



CONNECTING TALENT WITH OPPORTUNITY

2014 ANNUAL REPORT

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"I accomplished so much once I decided to **own my own path**. I never thought I could go this far, but after the Year Up program pushed me, I **know I can do it!**"
-Year Up Bay Area Graduate

“Before I started Year Up I was a product of the streets. With proper guidance and support I am now a product of success.”

Andre Johnson
Year Up Chicago
Hiring Solutions Specialist, CareerBuilder



DEAR FRIENDS

A LETTER FROM LEADERSHIP



Gerald Chertavian



Gail Snowden



Paul Salem

As we reach the end of 2014, we are privileged to look back on 15 years since we first embarked on the journey to close the Opportunity Divide. We're proud to report great progress toward that goal, and high expectations for the coming years.

When we first started Year Up in 2000, our dream was that the program would one day grow to serve 10,000 students. At the time, it seemed almost impossibly ambitious. But this year, Year Up reached that milestone—our 10,000th student came through our doors in September. We celebrate the fact that so many young adults have gained access to careers through Year Up's model. And we are inspired to build on this success, and expand that same access for thousands more.

To that end, 2014 was a year of incredible momentum, starting in January when our program was highlighted by 60 Minutes. In the thousands of inquiries we received following the exposure, we saw evidence of widespread recognition that our young adults are the talent this country needs, from corporate executives to community partners to municipal leadership. And not long after, the tremendous potential of Opportunity Youth as a talent pipeline was again in the spotlight through our support of the Ad Council "Grads of Life" Public Service Announcement campaign, which reached tens of thousands across the nation.

With a projected shortage of 12 million educated workers in the next decade, the demand for high-quality talent is strong. This year, in response to corporate partner needs, we developed three new custom training solutions that will prepare our young adults for careers in risk management and compliance, cyber security, and sales and marketing—and help employers develop a new pipeline of talent in these fields. We look forward to expanding our portfolio of solutions in the future in close partnership with employers to meet the increasing need for talent.

Most importantly, our students continue to prove that when they have access to opportunity, they will make their own success. This year they achieved the highest success rates in Year Up's history, with 88% of graduates employed or

attending school full-time within four months of completing the program. The average wage earned by our graduates in their first job after Year Up is now \$16 per hour—\$32,000 per year.

This is all possible because our young adults are the talent this country needs, they are the solution to the skills gap, and they are the future leaders who will nurture and strengthen our families, our communities and our country.

We're inspired by these outcomes to expand our efforts to ensure that every young adult has access to the education, experiences, and guidance required to realize his or her true potential. Even as we celebrate our 10,000th student, we know that about six million equally talented, motivated young people remain cut off from the economic mainstream, and that employers need their talent to compete in the global economy. We are setting ambitious goals for our next phase of growth, through which we will reach transformative scale and impact, and know that in the not-too-distant future we will serve 10,000 young adults every year.

We know this kind of impact will truly change the game for young adults, employers, and communities. It is only possible with your support, for which we are deeply grateful, and we hope you share with us the excitement of the path we are on, together, to close the Opportunity Divide.

Gerald Chertavian
Founder and CEO

Gail Snowden
Interim Chair, National Board of Directors

Paul Salem
Chair, National Board of Directors

CELEBRATING 15 YEARS



15
YEARS

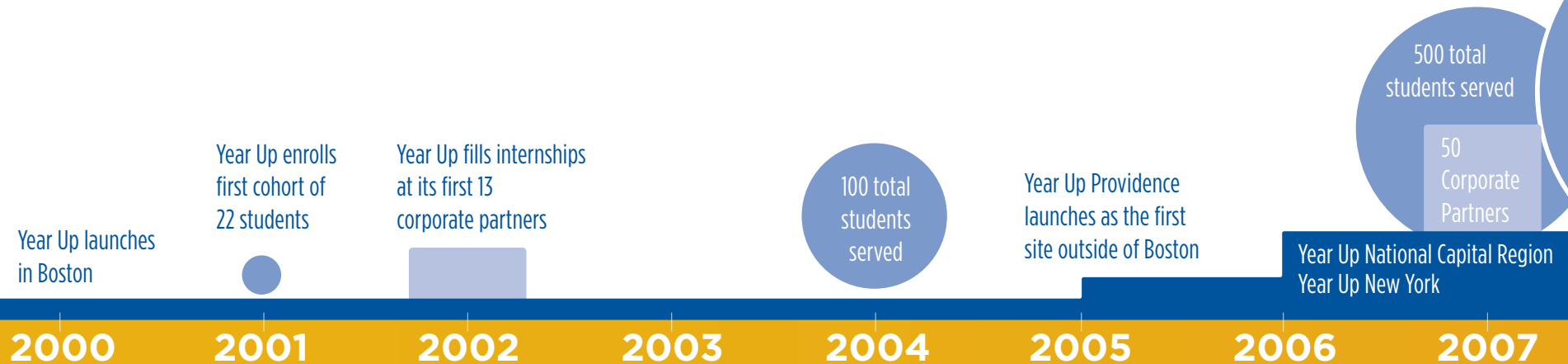
Gerald and David, the 'Little Brother' who provided the inspiration for Year Up, in 1988.

Former technology entrepreneur and Wall Street banker Gerald Chertavian founded Year Up in 2000, with the audacious goal of closing 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. Twenty-two brave, motivated young adults walked through our doors in Boston, bringing a little faith in an unproven program and a lot of determination to make the most of the opportunity.

Fifteen years later, we've come a long way toward making Gerald's vision a reality. Year Up has now served over 10,000 young adults, creating pathways for them to take their places at companies in 14 cities across the nation that badly need their talent. Our students spend six months developing the technical, professional, and communication skills employers look for in entry-level hires. Then for the next six months, they put their skills to work at an internship with one of Year Up's corporate partners.

Now, we know the model works. In 2014, 88% of our graduates were employed or attending school full-time within four months of completing the program, and over 90% of our corporate partners report that they would recommend Year Up to a colleague or friend. Our graduates' success is a testament to the fact that social and economic justice result in economic prosperity for our young adults and employer partners alike.

There is much work to be done, however. An estimated six million young adults in the United States are out of work, out of school, and without access to the economic mainstream. At the same time, 12 million jobs requiring post-secondary education will go unfilled in the next decade, with "middle skill" jobs that our students can fill constituting about half of all jobs. Closing the Opportunity Divide is more crucial than ever.

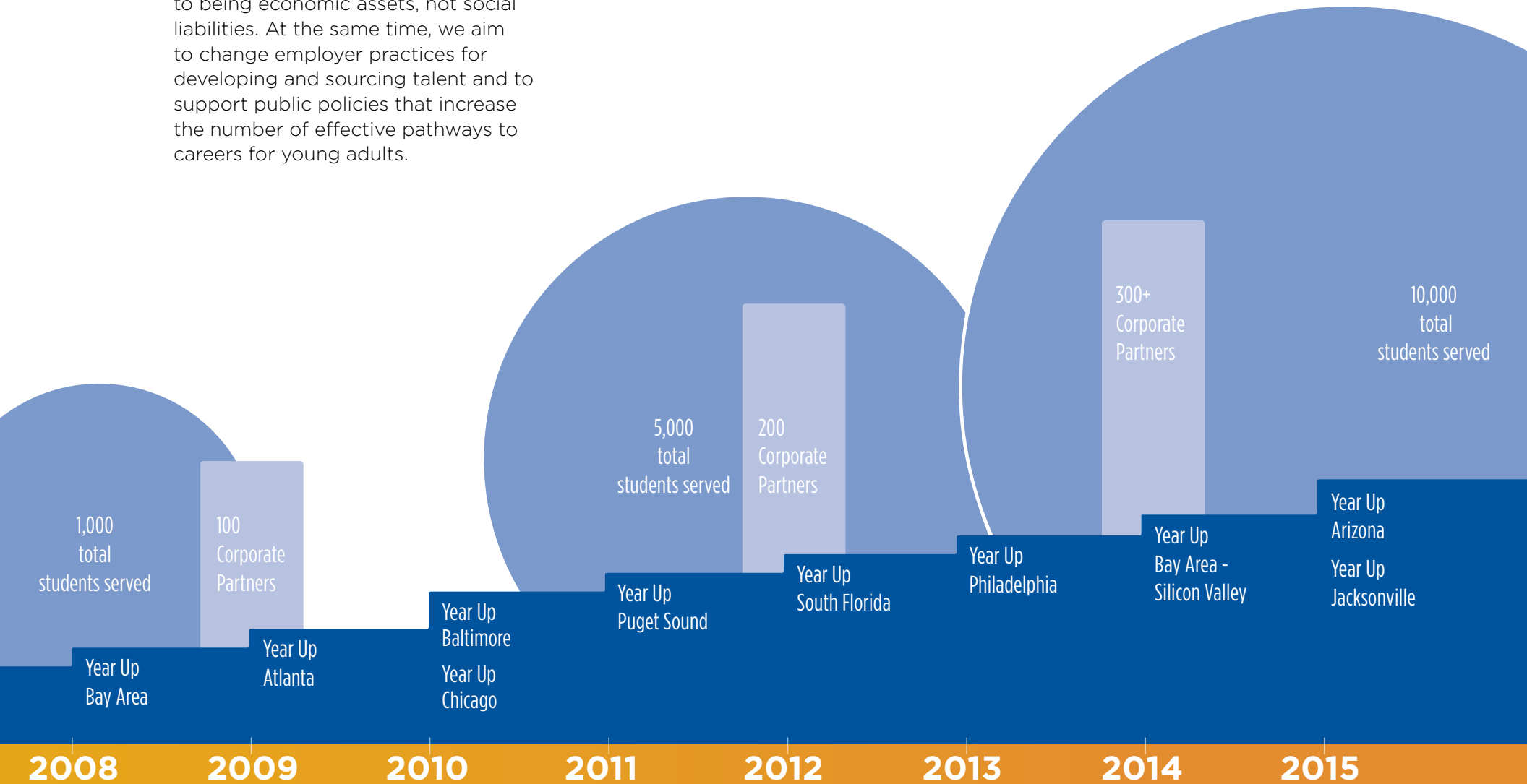


With 15 years of proven success, we've laid the groundwork for scaling our efforts and achieving transformative impact. In the coming years, Year Up will grow to serve 10,000 students annually. We will also continue to expand our investment in systems change. We intend to shift the perception of urban young adults to being economic assets, not social liabilities. At the same time, we aim to change employer practices for developing and sourcing talent and to support public policies that increase the number of effective pathways to careers for young adults.

Despite our demonstrated success and ambitious growth trajectory, we know that it still requires an act of bravery for each student to walk through the front door on their first day of class. We'll continue to honor that bravery by making sure that when they rise to the challenge of crossing the Opportunity Divide, the door is open for them.

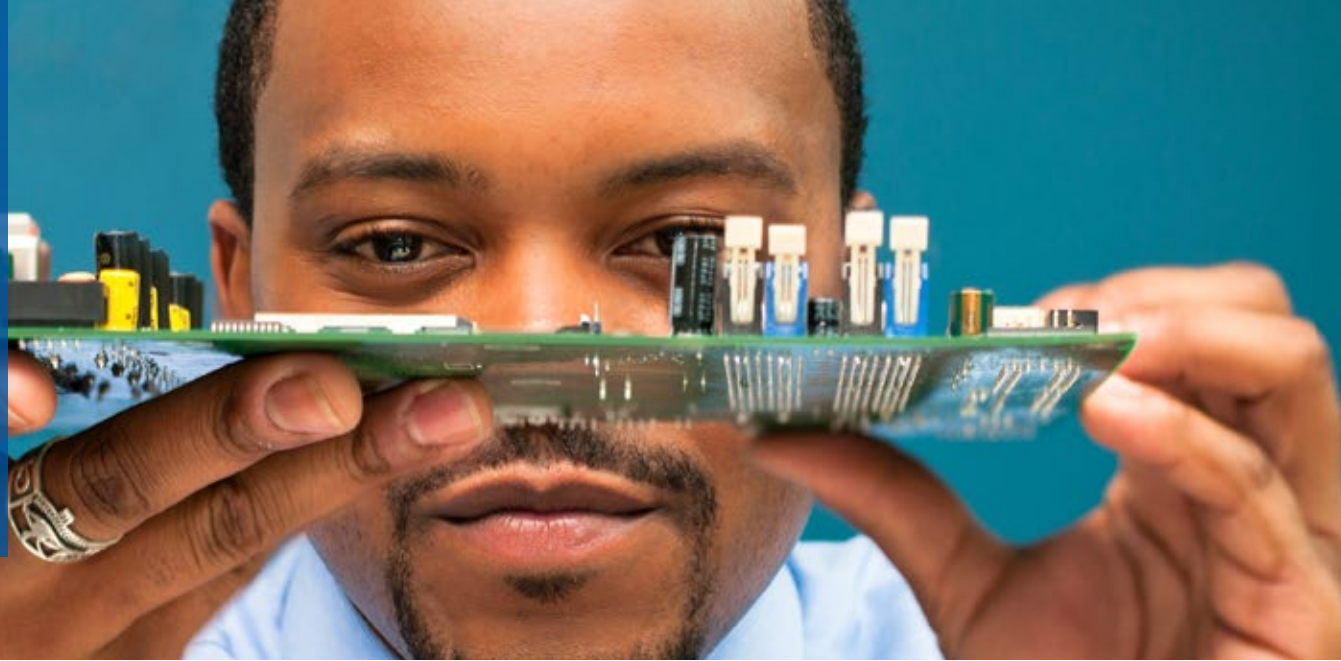
Year Up's Core Values

- Respect and value others
- Build trust; be honest
- Engage and embrace diversity
- Be accountable
- Strive to learn
- Work hard and have fun

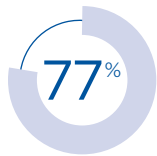


I love the fact that I am working on a team where everyone does their part to help. Going forward, I plan to go to college, earn new certifications, and continue to be a good father.

John Johnson
Year Up National Capital Region
Help Desk Analyst
PriceWaterhouseCoopers



STUDENT HIGHLIGHTS



GRADUATION RATE



POSITIVE OUTCOMES

job placement and/or college enrollment for graduates

\$16.00 **AVERAGE STARTING WAGE PER HOUR**
(\$32,000/yr)

Year Up reached and surpassed a pivotal milestone in 2014: More than 10,000 young adults have been served since our founding in 2000.

The results for 2014 graduates were our best yet, with 88% employed or attending school full-time within four months of completing the program, and an average starting wage over \$16 per hour for those employed. And a growing proportion of our graduates are finding jobs directly related to their Year Up technical training, which we know from previous studies improves their chances of long-term success.

Knowing this kind of success is possible for many more young adults, we continue to expand to new locations and new industries. In 2014 we prepared for the launch of new sites, in Jacksonville, FL and Phoenix, AZ. We also piloted new technical tracks to prepare students for jobs in Risk Management and Compliance, Cyber Security, and Sales and Marketing.



Through watching my mother,
I learned that independence is
important. **If you want something,
you have to go get it yourself.**

Brittany Douglas

Year Up Bay Area – Silicon Valley
Technical Consultant, Apple Inc.

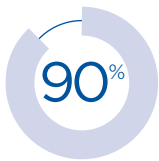


“Life after Year Up holds the rest of our stories, written by hard work, edited with experience, and published by the legacy that we leave for the next generation of young adults.”

Bryan Gordley
Year Up Puget Sound
QA Teaching Assistant, Year Up Puget Sound



ALUMNI HIGHLIGHTS



RECOMMENDATION RATE
More than 90% of students would recommend Year Up to a friend or family member

6,031

TOTAL ALUMNI
in Year Up's network

1,800

LINKEDIN MEMBERS
in the Year Up Alumni group

Our alumni took an impressive stride forward in assuming leadership of the Opportunity Movement in 2014 when they launched the Year Up National Alumni Association (NAA). Through the NAA, alumni will leverage a powerful, collective voice to support one another, to strengthen the Year Up community, and to contribute to closing the Opportunity Divide.

The formal launch of the NAA took place at Year Up's third annual National Alumni Summit. The alumni-led event brought 160 alumni together in New York City. Using the theme "Empowering Leaders of Change," alumni shared their work as they continued to refine their networking and leadership skills for both professional and personal growth.



15
YEARS

First Year Up Alumni Summit in 2012.



“We have seen incredibly dynamic, incredibly intelligent young men and women who are very driven and are really so genuinely grateful, and we just need to help them close the opportunity gap.”

Brian Goldner
President and CEO, Hasbro

CORPORATE HIGHLIGHTS

1,636 INTERNS
PLACED
a 10% increase from 2013

300+ CORPORATE
PARTNERS
in 2014

24% YEAR OVER YEAR
INCREASE
in partners hosting 2+ interns

In 2014, we launched three exciting, innovative tracks in response to the entry-level hiring needs of companies that recognize the potential of Year Up as a pipeline for talent.

Hasbro partnered with Year Up in Providence to co-develop a new Sales and Marketing curriculum as part of our first employer-based program. The program places Year Up students and staff at Hasbro's offices for the training period and internship, both of which are tailored to the development of skills specific to the company's needs.

In the Bay Area and Baltimore, we are partnering with Symantec to meet the fast-growing demand for entry-level talent in the field of Cyber Security.

The new track leverages training and input from leaders in the field during the classroom period, and then places students directly into cyber security positions or high-level tech roles.

In New York, we are partnering with JPMorgan Chase to co-develop a new Risk Management and Compliance track to meet the company's growing demand for entry-level talent trained to support regulatory compliance needs.

By developing tailor-made training to address human capital needs for companies in both new and existing markets, we are resolving key pain points felt by our corporate partners, as well as creating new pathways to careers for our students.



YUPRO

To better support our growing numbers of alumni, in 2014 we launched YUPRO, a for-profit affiliate of Year Up that is dedicated to job placement for Year Up alumni and that uses profits to fund additional alumni programs and services.

A socially responsible alternative to traditional talent acquisition, YUPRO matches associates' skills and their known performance history with employer needs. YUPRO also stays engaged with

periodic check-ins and professional development opportunities.

YUPRO is showing promising early results, with growing numbers of contractors on assignment each month and an average wage above \$20/hour. We are thrilled with this new service for alumni and corporate partners, and we look forward to its expanded impact in the coming years.





“No matter where I go, I can set that stage to say, this is where I came from, this is what I’ve done. It’s really up to me to say that I’m going to keep my hand in the community... **and give them the same support that I’ve gotten the whole time.**”

Shaquilla Boyce
Year Up Graduate



“It’s a win for the urban communities, it’s a win for the students, and it’s a win for our company. We would not be doing this unless these students were active contributors as employees. And they more than pull their weight.”

Kenneth Chenault
CEO, American Express

15
YEARS

Year Up graduate Ky Smith joins President Clinton at the 2012 Clinton Global Initiative America meeting to announce the launch of Year Up's Professional Training Corps program.



GRADS *of* LIFE



INFLUENCE IN ACTION

We know our direct service work alone will not close the Opportunity Divide, so we are working to change the larger systems that perpetuate this Divide. Our goal is to advance the perception of urban young adults as being economic assets, not social liabilities. Year Up plans to change employer practices around sourcing talent and to support public policies that expand access to meaningful careers for young adults.

In 2014, we were privileged to support “Grads of Life,” a national, multimedia public service campaign developed through the Ad Council and launched at the Clinton Global Initiative 2014 meeting in Chicago. Designed to raise awareness about the historically overlooked talent pool of Opportunity Youth who offer a competitive advantage to employers, “Grads of Life”

has already reached tens of thousands of people and is helping employers across the country meet their growing demand for entry-level talent.

We also celebrated the passage of the Workforce Innovation and Opportunity Act (WIOA), the first legislative reform of the workforce development system in 15 years. Year Up and our allies successfully advocated for the shift of large funds to Opportunity Youth and the addition of a new Pay for Success authorization, which will drive funding toward outcomes. WIOA’s reforms will engage the private sector to play a larger role in workforce development and ensure resources flow to high-impact organizations. The bipartisan effort was signed into law on July 22, 2014.



15
YEARS

Year Up’s first Walk for Opportunity in 2010.

2014

BY THE NUMBERS



2,082 STUDENTS
SERVED IN 2014

300+ CORPORATE PARTNERS
NATIONWIDE IN 2014



STUDENT
GRADUATION RATE



ALUMNI WORKING OR
IN SCHOOL FULL-TIME
within four months of graduation

10,000 STUDENTS SERVED
SINCE OPENING in 2000
figure includes students who did not complete the program

\$32,000 AVERAGE STARTING SALARY
POST GRADUATION

14 CITIES NATIONWIDE
IN 2014



INTERNSHIP-TO-HIRE RATE
January 2014 and July 2014 cohorts

STAFF NEWS

At all stages of Year Up's growth, from its founding in 2000 to this 15-year milestone, the deep commitment of our staff has been a major driver of Year Up's success. As a result — for the fourth consecutive year — Year Up earned a spot on the NonProfit Times' list of "Best Nonprofits to Work For."

In 2014, over 400 employees came together at our biennial retreat to build momentum for advancing our growth strategies. The theme: "One Year Up: United in Our Vision, Bold in Our Pursuit." We left newly aligned, prepared, and inspired to expand Year Up's impact through our next phase of growth.

And, the growth started! We welcomed over 100 new employees in 2014, ending the year at 450. To ensure quality onboarding experiences for new staff at scale, we began developing a Training Academy. We also continued to develop our Emerging Leaders Program, preparing individuals to assume broader leadership roles in the organization, and expanded our wellness program. Our commitment to diversity remains strong and is at the forefront of all efforts supporting staff growth and development.

We're grateful to have a staff of talented individuals who energize Year Up every day. After all, when our employees succeed, Year Up succeeds.



Year Up staff at 93 Summer Street, Boston, in 2002.



More than 400 employees came together for a biennial retreat in 2014. Year Up has been recognized by the *NonProfit Times* as one of the “Best Nonprofits to Work For” every year since 2011.





Empire State College gave me access to a quality education with a great support system. Their partnership with Year Up has gone such a long way in advancing my education and career.

Jason Coulette
Year Up New York
Compliance Analyst, JPMorgan Chase

PROGRAM EVALUATION

We know that consistent evaluations of our program are crucial to delivering the best service to students and partners. To that end, Year Up is proud to be part of the Pathways for Advancing Careers and Education (PACE) evaluation study, which evaluates next-generation strategies that increase economic opportunity for low-income individuals and families.

In 2014, all eligible Year Up sites concluded intake and random assignments for the study. Final PACE participants will graduate from Year Up in 2015, but follow-up surveys with participants will continue through 2018 to measure the long-term impact of Year Up.

We are also conducting an implementation study of our Professional Training Corps (PTC) model to research and document how Year Up and community colleges can partner to close the Opportunity Divide. We are learning more about what factors determine students' success in our program and at the college, and positioning for future study of the impact of the PTC model specifically on young adults' employment and education outcomes.



15 YEARS

Baltimore site launch in 2010, piloting the Professional Training Corps.



GROWTH AND IMPACT

We take pride in the tremendous strides the Year Up movement has made toward closing the Opportunity Divide. At the same time, we know that more is needed to ensure that every urban young adult has access to the education, experiences, and guidance required to realize his or her true potential.

In 2012, we laid out a strategy for growth focused on strengthening our core program model, developing new models with dramatic potential for scale, and advancing systems

change. Now we're excited to report extensive progress on all fronts. Our core outcomes have never been higher, our Professional Training Corps has expanded to five cities, and we have seen measurable success in shifting perceptions, practice, and policies through our systems change efforts. We recognize that this progress will lead to even more pathways to meaningful careers for Opportunity Youth. We have set ambitious goals for our next phase of growth, and we look forward to announcing these goals in 2015.



15
YEARS

2005 opening of Year Up Providence, the first expansion site outside of Boston.

STATEMENT OF ACTIVITIES

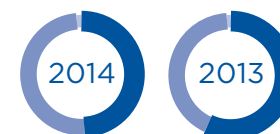
Excludes in-kind contributions

REVENUE	millions	
	2014	2013
Contributions	\$34.4	\$40.0
Internship Income	\$34.7	\$29.3
Interest & Misc. Income	\$0.6	\$0.8
Total Revenue	\$69.7	\$70.1

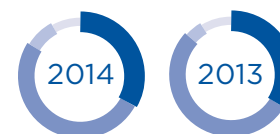
EXPENSES	millions	
	2014	2013
Program	\$54.8	\$46.1
General & Administrative	\$11.0	\$6.4
Fundraising	\$5.8	\$4.9
Total Operating Expenses	\$71.6	\$57.4

Change in Net Assets	(\$1.9)	\$12.7
Total Net Assets at End of Year	\$55.5	\$57.4

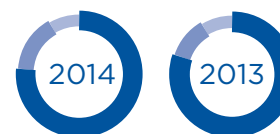
REVENUE MIX	2014	2013
Development	49.3%	57.1%
Internships	49.8%	41.8%
Other	0.9%	1.1%

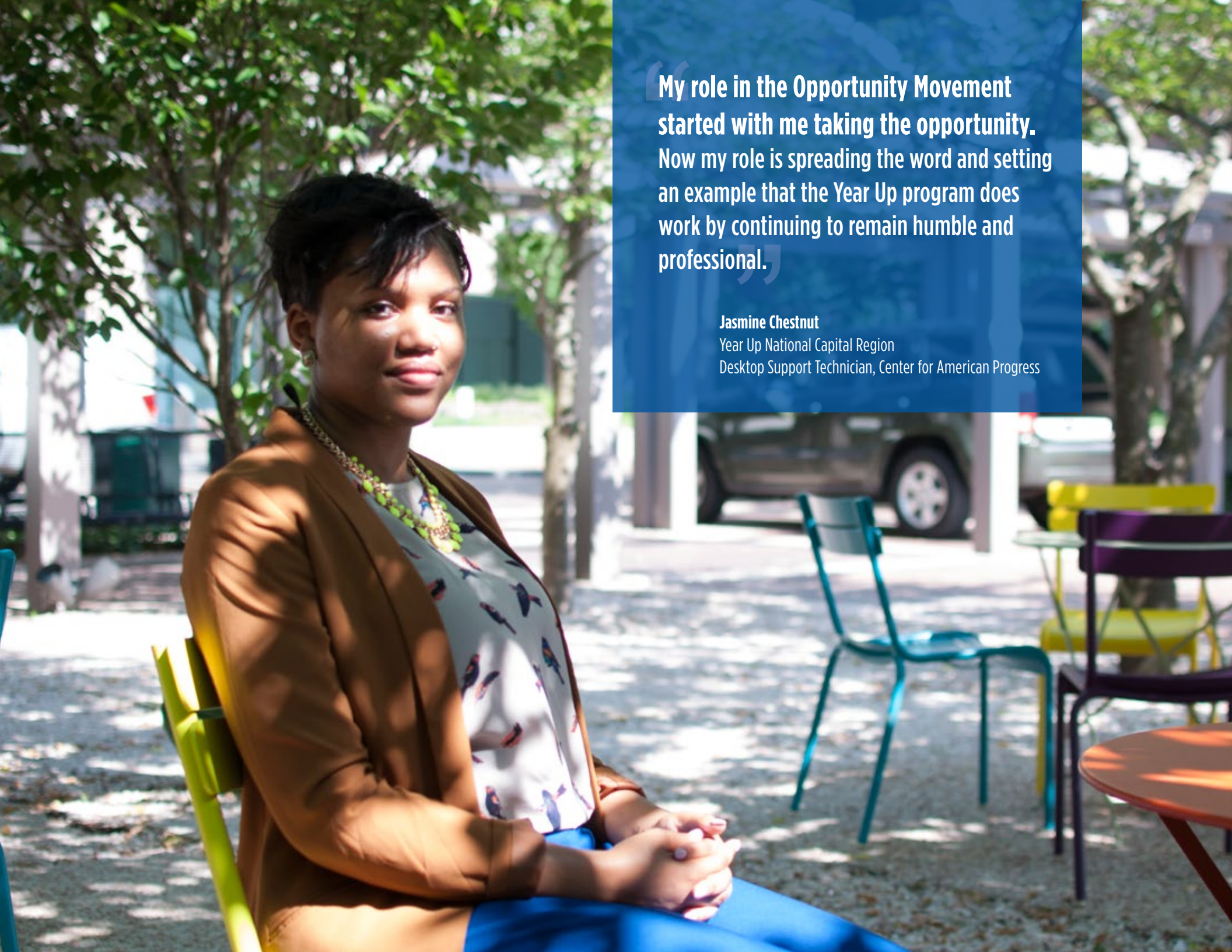


DEVELOPMENT MIX	2014	2013
Individual	33.1%	34.0%
Foundations	50.9%	52.7%
Corporations	8.1%	4.8%
Public	7.9%	8.5%



EXPENSES	2014	2013
Program	76.5%	80.3%
General & Administrative	15.4%	11.1%
Fundraising	8.1%	8.6%



A woman with dark hair pulled back, wearing a brown blazer over a white patterned top and a blue skirt, sits on a yellow chair in an outdoor courtyard. She is looking towards the camera with a slight smile. The background features trees, a paved area, and other colorful chairs (blue, purple, yellow) around a table. A blue semi-transparent box is overlaid on the right side of the image, containing text.

My role in the Opportunity Movement started with me taking the opportunity. Now my role is spreading the word and setting an example that the Year Up program does work by continuing to remain humble and professional.

Jasmine Chestnut

Year Up National Capital Region

Desktop Support Technician, Center for American Progress

CORPORATE PARTNERS

The following partners hosted Year Up students from the July 2014 and January 2015 cohorts.

2000 Ponce Business Center
360i
3DS
Aaron's, Inc.
Abila, Inc.
Abt Associates
Accenture
Achieving the Dream
Acumen Solutions
Advent International
AGL Resources, Inc.
Airbnb, Inc.
AkzoNobel Global
Alameda Health System
Alex and Ani
Allegis Group
AllianceBernstein L.P.
Allstate Insurance Company
Altegra Health
Altera Corporation
Amdocs, Inc.
American Cancer Society
American Express Company
American Museum of Natural History
American Sugar Refining, Inc.
American Tower Corporation
Amica Mutual Company
AOL, Inc.
AON
Artivist Holdings, Inc.
Assembly
Assurant, Inc.
AT&T Inc.
Athenahealth, Inc.
Atrius Health
Autodesk, Inc.
AutoNation.com
AutoTrader, Inc.
AvalonBay Communities, Inc.
Bacardi Limited
BAE Systems
Bain & Company
Bank of America Corporation
Bank of the West
Baptist Health
Basys Inc.
Becker & Poliakoff
Bellevue College
Benworth Capital Partners LLC
BET Networks
Bill & Melinda Gates Foundation
Biogen Idec
Blackboard Inc.
Blackstone Group L.P.
Blue Cross Blue Shield of Rhode Island
Blue Shield of California
Boston Children's Hospital
Boston Engineering
Boston Financial Data Services
Boston Medical Center
Boys & Girls Clubs of America
Bright Horizons Family Solutions

Brilliant Digital
Brooks Sports, Inc.
Brown Advisory Incorporated
Brown University
CA Technologies
Cambia Health Solutions
Capital One
Care New England Health System
CareerBuilder, LLC.
CareFirst BlueCross BlueShield
Carter's, Inc.
Casey Family Programs
Catholic Relief Services
Center for Strategic
and International Studies
CFY
CGI Group Inc.
Charles Schwab & Co., Inc.
Cisco Systems, Inc
Citadel Investment Group
Citi
Citizen Schools
Citizens Bank
Cleary Gottlieb Steen & Hamilton
CME Group
College Board
College Summit
College Track
Colonial Pipeline
Comcast
Commonground Marketing
Community IT Innovators
CompuCom
Consolidated Data Services
Constellation Energy
Cook County
Covidien
Cox Communications
Cubist Pharmaceuticals
Custom Ink
Cvent
CVS Health
Dassault Systèmes Simulia
Dell Systems
Deloitte Consulting LLP
Delttek
DHL Express Americas
Dreambox
DRW Trading Group Foundation
Eastern Bank
Eaton Vance Management
eBay Inc.
Elavon
Electronic Arts
Equifax
Ernst and Young
EverFi
Exelon
Expedia
Expeditors International
of Washington, Inc.
F5 Networks Inc.

Facebook, Inc.
Fannie Mae
FBR Capital Markets
FedBid
Federal Home Loan Bank Seattle
Federal Reserve Bank of Atlanta
Federal Reserve Bank of Boston
Federal Reserve Bank of Chicago
Fidelity Investments
FINRA
First Guaranty Mortgage Corporation
FM Global
Food & Water Watch
Forbes Media
Ford Foundation
Fred Hutchinson Cancer Research Center
Freddie Mac
FTI Consulting
Gap Inc.
Gas South
GE Capital
GE Energy
GE Software
Genuine Parts Company
Gilbane, Inc.
Goizueta Business School
Goldman Sachs
Google Inc.
Graduate Management Admission Council
Grantham, Mayo, Van Otterloo & Co. LLC
Graphic Packaging International
Greenhill & Company
GTECH
Haemonetics
Hall Capital Partners
Harbor Bank
Harvard University
Hasbro
Havas Worldwide
Hewlett Packard
Highfields Capital Management
Hilton Worldwide
HL Group
Hogan Lovells
Holder Construction
Honey Shine Mentoring Program
Horsetail Technologies
Host Hotels and Resorts
Hyatt Hotels Corporation
IDG
Illinois Department of
Central Management Services
Income Research + Management
Incomm
Infinera
ING Group
In-Q-Tel
Iron Mountain
Jewish Family & Career Services
JM Huber
John Hancock
Johns Hopkins University

JPMorgan Chase
Junior Achievement of Greater Miami
Juniper Networks
Kaiser Foundation Health Plan
of Georgia, Inc.
Kaiser Permanente
kCura
KKR
Laird and Partners
Latham & Watkins LLP
Leadership Learning Center
Lesley University
Liberty Mutual Group, Inc.
Lifespan
LinkedIn Corporation
M. Block and Sons, Inc.
Macy's.com, Inc.
MagnaCare
Manheim Auctions
Marin General Hospital
Marker Financial Advisors LLC
Marketo Inc.
Marsh & McLennan Companies, Inc.
McGraw-Hill Education
MDC Partners
Medtronic
MFS Investment Management
Microsoft Corporation
MIT Sloan School of Management
MobileIron
Morgan Stanley
Morningstar, Inc.
Motorola Mobility LLC
Mount Sinai Medical Center
Nalari Health
NASA
National Aquarium
National Society of Black Engineers
Navigant Credit Union
Neighborhood Health Plan of Rhode Island
NEPC
Network Health
Neustar
New Balance
New Signature
New York City Department of Youth
and Community Development
New York Life Insurance Company
New York Presbyterian
New York University
Nintendo of America
Nordstrom
Nortek
North Highland
Northern Virginia Community College
Northridge Group, Inc.
Northstar Research Partners
Northwestern Memorial Health Care
Northwestern University
Office of United States
Senator Marco Rubio
Oracle

Outerwall
Pacific Medical Centers
Partners HealthCare
Perkins Coie, LLP
Physio-Control, Inc.
Power Construction Company, LLC.
Premera Blue Cross
Printpack, Inc.
Providence Health & Services
Providence Equity Partners
Publicis Groupe
Pure Storage
Quality Technology Services
RaceTrac Petroleum, Inc.
Rainbow/PUSH Coalition
Randstad
Responsys
RetailNext
Revolution Foods
Robert Half International
Rocket Software
RockTenn
Rollins, Inc.
Rush University Medical Center
Russell Investments
SAIC
Salesforce.com, Inc.
Sasaki Associates
Savers, Inc.
Seattle Cancer Care Alliance
Seattle Children's Hospital
Service Benefit Plan
Administrative Services Corporation
Shire Human Genetic Therapies
Sidley Austin LLP
Silicon Valley Children's Fund
Slalom Consulting LLC
South Florida Hispanic
Chamber of Commerce
Southern Company
Splunk
Squire Patton Boggs
St. Jude Medical, Inc.
Starwood Capital Group
State Street Corporation
SunRun
Sutherland, Asbill & Brennan
Sutter Health - California
Pacific Medical Center
Swarovski
Swedish Medical Center
T. Rowe Price
Tablet Hotels
Taproot Foundation
Taykey
Textron
The American National Red Cross
The Bank of New York Mellon Corporation
The Baupost Group LLC
The Beacon Mutual Insurance Company
The Carlyle Group
The Hippodrome Foundation

The Huffington Post
The Urban Institute
The Washington Trust Company
The Weather Company
Thermo Fisher Scientific, Inc.
TIAA-CREF
Time Warner Inc.
TrueBlue, Inc.
Tufts Medical Center
Tufts University
Twitter
UBS
UCSF
Under Armour, Inc.
United Data Technologies
University of Miami
University of Pennsylvania
Urban Alliance
Veritiv
Vertafore
Verve
Viacom
Vonage Business Solutions
W. W. Grainger
Washington Federal
Washington State Criminal
Justice Training Commission
Wellington Management Company
WGL Holdings, Inc.
Wheelock College
Wheels, Inc.
Wikimedia Foundation
Williams & Connolly
WilmerHale
Workday, Inc.
World Business Lenders
World Fuel Services
Yelp Inc.
Yerba Buena Center for the Arts
YMCA of Metropolitan Chicago
Youth Opportunities Unlimited
Zillow Group
Zynga

CROSS SITE PARTNERS

The following partners hosted Year Up interns from more than one Year Up site in 2014.

Accenture
American Express Company
American Tower Corporation
AT&T Inc.
Bain & Company
Bank of America Corporation
Bill and Melinda Gates Foundation
CA Technologies
CareerBuilder, LLC.
Casey Family Programs
Comcast
Constellation Energy
Covidien
CVS Health
Deloitte Consulting LLP
Exelon
Fidelity Investments
FINRA
Gilbane, Inc.
Google Inc.
Hasbro
JPMorgan Chase
Kaiser Permanente
Liberty Mutual Group, Inc.
LinkedIn Corporation
Marsh & McLennan Companies, Inc.
McGraw-Hill Education
Microsoft Corporation
Morgan Stanley
New York Life Insurance Company
Providence Equity Partners
Salesforce.com, Inc.
The Bank of New York Mellon Corporation
UBS
Publicis Groupe
Viacom
WilmerHale

SUPPORTERS

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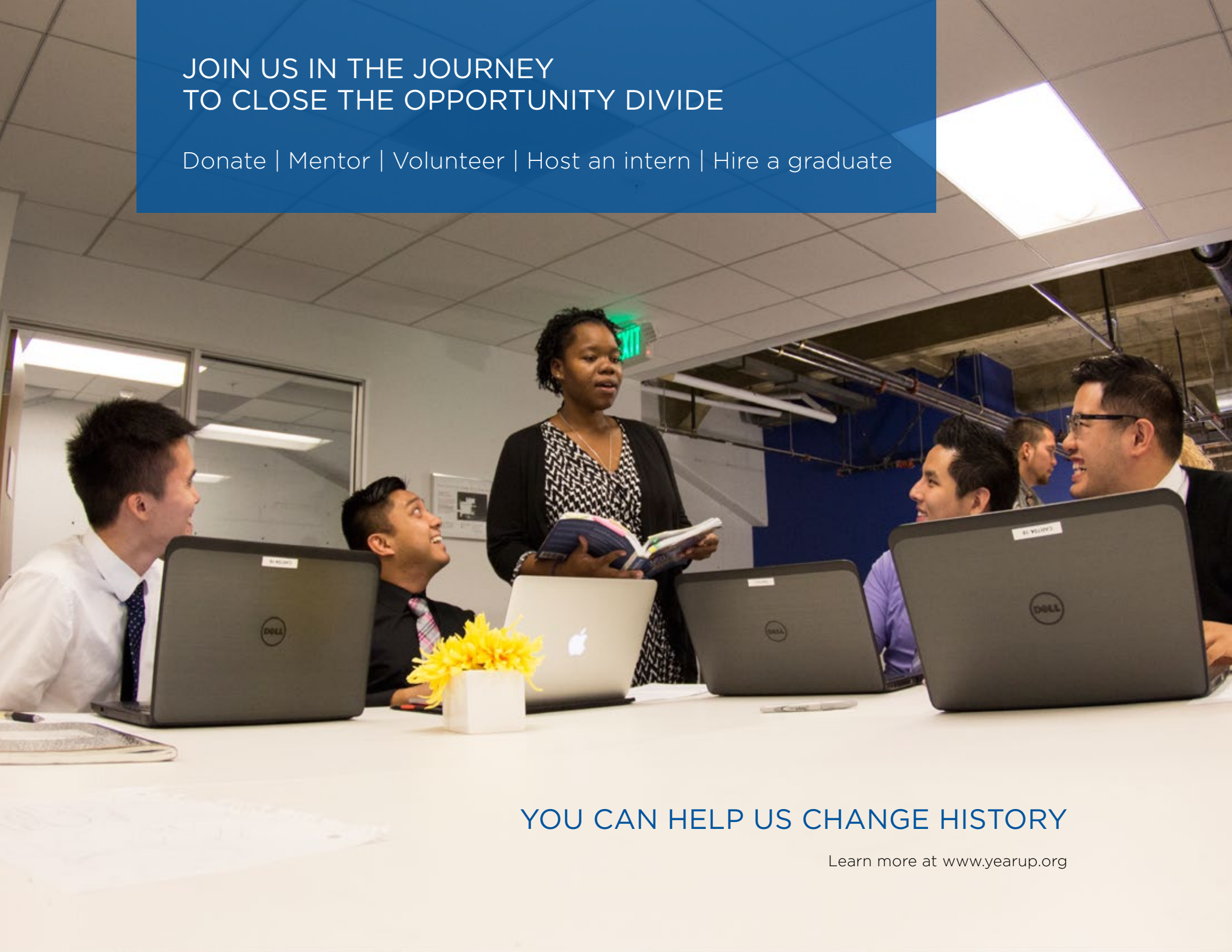
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