



2015
ANNUAL
REPORT

SCALING TO
EXTRAORDINARY

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13,000

Young adults served to date

16

Cities nationwide in 2015

VALUES

WILLIS TOWERS WATSON

DEAR FRIENDS

When we founded Year Up 15 years ago, we set out to close the Opportunity Divide in America. We knew it was an ambitious goal, but we also knew it was a necessary one. And at the close of 2015, we're proud to report strong progress towards meeting it.

We have now served more than 13,000 young adults and operate in 16 cities across the U.S. This year marked our strongest outcomes thus far, with 89% of graduates employed or attending school full-time within four months of completing the program. The average starting wage for employed graduates was \$18/hour, equivalent to more than \$36,000/year. Our graduates are making real contributions in an impressive array of industries, from technology startups to government agencies to major financial institutions, and in doing so transforming both our nation's workforce and their communities.

We're excited about what this success means for young adults and workforce development in our country, and we know

many others share this excitement. In 2015, as in previous years, Year Up has been both blessed and honored to have so many dynamic collaborators at our side. From funding our growth to opening up new professional fields to our students and graduates, these partnerships have been critical in growing our program and expanding opportunity for young adults. We are very grateful for your support.

With the continued growth you've made possible in both number of students served and quality of outcomes for our graduates, we know Year Up's solution is one that can work on a much larger scale. And a larger scale is needed. In America today, there are still six million young adults stuck on the wrong side of the Opportunity Divide, and in the next decade, 12 million jobs requiring post-secondary education are expected to go unfilled.

That's why we're setting an even bolder vision for the future: to scale our operations to serve 10,000 young adults each year. It's another ambitious, and necessary, goal - one we must meet if we are truly to close the Opportunity Divide in our country. With our progress to date and your support, it's a goal we know we can meet.

If there's one thing our graduates have taught us, it's that combining motivation, hard work, and opportunity is

transformative for both young adults and the employers who need their talent. It is truly an honor to witness the fulfillment of this potential, and we are deeply inspired by it as we seek to make these opportunities possible for thousands more. We look forward to a brighter future for our communities, our economy, and our nation as a result. We're grateful to you for joining us in making that future a reality.

Be well,



A handwritten signature in black ink that reads "Gerald Chertavian".

Gerald Chertavian
Founder and CEO



A handwritten signature in black ink that reads "Paul Salem".

Paul Salem
Chair, National
Board of Directors

SCALING OUR IMPACT

In 2015, we celebrated fifteen years of connecting talent with opportunity and began mapping a new strategy for achieving transformative impact that builds on past success.

Since Year Up's founding in 2000, we've honed a powerfully effective approach to empowering young adults to succeed in professional careers.

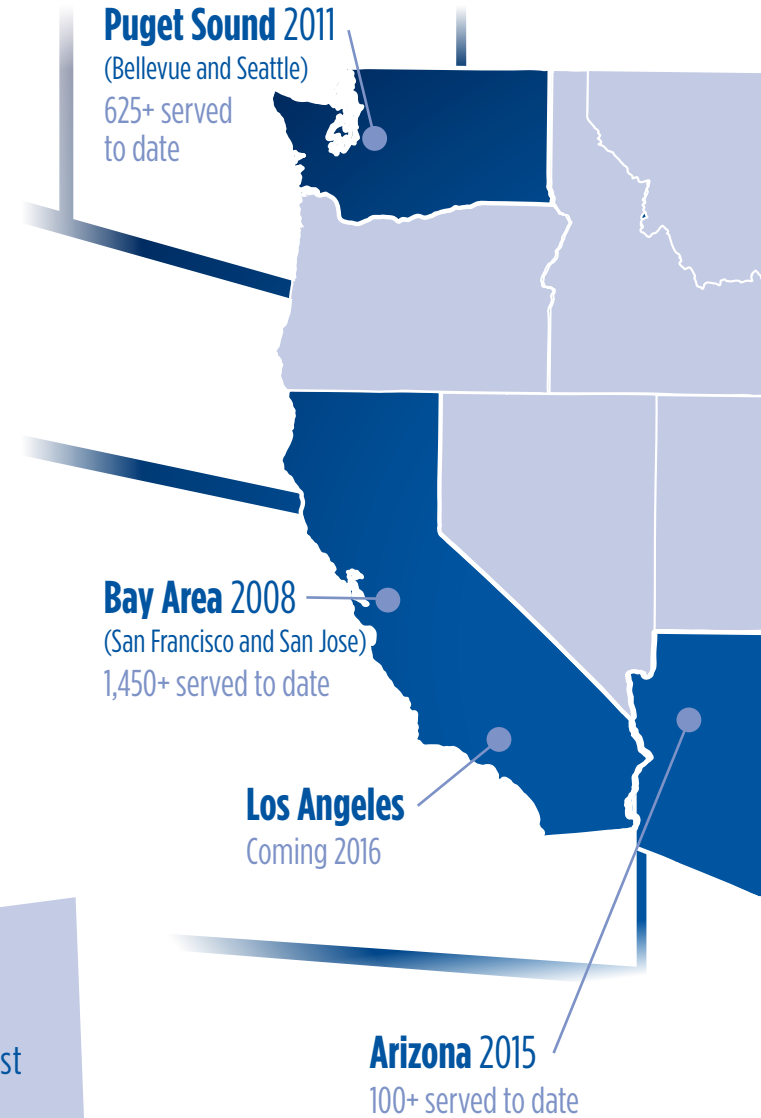
Our students complete six months of intensive training in the technical, professional and communication skills employers look for in entry-level, middle-skilled jobs. In the following six months, they apply those skills during internships with corporate partners, gaining on-the-job training and proving their ability to contribute in leading companies.

Over 13,000 young adults in 16 cities have benefitted from this approach so far, and in 2015 we saw our most exciting results to date.

Our graduates are recognized in corporate America and beyond as capable professionals changing the face of our nation's workforce.

We saw impressive results and recognition through our corporate partnerships. In our sales and merchandising pilot with Hasbro, 75% of graduates were hired directly from the program. Additionally, State Street Corporation has now hired over 500 Year Up graduates, making Year Up alumni one of the largest sources of skilled and diverse entry-level talent in their IT and Finance divisions.

2015 was also an exciting year for media exposure with recognition in renowned outlets such as the Wall Street Journal, American Banker, Huffington Post, Forbes and The New York Times.



“We've hosted Year Up interns over the past seven years and over 100 of them have become employees.”

We really have had a lot of success bringing this young talent pool into our workforce.”

John Galante
CIO Consumer & Community Banking,
JPMorgan Chase

YEAR UP IMPACT

13,000+ students served to date
in 16 cities nationwide since 2000

Chicago 2010
700+ served to date

New York 2006
1,950+ served to date

Boston 2000
3,300+ served to date

Greater Philadelphia 2013
180+ served to date

Providence 2005
1,000+ served to date

Baltimore 2010
350+ served to date

National Capital Region 2006
(Arlington and Woodbridge)
1,750+ served to date

Greater Atlanta 2009
1,000+ served to date

Jacksonville 2015
70+ served to date

Dallas/Fort Worth
Coming 2016

South Florida 2012
225+ served to date



\$18

Average starting hourly wage of \$18 (\$36,000/year) for those employed

While we have made positive strides, we have a long way to go as a nation to ensure that every young adult has access to the opportunities needed to launch a professional career. Approximately six million currently lack such access. In light of this need, we feel compelled to leverage Year Up's success to date to scale and to achieve the kind of transformative impact that will truly close the Opportunity Divide.

In 2015 we charted our course to do just that. During our next phase of growth, we will work to scale Year Up's operations to serve 10,000 students per year, while influencing public perceptions, business practices and policies to touch 100,000 additional young adults.



90%

More than 90% of corporate partners would recommend Year Up to a colleague or friend

We will do this by:

- **Demonstrating sustainability** using a co-located partnership model
- **Delivering a more relevant, valuable, demand-driven service** to the market
- **Expanding investment in systems change** so that every young adult has a path to the economic mainstream
- **Fostering alumni advancement and leadership**

We are excited and resolute in committing to this growth with and for our nation's young adults. And we know we are not taking on the challenge alone. Our supporters - from generous investors, to forward-thinking employers, to innovative community college partners, to alumni who know the value of giving back - have been and continue to be a critical input for our students' success.

We are inspired to work with such a strong community with the unshakable belief in the talent and potential of our nation's young adults. Together, we know we can transform how America sees talent.

Year Up's **mission** is to close the **Opportunity Divide** by providing urban young adults with the **experience**, and support that will **empower them** to realize their **potential** through professional careers and

We achieve this mission through a **high expectation** model that provides **job skills**, stipends, internships, and **several levels of support** to place graduates on a viable path to economic self-

89%

Alumni employed or attending college full-time within four months of graduation

CELEBRATING 15 YEARS

2015 was one for the books, marking 15 years of connecting talent with opportunity and looking ahead to a steep trajectory for our growth and impact. Among those highlights were these banner moments:

Year Up has provided a pipeline of talent

that is local, diverse and ready to drive company growth—while helping young adults connect to skills and resources that help them build their careers. That’s how a successful program like this is supposed to work, and why Year Up is such a valued partner.

Cathy Bessant
Global Technology &
Operations Executive,
Bank of America



#MYYEARUP CAMPAIGN

Over 3,000 students, alumni, and supporters joined us in celebrating 15 years through the #MyYearUp campaign, sharing the opportunities that changed their lives – their “year up.” Students shared videos telling the story of their “year up” for the chance to win a \$25,000 investment fund as well as an opportunity to work with a professional filmmaker on a new promotional video for Year Up, with Patrick Alvarez (Year Up New York, Class of July 2014) announced as the winner in October.



‘THE FUTURE OF OPPORTUNITY’ Leadership Summit

On October 6th, more than 130 Year Up national and local board members, senior leaders and members of our National Alumni Association came together in New York City to engage on the growth trajectory of the organization.

OPPORTUNITY GALA

On October 5th, 850 Year Up students, supporters, and staff came together for our first ever Opportunity Gala in New York City. Former Massachusetts Governor Deval Patrick gave a moving keynote address, and we inducted the first members of the Year Up Opportunity Hall of Fame. Attendees helped us raise \$2.6 million to expand to serve more young adults across the country.



2,500+

Students served
in 2015

250+

Corporate
partners



MEASURING IMPACT

In partnership with Abt Associates, a public policy and business research and consulting firm, Year Up was awarded a highly competitive and prestigious research grant from the Institute of Education Sciences (IES). This award will support a four-year study within our PTC (Professional Training Corps) channel and further improve and prove our program model within college settings. As we continue to strive towards scaling our program to serve exceedingly more students each year, this study's findings will support this growth strategy.

Additionally, Year Up's core model continues to be engaged in PACE (Pathways for Advancing Careers and Education), a ten-year evaluation study examining next-generation strategies for increasing the economic self-sufficiency of young adults. Through both of these studies, we're investing time, energy and focus towards ensuring that we continue to maintain successful outcomes and quality program delivery to match our rapid growth.



PRESS HIGHLIGHTS

The Wall Street Journal
“How CIOs Can Bridge
the Youth Tech Skills Gap”

“...getting chief information officers involved in Year Up could be the on-ramp to that skills gap ‘bridge’ for tens of thousands of tech executives.”

American Banker
“How to Get into Banking
without a College Degree”

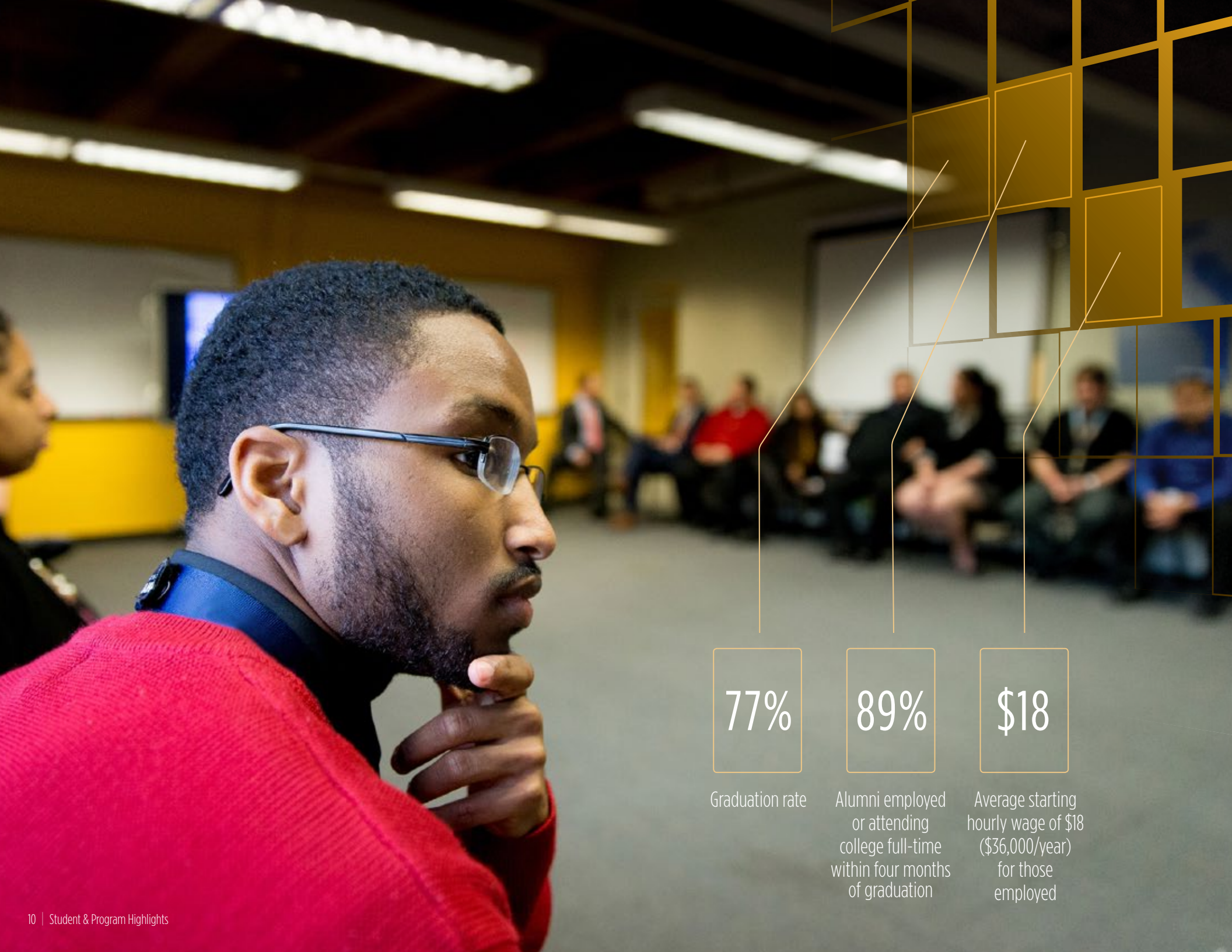
“It’s opened up a whole, untapped pipeline of talent for us,’ Mike Scannell, State Street’s Senior Vice President of Global Human Resources, says of Year Up.”

Forbes
“Reinventing America:
How Year Up Connects Supply
With Demand To Close The
Skills Gap”

“...a crucial part of bridging this divide has been connecting Chicago’s community colleges—a network that currently has approximately 110,000 students enrolled—to entities in the private sector and programs like Year Up.”

The New York Times
“Stephanie Pinto [Year Up
Alumna] Investing in
Personal Growth”

“I’m hoping to hold a management position here in five years...I’d like to pull in more young people and give them a chance like I got.”



77%

Graduation rate

89%

Alumni employed or attending college full-time within four months of graduation

\$18

Average starting hourly wage of \$18 (\$36,000/year) for those employed

STUDENT & PROGRAM HIGHLIGHTS

“The opportunities in front of me at this point are limitless. Without the skills and network Year Up provided, I don’t know how I would have found my way to a professional career path like this one. Urban young adults are intelligent, proactive, and hardworking - **we just need a shot to show that we are bright assets to our companies and communities.**”

Ruth Bowen
Year Up Atlanta
PMO Analyst, Bank of America

We proudly served over 2,500 students in 2015, and they achieved some of the most successful outcomes we’ve seen to date. Our 2015 classes netted a 77% graduation rate, while an unprecedented 89% were employed or enrolled in school within four months of completing the program. Their average starting hourly wage was \$18 (equivalent to more than \$36,000 per year), the highest first-year salary of any Year Up graduating class. This success inspires us to find more innovative ways to better serve our students and open doors to new career pathways.

One way we’re innovating in our student preparation is through eLearning. In 2014, we conducted two highly successful pilots, and in 2015 we fully implemented our own connected community-based Massive Open Online Course (cMOOC). This approach has allowed us to create a community of students, instructors, and Teaching Assistants (TAs) from

around the country who are studying the latest computer software curriculum together. The eLearning model enables us to deliver the skills that companies demand, while also leveraging specialized instructional expertise across our organization.

PARTNERING WITH THE AMERICAN COUNCIL ON EDUCATION

In 2015, we formed an exciting new partnership with the American Council on Education (ACE) to strengthen the college credit model for our stand-alone (“Core”) sites. ACE’s College Credit Recommendation Service (ACE CREDIT®) evaluated and recommended college credits for 25 Year Up courses, which makes it even easier for our students to transfer their credits to a wide variety of institutions across the country and complete their degrees.



“These young men and women are determined, resilient and a largely **untapped source of talent found right in our backyard.** We’re excited about integrating Year Up’s innovative, proven approach with Hasbro’s talent strategy to develop a new pipeline of talent for jobs in sales, marketing and other areas critical to business success.”

Brian Goldner
President and CEO, Hasbro



State Street hired their 500th Year Up alumnus, a group with an average tenure of 45 months within the company



Hasbro, our first ever employer-based model, had a 75% internship-to-hire rate



AT&T and **Udacity** invested in nanodegree scholarships for Year Up in cutting edge fields

Year Up’s first Hasbro graduating class



CORPORATE HIGHLIGHTS

To best serve our young adults and ensure they are on track to secure great professional careers, we must provide a service that employers find both relevant and valuable. That’s why we put a stronger focus on our Custom Solutions in 2015, collaborating with a variety of innovative companies across the country on programs including:

- **Sales** at Year Up Atlanta, Boston, and South Florida with companies such as AT&T
- **Anti-Money Laundering** at Year Up New York and Philadelphia with JPMorgan Chase
- **Cybersecurity** at Year Up Baltimore, Bay Area and now the National Capital Region with Symantec and Capital One
- **Digital Marketing** at Year Up New York
- **Programming** pilot at Year Up South Florida with American Express, expanding to Year Up Arizona in 2016

We are grateful to our forward-thinking corporate partners for working with us to create new pathways to professional careers for our students.



40%

Internship-to-hire rate
(January and July 2015
cohorts)

250+

Corporate
partners

150+

Corporate partners
hosting 3+ interns

4th Annual
National Alumni Summit
Providence, Rhode Island



8,500+

Total Year Up
Alumni

50%+

More than 50% of Year Up
alumni have referred at
least one student to the
Year Up program

100+

Year Up alumni
currently serve
on a leadership
board

ALUMNI HIGHLIGHTS

“ I told the incoming Year Up class that if their determination is stronger than their doubt, and their courage is more resilient than their fear, then the door to success will be wide open. **I dared them to dream a better world for themselves**, their family and their community. I see myself as an agent of change in the Year Up movement – one more layer to strengthen the bridge that will close the Opportunity Divide.”

David Frederick
Year Up South Florida
Retail Sales Consultant, AT&T Mobility

Year Up graduates have proven themselves to be valuable assets to our nation's economy and leaders in pursuing our mission to close the Opportunity Divide. In 2015 we saw countless examples of alumni contributions and leadership – from a 2005 alumnus managing a team of 61 people (10 of whom are fellow graduates) to a 2013 alumna who is earning \$120,000 in the IT field just two years after completing the program! We know alumni are a powerful force for change, setting an example for other young adults and challenging perceptions of who is talented in this country.

Our alumni network now includes more than 8,500 graduates, and this year over 150 came together for the 4th annual National Alumni Summit in Providence, RI. Led by the National Alumni Association, attendees deepened relationships, fostered engagement, and continued developing their professional skills. Highlights included a speech on the steps of the State House by RI Gov. Gina Raimondo, and a keynote address by David Heredia – whose early relationship with Gerald Chertavian inspired the creation of Year Up.

In early 2015, we created a dedicated Alumni Relations team to offer essential support to our graduates, and we look forward to their impact on Year Up's alumni strategy.



YUPRO



With our alumni ranks growing quickly, we are expanding our ability to provide them with continuing essential support. Established in 2014, a key partner in this support is YUPRO (Year Up Professional Resources), a talent placement agency dedicated to providing a high-touch service exclusively to our talented alumni. YUPRO offers a unique pipeline of talent to a growing list of corporate partners eager to hire a new generation of employees who have the technical skills, unique resilience and tenacity necessary to be successful. A for-profit affiliate of Year Up, YUPRO represents a socially responsible alternative to traditional talent acquisition approaches.

YUPRO has been enthusiastically embraced by our alumni as an invaluable extension of our program, and a growing network of companies are turning to YUPRO to fill open positions.

We are excited about the positive results we've seen in YUPRO's first full year of operation. In 2015 alone, they successfully supported 150 alumni in finding jobs, with an average hourly wage of more than \$20/hour. We look forward to the growth of this new service in years to come.

“Ever since I connected with YUPRO, I have gained various resourceful tools and insight on ways to progress in my career. They have given me so much invaluable information and advice that has **allowed me to become more confident and strategic as I continue to plan next steps in my career.**”

Roberto Green, Jr.
Year Up Boston
Senior Client Service Specialist,
State Street Corporation





150

Number of Year Up Alumni YUPRO has helped find employment in 2015

\$20

Average starting hourly wage of Year Up Alumni YUPRO has supported in 2015

INFLUENCE IN ACTION

There are currently six million Opportunity Youth in the US, and Year Up has the ambitious goal of reaching as many of them as possible. The stark reality is that while talent is evenly distributed throughout our society, opportunity is not. In recognizing this challenge, Year Up has set forth a robust strategy that leverages the great success of our students and partners to shift the three P's that create and perpetuate the Opportunity Divide: Perceptions, Practices and Policies.



INFLUENCING PERCEPTIONS

In 2015, we expanded the Grads of Life campaign, a national multimedia public service campaign in collaboration with the Ad Council, which put Opportunity Youth in the spotlight and is educating employers on the value these young adults bring to the workplace. To do so, Year Up leveraged a \$1.4 million investment into more than \$37 million in donated media in the first year of the campaign! The result? Over 400,000 visits to GradsOfLife.org, as well as more than 44,000 Likes and nearly 12 million impressions on Facebook.

Through the Grads of Life campaign, we spurred momentum of a new field focused on employer demand for Opportunity Youth. While these young adults have traditionally been overlooked as lacking education, skills, or motivation, this year we saw a shift towards catalyzing and nurturing demand for their talent.

“Many of us who have entered and graduated from Year Up Baltimore come from the same stories and statistics that are being discussed, criticized, and even downplayed in the media. By living the Core Values of Year Up, we can show the world that our city is not full of “thugs”, but full of frustrated youth cast aside by society; **and hopefully be the change that we want to see.**”

Samara Greene-Taylor
Year Up Baltimore
Student Technical Support Tier II Blended Agent, Connections Education

In fact, in a tracking study of key hiring decision-makers done by the Ad Council one year into the campaign, we saw promising results. For example, 64% of employers who were familiar with Grads of Life reported visiting a website to get more information on how to cultivate, hire, and train from this unique pool of talent, versus just 12% of employers who were not familiar with the campaign. Shifting perceptions in this way has been a major win for both Year Up and the students we serve.

\$37 million

Donated media leveraged from a \$1.4 million investment

12 million

Impressions on Facebook in first year of campaign



100,000

Year Up is one of more than 40 companies in a Starbucks-led coalition committed to training 100,000 Opportunity Youth by 2018.



INFLUENCING PRACTICES

In our Practice Change, we focused primarily on providing external stakeholders with the resources and assistance needed to create more employment pathways for Opportunity Youth. GradsOfLife.org became a meeting place for our directory of 200 direct service partners to connect with employers interested in learning more about hiring talented young people. This year, the site connected nearly 30,000 visitors to potential partners.

In 2015, we also served as an inaugural partner of an exciting new initiative in the effort to close the Opportunity Divide. The 100,000 Opportunities Initiative is a Starbucks-led coalition of over 40 companies committed to training and hiring 100,000 Opportunity Youth by 2018. As part of our partnership, Grads of Life is providing thought leadership and technical assistance to participating employers to help them actualize their commitments.

This year, we also put a renewed focus on how to most effectively “share what we know,” today and into the future in order to enable more employers, community colleges, and organizations around the country to benefit from what we are learning. In doing so, we can dramatically accelerate the creation of additional pathways to work for young people.

INFLUENCING POLICIES

In our continued advocacy for policy improvements, we secured a series of victories over the course of 2015. In anticipation of the upcoming election, Year Up collaborated with America Forward to provide strategic input and specific policy ideas for Moving America Forward – the presidential briefing book being shared with all presidential candidates and their staff. The book includes thought leadership on tax credits, apprenticeships, and Pay for Success opportunities to increase hiring and development of Opportunity Youth well past this next presidential term.

Year Up also pursued a substantial amount of public funding this year, applying for over \$1 million in Workforce Innovation and Opportunity Act (WIOA) grants made possible by a successful campaign for legislative change. We participated in strategic planning for state and local WIOA implementation plans, providing guidance for the next five years and innovative opportunities for Year Up and other training providers to meet the demands of local labor markets.

The Workforce Innovation and Opportunity Act continues to increase its impact on Opportunity Youth in this country. In 2015, the WIOA increased the percentage of out-of-school youth served from 30 to 75 percent and raised the maximum age of youth served from 21 to 24. These changes mean our nation's young adults will find more doors open to them, and more opportunities to prove themselves an indispensable value to today's growing economy.

Year Up was a strategic partner in local and state Workforce Innovation and Opportunity Act implementation, which in 2015 increased the percentage of out-of-school youth served by 45%.

45%



ORGANIZATIONAL ACCOMPLISHMENTS



Awarded highest Charity Navigator rating for 10th consecutive year



IN THE TOP 1% OF NON-PROFITS

2015 was the tenth consecutive year that Year Up was independently evaluated by Charity Navigator, and the tenth consecutive year of being awarded 4 out of a possible 4 stars. This accomplishment is achieved by only 1% of the charities they track! This 4-star rating recognizes “good governance and other best practices that minimize the chance of unethical activities and consistently executes its mission in a fiscally responsible way.” It has been an exciting honor to score so highly on Charity Navigator’s site year after year, and we expect to continue honoring the trust of our donors through high performance as we scale our organization to an extraordinary level in 2016.

500+

Employees across the U.S.

STAFF COMMITMENT AND GROWTH

Year Up’s persistent growth would not be possible without the hundreds of hardworking employees who continue to propel our organization forward every day. They are a dynamic and dedicated group to which we owe much of our success. In 2015, we welcomed approximately 150 new staff members, ending the year at just over 500 employees across the U.S.

“BEST NON-PROFIT TO WORK FOR”

For the fifth consecutive year, Year Up took a spot on The NonProfit Times’ list of the “Best Non-Profits to Work For” – an annual ranking determined by surveying non-profit employees about their job satisfaction. With qualifiers such as, “My organization treats me like a person, not a number,” and, “I believe my job is secure,” we consider this survey an invaluable indicator of the health of our organization and movement. As we transition into 2016, we look forward to continuing to foster a healthy and happy working environment for Year Up employees across all our sites.

NPT's BEST
NONPROFITS
TO WORK FOR
★2011★

NPT's BEST
NONPROFITS
TO WORK FOR
★2012★

NPT's BEST
NONPROFITS
TO WORK FOR
★2013★

NPT's BEST
NONPROFITS
TO WORK FOR
★2014★

NPT's BEST
NONPROFITS
TO WORK FOR
★2015★

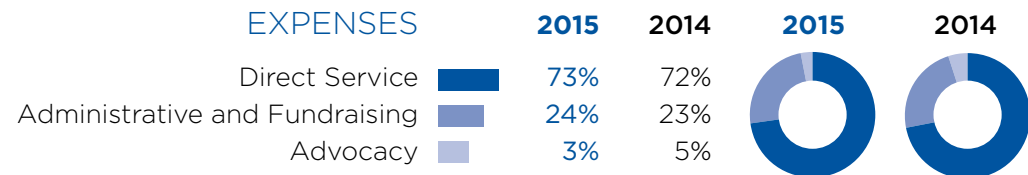
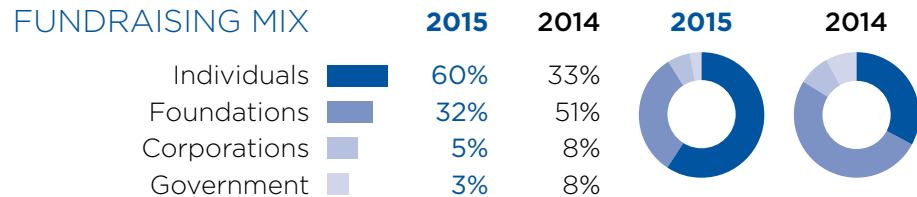
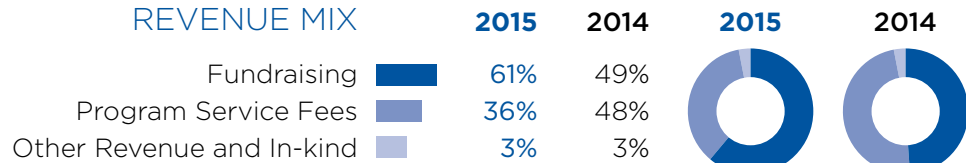


STATEMENT OF ACTIVITIES

	millions	
REVENUE	2015	2014
Contributions	\$69.5	\$34.4
Program Service Fees	\$41.7	\$34.6
Other Revenue and In-kind	\$3.5	\$2.0
Total Revenue	\$114.7	\$71.0

	millions	
EXPENSES	2015	2014
Direct Service	\$64.2	\$52.2
Administrative and Fundraising	\$21.4	\$16.7
Advocacy	\$2.3	\$3.8
Total Operating Expenses	\$87.9	\$72.7

Change in Net Assets	\$26.8	(\$1.7)
Total Net Assets at End of Year	\$82.5	\$55.7



Figures above include an increase in philanthropic revenue from our growth campaign; normal operating revenue remains roughly equally divided between program service fees and charitable contributions. Activities of public benefit corporation YUPRO have been excluded. Information presented is preliminary and unaudited and therefore subject to change.

360i
 3DS
 Aaron's, Inc.
 Abt Associates, Inc.
 Acadian Asset Management, LLC
 Accenture
 Acumen Solutions
 AGL Resources, Inc.
 Airbnb, Inc.
 AkzoNobel Global
 Alex and Ani, LLC
 Allegis Group
 Alliance Bernstein L.P.
 Alliance Security
 Ally Financial, Inc.
 Alston & Bird, LLP
 Altegra Health
 Amdocs, Inc.
 American Cancer Society
 American Express Company
 American Sugar Refining, Inc.
 American Tower Corporation
 Amica Mutual Company
 Amtrak
 Ann & Robert H. Lurie Children's
 Hospital of Chicago
 AOL, Inc.
 AON
 Aquent
 Arby's IP Holder, LLC
 Arizona Federal Credit Union
 Asbury Automotive Group
 Ascend Learning
 Assembly
 Assurant, Inc.
 A.T. Kearney
 AT&T
 athenahealth, Inc.
 Autodesk, Inc.
 Bacardi Limited
 Bank of America Corporation
 Bank of Marin
 Bank of the West
 Baupost Group, LLC
 Beacon Mutual
 Becker & Poliakoff
 Big Brothers Big Sisters of Massachusetts
 Bay & Cape Cod and the Islands
 Bill & Melinda Gates Foundation
 Biogen Idec
 Blackboard, Inc.
 BlackRock, Inc.
 Blackstone Group L.P.
 Blue Cross & Blue Shield of Rhode Island
 BlueLinx Corporation
 Bognet Construction
 Bon Secours Health System, Inc.
 BookingSuite
 Boston Architectural College
 Boston Children's Hospital
 Boston College
 Boston Engineering
 Boston Financial Data Services
 Boston Housing Authority

Boston Medical Center
 Boys & Girls Clubs of America
 Brooks Sports
 Brown Advisory Incorporated
 Brown Brothers Harriman & Co.
 Brown University
 Buchanan & Edwards
 Bullhorn
 Bungie, Inc.
 CA Technologies
 Capital One
 Care New England Health System
 Careerbuilder, LLC
 CareFirst BlueCross BlueShield
 Carlyle Group
 Catholic Relief Services
 CeliCare Health
 Center for Strategic & International Studies
 CGI Group, Inc.
 Chicago Association of Realtors
 Chicago Events Management
 Children's Healthcare of Atlanta
 Citadel Investment Group
 Citizens Bank
 City of Philadelphia
 City of San Jose
 City Year Boston
 Cleary Gottlieb Steen & Hamilton LLP
 CME Group, Inc.
 CohnReznick LLP
 College Board
 College Summit
 Comcast
 CompuCom Systems, Inc.
 Concentric Health Experience
 Consolidated Data Services
 Constellation Energy
 Cook County Government
 Coretech
 Cox Automotive
 Cox Communications
 Craft New York
 CTSI
 CVS Health
 Dassault Systèmes
 Dell
 Deloitte & Touche LLP
 Deltek Inc.
 DeVries Global
 DigitasLBi
 Dropbox
 DTCC
 Dunkin' Brands
 Eastern Bank
 Eaton Vance
 eBay Inc.
 EIS, Inc.
 Elavon
 Electronic Arts
 Elm Street Development
 Embrace Home Loans
 Emory University
 Endeavor
 Equifax

Ernst & Young LLP
 EverBank
 EverFi
 Exelon Corporation
 Expedia
 Expeditors International of
 Washington, Inc.
 F5 Networks Inc
 Facebook, Inc.
 Fannie Mae
 FBR Capital Markets
 FCB
 Federal Home Loan Bank of Boston
 Federal Home Loan Bank of Chicago
 Federal Home Loan Bank of San Francisco
 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
 Fisher BioServices
 Floor and Décor Outlets of America, Inc.
 Florida Blue
 FM Global
 Ford Foundation
 Fordham University
 Fred Hutchinson Cancer Research Center
 Freddie Mac
 Gap, Inc.
 Gas South
 GE Capital
 GE Energy
 GE Software
 Genuine Parts Company
 George M. Pullman Educational
 Foundation
 Georgetown University
 Gilbane, Inc.
 Gladstone Institutes

CORPORATE PARTNERS

The following partners hosted
Year Up students from the
July 2015 and January 2016 cohorts.

Global Payments
 Golden Gate University
 Goldman Sachs
 Google Inc.
 Grand Circle, LLC
 Grantham, Mayo, Van Otterloo & Co. LLC
 Graphic Packaging International
 Greenhill & Company
 Guardian News & Media LLC
 Habitat for Humanity
 Haemonetics
 Hall Capital Partners
 Harvard University
 Hasbro
 Havas Worldwide
 Highfields Capital Management LP
 Hilton Worldwide
 HL Group
 Hogan Lovells
 Holder Construction
 Home Care & Hospice of New England
 Hope for Miami
 Host Hotels and Resorts
 Hyatt Hotels Corporation
 IDG
 IGT Global Solutions Corporation
 Illumio
 Income Research + Management
 InComm
 Ingredion Incorporated
 Intercontinental Exchange
 InterContinental Hotels Group
 IPG Mediabrands
 Iron Mountain Incorporated
 iVision
 Jawbone
 J.M. Huber Corporation
 John Hancock
 Johns Hopkins Medicine
 Johns Hopkins University
 JPMorgan Chase & Co.

Junior Achievement of Greater Miami
Juniper Networks
Kaiser Foundation Health Plan
of Georgia, Inc.
Kaiser Permanente
KBS+
Keolis
KKR
La Poderosa
Lafarge North America
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Featured with her husband Jani Anderson and their son Blaise



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

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1-855-YEARUP1

85 Broad Street
6th Floor
New York, NY 10004
1-855-YEARUP1

Year Up Arizona

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Phoenix, AZ 85034
480-376-0898, ext 9998

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Baltimore, MD 21215
410-462-8446

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San Francisco, CA 94104
415-512-7588

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Suite 103
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408-283-9553

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9th Floor
Boston, MA 02109
617-542-1533

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Chicago, IL 60606
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215-399-9853

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Suite 3001
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Arlington, VA 22202
703-312-9327

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6th Floor
New York, NY 10004
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206-441-4465 ext. 5500

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Seattle, WA 98121
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