POWERING THE MOVEMENT
2020 ANNUAL REPORT
<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Letter from Leadership</td>
</tr>
<tr>
<td>03</td>
<td>2020: Learnings &amp; Opportunities</td>
</tr>
<tr>
<td>05</td>
<td>Powering the Movement</td>
</tr>
<tr>
<td>07</td>
<td>Building on Strategies for Success &amp; Scalability</td>
</tr>
<tr>
<td>09</td>
<td>Evaluating Our Impact</td>
</tr>
<tr>
<td>11</td>
<td>Diversity, Equity, &amp; Inclusion</td>
</tr>
<tr>
<td>13</td>
<td>Corporate Partnerships</td>
</tr>
<tr>
<td>15</td>
<td>Advancing the Alumni Movement</td>
</tr>
<tr>
<td>17</td>
<td>Press &amp; Media</td>
</tr>
<tr>
<td>18</td>
<td>Statement of Activities</td>
</tr>
<tr>
<td>19</td>
<td>Donor Recognition</td>
</tr>
<tr>
<td>39</td>
<td>Year Up Leadership</td>
</tr>
<tr>
<td>45</td>
<td>Corporate Partners</td>
</tr>
</tbody>
</table>

2020 Annual Report
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 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.

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.
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
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.
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

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.
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.
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.

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.

“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.

“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.

“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
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
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
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.
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.

**CARRIE VAROQUIERS**
President, Workday Foundation and Vice President, Global Impact & Employee Life, Workday
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
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.

**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.

**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**.

**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...”
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.

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.
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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$78.0</td>
<td>$89.1</td>
<td>$82.4</td>
<td>$76.7</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>$87.6</td>
<td>$82.3</td>
<td>$69.7</td>
<td>$56.7</td>
</tr>
<tr>
<td>Other Revenue and In-kind</td>
<td>$8.2</td>
<td>$2.9</td>
<td>$0.7</td>
<td>$2.1</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$173.8</td>
<td>$174.3</td>
<td>$152.8</td>
<td>$135.5</td>
</tr>
</tbody>
</table>

## Expenses

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$132.7</td>
<td>$142.2</td>
<td>$124.8</td>
<td>$106.0</td>
</tr>
<tr>
<td>General and Administrative</td>
<td>$19.5</td>
<td>$19.1</td>
<td>$15.1</td>
<td>$12.1</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$8.7</td>
<td>$10.4</td>
<td>$10.2</td>
<td>$9.9</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>$160.9</td>
<td>$171.7</td>
<td>$150.1</td>
<td>$128.0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>$12.9</td>
<td>$2.6</td>
<td>$2.7</td>
<td>$7.5</td>
</tr>
<tr>
<td><strong>Total Net Assets at End of Year</strong></td>
<td>$109.9</td>
<td>$97.0</td>
<td>$94.4</td>
<td>$91.7</td>
</tr>
</tbody>
</table>

## Revenue Mix

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>45%</td>
<td>51%</td>
<td>54%</td>
<td>50%</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>50%</td>
<td>47%</td>
<td>45%</td>
<td>37%</td>
</tr>
<tr>
<td>Other Revenue and In-kind</td>
<td>5%</td>
<td>2%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

## Fundraising Mix

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals</td>
<td>36%</td>
<td>41%</td>
<td>30%</td>
<td>39%</td>
</tr>
<tr>
<td>Foundations</td>
<td>43%</td>
<td>51%</td>
<td>59%</td>
<td>56%</td>
</tr>
<tr>
<td>Corporations</td>
<td>20%</td>
<td>7%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>Government</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

## Expenses Mix

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>83%</td>
<td>83%</td>
<td>83%</td>
<td>83%</td>
</tr>
<tr>
<td>General and Administrative</td>
<td>12%</td>
<td>11%</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>5%</td>
<td>6%</td>
<td>7%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Includes in-kind contributions. Activities of public benefit corporation YUPRO have been excluded. Information presented is final and audited.
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*
Anna and Joshua Bekenstein**
The Klarman Family Foundation**
Linngea 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**
Bhursi 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 Lovert-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 Massafer
PDB Foundation*
Simpkins Lee Foundation

$250,000–$499,999
Anonymous (2)
Maureen and Timothy Dibble**
Bill and Jacylyn Egan/Duniry Foundation*
Nina and David Falkow**
Ann and Lee Hobson*
Lynne and Tim Palmer*
Kirsten and Dwight Polder
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
Ellyn McGolgan
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*
Binkle and Paula Shorts
Jill and John Svoboda*
José and Georgina Ubeda*
Patty and Jim Voelker

$50,000–$99,999
Anonymous*
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**
Jenessis 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-I-B TechHire Partnership Grant
Tipping Point Community**

$250,000–$499,999
The Baupost Group LLC***
Commonwealth of Massachusetts County of Santa Clara
Finnegan Family Foundation***
Income Research + Management***
Rhode Island Foundation***
Robin Hood Foundation***
The Steele Foundation
Strada Education Network

$100,000–$249,999
Anonymous*
The Baird Foundation*
Baltimore’s Promise
Caliber Home Loans*
Circle of Service Foundation***
Commonwealth of Virginia’s Innovative Internship Fund administered by the State Council of Higher Education for Virginia*
Crown Family Philanthropies*
Gray Foundation*
Hazard Family Foundation*
The Lenfest Foundation
The Leon Levine Foundation
Liberty Mutual Foundation*
Lloyd A. Fry Foundation
M.J. Murdock Charitable Trust
Massachusetts Department of Transitional Assistance***
Nina Mason Pulliam Charitable Trust
Pure Good Foundation*
Safeo Insurance Fund
San Francisco Foundation
Sartain Lanier Family Foundation Inc**
UBS Corp**
Vertex Pharmaceuticals*
Willow Tree Fund***

$50,000–$99,999
Anonymous*
Eugene & Agnes E. Meyer Foundation*
FAO Schwarz Family Foundation
The Franklin and Catherine Johnson Foundation***
HEDCO Foundation
Loeb Family Charitable Foundations*
The Morris and Gwendolyn Cafritz Foundation**
SkillWorks
State Street Corporation**
UBS Optimus Foundation
United Way of Metropolitan Dallas
The Womens’ Giving Alliance*

$25,000–$49,999
Mizuho USA Foundation Inc of Mizuho Americas
State of Delaware, Department of Health and Social Services, Division of Public Health*
Technology Matching Fund*
United Way of Metropolitan Chicago*

* Indicates pledge made in 2020
** 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
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.

<table>
<thead>
<tr>
<th>Recognition in Annual Report</th>
<th>Member $1,000+</th>
<th>Bronze $5,000+</th>
<th>Silver $10,000+</th>
<th>Gold $25,000+</th>
<th>Platinum $50,000+</th>
<th>Sapphire $100,000+</th>
<th>Diamond $250,000+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quarterly Updates</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Special Invitations to Events and Graduation</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Invitation to Local Group Tours</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Student Impact Letter</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Invitation to Donor Appreciation Event with Year Up Students &amp; Staff</td>
<td></td>
<td></td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Invitation to Year Up Investor Call with Founder &amp; CEO Gerald Chertavian</td>
<td></td>
<td></td>
<td></td>
<td>+</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Invitation to Impact Tour with Year Up Executives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Personalized Stewardship and Recognition Opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+</td>
</tr>
</tbody>
</table>
2020 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 (5)
Michelle and Robert Atkinson*
Anita and Josh Bekenstein **
Bhusri Family
Paul and Sandy Edgerley**
John Stanton and Terry Gillespie**
Elizabeth and Phillip Gross*
The Klarman Family Foundation**
Jonathan and Jeannie Lavine*
One8 Foundation**
Linnea and George Roberts
Salem Family Foundation**
Mary Shannon and Dwight Scott*
Barbara and Edward Shapiro*
Stephanie and Brian Spector**
The Wagner Foundation*
Jennifer and Robert Waldron
The Wyss Foundation

SAPPHIRE

$100,000 - $249,999
Anonymous (3)
Jeremy Achin
Abigail and Joseph Baratta*
Steve Barnes
Michael and Mary Carpenter*
Edward Conard and Jill A. Davis*
Amy and Cecil Conlee**
Stephanie and John Connaughton
Beth and Ravelin Curry Foundation
Bill and Jacalyn Egan/ Duniry Foundation*
Mary and Paul Finnegan**
Frances and John Galante*
Lise Strickler and Mark Gallogly Charitable Fund
The Meg & Bennett Goodman Family Foundation
Katherine and William Green*
Eve and Tony Guernsey*
Janienne and Pat Hackett*
Ann and Lee Hobson*
Barbara and Amos Hostetter**
Anna-Maria and Stephen Kellen Foundation
Kissick Family Foundation*
The Lovett-Woodsum Foundation**
Richard K. Lubin Family Foundation
Nancy and Richard Lubin, Emily and Greg Woods, Kate Lubin and Glen Sutton*
Luddy Family Charitable Fund*
Demond and Kia Martin
Ellyn McColgan
Mooney-Reed Charitable Foundation**
Kristin and Stephen Mugford*
Muse Family Foundation
David and Marion Musafer
Stephen and Judy Pagliuca
PDB Foundation*
John and Amy Phelan Family Foundation**
Melinda and Paul Pressler*
Kelli and Allen Questrom
Kendra and Erik Ratatz**
Ressler Gertz Family Foundation
Bruce and Lori Laitman Rosenblum**
Binkley and Paula Shorts
Simpkins Lee Foundation
Gillian and Robert K. Steel*
Stone Family Fund

PLATINUM

$50,000 - $99,999
Anonymous (2)
Amy and David Abrams**
The Addy Foundation
Valerie and Glenn Alger
Samuel E. Allen**
Sig Anderman
Andrew and Melora Balson
Christine and Robert Small**
Marina and Walter Bornhorst*
Peter Brennan
Melanie and Tim Byrne
Tammy and Bill Crown
Catherine and Jerome Debs
Maureen and Timothy Dibble**
Terri and Robert Dimeo*

GOLD

$25,000 - $49,999
Anonymous (2)
Alicia and Tony Abbiati
Judi Beck and Tom Alberg*
Joseph and Nana Boateng*
Diane and Hal Brierley
Lynne Capozzi and Don Bulens*
Julie and Kevin Callaghan
René Chaze
Margaret and Paul Chisholm**
Kelley and Julia Conway

Bhikhaji Maneckji

“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.”

Stephanie Dodson
Cornell and Jamie Cornell*
RoAnne Costin
Elizabeth and Kent Dauten
David Parker and Marian Davis
Fred and Janet Devereux
Deanna and Tony DiNovi
Judith, Holly and Katherine Faveli*
Katherine Finnegan
Joseph Flanagan*
Adrienne and Jim Fowler
Nancy and Dick Friedman
Vicki and Geoffrey Gold*
Beth and Larry Greenberg**
Michael Stone and Patricia Grodd*
Patricia and Doug Hammond
Brian McAndrews and Elise Holschuh
Janice and Ralph James*
Leslie and William Lee*
Arathi Reddy and Rakesh Loonkar
Barbara Mace
Diana and Todd Maclin
Sue and Steve Mandel*
Catharon and Brian Miller
Cheryl and John Neal*
Thomas and Mary Owens
Jonathan and Amy Poovu
Dan and Cecilia Regis**
Jeanne and John Rowe
Josh Klevens and Anna Sinaiko
Guy and Valerie Smallwood**
Elizabeth and Andrew Spokes**
Salli LeVan and Michael Steck*
Phil Fernandez and Daniel Sterngren
Diana and Steven Strandberg
Jose and Georgina Ubeda*
Kirsten Wolfberg**
Jacqueline Campbell
Eric Cantor and Ana Gepaj Cantor
Dave Castellani*
Kate and Gerald Chertavian**
Jill Christiansen
Jeanne Rosner and Jonathan Coslet
Sharon and Darrell Crane**
Mary Jane and Glenn Creamer
Eric Crockett
David Delmore
Dinyar and Aashish Devitre
Colleen and Jeff Doran**
Missy and David Druley
Michael Elitzer
Reginald Exum
Amy Weaver and Jeff Fisher*
Tamar and Kenneth S. Friese*
Josephine and Carey Fujii
Cathie and Ed Galante
Matthew Gellene
Anne and Chad Gifford
Carol and Don Glendenning/Locke Lord LLP
Elizabeth Biewley and Brian Goldsmith
Emily and Scott Golin*
Kimberly Green
Sarah and Joshua Greenhill**
Evelyne Konner and Matt Griffin*
Ron and Cyndi Gula
Julia and John Hamre
Irene and Lionel Harris*
Laurie Hart
Kerry Healey
Leslie Magid and Pete Higgins*
Fritz Hobbs*
The Hoch Family
Sarah and Adam Hoftester
Deb Horvath*
Blair Hotchkies
Blake Hurd
Ingalls Family**
Heidi Jannenga Foundation
Cindy and Andrew Janower**
Rosemarie and Steve Johnson
Nathan Kaehler
Robert S. Kaplan
Michael and Erna Kerst
Dillard and Adrienne Kirby
Lisa Kirschman
Tanya and Hudson La Force
Bill Ledingham*
Chris and Nyssa Lee
Marjorie and Danny Levin**
Molly and Michael Manning**
Mary Ann and Peter Mattison
James McCaffrey
Joe and Jane McGuire
Tim McCay*
Brian Milch
Judy Miner**
Sharon and Morian Mooers
Homer Morgan
Tonya Orme and Orhun Muratoglu*
Alarik Myrin
Barbara O’Connor*
Jim and Kimberly Pallotta
Tony and Debbie Parchment
Chris and Mary Eileen Parton
Alec Peterson
Anne and Walker Poole
Nina and Matthew Quigley
Cindy and James Robbins
Zachary Roberts
Pamela Moore and Charles Rose
Renee Roub
Judy and Jon Runstad*
Bruce and Kimberly Sachs
Kevin and Joan Salwen*
Ariel Santos
Joanna Schulman
Stephanie and Jeffrey Schwartz*
Ana Ortega and Marc Schwarzenberg
Alissa and Jack A. Sebastian
Amberjae Sharif
Kate and Raleigh Shoemaker
Silver Cloud Fund**
Joan Binstock and David Silvers
Thomas Sadler and Eila Skinner
Peter Small***
Sally Lapides and Art Solomon**
Richard Spillane
Chris Kraus and Darcy Stacom
Julene and John Stellato
Elizabeth and Thomas Stults*
Jill and John Svoboda*
Kerry and Brendan Sword**
Anne-Marie and Bill Teuber
Dave and Lynn Treadwell
Michael and Barbie Violi
Daria Foster Wallach and Eric Wallach
Eric and Kathy Warden
David and Louisa West
Rose White
Larry Fullerton and Debra Willen
Bruce Williams
Jeannie and Richard Wittmer, Jr.*
Edward Wroble
Nathaniel M. Zilkha

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

SILVER
10,000 – $24,999
Anonymous (3)
Daniela and Darren Abrahamson*
Jeffrey Addis
Stevie and Deborah Baron
Bob Baxter
Kim and Mike Becker
Greg Behrman
Gordon Bell
Alan and Joyce Bender*
The Bendheim Family*
Edward Benford and Tracey Williams Benford
Kent and Kate Bennett
Brittany Mantell and Matthew Berner*
Frank Bisignano
Kathi and Bryce Blair
Kristine and John Bradley
Heidi and Bernie Buonanno III
Katie and Paul Buttenwieser**

BRONZE
$5,000 – $9,999
Anonymous (8)
Lisa Abbott
Ketan Agrawal
Jill and John Andy*
Ime Archibong*
Laura and John Arnold
Babs Ausherman*
Doug and Andrea Behrman
Anne and Jeff Bingman
Michael and Molly Bogdan**
Susan and Eric Boyd*

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

MEMBER

$1,000 - $4,999

Anonymous (22)
Jonathan Abbott
Tiffiny Fudak and Shaun Abrav**
Julie Wolpov and Howie Abrams
Christine and Reuben Ackerman*
Bob Adams
Esinam Agbemenu
Steve Akers*
Ryan Albeida
Lee Alcott*
Jonathan and Barbara Alexander*
Sarah Alpern
Joseph Alverson
Vibhu Ambil
Charlie Anastasi
Sean Anastasi
Karthik Anbalagan
Jack Andersen
Gordy Lawrence and Martha Anderson
Ron and Julie Anderson
Sean Anderson
Mark Andrade
Zara Anwarrai
Allison Apple
E. Arnn
Andrea Catellier and Harris Atmar
Joel Audette
Jeff Bader
Jamshid Khasen and Maryam Bagheri
Jennifer Cusack and Michael Baker
Edwin Baldry
Roy Ballard
Mr. and Mrs. James Balloun
Daniel Banks
Renee Banks
Sevran Banas
Ilana Barahona
Virginia Barazia
Nenshad Bardoliviwa
Denise and David Barmak
Tom Barry
Christos Bastis
Vicky and Peter Bauer
Beth Black and Randy Bean
Willow and Jay Bechtel
Zachary Becker
Laura and Scott Beebe*
Amelia Behrman
Blake Bell
Lisa Belzberg
Dalila Benachenhou
Darrell Benatar
Jason Bennett
Barbara and Andrew Benson
Bergman Family Foundation
Julia Bernier
Jennifer and Kyle Betty
Shanu Bhargava
Thomas Bidgare
Andrew Birnbryer
Daniel Blake
Virginia Wright and Richard Blamey
Lindsey Blickenstaff
Thomas Blight
Garrett Blinkhom
Shannon and Jesse Bochichio
Pat Boquist
Claire and John Borelli
Sharon Bowen
Cindy Bowlin
Darric N. Boyd
Lynne Boyd
Benjamin Boynton
Charles Bradford
Eric Brandwine
Jeffry Bratton
Matthew Braun
Danielle Brown
Jessie Brown
Sheldon Buckler
Lorna Buggs
Marjorie Becker and Peter Burack Charitable Fund
Jonathan Burks
Jason Burris
Rober Bushnell
Jeff and Lynda Bussgang*
Adriane and Cameron Butler*
Sukhreet Buttar
Aiden Byrne
Jill Caiazzo*
Allison Caley
Mary Ann Callahan
Jaime Calleja
Timothy and Shannon Campos
Juan Carlos and Mayra Campuzano
Stephen Caplow*
Charles Carman
James Carney
Curtis Carpenter
Karen Carson*
Henry Carter
Glenn Carvajal
Katie Baynes and Taylor Cascino
Sean Casey
Deidre Cassidy
Jeff Schles and Sara Catanarzo
Louise Manget Cat
Memorial Fund
Anton Cauduro
Jay Cavalcanto
Ana Lorena Elizondo and Christian Champ*
Mike Champion
Christine Chapman
Lee Charles
Kathryn Charleston
Atul Chaudhari
William Childs-Klein
Tony Chircio
Pete Chronis
Gloria Chu
Joonhao Chua
Emile Chung
Joseph Chupp
Brett Church
David Clanton
Ashley Clark
Tyler Cleveland
The Clew Family Fund
Clew
Elizabeth and Brian Clymer*
Chad Cocco
Theodore and Trista Colbert
Newcombe Cole
Brian Colella
Clare Colletti*
Anna Colton
David Comella
Gregory Comella
Valerie Armbrust and Richard Conley*
Erin Connolly
Peter Connolly*
Dan Cook
Leopoldo Coronado Sada*
Kendall Cotton
Josh Coughlin
Martin Coughlin
Nicholas Coury
Andrew Cox
Dan Crear
Christopher and Heather Crosby
Barbara Crouchley
Tracy and Lee Crump*
Miriam and Juan Cuan
Renee Curberson
Ivy Cunningham
Laura Currier
Kevin Curry
Cailan Curtis
Danielle D’Agostino
Richard Dames
Brian and Michelle Daniell
Samantha Danis
Christina and Robert Darwall*
Stuart Davies
Jesus Delafo Roldobledo
Nilda and Emile De Boyrie
Michael Deal
Robert Debs
Seema Degwekar
Mark deLaar
Ed Delgado
Mickey Branden and Stephen Dempsey*
Keith Denham
Ria Deo
Ronald DePaolo
Dan Desantis
Ryan Dieter
David DiGianmarino
Kimberly and Brad Dimeo*
Emmett and Amanda Doerr
Jay Donde
Bryan Donlan
Judith Dorson
William Douglas
Serge Dougdou
Brian Doyle
Cathy and Jim Doyle*
Alyssa Dray
Faye Dresner**
Ianie and Peter Dittrel*
Wilson D’Souza
Michael DuBois
Mark Duke
Danielle Dunn
Gabriel Durand*
Ted Durkin
David Dworts
Mohammed El
Julie Elberfeld
Aileen Ellis
Josephine and Bob Emmert
Sara and Jeff Enright**
Carmita Alonso and Edward Estrada
Andrew Eveson
Michael and Laurie Ewing
Gina Catalano and T. Yates Edley
Diane and Neil Exter

* Indicates Supporter who has given consecutively for the last five years
** Indicates Supporter who has given consecutively for the last 10 years
Gary Facenda
Laura Fineo
Deborah Falconer
Jessie Brown and Christopher Fanelli
Robert Fanning
Derek Farmer
Sharon and Mort Fearay
Michael Feinstein
Campion Fellin
Rebecca Ferber
Keith Ferdinando
John Ferebee**
Len and Lindsay Ferrington
Lucia Santini Field and Bruce Field
Anne Fiero
Joe E Coelho Figueroa
Aaron Finegold
John Fischer
Lisa and Ted Fischer**
Randee and Howard Fischer
Dave Fisher
Lisa Wendell and Ken Fishman**
Cecil Flamer
Ryan Fleischbein-Smith
Karen Flesham
Carrie Flynn
Frank Bell and Amy Foster
Fred Foulkes*
Jacluyln Fuisse
Brandon Fox
Josh Friedman
Gregory Fung
David Gabler
The Glaber Family
Sheila Galloway
Michele Ganeless
Steven Ganeless
Joseph Ganshow
Brent Huff and Mike Gardner
Kate Walsh and Erik Garpestad
Emily Garrett
Emily Brotman
Gasthalter**
Brian Gehsler
Rebecca Gellenberg
Teo Gelles
Elliot George
Anne and David Gergen
Andrew Ghertner
Tom and Mary Gilbane
Michael Gillespie
Joe and Lynn Giorgio
Dennis Glavin
Brian Goldfarb
Chloe Goldstein
David Tager and Julie Goldstein
Betsy and Jonathan Goodell*
Maniketh Gopikrishnan
Meg and Jamie Grant*
Rebecca Grant
Adam Gray
Andrew Gray
Carlo Greaves
Broderick Green
Peter Gregory
Sharon Griesman
Dan Grossman
Dara and David Grossman**
Kathryn Gruber
Jim Guibotis
Lisa Nieves and Gregory Gunn
Apuv Gupta
Kathleen and Dave Gutmann
Teresa and Peter Hacunda
Ryan B. Hale
Garland Hall
Adam Halpert
Kara and David Hamilton
Jay Hamm
Maria and Peter Handtines*
Trista Hannan
Tisha and Bill Hardcastle
Linde Harned
Dan and Elizabeth Harrigan
Katherine Hart
Ronald Schragr and Wendy Hart
Steven Hartstein*
Lisa Haubenstock
Duncan Hauenstein
Jeffrey and Christa Hawkins*
Erin Hawley
Meg and Richard Hayne
Thomas Helleboid
Connie Hellier*
Jason Henrickson
Robert and Kathleen Hevert
Robin and Brian Hicks*
Martha Higgins
Peter High
Hilary and Scott Hill
Allison and Andrew Hirsch
Benjamin Hirsh
Dan Hofacker
Jason Hoffman
Natalie Hogan
Richard Holley, Jr.
Calvin Hollinger
Bavan and Pete Holloway
Michael Holst
Abigail Holtz
James Hooi
James Hopkins
Joseph Hopkins
Marissa and Michael A. Horne, Ed.D
Scott Horrobin
Peter Horta
Adam Hotz
Tim Houghton
Susan Murray and Kassin Howell*
Hubbard Zapolsky Family Fund
Patty and James Huffines
Tracy Hughes
Matt and Anne Hulett
David Hunt
JoAnna Hunt
Trenten Huntington
Dayna Hutchings
Douglas Hwang
Ed and Joan Marie Hyland
Fares Ibrahim
Andrei Ignat
Dorothea Ioannou
Ashkaan Jaber
Mike James
Chris Janese
Don Jenkins
Joshua Jennings
Kenneth and Wendy Joblon
Brenda K. Johnson
Carmelita Johnson*
Carolyn Johnson
Matthew Johnson
Russell Johnson
Sheila Jordan
Richard Kaitz*
Alina Kalubina
Daniel Kaplan
Elliot and Donna Katzman*
Seth Kaufman
Michael Kazin
Richard Kazis
Dennis Kelly
Thomas Kelly
William Kelly
Walker Kennedy
Marian Sassetti and Robert Kent
Krishnaram Kenthapadi
Ema and Michael Kerst
Aron Kestenbaum
Ali Jad Khalil
Alan Kidney
Sarah Kiely
James Kiggen
Susan Kililenn
Mark Kim
Ryan Kim
John and Tappy Kimpel
Martin King
Jeff Kirby
Georgette Kiser*
Jacob Kitchel
Kyle Kneland
Lindsay Kneuven
Chris Knight
John Kobs
Charles Koeniger
Jonathan Kornblau
Gangadhur Kotte
Ruth Kramer*
Jodi Kraske
Sharon Kress
Samuel Kreiter
Ramesh Krishnamurthy
Shiona Sommerville and Arvind Krishnamurthy
Becky Kung
Alexandra DeLaite and Tom Kuo*
Heidi La Gambina
Eugene Lam
Molly Lamb
Tyson Lamoreaux
Barrett Lamp
Christine Langowski
Jason LaPier
John Larson
Valerie and Ron Lauderdale*
Thomas Laudiucci
Marcella Lavras
Rob and Margaret Lawrence**
Dawn Lee*
Robert Lee
Sandra and William Lehman**
Daniel Lennan
Jeffrey and Nicole Lewis-Oakes
Richard Lewisohn
Christine Librizzi*
Elbert Lin
David and Lauren Lindheimer
Jessica and Frank Lollo
Sue Lodemore
Mary Loeffelholz
Ernest Logan
Pat and Frank Longobardi
Michael Lorditch
Richard Louis
Rex Lowe
Michael Lucas
George Lucchese
Christine Lukes
Jason Lunn
Kelly Lyman
Rhett Mabry
Scott Mackenzie
Scott and Kathy MacLean
Alecia Maclin
Neil Macneale
Anthony Malcolm
Ken and Stacey Malcolmson
Russell Mann
JoAnne Marfa
John and Diana Markowitz
Rebecca Marquez
Kenneth Marshall
David Martin*
Philip Marxen
Steven Masters
Courtney Caruso and Tod Matwijec
Nick Mavro
Patricia May*
Brian Gold and Julia Mayer*
Meghan Hughes and Kimball Mayer*
Amber Mayes
Colin Mazzola
Louisa and Kevin McCaill
Steve McCann
Michele McCauley
Larry McClain
Michelle McCombs
Jacqueline M. Savioe and Dennis McCool
Debra and Rod McCowan**
Gavin McCullagh
William McDowell*
Brent McGilberry
Christopher McGilliard
John McGrath
Brian McGuiness
Brian McKeon
Kim McKeown
Patrick McLaughlin
Christine and Steve McManama
Aaron Meder
Brendan Meenan
Jeremy Mercer
Christopher Merritt
Jere Metcalf
Jennifer Meyer
Elisabeth Michaels
Ann Miller*
Kevin Miller
Tracy Miller
Joan and Tom Mistler
Anthony Mitchell
Tarang Mittal
Jeremy Modjeska
Alexandra and Tom Moffatt
Juli Monahan
Lauren and Joel Mooers
Charles Moore
Rodman Moorhead
IV and Brooke Moorhead**
Jose Mor
Francine Moreland
Cameron Morrison
Nathaniel Morrison
Stephanie Morton
Sig Mosley
Jane E Moulding
Frannie and Benton Moyer
Gopinath Munivandy
Ann and William Murray**
Rebecca Muse-Orlinoff
Ivan Mwiruki
Michael Nadeau
Jeffrey Nanney
Amy Nazimiec
Mary and Stephen Neff
Frederick Nelson
Rich and Mary Nelson
Ellen and George Nemhauser Charitable Fund
Lisa McCann and Jamie Nemiah**
McComma (Mac) Grayson and Aditi Nerkar*
Lisa Neuberg
Adam Newman
Glenn Newman
Jean and Don Newton*
Kelty Niles
Hiroyo Ninomiya
Joe and Alfreda Norman
Pamela Obando
Susan and Mike O'Leary*
Sarah O'Neil*
Bill O'Neill
Caitlyn Ormesher
Joshua Ortiz
Carla Bradley and George Overholser
Dr. Susan Pakula
Lauren Palmer
Martina Panilio
Nikesh Parekh
Ken Meyer and Amy Parker
Paige Pauli
Michael Pawlak
Tara Ford Payne
Zeffirine and Marcus Payne*
*
* Indicates Supporter who has given consecutively for the last five years
** Indicates Supporter who has given consecutively for the last 10 years
Pearlman Charitable Fund
Shirley and Michael Pearson*
Brian Percival
Douglas Pereira
Anel Perez
Claire Keeley and Craig Perez
Jane and Dick Peterson*
Stephen and Elizabeth Peterson
Rebecca and Zach Petrone
Jon Pettie*
Deborah Phelps
Myles and Robin Pistorius
PJT Partners
Cheryl Platz
Alexander Polson
Joanna Pomykala
Pontifax AgTech
Ori Porat*
The Kyle and April Porter Fund
Sandra Powell*
Bill Power
Carissa Prosnitz
Shanti Punukollu
Anamasar Purcell
Ellen Quisenberry
Eric Rachlin
Matt Raines
Sybil Raman
David Ramos
Laura and Peter Ramsden*
Srinivas Rao
Preston Raymond*
Megan and Casey Recupero**
Marc Regier
Amy Reilly
Bethany Reyes
David Rice
Vance Richardson*
Nancy Ridil
Nils Ringe*
Tara and Dan Rioux**
Herald Ritch
Jon Ritz
Howard Robinson
Jeffrey and Jennifer Robinson*
David Robison
Kari Roe
Suzanne Romeo
Thomas Romeo
John Todd Roof
Rebecca Mayer and Josh Rosenthal
Katherine Roth
Neal Rothseder
Aaron Rubenson
Myrna Ruiz
David & Robin Ryan Family Foundation*
Melissa Sahoovala
Steven Saito
Daniel Salazar
Brett Salisbury
Lee and Cecilia Sandven*
Claudia Santoro
John and Elizabeth Scarnough
Erez Schachin
Kylie Scharf
Jackie Scherer
Erika Rice Scherpelz and Jeff Scherpelz
Christopher Schilling
Philip Schneider
Shawn Schneider
Phil Schneidermeyer
Mark Schnittman*
Megan Schomaker
Kathleen and John Schreiber
Don Schuerman
Suzanne Schultz*
Keri and Scott Schundler*
Emily Schwartz
Jesse and Carol Schwartz
LaTran Scott
Gail and Christopher Scudellari
Patrick Scully
Brandie and Bob Seebold
Arthur L. Segel
Jill Selbert*
Ryan Selkis
Christopher Severs
Jane and Paul Shang
Pritivi Shankar*
Megan and John Shapiro*
Po-Hong Shaw
John Sheehan
Conor Sheridan
Thom Shields and Charlotte Montague Shields
Joshua Shimpky
Alice Shobe
Richard Mott and Deborah Short
The Ralph & Clara Schuster Foundation
Sophia Siao
Theodore Simmons*
Michelle Sims
Molly Sims
David and Marcie Singer
Beverly Singh
Nicholas Siska
Aaron Skonnard
Molly Slattery
Mary and Richard Small
Michael Smit
Carl Smith*
Mackenzie Smith
Maria and Andrew Smith
Michael Smith
Robert Smith
Sophia Smith
Smith Family Foundation
Gail Snowden
Marc Solomon
Gavin Solotar
Sean Sorrell
Michael and Donna Spector**
Rob Spies
Lori and David Sprovos*
Pooja Srinivas
Jane and Don Stanford*
Ryan Stecher
Mindy Lubber and Norman Stein
Justin Stephan
Amy Atwood and Cory Stephens
Fredericka and Howard Stevenson
Ted Stakeleather*
John Stone
Rebekah Strausbaugh
James Stricklin
Paul Stroup
Lisa and Scott Stuart*
Kevin Stultz
Amy Stursberg
Patrick Styer
Shivam and Jyothi Subramaniam*
Daniel Sullivan
Kerry Sullivan
Hillary Super
Kim and Eddie Swafford
Kayley Runstad Swan and David Swan
Andrew and Louise Swanson*
Jonathan Swindle
Evelina and Mark Taber*
TAEO Charitable Fund
Emma Tai
Amanda and Matt Tall
Cheryl Talley
Carla and Robert Templin*
Chris Teodori
Richard Terry
Marvin Theimer
Mark Theine
Candace Thille
Dr. Delvena Thomas
William Thompson
Laurie and Peter Thomsen**
Kyle Thomson
John Thorbahn
Josh Ting
Karen and David Ting*
Sara Todd
Christopher Todisco
Melanie Toomey
Caroline and Stephen Tortolani*
Eileen McCarthy and Steve Toti*
Elizabeth Devin Tracy
Quan Tran
Joshua Traube
Tiffany Trent-Abram
Lori Trenza
Brian and Erin Trujillo
Deniz Tuner
Susan Turchyn
Maxine Turkumwe
L. Denise Turner*
Maggie and Jonathan Tushman**
Bryan Uegawachi
Jeanie Ungerleider
Eric Utay
Shannon and Peter Van Oppen*
Nancy Van Siclen
Matthew McCann and Andrea Varano*
Jessica Vargas
Ted Varghese
Robert Varnadoe
Mahesh Venkateswaran
Gregory Victory
Pamela and Jeffrey Vogel
Thomas Wagner
Julie and Don Wallunas
Laura Walters*
Dora Wang
Lu Wang
Jeffrey Washington
Karen Watts
Bonnie Way
Adam Weinstein
Phillip and Barbara Weinstein*
Elizabeth Weitzman
Alexander Wells
Erik Werner
Jonathan Werner
Mark Wilcox and Catherine Wertjes*
Justin Whitehead
Elliott Wilke
Gayna Williams
Matthew Williams
Anthony Wilson
Scott Wiltamuth
Heather and Jim Winger
Michael Wolf
Mary Wolk-Agnew
Sturgis and Carolyn Woodberry
Bruce Worthington
Joanne Wrenn
Charles Wright
Jacqueline Wright
Owen Wurzbacher
Wayne Young
Leslie and Sam Zales*
Robert Zammuto
Wancheng Zhou
Hailun Zhu
Christa Zilhmann
Rebecca Zook-Powers
Lisa Zopatti
Heather Zyncazk
Zachary Zeitlin
Zane Stickel

* Indicates Supporter who has given consecutively for the last five years
** Indicates Supporter who has given consecutively for the last 10 years
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.
<table>
<thead>
<tr>
<th>FUNDING LEVEL</th>
<th>BENEFITS</th>
</tr>
</thead>
</table>
| **Advocate**    | - Regular touchpoints and access to exclusive updates, including the Investor Newsletter and the Annual Investor Call with Year Up’s Founder and CEO  
| $250,000 - 499,999 | - 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** | - All Advocate benefits  
| $500,000 - 999,999 | - Promotion on Year Up’s social media platforms  
|                 | - Student or graduate letter for digital distribution to all employees |
| **Innovator**   | - All Trailblazer benefits  
| $1 - 1.49 MILLION | - Recognition at all Year Up graduation ceremonies nationwide |
| **Visionary**   | - All Innovator benefits  
| $1.50 - 1.99 MILLION | - Feature with photo on Year Up’s website |
| **Vanguard**    | - All Visionary benefits  
| $2 MILLION+     | - 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.
All institutional investors giving $1,000 or more are recognized for the total payment made in 2020.

| $1,000,000+ | Anonymous |
| $250,000–$499,999 | Berkshire Partners |
| $250,000–$499,999 | Bill and Melinda Gates Foundation* |
| $250,000–$499,999 | Boeing Company* |
| $250,000–$499,999 | Capital One Financial Corporation** |
| $250,000–$499,999 | CD Spangler Foundation |
| $250,000–$499,999 | Clipper Ship Foundation |
| $250,000–$499,999 | Costco |
| $250,000–$499,999 | Dorot Foundation |
| $250,000–$499,999 | DTCC* |
| $250,000–$499,999 | Facebook Inc |
| $250,000–$499,999 | Finnegan Family Foundation** |
| $250,000–$499,999 | Gray Foundation** |
| $250,000–$499,999 | Income Research + Management** |
| $250,000–$499,999 | KPMG LLP*** |
| $250,000–$499,999 | Lego Systems Inc |
| $250,000–$499,999 | The Lenfest Foundation |
| $250,000–$499,999 | The McCance Foundation |
| $250,000–$499,999 | Roberts & Ryan |
| $250,000–$499,999 | Robin Hood Foundation** |
| $250,000–$499,999 | S&P Global Foundation |
| $250,000–$499,999 | Santander Bank |
| $250,000–$499,999 | SkillWorks |
| $250,000–$499,999 | Slack |
| $250,000–$499,999 | The Snider Foundation |
| $250,000–$499,999 | The Steele Foundation |
| $250,000–$499,999 | TA Associates |
| $250,000–$499,999 | TD Charitable Foundation |
| $250,000–$499,999 | Thomas H. Lee Partners** |
| $250,000–$499,999 | Trefler Foundation |
| $250,000–$499,999 | Twilio.org Impact Fund |
| $250,000–$499,999 | UBS Corp** |
| $250,000–$499,999 | UBS Optimus Foundation |
| $250,000–$499,999 | Verizon Foundation |
| $250,000–$499,999 | Willow Tree Fund* |
| $50,000–$99,999 | Adobe |
| $50,000–$99,999 | Aridian Investment* |
| $50,000–$99,999 | Arizona Community Foundation |
| $50,000–$99,999 | Atlassian Foundation |
| $50,000–$99,999 | Baltimore’s Promise |
| $50,000–$99,999 | Blackstone Charitable Foundation |
| $50,000–$99,999 | Byrne Family Foundation |
| $50,000–$99,999 | Circle of Service Foundation* |
| $50,000–$99,999 | Corvex Management |
| $50,000–$99,999 | Crown Family Philanthropies* |
| $50,000–$99,999 | David, Helen, and Marian Woodward Fund |
| $50,000–$99,999 | Deltek Inc* |
| $50,000–$99,999 | Eugene & Agnes E. Meyer Foundation* |
| $50,000–$99,999 | FIS Foundation Inc |
| $50,000–$99,999 | Golden Credit Union |
| $50,000–$99,999 | Harman Family Foundation* |
| $50,000–$99,999 | Harold Simmons Foundation |
| $50,000–$99,999 | HEDCO Foundation |
| $50,000–$99,999 | The Jeffrey H. and Shari L. Aronson Family Foundation |
| $50,000–$99,999 | Joseph B. Whitehead Foundation |
| $50,000–$99,999 | JPMorgan Chase Corporation** |
| $50,000–$99,999 | Karin Bain and John Kukral Foundation |
| $50,000–$99,999 | KKR |
| $50,000–$99,999 | The Leon Levine Foundation |
| $50,000–$99,999 | The Leon Lowenstein Foundation |
| $50,000–$99,999 | Andrew Bendheim |
| $50,000–$99,999 | Joanna Schulman |
| $50,000–$99,999 | Kim Bendheim |
| $50,000–$99,999 | Tom Bendheim |
| $50,000–$99,999 | Life Science Cares |
| $50,000–$99,999 | Lloyd A. Pryor Foundation |
| $50,000–$99,999 | Loeb Family Charitable Foundations* |
| $50,000–$99,999 | The Miami Foundation* |
| $50,000–$99,999 | Michael Reese Health Trust |
| $50,000–$99,999 | Mimeoat |
| $50,000–$99,999 | MJ. Murdock Charitable Trust |
| $50,000–$99,999 | National Grid Foundation |
| $50,000–$99,999 | Nina Mason Pulliam Charitable Trust |
| $50,000–$99,999 | Norton LifeLock* |
| $50,000–$99,999 | Okta |
| $50,000–$99,999 | PayPal Inc |
| $50,000–$99,999 | Penn Mutual Life Ins Co |
| $50,000–$99,999 | Pershing Square Foundation |
| $50,000–$99,999 | The Richard E. & Nancy P. Marriott Foundation* |
| $50,000–$99,999 | Safeco Insurance Fund |
| $50,000–$99,999 | San Francisco Foundation |
| $50,000–$99,999 | Santander Consumer USA Foundation |
| $50,000–$99,999 | Sartain Lanie Foundation |
| $50,000–$99,999 | Silver Family Foundation* |
| $50,000–$99,999 | Silver Tree Services Foundation |
| $50,000–$99,999 | SoFi |
| $50,000–$99,999 | State Street Corporation** |
| $50,000–$99,999 | Strada Education Network |
| $50,000–$99,999 | Thunderbirds Charities |
| $50,000–$99,999 | United Way of Metropolitan Dallas |
| $50,000–$99,999 | The Upwork Foundation |
| $50,000–$99,999 | URBN |
| $50,000–$99,999 | Wells Fargo & Company** |
| $50,000–$99,999 | Wells Fargo Foundation** |
| $50,000–$99,999 | Workday* |
| $50,000–$99,999 | Zurich Insurance Group* |

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
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.
$5,000–$9,999
Anonymous (2)
American Express Company**
America’s Charities
Amica Mutual Insurance Company*
Andrew Sabin Family Foundation
ApartmentList
BECU
Bright Funds Foundation*
CBRE Inc Foundation
The Champlin Foundation*
Comgest
Corbin Capital Partners
Crane Fund for Widows and Children
CU LLC
Dodge & Cox
Dropbox
The Ellis Foundation
EnTrust Global* eNVY Foundation
Equitable Foundation
Federated Hermes Inc* Frances Hollis Brain Foundation
Franklin Templeton Investments
Gilbane
Goedcke & Co LLC
Gordon Brothers Group
Gulf Coast Community Foundation Inc
Highspot Inc
The Home Loan Foundation
IANS Research
IBM
Intercontinental Real Estate Corporation*
Janus Henderson Investors
John C. Morrison and Eunice B. Morrison Charitable Foundation
JP Morgan Asset Management
Lean Enterprise Institute
Linde Family Foundation*
Lord, Abbett & Co LLC
Lyrical Asset Management LP
M & T Charitable Foundation
Marguerite Casey Foundation*
NEPC
The Network Roundtable LLC
Old Ironsides Energy LLC
P/E Investments
The Palmer Foundation
PPL Corporation
Scrum.org
Sequoia Consulting Group
The Standard*
Sterling National Bank
Susquehanna International Group
TA Realty
Taco/The White Family Foundation
TE Connectivity
Technology Alliance Tides Foundation
U.S. Bank Foundation
UPS Foundation
Venture Philanthropy Partners*
Vestar Capital Partners
Webster Bank
William Blair
$1,000–$4,999
Anonymous (2)
iShares Capital
Aberdeen Standard Investments
Abraham Family Charitable fund
Abrams Capital Management LLC
Aduro Inc
AlixPartners
Alliana Asset Management
AllianaGI U.S. Holdings LLC
AmazonSmile Foundation*
America’s Promise Alliance
Amundi Pioneer Asset Management
Anchorage Capital Group
Apex Systems Inc
AppDynamics
Aristotle Capital Management
AT&T Inc
Athenahealth Inc
Atlanta Gives
Autonomy Capital
AXA
BankNewport
Beach Point Capital Management
Berkshire Bank
Berkshire Residential Investments
Blue Beyond Consulting
Blue Moon Capital Partners
Blue Vista LLC
Boston Partners*
The Bowdoin Group*
Brandywine Global Investment Management*
Bristol-Myers Squibb
Brookfield Asset Management
Cadence Capital Management*
CapEQ
Carolina Missionary Baptist Church
CenterSquare Investment Management
The Chaney Family Foundation
Charities Aid Foundation
Charles Schwab
City of London Investment Management Company Limited
ClearEdge Partners
Community Foundation for a Greater Richmond
Cox Communications*
CVG Advisors
Dalen Industrial
Dell Technologies
Delta Community Credit Union
DevOpsDays
Duet
Duke Endowment
Equifax
Fiera Capital Inc
Financial Recovery Technologies
First Congregational Church in Winchester
FJC: A Foundation of Philanthropic Funds
Ford Foundation
Forester Capital*
Frederick and Ilse Grunwald Legacy Fund
Freedom House*
Fremont Group
Greater Horizons
GW&K Investment Management*
HarbourVest Partners
Hartford Foundation for Public Giving
Hillman Foundation
HG Foundation
Homestar Mortgage
Ingredion
Inspire CIO Leadership
INTECH Investment Management
Kaye Anderson Capital Advisors
Kinsip with All Beings Fund
The Kurtz Family Foundation
Macquarie Holdings
McMaster Carr Supply
The Mercer Giving Fund
The Merck Foundation
The Miami Dolphins Foundation
Monarch Partners Asset Management
Mondo
Move the World Foundation
MTH Advisors
Natrixx Investment Managers
Navigant Credit Union*
Neighborhood Health Plan of Rhode Island
Network for Good
Newton Investment Management
Nixon Peabody
Norwest Venture Partners
Nuveen
OPC Asia (singapore) Pte Ltd*
Orchard Global Asset Management
PA Capital LLC
Pacific Gas and Electric Company*
Pakis Family Foundation
PanAgora Asset Management*
Pantheon Ventures
Parametric Portfolio Associates
Partners Group
Pawtucket Credit Union
Pernod Ricard
Pershing

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

Public Funders
$250,000–$499,999 US Department of Labor, H-1B TechHire Partnership Grant
$100,000 – $249,999 Commonwealth of Massachusetts LISC Rhode Island Governor’s Workforce Board of RI
$50,000 – $99,999 Massachusetts Department of Transitional Assistance Washington Youth Development Nonprofit Relief Fund
$25,000 – $49,999 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
In-Kind Donations

$1,000,000+
Eastern Gateway Community College via the Student Resource Center
MasterClass
Pluralsight One
Scrum.org
Workday

$500,000 – $999,999
Coach Foundation
Latham & Watkins LLP

$100,000 – $249,999
Amazon Web Services Inc (AWS)
Equity Apartments
LinkedIn Learning
Lyft
Microsoft Corporation

$50,000 – $99,999
Rosetta Stone
Southwick Social Ventures
Tableau

$25,000 – $49,999
Dell Inc
Macy’s
Salesforce

$10,000 – $24,999
Allen & Rocks
Rangeforce

$5,000 – $9,999
David Parker and Marian Davis
Lori and David Sprows

$1,000 – $4,999
INSTITUTIONS
FINRA
Hive & Colony
Not Impossible Foundation

INDIVIDUALS
Elizabeth Favini
Mekivia Hawkins and Antonio Freeman
TRIBUTE GIFTS

In Honor of Stanley Abellard
Ted Durkin

In Honor of Brandon Aboua
Jake Kagler

In Honor of Mirca Alvarez
Anonymous

In Honor of Amazon Adapt
Kathryn Davis

In Honor of Michael Amoyo
Mary Lynn and Art Amoyo

In Memory of Ahmaud Arbery
Allison Albrecht

Anonymous

In Memory of Jeffrey Bailey
Caroline and Steven Charest

In Honor of Terrell Baker
Mary Sims

In Honor of Joseph Baratta
Anna-Maria and Stephen Kellen Foundation

In Honor of Elena Barkalova
Josh Williams

In Memory of Adrian Barona
Cynthia Alonso

In Honor of Paul and Jayne Becker
Kim and Mike Becker

In Memory of Carlos Benitez
Karla Benitez

In Honor of Adam Berry
Kathleen Cordrey

In Honor of Mommom Betty
Anastasia Dellaccio

In Honor of Brooke Biluye
Linda A. Biluye

In Honor of Joan Binstock
Daria Foster Wallach and Eric Wallach

In Honor of Bryce Blair
Jeff Blair

In Honor of Laura Blamey
Richard Blamey
Shannon and Peter Van Oppen

In Honor of Blue Beyond Consulting
Thomas Tyler

In Honor of Melissa Bodnar
Sophia Gordon

In Memory of Pinkie Braddy
Alexis Braddy

In Memory of Pete Brennan
David Sak

In Honor of Jess Britt
MENTOR: The National Mentoring Partnership

In Honor of Mark Burkhard
Anonymous

In Memory of Larrie Carstadt
Amy Hurd

In Honor of Brianna Campos
Shannon and Tim Campos

In Memory of Diego Cantu
Jose Mora

In Honor of Precious Carter
Donna Bacich

In Memory of Antonia Carvajal
Glenn Carvajal

In Honor of Cindy Castellanos
Martha Garcia

In Honor of Lee Charles
Greater Horizons

In Honor of Gerald Chertavian
Greg Behrman
Rebecca Leder

In Honor of Levon Chertavian
Josephine Padalini

In Honor of William Clark
Anonymous

In Memory of Kevin Clarke
Martin King

In Honor of Walter Clarke
Anonymous

In Memory of Dina Commenou
Amber Mayes

In Honor of Cecil Conlee
Sarah Scorza

In Honor of Deborah Cross
Jack Reynolds
Sturgis and Carolyn Woodberry

In Honor of Sal Cucchiara
Kira Dubas

In Honor of Renee Culbertson
Don and Linda Jenkins

In Honor of Glenn Cullen
Seth Mellman

In Memory of Ronald Dean Cummins
Anonymous

In Honor of Dick Daniels
Yvette Radford

In Honor of Richard Daniels
Dennis Dubney

In Honor of Lee Delaney
Brian M. Poulliot

In Honor of Ed Delgado
Amy Lofland

In Honor of Caitlin Donaldson
Walter Donaldson

In Honor of Sue Donohue
Erin Shea

In Honor of Matty Donovan
Elizabeth Demers

In Honor of Kim Van Doorn
Steven Hartstein

In Honor of Allie Douma
Lynn Plack

In Honor of Cathy Doyle
Deb Joyce

In Honor of Blanche Dresner
Faye Dresner

In Memory of Charles Edison
E. Arnn

In Honor of Marci Engel
Lewis Shubin

In Honor of Jerrod Engelberg
Peter Tseng

In Honor of Lulu Esler
Samantha Esler

In Honor of Mariel Espinal
Deborah Silverman

In Honor of Victor Espino
Jennifer Van Stelle

In Honor of Essence on behalf of Airbnb
Aileen Ellis

In Honor of Essence on behalf of NBC Universal
Aileen Ellis

In Memory of Patrick Falconer
Deborah Falconer

In Honor of Lewis Ferebee
Brittny Laws

In Honor of Rallel E. Flamer
Cecil Flamer

In Honor of Gretchen and Mike Flora
Luke Flora

In Memory of George Floyd
Anonymous
Catalina Geib
Kauryn Balcom
Mario Rodriguez
Nancy Stehfest
Neda Petracic-Oljaca
Olin Jones
Sarah Kiely
Woodson Martin

In Honor of Melanie Folstad
Valerie Singer

In Honor of Brian Frank
Stephanie Preston

In Honor of Anita Fulco
Allan Cohen

In Memory of Connie Fullerton
Larry Fullerton

In Honor of Larry Fullerton
John Treece

In Memory of Shirley Furdak
Trinity and Shaun Furdak

In Honor of John and Frances Galante
Melia Daimling

In Honor of Riley Gale
Hayes Brenner

In Honor of Seth Goldman
John Struzziery

In Honor of Angelica Gomez
Benjamin Gomez

In Memory of Jonatan Gutierrez
Anonymous

In Honor of Andrew Hamilton
Chanda Pepping
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 Memory 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 Esttner

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 Kelts
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 Alstott
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
Eva 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 Giviello
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 Petracic-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 Ely
Stuart Davies
Tereance Mullaney
Tim Folan
Todd Billet
Tom Finnegam
Zachery Ray

In Memory of Urmila Sinha
Paul Hainsworth

In Honor of Andrew Slutzky
Byron Guo

In Honor of Phyllis Smart
Karen Williams

In Honor of Joseph Smialowski
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 O’Maloney
Jay Cloutier
Joe Agostino
Michael Micalone
Ramanjit Sidhu
Susan Dunbar
Vijay Pawankar
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 Rachel 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
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

Paul Salem
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 Handrinos
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

Judy Miner
Chancellor, Foothill-De Anza Community College District

Anel Perez
Solutions Architect, Amazon Web Services | Year Up Alumna

Cindy Robbins
External Consultant, Former President and Chief People Officer, Salesforce

Barby Siegel
CEO, Zeno Group

Kerry Sullivan
President, Bank of America Charitable Foundation

Robert G. Templin, Jr.
President Emeritus, Northern Virginia Community College

Greg Walton
IT Support Engineer, Massachusetts Institute of Technology | Year Up Alumus

National Alumni Association Board

Katrina Hill-Gay (Chair)
Human Resources Generalist, Year Up

Dallas Phinsee III (Vice Chair)
Account Manager, Comcast Cable

Michael Baldwin (Executive Coordinator)
Program Manager, Year Up Puget Sound

Emeritus Trustees

John Bradley
Chief Operating Officer, Year Up

Eileen Brown
Founder & Chancellor, Cambridge College

Shanique Davis
Release Engineer, National Science Foundation

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

David Ford
Former Executive Director, Richard & Susan Smith Family Foundation

Lisa Jackson, Ph.D.
Co-Founder & Managing Director, College for Social Innovation

Melodie Mayberry-Stewart
Senior Director of Global Initiatives, MidAmerica Consulting Group

Melody Barnes
Co-Founder & Principal, MB2 Solutions, LLC

Pedro Noguera
Distinguished Professor, University of California, Los Angeles

Jim Pallotta
Chairman & Managing Director, Raptor Group

Diane Schueneman
Former SVP & Head of Global Infrastructure Solutions, Merrill Lynch

Joseph Smialowski
Managing Director, Citigroup

Gail Snowden
Retired CEO, Freedom House Inc.

Pamela Trefler
Founder & Chair, Trefler Foundation

National Advisors

Melody Barnes
Co-Founder and Principal, MB2 Solutions, LLC

Jeb Bush
Former Governor of Florida

Kenneth Chenault
Chairman & Managing Director, General Catalyst

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

Jay Hooley
Chairman & CEO, State Street

Rene Kern
Advisory Director, General Atlantic

Garrett Moran
Former President, Year Up | Former COO, Blackstone Private Equity

Richard D. Parsons
Senior Advisor, Providence 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
Former Chairman & CEO, 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

Ellen McClain
Chief Financial Officer

Casey Recupero
Managing Director, Direct Service

Elyse Rosenblum
Managing Director, Grads of Life

John Bradley
Chief Operations Officer

Ronda Thompson
National Director of Alumni 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
Local Advisory Board Members

Greater Atlanta
Patti Austin
Regional Information Officer, Kaiser Permanente

Brandon Casteel
Vice President, Career Builder

Pabiola Charles Stokes
Community Impact Manager, Google

Lee Crump (Board Chair)
Group Vice President & CIO, Rollins, Inc.

Jelissa Lee Whatley
Senior Network Supervisor, Jackson Spalding | Year Up Greater Atlanta Alum

Edwin Marcial
Retired SVP & CTO, Intercontinental Exchange

Erin McMillan
Assistant Vice President, Cox Automotive

Stacey Ollinger
Philanthropist & Community Organizer

Susan Pound
EVP & Regional Sales Manager, Wells Fargo

Mary Ulmer Jones
SVP & Associate General Counsel, Bank of America

Alfred McRae (Member)
SVP | Market Investment Executive, Bank of America

Bay Area
Tim Campos
CEO, Woven

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

Jacob Sorensen
CIO, Bank of the West, BNP Paribas Group

Jose Mora
Trailblazer Community Coordinator, Salesforce | Year Up Bay Area Alum

Ellen Haude
Director, PennPAC

Greater Boston
Valerie Armbrust
Managing Director, Accenture

Jodeliz Cora
Senior Fund Accountant, JPMC | Year Up Greater Boston Alum

Stephanie Dodson
Managing Director, Draper Richards Kaplan Foundation

Matt Gellene
Managing Director, Bank of America

Colby Greer
Client Services Representative, State Street | Year Up Greater Boston Alum

Keith Peden
Former SVP, Raytheon Company

Jack Sommers
Managing Director, Income Research & Management

Brian Spector (Former Board Chair)
Former Partner, Baupost Group, LLC

Chicago
Tracey Benford
Partner — Head of Midwest, Canada and Southwest FICC and Equity, Goldman Sachs

Omar Alexis Cervantes
Associate Analyst — Cyber Crisis Response, United Airlines | Year Up Chicago Alum

Kelley Conway
Executive Vice President, Northern Trust

Robert DiMeo
Managing Director, DiMeo Schneider & Associates

Christine Kessler (Chair)
Managing Director and Global Head of Client Delivery, Bank of America

Marcus Payne
VP Quality, Food Safety, Continuous Improvement, Ingredion, Inc

Paul E. Purcell*
Chairman, Baird Financial Group

Katherine Finnegan
President, Finnegan Family Foundation

Tyme Anderson
Client Technology Operations Specialist, ReedSmith | Year Up Chicago Alum

Roger McEniry
Managing Member, Dolan McEniry Capital Management

Dallas/Fort Worth
Tynesia Boyea-Robinson
President & CEO, CapEQ

Lee Hobson (Chair)
Founder and Managing Partner, Highside Capital Management

Dr. Michael Horne
President and CEO, Parkland Foundation

Ken Malcolmson
President & CEO, North Dallas Chamber of Commerce

Alfreda Norman
SVP, Federal Reserve Bank of Dallas

Drexell Owusu
SVP, Education and Workforce, Dallas Regional Chamber

Clyde Valentin
Director, Ignite/Arts Dallas Institute

Fred Devereux
Retired President, Central Regional Mobility, AT&T

Lyn Muse
Founder and President, Lyn Muse Interiors, Inc.

Don Glendenning
Partner, Locke Lord LLP

Tara Payne
Vice President, Communication and Outreach, Federal Reserve Bank

Jacksonville
Mary Ann Callahan
SVP, Production Executive, Bank of America

Dan Hofacker
Managing Director, Home Lending Valuations Transformation, JPMorgan Chase & Co.

Whitney Lester
Help Desk Support, Bank of America | Year Up Jacksonville Alum

Stephen Pollan
President and CEO, Assessment Technologies Group

Dexter Siegler
President, North Florida Chapter NFLPA

Susan Turchyn (Board Chair)
SVP, Site Employee Relations Manager, Bank of America

O. Wayne Young
Director Response and Environmental Programs, JEA
Los Angeles
Will Bumpus (Board Chair)
Managing Partner, Phoenix Rising

Priya Sodha
Dir, Partnership Development, CalBright College

Emilio Esobar
VP of Info Security, Hulu

Tyler Bell
Senior Tech Recruiter, Boingo Wireless

Leslie Dodson
Director, IT Biz Ops and Chief of Staff, Kaiser Permanente

Nora Rahimian
Founder and Lead Consultant, #CultureFix

Lee Haywood (Alumni Board Chair)
Application Specialist, Vista Entertainment

Nancy Gibson
Director of HR, The Getty Trust

Mid-Atlantic
Chris Bjornson
CIO, Accenture Federal

Jim Calabrese
CIO, Pepco Holdings, Exelon

Brian Cobb
Chief Technology Officer, Brown Advisory

Randall Craig
Attorney, Craig Law Group

Samantha Davis
Project Manager, T Rowe Price | Year Up Mid-Atlantic Alum

Reginald Exum
VP/Community Development Officer, Citi

Michelle Ferrara
IT Vice President, Enterprise Wide Solution, Exelon

Larry Fullerton
Retired Partner/Senior Counsel, Sidley Austin, LLP

Doug Gansler
Associate VP, Buckley LLP

Ramsey Harris
VP, East Territory LMI Business Advisor Retail Lending Distribution Management, PNC Bank

Cary Hatch
CEO Brand Advocate, MDB Communications

Kimberly Holloway
IT Specialist, Department of Treasury | Year Up Mid-Atlantic Alum

Frank Johnson
SVP, Sales & Marketing, Seculore Solutions

Anthony Johnson
Managing Partner, Delve Risk

Jamshid Khazenie
Chief Technology Officer, Gannett

John King
Retired VP/Founder, Perot Systems

Georgette Kiser
Managing Director and CIO, The Carlyle Group

Marcie Koteen
U.S. Federal Systems Sales, Department of Homeland Security—IBM Corp

Ganesha Martin
VP Public Policy and Community Affairs, Mark43

Karen McWilliams
VP Legal HR, SAIC

Laura Moore
CEO, Dinner Time

Ed Mullin
CIO and VP, Think Systems, Inc.

Dessie Nash
Managing Director, Market Investment Executive, Bank of America

Lisa Neuberger
Managing Director, Strategy and Innovation, Accenture

Tony Parchment
Founder, Upstart Connectors

Mario Richards
Associate, Venable LLP

Thomas Romeo
GM, Maximus

Bruce Rosenblum (Board Chair)
Managing Director, The Carlyle Group

Nico Sanders
Business Development and Government Affairs

Chris Sashse
CEO, Think/Stack

Roslyn Smith
Retired

Bruce Williams (Co-Board Chair)
Retired VP, IBM

New York | New Jersey
Barbara Mace
Principal Economist, DLA Piper

Colleen Taylor
EVPI, Head of Merchant Services, Wells Fargo

De'Shawn Wright
Senior Manager Public Policy, Uber Technologies | Year Up New York/New Jersey Alum

Edward Estrada
Partner, Reed Smith LLP

Ernest Logan
President, American Federation of School Administrators AFLCIO

Frank J. Bisignano
President, COO and Director, Fiserv Inc.

Geoffrey Gold (Board Chair)
Managing Member and Founder, Salar Capital LLC

Jason Coulette
Vice President, Bank of America | Year Up New York/New Jersey Alum

Joan Binstock
Independent Director

Lawrence Cole
US Head of Ad Sales for the Mid-Market Multi-Channel and Consumer Goods verticals, Google

Maurice DuBois
News Anchor, CBS

Michael Stone
Chairman and Co-Founder, Beanstalk

Mikayla Dyer
Associate Technology, Morgan Stanley | Year Up New York/New Jersey Alum

Patrick Hackett
Special Limited Partner, Warburg Pincus

Peter Drittel
CEO, Titan Advisors

Phil Schneidermeyer
Partner, Ward Howell International

Richard (Dick) Parsons
Senior Advisor, Providence Equity Partners, Inc.

Sharon Y. Bowen
Independent Corporate Director and Partner, Seneca Women

Stephen Baron
Head of National Sales and Support for the Consumer Bank, Wealth Management—Chase
IN MEMORIAM
Paul E. Purcell
1946–2020

Year Up honors the memory of Paul E. Purcell and his unwavering commitment to advancing our mission.
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
Capgemini
Capital One
Carlyle Group
Citizens
Cox Automotive
CVS Health
DocuSign
DTCC
DXC Technology
Eaton Vance
Exelcorp
Expedition Group
Expedition 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
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

Bay Area
Airbnb
Alto Pharmacy
Amgen
Amazon
American Express
Ampush
Arbys
Archetype Agency
Asana
Atlassian
Autodesk
Bank of America
Bank of the West
Capital One
Carta
Cбег
Chevron
Chivalry Health Inc.
Cred
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
Rohan + Fields
Salesforce
Sephora
Silicon Valley Bank
Slack
Sony
Splunk
Stanford University
Stitch Fix
Tesla
Turner & Townsend
Twitter
Uber Technologies
Unity Technologies
VMware

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
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
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