This year, Team Rubicon’s fifth, our members charged into the breach not just once, but 38 times. Team Rubicon members went wherever they were called - be it halfway around the world to Nepal, or to South Carolina, Texas or Mississippi on Christmas Day. But it wasn’t just the 1,300+ members who deployed to support families devastated by disasters, it was the thousands more who led service projects in their local communities or who trained in chainsaw or heavy equipment so that they too can be ready whenever disaster strikes in their backyard.

Thanks to our loyal donors and supporters, in 2015 we responded to 38 disasters and grew to 33,000 members—individuals who are helping us become the best disaster response organization in the world. I’m proud of all we’ve accomplished together in these past five years, but I know we are uniquely positioned, due to the generous support of our donors and the tireless enthusiasm of our members, to build even greater things and help more people in need in 2016 and beyond.

Thanks for being on the Team,

Jake Wood, CEO, Team Rubicon
2015 DOMESTIC OPERATIONS MAP

INTERNATIONAL OPERATIONS
Operation Tenzing / Earthquake / Nepal
Operation Sisserou Slingshot / Severe Weather / Dominica
Operation Front Door / Hurricane / Kiribati
2015 IMPACT

$1.00 = $7.04

ECONOMIC IMPACT RATIO

\[
\frac{0.85 \times TR\,\,HOURS \times VOLUNTEER\,\,RATE + 0.15 \times TR\,\,HOURS \times COMMAND\,\,STAFF\,\,RATE + UNASSOCIATED\,\,HOURS \times VOLUNTEER\,\,RATE}{DOLLARS\,\,SPENT\,\,(excluding\,\,in-kind\,\,contributions)}
\]

= ACTUAL VALUE OF WORK COMPLETED

Volunteer rate $23.07/hour, Command and General Staff rate $56.35/hour

4,709 assessments
282 total service projects
358 days deployed
38 total operations
1,011 total trainings
“I knew to expect devastation and hard work. What I didn’t expect is the confluence of events that places me with an incredible team already dispatched and ready to meet the challenges of the day. A Marine, a soldier, two airmen, and a civilian, ready to muck and shuck all kinds of debris. We know exactly where we’re headed, confident in the assurance that we can make a difference in the lives of these people who we encounter during our recovery ops. In a single day, we’ve managed to become brothers and sisters.”

LISSIE HAGERMAN
USAF VETERAN
2015 IMPACT SURVEY RESULTS

How does continued service through disaster response impact Team Rubicon members? We deployed a survey to find out.

47% have learned and developed new skills since joining TR

32% have leveraged the skills learned in TR for current or new employment opportunities

87% would help a fellow TR member in need under most circumstances
On April 25, a devastating 7.8 magnitude earthquake shook Kathmandu and the surrounding region, causing tens of thousands of casualties, affecting nearly 6.5 million people, and disrupting all major medical and public services.

Within 48 hours Team Rubicon deployed a Recon Team to the region to provide immediate relief and assist in deploying a larger wave of medical responders. Over the next three weeks, nearly 100 Team Rubicon members would travel throughout the hardest-hit areas of Nepal to provide lifesaving medical care and conduct needs assessments, often traveling over many miles on foot to reach remote villages in the Himalayas.

As the scope of needs began to shift away from emergency medical care, Team Rubicon worked with local partners to prepare remote villages for the coming monsoon season. As many homes were damaged or destroyed by the earthquake, Team Rubicon assisted with immediate shelter construction to prevent greater devastation from the coming rains.

Throughout the response, Team Rubicon worked with several Unmanned Aerial Vehicle (UAV) and satellite partners to provide accurate and up-to-date aerial maps to dozens of responding agencies, ensuring response efforts were focusing on the areas in the most need.
American Express provided a $300,000 grant to support the development of a new program in partnership with the Department of the Interior where veteran volunteers will work on disaster mitigation and habitat improvement projects. These funds will also help Team Rubicon develop a nationwide model for responding to disasters like wildfires on public lands.
Anticipating a busy wildfire season, the Bureau of Land Management (BLM) and Team Rubicon built an innovative Wildland Firefighter Training Program to train Team Rubicon members as Wildland Firefighters. The benefits of this program are threefold: our member base bolsters BLM’s capacity to respond to wildfires, Team Rubicon members receive an opportunity for seasonal employment, and BLM training and deployments help our members better prepare for disaster response operations.

In total, 191 Team Rubicon members were certified as Type 2 Wildland Firefighters, and 62 members deployed to fight wildfires in California, Alaska, Oregon, and Wyoming. Eight additional Team Rubicon members deployed as skilled radio operators, dispatch operators, and support personnel.
Following years of drought, the catastrophic storms in May brought unprecedented flooding to central and southern Texas. In Hays County, the Blanco and San Marcos Rivers quickly broke their banks, flooding the nearby towns of Wimberley and San Marcos. Hundreds of homes were damaged or destroyed by the worst flood in 1,000 years.

Once the flood waters receded, Team Rubicon launched Operation Double Trouble. 193 TR members deployed to Hays County, racking up 14,916 volunteer hours and assisting 150 homeowners in recovering from the flooding. Between running chainsaws, mucking out flooded homes, and moving over 42,000 cubic yards of debris, Team Rubicon saved the community an estimated $410,772 in recovery costs.
I wish to express my thanks to your organization in responding to Floyd County after the flooding event that occurred 9/28/15.

Team Rubicon responded quickly and professionally to our locality to assist in Initial Damage Assessments (IDA) reports. Our Building Official was out of the area on vacation and the Team’s hard work in getting the IDAs completed helped Floyd County qualify for U.S. Small Business Administration assistance through the state.

Again, we would not have got the IDA’s completed within the 72-hour time requirement had it not been for Team Rubicon.

I also was impressed that TR members while visiting one house, helped an elderly female muck out her basement that had been flooded. They choose to because they knew she had no one to help her. They should be commended for their duties.

Team Rubicon is a great program and it truly benefits the communities to which they unselfishly come to serve.

Kevin Sowers, Emergency Management Coordinator
Floyd County, Virginia
TRAINING ACCOMPLISHMENTS

Module 1

3,105 TRAINED

ASIST
Applied Suicide Intervention Skills Training

132 TRAINED IN ASIST
+6 TRAINERS

T3
Tools, Tactics, and Techniques

480 TRAINED

Incident Management Training

273 TRAINED
PRESS HIGHLIGHTS

Forbes Magazine

The Late Show with Stephen Colbert

FOX News Radio

The View

Elite Daily

The Diane Rehm Show

Charlie Mike

A True Story of Heroes Who Brought Their Mission Home

Joe Klein

Author of the New York Times Bestselling Primary Colors
“When Team Rubicon showed up to work on my mom’s house, they took things to a whole new level. They worked together so well and with such precision that they were able to do in a very short time what would’ve taken others days to accomplish. It was obvious the teams have been well-trained and have great compassion for those faced with disaster.”

VICKI SIERRA
WIMBERLEY, TX RESIDENT
Running 38 disaster response operations is not an inexpensive business. But with outstanding support from donors like you and members of the Ready Reserve, we’re able to be on-call for the next disaster year-round.
If your chainsaw is too short, take one step forward.

If Team Rubicon members are the pointy end of the spear, then members of the Support Squad are the shaft that drives the spear forward. By supporting disaster response operations and training exercises with monthly gifts, the Support Squad is what enables us to quickly put boots on the ground.

Albert Abril
Joan Adams Sesma
Kathy Adkins
Jehan Akhtar
Frances Albury
Courtney Alexander
Mait Alexander
David Allen
Jim Allen
Anthony Alo
Susan Alo
Sue Alstedt
Melanie Ammerman
Andrea Anderson
Margaret Anderson
Alan Andrea
Clyde Anthony
Tom Anthony
Michael Aptaker
Wendy Ardlino
Maria Arellano
Thomas Armstrong
Richard Arndt
& Karen Miller
David Arnett
Sharon Arrington
Debra Ashton
Sal Lucido
Jay Atherton
Laura & Jim Atwell
Kathy Averbeck
Chris Babcock
Kim & Steve Bacastow
Annalyn Back
Karen Baczkowski
Cathie Bagwell
John Bailey
Julia Bailey
Cecilia & John Bain
Eileen & Frank Baker
Erin Baler
Marie Ballance
Devashish Bangar
Nikole Barat
Linda Barker
Lindsay Barker
Bryan Barroqueiro
Brian Barton
Richard Barton
Windy Barton
Robert Bateman
Steven Bathgate
Greg Bauso
Teri Beacham
Cortney Beard
John Bechtel
Ryan Beck
Lexi Bedford
Emily & Matthew Bednar
Ben Beisswenger
Aaron Bell
Jill & Matt Bell
Kendall Belles
Dana Bender
Donald Benson
Ally Benton
Bennifkah Bergsten-Buret
Melissa Berman
Kristen & Anthony Bernhard
Mark Bernstein
Carl Berry
Kristi Berry
Laura Berry
Brian Besand
David Besse
Tom Biele
Brett Bigelow
Melinda Bigler
Kjestine Bijur
G.I. Wilson
P Wimmer
Emily Winkle
Lucas Wise
Teresa Woidneck
Sheila Wollam
Mary Wong
Michelle Woods
Brooke Worster
Susan
& Curtis Wright

$500 – $999

V. Andrew

$999

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### $10,000 – $24,999
- Catherine & James Berges
- Laura & Lloyd Blankfein
- The Brown Foundation
- Lisa & Dick Cashin
- Elizabeth Crispino
- Margaret E. Dickins Foundation
- Thomas Dowling
- Energy Future Holdings
- Jane Foley
- Richie Goldman
- Laura Hunt & Adam Yamold
- Joseph Klein
- The Larsen Foundation
- Jes & Mary Ann Lawson
- Michael Lehman
- McCormick Foundation
- MetLife Foundation
- The Miles Foundation
- Thomas Moran
- Jeffrey Nedelman
- The Kenneth T. & Eileen L. Norris Foundation
- OneHope Foundation
- Portfolio Advisors, LLC
- George Roberts
- James Roberts
- Mr. Harvey Schwartz
- Southwest Airlines
- Wallack Family Foundation

### $25,000 – $49,999
- Activision Publishing, Inc.
- Citigroup
- Cornerstone OnDemand, Inc.
- Got Your 6
- JPMorgan Chase & Co.
- George Lee
- Michael & Mari Johnson
- Charitable Foundation
- Craig Newmark
- Schultz Family Foundation
- Mary Solomon
- The Joseph & Mary Cacioppo Foundation
- Frederick Towfigh
- Tuthill Corporation
- Susan & Tucker York

### $50,000 – $99,999
- A&E Networks
- Bridgeview Bank Mortgage Co., LLC
- Clayton Degiacinto
- Emerson
- Donald Engle
- Goldman, Sachs & Co.
- J.A. & Kathryn Albertson Foundation
- Kirkland & Ellis LLP
- KKR
- Gregg Lemkau
- May & Stanley Smith
- Charitable Trust
- Metabolic Studio
- Newman’s Own Foundation

### $100,000+
- American Express Foundation
- Bob Woodruff Foundation
- CITI Foundation
- Farmers Insurance
- Home Depot Foundation
- JIB Fund
- PwC Charitable Foundation
- The Brin Wojcicki Foundation
- The Marcus Foundation, Inc.
- Travelers
- Walmart
<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td><strong>Total Assets</strong></td>
<td>$ 4,963,922</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>$ 261,939</td>
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<tr>
<td><strong>Net Assets</strong></td>
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<tr>
<td>Unrestricted</td>
<td>2,406,721</td>
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<tr>
<td>Temporarily Restricted</td>
<td>2,295,262</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td>4,701,983</td>
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<tr>
<td><strong>Total Liabilities &amp; Net Assets</strong></td>
<td>$ 4,963,922</td>
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*Visit www.TeamRubiconUSA.org for a copy of audited financials.*
Revenue, Public Support & Other Income

<table>
<thead>
<tr>
<th>Description</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>Contributions and Grants</td>
<td>$3,143,952</td>
<td>$4,011,396</td>
<td>$7,155,348</td>
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<tr>
<td>Special Events, Net</td>
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<tr>
<td>In-kind Contributions</td>
<td>1,347,351</td>
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<td>1,347,351</td>
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<td>Other Income</td>
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<td>20,969</td>
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<td>Investment Income, Net</td>
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<td>Net Assets Released from Purpose Restrictions</td>
<td>3,059,222</td>
<td>(3,059,222)</td>
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Total Revenue, Public Support and Other Income

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<th>Description</th>
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<tbody>
<tr>
<td>Total Revenue</td>
<td>8,229,998</td>
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<tr>
<td>Public Support and Other Income</td>
<td>952,174</td>
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<tr>
<td>Total</td>
<td>9,182,172</td>
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Expenses

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<tr>
<td>Program Services</td>
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<tr>
<td>Management &amp; General</td>
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<td>Fundraising</td>
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Total Expenses

<table>
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<tbody>
<tr>
<td>Total Expenses</td>
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Change In Net Assets

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<td>Change In Net Assets</td>
<td>285,024</td>
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Net Assets, Beginning of the Year

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<thead>
<tr>
<th>Description</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>Net Assets, Beginning of the Year</td>
<td>2,121,697</td>
<td>1,343,088</td>
<td>3,464,785</td>
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Net Assets, End of the Year

<table>
<thead>
<tr>
<th>Description</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets, End of the Year</td>
<td>$2,406,721</td>
<td>$2,295,262</td>
<td>$4,701,983</td>
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