



# EMPOWERING OTHERS TO SERVE

2019 ANNUAL REPORT



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## 2019 Annual Report

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## DEAR FRIEND,

I hope this letter finds you well. At the time of my writing, thousands of young adults are reaching the next phase of their Year Up journey: as the next cohort of students beginning their training, as new professionals learning with one of our corporate partners, or as the newest members of our National Alumni Association. **These milestones are only made possible through your partnership and support, and on behalf of those young adults, we say: Thank you.**

As our young adults are taking their next step toward realizing their potential, we are too. In this report, we will introduce you to the new ways we are serving our mission. **In 2019, we served more than 4,600 young adults, representing a 14% growth over the previous year.** We also served nearly 1,000 young adults through our newest brands, YUPRO and Grads of Life. Those opportunities were realized through new workstreams, like consulting engagements to help leading corporations become Opportunity Employers and offering modular Year Up-like professional skills training to other workforce development programs.

Our direct service outcomes remain unparalleled in our field, and **our new products and services will help us activate key levers for impact.** Expanding our offerings will help bring in employer partners in new industries, create opportunities in more geographies, and expand access to jobs for even more young adults – all of which is critical to serving our mission of closing the Opportunity Divide. As we look ahead, we see three key areas of work: **Serving Students and Alumni Directly, Empowering Others to Serve, and Changing Systems to Close the Opportunity Divide.**

I hope you enjoy and are inspired by the contents that follow, as 2019 was a joyful and inspirational year for us. Thank you for all that you have done to enable our success and the success of the young adults whom we have the privilege to serve.



**Gerald Chertavian**  
Founder & CEO



“

**Our direct service outcomes remain unparalleled in our field, and our new products and services will help us activate key levers for impact.**

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# INCREASING OUR IMPACT

Year Up’s mission is to close the Opportunity Divide by ensuring that young adults gain the skills, experiences, and support that will empower them to reach their potential through careers and higher education. For the past two decades, we served that mission by operating the most impactful workforce development program in our nation’s history.

In the last ten years, there has been a growing corporate focus on ESG (environmental, social, and governance) metrics, a tight labor market, and mounting pressure to address social and economic inequality, which indicate a significant opportunity for Year Up to create more impact through additional channels.

Looking ahead, Year Up will serve its mission through three interrelated categories of activity:

- **Serving Students and Alumni Directly.** Year Up will continue to provide thousands of young adults with opportunity in partnership with leading employers.
- **Empowering Others to Serve.** Year Up will seek to strengthen the talent marketplace by ensuring that other entities can replicate Year Up’s approach to serving young adults.
- **Changing Systems to Close the Opportunity Divide.** In order to ensure every young adult has access to opportunity, we must address systems like higher education and federal workforce funding so that they deliver real results for our country.



DONOR SPOTLIGHT

## Paul & Navyn Salem | Tim & Maureen Dibble

As we celebrate 20 years of Year Up, we are honored to have worked with Paul and Navyn Salem and Tim and Maureen Dibble. Their kindness, generosity and leadership have propelled us to move forward in this movement as we close the Opportunity Divide in this country. Tim, our Founding Board Chair, and Paul, who is currently in the role, have both inspired our young adults, alumni, business leaders and philanthropists to join the movement. Paul, Tim, and their families have been partners rooted in our shared values of how we continue to make pathways for young adults in this country. We are truly grateful to them for their support as Year Up continues to remove the current systemic barriers to economic opportunity.



**Year Up is a hand up, not a hand out. We are closing the Opportunity Divide and making a difference in hiring practices by corporate America. Year Up is the best investment I have ever made!**



PAUL SALEM



**Being a part of this tremendous Year Up journey for the past 20 years has been one of my life’s greatest gifts. Thank you to all of the Year Up team, and most importantly, thank you to the thousands of Year Up students and alums for showing what is possible, what is deserved, and for bringing out the best in all of those whom they touch.**



TIM DIBBLE





# PRESS & MEDIA

## MEDIA SPOTLIGHT

The New York Times

FASTCOMPANY

THE WALL STREET JOURNAL.



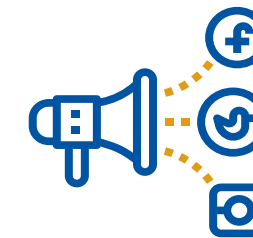
BLACK ENTERPRISE

La Opinión

The Washington Post



Forbes



**240+**

Local & National Media Features in 2019



**350M+**

Press Release Potential Audience in 2019



Year Up received a shout-out from Dwayne “The Rock” Johnson and NFL Player Malcolm Jenkins in the series finale of HBO’s *Ballers* through our partnership with the Players Coalition.

## ASSESSING OUR PROGRESS, EVALUATING OUR IMPACT

In 2019, Year Up continued to focus on improving future outcomes for Opportunity Youth by cementing new partnerships, deepening current ones, launching research initiatives, and developing program standards that will elevate retention levels to new heights.

The first step to ensuring the best outcomes is ensuring the best education. That's why Year Up has partnered with ImmerLearn, a company that builds ethical and transparent data solutions. In fall 2019, using machine learning methods, this partnership produced algorithms enabling Year Up to accurately pinpoint **which students need additional support, when they need it, and why.**

### Dr. Raj Chetty

Opportunity Insights, Harvard University

"At Opportunity Insights, we develop scalable policy solutions that empower families to achieve better life outcomes. Year Up has been rigorously studied and has shown large earnings gains for its participants. We're excited about our new research partnership with Year Up that will help us better understand where, with whom, and how a leading workforce program can promote social and economic mobility for young adults and their communities."

When combined with targeted program supports, this model is designed to meaningfully boost retention. We plan to pilot this model in 2020, with the aim of wider testing and adoption in 2021.

**In 2019, Year Up also began a new partnership with renowned economist Dr. Raj Chetty.** Tackling a robust research agenda alongside Dr. Chetty's cutting edge research firm, Opportunity Insights at Harvard University, the partnership aims to deepen the understanding of the precise role Year Up plays in shaping the economic mobility of its students. Meanwhile, as Year Up's reach and influence expands, **2019 saw the implementation of Direct**



**Service Program standards**—standard practices for two departments, two Guiding Principles of Program, and eight Program Standards, as well as the identification of the special recipe that makes Year Up succeed where other programs falter: namely, a model of high support and high expectations.

In 2020, the next round of Pathways for Advancing Careers & Education (PACE) results will be released, as will Year Up's first Institute of Education Sciences (IES) evaluation results of three sites: Baltimore, Bellevue, and BMCC. The PACE results, in particular, will shine a light on employment outcomes three-to-four years after graduation. Altogether, this combination of partnerships, research, analysis, program standards, and expansion ensures that our outcomes continuously improve. Teamwork creates change. Success comes from hard work. Combined, these elements will someday close the Opportunity Divide. 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.



**The Year Up program works and changed our lives for the better. We moved to Minnesota, bought a home, and got married. Our new income, coupled with the skills we learned at Year Up, will provide a brighter future for our three sons, Gio, Neydan, and Danney. Thank you, Year Up!**

ONEYDA & JORDAN ESCOBAR  
Year Up Rhode Island Alumni



### DONOR SPOTLIGHT

## Sam and Angela Z. Allen

"Atlanta was a major metro lacking the means to address systemic underemployment. Year Up offered the chance to bring a proven solution to our city's Opportunity Divide. We knew it was a great investment that could be scaled to serve hundreds of ambitious young people shut out of the economy. We underestimated it; it was thousands, and still counting."

## PROGRAM DELIVERY & OUTCOMES

When reiterating the outcomes of 2019, one fact becomes apparent: Year Up had a successful year of delivering relevant, market-driven training solutions that reflect our corporate partners' evolving needs, and our students achieved strong post-graduation outcomes as a result.

The **Year Up Solutions Catalog** is a framework that outlines the pathways for students to acquire the skills our partners require, thereby ensuring curriculum alignment and prioritizing ongoing enhancements.



On one side, there are jobs that need to be filled, and on the other side, there are talented people who can't necessarily find the bridge to those opportunities. **Year Up knows how to spot the talent at an entry-level point, give them the skills and experience they need, and from there, the journey begins.**



**ANGELA CRISPI**  
Executive Dean for Administration, Harvard Business School, Harvard University

In 2019, we added internship clusters to our catalog — demonstrating an **expanded group of career pathways for every training specialty** and improving our ability to accurately map our specialty curriculum to in-demand roles. The catalog is continuously refined based on feedback and trends, and last year, Year Up rolled out a new Application Development & Support specialty within our Software Development & Support track, new Accounting & Corporate Finance specialty within our Financial Operations track, and an enhanced Client Services & Sales Support specialty within our Sales & Customer Support track to meet the emerging needs within Consumer Banking.

In 2019, Year Up also piloted a **market-responsive innovation** to our standard program delivery model based on growing demand in the consumer banking industry. In partnership with City College of New York, we piloted the **Career Immersion Program** — a variation of Year Up's proven model, consisting of eight weeks of immersive learning and twelve weeks of internship in a banking or client services role. Thanks to strong partnerships with inaugural partners JPMorgan Chase & Co. and New York Life Insurance Company, 85% of students were converted-to-hire at their internship company.



**Access to technology skills is one of the most powerful tools we have to create equality of opportunity in our technology-driven world,** and by making Pluralsight available to Year Up students and graduates nationally we can ensure they have full agency over their lives and careers. I'm proud to partner with Year Up to increase equal access to technology skills for underserved young adults to close the Opportunity Divide.



**AARON SKONNARD**  
Co-Founder and CEO, Pluralsight

Increasing student access to resources is a priority and so is honing their development. Last year, Year Up partnered with **Pluralsight** — a technology skills platform — and the company committed a product grant that will support Year Up's tech strategy and provide licenses to the Pluralsight platform for staff, students, and alumni. This partnership will ensure that more of our young adults train with cutting edge technology, thrive in their internships, and are empowered to grow into the contributors, organizers, and leaders they are meant to be.



**\$42,000**  
**Average Starting Salary**

Employed graduates earned an average starting wage of \$21/hour, equivalent to approximately \$42,000/year.



**73%**  
**Full-Time, Training-Aligned Roles**

Graduates employed full-time in roles aligned with one of the five career pathways Year Up trains students.



**90%**  
**Graduate Placement**

Graduates employed and/or enrolled in postsecondary education within four months of program completion.

## CORPORATE PARTNERSHIPS

2019 was a year of record-breaking partnership outcomes.

- **Bank of America** hosted more than 400 interns—the highest annual partnership commitment in Year Up history.
- **American Express** converted more than 75% of their 2019 interns to new hires.
- **New York Life Insurance Company** hosted Year Up interns across ten separate departments.

These outcomes are a testament to the value we've found in partnership. With **forty-one of the Fortune 100 companies partnering with Year Up**, we're proud to be a trusted source of talent for industry leaders across the country.



**We need a dynamic and diverse talent pipeline to take our company—and the economy—into the future. Programs like Year Up give young adults the experience they need to be career-ready and give companies like AT&T the talent needed to succeed.**

**RANDALL STEPHENSON**  
Chairman & CEO, AT&T



On top of these successes, 2019 also experienced major partnership growth and the launch of new innovative and scalable solutions. **AT&T** doubled their annual number of Year Up interns, with a goal of hitting 200 interns in 2022. While **Facebook** hosted 100 interns in 2019, a three-fold increase from just four years ago. Meanwhile, in partnership with Year Up, **Workday** created the Human Capital Management training program, which equips Year Up students with six months of training on technical and professional skills and the fundamentals of Workday, followed by a six-month internship in a Workday HRIS role.

### PARTNER SPOTLIGHT

## Salesforce



A dedicated corporate partner and philanthropic supporter, Salesforce is committed to preparing young adults with the education and skills needed to succeed in the 21st century. In 2019, Salesforce announced a \$1.8M investment in four workforce development programs, including Year Up. The grant will support Year Up in building an enhanced business communications curriculum. Salesforce also incorporated the United Nation's Sustainable Development Goals (SDGS) into Dreamforce—the world's largest software conference—where Year Up was represented at Goal #8: Decent Work & Economic Growth.



**10+**  
Corporate Partners hosted 50 or more interns



**35+**  
Corporate Partners hosted 20 or more interns



**70+**  
Corporate Partners hosted 10 or more interns

In 2019, Year Up Founder & CEO Gerald Chertavian paired with **Wayfair** CEO & Co-Founder Niraj Shah for an inspirational fireside chat titled “Workforce Innovation: Challenges and Opportunities,” to discuss the changing face of workforce development with industry leaders and thought partners. **LinkedIn** hosted over 260 Year Up students for networking with LinkedIn executives, career panels, and workshops to enhance their LinkedIn profiles. Then, in October, Year Up hosted the annual **Talent Solutions Forum** with the theme of “Harnessing the Power of Untapped Talent.” A host of forward-thinking executives from Amazon, AT&T, Bank of America, BNY Mellon, Facebook, JPMorgan Chase, New York Life, Prudential Financial, Wayfair, and more were invited to share and discuss implementing more inclusive and equitable talent strategies.

These partnerships create access to meaningful career pathways for thousands of talented and motivated young adults and are helping redefine what talent looks like in this country. Looking ahead, we'll be able to build a more equitable and diverse future of work.



**One of the most unique things about the partnership with Year Up is the nimble relationship that we have. It's our ability to really work together and collaborate in order to be innovative and deliver towards our shared end result, which is the success of the young adults that we are serving.**



**JENN ANDREW**  
SVP of Strategic Partnerships, The Academy,  
Bank of America





## STRATEGIC PARTNERSHIPS

Changing the world is a group effort. Societal barriers need to be knocked down, and partnerships are a necessity. That's why, in 2019, Year Up designed the Strategic Partnerships team to cultivate and secure relationships which address specific needs of Opportunity Youth—and catapult them to the next level.

The first challenge identified by the Strategic Partnerships team was simple: more admissions (and thus more students in the classroom) leads to better cost efficiency—and more importantly, a larger number of Year Up student success stories. To solve this, Year Up has partnered with **Big Brothers Big Sisters of America** in order to improve

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**When my transportation fell through, I didn't have a financially viable back-up plan. The Lyft credits I received have held me over while I gained more stable and self-sufficient transportation. Without those, I would be distracted and stressed and unable to remain successful to the standard of Year Up.**

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**STUDENT**  
Year Up Greater Atlanta

admission rates in 2020 and beyond. Meanwhile, to create a greater diversity of internship opportunities, Year Up has leveraged our partnership with **InspireCIO** to give students the ability to network with top Chief Information Officers in their market.

There's also a persistent issue of affordable transportation. Students who struggle with transportation challenges are more likely to drop out of the program, and cost plays the biggest factor in this. But, a new partnership with **Lyft** aims to alleviate this. In October, Lyft's Jobs Access Program, a LyftUp initiative, provided ride credits to Year Up students across markets.

One of the biggest hurdles facing Opportunity Youth today is the housing market and rent prices that have skyrocketed. To address this, Year Up partnered with the **Housing Authority of DeKalb County** in Metro Atlanta, which has committed to providing 24 annual priority status vouchers to Year Up students in need of immediate housing assistance. Meanwhile, in San Francisco, Year Up partnered with **Apartment List** and their client, **Equity Residential**, to secure free apartments for Year Up students. While location specific, these opportunities allow Year Up to build a case study, paving the way for future housing programs across the country.



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**InspireCIO is a preeminent executive peer leadership network of CIOs and through it we're able to introduce leading technology executives to Year Up's talent pipeline. Partnering with InspireCIO enables Year Up students to engage with CIOs in exclusive environments across the U.S., which increases our visibility with key decision makers.**

**BELINDA STUBBLEFIELD**  
Year Up Managing Director, Strategic Partnerships

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### PARTNER SPOTLIGHT

## Big Brothers Big Sisters of America

We are proud of our strategic partnership with the nation's oldest mentoring organization, Big Brothers Big Sisters of America. We have a common interest, as BBBSA's mission is to create and support one-to-one mentoring relationships that ignite the power and promise of youth. When each student graduates from high school and the BBBS program, they have the opportunity to apply for Year Up as a viable next step on a path to career success.

## ADVANCING THE ALUMNI MOVEMENT

In 2019, our more than 17,000 alumni continued to advance the Alumni ACT—*Advance in Careers and Education; Contribute to Year Up’s Success; and Take Action in the Opportunity Movement*—a strategy they developed in 2014.

Most alumni engage at the local level, and they continue to give back to their communities through the **ACTion Grants program**—a micro-funding initiative for alumni-led community service projects. **In 2019, 70 service projects were funded and executed, impacting more than 4,000 individuals across the country and overseas.** Puget Sound alumnae Sophia Price

### Phillip and Elizabeth Gross

Thanks to generous investments from Phill and Liz Gross since 2011, Year Up has been able to support our growing Alumni Association with a staff team solely dedicated to supporting alumni and a growing number of initiatives and programs. Their support has allowed us to galvanize alumni leadership to actively support the Opportunity Movement, contribute to Year Up’s success, and to advance alumni careers and education. The family’s commitment to supporting alumni—especially mentoring, leadership development, and community building—has been instrumental in developing robust alumni programming.

and Brianna Shannon’s “Supply South Seattle” project exemplifies how a small idea can multiply. After being granted \$1,000 to provide



**I talked to Sky’s the Limit CEO Bo Ghirardelli at the Alumni Summit, and he encouraged me to join—so I did! Now, I have a mentor who gives advice, and I feel supported and excited to be part of a continued community after Year Up.**

**NAAZ ALI**  
Cater2me, Founder & CEO  
Year Up Bay Area Alumna



50 students with a backpack and supplies, they inspired the Seattle community to donate over 14,000 school supplies.

Increasingly, **alumni are applying their talents to start-up businesses.** Bay Area alumna Naaz Ali received start-up funding and mentoring from Sky’s the Limit for her spa business, and Boston alumnus and co-founder Mike Lombardo’s technology consulting company has 200+ employees in 27 states. They join a long tradition of alumni that shift perceptions and become thought leaders.

Meanwhile, our **8th annual National Alumni Summit in Atlanta** focused on the “T” in the Alumni ACT. The 2019 Gross Family Service Award went to NY alumnus Markese Miller for completing five ACTion grants, which impacted 484 children and young adults. The Summit was capped with our Service Project to benefit Atlanta children in foster care, where alumni assembled 70 bicycles and skateboards and constructed and decorated 80 birthday boxes with positive messages.

We also launched new national partnerships to benefit alumni careers and education beyond the standard training and internship—all free to alumni. **Sky’s the Limit** provides

free mentoring and resources for aspiring entrepreneurs and **Jobroo’s web app** helps alumni find a job and manage their job search. Alumni also have access to **Pluralsight**, an online technical training and assessment platform. We also now offer a **low-cost online Bachelor’s degree option through Central State University.**

We look forward to a productive 2020, working closely with alumni to support their individual success and efforts to help others!



**A few things push me to pursue my PhD. I have an obligation to be a role model to my son and give him someone to look up to. I also give talks to junior high and high school kids who reside in neighborhoods with high rates of violence like the one I grew up in. When I speak to them, many share how they left inspired and feeling as they can do the same.**

**DURRELL WASHINGTON**  
PhD Candidate, University of Chicago  
Year Up New York Alumnus



## EMPOWERING OTHERS TO SERVE

Truly closing the Opportunity Divide requires empowering others to join the movement. Since its launch in 2014, Grads of Life has become one of the nation's leading voices in the Opportunity Movement. Companies continue to turn to Grads of Life when they need a trusted partner to help them become more inclusive employers.

Grads of Life offers a suite of four core products and services to employers. The first, **strategic consulting**, is conducted through a series of interactive design sessions and support with strategy implementation. This consultation was an integral element in Hyatt Hotels' "RiseHy" initiative and Bank of America's "Pathways" initiative, each of which committed to hiring 10,000 Opportunity Youth and low-to-moderate income individuals.

Our second key product is **Career Labs**, a 40-hour professional skills training program. Career Labs nurtures confidence and professionalism and improves performance. That said, harnessing the power of Opportunity Youth also means supporting the companies that hire them: That's why Grads of Life offers **Opportunity Manager Training**, which equips frontline managers with the necessary skills and tools to help Opportunity Youth advance within their companies.

Finally, the **Opportunity Navigator** is a free tool that enables an employer to identify their strengths and blind spots in Opportunity Employment – a gold standard for inclusive employment. The Opportunity Navigator empowers employers to create economic opportunity for all by connecting them to the information and resources they need to make important changes.

Fundamentally, partnerships are what accelerate the movement. By empowering employers and others to play their part in closing the Opportunity Divide, we move faster toward an inclusive economy for all.



**I've spent 15 years working with Opportunity Youth, and I've been waiting for something like Career Labs to take hold. [...] CL found a way to navigate supporting young people through fundamentally shifting their identity, while imparting skills that will help them succeed in the modern workplace. CL bravely pursues a deeper layer of development by believing that young people can turn their experience into an authentic existence.**

JOE HERRITY | Director, Opportunity Youth Partnership



## CHANGING SYSTEMS TO CLOSE THE OPPORTUNITY DIVIDE

Supporting Opportunity Youth requires challenging the status quo. And while discussion unlocks the door, inclusive hiring practices throws it open. But, to kick the door off its hinges, we need widespread systemic change.

To enact that change, Year Up continues to campaign for Federal policy changes. For instance, as a **proud supporter of DACA recipients**, Year Up **joined the amicus brief filed in the U.S. Supreme Court**. While, in California, Year Up works with leaders like Governor Gavin Newsom, Senior Advisor Kathleen Janus, and Labor Secretary Julie Su, to ensure the state's Opportunity Youth remain a priority.

Finally, given the upcoming Presidential election, Year Up is refreshing voter education and registration efforts through civic engagement toolkits and TurboVote technology. Year Up is also working with the Presidential candidates and will collaborate with the eventual Democratic nominee to advise on policy platforms related to Opportunity Youth and workforce issues.



**I look forward to working with Year Up on pathways for Opportunity Youth, apprenticeships, and reversing the appalling trends when it comes to who gets access in life.**

JULIE SU | California Labor Secretary



## 2019 FINANCIAL STATEMENT

STATEMENT OF ACTIVITIES IN MILLIONS	2019	2018
<b>REVENUE</b>		
Contributions	\$89.1	\$82.4
Program Service Fees	\$82.3	\$69.7
Other Revenue and In-kind	\$2.9	\$0.7
<b>Total Revenue</b>	<b>\$174.3</b>	<b>\$152.8</b>

<b>EXPENSES</b>		
Program Services	\$142.2	\$124.8
General and Administrative	\$19.1	\$15.1
Fundraising	\$10.4	\$10.2
<b>Total Operating Expenses</b>	<b>\$171.7</b>	<b>\$150.1</b>

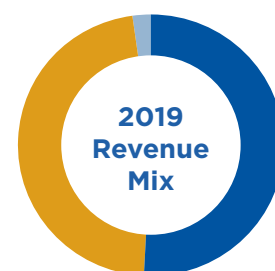
Change in Net Assets	\$2.6	\$2.7
Total Net Assets at End of Year	\$97.0	\$94.4

REVENUE MIX	2019	2018
Fundraising	51%	54%
Program Service Fees	47%	45%
Other Revenue and In-kind	2%	1%

FUNDRAISING MIX	2019	2018
Individuals	41%	30%
Foundations	51%	59%
Corporations	7%	10%
Government	1%	1%

EXPENSES MIX	2019	2018
Program Services	83%	83%
General and Administrative	11%	10%
Fundraising	6%	7%

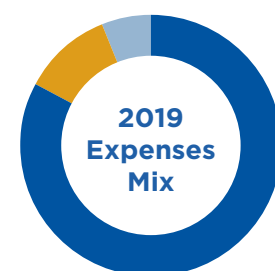
Includes in-kind contributions. Activities of public benefit corporation YUPRO have been excluded. Information presented is final and audited.



51% Contributions  
47% Program Service Fees  
2% Other Revenue and In-Kind



41% Individuals  
51% Foundations  
7% Corporations  
1% Government



83% Program Services  
11% General and Administrative  
6% Fundraising



# 2019 CORPORATE PARTNERS

The following partners hosted Year Up students from the July 2019 and January 2020 cohorts. Please note that this list is not comprehensive due to contractual agreements with corporate partners.

## Cross-Market Partners

AAA  
Accenture  
Airbnb  
Allegis Group  
Amazon  
American Express  
AT&T  
athenahealth  
Bank of America  
Bank of the West  
BlackRock, Inc.  
BNY Mellon  
Buzzfeed  
Capgemini  
Capital One  
Ciena  
College Board  
Cox Enterprises  
Dell Technologies  
DocuSign  
DTCC  
Ellucian  
Exelon Corporation  
Expedia Group  
Expeditors International  
Facebook  
Fannie Mae  
Fidelity Investments  
FINRA  
Gap, Inc.  
General Electric  
Glassdoor  
Go Daddy  
Goodwin Procter  
Google  
Hasbro  
HERE Technologies  
Hilton Worldwide  
Hulu  
JPMorgan Chase & Co.  
Kaiser Permanente  
Liberty Mutual  
LinkedIn  
Lyft  
McKesson Corporation  
Medallia  
MedStar Health  
Microsoft  
Neuberger Berman

Neustar  
New York Life Insurance Company  
PayPal  
Pegasystems, Inc.  
Private Advisors LLC  
Prudential Financial  
Rosetta Stone  
SAIC  
Salesforce.com  
Silicon Valley Bank  
Smartsheet  
Snap Inc.  
Splunk  
The Carlyle Group  
The Nielsen Company  
Veolia  
Verisk Analytics, Inc.  
Verizon Communications  
VISA  
Wells Fargo & Company  
WilmerHale  
Womble Bond Dickinson LLP

## Arizona

Amazon  
American Express  
Arizona Federal Credit Union  
Bank of America  
Bank of the West  
Dignity Health  
Edward Jones  
Freedom Financial Network  
Go Daddy  
Homesite Insurance  
JPMorgan Chase & Co.  
Lifelock  
McKesson Corporation  
National Bank of Arizona  
Kaiser Permanente  
Nationwide Insurance  
ON Semiconductor  
PayPal  
Shamrock Foods  
Silicon Valley Bank  
TB Consulting  
Truwest Credit Union  
Wells Fargo & Company

## Baltimore

Allegis Group  
Amazon  
Atapco Properties  
Bank of America  
Barcoding  
BD Diagnostic Systems  
Brown Advisory Group  
CareFirst BlueCross BlueShield  
Catalyte inc.  
Ciena  
City of Baltimore-Mayor's Office  
Edwards Performance Solutions  
Exelon Corporation  
Federal Reserve Bank of Richmond  
Greater Baltimore Urban League  
Johns Hopkins University  
Laureate Education, Inc.  
Learn Behavioral MECU  
Medifast  
MedStar Health  
National Aquarium  
NTT DATA, Inc.  
PayPal  
Reasonable Tech Solutions, Inc.  
SAIC  
Southway Inc.  
T. Rowe Price  
Veolia  
Verizon Communications  
Whiting-Turner Contracting

## Bay Area

AAA  
Airbnb  
Amazon  
Autodesk, Inc.  
Bank of America  
Bank of the West  
BlackRock, Inc.  
Capital One  
Castlight Health  
Chan Zuckerberg Initiative

Chevron Corporation  
Ciena  
Credit Karma  
Cruise Automation  
Dell Technologies  
Docker  
DocuSign  
Doordash  
Easterseals  
eBay Inc.  
Facebook  
Federal Reserve Bank of San Francisco  
Funding Circle  
Gap, Inc.  
General Electric  
Glassdoor  
Google  
John Muir Health  
Juniper Networks  
Kaiser Permanente  
KLA  
KQED Radio  
LinkedIn  
Lyft  
Medallia  
Microsoft  
NCC Group Security Services  
Northbay Healthcare  
Okta  
Palo Alto Networks  
PayPal  
Quantcast  
Rodan & Fields  
Salesforce.com  
Sephora  
Silicon Valley Bank  
Splunk  
Stanford University  
Tesla  
The Nature Conservancy  
Twitter, Inc.  
Verizon Communications  
VISA  
Wells Fargo & Company  
Wineshipping, LLC  
Workday  
Zendesk  
Zynga

## Charlotte

Bank of America

## Chicago

Accenture  
Allstate Insurance Company  
AT&T  
Bank of America  
Capgemini  
Chicago Commons  
Chicagoland Chamber of Commerce  
Clarity Partners, LLC  
Cook County Health & Hospitals System  
DocuSign  
Exelon Corporation  
Expedia Group  
Facebook  
Federal Reserve Bank of Chicago  
General Electric  
Glassdoor  
HERE Technologies  
Horizon Therapeutics  
IMC Financial Markets  
JLL  
JPMorgan Chase & Co.  
Kineo

Legal & General Investment Management America

LinkedIn  
Medix Staffing Solutions  
Morningstar Inc.  
Motorola, Inc.  
Neuberger Berman  
Northwestern University  
Relativity  
Rush University Medical Center  
Salesforce.com  
Snap Inc.  
SPR Companies  
Sprout Social  
Steve Madden Ltd.  
The John Buck Company  
The Nielsen Company  
United Continental Holdings, Inc.

University of Illinois at Chicago (UIC)  
Wintrust Financial  
YMCA of Metropolitan Chicago  
Youth Guidance  
ZS Associates

## Dallas/Fort Worth

Amazon  
AT&T  
Bank of America  
Bell Helicopter  
Capital One  
CoreLogic  
DTCC  
Fannie Mae  
Federal Reserve Bank of Dallas  
Goldman, Sachs & Co.  
Hilton Worldwide  
Interstate Batteries  
JPMorgan Chase & Co.  
New York Life Insurance Company  
Salesforce.com  
T-Mobile  
Topgolf Entertainment Group

## Greater Atlanta

Aaron's Inc  
American Cancer Society  
Anthem  
Asbury Automotive Group  
AT&T  
athenahealth  
Bank of America  
Careerbuilder  
Children's Healthcare of Atlanta  
Cox Enterprises  
Crawford & Company  
DataClover, Inc.  
Dell Technologies  
Delta Air Lines  
Diversified  
Elavon  
Elekta  
Emory University  
Equifax  
EY

Federal Reserve Bank of Atlanta  
First Data  
Fiserv, Inc.  
General Electric  
Genuine Parts Company  
Georgia Technology Authority  
Georgia-Pacific  
Google  
Graphic Packaging International  
HERE Technologies  
Intercontinental Exchange  
Kaiser Permanente  
Kiosk and Display  
KIPP Metro Atlanta  
McKesson Corporation  
Nasco  
NCR Corporation  
New York Life Insurance Company  
Pegasystems, Inc.  
PowerMyLearning  
Rollins  
Salesforce.com  
Serta Simmons  
Southern Company  
The Coca-Cola Company  
The Primerica Foundation  
Troutman Sanders  
Turner Broadcasting System, Inc.  
Womble Bond Dickinson LLP

## Greater Boston

Amazon  
Analysis Group  
athenahealth  
AXA  
Bank of America  
Berklee College of Music  
Berkshire Partners  
BNY Mellon  
Boston Medical Center  
Boston Red Sox  
Boston University  
Brandeis University  
Broad Institute

CarGurus, Inc.  
DTCC  
Dunkin Brands  
Eastern Bank  
Eaton Vance  
EBSCO  
Federal Home Loan Bank  
Federal Reserve Bank of Boston  
Goodwin Procter  
Google  
Gordon Brothers Group  
Goulston and Storrs  
Harvard University  
HubSpot  
Ironwood Pharmaceuticals  
John Hancock  
JPMorgan Chase & Co.  
Keolis  
Liberty Mutual  
LogMeIn  
Massachusetts Institute of Technology  
Merganser Capital Management  
Micro Focus  
NEPC  
Northeastern University  
Novartis  
Partners Healthcare System  
PathAI  
Pegasystems, Inc.  
PTC  
Qlik  
Quickbase  
Rosetta Stone  
SCS Financial  
Silicon Valley Bank  
Smartsheet  
State Street  
Toast  
Tufts Health Plan  
Veolia  
Verisk Analytics, Inc.  
Wayfair  
Wellington Management Company  
WilmerHale  
Wistia

## Greater Philadelphia

Aerial Applications  
Amazon  
Aramark  
Bank of America  
Bayada  
BlackRock, Inc.  
Capital One  
Center for Literacy  
Children's Hospital of Philadelphia  
Chubb Group of Insurance Companies  
City of Philadelphia  
Comcast  
Cozen O'Connor  
Defender Association of Philadelphia  
Digitas Health  
Ellucian  
eMoney  
Exelon Corporation  
Expeditors International  
Forrsmith Logistics Services  
Independence Blue Cross  
Iron Mountain  
JPMorgan Chase & Co.  
Liberty Mutual  
Lincoln Financial Group  
Merck & Co., Inc.  
Penn Mutual Life Ins. Co.  
Peoplelinx  
PHH Mortgage  
Philadelphia Clef Club  
Philadelphia Legal Assistance  
Philadelphia VIP  
PJM Interconnection, LLC  
Prudential Financial  
Public Health Management Corporation (PHMC)  
Publicis Groupe  
Replica Creative  
Republic Bank  
Research for Better Schools at PHMC

SEI Investments  
BNY Mellon  
The Mann Center  
Thomas Jefferson University Hospital  
University of Pennsylvania  
University of Pennsylvania Health System  
USLI  
Veolia  
Wells Fargo & Company

## Jacksonville

Amazon  
Bank of America  
Baptist Health  
JEA  
JPMorgan Chase & Co.  
Landstar  
New Management Services  
UF Health Jacksonville  
Web.com Group, Inc.

## Los Angeles

Airbnb  
A-Mark Precious Metals  
Amazon  
Bank of America  
Buzzfeed  
Cedars Sinai  
David & Goliath  
Entercom Radio  
Facebook  
ForwardLine Financial  
Hop Skip Drive  
Hulu  
Jewish Family and Career Services  
Kaiser Permanente  
Marsh & McLennan Companies, Inc.  
Expel  
Facebook  
Fannie Mae  
FINRA  
Foley and Lardner, LLP  
Fors Marsh Group  
Gannett Company, Inc  
General Electric  
GoCanvas

Snap Inc.  
Sony Corporation of America  
SpaceX  
The Getty  
The R Squared Group  
Ticketmaster  
Verizon Communications  
Warner Bros. Entertainment Inc.  
Wash Multi Laundry Systems  
Wells Fargo & Company  
West LA College

## National Capital Region

Accenture  
Akin Gump Strauss Hauer & Feld  
Aliado Solutions LLC  
Allegis Group  
Amazon  
Arterra  
AT&T  
Bank of America  
BNY Mellon  
Buchanan & Edwards  
Business Management Associates  
Capital One  
Center for Strategic & International Studies (CSIS)  
CGI  
Ciena  
College Board  
Deloitte  
Deltek, Inc.  
Ellucian  
EPlus Inc  
EverFi  
Exelon Corporation  
Expel  
Facebook  
Fannie Mae  
FINRA  
Foley and Lardner, LLP  
Fors Marsh Group  
Gannett Company, Inc  
General Electric  
GoCanvas

Goodwin Procter  
Hilton Worldwide  
Hogan Lovells  
Ignyte Group  
JPMorgan Chase & Co.  
Kaiser Permanente  
Latham & Watkins  
Maximus Federal Services  
Medallia  
MedStar Health  
memoryBlue  
Navy Federal Credit Union  
Neustar  
Private Advisors LLC  
Rosetta Stone  
SAIC  
Salesforce.com  
Sidley Austin LLP  
Splunk  
The Carlyle Group  
VISA  
Walker & Dunlop  
Washington Nationals Baseball Club  
Williams & Connolly  
WilmerHale  
Womble Bond Dickinson LLP  
Women for Women International

## New York | New Jersey

AB L.P.  
Amazon  
Amber Charter School  
American Express  
Ardian Investment  
Bank of America  
Bessemer Trust Company  
BlackRock, Inc.  
Blackstone  
BNY Mellon  
Buzzfeed  
Capgemini  
Capital One  
CityMD  
CohnReznick LLP  
College Board  
Cox Enterprises

Davidson Kempner  
Capital Management  
LP  
Dime Savings Bank  
DTCC  
Estee Lauder  
Companies Inc.  
Evercore Partners,  
LLC  
Facebook  
Fidelity Investments  
FINRA  
Ford Foundation  
Fordham University  
Gap, Inc.  
Goodwin Procter  
Google  
Hospital for Special  
Surgery  
Interpublic Group  
(IPG)  
ITG  
Jet.com  
JPMorgan Chase & Co.  
Leerink Partners LLC  
Lenox Advisors  
LinkedIn  
Lord, Abbett & Co.  
LLC  
Medallia  
Morgan Stanley  
Nasdaq  
National Football  
League  
Neuberger Berman  
Neustar  
New York Life  
Insurance Company  
NFP  
PayPal  
Perelson Weiner, LLP  
Private Advisors LLC  
Prudential Financial  
RocNation, LLC  
S&P Global  
Salesforce.com  
Silicon Valley Bank  
Skadden, Arps, Slate,  
Meagher & Flom LLP  
Spotify  
Starwood Capital  
Group  
The Carlyle Group  
Turner & Townsend  
Verisk Analytics, Inc.  
Verizon  
Communications  
VISA  
WilmerHale

#### Puget Sound

Accenture  
Alaska Airlines, Inc.  
Amazon  
Aquent  
AT&T  
Avalara

Bank of America  
BECU  
Boeing  
Brooks Sports, Inc.  
Bungie, Inc.  
DocuSign  
Expedia Group  
Expeditors  
International  
F5 Networks, Inc.  
Facebook  
Fred Hutchinson Cancer  
Research Center  
Go Daddy  
Google  
Hasbro  
Highspot, Inc.  
Hulu  
JPMorgan Chase & Co.  
Kaiser Permanente  
Lyft  
Microsoft  
Premera  
Projectline Services  
Providence Health  
& Services  
Redapt, Inc.  
Redfin  
Rosetta Stone  
Salesforce.com  
Seattle Children's  
Hospital  
Seattle Mariners  
Slalom Consulting  
Smartsheet  
Tableau Software  
Uber Technologies Inc.  
VISA

#### Rhode Island

AAA  
Amica Mutual  
Company  
Bank Newport  
Bank of America  
Blue Cross Blue Shield  
of Rhode Island  
Brown University  
Care New England  
Citizens Financial  
Group Inc.  
CMIT Solutions  
of Central RI  
CVS  
Fidelity Investments  
FM Global  
Gilbane, Inc.  
Hasbro  
IGT Global Solutions  
Corporation  
Lifespan  
Neighborhood Health  
Plan of Rhode Island  
Providence Equity  
Partners LLC  
State of Rhode Island

Swarovski  
Textron Inc.  
The Washington Trust  
Company

#### South Florida

Amazon  
American Express  
ARK Solvers  
AT&T  
Bank of America  
Bilzin Sumberg  
Cosentino North  
America  
General Electric  
HBO  
Intermex  
JPMorgan Chase & Co.  
Kaseya  
Miami Dade College  
Norwegian Cruise  
Lines  
Overtown Youth  
Center  
SeaLand  
University of Miami  
VISA  
World Fuel Services

#### Tampa Bay

Bank of America  
JPMorgan Chase & Co.  
Liberty Mutual  
New York Life  
Insurance Company  
The Nielsen Company  
Valet Living

#### Wilmington

AAA  
Bank of America  
BlackRock, Inc.  
BlindSight Delaware  
BNY Mellon  
Boys and Girls Clubs  
Capital One  
CSC  
Delaware Health and  
Social Services  
Exelon Corporation  
JPMorgan Chase & Co.  
Sallie Mae  
Veolia  
Wilmington University





# RECOGNIZING OUR DONORS

## DEAR INVESTORS,

In 2019, more than 4,700 young adults enrolled in Year Up to enhance their professional skills and find greater career opportunities. Your philanthropic support ensured that we could effectively serve these talented individuals. Thanks to your generosity, we increased enrollment in many cities and opened new sites to serve even more highly motivated young people. The return on your investment was tremendous: employed graduates earned a record-breaking average wage of more than \$21 per hour after graduating from Year Up.

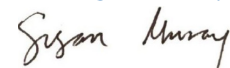
In addition to serving thousands of students through the Year Up program, we expanded our efforts to empower others to serve Opportunity Youth and looked for creative and powerful ways to change the perceptions, practices, and policies that perpetuate the Opportunity Divide. As we reflect on the 20th

anniversary of the Year Up movement, we are proud of the successes of the nearly 20,000 Year Up alumni and motivated by the urgency to be even bolder in our efforts to ensure that every young adult will be able to reach their potential.

I am inspired by the growing number of philanthropic commitments from individuals, families, foundations, and companies who believe in the potential of Opportunity Youth.

We are grateful for your generosity and partnership as we work together to close the Opportunity Divide.

With gratitude,



**Susan M. Murray**  
National Director of Development, Year Up

## MULTI-YEAR PLEDGES

Investors are recognized for the total commitment of any multi-year pledge made in 2019 and the full amount of any multi-year commitment with a 2019 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\*  
Abigail and Joseph Baratta\*  
The Conlee Family Supporting Foundation\*\*  
Lise Strickler and Mark Gallogly Charitable Fund  
The Meg & Bennett Goodman Family Foundation\*  
Elizabeth and Phillip Gross\*  
Kissick Family Foundation\*  
Lyn and John Muse  
Melinda and Paul Pressler\*\*  
Ressler Gertz Family Foundation  
Bruce and Lori Rosenblum\*\*  
Barbara and Edward Shapiro^  
Stephanie and Brian Spector\*\*  
Gillian and Robert K. Steel\*

#### \$500,000 - \$999,999

Mary and Paul Finnegan\*\*  
Jeannie and Jonathan Lavine\*^  
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\*\*  
Marion and David Mussafer\*  
Simpkins Lee Foundation

#### \$250,000 - \$499,999

Anonymous^  
The Jeffrey H. and Shari L. Aronson Family Foundation  
Melora and Andrew Balson  
Kristine and John Bradley^  
Jill A. Davis and Edward Conard\*\*  
Maureen and Timothy Dibble\*\*  
Bill and Jacalyn Egan/Duniry Foundation\*^  
Nina and David Fialkow\*\*  
Janienne and Patrick Hackett\*  
Ann and Lee Hobson^  
Kristin and Stephen Mugford\*  
Lynne and Tim Palmer\*  
Kirsten and Dwight Poler^  
Ryan Family Foundation\*\*

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

Diane and Hal Brierley  
Kate and Gerald Chertavian\*\*  
Jeanne Rosner and Jonathan Coslet^  
Barbara and Michael Eisenson\*\*  
Frances and John Galante\*\*  
Vicki and Geoffrey Gold\*  
Gray Foundation^  
Eve and Tony Guernsey\*  
Janice and Ralph James  
Diana and Todd Maclin^  
Arlene and Reuben Mark\*\*  
Ellyn McColgan^  
Jane and Joe McCuine  
David and Robin Nelson\*^  
Stacey and Paul Ollinger\*  
The Owens Foundation  
Erica and Ted Pappendick  
PDB Foundation\*^  
Phelan Family Foundation\*^  
Walker and Anne Poole^  
Martha and Paul Samuelson\*  
Binkley and Paula Shorts^  
John and Jill Svoboda  
Jose and Georgina Uboda  
Patty and Jim Voelker

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

Anonymous (2)  
Luddy Family Charitable Fund\*^  
Barbara O'Connor\*^

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

Anonymous  
Brittany Mantell and Matthew Berner\*  
Stephanie Dodson Cornell and Jamie Cornell\*\*  
Melissa and Trevor Fetter  
Irene and Lionel Harris\*\*  
Milton J. and G. Ronald Herd Charitable Fund^  
Judy Miner\*  
Liz and Scott Snyder

### Corporation & Foundation Pledges

#### \$10,000,000+

Ballmer Group\*  
Blue Meridian Partners

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

Crankstart Foundation^  
James Irvine Foundation\*\*  
Genesis Group\*\*

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

Anonymous^  
Facebook Inc  
Marcus Foundation  
Anonymous  
Bank of America Charitable Foundation\*\*  
Barr Foundation\*\*  
The Duke Endowment^  
The Jim Moran Foundation  
John M. Belk Endowment  
Prudential Financial^  
State Street Foundation\*\*  
United Continental Holdings Inc

#### \$500,000 - \$999,999

The A. James and Alice B. Clark Foundation\*  
The Bob & Renee Parsons Foundation  
Charina Endowment Fund^  
Crown Family Philanthropies\*\*  
Horace W. Goldsmith Foundation^  
Income Research + Management\*\*  
Robin Hood Foundation\*\*  
Tipping Point Community\*\*

#### \$250,000 - \$499,999

The Baupost Group LLC\*\*  
Finnegan Family Foundation\*\*  
Rhode Island Foundation\*\*  
Sobrato Family Foundation  
The Steele Foundation  
Strada Education Network^

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

Abell Foundation  
The Baird Foundation\*^  
Baltimore's Promise^  
Hazard Family Foundation\*  
The Lenfest Foundation^  
The Leon Levine Foundation^  
Liberty Mutual Foundation\*^  
Lloyd A. Fry Foundation  
M.J. Murdock Charitable Trust^  
The Morris and Gwendolyn Cafritz Foundation\*\*  
Nina Mason Pulliam Charitable Trust^  
Safeco Insurance Fund^  
Sartain Lanier Family Foundation Inc\*\*^  
UBS\*\*  
United Way of Metropolitan Chicago\*^

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

Anonymous^  
Eugene & Agnes E. Meyer Foundation\*^  
FAO Schwarz Family Foundation^  
The Franklin and Catherine Johnson Foundation  
Loeb Family Charitable Foundations\*^  
Leon Lowenstein Foundation  
Mayer and Morris Kaplan Family Foundation  
Stavros Niarchos Foundation  
Thrivent Foundation  
United Way of Metropolitan Dallas^

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

Citizens Bank\*\*^  
Grousemont Foundation  
The Mizuho USA Foundation Inc of Mizuho Americas^  
Norcliffe Foundation

^ Indicates pledge made in 2019

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

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



**OPPORTUNITY**  
 SOCIETY  
 Together We Will Close the Divide

## 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.

Launched in 2016, the Opportunity Society welcomes donors who give \$1,000 or more in a fiscal year. Investments made by society members enable Year Up to serve more young adults and support our resolute work to change systems, policies, and perceptions.

	MEMBER \$1,000+	BRONZE \$5,000+	SILVER \$10,000+	GOLD \$25,000+	PLATINUM \$50,000+	SAPPHIRE \$100,000+	DIAMOND \$250,000+
Recognition in Annual Report	+	+	+	+	+	+	+
Quarterly Updates	+	+	+	+	+	+	+
Special Invitations to Events and Graduation	+	+	+	+	+	+	+
Invitation to Local Group Tours		+	+	+	+	+	+
Student Impact Letter			+	+	+	+	+
Invitation to Donor Appreciation Event with Year Up Students & Staff				+	+	+	+
Invitation to Year Up Investor Call with Founder & CEO Gerald Chertavian					+	+	+
Invitation to Impact Tour with Year Up Executives						+	+
Personalized Stewardship and Recognition Opportunities							+



# 2019 OPPORTUNITY SOCIETY

The Opportunity Society welcomes individual donors and family foundations that give \$1,000 or more in a fiscal year.

## DIAMOND

### \$250,000+

Anonymous (2)  
Michelle and Robert Atchinson\*  
Abigail and Joseph Baratta\*  
Anita and Joshua Bekenstein\*\*  
Bhusri Fund  
Thomas and Lisa Blumenthal  
The Conlee Family Supporting Foundation\*\*  
Sandra and Paul Edgerley\*\*  
John Stanton and Terry Gillespie\*\*  
Elizabeth and Phillip Gross\*  
The Klarman Family Foundation\*\*  
One8 Foundation\*\*  
Melinda and Paul Pressler\*  
Linnea and George Roberts  
Carlos Rodriguez-Pastor  
Salem Family Foundation\*\*  
Barbara and Edward Shapiro  
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  
Kristine and John Bradley\*\*  
The Burton Family Foundation  
Michael and Mary Carpenter\*  
Stephanie and John Connaughton  
Andrew Cousin and Judy Toran Cousin  
Bill and Jacalyn Egan/Duniry Foundation\*  
Mary and Paul Finnegan\*\*  
Lise Strickler and Mark Gallogly Charitable Fund  
The Meg and Bennett Goodman Family Foundation\*  
Gray Foundation\*  
Katherine and William Green\*  
Janienne and Patrick Hackett\*  
Ann and Lee Hobson  
Kissick Family Foundation\*  
Jeannie and Jonathan Lavine\*  
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\*\*  
Kristin and Stephen Mugford\*  
Lyn and John Muse  
Marion and David Mussafer  
Kelli and Allen Questrom  
Ressler Gertz Family Foundation  
Bruce and Lori Rosenblum\*\*  
Simpkins Lee Foundation  
Gillian and Robert K. Steel\*  
L and J Weiner Foundation

## PLATINUM

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

Anonymous (2)  
Abrams Foundation\*\*  
Lydia and Bill Addy  
Valerie and Glenn Alger  
Sam and Angela Z. Allen\*\*  
Melora and Andrew Balson  
Batchelor Foundation  
Diane and Hal Brierley  
Bush Family Trust  
Byrne Family Foundation  
Jill A. Davis and Edward Conard\*

Catherine and John Debs  
Maureen and Timothy Dibble\*\*  
Robert and Terri Dimeo\*  
Nina and David Fialkow\*\*  
Frances and John Galante\*  
Hallie and Lenny Giuliano  
Eve and Tony Guernsey\*  
Brad Horwitz\*  
Barbara and Amos Hostetter\*  
Luddy Family Charitable Fund\*  
Susan and Stephen Mandel

Jessica and Chuck Myers  
Cheryl and John Neal\*  
Stacey and Paul Ollinger\*  
Lynne and Tim Palmer\*  
Marian E. Davis and David R. Parker Foundation  
PDB Foundation\*  
John and Amy Phelan Family Foundation\*  
Kirsten and Dwight Poler  
Paul Purcell  
The Paul and Anne-Marie Queally Family Foundation  
Kendra and Erik Ragatz\*\*

Ryan Family Foundation\*\*  
James and Chantal Sheridan Foundation  
Binkley and Paula Shorts  
Valerie and Guy Smallwood\*\*  
Diana Davis Spencer  
Dan Springer\*  
Barry Sternlicht\*  
Danielle and Brad Tilden  
Jose and Georgina Ubeda  
Patty and Jim Voelker  
Jennifer and Robert Waldron  
Tona and Robert White

## GOLD

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

Anonymous (4)  
Joseph and Nana Boateng\*  
Lynne Capozzi and Don Bulens\*  
Julie and Kevin Callaghan  
Eric and Ana Gegaj Cantor  
Mike and Alison Corkery\*  
Stephanie Dodson Cornell and Jamie Cornell\*\*  
Susan Crown\*  
Barbara and Michael Eisenson\*\*  
Judith, Holly and Katherine Favell\*  
Vicki and Geoffrey Gold\*  
Amanda Bennett and Donald Graham  
Ronald and Cynthia Gula  
Ellen Haude\*  
Brian McAndrews and Elise Holschuh  
Christine Kessler  
John and Susie King\*\*  
Tanya and Hudson La Force  
The Lamont Family Fund\*  
Barbara Mace  
Diana and Todd Maclin  
Tristin and Martin Mannion\*\*  
Edwin Marcial\*  
Arlene and Reuben Mark\*  
Jane and Joe McGuine  
Elizabeth and John McQuillan\*\*  
David and Robin Nelson\*  
The Owens Foundation OXL Foundation\*\*  
Erica and Ted Pappendick  
Cecelia and Dan Regis\*\*  
Jeanne and John Rowe  
Martha and Paul Samuelson\*

Mary Shannon and Dwight Scott\*  
Beverly Singh  
Elizabeth and Andrew Spokes\*\*  
Salli LeVan and Michael Steck\*  
Phil Fernandez and Daniel Sternbergh  
Diana and Steve Strandberg  
Van Otterloo Family Foundation  
Michael and Barbie Violi  
Amy and John Weinberg  
Kirsten Wolberg\*

## SILVER

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

Anonymous (3)  
Alicia and Tony Abbiati  
Linda and Magid Abraham  
Daniela and Darren Abrahamson\*  
Christine and Reuben Ackerman\*  
Alden Family Foundation  
Drs. Bharti and Narendra Amin  
Sig Anderman  
Scott and Jordan Arogeti  
Deborah and Stevie Baron  
Lily, Tom, and Zachary Beischer\*\*  
Gordon Bell  
Alan and Joyce Bender\*  
Kate and Kent Bennett\*  
Lauren and Gregg Bennett  
Frank Bisignano  
Blair Family Foundation  
Susan and Eric Boyd\*  
Peter Brennan  
Melody C. Barnes and Marland Buckner\*  
Artie and Sue Buerk  
Katie and Paul Buppenwieser\*\*  
Shannon and Tim Campos

Sharon Carson\*  
Lisa and Richard Cashin\*  
David Castellani  
Kate and Gerald Chertavian\*\*  
Margaret and Paul Chisholm\*\*  
Jeong-Jeong Chu  
Colucci Family Trust  
Jeanne Rosner and Jonathan Coslet  
Tracy and Lee Crump\*  
Kimberly and Brad Dimeo  
Reuben Donnelley  
John and Nancy Donnelly  
Colleen and Jeff Doran\*  
Janie and Peter Drittel\*  
Mike and Kathy Dunford\*  
Jamie and Jane Egasti  
Sean Kelly and Stephanie Egger  
Michael Elitzer  
Gina Catalano and T. Yates Exley  
Elizabeth and Michael Fascitelli  
Melissa and Trevor Fetter  
Mark and Lynn Filipski  
Lisa and Ted Fischer\*\*  
Edward G. Galante  
Jose Gervais\*\*  
Lynn and Bruce Gibson  
Carol and Don Glendenning  
Emily and Scott Golin\*  
Christine and Charles Grant\*  
Meg and Jamie Grant\*  
Green Family Foundation  
Beth and Larry Greenberg\*\*  
Sarah and Josh Greenhill\*\*  
Evelyne Rozner and Matt Griffin\*  
Michael Stone and Patricia Grodd\*  
Shacey Petrovic and Nate Gubin  
Cindi Hamm

Julie and John Hamre  
Trista Hannan  
Laurie Hart  
Leslie and Pete Higgins\*  
Fritz Hobbs\*  
Deb and Bob Horvath\*  
Ingalls Family\*  
The Jacobson Family Foundation  
Charu and Sushant Jain  
Janice and Ralph James  
Cindy and Andrew Janower\*  
Nathan Kaehler  
Elisabeth and Joshua Kanner  
Robert S. Kaplan  
Brenda and Mark Karhoff\*  
Michael and Erna Kerst Ledingham\*  
Leslie and William Lee\*  
Sandra and William Lehman\*\*  
Marjorie and Danny Levin\*\*  
Philip and Cindy Lewis  
Lindmor Fund\*  
Molly and Michael Manning\*\*  
Edward E. Matthews  
Mattoon Family Foundation  
Erin McMillan\*  
Murray Family Charitable Foundation  
Mr. and Mrs. Timothy G. McVay\*  
Wayne and Cindy Mincey  
Morgens West Foundation\*  
Jeff Muir  
Tonya Orme and Orhun Muratoglu\*  
Amy Nazimiec  
Barbara O'Connor\*  
Oristaglio Family Foundation  
The Ortega Foundation  
Tony and Debbie Parchment

Chris and Mary Elleen Patton  
Mindy and Keith Peden\*  
Walker and Anne Poole  
Matthew Quigley and Nina Bogosian Quigley  
Karla Rabusch  
Tara and Dan Rioux\*\*  
Cindy Robbins  
Rockwell Family Charitable Fund\*  
Thomas Romeo  
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My business career changed the trajectory of my life. Many people took a chance on me, taught me the rules to operate in a corporate environment, and offered me the opportunities to do fulfilling and challenging work. Year Up's rigorous program provides the same opportunity for motivated young adults who want to know the liberation and satisfaction a meaningful career can provide. **I am honored to be a part of it.**



**ELLYN A. MCCOLGAN**  
Year Up Florida Leadership Advisor



Ellyn McColgan at the Year Up Tampa Bay Bayside Chat

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# Darnell Barnes

## Year Up Chicago, Class of July 2015

Darnell Barnes, a Year Up Chicago 2015 alumnus, is lifting while he climbs. Darnell joined the Opportunity Society in 2019 and shares, "I come from a humble upbringing and found Year Up's resources exceptionally helpful in propelling my career. I intend to support the mission of improving our communities while I continue to give back. To know that I'm actively contributing to closing the Opportunity Divide through my contributions is humbling."



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“

My wife and I believe every individual deserves the right to a fair shot at achieving their life goals. Unfortunately, there are many barriers faced by segments of our society that make this difficult. **Year Up is very successful at helping so many individuals overcome one of those barriers, the Opportunity Divide.**

”

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# CORPORATE CHANGEMAKERS



Year Up’s Corporate Changemakers play a critical role in helping Year Up close the Opportunity Divide for young adults in this country. These employers understand that to best address the pervasive hiring challenges that impact their businesses, they must think differently about who is talented. Changemakers believe that Year Up is the key to unlocking diverse middle-skill talent, and they have demonstrated their commitment to our work through generous philanthropic contributions that create meaningful career and education pathways for talented young adults.

## 2019 CORPORATE CHANGEMAKERS

**BANK OF AMERICA** 

**THE BAUPOST GROUP**



GE Foundation



FUNDING LEVEL	BENEFITS
<b>Advocate</b> \$250,000 - 499,999	<ul style="list-style-type: none"> <li>Regular touchpoints and access to exclusive updates, including the Investor Newsletter and the Annual Investor Call with Year Up’s Founder and CEO, Gerald Chertavian</li> <li>Promotion on Year Up’s social media platforms – specifically Instagram, Facebook, and Twitter</li> <li>Logo on Corporate Changemakers spread in Annual Report</li> <li>Logo on Corporate Changemakers page on Year Up’s website</li> <li>Logo in Opportunity in Action and Opportunity Society newsletters</li> <li>Corporate Changemakers badge for use on member website</li> </ul>
<b>Trailblazer</b> \$500,000 - 999,999	<ul style="list-style-type: none"> <li>All Advocate benefits</li> <li>Framed award with recognition and investment impact</li> <li>Handwritten student or alumni letter for digital distribution to all employees</li> </ul>
<b>Innovator</b> \$1-1.49 MILLION	<ul style="list-style-type: none"> <li>All Trailblazer benefits</li> <li>Customized graduate spotlight</li> <li>Custom designed impact document</li> <li>Recognition at all Year Up graduation ceremonies nationwide</li> </ul>
<b>Visionary</b> \$1.50-1.99 MILLION	<ul style="list-style-type: none"> <li>All Innovator benefits</li> <li>Speaking opportunity for company executive at a Year Up event</li> <li>Feature with photo on Year Up’s website</li> </ul>
<b>Vanguard</b> \$2 MILLION+	<ul style="list-style-type: none"> <li>All Visionary benefits</li> <li>Year Up senior leader speaking engagement at company event</li> <li>Tailored volunteer engagement opportunity for company employees</li> <li>Company dedicated page on Year Up’s website with photos and partnership impact details</li> <li>Annual Report feature in dedicated section</li> </ul>

Corporate Changemakers are recognized for their full investment in each year of the grant period.

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All institutional investors giving \$1,000 or more are recognized for the total payment made in 2019.

<b>\$1,000,000+</b> Anonymous Ballmer Group* Blue Meridian Partners Crankstart Foundation Facebook Inc James Irvine Foundation** Jenesis Group** Salesforce.org*	Tipping Point Community** TK Foundation Verizon Foundation Wells Fargo Foundation**	<b>\$50,000-\$99,999</b> Anonymous* Abell Foundation Arakawa Foundation Aradian Investment The Atlanta Women's Foundation Crystal Trust Diana Davis Spencer DTCC Eaton Vance** Eugene & Agnes E. Meyer Foundation* Foundation for Agnosticism and Meritocracy Harman Family Foundation Hazard Family Foundation* Highmark Blue Cross Blue Shield Kaiser Foundation Health Plan of Georgia Inc** The Leon Levine Foundation Lloyd A. Fry Foundation Loeb Family Charitable Foundations* Mabel Louise Riley Foundation Nick and Michele Keller Family Foundation Nina Mason Pulliam Charitable Trust PayPal Inc Pluralsight ONE Fund PricewaterhouseCoopers (PwC) Charitable Foundation Rhode Island Foundation** S. 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Year Up's arrival in Charlotte positions our homegrown talent at the center of the hiring strategies of local businesses. By connecting young adults to training and education beyond high school, placing them in paid internships with corporate partners, and supporting them on the pathway to higher education and living-wage careers, **Year Up is helping us increase economic mobility in our community.**



**MC BELK PILON**  
President and Board Chair,  
John M. Belk Endowment

## DONOR SPOTLIGHT

# John M. Belk Endowment

Founded in 1995, the John M. Belk Endowment is committed to ensuring that all North Carolina residents have access to postsecondary educational pathways. The Endowment provided essential capital and connections to the Charlotte community that gave Year Up the credibility required to execute a successful site launch in 2019.



MC Belk Pilon and Year Up Charlotte Cohort 1 student, Medhanie Ghebrekidan

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**The Santander Consumer USA Foundation is proud to partner with Year Up in closing the Opportunity Divide! We look forward to building a more engaged relationship and sharing with others who may benefit from partnering with Year Up.**



**SUZANNE MASSEY**  
 Vice President, The Santander Consumer USA Foundation



Santander Consumer USA Foundation presenting a check to Year Up Dallas/Fort Worth staff and young adults.

DONOR SPOTLIGHT

**The Santander Consumer USA Foundation**

A supporter since 2006, The Santander Consumer USA Foundation made a significant investment in 2019 to support capacity building at the Year Up Dallas/Fort Worth site and to help launch the Year Up East Valley site in Mesa, Arizona. In addition, the foundation staff have been directly involved with Year Up students through guest speaking and volunteerism.

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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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Interiors, Inc.

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Pastor, St. Joseph Catholic  
Church

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Rollins, Inc.

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Kaiser Permanente

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Career Builder

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Google

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Retired SVP, Genuine  
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Experiences, CBS Radio

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Founder & CEO, Urban Philly  
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Technologies Group

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Adecco Group North America

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The Carlyle Group

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CEO, Association of Corporate  
Citizenship Professionals  
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Officer, Citi

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Investment Executive, Bank  
of America

**Lisa Neuberger**  
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Innovation, Accenture

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Founder, Upstart Connectors

**Xavier Riley**  
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**Ernest Logan**  
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Equity Partners, Inc.

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Beanstalk

**Colleen Taylor**  
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Wells Fargo

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Innovation

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SVP, HR and Community Affairs,  
Legal, Lifespan

**Jill Andy**  
SVP, Human Resources, Amica

**Mark Cousineau**  
VP, Middle Market Commercial Banking, Wells Fargo

**Barbara Goldner**  
Licensed Independent Social Worker, HAWK & hummingbird Holistic Healing

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**Meghan Hughes**  
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**Alberto Irizarry**  
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**Jessica Nunez**  
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Health Policy Director, Rhode Island Department of Health

**Paul Salem**  
Co-Founder & Senior Managing Director, Providence Equity Partners

**Donna Sams**  
Partner, Spencer Consulting Group & Co-Founder, Center Change

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Speaker, Author, & Civic Engineer, X-Bachs LLC

**Joseph Boateng**  
CIO, Casey Family Programs

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VP, Environment, Health & Safety, Boeing

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Associate Technical Analyst, BECU & Year Up Puget Sound Alum

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Consultant

**Charu Jain**  
CIO, Alaska Airlines

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**Judy Runstad**  
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SVP, Expeditors

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**Nilda De Boyrie**  
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SVP, General Counsel, Miami Dolphins

**Licenia Rojas**  
SVP, Unit CIO, American Express

**Josselyn Ruiz**  
Programmer Analyst, American Express & Year Up South Florida Alum

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Bank of the West

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Senior Director of Global Product Operations, Rodan + Fields

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Founder & Owner, EMH Financial Services LLC

**Rodrigo Ortiz Gomez**  
SVP, Bank of America Merrill Lynch

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Talent Pipeline Manager, Graphic Packaging

**Brandon Casteel**  
Vice President of Sales, CareerBuilder

**Dr. LaToya Griffin**  
Founder, Secret Miracles Foundation

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Sr. Real Estate and Construction Manager, AT&T

**Tony Maclin**  
Analyst, Financial Planning and Analysis, IDI Logistics

**Jon Mayeske**  
Managing Director, Cushman & Wakefield

**Joshua McAfee**  
Partner & Co-Founder, Headway Platform

**Glenn Newman**  
Diversity & Inclusion Program Manager, VMware

**Nicole Rodgers**  
Procurement Commodity Manager, UPS

**Rodney Sanders**  
SVP, Market Credit Executive, PNC Bank

**Thomas Smith**  
PR Consultant

**Tyre Sperling**  
Communications Manager, The Coca-Cola Company

**Justin Whitehead**  
Sr. Director of Professional Services, Equifax

**Lyn Wilson**  
Quality Assurance Analyst, Randstad

**Stacy Woods**  
Instructional Designer, UPS

**Greater Boston**

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Senior Compliance Associate, Bain Capital

**Matthew Berner**  
Principal, Berkshire Partners

**Luis Echeverri**  
Director of Insurance Management, Enel Green Powers

**Crisandra Gray**  
Operations & Grants Management Associate, Strategic Grant Partners & Year Up Greater Boston Alum

**Mac Grayson**  
Principal, Harbour Vest

**Kevin King**  
Principal, General Catalyst

**Troy Lieberman**  
Associate, Nixon Peabody

**Alison McClearn**  
Consultant, Breakaway

**Hannah Miller**  
Management Consulting Manager, Accenture

**Magan Munson**  
President, Onward Consulting

**Fred Mutsinzi**  
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**Ben O'Connor**  
VP, Providence Equity Partners

**Scott Perry**  
Partner, Endowments and Foundations, NEPC

**Ruzanna Queenan**  
Financial Advisor

**Christina Reale**  
Independent Finance & Wellness Consultant

**Gerrick Rodrigues**  
Senior IT Management Consultant, Neighborhood Health Plan

**Daniel Smith**  
Head of Growth and Retention, ButcherBox

**Rhode Island**

**Marilyn Dimson-Doyle (Chair)**  
Organizational Consultant & Personal Development Coach

**Dave Comella**  
Chief Information Officer, Blue Cross Blue Shield of Rhode Island

**Rob Crain**  
SVP, Sales and Marketing, Pawtucket Red Sox

**Kevin Gallagher**  
Senior Deputy Chief of Staff, Office of Governor Gina Riamondo State of Rhode Island

**Timothy Groves**  
Director of Development & Partnerships, Coalition for Access, Affordability, and Success

**Mo Lopez**  
SVP of Transaction Processing, Citizens Bank

**Brendan Meenan**  
IT Deployment Analyst, Fidelity Investments

**Jodie Neville**  
Licensed Realtor, RE/MAX

**Jerry O'Connell**  
Senior Director, Client Services, Fidelity Investments

**Amy Oliveira**  
Senior Director Enterprise Pharmacist Talent Acquisition, CVS Health

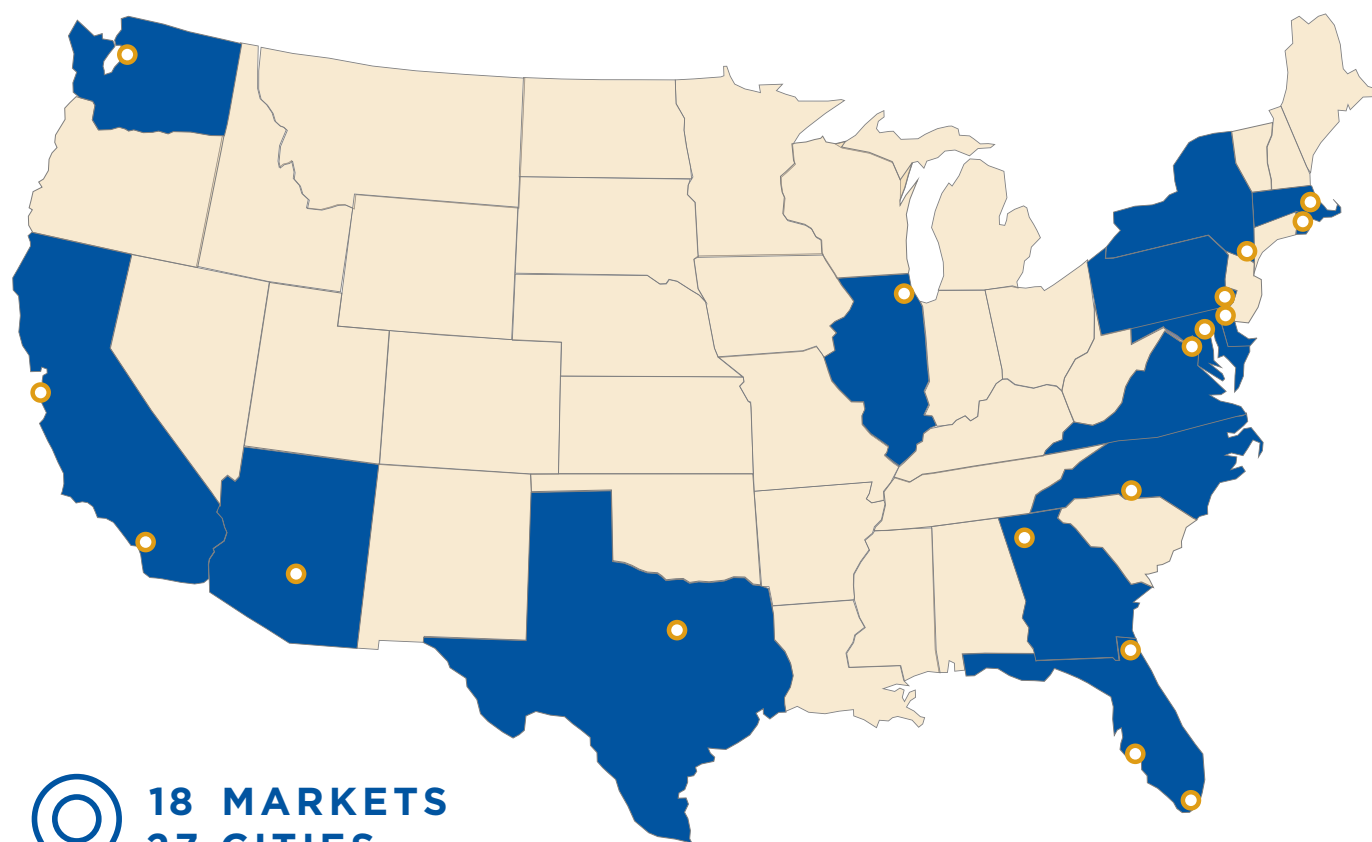
**Michelle Saunders**  
Senior Manager Learning Solutions, Global Talent Development, IGT

**Kasim Yarn**  
Director, Rhode Island Office of Veteran Affairs





# YEAR UP LOCATIONS



**18 MARKETS**  
**27 CITIES**  
**33 CAMPUSES**

## Year Up Arizona

### Central City Campus

1245 E Buckeye Road,  
 Room A166  
 Phoenix, AZ 85034

### East Valley Campus

Southern New Hampshire  
 University  
 1255 West Baseline Road  
 Mesa, AZ 85202

## 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

Central Piedmont  
 Community College  
 1141 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

### Lynn Campus

North Shore Community College  
 300 Broad Street  
 Lynn, MA 01901

### Roxbury Community College Campus

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

## 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 | New Jersey

### BMCC Campus

70 Murray Street, M1415  
 New York, NY 10007

### HCCC Campus

Hudson County Community College  
 168 Sip Avenue, Room D212  
 Jersey City, NJ 07306

### 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

### SCC Campus

Seattle Central College  
 1701 Broadway, 2BE Room 1128  
 Seattle, WA 98122

### Seattle Campus

2607 2nd Avenue  
 Seattle, WA 98121

### SSC Campus

South Seattle College  
 6000 16th Ave SW, TEC 120  
 Seattle, WA 98106

## 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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