



Charles Bernsen, TAT's 2024 Harriet Tubman Award winner, receives a hug from Nikki, the survivor he helped escape to freedom. See article, page 11.



TAT 2024 IMPACT REPORT

TABLE OF CONTENTS OUR JOURNEY

Key Industries/2024 Milestone:

TAT reaches 2,065,851 TAT Trained Page 8

Key Agencies/2024 Milestone:

50 states adopt TAT’s Iowa MVE ModelPage 14

Key Initiatives/2024 Milestone:

USDOT Combating Human Trafficking in Transportation
Impact Award goes to Youth on Transportation Page 20

Key Strategies/2024 Milestone:

Labor trafficking incorporated into training and materials Page 28

FINANCIALS/BOARD Page 32

CORPORATE SPONSORS & DONORS..... Page 33

MISSION STATEMENT

TAT stands committed to educate, equip, empower and mobilize members of key industries and agencies to combat human trafficking.

This year, TAT turned 15 years old! This report celebrates the cumulative impact of those 15 years of work and the way those efforts have compounded and accelerated year over year. It took TAT 11 years to register its first million TAT-Trained, but only four to register the second million. As our partnerships have expanded and deepened, so has our impact in every sector that we work in.

2024 marked a year of significant milestones, which we will share in this report. We saw a 17% increase in total trained of all courses and all sectors over 2023. We rebranded ourselves to show the evolution of our partners and work over these 15 years, along with completely redesigning and updating our website, training portal and app. We updated every training tool and resource to reflect that evolution, and, now, have a robust training library that includes niche-specific training and awareness materials for three segments of the trucking industry (OTR, final mile and movers/in-home delivery), three segments of the bus industry (motorcoach, transit and school transportation), the energy industry and law enforcement and government agencies. One of the milestones I am most proud of is the inclusion of fighting labor trafficking within our mission and integrating it into our existing and expanding resources. With the staggering numbers of individuals around the globe and in North America who are trafficked for labor and often go unseen, we must do our part in activating the largest mobile army of transportation professionals to help.

This report is a celebration of all the individuals and organizations who have come before us, building the foundation for the unique space and function that TAT occupies in the anti-trafficking movement; it celebrates the everyday heroes who continue to intervene in those moments when no one else is looking; and it celebrates the companies, agencies



Esther Goetsch

and organizations who have embedded this work as part of their core values and work to institutionalize fighting human trafficking.

It is the individual and collective strength we celebrate in this 15th anniversary impact report!

Esther Goetsch

ESTHER GOETSCH
Executive Director



2009 The Beginning

TAT (Truckers Against Trafficking) is founded as an initiative of Chapter 61 Ministries by Lyn Leeburg, her four daughters, Kirsta, Kylla, Kendis and Karin, and a family friend, Crystal Chandler.

2009 First Truck Show

TAT attends the Big Rig Truck Show to reach the trucking industry where they gather, helping them realize the important role they could play in fighting human trafficking.



2010 Early Champions

Ryder becomes TAT's first major trucking partner and facilitates an introduction to Bridgestone. These two industry leaders open doors for TAT to state trucking associations throughout the U.S.

2011 External Investment

TAT receives its first grant from the Greenbaum Foundation.

2011 It's Official

TAT is incorporated as an independent 501(c)(3) nonprofit organization. Kendis Paris becomes TAT's first executive director and establishes a board of directors with representatives from the trucking industry.



2014 On the Move

TAT debuts its mobile exhibit, the Freedom Drivers Project (FDP) at the Great American Trucking Show (GATS) in Dallas, Texas.



2013 Recognized for Impact

The United Nations lists TAT as one of the 100 best anti-human trafficking practices in the world.

2013 Model Creation

TAT works with the Iowa Department of Transportation Motor Vehicle Division to create the Iowa MVE model.

2011 Training Video

TAT produces its first industry-specific human trafficking training video, which it distributes to the trucking industry free of charge, becoming the basis of its industry training model.



2013 Saving Lives

TAT names its first annual Harriet Tubman Award winner: Tracy Mullins, a general manager of the Petro Stopping Center in Spokane, Washington, for her actions which helped prevent human trafficking from taking place.



2012 Recognized for Innovation

TAT wins the Global Centurion Norma Hotaling Award for Innovative Demand Reduction.

2012 Building Public-Private Partnerships

TAT hosts its first Coalition Build in Orange County, California in partnership with the FBI and the California Trucking Association.

2016 Reaching the Next Generation

Ohio becomes the first state in the nation to include TAT training as part of the entry-level CDL curriculum.



2016 Training Law Enforcement

TAT facilitates its first law enforcement training with Maine State Police Commercial Vehicle Enforcement.

2017 Model Replication

TAT replicates its industry-engagement model across borders (Mexico) and industries (bus and energy).

2017 Creative Approaches

Kenworth Truck builds and auctions off the first Everyday Heroes Truck to raise funds to support TAT's work.



2018 Force Multipliers

TAT begins partnering with manufacturers and shipping companies to reach their carriers.

2018 Addressing Demand

TAT launches its Man-to-Man Campaign.

2023 Awards

TAT won the Sword and Shield Award from the Attorney General Alliance.



2020 Training Milestone

TAT registers over 1,000,000 people as trained.

2019 TAT Champion Awards

TAT creates three annual awards to honor the outstanding efforts of its partners who have significantly furthered its mission.

2019 New Frontiers

TAT expands to Canada as the country establishes its own national human trafficking hotline.



2024 Fifteen Years

TAT updates its logo and mission statement to more accurately communicate its current scope, goals and impact.

2022 New Leadership

TAT's Founding Executive Director, Kendis Paris, steps down, and the Board of Directors appoints long-time TAT employee, Esther Goetsch, as TAT's new executive director.



2024 MILESTONE: TAT REACHES 2,065,851 TRAINED, 17 % INCREASE IN TOTAL TRAINED (ALL COURSES, ALL SECTORS) OVER 2023

TRUCKING

1,662,719
total trucking trained



160,057
trained in 2024

10.6%
increase over 2023

2,185
total companies reporting TAT-Trained

120
companies first reporting TAT-Trained in 2024

OVER THE ROAD (OTR)

1,475,579
total trained



115,174
trained in 2024

LOCAL DRIVERS

186,409
total trained



44,379
trained in 2024

In 2009, TAT’s industry focus was over-the-road truck drivers and truck stop employees. Traffickers were known to target truck drivers and truck stops when selling their victims, because truck stops were easy venues to reach along major highways where large groups of men congregated; and men with transient careers, often away from home and family, were vulnerable in the minds of traffickers and “might be looking for company.”

“We saw these truckers, their industry, truck stops and travel plazas from a different perspective,” explained Kylla Lanier, TAT co-founder, deputy director and senior director of External Affairs. “We believed that if trained to know what human trafficking was, how to recognize and report it, they could be everyday heroes and play a major role in helping to recover these victims and get perpetrators arrested. And that’s proved to be the case.”

TAT’s knowledge of the trucking and truck stop industries was rudimentary in the early years, but as staff evolved in their understanding of the complexities, diversities and specializations within these industries, so did the wealth of niche-specific training resources TAT produced to educate and equip the employees of these industries. And through interactions with partners and the doors they could open in the broader transportation industry, venturing into the bus and energy industries dovetailed perfectly with what TAT was already doing.

MOVERS/IN-HOME DELIVERY

731
total trained



504
trained in 2024

TRUCK STOP

161,306
total trained



119,688
trained in 2024

288%
increase over 2023

5
companies total have partnered with TAT

ENERGY

49,681
total energy-trained since 2017



24,184
trained in 2024

95%
increase over 2023

43
companies (7 new in 2024)

It took TAT 11 years to register its first million TAT-Trained, but only four to register the second million. TAT’s training for 15 years — whether for over-the-road, local, mover/in-home delivery, transit/motorcoach, school transportation, truck stop or energy employees — is transforming a growing number of men and women into human trafficking disrupters who are saving lives, changing attitudes and influencing others in their industries to join the fight to end the crime of human trafficking.

After watching TAT’s Local Driver Training Video, one UPS employee shared, “Under the human trafficking training, I have learned to be more aware and understand the seriousness of this issue. I now recognize the importance of being alert and vigilant in identifying potential signs of human trafficking. Additionally, I understand the critical role of reporting any suspicious activities to the appropriate authorities. Applying this knowledge, I believe I can make a difference and potentially save someone’s life. This is something I would add to my route to help the community that we service.”



ALL BUS

187,776

total bus-trained since 2017

12,324

increase in bus-trained 2024

7.03%

increase over 2023



TRANSIT/MOTORCOACH
PEOPLE REACHED



68,766

total trained

6,321

trained in 2024

10.13%

increase over 2023

161

motorcoach companies

295

transit agencies

SCHOOL TRANSPORTATION



119,010

total trained

6,003

trained in 2024

5.31%

increase over 2023

2,709

schools cumulative

ALL CANADA

35,647

total trained

8,253

trained in 2024

30%

increase over 2023



PEOPLE REACHED IN U.S./
CANADA IN 2024

263

industry events

18,327

people in industry-related audiences



TA employee named 2024 Harriet Tubman Award winner

Charles Bernsen, general manager of the Petro in Florence, South Carolina, received the 2024 TAT Harriet Tubman Award presented by Progressive Commercial for his actions helping a young woman escape her trafficker.

Bernsen, one of the 18,000 TA employees who receive TAT's human trafficking training annually, noticed a distressed young woman hanging around the store, disappearing and reappearing in the lobby area. After a couple days of seeing her repeatedly, Bernsen approached her and asked if she needed help. She burst into tears, telling him she had escaped a man who had been holding her captive in a hotel across the street from the TA where he'd been selling her for sex. Bernsen offered her food, clothing, a blanket and information about TAT. He had her call the National Human Trafficking Hotline and speak to them and then purchased a bus ticket for her to get home and provided money for

expenses along the way. The young woman, Nikki, later made a video with TAT about her experience and said Bernsen's soft-spoken demeanor and compassion enabled her to trust him.

Bernsen said the TAT training better prepared him for this situation. "Once you've been exposed to all this evil," he shared, "it's always in the back of your mind that this could be happening, and it could happen in the blink of an eye. The education, the videos and conferences we've gone to have been a huge help."

The Harriet Tubman Award comes with a \$5,000 check and a trophy and is presented annually to honor a member of the trucking, bus or energy industry, whose direct actions help save or improve the lives of those exploited or prevent human trafficking from taking place.



At the award presentation (L to R) TA CEO Debi Boffa; Charles Bernsen, general manager of the Petro in Florence, South Carolina and winner of the TAT 2024 Harriet Tubman Award presented by Progressive Commercial; Nikki, human trafficking survivor helped by Bernsen; TAT Executive Director Esther Goetsch

Waste Connections experience prompts training

In February, Heather Fry, TAT’s Industry Training director, spoke at the Fleet Safety Leadership Council’s winter conference in Austin, Texas, sharing TAT’s local driver training video. A few months later, Waste Connections contacted Fry, relating an incident that transpired with one of their driver teams and saying they were ready to get involved.

During their daily route in an upper-middle class, residential neighborhood in the Washington, D.C. area, two Waste Connections drivers were instrumental in protecting a teenage girl, who jumped out of the passenger seat of a moving car and ran up to their

stopped truck. The drivers put her safely in the cab of the truck and protected the girl during a stand-off between them and the male driver of the car from which she had escaped. They then called law enforcement, and Waste Connections provided dashcam footage of the incident to law enforcement.

As a result, Waste Connections is requiring their employees to take TAT’s local driver training by January 2025, had Fry present at their Waste Connections Annual Manager’s Meeting in September and are looking for other ways to engage in the future.



At the Waste Connections Annual Manager’s Meeting in September, TAT Director of Industry Training Heather Fry caught up with Waste Connections CEO Ron Mittelstaedt.

North Dakota Petroleum Council Highlight

In May 2024, the North Dakota Petroleum Council (NDPC) opened doors for TAT to share anti-trafficking information with the energy industry, including by inviting Senior Director of Programs and Strategic Initiatives Annie Sovcik to present at the Williston Basin Petroleum Conference and donating trade show space for the Freedom Drivers Project. NDPC also highlighted TAT in their newsletter, facilitated introductions to media in North Dakota, and promoted the North Dakota Coalition Build (CB), which took place in late October. That CB was held in partnership with Marathon Petroleum/MPLX, TC Energy, Enbridge, the North Dakota Attorney General’s Office, the North Dakota Human Trafficking Task Force and the North Dakota Bureau of Criminal Investigations.

“The North Dakota Petroleum Council was proud to host the Freedom Drivers Project and the TAT organization at the Williston Basin Petroleum Conference,” said Ron Ness, NDPC president. “Annie’s presentation on how the energy industry can make a difference was both well attended and appreciated. The North Dakota oil and natural gas industry has a crucial role in helping to end human trafficking by raising awareness, implementing anti-human trafficking policies and empowering employees to act when they identify potential risks. We are grateful for the valuable tools, training and resources TAT provides to our members.”

Walmart named 2024 TAT Champion Award winner in the Organization Category

Walmart began partnering with TAT in 2015 and has now trained over 55,378 drivers with TAT’s training and donated hauls of TAT’s Freedom Drivers Project (FDP) 55 times, including to a Walmart FDP tour in 2022 that went to nine Walmart sites and engaged hundreds of drivers, families and volunteers. Between volunteer hours and t-shirt sales and donations, Walmart employees raised an additional \$10,000 of support to TAT during that tour. Walmart displays the TAT window decal on all Walmart private fleet tractors, and their drivers have volunteered at industry events and worked alongside TAT at countless industry events. Additionally, Walmart is a TAT Freedom Driver-level corporate sponsor.

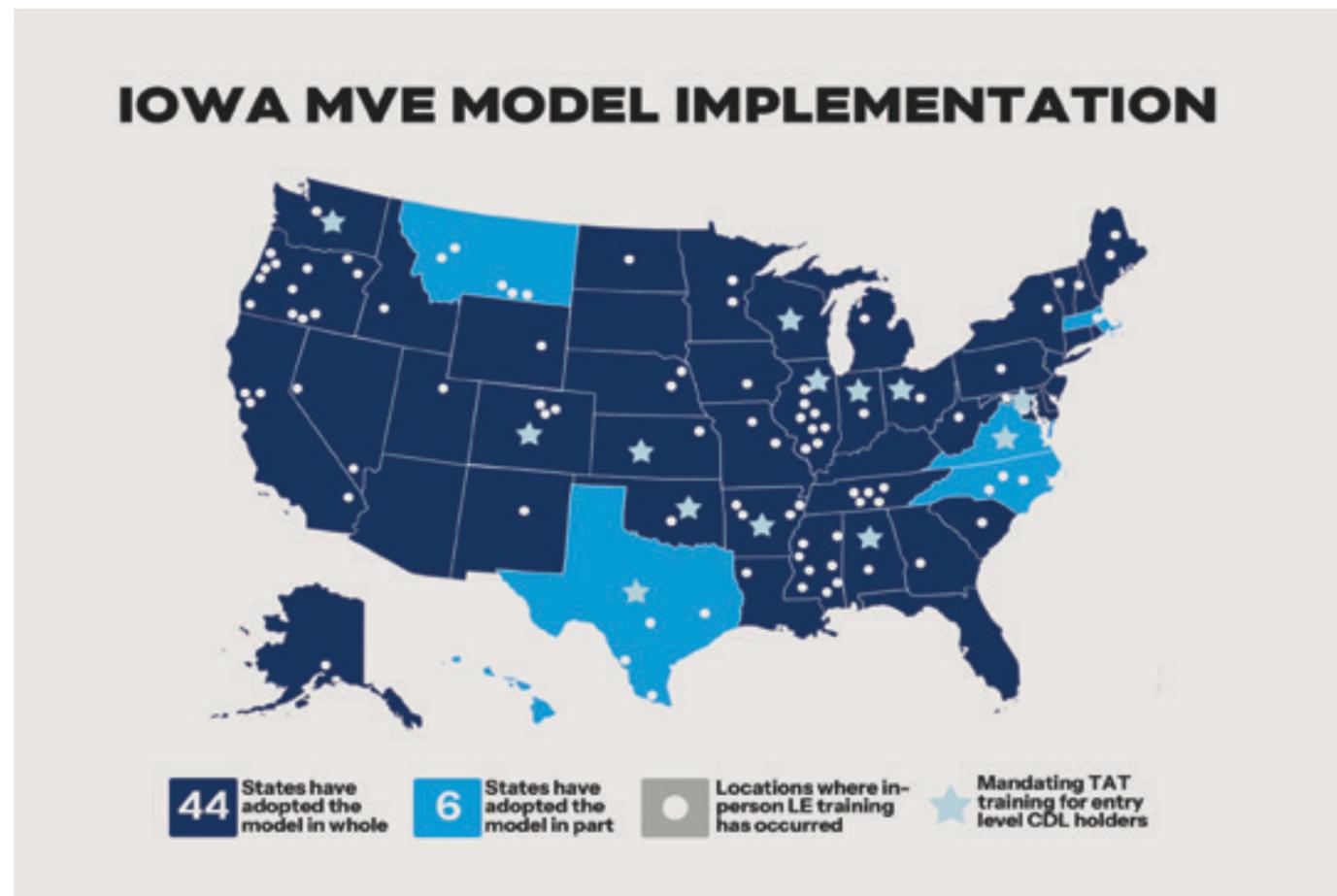
TAT Executive Director Esther Goetsch presented the award at the American Trucking Associations Management Conference and Exhibition in October, with Doug Estrada, Transportation Group director for Walmart Stores, and Antoine Sadler,

Walmart driver and ATA Road Team member, receiving the award on Walmart’s behalf. She stated, “Walmart exemplifies what it means to be a TAT Champion and a force multiplier in spreading awareness about the issue and doing what it takes to ensure their drivers are making a positive impact on this crime.”



(L to R) Doug Estrada, Transportation Group director, and Antoine Sadler, Walmart driver and ATA Road Team member, received the TAT Champion Award on Walmart’s behalf from TAT Executive Director Esther Goetsch.

2024 MILESTONE: 50 STATES ADOPT IOWA MVE MODEL



In early May, TAT celebrated the completion of the Iowa MVE being adopted either in full or in part by all 50 states. TAT co-created and launched the Iowa MVE Model in 2013 in conjunction with the Iowa Motor Vehicle Enforcement Office.

Work with associations and government agencies ensures depth and breadth to TAT efforts

At its inception, TAT had a few loose connections with law enforcement in two states and the FBI, but no ongoing working relationships or partnerships with law enforcement or government agencies in transportation and no contacts within either. Over the last decade and a half, staff have built working relationships with 351 agencies within the United States, 71 of which were added in 2024. TAT also works with 214 associations, including all 50 state trucking associations.

In Canada, where TAT began working in 2019, it has built relationships with 41 government agencies. New to that group in 2024 were: Department of Public Safety and Emergency Preparedness of Canada, Vancouver Police Department, Nova Scotia Legislature, Department of Justice-Nova Scotia, Nova Scotia Public Prosecution



Service, Halifax Regional Municipality, Halifax Regional Police and the Regina Police Service. Eleven Canadian associations work with TAT. Seven Canadian provinces participate with TAT's Canadian Vehicle Enforcement Model. Two are at full implementation and five at partial implementation.

These relationships have provided TAT the inroads to disrupt the systems traffickers implicitly and explicitly exploit. Implicitly, TAT's work changes individual hearts and minds regarding sexual exploitation and human trafficking, so as TAT trains millions of industry professionals, law enforcement and transportation stakeholders about the realities of human trafficking, it uncovers truths for them about prostitution and the systemic gender, racial, cultural and socioeconomic power dynamics and biases that facilitate exploitation. As mindsets shift, TAT creates tangible pathways for ongoing working relationships between industry and law enforcement, builds public-private partnerships at a local level and mobilizes transportation professionals to serve as an extra set of eyes and ears for law enforcement. Because of TAT's efforts, the places that traffickers exploit are now becoming points of safety and recovery for victims.

Through a network leadership approach, TAT scales its impact by equipping and mobilizing partners to use their expertise, resources and influence to create new ways of engaging in the fight against human trafficking. TAT accomplishes this by helping people understand the reality of human trafficking, sharing niche-specific training resources for them to integrate into their operations,

recommending simple, yet meaningful, steps they can take, and communicating positively about the impact its target industries are having in the fight to end modern-day slavery.

TAT'S AGENCY AND ASSOCIATION HIGHLIGHTS

UNITED STATES



351 government agencies

71 new agencies in 2024

214 associations, including all 50 State Trucking Associations

19 new associations for 2024

CANADA



41 government agencies

11 associations

Statewide campaign:
Massachusetts Registry of Motor Vehicles

MAKE THE CALL, SAVE LIVES.

TAT **massDOT**
Massachusetts Department of Transportation
Registry of Motor Vehicles

Truckers are the eyes and ears of our nation's highways. If you suspect someone could be a victim of human trafficking:

- 1 Call 911** if you're seeing a crime in progress. (See the back of this card for details to take note of when calling 911 or local law enforcement.)
- 2 Call the hotline** to ascertain if you're witnessing human trafficking, to access services, make a report, or share incidents that have been reported to law enforcement.
- 3 Provide support** based on your comfort level:
A. Tell management at location what you've seen.
B. Ask the victim if you can help and assess how.

National Human Trafficking Hotlines:
1-888-3737-888 (US)
1-833-900-1010 (CAN)
01800-5533-000 (MEX)

Download the TATapp!

www.tatnonprofit.org

Visor Card

An example of TAT's work with agencies and associations in action in 2024 is a statewide campaign created through the Trucking Association of Massachusetts, the Department of Public Utilities, the School Transportation Association of Massachusetts and the Commercial Operations of the Registry of Motor Vehicles which works with the Commercial Vehicle Enforcement division of the Massachusetts State Police. This group of agencies and associations distributed 64,430 TAT posters, wallet cards (OTR, local driver, motorcoach/transit, school transportation) and newly created visor cards statewide to the commercial vehicle industry of Massachusetts. The visor card (pictured above) shared critical information for truck drivers to keep in the cabs of their trucks.

Law Enforcement Training Case Study Highlight

Additionally, after TAT conducted a law enforcement training in Mississippi with the Mississippi Department of Public Safety-Commercial Transportation Enforcement Division, officers became involved in two ongoing human trafficking cases. In one, an officer pulled over a vehicle on the highway for violating Mississippi's "left lane law." The arresting officer told his supervisor that "had it not been for the TAT training, I would have issued the citation and let it go." But since he received the training, he was alert to some behavioral red flag indicators, and his interview of the people involved revealed that the passenger in the car was a 16-year-old runaway traveling with a non-family member. This routine stop became a human trafficking investigation.



LAW ENFORCEMENT HIGHLIGHTS:



10,460

total law enforcement trained in 4-hour trainings

538

law enforcement trained by in-person 4-hour trainings in 2024

3,471

registered users of law enforcement modules

241

agencies accessing the training

1,175

law enforcement briefings (mixed agency 1-3 hours)

Law Enforcement Modules gain popularity

LAW ENFORCEMENT ONLINE MODULES AND ACCOMPANYING E-TOOLKIT

TAT Law Enforcement Human Trafficking Modules

- Human Trafficking 101 (1 hour)
- Engaging Trafficking Victims: Best Practices (2 hours)
- Human Trafficking Indicators and Law Enforcement Case Studies (1 hour)
- Unlikely Allies: The Importance of the Commercial Vehicle Industry in Combating Human Trafficking (1 hour)
- Addressing Demand: No Buyer = No Victim (1 hour)

To request access to this free resource, contact le@tatnonprofit.org

IADLEST Certified

TAT released its law enforcement modules at the end of 2023, and this year has begun seeing their use at various law enforcement agencies. Reaction to them has been positive.

"Thank you so much for allowing me to access the TAT law enforcement training modules," said Investigator Rick Geiss of the Orange County Human Trafficking Task Force for the California Highway Patrol. "I have been a human trafficking detective for six years and found all of the training modules extremely relevant and informative. For law enforcement, I found the module dealing with the victimology and victim characteristics to be very helpful. For patrol officers and investigators less familiar with these crimes and this culture, understanding the trauma, mentality and psyche of these victims is the most difficult to comprehend and understand. The LEO (law enforcement officer) training modules are very beneficial to assisting officers in investigating these horrendous crimes and providing better service to the victims and the community."

Chief Brian Gulsby of the Daphne, Alabama Police Department said, "I found TAT's training modules to be very informative. Online training can be hit or miss. This was a hit and was exactly what I've been looking for to get our officers and dispatchers the basics of recognizing sex trafficking and how to follow through." *(continued on next page)*

(continued from previous page)

While Cherie Haas, training coordinator for Inspection and Enforcement New Brunswick (Canada), Department of Justice and Public Safety, shared, “I have been on the human trafficking working committee here in New Brunswick for almost three years. I have been to numerous seminars, trainings and online discussions. I found that there was always a missing piece for LEOs. There were always what signs to look for but not what steps to take once you have the suspicion. These training modules provided that missing piece. Knowledge is power, and this will provide the officers with knowledge on what steps to take and not take during the initial investigation process. This will make a huge difference in putting a stop to human trafficking, with, hopefully, arrests and victims getting the assistance they need.”

American Bus Association honored with 2024 TAT Champion Award in the Association Category

The 2024 TAT Champion Award in the Association Category went to the American Bus Association (ABA). In presenting the award at the ABA Bus Industry Safety Council’s Summer Meeting in July, Annie Sovcik, TAT senior director of Programs and Strategic Initiatives, highlighted the ABA’s instrumental role in opening doors for the launch of TAT’s bus program and its continued support using various platforms to reach its members. These include inviting TAT to present in-person and on webinars; donating booth space/registration multiple times at its annual meeting and marketplace; posting information about human trafficking and TAT on its website and social media, including articles on its blog and in its association magazine about how the bus industry can make a difference; co-hosting two Coalition Builds (CB); and regularly sharing CB invitations with its members by state.

The ABA has also supported TAT by allowing TAT to present its bus program launch to the ABA’s Board of Directors. This meeting connected TAT to several significant bus industry partners and led to opportunities for TAT to present at most of the state/regional motorcoach association conferences in 2018-2019, opening doors, in turn, to the ABA’s Canadian counterparts: Motor Coach Canada and the Ontario Motor Coach Association.

The ABA’s Bus Industry Safety Council, a forum for addressing safety topics in the industry, helped center anti-trafficking initiatives as a safety issue within the industry and open doors for TAT with safety directors at bus companies throughout the United States.

“We are deeply honored to receive the 2024 TAT Champion Award,” Peter Pantuso, president of the ABA, said. “This recognition underscores our commitment to eradicating human trafficking and highlights the crucial role our industry plays in this fight. Together with TAT, we are making a significant impact and will continue supporting this vital cause.”



Jeff Shanker, chairman of the ABA Bus Industry Safety Council and chief strategy officer at Black Tie Transportation, received the TAT Champion Award on behalf of the ABA from Annie Sovcik, TAT senior director of Programs and Strategic Initiatives.

Oregon DOT (ODOT) named winner of 2024 TAT Champion Award in State Agency Category

TAT honored the Oregon DOT (ODOT) as the winner of its 2024 TAT Champion Award in the State Agency Category at the fall Commercial Vehicle Safety Alliance (CVSA) conference in September.

Since 2018, ODOT has thrice brought TAT trainers to the state to conduct multiple law enforcement trainings for their officers, as well as officers from the Oregon State Patrol and local law enforcement agencies. Through those initial trainings, ODOT began strategically engaging leaders in the trucking, truck stop, bus and transit industries, which paved the way for deeper private sector engagement, including:

- Providing a human trafficking awareness presentation in 2018, using TAT’s transit/motorcoach training video at the Oregon Public Transportation Conference
- Using their annual mandatory transit training in 2019 to speak to agency directors, transit managers, and agency staff about TAT’s training resources and providing facilitator guides to the 100+ agency staff in attendance, resulting in over 1,000 drivers and agency staff receiving training
- Implementing all elements of the Iowa MVE Model in the state, continually using TAT materials and participating in CVSA’s Human Trafficking Awareness Initiative annually, with attempts to continually expand the depth of their outreach
- Featuring a session on human trafficking at its Fall Forum for all ODOT employees in 2021, expanding that in 2024 to a two-day event to build local networks to combat human trafficking, bringing together law enforcement, industry, casinos and tribal nations and inviting TAT to speak and share materials; and launching a statewide campaign with a co-branded TAT insert going out to every CDL holder in the state which provides a QR code for training.



Oregon DOT Program Analyst Ken Oke received the TAT Champion Award in the State Agency Category on behalf of ODOT.

2024 MILESTONE: USDOT COMBATING HUMAN TRAFFICKING IN TRANSPORTATION IMPACT AWARD GOES TO YOUTH ON TRANSPORTATION



Lexi Higgins, TAT's Industry Engagement director, is in charge of the YOT initiative.



Youth on Transportation

Marking UN World Day Against Trafficking in Persons on July 30, the U.S. Department of Transportation (USDOT) announced TAT as the first-place winner for its \$50,000 Combating Human Trafficking in Transportation Impact Award for 2024. TAT won for its Youth on Transportation (YOT) Initiative, designed to prevent and interrupt youth exploitation at the intersection of public transit and school transportation.

“TAT launched its work with the bus and transit industries back in 2017, because we recognize the incredibly important role they play in practically every community across North America,” explained Lexi Higgins, TAT’s Industry Engagement director. “This initiative builds on the incredible strides transit, school transportation and other community transportation stakeholders have

already taken when it comes to their role in combating human trafficking and will unite communities to keep youth safe from trafficking and exploitation.”

YOT works to train the adults who work in the transportation ecosystems youth rely on, by giving them the knowledge they need to identify and report signs of grooming, exploitation and trafficking. By convening and connecting local stakeholders around the issue of youth exploitation and human trafficking, YOT facilitates community-wide collaboration to protect youth as they move through their days. Finally, by partnering with public transit systems to display and distribute youth-focused awareness materials, YOT equips young people and their parents with crucial information on how to understand vulnerabilities to trafficking.



At the Cleveland, Ohio YOT CB Linda Majeska Powers, legal director of the Ohio Human Trafficking Initiative, Office of Ohio Attorney General Dave Yost (center) chatted with Sgt. David Garber of the Ohio State Highway Patrol (left) and Lt. Todd Belcher of the Ohio State Highway Patrol.

Transportation intersects with human trafficking on various levels. The 2021 National Outreach Survey on Transportation found that 81% of 107 survivors of human trafficking used transportation during their recruitment; 76% used transportation during the course of their exploitation; and 52% stated that transportation facilitated their exit or escape from their trafficking situation. While a 2022-2023 TAT survey of school transportation professionals revealed that a third have suspected a student was at risk of being groomed and/or abused; a fourth have reported an incident of suspected child abuse, grooming, or trafficking; and 60% have observed at least one sign that TAT includes in our red flag indicators of human trafficking.

To date, TAT has hosted four YOT convenings: November 2023 in D.C.; January 2024 in San Joaquin County, California; February 2024 in Denver, Colorado; and September 2024 in Cleveland, Ohio. In May 2025, YOT plans on a month-long awareness campaign nationwide.



YOT Case Highlight

In February 2024, a TAT-trained transit operator in Colorado noticed a girl on his bus who seemed to be trying to get away from someone. He called dispatch to report “possible human trafficking after a girl was coerced onto his coach.” While dispatch communicated with law enforcement to get them on the scene, the driver gave the girl refuge on his bus while he continued to drive his route. The driver reported to dispatch that he suspected the potential victim was a minor, did not appear to be homeless, and that when they passed the transit center, she said, “I can’t be here. Someone is looking for me.” Eventually, a health and safety officer met the bus to transport the girl to safety.

Freedom Drivers Project

The Freedom Drivers Project (FDP) celebrated its first decade on the road in 2024 by attending 42 events in 20 states and one Canadian province. People who tour it continue to have visceral reactions to what they experience: “I went early in the morning (to the FDP), and haven’t been able to stop thinking about it,” shared Smiriti Shankar, Associate Business Development manager for PepsiCo Foods, North America Growth Office. “It was so heavy, and I felt so helpless reading about everyone’s stories. It made the call to action and volunteer event in the afternoon a whole lot more impactful. I’m super grateful that there is an organization committed to teaching people how to recognize the signs and give support on how to stop it. I learned so much! Events like this solidify the reason why I love PepsiCo so much and thank you for being a part of that!”



(L to R) In addition to her keynote presentation at Amazon’s RelayCon 2024, TAT Executive Director Esther Goetsch had time to join TAT Freedom Drivers Project Director Brandy Belton at the mobile exhibit to welcome guests.

Next year, TAT will have two mobile exhibits on the road, thanks to the generosity of Great Dane, who donated a new 53-foot trailer, and other sponsors who enabled TAT to outfit it with the climate-control equipment and new videos, displays and exhibits to become the Driving Change Project. It should be on the road in 2025.

FREEDOM DRIVERS PROJECT: 10 Years on the Road Cumulative Since 2014

363
events

72,926
walkthroughs

143,602
miles

42
states, including Washington, D.C.
and four Canadian provinces

IN 2024

42
events

3,717
walkthroughs

23,589
miles

21
states, one Canadian province, Alberta



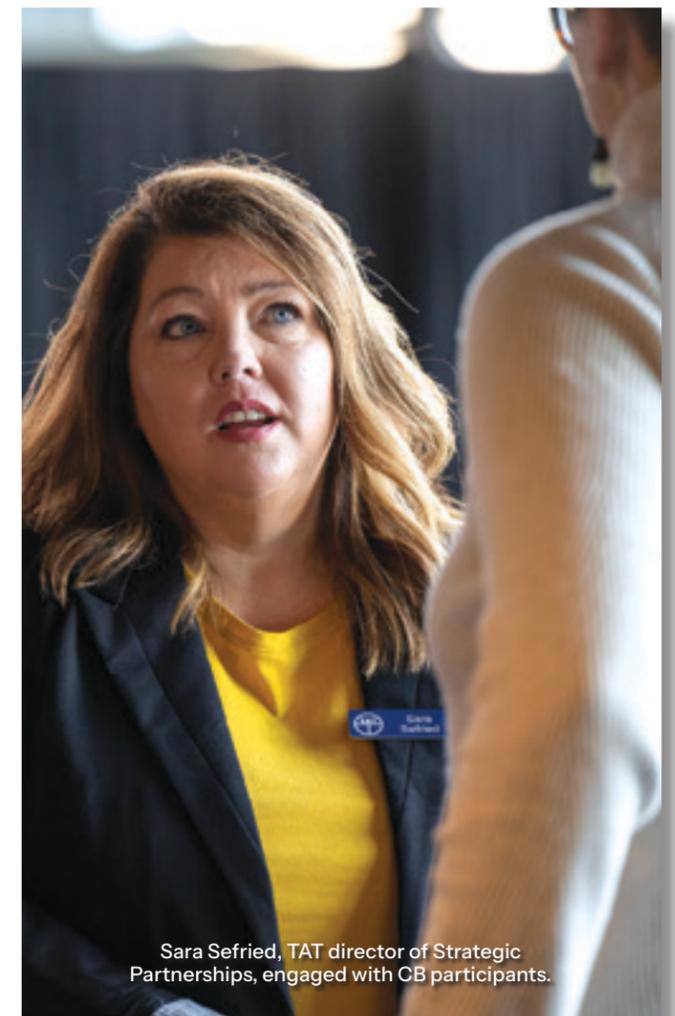
FDP Director Brandy Belton (second from right) educates CDL students about human trafficking at this year’s American Trucking Association’s National Truck Driving Championships. Next Generation in Trucking Association President and CEO Lindsey Trent is at the far right.

Public-Private Partnerships

Coalition Builds (CBs) are one of TAT’s most effective tools for building public-private partnerships, so critical to closing loopholes traffickers exploit in both urban and rural settings. Since 2015 when it held its first CB, TAT has conducted 97 CBs, with a total attendance of 5,749 in 42 states and four Canadian provinces. In 2024, TAT co-hosted 13 CBs, with a multitude of partners, attended by 782 attendees. Percentage breakdown of attendees at these events showed: trucking/truck stop (14%), law enforcement (30%), government/state agency (17%), NGO (17%), bus/transit (5%), energy (7%), and other (10%).

Impact highlights include:

- After attending TAT’s Youth on Transportation Coalition Build held in Stockton, California in January, the San Joaquin Regional Rail Commission (SJRRRC) posted victim-centered posters on all their “revenue trains.” The train line runs between Stockton and San Jose and spans San Joaquin, Alameda and Santa Clara Counties. SJRRRC also distributed TAT’s transit wallet cards to employees and referred them to TAT’s education portal for training.
- A new relationship emerged from the Nashville Coalition Build in 2023 between TAT and the Tennessee Secretary of State’s office, paving the way for TAT to serve as a consultant for the Tennessee Businesses Against Slavery initiative in 2024. This program unites businesses statewide to



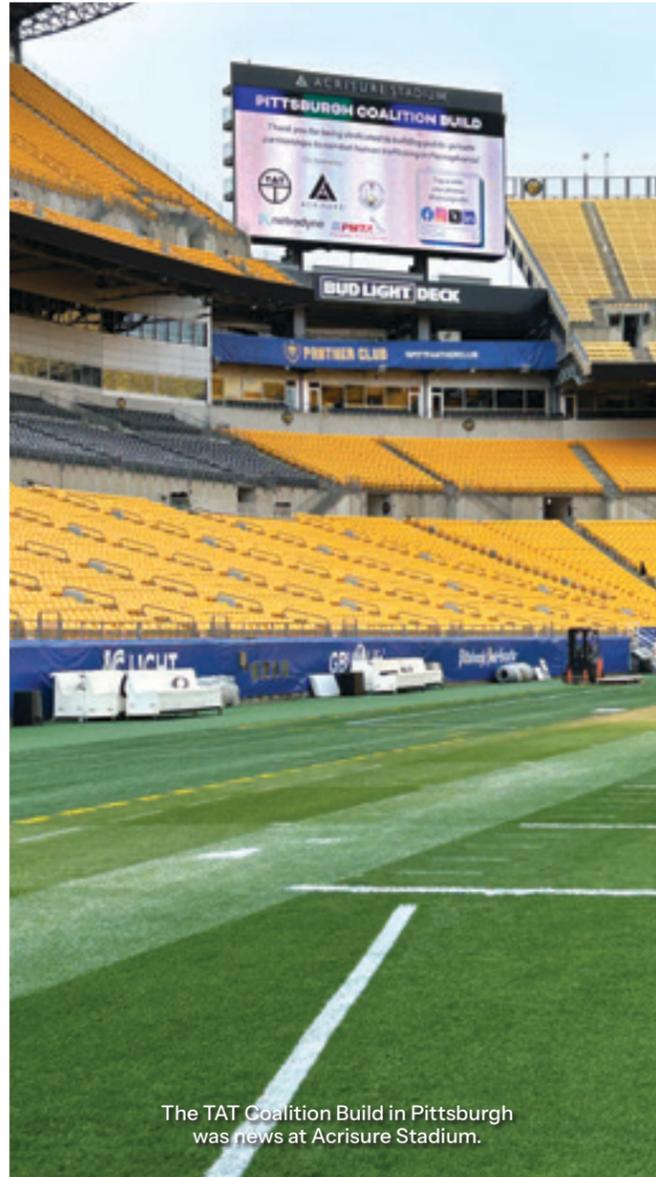
Sara Sefried, TAT director of Strategic Partnerships, engaged with CB participants.

(continued on next page)



(continued from previous page)

- take a stand against human trafficking, fostering awareness and action across public-private sectors.
- In 2024, TAT strengthened its state-level partnerships with nine state agencies to host CBs, including two governors' offices (Texas and Louisiana), four Offices of Attorneys General (Pennsylvania, Ohio, Illinois and North Dakota), one state fusion center (Arizona) and two state highway patrol or state police agencies (Wisconsin and Illinois), as well as three district attorney's offices (San Joaquin County, California, Denver, Colorado, and Louisiana's Fourth Judicial District).
 - CBs played an instrumental role in activating 34 law enforcement agencies to train with TAT.
 - Megan Magensky, Communications director for PMTA, shared, "The Pennsylvania Motor Truck Association (PMTA) worked with the TAT team on two CBs in Pennsylvania. Not only were the CBs a great opportunity to network and build connections with other stakeholders, but these events were extremely helpful in learning more about human trafficking and understanding the critical role the transportation industry plays in this fight. After a day of learning, attendees leave with a new sense of commitment to fighting trafficking and steps to take in their workplaces and communities. It is exciting that these events empower people to make change."



The TAT Coalition Build in Pittsburgh was news at Acrisure Stadium.



Client Advisor Kevin Forbes of the Acrisure Truck Group addressed the CB audience in Pittsburgh.



Audience members at the Green Bay CB paid rapt attention to the speakers.

Colorado Spotlight

To see both impact and momentum building statewide in fighting human trafficking through public-private partnerships, Colorado is exemplary with multiple industry, agency and association entities involved. In 2023, the Colorado Attorney General's (AG) office, along with the Colorado Human Trafficking Council (COHTC), co-hosted a Coalition Build (CB) with TAT on the state's western slope. That was followed in February 2024 by a Youth on Transportation (YOT) CB in Denver, co-hosted with the Denver Anti-Trafficking Alliance (DATA), Denver District Attorney's Office, Denver Regional Transportation District (RTD), Denver Police Department and Denver Public Schools. As a result of the Denver YOT CB, RTD and state partners co-branded training flyers and signage to display around public transportation in the Denver area. They also trained employees. The Denver YOT CB also resulted in TAT receiving invitations from three school transportation partners to provide presentations, with the state task force providing the presentation for one of those trainings. Additionally, the Laboratory to Combat Human Trafficking co-presented TAT's first Junction Briefing (see page 27) in Commerce City.

Task Force Engagement

This year, TAT facilitated consultation and activation efforts for 29 human trafficking task forces across 20 states, making 22 presentations, some of which included TAT’s Addressing Demand webinars (see page 31).

One of the year’s highlights consisted of TAT’s partnership with the Arizona Anti-Trafficking Network (AATN), which co-hosted the Tucson Coalition Build, and then co-hosted and volunteered with the Freedom Drivers Project at a Love’s truck stop on the Gila River Indian Reservation. AATN also co-branded a transit flyer with TAT and the Arizona Transit Association and used TAT’s Addressing Demand materials in their buyer diversion program. Their state hotline is one of those vetted by TAT and available on the TAT app. Following the Tucson Coalition Build, the executive director of the Arizona Transit Association joined AATN.



Responding to a need identified by the Arizona Anti-Trafficking Network (AATN) and the Arizona Transit Association (AzTA) to target the transit/transportation sector in southern Arizona, TAT held its third Coalition Build (CB) in the state. The Tucson CB drew more than 70 professionals and highlighted the intersections between human trafficking and transit, as well as the importance of building partnerships between transit and law enforcement. TAT Training Specialist and Survivor-Leader Kelley Alsobrook shared her survivor’s experience at the CB.



Louie Greek, TAT Training specialist, was one of two presenters at TAT’s first Junction Briefing in Colorado.

Junction Briefings

TAT Junction Briefings are designed to provide truck stops and travel centers with in-person human trafficking training and to facilitate collaboration with law enforcement at a local level. By targeting locations with a high concentration of truck stops and travel centers near major interstate or highway junctions -- and offering multiple 45- to 60-minute sessions in one day -- Junction Briefings provide locally tailored, niche-specific human trafficking training to critical frontline managers and employees.

TAT piloted this new engagement model in early December in Commerce City, Colorado, with Sapp Bros., Inc. and the Laboratory to Combat Human Trafficking (LCHT), which runs the Colorado Human Trafficking Hotline. Thirty-two truck stop and travel center employees attended one of the three sessions provided.

Louie Greek, TAT Training specialist, and Kristina Wilburn, associate manager of Training and Education at LCHT, co-presented the three sessions.

Greek shared, “Our conversations and interactions with the employees at Sapp Bros., Inc. reinforced how critical truck stop and travel center employees are in combating human trafficking, in part because of how frequently they are coming into contact with highly vulnerable individuals, including potential victims of human trafficking. The kindness, concern and generosity displayed by some of these individuals was humbling and inspiring.”



2024 MILESTONE: LABOR TRAFFICKING INCORPORATED INTO TRAINING AND MATERIALS



Evolving Training Resources

This year, in addition to rebranding existing materials, TAT redesigned its website and app, refreshed its training portal, added labor trafficking and Canadian information to a significant portion of its materials and website and revamped a number of industry toolkits.

The final library of toolkits, reworked based on feedback from the relevant industry sector, now serve as roadmaps for implementing effective, niche-specific, anti-trafficking programs. The toolkits provide enough detail to equip TAT’s partners with a framework to plan around, while being flexible enough to adapt to their structures and priorities.

New training resources for 2024 included a guidebook to train front counter employees at State Driver’s Licensing

Agencies (SDLA) on human trafficking indicators, a Civilian Inspector Guidance Protocol, created in conjunction with the Virginia Department of Motor Vehicles, to help inspectors at commercial vehicle weight check and inspection stops recognize and report human trafficking victims that may be in those vehicles, and a State Agency Engagement Catalog, showing the variety of ways agencies can be involved in the fight against human trafficking. TAT also worked on the development of a new training video for corporate employees of industry and agency partners which will be launched in 2025.

The TAT app, with its 2024 updates, showed 276 clicks to the hotline phone number from the app from 14,237 active users.

Model Replication

Mexico

TAT has been working in Mexico since 2016 and with its current partners – Consejo Ciudadano, El Pozo and the Secretary of Infrastructure, Communications and Transportation (SICT) -- since 2020. In a national bus terminal campaign, more than 3,000 anti-human trafficking posters have been hung throughout Mexico, while 1,000 training DVDs and 36,650 wallet cards were distributed to drivers and CANACAR/CANAPAT member companies. Additionally, in 2024, TAT partner UPS trained 417 drivers with Guardianes del Asfalto, and 150 more drivers (of a total 300) completed a survey sharing their current knowledge about human trafficking and how they see it while they’re working. The Mexican Secretary of Labor provided certification to a training podcast which has allowed talks to begin with TAT partners who have operations in Mexico concerning training for their drivers. Four have committed to some form of training in 2025.

Canada Public Sector

TAT’s presence and influence in Canada continues to grow. Dylan Wecht, TAT’s Public Sector Engagement specialist, presented to approximately 80 individuals from professional backgrounds at Hospitality Saskatchewan’s 2nd Annual Human Trafficking Summit in Saskatoon, Saskatchewan, in late October.

As Saskatchewan is in the process of forming a provincial plan to combat human trafficking, presenters shared current efforts, as well as best practices, from across Canada and the United States. Wecht gave an overview of TAT’s work, which included programs from both the industry-side and the public sector. He encouraged attendees to adopt TAT’s Canadian Vehicle Enforcement Model (CVE), as well as engage in and promote industry training, anti-human trafficking policies with a demand-reduction focus, and the display of TAT materials in various venues. Several attendees expressed interest in adopting TAT practices, as well as having TAT return to the province to help develop their provincial plan.



“A person doesn’t need to be in law enforcement to help bring justice to criminals. Nor do you need to be a superhero and wear a cape to do good and the right thing. It takes observation and the willingness to do right and make a call to the proper authorities.” – UPS Employee regarding the Local Drivers Training



Creating Systems Change

In her capacity as vice chair of the USDOT 2024 Advisory Committee on Human Trafficking (AHT), Esther Goetsch, TAT executive director, represented TAT at the highest level in shaping counter-trafficking recommendations for local, state and federal transportation stakeholders across the United States. The committee report submitted to Congress will serve as the guide for the international transportation community, as well as the United States.

The report details the anti-trafficking work being done by TAT and other stakeholders across the country from both the public and private sectors, NGOs, lived-experience experts and organizations within the aviation, bus, law enforcement, maritime, port, rail and trucking sectors, showing the significant, comprehensive and impactful systems change taking place. And it provides key strategies in seven areas that can focus attention and provide clear action steps for a diversity of stakeholders.

These key strategy areas include legislation, leadership and funding, policies and reporting, partnerships, training and

awareness, research, data and information sharing, and, finally, victim and survivor support. This approach provides a holistic look at the issue and attempts to address ways transportation can play a role in the downstream and upstream impacts of trafficking through recommendations for the U.S. Congress, USDOT, other federal agencies, states, private and local transportation entities, law enforcement, associations, NGOs and technology companies.

Through reports like this, TAT and other organizations working tirelessly to eliminate human trafficking can participate in the larger systems change work that is disrupting the current systems traffickers implicitly and explicitly exploit and change those systems to be facilitators of prevention, intervention and restoration. *TAT is highlighted as a shining example in many of the key areas throughout the report as an example of best practices when it comes to training and awareness, partnership building, policies and reporting, survivor advocacy and support.*



(Center table, third from left) Esther Goetsch, TAT executive director, met with fellow AHT members in D.C. to discuss, research and write the committee's report for USDOT.

Demand Reduction

TAT began its demand-reduction program, the Man-to-Man Campaign, in 2018, asking men to discuss with other men the reasons why men purchase commercial sex and the reasons they should not do so. Man to Man is foundational to influence the evolution of attitudes and cultural norms about women and the purchasing of commercial sex that feeds the crime. The program continues to grow, and there are now six buyer diversion programs in five states using TAT's materials. In 2024, TAT provided eight demand-focused presentations, reaching 1,109 people; this includes Lunch 'N Learn presentations for task forces.

Felicia Loera, the deputy city attorney for the Neighborhood Justice Unit, Community Justice Division, Office of the City Attorney in San Diego, shared, "We open the program with the TAT Man-to-Man Campaign video, which puts the participants in a great headspace for the rest of the event. They come in expecting to be scolded for eight hours, but the video helps them open-up and realize that their social conditioning of toxic masculinity being the norm is likely what led them to where they are. It doesn't absolve them of all blame but allows them to face the idea that this is a choice, and they can make better ones. We've had several participants refer to the video when sharing something important in another section. It ties in well with our program, and we are very grateful to use it."

"I've shown your Man-to-Man video in several of my groups," commented Katie Wolverton, MAPC, LCPC, from the South Central Treatment Associates of Montana. "It dovetails nicely with what we are doing; in particular, it has been powerful with child sexual exploitation material (CSEM) offenders and offenders who were charged as a result of stings, as those guys often believe the crimes are victimless. This gives them an additional perspective."

This year, TAT distributed 6,500 Addressing Demand wallet cards, 1,105 Addressing Demand brochures and 308 Addressing Demand DVDs.

Communications

TAT staff interact with media throughout the year, from monthly spots on the Dave Nemo Show on Sirius XM with an audience of one million drivers and industry stakeholders, to local media at multiple events nationwide where TAT either co-hosts or participates, to writing articles for trade and industry publications, being interviewed by television and radio or appearing as a podcast guest. Every communication helps to advance TAT's mission of educating, equipping, empowering and mobilizing.

COMMUNICATION HIGHLIGHTS

- 127** mentions of TAT in media and publications
- 14** Dave Nemo Show episodes with TAT input
- 10** trade publication articles written by TAT staff
- 3** industry newsletter articles by TAT staff
- 20** podcasts with TAT staff
- 10** radio and TV interviews with TAT staff
- 1** blog and 1 newspaper interview with TAT staff



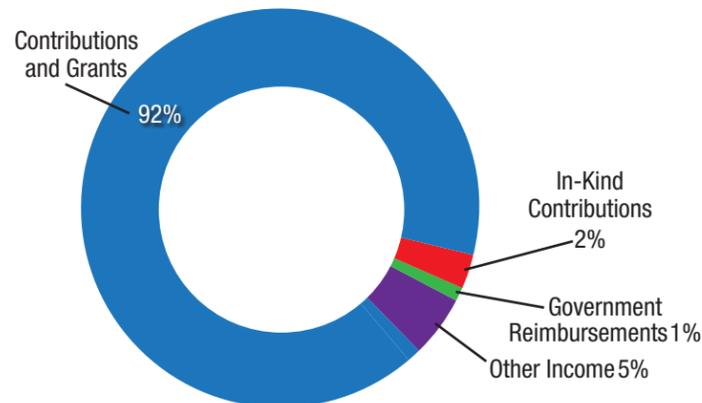
STATEMENT OF FINANCIAL POSITION

As of December 31, 2024

	2024
Assets	
Current Assets	6,165,356
Fixed Assets	—
TOTAL ASSETS	6,165,356
Liabilities	
Current Liabilities	52,405
Long-Term Liabilities	0
TOTAL LIABILITIES	52,405
NET ASSETS	
Unrestricted	6,112,951
Temporarily Restricted	—
TOTAL NET ASSETS	6,112,951
TOTAL LIABILITIES & NET ASSETS	6,165,356

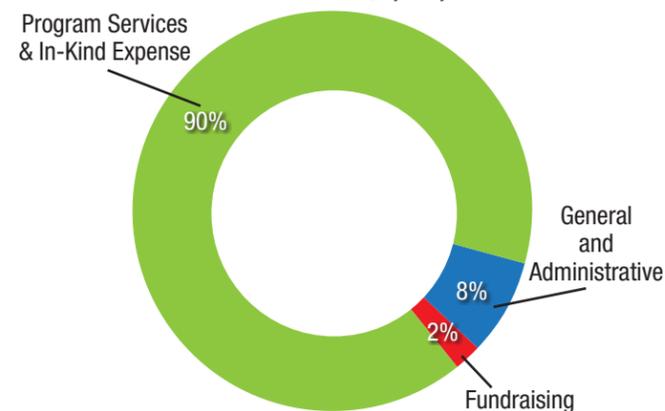
2024 BREAKDOWN OF TAT FUNDING

TOTAL REVENUE: \$4,027,770



2024 EXPENSES BY FUNCTIONAL CLASS

TOTAL EXPENSES: \$2,762,121



BOARD OF DIRECTORS

Scott Perry — *Chairman*
Proficient Auto Logistics

Don Blake — *Director*
Inland Kenworth

Debi Boffa — *Director*
TravelCenters of America

Joe Boyle — *Director*
UPS Corporate Transportation

Josh Holland — *Director*
Bridgestone

Lt. Col. Michael Krumm — *Director*
Michigan State Police

Sara Rajtik — *Director*
American Trucking Associations

Chief Tommie J. Reese, Sr. — *Director*
Ret. Alabama Attorney General's Office

Clay Roach — *Director*
FedEx

Antoine Sadler — *Director*
Walmart

Newell Scoon — *Director*
Coach USA

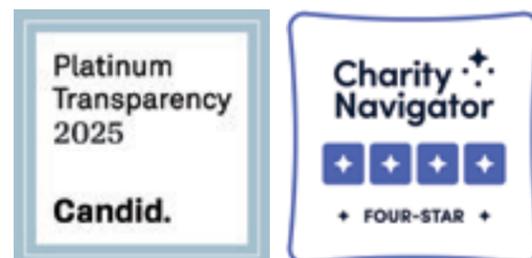
Stephanie Wicky — *Director*
Ryder

Esther Goetsch — *Director*
TAT Executive Director

Gary Clark
Board Member Emeritus
Bridgestone

Bruce DD MacRae
Board Member Emeritus
UPS

TAT is dedicated to upholding the strictest guidelines for financial integrity. TAT is recognized by Guidestar/Candid and Charity Navigator for our exceptional commitment to financial responsibility, accountability and transparency. You can view our audited financial records at www.tatnoprofit.org/financials/.



While TAT is extremely thankful to all our supporters and donors for helping to make the achievements of 2024 a reality, we'd like to give special recognition to our Driving Force, North Star, Freedom Driver, Diamond, Platinum, Gold and Silver sponsors.

OUR PARTNERS

UPS – Driving Force

A TAT partner since 2016, UPS supports TAT at the highest sponsorship level – Driving Force. The organization's funding impacts all of TAT's work, enabling impact through goal achievement, inspiring systems change within industries and agencies, providing model replication across national boundaries, and making possible the expansion of TAT training resources to provide niche-specific training for frontline employees in every area TAT serves.

2024 was the first year that not only the TAT local driver training was implemented into the UPS Integrad course, but incoming drivers provided feedback through a new survey created and instituted toward capturing a data set showing the efficacy of TAT's training. This provides TAT not only output data, i.e., the number of drivers trained, but also outcome data, an example of a systemic "practice" change due to the UPS/TAT partnership.

Of the more than 12,000 UPS drivers who completed TAT's human trafficking training just in the third quarter of 2024:

- 95% intend to use the skills and knowledge in this training.
- 93% would recommend this training to others.
- 90% feel, based on this training, they could identify a human trafficking situation taking place.
- 97% feel, based on this training, that they understand the process for reporting suspected human trafficking.

And approximately 129 drivers (or 1%) disclosed that they have reported a potential human trafficking situation.

UPS drivers expressed appreciation for TAT's local drivers training with comments like these following the training:

I now have a clearer understanding of the signs and indicators of human trafficking. Recognizing these signs is crucial for intervening effectively. When it comes to reporting, the course emphasized the importance of contacting local authorities or organizations dedicated to handling human trafficking cases, like the National Human Trafficking Hotline. This course has equipped me with the knowledge to recognize, report and support in cases of human trafficking, and I am committed to using this information to make a positive difference.

I learned that package delivery work is important, because we have direct contact with clients and residential areas. We can be advocates in unimaginable situations, if we apply what we learned in the video, such as recognizing signs of abuse in victims, signs of malnutrition, and control over personal documents, among other things. Being more attentive to our surroundings is crucial.



UPS drivers make the Freedom Drivers Project sparkle before a UPS Rodeo event.



Rush Truck Centers – North Star

In an extraordinary demonstration of how TAT’s partners can marshal their resources to fight human trafficking, Rush Truck Centers and Peterbilt Motors Company donated \$750,000 to TAT at the Mid-America Trucking Show in March. This amount was half of a total \$1.5 million in donations, split evenly between TAT and Wreaths Across America (WAA).

Rush Truck Center’s contribution of \$625,000 for each organization resulted from a closely held auction for the last-ever produced Model 389, which took place at the Peterbilt Dealer Meeting in February 2023. Peterbilt then contributed an additional \$125,000 for each group.

“We all can take part in protecting the more vulnerable members of our society, and Truckers Against Trafficking’s efforts to aid law enforcement in the recovery of victims of human trafficking is truly life-saving work,” said W.M. “Rusty” Rush, chairman, chief executive officer and president of Rush Enterprises, Inc. “Further, the mission

of Wreaths Across America, to honor those who serve, especially those who have made the ultimate sacrifice for our country, while inspiring the next generation to value our freedoms, is important to me personally as well as to countless Rush Enterprises employees who have served in the armed forces or who come from military families.”

TAT Executive Director Esther Goetsch shared, “We were blown away by the generosity of Peterbilt and Rush Truck Centers. This gift allowed us to make significant strides this year to further our mission, including creating more meaningful, creative and inspiring new training resources for our industry partners, improving the systems for front-line workers in reporting human trafficking, enhancing our efforts to track data related to this crime and growing and scaling sustainably to arm thousands more with the education and inspiration to get involved in one of the greatest human right violations of our time.”



At September’s Protect Georgia event, (L to R) Georgia Attorney General Chris Carr moderated a panel discussion on human trafficking with Kendis Paris, director of Grantmaking Strategy for UPS; Erica Sarkissian, program director for Employee Engagement/Anti-Human Trafficking at Delta Air Lines; Annie Sovcik, TAT senior director of Programs and Strategic Initiatives; and Hannah Palmquist from the AG’s Human Trafficking Prosecution Unit.

Berger North Foundation – North Star

Berger North funding has supported law enforcement training, TAT’s involvement in the Commercial Vehicle Safety Alliance (CVSA) Human Trafficking Prevention Program, task force engagement, the building of public-private partnerships through Coalition Builds (CB) and the attendance of the Freedom Drivers Project (FDP) at events like the National Transportation in Indian Country Conference. The National Transportation in Indian Country Conference brought together over 400

attendees from various tribes, government agencies, and transit companies across North America. It afforded TAT the opportunity to provide information and resources on human trafficking to those working in the transportation industry on Indigenous lands, both through a presentation to about 400 people by TAT Training Specialist Louie Greek and then the people who toured the FDP. Berger North also provided financial support for staff to attend significant functions like the Protect Georgia event in September.



FREEDOM DRIVER



DIAMOND+ LEVEL



DIAMOND LEVEL



Rental | Leasing | Logistics



PLATINUM LEVEL



GOLD LEVEL+



GOLD LEVEL



SILVER LEVEL+



SILVER LEVEL



BRONZE LEVEL+



INDIVIDUAL DONORS

INDIVIDUAL GOLD DONORS

Bob Paris • Jonathan and Jill Lim • Andy and Karin Larsen • Anne & Merlin Namuth • Meyer and Deanne Sharlin

INDIVIDUAL SILVER DONORS

Scott and Terry Koch • Anna McCoy

INDIVIDUAL BRONZE DONORS

Jason Fischer • Grinnell Family • Melissa Powell • Mike Poirier • Amy and Todd Guhl • Steven and Christine Covert

INDIVIDUAL COPPER DONORS

Patti Gillette • Don Blake • Dan and Emily Dykstra • Jacqueline Daves Isser • Judith Ridgley • Chris Dumbrell • Michael Eysler • Dirk Bird • Patrick Wagner • Norma and Daniel Hendrix • Bhupinder Gosal • Sarah Allen • Amie Greiner • 1 anonymous donor

FRIEND OF TAT DONORS

Heather Fry • Shani Herstein • Joseph Notter • Mark and Marianne Coffman • Mike Crispin • Jacqueline Bunke • Antoine Sadler • Jim Borup • Luke McGalliard • Len Huttner • Alvin Garcia • Randall Lavender • Gianina Whetzel • William Grizzell • Monique Longmore • Michael DelBovo • Micheal Krumm • Anna Ossipova • Debbie Wilson (honor of Laura Rinas) • Debi Bofa • Lisa Vandeberge • Sarah Rajtik • Scott Perry • Michael Enguita • Ben Price • Janette Guerrero-Keller • 4 anonymous



PO Box 816 | Englewood, CO 80151 | 612-888-4828
info@tatnonprofit.org | tatnonprofit.org