



PATHWAYS TO POSSIBILITIES

2018 ANNUAL REPORT

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DEAR FRIENDS,

Looking back on the journey we've traveled together since Year Up's founding, it is incredible to see the progress we've made in expanding economic mobility for young adults. 2018 was a banner year for Year Up, during which we made strong progress against our goals, set even more ambitious targets for impact, and reached significant milestones in the broader movement to close the Opportunity Divide in this country.

The past year brought new growth, strong outcomes, and incredible momentum. We have now served more than **21,500 young adults nationwide**, and we grew to serve more than **4,000 young adults in 2018**. Even as we grow, we continue to see record-breaking outcomes. **91% of 2018 graduates are employed and/or enrolled in postsecondary education**. Our employed graduates are earning **an average starting salary of \$40,000 per year** within four months of program completion. This data continues to demonstrate the impact of investing in the potential of our young adults. Our **alumni now number 15,500** and continue to progress in their careers, while contributing to Year Up's success and taking action to build a broader movement to close the Opportunity Divide.

We also marked a key milestone for our mission in 2018 with the release of the first report from the Pathways for Advancing Careers & Education (PACE) evaluation—a large-scale randomized controlled trial (RCT) measuring the effectiveness of workforce programs for young adults. The PACE results prove that effective job training for young adults can be highly efficient—generating a significant earnings impact within a relatively short amount of time. Most importantly, we are pleased to share that the trial found **Year Up's earning impact to be the largest ever reported for workforce programs tested in a RCT**. These incredible findings help validate something we already know to be true: it pays to invest in Opportunity Youth.

While these unprecedented results are motivating and inspiring, they only further reiterate that **the Year Up solution is one that can work on a much larger scale**—a scale necessary to serve the five million Opportunity Youth who need a hand up. We are positioned now to act to close this divide in a more meaningful way, and we know it can be done with your support.



“

Our continued growth and evolution would not be possible without the investment of time, money, and expertise from supporters, collaborators, and partners like you. **We are energized by you, inspired by you, and forever grateful for your unwavering belief in the potential of our young adults.**

”

In 2016, we launched our third growth capital campaign to maximize our impact on the Opportunity Divide. This capital helped to fuel Year Up's market responsiveness, accelerate our long-term sustainability, and provide the investment capital to build out support systems for our alumni and for our innovative work to strengthen the talent marketplace for Opportunity Youth. We are reducing our overall cost per student and have made great strides in reducing our reliance on philanthropy to fund operations—a key shift meant to promote our long-term sustainability. By the end of the year 2018, we not only reached our goal of **\$225 million** but exceeded it thanks to supporters like you.

In 2018, we also continued to invest in our ability to empower others to serve Opportunity Youth. We leveraged our proven model to **develop scalable products and services to help employers design and implement inclusive talent strategies**. In addition, we launched a new initiative to create a lower-cost version of our model that can be delivered with and through other organizations who would learn and implement it. To lead this effort, I'm happy to share that **Todd Fisher** has joined Year Up as our **Managing Director of Scalable Solutions** after spending 25 years with Kohlberg Kravis Roberts & Co. (KKR). While we continue to innovate, we seek to **eradicate systems that perpetuate the Opportunity Divide** by working with corporate partners on hiring practices and influencing policy on federal and state levels.

In order to do this important work, we need strong leaders in this movement which is why after an intensive national search, we have found **Year Up's new president, Cyril Turner** is joining Year Up after a long career leading at Delta Air Lines and Coca-Cola. I am excited to welcome him as a key partner in our work to close the Opportunity Divide. I'd also like to thank Garrett Moran, who served as Year Up's president for the last six years, for his incredible contributions to our mission during his tenure.

Our continued growth and evolution would not be possible without the investment of time, money, and expertise from supporters, collaborators, and partners like you. We are energized by you, inspired by you, and forever grateful for your unwavering belief in the potential of our young adults.

Thank you for being an important partner in our journey.

Be well,



Gerald Chertavian
Founder & CEO



SCALING OUR IMPACT

2018 was another exciting and fulfilling year as we leveraged strong partnerships to expand our footprint across the country, increasing our overall student capacity, growing our capacity in existing markets, and launching an innovative employer-based location in partnership with Facebook in the Bay Area. Through new partnerships with Harold Washington College and Wilmington University, we were able to significantly increase our student capacity in Chicago, IL and Wilmington, DE, respectively, and in collaboration with our existing community college partners, we expanded capacity to serve more students in Baltimore, Greater Atlanta, National Capital Region, and New York. The Facebook Campus, Bay Area's fourth campus, also welcomed its first class of 40 students, marking another milestone enabled by partnership. As we closed out the year, we celebrated the incredible journey that has allowed us to serve more than 21,500 young adults to date and more than 4,000 talented young adults in 2018, and began mapping our forward-looking strategy to scale our operations to serve more young adults.

“

As we grow, it is increasingly important to hire strong local talent and create opportunities for our neighbors. **Through this expanded partnership with Year Up, we aim to create a pathway to professional development and equitable employment for our community.**

”

BERNITA DILLARD | PUBLIC POLICY MANAGER, FACEBOOK





2014

10,000+ students served to date
2,000+ students served annually

2015

13,000+ students served to date
2,500+ students served annually

2016

16,000+ students served to date
3,000+ students served annually

2017

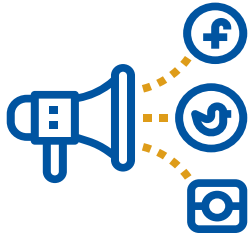
19,500+ students served to date
3,600+ students served annually

2018

21,500+ students served to date
4,000+ students served annually

Facebook Founder & CEO Mark Zuckerberg speaks to the first class of students at Year Up Bay Area's new Facebook Campus.

PRESS & MEDIA



120+
Local & National
Media Features
in 2018



3M+
Press Release
Impressions
in 2018

MEDIA SPOTLIGHT

AMERICAN BANKER.



Forbes

FAST COMPANY

Bloomberg

FINANCIAL TIMES

The Seattle Times

NBC NEWS

THE WALL STREET JOURNAL.

FORTUNE

The Boston Globe

Chicago Tribune



In December 2018, Year Up New York celebrated the official launch of a new Software Development training track offering by ringing the NASDAQ opening bell. The new track will allow Year Up New York to serve an additional 100 students per year.

DONOR SPOTLIGHT

UNITED AIRLINES

In 2018, United Airlines contributed \$3 million in grants to support Year Up's growth, \$1 million to Year Up Chicago, Year Up National Capital Region, and Year Up New York. The investment is part of United's commitment to invest in and lift up each of their hub markets.

“

Connecting our customers to the moments that matter most goes well beyond getting them from point A to point B. **We have the opportunity to make lasting, measurable change...** Beyond the altruistic value of doing the right thing for our communities, it's also really good for business.

”

OSCAR MUNOZ | CEO, UNITED AIRLINES





“

ImmerLearn partners with high-performing social sector organizations around the world, and it's rare to find a nonprofit program as sophisticated with its data and information systems as Year Up. The organization cares deeply about improving its service to students, and we're happy to help Year Up leverage powerful machine learning algorithms to this end. **Year Up's pioneering work is also making an important contribution to the ability of other organizations to take advantage of similar insights in the future.**

”

VLADIMIR NIKOLUK | CEO, IMMERLEARN

MEASURING OUR IMPACT

Year Up remained hyper-focused on advancing its research and evaluation work in 2018—developing and expanding key partnerships, investing in strengthening our business intelligence tools, and publishing the first results report from the long-term PACE (Pathways for Advancing Careers and Education) evaluation study.

In 2018, Year Up continued to uncover new opportunities to develop and expand key partnerships necessary to prove and improve our impact. A primary area of focus was partnering with funders and state agencies to gain access to long-term employment and wage data, which is virtually inaccessible outside of a long-term federally-sponsored evaluation such as PACE. Without always having the benefit of a substantial evaluation to provide this access, there is an ongoing challenge to track outcomes performance in a reliable and sustainable way over time. With support of Tipping Point Community and their partnership with the California State Employment Development Department (EDD), Year Up conducted a unique analysis of long-term employment and wage data for California-based participants. Access to this previously-inaccessible data enabled Year Up to acquire aggregated wage and employment data, which yielded powerful insights into long-term employment outcomes for Year Up participants in California. We also began a partnership with Baltimore Workforce Funders Collaborative and the Jacob France Institute to collaborate on a similar effort in Maryland, and are exploring opportunities to expand this valuable work to other states in 2019.

Last year, we partnered with a graduate student research team from MIT to investigate retention

patterns across different student groups. This work led to a partnership with Harvard University's Education Innovation Laboratory (EdLabs), which conducted extensive analysis of thousands of data combinations to identify different student profiles at greatest risk of attrition. Building on the momentum of this work with MIT and Harvard in 2017, we launched a new partnership with ImmerLearn in 2018 to help us use this robust data with machine learning to predict program performance and prevent attrition. The partnership with ImmerLearn—a company focused on building ethical and transparent data solutions for the social and public sector—will enable Year Up to leverage algorithms that help predict who, when, and why a student may need additional support to succeed at Year Up. The final report, expected in late 2019, will present recommendations on how staff can utilize these insights to help prevent attrition and how such tools could be fully integrated into Year Up's future operations.

In addition to our work with external research and evaluation partners, we also strengthened our internal data processes and resources. **We are constantly striving for higher-quality organizational data and are committed to empowering all staff to harness its power to best understand and support the students we serve.** In 2018, we delivered on this commitment by investing in Tableau—an interactive data visualization tool—as our new organizational business intelligence platform, and supporting infrastructure through a data warehousing effort. Together, these will provide Year Up with more robust insights, flexible reporting, and increased efficiencies—all of which are critical to maintaining strong outcomes and quality program delivery as we continue to grow.

“

Through its large-scale evaluations, Year Up is committed to testing its program model in rigorous ways, but like many of our grantees, there are too few opportunities for nonprofits to continuously track long-term employment outcomes using official data sources. Long-term client outcomes are the currency nonprofits need to show their success. At Tipping Point, we were happy to partner with the California Employment Development Department to **empower Year Up to track graduates' success for years after they graduate, which affirmed our hypothesis that young adults' lives are changing in deeply meaningful ways.**

”

NICK AREVALO | MANAGER OF INSIGHTS AND ANALYTICS, TIPPING POINT COMMUNITY





2018 PACE EVALUATION RESULTS

We marked a key milestone for our mission in 2018 with the release of the first report from the Pathways for Advancing Careers & Education (PACE) evaluation—a large-scale randomized controlled trial (RCT) evaluating next-generation strategies for increasing economic self-sufficiency.

With federal sponsorship from the Administration for Children & Families' (ACF) and in partnership with renowned research firm Abt Associates, PACE follows nine elite organizations across the country to build a body of evidence on the effectiveness of workforce programs for young adults. Year Up is the largest participating PACE program with more than 2,500 participants from nine Year Up locations that were randomized into treatment and control groups. The PACE evaluation is a global test of Year Up's efficacy, measuring Year Up's level of impact on workforce and education outcomes.



53%

Wage gain after graduation. Year Up earnings impacts are the largest ever for workforce programs evaluated by gold standard RCT.

We are pleased to share that the 2018 PACE results report—the first of several planned publications over the next five years—found Year Up earnings impacts to be the largest reported to date for workforce programs tested in a RCT. These unprecedented results from Year Up showed a **53% increase** in earnings after graduation and a **40% increase** holding strong at two years after graduation when compared to the control group, proving the positive impact of our program for young adults. The report also found that when compared to the control group, Year Up participants received more academic and career supports, and were able to drastically increase their earnings and employability while maintaining education momentum—demonstrating that the traditional “college first, job second” approach isn’t the only path to success.

Not only do these incredible findings help validate Year Up’s level of impact on workforce and education outcomes, but after nearly four decades of past research that cast a shadow of doubt on our field, the PACE results prove that effective job training for young adults can be highly efficient—generating a significant earnings impact within a relatively short amount of time. Above all, these incredible findings prove it pays to invest in Opportunity Youth.

DONOR SPOTLIGHT

CHARLOTTE WAGNER Wagner Foundation



The Wagner Foundation has been an engaged and valued supporter of Year Up since 2008—a partnership rooted in shared values and goals to enable economic mobility and equip the next generation to access and create jobs of the future. The Wagner Foundation believes that all individuals should be able to achieve their full potential, no matter what boundaries may stand in their way, and has committed more than \$4 million in philanthropic contributions to Year Up to date to challenge and remove current systemic barriers to economic opportunity.



The PACE evaluation results show job training for young adults pays off. Compared to others evaluated, Year Up’s workforce program achieved the largest impact on earnings in the first year after graduation (53%) and at two years after graduation (40%). As a national leader in this field, these findings are critical for future policy decisions as well as philanthropic investment in the model. **Year Up shows us we must broaden how we think about economic opportunity and the income divide — not only because it’s the right thing to do, but because it works.**



CHARLOTTE WAGNER | FOUNDER, WAGNER FOUNDATION

PROGRAM DELIVERY & OUTCOMES

We served more than 4,000 students in 2018, and are proud to recognize the impressive outcomes they achieved. 91% of our 2018 graduates were employed and/or enrolled in postsecondary education within four months of completing the program, and 71% were employed full-time in Year Up track-related roles—professional jobs that align with one of the five career pathways in which we train students. Employed 2018 graduates also posted the highest average starting wage of any class to date at \$20.00/hour, equivalent to a starting salary of \$40,000/year.

To achieve these strong program outcomes, we must ensure that we are delivering training that best equips our students to meet partners' entry-level talent needs and thrive in

professional careers. In 2016, we took a critical step to enhance our product offering and curriculum alignment, developing the first-ever Year Up Product Catalog. The Product Catalog standardized our training track families and specialties—areas students can specialize in within each track—and is regularly evaluated and updated. **This important evolution has enabled us to respond nimbly to market demand, facilitate efficient growth of our training, and deliver a consistent experience across all Year Up locations.**

In 2018, we continued to expand and innovate our product offering to serve in-demand roles and meet evolving partner needs. By leveraging partner feedback and industry trends, we combined curriculum within our Information Technology track to enhance our Helpdesk/Desktop Support and Cyber Security specialties, formalized a new Accounting specialty after successful testing through a pilot, and honed our Software Development track offering by refining our Data Analytics and Quality Assurance specialties and developing a new Application Development specialty that will roll-out in 2019. Additionally, in partnership with Facebook, we expanded our employer-based program model, welcoming a first class to Facebook's Menlo Park campus where students will train in Helpdesk/Desktop Support or Project Management Support.

“

Year Up has been transformational for New York Life, positively impacting our talent pool in critical technology needs such as Agile, Cyber and Software Development. More importantly, our work with these incredible young adults has significantly fortified our culture. **While an important bridge into the community, we have learned as much from our interns as they have learned from us.**

”

DAVE CASTELLANI | SENIOR VP AND BUSINESS INFORMATION OFFICER,
NEW YORK LIFE INSURANCE COMPANY





\$40,000

Average Starting Salary

Employed graduates earned an average starting wage of \$20/hour, equivalent to \$40,000/year



71%

Full-Time Track-Related Roles

Graduates employed full-time in roles aligned with one of Year Up's five career pathways



91%

Employed and/or Enrolled

Graduates employed and/or enrolled in postsecondary education

“

I was able to utilize the skills I learned and strong foundation I built at Year Up to succeed in the workplace and thrive in Harvard's fast-paced environment. I now have the confidence and determination to grow professionally with Harvard, as well as the curiosity to leverage the space they provide me to continuously expand my knowledge through work experiences or classes.

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HILLARY TAN | ACCOUNTS PAYABLE ANALYST, HARVARD UNIVERSITY | YEAR UP GREATER BOSTON GRADUATE

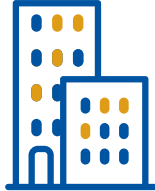


CORPORATE PARTNERSHIPS



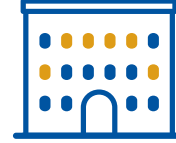
10+

Corporate Partners hosted 50 or more interns



30+

Corporate Partners hosted 20 or more interns



60+

Corporate Partners hosted 10 or more interns

Our forward-thinking corporate partners continued to move the needle and deepen their engagement with the Opportunity Movement in 2018—collaborating to achieve record-breaking outcomes, grow and scale partnership solutions, and uncover more ways to open doors to meaningful career pathways for our young adults.

In 2018, we celebrated a series of exciting partnership outcomes, including **a record 46% of 2018 graduates who were hired directly by their internship host companies**, the highest we've seen to date. The year also marked extraordinary milestones for both our longtime and newly engaged corporate partners. JPMorgan Chase hosted their 1,000th intern, Salesforce hired their 200th graduate, and Accenture converted 65% of interns hosted in 2018 to hire. Fueled by partnership success, we also saw tremendous growth of our relationships. BNY Mellon grew from hosting

an average of 10 interns/year to more than 60 interns in 2018; Cox Enterprises hosted 65 interns in 2018, a threefold increase in just four years and 60% year-over-year growth; and in only our second year of partnership, Wayfair increased the number of interns hosted from 2 to 22 in 2018, with plans to grow to host 40 interns next year.

Over and above their commitment to host interns and hire graduates, we proudly watched our partners deepen their engagement in other ways that support our young adults. Microsoft reached an impressive volunteer milestone—more than 150 employees have volunteered with Year Up to date, Symantec employees participated on career panels and hosted several field trips to their offices for Year Up students, and United Airlines employees hosted their 2nd annual interview success event, assembling interview prep kits for more than 80 students.



At American Express, we've hosted more than 300 Year Up interns and hired nearly 150 graduates. These young adults are doing amazing work in software engineering and other tech roles, as well as in fraud, collections, and sales in our customer service centers. **By partnering with Year Up, we have access to a pool of highly-skilled, enthusiastic and motivated millennial talent that will help us continue to innovate and grow.**



MARC GORDON | CIO, AMERICAN EXPRESS

Looking back on the last year, we are grateful for the many opportunities provided to Year Up young adults by our partner companies. And as we look ahead, we continue to be energized by the power in partnership. AT&T has committed to hosting 200 interns annually by 2022, a seven-fold increase over 2018; Prudential Financial is investing \$180 million in Opportunity Youth through 2025 to empower the future workforce; and in 2019, we will open Year Up Charlotte in partnership with Bank of America as well as Year Up Tampa Bay with their support and partners JPMorgan Chase and New York Life, enabling us to serve more talented and motivated young adults and expand our national footprint.

PARTNER SPOTLIGHT

BANK OF AMERICA

Bank of America, a long-time philanthropic partner, is committed to building a pipeline of talent to connect to sustainable jobs, and hires Year Up graduates into positions in client-facing, support, and technology roles across the company. Bank of America also partners with nonprofits like Year Up through its Pathways program to provide professional training and career pathways for individuals from the underserved communities they serve. Bank of America is the first corporate partner to host interns across all Year Up markets. To date, they have helped prepare nearly 900 Year Up interns for professional employment and a potential career at the company, and hired more than 360 graduates as full-time employees.

“

I call it magic. That Year Up can take young adults with little technical background, no business exposure, and six months later they look sharp, know how to build trust, and can lead a project—it’s magic. But the biggest gift of all is how they transform a team. **Everyone benefits from closing the Opportunity Divide.**

”

SUE WARNKE | SENIOR DIRECTOR OF CONTENT EXPERIENCE & PRESIDENT OF FAITHFORCE SAN FRANCISCO, SALESFORCE

“

Year Up is a key partner and a strategic source of talent for Bank of America.

Their program is a role model for preparing Opportunity Youth for first-time professional employment.

”

JOHN JORDAN | HEAD OF THE ACADEMY, BANK OF AMERICA



ADVANCING THE ALUMNI MOVEMENT

In 2018, our more than 15,500 alumni continued to advance the Opportunity Movement—committing to “lift while they climb” and change the narrative about young adults in America.

Our alumni are dedicated to making the world a better place, and have proven to be powerful agents for change. In 2018, we saw these changemakers exemplify this dedication by giving back to strengthen their communities. Year Up is proud to support alumni-led service projects through the Alumni ACTion Grants program—a micro-funding initiative exclusively for Year Up alumni that provides up to \$1,000 funding for alumni-led community service projects. **In 2018, more than 50 service projects were funded and executed, impacting more than 3,000 individuals across the country and in different parts of the world.** Greater Philadelphia alumni collaborated on a project that created winter care kits to support individuals impacted by homelessness, Rhode Island alumni teamed up on a project to improve a local recreation center, and a South Florida alumnus created a podcast series that shared stories of immigrants and their experiences in a new country.

Alongside their contributions to local communities, we proudly watched our alumni advance the Opportunity Movement through other opportunities to demonstrate their leadership and service. Bay Area alumni participated in a panel led by Black Lives Matter activist DeRay McKesson, a National Capital Region alumnus testified to the DC City Council, and a New York alumnus created an anti-bullying campaign. We also celebrated strong alumni engagement at the 7th Annual Alumni Summit in Philadelphia, which brought hundreds of graduates together under the summit theme “Time to Act,” which focused on civic action. During the event, graduates created 1,000 personal care kits for the homeless and prepared over 300 interview prep kits.

In order to help our Alumni lead the Opportunity Movement, Year Up’s national support team continues to invest in three key focus areas: fostering alumni engagement, alumni-led action, and scalable resources. In 2018, we developed and expanded key partnerships to provide free, scalable resources on a national level that enable alumni to advance their careers, education, and overall quality of life. Partnership highlights included Google’s first-of-its-kind IT support



Juan (center, navy blue shirt) with volunteers and students at Yoryi Morel Education Center.

LIFT WHILE YOU CLIMB: ALUMNI IN ACTION

As part of the 2018 Alumni ACTion Grants program, Year Up New York alumni Juan River Veloz and Sandy Chen-Quijije set out to support school children in Juan’s hometown of Sabana Grande de Boya in the Dominican Republic. Together, they purchased school uniforms, classroom supplies, and sports equipment for the 40 schoolchildren, which were distributed at an event packed with fun games, lunch, and recognition of students who embodied one of Year Up’s Core Values: Strive to Learn.

certificate program through Coursera—providing Year Up alumni with a new Launchpad to a career in IT. More than 450 alumni enrolled in the program in 2018. Through Google’s generously funded scholarships, alumni can also apply to complete the program at no cost. Additionally, **more than 120 alumni were enrolled in a free online associate’s degree program in 2018**, provided through a partnership with Eastern Gateway Community College.

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



Growing up in a community with limited resources and opportunities, you can sometimes get the feeling that your life journey is predetermined, but I knew I was capable of more. When I was accepted to Year Up, I finally started to see a light at the end of the tunnel. It has been four years since I graduated from Year Up and accepted a full-time position at JPMorgan Chase. While a lot has changed, my determination to create the best life I can for myself and my daughters remains. And now, **I feel a strong duty to advocate, support, and lead the way for others who face challenges in the pursuit of a career and financial stability but refuse to let them get in the way of their success.**



KELLY REYNOLDS | PROJECT ANALYST,
JPMORGAN CHASE | YEAR UP NEW YORK GRADUATE



YEAR UP PROFESSIONAL RESOURCES (YUPRO)

First launched in 2014, YUPRO has proven to be a resounding success and an invaluable extension of our program—providing essential support to Year Up graduates through long-term career advancement opportunities, ongoing coaching and training, and professional development resources. Over its four years of operation, YUPRO has supported thousands of Year Up alumni by providing career guidance and resources and helping them find jobs. In 2018 alone, YUPRO coached more than 800 graduates and supported more than 250 in finding employment, with those alumni earning an impressive average wage of \$22.43 per hour.

INFLUENCE IN ACTION

Influencing Perceptions

Building on last year's momentum, our Grads of Life team further expanded their reach and impact in 2018, shifting employer perceptions and catalyzing even greater demand for Opportunity Youth. A key initiative to accomplish this is through the Grads of Life media campaign—a national multimedia public service announcement (PSA) in collaboration with the Ad Council. In 2017, we re-launched the campaign with a fresh concept intended to solve a business problem. The result was 7-Second Resumes—a tool to connect untapped talent and hiring managers in a new way. **In just 7 seconds—the average time spent by hiring managers when evaluating a resume—Opportunity Youth speak directly to employers, highlighting the unique value they bring.**

We saw tremendous success and growth of the campaign in 2018, driving more video stories and interest in using 7-Second Resumes more broadly. We celebrated several national and international awards including a Shorty Award, Clio Award, and a Gold ADDY Award as well a feature in Forbes and Fast Company. The campaign even caught the eye of LinkedIn CEO Jeff Weiner, who created his own video resume. Global company Swiss Post Solution's interest was also piqued, and they piloted the 7-Second Resume as part of their recruiting/screening process in 2018. They received more than 1200 video resumes in month one of testing, and plan to integrate into their hiring practices moving forward. Given this success, Grads of Life is looking to scale to a wider audience and productize the 7-Second Resume tool—enabling employers to facilitate independent productions and use it as a screening alternative to the traditional resume.

Another key component of our perception change is our field catalyst work—leveraging our robust direct service expertise to identify gaps and compel participation in building a more inclusive talent marketplace. As part of this work in 2018, we identified a need for employers to assess themselves on best

practices for recruiting, training, and retaining Opportunity Youth, and began developing Opportunity Navigator—a new web-based tool launching in 2019—which will enable this assessment and provide employers with resources to implement these practices.

Influencing Practices

In 2018, we made significant strides in transforming hiring practices and providing Opportunity Youth with more pathways to employment—creating a variety of products and services that help employers design and implement inclusive, scalable talent strategies with skilling partners.

Through Grads of Life, powered by Year Up, we have developed a suite of offerings, including Design Labs, Careers Labs, and Opportunity Manager Training. Using consultative strategy design sessions and data analysis, Design Labs help companies and industry leaders develop alternative talent pipelines from needs assessment through market planning and partnership formation, Career Labs includes 40 hours of professional skills curriculum, with customizable modules relevant for customer-facing roles, Opportunity Manager Training, which is set to launch in 2019, is a self-paced online program that teaches frontline managers how to effectively coach and lead Opportunity Youth. We deployed our first Design Labs and Career Labs pilots in 2018 and will be piloting with companies like Home Depot, the National Apartment Association (NAA), Sodexo, and more in 2019.

Last year, the American Hotel and Lodging Association (AHLA), committed \$500,000 in grants to Grads of Life to help develop talent pipelines in the hospitality industry. Success with the AHLA led to **a 2018 commitment of \$1.75 million for this work over the next three years**, enabling expansion to new markets and development of additional tools to support replicability and scalability across the industry.

Influencing Policies

2018 also brought significant progress toward our policy change work—engaging key elected leaders and 2020 presidential candidates, supporting legislation that benefits Opportunity Youth, and amplifying and leveraging the voices of Year Up alumni.

We continued our strategic political outreach amongst leaders and policymakers, distributing PACE fact sheets to every congressional office in 2018 and hosting several PACE results briefings across the country. We also distributed our non-partisan Year Up National Policy Agenda to lawmakers on the Hill and our new California Policy Agenda across the state to educate them on Opportunity Youth issues. Leading up to the upcoming election, we also created a Candidate Policy Guide to distribute to 2020 presidential candidates.

In 2018, we also amplified and leveraged the voices of Year Up alumni to advance our policy efforts. Year Up Bay Area hosted the first Alumni Civic Engagement session where Black Lives Matter Activist DeRay McKesson led a workshop on using our voices for change and how to put Year Up citizens' power to work, a Rhode Island alumnus served as a panelist at the Milliken Dialogues and Policy Summit, and more than 100 alumni participated in the Obama Foundation's Community Leadership Training, which encourages civic engagement in young people. To further amplify and leverage our alumni voices, we are creating a National Alumni Speakers Bureau that will better connect alumni with high-impact local and national opportunities for social change.



“

The path to my tech career may seem untraditional to some, but I see it now as my competitive advantage in the workforce. I am able to provide different perspectives and fresh solutions, and I have an undeniable drive to succeed and work hard because of everything that my family and I have been through. **Many companies are filtering out talented young adults like myself in their hiring processes without knowing what they are missing out on. As companies think about talent, I'd like to encourage that they take a closer look at Opportunity Youth like myself who could be a valuable addition to their team.**

”

HIBAQ SULEIMAN | REPORTING ANALYST, LINKEDIN
YEAR UP BAY AREA GRADUATE

2018 FINANCIAL STATEMENT

STATEMENT OF ACTIVITIES IN MILLIONS	2018	2017
REVENUE		
Contributions	\$82.4	\$76.7
Program Service Fees	\$69.7	\$56.7
Other Revenue and In-kind	\$.7	\$2.1
Total Revenue	\$152.8	\$135.5

EXPENSES		
Program Services	\$124.8	\$106.0
General and Administrative	\$15.1	\$12.1
Fundraising	\$10.2	\$9.9
Total Operating Expenses	\$150.1	\$128.0

Change in Net Assets	\$2.7	\$7.5
Total Net Assets at End of Year	\$94.4	\$91.7

REVENUE MIX	2018	2017
Fundraising	54%	57%
Program Service Fees	45%	42%
Other Revenue and In-kind	1%	2%

FUNDRAISING MIX	2018	2017
Individuals	30%	39%
Foundations	59%	56%
Corporations	10%	4%
Government	1%	1%

EXPENSES MIX	2018	2017
Program Services	83%	83%
General and Administrative	10%	9%
Fundraising	7%	8%



54% Fundraising
45% Program Service Fees
1% Other Revenue and In-Kind



30% Individuals
59% Foundations
10% Corporations
1% Government



83% Program Services
10% General and Administrative
7% Fundraising

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

2018 CORPORATE PARTNERS

The following partners hosted Year Up students from the July 2018 and January 2019 cohorts. Please note that this list is not comprehensive due to contractual agreements with corporate partners.

Cross-Market Partners

Accenture
 Allegis Group
 Amazon, Inc.
 American Express
 Amica Mutual Company
 Asurion
 AT&T Inc.
 Athenahealth
 Bank of America
 Bank of the West
 Blackrock Corporation US Inc.
 BNY Mellon
 Buzzfeed
 Capital One
 Carefirst BlueCross BlueShield
 Carlyle Investment Management L.L.C.
 CBS Entertainment
 Ciena
 Citizens Financial Group Inc.
 College Board
 Cox Enterprises, Inc.
 CVS
 Dell Technologies
 Deloitte
 DocuSign
 DTCC
 Edwards Performance Solutions
 Encompass Digital Media
 Exelon Corporation
 Expeditors International of Washington, Inc.
 Facebook, Inc.
 Fannie Mae
 FINRA
 Gannett Company, Inc
 Gap, Inc.
 General Electric
 Gilbane, Inc.

Goldman, Sachs & Co.
 Google
 Hasbro, Inc.
 HERE Technologies
 Hilton Worldwide
 Hulu
 JLL
 JPMorgan Chase & Co.
 Kaiser Permanente
 Liberty Mutual
 LinkedIn Corporation
 Marsh & McLennan Companies, Inc.
 Medallia
 MedStar Health
 Microsoft Corporation
 Neustar
 New York Life Insurance Company
 Oath Inc.
 PayPal Inc.
 Providence Health & Services
 Salesforce.com
 Silicon Valley Bank
 Snap Inc.
 State Street
 Symantec
 Ted Baker
 US Foods
 Veolia
 VISA
 Wells Fargo & Company
 WilmerHale
 Womble Bond Dickinson LLP
 ZS Associates

Arizona

American Express
 Amica Mutual Company
 Arizona Federal Credit Union
 Asurion
 Bank of America

Bank of the West
 CVS
 Dignity Health
 Edward Jones
 Gannett Company, Inc
 Homesite Insurance
 JPMorgan Chase & Co.
 Liberty Mutual
 PayPal Inc.
 Pulte Group
 Shamrock Foods
 Silicon Valley Bank
 TB Consulting
 Truwest Credit Union
 US Foods
 Wells Fargo & Company

Baltimore

Abrams Foster Nole & Williams P.A.
 Allegis Group
 Atapco
 BD Diagnostic Systems
 Bolton Partners
 Breathe4Sure
 Brown Advisory Group
 Carefirst BlueCross BlueShield
 Ciena
 Corporate Office Properties Trust
 Edwards Performance Solutions
 Exelon Corporation
 Federal Reserve Bank of Richmond
 JMT Engineering
 Johns Hopkins University
 Laureate Education, Inc.
 LifeBridge Health
 Lockheed Martin Cyber Solutions
 MECU
 MedStar Health
 Oath Inc.

PayPal Inc.
 Southway Inc.
 T. Rowe Price
 ThinkStack
 Veolia
 Whiting-Turner Contracting

Bay Area

Adobe Systems
 Airbnb, Inc.
 Autodesk, Inc.
 Bank of the West
 Bio-Rad Laboratories Inc.
 Blackrock Corporation US Inc.
 Box
 Capital One
 CBS Entertainment
 Chan Zuckerberg Initiative
 Chevron Corporation
 Cisco Systems, Inc.
 Clover
 Credit Karma
 Dell Technologies
 Docker
 DocuSign
 Dropbox
 Easterseals Bay Area
 eBay Inc.
 Facebook, Inc.
 Federal Reserve Bank of San Francisco
 Gap, Inc.
 General Electric
 Gilbane, Inc.
 Google
 Jawbone Health Hub
 John Muir Health
 Juniper Networks
 Kaiser Permanente
 KKR & Co. L.P.
 KLA Tencor
 LinkedIn Corporation
 Lyft

Marketo
 Marsh & McLennan Companies, Inc.
 Matson
 Medallia
 Microsoft Corporation
 NCC Group Security Services
 Northbay Healthcare
 Oath Inc.
 Okta
 Palo Alto Networks
 PayPal Inc.
 Quantcast
 Rambus
 Robert Half International
 Rodan & Fields
 Salesforce.com
 Salesforce.org
 Silicon Valley Bank
 Slack
 Splunk
 Symantec
 Tesla
 Twitter, Inc.
 Uber
 UCSF
 Upwork
 VISA
 WalMart.com
 Wells Fargo & Company
 Wineshipping, LLC
 Workday
 Zendesk
 Zynga

Chicago

Accenture
 Allstate Insurance Company
 Bank of America
 Chicago Community Tool Bank
 CIBC

Executives' Club of Chicago
 Exelon Corporation
 Federal Reserve Bank of Chicago
 GE
 Glassdoor
 Grosvenor Capital Management L.P.
 HERE
 Horizon Pharma
 Hyatt Hotels Corporation
 JLL
 JPMorgan Chase & Co.
 LinkedIn Corporation
 McCormick Theological Seminary
 Medix Staffing Solutions
 Morningstar Inc.
 Motorola, Inc.
 National Louis University
 Northwestern University
 Randstad
 Reed Smith LLP
 Relativity
 Rush Univ Medical Center
 Salesforce.com
 Skills for Chicagoland's Future
 Sky Road LLC
 SPR Companies
 The Nielsen Company
 United Continental Holdings, Inc.
 US Foods
 Veterinary Specialty Center
 Wintrust Financial
 YMCA of Metropolitan Chicago
 ZS Associates

Dallas/Fort Worth

AT&T Inc.
 Bank of America
 Capital One
 CoreLogic
 DTCC
 Fannie Mae
 Federal Reserve Bank of Dallas
 Goldman, Sachs & Co.
 Hilton Worldwide
 JLL

JPMorgan Chase & Co.
 New York Life Insurance Company
 Topgolf Entertainment Group
 Travelers Insurance
 Whitmore a CSW Industrials Company

Greater Atlanta

Aaron's Inc
 Accenture
 Asbury Automotive Group
 Assurant
 AT&T Inc.
 Athenahealth
 Atlanta Hawks
 Bank of America
 Cardlytics
 Children's Healthcare of Atlanta
 Cox Enterprises, Inc.
 Dell Technologies
 DH Pace Company
 Diversifiedus
 Elavon
 Encompass Digital Media
 Equifax
 Federal Reserve Bank of Atlanta
 First Data
 Fiserv
 General Electric
 Genuine Parts Company
 Georgia Technology Authority
 Georgia-Pacific
 Google
 Graphic Packaging International
 HERE Technologies
 IBM
 Intercontinental Exchange
 JLL
 Kaiser Permanente
 Koch Business Solutions
 Mercedes Benz USA
 Nasco
 NCR Corporation
 New York Life Insurance Company
 NOWaccount Network Corporation
 Power My Learning

RaceTrac Petroleum Inc
 Rollins
 Salesforce.com
 Serta Simmons
 Southern Company
 Springbot
 The Primerica Foundation
 Travelport
 Troutman Sanders
 Twilio
 Womble Bond Dickinson LLP

Greater Boston

Air-Worldwide
 Amazon, Inc.
 American Tower Corporation
 Analysis Group
 Athenahealth
 Bank of America
 Baupost Group, LLC
 Black Duck Software, Inc.
 BMC HealthNet Plan
 BNY Mellon
 BookBub
 BoosterThon
 Boston Children's Hospital
 Boston Medical Center
 Boston University
 BRAMMER BIO
 Citizens Financial Group Inc.
 Commonwealth Financial Network
 DataXu
 Deloitte
 Dunkin Brands
 Eastern Bank
 Eaton Vance
 Ethos Veterinary Health
 Federal Home Loan Bank
 Google
 Goulston and Storrs
 Harvard University
 Highfields Capital Management LP
 HubSpot
 iRobot Corp.
 Ironwood Pharmaceuticals
 John Hancock
 Johnson & Johnson
 Innovation LLC

JPMorgan Chase & Co.
 Keolis
 Leerink Partners LLC
 Liberty Mutual
 LogMeIn
 Massachusetts Institute of Technology
 NEPC
 Northeastern University
 Novartis
 Partners Healthcare System
 PathAI
 Pegasystems, Inc.
 PTC
 Quickbase
 Salesforce.com
 Spencer Technologies
 State Street
 Toast, Inc.
 TripAdvisor
 Tufts Health Plan
 Tufts Medical Center
 Veolia
 Wayfair
 Wellington Management Company
 WilmerHale
 Yawkey Foundation

Greater Philadelphia

Aerial Applications
 Bank of America
 Bayada
 BNY Mellon
 CHOP
 Defender Association of Philadelphia
 Deloitte
 JPMorgan Chase & Co.
 Liberty Mutual
 Penn Mutual Life Ins. Co.
 Philadelphia Clef Club
 Philadelphia VIP
 PJM Interconnection, LLC
 Replica Creative
 Republic Bank
 The Mann Center
 University of Pennsylvania
 USLI
 Wells Fargo & Company

Jacksonville

Bank of America
 Baptist Health
 JEA
 JPMorgan Chase & Co.
 Scratchwerk, LLC
 State Street
 Web.com Group, Inc.

Los Angeles

Amazon, Inc.
 Ares Management
 Bank of America
 Bank of the West
 BuzzFeed
 Cedars Sinai
 David & Goliath
 Girls on the Run
 Headspace
 Hulu
 Kaiser Permanente
 LA84 Foundation
 Machinima
 MLK Community Hospital
 Oath Inc.
 Providence Health & Services
 Reach Local
 Scan Health Plan
 Snap Inc.
 Sony Corporation of America
 Tech Style
 Ted Baker
 The Getty
 Ticketmaster
 Tronc Inc.
 Warner Bros. Entertainment Inc.
 Wells Fargo & Company
 West LA College
 WilmerHale

National Capital Region

Accenture
 Allegis Group
 AnyBill
 Applied Predictive Technologies
 Arterra
 Asurion
 Bank of America

BNY Mellon
Booz Allen Hamilton
Buchanan & Edwards
Business Management Associates
Capital One
Carefirst BlueCross BlueShield
Carlyle Investment Management L.L.C.
Center for Strategic & International Studies
CGI
Ciena
College Board
CWPS
Deloitte
Deltek, Inc.
Edwards Performance Solutions
Ellucian Company L.P.
EverFi
Exelon Corporation
Expel
Facebook, Inc.
Fannie Mae
FINRA
Food & Water Watch
Freddie Mac
Frontpoint Security
Gannett Company, Inc.
General Electric
Gilbane, Inc.
Hilton Worldwide
Hogan Lovells
Human Touch
Ignyte Group
Intersections Inc.
Kaiser Permanente
Latham & Watkins
Learning Tree International
Leidos
LMI Government Consulting
Maximus Federal Services
MedStar Health
Navy Federal Credit Union
Neustar
NTT DATA, Inc.
Oath Inc.
Salesforce.com
Sidley Austin LLP

Symantec
VISA
Walker & Dunlop
Williams & Connolly
WilmerHale
Womble Bond Dickinson LLP
New York
AB L.P.
Allscripts
Amazon, Inc.
American Express
Ardian Investment
Bank of America
Blackrock Corporation US Inc.
Blackstone Group L.P.
BNY Mellon
Buzzfeed
Capco
Capital One
Carlyle Investment Management L.L.C.
CBS Entertainment
CityMD
Clover Health
CohnReznick LLP
College Board
Coretech
Cox Enterprises, Inc.
Davidson Kempner Capital Management LP
Deloitte
DTCC
Encompass Digital Media
Facebook, Inc.
FINRA
Ford Foundation
Fordham University
Gap, Inc.
Goldman, Sachs & Co.
Google
Hall Capital Partners
Hewlett Packard Enterprise
Hospital for Special Surgery
Interpublic Group (IPG)
ITG
J Walter Thompson
Jet.com
JPMorgan Chase & Co.

LinkedIn Corporation
Marsh & McLennan Companies, Inc.
Medallia
Mission Capital Advisors
Nasdaq
National Financial Partners (NFP)
Neuberger Berman
Neustar
New York Life Insurance Company
Oath Inc.
Salesforce.com
Skadden, Arps, Slate, Meagher & Flom LLP
Sotheby's
Spotify
Starwood Capital Group
Sterling National Bank
Ted Baker
Transfix
Turner & Townsend
Verisk Analytics, Inc.
WilmerHale
ZS Associates
Rhode Island
Amica Mutual Company
Bank Newport
Bank of America
Brown University
Care New England
Carefirst BlueCross BlueShield
Citizens Financial Group Inc.
Cox Enterprises, Inc.
CVS
Dassault Systemes
Embrace Home Loans
Fidelity Investments
FM Global
Gilbane, Inc.
Hasbro, Inc.
IGT Global Solutions Corporation
Lifespan
Nautic Partners
Neighborhood Health Plan of Rhode Island
Ocean State Job Lot
Providence Equity Partners L.L.C.

State of Rhode Island
Swarovski
Textron Inc.
The Washington Trust Company
Puget Sound
Accenture
Alaska Airlines, Inc.
Amazon, Inc.
Aquent
Avalara
Bank of America
BECU
Blackrock Corporation US Inc.
Boeing
Brooks Sports, Inc.
Bungie, Inc.
DocuSign
Expedia Group, Inc.
Expeditors International of Washington, Inc.
F5 Networks, Inc.
Facebook, Inc.
Fred Hutchinson Cancer Research Center
Hasbro, Inc.
Hulu
JPMorgan Chase & Co.
Kaiser Permanente
Microsoft Corporation
Premera
Providence Health & Services
Real Self
Redfin
Salesforce.com
Savers, Inc.
Seattle Children's Hospital
Seattle Mariners
Seattle Metropolitan Chamber of Commerce
Slalom Consulting
Snap Inc.
Swedish Medical Center
The Climate Corporation
T-Mobile
University Mechanical Contractors, Inc. (UMCI)
Vulcan Inc.
Wilbur-Ellis Holdings, Inc.

South Florida
A Customs Brokerage
American Express
AT&T Inc.
AutoNation
Bank of America
Expeditors International of Washington, Inc.
General Electric
Intermex
JPMorgan Chase & Co.
Miami Dade College
Norwegian Cruise Lines
Office Of United States Senator Marco Rubio
One United Bank
Overtown Youth Center
SeaLand
United Way
VISA
World Fuel Services

Wilmington
Bank of America
Blackrock Corporation US Inc.
BNY Mellon
Capital One
CSC
Exelon Corporation
JPMorgan Chase & Co.
Veolia



RECOGNIZING OUR DONORS

DEAR INVESTORS,

Thanks to your generosity, 2018 was a record breaking year for Year Up. We opened Year Up locations in new cities, expanded enrollment in several markets, invested in innovation, and saw our graduates earning higher wages than ever before; all thanks to the philanthropic investments of people like you.

Since Year Up was founded, all growth and innovation has been funded by philanthropic support from individuals, families, foundations, and companies who believe in the potential of Opportunity Youth. It is inspiring to see giving to Year Up grow each year and we are grateful to all of the donors recognized in our 2018 Annual Report.

Several years ago, Year Up launched our third growth capital campaign, Opportunity Campaign III. We set an audacious goal of securing \$225,000,000 in philanthropic commitments to fund our strategic priorities. I am proud to share that more than 1,700 people and organizations nationwide committed more than \$241,000,000 to Opportunity Campaign III. We exceeded our goal because people saw the potential of our students and recognized that investing in opportunity benefits us all. The generosity of the Year Up donors is an investment in a better future for our communities and our nation.

The collective impact of the vision of each Opportunity Campaign III investor, the personal generosity of each Opportunity Society member, the partnership of each foundation, and the loyalty of each investor who committed to support Year Up year after year is immeasurable. In addition to the 4,000+ young adults served in 23 U.S. cities last year, you supported 15,500+ Year Up alumni whose professional success is now positively impacting their families and communities nationwide. You enabled Year Up to plan boldly for the future by investing in new programs that will deepen our impact on the Opportunity Divide.

The growth in philanthropic support of Year Up is a testament to the potential of the young adults we serve and the achievements of our alumni. While we are so proud of the successes of the first 18 years of Year Up, we have much work to do to close the Opportunity Divide. We look forward to partnering with you to make this vision a reality. Thank you for supporting Year Up.

With gratitude,



Susan M. Murray

National Director of Development, Year Up



“

In addition to the 4,000+ young adults served in 23 U.S. cities last year, you supported 15,500+ Year Up alumni whose professional success is now positively impacting their families and communities nationwide. **You enabled Year Up to plan boldly for the future by investing in new programs that will deepen our impact on the Opportunity Divide.**

”

MULTI-YEAR PLEDGES

Investors are recognized for the total commitment of any multi-year pledge made in 2018, and any multi-year commitment with a 2018 contribution.

INDIVIDUAL & FAMILY FOUNDATION PLEDGES

\$10,000,000+

Anonymous*
Anita and Joshua Bekenstein**
The Klarman Family Foundation**
One8 Foundation**
Linnea and George Roberts^

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

Sandra and Paul Edgerley**
Salem Family Foundation**
The Wyss Foundation^

\$2,500,000 - \$4,999,999

Anonymous*
The Wagner Foundation**^

\$1,000,000 - \$2,499,999

Anonymous*
Abrams Foundation*
Abigail and Joseph Baratta
The Conlee Family Supporting Foundation**
Lise Strickler and Mark Gallogly Charitable Fund
The Meg and Bennett Goodman Family Foundation*
Elizabeth and Phillip Gross*
Ric & Suzanne Kayne Foundation
Kissick Family Foundation
Robert and Lisa Margolis Family Foundation
Lyn and John Muse
Melinda and Paul Pressler*
Ressler Gertz Family Foundation
Lori Laitman and Bruce Rosenblum**
Barbara and Edward Shapiro
Stephanie and Brian Spector**
Gillian and Robert K. Steel*

\$500,000 - \$999,999

Anonymous*
Mary and Paul Finnegan*
The Lovett-Woodsum Foundation**
Richard K. Lubin Family Foundation Nancy and Richard Lubin, Emily and Greg Woods, Kate Lubin and Glen Sutton

Mooney-Reed Charitable Foundation**
The Bob & Renee Parsons Foundation^
Simpkins Lee Foundation^

\$250,000 - \$499,999

The Jeffrey H. and Shari L. Aronson Family Foundation^
Melora and Andrew Balson^
Maureen and Timothy Dibble**
Nina and David Fialkow*
Janienne and Patrick Hackett*
Lynne and Tim Palmer
Ryan Family Foundation**^
Wilson Sheehan Foundation

\$100,000 - \$249,999

Diane and Hal Brierley
Kate and Gerald Chertavian**
Jill Davis and Ed Conard*
Barbara and Michael Eisenson**
Frances and John Galante*
Vicki and Geoffrey Gold
Eve and Tony Guernsey**^
Ann and Lee Hobson
Janice and Ralph James
Jane and Joe McCuine^
Kristin and Stephen Mugford*
Stacey and Paul Ollinger**^
The Owens Foundation^
Erica and Ted Pappendick^
PDB Foundation^
Martha and Paul Samuelson*
John and Jill Svoboda
Danielle and Brad Tilden^
Jose and Georgina Ubeda^
Patty and Jim Voelker

\$50,000 - \$99,999

Pauline and Robbie Bach**^
Julie and Kevin Callaghan
John Keller
Arlene and Reuben Mark*
Daniel Springer*

\$25,000 - \$49,999

Anonymous
Brittany Mantell and Matthew Berner**^
Stephanie Dodson Cornell and Jamie Cornell**
Melissa and Trevor Fetter
Robert Steven Kaplan
Sandra and William Lehman**
Judy Miner*
Liz and Scott Snyder

CORPORATION & FOUNDATION PLEDGES

\$10,000,000+

Ballmer Group
Blue Meridian Partners

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

James Irvine Foundation^
Genesis Group**
State Street Foundation Inc**

\$2,500,000 - \$4,999,999

Marcus Foundation^
United Continental Holdings Inc^

\$1,000,000 - \$2,499,999

Anonymous^
Bank of America Charitable Foundation**^
Barr Foundation**^
John M. Belk Endowment^
Google.org Charitable Giving Fund of Tides Foundation
The Jim Moran Foundation^
Salesforce.org**^
Tipping Point Community**^
TK Foundation

\$500,000 - \$999,999

The A. James and Alice B. Clark Foundation^
ECMC Foundation
GreenLight Fund*
Horace W. Goldsmith Foundation
Pritzker Foster Care Initiative
Robin Hood Foundation**^

^ Indicates pledge made in 2018

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

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

DONOR SPOTLIGHT

DANIELLE AND BRAD TILDEN

CEO of Alaska Airlines Brad Tilden guest spoke to Year Up Puget Sound students for the first time in 2018. He was impressed by the questions asked, overall engagement and the drive our students possessed. Brad became an immediate advocate, encouraging Alaska Airlines leadership and employees to become engaged as mentors, volunteers, internship supervisors, and encouraged hiring alumni. Brad and Danielle Tilden believe that every young person deserves access to opportunity, which drove them to make a multi-year plan to create opportunities for more young adults.



We have hosted a number of Year Up interns at Alaska Airlines; we've been consistently impressed with their commitment and professionalism, and continually reinforced in our conviction that together we are providing an opportunity runway for youth to soar. We have seen in Year Up a thoughtfully designed and extremely well executed approach to helping young people develop both job skills and career skills, enabling them to use their talents and energy to create real opportunity for themselves. We are thrilled to partner with Year Up!



BRAD TILDEN | CEO, ALASKA AIRLINES

\$250,000 - \$499,999

The Baupost Group LLC**[^]
 Finnegan Family Foundation*
 Lone Pine Foundation**[^]
 Rhode Island Foundation*[^]
 Sartain Lanier Family Foundation Inc**
 Sobrato Family Foundation[^]
 The Steele Foundation[^]

\$100,000 - \$249,999

Anonymous*
 Abell Foundation[^]
 Crown Family Philanthropies*
 Hazard Family Foundation*

J. B. Fuqua Foundation
 Liberty Mutual Foundation*
 Lloyd A. Fry Foundation[^]
 Massachusetts Department of Housing and Community Development[^]
 Pinkerton Foundation
 Polk Bros Foundation*
 The San Francisco Foundation[^]
 Vinik Family Foundation

\$50,000 - \$99,999

The Franklin and Catherine Johnson Foundation[^]
 Leon Lowenstein Foundation
 Mayer and Morris Kaplan Family Foundation[^]
 The Morris and Gwendolyn Cafritz Foundation**

Mount Zion Health Fund
 Stavros Niarchos Foundation
 Thrivent Financial Foundation[^]
 United Way of Greater Atlanta*
 United Way of King County*
 United Way of Metropolitan Chicago

\$25,000 - \$49,999

Grousemont Foundation
 Norcliffe Foundation[^]

[^] Indicates pledge made in 2018

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

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

OPPORTUNITY SOCIETY

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.

The Opportunity Society welcomes any donor that 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.

ANNUAL GIVING LEVELS & BENEFITS	Recognition in the Annual Report	Electronic Quarterly Updates	Special Invitations to Opportunity Society Events and Year Up Graduation	Invitations to Local Group Tours	Student Impact Letter	Invitation to Donor Appreciation Event with Year Up Students and Staff	Invitation to Year Up Investor Call	Invitation to Impact Tour with Year Up Executives	Personalized Stewardship and Recognition Opportunities
MEMBER \$1,000 - \$4,999	X	X	X						
BRONZE \$5,000 - \$9,999	X	X	X	X					
SILVER \$10,000 - \$24,999	X	X	X	X	X				
GOLD \$25,000 - \$49,999	X	X	X	X	X	X			
PLATINUM \$50,000 - \$99,999	X	X	X	X	X	X	X		
SAPPHIRE \$100,000 - \$249,999	X	X	X	X	X	X	X	X	
DIAMOND \$250,000+	X	X	X	X	X	X	X	X	X

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

Year Up investors that 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 in the arena of closing the Opportunity Divide.



2018 OPPORTUNITY SOCIETY MEMBERS

All individual investors giving \$1,000 or more are recognized for the total payment made in 2018.

DIAMOND

\$250,000+

Anonymous (2)
Abrams Foundation*
Abigail and Joseph Baratta
Anita and Joshua Bekenstein**
Bhusri Fund
Elizabeth and Richard Cashin
Sandra and Paul Edgerley**
John Stanton and Terry Gillespie*
Elizabeth and Phillip Gross*
The Klarman Family Foundation**
One8 Foundation**
The Bob & Renee Parsons Foundation
Melinda and Paul Pressler*
Kendra and Erik Ragatz
Linnea and George Roberts
Salem Family Foundation**
Stephanie and Brian Spector**

The Wagner Foundation**

Wilson Sheehan Foundation

The Wyss Foundation

SAPPHIRE

\$100,000 - \$249,999

Anonymous (2)
The Jeffrey H. and Shari L. Aronson Family Foundation
Burton Family Foundation
Michael and Mary Carpenter*
The Conlee Family Supporting Foundation**
Jackie and Bill Egan*
Mary and Paul Finnegan*
Lise Strickler and Mark Gallogly Charitable Fund
The Meg and Bennett Goodman Family Foundation*
Gray Foundation*
Janienne and Patrick Hackett*

Ric & Suzanne Kayne Foundation

Kissick Family Foundation

The Lovett-Woodsum Foundation**

Richard K. Lubin Family Foundation Nancy and Richard Lubin, Emily and Greg Woods, Kate Lubin and Glen Sutton

Robert and Lisa Margolis Family Foundation

Mooney-Reed Charitable Foundation**

Lyn and John Muse

Kelli and Allen Questrom

Ressler Gertz Family Foundation

Lori Laitman and Bruce Rosenblum**

Barbara and Edward Shapiro

Gillian and Robert K. Steel*

Barry Sternlicht*

L and J Weiner Foundation

PLATINUM

\$50,000 - \$99,999

Anonymous
Lydia and Bill Addy
Sigmund Anderman
Michelle and Robert Atchinson
Melora and Andrew Balson
Kristine and John Bradley**
Diane and Hal Brierley
Jill Davis and Ed Conard*
Elizabeth and Kent Dauten
John and Catherine Debs
Maureen and Timothy Dibble**
Nina and David Fialkow*
Katherine and William Green*
Eve and Tony Guernsey*
Cynthia and Ronald Gula
Horwitz Family Foundation*
Amabel and Hamilton James
Salli LeVan

Barbara Mace

Bruce J. Mactas

Susan and Stephen Mandel

Bhikhaji Maneckji*

John and Elizabeth McQuillan**

Kristin and Stephen Mugford*

Stacey and Paul Ollinger*

Lynne and Tim Palmer

Amy and John Phelan*

The Paul and Anne-Marie Queally Family Foundation

Ryan Family Foundation*

Kevin and Joan King Salwen*

Mary Shannon and Dwight Scott

Patty and Jim Voelker

Jennifer and Robert Waldron

GOLD

\$25,000 - \$49,999

Anonymous (3)

DONOR SPOTLIGHT

CHRIS AND LORRAINE WILSON

Wilson Sheehan Foundation

Chris and Lorraine Wilson first became aware of Year Up in 2015 when Year Up Chicago Executive Director Jack Crowe, who they knew at Cristo Rey, left to join Year Up. They were intrigued by the organization's ability to attract such a high performing leader and began to learn more about Year Up. Over the years, they had the opportunity to meet with other Year Up leaders—Gerald Chertavian, Garrett Moran, and Paul Salem—and were further impressed with the top-notch caliber of leadership.



Year Up opened our eyes to the potential of ambitious young adults with a strong drive to excel. **After four years, we are still amazed by the achievements of Year Up; despite high expectations, Year Up has exceeded our wildest dreams.**



CHRIS AND LORRAINE WILSON

Edward Benford and Tracey Williams Benford*
 Kelly D. Conway and Julia Matloff Conway
 Terri and Robert Dimeo
 The Dinan Family Foundation
 Reuben Donnelley
 Janie and Peter Drittel*
 Jim Fowler
 Frances and John Galante*
 Vicki and Geoffrey Gold
 Donald E. Graham
 Michael Stone and Patricia Grodd
 Ann and Lee Hobson
 Barbara and Amos Hostetter*
 Christine Kessler
 Susie and John King**
 Susan Crown and William Kunkler*
 Becky and Mark Levin
 Janice and Thomas Luddy*
 Arlene and Reuben Mark*
 JB McIntosh
 Jessica and Chuck Myers
 The Owens Foundation
 OXL Foundation*
 Erica and Ted Pappendick
 Ellen, Bob, and Eliot Peck*
 Paul Purcell
 Cecilia and Dan Regis*
 Martha and Paul Samuelson*
 James and Chantal Sheridan Foundation
 Simpkins Lee Foundation
 Elizabeth and Andrew Spokes*
 Daniel Springer*
 Phil Fernandez and Daniel Sternbergh
 Diana and Steven Strandberg
 Danielle and Brad Tilden
 Treffer Foundation

SILVER

10,000 - \$24,999

Anonymous (3)
 Linda and Magid Abraham
 Barbara and Jonathan Alexander*
 Valerie and Glenn Alger

Sam and Angela Z. Allen*
 Joseph Alverson
 Andersen - Formolo Family Foundation
 Pauline and Robbie Bach*
 Jeff Bailey
 Aaron Barlow
 Renee and Carl Behnke*
 Greg Behrman
 Gordon Bell
 Joyce and Alan Bender*
 Kate and Kent Bennett*
 Blair Family Foundation
 Joseph and Nana Boateng
 Molly and Michael Bogdan**
 Sue and Eric Boyd*
 Suzanne and Blackford Brauer
 Melody C. Barnes and Marland Buckner*
 Katie and Paul Buttenwieser**
 Julie and Kevin Callaghan
 Shannon and Tim Campos
 Don Bulens and Lynne Capozzi*
 Robin and James Carey*
 David Castellani
 Kate and Gerald Chertavian**
 Margaret and Paul Chisholm*
 Jeong-Jeong Chu
 Alison and Mike Corkery
 Stephanie Dodson Cornell and Jamie Cornell**
 Sharon and Darrell Crane*
 Tammy and Bill Crown*
 Tracy and Lee Crump*
 Dyan and Bobby Cutro*
 Cathy and Robert Dame*
 Antoinette and Barry Davis
 Dinyar Devitre
 Rena and Bob DiMuccio
 Jane and William Donaldson
 Amory and Scott Donohue*
 Kathy and Michael Dunford*
 Barbara and Michael Eisenson**
 Michael Elitzer
 Judith Favell
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As part of our mission to improve the health and wellbeing of Chicago's most vulnerable populations, Michael Reese Health Trust is committed to creating healthcare workforce pathways for young adults. We are aware that there is a vast divide between young adults who want to work and employers who need their talent. The healthcare sector offers meaningful career paths in IT, Financial Operations, Customer Service, and Business Operations. We are excited to have had the opportunity to partner with Year Up Chicago to bridge the Opportunity Divide in the Healthcare industry.



GAYLA BROCKMAN | PRESIDENT & CEO,
 MICHAEL REESE HEALTH TRUST

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MICHAEL REESE HEALTH TRUST

Since they began supporting Year Up Chicago in July of 2018, support from the Michael Reese Health Trust has more than doubled the number of internship seats in the healthcare sector at Year Up Chicago. Year Up Chicago has been able to engage with several new corporate partners in the healthcare space thanks to the support and advocacy of Michael Reese Health Trust.

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ANDREA CATELLIER

Andrea Catellier was introduced to Year Up through one of her mentors at DTCC, who also shares a passion for closing the Opportunity Divide. After mentoring a Year Up student, she realized she had to do more. She brought on more Year Up interns at work, and helped to convert them to full-time employees. After a few successful cycles, she used that to prove to DTCC leadership why they need to invest more heavily in Year Up. Since then, they have hired many more Year Up interns and alumni creating a strong partnership.



“

Year Up is literally a life-changing organization, and I am honored to be able to support its mission in any way I can. I grew up without financial means, but many people invested in me over the years, allowing me to grow into a position where I can invest in others. I feel an absolute responsibility to do so.

”

ANDREA CATELLIER | VICE PRESIDENT,
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Year Up students in the Symantec Cyber Career Connection program visit Symantec's Mountain View headquarters in July 2018.

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SYMANTEC

Symantec's commitment to changing the status quo, closing the gender and diversity gaps in STEM and building a robust cyber security talent pipeline is perfectly aligned with Year Up's mission. The Symantec Cyber Career Connection (Symantec C3) was created to address the significant shortage of qualified cyber security candidates and to help change the trajectory of the tech workforce. Working with Year Up and other leading non-profit educational training partners, Symantec C3 combines classroom-based training that prepares students for key certifications with meaningful hands-on internship experience and support for job placement. Graduates leave the program prepared to step into entry-level cyber security jobs, succeed in their careers, and help make the world a better, safer place.

“

As the global leader in cyber security, we are proud to work with Year Up to help prepare the workforce of tomorrow. Together, we are providing a pathway for underrepresented and under-resourced young adults to fill in-demand cyber security jobs and enjoy long-term, meaningful careers. **We are deeply committed to a diverse and equitable technology industry and through our financial support and partnership with Year Up, we are able to play a role in changing the face of tech.**

”

DEBRA MCLAUGHLIN | SENIOR MANAGER OF CORPORATE RESPONSIBILITY, SYMANTEC



“

There are currently millions of Opportunity Youth in the United States who are not in school or working. Year Up provides these young people with in-demand job and career readiness skills that are critical to obtaining quality employment in today's economy. Prudential stands with Year Up in helping young adults find pathways to success ultimately leading to financial security and stability. **Through our partnership, we are able to witness first-hand as these students and interns blossom into the next generation of leaders.**

”

SARAH KEH | VICE PRESIDENT OF CORPORATE SOCIAL RESPONSIBILITY, PRUDENTIAL FINANCIAL

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PRUDENTIAL FINANCIAL, INC.

There are more than 350 million Opportunity Youth worldwide—young people between 15 and 29 not in school or employed—and Prudential has a long history of helping them overcome their challenges. Prudential recently announced it is committing more than \$180 million through 2025 to key organizations and programs, including Year Up, to continue its support of this population and help more young people gain the right skills to compete for and succeed in quality jobs. Prudential's support of Year Up has also included internship engagements and hiring efforts in Newark and Jacksonville and employee volunteer engagements with students.

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The Leon Lowenstein Foundation	Anonymous (2)	The Lawrence Foundation	Anonymous	Competition Dynamics Inc
LinkedIn Corporation	AB LP*	Legacy Foundation	AAA Northeast	Cox Communications*
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* Indicates Supporter who has given consecutively for the last five years

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

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\$50,000+

County of Santa Clara
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 LISC Rhode Island
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\$25,000 - \$49,999

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INDIVIDUALS

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CORPORATIONS

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

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In Honor of Freddie L. Brown, Sr.

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Ruth Dalager Buuck

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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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As of December 31, 2018

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As of December 31, 2018

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Joseph Smialowski

Managing Director, Citigroup

Gail Snowden

Retired CEO, Freedom House

Pamela Trefler

Founder & Chair, Trefler Foundation

Craig Underwood

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

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Former Governor of Florida

Kenneth Chenault

Chairman & Managing Director, General Catalyst

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Co-director of the Center for Public Leadership, Harvard Kennedy School

Jay Hooley

Chairman & CEO, State Street

Dick Parsons

Senior Advisor, Providence Equity Partners, LLC

Deval Patrick

Managing Director at Bain Capital & Former Massachusetts Governor

Michael Powell

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

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

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Former President, Brown University

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Chairman & CEO, Starwood Capital Group

Jeff Weiner

CEO, LinkedIn

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Founder & CEO

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Former President, 2013-2018

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National Director of Corporate Engagement

Jay Banfield

Chief Officer of Innovation and Scale & Managing Director of California

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Chief Transformative Impact Officer

John Bradley

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National Site Director

Casey Recupero

Managing Director, Direct Service

Belinda Stubblefield

Managing Director, Strategic Partnerships

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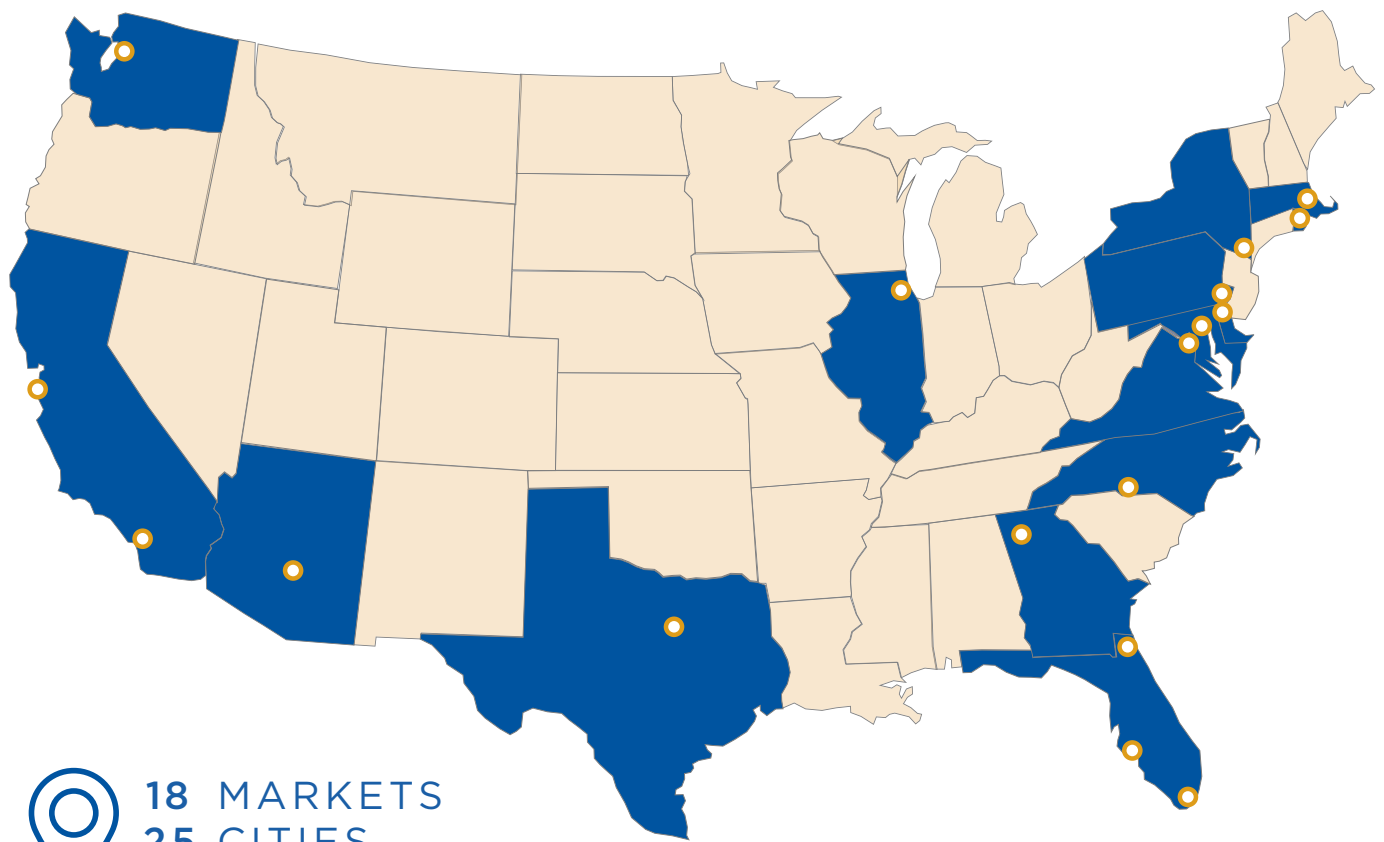
Kris Muñoz Vetter

Dallas/Fort Worth

*Interim Executive Director



YEAR UP LOCATIONS



 18 MARKETS
25 CITIES
29 CAMPUSES

YEAR UP ARIZONA

1245 E Buckeye Road, Room A166
Phoenix, AZ 85034

YEAR UP BALTIMORE

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

YEAR UP BAY AREA**Diablo Valley Campus**

321 Golf Club Road, ET-114
Pleasant Hill, CA 94523

Facebook Campus

MPK 45 - 1195 Hamilton Court
Menlo Park, CA 94025

San Francisco Campus

80 Sutter Street
San Francisco, CA 94104

Silicon Valley Campus

100 West San Fernando Street
San Jose, CA 95113

YEAR UP CHARLOTTE

1201 Elizabeth Avenue
Charlotte NC 28235

YEAR UP CHICAGO**Downtown Campus**

223 West Jackson Boulevard,
Suite 400
Chicago, IL 60606

HWC Campus

30 East Lake St, 11th Floor
Chicago, IL 60601

YEAR UP DALLAS/FORT WORTH

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

YEAR UP GREATER ATLANTA**Midtown Campus**

730 Peachtree Street, Suite 900
Atlanta, GA 30308

ATC Campus

1560 Metropolitan Parkway, SW
Student Success Center, Building C,
Room 1113
Atlanta, GA 30310

YEAR UP GREATER BOSTON**Downtown Campus**

45 Milk Street, 9th Floor
Boston, MA 02109

Roxbury Community College Campus

1234 Columbus Avenue
Building 3, Room #104
Roxbury, MA 02120

Quincy Campus

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

YEAR UP GREATER PHILADELPHIA

Peirce College
1420 Pine Street
Philadelphia, PA 19102

YEAR UP JACKSONVILLE

101 W State Street, Suite 3001
Jacksonville, FL 32202

YEAR UP LOS ANGELES**West Los Angeles College**

9000 Overland Avenue
Culver City, CA 90230

YEAR UP NATIONAL CAPITAL REGION**Alexandria Campus**

Northern Virginia Community College
Tyler Building 220
4925 E. Campus Dr.
Alexandria VA 22311

Arlington Campus

1901 South Bell Street, Suite 100
Arlington, VA 22202

Woodbridge Campus

Northern Virginia Community College
2645 College Drive
Woodbridge, VA 22191

YEAR UP NEW YORK**BMCC Campus**

70 Murray Street, M1415
New York, NY 10007

Wall Street Campus

85 Broad Street, 6th Floor
New York, NY 10004

YEAR UP RHODE ISLAND

40 Fountain Street, 7th Floor
Providence, RI 02903

YEAR UP PUGET SOUND**Bellevue Campus**

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

Seattle Campus

2607 2nd Avenue
Seattle, WA 98121

YEAR UP SOUTH FLORIDA**North Campus**

Miami Dade College
11380 NW 27th Avenue
Building 1, Room #1323
Miami FL 33167

Wolfson Campus

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

YEAR UP TAMPA BAY

St. Petersburg College
Midtown Campus
1048 22nd Street S., Room 105A
St. Petersburg FL 33712

YEAR UP WILMINGTON

Wilmington University
320 North DuPont Highway
The Green 303
New Castle DE 19720



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