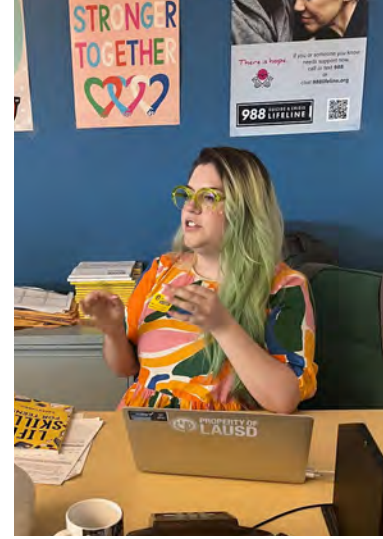
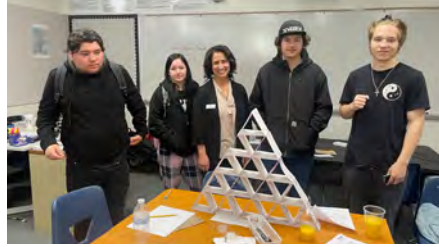


e xp® The opportunity engine



2022-2023 ANNUAL REPORT





EXP - The Opportunity Engine



OUR VISION

Every student having equal access to education, experiences, and career opportunities that will help them reach their full potential.



OUR MISSION

We prepare students for a better life. Our programs help young people gain experience, unlock doors, and build the confidence they need to succeed in school, career, and life.

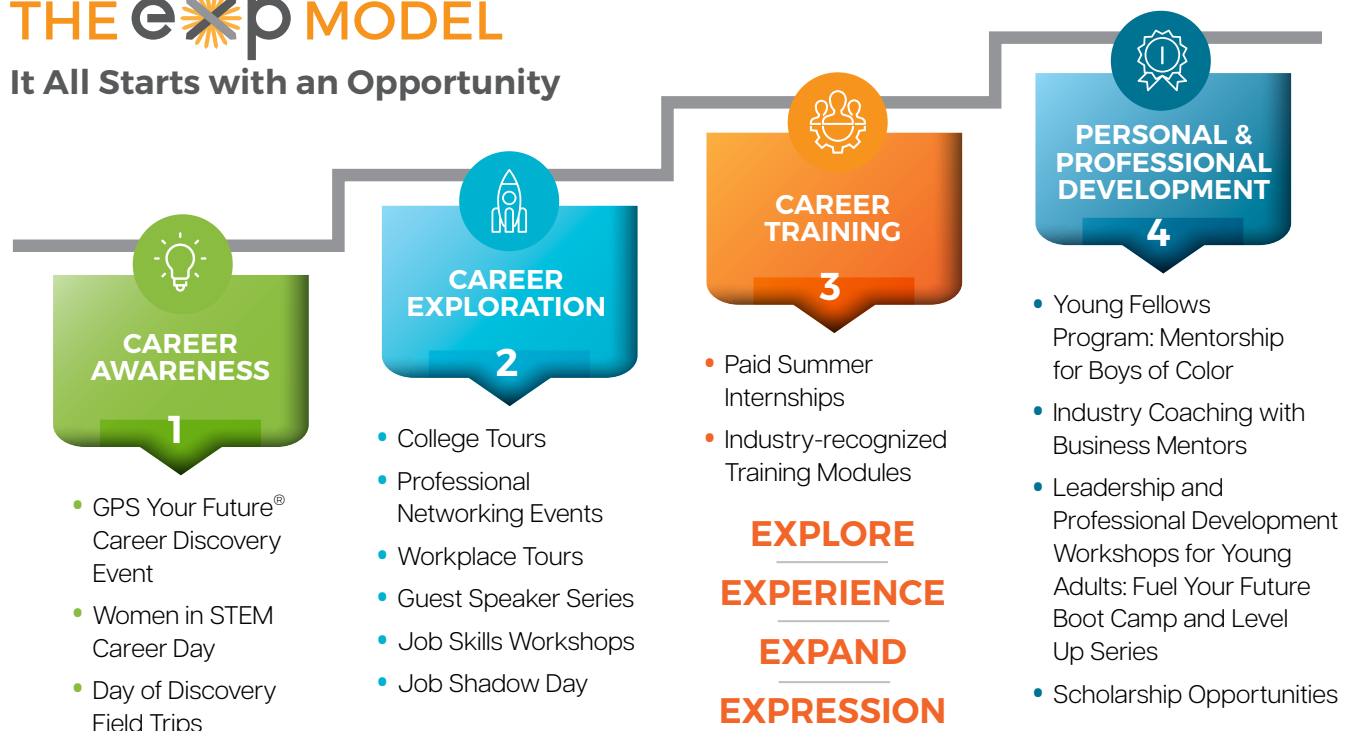


OUR COMMITMENT

We bring together industry and schools to build tomorrow's workforce and provide career opportunities to students from underserved communities in Southern California. We deliver effective programs, resources and support that help advance our vision of educational access and career opportunities, while working to reduce racial and gender disparities across the justice continuum affecting all EXP-supported youth and communities.

THE **exp** MODEL

It All Starts with an Opportunity





We are delighted to share our 2022-2023 annual report, highlighting the achievements of EXP - The opportunity engine amidst the challenges of the global pandemic. Our dedication to serving the community and advancing our mission has remained unwavering. We have embraced change as an opportunity for growth, leveraging our strengths to better serve those who rely on us the most.

We have excitedly revived our signature events like Women in STEM and GPS Your Future® career discovery days, now available in person. These programs have been pivotal in fostering personal and professional development, and inspiring and empowering our students. By adapting and offering virtual and in-person programs, we have expanded our reach, enhanced our speaker series, and engaged a diverse range of global thought leaders.

Our outreach continues to grow in Long Beach, Orange County, Los Angeles, and Barstow regions, underscoring our commitment to equity and student accessibility.

Additionally, we are proud to report a remarkable 99% graduation rate among EXP summer 2022 interns.

2022-23 also marked a significant transition year with the departure of our esteemed CEO, Amy Grat. Amy's visionary leadership, dedication, and the vibrant community she cultivated over her 16-year tenure have been invaluable to our organization's growth. Under her guidance, EXP has evolved from a small team serving four schools to a dynamic force supporting 8,200 students across 13 schools in five districts throughout greater Southern California. Amy's steadfast commitment to preserving our founder Carol Rowen's original vision while expanding our mission to prepare more students for success in school, career, and life has been truly commendable.

Looking towards the future, we are optimistic and determined, knowing that together, we can conquer challenges and seize opportunities. On behalf of the EXP Board and team, we extend our heartfelt gratitude to our supporters and partners for their steadfast dedication and collaboration.

Sincerely,



A handwritten signature in black ink, appearing to read 'Telebah Woods'.

Telebah Woods
Board Chair



A handwritten signature in black ink, appearing to read 'Mary Tran'.

Mary Tran
CEO

2022-2023 Leadership Team

Executive Board

Telebah Woods

Chair
Bank of America

Daniella Ruiz

Vice Chair
Bank of America

Brent Williams

Treasurer
City National Bank

Paxton Bowman

Secretary
Republic Services

Tara Voss

Member at Large
Peacock Piper Tong + Voss LLP

Pat Wilson

Member at Large
Fast Lane Transportation, Inc.

Board of Directors

Jessica Bails

Pacific Gas & Electric

Daisha Black

PlayStation

David Gamboa

CSU Dominguez Hills

Chris Green

Marathon Petroleum Corporation

Gerald Hofmann

IDC Logistics

Joseph Hower

Ramboll US Consulting, Inc.

Victor Ibarra

EXP Alum
SoCal Gas

Wayne Kimball, Jr.

Google

Michael Leue

Alameda Corridor
Transportation Authority

Tommy Luong

Valero Energy Corporation

Elizabeth Machuca

EXP Alum
SPEC Services Inc.

Ron Roberts, Jr.

Griffith Company

Eric Shen

Shen and Associates

Jackie Sutton

Ports America

Dr. Michelle Yanez

MY Workforce Solutions

Executive Team

Amy Grat

Chief Executive Officer
through June 2023

Mary Tran

Chief Executive Officer

Lisa Lampon

Vice President of Operations

Oakley Boren

Director of Marketing

Alejandra Garcia

Director of Program Operations

Sam Sumner

Controller

Jessica Ureña

Director of Development

Our Impact



8,200+
high school
students have
access to
EXP programs



99%
graduation rate
for EXP summer
2022 interns
(Compared to 86.1%
LAUSD Average)



**\$2.5
million**
raised in
support of
students'
success



\$27,000
awarded
in senior
and
alumni
scholarships



Volunteers

818
volunteers

3,685
volunteer hours

Guest Speakers

42
speakers

3,191
students

Career Fairs

1,700+
students

42
companies

115
volunteers

2
high schools

Industry Coaching

67
students

12
coaches

2
high schools



POWERED BY PROLOGIS

150+ career-readiness
workshop participants

78 interns in summer 2023

36 host companies

\$90,000 direct
economic support to our interns



400+ students

150+ volunteers

27 exhibitors



300+ students

150+ volunteers

25 exhibitors



109 students

42 mentors

Who We Serve

2022-2023 EXP-Supported Schools and Pathways



Barstow USD

Barstow High School

- Mojave Express Logistics Academy (MXP)
- Science, Technology, Engineering, Arts, and Mathematics (STEAM)

Central High School (Barstow)

Compton

Manuel Dominguez High School

- CTE Culinary Pathway
- CTE Business Pathway

Long Beach

Intellectual Virtues Academy

Long Beach Polytechnic High School

- Poly Arts

Rancho Dominguez Preparatory School

- Science, Technology, Engineering, Arts, and Math (STEAM)

Los Angeles Harbor

Nathaniel Narbonne High School (Harbor City)

- Business Entrepreneurship Technology Academy (BETA)

Phineas Banning High School (Wilmington)

- Global Environmental Science Academy (GESA)
- Global Safety and Security Academy (GSS)
- International Trade Academy (ITA)
- Maritime, Agriculture, Tourism, Cuisine, and Hospitality (MATCH)
- Pilot Academy of Technology and Health Science (PATHS)

San Pedro High School

Orange County

Select schools in OC Pathways

South Bay

Carson High School

- Environmental Science, Engineering, and Technology (ESET)
- Global Business, Law, and Government (GBLG)
- Performing Arts and Media Arts (PAMA)

Gardena High School

- Global Business Magnet (GBM)

Lawndale High School

- Marine Science Academy (MSA)

Leuzinger High School (Lawndale)

- Environmental Careers Academy



ALUMNI SPOTLIGHT:

Jama Willis

A Journey of Growth and Empowerment



Met with the challenges of the 2020 pandemic, EXP rose to the occasion by swiftly pivoting the *EXP Internship Program: Powered by Prologis* into a virtual experience. This presented Jama Willis, a junior enrolled in the Mojave Express Logistics Academy at Barstow High School, with a unique opportunity to embark on a transformative summer internship at California State Assemblymember Mike Gipson's district office in Gardena.

For Jama, a first-generation Black indigenous immigrant from Jamaica, this opportunity was life-altering. Throughout the internship, he cultivated a profound appreciation for the power of public service and advocacy, setting the stage for his academic and professional journey ahead.

“ Ms. Patty [Negrette] said to take every opportunity and advice given by EXP mentors and run with it, and I've taken that to heart especially when it comes to networking. ”

Jama went on to attend Harvard University in the fall of 2021 and pursued a joint concentration in Government and African and African American Studies. Building on his EXP experiences and his networking skills, he further honed his skills through non-legal internships with the US Department of Justice and the Harvard Undergraduate Foreign Policy Initiative.

Currently, Jama is enjoying his final semester abroad at St. Catherine's College, Oxford University, and looking forward to his summer internship at the Foreign Service office at the Trinidad and Tobago Embassy, alongside fieldwork in Jamaica and Barbados.

Jama's remarkable journey epitomizes the profound impact of community support provided by the EXP program. Leveraging education, experience, and networks, Jama not only shapes himself into a future leader but also empowers himself to enact meaningful change in his communities and beyond.

BARSTOW: ON TRACK TO SUCCESS

In partnership with BNSF Railway, EXP expanded our reach from the LA Harbor to the High Desert in 2008 by establishing the Mojave Express Logistics Academy (MXP) at Barstow High School to strengthen transportation career-based programs. We have been on track to success in Barstow ever since.

In the capable hands of Senior Program Manager Patty Negrette, EXP programs have become the gateway to student success and received full support from the local community.

\$100K Grant from BNSF

In October 2022, BNSF presented EXP with a \$100,000 grant to support our programs at Barstow and Central High Schools over the next four years. This transformative contribution will enable EXP to help every single student get access to high-wage, high-growth jobs and careers in the transportation industry.

Barstow HS's Mojave Express Logistics Academy Career Fair

In April 2023, nearly **1,450 students** attended this 12th annual event, where they connected with more than **80 volunteers** from more than **20 employers** to explore career possibilities. Juniors also participated in mock interviews during the fair.

Internship Program Growth

EXP Internship Program continues to grow in popularity with students and earns support from the local business community year after year. Student participation has grown **80%** since 2018.

2022

JULY

- The **first-ever EXP Day of Service**.
- **Career EXPedition: Cal Maritime**. **23 students** spent one week at CSU Maritime Academy (Cal Maritime) experiencing college life and training to earn industry-recognized certificates.



AUGUST


- **Fuel Your Future Summer Bootcamp**. **30 participants** attended this professional skills workshop series for young adults, ages 18-24, in partnership with Loyola Marymount University.
- Welcome **Telebah Woods** as new board chair!



SEPTEMBER

GPS YOUR FUTURE®

- **GPS Your Future®**. This annual career discovery event showcases high-growth industries and introduces career paths to high school students.



OCTOBER

- **2022-2023 Internship Program** kicked off with **150+** students.



NOVEMBER

exp YOUNG FELLOWS PROGRAM

- **Young Fellows Program**. The virtual mentorship program for boys of color kicked off with **109** students and **42** mentors.



DECEMBER

- EXP alumni and staff participated in **the Wilmington Heart of the Harbor Holiday parade** on a truck graciously provided by alum-owned Franco Trucking.




YEAR IN REVIEW

2023

JANUARY


- **PMSA (Pacific Merchant Shipping Association)** hosted the State of the Port of Los Angeles luncheon benefiting EXP.
- **Expansion into OC Pathways**. EXP begins providing OC Pathways' partner school districts with our work-based learning programs and signature events.



FEBRUARY

WOMEN IN STEM Career Day

- **EXP's Women in STEM Career Day** is an award-winning annual career discovery day for young women and non-binary high school students.




MARCH

- During **Mock Interviews**, **100** volunteers helped internship program candidates practice their interviewing skills.
- All students at Barstow HS participated in the MXP Career Fair.



APRIL

- 26 scholarships awarded at **the 24th annual Oceans of Opportunity**.
- **Manuel Dominguez HS Career Fair** with **300+** students and **35** volunteers from **22** companies.
- **BYD | Ride** took **35** Carson HS ESET students on their electric school bus on a tour of their Palmdale facility.



MAY

- **Young Fellows Program culmination** took place in-person at Garden High School.
- **Yusen Logistics** hosted **20** students from Manuel Dominguez High School Business CTE for a job shadow day.



JUNE

- **99%** of the 2022 EXP summer interns graduated!
- The **2023 EXP summer internship candidates** were matched with their host sites and began their internship in July.



Volunteer-Driven Partnership

Advisory Boards

Our dedicated volunteers meet quarterly during the school year with EXP staff and school faculty to create opportunities for students. Advisory board members provide advice and support to enhance the classroom curriculum with their unique knowledge and skills, augmenting the pathway or academy they serve.

Barstow High School - Mojave Express Logistics Academy (MXP)

Robbie Willetts, MXP Lead Teacher
Jessica Bails, PG&E, MXP Board Co-Chair
Melanie Burnau, Barstow Community College
Leslie Cunkelman, Goldstone/NASA
Lawrence E. Dale, MXP Board Co-Chair
Chief Andrew Espinoza, Barstow Police Department
Scott Godfrey, Barstow Unified School District
Frank Jimenez, Barstow HS Principal
Sarah Johnston, Desert Community Bank/Flagstar
Jessica Tainatongo, Barstow Community College

Barstow High School - STEAM Academy

Dr. Usha Gautam, Gautam Medical/Wellness Center
Scott Godfrey, Barstow Unified School District
Frank Jimenez, Barstow HS Principal
Louise Miller, STEAM Board Chair
Elbert Muncy III, Desert Ambulance Service, Inc.
Jackie Nelson, Studio 841
DeAnna Schooler, Barstow Police Department
Edy Seehafer, Barstow Community College
Amanda Thomas, Goldstone/NASA
Jamilla Thomas, Rockwell Automation

Carson High School - Environmental Science, Engineering & Technology Academy (ESET)

Jennifer Boyd, ESET Lead Teacher
Otis Cliatt, Pacific Harbor Line
Angelique Ersland, Amergent Techs
Chris Green, Marathon Petroleum
Nick Ioppolo, Ducommun Inc.
Telisha Jones, Synergy Traffic Control
Imran Khan, NASA - Jet Propulsion Laboratory
Nicholas Miner, Kiewit Infrastructure West Co.
Raygena Smith, LINXS

Carson High School - Global Business, Law And Government Academy (GBLG)

Justin Blakely, Crystal Stairs, Inc.
Devon Blankenship, J.B. Hunt
Karen Bleier, Yusen Logistics
Khaleah Bradshaw, City of Carson
Piseth Chhai, Carson HS Counselor
Wilson Clemons, Yusen Logistics
Monica Cooper, City of Carson
Diana Faatai, Carson HS Principal
Alex Larry Hill, United States Coast Guard
Laurie Hoffman, GBLG Lead Teacher
Joshua Jones, Yusen Logistics
Tariku Nunez, United States Coast Guard
Wendy Qui, Arent Fox
Adrian Roxas, Roxas Law, APC
Pat Wilson, Fast Lane Transportation

Gardena High School - Global Business Magnet

Elizabeth Belden, South Bay Workforce
Investment Board
Leo Medina, East Los Angeles College
Brandyn Powell, Oh My Burger
Aaron Thomas, Southwest Airlines Cargo
and Charters (LAX Region)

Long Beach Polytechnic High School - Poly Arts

Greg Alexander, P2S Inc.
Dave Conrey, Digital Artist/Graphic Designer
Pamela Hayden, Actor
Vanessa Morales, Studio 71
Deborah Shepard, Special Projects/Career
Pathways Coordinator

Phineas Banning High School - International Trade Academy (ITA)

Alexis Antonio, So-Fi Stadium
Ana Cortez, AltaMed Health Services
Jackie Espinoza, AltaMed Health Services
Bruce Heyman, Los Angeles Maritime Institute
Captain Kip Louttit, Marine Exchange of
Southern California
Daniella Ruiz, Port of Los Angeles
Pat Wilson, Fast Lane Transportation Inc.



VOLUNTEER SPOTLIGHT:

Building Bridges - Astrid Sandoval's Dedication to Volunteerism



Astrid Sandoval's journey as an EXP volunteer began in 2019 during the Women in STEM Career Day event at CSU Long Beach. Representing the California Resources Corporation as an ESG (Environmental, Social, and Governance) Sustainability Senior Engineer, she captivated our students as a panelist, showcasing the "Magic Barrel" demonstration on oil extraction.

“There was a touching moment when a student approached me after a session, expressing how my story resonated with them and gave them newfound confidence,” said Astrid. “Witnessing their transformation and seeing the spark of belief ignited in their eyes moved me deeply. It was a poignant reminder of why I volunteer.”

Astrid has remained actively committed to EXP, driven by her passion for inspiring young hearts and minds. For her, volunteering with EXP serves as an opportunity to engage our youth in the STEM fields, molding their perspectives and instilling within them the courage and confidence to pursue their dreams regardless of their backgrounds.

Astrid's dedication to EXP has not only impacted the lives of countless young individuals, but also inspired her organization to step forward at the corporate level.

Astrid's continued commitment to EXP serves as a beacon of inspiration and unlocks boundless opportunities for even more students to thrive and succeed.

Year of the Volunteers

818 volunteers
3,685 volunteer hours
\$122,907 in-kind volunteer value

42

industry speakers

From University of Cambridge, England, to Marine Exchange of Southern California in San Pedro, students heard from the most guest speakers ever recorded this school year.

We could not have provided such wonderful opportunities to our students without volunteers like Imran Khan from NASA Jet Propulsion Lab. Mr. Khan spoke at all **13 EXP-supported schools**, including Barstow!



First-ever EXP Day of Service

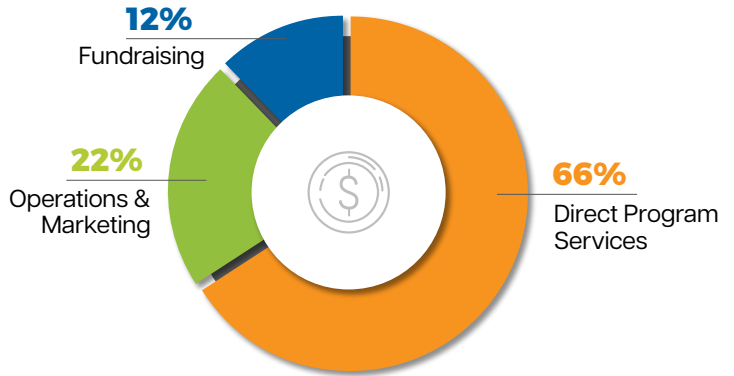
Cultivating a culture of philanthropy, the EXP Alumni Committee and EXP Alumni Network led EXP staff, board members, alumni, and current students and their families in a beach clean-up at Belmont Pier in Long Beach in July 2022.

Financial Overview

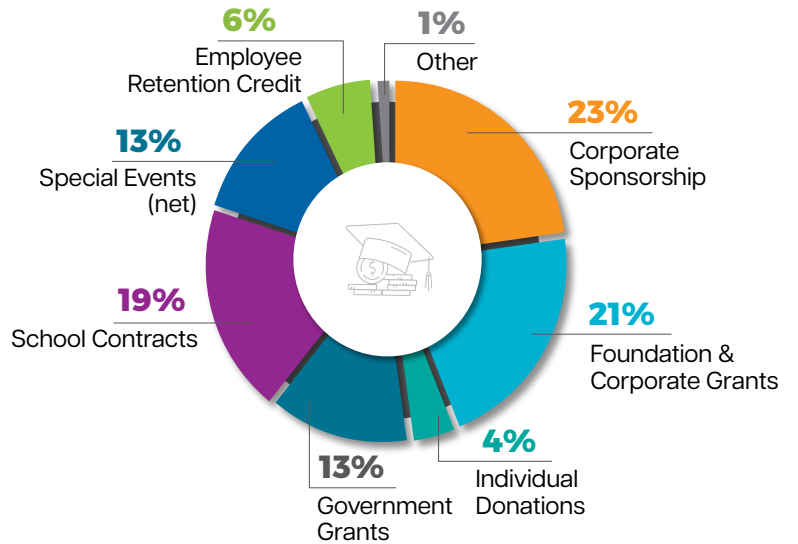
2022-2023 Audited Financials

Total Revenue	\$ 2,515,320
Total Expenses	\$ 2,548,802
Change in Net Assets	\$ (\$33,482)
Net Assets at 6/30/23	\$ 1,329,911

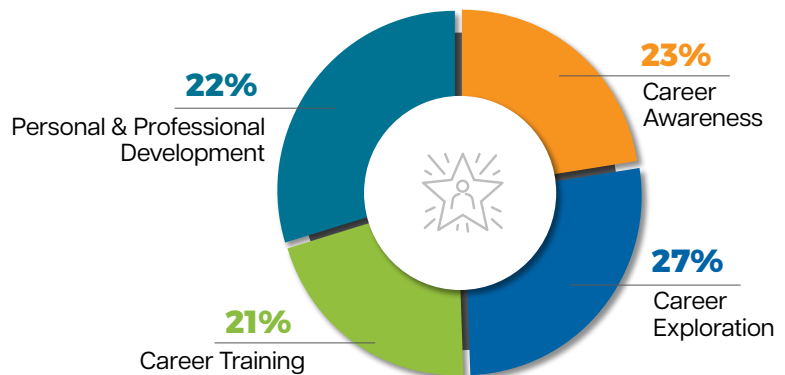
Expenses Breakdown



\$2.5 million raised in support of student success



Program Expenses





PARTNER SPOTLIGHT:

EXP and Prologis Prepare the Next Generation Workforce



In 2018, EXP and Prologis announced an innovative workforce development partnership designed to revitalize logistics career pathways and invest in local communities. Building on the foundation of the internship program already established in 2001, **the EXP Internship Program: Powered by Prologis** now includes job-readiness training workshops, industry mentoring, and career exploration activities, culminating in a four- to six-week paid summer internship.

Since our partnership began, we have placed **520 high school students** in local internships and increased numbers of logistics internship hosts by leveraging Prologis' market share.

“We heard tremendous feedback from our customers who volunteer their companies to be part of the internship program,” said Kim Snyder, West Region President, Prologis. “Exposure to young people in their offices revitalizes their energy.”

“The internship program added great value to our team,” said Jay Patel, President, Westcoast Warehousing, a Prologis customer and an EXP internship host. “After the interns were finished...our team took on the training of our own employees. It reinforced them to get trained.”

We are grateful to Prologis for their commitment to growing regional talent, strengthening our community, and helping high school students gain professional competence and personal confidence.

At A Glance

\$1.05 million

direct program support

520

internships



173

internship hosts

\$493,800

direct economic support to interns

\$4,000

in scholarships for students pursuing logistics careers



Fueling the Opportunity Engine

Thanks to your generosity, every EXP-supported student and alum has access to the opportunities they need to succeed in school, career and life.

Lead Partners (\$100,000 or more)

Hancock & Julia Banning Educational Fund



John Gogian Family Foundation



Major Partners (\$25,000 to \$99,999)

- Bank of America
- Fast Lane Transportation
- Allen and Dottie Lay
- City of Los Angeles, District 15
- Pacific Merchant Shipping Association (PMSA)
- Ports America
- Karen Tozer
- Watson Land Company
- Bettina Weary Trust
- Yusen Logistics

Accelerator Partners (\$10,000 - \$24,999)

- Alameda Corridor Transportation Authority (ACTA)
- Crail-Johnson Foundation
- Direct ChassisLink (DCLI)
- Edison International
- First Citizens Bank
- Amy Grat and Peter Clark
- Kaiser Foundation Hospitals, South Bay
- Los Angeles Department of Water and Power
- The Earl B. and Loraine H. Miller Foundation
- The Kenneth T. and Eileen L. Norris Foundation
- Phillips 66
- James and Carol Preusch
- Toyota Motor North America
- Union Pacific
- Pat Wilson

Partners (\$5,000 - \$9,999)

- BYD Motors
- Terri Campbell
- Roya Cole
- Highball Signal
- International Cargo Equipment, Inc.
- Loyola Marymount University
- Pacific Crane Maintenance Company, L.P. (PCMC)
- Port of Long Beach
- Rio Tinto
- TraPac, LLC
- Total Transportation Services (TTSI)
- Yusen Terminals

Special recognition to our community of individual donors, whose commitment to our students helps them reach their full potential.

Saul Aguilar	Golnaz Fatemi	Craig and Rochelle Louis	Carol and Marvin Rowen
HirotaKa Akaiwa	Alexa Fleur and Brad Harris	Tommy Luong	Eric and Janet Rowen
Bill Allen	Eva Fluker	Marcus and D'Laine Lyons	Jeffrey Rudolph
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Jeremy and Pippa Davies	Natalie Irwin	Susan Prichard	Denise Woltmann
Soraya Davila	Laurie Jacobs	Marnie Primmer	Telebah Woods
Erin Davis	Frances Keeler	Aarslan Rafique	Dr. Michelle Yanez
Tia Delaney	Nan Ketpura-Ching	Saeeda Rafique	Tracey Zuliani
Andrew Demetriou	Digran Khalili	Kelly Redmond	And those who wish to remain anonymous
Robert and Cynthia Devine	Wayne and Savannah Kimball	Kim Richards	
Arlene Dickey	Don and Julie Knabe	Cameron Roberts	
Salvatore DiCostanzo	Christine Kuecherer	Ronald and Kelly Roberts	
Patty Dirschel	Michael and Pat Leue	Craig Rodgers	
Angelique Ersland	Daniel Lipton	Corina Rosales Vasquez	
Andrew Farias	Erik Lopez		
	Marily Lopez		





Learn more about all the ways you can fuel the opportunity engine:

www.expfuture.org info@expfuture.org

See your support in action! Follow us:

