



POWERING THE MOVEMENT

2020 ANNUAL REPORT

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2020 Annual Report

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DEAR FRIEND,

Thank you for your continued investment in our mission. Together, we have served more than 30,000 young adults over the past 20 years and will continue to fulfill our vision of closing the Opportunity Divide.

2020 was a historic year for our country and our organization. The COVID-19 pandemic and the reckoning with racial injustice reshaped how we serve young adults. Year Up embraced its role to innovate and adapt, working to scale



Gerald congratulates Year Up Greater Boston students for finishing the Learning & Development phase and wishes them well on their internships. He left them with an inspiring reminder: the steps they take now will pave the way for the next generation of leaders, and their participation in Year Up moves the needle toward closing the Opportunity Divide.

our offerings for more individuals—because every young adult has potential and deserves opportunity and economic justice. **You helped us establish a historic proof point around the impact of investing in Opportunity Talent, demonstrating the largest increase in wages for any youth workforce program ever studied.** We continue to build from there. Moving forward, Year Up will scale our model and use technology-enabled solutions in ways that can ultimately serve tens of thousands every year.

In our first 20 years together, we have built one of the largest non-profits that provides underserved young adults with access to meaningful careers in the Fortune 500. But closing the Opportunity Divide will not be accomplished solely by hiring those who have not had access and opportunity in the past. **We must intentionally work to address the systemic racism and unconscious bias that continues to deny opportunity.** To that end, we're working with employers to rethink their employment practices to be more equitable and inclusive.

One of the silver linings of 2020 was **supporting the launch of OneTen, America's largest corporate commitment to hire and advance Black Americans.** It was an honor to contribute twenty years of learning to the development of something so necessary for our nation. To further support our ability to do this work externally in a relevant and authentic way, we are applying the same lens internally to become an anti-racist organization.

We know our country can be better while creating more equitable and inclusive work environments, but we need your help. Your belief transformed into opportunities for tens of thousands of young adults and, through their families and communities, for hundreds

of thousands more. **Together, over the next 20 years, we will show that your support can lead to impact for millions.**

We hope the following pages give you a better sense of what we do, how we do it and the importance of accelerating and expanding our impact. Please know how much your support and engagement means to our organization and our ability to provide the runways that our young adults need to take off.

Thank you for being on this journey, and be well.



Gerald Chertavian
Founder & CEO



2020: LEARNINGS & OPPORTUNITIES

Every year has its surprises, but no one was prepared for 2020. As the COVID-19 pandemic disproportionately impacted the communities that Year Up serves, we ensured that each of our more than 4,100 students was kept safe, supported, and given the tools to succeed.

Most importantly, that meant transitioning to a virtual environment. Year Up kicked off this virtual switchover in March, with our IT team working swiftly to ensure that students had access to wi-fi, functioning computers, and programs such as Zoom. While Year Up had experimented with online material and instruction in the past, the virtual transition proved surprisingly smooth and yielded positive revelations: **the experiences of 2020 hint that digital learning experiences create beneficial outcomes for Year Up students.**

The virtual environment also trained students to become adept in navigating online workplaces, from attending virtual meetings to managing remote assignments. Moving forward, Year Up will incorporate **hybrid programs** (merging in-person programming with digital) in some markets.

We were not only challenged by COVID-19, but the country's systemic inequalities and entrenched racism were laid bare. As many employers begin to seriously consider their roles as leaders in the fight for racial

and economic justice, Year Up leveraged our strategic corporate relationships to champion change across industries and guide companies to embrace and operationalize policies and practices that elevate Opportunity Talent into meaningful careers. Through our direct service program and systems change work, including our involvement with OneTen, **Year Up will continue to attack systemic prejudices at their roots** by actively working to eliminate inequities and connecting Opportunity Talent to onramps for financial and career mobility.

As young adults struggled with growing racial inequality and the pandemic's real-life impacts, **Year Up increased funds for direct cash payments to provide students with emergency funding for basic needs,**

“

The Year Up partnership regularly provides us high quality, disciplined, and reliable staff resources. The graduates that join us as interns stay on as permanent staff often enough that we include the program as part of our overall talent management strategy. **The recent group of 2020 interns were irreplaceable in our organizations' shift to working remotely.**

”

RONALD S. CHANDLER
CIO, Harvard Business School

offered additional support and coaching, and continued our 24/7 Alumni Assistance Program. These initiatives were supported by our many generous donors. We were encouraged by the increase in corporate philanthropy and the number of companies that set up **Employee Giving Campaigns to support Year Up** in which staff came together for a cause they believe in, multiplying their impact.

In 2020, Year Up faced some of the greatest obstacles in its organizational history. However, by working through them, standing strong in our commitment to racial and economic justice, and supporting our young adults, Year Up persevered. With a quick response to these challenges and a steadfast commitment to program quality, we surpassed our revised fall 2020 enrollment goal. We will carry these lessons and experiences into a bigger, bolder 2021, as we continue working to close the Opportunity Divide.



POWERING THE MOVEMENT

Year Up hosted its 20th Anniversary Powering the Movement Event in September. During the virtual program, over 1,000 Year Up supporters, partners, students, staff, and alumni reflected on 20 years of catalyzing a movement for economic and social justice. The evening was filled with alumni voices and featured a fireside chat between Durrell Washington, Year Up graduate and PhD student at the University of Chicago, and Bryan Stevenson, Executive Director of the Equal Justice Initiative and author of *Just Mercy*.



“

2020 has been a challenging year. But **you stuck with us and fought alongside us to not only sustain but to advance our mission.** We will continue to scale and evolve our program to serve more deserving young adults, and build the capacity to work with and through others, dramatically increasing the number of young adults who gain access to opportunity.

”

GERALD CHERTAVIAN

Year Up Founder and CEO, addressing the Year Up community during the Powering the Movement Event

20 YEARS OF IMPACT



22
Students Served
in Boston in 2001



4,100
Students Served
Across the Country
in 2020 Through
Our Direct Service
Program



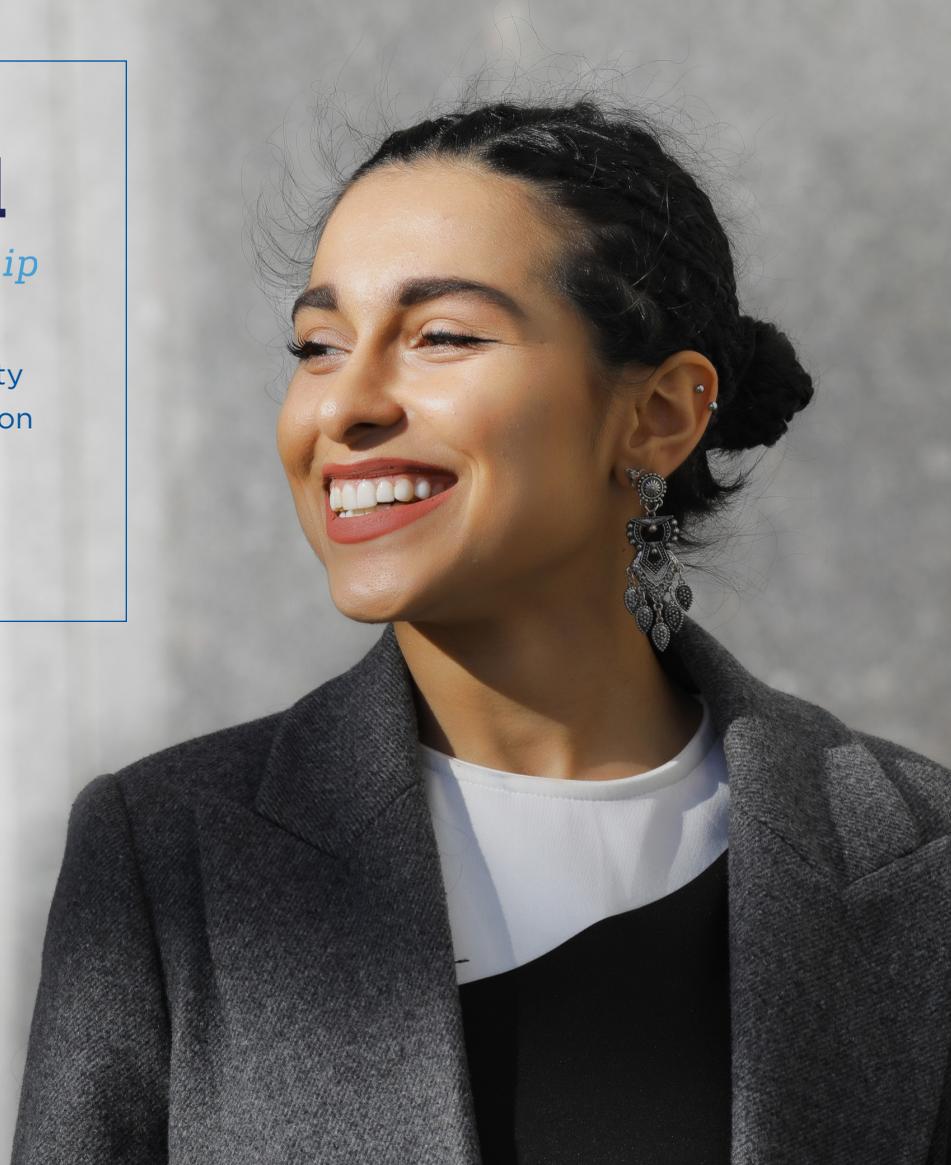
30,000+
Young Adults
Served Directly Since
Our Founding in 2000



BainCapital

Community Partnership

Thank you to Bain Capital Community Partnership for supporting our mission throughout the years and being the Premier Benefactor of our Powering the Movement Event.



BUILDING ON STRATEGIES FOR SUCCESS & SCALABILITY

In 2020—the year we faced a historic reckoning with racial justice and a pandemic erased nearly 10 years of progress reducing youth disconnection—Year Up charted our next 5-year plan to maximize our impact on the Opportunity Divide and create pathways to opportunity at broad scale through three strategic priorities.

PRIORITY 1:

Serving Students and Alumni Directly

We must leverage expertise and learnings to strengthen Year Up's proven program model and inform new programmatic models that deliver on our commitment to strong outcomes. Two strategies achieve this: deliver quality, demand-driven program and evolve program offerings.

In 2020, Year Up worked to maximize students' career readiness and better serve students and employers through partnerships and responsive innovation. We deepened partnerships with Pluralsight, LinkedIn Learning, and Rosetta Stone to increase student access to skills as well as **industry-recognized credentials and certifications** through partnerships with Scrum.org and Tableau.

We collaborated with employer partners to pilot new training curriculum and partnered with **Southern New Hampshire University** to broaden our reach through a variation of our community college model. **This competency-**

based program pilot provides an accelerated, personalized pathway to an associate degree alongside Year Up training, coaching, and internships.

To evolve our offerings and test the viability of alternate approaches, Year Up designed and launched the 7-month **Flexible Model pilot**—a three-month primarily virtual, self-paced learning phase and a four-month corporate internship.

PRIORITY 2:

Empowering Others to Serve

While our focus on optimizing talent placement and empowering employers to better serve Opportunity Talent is not new, it wasn't until 2020 that we formalized this new talent ecosystem work as its own strategic priority.

YUPRO continued to help our growing alumni network secure quality jobs, boasting the highest average wage to date at \$26/hour and providing more than 230 hours of coaching. **YUPRO's Pathways at Work**—which delivers targeted coaching and upskills Opportunity Talent to improve contract retention, enable advancement, and increase conversions to permanent jobs—earned a 2020 American Staffing Association Elevate Award. **Career Labs**—a 40-hour professional skills bootcamp based on Year Up methodology—fast-tracked

The OneTen Coalition



In June 2020, a group of executives, including Ken Frazier, CEO of Merck, and Ken Chenault, former CEO of American Express, sought Year Up's input on a plan to launch a CEO-led coalition to drive greater racial equity and economic mobility through employment. Merck and nearly 40 member companies **committed to creating 1 million new career opportunities for Black Americans in the next 10 years**. Year Up and Grads of Life provided critical input to help inform the coalition's approach. OneTen officially launched in December 2020, and Grads of Life serves as the subject matter expert, working in partnership with Bain to design and co-facilitate OneTen's Community of Practice. We are proud to recognize **Merck** as a Corporate Changemaker at the Vanguard level for its role in launching and leading this important movement.

the development of a virtual delivery model and served more than 1,000 Opportunity Talent through its modular curriculum, which will inform future initiatives.

To support our talent ecosystem work and connect more Opportunity Talent to quality jobs, we created the **Scalable Solutions team**, which will identify ways to build a strong supply of career-ready talent and create solutions that enable training providers to prepare talent to meet employer expectations.

PRIORITY 3:

Changing Systems to Close the Opportunity Divide

Closing the Opportunity Divide means addressing systems that perpetuate it—shifting perceptions and exclusionary practices, and advocating for new policies. Within this priority, we cemented two strategies: advise employers on talent practices and mobilize an Opportunity Employer Movement.

Through **Grads of Life's advisory work**, we help employers create and implement talent strategies that promote equal opportunity, racial equity, and economic mobility. Building on Year Up's role in **Blackstone's Career Pathways Initiative**—which seeks to expand traditional talent pools across portfolio companies—Grads of Life helped portfolio companies assess their practices to maximize inclusion. Grads of Life also partnered with **Providence Strategic Growth** to educate its portfolio companies' executives on systemic racism and with the **U.S. Chamber of Commerce Foundation** to incorporate an Opportunity Talent-focused component into their Talent Pipeline Management Initiative. Our second strategy involved providing critical input to **OneTen**, the CEO-led coalition committed to creating one million new career opportunities for Black Americans over the next decade

EVALUATING OUR IMPACT

In 2020, Year Up continued rigorous testing of our direct service program to measure our impact and improve future outcomes, while deepening research partnerships that better enable us to serve Opportunity Talent and employers at scale.



pymetrics has helped companies match nearly a million candidates to well-fitting jobs, improving candidate and company satisfaction, hiring and matching efficiency, and increasing retention. Year Up is our first workforce development program partner, and **we're excited to work with them to translate the great results we've achieved in corporate settings into meaningful social impact that benefits their talented program participants and employers, providing economic empowerment for all.**

MARTINE CADET

Head of Social Impact, pymetrics

To further our mission of closing the Opportunity Divide, Year Up and Grads of Life are working with AdeptID, a social-impact venture using machine learning to improve job mobility and economic inclusion, to help our employer partners highlight middle-skill and steppingstone job offerings that present career

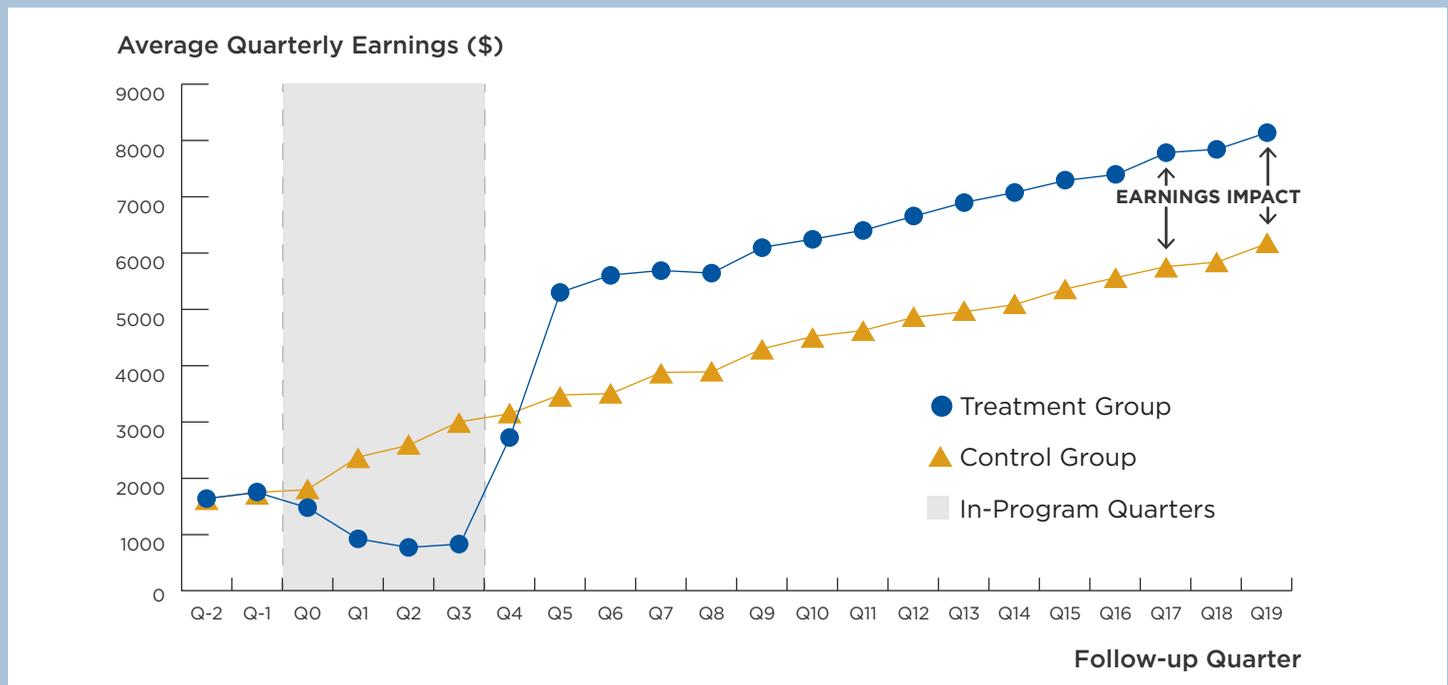
opportunities for Opportunity Talent. We are also building benchmarking tools to help employers track their progress toward adopting equitable talent practices, including but not limited to practices that support the hiring, advancement, and retention of Opportunity Youth.

We've also partnered with pymetrics, a talent matching platform that leverages soft skills data and ethical AI to help organizations better understand their workforce—while accurately matching talent to the right roles. We're studying how assessment of program applicants' behavioral traits—related to cognitive, social, and emotional attributes derived from decades of neuroscience and psychological research—can strengthen how Year Up matches program applicants to unique opportunities. Throughout 2021, Year Up applicants, participants, and alumni in certain cities will complete the pymetrics exercises administered online. These data are linked to experiences before, during, and after the Year Up program to understand how behavior traits relate to outcomes over time, so we can better anticipate and target program and internship supports.



PACE Evaluation

The Pathways for Advancing Careers & Education (PACE) evaluation is a federally-sponsored, large-scale randomized controlled trial. The latest report examined outcomes four years post-graduation and found that **Year Up's earnings impact continues to be the largest reported to date for workforce programs**. Average earnings for those in the Year Up cohort were 34% higher than for those in the control group, with **average annual gains of nearly \$8,000**. Additionally, new findings prove that Year Up's benefits to society far exceed its costs. Abt Associates' conservative cost-benefit analysis concluded that **every \$1 invested in Year Up has a return of \$1.66**. **At scale, that means a \$100 million investment in Year Up generates \$166 million benefit to society**. The PACE study shows that the earnings impact of job training for young adults is sustainable and has broader societal benefits when delivered effectively with the right support services and interventions.



In our experience, there are very few market-leading, employer-facing initiatives that work as deeply with companies to strengthen equitable talent practices as Grads of Life does. There are very few programs that measure and achieve high-quality employment results like Year Up. **The insights and data created by both of these organizations promote exactly the sort of outcomes-based, transparent relationship between training and employment that AdeptID's recommendation engine is designed to support.**



FERNANDO RODRIGUEZ-VILLA
CEO, AdeptID

DIVERSITY, EQUITY, & INCLUSION

The disproportionately devastating COVID-19 pandemic, George Floyd's murder at the hands of police, and the ensuing racial justice protests significantly impacted the people of Year Up and the organization itself. These events tested—and stretched—our resilience and shaped our organization's responses and actions.

Year Up continues to mourn George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, Eric Garner, Michael Brown, Trayvon Martin, and everyone harmed or killed by systems of white supremacy. In June, we announced **our solidarity with the Black Lives Matter movement and committed to embarking on the path to becoming an antiracist organization.**

When we **reevaluated our DEI plan to recommit to racial equity and long-term sustainability**, we revised our path forward to include three critical components: immediate actions, leadership activation, and a focus on Year Up's systems and structures.

Partnering with the **Racial Equity Institute**, Year Up people managers completed a two-day workshop that uses a comprehensive historical, cultural, and structural analysis of racism in the U.S. to help participants better understand race. Managers gained a

shared language around racism and a clearer understanding of how institutions produce unjust and inequitable outcomes. Now, all staff are required to participate in this training.

For the first time, Year Up officially recognized **Juneteenth** (June 19), the date of the emancipation of millions of enslaved Black people in the U.S. We offered the community a day to disconnect from work and engage with educational information to support their learning journeys. Juneteenth will continue to be a day of reflection at Year Up.

In dedication to our responsibility to become an antiracist organization, the DEI team launched the vision for our **Antiracism Activism Group** and solicited applications for our **Change Team Fellowship**. The Change Team will act as facilitators and organizers of the Antiracism Activism Group, providing clear and actionable guidance and catalyzing engagement throughout the organization.

To drive Year Up's DEI agenda through inclusive talent practices, **Grads of Life conducted an internal opportunity employer review that analyzed** talent representation data, human capital practices, and culture survey results. This review helped uncover Year Up's strengths and opportunities, as it continues its journey to becoming an

2020 DEMOGRAPHICS



STAFF RACE & ETHNICITY

59%

BIPOC Org-wide
Representation

46%

BIPOC Director+
Representation

55%

BIPOC Representation
Goal

ALL STAFF GENDER

68%

Women

31%

Men

1%

Unspecified

DIRECTOR+ GENDER

71%

Women

29%

Men

STUDENTS

91%

BIPOC
representation

42%

Women

58%

Men

STAFF ALUMNI REPRESENTATION

6.8%

Year Up Alumni
on Staff

10%

Alumni
Representation
Goal

antiracist organization. The findings will guide leadership as they advance DEI goals to improve inclusive recruitment practices, equitable promotion practices, and representation across the organization.

In 2021, we will double down on our plan to **enhance transparency, evaluate talent practices, assess student outcomes, elevate racial equity, and accelerate DEI learning.**

We will address our growth areas head-on, focusing specifically on the development and advancement of Black, Indigenous, and People of Color. We'll work to hold our leaders accountable and ensure that diversity, equity, and inclusion are as central to our organizational culture as our core values.

CORPORATE PARTNERSHIPS

In 2020, despite companies everywhere being prompted to make tough business decisions, address new challenges, and shift operations, our corporate partners' support was unwavering—collaborating to deliver strong partnership outcomes, develop and test new approaches, and help build a more equitable and diverse future of work.

Our partners not only stood by Year Up when access to opportunity mattered most, but they learned, pivoted, and persevered right alongside us—enabling us to quickly adapt to a new virtual environment and ensure our hardworking young adults were still fully supported on their path to a meaningful career.

Some of our partners even looked at this year as an opportunity to expand our partnership. **Bank of America** hosted more than 500 interns—our highest annual commitment to date; **Salesforce** increased their commitment by nearly 60 additional interns; **Citizens'**

number of interns almost doubled year-over-year; and **JPMorgan Chase** increased their annual number of interns by 80% in 2020.

We also developed and piloted training solutions in partnership with our corporate partners, preparing young adults for a broader array of in-demand careers. These included launching a **HRIS Administration training pilot** with Workday to prepare students for HRIS Analyst roles as well as a **Mechatronics training pilot** in partnership with Micron Technology to prepare students for the rapidly growing field of mechatronics engineering. We also launched a Platform Operations & Support training pilot, leveraging Amazon's proprietary **AWS re/Start program** to prepare students for entry-level cloud roles—a career pathway in high demand across our partners.

Continuing to play an integral role in the Opportunity Movement, our partners doubled down on broader efforts to advance

“

Supporting skills-based hiring and creating economic opportunity for all is more important than ever, as COVID-19 has widened the opportunity gap for under-represented talent. **We are grateful for the opportunity to support Year Up through our Opportunity Onramps program**, which allows us to tap into a pipeline of talented individuals from diverse, nontraditional backgrounds, who bring new skills and perspectives that fuel innovation.

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CARRIE VAROQUIERS

President, Workday Foundation and Vice President, Global Impact & Employee Life, Workday

PARTNERSHIP IN ACTION



5+

Corporate
Partners hosted
75 or more
interns

10+

Corporate
Partners hosted
50 or more
interns

20+

Corporate
Partners hosted
30 or more
interns

35+

Corporate
Partners hosted
20 or more
interns

60+

Corporate
Partners hosted
10 or more
interns

economic opportunity and mobility. **LinkedIn** piloted a program that matches our young adults with a professional mentor via their social application to provide coaching and networking opportunities. **Workday** used their platform at the Workday Charity Open to challenge the golf community to “Close the Opportunity Gap”—raising funds for and increasing awareness of Year Up. Hundreds of volunteers from Amazon’s Black Employee Network engaged our young adults through guest speaking, lunch-and-learns, and mock interviews; and through the generosity of employee contributions matched by **Amazon**, we received our largest staff-led gift to date at \$1.23 million.



JPMorgan Chase is committed to economic equality and vitality in our cities and communities. Our long-standing relationship with Year Up is one way we bring that to life. **The young people coming out of the Year Up program are motivated, trained professionals, and they’re an important source of talent across our firm.**



TOM HORNE

Delaware Market Leader, Head of Card Operations, and Year Up Program Executive Sponsor, JPMorgan Chase



3700+

Virtual Internships

2020 interns supported by Year Up and its corporate partners in virtual internships



1990+

Graduates Employed

2020 graduates employed in full-time, Year Up training-aligned roles within four months of program completion.

ADVANCING THE ALUMNI MOVEMENT

In 2020, we passed a milestone with the graduation of our Summer cohort — 20,000 alumni in 20 years! Alumni continue to be deeply committed to the strategy they developed, the Alumni ACT: **Advance** in careers and education; **Contribute** to Year Up's success; **Take action** in the Opportunity Movement.

A ADVANCE

To adapt to the COVID-19 pandemic, we adjusted our programming to meet alumni needs safely. We held **81 virtual events** at the local and national levels, culminated by the **National Alumni Summit** that engaged more than 1,500 alumni. Alumni Relations increased emphasis on job search resources and training for those impacted by COVID-19 and awarded 44 emergency grants for extreme cases. More than 3,200 alumni accessed resources.

C CONTRIBUTE

In 2020, **alumni referred more than 900 new students** to the program. Alumni also advocated for funding for Year Up from their employers that totaled **\$274,000**.

T TAKE ACTION

Alumni continue to use their voices to close the Opportunity Divide. Bay Area alumna Beija Gonzales successfully ran for the Oak Grove CA School District Board of Trustees, where she was educated and for which her father was a bus driver for more than 20 years.

Voting in state and national elections was a priority for alumni, with 557 alumni engaged through the YUVotes campaign. The campaign featured videos from alumni like Andre Carroll,



As part of the YUVotes campaign, Year Up Philadelphia graduate Andre Carroll created a video encouraging alumni to vote.

"...because of law changes in the 90s, my father spent the first 22 years of his life behind bars...This year, I urge my fellow alumni across the country to use your voices to change the laws that create inequality..."

Year Up Philadelphia (2016), who spoke passionately about why voting was important to them.

Alumni-to-alumni support grew considerably, with alumni establishing funds and offering free consulting services and training to other alumni.

Meanwhile, New York alumna Denise Flores (2019) was one of three young adults to tour the US with Roadtrip Nation, which aired on PBS in July 2020 and reached 66,547 households in 92 markets.



Brandon Lovell

Brandon Lovell, Year Up New York (2010), graduated from Harvard Business School in 2020. As an advocate for more diversity at HBS, he organized a visit for students from the South Bronx, broadening their perspectives and building their confidence. “That’s what I’m excited about — fostering change for students,” said Brandon. “There’s a community that has hovered and prayed over me — that’s why I’m here. I know I’m not unique. More people can do this if given the opportunity.” Now he hosts the *Executive Interview Series* in which he discusses diversity in business with prominent executives.



The documentary series *Roadtrip Nation: To Be Determined* featured three workforce development program alumni, including Year Up alumna Denise Flores (pictured left), highlighting the skills and value these talented young adults bring to the workplace and to the world.

PRESS & MEDIA

MEDIA SPOTLIGHT

The New York Times

THE WALL STREET JOURNAL.

Forbes



AMERICAN BANKER.

FINANCIAL TIMES

FORTUNE

BUSINESS INSIDER



1.2K

Local & National
Media Mentions in
2020



1.6B

Estimated earned
audience across print,
online, and broadcast
media



In June, Merck Chairman & CEO Ken Frazier spoke about Year Up in the CNBC segment *Job training program aims to close racial economic divide*.

2020 FINANCIAL STATEMENT

STATEMENT OF ACTIVITIES IN MILLIONS	2020	2019	2018	2017
REVENUE				
Contributions	\$78.0	\$89.1	\$82.4	\$76.7
Program Service Fees	\$87.6	\$82.3	\$69.7	\$56.7
Other Revenue and In-kind	\$8.2	\$2.9	\$0.7	\$2.1
Total Revenue	\$173.8	\$174.3	\$152.8	\$135.5

EXPENSES				
Program Services	\$132.7	\$142.2	\$124.8	\$106.0
General and Administrative	\$19.5	\$19.1	\$15.1	\$12.1
Fundraising	\$8.7	\$10.4	\$10.2	\$9.9
Total Operating Expenses	\$160.9	\$171.7	\$150.1	\$128.0

Change in Net Assets	\$12.9	\$2.6	\$2.7	\$7.5
Total Net Assets at End of Year	\$109.9	\$97.0	\$94.4	\$91.7

REVENUE MIX	2020	2019	2018	2017
Fundraising	45%	51%	54%	50%
Program Service Fees	50%	47%	45%	37%
Other Revenue and In-kind	5%	2%	1%	1%

FUNDRAISING MIX	2020	2019	2018	2017
Individuals	36%	41%	30%	39%
Foundations	43%	51%	59%	56%
Corporations	20%	7%	10%	4%
Government	1%	1%	1%	1%

EXPENSES MIX	2020	2019	2018	2017
Program Services	83%	83%	83%	83%
General and Administrative	12%	11%	10%	9%
Fundraising	5%	6%	7%	8%

2020 Revenue Mix



45%
Fundraising

50%
Program
Service Fees

5%
Other Revenue
and In-Kind

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



RECOGNIZING OUR DONORS

DEAR INVESTORS,

2020 was a year of incredible challenges, changes, and unexpected opportunities, inside and outside of Year Up. In March, we shifted to virtual programming and remained virtual for the remainder of 2020. We established a COVID-19 Impact Fund to quickly ensure students had the technology needed to prepare for in-demand careers at home and increased emergency support to meet students' basic needs.

Thanks to the thousands of investors who joined us in closing the Opportunity Divide, we emerged from 2020 well-positioned for even greater impact. We received a record number of gifts from new donors, saw increased support from loyal investors, and partnered with many foundations and corporations who wanted to be a part of the movement for a more just and equitable society. More employers than ever

before are looking to Year Up to provide the pipeline of diverse talent needed. At the same time, millions of young adults are in need of an opportunity to launch their careers.

You provided the resources to enroll more than 4,100 young adults, further our work with employers to promote racial equity and economic mobility, and pilot innovative ways to serve more young adults in partnership with others. With your support, we are eager to build on 20 years of impact and plan boldly for a more equitable and prosperous future.

Thank you for your support and partnership when we needed it most.



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 2020 and the full amount of any multi-year commitment with a 2020 contribution.

Individual & Family Foundation Pledges

\$10,000,000+

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

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

Paul and Sandy 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*[^]
Bhusri Family*[^]
Lise Strickler and Mark Gallogly Charitable Fund
The Meg & Bennett Goodman Family Foundation*
Elizabeth and Phillip Gross*
Kissick Family Foundation*
Muse Family Foundation
Ressler Gertz Family Foundation
Bruce and Lori Laitman Rosenblum**
Barbara and Edward Shapiro*
Stephanie and Brian Spector**

\$500,000 - \$999,999

Anonymous*[^]
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**
David and Marion Mussafer
PDB Foundation*[^]
Simpkins Lee Foundation

\$250,000 - \$499,999

Anonymous (2)
Maureen and Timothy Dibble**
Bill and Jacalyn Egan/Duniry Foundation*
Nina and David Fialkow**
Ann and Lee Hobson*
Lynne and Tim Palmer*
Kirsten and Dwight Poler
Ryan Family Foundation**

\$100,000 - \$249,999

Joseph and Nana Boateng*
Kristine and John Bradley
Kate and Gerald Chertavian**
Edward Conard and Jill A. Davis*
Jeanne Rosner and Jonathan Coslet
Barbara and Michael Eisenson**
Frances and John Galante*
Vicki and Geoffrey Gold*
Eve and Tony Guernsey*
Janice and Ralph James*
Diana and Todd Maclin
Ellynn McColgan
Jane and Joe McCuine
David and Robin Nelson*
Stacey and Paul Ollinger*
The Owens Foundation

John and Amy Phelan Family Foundation**

Anne and Walker Poole
Martha and Paul Samuelson*
Binkley and Paula Shorts
Jill and John Svoboda*
Jose and Georgina Ubeda*
Patty and Jim Voelker

\$50,000 - \$99,999

Anonymous (2)
Luddy Family Charitable Fund*
Arlene and Reuben Mark*
Barbara O'Connor*
Dan and Cecilia Regis**[^]

\$25,000 - \$49,999

Anonymous*[^]
Brittany Mantell and Matthew Berner*
Irene and Lionel Harris*
Community Foundation for Northern Virginia/Milton J. and G. Ronald Herd Charitable Fund
Judy Miner*

Corporation & Foundation Pledges

\$10,000,000+

AbbVie Foundation*[^]
Ballmer Group*
Blue Meridian Partners

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

Crankstart Foundation
James Irvine Foundation**
Jenesis Group**

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

Anonymous
Facebook Inc
Marcus Foundation

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

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 Airlines Inc

\$500,000 - \$999,999

Bill and Melinda Gates Foundation*
The Bob & Renee Parsons Foundation
Horace W. Goldsmith Foundation*
KKR Covid Response Fund
Lego Systems Inc*[^]
Sobrato Family Foundation*[^]
US Department of Labor, H-1B TechHire Partnership Grant
Tipping Point Community**[^]

\$250,000 - \$499,999

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Mizuho USA Foundation Inc of Mizuho Americas
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[^] Indicates pledge made in 2020

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

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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	★	★	★	★	★	★	★
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Student Impact Letter			★	★	★	★	★
Invitation to Donor Appreciation Event with Year Up Students & Staff				★	★	★	★
Invitation to Year Up Investor Call with Founder & CEO Gerald Chertavian					★	★	★
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Personalized Stewardship and Recognition Opportunities							★

2020 OPPORTUNITY SOCIETY

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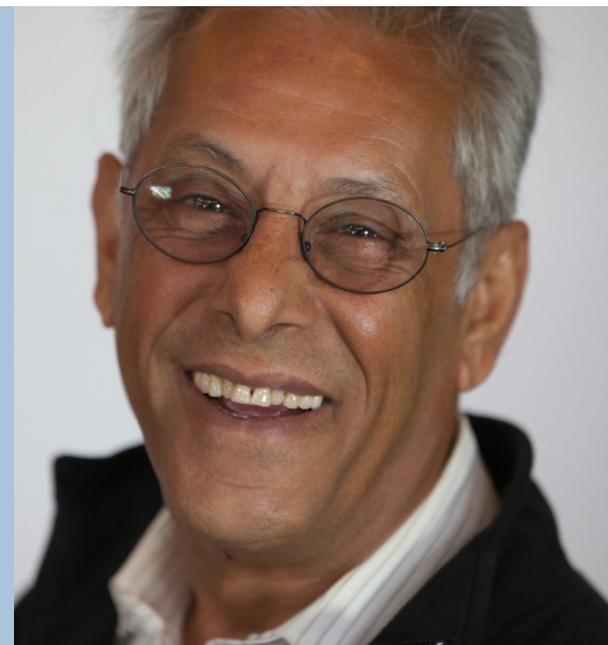
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"I invest in Year Up because it works. I have been involved with the organization for many years. I continue to be impressed by the quality of its students not just because of the valuable employment skills they have developed from the program, but also because of the social and ethical skills that Year Up inculcates in them. Very few organizations are as effective as Year Up. I am proud to support Year Up and intend to do so in the future."



Jose and Georgina Ubeda

“Year Up has built a best-in-class program that provides beneficial professional experience for young adults while supporting talent pipelines for all organizations with the aim of closing the Opportunity Divide. A true win-win. We are humbled to be part of such an incredible organization and support students who inspire and teach us each day what is possible.”



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			Erik Werner	
			Jonathan Werner	

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

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





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. They understand that employers must think differently about who is talented to address pervasive hiring challenges that impact their businesses. **Changemakers believe that Year Up plays a critical role in unlocking middle skill talent and creating a broad movement for more equitable talent practices across the business sector.** They have demonstrated their commitment to our mission through generous philanthropic contributions that help to create substantive systems change and professional opportunities for talented young adults.

2020 CORPORATE CHANGEMAKERS

VANGUARD

abbvie

FACEBOOK



VISIONARY

amazon



Prudential

workday.

INNOVATOR



Community Partnership

BANK OF AMERICA



STATE STREET

TRAILBLAZER



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WELLINGTON
MANAGEMENT®

ADVOCATE

THE BAUPOST GROUP



COACH FOUNDATION

Deloitte.



PLURALSIGHT
one



FUNDING LEVEL	BENEFITS
Advocate \$250,000 - 499,999	<ul style="list-style-type: none"> • Regular touchpoints and access to exclusive updates, including the Investor Newsletter and the Annual Investor Call with Year Up's Founder and CEO • Logo on Corporate Changemakers spread in Annual Report • Logo on dedicated Corporate Changemakers page on Year Up's website • Logo on Year Up's external stakeholder communications • Corporate Changemakers badge for use on member website
Trailblazer \$500,000 - 999,999	<ul style="list-style-type: none"> • All Advocate benefits • Promotion on Year Up's social media platforms • Student or graduate letter for digital distribution to all employees
Innovator \$1 - 1.49 MILLION	<ul style="list-style-type: none"> • All Trailblazer benefits • Recognition at all Year Up graduation ceremonies nationwide
Visionary \$1.50-1.99 MILLION	<ul style="list-style-type: none"> • All Innovator benefits • Feature with photo on Year Up's website
Vanguard \$2 MILLION+	<ul style="list-style-type: none"> • All Visionary benefits • Dedicated company page on Year Up's website with photos and partnership impact details • Annual Report feature in dedicated section

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

2020 CORPORATIONS AND FOUNDATIONS

All institutional investors giving \$1,000 or more are recognized for the total payment made in 2020.

\$1,000,000+	\$250,000-\$499,999	Bill and Melinda Gates Foundation*	Twilio.org Impact Fund	The Jeffrey H. and Shari L. Aronson Family Foundation	Polk Bros Foundation*
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LinkedIn for Good*	\$100,000-\$249,999	Robin Hood Foundation**	Corvex Management	Norton LifeLock*	Wells Fargo & Company**
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		Trefler Foundation			



As a company committed to helping create an equitable, sustainable, inclusive economic system, we are inspired by Year Up's mission to empower young adults to reach their full potential. From the innovative fast-tracking of Year Up's Virtual Career Labs program to their alignment with the OneTen Coalition, we are proud to support this important work.



KWASI MITCHELL
Chief Purpose Officer, Deloitte

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

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

Claudia Carravetta

Vice President, Corporate Responsibility and Global Philanthropy, AbbVie

“Year Up opens pathways and breaks down barriers of unequal opportunity for Black young adults. With their evidence-based programs and approach, Year Up helps young adults achieve their personal goals by leveling the field of opportunity through access to the skills and hands-on experience needed to support meaningful careers.”



\$25,000 - \$49,999

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Arakawa Foundation
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Capital One Foundation—Northeast Region**
Citizens
Citizens Bank Charitable Foundation*
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Delaware Community Foundation
DST Systems
Eaton Vance**
The Economic Club of Washington DC
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The Morris and Gwendolyn Cafritz Foundation**
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NFP
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Weyerhaeuser
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The Wilson Sheehan Foundation
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Abbey Group Management LLC
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ADP
Advent International*
AIG
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Alexion Charitable Foundation
Allegis Group Foundation
Arlington Community Foundation
AZ Coronavirus Relief Fund
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\$5,000 - \$9,999

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 The Network Roundtable LLC
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\$1,000 - \$4,999

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 Allianz Asset Management
 AllianzGI U.S. Holdings LLC
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 FJC: A Foundation of Philanthropic Funds
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 McMaster Carr Supply
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 Network for Good
 Newton Investment Management
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 Regions Bank
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 LISC Rhode Island
 Governor's Workforce Board of RI*

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County of Santa Clara
 Mayor's Fund to Advance New York City*

\$10,000 - \$24,999

State of Delaware, Department of Health and Social Services, Division of Public Health
 Technology Matching Fund

\$1,000 - \$9,999

Rhode Island Department of Education

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

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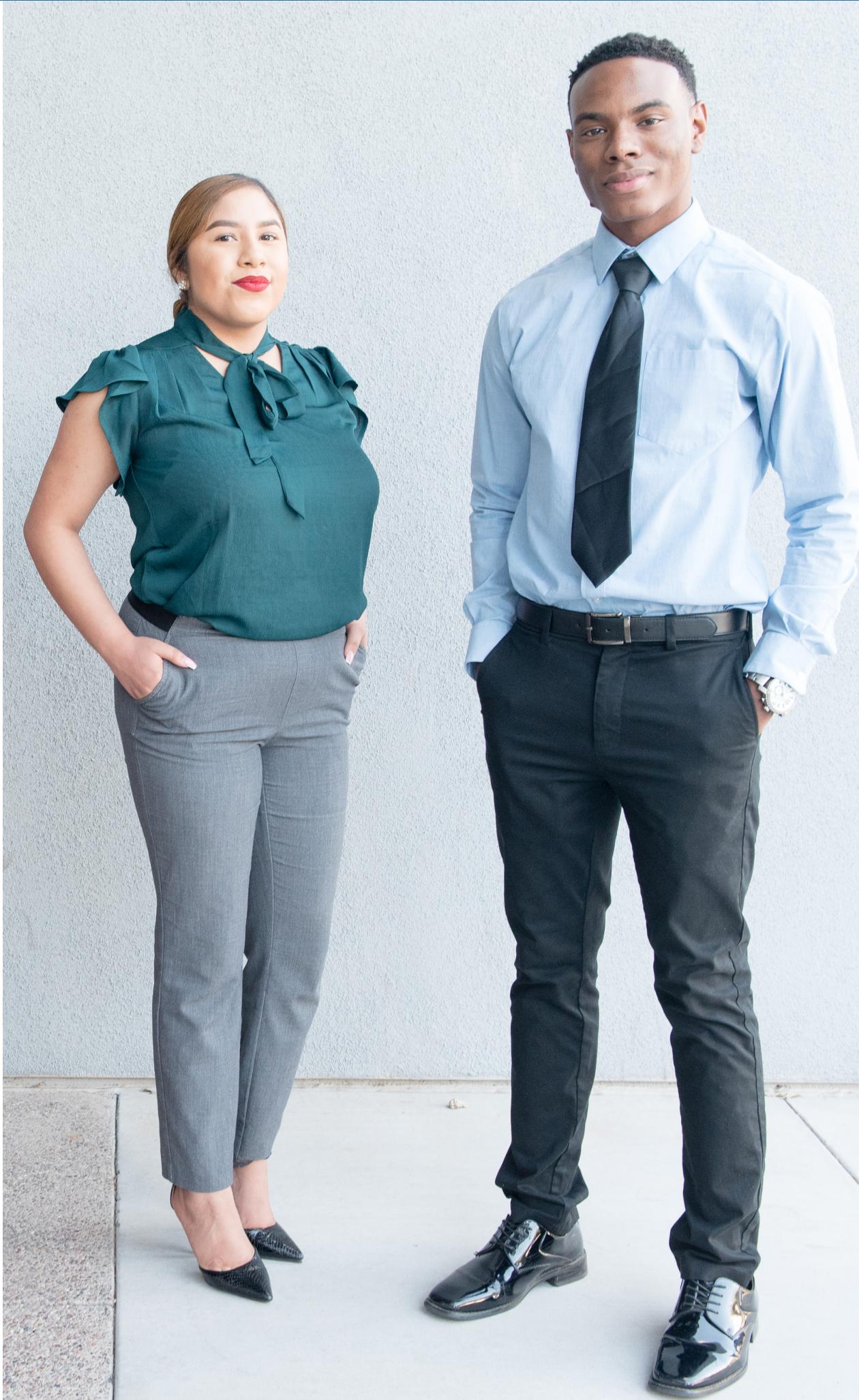
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Cathy Hinger
Kimberley Lunetta

In Honor of Paul Mendel
Michael Skrynecki

In Honor of Genevieve Gluckstein Mensah
Hannah and Julian Mensah

In Honor of All of my Mentees — who have taught me so much
Edward Fischer

In Honor of Raymundo Mezquita
Kathryn Hurchla

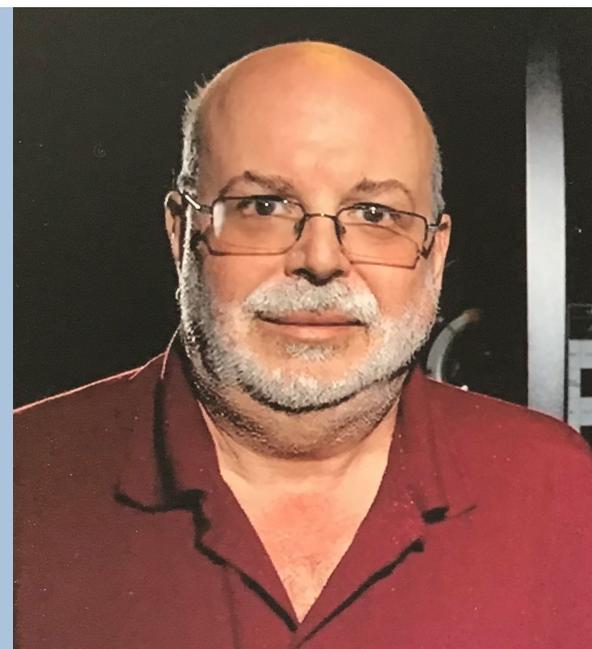
In Honor of NCR Global Fitness Challenge
Lorna Buggs

In Honor of Carole and Gene Nelson
John Hohman

In Memory of David and Hisako Nelson
F. Eli Nelson

Scott Rosenbaum

At Year Up New York | New Jersey's graduation, we honored Scott's legacy with the creation of the Scott Rosenbaum Scholars. Thanks to the support, led by his sister Joan Solotar, of his family, colleagues, and friends, we acknowledged three young adults for their drive, achievements in technology, and incredible accomplishments. We value the generosity of this collective gift and the opportunity to honor Scott's memory as well as his passion and commitments.



In Honor of The great team supporting NY/NJ Thank you for all that you do

Joan Binstock and David Silvers

In Memory of Nathan Njoroge

Wambui Njoroge

In Honor of Lindsay Novotny

Jeffrey Bernfeld

In Memory of Pat O'Brien

Erin Hawley

In Memory of William

"Billy" Ollinger

Heather Means

Amy Edwards

In Honor of David Ong

Elizabeth Wessel

In Honor of Alexander Packard

Mary Robb

In Memory of Esmie Parchment

Anonymous

In Honor of Elizabeth Pearson

Shirley Pearson

In Honor of Justin Pearson

Tamara Rogers

In Honor of Jerico Pena

Gail Grimes

In Honor of Loretta Penn

Kathleen Ramsay

In Honor of Megan Perez

Barbara Zientek

In Honor of Allen Peterson

Mark Bissell

In Honor of Lynn and Ray Plack

Robert Case

In Honor of Prologis Inc.

Margo Bradish

In Honor of Nathaniel Prudencio

Richard Keier

In Honor of Gareth Pugh

Brett Olmstead

In Honor of Jason Rambo

Anna Martinich

In Honor of Casey Recupero

Maggie and Jonathan Tushman

In Memory of Tamir Rice

Anonymous

Kristin Fidler

In Memory of Robert J. Riesenfeld M.D.

Don and Barbara Barash

Julie Jaeger

Nancy Carter

Harriet Word

Louise and Steve Sweet

Barbara Grant

Bruce Jackson

Donna Friedman

Elaine Halnan

Julia Carpenter

Lisa Grant

Peter and Aileen Godsick Foundation

Richard Lewisohn

Ronald Adler

In Honor of Ilhiana Rojas

Nicole Marshall

In Honor of Tatiana Rosalie

Dr. Stephen Estner

In Honor of Starbucks Rosen

Anonymous

In Memory of Scott Rosenbaum

Anonymous

Amy Stursberg

Andrew Nussbaum

Audrey Rudolph

Carol Goldstein

David Richman

Gavin Solotar

Iris Keltz

James Ancey

James Kiggen

Janice Meyer

Jeffrey Ginsburg

Jeffrey Stillman

Larry Peck

Lauren Solotar

Lauren Waxman

Lawrence Raiman

Lindsay Solotar

Marla Wasserman

Moshe Orenbuch

Pamela Scher Callahan

Stacy Kuhn

Susan Roth Katzke

Warren Alstodt

Andrew Lester

Marc Sulam

In Memory of Nathan Rosenthal

Josh Rosenthal

In Memory of RoseMae and Bobby Bris

Rachel Bris

In Honor of Ellen Rubin

Ezra Wyschogrod

In Memory of Tim Russell

Angela Anderson

In Honor of Harry Samuels

Sean Finn-Samuels

In Honor of Morgan Scandrick

Annalise Servin

In Honor of Jen Scherck

Kate and Gerald Chertavian

Susan Scherck

In Honor of Jan Seeler

Anna Seeler

John H. Seeler

In Honor of Shad Nation

Anonymous (3)

Andrew Gellert

Ariel Hurley

Brady Merchant

Brian Skerry

Brien Moriarty

Casey Civiello

Charles Ball

Charlie Rice

Chris Nowinski

Christopher Hurley

Dan Cerutti

Dennis Leddy

Evan Cummins

Francis Powell

Gary Domoracki

Geoffrey Gray

Gregory Comella

Gregory Restaurant

Jordan Crumley

Joshua Jennings

Keith Ferdinando

Mark Giovino

Matthew Diroberto

Matthew Henshon

Michael Hoar

Nathanael Lubick

Neda Petravic-Oljaca

Patrick Luptowski

Paul Grant

Peter DeLea

Preston Raymond

Ray Chang

Richard lanchantin

Robbie Reid

Robert Forlenza

Russell Johnson

Russell Martin

Ryan McAuliffe

Ryan Wittman

Sam Longwell

Steve Domoracki

Steve Eyl

Stuart Davies

Terence Mullany

Tim Folan

Todd Billet

Tom Finnegan

Zachery Ray

In Memory of Urmila Sinha

Paul Hainsworth

In Honor of Andrew Slutzky

Byron Guo

In Honor of Phyllis Smart

Karen Willams

In Honor of Joseph Smailowski

Andrea Downey and Rick Kassler

In Honor of Erica and Nick Spinosa

Brett Olmstead

In Honor of Dave Sprows

Anonymous (4)

Andrew Trovalusci

Barbara Thompson

Boris Elbert

Bruce MacKinnon

Dave Chen

Elizabeth OMahoney

Jay Cloutier

Joe Agostino

Michael Micalone

Ramanjit Sidhu

Susan Dunbar

Vijay Pawnarkar

Yue Xiao

In Honor of Guylaine St. Juste

Mary M Schoenfeld

In Honor of John Stanton

Janice O'Keefe

Matt Dittrich

In Honor of Peter Stella

Lynne Stella

In Honor of Rachael Stephens

Susan Layton

In Honor of Rachel Stephens

Sylvia Sykes

In Honor of Chris StrammIELLO

Lorraine Pettit

In Memory of Beau and

Barbara Stubblefield

B C Stubblefield

In Honor of Rich and

Suzanne Sullivan

Greg Mastalerz

In Memory of Sham'Sunder

Surniganthi

Raghav Surniganthi

In Honor of Michael Takahashi

Lisa Takahashi

In Honor of Nicholas Tardif

Michael Roth

In Memory of Breonna Taylor

Raymond Straccione

In Honor of Guadalupe Vasquez
Jake Kugler

In Honor of Rachel Vazquez-Reina
Hallie Bregman

In Honor of Emmanuel Villanueva
Ines Villanueva

In Honor of Ingrid Waldron
Katie Eyer

In Honor of Eric and Kathy Warden
Gordon Bernhardt

In Memory of Katie Watson
Anonymous

In Memory of Deborah Watterson
Kerry Watterson

**In Honor of WEH2
Foundation Baldry**
Edwin Baldry

In Memory of Clara Williams
Judith Williams

**In Honor of Corey and
Michael Willingham**
Rebecca McGowan

**In Honor of All of the
Year Up Community**
Joan Binstock and David Silvers

In Honor of Juanito Zapanta
Patrick Treanor

In Honor of Marta Zoellner
Luke Flora



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.

YEAR UP NATIONAL LEADERSHIP

As of December 31, 2020

National Board of Directors

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Senior Managing Director
Emeritus, Providence Equity
Partners | Year Up Board
Chair

Timothy “Tim” Dibble

Managing General Partner, Alta
Equity Partners | Past Year Up
Board Chair

Pete Handrinis

Partner, Latham and Watkins,
LLP | Year Up Board Secretary

Joseph Baratta

Global Head of Private Equity,
Blackstone

Ruth Bowen

Vice President — Platform
Manager, Bank of America |
Year Up Alumna

Gerald Chertavian

Founder and CEO, Year Up

Paul Edgerley

Senior Advisor, Bain Capital

James “Jim” Fowler

EVP & CIO, Nationwide

William “Bill” Green

Former CEO & Executive
Chairman, Accenture

Janice Bryant Howroyd

Founder and CEO, Act One
Group

Rod McCowan

Founder and Principal,
Accelerance Group

Angelica “Jelly” Pineda

Program Manager I, Salesforce |
Year Up Alumna

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Chancellor, Foothill-De Anza
Community College District

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Services | Year Up Alum

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External Consultant, Former
President and Chief People
Officer, Salesforce

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CEO, Zeno Group

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President, Bank of America
Charitable Foundation

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IT Support Engineer,
Massachusetts Institute of
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Year Up

Dallas Phinsee III (Vice Chair)

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Comcast Cable

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(Executive Coordinator)
Program Manager, Year Up
Puget Sound

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Chief Operating Officer,
Year Up

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Founder & Chancellor,
Cambridge College

Shanique Davis

Release Engineer, National
Science Foundation

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Co-Founder & Investment
Principal, Feingold O’Keeffe
Capital, LLC

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Former Executive Director,
Richard & Susan Smith Family
Foundation

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Co-Founder & Managing
Director, College for Social
Innovation

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Senior Director of Global
Initiatives, MidAmerica
Consulting Group

Melody Barnes

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MB2 Solutions, LLC

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University of California,
Los Angeles

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Gail Snowden

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Founder & Chair,
Trefler Foundation

National Advisors

Melody Barnes

Co-Founder and Principal,
MB2 Solutions, LLC

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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

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Chairman & CEO, State Street

Rene Kern

Advisory Director, General
Atlantic

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Former COO, Blackstone
Private Equity

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Equity Partners, LLC

Deval Patrick

Managing Director, Double
Impact, Bain Capital | Former
Massachusetts Governor

Michael Powell

President & CEO, National
Cable & Telecommunications
Association | Former Chairman,
Federal Communications
Commission (FCC)

Paul S. Pressler

Partner, Clayton, Dubilier
& Rice, LLC

Thomas Ryan

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CVS Caremark Corporation
| Operating Partner, Advent
International

Ruth Simmons

Former President,
Brown University

Bob Steel

CEO, Perella Weinberg Partners

Barry Sternlicht

Chairman & CEO,
Starwood Capital Group

Jeff Weiner

Former CEO, LinkedIn

Senior Leadership**Gerald Chertavian**

Founder & CEO

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Casey Recupero

Managing Director, Direct
Service

Elyse Rosenblum

Managing Director, Grads
of Life

John Bradley

Chief Operations Officer

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Relations

Todd Fisher

Managing Director, Scalable
Solutions

Jeff Artis

National Director of
Corporate Engagement

Susan Murray

National Director of
Development

Meredith Jaremchuk

Chief Program Officer

Elaine Chow

Chief Human Resources Officer

Roberto Zeledon

Chief Marketing Officer

Sarah Angel-Johnson

Chief Information Officer

Cyril Turner

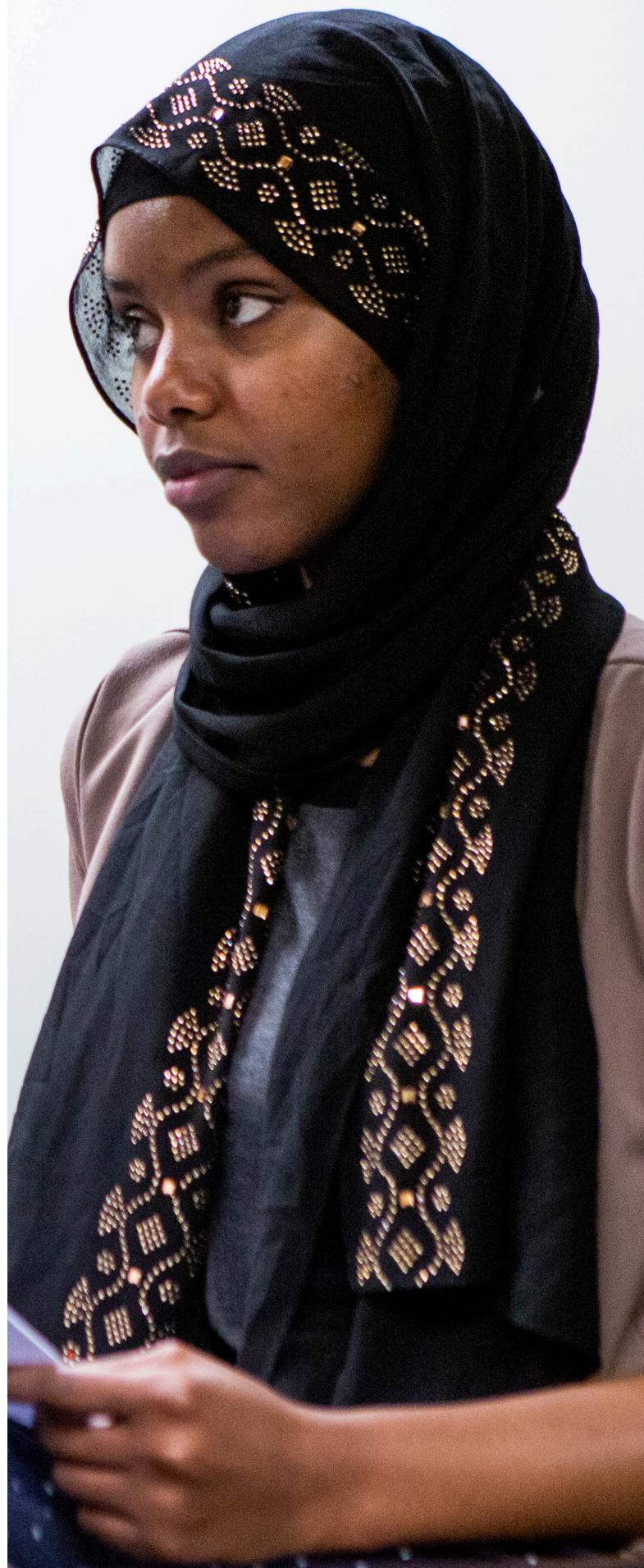
President

Antoine Andrews

Chief Diversity, Equity, Inclusion
Officer

Michelle Sims

CEO, YUPRO



YEAR UP LOCAL LEADERSHIP

As of December 31, 2020

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Kaiser Permanente

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Vice President, Career Builder

Fabiola Charles Stokes

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Google

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Cox Automotive

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Wells Fargo

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SVP & Associate General
Counsel, Bank of America

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SVP | Market Investment
Executive, Bank of America

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Erik Ragatz

Partner, Hellman & Friedman

Ime Archibong

Head of New Product
Experimentation, Facebook

Daniel Springer

CEO, DocuSign

Kirsten Wolberg

Amy Weaver

President & CFO, Salesforce

Keith White

Chief of Safety & Security,
Salesforce

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Paribas Group

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Trailblazer Community
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Jodeliz Cora

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Richards Kaplan Foundation

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America

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Research
& Management

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Canada and Southwest FICC
and Equity, Goldman Sachs

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Associate Analyst — Cyber Crisis
Response, United Airlines | Year
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Northern Trust

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Schneider & Associates

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Continuous Improvement,
Ingredion, Inc

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Group

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Chamber of Commerce

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of Dallas

Drexell Owusu

SVP, Education and Workforce,
Dallas Regional Chamber

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Institute

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Regional Mobility, AT&T

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Interiors, Inc.

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and Outreach, Federal Reserve
Bank

Jacksonville

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Lending Valuations
Transformation, JPMorgan
Chase & Co.

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 Sallie Mae

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 Consultant

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 Senior Vice President,
 Expeditors

Charu Jain
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Orlando Ashford
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Heaven Hamilton
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 SVP Human Resources, Amica

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 Department of Health

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 of Rhode Island

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 Banking, Wells Fargo

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 Retired

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 of RI

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 Co-Founder and CEO, Ageless
 Innovation

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 Chair)**
 Partner, Spencer Consulting
 Group and Cofounder Center
 Change

**Sally Lapidés (2020 Board
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 Properties LTD

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 Legal, Lifespan

Jeff Lackey
 VP, Talent Acquisition, CVS

Jessica Nunez
 Office Manager, Ageless
 Innovation | Year Up Rhode
 Island Alum South Florida
 Alum

South Florida

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 Partner, Co-Chair Mergers/
 Acquisitions and Private Equity
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 Akerman, LLP

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 Chairman and CEO, Southgate
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 Regional President, Latin
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 Inc.

Nilda De Boyrie
 Insurance Consultant, NMB
 Consulting

Mireille Louis Charles
 Executive Director, Green Family
 Foundation Trust

Myles Pistorius
 SVP, General Counsel, Miami
 Dolphins

Licenia Rojas
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 AMEX

Daniel Salazar
 Executive Director, Middle
 Market Banker, JPMorgan
 Chase & Co.

IN MEMORIAM

Paul E. Purcell
 1946-2020

Year Up honors the memory
 of Paul E. Purcell and his
 unwavering commitment to
 advancing our mission.



2020 CORPORATE PARTNERS

The following Corporate Internship Partners hosted Year Up interns from the July 2020 and January 2021 graduating cohorts. Please note that this list may not be comprehensive due to partner contractual agreements.

Cross-Market Partners

Corporate Internship Partners that hosted Year Up interns across multiple partnership locations.

Accenture
Amazon
American Express
AT&T
Bank of America
Bank of the West
BNY Mellon
Cappgemini
Capital One
Carlyle Group
Citizens
Cox Automotive
CVS Health
DocuSign
DTCC
DXC Technology
Eaton Vance
Exelon Corporation
Expedia Group
Expeditors International
Facebook
Fannie Mae
Fidelity
FINRA
GE
Glassdoor
Goldman Sachs
Hasbro
Hearst
Hulu
JLL
JPMorgan Chase & Co.
Kaiser Permanente
LinkedIn
McKesson Corporation
Medallia
Merck
New York Life Insurance Company
Nielsen
Okta
Palo Alto Networks
PayPal
Pegasystems

Prudential Financial
QTS Realty Trust
Rosetta Stone
Salesforce
Silicon Valley Bank
Splunk
Tableau Software
Turner & Townsend
Twitter
Uber Technologies
Unity Technologies
Veolia
VMware
Wells Fargo & Company
WilmerHale

Partners by Market

Arizona

Amazon
American Express
Arizona Federal Credit Union
Bank of America
Bank of the West
CVS Health
Dignity Health
Doordash
Edward Jones

Expeditors International
Freedom Financial Network
Homesite Insurance
JPMorgan Chase & Co.
McKesson Corporation
National Bank of Arizona
Nationwide
ON Semiconductor
PayPal
Prudential Financial
Pulte Group
Shamrock Foods Company
Silicon Valley Bank
Truwest Credit Union
Wells Fargo & Company

Bay Area

Airbnb
Alto Pharmacy
Amazon
American Express
Ampush
Apartment List
Archetype Agency
Asana
Atlassian
Audentes Therapeutics

Autodesk
Bank of America
Bank of the West
Capital One
Carta
Castlight Health
Chan Zuckerberg Initiative
Chegg
Chevron
Chivalry Health Inc.
Credit Karma
Credo Semiconductor
Cruise Automation
Cytokinetics
Delta Dental of California
DocuSign
DXC Technology
Eaton Vance
Facebook
Federal Reserve Bank of San Francisco
Funding Circle
Glassdoor
Google
John Muir Health
JPMorgan Chase & Co.
Kaiser Permanente
KLA

Lawrence Berkeley National Laboratory
LinkedIn
Lyft
Medallia
Merck
NCC Group
NextWorld Capital
NorthBay Healthcare
Okta
Palo Alto Networks
PayPal
Quantcast
Rigetti Computing
Rodan + Fields
Salesforce
Sephora
Silicon Valley Bank
Slack
Sony
Splunk
Stanford University
Stitch Fix
Tesla
Turner & Townsend
Twitter
Uber Technologies
Udacity
Unity Technologies
VMware

Workday
Yelp
Zendesk
Zynga

Charlotte

AvidXchange
Bank of America
Honeywell
JPMorgan Chase & Co.
Merck

Chicago

Accenture
Allstate Insurance Company
AT&T
Bank of America
Brunswick Group
Cappgemini
Chicago Community Trust
Chicagoland Chamber of Commerce
Cook County Health
Discovery Health Partners
DocuSign
DXC Technology
El Valor
Esco | Brand Solutions
Exelon Corporation



For decades, AT&T has been committed to helping young people find pathways to successful jobs and careers. This work has only become more important as COVID-19 has exacerbated the longstanding barriers young people—especially those from minority or low-income communities—face as they enter the workforce. **The work Year Up is doing is a critical piece to help prepare young people for the jobs of the future, and as such, we're thrilled to have been able to expand our collaboration with Year Up over the last several years.**

CHARLENE LAKE

SVP Corporate Social Responsibility and Chief Sustainability Officer, AT&T





The partnership between Year Up and Microsoft is grounded in a shared purpose to close the Opportunity Divide by supporting and empowering participants with skills, experiences, and connections to help them reach their potential. Microsoft believes in the transformative power of diverse voices and inclusive thinking. **Through Year Up, we're able to tap into talent that bring diverse backgrounds, experiences, and perspectives that inspire innovation and progress at Microsoft**, and deliver on our mission to empower every person to achieve more.



KATHLEEN HOGAN

Chief People Officer, Microsoft

Expedia Group	Dallas/Fort Worth	Graphic Packaging International	Curriculum Associates	Silicon Valley Bank	JEA
Facebook	Amazon	Jackson Healthcare	DataRobot	State Street Corporation	JPMorgan Chase & Co.
Federal Reserve Bank of Chicago	AT&T	JPMorgan Chase & Co.	Dunkin' Brands	Surface Oncology	UF Health Jacksonville
Glassdoor	Bank of America	Kaiser Permanente	Eastern Bank	The Baupost Group	United Way of Northeast Florida
Havas Worldwide	Bell Helicopter	McKesson Corporation	Eaton Vance	Toast	Web.com
Horizon Therapeutics	Capital One	NCR Corporation	Facebook	TrueMotion, Inc.	
IMC Financial Markets	CoreLogic	New York Life Insurance Company	Federal Reserve Bank of Boston	Tufts Health Plan	Los Angeles
JLL	DTCC	Pegasystems	GE	Voyager Therapeutics	Amazon
JPMorgan Chase & Co.	Fannie Mae	PowerMyLearning	Goulston and Storrs	Wayfair	AT&T
LaSalle Network	Federal Reserve Bank of Dallas	QTS	Harvard University	Wellington Management	Bank of America
LGIM America	Goldman Sachs	Ricoh	Hasbro, Inc.	WilmerHale	Buzzfeed
LinkedIn	Hilton	Rollins	HubSpot		Cedars Sinai
Lyric Opera of Chicago	JPMorgan Chase & Co.	SaaS Optics	Income Research + Management	Greater Philadelphia	David & Goliath
Madison Capital Funding	New York Life Insurance Company	Salesforce	Iron Mountain	Amazon	Davita Kidney Care
Medix Staffing Solutions	Nielsen	Serta Simmons	Ironwood Pharmaceuticals	Bank of America	DXC Technology
Motorola Solutions	Palo Alto Networks	Southern Company	JLL	Children's Hospital of Philadelphia	Facebook
NMI	Salesforce	The Coca-Cola Company	John Hancock	Cozen O'Connor	Greenwood Seneca
Northwestern University	Splunk	The Primerica Foundation	Johnson & Johnson	Exelon Corporation	Hop Skip Drive
Okta	Topgolf Entertainment Group	Troutman Pepper eMerge	JPMorgan Chase & Co.	JPMorgan Chase & Co.	Hulu
OneSpan	Greater Atlanta	Turner Broadcasting System	Keolis	Merck	Kaiser Permanente
QTS Realty Trust	Aaron's	VMware	Liberty Mutual	New York Life Insurance Company	Live Nation Entertainment
Redwood Logistics	Asbury Automotive Group	Greater Boston	LogMeIn	Penn Mutual	Los Angeles Police Department
Relativity	AT&T	Air-Worldwide	Lynn Community Health Center	Power Home Remodeling Group	Marsh & McLennan
Rush University Medical Center	Avanos Medical	Amazon	Massachusetts Institute of Technology	Prudential Financial	MLK Community Hospital
Salesforce	Bank of America	American Tower	Mass General Brigham	Publicis Health Media	Morgner Company
Tenneco	Cox Enterprises	Arranta Bio	Mimecast	TE Connectivity	Scan Health Plan
Nielsen	Digilence	athenahealth	NEPC	Thomas Jefferson University Hospital	Snap Inc.
The Shedd Aquarium	DXC Technology	Bank of America	Northeastern University	University of Pennsylvania	Sony Entertainment
Uber Technologies	E-Trade Financial Corporation	bluebird bio	Novartis Institutes for Biomedical Research	Veolia	SpaceX
United Airlines Holdings	Elavon	BNY Mellon	NWN Corporation	Wells Fargo & Company	The Chernin Group
University of Chicago	Equifax	Boston Children's Hospital	Pegasystems		The Getty
University of Chicago Medical Center	EY	Boston Medical Center	PTC	Jacksonville	The Jewish Federation of Greater Los Angeles
University of Illinois at Chicago	Federal Reserve Bank of Atlanta	Boston University	Quickbase	Bank of America	Ticketmaster
Winston and Strawn	Florence Healthcare	Broad Institute	Rosetta Stone	Baptist Health	Uber Technologies
Wintrust Financial	GE	Cambridge Associates	Salem Public Schools	CIT Group	Universal Music Group
YMCA of Metropolitan Chicago	Genuine Parts Company	CarGurus	Salesforce	Jacksonville Urban League	
ZS Associates		Citizens	SCS Financial		

National Capital Region

Accenture
Aliado Solutions LLC
Allegis Group
Amazon
ASM Educational Center
AT&T
A-Tek Inc
Baltimore Afro-American Newspapers
Bank of America
BD Diagnostic Systems
BGE Home
B-Line Medical, LLC
BNY Mellon
Brown Advisory Group
Buchanan & Edwards
CACI
Capital Area Food Bank
Capital One
CareFirst Blue Cross Blue Shield

Carlyle Group
Carnegie Endowment for International Peace
Center for Strategic & International Studies
Century Distributions Systems
CGI
Ciena
College Board
Corporate Office Properties Trust
Deloitte
Deltek Inc.
Dominion Energy, Inc.
DXC Technology
Edwards Performance Solutions
Ellucian
EverFi
Exelon Corporation
Facebook
Fannie Mae
Farmer Mac

Federal Reserve Bank of Richmond
FINRA
Fors Marsh Group
Gannett Company, Inc
GE
Goodwin Procter LLP
Greater Baltimore Urban League
Health Tech Access Alliance
Hearst
Hogan Lovells
Human Rights Campaign
Johns Hopkins University
JPMorgan Chase & Co.
Kaiser Permanente
Latham & Watkins LLP
Learn Behavioral
LIUNA
Maximus Federal Services
MECU

Medallia
Medifast
Medstar Health
Metronome LLC
Micron Technology, Inc.
National Cooperative Bank
Navy Federal Credit Union
Neustar
Newfit.org
Office of the State's Attorney for Baltimore City
Okta
PA Capital LLC
PayPal
QTS
Red River
Rosetta Stone
SAIC
Salesforce
Science and Medicine Group
Sidley Austin LLP
Southpoint Consulting
Splunk
Steward Partners Global Advisory
Systems Alliance Inc.
T. Rowe Price
Tableau Software
Uber Technologies
University of Maryland Medical System
Upstart Connectors
Veolia
Walker & Dunlop
Weller Development
Williams & Connolly
WilmerHale
Women for Women International

New York | New Jersey

AllianceBernstein (AB)
Amazon
American Express
AT&T
Bank of America
Blackstone
BNP Paribas Bank
BNY Mellon
Burberry
Capgemini
Carlyle Group
Cox Automotive
Davidson Kempner Capital Management
DTCC
Estee Lauder Companies
Facebook
Fidelity
FINRA

Ford Foundation
Fordham University
Gap
General Atlantic
Goldman Sachs
Hearst
Hospital for Special Surgery
Interpublic Group (IPG)
JPMorgan Chase & Co.
LinkedIn
Lord Abbett
Malbek
MassMutual
Medallia
Morgan Stanley
MSD Capital
Nasdaq
Neuberger Berman
New York Life Insurance Company
Nielsen
Oak Hill Advisors
PayPal
Prudential Financial
Publicis Health
S&P Global
Salesforce
Silicon Valley Bank
Skadden
Spotify
Starwood Capital Group
Turner & Townsend
Twitter
Verisk Analytics
Walmart E-Commerce
WilmerHale

Puget Sound

Accenture
Alaska Airlines
Amazon
AT&T
Bank of America
BECU
Bungie
Coinstar
DocuSign
DreamBox Learning
Expedia Group
Expeditors International
Facebook
Fred Hutchinson Cancer Research Center
Goodman Real Estate
Hasbro
Highspot
HomeSight
Hulu
JPMorgan Chase & Co.
Kaiser Permanente
Lean Enterprise

Institute
Microsoft Corporation
Milliman
Northwest Harvest
Okta
Providence Health & Services
Redapt
Rosetta Stone
Salesforce
Seattle Mariners
Slalom
Smartsheet
Symatrix
Tableau Software
Unity Technologies

Rhode Island

AAA Northeast
Amica Mutual Insurance Company
Bank of America
Blue Cross Blue Shield of Rhode Island
Brown University
Care New England
Citizens
CVS Health
Fidelity
FM Global
Gilbane
Hasbro, Inc.
IGT
Lifespan
Nautic Partners
Neighborhood Health Plan of Rhode Island
Providence Equity Partners
State of Rhode Island
Swarovski
The Washington Trust Company
UNFI (United Natural Foods)

South Florida

AbleTo
Akerman
American Express
ARK Solvers Information Technology
AT&T
Bank of America
Baptist Health South Florida
Bilzin Sunberg CONCACAF
DXC Technology
GE
HBO Latin America
JPMorgan Chase & Co.
Kaseya
Miami Dade College
Office of United States Senator Marco Rubio



As CIO at American Express, my aspiration is to make American Express the best, most inclusive and diverse place to work in technology, bar none. As we continually seek top tech talent, we remain committed to collaborating with Year Up, which is dedicated to helping young adults close the employment Opportunity Divide. Through our longstanding partnership, we are building a new source of entry-level IT talent in a competitive job market. In fact, **this partnership has led to a new technology talent profile within American Express designed to help these outstanding Year Up interns move more easily into permanent roles once they graduate from the program.**



MARC GORDON
CIO, American Express

ONE12th
 Overtown Youth
 Center
 Perez Art Museum
 Miami
 SeaLand
 Stearns Weaver Miller
 The Venture City
 United Way of Miami-
 Dade
 World Fuel Services

Tampa Bay

Bank of America
 Continental Benefits
 DTCC
 JPMorgan Chase & Co.
 New York Life Insurance
 Company
 Nielsen
 Valet Living

Wilmington

Amazon
 Bank of America
 BNY Mellon
 Exelon Corporation
 iPipeline
 JPMorgan Chase & Co.
 Sallie Mae
 Uber Technologies
 W.L. Gore and
 Associates



Anthony Cole

President, Amazon Black Employee
 Network, Seattle

“Amazon’s commitment to impact extends beyond our employees, business partners, and the economy; it also includes supporting our communities by investing in innovative solutions that will have a lasting, positive impact. **Creating access to in-demand skills training and quality education opportunities is a critical component of this work — one that we’re able to support through our partnership with Year Up.** We look forward to providing more young adults of diverse backgrounds with access to sustainable career pathways and strengthening our communities through continued partnership with Year Up.”



THANK YOU

Because of your support, Year Up not only persevered in 2020 — we are Powering the Movement. With our 20 years of experience, combined with the many learnings from this unprecedented year, we are leading the movement to close the Opportunity Divide created by structural racism in this country. Thank you for your partnership, for your trust, and for your commitment to bettering the lives of Opportunity Talent, and therefore, bettering our nation.

**For a more in-depth look, view our interactive
2020 Annual Report at www.yearupannualreport.com**