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PHOTOGRAPHY BY BETHANY BANDERA, FRANK ROCCO, ROBERT SMART AND BRANDON WU
PRINTING BY WACHTELL, LIPTON, ROSEN & KATZ
GRAPHIC DESIGN BY LANA POCHIRO
Thank you for connecting ambition with opportunity for first-generation college students.

With every event you attended, resume you reviewed and elevator pitch you presented, YOU helped drive our mission forward. Your tireless advocacy helps ensure that first-generation college students are equipped with the tools they need to complete their education and enter the workforce prepared to succeed.

On behalf of our Fellows and Fellow Alumni, thank you.

We couldn’t do this work without you.
Dear Friends,

One of the most rewarding parts of becoming ANY’s CEO this year is spending time with our incredible stakeholders. Hearing updates from program participants always makes me even more excited for the work ahead.

I recently received a note from a Fellow Alumna, which I still think about today.

“Yesterday at an interview someone asked me how I manage up. If not for ANY, I would not have known what they were talking about nor how to answer. But I did!” she wrote. “All of my family is undocumented. I am the only college graduate, so I know they count on me to move up the ladder, to make something of myself in this country... How can we break cycles of poverty and injustice? By offering mentorship, professional development and a network to help navigate the waters of life during and after college.”

A week after sending the note, she secured her dream job at a nonprofit organization. Not only is she realizing her aspirations and supporting her family, but she is also building a career that will impact future generations.

First-generation college students accomplish the incredible when their ambition is connected to opportunity:

- 92% of Fellows complete career-trajectory internships.
- 94% of Fellow Alumni graduate from four-year institutions within six years of enrollment.
- 92% of Fellow Alumni secure full-time employment or enroll full-time in graduate school within six months of completing their degrees.

When Fellows succeed, they create new possibilities for their peers, families and communities. One Fellow Alumna created a scholarship at her high school with the signing bonus from her first job. Another Fellow helped his younger siblings study for the ACT when they previously hadn’t considered applying to college. As we grow our programs and impact, I look forward to this ripple effect transforming the narrative around first-generation college students.

I am so grateful for our community of change makers. This is my eighth year at ANY, and each year our staff, students, volunteers, boards and partners keep us at the cutting edge of the field.

Together, we will open more doors. The next generation of college graduates is ready to run through each one.

Sincerely,

Marianna Tu
Chief Executive Officer
OUR MISSION AND VISION

America Needs You (ANY) fights for economic mobility for ambitious, first-generation college students.

We do this by providing transformative mentorship and intensive career development.

ANY builds a movement of like-minded individuals who believe that one day there will be no barriers to economic mobility for students with ambition.

By mobilizing volunteers, we ensure that low-income, first-generation college students have the access, information and support necessary to realize their career aspirations.
“I learned that I can achieve anything when I have resources and people who are champions in my life.”

CELINE, FELLOW
Only 11% of first-generation college students from low-income backgrounds earn Bachelor’s degrees.

ANY serves low-income, first-generation college students—students who come from homes where no parent has earned a four-year college degree.

With economic mobility tied closely to education level and 65% of jobs requiring a postsecondary credential by 2020, supporting these students through college and first-time careers is more critical than ever.

Even when students graduate, finding a job with opportunities for upward mobility is difficult. Over 50% of hiring managers reported that recent college graduates are not “job ready.”

The ANY community changes outcomes for students.

ANY Fellows come from diverse backgrounds.

All Fellows reside in low-income households and nearly 60% live below the federal poverty line.

Fellows pursue careers in a wide variety of fields.
Fellows pursue careers in a wide variety of fields.
Since our first cohort of 50 students in 2010, we have grown to support over 600 students each year across four regions.

Since 2009, ANY has improved college completion and employment rates for first-generation college students. Robert Reffkin, a former appointee to the NYC Workforce Investment Board and two-time appointee to the NYC Board of Education Panel for Educational Policy, founded ANY (formerly New York Needs You) on the belief that socio-economic status should not be a barrier to college persistence and career success.

2010
Since the inaugural cohort of 50 students in 2010, our New York program has grown to serve 200 students from the City University of New York system each year.

2012
In 2012, we expanded to New Jersey with a pilot program of 25 students. Today, this site serves 100 students each year. Our largest academic partner is Rutgers University, with over 17 additional relationships with two- and four-year institutions throughout the state.

2015
We took our mission nationwide and expanded to Illinois. Our Chicago-based site currently serves 100 students annually. We partner with schools such as Northeastern Illinois University, Illinois Institute of Technology, City Colleges of Chicago, Chicago State, University of Illinois-Chicago and DePaul University, among others.
2016
We launched our California program in partnership with the Ric & Suzanne Kayne Foundation and ScholarMarch.

2017
We launched our first campus-based program at LaGuardia Community College.

2018
We selected Borough of Manhattan Community College as our next campus-based program site.

450 STUDENTS
500 STUDENTS
600 STUDENTS
850 STUDENTS
The Fellows Program bridges the gap between college access and career readiness.

Our intensive two-year program addresses the unique social and emotional challenges first-generation college students face and provides the career guidance and training they need to succeed in the workplace.

Of students who have completed the program,

- **96%** agree that the program helped them network effectively.
- **98%** would recommend the program to a friend.
- **95%** say the program helped them achieve their college and career aspirations.
Students achieve **lasting success** through four components.

### INTENSIVE CAREER DEVELOPMENT

During full-day workshops, Fellows follow a best-in-class curriculum focused on college completion, career exploration, professional skills and personal growth. Fellows practice these skills during facilitated exercises alongside their peers and professionals.

### ONE-ON-ONE MENTORSHIP

Fellows work one-on-one with a volunteer Mentor Coach for the entire duration of the program—over 200 hours in total. Mentor Coaches provide Fellows with industry insight, connections and guidance to help them stay on track.

### ROBUST NETWORKS

Fellows connect with thousands of diverse professionals at workshops, on-site employer visits and internships. Fellows grow their networks and open new doors through these contacts.

### HOLISTIC SUPPORT

Fellows overcome personal and academic challenges through individualized support and holistic case management from ANY staff. Fellows also receive in-kind contributions, including business attire.
Three years ago, ANY utilized the expertise of a pro bono consulting partner for a five-year strategic planning process. Through hundreds of surveys with students, volunteers, academic partners, funders and other key stakeholders, we reaffirmed our founding belief—there’s a growing demand for career readiness programming for first-generation college students nationally.

ANY set three organizational priorities to guide us through 2021 and address this need in the sector.

**SCALE**

to serve 1,000 students annually by growing our program in existing sites and launching programs with key universities.

We completed the first year of programming at our inaugural campus-based site at LaGuardia Community College. Based on the success of our LaGuardia program, we selected the Borough of Manhattan Community College as our second campus-based site.

As we launched new pilots, we also deepened our impact in existing sites—building new relationships with institutional partners to increase cohort sizes in California, Illinois and New Jersey.
We hired our first National Alumni Manager in December 2017 to formalize the support and programming we offer to our growing community of program graduates. Since then, we have hosted a series of Alumni workshops and socials to provide advanced career training and professional connections.

Our Alumni also stay connected through online communities and periodic newsletters.

In 2018, we enhanced our communications, including our national newsletter and social media outlets.

We also employed new online fundraising tools. Through this technology, our community shares their personal connection to our mission and leverages their networks in a peer-to-peer fundraising model. Our supporters broke records on Giving Tuesday, and our “Team ANY” endurance runners exceeded their fundraising goals.
With your support, we made incredible progress and celebrated historic benchmarks this year.

**COLLABORATION IN THE SECTOR**

ANY staff shared their expertise, generated ideas alongside peers and drove the sector forward at over 15 conferences and panels this year. We are grateful to have presented at the National Mentoring Summit, College Changes Everything Conference, Nonprofit Check Up and the GlobalMindED Conference among others.

**ALUMNI IN THE WORKPLACE**

Fellows gain valuable exposure to companies, professionals and job possibilities through site visits called Career Days. This year, Fellow Alumni added their workplaces to our ever-expanding portfolio of Career Days. With the advocacy of Alumni, our Fellows experienced companies such as Yelp and Facebook, as well as a unique panel composed entirely of first-generation college graduates.

**NATIONAL BROADCAST FOR “AMERICAN GRADUATE DAY”**

On October 14, 2017, ANY joined Doug Michelman, President of the 1 Million Project and Chairman of the Sprint Foundation; Sameer Jain, Chief Technology Officer of Barclays; and host Soledad O’Brien to discuss paths to opportunity on PBS’s “American Graduate Day” national broadcast.
RESPONSIVE CURRICULUM
As industry standards and technology change, we evolve our curriculum. This year, we launched a new workshop, “Executive Presence,” in response to employer needs. We also developed entrepreneurship and intrapreneurship content to provide industry-specific critical thinking skills.

ADVANCED DEGREE SUPPORT
This year, we intensified post-graduate support by offering new graduate school fairs and tapping into the expertise of our community at round table sessions. “My ANY mentors helped me realize that I could do anything as long as I worked towards it,” said Brittany, Illinois Fellow Alumna. “They made me see graduate school as a realistic goal.”

RINGING THE CLOSING BELL
We were honored to ring the NASDAQ closing bell on October 13, 2017 alongside representatives from WNET and “American Graduate Day.”

We look forward to a day in the near future when an ANY Fellow and their company does the same!
MENTORSHIP

Our volunteers believe that success is not merely defined by professional achievements, but also by one’s dedication to giving back.

These dynamic young professionals provide Fellows with real-world applications of our curriculum, connections to industry contacts and support in achieving goals.

MENTOR COACHES
Mentor Coaches are professionals with at least three years of experience in their field. These volunteers are matched one-on-one with Fellows. Together, the pair attends career development workshops, totaling over 200 hours of structured engagement. Outside of workshops, Mentor Coaches help Fellows cultivate their strengths, secure internships and overcome obstacles.

CAREER COACHES
Career Coaches volunteer one time or periodically. These volunteers fill in for Mentor Coaches when they are unable to attend a workshop or provide insight into their industries by serving on panels, participating in mock interviews, or presenting on career skills.

This year, over 1,000 volunteers advised Fellows.

Mentor Coaches spent over 12,000 hours mentoring outside of workshops.

97% of Fellows say their Mentor Coach inspires them to be their best self.
“The people I met at ANY soon became the people I looked up to the most.”

ALEX, FELLOW ALUMNUS, PICTURED WITH DIANA, MENTOR COACH
YOSSY, ANY FELLOW: “Gibberish. That’s all I heard when I came to the US from Peru at the age of two. Although I barely understood any words, I knew that they meant new opportunities. My parents were willing to leave everything behind to give me a better future, even if our new home was a small one-bedroom apartment shared by five people.

During senior year, reality hit. I was so excited to apply to college until I realized how expensive it was. I was a DREAMer. I didn’t qualify for any financial aid. It meant college was simply out of reach. But I was determined to find a way. Just weeks before “Decision Day,” I received a national scholarship.

Today, I’m a junior majoring in Accounting at Rutgers University-Newark. Being the first in my family to attend college has been challenging. At first, I had to learn how to navigate college on my own.

When I discovered ANY, it seemed too good to be true, but after seeing how accepting they were, I knew I had found my home.

ANY has helped me work on my professional development by practicing elevator pitches, public speaking and self-confidence. I’ve also started to push myself outside my comfort zone.

During my time as a Fellow, I’ve had multiple internship offers so my Mentor Coach, Justin, and I have worked together to decide what internship offer to accept. Not only have we explored culture fit, but he’s also helped me expand my network and conduct informational interviews to make my final choice – PwC!

This past year, I was getting ready to obtain my permanent residency, which was both exciting and nerve-wracking. And Justin helped me prepare for my interview! Today, I am a permanent resident and now able to call this country my home.

ANY has helped me redefine my success and think bigger. Coming into the program, I lacked confidence and always apologized for not knowing something. ANY has allowed me to see my true potential, and Justin never lets me settle for anything less than great.

I have even discovered that my personal mission is to empower immigrants because America does need us. Thank you to my family, Justin and ANY for believing in me and becoming my home.
“ANY helped me realize that even if I didn’t know everything prior to my internship, the point of the internship was to develop my skills.”

HOSSAIN, FELLOW
This year, 92% of Fellows developed their skills and gained industry experience in career-trajectory internships.

Internships enable students to practice the skills they learn during workshops and make key connections in their industry. This practical experience is crucial to the Fellows Program model.

As compared to other student interns, supervisors rated ANY Fellows above average in the following areas: working in teams, professional etiquette, building relationships, giving and receiving feedback, time management, verbal and written communication, presentation skills, managing up and taking initiative.

| 94% of internship supervisors agree that ANY Fellows added significant value to their team or organization. |
| 98% of internship supervisors would consider hosting additional Fellows as interns. |

Fellows interned at 398 companies and nonprofits, including:

- 826LA
- A/W Management
- Abbott Leadership Institute
- Accenture
- Acerca Communications
- Adobe Foundation
- ADP
- AECI Charter High School
- Aerotek
- After School Matters
- Afterschool Enrichment Solutions
- AIESEC
- Akash Medical Care
- Albert Einstein College of Medicine
- Alclear, LLC
- Alliance Mentorship Program
- Allied Millennial Partners
- Amalgamated Bank
- Amazon.com, Inc.
- American Bar Association
- American Custom Drying
- The American Museum of Natural History
- Amherst Holdings LLC
- Aon
- Arts for Incarcerated Youth
- Association of Hispanic Healthcare Executives Mentorship Program
- Bank of America Merrill Lynch
- Barclays
- Baruch College
- Bayshore Community Hospital
- Beacon Capital Partners
- Bellevue Hospital Center
- Berdon LLP
- Bergen County
- Berko and Associates
- Binghamton University
- BioBus Inc.
“My favorite thing about my internship is the people. When I come in, I am excited to surround myself with diverse people who bring their authentic selves to work and create an inclusive environment.”

URGAN, FELLOW

BlackRock
Blue Cross Blue Shield
Bluemount Inc.
BMO Harris Bank
The Borgen Project
Borough of Manhattan Community College
Boston Scientific
Boyce Technologies Inc.
Bridging the Gaps (BTG) Summer Research Program
Brightview Design Group
Brockman Inc.
Brooklyn-Queens-Long Island Health Education Center
Business Outreach Center Network
Campaign for Bill De Blasio for New York Mayor
Campaign for Chris Diaz
Campaign for Christopher Kennedy for Illinois Governor
Carnegie Hall
Carnegie Mellon University
Casa Real Property
Catholic Charities
CBC Advisors
The Center of Equine Health
Center Sinai Animal Hospital
Central Park Conservancy
Charles B. Wang Community Health Center
Chemistry Lab of Joe Goeltz
Chicago Cancer Health Equity Collaborative
Chicago Housing Authority - Mikva Challenge
Chicago Justice Project
Chicago Police Department
Chicago Public Schools
Chicago Transit Authority
Children’s Aid Society
Children’s Museum of Manhattan
Citi
City College of New York
City of Chicago
City of Detroit Mayor’s Office
City of Jersey City
City University of New York
Clique Media Group
CME Group
Coalition of Concerned Medical Professionals
Coast Incorporated
Code to Work
The Coffee Box
Collab
College Access: Research & Access
College of Staten Island
The ColorFull Experience
Columbia University
Columbia University Medical Center
Community Meditation Services
ConEdison
Congressional Hispanic Caucus Internship Program
Conic Group
Council on International Educational Exchange
Covenant House International
Craft Equity
Crystal Insurance Company LTD
CUNY Cultural Corps
CUNY Edge
CUNY Research Scholars Program
CUNY Service Corps
CUNY Startup Accelerator
CUNY TREAT Lab
CUNY Tutor Corps
Cushman & Wakefield, Inc.
DDB Worldwide
DEKA Research & Development Corporation
Dell
Deloitte
De’Longhi Group
DePaul University
Depository Trust & Clearing Corporation
The District Office of Assemblyman Barnwell
Diversified Search
DonorsChoose.org
DREAM
Drew University
DRW
Early Childhood Carries (ECC)
Prevention Program at Elmhurst Hospital
East Harlem Tutorial Program
East Side House Settlements
Edward T. Rogowsky Internship Program
Elk Grove Park District
Elmcro Youth & Adult Activities, Inc.
EOS
EVE PEARL Beauty Brands
EY
Ezra Penland Actuarial Recruitment
Facebook
Farm Sanctuary
Food & Water Watch
The Ford Foundation
Forest Preserve Foundation
Fox Networks Group
“It’s easy to do the minimum, but if you want to stand out, you have to take those extra steps. The most important lesson I’ve learned in my internship is to take ownership of your project.”

JACKSON, FELLOW
"At the end of every day, we are challenged to share a new learning experience with the rest of the team. For me, this is also a time to clarify any questions with my supervisor."

MANUEL, FELLOW
In my internship, I gain practical knowledge about the medical, dental and nursing fields. This internship has exposed me to other professions in fields like radiology or cardiology.”

OSCAR, FELLOW
SHAFFIOU, ANY FELLOW: “I was born in a small town in Togo, West Africa—the accidental child of an unmarried, Muslim mother. In having me, my parents faced immense challenges. But they were driven by the hope that I could one day become an important person.

In 2013, my father brought me to the Bronx in pursuit of a better life. His hard work in this challenging and expensive city made it possible for me to pursue our dreams. I carry the weight of being the hope of my family.

Going to college, I was excited to make my parents proud. However, as a first-generation college student with English as my fourth language, I doubted myself.

It was when my confidence was at its lowest that I found America Needs You. And it has been a life-changing experience.

Surrounding myself with like-minded peers, mentors and staff kept me motivated. The Saturday workshops helped me improve my public speaking skills.

My Mentor Coach, Rafael, is like a brother to me. He believes in my potential to accomplish great things. After our first meeting, Rafael sent me this quote in French: ‘Vous êtes destiné à la grandeur, mon frère. N’oubliez jamais cela. Votre heure est venue, monsieur.’

‘You are destined for greatness, my brother. Never forget that. Your time has come, sir.’

And he was right!

With the support of ANY, I made it on the Dean’s list and won four scholarships. I served as a student senator and spent the summer in Puerto Rico helping to rebuild after the devastation of Hurricane Maria. I am proud to share that next summer I will be taking a step toward achieving my career goals as a Finance Intern at Prudential.

The love, support and motivation that I get from ANY staff, Rafael and my peers has encouraged me to always push forward. ANY brought out the best in me and empowered me to turn my parents’ hope and sacrifice into reality.”

(left to right) Shaffiou’s step-mother and father, Shaffiou, and his Mentor Coach, Rafael
In order to ensure high-quality, impactful programming, we rigorously track and evaluate our outcomes through quantitative and qualitative methods.

ANY Fellows complete periodic evaluations while enrolled in the program and annually upon graduation. Fellows and Mentor Coaches also provide feedback on their mentoring experience through the Strength of Relationship survey.

ANY Alumni report on their post-program successes and challenges.

These tools allow ANY to assess the impact of mentoring relationships and how they change over time; solicit feedback from students and volunteers regarding program content and delivery; review student internship experiences; and evaluate student performance during internships as compared to their peers.

We incorporate data from these tools into program development and design. Our findings also inform future case management, staff training and program curriculum.

94% of Fellows graduate from four-year institutions within six years.

92% of Fellows are employed or enrolled in graduate school full-time six months after graduation.

91% of Fellows are employed in their industry of choice.
“The support that I get from ANY to develop professionally is something that means a lot to me. I would have trouble learning about the topics that ANY covers on my own.”

BRYAN, STUDENT
“We can only bridge the gap between ambition and opportunity for young people in America if we do it together.”

ODETTE, FELLOW ALUMNA AND CURRENT MENTOR COACH: “Going through the ANY program as a Fellow, then transitioning to the corporate world as a young professional has been a never-ending learning process. As a first-generation college student myself, I bring perseverance and resourcefulness to my professional career every day.

This is what I try to impart through mentorship as well. There are countless students who are navigating the college experience without guidance and who are unable to tap into their full potential.

It is important to share as much as I can with Fellows—the same way mentors guided and continue to guide me as a member of the ANY family.”

By leading Career Days at their companies, Alumni introduced over 100 students to diverse industries, workplaces and professionals.

36 Fellow Alumni serve as current Mentor Coaches, taking their ANY journey full circle.

Our Alumni pay it forward to the next generation of leaders by volunteering at workshops, supporting recruitment efforts and serving as Career Coaches and Mentor Coaches. They leverage and develop their skills while driving our mission forward as members of our Alumni Leadership Council and Young Leadership Boards.

We forge a talent pipeline equipped to tackle the demands of today’s workforce. Our Alumni receive individual career counseling and opportunities to attend networking events, industry and graduate school fairs, Career Days and panel discussions. The Fellow and Mentor Coach Alumni communities also help each other advance their careers through our online job boards and networking platforms.

Together, we are building a lifelong professional community where everyone prospers.
ANY FELLOW ALUMNUS AND CURRENT MENTOR COACH, JEFFREY: “I was born and raised in East New York, a low-income neighborhood plagued with violence and crime. Growing up, I was an only child, raised by my mother in a single parent home. No one in my family had attended college. Seeking to disrupt the cycle, I attended Baruch College and worked part-time in retail, making minimum wage. My family needed my income to make ends meet.

In 2011, I joined ANY as a Fellow. I was excited by the opportunities it promised and quickly learned that being a part of the ANY community would help me in more ways than I could imagine.

Just as I was preparing for my first internship, a fire tore apart my apartment building. My family salvaged a few belongings, but we couldn’t go back. Suddenly, I was homeless.

My Mentor Coach, Damien, made sure my basic needs were met – food, clothing and a place to sleep. He also made sure that I remembered all of the things we had worked on. He helped me see that I could still be successful in the face of tragedy and prepared me to successfully complete my first summer internship at Goldman Sachs. That summer, I was able to practice so many of the skills that ANY teaches, including professional networking, self-advocacy and leadership.

I completed a second internship with the firm and graduated with a business management degree and a full-time offer. Four years later, I am proud to still be at Goldman Sachs and working in recruiting, breaking the cycle of poverty for my family.

My experience with Damien and ANY made the choice to come back as a Mentor Coach an easy one.

Katherine, my Fellow, is extraordinary. We share a love for movies and international affairs. In just one month together, we’ve already edited her resume and applied to nearly 10 internships. I look forward to supporting her in the ways that Damien supported me. I am confident that one day she’ll be sharing her experience with her own Fellow.

I am so grateful to ANY for the community it gave me. I have made life-long friendships, started an amazing career and have the opportunity to give back in a way that is meaningful and personal.

Today, I don’t take for granted ANY’s role in helping me see a path to success, even during times when I thought there wasn’t one.

Thank you for supporting this program that changed my life and continues to change the lives of hundreds of students and young professionals, like me.”
On October 26, 2017, over 500 supporters and advocates came together for our Annual Benefit Dinner at the iconic Plaza Hotel in New York City. The ANY network raised over $1 million to support programming for Fellows.

The event honored two individuals within the ANY community who are longtime champions for economic mobility: Tim Murphy, General Counsel and Chief Franchise Officer at Mastercard; and Soledad O’Brien, CEO of Starfish Media and Host of “Matter of Fact with Soledad O’Brien.”

Tim Murphy has been committed to our students for years. He has created an impactful partnership between ANY and Mastercard, which includes a full day of panels and internship information for Fellows at Mastercard’s offices. Through volunteerism and diversity efforts, Mastercard’s partnership has been nothing short of priceless.

Soledad O’Brien is a fierce advocate for education equity and a champion of our mission. Her body of work is dedicated to youth empowerment, mentorship and education. She uses her platform to touch the lives of young people across the globe.

The annual Zak and Kate DeOssie Fundraiser was held on May 2, 2018 and raised nearly $60,000 for Fellows in New Jersey.

The event, held at the Grand Summit Hotel, honored Rita Mitjans, Chief Diversity & Corporate Social Responsibility Officer at ADP. The event was attended by 12 members of the New York Football Giants.
Our Young Leadership Boards in California, Illinois, New Jersey and New York raised over $200,000 in support of ANY through unique special events. Young Leadership Board-led special events also introduced our work to nearly 1,000 young professionals across the country, deepening volunteer engagement in local sites.

By leveraging their talent and networks, our Young Leadership Boards provided critical support to first-generation college students.
A community of generous partners and donors makes our work possible.

## FOUNDATIONS

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<td>$250,000+</td>
<td><strong>The Ric &amp; Suzanne Kayne Foundation</strong></td>
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<td>$100,000 - $249,999</td>
<td><strong>Heckscher Foundation for Children</strong>William R. Kenan, Jr. Charitable Trust</td>
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## CORPORATIONS

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<td><strong>Anonymous Foundation</strong> The Fascitelli Family Foundation Finnegan Family Foundation Goelet Foundation Henry E. Niles Foundation Houston Jewish Community Foundation Hudson County Community Foundation The Hyde and Watson Foundation Jewish Communal Fund The K Foundation Lawyers Lend-A-Hand to Youth Libitzky Family Foundation The Wege Foundation <strong>A.T. Kearney Alex and Laura Hanson CGF, Inc. All Ways Up Aon Armstrong Teasdale BlueMountain Capital Management BMO Harris Bank, N.A. BTIG, LLC</strong></td>
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<td><strong>A.T. Kearney Alex and Laura Hanson CGF, Inc. All Ways Up Aon Armstrong Teasdale BlueMountain Capital Management BMO Harris Bank, N.A. BTIG, LLC</strong></td>
</tr>
</tbody>
</table>
“Select Equity has witnessed firsthand the extraordinary accomplishments many ANY Fellows achieved in their academic, professional and personal lives. We proudly support the mission of ANY and enjoy our long-standing partnership through funding, internships, Career Days and volunteerism.”

JONATHAN BEARMAN,
Principal and Head of Trading, Select Equity Group, L.P.
“Through ANY, I am setting an example for my younger relatives, friends and acquaintances. Being able to be a role model for them is something that continues to inspire me to be the best person I can be.”

NORPHEL, FELLOW
INDIVIDUALS

$50,000 +
The Carson Family Charitable Trust
Joseph Gleberman/Red Crane Foundation
Amelia and Adebayo Ogunlesi
Robert & Benis Reffkin

$25,000 - $49,999
Jonathan & Erika Bearman
Joel & Julia Greenblatt
William Rudin
Albert Satija & Erica Chin
Mariel & Jamie Sholem
Alex Sloane

$10,000 - $24,999
Sebastian & Claudia Arango
Kent & Elizabeth Dauten
John Drzik
Cliff Goins IV
Edith Hunt
Kristal & Yusef Kassim
Rebecca Kruger & Alexander Petrovsky
Derek Maxfield
Tim Murphy
Nelsons Family Foundation
Verdun Perry
Edward Shumsky
Ethan Silverstein
Stephen Smith
Timothy Sullivan
Alex Taubman
Devin Thomas & Dr. Dendy Engelman

$5,000 - $9,999
Tom & Andi Bernstein Fund
Kyle Blackmon
Damien Calderini
Alper Can Yildirim
Rodrigo Carvalho
Matthew Cunningham
Beth & Stephen Dannhauser
Berk Demir
Ze Feng Lee
Mary & Jay Goldberg
Umit Kaya
Craig Krandel
David Kriss
Michael Li
Vivian Merker
Timothy Moran
Erika Gerdes
Vatsa Narasimha
Margo & James Oliff
Dhara Pandya
Arjun Reddy
Eric Rosenberger
Aditya Sanghvi
Breanna Schultz
David Sholem
Robin Vince

$1,000 - $4,999
Kristen Andreski
Erin Arnold
Craig Benson
Linda & Jerry Boisseau
Gail Bomze
Kevin Buchheit
Laura Burke & Anton Sahazizian
Brian Carroll
Alexandra Chiesa
Michael Choy
Jeffrey Citrin
Ricardo Dalmas
Dallas Dance
Linsey Davis
Katherine Davison
Albert Della Fave
William Demas
Kate & Zak DeOssie
Laurent Desmangles
Guy Dorsainvil
Sudeep Doshi
Fiona Dumas
William S. Eckland
Arend Elston
Brooke Epstein
Joseph Ram Fedeli
Joel Feinberg
Jessica Fenton
Janice Fracassi & Joseph Cuozzo
Woo Fung Kwong
Mike Gamson
Christoph Ganz
Nav Ghuman
Shawn Golhar
Bobby Graham
James Gray
Lou Grecco
Alyssa Grikscheit
Andrea Hagan & Paul Parker
The Hanft Charitable Fund
Ola & Kamau Hixon
Allan Houston
James Huizinga
Arnold Joseph
Tawn Kelley
Jennifer Kelly
Atif N. Khawaja
Steven Kirkpatrick
David Kirshenbaum
Monte Koch
Susan Kronick

Tom Kruger
Vivienne Laborde
Justin Lambert
John Lavelle
Nyssa & Chris Lee
David Mader
Justin and Jules Mangini
Eileen Marshall
Kristen Martin
Sarah & Nikhil Mathew
Fiona McFarland
Jason Mercer
Melissa Minehan
Rita Mitjans
Ryan & Jill Moore
Vikram Mulchandani
Steven Nelson
Alex Niejelow
Katerina Novak
Ruben D. Ocampo & Casie L. Gambrel
Sheryl Palmer
Thomas Peacock
Thomas Phillips
Alexander Pugatch
John Purcell
Keith Ramsden
Rattner Family Foundation, Inc.
Mike Roh
Jordan Rubin
Philip Ruffat
Carla Ruiz
Ann Rybak
Duncan Sahner
Colin Salko
Jason Schmitt
Addison Schultz
Stanislav Shamayev
Jaidev Shergill
Victoria Shtainer
Doug Sieg
Eric Silverman
Patrick Smith
Daniel Smith
Laurie Steffa
Katie Stein
Matthew Steinmetz
Alex Stern
Beth Stewart
Doug Sieg
Xiao Sun
Alyya Tabani
Paula & Errol Taylor
Shelly Taylor
Timothy Taylor
Rafael Telahun
Abraham Tiamiyu
Will & Carolyn Tisch Blodgett Fund
Vladimir Tomic
Katie Tomlinson
Andrew Uihlein
“My dreams guided me to find a great support system at ANY, and my hardships remind me how far I’ve come. That is the beauty of being a first-generation college student.”

MILLEJIE, FELLOW
Gena Upshaw
John Van De Weert
Alberto Villarreal
Kathleen Viskocil
Jade Wagner
Eric J. Wedel
Peter & Deborah Weinberg
Ronnie Wexler
Katie and Paul White
Walter Wick
Jaime Willis
Wendy Yeung

Up to $999
Susie Abadi
Caroline Abbott
Tamara Abr
Karim Abouelnaga
Richard Abrahamsen
Jamila Abston
Daniel Accardo
Harris Acosta
Jeriel Acosta
Stephany Acosta
Bayo Adefin
Lindsay Adams
Afya Addison
Modupeolu Adegoke
Jason Adel
Samson Adewunmi
Dalia Adler
Irina Adler
Odunayo Afonja
Nick Afsah-Hosseini
Olaolu Agha
Ankit Aggarwal
Jill Aguado
Victoria Aguirre
Giancarlo Aguirre
Noor Ahmad
Francis Ahmed
Saira Ahmed
Sarah Ahmed
Omosese Ajeyebomwan
Luvvie Ajayi
Tamim Akiki
Salma Akter
Katherine Ala
Mike & Mary Aldrich
Jan Dela Cruz
Christine Aletras
Jonathon Alexander
William Alfonso
Reema Aljamal
Timi Christine Allegritti
Enna Allen
Kathy Jones Allen
Margaret Allnock
Marki Allwood
Ernesto Almazan
Evan Alonso
Gene Alston
Cristina Alvarado
Ana Alvarez
Venu Amar
Michael Ambrosi
Virginia Armidion
Sachin Amrute
Lauren Amsterdam
Ronan Anand
Nita Anand
Michael Anderberhan
Lyndsey Anderson
Molly Anderson
Lacey Andrews
Carlo Ang
Ross Anzaldi
Anthony Apollaro
Mary Apollaro
John Apruzzese
Nicolé Arndt
Olivera Arezina
Nathali Arias
Devaun Armstrong
Lindsay Armstrong
Diane Arne
John Aronica
Jake Aronson
Shubi Arora
Brandon Arrindell
Ania Arsenowicz
KC Arsenewko
Brian Asher
Dean Ashton
Nabila Asif
Mark Astiz
Eniye Atti
Patrick Atwood
Illya Avshalumov
Brett Axelrod
Joanna Aybar
Jehan Azad
William Bachman
Elizabeth & Warren Backer
Jonathan Bacon
Cecilia Bada
Paul Bae
Patrick Baffa
Anthony Baffa
Corey Baggett
Jennifer Bai
Diana Baide-Martinez
Sharleen Ballion
Diamond Baker
Zaren Ballis
Marissa Ballan
Michael Ballachin
Lisa Banker
Clarence Banks
Crystal Banks
Vishal Bansal
Lior Barak
Michael Barberino
Iwaka Barber
Rachel Barch
Gregg Bard
Andrew Barnes
Leighton Barnes
Brent Barnhart
Christine Baron
Lucely Barrera
Dan & Betsy Barrett
Jordan Bartle
Johnny Bartlett
Leigh Barton
Shannon Basara
Battushig Batbold
Sam Batista
Jeremy Batoff
Parker Baum
Caroline Baumgartner
Lissette Ortiz Bautista
Whitney Baxter
Janine Beach
David Beard
Richard Beaton
Mary Beth Beatty
Jenny Beaudry
Chris Becker
Adam Beer
Alyssa Beer
Danielle Beer
Cassandra Beggen
Gabriela Behnke
Alejandro Beitler
Amy Bell
Brittany Bell
Myrna Bell
Diana Bellizzi
Brendan Belz
Tamiko Benjamin
Rachel Benson
Charles Bentivena
Carmine Berardi
Genevieve Bergeret
Jonathan Bergner
Arlene & Robert Berkowitz
Dana Berkowitz
Sharon & Jerome Berkowitz
Evan Bernat
Garrett Bernstein
Richard Berta
Thehima Best
Therre Beetha
Harriet Betts
Cindy Betts
Ayeshia Bhagat
Malini Bhagat
Anup Bharani
Sagar Bhatt
Ashwin Bhongir
Altoni Bias
Amy Bilkey
Zach Binder
Jinja Birkenbeuel
Monica Biskup
Joshua Bissu
Matthew Blackburn
Crystal Blahnik
Arlene Blake
Noel Blanchet
Michelle Blau
Rebecca Blixt
Conor Bloomer
David Blowers
Valerie Bluth
Charity Boadi
Erik Boettcher
Tsedey Bogale
Susan Boggess
Oleia Boggs
Michael Bogner
Caillum Bolmarcich
Laura Bonner
Suzanne Boother
Logan Booth
Allison Borger
Alexandra Borkowicz
Paul Bosson
Janelle Bovell
Katryn Bowe
Richard Bower
William Bower
Adam Boyajian
Rashida Boyd
William Boyd
Melinda Bracken
Bart Bracken & Rebecca Bryan
David Bracken
Douglas Bracken
Caleb Bradford
Renea Braslow
Lauren Brauchli
Cindy Brea
Abigail Brehmer
Kelly Brennan
Connor Brennan
Michael Brennan
Brandi Bridges
Heloise Briere
Amanda Brimmer
Mike Brock
Christian Brockey
Judd Brody
Paul Brogan
Graham Brooks
Crystal Brotski
Carlyn Brower
Christopher Brown
CJ Brown
Crystal Brown
Jennifer Brown
Matthew Brown
Kendra Browne
Raphaela Brun
Neil Bruyere
Carsten Bube
Alyssa Buchanan
Scott Buchheit & Pamela Perry
Jonathan Buckner
Adam Budovsky
Marta Budzikowska
Christian Buenafe
Andrew Buher
Dzu Bui
Jennifer Bullaro
Robin Bunervich
“I’ve learned to overcome my weaknesses and accept who I am because of ANY. Being a first-generation college student has made me more passionate about helping others excel in college.”

CASANDRA, FELLOW
Jessica Tsai
Tsion Tsegaye
Marianna Tu
Paul Tucker
Matthew Tully
Bobby Tulsiani
Laura Turano
Ian Turetsky
Vonya Tynes
Christy Uchida
Martha Ucko
Hank & Shelly Udasin
Myrna Uhlich
Stephen Uihlein
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Bernardo Urdaneta
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Liza Van Gundy
Joe Van Remortel
Shefali Vanderbeck
Choua Vang
Yayo Vang
Shaunak Vankudre
Jacob Vanroy
Arun Varadiad
Edward Varanas
Katherine Varandas
Randi Vargas
Ronny Vargas
Yaindhy Vargas
Minoy Varghese
George Vatougios
Kevin Vaughn
Dina Vaysman
Sophia Vazac
Luis Vegas
Natalie Velasquez
Garnett Veney
Guha Venkatraman
Praevent Venkatraman
Alex Veronis
Regan Via
Steven Viani
Vasikan Vijayashanthar
Jennifer Villalpando
Rolando Villanueva
Cristina Villarreal
Erica Virro
Jennifer Visconti
Phyllis Vitale
Diane Von Dehsen
Donna Von Dehsen
Walter Von Dehsen
Raj Vora
Nicolette Vouzianas
Amaresh Vydyanathan
Jason Wadlow
John Wagner
Peter Wailes
Diana Waldron
Emily Walker
Richard Wallen
Gideon Walter
Carolyne Walton
Katrina Walton
Jonathan Wang
Jean Wang
Adrienne Ward
Monica Ward
Adrienne Warrell
Karma Warren
Sydney Waterhouse
Scott Waters
Winston Waters II
Shannon Watets
Zane Watson
Emily Watson
Vanessa Watson
Tarik Watts
Tor Watts
Dave & Janet Wavering
Eric Waxman
Davis Webb
Sarah Webb
Dillon Weed
David Weeks
Shay Wegner
Sean Weinhouse
Matthew Weiss
Michael Weiss
Rachel Weiss
Traci Weiss
Elizabeth & Jeffrey Wellek Philanthropic Fund
Robin Westrom
Linda Weyers
Olivia Weyers
Alexis White
Caroline White
Mckaye Whiteside
Sarah Whifford
Stephanie Whitman
Kevin Widmaier
Rosell Wiggan
Will Wilbur
Megan Wilhelm
Donald Willer
Rob Willer
Kamali Willett
Bruce Williams
Claire Williams
Jessica Williams
Maya Williams
Sydney Williams
Tracy Williams
Michael Williamson
Anita Fee Willis & Goreleigh Willis
Oliveia Wilshurst-Smith
Emily Wilson
Wendy Wilson
Rose Winer
Christina Winstead
David Wise
Joe Witkowski
Alicia Wnorowski
Justyna Wojtun
Marjorie Wold
Jeff Woldar
Katie Wong
Warren Wong
William Wong
Amy Woodrum
Richard Woods
Amy Wu
Brandon Wu
Jess Wu
Maggie Wu
Michelle Wu
Tony Wu
Jenny Xiao
Jianhang Xiao
Kaonou Xiong
Giovanni Xique-Moyotl
Yuta Yamada
Elise Yancey
Amy Yang
Justin Yang
Kaizen Yang
Kevin Yao
Nyanquoi Yargawon
Philippe Yatco
Cathy Yau
Annie Yearwood
Jose Yearwood
Justin Yedor
Eugene Youn & Elizabeth Ko
Peter & Leah Young
Richard Young
Sabrina Yudelson
Michelle Yuen
Karen Au Yueng
Yusuf Yusuf
Hartwig Zakin
Vickie Zalkin
Viviana Zambrano
Clifton Zarnor
Christopher Zander
Nikeshea Zappala
Matthew Zarelli
Julie Zes
Diana Zhang
Katherine Zhang
Lan Zhang
Tiancheng Zhang
Vanessa Zhang
Ximeng Zhang
Leslie Zhen
Benny Zheng
Shuyi Zheng
Lindsey Zibel
Andrew Zloto
Holly Zoellner
Katie Zoellner
Steven Zografos
GET INVOLVED

VOLUNTEER
The time you give to mentoring first-generation college students makes a lasting impact in their lives and their communities. Our volunteer network not only develops the next generation of leaders, but also provides career support to strengthen today’s leaders.

To volunteer, please contact us at volunteers@americaneedsyou.org.

ATTEND AN EVENT
Young Leadership Board networking hours, cocktail parties, trivia nights, golf tournaments, endurance races—these are just a few of the many events our community offers.

Meet our staff and volunteers to learn more about our work, all while raising critical funds to support first-generation college students.

For a calendar of upcoming events, visit our website www.americaneedsyou.org.

INVEST
Your gift provides:

$1,000: One year of professional development grants for one Fellow

$500: One clothing drive to provide Fellows with professional attire

$250: Printed career guides for one workshop

$100: Nutritious meals for one workshop

Our volunteers work at 458 different companies and nonprofits.

1,836 guests supported first-generation college students through special events.
OUR LEADERSHIP

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Former Chairman  
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Citi

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Barclays

Jamie Sholem (Vice Chair)  
Partner  
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Director  
King Street Capital Management

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Partner & Managing Director  
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Principal and Head of Trading  
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BlackRock Solutions

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Correspondent  
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Sebnem Giorgio  
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Emagispace

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Shahed Larson  
Partner  
Brunswick Group

Michael Li  
Founder  
The Data Incubator

Carla Ruiz  
Senior Vice President, Global M&A  
Shiseido

Albert Satija  
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Soroban Capital LP

Alex Sloane  
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Garnett Station Partners

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Managing Director and COO  
Raines International Inc.

Stephen Smith  
Managing Director  
Suvretta Capital Management

Martha St. Jean  
Middle School Special Educator  
NYC Department of Education

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Paul White  
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PwC

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Chief Investment Officer  
Green Courte Partners LLC

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SVP, Head of Strategy  
Northern Trust Asset Management

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CEO  
Emagispace

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Executive Director  
KRM22

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Head of North American Real Assets  
Campbell Lutyens

Kedra Newsom  
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Boston Consulting Group

Philip Ruffat  
Managing Director  
BTIG, LLC

Jason Schmitt  
Retail Consultant

Raj Vora  
Partner  
Metric Point Capital LLC

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Shawn Golhar (Chair)  
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Barclays

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Captain of Special Teams & Long Snapper  
New York Football Giants

Kate H. DeOssie  
Co-CEO & Founder  
CareerGoggles, LLC

Joe DeSilva  
Senior Vice President  
ADP

Joseph Gasparro  
Vice President  
Credit Suisse

Lynette Gladdis  
Senior Vice President of Litigation and Regulatory Affairs and Assistant Corporate Secretary  
Realogy Corporation

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Vice President, Business Development  
Nomad Health

Eric Rosenberger  
Partner  
Family Wealth Planning

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Principal & Co-Founder  
Silverman

Gideon Walter  
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Kimberly Waldron (Co-Chair)
Mark Bolinske
Hallie Byers
Garin Demirjian
Benjamin Hoang
Courtney Laster
Anthony Nardini
Bo Nicholson
Hadi Noori
Angela Reyes
Austin Shepherd
Shari Staine

ILLINOIS YOUNG LEADERSHIP BOARD

Caroline Baumgartner (Co-Chair)
Jaime Willis (Co-Chair)
Jake Aronson
Danielle Beer
Kevin Buchheit
Ryan Campbell
Jason Castillo
Lauren Cherry
Jan Dela Cruz
Alex Eddy
Alex Ferguson
Janice Glavtcheff
Sean Gold
Victor Hicks III
Taylor Jenkins
Cameron Jordan
Jeff Kamholz
Alex Kirshenbaum
Natalia Ladzinska
Eric Lee
Jordan Matthews
Jason T. Mercer
Jack Mullen
Thomas Naset
Brett Nelson
Rohun Pai
Alex Randall
Dheeraj Ravi
Jesse Reising
Catherine Rogers
Marcus Siegmund
Ben Szanto
Olivia Weyers
Rob Willer

NEW JERSEY YOUNG LEADERSHIP BOARD

Anyelis Cordero (Chair)
Lacey Andrews
Katelynne Beaty
Shante Blackwell
Kayla Camara
Adriana Chalas
Steven Dingler
Jose Espinoza
Shubham Ganguly
Raymond Harmer
Syed Hassan
Tammy Hsu
Steven Kim
Justin Mangini
Thomas Peacock
Dannielle Romoleroux
Mark Schmalfeld
Choua Vang
Viviana Zambrano
Vanessa Zhang

NEW YORK YOUNG LEADERSHIP BOARD

Diane Von Dehsen (Co-Chair)
Tina Jaggi (Co-Chair)
Anum Afzaal
Diana Baide
Laura Barger
Christopher Caggiano
Kelvin Chan
Christina Chao
Grace Dennis
Angie D’Sa
Ayodele Ekhator
Nav Ghuman
JP Grant
Erika Hansen
Willemijn Huizing
Eberechi Ihezie
Robert Jablonski
Suzy Jackson
Yakov Kagan
Nikola Kesar
Katherine Kim
S. Raoul Kouamou
Sheldon McIntosh
Mario Mejia
Donaven Murray
Gina Nicotera
Ugo Obilo
Brian O’Connell
Deborah Owolabi
Sagar Patel
Salina Sabri
Charlie Samboy
Vanessa Singh
Alden Smith
Rafael Telahun
Danielle Truitt
Junelle Tumambing
Gena Upshaw
Sandy Varatharajah
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Chief Executive Officer

Emily Daniels
Chief Development Officer

Anna Verdiyan
Chief Operating Officer

Hosea Harvey
General Counsel

Satori Bailey
Illinois Executive Director

Jerome Joseph
New York Executive Director

Monica Ward
New Jersey Executive Director

Adrienne Boykin
Director of Finance and Administration

Alison Fedyna
California Program Director

Bryan Garcia
National Director of Program Operations and Quality

Hartwig Zakin
National Alumni Director

Chika Anoliefo
Business and Technology Lead

Britna Bennett
Borough of Manhattan Community College Program Manager

Liz Buerger
Illinois Program Manager

Maia Almendral Esteves
Development and Special Events Manager

Nick Geremia
LaGuardia Program Manager

Jules Goldberg Mangini
New Jersey Program Manager

Sloane Markley
New York Program Manager

Lindsey Wolf
Development and Grants Manager

Tanira Chau
California Program Coordinator

Grace Choi
New Jersey Program Coordinator

Betsaida Dimas
California Program Coordinator

Charlene Figueroa
Illinois Program Coordinator

Dana Gallant
New York Program Coordinator

Alexandria Hill
New Jersey Program Coordinator

Aleya Jones
Illinois Program Coordinator

Lana Pochiro
Development and Communications Coordinator

Chrissy Ramkarran
New York Program Coordinator
# STATEMENT OF ACTIVITIES

FOR THE YEAR ENDED JUNE 30, 2018
WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2017

<table>
<thead>
<tr>
<th>Public Support</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total 6/30/18</th>
<th>Total 6/30/17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$1,428,270</td>
<td>$1,158,000</td>
<td>$2,586,270</td>
<td>$2,220,748</td>
</tr>
<tr>
<td>Special events income (net of expenses with a direct benefit to donor) (Note 7)</td>
<td>1,134,912</td>
<td></td>
<td>1,134,912</td>
<td>794,077</td>
</tr>
<tr>
<td>Interest and dividend income</td>
<td>25,788</td>
<td></td>
<td>25,788</td>
<td>19,795</td>
</tr>
<tr>
<td>Net assets released from restrictions (Note 6)</td>
<td>785,763</td>
<td>(785,763)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total public support</strong></td>
<td>3,374,733</td>
<td>372,237</td>
<td>3,746,970</td>
<td>3,034,620</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>2,426,663</td>
<td></td>
<td>2,426,663</td>
<td>2,089,014</td>
</tr>
<tr>
<td>Supporting services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>318,319</td>
<td></td>
<td>318,319</td>
<td>280,879</td>
</tr>
<tr>
<td>Fundraising</td>
<td>454,271</td>
<td></td>
<td>454,271</td>
<td>441,020</td>
</tr>
<tr>
<td>Total supporting services</td>
<td>772,590</td>
<td>0</td>
<td>772,590</td>
<td>721,899</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>3,199,253</td>
<td>0</td>
<td>3,199,253</td>
<td>2,810,913</td>
</tr>
</tbody>
</table>

| Change in net assets from operating activities | 175,480 | 372,237 | 547,717 | 223,707 |

<table>
<thead>
<tr>
<th>Non-operating activities</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Realized gain on investments</td>
<td>0</td>
<td></td>
<td>9,879</td>
<td></td>
</tr>
<tr>
<td>Unrealized gain on investments</td>
<td>1,276</td>
<td></td>
<td>27,012</td>
<td></td>
</tr>
<tr>
<td>Total non-operating activities</td>
<td>1,276</td>
<td>0</td>
<td>1,276</td>
<td>36,891</td>
</tr>
</tbody>
</table>

| Change in net assets                | 176,756      | 372,237                | 548,993       | 260,598       |
| Net assets - beginning of year      | 1,258,059    | 658,013                | 1,916,072     | 1,655,474     |
| Net assets - end of year            | 1,434,815    | 1,030,250              | 2,465,065     | 1,916,072     |
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.

EXCELLENCE
COMMUNITY
INTEGRITY
CURIOSITY
ACCOUNTABILITY
DATA & RESULTS