

=>:%-?"'Y88:.-"9-: #' ,:%'E/<"7-:%'Y#">&8-8'L%:X%"C']/7-/G/%'()((I'())(4'

YC/%-."#L8&.<:>:X-.">'Y88:.-"9-: #'A-7-8-: #'(5'L%:X%"C'3<"-%'()())R() (DYC/%-."#'
L8&.<:>:X-.">'Y88:.-"9-: #'A-7-8-: #'(5'6B.:C-#X'L%:X%"C'3<"-%'()DPR()())'

Y?'2:.'=/?/%">'V%"#9']/7-/G/%'Y.9-7-9-/8'

c"9-:#">'[#89-9\$9/8':, '2/">9<'

E-:T/<"7-:%">"#?'E/<"7-:%">'L%:. /88/8'[#9/X%"9/?']/7-/G'V%:\$B'

' d]V['EEELR!'PD'

()DD'

S?-9: %-">'Y.9-7-9-/8''

! "#\$%&'()*! *+% , - . ' ! + ! /) % 0 1 ' 0 # 2 ! V \$ / 8 9 ' Y 8 8 : . - " 9 / ' S ? - 9 : % !

()(4R()(*'

! "#\$%&'()*! *+% , - . ' 3!4#.#%)0\$!5!/)%01'0#2!'Y88:.-"9/'S?-9:%'

()DP'

! 6(7)+%,!(8!*99,'#:'! "#\$%&'()*! *+% , - . ' ! E : "% ? ' 1 / CT / % !

()D*I'()DKR()DN'

! ; : 70%1'(+!5!<)#%1=#+1!(8!>\$', :)# + 2!V\$ / 8 9 ' Y 8 8 : . - " 9 / ' S ? - 9 : % '

()D(R()D4'

' 6(7)+%,!(8!'#\$%&'()%,! ; : 70%1'(+2!V\$ / 8 9 ' Y 8 8 : . - " 9 / ' S ? - 9 : % '

()DK

e Z /&C "#I'!F']FI' /A<<F'K',L'+L'K'3 "CB:8I'3FI' f 'V"%.-"I'YF']F'M() ((OF'Y#"BB>-. "9-: #: , '9</'9%- ">R
T"8/?', \$#.9-: #">"#">&8-8'9: ""88/88'B%: T>/C'T/<"7-: %'/7: ^/?"T&'%-9\$">' -#9/%\$B9-: #F'
"\$%&'()%,! ?+1#)&#+1'(+. !?: -F: %XaD)FD)) (aT-#FDNN('

e Z /&C "#I'!F']FI' /A<<F'K',L'+L'K'3 "CB:8I'3FI' f 'V"%.-"I'YF']F'M() (DOF'; : C//',, / .98': , 'B%"-8/'
?%#X'9</'/8. "B/' . : #?-9-: #: , '9</' , \$#.9-: #">"#">&8-8F' "\$%&'()%,! ?+1#)&#+1'(+. 2!GH!MDO'
5NRKKF'? : -F: %XaD)FD)) (aT-#FDQK4'

e 3 "CB:8I'3FI' /A<<F'K',L'+L'K' Z /&C "#I'!F']FI' f 'V"%.-"I'YF']F'M() ()OF'L "%/#9R-CB>/C/#9/?'
C\$>9-B>/'8. </? \$>/8F' "\$%&'()%,! ?+1#)&#+1'(+. 2!GI/M*OF'5 (*R5*DF'? : -F: %XaD)FD)) (aT-#FDQ*4'

/A<<FK',L'+LI' f 'J"CT/%9I'!F' 1 F'M()D50F'[CB>-. "9-: #8', : %'B%" .9-./0'] /8\$%X/#. /' "#? '?-, /%/#9-'">'
%/#, :% . /C/#9':, "'>9/%#"9-7/'%/8B: #? -#XF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KRM*02!
QNDRQN*F'? : -0D)FD)) (aW"TF(KK/

eJ"CT/%9I'!F' 1 FK' /A<<FK',L'+LI'; "C"<"I'YF'JFIeA"&9: #I'SFI' f 'e] : ?/G">?I'YF'M()D50F'; /%->'>
'>9/%#"9-7/'%/8B: #8/'9" -#-#X'"8'-#9/'7/#9-: #', : %'9"%X/9'%/8B: #8/'%/8\$%X/#. /F'6(7)+%,!(8!
99, '#:!'#\$%&'(!)+%, -. '2!KRM*02!QK5RQN)F'? : -0D)FD)) (aW"TF(54'

c />8: #I'JF!FI'eL: G/>>I' gFI' /A<<FK',L'+LI' f 'J-X#\$X"%-8Rg%", 9I'EF'M()D*0F'A/7/>: BC/#9':, 'T"8-.'
. : #. /B98'-#/'%">&'/?\$. "9-: #B": X"C8', : %'. <->?%/ #'G<: "'%/'?/'", ': %'<"%?':, '</'% -#X' -#'
>89/#-#X'"#?'8B: ^/#>'#X\$"X/' .>"88% : C8F'S(, 1%!4#& #E2!PPKMD0I'QR(QF!

eV%: 8^%/\$9'I' cF3FI'eV%: 8^%/\$9'I' 1 FLFI' /A<<FK',L'+LI' f ' ;>: . \$CI'HFYF'M()D*0F'V/#/'%>` "9-: #':, '
#/'X"9-7/>&'%/ -#, : % . /?'C"#?8'-#'. <->?%/ #'G-9<"\$9-8CF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)
*+%, -. '2!KTM402!5K)R5QPF'? : -0D)FD)) (aW"TFD5D'

eE%: ?</'?I' 1 FFI'AS%i#I'JFI' /A<<FK',L'+LI'M()D*0F'3\$>9\$%">"#?'>-#X\$-89-. '?-7/%8-9&'-%'/ . /#9'
>"#X\$"X/'" .h\$-8-9-: #'/8/'%" .<F'<\$#!*+%, -. '!(8!S#)A%,!'#\$%&'(!)2!GQMD02!Q5RNKF'
?: -0D)FD)) Q j (=8*)KDKR)D*R)) PRN'

eJ"CT/%9I'!F' 1 FI' /A<<FK',L'+LI'e3">'&I'3F!FI'e g\$###"7"9"#"I'; F'; FI' f 'e3 :>>-#8I'; FAF'M()D*0F'
H%" -#-#X'%/8-?/#9- ">'89",, "'#?'8\$B/%7-8: %8'9': . : #?\$. 9'9%"? -9-: #">', \$#. 9-: #">"#">&8/8F'
4#. #%)0\$!'+!@#&#, (9=#+1%,!@'. %A', '1#. 2!GIMQ02!DQ5QRDQK5F'
?: -0D)FD)DKaWF%-??F()D*F)(F)D*'

e g\$###"7"9"#"I'; F'; FI' /A<<FK',L'+LI'; "C"<"I'YF'JFI' f 'eA"&9: #I'SF'M()D40'H%" -#-#X'9/'" .</%8'9':
. : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F' "#\$%&'(!)J (: '8'0%l'(+2!GT2!Q)QRQ((F'

e g\$###"7"9"#"I'; F'; FI' /A<<FK',L'+LI'; "C"<"I'YF'JFI' J-X#\$X"%-8a g%", 9I'EFIeA"&9: #I'SFI' f 'e2 "%-8I'
'; F'M()D40'68-#X'"'C: ?-, -/'?B&%"C-?">'9%" -#-#X'C: ?/9: '9/'" .<'8B/ .->'/?\$. "9-: #9/'" .</%8'
9: . : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F'<#%0\$#!); : 70%l'(+!%+: !C9#0%,!); : 70%l'(+2!
GHMKOI'(KQR(N5F'? : -0D)FDDQqa)D*5**55D4*P)P5)'

e ; />>/%8I'HFLFI' /A<<FK',L'+LI'; "C"<"I'YF'JFI'eA"&9: #I'SFI'eJ"CT/%9I'!F' 1 FI' f 'e g /&RY\$89-#I'
YFYFI'M()D40'S7"> \$"9-: #':, '8: C'/' : CB: #/#98':, ': <:-. /'C"^-#XF'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!
KHM(02!*55R*K*F'? : -0D)FD)) (aW"TF*K'

=%9'I'!F'cFI'[G"9'I'EF'YFI'2"CC: #?I'!FJF' f ' /A<<FK',L'+LI'M()D40F'SbB/%-C/#9">"#">&8-8':, '
B%/ . \$%8: %8'9: 'B%: T>/C'T/<"7-: %F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!KHMD02'D)DRD(PF'
?: -0D)FD)) (aW"TF(Q'

eJ"CT/%9I'!F' 1 FI' /A<<FK',L'+LI'e g\$###"7"9"#"I'; F'; FI'e3 :>>-#8I'; FAF' f 'e3">'&I'3F!F'M()D40F'
H%" -#-#X'%/8-?/#9- ">'89",, '9: . : #?\$. 9'9%">RT"8/?', \$#. 9-: #">"#">&8/8F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!
KHMD02!(PKR4)F'? : -0D)FD)) (aW"TFDQ'

2"CC: #?I'!FJFI'[G"9'I'EF'YFI'] : : ^/%I'VFI'=%9'I'!F'cFI' f ' /A<<FK',L'+LI'M()D40F'S,, / .98':, ', -b/?'
7/%8\$8%"#?: C'8/h\$/# .-#X'?\$%-#X'CS>9-/>/C/#9', \$#. 9-: #">"#">&8/8F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)*+%, -. '2!
KHMD02!(R4)F'? : -0D)FD)) (aW"TFQ'

/A<<FK',L'+LI'eJ"CT/%9I'!F' 1 FI'eA"&9: #I'SFI' f ' ; "C"<"I'YF'JF'M()D40'H/" .</%R. : #?\$. 9/?'9%">R
T"8/?', \$#. 9-: #">"#">&8-8'"8'9</'T"8-8', : %' -#9/'7/#9-: #F'6(7)+%,!(8!*99, '#:!'#\$%&'(!)
*+%, -. '2!KHMD02!()NR(DNF'? : -0D)FD)) (aW"TF(D'

AS%i#I'JF'gFI' /A<<FK',L'+LI' f ' ; "C"<"I'YF'JF'M()D40'Y?"B9"9-: #8'9: "'', \$#. 9-: #">'T/<"7-: %'
"88/88C/#9'G-9<'"'; B"#-8<R8B/'^ -#X'B%/8. <: :>/%F'; : 70%l'(+!%+: !<)%#l=#+!(8!>\$', :)#>2!
GHMD02!Q4RP5F'

e3>"&I'3F!FI'; "C"<"I'YF'JFI' /A<<F'K',L'+LI'eE:X:/7I'EFgFI' f'eE:&/I' 1 FYF'M()D40F'Y88/88-#X'
B%/ ,/%/#. /', :%'8: .->'#9/%" .9- :#8F'4#. #%)0\$!'+!@#&#, (9=#+1%,!@'. %A', 'l'#.2!GKMD02!4K(R
4QDF'? :-0D)FD)DKaWF%-??F()D(F)QF) (N'

Z->8: #I'AF' 1 FI'[G"9'I'EF'YFI' f' /A<<F'K',L'+L'M()D(OF'3 :CB\$9/%R"88-89/?'C/"8\$/C/#9: , 'G: #?'
8-` /""88: .- "9/?'G-9<'8/>,R-#W\$%- :\$8'T/<"7-: %F!6(7)+%,!(8!*99, '#:!' "#\$%&'(!)*+%, -.' .I'KIM*02!
QPQRN)NF'

e g /&RY\$89-#I'YFYFI'; "C"<"I'YF'JFI' /A<<F'K',L'+LI' f'eE:&/I' 1 FYF'M()D(OF'S, ,/.98': , 'B%/ ,/%/#. /'
"#?'%/-#, :%.'7"%"-"9- :#': #G-9<-#R8/88- :# 'B"99/%#8': , %/8B: #? -#XF'6(7)+%,!(8!*99, '#:!
"#\$%&'(!)*+%, -.' .2!KIM402!K4QRK*DF'? :-0D)FDP)DaW"TF()D(F*5RK4Q'

eJ"CT/%9I'!F' 1 FI' /A<<F'K',L'+LK' f'e[%7-#I'F'M()D(O'H%->RT"8/?', \$#.9- :#>'#">&8-8'#"#?', \$#.9- :#>'>
.: CC\$#- . "9- :# '9%" -#-#X'-#'"#/'">&' .<->?<: : ?'8/99-#XF'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)
*+%, -.' .2!KIM402!5QPR5N*F'? :-0D)FDP)DaW"TF()D(F*5R5QP'

/A<<F'K',L'+LI'[G"9'I'EF'YFI'=%9`I'!FcFI'] :8. : /I'SF' 1 FI' f'3 "%%/ "SI'YF'M()DDOF'3>"88% : : C'
"BB> . "9- :#': , "'9%" ->RT"8/?', \$#.9- :#>'#">&8-8F'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)*+%, -.' .2!KK2!
DPR4DF'

3 "CBI'SF' 1 FI'[G"9'I'EF'YFI' 2 "CC :#?I'FJFI' f' /A<<F'K',L'+L'M())POF'Y#9/ . /? /#9'7/%8\$8'
.: #8/h\$/#9' /7/#98'"8'B%/ ?- .9: %8': , 'B': T>/C'T/<"7- : %F'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)
*+%, -.' .2!KMM(02!*KPR*N4F'? :-0D)FDP)DaW"TF())PF*(R*KP'

& * 2 " , ! # \$ 3) , ' " 2 1 + # ' # + (\$ + H M , " / & \$) + 1 ' ,

eV"" .-"I'YF'] FI' /A<<F'K',L'+LK' 3 "CB: 8I'3FI' f' Z /&C"#I'!F'] F'M\$#?/%'%/7-/GOF'H%" -#-#X'B"%/#98'9: '
.: #?\$. 9'9%" ->RT"8/?', \$#.9- :#>'#">&8/8'\$8-#X'T/<"7- : "%>8^>>8'9%" -#-#XF' " "#\$%&'(!)*+%, -.' .!
'+! /)%0I'0#!

eH"></>CI'LFI' /A<<F'K',L'+LK' 3 :# . /B. - :#I'YFI' f' ; "C"<"I'YF'JF'M\$#?/%'%/7-/GOF'H%"#8>"9- :#'
/7"> \$"9- :#': , '<-89: %&' / , , / .98': #'%/8\$X/#. /F' " "#\$%&'(!)*+%, -.' .3!4#. #%)0\$!%+ : ! /)%0I'0#!

! ,
& * 2 " , ! # \$ 3) , ' \$ 2 ' # + (\$, \$ 0 2 ' ,

*Garcia, A. R., **Bl** , **S. E.**, Campos, C. & Bell, M. C. (in revision). CARES: Culturally-
adapted response evaluation survey to adapt functional communication training to
Hispanic cultural values.

eL"\$># /I'EFI' /A<<F'K',L'+LK'! :<#I' gF' ;FI'V"" .-"I'YF'] FI' f' E/ >>I' 1 F'3F'68-#X'7-?/ : 'C : ?/ >-#X'9: '
9/ " .<' . : #?\$. 9-#X'"'9%" ->RT"8/?', \$#.9- :#>'#">&8-8F'

1 : #>\$bI' gF'AF'E/ >>I' 1 F'3FI' f' /A<<F'K',L'+F'L%" .9- . ">9/ . <# : > : X&'9-B8', : %'8/99-#X'\$B'"#?'
.: #?\$. 9-#X'9/ > / < / ">9<'8/%7- . /8F'

e2/89/%I' ; F'SFI' f' /A<<F'K',L'+F' g //B-#X'\$B'G-9<'9</'X%"#?^-'80'68-#X'HYV9/ " .< k '9: '9%" -#T'9: #'
9G-%>#X'8^>>8'9: : >?/%'"?>98F'6(7)+%,!(8!*99, '#:!' "#\$%&'(!)*+%, -.' .!

*Stubbs, M. R., **Bl** , **S. E.**, Garcia, A. R. Evaluating effectiveness, feasibility, and treatment
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Afro-Caribbean families.

*Bell, M. C., **Bl** , **S. E.**, Garcia, A. R. (submitted). Considering cultural and linguistic
diversity in practice: Recommendations for behavior analytic services

&*2", !#3), '2'3#+3*#*)\$02'

V:#`>^T';FI'/A<<FK',L'+LK' f '3"CB:8I'3F'S7">\$"9-#X'9</'/,,-./#.&'##?'. :%/8B:#?/#./':, '9%->R
T"8/?'"#?'8/88-:#RT"8/?', \$#.9-:#>"#">&8/8'-#'. :#9%:>/?'8/99-#X8F'

e!:<#I'gF';FI'/A<<FK',L'+LK';"C"<"I'YF'JFI'E/;>>I' 1 F'3FI' f 'H"></>CI'LF'; :C//,./ .98':, '\$#.9-:#>'
"#">&8-8':#B%:T>/C'T/<"7-:%':\$98-?/'':, '8/88-:#F'

/A<<FK',L'+LK'V"%.-"F'YF']FI'3"CB:8I'3FI'Z /&C"#I'!F']FI'E/;>>I' 1 F'3FI' f '3 :#. /B.-:#I'YF'Y'
. :CB"%-8:#':, '\$#.9-:#>"#">&8-8'. :#?\$.9/?'-#';B"#-8<"#?'S#X>-8<F'

eE/;>I' 1 F'3FI' f '/A<<FK',L'+L'3<"#X-#X'9</'. \$>\$%/'':, '. :#8/#90'H"/ .<#X'&:\$#X'.<->?%/#'. :#8/#9'
8^>>8'7-"9/>/</">9<F'

e3"CB:8I'3FI'/A<<FK',L'+LK'Z /&C"#I'!F']FI' f 'V"%.-"I'YF'A/7/>:BC/#9'"#?'7">-?'9-:#':, '9</'
Z"-9-#X'Y88/88C/#9'[#9/%7-/G'H: :>'#?'/7">\$"9-:#':, '-#?-7-?'\$">-/'?G"-9-#X'?'\$%"9-:#8-#'
8-X#">/?'"/-#,:%./C/#9F'

/A<<FK',L'+LK';>"99/%&I'JFI' 1 ->/%I'EF'H</'\$8/'':, 'B%:X%/88-7/'%"9-:'8.</?\$>/8'9:'"88/88#/'X"9-7/'
%/ -#, :%./C/#9F'

; "C"<"I'YF'JFI'eJ\$?/C"#I'gFI'/A<<FK',L'+LK' f 'eg\$##"7"9"#I';F';F'S7">\$"9-:#'. %9/%-"' :%9%->R
T"8/?', \$#.9-:#>"#">&8/80'Y'8-X#>'?/9/.9-:#"BB%:". <F'

'eA"&9:#I'SFI'/A<<FK',L'+LK';"C"<"I'YF'JFI'eg\$##"7"9"#I';F';FI' f 'eL/">I'YF' 1 F'J"9/#.&'8'9</'
?/B/#?/#9'7"%-T>/'-#9%->RT"8/?', \$#.9-:#>"#">&8/8F'

/A<<FK',L'+LK'eL:>>"%?I'!FI'e; />"%8I'HFIEg /&I'YFI' f ' ; "C"<"I'YF'JF'3 :%/8B:#?/#./T/9G//#'
9/" .</%R. :#?\$.9/?'9%->RT"8/?', \$#.9-:#>"#">&8/8'"#?'89"#?'%"? , \$#.9-:#>"#">&8/8'-#'"#'
/"%>&'. <->?<: :?'8/99-#XF'

eJ"CT/%9I'!F' 1 FI'/A<<FK',L'+L'eA"&9:#I'SFI' f ' ; "C"<"I'YF'JF'Y88/88C/#9'"#?'9%/9C/#9':, '
T/<"7-:%\$#?'%'. :#9%:>: , '/8. "B"/, %:C'/?/C"#?8', :>:G-#X%/C:7">: , 'B%/ , /%/%/?'C"9/%->8F''

/A<<FK',L'+FI';"C"<"I'YF'JFI' f 'g#:bI'LF'gF'H</'/,./ .98':, '. :#9-#X/#9'/CB>:&/B"&.</ .^'
T:#\$8/8':#'/b/%.-8/F'

/A<<FK',L'+FI'[G"9"I'EF'YFI'3"CBISF 1 FI'] :>-?/%I'cF6FI' f '2"CC:#?I'!FJF'Y88/88C/#9':, '
B%/ , /%/#. /', :%':> , '.9:%&'89-C\$>-'#-#?-7-?'\$">8'G-9<L%"?/%RZ->>';&#?%:C/F'

/A<<FK',L'+LK' f '[G"9"I'EF'YF'Y88/88C/#9'"#?'9%/9C/#9':, '.<#:#-.'%\$C-#"9-:#'"#?'7:C-9-#XF''
H<:C"8:#I'!F'JFI'[G"9"I'EF'YFI'A: `-/I'3F'JFI'c /-?/%9I'LF'JFI' f '/A<<FK',L'+LI'=: :?'B%/ , /%/#. /8'-#'
-#?-7-?'\$">8'G-9<"#?'G-9<:\$9'L%"?/%RZ->>'8&#?%:C/F'

2"CC:#?I'!FJFI'[G"9"I'EF'YFI'/A<<FK',L'+LI'="<C-/I'HFYFI' f '=9-I'!F'cF'c /X"9-7/'%/#, :%./C/#9'
, :%' . :CB>-"#./'"#?'B%:T>/C'T/<"7-:%0'S, , / .98':, '89-C\$>8'C"X#-9\$?/F'

/ 0 0 D'! - *3)+# , I'3" / %\$, - +1'* 21'\$2'3#+, , ,'

/A<<FK',L'+L'M()DNof 1 \$>9-B>/RT"8/>#/'/?/8-X#8F'[#SF'E%"9/#MS?OI'<\$#I'CU; !#+0-0, (9#:'%(8!
'+1# , #017%, !%+ : ! : #&# , (9=#+1%, ! : ' . () : #) . F'J : 8'Y#X/>/8I'3Y0'; "X/F'

L[0'S7"#'A"%9I'6 ;='

oSb"C-#-#X'H-/'[L%"9-./8'L%/?-9-#X'E/<"7-:='%=\$#.9-:#'-#';9\$?/#98'[?/#9-,-/?',:%'H-/%'[[
;SBB:%98p'

[#89-9\$9/':,'S?\$. "9-: #' ;.-/#./8'

;\$TC-99/?0'Na()a()()'

H:9">'3 :8980'nDIQ))I))F))'

,

/)'+0'9%,!'+&#.l'B%l(!)

o+#>#/'9%"-#X',:%'H%->RE"8/?'=\$#.9-:#">'Y#">&8-8p'

c "9-:#">'[#89-9\$9/8':,'2/">9<0'c "9-:#">'[#89-9\$9/':,'3<->'2/">9<"#?'2\$C"#'A/7/>:BC/#9'

;\$TC-99/?0'1 "%.<'D)I'()DK'

H:9">'3 :8980'n4NPINP5F))'

,

/)'+0'9%,!'+&#.l'B%l(!)

oA/7/>:BC/#9':,.'\$>\$%">&'%/8B:#8-7/'-#9/%7/#9-:#8',:%'2-8B"#-.'<->?%/#G-9<'\$9-8Cp

;\$TC-99/?0'+.9:T/%'()D*'

A-8B:8-9-:#0'\$#, \$##?/?'

!

>(X/)' +0'9%,! ?+&#.1'B%l(!)

'oA:.9: "%>L%:X%"C'9:'L%:C:9/'S7-?/#./RE"8/?'L%" .9-./8'-# 1 \$>9-RH-/%/?';&89/C8':,; ;\$BB:%9p'

; >:.\$CI'HF'M3:RL[OI'] :88I';F'M3:RL[OI'E>: :CI';F'M3:RL[OF'

6F;F'A/B"%9C/#9':,'S?\$. "9-:#I'+,,-./':,;B/.-">'S?\$. "9-:#'##?'] /<"T->-9"9-:#I'L%/B""9-:#':,'

J/"?/%8<-B'L/%8:##/>'

H:'9%"-#>/"?/%8'-#';B/.-">'S?\$. "9-:#'] /8/"%.<'

H:9">'3:8980'nDI(*NI4(4'

;\$TC-99/?' 1 "&'QI'()D('

A-8B:8-9-:#0';.:%/?'MP*aD)50I'\$#, \$##?/?'

,

/)' +0'9%,! ?+&#.1'B%l(!)

oH%-">RE"8/?'=#\$.9-:#">'Y#">&8-8'"#?'H%/ "9C/#9':, 'L%:T>/C'E/<"7-:%p'

[#89-9\$9/' :,'S?\$. "9-:#';.-/#./8'

S89-C"9/?'H:9">'3:8980'nPK*IDNQF))'

;\$TC-99/?0';/B9/CT/%'DKI'()D)'

A-8B:8-9-:#0'\$#, \$##?/?'

,

/)' +0'9%,! ?+&#.1'B%l(!)

oL%:W/.9' 2-X<Rc//?0'E:"%?'3/%9-,-/?'E/<"7-:%'Y#">&89'[#9/%7/#9-:#';B/.-">-898p'

+,-./':,;B/.-">'S?\$. "9-:#'L%:X%"C8I'A/B"%9C/#9':,'

! "##\$%&' (

E>.:CI';F'SF'M()N0'Y88/88C/#9'"#?'9%/9C/#9':,'B%:T>/C'T/<"7-:%'C"-#9"-#/?'T&'8:.-">R
#/X"9-7/'%/-#,:%./C/#9I'S,,/.9-7/'L%"9-./8'-#';B/..->'S?\$. "9-:#'3 :#,#/#./I'69"<';9"9/'
6#-7/%8-9&'

! 0 2 @ + # + 2 ! + ' 3 # + , + 2) *) \$ 0 2 , ' P + N ! % " 1 \$ 2 S '\$ 2 (\$) + 1 ' 3 # + , + 2) *) \$ 0 2 , Q'

/A<<F'K',L'+L'M()(4I';/B9/CT/%0F'A-8.\$88"#9F'A/J/:#I'[F'3<"-%F!<)%+.,%l'(+%,!%+:!>,'+'0%,!
C17: '#.!(+!4#,%9.#!(8!/) (A,#=! "#\$%&'(!)[(, (E'+B!' "#\$%&'(%),!#+1#)&#+1'(+0!);&CB:8-\$C'
B%/8/#9/?'"9'*4^k'C//9-#X':,'9</'=>:%-?"'Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

V-"CT%:#/I'!F' f'E>.:CF';F'SF'M()(4I';/B9/CT/%0F'C#)&'0#!>(+!'+7'1-3!>(+0#)+.!%+:!
4#0(==#+:%l'(+.!8(!)"#\$%&'(!)*+%,-.l.0!L"B/%'B%/8/#9/?'"9'*4^k'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

2 "#I'!F'EF' /A<<F'K',L'+L'M'V-"CT%:#/I'!F' f'3-7-?-#-R 1 :99"i'3F'M()(4I';/B9/CT/%0'Z.'+B!
4#9#%l# :X] %l#+0-!J#%.7)#.!(!*..#![7+0l'(+%,!4#,%l'(+.\$'9.0!#[# 1 "#/%&8'J/:#
M3<"-%0F'4#0#+1!%:%&+0#.!'+!87+0l'(+%,!%+%,-.'!=#l\$(:.!%0)(...!(0'%,!%+:!%71(=%l'0!
)#'+8()0#=#+1!87+0l'(+.0!;&CB:8-\$C'B%/8/#9/?'"9'9</' *4^k'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-:#',:%'E/<"7-:%'Y#">&8-8I'+%>"#?:I'=JF''

/A<<F'K',L'+L'M()(

4#,%1#:!(!*..#..=#+1!%+ :!<)#%1=#+1!(8!/) (A,#=#!"#\$%&'(!8)(=!%S%)#1-!(8!
/#).9#0!'&#.0!;&CB:8-\$C'B%/8/#9/?''9'9</'*K#''##\$">'. :#7/#9-: #' : , '9</'Y88:.-"9-: #' : , %'
E/<"7-: %'Y#">&8-8'[#9/%#"9-: #'>I'+#>#/#'

E>.: CI';F'SFI'M()DPI';/B9/CT/%OF'@'.07..%+10!['#Y#?%/G'2:\$7:\$%"8'M3<"-%OF' J#+1%,!:. '(.):#).2!
A7)+(712!%+ :!7A.1%+0#!%A7.#3!`007)#+0#!%+ :!.1'B=%!%=(+B!A#\$%&'(!)%+%,-.!.0!
;&CB:8-\$C'B%/8/#9/?''9'9</'4P#''##\$">'. :#7/#9-: #' : , '9</'=>:%-?'Y88:.-"9-: #' : , %'
E/<"7-: %'Y#">&8-8'F'L:#9/'m/?%/I'=J'

!:<#I'gFI'E>.: CI';F'SFI';"C"<"I'YF'JFI'H">/>CI'LFI' f'E/>>I' 1 F'M()DPI';/B9/CT/%OF'C(=#!#88#0!..
(8!87+0!'(+%,!%+%,-.!.!(+9)(A,#=#!A#\$%&'(!)(71.' :#!(8!.#..'(+0!['S>- "T/9<; .<-/T/%'
M3<"-%OF';&CB:8-\$C'B%/8/#9/?''9'9</'4P#''##\$">'. :#7/#9-: #' : , '9</'=>:%-?'Y88:.-"9-: #' : , %'
, : %'E/<"7-: %'Y#">&8-8'F'L:#9/'m/?%/I'=JF'

V"%.-"I'YFI'E>.: CI';F'SFI'E/>>I' 1 F'M()DPI';/B9/CT/%OF'Z.'+B!9-)%=' : %,!1)%'+B!1(!1#%0\$!
A#\$%&'(!)%+%,-1'0!9)(0#:7)#.!!(!V'.9%+'0!8%=' , '#.0!['g/%%-L/9/8'M3<"-%OF';&%,7%1'(+.!(8!
'++(&%1'&#!1#%0\$'+B!9)(0#:7)#.!%='# : !%1!1)%'+B!9%)#+1.2!.1%882!%+ : !0(, #B#!.17:#+1.0'
;&CB:8-\$C'B%/8/#9/?''9'9</'4P#''##\$">'. :#7/#9-: #' : , '9</'=>:%-?'Y88:.-"9-: #' : , %'
E/<"7-: %'Y#">&8-8'F'L:#9/'m/?%/I'=JF'

H"></>CI'LFI'E>.: CI';F'SFI'3:#./B.-:#I'YFI' f' ; "C"<"I'YF'JFI'M()DPI';/B9/CT/%OF'<)%+.,%1'(+%,!
#&%,7%1'(+!(8!\$.1(-!#88#0!..!(+!)#.7)B#+0#0!['E%-"##"J"\$%/"#: 'M3<"-%OF'<)%+.,%1'(+%,!
#&%,7%1'(+!(8!)#.9(+.#!9#).'.1#+0#!%+ : !)#,%9.#0!;&CB:8-\$C'B%/8/#9/?''9'9</'4P#''##\$">'
. :#7/#9-: #' : , '9</'=>:%-?'Y88:.-"9-: #' : , %'E/<"7-: %'Y#">&8-8'F'L:#9/'m/?%/I'=JF'

E/>>I' 1 FI'E>.: CI';F'SFI' f'V"%.-"I'YF'M()DPI' 1 "&OF'>7,17)%.,-!%:%9!#:!.#)&0#.3!Z.'+B!9-)%=' : %,!
1)%'+B!1(!1#%0\$A#\$%&'(!)%+%,-1'0!9)(0#:7)#.!!(!V'.9%+'0!8%=' , '#.0!['3>"\$?-"3"CB:8'
M3<"-%OF' [%=' , -X0#+1#)# : ! : '.#='+%1'(+!(8!.#)&'0#.0' ;&CB:8-\$C'B%/8/#9/?''9'9</'*5"#'
Y##\$">'3 :#7/#9-: #' : , '9</'Y88:.-"9-: #' : , %'E/<"7-: %'Y#">&8-8'[#9/%#"9-: #'>F'3<-. "X:I'[JF'

3"CB:8!3FI'E>.: CI';F'SFI' f'g :>>#I'JF'YF'M()DPI' 1 "&OF'>(=9%)+B!\$#!#88#0!..!(8!.1%1'0!%+ : !
: -+%='0!. 'B+%,.!:7)' +B! =7,1'9,#!.0\$#:7,#.0!['3>"\$?-"3"CB:8'M3<"-%OF' [%=' , -X0#+1#)# : !
: '.#='+%1'(+!(8!.#)&'0#.0' ;&CB:8-\$C'B%/8/#9/?''9'9</'*5"#Y##\$">'3 :#7/#9-: #' : , '9</'
Y88:.-"9-: #' : , %'E/<"7-: %'Y#">&8-8'[#9/%#"9-: #'>F'3<-. "X:I'[JF'

E>.: CI';F'SFI'M()DPI' 1 "&OF'@'.07..%+1F'[# 1 ""#"" ; <"<"C'M3<"-%OF'

V% "\$/ %< :> `R=-8</%I'.<"-%F';&CB:8-\$C'B"B/%'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?"'
Y88:.-"9-: #' , :%'E/<"7-:%'Y#">&8-8'-#'=9F'J"\$?/%?">/I'=JF'
g-CI' I FI'; "C"<"I'YFJFI'E>: :CI';FSFI' f '! :<#I' gFM()DKI';/B9/CT/%OF'S,,/.98':,'?/>"&'9:'

E>.: CI';F'SFI'J"CT/%9I'!F' 1 FI'; "C"<"I'YF'JFI'A"&9: #I'SF' f '] : ?/G">?I'YFM()D*I'; /B9/CT/%OF'
4#: 70'+B!#88#01..!(8!%,1#)+%1'&#!)#. 9(+.#!#F1'+01'(+!9)(A,#=!A#\$%&'(!)#. 7)B#+0#0![#'
;FSF'E>.: C'M3<"-%0I'Y?7"#.#/8'-#L%:T>/C'E/<"7-:%'Y88/88C/#9'"#?'H%/"9C/#9F'
;&CB:8-\$C'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?'Y88:..-9-: #' ,:%'E/<"7-:%'Y#">&8-8I'
E:#-9"' ;B%-#X8I'=JF'

;"C"<"I'YF'JFI'J"CT/%9I'!F' 1 FI'E>.: CI';F'SFI'g\$###"7"9"#"I';F';FI'E:&>/I' 1 FYFM()D*I'
; /B9/CT/%OF' [7+01'(+%,!%+%,-.'!(8!=%+: '+B3! J %W'+B!.#+.#!(8!:'0)#9%+1!9)#&'(7.!
)#.#%)0\$0![#';FSF'E>.: C'M3<"-%0I'Y?7"#.#/8'-#L%:T>/C'E/<"7-:%'Y88/88C/#9'"#?'
H%/"9C/#9F';&CB:8-\$C'B%/8/#9/?'"9'9</'C//9-#X':,'9</'=>:%-?'Y88:..-9-: #' ,:%'E/<"7-:%'
Y#">&8-8I'E:#-9"' ;B%-#X8I'=JF'

E>.: CI';F'SF

!"##\$%&'()*

M3<"-%0I'

[#9/%7/#9-:#8',:%L:T>/C'E/<"7-:%'68-#X'3 :#9-#X/#9'"#?' c :# . :#9-#X/#9'] /-# ,:% ./C/#9F!
&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'
[#9/%#"9-:#">I';/'"99>/I'Z YF'

J"CT/%9I'F' 1 F'E>: : CI';F'SH'A"&9:#I'SF'g \$##"7"9#"#I';F';FI' f ' ; "C"<"I'YF'JF'M()D('=/'T%\$"%&OF'
<\$#/#88#0I.!(8!+(+X0(+1'+B#+1!)#'+8()0#=#+1!(+!\$#I'9#).'.1#+0#I!%+:!)#.'7)B#+0#I(8!\$7=%+!
A#%\$&'())3!*99,'0%1'(+.!(8!A#%\$&'())%,!=(=#+17=!\$#(-)0!['#HF'2-XT//M3<"-0I'H</'
S,/, .98':,'Y#9/./?/#9'"#?'3 :#8/h\$/#./' 1 "#-B\$>'9-:#8':#] /8B:#8/'m'"-"T->-9&F'
&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'3">,:#%-"Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'
Z/89/%#'] /X-:#">'3 :# ,%/#./':#E/<"7-:%'Y#'">&8-8I'V"%?/#'V%:7/I'3 YF'

E>: : CI';F'SH'g \$##"7"9#"#I';F';FI' ; "C"<"I'YF'JI' f '3>"&I'3F'M()D('=/'T%\$"%&OF'H%->RT"8/?'
, \$# .9-:#">"#">&8-80'Z<"9'-9'-8'"#?'<:G'9:.'?':-9F'Z :% ^8<:B'B%/8/#9/?'"'9'9</'C//9-#X':,'9</'
3">,:#%-"Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'Z/89/%#'] /X-:#">'3 :# ,%/#./':#E/<"7-:%'
Y#'">&8-8I'V"%?/#'V%:7/I'3 YF'

E>: : CI';F'SF'M()DD'c :7/CT/%OF<)%XA%.#:#!/[7+01'(+%,!*+%,-.'!(8!/) (A,#=#!"#\$%&'())!'+!%;)-!
>\$'.:\$((:!/C#11'+B.0';/88-:#B%/8/#9/?'"'9'9</'C//9-#X':,'9</'A-7-8-:#',:%'S'">&3<->?<: :?'
, '9</'3 :\$#.->,:#Sb./B9-:#">'3<->?%/#I'c "9-:#">'2"t:%I' 1 AF'

AS#i#I'JF' f 'E>: : CI';F'SF'M()DD'!\$#/OF* :%9I%1'(+!(/!87+01'(+%,!A#%\$&'())!%#..=#+1'E'!\$!%!
C9%+'.\$.!9#%W'+B!9)#.0\$((,#)0L"B/%B%/8/#9/?'"'9'9</'W:-#9'C//9-#X':,'9</'69'<
Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#S,/, .9-7/'L" .9-./8',:%'
H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

A"&9:#I'SH'E>: : CI';F'SH';"C"<"I'YF'JI'g \$##"7"9#"#I';F';FI' f 'L/"I'YF' 1 F'M()DD'!\$#/OF'J%I#'+0-!
%.!\$#I':#9#+:#+!&%)%A,#!'+1!)%XA%.#:#!87+01'(+%,!%+%,-.#.0!['#F';FSF'E>: : C'M3<"-0I'
3\$%#/#9%/8/"% .<-'#9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'W:-#9'
C//9-#X':,'9</'69'<'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#
S,/, .9-7/'L" .9-./8',:%'H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

g\$##"7"9#"#I';F';FI'E>: : CI';F'SH';"C"<"I'YF'JI' f 'A"&9:#I'SF'M()DD'!\$#/OF<)%'+B!#:70%l().!
l(/0(+:70!1) %XA%.#:#!87+01'(+%,!%+%,-.'0!['#F';FSF'E>: : C'M3<"-0I'3\$%#/#9%/8/"% .<-'#
9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'W:-#9'C//9-#X':,'9</'69'<
Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<'3 :# ,%/#./':#S,/, .9-7/'L" .9-./8',:%'
H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'6HF'

!/#8/#I'FI'E>: : CI';F'SH' f 'J"CT/%9I'F' 1 F'M()DD'!\$#/OF* .#..=#+1!%+:!l)#%l=#+1!(8!9)(A,#=#!
A#%\$&'())!'+!%+!#%)-!0\$',:\$((:!/C#11'+B!7.'+B!1) %XA%.#:#!87+01'(+%,!%+%,-.'F['#F';FSF'
E>: : C'M3<"-0I'3\$%#/#9%/8/"% .<-'#9%->RT"8/?', \$# .9-:#">"#">&8-8F';&CB:8-\$C'B%/8/#9/?'
'9'9</'W:-#9'C//9-#X':,'9</'69'<'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'"#?'9</'69'<
3 :# ,%/#./':#S,/, .9-7/'L" .9-./8',:%'H/" .</%8'"#?'2\$C"#';/%7-./'L%:/,88-:#">8I'J:X"#I'
6HF'

!/#8/#I'FI'E>: : CI';F'SH' f 'J"CT/%9I'F' 1 F'M()DD' 1 "&OF* .#..=#+1!%+:!l)#%l=#+1!(8!9)(A,#=#!
A#%\$&'())!'+!%+!#%)-!0\$',:\$((:!/C#11'+B!7.'+B!1) %XA%.#:#!87+01'(+%,!%+%,-.'F['#F'YF'JF'
;"C"<"M3<"-0I'=" .9:%8'[#,>\$/#.-#X';/;>/.9-:#':,'Y88/88C/#9'"#?'H%/"9C/#9'
A/7/>:BC/#9'"#?'] /, #/C/#9':,'Y88/88C/#9'"#?'H%/"9C/#9'YBB%:" .</8',:%'[#?-7-?S">8'
G-9<[#9/>/.9\$">"#?'A/7/>:BC/#9'>'A-8'T->-9-/8F';&CB:8-\$C'B%/8/#9/?'"'9'9</'C//9-#X':,
'9</'Y88:.-'9-:#',:%'E/<"7-:%'Y#'">&8-8'[#9/#"9-:#">I'A/#7/%I'3 +F'

g/>'Y\$89-#I'YFYFI'E>: : CI';F'SH';"C"<"I'YF'JI'J"CT/%9I'F' 1 F' f 'E:&>I' 1 FYF'M()DD' 1 "&OF'
' ;88#0I.!(8!9)#8#)#+0#I!%+:!.1'=7,7.!&%)%1'(+!+)#.'9(+.#!9#).'.1#+0#0['#F'YF'JF';"C"<"
M3<"-0I'=" .9:%8'[#,>\$/#.-#X';/;>/.9-:#':,'Y88/88C/#9'"#?'H%/"9C/#9'A/7/>:BC/#9'"#?'
] /, #/C/#9':,'Y88/88C/#9'"#?'H%/"9C/#9'YBB%:" .</8',:%'[#?-7-?S">8'G-9<[#9/>/.9\$">

"#?'A/7/>:BC/#9">'A-8"T->-9-/8F';&CB:8-\$C'B%/8/#9/?""9'9</'C//9-#X':,'9</'Y88:.-"9-: #'
,:%'E/<"7-:%'Y#">&8-8'[#9/%#"9-:#">'I'A/#7/%I'3+F"

A"&9: #'SFI'E>.:CI';F'SFI';"C"<"I'YF'JFI'g\$##"7"9#"I';F';FI'f'L/">'I'YF'1F'M()DD'1"&0F'J%l#+0-!
%.!l\$#/:#9#+:#+l!&%)%A,#!'+'!l)%%,xA%.#;!87+0l'(+%,!%+%,-.#.0![#F'YFJF';"C"<"M3<"-%0I'
=" .9:%8'[#,>\$/#.-#X';/;>.9-: #' :,'Y88/88C/#9'""#?'H%/"9C/#9'A/7/>:BC/#9'""#?'

Z->8:#I'AF' 1 FI'[G"9"I'EF'YFI' f 'E>.: : CI';F'SF'M())*I' 1 "&0F'; &%,7%l'(+!(8!0(=97l#)X%..'l#;!'

;LSA'QN()0'] /8/"%.<' ; /C-#"0'] /8/"%.<'L% :W/.9'A/7/>:BC/#9' (())P'
M3 :R[#89%\$.9:%0'

' 4567895:;<=@A<85BC'

' 17UC8:F74:'<='39;E?<A<G;' SYE'4QK*0'YBB>-/'?E/<"7-:%'Y#">&8-8'' (())Q'

' SYE'*QD*0'J'T:%'9:%'&'-'#YBB>-/'?E/<"7-:%'Y#">&8-8'' (())*R(())5'
H/" .<#X'Y88-89"#9'M[#89%\$.9:%I'EFYF'[G"9"0'

' V%"?\$"9/'] /8/"%.<'Y88-89"#9a; \$B/%7-8/'?] /8/"%.<'L%" .9-.\$C'' (())4R(())N'
; \$B/%7-8:%0''E%- "#YF'[G"9"I'-G"9"U\$,F/?\$I''

Y8</'2/#%-.<8e'
 3<%-89:B</']\$8<-#X'M()DN0'
 ;"#?&'Y\$' 1 /\$#X'M()DN0'
 ="-9<']/&#:;>?8e'M()DN0'
 1 :#-h\$/'J-9.<C :%/e'M()DN0'
 1 \$?/>^8'=\$89/'M()DN0'
 ;"% "<'V:# ">/'e'M()DN0'
 ;9" ./&'L"CB<->/'e'M()DP0'
 g "%-/'! :<#e'M()DP0'
 E%/'##/'L"\$>#/'e'M()DP0'
 L"-X/'H"></'>Ce'M()DP0'
 1 />-88"" 1 /88-#"e'M()DP0'
 H"&:;% 'E\$998'M()DP0'
 J"\$%"' Z<-9C"#e'M()()0'
 d" .<"%&'2 "#?e'M()()0'
 !F'H\$%#/'ME\$9/%0'E%"%/#'
 Y8</'&'=#%"#^/#,-/>?e'M() (D0'
 Y>&88""d"^e'M() (D0'
 1 ">>"C&'3"C"%X:'L/ña* (2021)
 Khendal Robinson (2021)
 Talitha Vargas*(2022)

Lauren Turrene*(2022)
 Kayla Crouch* (2022)
 Casey Marsh*
 Allison Fisher*(2023)
 Sarah Loupe*
 Mallory Platte*
 Ryan Hinderliter*
 Kayla Larrydale*
 Valerie Younis*
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 Melissa Hernandez-Bautista
 Ashley Barall
 Sumeyye Erdam*
 Rachel Krueger*
 Miguel Mockabee*

"4B78G8CB>C:7' - <4<89') ?7959' ! ?C58'
 ;:,-"E:#->"

,>F F 78' #797C8E?' +WU78574E7'C:'@A<85BC' &74:CA' - 7CA:?'\$49:5:>:7K' &74:<8'P2\$& - '
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