CONecting ambition with opportunity

America needs you
Annual report / July 2013 – June 2014
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OUR MISSION

AMERICA NEEDS YOU FIGHTS FOR ECONOMIC MOBILITY FOR AMBITIOUS, FIRST-GENERATION COLLEGE STUDENTS.

WE DO THIS BY PROVIDING TRANSFORMATIVE MENTORSHIP AND INTENSIVE CAREER DEVELOPMENT.

LETTER FROM THE CEO

DEAR FRIENDS,

In response to the incredible unmet need for mentorship and career preparation for low-income, first-generation college students, America Needs You (ANY) launched as New York Needs You in 2010, supporting a class of 50 students. Five years later, we are a proud, national organization and have touched the lives of over 500 college students in New York and New Jersey, and will launch our third site in Illinois this July! With 97% of our students now persisting through college, compared to 11% of first-generation college students nationally, we could not be more excited to share our student successes across the country!

Last year, we had exceptional partners representing many industries that made a significant impact on the success of our Programs. Thanks to their support, our Program, and all of our efforts, 90% of our Fellow Alumni have jobs or are enrolled in graduate school. Additionally, our alumni are earning an average annual salary of $53,200 compared to the national average of $44,000.

Our momentum is generated by the tireless efforts of our staff, the devotion of our volunteers and partners, and the endless inspiration provided to all of us by our students and their outstanding achievements. Your time, guidance, referrals, and financial and in-kind support have helped us start a movement that has sparked the motivation of extraordinary students! For this we humbly extend our appreciation to each and every one of you.

With my deepest gratitude,

Kimberly Aylin Harris
Chief Executive Officer
America Needs You

THANKS TO THE SUPPORT OF OUR PARTNERS, OUR PROGRAM, AND ALL OF OUR EFFORTS, 90% OF OUR FELLOW ALUMNI HAVE JOBS OR ARE ENROLLED IN GRADUATE SCHOOL.
THE NEED

4.5 MILLION

low-income, first-generation college students are currently enrolled in post-secondary education

89%

of first-generation college students do not graduate; many leave in good academic standing

71%

of students that drop out say they need a more direct path to a job/financial stability than what their college/university was providing

DID YOU KNOW?

Having a college degree increases the likelihood 3x of moving from the bottom quintile to the top.

60% of students with a paid internship received a job offer their senior year.

ORGANIZATIONAL TIMELINE

2009

• New York Needs You founded

2010

• New York Needs You launches Fellows Program with 50 Fellows

2011

• New York Needs You increases Fellows Program class size to 100 Fellows and 100 Mentor Coaches

2012

• New Jersey Needs You founded with launch of Fellows Program
• Career Development Program begins with college partners
• New York Needs You graduates first class from Fellows Program

2013

• Robert Reffkin runs his 50th marathon in support of youth development organizations, including New York Needs You and New Jersey Needs You
• New York Needs You increases number of community college students in Fellows Program (31%)

2014

• New Jersey Needs You graduates first class from Fellows Program
• New York Needs You launches College Connections pilot in collaboration with The Heckscher Foundation for Children
• New York Needs You and New Jersey Needs You transition into America Needs You to create a platform for national expansion

2015

• America Needs You launches Fellows Program in Chicago, Illinois

2020

• America Needs You long-term goal to be located in five sites by 2020
OUR PROGRAM

ONE-ON-ONE MENTORSHIP
Each Fellow is matched one-to-one with a Mentor Coach. These pairs complete 220 hours of mentoring over two years. Mentor Coaches help Fellows set goals and stay on track.

INTENSIVE CAREER DEVELOPMENT
ANY follows a best-in-class curriculum focused on college completion, career exploration, and personal growth. The program provides 28 full-day workshops and requires two internships.

HOLISTIC SUPPORT
In addition to career training, ANY supports students in overcoming personal and academic challenges and transferring to four-year institutions. The program also provides free business attire and up to $2,500 in professional development support.

ROBUST NETWORKS
Through Career Days (on-site employer visits), guest presenters like BlackRock and Edelman, and internship opportunities at sites including Goldman Sachs & Co., Macy’s, and Teach For America, our students grow their professional, academic, and social networks.
Our Fellows are high-potential, first-generation college students. 100% are low-income and nearly 60% are living below the federal poverty line of $23,000.

**ETHNICITY**
- Hispanic: 32%
- African-American: 29%
- Asian: 28%
- Caucasian: 6%
- Multi-Racial: 5%

**GENDER**
- Male: 38%
- Female: 62%

**OUR SITES**
- **NEW YORK**
  - LAUNCHED: 2010
  - FELLOWS: 200
- **NEW JERSEY**
  - LAUNCHED: 2012
  - FELLOWS: 60
- **ILLINOIS**
  - LAUNCH: JULY 2015
  - FELLOWS: 50
NEW YORK FELLOWS
Over the past five years, America Needs You – New York has recruited Fellows who are more economically disadvantaged, and are earlier in their college careers.

NEW JERSEY FELLOWS
Over the past three years, America Needs You – New Jersey has recruited more low-income Fellows, and has expanded academic partnerships.
Geury is a 2013 New York Fellow. Originally from the Dominican Republic, Geury has devoted himself to academic excellence since arriving in the United States in 2005. As a New York Fellow, Geury has benefited from community college transfer sessions and was one of two Fellows selected to attend the HOPE Global Forum, where he networked with world leaders, including former President Bill Clinton. Formerly a Bronx Community College student, Geury is now a McNair Scholar at John Jay College of Criminal Justice where he studies Forensic Psychology.

Geury’s Mentor Coach Ian, an Assistant Vice President at Sumitomo Mitsui Banking Corporation, is a consistent source of support. With Ian’s help, Geury has completed internships at the New York County District Attorney’s Office, the New York City Police Department, and the nonprofit organization Part of the Solution. In addition to mock interviews and internship support, Ian has helped Geury cultivate his writing and complex decision-making skills. He also provides feedback on Geury’s assignments and helps him manage his time so he can successfully complete an advanced dual bachelor’s and master’s degree program while participating in prestigious internships, volunteer projects, and more.

Currently, Ian and Geury are working together to develop his post-graduate plans and decide whether he will pursue law school or enter a Ph.D. program.

IAN PROVIDES FEEDBACK ON GEURY’S ASSIGNMENTS AND HELPS HIM MANAGE HIS TIME SO HE CAN SUCCESSFULLY COMPLETE AN ADVANCED DUAL BACHELOR’S AND MASTER’S DEGREE PROGRAM.

OUTCOMES

- **100%** of Fellows attending community colleges have successfully transferred to four-year colleges, compared to 14% of first-generation college students nationally
- **97%** of Fellow Alumni have graduated or are on track to graduate, compared to 11% of first-generation college students nationally
- **94%** of Fellows completed internships last year
- **90%** of Fellow Alumni are employed or enrolled in graduate school within six months of graduating; 92% are working in their industry of choice

Assuming a 30-year career and 3% annual raises, ANY Fellow Alumni will earn $600,000 more than those earning the national average.
America Needs You Fellows have garnered national recognition and received prestigious awards and honors.

**AWARDS & HONORS**

- **2010 New York Fellow Alumnus Karim** was named one of Forbes 30 Under 30: Education and his nonprofit Practice Makes Perfect gained national recognition for its efforts to end the “summer slide” in education for students in grades K-8
- **2011 New York Fellow Alumna Lissette** served as a student speaker at NYC Mayor Bill de Blasio’s inauguration (introducing President Clinton)
- **2011 New York Fellow Alumnus Nico** was selected as a Marshall Scholar
- **2012 New Jersey Fellow Alumnus Caleb** was one of five winners chosen nationwide for the inaugural BlackRock Founder’s Scholarship; he also earned a Gates Millennium Scholarship and won first place in a NASA nationwide engineering challenge
- **2012 New York Fellow Alumnus Kay** completed a White House Internship
- **2012 New York Fellow Alumni Moreen and Thaddeus, and 2013 New York Fellow Ifeanyi** participated in the 2014 Clinton Global Initiative University
- **2013 New York Fellows Arissa and Monnero** were selected as Watson Fellows
- **2013 New York Fellow Joel** was awarded a BlackRock Founder’s Scholarship
- **2013 New Jersey Fellow Karolina** was selected as a Jack Kent Cooke Scholar

**CAREER DAYS**

America Needs You Fellows participated in 23 Career Days (on-site employer visits) at companies including:

- BlackRock
- Goldman, Sachs & Co.
- Google
- Macquarie Group
- Metropolitan Jewish Health System
- New York Stock Exchange
- New York Yankees Executive Offices
This year, we graduated our third class of Fellows in New York and our first class in New Jersey, growing to 275 alumni. We are so proud to see our alumni graduating from college, entering the workforce, and making a positive impact on their communities.

2010 New York Fellow Alumnus Karim is paying it forward as the Founder and CEO of Practice Makes Perfect, a nonprofit mentoring program that provides summer learning opportunities for elementary school students. At only 23 years of age, he has been named one of Forbes “30 Under 30: Education,” and was selected as a 2014 American Express Ashoka Emerging Innovator, and 2013 Echoing Green Global Fellow.

Born to Egyptian immigrants, Karim shared the drive of his entrepreneurial parents, but his family was devastated when his father passed away when Karim was only 13 years old. He had to balance work and school, and lacked role models. For Karim, being an America Needs You Fellow “gave me the chance to work with college graduate mentors and role models. In large part, their belief in me and investment in my success allowed me to escape a dead-end life.”

Karim’s other honors include the Newman Civic Fellowship, Pearson Prize National Fellowship, and Robinson Appel Humanitarian Award. He founded Practice Makes Perfect in his first year as a Fellow, when he was a college sophomore. The organization has served over 550 students.

America Needs You offers multiple volunteer options across our two Programs, including a two-year one-on-one commitment as a Mentor Coach in the Fellows Program, a one-time or periodic commitment as a Career Coach in the Fellows Program, or a one-time speaking opportunity in the Career Development Program (CDP).

Mentor Coaches and Career Coaches play an active role in delivering the curriculum content at workshops. These volunteers serve on career exposure panels, co-facilitate sessions with industry-specific material, and are encouraged to provide real-world experiences that bring the curriculum to life.

MENTOR COACHES
Our Mentor Coaches are accomplished individuals, often rising stars at their respective firms. Mentor Coaches typically have three to seven years of work experience and additional honors including White House internships and Rhodes Scholarships. Their success is not merely defined by their professional achievements, but also by their dedication to giving back to their communities and participation in previous volunteer programs or nonprofit boards.

CAREER COACHES
Our Career Coaches are accomplished professionals with three or more years of experience who support the Program at the professional development workshops and at the CDP career exploration seminars.

5 YEAR ANNIVERSARY BENEFIT DINNER
On January 23, 2014, over 500 supporters and community leaders celebrated the launch of America Needs You. The gala, held at Cipriani 42nd Street, raised nearly $1.4 million to support the execution of our mission and expansion of our Program.

Robert Reffkin, our founder, presented the America Needs You Achievement Award to Bayo Ogunlesi, Chairman and Managing Partner of Global Infrastructure Partners, for his support of educational opportunities. We recognized Macquarie as our Corporate Champion of the Year for unparalleled volunteer, financial, and in-kind support. Geraldine Aine was recognized as Mentor Coach of the Year for her dedication to our Fellows and service on the Young Leadership Board. We thank everyone who made this night a tremendous success!
## Financials

### Three-Year Financial Analysis

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Income</strong></td>
<td>$2,659,904</td>
<td>$2,730,484</td>
<td>$3,237,272</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td>$2,389,403</td>
<td>$2,717,391</td>
<td>$2,836,323</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>$1,209,929</td>
<td>$1,246,010</td>
<td>$1,700,545</td>
</tr>
</tbody>
</table>

### Return on Investment

- **2014**:
  - Program Spending: $2,208,993 (78%)
  - Management & General Spending: $201,471 (9%)
  - Fundraising Spending: $342,899 (13%)
- **2013**:
  - Program Spending: $2,091,585 (78%)
  - Management & General Spending: $218,186 (9%)
  - Fundraising Spending: $304,560 (13%)
- **2012**:
  - Program Spending: $1,680,536 (78%)
  - Management & General Spending: $201,471 (9%)
  - Fundraising Spending: $286,000 (13%)

### Statement of Activities for the Year Ended June 30, 2014

(With comparative totals for the year ended June 30, 2013)

#### Public Support:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total 6/30/14</th>
<th>Total 6/30/13</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$1,366,740</td>
<td>$471,259</td>
<td>$1,837,999</td>
<td>$1,151,158</td>
</tr>
<tr>
<td>Special event income</td>
<td>1,096,881</td>
<td></td>
<td>1,096,881</td>
<td>1,558,033</td>
</tr>
<tr>
<td>Special event expenses ($150,452 and $192,562)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest Income</td>
<td>15,801</td>
<td></td>
<td>15,801</td>
<td>21,293</td>
</tr>
<tr>
<td>In-kind donations</td>
<td>1,096,881</td>
<td></td>
<td>1,558,033</td>
<td></td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>(218,186)</td>
<td>(218,186)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total public support</strong></td>
<td>2,984,208</td>
<td>253,073</td>
<td>3,237,281</td>
<td>2,730,484</td>
</tr>
</tbody>
</table>

#### Expenses:

- Program services: $2,208,993 ($2,208,993, 2014)
- Management and general: $218,186 ($265,360, 2013)
- Fundraising: $250,620 ($360,446, 2013)

**Total supporting services**: $627,330 ($625,806, 2013)

**Total expenses**: $2,836,323 ($2,717,391, 2013)

#### Change in Net Assets from Operating Activities

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets from operating activities</td>
<td>147,885</td>
<td>253,073</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>$1,700,554</td>
<td>$1,246,010</td>
</tr>
</tbody>
</table>

#### Non-Operating Activities:

- Realized gain on investments: $9,076 ($9,076, 2013)
- Unrealized gain on investments: $44,510 ($44,510, 2013)

**Total non-operating activities**: 53,586 (22,988, 2013)

**Change in net assets**: 201,471 (454,544, 2013)

**Net assets - beginning of year**: $1,122,140 ($1,246,010, 2013)

**Net assets - end of year**: $1,323,611 ($1,700,554, 2013)
OUR SUPPORTERS

FOUNDATIONS
$100,000+
The Heckscher Foundation for Children
$25,000 TO $99,999
The Ford Foundation
Edwin Gould Foundation
The Charles Hayden Foundation
The Leona M. and Harry B. Helmsley Charitable Trust
The Jewish Foundation for Education of Women
The Pinkerton Foundation
The Reginald F. Lewis Foundation
The Taubman Foundation

UP TO $24,999
Fairfield County’s Community Foundation
The Hudson County Community College Foundation
Carl Marks Foundation
The Massey Knakal Charitable Foundation
Max and Sunny Howard Memorial Foundation
Participant Foundation, St. Maarten
Roe Foundation
SMF Foundation/JMM Inc.

INNOVATORS
Citi
Credit Suisse
Edelman Public Relations
Macy’s
Paul, Weiss, Rifkind, Wharton & Garrison, LLP
Skadden, Arps, Slate, Meagher & Flom LLP

CATALYSTS
Saks Fifth Avenue
Wachttell, Lipton, Rosen & Katz

CORPORATE SUPPORTERS
Ace Tech Pest Control LLC
Abrams Garfinkel Margolis Bergson, LLP
AIG
Alliance Bernstein L.P.
Amazon.com, Inc.
American Express
Apple Inc.
Ariel Investments, LLC
ARJ
Association of Fundraising Professionals (NYC Chapter)
Bank of America Charitable Foundation
Beazley Group
A Better Chance
Bloom Hocheberg & Co., PC
The Boston Consulting Group
Bridgewater Associates, LP
The Carlyle Group
Centerbridge Partners, LP
The City University of New York Continental Stock Transfer & Trust Company
Corin
Council of Urban Professionals
Cravath, Swaine & Moore, LLP
Dave Partners
Debevoise & Plimpton, LLP
Delta Air Lines, Inc.
Deutsche Bank
EarthShare
EEI, Inc.
Ernst & Young
Experian
Ferguson and Shamamian Architects, LLP
Gerson Lehrman Group
Give With Liberty at Liberty Mutual Group
Glassybaby
Google
Grant Capital Management
Gunderson Dettmer
HBO
Heard Capital LLC
Hudson Byrd Capital
The Jason Womack Company
JBL Electric, Inc.
Jewett & Associates, PC
JP Morgan Chase & Co.
King Street Capital Management, LP
Latham & Watkins, LLP
Law Offices of Hargu Guime Lazard Ltd.
Lea Wine Bar
LEAF College Savings, LLC
Lexington Partners
Lovellace Energy Advisors
M2W, Inc.
Magnus Real Estate Group
Maples and Calder
Matarin Capital Management
McCann Erickson
McKinsey & Company
Merrill Corporation
Metropolitan Jewish Health System

AMERICA NEEDS YOU IS AN INNOVATIVE COMMUNITY ORGANIZATION WORKING HARD TO OPEN DOORS AND PROVIDE OPPORTUNITIES FOR LOW-INCOME, HIGH-ACHIEVING YOUTH IN THE U.S. THE MACQUARIE GROUP FOUNDATION IS VERY PROUD TO BE PARTNERING WITH AMERICA NEEDS YOU IN NEW YORK, WHERE OUR STAFF HAVE PROVIDED SIGNIFICANT VOLUNTEER AND FINANCIAL SUPPORT, AS WELL AS MORE RECENTLY BY SUPPORTING ANY’S NATIONAL EXPANSION TO CHICAGO.

– ERIN SHAKESPEARE, DIRECTOR, AMERICAS, MACQUARIE GROUP FOUNDATION

CORPORATE PARTNERS CONTINUED

CORPORATE PARTNERS

VISIONARIES

PIONEERS

Morgan Stanley

MACQUARIE

CRANSTON

FRIED FRANK

BARCLAYS

Goldman Sachs


22

23
ANY PROVIDES THE EMOTIONAL AND INFORMATIONAL SUPPORT I NEED TO MOVE TOWARD BEING THE MOST AMAZING, PROFESSIONAL INDIVIDUAL I KNOW I CAN BE. ANY IS MY CONFIDENCE TO STRIVE AND ACHIEVE. ANY IS MY CRUTCH TO FALL BACK ON WHEN I OVERWHELM MYSELF IN MY PURSUIT. AND MOST IMPORTANTLY, ANY IS MY SAFE ZONE, JOY, AND HAPPINESS BECAUSE THE FELLOWS, MENTOR COACHES, AND STAFF ARE SUPER FUN, AMAZING PEOPLE THAT I LOVE SPENDING SIX VERO LONG HOURS WITH!

– TARUNA, 2014 NEW YORK FELLOW, BARUCH
Kristina Srica
Meghan Stasz
Jessica Stein
Olena Stanchenko
Lauren Stabler
Isaac Stainer
Max Storto
Brian Strom
Michelle Suarez
Sandra Sugata
Brittany Sullivan
Timothy Sullivan
Angela Sun
Hongshu Sun
Jovanny Suril
Pam Sedlner

Michael Swift
Alexander Sylvestor
Richa Tandon
Elen Tang
Kevin Tangen
Scott Tangney
Alex Taubman
Rafael Telahan
Jason Tepperman
Dimitry Terner
Brian Thackston
Komal Thakkar
Gary Thaniel
Adakhe Thelwell
Christel Thibodeau
Harry Thomas
Letoya Thompson
Hilary Thordikke
Troy Thornton
Dana Tigner
Whitney Tison
Jonathan Tisch
Joe Titus

Juan Uribe
The Valderramas
Bobby Valentine
Karina van Ginkel
Osei Van Homo
Kwame van Leeuwen
Robert Varady
Dhruva Vasishtha
Cynthia Vazquez
Mahas Vennaki
Ryan Verdugo
Fred and Aggie Vland
Philip Vliegrt
Larone Vincent
Laura Vincent
Nicholas Viola
The Violas
Kelli Vito
Thomas Vouta
Jade Wagner
Rachel Wagner
Elizabeth Walker
Emily Walker
Terry L. Wallace

Ilena Weinreb
Jeff Weiss
Christopher Weldon
David Wells
Joshua Wells
Elizabeth Wengar
Katherine Wengar
Randy West
Mark Watzel
Kate Whelan
Edward Wickland
Jesse Wiener
Matt Wiesenthal
Elloitt Wiley
Sue Yang
Michael Wilkerson
Kamal Wilkott
Cara Williams
Fred Williams
Gulum Williams
JASON T. Williams
Ronald Williams

Michael Yang
Sue Yang
Hannah Young
Jenny Young
Brittian Youngblood
Diane and David Yorish
Tiffany Yu
Lynda Zahor
Aal Zaman
Jon Zawacki
Teresa Zawadi
Sumorvouza Zaza
Shelia Zeidman
Li Zhang
Joshua Zigman
Michael Witalec
Cassie Winn
Michael Witalec
Y.J. Won
Stephanie Wood
JB Woodhouse
Kristina Woodhouse
Andis Woodfield
Hillary Wool
Andre Woolery
Felicia Wosley
Jerry Wu
June Wu
Jack Yang

BEING AN ANY FELLOW MEANS THAT SOMEONE BELIEVED IN ME ENOUGH TO GIVE ME THE OPPORTUNITY TO SUCCEED AND PROVIDE ME WITH THE SKILLS AND MATERIALS NECESSARY TO DO SO.

– SHANTEL, 2014 NEW YORK FELLOW, BARUCH
HOW YOU CAN HELP

VOLUNTEER
Leverage your talent, networks, and expertise to help underserved college students realize their professional ambitions:

MENTOR COACH
• A two-year commitment to support the long-term career development of an ANY Fellow
• Develop a one-on-one relationship with a first-generation college student while providing the support they need to cultivate their strengths, interests, and passions into a successful career
• Prepare a Fellow for selective internships through a structured career development curriculum

CAREER COACH
• A one-time or periodic commitment on Saturdays or weeknights
• Support the professional development of first-generation college students by standing in for a Mentor Coach at our Saturday workshops or by attending weeknight career exploration seminars
•Expose students to your industry through panel discussions, mock interviews, job shadowing, and internship opportunities

YOUNG LEADERSHIP BOARD
• Leverage your experiences and existing networks to shape and implement the strategic initiatives of America Needs You by serving on our Young Leadership Board
• Meetings are held monthly

INVEST
• $10,000 Sponsor one Fellow in our Program
• $5,000 Sponsor one workshop for 100 Fellows and 100 Mentor Coaches
• $2,500 Sponsor professional development grant for a Fellow for the entire Program
• $1,000 Sponsor breakfast and lunch for 100 Fellows for one workshop
• $250 Sponsor all materials for one workshop
• $100 Contribute to the summer opportunity fund to allow a Fellow to have an unpaid internship

MAKE AN IN-KIND DONATION
Provide the much needed goods and services that help our organization to run:
• Workshop space
• Professional attire for Fellows
• Technology for Fellows/workshops
• Food for workshops
• Printed materials for workshops
• Briefcases/resume portfolios

REINFORCE CAREER OBJECTIVES
• Provide an internship to one or more Fellows at your corporation or nonprofit
• Host a Career Day to allow Fellows to learn more about your industry

LETTER FROM THE FOUNDER & BOARD CHAIR

DEAR FRIENDS,

One year ago I expressed my excitement for the opportunity to share our mission with a wider audience through geographic replication of the New York and New Jersey Programs. Today I am thrilled to say that we have turned this opportunity into a reality. In our first step towards building a national movement, America Needs You will launch a third site in Illinois in July 2015. I am truly amazed at how much progress has been made in the last year.

Looking ahead, America Needs You is in the position to operate in five different regions by 2020. With the motivation to significantly shift the outcomes of the lives of America’s underserved and underprivileged youth, and your continued support, we are prepared to take great steps to make our Program available to first-generation college students across the country.

WITH THE MOTIVATION TO SIGNIFICANTLY SHIFT THE OUTCOMES OF THE LIVES OF AMERICA’S UNDERSERVED AND UNDERPRIVILEGED YOUTH, AND YOUR CONTINUED SUPPORT, WE ARE PREPARED TO TAKE GREAT STEPS TO MAKE OUR PROGRAM AVAILABLE TO FIRST-GENERATION COLLEGE STUDENTS ACROSS THE COUNTRY.

I would like to personally thank everyone who has stood by our mission to fight for these ambitious students who, with a little support and guidance, will achieve incredible success. Furthermore, I look forward to working with you in these exciting years to come.

Sincerely,
Robert Reffkin
Founder and Board Chair
America Needs You
BOARD & 101% SOCIETY

**ADVISORY BOARD**

Tom A. Bernstein  
President and Co-Founder, Chelsea Piers, L.P.

Stephen Dannhauser  
Former Chairman, Weil, Gotshal & Manges LLP

Alexander S. Friedman  
Former Chief Investment Officer (CIO) of UBS Wealth Management

Matthew Goldstein  
Former Chancellor, The City University of New York (CUNY)

Vernon E. Jordan Jr.  
Senior Managing Director, Lazard Ltd.

**GOVERNING BOARD**

Robert Reffkin  
(Founder and Chair)  
Founder and CEO, Compass

Andrew Marks  
(Vice Chair)  
Co-Founder and Principal, Anica Capital

Ron Bezosa  
(Vice Chair)  
Global Head of Equity Solutions Group, Investment Management Division, Goldman, Sachs & Co.

Sebastian Arango  
(Treasurer)  
Director, King Street Capital Management

Juan Uribe  
(Secretary)  
Principal, Boston Consulting Group

Battushig Batbold  
Board Director, Altai Holding

Cindy Helen Brea  
Vice President, Morgan Stanley

Howard W. Buffett  
(Director Emeritus)  
Executive Director, Howard G. Buffett Foundation

Elizabeth Edelman  
Head of Business Development, Global Poverty Project

Margot Edelman  
Vice President, Edelman

Shawn PM Golhar  
(Chair, New Jersey)  
Head of Public Policy Research, Barclays

Daron Greene  
President, Silver Tide Management

Jonathan Gryzb  
Managing Director, Corigin Real Estate Group

Yusef Kassim  
Senior Member, Eton Park Capital Management

Joshua Kushner  
Managing Partner, Thrive Capital

Michael Li  
Data Scientist, Foursquare

Stephanie Mann  
Director, Citi

Dr. Frank D. Sanchez  
Vice Chancellor for Student Affairs, The City University of New York

Aditya Sanghvi  
Partner, McKinsey & Co.

Ian Schwartz  
Corporate Partner, Fried, Frank, Harris, Shriver & Jacobson LLP

Jamie Slolem  
Principal, TPG Capital

Alex Sloane  
MBA Candidate, Harvard Business School

Dan Smith  
Managing Director, COO, Raines International Inc.

Alexander Taubman  
Vice President, Oaktree Capital Management

Ben Tisch  
Portfolio Manager, Loews Corporation

**NEW JERSEY YOUNG LEADERSHIP BOARD**

Max Islinger  
(Chair)*

Joseph Matta  
(Vice Chair)*

Kevin Chin*  
Geoff Dolan*  
Lisha Dong*  
Erin Egan*  
Candice Enriquez*  
Brian Gerrard*  
Chris Harrison*  
Tristan Harvin*  
Marc Holloway*  
Steve Kim*  
Donald Klimoski II*  
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