



2016 ANNUAL REPORT

BETTING BIG ON YEAR UP



2016
ANNUAL
REPORT

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GERALD CHERTAVIAN, FOUNDER & CEO

DEAR FRIENDS,

Seventeen years ago,

we bet that if we provided a clear path to success for the young adults who are too often overlooked by corporate America, we could close the Opportunity Divide. Since then, Year Up has served over 16,000 students and spread to 20 cities nationwide, including new locations in Dallas/Fort Worth, Los Angeles, and Quincy, MA, where we opened an employer-based location with State Street. In 2016, 90% of our graduates were employed or enrolled in postsecondary education within four months of completing the program, earning an average starting salary of approximately \$38,000 per year. And both *The Atlantic* and *The New York Times* recently reported on Year Up's essential role in closing the Opportunity Divide. The evidence is clear: Year Up works. Now is the time to double down and scale up to an even more transformative level.

According to a recent study published by the Bridgespan Group, Year Up is not only an effective means of providing a pathway to upward mobility for Opportunity Youth, it also has the potential to generate \$15 for every dollar invested. In order to fully realize this potential, we must set ambitious goals to dramatically increase the scale of Year Up's impact. We have served 16,000 students over sixteen years. Over the next five years, we will serve 30,000 young adults at a cost per student that is 30% lower than it is today.

Achieving this transformative scale will be challenging, but we're already making significant strides toward our goal of serving 8,500 students annually by 2021. In addition to bringing our program to brand new markets in 2016, we also deepened our presence in existing ones by expanding our co-location model, opening new Professional Training Corps (PTC) locations onsite and in partnership with Borough of Manhattan Community College in New York, NY; National Louis University in Chicago, IL; and Peirce College in Wilmington, DE. With strong success metrics at our co-located campuses, and a self-sustaining program model, we have identified co-location as our primary growth strategy.

Ultimately, we're betting on the success of our former, current, and future students, Opportunity Youth who are not the professional liabilities society paints them as, but rather social and economic assets who will go on to thrive in the millions of jobs that would otherwise go unfilled in the coming years. We are forever grateful to you who support us with time, money, and expertise. Only together can we close the Opportunity Divide and ensure that no talent goes to waste.

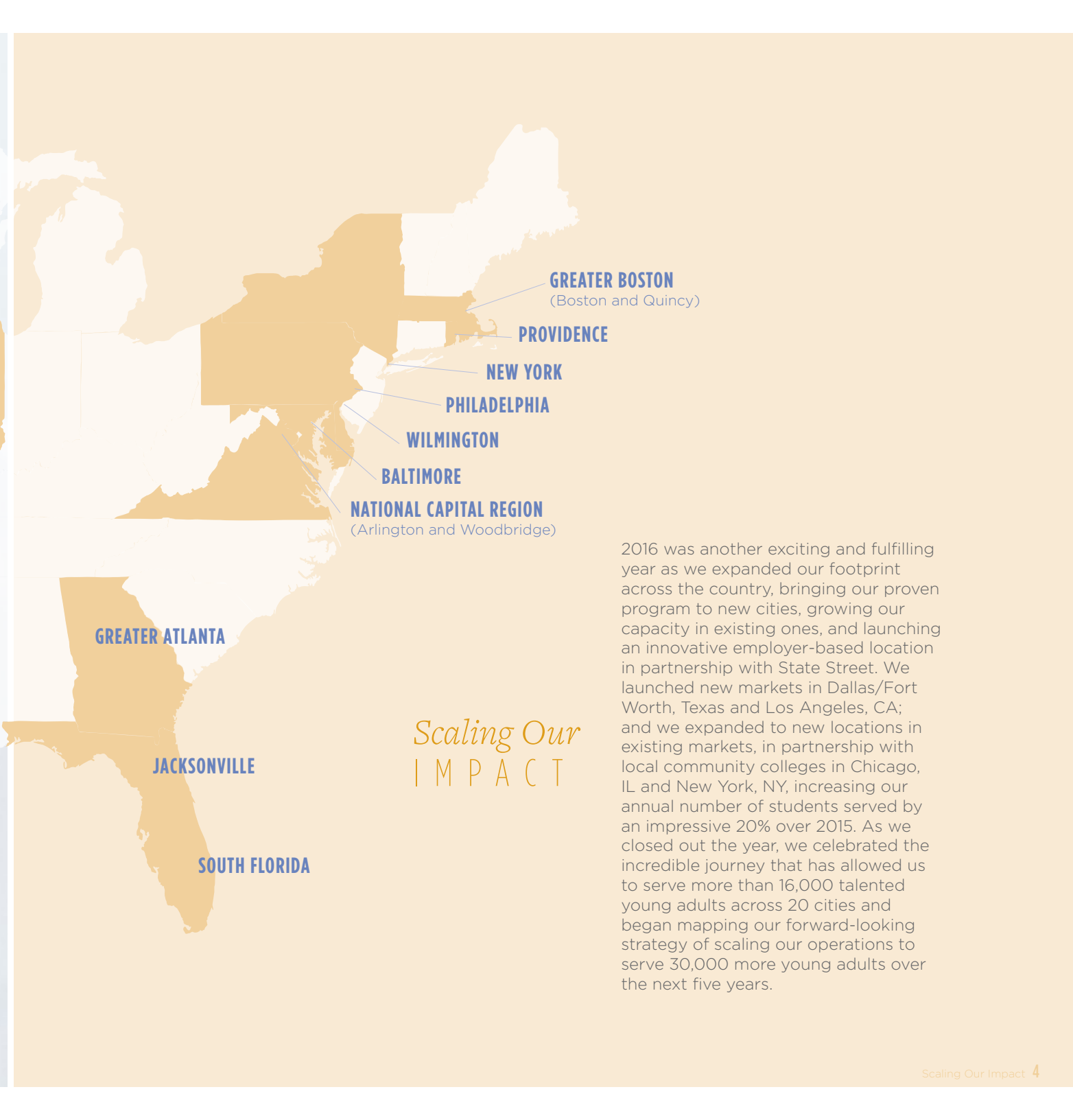
Be Well,

Gerald Chertavian
Founder & CEO

Garrett Moran
President



GARRETT MORAN, PRESIDENT



16,000+
STUDENTS SERVED
ACROSS 20 CITIES
NATIONWIDE
SINCE 2000

20 CITIES

Scaling Our IMPACT

2016 was another exciting and fulfilling year as we expanded our footprint across the country, bringing our proven program to new cities, growing our capacity in existing ones, and launching an innovative employer-based location in partnership with State Street. We launched new markets in Dallas/Fort Worth, Texas and Los Angeles, CA; and we expanded to new locations in existing markets, in partnership with local community colleges in Chicago, IL and New York, NY, increasing our annual number of students served by an impressive 20% over 2015. As we closed out the year, we celebrated the incredible journey that has allowed us to serve more than 16,000 talented young adults across 20 cities and began mapping our forward-looking strategy of scaling our operations to serve 30,000 more young adults over the next five years.

95+

LOCAL AND
NATIONAL
MEDIA FEATURES
IN 2016

IN THE NEWS

3.3 Million+

PRESS RELEASE IMPRESSIONS IN 2016



Connecting Unemployed Youth with Organizations That Need Talent

“ We initially approached the Year Up partnership as a great way to support the local communities where we live and work. But over time it became clear that the program could be a breakthrough way to source entry-level talent. ”

THE WALL STREET JOURNAL

the Atlantic

How to Bet Big on the American Dream

“ A savvy and likely successful philanthropic investment would target programs like Year Up, which help low-income young people acquire technical and professional skills for careers. They also help employers imagine a new age of hiring, by looking past the candidate’s pedigree and instead focusing on competencies. ”



The Boston Globe

THE HUFFINGTON POST

TIME

Stanford SOCIAL INNOVATION REVIEW



Forbes

The New York Times

Making Big Donations to Change the World

“ When I die, I’ll say I did my part to close the opportunity divide, but I’ll also say the money I put in, I got a return on my investment. Not all bets work out. But if I looked at Year Up like an investment in some of my portfolio companies, this was a home run. ”

THE CHRONICLE OF PHILANTHROPY

FORTUNE

How the ‘Opportunity Divide’ Threatens America’s Economic Future

“ Opportunity Youth are the economic assets our country needs, not the social liabilities they are too often perceived to be. Leading employers have found in Year Up a way to build their next generation of talent, which will be ready for the next generation of jobs. ”

Measuring Impact:
RESEARCH
& EVALUATION

With so many students, donors, and corporate partners strategically betting on Year Up to deliver the strong outcomes they are looking for, research and evaluation is more important than ever in ensuring those bets pay off. In 2016, we continued to commit to maintaining exemplary research and evaluation portfolios, beginning with the launch of a four-year study to evaluate our Professional Training Corps (PTC) channel. This study, in partnership with Abt Associates, is funded by a highly competitive, prestigious research grant awarded by the Institute of Education Sciences (IES), and will focus on proving the success of our PTC channel and uncovering opportunities for further improving the co-location model within college settings.

The IES Study is comprised of two major phases. We began the first phase in 2016, with three targeted case studies:

- A review of educational outcomes for all Year Up students since 2010, with a focus on higher education continuation and completion among PTC students
- An in-depth analysis of interns' experiences at their internships
- A randomized design test of modified academic monitoring and support services aiming to improve grades, college completion, credit accumulation, and overall retention

The second phase will launch in 2017, with a randomized controlled trial at four participating PTC locations (Arizona, Baltimore, South Florida, and our Bellevue Campus in Puget Sound). This study will track longer-term education and employment outcomes after all participating cohorts have graduated in 2019.

*Year Up's experience attests to the progress a strong learning organization can make when it pushes its programs to the limit, continuously assesses its performance, and is willing to act on the results. **The most interesting chapters of the Year Up story lie ahead, with a number of promising initiatives underway** and independent evaluations poised to provide solid evidence on best practices and impacts.*

David Fein
Principal Associate, Abt Associates

In addition to IES, we have continued our engagement in PACE (Pathways for Advancing Careers and Education), a ten-year evaluation study of next-generation strategies for increasing the economic self-sufficiency of young adults. 2016 brought very strong response rates (>70%) on these long-term surveys, and we look forward to sharing the first official interim report at the end of 2017. In the meantime, a series of PACE white papers were published in 2016, focusing on critical parts of our program such as external supports, finances and family, and motivation. This series culminated in a Year Up-specific paper titled, "Scaling Up to Close the Opportunity Divide for Low-Income Youth," published in May 2016.

Year Up is always looking for new ways to expand partnerships with leading universities and research firms and continued to do so in 2016 with the University of California, Berkeley, The Impact Genome Project, and ICF-International. Through our partnership with ICF-International, we conducted an Alumni Survey, targeting nearly 9,500 Year Up alumni nationwide. Over 3,000 former students responded to questions about their quality of life, employment, and education experiences since graduating from Year Up. The analysis of this data will allow us to further support our growing alumni ranks and will be completed by April 2017.

30000+
ALUMNI
SURVEY
RESPONSES

3000+

STUDENTS SERVED
IN 2016

90%

OF 2016 GRADUATES
EMPLOYED AND/OR
ENROLLED IN
POSTSECONDARY
EDUCATION WITHIN
4 MONTHS OF
COMPLETING THE
PROGRAM

\$18.90

AVERAGE STARTING
HOURLY WAGE FOR
THOSE EMPLOYED



Student & PROGRAM HIGHLIGHTS

We served more than 3,000 students in 2016, and are proud to recognize the impressive outcomes they achieved. 90% of our 2016 class graduates were employed or enrolled in postsecondary education within four months of completing the program, the highest we've seen in the history of the organization. These classes also achieved our highest average starting wage to date, earning almost \$19/hour (equivalent to approximately \$38,000/year). This success is inspiring and drives us to continuously enhance the quality of our program delivery to best connect our talented young adults with professional career pathways.



I always tell people, 'Whatever you do, think about those who will come after you. What you're doing is far bigger than you think.' When you get an opportunity, that means that someone else didn't—so be wise with that opportunity, because they don't come often.



*Jodeliz Cora, Year Up Greater Boston
Senior Client Operations Specialist,
State Street Corporation*

One major program enhancement we made in 2016 was the launch of Year Up's first ever Product Catalog, with standardized training tracks, specialties, and curriculum across all Year Up locations. The five tracks are Information Technology, Financial Operations, Sales and Customer Support, Software Development, and Business Operations, which all utilize standard learning objectives and master courses. Within these track families, students pursue one of a number of different specialties. This new approach not only allows us to share exactly what trainings we offer across the network, but it also ensures that our young adults are receiving training that is directly aligned with their internship, better preparing them to meet partner needs, and to achieve strong post-graduation outcomes.



I'm always surprised when Year Up graduates say I have touched their lives because they have really touched mine.

Their determination to change their circumstances is so inspiring. *I'm only helping facilitate them changing their own lives—they come, they don't let circumstances stop them, and they conquer.*

*Fran Burchman
Vice President and Group Manager,
US Trust, Bank of America Private Wealth Management*

In addition to better equipping our young adults, the launch of our Product Catalog also provides incredible value for our corporate partners in need of entry-level talent. This standardized training curriculum is an important evolution that enables us to respond nimbly to market demand, facilitates efficient growth of our training, and provides leading companies with a consistent experience no matter where in the country they host a Year Up intern.

We will regularly review and update the Product Catalog, using labor market trends and industry analysis to build training that best prepares our young adults for roles that are in high demand, ensuring that we are teaching the skills that our partners find most important, based on their evolving needs.

We began this dynamic approach in 2016, using partner feedback to expand and innovate our program offerings, piloting new training to serve roles in Healthcare Administration, Data Analytics, Accounting, Personal Banking, Salesforce Administration, and Reference Data. Additionally, in partnership with State Street, we continued our test and exploration of an employer-based channel, welcoming a first class of Financial Operations students to State Street's Quincy location in October.

We are grateful to be able to collaborate with our forward-thinking corporate partners to open doors to new career pathways for our young adults.



180+

CORPORATE PARTNERS HOSTING 3 OR MORE INTERNS

50+

CORPORATE PARTNERS HOSTING 10 OR MORE INTERNS

42%

OF INTERNS HIRED BY INTERNSHIP HOST COMPANY

Corporate
HIGHLIGHTS

Alumni HIGHLIGHTS

In 2016, Year Up graduates continued to embody our mission of closing the Opportunity Divide—proving themselves to be valuable economic assets, giving back to their communities and other talented young adults, and challenging this country to shift its perceptions of Opportunity Youth.

Our network of now more than 10,500 alumni are powerful agents for change both locally and nationally. In the summer of 2016, our dedicated Alumni Relations Team had the opportunity to help fund the great work of our alumni with an alumni-driven initiative called the National Summer of Service. Through this initiative, alumni united to “lift while they climb” and organize service projects across the country. Seven alumni projects received micro-grant funding, supporting projects such as a school-supply drive that provided 150 bags of supplies to students in Baltimore, Teen Empowerment Brunch that provided personal and professional development workshops to 50 teens in New York, and volunteer project that served meals to over 60 homeless youth in Puget Sound.

This past November, in Baltimore, we celebrated the contributions from our graduates, along with their hard work, determination, and success at the Fifth Annual National Alumni Summit. With a theme of “Advancing Together,” more than 150 Year Up graduates came together to build deeper relationships, continue developing their professional skills, and generate ideas to bring back to their local alumni boards and communities. Highlights of the event included words from activist and educator DeRay Mckesson, about his experiences engaging in civil rights movements and leading change, along with a series of micro-coaching sessions and professional development workshops hosted by YUPRO.

We look forward to the continued success of our incredible alumni and their impact on the Opportunity Movement.

At Year Up, I learned to always see the bigger picture. I felt like I was a part of a movement from day ONE. *We now have another Year Up intern at Weber Shandwick. That’s one of my proudest moments, knowing that my success at Weber Shandwick played a part in someone else’s dreams coming true.*

*Christopher Hilliard
Year Up New York
Assistant Account Executive,
Weber Shandwick*

10500 + ALUMNI

Year Up PROFESSIONAL RESOURCES

Year Up Professional Resources (YUPRO) is a Public Benefit Corporation with a social purpose mission: to advance the careers of Year Up graduates and equip them with the skills necessary to meet the needs of our growing network of corporate partners. Since launching in 2014, YUPRO has provided talent placement services and career-enhancing support to Year Up alumni while simultaneously offering our corporate partners a socially responsible alternative to traditional staffing methods. By emphasizing ongoing coaching and training, YUPRO is able to bring top talent to the marketplace, achieve industry-leading retention rates for our partners, and secure higher wages for our alumni. In addition to benefiting individual alumni, our National Alumni Association (NAA) benefits as a whole, with YUPRO delivering a portion of its profits to Year Up's NAA in support of further alumni advancement.

In 2016, YUPRO supported more than 175 Year Up graduates in finding jobs, and those alumni earned an average wage of \$22.20 per hour, an increase from \$20 per hour in 2015. Additionally, over 70% of supported alumni were either extended beyond their initial assignment or hired permanently, working, on average, three times as long as standard staffing agency contractors. In only two years of operation, YUPRO has proven to be an unqualified success, providing essential support to our graduates and receiving an impressive 94% satisfaction rate from participating corporate partners.

AVERAGE
HOURLY WAGE
OF YEAR UP
GRADUATES
FINDING JOBS
THROUGH
YUPRO

\$22.20



YUPRO YEAR UP PROFESSIONAL RESOURCES SUCCESS STORY



**SOULEYMANE
DIALLO**

Corporate Actions Associate
AllianceBernstein L.P.
Year Up New York Graduate

I had to face one of the toughest decisions of my life this year when I received a permanent job offer to relocate from New York to Texas. YUPRO was there to help me weigh the pros and cons, as well as fully support me in my decision to accept and move across the country.

Words cannot express how thankful I am to have had YUPRO's professional guidance *throughout this process and to still have that support system today. It has been one of the best choices I have made in my career and has had a big financial impact on my life.*

Influence IN ACTION

Influencing Perceptions

2016 saw the continued success and expansion of our Grads of Life campaign, a national multimedia public service announcement in collaboration with the Ad Council. Grads of Life is designed to educate employers and catalyze greater demand for Opportunity Youth and the value they bring to the workforce. By the end of 2016, our initial \$1.4 million investment had grown to more than \$67 million in donated media, resulting in over 660,000 visitors to the Grads of Life website. Through a generous in-kind donation from LinkedIn, the Grads of Life campaign was also shared directly with over 200,000 targeted C-suite executives and HR leaders via their internal messaging platform. Further expanding the reach of this campaign and its message is the Grads of Life Voice blog, which was donated by our friends at Forbes.com. In 2016, more than 50 thought leaders, including Jamie Dimon of JPMorgan Chase, Art Peck of Gap, Inc., and David Casey of CVS, wrote over 100 posts about economic opportunity, the skills gap, and talent pipelines, attracting more than 2 million views.

Influencing Practices

In our practice work, we persisted in our efforts to shift employer hiring practices and build a more inclusive talent marketplace. To this end, we continued to focus on our “Share What We Know” work, which aims to create more career pathways for young people by enabling more employers, community colleges, and organizations across the country to benefit from the lessons that we have found to be crucial in successfully serving Opportunity Youth. Within this work in 2016, we partnered with Achieving the Dream, a national network of community colleges that champions evidence-based institutional improvement, to develop a Career Readiness Program for Opportunity Youth. Year Up will create the first

version of the program curriculum in early 2017 and pilot the blended learning experience with a series of community colleges in the second half of the year.

Organized by Grads of Life, we also launched our first pilot with a national employer, partnering with PSSI and Goodwill to create an Opportunity Youth talent pipeline that has already provided us with significant learnings for future employer tool development. Grads of Life will leverage these learnings as we develop more pilot talent solutions in 2017, beginning with a new partnership with the National Network of Business and Industry Associations, a group of employer associations in diverse industries that works to bridge the skills gap by better connecting the worlds of learning and work.

Influencing Policies

Over the course of 2016, we worked to increase civic engagement across all Year Up locations, working with teams to localize policy principles and develop local advocacy strategies. To create and sustain dialogue with local community leaders and policy-makers, we developed key resources, such as a non-partisan Year Up Policy Agenda entitled, “A Better Promise: Securing Opportunity in America’s Talent Marketplace.” We also worked with local teams to encourage non-partisan “Get Out The Vote” efforts. Post-election, we have continued our strategic work with the America Forward Coalition and our political outreach in Congress, with an eye toward providing greater opportunities to the youth we serve. In addition to outreach in Congress, our Policy Team spread our message through other mediums, publishing an impressive 10 opinion pieces in 2016 and speaking at key events such as the Tech Inclusion Conference in San Francisco, the Close It Summit in Dallas, and a New America work-based learning event in Washington D.C.



To successfully transform into a digital industrial company, we must hire hard working, motivated individuals to drive our vision forward.

In partnership with Year Up, we're able to foster an environment that is beneficial for GE, our communities, and the interns.

*Jim Fowler
Vice President & CIO, GE Digital*

GRADS
of LIFE

\$67 MILLION
IN DONATED MEDIA

Organizational HIGHLIGHTS

Supporting our Growing Staff

Year Up's continued success would be impossible without the hard work and dedication of our talented and growing staff. In 2016, we welcomed more than 275 new staff members, bringing us to just over 725 employees nationwide. In order to equip these newcomers with the resources they need to succeed in their roles, we created a new team called The Training Academy, which launched Baseline, an innovative training program for all new hires and new managers. Baseline is comprised of a virtual welcome call with the CEO, online learning modules, and a 2-3 day in-person onboarding experience that includes an exploration of Year Up culture, functional training, and special sessions for new managers. The Training Academy hosted seven in-person trainings over the course of 2016, supporting over 330 participants.

Organization Accolades

This year, *The Nonprofit Times* recognized Year Up as one of the "Best Non-Profits to Work For" for the sixth year running, and Charity Navigator awarded us four out of four stars for the eleventh consecutive year, placing us in the top one percent of tracked organizations. Additionally, for the first time in our history, Year Up earned a spot on *The Chronicle of Philanthropy's* 400 list, which ranks the U.S. charities that raised the most money from private sources during the previous fiscal year. The 2016 list touted a record high, with total giving in 2015 reaching \$104 billion. We are honored to be recognized amongst some of the country's most notable organizations and look forward to maintaining this level of performance in 2017 and beyond.

2016 Staff Retreat

In May of 2016, more than 600 Year Up employees from all over the country gathered for our biennial retreat in Scottsdale, Arizona. With a theme of "One Year Up: Growing Stronger Together," we worked as a team to align our vision and strategy, reflect on opportunities for organizational growth, and strengthen our culture through the unity of shared values and a common mission. In his keynote address, Founder and CEO Gerald Chertavian laid out Year Up's next strategic phase and announced exciting new benefits for staff, including additional professional development funds for employees pursuing associate's and bachelor's degrees.

Commitment to Diversity

As part of our ongoing commitment to diversity, we appointed Belinda Stubblefield as our first-ever Chief Diversity Officer (CDO) in 2016. In this role, she serves as the point person in our efforts to foster greater diversity across all Year Up locations. She does this by ensuring all leadership teams have clearly articulated diversity goals, monitoring progress against achieving these goals, distributing biannual diversity progress reports to all employees, and supporting the engagement and cultivation of external partnerships that aid our internal diversity efforts.

Looking FORWARD

While we are proud and energized by our successes to date, we still have a long road ahead to ensure that every young adult in this country has access to opportunities needed to launch a professional career. The stark reality is that while talent is evenly distributed throughout our society, opportunity is not, and there are approximately six million Opportunity Youth in the U.S. that are neither employed nor in school and disconnected from the economic mainstream. We strive to reach as many of them as possible.

As we look ahead to 2017, we prepare to welcome students for the first time in Wilmington, DE, our new Roxbury Community College Location in Boston, National Louis University Campus in Chicago, and Diablo Valley Campus in the Bay Area, growing the number of students we serve annually to more than 3,600. We also look forward to receiving our first official interim report from our ten-year PACE evaluation study, along with the completed analysis of over 3,000 alumni survey responses, which will help ensure that we continue to maintain our strong outcomes and quality delivery through our rapid growth.

We will enter the year with renewed focus and direction. 2017 marks the official launch of our next capital growth campaign, which charts our five-year strategic plan to serve more than 30,000 young adults, scale operations to serve 8,500 students annually, and reduce our cost per student by 30% by 2021, through the growth of our self-sustaining co-location model. To achieve these ambitious goals,

we have identified four key strategic priorities:

- 1. Deliver demand-driven services to the market**
- 2. Demonstrate sustainability through co-location**
- 3. Foster alumni advancement and leadership**
- 4. Build a stronger talent marketplace**

This bold vision for the future means we are one step closer to closing the Opportunity Divide in this country, but we can't do it alone. Join us —with our progress to date and your support, we know it's attainable.



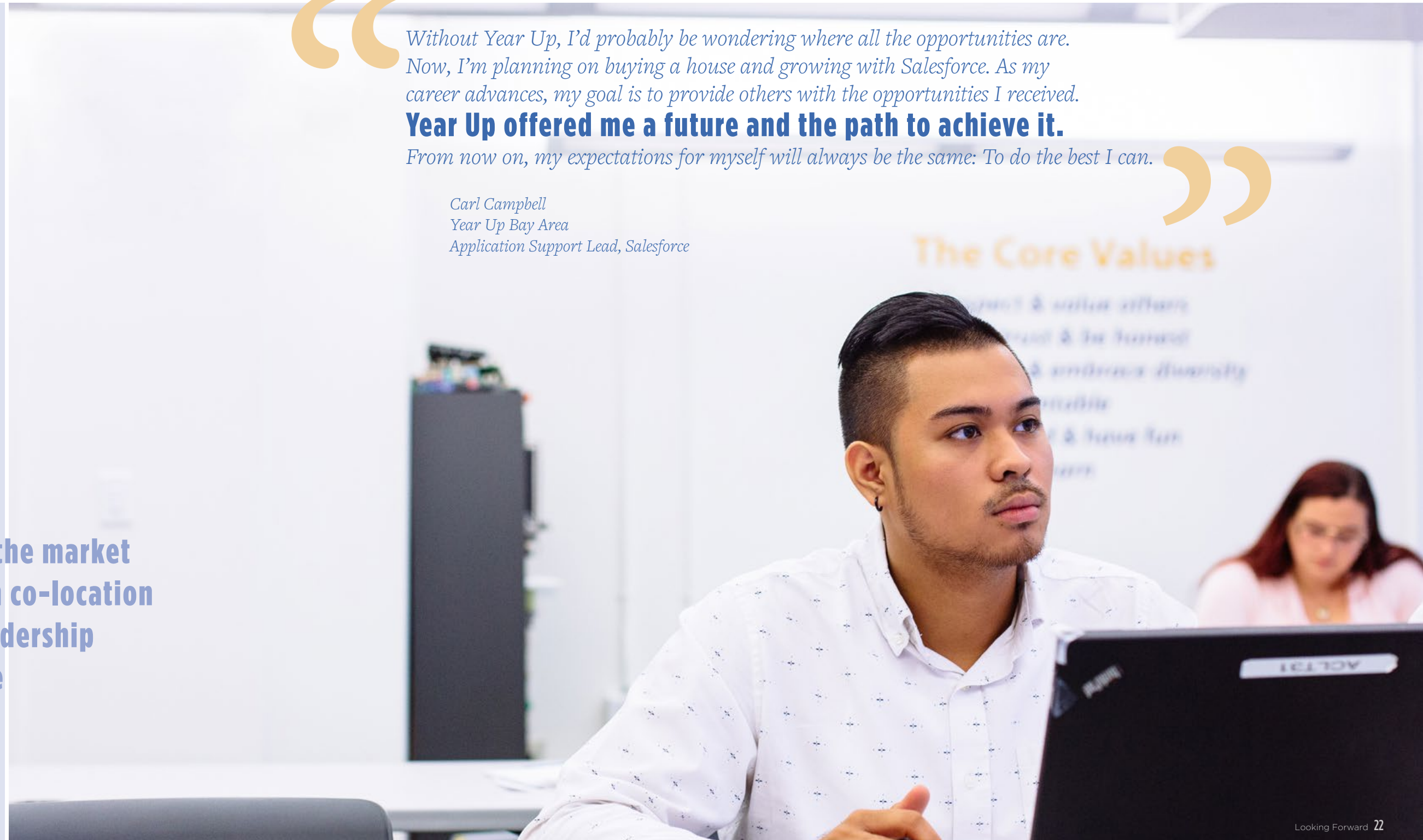
Without Year Up, I'd probably be wondering where all the opportunities are. Now, I'm planning on buying a house and growing with Salesforce. As my career advances, my goal is to provide others with the opportunities I received.

Year Up offered me a future and the path to achieve it.

From now on, my expectations for myself will always be the same: To do the best I can.



*Carl Campbell
Year Up Bay Area
Application Support Lead, Salesforce*



Statement OF ACTIVITIES

	millions	
REVENUE	2016	2015
Contributions	\$59.1	\$69.5
Program Service Fees	\$46.3	\$41.7
Other Revenue and In-kind	\$4.5	\$3.5
Total Revenue	\$109.9	\$114.7
EXPENSES	millions	
2016	2015	
Direct Service	\$79.3	\$64.7
Administrative and Fundraising	\$25.3	\$21.4
Influence and Alumni	\$3.5	\$1.9
Total Operating Expenses	\$108.1	\$88.0
Change in Net Assets	\$1.8	\$26.7
Total Net Assets at End of Year	\$84.2	\$82.4

REVENUE MIX	2016	2015	2016	2015
Fundraising	54%	61%		
Program Service Fees	42%	36%		
Other Revenue and In-kind	4%	3%		
FUNDRAISING MIX	2016	2015	2016	2015
Individuals	50%	60%		
Foundations	42%	32%		
Corporations	7%	5%		
Government	1%	3%		
EXPENSES	2016	2015	2016	2015
Direct Service	74%	74%		
Administrative and Fundraising	23%	24%		
Influence and Alumni	3%	2%		

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

Corporate PARTNERS

The following partners hosted Year Up students from the July 2016 and January 2017 cohorts.

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

360i
Aaron's Inc.
Abt Associates Inc.
Acadian Asset Management, LLC
Accenture†
Ace Hardware
Acumen Solutions
AGL Resources, Inc.
Airbnb, Inc.
Akin Gump Strauss Hauer & Feld
Akzo Nobel Services
Alaska Airlines
Alex and Ani, LLC.
Align Technology
Allegis Group
Alliance Bernstein L.P
Alliance Security
Allscripts Healthcare, LLC
Ally Financial Inc.
Altera
Amazon
Amdocs, Inc.
American Cancer Society
American Express†
American Tower Corporation
Amica Mutual Company†
AOL, Inc.†
AptDeco Inc.
Aquent
ARA
Aramark
Arby's IP Holder LLC
Ardian Investment
Arizona Federal Credit Union
Asbury Automotive Group
Ascend Learning
Assurant, Inc.
AT Kearney
AT&T†
Athenahealth, Inc.
Autodesk, Inc.
Bank of America†
Bank of Marin
Bank of the West
Baupost Group, LLC
Beacon Mutual
BECU
Bentley University
Bessemer Trust Company

BET Networks
Beth Israel Deaconess Medical Center
Big Brothers Big Sisters
Bill and Melinda Gates Foundation
Biogen Idec
Black Duck Software
Black Lapel
BlackRock, Inc.
Blackstone Group L.P
Blue Cross & Blue Shield of Rhode Island
BNY Mellon
Bon Secours Health System, Inc.
Booking Suite
Boston Children's Hospital†
Boston Financial Data Services
Boston Medical Center
BOX
Boys & Girls Clubs of America
Bridgevine
Brooks Sports
Brown Advisory
Brown University
Buchanan & Edwards
Buildium LLC
Bullhorn
Bungie, Inc.
Cadence Design Systems, Inc.
Calumet Area Industrial Commission
Capital One†
CarGurus
Cardlytics
Care New England
Careerbuilder, LLC†
Carefirst BlueCross BlueShield†
Carlyle Group
Casey Family Programs
Catholic Relief Services
Center for Literacy
Center for Strategic & International Studies
CGI Group, Inc.
Charles Schwab
Chevron
Chicago Community Foundation
Chicago Neighborhood Initiatives
Children's Healthcare of Atlanta
Christian Community Health Center
Citadel Investment Group
Citigroup Inc.†
Citizens Bank†
City of Chicago
City of Philadelphia
City Year
Classworks
CohnReznick LLP
College Board
Comcast
CompuCom Systems, Inc.
Consolidated Data Services
Constellation Energy†
Convexity Capital Management
Coretech
Cox Enterprises†
CVS
Dassault Systemes Americas Corp

DataXu
Davidson Kempner
Capital Management LP
Dell
Deloitte & Touche LLP†
Delta Dental of California
Deltek Inc.
Department of Homeland Security DHS
DeVries Global
DocuSign
DTCC
Dunkin Brands
Eastern Bank
Eaton Vance
eBay Inc.†
Elavon†
Ellucian
Embrace Home Loans
Emory University
Encompass Digital Media
Endeavor
Equifax
Ernst & Young LLP
Eved
Executive Service Corps of Chicago (ESC)
Exelon Corporation†
Expedia†
Expeditors International†
F5 Networks Inc
Facebook, Inc.†
Fannie Mae†
FCB Garfinkel
Federal Home Loan Bank of San Francisco
Federal Home Loan Bank of Boston
Federal Reserve Bank of Atlanta
Federal Reserve Bank of Chicago
Federal Reserve Bank of Richmond
Fidelity Investments†
FINRA
First Defense Legal Aid Fund
First Guaranty Mortgage Corporation
Fisher BioServices†
FiveStars
Floor and Decor
Florida Blue
FM Global
Food & Water Watch
Ford Foundation
Fred Hutchinson Cancer Research Center
Freddie Mac†
Gap, Inc.†
GE Digital†
GE Energy Connections
GE Power
GE Transportation
Genuine Parts Company
Georgetown Law
Gilbane, Inc.
Go Daddy.com, LLC
Google Inc.†
Grand Circle, LLC
Grantham, Mayo, Van Otterloo & Co. LLC
Graphic Packaging International
GreenSky

Guardian News & Media LLC
Haemonetics
Hall Capital Partners
Harlem RBI
Harvard University†
Hasbro
Havas Worldwide
Hewlett Packard Enterprise
Highfields Capital Management LP
Hilton Worldwide
HITT Contracting Inc.
HL Group
Horizon Pharma
Horstail Technologies
How To Manage A Small Law Firm II, Inc.
Hyatt Hotels Corporation
ICMA-RC
IGT Global Solutions Corporation
Illumio
iMarketer LLC
Impinj
Income Research + Management
Incomm
Independence Blue Cross
In-Q-Tel
Intercontinental Exchange
InterContinental Hotels Group
Interpublic Group (IPG)†
Intersections Inc.
Intuit
Jack Morton Worldwide
JEA
JLL
John Hancock
Johns Hopkins University†
JPMorgan Chase & Co.†
Juniper Networks
Kaboom!
Kaiser Foundation Health Plan of Georgia, Inc.†
Kaiser Permanente†
Keolis
King County Sheriff's Office
KKR
Lane Powell PC
Latham & Watkins LLP
Laureate Education, Inc.
Lever
Liberty Mutual Insurance†
LifeBridge Health
LifeSpan†
Lifeway Foods
Lincoln Financial Group
LinkedIn Corporation†
Lockheed Martin
Logicalis
LogMeIn
Lyft
Macquarie Group
Macy's, Inc.
Marin General Hospital
Marketo
Marsh & McLennan Companies
Maxim Healthcare Services

†Indicates Partner who hosted 10 or more interns

MDB Communications, Inc.
 MECU
 MedStar Health
 Mesirov Financial
 Miami Dade College
 Microsoft†
 MIT
 MNS Group
 MobileIron
 Morningstar Inc.
 Motorola Mobility
 MOZ
 MRM McCann
 Mulesoft
 Narragansett Bay Insurance Company
 NASA†
 Natixis Global Associates
 Navy Federal Credit Union
 NCC Group Security Services
 Neighborhood Health Plan of Rhode Island
 NEPC
 Neuberger Berman
 Neustar, Inc.
 New Balance
 New Signature
 New York Life Insurance Company†
 New York University
 Nordstrom Inc.
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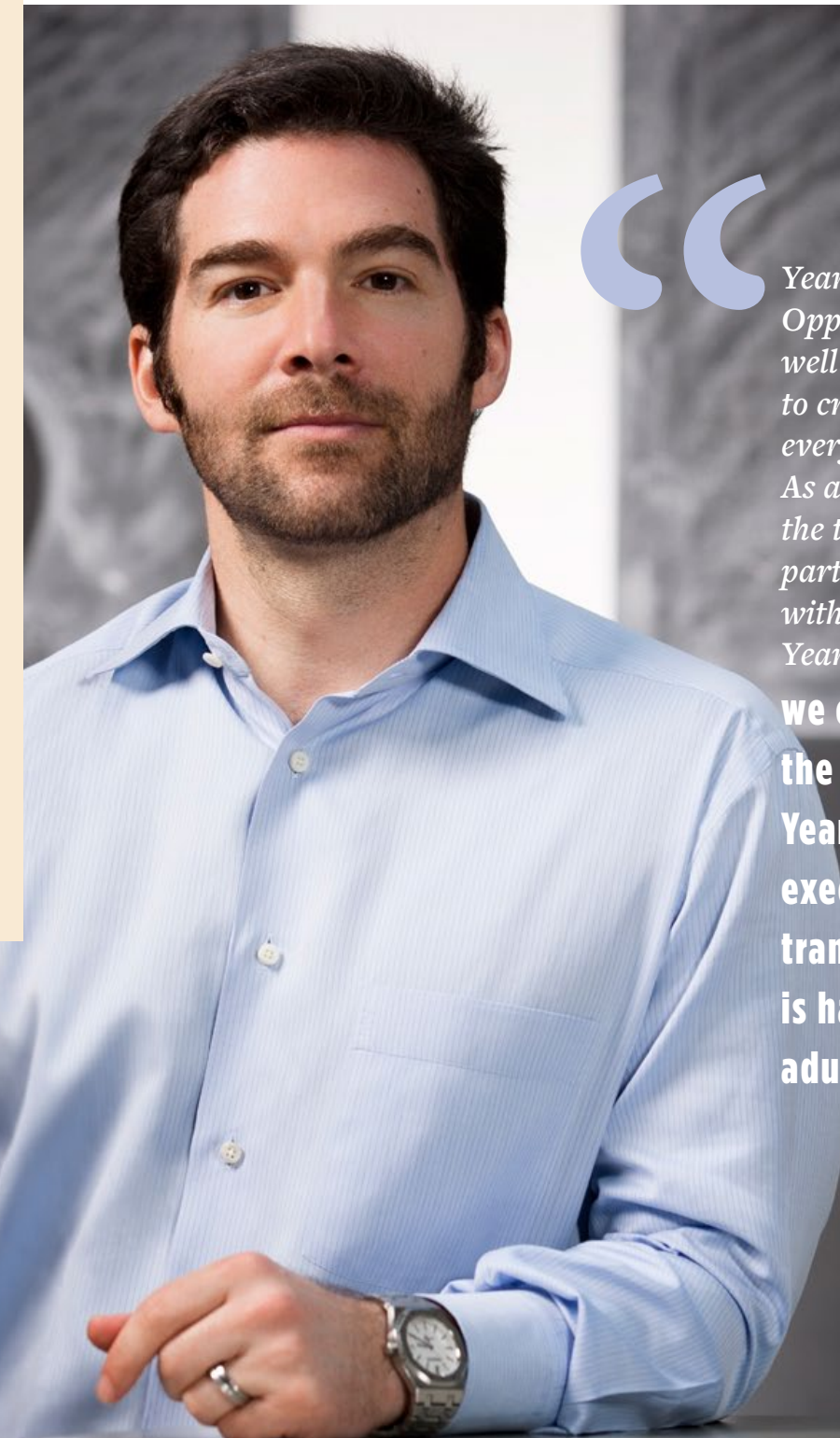
*The following partners hosted Year Up
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†Indicates Partner who hosted 10 or more interns

Donor SPOTLIGHT

As the first Silicon Valley tech company to host Year Up interns, LinkedIn set the stage for an incredible, lasting partnership. To date, LinkedIn has hosted more than 70 interns and hired more than 30 alumni. In 2016 they supported Year Up with more than \$970,000 in philanthropic contributions, named Year Up as one of their primary volunteer partners, and they continue to help Year Up identify the skills that are most in-demand by our corporate partners.



Year Up's focus on closing the Opportunity Divide is extremely well aligned with LinkedIn's vision - to create economic opportunity for every member of the global workforce. As a result, it's no surprise how well the two companies have been able to partner together, starting in 2011 with LinkedIn's initial class of Year Up interns. Since that time, we couldn't be more impressed by the talent we've gained access to; Year Up's leadership, mission, and execution; and above all else, the transformational impact Year Up is having on the talented young adults they support.

*Jeff Weiner
CEO, LinkedIn*

OPPORTUNITY SOCIETY

TOGETHER WE WILL CLOSE THE DIVIDE



ANNUAL GIVING LEVELS & BENEFITS

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

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

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

GOLD
\$25,000 - \$49,999

PLATINUM
\$50,000 - \$99,999

SAPPHIRE
\$100,000 - \$249,999

DIAMOND
\$250,000+

FOUNDER'S CIRCLE
\$1,000,000+

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

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

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

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

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

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Donor SPOTLIGHT

As the first chairman of the board of Year Up National Capital Region, John King led the board for 10 years. In this role, John helped Year Up National Capital Region expand, through a college partnership, for a total of four Learning Communities in the market.

JOHN KING

After over ten years of attending graduations, I still love seeing our students simultaneously cross the stage and the Opportunity Divide!

No other youth development program can match our outcomes.

John King

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SPOTLIGHT

Workday has donated more than \$1 million to Year Up and has placed 25 participants in Workday internships. Seventeen of these Year Up interns have earned full time jobs at Workday.



Companies today are competing for the best and brightest talent, which means looking beyond traditional resumes for talented individuals from diverse backgrounds. Year Up understands this, and is leading the way in opening up opportunities for young adults from underserved communities across the country. We strongly believe in Year Up's model – because it works.

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Highland Street Foundation has supported Year Up Greater Boston since 2004 in many ways, including investing more than \$2 million in our young adults. The Foundation's most recent gift of \$1 million was instrumental in supporting growth in our core location, and launching co-located models in Quincy and Roxbury.



HIGHLAND STREET FOUNDATION

Highland Street is committed to increasing access and opportunities for children and families who are most in need. There is no better partner in this endeavor than Year Up, which uses proven strategies to provide pathways to success for young adults through career training and higher education.

The program not only changes the lives of those who participate but it impacts all of us by strengthening our workforce and building thriving communities.

*Blake Jordan
Executive Director, Highland Street Foundation*

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The energy on the Year Up campus feels very much like that of a start-up—lots of really smart and ambitious young people working round-the-clock to create a better future. Our support of Year Up is an investment in those dreams. And the ROI is off-the-charts.

Stacey and Paul Ollinger

Donor SPOTLIGHT

Stacey and Paul serve as Champions of Year Up's Opportunity Society, a community of philanthropic individuals and families who are committed to closing the Opportunity Divide. As Society Champions, the Ollingers hosted an event at which they introduced 100 friends to Year Up's work.

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

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

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

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Phoenix, AZ 85034
480-376-0898

Year Up Baltimore

Baltimore City
Community College
2600 Liberty Heights Avenue
South Pavilion - 3rd Floor
Baltimore, MD 21215
410-919-9530

Year Up Bay Area

San Francisco Campus:
80 Sutter Street
San Francisco, CA 94104
415-512-7588

Silicon Valley Campus:
100 West San Fernando Street
San Jose, CA 95113
408-513-3004

Year Up Chicago

Downtown Campus:
223 West Jackson Boulevard,
Suite 400
Chicago, IL 60606
312-726-5300

NLU Campus
122 S. Michigan Avenue
Chicago, IL 60603
(847) 941-0080

Year Up Dallas/Fort Worth

El Centro College
801 Main Street
Dallas, TX 75202
(214) 316-5415

Year Up Greater Atlanta

730 Peachtree Street,
Suite 900
Atlanta, GA 30308
404-249-0300

Year Up Greater Boston

Downtown Location:
45 Milk Street
9th Floor
Boston, MA 02109
617-542-1533

RCC Location:
1234 Columbus Avenue
Building 3, Room #104
Roxbury MA 02120
617-606-6476

Year Up Greater Philadelphia

Peirce College
1420 Pine Street
Philadelphia, PA 19102
215-399-9853

Year Up Jacksonville

101 W State Street, Suite 3001
Jacksonville, FL 32202
904-647-1990

Year Up Los Angeles

West Los Angeles College
9000 Overland Avenue
Culver City, CA 90230
424-345-2360

Year Up National Capital Region

Arlington Campus:
1901 South Bell Street,
Suite 100
Arlington, VA 22202
703-312-9327

Woodbridge Campus:
Northern Virginia
Community College
2645 College Drive
Woodbridge, VA 22191
703-884-1116

Year Up New York

Wall Street Campus:
85 Broad Street, 6th Floor
New York, NY 10004
212-785-3340

BMCC Campus:
70 Murray Street, M1415
New York NY 10007
212-785-3340

Year Up Providence

40 Fountain Street, 7th Floor
Providence, RI 02903
401-421-7819

Year Up Puget Sound

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14673 NE 29th Place,
Suite #2105
Bellevue WA 98007
206-441-4465 ext. 1

Seattle Campus:
2607 2nd Avenue
Seattle, WA 98121
206-441-4465

Year Up South Florida

Miami Dade College -
Wolfson Campus
25 NE 2nd Street
Building 5, Room 5512
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786-577-6029

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