro
Dave Finn
John Fioretta
Diane Fisher
Mayra Flores De Marcotte
Megan Fluke
Paul Fong
Rebecca Fong
Cindy Foreman
Michael Fossati
Catherine Crystal Foster
David Fradin
Mike and Shsyne Frankel
Karen Frederick
Harry Freitas
Tanya Freudenberger
Susan Frey
Adam Friedman
Glenn Frizzell
Jim Frizzell
Michael Fryar
William Full
Chris Funk
Jean Furgerson
Ray Gainer
Ryan Gallagher
Rebecca Gallardo
Joan Gallo
Carlo Ganjeh
Edward Garcia
Linda Garner
Carol Garvey

Terry Gasca
Gina Gates
Greg Gates
Steven Geier
Brad Geldert
Janis Gemignani
Bob Genchi
Kevin George
Susan George
Viana Gerke
Felicia Gershberg
Marci Gerston
Robert Getsla
Vic Giacalone
David Giambruno
David Gilford
Bridget Gilman
Jeff Gire
David Gittins
Sarah Goldspink
Barbara Goldstein
Jesus M. Gomez
Lee Gomez
Jim Gonzales
Alexander Gonzalez
Veronica Gonzalez
Susan Gortner
Rachel Gottlieb
Mary Gottschalk
Christina Gotuaco
Bill Gould
Elizabeth Gower
Ann Grabowski
Terry Grant
Megan Graphenteen
Maggie Graves
Darcie Green
Brad Greer
Sharon Grennan
Adrienne Grey
Carla Griffin
James Griffith
Melanie Griswold
Mary Anne Groen
Maxwell Grossnickle
Edwin Grover
Pamela Gudino
Kimberley Guptill
Paul Guzman
Amy Guzules
Brian Haberly
Kevin M. Haggerty
Janet Hagquist
Joan Denz Hamilton
Robert Handa
Steven Hanks
John Hansen
Dustin Harber

Shannon Harder Ronald
Sparky Harlan
Auros Harman
John Haroskiewicz
Susan Hartt

Emma Humphries
Jerry Hung
Justice Hunter
Sylvie Hurat
Michael Hurley

“

San José Spotlight's exceptional coverage of local and regional issues and its commitment to investigative journalism provides insight for not only the local community, but also for outside observers.

SUSAN HARTT

”

Susan Hayase
Kathleen Haydel
Maureen Heath
Kathryn Hedges
Jacquie Heffner
Bruce Heister
Richard Henderson
Frances Herbert
Scott Herhold
Anne Herrera
Denise Herrera
J. Manuel Herrera
Sonya Herrera
Marc Hershman
Peter Hertan
Lisa Hettler-Smith
Jane Hiatt
Christopher Hickstein
Jenny Higgins Bradanini
Sam Ho
Adia Hoag
Gregory Hobbs
Sandra Hocker
John Hogan
Judith Holt
Janet Holt
Syed Hosain
Charles Howard
Laura Howard
Rebecca Howarth
Kim Hubbard
Kent Hudson
Joshua Hugg
Daniel Hulse

Linda Hutchins-Knowles
Adam Hutton
Dung Huynh
Julian Hwang
April Ignaitis
Claudette Isayo
Prasana Iyengar
Lora Jachimowicz
Curtis Jackson
Melinda Jackson
Bill James
Andy Janaitis
Brian Jardine
Stephen Jefferson
Artis Jenkins
Ashok Jethanandani
Shannon Birk Jibaja
Thomas Jinks
Jacklyn Joanino
Joan Johnsen
David Johnson
Marla Johnson
Chad Johnston
Curtis Jones
Nancy Palmer Jones
Paula Joseph
Gina Juarceys
Annette Kaiser
Ash Kalra
Cassandra Kamuchey
Elizabeth Kamya
John Kardaris
Marji Karlgaard
Kris Karnos

Alice Kaufman
Molly Kaufman
Timothy Kawakami
Robert Keely
James Keenan
JP Keller
Kenneth Kelly
Mary Kelly
Karen Kelly
Adam Kemp
Lee Ann Kempf
Peter Kerrigan
Johnny Khamis
Kathleen King
Matt King
Dan Kingsley
Yael Kisel
Anne Kline
Stephen Kline
L. Knepper
Alexander Kobayashi
Joshua Koehn
Lilian Koenig
David and Elisa Koff-Ginsborg
Sarita Kohli
Richard Konda
Maarten Koorwinder
Nancy Kops
Liza Kramer
Vivian Kramp
Holly Kreider
Sharon Kreider
Jerome Krinock
Mark Kroll
Cara Kuhn
Rob Labicane
Trudy LaFrance
Lila LaHood
Rhonda Lakatos
Hong Lam
Peter Landsberger
Robert Langerman
Justin Lardinois
Raeena Lari
Jeff Larivee
Barbara Larkin
Dave LaRoche
Brian Larson
Gustav Larsson
Martina Lawlor
Cathy Lazarus
Don Le
Luc Ha Le
Gladys Lee
Meghan Lee
Neil Lefmann
David Lemon
Marilyn Leonard

Paul LeRoy
Jeffrey Levin
Bob Levy
Stephen Levy
Roland Li
James Lightbody
Ronald Lind
Mark Linder
Faith Lindsay
Camille Llanes-Fontanilla
Zoe Lofgren

Clay Marr
Patricia Marriott
Barbara Marshman
Billie-Jean Martin
Jose Martinez
David Martinez
Alisha Maskiewicz
Matthew Mason
Ed Mason
Patti Massey
Phil Mastrocola

Kunal Mehta
Grace Sonia Melanio
Michal Mendoz
Julie Meridian
Charles Merriam
Laurie Mesa
Jed Mettee
Joyce Meurer
Ellen Middaugh
Melinda Miller
Gregory Miller

“

A robust and free press helps safeguard America's democratic ideals. In fact, it's one of the bedrocks of our country's founding principles. Knowledge is power and informed decisions matter, so I will always support quality, honest journalism.

REP. ZOE LOFGREN (CA-18)

”

Guy Lohman
Tristan Loper
Ted Lorraine
Anthony Lovaglia
Patrick Love
Leesa Lovelace
Donna L Y Lovell
Marta Lugo
Lawrence Lui
Gordon Lund
Jenghuei Luong
Adan Lupercio
Matan Lurey
Jan M. Oldham
Yukon Ma
Michelle Maa
Cay MacKenzie
Eric Maclean
Alexis Macnab
Terence Magno
Monica Mallon
Richard Mandel
Kara Mandujano
Dale Mann
Anna Marcoida-Harshbarger
Anthony Marek
Fil Maresca
Jill Mariani
Andrew Mark

John Mathias
Karen Matsueda
Vicky Mattson
Sunil Maulik
Adam Mayberry
Dennis McBride
Leila McCabe Williams
James McCaskill
Jean McCorquodale
Jean McCown
Hannelore McCrumb
Allysson McDonald
David McFeely
Sheila McGann-Tiedt
Patrick McGarrity
Erin McGauley Hebard
Steve McHarris
Mark McKenna
Teresa McKimmey
Pamela McKinley
Eileen McLaughlin
Doug McLean
Mollie McLeod
Tom McMahan
John McManus
Elizabeth Megas
Richard Mehlinger
Derecka Mehrens
Shrenik Mehta

Diana Miller
John G. Miller
Alys Milner
David Mineta
Kenji Mitani
Carl Mitchell
Keith Miura
Jennifer Mizgata
William Moffitt
Ian Mogavero
Gabriel Montes
Crisler Moor
Arcadio Morales
Gail Morman
Bobbie Morrison
Lexa Most
Dan Mountsier
Jason Muehring
Dan Mueller
John Mukhar
Kathleen Muller
Dennis Murphy
Mary Murtagh
Christopher Myers
Scott Myers-Lipton
Debbie Mytels
Judith Nadler
Tahir Naim
Ron Nakao

Barbara Nakasone
Tiffany Namwong
Richa Nanavati
Sarju Naran
Rosalinda Navarro
Kalyan Neelamraju
Karen Nelson
Frank Nemec
Stephen Newton
Amy Neymeyr
Anh Nguyen
Lam Nguyen
Richard Nguyen
Trang-Tu Nguyen
Viviane Nguyen
Isaac Nieblas
Jenny Niklaus
Dennis Nino
Forrest Nixon
Ronald Noack
Rita Norton
Michael Novotny
Joelle Nunes
Guisselle Nunez
Brendan Nystedt
Harry Oberhelman
Sean O'Carroll
Emily O'Connell
Kelly O'Connor
Simon Oh
Julia O'Keefe
Mary O'Meara
Chris O'Meara Dietrich
Dan Ondrasek
Alice O'Neill
Brian O'Neill
Catherine Ono
Paul Orozco
Eric Osborne
Reinita Osborne
Stacy Owen
Francesca Paist
Zachary Pallin
Richard Parenteau
Kevin Park
Freddie Park Wheeler
Johnathon Passmann
Smita Patel
Chris Patterson-Simmons
Craig Peasley
Steven Peck
James Peckham
Gail Pellerin
Jennah Pendleton
Raul Peralez
Ludi Peralta
Frances Perren
Andrea Perry

Sandy Perry
Mary Perry
Maureen Peters
Eric Petersen
David Peterson
Margaret Petros
Norma Pezzini
Bill Pfahnl
Minh Pham
Vuong Pham
Karen Philbrick
Quency Phillips
Tom Picraux
David Pogue
MariJo Pokriots
David Pollak
Penny Pollock
Steve Preminger
Wayne Prescott
Carol Presunka
Susan Price
Preston Prince
Mark Purdy
Sridhar Pursai
Adam Quartarolo
Matthew Quevedo
Charlotte Quinn
Gloria Quiroz
Ryan Raffel
Ramesh Ramakrishnan
Alisha Ramirez Maskiewicz
Janine Ramirez
Ann Ravel
Michael Ray
Stephanie Ray
Kirsten Read
James Reber
Chuck Reed
Mathew Reed
Robert Reese
Terrence W. Reilly
Nancy Reis
Linda Reis
Lauren Renaud
Diana Randler
Sara Reyes
Yolanda Reynolds
Robert Rhodes
Judy Rickard
Mark Ritchie
Diane Ritchie
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