

April 20, 2017

Testimony of Assistant Commissioner Bitta Mostofi NYC Mayor's Office of Immigrant Affairs

Before a hearing of the New York City Council Committee on Economic Development: "Oversight: Preparing for the Impact of Federal Travel Bans on New York City's Economy"



Thank you to Chair Garodnick and the members of the Committee on Economic Development. My name is Bitta Mostofi and I am the Assistant Commissioner of the Mayor's Office of Immigrant Affairs.

This testimony will provide an overview of the impacts on New Yorkers, both economic and otherwise, of President Trump's executive orders restricting travel and immigration to the United States.

I will describe how the City has responded to these repercussions under the leadership of Mayor de Blasio, who has repeatedly affirmed the City's commitment to protect and serve all New Yorkers, regardless of race, religion, national origin, or immigration status.

Background

President Trump signed the first version of an executive order suspending immigration from seven countries on January 27, 2017. This order banned entry for nationals from seven Muslimmajority countries (Iraq, Iran, Syria, Somalia, Libya, Yemen, and Sudan) for at least 90 days, banned entry for Syrian refugees indefinitely, and suspended the refugee resettlement program for at least 120 days, while also significantly reducing the quota of refugees to be resettled in the United States for the remainder of Fiscal Year 2017.

This order caused chaos and confusion in the immediate aftermath of its signing. Some individuals who had already boarded flights to the United States before the order was signed were detained at U.S. airports. Some were denied entry and sent back to their countries of origin. Refugees who had passed all of their security checks and screenings and were prepared to come to the United States after months or even years of waiting were told that they were no longer able to enter. In some cases, even legal permanent residents and others with lawful U.S. immigration status, such as those with student visas or work visas, were subject to detention. After several lawsuits, the major provisions of the EO were enjoined by district courts less than two days after its signing.

In response to these decisions, the Trump administration issued a second EO, on March 6, with similar objectives. This time, however, the order suspended entry from the same countries except Iraq, did not single out Syrian refugees for indefinite suspension, provided clearer instructions for implementation, and explicitly listed classes of individuals who would be exempt from the order, including those with valid immigration status. Federal courts have enjoined key provisions of this EO nationwide, and the federal government has appealed these decisions. While the future of the second order is uncertain, the impacts of both EOs have been far-reaching. In conjunction with the numerous other actions by the federal government designed to ramp up immigration



enforcement, these orders have contributed to an overall climate of xenophobic sentiments, the realities of which are felt not just in our city but nationwide and even internationally.

Impact on New Yorkers

Despite the injunctions, both orders have significantly impacted immigrant communities in New York City. Over 26,000 New Yorkers were born in the six countries affected by the second version of the EO and nearly 40,000 claim ancestry from these countries. Even if these individuals were not directly affected by the ban due to legal status or citizenship, their family members, employees, or business associates could be affected. The executive orders also call for enhanced vetting of immigrants and travelers, raising fears among individuals from the named countries and beyond. Many people have been understandably afraid to travel or enter the country from abroad even though the orders have been halted. Many have remained separated from their families due to fear that the courts' injunctions might be overturned. Many more have expressed fears that their country of origin could be added to the list of suspended countries.

These fears are not baseless. Many individuals were stranded abroad or unable to leave the country during the first iteration of the EO. Families were separated, international students were unable to return to their universities, doctors could not return to practice, and employees of many global corporations were forced to remain abroad. These incidents only served to amplify the fear that many people felt and continue to feel regarding international travel. They have created a fertile ground for false rumors about what the executive orders entail and how they may be expanded. As a result, even individuals who were not born in one of the six banned countries and individuals who hold US citizenship have reported fear of travel.

This culture of fear also increases the susceptibility of immigrants to the unauthorized practice of immigration law. Immigrants in this city have long contended with immigration service provider fraud, or notario fraud, in which an individual who is neither a licensed attorney nor accredited to provide legal advice offers legal services to immigrants, often targeting those who are undocumented and charging steep prices for these fraudulent services. People's willingness to trust these individuals is likely to increase as a result of the fear and confusion generated by the EOs.

The administration's actions have also been correlated with a notable uptick in the occurrence of bias crimes—especially due to religious motivation. Last year, President Trump's frequent use of xenophobic rhetoric during his campaign was correlated with an upward trend in the incidence of bias and hate crimes. The City's Commission on Human Rights saw a 30 percent increase in reports of national origin, race, religion, and alienage/citizenship status discrimination in 2016, with nearly 1,500 reports of alleged discrimination in these areas in 2016 compared to



approximately 1,100 reports in 2015. The increase only become more drastic after the President took office and signed the first travel ban order one week later. NYPD Hate Crime Task Force data show 168 incidents of bias crime have occurred in the city from the start of the year to April 16—more than double the number of crimes reported in the same timeframe the year before.

All of these impacts give rise to broader economic consequences that can be placed into two categories: first, the impacts on NYC residents and, second, the impacts on international travelers who may consider visiting New York. The executive orders have had, and could continue to have, negative effects on immigrants' economic output and consumption, by causing immigrant communities to feel excluded and divided from the rest of society. These feelings—of fear and confusion, of isolation and division—naturally detract from individuals' willingness, and in some cases their ability, to engage with local economies and to continue to see themselves as a necessary part of our larger community. Moreover, the perception of unwelcoming policies and intolerance that these anti-immigrant policies risks creating a downturn in the interest of individuals to visit and stay in New York City. This impact is disproportionately concentrated in New York. According to data compiled by my colleagues at NYC & Company, NYC is the initial destination for 30% of all international visitors to the U.S., and for nearly 50% of all visitors nationwide from the countries singled out by the President's executive orders. NYC & Company will speak more about the impacts of these EOs on travel and tourism during their testimony.

The City's Response

In light of these serious impacts on the immigrant communities of New York, the City has responded forcefully to continue protecting and serving all New Yorkers.

First, we have directly responded to and contested the orders. In the immediate aftermath of the first order, our Commissioner and staff were at JFK airport, helping to coordinate responses from attorneys and members of Congress in order to advocate with federal officials for the release of those detained.

Additionally, through our national coalition of mayors, called Cities for Action, we've responded strongly against federal anti-immigrant policies by leading legal efforts, releasing coordinated statements and letters by municipal leaders, and meeting with inter-governmental partners. The coalition also developed a shared strategy amongst cities nationwide to coordinate and amplify the voices and efforts of municipal leaders who advocate for immigrant inclusion.

We most notably leveraged this coalition by filing amicus briefs in cases filed to challenge both executive orders. In the case of *Darweesh v. Trump*, in the Eastern District of New York, we



filed jointly with coalition partners from 34 cities and counties, representing 23 million people, the brief argued that the first EO would deeply harm millions of residents by interfering with local economies, immigrant integration, and public safety efforts. To quote directly from the brief, "In the short time that the Executive Order's restrictions were in place, those restrictions stranded students, separated families, disrupted travel and commerce, spread fear among our residents and visitors, and projected a message of intolerance and distrust toward members of our communities."

The brief makes a strong statement that the economies and cultures of our city, along with so many other cities across America, depend on openness to immigrants and visitors. New York City is one of the country's largest ports of entry and holds symbolic weight as the origin point for many immigrant stories in this nation. Nearly half of the city's workforce is foreign-born and more than half of the city's business-owners are immigrants. Neither New York City's economy nor its cultural makeup can exist without our foreign-born residents, and it was immensely important for us to communicate this fact directly in argument against the harmful actions of the federal administration.

We also joined other cities in filing amicus briefs in support of state lawsuits against the executive orders. Washington and Minnesota's suit against the first EO resulted in the issuance of a nationwide injunction that was affirmed by the Ninth Circuit Court of Appeals. We joined an amicus brief in support of Hawaii's challenge to the second EO, and will continue to explore opportunities to advocate for the City and our residents' interests in the courts.

We have worked on gathering crucial information and disseminating it to key populations and groups. We have briefed various faith and community leaders, along with the staff of our sister agencies, private attorneys, and numerous community-based organizations. We have focused on distributing this information out to the community—through informational campaigns and days of action coordinated with our sister agencies, presence at community town halls, and numerous Know Your Rights Forums. We've also communicated through a comprehensive one-pager translated into over ten languages that the City's resources—hospitals, schools, shelter, emergency assistance, and more—remain accessible to New Yorkers regardless of their immigration status. Finally, our program ActionNYC has been instrumental in ensuring that we connect vulnerable immigrants to safe and free legal services.

Conclusion

These executive orders run counter to the values of our city and our nation. They have had starkly negative impacts on our city's immigrant communities and on our city as a whole. If allowed to go into effect, the executive order would cause far greater harm still. We will continue



to use every tool at our disposal to maintain our commitment to serve and protect all New Yorkers regardless of status, national origin, religion, or race. New York City's immigrant communities are vital to the fabric of our city and make us who we are. They are our friends and neighbors, our teachers and our colleagues. Any action taken to curtail their ability to live safely and comfortably erodes that which makes us great.

The executive orders banning entry into our country and suspending refugee resettlement have had, and may continue to have, harmful negative consequences on these communities. We look forward to further discussion of the impacts on the economies of New York City from our colleagues at NYC & Company. Thank you.



Testimony of Fred Dixon (President & CEO) Delivered by Donna Keren (SVP, Research and Analysis)

New York City Council Committee on Economic Development Oversight Hearing: Preparing for the Impact of Federal Travel Bans on New York City's Economy

April 20, 2017



Hello. Thank you to Committee Chair Garodnick and committee members for giving this important topic your attention, as well as the opportunity for NYC & Company to share its insight via testimony. I am Donna Keren, Senior Vice President of Research and Analysis at NYC & Company. I am here to share the testimony of NYC & Company's President and CEO, Fred Dixon, who is currently attending the US Travel Association's Secure Tourism Summit here in NYC, where the issues related to how security and policy decisions could affect visitation will be discussed by industry leaders, destinations, and businesses from across the country.

As many of you know, NYC & Company is a membership-based, 501(c)(6) not-for-profit. We work closely with the City to provide certain destination marketing services via a procurement contract with the Department of Small Business Services. We fund approximately half of our operating budget via private revenue streams, and all of it is dedicated to supporting our City's tourism economy. As the official destination marketing organization for all five boroughs, our primary mission is to create urgency among leisure and business visitors to travel to NYC now.

Leisure travel is a choice, and we work diligently year-round to showcase New York City as a leading destination. But new barriers to entering the U.S., such as federal travel bans, have the opposite effect, damaging the image and appeal of our country and City and making it easy for a potential visitor to look past NYC in favor of destinations in other countries, ones that make visiting easy and less stressful, with a more welcoming environment. That has the potential to have a significant negative effect on our city's strongest industries and biggest employers.

Travel and tourism is NYC's sixth largest employer. More than 375,000 people have jobs supported by visitor spending across the five boroughs, which generates more than \$5.8 billion in tax revenue for the City and State each year. Collectively, visitors spent more than \$42 billion at businesses across the city in 2016, which generated an additional \$21 billion in economic activity. In total, travel and tourism is responsible for an economic impact of over \$62 billion in NYC each year. Swiftly responding to changes in travel patterns is key to sustaining tourism's economic impact, which is why we and the 1,800 tourism and hospitality businesses that compose our private membership base were immediately outspoken about the potential economic impact travel bans could have.

Last year, our City welcomed 60.7 million visitors. 12.7 million of them were from outside the United States and spent, on average, \$2,000 each while here. The economic impact of the international traveler versus that of the domestic traveler cannot be overstated. Although international visitors make up just 20% of all visitation to NYC, they are responsible for more than half of all visitor spending. To put it another way: it takes four domestic visitors to equal the spending of one international visitor. That is because they stay for longer, spend more and explore more of our City's boroughs and neighborhoods while here.

As you know, New York City is the #1 point of entry into the United States for all international travelers. We are also the top international destination, welcoming nearly 30% of all international visitors entering the United States each year. The U.S. city with the next largest market share is Los Angeles, with 12%. We rely more on international visitation to fuel our



economy than almost any other U.S. destination. Therefore we pay close attention to fluctuations in international sentiment and visitation, working closely with Tourism Economics, an Oxford Economics company, to track and predict travel to NYC on a regular basis.

At the end of 2016, NYC & Company and Tourism Economics predicted that international visitation would grow by 3% in 2017, even taking into account the continued strengthening of the US dollar and other variables that are known to slow travel. In light of the proposed travel ban, increased scrutiny of visa and at the border, and the President's aggressive "America First" rhetoric, we saw a significant shift on the horizon when we revisited the forecast with our economists after the issuance of the travel ban in February. Our revised forecast now indicates a dropof more than 2% in international visitation in 2017, not the increase we had predicted under different circumstances. If this forecast holds, while less than the 3% drop predicted for the U.S. overall, 2017 will mark the first drop in international visitation to NYC since the economic downturn in 2008.

In hard numbers, a 2% decline translates to 300,000 fewer international visitors sleeping in hotels, shopping, dining in restaurants, exploring neighborhoods in the boroughs and visiting museums, galleries, and theaters this year than last year. Even at this modest level of decline, we estimate that at an average spend of \$2,000 each, overall spending by international visitors could drop by \$600 million, resulting in the City and State collectively earning \$120 million less in tax revenue related to international visitor spending this year.

The news isn't all bad, however. We also predict that 2017 domestic visitation to NYC will increase by 1.3 million visitors compared to last year, or 2.7%. As a result, overall visitation and visitor spending in NYC should increase this year compared to last year, but is unlikely to reach its full potential under the existing conditions.

Variables affecting international travel range from economic to personal perception and sentiment. It goes without saying that new travel restrictions (including bans, limited or reduced access to visas, and "extreme vetting") will limit the number of people who are permitted to enter our country. Similarly, the perception that new policies will make international inbound travel to the U.S. more burdensome may cause visitors to choose destinations that facilitate entry instead. For example, the Toronto School Board recently announced the cancellation of all student trips to the United States for 2017, as did educational groups from Mexico. This was in direct response to several incidents involving bus-loads of school-aged children on class trips to the US from Canada. When stopped at a border crossing, some of the children on the bus were denied entry. School officials were left with no choice but to turn around with the entire class because they could not leave those denied entry behind. To avoid any future uncertainty, the school board took the extraordinary step of cancelling all student trips to the United States.

Consider the lengths corporations go to to mitigate PR crises and avoid consumers' negative brand associations. Like any other consumer product, visitor sentiment and public perception have a significant impact on market demand. Federal policy and political rhetoric affect the international community's perception of our country's values, culture and welcoming nature.



When policy and rhetoric become protectionist or discriminatory, our destination is perceived to be unwelcoming and hostile.

As I stated earlier, consumers have many choices. We believe if the United States is perceived as hostile, or if visitors lose confidence with our entry process or are unfairly denied entry, they will choose to spend their money visiting and exploring destinations in other countries that are easier to enter, welcoming, and inclusive. Important travel destinations like NYC would suffer disproportionately. Security and a warm welcome are not mutually exclusive, and striking a balance between the two is essential to our country and City's economy. In the absence of that balance, meeting planners, conventions, and leisure travelers will take their business elsewhere; already, recent data provided by Tourism Economics point to a drop in ticket purchases and online travel planning by international visitors, indicating that their interest in visiting the United States is waning.

Until this point, my testimony has focused only on a *potential* decline. This is because changes in international visitor behavior take time to materialize: on average, international visitors begin to make travel plans 90 days in advance of their travel date. As an example: if in late January visitors chose not to book flights and hotel rooms for a late April vacation, the drop of in-market spending on hotels, restaurants, and retail wouldn't be felt until late April. We may soon begin to notice lower hotel occupancy rates or fewer Broadway ticket sales compared to last year at the same time.

It is important to note that the challenges facing our City cannot be solved by PR or tourism marketing alone. However, NYC & Company takes its role in influencing visitor perception very seriously. Thankfully, we already have media and industry footholds in 28 international markets. Our city-to-city partnerships provide access to valuable in-market media, aiding in our ability to speak to and influence residents of each partner city. Our convention development team attracts and facilitates meetings and conventions in New York City, which carry significant visitor spending. Our global communications team works with media from around the world to maintain our city's competitive edge as a destination, and our tourism development team works directly with tour operators, travel agents, and other members of the travel trade to inform and strengthen their ability to sell NYC to their customers.

In response to the potential drop in international visitation, NYC & Company is leveraging all its assets to mitigate any possible negative impact:

First, we introduced a new \$3 million advertising campaign in four international markets that announced "ALL ARE WELCOME" in New York City. So in the UK, our largest international feeder market, Germany, Mexico, and Spain, we are telling visitors that New York City is open to all and we welcome them to book a trip here.

Second, we renewed our City-to-City partnership with Mexico City. This cross-promotional program provides us with valuable in-market media assets. At a time when residents of that city do not perceive the United States as welcoming, we are telling them that they are always welcome here.



Third, NYC & Company is making sure that domestic visitation remains strong. This spring, in partnership with JC Decaux, we are increasing our domestic tourism efforts by increasing our nationwide marketing assets by 18%. This coming summer, we will increase our nationwide marketing assets by 30%. Campaigns promoting the 25th anniversary of NYC Restaurant Week, the city's family-friendly attractions, and brand new travel and tourism messaging will be seen by more people than ever before in cities and towns throughout the United States. In addition, we are expanding our convention and meeting business development with potential clients on the West Coast.

Lastly, we are working to make the federal government aware of how travel bans and hostile "America First" rhetoric affect our city and country's economies. President and CEO Fred Dixon represents NYC & Company and is active on the United States Travel and Tourism Advisory Board, which advises the U.S. Secretary of Commerce on matters related to our industry. He is also an executive board member of U.S. Travel Association, which represents and advocates for our country's travel and tourism industry in Washington D.C. NYC & Company's Chief Operating Officer, Bryan Grimaldi, represents us on the National Advisory Committee of Travel and Transportation Infrastructure, which makes federal infrastructure recommendations to the U.S. Secretary of Transportation. Our message to federal representatives is clear and consistent: security and open borders can and must co-exist – and maintaining a positive image of the United States around the world is critical. We are encouraging the Administration in Washington to communicate that the U.S. is open for business and we welcome visitors with open arms.

In closing, it is important to stress again that much of the data in this testimony are forecasts based on the current political climate, indicators of visitor perception, and policy landscape. Over the coming weeks and months, that landscape may change. Visitor perception may change. We hope that it does, and for the better, and are committed to doing all we can to affect that change for a positive impact on New York City.

Thank you for your time and consideration. NYC & Company looks forward to continuing to work with the City of New York and our member businesses to preserve the 375,000 industry jobs and hundreds of millions of dollars of tax revenue supported by tourism.



April 20, 2017

Testimony before the New York City Council Committee on Economic Development

Topic: Oversight - Preparing for the Impact of Federal Travel Bans on New York City's Economy.

Thank you Chairman Garodnick and Members of the Committee for convening this important hearing.

My name is Anthony Figliola, I am Vice President of Empire Government Strategies and I represent the online travel company Hostelworld.

<u>Hostelworld.com</u> is the largest booking website for hostels in the world, listing over 35,000 properties in more than 180 countries. Located in Dublin, Ireland, they do not own any property and serve primarily as a placer of youth travelers in various venues in which they do business.

Hosteling is a \$320 billion global industry, which has begun to expand into the U.S. Hostel travelers are mostly budget conscious, social young college age people who are seeking to visit new places and want to stay in a dormitory style accommodation. Their goal is to experience the local flavor of new cities with meet people of different cultures and backgrounds. As multicultural travelers, they would rather spend less on accommodations and more money on restaurants, events and places of interest. In fact hostel travelers are seen to spend less on their beds but more in the city than your average traveler. The relationship between the hostel and hotel industry is very strong, since hostels service a different level of customer (e.g., young, solo, budget conscious social traveler). Many hotel chains are seeking to invest in developing a hostel brand as another level of accommodation.

Tourism is a main pillar on which New York City's economic development strategy sits, generating over \$42 billion into the city's economy through direct spending. The hostel industry understands the importance of creating a welcoming atmosphere for international travelers as well as domestic. We believe that our industry and its youth travelers are a critical component in advancing the city's overall economic development goals. Further, many of our youth travelers do not share the same concerns about proposed U.S. travel policies as some of their international counterparts.

NYC & Co. has reported that a possible loss of over 300,000 international tourists may not visit New York out of fear caused by the recent U.S. elections and subsequent immigration policies. They estimate the city stands to lose over \$600 million in tourism dollars.

I am here in behalf of the hostel industry, to offer our assistance to the council on a pathway to recoup those lost international travelers. Councilmember Chin has a bill (Intro 0699) that would legalize hostels in New York City in commercial districts ONLY. This bill, which has received the support of The Hospitality Alliance, Partnership for NYC and the Citizens Housing and Planning Council as well as in the past from NYC & Co, would create a licensing mechanism that would ensure, safe and affordable accommodations for budget conscious youth travelers. We estimate that our industry would generate over 600,000 bed nights with an economic impact of over \$234 million to the city. These are conservative estimates, given that New York is a destination on par with London who has almost 1 million hostel bed nights.

In 2010, the state legislature amended the city's Multiple Dwelling Law and NYC Administrative Code to crack down on illegal hotels, the unintended consequence was that hostels, which were not defined in the city code, were told they could not operate. Understanding the importance of youth travel and the impact of Hostels in New York, Mayor Michael Bloomberg and the Mayor's Office of Special Enforcement led an interagency working group to develop said legislation (i.e., Intro 0699) to legalize hostels.

Since 2010, the youth traveler who originally sought hostel accommodations in New York City, instead chose to visit other U.S. cities that have hostel laws such as Boston, San Francisco, Miami, Chicago and Washington DC. The New York Times has reported that our city has lost almost \$300 million in international youth tourism dollars due to a lack of hostel accommodations.

Our industry is desirous to work with the city council, economic development officials and the Mayor's office to help promote the city to international youth travelers and bring back this important group of tourists.

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Very truly yours,

ANTHONY M. FIGLIOLA

Vice President

NEWS FROM:

The New York Times

Hostel Business Wants to Make a Push Back Into New York

By Tanya Mohn

Pouring rain one day last week didn't stop a dozen or so European and American hostel owners and executives from taking a four-hour bus tour through the industrial neighborhoods of Long Island City in Queens.

Intent on reviving and expanding New York's atrophied hostel business — which they say could enhance the city's appeal to youthful tourists — the visitors were sizing up thousands of

square feet of commercial space and warehouses.

The properties included an auto body repair shop; a hardware supplier; and a clothing restoration business that over the years has worked on Winston Churchill's military uniform, Princess Diana's gowns and Melania Trump's wedding dress.

"Old buildings all have great stories," said a visitor from Dublin, Anne

Dolan, a founder and director of Clink Hostels, whose keystone business is housed in a former London magistrate's court.



But the issue in New York City, these hostel experts say, is that too few backpacking and other young and budget-conscious travelers dare to pass through town, because of a dearth of hostels. As a result, they said, the city is not only losing tourist business and tax revenue, but also the chance to advertise itself to young people from around the country and the world who might someday return to work and live in New York.

"I think hostels make great cities accessible to young people," Ms. Dolan said. "New York is missing out."

Hostel proponents blame a six-year-old New York State law, the Illegal Hotels Bill. The law was aimed at nonconforming rentals, overcrowded single-room occupancy residences and other forms of lodging deemed substandard by the legislation's sponsors.



Although Airbnb was not as big a presence in 2010 as it is now, the law has been wielded to crack down on various types of listings on the company's service. Last week Airbnb settled a lawsuit against New York City in which the company had opposed the city's right to impose

fines on Airbnb hosts who listed properties that did not conform to the 2010 law.

Also caught in the 2010 law's dragnet were almost all of New York City's hostels, according to Feargal Mooney, whose company arranged last week's tour. Mr. Mooney is chief executive of Hostelworld, a hostel booking firm that represents properties in more than 170 countries.



Nearly five dozen New York City hostels

were put out of business by the 2010 law, and new ones have been prevented from opening, Mr. Mooney said. Most of the remaining ones advertise as hostels but are now formally classified as hotels.

Mr. Mooney and others on the tour say they hope that a new piece of legislation, awaiting a hearing by the New York City Council, could revive the city's hostel business.

Right now, the only bona fide hostel in the city is run by a nonprofit group, Hostelling International USA, on Amsterdam Avenue on the Upper West Side, he said. It is able to operate its New York City property because of its building classification and special use permit.



Aaron Chaffee, Hostelling International's vice president for hostel development, said he would welcome additional hostels in the city but supported the need for regulation. The final stop on the bus tour was at the Paper Factory, an elegant, edgy hotel decorated with repurposed objects from its former life as a pulp plant.

"Wow, I love it," said Eric van Dijk, managing director of Meininger Hotels, a company based in Berlin that owns 16 hostels in Europe and has 13 more in the

pipeline there. He said the game room and other communal spaces gave the property the look and vibe of a hostel.

Gal Sela, the hotel's owner, went into contract for the building in 2010 intending to operate it as a hostel. But when the law went into effect, he couldn't proceed.

"I like the business model of hostels," Mr. Sela said. The revenue per square foot from dormstyle rooms is profitable, he said, but more important are a laid-back ambience and a focus on community. "It's something unique in hospitality," he said. "I'd change it into a hostel in a heartbeat if the law changes." Before the 2010 legislation, some hostels were substandard, Mr. Mooney conceded, but not all. He said that hostels around the world today were typically safe, clean and modern, with kitchens and laundry facilities, on-site cafes and even 24-hour reception desks. Many reflect high-end design similar to boutique hotels.

Hostelworld has hired Jerry Kremer, president of Empire Government Strategies, a lobbying firm, to help change the law affecting hostels.

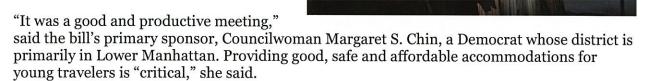
"Young people coming to the city have very few choices," Mr. Kremer said. "The hostel industry is frustrated that the city hasn't embraced a form of tourism that not only brings in money but also encourages young people to come to the city and stay. Any other major city in the country would be chasing after us."

New York currently yields about \$234 million a year in revenue from hostels and related tourism — about a third of the amount a city its size should be generating, according to a recent Hostelworld analysis.

"Hostel owners will go in areas that are underserved and turn them into something special

and change a neighborhood," Mr. Kremer said. "They are ready, willing and able to write checks."

The group met with City Council members to discuss legislation that would authorize the creation of hostels and provide specific oversight for their licensing, regulation and operation. The hostel group hopes to have a hearing before the Committee on Housing and Buildings by early next year.



Laura Daly, deputy director of the World Youth Student and Educational Travel Confederation, a nonprofit trade association for the global youth travel industry, said international destinations like Berlin and Amsterdam welcomed hostels "with open arms."

Paul Halpenny, a group director for Hostelworld, said Barcelona was another city where political efforts brought results. "Owners there spent years battling the city," he said of Barcelona. "But today it has some of the best hostels in any city around the world."

In Rome, a change in the law last year resulted in about eight new or planned hostels.

In the United States, Ms. Daly said, cities including Miami, Los Angeles and Chicago are attracting hostel investment over New York.

Generator Hostels, based in London, has a dozen properties and several in development in Europe, and a property under construction in Miami scheduled to open next year.

Both Generator and Meininger, the German company, have full-time staff in the United States actively looking for sites.

And yet, for all the activity, hostel development in the United States has been slow, compared to other regions of the world, said Bjorn Hanson, a professor of hospitality and tourism at New York University's Tisch Center.

That, he said, is because of strict regulations, the rise of less expensive limited-service hotels in urban areas and the popularity of hotel-chain loyalty points. And not everyone sees the appeal of bunkhouse camaraderie.

Still, there is a trend even in the mainstream lodging industry for guests to spend less time in their hotel rooms, in favor of public spaces to work and meet fellow travelers. "Hostels do that extremely well by offering more of a social experience than most hotels," Dr. Hanson said.

All of which is why the visitors on the bus in Long Island City last week remained hopeful.

"There's power in numbers," Ms. Dolan of Clink Hostels said. "It seems like the right moment."

The New York Times article can be found here: http://www.nytimes.com/2016/12/05/realestate/commercial/hostel-business-wants-to-make-a-push-back-into-new-york.html?emc=eta1&_r=0



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Testimony to the New York City Council Committee on Economic Development April 20, 2017

Preparing for the Impact of Federal Travel Bans on New York City's Economy

My name is Tim Tompkins, and I am the President of the Times Square Alliance, which works to improve and promote the Times Square district. Thank you, Chair Garodnick and members of the Economic Development Committee for allowing me the opportunity to testify before you today, and for the opportunity to talk about the crucial role tourism plays in our city's economy.

Though Times Square is home to a wide variety of commercial, retail and cultural offerings, it should come as no surprise that the tourism sector makes up the largest share of Times Square's economic output. Annual direct spending on hotels, entertainment and retail in Times Square amounts to \$6.2 billion. Our neighborhood has 16% of the city's hotel rooms; in fact, we've added 2,550 new rooms since 2011. Accordingly, direct spending on hotels has increased over 30% in that time, resulting in \$2.5 billion in revenues and \$305 million in tax revenue.¹ Tourists make up over two-thirds of attendees to Broadway shows, an industry that, on its own, contributes nearly \$12.6 billion to the economy of New York City on top of ticket sales and supports 89,000 local jobs, according to the Broadway League.²

In short, tourism helps drive Times Square, but the impact of tourism reverberates far behind Midtown because the jobs and tax revenue it generates touch nearly every neighborhood in the city. It is for this reason that we are deeply concerned about the impact of a federal travel ban on the city's economy.

The number of international visitors to New York has grown nearly every year since 2006, interrupted only briefly in 2009 by the financial crisis. Last year, the city drew 12.7 million international visitors from countries as varied as Britain, Brazil and China, a 74% increase from 2006.³ International visitors make up 21% of all tourism to the city, but they pack an outsized economic punch because they stay longer and spend more per trip than domestic visitors. NYC & Company estimates that international visitors accounted for 48% of total tourism-related spending in 2015; that's \$20.3 billion.⁴

Where does that money go? To New Yorkers. The tourism sector supported 375,250 jobs in 2015, an increase of over 90,000 from 2006.⁵ That's 9.1% of all payroll employment in the City, spanning a variety of income levels and sectors ranging from lodging, entertainment and food to communications, construction and wholesale distribution.⁶ If Times Square, where 60% of New York City resident-employees live outside Manhattan, is any indication, that income is supporting families across the greater metropolitan region.⁷

Although no federal travel ban is currently in place, the reality is that New York's tourism industry is already facing some very real headwinds. We shared NYC & Company's concern that New York expects

¹ TSq. Alliance Economic Impact Report, 2016

² Broadway League Statistics: https://www.broadwayleague.com/research/statistics-broadway-nyc/

³ In 2006, NYC & Co. estimates 7.26 million international visitors came to NYC. NYC&Co. "New York City Tourism: A Model for Success," June 2013, p.7; New York Times, "New York Expects Fewer Foreign Tourists, Saying Trump Is to Blame." February 28, 2017

⁴ NYC&Co. New York City Travel + Tourism Trend Report, October 2016, p.14

⁵ NYC&Co. "New York City Tourism: A Model for Success," June 2013, p.13; NYC&Co. "New York City Travel + Tourism Trend Report," October 2016, p.15

⁶ NYC&Co. "New York City Travel + Tourism Trend Report," October 2016, p.15

⁷ TSq. Alliance Economic Impact Report, 2016

to draw 300,000 fewer foreign tourists this year than in 2016, a drop that will cost the city's businesses hundreds of millions of dollars in lost sales.⁸

We are heartened by NYC & Company's proactive efforts to fight this downward trend, which make it even more important that the City must continue to invest in tourism promotion, advocacy and research to gain a fuller understanding of the ways in which tourism touches the lives of New Yorkers across the city. There is still much we don't know about the ways in which tourism dollars make their way throughout New York's economy, or how the industry can help even more New Yorkers achieve stable, middle-class lives.

We also believe it is vital for the city to continue to enhance its enforcement of quality-of-life issues in high-traffic, high-visibility locations like Times Square, which are the public face of our city and country. When visitors to Times Square are aggressively solicited or touched without their permission, it reinforces the notion that New York is an unsafe, unwelcoming place. Thank you, Mr. Chairman, for your role in getting reasonable regulations passed; now the Administration must be proactive with respect to enforcement.

These efforts can help ensure New York remains a welcoming place not just for tourists from around the world, but for New Yorkers of every type who call this city home.

Thank you for the opportunity to testify.

⁸ New York Times, "New York Expects Fewer Foreign Tourists, Saying Trump Is to Blame," February 28, 2017



- · 25% defined these difficulties as
- a) Fear of traveler harassment;
- b) Fear of harassment or reprisals of US travelers in the Middle East;
- c) Uncertainty regarding Green Card and approved visa credibility;
- d) Limited access to the employee pool.

That 25% soared to 37% when respondents emphasized individual fears.

In response to the question, "Will this travel ban reduce your company's travel:"

- 3% responded "Significantly."
- 36% replied "Somewhat."

Business and business travelers abhor "uncertainty." When travelers are uncertain about the viability of a trip, it gets postponed. That means postponing the hotel stay, the dining, the surface transportation charges, the shopping, and the ancillary revenue that floats this city. Sometimes, trips and travelers are rerouted to other places... Places with less regulation, equal security, newer meeting facilities, and an equal number of options.

New York City is more than just the landmark gateway to the US. It is the portal to business, art, music, and culture. Why would anyone introduce an aura of uncertainty in traveling to New York?

Business travel brings people together. Barely two months after these bans were announced — and on the heels of the electronics restrictions — the Association of Corporate Travel Executives is convening a global travel conference. And we are doing it right here, in New York City. It starts Sunday, April 23rd. We have brought 1,000 representatives from 25 countries to discuss issues similar to the ones you are discussing here. I invite you, Mr. Chair, and this committee to join the ACTE conference with me.

The uncertainty about New York needs to end here.

ha		

End of testimony



Testimony of: Greeley Koch, Executive Director/CEO Representing: Association of Corporate Travel Executives

Presented to: New York City Council's Committee on Economic Development

Subject: Preparing for the Impact of Federal Travel Bans on New York City's Economy

Date: April 20, 2017 Contact: gkoch@acte.org

I'd like to thank the Honorable Chair, the distinguished members of this committee, and the City of New York for the opportunity to address this issue — the economic impact of travel bans.

My name is Greeley Koch, Executive Director of the Association of Corporate Travel Executives, a global travel trade group with members in 75 countries... Representing more than 50,000 business travelers in the air on any given day... And billions of dollars, euros, and yen in annual business travel expenditures. Many of those travelers and a lot of that revenue passes through this city.

You are going to hear some startling numbers today... From myself and others. Those numbers will parallel the hard reality of the first and second travel ban timeline. But there is a much harder reality of traveler perception... Which ultimately drives the numbers six to twelve months in advance. In other words, the worst may be yet to come.

Here is what we know:

- International bookings to the US are down 6.5% over the same period last year, from countries not affected by the bans.
- Excluding the Middle East, the highest regional drop in bookings is from Western Europe, down 13.6 percent from last year.
- Bookings worldwide to the US have dropped a full 1.1 percent from, 3.4% to 2.3% as of January 27th to February 24th, 2017.

These figures were provided by Forward Keys, a company that analyzes 14 million travel transactions per day. I have every confidence in their accuracy.

• The February Forecast for visitation to New York — offered by NYC & Company — projected a 2.1% drop in international travel in 2017 as compared to 2016. This translates to a loss of about 300,000 visitors compared to 2016 levels (12.7 million falling to 12.4 million this year).

At ACTE, travel goes beyond numbers. Every statistic has a face, and those faces matter. Here is the backstory of those numbers.

In a recent survey of 250 global business travel managers conducted by ACTE, we learned that "uncertainty" regarding travel to the US was suddenly affecting travel agendas.

• 20% claimed that the travel ban posed difficulties for their respective companies. And this 20 percent was barely reflected by the seven countries named in the ban.



TESTIMONY OF MATT A.V. CHABAN POLICY DIRECTOR, CENTER FOR AN URBAN FUTURE

BEFORE THE NEW YORK CITY COUNCIL COMMITTEE ON ECONOMIC DEVELOPMENT

PREPARING FOR THE IMPACT OF FEDERAL TRAVEL BANS ON NEW YORK CITY'S ECONOMY

APRIL 21, 2016

Good afternoon, Chair Garodnick and members of the committee, and thank you for inviting the Center to share our work on this important issue.

My name is Matt Chaban, and I am the policy director of the Center for an Urban Future. We're an independent, nonpartisan think tank based in Manhattan whose mission is advancing smart and sustainable public policies to reduce inequality, increase economic mobility and grow the economy for all New Yorkers.

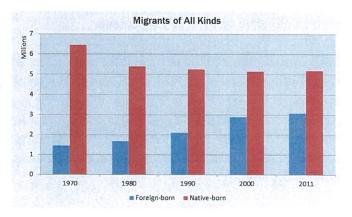
Over 20 years, we have produced exhaustive research on these issues, including ways to help New York's women entrepreneurs succeed; what it takes for small businesses to grow and thrive; the way the city's capital construction system is failing its cultural institutions; the shortcomings in the high school equivalency system; and the issue that brings us here today: immigration's central role in the city, and particularly its economy.

Thank you for this opportunity to testify.

So here we are at the Economic Development committee talking about an immigration ban. The two could not be more opposite, and nowhere is that truer than New York. Over our two decades, the Center has frequently returned to the vital role immigrants play in New York City,

both as architects of the our culture and engines of our economy.

For four centuries, the city has been one of immigrants and commerce, where each invigorates the other. This will not change, no matter the actions of Washington, though the administration can still hurt New York when it has rarely been stronger.



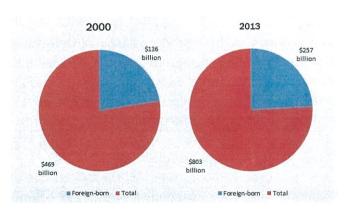


The White House's actions are risking business. While only one out of three New Yorkers are foreign-born, nearly half of the workforce hails from another country. And a surge in foreign-born New Yorkers since the 1980s has tracked closely with the city's recovery. Their ranks have nearly doubled, according to the Center's research, to more than 3 million, while the native-born population declined by a few percent.

Indeed, this is among the great ironies of the immigration ban: For a president who claims to understand business and the economy better than anyone, his administration seemed to be ignoring a simple fact. Both in New York City and across the country, immigrants create massive economic dividends not only for themselves but for their entire communities.

In 2013 alone, immigrants in New York accounted for \$257 billion in economic activity, according to a 2015 analysis by the New York State Comptroller's Office (PDF: http://bit.ly/2lgqoFz). This activity has nearly doubled since 2000, growing faster than the city's overall economy; whereas immigrants generated 29 percent of the city's economic output in 2000, this share reached 32 percent in 2013.

And these contributions come from all corners of the immigrant community, even those thought to live in the shadows. An analysis by the Institute on Taxation and Economic Policy (PDF: http://bit.ly/2lfQUOF) found that undocumented immigrants in New York State contributed \$1.11 billion in local and state taxes last year. And they pay a greater share than other New Yorkers, with an effective rate of 8.9 percent,



compared to 8.1 percent for the typical state resident. Furthermore, the institute estimated that were these New Yorkers granted full legal status, their contributions would rise to \$1.36 billion, with an effective tax rate of 9.9 percent.

Such contributions to the city's culture and coffers would not be possible without immigrants' contributions to many of New York's most important industries—including many people might not expect. We are familiar with the cabbie or the garment worker hailing from Africa or Central America; those jobs are 88 and 96 percent immigrant held. But well-paying, high-skilled jobs that keep us healthy and housed also rely on foreign-born New Yorkers: some 70 percent of life scientists, 59 percent of pharmacists, and 60 percent of civil engineers in the city hail from outside the country.



Industrious Immigrants						
Top Jobs for Immigrants		Bottom Jobs for Immigrants Top High-Skill Jo		Top High-Skill Jobs	bs	
Garment and textile pressers	96%	Firefighters	8%	Medical and life scientists	70%	
Sewing machine operators	93%	Film and TV camera operators	13%	Civil engineers	60%	
Dishwashers	92%	Writers and authors	14%	Pharmacists	59%	
Drywall and ceiling tile installers	91%	Sound engineers	14%	Registered nurses	58%	
Taxi drivers & chauffers	88%	Public relations specialist	16%	Tax preparers	57%	
Masons	86%	Police supervisors & detectives	16%	Dentists	55%	
Tailors, dressmakers & sewers	85%	Actors	16%	Travel agents	54%	
Laundry and dry-cleaning workers	83%	Lawyers, judges & judicial workers	16%	Mechanical engineers	53%	
Maids & housekeepers	83%	Speech language pathologists	16%	Biological scientists	53%	
Painters	82%	Athlete and artist agents & managers	16%	Physicians & surgeons	45%	

And in the creative industries—a growing bedrock of the city's economy at roughly 7 percent of all employment—immigrants also play a notable role, with nearly 50,000 foreign-born New Yorkers employed in creative occupations. They account for an astounding 14 percent of all foreign-born creative professionals in the United States.

The most promising part of the city's economic explosion has been a newfound entrepreneurial spirit, and here, too, immigrants are having an outsized impact. There are roughly 41,000 foreign-born business owners in the city, compared to 32,000 native-born ones, again despite the fact there are roughly twice as many native-born New Yorkers. And these enterprising immigrants employ all manner of New Yorkers, whether opening a Thai restaurant with American-born servers and delivery workers from the Middle East or creating a healthcare start-up with programmers from South Asia, Eastern Europe, and the West Coast.

As we have already heard, the administration's actions are also impacting those temporary immigrants who have become such a vital part of our economy: tourists. New York has always been one of the top travel destinations on the planet, but the boom in tourism remains staggering, having nearly doubled over two decades to 60 million visitors last year. Because of the travel ban, many of the jobs these tourists make possible are now threatened.

We are now working on a major new report documenting the growing economic importance of tourism to New York's economy, which we look forward to sharing in the coming months. Already our research has shown that in 2014, more than 362,000 jobs were sustained by visitors to New York City, with total wage of \$22.5 billion. In just two years, those jobs have continued to surge, growing 5 percent to 375,000 jobs.

These are not just jobs for tour guides and hotel concierge, either. In 2014, there were approximately 275,000 direct tourism jobs while 87,000 were jobs created through indirect or





induced spending. That means the baristas at that underground roastery in Bushwick and the copy editors at the *Time Out New York* have just as much to lose should tourism fall.

Whatever comes to pass with the White House's immigration policy, now is the moment for New Yorkers to come together and unleash the full potential of the city's immigrant communities. Both the Council and the administration have supported these goals before, and it is now more important than ever that they do so.

The opportunities for strengthening these critical, and vulnerable, communities are everywhere. It could mean easing the burden on immigrant entrepreneurs; improving our libraries, which are critical hubs for both immigrants and jobseekers; and helping highly skilled yet underemployed New Yorkers leave behind their brooms and taxis and return to the hospitals and offices where they can make the greatest impact on the city.

Thank you again for this important opportunity to share our work on this critical issue. I have included links at the bottom of our testimony, if you would like to find more information about our research, as well as recommendation on how to improve the situation of immigrant workers and entrepreneurs.

A World of Opportunity: New York City's Immigrant Entrpreneurs https://nycfuture.org/research/a-world-of-opportunity

A City of Immigrant Workers: Building a Workforce Strategy for All New Yorkers https://nycfuture.org/research/a-city-of-immigrant-workers-building-a-workforce-strategyto-support-all-ne

Where Immigrant New Yorkers Go to Work https://nycfuture.org/data/immigrant-workers-data-brief

Creative New York: The Critical Role of the Cultural Industry https://nycfuture.org/research/creative-new-york-2015

Branches of Opportunities: Creating New York's 21st Century Libraries https://nycfuture.org/research/branches-of-opportunity



Testimony Before the New York City Council Committee on Economic Development Oversight: Preparing for the Impact of Federal Travel Bans on New York City's Economy April 20, 2017

Good afternoon Chair Garodnick, members of the Economic Development Committee, and staff. My name is Julie Samuels and I am the Executive Director at Tech:NYC, a coalition of more than 450 technology and startup companies in New York. One of our primary objectives is to increase engagement and dialogue between our industry and New York City government, which is why I'm so glad to be here today.

As part of this process, we hope to work with our members to help policymakers learn more about the technology industry and how we can harness its ingenuity to address the day-to-day issues that impact our city. At the same time, we believe our member companies can learn from the people and policymakers of New York City, especially about how new and innovative ideas can adapt to the challenges presented by a large, diverse, and complicated city.

Our ultimate goal in engaging in this dialogue is to demonstrate that New York City is the best place for technology companies to grow and develop. We believe that New York's unique business ecosystem, as a global center for so many industries such as finance, media, fashion, art, and real estate, will serve to strengthen the technology businesses that call New York home; and that in turn, technology will further strengthen those incumbent industries and the city at large. A crucial ingredient to this is diversity, which is why our community came out so quickly and emphatically against the President's immigration travel ban.

I'd like to start by taking a quick look at the numbers, which are quite notable.



- Roughly one in 10 American workers with jobs at private firms were employed at immigrant-founded companies. In New York alone, nearly 500,00 people are employed at firms owned by immigrants.¹
- More than half of the Fortune 500 companies based in New York are founded by immigrants or their children.²
- There are more than 375,000 immigrant entrepreneurs in the New York City metro area. In fact, immigrant residents are 19.1 percent more likely to be entrepreneurs than native-born residents³.
- In 2014, students on temporary visas made up of about one out of every three students earning a Master's degree at New York's universities in STEM fields, and 40.7 percent of students earning a PhD-level degree in STEM fields.⁴
- Every time a state gains 100 foreign-born STEM workers with graduate level STEM training from a U.S. school, 262 more jobs are created.⁵

In other words, our economy—both locally and nationally—depends on a robust immigration system that not only attracts, but welcomes with open arms, the kind of people who create jobs and grow the economy. The federal travel ban unfortunately sends precisely the opposite message to entrepreneurs and other highly-skilled workers. Namely, that they are not welcome here.

On top of this, the ban will likely have a negative impact on tourism, which greatly contributes to the local and national economy. For example, the international firm Tourism Economics forecasted that the number of foreign travelers to the U.S. could fall by 6.3 million annually between 2016 and 2018 due to this Administration's rhetoric and policies⁶. Locally, New York's tourism industry is vital to our economy and accounted for \$62.5 billion of the state's GDP in 2014.

We've also begun to see the effects that the current political climate has had on immigration with the recent H1-B visa lottery. As you know, the H1-B visa program, which allows high-skilled foreign workers to come to this country, has been under attack

¹ Partnership for a New American Economy, 2016, "The Contributions of New Americans in New York." http://www.newamericaneconomy.org/wp-content/uploads/2017/02/nae-ny-report.pdf

² Partnership for a New American Economy, 2016, "The Contributions of New Americans in New York." http://www.newamericaneconomy.org/wp-content/uploads/2017/02/nae-ny-report.pdf

³ Partnership for a New American Economy, 2016, http://www.newamericaneconomy.org/city/new-york

⁴ Partnership for a New American Economy, 2016, "The Contributions of New Americans in New York." http://www.newamericaneconomy.org/wp-content/uploads/2017/02/nae-ny-report.pdf

⁵ Madeline Zavodny, "Immigration and American Jobs," The Partnership for a New American Economy and the American Enterprise Institute, 2011, http://www.renewoureconomy.org/sites/all/themes/pnae/img/ NAE_Im-AmerJobs.pdf.

⁶Patrick McGeehan, "New York Expects Fewer Foreign Tourists, Saying Trump Is to Blame" https://www.nytimes.com/2017/02/28/nyregion/new-york-foreign-tourists-trump-policies.html?_r=0



from this Administration and others. While we agree that the program is ripe for reform, it remains an important tool for companies to attract much needed technical talent. Of note, just this week, the federal government announced that the number of applicants for such visas fell below 200,000 for the first time since 2014. In fact, in 2016, there were at least 36,000 *more* applicants than this year. Think about this for a second—more than 36,000 fewer high-skilled workers want to come to the United States this year.

It's not just H1-B visas. Take the story of one of our member companies based here in New York, Andela. Andela is a local startup that connects talented African engineers with employers in the United States. In addition to doing important work, Andela is also a New York success story. It has raised \$41 million in venture funding and employs nearly 100 New Yorkers. In late February, one of Andela's engineers, a 28-year-old from Nigeria, was making his way to the United States for the first time. After securing a short-term visa and all appropriate legal travel documents, and traveling for nearly 24 hours, he arrived at JFK where he was detained by Customs and told he "didn't look like an engineer." He was forced to take a technically difficult computer coding exam and was detained for three hours before being allowed to leave the airport.

That engineer made it out of the airport and was able to get to his job at First Access, a New York fintech startup. But what happened to this engineer creates instability not just for him, but for two growing New York tech companies. It threatens the ability of these companies to grow and thrive here in our city.

Andela's story illustrates just why so many New York technology companies and investors have come out so strongly in opposition to the travel ban. In fact, my organization, Tech:NYC, sent a letter detailing that opposition to the White House just days after the first ban was implemented, and it was signed by more than 2,000 New Yorkers who work in our industry. I would like to tell you a bit about that letter and how it came to be.

President Trump signed the first version of the immigration travel ban on January 27th, a Friday night. As you might remember, there was initially a good deal of confusion about how the ban would work, what it meant, and how it would be implemented. Within 24 hours, it became clear to us that the ban was something our members and community strongly opposed. On Sunday morning, we sent a draft letter saying as much out to approximately 100 CEOs and investors, asking if they'd like to publicly join our opposition. In less than nine hours—again, on a Sunday—we had amassed



signatures from more than 400 senior executives, mostly CEOs and investors. Indeed, after adding their names, many shared personal stories of immigrant founders and their families, friends, and employees.

We released the letter on Monday, and within 72 hours, we were up to more than 2,000 signatures, when we finally sent it off to the White House. The swift and unequivocal response from our community shows the negative impact that we fear a travel ban, if fully implemented, can and will have. Not just to engineers like Andela's, but to the diversity and inclusivity that we most treasure about NYC and our nation.

I'd like to read in full the letter we proudly sent to the White House and Congressional leaders on February 3rd.

We've also submitted copies of our letter with the full 2000+ signatures to the committee.

President Trump:

We are business leaders and investors from New York City's robust and growing technology sector. Among the reasons we proudly build and grow companies here in New York City is the rich diversity the city and its residents provide. We write out of concern that your recent executive orders will undermine that and send a dangerous message to all immigrants that they are not welcome here.

America has long provided homes and futures to millions who dared to share in our collective dream. There is nowhere this is more true than New York City—home to Ellis Island, the Statue of Liberty, and more foreign-born immigrants than any other city in the world. Your executive orders suspending entry for citizens of certain countries, even those who currently have legal status, along with limiting the refugee program, threaten those immigrants who are our current and future neighbors, friends, colleagues, customers, and even bosses. Their presence is a crucial ingredient that sets New York City apart and a fundamental reason why we have all chosen to build our careers and companies here.

In addition to all of the humanitarian reasons to welcome refugees, it is dangerous to discourage immigration when the facts show that immigrant entrepreneurs play a significant role in the American



economy. Immigrants are more than twice as likely to start a business as the native-born population. Immigrant entrepreneurs started, in whole or in part, some of the most important technology companies of our time including Tesla Motors, LinkedIn, Zipcar, Google, Intel, Yahoo!, eBay, and WhatsApp. More than half of the companies on the current list of U.S. technology startups valued at \$1 billion or more were started by immigrants.

We should be doing everything in our power to attract these entrepreneurs to the United States. Yet when we close the door to immigrants from certain countries, not to mention to refugees, we are telling *all* immigrants that they are not welcome here.

We are confident that we can achieve security without threatening the inclusivity and diversity at the heart of New York City—and the United States. We encourage you to rescind your recent executive orders.

In conclusion, we are gravely concerned about the inevitable negative economic impact that a fully implemented travel ban will have on our industry, our city, and our nation. We've already seen the early stages of this trend and the ban is not even currently in force. We commend the committee for hosting this hearing and we look forward to working with you to ensure New York remains home to the diverse and entrepreneurial population that make our city the home we all love so much.



January 30, 2017

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In addition to all of the humanitarian reasons to welcome refugees, it is dangerous to discourage immigration when the facts show that immigrant entrepreneurs play a significant role in the American economy. Immigrants are more than twice as likely to start a business as the native-born population. Immigrant entrepreneurs started, in whole or in part, some of the most important technology companies of our time including LinkedIn, Tesla Motors, Zipcar, Google, Intel, Yahoo!, eBay, and WhatsApp. More than half of the companies on the current list of U.S. technology startups valued at \$1 billion or more were started by immigrants.

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Sincerely,

[signatures begin on following page]



Ryan Abbadi	Gallery	CPO & Co	Operations
Financial Analyst	Partnerships	Founder	Manager
Warby Parker	Manager	Luv.it	Meetup
l Al l	Artsy	Technologies	E
Jenna Abdou			Franz Aliquo
Host & Producer	Anna Adams-	Stephanie Aiyeku	Founder/CCO
of Beyond the	Buettner	Senior	AVG
Headline		Accounting	
33voices	Seyi Adekoya	Manager	Lauren Allanson
	Software	Intersection	Product Manager
Ty Abernethy	Developer		Greenhouse
Co-Founder	Andela	Ibrahim Akaba	Software Inc.
Take the		Food Safety	
Interview, Inc.	Alex Adelman	Specialist	John Allspaw
	Founder	Blue Apron	СТО
Eden Abrahams	Cosmic		Etsy
NY Leader		Mike Albanese	
Venwise	Janette Afsharian	CEO	Miriam Altman
	Executive	Galore Media	Co-Founder &
Erin Abrams	Director		CEO
VP of Legal	Bluemarker LLC	Santos Gabriel	Kinvolved
Affairs		Getchman	
Via	Ayna Agarwal	Albarran	Jeffrey Eric
	Co-Founder	Optician	Altman
Jacob Abu-Zeid	She++	Warby Parker	CEO
Quality Control			AuriStor, Inc.
Warby Parker	Manoj Aggarwal	Emily Alben	
	Jackpocket	photographer	Shayna Amato
Danny Ackerman		Warby Parker	Operations
Software	Chris Ahearn		Specialist
Engineer	Venture Partner	Robert Albert	Warby Parker
Intent Media	FirstMark Capital	CEO	
		Routehappy	Scott Amenta
Carlos Acosta	Shera Ahmad		Chief of Staff
Store Leader	СТО	Jane Aldridge	Spring
Warby Parker	Money-Media	AppNexus	
·	•		Mark Matheson
David Jon Acosta	Asmau Ahmed	Archie Alegre	Amery
Designer	Founder	Support Engineer	Senior Advisor
Rent the Runway	Plum Perfect	Intersection	Warby Parker
Harloy Adams	Germán	Camille	Kal Amin
Harley Adams	Ahumada	Alexander	
	Anumada	Atexander	Vice President



Spotify	CEO	Pamela Aquino	Maghan Agha
Rajesh Amin	Amino	Intersection	Meghan Asha CEO
Executive	Hayley Anderson	David Arcara	FounderMade
Chairman	Core Éngineer	Managing	
Mana Health Inc.	Meetup	Director '	Erin Asher
		Laconia Capital	Customer
Amasa Amos	Richard Andrews	Group	Experience
Senior Software	Solutions		Advisor
Engineer	Engineer	Megan Arend	Warby Parker
Intent Media, LLC	AppNexus	Lead, Technical	
	·	Client Manager	Kyle Ashley
Matthew	SEDIQA NARGIS	AppNexus	Director of Retail
Amsden	ANED	T	Warby Parker
Founder & CEO	Nuclear Medicine	Tasso Argyros	Classius a Aslatas
ProofPilot	Technologist	Founder & CEO	Shawne Ashton
A dim como A ma alli	Digirad	ActionIQ	Sr Manager
Miryam Amsili Product	Mara Angolica	Ursula Arhart	Strategic Planning
	Marc Angelico Director of	Warby Parker	Zola
Specialist Yext	Account	waiby Faikei	Zola
TEXT	Management	Tim Armstrong	Jonathan Askin
Brendan Amyot	AppNexus	CEO	Professor
CEO	, ipp. toxus	AOL	Brooklyn Law
Bid Genie Group	Alessandro A. E.		School
	Anzani	David Arnow	
Jude Anasta	Partner	President	Karim Atiyeh
Co-Founder &	Network Society	Turing's Craft, Inc	Founder and
CEO	Ventures		СТО
Madhat		David Aronoff	Paribus
	Sarah Apgar	General Partner	
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CEO	CoVenture	Fleur Bennett	Greg Berman
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	Warby Parker	Warby Parker	Brian Bernberg
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Kelsey Browne	,	CEO	Warby Parker
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CEO	Operations	Technical	Sonny Caberwal
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Etsy	Goby	Michael Butler	
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Christine	Engineering	Richard Castrejon	
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	Jeff Chapin		Insikt
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Greenhouse	DI 3111 OL 1	Founder & CEO	Co-founder
Software	Phillip Charles-	ArtBinder	Clubhouse
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Vipin	Co-Founder	Bing Chen	Cava Chiana
Chamakkala Bringinal	Opus.me		Sara Chipps CEO
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Doug Chambers	Experience	Associate	Nicholas Chirls
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Fieldlens	Warby Parker	VIQ	Notation Capital
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Rony Chammas	Mariah Chase	Co-Founder &	Edward Chiu
Founder & CEO	CEO	COO	CEO
Peerspace	Eloquii	Vesper	Catalyst Software
			Corporation
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	Chattopadhyay		AppNexus
Eric Chan	Managing	Peter Chen	
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0 "1 0!	Ventures		Worry Free Labs
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Choudhry	paper and soup	Abigail Cobian	Miss
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CEO	Founder & CEO	Success	viandy various
MędiVis	Delmondo	Insikt	Malinda Coler
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Customer		Blake Crawford	
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		Crawford-Marks	Engineer
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Contestabile	Solutions	Bonusly	
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Ron Conway	John Maximilian	IBM	Omaze
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Jane Daines	ziggeo	Data Analyst	7 11 CO y
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Warby Parker	Customer	Davies	,
	Success	CEO	Francois de
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Daphne Earp VP Central	Appinexus	·	Taylor Elliott
	Chuck Edwards	AppNexus	Program
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Expansion	Consultant		AppNexus
Yext	CTEdwards	Eisenberg	Docio Ellic
John Eastburn	CTEGWards	Founder & CEO	Rosie Ellis
	Mark Fararman	CreativeMornings	Tri-state
CEO	Mark Egerman	and Tattly	Partnerships
Tackle	Co-Founder	Ounia, Ella aut	Lead
0	Cover	Craig Elbert	Uber
George	D E 1	Co-Founder, CEO	
Eberstadt	Roger Ehrenberg	Care/of	Matt Elsayed
Founder & CEO	Managing		CEO
TurnTo Networks	Partner IA	John H Eley	Cloud
	Ventures	CEO	Continuum, Inc.
Olivia Eckert	IA Ventures	GoldenSource	
University		talan II Eta	John Elton
Recruiter		John H. Eley	Partner



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5
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ventare raithers	Ted Fisher	Product Lead	Intersection
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	CEO & Founder		CEO
Aria Finger	Swipecast	Andras Forgacs	Talkspace
CEO		Co-Founder &	
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	Fitzsimons	Modern Meadow	Founder and
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CEO	Warby Parker	Store Leader	
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Teachers	Hive		Leader-Chicago
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	James Gabbard	Rahul Gandhi	Warby Parker
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OWAL		MakeSpace	Founder
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	•	Sloan Gaon	Gearou
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Founder & CEO	President	PulsePoint	Service
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		Amelia Gapin	Zola
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Co-Founder	Moment	CPO	
Groupie Fit		Clark	David Golden
	Vinay Gidwaney		Co-Founder
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Co-Founder &	Maxwell Health	Finance	
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	Director Design	Optician	
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Gershanovich			
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engineering	Co-CEO	Progow	Managing
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		Jeff Glueck	Silicon Valley
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Founder & CEO	Partner	Foursquare	
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		Ana Glynn	Goldschmidt
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Partnerships	Community	Warby Parker	AppNexus
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Advisor		g	Warby Parker
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•	Marqii	CEO	Josh Green
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Co-Founder &	Warby Parker	Gaslight	Warby Parker
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	GOLLIED		



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Science		CEO	NYAI
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	Co-Founder &		Warren Habib
Mischa Gresser	CEO	Raul Gutierrez	CTO
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Dstillery	Eric Gsellmeier		Tanner Hackett
	Associate	Josh Guttman	Co-Founder
Chris Griffin	Director,	Partner	Button
Co-Founder	Consulting	Softbank	
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Grimmelmann,	Software	Strategy &	
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President	Leyli Guliyeva		Scroll
New York Tech	Designer	Benjamin Habbel	
Alliance	Moment	Founder & CEO	Peter Hak
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Director, Creative	Executive	Marielle Habbel	Representative
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Club		Sailthru	Sarah Hallacher
	Ro Gupta		Designer
Sandy Grippo	Co-Founder &	David Haber	General
Partner	CEO	Co-Founder &	Assembly
Bessemer	CARMERA	CEO	•
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	Kody Gurfein		ΙΤ
Dana Groff	Marketing	Kate Haberbusch	AppNexus
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MongoDB	Lazeena Guthrie	Homepolish	Benjamin
_	Finance Project	•	Halpern
	*		•



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Holly Van	Thumbtack		
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Store Leader	Rachel Haot	AppNexus	TechDay
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CoVenture	2//0		Human Ventures
	Natalie Hara	Latasha Harris	
Sara Hamilton	Warby Parker	Customer	Wright Harvey
Services	·	Experience	Co-Founder &
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Associate	founder	Manager	Sugarlift
AppNexus	femmeinist	Warby Parker	
			Courtney
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CEO	Partner	Customer	CEO
Emissary	Bessemer	Experience	Keep
Б	Venture Partners	Advisor	Mila Haasaa
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	Common	Founder & CEO	Suce
Brew	COMMINION	HuddleUp	David Hastings
Damion Hankejh	Marisa Stassi	riddato op	David Hasinigs
Founder.	Hargrove	Richard L. Harris	
Director, CSO	Optician	CEO	Brendan Hayes
BOHH Labs	Warby Parker	Intent Media	Content
	•		Producer
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	Two Bulls	Managing	Joseph Hayes
Norah Hannel		Partner	Senior Software
Sourcer	Matt Harrigan	Scout Ventures	Engineer
AppNexus	Managing		Adaptly
	Director	Laurie Harrison	



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Warby Parker	Rick Heitzmann		
	Managing	Cat Hernandez	Noel Hidalgo
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AppNexus		Partners	BetaNYC
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Assistant	Experience	Planning	Warby Parker
Zola	AppNexus	Blue Apron	·
	. ,	•	James
Charles Hearn	Jeffrey Hendrick	Michael	Hildenbrand
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Alloy		COO	AppNexus
,	Justin Hendrix	Nucleus	. 1-1-1
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Co-Founder &	Director		Software
CEO	NYC Media Lab	Jesse Hertzberg	Engineer
Kit		CEO	AppNexus
1 174	Michelle heng	Livestream	, pp roxus
Jared Hecht	Senior Tech	211 00 21 0 0.71	Jean Hill
CEO	Recruiter	Laura Jo Hess	Managing
Fundera	Meetup	Producer	Director
1 directe	1100144	General	Alvarez & Marsal
Erin Hefner	Morgan Henry	Assembly	Actarde de majode
Store Leader	Data Analyst	7 (335) 115 Ly	Aaron Himelman
Warby Parker	Foursquare	Thomas Hesse	Software
warby raintor	· oaroquaro	CEO	Engineer
Uli Hegge	Chris Henry	Auctionata	AppNexus
VP Strategic	orano riora y	Paddle8	πρριτολάδ
Market		1 dddico	Krish
Development	Eric Hensley	Amanda Hesser	Himmatramka
AppNexus	Auditor	Co-Founder	Founder & CEO
Арриехиз	AppNexus	Food52	Do Amore Rings
Scott Heiferman	Appliedus	1 00052	Do Amore Kings
Co-Founder &	Ilja Herdt	Anna Rose	Ella Himmelrich
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	Consultant	CX Advisor	Project Specialist
Meetup			Warby Parker
Laura Heilman	AppNexus	Warby Parker	Don Windman
	Dan Harman	Auburn Histo	Ben Hindman
CEO	Dan Herman	Auburn Hicks	CEO



Splash

	Andrew Hoag	Laura Holliday	Ulyana
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Support Engineer			Warby Parker
NewsCred	Tayson Hoang	Josh Hollinger	
	Director of	Director of	Eliot Horowitz
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Bluecore	CEO	Optician	CEO
	Industrious	Warby Parker	Carnival
Brian Hirsch			
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Tribeca Venture		Luminary Labs	AppNexus
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Managing	AppNexus	Counsel	Tech:NYC
Partner		Greenhouse	
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	SVP Engineering		President
James	Foursquare	Daniel Hopkins	IDE
Hirschfield		Software	
CEO	Michael Hoffman	Engineer	Melissa Howard
Paperless Post		AppNexus	Editor
			NewsCred
Josh Hix	Dom Hofmann	Nicole Hopkins	
CEO	Founder & CEO	Designer	Richard Howard
Plated	Vine	Rockets of	Principal
		Awesome	Engineer
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Founder & CEO	VP of	Thomas Hopkins	
Context Matters	Architecture	Developer	William Howard
Inc.	Limelight	Jackpocket	Director, Web
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Sammi Ho		Sara Hopper	Meetup
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Medidata	VP Engineering	Manager	Rich Hsieh
Solution	Blue Apron	Intersection	



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Founder and	David Hung	Managing	Art Director
CEO	Co-Founder &	Partner	Warby Parker
Coalition for	CEO	AlphaPrime	
Queens	Fond Your	Ventures	Alex Iskold
	Trainer		Managing
Catherine Huang		Suhayla Ibrahim	Director
Business	Zach Hungate	Miss	Techstars
Development	Co-Founder &	Shutterstock	,
Rocketrip	CEO		Shafqat Islam
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De Huang		Lead Designer	NewsCred
Lead Mobile	Randy J. Hunt	Moment	
Engineer	Vice President of		David Issa
Tentrr	Design	Daniel Ilkovich	CXO
	Etsy	CEO	Worry Free Labs
Aubrey Hubbell		Dexter	
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Rockets of	President of	Director of	СТО
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	Stategic	NewsCred	Deborah Jackson
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Adaam Hukins	tamaktan thuran	Naeem Ishaq	AppNexus
	Jennifer Hyman		



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	,	Support	Principal
Michael Jaconi	Vishal Jeet	Specialist	Engineer
Co-Founder and	Software	Meetup	AppNexus
CEO	Engineer	• •	
Button	Yext	Erika Razo	Evan Johnson
2 3/110		Jimenez	Director of
Erin Jaeger	Christopher	Account	Marketing
Director of	Jenkins	Manager México	Andela
Product	AppNexus	Appnexus	
Marketing	()		Jeff Johnson
Yext	Jared Jenkins	Meryl Job	Co-Founder &
	Showroom	Founder	Creative Director
Laura Jaekle	Leader	Videdressing	THE ARRIVALS
Director of Sales	Warby Parker	J	
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Dr.	Technician	Partner	
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Director	Mike Jewett		Travis Johnson
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Susan Jasper	CMO	Artsy	Via
Managing	Boxed		Transportation
Director of Global		Chris Johnson	0. 5.
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Advisor	CEO	Robin Kamen	
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Via	Founder & CEO		Pinterest
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	ROKO Labs	Skillshare	Kargo
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Paul Juckiewicz		Joseph Kang	Skillshare
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Ruchi Kasliwal	Product Manager	Intent Media	
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Hasan Kazi	Sam Kenny	Development	·
Director of	Senior	Overlap	Katie King
Finance	Technologist	,	Operations
AppNexus	untapt	David Kidder	Associate
• •	•	CEO	Warby Parker
Patrick Keane	Josh Kent	Bionic	•
President	Account		Kelly King
Sharethrough	Manager	Jordana Kier	- -
<u> </u>	NewsCred	Co-Founder	



Resources Daniel Klaus Developer Brand Coordinator President Management Intersection Airtime Media Allison Kopf Warby Parker Founder & CEO Mr. Andrew Jed Kleckner Agrilyst Bernard Kravitz YP of YP	Human	5	Software	Vice President of
Intersection Airtime Media Allison Kopf Founder & CEO Mr. Andrew Jed Kleckner Agrilyst Bernard Kravitz Peirce Kingsley CEO VP of President Delivery.com Kareem Technology Concourse Tounder & CEO Koko Sallie Krawcheck Andrew Pierce On Grid Ventures Kingsley Leventure Partner Scout Venture Partner Scout Ventures William Linda F Assistant Kinneman Benjamin Kneen Kozlowski Greenhouse Vice President of AppNexus Elsy Anna Evvy Intelligence Douglas Knopper Slice Co-Founder & Ellen Kraemer Associate Co-CEO Front Desk Merchant Vera Kirilov FreeWheel Coordinator Warby Parker Media Analyst Ampush Portia Knox Senior Advisor Ben Krall Casper Laconia Capital Group CEO Robet Narea Lindsay Van Kirk Philip Krim Senior Advisor Ben Krall Casper Lindsay Van Kirk Philip Kraus Principal Programming & Senior Advisor Ben Kraus Artsy AppNexus CEO Manager Lindsay Van Kirk Price Pounder and Design Principal Programming & Senior Advisor Ben Kraus Artsy AppNexus CEO Manager Director AlphaSense Steve Kraus Artsy AppNexus CEO Manager Down Kirst CeO Upsider Venture Partners Co-Founder & Ceo Founder & Ceo Manager Down Klssi Co-Founder Venture Partners Co-Founder & President Ellevest Laconid Market Drew Kloski Bessemer Chartie Kroll Emerging Market Lori Kraus Ellevest			Developer	— · +·· · +·
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Peirce Kingsley President Delivery.com President Delivery.com Rouddous Everplans Markets Jason Klein Founder & CEO Andrew Pierce Andrew Pierce On Grid Ventures Kingsley President Mitchell Concourse Kleinhandler Mitchell Student & MPA Ellevest Concourse Kleinhandler University of Markets Venture Partner Scout Ventures William Kinneman Benjamin Kneen Vice President of AppNexus Vice President of Co-CEO Business Intelligence Douglas Knopper Slice Co-CEO Front Desk Merchant Vera Kirillov Media Analyst Ampush Portia Knox Senior Advisor Ben Krall Co-Founder & Casper Liaconia Capital Group CEO Robert D. Kraus Fuze Founder and Design Principal Programming & Kraus Law Group Gallery Relations Manager Director AlphaSense Steve Kokinos Director AlphaSense Drew Koloski Bessemer Co-Founder & Co-Founder Steve Kraus Artsy Partner Drew Koloski Bessemer Charlie Kroll Co-Founder & Co-Founder Artsy President Freeidhet Coordinator Warby Parker Fuze Founder and Design Principal Programming & Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Co-Founder & C			-	.,, ,
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Ampush Senior Advisor Ben Krall Co-Founder & CEO Associate Urban Umbrella Casper Laconia Capital Steve Kokinos Group CEO Robert D. Kraus Kristina Fuze Founder and Design Lindsay Van Kirk Principal Programming & Senior Jack Kokko Kraus Law Group Gallery Relations Commercial CEO Manager Director AlphaSense Steve Kraus Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & Founder & CEO President Emerging Market Philip Krim Co-Founder & CEO Robert D. Kraus Kristina Principal Programming & Manager Founder & Gallery Relations Manager Charlie Kroll President Ellevest	Vera Kirillov	FreeWheel	Coordinator	Warby Parker
Senior Advisor Ben Krall Co-Founder & CEO Associate Urban Umbrella Casper Laconia Capital Steve Kokinos Group CEO Robert D. Kraus Kristina Fuze Founder and Design Lindsay Van Kirk Principal Programming & Senior Jack Kokko Kraus Law Group Gallery Relations Commercial CEO Manager Director AlphaSense Steve Kraus Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & Founder & CEO Upsider Emerging Market Senior Advisor Benerical Ceo Founder & Ceo-Founder President Emerging Market Entrepreneur Ceo-Founder & Ceo Robert D. Kraus Kristina Founder and Design Programming & Callery Relations Manager Artsy Partner Co-Founder & Ceo-Founder Partners Co-Founder & President Emerging Market	Media Analyst		Yext	
Geri Kirilova Warby Parker Entrepreneur CEO Associate Urban Umbrella Casper Laconia Capital Steve Kokinos Group CEO Robert D. Kraus Kristina Fuze Founder and Design Lindsay Van Kirk Principal Programming & Senior Jack Kokko Kraus Law Group Gallery Relations Commercial CEO Manager Director AlphaSense Steve Kraus Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & Founder & CEO Upsider Lori Krauss Ellevest	Ampush			Philip Krim
Associate Laconia Capital Steve Kokinos Group CEO Robert D. Kraus Fuze Founder and Principal Programming & Senior Jack Kokko Kraus Law Group CEO Manager Director AlphaSense AppNexus Drew Koloski Dawn Kissi Founder & CEO Upsider Emerging Market CEO Urban Umbrella Casper Casper Charlie Kristina Programming & Kristina Programming & Kristina Programming & Artsy Partner Steve Kraus Partner Charlie Kroll President Ellevest				
Laconia Capital Group CEO Robert D. Kraus Kristina Fuze Founder and Design Principal Programming & Senior Jack Kokko Kraus Law Group Gallery Relations Commercial CEO Manager Director AlphaSense AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & President Emerging Market CEO Charlie Kroll Co-Founder Co-Founder Co-Founder & President Ellevest		Warby Parker	•	
Group CEO Fuze Founder and Principal Programming & Senior Ceo Ceo Director AlphaSense AppNexus Drew Koloski Dawn Kissi Co-Founder Co-Founder Ceo Director AlphaSense Artsy AppNexus Drew Koloski Dawn Kissi Co-Founder Ceo Director AlphaSense Artsy Partner Charlie Kroll Ceo Ceo Drew Koloski Co-Founder Ceo Co-Founder Ceo Co-Founder Ceo Co-Founder Ceo Co-Founder & Ceo Co-Founder Ceo Co-Founder Ceo Co-Founder & Ceo			Urban Umbrella	Casper
Fuze Founder and Design Lindsay Van Kirk Principal Programming & Senior Jack Kokko Kraus Law Group Gallery Relations Commercial CEO Manager Director AlphaSense Steve Kraus Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & Founder & CEO Upsider Lori Krauss Ellevest	*		5 5	
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Commercial CEO Manager Director AlphaSense Steve Kraus Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & Founder & CEO Upsider President Emerging Market Lori Krauss Ellevest	•	laak Kaldra	·	- •
Director AlphaSense Steve Kraus Artsy AppNexus Partner Drew Koloski Bessemer Charlie Kroll Dawn Kissi Co-Founder Venture Partners Co-Founder & Founder & CEO Upsider President Emerging Market Lori Krauss Ellevest			Kraus Law Group	
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Founder & CEO Upsider President Emerging Market Lori Krauss Ellevest	Dawn Kissi	•		
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	Media	Ousmane Kone		



Allison K. Kronick Global Industry	Zach Kwartler AppNexus	Optician Apprentice	Fritz Lanman
Relations &		Warby Parker	Executive
Strategic	Julie Kwok		Chairman
Partnerships	XO Group Inc.	Zoe Landis	ClassPass,
Google		Reception	Doppler Labs &
	Thomas	Coordinator	DWNLD
Robin Krosinsky	Lackemann	Greenhouse	
Warby Parker	Founder	Software	Carolyn Lanzetta
	Rapid App		CEO
Greg Kubin		Christopher	Plum Print
Co-Founder	Sarah LaFleur	James Landry	
HelloSponsor	CEO	Sales Associate	Meghan Lapides
	MM.LaFleur	Warby Parker	Vice President of
Anjali Kumar			Human
	Keith Lalu	Michael	Resources
	Optician	Landsberger	Foursquare
Shefali Kumar	Warby Parker	Head of Product	
UX Designer		Sure	Michael R.
General	Mary Lambert		Lardieri
Assembly/Everyt	St Account	Jaime lane	AVP
hing Is Analogue	Director	Account	iBPM, LLC
	AppNexus	Executive	
Kaoru Kumatani		Slice	Josiah Lau
Director	Brittany		Software Test
Moment	Lammers	Zack Lang	Engineer
	Customer	Marketing	AOL
Magdalena Kura	Experience	Jackpocket Inc	
Product Director	Advisor		Rachel Lau
Democracy	Warby Parker	Garrett Lang	Chief of Staff
Works		CEO	Via
	Euan Lampitt	My Mavens, LLC	
Ethan Kurzweil	Senior Manager		Stan Lau
Partner	of Program	Laurel Lange	Principal
Bessemer	Marketing	Gallery Liaison	Tipping Point
Venture Partners	AppNexus	West Coast	Partners
		Artsy	
Steve Kwak	Sahara Lance-		Kate Lavender
Technical	Lawson	Taryn Langer	Executive Vice
Solutions	Senior Optician	Founder	President of
Consultant	Warby Parker	Moxie	People & Places
AppNexus		Communications	Sprinklr
	Katie Landers	Group	



Nathan Lavertue	Office Manager	Work-Bench	
Global	Moment	W OI K*Derich	Ben Lerer
Experience	Moment	Nicole Lemaire	CEO
Design Director	Warren Lee	Mode Lemane	Group Nine
IBM	General Partner		Media
151.1	Canaan Partners	Marc Lemcke	ricala
Alex Lavoie	Sandan Tarenors	Founder & CEO	Howard Lerman
U.S. General	Michelle Lee	New York	Co-Founder &
Manager	Implementation	International	CEO
Via	Consultant	THE STATE OF THE S	Yext
	AppNexus	Stefanie Lemcke	7 37.0
Jocelyn Leavitt	. 12 12	CEO	John Lerner
Co-Founder &	Jae Lee	GoKid	CEO
CEO	Software		Breaking Media
Hopscotch	Engineer	Cara Lemon	J
•	AppNexus	Agile Coach	Max Leroy
Ang Lee		NewsCred	Senior Product
Engineering	Laura Leebove		Designer
Team Lead	Senior	Tammie Lemons	Meetup
AppNexus	Copywriter	Supervisor	
	General	BLUE APRON	Michael C. Lesser
Anna Lee	Assembly		Principal
		Jack Lenehan	Michael C.
	Rachel Leffel	Project Manager	Lesser, Attorney
Jess Lee	Support Engineer	AppNexus	
COO	Greenhouse		Ryan Letada
The Practical Dev	Software	Francesco Leo	Founder & CEO
		Service Desk	NextDayBetter
Logan Lee	Robert M.	Manager	
CEO	Lefkowitz	AppNexus	Lauren Leto
Wine	Warby Parker		CEO
Awesomeness	h	Michael De Leon	Listen
NI-41	Juan		La Lavorant
Nathaniel Lee	Leguizamón	Senior Account	La Leurentop
Senior Software	Community	Director	Receptionist
Engineer	Specialist	NewsCred	Greenhouse
AppNexus	Meetup	Mara Laona	Alex Levenson
Sin Hea Lee	Erica Leh	Marc Leone Community	President
Co-Founder	AppNexus	Experience	First Call
Bombfell	Appliends	Manager:	i ii si Cau
DOMBICE	Jonathan Lehr	Integrity	Jeff Levick
Susan Lee	General Partner	Meetup	JOH LOVICK
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Executive-in-	Matthew	Appnexus	Junius M. Lighty
Residence	Levinson		Human
Greylock	Director	Tiffany Li	Resources
Partners	Fintech	Commercial	Director
	Collective	Counsel	MUSE Platforms
Joey Levin		General	, , , , ,
CEO	Jean-Marc Levy	Assembly	Jeri Lim
IAC	CEO		Mobile Strategist
	ComplySci	Yi Li	Mobile
Julie Levin		Venor Manager	Commons
Director of	Jeremy Levy	Warby Parker	
Product '	Founder/CEO		James Lin
Management	Indicative, Inc.	Anne Libby	Testing Analyst
Indiegogo		Founder	AppNexus
	Michelle Lew	Anne Libby	
Adina Levin	Lead Designer	Management	Jessica Lin
Co-founder	Moment	Consulting	Co-Founder &
Collab			General Partner
	Brett Lewis	Douglas M Libby	Work-Bench
Dale Levine		CEO (Retired)	
HR Business		Crum & Forster	James Lindsey
Partner	Patrick Lewis	Companies	SRE Manager
AppNexus	Lead Designer		Foursquare Labs
	Button	Mark Liber	
Jake Levine			Dustin Link
Founder & CEO	Andrea Ley		DevOps Lead
Electric Objects	Warby Parker	Marah Lidey	Slice
		Co-Founder	
Jeremy Levine	Alice Li	Shine	Justin Lintz
Partner	AppNexus		Director of Web
Bessemer		Peter Lieber	Operations
Venture Partners	Bryan Li	Manager	Spring
	Business Analyst	EIM International	
Stacey Levine	Insikt		Amit Lissack
Vice President of		Janet Lieberman	Senior Software
Communications	Calvin Li	Co-Founder &	Engineer
Intersection	Software	СТО	AppNexus
	Engineer	Dame Products	
Lindsay Levinson	NewsCred		Mary Liu
Senior Account		Sharon Liebowitz	Associate
Manager	Hera Li	Founder	Bertelsmann
AppNexus	Engineering	Meritam	Digital Media
	Manager		Investments



Aļelie Llapitan	Richard Loveland	Co-Founder & President	Founder & CEO Zola
Co-founder	AppNexus	Someecards	
Solutionize			Dan Maccarone
	Scott Low, Sr.	Saia Lundy	Co-Founder &
Zach Lloyd	CEO	Licensed	CEO
Co-Founder &	Martech Group	Optician	Charming Robot
СТО		ABO/NCLE	-
SelfMade	Melanie	Warby Parker;	Mike MacCombie
	Lowenberg	JAND Inc	Managing
Erica Lohe	Sr. Manager		Partner
Manager of	Education &	Brandon T.	Evertrue
Institutional	Enablement	Luong	Ventures
Partnerships	AppNexus	CEO	
Artsy		Wetogethr	Sean MacIsaac
•	Bryan Lozano	· ·	СТО
Seth London	External Affairs	Luan Luu	Yext
Managing	Manager	Senior IT	
Director	Tech:NYC	Engineer	Debbie Madden
Tusk Ventures		Greenhouse	CEO
	Joseph Lubin	Software	Stride
Tania Lopez	Founder / CEO		
·	ConsenSys	Grace Lynch	Kieran Madden
	•	Customer	Senior Manager
Whitney Lopez	Nancy Lublin	Experience	Technical
Online Course	CEO	Advisor	Integrations
Producer	Crisis Text Line	Warby Parker	AppNexus
General		•	
Assembly	Desiree Lucero	Susan Lyne	Chris Maddern
,	Senior Optician	President &	Co-Founder
Gabriela Lorido	Warby Parker	Managing	Button
Gallery	•	Partner	
Partnerships	Sofia Lundberg	BBG Ventures	Max Maeder
Associate .	Marketing		CEO
Artsy	Manager	Bill Lyon	TwentyPine
•	Adaptly	Project Director	,
Alex Lorton		AppNexus	Jarid Maged
CEO	Daniel Lunden	•	Co-Founder
Cater2.me	Community	Lauren Lyon	Even Financial
	Manager	Advisor	
Vitor Lourenço	KitSplit	Warby Parker	Tess Maggio
Partner	•	,	Operations
Expa	Brook Lundy	Shan-Lyn Ma	Associate
•	,	,	



Via		Michael Mandel	Associate
	Elisabeth Maida	Co-Founder &	General Counsel
Brian Magida	Co-Founder &	CEO	AppNexus
Director Digital	СТО	CompStak	
Marketing	Uplevel Security		Fernando Marín
Warby Parker		Sam Mandel	EAE Iberia
•	Daniel Maina	CEO	MongoDB
Bill Magnuson	Software	Poncho	
Co-Founder &	Developer		K. Lally Marino
CEO	Andela	Pratima Mani	Admissions
Appboy		Designer	Manager
, ile ie e)	Taylor Majewski	Moment Design	General
Geir Magnusson	Staff Writer	5	Assembly
Jr	Built In NYC	Soham B. Maniar	,
СТО		Head of Sales	Jeffrey Marino
Sourcepoint	Amin Makhani	Operations	Producer
Sourcepoint	Vice President of	Newscred	WordCityStudio
Timothy Maguire	Digital Marketing	140 000100	11 01 0 010) 0 0000
Enterprise	JW Player	Stephanie	Edward Marke
Account	J W T tay of	Manning	Rep
Executive	Natalia	Manager Talent	Slice
Yext	Maldonado	& Community	5.100
TEXL	EA	Work-Bench	Max Markowitz
Chris Mahl	Artsy	WOLK BOLION	OrderGroove
President	7 11 to y	Jess Marcello	
JWPlayer.com	Akash Malhotra	Talent Generalist	Eleanor Marks
JW tayoncom	Co-Founder &	Warby Parker	Warby Parker
Mammad	COO	Warby Fartor	warby rainer
Mahmoodi	Eventable	Joshua March	Sam Marshall
Executive	Everitable	CEO	Implementation
Director	Ankit Malhotra	Conversocial	Consultant
Open Data	Engineering Lead		AppNexus
Science	AppNexus	Julia Marchionna	, 1412, 127,000
Science	Approxis	Store Supervisor	William Marshall
Fiona Mahon	Samir Malik	Warby Parker	Proprietor
Senior Advisor	Founder	warby ranks	Esterlust
Warby Parker	Genoa	Adam Marcus	200,000
warby rarker	Telepsychiatry	Co-Founder &	Qiana Martin
Matthew	retepsycritativ	CTO	Founder
Mahoney	Jason Malki	B12	Eat Soccer
Senior Vice	Founder		
President	StrtupBoost	Stephanie	Rachel Martin
Booker	Strupboost	Margulies	. address in last till
DOOKEI		Hai gailes	



Senior Director of International	Warby Parker	Josh McBride Co-Founder &	Kargo
Partnerships	Erik Matlick	CEO	Zach
Yext	CEO	Upsider	McCullough
	Bombora	'	Principal
Scott Martin		George	Designer
Vice President of	Elizabeth	McCadden III	Adobe
Network	Annaliece	Warby Parker	
Engineering	Mattingly	,	Paul McDonnell
AppNexus	Customer	Gabrielle McCaig	Head of Product
	Experience	VP of	Marketing
Tad Martin	Advisor	Communications	Intent Media
CEO	Warby Parker	Via	
Collective[i]	,		David
	Cassandra	Jack	McDonough
Steve Martocci	Maurice	McCambridge	Founder/CEO
Co-Founder	Account Director	CEO Eave	GroupStake, Inc.
Splice	Adaptly	Eave	•
•			Dorothy
Lisa Mascali	Marvelous Mav	Matt	McGivney
Graphic Design	COO	McCambridge	coo
Manager	Hiphopnow-	Co-Founder &	Uncubed
Rocketrip	Hiphoplater Inc.	CEO	
		Eden Health	Katherine
Adrian Mason	Devin Maxime		McGrath
Program	Team Lead	Kyle McCarter	Artsy
Manager	Rockets of	AppNexus	
AppNexus	Awesome		Renata McGriff
		Paul McCarthy	Founder/CEO
Cyrus Massoumi	Rebecca May	Chief People	CareMODERN
Founder &	Supervisor	Officer	Partners
Partner	Warby Parker	Handshake	
ZocDoc			Ramsey McGrory
	Rachel Mayer	Mikel McCavana	CRO
Angela Marie	Co-Founder &	Designer	Mediaocean
Mastellone	CEO	Moment Design	
Optical Lab	Trigger Finance		Ben McKean
Production		Daniel McCLure	Founder & CEO
Associate	Ashley McAdams	Head of IT	Hungryroot
Warby Parker	Editorial Director	Warby Parker	
	Rockets of		Justin McKee
Stephanie Ann	Awesome	Ryan McConville	Software
Mastro		President & COO	Engineer



Justworks	Ken McVay	Mapzen	Rashmi Melgiri Co-Founder
Daren McKelvey	Partner	Joseph Meehan	CoverWallet
CEO	Gunderson	North America	
R1 Labs	Dettmer LLP	General Manager	Luke Melia
		IPONWEB	Co-Founder &
Maggie	Cynthia Mead		CTO
Mckemie-Lee	•	Kunal Mehta	Yapp
Account		Venture	
Executive	John Meadows	Associate	Meredith Melling
simulmedia	Co-CEO	NYU Innovation	Co-Founder
	Bowery	Venture Fund	La Ligne
Andrew	•		-
McLaughlin	Chip Meakem	Nihal Mehta	Josh Meltzer
Chair	Managing	Founding	Head of New
Access Now	Partner	General Partner	York Public
	Tribeca Venture	Eniac Ventures	Policy
Cindy	Partners		Airbnb
McLaughlin		Sanket Mehta	
CEO	Shawn Mealey	Finance Manager	James J. Menard
Envelope	Engineer	Newscred	Principal
·	Rockets of		Engineer
Cindy	Awesome	Derek Meisner	Chloe + Isabel
McLaughlin		General Counsel	
CEO	Christian Medina	& Chief	Josh Mendelsohn
Envelope	Retail Support	Compliance	Founder
	Engineer	Officer	Hangar
J McLoughlin	Warby Parker	Quantopian	
Studio Director			Jason Mendelson
Cornell Tech	Samantha	Kreshnik Mela	Partner
	Medina	Accountant	Foundry Group
Caitlyn	Account	Slice	
McNerney	Manager		Scott Menzer
Senior Manager	AppNexus	Ervin Melara	Director of
of Dispute		Integrity	Product
Resolution	Joe Medved	Specialist	Management
Etsy	SB Capital	Meetup	AppNexus
	Partner		
Susan	Lerer Hippeau	Laine Melendy	Sohrab Merat
McPherson	Ventures	Technology	CPO
Founder & CEO		Sales Consultant	Witkit
McPherson	Randy Meech	TriNet	_
Strategies	CEO		Dan Meropol



Monetization		Rocketrip	Claireann
Analyst	Marc Michel		Miranda
AppNexus	Managing	Grete Miller	Retail Supervisor
DU 14	Partner	Account	Warby Parker
Rita Mesquita	Runway Venture	Executive	
Appnexus	Partners	Shutterstock	Michael
11-1-1: 1: 1: 1: 4	Our in Miria alla	IZutaka NAULau	Misiewicz
Heidi Messer	Oren Michels	Krista Miller	Senior Data
Co-Founder	Co-Founder &	Recruiter	Scientist
Collective[i]	Former CEO Mashery	AppNexus	AppNexus
Stephen Messer	Mashory	Maxwell Miller	Duncan Mitchell
Co-Founder	Jesse Middleton	Software	CEO
Collective[i]	General Partner	Engineer	Someecards
Concenten	Flybridge	General	Someccaras
Heidi Messre	rtyonago	Assembly	Krystle Mobayeni
Co-Founder	Michael Mignano	7 GGCTTIDITY	CEO
Collective[i]	Co-Founder &	Antonio V Miller	BentoBox
Cottoctivotii	CEO	Optician Trainee	Bentobox
Jeanne Meyer	Anchor	WarbyParker	Suyog Mody
Founder & CEO	7 (110110)	warbyr arker	Co-Founder &
Watch This	Stephen Milbank	J Milligan	CEO
Space Consulting	Co-Founder	Head of Toca TV	Driftaway Coffee
-p	Button	Toca Boca .	2,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Jennifer Meyer			Kristen Moegling
Owner	Hannah Millard	Jeremy Mims	Technical
48 & SEA	Senior Advisor	Co-Founder	Account
	Warby Parker	OwnLocal	Manager
Bruce E. Meyer	·		Appnexus
Sales Manager	Auguste Miller	Sean Minnihan	
Bluecore Inc.	Management	Managing	Andrea Turner
	Consultant	Director	Moffitt
Aaron Meyerson	Nomura	GCA Global	Co-Founder
Director of	Research		Plum Alley
Business	Institute	Kathryn Minshew	Investments
Operations		Founder & CEO	
WiredScore	Brian Miller	The Muse	Fayez
	General Counsel		Mohamood
Adam M. Michael	Handy	Emanuel Mirabal	CEO
Founding		Staff Accountant	Bluecore
Attorney	Ehren Miller	AppNexus	
Adam Michael	Senior Product		Robert Mohr
Law	Designer		



Director of Business Development AppNexus	Vice President & General Manager betaworks	Senior Client Finance Analyst AppNexus	Rob Morris Co-Founder Koko
Loic Moisand CEO Synthesio	Joel Montaniel CEO SEVENROOMS	Kaleb Moran CX Advisor Warby Parker	Nathan L. Morris Director Product Management Roko Labs
,	Sean	Micah Moreau	
Josephine	Montgomery	Senior Director of	John Morris
Monberg	Owner	Marketing	Oracle
Relationship	Connected	Jet.com	
Manager	Future Labs		Christina
SAP		Barbara Moreira	Morrison
	Jossinnette	Team Lead	Account Director
Julian Moncada	Montolio	Artsy	NewsCred
Associate	Sales Advisor		
Lerer Hippeau	Warby Parker	Matthew	Halley Morrissey
Ventures		Moresco	Director
	Joseph Moon	Software	Spring
Greg Mondshein	AppNexus	Engineer	
Senior Vice		AppNexus	Thomas Morselli
President of	Sharon Moon		Senior Vice
Business .	Enterprise	Tracey Morland	President of
Development &	Operations	Software	People
Marketing	Analyst	Engineer	Operations
Hotwire PR	Yext	AppNexus	Pulsepoint
Elizabeth	Lisa Moore	Liam Moroney	Julie Morycz
Monson	Head of HR	Program Director	Designer
Director of Brand	AOL	NewsCred	Moment
Marketing			
Rockets of	Robert Moore	Donn Morrill	Michele
Awesome	CEO	Board of	Moscatelli
	Workframe, Inc.	Directors	Store Leader
Katherine		New York Tech	Warby Parker
Monson	Wendy Morahan	Alliance	
Customer	Director, Product		Andy Moss
Experience	Medidata	Jason B. Morris	Entrepreneur-in-
Advisor	Solutions	Co-Founder &	Residence
Warby Parker		CEO	New York
	Cherise Morales	EdFundr	University
Patrick Montague			



Victoria Moss	Commercial	Software	n Lead,
Director of Sales	Operations	Engineer	Doubleclick
Operations	Medidata	Warby Parker	Google
Greenhouse		·	-
Software	Rocio Munoz	Srikanth	Jasper Nathaniel
	Customer	Nagarajan	Co-Founder
Jordan Motley	Experience	President	Revere
Advisor	Blue Apron	Gandiva	
Warby Parker	·	Networks Inc	Arif Nathoo
·	Gillian Munson		CEO
Erika Mozes	CFO	Colleen Nagle	Komodo Health
Co-Founder	XO Group	Founder & CEO	
Hyr	·	Muse Platforms	Louise Naughton
	Brian Murphy		Senior Editorial
Avi Muchnick	СТО	Mary Nagle	Strategist
Co-Founder	Tumblr	Junior Software	NewsCred
Aviary		Engineer	
	Paul Murphy	Warby Parker	Briana Clark -
Sarah Mulhern	CEO		Navarro
Community	Dots	Ankur Nagpal	Store Leader
Support		Founder	Chicago - Gold
Specialist	Stephen A.	Teachable	Coast
Meetup	Murphy		Warby Parker
	CEO	Mas Nakachi	
Travis Mullally	Boom Shakalaka	Vice Chairman	Luis A. Navia
Warby Parker		OpenGamma	Co-Founder &
	John Murray		CEO
Alex Mullin	Software	Calista Nasser	ODYSIA.co
Rocketrip	Engineer	Etsy	
	AppNexus		Sergey Nazarov
Anthony Phillip		Ashkan Nasseri	CEO
Mullins	Kathy Murray	Software	SmartContract
Doctor	Owner	Engineer	
Warby Parker	McMorran	Artsy	Alexi Gharib
	Strategists LLC		Nazem
David R		Robert Natale	Co-Founder &
Munczinski	Faisal Mushtaq	Copywriter	CEO
CEO	President & Chief	Warby Parker	Nomad Health
Brickwork	Executive Officer		
	Truveris	Samuel Nathan	Anselme Ndanu
Ashwin Mundra	5	Global	Warby Parker
Sr. Director,	Ruthie	Commercializatio	
Global	Nachmany		Joshua Neckes



Co-Founder	Greenhouse		
Simon Data	Software	Cristina Nieto	Sarah Norton
		Social Media	OPA
Elizabeth Neff	Graham Newhall	Specialist	Warby Parker
Executive	Associate	Warby Parker	
Assistant	Communications		Mathieu
Greenhouse	Director	Jason Nieznanski	Nouzareth
	Artsy	Yext	Co-Founder &
Kristine Neil			CEO
CEO	Julie Nguyen	Akash Nigam	FreshPlanet
Markon Brands	CEO	Co-Founder &	
	Methodology	CEO	Rick Nucci
Brad Nelson		Blend	Co-Founder &
Senior Director of	Kendrick Nguyen	,	CEO
Product	CEO	Meaghan	Guru
Management	Republic	Nishiyama	
AppNexus		Lead Designer	Aminah Nuraini
	Khanh Nguyen	Moment Design	Upwork
Kyle Nelson	Apprentice		
Account Director	Optician	lbnattya-	Brendan O'Brien
AppNexus	Warby Parker	Andaloussi	Director ASP
		Nissrine	Operations
Adam Nestler	Nicole Nguyen	Senior	Imagine Software
CEO & Co-	QA Engineer	Engagement	
Founder	Intersection	Manager	Shannon O'Brien
Skedaddle		App'exus	Managing
	Cassandra		Director
Craig Nestler	Nguyen	Woody Nitibhon	Moment
Co-Founder	Optician		
Skedaddle	Warby Parker		Kaitlin O'Connor
		James Nord	Instructional
Anesio Neto	Tommy Nichols	CEO	Designer
COO	CEO	Fohr Card	AppNexus
ISP Flex	Alloy		
		Monica Nordhaus	Katherine
Jerry Neumann	Zach Nicholson	CEO	O'Connor
Neu Venture	CX Advisor	Monica Nordhaus	People
Capital	Warby Parker	Coaching	Operations
			Coordinator
Ashlee	Tyler Nicoll	Ruby Noren	Artsy
Newcomb	Associate	Retail Brand	Manage 616
Account	Product Manager	Manager	Megan O'Connor
Executive	Rent the Runway	Warby Parker	



Co-Founder &	Husani S. Oakley		
CEO	СТО	Joseph Okpaku	Jon Oringer
Hi Clark	GoldBean	VP of	Founder & CEO
		Government	Shutterstock
Sean O'Connor	Isaac Oates	Relations	
Marketing	Founder & CEO	Lyft	Francesca
Manager	JustWorks		Ormezzano
Barnes & Noble		Danilo Oliveira	International
Education	Melanie	AppNexus	Community
	Oberman		Porgrammes
Charlie O'Donnell	Director of	Claire Oliver	Etsy
Partner	Employee	Copywriter	
Brooklyn Bridge	Experience	General	Colton Ortolf
Ventures	Greenhouse	Assembly	Operations
	Software		Manager
William J		Peter Olson	AppNexus
O'Farrell	Matthew Ocken	Director of	
CEO	Managing	Creative	James Ossman
BodyLabs	Director	Technologist	Senior Manager
	Kindred Partners	IDEO	of Global
Tara O'Heir			Operations
Agricultural	Ashley Ocvirk	Ricky Opaterny	Etsy
Scientist	Strategy &	Partner	
Bowery Farming	Business	Hangar	Florian Otto
	Development		Founder
Daniel O'Keefe	Noteworth	Casey	Cedar
Managing		Oppenheim	
Partner	Tom Ogletree	Co-Founder &	Hicham Oudghiri
Apax Partners	Director of Social	CEO	Co-Founder &
	Impact	Disconnect	CEO
Brian O'Kelley	General		Enigma
CEO	Assembly	Tali Ora	
AppNexus		Founder & CEO	Lawrin Pablo
	Nkechinyelu	Screen	Advisor
Suzanne O'Kelley	Ogogor		Warby Parker
AppNexus	Manager	Roger Orde	
	Warby Parker	Computer	Michael Pace
Mary O'Reilly		Systems Analyst	Meetup
Vice President of	Nnamdi Okike	NewsCred	
Human	Co-Founder &		Michelle Pae
Resources	Managing	Evan Orensten	Co-Founder &
Dstillery	Director	Co-Founder	CPO
	645 Ventures	Captain Lucas	CollectorIQ



		MongoDB	CourseHorse
Susan Page	Christopher		
	Parcher	Tim Park	David Pashman
	Licensed	Warby Parker	General Counsel
Cecilia	Dispensing		Meetup
Pagkalinawan	Optician	Elliot Parker	
Founder	Warby Parker	Customer	Bob Pasker
appLOUD		Experience	Managing
. ,	Rupal Parekh	Advisor	Partner
David Pakman	Director, Brand	Warby Parker	Headlight
Partner	Work & Co	·	Ventures
Venrock		Shelly Parker	
	Christopher	DL Northeast	Yvette Pasqua
Gabe Paley	Paretti	Warby Parker	сто
Manager of	Co-Founder &	,	Meetup
Marketing	CEO	Eric Parker	,
Analytics	VRB	COO	Greg Pass
Intersection		Jackpocket	CEO
musico dallo m	Dhara Parikh		Cornell Tech
Carleen Pan		Jason Parkin	
Startup Digest		President & CCO	Hina Patel
5.c. cs.p 5.9501	Neil Parikh	Composeldl	Optometrist
Nishant Panchal	Co-Founder		Warby Parker
СТО	Casper	Jay Parkinson	,
Noteworth		CEO	Satya Patel
(1010110111	Esther Park	Sherpaa	Partner
Ari Paparo	Vice President of	-11-7 p -10-1	Homebrew
CEO	Product	Coley Parry	
Beeswax	Rockets of	CEO	Sonal Patel
Booowax	Awesome	FRND	Managing
llia Papas	, (11 0001110	, , , , ,	Director
Founder and	Joon Park	Par Jorgen	AppNexus
CTO	UX Manager	Parson	, ipportante
Blue Apron	AppNexus	General Partner	Rakesh Patel
Blac Apron	πρριτολάδ	Northzone	Manager
Krystle Papic	Sasha Park	11011120110	. idilagoi
Optician	Senior Advisor	Andy Parsons	Armand Patella
Warby Parker	Warby Parker	Founder & CTO	Co-Founder
warby ranker	warby rankor	Workframe	Nowsta
Drew Paquette	Seong Park	Tr ominanto	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
VP, Product	Vice President of	Nihal	Zach Patten
Management	Solutions	Parthasarathi	
DoubleVerify	Architecture	CEO	
Double veiny	/ II CHILECLUI C		



Retail Operations Associate	Brett Peel Senior Software	Jessica Perez Founder & CEO	Bamboo Talent
Manager Warby Parker	Engineer AppNexus	Tycoon	John B Petersen III
		Kristina Perez	CEO
Laura Patterson	Tobias Peggs	Supervisor	Firehawk
Senior Software	CEO	Warby Parker	Creative
Engineer & Team	Square Roots		
Lead		Carla Perez	Ani Petrov
AppNexus	Amy B. Pellegrin	Design	Data Analyst
	Optician	n/a	Artsy
Lukas Paulenas	Warby Parker		
Lead Optician		Sara Perle	Sara Petry
Warby Parker	Frank Pellitteri	Associate	Director of
	Director of	Director of	Product
Katherine	Technical	Performance	Credly
Paulsen	Operations	Marketing	
Business	AppNexus	Artsy	Georg
Operations			Petschnigg
Associate	Jessica Peltz-	Doug Perlson	Co-Founder &
Via	Zatulove	CEO	CEO
	Partner	RealDirect	FiftyThree
Katia Pavlyuk	KBS Ventures		
Media Manager		Jenna Perry	Florent Peyre
Adaptly	Michelle Peluso	Yext	Co-Founder &
	Tech:NYC Board		COO
Nyssa Payne	Member	Tarek Pertew	Placemeter
Optician		Co-Founder &	
Warby Parker	Elizabeth Perea	Chief Creative	Caitlyn Phillips
	COO & Co-	Officer	Global Associate
Gracie Pearlman	Founder	Uncubed	Design Director
Brand Marketing	Taivaco, LLC		IBM
Specialist		Preston Pesek	
Warby Parker	Linnea Perelli-	Co-Founder &	Jack S. Phillips
	Minetti	CEO	The " ass hole " of
Alan Pearlstein	Director of	Spacious	the house
CEO	Operations		My wife and kids
Cross Pixel Media	Orchard Platform	Jonathan Peters	
		Co-Founder	Serkan Piantino
Colin Peartree	Jonah Peretti	Bamboo Talent	Founder
Advisor	CEO		Top 1 Networks
Warby Parker	Buzzfeed	Jon Peters	
	•	Co-Founder	Marie-Eve Piche



Vice President of	David Plotz		
Financial	CEO	Marshall Porter	Michael Preston
Planning and	Atlas Obscura	President	Executive
Analysis		Spring	Director
AppNexus	James Plummer	1 3	CSNYC
	Designer	Eli Portnoy	
Mark Piesanen	Warby Parker	Co-Founder &	Aaron Price
Chief Operating	,	CEO	CEO & Founder
Officer	Brett Podolsky	Sense360	Propeller
TouchCast	Co-Founder	1	Innovation
	The Farmer's	Jon Pospischil	Festival
Brandon Pinske	Dog	Co-Founder	
Director	•	Custora	Adam Price
Pinske	David Politis		CEO
Consulting	Founder and	David Potere	Homer Logistics
· ·	CEO	CEO	-
Alessandro Piol	BetterCloud	TellusLabs	Jamie Price
Managing			Social Innovation
Partner	Frida Polli	Ted Power	Lead
AlphaPrime	Cofounder & CEO	Co-Founder	Warby Parker
Ventures	Pymetrics	Abacus	
	•		Gonzalo Prieto
Adam Pittenger	Morgan Polotan	Roberto Powers	Translator,
CEO	Associate	Quality	Interpreter
Moved	Bloomberg Beta	Assurance Senior	Freelance
		Associate	
Vikki Pitts	Olivier Pomel	Insikt	Katherine Prime
Team Leader	Co-Founder &		SVP of
Core Video	CEO	Christopher	Operations
Advertising	Datadog	Palmer Pratt	Spring
AppNexus		Artist	
	Maureen L	Blue Apron	Candra
Lauren	Pomeroy		Provenzano
Remington Platt	Senior Director,	Jennifer Pratt	Lead Designer
Founder & CEO	Sales	Gallery	Moment
Vensette	Enablement	Partnerships	
	Medidata	Manager & Head	Michael Pryor
Brianna Plaza		of Asia	CEO
Email Marketing	Danielle	Artsy	Trello
Manager	Poonoosamy		
General	Manager, People	Madeline Preble	Claudia Puchiele
Assembly	& Culture	CX Advisor	Warby Parker
	Birchbox	Warby Parker	



Jesse Pujji CEO Ampush	Jessica Lawrence Quinn CEO New York Tech	Senior Systems Architect AppNexus	Greg Raiten General Counsel
Vinny Pujji	Alliance	Amena Raghei	FirstMark Capital
Insight Venture	, ttddii QC	Ameria Ragner	Prithvi Raj
Partners	Yamile Paredes		COO
	Quiñones	Jeff Ragovin	Squarefoot
Gianpiero Puleo	Mexico Market	Founder	•
CEO of NYC	Director	Ragovin	Priya Rajeev
Studio	AppNexus	Ventures	AppNexus
ustwo			
	Adam Quinton	Moriah Rahamim	Dmitry
Indraneel Purohit	Founder & CEO	Product Manager	Rakovitsky
Software	Lucas Point	ROKO Labs	CEO
Engineer	Ventures		ROKO Labs
AppNexus		Dr. Saquib Rahim	
	Daniel Rabuzzi	Chief Medical	Kris Ramanathan
Brynn Putnam	Executive	Officer	CEO
CEO	Director	Aetna Digital	Netomat
Mirror	Mouse		•
		Aniq Rahman	Mohan
Omar Qari	Andrew Racine	President	Ramaswamy
Co-founder &	Demand	Moat	Partner, Strategy
CEO	Generation		Work & Co
Abacus	Director	Asif Rahman	
	MongoDB	Co-Founder &	Samhita
Jacqueline		СТО	Ramayanam
Quesada	Hooman Radfar	NewsCred	Data Analyst
Brand Marketing	Partner		Google
Coordinator	Expa	Sam Rahman	
Warby Parker		CEO	Mark Rambler
	Rebecca	DIDiT Labs	Co-Founder &
Kelsey Quick	Bowring Radnaev		President
Operations	Storyteller	Jeff Raider	Credibility Capital
Manager	Matter Ventures	Co-Founder &	
AppNexus		Co-CEO	German J
	David Radparvar	Harry's	Ramirez
Ryan Quigley	CEO & President		President
Founder/CTO	Holstee	Alex Rainert	Elite Cleaning
Simple Contacts	N. (III - 5	VP Product	Concepts
	Matthew Ragan	Nucleus	
		Intercom	Daniel Ramot



Co-Founder & CEO	Managing Director	Co-Founder & CEO	Co-Founder & CEO
Via	Agir	Troops	Dezignable
Guy Ramsey	Chaitenya	James Reid	Brendan
Senior Credit &	Razdan	Optician	Reynolds
Collections	Co-Founder &	Warby Parker	CEO
Analyst	CEO		Moment
Intersection	Care+Wear	Emily Reid	
		Product	Elizabeth
Rebecca	Katie Read	Education	Reynolds
Bronfein Raphael	Senior	Specialist	Technical Client
Director of	Communications	Etsy	Manager
Collector	Manager		AppNexus
Relations	Warby Parker	Matias Reinhardt	
Artsy		Dispensing	Irina Reznik
	Madison Rean	Optician	Director of
Andrew Rasiej	Optician	Warby Parker	Finance
Founder & CEO;	Warby Parker		Slice
Chairman of the		Richard Reisman	
New York Tech	KC William	President	Julia Rhee
Alliance	Reaney	Teleshuttle Corp	Co-Founder
Civic Hall	Engineering		Music Traveler
	Team Lead	Nick Rellas	
Greg Ratner	AppNexus	Co-Founder &	Alicia Rice
Co-Founder &		CEO	Optician
Vice President of	Kiko Reed	Drizly	Warby Parker
Engineering	Brand Lead		
Troops.Al	Warby Parker	Kyra Reppen	Matt Richards
		CEO	Founder & CEO
Erin Rauch-	John P Reese	Katapult	Sixcycle
Sasseen	CEO		Performance
Community	Validea Capital	Daniela Retelny	Technology, LLC
Support Team	Management	Director of	
Lead	LLC	Product	Reshan Richards
Meetup		B12	Chief Learning
	Jonathan Regev		Officer &
Polina	CEO	Georgina Rex	Cofounder
Raygorodskaya	The Farmer's	Art Director	Explain
CEO	Dog	Warby Parker	Everything
Wanderu.com			
	Dan Reich	Alison Andrews	Michael
Jerome Raynal		Reyes	Richardson



Product Line	Partner	Richard Robbins	Director of
Manager	Bessemer	CEO	Product Strategy
AppNexus	Venture Partners	Upper West Strategies	Adaptly
Nathan	Layla Ringhoff		Laura Rockett
Richardson	Optician	Xavier Roberts	OPA
CEO	Warby Parker	Brand Marketing	Warby Parker
Trade It		Specialist	
	Ganesh Rishi	Warby Parker	Jerelyn
Charles	СТО		Rodriguez
Richardson	Civic Hall Labs	Jane Robertson	CEO and
IT Support		Project Manager	Cofounder
Specialist	Isabel Rittenberg	Intersection	The Knowledge
Indeed.com	Marketing		House
	Manager	Ben Robinson	
Emily Richer	General	Capabilities	Jessica
Account	Assembly	Specialist	Rodriguez
Manager	•	AppNexus	Executive
AppNexus	Morgan Ritter-		Assistant
	Armour	Cheraé Robinson	HearstLab
Karen Riddell	Artsy	Founder & CEO	
CX Training	·	Tastemakers	Polly Rodriguez
Coordinator	Kristen	Africa	CEO and Co-
Warby Parker	Rivadeneira		Founder
	Fulfillment	Staci C Robinson	Unbound
Nick Rider	Manager		
Senior Testing	Warby Parker		Lauren Roeder
Analyst		Ricky Robinson	Social Media
AppNexus	Matthew Rizzo	CEO	Manager
	Senior Technical	Shorthand	Warby Parker
Brian Rifkin	Product Manager		
Co-Founder	Warby Parker	Nicholas Robnett	Joe Roepcke
JW Player		Senior Manager	Documentation
	Jacob Roa	Solutions	Manager
Tim Riley	Senior	Engineering	AppNexus
Warby Parker	Community	AppNexus	
	Specialist		Tiffany Roesler
Frank Rimalovski	Meetup	Kevin Roche	Head of Training
Executive		Co-Founder &	& Strategic
Director	Jacob Robbins	CTO	Development
NYU	СТО	Wellthy	Talener
	Uncubed		
Scott Ring		Nimmi Roche	Glenn Rogers



CEO Float	Nick Romito CEO	Social Media Manager	Snaps
	VTS	Artsy	Joe Rospars
Jeffrey K. Rohrs	,		Founder & CEO
CMO	Caryn Romm	Phillip Rosen	Blue State Digital
Yext	Business Analyst	CEO	
	Thomson	Even Financial	Karen Ross
Frederik Roikjer	Reuters		
Principal &		Sam Rosen	C' 5
Founder	Benzi Ronen	CEO	Simone Ross
Humbition	Founder & CEO	MakeSpace	Co-Founder
	Farmigo		Techonomy
Rachel Rojas		Steven	
	Pamela Rook	Rosenbaum	Jade Roth
	Senior	CEO	CEO
Linda Rojewska	Community	Waywire	Sagence
Account	Support		Learning
Executive	Specialist	David Rosenblatt	
Shutterstock	Meetup	CEO	Michael Rothman
		1stdibs	Co-Founder &
Sean Roland	Matthew Ros		CEO
Experience Lead	Growth Associate	Marissa	Fatherly
Artsy	Via	Rosenblum	
		Executive	Cheryl Roubian
Maciej	Ryan Rosa	Assistant	Director of Talent
Romanowicz	Office Manager	Appnexus	Acquisition &
Business Analyst	Meetup		Management
Insikt		Scott Rosenbluth	Greenhouse
	Elisabeth Rosario	CEO	Software
Marek	Communications	Craze	
Romanowicz	Director	Management	Sylvain Le Roux
Software	Self-Employed		Engineering
Engineer		Michal Rosenn	Team Lead
Facebook	Pavia Rosati	General Counsel	AppNexus
	Founder & CEO	Kickstarter, PBC	
Dana Romao	Fathom		Jessica Rovello
CEO		Eric Rosenthal	Co-Founder &
Kube Commerce	Jacob Roscoe	Chief Revenue	CEO
	President	Officer	Arkadium
Nick Romito	Crow	Emissary	
CEO	Technologies		Kirsten Rowland
VTS		Vivian Rosenthal	VP Human
	Mark Rosen	Founder	Resources



MongoDB	Erick Ruiz	Roselle Safran	
	Store Leader	Co-founder	Vincent Sanchez-
Aaron Rubin Partner	Warby Parker	Uplevel Security	Gomez CEO
Gunderson	Philip Russo	David Salama	Pagevamp
Dettmer	Founding Partner	Co-Founder &	
	MetaProp NYC	CEO	Amy Sandgrund-
Ann Rubin		FlyCleaners	Fisher
VP Branded	Marya Ruttenber		People Counsel
Content and	AppNexus	Julia Salasky	AppNexus
Global Creative		CEO	
IBM	Kevin Ryan	CrowdJustice	Chandni Sandhu
	Chairman &		Store Leader
Josh Rubin	Founder	Jeannet Saldana	Warby Parker
Co-Founder	AlleyCorp	Quality	
Captain Lucas		Assurance	Jerry Sandoval
	Kate Ryder	Analyst	COO
Slava Rubin	Founder & CEO	Insikt	Secure Data
Founder	Maven		
Indiegogo		Ryan F. Salerno	Kaila Santiago
	Bijan Sabet	Software	Operations
Jen Rubio	General Partner	Engineer	Principal
Co-Founder &	Spark Capital	Newscred	Via
President			
Away	Saiba Sabherwal	Michael Saloio	Santosh
	VP Finance	COO	SDET
Dan Ruch	Newsela	Jakt	MeeUP
Founder & CEO			
Rocketrip	Andrew Sabino	Matt Salzberg	Ashutosh
	Optician	Founder & CEO	Sanzgiri
Michael Rudoy	Warby Parker	Blue Apron	Data Scientist
CEO			AppNexus
Jetty	Pau Sabria	Steve Sample	
	Executive	AppNexus	John Saroff
Troy Ruediger	Director		CEO
Founder & CEO	Olapic	Chadlany	Chartbeat
Starters		Samson	
	Rachel Sadres	Optician	Amol Sarva
Cesar Rufo	AppNexus	Warby Parker	CEO
Director of			Knotel
Marketing	Lindsay Safran	Roberto Sanabria	
Andela		Partner	Christina Sass
		Expa	



Co-Founder &	Brian Schechter CEO	Everplans	Vestwell
Andela	SelfMade	Laurie	Joshua
, madia		Schnidman	Schwadron
Tetyana Saucedo	Barbara Schinazi	Senior Director	CEO & Co-
retyana Saaccao	Coordinator PR	AppNexus	Founder
	L'Oreal	, 1010, 10, 10, 10, 10	Mighty.com
Piet Sawvel	· · · · · ·	Zvia Schoenberg	g,
IT Specialist	Bruno Schiro	Director NY	Daniel Schwartz
IBM	Senior Account	Metro	Editorial Assistant
	Manager	Network for	Fathom
Taylor Sayig	AppNexus	Teaching	Unlimited
Sr. Account	• •	Entrepreneurship	
Executive	Steve Schlafman	· · · · · · · · · · · · · · · · · · ·	Jake Schwartz
MongoDB	Principal	Kurt Schrader	Co-Founder &
•	RRE	CEO	CEO
Charles Scalesse		Clubhouse	General
Director of	Andrew		Assembly
Mobile	Schlenger	Erik Schreter	
Engineering	Senior Editorial	Founder & CEO	Samantha
Zola	Strategist	Venwise	Schwartz
	NewsCred		Community
Katherina		Bailey Schroeder	Specialist
Schaefers	Mark Schlott	Customer	Meetup
Etsy	Customer	Success	
	success manager	Manager	Rachel
Jonathan	Oracle	Emissary	Schwartzhoff
Schafler			Warby Parker
Head of Strategy	Stefanie Schmidt	Sinclair Schuller	
Rockets of	General Counsel	CEO	Kaylee Schwitzer
Awesome	& Chief of Staff	Apprenda	Designer
	Demyst Data Ltd.		Moment
Shawn		Jesse Schultz	0.1.11
Scharbach	Keely Schneider	Social Innovation	James Sciolto
Senior Advisory	CX	Manager	Co-Founder &
Warby Parker	Communications	Warby Parker	CMO
AV/UIT C - I I-	Specialist	Kirk Colouita	Bidio
William Schaub	Warby Parker	Kirk Schultz CX Advisor	Luke Scott
Content	A la la v		Director
Marketing Manager	Abby Schneiderman	Warby Parker	Acquisition
Manager Backstrip	Co-Founder &	Aaron Schumm	Marketing
Rocketrip	Co-CEO	CEO	Markeung
	-CEO	CLO	



Rockets of		CEO	AppNexus
Awesome	Don Seitz	Datanomy	
	CEO		Peter Shankar
Matt Scott	Inkubate	Thomas Sessa	СТО
CEO & Founder		CIO	Mission Capital
Revere	Ilir Sela	Datanomy	
	Founder & CEO		Jordan Shapiro
Frank Sculli	SLICE	Nikhil Sethi	Executive
Co-Founder &		Co-Founder	Assistant
CEO	Jeremiah James	Adaptly	NewsCred
BioDigital	Selengia		
	Designer	Marc Sewtz	Kathy Shapiro
Maizie Seals	Moment	Senior Software	Founder
Advisor		Development	Shapiro Legal
Warby Parker	Sergei Selin	Manager	Counsel
	СТО	Oracle	
Nadia Seber	ROKO Labs		Judy Shapiro
Customer		Caroline Sexton	CEO
Success	Samuel Seljan	Customer	engageSimply
Manager	Manager Data	Support	•
Rocketrip	Science	Coordinator	David Share
	AppNexus	Rocketrip	Co-Founder &
Drew Sechrist			CEO
CRO	Naveen	Brian Shaginaw	UGE Labs
Rocketrip	Selvadurai	Software	
	Partner	Developer	Vivek Sharma
Nick Sedlet	Expa	Warby Parker	CEO
Founder			Movable Ink
HireArt	Abir Sen	Bhinish Shah	
	CEO	HN Realty	David P. Sharrow
Isabel Seely	Gravie	_, , , , ,	Partner
Brand Manager		Dhaval Shah	Gunderson
Warby Parker	Deep Raja	Founder & CEO	Dettmer
	Sengar	GanjaBoxes.com	
Maria Seidman	Senior		Lucas
CEO & Co-	Datacenter Tech	Sapna Shah	Shaunnessy
Founder	AppNexus	Principal	Lead
Yapp		Red Giraffe	Development
4.1. 0.16	Natalie Serrano	Advisors	Representative
Adam Seifer	Analyst		MongoDB
Co-Founder &	Bloomberg	Sheetal Shah	W 1 ' C'
Co-CEO	Daywaa Caasa	Software	Katrina Shaw
Everplans	Dayna Sessa	Engineer	



Manager, Tech Recruiter	ABHISHEK S SHETTY	Social Innovation Lead	Accountant XO Group, Inc.
AppNexus	Design Engineer	Warby Parker	Darry Cilbart
Katie Shea	Intel Corporation	Allison Shuell	Barry Silbert Founder & CEO
Co-Founder	Samanta Shi	Client Strategy	Digital Currency
Slate NYC	Creative Lead	Manager	Group
State IVIC	Voyat	Adaptly	aroup
Danielle	Intent Media	ridapity	Laura Sillman
Shechtman	in to the trouter	Lisa Shukovsky	Senior Associate
PR Associate	Marc Shifflett	AppNexus	Hangar
Betterment	Organizer/Evang	P. P.	Management
	elist	Sophia Shum	· ·
Kevin Sheekey	Compostandco	Director CRM	Jeffrey Silverman
Bloomberg	·	SliceLife.com	Managing
-	Danbee Shin		Director
Nitya Shekar	Associate	Alexander	Laconia Capital
AppNexus	Implementation	Shvartz	Group
	Consultant	CEO	
Tarek Sherif	AppNexus	StreetInfoTech	Josh Silverman
Co-Founder &			(Former)
CEO	Yayoi Shionoiri	Adi Sideman	President
Medidata	Senior Counsel	CEO	American
Solutions	Artsy	YouNow	Express
Alex Sherman	Susannah	Poonam Jolly	Ed Sim
CEO	Shipton	Sidhu	Founding Partner
Spotfront	Executive	Product Manager	Boldstart
	Associate	Insikt	Ventures
Lauren Sherman	Artsy		
Head of		Barbara Siesel	Mary Sima
Marketing	Aaron Shirley	co-founder/CEO	AppNexus
Red Antler	Ms.	Curriculive	
	Warby Parker		Michael
Jennifer Sherrill	Optical	Karen Sigland	Simmons
Account		Office Manager	CEO
Manager	Brian Shoicket	Jackpocket	CredSimple
MongoDB	Head of	Davidal Claumala an	Mishaula Ciranaana
	Partnerships	Daniel Sigurdson	Victoria Simmons
Anat Sherry	Uncubed	Employee	Warby Parker
Product Manager	Cohaction Chart	ActionIQ	Liz Simon
Jackpocket	Sebastian Short-	Corinne Sikel	LIZ SITTOTI
	Cruz	COULING SIKEL	



General Counsel	Curacity	Warby Parker	
& Vice President			Andrew Snyder
External Affairs	Kirstin Slevin	Melinda Smith	Director of
General	Technical	Via	Business
Assembly	Product Manager		Operations
	Warby Parker	Ryan Smith	Via
Sascha Simon		Store Leader	
Founder &	Irvin Slobodskaya	Warby Parker	Chris Snyder
President & CTO	Co-Founder &		VP Expansion
Driversiti	CEO	Zach Smith	Via
	Shortcut	Senior Software	
Cody Simons		Engineer	Arielle Kyle
Founder & CEO	Gabby Slome	MakeSpace	Sobel
Mixer	Co-Founder &		PR Manager
	CXO	Leah Smith	Betterment
Zach Sims	Ollie	Via	
Co-Founder &			Jennifer Soffen
CEO	Aileen Gemma	Robyn Smith	Manager
Codeacademy	Smith	Customer	Google
	CEO	Experience	
Matt Singer	Vizalytics	Advisor	Taylor Sokoll
Brand Creative	Technology	Warby Parker	CX Team Lead
Warby Parker			Warby Parker
	Arie Smith	Lisa Smith	
Ramit Singh	Advisor	Director -	Alvaro Soltero
Via	Warby Parker	Platform Strategy	Product Manager
		and Value	Fieldlens
Vic Singh	Caroline Smith	Medidata	
General Partner	Corporate		Pramod
Eniac Ventures	Communications	Stephen Smyth	Somashekar
	Manager	CEO	Senior Manager,
r singh	AppNexus	Flow	Data Science
Founder			Medidata
Company	Davis Smith	Jeremy Snepar	Solutions
	Founder & CEO	CEO	
Nicholas Siradas	Cotopaxi	New York Code +	Cari Sommer
HR Business		Design Academy	CEO
Partner	Eric Smith		Sommer
General	AppNexus	David Snitkof	Communications
Assembly		Co-Founder &	Group
	Everett K. Smith	Chief Analytics	
Nick Slavin	Jr	Officer	Mike Sorgenfrei
Co-Founder	Senior Advisor	Orchard Platform	Founder & CEO



AdMass	Joseph Spens	Savannah	Warby Parker
	Lead Organizer	Sprenzel	·
Rebecca Soto	Space Apps NYC	Warby Parker	Lauren C. States
Partner &			CTO Strategy
Managing	Lauren Sperber	Shaun Springer	(Retired)
Director	Senior Software	CEO	IBM
This Also	Engineer	Twist Home	
	Etsy		Robert Stavis
Nicholas Soto		Karthik Sridharan	Partner
Software	Dana Spiegel	CEO	Bessemer
Engineer	Founder and	Kinnek	Venture Partners
Jackpocket	Chief Code		
	Therapist	Sharath Srinivas	Geoff Stearns
Zachary	FounderTherapy	Software	Product Manager
Southern		Professional	Google
Warby Parker	Laura	S&P	-11 1 11 14
	Spiekerman		Elizabeth Van
Alexandra	Co-Founder	Randall Stahl	Steenburgh
Sowinski	Alloy	Principal 	Team Lead
Senior Customer	_	Engineer	Customer
Success	Bronwyn spira	AOL	Support
Manager	CEO		Shutterstock
Rocketrip	Force	Chris Stang	
	Therapeutics	Co-Founder &	Justin Stefano
Lucy Spain		CEO	Co-Founder
Global Business	Rori Spivey	The Infatuation	Refinery29
Support	Senior Designer		0. 9
Specialist	Moment	Oliver Stansel	Mike Steib
AppNexus		Operations	CEO
	Joel Spolsky	Advisor	XO Group
James D. Spare	CEO	Warby Parker	NATION CLASS
President & COO	Stack Overflow	D : 01 1	Mike Steib
Eko		Brian Starke	CEO
	Jonathan	CTO	XO Group
Frannie Speer	Spooner	Credibility Capital	L. AIII Chaire
Consumer	Co-Founder	Cook Chamal	J. Andrew Stein
Insights Manager	TBD Labs	Sarah Starpoli	Managing
Warby Parker	Materia Consumers	Manager of	Director
	Katari Sporrong	Culture &	Voyager HQ
Michael Spencer	Junior Graphic	Engagement	lan Ctair
UI Engineer	Designer	Etsy	Jon Stein
Meetup	Rocketrip	In a Chambala	Founder & CEO
		Jen Starsinic	Betterment



	Take the	Rockets of	Licensed
Chelsey	Interview	Awesome	Dispensing
Steinman			Optician
Visual Designer	Taylor Stoner	Yancey Strickler	Warby Parker
Fluid	Optician	Co-Founder &	
	Warby Parker	CEO	Mary Ellen
Jean Stemp		Kickstarter	Sullivan
Senior Technical	Michelle Stopa		Director
Writer	Operations Lead	Christine Stromer	Computer
AppNexus	Warby Parker	Office Manager	Science
		Movable Ink	Foundation of
Melissa Stepanis	Natalie Stormann		NYC
Market Manager	Product Quality	Mik Stroyberg	
SVB	Analyst	CEO	Peter Sullivan
	Etsy	Lemonsqueeze	CEO
Allison Stern			Jackpocket
Co-Founder &	Dan Storms	Merrill Stubbs	
СМО	Sr. Director,	Co-Founder	Faisal sultan
Tubular Labs	Product	Food52	Founder & CEO
	XO Group		FRISKY
Eiley Stern		Evonne Sturm	
AppNexus	Matt Story	Merchandising	Benjamin Sun
	СТО	Manager	General Partner
Mamie Kanfer	Handshake	Launch	Primary Venture
Stewart		Kids/Rockets of	Partners
Founder & CEO	Christopher D.	Awesome	
Meeteor	Stover		Koushalah
	Vice President	Reshma Suajani	Sunder
Brady Stimpson		Founder & CEO	Founder
NYC Shift	Travis Stowe	Girls Who Code	Stemless Co
Support	Director Data		
Via	Science	Esther Suh	Vivien Sung
	AppNexus	Programmatic	Financial Analyst
Erin Stokes		Trader	Pilot Fiber
Warby Parker	Paul Strachman	Foursquare	
	Venture Partner		Jeremy Suriel
Richard Stoller	Red Sea	Patricia Suh	СТО
	Ventures	Programmatic Ad	Kustomer
		Yield Manager	
Tyler C. Stone	Meaghan	IAC	Joshua Suskin
Vice President of	Strickland		Marketplace
Customer	CX	Josh Sullivan	Strategy &
Success	Representative		Insights Analyst



AppNexus	Adam Szatrowski	Strategy & Operations	SVP Design and Merchandising
Mark Suster Partner	Senior Software Engineer	Sailthru	Rockets of Awesome
Upfront Ventures	Warby Parker	Nick Taranto	AWCSOITIC
ophoni ventares	warby rainer	Co-Founder	Suzanne Taylor
Dan Sutera	Reuven Szleifer	Plated	NA Events
Co-Founder &	Account Director		Strategy Lead
President	AppNexus	Kristin Tarczynski	AppNexus
Futurism	.,	Recruiting	, ,
	Yarden Tadmor	Coordinator	Adam Teeter
Jennifer Hyman	Founder & CEO	Meetup	CEO
Sutton	Switch		VinePair
Chief Product		Rob Tarkoff	
Officer	Kathy Tafel	President & CEO	Nathaniel
EVRYTHNG	Director of	Lithium	Teichman
	Mobile	Technologies	COO
Brad Svrluga	Engineering		Ense
Co-Founder &	Meetup	Ricardo Tavares	
General Partner		CEO	Allyson Michele
Primary Venture	Madison Taff	TechPolis	Telgenhof
Partners	Warby Parker		Customer
		Khalil M. Tawil	Experience
White Swan-	Hope Taitz	CEO	Advisor
Perkins, Samuel	CEO	Umi Kitchen	Warby Parker
Head of Social	ELY Capital	D: T !!	\" T.H.
Media and Brand		Diana Taykhman	Viren Tellis
Interaction &	Michael	Product Manager	Director
Account	Tanenbaum	XO Group	Operations
Executive	Director	Kovdo Tovdor	AppNexus
Manager Muse Platforms	Operations Insikt	Kayla Taylor Head of	Marina
Muse Platforms	ITISIKL	Technology	Tempelsman
Emily Swanson	Johnson Tang	Management	Usability
Community	Product Manager	Operations	Researcher
Support Team	SYPartners	AppNexus	Meetup
Lead	311 4141613	/ Ippi toxus	Modap
Meetup	Chi-Hui Tang	Tiffany A. Taylor	Dan Teran
rioctap	Project Manager	Office Operations	Co-Founder &
Sameer Syed	Medidata	Manager	CEO
Strategic	Solutions	AppNexus	Managed by Q
Partnerships		• •	. ,
Google	Manasa Tanuku	Zia Taylor	Ellen Terlizzi
<u> </u>		•	



Account Executive Rocketrip	Communications Specialist Warby Parker	Andrew's Roadmaps	Suzie Tompkins Brand Strategist Spring
Camrei Renee	Nathan	Fiona Thwaites Innovation	Jay Tong
Terrell	Thillairajah	Strategy	Product Manager
Store Leader	Software	Publicis NA	General
Warby Parker	Developer Yext	Sydnee Tigert	Assembly
David Teten	TOXE	Senior Advisor	Eric Toribio
	Allison Thomas Customer	Warby Parker	Account Management
Laci Texter	Success	Charlotte Tilles	AppNexus
Founder	Noteworth	Merchandise	
Texter Communications	Nicolas Thomas	Planner	Jason Toris
Communications	Vice President	Warby Parker	Senior Software Engineer
Biatrice Tezian	Engineering	Randy	Zola
LDO	AppNexus	tirbhawandat	
Warby Parker		Design Engineer	Javier De La
	Samantha A	Intersection	Torre
Tess Thackara	Thomas		CEO
Senior Editor	Senior Optician	Alan Tisch	CARTO
Artsy	Warby Parker	CEO Spring	Eddie Torres
Chelsea Thaxter	Thomas	эрнид	District Accounts
Director of	Designer	David Tisch	Manager
Attorney	Jackpocket	Managing	Insikt
Development	•	Partner	
Gunderson	Kathryn	BoxGroup	Pedro Torres-
Dettmer	Thompson		Mackie
A 15 - Th 111	AppNexus	Dmitri Tkachev	Managing
Amelia Therattil	Matt Thomson	CEO Biania Laba	Director
Manager People Operations &	Matt Thomson Chief Product	Bionic Labs	Quotidian Ventures
Analytics	Officer	Lauren Todd	ventures
AppNexus	Bitly	Senior Advisor	Marie Toure
, .pp. (0.00)	,	Warby Parker	Intersection
Charles Thiede	Jessica	,	
CEO	Thoubboron	Stephen Todres	Alper Carmona
Zapnito	Content/Event	Vertical Lead	Tovi
Ruthie Thier	Producer	Ampush	Senior Software Engineer
			3



AppNexus	Laura Tuberville		Scott
	Customer	Chandler Turner	Underwood
Are Traasdahl	Experience	CX Advisor	Software
Founder & CEO	Advisor	Warby Parker	Engineer
Tapad	Warby Parker		Troops.Al
		Nat Turner	
Lani Tran	Victoria Tucci	Co-Founder &	Robert F
Warby Parker	Audit Lead	CEO	Underwood
	AppNexus .	Flatiron Health	President
Judson			TTM Advisors
Traphagen	Andrew Tuchfeld	Joshua Tuscan	
Partner	Recruiter	Partner	Ryan Urban
Plough Penny	Blue Apron	Friends	CEO
Partners			Bounce
	Colleen Tucker	Roubina	Exchange
Oscar Trelles	Senior Talent	Tutunjian	
Head of Sales	Manager of	Designer	Shon Urbas
and Marketing	Strategy &	Moment	Team Lead
Instapanel	Planning		Handshake Corp
	Warby Parker	Jennifer Tyrseck	
Melissa		MongoDB	Ben Uretsky
Trentadue	Nicole Van Der		CEO
Community	Tuin	Stephanie Tzeng	Company
Manager	CEO	AppNexus	
Zola	First Access		Jonathan Uy
		Josh Udashkin	СТО
Lauren Tronick	Anthony	Founder & CEO	Shine
Warby Parker	Tumbiolo	Raden	
	CEO		April Uzarski
Lloyd Trufelman	Jakt	Sebastian Ugalde	Executive
Publisher		Customer	Assistant
NY Convergence	Jordan Lee	Service Associate	AppNexus
	Tumlin	Insikt	
Steve Truxal	Optician		Clark Valberg
Director Product	Warby Parker	Nadav Ullman	Co-Founder &
Management		CEO	CEO
AppNexus	Margaret Tung	Dashride	InVision
	Co-Founder		
Tim Tsao	Vesper	James Underhill	Veronique Valcu
Director of		Sales Operations	Director
Marketing	James Turnbull	Analyst	Integrated
IBM	СТО	MongoDB	Marketing -
	Empatico		North America



AppNexus	Lucia Velazquez	Principal Data Scientist	Matthew Wadiak Founder and
Frank Vallese CEO	Insikt	Warby Parker	COO Blue Apron
ePhysics, LLC	Anthony	Philippe von	•
	Velazquez	Borries	Regis Wakefield
Kimberly	Store Leader	Co-Founder	Senior Manager
Vandrilla	Warby Parker	Refinery29	Employee
Creative Director			Experience
Slice	Bryan Velzy	Gerrit Vooren	Greenhouse
	Senior	Founder	Software
Terry VanDuyn	Community	VOOTEN - Media	
Senior Product	Specialist	that Mattwrs	Jesse Walden
Manager	Meetup		Founder
General		Elise Runde Voss	Mediachain Labs
Assembly	Ronen Verbit	Co-Founder &	
	CEO	CEO	Jay Walder
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Director of	Shutterstock	Alex Vratskides	
Employer Brand		CEO	Hunter Walk
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	VP Engineering		Homebrew
Ishan Vasa	Squarefoot	Theresa Vu	
Full Stack		VP of	Matt Walker
Engineer	Olga Vidisheva	Engineering	СТО
Rocketrip	Founder & CEO	AppNexus	Simon Data
	Shoptiques.com		
Camille		Madeline Vu	Wayne Walker
Vazquez-Reyes	Nevin Vijh	Senior Product	Senior Director of
Experience and	Engineer	Designer	Product, Study
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Artsy			Medidata
	Daniela Vizcaino	Albert Vuoso, Jr.	Solutions
Randal Vegter	Senior Designer	Team Lead	
Director of	Moment	Customer	Stuart Wall
People		Experience	CEO
Operations	Carl Vogel	Warby Parker	Signpost
NewsCred			



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U.S. TRAVEL

TESTIMONY FOR THE RECORD

OF

ROGER DOW
PRESIDENT AND CEO OF THE U.S. TRAVEL ASSOCIATION

AT

OVERSIGHT HEARING: "PREPARING FOR THE IMPACT OF FEDERAL TRAVEL BANS ON NEW YORK CITY'S ECONOMY"

BEFORE THE

NEW YORK CITY COUNCIL
COMMITTEE ON ECONOMIC DEVELOPMENT

APRIL 20, 2017

Chair Garodnick and members of the Committee on Economic Development: I am pleased to offer testimony on behalf of the U.S. Travel Association, the national non-profit organization representing all sectors of the travel industry in America.

Travel and security can and must go hand-in-hand. Nowhere is this more apparent than in New York City, our nation's top international destination and the first point of entry to the United States for many international travelers. Because it hosts some of the world's biggest celebrations—and has dealt with some of our nation's gravest emergency challenges—New York City has an enormous stake in how America is perceived around the world. Fortunately, the city benefits from the outstanding work of NYC & Company in promoting New York as a top global destination—but even these efforts can be affected by national policy that lacks a sustained balance between national security and travel facilitation.

It is difficult to overstate the value of travel to the U.S. economy. The travel industry employs 15.3 million, or roughly one in nine Americans. In fact, travel is a top-ten employer in 49 states and the District of Columbia, providing good jobs that cannot be outsourced. In 2016, travelers in the U.S. spent \$990.3 billion—that's \$2.7 billion a day, \$113.1 million an hour, \$1.9 million a minute and \$31,400 a second. This spending generated a total of \$2.3 billion in economic output, and nearly \$158 billion in tax revenue supporting vital public services like police, firefighters, and teachers.

International travel is particularly important to our country's economic growth, because every dollar spent in the U.S. by an international traveler is considered an export. There were over 74.7 million international arrivals to the U.S. last year, making international travel America's No. 1 service export and No. 2 export overall. International travel spending directly supported about 12 million U.S. jobs

last year, and \$32.4 billion in wages. At \$246 billion, international travel accounted for 11.2 percent of all U.S. exports in 2016. According to our analysis of data from the U.S. Department of Commerce, we enjoyed an \$87 billion international travel trade surplus in 2016, larger than any other sector of the U.S. economy. Without travel, the country's \$500 billion trade deficit would be 17 percent larger.

International travelers, particularly those from overseas (any country excluding Canada or Mexico), have an outsized impact on the U.S. economy because they stay longer and spend more. When visiting the U.S., overseas travelers on average stay 18 nights and spend \$4,360 per person.

It wasn't always this way, though. In the decade after 9/11, the U.S. experienced a decline in international visitation while travel grew all over the rest of the world—and, regrettably, for entirely preventable reasons. After 9/11, the U.S. rightly had to institute a series of new security measures. However, these precautions lacked any revised travel facilitation policies and were not reinforced by a clear message of welcome. Without this balance, foreign nationals began to perceive the U.S. as less hospitable, and international travel to the U.S. suffered—so much so that the travel industry now refers to the ten years after 9/11 as "The Lost Decade."

Thankfully, the subsequent period has encouraged significant growth for international travel to the U.S. This progress is the direct result of the National Travel and Tourism Strategy, implemented in 2012 and conceived to generate 100 million international visitors by 2021, and of Brand USA's work promote the United States as the top global destination. These efforts yielded new and remarkably successful policies to increase the efficiency of the visa and entry processes, develop trusted traveler programs, expand preclearance locations and enhance the Visa Waiver Program. Still, we had a long

way to go to recover from the Lost Decade—and it was only last year that the U.S. finally reclaimed its pre-9/11 global share of international travel exports.

This recent recovery makes it that much more important to stay focused on the lessons of post-9/11, as there are ominous signs that we may be entering a new period of decline, with serious potential consequences for New York City.

First, a critical clarification: the travel community fully supports policies genuinely needed to protect national security. It is not just our responsibility as Americans—without confidence in public safety, potential travelers will stay home. Rather, we are concerned about implementing security measures that are so deep and broad, without clearly conveying their rationale or an accompanying message of welcome for legitimate travelers, that all of our progress will be put at risk.

Because most international travel is planned and booked well in advance, we are now only beginning to discern the impact of recent policies such as the implementation of "extreme vetting" of visa applicants, or the President's executive orders on visas and immigration. But the initial indications are worrisome—and extend well beyond travelers from the six countries directly targeted by the executive order.

U.S. Travel is now working with other travel leaders to compile accurate data on the potential impact of various factors on inbound international travel—from the appreciating dollar to "America First" themes. Our research team is analyzing indicators that reflect both global travel intent and actual flight and lodging bookings. The preliminary flight booking data currently suggest significant declines from specific geographic regions. However, it's already clear the issue is not merely the raw

volume of travelers from the affected handful of nations, but rather the potential resulting perceptions globally.

It doesn't have to be this way. Restoring balance between security and travel facilitation, and then communicating a message of welcome to travelers around the world, can help mitigate negative perceptions of the U.S. abroad—and pre-empt major damage to our economy.

From convention bookings to leisure tourism, the global travel marketplace is extremely competitive. Travelers have choice—and they will go where they feel most welcome. They are discouraged by what they perceive as delay, confusion or unnecessarily invasive scrutiny. Just as our elected officials work hard to sway undecided voters to win elections, we can likewise use our considerable marketing skills to attract them to our shores—especially "undecided" travelers from allied countries who are unsure about future trips to the U.S.

We cannot presume that we will retain our top spot in the international travel market just because America has a wealth of prime attractions. Other destinations are steadily growing their international travel market share, and happily welcome more long-haul travelers. There is mounting evidence of trip cancellations and reduced advance booking searches in response to the current political climate. We need to offer potential visitors reassurance that we are the same welcome nation we have always been. We cannot afford to lose their goodwill.

So fundamentally, here's what we as a nation need to do: -

1) Be precise and welcoming in messaging about travel security measures affecting international visitors;

- Tailor security policies to address public safety without paralyzing routine business or leisure travel, and provide resources to implement these policies without creating inordinate inefficiencies;
- 3) Clearly and explicitly remind U.S. embassies and consular offices abroad that a key part of their mission is to help facilitate travel to the U.S.;
- Support the critical work of NYC & Company to market New York City as an iconic worldclass destination and gateway to the United States; and
- 5) Support Brand USA, our nation's destination marketing organization, as it promotes the United States around the globe;

These are not abstract concepts—they define our nation's global image, and directly affect millions of Americans whose livelihood depends on a vibrant international travel market. To ensure that a more hospitable voice is heard abroad, the U.S. must put in sustained work at the national, state and local level—and in the private as well as public sector.

U.S. Travel recently initiated a campaign called *Faces of Travel* to document the human impact of travel-related policy and rhetoric. From the hotel concierge to the ballpark concessionaire, Americans rely on our leaders to protect public safety, and to hone an accompanying message of fundamental hospitality that America is indeed still open for business. To this end, we appreciate your commitment on the New York City Council, which can serve as a model for action by municipal and state officials across the country.

Thank you once again for this opportunity to testify today, and please call on the U.S. Travel Association if we can provide any further assistance.



April 20, 2017

Written testimony respectfully submitted to the New York City Council Committee on Economic Development by Andrew Hoan, President & CEO of the Brooklyn Chamber of Commerce, regarding Preparing for the Impact of Federal Travel Bans on New York City's Economy.

Good Morning Chair Garodnick and Members of the Economic Development Committee:

I am Andrew Hoan and I serve as the President & CEO at the Brooklyn Chamber of Commerce.

The Brooklyn Chamber of Commerce is a membership-based business assistance organization that represents the interests of over 2,100 member businesses across the borough of Brooklyn. The Brooklyn Alliance is the not-for-profit economic development organization of the Chamber. It works to address the needs of businesses through direct business assistance programs.

I would like to commend the committee for exploring the effects of enacting a potential federal travel ban to the United States and its potential impacts on New York City's economy. This proposed action causes great concern for me in terms of the livelihood of Brooklyn residents and workers. We should also be concerned about the cumulative impacts on several industries, such as tourism, higher education, and small businesses.

Net foreign migration to Brooklyn increased by 74 percent between 2011 and 2014. Discriminatory travel bans will curtail travelling and immigration, not only from the countries targeted, but could have a global impact due to the disdain and fear perpetuated by the act. Although 40 percent of Brooklyn residents are foreign-born, close to 50 percent of businesses in Brooklyn are owned by immigrants. These businesses form the bedrock of our everyday lives, such as grocery stores, dry cleaning, and taxi services. 40 percent of higher skilled professions, such as information technology, architecture, and engineering are composed of immigrant workers, which can be attributed to the large amount of foreign students studying at our colleges and universities. Healthcare is the largest employer sector in the borough, which also contains a high level of foreign born professionals.

The impact of a potential federal travel ban would have consequential effects on Brooklyn and the entire City as a whole. The Brooklyn Chamber of Commerce will stand strong against any proposed ordinances affecting certain groups of people based on country of origin. We will continue to support immigrant-owned businesses and residents, though our various programs and services.

Thank you for providing us with the opportunity to testify in this case.

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around the whole world. There's no doubt that the rhetoric around the ban has damaged the U.S. brand. Tourism is a very discretionary market. It takes very little for travelers to shift their plans and preferences, and consumers have more choices than ever when it comes to travel options.

I commend NYC & Company for taking a proactive leadership role to mitigate any negative effects of federal policy and rhetoric. NYC & Company was the first destination marketing organization in the U.S. to come out against the travel ban, vocalizing strong opposition to any kind of impediments to legitimate international travel into the U.S. The organization's "ALL ARE WELCOME" campaign was the first of its kind, and destinations across the country are now following their example. Earlier this week, Los Angeles tourism officials launched a similar "Everyone is welcome" campaign, underscoring the importance of reassuring international travelers.

In closing, tourism is more than fun. It's serious business. In fact, it's the lifeblood of communities across the five boroughs. Destination marketing does more than attract visitors and fill hotel rooms. It drives broader economic growth and offers benefits to local communities, making a destination more competitive and improving the overall quality of life for residents. And its role is becoming even more important during this delicate time. Maintaining the awareness of the New York City brand among major international destinations is not only crucial to drive short-term visitation and the related economic impact, but also for the long term continued vitality of the destination.

Thank you for your time and consideration. DMAI looks forward to continuing to work with the city of New York to drive economic impact, job creation, community sustainability and quality of life through travel.

Sincerely,

Don Welsh

President & CEO

Destination Marketing Association International



Written Testimony Before the New York City Council, Committee on Economic Development

Oversight Hearing on Preparing for the Impact of Federal Travel Bans on New York City's Economy

April 20, 2017

Testimony of Don Welsh, President & CEO of Destination Marketing Association International

Good afternoon Chairman Garodnick and Members of the Committee on Economic Development. My name is Don Welsh and I am the President and Chief Executive Officer of Destination Marketing Association International, the global trade association for official destination marketing organizations, convention bureaus and tourism boards. I regret that I am not able to be with you today, but I appreciate the opportunity to discuss the impact of Federal Travel Bans on New York City's economy.

As many of you know, tourism is critical to the economic and social well-being of the City of New York. Last year alone, travelers spent more than \$42 billion in the city, generating more than \$5.8 billion in tax revenue for the city and state. Those dollars overwhelmingly support critical public services like education, health care and public safety. The industry is also a proven job creator, with more than 375,000 people whose jobs rely on visitor spending. In total, travel and tourism in New York City is responsible for an economic impact of over \$62 billion.

The strength of New York City's tourism economy is buoyed by NYC & Company's aggressive, global marketing of the destination. In today's globalized, networked world, every destination must compete for its share of the world's consumers, tourists, businesses, investment, capital, respect, and attention. Like any product, travel destinations are brands that require investment to remain relevant, attractive and competitive. The only organization that takes on this responsibility for all five boroughs is NYC & Company.

The incredible impact that tourism has on New York City is being put at risk when the message being sent around the world is that the United States is not a welcoming destination. The federal travel ban sent out a clear message to the world that the U.S. is actually closing, it's not open for business, and it's not just the six countries that were targeted – it's actually showing in the advanced bookings



WRITTEN TESTIMONY OF LENA AFRIDI BEFORE THE NEW YORK CITY COUNCIL COMMITTEE ON ECONOMIC DEVELOPMENT CONCERNING THE IMPACT OF THE FEDERAL TRAVEL BAN ON THE NYC ECONOMY

April 18th, 2017

Good Morning. Thank you Chair Garodnick and members of the Committee on Economic Development for the opportunity to testify.

My name is Lena Afridi and I am the Policy Coordinator for Equitable Economic Development at the Association for Neighborhood and Housing Development (ANHD). ANHD is a membership organization of NYC- neighborhood based housing and economic development groups- CDCs, affordable housing developers, supportive housing providers, community organizers, and economic development service providers. Our mission is to ensure flourishing neighborhoods and decent, affordable housing for all New Yorkers. We have nearly 100 members throughout the five boroughs who have developed over 100,000 units of affordable housing in the past 25 years alone and directly operate over 30,000 units.

The ANHD is committed to strengthening the needs of communities citywide and sees small businesses as integral to the fabric of New York's neighborhoods. United for Small Business NYC (USBNYC), a coalition convened by ANHD, understands that the federal travel ban will have an immeasurably negative impact on New York City's small businesses and neighborhood economies. USBNYC includes community organizations from across New York City fighting to protect New York's small businesses and non-residential tenants from the threat of displacement, with a particular focus on owner-operated, low-income, minority and immigrant-run businesses that serve low-income, immigrant, and minority communities.

New York's small businesses are what make this city special both nationally and worldwide. USBNYC is committed to ensuring that the city's immigrant and minority owned businesses thrive. Small business displacement — whether through speculation, gentrification, harassment, or draconian immigration policy — is cultural displacement and undermines the fabric of New York's neighborhoods. . In addition to pre-existing pressures facing small businesses in New York City, the Muslim ban, expanded raids, and an a political environment that is increasingly unfriendly to immigrants gives unscrupulous landlords even more fodder to harass tenants.

Immigrants and refugees make up almost half of all New York City small business owners, making them a fundamental part of the city's unique diversity. They are bodega owners, street vendors, restauranteurs, neighbors, and community members. They provide culturally relevant



ANHD 50 Broad Street, Suite 1402 New York, NY 10004 Tel: (212) 747-1117

goods, vital services, and the vibrancy that makes New York what it is. Without these small businesses, New York will lose a significant part of its identity

In a time of great uncertainty and explicit attacks on immigrants, Muslims, and people of color across the country, it is vital to stand up for our communities and for our neighbors. In our mission to support the City's rich history of immigrant enterprise, we stand today and every day against the federal travel ban and with the Muslims and immigrants who make New York City a cultural icon.

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