



2011 Annual Report



Year Up's mission is to close the **Opportunity Divide** by providing urban young adults with the skills, experience and support that will empower them to reach their potential through professional careers and higher education. We achieve our mission through a high-expectation, high-support program that combines marketable job skills, stipends, corporate internships and college credits.

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Year Up's innovative model creates opportunity for those who need it the most. We introduce urban talent to some of America's largest companies, **forming connections** that not only fill a void in today's workforce, but also provide experience for our students that leads to long-lasting careers and economic self-sufficiency.

**Reysha
Sauceda-Eason**

Year Up Bay Area,
Class of January 2012;
Interned at Facebook

**Tim
Campos**

Chief Information Officer,
Facebook



Kern Williams

Year Up Boston,
Class of January 2010;
Year Up Boston Board
Member; Income Specialist,
State Street Global
Services

DEAR FRIENDS,

At Year Up, we believe our students possess unlimited potential. We know that given the right opportunity, with challenging standards and high support, the young people we serve can literally accomplish anything they set out to achieve.

Yet millions of young adults in this country are stuck on the wrong side of the “Opportunity Divide.”

Despite talent and motivation, many young people lack access to higher education and sustainable, living-wage careers. Those who do gain access often struggle to realize their full potential, lacking the preparation and resources needed to take advantage of opportunities for school or work. A disproportionate percentage of these “disconnected” young adults are minority and low-income.

Gerald Chertavian

Founder and CEO,
Year Up;
Mentor to Kern

At the same time, the U.S. economy desperately needs help. U.S. businesses are calling for larger numbers of better-trained talent to compete on the global stage, but there are not enough skilled workers to meet that demand, and won't be for years to come.

Year Up provides urban young adults with the skills, knowledge and experience that they need to begin successful careers and earn a living wage. Employers, in turn, gain access to a pipeline of well-trained talent that they need in order to remain competitive in the 21st century.

By empowering our young adults, we can power our national economy.

Connecting marginalized young adults to real career paths doesn't take a miracle. Year Up offers quality education in growing professional industries to motivated individuals, preparing them to enter a market starving for skilled workers. It's not a handout, it's a *hand-up*, and just good business sense.

However, Year Up's talented workforce is comprised of individuals too many of us have long been conditioned to dismiss as social liabilities. In order to close the Opportunity Divide, we must redefine urban young adults as economic assets and work together to ensure their successful transition into the economic mainstream.

As you read the following report, I encourage you to take a close look at examples of our inspiring students and our dedicated partners (employers, managers, mentors, instructors, and friends), who believe in our students' potential and provide crucial support and guidance. By working together, we are able to serve many more young adults than we possibly could on our own.

Year Up has achieved tremendous success over the past 11 years. We have grown from serving 22 students in 2001 to over 1,300 in 2011, and we have no plans of slowing down. We must always do more to reach the growing population of "disconnected" young adults in our nation.

We are excited to kick-off our new growth strategy that will strengthen our program and scale our impact. Over the next 5 years, we will grow our direct service program to serve 2,500 young adults per year, design and pilot an alternative model capable of serving 100,000 students per year, and drive broader systemic changes in our country that will increase opportunity and social mobility for all Americans. I encourage you to visit our website, follow us on Facebook, and reach out to our local program sites to learn more.

Year Up works, and changes lives, but we cannot operate without your support. The young adults that we serve are driven, eager, determined, and able. All they need is a hand-up.

Please consider joining us as we work to close the Opportunity Divide.

Be well,



Gerald Chertavian



Our first book, "A Year Up," is about changing people's perceptions around the young adults that Year Up serves, recognizing that they are assets—not liabilities—and a crucial component to American prosperity. 100% of Year Up proceeds will go directly towards serving our students. To order, please visit www.yearupbook.com

“

If you want to know what Year Up is all about, walk into a Year Up office; **you will be energized** by the fact that everyone wants to be there...students and staff alike.



**David
Casey**

Vice President and
Chief Diversity Officer,
CVS/Caremark



**Jacinta
Robinson**

Year Up Providence,
Class of January 2012;
Interned at CVS/Caremark

Attending
Year Up was
**the best
decision** I
have ever made.

”

CLOSING THE OPPORTUNITY DIVIDE

The United States currently faces a vast “Opportunity Divide.”

On one side of the Divide are 5 million disconnected young adults, out of work and out of school, lacking the resources and guidance needed to succeed in today’s economy. On the other side of the Divide, U.S. businesses are facing a shortage of 14 million college-educated workers over the next decade...a gap that high school graduates are not prepared to fill.

Our economy’s demand for skilled labor exceeds the supply, a fact that fundamentally threatens our competitiveness as a nation.

These are troubling realities, yet they represent a significant national opportunity. Helping young adults to gain the skills and knowledge today’s businesses demand puts those young adults on a path to postsecondary education, successful careers and economic self-sufficiency.

Employers then gain access to the talented and well-trained workforce they need to compete in the global economy.

Economic justice for disconnected young adults means economic prosperity for this country.

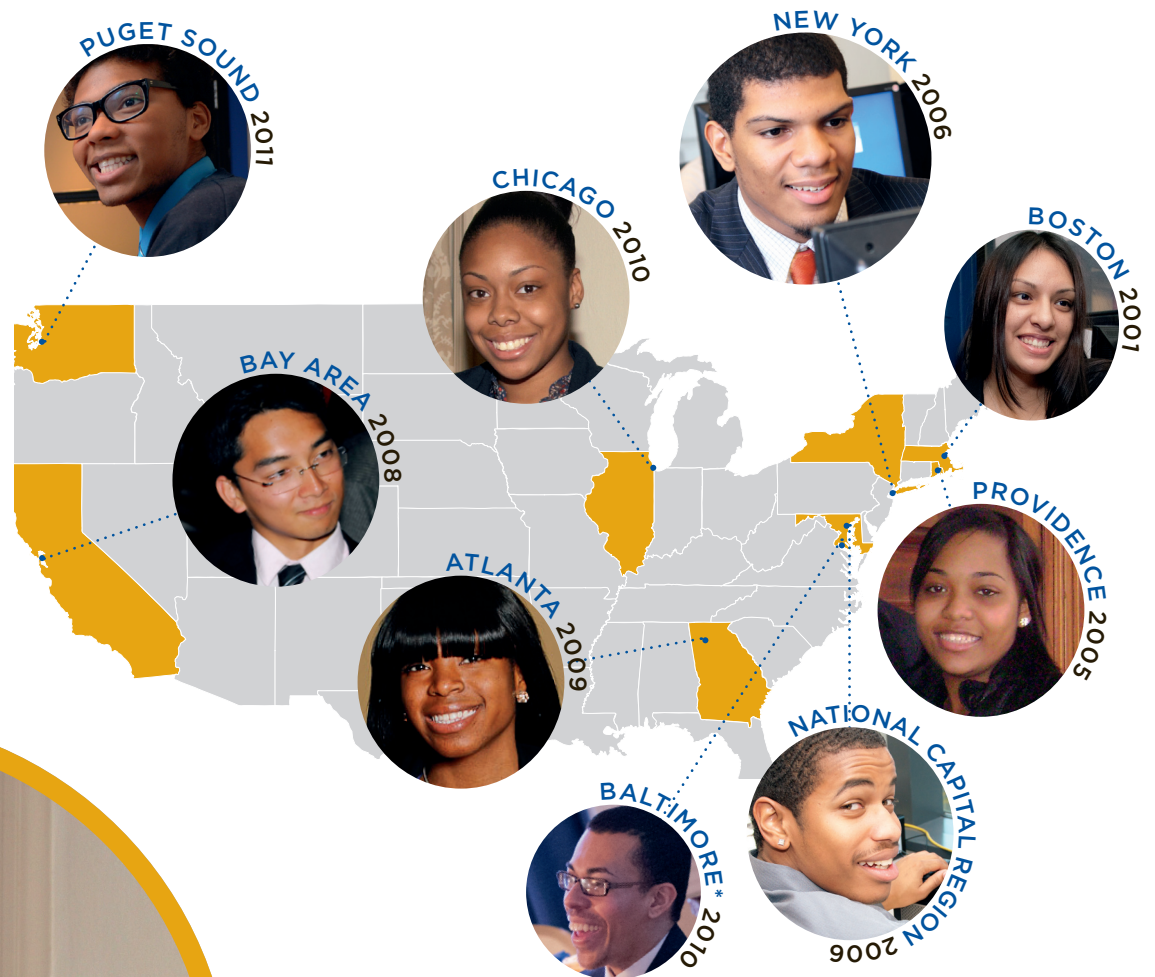
Year Up is a proven solution to this problem.



2011 PROGRAM MILESTONES

Student Milestones

We opened our doors to 22 students in Boston in 2001. Today, we continue to expand at a rapid pace, striving to reach a greater number of young adults in more cities across the country. In 2011, Year Up served more than 1,300 young adults across our nine sites, opened our doors in Seattle's Puget Sound, watched our first classes graduate in Chicago and Baltimore*, and welcomed alumni to both our National and Local Boards. We also continued to establish and grow relationships with a strong network of colleges, allowing students to earn college credits while completing our program. With a retention rate of nearly 70%, our students continue to establish themselves as professionals at some of America's best known companies, positioning Year Up as an innovator in the workforce development field.



Celebrating Year Up Chicago's first graduation, with graduate Orion Casey and Year Up Chicago Executive Director, Alan Anderson

Corporate Partners

Employer demand for Year Up interns continues to grow. In fact, revenue from our corporate partners funds over half of our core program nationwide. Despite the troubling economic market, our partners increased their investment in Year Up in 2011, contributing a total of \$18 million to the program. This investment provides a pipeline of much-needed talent for our partners and valuable training and professional experiences for our students. We are a market-driven solution to a national problem.

In 2011, our list of corporate partnerships exceeded 235. Based on partner feedback, 95% of Year Up interns met or exceeded expectations.

Leaders in a growing number of industries are recognizing the talent of our students. We currently partner with companies in the financial, education, medical, federal (through our recently acquired GSA approval), and technology sectors, among others. Further, a growing number of national partners are hosting interns across more than one Year Up site, a testament to the quality of our program, scalability of our model, and dedication of our students.

Alumni Milestones

Year Up's success in achieving our mission depends on the leadership and engagement of our alumni. Our success is exemplified by our 3,000 graduates as they move on to pursue full-time, professional employment and achieve their higher education goals. Within four months of graduating from the Year Up program, 85% of alumni are employed and/or in school full-time. Those employed earn an average of \$15 per hour (about \$30,000 per year). This is just the beginning.

Year Up graduates are economically independent role models. They anchor their families, their neighborhoods, and their communities. They are changing our country's collective perception about urban young adults, opening the door for others to follow.

The transformation our students undergo throughout the program is remarkable. After just one year these young adults have grown both personally and professionally, having gained marketable skills, college credits, job experience, self-confidence, a professional network, and an interest in lifelong learning.

\$15.00
Average Hourly Wage*

* within 4 months of graduation

100%

of qualified students are placed in internships; the demand exists!

“

I have been able to witness first hand the **positive influence** that the Year Up program provides these promising youth.



Year Up transformed me from a timid, hesitant, young woman to a **confident, self-assured** business professional.

”

Mike Scannell

Senior Vice President of
Global Human Resources,
State Street Corporation

Ebony Williams

Year Up Boston,
Class of January 2009;
Portfolio Administrator,
State Street Corporation

PROOF THE YEAR UP PROGRAM WORKS

Year Up's evidence base demonstrates that we are making a positive impact on the lives of our students.

In a 2011 report, independently conducted research by the Economic Mobility Corporation (EMC) indicated that students who attend the Year Up program have access to higher quality jobs and earn up to 30 percent more than those who do not. This study was based on a randomized controlled trial (RCT)—the gold standard in policy and social science research. EMC president Mark Elliott called this “the most exciting evaluation results we’ve seen in youth employment in 20 or 30 years – and the first to show a really substantial earnings gain.”

We are excited to expand our evaluation efforts through our work with Abt Associates, as part of the Innovative Strategies for Increasing Self-Sufficiency (ISIS) project. Commissioned by the Administration for Children and Families (ACF) at the U.S. Department of Health and Human Services, ISIS is a federally funded evaluation of promising strategies for helping low-income, low-skilled individuals and families become economically self-sufficient. Year Up is honored to be one of approximately one dozen organizations from around the country invited to participate in ISIS.

In addition, we are currently working with a team of economic consultants to estimate the “Year Up Effect,” or the average total change in lifetime earnings associated with graduating from Year Up. While this study is in the early stages, we are already seeing very promising results that point to equally impactful proof that the Year Up program provides its students with a significant increase in lifetime earnings.

“The most exciting evaluation results we’ve seen in youth employment in 20 or 30 years—and the first to show a really substantial earnings gain.

— Mark Elliott, President,
The Economic Mobility Corporation

YEAR UP
STUDENTS
EARNED
30%
MORE*

* than their peers who did not complete the program.



“

My relationship with my mentor Terry has been an **insightful adventure** into the business world.



My mentee is a great guy...We have a **great relationship** that will without a doubt continue into the future.

”

Kyle Baxter

Year Up Atlanta,
Class of January 2012;
Interned at AutoTrader.com

Terry Doyle

President,
TMD & Associates;
Mentor to Kyle

MAXIMIZING OUR IMPACT

Year Up is part of a larger movement to increase opportunity and social mobility in this country. We are committed to leveraging our programmatic success to influence the systemic causes of our nation's "disconnected" youth crisis. By collaborating with organizations and individuals who share our vision, we are able to maximize our impact and build momentum toward a future in which all young adults have access to meaningful careers and post-secondary education. In 2011, we have seen some great progress toward this objective.

Capitol Hill Day

On April 14th, Year Up and Corporate Voices for Working Families (a national association of Fortune 500 companies), organized Capitol Hill Day. This event brought together employers, young adults, and leaders from both organizations for meetings with key U.S. policymakers from across the political spectrum. Throughout the day, our team met with 36 members of Congress to educate them and their staff about effective enterprising career pathways for young adults. We also used this opportunity to introduce a series of integrated policy proposals aimed at giving businesses the tools they need to develop talent and grow the economy.

2nd Annual Walk for Opportunity

On October 5th, over 1,400 people gathered in seven cities across the U.S. to raise awareness of the Opportunity Divide during the 2nd annual Year Up Walk for Opportunity. Year Up students, alumni, staff and supporters marched in places such as New York's Lower East Side, the Boston Common and the Martin Luther King, Jr. Memorial in Washington D.C. to demonstrate to their communities that the urban young adults who live in their cities are economic assets, not social liabilities.

Opportunity Nation Summit

On November 3rd and 4th, Year Up joined key leaders in the public sector and business world at the Opportunity Nation summit in New York City. The summit launched a national, bipartisan campaign to promote opportunity and secure it as a central issue in the upcoming 2012 elections. Year Up students and alumni were center stage throughout the event. In fact, during the kick-off at Harlem's legendary Apollo Theater, Year Up Bay Area alumni Sothera Yem's story was shown in a video as one of the event's five featured success stories.

During the event, Executive Director of Opportunity Nation, Mark Edwards, noted that successful social movements have historically been catalyzed by engaging young adults. Opportunity Nation is no exception, and we were honored that Year Up alumni were in the driver's seat for in-depth discussions regarding the importance of access to opportunity for today's young people.



Year Up National Capital Region students pose at the Martin Luther King, Jr. National Memorial during the 2011 Walk for Opportunity

“

Year Up provides UBS an opportunity to attract an underemployed, yet **highly motivated**, diverse candidate pool to the firm... Year Up is not only a recruitment strategy, but a retention tool.



Sometimes all a person needs is an opportunity. Year Up was my opportunity, and I will be **forever thankful.**

”

**Denise
Hebner**

Executive Director,
Group Technology,
UBS

**Devyn
Mays**

Year Up New York,
Class of January 2012;
Support Analyst,
GTIS, UBS

CHANGING THE COUNTRY THROUGH INFLUENCE

Year Up is humbled to be recognized as one of our nation's progressive nonprofits and has repeatedly been considered a leading example of an effective workforce development program by experts in the field.

Harvard University's Pathways to Prosperity Report

In February 2011, the Harvard Graduate School of Education released its findings on why current education and workforce development systems are lacking and often fail to prepare the rising generation of young adults for meaningful careers and economic self-sufficiency. The report, *Pathways to Prosperity: Meeting the Challenge of Preparing Young Americans for the 21st Century*, points to Year Up as an exemplar of employer engagement, modeling how to engage employers in the education and training of young adults and the enormous benefits of doing so.

Clinton Global Initiative



In June 2011, Year Up was honored to participate in Clinton Global Initiative America, which brought together leaders from around the world to devise and implement innovative solutions to some of the world's most pressing challenges. The conference, hosted by President Bill Clinton, was the first CGI meeting focused on driving job creation and growth in the United States. Gerald Chertavian, Founder and

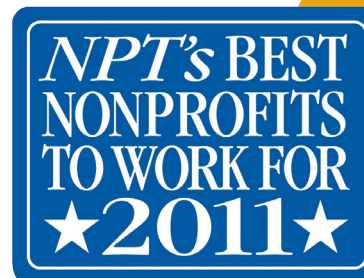
CEO of Year Up, led a working group discussion focused on workforce development and serving disadvantaged youth. Lauded Professor of Economics James Heckman noted in his plenary remarks that Year Up is one of the few work-based training programs that proves there is a social return on investing in older youth—crediting Year Up's emphasis on the importance of developing soft skills.

White House Forum for Nonprofit Leadership

In November 2011, the White House invited leaders from Year Up and 200 other nonprofits to participate in the White House Forum for Nonprofit Leadership. This event focused on the role of nonprofits in the U.S. and how to increase effective investments in nonprofit human capital development. Melody Barnes, then Director of the Domestic Policy Council for the Obama administration, highlighted Year Up as a model for effectiveness in workforce development.

Media

Since 2000, Year Up has been featured in many notable publications and won numerous awards for our work to serve those who need us the most: our students. Publications include:



None of our progress could be made without the hard work of our staff. Their commitment, work ethic, and dedication to our students is a crucial part of what makes Year Up so successful.

LOOKING FORWARD

Our 5 Year Strategic Plan

We are extremely proud of all we have accomplished, but know that much more is needed to fully close the Opportunity Divide. Year Up's proven direct service model will continue to be the foundation of our success. However, the number of disconnected young adults in the United States is growing. In the coming years we must scale our program to serve a million students nationally while simultaneously changing the large-scale national systems that contribute to the Opportunity Divide.



Over the next five years, Year Up will undertake three major initiatives:

- 1. Grow and Strengthen the Core:** We will scale our direct service program to serve 2,500 students annually by 2016. During this time period, Year Up will both open three new sites and invest substantial resources toward growth in existing cities, allowing us to improve the core program model as well as expand it. Planned improvements include increasing the sustainability of our revenue and cost models, and ensuring long-term success for our graduates.
- 2. Develop the Million-Person Model:** We will design and pilot alternative program models that can grow rapidly to serve many more young adults across the United States. These models will build on the successful practices of our core model, with a focus on innovations that allow for greater scale. We anticipate partnering closely with community colleges in this process to increase graduation rates and successful transitions into the labor market.



3. **Create Systems Change:**

In order to ensure all young adults have access to career and postsecondary pathways, we will work to eliminate the underlying systemic barriers that create and perpetuate the Opportunity Divide. By leveraging our program's success and credibility, our systems change strategies will focus on changing perceptions about urban young adults (who are economic assets, not social liabilities), business practices (around talent pipeline sourcing and hiring), and public policy (related to workforce and education reform that shapes America's talent pool). We will pursue these strategies at the national level and in the various metropolitan areas where our sites operate.

In the spring of 2011, Year Up launched its Opportunity Campaign to raise the \$55 million in growth capital needed to support these three impact strategies and cover other growth-related expenses.

This five year plan is a bold approach to closing the Opportunity Divide. Year Up will not only grow, but also experiment and innovate more than ever before. We look ahead to this new phase in our history with anticipation, buoyed by the success of our last 11 years. We are serving more students than ever, in more cities than ever, and consistently achieving positive outcomes. We are rising experts, invited often to offer our knowledge and insight to meaningful discussions on the future of education and labor. Above all, we are guided by our authenticity, our clarity of purpose, and our commitment to young adults.

Our work is focused on achieving our long-term vision: a future in which all urban young adults have access to meaningful career pathways that lead to economic self-sufficiency and corporate America knows about this pool of talent and looks to hire them. We invite you to join us in transforming this country as we work to ensure opportunity for all.

**\$55
MILLION
GROWTH CAPITAL
NEEDED**

“

The way I carry myself in public, the way I present myself to employers, and the people I surround myself with are all things I have changed since attending Year Up. **I will use these skills for the rest of my life.**



I'm honored to serve the next generation of youth who will someday have an even **greater impact** in the world than I did.

”

Jessica Vides

Year Up Puget Sound,
Class of July 2012;
Client Care Intern,
Dreambox

Jemell Garris

Year Up Boston,
Class of July 2004;
Assistant IT Instructor,
Year Up Puget Sound

FINANCIALS

Statement of Activities*

(Unaudited)

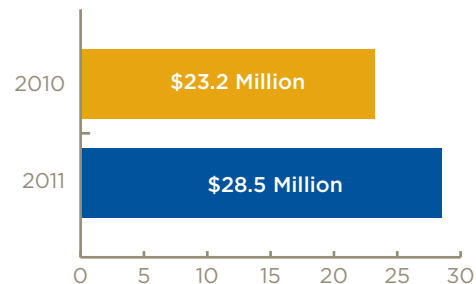
	2010	2011
Revenue		
Contributions	23.2	28.5
Internship Income	12.3	18.3
Interest & Miscellaneous Income	0.1	0.2
Total Revenue	\$35.6	\$47.0
Expenses		
Program	23.3	34.1
General & Administrative	2.9	2.6
Fundraising	2.6	3.0
Total Operating Expenses	\$28.8	\$39.7
Change in Net Assets	6.8	7.3
Total Net Assets at End of Year	\$32.1	\$39.4

Note

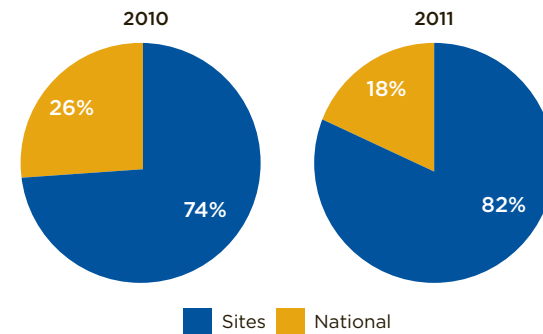
* Excludes In-Kind Contributions

Revenues

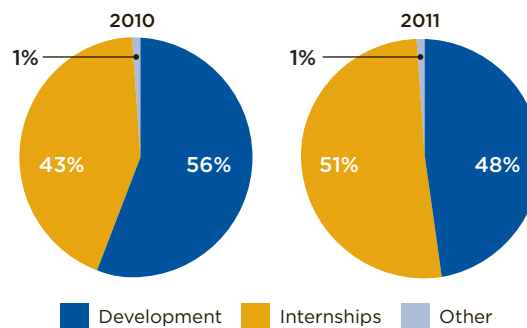
Total Raised



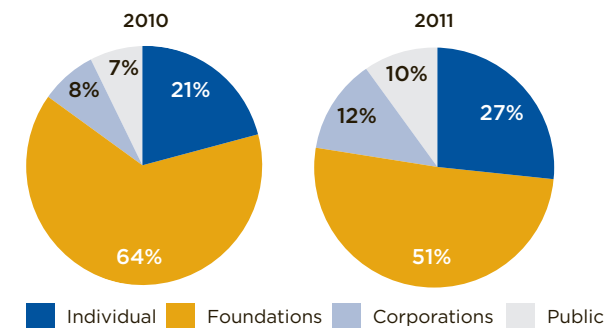
National Versus Site Fundraising *



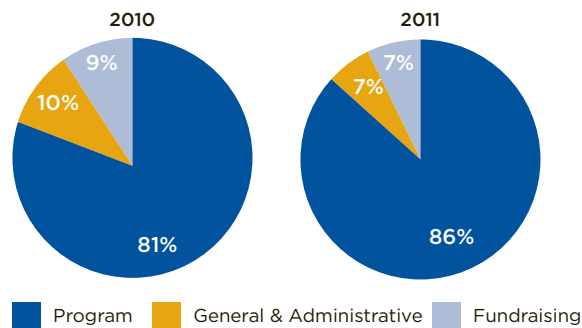
Revenue Mix *



Development Mix *



Expenses



Note

* Excludes Opportunity Campaign funding

“

Over the years I have found value in the relationship [with Year Up] because my entire team feels **connected to the success** of the student.



Having a **solid support system** got me through my Year Up journey. It never let me give up on myself.

”

**Brad
Missal**

Director, NOC & NMS
Neustar

**Elora
Powell**

Year Up National
Capital Region,
Class of January 2012;
Interned at Neustar

OUR CORPORATE PARTNERS

The following partners hosted Year Up interns from the July 2011 and January 2012 cohorts.

AARP	CDW	Georgia-Pacific	Massachusetts Institute of	Radio One, Inc.
Acumen Solutions	Center for American Progress	Gilbane, Inc.	Technology (MIT) Sloan School	REI
Advent International	CGI	Google	of Management	Reit Management & Research, LLC
Aerotek	Chat Sports	Graduate Management Admission	MDI Group	Reneida Reyes, D.D.S.
Akamai	Chicago Events Management	Council (GMAC)	MedAssets	Responsys
Alaska Airlines	Children's Hospital Boston	Groundwork, Inc.	MFS Investment Management	Ring2
Allegis Group	Citadel	GTECH	MicroMenders, Inc.	Rohde & Schwarz, Inc.
Alnylam Pharmaceuticals	Citi	Harvard Business School	Microsoft	RPC, Inc.
Amdocs	Citizens Bank	Harvard Management Company	Millennium Pharmaceuticals, Inc.	Rush University Medical Center
American Council on Education (ACE)	City of Baltimore	Harvard School of Public Health	Mitre	SAIC
American Express	City of Seattle	Harvard University Faculty of Arts	Monsoon Commerce Solutions	Salesforce.com
American Red Cross	The Coca-Cola Company	and Sciences	Morgan Stanley	Seattle Children's Hospital
American Safety Insurance	Collette Vacations	Hasbro	Mozilla	SendMe, Inc.
AmericasMart	CompuCom Systems, Inc.	Hewlett-Packard Company	National Football League (NFL)	Sentinel Benefits & Financial Group
Ameriprise Financial	Computers For Youth	Hill Holliday	NetApp	Shire Human Genetic Therapies, Inc.
Amica	comScore, Inc.	Holder Construction	Network Health	Sidley Austin, LLP
AOL	Consigli Construction Co.	IDG	Neustar, Inc.	Siemens AG
The APEX Museum	Covidien	iMentor	New Signature	Simpson Thacher & Bartlett, LLP
Arthritis Foundation	CRICO/RMF	Income Research + Management	New York City Department	Simulia
AT&T	Cubist Pharmaceuticals	ING Group	of Finance	Slalom Consulting
athenahealth	CVS Caremark	Inova Health Systems	New York City	Southern Company
Atrius Health	Cyveillance, Inc.	InterContinental Hotels Group	Department of Probation	SRA International, Inc
AutoTrader.com	DeKalb County	IntercontinentalExchange, Inc.	New York City Department of Youth	State Street
AvalonBay Communities	Deltek, Inc.	ITS Group	and Community Development	SunTrust
Avectra	Deutsche Bank	Jackson Healthcare	New York City Housing Authority	Swarovski Crystal
Bain Capital, LLC	Digitas	Jewish Family & Career Services	(NYCHA)	T. Rowe Price
Baltimore City Public Schools	The Dimock Center	JMP Securities	New York Life	Technisource, Inc.
Bank of America	Domino Foods, Inc.	John Hancock	Retirement Plan Services	Tower Research Capital, LLC
Bank of the West	Eastern Bank	Johns Hopkins Medicine	New York University Langone	Travelport
Baupost Group, LLC	Eaton Vance	Johns Hopkins University	Medical Center (NYU)	Tufts Medical Center
Beacon Mutual	eBay	JPMorgan Chase	Newell Rubbermaid	Turner Broadcasting
BET Networks	EF Institute for Cultural Exchange	Juma Ventures	North Highland	Twitter
Biogen Idec	EIS, Inc.	Jumpstart	North Shore-Long Island Jewish	UBS
BITHGroup Technologies	Electronic Arts	Kaiser Permanente	Health System	United Way of Metropolitan Atlanta
Black Box Network Services	EMC Corporation	Latham & Watkins, LLP	Northern Virginia Community	University of Massachusetts Boston
Blackstone	EPAM	LeasePlan USA	College (NOVA)	US Department of Agriculture
Bloomberg	Equifax	Leerink Swann, LLC	NPower Greater DC Region	(USDA)
Blue Cross Blue Shield of Rhode Island	Euro RSCG Worldwide	Liberty Mutual Group	Partners HealthCare	Vertex Pharmaceuticals
BNY Mellon	Expedia	Lifespans	Patni Computer Systems	Warnaco Group, Inc.
Booz Allen Hamilton	Facebook	LinkedIn	Paul Cuffee School	The Weather Channel
Boston Financial Data Services	FBR Capital Markets	Litl	Pepco Holdings, Inc	Weil, Gotshal & Manges, LLP
Broadridge Financial Solutions	Federal Reserve Bank Chicago	Lucile Packard Children's Hospital	Perkins + Will	Wellington Management Company
Brown University	Fenway High School	at Stanford	PHH Corporation	Wells Fargo
Brown University	Fidelity Investments	M. Block and Sons, Inc.	Pioneer Investments	WGL Holdings, Inc.
CA Technologies	FM Global	Marriott International, Inc.	PopCap Games	The White House
Cabot Corporation	Fred Hutchinson Cancer Research Center	Marsh and McLennan Companies, Inc.	Primus Software Corporation	Whittier Street Health Center
California Pacific Medical Center	Freddie Mac	MARTA	Printpack, Inc.	WilmerHale
Capgemini	FTI Consulting, Inc.	Maryland Department of	Prosper	XL Group
CARE USA	GE Capital	Transportation, Motor Vehicle	Providence Equity Partners	Yelp
Carlyle Group	Genuine Parts Company	Administration	Publicis	Zynga
Catapult Technology	Georgia Public Broadcasting		Quality Technology Services	
Cbeyond				

OUR SUPPORTERS

Achieving our mission to close the Opportunity Divide would not be possible without the generosity of our many supporters.

Growth Capital Investors



Anonymous Donor
Barr Foundation
Anita and Joshua Bekenstein
Kristine and John Bradley
Kate and Gerald Chertavian
Coatue Foundation
Maureen and Timothy Dibble

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Individuals*

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Bill Chase
Kate and Gerald Chertavian
Elaine and Lee Chertavian

Levon Chertavian
Margaret and Paul Chisholm
Reed Chisholm
Danny Kalmar and Elaine Chow
Ellie and Brian Chu
Kristin and John Clark
Keith Colburn
Newcomb Cole
Amy and Lila Conlee
Cecil Conlee
Celia and John Conlee
Shirley and Stephen Cookston
Amy Corey
Jon-Paul Couture
Michael Covey
Mary Jane and Glenn Creamer
Sunil Daluvoy
The Davenport Fund
Douglas Davies
Kimberly Davies and William Dylewsky
Hugh de Loayza
Shelley and Mark Derby
Maureen and Timothy Dibble
Jeremy Dies
Tracy and Enrico Digregorio
Stephanie Dodson
Suzy and Jim Donohue
Amory and Scott Donohue
Walter Donovan
Jennifer and Chip Douglas
Beth Dickerson and David Drubner
Kate and Bill Duhamel
Sandy and Paul Edgerley
Jackie and Bill Egan
Emily Ehrenfeld and Gary Valaskovic
Barbara and Michael Eisenson
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Steve Ellis
Sara and Jeff Enright
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Jim Esposito
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Barbara and Patrick Fallon

Shoshana and Dan Farb
Jessica and Matthew Farron
Dory and Brad Faxon
Andrea Feingold and Tom Kupper
Connie and Michael Feldman
Spencer Ferebee
General Catalyst Partners
(Nina and David Fialkow)
David Fike
Mary Finlay
Lisa and Ted Fischer
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