



**NWAC**

# 2020/2021 **ANNUAL REPORT**



# DIRECTOR'S STATEMENT

This year presented new and dynamic challenges for NWAC. Globally, we all navigated the impacts of COVID-19 and the implications those impacts had on our individual lives and our greater communities. Within the winter outdoor community, we also felt the impacts of an active season with complicated snowpacks both in the PNW and across the US. Nationally, we saw a rise in backcountry travel and welcomed new wintertime recreationists into the fold. But with increase in growth, a global pandemic creating additional stressors, and an active avalanche cycle, this winter presented many unique challenges. In one week alone we experienced more recreational avalanche fatalities than during any other period in the last 100 years. These deaths were geographically diverse and many communities across the country felt the impacts of these tragedies, including here in the PNW. NWAC, along with all Avalanche Centers across the US, learned a lot from this year. And while we will continue to learn from this season and every season to come, we are also proud of the work we accomplished and the organizational growth we experienced.

One of our most notable highlights from this season was shifting our education and outreach programming to the virtual space. In doing so, we were provided an opportunity to try new approaches to our traditional way of implementing these programs. As a result of this pivot, we were able to reach more users and found new and effective ways to reach our community. This season we not only focused on expanding educational content that was applicable to recreationists of varying experience levels, but we also continued the work of expanding our programs through the lens of diversity, equity and inclusion. One of the highlights from this season being our first avalanche awareness class offered in American Sign Language. As we shift towards our 2021/2022 planning we are excited to build on the projects from this past winter.

Beyond our education and outreach activities, this season also had technological highlights with the **roll out** of our new website. With this exciting update our Avalanche Specialists are now able to use a new forecast editor which has streamlined forecasting updates and provided better tools for media management. As a user, the new website is easier to navigate and significantly more mobile friendly.

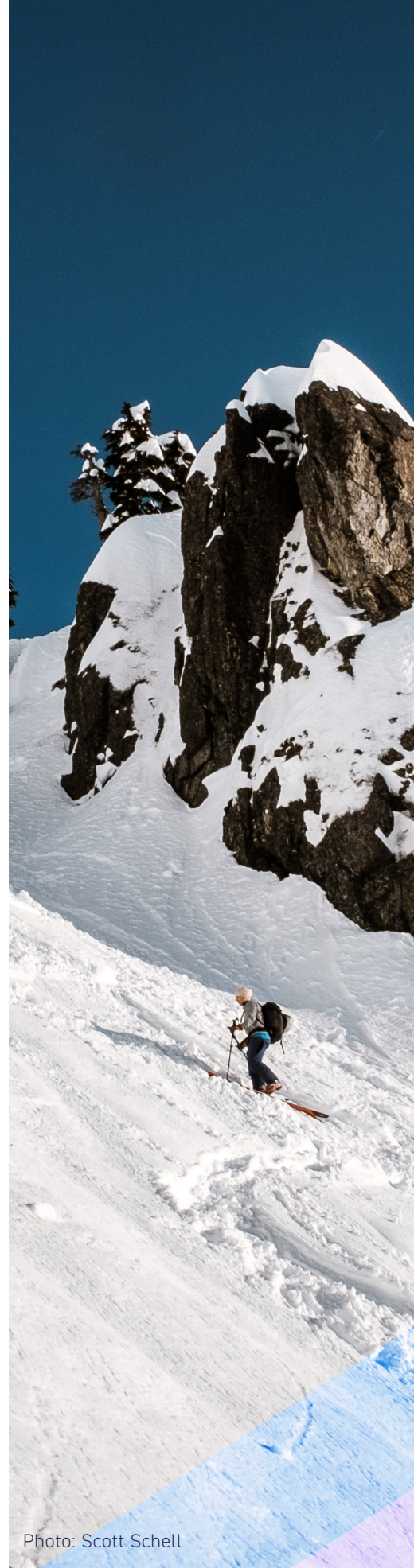


Photo: Scott Schell

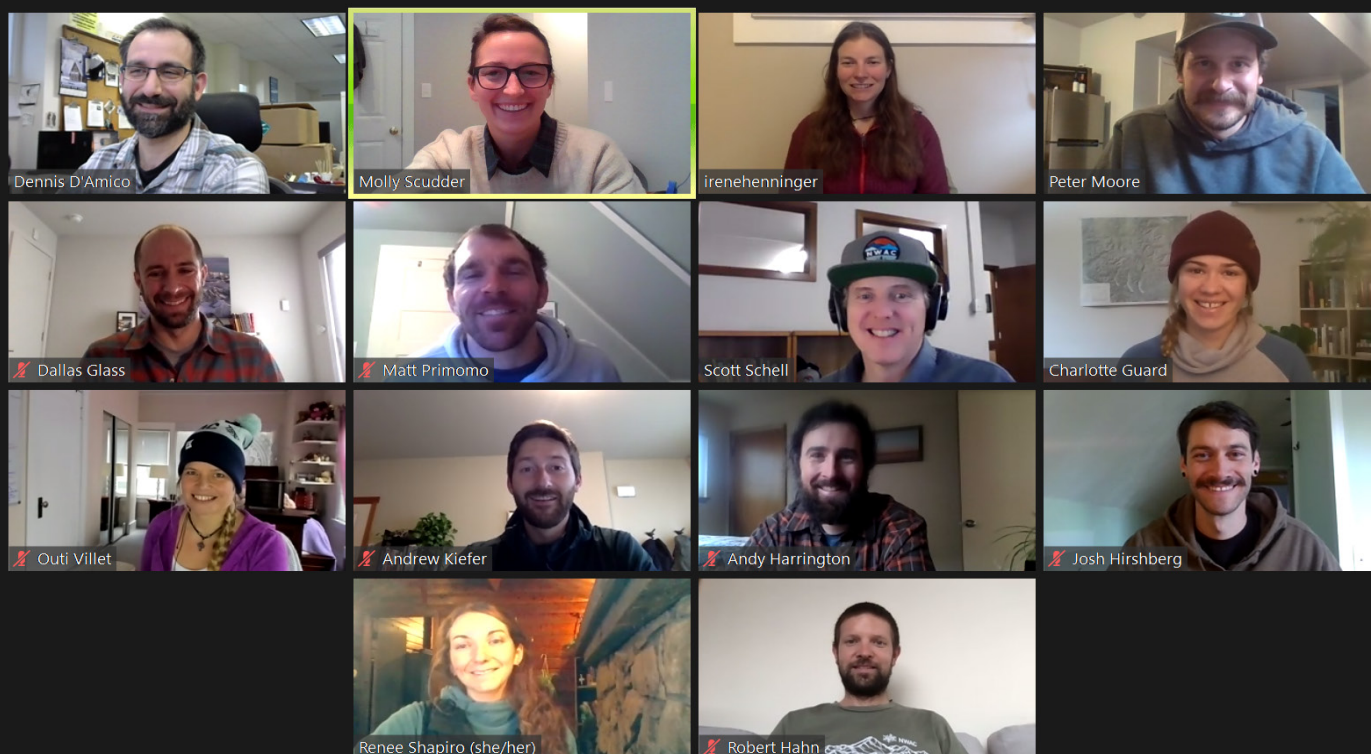
Rounding out our organizational updates, NWAC added staff capacity this season. In the Fall of 2020 we welcomed Irene Henninger to the NWAC team as our newest Avalanche **Forecaster**. Irene came to NWAC with a long career in ski patrol and avalanche education. The added capacity has given us the ability to focus on underserved forecasting areas, most notably in the West Central zones. In addition to welcoming Irene, NWAC also created a new Deputy Director position which was filled by Avalanche **Forecaster**, Dallas Glass. The Deputy Director position provides direct support to field operations, forecasting services, and educational content creation. While continuing to write avalanche forecasts and perform field work for the Snoqualmie and West South zones, Dallas also worked with NWAC's education programming.

This season marked a number of changes for us here at NWAC. From staffing to a new website and all of our programming and outreach in between, we are excited to continue growing and working to provide the best mountain weather and avalanche forecasting products. We know the backcountry is a place to connect with our peers and provides an outlet, this year maybe more so than ever before. We feel that as an organization, we have come out of this year stronger, largely in part to this community. As we reflect on this season we will work to continue to develop and expand our education and outreach efforts to meet the needs of the growing backcountry community. We look forward to incorporating key takeaways from this year to ensure we are able to provide you all with the tools you need to get out into the mountains safely.

We look forward to seeing you all out there next winter.

**Scott Schell,**  
Executive Director

**Dennis D'Amico,**  
Forecast Director





# RESPONSE TO COVID

This season presented many unique challenges for NWAC. With COVID-19 protocols in place we knew that we would have to reimagine the ways we have traditionally run education, trailhead outreach, and events. We are proud of the changes we were able to make in our programming and work protocols to protect our staff and community. As we touch upon in this report, COVID-19 impacted every aspect of our organization and required a response across all operations. The changes we made this season also provided an opportunity to reimagine our future approach to our programming to incorporate the benefits of virtual programming as we return to in-person events. Thank you for continuing to support us as we navigated the challenges of this year.

## SEASON SUMMARY

We experienced a long winter season here in the Pacific Northwest. We saw above average snowfall, along with some of the largest and prolonged avalanche cycles in recent memory. Our winter began in earnest in late October. Many ski areas opened prior to Thanksgiving with respectable bases and backcountry recreationists took full advantage of the early season snow. Despite the strong start, like much of the mountain west, Washington would see its share of nasty persistent weak layers. An atmospheric river in mid-January brought high-elevation rain to nearly the entire forecast region forming a robust crust. As the deluge ended, temperatures cooled, and several inches of snow fell. In the dry weeks following this event, the surface snow quickly faceted. When the storm track once again focused on the PNW, a crust/facet sandwich was primed and waiting. Numerous very large avalanche cycles occurred during the prolonged and stormy February period. At Stevens Pass more than 180 inches of snow fell during the 28 day stretch. The center issued 10 avalanche warnings during February and forecasted extreme danger for the first time in 4 years. This persistent slab cycle resulted in one fatality, several involvements, and numerous near misses. This served as a stark reminder that the difference between one fatality and a dozen fatalities is often razor thin. These avalanche cycles culminated the last weekend of February with several days of continued D3-4 avalanches from Highway 20 in the north to Crystal Mt in the south.



Photos: Diana Bartos

# EDUCATION & OUTREACH

This season required a dramatic shift in our education programming to meet an increase in demand and build meaningful online experiences. We successfully transitioned our introductory Awareness Classes to a live online format and introduced new offerings including an American Sign Language awareness class.

We continued our Laying Tracks Workshop series for those new to the backcountry but built curriculum to address the strengths and weaknesses of the online format. The Northwest Snow and Avalanche Workshop (NSAW) was also virtual this year and we were surprised by the positive reception to the multi-night, shorter NSAW segments versus the all-day in-person. Attendees felt they could better digest the material and the programming was easier to work into their schedules.

We also continued our work making space for women in the outdoor industry with the Women's Mentorship Program and introduced a new Professional Workshop for women working in, or hoping to work in, the snow and avalanche industry.

Finally, in an effort to expand our outreach we introduced the Backcountry Basic series, a resources and interactive education tool for new backcountry users. The Basics helps users understand the challenges that come with wintertime travel including gear, training, using the forecast, avalanche terrain, and red flags. The skills course was designed to integrate with Awareness Classes and Laying Tracks Workshops.





## WOMEN'S PROFESSIONAL PROGRAMMING

This season NWAC continued its second year of the Women's Mentorship Program designed to address gender inequality in professional snow and avalanche fields. This program leverages a running collaboration between SheJumps and NWAC that provides scholarship AIARE Level 1 to women by incorporating the mentees to assist in the class. Mentees also shadowed professionals in their area of interest and received structured feedback and guidance.

This season we also expanded our programming to spearhead a national Women's Professional Workshop that brought women from across the United States and Canada to participate in a three-hour virtual workshop connecting snow and avalanche experts with those either new to, or looking to work in, the snow and avalanche industries. Over 30 female avalanche professionals and 110 participants joined for a panel, presentation, and small breakout rooms depending on your area of interest facilitated by professionals with decades of experience. The remarkable show of engagement and enthusiasm confirmed the need for such programming in the industry.

Photo: Rock Meade



## TRAILHEAD OUTREACH (THO):

This season marked the 4th year of our volunteer run trailhead outreach program. To protect the health of our staff and volunteers we made a few shifts to the program to ensure we were able to follow safety protocols. We ran all of our volunteer training virtually, added QR codes to our surveys for contactless communication, provided staff and volunteers with masks and had sanitation on hand to wipe down all surfaces. We also limited the number of volunteers for each event to allow for social distancing under the NWAC tent. We ran 16 trailhead events this season and welcomed back 30 volunteers. We trained 27 new volunteers as well bringing our total number of volunteers to 57. This season we concentrated our efforts to 5 highly trafficked trailheads in anticipation of backcountry growth in the PNW. We are looking forward to expanding our Trailhead Outreach program with our extraordinary volunteers and more dedicated staff time.

Photo: Diana Bartos



<b>16</b> EVENTS	<b>4,377</b> UPHILL COUNT
<b>5</b> TRAILHEADS	<b>181</b> SURVEYS
<b>4</b> CANCELED EVENTS	<b>57</b> VOLUNTEERS



Photo: Andrew Kiefer

# MEDIA OUTREACH






NWAC media continues to grow as we work to connect the community with our forecasters in the field, snowpack conditions, warnings, education opportunities, and outreach events. Through Facebook, Instagram, Twitter and the Backcountry Bulletin; our media presence functions to keep the public informed on snow and weather conditions, programming and events. We will continue to evolve our communication strategies to broaden our reach.

## BACKCOUNTRY BULLETIN:

The Backcountry Bulletin, sent to your inbox every Friday during NWAC's forecasting season, is the best way to stay up-to-date with NWAC staff. The bulletin provides weekly updates on snowpack conditions, weather outlook, community events and education. This season we published 25 Backcountry Bulletin emails and grew our readership. We're looking forward to expanding the bulletin's content for next season.

## SOCIAL MEDIA:

NWAC's social media is used to connect the community with events, education, forecast warnings and observations. We have worked to expand our reach and partner with different organizations in the backcountry space. This season our field staff posted 61 observations from all of our forecasting zones. We are consistently working on growing our following on Facebook, Instagram and Twitter to keep the community engaged and up-to-date.

	FOLLOWERS /USERS	2020/21 GROWTH
 INSTAGRAM	35.6K	33%
 FACEBOOK	23.4K	12%
 EMAIL	22.3K	52%
 TWITTER	6,896	43%
 YOUTUBE	1.28K	41%





## EVENTS

Planning events for the 2020/21 season posed unique challenges. We knew that in order to protect the health of our staff and community we needed to shift our events to a virtual space. Despite the limitations that virtual events posed, we are excited at the level of attendance and engagement across fundraising and education. Hosting events online also provided the opportunity to have a larger geographic reach. NWAC events have always been an integral part of the organization for both fundraising and community engagement. We are excited to adapt some virtual elements into our events for the upcoming seasons and continue to broaden the backcountry community.

### SNOWBASH

Traditionally a large in-person event, Snowbash took a different form this season. Over the course of two-weeks, we ran a virtual raffle and silent auction to help kick-off the 2020/2021 season. Although we missed being able to come together as a community, we were blown away by the support we received during Snowbash. Events like Snowbash are significant fundraisers for NWAC and we are excited to say this was one of our highest raising Snowbash events to date.

### NSAW

This year NSAW was held over the course of four evening sessions during the month of October. We had 730 people in attendance and during each of our live virtual sessions' attendees were able to listen to live presentations and engage with the speakers in a Q & A following each presentation.



# DEI UPDATE

Last June, following the protests and social reckoning prompted by the murder of George Floyd, NWAC issued a statement outlining steps we would be taking as an organization to work towards anti-racism. With the understanding that this work will be ongoing, we have begun the process of systemic change within our organization. And as this is ongoing work, we will continue to update our community on the progress we are making. Below are some key takeaways from this season.

- The NWAC Board of Directors voted to formalize our DEI committee into a standing committee. The DEI committee now has set monthly meetings.
- NWAC has hired a DEI consultant to work with our staff and board.
- This winter NWAC hosted our first avalanche awareness class in American Sign Language. We will continue to work towards more equitable avalanche education and expand the work from the 2020/21 season.
- NWAC hired a professional photographer and ran a 2-day long photo shoot with BIPOC models to better represent our community through the imagery we use in our education and membership material.

Photos: Truc Allen



# THANK YOU TO OUR SPONSORS

## PARTNERS



## TITLE SPONSORS



## PREMIER SPONSORS



### THANK YOU TO CLEM'S ENUMCLAW POWERSPORTS!

We would like to thank Clem's Enumclaw Powersports for supporting NWAC for another season. Your donation of 6 snowmobiles for the 2019/2020 season. With these snowmobiles our team had the opportunity to travel terrain that is too far to ski in a workday. Our professional observers and avalanche specialists were therefore able to reach an even greater amount of our forecasting zones this season. The snowmobiles from Clem's also allowed us to create in-roads and relationships with the motorized community; improved forecaster job satisfaction; and, most importantly, improve the quality and scope of our forecasts.

Thank you, Clem's!

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## SKI AREAS



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Andrew Day	David McClure	Marcy Larson	Sarah Potts
Andrew Oberhardt	David Pringle	Marcy Tobin	Sarah Shepherd
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Annah Nelson-Feeney	David, Tracy, Sam and Addison Egan	Margaret Wheeler	Scott Rosoff
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Daniel Meer	Doug Stolz	Erin Yasukawa	Greg Woodman	James Keany
Daniel Otter	douglas barthold	Ethan Guillen	Greg Zinter	james kelly
Daniel Rawson	Douglas Briedwell	Eugene Strobeck	Gregg Jarczynski	James King
Daniel Restivo	Douglas Smart	Evan Barbre	Gregory Chapdelaine	James Krieger
Daniel Tomko	Douglas Terry	Evan Malczyk	Gregory Jacobson	James Lopic
Daniel Turner	Drew Holcomb	Evan Mega	Gregory Schmale	James Littlefield
Danny Casady	Dug Rawlings	Evan Phillips	Gregory Scruggs	James Lucero
Daphne Johnson	Duncan Ralph	Evan Wang	Gregory Simmons	James Martz
Darrell Smart	Dylan Cox	Evan White	Gregory Smith	James Mayer
Darrell Smart	Dylan O'Hearn	Felicia Nguyen	Greta Olson	James McCormick
Daryl Greaser	Dylan Stepherson	finn helgesen	Gretchen Ta	James Morin
Dave Fox	Ed Arthur	Fiona Bare	Griffin Jarmin	James Perry
Dave MacDonald	Eddie Vocal	First Orion	Gwen Sauvage	James Platts
Dave Seaman	Edward Alm	Fitz Cahall	Haid Bloxham	James Rial
Dave Turner	Edward Dyer	Forest Chiavario	Hal Beattie	James Robin Schofield
Dave Wight	Edward McFarlin	Forest McBrian	Haley Hardcastle	James Self
David Allan	edward Reeves	Frank Buzzi	Han Uth	James Wetter
David Bartges	Edwin Markey	Frank Huster	Hannah Johnson	Jamie Sookprasong
David Belding	Elena Reiss	Frank Palermo	Hannah Leingang	Jamie Tackman
David Cleary	Eli Tome	Frank Rossi	Hannah Wurz	Jamy Pearson
David Dederer	Elijah Drake-Raue	Franziska Seeger	Hans Martin	Jan Schelter
David Desmond	Eliot George	Fraser MacDonald	Harold Pratt	Jana Mines



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Jana Smith	Jesse Engum	Jon Ferrian	Kari Paustian	Konst Khurin
Janessa Ruckle	Jesse Garcia	Jon Kelter Gehrig	Karl Kaufmann	Korwin Smith
Janet Bell	Jesse Merrithew	Jon Lumb	Karl Watt	Krishna "KD" Dase
Jarad Comingdeer	Jesse Reynolds	Jon Toto	Karla Okawa	Kristan Carver
Jared Kodak	Jessica Cookson	Jonas Asuma	Karla Stoermer	Kristaps Kancans
Jarek Stanley	Jessica Henson	Jonathan Derry	Kate Mannle	Kristen Edelhertz
Jason Blaschka	Jessica Koski	Jonathan Heemstra	Katelin Breck	Kristen McCune
Jason Cleland	Jim Andersen	Jonathan Heyl	Katelyn Stahley	Kristen Moore
Jason Edens	Jim Dehmlow	Jonathan Luty	Katey Murphy	Kristen Pearcy
Jason Emsley	Jim Hanna	Jonathan Martinsen	Katharine Aretz	Kristen Vaughan
Jason Graham	Jim Hirshfield	Jonathan Rettmann	Katie Atrops	Kristen-Marie Kirkby
Jason Hinkle	Jim Meyer	Jonathan Strahl	Katie Breitling	Kristian Adair
Jason Karriker	Jimmy Coonan	Jordan Maier	Katie Jackson	Kristian Kicinski
Jason Lee	Joan Knowles	Jordan McIntosh	Katie Stege	Kristin Johnson
Jason Salvo	Jodine Jeffers	Jordan Prouty	Katlyn Flaherty	Kristin Ohe
Jason Wilkinson	Joe Adams	Jordan Rosenfeld	Katrina Hilpert	Krzysztof Zaleski
Jason Winn	Joe Coco	Jordan Trickett	Katrina Ortblad	Kurt Kroeger
Jason Young	Joe Jereczek	Jordon Foster	Katya Rogers	Kurt Laird
Jay and Janey Shepherd	Joe Nicholson	Joseph Andreott	Kayla Engle	Kurt Nabbefeld
Jay BublitzJ	Joe Robinson	Joseph Andreotti	Kaylin and Tucker	Kurt Parker
Jay Cohen	Joel Rothermel	Joseph Davis	Havekost	Kurt Schindler
Jay Creech	Joel Schmelzle	Joseph Doucette	KC Radford	Kyle Hackmeister
Jay Grossman	Joel Walker	Joseph Ewing	Keith Iverson	Kyle Larson
Jay Lazerwitz	Johannes Ariens	Joseph Karman	Keith Karlick	Kyle McElheran
Jay Ravarra	John Alexander	Josh Fortner	Keith Karlick	Kyle Ringstad
Jay Stagnone	John Armstrong	Josh Gerstman	Keith Mathews	Kyle Roscamp
Jay Styger	John Baldwin	Josh Soboti	Keith Mikoleit	Laetitia Ward
Jean Kassem	John Barnes	Josh Stranahan	Keith Thomajan	Lance Forsee
Jed Murphey	John Blanchard	Josh Wozniak	keith young	Lane Polozola
Jeff Beyer	John Bourne	Joshua Burnell	Kelly DiNapoli	Larina Davis
Jeff Bowers	John Bradwin	Joshua Cloud	Kelly Edwards	Larissa Delahunt
Jeff Bursett	John Commiskey	Joshua Cole	Kelly Gillespie	Larry Gregerson
Jeff Dunbar	John Dinh	Joshua Gregor	Kelly Gillespie	Laura Blanford
Jeff Flinn	John Dwyer	Joshua May	Kelly McGivern	Laura Bogaard
Jeff Fowler	John E DeRocco	Joshua McLane	Kellye Kuh	Laura Chitty
Jeff Fuller	John Finigan	Joshua Messinger	Kelsea De Filippis	Laura Kelley
Jeff Hebert	John Gold	Judith Swain	Kelsey Howe	Laura LeBlanc
Jeff Hotchkiss	John Grigsby	Julia Miller	Ken Deem	Laura Maguire
Jeff Hunt	John Hanson	Julia Syi	Ken Zeman	Laura Tiefenbruck
Jeff Massey	John Hastings	Julia Tuohy	Kendall Hom	Laurel Watjen
Jeff McIrvn	John Hollett	Julian Dodge	Kendrick Cross	Lauren Andersen
Jeff McLaren	John Jamnback	Julian Holmes	Kenji Kawai	Lauren Matosziuk
Jeff Mix	John Jesson	Julian Simon	Kenji Yamamoto	Lauren Walker
Jeff Perambo	John Kirkley	Julian Tracy	Kenneth Starlin	Lawrence Miller
Jeff Potter	John Koblinsky	Julian Wixson	Kenneth Wenzel	Lawrence Selden
Jeff Sevel	John Linn	Juliana Grant	Kenny Gomez	Lea Wilson
Jeff Woerner	John McAuliffe	Julie and Jerry Demuth	Kent Hu	Leah Marcotte
Jeffrey Campbell	John McGarry	Julie and Jerry Demuth	Keren Tseytlin	Lee Tyler
Jeffrey Crawford	John McGoldrick	Julie Dasso	Keta Shaw	Leia Hansen
Jeffrey List	John Meriwether	Julie Marien	Kevin Chau	Leigh Ann Wolfe
Jen Martin	John Miller	Julie Nicoll Nicoll	Kevin Curtis	Leslie Garrard
Jen Yeh	John Miller	Justin Allyne	Kevin Fetherston	Leslie Vona
Jenelle Black	John Monnat	Justin Campbell	Kevin Gallagher	Lewis Turner
Jenna Beeler	John Morgan	Justin Cronin	Kevin Glasgow	Lexine Long
Jenna Klemsz	John Mower	Justin Herx	Kevin Hardy	Lily Frey
Jennifer Chuang	John Mykrantz	Justin Pfifer	Kevin Ketcham	Lincoln Smith
Jennifer Kaltunas	John OCallaghan	Justin Truax	Kevin Kline	Linda Primomo
Jennifer Lee	John Olsen	Justus Hyatt	Kevin Nocom	Linden Klein
Jennifer Tell	John Olsen	Kaes Kniestedt	Kevin Roemer	Lindsay Malone
Jennifer Watson	John Robinson	Kailey Ayres	Kevin Smith	Lindsay Tucker
Jenny Gardon	John Roden	Kaitlin Harrigan	Kevin Szczepaniak	Lindsey Cassidy
Jeremiah Moore	John Rouches	Kaitlin Rupert	Kevin Wierman	Lindsey McGuire
Jeremy DeWitt	John Rybczyk	Kaitlyn McDow	Kim Dinsmore	Lindsey Yap
Jeri Stroupe	John Sherwin	Kalah Brown	Kimberly Kurle	Liz Craig
Jerry Jallace	John Soltys	Kara Nester	Kimberly Mathisen	Liz Riggs Meder
Jerry Logan	John Spencer	Karen Altergott	Kira Seiffert	Logan Shelagowski
Jerry Tonkovich	John Traylor	Karen Oneil	Kirk Newgard	Logan Wan
Jess Peterson	Johnny Bregar	Kari Davidson	Kody Spencer	Lucas Flaggy

## \$100 +

Luisa Lopez	Matt Wood	Michael Zawacki	Nikolajs Batarags	Pip Forrest
Luke Bradford	Matthew Arnold	Michayla Conrad	Nil Tilija	Piper Huber
Luke Campbell	Matthew Danielson	Michelle Flandreau	Nimesh Patel	Quinn McKee
Luke Collova	Matthew LaMotte	Michelle Maislen	Noah Brenowitz	R Dennis Eller
Luke Deryckx	Matthew Lubar	Michelle Wuertth	Noah Kassos	Rachel Boziwick
Luke Targett	Matthew Pawelski	Mike Borowski	Noah Kimmes	Rachel Davidson
Lyle Harvey	Matthew Sweet	Mike Daly	Noelle Dwarzski	Rachel Haney
Lynn Robinson	Matthew Volkmann	Mike Eveler	Nola Van Vugt	Rachel Little
Lynn Williams	Matthew Zaffino	Mike Kalahar	Nolan Poulin	Rachel Perley
Madalynn Gavigan	Matthias Baer	Mike Kozlowski	North Cascade Tree	Rachel Quinn
Martin	Matthias Knoll	Mike Marriott	Care LLC	Rachel Skalina
Madison Dulmage	Mattox Hall	Mike Murphy	Ole Raadam	Rachelle Tomei
Madison Salvati	Maureen Anderson	Mike Palmer	Oli Christophersen	Rachid Schultz
Maggie Radford	Maureen Hartney	Mike Picco	Orange-Marie Miller	Randall Stacy
Magnus Haug	Maureen Hartney	Mike Rolfs	Owen Barry	Randy Leventhal
Malcolm Davidson	Max Blekhter	Mike Rueter	Owen Jones	Rankin Kern
Marc Michon	Max Reitz	Mitchell Pohlkamp	Pam Rand	Rawls Moore
Marc Schrameck	Max Stevens	Molly Jackson	Pam Spier	Raymond Borgen
Marc-Andre Simonpietri	Maxwell Chmielewski	Molly McEachern	Pamela Roper	Rebecca & Kurt Gisclair
Marceline Grossman	Mazama County Store	Monica Cokeley	Paolo Mottola	Rebecca Cable
Marcy Sutton	McEvan Scofield	Monica Pearia	Paris Gore	Rebecca Cahall
Margaret Richter	Meagan Teutsch	Monica Solmonson	Pat Norwil	Rebecca Hurlen Patano
Marilyn Wright	Megan Euclide	Monika Dragulski	Pat O'Brien	Regis Krug
Marita Zimmermann	Megan Hartness	Montana Harkin	Patricia Olson	Reid Farris
Marjorie and Peter Hahn	Megan Johnson	Mordechai Treiger	Patrick Ahlberg	Reid Pitman
Mark Ablondi	Megan Meier	Morgan Connelly	Patrick Christoffersen	Renee Shapiro
Mark Bryan	Megan Snyder	Murphy Breyfogle	Patrick Harper	Rex Teter
Mark Buchanan	Meghann Oudman	Myles Brady	Patrick Herrmann	Rex Villanueva
Mark Colville	Melanie McMahon	Naoko Forderer	Patrick O'Neil	Rich Marriott
Mark Cromett	Melinda Hayden	Natasha Bailey	patrick oneill	Rich Morgan
Mark Dale	Melissa Karner	Nate Hough-Snee	Patrick Philips	Richard Babunovic
Mark Daverin	Merebea Danforth	Nathalie Pauwels	Patrick Podenski	Richard Kresser
Mark G. Williams	Meredith Crafton	Nathan Berry	patrick ryan	Richard Lum
Mark Gary	Merida Scully	Nathan Davis	Paul Atwater	Richard Willy
Mark Hillman	Michael Bartley	Nathan Sneed	Paul Duff	Richard Wiseman
Mark King	Michael Brewer	Nathaniel Harrison	Paul Gillespie	Riley Suffridge
Mark Lemly	Michael Clark	Neil Garrison	Paul Przybylowicz	Rob & Erin Dies
Mark Menard	Michael Conboy	Nicholas Boswell	Paul Sozio	Rob Caldwell
Mark Moore	Michael Day	Nicholas Brune	Paul Sundquist	Robbie Scott
Mark Mroz	Michael Dryfoos	Nicholas Burks	paul wichman	Robert Alexander
Mark Stave	Michael Faoro	Nicholas Carlson	Paul Young	Robert Benke
Mark Zimmermann	Michael Grazewski	Nicholas Elliott	Paxton Hall	Robert Busack
(MF 400)	Michael Hansen	Nicholas Ferrer	Per-Ola Orvendal	Robert Carlson
Martin Benning	Michael Harding	Nicholas Franko	Perry Turner	Robert Cheng
Martin Brakke	Michael Hartmann	Nicholas Kramer	Peter Bohnenkamp	Robert Farrington
Martin Shively	Michael Haugen	Nicholas Maddox	Peter Brosseau	Robert Flowers
Marty Lentsch	Michael Holm	Nicholas Monro	Peter Bruno	Robert Grim
Marvin Wayne	Michael Holmes	Nicholas Pribble	Peter Dwersteg	Robert Grubb
Mary Jo Kochendorfer	Michael Hortsch	Nicholas Rohrbach	Peter Frey Lavallee	Robert Johnson
Mason Bowles	Michael Iwata	Nicholas Schriner	Peter Gust	Robert Keller
Mason Kassiss	Michael Knopp	Nicholas Sweet	Peter Hill	Robert Kim
Mat Coffey	Michael Koerner	Nici Bissonnette	peter jenkins	Robert Marshall
Matt Baker	Michael Lankford	Nick Bankus	Peter Loft	Robert Peters
Matt Carroll	Michael Lanoue	Nick Curtis	Peter Manias	Robert Schiesser
Matt Crull	Michael Malencia	Nick Leader	Peter O'Connor	Robert Tekiela
Matt England	Michael Meholic	Nick Miller	Peter Sundberg	Roberta Johnson
Matt Goguen	Michael Myers	Nick Murad	Peter Woodward	Robin Pitt
Matt Kuebler	Michael Nahum	Nick Roe	Peter Wurden-foster	Robin Shishido
Matt Leon	Michael Powell	Nick Sicuranza	Petet Stephen	Rocky Little
Matt Llobet	Michael Rudolf	Nick Tucker	Phil Bird	Rodger Voorhies
Matt Miller	Michael Searing	Nick Waldo	Phil Lepanto	Roger Joys
Matt Page	Michael Silver	Nicola Temple	Phil Schneider	Ron Fleck
Matt Patterson	Michael Steiner	Nicolas Michal	Philip Amdal	Ron Gery
Matt Pawelski	Michael Talmadge	Nicole LeBlond	Philip Lau	Ron Ikens
Matt Radacosky	Michael Trantum	Nicole Lukas	Philip Spadaro	Ron Snyder
Matt Robertson	Michael Vaughan	Nicole Mauriello	Philippe Le Mouel	Ronald McManmon
Matt Stone	Michael Villanueva	Nicole Williams	Phillip Andersen	Rory Rohm
Matt Wilkinson	Michael White	Nigel Steere	Phillip Wilson	Ross Girshick



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Ruben Delgado	Scott Clements	Stephen Ottosen	Thor Wagner	Tyler Burnett
Russell Asher	Scott Halligan	Stephen Roberts	Tiffany Wilson	Tyler Campbell
Russell Marihugh	Scott Henderson	Stephen Senna	Tim Bellis	Tyler Drace
Ryan Adams	Scott Johnson	Steve Beauchamp	Tim Cheeney	Tyler Keller
Ryan albright	Scott Kindred	Steve Drozdowski	Tim Ferguson	Tyler Patterson
Ryan Allen	Scott Kushino	Steve Heywood	Tim MacDonald	Tyler Sell
Ryan Alspaugh	Scott Larson	Steve Kopp	Tim Matsui	Tyler Smits
Ryan BalFour	Scott Lipp	Steve Kunnen	Tim Sale	Vertical Contruction
Ryan Bush	Scott Odle	Steve MacCallum	Tim Sargent	Group
Ryan Devane	Scott Porad	Steve McCarthy	Tim Wanek	Victor Mesny
Ryan Harris	Scott Schopman	Steve Rybolt	Tim Zimmerman	Vladimir Oster
Ryan Johnson	Scott Shinneman	Steve Saugen	Timmy Siler	W W
Ryan Kennedy	Scott Spear	Steve Whitaker	Timothy Ahlers	Wade Gaughran
ryan klym	Sean Albert	Steve Wilson	Timothy Byrnes	Walker Layne
Ryan Petersen	Sean Egan	Steven Carroll	Timothy Jansen	Walt Wyman
Ryan Schademan	Sean Fearon	Steven Hood	Tobae McDuff	Walter Thorn
Ryan Sieber	Sean Gertz	Steven Masters	Tod Bloxham	Warren Caldwell
Ryan Sobotka	Sean Montgomery	Steven Sloss	Todd Gray	Warren Lisser
Ryan Spencer	Sean Perry	Stewart Harmon	Todd Haferkamp	Wei Chiang
Rylee Lewis	Seth Meyer	Stu Grayson	Todd Havener	Weinong Wang
Ryne Schwartzburg	Shane Hu	SuJâ??n Chon	Todd Lee	Wendy Kahn
Sahala Swenson	Shane Tully	Sungwoo Choo	Todd Peed	Wesley Geer
Sam Beatt	shane warnock	Susan Horst	Todd Wentworth	Wiley Abbott
Sam Beck	Shane Wright	Susan Marvel	Tom Baldwin	Will Tabor
Sam Fletcher	Shannon Zeller	Susan Price	Tom Broznowski	William Davis
Sam Frederick	Sharon Mast	Susan Shih	Tom Eckhout	William Devlin
Sam Hotaling	Sharon Sugden	Suzanne Leta	Tom Eglin	William Jahncke
Sam Peterson	Shawn Kenner	Suze Woolf	Tom Jacobi	William Seaman
Sam Pskowski	Shawn McBrien	Tad Stein	Tom Miller	William Vanderwilt
Sam Stearns	Shawn McDermott	Tallis Andresen	Tom Skoog	Willis Hughes
Sam Wright	Shawn McGaff	Tamara Hayes	Tom Wooding	Wim Aarts
Samantha Cook	Shawn McGehee	Tammy VuPham	Tony Calvert	Xiao Fu
Samantha George	Shelby Burgess	Taylor Duke	Tony Cannistra	Xiaoxiong Tian
Samantha Goff	Shelia Zentler	Taylor Scott Berkley	Torsten North	Yijie Wang
Samantha Hastings	Shelley Devereaux	Ted Wiederhold	Tory Hayssen	Yu-Hang Kuo
Samantha Sanders	Shelly Larsen	Tennyson Jones	Tory Robinson	Yuko Fukuda
Sami Khoury	Sheri Treat	Terra Yardley	Townson	Yulia Kolesnikova
Samuel Naney	Sherry Mezger	Thaddeus Allen	Tracy Burrows	Yves Arrouye
Sander Vinberg	Solomon Krevans	Thaddeus Duhme	Travis King	Yvonne Kraus
Sandra Smith	Sophie Hartshorn	Tharin Huisman	Travis White	Zac West
Sanman Rokade	Soren Jacobsen	Thatcher Kelley	Tre Nabstedt	Zach Cotter
Sara Carter	Spencer Biddle	Theodore Knight	Trenton Cladouhos	Zach Mason
Sara Dickerman	Spencer Kadas	Theodore McClure	Trevor Hodge	Zachary Henderson
Sara Sharkey	Spencer Smith	Thomas Christian	Trevor Schongalla	Zack Douglas
Sara Vegter	Stephanie Benedict	Thomas Demshki	trevor seton	Zack McGill
SaRah Busse	Stephanie Camello	Thomas Donahue	Trevor Swedeen	Zack Wentz
Sarah Davis	Stephanie Decker	Thomas Erlandson	Tricia Eastman	zane behnke
Sarah Holt	Stephanie Keske	Thomas Hussey	Tristan Evans	Zosh Kuball
Sarah Pernick	stephanie ralph	Thomas Jeanne	Tristan Van Stirum	Zsolt Marton
Sarah Roehl	Stephanie Rettig	Thomas Jolley	Tuan Pham	
Sarah Vickers	Stephen Cook	Thomas Jolley	Tuuli Hakala	
Scott Baker	Stephen Ettinger	Thomas Lewis	Ty Ruijters	
Scott Bellis	Stephen Hirsch	Thomas Winkler	Tyler Bowen	