



The auction of the 2021 Everyday Heroes Truck, built by Inland Kenworth from donations by multiple sponsors, brought TAT its largest donation ever. See story page 4-5.

2021 ANNUAL REPORT



TAT in Action

Signage Makes a Difference!

An adult female potential victim of trafficking called the hotline from a truck stop where she had locked herself in the bathroom. The potential victim reached out to the hotline after seeing the hotline number posted in the bathroom. The potential victim was actively calling 911 as well and speaking with them to get assistance leaving the situation. The hotline provided referrals to local organizations in the area that could potentially support the potential victim.

Make the Call, Save Lives.

1-888-3737-888 (US) | 1-833-900-1010 (Canada)
01800-5533-000 (Mexico)
Text INFO or HELP to BeFree (233733)



**Names, locations, and other identifying information have been changed and/or omitted to preserve the confidentiality of the people we serve.*

TAT in Action

Download the App Today!

A truck driver, using the Truckers Against Trafficking app, reported observing two minor potential victims at a truck stop to the National Human Trafficking Hotline. The driver also alerted local law enforcement to the situation. The hotline delivered the driver's observations to their law enforcement contacts and to Child Protective Services.

Make the Call, Save Lives.

1-888-3737-888 (US) | 1-833-900-1010 (Canada)
01800-5533-000 (Mexico)
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Kendis Paris

Photo Credit: Thomson Reuters Foundation

Letter from the Executive Director

For many, 2021 found us engaging in a fight against a mercurial enemy and adjusting to a new normal ... masks, social distancing, COVID tests and vaccinations, etc. *But for the United States trucking industry, the fight against human trafficking isn't new ... it's just the norm.*

From a truck stop employee whose direct actions and quick thinking aided a woman who was being sexually exploited, to three professional drivers now serving on TAT's executive leadership team, to increases in calls to the national hotline that led to the recovery of victims, to tens of thousands more professional drivers registering as TAT trained, and carriers all across this great nation stepping up their partnerships with TAT in a myriad of ways -- including building out and bidding on the third Everyday Heroes Truck that garnered TAT its largest donation ever -- combating human trafficking is now an integral part of trucking's DNA. And all this, while moving America.

We're also seeing the bus and energy industries, along with our state agency partners and portions of Canada and Mexico, embrace this work on a targeted systems-change level ... whether

it be adopting anti-trafficking-in-persons policies with a demand-reduction focus, implementing anti-trafficking training across the board for all employees, expanding what was once a state agency quad-state awareness campaign to encompass the majority of North America or forming the necessary private-public partnerships and committees to do the long-term work of counter-trafficking initiatives. All of these actions ultimately lead to victim recovery.

The following pages of this report outline their work and efforts alongside TAT. We are incredibly grateful and humble to be working with these partners who demonstrate what can be done when everyday heroes decide to step up and get involved. As always, we are indebted to them, and dedicate this report to each and every trucker against trafficking out on the roads.

TAT BY THE NUMBERS



5,068
Freedom Drivers Project

5,068 people toured or viewed the Freedom Drivers Project at 35 events, either in person or virtually.



142
Presentations

142 presentations were given by TAT staff.




921
Law Enforcement

921 law enforcement officers received TAT training through both in-person and virtual events, including the last three Justice Seekers panels.



1,288,862
TAT Trained

Registrations of TAT Trained on our website are up from 1,014,367 at the end of 2020 to the current number of 1,288,862.



637
Coalition Builds

637 people participated and received training through seven Coalition Builds, which worked as multipliers for TAT programs to hundreds of organizations and their employees.

TAT BY THE NUMBERS

66 New Carriers

66 new carriers registered on TAT's website in 2021, resulting in 69,471+ drivers being TAT-trained as a result of Corporate Engagement (CE) interactions with shipping partners and other organizations. CE staff presented at 31 events, 27 of which were virtual, to 1,854+ audience members.

634 Empower Freedom

634 people heard Empower Freedom presentations, and the number of trained energy personnel rose to more than 11,440.

7,737+ Canada

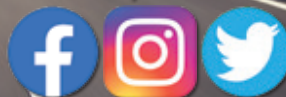
7,737+ people are TAT and BOTL trained in Canada.

167,648+ BOTL

167,648+ registered trained through Busing on the Lookout (BOTL). This includes more than 245 transit agencies, more than 80 private bus companies, more than 1,900 school districts and partners in all 50 states.

193,761 Social Media

193,761 people follow TAT on Facebook, up from 190,443 at the end of 2020. TAT had 28,752 Twitter followers in 2021 and 14,731 followers on Instagram



2021 Everyday Heroes Truck brings in TAT's largest donation ever



Ritchie Bros. auctioned off the third Everyday Heroes Truck from Inland Kenworth on Dec. 10 for \$260,000 to Sergei Kodryanu, CEO of Freestyle Transport in Vancouver, Washington, with proceeds benefiting Truckers Against Trafficking. With additional truck sponsor donations, TAT will receive a check for over \$300,000, the largest single donation in its history.

“The Everyday Heroes Kenworth T680 Next Gen auction was a fantastic success, thanks to Freestyle Transport and our incredible sponsors, who generously donated parts and money to build this special truck,” said Don Blake, new truck sales manager at Inland Kenworth – Phoenix, TAT board member, and driving force behind this year’s auction. “Our goal was to build off the success from the previous two Everyday Heroes Kenworth trucks sold at auction by generating a larger donation to TAT than ever before. We were able to do just that, thanks to heightened interest in the new Kenworth T680 Next Gen and Greg Evigan’s involvement in promoting TAT and this auction.”



(L to R): Don Blake and Greg Evigan, star of BJ and the Bear, take a glamour shot with the Everyday Heroes Truck.



(L to R) Lance Little, president of Freestyle Transport, and Sergei Kodryanu, CEO of Freestyle Transport, plan to increase awareness about the crime of human trafficking through their new 2021 Everyday Heroes Truck.

“Truckers Against Trafficking is a tremendous organization. Congratulations to Freestyle Transport. Your generous bid for the Everyday Heroes Truck will make a difference in our communities and help those in need,” said Evigan, who is well-known for his starring role in the 1979-1981 “B.J. and the Bear” television series. “It was a pleasure to be involved in this project driven by Don Blake to promote the Everyday Heroes Truck auction and raise awareness for human trafficking.”

Blake’s leadership in the Everyday Heroes Truck project has resulted in substantial contributions to TAT. The 2017 truck raised \$83,000, and the 2019 version contributed \$162,000. His dedication to TAT and the ultimate goal of ending human trafficking is the perfect example of how one person can lead an effort that makes a significant positive impact in local communities and beyond, according to Genevieve Bekkerus, Kenworth director of marketing.

“Don truly is an inspiration to all of us, and an excellent representative of Inland Kenworth and the Kenworth dealer network,” said Bekkerus. “Don has put a lot of time and effort into making this auction happen, and it’s been a pleasure to support him in such a great cause. The trucking community once again showed its generosity by coming together to support TAT and the fight against human trafficking.”

The Everyday Heroes Kenworth T680 Next Gen is fully loaded with a 76-inch sleeper, and PACCAR Powertrain featuring a 510-hp PACCAR MX-13 engine, PACCAR TX-12 automated transmission and PACCAR DX-40 rear axles.

To make the Everyday Heroes Kenworth T680 Next Gen truck possible, Kenworth Truck Company, Inland Kenworth, and other leading companies and organizations in the trucking industry provided significant support. Other sponsors include: Alcoa, Arizona Trucking Association, Chevron, Davco, East Penn Batteries, Eaton Corporation, FlowBelow, GraMag, Horton, Independent Carrier Safety Association, Jost Fifth Wheel, Knight-Swift Transportation, Meritor, PACCAR Financial, PACCAR Parts, Pana-Pacific, PrePass, Ritchie Bros., Southwest Truck Driver Training, Tectran, The Vomela Transportation Group, Trimble, Utility Trailer Sales Company of Arizona, and WABCO.



TAT Champion Awards recognize industry leaders in fighting human trafficking

The fight against the injustice of human trafficking is the work of thousands of dedicated and committed people taking place on continents and in countries around the world. Without the support, commitment and actions of the organizations, associations and state agency partners TAT works with, the gains made in the fight against human trafficking in the United States would take a huge

leap backward. Each year, therefore, TAT recognizes and honors the outstanding creative, innovative, generous and dedicated efforts of specific partners, whose actions have significantly helped to engage more members of the industries TAT works with, as well as the efforts of more agencies and organizations within their state and the nation, in the fight to end the crime of human trafficking.



Dr. Ken Armstrong, outgoing FTA president and CEO (fourth from left), received the TAT Champion Award for the FTA. From left are Scott Perry, TAT Board Chair and incoming FTA Board Chair; Phillip Fulmer, outgoing FTA Board Chair; Kylla Lanier, TAT deputy director, who presented the award; Armstrong; and Dr. Alix Miller, FTA president and CEO.

TAT Champion Award in Association Category: Florida Trucking Association

The Florida Trucking Association (FTA) received the 2021 TAT Champion Award in the Association Category at their annual conference in Orlando on July 23.

Ken Armstrong, outgoing FTA president and CEO, accepted the award on behalf of the FTA leadership from TAT Deputy Director Kylla Lanier. In announcing the award, Lanier said, “The Florida Trucking Association has been one of our staunchest supporters in the fight against human trafficking, taking this issue on as their own and making it a priority. Through every avenue available to them, they have leveraged their influence on TAT’s behalf to help build an army of eyes and ears on our roadways to recognize and report this crime.”

Examples of the FTA’s work with TAT includes:

- Ensuring the Florida Road Team was TAT Trained
- Educating legislators on prospective bills concerning human trafficking training for truckers
- Publishing articles in the Florida Truck News about TAT and human trafficking and keeping TAT training on FTA members’ radar through frequent messaging from FTA leaders

- Speaking to the state human trafficking coalition about trucking’s position on human trafficking
- Participating on a leadership panel at the state Human Trafficking Summit
- Becoming a Copper Level TAT sponsor
- Issuing a challenge from the FTA Board to all members to TAT Train their drivers
- Inviting TAT to present to company leadership and safety directors at the Florida Truck Driving Championships and the FTA Annual Conference and asking TAT to present to the Florida Third Party Testers conference
- Working with Florida Highway Safety and Motor Vehicles to include substantial TAT information in the driver’s manual
- Co-hosting a TAT Coalition Build with the Florida Attorney General’s Office
- Participating in the launch of the Florida Highway Heroes program

“Florida Trucking Association is honored to receive the TAT Champion Award this year,” said Alix Miller, FTA president and CEO. “Our members are committed to train employees to spot human trafficking victims and help put an end to this horrific crime. We look forward to continuing our work with Truckers Against Trafficking as we advocate for and protect victims.”



Receiving the TAT Champion Award for OSHP were (L to R) Staff A Lieutenant Reimer, Captain Ray Martin and MCEIS Brandon Evans

TAT Champion Award in the State Agency Category: Ohio State Highway Patrol

“When we were considering the recipient for the state agency category of our TAT Champion Award, we wanted to honor one of our very first law enforcement partners who took on the TAT mission and made it their own,” Kylla Lanier, TAT deputy director, stated in her presentation remarks at the Commercial Vehicle Safety Alliance Annual Conference in Wilmington, Delaware at the end of August.

She continued, “Under the initial inspired leadership of Captain Mike Crispen, now Chief of the Whitehall Police, followed by the leadership of Captain Dave Allwine, and now through the continued partnership with Captain Ray Martin, we are excited to announce that the Ohio State Highway Patrol (OSHP) Motor Carrier Enforcement Division is the recipient of the 2021 TAT Champion Award in the State Agency Category.”

OSHP was an early adopter of TAT’s Iowa MVE Model. They have continued to maintain their full adoption of the six core elements. Beyond that, Ohio became the first state in the country to require the addition of anti-trafficking training to the curriculum at CDL schools throughout their state. They hosted TAT’s Freedom Drivers Project at their state fair and staffed it with officers in order to raise awareness about human trafficking.

In addition to creating a transportation coalition to combat

trafficking in Ohio, which included trucking, transit, taxis and truck stops and resulted in widespread TAT training across modes, Chief Crispen appears in TAT’s law enforcement video, educating his fellow officers about the indicators of human trafficking.

Ohio was among the original three states to have a joint human trafficking awareness operation every January, and OSHP continues to participate in what has become a week-long Quad-State human trafficking initiative alongside Michigan, Illinois and Indiana.

TAT team members have been hosted at OSHP headquarters to provide training to their officers. OSHP and TAT have participated in and presented at the annual human trafficking conference in Ohio that is sponsored by members of the state senate.

OSHP also uses asset forfeiture funds to pay for TAT materials which they use throughout their state, and they collect data on interdiction stops that turn into human trafficking cases.





From left: Lou Riveccio and Nikki Clifton, from UPS, both spoke following the presentation of the TAT Champion Award in the Organization Category to UPS by Kendis Paris, TAT executive director.

TAT Champion Award in the Organization Category: UPS

TAT named UPS the winner of the 2021 TAT Champion Award in the Organization Category. Kendis Paris, executive director of Truckers Against Trafficking (TAT), presented the award to Lou Riveccio, UPS Corporate Transportation president, and Nikki Clifton, president of UPS Social Impact and The UPS Foundation, at a luncheon at the American Trucking Associations Management Conference and Exhibition Oct. 25 in Nashville, Tennessee.

UPS began its partnership with TAT in 2016. But, in addition to its work with TAT, which includes being a TAT sponsor at the highest – North Star – level, training more than 100,000 of their drivers, donating over 40 hauls for TAT’s mobile museum to events across the nation, allowing employees to be involved in numerous capacities with TAT on company time to spread awareness of human trafficking and the fight against it and serving on TAT’s Board of Directors since 2012, UPS also uses its influence through the trucking industry to encourage other companies to become TAT trained.

“When we say that UPS is a ‘north star’ partner of TAT, no exaggeration is implied,” explained Paris. “They truly help guide our work by marshaling their resources on behalf of counter-trafficking initiatives, providing thought leadership, and supporting their drivers’ changemaking volunteerism. In doing so, they serve as a social-good exemplar to others in private industry.”

UPS has adopted an enterprise-wide anti-trafficking-in-persons policy, which strictly prohibits the use of any UPS assets or resources for any purpose that would enable the trafficking of persons. They partner with the DHS Blue Campaign and

teamed up with Wellspring, a Georgia-based survivor’s advocacy program, to provide employment opportunities to survivors of human trafficking.

UPS is also leveraging the power of corporate philanthropy to invest in organizations like the United Way Worldwide Center on Human Trafficking and Slavery and the Leadership Conference on Civil and Human Rights. That partnership employs a comprehensive and ground-breaking approach which convenes community leaders – including relief and human service agencies, medical providers, local government, employers, advocates, citizens and more – around the singular issue of fighting local human trafficking, in many cases, for the first time. Through this collaboration, they’re identifying needs and gaps at the community level, including housing, services, training and policy.

Additionally, UPS employees have donated more than \$5 million toward the Anti-Human Traffick Impact Fund through the United Way Center on Human Trafficking and Slavery.

In many public forums and presentations, UPS leadership use the opportunities they’re given to educate others on what they can do to join the fight. A TED Talk given by Clifton, detailing three ways businesses can fight human trafficking and personalize their efforts through their own “special sauce,” has now been seen by more than a million people.

Clifton shared, “Our work with TAT aligns with UPS’s purpose to move our world forward on delivering what matters. We are honored to accept this award and are proud to say that UPS drivers are part of the everyday heroes keeping communities safe by identifying and reporting red flags of human trafficking networks.”

Sapp Brothers employee wins Harriet Tubman Award

Sapp Bros. Travel Center Cashier Jessica Chapman from Junction City, Kansas received Truckers Against Trafficking's (TAT) 2021 Harriet Tubman Award for helping a woman who had been sexually exploited.

In early 2021, Chapman noticed a woman in the travel center who seemed distressed. She also noticed a man near her. She caught the woman's eye and asked her if she was alright. The woman approached Chapman and acknowledged she wasn't okay. Because the man was in the store, and so as not to arouse suspicion, Chapman took down a rewards application and acted like she was helping the woman fill it out, all the while gathering information about the situation in order to call law enforcement. Her quick and very intelligent response led to the arrest of the man, and allowed the woman, who had been sexually exploited, to get to a safe place.

"Jessica's alert and immediate actions on behalf of the victim of sexual exploitation are indicative of what this award is all about," enthused Kendis Paris, TAT executive director. "Her TAT training, combined with empathy and courage, are exactly what that woman needed that night."

"We're extremely grateful to Jessica for her quick thinking and the utilization of the training she received with Sapp Bros.' Help Now campaign, which was created as a result of our partnership with TAT," said Andrea Galvin, Sapp Bros' Marketing. "We're proud to support TAT and their mission to combat human trafficking. We train our employees at Sapp Bros. using TAT's methods to recognize and react appropriately when they identify situations that could be human-trafficking related."

She continued, "We hear of stories like the one Jessica experienced, and you think it doesn't happen in your locations, but it does. It's right in front of us. We're committed to continuing to educate and empower more employees at Sapp Bros. and the drivers that visit our locations. We were excited to have TAT and Protective Insurance join us in celebrating our 50th Anniversary and the awarding of the Harriet Tubman Award."

The Harriet Tubman Award presented by Protective Insurance, which carries with it a \$2500 check, is named in honor of famed abolitionist Harriet Tubman, whose courageous personal actions resulted in the transportation of 300 slaves to freedom through the Underground Railroad and whose overall role in the freedom movement was instrumental in the freeing of thousands more. Born into slavery in 1820, Miss Tubman was the first African American woman buried with full military honors and the first to have the inaugural Liberty ship named after her – the SS Harriet Tubman – by the US Maritime Commission. The award was created to honor a member



Jessica Chapman

of the trucking, bus or energy industries each year, whose direct actions help save or improve the lives of those exploited or prevent human trafficking from taking place.

"The training from Sapp Bros. about human trafficking helped me recognize something was wrong, and then my instincts took over," commented Chapman. "I was just really glad I could help. I'm very appreciative to win the 2021 Harriet Tubman Award."



TAT sets goals in diversity, equity and inclusion to help fight human trafficking and injustice

Introducing the inaugural members of the TAT Advisory Committee



Top row, L to R: Arian Taylor, professional driver, Ballard Trucking; Kristen Beck, SVP Supply Chain & Logistics, LafargeHolcim; Harneet Sihota, Human Resources director, Kam-Way Transportation; Eric Higgs, president of Boys & Girls Club at Middle Tennessee (TAC Chair); Doug Estrada, regional senior director, Walmart **Bottom row, L to R:** Anthony Maez, special agent in charge/commander, New Mexico Office of the Attorney General; Kellylyn McLaughlin, professional driver, Schneider; Courtney Baldwin, survivor-leader; Jana Pfeifer, special investigations, New Mexico Office of the Attorney General; Candice Shaw, executive director, Ottawa Rape Crisis Center



Desiring to increase staff understanding of racial inequity and be able to tackle systems change in the area of racial equality and justice, TAT partnered with Kardia Advisory Group in 2021, a team that specializes in helping organizations create and cultivate inclusive diverse workplaces where people thrive in order to prioritize racial equity. TAT completed its first Equity and Inclusion Audit and has made significant movements. Since March, TAT has:

- Formalized its first racial equity commitment statement
- Identified corporate and departmental racial equity outcomes
- Determined an equity-driven performance goal(s) for each staff member
- Launched an Advisory Committee comprised of industry leaders who are racially/ethnically diverse

THE INNOCENCE INITIATIVE POWERED BY MEASURE

- Collectively completed 285 hours of Cultural Intelligence learning
- Identified a new partner in MEASURE, and will become part of their Innocence Initiative in 2022, working to address the “adultification” of black girls within TAT’s system borders

TAT Advisory Committee (TAC)

To help achieve TAT’s vision of affecting targeted systems change by creating the largest mobile army of transportation professionals dedicated to discovering and disrupting human trafficking networks, the organization officially launched its TAT Advisory Committee (TAC) in July. Comprised of thought leaders and resource activators, TAC expands the network and expertise of our existing leadership team, acts as a sounding board for strategic decisions,

advises TAT staff in specialty areas, such as communications and marketing, resource development, diversity, equity and inclusion, program delivery and thought leadership and serves in additional ways, as they are able.

Members immediately set to work via their focus areas and have produced the following:

- **Pfeiffer** facilitated an introduction between BOTL and her contacts at First Nations Community HealthSource, which led to them co-presenting with BOTL at the National Transportation in Indian Country Conference at a session titled *Tribal Transit on the Lookout to Combat Human Trafficking*.
- **McLaughlin** is working steadily at Schneider to get TAT decals on all tractors and have the TAT survey adopted and implemented.
- **Shaw** sent a candidate option for one of the three job openings at TAT and worked with TAT team members to develop and co-present at TAT's *Connecting the Dots: Indigenous Perspectives on Colonialism and Human Trafficking* panel held the end of October.
- **Estrada** helped facilitate a key leadership meeting within Walmart regarding their partnership with TAT and brainstormed with TAT leadership on how to work together on TAT's upcoming DEI efforts.
- **Maetz** participated in a listening session with TAT team members to discuss the racial breakdown of trafficking survivors in New Mexico, and the disparity, if any, related to prosecutions and services for survivors based on race, etc. He and Pfeiffer are also working with TAT team members in preparation for TAT's energy-specific, New Mexico-based Coalition Build scheduled for 2022.
- **Baldwin** agreed to present in one or multiple virtual events TAT will conduct during National Human Trafficking Awareness Month (NHTAM), providing a BIPOC survivor-leader's perspective on how systemic racism contributes to sex trafficking.
- **Beck** ensured the global human rights policy at LaFargeHolcim now includes counter-trafficking initiatives, conducted media

campaigns promoting this update and the work of TAT, spoke at the Annual Waterways Council meeting in November to debut their employee and vendor human trafficking training and mandatory requirement and is working with TAT team members to conduct an online event in January as part of NHTAM.

Towards the end of the year, TAC members tackled additional opportunities that included NHTAM preparations and TAT's end-of-year matching grant campaign.

TAT Racial Equity Statement

As an abolitionist NGO, Truckers Against Trafficking seeks to understand, address and disrupt the systemic racism that is inherent in human trafficking. To develop a healthy society, where no one is exploited in human trafficking, we commit to leading differently by grounding our work in racial equity.

We recognize that our organization must address historical and contemporary injustices from a posture of humility; thus, we will use our position within the transportation industry to amplify the voices and lived experiences of survivors of trafficking, recognizing that black, indigenous and people of color are disproportionately affected.

TAT will push ourselves and our key sectors to confront, examine and adapt decisions, policies and practices to ensure that we and they help, rather than harm, individuals and communities of color. We will hold ourselves accountable by:

- Creating a strengths-focused work environment that openly discusses and addresses barriers of racial diversity and inclusion
- Partnering with leaders and groups committed to addressing root causes of vulnerability
- Undergoing trainings and educating our audience about human trafficking in its fullness, including the consequences of structural racism in the US and Canada

TAT in Action

A truck driver contacted the National Human Trafficking Hotline after an adult male and minor female approached him and the adult offered the minor for commercial sex. The driver contacted local law enforcement. The hotline reported to law enforcement contacts and Child Protective Services.

New CVSA program ensures greater adoption of TAT law enforcement goals



The Commercial Vehicle Safety Alliance (CVSA), a nonprofit association comprised of local, state, provincial, territorial and federal commercial motor vehicle safety officials and industry representatives, created a Human Trafficking Prevention Program in 2020 and held its first public meeting at CVSA's annual conference and exhibition in 2021.

In affirmation of TAT's training and programs, CVSA has adopted TAT's Iowa Motor Vehicle Enforcement Model and industry-specific training as part of the program, and are planning a new three-day human trafficking awareness initiative in 2022 which will consist of three three-day awareness, education and outreach initiatives, one in the U.S., one in Canada and the other in Mexico. The U.S. event will start on U.S. Human Trafficking Awareness Day and run Jan. 11-13; the Canadian event will start on Canada's Human Trafficking Awareness Day and run Feb. 22-24; and, in Mexico, their event will start on March 15 and run March 15-17. Additionally, Mexico will distribute the newly designed wallet cards in the month of March (see article pages 30-31).



The awareness and outreach effort will seek to educate commercial drivers, motor carriers and others about the crime, signs to look for and what to do "if you think someone is being trafficked." Leading up to the initiative, CVSA will work with TAT to distribute wallet cards and window decals.

Included on CVSA's website, in information about the program, are TAT's window sticker and wallet cards for order and a TAT best-practices document "to assist agencies and jurisdictions in expanding activities beyond the six core and six additional elements of the Iowa MVE model."

Chairing the CVSA Human Trafficking Prevention Program are Chief David Lorenzen, director of the Office of Motor Vehicle Enforcement of the Iowa Department of Transportation and a TAT Board member; Lt. Col Mike Krumm of the Michigan State Patrol; Jake Elovirta, CVSA liaison; and Kylla Lanier, TAT deputy director.

"The collaboration amongst the states, Canada and Mexico is unprecedented as we join together to fight human trafficking through the commercial vehicle industry," Lt. Col. Krumm said. "Without the defined focus of groups like Truckers Against Trafficking and the leadership of the Commercial Vehicle Safety Alliance, this could not have been possible. "



Survivor-Leader and TAT Training Specialist Annika Huff provided a survivor's perspective to law enforcement in Illinois.

Law Enforcement Trainings

In other activity focused on law enforcement, TAT concluded its Justice Seekers panels with three events on demand, which drew 250 officers total. Two of the events were panels focused on demand and the third was a direct instruction event speaking about buyers of commercial sex. The first demand panel members were survivors Tanya Gould, Christine McDonald and Annika Huff. The John Stings panel included Sgt. Brad Bakeman from the Orlando Police Department; Bobbi Jo Pazdernik, senior special agent, Predatory Crimes Section of the Minnesota Bureau of Criminal Apprehension; Melissa Flod, an analyst for the Minnesota Bureau of Criminal Apprehension; and Detective Derrick Wilczek from the Overland Police Department. The direct instruction event speakers were TAT Deputy Director Kylla Lanier and Survivor-Leader and TAT Training Specialist Annika Huff.

TAT conducted seven in-person trainings. These included trainings for the Western States Information Network (WSIN) and New Jersey Sex Crimes Officers' Association (NJS COA), two mixed agency trainings in Texas and Illinois and three state patrol trainings in Kansas and Colorado for a total of 671 officers trained. For 2022, TAT already has 22 law enforcement trainings scheduled.

Training Survey Results

1. The briefing presented information that was new to me. **74% Agree**
2. I recognize the trucking and bus industries as viable partners in the fight. **98% Agree**
3. I now know more about how to identify human trafficking and how to communicate with a possible victim using a victim-centered approach. **97% Agree**
4. Hearing the survivor speak was powerful. **99% Agree**
5. The case studies will help me recognize red flags of human trafficking at interdiction and inspection stops. **97% Agree**
6. Non-survivor presenter was knowledgeable and approachable. **100% Agree**
7. I am interested in adopting the Iowa MVE model and passing out TAT/BOTL materials to trucking and bus industry members I encounter. **78% Agree**
8. I would recommend attending a briefing like this to others in my field. **99% Agree**

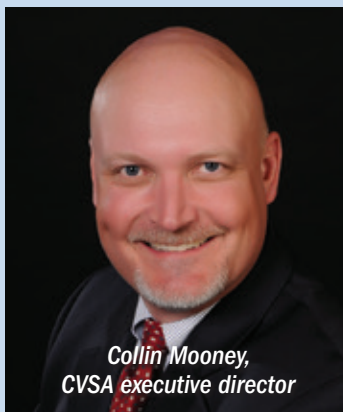
Iowa MVE Model

In 2021, TAT saw four states move from partial to full adoption of the Iowa MVE Model, bringing the numbers to 33 states at full adoption and 15 at partial adoption. The four states moving to full adoption were New Mexico, Idaho, Mississippi and Minnesota. Two Canadian provinces, Yukon and Ontario, partially adopted the Canadian CVE Model, which is the Canadian equivalent of the Iowa MVE Model.

Partner Profile: Collin Mooney, CVSA Executive Director

Collin Mooney, who lives by the creed that anything worth doing is worth doing well, is a reflective leader with strengths he believes center on team and relationship building, deep industry knowledge and an international perspective on transportation public safety. He has more than 30 years of experience in the transportation safety industry, all of which have been dedicated to truck and bus safety. Prior to joining CVSA in 2003, his public safety career began in Canada with the Saskatchewan Highway Transport Patrol, as well as more than a decade with the Alberta Commercial Vehicle Enforcement Branch.

When it came to the issue of human trafficking, however, he admitted undergoing a bit of an educational curve. “Even though I was somewhat familiar with human trafficking activities throughout the world, I had a lack of knowledge and insight of the problem domestically. I never for a moment thought this was an issue in developed countries like the United States or Canada,” Mooney shared. “Once I became aware of the underground economy and challenges associated with human trafficking domestically, I was confused as I tried to put this into perspective by reflecting back to my early patrol years and analyzing many of my traffic stops. Did I ever encounter a human trafficking event and missed the warning signs? Did I fail to identify a situation and was someone’s life changed forever because of my inaction?”



*Collin Mooney,
CVSA executive director*

So, when Alliance member Chief David Lorenzen with the Iowa Department of Transportation, Motor Vehicle Enforcement, began discussing the issue with him, he listened. “I believe I first learned of Truckers Against Trafficking (TAT) a few years ago from Chief Lorenzen,” he related. “He’s a cornerstone and a pillar of knowledge, viewed by many of his colleagues as a proactive, thought-provoking leader, who has brought many new ideas to the organization.”

In 2019, Chief Lorenzen asked Mooney how the Alliance could assist with spreading the word to the CMV enforcement community about the Iowa Motor Vehicle Enforcement (MVE) Model, which activates law enforcement officers and state agencies in combating human trafficking. That inquiry resulted in the creation of a new program, now titled the Human Trafficking Prevention Program, with the goal of reducing human trafficking throughout North America through coordinated enforcement and investigative and educational awareness measures within the commercial motor vehicle industry.

“As the organization who primarily represents the CMV enforcement community, our members are on our roadways every day, and, often times, the individuals committing the crime of human trafficking are using our roadways to do so,” Mooney stated. “That’s why awareness is critical. Knowing what to look for and how to respond is essential. Working together, we can put an end to human trafficking.”

In 2021, Mooney also completed a personal goal of a “thru-hike” of the Appalachian Trail, which doubled, for him, as an opportunity to “manage my personal mental health and work on a performance objective of evaluating the organization’s stability by removing myself from the day-to-day activities for an extended period of time in order to stress test the organization’s resiliency.”

A thru-hike is an end-to-end backpacking trip on a long-distance trail in 12 months or less. Mooney completed the 2,193.1 miles from Springer Mountain in Georgia to Mount Katahdin in Maine over the course of six months, but in 110 actual hiking days, averaging just under 20 miles a day, hiking usually from sunrise to sunset, with a number of days where he hiked well into the night with only a headlamp. He believes the time he spent on the trail reflecting on CVSA organizational activities revealed several areas to focus on and resulted in being one of the most rewarding experiences of his life.



Mooney at end of Appalachian Trail

Coalition Build connections extend TAT's reach



Agent Bobbi Jo Pazdernik, Predatory Crimes Section, Minnesota Human Trafficking Investigators Task Force (MNHITF), Bureau of Criminal Apprehension, provided her state's human trafficking data at the Minnesota Coalition Build.

TAT's Coalition Builds (CB) are a critical tool for bringing together diverse partners across the United States and Canada to build networks and collaboration to close loopholes to traffickers. They serve as catalysts for public-private partnerships at the local and state levels, where they generate new partnerships within industry and law enforcement, which are then able to extend the human trafficking awareness and training they gain more deeply into their communities. Existing partners often decide to go beyond simply training their own companies and leverage their networks and leadership position to bring more industry stakeholders to the table, with the goal of assisting law enforcement in a particular area. Additionally, other TAT champions try out new program models with TAT that meet niche industry intersections and potential victims.

In 2021, seven CBs drew 637 industry representatives, law enforcement and government agencies in Reno, Nevada, McPherson, Kansas, Bemidji, Minnesota, Atlantic City, New Jersey, Boise, Idaho, Bloomington, Illinois and Shreveport, Louisiana. Cohost and partner agencies for these events included four Attorney's General offices, five industry associations, one energy company, and six local and state law enforcement agencies.

Results of the CB in Bemidji were particularly noteworthy. The CB brought together 63 representatives from law enforcement, trucking, government agencies, energy industry representatives and NGOs. Following the event, several companies trained employees with TAT's Empower Freedom video, another made the Empower Freedom training a continuous component of their employee training and one company became a TAT sponsor. Acting upon specific requests from attendees, Empower Freedom created Toolbox Talks with input from industry partners (see pages 24-25 for more information). And 65 Precision Pipeline employees toured the Empower Freedom exhibit at the home office following the CB.

One CB Bemidji attendee, said, "We need to continue to get the message out. [Anti-] trafficking training is new to me, and I've only heard about it for about a year now. It will take time to build the culture shift at the pipeline."

"This partnership between truckers and law enforcement works," declared Agent Bobbi Jo Pazdernik, Predatory Crimes Section, Minnesota Human Trafficking Investigators Task Force (MNHITF), Bureau of Criminal Apprehension. "Truckers

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who reported suspected trafficking incidents following a recent Coalition Build provided information that directly led to the rescue of a trafficking victim. This is a crime of opportunity and victimization. If we work together to eliminate the opportunity, we can reduce the victimization of these women, men and children.”

A member of her local human trafficking task force, Kim Yeager from the Nevada Trucking Association connected TAT to the Nevada Trucking Association, the Nevada Attorney General’s Office and the Nevada Resort Association for a joint event in early 2021. This CB focused on how the casino, transit and bus industries can partner with law enforcement to help end human trafficking in Nevada.

“I find TAT’s support vital in our mission to combat human and sex trafficking in Nevada and throughout the U.S,” Yeager said. In addition to the Nevada CB, TAT cohosted two other bus/casino CBs in Atlantic City and Shreveport. These events together reached 324 representatives from the transit, truck stop, casino and bus industries, as well as law enforcement and security agencies who attended.

“Our agency is always supportive of thwarting human trafficking and helping neighboring agencies do the same. Anything I can do to help, I would be more than happy; and keep us in mind for future trainings.”

– Detective Sgt. James Clark, Investigations Bureau Deputy Commander, Special Investigations Unit, Gloucester Township Police Department

“The work you are doing is quite extraordinary. Your presentation was eye opening, to say the least. It certainly hardened my resolve to be more aware of my surroundings. Keep up the great work.”

– Kansas State Rep. Stephen Owens

Impact from these bus/casino CBs included:

- New Jersey transit police shared BOTL information with the bus companies that serve the Atlantic City Bus Terminal. Panorama Bus Tours shared the BOTL refresh training with all their drivers. The Atlantic City Police Department pledged to show TAT’s law enforcement training video during their 2022 in-service training, and the Golden Nugget-Atlantic Casino.



Gov. Brad Little addressed the crowd at the Idaho Coalition Build.



(Fifth from left, back row) Allan Hodges, president of the Idaho Trucking Association (ITA), along with the members of ITA who attended the Boise CB, also toured the Freedom Drivers Project at the event.

New truck stop training/ task force engagement update

Throughout the year, CB staff also devoted time to develop a one-hour virtual truck stop training for truck stop employees. In the first quarter, they used it to train 162 truck stop employees, casino industry members with truck stops at their locations and law enforcement officers from Sapp Bros., the Nevada Highway Patrol, the Nebraska Highway Patrol and the West Coast region. Ninety-five percent of those surveyed would like to receive resources and ongoing training. Second quarter, they trained 39 industry members from 15 states. TravelCenters of America completed a truck stop/casino survey and information session to provide a deeper understanding of the truck stop/casino industry. In the third quarter, 34 industry members from eight states and one Canadian province attended the training. And, in the last quarter of the year, they trained 39 from the Southeast region of the country.

Working through partnerships and engagement started last year with anti-human trafficking task forces, TAT presented to eight task forces about materials and programs. Eleven truck stops received TAT materials through the volunteer truck stop outreach.

TAT in Action



A truck driver called the National Human Trafficking Hotline to report a minor who had been walking around a truck stop parking lot and then got into the passenger seat of a car with an adult male. The minor handed over cash, which the adult male counted and then became very angry with the minor and drove away. The truck driver called local law enforcement, then called the hotline back to provide local law enforcement's next steps. The hotline reported to law enforcement contacts.

Partner Profile: Allan Hodges, Idaho Trucking Association president



Allan Hodges

In 2019, Allan Hodges, president of the Idaho Trucking Association, attended a CB in Spokane, Washington, even though he was confused as to what this had to do with the trucking industry. Afterward, he realized how important trucking is to the fight against this crime. When Hodges met

with TAT staff at a meeting of the Wyoming Trucking Association this year, he was determined to host a CB for Idaho. "As a father," he said, "you feel you just need to do something, and I would like to host this event in honor of my daughter." (Hodges had recently lost his daughter in a car accident.)

Over the next few months, Hodges rallied members of his trucking association, along with the Idaho State Police, the Idaho Transportation Department, the Canyon County Sheriff's Office and the Idaho Governor's office to hold a CB in Boise on Oct. 7. This event brought leadership together for the first time from the transit and trucking industries, along with key stakeholders in law enforcement and government, to discuss how to work together to bring anti-human trafficking initiatives to their state.

Over 100 attendees left the event energized to stop modern-day slavery in their communities. Some of the initiatives occurring post event included: Handy Truck Lines trained all their drivers; the Boise Police Department distributed TAT materials to local transit and bus agencies; Kuna School District trained all 70 of their bus drivers; and Treasure Valley Transit trained 30 drivers with BOTL materials. Also, Idaho NPL Training (CDL school) added TAT training to their curriculum; and Idaho has now completed six elements of the Iowa MVE Model.

Hodges was instrumental in getting the key stakeholders to the table and identifying a venue to make all this happen. This type of buy-in from the trucking industry makes a difference on our roadways.

Ever-expanding numbers and new training materials keep Busing on the Lookout (BOTL) on the move

**167,648 +
Registered Trained**

**245+
Transit Agencies Trained**

**80+
Private Bus Companies
Trained**

**1,900+
School Districts Trained**

**Partners in
All 50 States**

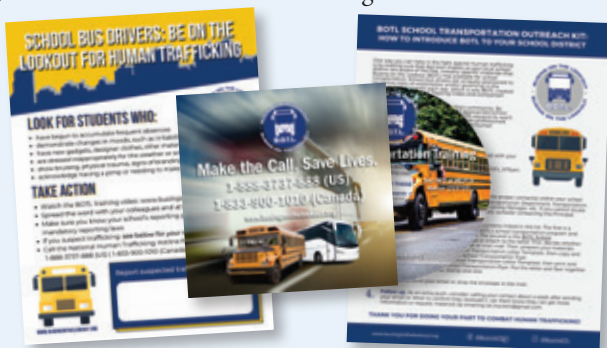
In 2021, Busing on the Lookout (BOTL) staff presented at 34 events, reaching an estimated audience of over 2,850 industry leaders and personnel. These included 10 school transportation, six transit, five motorcoach, five BOTL-hosted virtual, four community engagement, three bus/casino Coalition Builds and one casino-specific training.

Responding to school transportation partners who emphasized the importance of having a training tailored to the unique relationship school bus drivers have with the children they transport, BOTL launched a new training video specially designed for school transportation. Staff also unveiled a school transportation outreach toolkit, a resource for all TAT and BOTL partners, with easy-to-follow instructions to introduce BOTL to a community's school district, and they updated a poster for driver break rooms. To date, over 100,000 school bus drivers have been registered as BOTL trained.

School bus contractor MAT Bus Corp. of Dutchess County, New York used BOTL materials to train all 140 staff members under the direction of Robert Garofalo, the company's school bus driver instructor. "I have shown the BOTL training to all of my drivers and monitors," Garofalo shared. "The video shows that a child can go to school and go home and be a trafficking victim. When the young lady in the video stated that she had the same driver for her entire elementary education, the room was shocked. When she said the driver saw different men meeting her at the school bus and never questioned her, it shows how being ignorant of the topic prevents you from noticing the signs. With every pre-service class I teach, I include a section on child trafficking."

After attending a BOTL presentation at the Florida Association for Pupil Transportation's Annual Conference in June, Hillsborough County Public Schools -- the sixth largest school bus fleet in the country -- requested that BOTL present at their back-to-school training for all 1,350 transportation staff members, including drivers, monitors, mechanics and office staff. The district's training team has also incorporated BOTL into their new driver orientation for all future hires. At the state level, the Florida Department of Education has included BOTL into its Basic School Bus Operator's Curriculum for all new drivers, to be released in 2022.

Following a webinar BOTL coordinated with partners in public transit, Polly Hanson, senior director for Security, Risk and Emergency Management at the American Public Transportation Association, complimented all presenters and organizers, saying, "Words cannot express how powerful this session was. Your thoughtfulness and efforts working to create awareness and provide training and tips will be remembered and will have lasting impact on all of the webinar attendees."





Bus drivers from the Hillsborough County School District in Tampa learned about human trafficking from Lexi Higgins, BOTL program specialist.

Through its partnership with the National Rural Transit Assistance Program (NRTAP), BOTL has trained 981 frontline transit personnel from 197 rural transit providers, including 14 tribal transit systems, in 48 states.

In 2021, this partnership opened doors to reaching tribal leaders through the National Transportation in Indian Country Conference. The session that BOTL coordinated featured speakers from the Comanche Nation Transit (OK), First Nations Healthsource (NM) and the Puyallup Tribe of Indians Community Domestic Violence Advocacy Program (WA).

“Human trafficking is a major issue of concern for tribal communities throughout the United States and ensuring that transit providers are aware of the issue and know the steps they can take to respond to it is critical to the safety and wellbeing of those communities,” shared Neil Rodriguez, manager of the Tribal Transit Program for the National Rural Transit Assistance Program.

Whether it’s in the U.S. or Canada, people respond to BOTL training with praise. “As the largest intercity bus transportation



provider in the United States, we have committed ourselves to training our employees and implementing practices geared towards identifying and protecting victims of human trafficking,” stated Bobby Quinten, director of Training and Development, Greyhound Lines, Inc. “Busing on the Lookout has been a critical program in helping our team members become aware of the signs of human trafficking and has helped empower them to take action, leading to many success stories across our company.”

“[Coach USA is] proud to be one of the largest bus companies in the country and the first bus company with a national footprint to take part in the Busing on the Lookout training ... We are fully committed to make every effort to fight this national growing epidemic through education and training.”

— Linda Burtwistle, president and CEO of Coach USA

“The practice of human trafficking is a scourge in our country. We are a proud partner of Truckers Against Trafficking and Busing on the Lookout as we work together to educate our members and drivers on how to recognize human traffickers using motorcoaches.”

— Peter Pantuso, president and CEO of the American Bus Association

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“Our bus services are being used by human traffickers to transport their victims throughout Ontario,” declared Carrie-Lynn Carpenter, Operations Control supervisor for Motor Coach

Services at Ontario Northland. “By knowing what to look for and how to report it effectively, we could potentially help save a life.”

Vulnerability factor webinar series

BOTL hosted a four-part webinar series focused on some of the vulnerability factors that traffickers may prey upon. The series featured guest presenters and addressed the topics of LGBTQ+ identity, homelessness, immigration and the child welfare system. Attendance included 122 BOTL partners in school transportation, transit, motorcoach, casinos and law enforcement from 36 states. Almost 92 percent of webinar participants responding to the survey indicated the session of the series they attended increased their knowledge of human trafficking.

As guest presenter Jessica Muñoz from Voices for Children noted, “There’s tremendous power in communities who ... are seeking to create opportunities for education and awareness. There’s no issue facing our communities or our kids that we can address if we don’t know that it exists, if we’re not willing to talk about it, and if we’re not willing to be in conversation with each other about the ways that we can support each other to address it.”

A CLOSER LOOK: Human Trafficking & the Bus Industry

*A webinar series equipping the bus industry to be
On The Lookout for human trafficking*



Fifty-five percent of K-12 students ride the bus to school daily.

Victim-centered poster campaign

In 2021, BOTL continued to leverage its partnerships with transit agencies and secure advertising space for its victim-centered posters on buses, in transit centers and at bus stops, where victims may see them and learn about available resources to help them. Two campaign highlights include:

- Miami-Dade County Department of Transportation distributed co-branded BOTL flyers in English, Spanish and Haitian-Creole

at all 23 Metrorail stations in the county, while training over 1,400 Miami-Dade bus drivers with BOTL materials.

- Vector Media in St. Louis donated space at 20 bus/transit shelters in target areas of St. Louis, while the Bi-State Development/St. Louis Metro trained over 200 drivers and other frontline staff with BOTL materials



St. Louis is using the posters in bus/transit shelters.



In San Bernadino, California, the posters are displayed in Victor Valley Transit buses.

Miami-Dade County Transit distributed BOTL flyers in multiple languages at Metrorail stations.



Freedom Drivers Project receives new wrap and attends new events



The FDP sported its new trailer wrap for the American Trucking Associations' Management Conference and Exhibition.

The Freedom Drivers Project (FDP), TAT's popular, mobile human trafficking exhibit, continued its cross-country travels, logging 15,466 miles as it traveled to 13 states for 17 in-person events. It also attended 18 virtual events in the U.S. and Canada, helping the total 5,068 people who toured it gain a better understanding of human trafficking and how they can join the fight against it.

The FDP attended a variety of events, including six Coalition Builds, three community events, 20 corporate events, three trade shows and three association events. One of the association events was the American Trucking Association's Management Conference and Exhibition (ATA MCE), and the FDP attended for the first time decked out in an eye-catching new wrap.

Over 100 volunteers provided 457 volunteer hours at events like the Reno Rodeo, Iowa State Fair, the Iowa Jamboree, multiple UPS locations, GCR Tires and Service in Denver, Walmart Loveland Distribution and Precision Pipeline. Volunteers represented Iowa MVE officers, Walmart, UPS, GCR, Xquisite (an anti-trafficking organization in Nevada) and Fulltilt Logistics.

Eleven trucking/freight companies hauled the FDP across the country. These included Knight, Swift, Quality Carriers, Tantara, Werner, Apex, Heartland, JBS, Total Transportation of Mississippi, Schneider, Coyote and UPS, with Schneider, Swift and Total Transportation of Mississippi hauling the most miles.

Kim Yeager of the Nevada Trucking Association said, "Learning the signs of what a sex-trafficked victim looks like is simple. That's why I know TAT and the FDP are so important. They have the ability to show the public statistics and proof of sex trafficking, making an everlasting impression. Their educational material is thorough, yet easy-to-understand."

Trooper Brian Drohn of the Nevada Highway Patrol commented, "I was introduced to the issue of human trafficking when I toured the FDP. The stories told in the FDP of the survivors, what they held onto, how they got out of this life of pain and exploitation, moved me and helped me become more educated and aware. The FDP tour is up on the TAT website, and I would highly recommend touring it."



The FDP had a bird's-eye view of New York City at UPS NY.

At the Fleet Safety Meeting in Toronto, Charlie Charalambou stated, “The Freedom Drivers Project virtual tour was educational and eye opening. It was very easy to navigate and really painted a picture about the realities of human trafficking. Thank you to TAT for all of the great initiatives and awareness programs you are creating to combat human trafficking.”

The impact of the FDP is far reaching and diverse. Whether it’s solidifying existing partnerships or taking them to the next level, equipping the next generation of advocates to become involved in counter-trafficking initiatives, or providing a catalyst for deep conversations that move people to get involved, the FDP supports and enhances TAT’s broader mission with every event. Specifically, in 2021, FDP events resulted in the following ...

- 20 new companies becoming TAT Trained
- 4 law enforcement trainings
- 2 new haulers
- 2 new corporate sponsors
- Multiple companies distributing TAT materials and outfitting their commercial vehicles with TAT or BOTL decals
- PSA adoption by Red Eye Radio
- Increased promotion of our Driving Freedom podcast
- Partner-led, anti-trafficking social media campaigns



At the Iowa 80 Jamboree, more than 1700 people toured the FDP.

Energy industry events function as pipeline for Empower Freedom growth



In December 2021, TAT Director of Energy Operations Ashley Smith spoke on the importance of TAT training to fight human trafficking at the National Pipe Line Conference hosted by the Pipe Line Contractors Association (PLCA).

Through 13 in-person and virtual presentations, an energy-focused Coalition Build (CB) and ongoing work to deepen existing relationships, as well as foster new ones, Empower Freedom grew their numbers to more than 11,440 members of the energy industry trained by end of year. Additionally, as a result of requests from the Bemidji, Minnesota Coalition Build, staff created Toolbox Talks with input from industry partners. These field-level talks are straight-forward, short talking points that supervisors and trainers in the field can present to their employees to reiterate their commitment to combating human trafficking and address the issue of demand. These talks are already being presented to pipeline workers and contractors at the job sites.

Empower Freedom highlights from 2021 include: Phillips 66

As part of National Human Trafficking Awareness Month, Phillips 66 hosted TAT for a general awareness presentation attended by 135 people from across the US. Each of their 42 terminals received 100 energy wallet cards, 100 window decals, two Everyday Heroes posters, and two general posters. Phillips 66 Midstream added TAT training to their Site-Specific Safety Plans, Job Site Action meetings and kick-off meetings for their Midstream construction projects. They also hosted TAT at their Quarterly Contractor Safety Leadership Meeting in June, attended by all their major contractors.



Scott Cunningham, construction manager for Midstream E&P, commented, "It was our goal to introduce our contractors to TAT, so that Phillips 66 could continue in our efforts to promote the Empower Freedom program on our job sites. TAT has been an excellent partner and guide in our journey to help combat human trafficking. With their help, Phillips 66 is equipping our team (employees and contractors) with the tools needed to make an immediate and lasting impact in the fight to end human trafficking."

Pipe Line Contractors Association (PLCA)

As a result of the Phillips 66 Midstream event, the Pipe Line Contractors Association hosted TAT at their National Pipe Line Conference. The event drew about 75 people in person and even more virtually. TAT's presentation resulted in more companies interested in training, and staff are working to build training opportunities with their partner unions.



ConocoPhillips

ConocoPhillips launched their 2021 employee forums with TAT Director of Energy Operations Ashley Smith speaking virtually to 120 employees from Montana, North Dakota, Utah and Wyoming. Rachel Logan, Stakeholder Relations director at ConocoPhillips, stated, "Ashley's presentation and Empower Freedom training video gave employees an eye-opening



understanding of human trafficking. It's a widespread issue and can happen anywhere, regardless of the size of a community. Knowing what signs to look for can help save lives." TAT plans additional events with ConocoPhillips contacts in 2022, while ConocoPhillips will continue working to reinforce TAT training and human trafficking awareness among employees and stakeholders.

Precision Pipeline

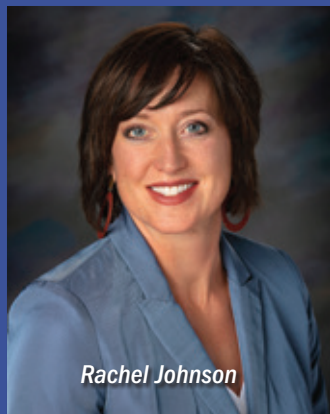
Precision Pipeline, LLC, which committed to training every employee with TAT materials when it became a TAT partner in 2019, has now trained 6,500. Their website hosts a page detailing their



partnership with TAT and their efforts to fight human trafficking each year. This year they presented to the Business & Community Alliance Series hosted by the Duluth Chamber of Commerce and at the Institute for Supply Management; were interviewed on The Dave Nemo Show, Road Dog Trucking SiriusXM Channel 146 and on KAXE 91.7 in Grand Rapids, Minnesota; created a human trafficking awareness program video series; hosted a local Truckers Against Trafficking Coalition Build, connecting the energy industry with law enforcement and the Freedom Drivers Project at their home office; and received the International Pipeline and Offshore Contractors Association (IPLOCA) 2021 Corporate Social Responsibility Award and were featured in the IPLOCA Newsletter.

Partner Profile: Public Relations Manager Rachel Johnson, Precision Pipeline

Rachel and other Precision Pipeline employees attended a virtual Empower Freedom Coalition Build (CB), hosted by Marathon Oil, in 2020. As a result of that meeting, Johnson and co-champion Lindsey Mattson began to push forward TAT's Empower Freedom training, as well as adopt an anti-trafficking-in-persons policy with a demand-reduction focus. Precision Pipeline raises awareness and engagement with subcontractors and vendors, working together to fight human trafficking.



What were some of the key factors that led to your company working further with TAT this year?

Key factors include employee interest and employee empowerment. Having key employees/leadership attend the CB was a catalyst for deeper understanding. After the event, employees had more ownership in the program and confidence to talk about it. Our Human Trafficking Awareness Program is an important part of our company culture, and we are dedicated to training our staff and encouraging others to educate themselves and get involved.

What impact are you seeing within the industry as a result of your work with the CB?

We're seeing industry partners want to learn more and get involved, including working with TAT for their employee trainings. We're seeing industry partners expand their involvement with TAT for their employee trainings. Further, a group of attendees at the CB in Bemidji want to be a part of hosting another CB in different region in 2022.

What do you want to share about your experience in helping to plan for, invite stakeholders and host the Coalition Build?

We want to emphasize how easy it was to plan the event with TAT and the Empower Freedom team. We were impressed by their professionalism and organization through the whole process. The content shared in the half-day workshop timeframe was robust. TAT's existing resources and connections for speakers and the panel were amazing!

What lessons did you learn as a result of your experience in 2021?

There's still more educating to do, and we will continue to lead the effort! Having the Freedom Drivers at our home office was very impactful. Because of the opportunity to go through the mobile exhibit and the one-on-one time to take a deeper dive into the topic, a co-worker had the confidence she needed to introduce BOTL to her children's' school district.

We learned that it takes a variety of messages and delivery methods to connect with folks on this topic, and it's important to recognize that it's an evolution from topic introduction to confidence in speaking out about it.



Corporate Engagement and Shipping Partners Program (SPP) create access to carriers

With close to a million trucking companies registered in the U.S., TAT's Corporate Engagement activity and Shipping Partners Program (SPP) increase access to carriers and drivers and provide a way to educate them on human trafficking.

In 2021, Corporate Engagement staff presented at four in-person and 27 virtual events to a combined audience of 1,854+. Through relationships built by Corporate Engagement with shipping partners and other critical organizations, TAT saw at least 66 new carriers register in 2021, resulting in 69,471+ drivers being TAT-trained. Corporate Engagement has now enabled TAT to gain access to over 1000 carriers, resulting in close to 400,000 drivers being TAT-trained. Six fully onboarded LMS (Learning Management System) providers currently deploy TAT training to 546 of those carriers, while 17 established shipping partners and two new ones have provided TAT with access to 602 carriers, representing, at last count, 391,902 drivers TAT-trained.

The following are a few of the year's highlights:

ASAP Express & Logistics

ASAP Express & Logistics held a fundraiser for TAT in January to celebrate National Human Trafficking Awareness Month (NHTAM).

For every load booked in January, the company made a \$5 donation to TAT, resulting in a total donation of \$5,155. John Cummings, ASAP president and CEO, also decided that in 2022, \$2 from every load booked for the entire year will be split among three anti-trafficking organizations that ASAP supports, with TAT being one of them.



"When I first heard about the tragedy of human trafficking and the stories about little girls being tortured and raped, I was compelled to get involved to make a difference wherever I could. Owning a transportation company and teaming up with Truckers Against Trafficking allowed me to get involved nationally, Cummings said. "Hope Against Trafficking (a Michigan-based anti-trafficking organization) allowed me to get involved locally and in a more personal way. On behalf of myself and the ASAP Team, we are and will remain committed to fighting and preventing this horrific crime wherever and however we can."

Transportation Intermediaries Association

Corporate Engagement staff forged a new relationship with the Transportation Intermediaries Association (TIA),



an association for 3PL (third party logistics) professionals, in 2021, with TIA coming on as a Gold Level sponsor and hosting a Lunch & Learn webinar event with TAT. They participated in the TIA 3PLXtend event in San Antonio, connecting with multiple 3PL organizations and presenting on how brokers/3PLs can spread the TAT message.

Honda Supply Chain Symposium

At the virtual Honda Supply Chain Symposium, Corporate Engagement staff addressed 64 attendees, representing Honda suppliers, and encouraged them to replicate what Honda has done in implementing the SPP. Representatives from Honda also spoke about their support for SPP and encouraged their suppliers to take a look at the program and implement it.



National Home Delivery Association (NHDA)



Presenting at a virtual membership meeting of the National Home Delivery Association (NHDA), Corporate Engagement staff raised interest and commitment among the in-home delivery representatives attending to support TAT's work. Several companies contacted TAT after the presentation and committed to training. With the release of TAT's local driver training film in 2021 (see story pages 30-31) and the upcoming release of the in-home delivery/movers-specific training video in 2022, members of the NHDA are eager to be engaging with TAT in deeper and more meaningful ways.



Laura Cyrus, TAT Corporate Engagement director, center, holds a ceremonial check representing the money raised by ASAP for TAT in its recent fundraiser.

Atlas World Group Convention

At the Atlas World Group Convention in San Antonio with 450 attendees, Corporate Engagement staff debuted a sneak peek of the new moving/in-home delivery training video due for release early 2022. There was such an overwhelming response to the film that Atlas Corporate and Atlas agents raised nearly \$120,000 for TAT.



“We are thrilled to have raised nearly \$120,000 for Truckers Against Trafficking (TAT) at our 74th Atlas World Group Convention,” said Jack Griffin, chairman and CEO of Atlas® World Group. “With our professional van operators (PVOs) regularly on the roads across North America, they have the ability to make a real impact, and we are grateful for TAT’s commitment to equip, empower and educate our PVOs, so they may become a source of assistance. The Atlas family is humbled at the opportunity to promote and support such an important and timely cause, and we will continue to do our part to combat human trafficking alongside the organization.”

“The hope is that the excitement and commitment from Atlas will be replicated across the other moving and storage companies we have been working with over the years,” said Laura Cyrus, Corporate Engagement director.



Cyrus shared the need for TAT training with 450 people at the Atlas World Group convention.

TAT's three-pronged approach in Canada scores significant results



Safety Association; Jill Kish, Challenger; Jim Dimech, Linde Canada; Julia Drydyk, Canadian Centre to End Human Trafficking; Jake Elovirta and Kerri Wirachowsky, Commercial Vehicle Safety Alliance; Stephanie Fensom, Bison; Esther Goetsch and Liz Williamson, TAT; Kelly Henderson, Trucking Human Resource Sector Council of Atlantic Canada; Kathy Koras, Newcom Media; Clint Lawrence, Pilot Company; Mathieu Leger, Midland; Angie Lucarini, Purolator; Mike Millian, Private Motor Truck Council of Canada; Rosanna Preston, Rosedale; Kim Richardson,

Truck Training Schools Association of Ontario; Lisa Richardson, The Rearview Mirror; Donovan Shepherd, Bill Tu and Andres Yoli, FedEx Freight Canada; Derrek Veman and Dmitry Tsvetkov, UPS Canada; Kelly Welch, Schneider National Carriers; Leanne Drummond, CPC Logistics; Bonnie Learn, Fleet Safety Council; Virginia McKimm, Ministry of Transportation; and Laura Dickinson, Day & Ross.

TAT presented 25 times to TCC member companies and their networks. And through TCC members efforts, 3,488 individuals have become TAT trained, with another 920 currently working on becoming trained. TCC members facilitated 16 presentations for TAT, including an introduction for the BOTL team to ML Bradley (Ottawa Carlton School District), which resulted in a Fleet Safety Council presentation.

Ontario Northland, which transports passengers and goods via bus in northern Ontario, attended a presentation given by TAT Training Specialist Liz Williamson to the Fleet Safety Council. As a result, they began training their drivers with the BOTL materials and putting plans in place for a victim-centered poster campaign. They also introduced BOTL to Metrolinx, the public transit system that connects Ontario's major cities and suburbs, which began using the BOTL video as part of the anti-trafficking initiative it has underway with its 2000+ employees. Metrolinx is also creating internal reporting protocols to track incidents related to human trafficking, domestic violence and other passenger safety issues. UPS Canada, a member of the TCC, invited TAT to present to 20 members of their leadership on Sept. 16. As a result of that meeting, they ordered 500 wallet cards and will begin training their tractor-

- **7737+** registered TAT or BOTL trained in Canada
- **13,400+** truck drivers will be trained through their companies within the next year
- **36** presentations to Canadian audiences
- **1200** wallet cards, **10,125** window decals and **119** Everyday Heroes posters sent
- **Partners in five provinces**
- **Partial or pledged Canadian CVE model adoption in two provinces**
- **TAT Canada was featured in seven publications, four newsletters and multiple blog posts**

TAT's work to engage members of the trucking, bus and energy industries in Canada increased in three main areas in 2021:

TAT Canada Committee (TCC)

In January 2021, TAT launched the TAT Canada Committee composed of 31 trucking industry and public sector partners dedicated to becoming force multipliers for TAT in Canada. These individuals serve on the committee to leverage their networks, resources and expertise in helping TAT's training and message spread across Canada.

Current members are: Caroline Blais and Heather Mewhinney, Kriska Transportation Group; Tom Boehler, Erb Group of Companies; Charlie Charalambous, Infrastructure Health and

trailer division. Day & Ross, another member of the TCC, became TAT's first Freedom Driver Level sponsor in Canada. With a fleet of trucks numbering in the thousands and more than 8,000 employees, Day & Ross rolled out TAT training to all its drivers, including making a formal announcement on their website with a video.

Bison Transport, a TAT sponsor since last year, trained 1168 drivers and put in place an anti-trafficking-in-persons policy with a demand-reduction focus. Pilot Company Canada encouraged managers to attend TAT's virtual truck stop training, participate in TAT's Trafficking Intersections survey, and distributed TAT's podcast, *Driving Freedom*, to their store managers.

A presentation to the Erb Group led to an additional presentation with Polaris Transport Group, with the result that Polaris began training and became a corporate sponsor. Five TCC member companies have become TAT corporate sponsors.

Private industry progress beyond the TCC

Beyond the work of the TCC, TAT achieved the following outcomes in Canadian private industry:

- Twenty new companies have become TAT trained.
- TAT received funding from ConocoPhillips to plan an Empower Freedom Coalition Build in western Canada (Alberta, BC) in 2022 and has begun the planning process.
- TAT Canada has been featured in four industry publications this year.
- TAT presented to the Atlantic Provinces Trucking Association and the Canadian Trucking Alliance.
- Uber Freight Canada partnered with TAT Canada to raise awareness during National Human Trafficking Awareness Day in Canada by emailing all 369 Canadian Carriers on Feb. 22, 2021, encouraging them to TAT train and pointing them to the problem of human trafficking and how they can be part of the solution.

Public sector progress

TAT presented at the Ministry of Ontario Roundtable on Human Trafficking, Public Safety Canada, and the New Brunswick Working Group on Human Trafficking. These efforts resulted in the following impact:

- TAT consulted on research for Public Safety Canada's Human Trafficking Sectoral Training Tool.
- TAT presented twice to the New Brunswick government, which resulted in the scheduling of four law enforcement trainings for Spring 2022. They are also considering a Coalition Build in 2022.
- The Ontario Ministry of Transportation has implemented three core components of the Canadian CVE model (Canada's version of the Iowa MVE model): adding TAT or BOTL wallet cards with CDL issuance and renewals, stocking weigh stations with TAT materials and training officers at the weigh stations with TAT's law enforcement training video.

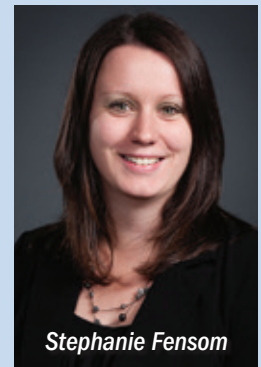
Additionally, TAT hosted a virtual event titled *Connecting the Dots: Indigenous Perspectives, Colonialism and Human Trafficking* on Oct.

26. This event drew 109 attendees, including representatives from the trucking, shipping and energy industries, along with law enforcement, government agencies, NGOs and indigenous communities.

Attendee Kavita Ambu, Wesbell Logistics Safety and Compliance Administration supervisor, commented, "I believe the panel that presented today did an exceptional job of recognizing that colonialism and indigenous rights are still something we are fighting against today. They also reframed the lens through which individuals may view indigenous peoples based on a bias that may have been taught to them at an early age through history books/education systems. They recognized that violence towards the indigenous community has deep roots, but it is possible for change. And to realize that trafficking is not just what you see in movies/tv-shows ... it could be something as modern as getting an invitation to network in the modeling industry through your Instagram DMS. It does not just have to be getting picked up on the side of the road, but instead, (could be) using technology and social media to access and target vulnerable populations easily. Therefore, it is now more important than ever to recognize the signs of trafficking and be aware of the resources available to you."

Partner Profile: Bison Transport

Bison first learned about TAT at the Toronto Coalition Build in October 2019. Following the event, they began training their drivers and became a TAT Gold Level sponsor. In 2021, after joining the TCC, Bison trained an additional 1168 drivers, adopted an anti-trafficking-in-persons policy with a demand-reduction focus, highlighted TAT in their December newsletter and renewed their sponsorship of TAT.



Stephanie Fensom

"Bison Transport is a proud supporter of Truckers Against Trafficking," said Stephanie Fensom, Bison's Safety and Compliance manager. "We have engaged our professional drivers in training and education to help them identify someone at risk. At Bison, we put safety and people first in everything we do. Extending that to support TAT in their efforts fits our core values. I am proud of our team of professional drivers for helping be part of the solution, just as we would hope others would do if it were our family member needing help."



Of Special Note in 2021



Local Driver Training Video

After almost a full year of work, TAT released its Local Driver Training Film the first week of November and is already receiving kudos and commitments to use it from many of the organizations who have viewed it. This film will significantly enlarge our mobile army of eyes and ears in the fight to combat human trafficking.

While the last decade has shown what OTR drivers can do when they know what to look for and the action steps to take to combat this crime, TAT has seen the need and long wanted to create a film covering the specifics of what package delivery, rideshare, USPS, in-home delivery, food delivery, etc. might see in the course of their jobs. In essence, any driver who is in and around neighborhoods and local businesses should be educated and equipped to spot the signs of human trafficking. This film covers the signs of both labor and sex trafficking. It intentionally works to amplify BIPOC voices from both a survivor-leader and law enforcement perspective. TAT believes it will have widespread adoption across a host of new industry sectors.

Mexico

In December 2020, members of the US Federal Motor Carrier Safety Administration (FMCSA), the Secretary of Communications and Transportation (SCT -- Mexico's DOT), Consejo Ciudadano (Mexican NGO that runs the National Human Trafficking Hotline), El Pozo de Vida (Mexican anti-trafficking NGO), and Truckers Against Trafficking (TAT) began meeting to formulate a plan to create and distribute anti-trafficking curriculum for members of the trucking and bus industries in Mexico.

The team identified the need to enhance the current training materials (a 12-minute video and tri-fold wallet card) of Guardianes del Asfalto, the Consejo program specifically addressing commercial drivers, by adding industry-specific indicators of trafficking. So, in



the second quarter of 2021, Mexican team members interviewed Mexican professional drivers to assess their knowledge of human trafficking, if they had seen any of it, and if so, where and how.

The survey yielded a list of industry-specific trafficking indicators, which were added to training resources in addition to more commercial vehicle imagery and a more tailored message.

Initial distribution of the tri-fold cards and DVDs will be through the SCT's commercial vehicle inspectors, as well as the many national trucking associations in Mexico like CANACAR and CANAPAT. The six national associations boast a membership of 80 percent of the Mexican trucking industry. In March, the SCT will have 30,000 wallet cards distributed throughout the nation to SCT offices, as well as to the 400 trucking inspectors for distribution

to truck drivers and possibly some trucking companies, as part of their participation with the CVSA's first annual Human Trafficking Awareness Initiative. That initiative has events planned in January and February in the United States and Canada, respectively. This wallet card distribution will be Mexico's event.

On the private side, El Pozo de Vida and Consejo Ciudadano will each have one employee dedicate 10 hours a week to direct outreach to the Mexican trucking industry (total 20 hours weekly).

In addition to the distribution of the new materials, members of Consejo Ciudadano and El Pozo de Vida conducted a 1.5-hour training for over 400 SCT commercial vehicle inspectors on human trafficking, the intersections to the commercial vehicle industry and their role in combating it. SCT will also ask CANACAR and CANAPAT to host the training on their sites and push it out to their member companies.

TAT Ambassadors Program

The TAT Ambassador Program equips the best-of-the-best professional drivers to officially represent TAT at events across the country, with the purpose of educating audiences about the scourge of human trafficking and what the trucking industry is doing to combat it.



TAT Ambassador Bill Krouse (left) helped host the Freedom Drivers Project at the Bemidji, Minnesota Coalition Build.

In 2021, with COVID still curtailing many activities, TAT Ambassadors participated in five events, from a Coalition Build (CB) in Minnesota to a radio show, a podcast and two virtual presentations.

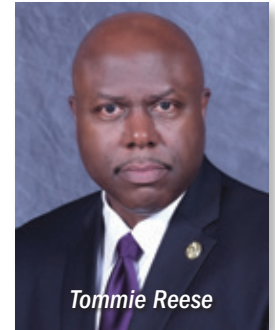
TAT Ambassador Bill Krouse, who is a Road Team Captain for the American Trucking Associations and a driver for YRC, helped host the Freedom Drivers Project at the Bemidji CB. A driver for more than 30 years, who was named Minnesota Truck Driver of the Year in 2014 and has more than 2.8 million accident-free miles, Krouse followed that CB with a virtual TAT presentation for the Rotary Club of Eugene Metropolitan. The event was so well received that another Rotary (Rotary Club of Ashland, OR) also booked him for another virtual presentation.

“We’d like to sincerely thank you for Bill’s presentation,” praised Heather Edwards, Public Relations chair, Rotary Club of Eugene Metropolitan. “It was so informative, and we really appreciate the opportunity to learn more about trafficking and what we can do to stop it. It was such an important topic and presentation that another Rotary club would like to schedule Bill for a presentation. Please extend our deep gratitude to Bill for his big heart in helping vulnerable people.”

New members on TAT Board of Directors

A law enforcement officer, a transportation executive and a professional OTR (over the road) truck driver joined the TAT Board of Directors in 2021.

Chief Tommie J. Reese Sr., the state law enforcement coordinator for the Alabama Attorney General’s Office, began his law enforcement career with the Alabama Department of Public Safety in 1985. Two years later, he joined the Demopolis Police Department as a patrolman. From 1991–2009, he served in the Marengo County Sheriff’s Office as a deputy sheriff, chief deputy sheriff and assistant sheriff. He was appointed chief of police for the City of Demopolis in early 2009. In December 2017, he was appointed as the public safety director, expanding his oversight to include both the Demopolis police and fire departments. He assumed his current position in December 2018.



Tommie Reese

Lou Riviuccio, Corporate Transportation president, is responsible for overseeing UPS Transportation Operations for the U.S., comprised of 125,000 employees. Prior to his current role, which he assumed this year, Riviuccio served as president of UPS Europe. There he was based in Brussels, led more than 49,000 employees and was responsible for all UPS business and operations in nearly 60 countries and territories across Europe, including small-package delivery, freight forwarding, and logistics and distribution. Europe is UPS’s largest non-U.S. region, accounting for approximately half of the company’s international revenue. Under his leadership, the Europe Region delivered record margins and profit.



Lou Riviuccio

Antoine Sadler has been a transportation professional for almost 30 years. For the past 17 years, he has driven for Walmart Transportation, where he is also a member of the elite Walmart Road Team. As part of his Walmart duties, he is a driver trainer, driver mentor, a member of the safety team and is TAT certified. Additionally, Sadler is a member of the North Carolina Road Team and the North Carolina Trucking Association. Civic-minded, Sadler works with organizations including Samaritan’s Feet, schools in Cleveland County and Gaston County, City of Kings Mountain and Truckers Against Trafficking. He has been featured in several videos, including a human trafficking documentary in Texas called Be the One.



Antoine Sadler

Financials

STATEMENT OF FINANCIAL POSITION

As of December 31, 2021

	2021	2020
Assets		
Current Assets	2,869,594	1,870,639
Fixed Assets	—	—
TOTAL ASSETS	2,869,594	1,870,639
Liabilities		
Current Liabilities	54	172,866
Long-Term Liabilities	0	0
TOTAL LIABILITIES	54	172,866
NET ASSETS		
Unrestricted	2,869,540	1,697,773
Temporarily Restricted	—	—
TOTAL NET ASSETS	2,869,540	1,697,773
TOTAL LIABILITIES & NET ASSETS	2,869,540	1,870,639

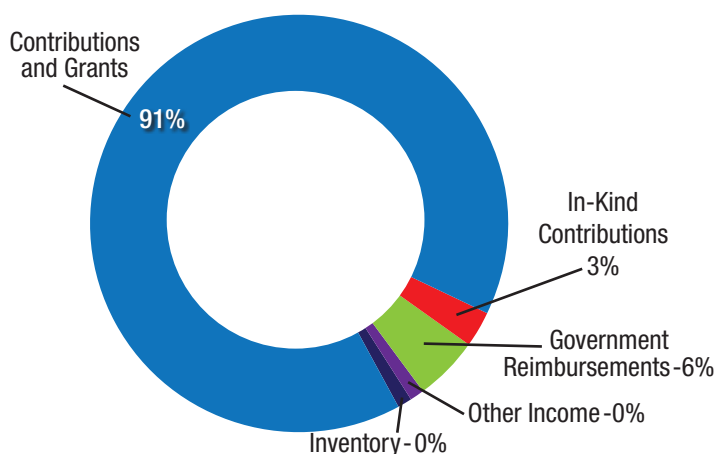
STATEMENT OF ACTIVITIES

As of December 31, 2021

	2021	2020
Support & Revenue		
Contributions and Grants	2,576,010	1,576,842
In-Kind Contributions	74,034	48,184
Government Reimbursements	178,237	17,715
Other Income	8,834	25,899
Inventory	3,944	2,708
TOTAL REVENUE & SUPPORT	2,841,059	1,671,348
Expenses		
General and Administrative	128,227	131,511
Fundraising	52,771	38,382
Program Services	1,483,213	1,200,202
TOTAL EXPENSES	1,664,211	1,370,095

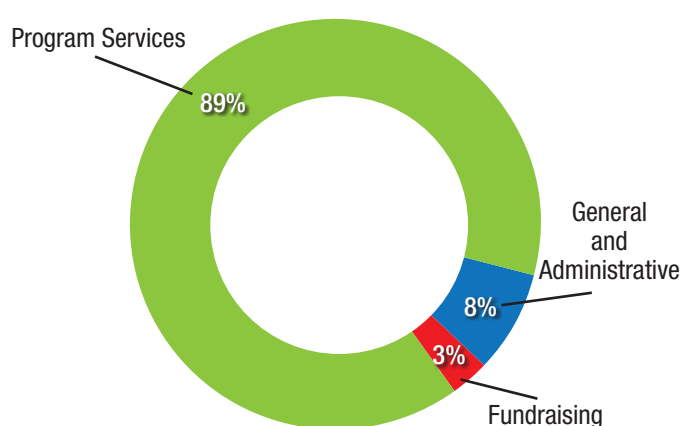
2021 BREAKDOWN OF TAT FUNDING

TOTAL REVENUE: \$2,841,059



2021 EXPENSES BY FUNCTIONAL CLASS

TOTAL EXPENSES: \$1,664,211



Board of Directors

Scott Perry – *Chairman*
President, Suddath Global Logistics

Linda Burtwistle – *Director*
President and CEO, Coach USA

Elisabeth Barna – *Director*
COO and Executive VP of industry Affairs, ATA

Lou Rivieccio – *Director*
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Gary Clark – *Board Member Emeritus*
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While TAT is extremely thankful to all our supporters and donors for helping to make the achievements of 2021 a reality, we'd like to give special recognition to our North Star, Freedom Driver, Diamond, Platinum, Gold and Silver sponsors.

Our Partners:

NORTH STAR LEVEL



A corporate leader in counter-trafficking initiatives

- TAT Trained more than 100,000 of their drivers
- Donated over 40 hauls for TAT's mobile museum to events across the nation
- Allows employees involvement in numerous capacities with TAT on company time
- Serves on TAT's Board of Directors
- Uses its influence through the trucking industry to encourage other companies to become TAT trained and educates others on how to join the fight
- Adopted an enterprise-wide anti-trafficking-in-persons policy, which strictly prohibits the use of any UPS assets or resources for any purpose that would enable the trafficking of persons
- Partners with the DHS Blue Campaign and Wellspring, a Georgia-based survivor's advocacy program, to provide employment opportunities to survivors of human trafficking
- Invests in organizations like the United Way Worldwide Center on Human Trafficking and Slavery and the Leadership Conference on Civil and Human Rights
- Has donated, through employee donations, more than \$5 million toward the Anti-Human Traffick Impact Fund through the United Way Center on Human Trafficking and Slavery

With the purchase of the 2021 Everyday Heroes Truck, Freestyle Transportation and Freestyle Logistics join UPS as a North Star Level sponsor. Thank you so much.

NORTH STAR LEVEL



“Truckers Against Trafficking is an incredible organization that is utilizing our industry to help victims of human trafficking. After I learned the numbers of how many victims have been affected by human traffickers, I immediately felt it in my heart to make it our company’s mission to support such a great and noble cause as TAT and its mission to stop this terrible crime,” said Sergei Kodryanu, CEO. “With drivers and other members of our industry spread throughout North America, we have a great opportunity to identify and report suspicious activity and help potential human trafficking victims. Our new Everyday Heroes Truck will help us

spread awareness of human trafficking to other drivers and communities across the country.”

Freestyle Transport is a Vancouver, Washington-based company that specializes in delivering refrigerated and dry van freight throughout the lower 48 states. According to Lance Little, who is TAT trained and Freestyle Transport’s president, the company is in the process of getting all its executives, staff, drivers and volunteers TAT trained and looks forward to increasing awareness about the crime of human trafficking through its new Everyday Heroes Kenworth T680 Next Gen.

FREEDOM DRIVER



DIAMOND LEVEL



Rental | Leasing | Logistics



PLATINUM LEVEL



GOLD LEVEL



SILVER LEVEL



INDIVIDUAL DONORS



Individual Platinum Donor Profile: Karin and Andy Larsen

Karin Larsen, a TAT co-founder, along with her husband Andy, have been supporting TAT in many ways since the organization's creation. As for their financial support, Karin, who is a principal risk manager for the Social Responsibility team at Amazon, said, "I give to TAT, because I love how they work with members of the transportation industry to show them where they can have a direct impact on people's lives, and how a single call can save a life!" Andy, the director of Procure to Pay within the Finance team at Rice University, stated, "I give to TAT, because it has an impact right here in the U.S., and because it helps support a social issue that needs all of our attention. If people really knew how significant of an issue this is in their own communities, they would likely participate. I love that TAT helps to educate people."

INDIVIDUAL PLATINUM DONOR

Andy and Karin Larsen

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TAT is also grateful for donations that have been made In Memoriam to the following people: Larry C. Smith Sr. • Charles Ray Hemphill
Lou Holman • Caleb Glidewell • Randy Ullrich • Dan Havey • Carol Sbordon • Debra Ann Driscoll • Greg Werner



P0 Box 816 | Englewood, CO 80151 | 612-888-4828 | tat.truckers@gmail.com | truckersagainsttrafficking.org

Truckers Against Trafficking (TAT) is a 501c3 that exists to educate, equip, empower and mobilize members of the trucking, bus and energy industries to combat human trafficking.