2015 ANNUAL REPORT
CONNECTING AMBITION WITH OPPORTUNITY
ACKNOWLEDGEMENTS

Graphic Design: Marc Loresto

Photography: Bethany Bandera

Printing: Wachtell, Lipton, Rosen & Katz

Thank you to our volunteers, donors, Board, and staff who demonstrate remarkable commitment to our mission by providing our Fellows with the tools needed to be successful.

Our Fellows are the best example of why we fight for their economic mobility. They are determined, resilient, and excellent as they seek to fulfill their academic and professional aspirations.
America Needs You fights for economic mobility for ambitious, first-generation college students. We do this through transformative mentorship and intensive career development.

OUR VISION

America Needs You aims to build a movement of like-minded individuals who believe that one day there will be no barriers to economic mobility for students with ambition and ability. By mobilizing volunteers we will ensure that low-income and first-generation college students have the support, information and access necessary to realize their career aspirations.
Dear Friends,

America Needs You (ANY) has had a tremendous year! We are incredibly excited to share the accomplishments of our students, as well as the organization’s growth plans! Since our founding, America Needs You has served over 700 students. We recently launched our third site in Chicago, Illinois. This year we had the opportunity to grow to touch the lives of 30% more students compared to last year.

With over 96% of our students graduating from college within 6 years (compared to 11% of first-generation college students nationally) and 90% securing full-time employment or enrolling in graduate school upon college graduation, we are excited to build on our student outcomes. ANY is currently undergoing a strategic planning process, with the goal of serving thousands of students nationally by 2020. We also plan to explore other program models for scale.

With career development and personal enrichment at the heart of our program, we would not be able to do the work we do without one of the most crucial factors – you. We want to extend our deepest gratitude to our gracious partners, dedicated volunteers and generous donors as we attempt to change the lives of our students across the country. On behalf of our staff and students, thank you.

Sincerely,

Kimberly Aylin Harris
Chief Executive Officer
America Needs You

Robert Reffkin
Founder and Chair
America Needs You
Today, only 11% of low-income, first-generation college students complete four-year college degrees. Many leave school in good academic standing.

26% of first-generation college students leave school after their freshman year, dropping out at four times the rate of their peers.

The need for a college education is growing. By 2020, it is estimated that 65% of all jobs will require a college education.

Even so, college isn’t enough. 50% of hiring managers reported that even after finishing a four-year degree, recent college graduates are not “job-ready.”
“I needed America Needs You because I was going to drop out of college, and America Needs You has been inspiring me not to.”
Warkaa, America Needs You – IL Fellow

“I needed America Needs You because I was unable to see beyond my parents’ circumstances.”
Christina, America Needs You – NY Fellow

“I needed America Needs You because my family does not have all the answers to my questions when it comes to my academics and career goals.”
Jacquelin, America Needs You – IL Fellow

“I needed America Needs You because it helped me build a sense of ownership over my future.”
Erick, America Needs You – NY Fellow

“I needed America Needs You because I didn’t have the proper resources or network to compete with my peers.”
Mark, America Needs You – NJ Fellow

“I needed America Needs You because I was unable to see beyond my parents’ circumstances.”
Christina, America Needs You – NY Fellow
THE FELLOWS

The America Needs You Fellows Program serves 335 Fellows annually in New York, New Jersey, and Illinois. We also provide programming to a network of over 400 program alumni each year. One hundred percent of students served reside in low-income households with nearly 60% living below the federal poverty line.

I have built friendships with classmates who I would have not met otherwise. These friendships have been a great support. Meeting others with the same interests as me makes it so much easier to keep myself informed of what’s going on, in and out of school.”

Horalia, America Needs You – IL Fellow
ALUMNA SPOTLIGHT

“I am a first-generation college student who grew up in a single parent home. When I got into college, my mother was over the moon. However, she couldn’t give me guidance about next steps.”

Andrea was born and raised in Brooklyn, New York, to immigrant parents who were unable to get a sufficient education in Honduras. While Andrea understood the importance of education from a young age, she lacked an understanding of the professional world.

“Once I got into college, I thought ‘I’m here, now what do I do?’” she says. “I knew what an internship was, but I didn’t know how to get one.”

Andrea says that America Needs You prepared her for the workplace. “The Fellows Program taught me the skills I was missing,” she explains. “I learned the confidence to walk into a room and network.”

Her Mentor Coach, Denis, helped her to prepare for internship interviews. “Denis taught me to be conscious of filler words and to be confident when speaking.”

Andrea’s hard work paid off. She completed internships at the New York District Attorney’s Office, the Attorney General’s Office, and Skadden, Arps, Slate, Meagher & Flom. “A strong resume and cover letter was really important,” she says. “That paired with networking helped me to open doors. I was the only undergraduate to intern in my division at the Attorney General’s Office. Eventually, I hope to work in public interest law,” she says.

Today, Andrea is working at Goldman Sachs in the equity derivative trading middle office as she prepares to attend law school. “It is a new type of role for me,” she says. “But I know that if I ever need anything, I can still reach out to my mentor and America Needs You. I owe my professional success to the Fellows Program.”

Andrea hopes to pay it forward by supporting America Needs You through volunteering. “I hold America Needs You close to my heart and stay involved as much as I can. As a member of the Alumni Leadership Council, I continue to foster the community we built while we were in the program.”
The two-year Fellows Program consists of four components:

1. **INTENSIVE CAREER DEVELOPMENT**
   - ANY follows a best-in-class curriculum focused on professional skills, career exploration, college completion, and personal growth.
   - The program provides 28 full-day workshops over the course of two years.

2. **ONE-ON-ONE MENTORSHIP**
   - Each student (Fellow) is matched one-on-one with a mentor (Mentor Coach).
   - These pairs complete 220 hours of mentoring over two years.
   - Mentor Coaches provide industry insight and connections, as well as help Fellows set goals and stay on track academically and professionally.

3. **ROBUST NETWORKS**
   - Fellows interact with thousands of diverse professionals through workshops, Career Days (on-site employer visits), and internship/job opportunities at companies.
   - These opportunities allow Fellows to grow their professional, academic, and social networks.

4. **HOLISTIC SUPPORT**
   - ANY supports Fellows in overcoming personal and academic challenges, such as transfer support for Fellows enrolled in community college.
   - The program also provides up to $2,000 in grants and in-kind contributions, including business attire.
OUR OUTCOMES

America Needs You Fellows graduate from the program confident in their ability to begin meaningful careers.

100% of Fellows attending community colleges have transferred to four-year schools

96% of program alumni have graduated from college or are on track to graduate within six years

90% of graduates are employed or enrolled full-time in a graduate program
“In the workshops, you can stumble and make a mistake and not be judged. America Needs You is giving me the confidence boost I need.”

Rogelio, the youngest of four children, was born and raised on the south side of Chicago. With only a grammar school education, his parents were unable to provide him with the college and career advice he needed.

"Being a first-generation college student, I didn't have a lot of knowledge about school. My parents wanted to help me but they didn't have the skills," he says. “I heard about America Needs You through a scholarship program. I applied right away because I wanted help preparing for my career."

Rogelio says that he had difficulty finding other people interested in his field of study. America Needs You helped him with that, by pairing him with his Mentor Coach. "My background is in electrical engineering with a focus on power, like Rogelio," Sergey explains.

"When Sergey and I first met, something clicked that day," says Rogelio. "I can go to him and he will guide me."

The Fellows Program is helping Rogelio to learn the specific skills he needs to succeed. "My weakest point is writing cover letters. Sergey provided feedback and helped me use more professional words," Rogelio says. "I know I will apply what I have learned to future applications."

The program is also helping Rogelio to build his self-confidence. "Coming into the program I could not speak in front of five people. I would freeze and stumble over my words," he says. "Over time, in the program, you get used to standing up, introducing yourself, and speaking to 100 people."

Sergey adds, “As the sessions go on, his true and genuine self comes out. I can’t wait to see how far he is going to go and all of the things he is going to achieve. I love being invested in his growth.”
NEW JERSEY FELLOW PROFILE

“As a first-generation college student, having mentors to help guide me changed my life. I didn’t know what I wanted to do before I joined ANY. Being near so many professionals from so many industries helped me.”

Felix was born and raised in Hong Kong until the age of 12, when he moved to New Jersey. When his mother returned to her home country, Felix stayed with extended family. It wasn’t until he started the America Needs You Fellows Program that he began thinking about a career.

“Being around people like me was inspiring and helpful. I was surprised at how little I knew,” Felix says. “The program, and my Mentor Coach, Kevin, fostered my interest in finance.”

From the beginning, Felix and Kevin were a natural fit. “Since day one, Kevin has been helpful to me, even before I became his Fellow,” says Felix. “We connect really well and push each other to excel. I can teach him computer science, and he helps me to be more eloquent.”

The relationship is mutually beneficial. “Felix inspires me to be a better professional,” says Kevin. “That has a lot to do with his resilience. The personal journey we are on together helps us to click.”

Kevin is one of Felix’s biggest supporters, and has championed him through several professional successes. During an internship at JPMorgan Asset Management, Felix got his first taste of working on Wall Street. He then went on to intern as a Business Development Analyst at Ragalii, then in the Mergers & Acquisitions department at iCIMS, and most recently, as a Venture Capital Analyst at Metaprop NYC.

“Getting that opportunity is prestigious, especially for someone with an engineering background like Felix,” says Kevin. “It was the highlight of our relationship.”

Felix shares how important having a mentor was during those experiences. “Kevin gave me a lot of advice and tips on the projects I was working on. He encouraged me to take the opportunities and I haven’t regretted it.”

“I am extremely grateful to have the opportunity to be in the program at America Needs You,” says Felix. “One day I hope to be a mentor, like Kevin, and give back.”
NEW YORK FELLOW PROFILE

“When I was in high school, I didn’t think that college was an option for me because there was no financial support. I can talk to my family about college but they won’t necessarily understand.”

Yolanda was born and raised in Brooklyn, New York. While her parents were supportive of her goal to attend college, they were unable to guide her through the process. Yolanda turned to nonprofit organizations in her community to help her pursue higher education. And that is how she found America Needs You.

“I applied for scholarships and programs like America Needs You through which I could grow as a leader and a student,” says Yolanda. “From there it took off. America Needs You helps me to understand what I am doing and what I need to do.”

A big component of that growth is her Mentor Coach, Maya. “We connected through our propensity for speaking through art,” explains Maya. “It is hard to fit into the corporate space when you are an artist. I think what drew me to Yolanda was her authenticity and creativity.”

“Maya understands me as a person, which is always most important,” says Yolanda. “She respects that I have always worked a certain way, and she works to help me improve.”

“Her procrastination was a problem in the beginning,” says Maya. “Working on the group project together helped her to see how procrastination can be a huge detriment.” Yolanda adds, “I have learned that when I have more things to do, I procrastinate less and work harder.”

But that was just the beginning. “The biggest thing I have gotten from ANY is what it means to be confident in a setting you may not be used to. Before the program, I didn’t know what business casual meant,” says Yolanda. “I have learned to carry myself in a corporate setting. America Needs You even prepared me for an internship where I taught English in China.”

“Right after her internship, someone approached her about being in China. I watched her use her networking skills, something she had been nervous about,” says Maya. “It has been impactful for me to see her growth.”
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 an interest in supporting a first-generation college student. 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. Mentor Coaches commit to providing 220 hours of mentoring over the course of two years.

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Our Career Coaches are accomplished professionals with three or more years of experience who support the program through one-time or regular, full-day volunteer commitments during Fellows Program workshops.

Our Young Leadership Board members are young professionals with at least three years of work experience who are interested in leveraging their social and professional networks in support of America Needs You. Young Leadership Board members commit to a two-year renewable membership term, during which they work collaboratively with staff to fundraise, recruit Fellows and volunteers, establish corporate partnerships, and provide support to the programs team.
Katie moved to New York City from Canada to begin her career after graduating from college. With no personal network in her new city, she knew she needed to find a way to engage with her community.

“I was working at Goldman Sachs and heard a coworker sitting next to me talking to her Fellow on the phone,” Katie recalls. “I thought she was talking to a sibling. I was so surprised at how involved she was. I applied to be a Mentor Coach as soon as I could.”

Soon after, Katie was matched with her Fellow, Anika. “I wasn’t expecting the level of involvement I had with my Fellow to be so deep,” says Katie. “Her accomplishments became just as exciting for me as they were for her.”

Soon after that, Katie received a job offer to move to Chicago. “I wasn’t sure if I was going to be able to continue in the program.”

Ultimately, Katie made the decision to commute between Chicago and New York to fulfill her two-year commitment to Anika. “I wanted to make sure she was able to integrate into her four-year program after she transferred from community college,” she says.

Katie is now mentoring again, this time in Chicago. “It is very different the second time around. Each Fellow’s experience is so different,” says Katie. “But there are parts that are very similar. I think that there is a ‘Fellow DNA.’ They are super ambitious, ready to take on the world, and so open to learning.”

Katie says that she doesn’t regret a single moment of the experience. “The most important and impactful piece of the program has to be building a relationship with a Fellow. This was the right decision for me.”
Internships are a critical component of the Fellows Program. They enable students to practice the skills they learn during professional development workshops and make key connections in the business world.

We are grateful to the following companies for hosting Fellows as interns this year:

- aden+anais
- American Express
- American International Group (AIG)
- American Stock Transfer & Trust Company, LLC
- Angel Advantage Center
- The Arthritis Foundation
- AT&T AdWorks
- Barnard Women in Entertainment
- Bedford Stuyvesant Gateway BID
- City University of New York ETR Program:
  - Women’s Public Service
  - Clinical Directors Network, Inc.
  - Colgate
  - CollegeSpring
  - The Conference Board, Inc.
  - Consulate General of Mexico
  - Credit Suisse Group
  - CUNY Service Corps
- Farmer & Co. LLC
- The Future Project
- Goldman Sachs
- Google
- Grant Thornton LLP
- GrantAnswers
- Gregorio Luperón High School
- Harlem Hospital Center
- Hebrew Home For the Aged
  - At Riverdale
- HedgeServ Corporation
- HIAS
- High School Of Ibrahima Ba Koundheul-Senegal
- Hyatt Hotels Corporation
- i-Say
- Jewish Foundation for Education of Women
- KCSA Strategic Communications
- The Knickerbocker
- KPMG
- LaGuardia Community College
- Learning Enterprises
- Lehman College
- LIFT-DC
- Lincoln Center
- Macquarie Group
- Macy’s
- Maimonides Medical Center
- March of Dimes
- McCann Erickson
- Mentoring in Medicine, Inc.
- Metropolitan Hospital Center

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- Macy’s
- Maimonides Medical Center
- March of Dimes
- McCann Erickson
- Mentoring in Medicine, Inc.
- Metropolitan Hospital Center

“I had a life-changing experience interning at the New York State Health Foundation. Working collaboratively with Public Health professionals allowed me to improve my communication skills. I felt comfortable when presenting to a large group because I knew America Needs You workshops had helped me to boost my confidence in public speaking.”

**Brenda, America Needs You – NJ Fellow**

Bellevue Hospital Center
- Bendel Youth Empowerment Program
- Binghamton City Hall
- BlackRock
- Bottom Line
- BP-ENDURE Program
- Breakthrough Collaborative
- Broadway Housing Communities
- Bronx Community College
- The Bronx Defenders
- The Bronx Journal
- Brooklyn Business Center
- Buy Smart Wholesale
- Cargill, Inc.
- Citi
- City of New York
  - Police Department
- City University of New York, Accelerated Study in Associate Programs
- Cygent Studio, Inc.
- Debtwire
- Deloitte Touche Tohmatsu Limited
- Department of Biological Sciences
- Hunter College
- DonorsChoose
- Dressler Law, LLP
- Drug Policy Alliance
- Elmhurst Hospital Center
- Ernst & Young
- The Estée Lauder Companies Inc.
- Experian
- Family Service League, Inc.

“This summer I interned at BlackRock, the largest asset manager in the world. The Fellows program prepared me for this challenging internship by equipping me with the professional skills necessary to perform in a high stakes environment. I am happy to say that I received an offer to join the Strategic Product Management team upon graduation.”

**Joel, America Needs You – NY Fellow**
“I had the opportunity to learn and grow professionally this summer at the MetLife Life Insurance Corporation Inc. as a National Account Sale Support Intern. The Fellows Program prepared me for this internship by teaching me how to manage up in a work space, be resilient and authentic, and use interpersonal skills. I was extended a return offer to intern again in 2016.”

Devaun, America Needs You – NJ Fellow

“I am currently completing a marketing internship at Johnson & Johnson. I’ve had the opportunity to develop world-class brand management skills as part of the Aveeno and Lubriderm marketing team. The Fellows Program prepared me with the strategic and interpersonal training I needed to be successful. Thanks to America Needs You, I’m confident I will be successful in marketing post-graduation.”

Yefry, America Needs You – NJ Fellow

INTERNSHIPS

Minds Matter of NYC
Ministerio de Salud Pública y Asistencia Social (Secretariat of State of Public Health and Social Aid)
MongoDB
Montefiore Medical Center
Moody’s Corporation
Morgan Stanley
National September 11 Memorial & Museum
Navitech LLC

Neuberger Berman
New York City College of Technology
New York City Council
New York City Department of Health and Mental Hygiene
New York Methodist Hospital
New York State Senate
New York University/Bellevue Hospital Center
New York–Presbyterian Hospital
Next Step Connection
Northeast Regional Alliance (NERA)
MedPrep
NYC Administration for Children’s Services
NYU Langone Medical Center
Office of the Mayor
On Your Mark, Inc.
Parenting Training Network
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Pearson Education
Peer Health Exchange
Per Scholas, Inc.
PineBridge Investments
Port Authority of New York and New Jersey
PricewaterhouseCoopers (PwC)
Princeton SciTech
Edward T. Rogowsky Internship Program in Government & Public Affairs
Queens Supreme Court
Raines International, Inc.
Regeneron Pharmaceuticals, Inc.
Research and Evaluation (R&E)

Center at John Jay College of Criminal Justice
Safe Space NYC
SCO Family of Services Careers and Employment
Skadden, Arps, Slate, Meagher & Flom LLP
Solving Kids’ Cancer Inc.
SPEAR Physical Therapy
Speed Ranks SEO
St. Barnabas Hospital
State University of New York at Geneseo
Staten Island Mental Health Society
Staten Island University Hospital
StormHarbour Partners LP
Success Academy Charter Schools
Sutton Place Strategies, LLC
Teach For America
Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA/CREFF)
Thompson Hine LLP
Towers Watson

"Prior to interning at Macquarie as a Program Coordinator for their Leadership, Education, Advancement and Development Program, I was unaware of the extent of my passion for making a difference. Thanks to ANY, I not only felt equipped to share the knowledge I gained and skills I strengthened during Saturday workshops, but I was able to find a career path that I thoroughly enjoy!"

Sevika, America Needs You – NY Fellow
Each year America Needs You surveys internship supervisors to determine how well our Fellows perform. This summer:

94% of supervisors agreed that the contributions of Fellows added significant value to their team or organization;

93% of supervisors agreed that they would be willing to consider additional Fellows at their organization;

83% of supervisors agreed that if a full-time role was available that they would consider their Fellow for hire; and

80% of Fellows at companies that grant returning offers received returning offers for either another internship or full time job after graduating.
ANNUAL BENEFIT DINNER
On November 6, 2014, over 500 supporters and community leaders celebrated America Needs You at its Annual Benefit Dinner. The event, held at Cipriani 42nd Street, raised nearly $1 million to support the Fellows Program.

The organization honored Edith Cooper, EVP and Global Head of Human Capital Management at Goldman Sachs and Mayor Steven Fulop of Jersey City, for their dedication to community service and belief in the impact of mentorship. Barclays was recognized as the America Needs You Corporate Champion of the Year for outstanding volunteer, in-kind, and financial support.

YOUNG LEADERSHIP BOARD SPRING PARTIES
On April 30, 2015, the New York Young Leadership Board hosted its annual Spring Party at Up and Down. The event, which featured live music, a silent auction, and a raffle, raised critical funds to support the Fellows Program in New York. The fun continued on May 13, 2015 at the New Jersey Young Leadership Board Spring Party, held at Teak on the Hudson. The evening included a live DJ, photo booth, and silent auction, and supported our program in New Jersey.

ILLINOIS LAUNCH PARTY
On May 27, 2015, the Illinois Young Leadership Board hosted its Spring Launch Event to celebrate our newest program site, Chicago! An evening of networking, raffles, and music at Reverie raised awareness and important funds for our first cohort of 50 students.
OUR SUPPORTERS

FOUNDATIONS

$100,000+
The Heckscher Foundation for Children
Jewish Foundation for Education of Women

Up to $24,999
Ashoka Changemakers
Carl Marks Foundation
Edwin Gould Foundation
The Hyde and Watson Foundation
Learning by Giving Foundation
The Patrina Foundation
SMF Foundation/JMM Inc.

$25,000 to $99,999
The Charles Hayden Foundation
The David Geffen Foundation
Ford Foundation
Max and Sunny Howard Memorial Foundation
The Pinkerton Foundation
Reginald F. Lewis Foundation
The Taubman Foundation

CORPORATE PARTNERS

$100,000+

"America Needs You’s mission to promote economic mobility for first-generation college students aligns with our own goal of helping the next generation achieve their ambitions through our 5 Million Young Futures commitment. We are incredibly proud to partner with America Needs You, both financially and with the support of our colleagues."

Shawn PM Golhar, Head of Public Research, Barclays; Chair, America Needs You– NJ

"Macquarie Group is proud to support America Needs You and its innovative approach to achieving economic mobility for ambitious, first-generation college students."

Erin Shakespeare, Director, Macquarie Group Foundation, Americas
“At a time when only 9% of low-income students are projected to graduate from college, high-touch and targeted mentoring programs have become an essential tool in promoting higher education. The CME Group Community Foundation recognizes ANY’s exceptional impact on first-generation college students, and is proud to partner with their results-oriented team to dramatically improve educational and professional opportunities for low-income students.”

Nancy Choi, Manager, Community Relations, CME Group

“Both our team and the ANY Fellows walked away from the full-day career development session inspired and energized for what was to come. Perhaps the most important part of the day was challenging their own assumptions on how both students and full-time staff could benefit from such an experience.”

Natasha Fapohunda, Head of Corporate Development, Managing Counsel, MasterCard Enterprise Partnerships
OUR SUPPORTERS

CORPORATE SUPPORTERS

$10,000 to $24,999
The Boston Consulting Group
Citi
The City University of New York
Corin
Edelman Public Relations
Fried, Frank, Harris, Shriver & Jacobson LLP
GLG
Macy’s
McKinsey & Company
Merrill DataSite
Metropolitan Jewish Health System (MJHS)
Perkins Coie LLP
Princeton Quant Trading Conference
Skadden, Arps, Slate, Meagher & Flom LLP
Towers Watson
TPG Capital
World Wide Technology Foundation

$5,000 to $9,999
Coulter 2006 Management Trust
Crane Fund for Widows and Children
Credit Suisse Americas Foundation
Fields Construction Company
Google
Ironstate Development
The KRE Group
M&T Charitable Foundation
Meridian Capital
Merrill Corporation
MUFG Union Bank
New York Football Giants
People’s United Community Foundation
Raines International Inc.
Salesforce Foundation
Wachtell, Lipton, Rosen & Katz

$1,000 to $4,999
American Express
Bank of America Merrill Lynch
Bloom Hochberg & Co
DeCotiis, Fitzpatrick & Cole, LLP
DLA Piper LLP
EarthShare
Eastern Millwork, Inc.
FISH Technologies
GlossyBaby
Jersey City Medical Center
JPMorgan Chase
King Street Capital Management, LP
Lenox Advisors
Madison Dearborn Partners
Paul, Weiss, Rifkind, Wharton & Garrison LLP
PricewaterhouseCoopers
Richards, Layton & Finger
Robert Willens LLC
Royal Abstract
Signature Bank
Sullivan & Cromwell LLP
Thompson Hine LLP
Thrive Capital
Troutman Sanders LLP
Verizon Foundation
White Star Capital

INDIVIDUAL SUPPORTERS

$50,000+
Russ Carson/Carson Family Charitable Trust
Andrew Marks
Howard and Nancy Marks
Adebayo and Amelia Ogunlesi
Robert and Benis Reffkin

$20,000 to $49,999
Beth Cogan and Michael Fascitelli
Joel and Julie Greenblatt
Ben Tisch

$10,000 to $19,999
Sebastian and Claudia Arango
Ron Bezoza/The Bezoza Family Fund
Edith Cooper
Joseph Gleberman/Red Crane Fund
Edith Hunt/Hunt Family Fund
Yusef M. Kassim, Sr.
Daniel Smith
Stephen Smith
The Steward Family Foundation
The Thomas Edelman Foundation
Paul and Katie White

$5,000 to $9,999
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Mary Byron
Stephen and Beth Dannhauser
Richard Friedman
JP Grant, IV
Daron Greene
Jonathan Grzyb
Nathan Hudson
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Gloria and Harvey Levine Charitable Foundation
Libitzky Family Foundation
Moshe Majeski
Anne Welsh McNulty
Vineet Mehra
The Parsons Family Foundation
Stephen Robinson
Jamie Sholem
Eric Silverman

WithumSmith & Brown
WizeHive

2015 Annual Report
OUR SUPPORTERS

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Robin Vince

$1,000 - $4,999
Justin Ackerman
Raanan Agus
Ibrahim Al Rashid
Stefan Allicock
Mohammad Al-Rashid
Salman Al-Rashid
Aroon Amarnani
David Anderson
Simon Ang
Nick Appelbaum
Jonathan Bearman
Jody and Brian Berger
Will and Carolyn Tisch Blodgett
John Bucksbaum
Rochelle Clarke
Daniel Cope
Nicole Cramer
Michael DeCotiis
Kate and Zak DeOssie
Feroz Dewan
Candice Enriquez
Paul Ferrante
Stephanie Mann and
Christopher Fikry
Joseph Finnerty
LaToya Finney
Debra McDermott Fretz Family
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Matthew Gruber
Kimberly Harris
Jeanette Haslett
David Hirsch
Amy Honigman
Samuel Jackson
Allison Jones
Stephano Kim
S. Raoul Kouamou
Alina Lantsberg
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Cyrus Massoumi
Raymond McGuire
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### STATEMENT OF ACTIVITIES (YEAR ENDED JUNE 30, 2015)

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total 6/30/15</th>
<th>Total 6/30/14</th>
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<tbody>
<tr>
<td><strong>PUBLIC SUPPORT</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Contributions</td>
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<td>$521,000</td>
<td>$1,975,257</td>
<td>$1,837,990</td>
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<td>Special event income</td>
<td>765,288</td>
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<td>765,288</td>
<td>1,096,881</td>
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<tr>
<td>Program income</td>
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<td></td>
<td>40,547</td>
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<tr>
<td>Interest and dividend income</td>
<td>23,318</td>
<td></td>
<td>23,318</td>
<td>15,801</td>
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<tr>
<td>In-kind donations</td>
<td>0</td>
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<td>286,600</td>
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<tr>
<td>Net assets</td>
<td>481,934</td>
<td>(481,934)</td>
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<tr>
<td><strong>Total public support</strong></td>
<td>2,765,344</td>
<td>39,066</td>
<td>2,804,410</td>
<td>3,237,272</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program services</td>
<td>2,124,997</td>
<td></td>
<td>2,124,997</td>
<td>2,208,993</td>
</tr>
<tr>
<td>Supporting services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>299,642</td>
<td></td>
<td>299,642</td>
<td>376,710</td>
</tr>
<tr>
<td>Fundraising</td>
<td>318,632</td>
<td></td>
<td>318,632</td>
<td>250,620</td>
</tr>
<tr>
<td><strong>Total supporting services</strong></td>
<td>618,274</td>
<td>0</td>
<td>618,274</td>
<td>627,330</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>2,743,271</td>
<td>0</td>
<td>2,743,271</td>
<td>2,836,323</td>
</tr>
<tr>
<td>Change in net assets from operating activities</td>
<td>22,073</td>
<td>39,066</td>
<td>61,139</td>
<td>400,949</td>
</tr>
<tr>
<td><strong>NON-OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Realized gain on investments</td>
<td>0</td>
<td></td>
<td>0</td>
<td>9,076</td>
</tr>
<tr>
<td>Unrealized gain on investments</td>
<td>1,922</td>
<td>1,922</td>
<td>44,510</td>
<td></td>
</tr>
<tr>
<td><strong>Total non-operating activities</strong></td>
<td>1,922</td>
<td>0</td>
<td>1,922</td>
<td>53,586</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>23,995</td>
<td>39,066</td>
<td>63,061</td>
<td>454,535</td>
</tr>
<tr>
<td>Net assets - beginning of year</td>
<td>1,323,611</td>
<td>376,934</td>
<td>1,700,545</td>
<td>1,246,010</td>
</tr>
<tr>
<td>Net assets - end of year</td>
<td>$1,347,606</td>
<td>$416,000</td>
<td>$1,763,606</td>
<td>$1,700,545</td>
</tr>
</tbody>
</table>
STAFF

Kimberly Harris, CEO
Hosea Harvey, General Counsel
Tiffany McQueen, Illinois Executive Director
Pauly Rodney, New Jersey Executive Director
Marianna Tu, Chief Operating Officer
Anita Fee Willis, Chief Development Officer
Emily Daniels, Director of Development
Jaimie Krause, New Jersey Program Director
Irene Marianos, Director of Finance and Technology
Vassi Tomova, Director of Human Resources and Operations
Chika Anoliefo, Business Manager
Bryan García, New York Program Manager
Monica Johnson, Program Manager
Morolake Odeleye, Development Manager
Maia Almendral, New York Program Coordinator
Mera Boulus, New Jersey Program Coordinator
Adrienne Boykin, New York Internship and Alumni Coordinator
Eleanor Garrett, New York Program Events Coordinator
Galila Gray, Development Coordinator
Alyssa Horing, Illinois Program Coordinator
Samantha Robinson, Illinois Program Coordinator
HOW YOU CAN HELP

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

INVEST
$10,000  Sponsor one Fellow in our program
$5,000  Sponsor one workshop for 100 Fellows and 100 Mentor Coaches
$2,000  Sponsor a 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
• Workshop Space
• Professional Attire for Fellows
• Technology for Fellows

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
CORE VALUES

Our core values are the benchmark for everything we do as an organization and the framework from which we make all of our decisions. These six core values define our culture, inspire and guide us, and help us achieve our mission.

Our core values are:

EXCELLENCE
We strive to achieve excellence. We believe in performing at the highest level of quality and professionalism in all aspects of the organization. We set ambitious goals and seek to exceed them.

COMMUNITY
We respect, value, and celebrate our students, volunteers, staff, and partners and we assume positive intentions. Our diverse community provides resources, opportunities, and knowledge to advance our mission.

INTEGRITY
We fight for what we believe in and do what is right, fair, and equitable, no matter what. We do so honestly and ethically, as our mission requires.

CURIOSITY
We ask questions and are hungry to learn. We have a feedback rich environment that provides the basis for continuous improvement. We frequently evaluate how to perform more efficiently and effectively, as individual team members and as an organization.

ACCOUNTABILITY
We do what we say. We are committed to reliability, responsiveness, and ownership of work-product in furtherance of our mission.

DATA & RESULTS
We are a data-driven and results-oriented organization. We consistently use data to improve our programs, team, and strategy. We define clear outcomes, metrics, and results, which we track regularly.