



TOWN OF PORTSMOUTH

2200 East Main Road, Portsmouth, RI 02871
www.portsmouthri.com

CIVIC SUPPORT
REQUEST FORM FY 2020

Applicant Information

Name of Organization: SIREN Women's Cooperative

Address: 400 Glen Road

Phone: 773-569-0559

City: Portsmouth

State: RI

Zip: 02871

Primary Contact: Sarah B. Nadimpalli

Email: siren.cooperative@gmail.com

Title: Director of SIREN Women's Cooperative - see resume attached

Secondary Contact: Suzanne Ramponi

Email: ramponisuzanne@gmail.com

Title:

Funding Request

Amount requested for FY 2020: \$ 3,480.00

Amount granted in previous year: \$ 0

Time period over which funds will be used

From: 2/1/2020

To: 8/1/2020

Explain any increases in your request over last year:

NA

Organization Information (attach additional pages if needed)

Organization description:

Please see attached.

Indicate the purpose of the appropriation: (Please be specific with respect to how the funds will be used.)

Please see attached.

Identify the population of Portsmouth that is served by your organization: (Please also be specific with respect to the number of Portsmouth residents supported by your organization.)

SIREN aims to serve all women in the community of Portsmouth. We aim to implement the

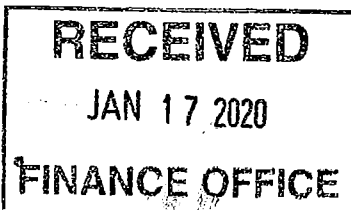
Ready to Work Exchange with 4 Portsmouth participants through this civic funding.

Signature of Applicant

Date: 1-16-2020

Applicant's Signature:

Sarah B. Nadimpalli



Additional Information (Please attach)

	Provided:		Yes	No
1) Proof of agency 501c(3) status, or other:	<input checked="" type="checkbox"/>			
2) Agency's current and proposed annual budget:	<input checked="" type="checkbox"/>	*		
3) Latest year end audited financial statement (or equivalent document):	<input checked="" type="checkbox"/>			

** our business in only over a year old and currently our budget coincides with what our tax return reflects*

CIVIC SUPPORT – APPLICATION REQUIREMENTS

PURPOSE

To fund projects or programs of non-profit civic organizations, which primarily benefit residents of the Town of Portsmouth.

ELIGIBLE ORGANIZATION

Only 501c(3) tax-exempt organizations are eligible for funding. To be eligible, organizations or projects must primarily serve the residents of the Town of Portsmouth, Aquidneck Island, or Newport County. Organizations that do not have a 501c(3) status must provide documentation that identifies the status they operate under.

APPLICATION

Each request for funding must be submitted on the Town of Portsmouth's Civic Support Request Form.

Applications must be signed by an authorized officer of the organization and received by the Finance Director no later than Jan 17, 2020.

INELIGIBLE ACTIVITIES

The following activities will not be funded with civic appropriations:

1. Programs or services that serve primarily non-Portsmouth residents
2. Political activities
3. Marketing and/or fundraising

AGREEMENT & REPORTING

All recipients of civic support funding may be required and agree to provide project status report(s) to the Finance Director at intervals specified in advance by the Town Council.

RETURN TO:

Town of Portsmouth
 Attn: Finance Director
 2200 East Main Road
 Portsmouth, RI 02871

CIVIC SUPPORT REQUEST FORM continued

Organization description: The mission of SIREN Women's Cooperative, a professional group for women, is to encourage and support women to work mindfully, connect meaningfully, and inspire one another endlessly. Our core values are inclusiveness, respect, listening, curiosity, and big thinking. We aim to meet the professional and personal enrichment needs of women representing a wide range of backgrounds and professions in our community. Our now 60 members have diverse career and experiential backgrounds and represent a wide range of ages, ethnicities, and experiences. The four core activities of SIREN are: providing learning opportunities for women through our SIREN Signature Talks 1-3 times/month; engaging in relationship-based networking; capacity building through collaborations with local businesses and organizations; lastly, implementing our Ready to Work Exchange (RTWE) where we assist women who need to develop job interview skills. We are leaders in our community by developing our SIREN Signature Talk format that is designed specifically to bring forth the unique perspectives of women and provide a platform for all voices to be heard at the table. We also created a book project featuring the stories and lived experiences of women from a diverse range of professional and personal backgrounds. Please visit our website: www.sirencooperative.com for more details of our wide range of activities.

Indicate the purpose of the appropriation: The Ready to Work Exchange is SIREN Women's Cooperative's creative community service project where we assist women with developing job interview skills. The RTWE will become SIREN's central activity as we pursue non-profit status through the Social Enterprise Greenhouse Accelerator program we have been accepted to (starting February, 2020). SIREN Women's Cooperative members and RTWE participants also exchange resources, unique knowledge, and our personal and professional stories to build meaningful connections between women of different backgrounds and experiences in our community. Women who participate in the Ready to Work Exchange are identified through local community organizations. Participants receive a 6-month SIREN membership as part of participating in the program.

All profits from the sale of our Women, Words, and the Water book benefit the RTWE. Currently, we work with Lucy's Hearth and the Martin Luther King Center to identify women who need assistance with developing job interview skills. Since we are based in Portsmouth and a large portion of our members are Portsmouth-based, we would like to expand our program to Portsmouth residents as well. We will partner with Portsmouth-based community organizations (i.e. Trinity House) and churches to identify ideal candidates for the Ready to Work Exchange on a first come, first serve basis. The program as described for participants is outlined below:

Ready to Work Exchange - Information for Participants

We are thrilled to be assisting you with preparing for your job interview! The events below will occur ideally over a 6-month period at both the SIREN Women's Cooperative professional

community meeting spaces. We will agree upon dates and times that are best for you. We will be happy to answer your questions and provide feedback throughout all steps of the program!

Here's what we will be doing together through the RTWE and the hours you will be required to invest in the program:

1. Developing or editing your resume at SIREN. We will provide you with examples so you can begin working on a draft before we meet (if possible)! (2 hour time commitment or more).
2. Based on the type of job you expect to be applying for, one of our co-op professionals will be designing a 25-45 minute mock interview for you to participate in so you may practice some job interview skills. You may choose the format: either a 1:1 or group mock interview (2 hour time commitment).
3. Need assistance with dressing for success? Our co-op members will guide you through the process of selecting and perhaps obtaining professional attire for your job interview. (1-2 hour time commitment).
4. One of our skilled Life Coaches, Suzanne Ramponi, will guide you through a 1-hour life coaching session to help boost your confidence and belief in your own success shortly before the big job interview day (one hour time commitment).
5. We will ask you to complete a short survey about job interview preparedness before and after we begin this process (20 minute time commitment).

We are so excited to be working with you and welcome you to our SIREN member meetings to tell your story and ask any questions you may have of us. We are looking forward to growing and learning together!

For more information on the co-directors of the program see Dr. Nadimpalli and Ms. Ramponi's resumes attached. For more information the RTWE please visit:
<https://www.sirencoperative.com/our-ready-to-work-program>

Breakdown of costs: Doctoral-trained mentor (Sarah Nadimpalli, Phd) and Certified Life-Coach (Suzanne Ramponi) implement the program with individual women. Dr. Nadimpalli allocates 5 hours per participant and Ms. Ramponi works 10 hours with each participant at a significantly reduced hourly consultant rate (both at \$50/hour). Participants complete pre- and post- job-readiness and self-efficacy questionnaires so we can assess efficacy of the program. Also included for every participant is a 6-month SIREN membership (\$120) for ongoing professional and personal support as they embark on their career journey. Therefore, the total cost of the Ready to Work Exchange for each participant is \$870.00. We are requesting to accommodate 4 Portsmouth participants this year through civic funds (\$3,480). Currently our bookkeeping system is completely transparent and available to our Advisory Board where RTWE funds are monitored closely. We will ensure you have access to our bank account statements, book keeping specifics, and records of participants served through the RTWE upon your request.

STATE of RHODE ISLAND
STATEMENT *and* RESIGNATION of the ORGANIZER
A LIMITED LIABILITY COMPANY

The undersigned, the Organizer of SIREN WOMEN'S COOPERATIVE LLC, who signed and filed its Articles of Organization (or similar organizing document) with the Rhode Island Secretary of State (or other appropriate state office), appoints the following individuals to serve as members of the limited liability company:

Name and address of each initial member:

SARAH NADIMPALLI
400 GLEN RD,
PORTSMOUTH, RI 02871

Additionally, the undersigned does hereby tender his/her resignation as Organizer for the LLC, and from any and all involvement with, control of, or authority over the LLC, real or perceived, effective immediately.

Dated: September 5th, 2018

Marsha Siha

Marsha Siha, Organizer

Date of this notice: 09-05-2018

Employer Identification Number:
83-1801918

Form: SS-4

Number of this notice: CP 575 G

SIREN WOMEN S COOPERATIVE LLC
SARAH NADIMPALLI SOLE MBR
400 GLEN RD
PORTSMOUTH, RI 02871

For assistance you may call us at:
1-800-829-4933

IF YOU WRITE, ATTACH THE
STUB AT THE END OF THIS NOTICE.

WE ASSIGNED YOU AN EMPLOYER IDENTIFICATION NUMBER

Thank you for applying for an Employer Identification Number (EIN). We assigned you EIN 83-1801918. This EIN will identify you, your business accounts, tax returns, and documents, even if you have no employees. Please keep this notice in your permanent records.

When filing tax documents, payments, and related correspondence, it is very important that you use your EIN and complete name and address exactly as shown above. Any variation may cause a delay in processing, result in incorrect information in your account, or even cause you to be assigned more than one EIN. If the information is not correct as shown above, please make the correction using the attached tear off stub and return it to us.

A limited liability company (LLC) may file Form 8832, *Entity Classification Election*, and elect to be classified as an association taxable as a corporation. If the LLC is eligible to be treated as a corporation that meets certain tests and it will be electing S corporation status, it must timely file Form 2553, *Election by a Small Business Corporation*. The LLC will be treated as a corporation as of the effective date of the S corporation election and does not need to file Form 8832.

To obtain tax forms and publications, including those referenced in this notice, visit our Web site at www.irs.gov. If you do not have access to the Internet, call 1-800-829-3676 (TTY/TDD 1-800-829-4059) or visit your local IRS office.

IMPORTANT REMINDERS:

- * Keep a copy of this notice in your permanent records. **This notice is issued only one time and the IRS will not be able to generate a duplicate copy for you.** You may give a copy of this document to anyone asking for proof of your EIN.
- * Use this EIN and your name exactly as they appear at the top of this notice on all your federal tax forms.
- * Refer to this EIN on your tax-related correspondence and documents.

If you have questions about your EIN, you can call us at the phone number or write to us at the address shown at the top of this notice. If you write, please tear off the stub at the bottom of this notice and send it along with your letter. If you do not need to write us, do not complete and return the stub.

Your name control associated with this EIN is SIRE. You will need to provide this information, along with your EIN, if you file your returns electronically.

Thank you for your cooperation.

Keep this part for your records.

CP 575 G (Rev. 7-2007)

Return this part with any correspondence
so we may identify your account. Please
correct any errors in your name or address.

CP 575 G

9999999999

Your Telephone Number Best Time to Call
() -

DATE OF THIS NOTICE: 09-05-2018
EMPLOYER IDENTIFICATION NUMBER: 83-1801918
FORM: SS-4 NOBOD

INTERNAL REVENUE SERVICE
CINCINNATI OH 45999-0023
|||

SIREN WOMEN S COOPERATIVE LLC
SARAH NADIMPALLI SOLE MBR
400 GLEN RD
PORTSMOUTH, RI 02871

**SCHEDULE C
(Form 1040)**

Department of the Treasury
Internal Revenue Service (99)

Profit or Loss From Business
(Sole Proprietorship)

Go to www.irs.gov/ScheduleC for instructions and the latest information.
Attach to Form 1040, 1040NR, or 1041; partnerships generally must file Form 1065.

OMB No. 1545-0074

2018
Attachment
Sequence No. **09**

Name of proprietor: **SARAH B. NADIMPALLI**

So: **3**

A Principal business or profession, including product or service (see instructions):
WOMEN'S COOPERATIVE SPACE

B Enter code from instructions: **541990**

C Business name. If no separate business name, leave blank:
SIREN WOMEN'S COOPERATIVE LLC

D Employer ID number (EIN) (see instr.): **83-1801918**

E Business address (including suite or room no.): **934 EAST MAIN ROAD, BUILDING C**
City, town or post office, state, and ZIP code: **PORTSMOUTH, RI 02871**

F Accounting method: (1) Cash (2) Accrual (3) Other (specify) **▶**

G Did you "materially participate" in the operation of this business during 2018? If "No," see instructions for limit on losses: Yes No

H If you started or acquired this business during 2018, check here:

I Did you make any payments in 2018 that would require you to file Form(s) 1099? (see instructions): Yes No

J If "Yes," did you or will you file required Forms 1099? Yes No

Part I Income

1	Gross receipts or sales. See instructions for line 1 and check the box if this income was reported to you on Form W-2 and the "Statutory employee" box on that form was checked <input type="checkbox"/>	1	5,115.
2	Returns and allowances	2	
3	Subtract line 2 from line 1	3	5,115.
4	Cost of goods sold (from line 42)	4	
5	Gross profit. Subtract line 4 from line 3	5	5,115.
6	Other income, including federal and state gasoline or fuel tax credit or refund (see instructions)	6	
7	Gross income. Add lines 5 and 6	7	5,115.

Part II Expenses. Enter expenses for business use of your home only on line 30.

8	Advertising	8	563.	18	Office expense	18	2,423.
9	Car and truck expenses (see instructions)	9		19	Pension and profit-sharing plans	19	
10	Commissions and fees	10		20	Rent or lease (see instructions):		
11	Contract labor (see instructions)	11		20a	a Vehicles, machinery, and equipment	20a	
12	Depletion	12		20b	b Other business property	20b	1,500.
13	Depreciation and section 179 expense deduction (not included in Part III) (see instructions)	13		21	Repairs and maintenance	21	
14	Employee benefit programs (other than on line 19)	14		22	Supplies (not included in Part III)	22	230.
15	Insurance (other than health)	15	173.	23	Taxes and licenses	23	730.
16	Interest (see instructions):			24	Travel and meals:		
16a	a Mortgage (paid to banks, etc.)	16a		24a	a Travel	24a	
16b	b Other	16b		24b	b Deductible meals (see instructions)	24b	
17	Legal and professional services	17	10.	25	Utilities	25	1,100.
25				26	Wages (less employment credits)	26	
26				27a	27 a Other expenses (from line 48)	27a	210.
27a				27b	b Reserved for future use	27b	
28	Total expenses before expenses for business use of home. Add lines 8 through 27a	28	6,939.	28		28	6,939.
29	Tentative profit or (loss). Subtract line 28 from line 7	29	-1,824.	29		29	-1,824.
30	Expenses for business use of your home. Do not report these expenses elsewhere. Attach Form 8829 unless using the simplified method (see instructions). Simplified method filers only: enter the total square footage of: (a) your home: _____ and (b) the part of your home used for business: _____ Use the Simplified Method Worksheet in the instructions to figure the amount to enter on line 30	30		30		30	
31	Net profit or (loss). Subtract line 30 from line 29. • If a profit, enter on both Schedule 1 (Form 1040), line 12 (or Form 1040NR, line 13) and on Schedule SE, line 2. (If you checked the box on line 1, see instructions). Estates and trusts, enter on Form 1041, line 3. • If a loss, you must go to line 32.	31	-1,824.	31		31	-1,824.
32	If you have a loss, check the box that describes your investment in this activity (see instructions). • If you checked 32a, enter the loss on both Schedule 1 (Form 1040), line 12 (or Form 1040NR, line 13) and on Schedule SE, line 2. (If you checked the box on line 1, see the line 31 instructions). Estates and trusts, enter on Form 1041, line 3. • If you checked 32b, you must attach Form 6198. Your loss may be limited.	32a		32a	<input checked="" type="checkbox"/> All investment is at risk.	32b	<input type="checkbox"/> Some investment is not at risk.

CURRICULUM VITAE

Sarah Bergman Nadimpalli R.N., Ph.D.

Phone: 773.569.0559

Email: sarah_nadimpalli@brown.edu

EDUCATION

- 2015 Northwestern University Department of Preventive Medicine T32 Post-doctoral Fellow in Cardiovascular Epidemiology; Chicago, IL
- 2014 New York University College of Nursing; PhD Nursing with Honors; New York, NY
- 2008 DePaul University; Master of Arts in Liberal Studies; Chicago, IL
- 2002 Michigan State University; Bachelor of Science in Nursing, RN; East Lansing, MI

LICENSURE AND CERTIFICATION

- 2002- Registered Professional Nurse (Illinois); License number: 041331334
- 2004- Basic Life Support
- 2006- American Heart Association CPR Instructor

PROFESSIONAL EXPERIENCE

- 2018- Director, SIREN Women's Cooperative, Portsmouth, RI
- 2017- Research Fellow; Brown Medicine, Diabetes Initiative in Primary Care, Providence, RI
- 2016 Post-doctoral Research Associate; Brown University School of Public Health, Center for Health Equity Research, Providence, RI
- 2011 Community Health Clinical Instructor; Rush University College of Nursing, Chicago IL
- 2010 Research Assistant; New York University College of Nursing, New York NY
- 2009 Program Coordinator/RN; Asthma Center Rush University Medical Center, Chicago IL
- 2008 Nursing Supervisor; Chicago Department of Public Health contracted through Rush University Medical Center, Chicago IL
- 2003 School Health Director; St. Benedict's Preparatory Schools, Chicago IL
- 2005 Contingency Registered Nurse in Child Psychiatry; Laurie Children's Hospital, Chicago, IL
- 2003 Registered Staff Nurse in General Medicine; Northwestern Memorial Hospital, Chicago, IL

HONORS AND AWARDS

- 2014: American Association of the College of Nursing Outstanding Dissertation Award
NYU College of Nursing Nominee
- 2014: NYU College of Nursing PhD Program Distinguished Student Award Nomination
- 2013: National Institute of Nursing Research Ruth L. Kirschstein National Research Service

- Award for Individual Predoctoral Fellows in Nursing Research (F31NR013830);
(\$29,284.00)
- 2013: American Nursing Federation Eastern Nursing Research Society New Investigator Award; (\$15,000)
- 2012: Midwestern Nursing Research Society Graduate Student Research Scholars' Award (\$500.00)
- 2011: Pauline Greenridge Award (\$4,000)
- 2011: Advanced Nurse Education Traineeship Award (\$4,785.00)
- 2011: Ellen Baer Award (\$1,097)
- 2011: New York University, College of Nursing Full tuition and stipend award
- 2009: Recent Graduate Achievement Award, Michigan State College of Nursing
- 2002: The Lorene R. Fisher Award for Student Nurse of the Year sponsored by The Detroit News
- 2002: Outstanding Undergraduate Student, Michigan State University College of Nursing

PRESENTATIONS

2016: The American Public Health Association Annual Conference oral presentation: The role of ethnicity, religious affiliation, and discrimination on health outcomes among South Asians and Arabs in New York City.

2016: The American Public Health Association Annual Conference poster presentation: Are experiences of discrimination related to poorer dietary intake among South Asians in the MASALA Study?

2015: The American Public Health Association Annual Conference/Northwestern University Feinberg School of Medicine 11th Annual Lewis Landsberg Research Day poster presentation, "Self-reported discrimination and mental health among Asian Indians: Cultural beliefs and coping style as moderators in the Mediators of Atherosclerosis in South Asians Living in America (MASALA) Study."

2015: The American Public Health Association Annual Conference poster presentation, "Community-based participatory research projects and developing doctoral student dissertations."

2013: Nominated by the New York University College of Nursing for the Eastern Nursing Research Society Conference podium presentation, "The association between discrimination and depressive symptoms among older African Americans: the role of psychological and social factors." Outstanding PhD Student Presentation Award (3rd place).

2013: Midwestern Nursing Research Society Conference poster presentation, "The association between discrimination and depressive symptoms among older African Americans: the role of psychological and social factors."

2012: New York University College of Nursing annual awards ceremony student speaker.

2012: Eastern Nursing Research Society "Relationships between discrimination and the health outcomes of Asian Americans: An integrative review" poster presentation.

2012: Midwestern Nursing Research Society "Racial Discrimination and Asian American Health: A Concept Analysis" poster presentation.

2002: Michigan State University Undergraduate Research and Arts Forum "Cultures of Caring: The Needs of the Sick and Dying in English Abbeys."

COLLABORATIONS

2016- Co-investigator for the Mediators of Atherosclerosis in South Asians Living in America (MASALA) Study (NIH grant #1RO1 HL093009) <http://www.masalastudy.org/team-members/>

2015: University of California at Berkeley CHORI Summer Student Symposium poster presentation, Orozco, M.M., Lin, F., Kandula, N., **Nadimpalli, S.B.**, & Kanaya, A. South Asian Immigrants' Mental Health: Is Time Since Immigration Associated with Mental Health in the Mediators of Atherosclerosis in South Asians Living in America (MASALA) Study?

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES

2016-: Manuscript Reviewer for Cultural Diversity and Ethnic Minority Psychology

2014-: Manuscript Reviewer for the Journal of Gerontology: Medical Sciences

2014-: Manuscript Reviewer for the International Journal of Nursing Studies

2013-: Abstract Reviewer for Eastern Nursing Research Society Conference, 2014

2011: New York University College of Nursing Doctoral Student Organization, Vice President

2011-: Eastern Nursing Research Society

2011-: Midwestern Research Society

2011-: Sigma, Theta, Tau International Honor Society of Nursing

MAJOR RESEARCH INTERESTS

My primary research interests are health inequities, the social determinants of health, and psychosocial factors that may lead to poorer health behaviors and outcomes among ethnic minority groups. Specifically, I evaluate how psychosocial and acculturative stressors relate to poorer cardiovascular health among South Asian Americans. My ultimate goal is to utilize observational findings to design community-based interventions to address stress and poorer health pathways among underserved Asian American populations.

PUBLICATIONS

Nadimpalli, S.B. & Hutchinson, M.K. (2012). Relationships between discrimination and the Health of Asian Americans: An integrative review. *Journal of Nursing Scholarship*, 44, 127-135.

Nadimpalli, S.B., James, B.D., Yu, L., Cothran, F., & Barnes, L. L. (2015). The association between discrimination and depressive symptoms among older African Americans: The role of psychological and social factors. *Experimental Aging Research*, 41, 1-24.

Nadimpalli, S.B., Van Devanter, N., Kavathe, R., & Islam, N. (2015). Community-based participatory research projects and developing doctoral student dissertations. *Pedagogy in Health Promotion*, doi: 10.1177/2373379915616646.

Nadimpalli, S.B., Cleland, C.M., Hutchinson, M.K., Islam, N., Barnes, L.L., & Van Devanter, N. (2016). The Association between Discrimination and the Health of Sikh Asian Indians. *Health Psychology, Disparities in Cardiovascular Health: Examining the Contributions of Social and Behavioral Factors Special Issue*, 35, 351-355.

Nadimpalli, S.B., Dulin-Keita, A., Salas, C. & Kandula, N.R. (2016). Associations between discrimination and cardiovascular risk among Asian Indians in the U.S., *The Journal of Immigrant and Minority Health*, 18, 1284–1291.

Nadimpalli, S.B., Thomas McDade, Alka Kanaya, & Kandula, N. (2016). Discrimination, mental health indicators, and modifying factors among Asian Indians in the Mediators of Atherosclerosis in South Asians Living in America (MASALA) Study. *The Journal of Asian American Health Psychology*, 7, 185-194.

Ju-Mi Lee, **S.B. Nadimpalli**, Jin-Ha Yoon, Se Yeon Mun, Il Suh and Hyeon Chang Kim (2017). Association between Mean Corpuscular Hemoglobin Concentration and Future Depressive Symptoms in Women. *Tohoku Journal of Experimental Medicine*, 241, 3.

Nadimpalli, S.B., Wang, J., Kanaya, A.M., Kandula, N., Gans, K., Talegawkar, S. & Keita, A. (2017) Are experiences of discrimination related to poorer dietary intake among South Asians in the MASALA Study? *The Journal of Nutrition and Education Behavior*, 49, 872-876.

Dulin-Keita, A., Risica, P.M., Ahmed, R., Carey, K., Cardel, M., Howe, C. **Nadimpalli, S.**, & Gans, K. (2018). Examining neighborhood and interpersonal norms and social support on fruit and vegetable intake in low-income communities. *BMC Public Health*. doi: <https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-018-5356-2>

Kang, A., Dulin-Keita, A., **Nadimpalli, S.**, and Risica, P. (2018). Stress, Adherence and Blood Pressure Control: A baseline examination of Black women with hypertension participating in the SisterTalk II intervention. *Preventive Medicine Reports*. Doi: <https://doi.org/10.1016/j.pmedr.2018.08.002>

PUBLICATIONS IN PROGRESS

Under review the Journal of Immigrant and Minority Health: Nadimpalli, S.B., Kandula, N., Kanaya, A, Kang, A., & Keita, A.D. (2017). Acculturation-related factors and poorer cardiovascular health correlates among Sikh Asian Indians in the US.

Islam, N., **Nadimpalli, S.**, Wyatt, L., Rideout, C., Kwon, S., Trinh-Shevrin, C. (2017). The role of ethnicity, religious affiliation, and discrimination on health outcomes among South Asians and Arabs in New York City.

Singh, S., Knippen, K., **Nadimpalli, S.**, Kandula, N. (2017). Moderating effect of acculturation, social support and social cohesion on the relationship of chronic burden and weight status: Results from MASALA Study.

SUZANNE RAMPONI

63 Ayrault street, newport, RI 02840 ■ H: 6176206362 ■ suzanne.ramponi@yahoo.com

Professional Summary

Dedicated Life Coach with experience in coaching clients in transition as well as coaching kids on social emotional learning. Well trained with expertise in dealing with clients who are looking to identify goals and have accountability to create forward movement and continuous success and life changes through self awareness. Resourceful, focused, and compassionate professional with strong intuition and organizational skills.

Skills

Proficient with Microsoft Word, Excel,	Applicant Tracking Software (Taleo)
Outlook	HRIS systems (Ceridian)
Client consultations	Goal setting
Motivation	Interpersonal abilities
Life and strength assessments	Group coaching
Active and intuitive listening	

Experience

Child Enrichment Coach and Founder , 04/2018 to Current

Roots and Wings for Kids – Newport, RI

- Enriching children to enhance positive self esteem and self confidence through The Adventures in WISDOM life coaching for kids curriculum.
- Created fun engaging workshops for children that covers 27 life skills to build strong self-confidence, building positive self-esteem, managing peer pressure.
- Organized, created and lead a week long summer camp for boys (age 11) with emphasis on physical activity, games, and essential life lessons such as resiliency and social emotional learning.
- Partnered with elementary teachers to create a school wide "buddy" day program to teach the students the meaning of respect.

Certified Life Coach for Women and Founder , 04/2015 to Current

Your Soul Discovery LLC – Newport, RI

- Personal Life coaching that provides women with the most critical ingredients for extraordinary consistent success.

- Certified through IPEC training (a leader in the coaching industry and accredited through the Internal Coaching Federation)
- Confidentially coached clients one-on-one to set goals and development paths in areas of career, personal, and health.
- Created life coaching packages to clients which include goals, accountability, and a commitment to track success on the their individualized program.
- Designed and developed a customized workshop for women called “Revive Your Image” to help women create a more confident self and feel empowered by re discovering themselves through personal development exercises.
- Assist clients with job search skills, resume writing, and mock interviews for clients looking for a career or job change.
- Conduct assessments so clients gain more awareness to strengths, weaknesses, clarity and empowering them in reaching their goals.

Staffing Manager and Recruiter , 05/2000 to 07/2007

Airvana – Chelmsford, MA

Airvana provided innovative, scalable radio access network (RAN) infrastructure that enabled mobile operators to meet the growing demand for high-performance, mobile data services.

Hired as their sole recruiter responsible for hiring over 100 people in its first year. Hands-on Head of Staffing and Business Partner to the Executive team. Responsible for the strategic and tactile aspects of Staffing and Human Resources including Performance management, Organizational Development, Employee Relations, Compensation, Benefits and Talent Acquisition. Part of the Airvana leadership team throughout the various stages of the company including start-up, late stage start up, mid-size, and public company.

- Global Head of Staffing and Human Resource and Business Partner responsible for directly advising and supporting the CEO and Executive team on all hiring needs.
- Participated in Quarterly Operation reviews and Senior Staff meetings and presented recruitment status.
- Responsible for hiring all executives to the leadership team
- Full life cycle recruitment of Software and Hardware Engineering, Technical Services, IT. Finance, Sales and Marketing professionals
- Instrumental part of growing the company from 20-600 employees. Airvana was awarded fastest growing company in Massachusetts in 2002.
- Worked with Engineering Management team in US and India to create a Skills Assessment for each member of the engineering team. Utilized overall data to assess current strengths and weaknesses and hiring requirements of the engineering organization.
- Drove performance review and merit increase process
- Partnered with hiring managers on succession planning and strategy for retaining and

developing key employees.

- Implemented employee retention programs and rolled out a multi-tier employee referral program.
- Researched, recommended, and implemented new applicant tracking Software
- Recruiting event management (open houses, campus career fairs around Boston and Canada, professional career fairs
- Implemented Background Investigation policy
- Partnered with Immigration Attorney on 50+ H-1 visas and green card applications
- Conducted all exit interviews
- Managed all job boards and created technical and administrative job descriptions for the company
- Built and managed a strong recruiting team to meet the hiring needs.
- Created employee handbook
- Maintained Department budget and negotiated all vendor contracts
- Successfully lead the company's low attrition rates by creating employee perks and team building events for the Executive team and employees
- Employee Relations
- Created new hire orientation program

Senior Technical Recruiter , 12/1998 to 04/2000

Aspect Software Inc (formally Davox) – Westford, MA

- Managed internal staffing process
- Responsible for all aspects of hiring in US, EMEA and APAC
- Created New Hire Orientation program
- Sourced, screened interviewed and selected candidates for all Research & Development positions
- Established staffing process and guidelines for internal hiring
- Represented company at Career fairs
- Produced reports reflecting cost per hire and sources
- Maintained the lowest ever cost per hire in companies history
- Trained and managed recruiters
- Created job descriptions and partnered with hiring managers on interview process

Sales Manager and Technical Recruiter , 03/1996 to 11/1998

Aerotek – Burlington , MA

- Evaluated potential candidates profile compared with clients' requirements.
- Identified qualified candidates through various recruiting mediums.
- Conducted detailed phone and in person interviews for Global Staffing agency

- Completed necessary pre-employment screenings including reference checks, background, and drug and credit checks
- Promoted to Sales Manager and responsible for Boston territory and leading a team of recruiters

Office assistant, 09/1995 to 03/1996

Brigham and Women's Faulkner Hospital – Boston, MA

- Medical assistant and front desk administrator for busy GI office within the hospital

Supervisor and Counselor, 04/1993 to 08/1995

Planned Parenthood – Danbury, CT

- Supervisor and lead a team of 2 counselors and one clinician
- Counselor to women on all womens health issues
- Responsible for some medical testing and screenings (phlebotomy)

Education

Bachelor of Arts: May 1992

Assumption College - Worcester, MA

Life Coaching Certification, IPEC 2014

Wisdom Life Coach Certification, Adventures in Wisdom 2017