

**Exhibit 3.23**  
**Trafficking Functionaries**

<b>Categories</b>	<b>Operational Definitions</b>	<b>Examples of Traffickers Involved in the Movement of Women and Children for Sexual Purposes in the U.S.</b>
<b>Arrangers/ Investors</b>	Persons who invest money in the trafficking operation and oversees the whole criminal organization and its activities. These persons are rarely, if ever, known to the lower levels of employees and to the migrants being trafficked. An organizational pyramid structure insulates the arranger, who stands back and is not easily connected with the commission of specific criminal offenses.	<ul style="list-style-type: none"> <li>• Yu Sheng and Sheng Ding, Chinese nationals, stood mute when a U.S. District Court in Seattle sentenced them to two years in federal prison...for their involvement in smuggling 12 Chinese nationals into the U.S. The aliens had been confined inside sealed shipping containers and were required to pay the smugglers as much as \$60,000 each—<i>Mercyhurst</i> 6/3/00</li> <li>• Thirteen charged in gang importing prostitutes. A Chinese gang, the snakeheads, force women to repay trafficking “contracts” worth \$30,000 to \$40,000 each...Some brothels in which these women work gross an average of \$1.5 million over a 2.5 year period--<i>Washington Post</i> 8/21/99:A03</li> </ul>
<b>Recruiters</b>	Persons who works as middlemen between the arranger and the customers of the criminal enterprise. Recruiters are responsible for finding and mobilizing potential migrants and collecting their payments. The recruiters that work in the country of departure are usually not informed about the precise trafficking passage. They get paid for casual jobs only and not on a permanent basis. Investigations show that in many cases the recruiters come from the same region as the migrants and frequently they are members of the same culture and are well-respected people within the local community.	<ul style="list-style-type: none"> <li>• Man smuggles Mexican 14-year old into the U.S. through Texas to Orlando under pretext of working in the hotel industry. In fact, she was raped by one of “the many bosses” responsible for the operation, beaten, and forced into prostitution—testimony of Rosa before the <i>U.S. Foreign Relations Committee</i> 4/4/00</li> <li>• CIA finds modern U.S. slavery...some as young as 9 years...The report describes case after case of foreign women (and children) who answered advertisements for jobs in the U.S. as au pairs, sales clerks, secretaries or waitresses but found, once they arrived, that the jobs did not exist—<i>Philadelphia Inquirer</i> 4/3/00:A6.</li> <li>• Girl 12 “adopted” by pimp and forced to work as prostitute on streets of Waikiki HI—<i>Honolulu Star-Bulletin</i></li> </ul>
<b>Transporters</b>	Persons in charge of assisting the migrants in leaving the country of origin by whatever means (land, air, sea). Transporters in the destination country bring undocumented immigrants from an airport, seaport or coast to the big cities. The transport-providers and operators have to be technically sophisticated to change their operations in reaction to law enforcement and	<ul style="list-style-type: none"> <li>• Dominican immigration officials uncovered a child trafficking ring that operated at the Santa Domingo airport which, in many cases, used pregnant women as “covers” to transport Dominican children into the U.S. and Puerto Rico. Ring operators collected between \$10,000 and \$12,000 for each child they managed to slip illegally into the U.S.—<i>Agencia EFE S.A.</i> 6/25/00</li> <li>• Thai boy caught up in fight against sex trafficking—at age 2 brought into the U.S. along with a man and a woman...the latter</li> </ul>

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	<p>coastal surveillance activities. Transporters usually do not get inside information on the criminal organizations and structures. They stay in touch with the organization through intermediaries who contact them casually.</p>	<p>destined to be a sex slave somewhere in America. The boy was a human decoy, designed to make them look like a family on holiday—<i>Washington Post</i> 5/15/00</p> <ul style="list-style-type: none"> <li>• Thirteen charged in gang importing prostitutes. Chinese gang, the snakeheads, force women to repay trafficking “contracts” worth \$30,000 to \$40,000 each. Women shuttled around the country to brothels in CA, TX, PA, OH, IL, FL, NV, AZ, CO IN, TN, KY and DC. Some brothels grossed an average of \$1.5 million over a 2.5 year period--<i>Washington Post</i> 8/21/99:A03</li> </ul>
<p><b>Corrupt Public Officials, i.e., “briable” protectors</b></p>	<p>Traffickers have to pay government officials to obtain travel documents for their customers. Law enforcement authorities in many transit countries have been found to accept bribes to enable migrants to enter and exit countries illegally. The corruptees individually or collectively protect the criminal organization through assault of their position, status, privileges and other violations of law.</p>	<ul style="list-style-type: none"> <li>• Two British immigration officers at Gatwick International Airport and a lawyer made thousands of dollars smuggling dozens of illegal immigrants to Great Britain (and beyond). They charged up to \$5,400 for each document--<i>UK News Summary</i> 6/7/00</li> <li>• Sex slavery is an ugly link to peace effort in Kosovo...Ironically, the same peacekeepers and international officers sent to administer and police the province are the trade’s best clients—<i>Philadelphia Inquirer</i> 5/28/00</li> </ul>
<p><b>Informers</b></p>	<p>For trafficking operations, it is necessary to have systems of information-gathering on border surveillance, immigration and transit procedures and regulations, asylum systems, law enforcement activities. The accumulated knowledge is then used to the best advantage of the criminal organization. In some cases it was found that information-gathering resided in a core group of informers who managed the information flow and had access to well-organized and centralized communications systems through sophisticated technology.</p>	
<p><b>Guides and Crew Members</b></p>	<p>Guides are responsible for moving illegal migrants from one transit point to the other or by helping the migrants to enter another country by sea or air. Crew members are people</p>	<ul style="list-style-type: none"> <li>• Dominican immigration officials uncovered a child trafficking ring that operated at the Santa Domingo airport which, in many cases, used pregnant women as “covers” to transport Dominican children into the U.S. and Puerto Rico...Pregnant women were</li> </ul>

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	employed by the traffickers to charter trafficking vessels and accompany migrants throughout the illegal passages.	<p>used as covers, traveling along with the children, their travel and destination fares paid—<i>Agencia EFE S.A.</i> 6/25/00</p> <ul style="list-style-type: none"> <li>• Thai boy caught up in fight against sex trafficking—at age 2 brought into the U.S. along with a man and a woman...the latter destined to be a sex slave somewhere in America. The boy was a human decoy, designed to make them look like a family on holiday—<i>Washington Post</i> 5/15/00: A02</li> </ul>
<b>Enforcers</b>	Often themselves illegal migrants, enforcers are primarily responsible for policing staff and migrants and for maintaining order, often involving the use of violence.	<ul style="list-style-type: none"> <li>• Dead Vermont girl allegedly linked to New York sex ring, <i>Associated Press</i> 1/31/01</li> <li>• Unless they were accompanied by guards, the women (owned by gangs that imported women as prostitutes) were not allowed even to run errands—<i>Washington Post</i> 8/21/99:A03</li> <li>• To pay off her ticket and arrange for her visa, she (a woman trafficked from Thailand to the US) was expected to have sex with more than 300 men. She would be held captive behind locked doors of a Chinatown brothel where she was know by a number rather than her name. Bars covered the window and buzzer-operated gates controlled the doors—<i>New York Times</i> 9/11/95:B1.</li> </ul>
<b>Supporting Personnel and Specialists</b>	These persons consist mostly of local people in transit points who support the organization by providing accommodation and other assistance to illegal migrants. Traffickers also depend on skilled individuals who provide specialized products and services to the criminal organization. These individuals are usually paid for casual duties only and do not share a continuing commitment to the group.	<p>Individual children interviewed provided a long list of the types of support personnel they encountered in the course of being trafficked from the country of origin to the U.S.:</p> <ol style="list-style-type: none"> <li>1. Taxi drivers</li> <li>2. Chaperones</li> <li>3. Operators of “safe houses,” including family homes</li> <li>4. Persons who prepared false or stolen documents</li> <li>5. “Coyotes” who crossed into the U.S. with the children at strategic border points</li> <li>6. Persons who provided children with housing and, sometimes, jobs as domestics or in restaurants or bars on their arrival in the U.S.</li> <li>7. Persons who introduced the children to the persons who either bought the children or owned their contract</li> </ol> <p>Illustrative of the depth, complexity and violence associated with these drug and human trafficking networks are the following stories:</p> <ul style="list-style-type: none"> <li>• 7,898 from 39 nations held in anti-smuggling raids, <i>Washington Post</i></li> </ul>

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		<p>6/38/01:A02</p> <ul style="list-style-type: none"> <li>• Drug bloodshed threatens to flow over border, <i>USA Today</i> 3/15/00:29A ff.</li> <li>• Coming to America: The long, harsh odyssey of a Chinese illegal smuggled from Fujian province to New Jersey, <i>Time</i> 2000</li> <li>• Valley of death: How arrogance and violence bred a massive drug-war slaughter, <i>Time</i> 12/13/99</li> <li>• American, Mexicans charged in child trafficking, <i>Associated Press</i> 3/12/99</li> </ul>
<b>Debt Collectors</b>	Persons based in the destination country who are responsible for collecting the trafficking fees.	<ul style="list-style-type: none"> <li>• Thirteen charged in gang importing prostitutes. Chinese gang, the snakeheads, force women to repay trafficking “contracts” worth \$30,000 to \$40,000 each- -<i>Washington Post</i> 8/21/99:A03</li> </ul>
<b>Money Movers</b>	Persons who are expert at laundering the proceeds of crime, disguising their origin through a string of transactions or investing them in legitimate businesses.	

**Source:** Estes, Richard J. and Neil Alan Weiner. 2001. The Commercial Sexual Exploitation of Children in the U.S., Canada and Mexico (Philadelphia: University of Pennsylvania School of Social Work).

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