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Opportunity Campaign Update
Financials
Our Corporate Partners
Our Supporters
Our Leadership
National Board Members
National Advisors
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Executive Directors
Our Locations
YOU must be the CHANGE you wish to see in the world.

Mahatma Gandhi
Creating real change is hard work. But at Year Up, hard work is something we’ve never been afraid of.

Year Up started with a vision to provide opportunity for the millions of talented Opportunity Youth in this country. Today, that vision has been nurtured by a Movement to close the Opportunity Divide. Yet as we write this message, too many young adults remain out of work and out of school because of systematic barriers that limit their ability to participate in the economic mainstream.

Even amidst high unemployment, there is an increasing shortage of skilled workers in our country. The employment gap grows wider with each job that remained unfilled, and companies are missing out on a viable and motivated source of talent in Opportunity Youth. As a nation, we cannot accept this reality because time and again, when given the opportunity, young adults have proven at Year Up that they are economic assets who are motivated to transform their lives.

In 2011, Year Up outlined a five-year national strategy that included ambitious goals around growth, scale, innovation, and influence: to grow and strengthen the core model to serve 2,500 students annually; to design alternative service delivery models that can scale to serve 100,000 students annually; and to continue our efforts to change systems and perceptions, at both national and local levels, about where talent can be found in this country. In conjunction with this strategy, we launched the $55 million Opportunity Campaign to secure the growth capital needed to execute our plan for 2012-2016. We are thrilled to report that Year Up successfully closed the Opportunity Campaign in 2013 thanks to the vision and generosity of the Opportunity Campaign investors. We are so grateful to have stakeholders who think big as Year Up works boldly to tackle a national challenge that is measured in millions.

In 2013, Year Up set records for graduation, post-program placements, and wages earned by graduates. Even as the organization has grown and scaled, it has never compromised the quality of its service. Rather, Year Up maintains its commitment to continuous improvement and innovation. And with a growing emphasis on electronic and mobile learning and innovative partnerships with our nation’s leading employers, Year Up is enhancing the ways it prepares young adults for professional careers in the 21st century economy. None of this would be possible without the resources provided by our supporters and the relentless commitment to excellence demonstrated by the Year Up team.

We are inspired to reflect on the progress made in 2013 and energized by what lies ahead. Year Up is on track to exceed the goals laid out in the Opportunity Campaign prospectus and we are already planning for the next five year strategic plan. As we near 10,000 students served, with ever-improving outcomes, the time to think about transformational scale is now. In the course of serving thousands of individuals, Year Up has established itself as a leader in the field of workforce development, and has leveraged its proven record of success to spark a national dialogue around why American leaders should be investing in their own futures by investing in our nation’s Opportunity Youth.

We are so grateful for your involvement with Year Up and for your belief in our mission. Together, we will close the Opportunity Divide for some of our greatest national assets - our young adults.

Be Well,

Gerald Chertavian
Founder & CEO
Year Up

Paul Salem
National Board Chair
Year Up
The secret of change is to focus all of your energy not on fighting the old, but on building the new.

Socrates
I am very excited to join Year Up as its first President to help guide our aggressive growth and innovation agenda. The chance to join the fight to close the Opportunity Divide along with the very committed, creative and hardworking Year Up team is a great honor.

Prior to joining Year Up I spent some time learning about education reform, vocational education and the broken nexus between educators, employers and Opportunity Youth. In the process I also met and learned about many of the organizations that serve our population.

There are two things that set Year Up apart. First, Year Up prepares young adults for substantive, demanding jobs while instilling a professional mentality that allows them to thrive and contribute effectively in the modern workplace. This enthusiastic, professional result is missing from too many vocational and youth-serving programs. Secondly, Year Up has built active relationships with hundreds of the country’s best companies and is increasingly engaged in strategic dialogs that are resulting in good jobs for our students. This ability to build connections between educators and businesses is very rare and it is critical to our nation’s future—we simply must harness the power of the market to solve our society’s problems or we will fall short. Year Up’s success in bridging this gap is extraordinary. This combination of program results and our strong corporate connection is very special and it positions us to lead the way in closing the Opportunity Divide.

Gerald has asked me to partner with him to build a deeper, stronger organization, to partner in the innovation process, and to help strengthen our ethic of continuous improvement. We expect to grow along several dimensions in the coming years and aspire to do this as a first-class learning organization. We will extend growth in our Core sites, expand and open new partnerships with community colleges through our Professional Training Corps, and launch new company-based projects.

In addition to our innovation through new site-based initiatives we have also stepped up our evaluation of the Year Up program model to find ways to deliver better outcomes at a lower cost while being as responsive as possible to job market opportunities. Some of this simply entails standardizing our best practices. Year Up is a very data-driven enterprise, and our team knows that they are responsible for delivering solid quarter-to-quarter results. We are also testing educational technologies to deliver innovations like distance learning that hold transformative potential. We think that Year Up should be a “fast follower” in using educational technologies if we are to maintain and improve our distinctively market-driven capability. Because we have limited resources and unlimited aspirations, however, we will look for opportunities to test new ideas and methods on the cheap, in real time at our existing sites, relying on the innovative spirit of our local leadership teams. Necessity is the mother of invention.

We have a lot of work to do and a compelling opportunity to make a difference that will affect thousands and maybe millions of deserving young adults. We will continually look for ways to partner with any organizations or individuals who can bring us closer to our ultimate goal. We have a strong team that is achieving excellent results, and they are excited to meet this challenge. I’m delighted to be a part of this very dynamic, compelling pursuit.

Garrett Moran
President
Never believe that a few caring people can’t change the world.

For indeed, that’s all who ever have.

― Margaret Mead
Year Up is a U.S.-based, national nonprofit organization that enables low-income young adults (ages 18-24) to move from poverty to professional careers in one year. We seek to close the Opportunity Divide—the gap between those who have access to education, resources, and living-wage employment, and those who do not. Today there are an estimated six million young adults in the United States who are out of work, out of school, and without access to the economic mainstream. As a result, their talents may neither be completely realized nor utilized.

**Year Up’s mission is to close the Opportunity Divide by providing urban young adults with the skills, experience, and support that will empower them to reach their potential through professional careers and higher education.**

In achieving our mission, Year Up acts as an “opportunity broker” between young adults and corporations lacking access to a well-trained workforce and a pipeline of talent for approximately 14 million vacant jobs that companies will struggle to fill between now and 2020.

The Year Up core program is a rigorous 12-month program that combines hands-on skill development, professional internships, and college credits. For the first six months of the program, our students develop technical skills in high-demand career areas, as well as professional skills that will enable them to be successful in a corporate setting. Students then apply those skills during a six-month internship through one of Year Up’s 250 corporate partners. Working with and through local community colleges and Fortune 1000 companies enables our students to earn stackable credentials and continue their educations and careers after Year Up.

The results are proof that we’re making change happen. In 2013, during a time of historic youth unemployment and the graduation of our largest class to date, Year Up saw 86% of its alumni go on to pursue full-time employment or education within four months of graduating. Those employed are earning an average starting wage of $15.86 per hour.
They always say time changes things but **YOU** actually have to **CHANGE** them yourself.

- Andy Warhol
In addition to the core model, Year Up is currently developing and piloting program variations designed to scale rapidly and be capable of serving thousands more students each year. We are currently piloting a community college-based model—the Professional Training Corps—in three cities, and are also developing an employer-based model that incorporates customized business solutions.

Year Up is also engaged in systems change, working to accomplish three goals: shifting the perception of urban young adults from social liabilities to economic assets, changing employer practices around developing and sourcing talent, and supporting public policies that increase the number of effective pathways to careers for young adults.

Since our founding in 2000, Year Up has served over 8,500 students in eleven locations across the U.S.: Atlanta, Baltimore, Boston, Chicago, Miami, New York, Philadelphia, Providence, San Francisco Bay Area, Seattle, and Washington D.C.

And we’re growing.

We invite you to catalyze change with us.
If you don’t like something, change it.

If you can’t change it, change your attitude.

Maya Angelou
STUDENT HIGHLIGHTS

WE ARE THE CHANGE

In 2013, Year Up students continued to prove their proficiency in classrooms and corporations across the country. They are the game-changers—displaying courage and determination in closing the Opportunity Divide.

As our students work towards success, we continue to grow the program in size and scope. In 2013 we opened two new locations (Year Up Bay Area’s Silicon Valley Campus and PTC Philadelphia), and served 23% more students than in 2012. While our applications increased, we improved the quality of the program. For instance, we implemented weekly support groups to help students who are in danger of “firing themselves” from the program.

In 2014 we intend to implement a new student evaluation rubric designed to measure students on the specific skills and strengths that our data tell us are most important to position our young adults for a great first job, as well as long-term career and college success. This will be the first standardized student evaluation process at Year Up; it will ensure the entire organization is aiming towards the same student outcomes and measuring them in the same way.

We’re proud to confirm that Year Up is on pace to “grow and strengthen the core” as outlined in our 2012–2016 five-year strategic plan.

77% GRADUATION RATE*
the highest since 2005

*Class of July 2013

86% POSITIVE OUTCOMES
i.e., job placement and/or college enrollment for graduates

$15.86 AVERAGE STARTING WAGE PER HOUR
ALUMNI HIGHLIGHTS

A LEGACY OF CHANGE

In 2013, Year Up alumni made significant progress in becoming a catalyst for change.

Our second annual Alumni Summit was planned and led by our devoted alumni. The workshops at the Summit centered on helping alumni grow as individuals both personally (financial management) and professionally (careers and higher education).

Our alumni were inspired at the Summit to do more to support our mission—and each other. In fact, they demonstrated this enthusiasm by taking the first steps toward launching a Year Up National Alumni Association.

We’re proud to see our alumni build on the skills they acquired at Year Up and prepare to take on change-leadership positions. For example, our Boston Alumni Association created a comprehensive Alumni Leadership Development program in late 2013 with the goal of developing alumni leadership skills and creating change in their community.

ALUMNI RANKS
swelled by 32% to more than 4,500

LINKEDIN MEMBERS
880 in the Year Up Alumni group, up from 122 in 2012.

2ND ANNUAL ALUMNI SUMMIT
In Cambridge, Massachusetts

2013 Alumni Summit, October 17-19.
CORPORATE HIGHLIGHTS

COMMITTED TO CHANGE

A better future. That’s the opportunity that our corporate partners provide when they host a Year Up intern.

A talent pipeline. That’s the opportunity that our interns provide when they bring their skills and tenacity to our corporate partners.

In 2013, more corporations turned to Year Up to find the talent they need. Not only did our partners provide internship seats to our young adults, they also began collaborating to share successful practices and address common challenges in an effort to create more employment pathways for Opportunity Youth.

Simply put, our relationships with these partners are integral to the success, sustainability and scalability of our program. A trust in the Year Up program—and the impressive results that Year Up students have delivered—keep our corporate partners coming back year after year.
I alone cannot change the world, 
but I can cast a stone 
across the waters 
to create many ripples.

Mother Teresa
ACCELERATING CHANGE

Through its influence work, Year Up continues to address the underlying barriers that perpetuate the Opportunity Divide. These efforts work toward a day when young adults have access to meaningful career pathways that align with market needs, and when Corporate America knows about this pool of talent and looks to hire them.

PERCEPTION CHANGE

We catalyzed a social movement to shift views about talent in America. In 2013, Year Up:

» Gained national attention by participating in the production of a CBS 60 Minutes feature called “Help Wanted.” The segment, which aired on January 26, 2014, presented Year Up as a jobs program that benefits both Fortune 500 companies and underprivileged youth. To watch the segment, visit www.yearup.org.

» Developed an Ad Council PSA campaign (launching in 2014). The campaign will educate businesses on the benefits of working with Opportunity Youth. It will focus on showing these young adults as economic assets, not social liabilities.

» Placed employers in high-visibility speaking opportunities at conferences and events, including the Close It Summit in Washington. These events drive replication of best practices through peer-to-peer interactions and information sharing.

» Collaborated with and provided strategic support to our partners, including the Aspen Institute, the Rockefeller Foundation, JPMorgan Chase, the Clinton Foundation, and Starbucks, as they advocate for demand-driven strategies to close the Opportunity Divide.
The people who are crazy enough to think they can change the world, are the ones who do.

Steve Jobs
PRACTICE CHANGE

We deepened business engagement so that employers embrace enterprising pathways as an essential pipeline of talent and make meaningful investments, such as mentoring, internships, training, or employment for Opportunity Youth. In 2013, Year Up:

» Complemented the Ad Council PSA campaign with the creation of an online, digital employer platform. The website will provide information, tools, and resources for businesses to engage in career opportunities for Opportunity Youth, as well as connect with and share learning among peers and partners.

» Worked closely with our partners and private sector leaders to explore collaborations that support our shared goals. The early development of this employer-led movement generated a number of both formal and informal initiatives that will be public in 2014.

» Convened business leaders to share best practices and discuss increased engagement in the work of their own firms and other companies. These B2B forums help employers working in this space to connect and determine the infrastructure and support necessary to accelerate an employer-led initiative and expand effective employer pathways.

POLICY CHANGE

We advocated for policy improvements in order to grow the number of enterprising pathways benefiting Opportunity Youth. In 2013, Year Up:

» Continued to build upon the advocacy groundwork laid in previous years, which encourages movement of Congress and other policymakers towards greater emphasis on outcomes-driven investments in enterprising pathways.

» Supported publicly-funded mechanisms like the Social Innovation Fund and Performance Partnerships for Disconnected Youth (among others), which identify and scale effective solutions to close the Opportunity Divide—including Year Up.
A BAROMETER OF CHANGE

Year Up’s 10-year track record of helping young adults bridge the Opportunity Divide confirms the power of our program.

We have consistently set and met high expectations, helping 86% of Year Up graduates achieve positive outcomes within four months of graduation and supporting more than 1,800 young people per year in reaching their potential.

Building on Year Up’s history of “proving and improving”—using research to prove the impact of the program as well as improve our ability to deliver better service to our students and partners—Year Up is proud to be part of the Innovative Strategies for Increasing Self-Sufficiency (ISIS) study, a federally funded evaluation of promising strategies for helping low-income, low-skilled individuals and families become economically self-sufficient.

The ISIS study will explore key issues for Year Up such as:

» Program benefits to sub-groups within the Year Up population (e.g., age, gender, race or ethnicity, location)
» Year Up’s impact on psychosocial development (e.g., goal-setting, maintaining drive, etc.)
» Cost-benefit of the program to society
» Long-term impact of Year Up

Program evaluation helps us understand our successes and challenges and gain insight into how to improve results, and also ensures that we are providing our young adults with the tools they need to cross the Opportunity Divide.
1,800
STUDENTS SERVED

OVER
8,500
STUDENTS SERVED SINCE OPENING
figure includes students who did not complete the program

100%
INTERNSHIP PLACEMENT
FOR QUALIFIED STUDENTS

73%
STUDENT RETENTION

250+
CORPORATE PARTNERS NATIONWIDE
consistently participating in every cohort

23
POSSIBLE COLLEGE CREDITS
EARNED AT TRADITIONAL SITES

11
SITES NATIONWIDE IN 2013
figure includes both core and Professional Training Corps locations

1,800
STUDENTS SERVED

OVER
90%
OF CORPORATE PARTNERS WOULD RECOMMEND THE YEAR UP PROGRAM TO A COLLEAGUE OR FRIEND

$30,000
AVERAGE STARTING SALARY POST GRADUATION
About $15/hour

86%
ALUMNI WORKING OR IN SCHOOL FULL-TIME within 4 months of graduation

35%
INTERNSHIP-TO-HIRE RATE

8,500
STUDENTS SERVED SINCE OPENING
figure includes students who did not complete the program
When we are no longer able to change a situation, we are challenged to change ourselves.

Viktor E. Frankl
CHANGE STARTS WITH US

Our staff members work tirelessly with students, partners, donors, board members, and volunteers to make Year Up a success. We are grateful for their spirit, teamwork and dedication. These qualities in our staff make Year Up a special place to work. In fact, Year Up was honored for the third consecutive year by the Nonprofit Times as one of the Best Nonprofits to Work For in 2013.

To offer the best jobs program for young adults in America, we give our staff members the opportunity to continually improve their skills. In 2013 we included more training for managers and leaders around people development and core skills; built site-level capacity for new-hire onboarding and facilitation skills in leading diversity dialogues; and we partnered with the 1440 Foundation to improve our staff Wellness program, maximizing staff engagement and resiliency to help us achieve our mission.

Our Emerging Leaders Program, Year Up’s custom-built leadership development program for high-potential employees, continues to be a success, having graduating its second cohort. The yearlong program helps participants gain new skills to immediately use in their jobs, and also provides Year Up with a strong team of people ready to assume broader leadership responsibilities.

Also in 2013, we welcomed the following executives to the Year Up team:

» Garrett Moran, President
» Jeff Artis, National Director of Corporate Engagement
» Timothy Higdon, National Director of Development
GROW & STRENGTHEN THE CORE

2013:

» Year Up Bay Area expanded to an additional location in Silicon Valley.
» Year Up Providence doubled the number of students it annually serves.
» Year Up served 1,880 students across the country—an overall increase of 23% over students served in 2012.
» Year Up’s class of July 2013 achieved our highest program retention rate—77%—since Year Up was a single-site organization.
» Across all sites, Year Up’s class of July 2013 graduates earned the highest-ever average starting wage of $16.00/hour.
» Almost 88% of alumni from the class of July 2013 were employed or enrolled in school full-time within four months of graduation.
» We achieved record-breaking outcomes against the highest youth unemployment rates in the last decade.

2014 AND BEYOND:

» Year Up will grow to serve over 2,100 students in 12 cities across the country. We will continue to strengthen and innovate our core through the use of a new Learning Management System called Schoology. This system will provide a tailored learning environment to educate students more efficiently and will enable us to train more effectively for a broadened range of career tracks.
» Year Up will standardize the student evaluation process across all sites to ensure that all students are measured against the same development criteria. Standardizing evaluations will provide more consistent programmatic results, which will not only benefit the young adults we serve, but will help Year Up maintain financial strength, attract more funders, and deepen our influence.
MILLION-PERSON MODEL

2013:

» Year Up launched its third Professional Training Corps pilot program at Peirce College in Philadelphia, PA, in August 2013, with 21 students. Sixty-two percent of that initial class completed the first semester of classroom training and moved on to full-time, six-month internships, for which students also received credits. Inaugural internship partners in Philadelphia are Comcast, Bank of America, JPMorgan Chase, and the University of Pennsylvania. A second class of 23 students started in January 2014 and the August 2014 class is projected to be larger (approximately 40 students).

» Equally exciting is Year Up PTC Miami’s extension to the North Campus of Miami Dade College. The site now enrolls 40 students each semester, half at the Wolfson Campus and the other half at North.

» Year Up PTC Baltimore remains strong and steady at 40 students each semester, and reached a huge milestone in 2013 by operating solely on internship revenue contributions.

2014 AND BEYOND:

» Year Up’s PTC sites are projected to welcome a class of 120 students in Fall 2014. In addition, Year Up completed its engagement with a third-party management consulting team in September 2013 and is currently in the process of developing an implementation strategy for scale and growth based on the resulting recommendations.

» Year Up is also considering a fourth pilot program, in partnership with Northern Virginia Community College (NOVA). This program would launch on NOVA’s Woodbridge Campus. In this pilot, Year Up would look at building regional partnerships with employers to create greater internship opportunities for the Year Up students served at our PTC Baltimore, National Capital Region, and NOVA sites.
The measure of intelligence is the ability to CHANGE.

Albert Einstein
SYSTEMS CHANGE

2013:

» Year Up and its partners continued to elevate the conversation about opportunity, social mobility, and youth disconnection.

» Our collective work was visible in media communications, C-Suites, and on Capitol Hill as we laid the groundwork for the day when all young adults in America have access to meaningful career pathways that align with market needs, and when Corporate America knows about this pool of talent and moves to hire them.

2014 AND BEYOND:

» A new Ad Council PSA, co-sponsored by Year Up, will launch over the summer. This national campaign, targeted toward the employer public, will be the first such campaign in the Ad Council’s history.

» Complementing the campaign will be a Digital Employer Platform for motivated companies to find resources and best practices for investing in wider talent pipelines, as well as a series of employer convenings to help leading companies articulate their demand for Opportunity Youth.

» Year Up will continue educating policymakers on the federal, state, and local levels on the importance of enterprising career pathways and the need for a greater focus on programs that engage employers and produce results for Year Up students and alumni.
# STATEMENT OF ACTIVITIES* (Unaudited)

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<tr>
<th>(In Millions)</th>
<th>2013</th>
<th>2012</th>
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<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>40.0</td>
<td>29.6</td>
</tr>
<tr>
<td>Internship Income</td>
<td>29.3</td>
<td>21.9</td>
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<tr>
<td>Interest &amp; Miscellaneous Income</td>
<td>0.8</td>
<td>0.4</td>
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<td>Total Revenue</td>
<td>$70.1</td>
<td>$51.9</td>
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<tr>
<td><strong>Expenses</strong></td>
<td></td>
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<td>Program</td>
<td>46.4</td>
<td>38.8</td>
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<tr>
<td>General &amp; Administrative</td>
<td>6.2</td>
<td>3.2</td>
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<td>Fundraising</td>
<td>4.8</td>
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<tr>
<td>Total Operating Expenses</td>
<td>$57.4</td>
<td>$46.0</td>
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<td>Change in Net Assets</td>
<td>12.7</td>
<td>5.9</td>
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<td>Total Net Assets at End of Year</td>
<td>$58.5</td>
<td>$45.8</td>
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* Excludes In-Kind Contributions; Includes Opportunity Campaign Contributions

** Excludes In-Kind Contributions and Opportunity Campaign Contributions

## REVENUES

### TOTAL CONTRIBUTIONS

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<th>2012</th>
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<td></td>
<td>$29.6M</td>
<td>$40.0M</td>
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2012  2013
NATIONAL VERSUS SITE FUNDRAISING**

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<tr>
<td>Sites</td>
<td>78.7%</td>
<td>85.0%</td>
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<tr>
<td>National</td>
<td>21.3%</td>
<td>15.0%</td>
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REVENUE MIX**

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<tr>
<th></th>
<th>2013</th>
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<tbody>
<tr>
<td>Development</td>
<td>40.7%</td>
<td>48.7%</td>
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<tr>
<td>Internships</td>
<td>57.7%</td>
<td>50.4%</td>
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<tr>
<td>Other</td>
<td>1.6%</td>
<td>0.9%</td>
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DEVELOPMENT MIX*

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<tr>
<th></th>
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<tbody>
<tr>
<td>Individuals</td>
<td>34.0%</td>
<td>24.7%</td>
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<tr>
<td>Foundations</td>
<td>52.8%</td>
<td>54.8%</td>
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<td>Corporations</td>
<td>4.8%</td>
<td>12.7%</td>
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<tr>
<td>Public</td>
<td>8.5%</td>
<td>7.8%</td>
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EXPENSES*

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<tr>
<th></th>
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<tr>
<td>Program</td>
<td>80.8%</td>
<td>84.5%</td>
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<tr>
<td>General &amp; Administrative</td>
<td>10.8%</td>
<td>6.9%</td>
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<tr>
<td>Fundraising</td>
<td>8.4%</td>
<td>8.6%</td>
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Note: All information presented is total and not unrestricted.
The following partners hosted Year Up interns from the July 2013 and January 2014 cohorts.

501cTECH
Aarons Rents
AARP
Accenture
Achieving the Dream
Advent International
Aerotek
AGL Resources
Akin Gump Strauss Hauer & Feld
Alameda Health System
Allegheny Group
AllianceBernstein L.P.
Amdocs
American Airlines
American Cancer Society
American Express
American Sugar Refining Inc.
Amica
Ann Inc.
AnyBill
AOL
AOL Advertising
AON
Apptio
Arbitrage
ASIS International
Athenahealth
Atius Health
Autodesk
AutoTrader
AvalonBay Communities
Avectra
Bain Capital, LLC
Baltimore City
Baltimore City Community College
Bank of the West
Baptist Health South Florida
Baupost Group, L.L.C.
Baxter Healthcare
Bay Area Video Coalition
Beacon Mutual
Bellevue College
BET Networks
Big Fish Games
Bill and Melinda Gates Foundation
Biogen Idec
Blackboard
Blackstone
Bloomberg LP
Blue Cross Blue Shield of Rhode Island
Blue Shield of California
Boston Arts Academy
Boston Children's Hospital
Boston Financial Data Services
Boston Medical Center
Boston Scholar Athletes
Bright Horizons Family Solutions
Brookings Institution
Brooks Sports
Brown University
CaboT Corporation
Capital One
Care New England
CARE USA
Careerbuilder
Carefirst Blue Cross Blue Shield
Carlyle Group
Carter’s
Catapult Technology
Caybend
CDW
Center for American Progress
CGI
Charles Schwab
Citadel Investment Group
Citi
Citizen Schools
Citizens Bank
Clearwire
CME Group
CohnReznick
Colonial Pipeline
Commonground Marketing
Computers For Youth
Concurix
Cook County
Coviden Latin America
Credit Suisse
CRICO/RMF
Custom ink
Dashwire
Daughters of Charity Health System
Dell Secureworks
Dell Systems
Deloitte LLP
Deltek
Deutsche Bank
DHL Express Americas
Dickstein Shapiro
Digital Harbor Foundation
DocuSign
Dow Lohnes
Dreambox
DRW Trading Group
Dunkin Brands
Dunn Lumber
Eastern Bank
Eaton Vance Management
eBay
Elavon
Electronic Arts
Embrace Home Loans
Emerging Health Information Technology
Ernst and Young
Exelon
F5 Networks Inc
Fannie Mae
FBR Capital Markets
Federal Home Loan Bank Seattle
Federal Reserve Bank Chicago
Federal Reserve Bank of Atlanta
Federal Reserve Bank of Richmond
FINRA
FM Global
Food & Water Watch
Fred Hutchinson Cancer Research Center
Freddie Mac
FTI Consulting
Gap
Gas South
GE Capital
GE Energy
Genuine Parts Company
George Washington University
Georgia-Pacific
Gilbane
Goizueta Business School
Graduate Management Admission Council
Grantham, Mayo, Van Otterloo & Co. LLC
Greeley and Hansen
Green Job Works
GTECH
GXS
Haemonetics
Harbor Bank
Harvard University
Heard Ventures
Hewlett Packard
Hilton Worldwide
Hogan Lovells
Holder Construction
Honey Shines Mentoring Program
Horsetail Technologies
Huron Consulting Group
IDG
In-Q-Tel
Income Research + Management
Incomm
Infinera
ING Group
Intercontinental Exchange
Intercontinental Hotels Group
Itineris
Jawbone
John Hancock
Johns Hopkins Medicine
Johns Hopkins University
Jumpstart
Kaplan University
kCura
Kixeye
Lasersharp
Latham & Watkins LLP
Lifespan
LinkedIn
Lynn Community Health Center
M. Block and Sons, Inc
Manheim Auctions
Marin General Hospital
Marketo
Marsh USA
Meeting Tomorrow
Memorial Healthcare System
Memorial Sloan-Kettering Cancer Center
MFS Investment Management
MHCO
Microsoft
Millennial Media
MIT
Morningstar Inc.
Motley Fool
Mount Sinai Medical Center
Mozilla
Muse Technologies
Museum of Fine Arts
NASA
National Aquarium
National Society of Black Engineers
NetApp
Network Health
Neustar
New Signature
New York City Department of Youth and Community Development
New York Life Retirement Plan Services
New York Presbyterian
New York University
Newell Rubbermaid
Nintedo of America
Nordstrom
North Highland
North Shore LIJ
Northern Virginia Community College
Open Arms
Oracle
Outervall
Pacific Medical Centers
Partners HealthCare
Passport Capital
Patton Boggs
Pegysystems, Inc.
Pepco Holdings Inc
Perkins Coie, LLP
PGI Alliance
Pioneer Investments
Premia
Prince Georges Community College
Printpack Inc.
Quality Technology Services
Rainbow PUSH Coalition
Randstad
Redbox
Regence Blue Shield
RetailNext
RetailMeNot
RetailNext
Cross-Site Partners
The following partners hosted Year Up interns from more than one Year Up site in 2013.

American Red Cross
American Tower Corporation
AT&T
Bank of America
BNY Mellon
CA Technologies
Comcast
CompuCom Systems
Covidien
CVS Caremark
Facebook
Fidelity Investments
Goldman Sachs
Google
Hasbro
JP Morgan Chase
Kaiser Permanente
Liberty Mutual
Marsh & McLennan Companies
Morgan Stanley
Providence Equity Partners
Publicis
Responsys
Salesforce.com
UBS Investments
WilmerHale
OUR SUPPORTERS

Growth Capital Investors

- Annie E. Casey Foundation
- AT&T Foundation
- Bank of America Foundation
- Barr Foundation
- Anita & Joshua Bekenstein
- Kristine & John Bradley
- Kate & Gerald Chertavian
- Coatue Foundation
- Conard Davis Family Foundation
- CVS Caremark Charitable Trust
- Maureen & Timothy Dibble
- Jane & Peter Drittel
- Sandy & Paul Edgerley
- Andrea Feingold
- Connie & Michael Feldman
- Elizabeth B. Strickler & Mark Gallogly
- Bill & Melinda Gates Foundation
- Greenlight Fund
- Elizabeth & Phillip Gross
- Maria & Peter Handrinos
- Joanna & Jonathon Jacobson
- The Jenesis Group
- JP Morgan Chase Foundation
- The Klarman Family Foundation
- The Kresge Foundation
- Laffont Family Foundation
- Jeannie & Jonathan Lavine
- Lovett-Woodsum Foundation
- Mannion Family Foundation
- Rod McCowan
- Mary Penniman & Garrett Moran
- Denise Dupre & Mark Nunnelly
- Open Society Institute
- OXL Foundation
- Erica & Ted Pappendick
- Pearson Foundation
- Pershing Square Foundation
- Amy & John Phelan
- The Reeder Foundation
- Diane Schueneman
- Gail Snowden
- The Salem Foundation
- Jeff Shames
- Stephanie & Brian Spector
- The Sternlicht Family Foundation
- Dr. Melodie Mayberry-Stewart
- Pam & Alan Trefler
- Craig Underwood
- Charlotte & Herbert Wagner III
- W. Clement & Jessie V. Stone Foundation
- Tona & Robert White

Individuals

$50,000+
- Bliuhm Family Charitable Foundation
- William K. Bowes, Jr.
- Richard Cashin
- Cecil Conlee
- Leslie & Nick Hanauer
- Brad Horwitz
- Kristen & Alexander Klabin
- Susan Crown & William Kunkler
- Kendra & Erik Ratagz
- Hannah & Richard Ramsden
- The Ranzetta Family Charitable Fund
- Linnea & George Roberts
- Bruce Rosenblum
- Kim & David Salomon
- Theresa Gillespie & John Stanton
- John Warburg

$25,000–$49,999
- Stephanie Dodson
- Lauren & Brian Frank
- Jim Frank
- Jonathan Gray
- Michael Kay
- Susie & John King
- Charles Leykum
- Elizabeth & John McQuillan
- Brian Emes
- Keith Meister
- Anthony Miles
- Lisa & Jim Mooney
- Mindy & Reuben Munger
- Anne Peretz
- Karen Hammond & Michael Quattromani
- Sue & Dan Rothenberg
- Joan King & Kevin Salwen
- John Sheehan
- Elizabeth & Andrew Spokes
- Patricia Grodd & Michael Stone
- Patty Stonesifer
- Charles Walsh III
- Jerry Wilkinson

$10,000–$24,999
- Alicia & Tony Abbiati
- Sam Allen
- Nancy & Richard Axilrod
- Tracey Benford
- Kathi & Bryce Blair
- Molly & Michael Bogdan
- Helen Bouscaren
- Jonathan Bush
- Catherine & Paul Buttenwieser
- Julie & Kevin Callaghan
- Dave Castellani
- Mary Jane & Glenn Creamer
- Rena & Robert DiMuccio
- Jackie & Paul Chisholm
- Barbara & Michael Eisenson
- Sara & Jeffrey Enright
- Barbara & Patrick Fallon
- Spencer Ferebee
- Nina & David Fialkow
- David Fike
- Randee & Howard Fischer
- Beth Floor
- Stephanie & Thomas Formolo
- Janet & Lloyd Frink
- Rick Ganong
- Sandy & Dozier Gardner
- Barbara & Brian Goldner
- Beth & Larry Greenberg

$5,000–$9,999
- Sarah & Josh Greenhill
- Lisette Nieves & Greg Gunn
- Charles Harris III
- William Helman
- Debora & Bob Horvath
- Barbara & Amos Hostetter
- John Hotta
- John Keller
- Angela & David Kenny
- Alison Whitmore & Kenneth Kido
- Gary Koster
- Leslie & William Lee
- Becky & Mark Levin
- Bruce Levy
- John Mamana
- The Mattoon Family
- Joseph Mazzella
- Bethany & Euan Menzies
- Pamela Moore & Charles Rose
- McKenna Moreau
- Kristen Murphy
- Ann & John Mullen III
- Marion & David Mussafer
- Laura DeBonis & Scott Nathan
- John E. Neal
- Barbara & Vania O’Connor
- Ellen & Bob Peck
- The Honorable BJ & Mrs. Loretta Penn
- Robert Pohly
- Joan Prosack
- Cecilia & Dan Regis
- Pamela Moore & Charles Rose
- Alissa & Jack Sebastian
- Christine & Rob Small
- Valerie & Guy Smallwood
- Anna & Jack Sommers
- Jill & Michael Stansky
- Kerry & Brendan Swords
- Anne-Marie & Bill Teuber
- Trish & Glen Tullman
- Heidi Ueberroth
- Greg Widroe

$5,000–$9,999
- Susan & Robert Adams
- Barbara Alexander
- Sue McGillivray & Jose Alvarez
- Pauline & Robbie Bach
- Sarah & Rich Barton
- Stacy Bash-Polley
- Lily & Tom Besicher
- Joyce & Alan Bender
- Sue & Eric Boyd
- Senator Edward Brooke
- Shannon & Tim Campos
- James Carey
- Elaine & Lee Chertavian
- Margaret & Paul Chisholm
- Mary Azzarto & Paul Ciampa
- Bruce Clayton
- Diane Louise Cottam
- Sally & Reynolds Couch
- J. Taylor Crandall
- Jennifer Crenshaw
- Neil Crespi
- Kay Kendall & Jack Davies
- Suzy & Jim Donohue
- Jennifer & Chip Douglas
- Melissa Ann & David Druley
- Steve Ellis
- The Emmert Family
- Dan Farb

Individuals

- Sarah & Josh Greenhill
- Lisette Nieves & Greg Gunn
- Charles Harris III
- William Helman
- Debora & Bob Horvath
- Barbara & Amos Hostetter
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Dmitry Nesyshadt
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Marlon Nichols
Anne Nicholson
Kristin Nicoll
Alexander Niehenke
Ari Nielsen
Bernard Nigro
Pedro Noguera
Jim Nolan
Jennifer Nolan
Atf Noori
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Michael Ogrydziak
Susan O’Leary
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Gracy Olmeda
Alan Omand
Laurie Onanian
Jonathan Oneal
Missey O’Neil
Todd O’Neil
Katherine O’Neill
Matthew O’Neill
Robert O’Neill
Warren Ong
Nahoko Ono
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Eric Owens
Michael Owens
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Thompson Paine
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Dana Palfrey
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Andres Palomo
Christina Pan
Christopher Pan
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Charles Paparelli
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James Peters
Marc Peters
Melissa Petersen
Maury Peterson
Stephen Peterson
Joel Petterson
Jovan Petty
James Pflasterer
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Jennifer Phillips
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Justin Pirie
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Lucci Ponder
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Jeremy Porter
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Michael Powers
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Jerome Preston
Devon Prince
Frantz Prince, Jr.
A Pringle
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Suzanne Pucker
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Sue Rah
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Archana Ravichandran
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Preston Raymond
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Derek Reector
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Jennifer Remmes
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Miguel Rey
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Jaleh Rezaei
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Janet & Edward Ricci
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Brittany Richards
Clark Richardson
Doug Richardson
Dan Richter
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Debra Ricks
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Terrin Rinelia
Nils Ringe
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Wanda Rodwell
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Sean Rogers
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Rando Rolf
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Boris Romanovsky
Matt Romines
Damián Ronan
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Julion Williams
Kern Williams
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Cynthia & Jim Wilson
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Maret Wilson
Justin Windholtz
Matthew Winn
Benna Wise-Levine
Bernard Wittels
Kirsten Wolfberg
Joey Womack
John Won
Jenny Wong
Josephine Wong
Wan Wong
Donna Woodall
Carl Woodbury
Jeff Woodford
Roy Woody
Jessie Woolley-Wilson
Bryce Word
Danielle Worthington
Nancy & William Wray
Rebecca Troth & Christopher Wright
Shannon Wroten
Andrew Wu
Julianne Wu
Nan Wu
Kate Wunderlich Culzoni
Earl Wyatt
Antony Yam
Adrienne Yan
Leslie Yang
Rebecca Yang
Rene Yang
Thomas Yard
Sherry Yaskin
Jen You
Kim Youngpeter
Rada Yovovich
Kera Zacuto
Angela Zaeh
Gabriella Zahn
Sam Zales
Matthew Zeier
Jason Zhao
Lisa Zhuo
Sanni Zuo
Alessandra Zielinski
Megan Zoback
Michael Zoda
Richard Zoretic
Michael Zowine
Scott Zucker
Jonathan Zufi
Franklin Zuniga
Kate Zweifler
Daniel and Marissa Zweilling
Emily Zwerner

Foundations

**$250,000+**
Capital One Foundation
Charles and Helen Schwab Foundation
Pathways Fund
Randleigh Foundation Trust
Robin Hood Foundation
Salesforce.com Foundation
Sartain Lanier Family Foundation, Inc.
State Street Foundation, Inc.
Tiger Foundation
Tipping Point Community

**$100,000–$249,999**
Altmann Foundation
Bank of America Charitable Foundation
The Boston Foundation
Casey Family Programs
Finnegan Family Foundation
Highland Street Foundation
Horace W. Goldsmith Foundation
The James Irvine Foundation
Lone Pine Foundation
Lumina Foundation
Marcelled Foundation
Peery Foundation
The Price Family Foundation
Richard Salomon Family Foundation
The Senator Foundation
S. D. Bechtel, Jr. Foundation

**$50,000–$99,999**
Amelia Peabody Foundation
A Better Chicago
Champlin Foundation
George T. Lewis, Jr. 2001 Foundation
Google Community Grants Fund of the Tides Foundation
Joyce Foundation
LinkedIn for Good Corporate Giving
Lloyd A. Fry Foundation
New York Community Trust
New York Women’s Foundation (NYWF)
Polk Bros. Foundation
Rhode Island Foundation
Sand Hill Foundation
Verizon Foundation
The Walter & Elise Haas Fund
The Walther Foundation
Yawkey Foundation

**$10,000–$49,999**
1440 Foundation
Allegretti Foundation
Atlanta Foundation
Bain Capital Children’s Charity
Bernard E. & Alba Witkin Charitable Foundation
Betty and Davis Fitzgerald Foundation, Inc.
Boeing Employee Community Fund
Carl and Ruth Shapiro Family Foundation
Centerbridge Foundation
Cisco Systems
CitiGroup Community Relations
Citizens Bank Foundation
Creating IT Futures Foundation
Crown Family Philanthropies
Dana Foundation
The David E. Retik Christopher D. Mello Foundation
The Davis Family Charitable Foundation
Eastern Bank Charitable Foundation
Edwin Gould Foundation
Emily Hall Tremaine Foundation
Eugene & Agnes E. Meyer Foundation
Family Alliance Foundation

www.yearup.org
Community Foundation of Chicago
Community Trust
Camp-Younts Foundation
Amica
Amherst Foundation
Accenture
UP TO $10,000
Zynga.org Foundation
Y & H Soda Foundation
World Bank

$25,000–$49,999
American Tower Corporation
Boston Children’s Hospital
CA Technologies
Corevex Management LP
Eaton Vance Management
Grosvenor Capital Management, L.P.
Kaiser Permanente
National Cable & Telecommunications Association
Northern Trust
Pepco Holdings, Inc.
Swedish Medical Center
Tudor Foundation, Inc.
Two Sigma Investments, LLC

$10,000–$24,999
Accenture
Acumen Solutions VA
Aerotek
Allegis Group
atherahealth
Avectra
Bloomberg LP
BNY Mellon
Capital Group Companies
Charles Rose Architects
Coviden
Deltek, Inc.
DRW Trading Group
EMC Corporation
Genuine Parts Company
Goldman Sachs
GTECH
Hasbro
HighBrook Investment Management
Income Research + Management
New York Life Retirement Plan Services
Rabine Group
Shire Human Genetic Therapies
The Roderick Group
W. W. Grainger
Wingate Management Company, Inc.

$5,000–$9,999
Atalaya Capital
AvalonBay Communities
Bessemer Trust Company
Boston Trust & Investment Management Company
Cassidy Turley
Charlesbank Capital Partners
CitiGroup
Citizens Bank
Commonwealth Limousine Worldwide
CVS/Caremark
Davenport Fund
Embassy of the State of Qatar
Fiera Capital
GitHub
HNTB
Jaylin Capital
Jeffries & Company, Inc.

UP TO $10,000
Accenture
Amherst Foundation
Amica
Camp-Younts Foundation
Chicago Community Trust
Community Foundation of Greater Atlanta
CompTIA
The Cosette Charitable Fund
Deacon Charitable Foundation
Dennis Family Foundation
Dies Family Foundation
eBay Matching Gifts Program
Fidelity Investments
Fish Family Foundation
Forest Foundation
The Furniture Trust
Gannett
The Gerald R. Jordan Foundation
Haffenreffer Family Fund
Hallenbeck Family Trust
The Hamilton Company
Charitable Foundation
Hindman Family Charitable Trust
Ida Alice Ryan Charitable Trust
Institute for Philanthropy
John & Mary Franklin Foundation, Inc.
King Mountain Foundation
The Lawson Family Charitable Fund
Linde Family Foundation
The MacDougal Foundation
Mattlin Foundation
McGladey Charitable Foundation
The Michael T. Sherman Foundation
The Morris & Gwendolyn Cafritz Foundation
Noel-Shoemaker Family Foundation
Office Depot Foundation
One Family, Inc.
The Open Door Education Fund
Passport Foundation
Paul and Edith Babson Foundation
Paul Glaser Foundation
Pfizer
Red Hat, Inc.
Ruderman Family Foundation
San Francisco Foundation
Schwab Charitable Fund
The Seattle Foundation
Social Venture Partners
Sovereign Santander
Staples Foundation For Learning
TemPositions Group
Thomas Anthony Pappas Charitable Foundation, Inc.
TisBest Philanthropy
UBM Community Connection Foundation
United Way of the Bay Area
United Way of NYC
Vanguard Charitable Endowment Program
Wellspring Foundation
Wiesler Family Foundation
Wyman Youth Trust
Yelp Foundation

Corporate
$50,000+
Bank of the West
Barclays Capital
Baupost Group, LLC
Boeing Company
JP Morgan Chase
MBlock
Microsoft
State Street Corporation

$25,000–$49,999
American Tower Corporation
Boston Children’s Hospital
CA Technologies
Corevex Management LP
Eaton Vance Management
Grosvenor Capital Management, L.P.
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Avectra
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Capital Group Companies
Charles Rose Architects
Coviden
Deltek, Inc.
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Fiera Capital
GitHub
HNTB
Jaylin Capital
Jeffries & Company, Inc.
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Partners HealthCare
Pegasystems, Inc.
Putnam Investments
Robert Half International
Sidley Austin LLP
Society of Information Management - Washington Chapter
Southern Company
Spectrum, Incorporated General Contracting
STAG Industrial
Standish Investment Management
Stop & Shop Supermarkets
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