



ANNUAL REPORT

2016

Dear Friends,

We are pleased to share Philadelphia VIP's 2016 Annual Report with you, our friends and partners.

During this 35th Anniversary year, we are deeply proud of what VIP has accomplished and enjoyed celebrating those accomplishments with many of you at our Anniversary Gala. You are the reason VIP is succeeding in its important mission.

There remains, however, an enormous amount of work to do. VIP wrapped up a four-year strategic plan in 2016 that resulted in significant gains and embarked on a new plan for 2017-2020. VIP's focus remains on recruitment and retention of volunteers, while ensuring plentiful resources for continuous quality improvement of VIP's programs and services.

We remain dedicated to responsible stewardship of the investments you all have made in our work. This report is an example of our commitment to transparency in both our programs and our finances. Our complete audited financial statements are also available on www.phillyvip.org.

Thank you so much for helping VIP achieve its mission of access to justice for all.

Sincerely,



Carmen D. Romano
2015-2016 Board President



Sara L. Woods
Executive Director



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Laurice Smith

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Michael Viola

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Rida Haq
Annie Mrazik
Michelle Reyes
Liz Soltan

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Development Associate

Megan Shaeffer

Data Analyst

Anthony Harrison

Program Assistant

Christina Rodriguez

Communications and Volunteer Coordinator

Joanna Volpe

Foster, Flowers and Ziomek Fellow

Kelsey Lee

Conwell Fellow

Merlin George

Philly Fellow

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Augustinian Volunteer

Shane Gregoire

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Mark A. Tarasiewicz

The impact of saying *YES.*



Philadelphia VIP

promotes equal justice for the poor by providing civil legal services not otherwise available, collaborating with other legal services organizations and promoting a culture of volunteerism by educating and exposing attorneys and law students to issues of poverty.

The Power of Pro Bono Service

Founded in 1981, VIP provides legal services for low-income residents and families facing civil legal problems which threaten their basic human needs — shelter, employment, financial stability, education, and health.

Through its volunteers and staff, VIP serves more than **3,500 individuals and families** yearly, who could not otherwise afford attorneys and whose cases could not be handled by other public interest organizations.

VIP is the agency of last resort for many individuals and families, and is dedicated to leveling the playing field in the civil justice system.

For more than three decades, VIP has provided civil pro bono attorneys to people who have nowhere else to turn.

Leveraging Our Impact

Our clients are among the poorest in the City and region. To be eligible for our services, a client's income must be at or below 200% of the federal poverty guidelines, earning less than \$23,000 or \$48,000 for a family of four.

VIP serves a **multi-lingual population**, principally Spanish speaking. Increasingly we see clients who speak Russian, Creole, Chinese, Vietnamese and Cambodian, reflecting the growing and changing immigration patterns in Philadelphia.

VIP's **LawWorks program** is a community economic development program that provides legal assistance to Philadelphia's small businesses and nonprofit organizations. The program strengthens our neighborhoods, stimulates commerce, and brings business services and essential resources directly to neighborhood residents.



"I thought I would lose my home. Words can't even express how I felt when we won the case. VIP was my last hope."

- Ms. Johnson, VIP Client



"Philly VIP was such a blessing. My attorney worked hard and I was never pushed aside."

**- Tonia Blanks
VIP Client**

Preventing Homelessness

Ms. Johnson's Story

When both of her parents passed away, Ms. Johnson inherited her family home. She has lived on Oak Lane for years, taking care of the house that her parents loved. When she came to VIP, she had already been searching for an attorney for months. "I couldn't afford an attorney, and my case was complex," she said. "I needed someone with litigation experience who could go after the bank."

Unfortunately, VIP sees cases like Ms. Johnson's each month. A fraudulent conveyance case occurs when an individual fraudulently transfers the title of a home into his/her name. When her mother was the record owner of the family home, another family member forged her signature on a power of attorney document, giving him power over her house and assets. After using his authority to transfer the title of the home to himself, he took out a \$100,000 mortgage and absconded.

Ms. Johnson's mother hired an attorney who filed a successful lawsuit to return the property to her daughter. What the attorney failed to do was to deal with the invalid mortgage on the property. Ms. Johnson was now left with a home on the brink of foreclosure. "I started crying because I thought I would lose my house," she explained.

VIP paired her with John Martucci, Jr. an experienced litigation attorney. John filed a lawsuit against the mortgage company and negotiated a settlement agreement whereby the mortgage was satisfied of record. "Words can't even explain how I felt when we won the case. VIP was my last hope and I am so appreciative that VIP was here for me." Since her case was resolved, Ms. Johnson can live worry-free, enjoying her home with neighbors and friends in her community.

Maintaining Income

Tonia's Story

Tonia, a teacher and long-time Philly resident, inherited her family home and has fixed it up piece-by-piece over the years. "I do what I can," she says. "I don't have much, but with every income tax, I try to find something new to fix."

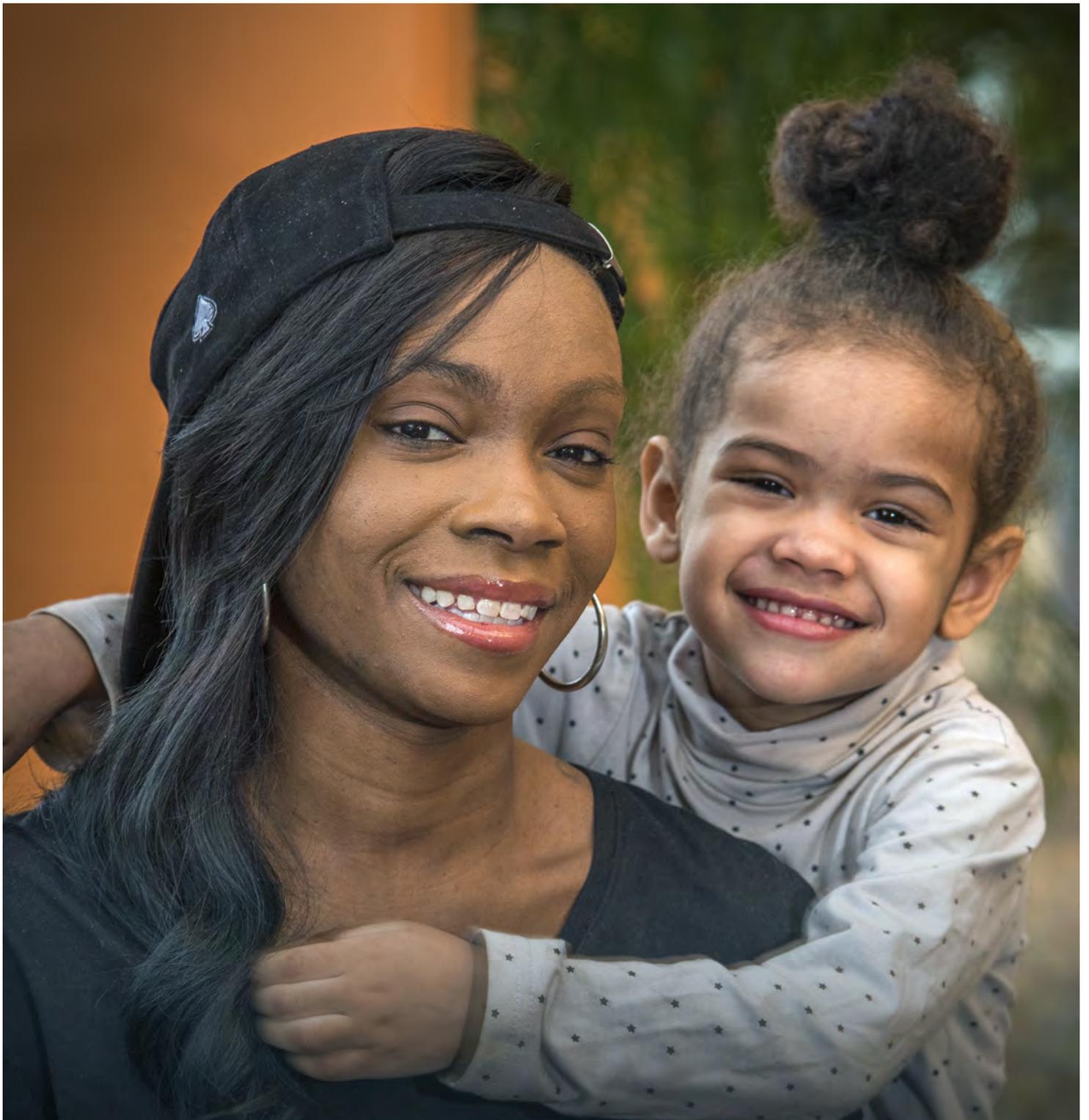
Each day she goes to work and comes home to her comfortable home and close-knit neighborhood. But about three years ago, Tonia arrived home to find a sink-hole in front of her house. She was served with a slip-and-fall torts claim and needed an attorney to defend her against the lawsuit.

When she came to VIP, Tonia was paired with Anthony J. Barratta, an accomplished trial lawyer and founding member of Baratta, Russell & Baratta. Anthony prepared Tonia for her deposition. "Anthony was great," Tonia explained. "I was a little intimidated at first, but he really prepared me for what I was about to go through.

He worked so hard and his office staff was so professional. I was never pushed aside."

During the deposition, Anthony discovered that when the City of Philadelphia had originally fixed the cement, it wasn't filled properly, leaving air pockets underground. They won the arbitration, but the plaintiff appealed and the case eventually went to court. "I remember all of the lawyers went in the back to talk," Tonia recalls. "I held my breath because I knew that if we didn't win, I would lose my home."

In the end, they won and Tonia was ecstatic. "I cried that day because I could have lost everything. I have a daughter who is ready to go to college; without VIP I might not have been able to send her to school." She describes Philly VIP as a blessing and refers the organization to friends, neighbors and individuals who need help.



“I had never been through something like this before, but VIP was very helpful. Don’t be scared. Don’t be ashamed of your situation. There are people out there who want to help. Everyone I spoke with was so friendly and understanding.” - Nijah Nelson, VIP Client

Supporting Family Stability

Nijah's Story

Nijah, a single-mom living in Germantown, came to VIP for help to obtain primary custody of her 4-month-old daughter. When the father disappeared, Nijah found that he was a married and living in California, working for the film industry as a camera operator. "I'm a struggling single-mom and I had never been through something like this before," Nijah explained. "At one point, I thought I would have a mental breakdown."

VIP found a volunteer attorney from the Villanova Civil Justice Center and referred Nijah to one of the clinic attorneys. Nijah met with her attorney and a law student assigned to help with her case and was happy with the advice and representation she received. She describes the entire process as quick and efficient. "My attorney really looked out for me. The staff was very helpful and walked me through everything," she says.

Since the father was no longer involved in her daughter's life, Nijah's attorney helped her file the necessary paperwork so that she could move on from this difficult situation. "I was very happy with the outcome and I try to refer a lot of people to VIP," she says. "Don't be scared. Don't be ashamed of your situation. There are people out there who genuinely want to help." Today, Nijah lives happily, caring for her now three year-old daughter.

Family Law Practice Groups

In 2016, VIP pioneered a new practice group model to better serve volunteers handling complex family law cases. With an expert in-house family lawyer and a responsive and engaged mentor pool, VIP helps stabilize families in crisis. The practice group provides an opportunity for volunteers to have their questions answered and to learn from the experiences of family law attorneys.

Each practice group has a specific area of focus where attorneys can ask questions or listen to build their knowledge base. Practical tips are discussed to help volunteers with their VIP cases as well as their own legal practice.

Throughout the year, VIP has seen new volunteers at each practice group, and also has a strong number of attorneys who regularly attend to offer their advice and expertise.



Philly VIP is a great resource that is well known in the nonprofit community, especially when nonprofits have such limited resources for legal representation.

Julie Avalos
Concilio, LawWorks Client



There are so many legal issues that nonprofit founders are unaware of. VIP allowed us to continue our vital work to effect social change and transform lives.
- William Goldsby, Reconstruction Inc.
LawWorks Client



Community Economic Development

LawWorks Program



Concilio (The Council of Spanish Speaking Organizations, Inc.) is a leader in Latino family services and provides programming to improve the quality of life for children and families in Philadelphia. Looking to build a new playground for their youth programming, supervised visitations and the community, Concilio received a grant from KaBOOM! and Disney.

Once the project was set in motion, Concilio recruited more than 150 volunteers for their build day. Deputy Director Julie Avalos explained how Concilio's contractor stopped by to prep the ground for building, but said they needed a permit for the parking lot. "This was about a week and a half before we were set for the actual build day. We went into panic mode," she explains.

Looking for support to make their playground a reality, Concilio came to VIP and was paired with VIP volunteer Michael McIlhinney of Orphanides & Toner, LLP. Michael discovered that Concilio's zoning code for the parking lot was not the proper one to build a playground. He helped Concilio apply for a variance change and the entire process only lasted about two weeks.

"VIP is known in the nonprofit world for being a great partner, especially when nonprofits have such limited resources for legal representation," says Julie. "Because we were on such a time-crunch, VIP was a key part of the playground project. If we didn't obtain the proper zoning then we wouldn't have a playground today."

Since the playground was built, Concilio has had more visibility and has made a positive impact in the community. Accompanying the playground is a garden, picnic area and basketball court. The outdoor space enhances the importance of play and now, provides a safe space for young children to explore and grow.

Reconstruction Inc. was founded in 1992 to help people transform themselves to change the world. As a violent offender, incarcerated for assaulting a police officer, William has utilized his own self-transformation to work with men who have been convicted of a crime. Reconstruction Inc. provides spiritual, social, economic and political development skills to re-establish a sense of shared community life. Now, the organization's mission has grown to by encouraging individuals who were formally incarcerated to form an organized community of leaders, working together to transform the criminal justice system, their communities and themselves.

Reconstruction Inc. also serves as a fiscal agent for organizations such as the Alumni Ex-Offenders Association, which provides support groups, anger management, family crisis intervention and community organized training, as well as L.E.A.D, a youth focused program to help children and teens. Their last organization is Fight for Lifers, a program designed to address the concept of life without parole for men and women in Pennsylvania, to support those individuals and their families, and work to abolish this type of sentencing.

When William came to VIP, he had questions about Reconstruction's liability to its affiliate organizations. He was matched with Hillary Ladov of Wade Clark Mulcahy who researched the pertinent statutes and case law and analyzed how the law applied to Reconstruction's organizations and activities. "Hillary was very helpful, professional and punctual," says William. As a result of Hillary's diligent work, Reconstruction Inc. now has a sound understanding of its role with certain aspects to the programming and operations it supports. William explains, "There are so many legal issues that nonprofit founders are unaware of. I recommend VIP to other people because they allowed us to continue our vital work to effect social change and transform lives."

35th ANNIVERSARY *Gala*



Philadelphia VIP celebrated 35 years as the hub of pro bono legal services in March 2016. Over 475 supporters attended the sold out event and helped to raise over \$500,000. VIP's Pinnacle Award was presented to Judge Luis Felipe Restrepo of the United States Court of Appeals for the Third Circuit for his commitment to access to justice. He spoke of his work with VIP on the Prisoner Re-Entry Project, a program that matches prisoners with education, training and employment services to reduce their supervised release period and facilitate reentry into society. Volunteers who demonstrated outstanding efforts to VIP's clients were recognized for their significant contributions:

William J. Brennan Award: Corporate Advisory Council, accepted by Robert Scott, former Executive VP and General Counsel at *TE Connectivity* and Chair of the *Corporate Advisory Council*

VIP Champion Award: Dina Ronsayro, partner at *Astor Weiss Kaplan & Mandel, LLP*

VIP Champion Award: Dean Weisgold, principal attorney at *Dean E. Weisgold, P.C.*

VIP Champion Award: John Macoretta, partner at *Spector Roseman Kodroff & Willis*

VIP Champion Award: Frannie Reilly, owner of the *Law Office of Frannie Reilly*

VIP Patron's Award: Tom and Jackie Zemaitis

Philadelphia VIP's Executive Director Sara Woods announced the 35th Anniversary Challenge, given by a generous supporter. The donor agreed to match new and increased gifts to the organization in 2016, dollar for dollar up to \$100,000.



35th Anniversary Challenge

Two generous supporters surprised VIP with an amazing challenge. If VIP could raise \$100,000 in new or increased gifts, they would match each donation dollar-for-dollar.

With your help, we raised \$107,745. The challenge contributions will help VIP continue its vital work and make an impact on the lives of those most vulnerable in the community.

VIP thanks its volunteers and donors for continuing to provide access to justice for all.



Progress

TOTAL RAISED: \$107,745.30



Our Goal: \$100,000.00



VIP Highlights, Honors and Awards



Corporate Counsel Collaborative Project and Report

The CCC Project, a pilot launched in 2014, was designed to increase corporate counsel pro bono engagement, develop a culture of pro bono work within in-house legal teams and establish best practices. VIP published a report of the pilot in 2016. The report identifies solutions for volunteering obstacles and illustrates the importance of building relationships and a network of volunteers to leverage greater impact.

Case Referrals and New Clinics

In 2016, VIP referred a record breaking **950 new cases** to help 3,586 clients in need. VIP also launched an exciting initiative in collaboration with Chubb and Cozen O'Connor. The initiative utilized VIP's successful clinic structure to match volunteer attorneys with high-need homeownership clients. Through the enhanced clinic model, volunteer attorneys with limited probate or real estate experience, are able to serve clients in dire need of saving their homes.



Volunteer Awards and Accolades

- ◆ VIP Board Member **Robert Tintner**, received the Making a Difference through Community Service Award from the American Bar Association.
- ◆ VIP volunteer, **Christine Flynn**, won the Philadelphia Association of Paralegals 2016 Pro Bono Award.
- ◆ The Philadelphia Association of Defense Counsel presented the O'Brien Distinguished Service Award to former VIP Board Member **Kathleen Wilkinson**.
- ◆ **Philip Amoa**, VIP Board Member, was awarded the Craig M. Perry Service Award from the Young Lawyers Division of the Philadelphia Bar Association.
- ◆ The First Judicial District of Pennsylvania honored VIP volunteers at their 2016 Pro Bono Publico Awards Ceremony. **James Rocco** won for his work with the Court of Common Pleas—Family Division. **William McLaughlin** was honored for his dedication to Municipal Court—Civil Division, and **MK Feeney** was honored for her work in Orphans' Court.

New VIP Staff Hires

VIP welcomed several new staff members in 2016.

- ◆ **Lauren Ascher**: Supervising Attorney
- ◆ **Joanna Volpe**: Volunteer & Communications Coordinator
- ◆ **Pranshu Verma**: Director of Operations
- ◆ **Isabelle Aubrun**: Pro Bono Case Manager
- ◆ **Annie Mrazik**: Pro Bono Case Manager



Volunteer of the Month

Each month, we honor a dedicated volunteer who provides outstanding pro bono legal services to VIP clients. We applaud our 2016 Volunteers of the Month for providing quality legal assistance to those in need.



January
Maria Molina



February
Daniel DeLiberty



March
Gregory Nalencz



April
Bill Ehrich



May
Margaret Denton



June
Jonathan Stanwood &
Deb Cunningham



July
Julie Rose



August
Sheldon Bender



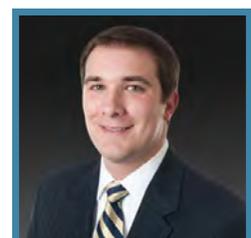
September
Bethany Nikitenko



October
Steven Heimann



November
Willie Pollins



December
Kevin Koscil

Leaving Our Mark

In 2016, VIP attorneys
and professional staff
assisted with
1,875 civil cases
for
**3,586 individuals
and families**
who were unable to
afford attorneys.



Measuring Our Impact

16,499 hours of direct
volunteer service

\$4,124,750 Value of hours
Donated by volunteers at \$250 per hour



**25% Supporting Family
Stability**

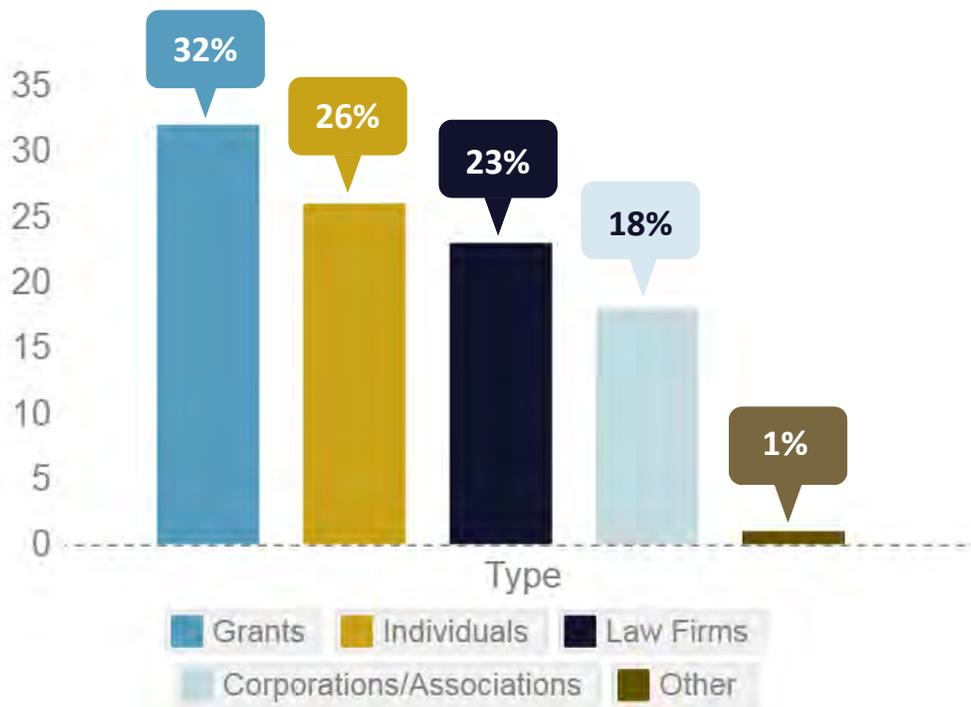
**30% Community
Economic Development**

**29% Preventing
Homelessness**

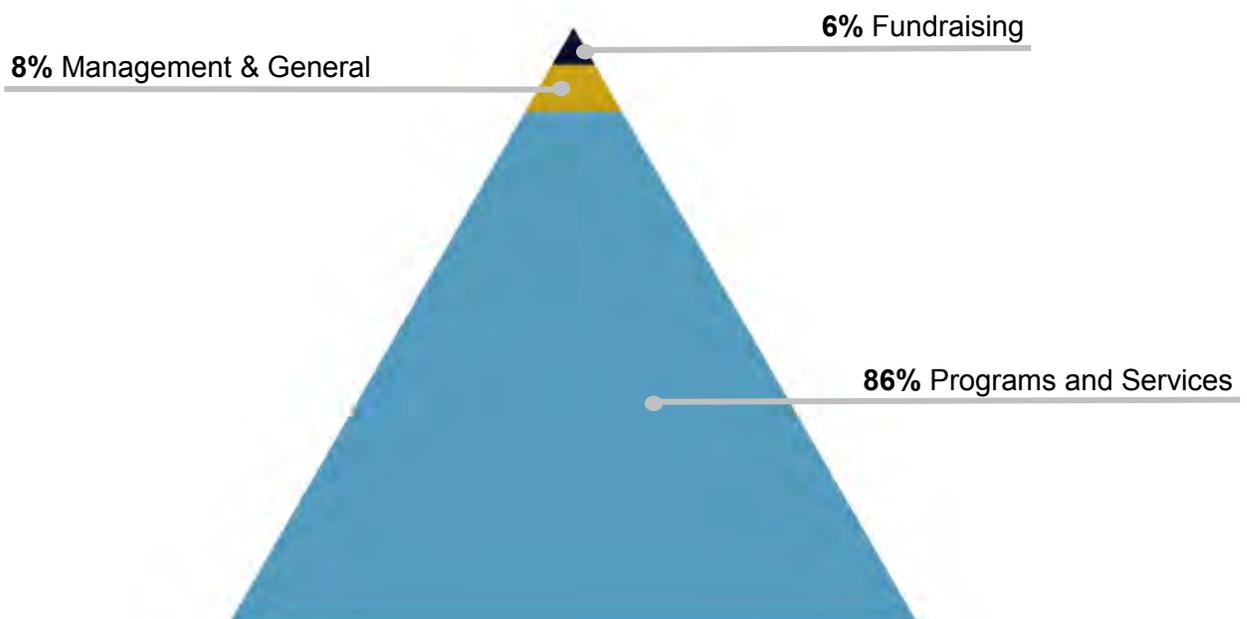
16% Maintaining Income

2016 Financial Summary

Revenue: \$1,406,206



Expenses: \$1,356,356



Thank You.

Philadelphia VIP is grateful to all of our volunteers who serve as champions for their clients and our mission. You make our work possible and change the lives of many in our community.

David Aaronson
Mary Abdill
Lawrence Abel
Laura Aber
David Abernethy
Allan Aclo
Elisa Advani
John Agner
Imiebihoro Ahonkhai
Leen Al-Alami
Sarah Alderfer
Gaetan Alfono
Mansour Alhawasy
Tyron Ali
Leslie Allen
Karen Aloia
George Aman
Laura Amato
Philip Amoa
Jessica Amoroso
Mark Anania
Andrea C. Anastasi
Timothy Anderson
Brian Anderson
Licia Ano Marrone
John Anooshian
Jessica Anthony
Mason Apostol
Francine Appleton
Christine Arasin
Zachary Arbitman
Maria Arbona
Christopher Archer
Robert Archie Jr.
Juan Argueta
Anne Armistead
Lisa Armon

Joan Arnold
Pamella Arnold Raison
Mark A. Aronchick
Samar Aryani-Sabet
Elizabeth Asali
James Asali
Kristen Ashe
Leigha Ashmen
Saba Ashraf
Reuben Asia
Stanley Askin MD.
Lori Atkin
Julie Auerbach
David Augustin
Robert Auritt
Joseph Aversa
Sarah Bachner
Reckenson Badet
Alyson Bagley
Weining Bai
Michael Bailey
Brian Baillie
Irina Balashova
Michael Balent
Alex Baptiste
Sarah Baranik de Alarcon
Anthony J. Baratta
Christine Barba
Vincent Barbera
Zhuljeta Bardhi
Greg Barksdale
Gwenn Barney
Robert Baron Jr.
Sohana Barot
Alexander Barth
Linda Bartosch
Amy Bashore

2016 VOLUNTEERS

Joseph Battipaglia	Gabriel Bevilacqua
Carlo Batts	Patrick Bianchi
Mary Baur	Cindy Bickel
Michael Baxter	Cynthia Bien
Jared Bayer	Edward Biester III
Renee Bayron	Peter Bietz
Karilynn Bayus	David Bifulco
Jennifer Bazydlo	Isaac Binkovitz
Edward Beale	Thomas Biron
Larry Beaser	Jamie Bischoff
Lily Becker	Eve Biskind Klothen
Bradley Begelman	Kevin Blanton
Joshua Beisler	Melissa Blanton
Edward F. Beitz	Adam Bliss
Mijrane Belizaire	Sharon Block
Robert Bembry	Edward Blumstein
Sheldon Bender	Chris Bobrowski
Gino Benedetti	Andrew Boczkowski
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Kimberly Bennett	David Bogdan
Adam Berardi	Nate Bohlander
James Berardinelli	Robert Bohner Jr.
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Brian Berkley	John Bojazi
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Joni Berner	Andrew Bollinger
Adam S. Bernick	Andrew Bonekemper
Leonard Bernstein	Paul Bonney
Richard M. Bernstein	Darcel Boogaard
Kristopher Berr	Francine Boone
Elvira Berry	Daniel Boose
Robert Bershad	Maria Borda
Kristina Bevenour	Richard Bost



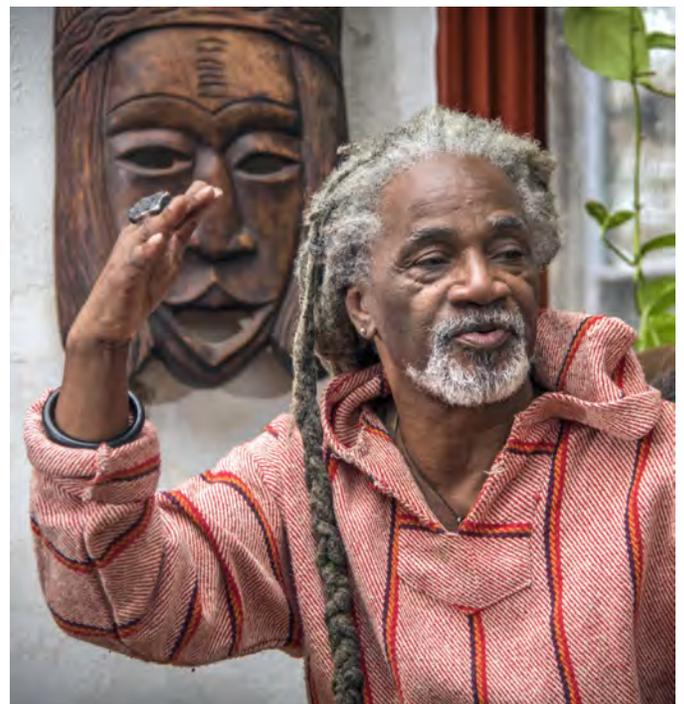
2016 VOLUNTEERS

Sarah Bouchard
Conrad Bower
Louise Bowes
Vikas Bowry
Theresa Boyce
James Boyer
Brian Boyle
Linsey Bozzelli
Alex Braden
Shannon Braden
Eleanor Bradley
Andrew Braid
Shannon Braun
James Brengle
Dennis Brennan
Meredith Brennan
Daniel Brewer
Suzanna Brickman
Paul A. Briganti
Mallory Briggs
Jodi Bromberg
Oliver Brooks
David Brown
Emmanuel Brown
Geneva Brown
Jessica Brown
Stuart Brown
Deon Browning
Morgan Brubaker
Ross Bruch
Janisse Bruno
Theresa Brunson
John Bryck
Jeffrey Buchakjian
Sariyah Buchanan
Peter Buckley
Andrew Budreika
Maura Burke
Tighe Burns
Michael Burns IV
Leonard Busby
E. Marie Bussey
Evan Busteed
Kevin Buttery
Christopher Butz
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Maureen Callahan
Deanne Camara Ferreira
Angelo Cameron
Christiane Campbell
Geneva Campbell
Michael Campbell
Sekou Campbell

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Zachary Caplan
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Mia Carpiniello
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Nicholas Carroll
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Melanie Carter
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Starr Cash
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Edward Chacker
Asher Chancey
Alexander F. Chasan
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Vadim Cherkasov
Vadim Cherkasov
Emily Cherniack
Mariann Cheung
Mary Chicorelli
Andrew Chirls
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Megan Christensen
Katharyn Christian McGee
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Jennifer Coatsworth
Erik Coccia
Alexis Cocco
Rosanna Cochran
Sharon Coghlan
Chris Cognato
Bradley Cohen
Michele Cohen

Robert Cohen
Katrina Cokleski
Gary Colby
Andrew Cole
Erin Colleran
Jaimie Collins
Lynn Collins
Michael Collins
Anthony Comerota Jr.
Hope Comisky
Christina Congdon
Marla Conley
Marla K Conley
Joseph Console
Lorraine Consorte
Colleen Coonelly
Frank Cooper
Scott Cooper
Douglas Cooperberg
Erin Coppock
Lauren Cordrey
Maria Corpora
Cherylle Corpuz
Andrea Cortland
Brian Corvo
James Cosgrove
Patrick Cosgrove
Joe Costello
Thomas Costello
Debra Coulbourn
Tanisha Cowell
Cody Cowper
Bradford Craig
Ave Craigg
Patricia Cramer
Timothy Cramton

Molly Crane
Kathryn Crary
Anthony Crawford
Robert Crawley
Jackie Crismond
Justin Crotty
Edward Crow
Dawn Crowder
Shaela Cruz
Deborah Culhane
Patrick Cummings
Brian Cunningham
Deb Cunningham
Kevin Cunningham
Caroline Curley
Matthew Cyr
Harris Dainoff
Elizabeth Dalton
Jane Dalton
Mike Daly
Teleicia Dambreville
Karen D'Ambrosio
Joshua Damm
Albert Dandridge
Amina Daniels
Joanna Darcus
Carrie Davis
Doreen Davis
Kenneth Davis
Timothy Davis
Cary Davis-Leizerowski
Dominic De Simone
Mark Deal
David Dearden
Jared DeBona
George Deeney



2016 VOLUNTEERS

Richard DeFrancesco
Kevin Delaney
Daniel DeLiberty
Melinda deLisle
Alexandra Dellarco
Brittany DeMeo
Jessica Dempsey
Margaret Denton
Michael DeSarno
Frank DeSimone
Lisa Detwiler
Bernard Devieux
Patrick Devine
Isaiah Devine
Francis Devine III
Richard Devlin
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Anthony DiBartolomeo
Sheri DiCicco
Rhiannon DiClemente
Ruth Ann DiDonato
Robert Diehl
Elizabeth Diffley
Marie-Theres DiFillippo
Jason DiNapoli
Mariana Dios-Gomez
Robert Disandro
E. Douglas DiSandro Jr.
Daria DiSilvestro
Jennifer DiVeterano Gayle
Terry Dixon
Daniel Dixon
Debra Djupman
Juliette Dobson
Drake Dodson
Brian Doerner
Colin Doherty
Mary Doherty
Kimberly Dolan
Hannah Donahue
Stephanie Donaway
Michael Donnini Jr.
William Donohue
Nadine Doolittle
Patrick Doran
Jay Dorsch
Beth Dougherty
Tracy Dowling
Florentina Dragulescu
Judith Drasin
Megan du Jardin
Steven Dubow
Erin Duffy

Michael Duffy
Jennifer Dumin
Evan Dyer
Jonah Eaton
Robert Ebby
Michael Eckhardt
Sharon Eckstein
Sarah Edelson
Taryn Edmonds
Jeffrey Edwards
Sarah Egoville
William Ehrich
Michael Eidel
Stewart Eisenberg
Stephen Ekema-Agbaw
Nahi El Hachem
Paul Elcock
Nicole Ellis
Brian Ellixson
Glen Ellsworth
Keri Engelman
Leslie Engle
Kate Ericsson
Thomas Eshelman
Franz Español
Justin Ettelson
Megan Ezekiel
Carol Facenda
Bernard Faigenbaum
Debra Falk
Michael Falk
Turner Falk
Tristram Fall
Christopher C. Fallon Jr.
Daniel Fanaselle
Crystal Fang
Linda Fanté
Sybid Farelo
Eleanor Farrell
Maureen Farrell
William Farren
Sarah Fask
James Faunes
Nicole Faux
Kevin Fay
Kelley Fazzini
Jennifer Feden
Robert Feder
William Fedullo
Megan Feehan
Maria Feeley
MK Feeney
David Fein

Gilbert Feinberg
Alan M. Feldman
Paul Feldman
Stephen Feldman
Stephen Ferenchick
Fernando Fernandez
Mariana Fernández
Kimberly Ferrari
Ana Ferreira
Donna Ferris
Jacklyn Fetbroyt
Kim D. Fetrow
Susan Fetterman
Kassia Fialkoff
Thomas Fiddler
Kaitlin Files
Predrag Filipovic
Aaron Finestone
Scott Finger
Michael Fingerman
Blake Fink
Dayna Finkelstein
Ellen Fischer
Michael Fischette
Lise Fisher
Alexia Fishman
Robert Fitzgerald
A. Klair Fitzpatrick
Alex Fleisher
Kenneth Fleisher
Paige Fleming
Abbe F. Fletman
Brenda Flock
Ximena Flores
Theodore Flowers
Christine Flynn

Ethan Fogel
T. Keith Fogg
Regina Foley
J. Anthony Foltz
Richard Foltz
Matthew Fontana
Elizabeth Ford
Stephen Ford
Karen Forman
Theodore Forrence, Jr.
Earl Forte
David Forti
Joseph H. Foster
Wanda Foster
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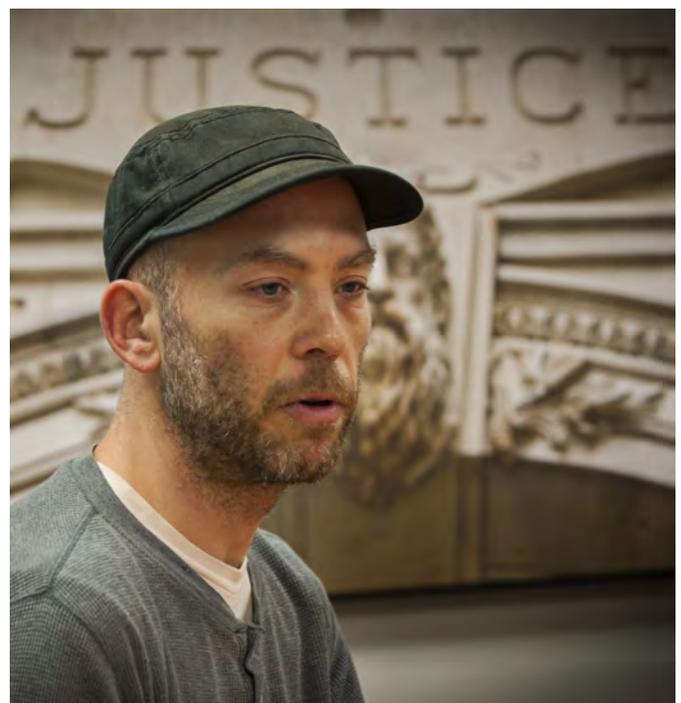
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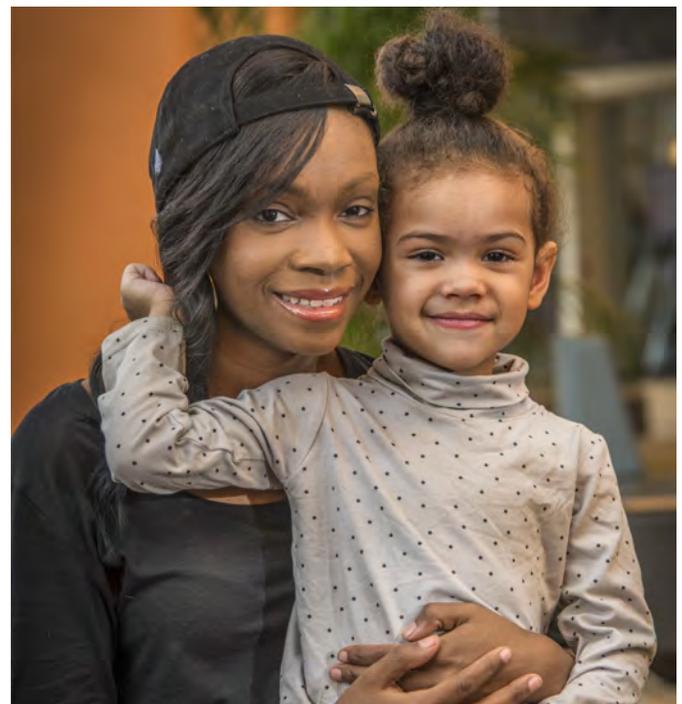
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