



23 YEARS OF BUILDING LEADERS FOR TOMORROW



Giving HOPE & OPPORTUNITY to BRIGHT MINDS with BIG DREAMS

1,296 SCHOLARSHIPS AWARDED to date

> 751 GRADUATES awarded to date

> > 393 active SCHOLARS

> > > 118

NEW SCHOLARS in 2023

92%

of *Leaders for Tomorrow* Scholars GRADUATE in 4 YEARS

> participating INSTITUTIONAL partners

The VAST MAJORITY of Annexstad Graduates are GAINFULLY EMPLOYED or pursuing ADVANCED DEGREES



23 YEARS OF BUILDING LEADERS FOR TOMORROW

> Annexstad Pennly Poyndetton

SCHOLAR

Trinity Duenas California State University.



empowering future leaders PROVIDING OPPORTUNITIES AND INSPIRATION FOR COLLEGE STUDENTS WITH BOLD ASPIRATIONS

Annexstad FAMILY FOUNDATION

23 YEARS OF BUILDING LEADERS FOR TOMORROW

The Annexstad Family Foundation (AFF) is much more than Scholarship awards. The Foundation is also the offer of friendship, guidance and an extended family for those who have recognized their own obstacles in life and are focused on turning them into possibilities for their future. When Cathy and I started the Foundation, we noticed early on that investing in determined young people had a great return not only on the recipient but for our society as a whole. With nearly 1,300 Scholarship recipients in 23 years, Annexstad Scholars are making an impact in a big way. Scholars have gone on to become healthcare workers, engineers, workers, educators, consultants, non-profit leaders – the list goes on.

Since 2000, colleges and universities across the country, in partnership with the Foundation, have seen the potential in these students and have selected them to receive our Scholarship. The Scholarship funds help students meet their full cost of attendance without the need for loans, allowing Scholars to focus on their studies but also take advantage of the clubs and student organizations that are so important for the college experience. Some of these activities include volunteering in their communities, researching alongside esteemed faculty and studying abroad. The financial freedom allows Scholars to focus on their passions during their four years.

We are deeply impressed and inspired by our 2023 Graduates. They plan to work at Fortune 500 companies, within the public sector or are preparing for graduate school to continue their educational journey. Like many Annexstad Scholars, Cathy and I learned at a young age that one can grow from the circumstances out of their control. In our case, we grew together over our shared experience of losing a parent. In search of mentors, we called upon our friends, families, neighbors, colleagues and acquaintances to ask for help 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. It is our hope that Scholars can make these connections and build relationships on campus with the support of our Program Managers. The transformation that takes place in these Scholars' undergraduate experience from year one to year four is significant and a deciding factor in life beyond graduation.

Francine Legba, a 2023

Graduate from Carleton College, shares more about that transformation. "I came into my undergrad years excited about so many things, yet unsure of where life would take me. But my awesome liberal arts education allowed me to explore all my avenues of interest. College taught me that an uncompromising willingness to learn and to work hard to master a new concept is one of the greatest skills a person can have. I carry this skill that I've cultivated with me as I enter the corporate workforce and prepare to learn new things on the job every day." Francine began her role as a Software Engineer for Best Buy this past summer.

As an organization, AFF has made a concerted effort to develop

meaningful engagement with our Scholars. We survey our Scholar cohorts each fall. Based on their feedback, we develop our programming each academic year. In Fall 2022, Scholars requested greater access to mentorship opportunities. We recognized a need for more support through mentorship. In Spring 2023, AFF launched a pilot virtual Alumni Mentorship program. Each participating student is matched with a mentor based on academic background who can provide guidance and support throughout their college journey. AFF mentors vary from recent graduates to established professionals who have

ST STAR



achieved significant accomplishments in their respective fields. They offer advice, connections and serve as a resource to help the Scholars achieve their goals and realize their full potential.

Our Scholarship management system, *Kaleidoscope*, continues to streamline Scholar nominations and renewals to ensure our staff and college partners can focus on the student experience. Our organizational leadership is committed to leveraging our connections within the greater Scholarship community through organizations like the National Scholarship Providers Association to advance the impact of Scholarships and the student experience in higher education. We continue to work with our partners to ensure students have access to campus-based resources and the opportunity to build community outside of the classroom. We honor the courage and determination of the Annexstad Scholars with a gold medallion after being awarded the Scholarship. When we present the medallion to Scholars, there is tremendous pride through recognition and in being part of a larger community. None of us takes the medallion lightly. It reaffirms the significant investment from the Scholar to reach the ultimate goal of graduation.

The possibilities for these Scholars are endless. Our organization is grateful to walk alongside these remarkable individuals as they actualize their potential.

| Al, Cathy and the Annexstad Family

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Annexstad

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A LEGACY OF CHARACTER, INTEGRITY AND DEDICATION

There are individuals whose life stories transcend time and inspire generations. **Albert T. Annexstad** is one such extraordinary person whose strong character, unwavering values and dedication to education left a mark on countless lives. From his humble beginnings in St. Peter, Minnesota, to his rise as Chairman at Federated Insurance, to his transformative partnership with his devoted wife, Cathy, to establish The Annexstad Family Foundation, Al's journey has been a testament to the power of resiliency, entrepreneurial spirit and profound philanthropy.

St. Peter is home to Gustavus Adolphus College, a small, private, liberal arts institution. Al's mother Alice was hired to prep and serve meals in the cafeteria where she fed the students, faculty and staff for 45 years. It was Alice's example of self-determination, service and hard work that influenced Al's ambition and desire to do good. At the age of five and the youngest of four children, Al lost his father. He discovered that he needed to help support his family, so he spent his elementary and middle school years working in his community. Al struck his first smart business deal on a handshake at age nine. He spoke to the owner of the local hardware store about buying a bicycle for his paper route. Bill Francis, the store's owner, sold him the bike on the condition that AI check in each Saturday morning and bring \$1 each visit for one year. The greatest takeaway from that paper route was the value of mentorship, which Al was always seeking. He had a strong desire to learn from those around him, watching their practices and asking questions.

While working the night shift at a hotel, juggling responsibilities and supporting his young family, Al completed his bachelor's degree from Minnesota State University, Mankato. He was fortunate enough to secure a full-time job with Federated Insurance Companies after a local recruiter looking to hire new sales reps heard from St. Peter community members that AI was the person to hire. The man approached him and that was it for AI. "From a friendly tap on the shoulder, the course of my life was changed forever."

Beginning as a sales rep, Al's record sales pushed him swiftly up through the ranks of the company. He became president and CEO in 1999, and was named chairman a year later, beginning an era of unprecedented growth for the company. He created numerous strategies and opportunities at Federated Insurance Companies, elevating it from a regional company into a prominent national organization with thousands of employees operating in 49 states and the District of Columbia. Yet even as he climbed the corporate ladder, he remained grounded in the ethical business practices that established him as a leader. In 2005, Al was inducted into the Minnesota **Business Hall** of Fame.























TO CHANGING THE WORLD ONE GREAT MIND AT A TIME

Al boasts that marrying his high school sweetheart, Cathy, has been his greatest accomplishment in life. He credits Cathy's love, support and partnership as the driving factors in his ability to reach his personal and professional goals. The duo's deepest passion lies in education and empowering students to bring positive change to the world. Their vision created The Annexstad Family Foundation in 2000, with the first Scholarship awarded to a first-year student at Gustavus. Nearly 1,300 Scholarships at 69 universities have been awarded, with over 750 graduates to date. Al and Cathy believe true happiness comes when life's blessings are paid forward.

The Annexstad Family Foundation Scholars and Graduates are leaders and changemakers who have gone on to pursue graduate school or professional training in a variety of fields including business, medicine, engineering, technology and education.

The Foundation grew to become a family affair, engaging their children Tom (Karen) and Patti (Rich), along with their







grandchildren: Shane, Kaci (Vinnie), Morgan, Mackenzi, Blake and Maggie. The Annexstad family embraces the Foundation's mission by visiting many universities, supporting students' needs and sending care packages during final exams.

"Annexstad Scholars are the brightest of the bright, poorest of the poor and toughest of the tough," said Al. "Armed with world-class educations, these young people have a great potential to be extraordinary leaders in our world."

In 2010, Al received the prestigious Horatio Alger Award, as an outstanding individual in our society who has succeeded in the face of adversity. Al and Cathy's dedication to education and youth empowerment earned them numerous accolades and honors, including Al's honorary doctorate from Gustavus, honorary doctorates for both Al and Cathy from Minnesota State University as well as the Distinguished Alumnus Award. In 2019, the University of Notre Dame awarded the couple with the Dr. William P. Sexton Award, the highest honor awarded to non-alumni. Throughout the years, they have remained remarkably humble, always attributing their success to the support of their family, friends, colleagues and mentors.

On July 8, 2023, Al's journey on this earth came to an end, but his legacy of character, values and empowerment lives on in the hearts and minds of those he impacted. The Annexstad Family Foundation will stand as a beacon of hope and opportunity for future generations as new Scholarships will be awarded for years to come. The impact of his selfless acts of kindness and commitment to education will continue to shape the world. May his legacy inspire us all to dream big, pay it forward and make the world a better place for generations to come.

















university of notre dame

Leadership in Excellence was a key value in the establishment and evolution of the *Leaders for Tomorrow* Scholarship at the University of Notre Dame. It is demonstrated in those who put energy toward and show commitment to improving results and who take initiatives often involving calculated risks while considering the common good. This value of "Leadership in Excellence" deeply resonated with the Annexstad family as they looked to begin their impact in South Bend, Indiana, and beyond.

In the early years of the Foundation, **AI** and **Cathy Annexstad** began conversations about awarding Scholarships at Notre Dame influenced by Cathy's mother, **Marie Eustice**. Marie deeply loved being an educator and understood the influence she had on the youth of her community. Marie believed in the value of Catholic education and always dreamed that her children, grandchildren and great-grandchildren would one day pursue their degrees at a Catholic institution.

Drawing on the values and life lessons cultivated by Al and Cathy's small-town Minnesota upbringing, the Annexstads connected in 2002 with **Rev. Bill Lies, C.S.C.**, the Executive Director of the Notre Dame Center for Social Concerns. Father Lies' vision resonated with Al and Cathy's desire to create change in the world by supporting deserving young people. Father Lies collaborated with University partners to select the first recipient of the *Leaders for Tomorrow* Scholarship, **Shawn Sanford**, a bright, young woman who endured uncommon hardship, which included multiple foster home placements. Al and Cathy were genuinely moved by Shawn's triumph over tremendous adversity. Shawn's diligence, combined with an active and constructive mentor and support from the Annexstads, helped her evolve into a rising star and a Notre Dame alumna in 2008.

Shawn received the first of **165** Annexstad Scholarships awarded through Fall 2023. Alongside Shawn, **104** Alumni live around the globe, shaping careers in public policy, architecture, tech, consulting and education. Today, **46** Annexstad Scholars are pursuing their undergraduate studies at the University with **6** newly named Annexstad Scholars awarded this fall.

As Scholars are named to the *Leaders for Tomorrow* Scholarship, the Foundation works to ensure that they feel a sense of community, both in South Bend and around the country. In partnership with the University, the Foundation hosts on-campus events where students can connect with other Scholarship recipients, University

LEADERS FOR TOMORROW PARTNER

leadership and Foundation staff. Scholars have had the opportunity to connect virtually with Alumni, mentors and other Scholarship recipients nationwide via Foundation programming and events.

"It is the Foundation's goal to offer a sense of an extended family on Notre Dame's campus. One unique thing the Foundation does is send a care package to each Scholar during final exam season. Students mention throughout the year how meaningful it is to receive something packed with care and compassion during this stressful period of the school year," shares AFF Regional Program Manager, **Zack Haas**.

Micki Kidder, Vice President for Undergraduate Enrollment, has long served as a partner to The Annexstad Family Foundation. In her role, Kidder oversees the Offices of Pre-College Programs, Undergraduate Admissions, Financial Aid, Student Accounts and Student Shared Services. She says, "The Annexstad Family Foundation unlocks educational and life-changing opportunities for the leaders of tomorrow. Through an investment in undergraduate Scholarships, the Annexstad family is helping ensure that all deserving students can attend Notre Dame, ultimately empowering students to pursue and share truth and faith. In partnership with The Annexstad Family Foundation, the University of Notre Dame is excited to celebrate the dignity of all human beings and ensure that a Notre Dame education is affordable to the most vulnerable in our communities."

The impact of the Scholarship and the excellence in leading is demonstrated throughout the current Scholar cohort, with many Scholars taking on leadership roles on campus.

Logan Balfantz is a prime example of a Scholar leading with excellence. Logan describes the pursuit of higher education as a "golden ticket to the good life." As he begins



s Logan Balfantz

his final year this fall, Logan prepares to pursue a PhD upon completing his bachelor's degree in Business Analytics to become a technology research scientist. Logan has committed much of his time at Notre Dame to conducting and assisting in research at the Mendoza School of Business. Logan's research opportunities made a substantial impact on his undergraduate experience and his perspective beyond South Bend. He shares, "I developed richer relationships with the faculty, and it opened my eyes to a new world of career possibilities." In addition to researching alongside leading faculty, Logan has also helped to shine light on possibilities beyond graduation to his peers. As a student leader within the Meruelo Family Center for Career Development's First-Generation Careers (FGC), Logan works to support career development for

other first-generation students. "I saw it as an opportunity to pay forward the time and energy that people have invested in my educational and career development."

"Looking to the future, it is our goal to continue to support Scholars at the University of Notre Dame who embody the values of a remarkable student like Logan someone who is deeply committed to using their education to empower others and make a difference," shares Patti Annexstad. "The opportunity to build community reinvigorates our mission of supporting determined and deserving students. The relationship we cultivated with the University over 20 years ago and our shared mission to support Scholars holistically throughout their four years have led to the success of the Scholarship program nationally."



University of Notre Dame and The Annexstad Family Foundation proudly celebrate 21 years of partnership.

clemson university

"Clemson University has been a leading partner in connecting students to resources with a personalized outreach. It means the world to us to see the effort from Clemson in cultivating community for our Scholarship recipients," shares Cathy Annexstad.

"We are grateful for The Annexstad Family Foundation and their support for the future of our students," says Brian O'Rourke, Vice President of Advancement. "These Scholarships are shaping the lives of our students, allowing them to achieve their educational goals and realize their greatest dreams. Because of Annexstad Family Foundation's thoughtful generosity in the Leaders for Tomorrow National Scholarship Program, these Scholars are able to have an unmatched student experience."

Clemson University joined the Leaders for Tomorrow Scholarship Program in 2016 after AI and Cathy Annexstad met with current President James P. Clements to discuss first-generation student success initiatives. Over the partnership's eight-year history, AFF has supported a total of 22 Scholars, 12 of which have graduated since 2020. Scholars have pursued areas such as civil engineering, sustainability and legal services.

Below (I-r): Clemson University Scholars

"Clemson University is honored to have a long-standing partnership with The Annexstad Family Foundation," says Clements. "I am grateful for The Annexstad Family Foundation's investment in and commitment to developing tomorrow's leaders. We are proud of the 22 Scholars that The Annexstad Family Foundation has supported and know many more of our Tigers will be impacted by this incredible program for years to come."

The sense of support and community is strong at Clemson, especially within the Annexstad Scholar network.

"One of my favorite Clemson moments was at the University Library where one of our Scholars, Winter Widdifield, was working an on-campus job," says Elin Wahman,

Director of Strategic Initiatives at The Annexstad Family Foundation. Winter was able to show off some of her responsibilities and share some of the best secret study spots in the library to the Scholar cohort while also offering referrals for Scholars to work alongside her at her on-campus job.

LEADERS FOR TOMORROW PARTNER

The Scholar cohort, University staff and I were able to meet in one of the collaboration spaces in the library and discuss challenges and opportunities during their undergraduate experience. Through this informal, on-campus connection, we were able to find solutions using resources available at Clemson," says Elin Wahman.

Winter Widdifield shares, "When I was told that I received the Scholarship, it truly changed the trajectory of my college career. I no longer had to stress about the finances. It also gave me a huge boost in motivation from the Foundation, knowing that I could complete my degree." In 2021, Winter graduated with her bachelor's in Genetics from Clemson. Following graduation, Winter pursued her master's at Coastal Carolina University where she graduated in the spring of 2023 with her degree in Coastal Marine and Wetland Studies. She hopes to use her degree to best manage waterway and riparian ecosystems from

Clemson University and **The Annexstad** Family Foundation proudly celebrate

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Annexstad FAMILY FOUNDATION

23 YEARS OF BUILDING LEADERS FOR TOMORROW

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15

The Annexstad Family Foundation Scholarships

LEADERS FOR TOMORROW NATIONAL SCHOLARSHIP PROGRAM

Working with a select group of higher education institutions, the *Leaders for Tomorrow* National Scholarship program makes a significant investment in developing future leaders who have exhibited incredible potential. Partner colleges and universities identify and select Scholarship recipients who have demonstrated aspirations to one day create change and become leaders in their chosen field. With the *Leaders for Tomorrow* Scholarship, recipients can focus on coursework and campus involvement while attending their institution with little to no debt.



High Point University (I-r): Graduate Lauren Riley and Scholar Jenny Aguirre.



University of Chicago Scholars (I-r): Watson Lubin, Nicole Helou and Khristian Bass.

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 of achieving personal and professional success despite a challenging upbringing. Deeply moved by this recognition, Al and Cathy chose to pay it forward at a select group of institutions that identify recipients who reflect a similar spirit of determination and leadership.

HOPE AND INSPIRATION SCHOLARSHIP AT ST. PETER HIGH SCHOOL

In appreciation of their Minnesota hometown, the Annexstads endowed a college Scholarship at St. Peter High School in 2010. With this Scholarship, the Annexstad Family Foundation supports a deserving young person from each graduating class. Recipients attend a four-year institution in Minnesota. Many recipients have attended institutions such as the University of Minnesota, Twin Cities and Gustavus Adolphus College.



University of Alabama Scholars (I-r): Sarah Mitchell, Serenity Covington, Raeann Gainey, Wesley Lockhart, Curtis Sims, Raj Patel, Wyatt Bennett, Alex Glidewell, Jonathan Birmingham, David Dillard and Danny Luster Jr.

The Annexstad Family Foundation SUPPORTS SCHOLARS AT 69 PRESTIGIOUS UNIVERSITIES





I have developed a deeper understanding of new concepts and skills. I have also become more self-aware of the relationships I have made with my peers. Your support and mentorship have encouraged me to grow exponentially.

My potential has grown expansively during my first year of college. Transitioning to college was undoubtedly difficult and I was challenged in ways that I have not experienced before. But, challenges are meant to be overcome. I have gained so much from my life experiences, including making the best, healthiest decisions for myself. Through your Scholarship, I have a chance to forge my own path, aiming for the best and brightest opportunities and possibilities.

Sound Design Class of 2025

I am thrilled to have the opportunity to learn in an environment where I can gain hands-on experience, develop life skills and be confident in my abilities. This year I worked on a radio drama of "The Witcher." It was a passion project, and a ton of work, but it has been incredibly rewarding to be a part of that process, from writing a script to developing finished work. Taking on new and daunting projects challenges me to develop my skills and explore other exciting projects that offer me a world of possibilities.



University of North Carolina at Chapel Hill **Psychology and Human Development** Class of 2026

over **\$2M** in Scholarships awarded in 2022-2023 **1,296** Scholarships awarded to date

751 Graduates to date

91% retention rate for first-year Scholars **92%** of LFT Scholars graduate in four years

118 new Scholars

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



of Annexstad Scholars enjoyed on-campus events in Spring 2023



of Annexstad Scholars are interested in creating on-campus communities 97%

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





Psychology

Business







The Annexstad Family Foundation Support Services

ACADEMIC SUPPORT

financial aid assistance

In working with our university and college partners, The Annexstad Family Foundation ensures 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 their specific financial aid package.

PERSONAL & WELLNESS **SUPPORT**

support and referral services

Foundation staff are always happy to connect Scholars to university resources to elevate their college experience. Many first-year Scholars, often a little uncertain about the next four years, gain insight from Regional Program Managers on resources and on-campus offices committed to making the transition to campus life a bit smoother.

scholar guidance

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. AFF consistently follows their academic progress, course load and personal wellness while also celebrating accomplishments along the way.

PROFESSIONAL **SUPPORT**

networking and mentoring

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

online college success seminars

AFF offers a variety of webinars featuring selected speakers to better prepare Scholars and Alumni on their academic and professional paths. Topics range from study tools to financial literacy, mental wellness to preparing for Medical, Law or Graduate School. Annexstad Scholars and Alumni have access to webinars through the online scholar portal 24/7.

personal visits and communication

Throughout Scholars' undergraduate journey, Program Managers call, email and text 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 Foundation sends care packages. This builds tremendous spirit and helps Scholars feel supported.

online career success webinars

Industry leaders are invited to share their insights with Scholars and Alumni to expand their networks, develop resumes and LinkedIn profiles, and develop strategies to build relationships in the professional setting.

> Indiana University Scholars (I-r): Andreus Mullendore, Cassidy Witt, Tori Henderson,





Tom Annexstad (left) and Karen Annexstad (far right) with University of Georgia Scholars (l-r): Hussain Hassan, Banta SeSay, Chase Blackwell and Coleman Vaugh.

VETERAN STUDENT SCHOLARSHIP

As a military veteran, Al Annexstad recognized 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, AFF funds 25 Scholarships for veterans each year at College of the Desert in Palm Desert, California.

HOPE & INSPIRATION SCHOLARSHIP AT KINGSFORD HIGH SCHOOL

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

Winona State University Scholars (I-r): Ashley Wise, Ryan Liu and Makayla Lende.

HOPE & INSPIRATION SCHOLARSHIP AT RABUN COUNTY HIGH SCHOOL

In the spirit of philanthropy, 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 four-year academic institution within the state.

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

INSPIRING 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, in 2000, Al and Cathy established The Annexstad Family Foundation and awarded their 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. These exceptionally bright college students have overcome extraordinary hardships, and have already emerged as future leaders for our nation.

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:

2023	Hannah Olson
2022	Abigayle Marko
	Nahomi Delgado
2021	Darian Thompson, Graduate
2020	José Avila, Graduate
2020	Devon Minke, Graduate
2019	Irene Kim, Graduate
2018	George Vang, Graduate
2017	Vannessa Buth, Graduate
2016	Tierra Jorgensen, Graduate
To loarn more about Marie's impact	

To learn more about Marie's impact, turn to page 48.

Building Futures, Changing Lives: THE ANNEXSTAD FAMILY FOUNDATION'S MENTORSHIP TRANSFORMATION

Mentorship programs have the power to transform lives by providing guidance, support and tremendous opportunities for growth. The Annexstad Family Foundation has emerged as a beacon of hope for their aspiring Scholars, offering a mentoring program that goes beyond financial support. With their unwavering commitment to empowering young individuals, the Foundation has been instrumental in nurturing talent and fostering a strong sense of community.

A Holistic Approach to Mentorship

The Annexstad Family Foundation believes in a holistic approach to mentorship, recognizing that success encompasses academic, personal and professional growth. Participating Scholars are matched with mentors who are accomplished professionals in their respective fields, creating meaningful connections that extend beyond the classroom. These mentors provide invaluable guidance, helping Scholars navigate their educational journeys, explore career opportunities and develop essential life skills. By focusing on the individual needs and aspirations of each Scholar, the Foundation ensures personalized attention and support, fostering an environment of trust, respect and mutual learning.

Empowering Scholars for Success

The Foundation also recognizes that financial assistance alone is not sufficient to unlock the full potential of Scholars. Their mentoring program serves as a catalyst, empowering individuals to realize their dreams and create lasting impact. Through one-on-one mentorship sessions, Scholars receive personalized guidance, setting goals and mapping out strategies for success. Mentors not only provide academic support but also instill confidence, resilience and leadership skills in their students, equipping them with the tools necessary to overcome challenges and thrive while they achieve their goals.

Building a Strong Network

One of the most significant advantages of participating in The Annexstad Family Foundation's mentoring program is the opportunity to build a strong network. Scholars gain access to a community of like-minded individuals who share similar aspirations and experiences. Webinar seminars connect Scholars with professionals and influential leaders, expanding their horizons and opening doors to new opportunities. This network becomes a valuable resource throughout their academic and professional journeys, fostering lifelong connections and collaborations.

Personal and Professional Development

In addition to academic guidance, mentors assist Scholars in honing essential life skills that they will need for life after college, such as effective communication and critical thinking. By emphasizing personal stories, mentors equip Scholars with the necessary tools to excel not only academically but also in their personal and professional lives. The skills acquired through this program serve as a solid foundation, enabling Scholars to adapt to an ever-changing world and become well-rounded leaders in their chosen fields. **Celebrating Diversity and Inclusion** The Foundation embraces diversity and inclusivity, recognizing the inherent value that diverse perspectives bring to the table. Their mentoring program encourages Scholars from all backgrounds, empowering individuals who have faced significant challenges to achieve their dreams. By creating an environment that celebrates diversity, the Foundation nurtures a sense of belonging and fosters an inclusive community where Scholars can thrive.

To learn more about The Annexstad Family Foundation Mentorship program, visit **AnnexstadFamilyFoundation.org**.

the value of networking

Developing a powerful yet authentic network can be an overwhelming task for Scholars, Graduates and Alumni alike. Ann Folkman and Nikki Mills offer best practices gleaned from their combined 50+ years of professional experience.

There are few things in life that guarantee success if you keep at it, but networking is one of them. "The only failure in networking is a missed opportunity," says **Ann Folkman**, Chief Marketing Officer at AB CarVal. "It's worth the emotional risk of putting yourself out there to build relationships that may last a lifetime."

Nikki Mills, Group HR Director at TEGNA Inc., suggests the best way to take the "overwhelm" out of networking is to view it simply as getting to know people – similar to social situations but with a polished, professional approach.

Rather than asking for something from a stranger, you're naturally getting to know people so they are willing to act on your behalf when the time comes. Ask questions about how they got started and what they do. "People don't mind talking about themselves," she says. "And often they will want to help your launch and participate in your growth because they were just starting out once, too."

forming your network matters

- 70% of professionals get hired at companies where they have a connection.
- 85% of jobs are filled through networking.
- At least 70% of jobs are never advertised.

As you build relationships and establish a rapport, you will be in the perfect position to seize opportunities as they arise. Your network may refer you for a job or give you a warm introduction to just the right person at the right time.

"It's hard to put everything about you that is dynamic, intelligent and exciting on a flat piece of paper," says Mills. "When jobs potentially have hundreds or even thousands of applicants, networking creates a point of entry for you."

Since college, Mills has landed 4 out of 5 jobs through networking; Folkman has secured 5 out of 6 jobs the same way. She

asserts that her networks have been "the key to success in both my life and my career."

Making new connections will take practice. Every professional has started somewhere. Many share the feeling that networking might be intimidating. However, networking is a critical investment in yourself and your future!

create a strong network

Get involved and stay curious about other people's journeys. Here are some easy ways to network right now:

- Get to know your professors and administrators.
- Study in the library or public places.
- Connect on group projects.
- Join a club or play a sport.
- Do something that gets you out of your comfort zone.
- Work jobs where you can build your network.
- Do informational interviews.
- Study abroad.



The more people you meet, the greater chance for opportunity. Start with people you know, including college professors, administrators, family connections and friends. This close circle will form the foundation of your long-term network as it branches out and flourishes.

seek new connections

"When I think of the word networking, I visualize a net," Folkman says. Within the net are all the people you will meet over the years and build relationships with. Broaden your net by including:

- Working professionals among your neighbors, family and friends.
- Current and former coworkers
- Professionals you meet through your connections and travels.
- Personal and professional mentors.
- Anyone who interests you professionally.
- Universtiy alumni network.
- Residence hallmates.
- Classmates.
- Greater campus community.

It can feel awkward to make the initial point of contact, so it's essential to be confident and know you bring a unique point of view. 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. It's important to remember that everyone has been in that position, no matter where they are in their career. In her book, she emphasizes, "Don't underestimate your ability to bring value to someone else."

make linkedin work harder for you

"LinkedIn is where people in business go to connect," says Folkman who suggests there is no better way to spend 15 minutes a day researching industry trends and news. This professional networking destination even makes it easy to apply to jobs directly from the site. To get started:

- 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 – consider including your professional goals.
- Spotlight your unique skills
- Link to your schools, jobs, volunteer activities, etc.

Once you've completed your profile, add LinkedIn to your daily routine. Create your own networking opportunities by reaching out to potential and existing connections to foster relationships.

Don't be afraid to ask to connect; that's the expectation and the purpose of LinkedIn. It's okay if someone ignores your request, but even that is rare. When seeking a new connection, attach a brief, friendly note explaining who you are and why you're reaching out.

be your own brand

Personal branding lets your network get to know you. Effective branding begins with the unique combination of skills and experiences that make you, YOU. As an extension of your brand, establish and promote what you stand for. Together these components will differentiate you from other professionals. Your brand includes your online presence, which can enhance your future.

- A strong personal brand can help you get your first job and move up.
- A memorable brand can lead to interviews, jobs, promotions, partnerships and speaking engagements.
- A risky online profile can limit an opportunity or 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.
- 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*.

Warren Buffett has said, "It takes 20 years to build a reputation and only 5 minutes to ruin it."



ann folkman



Ann Folkman is the Chief Marketing Officer at AB CarVal in Minneapolis and has over 30 years of experience in financial communication and marketing in private equity and hedge fund industries. She joined the company in 2004 and heads up the group's branding and marketing strategy and activities. She previously owned her own marketing firm and holds a bachelor's degree from the University of St. Thomas in Saint Paul where she has also completed extensive coursework towards her MBA.

nikki **mills**



Nikki Mills is the Group HR Director at TEGNA, Inc., an innovating media company. She has over 28 years of extensive experience aligning human capital development and corporate strategy within large and small workforce organizations. As a member of the corporate leadership team, she leads the strategic and operational HR function for TEGNA's Central region, including television stations in 13 states. Mills is a graduate of the University of Minnesota with a bachelor's degree in Speech Communications.

nurture your networks

Professional relationships, just like personal ones, require respect and reciprocity. An engaging, give-and-take approach benefits everyone. As a LinkedIn user, you can:

- Help friends and colleagues and seek their help in return.
- Offer your connections an endorsement and request recommendations.
- Celebrate their success with a like or an encouraging comment.
- Share relevant, timely content from your feed.
- Repost lessons that have helped you or post your own experiences that others could learn from.
- Ask questions of your network.
- Follow industry influencers.
- Join the AFF Scholar & Alumni Group.

meet in real time

Connecting virtually enables us to network on a global scale. Mills mentions, however, that anywhere you're compelled to strike up a conversation may lead to a new connection. "Before you have a robust resume that sells itself, the relationships you create are so important."

Extend an invitation to meet over coffee and craft a set of conversation starters:

- How did you get your first job or get your resume in front of the right people?
- What was your career path?

- Did you always know this is what you would do?
- Any advice on how I can get noticed? Or any other advice you can offer me?
- Is there anyone you think I should talk to?
- Would you be willing to look at my resume? I welcome your feedback for improvement.
- Do you know anybody who works at (company name) or does (job) for a living? Is there any chance you would be willing to introduce us?

Networking isn't a single moment in time. Maintaining connections is as important as starting them. Always follow up and thank people for their time. If someone made an introduction, let them know how it turned out. To reignite an old connection, just reach out and pick up where you left off.

Your "net" will fill as you continue to nurture it. While your network helps you secure jobs, clients and friendships, it will also boost your performance along the way. One of the best parts will inevitably be the opportunities you discover to help others in return. If you are courageous and put yourself out there, expect to find there is no limit to your networking success!

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



investing in your future

Whether you're preparing for life after graduation and managing your first real paycheck or you're ready to take control of your personal finances to realize your dreams and plan for retirement, **Tasha Murdoff** and **Steve Benjamin** provide tips for saving money now so you live a life fulfilled.

Handling money responsibly opens doors along our life's path and increases our odds for success. Yet exactly how money can help or hurt us is rarely taught in school or even at home. We need to be proactive to learn and apply the basics on our own.

Tasha Murdoff, Chief Financial Officer of AMA Investments, LLC, and Steve Benjamin, Manager of Investment Advisory at SIT Investment Associates, agree that your financial outlook for the road ahead begins with your money mindset. Get rich quick ideas – as evidenced by those who jumped on the bitcoin bandwagon and lost – are an enormous gamble at best. Investing moves at a slower pace than the world does, but the earlier you start, the smoother your journey and the bigger the amount you can amass. These money managers wisely suggest the following:

1 | determine your goals

"Investing is using your money for your goals and dreams. You're putting it aside for your future self and the future of others," says Murdoff. Take time now to draw up a blueprint, urges Benjamin. What's most important to you? Purchasing a nice home? Retiring early? Traveling the world? "If it's the expensive apartment, you may have to get the 15-year-old car," he adds.

Real value lies in what things mean to you. Not their cost or how they are valued by others. Once you establish your goals, saving money comes easier when you have your eyes on the prize. 2 | live within or below your means The most elementary principle of a smart money mindset is spending less than what you take home. This technique is living below your means. The goal is to pay your expenses without taking on debt.

When you're young and just starting out, managing expenses can be difficult. Committing to it now will set you up to have your money work for you in the future.

As a rule of thumb, try to spend less than 50% of what you make. If you spend more, try to reduce expenses. If you spend less, save it.

A key facet to a healthy money mindset is the art of delayed gratification. In a society that promotes instant gratification, particularly through unrealistic expectations

steve benjamin



Steve Benjamin is the Manager of Investment Advisory at SIT Investment Associates. He has over 30 years of educating retail investors, business owners and financial planners on stocks, bonds, mutual funds, retirement plans and the basics of personal finance. As part of the Mutual Fund Marketing Team, he collaborates with investors to meet their goals. He earned his bachelor's degree from Hamline University in Saint Paul, Minn., and is a Certified Employee Benefit Specialist through The Wharton School of the University of Pennsylvania.

tasha **murdoff**



Tasha Murdoff is Chief Financial Officer of AMA Investments, LLC. With over 28 years of investment experience in private equity, she manages investment strategies in real estate, bonds, equity and philanthropic giving throughout the United States. 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 in Minneapolis. of social media, delaying your gratification in favor or your goals takes discipline and practice. You may turn down an invitation or hold off on an impulse purchase, which deserves celebration for your future self. Living for a momentary thrill comes with long-term consequences when you spend money that you do not have. You will eventually pay the heavy price tag of interest-laden debt.

3 | **budget for essentials, save the rest** They say "You'll never be younger than you are today." Begin saving now, while you have time on your side.

Create a budget starting with the essentials such as your rent, utilities, transportation costs, etc. Pay those necessary expenses first. Also set aside a little "fun money" each month so your budget is realistic for your lifestyle. After that, save, save, save. Benjamin advises, "Cut something else from the budget before you cut your savings."

Pay your bills from a checking account and use a separate account for "set it and forget it" saving. Having money automatically withdrawn from your checking account and transferred into a savings or investment account keeps you from spending it because you don't see it in your balance. When you receive a raise at work, save it!

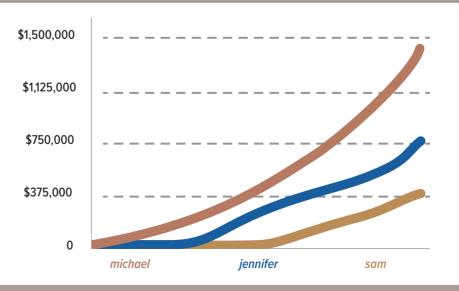
Because personal finance is very personal, there is no magic percentage of your income to save. No matter your circumstances or cost of living, embracing the discipline to follow a budget helps you form healthy money habits, alleviating future stress.

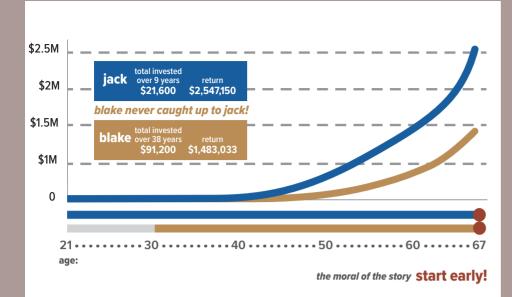
Murdoff says one option is to make "short and long term savings buckets" – perhaps one for a vacation fund and another toward buying a home. Evaluate your budget at least once a year as your situation evolves.

The "Rule of 72" demonstrates the power of saving early and often. "Take 72 and divide it by the interest percentage of your savings account. The result equals the number of years it will take for your money to double," Benjamin says. "A small amount like \$500 at the age of 21 at 8 percent a year will be \$32,000 when you turn 75."

Warren Buffett started investing at the age of 11. He's currently worth well over \$100 billion, a feat few achieve, even if they have 80 years to do so like he did. He always lived below his means, saved and invested.

In the example below, Michael, Jennifer and Sam all invested \$120,000 at different points in their lives. Michael had saved \$1.4 million by the time he reached age 65. He had time on his side. The \$1,000 he invested each month from ages 25-35 grew to an impressive sum over the course of 30 years. Sam and Jennifer invested later in life. Their investment earned less as they had much less time to make their funds work for them.





In the example above, Jack started investing \$200 a month at age 21 for nine years. By age 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.

4 | avoid and pay off debt

Worry over debt can keep one up at night. Debt accumulates quickly and easily but can be a painful and lengthy process to pay off. That's why credit cards can be very dangerous.

"Companies market cards in fun designs like Disney and sports teams, knowing that most people have terrible financial habits and will run up charges and rack up interest, which is how the company makes money," Benjamin says.

Murdoff acknowledges that it's smart to have a credit card to establish good credit, but reserve it for emergencies. If you are using it, buy only what you can afford and pay off the balance each month. Otherwise, you may fall into the vicious cycle of a high interest rate and compounding debt.

5 | monitor your credit

Once you open a credit card or take out a loan, you've established a credit history, which will appear on your credit report. Compiled by credit reporting agencies, this is a snapshot look at how well you handle your credit over the years. Factors include timely payment and how many credit cards you have (fewer is preferred).

The better your credit, the better interest rate you can secure to borrow money for larger purchases like a car or a house. You'll likely pay on a mortgage for 30 years, so the rate matters! Murdoff advises taking a smaller mortgage than what the mortgage company says you can afford. Keep in mind that if you have too much credit card debt, it may be challenging to even obtain these loans.

Benjamin notes that potential employers may ask to view your credit report. If you haven't been responsible with your credit, it may end up costing you your dream job.

6 | invest in your future

Even if the golden days of retirement seem far away, they need to be part of your plan today. In a study of 2,000 American adults, 43% were not financially confident they would be able to retire someday. Recently reported by The National Bureau of Economic Research, retirees' number-one regret was not saving more money for retirement.

If your employer offers a 401(k) retirement plan, take advantage of it right away. Most companies match the contribution you make to your account, meaning they're literally offering you free money toward your retirement savings.

Traditional and Roth IRAs are individual retirement plans outside of your employer. The former allows you to contribute pre-tax dollars, which reduces your taxable income for the year. You pay tax when you make withdrawls. Roth IRAs require you to pay tax on contributions as you make them, but you get tax-free withdrawals. First-time home buyers can also withdraw up to \$10,000 for a down payment. The current limit lets you invest up to \$6,500 per year toward your retirement that will grow through the years.

There are several other ways to invest including stocks, bonds, mutual funds, index funds, gold, etc. To build passive income, consider investing in or starting a business, pursuing investments with dividends or trying your hand at real estate.

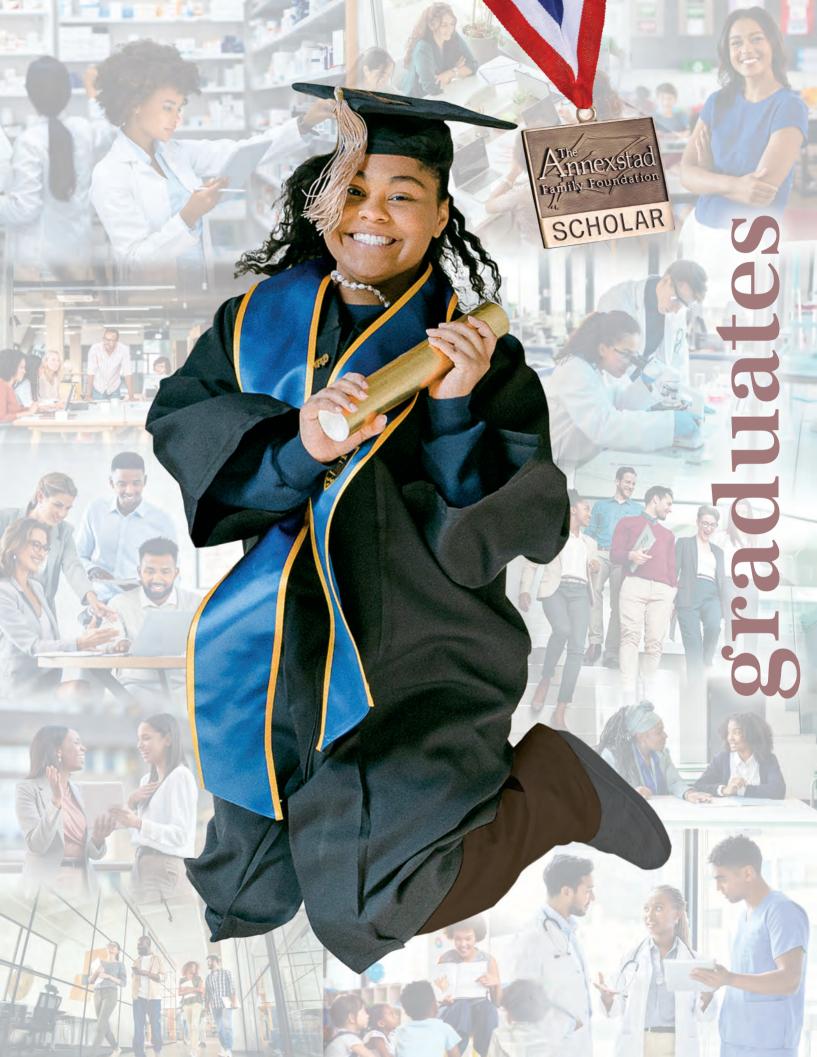
7 | stay educated

Books from the library, blogs and podcasts are a few ways to educate yourself. Our experts recommend these resources:

- The Psychology of Money by Morgan Housel
- The Only Investment Guide You'll Ever Need by Andrew Tobias
- Financial Fitness: The Offense, Defense, and Playing Field of Personal Finance by Chris Brady and Orrin Woodward

Once you begin investing in your future, stay the course. It will be exciting to see that as you invest in yourself, each of your dreams for the future becomes an attainable reality!

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



graduates



RIYAD ABDALLA WASHINGTON UNIVERSITY IN ST. LOUIS DEGREE: BIOLOGY

I cannot thank you enough for the incredible experience of becoming an Annexstad Family Foundation Graduate. I am working towards becoming a physician. Through my education at Washington University in St. Louis, I have increased my perseverance and patience, which will help me achieve my goals in a very short time.



KANYINSOLA ANIFOWOSHE YALE UNIVERSITY DEGREE: HISTORY OF ART

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!





ANA AMURRO SANTA CLARA UNIVERSITY DEGREE: COMPUTER SCIENCE

Throughout my undergraduate experience, I encountered obstacles that pushed me to develop resilience, tenacity and problem-solving skills. I've learned that challenges bring out a better version of yourself. The challenges I faced throughout my undergrad journey have allowed me to grow beyond my comfort zone. Also, I've learned that progress isn't linear, that skills are transferable and that you can always continue learning and adapting.



KAYLA ANDERSON UNIVERSITY OF NOTRE DAME DEGREE: BIOLOGICAL SCIENCES

Your Scholarship bridged the financial gap and permitted me to focus in depth on my studies. I've learned how to be confident in situations that have provided me with meaningful relationships and a deeper awareness of what I want to do post-grad. I am still learning and continuing to grow and I look forward to an incredible future.



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

ALEX ARELLANO

ST. JOHN'S UNIVERSITY DEGREE: ENVIRONMENTAL STUDIES

ASUEN GEC

GEORGETOWN UNIVERSITY DEGREES: INTERNATIONAL RELATIONS AND GLOBAL BUSINESS

I am truly grateful and honored to have received 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.



about our cover

The Annexstad Family Foundation Scholarship supported me throughout my college journey and I will forever be grateful. I am so proud to have received my Bachelor of Arts in Child and Adolescent Behavior from California State University. San Bernardino. I know that I would not have been able to achieve my degree without the Foundation.

University of Georgia 2023 Graduate

Banta SeSav

MONICA ATKINSON

GUSTAVUS ADOLPHUS COLLEGE DEGREE: NURSING WITH PUBLIC HEALTH AND HISTORY EMPHASIS



I have grown more in the last 4 years than I have in my entire life. My first year was challenging, but I pushed myself to become actively involved by starting my own weightlifting club, serving as a nursing lab TA, becoming a freshman orientation leader, studying in Alaska and serving on our senior class graduation committee. I have learned to say yes to things that scare me. I look forward to continuing to serve and give back to my community.



MARIA AYON DEL CARMEN UNIVERSITY OF CALIFORNIA, BERKELEY DEGREES: LEGAL STUDIES AND PUBLIC POLICY

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 could focus on excelling in my courses.



JASMIN AZIZI GONZAGA UNIVERSITY DEGREE: POLITICAL SCIENCE

Gonzaga has given me incredible opportunity to be passionate about my future career. I look at the world with a lot of questions. I don't think I would have appreciated my educational experience as much had it not been for the holistic approach to Jesuit education. Gonzaga drilled the importance of being men and women (people) for and with others and approaching life with a generous mindset.



ELIJAH BARLUE BETHEL UNIVERSITY DEGREE: FINANCE

Over the past four years, I've learned a lot about myself and my leadership attributes. During school, I focused on being impactful on the football field; now I'm leaving after having the opportunity to lead my team in other capacities. My undergraduate experience and the Foundation have shown me how to navigate through challenges and effectively communicate with others.

wanted to give my sister and me everything that she did not have growing up. She worked very hard and helped me get to where I am today. With the Foundation's tremendous support, I was able to attend a four-year university and focus on my academic studies without worrying about financial hardships. Your support helped me spend more time studying and participating in extracurricular activities. I managed a well-balanced schedule and maintained a high GPA with the tremendous opportunity of

I was raised by a single mother who

I am currently working as a certified nursing assistant and taking a few more classes for this program. Next year, I will be applying for the extended Nursing program.

enjoying the full college experience.

Words cannot express my gratitude to have received this opportunity to accomplish my goals. My passion for improving the lives of others will be achieved. Thank you with all my heart to The Annexstad Family Foundation for believing in me.

TRINITY DUENAS

graduates



JESSE BAUMGARTNER NORTH DAKOTA STATE UNIVERSITY DEGREE: SPORTS MANAGEMENT

I came to North Dakota State University not knowing my major, but throughout school I discovered a passion for Sports Management. My undergrad experience will help me excel in my future career plans.



JONATHAN BIRMINGHAM UNIVERSITY OF ALABAMA DEGREE: POLITICAL SCIENCE

The Annexstad Family Foundation was the catalyst for my academic, professional and personal growth. The Scholarship, and its network of support, 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.



TAYNA BOETTCHER UNIVERSITY OF MINNESOTA, TWIN CITIES DEGREE: DENTAL HYGIENE

I have become extroverted and self-sufficient since powering through the pandemic and my Dental Hygiene program. With my degree, I can now provide educational and preventative services for patients and peers alike, helping reduce the prevalence of dental diseases and educating the public. One day, I would love to advocate for and create my own accessible options for individuals experiencing low income or dental health disparities.



MADELINE CAMPBELL GUSTAVUS ADOLPHUS COLLEGE DEGREES: MANAGEMENT AND ART

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.





I have fallen in love with medieval studies and I hope to pursue further education in the future. My degree has prepared my academic skills and has opened up a wide field of amazing opportunities, which I would not have had without my education at Notre Dame. I have made many valuable friendships and had life-changing experiences that were made possible to me through The Annexstad Family Foundation Scholarship.

ALEXANDER CATTANEO UNIVERSITY OF NOTRE DAME DEGREE: HISTORY

DIANA CHAGOYA-GARCIA UNIVERSITY OF GEORGIA DEGREE: ANIMAL AND DAIRY SCIENCE

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 the University of Georgia.



10 most innovative companies in augmented and virtual reality

from FastCompany.com

1 UNITY

Data integration with digital twins.

2 | COCA-COLA

Adding fizz to the cultural conversation with mysterious new flavors like Starlight, Sugar Byte, Twitch and Dreamworld.

3 | META

Producing a "real" mixed-reality VR headset.

4 GOOGLE

Using 3D teleconference imaging to bring people together.

5 | INNERSLOTH

Bringing Among Us to VR.

6 | NIANTIC

For growing an AR virtual map of the world.

7 | RENDEVER

Using VR to deliver customized 3D immersive experiences to nursing homes and other senior living facilities.

8 | ARCHER'S MARK

Reliving the attack on Pearl Harbor history incorporating real-life emergency alerts within an immersive 3D environment.

9 | VARJO

Easing VR cloud streaming for enterprises.

10 | **PATCHXR** Bringing virtual instruments to VR. Ethan Lambert and Mattie Derivaux University of Mississippi

2023 Graduates

HASEEB CHAUDHRY

DUKE UNIVERSITY DEGREES: ELECTRICAL AND COMPUTER ENGINEERING; COMPUTER SCIENCE



I have learned to not let my shortcomings stop me from exploring. Some things I am fantastic at and others I need to work hard to achieve. My undergraduate experience of studying Electrical and Computer Engineering has taught me how to approach goals from a realistic sense, and this perfectly translates to tackling job-related projects. Thank you for your tremendous support.



MICHAEL CREIGHTON NORTHERN MICHIGAN UNIVERSITY DEGREE: MARKETING

Honestly, since my first year on campus I have become a much better student. I've become much better at applying myself and committing to my goals. I think Northern Michigan University has properly prepared me for my ventures after graduation. I've learned many applicable skills during my education and work experience.



BETHANY CUMMINGS UNIVERSITY OF NOTRE DAME DEGREES: SOCIOLOGY, ITALIAN, INNOVATION AND ENTREPRENUERSHIP

Since arriving at Notre Dame as an excited freshman with a head full of big ideas and goals, I have become a graduating senior who has turned the big ideas into concrete actionable steps towards achieving my hopes and dreams. I have become much more grounded in my ability and my future steps while maintaining hope for the future.



HAILEY CURRIE NORTHERN MICHIGAN UNIVERSITY DEGREE: ACCOUNTING MBA

I am a first-generation student who was looking to find my passion, purpose and improve my life, but I didn't know where to start. I studied Accounting and pursued a master's degree. Now I have a job, have all my credits to be a CPA and I have completed my CPA exams. I have gained confidence in who I am and what I can accomplish. The support system that I have gained from you, my peers, professors and colleagues has been such a rewarding experience. Thank you!

graduates



SALLIE DARBY CLEMSON UNIVERSITY DEGREES: POLITICAL SCIENCE AND GOVERNMENT

The Annexstad Family Scholarship has been integral to my ability to pursue Political Science and Government. I have grown 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 my same journey by way of personal and career mentorship.



MATTIE DERIVAUX UNIVERSITY OF MISSISSIPPI DEGREE: BIOCHEMISTRY

My undergraduate degree has prepared me to begin my career in medicine. The knowledge and skills I have obtained will serve as the foundation for all of the future endeavors I will encounter throughout my career. Since my first year on campus, I have grown as an individual and as a student. I have become more confident in everything that I do and I'm so proud of the woman I am today!



AUBRIANA DAVIS SPELMAN COLLEGE DEGREE: DOCUMENTARY FILMMAKING

The Annexstad Family Foundation provided me with a chance to earn a better life. 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.



KYANNAH DEPINA BOSTON COLLEGE DEGREE: SOCIAL WORK

I came to school to study Psychology, but I changed course to Social Work with research and behavior-based applied psychology. This was a huge turning point for me as I realized I wanted to be more on the front lines when working with people. My confidence thrived and I got involved with the AHANA community on both a social and artistic level. The experiences have helped me become secure in my capabilities and personally aware of my self-worth both as a worker and a person.



yusvizaret DIMAS

UNIVERSITY OF REDLANDS DEGREES: COMMUNICATION SCIENCES AND DISORDERS; SPANISH

As a low-income, first-generation Latina, I have blossomed as a person over the past four years. I discovered a career I wanted, took risks, traveled and have loved every moment of it. I always had big goals, but they seemed unreachable. I accepted the challenges and hardships and overcame them. I challenged myself to be a role model and set an example that you do NOT have to be a product of your environment. I am graduating with TWO degrees, have traveled to nine countries and am beginning a career I absolutely love.

RYAN MICHIGAN TECHNOLOGICAL UNIVERSITY DEGREE: CHEMICAL ENGINEERING

I have completely transformed as a person. I've gained so much knowledge, not only in Chemical Engineering, but also in life and how the world works. My college experience at MTU has helped me see a clear path to my goals and dreams.



top 10 top-ranked cities for digital nomads to live for less

By Jessica Stillman, Inc.com

Over 48 million Americans are wanting to become digital nomads. It's no surprise that more and more countries are rushing to attract freelancers, location-independent entrepreneurs and employees at companies with very relaxed remote work policies.

With more than four dozen countries now offering some kind of digital nomad visa, new hubs are competing with established hot spots. One of the biggest advantages of digital nomadism (aside from the adventure and the learning opportunities) is the ability to live more cheaply than back home and save money toward your goals.



Here are the 10 places to consider:

1 Lisbon, Portugal

Offers a great value for the money; boasts yummy food, a vibrant startup scene and good surfing.

2 Chiang Mai, Thailand

A digital nomad hub for years based on the city's incredible value and bumping nightlife.

DUAN STANFORD UNIVERSITY

Demetrios Mammas

and Christian Macri

Emory University 2023 Graduates



DEGREE: INTERNATIONAL AFFAIRS

LEE

You provided me with more financial support than I could have hoped for and allowed me to make higher education possible. I have ambitious goals in the world of International Affairs. My perspectives and ideas have broadened at Stanford and a new craving for knowledge has been born.



HEZEKIAH EDWARDS UNIVERSITY OF NOTRE DAME DEGREE: NEUROSCIENCE AND BEHAVIOR

The lessons I value the most from the University of Notre Dame have been invaluable. The opportunity to study Neuroscience and Behavior has been incredible and I cannot wait to put my degree to work in my future career.



CODEY GARCON UNIVERSITY OF GEORGIA DEGREE: HUMAN RESOURCES

Since my first year of college, I have gained valuable skills in human development, I have had life-changing experiences within the college basketball world and I have decided to coach basketball at any level. I've acquired skills in player development, coaching and communication. I have learned to go at everything with ferocity and 100% me. I have become very knowledgeable and easy to teach. These skills will help me achieve my goals of obtaining a job and developing underserved communities.

ELAINA

FOLEY YALE UNIVERSITY **DEGREE: GENDER STUDIES**

My undergraduate experience has provided me with the support network and academic training to pursue questions that I am passionate about, as well as to think across disciplines. Since my first year, I've become more confident about thinking creatively and in community with others. I feel more connected with others who are interested in similar issues and more capable of helping those getting started with these questions.

continued on page 33

graduates



SHANDI GATTER UNIVERSITY OF PENNSYLVANIA DEGREE: NURSING

In a life full of unknowns, receiving The Annexstad Family Foundation Scholarship and graduating from the University of Pennsylvania has been one of my life's highlights. You have lifted financial burdens and given me the opportunity to learn how best to take care of people and become actively involved in my community.



NICOLAS GUTIERREZ UNIVERSITY OF NOTRE DAME DEGREE: THEATRE

I had originally planned to pursue music, but since getting involved in Theatre, I've really fell in love with musicals and plays. I think my hands on experience in music direction and lighting design will help me enter into a wide range of roles in entertainment.



DANIELLE HALEY CLEMSON UNIVERSITY DEGREE: PSYCHOLOGY

I have become surer of myself, my dreams and goals in life! I am more confident in my abilities and potential. I am also confident that I will do incredible things in the world, that I will help and impact so many people. My undergraduate experiences and degree will absolutely provide the stepping stones I need to get to where I want to go. My time at Clemson has helped me find my direction and given me the experience and knowledge I needed to guide my direction.



N'ZINGA HAMMONDS-WYATT SPELMAN COLLEGE DEGREE: COMPUTER SCIENCE

Thank you to The Annexstad Family Foundation for your profound generosity. Since my first year, I've grown more confident in what I want out of life and my career goals. I am far more comfortable with the unknown, which is just the first step on the path to knowing more.





The Annexstad Family Foundation has helped me so much with my college experience. I focused on my academics without having to worry about financial problems. With my degrees in Economics and Human and Organizational Development, I look forward to helping organizations function the best way possible in their workforce, community and in the world.

HAMMONS VAN

VANDERBILT UNIVERSITY DEGREES: ECONOMICS; HUMAN AND ORGANIZATIONAL DEVELOPMENT



UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL DEGREE: EXERCISE AND SPORTS SCIENCE

The Annexstad Family Foundation has helped me achieve the goal of a college degree. Thank you.



3 | Bali. Indonesia

Lush tropical island offers beautiful surroundings, a vibrant community and a low cost of living. Ubud is a chill spot for nature lovers and the bustling surf town Canggu is filled with co-working spaces.

4 | Ho Chi Minh City, Vietnam

The exceptionally low cost of living makes it especially attractive and the local cuisine is reputed to be among the world's best.

5 Cape Town, South Africa

Beautiful beaches with co-working spaces and cafés. The fact that English is the official language doesn't hurt either.

6 | Budapest, Hungary

You can get a Michelin star lunch for \$30 on the Danube.

7 | Las Palmas, Gran Canaria, Spain Year-round sunshine plus it's relaxed and friendly. Spain's new digital nomad visa program makes logistics easy, too.

8 | Rio de Janeiro, Brazil

With its world-famous beaches, annual Carnival and renowned soccer team, Rio is considered safe for foreigners who stay in the right neighborhoods.

9 | Medellin, Colombia

The city's lively digital nomad scene centers on the chic El Poblado neighborhood.

10 | Tulum, Mexico

Work from a tropical beach with easy access to the U.S. and a laid-back vibe.

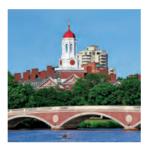


HANNAH HARRIS UNIVERSITY OF MISSISSIPPI **DEGREE: ACCOUNTING**



While there are great responsibilities with classes and extracurriculars, there is also a great deal to learn in life. My friends inspired me to take control of my life and to learn to accept imperfection, while still holding myself to a high academic standard. I have learned incredible life lessons, found happiness and developed my productivity. Now I am successfully entering a graduate program and my studies will translate into my career at PwC.

University of Alabama 2019 Graduates



ΝΑΟΜΙ **HEGWOOD** HARVARD UNIVERSITY DEGREE: ENVIRONMENTAL SCIENCE

Facing adversity made me the person that 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!



NICOLE **HELOU** UNIVERSITY OF CHICAGO DEGREE: ENVIRONMENTAL AND **URBAN STUDIES**

I have become more confident in my ability to face challenges. This Scholarship allowed me to overcome my socioeconomic difficulties and be able to work and learn alongside students who are as passionate about their education and pursuit for success as I am.



HENDERSON INDIANA UNIVERSITY BLOOMINGTON DEGREE: POLITICAL SCIENCE

I have grown significantly, both personally and academically, since my freshman year. My undergraduate experience not only prepared me with the knowledge I need to be successful post-graduation, but also the confidence and interpersonal skills to do so.

graduates



ARABELLA HUNTER CLEMSON UNIVERSITY DEGREE: MATERIALS SCIENCE AND ENGINEERING

Since being at Clemson, I have become more independent, more outgoing and more passionate about my future. Before, I didn't have as much direction in life and speaking at events or networking was very uncomfortable for me. Being a member in clubs and serving as a department representative has really helped me come out of my shell and find my path. Additionally, the research foundation I have gained at Clemson, as well as the interpersonal skills I have developed, will truly pay off in my graduate studies and beyond.



ETHAN LAMBERT UNIVERSITY OF MISSISSIPPI **DEGREE: CHEMICAL ENGINEERING**

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.



URIEL **IBARRA** UNIVERSITY OF NOTRE DAME DEGREES: SCIENCE AND BUSINESS

Notre Dame has been such a transformative experience. I have not only developed myself on a variety of different levels, but I have also built a valuable and supportive network and have prepared myself well for the future.



SAMANTHA **KLAWITER** INDIANA UNIVERSITY BLOOMINGTON DEGREE: HUMAN DEVELOPMENT AND FAMILY STUDIES

Starting off at Indiana University, I was timid and anxious. My college experience has helped develop me into the person I am today. I am so grateful to the Annexstads for the opportunities and support that they provided me. I know that there is nothing that I cannot do if I put my mind to it and I can't wait to achieve my future goals.



Since my first year, I've been able to explore career and academic opportunities that have helped me refine what I value and what I care about. I've become more self-assured and secure in my future endeavors. My undergraduate experience has been and will be invaluable in shaping my perspective of the world.

GABRIELLE LAVAN

GUSTAVUS ADOLPHUS COLLEGE DEGREE: PEACE, JUSTICE AND CONFLICT STUDIES



University of Notre Dame Scholars (I-r): Jordan Theriault. Cormac McCarthy. Dami Bertin and Kristen Lemus.

3 steps to **turn your fears** into a powerful leadership tool

By Debra Roberts, Inc.com

No one is immune from fear. To be a better leader, you must learn to work with your fears instead of ignoring or minimizing them. The best approach is to assess the situation, understand your fears and then decide how to proceed.

assess the situation

It's important to gain some perspective so you see the situation more clearly. Start by making a list of the facts about your situation, then, list your emotions.

Making these lists without judgment will give you some distance so you can choose how to proceed.

understand your fears

Now that you have a realistic assessment of the situation, take some time to understand your reaction. It's okay if you're initially unsure of the reason or logic behind your fear. By asking yourself these questions, you'll understand your fears much better:

- What are you afraid of? What outcome do you dread?
- Have you experienced something similar that is guiding your hesitation? If so, is there anything that differentiates the current situation from the past? What could you do differently to ensure a different outcome? How have you evolved from who you were in the past?
- Does your fear stem from a lack of confidence? If yes, can you identify one small action you could take to build your confidence? How can you encourage yourself? What words or behaviors can you embrace so you can be your own coach?

Olivia Franklin 2021 and Donovan Carr 2022 Vanderbilt University Graduates

and 2022 Pates

FRANCINE LEGBA CARLETON COLLEGE DEGREES: ENVIRONMENTAL STUDIES AND CHEMISTRY



I came into my undergrad years excited about so many things, yet unsure of where life would take me. But my awesome liberal arts education allowed me to explore all my avenues of interest. College taught me that an unceasing willingness to learn and to work hard to master a new concept is one of the greatest skills a person can have. And I carry this skill that I've cultivated with me as I enter the corporate workforce and prepare to learn new things on the job.



MAKAYLA LENDE WINONA STATE UNIVERSITY DEGREE: NURSING

The Annexstad Family Foundation Scholarship has inspired me to give back to my community and help anyone in any way that I can.



KELBY LESAGE BOSTON COLLEGE DEGREE: POLITICAL SCIENCE

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 Foundation, my family and, most importantly, to myself.



RYAN LIU WINONA STATE UNIVERSITY DEGREE: BIOCHEMISTRY

I have 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. Thank you for providing me with an incredible educational experience.

graduates



TAYLOR LOCUST UNIVERSITY OF NOTRE DAME DEGREES: GENDER STUDIES AND STUDIO ART

When I first arrived at Notre Dame, I was a Psychology major. I wanted to help people and this was the only way I knew how. However, I soon realized that psychology was not the correct life path for me and changed my major to Gender Studies and Studio Art. I am interested in storytelling and want to help people share their life stories. My life's mission has not changed; I just needed to find the right track to get where I am now going.



WATSON LUBIN UNIVERSITY OF CHICAGO DEGREES: PUBLIC POLICY AND INTERNATIONAL RELATIONS

Without The Annexstad Family Foundation, I would never have had the most incredible college experience at the University of Chicago. I hope to make you proud by impacting and making a significant difference in the public policy and international relations community through impacting the world through positive change.



CHRISTIAN MACRI EMORY UNIVERSITY DEGREE: PHYSICS

Since my first year on campus, I have grown tremendously as a person, both academically and in terms of my leadership abilities. I am now much more sure of who I am and where I want to be in life. My undergraduate experience will be a priceless asset of mine that will open doors to countless new opportunities that I would have otherwise never been exposed to.



MAISHA MALIHA GEORGETOWN UNIVERSITY DEGREES: HISTORY AND ART HISTORY

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. All of this would not have happened without your amazing support.



DEMETRIOS MAMMAS EMORY UNIVERSITY DEGREES: POLITICAL SC During my time at Emory, I have had numerous fantastic opportunities to further my educational aspirations of creating an interdisciplinary reality that fuses political science and psychological research. I grew to have a passion for the idea after taking several Political Science courses seeking to understand the basics of group organization while in a survey course in Psychology. These courses explored the various mechanisms that go into influencing human action, organization and behavior. Those Introduction to Psychology courses ignited a passion to explore how to weave psychological research methods in pursuit of understanding peoples' political behavior.

DEGREES: POLITICAL SCIENCE AND PSYCHOLOGY

SIERRA JANE MCGRATH UNIVERSITY OF GEORGIA DEGREE: HORTICULTURE

I am utilizing my education to work in the field of horticulture. The University of Georgia has equipped me for my future. 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!



 Are you focused on the worst-case scenario? Understandably, our mind creates more resistance and fear when we focus on the things that can go wrong. A racing mind creates stories based on distortions, not facts. If you're stuck in a loop of worst-case scenarios, label your thinking unhelpful and look at the facts. Try to think of one or more possible positive outcomes. Change the story.

Once you understand what you are afraid of and where that fear came from, you can use that information to help you decide what to do next.

decide how to proceed

Take a deep breath before deciding how to proceed, and then follow these guidelines:

- Remember that some fears are valid. Honor your feelings and respect your decision without judgment. If something changes, you can reassess in the future.
- Talk it through. Present the facts, state your concerns and then ask them to give you a reality check. Let them help you come to a final decision.
- Push through the fear. Small successes matter. Start with the least distressing factor to create some movement.
- Find your bigger picture. Identify the things that matter more to you than your fear and use that to push through. Perhaps it's the people you work with every day or your pride in being a good manager.

If we assess the situation, take time to understand our fears and connect with our bigger picture, we can decide how to proceed and grow into the leaders we want to be.

The better you are at managing your fears, the better able you will be to support your team as they navigate fears of their own.

rasha MUNSAR

UNIVERSITY OF CALIFORNIA, BERKELEY DEGREES: DATA SCIENCE AND COMPUTER SCIENCE



I am so honored to be an Annexstad Family Foundation Scholar representing UC Berkeley. I am excited to pursue my career blending my degrees in Data Science and Computer Science.

Nina Pelletier Winona State University 2020 Graduate





When applying for colleges, I 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. Here, I have been able to take advantage of the variety of Architecture classes that will eventually aid my future career as well as work towards furthering my education.



EMILY NICHOLS STANFORD UNIVERSITY DEGREES: POLITICAL SCIENCE; SCIENCE, TECHNOLOGY AND SOCIETY

The struggles that I have gone through along with the success and motivation of my friends and peers keep 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.



ABRAHAM ORTIZ SANTIBANEZ UNIVERSITY OF NOTRE DAME DEGREE: MECHANICAL ENGINEERING

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 my academic journey.

graduates



CHEYENNE PARKER UNIVERSITY OF NOTRE DAME DEGREE: HISTORY

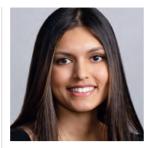
Just as I changed my major multiple times, I have also changed in many ways. My college experience has made me independent and self-sufficient. Earning my bachelor's degree is a great step on the journey to my post-graduation goals. I am glad I chose to attend the University of Notre Dame, and I am so thankful to the Annexstad Family for helping in making it all possible!



TONY PHAN NORTH DAKOTA STATE UNIVERSITY DEGREE: MANAGEMENT INFORMATION SYSTEMS

I arrived at North Dakota State an introvert, but college gave me the opportunity to break out of my social shell. I would not be the person that I am today if it wasn't for all of the professors, friends, family and your Foundation who helped me get where I am now.





DAMINI PATEL INDIANA UNIVERSITY BLOOMINGTON DEGREE: BIOLOGY

I have grown as a person and gained an enormous amount of knowledge since my first year on campus. I'm confident that my undergraduate experience will benefit me on a daily basis as I complete my graduate degree. Moreover, the networking I have done and will continue to do will help me not only through graduate school but also during my job search.



BRONSON PE'A BETHEL UNIVERSITY DEGREE: BUSINESS ANALYTICS

I am definitely more confident in connecting with others and grasping an understanding for the direction I want to embark on in my early career. My undergraduate experience has given me a firm base that I can lean on to continue to progress professionally in the world while offering a connection pool that continues to shed light on shaded areas and assist in my overall growth as an individual.



YVETTE

PINO

I have gotten more confident and secure in the person I am while also learning a lot about the importance of community. I learned that it is a testament of strength, not weakness, to ask for help, which will be very helpful in graduate school.



ELIE UNIVERSITY OF NOTRE DAME DEGREE: ECONOMICS

The Annexstad Family Foundation has made it possible for me to receive a high-quality education while also relieving me of the stress I would otherwise feel regarding 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.

UNIVERSITY OF NOTRE DAME

DEGREE: PSYCHOLOGY



Rebecca Haller North Dakota State University 2021 Graduate

top resume skills **THAT GET YOU** noticed

Job postings are gold mines in finding the skills most important to an employer. You'll notice they tend to be in there more than once.

On your resume, it's important to sort skills by relevance and make a connection with what you are currently doing. If you are applying for a sales position and your background is a server, list the skills that you perform such as upselling wines, specials and desserts, providing full-circle customer service and perhaps the volume of guests you care for in one sitting. Upselling, customer service and process management skills will catch someone's eye.

Show your value by stating achievementbased results in a highlights section. Add increased percentages, initiated programs or services and list results. Recruiters love to see process improvements, change management and excelling customer-experience skills.

Here's a list of soft and hard skills that you should consider when reviewing the job descriptions to get you noticed.

Organization

Intelligence

Responsibility

Management

Administrative

Languages

Creativity

Emotional

Attention
 to Detail

Project

Writing

Foreign

soft skills

- Problem Solving
- Critical
 Thinking
- Flexibility
- Communication
- Teamwork

hard skils

- Digital
- Design
- Data Analysis
- Negotiation
- Mathematics
- Marketing

LAUREN RILEY HIGH POINT UNIVERSITY DEGREE: DESIGN STUDIES



Throughout college, I have had the amazing opportunity to work at the Community Writing Center with the Bonner Leader Program at High Point University. It is this journey that made me realize my joy in volunteering and the experience of serving those around me. With this experience, I am looking forward to volunteering with the AmeriCorps VISTA program after graduation.



ALEXIES RIVERA-GARCIA UNIVERSITY OF PENNSYLVANIA DEGREE: BIOLOGY

With my degree, I will pursue a job in scientific research. The Annexstad Family Foundation made my college experience 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.



JARET RUSHING VANDERBILT UNIVERSITY DEGREE: CLASSICAL AND MEDITERRANEAN STUDIES

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 Vanderbilt University.



EMMANUEL SANCHEZ POMONA COLLEGE DEGREE: CHEMISTRY

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.

graduates



BROOKE SCHMIDT DUKE UNIVERSITY DEGREES: PUBLIC POLICY AND PSYCHOLOGY

Having the opportunity to study at Duke University has been one of the proudest experiences of my life. I will forever be grateful to The Annexstad Family Foundation, to all the friends I have made and for all of the memories I have gathered during my time here!



ASHLEY SOSA GUSTAVUS ADOLPHUS COLLEGE DEGREES: PSYCHOLOGY AND LALACS/SPANISH

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. Because of The Annexstad Family Foundation Scholarship, I have opportunities that I never before dreamed of, and I am going to make the most of them!





BANTA SESAY UNIVERSITY OF GEORGIA DEGREE: MUSIC PERFORMANCE

As a freshman, I had very specific goals and ideas of how college would propel me in my musical aspirations, but, as time has passed, my viewpoint has completely transformed. I've learned to prioritize my mental and physical health as well as putting people at the forefront of any action I take in life. The greatest purpose I have is the service of others, and using music to do that is a blessing of its own.



CADIGAN SMITH UNIVERSITY OF MICHIGAN DEGREE: BIOPSYCHOLOGY, COGNITION AND NEUROSCIENCE

College has taught me to be more willing to be reliant on others and the resources around me. I know this will make me a good team member in law school and beyond.



I have changed tremendously. My undergrad experience has taught me the work ethic and organizational skills that can help me accomplish anything for my post-graduate goals.

adjin SULLIVAN

UNIVERSITY OF MICHIGAN DEGREE: ECONOMICS

Your Scholarship impacted my college experience in ways that I cannot adequately explain. You gave me the freedom to be financially stable and enjoy life.

MARIA SUMMER-GRAVES

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL DEGREE: PUBLIC RELATIONS



the elements of making a **good decision**

excerpts from Decision Education Foundation

To properly frame a decision, we need to define what it is that we are deciding, not deciding, what is given and what goals we wish to achieve.

A decision frame has three components: **1** | **purpose** – what we hope to accomplish by this decision **2** | **scope** – what to include and exclude in the decision

3 | **perspective** – our point of view about this decision, consideration of other ways to approach it, how others might approach it

Imagine taking a picture with a zoom camera. What we include inside the picture is the scope. From where we take the picture to get the right lighting and angle is our perspective. And the kind of picture we want is the purpose.

DEFINING DECISION QUALITY to begin

- State the problem, what it is/not and the issues.
- Determine whether this is part of a bigger decision to be addressed.
- Determine whether you may be covering too much ground.

ask your head

- Why is the problem difficult to solve? What factors are involved?
- What are you taking as given?

ask your heart

- Whose choice is it? Is the decision yours alone?
- Who needs to be involved to reach a decision that makes sense and feels right?
- What would keep you from acting if you saw the answer clearly?
- How would someone else you trust and admire frame this situation?

MATELDA SWEIS UNIVERSITY OF NOTRE DAME DEGREE: COMPUTER SCIENCE



Throughout my time in college, I've explored much more of the world and have deepened not only my passion for Computer Science but also my desire to be of service to others. My education at Notre Dame has helped me build the foundation for my skills in technology and has connected me with many other amazing individuals who have helped me to grow. As I advance my career, I know that these experiences will guide me in navigating any hardships I may face.



AMY TANG BOSTON COLLEGE DEGREE: PSYCHOLOGY

My college experience across the country has allowed me to grow in ways I never expected. I have become more confident in my opinions and beliefs, but most importantly, I learned not to be afraid to take up space. In addition, I have begun to prioritize my mental health and my self-awareness has grown significantly as I continue to improve and learn more about myself.



MARIO TERRELL, II TEXAS CHRISTIAN UNIVERSITY DEGREES: SPORTS BROADCASTING AND THEATRE

Thank you, AI 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!



DARIAN THOMPSON MINNESOTA STATE UNIVERSITY, MANKATO DEGREE: ELEMENTARY EDUCATION

I am very grateful to have received your Scholarship and continued support. College connected me with a community of other supportive students who have given me tools for success. Overall, my college experience was made more positive 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 the team had on my college experience.

Victor Hunt Yale University

2019 Graduate

graduates



MIRANDA THOMPSON UNIVERSITY OF MINNESOTA, TWIN CITIES DEGREE: HEALTH SCIENCES

I have changed a lot since first attending college. I have grown to be more independent and pursued interests that are now leading to career opportunities. My development of lifelong skills and relationships are just some of the valuable gains from this journey. While I am finishing a chapter in my life, I have worked hard to potentially go to graduate school and work in health research, which are no small feats. By learning so much academically, through networking, and in being able to make my own decisions, I feel better prepared to enter the workforce as a lifelong learner.



NOAH WATSON UNIVERSITY OF NOTRE DAME DEGREE: COMPUTER SCIENCE

I have learned that I may not always be the best at everything, but I should still give everything I do my best effort. Navy pilots are very competitive. I can't wait to use the study tools I have learned at Notre Dame to be successful in everything else in life!



JENNIFER VANG UNIVERSITY OF MINNESOTA, TWIN CITIES DEGREE: SUSTAINABLE SYSTEMS MANAGEMENT

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!



KHANH VU STANFORD UNIVERSITY DEGREES: MANAGEMENT SCIENCE AND ENGINEERING

I feel much more in tune with my passion and career trajectory. My undergraduate experience has paved the foundation necessary for my future professional advancement!



I came to college intending to attend medical school directly after. As I became immersed in the arts at WashU, I realized I wanted to pursue performing arts as a career. The Music classes I took and the performances I directed and acted in shaped my decision to drop Pre-med and commit to the arts fulltime. I am proud that I have still completed all the Pre-med classes necessary to apply to medical school, but I am prouder for staying true to myself.

ISABELLE WILLIAMS

WASHINGTON UNIVERSITY IN ST. LOUIS DEGREE: PSYCHOLOGY

FUE XIONG UNIVERSITY OF MINNESOTA, TWIN CITIES DEGREE: IT CYBERSECURITY

I have become more aware of the social issues around me and how to help others in need by direct action or by redirecting them to the right resources. I have sharpened my time management, critical thinking and technical skills through the Advanced Computer Programming and Information Technology courses. These changes will help me to be successful in my professional career of cybersecurity and give back to the community in the ways they need it the most.



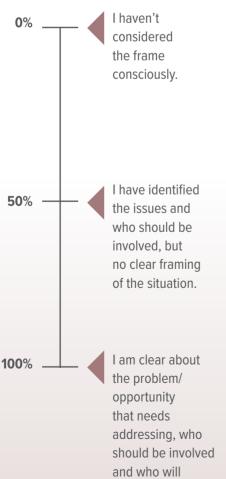
tools and good practice

- Statement of vision, purpose, short- and long-term goals.
- List of things taken as given.
- List of head and heart issues.
- Brainstorming.
- Consult with others for important and/or life-shaping decisions.
- Expanding and contracting the frame to see which is the best.

traps to avoid

- Plunging in to make a decision without thinking about the frame.
- Limited by fears, peer pressure, etc.
- Framing the problem too narrowly to bring it into your comfort zone or too broadly to make it difficult to address.
- Making wrong assumptions.

WHERE AM I NOW?



be affected.

christina YANG

UNIVERSITY OF ST. THOMAS DEGREE: MECHANICAL ENGINEERING



One of my major growth experiences was learning about the value of making intentional connections with others through the Student Diversity and Inclusion Services office and the engineering clubs on campus. I've developed meaningful relationships that will last a lifetime. College has given me the opportunity to learn how I can use my degree as a person studying Mechanical Engineering and broaden the impact I can make with the work I do.

April Lewis

Spelman College

2020 Graduate



YOANA ZAHARIEVA GEORGIA INSTITUTE OF TECHNOLOGY DEGREE: COMPUTER SCIENCE

My undergraduate experience taught me the importance of determination, persistence and following my dreams. I grew as a person and gained knowledge that I will use in the future.



ZITZOW NORTH DAKOTA STATE UNIVERSITY DEGREE: ELECTRICAL ENGINEERING

KIRKLAND

Your Scholarship has allowed me to pursue my college degree without financial stress. I have been able to completely focus on my degree and make my college experience truly worthwhile. I want to make an impact on the world with the knowledge I have gained from going to NDSU. Being in service to campus organizations has taught me the importance of giving back to those that have given to you.



ZORNITSA ZAHARIEVA GEORGIA INSTITUTE OF TECHNOLOGY DEGREE: BUSINESS ADMINISTRATION

The greatest lesson that the past 4 years have taught me is the importance of taking care of your mental health. In order to be able to perform at your best (whether in school, workplace, etc), one has to look after himself/ herself. I learned to pause and be present as well as how crucial a morning routine in setting the right tone for the rest of the day could be. I believe that knowing myself and my values, as well as becoming more assertive in terms of being able to express my opinion in a confident and respectful way, will help me in both my future professional and my personal endeavors.

life after graduation q&a

Embracing your postgrad experience can be challenging and empowering at the same time. Graduates **Aumunique Borja, Rosemary Hartline-Neal** *and* **Kaden Grace** *share their experiences.*

What was the transition to postgrad like? rosemary: I graduated in 2020, wanting to be a doctor, but in light of COVID I changed my path. I knew I wanted to eventually return to school, so I took a full-time remote corporate operations role with a financial services firm. I networked within the company and joined all of the affinity groups to learn from others.

aumunique: In college, I took advantage of several summer internships and landed at Google, running professional development and leadership programs, which converted it into a full-time job. I pushed myself to raise my hand, meet new people and discover new opportunities.

kaden: Grad school is totally different from college in all the best possible ways. I get to study full time about topics I love.

How did you find your first role after college?

aumunique: My first corporate internship was at Ernst & Young (EY). I was not interested in accounting, but I told myself if I could get the job, then I would earn great experience. I prepared an elevator pitch to impress recruiters. If you have no experience, talk about who you are, the value you hope to bring to a company and how they got into the business. These discussions lead to building great interpersonal connections.

rosemary: I wanted to make use of my degree. I had worked in research labs before and had medical knowledge, so I found a medical operations consultant role on LinkedIn and applied. I worked with physicians on their disability claim processes and learned that I wanted to go into consulting full time.

What was the biggest value you discovered with your internships?

aumunique: Finding mentors. During my EY interview, I asked the woman about a picture of her kids on her desk. We instantly connected. While working there, we had a big tax project and she invited me to her house to work on it. Our conversations led to new opportunities. She introduced me to others and broadened my network. So, if I ever want to pivot jobs, I have a network of people who believe in me.

How important was your resume in getting your job?

rosemary: My resume transitions from college to my first job and then back to grad school. So I focus most on the impact of what I am doing. For me, it's important to list projects I've worked on, roles I've had and how I impacted project deliverables and quantifying results. Recruiters love to see numbers, how many people you have supervised, percentage increases, etc. They are looking for well-rounded candidates, so showing my impact on projects got me calls.

kaden: I didn't think I needed a resume for a grad program, but my advisor helped me see that it is a summary of yourself. It has everything you could ever need for an application, essay or letter of recommendation. Grad schools were looking for my research and teaching experience, so a CV of my course list showed that I was ready for an Economics PhD program.

aumunique: I suggest doing resume feedback checks with your friends and network. Review the job description and make sure to include buzzwords in your resume.

What was the deciding factor in selecting your grad program?

kaden: The admission process is crazy. I applied to 10 and received admittance and funding to two programs. I was guaranteed funding for the first year, but I wanted to ensure that I wouldn't have to fight other students to keep funding for the next four years. At Tennessee, I experienced a red-carpet rollout, so that sent a clear message to me that they were going to invest in me.

rosemary: I was looking for a great program with ideal weather and the best funding. I wish that I would have looked at program outcomes for companies that I want to work for, because recruiters don't tend to travel to Alabama. Overall, I am happy with my decision. What advice would you offer someone interested in a graduate program? **kaden:** My geographic preferences played into my decision. I was looking at economic research-based programs and trying to narrow down 20 possible fields. It can be paralyzing. I am passionate about poverty, inequality and household welfare, and while those aren't fields in economics, they all factor into different fields. My advice is to relax. You don't have to have it all figured out by the time you're applying or even when you graduate. That's the joy of continued learning.

rosemary: Our grad program is cohort-based, so I've had every single class with the same 35 people over the last two years. I would also research the alumni network to see how involved they are.

How do you create community after college?

aumunique: It's more difficult outside the college community. I took advantage of volunteering for a food bank and serving marginalized communities. Also, I have a child, so I am tapping into my family and friends. Don't limit yourself; explore what's out there, raise your hand and take a risk.

rosemary: Creating a community during the pandemic while working remote was difficult. I wanted to find a mentor within my company. Someone from the area and in the position that I wanted to be in. I was lucky to find three mentors and they connected me with others. I got involved with my alumni chapter in my city and joined two different book clubs. The clubs were virtual, but I'm still really good friends with the members.

kaden: I wanted my community to grow beyond the people I was studying with daily, so I joined a local church. I connected with people who like to hike, visit breweries and discover cool places around the city. It helps me step away from what I focus on all day long.

PANEL



aumunique **borja**

UNIVERSITY OF CALIFORNIA, BERKELEY CLASS OF 2018 BACHELOR'S IN BUSINESS ADMINISTRATION AND MANAGEMENT

Digital Strategy Lead at Google in Atlanta, Georgia.



rosemary hartline-neal

CLASS OF 2020 BACHELOR'S IN PSYCHOLOGY AND BIOLOGY

Consultant at McKinsey & Company in Atlanta, Georgia.



kaden **grace**

UNIVERSITY OF MISSISSIPPI CLASS OF 2022 BACHELOR'S IN MATHEMATICS AND ECONOMICS

PhD in Economics candidate at the University of Tennessee.

How did you find mentors in your company or organization?

aumunique: I have one mentor who is a professional executive coach at Google. She is very knowledgeable but also really busy. She pushes me to think beyond the box. I adjust to her availability. I have also found unique ways of networking by creating a virtual newsletter.

kaden: As a grad student, I needed a research advisor. Putting yourself out there can be scary, but it is as simple as saying I'm interested in "x"; are you interested in "x"? Don't overthink it.

rosemary: I was looking for mentors both in my program and in my full-time position. Microsoft Teams, Slack and Trello show your company directory where you can connect with people in certain roles. So if there was ever a role that I was interested in, I would send them a message asking for 15 minutes to hear about their experience. This is acceptable in the corporate world and I found two mentors this way.

How do you enjoy time outside of work or school?

aumunique: As a mom, my life is crazy. But I believe in self-care through hot yoga. It's intense, but I focus on getting through my poses, exercising my body and breathing. Try treating yourself to a mani-pedi or going out with friends to happy hour.

rosemary: When I was in my full-time role, I would block off time to go outside and walk for 15 minutes. I need those breaks. I joined a Pilates class and book club and would meet members for coffee.

kaden: My program is self-paced so, outside of pursuing my PhD, I don't take my laptop home. I treat school as a firm commitment and then I relax after hours. I'm an introvert, so I like to go home and hang out with my dog. I push myself to go out with friends and like to try new places around the city.

How did you find housing after graduation? rosemary: I was a Resident Assistant in college, so I've only lived on campus. I was overwhelmed by paying rent, so I worked on a budget to assess what I could afford with my salary. I found a basic apartment because I don't spend time at home. When I went to grad school, I became a Resident Director Advisor, taking a massive burden off housing. Saving that money, I was able to buy a condo in Atlanta in a "small-town" neighborhood in the middle of the city.

aumunique: After graduation, I prioritized saving. I read this book about the power of real estate and building wealth, and I decided that's what I'm going to do. For the first two years, I had roommates. I saved half of the rent and then, within three years, I had enough money to buy a house. I rented out the rooms at first, but now I live on my own. For me, it was just prioritizing my budget.

kaden: My housing is not covered by my grad program. Funding covers our tuition, fees and a tiny stipend. So finding housing during a housing crisis was rough. My program started on August 1st and as of July 28th I did not have a place to live. I had been looking for six months. I received a text from a fraternity friend who knew a guy, who knew another guy, who owned a house. You have to trust that you're going to figure something out. People in my program were in a hotel for a few weeks after the program started.

How do you define success?

rosemary: Coming from a financially challenged background, I know that I am the lucky 1% who gets to go to college. My success is based on using the knowledge I have been given to help those who didn't receive my same opportunities.

kaden: It's kind of a joke among our cohort that the PhD program is a constant reminder of how little you know. You learn 5% and you're expected to know 100%. How can you ever feel successful when you're behind? For us, 90% of this program is just showing up. No matter the quality of the work that I get done that day or how good I feel about it, at least I showed up. Believe and trust the process.

aumunique: I used to think success had to do with status; now success means living authentically. At the end of the day, when you reflect on your life and what it means, ask yourself, were you truly YOU?

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

university of minnesota, twin cities

"The University of Minnesota, Twin Cities partnership has proven that removing financial barriers to driven young people allows potential to expand and opportunities to develop," shares **Patti Annexstad**. "This institution is a flagship for the Foundation in my family's home state. The University of Minnesota serves as a pillar for Annexstad Scholars to receive a world-class education close to home. Minnesota's mission of excellence deeply resonated with my family, especially in the areas of research, science and agriculture, while we explored partnerships in the early years of our organization."

In 2006, the Foundation supported the first University of Minnesota Scholars. In 2012, Minnesota joined the national *Leaders for Tomorrow* Scholarship program. With over **40** graduates and **10** active students, the degrees of study and professional endeavors this cohort has pursued include: education, engineering, business, agriculture and computer science. **The Annexstad Family Foundation** has pledged over \$1 million dollars to support deserving undergraduates through Scholarship. "When it comes to business and philanthropic leadership, Al and Cathy Annexstad have been two of Minnesota's brightest stars," says Bob McMaster, Vice Provost and Dean of Undergraduate Education. "The University of Minnesota, our state's flagship institution, cannot thank you enough for your outstanding and enduring partnership."

"The Foundation's mission aligns with our deeply held belief that the road to success is through education. We value those same qualities of intelligence, determination, and a strong work ethic that will be needed by the future leaders of our nation, and our world."

Annexstad Scholarships make an immediate impact on a student's ability to pursue a college education. Students who are both eligible for need-based scholarships and who are also first-generation college students often have additional challenges in obtaining a degree. This is why the Annexstad Family Foundation and the University are committed to supporting these students. Scholarships increase their access to and success with higher education, allowing them to remain focused on their coursework and co-curricular activities, internships and undergraduate research, to further enhance their learning and growth.

LEADERS FOR TOMORROW PARTNER

"Your Scholarship is important to me because the Annexstads faced hardships as kids and, with the help of others, they were able to create a life for themselves," shares Liana L., *Leaders for Tomorrow* Scholarship Recipient, Class of 2026. "I also faced a lot of hardships growing up. Those experiences shaped me into the person I am today and made me stronger than ever. I didn't get a lot of help from others growing up, but I worked hard to create the future I wanted for myself."

Courtney Bell-Duncan

is determined to make a change in education policy. Courtney first received the Annexstad Family Foundation Scholarship in 2007 and is a three-time graduate from the



Courtney Bell-Duncar

University. After completing her bachelor's degree in Sociology of Law, Criminology, and Deviance, Courtney received a master's degree in Education. "My focus for speaking out and standing up for educational equity was fostered in my youth as a student leader, but my academic training in the Sociology department provided me with the terminology and in-depth understanding of social systems to translate my passion into action. With my newfound love of the social sciences, I decided that I wanted to pursue

Below: The University of Minnesota is a proud flagship institution for The Annexstad Family Foundation.



a Master of Education. The College of Education and Human Development became the social studies teacher I never had."

Through her master's program, Courtney had the opportunity to learn the power of student-centered, project-based learning, which built her foundation as an educator. "**Dr. Pat Avery** taught me the importance of teaching critical analysis and thinking to help my scholars form their own perspectives and opinions of the world." After graduating with her master's in 2014, Courtney worked at her high school alma mater for two years. That experience deeply influenced her decision to pursue her PhD in the Department of Organizational Leadership, Policy and Development.

"As an educator, I witnessed firsthand the impact that leadership and policy had on the outcomes of the scholars that I served. I wanted to gain a systemic understanding of educational inequity in order to create educational system change," Courtney shares. Courtney completed her PhD and successfully defended her dissertation during the pandemic, receiving her degree in 2020. Following graduation, Courtney founded and is CEO of her own educational consulting firm in the Twin Cities metro area. "I can say in full confidence that my work as an educational policy and leadership consultant has been made largely possible by my outstanding education and training."

Cavonte Johnson is another example of the opportunity the University provided in creating his pathway towards a career as an engineer. "The university gave me a chance and opened



Cavonte Johnson

doors that I never thought I would be invited to open," Cavonte shares. "My Engineering degree is fundamental in how I approach everything in life. There may be multiple solutions to every problem." After receiving his bachelor's degree in Mechanical Engineering in 2017, Cavonte began working for Mortensen as a Field Engineer, excelling to a managerial position and overseeing community construction projects.

Today, Cavonte is currently a Construction Manager for United Companies, a commercial property investment company. "Engineering is still at the epicenter of making a project viable. The geotechnical report, the foundations and the structure of a building to fit a specific use is a large cost to a project. Finding the most efficient and affordable way to build something is more important than ever with shortages in material, longer lead times and a volatile construction industry that is led by innovating engineers."

Cavonte hopes his Minnesota legacy inspires the next generation. When asked what his proudest memory was, Cavonte shares, "Walking across the stage on graduation day with my one-year-old son in my arms."

For current Annexstad Scholars, Cavonte advises, "Your education is everything. Don't pressure yourself to be perfect. Wake up every day, try to put positivity in the world and make this world one for your kids and others to know what love is."

Courtney shares, "I would advise all new Annexstad Scholars to make the pursuit of your education your number-one priority. Treat it as a full-time job, because trust me when I tell you that completing your degree(s) will change the trajectory of your life. The investment of The Annexstad Family Foundation into my life and education will ensure benefits for many generations, and for that I am grateful."

University of Minnesota, Twin Cities and **The Annexstad Family Foundation** *proudly celebrate 17 years of partnership.*



PHOTO COURTESY OF THE UNIVERSITY OF MINNESOTA

minnesota state university, mankato

As **Hannah Olson** and her two siblings grew up with their single mom in Wells, about 30 minutes from Minnesota State University, Mankato, she thought about teaching as a career. Emphasis on *thought about*.

It was a high school teacher's attention that made the difference between interest and action.

"He not only cared about us being successful academically, but he also cared about getting to know us personally," says Hannah, a junior Elementary Education major. "I wanted to follow his lead in an elementary education setting."

A century earlier, a young woman entering the teaching profession in the Mankato area would earn a similar reputation for caring and inspiring kids to learn and explore. She was **Marie Eustice**, the namesake of a two-year Scholarship that Hannah recently received from the Annexstad Foundation.

From the start, Marie – mother to **Cathy Annexstad**, was the kind of teacher whose approach and enthusiasm fascinated her young students. A 1927 graduate of Mankato State Teachers College (which became MSU, Mankato), Marie taught eight different grades in a one-room schoolhouse, covering math, science and English.

"Marie was a beacon in why we started the Foundation," **AI Annexstad** says. "As an

elementary school teacher, Marie provided care and consideration to her classroom to foster an environment where students had the opportunity to fall in love with learning."

The family connection to Minnesota State, Mankato is a deep one, beginning well before the forming of the Foundation with both Marie Eustice and Al, who graduated from the university in 1967, calling the school their alma mater.

"Minnesota State, Mankato had a deep impact on Cathy and I," Al says. "For us, and Cathy's mother, Marie, the access to an affordable four-year public institution allowed us to dream of opportunities and goals beyond our high school experience." For their contributions to society, both Al and Cathy were awarded honorary doctorates by the University in 2012 – two of only three recipients in Minnesota State, Mankato's history.

The Marie Eustice Scholarship allows recipients to focus on student teaching instead of outside jobs during their final two years of school. Ideal candidates are students who persevered through difficult times.

That includes **Abigayle Marko**, a senior in the Elementary Education program. When her father died unexpectedly, Abigayle, at 15, found herself thrust into a co-parenting position to her four brothers in the small town of Amery, Wisconsin. Now a second-year student at MSU, Mankato, that role continues. Abigayle routinely makes weekend trips to help shuffle her younger brothers around to their various activities.

"I took on a parent's responsibility faster than I was planning on," she says. The Marie Eustice Scholarship makes it manageable.

"It's been immensely helpful for the last couple of semesters, and especially with student teaching coming up," she adds. "I don't know how I would do it with a job. I've been able to focus a lot more on school rather than bouncing around jobs. I couldn't be more grateful."

Hannah vividly remembers receiving the phone call notifying her that she'd be receiving the Marie Eustice Scholarship.

"I was in such disbelief. I was having a bad week due to a very close loved one passing. It's an amazing way to keep on being determined to do what I'm doing," she says.

"It's really changed my life... I don't have to worry about my financial burden anymore, and I can focus on my studies and pushing toward being a successful elementary teacher," like Marie, whose influence lives on in this Scholarship.

Minnesota State University, Mankato and **The Annexstad Family Foundation** *proudly celebrate 8 years of partnership.*

 Marie Eustice Scholarship recipients (l-r):

 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

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 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

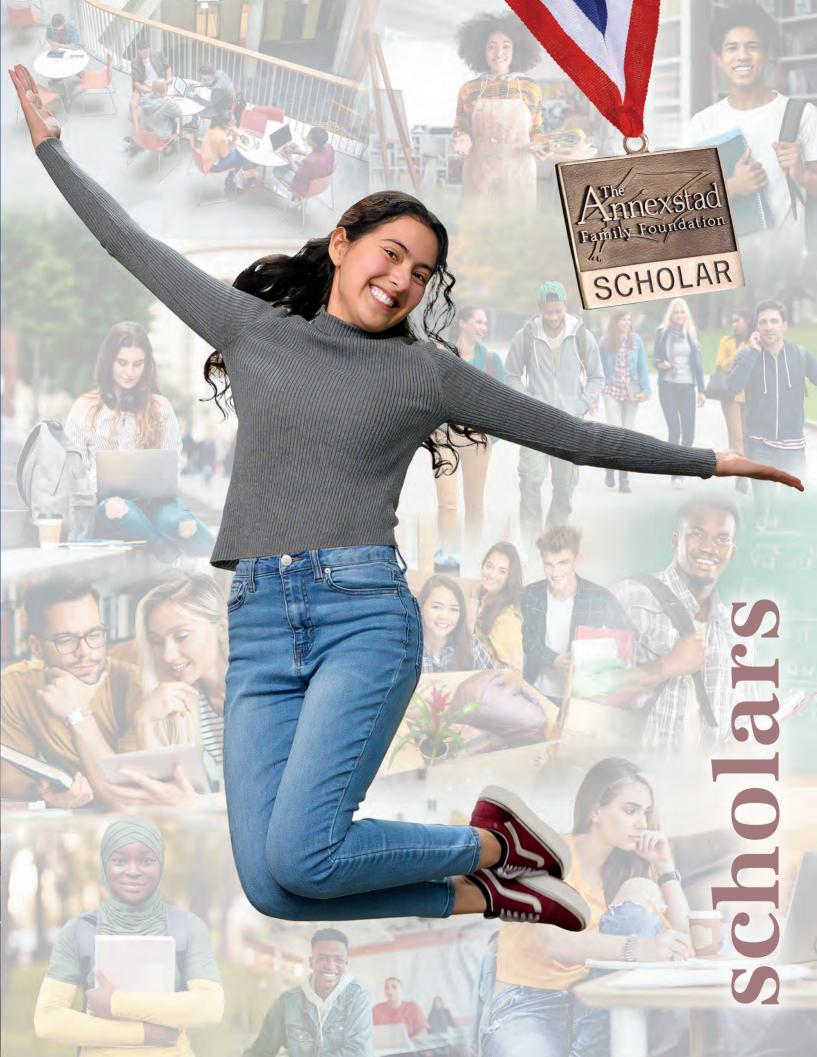
 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

 Hannah Olson, Nahomi Delgado, José Avila and Devon Minke

 Hannah Olson, Nahomi Delga





BRADY BASS UNIVERSITY OF MISSISSIPPI MAJOR: BIOLOGICAL SCIENCES



CHASE BLACKWELL

UNIVERSITY OF GEORGIA MAJOR: PSYCHOLOGY



AVA BROWN COLLEGE OF ST. BENEDICT MAJORS: PSYCHOLOGY AND GLOBAL BUSINESS



LUKE BROWN

POMONA COLLEGE MAJOR: PHILOSOPHY

> OTTI CEPIN



EMMA BURLINGHAM BOSTON COLLEGE MAJOR: EDUCATION



VALERIE CALVO

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL MAJOR: ENGLISH AND COMPARATIVE LANGUAGES SOUTHERN METHODIST UNIVERSITY

UNIVERSITY MAJOR: COMPUTER ENGINEERING



SARAH

BETHANY LUTHERAN COLLEGE MAJOR: EXERCISE SCIENCE

LILLI

CHASE



CLAYTON STATE UNIVERSITY MAJOR: FILM



MONIQUE CORMIER UNIVERSITY OF REDLANDS MAJOR: UNDECLARED SERENITY COVINGTON UNIVERSITY OF ALABAMA MAJOR: PSYCHOLOGY



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 detail-oriented.

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 paragraphs 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. University of Notre Dame 2023 Scholars



YALE UNIVERSITY MAJOR: PRE-MEDICINE, PRE-PHARMACY

YOUJAYE DANIELS



JEWEL

COX

CARLETON COLLEGE MAJOR: UNDECLARED



RICHARD DAVIS UNIVERSITY OF CHICAGO MAJOR: MATHEMATICS AND STATISTICS

UNIVERSITY OF PENNSYLVANIA MAJOR: CRIMINOLOGY

NAZALI



NAHOMI DELGADO MINNESOTA STATE UNIVERSITY, MANKATO MAJOR: ELEMENTARY EDUCATION



BETHEL UNIVERSITY MAJORS: MARKETING AND COMPUTER SCIENCE

AMELIA DIBERT UNIVERSITY OF NOTRE DAME MAJOR: BIOLOGY

PAOLA DURAN STANFORD UNIVERSITY MAJOR: PUBLIC POLICY



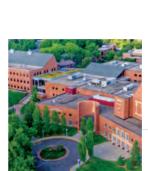
HAILEY DUPRÉE



ETHAN EGAN ST. JOHN'S UNIVERSITY MAJOR: BUSINESS



KEONNA ELLIOTT HIGH POINT UNIVERSITY MAJOR: THEATER



PATRICIA EVANS

BETHEL UNIVERSITY MAJOR: PSYCHOLOGY



MEGHAN FRAGA WESTERN CAROLINA UNIVERSITY MAJOR: NURSING



ASHLEY GAXIOLA UNIVERSITY OF REDLANDS MAJOR: UNDECLARED





UNIVERSITY OF MICHIGAN MAJOR: CHEMICAL ENGINEERING





DUKE UNIVERSITY MAJOR: PUBLIC POLICY



BRENDA GONZALEZ STANFORD UNIVERSITY MAJOR: SYMBOLIC SYSTEMS

LILLIAS ESTELL

GONZAGA UNIVERSITY MAJOR: PSYCHOLOGY



UNIVERSITY OF GEORGIA MAJOR: BIOCHEMICAL ENGINEERING

NICHOLAS HALE CLEMSON UNIVERSITY MAJOR: ENGINEERING



simply, good manners

For the last 27 years. **Alice Wright Stephens** has owned The Georgia Cotillion where she has had the pleasure of teaching life skills and etiquette in Metropolitan Atlanta to young people and their families.



Good manners are social skills we use in order to help others feel comfortable and respected.

follow The Golden Rule

Treat others as you would like to be treated. It does not matter how others treat you; you always have a choice. Maya Angelou said, "People will forget what you said, people will forget what you did, but people will never forget how you made them feel."

be your best self

You can choose to have a good attitude, share and use gracious manners. Choosing to do your best is a confidence builder, too. Others will notice the effort, and you will have the satisfaction of knowing that you gave it your all.

do the right thing

When making a decision, ask these questions before any impulsive behavior:

1 | "How would I feel if my grandmother were watching the choices I made?" 2 | "If I choose to do this, knowing it could be dangerous, and my younger sibling copied me, would that be a good thing?"

31 "Will this hurt me or someone else?"

Choices take on a whole different meaning when we think about who might be watching or who may even copy them.



Jakyra Williams Washington University in St. Louis Class of 2022

CARSON HANSON

SOUTHERN METHODIST UNIVERSITY **MAJOR: ACCOUNTING**



GEORGIA INSTITUTE OF TECHNOLOGY MAJOR: BIOCHEMISTRY



DANIEL HERMONSTINE GEORGETOWN UNIVERSITY MAJOR: INTERNATIONAL RELATIONS

KATIE **HERNANDEZ BOSTON COLLEGE** MAJOR: HISTORY







DEAVEN HICKEY NORTH DAKOTA STATE UNIVERSITY MAJOR: PHARMACY



BRIANNA HOYLE

WESTERN CAROLINA UNIVERSITY MAJOR: ENGLISH **EDUCATION**



DANIELLE HOEPPNER WINONA STATE UNIVERSITY MAJOR: NURSING

HARVARD UNIVERSITY MAJOR: PSYCHOLOGY





PAW-NI HTOO UNIVERSITY OF NORTH CAROLINA AT CHAPFI HILL MAJOR: BIOLOGY



GRACE HUGULEY

UNIVERSITY OF NOTRE DAME MAJOR: PSYCHOLOGY



ETHAN JONES

UNIVERSITY OF NOTRE DAME MAJOR: BUSINESS

JOSÉ

IZAGUIRRE EMORY UNIVERSITY

MAJOR: COMPUTER SCIENCE



KA'JA JOYCE **GEORGETOWN UNIVERSITY**

MAJOR: PSYCHOLOGY



DESTINY **KIRKSEY** UNIVERSITY OF MISSISSIPPI MAJOR: BIOLOGICAL SCIENCES





NORTH DAKOTA STATE UNIVERSITY MAJOR: CRIMINAL JUSTICE



UNIVERSITY OF NOTRE DAME MAJOR: MECHANICAL ENGINEERING

EYVΔ



MINGFENG

UNIVERSITY OF GEORGIA MAJORS: BIOLOGY AND **PSYCHOLOGY**

LIANA **LERACH**



UNIVERSITY OF MINNESOTA, TWIN CITIES MAJOR: HUMAN PHYSIOLOGY

BRODY LITTLEFORD UNIVERSITY OF PENNSYLVANIA **MAJOR: CHEMISTRY**



continued from page 53

say thank you

Saying thank you is a lost art in the era of technology. Text messages have replaced writing thank-you notes. Sending a handwritten note shows gratitude and is a wonderful gesture. It shows that the gift meant so much that you wanted to take extra time to say an intentional thank you.

A thank-you note only has to be three lines: thanking the giver for what was received, giving a compliment about the gift and offering a compliment to the giver. Using a pen with black ink is preferred when writing the note.

show your gratitude

If you receive a gift from someone, or they invited you over for dinner, it is most gracious to send a note to them within 24 hours.

If you receive more than one gift at a time, it is best to write your thank-you notes while you still feel grateful, within a week. Weddings can be the biggest event of your life, so the time period for getting the notes written and in the mail is three months after the wedding. The bride sends thank-you notes to the people that she invited to the wedding and the groom to the people that he invited. It is a shared time between the married couple.

Being thoughtful with a thank-you note makes a huge difference to the receiver. It is a true act of kindness that will make them feel respected and appreciated. Also, this will set you apart as a person of integrity who genuinely cares about treating others with kindness and compassion.

Good manners will never go out of style. It genuinely helps the world to be a better place in which to live, for you and for everyone that crosses your path.



Georaetown University 2019 Scholars



CLEMSON UNIVERSITY MAJOR: CHEMICAL ENGINEERING

ALIYAH MAXWELL ABRAMS



MICHIGAN TECHNOLOGICAL UNIVERSITY MAJOR: CIVIL ENGINEERING



ΜΔΟΙ **MCCUTCHAN** CLEMSON UNIVERSITY MAJOR: NURSING

ABIGAIL **McCLELLAND** INDIANA UNIVERSITY **BI OOMINGTON** MAJOR: NEUROSCIENCE





KATELYNN MILLER GUSTAVUS ADOLPHUS COLLEGE MAJOR: BIOLOGY

UNIVERSITY OF ALABAMA MAJOR: FOREIGN

LANGUAGE AND

LITERATURE



KYRA ΜΠ **GEORGIA INSTITUTE OF TECHNOLOGY** MAJOR: NEUROSCIENCE

> **KRYZMA** MOORE UNIVERSITY OF ST. THOMAS MAJOR: SOCIOLOGY AND



SARAH

MITCHELI



ANDREUS MULLENDORE INDIANA UNIVERSITY BLOOMINGTON MAJOR: BIOCHEMISTRY



UNIVERSITY OF MISSISSIPPI

ENGINEERING

MAJOR: BIOMEDICAL



ROSHNI NANDWANI EMORY UNIVERSITY MAJOR: BIOLOGY



MANJOT NAGRA

HANNAH OLSON MINNESOTA STATE

UNIVERSITY, MANKATO MAJOR: ELEMENTARY EDUCATION



ONG WASHINGTON UNIVERSITY IN ST. LOUIS MAJORS: CHEMISTRY AND PSYCHOLOGY





UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL MAJOR: PSYCHOLOGY AND HUMAN DEVELOPMENT



RADHA PATEL CLEMSON UNIVERSITY MAJOR: BIOLOGY



HAILEY PATTERSON UNIVERSITY OF MICHIGAN MAJOR: SOCIOLOGY



HEAVEN NARTEY

UNIVERSITY OF NOTRE DAME MAJOR: STUDIO ART





UNIVERSITY OF ALABAMA MAJOR: BIOLOGY

CAMILA PEREZ YALE UNIVERSITY MAJOR: CHEMISTRY



how to introduce yourself like **like a pro**

by Matt Abraham, FastCompany.com Introducing yourself to strangers can be anxiety-producing, leading to deer-inthe-headlights moments. Following a simple, three-part framework can make your introductions smoother, easier and more memorable.

A good introduction is like a movie trailer. It's engaging, gets attention and builds curiosity. We're more likely to remember what we're interested in. So, if people forget your name, it may be because you simply haven't given them a good reason to remember it.

Here is a simple, easy-to-remember formula anyone can use to help navigate this often awkward and anxiety-provoking social ritual.

WHAT | state who you are and a few roles you fill.

• "Hi, I'm so excited to be here with people who share my interest in marketing. I'm Julio."

• "Hello, I'm a software engineer, amateur bluegrass guitarist and parent of twin 2-year-olds. My name is Alex."

SO WHAT | say what you're excited about or interested in.

"Today I hope to learn how I can hone and enhance my marketing messages to drive brand awareness."
"I'm here at the conference to find some fun ways to incorporate music into kids' education."

NOW WHAT | offer an invitation to the other person to continue the conversation.

• "I'm curious about what you hope to get out of the conference today?"

"What are you hoping to learn today?"

An introduction is a chance to give your conversational partner easy ways to remember and continue the conversation.



BRYANNA PLACEK

GONZAGA UNIVERSITY MAJOR: BIOLOGY



TEXAS CHRISTIAN UNIVERSITY MAJOR: ALLIED HEALTH SCIENCES

NATHAN QUILEZA UNIVERSITY OF NOTRE DAME MAJOR: BUSINESS ANALYTICS

LYNN

POLAND





VALERIA REYES UNIVERSITY OF CALIFORNIA, BERKELEY MAJOR: POLITICAL SCIENCE



Madeleine Kroner

Class of 2024

University of Notre Dame

ANDRE RAMSEY HARVARD UNIVERSITY MAJORS: GOVERNMENT AND AFRICAN AMERICAN STUDIES



CHRISTOPHER RIZNER

UNIVERSITY OF MINNESOTA, TWIN CITIES MAJOR: CHEMISTRY

SYDNEY SHAW

UNIVERSITY OF CALIFORNIA, BERKELEY MAJOR: ANTHROPOLOGY



REYNOLDS VANDERBILT UNIVERSITY MAJOR: HUMAN DEVELOPMENT AND FAMILY STUDIES

ELLA



NAJIA SAHAR GUSTAVUS ADOLPHUS COLLEGE MAJOR: PRE-MEDICINE, PRE-PHARMACY



HAKEEM SHITTA-BEY DUKE UNIVERSITY MAJOR: BIOLOGY



CARLETON COLLEGE MAJORS: BIOCHEMISTRY AND CHINESE



EKAA SOOD SANTA CLARA UNIVERSITY MAJOR: MUSIC



ALORA SUNDBECK

MICHIGAN TECHNOLOGICAL UNIVERSITY MAJOR: BIOLOGICAL SCIENCES



JOCELYN TRNKA NORTH DAKOTA STATE UNIVERSITY MAJOR: PSYCHOLOGY

KAMAAL

SOMJI



COLEMAN

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