

THE Posse Foundation

2015
ANNUAL
REPORT





DEAR FRIENDS,

In 2015, from more than 17,000 nominations nationwide, 718 new Posse Scholars were selected. They join a growing network of Posse Scholars and alumni that today is more than 7,000 strong.

As we look to the future, we have great confidence in the ability of these young people to lead our nation. They are as diverse as the American population and represent the best of what this country has to offer. We thank our supporters and partners in higher education for their deep commitment to these students.

The past 10 years have been ones of tremendous growth for The Posse Foundation. I want to acknowledge that Posse's successes would not have been possible without the decade-long service of one of the organization's greatest champions, Jeff Ubben.

During Jeff's tenure as Posse's board chair, from 2007 to 2016, the organization grew exponentially. Jeff helped establish 47 new college and university partnerships and led the organization to double its number of chapters. Under his leadership, Posse's assets increased to nearly \$80 million. Jeff was one of two donors to underwrite the expansion of Posse's STEM Program, allowing it to double in size. Similarly, he helped establish the Posse Veterans initiative. He was instrumental in expanding the national board and local advisory boards, bringing on countless new supporters and advocates. He recruited VIPs and celebrities to work with the organization, including John Leguizamo, Bruno Mars and Sting.

Jeff's personal success, gregarious spirit and generous heart serve as a model for all Posse Scholars and alumni. Always modest, never seeking the limelight, Jeff has personally committed close to \$30 million to this organization.

Above all, Jeff is a powerful advocate for Posse Scholars. He understands how deeply this country needs their intellect and insights.

It has been my personal honor and privilege to have worked with Jeff. Our board, our staff, our Scholars and alumni thank him. We all look forward to continuing to count him among the most important advocates for the promotion of equity and excellence in the ranks of leadership in this country.

The following pages highlight Posse's successes over the past year and the wonderful Scholars who are defining a new American leadership.

Warmly,

Deborah Bial
President + Founder



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CONCEPT MISSION GOALS



Arne Duncan with Posse Scholar Janeya Cunningham at DePauw University's Ubben Lecture series, where he spoke about education and highlighted Janeya as an exemplary student leader.



Like the President, I'm a huge fan of Posse. You guys have done an unbelievable job and your graduation rates are through the roof. It's a really innovative, thoughtful program.

ARNE DUNCAN
FORMER U.S. SECRETARY
OF EDUCATION

— CONCEPT —

The Posse Foundation, founded in 1989, identifies public high school students with extraordinary academic and leadership potential who may be overlooked by traditional college selection processes. The Foundation extends to these students the opportunity to pursue personal and academic excellence by placing them in supportive, multicultural teams—Posses—of 10 students. The Foundation's partner colleges and universities award Posse Scholars four-year, full-tuition leadership scholarships.

— MISSION —

The Posse model works for both students and college campuses and is rooted in the belief that a small, diverse group of talented students—a Posse—carefully selected and trained, can serve as a catalyst for increased individual and community development.

As the United States becomes an increasingly multicultural society, Posse believes that the leaders of this new century should reflect the country's rich demographic mix, and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems. One of the primary aims of the Posse Program is to train these leaders of tomorrow.

— THREE GOALS —

1. To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds.
2. To help these institutions build more interactive campus environments so that they can become more welcoming institutions for students from all backgrounds.
3. To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.



FIVE PROGRAM COMPONENTS

1

RECRUITMENT

From September to December each year, Posse conducts the Dynamic Assessment Process (DAP), a unique evaluation method designed to identify young leaders who might be missed by traditional admissions criteria but who can excel at selective colleges and universities. Using nontraditional forums to evaluate potential, DAP offers students an opportunity to demonstrate their intrinsic leadership abilities, their skill at working in a team setting, and their motivation and desire to succeed. DAP has proven to be an extremely effective tool for identifying outstanding young leaders. Through a three-part process, including large-group and individual interviews, Posse staff and partner college and university administrators ultimately select a diverse group of 10 students for each institution, thus forming a Posse.

2

PRE-COLLEGIATE TRAINING PROGRAM

From January to August of their senior year in high school, Posse Scholars meet weekly with staff trainers and their Posse peers for two-hour workshops. The Pre-Collegiate Training Program consists of workshops that address four areas: 1) team building and group support, 2) cross-cultural communication, 3) leadership and becoming an active agent of change on campus, and 4) academic excellence. The goal of the Pre-Collegiate Training Program is to prepare Scholars for leadership roles on campus and for the high-level academic expectations of their colleges.

3

CAMPUS PROGRAM

The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of Posse on campus. Posse staff members visit each college and university four times a year for meetings with Posse Scholars, campus liaisons and mentors. During a Posse's first two years on campus, Scholars meet with their mentor each week as a group and every other week individually. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.

4

CAREER PROGRAM

The Career Program supports Posse Scholars as they transition from being leaders on campus to becoming leaders in the workforce. Posse plays an integral role in the professional development of these young people by providing them with the tools and opportunities necessary to secure highly competitive and career-enhancing internships, jobs, graduate degrees and fellowships. Posse achieves this by partnering with exceptional companies and organizations, both nationally and abroad, and by establishing affiliations with top graduate and professional schools. The Career Program has five core components: 1) Internships, 2) Career Development Workshops, 3) Career Coaching, 4) Graduate + Fellowship Programs, and 5) The Alumni Network.

5

POSSE ACCESS

Posse Access is an online database designed to give Posse partner colleges and universities exclusive access to unselected student nominees to consider for regular admission. Through Posse Access, the hundreds of finalists nationwide who are not selected can opt to have their application profiles made available to each of Posse's partner institutions. By identifying candidates through the Posse Access database, partner schools benefit from Posse's holistic approach to evaluating student potential and see a much greater pool of highly qualified students.



COLLEGE + UNIVERSITY PARTNERS

THE POSSE FOUNDATION THANKS ITS COLLEGE AND UNIVERSITY PARTNERS. IN 2015, POSSE'S UNDERGRADUATE PARTNERS AWARDED \$126 MILLION IN LEADERSHIP SCHOLARSHIPS TO POSSE SCHOLARS ACROSS THE COUNTRY.

COLLEGE + UNIVERSITY PARTNERS

AGNES SCOTT COLLEGE

BABSON COLLEGE

BARD COLLEGE

BOSTON UNIVERSITY*

BRANDEIS UNIVERSITY*

BRYN MAWR COLLEGE*

BUCKNELL UNIVERSITY**

CARLETON COLLEGE

CASE WESTERN RESERVE UNIVERSITY

CENTRE COLLEGE

COLBY COLLEGE

THE COLLEGE OF WOOSTER

CONNECTICUT COLLEGE

CORNELL UNIVERSITY

DARTMOUTH COLLEGE

DAVIDSON COLLEGE

DENISON UNIVERSITY*

DEPAUW UNIVERSITY*

DICKINSON COLLEGE*

FRANKLIN & MARSHALL COLLEGE*

THE GEORGE WASHINGTON UNIVERSITY

GRINNELL COLLEGE

HAMILTON COLLEGE*

HOBART AND WILLIAM SMITH COLLEGES

ILLINOIS WESLEYAN UNIVERSITY

KALAMAZOO COLLEGE

LAFAYETTE COLLEGE*

LAWRENCE UNIVERSITY

MIDDLEBURY COLLEGE**

MOUNT HOLYOKE COLLEGE

NORTHWESTERN UNIVERSITY

OBERLIN COLLEGE

PEPPERDINE UNIVERSITY

POMONA COLLEGE*

SEWANEE: THE UNIVERSITY OF THE SOUTH

SMITH COLLEGE

ST. OLAF COLLEGE

SYRACUSE UNIVERSITY

TEXAS A&M UNIVERSITY*

TRINITY COLLEGE*

TULANE UNIVERSITY*

UNION COLLEGE

UNIVERSITY OF CALIFORNIA, BERKELEY

UNIVERSITY OF CALIFORNIA, LOS ANGELES

UNIVERSITY OF MICHIGAN

UNIVERSITY OF NOTRE DAME

UNIVERSITY OF PUGET SOUND

UNIVERSITY OF ROCHESTER

UNIVERSITY OF SOUTHERN CALIFORNIA

THE UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF VIRGINIA

UNIVERSITY OF WISCONSIN-MADISON***

VANDERBILT UNIVERSITY

VASSAR COLLEGE

WESLEYAN UNIVERSITY

WHEATON COLLEGE

*Dual-city partners recruit Possees from two different program sites each year, awarding 20 Posse Scholarships annually.

** Tri-city partners recruit Possees from three different program sites each year, awarding 30 Posse Scholarships annually.

***Quad-city partners recruit Possees from four different program sites each year, awarding 40 Posse Scholarships annually.

GRADUATE SCHOOL AFFILIATES

CARNEGIE MELLON UNIVERSITY

Heinz College School of Information
Systems & Management

Heinz College School of Public Policy
& Management

CORNELL UNIVERSITY

Cornell Law School

COLUMBIA UNIVERSITY

Teachers College

DUKE UNIVERSITY

Fuqua School of Business

JOHNS HOPKINS UNIVERSITY

Krieger School of Arts & Sciences

NORTHEASTERN UNIVERSITY

D'Amore McKim School of Business

NORTHWESTERN UNIVERSITY

Kellogg School of Management

Pritzker School of Law

UNIVERSITY OF CHICAGO

Booth School of Business

UNIVERSITY OF WASHINGTON

College of Education

Evans School of Public Policy and Governance

School of Social Work

YALE UNIVERSITY

School of Forestry & Environmental Studies

GRADUATE + FELLOWSHIP PROGRAMS

THE POSSE FOUNDATION SUPPORTS SCHOLARS AND ALUMNI IN THEIR PURSUIT OF GRADUATE AND FELLOWSHIP OPPORTUNITIES.

Since 2001 Posse Scholars and alumni have won more than 270 prestigious national fellowships and Posse currently has affiliations with 10 institutions that offer graduate school fellowship awards to Posse alumni. Listed below are the fellowships won by 56 Posse Scholars and alumni in 2015.

Critical Language Scholarship
Davis Projects for Peace Grants
Fulbright Scholarship
Gates Cambridge Scholarship
Gilman Scholarship
Humanity in Action Fellowship
McNair Scholarship

Mellon Mays Undergraduate
Research Fellowship
National Science Foundation Graduate
Research Fellowship
Peace Corps
Watson Fellowship

Posse alumnus Adrian Lievano (left) with a community member in Kimana, Kenya, where he is designing a sustainable rainwater filtration system using inexpensive and locally sourced materials.



CAREER PROGRAM PARTNERS

POSSE PROUDLY PARTNERS WITH OUTSTANDING COMPANIES, ORGANIZATIONS AND INSTITUTIONS THAT HELP SCHOLARS AND ALUMNI TRANSITION FROM BEING LEADERS ON CAMPUS TO BECOMING LEADERS IN THE WORKFORCE.

21ST CENTURY FOX
826 FOUNDATION
AB
ABT ASSOCIATES
ACADIAN ASSET MANAGEMENT
THE ADVERTISING COUNCIL
AFTER-SCHOOL ALL-STARS
THE ALLSTATE CORPORATION
ALNYLAM PHARMACEUTICALS
AMERICAN GIRL PLACE
AMERICAN HONDA MOTOR CO., INC.
AMERICAN MUSEUM OF NATURAL HISTORY
AMERIPRISE
AON
THE ASIA SOCIETY
THE ASSOCIATED PRESS
BAIRD
BANK OF AMERICA MERRILL LYNCH
BARCLAYS
BIOGEN
BLOOMBERG
BLUE CROSS BLUE SHIELD
BNP PARIBAS
BOSTON HEALTHCARE FOR THE HOMELESS
BOSTON LAWYERS GROUP
BOSTON MUSEUM OF SCIENCE
BOSTON TEACHER RESIDENCY
BREAKTHROUGH COLLABORATIVE
BROOKLYN BRIDGE PARK CONSERVANCY
BUCKEYE PARTNERS L.P.
C5 YOUTH FOUNDATION
CAPITAL GROUP
CBS TELEVISION STUDIOS
CHEMONICS INTERNATIONAL
CHICAGO PUBLIC SCHOOLS
CITIZEN SCHOOLS, INC.

CITY YEAR
CLINTON GLOBAL INITIATIVE
COLLEGE SUCCESS FOUNDATION
CONSERVATION LAW FOUNDATION
COSTAR
CREATIVE ARTISTS AGENCY
CROSSROADS FOR KIDS, INC.
CROWN CASTLE
CVS HEALTH
DC PUBLIC LIBRARY
DC PUBLIC SCHOOLS-URBAN EDUCATION LEADERS
DELOITTE
DEUTSCHE BANK
DISCOVERY COMMUNICATIONS
DLA PIPER
DOUBLE H RANCH
DTCC
OFFICE OF SENATOR RICHARD J. DURBIN
EDELMAN
ENTERGY CORPORATION
EXELON CORPORATION
EXONERATION PROJECT
FIAT CHRYSLER AUTOMOBILES
FIDELITY INVESTMENTS
FIDUCIARY TRUST COMPANY
THE FIELD MUSEUM
FIVER CHILDREN'S FOUNDATION
FREDDIE MAC
THE FRESH AIR FUND
FRIENDSHIP PUBLIC CHARTER SCHOOL
GAY & LESBIAN ALLIANCE
AGAINST DEFAMATION
THE GLOBAL GOOD FUND
GOLDEN APPLE FOUNDATION
GOLDMAN, SACHS & CO.
GOODWIN PROCTER LLP

GOOGLE
HARLEM RBI
HARLEM UNITED COMMUNITY AIDS CENTER
HARLEM VILLAGE ACADEMIES
HEALTH NET
HIGHER ACHIEVEMENT
HILL HOLLIDAY
HJ FOUNDATION
THE HOLE IN THE WALL GANG CAMPS
HOME BOX OFFICE
ILLINOIS TOOL WORKS
INFOR
INSTITUTE FOR THE RECRUITMENT OF TEACHERS
JONES LANG LASALLE
JPMORGAN CHASE & CO.
KAISER ASSOCIATES
KIRKLAND & ELLIS LLP
KROGER
L + M DEVELOPMENT PARTNERS
LEK CONSULTING
LET'S GET READY
LIBERTY MUTUAL
LITTLE HAITI CULTURAL CENTER
LOCKTON INSURANCE BROKERS, INC.
LOOKING GLASS THEATRE
LOUISIANA PUBLIC HEALTH INSTITUTE
MASSACHUSETTS GENERAL HOSPITAL
MATCH EDUCATION
MATTEL
MAYER BROWN LLP
MEDIA BRANDS
MFS INVESTMENT MANAGEMENT
MIAMI CHILDREN'S MUSEUM
MIDWEST ACADEMY
MILBANK, TWEED, HADLEY & MCCLOY LLP

MOLEX
MOODY'S CORPORATION
MORGAN STANLEY
MOUNT SINAI HEALTH SYSTEM
THE MUSEUM OF CONTEMPORARY ART
THE MUSEUM OF FINE ARTS, BOSTON
NBCUNIVERSAL
NEUBERGER BERMAN
NEW ENGLAND AQUARIUM
NEWMAN'S OWN FOUNDATION
NEW YORK CITY BAR ASSOCIATION
THE NIELSEN COMPANY
NOBLIS
NORDSTROM
NORTHWESTERN CENTER FOR TALENT DEVELOPMENT
NORWEGIAN CRUISE LINE
OMAM
PANDORA
PARAMOUNT PICTURES
PARTNERSHIP FOR PUBLIC SERVICE
PBS
PENGUIN RANDOM HOUSE
PLYMOUTH ROCK ASSURANCE CORPORATION
PNC BANK
THE POSSE FOUNDATION
PRINCETON-BLAIRSTOWN CENTER
PUBLIC DEFENDERS OFFICE
PUTNAM INVESTMENTS
PWC
RADIO ONE
RBS CITIZENS
REEBOK INTERNATIONAL, LTD.
RICHARDS KIBBE & ORBE LLP
ROYAL CARIBBEAN CRUISES, LTD.
RUSH UNIVERSITY MEDICAL CENTER
SEDGWICK LLP

SERVICE YEAR ALLIANCE
SHARED VISION
SHAWMUT DESIGN & CONSTRUCTION
SOTHEBY'S
STATE STREET CORPORATION
STEPPENWOLF THEATRE COMPANY
ST. LUKE'S-ROOSEVELT HOSPITAL CENTER CARES PROGRAM
SUCCESS ACADEMIES
SUMMER MEDICAL AND DENTAL EDUCATION PROGRAM
TEACH FOR AMERICA
THOMPSON ISLAND OUTWARD BOUND
TOLL BROTHERS
TRANSPORTATION ALTERNATIVES
THE TRAVELERS COMPANIES, INC.
THE TRUE VALUE COMPANY
TRUST FOR PUBLIC LAND
TURNER BROADCASTING SYSTEM
UNCOMMON SCHOOLS
UNITED STATES TENNIS ASSOCIATION
UNITED TALENT AGENCY
UNIWORLD GROUP, INC.
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
VIACOM MEDIA NETWORKS
VICE
WALGREENS
THE WALT DISNEY COMPANIES
WALTER REED ARMY INSTITUTE OF RESEARCH
OFFICE OF SENATOR ELIZABETH WARREN
WEIL, GOTSHAL & MANGES LLP
WGBH
WORLDTEACH
YAHOO INC.
YALE NEW HAVEN HEALTH SYSTEM



STEM + VETERANS INITIATIVES

In addition to its traditional model, The Posse Foundation offers two specialized programs that serve post-9/11 U.S. veterans and students interested in pursuing careers in science, technology, engineering and math (STEM). These initiatives further the Foundation's goal of building a diverse network of leaders for the nation.

University of Wisconsin-Madison Posse Scholar Keven Stonewall, a biology major, is making major contributions to cancer research.

STEM PROGRAM PARTNERS

Brandeis University
Bryn Mawr College
Davidson College
Franklin & Marshall College
Middlebury College
Pomona College
Smith College
Texas A&M University
University of Michigan
University of Wisconsin-Madison



Our student veterans bring so much to campus life, and we are grateful to The Posse Foundation for helping connect them to Wesleyan. Over the past two years, these veterans have contributed their special skills, perspectives and work ethic to classroom discussions, student government, athletics, research, and much more. We are proud to count them among our students, and look forward to welcoming the third Posse of veteran Scholars to campus this fall.

MICHAEL ROTH
PRESIDENT
WESLEYAN UNIVERSITY



**VETERANS
PROGRAM
PARTNERS**
Dartmouth College
Vassar College
Wesleyan University



Posse has changed the lives of many Miami-Dade County Public Schools students—oftentimes the first in their families to go to college—by offering them hope and opportunity. It is a program that exemplifies the true meaning of community partnership. The Posse program is definitely expanding opportunities for deserving youth in Miami and its other sites.

**ALBERTO CARVALHO
SUPERINTENDENT
MIAMI-DADE COUNTY PUBLIC SCHOOLS**

POSSE NATION

ATLANTA

YEAR ESTABLISHED: 2007

SCHOLARSHIP DOLLARS TO DATE: \$62.3 million

PARTNER INSTITUTIONS:

Bard College
Boston University
Brandeis University
The College of Wooster
The George Washington University
Texas A&M University

BAY AREA

YEAR ESTABLISHED: 2015

SCHOLARSHIP DOLLARS TO DATE: \$1.8 million

PARTNER INSTITUTIONS:

Boston University
University of Puget Sound

BOSTON

YEAR ESTABLISHED: 1999

SCHOLARSHIP DOLLARS TO DATE: \$106.2 million

PARTNER INSTITUTIONS:

Bryn Mawr College
Bucknell University
Centre College
Denison University
Hamilton College
Union College

CHICAGO

YEAR ESTABLISHED: 2000

SCHOLARSHIP DOLLARS TO DATE: \$165.7 million

PARTNER INSTITUTIONS:

Agnes Scott College
Connecticut College
Cornell University
Denison University
DePauw University
Middlebury College
Oberlin College
Pomona College
St. Olaf College
Trinity College
University of Michigan
University of Wisconsin-Madison

D.C.

YEAR ESTABLISHED: 2004

SCHOLARSHIP DOLLARS TO DATE: \$83.8 million

PARTNER INSTITUTIONS:

Bucknell University
Lafayette College
Sewanee: The University of the South
University of Rochester
University of Wisconsin-Madison

HOUSTON

YEAR ESTABLISHED: 2012

SCHOLARSHIP DOLLARS TO DATE: \$27.9 million

PARTNER INSTITUTIONS:

Bryn Mawr College
Carleton College
Colby College
Texas A&M University
The University of Texas at Austin
University of Virginia

LOS ANGELES

YEAR ESTABLISHED: 2002

SCHOLARSHIP DOLLARS TO DATE: \$130.6 million

PARTNER INSTITUTIONS:

Bucknell University
Dickinson College
Hobart and William Smith Colleges
Kalamazoo College
Middlebury College
Northwestern University
Pepperdine University
Tulane University
University of California, Berkeley
University of Wisconsin-Madison

MIAMI

YEAR ESTABLISHED: 2009

SCHOLARSHIP DOLLARS TO DATE: \$51.2 million

PARTNER INSTITUTIONS:

Davidson College
Franklin & Marshall College
Hamilton College
Mount Holyoke College
Pomona College
Syracuse University

NEW ORLEANS

YEAR ESTABLISHED: 2011

SCHOLARSHIP DOLLARS TO DATE: \$18.8 million

PARTNER INSTITUTIONS:

Case Western Reserve University
Illinois Wesleyan University
Tulane University
University of Notre Dame

NEW YORK

YEAR ESTABLISHED: 1989

SCHOLARSHIP DOLLARS TO DATE: \$268.6 million

PARTNER INSTITUTIONS:

Babson College
Brandeis University
DePauw University
Dickinson College
Franklin & Marshall College
Lafayette College
Lawrence University
Middlebury College
Smith College
Trinity College
University of Wisconsin-Madison
Vanderbilt University
Wheaton College

VETERANS PROGRAM

YEAR ESTABLISHED: 2012

SCHOLARSHIP DOLLARS TO DATE: \$15.1 million

PARTNER INSTITUTIONS:

Dartmouth College
Vassar College
Wesleyan University

2015 HIGHLIGHTS



POSSEPLUS RETREATS DISCUSS CRIME AND PUNISHMENT

Nearly 5,000 Scholars, students and faculty members from 48 Posse partner colleges and universities attended the 2015 PossePlus Retreats titled “Crime and Punishment” to discuss the timely topic and the ways communities and personal lives are affected by the justice system in the United States.

10TH CHAPTER OPENS IN BAY AREA

Posse launched its 10th chapter in San Francisco's Bay Area. Led by Director Leroy Foster, a Vanderbilt University Posse alumnus, the new site recruited its first Posse for the University of Puget Sound. Boston University, which also recruits Scholars from Atlanta, will join Puget Sound as a Posse Bay Area partner in 2016.

\$126 MILLION IN SCHOLARSHIPS

A record 718 new Scholars joined the Posse community with scholarships collectively worth \$126 million from Posse's partner colleges and universities. The Scholars were selected from a highly qualified pool of more than 17,000 nominated students.

7TH ANNUAL ALUMNI CONFERENCE

The National Posse Alumni Leadership Conference welcomed close to 200 alumni from Posse cities across the United States. Adam Bryant, the *New York Times* Corner Office columnist and deputy science editor, delivered the keynote address.

FOUR NEW UNIVERSITY PARTNERS

The George Washington University, University of Michigan, University of Notre Dame, and University of Puget Sound signed on to recruit outstanding young leaders in Atlanta, Chicago, New Orleans and the Bay Area, respectively.

AINSLIE ALUMNI ACHIEVEMENT AWARD

Mia Howard, a Vanderbilt University Posse alumna, won the 2015 Ainslie Alumni Achievement Award in recognition of her commitment to young people in Nashville, Tennessee, as the founder and executive director of Intrepid College Prep Charter School.

90 PERCENT PERSISTENCE + GRADUATION RATE

The Posse Alumni Network continued to grow with the college graduations of more than 450 Scholars from across the country. Posse Scholars persist and graduate at a rate of 90 percent, forming a uniquely diverse network of future leaders.



BIENNIAL PRESIDENTS CONFERENCE ON HIGHER ED

Presidents and chancellors from the nation's top colleges and universities convened in New York City for The Posse Foundation Presidents Conference on Higher Education titled "Thinking about Merit and Who Deserves to Be on Our Campuses." Hosted by The New York Public Library President Tony Marx and Deloitte, the conference featured Posse President and Founder Deborah Bial, Rutgers University - Newark Chancellor Nancy Cantor, University of Richmond President Ronald Crutcher, Williams College President Adam Falk, Harvard Law Professor Lani Guinier, and Spencer Foundation President Michael McPherson (pictured above from left to right).



ANNUAL GALA

THE ANNUAL GALA, AN EVENING OF STARS, WAS HELD ON MAY 20 AT CIPRIANI WALL STREET AND FEATURED INCREDIBLE PERFORMANCES BY WORLD-RENOWNED ARTISTS STING, DEBBIE HARRY AND CHRIS BOTTI. EMCEED BY *60 MINUTES* CORRESPONDENT LESLEY STAHL, THE STAR-STudded EVENT RAISED \$2.1 MILLION TO SUPPORT THE POSSE PROGRAM.

2015 Posse Star Award Recipients (Pictured above from left to right)

Mary and Garrett Moran

Antoinette Rangel, *Special Assistant and Advisor to the Press Secretary, The White House; Middlebury College Posse Alumna*

Morton O. Schapiro, *President, Northwestern University*

State Street Cooperation, *Star accepted by CEO Joseph L. Hooley*

Gala Performers (Pictured below from left to right)

Lesley Stahl

Debbie Harry

Sting



INNOVATORS

\$100,000–\$249,999

Anonymous
Garrett and Mary Moran
Karin and Philip Pead
Ali and Brad Singer
State Street Corporation
Jeff and Laurie Ubben

LEADERS

\$50,000–\$99,999

Allison and William Bennington
Alastair and Jeanine Borthwick
Colleen and Richard Fain
Goldman, Sachs & Co.
Kelly Granat and Susan Boland
Michael Kluger and Heidi Greene
A.J. & Sean Murphy and
Susie Scher & Allison Grover
Posse Bay Area Advisory Board
Tudor, Pickering, Holt & Co.
Sharon & Timothy H. Ubben
Viacom and Comedy Central

BENEFACTORS

\$25,000–\$49,999

The AMG Foundation
Anson & Debra Beard, Jr. and Family
The Blackstone Charitable Foundation
Bloomberg
Deloitte LLP
Michele Ganeless and Peter Land
Barbara and Ted Janulis
Clarissa and Steven Lefkowitz
Motorola Solutions Foundation
Bill Plapinger and Cassie Murray
Royal Caribbean Cruises Ltd.
Glen Senk and Keith Johnson
Sinvin Realty LLC
James C. & Norma I. Smith Foundation
Robert K. Steel Family Foundation
Lindsay & James Wilcox and Mary & Rajneesh Vig
Barton and Susan Winokur

PARTNERS

\$15,000–\$24,999

Bank of America
Cleary Gottlieb Steen & Hamilton LLP
Credit Suisse
International Flavors & Fragrances, Inc.
Eleni Pryles Kalisch
Kirkland & Ellis LLP
KPMG

Morgan Stanley
OMAM
Posse D.C. Advisory Board
Posse New Orleans Advisory Board
PwC
Jennifer Rusk, Posse Alumna and Joseph Talia
Synergetics
Travelers
Lisa and Mark Walsh

MENTORS

\$10,000–\$14,999

Suzanne and Michael Ainslie
Lisa and Richard Cashin
Mark F. Dalton
Lindsay and Henry Ellenbogen
Priscilla and Donald K. Miller
Izabel and Tony Olson
Diane and Deval L. Patrick
Thomas W. Rabaut
Robbins Family Foundation
Jane and Paul Shang
Susan and Gene Shanks
Marree and John Townsend

AMBASSADORS

\$5,000–\$9,999

Michael Beckwith
Robbie Oxnard Bent and David Bent
Ryan Birtwell
Anthony Brenner
Howard and Randee Fischer
Churchill and Janet Franklin
Jill and Avram Glazer
Michael Graff
Julie and Robert C. Graham, Jr.
Anne Pramaggiore
Louise W. McIlhenny and Hugh C. Riddleberger
Holly and David Sherr
Skadden, Arps, Slate, Meagher & Flom LLP
May and Edward T. Swan
Diane Swonk and John Trinta
Riaz Taplin
Briana and Miguel Zelaya

FRIENDS

\$1,000–\$4,999

Anonymous
Darcy and Jeffrey Ahl
Sarah Greenwood and Joe Bondi
Kim M. Boyle
Donella P. Brockington
Cheryl and Robert Byron

Lynn Chau
Jeremy Cohen
Marjorie and Scott Cowen
Robert and Jamie Davis
Maura Dickler
Pamela and Martin Edel
Entergy Corporation
Sabrina R. Ferris, Esq.
Amy and David Flannery
Erica and Phillip Fresen
David and Jennifer Graf
Lois Perelson-Gross and Stewart Gross
Dr. and Mrs. Edward Grossman
Holly Hassett
Helen L. Hess
Jillian and Jason Hirsch
Michael Byowitz and Ruth Holzer
Cara and Jeffrey Klein
Wendy Lane
Walter and Elizabeth Lohmann
James Owen Mathews
Susan and Preston McSwain
Evan Meyers
Mr. and Mrs. Mark A. Moore
Northwestern University
Lauren and Craig Nossel
Nic and Natalie Perkin
Permanens Capital
Mr. and Mrs. Joe L. Roby
Hedy Roma and Antonio Gonzalez
Ruth Calvin Scharf
Frank Sesno and Kathy Sanderson
Edward Seto
Patrick Sullivan
Lydia Thomas
University of Puget Sound
Lis and Richard Waterman
John F. Bodovitz - Wells Fargo Advisors, LLC
Nancy Friedman and Michael Zinn

SUPPORTERS

\$1–\$999

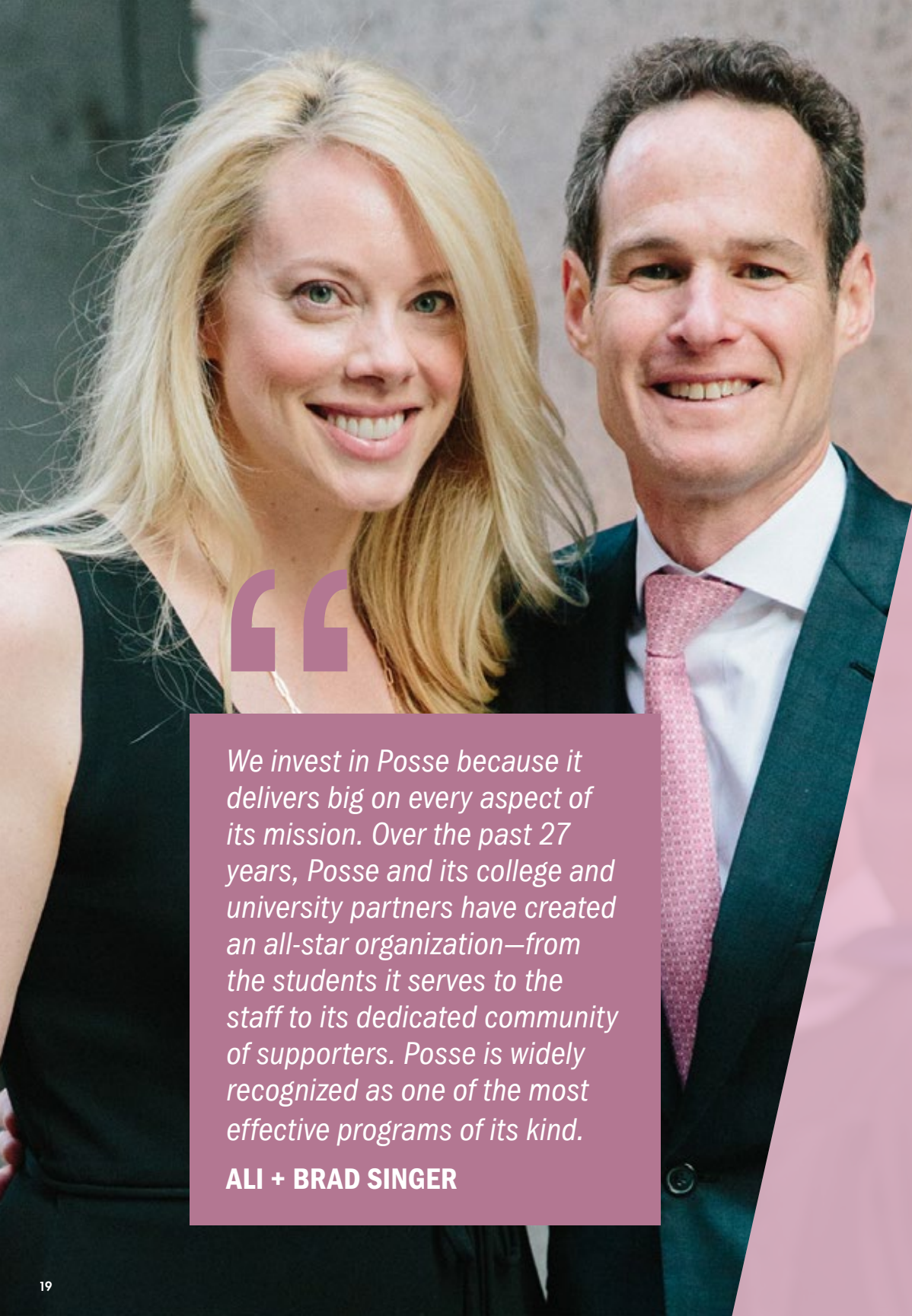
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AKS Merit Constructors, Inc.
Samantha Alcalá, Posse Alumna
Asya Aleem, Posse Alumna
Abdulkadir M. Ali, Posse Alumnus
Marilyn Aliaga
Omaira J. Alicea, Posse Alumna
Hashim U. Allah-Morad, Posse Alumnus
Hugh Allen
The Allstate Foundation
Eloisa Almaraz, Posse Alumna
Roberto Almeida, Posse Alumnus
Gregory M. Almonord, Posse Alumnus
Alyssa Aloyo, Posse Alumna
Farhan Altaf, Posse Alumnus

Isadora E. Alteon, Posse Alumna
Azucena Alvarado, Posse Alumna
Darnisa Amante, Posse Alumna
Cynthia Amezcua, Posse Alumna
Andrew An
Chris Anderson
Devon and Dwight Angelini
Anderson Antoine, Posse Alumnus
Odinakachi Anyanwu, Posse Alumnus
Priscilla Araya, Posse Alumna
Kathleen Arguin
Sergio E. Armendariz, Posse Alumnus
Cameron Arroyo, Posse Alumnus
Gina Artese
Passion C. Artis, Posse Alumna
Melani Atkinson
Tamar Avishai
Demar O. Ayee, Posse Alumnus
Sarah S. Baatile, Posse Alumna
Matthew Bailey
Victor O. Banor, Posse Alumnus
Sabrina Bardonille, Posse Alumna
Marianne Bates, Posse Alumna
Thomas Beauford, Jr.
Quincy J. Bedeau, Posse Alumnus
Jacquelyne and Jim Belcastro
Jennifer Beltran, Posse Alumna
Gary Bennett
Branden Bergstrom
Lia F. Berhane, Posse Alumna
Ivelisse Berio LeBeau
Danielle Berry, Posse Alumna
Sandra Bertin, Posse Alumna
David Bertolino
Besiana Besler, Posse Alumna
Jenna A. Bhaloo, Posse Alumna
Asa Bhuiyan, Posse Alumna
Julia Blount
Pallo Blum-Tucker
Issac Blythers
Cassandra Boquiren Garcia, Posse Alumna
Kyle Borces, Posse Alumnus
Hilary and David Borthwick
Angela Boulart and Damian Washington, Posse Alumni
Ashley L. Boyd, Posse Alumna
Brian Boyd
Andrew Brambila
Joseph J. Braswell, Posse Alumnus
Jane and Ned Brewer
Amanda Brito, Posse Alumna
Ashlene P. Brown, Posse Alumna
Sheyenne Brown, Posse Alumna
Nigel Bruce, Posse Alumnus
Leigh-Ann Buchanan
Building Leaders On Campus
Sarah N. Bunker, Posse Alumna
Greg Burris
Anthony M. Bush, Posse Alumnus
Christopher Byner
Leide Cabral, Posse Alumna
Barbara Cammarata
C.K. Canning
Max King Cap
Franklin Caplan
James L. Carlsson
Andrew Carter
Maria Casarella

Stefan M. Castellanos, Posse Alumnus
Sarah E. Cesar, Posse Alumna
Antwan M. Chambers, Posse Alumnus
Sakeenah Chapman, Posse Alumna
Fabrice C. Charles, Posse Alumnus
Ernesto Chavez, Posse Alumnus
Betty Chen, Posse Alumna
Lawrence Y. Chen, Posse Alumnus
Fritzkeysha Chery, Posse Alumna
Gwennie Cheung
Priya Pravin Chhaya
Amy Rebecca Chin, Posse Alumna
Mushfiqur Chowdhury, Posse Alumnus
Josh Christianson
Justina Chung, Posse Alumna
Lynda Clarizio
Richard Clark
Gina Clausen
Simona M. Clausnitzer, Posse Alumna
Stephanie B. Clemente, Posse Alumna
Marquis Clements, Posse Alumnus
Jason Cohen
Roland Cole, Posse Alumnus
Kurt Collier
Daniella L. Colon, Posse Alumna
Jonathan Cooper, Posse Alumnus
Tiago Correia, Posse Alumnus
Natalie Cortez, Posse Alumna
Phillip Crone
Gertrude Cullina
Fred Daniels
Laura Davidson
Aaron Mar Davis
Chantel M. Davis
Cheryl K. Davis
Porschia Davis, Posse Alumna
Vanessa Davis, Posse Alumna
Jacola Ann Nolan Deal
Sabrina A. Debrosse, Posse Alumna
Larsen D. Dela Cruz, Posse Alumnus
Edy A. Delgado, Posse Alumnus
Candace dePass, Posse Alumna
Howard dePass, Posse Alumnus
Jess Devine
Prasanna Dhone
Mouhamadou B. Diagne, Posse Alumnus
Monica Diaz, Posse Alumna
Patrick Diaz
Sully Diaz, Posse Alumna
Pamela Dicient, Posse Alumna
Andrew A. Dietz, Posse Alumnus
Kareen Dillon, Posse Alumna
Dino's Grotto
Todd Dixon
Dobrzynski Accounting Service
Pari and Jim Doherty
David Domenici
Sheila Dorsey
Chelsea Downs, Posse Alumna
Heather Drake
Lois Dunn
Linda Dupree
Renee Edwards, Posse Alumna
Alex M. Efron
Christopher Egan
Aifuwa Ehigiator, Posse Alumna
Yasser A. El Hamoumi, Posse Alumnus

SUPPORTERS (CONT.)

Ed and Angela Elkins

Tim Ely

Jessica Enriquez, Posse Alumna

Kevin Entwistle

Bob Marcovitch and Elise Eplan

Diane E. Epstein

Michelle Espinosa, Posse Alumna

Lianne R. Estrella, Posse Alumna

ExxonMobil Foundation

Felicia F.

Alejandra Fabian, Posse Alumna

Ultan Feighery

Fel Los Angeles

Naomi and Daniel Feldman

Sarah Ferencz

Vanessa Ferniza, Posse Alumna

Abby Fifer Mandell

Adam Fine, Posse Alumnus

Caitlin M. Finnegan

Ellen Fleming

Mark Fleming

Allegra Fletcher, Posse Alumna

Bettina Fliegel

Lauren Flinn, Posse Alumna

Carlos Flores, Posse Alumnus

Frank Fons

Burch and Brian Ford

Nichole Forde, Posse Alumna

Sharon Foster

James F. Frank, Ph.D.

Theodore Frank

Glenda Garcia, Posse Alumna

Javon N. Garcia, Posse Alumnus

Jheanelle C. Garriques, Posse Alumna

Margaret Garte

Anna George, Posse Alumna

Ronald N. German, Posse Alumnus

Denise Ghartey, Posse Alumna

Joseph A. Giaquinto

Robyn Gibson, Posse Alumna

Lois Gilman

Sara G. Girmay, Posse Alumna

Michael Giuliano

Rosalee J. Glaser, Posse Alumna

Jeffrey Glassman

Emiko N. Gomez, Posse Alumna

Geri Baldwin Gonzalez

Jeremy Gordon, Posse Alumnus

Samantha S. Grant, Posse Alumna

Shanice Grant, Posse Alumna

Sheila Griffin

Roy J. Guenther

Shreya Gulati

Jose Gutierrez, Posse Alumnus

Jason Haas, Posse Alumnus

Frances Hale

Usman Y. Hameedi, Posse Alumnus

Herbert Harper, Jr., Posse Alumnus

Asha Harvey, Posse Alumna

Michael A. Henry, Posse Alumnus

Lisa Herbert, Posse Alumna

Catherine Herkovic

Juana Hernandez, Posse Alumna

Hernan Herrera, Posse Alumnus

Margarita Herrera, Posse Alumna

Judith Hertzberg

Sarah Heyward

Geoffrey F. Hicks, Posse Alumnus and Robin Hicks, Posse Alumna

Lynn Hidalgo, Posse Alumnus

Winnie Hien, Posse Alumna

Alexander Hill, Posse Alumnus

Lisa Hixon, Posse Alumna

Alice M. Hlidakova, Posse Alumna

Huy Ho, Posse Alumnus

Aki'a D. L. Hodges, Posse Alumna

J. S. Hodgkins

John A. Holler, Posse Alumnus

Kendall Holley, Posse Alumnus

The Home Depot Foundation

Jessica Hood, Posse Alumna

Philip and Roberta Horton

Bryant Hosch

Houston Hough

Mia Howard, Posse Alumna

Malvin Hoxhallari, Posse Alumnus

Amberine A. Huda, Posse Alumna

Taniqua K. Huguley, Posse Alumna

Miriam A. Huppert, Posse Alumna

Jeff Ianonne

Paul Im

Carolyn Infante, Posse Alumna

Informing Change

Scott J. Jaburek, Posse Alumnus

Avery Jackson, Posse Alumna

Joi B. Jackson

Rachel E. Jean-Louis, Posse Alumna

Esther Jeong, Posse Alumna

Ryan Johann

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Claudine Johnson, Posse Alumna

Erin M. Johnson, Posse Alumna

Anna and Tim Johnson

Kala Jones, Posse Alumna

Landon Jones, Posse Alumnus

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Rachel A. Jones, Posse Alumna

Marcin Kaczynski

Jacqueline Kahan, Posse Alumna

Nita Kalish-Klein and Allen Klein

Arpi Karapetyan, Posse Alumna

Mahima Karki, Posse Alumna

Thomas J. Keary

Gabrielle I. Kelenyi, Posse Alumna

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Dorothy Kerr

Anum Khan, Posse Alumna

Michael Khoo

Collins Kilgore III

Katherine M. Kinsman

Linda and Howard Kirschbaum

Claude Knight

Angie and Steve Knightly

Elizabeth B. Ko, Posse Alumna

Michael Kober

Austin Koenen

Peggy Kovach

Laura and Richard Kracum

Nicole Kuaea, Posse Alumna

Avedis and Cristina Kundakjian

Charles Kuykendoll, Posse Alumnus

Amy LaBan

Ariel Labasan

Chanel Labasan, Posse Alumna

Jeffrey Land

David Lash

Han W. Lee

Emily Lehmann

Jane Gilman and Donald Leka

Joan and Murray Levin

Barry Levine

Allison and Peter LeVine

Samantha Levy, Posse Alumna

Brandon T. Lewis, Posse Alumnus

Deshawn S. Lewis, Posse Alumnus

Kyanna A. Lewis, Posse Alumna

Natalie Lewis

Fran Liben

Inricka P. Liburd, Posse Alumna

Bernadette Limos, Posse Alumna

Jema Lin

Elizabeth A. Linton, Posse Alumna

Julia Lo, Posse Alumna

Kenia Lobo, Posse Alumna

Jennifer Loehlin

Diane Lopez, Posse Alumna

John LoPresto, Posse Alumnus

Trey and Lee Loughran

Barbara R. Lowrey

Vernon Lucas

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Elizabeth MacFarlane

Patricia Mackoff

Jeanene MacLean

Brent Madoo, Posse Alumnus

John Maher

Joseph Malandrakis

Andres Maldonado

Danielle A. Maldonado, Posse Alumna

Andrew J. Manz-Siek, Posse Alumnus

Omari G. Matthew, Posse Alumna

Cheska A. Mauban, Posse Alumna

James McCarthy

Bonnie McGilpin

Michael McIntosh

Carol McKeon

Adam McKeown-Mann

Natalia M. Medina, Posse Alumna

Robert and Rochelle Medow

Marina R. Mehtens, Posse Alumna

Philip Melanson

Karla J. Melara, Posse Alumna

Liz and Scott Mendel

Karina T. Mendez, Posse Alumna

Roberto Mendez, Posse Alumnus

Sylvia Mendez, Posse Alumna

Lara Merida

Robert and Carolyn Meza

Kidus Mezgebu, Posse Alumnus

Brittney Mikell, Posse Alumna

Emily Miles

Sam Miller

Melissa Millis

Elizabeth Milton

Richard and Judy Mirel

Rasheed Mitchell, Posse Alumnus

Johnathan Modisett

Kidus Moges, Posse Alumnus

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Juliana Monsalve, Posse Alumna

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Chris Moore, Posse Alumnus

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Ana V. Morales, Posse Alumna

Hadaryah Morgan

Vince Morgan, Posse Alumnus

Eric Moskowitz

Regina Davis Moss

Jennifer Mueller

Nina and Dan Murphy

Nichelle Nakano

Reginald Nelson, Posse Alumnus

Megan Nesbeth, Posse Alumna

Lisbeth Mark and Charles Newman

Richard Ng

Loan P. Nguyen, Posse Alumna

Thuy Thanh and Tam Nguyen

William Nichols

John Nicol

Maggie Nivison

Margaret E. Nolan, Posse Alumna

Mina Norouzkhani

Kathryn Norton

Stephen Notaro

Adrian D. Ntwatwa, Posse Alumnus

Erika Nunez, Posse Alumna

Colleen Sullivan and Max Nutkowitz

Debbe and Denny Oberhausen

Denise and Thomas Ochsenschlager

Adedotun Odewale, Posse Alumnus

Jim O'Gara

Gail S. Okazaki

Erin O'Keefe, Posse Alumna

Chika Onwuvuche, Posse Alumna

David Opong-Wadee, Posse Alumnus

Steve Orava

Samantha Ormsby

Maria S. Orozco

Rick Orr

Althea E. Osborn

Andrew Padilla

Marjan Pakdaman

Jessica Palacios, Posse Alumna

Chia Chou Pan, Posse Alumnus

Jessica Pan, Posse Alumna

Yan K. Pang, Posse Alumnus

Randy Paris

Dimple Patel, Posse Alumna

Tenes J. Paul, Posse Alumnus

Yanessy Peña, Posse Alumna

Teddy Pendergrass

Chandrea Peng, Posse Alumna

Chris E. Perkins

Judith Ann Perlin

Lindsay Perreault

Kenneth Perry Jr., Posse Alumnus

Sabrina Persaud

Barbara and Jack Pester

Donna and Scott Petersen

Eliza Y. Phillips, Posse Alumna

Felabi E. Phillips, Posse Alumna

Gina A. Phisic, Posse Alumna
Shakiva Pierre, Posse Alumna
Chanelle Pinkett, Posse Alumna
Samatha Pittman, Posse Alumna
Dorothy Polite
Odette Ponce
Oliver Ponce, Posse Alumnus
Torian J. Pope, Posse Alumnus
Ashish Pradhan
Estefania Pugliese, Posse Alumna
Amber Quarles
Dana Quigley, Posse Alumnus
Peggy Quinn
Mr. and Mrs. Thomas Quistberg
Elizabeth Ramirez, Posse Alumna
Rachel L. Ramirez, Posse Alumna
Marissa Ramos
Robert and Patricia Ranney
Leonard Raymond
Presley R. Reed, Jr.
Tim Reese
Bambi Q. Rentschler
Gladys Reyes, Posse Alumna
Jenixie Reyes, Posse Alumna
Jennifer L. Reyes, Posse Alumna
Barbara J. Reynolds, Posse Alumna
Stephanie A. Richard, Posse Alumna
Amy Richmond
Courtney Riley, Posse Alumna
Jose Rivera, Posse Alumnus
Luis A. Rivera, Posse Alumnus
Antonella R. Rizo, Posse Alumna
Dan Robbins
Glenford A. Robinson, Posse Alumnus
Monique Robinson
Nigel H. Robinson, Posse Alumna
Kerry E. Rodgers
Cynthia D. Rodríguez, Posse Alumna
Darwin Rodriguez, Posse Alumnus
Irene Rodriguez, Posse Alumna
Juliana Rodriguez, Posse Alumna
Alexis M. Roe, Posse Alumna
Stephanie Rogers
Jessica Romero, Posse Alumna
Jonathan M. Romero, Posse Alumnus
Evelyn Rosero, Posse Alumna
Thomas Ross
Vinnie Ross
Carrie Rubury
Melissa Ruiz, Posse Alumna
Maura Ruppert, Posse Alumna
James G. Russell, Posse Alumnus
Gideon Ansell and Mary Rutkowski
Maureen A. Rutski
Julia Ryan, Posse Alumna
Kelsey Ryan
Stanthia N. Ryan, Posse Alumna
Timothy J. Ryan
Mona Sabat
Rocio A. Safe, Posse Alumna
Matthew Sag
Ginette Saimprevil, Posse Alumna
Jomaira B. Salas, Posse Alumna
Yewande S. Salau, Posse Alumna
Mabel Sanchez, Posse Alumna
Michelle Sanchez, Posse Alumna

Pearl Sanchez, Posse Alumna
Yinnette Sano, Posse Alumna
John G. Santos
Alysia Sargent, Posse Alumna
Jasmine A. Savoy, Posse Alumna
Juliana Schafer
Patrick Schlee
Kathleen Schnieders
Marc Schonland
Kevin Schoonveld, Posse Alumnus
Shelby Schwartz
Rachel L. Schy
Brennan J. Sears-Collins
Melissa Serrano, Posse Alumna
Melissa Shaak
Lisa Shambaugh
Ms. Klare E. Shaw
Sean Shea
Aine M. Sheehan, Posse Alumna
Zachary Sheets
Andrew Shen, Posse Alumnus
Samuel Sherman
Tenzing Sherpa, Posse Alumnus
Caroline Short
Jill Shultz
Justin Silber
Kety V. Silva, Posse Alumna
Bibi Silvas
Ahkeem Simmons, Posse Alumnus
Mrs. Shauntelle Simmons
Carrie L. Simpson, Posse Alumna
Georgia Simpson
Jim Sims
Melanie Skehar
Andrew Smith, Posse Alumnus
Bernard Smith
Derrick Smith
Carol Snyder
Lynnette Sorio
Laurence T. Sorkin
Wagner N. Soto, Posse Alumnus
Vincent Spataro
Michele and Steven Spirn
Dave Stainback
Brenda Stallings-Owens
Jonathan Starzyk, Posse Alumnus
Joel A. Stein
Howard Stern
Alice F. Stewart
Matthew D. Stokes, Posse Alumnus
Jaime Stream
Geneen Stuart and Oris Stuart III
Joel Sullada
Stephanie Tafur, Posse Alumna
Elaine C. Tam, Posse Alumna
Shadoe G. Tarver, Posse Alumnus
Taneesha Tate-Robinson, Posse Alumna
Philip Taylor, Posse Alumnus
Shanece Taylor
Kabrai Tesfamicael, Posse Alumnus
Luz Fortes
Daniel Theodate, Posse Alumnus
Loubens Theork, Posse Alumnus
Joan L. Thomas
Jonlene Jai Thomas, Posse Alumna
Nina Thomas, Posse Alumna

Courtney Thomasma
Kyle Thomsen
Ashley Thorpe, Posse Alumna
Ethan Thurow
Doneeca Thurston, Posse Alumna
Susan Tinnish
Marisa C. Tornello, Posse Alumna
Rita Tran, Posse Alumna
Stephanie Tran, Posse Alumna
Eugene Travnikoff
Michael Trejo, Posse Alumnus
Shadey M. Trinidad, Posse Alumna
Shih Tsao
Yanjinsuren Tseveensuren, Posse Alumna
Kadia Tubman, Posse Alumna
Richard B. Tully
Edwin Tuna
Nakea J. Tyson, Posse Alumna
Michael Udensi, Posse Alumnus
John N. Ugorji, Posse Alumna
Claudia L. Umaña, Posse Alumna
Marco A. Valdez, Posse Alumnus
Alexis Valladares, Posse Alumna
Amber Valverde, Posse Alumna
David I. Vargas
Bianca Vassare, Posse Alumna
Aidesha-Kiya Vega-Hutchens
Israel Velasquez
George Velazquez, Posse Alumnus
Jessica Velez, Posse Alumna
Verizon Foundation
Carlos A. Villa, Posse Alumnus
Madalena Virbila
John F. Vitt
Marie Jo Wade
Janae Walton-Green, Posse Alumna
Yazmin Watkins, Posse Alumna
Virginia B. Wax
Brian Weddington
Michael Weinberg
Jesse D. Weinstein, Posse Alumnus
Daniel J. Weisman, Posse Alumnus
Donna Weisman
Stuart Weiss
Rick Wernz
Colin White
Gwen and Bob Whitson
Cynthia and Mark Wilcox
Anthony T. Williams, Posse Alumnus
Larry Williams
Nyre Williams
Vaughn A. Williams, Posse Alumnus
Barbara and Warren Williams
Emerson Williams-Molett, Posse Alumnus
Kerlene C. Wills, Posse Alumna
Damian W. Wilmot
Barbara and Robert Wilneff
Karyn Wilson, Posse Alumna
Victoria N. Wilson, Posse Alumna
Grace Withmory, Posse Alumna
Laurie and Jeffrey Witt
Julie Wolpov
WorldTeach
Keith Wright
Mary Wright
Klea Xoxi, Posse Alumna

Elise N. Yancey, Posse Alumna
Clifford Yee
Patrick Young, Posse Alumnus
Jim Zeiba
Prof. Karl and Susan Zimmermann
Abigail Zimmermann-Niefield
Kenneth Zirkel
Mark Zivin

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Acadian Asset Management
Alston & Bird LLP
American Conservatory Theater
Bank of America
Bank of America Merrill Lynch
Bloomberg
BNP Paribas
CBS Television Studios
CenterPoint Energy
ClassyFun Entertainment
Comedy Central
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Deloitte LLP
Discovery Communications, LLC
Emory University
Energy Corporation
Fox Rothschild LLP
The George Washington University School of Medicine
and Health Sciences
Georgia Power Company
Georgia-Pacific LLC
Patrick Gleber
Goodwin Procter LLP
Greenberg Traurig
Jones Day
Jones Walker LLP
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Koshland Science Museum
Live Nation Entertainment
Maverick Capital Foundation
Mayer Brown LLP
O'Kelly and Karen McWilliams
Barbara and Richard Metzler
MFS Investment Management
Moody's Corporation
Mr. and Mrs. Mark A. Moore
New Orleans Saints
The New York Times Company
Ochsner Health System
G.B. Outlaw
Paramount Pictures Corporation
Pepco
Proskauer Rose LLP
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PwC
Reed Smith
ROZA 14 W LLC
Santander
Simpson Thacher & Bartlett LLP
Southeast Tennis and Learning Center
State Street Corporation
Tudor, Pickering, Holt & Co.
WilmerHale

THE POSSE FOUNDATION, INC.

STATEMENTS OF FINANCIAL POSITION
AS OF DECEMBER 31, 2015 AND 2014

ASSETS	2015	2014
Cash and cash equivalents	\$6,783,755	\$6,328,865
Investments	51,426,069	44,977,193
University fees receivables	2,485,000	2,415,000
Pledges and other receivables, net	21,827,392	30,561,929
Prepaid expenses and other assets	742,065	686,347
Property and equipment, net	433,726	507,087
Cash and cash equivalents - permanently restricted	-	2,043,550
TOTAL ASSETS	\$83,698,007	\$87,519,971
LIABILITIES		
Accounts payable and accrued expenses	\$596,495	\$702,037
Deferred rent	606,038	567,666
Deferred income	1,656,668	1,610,002
TOTAL LIABILITIES	2,859,201	2,879,705
COMMITMENTS AND CONTINGENCIES		
NET ASSETS (a) (b)		
Unrestricted	19,896,303	20,108,766
Temporarily restricted	32,235,749	36,824,746
Permanently restricted	28,706,754	27,706,754
TOTAL NET ASSETS	80,838,806	84,640,266
TOTAL LIABILITIES AND NET ASSETS	\$83,698,007	\$87,519,971

The accompanying notes are an integral part of these financial statements.

FINANCIALS

THE POSSE FOUNDATION, INC.
 STATEMENTS OF ACTIVITIES
 FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

	FOR THE YEAR ENDED DECEMBER 31, 2015				FOR THE YEAR ENDED DECEMBER 31, 2014			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2015	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2014
SUPPORT AND REVENUE:								
Contributions and grants	\$4,337,256	\$4,488,593	\$1,000,000	\$9,825,849	\$4,804,160	\$7,753,061	\$ -	\$12,557,221
University fees	2,438,334	-	-	2,438,334	2,321,666	-	-	2,321,666
Service fees	898,195	-	-	898,195	1,243,067	-	-	1,243,067
In-kind contributions	648,889	-	-	648,889	388,884	-	-	388,884
Investment income	(598,288)	(1,119,565)	-	(1,717,853)	61,365	1,344,037	-	1,405,402
Fundraising events, net of direct benefits to donors	4,876,543	-	-	4,876,543	4,890,522	-	-	4,890,522
Net assets released from restrictions (b)	7,958,025	(7,958,025)	-	-	10,314,720	(10,314,720)	-	-
TOTAL SUPPORT AND REVENUE	20,558,954	(4,588,997)	1,000,000	16,969,957	24,024,384	(1,217,622)	-	22,806,762
EXPENSES:								
Program services:								
Recruitment and training programs	15,966,525	-	-	15,966,525	14,462,643	-	-	14,462,643
Supporting services:								
Management and general	2,459,501	-	-	2,459,501	2,301,166	-	-	2,301,166
Fundraising	2,345,391	-	-	2,345,391	2,264,515	-	-	2,264,515
Total Supporting Services	4,804,892	-	-	4,804,892	4,565,681	-	-	4,565,681
TOTAL EXPENSES	20,771,417	-	-	20,771,417	19,028,324	-	-	19,028,324
CHANGE IN NET ASSETS	(212,463)	(4,588,997)	1,000,000	(3,801,460)	4,996,060	(1,217,622)	-	3,778,438
Net assets - beginning of year	20,108,766	36,824,746	27,706,754	84,640,266	15,112,706	38,042,368	27,706,754	80,861,828
NET ASSETS - END OF YEAR	\$19,896,303	\$32,235,749	\$28,706,754	\$80,838,806	\$20,108,766	\$36,824,746	\$27,706,754	\$84,640,266

The accompanying notes are an integral part of these financial statements.

THE POSSE FOUNDATION, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$(3,801,460)	\$3,778,438
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	231,989	213,465
Pledge discount net of amortization	588,327	(14,858)
Bad debt expense	-	27,687
Deferred rent	38,372	(6,764)
Realized gain on securities	(623,080)	(464,069)
Unrealized gain on securities	3,102,605	1,731,607
Subtotal	(463,247)	5,265,506
Changes in operating assets and liabilities:		
Decrease (increase) in assets:		
University fees receivables	(70,000)	(140,177)
Pledges and other receivables, net	7,146,210	(2,011,584)
Prepaid expenses and other assets	(55,718)	(101,440)
(Decrease) increase in liabilities:		
Accounts payable and accrued expenses	(105,542)	269,800
Deferred income	46,666	93,335
Net Cash Provided by Operating Activities	6,498,369	3,375,440
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(62,314,765)	(3,517,103)
Proceeds from sale of investments	53,386,364	821,683
Purchase of property and equipment	(158,628)	(230,508)
Change in restricted cash	2,043,550	(2,000,000)
Net Cash Used in Investing Activities	(7,043,479)	(4,925,928)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	1,000,000	2,000,000
Net Cash Provided by Financing Activities	1,000,000	2,000,000
NET INCREASE IN CASH AND CASH EQUIVALENTS	454,890	449,512
Cash and cash equivalents - beginning of year	6,328,865	5,879,353
CASH AND CASH EQUIVALENTS - END OF YEAR	\$6,783,755	\$6,328,865

The accompanying notes are an integral part of these financial statements.

a) Basis of Accounting

Posse's financial statements have been prepared on the accrual basis of accounting. Posse adheres to accounting principles generally accepted in the United States of America.

b) Basis of Presentation:

Posse maintains its net assets under the following three classes:

Unrestricted - represents resources available for support of Posse's operations over which the Board of Directors (the "Board") has discretionary control.

Temporarily restricted - net assets resulting from contributions and other inflows of assets subject to donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by actions of Posse pursuant to those stipulations. When such stipulations end or are fulfilled, such temporarily restricted net assets are reported in the statement of activities as net assets released from restrictions. Earnings on endowment assets are temporarily restricted until appropriated by the Board for spending.

Permanently restricted - net assets subject to donor-imposed stipulations that principal be maintained permanently by Posse.

c) Endowment Net Assets

The Board of Posse recognizes that New York State adopted as law the New York Prudent Management of Institutional Funds Act ("NYPMIFA") on September 17, 2010. NYPMIFA replaced the prior law which was the Uniform Management of Institutional Funds Act ("UMIFA"). In addition, NYPMIFA created a rebuttable presumption of imprudence if an organization appropriates more than 7% of a donor-restricted permanent endowment fund's fair value (averaged over a period of not less than the preceding five years) in any year. Any unappropriated earnings that would otherwise be considered unrestricted by the donor will be reflected as temporarily restricted until appropriated.

The Board has interpreted NYPMIFA as allowing Posse to appropriate for expenditure or accumulate so much of an endowment fund as Posse determines is prudent for the uses, benefits, purposes and duration for which the endowment fund is established, subject to the intent of the donor as expressed in the gift instrument. Unless stated otherwise in the gift instrument, the assets in an endowment shall be donor-restricted until appropriated for expenditure by the Board. The Board appropriated for expenditure \$929,905 and \$1,048,645 from the cumulative earnings on permanently restricted funds for the years ending December 31, 2015 and 2014, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

Posse's endowment investment policy is to invest primarily in equities and fixed income securities based on an asset allocation to satisfy its overall endowment financial and investment objectives such as to preserve the principal, protect against inflation, receive stable returns and achieve long-term growth. Posse relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). Annual spending from the endowment fund for program expenses is established by the Board of Directors prior to the beginning of each fiscal year as part of the annual budget process. Unless authorized by the Board of Directors, the appropriations from the endowment funds should not deplete the real dollar value of the endowment fund.

FOR A COPY OF THE AUDITED FINANCIAL STATEMENTS, CONTACT:

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“

During my day job as an investor, I seek those rare opportunities in which great management teams execute on a focused mission that delivers high value to all of its constituencies. It was clear from the beginning that The Posse Foundation justified my investment. And it continues to flourish, fulfilling its goals of stretching the definition of merit among college-bound public school students, of opening lines of communication on campus, and of shaking up the leadership ranks in the workforce.

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