

A photograph of graduates in black gowns and caps, smiling and looking towards the right. The background shows a building with large windows. A blue diagonal graphic element is on the left side of the page.

2025
**Social Impact
Report**



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“Our success is measured by the **opportunities we create** and **lives that we change.**”

Javier Diaz, CEO

Message from Javier Diaz

Founder and CEO



Dear Partners and Readers,

At OSI Engineering, we believe that the future is built on the foundation of education and opportunity. Our commitment to social impact is rooted in bridging the gap between today's students and tomorrow's high-demand careers in AI, STEM, and advanced engineering. By investing in human potential, we aren't just filling jobs; we are fostering generational change and driving economic mobility.

In 2025, OSI Engineering translated these core values into action by scaling our partnerships with a wide array of organizations, nonprofits and academic institutions. We expanded our professional horizons through diverse initiatives, ranging from direct sponsorship of high school and university programs to our team's active leadership on major community boards and mentoring. By integrating strategic funding with our hands-on involvement, we accelerated the development of a resilient, diverse workforce and ensured that students in our communities had the practical tools to thrive in the modern economy.

As we look forward to 2026, OSI Engineering is committed to evolving our social impact strategy to meet the rapid pace of technological innovation. Our focus will remain on empowering the next generation of innovators by lowering barriers to entry and expanding our reach into underserved talent. By continuing to champion the intersection of education and industry, our aim is not only to meet the technical demands of the future but to build a legacy of excellence that will resonate for years to come.

Javier Diaz

Chief Executive Officer



Our Social Impact Strategy

How We Create Impact

At OSI, we believe that corporate social responsibility (CSR) is essential to delivering positive social impact. Our CSR pillars are aimed at creating an inclusive workplace and diverse culture, supporting entrepreneurial spirit and education, mentoring the next generation of innovators, and championing business diversity.



Entrepreneurship

Empower aspiring entrepreneurs to turn their innovative ideas into successful, scalable businesses.



Workplace

Promote inclusive hiring practices and support ongoing diversity and inclusion.



Culture

Support cultural diversity by celebrating all cultures and empowering individuals to share their unique perspectives and contributions.



Mentorship

Inspire and provide career guidance that will shape tomorrow's business leaders and innovators.



Supplier Diversity

Partner with diverse suppliers and minority-owned businesses to promote inclusive economic growth and equitable opportunities.



Education

Support early and advanced STEM education that will lead to technology and business careers.

A woman with dark hair in a ponytail, wearing a light grey sweater, is sitting at a desk in a dimly lit office. She is looking at a computer monitor that displays a code editor with yellow and orange highlights. A keyboard and a blue mug are on the desk in front of her. The background shows server racks and other office equipment.

**Creating
the Next
Generation
of Leaders
and
Innovators**

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Accelerating Excellence: Building Pathways for Diverse Talent and Entrepreneurs



Latino
Business Action
Network
Stanford

Stanford University's Latino Business Action Network (LBAN) program has built an empowering national entrepreneurship ecosystem. The ecosystem is made up of hundreds of graduates from its Business Scaling Program with a shared mindset for growth and mutual support. OSI Engineering continued to serve as a program sponsor and mentor for emerging entrepreneurs, helping founders accelerate business outcomes and expand their influence and scale with confidence.

~1300

Alumni and
Program
Graduates

57K

Workers
Employed*

\$10.5B

Annual
Gross Income*

39

States and
Puerto Rico
Represented

* by LBAN Alumni companies

"It is an honor to have OSI among the supporters of LBAN's Business Scaling Program at Stanford University. **We can count on OSI to always show up** for LBAN and **support business owners** as they progress on their journeys."

Arturo Cazares
CEO

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Fostering Leadership and Generational Change



The Latina Coalition of Silicon Valley (LCSV) is dedicated to developing and strengthening Latinas through leadership development and civic engagement including connecting its members to networks and opportunities across Silicon Valley. OSI Engineering continued to actively champion LCSV's mission through sponsorship and participation in the organization's events supporting its goal of creating opportunities and driving generational change among Latinas.

200

Ella Program
Graduates

1K+

LEAP Program
Participants

13K

Multilingual Voters
Reached

"We are so grateful for OSI Engineering's support of LCSV. Their commitment to **investing in the next generation of Latina leaders** is helping us create a **more equitable Silicon Valley.**"

Gabriela "Gabby" Chavez-Lopez
Executive Director

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Bridging the Digital Divide: Accelerating Tech Careers for Youth

Digital NEST 

Digital NEST is a nonprofit organization that builds community-based technology learning centers to help underserved youth, especially LatinX youth, develop the skills, confidence, and networks needed to launch successful careers. The organization provides hands-on training along with mentorship, professional development, and real-world work experiences. Once again, OSI continued to proudly sponsor Digital NEST to accelerate its mission and support young people as they explore career pathways and build economic mobility by closing the digital divide and strengthening communities across California.

4,000
Members
Since its Inception
in 2014

79%
Post-Internship
Placement

\$1M
Community
Injection

“Digital NEST is proud to partner with OSI in our shared commitment to closing the digital divide. Their continued sponsorship **accelerates our mission to provide underserved youth** with the hands-on training and mentorship needed to build economic mobility and **launch successful technical careers.**”

Jacob Martinez
Founder & CEO

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From Cradle to Career: Bridging the Gap in Silicon Valley



The Hispanic Foundation of Silicon Valley (HFSV) is a community-driven nonprofit dedicated to improving the trajectory of Latino families by increasing the number of Latino professionals pursuing successful careers in STEM. HFSV expands access to education, leadership development, and career pathways strengthening Latino representation and supporting economic mobility throughout Silicon Valley. OSI serves on HFSV's Board of Directors and is an active sponsor of its scholastic programs. By helping expand educational resources, professional networks and academic preparation we promote the mission of driving socio-economic advancement and professional success.

\$5M
Invested in
Educational
Excellence

600+
Scholars

800+
Scholarships

"OSI's leadership and active sponsorship are **vital to our mission of strengthening Latino representation in STEM**. By serving on our board and investing in our scholastic programs, OSI is a **key partner** in driving the **socio-economic advancement and professional success of our community**."

Ron Gonzales
President & CEO

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Real Stories. Real Hope.
Real Futures.

THE **MARTHA**  **NIÑO**
FOUNDATION

The Martha Niño Foundation ignites hope and expands possibilities for students through the transformative power of authentic storytelling. They deliver high-impact, in-person HOPE assemblies to entire schools at a time and place inspirational books directly into students' hands - free of charge. This helps students reframe their lived experiences as strengths, not barriers. When young people see proof of what is possible, belief shifts - and when belief shifts, outcomes change. In 2025, OSI Engineering served on the foundation's Board of Directors and acted as a strategic advisor for its core initiatives. Through this partnership, we helped to scale the foundation's reach, offering the technical career guidance and professional development necessary to empower the next generation of innovators.

16,640
Students Reached

130
Parents

548
Teachers

22
Districts

“OSI Engineering’s Founder and CEO, Javier Diaz, embodies everything we stand for. His story proves that beginnings do not define outcomes. His willingness to share his journey has **ignited belief in thousands of students** — and belief is the first step toward breaking cycles.”

Martha Niño
CEO & Founder, The Martha Niño Foundation

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Advocating for Change, One Child at a Time



CASA of Santa Cruz County advocates for children and youth involved in the dependency and juvenile court systems by providing trained, court-appointed volunteer advocates who offer consistent, one-on-one support. These advocates help ensure young people feel supported, heard, and empowered as they navigate complex life circumstances. OSI continues to stand at the forefront of this work, helping ensure vulnerable youth have a voice in the court system. Through board leadership, OSI helps guide critical resources that promote stability, healing, and long-term opportunity as youth transition successfully into adulthood.

200+
Children
Served

140+
Active
Advocates

12
College
Scholarships

60%
Hispanic/
Latino Served

“Scholarships are not just financial assistance; they represent a belief in these young individuals’ potential. The **impact** of OSI Engineering’s generosity is **felt beyond the classroom**, helping to **build confidence** and **create opportunities for the future.**”

Magi Diego
Director of Communications and Fund Development



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Driving Workforce Equity Through Strategic Investment in High-Impact Vocational Training



The Center for Employment Training (CET) is a California-based nonprofit workforce development organization focused on helping individuals build skills, earn industry-recognized training, and access pathways to sustainable careers. CET provides hands-on, career-focused programs that support job seekers, especially those facing barriers to employment through technical training, career coaching, and job placement support. OSI's commitment to workforce equity is driven by active board-level leadership and investment in CET. In doing so OSI helped to promote human development and education by providing people with marketable skills training and supportive services that contributed to self-sufficiency.

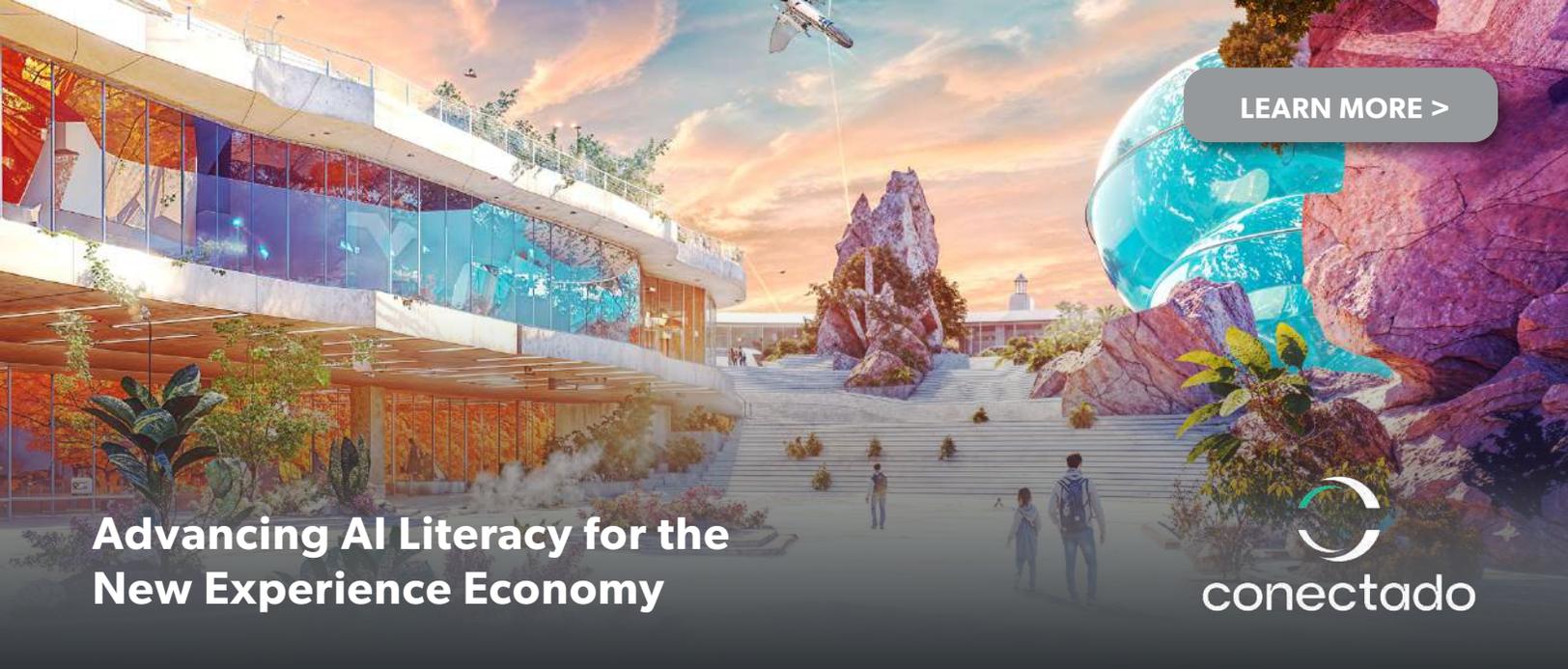
\$180K+
in Grant
Funding

10
Grants
Awarded

100K
Workforce
Placement

“OSI's **commitment to workforce equity** helps promote human development. By serving on our Board of Directors, OSI contributes to the self-sufficiency of our community. Together, we are **creating sustainable career pathways** for those facing barriers to employment.”

Ruben Solorio
President & CEO

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Advancing AI Literacy for the New Experience Economy



Conectado is an education and workforce innovation company focused on expanding access to opportunity through AI literacy, emerging technology, and community-driven partnerships. Through programs and academies, Conectado helps students and professionals discover scholarships, internships, mentorships, apprenticeships, and job opportunities. OSI is an ongoing sponsor of Conectado's numerous programs. By supporting the organization's mission, OSI is helping to expand access to AI literacy and opportunity-driven education. Beyond sponsorship, OSI actively provides mentorship and career guidance, helping learners strengthen their professional skills and build confidence to pursue careers in AI, STEM, and advanced engineering.

340+
Participants

85%
Graduation
Rate

80%
Ethnic
Diversity

40%
Latino

"OSI's sponsorship and mentorship empowers our learners to master AI and emerging technologies. They are a vital partner in expanding access to career-defining opportunities."

Guillermo Diaz Jr.
Chief Executive Officer

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Creating Lasting Stability for Students in Underserved Communities



Sacred Heart Nativity Schools (SHNS) is a San Jose, CA-based nonprofit middle school community dedicated to breaking the cycle of poverty through Jesuit-rooted education. By offering a safe, empowering environment, SHNS provides underserved students with the academic rigor, mentorship, and whole-person development necessary for long-term success. OSI supports this mission through active leadership on the Board of Directors and targeted sponsorship. This partnership expands SHNS's capacity for specialized tutoring and enhanced mentorship, ensuring students have the stability to thrive. Together, they are solidifying a vital opportunity pipeline for the community's future workforce.

100%
Graduation
Rate

100%
Financial
Aid

98%
Latino

43%
College
Persistence

450

Active Students and Alumni

"OSI's partnership is vital to **breaking the cycle of poverty** and **elevating lives** through Jesuit-rooted education. Their Board leadership and sponsorship expand our capacity for tutoring and mentorship, enabling students from under-resourced families shape the workforce of the future through **faith-based education.**"

Cecile Mantecon
President and Director of the Work

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Transformation that Scales: Expanding Opportunity for Small Business



The Small Business Input Committee (SBIC) is comprised of under-resourced, Small Business Enterprise (SBE) owners, from Northern California, Nevada, Hawaii, and Guam, certified by the the National Minority Supplier Development Council (NMSDC). The Committee is dedicated to advancing the interests of these businesses and promoting their economic prosperity. Through strategic initiatives, advocacy efforts, and collaborative partnerships, the SBIC board strives to create a level playing field where entrepreneurs can thrive. As a member of SBIC's Advisory Committee, OSI supports its mission to foster a vibrant marketplace by building relationships between Corporate America and Under-Resourced Businesses, while also helping to strengthen connections within the SBE community to increase intra-community commerce and support.

\$21.7B
Annual Revenue

800K
Jobs

\$700M
Tax Revenue

\$3B
Spend with
Under Resources
Suppliers

"OSI's advisory role and support are **instrumental in fostering a vibrant marketplace for under-resourced businesses**. By building bridges with Corporate America and strengthening intra-community connections, they help **increase commerce and support for SBE owners**.

Together, we are enabling entrepreneurs to **thrive and achieve economic prosperity**."

Gerald Johnson
Board Chair

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Investing in Innovators: Engineering, Robotics, and Opportunity



Hollister High School prepares students for college and careers through a growing focus on STEM. Hands-on engineering and robotics programs provide real-world experience in technical innovation and problem-solving. Through project-based learning and competitions, students build the future-ready skills and confidence necessary for high-demand technology fields. OSI's sponsorship drives classroom concepts into professional AI and advanced engineering applications. In 2025, OSI sponsored the inaugural FIRST Robotics Pinnacle Regional Competition. To ensure long-term economic mobility, OSI also established a dedicated college scholarship program for graduates, investing in the next generation of innovators.

100%
Graduation
Rate

95%
Engineering/
Tech Majors

65%
Latino

25%
Female

100+
AP/Honors
Courses

3.6
Average
GPA

“It is such **an honor to have OSI supporting** Hollister High School’s STEM programs. I am very proud that our relationship transcends beyond just support. As **a trusted partner**, they consistently ensure that our **students excel** on their **individual paths to success.**”

Dr. Shawn Tennenbaum
Superintendent

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Investing in Innovators: Engineering, Robotics, and Opportunity

San Benito Robotics is a nonprofit expanding STEAM education for students aged 6–18. By making robotics accessible, SBR fosters a collaborative environment for technical exploration, empowering the next generation to build confidence and innovative skills through hands-on technology activities. As a sponsor of SBR, OSI has helped support educational goals into larger scale community impact. This partnership has provided the necessary support to move from small workshops to real world applications. By doing so, OSI is helping students go beyond theory to early advanced technical training for aspiring young engineers.

25
Student
Scholarships

6-18
Age Range

270+
Student Served

“We are **proud to partner with OSI** to expand STEAM accessibility. Their support **empowers our young engineers** to learn the skills of the future that the workforce will require.”

Chris Dunn
President



OSI Engineering is a leading Technology Workforce Solutions provider across the globe. The company develops, implements, and manages workforce solutions through every stage of the product lifecycle, from early application development through final production, delivering the highest-level technology solutions. At the company's core is a commitment to Corporate Social Responsibility (CSR) that drives the entrepreneurial spirit and mentors the next generation of innovators. OSI champions business diversity and supports emerging entrepreneurs, helping founders accelerate business outcomes. By promoting Science, Technology, Engineering, Art, and Mathematics (STEAM) education, the company provides the necessary resources for students of all backgrounds to enter and excel in the high-technology industry.



2020 - 2025



2020, 2023, 2024



2024 - 2025



2024



2025

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