13,000 Young adults served to date
16 Cities nationwide in 2015
When we founded Year Up 15 years ago, we set out to close the Opportunity Divide in America. We knew it was an ambitious goal, but we also knew it was a necessary one. And at the close of 2015, we’re proud to report strong progress towards meeting it.

We have now served more than 13,000 young adults and operate in 16 cities across the U.S. This year marked our strongest outcomes thus far, with 89% of graduates employed or attending school full-time within four months of completing the program. The average starting wage for employed graduates was $18/hour, equivalent to more than $36,000/year. Our graduates are making real contributions in an impressive array of industries, from technology startups to government agencies to major financial institutions, and in doing so transforming both our nation’s workforce and their communities.

We’re excited about what this success means for young adults and workforce development in our country, and we know many others share this excitement. In 2015, as in previous years, Year Up has been both blessed and honored to have so many dynamic collaborators at our side. From funding our growth to opening up new professional fields to our students and graduates, these partnerships have been critical in growing our program and expanding opportunity for young adults. We are very grateful for your support.

With the continued growth you’ve made possible in both number of students served and quality of outcomes for our graduates, we know Year Up’s solution is one that can work on a much larger scale. And a larger scale is needed. In America today, there are still six million young adults stuck on the wrong side of the Opportunity Divide, and in the next decade, 12 million jobs requiring post-secondary education are expected to go unfilled.

That’s why we’re setting an even bolder vision for the future: to scale our operations to serve 10,000 young adults each year. It’s another ambitious, and necessary, goal – one we must meet if we are truly to close the Opportunity Divide in our country. With our progress to date and your support, it’s a goal we know we can meet.

If there’s one thing our graduates have taught us, it’s that combining motivation, hard work, and opportunity is transformative for both young adults and the employers who need their talent. It is truly an honor to witness the fulfillment of this potential, and we are deeply inspired by it as we seek to make these opportunities possible for thousands more. We look forward to a brighter future for our communities, our economy, and our nation as a result. We’re grateful to you for joining us in making that future a reality.

Be well,

Gerald Chertavian  
Founder and CEO

Paul Salem  
Chair, National Board of Directors
In 2015, we celebrated fifteen years of connecting talent with opportunity and began mapping a new strategy for achieving transformative impact that builds on past success.

Since Year Up’s founding in 2000, we’ve honed a powerfully effective approach to empowering young adults to succeed in professional careers.

Our students complete six months of intensive training in the technical, professional and communication skills employers look for in entry-level, middle-skilled jobs. In the following six months, they apply those skills during internships with corporate partners, gaining on-the-job training and proving their ability to contribute in leading companies.

Over 13,000 young adults in 16 cities have benefitted from this approach so far, and in 2015 we saw our most exciting results to date.

Our graduates are recognized in corporate America and beyond as capable professionals changing the face of our nation’s workforce.

We saw impressive results and recognition through our corporate partnerships. In our sales and merchandising pilot with Hasbro, 75% of graduates were hired directly from the program. Additionally, State Street Corporation has now hired over 500 Year Up graduates, making Year Up alumni one of the largest sources of skilled and diverse entry-level talent in their IT and Finance divisions.

2015 was also an exciting year for media exposure with recognition in renowned outlets such as the Wall Street Journal, American Banker, Huffington Post, Forbes and The New York Times.

We’ve hosted Year Up interns over the past seven years and over 100 of them have become employees. We really have had a lot of success bringing this young talent pool into our workforce.

John Galante
CIO Consumer & Community Banking, JPMorgan Chase
13,000+ students served to date
in 16 cities nationwide since 2000

**Chicago** 2010
700+ served to date

**New York** 2006
1,950+ served to date

**Greater Philadelphia** 2013
180+ served to date

**Boston** 2000
3,300+ served to date

**Providence** 2005
1,000+ served to date

**Baltimore** 2010
350+ served to date

**National Capital Region** 2006
(Arlington and Woodbridge)
1,750+ served to date

**Greater Atlanta** 2009
1,000+ served to date

**Jacksonville** 2015
70+ served to date

**Dallas/Fort Worth**
Coming 2016

**South Florida** 2012
225+ served to date
While we have made positive strides, we have a long way to go as a nation to ensure that every young adult has access to the opportunities needed to launch a professional career. Approximately six million currently lack such access. In light of this need, we feel compelled to leverage Year Up’s success to date to scale and to achieve the kind of transformative impact that will truly close the Opportunity Divide.

In 2015 we charted our course to do just that. During our next phase of growth, we will work to scale Year Up’s operations to serve 10,000 students per year, while influencing public perceptions, business practices and policies to touch 100,000 additional young adults.

We will do this by:

- **Demonstrating sustainability** using a co-located partnership model
- **Delivering a more relevant, valuable, demand-driven service** to the market
- **Expanding investment in systems change** so that every young adult has a path to the economic mainstream
- **Fostering alumni advancement and leadership**

We are excited and resolute in committing to this growth with and for our nation’s young adults. And we know we are not taking on the challenge alone. Our supporters - from generous investors, to forward-thinking employers, to innovative community college partners, to alumni who know the value of giving back - have been and continue to be a critical input for our students’ success.

We are inspired to work with such a strong community with the unshakable belief in the talent and potential of our nation’s young adults. Together, we know we can transform how America sees talent.
Year Up’s mission is to close the Opportunity Divide by providing urban young adults with the job experience, and support that will empower them to realize their potential through professional careers and higher education.

We achieve this mission through a high expectation model that provides job skills, stipends, internships, and several levels of support to place them on a viable path to economic self-sufficiency.

Alumni employed or attending college full-time within four months of graduation: 89%
2015 was one for the books, marking 15 years of connecting talent with opportunity and looking ahead to a steep trajectory for our growth and impact. Among those highlights were these banner moments:

#MYYEARUP CAMPAIGN

Over 3,000 students, alumni, and supporters joined us in celebrating 15 years through the #MyYearUp campaign, sharing the opportunities that changed their lives— their “year up.” Students shared videos telling the story of their “year up” for the chance to win a $25,000 investment fund as well as an opportunity to work with a professional filmmaker on a new promotional video for Year Up, with Patrick Alvarez (Year Up New York, Class of July 2014) announced as the winner in October.

‘THE FUTURE OF OPPORTUNITY’ Leadership Summit

On October 6th, more than 130 Year Up national and local board members, senior leaders and members of our National Alumni Association came together in New York City to engage on the growth trajectory of the organization.
OPPORTUNITY GALA

On October 5th, 850 Year Up students, supporters, and staff came together for our first ever Opportunity Gala in New York City. Former Massachusetts Governor Deval Patrick gave a moving keynote address, and we inducted the first members of the Year Up Opportunity Hall of Fame. Attendees helped us raise $2.6 million to expand to serve more young adults across the country.
In partnership with Abt Associates, a public policy and business research and consulting firm, Year Up was awarded a highly competitive and prestigious research grant from the Institute of Education Sciences (IES). This award will support a four-year study within our PTC (Professional Training Corps) channel and further improve and prove our program model within college settings. As we continue to strive towards scaling our program to serve exceedingly more students each year, this study’s findings will support this growth strategy.

Additionally, Year Up’s core model continues to be engaged in PACE (Pathways for Advancing Careers and Education), a ten-year evaluation study examining next-generation strategies for increasing the economic self-sufficiency of young adults. Through both of these studies, we’re investing time, energy and focus towards ensuring that we continue to maintain successful outcomes and quality program delivery to match our rapid growth.
PRESS HIGHLIGHTS

The Wall Street Journal
“How CIOs Can Bridge the Youth Tech Skills Gap”
“...getting chief information officers involved in Year Up could be the on-ramp to that skills gap ‘bridge’ for tens of thousands of tech executives.”

American Banker
“How to Get into Banking without a College Degree”
“It’s opened up a whole, untapped pipeline of talent for us,’ Mike Scannell, State Street’s Senior Vice President of Global Human Resources, says of Year Up.”

Forbes
“Reinventing America: How Year Up Connects Supply With Demand To Close The Skills Gap”
“...a crucial part of bridging this divide has been connecting Chicago’s community colleges–a network that currently has approximately 110,000 students enrolled–to entities in the private sector and programs like Year Up.”

The New York Times
“Stephanie Pinto [Year Up Alumna] Investing in Personal Growth”
“I’m hoping to hold a management position here in five years...I’d like to pull in more young people and give them a chance like I got.”
Average starting hourly wage of $18 ($36,000/year) for those employed.

Graduation rate: 77%

Alumni employed or attending college full-time within four months of graduation: 89%
The opportunities in front of me at this point are limitless. Without the skills and network Year Up provided, I don’t know how I would have found my way to a professional career path like this one. Urban young adults are intelligent, proactive, and hardworking - we just need a shot to show that we are bright assets to our companies and communities.

Ruth Bowen
Year Up Atlanta
PMO Analyst, Bank of America

We proudly served over 2,500 students in 2015, and they achieved some of the most successful outcomes we’ve seen to date. Our 2015 classes netted a 77% graduation rate, while an unprecedented 89% were employed or enrolled in school within four months of completing the program. Their average starting hourly wage was $18 (equivalent to more than $36,000 per year), the highest first-year salary of any Year Up graduating class. This success inspires us to find more innovative ways to better serve our students and open doors to new career pathways.

One way we’re innovating in our student preparation is through eLearning. In 2014, we conducted two highly successful pilots, and in 2015 we fully implemented our own connected community-based Massive Open Online Course (cMOOC). This approach has allowed us to create a community of students, instructors, and Teaching Assistants (TAs) from around the country who are studying the latest computer software curriculum together. The eLearning model enables us to deliver the skills that companies demand, while also leveraging specialized instructional expertise across our organization.

In 2015, we formed an exciting new partnership with the American Council on Education (ACE) to strengthen the college credit model for our stand-alone (“Core”) sites. ACE’s College Credit Recommendation Service (ACE CREDIT®) evaluated and recommended college credits for 25 Year Up courses, which makes it even easier for our students to transfer their credits to a wide variety of institutions across the country and complete their degrees.
These young men and women are determined, resilient and a largely untapped source of talent found right in our backyard. We’re excited about integrating Year Up’s innovative, proven approach with Hasbro’s talent strategy to develop a new pipeline of talent for jobs in sales, marketing and other areas critical to business success.

Brian Goldner
President and CEO, Hasbro

To best serve our young adults and ensure they are on track to secure great professional careers, we must provide a service that employers find both relevant and valuable. That’s why we put a stronger focus on our Custom Solutions in 2015, collaborating with a variety of innovative companies across the country on programs including:

- **Sales** at Year Up Atlanta, Boston, and South Florida with companies such as AT&T
- **Anti-Money Laundering** at Year Up New York and Philadelphia with JPMorgan Chase
- **Cybersecurity** at Year Up Baltimore, Bay Area and now the National Capital Region with Symantec and Capital One
- **Digital Marketing** at Year Up New York
- **Programming** pilot at Year Up South Florida with American Express, expanding to Year Up Arizona in 2016

We are grateful to our forward-thinking corporate partners for working with us to create new pathways to professional careers for our students.
Corporate Highlights

- **150+** Corporate partners
- **250+** Corporate partners hosting 3+ interns
- **40%** Internship-to-hire rate (January and July 2015 cohorts)
Alumni Highlights

50%+
More than 50% of Year Up alumni have referred at least one student to the Year Up program

100+
Year Up alumni currently serve on a leadership board

8,500+
Total Year Up Alumni
Year Up graduates have proven themselves to be valuable assets to our nation’s economy and leaders in pursuing our mission to close the Opportunity Divide. In 2015 we saw countless examples of alumni contributions and leadership – from a 2005 alumnus managing a team of 61 people (10 of whom are fellow graduates) to a 2013 alumna who is earning $120,000 in the IT field just two years after completing the program! We know alumni are a powerful force for change, setting an example for other young adults and challenging perceptions of who is talented in this country.

Our alumni network now includes more than 8,500 graduates, and this year over 150 came together for the 4th annual National Alumni Summit in Providence, RI. Led by the National Alumni Association, attendees deepened relationships, fostered engagement, and continued developing their professional skills. Highlights included a speech on the steps of the State House by RI Gov. Gina Raimondo, and a keynote address by David Heredia – whose early relationship with Gerald Chertavian inspired the creation of Year Up.

In early 2015, we created a dedicated Alumni Relations team to offer essential support to our graduates, and we look forward to their impact on Year Up’s alumni strategy.
With our alumni ranks growing quickly, we are expanding our ability to provide them with continuing essential support. Established in 2014, a key partner in this support is YUPRO (Year Up Professional Resources), a talent placement agency dedicated to providing a high-touch service exclusively to our talented alumni. YUPRO offers a unique pipeline of talent to a growing list of corporate partners eager to hire a new generation of employees who have the technical skills, unique resilience and tenacity necessary to be successful. A for-profit affiliate of Year Up, YUPRO represents a socially responsible alternative to traditional talent acquisition approaches.

YUPRO has been enthusiastically embraced by our alumni as an invaluable extension of our program, and a growing network of companies are turning to YUPRO to fill open positions.

We are excited about the positive results we’ve seen in YUPRO’s first full year of operation. In 2015 alone, they successfully supported 150 alumni in finding jobs, with an average hourly wage of more than $20/hour. We look forward to the growth of this new service in years to come.

“Ever since I connected with YUPRO, I have gained various resourceful tools and insight on ways to progress in my career. They have given me so much invaluable information and advice that has allowed me to become more confident and strategic as I continue to plan next steps in my career.”

Roberto Green, Jr.
Year Up Boston
Senior Client Service Specialist,
State Street Corporation
Number of Year Up Alumni YUPRO has helped find employment in 2015:

150

Average starting hourly wage of Year Up Alumni YUPRO has supported in 2015:

$20
There are currently six million Opportunity Youth in the US, and Year Up has the ambitious goal of reaching as many of them as possible. The stark reality is that while talent is evenly distributed throughout our society, opportunity is not. In recognizing this challenge, Year Up has set forth a robust strategy that leverages the great success of our students and partners to shift the three P’s that create and perpetuate the Opportunity Divide: Perceptions, Practices and Policies.
In 2015, we expanded the Grads of Life campaign, a national multimedia public service campaign in collaboration with the Ad Council, which put Opportunity Youth in the spotlight and is educating employers on the value these young adults bring to the workplace. To do so, Year Up leveraged a $1.4 million investment into more than $37 million in donated media in the first year of the campaign! The result? Over 400,000 visits to GradsofLife.org, as well as more than 44,000 Likes and nearly 12 million impressions on Facebook.

Through the Grads of Life campaign, we spurred momentum of a new field focused on employer demand for Opportunity Youth. While these young adults have traditionally been overlooked as lacking education, skills, or motivation, this year we saw a shift towards catalyzing and nurturing demand for their talent.

In fact, in a tracking study of key hiring decision-makers done by the Ad Council one year into the campaign, we saw promising results. For example, 64% of employers who were familiar with Grads of Life reported visiting a website to get more information on how to cultivate, hire, and train from this unique pool of talent, versus just 12% of employers who were not familiar with the campaign. Shifting perceptions in this way has been a major win for both Year Up and the students we serve.

Many of us who have entered and graduated from Year Up Baltimore come from the same stories and statistics that are being discussed, criticized, and even downplayed in the media. By living the Core Values of Year Up, we can show the world that our city is not full of “thugs”, but full of frustrated youth cast aside by society; and hopefully be the change that we want to see.

Samara Greene-Taylor
Year Up Baltimore
Student Technical Support Tier II Blended Agent, Connections Education
Influencing Practices

In our Practice Change, we focused primarily on providing external stakeholders with the resources and assistance needed to create more employment pathways for Opportunity Youth. GradsofLife.org became a meeting place for our directory of 200 direct service partners to connect with employers interested in learning more about hiring talented young people. This year, the site connected nearly 30,000 visitors to potential partners.

In 2015, we also served as an inaugural partner of an exciting new initiative in the effort to close the Opportunity Divide. The 100,000 Opportunities Initiative is a Starbucks-led coalition of over 40 companies committed to training and hiring 100,000 Opportunity Youth by 2018. As part of our partnership, Grads of Life is providing thought leadership and technical assistance to participating employers to help them actualize their commitments.

This year, we also put a renewed focus on how to most effectively “share what we know,” today and into the future in order to enable more employers, community colleges, and organizations around the country to benefit from what we are learning. In doing so, we can dramatically accelerate the creation of additional pathways to work for young people.
INFLUENCING POLICIES

In our continued advocacy for policy improvements, we secured a series of victories over the course of 2015. In anticipation of the upcoming election, Year Up collaborated with America Forward to provide strategic input and specific policy ideas for Moving America Forward - the presidential briefing book being shared with all presidential candidates and their staff. The book includes thought leadership on tax credits, apprenticeships, and Pay for Success opportunities to increase hiring and development of Opportunity Youth well past this next presidential term.

Year Up also pursued a substantial amount of public funding this year, applying for over $1 million in Workforce Innovation and Opportunity Act (WIOA) grants made possible by a successful campaign for legislative change. We participated in strategic planning for state and local WIOA implementation plans, providing guidance for the next five years and innovative opportunities for Year Up and other training providers to meet the demands of local labor markets.

The Workforce Innovation and Opportunity Act continues to increase its impact on Opportunity Youth in this country. In 2015, the WIOA increased the percentage of out-of-school youth served from 30 to 75 percent and raised the maximum age of youth served from 21 to 24. These changes mean our nation’s young adults will find more doors open to them, and more opportunities to prove themselves an indispensable value to today’s growing economy.

Year Up was a strategic partner in local and state Workforce Innovation and Opportunity Act implementation, which in 2015 increased the percentage of out-of-school youth served by 45%.

45%
2015 was the tenth consecutive year that Year Up was independently evaluated by Charity Navigator, and the tenth consecutive year of being awarded 4 out of a possible 4 stars. This accomplishment is achieved by only 1% of the charities they track! This 4-star rating recognizes “good governance and other best practices that minimize the chance of unethical activities and consistently executes its mission in a fiscally responsible way.” It has been an exciting honor to score so highly on Charity Navigator’s site year after year, and we expect to continue honoring the trust of our donors through high performance as we scale our organization to an extraordinary level in 2016.

Year Up’s persistent growth would not be possible without the hundreds of hardworking employees who continue to propel our organization forward every day. They are a dynamic and dedicated group to which we owe much of our success. In 2015, we welcomed approximately 150 new staff members, ending the year at just over 500 employees across the U.S.

For the fifth consecutive year, Year Up took a spot on The NonProfit Times’ list of the “Best Non-Profits to Work For” – an annual ranking determined by surveying non-profit employees about their job satisfaction. With qualifiers such as, “My organization treats me like a person, not a number,” and, “I believe my job is secure,” we consider this survey an invaluable indicator of the health of our organization and movement. As we transition into 2016, we look forward to continuing to foster a healthy and happy working environment for Year Up employees across all our sites.
### Statement of Activities

<table>
<thead>
<tr>
<th>REVENUE</th>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$69.5</td>
<td>$34.4</td>
<td></td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>$41.7</td>
<td>$34.6</td>
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<tr>
<td>Other Revenue and In-kind</td>
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<td>$2.0</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$114.7</strong></td>
<td><strong>$71.0</strong></td>
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<table>
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<th>EXPENSES</th>
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<th>2015</th>
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<tr>
<td>Direct Service</td>
<td>$64.2</td>
<td>$52.2</td>
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<tr>
<td>Administrative and Fundraising</td>
<td>$21.4</td>
<td>$16.7</td>
<td></td>
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<tr>
<td>Advocacy</td>
<td>$2.3</td>
<td>$3.8</td>
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<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>$87.9</strong></td>
<td><strong>$72.7</strong></td>
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<table>
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<th>Revenue Mix</th>
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<th>2015</th>
<th>2014</th>
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<tbody>
<tr>
<td>Fundraising</td>
<td>61%</td>
<td>49%</td>
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<tr>
<td>Program Service Fees</td>
<td>36%</td>
<td>48%</td>
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<tr>
<td>Other Revenue and In-kind</td>
<td>3%</td>
<td>3%</td>
<td></td>
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<table>
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<tr>
<th>Fundraising Mix</th>
<th></th>
<th>2015</th>
<th>2014</th>
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<tbody>
<tr>
<td>Individuals</td>
<td>60%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>Foundations</td>
<td>32%</td>
<td>51%</td>
<td></td>
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<tr>
<td>Corporations</td>
<td>5%</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>3%</td>
<td>8%</td>
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<tr>
<th>Expenses</th>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
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<tbody>
<tr>
<td>Direct Service</td>
<td>73%</td>
<td>72%</td>
<td></td>
</tr>
<tr>
<td>Administrative and Fundraising</td>
<td>24%</td>
<td>23%</td>
<td></td>
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<tr>
<td>Advocacy</td>
<td>3%</td>
<td>5%</td>
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Figures above include an increase in philanthropic revenue from our growth campaign; normal operating revenue remains roughly equally divided between program service fees and charitable contributions. Activities of public benefit corporation YOPRO have been excluded. Information presented is preliminary and unaudited and therefore subject to change.
Junior Achievement of Greater Miami
Juniper Networks
Kaiser Foundation Health Plan of Georgia, Inc.
Kaiser Permanente
KBS+
Keolis
Keurig
La Poderosa
Lafarge North America
Laird and Partners
Latham & Watkins LLP
Law Office of Jose M. Herrera, P.A.
Leadership and Learning Center
Liberty Mutual Group, Inc.
LifeBridge Health
LifeSpan
Lifeway Foods
LinkedIn Corporation
Loring Ward
Loyola University Chicago
Lucas Group
Macquarie Group
Macy’s, Inc.
MagnaCare
ManTech International Corporation
Marin General Hospital
Market
Marsh & McLennan Companies
Maxim Healthcare Services
McCann Worldgroup
McGraw-Hill Education
MDC Partners
MDCU
MedStar Health
Medtronic
Mellon Bank NA
Merck & Co., Inc.
Message Systems, Inc.
MFS Investment Management
Miami Dade College
Miami Downtown Development Authority
Miami Parking Authority
Microsoft
MIT IS&T Group
MIT Sloan School of Management
MobileIron
Morningstar, Inc.
Motorola Mobility LLC
MOZ
NASA
National Black MBA Association, Inc.
Navigant Credit Union
NCC Group
Neighborhood Health Plan of Rhode Island
NERC
Neuberger Berman
Neustar, Inc.
New Balance
New Signature
New York-Presbyterian Hospital
New York University
Next Step Living
Nintendo
Northwestern University
Northern Virginia Community College
Northstar Research Partners
Northwell Health
Northwestern Memorial Hospital
Northwestern University
Novartis
NYC Department of Youth and Community Development
Offspring Solutions
Office of United States Senator Marco Rubio
Oracle Responsys
Outerwall, Inc.
Pacific Medical Centers
Pandora Media, Inc.
Partners HealthCare
Paypal, Inc.
PeopleLinx
Perkins Coie LLP
Physio-Control Corporation
Pillsbury Winthrop Shaw Pittman LLP
PowerMyLearning
Preemo
Premera Blue Cross
Providence Equity Partners LLC
Providence Health & Services
PTC, Inc.
Publicis Group
Pulte Group
Pure Storage
QualCare, Inc.
Quality Technology Services
R/GA
RaceTrac Petroleum, Inc.
Rambus Incorporated
REDF
REI
Research for Better Schools
RetailNext
Robert Half International
Rocket Software
Rollins, Inc.
RoomPlace
RPX
Russell Investments
SafeWise, Inc.
Sage Group
Salesforce
San Francisco Department of Public Health
Sasaki Associates
Savers, Inc.
Seattle Cancer Care Alliance
Seattle Children’s Hospital
Seattle Metropolitan Credit Union
Sephora
Service Benefit Plan Administrative Services Corporation
Sidley Austin LLP
Simple Show
Silicom
Southside Technology Group
South Florida Hispanic Chamber of Commerce
Southern Company
Splunk
SPR Consulting
Squire Patton Boggs
Standard Motor Products, Inc.
Starwood Capital Group
State Street Corporation
Steward Health Care System
Sunrun, Inc.
Sutter Health - California Pacific Medical Center
Swarovski AG
Swedish Medical Center
Symantec Corporation
T. Rowe Price
TalentQuest
Technical Support International
Teespring, Inc.
Textron Inc.
The American Red Cross
The Climate Corporation
The Knowledge House
The Urban Institute
The Washington Trust Company
The Weather Company
The William Carter Company
Time Inc.
T-Mobile US, Inc.
Tufts Health Plan
Tufts Medical Center
Turner & Townsend
Twitter Inc.
UBS AG
UCB, Inc.
UCSF
United Data Technologies
University of Miami
University of Pennsylvania
Urban Alliance Inc.
USLI
Verisk Analytics, Inc.
Viacom, Inc.
Viva Miami
VMware, Inc.
Vonage
W. W. Grainger, Inc.
Walker & Dunlop
Weber Shandwick
Wellington Management Company
WestRock
WGL Holdings, Inc.
Wheels, Inc.
Wikimedia Foundation
Williams & Connolly LLP
WilmerHale
Workday, Inc.
World Fuel Services
Xively by LogMeln, Inc.
Yammer
Yelp Inc.
Zynga Inc.

CROSS SITE PARTNERS
The following partners hosted Year Up interns from more than one Year Up site in 2015.

360i
Accenture
American Express Company
American Tower Corporation
AOL, Inc.
AT&T
athenahealth, Inc.
Bank of America Corporation
Bill & Melinda Gates Foundation
BNY Mellon
Brown Brothers Harriman & Co.
Buchanan & Edwards
Capital One
Comcast
Cox Enterprises
CVS Health
Deloitte & Touche LLP
Facebook, Inc.
Fidelity Investments
FINRA
Gilbane, Inc.
Google Inc.
Hasbro
Havas Worldwide
Iron Mountain Incorporated
JPMorgan Chase & Co.
Kaiser Permanente
Liberty Mutual Group, Inc.
LinkedIn Corporation
Marsh & McLennan Companies
McGraw-Hill Education
NASA
Providence Equity Partners LLC
Publicis Groupe
Salesforce
State Street Corporation
Symantec Corporation
UBS AG
Viacom, Inc.
WilmerHale
Yelp Inc.
INDIVIDUALS AND FAMILY FOUNDATIONS

$1,000,000+
Anonymous
Anita and Josh Bekenstein**
Sandra and Paul Edgerley*
Elizabeth and Phillip Gross*
The Jacobson Family Foundation*
Kristen and Alexander Klabin
Mary and Garrett Moran*: Linnea and George Roberts
The Salem Foundation**

$500,000 - $999,999
Anonymous (2)

$250,000 - $499,999
Anonymous (2)
Ana and Philippe Laffont
Stephanie and Brian Spector*
Pam and Alan Trefler*

$100,000 - $249,999
Anonymous (2)
Aven Foundation
Michelle and Robert Atchinson
Mary Jane and Glenn Creamer* The Gray Foundation
Merrick Kleeman
Jeannie and Jonathan Lavine
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State Street

Dick Parsons
Senior Advisor
Providence Equity

Michael Powell
President and Chief Executive Officer
National Cable & Telecommunications
Association
Former Chairman
Federal Communications Commission

Thomas Ryan
Former Chairman
CVS Caremark Corporation
Operating Partner
Advent International

Ruth Simmons
Former President
Brown University

Barry Sternlicht
Chairman and CEO
Starwood Capital Group

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Gerald Chertavian
Founder and CEO

Garrett Moran
President

Jeff Artis
National Director of
Corporate Engagement

Connie Askim
National Director of Development

John Bradley
Chief Operating Officer

Jay Banfield
Chief Officer of Innovation and Scale

Shawn Jacqueline Bohen
National Director of Strategic
Growth and Impact

Scott Donohue
National Site Director

Donald Ger
National Director of Program

Ellen McClain
Chief Financial Officer

Susan Murray
National Director of Development

Casey Recupero
National Director of Program

Sandy Stark
National Site Director

Belinda Stubblefield
National Site Director

Jim Thie
Chief Information Officer

Ronda Thompson
National Director of Alumni Relations

EXECUTIVE DIRECTORS

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Greater Philadelphia

Jack Crowe
Chicago

Bob Dame
Boston

Cathy Doyle
Providence

Jon Haseltine†
New York

Leopoldo F. Coronado Sada
South Florida

Amy Mack
Puget Sound

Kim Owens
Arizona

Guylaine Saint Juste
National Capital Region

Roland Selby, Jr.
Baltimore

Robin Watson
Jacksonville

Kim Williams
Atlanta

† Interim Executive Director
Year Up Locations

Year Up National Offices
45 Milk Street
9th Floor
Boston, MA 02109
1-855-YEARUP1

85 Broad Street
6th Floor
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1-855-YEARUP1

Year Up Arizona
1245 E Buckeye Road, Room B423
Phoenix, AZ 85034
480-376-0898, ext 9998

Year Up Greater Atlanta
730 Peachtree Street NE
Suite 900
Atlanta, GA 30308
404-249-0300

Year Up Baltimore
Baltimore City Community College
2600 Liberty Heights Ave. - South Pavilion
Baltimore, MD 21215
410-462-8446

Year Up Bay Area
San Francisco location:
80 Sutter Street
San Francisco, CA 94104
415-512-7588

Silicon Valley location:
100 West San Fernando Street
Suite 103
San Jose, CA 95113
408-283-9553

Year Up Boston
45 Milk Street
9th Floor
Boston, MA 02109
617-542-1533

Year Up Chicago
223 West Jackson Boulevard
Suite 400
Chicago, IL 60606
312-728-5300

Year Up Greater Philadelphia
Peirce College
1420 Pine Street
Philadelphia, PA 19102
215-399-9853

Year Up Jacksonville
101 W State Street
Suite 3001
Jacksonville, FL 32202
904-647-1990

Year Up National Capital Region
Arlington location:
1901 South Bell Street, Suite 100
Arlington, VA 22202
703-312-9327

Woodbridge location:
Northern Virginia Community College
2645 College Drive
Woodbridge, VA 22191
703-884-1116

Year Up New York
85 Broad Street
6th Floor
New York, NY 10004
212-785-3340

Year Up Providence
40 Fountain Street
7th Floor
Providence, RI 02903
401-421-7819

Year Up Puget Sound
Bellevue location:
14673 NE 29th Place, Suite #2105
Bellevue WA 98007
206-441-4465 ext. 5500

Seattle location:
2607 2nd Avenue
Seattle, WA 98121
206-441-4465

Year Up South Florida
Miami Dade College - Wolfson Campus
25 NE 2nd Street
Building 5, Room 5512
Miami, FL 33132
786-577-6029
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