



2017 ANNUAL REPORT  
**EMPOWERING**  
THE NEXT GENERATION OF TALENT

2017  
ANNUAL  
REPORT

- 1** Welcome
- 3** Scaling Our Impact
- 5** In the News
- 7** Measuring Impact: Research & Evaluation
- 9** Student & Program Highlights
- 11** Corporate Highlights
- 13** Alumni Highlights
- 15** Year Up Professional Resources
- 17** Influence in Action
- 19** Organizational Highlights
- 21** Looking Forward
- 23** Statement of Activities
- 24** Corporate Partners
- 28** Supporters
- 38** Year Up Local Leadership
- 42** Year Up National Leadership
- 44** Year Up Locations



**GERALD CHERTAVIAN,  
FOUNDER & CEO**



# DEAR FRIENDS,

*When we founded Year Up  
seventeen years ago,*

we set out to close the Opportunity Divide in this country and provide more young adults with a pathway to upward economic mobility. As we reflect on 2017, we are proud to report strong progress toward this ambitious, necessary goal. Our continued growth and evolution would not be possible without the help of fervent supporters, dynamic collaborators, and innovative corporate partners, like you. We are honored to have you by our side, and we thank you for your unyielding belief in the potential of our young adults.

The past year brought new growth and our best outcomes to date. We have now served more than 19,500 young adults across 25 Year Up campuses nationwide, and we grew to serve more than 3,600 young adults in 2017. Even as we grow, our outcomes have continued to rise, with 91% of our 2017 graduates employed and/or enrolled in postsecondary education within four months of program completion, and employed graduates earning an average starting salary of \$39,000 per year. Our graduates are transforming our nation's workforce and their local communities, making impressive contributions across a wide array of industries and proving themselves to be the social and economic assets we know them to be.

While we celebrate this progress, we continue to stay hyper-focused on our bold vision for the future. We will prioritize growth through our self-sustaining co-location model, to serve more than 8,000 young adults annually by 2021. At the same time, we have set our sights ever higher, ramping up our practice change work to create meaningful career pathways for an additional 100,000 Opportunity Youth through our work with employers and training providers. We know that the Year Up solution, both our direct service model and our work as a technical advisor and partner in creating Opportunity Youth talent pipelines across a broader array of careers and industries, is one that can work on a much larger scale. And with five million young adults still on the wrong side of the Opportunity Divide in America, it is our duty to scale.

Reaching this necessary scale is a challenge we are prepared to face head-on, and with our strong progress to date and your partnership, it is a goal we know we can achieve. It is such an honor to witness the potential of our young adults alongside you, and we are forever grateful for your investment of time, money, and expertise. Your support is instrumental in enabling thousands more motivated and talented young adults to move from minimum wage to meaningful careers and reach their full potential.

Thank you for being an important partner in our journey.

Be Well,

Gerald Chertavian  
Founder & CEO

Garrett Moran  
President

**GARRETT MORAN,  
PRESIDENT**







19,500+  
STUDENTS SERVED  
ACROSS 25 CAMPUSES  
NATIONWIDE  
SINCE 2000



2017  
● **YEAR UP MARKET** (Campuses)  
● **YEAR UP MARKET THAT GREW**

*Scaling Our  
IMPACT*

2017 marked another incredible year for growth, leaving us energized by our progress and confident in our strategic direction. We closed the year celebrating the more than 19,500 young adults we served across 25 Year Up campuses, a milestone enabled by another year of expansion, growth, and innovation. We launched a new market in Wilmington, DE, opened a third campus in the Bay Area in partnership with Diablo Valley College, and expanded capacity in five existing campuses to serve more students in Baltimore, Greater Atlanta, Jacksonville, Puget Sound, and South Florida. These efforts allowed us to serve more than 3,600 talented young adults in 2017, a 20% increase over 2016, bringing us one step closer to our ambitious goal of scaling to serve more than 8,000 young adults, annually, by 2021.



# IN THE NEWS

# 2.5 Million+

PRESS RELEASE IMPRESSIONS IN 2017

# 115+

LOCAL AND NATIONAL MEDIA FEATURES IN 2017



The New York Times

*the Atlantic*

*Getting High School Grads into the Closed Off World of Tech*

“The model solves a growing problem in a tight economy: Across the country, hundreds of thousands of people are stuck in low paying jobs with little room for upward mobility, while employers can’t find enough qualified workers for jobs that don’t require college degrees. Year Up takes students who might not otherwise know how to negotiate the working world and gives them the skills they need to make it in demand jobs.”



*Year Up Lifts the Next Generation*

“I don’t think there is any clearer correlation to the HBS mission of ‘Educating leaders who make a difference in the world,’ than Year Up,” says David Helen of HBS. “More than a standard working internship, Year Up at HBS is an educational experience. For many it is their first window into a world that might typically be unreachable. From day one, interns are learning about new technologies, developing confidence, and building social and professional skills. By tearing down the opportunity gap, they are indeed making a difference in the world.”

The Washington Post

Bloomberg  
FORTUNE

The CHRISTIAN SCIENCE MONITOR

*Year Up Matches Urban Youth to a Hungry Job Market*

“The positive response goes both ways. Year Up’s corporate partners see the program as a way for them to help address a societal issue while benefiting from the skills Year Up students offer. As program veterans like to say, “It’s not a handout, it’s a hand up.”

Stanford SOCIAL INNOVATION REVIEW

Forbes

THE CHRONICLE OF PHILANTHROPY

THE HUFFINGTON POST



In July 2017, Year Up Alumnus Taj Jackson participated in a bipartisan panel discussion hosted by the House Committee on Education and the Workforce. Titled, “Investing in our Next Workforce: The Business Cases for Hiring Opportunity Youth,” the discussion focused on the social and economic value Opportunity Youth can add to our communities and the economy.



Measuring Impact:  
RESEARCH  
& EVALUATION

Year Up continued to advance its research and evaluation work in big ways in 2017—launching the second phase of the IES study, publishing results of the 2016 Alumni Survey, and developing strong partnerships with leading universities and research firms.

In partnership with Abt Associates and funded by a prestigious research grant awarded by the Institute of Education Sciences (IES), we began the first phase of a four-year study to evaluate our program model in college settings (PTC channel) in 2016. The second phase launched in 2017 with a randomized controlled trial to track long-term education and employment outcomes. Year Up Baltimore and Year Up Puget Sound's Bellevue Campus successfully hit recruitment targets for the study, and we look forward to sharing a preliminary report in late 2019. We also made steady progress on the three targeted mini-studies launched in 2016, completing the college persistence mini-study, which focused on higher education trajectories among PTC students since 2010. Study findings showed Year Up students entering the PTC channel with a wide variety of past college experiences: 42% have no prior enrollment; 30% have less than a year; 28% have over a year of cumulative college experience, but commonly not consecutive. The study concludes that by supporting students in continuing college immediately following Year Up completion, even part-time, we could mitigate the risk of longer-term separation from school. We will complete the other two mini-studies in 2018 and are excited to share more findings.

**I can't say enough about Year Up's great work and positive impact.** *This organization provides opportunities that many young adults would otherwise not receive. Year Up creates a path to future success and the ability for young adults to achieve their full potential.*

*Dick Daniels, CIO, Kaiser Permanente*



In 2017, we proudly published results from the 2016 Alumni Survey, which was open to approximately 9,500 alumni who graduated between July 2002 and July 2016. Designed and analyzed in partnership with top-notch research firm ICF-International, the survey is an important part of our strategic priority to foster alumni leadership and advancement and gives us a more robust understanding of how alumni are progressing in four key areas: career, higher education, engagement with Year Up and their communities, and quality of life. The survey revealed that:

- **Employed alumni earned an average wage of \$22 per hour** (compared to a U.S. average of \$17 per hour for individuals with some college or an associate's degree)
- **75% of alumni are employed in full-time jobs**
- **70% of alumni are pursuing or have pursued higher education**
- **65% of alumni have referred a student to Year Up**
- **93% of alumni are satisfied with Year Up**

We are excited that the survey both confirmed that our alumni are experiencing long-term success and identified several key areas where we can continue to improve.

We were hyper-focused on developing and expanding key partnerships with leading universities and research firms in 2017, and we are propelled by their contributions. In partnership with a graduate student research team from MIT, we investigated retention patterns across different Year Up student groups to identify students in need of targeted support to reduce risk of attrition. This work led to a new partnership with Harvard University's Education Innovation Laboratory (EdLabs) in 2017, which conducted extensive analysis of over fifteen years of Year Up data to better understand the profile of applicants and enrollees, and student retention. Using advanced machine learning techniques to analyze thousands of data combinations and identify different student profiles at greatest risk of attrition, our National Program Team will now use findings to design and implement targeted programmatic supports for these student groups. With special thanks and generous support from Tipping Point, we also launched a burgeoning partnership with the California Employment Development Department (EDD) that will provide incredible access to long-term earnings data for Year Up graduates in California.

As we look ahead to 2018, we look forward to putting these key findings into action, investing in strengthening our business intelligence tools, and sharing a full report from the ten-year PACE (Pathways for Advancing Careers and Education) evaluation study.





Every Year Up success story helps show we can close the Opportunity Divide. We're showing corporations we can be an important part of their success. We can become a great asset to communities given the chance. Year Up gives this opportunity to people who really want it. - Year Up Bay Area Graduate

STUDENTS SERVED IN 2017

3,600+

ALUMNI EMPLOYED AND/OR ENROLLED IN POSTSECONDARY EDUCATION WITHIN 4 MONTHS OF GRADUATION

91%

AVERAGE STARTING HOURLY WAGE FOR THOSE EMPLOYED

\$19.50

## Student & PROGRAM HIGHLIGHTS

Year Up proudly served more than 3,600 students in 2017, and our graduates achieved some of the highest outcomes we have seen in the history of the organization. An incredible 91% of our 2017 graduates were employed and/or enrolled in postsecondary education within four months of completing the program, and they posted the highest average starting salary of any graduating class to date. Employed graduates' average starting wage was \$19.50 per hour, equivalent to approximately \$39,000 per year. These impressive outcomes are a testament to the real contributions our talented young adults are making in the professional world and their communities.

**I'm realizing that this person was always who I could've been, I just didn't have the opportunity to show it.** *Year Up gave me that opportunity. Today, I'm looking at what decisions I can make that will help me get to that spot 10 years from now, where I can be a certified representative of my company and travel the world.*

Marcus Stevenson, Year Up Bay Area Graduate Equality Programs Coordinator, Salesforce

A key step to achieving these strong post-graduation outcomes is not only delivering relevant, market-driven curriculum to our students, but also ensuring that we are recruiting from a strong pipeline of motivated young adults. One enhancement we made to broaden our recruitment efforts in 2017 was the launch of our first-ever online information session. The online information session was designed to improve the prospective student experience by giving young adults the option to instantly learn more about Year Up by completing the information session at the time, location, and pace that works best for them. This also helps alleviate common challenges such as transportation or work schedule that may make it difficult to attend an information session in person. We are enthusiastic about the preliminary results and look forward to sharing more in late 2018.





*We're extremely proud of our partnership with Year Up, and incredibly fortunate to have so many remarkable young people placed with us as interns. Interns come to us prepared, and that saves us time, energy – and in the long run, money. **It's a win-win for everyone.** We're helping young people start their professional lives and producing, growing, and nurturing a pipeline of talent that's beneficial to Harvard.*

*Katie Lapp  
Executive Vice President and Chief Administrative Officer, Harvard University*

In collaboration with our forward-thinking corporate partners, we took our partnerships to new heights in 2017, achieving unprecedented outcomes, deepening and expanding relationships, and piloting innovative programs to create even stronger career pathways for our young adults.

This past year, we celebrated a record number of 2017 graduates who were hired directly by their internship host companies, an impressive 43%, along with a 90% satisfaction rate from corporate partners. 2017 also marked extraordinary milestones for some of our longtime partners, with Bank of America doubling the number of interns hosted from 65 in 2016 to 135 in 2017, JPMorgan Chase reaching more than 940 interns hosted to date, and State Street hiring their 600th Year Up graduate.

We also saw Year Up partners go above and beyond, employing new strategies to deepen support for our young adults and better equip them for the professional world. Harvard University conducted monthly lunch and learns with Year Up interns and senior leaders at the University, Salesforce hosted a competition for Year Up interns to showcase their contributions to the Salesforce community, and Workday collected professional clothing donations from their annual Workday Rising conference attendees to support Year Up career closets.

In addition to these efforts, our corporate partners found meaningful ways to engage in the Opportunity Movement at large. Their leadership was on full display at Year Up's 5th annual Talent Solutions Forum, where more than 100 business leaders from 45 different companies convened at the Chase Tower in Chicago this past September. With a theme of "Unleashing the Power of Untapped Talent," attendees enjoyed presentations and panel discussions by top companies such as Accenture, GE, Google, and Microsoft, where they shared best practices and engaged in thoughtful dialogue around how we can create strong, sustainable, and scalable career pathways for Opportunity Youth.

Our corporate partners have always been essential to our mission. We continue to be grateful for the opportunities they provide to our young adults through internships and jobs, and we are heartened by the many ways in which our partner companies push the needle and deepen their engagement with the Opportunity Movement each year.



115+

CORPORATE PARTNERS HOSTED 5 OR MORE INTERNS

50+

CORPORATE PARTNERS HOSTED 10 OR MORE INTERNS

25+

CORPORATE PARTNERS HOSTED 20 OR MORE INTERNS

Corporate HIGHLIGHTS



## Alumni HIGHLIGHTS

In 2017, Year Up graduates continued to thrive—exemplifying the Alumni ACT strategy of:

- **Advancing** in careers and higher education
- **Contributing** to Year Up's success
- **Taking action** in the Opportunity Movement

Our more than 12,800 alumni have proven to be powerful agents for change, and in 2017 we saw these changemakers strengthen their communities and contribute to Year Up's Influence work, tackling perceptions, practices, and policies impacting Opportunity Youth.

Our alumni are committed to "lifting while they climb" by creating positive impact in their communities. Year Up is proud to support their efforts through the launch of Alumni ACTion Grants, which provide up to \$1,000 in funding for alumni-led community service projects. In 2017, more than 30 service projects were funded, serving thousands of individuals across the country. Projects included an initiative called, "No Parent Left Behind," that provided 75 Boston families in transitional living situations with household items and resources, a toy and book drive in Atlanta that benefited more than 100 homeless children and youth, and a "Winter Essentials" project that provided more than 100 Philadelphia individuals with warm meals and winter clothing.

As well as taking action in their local communities, we proudly watched our alumni take the national stage to advance the Opportunity Movement through several high profile opportunities. Year Up Puget Sound alumna Jameela Roland testified before the House Ways and Means Committee on Human Resources, Year Up National Capital Region alumnus Taj Jackson participated in an Opportunity Youth panel discussion hosted by the House Committee on Education and the Workforce, and 12 Year Up graduates were selected by the Obama Foundation as peer advisors, demonstrating the growth and collective power of our alumni network.

We celebrated another strong year of alumni engagement in November, in Dallas, bringing together more than 225 graduates from all Year Up locations for the 6th Annual Alumni Summit. With the theme, "Putting Our Power to Work," the two-day agenda focused on all three aspects of the alumni ACT strategy. Event highlights included a powerful keynote address from activist and co-organizer of the 2017 Women's March, Janaye Ingram; a salary negotiation workshop hosted by YUPRO; and the unveiling of the first Year Up Alumni Website and new logo. This year's event also featured the inaugural Summit Day of Service, which benefitted three Dallas nonprofit organizations serving homeless youth and families in need.

We are so proud of our incredible alumni network and look forward to their continued advancement, contributions, and impact on the Opportunity Movement.

**From the beginning, Year Up was more than a training opportunity—it was a movement.**

*A movement to lift others up to reach their full potential; a movement that offers you the opportunity to do more than survive, but to thrive. Today, I'm working at Microsoft, where I'm proud to represent talented Opportunity Youth and the company's commitment to recruiting and retaining diverse talent.*

Jameela Roland,  
Year Up Puget  
Sound Graduate  
Business Operations  
Associate, Microsoft

12,800+ ALUMNI



## Year Up PROFESSIONAL RESOURCES

As our network of talented and motivated alumni continues to grow, Year Up Professional Resources (YUPRO) is a key partner in providing essential support to Year Up graduates through long-term career advancement opportunities, ongoing coaching and training, and professional resources. Simultaneously, as a socially responsible alternative to traditional hiring methods, YUPRO provides corporate partners with a source of top talent often overlooked by traditional hiring practices.

First launched in 2014, YUPRO has proven to be a resounding success and an invaluable extension of our program. Over its three years of operation, YUPRO has provided career guidance and resources to more than 3,000 Year Up Alumni and supported more than 500 alumni in finding jobs. In 2017, YUPRO held 3,900 one-on-one coaching sessions and supported more than 185 Year Up graduates in finding employment, with those alumni earning an impressive average wage of \$23.40 per hour. When compared to the industry average, job assignments for Year Up graduates were three times as long, with more than 70% of assignments resulting in extension or conversion to full-time hire. Not only are our graduates advancing their careers and earning higher wages, they are acquiring the professional skills necessary to meet the evolving needs of the corporate workplace. With an impressive 94% satisfaction rate, participating corporate partners praise the top-quality candidates, high-touch service, and thought partnership YUPRO offers in support of their talent goals.

AVERAGE  
HOURLY WAGE  
OF YEAR UP  
GRADUATES  
FINDING JOBS  
THROUGH  
YUPRO

\$23.40



## YUPRO YEAR UP PROFESSIONAL RESOURCES SUCCESS STORY



### RAYMOND LEE

Year Up Bay Area Graduate  
Security Administrator,  
UCSF Benioff Children's  
Hospital Oakland

*I've found success because I took advantage of the opportunities Year Up and YUPRO provide. With the help of YUPRO, I accepted a contract position as a Security Analyst with UCSF at the end of my internship, and now I'm a full-time Security Administrator. I want to further my career in information security and gain as much experience as I can, and I have YUPRO's support to help with my professional growth. I've learned important lessons about determination and commitment, but*

**the most important thing I learned is that persistence pays off, so don't give up.**



## Influence IN ACTION

### Influencing Perceptions

Building on success in 2016, our Grads of Life team expanded their reach in 2017, shifting employer perceptions and catalyzing even greater demand for Opportunity Youth. The Grads of Life Campaign, a national multimedia public service announcement in collaboration with the Ad Council, re-launched this past year with the fresh new 7-Second Resume campaign. With a theme of “more than what’s on paper,” the campaign calls attention to the diverse experiences and compelling qualities that are often hard to see on paper and how they make for a uniquely qualified candidate. In more than 120 videos, Year Up interns, alumni, and other real Opportunity Youth speak directly to employers, and in just 7 seconds—the average time spent by hiring managers when evaluating a resume—they highlight the unique value they bring. Since launching in 2014, the Grads of Life Campaign has seen tremendous success and growth. By the end of 2017, our initial \$1.4 million investment had grown to more than \$98 million in donated media, resulting in over 995,000 visits to the Grads of Life website. Donated by our friends at Forbes.com in 2016, the Grads of Life Voice blog amplified the campaign’s message in 2017, sharing alumni stories, employer voices, and thought leader accounts, and attracting more than 15 million visits.

### Influencing Practices

In 2017, we took new steps forward in transforming employer hiring practices and creating more pathways for Opportunity Youth. One milestone was the publication of the report, “Dismissed by Degrees: How Degree Inflation is Undermining U.S. Competitiveness and Hurting America’s Middle Class.” Published in partnership with researchers from Accenture, Harvard Business School, and Grads of Life, the report highlights the risks of “degree inflation”—the practice of preferring or requiring a degree for jobs that previously did not require them. Researchers analyzed 26 million job postings and surveyed 600 business and HR leaders, and found that while two thirds of employers agree that requiring a four-year degree for a middle-skills job makes it more difficult to fill, three in five reject qualified middle-skills candidates in favor of recent college graduates. Furthermore, 50% of employers reported paying recent college graduates more than middle-skills workers in the same job. Degree inflation makes it harder for U.S. businesses to find and retain affordable talent and closes off critical career pathways for millions of Opportunity Youth.

In addition to publishing key research, Grads of Life developed new partnerships with employers to build a more inclusive talent marketplace through “practice change pilots.” In 2017, The American Hotel and Lodging Association committed \$500,000 in grants to Grads of Life to help develop talent pipelines in the hospitality industry, funding pilots in four high-demand markets. Grads of Life also remained a core partner of the Innovation Lab—the cornerstone of FSG’s Impact Hiring Initiative—which gives companies an opportunity to test hiring practices that support Opportunity Youth. In 2017, Grads of Life engaged in an Innovation Lab pilot with T-Mobile, developing an eight-week internship program in select Seattle-based retail stores. The program included a two-week professional skills boot camp, followed by six weeks of hands-on customer experience in stores and exposure to the T-Mobile culture.

### Influencing Policies

2017 also brought significant progress toward our four Policy Principles:

- **Align** systems to employer demand
- **Facilitate** cross-sector collaboration
- **Focus** on outcomes and results
- **Secure** opportunity for all youth

We engaged policy-makers in a variety of ways, providing strategic input on career and technical education (CTE) reform; making workforce development recommendations to White House task forces; and providing testimony to the Congressional Ways and Means Human Resources Subcommittee. Collaboration also continued to be essential. We engaged with an Economic Prosperity Advisory Committee, collaborated on a national Opportunity Youth convening with the Congressional Committee on Education and the Workforce, and partnered with the Obama Foundation to have 60 Year Up students and alumni participate in three civic engagement training days.

Finally, in 2017, our policy efforts became heavily focused on promoting bipartisan legislation in support of DACA and our country’s DREAMers. We established a DACA task force, met with House and Senate lawmakers, and implemented a DACA advocacy platform to share civic engagement opportunities. In week one of our first campaign, an impressive 450 people took action.



“At Year Up, I joined a community of young adults who shared the same goals, experienced similar struggles, and hungered for success. Year Up gave me the skills, tools, and support I needed to succeed on internship, and in my current role at Bank of America, I was able to take advantage of better opportunities for myself. As a Year Up graduate, I feel a responsibility to create opportunities for the interns that will follow me at Bank of America by demonstrating

**the value that Opportunity Youth can bring to the workplace.**”

*Maria Carrera, Year Up New York Graduate  
Portfolio Management Assistant, Bank of America*

VISITS TO  
THE GRADS  
OF LIFE  
WEBSITE



## Organizational HIGHLIGHTS

### Fostering Strong Leaders

In 2017, we formalized six Year Up Leadership Behaviors: inspire people toward the mission; relentlessly develop and empower people; foster diversity, equity, and inclusion; be an agent of feedback and learning; drive for results; and role model our values and operating principles. Informed by our vision, mission, core values, and operating principles, the leadership behaviors are a fundamental component of Year Up culture, defining expectations and creating accountability for leaders within the organization. The first phase of instituting this new framework included conducting 14 simultaneous workshops with more than 165 people managers across the country, visual reinforcement through signage distributed across all Year Up locations, and incorporating the leadership behaviors into the annual performance evaluation process. Our ambitious goals would not be possible without strong leaders, and we look forward to fostering the leadership we need to drive our mission forward.

### Commitment to DREAMers

Disheartened by the repeal of DACA (Deferred Action for Childhood Arrivals) this year, Year Up took a strong stance in support of the 800,000 individuals that hold DACA status, known as DREAMers. Beginning with official statements about Year Up's support for DREAMers from both our Founder & CEO, Gerald Chertavian and Year Up's National Board of Directors, Year Up is actively working to promote bipartisan legislation that would provide DREAMers with a path to legal citizenship. We are elevating the voices of our DACA-affiliated young adults through stories of DREAMers' strong contributions to our country, providing resources and support to the hundreds of Year Up students, staff, and alumni that hold DACA status, and activating our network and amplifying our voice through partnerships with other active organizations. One of these organizations is the Coalition for the American Dream, which Chertavian joined alongside hundreds of other business executives, nonprofit leaders, and influencers in 2017. The Coalition calls on congressional leadership to take action and pass a bipartisan solution that enables DREAMers to continue to be economic assets to our country, contribute significant tax revenue, and serve as role models in their communities.

### Supporting Our Growing Staff

In 2017, we welcomed more than 300 new staff members to the organization, bringing us to more than 825 employees nationwide. As our talented and dedicated staff rapidly grows, our dynamic Learning Team continues to ensure new hires and existing staff receive the training and resources they need to thrive at Year Up. Building on the success of 2016's engaging and multi-component Baseline onboarding program, the team enhanced the Baseline experience in 2017. Optional 'Work Hard, Have Fun' activities provide new networking opportunities and a pilot that trains org-wide high performers as Baseline facilitators brings greater variety, exposure, and experience to Baseline. Both initiatives provide new hires with more opportunities to engage with Year Up staff members of varying backgrounds, experience, and locations. The Learning Team also expanded their portfolio of resources for staff of all tenures, in 2017, building Salesforce trainings, a guide to understanding and interpreting our live outcomes dashboard, and a comprehensive catalog of manager training and leadership opportunities.



### Organizational Accomplishments

We were honored to be recognized for our performance as a top nonprofit in 2017, and energized by the community engagement of our staff, who went above and beyond this year in support of other nonprofit organizations. For the seventh year running, *The Nonprofit Times* recognized Year Up as one of the "Best Nonprofits to Work for," and for the twelfth consecutive year, Charity Navigator awarded us a four-star rating, an achievement that puts Year Up in the top one percent of tracked organizations. While proud of these awards, we were also humbled by the charitable contributions of our staff, in Year Up's name. In 2017, our Year Up Pan Mass Challenge team reached an incredible milestone, raising more than \$3 million for the Dana-Farber Cancer Institute over the nine years we have participated. Comprised of more than 60 riders—Year Up staff, students, alumni, volunteers, and champions—our team united to ride for our courageous Pedal Partner, Dmitri, and for the millions impacted by cancer each year. We are committed to this important cause and proud to lift as we climb.





## Looking FORWARD

While 2017 brought much to celebrate in our progress toward closing the Opportunity Divide, there is still work to be done to ensure that all young adults have access to the opportunities needed to launch meaningful careers. Approximately five million young adults currently lack such access, reaffirming the stark reality that while talent is evenly distributed throughout our society, opportunity is not.

That is why we have set a bold vision for the future to reach as many of those five million young adults as possible, and to do so in sustainable, scalable, creative new ways.

**To make this bold vision a reality, we launched our third strategic phase in 2017, identifying four key milestones to achieve by 2021:**

- **Build corporate partnerships necessary to serve more than 30,000 young adults**
- **Reduce overall cost per student by 30% by expanding our co-location model**
- **Develop centralized and scalable alumni services for an alumni population of more than 30,000**
- **Pilot services that can scale to connect a broader segment of Opportunity Youth to employment**

As we look ahead to 2018, we prepare to make great strides towards these milestones. In our direct service work, we will grow to serve more than 4,000 young adults annually by deepening corporate partnerships, including the launch of a new employer-based location with Facebook. We will also focus on expanding our impact through our Grads of Life and 100X efforts. Grads of Life will help build talent pipelines in the hospitality industry and logistics and transportation sector, while 100X, a new initiative in 2018, will create products and services that could reach 100 times the number of Opportunity Youth we serve through direct service each year. Finally, we look forward to providing more scalable resources for our growing alumni population through strong national partnerships. In 2018, Year Up alumni can earn a Google IT Support Professional Certificate through Coursera and Google, complete free online associate's degrees through Eastern Gateway Community College, and receive confidential financial resources, work-life services, legal guidance, and emotional support through an Alumni Assistance Program with ComPysch.

We are energized by the journey ahead and know that with your support, our bold vision for the future is attainable. Thank you for joining us in making that future a reality.



*I have invested in many organizations, for-profit and nonprofit, over the course of my career. **Year Up stands out among them as one of the most results-oriented, impactful organizations I know.** Year Up has all of the elements you need to deliver results.*

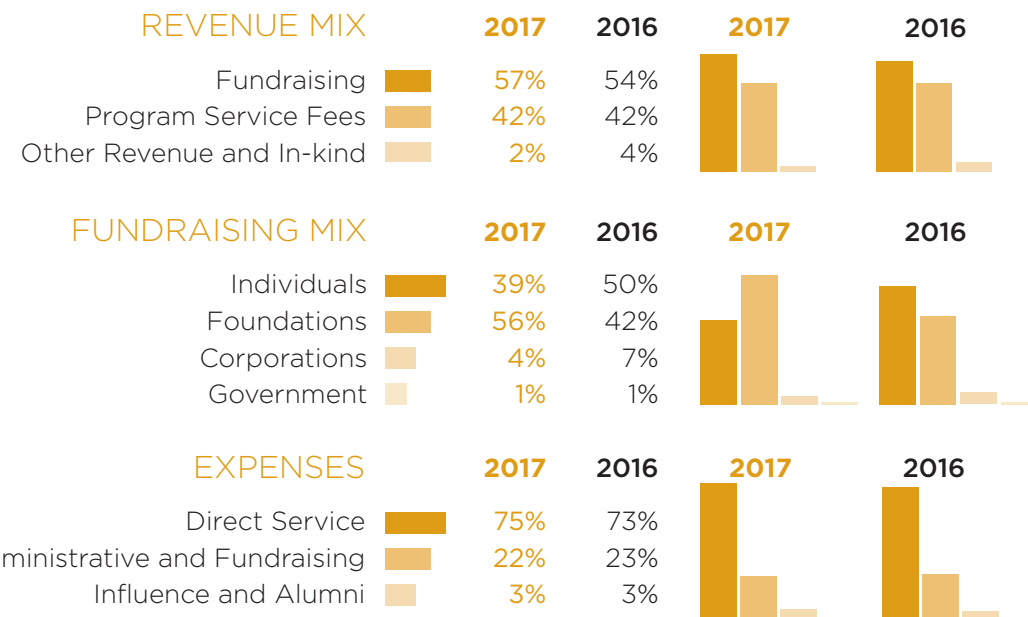
*Josh Bekenstein  
Co-Chair, Bain Capital*





## Statement OF ACTIVITIES

	millions	
REVENUE	2017	2016
Contributions	\$76.7	\$59.1
Program Service Fees	\$56.7	\$46.3
Other Revenue and In-kind	\$2.1	\$4.5
<b>Total Revenue</b>	<b>\$135.5</b>	<b>\$109.9</b>
EXPENSES	millions	
2017	2016	
Direct Service	\$95.8	\$79.3
Administrative and Fundraising	\$28.0	\$25.3
Influence and Alumni	\$4.2	\$3.5
<b>Total Operating Expenses</b>	<b>\$128.0</b>	<b>\$108.1</b>
Change in Net Assets	\$7.5	\$1.8
Total Net Assets at End of Year	\$91.7	\$84.2



Includes in-kind contributions. Information presented is final and audited. Excludes YUPRO. Minor differences from audited financials due to rounding.

## Corporate PARTNERS

The following partners hosted Year Up students from the July 2017 and January 2018 cohorts.

Please note that this list is not comprehensive due to contractual agreements with corporate partners.

### ARIZONA

American Express  
 Arizona Federal Credit Union  
 Bank of America  
 Charles Schwab  
 Dignity Health  
 Expeditors International of Washington, Inc.  
 Friendly House  
 GoDaddy  
 JPMorgan Chase & Co.  
 Liberty Mutual  
 PayPal, Inc.  
 Shamrock Foods  
 TB Consulting  
 Truwest Credit Union  
 US Foods

### BALTIMORE

Allegis Group  
 Bon Secours Health Systems, Inc.  
 Brown Advisory Incorporated  
 Capital One  
 Carefirst BlueCross BlueShield  
 Catholic Relief Services  
 CNP Inc.  
 Constellation Energy Resources  
 Corporate Office Properties Trust  
 Exelon Corporation  
 Federal Reserve Bank of Richmond  
 FINRA  
 Horsetail Technologies  
 JMT Engineering  
 Johns Hopkins University  
 Laureate Education, Inc.  
 LifeBridge Health  
 Lockheed Martin Cyber Solutions  
 MECU  
 MedStar Health  
 MNS Group  
 Oath Inc.  
 SAIC  
 Whiting-Turner Contracting

### BAY AREA

Airbnb, Inc.  
 Align Technology  
 AppDynamics  
 Autodesk, Inc.

Bank of America  
 Bank of the West  
 Box  
 Boys and Girls Clubs  
 Chevron Corporation  
 Chevron Federal Credit Union  
 Cisco Systems, Inc.  
 Clover  
 Deloitte & Touche LLP  
 DocuSign  
 Dropbox  
 Easter Seals Bay Area  
 eBay Inc.  
 Electronic Arts  
 Equity Residential  
 Facebook, Inc.  
 Gap, Inc.  
 GE  
 Gilbane, Inc.  
 Glassdoor  
 Google  
 Grocery Outlet Inc.  
 Illumio  
 Juniper Networks  
 Kaiser Permanente  
 KKR & Co. L.P.  
 LinkedIn Corporation  
 Lyft  
 Macy's  
 Marin General Hospital  
 Marketo  
 Marsh & McLennan Companies, Inc.  
 Medallia  
 Metro ED  
 Microsoft Corporation  
 Mulesoft  
 NCC Group Security Services  
 Northbay Healthcare  
 Old Navy  
 PayPal, Inc.  
 Quantcast  
 Quora  
 Rodan & Fields  
 Salesforce.com  
 Salesforce.org  
 Sephora  
 SF Achievers  
 Shaklee  
 Slack  
 Splunk  
 Symantec  
 Tesla  
 Twitter, Inc.  
 UCSF  
 VMware, Inc.  
 Wealthfront, Inc.  
 Wells Fargo & Company  
 Wilson Sonsini Goodrich & Rosati  
 Wineshipping, LLC  
 Workday  
 Yammer  
 Zendesk  
 Zynga

### CHICAGO

Accenture  
 Ace Hardware  
 Allstate Insurance Company  
 Bank of America  
 Chicagoland Chamber of Commerce  
 Citadel Investment Group  
 Exelon Corporation  
 Federal Reserve Bank of Chicago  
 GE  
 Greeley and Hansen  
 Horizon Pharma  
 Hotel Compete  
 Hyatt Hotels Corporation  
 JLL  
 JPMorgan Chase & Co.  
 kCura  
 Kineo  
 LinkedIn Corporation  
 Morningstar Inc.  
 National Louis University  
 Northern Trust Corp.  
 Northwestern Memorial Health Care  
 Northwestern University  
 Presence Health  
 Publicis Groupe  
 Reed Smith LLP  
 Rush University Medical Center  
 Salesforce.com  
 Skills for Chicagoland's Future  
 Snap Inc.  
 SPR Companies  
 Steve Madden Ltd.  
 US Foods  
 Veterinary Specialty Center  
 Wintrust Financial  
 YMCA of Metropolitan Chicago  
 ZS Associates

### DALLAS/FORT WORTH

Bank of America  
 Bell Helicopter  
 DTCC  
 Fannie Mae  
 Federal Reserve Bank of Dallas  
 Hilton Worldwide  
 ISN  
 JLL  
 JPMorgan Chase & Co.  
 Liberty Mutual  
 New York Life Insurance Company  
 Sidley Austin LLP  
 Topgolf Entertainment Group  
 Travelers Insurance

### GREATER ATLANTA

360i  
 Aaron's Inc  
 Accenture  
 ARC Document Solutions  
 Asbury Automotive Group  
 Assurant  
 AT&T Inc.  
 Athenahealth

Bank of America  
 Baumweller Nuermont Corporation  
 Bridgeline  
 Cardlytics  
 Careerbuilder  
 Children's Healthcare of Atlanta  
 CompuCom Systems, Inc.  
 Cox Enterprises, Inc.  
 Diversifiedus  
 Elavon  
 Equifax  
 Ernst & Young LLP  
 Expeditors International of Washington, Inc.  
 Federal Reserve Bank of Atlanta  
 Fiserv  
 GE  
 Genuine Parts Company  
 Georgia CIO Leadership Association  
 Georgia Technology Authority  
 Georgia-Pacific  
 Google  
 Graphic Packaging International  
 GreenSky  
 Hennessy Automobile Companies  
 HERE  
 Intercontinental Exchange  
 Intercontinental Hotels Group  
 Kaiser Permanente  
 Koch Business Solutions  
 Macy's  
 New York Life Insurance Company  
 NOWaccount Network Corporation  
 Power My Learning  
 RaceTrac Petroleum Inc  
 Rollins  
 Salesforce.com  
 Southern Company  
 SWM International  
 The Primerica Foundation  
 T-Mobile  
 Travelport  
 Troutman Sanders  
 TWC Product and Technology, LLC  
 UCB Inc.  
 VMware, Inc.  
 WestRock  
 WorldPay

### GREATER BOSTON

Advanced Medical Strategies  
 Agios Pharmaceuticals  
 Air-Worldwide  
 Athenahealth  
 Autodesk, Inc.  
 Bank of America  
 Baupost Group, LLC  
 Black Duck Software, Inc.  
 BNY Mellon  
 BookBub  
 BoosterThon  
 Boston Children's Hospital  
 Boston Financial Corporation  
 Boston Medical Center



Boston University  
 Buildium LLC  
 CarGurus, Inc.  
 Cayan  
 Cengage Learning  
 Dunkin Brands  
 Eastern Bank  
 Eaton Vance  
 Entercom Radio  
 Experian  
 Federal Home Loan Bank of Boston  
 Fidelity Investments  
 Google  
 Goulston and Storrs  
 Grand Circle, LLC  
 Harvard University  
 HERE  
 HubSpot  
 John Hancock  
 JPMorgan Chase & Co.  
 Keolis  
 Liberty Mutual  
 LogMeIn  
 Massachusetts College of Art and Design  
 MIT  
 NEPC  
 Northeastern University  
 Novartis  
 Partners Healthcare System  
 Pegasystems, Inc.  
 Predictive Index  
 Rocket Software  
 Salesforce.com  
 SnapApp, Inc.  
 State Street  
 Sungage Financial  
 The Phia Group, LLC  
 TripAdvisor  
 Tufts Health Plan  
 Tufts Medical Center  
 Wayfair  
 Wellington Management Company  
 WilmerHale  
 Yawkey Foundation

#### GREATER PHILADELPHIA

Aramark  
 Blackrock Corporation US Inc.  
 CHOP  
 Citizens Financial Group, Inc.  
 City of Philadelphia  
 Ellucian Company L.P.  
 eMoney  
 Forrsmith Logistics Services  
 JPMorgan Chase & Co.  
 Liberty Mutual  
 Philadelphia Clef Club  
 Philadelphia VIP  
 Research for Better Schools at PHMC  
 SEI Investments  
 The Mann Center  
 University of Pennsylvania  
 USLI  
 Wells Fargo & Company

#### JACKSONVILLE

Ally Financial Inc.  
 Bank of America  
 Clara White Mission  
 JEA  
 JPMorgan Chase & Co.  
 State Street  
 Web.com Group, Inc.

#### LOS ANGELES

AMC, Inc.  
 Bank of the West  
 Cox Enterprises, Inc.  
 Deloitte & Touche LLP  
 Hulu  
 Kaiser Permanente  
 MLK Community Hospital  
 Molina Healthcare Inc  
 Neustar  
 Reach Local  
 Scan Health Plan  
 Snap Inc.  
 Sony Pictures Entertainment, Inc.  
 Symantec  
 The Getty  
 Tronc Inc.  
 Warner Bros. Entertainment Inc.  
 West LA College

#### NATIONAL CAPITAL REGION

AAMC  
 Accenture  
 Allegis Group  
 Applied Predictive Technologies  
 Blackboard Inc.  
 Buchanan & Edwards  
 Capital One  
 Carefirst BlueCross BlueShield  
 Carlyle Investment Management L.L.C.  
 Center for Strategic & International Studies  
 CGI  
 College Board  
 Constellation Energy Resources  
 Corporate Office Properties Trust  
 Deloitte & Touche LLP  
 Deltak, Inc.  
 Ellucian Company L.P.  
 EverFi  
 Exelon Corporation  
 Fannie Mae  
 FINRA  
 Fisher BioServices  
 Food & Water Watch  
 Freddie Mac  
 Gannett Company, Inc  
 GE  
 Georgetown Law  
 Gilbane, Inc.  
 Hilton Worldwide  
 Hogan Lovells  
 Human Touch  
 ICF International  
 Intersections Inc.  
 Kaiser Permanente  
 Latham & Watkins

Leidos  
 Maryland Department of Information  
 Technology  
 Maximus Federal Services  
 MedStar Health  
 Navy Federal Credit Union  
 Neustar  
 New Signature  
 Northern Virginia Community College  
 Oath Inc.  
 Salesforce.com  
 Search for Common Ground  
 Selective Services System Administration  
 Sidley Austin LLP  
 Symantec  
 The American Red Cross  
 Trusted Health Plan  
 Urban Libraries Council  
 Walker & Dunlop  
 WGL Holdings Inc.  
 Williams & Connolly  
 WilmerHale

#### NEW YORK

AB L.P.  
 Allscripts  
 American Express  
 AptDeco Inc.  
 Ardian Investment  
 Bank of America  
 BET Networks  
 Black Lapel  
 Blackrock Corporation US Inc.  
 Blackstone Group L.P.  
 Bloomberg L.P.  
 BNY Mellon  
 Bushwick Ascend Charter School  
 Capital One  
 Carlyle Investment Management L.L.C.  
 College Board  
 Coretech  
 Cox Enterprises, Inc.  
 Cyrus Capital Partners  
 Davidson Kempner Capital  
 Management LP  
 Deloitte & Touche LLP  
 DTCC  
 Dun & Bradstreet  
 Ellevest Network  
 Facebook, Inc.  
 FINRA  
 Ford Foundation  
 Fordham University  
 Goldman, Sachs & Co.  
 Google  
 Hall Capital Partners  
 Hello Smile  
 Hewlett Packard Enterprise Company  
 HL Group  
 Hogan Lovells  
 Intralinks  
 J Walter Thompson  
 JPMorgan Chase & Co.  
 KeyMe  
 KKR & Co. L.P.

LinkedIn Corporation  
 Marsh & McLennan Companies, Inc.  
 Mercer LLC  
 NCheng LLP  
 Neuberger Berman  
 New York Life Insurance Company  
 New York University Langone  
 Medical Center  
 NYC Hispanic Chamber of Commerce  
 Oath Inc.  
 Providence Equity Partners L.L.C.  
 Publicis Groupe  
 Salesforce.com  
 Securities Industry and Financial Markets  
 Association, Inc.  
 Skadden, Arps, Slate, Meagher & Flom LLP  
 Snap Inc.  
 Sotheby's  
 Soundshore Technology Group  
 Starwood Capital Group  
 State Street  
 The Ad Council  
 Turner & Townsend  
 Verisk Analytics, Inc.  
 WilmerHale  
 ZS Associates

#### PROVIDENCE

Alex and Ani  
 Amica Mutual Company  
 Bank Newport  
 Bank of America  
 Beacon Mutual  
 Blue Cross Blue Shield of Rhode Island  
 Brown University  
 Care New England  
 Citizens Financial Group, Inc.  
 Cox Enterprises, Inc.  
 CVS  
 Dassault Systemes  
 Embrace Home Loans  
 Fidelity Investments  
 FM Global  
 Gilbane, Inc.  
 Haemonetics Corporation  
 Hasbro, Inc.  
 IGT Global Solutions Corporation  
 Lifespan  
 Narragansett Bay Insurance Company  
 Navigant Credit Union  
 Neighborhood Health Plan of Rhode Island  
 Ocean State Job Lot  
 Providence Equity Partners L.L.C.  
 State of Rhode Island  
 Tectra Inc.  
 The Washington Trust Company  
 Tuition Management Systems

#### PUGET SOUND

Accenture  
 Alaska Airlines, Inc.  
 Amazon, Inc.  
 Bank of America  
 BECU  
 Bellevue College

Blackrock Corporation US Inc.  
 Boeing  
 Booking.com  
 Brooks Sports, Inc.  
 Bungie, Inc.  
 DocuSign  
 Expedia, Inc.  
 Expeditors International of  
 Washington, Inc.  
 F5 Networks, Inc.  
 Facebook, Inc.  
 Fred Hutchinson Cancer Research Center  
 GE  
 Hasbro, Inc.  
 Kaiser Permanente  
 Liberty Mutual  
 Microsoft Corporation  
 MOZ  
 Nintex Global Ltd.  
 Oath Inc.  
 Pacific Medical Centers  
 Physio Control  
 Premera  
 Providence Health & Services  
 Redfin  
 REI  
 Savers, Inc.  
 Seattle Children's Hospital  
 Seattle Mariners  
 Slalom Consulting  
 Snap Inc.  
 Swedish Medical Center  
 Time Warner Inc.  
 T-Mobile  
 University Mechanical Contractors, Inc.  
 (UMCI)  
 Washington Federal  
 Wilbur-Ellis Holdings, Inc.

#### SOUTH FLORIDA

Accenture  
 American Express  
 AT&T Inc.  
 AutoNation  
 Bank of America  
 Brightstar  
 General Electric  
 Intermex  
 JPMorgan Chase & Co.  
 United Data Technologies  
 World Fuel Services

#### WILMINGTON

Bank of America  
 Capital One  
 CSC  
 JPMorgan Chase & Co.

#### CROSS-SITE PARTNERS

The following partners hosted  
 Year Up interns from more than one  
 Year Up location in 2017.

Accenture  
 Allegis Group  
 American Express  
 AT&T Inc.  
 Athenahealth  
 Autodesk, Inc.  
 Bank of America  
 Bank of the West  
 Blackrock Corporation US Inc.  
 BNY Mellon  
 Capital One  
 Carefirst BlueCross BlueShield  
 Carlyle Investment Management L.L.C.  
 Citizens Financial Group, Inc.  
 College Board  
 Constellation Energy Resources  
 Corporate Office Properties Trust  
 Cox Enterprises, Inc.  
 Deloitte & Touche LLP  
 DocuSign  
 DTCC  
 Ellucian Company L.P.  
 Exelon Corporation  
 Expeditors International of  
 Washington, Inc.  
 Facebook, Inc.  
 Fannie Mae  
 Fidelity Investments  
 FINRA  
 GE  
 Gilbane, Inc.  
 Google  
 Hasbro, Inc.  
 HERE  
 Hilton Worldwide  
 Hogan Lovells  
 JLL  
 JPMorgan Chase & Co.  
 Kaiser Permanente  
 KKR & Co. L.P.  
 Liberty Mutual  
 LinkedIn Corporation  
 Macy's  
 Marsh & McLennan Companies, Inc.  
 MedStar Health  
 Microsoft Corporation  
 Neustar  
 New York Life Insurance Company  
 Oath Inc.  
 PayPal, Inc.  
 Providence Equity Partners L.L.C.  
 Salesforce.com  
 Sidley Austin LLP  
 Snap Inc.  
 State Street  
 Symantec  
 T-Mobile  
 US Foods  
 Vmware, Inc.  
 Wells Fargo & Company  
 WilmerHale  
 ZS Associates



## Donor SPOTLIGHT

Robert “Bobby” Cutro has been a strong supporter of Year Up New York since 2010. Sent to war at 19, Bobby worked his way from demolition work in Vietnam to the trading floor. In 2009, he rang the NYSE closing bell for the first time, marking the end of a 40-year career on Wall Street and the start of a new chapter supporting Year Up. From organizing student field trips to the NYSE, speaking to each incoming class, and making annual donations, Bobby has showcased his commitment to the Year Up mission in many ways.



*After retiring from a 40-year career on Wall Street and looking for ways to give back, I found Year Up just a few steps from the New York Stock Exchange and soon became a mentor, guest speaker, and at times, even a guest instructor. I realized the students’ aspirations and determination mirrored my own, and I wanted to help nourish that talent just as I was guided in my career. **The students never cease to amaze me. I learn new life lessons for myself each time, from each class, so the experience has also been a two-way street for me.***



*Robert A. Cutro  
 Retired - Managing Director,  
 Barclay’s Capital*



# OPPORTUNITY

**SOCIETY** TOGETHER WE WILL  
CLOSE THE DIVIDE



## ANNUAL GIVING LEVELS & BENEFITS

- MEMBER**  
\$1,000 - \$4,999
- BRONZE**  
\$5,000 - \$9,999
- SILVER**  
\$10,000 - \$24,999
- GOLD**  
\$25,000 - \$49,999
- PLATINUM**  
\$50,000 - \$99,999
- SAPPHIRE**  
\$100,000 - \$249,999
- DIAMOND**  
\$250,000+
- FOUNDER'S CIRCLE**  
\$1,000,000+

**YEAR UP'S OPPORTUNITY SOCIETY** is a community of philanthropic individuals and families who believe in the potential of our young adults and are committed to closing the Opportunity Divide in this country. Society members understand the stark reality that while talent is equally distributed, opportunity is not. They share hope and a vision of a future in which every young adult has access to the education, experiences, and guidance required to realize their true potential.

Launched in 2016, the Opportunity Society welcomes any donor who gives \$1,000 or more in a fiscal year. Investments made by society members enable Year Up to serve many more young adults, maintain high-quality program delivery, and support successful outcomes for our talented students.

Recognition in Annual Report	Electronic Quarterly Updates	Invitations to Local Events and Group Site Tours	Special Invitations to Opportunity Society Events and Personalized Site Tours	Personal Updates from Year Up Leadership	Invitation to Annual "State of the YUnion"	Invitation to Impact Tour with Year Up Executives and Community Leaders	Unique Naming/Recognition Opportunities
●	●						
●	●	●					
●	●	●	●				
●	●	●	●	●			
●	●	●	●	●	●		
●	●	●	●	●	●	●	
●	●	●	●	●	●	●	●

YEAR UP INVESTORS WHO HAVE GIVEN \$1,000,000 OR MORE IN THEIR LIFETIME ARE WELCOMED INTO THE FOUNDER'S CIRCLE. FOUNDER'S CIRCLE MEMBERS RECEIVE ALL OF THE BENEFITS OF THE DIAMOND LEVEL PLUS EXCLUSIVE OPPORTUNITIES TO ENGAGE WITH THOUGHT LEADERS CONTRIBUTING TO CLOSING THE OPPORTUNITY DIVIDE.

All individual and institutional investors are recognized for the total amount of multi-year pledges that were committed in 2017, and for the total amount of pledge payments made in 2017 to fulfill pledges committed earlier.

## Individuals & FAMILY FOUNDATIONS

- \$1,000,000+**  
Anonymous  
Abrams Foundation\*  
Anita and Joshua Bekenstein\*\*  
Elizabeth and Richard Cashin  
The Conlee Family Supporting Foundation\*  
Sandra and Paul Edgerley\*  
Lise Strickler and Mark Gallogly  
The Meg and Bennett Goodman Family Foundation  
Elizabeth and Phillip Gross  
Kissick Family Foundation  
The Klarman Family Foundation\*  
Lyn and John Muse  
One8 Foundation\*\*  
Ressler Gertz Family Foundation  
The Salem Foundation\*\*
- \$250,000-\$999,999**  
Anonymous (3)

- Abigail and Joseph Baratta  
Bhusri Fund  
John Stanton and Terry Gillespie\*  
Janienne and Patrick Hackett  
Ric and Suzanne Kayne Foundation  
The Lovett-Woodsum Foundation  
The Robert and Lisa Margolis Family Foundation  
Mooney-Reed Charitable Foundation\*\*  
Lynne and Tim Palmer  
Melinda and Paul Pressler  
Pritzker Foster Care Initiative  
Stephanie and Brian Spector\*\*  
Pam and Alan Trefler\*  
Utay Family Foundation  
The Wagner Foundation\*\*  
The Wilson Sheehan Foundation

- \$100,000-\$249,999**  
Anonymous  
The Jeffrey H. and Shari L. Aronson Family Foundation  
Diane and Hal Brierley  
Burton Family Foundation  
The Carpenter Family Charitable Fund  
Mary Jane and Glenn Creamer\*  
Antoinette and Barry Davis  
Paul and Mary Finnegan\*  
Vicki and Geoffrey Gold  
The Gray Foundation\*  
Hazard Family Foundation\*  
Kristen and Alexander Klabin\*  
Richard K. Lubin Family Foundation: Nancy and Richard Lubin, Emily and Greg Woods, Kate Lubin and Glen Sutton

- Lori Laitman and Bruce Rosenblum\*\*  
Martha and Paul Samuelson  
Barbara and Edward Shapiro  
Gillian and Robert K. Steel  
Barry Sternlicht\*  
Jennifer and Robert Waldron  
L and J Weiner Foundation

- \$50,000-\$99,999**  
Anonymous (2)  
Sam and Angie Allen\*  
Sigmund Anderman  
Kristine and John Bradley  
Jill Davis and Ed Conard  
Kent and Elizabeth Dauten  
Maureen and Timothy Dibble\*\*  
Nina and David Fialkow\*  
Katherine and William Green  
Guernsey Family Charitable Fund  
Ann and Lee Hobson  
Brad Horwitz\*  
Sonia and Gaurav Kapadia  
Lowenstein Foundation  
Casey and Megan McManemin  
Kristin and Stephen Mugford  
Aimee Nalle  
OXL Foundation\*  
Amy and John Phelan\*  
The Paul and Anne-Marie Queally Family Foundation

- \$25,000-\$49,999**  
Anonymous (5)  
Lydia and Bill Addy  
Michelle and Robert Atchinson

- Katie and Paul Buttenwieser\*\*  
Ana and Eric Cantor  
Margaret and Paul Chisholm\*  
Connolly Family Foundation  
Kelley Conway  
Stephanie Dodson Cornell  
and Jamie Cornell\*\*  
Richard Cox  
Robert and Terri DiMeo  
Janie and Peter Drittel\*  
Bill and Jackie Egan\*  
Melissa and Trevor Fetter  
Frances and John Galante  
Hallie and Lenny Giuliano  
Jeff and Christa Hawkins\*  
Cinda and Thomas Hicks  
Barbara and Amos Hostetter\*  
Rob Kaplan  
Mayer and Morris Kaplan  
Family Foundation  
Susie and John King\*\*  
Robert and Arlene Kogod  
Family Foundation\*  
Krishnan-Shah Family Foundation  
Susan Crown and William Kunkler\*  
Sandra and William Lehman  
Salli LeVan  
Barbara Mace  
Susan and Stephen Mandel  
Arlene and Reuben Mark  
Elizabeth and John McQuillan, Jr.\*\*  
Jessica and Chuck Myers  
Stacey and Paul Ollinger\*  
The O'Shea Family Foundation  
Julie and Douglas Ostrover

\*Indicates Supporter who has given consecutively for the last five years

\*\* Indicates Supporter who has given consecutively for the last 10 years or more

## Donor SPOTLIGHT

Tom Stults is a true Year Up champion, supporting Year Up no matter where life takes him. First supporting Year Up Greater Boston as a tutor, mentor, mock interviewer, and donor, Tom's move to New Jersey didn't impact his commitment to the organization. Now a Managing Director at Cadre in New York City, Tom has made donations and mentored young adults at Year Up New York.



*I am a strong believer that access to opportunity is both a great equalizing force and a path to truly empowering young individuals. No other organization I know of pursues that mission with such a determined, outcome-oriented focus as Year Up, and it's been incredible to see the organization grow. Year Up is laser-focused on each individual in the program, but has managed to expand that model to a scale that now has true national impact.*

**Tom Stults**  
Managing Director, Cadre



Anne Peretz\*\*  
 James and Joohee Lee Piechota  
 Jonathan and Amy Poorvu  
 Paul Purcell  
 Cecilia and Dan Regis\*  
 Janine Dorsett and Michael Robinson  
 Rodgers Family Foundation  
 Joan and Kevin Salwen\*  
 Mary Shannon and Dwight Scott  
 Bradley E. Singer  
 Elizabeth and Andrew Spokes\*\*  
 Daniel Springer\*  
 Phil Fernandez and Daniel Sternbergh  
 Diana and Steve Strandberg  
 The Sidney A. Swensrud Foundation  
 Deborah and Peter Weinberg

**\$10,000-\$24,999**

Anonymous (4)  
 Alicia and Tony Abbiati\*\*  
 Barbara and Jonathan Alexander\*  
 Valerie and Glenn Alger  
 Andersen - Formolo Family Foundation  
 Robbie and Pauline Bach\*  
 The Barton Family Foundation\*  
 Carl and Renee Behnke\*  
 Lily and Tom Beischer\*\*  
 Gordon Bell  
 Alan and Joyce Bender\*  
 Kate and Kent Bennett\*  
 Kathi and Bryce Blair\*  
 Nancy Blood  
 The Bluhm Family Charitable Foundation\*  
 Bodri Fund  
 Michael and Molly Bogdan\*\*  
 Lynne and Don Bulens\*  
 Jonathan Bush  
 Carolyn and Dan Cahill  
 Julie and Kevin Callaghan  
 Cedar Street Foundation  
 Kate and Gerald Chertavian\*\*  
 Mike and Alison Corkery  
 Tammy and Bill Crown  
 Rena and Robert DiMuccio  
 Kathy and Michael Dunford\*  
 Dunsbaugh Dalton Foundation  
 Barbara and Michael Eisenson\*\*  
 Nancy and Michael Elitzer  
 Fairfield County's Community  
 Foundation-Donor Advised Fund  
 Adrienne and James Fowler  
 Brian and Lauren Frank\*  
 Larry and Carol Gellerstedt  
 Lynn and Bruce Gibson  
 Carol and Don Glendenning  
 Barbara and Brian Goldner  
 Christine and Charles Grant\*  
 Beth and Larry Greenberg\*  
 Evelyne Rozner and Matt Griffin  
 Michael Stone and Patricia Grodd  
 Cynthia and Ronald Gula  
 John and Julia Hamre  
 Harman Family Foundation

Leslie and Pete Higgins\*  
 Fritz Hobbs  
 Margaret and Ed Ingalls\*  
 Janice and Ralph James  
 Lisa and Chris Kaneb\*  
 Karp Family Foundation  
 Christine Kessler  
 Linda and Harry Krensky  
 Annie and Ned Lamont\*  
 Wendy and Steven Langman  
 Elaine and Jonathan Lavine\*  
 Dianne and Bill Ledingham\*  
 Leslie and William Lee\*  
 Neil Simpkins and Miyoung Lee  
 Quincy and Estine Lee Family Foundation\*  
 Janice and Thomas Luddy  
 Diana and Todd Maclin  
 Katherine and Colin Mahony  
 Bhikhaji Maneckji  
 Molly and Michael Manning\*  
 Joe Mazzella  
 Duncan and Joy McCallum\*  
 Ellyn McColgan  
 Jane and Joe McCuine  
 Anjaly and Prakash Melwani  
 Pam and Bill Michaelcheck  
 Morgens West Foundation\*  
 Anne and John Mullen III\*  
 John and Cheryl Neal\*  
 Dave and Robin Nelson\*  
 Kathi and Keith Peden  
 Nina and Matthew Quigley  
 Reitman Foundation  
 Rockwell Family Charitable Fund  
 Mary Ann Roeser  
 Pamela Moore and Charles Rose  
 Judy and Jon Runstad\*  
 Cathy and Tom Ryan\*  
 James and Chantal Sheridan Foundation  
 Christine and Robert Small\*\*  
 Sally Lapidés and Arthur Solomon\*  
 David Solomon  
 Peg and Mike Standish  
 John and Jill Svoboda  
 Kerry and Brendan Swords  
 Mr. and Mrs. John L. Townsend, III  
 Jose and Georgina Ubeda  
 Tammy VanArsdalen  
 James Vandenberg  
 The Walker Family Charitable Fund  
 Water Cove Charitable Foundation  
 Amy and John Weinberg  
 Edward Benford and Tracey William\*  
 Mariann and Andy Youniss

**\$5,000-\$9,999**

Anonymous (5)  
 Elyssa and Jason Ackerman  
 Barbara and Jonathan Alexander\*  
 Babs Ausherman  
 Morag and Mark Bamforth  
 Aaron Barlow  
 Peter Beck

Greg Behrman  
 Gregg and Lauren Bennett  
 Tom and Florentien Bok  
 Eric Boyd\*  
 Belinda and Carlos Brito  
 Phyllis and William Campbell  
 Shannon and Tim Campos  
 Joseph Canfora  
 Carey Family Fund\*  
 Sharon Carson  
 Elaine and Lee Chertavian\*\*  
 Jeong-Jeong Chu  
 Bruce Clayton\*  
 Beth and Brian Clymer  
 Frank Cohen  
 Dyan and Robert Cutro\*  
 Cathy and Robert Dame\*  
 Mark DeNatale  
 John Donnelly  
 Amory and Scott Donohue\*  
 Suzy and Jim Donohue\*  
 Doppelt Family Fund  
 Colleen and Jeff Doran\*  
 Doug Ellis  
 Gina Catalano and T. Yates Exley  
 Judith Favell  
 Stuart and Samara Feldman  
 Jim and Linda Fiffer  
 David Fike\*  
 Lisa and Ted Fischer\*  
 Victoria and David Foley  
 Mary Snapp and Spencer Frazer  
 Tamar and Kenneth S. Frieze\*  
 Steve Fuller  
 Debra Willen and Larry Fullerton\*  
 Edward G. Galante  
 The Ganek Family Foundation  
 Dozier and Sandy Gardner\*\*  
 Susan and Joseph Gatto  
 Bonnie Brown and Joe Gervais  
 Jody and Tom Gill  
 Emily and Scott Golin  
 Julie and Robert Graham, Jr.  
 Sarah and Josh Greenhill\*\*  
 Maria and Peter Handrinos\*  
 Irene and Lionel Harris  
 Laurie Hart  
 Ellen Haude  
 Debora and Bob Horvath\*  
 George and Laurie Host  
 PJ and Kendra Hyett  
 Cynthia and Andrew Janower\*  
 Gisela and Edward Jardine  
 Gerald Jordan  
 Mark and Brenda Karhoff  
 Michael Kay  
 Kelly Family Cuidiu Foundation  
 Erna and Michael Kerst  
 The Klinsky Family Charitable Fund  
 Alexandra DeLaite and Tom Kuo\*  
 Anika Lehde  
 Marjorie and Danny Levin\*\*  
 Patricia and Jim MacAllen\*\*

Edwin Marcial  
 Stacey Martin  
 Erin McMillan  
 Karen McWilliams  
 Clare McCamy and Harrison Miller  
 Judy Miner\*  
 Morrison Family Foundation\*  
 Tonya Orme and Orhun Muratoglu  
 Deval and Diane Patrick  
 Zefferine and Marcus Payne  
 Ellen and Bob Peck\*  
 Opal Perry\*  
 Jon Pettee  
 Ori Porat  
 Paul Raether  
 Xavier Riley  
 Thomas Romeo  
 John and Jeanne Rowe  
 Pam and Christopher Rupright\*  
 Donna Sams\*  
 Stephanie and Jeffrey Schwartz\*  
 Thomas and Charlotte Montague Shields  
 Eileen and Steve Simmons  
 Josh Klevens and Anna Sinaiko\*  
 Joe and Beverly Singh  
 Peter Small\*  
 Jed Smith  
 Liz and Scott Snyder  
 David and Lori Sprows\*  
 John Stellato\*  
 Elizabeth and Tom Stults  
 Maureen Sullivan and Dr. Patrick Sullivan  
 Colleen Taylor  
 Nicola and Phil Thompson\*\*  
 John Thorndike\*  
 Chris and Kati Walters\*  
 Jennifer Kroman and David Wermuth  
 The White Family Foundation  
 Roy and Rhonda Whitehead  
 Larry Fullerton and Debra Willen\*  
 Autumn and Mark Williams  
 Kim Williams

**\$1,000-\$4,999**

Anonymous (9)  
 Mary Abbajay  
 Tiffany Furdak and Shaun Abram\*  
 Christine and Jon Abrams  
 Reuben Ackerman\*  
 Steve Akers  
 Judi Beck and Tom Alberg  
 Scott Alderman\*  
 Pauline and John Allyn\*  
 Christina Clement and Jason Anderson  
 Jill and John Andy  
 Karen Angrisano  
 Susan Arnold  
 Connie and Donny Askin  
 Eric Aslaksen  
 Kenneth Austin  
 Mora and Tim Babineau  
 Clint Bailey  
 Sarah F. and J. Stephen Baine Foundation



*Donor*  
 SPOTLIGHT

Since Gerald first shared the idea of the program with them, Michael and Barbara Eisenson have been very enthusiastic supporters of Year Up. In fact, Michael donated furniture for Year Up's first headquarters on Summer Street in Boston, MA.

**We find in Year Up a thoughtfully designed and extremely well executed approach to helping young people develop both job skills and career skills, enabling them to use their talents and energy to create real opportunity for themselves. We have hosted a number of Year Up interns in our office, and met with many more over the years; we've been consistently impressed with their commitment and professionalism, and continually reinforced in our conviction that Year Up is a compelling approach to closing the Opportunity Divide.**



Jennifer Cusack and Michael Baker  
Pitchiah Balasubramanian  
James Balloun  
Laura and Scott Beebe  
Julianne Belaga  
Chris Bell  
Lael Bellamy  
Nancy Z. Bender  
Kathy and Tom Bendheim  
Michael Benoit  
Barbara and Andrew Benson  
Carolyn Berkowitz  
Brittany and Matthew Berner\*  
Bernhard-Quinn Family Fund  
Julie Bessent  
Kyle and Jennifer Betty  
Brian Goldsmith and Elizabeth Bewley  
Laurie Sharrock and Duncan Billing  
Anne Bingaman  
Rebecca and James Blalock  
Ben Bloomstone  
Joseph and Nana Boateng  
Linda Bodnar  
Mike Bodson  
Claire Borelli  
Marina Hatsopoulos and Walter Bornhorst\*  
Perry and Lisa Boyle  
Aaron Brachman  
Lisa Brazell  
Jackie Breiter  
David Brenner  
Gregory Brinkman

Cole and Kara Brodman\*  
Loring Brown  
Melody C. Barnes and Marland Buckner  
John Bugg  
Heidi Buonanno and Bernie Buonanno III  
Maura Burke Weiner  
Lynda and Jeff Bussgang  
Cameron Butler  
Mabel and Paul Caldwell  
Mary Callahan  
Jacqueline Campbell  
Stacy Canady  
Isabel Foster Carpenter  
Aimee and Robert Casagrande\*  
Debbie and David Casey\*  
Bradley Chambers  
Hugo Chavez  
Anne Chen  
Tara and Greg Ciongoli\*  
Barry Cohen  
Theodore Colbert III  
Valerie Armbrust and Richard Conley  
Patricia and Leopoldo Coronado Sada  
The Cosette Charitable Fund\*  
Susan Cosgrove  
Sally and Reynolds Couch  
Scott Coulter  
Robert Cramer  
Darrell Crane\*  
Dan Cristoforo  
Tracy and Lee Crump\*  
Cullinan Family Charitable Fund

Jason Cummings  
Laura Currier  
Lelie and Bob Dahl  
Richard Dames  
Susan and Scott Daniel  
Christina and Robert Darwall\*  
Douglas Davies\*  
Melissa Davis  
Ginny and Sean Day  
Nilda and Emile De Boyrie  
Mickey Branden and Stephen Dempsey  
Keith Denham  
Nithya Desikan-Robertelli  
Vicki and Jonathan DeSimone\*  
Sandy Dilworth  
Marilyn and Alan Dimson-Doyle  
Deanna and Tony DiNovi  
Thomas Doherty  
Isaac Dole  
Spencer Donkin  
Sally and David Dornaus  
James Douglass  
Doyle Family Foundation  
Nancy and James Druckman  
Floyd Dukes  
Gabriel Durand  
Charles Eaton  
Kristin Edwards  
Cheryl and Blair Effron  
Josephine and Bob Emmert  
Matthew Engler  
Ursula English

Evans Family Charitable Fund  
Julia Fare  
Anne and Bill Farrell  
Sharon and Morton Fearey\*  
Spencer Ferebee\*  
Lynette and Mitch Ferguson  
John Fischer  
Markus Fischer  
Jamie Fisher  
Judy and Arnie Fishman  
Katharine and Larry Flynn\*  
Mr. and Mrs. Fred K. Foulkes  
Alan Fullerton  
Francesca Gary  
Emily Brotman Gasthalter\*  
Manu Gayatrinatn  
Andrew Ghertner  
Andria Cantu and Max Gibbons  
Tom and Mary Gilbane  
Lynn and Joe Giorgio  
Lisa Giusti  
Rebecca and Colin Godecke  
Dennis Godecke  
Betsy and Jonathan Goodell  
Molly Goren  
Elizabeth and Mark Gormley  
Carol Kirsh and Thomas Gottlieb  
Meg and Jamie Grant  
Andrew Gray  
David and Katherine Greenberg  
Zachary Gut and Toby Greenblatt  
Dara and David Grossman\*\*

Allison Haidostian  
Arnold Hammer  
David Hariton  
Susan and Gary Harlam  
Anne and Bill Harrison, Jr.  
Zoe and Todd Hart  
Dan Seals and Miyako Hasegawa  
Robert and Kathryn Hassell  
Floyd W. Hayes  
Connie Heller\*  
Ryan Henderson  
Robin and Brian Hicks  
Margaret Graff and Richard Higgins  
Gloria and Greg Higham  
Hilary and Scott Hill  
Allison and Andrew Hirsch  
Bavan and Pete Holloway  
Kalen Holmes  
Susan Murray and Kassim Howell\*  
Tracy Hughes  
Nancy and Thomas Ireland  
Barrie Jacobs  
Jessie and Benoit Jamar  
Greg Janey  
Lynn and Stuart Janney  
Carmelita Johnson  
Maureen and Rudolph Johnson  
Sandra Johnson  
Archie and Tiffany Jones  
Betty and David Jones  
Sheila Jordan  
Stefanie and Douglas J. Kahn  
Erica and Richard Kaitz  
Ann and Edwin Kania, Jr.  
Elliot Katzman\*  
Andrea Kauffman  
Doug Keim  
Marjorie and Michael Keith  
Katherine and James Kellogg\*  
William Kelly  
Trisha and Mike Kennealy\*  
Jamshid Khazenie  
Erica and Don Kieffer  
Theophilus Killion  
Ryan Kim  
Tappy and John Kimpel  
John Knapp  
Margaret and Bill Knight  
Gary and Susanne Koster\*  
Marcie Koteen  
Gangadhar Kotte  
Ruth Kramer\*  
Bill and Lisa Lahey  
Valarie Poelnitz and  
Ronald Azo Lauderdale  
Margaret and Rob Lawrence\*  
Gordon Lawrence  
Daniel Lennon  
Lucia Swanson and Ted Levine  
Benjamin Levy  
Philip Lewis  
Christine Librizzi  
Jeanne and George Lieb  
Matt Litfin

Jessica and Frank LoBello  
Michael Lucas  
Robert Lux  
Susan Lyne  
John and Dudley Macfarlane  
Joe Mach  
Alecia Maclin\*  
Ann and Cameron MacRae III  
Julie and Michael Mahoney  
Robert Mancini  
Russ Mann  
Pat and Larry Mann  
Mannion Family Foundation\*\*  
Mary Shaw and Robert Marks  
Maura Markus  
Yvonne and Michael Marsh  
Maryann Doherty-Marston  
and Robert Marston  
Sheryl and David Martin\*  
Philip Marxen  
Shannon and Kevin Mather  
Sarah Matthews  
Michelle Mattson-Hamilton  
Jon Mayeske  
Andrea Varano and Matthew McCann  
Alison McClearn  
Honora and William McDowell\*  
Tiffany McFerrin  
Michael McKenzie  
Pat and Rachel McMullan  
Tim McVay  
Kenneth Mehlman  
Louise Middleton  
Ann Miller  
Angela and Brad Missal  
Jessica and Nate Moch  
Julie and Ken Moelis  
Thomas and Alexandra Moffatt  
Leakhena Mom  
Sharon Mooers  
Charlie Moore  
Rodman W. Moorhead IV\*\*  
Jason Morse  
Sig Mosley, Jr.  
Move The World Foundation  
Jeff Muir  
Leo Mullin\*  
Magan Munson  
Ann and William Murray\*  
Murray Family Charitable Fund  
Thomas J. Murray  
Amy Nam McCullough\*  
Amy and Stephen Nazzaro  
Yuval Neeman  
Mr. and Mrs. Stephen Neff  
Lisa McCann and Jamie Nemiah\*\*  
McComma (Mac) Grayson  
and Aditi Nerurkar  
Don Newton\*  
Nan Noonan  
Julie and Erik Nordstrom  
Sara Norvell  
The O'Connell Family Foundation  
Sue and Bill O'Malley\*

Keith Ordan  
Matteus Pan  
Larry Panatera  
Charles Paparelli  
Mike Parham  
Framil Paulino  
Liz and Michael Perik\*  
Egbert Perry  
Jane and Richard Peterson  
Zach Petrone  
Claudia and Ingvar Petursson  
Myles Pistorius  
Cassie Murray and William Plapinger  
Sandra Powell  
Rebecca and Bill Power  
Eve Psalti  
Sabrina and Steve Puccinelli  
John Quintinar  
Joe Ragsdale



Laura and Peter Ramsden  
Virginia and Michael Ranger  
Charlie Reardon  
Ashley and Robert Reid  
Sarah and Craig Richardson  
Linda and Herald Ritch  
Christopher Roberts\*  
Hillary Robinson  
Jeff Robinson  
Maya Rockeymoore  
Licenia and Antonio Rojas  
John Todd Roof  
Benjamin Rooks  
James Rothenberger  
LaJuanna Russell

## Donor SPOTLIGHT

The Maricopa County IDA has supported Year Up since 2016. Their \$600,000 investment to support Year Up Arizona's launch and expansion, and to help boost enrollment, makes the IDA the market's largest donor to date. This partnership advances the IDA's goal of job creation and economic development for Maricopa County residents.

*The Maricopa County IDA is proud to support Year Up. They are the ignition switch for our greatest asset - our youth.*

*Shelby Scharbach, Executive Director, Maricopa County IDA*

## Donor SPOTLIGHT

ECMC Foundation is committed to serving young adults with limited or no education beyond high school by connecting them to postsecondary career and technical education focused programs that lead to industry-recognized credentials, which in turn, allow for upward mobility and a family-sustaining wage.



**We are thrilled to support Year Up's commitment to multiply their impact. By developing tools based on their evidence-based model, Year Up can leverage their expertise and share the newly-created resources with employers, community-based organizations, and postsecondary institutions resulting in greater success for thousands of underserved individuals.**

*Jennifer Zeisler  
Senior Program Director,  
Career Readiness at*



\*Indicates Supporter who has given consecutively for the last five years

\*\* Indicates Supporter who has given consecutively for the last 10 years or more

\*Indicates Supporter who has given consecutively for the last five years

\*\* Indicates Supporter who has given consecutively for the last 10 years or more



Jody Foster and John Ryan  
 David and Robin Ryan Family Foundation\*  
 Anna and Chris Saccheri  
 Lee Sandwen  
 Kristin Sargent  
 Lynn Savarese  
 Alyssa Sayavedra  
 Philip and Stacy Scarborough  
 Paula Scariati  
 Phil Schneidmeyer  
 Suzanne Schultz\*  
 Keri and Scott Schundler  
 Jeremy Schwach  
 Steve Schwartz  
 Mary and Rainer Schwarz  
 Lucy Harrington and Gustavo Schwed  
 LaTran Scott  
 Connor Sea  
 Kim and Jeff Seely  
 Bradford Seibert  
 Jeffrey Senechal  
 Barbara and Griff Sexton  
 Jane and Paul Shang  
 Prithvi Shankar  
 Megan and John Shapiro  
 Laurie and John Sheehan\*  
 Mary Jo and Ted Shen  
 Liz Sherman  
 Laetitia Soulier and Jemi Shieh\*\*  
 The Sholley Foundation  
 Joan Binstock and David Silvers  
 Molly Sims\*  
 The Singer Family  
 Thomas Smith\*  
 Andrew and Maria Smith  
 Jacob Sorensen\*  
 Donna Jean and Michael Spector\*  
 Rachel Yemini and Jeffrey Spector\*  
 Joel Spenadel  
 Tyre Sperling  
 Joanne and Rick Spillane  
 Michael Stallworth  
 Jane and Don Stanford\*  
 Mary Stanton\*  
 Doug and Carol Steenland  
 Mindy Lubber and Norman Stein  
 Kelly Steinberger  
 Fredericka and Howard Stevenson  
 Edward Stikeleather  
 Fabiola Charles and Sheriette C. Stokes  
 Harriet Stone  
 Chuck Stonecipher  
 Christy and Andrew Strawbridge\*  
 Lisa and Scott Stuart  
 Belinda Stubblefield\*  
 Mike Stull  
 Shivan and Jyothi Subramaniam  
 Kerry Sullivan  
 Kayley Runstad-Swan and David Swan  
 Sheri and Donald Sweitzer  
 Evelina and Mark Taber  
 Pavan Tapadia  
 Cindy Taylor

Marc Taylor  
 Carla and Robert Templin  
 Jillian Terrill  
 Faith Thomas  
 Geoffrey Thompson  
 William Thompson  
 Laurie and Peter Thomsen\*\*  
 Lynn and Mikal Thomsen\*  
 Karen and David Ting\*  
 Tinker Family Foundation  
 John Todd  
 Chris Todisco  
 David Levine and Lauren Toretta\*  
 Caroline and Stephen Tortolani  
 Eileen and Steve Toti\*\*  
 William Tremblay\*  
 Robert Trevino  
 Lucy Tshuka\*  
 L. Denise Turner\*  
 Maggie and Jonathan Tushman\*\*  
 Shannon and Peter van Oppen\*  
 Gary Vilchick  
 Natica and Victor von Althann  
 Linda and Wally Walker  
 Sarah and Alan Walker  
 Al Wansky  
 Kathy and Eric Warden  
 Robert Warden  
 Kimberly Watkins Burd  
 Doug Watt  
 Stephen Watt  
 Weaver Fisher Family Foundation  
 Barbara and Philip Weinstein  
 Blanche and Ben Weiss  
 Elizabeth Weitzman  
 Nancy and William Whitney  
 Bruce Williams  
 Dee and Herbert Winokur, Jr.  
 Jeannie and Rick Witmer  
 Kirsten Wolberg\*  
 Rick and Jill Woolworth  
 Nancy and William Wray\*  
 James Wu  
 Dudley Wyman  
 Dr. John Yena and Donna Yena  
 Thaiying Young  
 Michael Zowine  
 Jack Crowe and Ave Zuccarino

## Corporations & FOUNDATIONS

\$1,000,000+  
 Ballmer Group  
 Bank of America Charitable Foundation\*\*  
 Barr Foundation\*\*  
 Blue Meridian Partners  
 Genesis Group\*\*

JPMorgan Chase Foundation\*  
 Salesforce.org\*\*  
 State Street Foundation Inc\*\*  
 The Google.org Charitable  
 Giving Fund of the Tides Foundation  
 The James Irvine Foundation  
 United Continental Holdings Inc

\$500,000 - \$999,999  
 ECMC Foundation  
 Joseph B. Whitehead Foundation  
 Microsoft Corporation\*\*  
 O. Wayne Rollins Foundation  
 Prudential Foundation  
 Symantec Foundation  
 The Tipping Point Community\*\*  
 Workday Foundation

\$250,000 - \$499,999  
 Charles and Helen Schwab Foundation\*  
 Citi Foundation  
 Finnegan Family Foundation\*  
 Highland Street Foundation\*\*  
 Liberty Mutual Foundation\*  
 LinkedIn for Good\*  
 Lone Pine Foundation\*\*  
 Maricopa County IDA  
 Robin Hood Foundation\*\*  
 The Battery Foundation  
 The Tipping Point Community\*\*

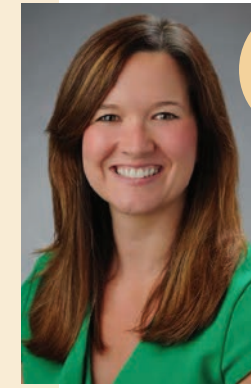
\$100,000 - \$249,999  
 Abell Foundation  
 Abt Associates\*  
 Accenture Foundation  
 Arizona Community Foundation  
 BlackRock Corporation  
 Capital One Financial Corporation\*  
 Circle of Service Foundation\*  
 France-Merrick Foundation  
 GreenLight Fund\*  
 Horace W. Goldsmith Foundation  
 J. B. Fuqua Foundation  
 Nina Mason Pulliam Charitable Trust  
 Pinkerton Foundation  
 Polk Brothers Foundation\*  
 PwC Charitable Foundation  
 Randleigh Foundation Trust\*  
 Rhode Island Foundation\*  
 Sartain Lanier Family Foundation Inc\*  
 Sid W. Richardson Foundation  
 Sobrato Family Foundation  
 The Baupost Group LLC\*\*  
 The Boeing Company\*  
 The Lenfest Foundation  
 The S. Albert Fund of the Philadelphia Foundation  
 Tiger Foundation  
 Union Square Fund  
 Vinik Family Foundation  
 Wellington Management Foundation\*

\$50,000 - \$99,999  
 American Honda Foundation  
 Ardian US Foundation Inc  
 Aven Foundation  
 Capital One Foundation\*  
 Chicago Tribune Charities -  
 Holiday Campaign  
 Crown Family Philanthropies\*  
 Crystal Trust  
 Eugene & Agnes E. Meyer Foundation\*  
 George T. Lewis, Jr. 2001 Foundation\*  
 Kaiser Foundation Health Plan  
 of Georgia Inc  
 Liberty Mutual Safeco- Seattle\*  
 Lloyd A. Fry Foundation  
 Shelby Cullom Davis Charitable Fund  
 SkillWorks  
 State Street Corporation\*\*  
 The Bank of New York Mellon Corporation  
 The Batchelor Foundation  
 The McCance Foundation  
 The Morris and Gwendolyn  
 Cafritz Foundation\*  
 The San Francisco Foundation  
 United Way of Greater Atlanta\*  
 United Way of King County\*\*  
 Venture Philanthropy Partners\*  
 W. Clement & Jessie V. Stone Foundation\*\*  
 Walter and Elise Haas Fund\*  
 Welfare Foundation  
 Wells Fargo Foundation\*  
 Yawkey Foundation

\$25,000 - \$49,999  
 Accenture\*  
 Amica Companies Foundation  
 Aspen Institute  
 Bain Capital Children's Charity\*\*  
 Bank of America\*  
 Bewtra Charity Fund  
 Capital One\*  
 Chichester duPont Foundation  
 Citizens Bank Charitable Foundation  
 Community Foundation for the  
 National Capital Region\*  
 Eaton Vance\*\*  
 Family Alliance Foundation\*  
 AT&T\*  
 First Eagle Investment Management  
 Florida State College  
 Fremont Group Foundation\*  
 Gap Foundation\*  
 Genuine Parts Company\*  
 Grain Management LLC  
 Grousemont Foundation  
 Guardian Life Insurance  
 Income Research + Management\*  
 Kaiser Permanente\*  
 Laffey McHugh Foundation  
 Lewis Family Foundation\*  
 Life Science Cares  
 Loeb Family Charitable Foundations  
 Moccasin Lake Foundation  
 Mundito Foundation

## Donor SPOTLIGHT

Marci McCalmon has always enjoyed supporting individuals in their career development and began engaging with Year Up Chicago to hone the opportunity to connect her personal passions with Year Up's mission. As a volunteer, Marci has engaged in mentoring, conducting mock interviews, and attending a wide variety of events. After seeing the impact firsthand, Marci was motivated to deepen her support, becoming a Year Up donor and Chicago Leadership Council Member.



**I support Year Up because I see the impact it makes.** *If I donate to other organizations, I believe it's helping, but I don't always see the direct impact. Through mentorship, graduation, and other program engagement opportunities, I'm seeing talented young adults who have spent their entire lives thus far unemployed or underemployed, leave Year Up to start careers at professional services firms that will set them on a path for the rest of their life. It's real results that truly change these young peoples' lives in a tangible way.*

**Marci McCalmon**  
 Vice President of Client  
 Success at Arrow Payments

NBT II Foundation  
 Northeast Region - National  
 Industry Liaison Group  
 Russell Investments  
 Santander Bank  
 Textron Charitable Trust  
 The A. James and Alice B.  
 Clark Foundation  
 The Atlanta Women's Foundation  
 The Dallas Foundation  
 The Franklin and Catherine  
 Johnson Foundation  
 The Leland and Dorothy Olson Foundation  
 The Primerica Foundation  
 The Walther Foundation\*  
 TransAmerica  
 Two Sigma Investments LLC  
 United Way of Massachusetts Bay\*\*  
 Vila B. Webber Charitable Trust\*\*  
 Washington Area Women's Foundation\*  
 Workday

\$10,000 - \$24,999  
 ADP  
 Advent International  
 Allstate Insurance Company  
 AT&T\*  
 Boston Children's Hospital  
 Bright Funds Foundation  
 Bronxville Rotary Club  
 Chicago Community Foundation  
 Connelly Foundation  
 CVS Health\*  
 D J Edelman Foundation  
 Deloitte LLP  
 Delttek Inc  
 DTCC  
 E\*TRADE  
 Silver Family Foundation  
 Society for Information  
 Management - Seattle Chapter\*  
 Stanley S. Langendorf Foundation  
 Stupski Foundation

Fidelity Institutional Asset Management  
 Goldman Sachs & Co Matching  
 Gift Program  
 Grosvenor Capital Management LP  
 Hasbro Children's Fund\*\*  
 Hilton Worldwide Inc  
 IGT\*\*  
 Intercontinental Real Estate Corporation  
 Jackson and Irene Golden 1989  
 Charitable Trust  
 JPMorgan Chase\*  
 Latham & Watkins LLP(D.C.)\*  
 Lifespan  
 Livingston Foundation  
 Lubert Family Foundation  
 Marguerite Casey Foundation  
 Mary Allen Lindsey Branan Foundation  
 Michael and Susan Dell Foundation  
 Microsoft Innovation and Policy Center  
 Neustar  
 Nordstrom Inc  
 Osterman Family Foundation  
 PanAgora Asset Management  
 People's United Community Foundation  
 Pfaffinger Foundation  
 Providence Journal Charitable  
 Legacy Fund  
 RealNetworks Foundation  
 Red Sox Foundation  
 Richard E & Nancy P Marriott  
 Family Foundation\*  
 Robert W. Baird & Co  
 Roy & Christine Sturgis Charitable Trust  
 Roy A. Hunt Foundation  
 Rust Consulting  
 Scherck Charitable Foundation  
 Senator Investment Group LP  
 Share Fund  
 Silver Family Foundation  
 Society for Information  
 Management - Seattle Chapter\*  
 Stanley S. Langendorf Foundation  
 Stupski Foundation

The Capital Markets Company  
 The Dana Foundation\*  
 The David E. Retik Christopher  
 D. Mello Foundation\*\*  
 The Gannett Foundation  
 The Georgia-Pacific Foundation  
 The Hamilton Company  
 Charitable Foundation  
 The Joseph and Vera Long Foundation  
 The Mabel A. Horne Fund Bank of  
 America NA Trustee  
 The Men's Wearhouse  
 The Nathan Cummings Foundation  
 The Norcliffe Foundation  
 The Osa Foundation\*  
 The Robin Foundation  
 Third Sector New England  
 T-Mobile Usa Inc  
 Travelport  
 United Way of Metropolitan Chicago  
 United Way of Rhode Island  
 USAA Insurance  
 Wells Fargo - Corporate Giving  
 Virginia and DC  
 Willow Tree Fund  
 Wingate Companies  
 Women's Fund of Rhode Island  
 Yellow House Fund

\$5,000 - \$9,999  
 Aew Capital Management LP  
 Alex and Ani Charity by Design  
 Allegis Group Foundation  
 Amica Mutual Insurance\*  
 AON  
 AQR Capital Management  
 Arby's Foundation  
 Assurant  
 AvalonBay Communities  
 Baltimore City Foundation  
 BECU  
 Berkshire Partners  
 Blackstone

Blue Cross & Blue Shield of Rhode Island\*  
 BNY Mellon  
 Boston Consulting Group  
 Boston Financial Data Services  
 Boston Trust & Investment  
 Management Company\*  
 BPI Group LLC  
 BTIG  
 Camp-Younts Foundation\*  
 Capital Group Companies  
 Charitable Foundation  
 Capital Group Companies\*  
 Care New England  
 Careerbuilder LLC  
 Carefirst Inc\*  
 Centerbridge Foundation  
 CIBC  
 CompTIA  
 Cornerstone Real Estate Advisers  
 Crane Fund for Widows and Children  
 DW General Fund  
 Eastern Bank Charitable Foundation\*  
 Entrust Capital\*  
 Ernst & Young  
 Expedia  
 Federal Express Foundation/LATAM  
 Federated Investors  
 Forest Foundation\*  
 John and Linda MacDonald Foundation  
 John and Mary Franklin Foundation Inc  
 John C. Morrison and Eunice B.  
 Morrison Charitable Foundation  
 KPMG\*  
 Linde Family Foundation\*  
 Loomis Sayles and Company\*  
 Lord Abbett & Co LLC  
 Maximus Federal Services  
 MDI Group  
 MSD Capital LP  
 NEPC LLC\*  
 New York Life Insurance Company\*  
 Nintendo of America



Nordson Corporation Foundation  
Partners Healthcare System  
Paul Glaser Foundation  
PineBridge Investments  
PNC Financial Services Group  
Private Advisors LLC  
Roma Charitable Foundation  
Seattle Mariners  
Standish Mellon Asset Management\*  
Staples Foundation For Learning  
Sterling Talent Solutions  
Synergy Services Inc  
The Bank of New York Mellon  
The Boston Company Asset Management LLC\*  
The Bowdoin Group  
The Champlin Foundation\*  
The Grossman Companies  
The RFP Fund Inc  
The Standard  
Titan Advisors  
Uncork Capital  
US Bancorp Foundation  
Washington Federal  
WB Mason\*  
Wells Capital Management Inc  
Wiesler Family Foundation  
William Blair  
WorldPay  
Zendesk  
Zeno Group

\$1,000 - \$4,999  
Anonymous  
AB LP  
Aberdeen Asset Management  
Abrams Capital Management LLC  
Ace Hardware  
Advanced Resources  
Alaska Airlines  
Alcentra NY LLC  
Alexander Legal  
Ameriprise Financial Services  
Amica Mutual Insurance Company  
Andrew Sabin Family Foundation  
AOL Charitable Foundation  
Apollo Global Management LLC  
Apple Inc  
Asgaard Capital  
Autonomy Capital  
Baillie Gifford International LLC  
Bank of the West  
BankNewport  
Beacon Mutual Insurance  
Benemax  
Bentley Atlanta  
Beveridge Family Foundation Inc  
BNY Mellon Investment Management  
Boston Partners  
Boston Society for Information Management  
Brandywine Global Investment Management  
Brighton Jones

Brooks Brothers Inc  
Cadence Capital Management  
Carefirst BCBS  
Carjon Air Conditioning & Heating Inc  
CBRE - New England  
Charles Schwab Foundation  
Christian R. & Mary F. Lindback Foundation  
CIFIC Asset Management  
Cigna Foundation  
Citizens Bank  
Coastway Cares Charitable Foundation  
CoBiz Cares Foundation  
Corbin Capital Partners  
Corey Family Trust  
Cornerstone Capital Management Holdings  
Cox Communications  
CR Bard Foundation  
Cross Ocean Partners  
Cumberland Group  
CVS Health Charity Classic  
Diamond Hill Capital Management  
Donald Smith & Co  
DuPont Capital Management  
Elavon  
Eliassen Group\*  
Emerald City Rotary  
Enterprise Holdings Inc  
Fidelity Investments  
Fiera Capital Inc\*  
First Congregational Church in Winchester  
UCC  
Forester Community Education Fund  
Frederick and Ilse Grunwald Legacy Fund  
Freedom House  
Fulcrum Equity Partners  
Fusion Productions  
GAM  
Geode Capital Management  
Gilbane Inc  
Goedecke & Co LLC  
Goldman Sachs & Co\*\*  
Google Inc\*  
Greater Little Zion Baptist Church  
Green Peak Partners  
GW&K Investment Management  
HarbourVest Partners LP  
Harvest Volatility Management  
HBO  
HDI - Atlanta  
Hindman Family Charitable Trust  
IMC Financial Markets  
Ingredion  
IR+M - Community Outreach Group  
J.C. Foundation  
John P. and Anne K. Duffy Foundation  
Juniper Networks NCR  
Kayne Anderson Capital Advisors LP  
Keolis Commuter Services LLC  
Knoll Ventures  
KWCC Cares  
LinkedIn Corporation  
Longfield Family Foundation  
Lyrical Asset Management LP  
MacKay Shields\*

Manulife Asset Management  
Marketo  
McKinsey & Company  
MECU  
Medina Foundation  
Mellon Capital Management  
Mesirow Financial  
MFS Investment Management\*  
Navigant Credit Union\*  
Neighborhood Health Plan of Rhode Island  
NYSE Euronext Foundation  
OCP Asia  
Okta  
Okta for Good  
Onward Consulting LLC  
Orchard Group  
Pay-IT-Forward Team  
PayPal Giving Fund  
Permax Realty Co LLC  
Pinnacle Asset Management LP  
Pioneer Investments\*\*  
PNC Bank  
PPL Corporation  
Pricewaterhouse Coopers LLC  
QMA  
QS Investors\*  
QTS  
Quinn Emanuel  
Raise Marketplace  
Redniwa Inc Place Lounge  
Residential Properties Ltd\*  
Rice Hall James & Associates LLC  
Robeco  
Sagamore Development  
Seattle Foundation  
Southern Company  
Stampf Foundation  
Stop & Shop  
Symantec  
Tableau Software Inc  
The Baltimore Teachers Union  
The Community Foundation for Northern Virginia / Milton J. and G. Ronald Herd Charitable Fund  
The Dennis Family Foundation\*  
The Dominion Foundation  
The Main Street America Group  
The Mercer Giving Fund  
The Michael T. Sherman Foundation  
The SPANX by Sara Blakely Foundation Inc  
The Viola Fund  
The Washington Trust Company  
Tom and Patty Doar Foundation Inc  
TPA Technologies  
Transunion  
Twin River Casino  
United Way of National Capital Area  
Venture Atlanta Coalition Inc  
Veterinary Specialty Center  
Voya Investments  
Wal-Mart  
Wellington Management Company LLP\*  
Wells Fargo - Miami  
Westfield Capital Management\*

Whitebox Advisors LLC  
X B Insight Inc  
Ximeda

## Public FUNDERS

\$100,000+  
Governor's Workforce Board  
State of Rhode Island  
Maricopa County ARIZONA@WORK

\$50,000 - \$99,999  
County of Santa Clara  
LISC Rhode Island  
San Francisco Office of Economic and Workforce Development\*

\$25,000 - \$49,999  
Massachusetts Department of Transitional Assistance\*  
Mayor's Fund to Advance New York City\*

\$10,000 - \$24,999  
City of Boston Office Workforce Development  
City of Miami

\$1,000 - \$4,999  
Dexter Donation

## In Kind DONATIONS

\$25,000+  
AppDynamics  
Martin G. Burkett

\$10,000 - \$24,999  
Colaberry  
Microsoft  
Southwest Airlines

\$5,000 - \$9,999  
Populus Group LLC

\$1,000 - \$4,999  
Luke Adamson  
David Armstrong  
Alaska Airlines  
Christopher Campau  
Ann Carey  
Carnival Corporation  
Steve Charlton  
Chilton and Newcomb Cole

Jordan Fliegel  
Thomas Formolo  
Shelley Stern Grach  
Teresa Hall  
Philip Ianniello  
Jesse Itzler  
Jai Communications Group  
Adam Kibort  
The Lewis Family Foundation  
Sally Marks  
Tracy Morris  
Jane and Linton Moulding  
Monique Nodland  
Bart O'Connor  
Karen Phillips  
Providence Equity Partners  
Doreen Putnam  
Putnam Investments  
Symantec  
Leah Taylor  
Christopher Thomas  
United GenTrend  
Amy and Ken Viellieu  
W.B. Mason  
J. Vincent Williams

## Tribute GIFTS

In Honor of Ashley Russell  
Edwin Mora

In Honor of Alumni Reunion  
Jamie Fisher  
Brandi Head  
Mark Karhoff  
Donna Jean and Michael Spector

In Honor of Ariel Investments  
Ori Porat

In Honor of Ashley and Jerel Armstrong  
Cheryl Barth

In Honor of Alice Avanian  
Gayle Buff  
Mary Fruen

In Honor of Lillian Backman  
Steve Backman

In Honor of Crystal Griner and David Bailey,  
US Capitol Police Officers, Washington, DC  
Judith Robbins

In Honor of Ashley Baker  
Robert Baker

In Honor of Melody Barnes  
Marguerite Casey Foundation

In Honor of Josh Barry  
Laura Stern

In Honor of Bryce Blair  
Jeff Blair

In Honor of Harvey Block  
Wendy Feldman Block

In Honor of The Boda Group Leadership Team  
Ami Campbell

In Honor of Eric Bodnar  
Linda Bodnar

In Honor of Vizbulite Bole  
Roger Colman

In Honor of Nathan Brown  
Andrew Brown

In Honor of Abraham Rivera  
and Michael Brunson  
Kevin Hilson

In Honor of Jacqueline Campbell  
Veronique Causey  
Katrina Walton

In Honor of Paris Carthen  
Molly Sims

In Memory of Timothy Caughman  
Denise Babin

In Honor of Fabiola Charles  
Geneva Hall-Shelton

In Honor of Sandy Chen-Quijije  
Danzey Burnham

In Honor of Cecil Conlee  
Blanche Williams

In Honor of The Winston Cooper  
Memorial Access Fund  
Janice Barcena  
Lisa Baron  
Janet Bellusci  
Dean Brown  
Zara Cooper  
Melissa Dubbs  
Cynthia Kelly  
Sheri Levine  
Sharon Ripkin  
Judith Rudin  
D N Russo  
Barry Stieve  
Robert Zanisnik

In Honor of Lee Crump  
Niki Rabren

In Honor of Francisca Herrera de Lopez  
Gerardo Dominguez

In Honor of Ashley DiBella  
Raise Marketplace

In Honor of Jerry Dominguez  
Yakov Pekar

In Honor of Mary Dozier  
Francis Abbey

In Honor of David Druley  
Jay Druley

In Honor of Paul and Sandy Edgerley  
Beth and Brian Clymer

In Honor of Elev8 Hire Solutions  
Melissa Davis

In Honor of Joshua Faber  
Aftab Hussain

In Honor of Michael Faught  
Joe Lupica

In Honor of Veronic Finch  
Iesha Berry

In Honor of Ted Fischer  
William Whitmore

In Honor of Dana Frankel  
Laurie Poston

In Honor of Alex Fronczek  
John Bruno

In Honor of Frances and John Galante  
Margaret Cowper  
Melissa Deimling  
John Donnelly  
James Femia  
Sol Gindi  
Kurt Holweger  
Erin Nappi  
Brian Urkowitz

In Honor of The wedding of Julian Mensah  
and Hannah Gluckstein  
Rea Mackay

In Honor of Geoffrey Gold  
Susan and Sam Schwartz

In Honor of Brian Goldfarb  
Melanie Duzyj

In Honor of Matthew Gonzalez  
Magali Gonzalez

In Honor of GreenPages Technology Solutions  
Alexander Lentoni

In Honor of Bar Clapera Gross  
Josh Gross

*Training employees and bringing people into the workforce needs to be done employer by employer. As an enterprise company, Workday sees that there is talent everywhere, we just have to make an investment. Year Up is a great program that works. Workday is a big sponsor, and as a family we believe it is important to also make a personal investment.*

**Aneel Bhusri**  
Chief Executive Officer and Co-Founder, Workday



## Tribute GIFTS (continued)

In Honor of John Hutchinson  
Linda's Blessing Fund

In Honor of Shannon Jackson  
New York Life LLC

In Honor of Yulisa Jimenez  
Rebecca Dornin

In Honor of Sheila Jordan  
JoAnn Holmes

In Honor of Neil Kilian  
Satya, Pranav, and Kinnari Patel

In Honor of Janelle Kilson  
Kathleen Lopez

In Honor of Susie and John King  
John Sheehan

In Honor of Scott Kirby  
Jill Pollard  
Barbara and Ed Shapiro

In Honor of Meera Krishnan  
Nithya Desikan-Robertelli

In Honor of Cantor Mark Kushner  
Richard Huggett

In Honor of Meyer LaVine  
Torrey LaVine

In Honor of Dawn Lee  
Coonor Behal

In Honor of William Lehman  
Sandra Lehman

In Honor of Daniel Lurie  
Okta

In Honor of Alicia Maher  
Ryan Reid

In Honor of Michael Manning  
Mary and Jim Manning

In Honor of Mirosia Martin  
Mirosia Kishenyuk

In Honor of Cecilia Matrone  
Marissa Marandola

In Honor of Alfred McRae  
Gail Fitch

In Honor of Patricia Meadow  
Sean O'Malley  
Framil Paulino

In Honor of Jack Meerschwan's  
70th birthday  
Aviva Meerschwan

In Honor of Brad Missal  
Dawn Terminella

In Honor of MIT Leading with Impact  
Meghan Truchan

In Honor of MKT 450 Sections 1 and 2 at  
USC Marshall School  
Anna L. Hagen

In Honor of Garrett Moran  
Daniel Cunningham

In Honor of Jillian Moskovitz  
Kathryn Jo Mannes

In Honor of Mike Morfar Mullaney  
Erin Mullaney

In Honor of Robert T. Murray and  
Helen P. Murray  
Thomas J. Murray

In Honor of John Muse  
Tyler Muse

In Honor of Joshua Norvell  
Sara Norvell

In Honor of Stephanie Opperthausen  
Janet Roberts

In Honor of Karen Papa  
Thomas Tyler

In Honor of Elliott Malik Patterson  
Salesforce.org

In Honor of Scott W. Perkins  
Tori and Kerr Collins Charitable Fund

In Memory of Olivia Stanford and  
Evelyn Polselli  
Jane and Don Stanford

In Honor of Projectline Clients at Microsoft,  
Google, and Amazon  
Anika Lehde

In Honor of Jon Pucker  
Oliver Pucker

In Honor of Vedica Jain Qalbani  
Matthew Humbaugh

In Honor of Jeanette Radford  
Maureen Dwyer

In Honor of Casey Recupero  
Maggie and Jonathan Tushman

In Honor of Michael Rettaliata  
Hannah Steinbeck

In Honor of Peter and Edith Robinson  
Janine Dorsett and Michael Robinson

In Honor of Hazel Rockeymoore  
Maya Rockeymoore

In Honor of Michael Rooney  
James Fabiani

In Honor of Pearl Rosenberg  
Sarah Gerard

In Honor of Bruce Rosenblum  
Robert Mancini

In Honor of Max Sagan-Guthrz  
Rachel Sagan

In Honor of Eileen Saunders  
Kyle Saunders

In Memory of Dr. William Savage  
Capgemini - NA Markets Team

In Honor of Jan Seeler  
Devon Ellis

In Honor of Inga Sheaffer  
Eben Sheaffer

In Honor of SIM Boston (Society for  
Information Management)  
Bradford Rand

In Honor of Nidhi Singh  
Isha Berry

In Honor of Richard Small  
Rhode Island Foundation

In Honor of Joseph Smialowski  
Andrea Downey and Richard Kassler

In Honor of Mark Spradley  
Stacy Holland

In Honor of Don Stanford  
Walter Callender

In Honor of John Stanton  
Steve Schwartz  
Mary Stanton

In Honor of Dylan Steele  
Charles Eaton

In Honor of Cory Stephens  
Amy Atwood

In Honor of Dustin Synder  
Raise Marketplace

In Honor of Leah Tepperman  
Rachael Hamer

In Honor of TUNE's HasOffers Sales Team  
Hillary Robinson

In Honor of Robert and Anita Turner  
Karen McWilliams

In Honor of Polly Vail  
Donald Vail

In Honor of Lynnette Waters  
Stephen Jordan

In Honor of Lisa and Ian Watt  
Stephen Watt

In Honor of Alec Whitters of Higher  
Learning Technologies, Alex Dea of  
Deloitte Digital, and Paul Freedman of  
Practice XYZ  
Fusion Productions

In Honor of Anne Wilson  
Charles Wilson

In Honor of Rachel Wind and Family  
Joshua and Lauren Wind

In Honor of James P. Wind  
Rachel Wind and Matthew Holmes

In Honor of Year Up National Application  
Support IT Team  
Mary Barton-Rau

In Honor of Year Up Providence  
Lisa and Ted Fischer

In Honor of David Pongracz Yoken  
Ann C. Pongracz

In Honor of Don and Marcy Zelazny  
Dan Zelazny

In Honor of A Y Perlmutter Zonderman  
Ariel and Jonathon Zonderweiss

*If you would like to include Year Up in your  
will or trust, please contact our Investor  
Relations team at (857) 702-0204. We are  
happy to assist with any of your planning  
needs.*

*Year Up has made every effort to ensure  
this list is accurate and inclusive. If you  
discover an error or omission, we apologize  
and would appreciate you advising us to  
correct our records. Thank you.*

## Year Up LOCAL LEADERSHIP

*As of December 31, 2017*

### Baltimore Board of Directors

Sandy Dilworth (Co-Chair)  
VP IT, Care First Blue Cross Blue Shield

Bruce Williams (Co-Chair)  
Management Consultant, BH Williams, LLC

Brian Cobb  
Chief Technology Officer, Brown Advisory

Randall Craig  
Owner & Senior Member, Craig Law Group

Karen Friedman  
Judge, Maryland Circuit Court

Ramsey Harris  
AVP & Branch Manager, PNC Bank

Charlene Hayes  
Retired VP of Human Resources, John Hopkins University

Donna Hogan  
VP HR, Horseshoe Casino

Marcie Koteen  
Client Partner, Verizon Enterprise Solutions

Ganesha Martin  
Former Chief, Department of Justice Compliance & Accountability,  
Baltimore Police Department

Dana Moore  
Funding Partner, Peterson Moore, LLC

Ed Mullin  
Former CTO, SC&H

Maya Rockeymoore  
President & CEO, Global Policy Solutions

Michael Thomas  
VP of Workforce Development and Continuing Education,  
Baltimore City Community College

Gerald Watson  
VP of Business Development & CIO, Proarc, Inc.

Renee Watson  
President & CEO, Proarc, Inc.

### Bay Area Board of Directors

Ime Archibong  
VP Partnerships, Facebook

Tim Campos  
Co-Founder, Pulsra

Jose Mora  
Project Manager, Engagement, Learning, & Marketing at Salesforce  
and Year Up Bay Area Alumnus

Erik Ragatz  
Managing Director, Hellman & Friedman

Jacob Sorensen  
CIO, Bank of the West (BNP Paribas Group)

Daniel Springer  
CEO, DocuSign

Amy Weaver  
President, Legal and General Counsel, Salesforce

Keith White  
SVP Loss Prevention, Gap Inc.

Kirsten Wolberg  
CTOO, Docusign

### Chicago Board of Directors

Tracey Benford  
Partner, Goldman Sachs

Jacqueline Campbell  
Executive Director - Chase Wealth Management Market Director,  
JPMorgan Chase

Kelley Conway  
Managing Director, Accenture

Robert DiMeo  
Managing Director, DiMeo Schneider & Associates

Christine Kessler  
Managing Director, Bank of America

David Martin  
COO, SAI Advanced Power Solutions

Marcus Payne  
VP Quality, Food Safety, Continuous Improvement, Ingredion, Inc

Opal Perry  
Divisional CIO Claims, VP Technology & Strategic Ventures, Allstate

Paul Purcell  
Chairman, Baird Financial Group



Dan Seals  
VP, Business Development, MPA Healthcare Solutions

Terrence Thompson  
Senior Procurement Analyst at HUB International Limited  
and Year Up Chicago Alumnus

#### Dallas/Fort Worth Board of Directors

Melissa Fetter (Chair)  
Philanthropist

Don Glendenning (Co-Chair)  
Corp & Transitional Department, Locke Lord LLP

Elaine Agather  
Managing Director, JPMorgan Chase

Tynesia Boyea-Robinson  
CEO, Reliance Methods

Lee Hobson  
Founder, Highside Capital Management

Ken Malcolmson  
President & CEO, North Dallas Chamber of Commerce

Regina Montoya  
Attorney

Lyn Muse  
Founder, Lyn Muse Interiors, Inc.

Alfreda Norman  
SVP, Federal Reserve Bank of Dallas

Clyde Valentin  
Director, Ignite Arts Dallas Institute

#### Greater Atlanta Board of Directors

Lee Crump (Chair)  
Group Vice President & CIO, Rollins, Inc.

Archie Jones (Vice Chair)  
CFO, NOWaccount

Kevin Salwen (Immediate Past Chair)  
Author & Philanthropist

Jackie Breiter  
Digital Optimization Leader, NCR Corporation

Brandon Casteel  
AVP, CareerBuilder

Bruce Clayton  
Retired SVP, Genuine Parts Co.

Mary Ulmer Jones  
SVP & Associate General Counsel, Bank of America

Jelissa Lee  
Sr. Network Manager at Jackson Spalding  
and Year Up Greater Atlanta Alumna

Edwin Marcial  
Retired SVP & CTO, Intercontinental Exchange (ICE)

Stacey Ollinger  
Philanthropist & Community Organizer

Larry Panatera  
VP, Kaiser Permanente

Fabiola Charles Stokes  
Community Impact Manager, Google

Christopher Walters  
CEO, Encompass

#### Greater Boston Board of Directors

Colin Mahony (Board Chair)  
SVP & General Manager, Micro Focus

Brian Spector (Immediate Past Chair)  
Former Partner, Baupost Group, LLC

Valerie Armbrust  
Managing Director, Accenture

Stephanie Dodson  
Managing Director, Draper Richards Kaplan Foundation

Chris Gordon  
Managing Director, Bain Capital

Colby Greer  
Client Services Representative at State Street  
and Year Up Greater Boston Alumnus

Greg Janey  
President and CEO, Janey Construction

Steve Nazzaro  
EVP, State Street

Keith Peden  
Former SVP, Raytheon Company

#### Greater Philadelphia Board of Directors

Claire Borelli (Chair)  
Managing Director & Head of HR,  
Consumer Bank and Chase Wealth Management

Arthur Boswell  
Retired Non-profit Leader

Andre Brown  
Agile Business Analyst, JPMorgan Chase

Jasmine Eaddy  
Founder & CEO, JETS Staffing

Kenneth Paul  
Director of Live Events & Experiences, CBS Radio

Sulaiman Rahman  
Founder & CEO, Urban Philly Professional Network

Aleena Sorathia  
Associate, Ahmad Zafareese, LLC

Isaiah Thomas  
Director of Community Affairs, City Controller's Office,  
City of Philadelphia

Omar Woodard  
Executive Director, Greenlight Fund

#### Jacksonville Board of Directors

Susan Turchyn (Chair)  
SVP, Site HR Manager, Bank of America

Mary Ann Callahan  
SVP, Production Executive, Bank of America

Jose Duarte  
SEO Specialist at Web.com and  
Year Up Jacksonville Alumnus

Jane Landon  
SVP & Chief Technology Officer, Web.com

Whitney Lester  
BOA Specialist, Credit at Bank of America  
and Year Up Jacksonville Alumna

Lorraine Ley  
VP, Sr. Operations Manager, PNC

Stephen Pollan  
CEO, Assement Technologies Group

Tyra Tutor  
SVP, Corporate Development, Adecco Group North America

Wayne Young  
Director Response and Environmental Programs, JEA

#### Los Angeles Board of Directors

Richard Hopfer Jr.  
CIO, Sony and Inaugural Year Up Los Angeles Board Member

#### National Capital Region Board of Directors

Bruce Rosenblum (Chair)  
Managing Director, The Carlyle Group

Carolyn Berkowitz  
Partner, Mission Partners

Jim Calabrese  
CIO, Exelon

Mike Corkery  
President and CEO, Deltek

Reginald Exum  
VP/Community Development Officer, Citi

Steve Fuller  
Professor of Public Policy and Regional Development,  
George Mason University

Larry Fullerton  
Retired Partner/Senior Counsel, Sidley Austin, LLP

Garland Hall  
Sr. VP Customer Success, Ellucian

Cary Hatch  
CEO Brand Advocate, MDB Communications

Gill Haus  
SVP, Retail and Direct Bank CIO, Capital One

Kimberly Holloway  
IT Specialist at Department of Treasury and  
Year Up NCR Alumna

Jamshid Khazenie  
Chief Technology Officer, Gannett

John King (Immediate Past Chair)  
Founding NCR Board Member and Retired VP/Founder,  
Perot Systems

Georgette Kiser  
Managing Director and CIO, The Carlyle Group

Michael McKenzie  
Partner, Grain Management

Karen McWilliams  
VP Legal HR, SAIC

Thomas Romeo  
President and GM, Maximus

#### New York Board of Directors

Peter Drittel (Chair)  
Director, Research, Titan Advisors

Michael Bogdan  
Manager Partner, Post Road Group

Brian Frank  
Founder & Managing Director, Declaration Partners

Geoffrey Gold  
Managing Member & Founder, Salar Capital LLC

Eve Guernsey  
Independent Director

Pat Hackett  
Special Limited Partner, Tech, Media and Telecommunications,  
Warburg Pincus

Alex Klabin  
Managing Partner & Co-Chief Investment Officer,  
Senator Investment Group

Barbara J. Mace  
Principal, International Tax Services, Ernst & Young

Phil Schneidermeyer  
Former Partner, Heidrick & Struggles

Michael Stone  
Chairman & Co-Founder, Beanstalk

Colleen Taylor  
EVP, New Payments, Mastercard

#### Providence Board of Directors

Ted Fischer (Chair)  
VP Business Development, Hasbro

Lisa Abbott  
SVP, HR and Community Affairs, Legal, Lifespan

Jill Andy  
SVP Human Resources, Amica

Mark Cousineau  
VP Bank of America, Merrill Lynch's Business Banking Division

Mike Dunford  
Principal, Dunford Consulting

Barbara Goldner  
Licensed Independent Social Worker

Katharine Hazard Flynn  
Executive Director, Business Engagement Center, University  
of Rhode Island

Meghan Hughes  
President, Community College of Rhode Island

Alberto Irizarry  
Engineering Support/Small Business Engineer at Envision  
Technology Advisors and Year Up Providence Alumnus

Dolph Johnson  
EVP/Chief HR Officer, Hasbro

Jeff Lackey  
VP, Talent Acquisition, CVS

Sally Lapidés  
President & CEO, Residential Properties LTD

Jessica Nunez  
Loan Processor at Embrace Home Loans and  
Year Up Providence Alumna

Sandra Powell  
Health Policy Director, Rhode Island Department of Health

Paul Salem  
Co-Founder and Senior Managing Director, Providence Equity  
Partners

Donna Sams  
Partner, Spencer Consulting Group and Co-Founder,  
Center Change

Don Stanford  
Chief Information Officer, Gtech

William Wray  
SVP Risk Management, Washington Trust

#### Puget Sound Board of Directors

John Stanton (Chair)  
Partner, Trilogy

Robbie Bach  
Speaker, Author, and Civic Engineer, X-Bachs LLC



**Joseph Boateng**  
CIO, Casey Family Programs

**Phyllis Campbell**  
Chairman PNW, JPMorgan Chase

**Ursula English**  
VP, Environment, Health & Safety, Boeing

**Deb Horvath**  
Consultant

**Norman Rice**  
Former Seattle Mayor

**Jon Runstad**  
Co-Founder, Chairman, & CEO, Wright Runstad & Company

**Judy Runstad**  
Of-Counsel, Former Co-Managing Partner, Foster Pepper

**Jose Ubeda**  
SVP, Global Air, Expeditors

**Roy Whitehead**  
Chairman, President, & CEO, Washington Federal, Inc.

**Jacky Wright**  
Corporate Vice President, Microsoft

#### South Florida Board of Directors

**Michael Carpenter (Chair)**  
Chairman & CEO, Southgate Holdings, Inc.

**Martin Burkett**  
Partner, Co-Chair Mergers/Acquisitions and Private Equity Practice, Akerman, LLP

**Nilda De Boyrie**  
VP Branch Manager, Charles Schwab and Company

**Edward Jardine**  
Former CEO/VP, Procter and Gamble, Latin America

**Myles Pistorius**  
SVP, General Counsel, Miami Dolphins

**Licenia Rojas**  
SVP, Unit CIO of Global Services & Group Technology, American Express

**Josselyn Ruiz**  
Programmer Analyst at American Express and Year Up South Florida Alumna

**Daniel Salazar**  
VP Middle Market Banker, JPMorgan Chase

#### National Board of Directors

**Paul Salem (Chair)**  
Co-Founder & Senior Managing Director, Providence Equity Partners

**Tim Dibble (Immediate Past Chair)**  
Managing General Partner, Alta Equity Partners

**Peter Handrinós (Secretary)**  
Partner, Latham & Watkins LLP

**Joseph Baratta**  
Global Head of Private Equity, Blackstone

**Melody Barnes**  
Co-Founder & Principal, MB2 Solutions, LLC and Former Director of Domestic Policy Council, Obama Administration

**Ruth Bowen**  
Project Manager at Bank of America and Year Up Atlanta Alumna

**Gerald Chertavian**  
Founder & CEO, Year Up

**Paul Edgerley**  
Senior Advisor, Bain Capital

**Jim Fowler**  
Vice President & Chief Information Officer, GE

**William Green**  
Former CEO and Chairman, Accenture

**Rod McCowan**  
Founder & Principal, Accelerance Group

**Judy Miner**  
Chancellor, Foothill-De Anza Community College District

**Deval Patrick**  
Managing Director, Bain Capital and former Massachusetts Governor

**Angelica Pineda**  
Senior Workforce Development Associate at Salesforce and Year Up Bay Area Alumna

**Paul Pressler**  
Partner, Clayton, Dubilier and Rice, LLC

**Barby Siegel**  
CEO, Zeno Group

**Robert Steel**  
CEO, Perella Weinberg Partners

**Kerry Sullivan**  
President, Bank of America Charitable Foundation

**Robert G. Templin, Jr.**  
President Emeritus, Northern Virginia Community College (NOVA)

**Jordan Urrutia**  
CEO, First Impressions Parking Solutions and Year Up Providence Alumnus

**Greg Walton**  
IT Service Provider & Consumer Support Engineer at Massachusetts Institute of Technology (MIT) and Year Up Greater Boston Alumnus

#### Emeritus Trustees

**John Bradley**  
Chief Operating Officer, Year Up

**Eileen Brown**  
Founder, Cambridge College

**Shanique Davis**  
Release Engineer at the National Science Foundation and Year Up National Capital Region Alumnus

**Andrea Feingold**  
Co-Founder & Investment Principal, Feingold O'Keeffe Capital

**David Ford**  
Former Executive Director, Richard and Susan Smith Family Foundation

**Lisa Jackson, Ph.D.**  
Managing Partner at the Imago Dei Fund

**Melodie Mayberry-Stewart**  
President and CEO, The Black Diamond Capital Group

**Garrett Moran**  
President, Year Up

**Pedro Noguera**  
Distinguished Professor at University of California, Los Angeles (UCLA)

**Jim Pallotta**  
Chairman & Managing Director, Raptor Group

**Diane Schueneman**  
Former Senior Vice President & Head of Global Infrastructure Solutions, Merrill Lynch

**Joseph Smialowski**  
Former Managing Director, Citigroup

**Gail Snowden**  
Retired CEO, Freedom House

**Pamela Trefler**  
Founder & Chair, Trefler Foundation

**Craig Underwood**  
Founding Board Member & Senior Director of National Accounts, Year Up

## Year Up NATIONAL LEADERSHIP

*As of December 31, 2017*



# Year Up NATIONAL LEADERSHIP

*(continued)*

## National Advisors

Jeb Bush  
Former Governor of Florida

Kenneth Chenault  
Former Chairman & CEO, American Express

David Gergen  
Co-director of the Center for Public Leadership at Harvard Kennedy School and former adviser to four U.S. presidents

Jay Hooley  
Chairman & CEO, State Street

Dick Parsons  
Senior Advisor, Providence Equity Partners, LLC

Michael Powell  
President & Chief Executive Officer, National Cable & Telecommunications Association; Former Chairman, Federal Communications Commission (FCC)

Thomas Ryan  
Former Chairman & CEO, CVS Caremark Corporation; Operating Partner, Advent International

Ruth Simmons  
Former President, Brown University

Barry Sternlicht  
Chairman & CEO, Starwood Capital Group

Jeff Weiner  
CEO, LinkedIn

## Senior Leadership Team

Gerald Chertavian  
Founder & CEO

Garrett Moran  
President

Jeff Artis  
National Director of Corporate Engagement

Jay Banfield  
Chief Officer of Innovation and Scale & Managing Director of California

Shawn Jacqueline Bohan  
Chief Transformative Impact Officer

John Bradley  
Chief Operating Officer

Donald Ger  
National Director of Innovation and Scale

Meredith Jaremchuk  
National Director of Program

Ellen McClain  
Chief Financial Officer

Susan Murray  
National Director of Development

Dwight Powery  
National Site Director

Casey Recupero  
National Site Director

Belinda Stubblefield  
Chief Diversity Officer & National Site Director

Jim Thie  
Chief Information Officer

Ronda Thompson  
National Director of Alumni Relations

## Executive Directors

Leopoldo F. Coronado Sada South Florida

Jack Crowe Chicago

Bob Dame Greater Boston

Cathy Doyle Providence

Michael Faught Los Angeles

John Galante New York

Fred Krug Puget Sound

Kim Owens Arizona

Guyline Saint Juste National Capital Region

Emily Schaffer Bay Area

Roland Selby, Jr. Baltimore  
\*Greater Philadelphia & Wilmington

Belinda Stubblefield Greater Atlanta\*

Kris Vetter Dallas/Fort Worth

Robin Watson Jacksonville

*\*Interim Executive Director*

# Year Up LOCATIONS

## Year Up Arizona

1245 E Buckeye Road, Room A166  
Phoenix, AZ 85034

## Year Up Baltimore

Baltimore City  
Community College  
2600 Liberty Heights Avenue  
South Pavilion – 3rd Floor  
Baltimore, MD 21215

## Year Up Bay Area

**San Francisco Campus:**  
80 Sutter Street  
San Francisco, CA 94104

**Silicon Valley Campus:**  
100 West San Fernando Street  
San Jose, CA 95113

**Diablo Valley Campus:**  
321 Golf Club Road, ET-114  
Pleasant Hill, CA 94523

## Year Up Chicago

**Downtown Campus:**  
223 West Jackson Boulevard,  
Suite 400  
Chicago, IL 60606

**HWC Campus:**  
30 East Lake St, 11th Floor  
Chicago IL 60601

## Year Up Dallas/Fort Worth

El Centro College  
701 Elm Street, Suite 400  
Dallas, TX 75202

## Year Up Greater Atlanta

**Midtown Campus:**  
730 Peachtree Street, Suite 900  
Atlanta, GA 30308

**ATC Campus:**  
1560 Metropolitan Parkway, SW  
Student Success Center-Building C,  
Room 1113  
Atlanta, GA 30310

## Year Up Greater Boston

**Downtown Campus:**  
45 Milk Street  
9th Floor  
Boston, MA 02109

**Quincy Campus:**  
State Street Corporation, John Adams  
Building  
1776 Heritage Drive  
North Quincy, MA 02171

**RCC Campus:**  
1234 Columbus Avenue  
Building 3, Room #104  
Roxbury MA 02120

## Year Up Greater Philadelphia

Peirce College  
1420 Pine Street  
Philadelphia, PA 19102

## Year Up Jacksonville

101 W State Street, Suite 3001  
Jacksonville, FL 32202

## Year Up Los Angeles

West Los Angeles College  
9000 Overland Avenue  
Culver City, CA 90230

## Year Up National Capital Region

**Arlington Campus:**  
1901 South Bell Street,  
Suite 100  
Arlington, VA 22202

**Woodbridge Campus:**  
Northern Virginia  
Community College  
2645 College Drive  
Woodbridge, VA 22191

## Year Up New York

**Wall Street Campus:**  
85 Broad Street, 6th Floor  
New York, NY 10004

**BMCC Campus:**  
70 Murray Street, M1415  
New York NY 10007

## Year Up Providence

40 Fountain Street, 7th Floor  
Providence, RI 02903

## Year Up Puget Sound

**Bellevue Campus:**  
14673 NE 29th Place,  
Suite #2105  
Bellevue WA 98007

**Seattle Campus:**  
2607 2nd Avenue  
Seattle, WA 98121

## Year Up South Florida

Miami Dade College -  
Wolfson Campus  
25 NE 2nd Street  
Building 5, Room 5512  
Miami, FL 33132

## Year Up Wilmington

Community Education Building  
1200 North French Street  
Wilmington, DE 19801



Get  
INVOLVED

DONATE  
MENTOR  
VOLUNTEER  
HOST *an intern*  
HIRE *a graduate*  
YEARUP.ORG



ARIZONA • BALTIMORE • BAY AREA • CHICAGO • DALLAS/FORT WORTH • GREATER ATLANTA • GREATER BOSTON • GREATER PHILADELPHIA  
JACKSONVILLE • LOS ANGELES • NATIONAL CAPITAL REGION • NEW YORK • PROVIDENCE • PUGET SOUND • SOUTH FLORIDA • WILMINGTON  
YEAR UP NATIONAL OFFICES | 45 MILK STREET, 9TH FLOOR | BOSTON, MA 02109 | 855-YEARUP1

