



THE
Annexstad
FAMILY FOUNDATION

22 YEARS OF BUILDING
LEADERS FOR TOMORROW

THE Annexstad FAMILY FOUNDATION

22 YEARS OF BUILDING
LEADERS FOR TOMORROW

Building connections is at the cornerstone of The Annexstad Family Foundation. Our connections to our academic partners, Scholarship recipients and program Alumni have led to a national network of individuals, allies and institutions with a shared commonality. In a world full of algorithms, hashtags and followers, we know the true importance of humanity is connection. Since our inception, we have built our connections knowing that it leads to developing great communities, and having strong communities leads to tremendous support systems.

We recognize the power of connection and shared experience is deeply valuable to progress in one's academic experience and in life beyond the undergraduate years. Our Scholarship program's success relies upon an ecosystem of connections and relationships from our partners, staff and Scholarship recipients. Through the challenges presented in the past few years due to the COVID-19 pandemic, we recognized the power of connection more than ever.

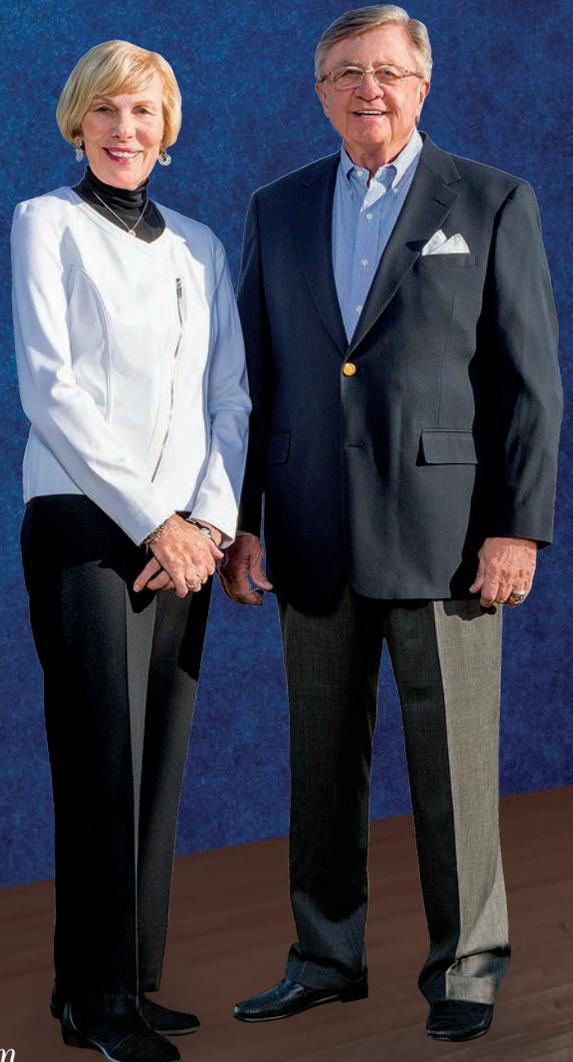
In a Fall 2021 survey, we found that **95%** of Scholars were interested in engaging with The Annexstad Family Foundation staff and community during in-person campus visits and virtual events. Over **75%** of Scholars wanted to connect with the Foundation community through social networks and video calls throughout the entire calendar year. Scholars provided feedback on what topics they wanted to discuss as a group and in which areas they would like to receive expert insight. Taking that information, our staff went to work to ensure students had the opportunity to meet in-person with our campus partners or remotely through monthly virtual programs. Our staff called on industry experts to present on topics such as *Building a Network*, *Developing a Personal and Professional Brand* and *Owning One's Value in Negotiations* where Annexstad Scholars had the chance to advance their professional connections off campus.

Like many in our Scholar community, my wife Cathy and I learned at a young age that one must grow from the circumstances out of one's control. We grew together over our shared experience of losing a parent at a formative age. In search of examples and mentors, we called upon our friends, families, neighbors, colleagues and acquaintances to ask for help, gain perspective and look for advice. We owe our successes, in all areas of our life, to the connections we have made and the relationships we have built.

In the next academic year, we look forward to building on our connections and community with our partners and Scholars. We are well underway with launching a pilot Alumni mentorship program for Spring 2023 where Annexstad Alumni will mentor and coach current Scholars virtually in the spring semester. Our scholarship management system, Kaleidoscope, will continue to streamline Scholar nominations and renewals to ensure our staff and college partners can focus on the student experience versus chasing down paperwork. Our organizational leadership is committed to leveraging our connections within the greater scholarship provider community through the National Scholarship Providers Association to continue to advance the collective impact of Scholarships at our academic partners and the funds awarded through our programs. We will continue to work with our partners to ensure students have access to campus-based resources and the opportunity to build upon their campus network outside of the classroom.

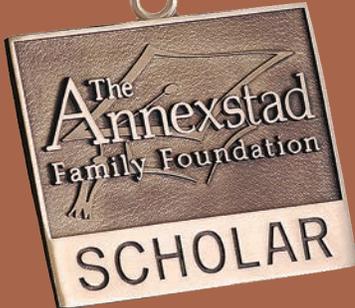
We look forward to connecting with you in the coming months.

I Al and Cathy Annexstad, Co-founders



“We have found in our 22 years that connection leads to community and, in return, community leads to support.”

honoring our best and brightest



The prestigious Annexstad Family Foundation Scholar Medallion has a longstanding history. Al and Cathy have always seen their Scholars as champions of their circumstances.

As with many champions, Annexstad Scholars demonstrate courage, determination and focus to move forward, so we honor our Scholars with a gold medallion of comparable prestige.

“Our Scholars’ inspiring stories of triumph over hardship and the success that they experience before, during and after their college careers are poignant reminders that America remains a land of opportunity for those who are prepared,” say the Annexstads. “Many of our Scholars were raised in a single-parent home, lived at or below the poverty line and have survived traumatic situations that range from drug abuse, violence and crime to homelessness, hunger, foster home stays, neglect or a serious illness, injury or disability. Each of them is armed with an inner strength and an unyielding resilience to rise above their past and pursue the higher education they deserve.

“When we present the Annexstad medallion, there is a tremendous burst of smiling pride, from both our Scholars’ faces and our own. None of us takes the medallion lightly. It reaffirms the significant investment from the Scholar to reach the ultimate goal of graduation and from the Foundation in developing America’s future leaders.”

The Annexstad family



giving hope and
opportunity to
bright minds
with big dreams

- **1,245** Scholarships awarded to date
- **95** new Scholars in 2022
- **652** Graduates to date
- **69** participating institutional partners
- nearly **92%** of Annexstad Scholars graduate in 4 years
- an overwhelming majority of Annexstad Scholars graduate debt-free!
- the vast majority of our Annexstad Graduates are gainfully employed or pursuing advanced degrees

meet the foundation staff

The management and holistic support for over 1,200 Scholarship recipients takes a lot of collaboration, and The Annexstad Family Foundation's dedicated crew thrives on building connections and creating full-scope support systems. Their focus is to lead Scholars to their goal of graduating college debt-free so Alumni can go on to achieve their dream careers and give back to their community.

Executive Director **Patti Annexstad** leads Foundation staff in providing leadership, vision and strategic planning while guiding the organization to fulfill the mission of supporting deserving and determined young adults through Scholarship and mentorship. She finds great inspiration and motivation from the drive and tenacity of the Annexstad Scholars. In addition to serving in various leadership positions with the Foundation since its inception in 2000, Patti has served in leadership roles across many organizations in the Twin Cities area including Big Brothers Big Sisters. In August of 2020, Patti received her certificate in Non-Profit Business Administration from the University of Notre Dame's Mendoza School of Business.

Director of Communications and Engagement **Elin Wahman** oversees program and communication strategy to strengthen strategic partnerships and ensure Scholar resources are more accessible. Elin organizes virtual programs and events and works with industry experts to bring insight and advice to the Annexstad Scholar community. Elin also takes the lead on many Foundation projects to streamline processes and ensure goals and objectives are met on time. In June 2022, she received her certificate in Data Analytics from the University of Chicago.

The Programs team members are the face of the Annexstad Family Foundation. Program Managers work directly with Development, Financial Aid and Student Support professionals to ensure the spirit of the mission is met at each campus partner and Scholars receive access to resources. Program Managers visit with students both virtually and through campus visits each semester.

Zack Haas has served as the Regional Program Manager for The Annexstad Family Foundation's central academic partners and Scholarship programs since 2017. In his role, Zack works directly with university administrators to provide access and opportunity for Annexstad Scholars. Zack has dedicated his career to support undergraduate student success through various roles at the University of Minnesota and Anoka-Ramsey Community College. Zack is also an active member of the National Scholarship Providers Association.

Maja Klos-Gromadzka joined the Annexstad Family Foundation in May of 2022 as the Regional Program Manager for our southern academic partners. Prior to AFF, Maja spent five years in various roles at the University of Georgia's Office of Student Financial Aid most recently as the Associate Director, Eligibility Determination and Program Management. An alumna of the *Leaders for Tomorrow* Scholarship, Maja earned her bachelor's degree from the University of Georgia.

To connect with the Foundation team, please visit www.annexstadfamilyfoundation.org/contact-us/

(l-r): Zack Haas, Patti Annexstad, Maja Klos-Gromadzka and Elin Wahman.



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22 YEARS OF BUILDING LEADERS FOR TOMORROW

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jada holmes

CREATING CONNECTIONS

When you know your why, your how comes easy. Spelman Alumna Jada Holmes says the connections she made by engaging in her community spurred her run for City Council, which she won in 2022. Now she is focused on actively reaching out and responding to others while fostering and maintaining relationships.

One might think that a service-minded, multifaceted professional like **Jada Holmes** would find it comfortable and easy to jump back into her many circles of connection once the restrictions of the pandemic eased up.



After all, just a few years since this Annexstad Alumna earned her bachelor's in English from **Spelman College**, she has worked in education, research, community engagement, operations and outreach. In addition to her full-time role as Program Coordinator with the National Research Mentoring Network (NRMN) and the Georgia Clinical & Translational Science Alliance (Georgia CTSA) at Morehouse School of Medicine, Holmes is an Event Operations Assistant for her family's event decorating and treat business. Her proudest accomplishment is her latest one: running for and winning a position as City Council Member in her hometown of Woodbury, GA, a community about 70 miles southwest of the Atlanta metro area.

Yet after the in-person connectivity of her daily life was put on hold, Holmes says even she experienced tinglings of fear when the time came to reconnect with her broader community. "After feeling like I've essentially been living my life in hiding, I've gotten comfortable behind the mask — literally and figuratively — and with living at a distance," she shares. "So for me, reconnecting in person was an act of vulnerability. Was I still good enough, smart enough, even pretty enough? As a newly elected city official, was I ready to do the work? Spoiler: I was!"

Holmes describes herself as a "servant-leader always" who lives by the personal creed: **Create, serve, impact**. This approach helped her to adjust her post-pandemic frame of mind.

"Despite my trepidation and self-rejection, I was eager to reconnect in person — to get back out there and see and hear and feel the nuances of people and places and the world around me. Ultimately, reconnecting in person reaffirmed my why. It reminded me that I love connecting with people, learning new things and representing my community as a natural ambassador who enjoys helping others gain access to information, opportunities and resources."

Knowing one's why and examining it periodically can make connecting with others, even outside of one's comfort zone, a more instinctive process.

"During my campaign for City Council, I was often asked, 'Why are you running?' A part of my answer was, 'I've always strived hard and dreamed big, which has taken me across this nation and to a few places around the world. Nevertheless, I want to show others that not only can we strive hard and dream big in Atlanta, across the nation and abroad, but we can also strive hard and dream big right here at home in Woodbury.'

Her advice for others who are seeking connections and unsure where to begin is to "start where you are and grow where you are planted. Your community needs you! Changing the world starts in our own backyards, and it doesn't have to be as an elected official," she says. "Think about your why (you may find it in the process) and start small. Engaging in the community is a personal experience, which can be as much or as little as you need it to be. Your world needs your unique talents, skillsets, qualifications and characteristics. You are enough right now. Go for it!"

Holmes says she is doing the same. "Overall, 2022 is about living well and learning to live out loud again, and I am here for it."



The **Spelman College Annexstad Family Foundation Scholarship** recipients circa 2015, including **Jada Holmes** at far right.

a decade of developing *leaders for tomorrow*

At its 10-year mark, the prestigious **Leaders for Tomorrow National Scholarship Program** and its Scholars embody the Annexstads' reverence for lifelong learning, sustained through personal passion and energy. In celebration of these distinguished Scholarships, we highlight unique initiatives at four of the **43** schools that are supporting and shaping these **Leaders for Tomorrow** Scholars.

The notion of building “leaders for tomorrow” has been at the very heart of The Annexstad Family Foundation since Al and Cathy established their organization in the year 2000. Twelve years later, in 2012, the Foundation took this ambitious vision a step further by instituting partnerships with a select group of colleges and universities and launching the Leaders for Tomorrow National Scholarship Program.

Celebrating ten years of successful programming and funding, **The Foundation is proud to have supported 707 Scholarships leading to 421 Graduates from 43 universities.** This generous initiative forever changed the lives of the Scholars, but also the lives of their family members. Their communities have benefited too, as these Scholars have continued to pay it forward in their careers as well as through mentorship and volunteerism.

Though these deserving young people come from humble, challenging beginnings, they have proven themselves to be exceptional individuals poised to make a significant difference in the world. Their admirable strength of character, grit and intelligence have helped them triumph over the substantial adversity that was placed in their path.

As the 43 partner institutions in the *Leaders for Tomorrow* program educate and nurture these talented young people into tomorrow's leaders, each institution embraces its own way of cultivating leadership and empowering excellence as they encourage their students to focus on becoming global citizens with a heart and mind for giving back.

Vanderbilt University has replaced student loans with expanded scholarships and grants and Washington University in St. Louis has doubled down on its efforts to increase student access and support.

Southern Methodist University has established a center that supports first-generation students and Gonzaga University offers a pre-orientation program to pair students with welcoming peer mentors. Each has demonstrated their commitment of being a true partner, sharing the Annexstads' vision for our nation's next generations of leaders.

Already fulfilling the promise of its name, the *Leaders for Tomorrow* Scholars have indeed emerged as today's inspired, inclusive and influential leaders. Graduates who were once arriving to campus as Scholars are now making waves in our ever-changing world as they lead via a variety of platforms, from education,

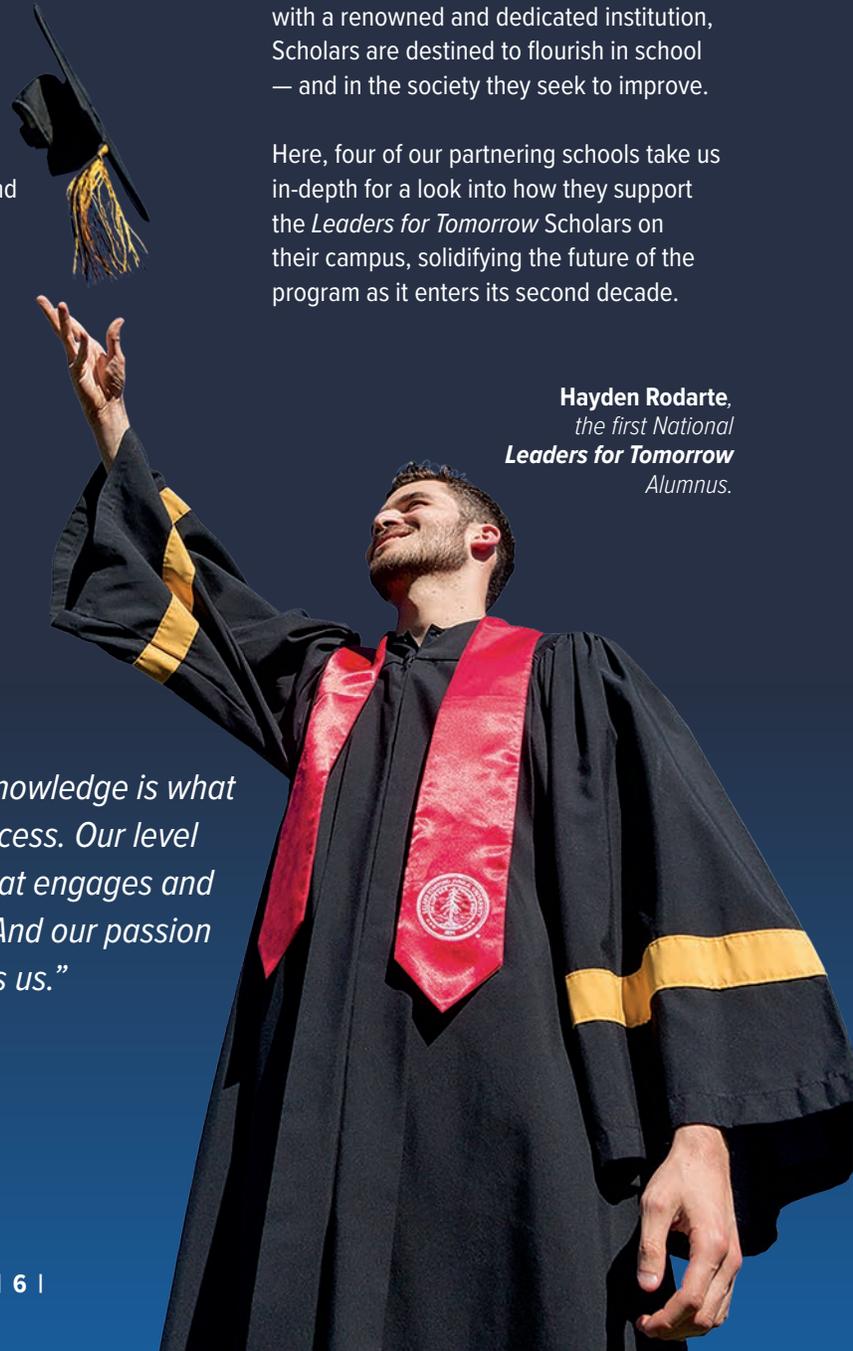
entrepreneurship and social services to science, engineering, medicine and policy.

“If our resilient Scholars have shown us one thing throughout this past decade, it is this: Every one of them are blessed with knowledge, energy and passion,” shares Al Annexstad in reflection of this milestone. Those pillars of successful outcomes are evident in each *Leaders for Tomorrow* Scholar. When those qualities are matched with a renowned and dedicated institution, Scholars are destined to flourish in school — and in the society they seek to improve.

Here, four of our partnering schools take us in-depth for a look into how they support the *Leaders for Tomorrow* Scholars on their campus, solidifying the future of the program as it enters its second decade.

Hayden Rodarte,
*the first National
Leaders for Tomorrow
Alumnus.*

“Building our knowledge is what arms us for success. Our level of energy is what engages and empowers us. And our passion is what sustains us.”



vanderbilt university

LEADERS FOR TOMORROW PARTNER

In 2008, Vanderbilt University joined a growing number of institutions that have committed themselves to rewriting the rules on college access and affordability. By replacing student loans with expanded scholarships and grants, the university made the bold statement that a Vanderbilt education was available to every qualified undergraduate student, regardless of their family's financial circumstances.

Dubbed **Opportunity Vanderbilt**, this equalizing financial aid program has distributed nearly \$1.5 billion in undergraduate aid to more than 12,500 students.

Among them are 20 recipients of The Annexstad Family Foundation's *Leaders for Tomorrow* Scholarship. At Vanderbilt, the Scholarship is awarded annually to two incoming first-year students who successfully triumphed over significant personal or family hardships, such as the loss of a parent, foster care placement, a physical disability or severe poverty.

Because of its commitment to meeting 100% of students' demonstrated financial need, Vanderbilt was one of the first universities selected by The Annexstad Family Foundation to offer the *Leaders for Tomorrow* Scholarship, becoming a key partner in 2012, the first year Scholarships were awarded.

Vanderbilt University and The Annexstad Family Foundation mark 10 years of partnership to close the affordability gap.

Kay Shao, a Vanderbilt student from California, is a current *Leaders for Tomorrow* Scholar, studying Human and Organizational Development and Creative Writing. The daughter of Chinese immigrants who work long hours to keep their family afloat, Shao credits the Scholarship for transforming her college experience – both for her and for her parents.



Kay Shao

“Without this Scholarship, my college experience would be dramatically different and I would not be where I am academically and professionally,” she says. “Thank you for your generosity and commitment to my education.” Instead of having to work long hours or multiple jobs, Shao has the flexibility to meet regularly with her honors program adviser, serve as philanthropic chair for Alpha Kappa Psi business fraternity and even moonlight as a casting director for a Nashville-based fashion magazine.

Recipients of the Scholarship have graduated from Vanderbilt and gone on to careers in conservation, social justice and medicine.

Zackary Brown was one of Vanderbilt's first *Leaders for Tomorrow* Scholars, graduating in 2016 with a double major in Neuroscience and Medicine / Health and Society with a



Zackary Brown

concentration in Race, Health and Inequality. After graduating from Howard University College of Medicine, he is now a resident in pediatric medicine at Mount Sinai Kravis Children's Hospital in New York.

“As the first in my family to graduate from high school, I owe tremendous gratitude to the *Leaders for Tomorrow* Program,” he says. “They allowed me the opportunity to break a generational cycle and build my own cycle of success. You gave me peace of mind knowing that I didn't have to worry financially along with giving me a peer group to show me what true *Leaders For Tomorrow* look like.”

In its 15-year history – 10 that have included *Leaders for Tomorrows* Scholars – **Opportunity Vanderbilt** has transformed the university through its academic rankings and student diversity. Since 2012, the university has doubled its applicant pool and the diversity of its first-year class.

“What I love about the Scholarship is that it honors the recipients' stories, their journeys, their accomplishments and their determination,” says Chanell Thomas, Associate Director of Student Financial Aid and Scholarship. “The more diversity of perspectives we can invite onto campus, the more enriching the experience for everyone. It's not just the Scholars who benefit from the Foundation's kindred mission and charitable support, the entire community is better for it.”



washington university in st. louis

LEADERS FOR TOMORROW PARTNER

In 2012, The Annexstad Family Foundation initiated collaborations with a select group of colleges and universities as part of the launch of the *Leaders for Tomorrow* (LFT) National Scholarship program. As a member of that group, Washington University in St. Louis provided an opportunity for the Foundation to support talented undergraduates in the Midwest who exhibit key characteristics of servant leadership.

WashU has provided avenues for exploration, service and impact for students who are highly intelligent, dedicated and well-rounded. The university awards The Annexstad Family Foundation's *Leaders for Tomorrow* Scholarship to two incoming first-year students each year. These Scholars have their full cost of attendance met, enabling them to graduate in four to five years with little or no debt.

LFT Scholars meet twice annually with a Foundation representative and connect with fellow recipients. During these visits, they interact with WashU leadership in various administrative and academic departments, developing relationships and further engaging with the WashU community. These connections have led to friendships, mentorships and service opportunities.

One recent graduating Scholar, **Mykyta Stokalyuk**, '21, earned a degree in Economics and says, "The Annexstad Family Foundation



Mykyta Stokalyuk

Scholarship was integral to my ability to pursue the subject I always wanted to study. With my degree, I will enter the sphere of business analytics and make an impact on company-wide decision-making using data science. I have grown more confident in my abilities and I hope to support people who are going through the same journey with personal and career mentorship."

To ensure that students like Stokalyuk can follow their passions and interests, WashU leads initiatives dedicated to increasing student access including the **Gateway to Success**. In October 2021, WashU made a historic \$1 billion investment in financial aid for students. These resources allowed the university to adopt a need-blind admissions policy, effectively eliminating any consideration of applicants' financial status as part of the admissions process. Made possible by an extraordinary 65% return on the university's Managed Endowment Pool for the 2020-21 fiscal year, WashU directed \$800 million in endowed funding toward need-blind undergraduate admissions and the remaining \$200 million toward financial aid for graduate and professional students across the university's seven schools. The Class of 2026 will be the first group of undergraduate students admitted under the new policy.

Other initiatives include the **WashU Pledge**, announced by Chancellor Andrew D. Martin in his 2019 inaugural address. The WashU Pledge provides a free undergraduate education to incoming full-time students from Missouri and southern Illinois who are Pell Grant-eligible or who come from

families with annual incomes of \$75,000 or less. WashU leaders have extended the university's test-optional policy for the 2021-22 admissions cycle and eliminated any consideration of campus visits and other displays of so-called "demonstrated interest" – both moves that reduce costs and break down barriers to access.

In the past 10 years, The Annexstad Family Foundation has awarded 20 LFT Scholarships at WashU, where the program has a graduation rate of 100%. In 2022, WashU will welcome the 21st and 22nd LFT recipients to join the cohort.

The future is bright for LFT Scholars and Alumni. One LFT Graduate, **Andrea Chambers**, '21,



earned both her bachelor's degree in International and Area Studies and her master's degree in Public Health through the Brown School at WashU. The school's 3-2 program allows students to graduate with dual degrees in five years. Chambers shares, "WashU and the Annexstads have allowed me to receive a great education, build lifelong friendships and volunteer, all of which have opened a world of opportunities! With my degree, I aspire to work as a public health practitioner in the policy field and advocate for policies that improve affordable health care access for low-socioeconomic status communities."

Andrea Chambers

Washington University in St. Louis provided the opportunity for **The Annexstad Family Foundation** to help support deserving Midwest undergraduates who exhibit servant leadership.

Photo provided by Washington University in St. Louis

southern methodist university

LEADERS FOR TOMORROW PARTNER

Empowering outstanding students to attend Southern Methodist University and succeed, regardless of background and financial means, is a major commitment at this Dallas university, one of the most recent schools to become a selected partner in the *Leaders for Tomorrow* program.

In September 2021, SMU pledged to raise \$450 million when it launched its current fundraising campaign, **SMU Ignited**. The funds raised are supporting students from underrepresented populations with more merit- and need-based scholarships and academic support as well as internships, stipends and study-abroad opportunities.

This past April, the university announced **Access SMU**, an additional scholarship initiative designed to bridge financial gaps for high-achieving Texas students who receive federal Pell Grants – *more than half of Pell Grant recipients are first-generation students*.

The school's intense commitment to putting SMU within reach for talented students starts at the top. Elizabeth Lobo, SMU Provost and Vice President for Academic Affairs, as well as K.C. Mmeje, Vice President for Student Affairs, are both first-generation college students.

"More than 70 percent of our students receive some combination of academic awards and need-based financial aid," notes

SMU President R. Gerald Turner. "But even a small gap between available aid and the cost of education can be insurmountable. Access SMU will fill that gap for those who receive both federal Pell Grants and the merit scholarships, which are granted to our most gifted students."

The new partnership between SMU and The Annexstad Family Foundation further widens the path to SMU for students who may have thought that this private university was out of reach for them.

With the *Leaders for Tomorrow* Scholarship, two new Scholars per year will have their full cost of attendance met in alignment with Access SMU's mission. Through this partnership, students can focus on coursework, research opportunities, professional development, student group involvement and volunteer work, all with the support of SMU and AFF's additional resources to help navigate their four years.

As many *Leaders for Tomorrow* Scholars well know, paying for college is just one hurdle for first-generation students, who also lack any parental college experience to draw upon as they face the challenges of college life. To provide a support system that helps them flourish, SMU established the **First-Generation Initiative (FGI)** back in September 2019. As part of that effort, SMU's Academic Center for Excellence (ACE) provides tutoring, mentoring, free printing, access to technology and textbooks, study abroad assistance and emergency funds for unforeseeable hardships all under one roof.

Matthew Robinson, Director of Student Persistence and Achievement at ACE, has introduced hundreds of students to programs and resources that help Scholars academically, financially and socially. ACE has become their hub providing private study space around students who share similar backgrounds, helping them learn about campus activities and connecting them with free tutors.

SMU students have also developed a First-Generation Association – an important step in making SMU a more welcoming community. The organization now has more than 100 members, including first-generation students and allies. The first *Leaders for Tomorrow* Scholars are certain to find community and connections at SMU and at ACE.



Carson Hanson



Otti Cegin

Introducing our 2021-2022 Scholars Carson Hanson and Otti Cegin. We wish them well on their academic journey. We know that you will make SMU and yourselves proud on your educational adventure!

*The Annexstad Family Foundation is pleased to add **Southern Methodist University** to their long list of partnering **Leaders for Tomorrow** institutions.*



gonzaga university

LEADERS FOR TOMORROW PARTNER

Gonzaga University in Spokane, Wash., came on board as a *Leaders for Tomorrow* partner with The Annexstad Family Foundation in 2015, expanding the Foundation's reach to the Pacific Northwest.

Gonzaga University is committed to developing each student's mind, body and spirit – inside and outside of the classroom. Toward that end, programs and academic studies encourage individuals to “become a person of curiosity, courage and conviction. A person of purpose.” This focus falls perfectly in line with the vast potential that lies within a *Leaders for Tomorrow* Scholar.

In partnership with The Annexstad Family Foundation, Gonzaga awards two incoming first-year students the *Leaders for Tomorrow* Scholarship each academic year. These Scholars have their full cost of attendance met in effort to graduate in 4 or 5 years with little to no debt.

Annexstad Scholar **Jasmin Azizi**, a rising fourth-year Scholar at Gonzaga shares, “One of the things that I love about Gonzaga is that there is a push to be “men and women for and with others” in the classes and within the general community. This is something that I am extremely proud to be a part of, and it has helped shape the way that I view serving my community.”



Jasmin Azizi

Annexstad Scholars can begin to build their greater Gonzaga network before officially beginning coursework through Gonzaga's Social Justice and Leadership Institute's **BRIDGE program**. BRIDGE (Building Relationships in Diverse Gonzaga Environments) offers a pre-orientation program where students can adjust to their new campus environment and begin learning about the resources available to them before the academic session begins.

During this pre-orientation program, students are paired with peer mentors and shown how to navigate Gonzaga while they continue mentoring throughout the year. Annexstad Scholars who have participated in the BRIDGE program have enjoyed being a resource to an incoming student. BRIDGE also offers workshops and events on topics such as identity development, community building, imposter syndrome, allyship and the social change model of leadership.

Students also meet with an AFF staff representative at least once a year during their four years. During these visits, Annexstad Scholars have the chance to connect with one another and meet with university leadership.

*Below: The John J. Hemmingson Center is the hub of student life at **Gonzaga University**, featuring housing, dining, lounges, and offices for services like the BRIDGE program.*

Gonzaga students are actively encouraged to discover their passion and leverage their undergraduate experience to make a difference in our society. “When you find your purpose at Gonzaga, you also find that you can use it to shape the world for the better – for all of us.”

Recent Graduate, **Marychristie Benjamin** intends to do just that. She shares, “I am grateful for the Annexstad Scholarship's investment in my education. With my degree, I hope to delve into the world of digital finance and cryptocurrency and help facilitate the transition into a new financial ecosystem. This opportunity has granted me the possibility to create my own path and enter the next stage of my life with elevated prospects for my future.”

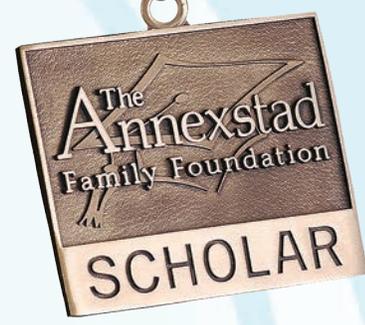


Marychristie Benjamin

Leaders for Tomorrow Scholars enter a welcoming environment among students like Benjamin who perceive opportunities for positive change – then find ways to implement it.

Gonzaga University and The Annexstad Family Foundation proudly celebrates 7 years of partnership.





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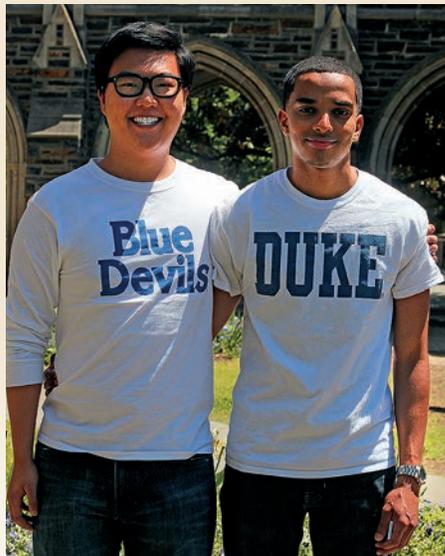
The Annexstad Family Foundation Scholarships

LEADERS FOR TOMORROW NATIONAL SCHOLARSHIP PROGRAM

Working with a select group of America's most revered institutions of higher learning, the *Leaders for Tomorrow* National Scholarship Program makes a significant investment in developing America's future leaders from deserving young people who have come from humble, challenging beginnings. The Foundation collaborates with colleges and universities carefully chosen from among the nation's most prestigious institutions of higher learning to cultivate what America needs most: exceptional people who will one day measure their success not merely in personal terms, but also in terms of how they have contributed to improving the quality of life for their fellow citizens. Scholarship candidates are exclusively identified by participating universities and earn their undergraduate degrees as free from debt as possible.

AL AND CATHY ANNEXSTAD HORATIO ALGER ASSOCIATION SCHOLARSHIP

In 2010, Al Annexstad was the recipient of the Horatio Alger Award, one of America's highest civilian honors, given in recognition of his inspiring life story



Duke University 2019 Graduates (l-r): Moses Wayne and Mohamed Ahmed.



University of Chicago Scholars (l-r): Kuba Sokolowski '20, Danielle Mishler '22 and Watson Lubin '23.

of achieving personal and professional success despite a challenging upbringing. The Horatio Alger Association of Distinguished Americans bears the name of renowned author Horatio Alger Jr. whose tales of overcoming adversity through unyielding perseverance and basic moral principles captivated the public in the late 19th century. The Association was organized to recognize men and women of outstanding achievement and to remind all Americans of the limitless possibilities that exist through the free enterprise system. Deeply moved by this recognition, Al and Cathy chose to pay it forward by

establishing a Scholarship at a select group of prestigious institutions that identify recipients from their ranks who likewise reflect the spirit of the Horatio Alger Association.

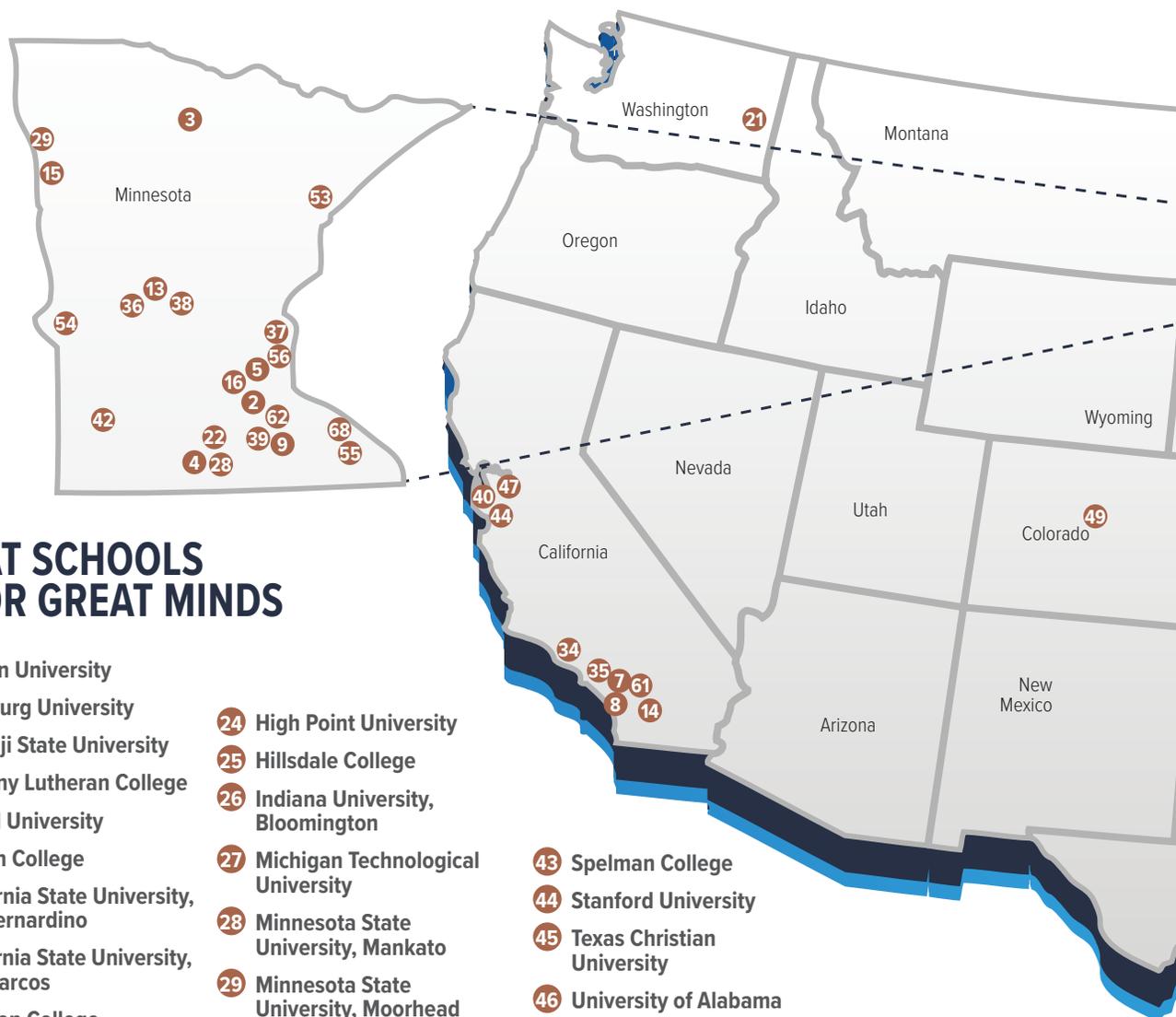
ST. PETER HIGH SCHOOL HOPE AND INSPIRATION SCHOLARSHIP

In appreciation of their Minnesota hometown roots, the Annexstads endowed a college Scholarship at St. Peter High School. They hope to help better the life of one deserving young person from each graduating class who has not experienced many of life's blessings which so many others are fortunate to have received.

California State University San Bernardino – Palm Desert Campus Scholars (l-r): Katrina Estacio '23, Adrian Martinez '22 and Jennifer Hanson '22.



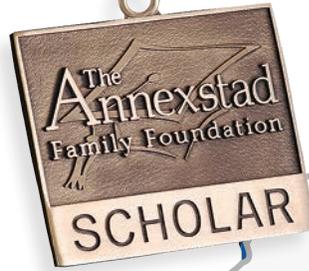
The Annexstad Family Foundation Supported Scholars at 69 Prestigious



GREAT SCHOOLS FOR GREAT MINDS

- 1 Auburn University
- 2 Augsburg University
- 3 Bemidji State University
- 4 Bethany Lutheran College
- 5 Bethel University
- 6 Boston College
- 7 California State University, San Bernardino
- 8 California State University, San Marcos
- 9 Carleton College
- 10 Clayton State University
- 11 Clemson University
- 12 Coastal Carolina University
- 13 College of Saint Benedict
- 14 College of the Desert
- 15 Concordia College
- 16 Crown College
- 17 Duke University
- 18 Emory University
- 19 Georgetown University
- 20 Georgia Institute of Technology
- 21 Gonzaga University
- 22 Gustavus Adolphus College
- 23 Harvard University
- 24 High Point University
- 25 Hillsdale College
- 26 Indiana University, Bloomington
- 27 Michigan Technological University
- 28 Minnesota State University, Mankato
- 29 Minnesota State University, Moorhead
- 30 Mississippi State University
- 31 North Dakota State University
- 32 Northern Michigan University
- 33 Piedmont University
- 34 Pitzer College
- 35 Pomona College
- 36 Saint John's University
- 37 St. Catherine University
- 38 St. Cloud State University
- 39 St. Olaf College
- 40 Santa Clara University
- 41 Southern Methodist University
- 42 Southwest Minnesota State University
- 43 Spelman College
- 44 Stanford University
- 45 Texas Christian University
- 46 University of Alabama
- 47 University of California, Berkeley
- 48 University of Chicago
- 49 University of Colorado, Boulder
- 50 University of Florida
- 51 University of Georgia
- 52 University of Michigan
- 53 University of Minnesota, Duluth
- 54 University of Minnesota, Morris
- 55 University of Minnesota, Rochester
- 56 University of Minnesota, Twin Cities
- 57 University of Mississippi
- 58 University of North Carolina at Chapel Hill
- 59 University of Notre Dame
- 60 University of Pennsylvania
- 61 University of Redlands
- 62 University of St. Thomas
- 63 University of Wisconsin – Madison
- 64 Valdosta State University
- 65 Vanderbilt University
- 66 Washington University in St. Louis
- 67 Western Carolina University
- 68 Winona State University
- 69 Yale University

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Angel Chesney
University of Chicago

Angel earned her degree in Philosophy and Visual Arts in 2021. Angel resides in Chicago, where she currently works on the marketing team for a food start-up.

Courtney Bell-Duncan, Ph.D.
University of Minnesota, Twin Cities

Courtney graduated in 2011 with a degree in Sociology. Courtney recently received her doctorate in Educational Policy and Leadership from the University of Minnesota. She currently serves as an Education Equity consultant and as an Associate Professor at Minnesota State University, Mankato.



WHERE ARE THEY NOW?



Brandon Davis
University of Notre Dame

Brandon Davis earned his bachelor's degree in Architecture with a Real Estate and Poverty Studies minor. Brandon is currently serving as an AmeriCorps VISTA helping develop properties for disaster-afflicted areas through Habitat for Humanity.



Bessie Bauman
Yale University

Bessie Bauman earned her degree in Economics in 2021. With a demonstrated history in public policy, economic reform, and research, Bessie is currently an Analyst for a consulting firm helping to improve business outcomes for organizations in the public sector.



Alex Soas
Emory University

Alex Soas earned his degree in Human Health and Nutrition from Emory University in 2020. Alex currently serves as the Director of Business Development for an Advertising firm in Cleveland.

1,245
scholarships awarded to date

30%
of scholars are double majors

652
graduates to date

95
new scholars

over
\$2 Million
in scholarships awarded in 2021-2022

Mission | To provide college Scholarships to deserving young people who have “bright minds, big dreams and little means to make those dreams come true.”



Scholarship recipients graduate in four years



of Annexstad Scholars return for their second year



of Annexstad Scholars are interested in virtual webinars

Vision | To build an ecosystem of resources and support in partnership with academic institutions to help low-income, first-generation students thrive on and off campus.

5 most popular college majors amongst Annexstad Scholars

1 Psychology

2 Computer Science

3 Biology

4 Economics

5 Nursing

The Annexstad Family Foundation Support Services

ACADEMIC SUPPORT

financial aid assistance |

In partnership with our university and college partners, we ensure Scholars have the chance to graduate with little to no debt. Students are connected to a senior leader within their financial aid office along with their individual counselor to discuss aid specifics.

online college success seminars |

We offer a variety of webinars featuring curated speakers to better prepare our Scholars' and Alumni's educational and career paths. Topics ranging from New Scholar study tools to financial literacy, and from wellness to preparing for Medical, Law or Graduate School, Annexstad Scholars and Alumni have access to webinars through our portal 24/7.

PERSONAL & WELLNESS SUPPORT

support and referral services |

Our Foundation staff is always happy to connect Scholars to university resources that enable them to glean the best from their college experience. Many first-year scholars, often a little uncertain about the next four years, are thriving in their undergraduate experience due to the programs available on their campus.

relationship building |

Throughout our Scholars' years at school, the Programs team calls, emails and texts with them to periodically check in. When onsite visits are permissible, the team will take Scholars to lunch or coffee on campus. Throughout key times in the year, typically around finals, the team will also send care packages. This builds tremendous spirit and helps the Scholars feel supported.

scholar check-ins |

As Scholars navigate their four years, our Programs team stays in touch. We assist them in overcoming challenges, navigating administrative support services and staying on track to graduate. We consistently follow their academic progress, their debt load and their mental wellness, reaching out when students need us most.

PROFESSIONAL SUPPORT

networking and mentoring |

Scholars and Alumni are encouraged to connect with each other when considering career choices and higher education plans, or when they simply seek advice. Program Managers also connect Scholars with industry professionals.

online career success webinars |

We link Scholars and Alumni to expand their professional networks, develop resumes and LinkedIn profiles, receive mentoring and build business relationships.





Al and Cathy Annexstad visit with 2008 graduate Shawn Sanford.

THE ANNEXSTAD FAMILY FOUNDATION VETERAN STUDENT SCHOLARSHIP

As a military veteran, Al Annexstad recognizes the sacrifices our service men and women make for our country. He and Cathy believe our veterans are a vital resource to our nation. To this end, they fund 25 Scholarships for veterans each year at College of the Desert in Palm Desert, California.

THE ANNEXSTAD FAMILY FOUNDATION HOPE AND INSPIRATION SCHOLARSHIP AT KINGSFORD HIGH SCHOOL

The Annexstads established a Scholarship to help bright young people who have triumphantly overcome some very difficult challenges. The Foundation partners with Northern Michigan University and Kingsford High School in Michigan's Upper Peninsula on this Scholarship program.

Annexstad Family Foundation Scholars attending University of Redlands in 2019 (l-r): Kenia Gonzalez, Isaac Rodriguez, Fernando Herrera, Ariel Herrera, Leslie Vargas and Kimberly Rios-Hernandez.



THE ANNEXSTAD FAMILY FOUNDATION HOPE AND INSPIRATION SCHOLARSHIP AT RABUN COUNTY HIGH SCHOOL

In the spirit of goodwill and charity, the Annexstads established a college Scholarship at Rabun County High School in the North Georgia mountains. The program assists deserving students from the surrounding community who have overcome significant hardship in their young lives to attend a 4 year academic institution in the state of Georgia.

MARIE EUSTICE SCHOLARSHIP

The Marie Eustice Scholarship, named after Cathy's mother, is awarded by Minnesota State University, Mankato College of Education to two deserving students in their junior year pursuing the Elementary Education Professional Program. The recipients of the Scholarship dedicate themselves to shaping a classroom of young minds as an elementary education teacher, just like Cathy's mother, Marie.



Alice Annexstad

Marie Eustice

LOVING MOTHERS LEAVE A LEGACY

Alice Annexstad was revered and loved by Gustavus Adolphus College students, faculty and administration not only for her fabulous cooking in the student cafeteria but also for the kindness she exuded toward the community. Inspired by Al's endearing memories and the countless sacrifices that his mother made for her family, The Annexstad Family Foundation awarded the first Scholarship in her honor.

The successful partnership with Gustavus has led to more than 30 Scholars and Graduates exhibiting the values inspired by Alice and The Annexstad Family Foundation.

Marie Eustice, Cathy's mother, was renowned for her work ethic and her ability to prepare her wide-eyed grade-school students for lifelong learning before her untimely death in the late 1950s. In 2012, The Annexstad Family Foundation introduced the Marie Eustice Scholarship in the College of Education at Minnesota State University, Mankato. We celebrate these Scholars and Graduates:

- 2022** Abigayle Marko
- 2021** Darian Thompson
- 2020** José Avila, Graduate
- 2020** Devon Minke, Graduate
- 2019** Irene Kim, Graduate
- 2018** George Vang, Graduate
- 2017** Vanessa Buth, Graduate
- 2016** Tierra Jorgensen, Graduate

celebrating our 2022 grads

For the second year in a row, The Annexstad Family Foundation hosted a Year End Graduation Celebration. AFF partnered with EatnGage, a platform that provides delivered meals to virtual event attendees. Our 2022 Graduates were able to enjoy a complimentary graduation celebration dinner from a restaurant of their choice as part of the event. This class has faced an incredible disruption in their ability to connect with one another. They have also experienced increased anxiety to ensure that they would receive their hard earned degrees. The Foundation is so proud of those who didn't give up when times were exhausting and we celebrate their tremendous achievements.

"You have shown great persistence and resilience in the face of constant change and uncertainty, all while attaining the ultimate goal of achieving higher education," shares Executive Director Patti Annexstad. "The courage and commitment you all conveyed while navigating years filled with immense stress and uncertainty are a true testament to your character."

"As with our founders, Al and Cathy, you have demonstrated the grit and determination to overcome issues more significant than themselves. I know Al and Cathy see a little bit of their story in each one of you, knowing that you have what it takes to be a leader in your chosen field. Our family views the talented group of young adults in the Class of 2022 who are an extension of the Annexstad family."



Maja Klos-Gromadzka

Patti welcomed an Annexstad Alumna and the new Annexstad Family Foundation Regional Program Manager for the southern territory, **Maja Klos-Gromadzka**, to congratulate the Graduates and speak to her post-commencement experience.

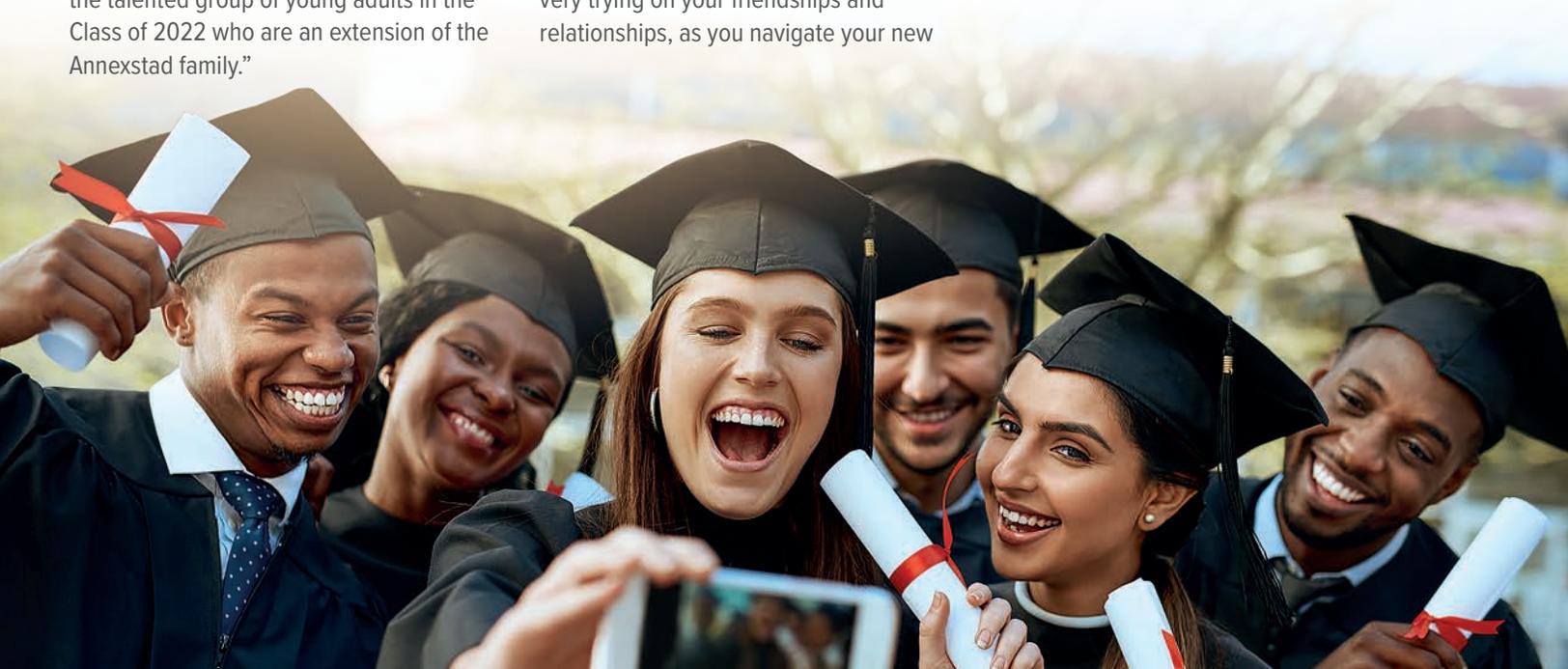
"As a 2016 Graduate from the University of Georgia (UGA) and an Annexstad *Leaders for Tomorrow* Scholar, I was personally chosen to receive the Foundation Scholarship. At the time, I had no idea what that meant and upon discovery I have been awestruck by the generosity, programming and support given to us."

"As many of you know, upon graduation, there is a mass exodus from college towns, with graduates moving to start their full-time jobs. At that time, I wish I had known the saying, *'People come into your life for a reason, a season or a lifetime.'* Why? Because the next few months will be very trying on your friendships and relationships, as you navigate your new

cities and work/life balance. I want to encourage you to be okay with these changes and the uncertainty that this time holds. Relationships are meant to evolve, and I can speak from my own experience with my involvement with the Foundation. You might feel shy to reach out to other Scholars, but as Alumni, I want to encourage you to connect with each other! You have a tremendous advantage to connect with your peers in similar fields and areas of the country or with someone who might soon be living in your city."

"My hope for you is for you to prosper in this new chapter of your life, and I would strongly encourage you to join our Scholar and Alumni Network on LinkedIn. We are a mighty community who encourages one another. And who knows, maybe you will be our Alumni guest speaker next year. Thank you and congratulations again!"

Following her remarks, the Graduates joined virtual breakout rooms to network with other attendees and Foundation staff. They shared their post-graduation plans and goals as well as their frustration and fears in beginning this new chapter with job hunting, moving across the country to first apartments and prepping to begin graduate programs. Scholars expressed their desire to stay connected to the Annexstad network and participate in the Foundation's 2023 Alumni Mentor pilot program.



supporting scholars at college of the desert

ANSWERING THE CALL TO OUR SERVICE MEN AND WOMEN

When given the opportunity to expand their Scholarship offerings in the Coachella Valley, Al and Cathy



Annexstad wanted to recognize veteran Scholars to thank our service men and women. They believe veterans are a vital national resource and that they too deserve to receive a higher education. Thus, five years ago, The Annexstad Family Foundation created a Veteran Student Scholarship with **College of the Desert (COD)** in Palm Desert, Calif.

To date, the Annexstads have donated \$75,000 in renewable annual Scholarships to award veteran students studying Public Safety, Registered Nursing, Education, Business or general education in preparation to attend a University of California or California State University campus.

“We are honored that the Annexstads have taken such an interest in COD,” shares COD Foundation Executive Director Catherine Abbott. “Education is the answer to life’s biggest hurdles; it’s a tremendous resource you can never take away. The cyclical effect

that education can have on a family and a community is a gift that lasts a lifetime.”

“Our Bighorn Golf Club Charities Veterans Resource Center provides a valued touchpoint to strengthen these hard-working Scholars,” she adds. “Veterans are transitioning from combat into civilian life, and navigating their new normal can be overwhelming.”

Al and Cathy add, “By creating a safety net, we acknowledge what veterans have sacrificed for our country. Our focus is to provide personal connections, emotional and physical resources and needed financial support.”

The Annexstad Family Foundation Hope & Inspiration Scholarship

The success of COD’s Veterans Scholarship inspired the Foundation to develop a special Hope & Inspiration Scholarship. Following their current guidelines, the Foundation established tuition assistance for a worthy Scholar possessing the academic potential to excel in their field of study and achieve their associate’s degree within two years. The ideal candidate is an exceptional citizen, one who demonstrates a high moral character and the desire to contribute to the betterment of society. COD, along with the Boys & Girls Club of Coachella Valley, selected the first recipient. Admirably resilient, **Julio Mendez** grew up sleeping on the floor of his single mother’s

apartment, with no means of personal transportation. “He is not letting his life’s beginnings define who he wants to become as a world-renowned architect,” notes Al.



Julio Mendez-Delgado

Mendez shares, “I’m excited to bring a new style to homes, something that has never been done before, where people are curious to see the inside. My education will instruct me, and my training will hone my skills, but my journey exhilarates me the most of all. Your Scholarship means that I don’t have to work two jobs to afford my rising rent plus tuition and tools, then juggle my time to complete assignments. Someday I will wake up in a house of my own design and know that I made it. Not by myself alone, but thanks to the support of everyone who believed in me, taught me and gifted me with this Scholarship. Your generosity will help me achieve my dreams!”

Abbott adds, “How can you not be inspired by Julio? He will be a tremendous ambassador to the Architecture program. And just as the Veterans Resource Center supports Annexstad Scholars, our COD Foundation will support Julio so he can feel secure and thrive – both in his educational experience and wherever his dreams lead him.”



defining and developing your personal brand on LinkedIn

LinkedIn offers an incredible avenue for others to get to know you professionally. You can also use the site to learn more about different companies and industries, network with other professionals who share common interests and join professional or community-focused groups. All the while, recruiters can find your profile and approach you with potential opportunities. Alex Kroen, Senior Recruiting Director at TEGNA, reveals how to make the best use of this free tool and express your professional self.

it's all about your brand | When we talk about your personal brand, it's what sets you apart. And for Annexstad Scholars, being selected for this Scholarship program is a great differentiator. You have all demonstrated that you have the potential to be leaders in your classroom, campus community and beyond. Express your passion for technology or marketing, skills, resources and community group affiliations, philanthropy or volunteer projects that make you, YOU.

Make sure to Google yourself and see what comes up. How do you want the world to see you? How do you market yourself? Having a solid digital footprint can help employers see you in the best possible light.

add photos | Upload a professional photo of yourself in business attire. As for the background image, it can reflect your current company or something else that is meaningful to you. Are you trying to get into a creative industry or looking to be in a special city? Add an image to reflect that as your background. If you are into technology, add an image with cool wires as your background. Or, if you represent a number of companies like myself, this collage I made for my background image by combining a number of their logos sets my profile apart.

summary | Recruiters love the summary section. We don't have time to read, so this gives us a quick dive to see if we want to read further. Create a solid paragraph that tells others about your skills, passions, what drives you and why it matters to you. Make sure there are no grammatical errors and put your best self forward.



experience | Potential employers want to get to know you in a stronger, more effective way when you relay your qualified experience within your employment, internships, extracurriculars and volunteerism. So, make it robust with achievements, exciting projects and results. And just like your resume, suit your experience with industries or job titles with which you are looking to achieve.

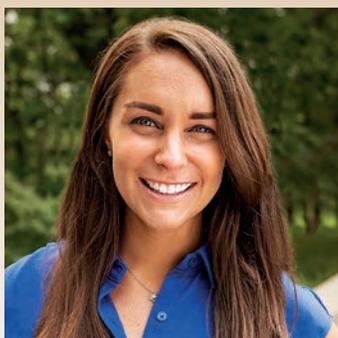
We also look for how you balance your work. So, if you worked at Target for three years while going to school, recruiters are typically impressed and understand you are able to multitask and balance school and work together.

skills | Add your list of skills that make you valuable for potential jobs. Your internships or volunteer work may have taught you skills that are unrelated to your industry, so share them. Then ask family, friends and past employers to endorse you and return the favor to them.

recommendations | If you have really great rapport with a previous employer, mentor or professor, ask them for a recommendation to enhance your profile. A high-quality paragraph can go a long way when it comes to recruiters looking at your profile. You can return the favor to anyone who recommends you, and LinkedIn shows how many times you have returned the favor.

connections and networking | LinkedIn makes it easy to connect with family, friends, colleagues, previous employers, mentors and classmates to grow your own network. Don't worry about trying to get to that 500+ number right away. As your profile grows, you will begin to see first, second and third connections.

alex kroen



Alex Kroen, Senior Recruiting Director at TEGNA, has transitioned from sales to a premium recruiter for TEGNA, one of the most geographically diverse broadcast stations in the country. Across a wide variety of platforms, TEGNA tells empowering stories, conducts impactful investigations and delivers innovative marketing solutions. With 62 television stations and four radio stations in 51 markets, TEGNA is the largest owner of top 4 affiliates in the top 25 markets, reaching over 38 percent of all television households nationwide.

An Alumna from Saint Anselm College, Kroen began her career with Mondelez International as a sales representative and quickly moved up to Sales Recruiter supervising five recruiters and learning that she really loved finding the right people to conduct the sales and revenues for Mondelez. Her main passion is helping employees understand and achieve their career goals while assisting them on their career journey. When Kroen is not working, she enjoys time on the ski slopes, mountain biking trails and spending time with her three dogs at her home in New Hampshire.

A first connection is someone in your network that you've connected with already.

A second connection is your network's connections, so perhaps similar companies and past colleagues. The third connection is someone that you and your network are not connected with. Sometimes it's harder to message these individuals because first and second connections are given first priority.

The Annexstad Family Foundation also has their own Alumni group that you can join. This is a great way for you to get to know connections and network with people and previous Alumni to continue building the connections and networking.

You can also follow certain companies that you want to work for and match your search with the desired job title to get to know some of the employees who work there. You can message them to create a new connection by introducing yourself, talking about your interest in the company or the position at the company and noting that you would like to learn more. Mention why their profile stood out; people love receiving compliments. If they answer back, you can invite them to meet for coffee or have one delivered before the meeting as a great way of saying thank you.

Sample introductions are, "Hello, I saw you worked at TEGNA and I am looking for a position with a company like yours. I'd like to connect with you." Or, "Hi Alex, my name is Jane Doe and I came across your LinkedIn profile when I was applying for your account executive position in Atlanta. This position really piqued my interest and I feel my skills and background would make me a good fit. I would be delighted to connect with you and learn more about you and the role. Are you available this week?" Then sign off with your name, phone number and email address.

As a recruiter, I love receiving an email like that because Jane Doe is addressing my name, she's taking the time out to write an introductory note that includes how she found out about me and she included her contact information so I can glance through her profile and connect with her if I like what I see.

job search | When applying for the job, make sure to visit the company's LinkedIn page, click on the Jobs icon and utilize the platform's tools and algorithms to find the right position. Apply and then send out a well-thought-out note to the recruiter like this: "Hello Kara, I hope you're doing well. My name is Alex Kroen and I saw your name when I looked at the senior recruiter position at XYZ Company. I am really interested in this position, and I feel like my skills would easily translate into what you're looking for in the job description. I would love to speak with you this week if you have some availability." Not only does this show that I am interested but I am going above and beyond to reach out.

be an active LinkedIn member | Since LinkedIn is a similar social media feed to Facebook where people can post relevant content, consider posting news articles, showcasing accomplishments or promoting community events you're supporting. If you just returned from vacation, share an article on how employees can bridge that gap from being in vacation mode to being in work mode and talk about how you are transitioning your routine and mindset. It's relevant because everyone goes on vacation and then needs to pick up where they left off with their network when they return. Plus, it's a good way to show recruiters that you are engaged and finding some good insight.

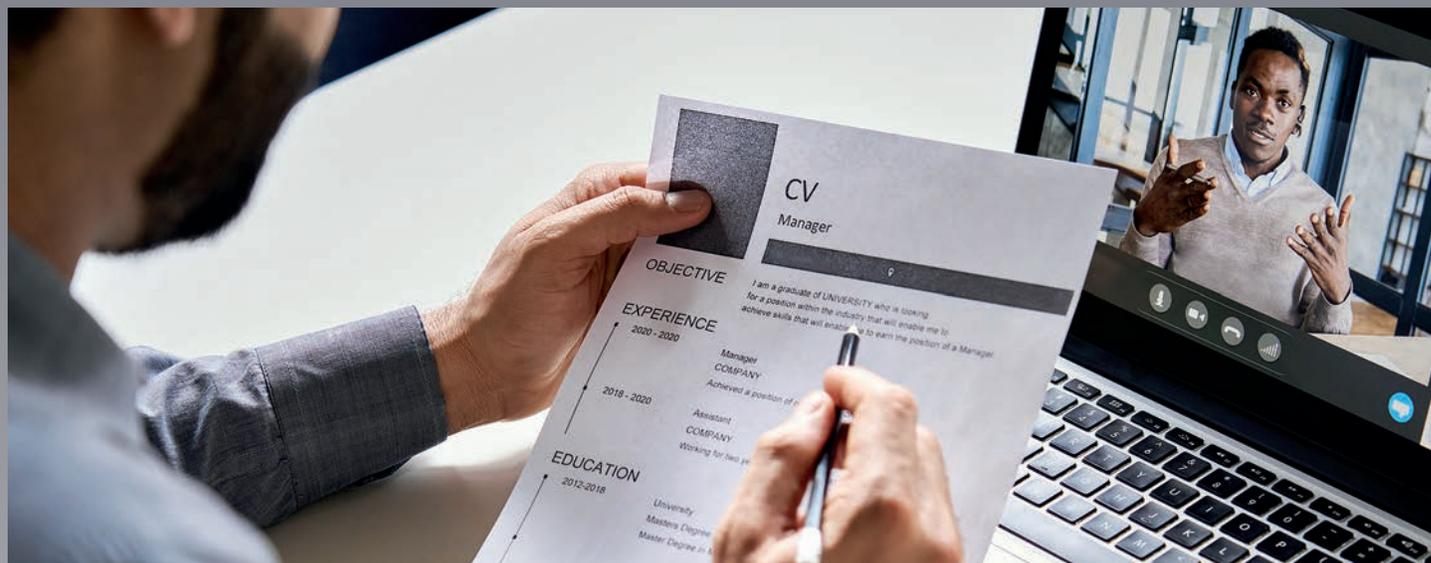
always answer back | Don't ghost a recruiter; instead tell them you are not interested at that time but will hold onto their contact information. Or if you are considering a shift or change in locale, let them know.

Good luck with your job search!

View the entire webinar via the Scholar Portal at AnnexstadFamilyFoundation.org.

how to own your value and maximize your compensation

From your first interview to the final salary negotiations, today's hiring process can be overwhelming. Justin Kulo, Chief Human Capital Officer at CarVal Investors, addresses how to interview like a rock star, negotiate your best salary and position yourself for future total compensation growth.



“If you’ve landed an interview at a great company, congratulations are in order. You’ve already stood out among many other promising candidates. Here begins the journey to a well-paying job you’ll love. So make every step in the process count.”

INTERVIEW PREP

embody the right attributes

As a recruiter who has hired thousands of candidates, I have a checklist of up to seven attributes that I’m strategically looking for when hiring someone. How do you learn which attributes an employer is looking for in advance of your interview? Typically, you can find them in the job description online, or you can even ask for one when the interview request is made.

Highlight each of the attributes and assign an example of how you will navigate or have navigated something similar in school, work or in your community service. For example, someone trading stocks has to be great at math, so validate your math competencies or demonstrate that you have your own portfolio and share how you have done very well or learned to become a better trader.

become a strong storyteller

One of the classic interviewer prompts is, “Tell me about a time when you have excelled.” With this in mind, develop five to ten short specific stories about your internships, prior work performance, science awards, etc. Practice and recite them in front of a mirror so your answers sound polished and appear confident.

research the company

Learn everything you can about the company and people you are meeting with – through their website, news articles, etc. Going into a recent interview, I knew the founder was looking to increase diversity in hiring. He asked me to share some ways that I thought the company could achieve this goal. Because I was prepared, he saw me as knowledgeable and hired me because I knew how to solve his problem.

ask intelligent questions

A prime chance for you to shine is when you are asked, “What questions do you have for me?” Prepare five smart questions to continue an active discussion and show that you’ve done your research.

Need ideas? Ask Google, “What are the best questions to ask an interviewer?” Some examples are:

How does this job fit into the larger framework of the company?

If I work hard and exceed expectations for two years, would I be considered for a promotion?

Tell me a little more about your overall business strategy.

How do you plan to grow the business?

Another great question is “What keeps you up at night?” This will reveal some real honesty about the organization while showing your interest and potential value.

justin kulo



Justin Kulo is the Chief Human Capital Officer at CarVal Investors in Minneapolis, Minn. Before joining CarVal, Kulo was Global Head of Human Resources for Capital Commodities. Prior to that, he held the same position at Evercore. He has also served in several HR leadership and recruiting roles with JP Morgan Chase, HR Broadview International and Morgan Stanley. Kulo earned his MA in Organizational Psychology from Columbia University and a BS in Psychology from the University of Connecticut.



SALARY NEGOTIATIONS

After preparing and nailing your various interviews, it is time to talk compensation. Here's how to lock in your best salary:

come to the table prepared

- **start by evaluating what you have to offer.** Consider your industry experience, leadership experience, education level, career level, technical or specialty skills and licenses and certifications.
- **research market averages** through Glassdoor, Indeed, CareerBuilder, etc. Examine the national salary average, geographic salary average, what competing companies pay in your area and your cost of living.
- **rehearse with a friend.** Talking about money is uncomfortable, so you need to feel confident.

put your best foot forward

- **discuss over the phone or in person.** Be respectful to the recruiter as he or she will be advocating for your salary. Negotiating through email can infer too many tonal reader issues.
- **lead with gratitude.** Many hours of time has been invested in you, so express gratefulness and share why you are most excited for the job.
- **highlight your performance.** Reiterate from the interview your results, awards earned and number of years in the industry.
- **describe job-related expenses.** Moving, commuting or remote office space expenses are relevant to cover.
- **start higher.** If you give a range, most employers will offer the bottom salary. Start higher on your personal scale so you will feel the final amount is fair. Or if you give a range between \$68,000-\$75,000, for example, then say, "Based on my experience, \$68,000 would be disappointing, but I would probably accept the role at \$72,500."

expect some negotiating

- **get ready for challenging questions:** "Are we your first choice? Do you have other offers? If we come up on salary, will you accept the position immediately?"
- **ask questions of your own.** Keep a calm, professional tone with the recruiter. If they seem surprised, keep them talking. "What is the position budget based upon? What information can I provide to help you advocate for a positive decision? Are there other negotiables available besides salary?"
- **explore benefit options.** If they can't offer a higher salary, are there other potential forms of compensation? Perhaps equitable stock options with early vesting, a sign-on bonus, extra vacation days, grad school stipends or wellness opportunities?
- **you may need to walk away.** Is this a dream job worth accepting a lower salary for? Is it a challenging project that you want to be a part of despite a less-than-ideal salary? If not, you may want to hold out for a better offer.

RAISING THE SALARY BAR

Now that you have the job and are working your tail off, it's time to set yourself up for a raise. Most companies have IPAs (Individual Performance Achievements) or IPOs (Individual Performance Objectives), which will help you plan your top five goals each year with your boss while adding some personal goals that you also want to achieve. As a superstar performer, after a few years, you will certainly have collected some solid examples of how you consistently add value to the company.

Additionally, look for market data to support your salary request. If applicable, share with your boss that your salary is under market value and that you would like to be considered for a salary adjustment more in line with what is being offered by competitors. It's never an easy conversation to have. But continue to be strong, confident and professional, and you can do it!

View the entire webinar via the Scholar Portal at AnnexstadFamilyFoundation.org.

creating connections

How do you fit into an on-campus community in the seclusion of a worldwide pandemic? Especially when you are new to college or living in an unfamiliar town? The important act of building real, human connections will make you a more versatile individual, and, when faced with challenges, the networks you create will guide and support you.

Deep-diving into the notion of building (and re-building) our sense of connection in 2022, we asked four Annexstad Scholars to share their personal experiences.



When **Francine Legba**, an Environmental Studies Scholar at Carleton College, returned to school last fall, her emotions ran high. “Initially, I was overwhelmed. My anxiousness about restarting in-person lectures combined with my worry about whether the campus would be shut down again. Then there was the sudden separation and reconnecting with my friends after a stressful year apart. Quarantining had been so isolating. When we were finally able to recongregate on campus, we all held our breath, waiting for an announcement about another full-campus shutdown. Gratefully, it never came. We’ve overcome so many challenges and learned so much through it all.”



One thing many students learned was that their connections were stronger than a crisis. **Let Let**, a Biology Scholar at the University of Minnesota, shares, “Connections mean having someone you can rely on. Connections with friends, family, professors and administrative staff are crucial because you can work together to problems-solve, learn and achieve specific results. Surrounding yourself with people you can trust to have your back will support you throughout your life.”

She’s absolutely right. Students who build relationships and actively participate in networking have greater success when applying to jobs and graduate schools. It’s the difference between a professor making a call to an admissions department on their behalf or navigating the complicated world of applications all on their own.



Thien K. M. Bui, a Computer Science Scholar, recalls reconnecting with his Carleton College community. “It was extremely nostalgic coming back to campus after a yearlong hiatus. I pushed myself to say hello to new classmates and connect on coursework or set up a Zoom study session. I found it immensely easier to speak with professors in person because it gave us the opportunity to dialogue, talk through instructions or walk through specific problem-solving.”



Katrina Estacio, a Nursing Scholar at California State University – San Bernardino, Palm Desert Campus was excited to see her friends, peers and professors. “And I’ve always enjoyed the campus events, so I attended as many as possible. I have never been so grateful to be sitting in a classroom, and I gained a newfound appreciation of the campus, which I’m starting to explore.

I took so many little things for granted; I even appreciate my hour-long drive to school! I engage more in the community now and feel so much more motivated as a student.”

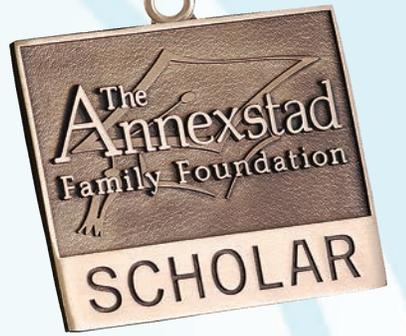
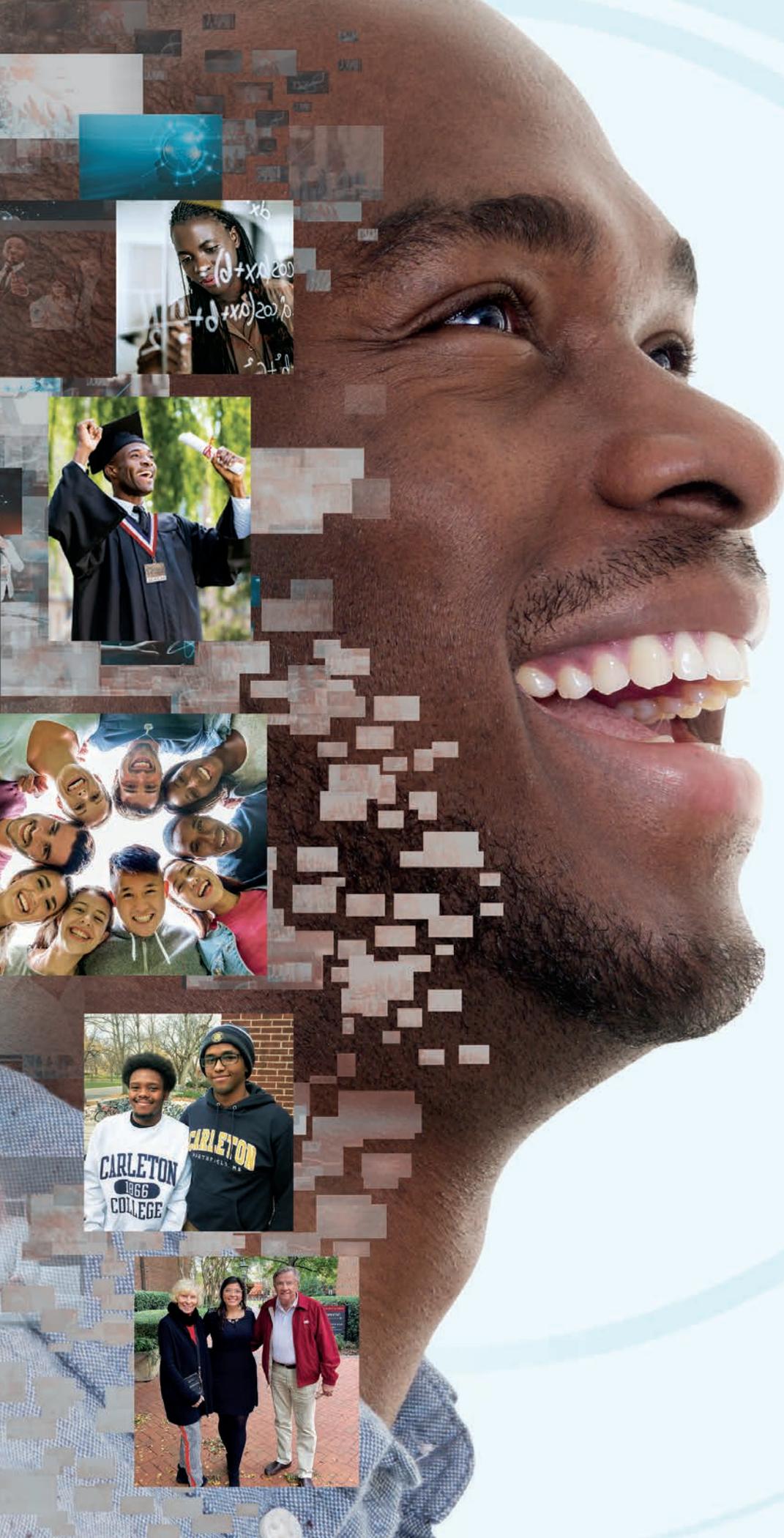
In fact, along with their professors, Estacio and her friends established the Street Medicine Program in San Bernardino this past year. “The program originally started at a satellite campus until we decided to expand it to a larger city setting and offer free nursing clinics to the vulnerable and homeless. Student nurses were able to practice their skills and learn teamwork, creating a larger connection to students, the school and the community.”

In the process, Estacio’s friends expanded their personal and professional networks, providing a gateway for new job opportunities and mentor relationships. Estacio also increased her professional development in preparing to work with patients as a full-time nurse. Her new resume experience is sure to impress future recruiters.

To build your own connections, Let Let says she advises Scholars to look out for meet-and-greets, make new friends and attend larger events “so you can meet a lot of new people. Free events also mean free food. Sign up for clubs or student groups to make you feel welcome in the community.”

Legba expands on this idea. “I would encourage you to attend speaker’s evenings with topics you know absolutely nothing about. Show up to club meetings that you saw a cool announcement for. It’s a wonderful way to naturally meet new people and cultivate passions you didn’t even know you had!”

The world is not going to stop spinning, so it’s best to dive into the deep end with an open-minded and outgoing attitude. Connections you make now just might last a lifetime.



graduates

graduates



**PATRICIA
ADAYA**

YALE UNIVERSITY
DEGREE: GLOBAL AFFAIRS

The Annexstad Family Foundation Scholarship has given me hope. My future goals and dreams are tangible and within reach. Such generous financial support has freed me from the worries of paying for college loans and instead allows me to focus on how I can best use my college degree to help others. Thank you so much!



**SAGAL
AHMED**

CARLETON COLLEGE
DEGREES: STATISTICS AND PUBLIC POLICY

My dream job is to be directly involved with the politics of Somalia. My independent research investigated the Somalian economy, tribal conflicts and trade/foreign contracts, specifically relating to the participation of the U.N., its sub-councils, IMF, World Bank and humanitarian institutions. There are many Somali women who are overlooked and have not been given the chance to showcase their intelligence, talent and what they can contribute. Thank you for investing in our future.



**MUNTI
AL-SHAMRI**

INDIANA UNIVERSITY
DEGREE: COMPUTER SCIENCE

My goal has always been to improve the lives of people, so being a doctor was always top of mind. Technology has always been an integral part of my life so I decided on Computer Science. I hope to create a software program to improve people's lives one way or another, whether it be to add a greater convenience to people's lives or programming a surgical robot that actually saves lives.



**JOSÉ
AVILA**

MINNESOTA STATE UNIVERSITY, MANKATO
DEGREE: ELEMENTARY EDUCATION

When I first started college, paying for it posed the biggest obstacle. After receiving your Scholarship, I became driven to succeed because I have had kind, thoughtful and impactful people like the Annexstads to believe in me. Thank you for supporting my future career in Elementary Education.



**CANADA
AWAD**

UNIVERSITY OF GEORGIA
DEGREE: PSYCHOLOGY WITH AN EMPHASIS IN NEUROSCIENCE

Thank you immensely to The Annexstad Family Foundation for making attending college a possibility for my family. You have placed your faith in me, and my education would not be possible without you. I will always be grateful!



**DEVON
BAKER**

POMONA COLLEGE
DEGREE: ANTHROPOLOGY

The Annexstad Family Foundation Scholarship was the defining factor that made me absolutely certain that attending an elite college was right for me. I am so grateful to have a supportive family both at Pomona and through the Annexstad Alumni family who has the upmost faith in my ability to succeed and be a force of good in the world.

about our cover alumni



Front Cover (l-r):

Juan Rangel

University of Notre Dame 2015

Working in public policy as a Lobbyist for the National Education Association in Washington, D.C.

Felecia Bazie

Gonzaga University 2022

In the process of studying for the MCAT in pursuit of medical school.

Nicholas Murray

University of Georgia 2019

Client Services Analyst at an investment firm in Atlanta, GA.



Back Cover (l-r):

Eh De Cem Say

Gustavus Adolphus College 2022

Graduated with her degree in nursing and plans to become a nurse in the Twin Cities area.

Donovan Carr

Vanderbilt University 2022

Graduated with his degree in Computer Science and pursuing a career in tech.

Meg McGuire

University of Alabama 2018

Working as a Marketing Manager for a non-profit in Washington, D.C.

FELECIA BAZIE

GONZAGA UNIVERSITY
DEGREES: BIOLOGY/WOMEN AND GENDER STUDIES



Your Foundation's Scholarship serves as a reminder that there are people willing to help students in challenging situations and that a person's financial situation is not a limit or barrier to that person's success.



MARYCHRISTIE BENJAMIN

I am grateful for your investment in my education. With my degree, I hope to delve into the world of digital finance and cryptocurrency and help facilitate the transition into a new financial ecosystem. This opportunity has granted me the possibility to create my own path and enter the next stage of my life with elevated prospects for my future.

GONZAGA UNIVERSITY
DEGREE: ECONOMICS



WYATT BENNETT

UNIVERSITY OF ALABAMA
DEGREE: FINANCE

I would like to thank you, Annexstad Family Foundation, for your abundant generosity. Your belief in helping future generations like me is inspiring. I look forward to emulating your generosity and supporting my community through my job and in service.



MATTHEW BISNER

UNIVERSITY OF NOTRE DAME
DEGREES: POLITICAL SCIENCE, PEACE STUDIES AND GENDER STUDIES

As Dr. Martin Luther King, Jr. said, "Injustice anywhere is a threat to justice everywhere." I want to fight injustice and become a leader in achieving a greater balance between justice and compassion in the world around me. I cannot convey my overwhelming gratitude for the amazing support by The Annexstad Family Foundation. They saw in me a bright mind and big dreams, and I can't wait to take the world by storm!

graduates



LYNETTE BUTRON

DUKE UNIVERSITY
DEGREES: BIOLOGY AND ENVIRONMENTAL SCIENCE

I cannot begin to express my gratitude toward The Annexstad Family Foundation. You have transformed the adversity I've faced into opportunity. Because of you, I have gained a new perspective on my past and transformed it into a source of growth. The support you have provided me has been pivotal in my success at Duke. Thank you for your inspiring support.



DONOVAN CARR

VANDERBILT UNIVERSITY
DEGREE: COMPUTER SCIENCE

I have been humbled and honored to receive The Annexstad Family Foundation Scholarship to further advance my education here at Vanderbilt. I would like to thank The Annexstad Family Foundation for the gratitude and kindness as it has paved the way to success for many students like myself. If it were not for them, I would not be where I am today.



ANDREA CHAMBERS

WASHINGTON UNIVERSITY IN ST. LOUIS
DEGREES: INTERNATIONAL AND AREA STUDIES; PUBLIC HEALTH

I am beyond thankful to The Annexstad Family Foundation for making attending college possible for me. You have given me the chance to receive a great education, build life-long friendships, volunteer and step into a world of opportunities! With my degree, I aspire to work as a public health practitioner in the policy field and advocate for policies that improve affordable healthcare access for low-SES communities.



DARRYL CAPLETON

CLEMSON UNIVERSITY
DEGREE: CIVIL ENGINEERING

Nobel Peace Prize winner Albert Schweitzer once said, "At times our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us." Thank you to The Annexstad Family Foundation for taking a chance on me and lighting that flame!



ASHLEY CINTRON

UNIVERSITY OF GEORGIA
DEGREE: ELEMENTARY EDUCATION

I have learned how determination can get you to where you want to be. No matter the barriers or road blocks that get in your way, as long as you are determined and disciplined, you will make it to reach your goals! In the future, I hope to be the teacher that changes my students' lives and creates an impact that they'll always remember.

SPENCER COLLARD

MICHIGAN TECHNOLOGICAL UNIVERSITY
DEGREE: MECHANICAL ENGINEERING



You have given me the hope and courage to follow my dreams. I hope that I will one day be able to return the favor to someone else in need just as The Annexstad Family Foundation has so graciously done for me! Thank you for gifting me with this education so that I can begin my career in mechanical engineering.

4 leadership skills to show in an interview

1 | DISPLAY A LEADER'S MINDSET

Move from an informational to an inspirational approach. Research everything prior to the interview. Listen and then be proactive by engaging in conversation to show you are committed and interested.

2 | ASK QUESTIONS LIKE A LEADER

- **develop your opening** | Open with, "I've heard so much about you, so it's great to meet you in person."
- **perfect your elevator pitch** | What should the interviewer remember about you? For example: "I am a seasoned marketing leader with digital marketing intelligence and a strong client focus."
- **use supporting proof points** | Develop 3 compelling examples of your strengths and experience to prove why you are well-suited for the role.
- **have a strong closing call to action** | "I look forward to next steps and becoming a member of your team."

3 | USE LEADERSHIP LANGUAGE

Show your deep conviction and readiness for the job by saying, "I absolutely believe I have the experience to be a successful member of your team."

Don't boast or sound vain. Instead be collaborative and use words like *we*, *us*, *our*, *ours*, *ourselves* and *team*.

Show your listening skills by asking, "What's your view on this?" or "Tell me more."

4 | HAVE A LEADER'S PRESENCE

Channel all of your most enthusiastic yet professional energy into your speech and your body language. Have an inviting smile, look your interviewer directly in the eye and show through each gesture that you are fully committed.

GIEZI CONTRERAS

UNIVERSITY OF CHICAGO
DEGREES: NEUROSCIENCE AND
BIOLOGICAL SCIENCES



I have faced many obstacles in my life that made me doubt my ability to attend college. The Annexstad Family Foundation Scholarship reignited my hopes and dreams for the future. My focus is to attend medical school to become a neurologist and research the impact of culture on brain development and mental health.



Abigail Gabriel
University of Minnesota,
Twin Cities,
2017 Graduate



ALÉ COTA

CARLETON COLLEGE
DEGREE: GENDER, WOMEN'S,
AND SEXUALITY STUDIES

My parents have given up everything for my family and me to reach for the American Dream. Their spirit and diligence has taught me to pursue justice and equality for people who need it most. Thank you to the Annexstad family for giving me this exciting opportunity to work toward the career that I've always wanted and hopefully help thousands of individuals reach for their dreams.



HAILEY CURRIE

NORTHERN MICHIGAN UNIVERSITY
DEGREE: ACCOUNTING

To graduate debt-free is a dream of every college student. Thanks to The Annexstad Family Foundation, I was able to make this dream a reality. You have allowed me to further my education and pursue an MBA as a future CPA. I have already passed 1 CPA exam with 3 more to go!



AUBRIANA DAVIS

SPELMAN COLLEGE
DEGREE: DOCUMENTARY
PRODUCTION

I cannot express enough how grateful I am for The Annexstad Family Foundation Scholarship. It is more than just an opportunity for me; it is a path to success, and I know it is going to take me to amazing places!

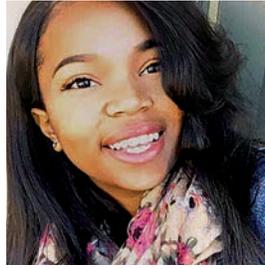
graduates



ANAGA DE ZOYSA

GEORGETOWN UNIVERSITY
DEGREE: SCIENCE

I cannot thank The Annexstad Family Foundation enough for giving me the hope and courage to make my dreams into reality by attending Georgetown University. I look forward to paying it forward in the future.



DAYSHA EGSON

UNIVERSITY OF GEORGIA
DEGREE: BIOLOGY

Your Scholarship is more than someone paying for my education. It represents a group of people who believe in me and my knowledge to make a substantial change in the world.



ANNA FIELDS

UNIVERSITY OF CHICAGO
DEGREE: COMPUTER SCIENCE

Getting accepted to the University of Chicago and being selected to be an Annexstad Scholar have boosted my confidence and reassured me that I deserve a quality education and the opportunity to build the career of my choice.



TRINITY DUENAS

CALIFORNIA STATE UNIVERSITY,
SAN BERNARDINO
DEGREE: CHILD DEVELOPMENT

Over the course of my time as an undergraduate, I have learned to not take life too seriously and enjoy and grow from the knowledge and experiences that I have gained. My hope for my future is to become a professional health care worker who makes a difference in many individuals' lives.



JOSEPH FIGUEREDO

ST. JOHN'S UNIVERSITY
DEGREE: ELEMENTARY EDUCATION

I am truly grateful to The Annexstad Family Foundation. They have not only provided me with access to an education, but also to a new and better life.

GIAVANNI FOLKES

UNIVERSITY OF NOTRE DAME
DEGREES: PSYCHOLOGY AND INNOVATION
AND ENTREPRENEURSHIP

I aspire to attend medical school and become an OB/GYN. My mother keeps me motivated because she has sacrificed a lot in order for me to pursue my goals. I want to say thank you to The Annexstad Family Foundation for giving me the opportunity to attend this elite university. You've allowed me to pursue my dreams and reach heights that I could never imagine. I intend to give back to the Flatbush community that I grew up in so that I can help other low-income, inner-city students access education from elite institutions.



10 smart questions to ask a mentor

- 1 | If you were where I am now, what steps would you take to jump-start your career?
- 2 | What are some things that you regret not doing earlier in your career?
- 3 | Which professional organizations do you recommend I join?
- 4 | What was a career-defining moment for you?
- 5 | Where do you see my chosen profession going?
- 6 | Who mentored you, and what impact did that person or people have on your career?
- 7 | How did you go about building your professional network?
- 8 | What skills do I need to get ahead in today's workplace?
- 9 | What hard choices did you have to make to get where you are?
- 10 | Do you have any tips on how I can improve my resume?



CARLOS GARCIA

UNIVERSITY OF PENNSYLVANIA
DEGREE: ECONOMICS AND MATHEMATICS



Your generous gift has made it possible for me to attend one of the best schools in the world. It is because of gifts like yours that young people across America can work hard and reach these pinnacles. Thank you!

Chelesa Fearce
Spelman College,
2017 Graduate



KENIA GONZALES

UNIVERSITY OF REDLANDS
DEGREE: ENGLISH

I want to thank The Annexstad Family Foundation for helping me attend the college of my choice. I come from a low-income background where money was always an issue. But thanks to you, I can achieve my goals without any undue stress to my family. I am forever thankful.



TY GOODWIN

UNIVERSITY OF ALABAMA
DEGREE: PRE-MEDICINE

The Annexstad Family Foundation Scholarship was the deciding factor to attend The University of Alabama. I am grateful to the Foundation for giving me the ability to focus on my coursework instead of finding a way to pay for my courses.



KADEN GRACE

UNIVERSITY OF MISSISSIPPI
DEGREES: ECONOMICS AND MATHEMATICS

I cannot thank The Annexstad Family Foundation enough for my college education. I learned early on to lean on my community. It would have been impossible to complete my degree or have the growth I had in four years without the people God placed in my life. My focus is to earn a Ph.D. in Economics from the University of Tennessee at Knoxville and continue to bless those who are less fortunate than me.

graduates



WHITNEY GRONVOLD

NORTH DAKOTA STATE UNIVERSITY
DEGREE: SOCIAL SCIENCE EDUCATION

I decided to attend college to better myself as an individual, set myself up for the future and find my passion. Kindness is truly the greatest gift, and, through the kindness of the Annexstad family, I have been able to pursue an education to better myself and my future. Thank you for helping me make an impact on the world.



STEPHANIE HADDAD

GEORGETOWN UNIVERSITY
DEGREES: LINGUISTICS AND PSYCHOLOGY

I am beyond grateful for The Annexstad Family Foundation Scholarship. You have given me a tremendous head start! I have had the most incredible undergraduate career, and I cannot wait to take my knowledge and experience into the world.



KARRY HAMMOND

UNIVERSITY OF NOTRE DAME
DEGREE: BUSINESS ANALYTICS AND INTERNATIONAL BUSINESS

Words can't even express how thankful I am to be receiving this Scholarship. It is through your generosity that I am able to receive an education that has allowed me to grow in mind, body and spirit. I've learned so much over the past 4 years here at Notre Dame, and I will definitely cherish moments of my college career for the rest of my life. I'm excited to move on to the next chapter of my life, and I hope to possibly one day come back to visit or even enroll in graduate school. Once again, thank you so much for your generosity and kind donations.



N'ZINGA HAMMONDS-WYATT

SPELMAN COLLEGE
DEGREE: COMPUTER SCIENCE

The Annexstad Family Foundation Scholarship isn't just a Scholarship; I gained a family who cares about my well-being. It means so much to me that you are interested in students like us. You have made my dreams to attend Spelman and program computer software an exciting reality!



I am very thankful for The Annexstad Family Foundation Scholarship and cannot begin to describe what an honor it has been to be part of a Scholar community. I want to make an impact on people's lives like you have on mine. I really enjoy the math and science involved in the field of engineering and plan to go onto receive my master's.

HANNAH HANSEN

GUSTAVUS ADOLPHUS COLLEGE
DEGREE: CHEMISTRY



JENNIFER HANSON

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
DEGREE: NURSING

I am extremely grateful to The Annexstad Family Foundation for their generosity. You are allowing my dreams to become a reality. I am excited to continue my Nursing education and eventually give back to my community.

writing better cover letters

write a new cover letter for each application

Don't generalize your cover letter. Include role-specific information, relevant skills and experience.

address the hiring manager by name

Look on their company website, search LinkedIn or call the company.

follow the instructions

Pay attention to requirements to show that you are an active listener.

use simple, affirmative language

Avoid sounding too formal and, wherever possible, use assertive verbs like "founded," "initiated" or "managed."

remember to proofread

Read your letter aloud to ensure clarity. Spelling errors show that you do not pay attention to details.

don't mention what you lack

Impress and highlight the skills you have.

limit your content

Keep to four paragraphs: an introduction, two body and one conclusion paragraph.

speak about the company

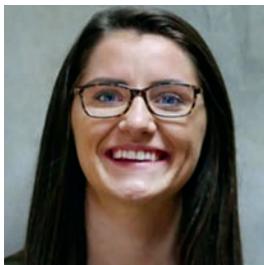
How would you fit into the role and company culture? Mention how this appeals to you and aligns with your values.

ask another person to read your draft

A fresh set of eyes can pick up on errors or run-on sentences and give you good feedback on first impressions.

KELLY HARDEN

GUSTAVUS ADOLPHUS COLLEGE
DEGREE: ANTHROPOLOGY



Because of the generosity of The Annexstad Family Foundation, I have the opportunity to live a life that feels too good to be true. Thank you for this tremendous opportunity!



RICHARD HARRIS

I am very grateful to have received this Scholarship and support from the Annexstad Family Foundation throughout my undergraduate career. Receiving this Scholarship connected me with a community of other supportive students and Scholars. I am grateful to have become a member of a supportive community that has given me tools for success. Overall, my college experience was made more positive for having received the Scholarship, not least of which because I will now be graduating without any student debt or loans. I will always be grateful for what the Foundation has done for me and the positive impact they had on my college experience.

INDIANA
UNIVERSITY,
BLOOMINGTON
DEGREE:
ENGLISH



SHAE HIMMELBERGER

UNIVERSITY OF NOTRE DAME
DEGREE: PROGRAM OF LIBERAL STUDIES –
PHILOSOPHY/BUSINESS ECONOMICS

During my time at Notre Dame, I majored in the Program of Liberal Studies and Philosophy with a minor in Economics. I ultimately hope to use my degree as a starting point for a broad base understanding of human behavior and intellectual history, two areas I hope to conduct research in as I pursue a master's degree and, hopefully, a Ph.D.

LISETTE HORNE

UNIVERSITY OF MINNESOTA, TWIN CITIES
DEGREES: PSYCHOLOGY AND SPANISH



Your Scholarship helped me complete my undergraduate degree without putting myself in debt. As a first-generation college student, I am thankful and happy to have this opportunity for others to support me, my beliefs and my future accomplishments as I attend college. With my degree, I will attend graduate school to pursue a Ph.D. in Social Psychology. I want to serve as a mentor to other first-generation students as they navigate academia and are given more opportunities to pursue their dreams.



Cavonte Johnson
University of Minnesota
– Twin Cities,
2017 Graduate

graduates



JAY IVEY

UNIVERSITY OF GEORGIA
DEGREE: AGRICULTURAL COMMUNICATION

The Annexstad Family Foundation Scholarship reminds me that I actually do have people cheering me on from the sidelines to succeed!



JANAE JACKSON

TEXAS CHRISTIAN UNIVERSITY
DEGREE: POLITICAL SCIENCE
AND GOVERNMENT

The Annexstad Family Foundation Scholarship has been such a gift to me. I was able to focus on my studies rather than worry about the financial burden of college. I am beyond thankful to you; your Scholarship has been one of my greatest blessings!



ELLYN JARRELL

UNIVERSITY OF NOTRE DAME
DEGREES: SCIENCE-BUSINESS

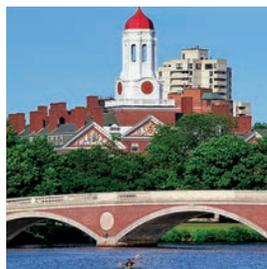
The community that I have found here at the University of Notre Dame has really uplifted me from a shy first-year to a strong and confident senior ready to conquer the world. And by community I mean all the little communities I have found along the way: my friends, my dorm, my work, my research and of course the Annexstad Scholars. I was talking to a fellow Annexstad Scholar the other week who I remember meeting when we were freshmen. It is so crazy to think how far we have come and who we are now. I am so grateful for all the experience I was able to have at ND, and although I am a little nervous to go into the "real world," I know I am prepared and excited for what's to come.



LUIS JAZO

UNIVERSITY OF CALIFORNIA, BERKELEY
DEGREES: MOLECULAR ENVIRONMENTAL
BIOLOGY AND ENVIRONMENTAL ECONOMICS
AND POLICY

The Annexstad Family Foundation has provided me with more than just a Scholarship, they've given me a chance to change my life. For this I am eternally grateful. Growing up, I had few positive changes in my life. But thanks to the Annexstad family, I have opportunities that I never before dreamed of and land I am going to make the most of them!



RICHARD JENKINS

HARVARD UNIVERSITY
DEGREE: SOCIOLOGY

Thank you, Al and Cathy! Your investment in the lives of students makes a palpable difference. I have been blessed with several character-shaping experiences that were made possible because of you, and for that I am forever grateful!

MEL JOHNSON

NORTH DAKOTA STATE UNIVERSITY
DEGREE: PHARMD. IN PHARMACY

The Annexstad Family Foundation Scholarship closed the gap between dream and reality for me. With your support, I was able to minimize my education debt and fulfill my lifelong goal of graduating from pharmacy school. Education levels the playing field for everyone, regardless of background or upbringing.



how to use daily quadrants to increase productivity

by Stephanie Vozza

To-do lists are a useful tool for organizing your day by defining what you need to accomplish. It's worth considering your natural rhythms when creating yours.

"Pay attention to the clock in your body, not just the one on the wall," says Donna McGeorge, author of *The 1 Day Refund: Take Back Time, Spend it Wisely*. "Human beings have circadian rhythms. We were designed for mental alertness in the morning and physical dexterity in the afternoon. That's just how the body clock works."

Instead of randomly tackling to-dos, McGeorge breaks up the day into four quadrants, each lasting about two hours. And each quadrant can be an ideal time to take on different types of work.

THE FIRST QUADRANT

The first two hours of the day are for high-intensity, high-impact work. These tasks are the most important things you are paid to do, and they require the most brainpower.

This is the time to write proposals or create new business strategies. If you're spending the first two hours of your morning on email, you're wasting the best part of the day.

Ninety percent of your email doesn't need a lot of smarts. Most of us use up all that valuable time doing email. Then in the afternoon, when we're tired, we're suffering from decision fatigue.

"Scan for what's come in but resist the urge to respond until later in the day," says McGeorge.

continued on page 37

OLIVIA KIM

VANDERBILT UNIVERSITY
DEGREE: HUMAN AND ORGANIZATIONAL DEVELOPMENT



You gave me the financial and emotional support I needed, thank you! With my degree, I hope to change how people view the world.

Logan Woessner
University of St. Thomas,
2018 Graduate



SEAIRA KNOFF

UNIVERSITY OF NOTRE DAME
DEGREE: ENVIRONMENTAL SCIENCE

The Annexstad family, my mentors and friends, have made it possible for me to fulfil my dream of studying what I love most! You have constantly lifted us up through college's major transitions and for that I am so grateful. I want to better our planet's natural resource management, habitat restoration and conservation. I want to help underserved communities combat environmental impacts that disproportionately affect them. Thank you all for everything, from the bottom of my heart!



ARYANNA LAWSON

SPELMAN COLLEGE
DEGREE: PSYCHOLOGY

Thank you for trusting and believing in me. Not a lot of people have faith in other people. I am a person who believes everything happens for a reason, and I know that this was a blessing from God. Thank you, Annexstad family.



MICHEAL LEE

HILLSDALE COLLEGE
DEGREE: POLITICS

The Scholarship that I received did more than just impact my college experience in ways that I cannot adequately explain – it gave me my college experience. Without the abundant financial aid and mental/physical support of The Annexstad Family Foundation, I would not have been able to attend Hillsdale College, and I would not be the man that I am today. I pray that I can do for others what the Foundation has done for me. I also pray that God continues to bless the Foundation in its endeavors and that God blesses the amazing people that work to bring its mission to fruition.

graduates



YAMAHAJAI LEWIS

UNIVERSITY OF NORTH CAROLINA
AT CHAPEL HILL
DEGREE: CLINICAL LABORATORY SCIENCE

The Annexstad Family Foundation has made it possible for me to receive a high-quality education while also relieving my family and me of the stress of the price of my education. I cannot thank you enough for investing and believing in me and my potential to be great. Hopefully, I can inspire and support someone the way you have done for me.



ADRIAN MARTINEZ

CALIFORNIA STATE UNIVERSITY,
SAN BERNARDINO
DEGREE: CRIMINAL JUSTICE

The Annexstad Family Foundation Scholarship has relieved the financial burden of my education but, even more importantly to me, you have been a constant and reliable mentor during my time at CSUSB.



SOPHIA MASON

UNIVERSITY OF MICHIGAN
DEGREE: MICROBIOLOGY

With my degree, I will pursue a job in scientific research. During my time in college, I discovered my love of research and will soon publish a cumulative paper. The Annexstad Family Foundation made this possible by giving me the financial support to spend time exploring my interests. I am grateful that this Scholarship has given me and so many others the ability to pursue our dreams.



ALONDRA LOPEZ

UNIVERSITY OF GEORGIA
DEGREES: PSYCHOLOGY/HUMAN
DEVELOPMENT AND FAMILY SCIENCE

Receiving your Scholarship directly impacted my decision and ability to attend UGA. Being at this university has allowed me to have greater access to resources and opportunities. I am more motivated now than ever to pursue my passions.



ASHLEIGH METCALF

GUSTAVUS ADOLPHUS COLLEGE
DEGREE: BIOCHEMISTRY AND MOLECULAR BIOLOGY AND CHEMISTRY

I hope to further my knowledge and make an impact in the world. My family keeps me motivated to continue my education, along with my love for learning. I am the first one in my immediate family to attend a four-year university. My mother followed in my footsteps and graduated from a community college near home. I can honestly say that I would not have been able to continue my education without the support of The Annexstad Family Foundation. Thank you for supporting me through this journey in life. Currently, I am deciding between going to medical school to become a doctor or continuing my education and becoming a forensic scientist.

KYUNG MI LEE

YALE UNIVERSITY
DEGREE: ENGLISH LITERATURE

I love learning and want to pursue my dreams professionally. I appreciate the faith and support that you have in me. Knowing that someone believes in me makes me feel more confident that I can succeed.



THE SECOND QUADRANT

The next two hours of the day should be dedicated to high-intensity, low-impact work. This is the time to have one-on-one and team meetings around projects where you still need your smarts. Or, if an employee or colleague needs advice or input on a situation, late morning is a good time to schedule this conversation.

THE THIRD QUADRANT

Use the two hours after lunch for low-impact and low-intensity tasks. These are things that you don't think of as important but that still have to be done, such as filing, reviewing reports and processing your email.

If you have any control over when a routine informational meeting happens, do it after lunch. This is a meeting where it's usually just a check-in from others, but not necessarily problem-solving. Attending training or learning activities during this time is also smart.

THE LAST QUADRANT

At the end of the day, when your mental agility and alertness drop, this is the time to do low-intensity, high-impact work.

"This is when you can have the greatest impact, wrapping up your day, tidying up loose ends," says McGeorge. "Review the meetings and activities you have tomorrow so you can do any quick preparation that you might need to."

This time can also be used to do things that will help your mornings go more smoothly.

"Whenever anyone feels overwhelmed by their schedule, out of control or at risk of failing, I always have them start in the fourth quadrant," says McGeorge. "Rethink how you end your day. You're setting yourself up for success for the first two hours of the next morning."



Winter Widdifield
Clemson University,
2020 Graduate

GREGORY MILLER

UNIVERSITY OF NOTRE DAME
DEGREE: APPLIED MATH AND
COMPUTATIONAL STATISTICS



My studies at the University of Notre Dame have propelled me into a position to create real-world change. I will graduate as a Truman Scholar, and I intend to pursue a career of public service focused on affordable housing. I hope to be at the intersection of research and policy to work towards policies that create equal opportunity. I am grateful for the support of The Annexstad Family Foundation.



DEVON MINKE

MINNESOTA STATE UNIVERSITY, MANKATO
DEGREE: ELEMENTARY EDUCATION

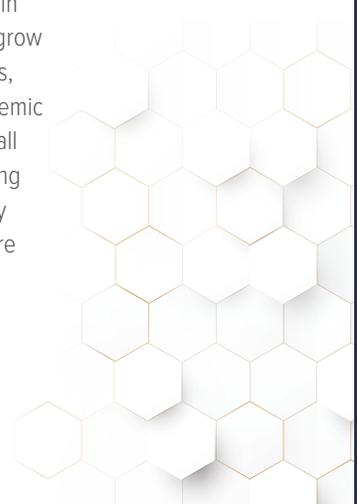
I am so honored to be an Annexstad Family Foundation Scholar from the Minnesota State University, Mankato. I am excited to share that I have started my career in elementary education.



DANIELLE MISHLER

UNIVERSITY OF CHICAGO
DEGREES: FRENCH AND ECONOMICS

The Annexstad Family Foundation has provided me with a consistent support system throughout my college career. With my degree, I hope to eventually enter the venture capital space, preferably investing in startups in the food and beverage industry. I have dealt with life-threatening food allergies since the age of 3, and so to invest in startups that will help the "free-from" food and beverage market grow would be very meaningful to me. I have built incredible friendships, gotten to better know myself, overcome challenges that the pandemic posed and accomplished more than I could have ever wished to, all thanks to my support networks, Annexstad Family Foundation being one of them. Following graduation, I plan to give back by regularly taking time out of my day to talk to those younger than me who are seeking advice.



graduates



KIELY NOVAK

UNIVERSITY OF NOTRE DAME
DEGREES: NEUROSCIENCE AND ENGLISH

It was a blessing when I found out that I had received your Scholarship; I am forever grateful. You have made it possible for me to pursue my career and have a successful future. I hope to research and find possible cures, medications and new programs for people suffering from addiction, M.S. and mental disabilities.



THANH NHAM

UNIVERSITY OF GEORGIA
DEGREE: ENGINEERING

Without The Annexstad Family Foundation, I would never had the most incredible college experience at the University of Georgia. I hope to make you proud by impacting and making a significant difference in the engineering community through technological advances.



ANDREW OSAGIEDE

BETHEL UNIVERSITY
DEGREE: PSYCHOLOGY

I am utilizing my education to work in the field of mental health. Bethel equipped me for my future through its core values. Your generosity has made it possible for me to attend college, and it has been a huge blessing to receive The Annexstad Family Foundation Scholarship. Thank you for everything!



TAYLOR PARKER

UNIVERSITY OF NOTRE DAME
DEGREE: ENVIRONMENTAL SCIENCE

The struggles that my family and I have gone through along with the success and motivation of my friends and peers keeps me motivated. They are extremely proud of me, and that reminder helps push me to work hard when I encounter stressful days. The Annexstad Family Foundation Scholarship has given me the ability to pursue an exceptional education that I would not be able to receive otherwise. You have given me hope for my future and my family. I plan to use my education to help create a better world for future generations.



**TOMMY
PHAM** UNIVERSITY OF NOTRE DAME
DEGREES: NEUROSCIENCE AND BEHAVIOR

I have noticed that I've become more confident in myself and in my abilities to make a positive impact among my peers and within my local community. I have also gained a whole new perspective and appreciation for the opportunities that I was able to experience and the friendships that I've made at Notre Dame. Thank you for providing me with an incredible educational experience.

**CYNTHIA
PIERRE** UNIVERSITY OF NOTRE DAME
DEGREE: GREEK AND ROMAN CIVILIZATION

When applying for colleges, I primarily looked at smaller ones closer to home for financial and comfort reasons. The people behind The Annexstad Family Foundation gave me the opportunity to see Notre Dame as a potential school for my education. Without the worry, I have been going through college stress free. Here, I have been able to take advantage of the variety of classes that will eventually aid my future career, as well as work towards furthering my education via my job at the library. I would like to earn my master's degree in Library Science, after which I plan to start the process of becoming a religious sister.



how to write interview thank you notes

Standing out from other applicants can be an important strategy when you are interviewing for jobs. Applicants who put in the extra effort to express appreciation can make a positive impression. Sending a prompt note after an interview can showcase your best qualities before you even begin a new job.

CHOOSE YOUR FORMAT INTENTIONALLY

Email and handwritten thank you notes are both considered acceptable. Make your choice based on company culture.

SEND YOUR NOTES PROMPTLY

Sending a thank you immediately after an interview sends the message that you are prompt, conscientious and eager to work for that company.

BE SINCERE AND AUTHENTIC

Express your gratitude genuinely and effectively convey that your personality will fit into the company culture.

WRITE CONCISELY

Employers want to know that you value their time, and keeping your remarks short enough to fit on a notecard is one good way to make sure your writing is brief.

USE QUALITY STATIONERY

Stationery style and size communicates your professionalism and attention to detail.

THANK YOUR INTERVIEWERS INDIVIDUALLY

Developing positive individual relationships can lead to an enjoyable and productive workplace experience.

PROOFREAD CAREFULLY

Read your note several times to ensure your grammar, usage and mechanics are correct.

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ARTUR PILATOVS

MICHIGAN TECHNOLOGICAL UNIVERSITY
DEGREE: SOUND DESIGN



The Annexstad Family Foundation Scholarship gave me a goal. It gave me another reason to work harder. It was one more thing I had on the line that was dependent on my success, and I was glad I was able to keep that promise to the Annexstads, my family and most importantly to myself.

Karen Larios
Georgetown University,
2016 Graduate



SAIBRIYYA POU

CLEMSON UNIVERSITY
DEGREE: BIOLOGY/BIOLOGICAL SCIENCE

Facing adversity made me the person I am today. I am proud to be an Annexstad Family Foundation Scholar. You have given me the support to study, work hard and achieve my degree. Now I am armed and ready to make the world a better place. Thank you!



ASHLEY PRESLEY

UNIVERSITY OF NOTRE DAME
DEGREE: PSYCHOLOGY

For me, The Annexstad Family Foundation Scholarship was the first assurance that I had support and encouragement outside of my family at college. I cannot thank you enough.



VANESSA REAL WILLIAMS

DUKE UNIVERSITY
DEGREE: PUBLIC POLICY

I have learned that it is okay to ask for help and that people are often invested in seeing you succeed! Being vulnerable is hard but it helps you connect with other people, even your professors. I look forward to using my skills to help others through human rights work. I would also love to give back to future college students who don't have traditional support systems.

graduates



HELTON RODRIGUEZ

UNIVERSITY OF NOTRE DAME
DEGREE: BIOLOGY

Every year, I learn more about myself, my capabilities and the kind of man this world needs me to be. I am humbled by all of the generous people who have helped bring about my success. All I am, or could ever hope to be, I owe to those who believed in me. I owe it to myself and all those who have helped push me along the way to live compassionately and strive for the best and most capable version of myself.



CAITLIN SAFFORD

UNIVERSITY OF GEORGIA
DEGREE: ELECTRICAL ENGINEERING

I was looking at taking out massive student loans, but The Annexstad Family Foundation saved me and allowed me to follow my dreams. Thank you.



EH DE CEM SAY

GUSTAVUS ADOLPHUS COLLEGE
DEGREE: NURSING

The Annexstad Family Foundation has helped me a lot with my college experience. I focused on my academics without having to worry about financial problems. With my degree, I hope to become a great nurse and help everyone around me as best as I can. This Scholarship has inspired me to give back to the community and help anyone in any way that I can.



ISAAC RODRIGUEZ

UNIVERSITY OF REDLANDS
DEGREES: BIOCHEMISTRY
AND MOLECULAR BIOLOGY

As an undergraduate, I learned about how my academic career can be used to impact my community in meaningful ways. I hope to contribute to the scientific field with ground-breaking discoveries that can help facilitate scientific outreach to underrepresented communities.



MOLUBAH SELEY CARLETON COLLEGE
DEGREE: COGNITIVE SCIENCE

In a life full of unknowns, receiving this Scholarship and graduating from Carleton College has been one of my life's highlights. You have lifted financial burdens and given me the opportunity to become involved.



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REMIND YOUR INTERVIEWER OF YOUR BEST QUALITIES

Your thank you note is a good opportunity to remind your interviewer of your best qualities. Include a line or two that mentions your best qualifications for the job experience and what most excites you about the opportunity.

BE UNIQUE

Make the experience of receiving and reading your thank you note pleasant and stress-free.

Vary the language of each note and tailor it to the unique interview experience so you can help stand out against other candidates. Then consider spacing your email and traditionally mailed thank you notes in such a way that they fit comfortably in the hiring process.

CONSIDER OTHER HELPFUL PEOPLE

If people other than your interviewer helped you during your visit to the company, consider sending them a thank you note as well. For example, if the receptionist helped you find the interview room, offered you a beverage and later pointed you toward the best sandwich shop for lunch, you might send them a note of appreciation besides the one you send your interviewer. Current team members frequently discuss the qualifications of potential new hires, specifically regarding cultural fit. Reaching out to others who helped you might establish you as a person they would like to have around.



BHAVYA SHAH

UNIVERSITY OF PENNSYLVANIA
DEGREE: BIOLOGY AND ECONOMICS



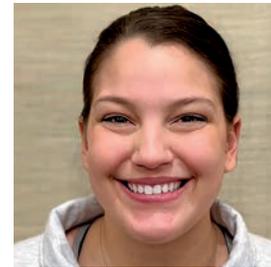
I am truly grateful for The Annexstad Family Foundation Scholarship. Without your help and support, I would be barred from obtaining a college education and escaping poverty.



SHANA

The Annexstad Family Foundation provides me a chance to earn a better life for my family. When I thought all the doors were shut, a window leading to higher education and infinitely more opportunities opened, guiding me to a much brighter future.

EMORY
UNIVERSITY
DEGREE: APPLIED
MATHEMATICS



MEGAN SIMMONS

GUSTAVUS ADOLPHUS COLLEGE
DEGREE: ELEMENTARY EDUCATION –
MATHEMATICS

You provided me with more financial support than I could have hoped for and allowed me to make education possible. I have ambitious goals! A master's to be a school guidance counselor, then my principal's certificate and eventually my doctorate in special education are among them. I have a passion for rewriting our nation's health curriculum. My perspectives and ideas have broadened and a new craving for knowledge has been born.

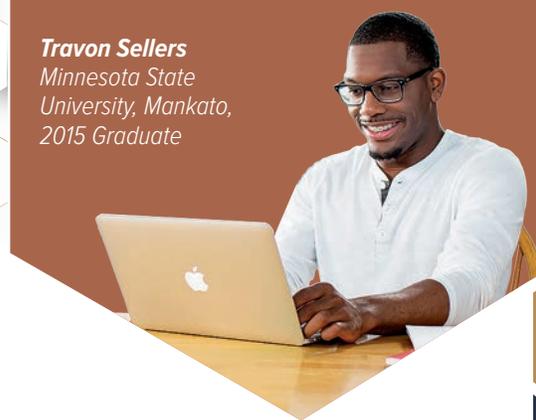


HUNTER SINE

CLEMSON UNIVERSITY
DEGREE: CONSTRUCTION MANAGEMENT

Thank you for giving me hope and a future. Your Scholarship taught my family and me that we can chase our dreams even when the odds are stacked against us.

Travon Sellers
Minnesota State
University, Mankato,
2015 Graduate



graduates



AJAH SINGLETON

UNIVERSITY OF MISSISSIPPI
DEGREE: HEALTHCARE MANAGEMENT

The lessons I value the most from college pertain to my management courses and how I was taught to be a thoughtful and fair leader. Being aware of the effect my actions have on others is paramount to the performance of my team. My ultimate goal is to venture into health policy by obtaining a master's and pursuing a Ph.D. Mississippi's healthcare equity is very important to me, and through my education I will achieve my vision.



HAILEE SPENCER

UNIVERSITY OF MICHIGAN
DEGREE: BIOPSYCHOLOGY, COGNITION,
AND NEUROSCIENCE

College has been challenging but I am looking forward to attending medical school after working for a year. Your Scholarship allowed me the freedom to participate in organizations, community service and activities that I am passionate about. Instead, I was able to find jobs that really interested me including working as a certified nursing assistant and working in a nursing home. This year I plan to work with first-generation students to ensure they have the resources and support that I did when starting college.



MYKYTA STOKALYUK

WASHINGTON UNIVERSITY IN ST. LOUIS
DEGREE: ECONOMICS

The Annexstad Family Scholarship was integral to my ability to pursue the subject I always wanted to study, instead of the "safer" options my parents stressed me to pursue. With my degree, I will enter the sphere of business analytics and make an impact on company-wide decision-making using data science. I have grown more confident in my abilities and desires for the future over the course of my college career. I hope to support people who are going through the same journey with me by way of personal and career mentorship.



ALAIKA SUFFRENA

GEORGIA INSTITUTE OF TECHNOLOGY
DEGREE: CHEMICAL AND
BIOMOLECULAR ENGINEERING

Nothing is impossible because the word itself is the phrase "I'm possible." Thank you to The Annexstad Family Foundation for your support during my time at Georgia Tech.



LYDIA SUMRALL

COLLEGE OF SAINT BENEDICT
DEGREE: PEACE STUDIES, GLOBAL HEALTH EQUITY

Your Scholarship took away an overwhelming financial burden in my life. I am extremely thankful for this, but even more thrilled and excited about the one-on-one support and connections that have come from others associated with this Scholarship, including representative staff members and other students.

JORDAN THERIAULT

UNIVERSITY OF NOTRE DAME
DEGREE: CHEMISTRY

The Annexstad Family Foundation was the catalyst for my academic, professional, spiritual and personal growth. The Scholarship, and its network of support and mentorship, gave me an opportunity to clearly discern my career and life's vocation, encouraging me to be intentional in how my gifts and skills can be of service to others. More simply put, the Scholarship gave me the freedom and guidance to become the student, professional and man I knew I had the potential to be.



maximizing your social media during your job search

Here are three ways to gain a competitive advantage as you search for your first role.

1 | Keep Your Social Media Profiles Up to Date

Your social media profiles should make it easy for a prospective employer to learn who you are. By updating your social media profiles regularly, you can make it simple for potential employers to learn about your professional experience, educational background and career goals.

2 | Engage in Industry-Related Discussions

Join industry-related social media groups to network, follow group discussions and share feedback. Post questions to stir up group discussions among industry professionals and improve your chances of landing a job at the company of your choice.

3 | Maintain a Positive Outlook

Be the best version of you on social media. Share positive stories, images and videos to gain followers who will actively listen and respond to your posts.

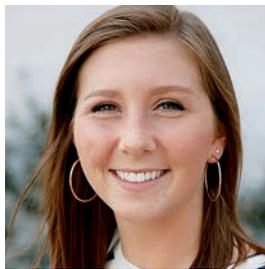


JEMEL THOMPSON

MICHIGAN TECHNOLOGICAL UNIVERSITY
DEGREE: ENVIRONMENTAL ENGINEERING



I am extremely grateful to The Annexstad Family Foundation because they not only gave me financial support for my education but also the security and stability so I can just focus on doing well in my courses. I want to get my master's in Environmental Engineering and work with the Department of Natural Resources or the Department of Environmental Quality in Michigan.



EMILY TRAWICK

UNIVERSITY OF ALABAMA
DEGREE: RELIGIOUS STUDIES

I am truly grateful and honored to receive The Annexstad Family Foundation Scholarship. You have impacted my life tremendously and have opened the door to so many opportunities. I cannot thank you enough.



NICHOLAS TRITTIPO

UNIVERSITY OF NOTRE DAME
DEGREE: ECONOMICS AND APPLIED MATH AND COMPUTATIONAL STATISTICS

You gave me the freedom to be financially stable and enjoy life. I want to use data and statistics to create solutions to tackle homelessness and drug abuse. Service is important to me, and I plan on being involved in various service organizations that aim to serve those who are oppressed and underrepresented.



RATSAMEE THOSAENGSIRI

BETHEL UNIVERSITY
DEGREE: BIBLICAL AND THEOLOGY STUDIES

Through my education, I want to find resources that I can use to assist families in need of help, regardless of their immigration status. I believe that Bethel will help my dream come true. All of this would not happen without your amazing support. I promise to make you proud!

graduates



AUSTIN TYNER

UNIVERSITY OF NORTH CAROLINA
AT CHAPEL HILL
DEGREE: ENGLISH AND
COMPARATIVE LITERATURE

You have given me the financial freedom to pursue a degree, the mental freedom to focus on my studies and extracurricular involvement and the social freedom to break out of the cycle. You have inspired me to change the lives of others!



OLIVIA WEEKS

HARVARD UNIVERSITY
DEGREE: SOCIAL STUDIES

The Annexstad Family Foundation Scholarship has given me a chance to further broaden my knowledge to better the future. At Harvard, I became part of a community that believes in me and the vision of a better society, and for this I could not be more grateful. Thank you!



JAKYRA WILLIAMS

WASHINGTON UNIVERSITY IN ST. LOUIS
DEGREE: PSYCHOLOGICAL AND
BRAIN SCIENCES

Since my first year on campus, I have grown so much as a person because of all the new academic experiences I have had. My fourth year has been really bittersweet, but I'm happy to be moving towards more fulfilling experiences.



CLAYTON UNDERHILL

INDIANA UNIVERSITY, BLOOMINGTON
DEGREES: INTERNATIONAL LAW AND
INSTITUTIONS AND SPANISH

Your Scholarship bridged the financial gap and permitted me to focus in depth on my studies. I have joined Teach for America to confront educational inequity. Working with unwavering commitment from every sector of society to create a nation free from injustice completely aligns with my own life goals as a teacher and a lawyer.



KAYLA WILLIAMS

STANFORD UNIVERSITY
DEGREE: POLITICAL AND DATA SCIENCE

I am extremely grateful to The Annexstad Family Foundation for everything they have done for people like me. Thank you for seeing potential and value in me to the point of investing in my future. I promise to make the most of this opportunity here at Stanford and to pay it forward whenever I can.



HOLLY WORDEN

UNIVERSITY OF GEORGIA
DEGREE: AVIAN BIOLOGY

I've always known that I wanted my career choice to help the lives of others. With my interest in science, I decided to pursue Pre-Med at the University of Georgia. I hope to go into the medical field and positively impact the lives of many with my education! Thank you for your support.

best productivity podcasts

from TimeDoctor.com

We've taken the best productivity podcasts and put together this list of their most popular episodes. Listen, share and watch your productivity soar!

1 | The Tim Ferriss Show

- *Tony Robbins on Morning Routines, Peak Performance and Mastering Money*
- *How to Design a Life — Debbie Millman*

2 | The 5 AM Miracle

- *Mastering Focused Blocks of Time*
- *7 Keys to Your Most Productive Day Ever*

3 | Getting Things Done

- *Too Much to Do*
- *The Three Cs of Effective Systems*

4 | The Productivity Show

- *The Four Day Work Week Experiment: Tips and Lessons Learned*
- *Zoom & Teams Best Practices: Make Online Meetings Less Painful*

5 | Beyond the To-Do List

- *David Allen on Developing the Skill of Outcome and Action Thinking*
- *David Shar on Identifying, Preventing and Dealing with Burnout*

6 | ReThink Productivity Podcast

- *Is There a Link Between Employee Engagement & Productivity?*
- *Unleash Your Data to be More Productive*

7 | Extreme Productivity with Kevin Kruse

- *How to Keep Your Remote Workforce Aligned and Engaged*
- *Leadership and Motivation Q&A*

8 | Before Breakfast

- *The New Corner Office: Create a shutdown ritual*
- *Working Late? Take a Break in the Middle*

LUE YANG

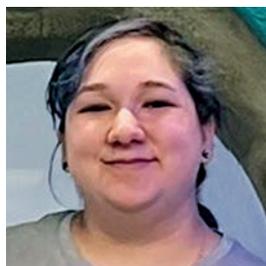
UNIVERSITY OF MINNESOTA, TWIN CITIES
DEGREES: BUSINESS AND
MARKETING EDUCATION



A person can change a lot in four years, but for me I saw the biggest changes with my friendships, my self-confidence and my ability to handle larger workloads. I've learned how to be confident in situations that have provided me with meaningful relationships and a deeper awareness of what I wanted to do post-grad. I am still learning and continuing to grow. Actually, the best part about graduation is that I am still unfinished.

HELENA ZARATE

WINONA STATE UNIVERSITY
DEGREES: SOCIAL WORK AND CRIMINAL JUSTICE



The Scholarship helped me by reducing the amount of time I had to work. I did not get any financial help from my parents, so receiving this Scholarship allowed me to be a full-time student with a part time job. I hope to be a social worker that is somehow involved in the criminal justice system. Right now, I like the idea of being a parole officer. My first year on campus I only left my single dorm room to go to class and eat. The friendly and welcoming environment helped me overcome some of my social anxiety and I eventually made quite a few friends and was able to enjoy many activities the school provided. I plan to give back by encouraging others and providing a easier way through.



smart habits for financial independence

One of the most popular and likely one of the most important webinars delivered to Annexstad Scholars over the past two years has been on developing financial literacy and wellness during and beyond their undergraduate years. Adapted from a 2021 webinar presentation, we have updated **Tasha Murdoff's** seasoned tips for financial freedom.

As a first-generation college graduate, Chief Financial Officer of AMA Investments, LLC, **Tasha Murdoff**, says her main priority was finding a university that was going to support her economic commitment through financial aid and scholarships. "Neither my family nor I could afford for me to go to college, so, like most of you, I worked two jobs to put myself through school. My college experience shaped me into the person I am today. I wanted more out of life including becoming financially independent and giving my kids the full college experience that I missed."

Murdoff wisely suggests the following:

1. live within or below your means

Start by taking care of yourself first. Keep your needs simple. Know that real value lies in what things mean to you, not their cost or how they are valued by others. Being rich can be deceiving because it's not what you make or spend, but what you save that will give you true financial wealth and independence.

In the book *The Psychology of Money*, there are several examples of rich versus wealth. You need to decide: Do you want to create and sustain wealth? Or, do you want to live within the moment and spend money that you do not have and amass debt?

2. create a livable budget

Budgets are lifelong and necessary tools that promote financial success. If you want to be a step ahead of your peers and work to limit your own stress, then create a budget and have the discipline to follow it.

A budget helps you form habits and helps you decide between what you want and what you need.

tasha murdoff



Tasha Murdoff is the Chief Financial Officer of AMA Investments, LLC, in Minneapolis, Minn., where she manages investment strategy in real estate, bonds, equity and philanthropic giving throughout the United States. Prior to AMA, Murdoff had a successful 25-year investment career in private equity, where she managed global and international portfolios for high-net worth clientele, mutual funds and institutional firms. Murdoff travelled extensively throughout Europe and Asia in search of quality equity investments for clients. She also mentored the young equity analysts and associates at her firm.

As the first in her family to pursue higher education, Murdoff earned a Master of Business Administration from the University of St. Thomas and a bachelor's degree from Augsburg College.

When you receive a raise, save it! Delayed gratification is what American society rejects, but those who save will have a much higher likelihood of financial wealth and independence. Always think twice before spending and, if you have to think about it, then it's probably not worth having.

3. avoid and pay off debt

If you are currently in debt, making payments should be the priority in your budget. Debt is easy to accumulate, but considerably more difficult to pay off. It's virtually impossible to purchase a house if you are too far in debt. I advise you to take out less on a mortgage than what the mortgage company says you can afford. A mortgage may last 30 years or more, and it takes long-term discipline to pay it off.

Credit cards can be very dangerous. It's smart to have a credit card in order to establish good credit, however, it is so easy to charge on them. I suggest charging a little each month and paying off the entire balance at the end of the month. Most people cannot pay off their credit card debt. And thus, the vicious cycle of high interest rate compounding debt occurs.

According to the Federal Reserve of the Bank of New York, the average credit card revolving balance now is over \$7,000. This is the balance that people carry on their credit card that never gets paid off while they just keep accumulating more and more interest. The total revolving credit card debt in the U.S. is \$416 billion. Let's say you

have a \$7,000 balance on your credit card and your annual interest rate is 20%. That equates to \$120 in interest each month! If your minimum payment is \$100, then you are projecting \$20 onto your balance due and propelling it forward every month. Instead, pay off the entire balance every month and only charge what you can afford to buy.

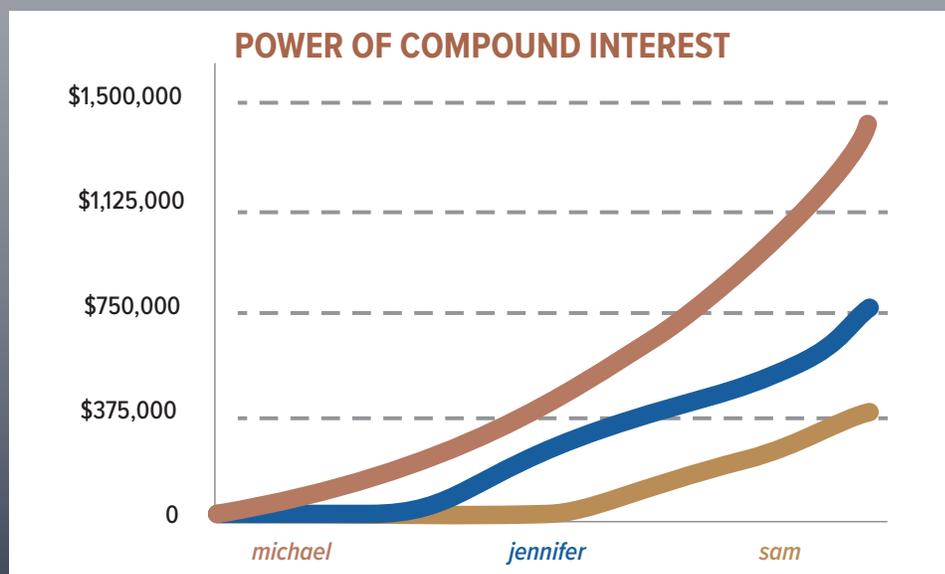
Lastly, beware of smaller loans including those for appliances and cars. It's better to pay cash for these items or purchase a car without all the bells and whistles so your payments are lower.

4. save early and often

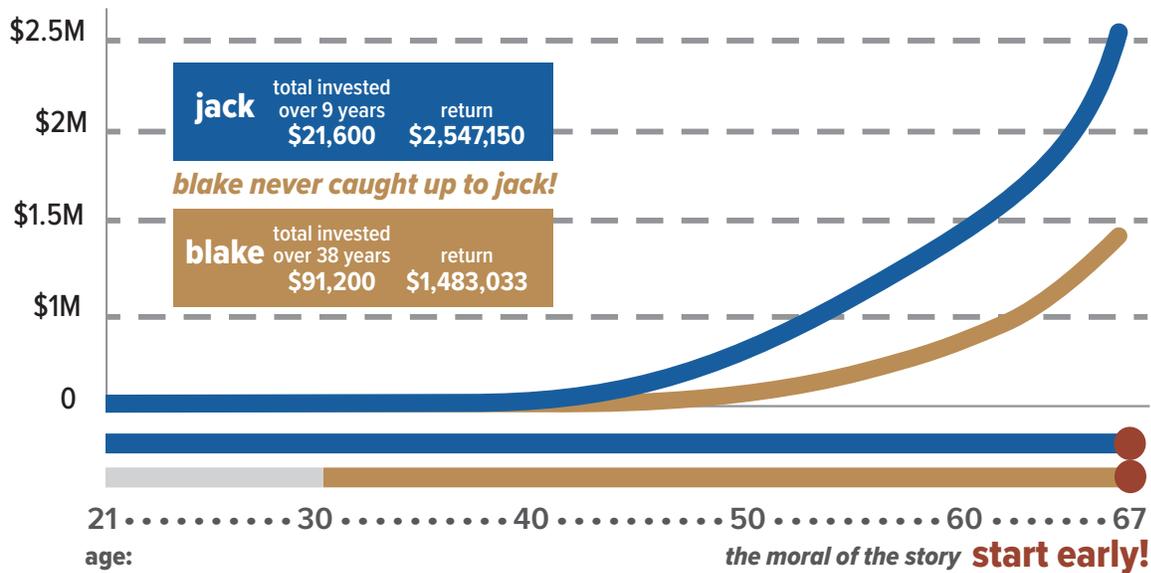
Time and compounding are the two most powerful components of saving. Most millionaires will tell you that time is a key attribute to their long-term financial wealth.

Warren Buffett started investing at the age of 11 and has now been investing for over 80 years. He's currently worth over \$85 billion, but he's had over 80 years to achieve that. He always lived below his means, saved and invested.

In the example below, Michael, Jennifer and Sam all invested \$120,000, but they did so at different times in their lives. Michael ended up saving \$1.4 million by the time he reached 65 years old. He had time on his side. The \$1,000 he invested from ages 25-35 had time to grow over the course of 30 years. Sam and Jennifer invested later in life and earned less as they had much less time to make their funds work for them.



POWER OF COMPOUND INTEREST



In the example above, Jack started investing \$200 a month at age 21 for nine years; by the age of 67, he had over \$2.5 million. Blake invested \$200 a month from ages 30-67 for a total of \$91,200. At the age of 67, he had made almost \$1.5 million. Had Blake started earlier, he would've invested less and received almost twice the money.

Warren Buffett says, "If you don't find a way to make money while you sleep, then you will work until you die." Let your money work for you by understanding active versus passive income. Active income is what you're currently making; passive income is how you generate wealth and income. To build passive income, consider investing in or starting a business, pursuing investments with dividends or trying your hand at real estate. Every millionaire has at least seven sources of passive income. Start with one form that interests you.

5. invest in your future

401(k) and Roth IRAs are wise retirement plans for college students. 401(k) plans are offered by many employers and most offer a generous match. If your employer offers you a 100% match up to 3% of your annual income and your salary is \$40,000, the maximum amount your employer will pay

is \$1,200 or 3%. If your employer matches your 3% contribution and you contribute \$1,200 to your 401(k), then you've just received \$1,200 for free. Why wouldn't you take advantage of that?

Roth IRAs are individual retirement plans that you do not have to create through your employer. Most retirement plans are set up for you to pay taxes when you retire, but Roth IRAs are different. You put in after-tax dollars, but withdrawals are tax-free. Additionally, you can withdrawal your contributions prior to retirement without any tax implications, which helps in emergency situations. First-time home buyers can also withdraw up to \$10,000 for a down payment. The current limit you can invest per year is \$6,000 and it's limited by how much you make. So, if you are single and you make less than \$125,000, you can contribute the entire \$6,000.

There are several ways to invest in money including: stocks, bonds, mutual funds, index funds, gold, bitcoin, etc. Investing is a personal decision and there are many factors that come in to play. If you are investing beyond your comfort zone, then it's not worth it. Invest early so you can have time on your side.

6. educate yourself

There are many ways to educate yourself. *The Psychology of Money* by Morgan Housel gives an understanding of what money means. *Financial Fitness* by Chris Brady and Orrin Woodward offers a game plan for financial planning. One other interesting book is *The Millionaire Next Door* by Thomas J. Stanley, Ph.D. and William D. Danko, Ph.D. Also, there are many free financial podcasts. Download and listen to a few that work for you.

I wish you great success in investing for your future financial freedom. I am impressed by the stories I hear of The Annexstad Family Foundation Scholars, and I know that you will all go far!

View the entire webinar via the Scholar Portal at AnnexstadFamilyFoundation.org.

dj luster

CREATING CONNECTIONS

Building new connections at the University of Alabama, in class and beyond campus.

“The best piece of advice I can offer to new Annexstad Scholars would be to simply get involved with an organization,” says University of Alabama Scholar, **DJ Luster**. “It doesn’t matter what organization, but being part of a group brings friendships and new life experiences while making your years at college much more enjoyable.”

Luster speaks from experience on a grand scale. This extraordinary tuba player is a member of the official marching band of the University of Alabama, where he has bonded with his band mates and performed on national television.

“After spending hundreds of hours together, the tuba section has become like a big family,” he shares. The Million Dollar Band was founded at the school in 1912, making it a Crimson Tide tradition for well over a century. The band’s trip to New York City to participate in the 95th annual Macy’s Thanksgiving Day parade in 2021 was the cherry on top of an already incredible undergraduate journey for Luster, one that includes traveling to other stadiums and the thrill of Southeastern Conference game days.

“I grew up as a huge Alabama Football fan, so naturally I loved the Million Dollar Band, too,” he shares. “I enjoyed every second of marching band in high school, so joining the band was a perfect match for me. Some of my best experiences have been playing and marching on the field at Bryant-Denny Stadium. While going to the game as a fan was great, actually being a part of each game day is on a completely different level for me. I still get goosebumps every time we march out of the tunnels and onto the field for pre-game.”

The personal fulfillment and camaraderie the band brings Luster helps him excel in his studies and keep his mind tuned into the larger picture for his life. In pursuing a degree in Business, he hopes to become a business leader who has the opportunity to manage and mentor a team of colleagues.

In the meantime, “The Annexstad Family Foundation has helped make my transition to college so much easier,” he shares. “The workshops that the Foundation provides have been extremely informative and provided me with information on everything from leadership to financial literacy. And my scholarship advisor at the university, Jessica Franks, has always been extremely helpful and answered any question I may have.”

Luster also appreciates that the Million Dollar Band provides a means for him to pay it forward within the community. “We receive a variety of opportunities to perform and give back. We recently held a pep rally at the Rise Center in Tuscaloosa, which focuses on preschool services for children with and without special needs. We have

also performed at local elementary schools and hope to inspire young children to take an interest in music,” he shares. His personal experience affirms where interest, passion and connection can take them one day.



how to expand and engage your network

Over 50% of our Scholar community requested resources and insights on developing and interacting with professional networks. **Ann Folkman**, the Chief Marketing Officer at CarVal Investors, gives some sage advice to our Scholars, Graduates and Alumni on network development.

Back when I was a college student, a friend of mine recommended that I apply for a holiday job answering phones at a public relations firm. Six years after I was hired, I was still happily employed. I had moved up into an account assistant role then eventually into an account executive role. To this day, my colleagues from the firm are some of my closest friends.

FORMING YOUR NETWORK MATTERS

- 70% of professionals get hired at companies where they already have a connection.
- 85% of jobs are filled through networking.
- 3 people are hired every minute on LinkedIn.
- While 50% of young adults in the U.S. have a LinkedIn account, 96% rarely use theirs.
- 70-80% of jobs are not advertised.
- Building a network requires commitment and consistency.
- Networking is an investment in yourself and your future!

We don't often think about our college professors, administrators and friends as a potential network. Yet in fact, they are usually the start of what becomes a lifelong network. I had a professor who was head of PR for a Fortune 100 company. As he was a very successful PR guru and professor, I was intimidated to speak with him.

One day, I summoned the courage and introduced myself. I told him where I was working, what I wanted to do and my desire to learn more about PR. He became a strong mentor and part of my professional network for 30 years. Lesson learned? It's important to leave your fear at the door.

CREATE A STRONG NETWORK

Get involved. The more people you meet, the more chance for opportunity.

- Connect on group projects.
- Join a club.
- Play a sport.
- Work jobs where you can build your network.
- Do informational interviews.
- Do something that scares you.

- Study in the library or public places.
- Study abroad.
- Get to know your professors and administrators.
- Start with your current network and look for connections.
- Cultivate friendships and relationships in person and online.

It's essential to know your own value, be confident and have self-esteem. Michelle Tillis Lederman, author of *11 Laws of Likeability: Relationship Networking... Because People Do Business with People They Like* believes that the hurdle most college students face is the feeling that they have nothing to offer. Yet, we've all been in that position, no matter where we are in our careers.

In her book, Lederman recalls a story of meeting with a very successful CEO after college. She was brave enough to ask the CEO a thought-provoking question – one that gave him a unique perspective. He then shared a problem with her that led to a great discussion. Lederman emphasizes,





“Don’t underestimate your ability to bring value to someone else.” Giving feedback and asking for advice are gifts that can make one feel valued.

MAKE LINKEDIN WORK HARDER FOR YOU

Today’s easiest networking technique is developing a LinkedIn profile and reaching out to potential and existing connections for

15 minutes a day. You will continue to see your network grow as the time you put in becomes an investment in your future!

- Choose the right profile picture and add a background photo.
- Make your headline more than just a job title.
- Turn your summary into your story.
- List your relevant skills.

- Link to your schools, jobs, volunteer activities, etc.
- Spotlight the unique skills you offer.
- Spread endorsements and request recommendations.
- Share timely content from your feed.
- Ask questions of your network.
- Showcase your passion for learning.
- Follow relevant industry influencers.



Ann Folkman is the Chief Marketing Officer at CarVal Investors in Minneapolis, Minn. She holds a bachelor's degree from the University of St. Thomas in Saint Paul where she has also completed extensive coursework towards her MBA. In 2004, she joined CarVal and is responsible for leading the group's branding, marketing strategy and activities. She is also a member of CarVal's Foundation Board, DEI committee and Socially Responsible Investing Committee. She is very active in CarVal ESG efforts.

Before joining CarVal, Folkman was Director of Public Relations for Southern Comfort. Prior, she owned her own marketing firm and spent several years with marketing communications agencies in the Midwest. She is a member of the Board of Advisors for the University of St. Thomas College of Arts and Sciences. She has also served the Friends of the Saint Paul Public Library, Urban Ventures and the Minnesota chapter of Public Relations Society of America, where she shares a passion for education and leadership.

NETWORK CONNECTIONS

Start with your email contacts then branch out from there to include:

- Your college network including alumni, professors and administrators.
- Personal professionals including neighbors, family and friends.
- Current and former coworkers.
- Professional friends of friends.
- Professionals you meet through your connections and travels.
- Personal and professional mentors.
- Anyone who could help you professionally or who you could help professionally.

NURTURE YOUR NETWORKS

Follow the Golden Rule: Treat others as you want to be treated. On LinkedIn that means:

- Helping friends and colleagues and seeking their help in return.
- Celebrating success with a simple like or comment.
- Reposting lessons that have helped you.
- Sharing your own experiences that others could learn from.
- Celebrating things that are important to you and people in your network.
- Being professional and engaging.

When reaching out to a new LinkedIn connection, it's easy enough to attach a note like: "You may remember me from your English class. I am really interested in connecting with you professionally. I hope you'll accept my LinkedIn invitation."

BE YOUR OWN BRAND

Warren Buffett has said, "It takes 20 years to build a reputation and only 5 minutes to ruin it." Your reputation is defined by others but you define your own brand. The beauty is that those two factors can intersect when others describe us the same way we want to be known.

Personal branding really means establishing and promoting what you stand for. Your personal brand is the unique combination of skills and experiences that make you, YOU! Effective personal branding will differentiate you from other professionals.

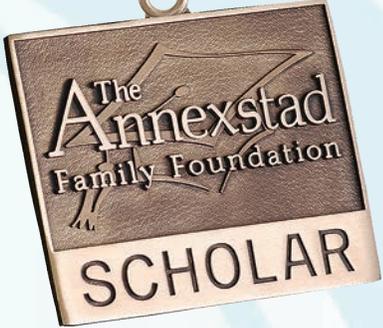
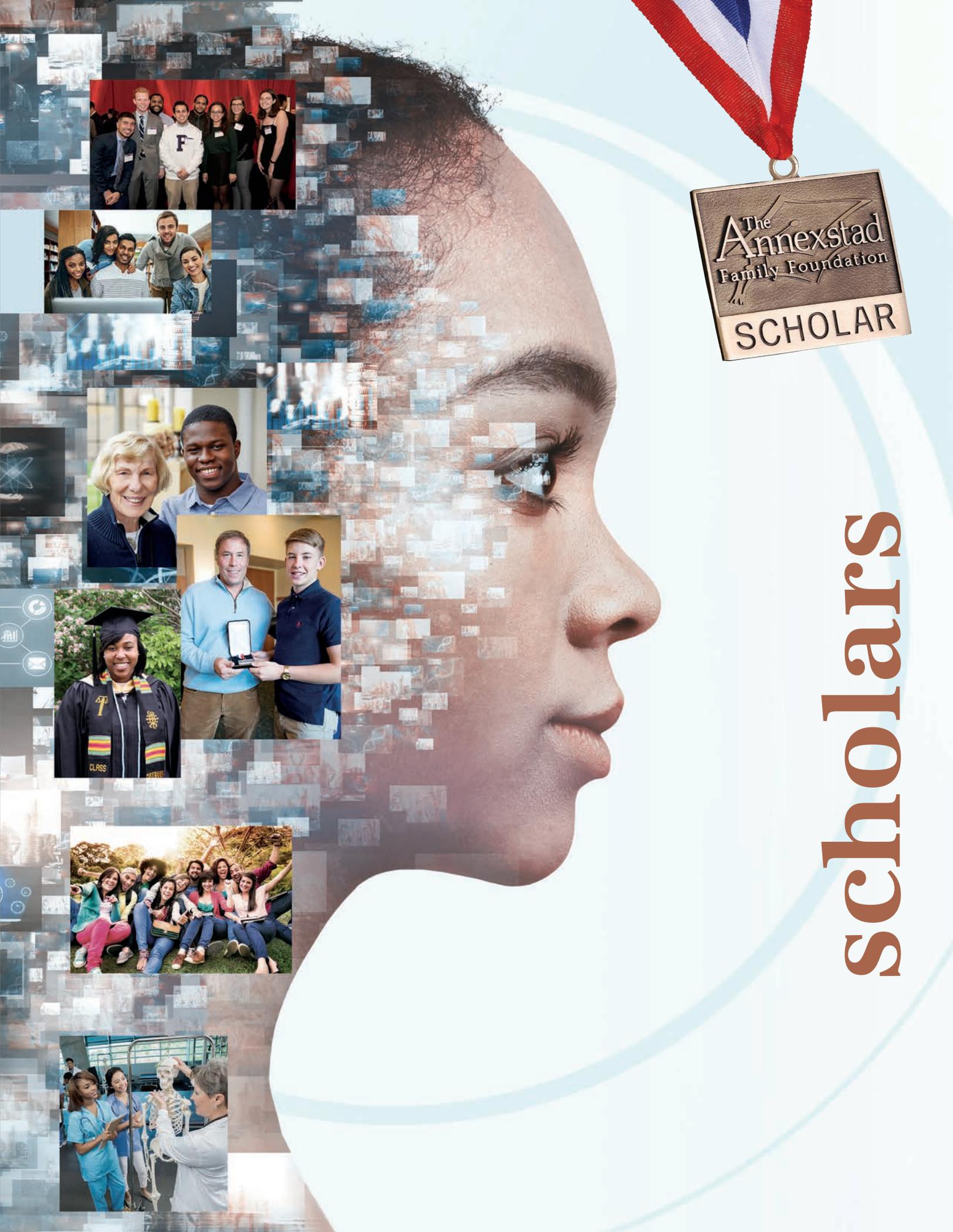
WHY DOES YOUR BRAND MATTER?

Your personal brand, which includes your online presence, can boost or hinder your future.

- A strong personal brand can help you get your first job and move into executive positions.
- A memorable brand can lead to interviews, jobs, promotions, partnerships and speaking engagements.
- A risky online profile can cost you your job. Don't ever post anything that should not appear on the front page of *The Wall Street Journal* or that you do not want your grandmother seeing.
- In today's world, nearly everything is public.
 - Every detail matters.
 - Think and proof before you tweet, snap or post.
 - 56% of employers reported that they would put the brakes on hiring someone whose social media posts confuse *there*, *their* and *they're*.

Ask your family and friends what they see as your strengths. Be confident and self-assured that these attributes are going to lead you on your best career path. Push yourself to grow, set out to meet one new person every day and connect others with new friends who share similar interests. As you begin to volunteer in the community or thrive in your new job, show off these attributes in their best light and your network will continue to grow and flourish organically.

View the entire webinar via the Scholar Portal at AnnexstadFamilyFoundation.org.



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LETTERS AND SOCIETY



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GUSTAVUS
ADOLPHUS COLLEGE
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CLEMSON UNIVERSITY
MAJOR: UNDECLARED



**DAMIANA
BERTIN**

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MAJOR: PSYCHOLOGY

6 habits to end procrastination

What's the biggest obstacle blocking you from reaching your most important goals? It's not a lack of skills, knowledge, confidence or lack of action.

MACRO-GOALS + MICRO-TARGETS

1 | Your long-term (macro) goals might be so big that it's too intimidating to get started and soon you may find yourself overwhelmed. Instead, **combine your macro-goals with micro-targets.**

2 | Micro-targets usually have a deadline of 1-7 days. They chunk your biggest, most intimidating goals into bite-sized objectives, which is the secret to consistent productivity.

3 | Where a big macro-goal might be too intimidating and unclear to get started, micro-goals are highly actionable.

4 | If your macro-goal is to make \$40k, one of your micro-goals could be to write and publish a high-quality article today.

5 | And if your macro-goal is to gain 7kg of lean muscle mass, your micro-goals for the week could be to go to the gym 5 times and consume at least 80 grams of protein per day.

6 | These micro-goals don't have to be earth-shattering. The most important thing is that you make consistent progress towards your long-term goals. Each accomplished micro-goal gets you one step closer to achieving a macro-goal.

PRIORITIZE YOUR SLEEP

A good night's sleep is the foundation of a highly productive day. In one study, those who regularly got 7-8 hours of sleep were **19-29% more productive than those who got less than seven hours of sleep.**

When you're sleep-deprived, your willpower and self-control dramatically decrease, leading to procrastination and distractions.

continued on page 57



Adjin Sullivan and
April Merriweather
University of Michigan



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BLANC**

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MAJOR: NURSING



**ELIZA
BOISVERT**

WESTERN CAROLINA
UNIVERSITY
MAJOR: ENGLISH



**ISRAEL
BRIONES, JR.**

DUKE UNIVERSITY
MAJOR: COMPUTER SCIENCE

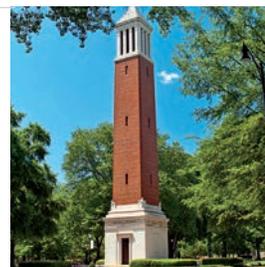


**ETHAN
CUEVAS**

UNIVERSITY OF
NOTRE DAME
MAJOR:
CONSTRUCTION SCIENCE

**JAMIE
CAUSEY**

UNIVERSITY OF ALABAMA
MAJOR: NURSING



**JASON
DAVALOS**

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO
MAJOR: NURSING



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DE RISIO**

HIGH POINT UNIVERSITY
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**ANAYOLANDA
DEL RIVERO**

UNIVERSITY OF ST. THOMAS
MAJOR: HEALTH EDUCATION



**ARIANNA
DRINKWINE**

UNIVERSITY OF
ST. THOMAS
MAJOR:
PSYCHOLOGY



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DUNN**

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL
MAJOR: BIOLOGY



**MICHELLE
DYRDAHL**

WINONA STATE UNIVERSITY
MAJOR: UNDECLARED



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ELLIS**

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FORBES**

CLEMSON UNIVERSITY
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EDUCATION



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UNIVERSITY OF MISSISSIPPI
MAJOR: BIOCHEMISTRY



**RAEANN
GAINEY**

UNIVERSITY OF ALABAMA
MAJOR: BUSINESS
MANAGEMENT

continued from page 55

Alex Arellano, Lydia Sumrall and
Elijah Browne, College of St. Benedict
and St. John's University



USE PARKINSON'S LAW

It somehow seems rooted in our psychology that the more time we get, the more time we waste. This is also the premise of Parkinson's Law, which states that **'work expands to fill the time available for its completion.'**

In other words, when we give ourselves the entire day to complete a task that can be done in four hours, we'll take the entire day to finish it simply because we have the time available. This extra time isn't even used to improve the quality of our work, but it's filled with distractions, working on irrelevant details and worrying about getting the task done.

FOLLOW THE 15-MINUTE RULE

To quickly generate momentum, use the 15-minute rule:

- Step 1** | Pick a task you've been procrastinating on.
- Step 2** | Set a timer for 15 minutes.
- Step 3** | Work on the task until the timer rings.

The 15-minute rule is so effective because it makes the getting started part easy. Anyone can work for 15 minutes.

Besides, once you're in motion, it requires a lot less mental force to keep going. You're already moving forward, so why not keep on making progress?

PLAN YOUR DAYS

Daily planning is the antidote to inaction. The better you plan your days, the more clarity you generate. And clarity leads to productivity.

It's not enough to feel motivated and have good intentions. If you want to ensure you get things done, transform your intentions into highly specific action plans.

PUT DISTRACTIONS AWAY

If you want to break the procrastination habit, you need to be disciplined about removing distractions – especially during focus hours. You have to hold yourself to a higher standard to see results.



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GARCIA-RAMOS**



**ANGELICA
GECOSKY**
MICHIGAN TECHNOLOGICAL
UNIVERSITY
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**ALEX
GLIDEWELL**

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**EMILY
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MAJOR: UNDECLARED

**ERIKA
GONZALEZ**
UNIVERSITY OF REDLANDS
MAJORS: BIOLOGY
AND SPANISH



**ISAIAH
HALL**

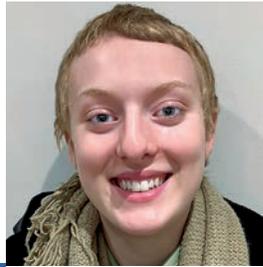
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MISSISSIPPI
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BERKELEY
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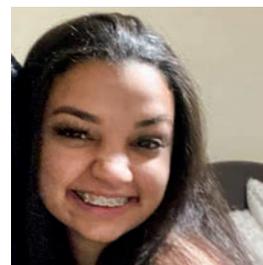
**KRISTEN
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SCIENCE



**LET
LET**

UNIVERSITY OF MINNESOTA, TWIN CITIES
MAJOR: BIOLOGY



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LOPEZ**

WASHINGTON UNIVERSITY
IN ST. LOUIS
MAJOR: UNDECLARED

10 websites to bookmark

by Elena Cavender

Knowing which websites can help you with various aspects of college life can make all the difference.

1 | Canvas and Blackboard. Depending on your campus, one of these websites will be where your professors post announcements, the syllabus, grades and where you will submit assignments.

2 | Your school's library website. Lists all the resources that your school subscribes to and how to access them.

3 | Facebook. Student organizations use Facebook to communicate events on campus.

4 | Desmos. Free online graphing calculator that's way easier to use than a physical graphing calculator.

5 | WolframAlpha. An answer engine for math, science, humanities and life questions.

6 | Chegg. Hosts student services, from textbook and e-book rentals to exam prep and flashcards. CheggStudy has solutions to textbook problems and expert Q&A.

7 | Google Calendar. Organize your busy schedule, classes, deadlines and extracurriculars.

8 | JSTOR. Access 12 million academic journal articles, primary sources and books.

9 | EBSCO. A good first stop on your research journey for any paper.

10 | Word Hippo. Elite thesaurus.



Bronson Pe'A and
Kayci Hofner
Bethel University



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LOPEZ**

UNIVERSITY OF ALABAMA
MAJOR: BUSINESS ADMINISTRATION



**ASHLIN
LOTT**

UNIVERSITY OF ALABAMA
MAJOR: PRE-MEDICINE/
PRE-PHARMACY



**KIM
LY**

NORTH DAKOTA STATE UNIVERSITY
MAJOR: PHARMACY



**ANDREA
MARTINEZ**

UNIVERSITY OF
REDLANDS
MAJOR: LIBERAL STUDIES
AND WOMEN'S GENDER
STUDIES

**ABIGAYLE
MARKO**

MINNESOTA STATE
UNIVERSITY, MANKATO
MAJOR: ELEMENTARY
EDUCATION



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MARTINEZ**

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MERRIWEATHER**

UNIVERSITY OF MICHIGAN
MAJOR: PSYCHOLOGY



**JULIO
MENDEZ-DELGADO**

COLLEGE OF THE DESERT
MAJOR: ARCHITECTURE



**DUA
MOBIN**

GEORGETOWN UNIVERSITY
MAJORS: BIOLOGY AND GOVERNMENT



**RAHIMA
MOHAMED JAMAC ABULDKADIR
SHEIKH-KASSIM**

UNIVERSITY OF MINNESOTA,
TWIN CITIES
MAJOR: ECONOMICS



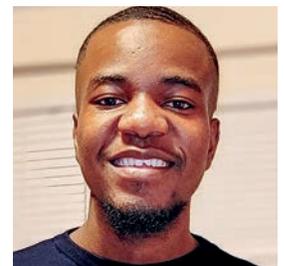
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MAJOR: POLITICAL SCIENCE



**GRACIE
MORRIS**

INDIANA UNIVERSITY, BLOOMINGTON
MAJOR: JOURNALISM



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MAJOR: LIGHTING AND
SOUND THEATER



**NTENSE
OBONO**

CARLETON COLLEGE
MAJOR: ECONOMICS



**CHERRIAL
ODELL**

STANFORD UNIVERSITY
MAJOR: UNDECLARED

10 ways to reduce college stress

by Kelci Lynn Lucier

At any given point in time, most college students are stressed about something; it's just part of going to school. While having stress in your life is normal and often unavoidable, being stressed is something you can control. Follow these ten tips to learn how to keep your stress in check and how to relax when it gets to be too much.

- 1 | don't stress about being stressed
- 2 | get some sleep
- 3 | get some healthy food
- 4 | get some exercise
- 5 | get some quiet time
- 6 | get some social time
- 7 | make work more fun and rewarding
- 8 | get some distance
- 9 | get a little help
- 10 | get some perspective

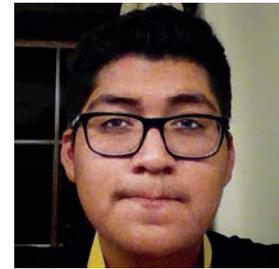


*Cheyenne Moyer
and Hailey Currie*
Northern Michigan
University



**RICARDO
ORTIZ**

UNIVERSITY OF NOTRE DAME
MAJOR: ELECTRICAL ENGINEERING



**ANGEL
ORTIZ MARTINEZ**

CARLETON COLLEGE
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PIEDMONT UNIVERSITY
MAJOR: PRE-MED

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UNIVERSITY OF
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MAJOR: BUSINESS



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MAJOR: PSYCHOLOGY



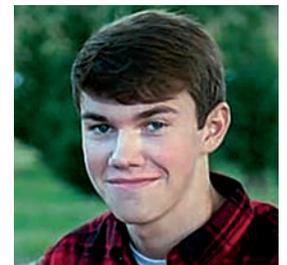
**DESERAE
RIVAS**

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MAJOR: PRE-MEDICINE/
PRE-PHARMACY



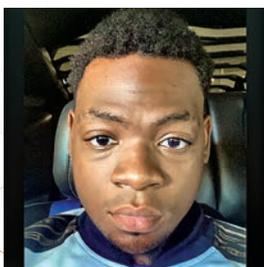
**ELIJAH
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**CHRISTIAN
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UNIVERSITY OF MISSISSIPPI
MAJORS: NURSING; PRE-MED



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SIMS**

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MAJOR: ENGINEERING



**BRENDA
SOSA** UNIVERSITY OF CHICAGO
MAJORS: ENVIRONMENTAL STUDIES
AND LAW, LETTERS AND SOCIETY

10 best college apps

by Prasham Parikh

The thing that we waste our time on the most — smartphones — can actually help save time, money or both. When I started college, no one told me about the applications below and how I wish someone had! I've stumbled across most of them after a few rounds of trial and error, and I have found these among the best out there in what they seek to do. Maybe they will help you, too.

1 | UNiDAYS. Discounts galore! Sign up using your .edu address and access savings on favorite brands.

2 | Notion. Organize your notes in interconnected blocks of text and media.

3 | Headspace. Guided meditation.

4 | Mint. Track your expenses and save with this budgeting app that helps you visualize monthly outflows with easy-to-understand insights.

5 | Google Stadia. Immersive games on the cheap. You'll need a fast internet connection for the best experience.

6 | Splitwise. Does all the math for you and instantly tells you who you owe money to or who owes you some.

7 | Udemy. Most popular e-learning platform.

8 | Forest. Moderates phone usage.

9 | Google Lens. Its excellent OCR abilities let you copy text from any photos you have on your phone. It's even helpful for translation, math solving and general searches.

10 | Google Docs. This app is serviceable on all form factors, automatically syncs documents across clients, is great for group assignments and is free.



Elijah Barlue, Marmonee Zokruah, Tania Garcia and Ayomide Adesanya
Bethel University



AJDIN SULLIVAN

UNIVERSITY OF MICHIGAN
MAJOR: ECONOMICS



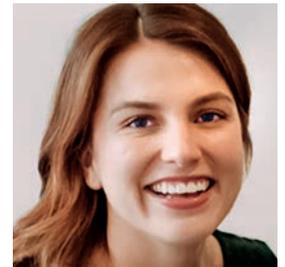
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5 ways to get back on track if you're losing focus

by Kelly Roell

Here are five solid ways to regain focus if studying isn't on your mind.

1 | because i'm bored

Reward yourself with something you like after a successful study session. Set a study goal like learning 25 facts or 15 new vocabulary words in the next hour. Then, set your reward of downloading new songs, listening to a podcast or going for a run.

2 | because i'm wired

Go for a long run or hit the gym before your study session begins. Better yet, do push-ups or crunches in between questions. You'll get to activate your muscles, and your brain will get to work, too.

3 | because i'm tired

A 20-minute power nap can zap life back into your system. If you're in the library, then go for a brisk, 10-minute walk. Still struggling? Then call it quits and get up early the next day to study.

4 | because i'm busy

Set a weekly study schedule and stick to it.

5 | because i'm distracted

If your thoughts get pulled away by noise and external study distractors, then you have to isolate during study time. Plug into some white noise on your iPhone or visit SimplyNoise.com to drown out anything.



Antonio Dumnich, Emily Hall
and Micheal Lee
Hillsdale College



JUSTIN
WRIGHT JR.

GEORGIA INSTITUTE OF TECHNOLOGY
MAJOR: BUSINESS



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Vanderbilt University Scholars
Olivia Franklin and
Donovan Carr in 2019.



sincerest gratitude

The Annexstad Family Foundation board and staff express our sincerest gratitude to our campus partners, campus officials, Alumni and Scholars for navigating through this past academic year. This year has reinforced our ideal that relationships lead to impact and change. The conversations and connections made in this past year have transformed our organization from providing a single Scholarship to over 1,200.

As we look towards the future, we look forward to strengthening our connections and community. We thank you for your continued partnership.

“The relationships that we develop and, more importantly, the relationships that we maintain with our network of college partners, Alumni and Scholars are the key to creating impact and changing the lives of the young people our Foundation supports.”

| Al and Cathy Annexstad, Co-founders

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Bemidji State University
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Bethel University
Boston College
California State University
San Bernardino – Palm Desert Campus
California State University, San Marcos

Carleton College
Clayton State University
Clemson University
Coastal Carolina University
College of Saint Benedict
College of the Desert
Concordia College
Crown College
Duke University
Emory University

Georgetown University
Georgia Institute of Technology
Gonzaga University
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Harvard University
High Point University
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22 YEARS OF BUILDING
LEADERS FOR TOMORROW