

THISWAY GLOBAL

2020 Report

Dear investors,

First, my team and I want to thank all of you that are invested in this. The problem of hiring/getting hired has affected most Americans at some point in their lives. It is not an easy problem to solve, and COVID certainly hasn't helped. But we remain committed to bringing this solution to the market to help address the issues of bias, diversity, and helping the right people find their fit with the right company. Thank you for your support and belief in this mission. We couldn't do it without you!

We need your help!

We have poured a majority of our funding into product research and development, with minimal spend on marketing. This was intentional because this is a much more complex problem to solve and we wanted to be sure we have a solution that works before taking it to market. After extensive testing we feel now is that time. Any "word of mouth" marketing that our investors can do, (along with becoming customers!) would be the biggest help to us now.

Sincerely,

Angela Hood

Founder/CEO

Justin Hood

COO

Our Mission

We want ThisWay to be the gold standard for the most fair and accurate technology to source and match people to jobs without bias. Our 5 year goal was to have 1000 customers and we are onboarding 5000+ over the next 12 months. ThisWay will be known for bringing innovation to market that helped the world recover from a pandemic. These projections cannot be guaranteed.

[See our full profile](#)



How did we do this year?

Report Card

B+



The Good

We were able to weather the storm of COVID and the pandemic.

There was continued interest by our target customer base.

We closed a significant round of funding through WeFunder.



The Bad

We vacated our offices and went fully remote. While this has not significantly kept us from our mission, we miss each other!

We missed our revenue projections due to the economy shutting down and businesses not hiring.

2020 At a Glance

January 1 to December 31



\$980,662 +371%
Revenue



-\$459,949
Net Loss



\$1,110,425 +11%
Short Term Debt



\$1,734,230
Raised in 2020



\$438,573
Cash on Hand
As of 12/3/21

INCOME

BALANCE

NARRATIVE

Management's Discussion and Analysis of Financial Condition and Results of Operations

You should read the following discussion and analysis of our financial condition and results of operations together with our financial statements and the related notes and other financial information included elsewhere in this offering. Some of the information contained in this discussion and analysis, including information regarding the strategy and plans for our business, includes forward-looking statements that involve risks and uncertainties. You should review the "Risk Factors" section for a discussion of important factors that could cause actual results to differ materially from the results described in or implied by the forward-looking statements contained in the following discussion and analysis.

Overview

ThisWay is putting our workforce back together again by matching all people to all jobs, without bias. Removing bias levels the playing field and increases job opportunities for candidates by matching them to jobs they may not know about.

We want ThisWay to be the gold standard for the most fair and accurate technology to source and match people to jobs without bias.

Our 5 year goal was to have 1000 customers and we are onboarding 5000+ over the next 12 months.

ThisWay will be known for bringing innovation to market that helped the world recover from a pandemic.

These projections cannot be guaranteed.

Milestones

ThisWay Global Inc was incorporated in the State of Delaware in September 2016.

Since then, we have:

- \$7M raised. Accelerated by Google. Backed by Amazon. Team with multiple exits.
- Artificial intelligence technology serving over 4000 companies.
- \$160B annual market in the US alone.
- Led by award-winning Founder & CEO, Angela Hood, Alumni Founder from University of Cambridge
- Named HR Tech Innovation of the Year featured in Yahoo! Finance

Historical Results of Operations

- *Revenues & Gross Margin.* For the period ended December 31, 2020, the Company had revenues of \$980,662 compared to the year ended December 31, 2019, when the Company had revenues of \$208,412. Our gross margin was 95.67% in fiscal year 2020, compared to 70.22% in 2019.
- *Assets.* As of December 31, 2020, the Company had total assets of \$2,432,959, including \$492,252 in cash. As of December 31, 2019, the Company had \$1,019,043 in total assets, including \$330,457 in cash.
- *Net Loss.* The Company has had net losses of \$459,949 and net losses of \$1,339,712 for the fiscal years ended December 31, 2020 and December 31, 2019, respectively.
- *Liabilities.* The Company's liabilities totaled \$5,217,628 for the fiscal year ended December 31, 2020 and \$3,243,763 for the fiscal year ended December 31, 2019.

Liquidity & Capital Resources

To-date, the company has been financed with \$500,000 in equity and \$5,650,000 in convertibles.

After the conclusion of this Offering, should we hit our minimum funding target, our projected runway is 3 months before we need to raise further capital.

We plan to use the proceeds as set forth in this Form C under "Use of Funds". We don't have any other sources of capital in the immediate future.

We will likely require additional financing in excess of the proceeds from the Offering in order to perform operations over the lifetime of the Company. We plan to raise capital in 7 months. Except as otherwise described in this Form C, we do not have additional sources of capital other than the proceeds from the offering. Because of the complexities and uncertainties in establishing a new business strategy, it is not possible to adequately project whether the proceeds of this offering will be sufficient to enable us to implement our strategy. This complexity and uncertainty will be increased if less than the maximum amount of securities offered in this offering is sold. The Company intends to raise additional capital in the future from investors. Although capital may be available for early-stage companies, there is no guarantee that the Company will receive any investments from investors.

Runway & Short/Mid Term Expenses

ThisWay Global Inc cash in hand is \$438,573, as of December 2021. Over the last three months, revenues have averaged \$105,000/month, cost of goods sold has averaged \$5,400/month, and operational expenses have averaged \$143,000/month, for an average burn rate of \$43,400 per month. Our intent is to be profitable in 12 months.

As a result of a successful pilot, on December 31, 2020 we signed a large partnership requiring us to onboard 5,000+ new paying company customers over the next 24 months. As of Nov 2021 we have onboarded the first 500 of these customers and now have the resource plans in place to ramp this up.

This current funding is to hire new people to support the required ramp so we have the ability increase our ramp up to 500 customers per month by end of 2021.

We added 4 more sales people to our team and have just hired a marketing agency to increase sales and revenue. We can ramp up the new customer partnership to support very rapid growth of our company.

The current sales team have closed \$987,450 in 2021 and \$750,000 of additional working capital will enable us reach profitability by Q1-2022. These are projections based on current partnership agreements and our sales pipeline and cannot be guaranteed.

Yes, we have current investors that are very supportive and we have new investors that have already made \$500,000 in funding commitments towards this current raise, including venture capital and other professional investors.

Net Margin: -47% Gross Margin: 96% Return on Assets: -19% Earnings per Share: -\$38,329.08

Revenue per Employee: \$122,583 Cash to Assets: 20% Revenue to Receivables: 125% Debt Ratio: 214%

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We ♥ Our 2169 Investors

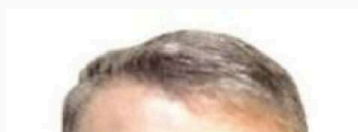
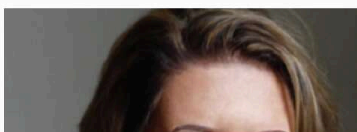
Thank You For Believing In Us

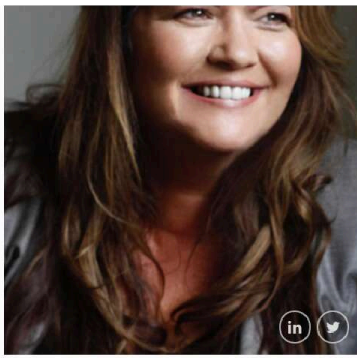
Kelsey August	Mike Troy	Bryan Tan	Raymond Brown (Venture...	Narapati Bhattarai	Rahul Patel	Mark Nash
Martin Peter Hamilton	David Macario	Charles Alvarez	Jessica Hoyle	Rohith Alimeti	Darryl C Robinson	Christine C Groethe
Spencer Lindsay	Brian Gross	John Dax Gonzales	Terry Austin	Bentley Stevenson	Kenneth E. Griffith	Dan Paluc
Wesley Louie	David Kreckler	Sai Aung Kyaw Maw	Mark Stein	Michael Arnold	Gregg Moorman	Anne Hunter
Richard Scott Roberts	Sean Stobart	Francisco Malafaya	Faisal Fahad J Alotaibi	Erica Denise	Vilem Frubbauer	Alan Jacobson
Bryan Saint-Louis	Michael Hammermeister	Tom Cochrane	Malliha Ahmad	Raquel Thomas	Stephen Jenvey	Jayantkumar P Parekh
Samantha Viasceanu	Taylor Koser	Bhabesh Chakrabarti	Florin Badita	Earl Corey Washington III	Dragos Nicolaescu	Nicky Golbahar
LaFoy Thomas	Sharath Ramesh	Dennis Ramos	Subrata PAL	Santos Boch Oscar	Mihai Razvan Sora	Luis Gabriel Cabrera Mora
Boudewijn Berendsen	Coventry Capital Partners...	Nathan Argenta	Jeremy Matthew Medford	Kevin Pires	Hughes Robinson	Jamail Bogany
Richard Reilly	Jose Rios	Ijeoma Nsaka	Christian Abapo	Akil Fudail	Tanya Deering	Fahad Hamed Buqammaz
Jimmy Morris	Gerald Roger	Yoav Getzler	Shalin Shah	John Okogbaa	Mark Samuels	Stephen Gellatly
Bill Amouak	Steven Pong	Birun Balami	Daniel Gonzalez	Karina LA	Carlos Cervantes	Keely Jackson
Linda Fraser	Kevin Kwok	Robert Fox	Pranee Young	Gary Nemcek	Ruby Evans Leak	Marc Ramsey
Dan Ringo	Jason M. Fields	Kok Heng Leong	Carlo Zampogna	Doug Macduff	Frank Palazzolo	Autumn Dawn Ellis
Justin Miller	Warren Sander	Anthony Giambra	Joseph Lizyness	Frederick Crawford	Samuel Oppong	Stavros KRITIKOS
Bill Lightfoot	Anthony A Cook	Mandre Zachary	Jennifer Indelicatae	Thanos Mandrakis	Joseph Green	Bertram V. Council Sr.
Hugh J. Stiel	Killian Hemmy	Bhabesh Chakrabarti	Fausto Bellezzo	Judy & Thomas McKnight	Christine Maldonado	Keith Davis
Nancy Ramos	Nelson A Legaspi	Art Tucker	Prashant Behl	Sesugh Tor Iordaa	Derwin Powell	Mbafé Cdx
Thomas Joseph Hampton	Lori R Karson	Annabelle Simmons	Zachary Hall	Jack Neneman	Dawn Lett	Raymond Zialcita
Jason Wheelock	Wardell Carter	Jens Danielsson	Gilberto Rodriguez	Daniel Herrera	Mikhail Samoylenko	Peter Jones
Patrick Auld	Rene S. Holganza	Alan Aspera	Jackson Webb	Eric William DiStefano	Johnny Piard	Chris Price
'Imran Razak	Pramod Rustagi	Hatem Rowaihi	Adel Ali Al-Malki	Todd A. Theman	Sajad Zalzal	Christina Truax
Howard Tracey	Chatri Jhunjhnuwala	Raging Bull	John Karich	Michaelangelo Moran	Venket KANDANALA	Charles Friedman
Jonathan Jackson	Lyle Notice	Narapati Bhattarai	Michael Hammermeister	Steven Pong	Tanya Deering	John Karich
Wesley Wierson	Spencer Lindsay	Damian Kube	Bryan Tan	Subrata PAL	Gilberto Rodriguez	Keith Davis
Tom Cochran	Tom Cochran	Kevin Pires	Stephen Jenvey	Justin Miller	Nelson A Legaspi	Bentley Stevenson
Evan Beuscher	Borut Semolic	Raymond Zialcita	Suman Purumandla	Sharath Ramesh	Derwin Powell	Rhallette R Javier
Elizabeth Adekoje	Chris Price	Raymond Brown (Venture...	Coventry Capital Partners...	Jeff Lazcano	Jonathan Jackson	Jonathan Jackson
Stephen Gellatly	Michaelangelo Moran	Hughes Robinson	Bhabesh Chakrabarti	Yoav Getzler	Florin Badita	Paul Rashid
Emmanuel Mukoro	Emmanuel Mukoro	Jeremy Miller	Joel Cheesman	Brent Hamar	Jimmy Morris	Na Shawn Guevara
Abhimanyu Singh	Kapeesh Bhagavathula	Warren Sander	Sudhanshu & Chitra Jain ...	Lourdes Martinez	Scott McElhaney	Kenneth Norman
Zachary Hall	Cynthia Chioma NWAUB...	Amit Banda	Justin David Kruger	'Imran Razak	Sesugh Tor Iordaa	William Dorn
Jack Neneman	Brian Bodik	Brian Bodik	Jerry Dewayne Holton	Mick Rodgers	Clinton Noel Foster, SR	Frederick Crawford
George Simons	Prahasith Veluvolu	Antoine Tardif	Sam Newaz Jr.	Bruce Berg	Harriet F	Alan Aspera
Daniel Gonzalez	Travis Shore	Luis Gabriel Cabrera Mora	Robert Andrew	Tim Williams	Tan Quan Nguyen	Dror KRAFT
Jonathan Lo	Muralidhara Chillakuru	Buddy Kent	Michael Taylor	Lucinda Smith	Kevin Lagrazon	Oleg Bolan
Frank Heron	Craig Parr	Todd Finkbeiner	Steve Malcolm	Tony Gagliardi	Steve Sursa	Farrukh Zafar
Dhani Kannan	Karen Percival	Joseph Romano	Bhavesh Kapadia	Dave Schlotter	Fnu Fahad	Stephen Finchum
Damian Chung	Kenji Krzywoswz	John Kent	E Joe Plante	Iris and James Mundo Sea...	Bill Wakeley	Leon Sevakarran
John Detweiler	Mario Arguello	Amber Gorman	Matt Maziarz	Al Moran	Timothy Weiland	Charles MacConnach
Rafael Aybar	Tim Urwin	Atul Shrivastava	Richard Kessler	Matt Contreras	Derek James	Jason Roe
Roderick Herron	David Macfarlane	Cooper Francis Benjamin	Wilfrid Jean-francois	Will Waisbren	Joan Rodriguez	Jon Snyder
Joan Hanson	Gerard Grim	JP Morgenthal	Benjamin Mena	Rakesh Patel	Julie Yao	Hanuman Choudhary
Patresha Pearson	Dwayne Stowe	Chris Grohman	Thomas Willis	Michael Strmac	Gwendolyn Jones	Dan Ruble
Daniel Tesfa	Ylannis Bessiris	Jose Montes	Otavio Mafud Cilli	Khaled Almutairi	Herve T. Fonkou	Lance Gregg
Jason G Croft	Yahaira Vargas	Juan Camilo Arenas	Yvonne Yeboah	Darnell A Tullock	Freeman Ngumezi	Hayden Rose
Kelvin Cox	Heather Lavin Harvey	Mitchell J Bowles	David Sirtonski	Scott Smith	Mitchel L. Wess	Austin Edwards
Manny Song	Anothai Polo	Tibe Akpo Gnandi	Raoul Bolduc	K. Aline Montgomery	Tracy L Wright	Tabatha Atoa-Jakobs
Kiaya Thompson	Martin A. Reyes	Richard Cruz	Glory Jayagaran	Eric M	Andrew Haldane	Allieu Massaquoi
Donald Johnson	Charlene Myers	Walter Green	John E Mason	Joseph Herig	Fakheruddin M Mustafa	Tate Josiah G. Friginal
Darla Cummings	Roberto Carlos Miguel	Laxman Dahal	Kenzo Ishi	Josue Rivera	Colin Behr	Juan Gallegos
Corey Vike	Muhammad G Muhammad	Paul Thayil	Elizabeth Mahon Mulhern	Frank Dolim Lemes	John Korsah	Paul Washington
Larry W Olney	Henry Shao	Nicolas Radin	Eduard Abramov	Kevin Lovell	Nathaniel L Moulton	Jean Marc Gerbelost
Paul Regalia	Arlan Felles	Thomas Ulleberg	Andrew Hicks	Baron Huntington	Timmy Friginal	Kirati Amin
Robert Morrison	George Jarrett	Simon Yu	Mubarak Alhlitmi	Philip DeSantis	Hector Rosario	David Knight
Charlene Sealy	Shane McEwen	Mary H Baffour	Zhenya Levchenko	Orapin Bailey	Robert Bell	Charlotte Hamilton
Katrina Gregg	Jason Valentine	Elder TORRES	Robert Womack	Emrah ozturk Ozturk	Britnie Steward	Larry Yonish
Claudette Brewer	Jenna Woytlik	Andrew Canizares	Nicolas Riddell	Raymond Mills	Leonard Howard	David Rusnac
Edgar O Corona	Felicia Ortiz	William Porter	Alex Schroeder	Trevor Ghylin	Jana Means	Homer Reagan
Kenneth Worles	Leilani Frantz	Wendy Harris May	Paula Smith	Nathaniel Travis Roberts	Daniel McNamee	Kenneth Edwards
Luke E Green Jr	Mervyn Riley	Brad Lonson	Karthika Bodduluru	Christina Stejskalova	Tamara Marsh	Agustin Gonzalez Vicente
Jemima Venter	Amit Makhecha	Kennedy Thibou	Angela Heckler Knox	Jared Zeisler	Daryl Thomas	Miguel Mascarenhas
John Ungur	Jose Veiga	Iris Hall Cuisinier	Kelly Montgomery	Mo Bolaji	Toan Kim Hoang	Steven Winston
Dawood Ismail	Ta Tanisha Miller	Nhon Ma	Jacob Amanquah	Harold J DiCamillo	Vs Mattapalli	Dieudfort Apollon
Pam Pearce Sheridan	Jessica Baker	Kt Green	David Blades	Cory Anastasi	Ron Herman	Hammy Tone
Carol Juter	James Ritchey	Nella Flores	Michael Shannon	Omar Shamsaldeen	Robert Holder	James Gambucci
Candice Woodring	Gus Mello	Tia L A Brown	Amanda Dickau	Charmaine Cook	Yuan Zhu	Wynn Sanders
Alexandre Arruda	Billy Womack	Broadshade Investments ...	Olusesan Daniels	Dulip Sherman Aquinas V...	Duncan Crabtree-Ireland	Adrian Gonzales
Sanjeev Anand	Kelsey August	Baljit Singh	Dr Rodney Samaun	Surendra Yadav	Alvin Wong	Jon Rockwood
Raj-Sachin Bhakta	Jason Roe	Wilfrid Jean-francois	Robert Womack	Cory Anastasi	P Savice	Buddy Kent
Jon Rockwood	Kenji Krzywoswz	Kayode Temenu	Nicolas Riddell	Ka On Ho	Steve Sursa	Todd Finkbeiner
Farrukh Zafar	Moses Gonzales	Richard Cruz	Alex Schroeder	Daniel M McCarthy	Debra Farber	Timmy Friginal
Timmy Friginal	Paul Regalia	Jason Gould	Trevor Ghylin	Nick Zemler	Malou Canelas	Karen Percival
Adrienne and Robert Smith	Nathaniel Travis Roberts	Elder TORRES	Nathaniel L Moulton	Wendy Harris May	Wendy Harris May	Tiera Butler
Clarque Brown	Nidhin Mattappally	Senkusu Jason	Christina Stejskalova	Konstantinos Stamatoukos	Konstantinos Stamatoukos	Shawna Batty
John Murphy	Simon Arrigo	Erland Aune	Jared Zeisler	Sabah IK	Sabah IK	Jason Victor
Felix Mak	Robert Williams	Edwin P Bowling	Mo Bolaji	Amit Makhecha	Amit Makhecha	Snehashis Khan
Pablo Raess	Halley Danielle Buckner	Deborah Richards	Harold J DiCamillo	Sanjeev Anand	Sanjeev Anand	Janarthan Gnanachandran
Alessandro Rancan	Wilfrid Jean-francois	Herve T. Fonkou	Cory Anastasi	Charles MacConnach	Charles MacConnach	Charles MacConnach
Hope Gamble	Raj-Sachin Bhakta	Jonathan Lo	Ka On Ho	Yvonne Yeboah	Yvonne Yeboah	Kerry Bar-Cohn
Jose Veiga	Khaled Almutairi	Roberto Carlos Miguel	Daniel M McCarthy	Viney Mittal	Viney Mittal	Chris Spillman
Martin Cifko Stefcek	Ishmael Haqq	Jeff Newkirk	Nick Zemler	Jeff Newkirk	Jeff Newkirk	Jeff Johnson
Shemar Shaw	Eric Ream	George Jarrett	Wendy Harris May	Marina N	Marina N	Vaibhav Singh
Oliver Wayne McElveen	Bryan Cheong	Antony Muitungu	Wendy Harris May	Louis A. Bevilacqua	Louis A. Bevilacqua	Igor Drakulic
Farooq Shah	Oliver Wayne McElveen	Kevin Chalcraft	Wendy Harris May	Elith Williams-Holland	Elith Williams-Holland	Elith Williams-Holland
Esteban Lopez Tavera	Tiffany Viggiano	Atul Shrivastava	Wendy Harris May	Jordan Henry	Jordan Henry	Kyle Minor
Daniel Payne	Stefan Licht	Alexandre Arruda	Wendy Harris May	Shane McEwen	Shane McEwen	Isaiah Immanuel Fountaine
DM Diver	Andrew SUSPIR	Sylvia Si	Wendy Harris May	Glory Jayagaran	Glory Jayagaran	Felmar N Caridad
Felmar N Caridad	Matt Maziarz	Paul Jackson Jones	Wendy Harris May	Margaret C McKee	Margaret C McKee	Jason Cortegera
Bo Larssen	Samuel E Etta	Kevin Switzer	Wendy Harris May	Brian Sheets	Brian Sheets	James Houck
John Drago	Brian L White	Michael L Saruk	Wendy Harris May	Savio Pereira	Savio Pereira	Richard A DeSimone
Mercedes Rodriguez	Mike Griffin	Christian Mueller	Wendy Harris May	Tom Elowson	Tom Elowson	Adam Kennedy
Alexander Quiroz	Alex Lebon	Christopher Thompson	Wendy Harris May	Ashraf Shehadeh	Ashraf Shehadeh	Roshan Joshi
Morris Gelman	Glenn Walker	Jane A Ogumbo	Wendy Harris May	George Mower	George Mower	William Malley
Jerre Kittle	Sam RAMANI	Desmond Clarke	Wendy Harris May	Christopher Lamont	Christopher Lamont	Troy D Fortner
Seyed Keanush Mojtabei	Luinel Montoban	Bruce Wertz	Wendy Harris May	Marvin Mitchell	Marvin Mitchell	Alfred Mbembwe
Jeffrey Scott Edwards	Vardhman Jain Pukhraj Ja...	Geraldo Pilon	Wendy Harris May	Balakrishnen Varadarajan	Balakrishnen Varadarajan	Ivan Montelongo
Tabitha Ndungu	Robert T Rodgers	Lorrie Rogers	Wendy Harris May	Omar CHAUDHARY	Omar CHAUDHARY	Lize Apindi ALOO
Seichi Mano	Rosalie Sharpe	Albert Massucci	Wendy Harris May	Elias Marengo	Elias Marengo	Harsh Singh
Terry Connor	Chris Collinsworth	Innel Gennep	Wendy Harris May	Zannhia Fennell	Zannhia Fennell	Timothy Dirkens
	RAMON PASCIAIA	Santiago Bernal				

Antonio Mason	Guangquan Zhao	Rodrigo Franco	Richard Jimenez	Darrie Garth	Evera Ivy	Joan Rosegreen
Michael L Saruk	Ankush Grover	Larry Anderson	Vance Jarrette Primus	Clyde Martin	Elizabeth Lazaro	Myia Rosario A. Legaspi
Alane Dickson	Emma Eichner	Ravin Mehra	Jesse Arent	Flavia Correa Pinho Serta	Ramon Avila	Marc McClintock
Dottie Keslinger	Michael Vincent Dohack	Michele RODRIGUEZ	Kevin Fucile	Michael Lee Strait	Don Olsen	Marc Matrix
Adimchi Onyenadum	Troy Shettlesworth	Chris D. Busick	Janusz Joseph Secomski	Alex Rosati	Mark Smith	Jean Georges
Otis James	Carolyn F Hernandez	Sushanta Das	Gregory Osiegbu	Harish Damodhardas Asar	Dvir Gefen	Hassan Almarhoon
Ahtesham Sheikh	Ebonie Nichols	Edward C Young Jr	Anders Norstrom	Rob Bunn	James Croke	Rick Orzalli
Ralph Cecere	Harold Wilson	Richard Bentley	Donna Litwak	Sankar Muthukrishnan	Hal Aaron Davis	Antonio S TEPEDINO
Chye Soon Alan Kuek	Brian Sweeney	Tom Elowson	Rob Bunn	Chris D. Busick	Myia Rosario A. Legaspi	Mohammed H Barry
Jorgen Unemar	Desmond Clarke	Lillian KATHUNGU	Elias Marengo	Luinel Montoban	Katrina A. Durham	Kevin Fucile
Camille Thomas	Jane A Ogembo	Jaden Willis	Ivan Montelongo	Alex Rosati	Adimchi Onyenadum	Sukadev Singh Chand Sin...
Tabitha Ndungu	Christopher Thompson	Opeyemi Agboola	Hira Vishwakarma	Yosam Basilmire	Antonio S TEPEDINO	Mike Griffin
Wilma Ebonia	Stella Kubinyi	Donna Litwak	Bruce Wertz	Vivek ANAND	Danish Babar	Patty Tsang
Sankar Muthukrishnan	Kevin Switzer	Kevin Switzer	Randall Balestriero	Hal Aaron Davis	Arnab Chowdhury	Max Harder
Geraldo Pilon	Sathyanaarayana Bagepalli	Sathyanaarayana Bagepalli	Cynthia Marinakos	Saeed Alasmari	Erin Rogers	Daniel Hoffman
Oller Lee HARRIS	Samuela.T. Rokocakau	Anders Norstrom	Mustajab Ahmad	Warren Higgins	Alex Lebon	Eduardo Ho
Pierre EKEL	Katherine Hood	Dan TRAN	Jager McConnell	Stamatios Theodoropoulos	Jamal Narcisse	Ernest Barr
Lee Szam	Lee Gabardi	Chang Woo Lee	Ashley Rodgers	Thomas Oster	John Collins	Hilda R Hamman
Tamara Steele	Vicki L Vitkun	Brian Carroll	Michael Nichols	Jonathan Lubert	Richard Bradley	Manojkumar S. Patel
Yong Yuanjin	Laura Losignore	Debra H Bennett	Austin Gottschalk	Charles L Herring	Daniel Palmer	Manoj Weigold
Trevor Whittingham	Mike Jones	Lloyd Abdelnour	Vijay Reddy Reddy	LESTER DE PERALTA	Wayne Lee	Robert J. SCHIFF
Chad Dana	Joshua Stephen	Gordon Julian	Andrew Berger	Carl E Morsbach	Brice Laux	Jeff Rimmel
Yogendra Upadhyay	Prasad V KATTA	Monica Anderson	Mark Majeske	Benjamin Chambliss	William Nash SR	Sharon A Boyd-Floyd
Vincent Ly	Derek Fahs	Kc Trader	Patrick Nyeste	John Turner	Autumn Caughern	Gerald Currier
Michael Budhu	Richard L. Marshall	Kenneth A Shemeley	Sven Baer	Sven Baer	John Stidolph	Dean Dahlen
Timothy Jones	Radhesh Reddy Gurralla	Sheree Davis	Brandon Olson	Dan K Wolfe	William C Wallin	Louis Tucker
William R Jones	Dennis McKibbin	Jerry Diehl	Gregory Scott Gleaves	Alan Roitsch	Daniel Perez	Steven Oelke
William Ali Milkovich	Johann Litwinenko	Surendar Sekar	Preetham Hari	Sumanjeet Sodhi	Chio Saephanh	Ryan Cadigan
Aijaz Ali	Aviroop Nag	Thomas Reed	Jose A ESPEJO	Vibhor Agrawal	Valerie Griswold	David Parker
Michael Oke	Mozelle M Edgeworth	Lorraine West	Jeffery Herron	Chad Ingalls	William Moore	Nancy Durkin
Ron Rianda	Brandon Rianda	Thomas VELICKOFF	Stacy L Edwards	David Serrato	Gary Tirohn	Daryl Dixon
Marcell Benkes-Toth	Terry L Peters	Guy Goza	Aaron Ishigo	Craig Pohl	Ankit Gupta	Joe D. Basulto
Senthilkumar BALASUND...	Shannon Truesdell	Shannon Truesdell	Bill McGregor	Asad Sherwani	Darith Khay	David Haxton
Rodrick Ellis Loud DDS	Sean Stoner	Roy Brunicardi	Abdullah Alesayi	Kevin Lipine	Vanessa Tercero	Patrick McKenna
Sung Hoi	Michael Herman	Lonnie Taylor	Raymond Hooks III	Stanislav Eratt	William R Nash Jr	Connie Nelms
Chandru Jagadeeswaraiha	Gustavo Rodrigues Zenal...	Jawed Khan	David Bello	Warren Aldrich	Kamal Kishore	Minh-Tam Tran Le
Dzung Tran	Robert Graffum	Tod Lange	Yedil Workeneh	Percy ELEY	Miji Vellakkattel	Michael Nomura
Angela McGovern	Lee A Johnson	Joseph Underwood	Carlos Alarcon	Jeff Killian	Juan Carlos Velasco	Mark W Jean
Chuck Freund	Marques Alexander	Ivan Montelongo	Jose Calderon Ibanez	Thomas R Fryar	Chinedu Oranebo	George Kekauoha
James J Eliffr Jr	Darin Henry	Lisa Pu	Charles W Aarni	Juan Vicenty	George Gartseff	Byron Smith
Todd Woodward	James Gill	Bhavani Vemulapalli	Terry Misna	Liza Riley	Raymond Hooks III	Paul J Madson
Minh Scholes	Ethan So	Jason Duplantie	Holly Nemecek	Charles Brown	Allen Shelton	Frederick Kent
Michael Scardino	Steven Harris	Enrique Gamboa	Jameson Vie	Robert Belquist	Christopher Primeaux	Joyce Terhorst
Mandy Kosak	Felicia Haynes	Phil Hayden	Sean Knight	Errick Robles	Bhesh Mainali	Clarence Disharoon
Greg Briggs	Michael R Hayek	KASH SHEIKH	John Sickler	Tony Bagga	Jeziel Nova	Nathan Ender
Steve Heffin	Dan Luhman	Rachel Burns	Drake Joslin	Sean Harrington	Neil Zimmerman	Robin Stephens
Richard A. Ewald II	George Quarantney	Glenn Hunter	Melissa Noll	Kevin Kachin	Victor Chambliss	Anthony D Cook
Gloria Sampang	Henrik Stahre	Michael Pellegrini	Louis PANIGUTTI	Theresa M Skurka	Agron Elezi	Ken Farley
Chris George	Wenzhuo Wu	Lincoln McGinnis	David Belanger	Cyril Thomas	Jack White	Donald Barnes
Robert Haven Neese	Rick Corbet Gonzales	Thunguyet Vo	Zachary Morin	Paul W. Cover	Kenneth PROPP	Angelica Olcott
Gerard Lam	Robert Chernow	John Stenderhoff	Kacerus Sanders	Kevin C Winship	T Murphy	David R Schaffer
Rodney M Yack	Greg Barnes	Carlos Bishop	Gregory Amburg	Ruben Ramirez	Gregory Fernandez	Mason Gaefcke
Kary Agrotis	Craig Miller	Scott Merritt	Jerome Young	Derrick Henderson	Tay Chye Hwi Jim	Caleb Ruotolo
Sylvia McKinney	Cameron Schmidt	Tashi Bordenave	Elizabeth Reynolds	Robert Mourlas	Bill Golgosky	Skyree Neal
Robert Pelletier	Henry Sotomayor	Michael L Scott	Kevin M. Murphy	Wim Vandeven	John Sadler	Daniel KELLEY
Muhammad Hanif Ghanchi	Pansy T Hu	Edwin Jutla	Kyle Bomwer	Rohan Patnaik	Michael Gardetto	Vamsee Matta
Taylor Jackson	Sandy Butcher	DI'Mariah Wright	Rajendra Pandey	Sultan Shafei	John Avila	Robert B Taylor
Brook Ferney	Vignesh Kumar Sathyamo...	Nathan B	Nathan B	Daniel Haden	Joseph Jeffrey	Leonard Chijioke Ezenwa
Cynthia Brinkman	Arnold Ngereza	Anthony Greco Jr.	David McDonald	Ivar Kulla	Suhail Zafar	Joseph Oseghale
Angeles Siazra	Dennis Parker	James Phillips	Manoj Kunchala	Harrinauth Ramsaroop	Brad HYLAND	Albertico Maduro
Blaine Kloeckner	Phillip Jones	Patrick Enweronye	Ashish Gupta	Alyssa McKenna	Jim Graham	James Sioh
Dyanna Okazaki	Stephen Yoskowit	Andrew Spears	Blaine Cram	Vincent A Marin	Firozkhan Pathan	Rohit Mail
Rushi S Suchde	Shavonne Tonnes	Martin Wagner	Eric Hendricks	Bridget Conway-Taylor	Iman Kazerani	Scott Ufford
Colette Pinkney	Rosa Lopez	Renato Alberto	Woo Joong Kim	Melissa Givvines	Iman Kazerani	Abdul Qawi
Susan Ballew	Doug Scott	Russell Cohen Hoffing	Eric Goldmaker	Dennis Hendricks	Thomas Jankas	Zoe Johnson
Tariq Segal	Nayan GHELANI	Nicodemus Geefay	Anthony Prunsky	Patrick Brown	Lartey Woods	Dani Habtom
Nimesh Patel	Ignacio Manuel Silva	Peter Hallman	Venkata Lukka	Fabiano De Val	Andrea Sears	Adedoyin Adeshina
Ernest Harry Musasa	Matthew Beckman	Eric Mabo	Penola Leslie	Brian S Charles	Michael Henderson	Adam Willets
Darroniya Thomas	Jason McKim	Ramprasad Jembu Rama...	Jignesh Vadviya	Yonatan G Siyum	Elisa Lai	Denis Kolisnichenko
Norman Schulein	Emmanuel Molion	Julia Alamani	Sarah J Jeter	Nicola Onassisi	William Edwards	Jan Kucera
Cristina Hasigian	Evangelos Katradis	Kenneth F Moser	Michael Hutson	Equislaure Gabriel	Joshua Johnson	Lipsa Sarangi
Kishore Anjaneyulu	Carlos DAVILA	Dion Roberts	Kevin Noble	Nicholas Lidster	Alan White	George Almeida
Sachin Vyas	Steve Kwak	Francisco Saucedo Jr	Kamlesh Patel	Gil Quadros Flores	Dapo Lediju	Desirae Parette
Erick Cardona	Ramunas Slezas	William Ferrara	William Ferrara	Derek Jackson	Jared Cook	Narayana Chittireddy
Christopher Finck	Michael Cupp	Kevin Kirchner	David De Koster	Salvador Ugalde	Juan Valencia	Orit Adiri-Niemogha
Derek Berdysz	Marjorie Sheriff	Bryan DeBoard	Rudolph Paul	Benjamin Blackman	Michael Carron	Kofi Opoiku-Akoto
Wayne Hudson	Ryan LANE	Paul Camp	James Gubitosi	Steven Waterman	Camille Hardman	William Cromwell
Patrick Hunter	Mark Terna	Mathew Dale	Prashanth Srikanthan	Davinder Sharma	Joseph Grubb	Steve Davis
Deborah J. Grazioso	Travelle McFarland	Doug Baugher	Richard H Lange	Dennis Price	Raja Mallepeddi	Jorge Pelayo
Leshia Daniels	Barbara Fein	Erik Schneider	Vincent Mach	Dustin Bjstrom	Lokesh Wuluvarana	Thomas Griffith
Paulinus Esomonu	James Butler	Paul Gaia	James Mellander	Terry Simmons	Jacobus Dirk Spreuwen...	Hamish Cameron
Bhim Subedi	Paul Lee	Curt Mello	Tim Cronin	Vinay S	Adam Willets	Bryan McDaniel
Augustine Ezenwa	Joseph Ryan Thompson	Kimberly Robinson	Kwasi Sarfo	Co Christo	Yvonne Hernandez	Justin Koo
Rahul Bhandari	Dola Nedeska	Hari Dahal	Abraham Heebink	Daphne Showell	Vladimir Bojcev	Adena D. Shipton
Kyle Wong	Michael R Mines	Maurice Adovockpe	Charline Avril	Steven Lu	Ryan Gardner	Vince Joseph THOMAS
Brian Janeshkek	Tuan Nguyen	Eliot Guadalupe	Joseph H Germain	Kathryn V Stewart	Rajavardhan R Likky	Michael Purieski
Adnan Shukurallah	Mary Ping	Frank Ostrander	Frantz PetitFrere	Max Bastow	Ciara Edwards	Muriel L Segal
Anthony William Santama...	Angela Reynolds	Benoit LIEGEY	Kevin Wisniewski	Jake Satko	Teresa West	Patricia Zamora
Kevin Flanders	Vijayanth Nakka	Andrew Breyer	Ryan Huntley	Rohan Rodrigues	Scott Schmidt	Lionel Ronald
Jasmine Jordan	Hollie Culler	Madhav KHANAL	Ananta P Khanal	Kristin Gallagher	Sam Blackburn	Jin Woo Park
Zach Odeh	Brandon Roy	Robert Crockett	Robert Crockett	Klaas Reins	Fardad Deihim	Tamara Gordon
Jason Rigby	Sherie O'Connell	Patrick Race	Adam Hussain Mashraqui	Sander Lipman	Charles Stevens	Jacob Tower
Bruce Houck	Bjorn Van Vliet	James Wolfe	Adam Hussain Mashraqui	Evan Johnson	Steven Cannatello	Thomas Yarnall
Victor Buick	Khaleel Welsh	Khagendra Sangraula	Rolly Mativo	Ashish Padshala	Emanuele Ponzo	Martin Shannon
Brian Joseph Lehr	Srinivasan Gudapati	Sancha Rai	Mason Gallik	John Fairley	Alexis St Amant III	Presley Beauvais
Ryan Thornburg	Dorian Nasby	Douglas Hubbard	Anup Mathur	Teri Hansen	Norton F. Davis	Rajasekhar Yakkali
Ramon Ferguson-Walker	Bradley Korn	Johan De Maertelaer	Ian Howard	Vinh Tran	Billy Reece Dale	Lynnette Emanuel
Rajash G Bhakta	Jeremy Hartmark	Donald Price	William Newhouse	Greg Kerswill	Jonathan D Gilbert	Cecil Vivian Philgence
Rose Ward	Nick T Seedorf	Dwayne Sims	Allen Dronko	Manoj Mittal	James Tran	Josephine R Wilkie-Smith
Tek Nath Timsina	Yong Yuanjin	Alexandra Maund	Diwakar C	Denise Petryk	Byung Kyu Lee	Evans Mabo
Gilberto A. Ortega	Marius Boncea	Amara Duru	Christopher Eddinger	Aslam Padath Peedikayil ...	Michael Kane Sr.	Michael Meyer
Michelle Strayhorn	Melisa Hooper	Shannon Hoeg	Anne Miller	Dariana Francois	Satyaprashant Bezwada	Dipendra Tiwari
Pcna Investments LLC	Martha Cisneros	Timothy WEILAND	Mary Vinson	Joel Hansen	Brian Helgeson	KIRAN TANA
Craig Throne	David C Smith	Eldridge Holliday	Suresh Chaurasia	Demetri L Roberts	Veronica Thornton	Mincheol So
Brandie 'Freyja' Mannon	Reass Bandler	Kevin Luongo	Jade Greene	Charles Porter	Karlos BROTHERS	Veronica Nwahir
Richard Hinds	Clifton Bennett	Juliette Metzger	Manuel Mota	Bashiru JIMOH	Bryant Stevenson	Jonathan Flinker
Joseph Mario Pyles	Peter Vlahos	Jake Kinzly	Jason Woods	Juan Valencia	Adam Willets	Shavonne Tonnes
Russell Cohen Hoffing	Nayan GHELANI	Biren Patel	Raja Karumuri	Keith Healey	Max Bolanos	Joseph Yveys
Paul Russo	Nicole Forrest	Lin Shearer	Ronnie Bolton	Joseph Scott	Shalin Choksi	Edmilson P Romao
Ryan Sample	Jentel Venable	Lunsford SURREY	Jason Hanigan	Soo Kim	Julie Janata	Maurice Bortz
Allan Carvalho	John Scarlett	Steven Frazier Child	Rudy Campbell	Dennis Wayne Carter	Indu Vishwakarma	Burak Tunca
Stephanie Ramsey	Nicholas Richard Mario	Randall J Gordon	Alma Orazaliyeva	Marcus Lee	Joel Newman	Benjamin Williams
Andrea Johnson	Karl Stine	Vince Van Meer	Jeevan Jambhulkar	John Brindisi	Bryce Bowie	Rachel Duarosan
Gina Parodi De Reid	Sofyan Bin Daud Mohamed	Michael Henderson	Kary Agrotis	Nancy Durkin	Mikhail Chertkov	Sylvia Hobson
Michael Calo	Brooke Marshall	Ken Rudominer	Dan Flores	William Johnson, IV	James E. Mooney	Trevor Traylor
Chris Choi	Jim Uehling	Glenn Polman	Azeez Omotayo	Cynde Crisostomo	Marvin Dent	Angela Conde
Thomas Armstrong	Damon D Olafson	Vincent P Perrard	Margaret Strickland	Adell Thompson	Gerald.D.Shotts Jr	Gerald Taylor
Mordhai Marantz	Lashun Younger	Javona Hines	Chris Ryerson	Chris Ryerson	Jason Roben	Kokou Akpo-gnandi
Hany Ragheb	Antonio Rosa	David IHWAKAR	Akpo Lamissi	Pei Jen Hickey	Randy Kohn	Simon Grant
Kristine Sandenaw	Richard Barigela	Connor Foreman	Raj Max William Vijayaku...	Carl Ott	Ann Sullivan	Guy Lamberg
Julia Mendez	Matthew Musko Malakana	Erin L. EICLED	Erin Mendez	Josephine Karpala	Julian Ramirez Ramirez	Jennifer J Wallman

Anthony Parrish Alwyn Lerone Foy Darnell Snider Bret Ketcham Stacey Crumrine Scott Smith Kimberly A Touhey Jonathan Cabanellas Francois Guerin Henry Okeke Miguel Fabregas Chang Woo Lee Gregory R Stoops Darlington Etumni Jeff Bishop Todd Vanderleelie Venkat Ramaswamy DiMariah Wright Dapo Lediju Marcell Benkes-Toth Tamara Steele Robin Stephens Jason Tremba Chris George Daryl Dixon Johann Litwinenko Brandon Rlanda Gustavo Rodrigues Zenai... Charline Avril Thomas Yarnall Kishore BATCHU Luis Orellano Bryan McDaniel Nimesh Patel Dinesh Patel Charmaine Batayola Prasad Gadiraju Vinay V SATTI Irene Morilla Vijay Marupudi Riley John Reinhart Paramanaden MOONESA... Kolapo Egerton-Shyngle F I R A S Mansour N ALSA... Patricia Amadeo Hilary Maguire Dorothy White Tario Segal Jalyn Sanders Maria Marinin Luis M Morales Enrique Gamboa Alexis St Amant III Vijay Reddy Reddy Gabor Sztvorecz Glen Cathey Robert Alan Milkovich Sean Legendre Michael Afana Steven Lu George Railean Gabriel Haenni Zimmerman Gina Provante Gabor Luisa Ashley Angela Reynolds Jeff Newkirk Larry Tanner Fahad Alabdulwahed Rohit Kachroo Julian Keuerleber Abhishek Kumar Thakur Ara John Thompson Jay Kavimandan Sean Harrington Manojkumar S. Patel Prashant Varma Andrew Spears De Marrio Kinte Lee Tomer Gal Sam Thompson Satyaprasanth Bezwada Derek Jackson Matt Zylstra Nirmalbhaj Patel Matthew Molter Margaret Folvag Kevin Switzer Marcelle HARDIN Jay Pennock	Stefan Eich Evans Richards Denold Jean Louis Rostislav Dikov Martin J Huhmann Tamme Ford Todd Stockwell Kamal Khadka Wanda Guevaras Shirnee Hoskins James Williams James Johnson Suchai Gumtrontip Michael E PARKER Gabor Sztvorecz Mark Erwich Robert Stahlsmith Martin Wagner Wim Vandeven Kenneth PROPP Dan K Wolfe Thomas Oster Carl E Morsbach Ken Farley Bruce Houck Glenn Hunter Phil Hayden Stanislav Eratt Dr Yvonne D Austin Andrew Berger Dariana Francois Vibhor Agrawal William C Wallin Richard A. Ewald II Andrew Marc Rosa Lopez Fahad Khan Eric Weigold Karan Mirani Hellen Mbithi Ram Manikarnika Cicely Miller Robert E DIMILIA Johanna Yaovi George Robertson Michael Mariani James Ack, DVM Robert B Taylor Biel Seuma Pujol Craig Marolf Matthew Maryn Gary Tirohn Zachary Morin Gregory J Wong Arun Kamoji Julia Alamani Mariam Awada Senthilkumar BALASUND... Nezamur Mollah Kim Szymura George Railean Scott Michael Darling Anupal Dutta Gerald McDaniel Richard Przybylowicz John H Kerr Peter Lee Wagner Geraldo De SOU... Sean Deeney Marty Crumes Lim Hin FA Jad Salem Valerie L Stokes Suresh Subramanian Theresa Sherman Prashant Varma Joseph C Stevens IV Carrie Martin ANSHU VAJPAYEE Ashish Padshala Brian Whittington Ava Yockey Matt Zylstra Jaron Glasgow Lloyd Abdelnour Bhavani Vemulapalli Dale Chan Anum Khan Eric Leijonmarck	Greg Vanhoose James T Jewett II Jeff Johnston Bashar Nesheiwat Christopher Snipes Bert Socolove Hector Perez Gerald Roeder Nagaraju Manduri Aminur Rusul Tong Li Niraj N. Rana John Hwang Alexander Fry Steve Oricoli Jonathan Wright Roger M Bean Bill McGregor Michael Budhu Camille Hardman Charles W Aarni Rajasekhra Yakkali Joseph Jeffrey Julie Janata Noah Mengu Marques Alexander Prashanth Srikanthan Kevin MaGee Joseph Scott Michelle Strayhorn Dariana Francois Alan Roitsch Jonathan D Gilbert Daniel Weiss Jeanette Pospishil Rosa Lopez Khris Persaud Jose A Gelpi Vlad Antohi Ebenezer Joseph Marta Adranowska Trunell Roberts Robert E DIMILIA Terrell Kennedy Craig M Aukamp Sandeep Singh Glen W Botts Prabu Manickam Peter Wozniak Brian Helgeson Kyle Kline Gary Tirohn Kim M Peterson Clifton Bennett Kenzo King Shalin Choksi Vignesh Kumar Sathyamo... Mark Terna Tamme Ford Trista Bridges Hilda R Hamman Mary Anne McMahon-Har... Alwyn Tauro Matthew Reynolds Tayler Casey-Kalmanchev John H Kerr Chris Kimber Wagner Geraldo De SOU... Patricia Peter Shelby Dennis Raul Sanchez Jason Arnold Scott Holmes Gina Rigby Theresa Sherman Nobuyuki Kashiwagi Jennifer Baltazar Hughes Anita Storms Chloe Lauter Barry Iyengar Neil Baker Viacheslav p Vikash Goel Jaron Glasgow Giuliana Laracca Bhavani Vemulapalli Alghamdi Wael Srikant Chellappa Akah Nnani Ezediaro	Randall Gilliam Jaron Glasgow Terry Haapala Earendil Engelmenn Ronald R Woodall Jr Erika Gutierrez Daniel Bosancu Donoval Young Ron Jackson Dyncort Richards Christopher Bari Vincent J Collins Carl Zhou Chris Kimber Ramesh Maddipoti Leo Chan Richard Bjelland Kevin C Winship Jasmeet Singh Equislaure Gabriel Michael Nomura Rajasekhra Yakkali Jeffery Herron Lunsford SURREY Gerald Taylor Ramesh Sadashiv Richard Bjelland David Benkes-Toth Henry Okeke Nayan GHELANI Yong Yuanjin Dean Dahlen Steven Harris Yusef Ali Washington Sarah Zhou Wim Vandeven Sarah J Jeter Andrew Clark Jaramee Williams Aaron Ishigo Michael Farkas Trunell Roberts Gladys M BLACK Barry Patterson Deepakraj Raghavendra Evangelia Kyrianiou Tiffany Billingsley Shae Tomiak Jennifer Winter Guillaume Couturas Nathan B Ryan LANE Suresh Sekar Roger M Bean Marc A Pierre Louis Mithun Patel Jeremy Blaise Lorraine West Sofyan Bin Daud Mohamed Trista Bridges Elizabeth Camarena Elizabeth Camarena Punwant Singh Jorge Juarez Erick Jovan Garcia De La ... Angele Spratley Rakesh B SASVIHALLI Chris Kimber Howard Bush Cornelius McElveen Patrick Seip Isaac Gonzales Bill Golgosky Nona K. Cheeks Natalie Wagner Vijayakumar Aluru Thomas Etsler Harold Lynch Emily G RINNELS Alice David Ron Bivas Alhasan MACFOY James Weber Felicia Haynes Erin M Perry Susan Ballew Suhail Zafar Rupal A Patel Jared Cook Venatius Che Nde	Willoughby SMITH Peter F Cikalo Nick Zou Jennifer Gardner Tala Abdalla Christoph Hitzschke Bryan Fuller John Iwasin Hemal Naik Mark Hines Salwa Abdulla Andrew Stefanick Badal Haider Puneet Gupta Gregory J Wong Rod Holmes Ahmed Patel Dan TRAN Kevin C Winship Jasmeet Singh Arthur Popkave Phillip Jones Vicki L Vitkun Renato Alberto Paulinus Esomou Alexandra Maund Steven Oelke Yongfang YE Max Bastow Jawed Khan Dan TRAN Brook Ferney Mohammad Ali Zafar Abraham Heebink John Fairley Carlton Houston Adedayin Adeshina Ethan So Srinivasan Gudapati Edward Kelly Medlock Iryna Zhuravel Rachel Duarosan Brandon Blitzer Laura Binder-Hines Karthik Viswanathan Marilyn Monter Willie Buggs Juanita E Borton Dapo Lediju Naeema Clark Rudy Santos Maureen Huyett Guy Lamberg Anthony Lawson Taylor Jackson Ryan Gardner Paul Russo Gevork Ebrahimian Brian Rockwell Ahmed Patel Tammy Marshall Elizabeth Camarena Khalil Assadilari Jagruiti Patel DDS Tim Kennedy Maraini Abdul Majid Rakesh Prince Rozier Visakh Chandramohan... Hadeel Almushighi Chang Woo Lee Micah E Sacla Roger Sacla Bill Golgosky Adriana De Souza William Rivers Dzung Tran Thomas Etsler Peter NJIRU Irene Manallil Euvelyn Vinton William R Nash Jr Angeles Sizarza Damien Sutevski Sebastian Weiss Vincent Mach Dale Heinrichs Zaka Ansari Anthony D'Oronzo Megan Goldstein Michael Nichols	Nicholas Bennett Alexander Cox Travis Giarde Javier E Medina Michael Flanigan Maxime Dabire Dan Brennan David D Hanson Dianne Grant Mark Hines Jim Palmieri Jeff Park Robert J. Mosley Alex Teeling Renald Jean-Philippe David Martinelli Vinay V SATTI Richard A. Ewald II Jaspreeti MEHTA Kevin C Winship Sangita Dutta Jeff Park Brandon Olson Kevin Luongo Odalis Santana Brian Carroll Wenzhuo Wu Henry Sotomayor Kishore Anjaneyulu Charles Stevens Joseph Veys Jasmine Jordan Bradley Hayden Randy Kohn Bhesh Mainali Tiara Rose-Davis Salvador Ugalde Felipe De Jesus Robles C... Krishna Walker Timothy McDaniel Tom Brennan Brandon Blitzer Syed Abdul MUGSITH Anthony Parrish Donnie Everett Ganapati Baburao Gejam Brandon MANN Ronald Owens Donnell Grant Tony Jacob Jim Graham Robert Haven Neese Vinodh Rajagopalan Keith Healey Willie Cannon Jr Paul Russo Kristian La Brash Felnar Caridad Siddharth Vashist Adam Christopher Hall Sangeethaa G Vlad Sebastian Meghes Zachary Chasse David Scott Dautremont Brad Golder Usha PATEL Bridgenauth Shividarsan Minral Bhoomik Daphne DeGering Aidee Wilcox Beena Patel Thaddeus Onwuka Prasad V KATTA Alexander Fry Pawan Aryal Rajendar Matta Diwakar C Jeremiah Sasso Sanjay Pinnock William Nash SR Roberto Valdesogo Bahillo Cody Taylor Adam Sampson, DMSc, P... Keith Martin Stiger Ramon Ferguson-Walker Jason Trubee East Dean Ghanshyam C Ratanpara Jonny Price	Kenneth Fisher Ramon Rivera Terri Butler David Katralis Tim Kennedy Andrew G. Roots Stephen H Quinn Jr Jerome Glenister Anthony Barrett A. Astud... Shirley Williams Jeff Rimmel Pamela Anne Schneider Richard Campbell Vinodh Rajagopalan Andrew Trainer Arthur Popkave Zhuorong Jiang Tariq Segal Jim Palmieri Rodrigues Gabriel Eric Goldmaker Charles L Herring Chris George Hai Hoang Van William Gray III Brian Carroll James Shah Jerry Kampijul Michael Henderson Ian Batayola Demetri L Roberts Bryan McDaniel Sean Knight Geogy Philip Angela McGovern Darryl Lizzyness Dan Brennan Abishek Raman Patrick Enweronye Donald M. Bell Hope Gamble Manan Shah Nagarjuna Magati Theresa Weik Brian Jacques Kiara Robinson Chris Ryerson Syngman Stevens JR Cameron Schmidt Muhammad A. Bhatti Adam Hussain Mashraqui Vijay Reddy Reddy Lee A Johnson Andrew Budge Dhinesh VM Kristian La Brash Felnar Caridad Siddharth Vashist Duane Chaney Spencer Canova Karla Barrios Michael Adedamola Odun... David Scott Dautremont Estepani Polanco Yue Yue CAO Kenneth Fox Minral Bhoomik Daphne DeGering Cesar Lee Katie Raj Nick Clark Sean Harrington Mason Gallik John Kerr Tirthaj Patel Beverly Roseman James E. Mooney Sanjay Pinnock John Turner Jerome Young Chris Lewis Thomas Langley Mihail Genchev Thomas Griffith Tiger D Amber Morren Frank Peart
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Thank You!
From the ThisWay Global Team





Angela Hood
Founder/CEO



Justin Hood
COO



Alex Shmelev
Chief Technology Officer
Walt Disney Architect, Drugstore.com VP of Pharmacy Technology Systems (acquired by Walgreens), Senior Engineer at one of the fastest growing fin-tech companies, Nerd Wallet. Leading enterprise technologist for over 25 years.



Victoria Leigh
Salesforce Admin
Victoria was a Product Owner for her first year with ThisWay. In 2019 she became a Salesforce Admin and leads implementation of our Salesforce integrations. Coordinates candidate outreach with LGBTQ community.

Details

The Board of Directors

DIRECTOR	OCCUPATION	JOINED
Angela Hood	CEO @ ThisWay Global	2016

Officers

OFFICER	TITLE	JOINED
Angela Hood	President CEO	2016
Everett J Hood	COO	2016

Voting Power [?]

HOLDER	SECURITIES HELD	VOTING POWER
Angela Hood	LLC-Sole Proprietor	100.0%

Past Equity Fundraises

DATE	AMOUNT	SECURITY	EXEMPTION
06/2018	\$850,000		Other
10/2018	\$2,300,000		Other
04/2020	\$141,900		Section 4(a)(2)
07/2020	\$10,000		Section 4(a)(2)
10/2020	\$1,070,000		4(a)(6)
10/2020	\$512,330		506(c)
06/2021	\$1,500,000		Other
08/2021	\$1,000,000		Other
11/2021	\$500,000	Preferred Stock	Regulation D, Rule 506(b)

The use of proceeds is to fund general operations.

Convertible Notes Outstanding

ISSUED	AMOUNT	INTEREST	DISCOUNT	VALUATION CAP	MATURITY
06/27/2018	\$850,000 ^(?)	6.0%	20.0%	\$5,000,000	12/31/2019
10/26/2018	\$2,300,000 ^(?)	6.0%	20.0%	\$15,000,000	12/31/2021 ^(?)
06/18/2021	\$1,500,000 ^(?)	6.0%	0.0%	\$30,000,000	12/31/2022
08/18/2021	\$1,000,000 ^(?)	6.0%	0.0%	\$30,000,000	12/31/2022

Outstanding Debts

None.

Related Party Transactions

None.

Capital Structure

CLASS OF SECURITY	SECURITIES (OR AMOUNT) AUTHORIZED	SECURITIES (OR AMOUNT) OUTSTANDING	VOTING RIGHTS
Common	13,781,317	10,000,000	Yes
Preferred	3,445,383	2,961,286	Yes
SECURITIES RESERVED FOR ISSUANCE UPON EXERCISE OR CONVERSION			
Warrants:	0		
Options:	0		

Risks

Long enterprise sales cycles, long integration periods and accrual accounting framework can cause reporting revenue to take several months to become realized revenue receivables for the company. This poses a cash flow risk as an early stage company delivering to enterprise organizations.

This offering is being conducted on an expedited basis due to circumstances relating to COVID-19 and pursuant to the SEC's temporary regulatory COVID-19 relief. [Rule 201(z)(1)(i)].

Our future success depends on the efforts of a small management team. The loss of services of the members of the management team may have an adverse effect on the company. There can be no assurance that we will be successful in attracting and retaining other personnel we require to successfully grow our business.

Relatively low capitalization for the target market of mid/large/enterprise customers, which puts company at risk of not reaching cash-flow positive before funds run out

Combination of above risks resulting in team members getting sick and adversely affecting the company's ability to deliver.

We are currently a small team of highly skilled experts, but our lack of depth on "the bench" is a continuing risk, meaning we one have one person in each role--one front-end engineer, one back-end engineers, one salesperson, one customer support person, etc.

Our status as an early-stage startup disincentives large/enterprise customers from early adoption and conversion to long term contracts.

The chaos and distraction due to the COVID-19 quarantine and it's effects keep our customers from deciding to buy.

That a larger competitor develops similar technology and uses their size and capital to capture greater market share.

Description of Securities for Prior Reg CF Raise

Additional issuances of securities. Following the Investor's investment in the Company, the Company may sell interests to additional investors, which will dilute the percentage interest of the Investor in the Company. The Investor may have the opportunity to increase its investment in the Company in such a transaction, but such opportunity cannot be assured. The amount of additional financing needed by the Company, if any, will depend upon the maturity and objectives of the Company. The declining of an opportunity or the inability of the Investor to make a follow-on investment, or the lack of an opportunity to make such a follow-on investment, may result in substantial dilution of the Investor's interest in the Company.

Issuer repurchases of securities. The Company may have authority to repurchase its securities from unitholders, which may serve to decrease any liquidity in the market for such securities, decrease the percentage interests held by other similarly situated investors to the Investor, and create pressure on the Investor to sell its securities to the Company concurrently.

A sale of the issuer or of assets of the issuer. As a minority owner of the Company, the Investor will have limited or no ability to influence a potential sale of the Company or a substantial portion of its assets. Thus, the Investor will rely upon the executive management of the Company to manage the Company so as to maximize value for unitholders. Accordingly, the success of the Investor's investment in the Company will depend in large part upon the skill and expertise of the executive management of the Company. If the Management of the Company authorizes a sale of all or a part of the Company, or a disposition of a substantial portion of the Company's assets, there can be no guarantee that the value received by the Investor, together with the fair market estimate of the value remaining in the Company, will be equal to or exceed the value of the Investor's initial investment in the Company.

Transactions with related parties. The Investor should be aware that there will be occasions when the Company may encounter potential conflicts of interest in its operations. On any issue involving conflicts of interest, the executive management of the Company will be guided by their good faith judgement as to the Company's best interests. The Company may engage in transactions with affiliates, subsidiaries or other related parties, which may be on terms which are not arm's-length, but will be in all cases consistent with the duties of the management of the Company to its unitholders. By acquiring an interest in the Company, the Investor will be deemed to have acknowledged the existence of any such actual or potential conflicts of interest and to have waived any claim with respect to any liability arising from the existence of any such conflict of interest.

Minority Ownership

An Investor in the Company will likely hold a minority position in the Company, and thus be limited as to its ability to control or influence the governance and operations of the Company.

The marketability and value of the Investor's interest in the Company will depend upon many factors outside the control of the Investor. The Company will be managed by its officers and be governed in accordance with the strategic direction and decision-making of its Management, and the Investor will have no independent right to name or remove an officer or member of the Management of the Company.

Following the Investor's investment in the Company, the Company may sell interests to additional investors, which will dilute the percentage interest of the Investor in the Company. The Investor may have the opportunity to increase its investment in the Company in such a transaction, but such opportunity cannot be assured.

The amount of additional financing needed by the Company, if any, will depend upon the maturity and objectives of the Company. The declining of an opportunity or the inability of the Investor to make a follow-on investment, or the lack of an opportunity to make such a follow-on investment, may result in substantial dilution of the Investor's interest in the Company.

Exercise of Rights Held by Principal Shareholders

As holders of a majority-in-interest of voting rights in the Company, the unitholders may make decisions with which the Investor disagrees, or that negatively affect the value of the Investor's securities in the Company, and the Investor will have no recourse to change these decisions. The Investor's interests may conflict with those of other investors, and there is no guarantee that the Company will develop in a way that is optimal for or advantageous to the Investor. For example, the unitholders may change the terms of the operating agreement for the company, change the terms of securities issued by the Company, change the management of the Company, and even force out minority holders of securities. The unitholders may make changes that affect the tax treatment of the Company in ways that are unfavorable to you but favorable to them. They may also vote to engage in new offerings and/or to register certain of the Company's securities in a way that negatively affects the value of the securities the Investor owns. Other holders of securities of the Company may also have access to more information than the Investor, leaving the Investor at a disadvantage with respect to any decisions regarding the securities he or she owns. The unitholders have the right to redeem their securities at any time. Unitholders could decide to force the Company to redeem their securities at a time that is not favorable to the Investor and is damaging to the Company. Investors' exit may affect the value of the Company and/or its viability. In cases where the rights of holders of convertible debt, SAFES, or other outstanding options or warrants are exercised, or if new awards are granted under our equity compensation plans, an Investor's interests in the Company may be diluted. This means that the pro-rata portion of the Company represented by the Investor's securities will decrease, which could also diminish the Investor's voting and/or economic rights. In addition, as discussed above, if a majority-in-interest of holders of securities with voting rights cause the Company to issue additional units, an Investor's interest will typically also be diluted.

Restrictions on Transfer

The securities offered via Regulation Crowdfunding may not be transferred by any purchaser of such securities during the one year period beginning when the securities were issued, unless such securities are transferred:

- to the issuer;
- to an accredited investor[®];
- as part of an offering registered with the U.S. Securities and Exchange Commission; or
- to a member of the family of the purchaser or the equivalent, to a trust controlled by the purchaser, to a trust created for the benefit of a member of the family of the

the purchaser, to a trust created for the benefit of a member of the family of the purchaser or the equivalent, or in connection with the death or divorce of the purchaser or other similar circumstance.

Valuation Methodology for Prior Reg CF Raise

The offering price for the securities offered pursuant to this Form C has been determined arbitrarily by the Company, and does not necessarily bear any relationship to the Company's book value, assets, earnings or other generally accepted valuation criteria. In determining the offering price, the Company did not employ investment banking firms or other outside organizations to make an independent appraisal or evaluation. Accordingly, the offering price should not be considered to be indicative of the actual value of the securities offered hereby.

The initial amount invested in a Convertible Note is determined by the investor, and we do not guarantee that the Convertible Note will be converted into any particular number of units.

As discussed in Question 13, when we engage in an offering of equity involving Units, Investors may receive a number of units of Preferred Units calculated as either the conversion price equal to the lesser of (i) 100% of the price paid per unit for Equity Securities by the Investors in the Qualified Financing or (ii) the price equal to the quotient of the valuation cap of \$25,000,000.00 (the "Valuation Cap") divided by the aggregate number of outstanding units of the Company's units as of immediately prior to the initial closing of the Qualified Financing (assuming full conversion or exercise of all convertible and exercisable securities then outstanding, but excluding the units of equity securities of the Company issuable upon the conversion of the Notes or any other debt).

Because there will likely be no public market for our securities prior to an initial public offering or similar liquidity event, the price of the Units that Investors will receive, and/or the total value of the Company's capitalization, will be determined by our board of directors. Among the factors we may consider in determining the price of Units are prevailing market conditions, our financial information, market valuations of other companies that we believe to be comparable to us, estimates of our business potential, the present state of our development and other factors deemed relevant. In the future, we will perform valuations of our units that take into account, as applicable, factors such as the following:

- unrelated third party valuations;
- the price at which we sell other securities in light of the relative rights, preferences and privileges of those
- our results of operations, financial position and capital resources;
- current business conditions and projections;
- the marketability or lack thereof of the securities;
- the hiring of key personnel and the experience of our management;
- the introduction of new products;
- the risk inherent in the development and expansion of our products;
- our stage of development and material risks related to our business;
- the likelihood of achieving a liquidity event, such as an initial public offering or a sale of our company given the
- market conditions and the nature and history of our business;
- industry trends and competitive environment;
- trends in consumer spending, including consumer confidence;
- overall economic indicators, including gross domestic product, employment, inflation and interest rates; and
- the general economic outlook.

We will analyze factors such as those described above using a combination of financial and market-based methodologies to determine our business enterprise value. For example, we may use methodologies that assume that businesses operating in the same industry will unit similar characteristics and that the Company's value will correlate to those characteristics, and/or methodologies that compare transactions in similar securities issued by us that were conducted in the market.

Company

ThisWay Global Inc.

- Delaware Corporation
- Organized September 2016
- 8 employees

801 Barton Springs Road

Austin TX 78704

<https://www.thiswayglobal.com>

Business Description

Refer to the [ThisWay Global](#) profile.

EDGAR Filing

The Securities and Exchange Commission hosts the [official version of this annual report](#) on their EDGAR web site. It looks like it was built in 1989.

Compliance with Prior Annual Reports

ThisWay Global has previously not complied with the reporting requirements under Rule 202 of Regulation Crowdfunding.

Filing annual report late in 2021.

All prior investor updates

You can refer to the company's [updates page](#) to view all updates to date. Updates are for investors only and will require you to log in to the Wefunder account used to make the investment.