

# Annual Report 2021



## Letter from Tami

### *Dear friends,*

2021 was a transformational year for Path Forward. Five years after our launch we found ourselves, in January of 2021, with a mission that was newly relevant in a world where caregivers were under tremendous stress and womens' workforce participation rates had fallen to their lowest levels since the 80s.

The theme for 2021 was increasing our capacity to meet the moment we are and provide more opportunities for caregivers across the country.

We began by increasing staff capacity -- bringing in directors to lead fundraising, community building and program development. Later in the year we added additional program staff to bring return to work programs to more employers and to support the returners who participate in those programs. As of this writing we've now hit lucky 13 -- more than twice the staff capacity we had this time last year.

We also added leadership capacity at the Board level by appointing four new

directors. Cindy Guerra Robbins joined in May having recently stepped down as president and chief people officer at Salesforce. In November we welcomed Jayne Jamison, a media executive who served as publisher at Hearst Corporation, The New York Times, and Reader's Digest and Sheena White, a director of global accounts at PayPal, which was an early proponent of Path Forward's returnship programs.

Also in November we appointed Neema Bollampally, our first alumni director. Neema participated in the Path Forward program in 2019 and is now a senior program manager for product launches at Twitter. We are thrilled to have an alum serve in a leadership position and we are so grateful to Neema for offering her time and talent to our cause.

We partnered with 40 employers this year to launch and support returnships within their organizations.



Many of these companies, including SAP, NBCUniversal, Amazon, and Audible, were returning to our program -- opening up additional opportunities based on the success of earlier cohorts. We also added 25 new companies, including Expedia Group, Grubhub, Allstate, and Northwell Health to the Path Forward network bringing the total number of companies we've launched programs with to 100.

These companies hired more than 300 caregivers into their 2021 programs, bringing our total impact to more than 700 people who've returned to work through a Path Forward program. Our expanded team was able to revamp our support model to offer weekly virtual networking sessions continuously throughout the year in order to better align

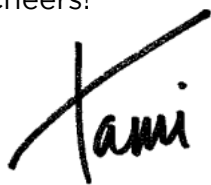
with companies rolling program start dates.

We also significantly expanded our support to caregivers seeking that first opportunity to get into a return to work program by hosting 20 virtual events which drew 9,000 registrants.

Of course none of this would have been possible without the support of our donors who have been fundamental to expanding the impact of our mission. I am deeply grateful for your support.

As we head into 2022 we are as well positioned as we've ever been to expand opportunities for caregivers who want to restart their careers, achieve their professional goals and secure their financial future. I know that our society will be better when we unleash the full potential of these amazing, talented, determined women and men. I hope you will join me in this important mission.

Cheers!



**Tami Forman**  
Executive Director  
[tami@pathforward.org](mailto:tami@pathforward.org)

## WHY OUR MISSION MATTERS



**11** million people were out of the workforce for caregiving (before COVID)



**2** million more women left the workforce in 2020 due to the caregiving crisis created by COVID



Women's participation in the workforce is at its lowest rate since **1988**



**12:1** Ratio of women to men who are not working due to caregiving



A 2018 UNC study showed that caregivers were **half** as likely to get a callback if they indicated that their career gap was for caregiving



## Our Mission

At Path Forward we envision a world where caregiving is recognized and valued, does not hinder the career progression or economic opportunity of women, and where everyone can achieve their personal and professional dreams.

Path Forward is a nonprofit on a mission to empower caregivers to restart and advance their careers by creating a community of people of all genders who inspire, support and uplift each other and by working with employers to expand opportunities and support programs for caregivers at all stages of their career.

Today, we fulfill this mission by working with employers to create returnships and other programs that give professionals a jump start back to paid work, while giving these companies access to skilled, but often overlooked, talent.



# Celebrating 5 Years of Empowerment!

Happy Anniversary to us!

We are so incredibly proud of all that we have accomplished in the last five years. Five years of empowerment. Five years of reducing stigma. Five years of creating pathways to re-employment. And - as returnships continue to shine - a bright future ahead!

## 5-YEAR HIGHLIGHTS



Partnered with **100** employers to launch returnship programs



Supported more than **700** caregivers on their career restart journeys



Held more than **50** events (in-person and virtual) with more than 16,000 attendees



**80%** of Path Forward returners are converted to full-time employment



**95%** of Path Forward returners are still employed at their companies 2 years later



## Our First Employer Partner: Cloudflare

We launched Path Forward in 2016 with a cohort of just ten women who were given the opportunity to participate in returnships with six companies in California, including Cloudflare, the very first company to sign on with us.

Gloria Marcu, who took a ten-year break for caregiving, was a member of our inaugural Path Forward cohort. After spending nearly a year searching for a job following her break, she discovered Path Forward and was excited to have found an incredible returnship opportunity at Cloudflare. Following her returnship, she joined Cloudflare as a Technical Support Engineer and is still with them today.

Not only was Cloudflare our first employer partner, but they have continued to support this movement in a big way, hosting events, participating in our workshops, and continuing to hire returners - year after year.



*When I was first introduced to Path Forward more than five years ago, I knew that Cloudflare had to be part of their movement. As a high-growth company, we wanted to find talent in places other companies weren't looking, or were overlooking. We believed that the unique perspectives and skills of returning caregivers could make a large impact on our business, and that we had a culture to support them. And we were right. As the first company to partner with Path Forward, Cloudflare has welcomed returners every year since 2016. The people who have joined our team through returnships are growing and thriving here, bringing significant value to our teams and overall business. We are incredibly proud of that and encourage all businesses to invest in returnships."*

**- Michelle Zatlyn,  
Co-founder, President &  
COO, Cloudflare**



*I felt like I was coming into my career restart journey with support, and that was so important. It gave me an advantage versus if I were coming into the workforce without the program. With Path Forward there, I felt like I belonged to a team that took care of me. It was a great support network."*

**- Gloria Marcu, Cloudflare 2016**

## Our Alumni Community

We are so grateful to have a supportive community of alumni that is now 700+ members strong. Our alumni uplift and inspire each other, sharing their stories, celebrating successes, and mentoring others looking to follow in their footsteps.

### ALUMNI SPOTLIGHT

#### Beth Frasco **NBCUniversal**

Beth Frasco took a 16-year break from her wireless engineering career to support her growing family through several big moves. When she was ready to re-enter the workforce, she began doing career bootcamps, reskilling, and attending conferences - including a Path Forward Career Restart Seminar. She eventually landed a returnship with NBCUniversal's "Act Two" program and was hired full-time as a senior business analyst.



*"I found that the coaching and support Path Forward provides managers was actually quite beneficial to me, as well. I could see that my managers had a good sense of how to deal with returnees. The returnee workshops were critical, as well. It was great to start along with others in a cohort, because you had a community of people to talk to, gain support from, and connect with."*

### ALUMNI SPOTLIGHT

#### Pratyusha Sampathirao **Grubhub**

Pratyusha stepped away from her tech career for six years to take care of her two sons. When she was ready to return to work, Pratyusha found it difficult to get as much as a call back from recruiters, despite her experience and a master's degree in computer science. After attending a Path Forward webinar with Grubhub, she applied for a returnship at the company, where she now works full-time as a data engineer.



*"Path Forward was helping me even before I got my returnship! Once I started the returnship program, the workshop sessions and alumni chats that Path Forward's program team facilitated helped me and made me realize I am not alone. Very grateful for all the support."*

Want to read more returner success stories?

Visit [www.pathforward.org/path-forward-success-stories](https://www.pathforward.org/path-forward-success-stories)

## Our Employer Partners

We are proud to have partnered with 100 employers to launch returnship programs. In 2021 we worked with 40 employer partners to launch or support return-to-work programs, half of whom hosted returnships for the first time!

Thank you for being a part of our movement!

Allstate  
Amazon  
ApartmentList  
Apple  
AppNexus  
Asana  
Audible  
Blend  
Boingo  
Campbell's  
Carta  
CDK Global  
Cedar  
Charter  
Chevron  
Cloudera  
Cloudflare  
Collective Health  
Comcast  
Coursera  
DataStax  
Dell  
Demandbase  
DoorDash  
Dynamic Signal  
EMD Serono  
Expedia  
Facebook (Meta)  
FIA-Tech  
FORT Robotics  
GitHub  
GoDaddy  
Grubhub  
Handshake  
HARMAN  
Heap  
HPE  
Hubspot  
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SAP  
SC Johnson  
Seeq  
SendGrid  
SpotX  
Stanley Black & Decker  
Sterling  
Stripe  
T. Rowe Price  
TeleTech  
Trimble  
Twilio

### Employer Champions



> Employer champions have run returnship programs for 3 or more consecutive years and/or have hired more than 50 returners

Tyler Technologies  
Uber  
Udemy  
Verisk  
Verizon  
VMware  
Volta

Walmart  
WB Games  
Wells Fargo  
Workday  
Zendesk  
Zoox  
Zynga

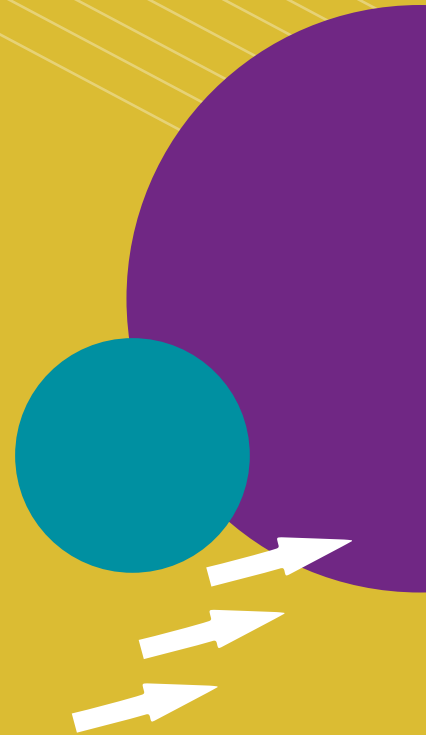


## Working Together: Audible

Audible's Director of HR Projects, Supriya Mimani, knew how much value hiring returners could bring to their organization. ***"Here you have this tremendous pool of talent," she says, "and all that is being held against them is that they took a few years of a career break to care for a loved one."*** Knowing that this was a talent pool that Audible wanted to have access to, she worked with Path Forward to launch their "Next Chapter" returnship program in the Fall of 2020.

A few short months later, the inaugural cohort was in flight - self-declared the "Audible Eleven," the group became close, supporting each other throughout the 16-week returnship. In addition to the support within the cohort, the returners received tremendous support internally from the Audible team, including employee-led interactive sessions on relevant topics such as imposter syndrome, confidence, and work-life

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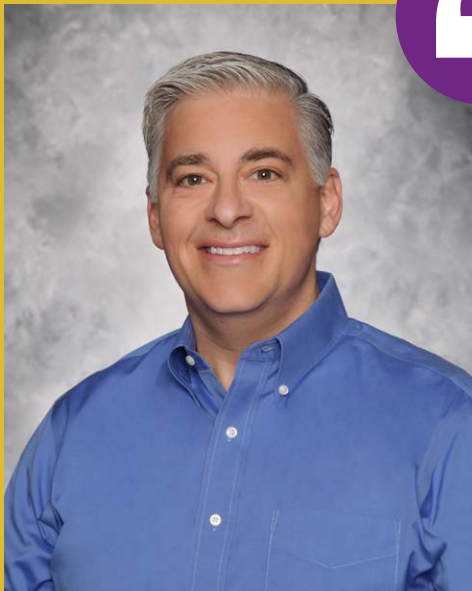
*I'm proud of being part of this journey, and being instrumental in creating hope and promise for future generations. Returnship programs give a promise to future generations, that when your time comes, it's okay if you want to take a break, to spend a part of your life completely dedicated to those that are near and dear to you. And when you come back, the world will be there for you, the workforce will be there for you, and we will embrace you returning to your career where you left off. And that should, and could, be a norm. The Next Chapter program is helping write part of the script of that story of hope and promise."*

**- Supriya Mimani, Director of HR Projects  
(Talent and Diversity, Equity & Inclusion)**

balance. One of the early champions of the program was Michael Masiello, Senior VP of Software Development, who recognized the alignment between “Next Chapter” and Audible’s values. ***“I always knew this program was going to be a success. But I didn’t expect it to be a success this fast, to this magnitude. The program is working extremely well, the cohorts are growing, and the demand from managers to get access to returners through the program is through the roof.”***

The “Next Chapter” pilot was so successful that Audible enthusiastically kept going - and is now gearing up to welcome its third cohort of returners to the company. They have plans to expand the returnship opportunities available and extend into fields like marketing, technology, and data science.

Read more about  
the audible  
returnship  
program on our  
[website.](#)



*Put simply, there are so few times in someone’s career where you get an opportunity to change the world. So when an opportunity comes up, you need to grab it. The returnship program is a chance to do something that will start a ripple that could change the complexion of the entire face of the workforce going forward. So what I’m most proud of is that I’m at a company like Audible that has given so much energy to this initiative, and that I was able to be a part of it.”*

**- Michael Masiello, Senior VP of Software Development**

## 2021 SNAPSHOT



We partnered with **40** employers to launch and support returnship programs



We supported **300** caregivers on their return-to-work journeys



We held a record 20 webinars with over **9,000** participants



We hit a big milestone and have now partnered with **100** employers since our founding in 2016.

### Path Forward Media Spotlight



THE WALL STREET  
JOURNAL.

FORTUNE



NEW YORK POST



FAST COMPANY





## Thank You to our Supporters!

We are so grateful to our incredible donors! We would like to take this opportunity to thank all of our supporters over the last five years. Thank you for being on this journey with us and allowing us to fulfill our mission, empowering caregivers on their return to work journeys. Together we are changing lives.

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**Brad Feld & Amy Batchelor\***  
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**Matt & Mariquita Blumberg\***  
**Solomon Wilson Family Foundation\***

› Pathbuilders are our donors that have made significant contributions between \$75,000 and \$150,000 to support our mission since Path Forward was founded.

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› Empowerment Circle members have made contributions between \$10,000 - \$75,000



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› Impact Partners have made contributions between \$1,000 - \$10,000

## ALUMNI SPOTLIGHT

### Arnetta Alexander Amazon

Arnetta Alexander, a senior financial account manager, lost her job in April 2020 due to the effects of the pandemic. She spent more than a year looking for a new opportunity while juggling remote schooling for her eighth-grader, with no success. She was thrilled to eventually discover and land an accounting returnship with Amazon, offered through their partnership with Path Forward, where she now works full-time as a financial accountant.



*"Path Forward provided me with an incredible support system throughout my returnship. I found the webinars and events to be informative and valuable, and being a part of a community of others on the same journey was so empowering."*

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## ALUMNI SPOTLIGHT

### Cinda Amyx SAP

Cinda took a break from her career in telecommunications to raise her two young children. During her break, she earned her MBA, completed post-graduate research at MIT, and started several businesses. When her kids were teenagers, Cinda decided to return to her corporate career. After facing many roadblocks, she eventually found Path Forward and completed a returnship with SAP. Following her returnship she was hired full-time as a partner marketing senior specialist.



*“I went through the traditional job boards, and immediately found rejection. My resume was so unconventional and nonlinear, I automatically got screened out. I knew I had something valuable to offer. But no one would give me the opportunity to actually speak to a hiring manager. Being in the Path Forward program helped build up my confidence again.”*

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**Thomas Sather\***  
**Tifaine Highly\***  
**Tom Bartel\***  
**Tom Murphy\***  
 Tracy Monahan  
**Travis Stiles\***  
**Trisha & Rayan Almeida**  
 Vanessa Holmes  
**Vatsala Syed**  
 Verna Bush  
 Veronica Lopez  
 Vickery Prongay  
**Wanda Chiu**  
**Wendy Bloechle\***  
**Wes Antrobus\***  
**Yamini Kondasani**  
**Yi-Huei Jiang**  
**Ying Li**  
**Zachary Cohen\***  
**Zoya Jayadev**

› *Friends of Path Forward have made contributions up to \$1,000*

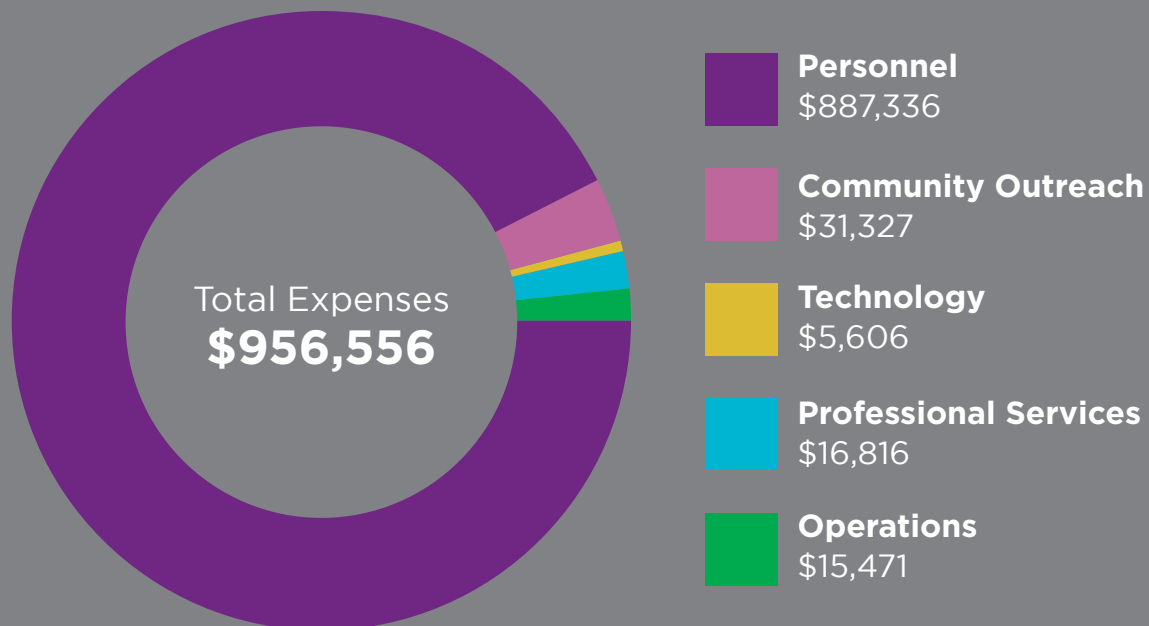
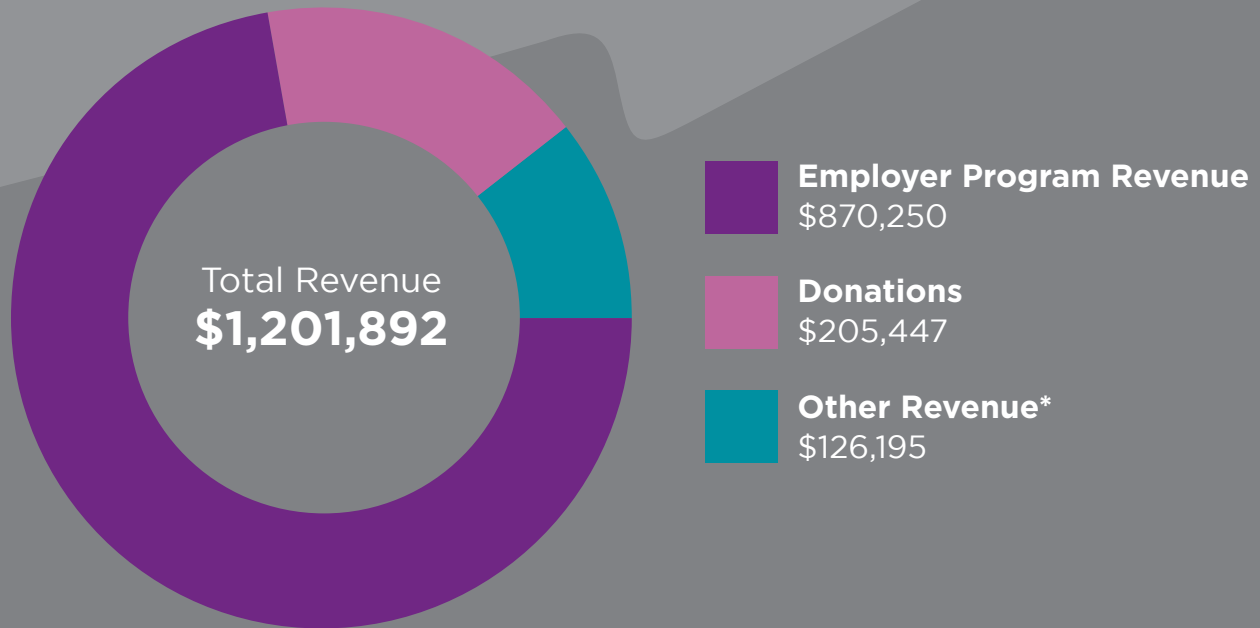
## Your Support Matters

When you give to Path Forward, you are investing directly in our mission and the belief that everyone deserves the opportunity to be supported and empowered while re-entering the workforce. Our fundraising revenue supports the development and reach of our programs, allowing us to grow and impact the lives of the more than 10 million people who are out of work due to unpaid caregiving.

If you'd like to donate or learn more about supporting our work, please visit  
[www.pathforward.org/donate-path-forward](http://www.pathforward.org/donate-path-forward)

**Indicates Founding Donor\*** | **Indicates Path Forward Alumni** | **Indicates Path Forward Alumni and Founding Donor\*\***

## 2021 Financial Snapshot



Net Income **\$245,336**

*\* Donates funding from Paycheck Protection Program*

*2021 Financials are unaudited. Audited financial statements for 2018 through 2020 are available upon request.*



# Our Team and Board

## PATH FORWARD TEAM

**Tami Forman**

*Executive Director*

**Meredith Hartery**

*Director of Partnerships*

**Namrata Mundhra**

*Program Manager*

**Christine Winston**

*Vice President*

**Jennifer Lavi**

*Director of Partnerships*

**Anna Khomina**

*Marketing Coordinator*

**Destiny Colon**

*Program Director*

**Suzanne Reynolds**

*Director of Partnerships*

**Melyssa Muro**

*Administrative Assistant*

**Tess Fraser**

*Director of Development*

**Emily Askri**

*Program Manager*

**Pam McKeta**

*Director of Marketing*

**Abigail Kelly**

*Program Manager*

## BOARD OF DIRECTORS

**Matt Blumberg**

*Co-founder and Chair, CEO and Co-founder of Bolster*

**Cindy Guerra Robbins**

*Former President and Chief People Officer of Salesforce*

**Gayatri Agnew**

*Senior Director and Head of Accessibility Center of Excellence, Wal-Mart*

**Cathy Hawley**

*Co-founder Path Forward, Co-founder Bolster*

**Cathie Black**

*Former President of Hearst Magazines*

**Jayne Jamison**

*Former Publisher, Hearst Magazines*

**Neema Bollampally**

*Senior Program Manager, Twitter, and Path Forward Alum*

**Sheena White**

*Director of Global Accounts at PayPal*

## FOUNDING BOARD MEMBERS

**Joanne Wilson**

*Co-founder and President, Gotham Gives*

**Brad Feld**

*Co-founder, Foundry Group*

## ALUMNI SPOTLIGHT

### Matt Gasbarro Seeq

Matt took a break from his software engineering career for five years to care for his newborn daughter. When she was ready to start preschool, he decided it was a great time to return to his career. Matt completed a returnship at Seeq, a software company that publishes advanced analytics applications for manufacturing companies, where he now works full-time as a senior software engineer.



*"I enjoyed the Path Forward workshops with my fellow returners — both from Seeq and from other companies — the most. Returning to the workforce is a big adjustment, and the workshops helped walk us through that lifestyle change. We really created our own community, which was one of the strongest parts of the returnship"*



# Path Forward



## Connect with Us!

511 Avenue of the Americas #4175

New York, NY 10011

[www.pathforward.org](http://www.pathforward.org)



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[hello@pathforward.org](mailto:hello@pathforward.org)