

Giving Single Mothers in Need *Hope and a Future*



2014 PROGRESS REPORT

climb
Wyoming

Our MISSION

CLIMB Wyoming
is a non-profit
organization that
trains and places
low-income
single mothers
in careers that
successfully support
their families.

www.climbwyoming.org





A WORD FROM OUR FOUNDER



Dear Friends,

Although CLIMB's mission is to prepare single mothers in poverty for success in the workplace, I couldn't help notice a consistent theme in the graduate stories we are sharing with you this year: CLIMB participants finding their voice.

To summarize CLIMB Wyoming as a job training program is to miss the essential elements of our long term success in transitioning struggling families out of poverty. Our comprehensive and therapeutic approach creates a supportive environment to help address the unique barriers of each of our participants. They develop confidence. They learn how to manage conflict at work and in life. They gain new awareness about their roles as parents. And they understand that no matter their history, they are empowered to reach their goals and that their voice is powerful.

Your voice is also present through your support. Single mothers across Wyoming are experiencing

the pride that comes from financial independence, the dignity of transitioning off of state assistance and the joy of seeing their children thrive. You make this transformation possible and we continue to rely on your investment to provide our program across Wyoming.

On behalf of the CLIMB Wyoming Board of Directors, staff and our participants, we wish to thank each and every one of you for your interest in providing opportunities for Wyoming's most vulnerable families.

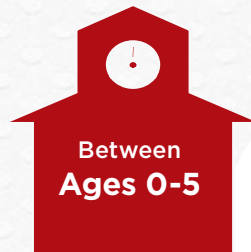
With Gratitude,

A handwritten signature in black ink, reading "Ray".

Ray Fleming Dinneen, Psy. D.

THE NEED, OUR APPROACH AND IMPACT

CLIMB Wyoming is not only a job training program. We are a catalyst for self-sufficiency, providing single mothers in Wyoming the opportunity to change their lives. Since inception in 1986, our thorough, well-researched approach combined with our comprehensive program model has created a successful avenue to financial independence for families in deep poverty.



Duncan, G.J., Yeung, W., Brooks-Gunn, J., and Smith, J.R. American Sociological Review 2012

Population Reference Bureau

KIDS COUNT Data Center/
Annie E. Casey Foundation

US Census Bureau 2012

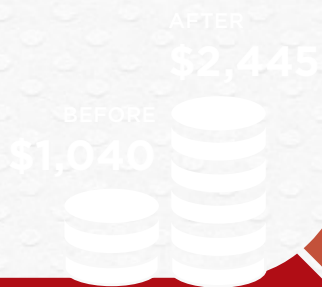
IMPACT



Employment Rate
at intake vs two years
after program



**Percentage on
Food Stamps**
at intake vs two years
after program



1845
Moms Served
(since 1986)

2943
Kids Served
(since 2004)

climb
Wyoming®

SUCCESS STORIES

CASPER



Jessica

Number of Children:	2
Wage Before CLIMB:	\$6,825/year Part-time Food Service
Current Occupation:	Certified Nursing Assistant Central Wyoming Hospice & Transitions Program
Wage After CLIMB:	\$23,920

"The best part about CLIMB for me was learning how to stand up as a person instead of staying in the shadows." — Jessica

Jessica completed a CLIMB CNA training in 2010.

"It was hard to find a job that would support me and my two boys without having finished school. I wanted the job training when I started the CLIMB program—I didn't think I needed help with anything else. I learned so much about myself, I learned how to trust the other women and how to let people in. I learned how to be more confident in everything and how to be assertive to get my needs met.

I moved from traditional CNA work into hospice because I love helping people in

the last part of their life, and helping their families through the transition. I'm really involved in their lives and creating a caring and comfortable environment.

I am working toward my LPN at Casper College. My two sons and I just moved into a new house—no one has ever lived in it before. My boys are doing great. Before CLIMB I was always stressed out trying to make ends meet. Now I am more patient and able to engage with them more."

"Finding quality healthcare staff is incredibly challenging—there is a huge shortage of healthcare workers. Anytime we can help someone in our community better themselves and at the same time have us as an agency benefit is a great thing."

It is rewarding to give these folks an opportunity. How often do you get a motivated, well-trained employee that comes with a coach and mentors?

That is exactly what you get with CLIMB Wyoming. We have the support

of the team at CLIMB. — Marilyn Connor, Executive Director

Central Wyoming Hospice & Transitions Program

AT A GLANCE

CHEYENNE

Jamie completed the CLIMB program in 2010
with training in medical record keeping.

"The CLIMB program was so empowering. I was able to serve as an inspiration for the other participants and be inspired by them. The staff made it so comfortable to share our struggles and learn about ourselves. We helped each other come out of our shells. We set goals and I have checked off every one. I completed nursing school. I am a homeowner and off state assistance—I have so much pride in being able

to support myself. My new goal is to return to school next year to complete my bachelors degree.

Now I am an ICU nurse at the VA Hospital. I am supporting myself and my two sons, Riley and Kyler. Riley is 8 and so proud of me. He loves our new home and knows how hard I worked to get us to a better place."

"Before CLIMB I was worried about getting through one day at a time. I never thought about my future goals." — Jamie

SUCCESS STORIES



Jamie

Number of Children:	2
Wage Before CLIMB:	Unemployed
Current Occupation:	Intensive Care Unit Nurse Cheyenne VA Medical Center Home
Wage After CLIMB:	\$56,160

AT A GLANCE

SERVING WYOMING'S WORKFORCE



Workforce research is a key component of the CLIMB program model. CLIMB staff consistently communicate with local industries, employers and business organizations to determine employer needs. Our established trainings include CDL/Short-haul truck driving, Certified Nursing Assistant, Inventory Technician, Welding, Health Information Technology, Office Careers, Quickbooks™ and Medical Coding.

Over the past year, industry research and workforce demand has led to the creation of two new career trainings at CLIMB:

Certified Medical Assistant Training

Population growth and aging baby boomers are two of the trends influencing the recent expansion of medical facilities in Casper. Currently Casper has two hospitals with a third under construction, and dozens of specialty clinics and facilities. Recognizing the opportunity for CLIMB participants, CLIMB created a new Certified Medical Assistant (CMA) training in partnership with Casper College. The CMA CLIMB program will prepare participants to perform patient, clinical and administrative tasks in a variety of medical office settings, and trains on procedures including administering medications, assisting with minor surgery, performing an EKG, basic laboratory skills and maintaining medical equipment.

Professional Workflow Specialist Training

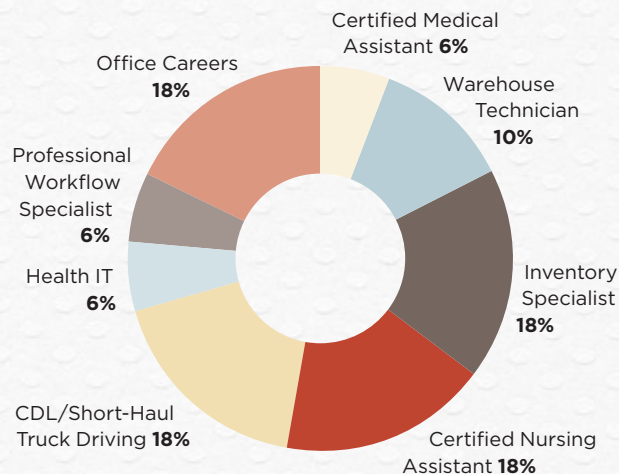
Launched in the winter of 2013 in Cheyenne, the Professional Workflow Specialist training was developed in response to trends in office management, and employers looking to hire staff with critical thinking and problem solving expertise. Building upon our existing Office Careers training, CLIMB partnered with Laramie County Community College to develop the Professional Workflow Specialist training which includes project management, critical thinking, problem solving, databases and using cloud technology for document sharing.

Top Occupations with the Highest Projected Net Growth Across All Industries, 2012-2022:

OCCUPATION	PROJECTED INCREASE BY 2022
Personal Care Aides	38%
Warehouse & Storage Industry	20%
Nursing Assistants	16%
Heavy & Tractor-Trailer Truck Drivers	12%

(from the Department of Workforce Services)

2014 CLIMB PROGRAM TRAININGS



SWEETWATER
TETON
LARAMIE
GILLETTE
CHEYENNE
CASPER

*Certified Medical Assistant	X					
Warehouse Tech	X	X				X
Certified Nursing Assistant (CNA)	X	X	X			
Inventory Specialist	X	X				X
Commercial Driver's License (CDL)		X	X			
Health Information Technology (IT)		X				
*Professional Workflow Specialist		X				
Office Careers				X		X
Quickbooks/Office Careers				X		
*new training programs						

Casper

All About Family
Big K Services
Brake Supply Co.
Halliburton
Hunting Energy Services

Hunting Titan
IBC Construction
Kustom Koncepts
Life Care Center
Poplar Living Center

Shepherd of the Valley
Woodward Machine Corporation
Wyoming Medical Center

Cheyenne

4 Quarters Excavation
Arrow Stage Lines
Aspen Wind Assisted Living
BioLife Plasma Services
Cheyenne Eye Clinic
Cheyenne Regional Medical Center
Cheyenne Urological
Croell Ready Mix
Delta Dental of Wyoming

Employee On-Boarding Specialties
Faith Financial LLC
Healthworks
Lowe's Distribution Center
Magic City Enterprises
ECO Recycling
RAM Trucking, Inc.
Sierra Hills Assisted Living
Sierra Trading Post

Tarpon Energy
Tom Seagrave State Farm
Insurance Agent
Uplift
Walmart Distribution Center
Warren Federal Credit Union
Wyoming Institute of
Population Health

Gillette

Admiral Beverage
Corporation
Animal Medical Center
Campbell County Memorial Hospital

Igo Oil & Gas Services
Kissack Water and Oil Service
Pete Lien & Sons

Primrose Retirement Community
Tisdale Creek Ranch, Inc.
Solving Tech

Laramie

Albany County Treasurer
Albany Eye Care
Alsco, Inc.
Care United Urgent Care of Laramie
City of Laramie

HI-Viz Shooting Systems
Seasons Psychiatric Clinic
Snowy Range Vet Clinic
University of Wyoming, Admissions

University of Wyoming, Chemical
and Petroleum Engineering
University of Wyoming, Department
of Human Resources
WEST, Inc.

Sweetwater Area

Anadarko
Red Desert InstaCare

Talco Trucking
Teton Distributors

Western Wyoming Beverage

Teton Area

Bank of Jackson Hole
Blue Spruce Cleaners
Core Pilates

Jenkins Lumber
Summit Insurance Services
Teton County Parks and Recreation

Wild Flour Bakery
Yellow Iron Excavating

SUCCESS STORIES

GILLETTE



Brittany completed CDL training at CLIMB in early 2014.

"Before CLIMB I was struggling to make ends meet and pay my bills. I knew a few women who went through the CLIMB program and they encouraged me to do it. I was excited to get my CDL license and have a job with some physical activity involved. It was eye opening to be in CLIMB with other women and hear what they had gone through—it gave me perspective. I am still in touch with several of the other participants from my CLIMB program. Through life skills classes, CLIMB taught me how to handle tough situations—how

to handle stress in the workplace, and how to communicate effectively. The group and individual counseling was really helpful—knowing that there was someone who you could trust and who you could tell anything. Today I am in a job where I do something different every day and I work with great people. I am working on buying a new house. I have two sons and I am able to spend more time with them, taking them on vacations and doing fun activities outside like swimming. It makes me happy to see my kids happy!"

Brittany

Number of Children:	2
Wage Before CLIMB:	Unemployed
Current Occupation:	Driver and Warehouse Technician
Wage After CLIMB:	\$49,400

"I have two sons and I am able to spend more time with them, taking them on vacations and doing fun activities outside like swimming. It makes me happy to see my kids happy!" — Brittany

AT A GLANCE

LARAMIE

Alyssa completed a CLIMB QuickBooks™/
Office Careers program in 2013.

"I was in a job where I was struggling to make ends meet and the schedule was inconsistent and included evening shifts. My mom encouraged me to go check out the CLIMB program and I am so excited that I did. I was expecting just job training, but having parenting and budgeting classes was so helpful. I understand my son Fabian's developmental stages and I learned how to listen to him. He is more willing to communicate with me and his behavior in school has improved. Fabian has never seemed so happy!

I have been in my current job for a few

years and had a couple of raises. I got this job on my own after the job placement phase of CLIMB. They prepared me with an understanding of how to be professional and set boundaries at work, how to dress and how to interview.

I keep in touch with many of the other moms from my group at CLIMB and I keep in touch with CLIMB staff. Before I went through CLIMB I felt like I was the only one going through the struggles I had—I found nine other women who could relate to me. Not only did I get a job, I got a support group too."

"I felt like I was the only one going through struggles. Not only did I get a job, I got a support group too." — Alyssa

SUCCESS STORIES



Alyssa

Number of Children:	1
Wage Before CLIMB:	\$18,720/year Youth Worker
Current Occupation:	Office/Accounting Clerk GW Mechanical
Wage After CLIMB:	\$27,040

AT A GLANCE

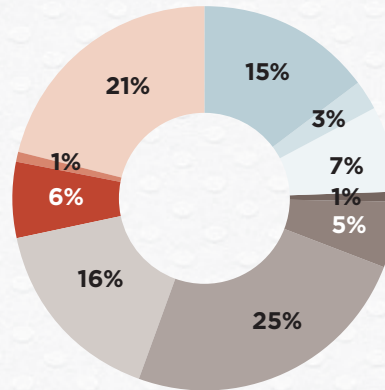
RETURN ON INVESTMENT

BEFORE CLIMB

Annual Wage:	\$4,020/year, Part-time Retail
Food Stamp Assistance:	\$376/month
Child Care Assistance:	\$426/month

CLIMB WYOMING'S INVESTMENT IN ARTESIA

Workforce Research	\$2,500
Recruitment	\$460
Health IT Tuition	\$1,200
Work Clothing	\$169
Individual and Group Counseling	\$922
Job Skills	\$4,200
Life Skills	\$2,750
Assistance with Living Expenses	\$1,075
Parenting Skills	\$110
Job Placement	\$3,580
TOTAL	\$16,966



"Without CLIMB I would still be working two jobs and barely seeing my daughter. Now I have one job and benefits."

Artesia

26 Years Old • One Daughter Age 5

Completed Health Information Technology training in Cheyenne in 2013.

RETURN ON INVESTMENT/AFTER CLIMB

Annual Wage:	\$35,651/year
Employer:	Cheyenne Regional Medical Center Institute of Population Health
Increase in Annual Wage:	\$31,631
SAVINGS TO STATE OF WYOMING:	\$9,624/year
RETURN ON INVESTMENT, YEAR ONE:	1.86 to 1
RETURN ON INVESTMENT, LIFETIME:	72.71 to 1

"I am still using the skills that I learned in the CLIMB program both at my job and in my life. At work I ensure that our clinical data is accurate and even refer to the materials that CLIMB provided so I can problem-solve on my own. I am going back to school to get my degree in sports medicine and my co-workers encourage me to finish school. At home I am budgeting and making sure my bills are paid on time. My daughter just turned five and she loves sports. I have been able to put her in extracurricular activities like gymnastics, ballet and soccer because I can afford them. In CLIMB I learned how to approach and get on my daughter's level to better understand her needs and wants. We have a better relationship now, all because of learning how to figure out the problem that I'm dealing with instead of getting overly frustrated and angry."



SAVINGS TO THE STATE

The financial benefits to the state of Wyoming as a result of the CLIMB Wyoming program are impressive. For every 100 Wyoming families that reach self-sufficiency, Wyoming experiences the following cost savings (conservative estimates):

Medicaid Savings (50 families)¹	\$303,700
Food Stamps Savings (47 Families)²	208,022
Eliminated Incarceration Cost (5 mothers)³	223,125
Eliminated Foster Care Cost (15 children)⁴	119,520
Annual Savings to Wyoming	\$854,367

1 Average yearly cost for 2 children on Medicaid is \$6,074. American Academy of Pediatrics, Medicaid Facts Wyoming. Retrieved May 2012. <http://www.aap.org/en-us/advocacy-and-policy/federal-advocacy/access-to-care/Medicaid%20Fact%20Sheets/Wyoming.pdf>

2 Average yearly cost for a family of 3 on food stamps is \$4,426. United States Department of Agriculture. Retrieved May 2012. [http://www.fns.usda.gov/pd/18SNAPavg\\$PP.htm](http://www.fns.usda.gov/pd/18SNAPavg$PP.htm)

3 Average yearly cost of incarceration per inmate is \$44,625. November 2010 letter from the Department of Corrections to the Joint Appropriations Interim Committee. Retrieved May 2012. <http://legisweb.state.wy.us/ReportsDue/2010/Report%20ID%20685.pdf>

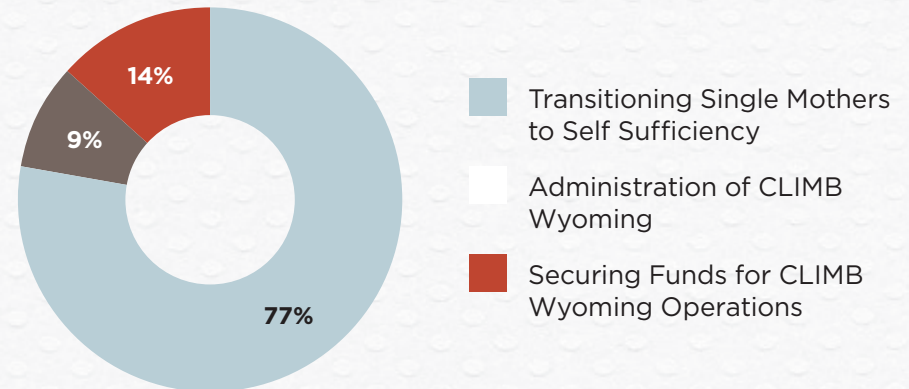
4 Average yearly cost of Foster Care per child is \$7,968. Children's Rights, Hitting the M.A.R.C., Foster Care MARC. Retrieved May 2012. <http://www.childrensrights.org/wp-content/uploads/2008/08/wy.pdf>

FINANCIAL SUMMARY

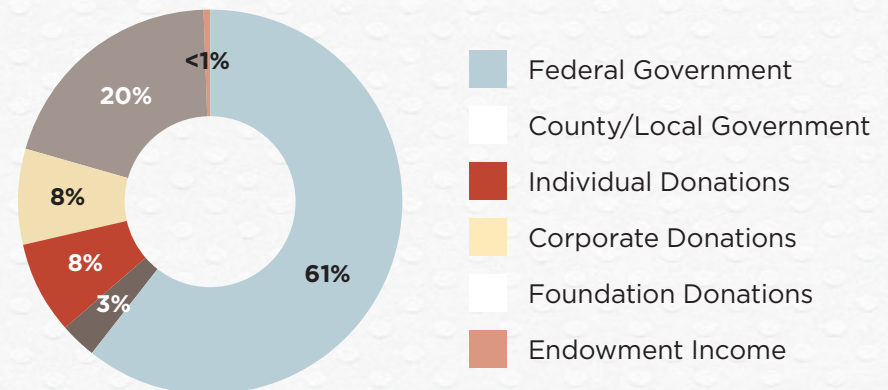


TOTAL 2014 BUDGET:
\$3.6 MILLION

Fund Allocation



Revenue Spread

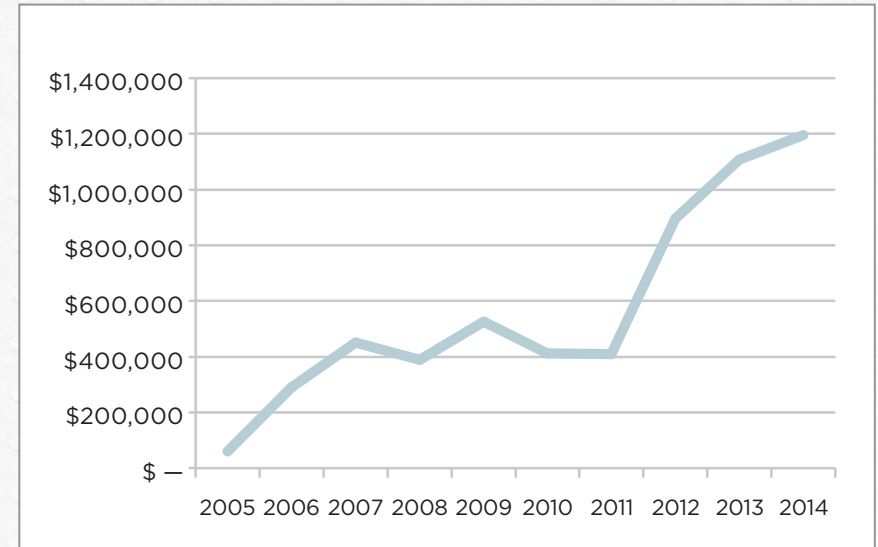


SUMMARY OF REVENUE STREAMS TO CLIMB

Federal Funding



Private Fundraising



Audited financial statements are available upon request by emailing info@climbwyoming.org.



CLIMB has received the GuideStar Exchange Gold level logo from GuideStar USA Inc., the premier source of nonprofit information, for our commitment to transparency and accountability.

SUCCESS STORIES

SWEETWATER AREA



Jen

Number of Children:	3
Wage Before CLIMB:	\$18,554/year Environmental Aide
Current Occupation:	Sanitation Operator #2/ Lead Operator City of Green River
Wage After CLIMB:	\$39,395

"In CLIMB I learned how to have a voice. I am now in a leadership position, and I use it!" — Jen

Jen graduated from the first CLIMB Wyoming program in Sweetwater County, a CDL training.

"I had twin daughters who were both under two and was living with my mom and dad before I came to CLIMB. It was so much more than job training—I learned how to find my voice, I learned how to develop my self-esteem. After my job placement I saw a position open with the City of Green River for a garbage truck driver—I applied and got the job on my own thanks to the skills I learned at CLIMB.

I have been at my job for seven years as a truck driver and I am up for a promotion soon. I also volunteer on the recycling task force and train other staff to get their CDL

certification. And I get to visit local classrooms and talk about my job and why our trash and recycling facilities are important to our city.

At CLIMB we created posters that showed our goals for the future—I've accomplished every goal I set. I'm financially stable, I am a homeowner and I am a role model to my girls. They feel more secure and are more independent. I got married two years ago and have a son—all of my kids love to visit me at work and check out the trucks!"

The CLIMB Sweetwater program was closed in September 2014 due to decreases in CLIMB's federal funding. Thank you to our participants, staff and supporters for their tireless efforts and success in improving the lives of families in Sweetwater County.

AT A GLANCE

TETON AREA

Brittany participated in the Teton Area CLIMB Wyoming program nearly 10 years ago and was part of the first group of single moms to go through the Jackson program.

"I was 16 and my daughter was a year old when I heard about the CLIMB program through some friends," said Brittany. "I had completed a few years of high school and CLIMB offered both the opportunity to get my GED as well as a job. There were more resources available through CLIMB than I thought. They helped me with mock interviewing, life skills and parenting. I was so young, the classes that helped me understand the psychology of being a parent were incredibly helpful.

Through CLIMB I learned that I could be independent; that I was capable and that my future was in my hands. In situations after CLIMB I had the confidence to make hard decisions—I went back to school for nursing but found that I really enjoyed earth sciences, so I switched my major to geology. I just graduated from the University of Oregon with a BS in Geology where I was one of a small group of students

selected to travel to Kyrgyzstan on a research project. Currently I am working as a wetland mitigation resource assistant for the county although I am hoping to find a position in the intermountain west as a mapper and open pit mine geologist.

My daughter is now 10 and in the 5th grade. I am married and have a 7 year old son. It is so rewarding to see them inspired by what I have done—my daughter wants to be a scientist and my son wants to be a chemist."

"It's amazing to see my kids inspired by me and interested in science—my mom was in the service industry and I was the first to go to college." —Brittany

SUCCESS STORIES



Brittany

Number of Children:	2
Wage Before CLIMB:	\$15,000/year Food Service
Current Occupation:	Wetland Mitigation Assistant
Wage After CLIMB:	\$27,000

AT A GLANCE

INVESTORS

Fiscal Year October 2013 — September 2014

This year's CLIMB programs would not have been possible without generous contributions from many individuals and entities.

#1 Properties
71 Construction
Abigail Moore
Accentuate
Adrian Robinson
Adrienne Benson
Aida Farag
Albany County
Albany Insurance Agency
Alex Dawson and Greg Gricus
Alice and Tom Hogarty
Alivia and Darrin Bingham
Allison Bergh
Allison von Maur and Mark Newcomb
AmazonSmile Foundation
Ameriprise Financial, Inc.
Amy and Forrest McCarthy
Amy and Paul Boillot
Amy and Scott Evans
Amy and Steve Unfried
Amy Davis
Amy Moon
ANB Bank - Cheyenne
Andrea Deaton Christensen and Jon Christensen
Andrew Scott
Anna and Jeff Olson
Anna and Steve Sullivan
Anne and Eric Miller
Anne and Tom Muller
Anne Comeaux
Anne Schuler
Annie and George Putnam
Annie and Travis Riddell
Anonymous
Anonymous Foundation
Antler Inn, Clarene and Creed Law
APH Design & Sales Co.
AT&T
Bailey's Welding Scholarship
Bank of the West
Bank of the West - Casper
Bank of the West - Jackson

Bank of the West - Laramie
Barb and Tony Kruger
Barbara Allen
Barbara and Charlie Walter
Barbara and Jeffrey Wogoman
Barbara and Jerry Carlson
Barbara and John Rogers
Barbara and John Simms
Barbara Dilts
Barbara Herman
Barbara Zelazo and Michael Scher
Bart Rea
Beatrice Howard
Becky and Tom Frisbie
Becky and Tom Jordan
Becky Rigsby
Becky Watson and Betsy Carlin
Beedee and Ted Ladd
Ben and Eydie Trautwein
Berte and Alan Hirschfield
Bertha Bodenheimer
Best Western Outlaw Inn
Beta Sigma Phi Gamma Chapter
Beth and Bryan Ward
Beth and Paul Howard
Betti Deutsch
Betty and Chuck Terrill
Betty and Don Walters
Betty and Shaun Andrikopoulos
Betty Iriondo
Bland and Liza Hoke Family Fund of the
Community Foundation of Jackson Hole
Blue Cross Blue Shield of Wyoming
Blue Envelope Health Fund
BNSF Railway Foundation
Bob Southard and Alyson Hagy
Bonnie and Doug Self
BP
Brandi Monger and Billie Addleman
Brandy and Steve Marrou
Brenda and John Lyttle
Brooks Foundation

Bruce Brady
Bruce Hayse
Business Aviators, Inc.
Campbell County
Campbell County Care Board
Campbell County Opportunity Fund
Capital West Bank - Cheyenne
Capital West Bank - Laramie
Cara Eastwood Baldwin and Ryan Baldwin
Caren and Ed Murray
Carl and Emily Knobloch
Carla Deville
Carma and John Corra
Carmel Wallace
Carol and Art Merrell
Carol and Chuck Schneebeck
Carol and John Gonnella
Carol and Tucker Fagan
Carol Bowers and Mike Kraft
Carol Holland
Carol Matteson Pascal
Carole and James Lamanna
Carole and Norm Hofley
Carole Lee and Don Morris
Caroline and Mike Poelma
Caroline Johnson
Carolyn and Andy Ripps
Carolyn and Robert Nelson
Carolyn and Rollin Abernethy
Carpenter & Sons, Inc.
Carrie and Jack Howe
Carrie and Scott Kirkpatrick
Carrie Bell
Catherine Cooper
Catherine Hansen-Stamp and Barry Stamp
Cathy and Stan Tetenman
Cathy Connolly
Chad and Liz Deaton
Chandra Ravilochan
Charis Kipper
Charles Engelhard Foundation
Charles Scott



Charlotte and Maron Davis
Chelsea Congdon and James Brundige
Cheri, Jeffrey, Katy and Mike Witz
Cheryl and Bill Schwartz
Chesapeake Energy Corporation
Cheyenne Housing and
Community Development
Cheyenne Light Fuel & Power
Cheyenne Orthodontics, PC, Jason Bird
Cheyenne Random Acts of Kindness Group
Cheyenne Regional Medical Center
Cheyenne Skin Clinic
Cheyenne Women's Clinic, PC
Chris and Cate Finlay
Chris and Phillip Pridmore
Christine and Lance Windey
Christine Lamolinara
Christine Miller
Christopher Frank
Christy and Matt Russell
Cindy and Matt Daly
Cindy Vandewark
City of Cheyenne
City of Gillette
City of Laramie
Claire and Harmon Davis, II
Claudia Bonnis and Terry Winchell
Climate Control
Cloud Peak Energy Resources, LLC

INVESTORS

Colleen and Bob Grady
 Collins Backhoe & Water Service,
 Betty and George Collins
 Combined Federal Campaign
 United Way - Cheyenne
 Commerce Bank of Wyoming
 Community Foundation of Jackson Hole
 Con and Velma Kreuzer
 Connie and Dwight Helm
 Connie and Larry Atwell
 Cony Corporation
 Courtenay C. and Lucy Patten Davis Foundation
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 Damon Lodge No. 3, Knights of Pythias
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 Dana and Carl Nagel
 Daniella Botur
 Daniels Fund
 Dara and John Corkery
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 Darlene Hansen
 Daughters of Penelope, Olympus Chapter 6
 Dave Foreman
 David Johnson
 Debbie and John Hechinger
 Debbie Schlinger
 Debra Sonderman
 Delta Kappa Gamma - Chi Chapter
 Denise Burke
 Denise Newell
 Denteffex
 Department of Family Services
 Department of Workforce Services
 Design Construction
 Diane and Curt Cox
 Diane and Dan White

Diane and Rick Kaysen
 Diann and Tom Mann
 Dining in Catering/Alice and Bill Boney
 Discovery Owners Association, Inc.
 Don and Virginia Porter
 Donna Nelson
 Dooley Oil, Inc.
 Dorothy and Art Sigel
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 Dr. Millie Maxwell
 Dr. Richard and Sue Sugden
 Dr. Tracey Johnson
 Dray, Dyekman, Reed & Healey, PC
 Edelweiss Fund Donor Advised Endowment
 Fund of the Wyoming Community Foundation
 Eileen and Gary Parker
 Eileen and Greg Prugh
 Elaine and Dale Roth
 Elaine Rosenthal
 Eldon M. Spicer Family Donor Advised
 Endowment Fund through the
 Wyoming Community Foundation
 Elisa Maturo-Chambers
 Elisabeth Rohrbach
 Elizabeth and Matthew Kelly
 Elizabeth Blissman, Ph.D.
 Elizabeth Cheroutes and Walter,
 Charlie and Sophie Stoessel
 Elizabeth Howell
 Ellen A. McGee
 Ellen and Jim Arnold
 Ellis Public Affairs
 Emily Coombs
 Emily Curran and Bryan Bedrosian
 Environmental Health Trust
 Erick Sills
 Factory IT
 Family Physicians of Laramie, LLC
 Father Carl Beavers
 Father Michael Carr
 Fern Gullett
 Field & McClure CPAs

Fine Dining Restaurant Group
 First Interstate BancSystem Foundation, Inc.
 First Interstate Bank - Casper
 First Interstate Bank - Cheyenne
 First Interstate Bank - Laramie
 First Street Vision
 Fish Creek Veterinary Clinic
 Floyd's Truck Center, Inc.
 FMC Corporation
 Frances and Allan Tessler Fund
 Frances Biederstedt
 Frances Pollak and Ernest LaBelle
 Francine Fleming
 Fred Emerich Revocable Trust
 Friendship Mariners, First Presbyterian Church
 G & M Thorvaldson
 Gainor and Joe Bennett
 Gannett Peak Technical Services
 Gaylyn and Brett Frantz
 Georgene Tozzi
 Georgia and Robert Spicer
 GFWC Women's Civic League of Cheyenne
 Gillette Evening Rotary Club
 Gingee Prince and Becket Hinckley
 Ginny and Ken Mahood
 Giovanini Foundation, Jane and Joe Giovanini
 Glenda Lawrence
 Glennise and Michael Wendorf
 Gloria and Terry Rogers
 Goodstein Foundation
 Governor and Mrs. Matthew Mead
 Gregory Dyekman
 Groathouse Construction, Inc.
 Gros Ventre Ob/Gyn
 Guthrie Family Foundation
 Guthrie Mediation, Nancy Guthrie
 Gwen and Dan Perdue
 Gwen and PK Rice
 Halladay Motors, Inc. / Joannides
 Family Foundation
 Halley & Murray, CPAs, PC
 Hawkins, Kominsky, Devries & Associates, PC
 Hearst Foundation
 Heather and Don Day
 Heather and Patrick Fleming

Helen and George Mathes, Jr.
 Helen and Sean Macauley
 Hirst Applegate, LLP
 Holly Hogarty
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