



"Doug, I admire your vision, drive, and commitment to CCDFI's mission, and also the wonderful work culture you've fostered for us all to grow & succeed as a team! Congratulations and cheers to many more successful years! :)"

**AMANDA VIRREY**



"Doug, your leadership and genuine care for your staff, the low-income community, and all people is one of the primary reasons why I returned to Clearinghouse CDFI. What you have built over the last 25 years is a part of your legacy, which I am proud to be a part of and will strive to continue to honor in the next 25 years to come. Everyone who crosses your path feels seen, heard, and important, and that's the greatest legacy you can ever leave this world. Thank you for your modeling great leadership with humility and kindness."

**MAI HA**



"The most valuable player is the one who makes the most players valuable." - Peyton Manning

"It is such an honor to have been able to work under Doug's tremendous leadership for the past 21 years. Thank you for all that you do and have done for your team."

**MELISSA JOHNSON**



"Congratulations on 25 years to our founder! From a single loan in 1996 to half a billion dollars today!"

**COLIN WEGENER**



"Doug, Congratulations on 25 years! Thank you for your leadership, confidence, and wisdom you have provided Throughout the years. I couldn't imagine working for another leader or organization. Love ya!"

**LUNDI CHEA**



"Congratulations! Your dedication and hard work are an inspiration to all of us. Wishing you many more years of success! Happy 25<sup>th</sup> CCDFI anniversary!!!"

**LAUREN MCDONALD**



"To our fearless leader, thank you for your willingness to always hear us. Cheers to 25 years (and more to come) with CCDFI."

**ROE SHANDS**



"Doug, your commitment to this company and to those we serve has inspired me throughout my 15 years at CCDFI. Your enthusiasm is infectious. It carries us through challenging times and drives us to push harder, reach farther, be better...and we are, thanks to you. CCDFI would not be CCDFI without your wise and heartfelt leadership. Thank you for giving so much of yourself to this company and to staff over the years. Congratulations on your 30-year milestone and your 25-year CCDFI anniversary. Here's to 25 more!"

**ALANNA SMITH**



"Doug, you have been a great friend, inspiration, and role model to me for years. I'm not sure if there is anything else to say but thank you and I love you. Congratulations on your anniversary!!"

**CESAR PLASCENCIA**



"Doug, these last five years I've been a part of CCDFI have been life changing. Your leadership, compassion, optimism, and genuine personality have been a guiding force in the success of CCDFI. I couldn't be more proud to work for this company and all that CCDFI has accomplished in these past 25 years. Cheers to the next 25!"

**NATASA ALEXANDER**



"We are so fortunate to have you as our fearless leader. Your humility, generosity, and kindness are a constant source of motivation and inspiration. May you continue to inspire us for many years to come!"

**LAWRENCE CHAVEZ**



"Congrats on your 25 years!! You are incredibly inspiring, and I feel so grateful to work for a company with a President/CEO as wonderful as you! Cheers to many more prosperous years!"

**TAYLOR PEARCE**



"Doug has been an inspiration to all of us here, and his passion for helping others and drive for excellent customer service helps motivate us even in the toughest of times (read: COVID-19.) I couldn't imagine having anyone else at the helm other than Doug. Thank you for all you do for us, and congrats on 30 years Doug!!"

**JUSTIN MERLETTE**



"Doug, your vision for Clearinghouse CDFI continues to thrive, and its mission expands touching more lives than even you possibly imagined. Thank you for your stewardship. Here's to 25 successful years and many more to follow. Cheers!"

**SUSAN MONTOYA**



"Doug is solutions—oriented with a big heart. He keeps Clearinghouse CDFI moving in the right direction, with our community development mission at the core. Thank you for your leadership, Doug. We are all so fortunate to have the opportunity to work with you and support Clearinghouse CDFI. Onward!"

**ANNIE MOONEY**



"Doug is a shining example of what every CEO should be. With his leadership, Clearinghouse CDFI is no doubt headed for even more success in the next 25 years. Congratulations Doug!"

**KATELYN PHINNEY**



"No matter the situation, we can count on Doug for always having the right attitude. He will always have the perfect quote for the occasion."

**KENNEDY SANDOVAL**



"I am lucky and glad to be a part of your team. Your exceptional leadership is beyond words. Congratulations on your 25<sup>th</sup> anniversary with Clearinghouse CDFI."

**FERDUESI AHMED**



"Doug's vision and mission for CCDFI is inspirational -- I haven't been a part of CCDFI for 30 years, but I got here as quick as I could! Here's to the next 30, Doug!"

**ALLIE WEBER**



"I met Doug back when he started CCDFI and was impressed by him and the company then. Now, all these years later, I have the pleasure of being part of his team! Congratulations and many thanks, Doug!"

**KELLY MARSOBIAN**



"Your leadership is a source of daily inspiration. For your dedication and encouragement, thank you!"

**LISA VAN ELLA**



"Doug is the most authentic, pure-hearted CEO I have ever met. He cares for this company and his staff immensely—You are loved and valued Doug. Thank you for taking care of this company and employees like it's family, and blessing me with this wonderful job."

**GABRIELLA HALE**



"Doug you are a great father and husband and most importantly, golfer :-). Keep swinging that dang stick of yours and hope to experience more birdies and eagles with you. Work is secondary!! Thanks for the memories."

**TED CHIEN**



"Doug consistently makes CCDFI staff feel appreciated [top three]: complementing achievements, encouraging employee ideas, and giving time off before a holiday weekend. He goes the extra mile!"

**LOREY LOUIE**



"Doug, although I haven't had the pleasure of working with you as long as most folks here, my time that I have worked with you has been great! I look forward in having more years of working with you under my belt! Thanks for being such a great boss! Happy 30 year anniversary!"

**JACKIE AGUILAR**