

Dear Friends,

The Posse Foundation was inspired by a simple yet powerful insight: Students who feel like they belong achieve more. Since 1989 Posse has sent teams of exceptional high school students from cities across the country to some of the best colleges and universities. Equipped with academic and leadership skills and embraced by their peers, Posse Scholars go on to accomplish great things.

This year, Posse launched a new website (www.possefoundation.org) and debuted a new video to celebrate the leaders Posse alumni are becoming. The *2017 Annual Report* features some noteworthy supporters who are themselves leaders in their fields: Michelle Obama, Colin Powell, Joseph Stiglitz, Sheryl Sandberg and John Lewis, to name a few. Their recognition is further validation of the program's efficacy. We are truly grateful for their acknowledgments.

Posse has a critical role to play in ensuring a future that is more equitable and just. By connecting dynamic students from diverse backgrounds to great educations, we can help meet the societal challenges that lie ahead.

Our network of alumni—who are out in the world, taking their industries by storm—are cause for optimism.

They are alumni like Koby Altman, a graduate of Middlebury College who's now the general manager of the Cleveland Cavaliers. He's the second-youngest general manager ever, and he's leading a top NBA team with fresh ideas and leadership strategies.

They are alumni like Shirley Collado, a member of the very first Posse at Vanderbilt University and now president of Ithaca College. Shirley is the first president of Latina heritage in the college's history and the first Dominican-American to lead a four-year college in the United States.

They are researchers like Vanderbilt alumna Erica Spatz, a cardiologist and professor at Yale whose work examines disparities across the healthcare system, and innovators like Grinnell alumnus Erin Whalen, who founded RISE High, a high school for homeless and foster-care students in Los Angeles.

What we see looking at Posse Scholars and alumni is one of the most deeply engaged networks this country has ever experienced. They care about their fellow human beings and want them to be treated with dignity and respect. They are speaking out and standing up. This generation—the most diverse generation this country has ever experienced—gives us all hope for a better future.

Posse now recruits Scholars in 10 cities and boasts 57 incredible college and university partners. Posse partner institutions of higher education have, to date, provided an astounding \$1.2 billion in scholarships to Posse Scholars. This is no small investment, and we are grateful to them for recognizing the potential of these young people.

Thank you for supporting us as we work to foster this important community of change makers.

Warmly,



Deborah Bial
President + Founder



Brad Singer
National Board Chair





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Concept

Posse started in 1989 because of one student who said, "I never would've dropped out of college if I'd had my posse with me." The Posse Foundation 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, multi-cultural teams—Posses—of 10 students. The Foundation's partner colleges and universities award Posse Scholars full-tuition leadership scholarships.

"The Posse Foundation has a rich history of molding and shaping unbelievable young people. When students leave the Foundation, they're ready to lead. They're ready and prepared to move mountains."

John Lewis

Member of the U.S. House of Representatives
Civil Rights Leader

“The Posse Foundation is building a new generation of resilient leaders by offering promising students the support and community they need to excel. If we are serious about creating ladders of opportunity for everyone, we need to support this foundation's important work.”

Sheryl Sandberg

Chief Operating Officer, Facebook
Founder, LeanIn.Org and OptionB.Org



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 multi-cultural society, Posse believes that the leaders of the 21st century should reflect the country's rich demographic mix. 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. Posse's primary aim is to train these leaders of tomorrow.

3 Goals

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

“Many colleges are working with organizations like The Posse Foundation to give kids the social and academic support they’ll need to graduate. After everything these kids will have overcome to get to college—and get through college—they’ll have the skills they need to thrive in our businesses, and law firms, and labs. And that’s not just good for them and their families; it’s good for their communities and our country.”

Michelle Obama

Former First Lady of the United States



The Dynamic Assessment Process

Posse's Dynamic Assessment Process (DAP) is a unique evaluation method that identifies young leaders with great potential.

Running from September through December each year, DAP finds students who might be missed by the traditional admissions criteria at highly selective schools but who can excel on campus. DAP uses nontraditional forums to evaluate potential, offering nominated students an opportunity to demonstrate their intrinsic leadership ability, their skill at working in a team setting, and their motivation and drive to succeed.

DAP has proven to be an extremely effective tool. Using the three-part process, which includes group and individual interviews, Posse staff and partner college administrators ultimately select a diverse group of 10 students—a Posse—for each institution.



Pre-Collegiate Training

Posse's Pre-Collegiate Training (PCT) helps Scholars develop as leaders before they matriculate at college.

From January to August of their senior year in high school, newly selected Scholars meet weekly with Posse peers and staff for two-hour workshops that address four areas:

- Academic excellence
- Team building and group support
- Cross-cultural communication
- Leadership and becoming an active agent of change

Program Components



Campus Program

The four-year Campus Program works to ensure the retention of Posse Scholars and to increase the impact of the program on campus.

Posse staff visit each school four times annually for meetings with Scholars, campus liaisons and mentors. During a Posse's first two years on campus, Scholars meet with their mentor weekly as a group and individually every two weeks.

Posse also facilitates a weekend-long PossePlus Retreat for each of its partner schools in the spring. Attended by members of the student body, faculty and administration, PossePlus Retreats explore an important social issue identified by Scholars.

Career Program

The Career Program connects Posse Scholars and alumni to highly coveted professional development opportunities.

By partnering with industry-leading companies and organizations and establishing affiliations with first-tier graduate and professional schools, the Career Program gives Scholars tools to secure competitive internships and leadership-track jobs in a wide range of fields.

The Career Program has five components:

- Internships
- Career Development Workshops
- Career Coaching
- Graduate + Fellowship Programs
- The Alumni Network

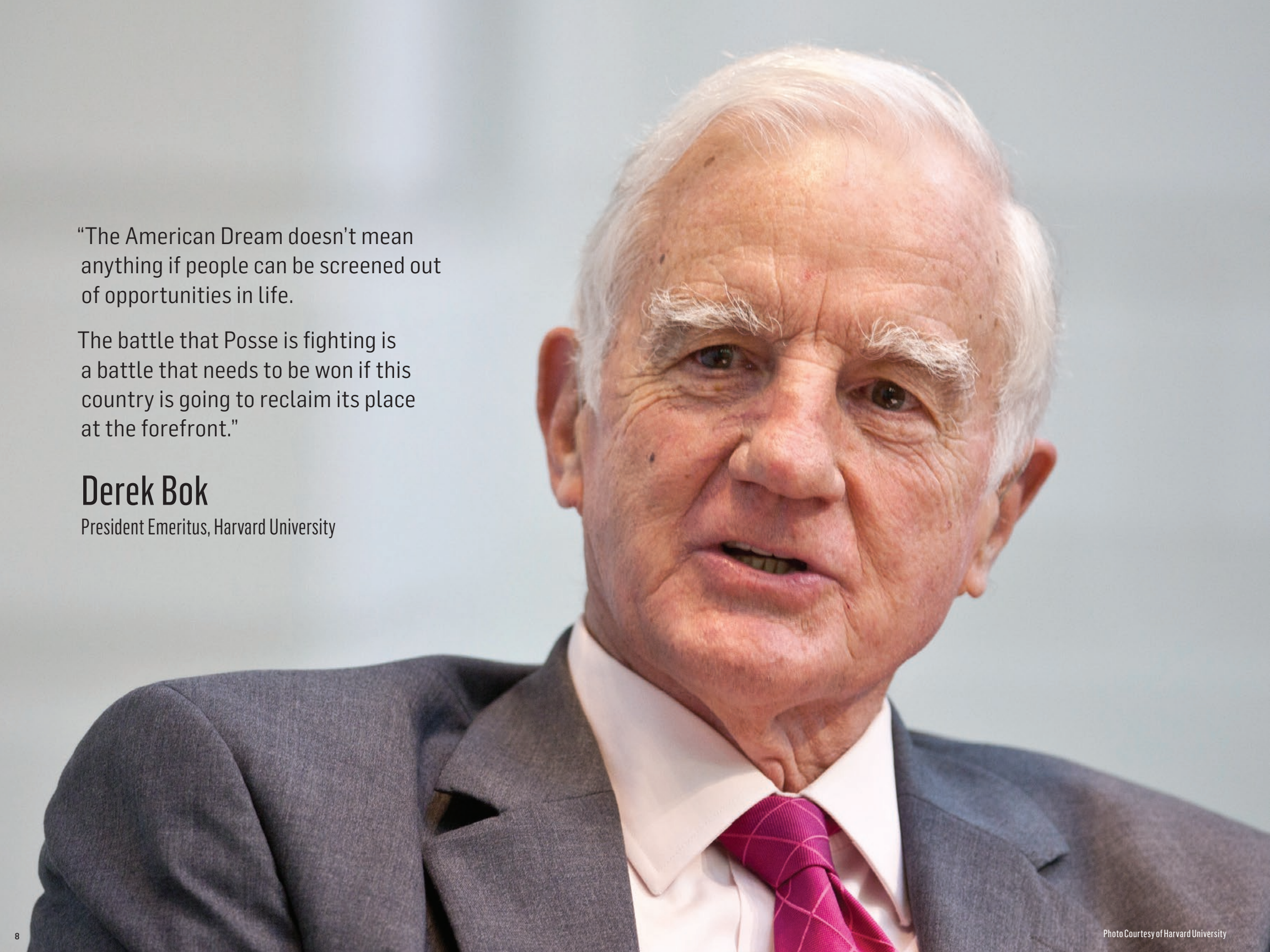


“The American Dream doesn't mean anything if people can be screened out of opportunities in life.

The battle that Posse is fighting is a battle that needs to be won if this country is going to reclaim its place at the forefront.”

Derek Bok

President Emeritus, Harvard University



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

Lehigh 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 Chicago

University of Michigan

University of Notre Dame

University of Puget Sound

University of Rochester

The University of Texas at Austin

University of Virginia*

University of Wisconsin-Madison***

Vanderbilt University

Vassar College

Wellesley College

Wesleyan University

Wheaton College

*represents an additional cohort of 10 Scholars recruited by the institution each year. For example, Boston University is a dual-city partner and recruits Possees from two different program sites each year, awarding 20 Posse Scholarships annually.

Graduate School Affiliates

Carnegie Mellon University Heinz College of Information Systems and Public Policy

Cornell University Law School

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

Teachers College, Columbia University

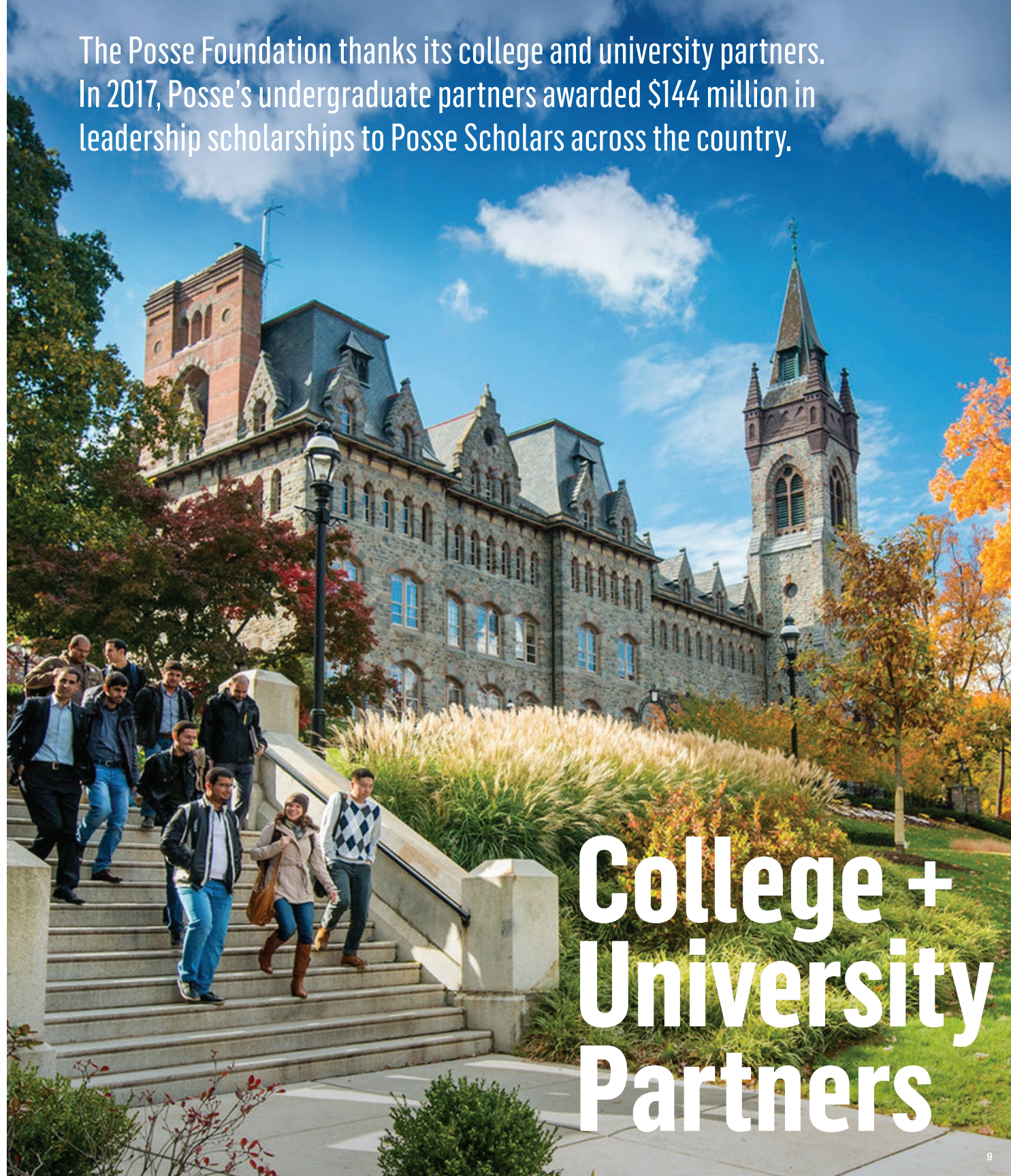
University of Chicago Booth School of Business

University of Washington School of Social Work

Yale University School of Forestry & Environmental Studies

The lists above reflect partnerships and affiliations established through July 2018.

The Posse Foundation thanks its college and university partners. In 2017, Posse's undergraduate partners awarded \$144 million in leadership scholarships to Posse Scholars across the country.



College + University Partners



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 450 prestigious national fellowships, and Posse currently has affiliations with 11 institutions that offer graduate school fellowship awards to Posse alumni. In 2017, Posse Scholars and alumni won 67 prestigious national fellowships, including:

- Critical Language Scholarship
- Fulbright U.S. Student Program
- Gilman International Scholarship Program
- Humanity in Action Fellowship
- McNair Scholarship
- Mellon Mays Undergraduate Fellowship
- National Science Foundation Graduate Research Fellowship
- Peace Corps
- Rangel Fellowship
- Truman Scholarship
- Watson Fellowship
- Woodrow Wilson Teaching Fellowship

Denison University Posse Scholar Madina Khudaynazar.

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.

20th Century Fox
826 Foundation
AAR
AB
AbbVie
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 (Columbia Threadneedle)
Aon
Art Institute of Chicago
The Asia Society
The Associated Press
Bank of America Merrill Lynch
Barclays
Biogen
Bloomberg
Blue Cross Blue Shield
BMO Harris
BNP Paribas
Bonobos
Boston Healthcare for the Homeless
Boston Lawyers Group
Boston Museum of Science
Boston Teacher Residency
Breakthrough Collaborative
The Brookings Institution
Brooklyn Bridge Park Conservancy
Brooks Automation
C5 Youth Foundation
Capital Group

CBRE
CBS Television Studios
Central Intelligence Agency
Chemomics International
Chick-Fil-A
Citizen Schools, Inc.
City Year
CME Group
College Success Foundation
Conservation Law Foundation
CoStar
Crossroads for Kids, Inc.
Crown Castle
CVS Health
DC Public Library
DC Public Schools-Urban Education Leaders
Deloitte
Deutsche Bank
Direct Energy
Discovery Communications
DLA Piper
Double H Ranch
DREAM
DTCC
Edelman
Energry Corporation
Elive Health, LLC
Exelon Corporation
Exoneration Project
Fiat Chrysler Automobiles
Eaton Vance
Fidelity Investments
Fiduciary Trust Company
The Field Museum
Fiver Children's Foundation
Freddie Mac
The Fresh Air Fund

Friendship Public Charter Schools
Gay & Lesbian Alliance Against Defamation
The Global Good Fund
Goldman, Sachs & Co.
Goodwin Procter LLP
Google
Gordon & Rees LLP
Harlem Village Academies
Health Net
Higher Achievement
Hill Holliday
HJ Foundation
The Hole in the Wall Gang Camps
Illinois Tool Works
Infor
Institute for the Recruitment of Teachers
Institute of International Education
Jones Lang LaSalle
JPMorgan Chase & Co.
Kaiser Associates
Kirkland & Ellis LLP
HEB
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
Medline
Memorial Herman

MFS Investment Management
Miami Children's Museum
Milbank, Tweed, Hadley & McCloy LLP
Moody's Corporation
Morgan Stanley
Museum of Contemporary Art
The Museum of Fine Arts, Boston
NBCUniversal
National Grid
New England Aquarium
New York City Bar Association (Thurgood Marshall)
Newman's Own Foundation
The Nielsen Company
Noblis
Northern Trust
Northwestern Center for Talent Development
Norwegian Cruise Line
Office of Senator Elizabeth Warren
OMAM
Pandora
Paramount Pictures
Parthenon-EY
Partnership for Public Service
PBS
Penguin Random House
Perella Weinberg
Plymouth Rock Assurance Corporation
Princeton-Blairstown Center
Propeller
Public Defender Service
Putnam Investments
PwC
Radio One
RBS Citizens
Reebok International, Ltd.
Richards Kibbe & Orbe LLP
Royal Caribbean Cruises LTD

Sedgwick LLP
Service Year Alliance
Shared Vision
Shawmut Design & Construction
SmithBucklin
Snag
Sony Pictures Entertainment
Sotheby's
St. Luke's-Roosevelt Hospital Center CARES Program
State Street Corporation
Steppenwolf Theatre
Success Academies
Summer Medical + Dental Education Program
Teach For America
Thompson Island Outward Bound
The Travelers Companies, Inc.
Trust for Public Land
Tudor, Pickering, Holt & Co.
Turner Broadcasting System
U.S. Equal Employment Opportunity Commission
Uncommon Schools
United States Tennis Association
United Talent Agency
UniWorld Group, Inc.
Viacom Media Networks
VICE
West Monroe Partners
World Fuel Services
The Walt Disney Companies
Walter Reed Army Institute of Research
Weil, Gotshal & Manges LLP
Vertex Pharmaceuticals
WGBH

“Since 2001 nearly three million veterans have served in our armed forces. But three million serving is still less than one percent of our population fighting 100 percent of our wars. It is the responsibility of all of us to help the returning troops, to provide support systems as they return to civilian life. Posse gives its veterans the tools and the community they need to excel.”

Stephen Colbert

Host of *The Late Show*



STEM + Veterans Initiatives


In addition to its traditional model, The Posse Foundation offers two specialized programs—one serving post-9/11 U.S. veterans and another for 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.

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
Wellesley College

Veterans Program Partners

Vassar College
Wesleyan University
University of Chicago
University of Virginia



“Franklin & Marshall now has had six cohorts of STEM Scholars, with our seventh recently selected. It’s exciting to see that all six of our STEM Posse cohorts have achieved at or above full student-body levels in terms of grades, retention, and graduation rate. They’re actually exceeding the student body as a whole in terms of post-graduate fellowships. The Posse program benefits the Scholars, it benefits the college, and it benefits society.”

Dan Porterfield

President, Aspen Institute

Former President, Franklin & Marshall College



“As the CEO of Chicago Public Schools, my goal was not just to increase Chicago’s high school graduation rates. My goal was to have more young people graduate from college—and Posse was an extraordinary means to achieve that end.

When we sent a man to the moon the first time, we didn’t send “a” man; we sent a team. When you’re doing hard stuff for the first time, you don’t ever send someone by themselves; you send a crew. And that’s what Posse has done.”

Arne Duncan

Managing Partner, Emerson Collective
Former U.S. Secretary of Education
Former CEO, Chicago Public Schools

Atlanta

Year established: 2007

Scholarship dollars to date: \$84.1 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: \$11.8 million

Partner institutions:

Boston University
Lehigh University
University of Puget Sound

Boston

Year established: 1999

Scholarship dollars to date: \$129.7 million

Partner institutions:

Bryn Mawr College
Bucknell University
Centre College
Denison University
Union College

Chicago

Year established: 2000

Scholarship dollars to date: \$211.7 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: \$102.6 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: \$48.6 million

Partner institutions:

Bryn Mawr College
Carleton College
Colby College
Texas A&M University
University of Virginia
Wellesley College

Los Angeles

Year established: 2002

Scholarship dollars to date: \$166.9 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: \$74.6 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: \$34.2 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: \$318.8 million

Partner institutions:

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

Veterans Program

Year established: 2012

Scholarship dollars to date: \$29 million

Partner institutions:

University of Chicago
University of Virginia
Vassar College
Wesleyan University

Posse Nation



Brad Singer Named New Posse Board Chair

Brad Singer, a partner and the COO of ValueAct Capital, assumed the chairmanship of the Posse Board of Directors. Brad has been an invaluable member of the board since 2008, helping to establish the program at his alma mater, the University of Virginia.

A longtime board member and generous benefactor, Tim Ubben stepped down as interim board chair and received emeritus status for his incredible contributions to the program. Tim and his son Jeff Ubben, who chaired the board from 2007 to 2016, have made combined contributions to Posse totaling \$50 million.

Tim Ubben Awarded Emeritus Status



90% Graduation Rate

Hundreds of Posse Scholars across the country graduated, joining the ranks of thousands of Posse alumni in the workforce. Posse Scholars graduate at a rate of 90 percent and represent a uniquely diverse network of future leaders.



Posse Alumna Becomes College President

Dr. Shirley Collado was named president of Ithaca College in upstate New York. Shirley is the first president of Latina heritage in the college's history and the first Dominican-American president of a four-year college in the United States.

2017 Highlights

Fellows



Daweed Abdiel
Education/Nonprofit



Younes Boulares
Law/Government



Paola Meza
Science/Technology/Engineering/Math



Zaakir Tameez
Business/Finance



Christian Vazquez
Media/Arts/Entertainment

Hosts



Cecilia Conrad
Managing Director
MacArthur Fellows Program



The Honorable John Lewis
U.S. Congressman
from the 5th District of Georgia



Karen and Irwin Redlener
Founders, Children's Health Fund



Joseph Stiglitz
Nobel Laureate in Economics



Jason Blum
Film Producer
(*Get Out*, *Whiplash*, *Paranormal Activity*)

Jeff Ubben Fellows Program

Posse established the Jeff Ubben Posse Fellows Program in recognition of the Foundation's former board chair. The fellowship includes a prestigious summer internship along with a generous \$10,000 stipend.

Civil rights champion and U.S. Congressman John Lewis, Nobel Laureate in Economics Joseph Stiglitz, Hollywood producer Jason Blum, Managing Director of the MacArthur Fellows Program Cecilia Conrad, and Children's Health Fund Founders Karen and Irwin Redlener each hosted and mentored a Scholar in the summer of 2017.

PossePlus Retreats Explore Identity in American Society



The 2017 PossePlus Retreats, titled "Us vs. Them? Division, Community and Identity in the United States," brought together more than 5,000 students and other members of the campus communities. Participants discussed the increasing polarization of American society and explored strategies for bridging the divide.



Ainslie Alumni Achievement Award

Adrian Lievano received the Ainslie Alumni Achievement Award for his work as the co-founder and CEO of Everwaters Inc., a company that designs and distributes high-quality, affordable water filtration systems for families in developing countries.

“The Posse Foundation works to rectify inequities in our society and to make the American Dream a real possibility for so many more people.”

Lesley Stahl

News Correspondent, *60 Minutes*



Annual Gala

The Annual Gala, An Evening of Stars, was held on May 24 at Cipriani Wall Street and featured a special performance by internet music sensation Postmodern Jukebox. Emceed by *60 Minutes* news correspondent Lesley Stahl, the star-studded event raised \$2 million to support the Posse program.

2017 Posse Star Award Recipients



Leslie and Mark Sillcox.



Brandeis Posse Alumnus
Dr. Nana Sarpong.



Trinity College President
Joanne Berger-Sweeney.



Bank of America CEO Brian Moynihan with Posse alumni who are now full-time Bank of America employees.

Innovators (\$100,000-\$249,999)

Alastair and Jeanine Borthwick
Kelly Granat and Susan Boland
Coltrane and Chris Lord
Karin and Philip Pead
Ali and Brad Singer
Jeff and Laurie Ubben
Sharon and Timothy H. Ubben

Leaders (\$50,000-\$99,999)

Bank of America
Colleen and Richard Fain
Michael Kluger and Heidi Greene
Clarissa and Steven Lefkowitz
Posse Bay Area Advisory Board
RED APPLE GROUP - John & Margo Catsimatidis
Susie Scher and Juan Rajlin & Bartleby St. Clair
Tudor, Pickering, Holt & Co.

Benefactors (\$25,000-\$49,999)

Acadian Asset Management
Barclays
Bloomberg Philanthropies
Cahill Gordon & Reindel LLP
CBS Television Studios
Davis Polk & Wardwell LLP
Deloitte LLP
Ernst & Young LLP
Glenview Capital Management
Goldman, Sachs & Co.
Barbara and Ted Janulis
Major League Baseball
O'Melveny and Myers, LLP
Bill Plapinger and Cassie Murray
Posse New Orleans Advisory Board
RBC Capital Markets
Royal Caribbean Cruises Ltd.
Glen Senk and Keith Johnson
Shearman & Sterling LLP
Turner
WilmerHale
Barton and Susan Winokur

Partners (\$15,000-\$24,999)

Cleary Gottlieb Steen & Hamilton LLP
The DeNoon Family
Jonathan Glickman and Christy Callahan
Infor
Posse D.C. Advisory Board
PwC
Thomas W. Rabaut
Susan and Gene Shanks
Travelers

Mentors (\$10,000-\$14,999)

Anson & Debra Beard, Jr. and Family
Michael and Kirsten Beckwith
Ryan Birtwell and Ashley Brown
Anthony Brenner
Priscilla and Donald K. Miller
Kristin Resnansky & Scott Berg
Perkins Coie LLP
Karen Rosenfelt and Ken Blancato
Lindsay and James Wilcox
Briana and Miguel Zelaya

Ambassadors (\$5,000-\$9,999)

Louis Chang
Marjorie and Scott Cowen
Robert and Annie Drapeau
Patrick Fu
Jill and Avram Glazer
Mastercard
Jonathan and Julie Meyer
Rick Rizzo
Jane and Paul Shang
Holly and David Sherr
Trinity College
Liselotte and Robin Vince
Zemurray Foundation

Friends (\$1,000-\$4,999)

Anonymous
Carrie and Leigh Abramson
Suzanne and Michael Ainslie
Lisa Belzberg
Peter E. Blacker
Donella P. Brockington
Adam Bryant
Kara Van de Carr and Daryl Byrd
Cheryl and Robert Byron
Laurie Campbell
Colgate-Palmolive Company
Wesley Combs and Greg Albright
Jamie and Robert P. Davis
Maura Dickler and Christopher Panczner
Pamela and Martin Edell
Entergy Corporation
Erica and Phillip Fresen
David and Jennifer Graf
Holly Hassett
Michael Byowitz and Ruth Holzer
Roxanne Hori and Robert Felsenthal
David Izhakoff
Angel and Curtis Johnson
Cara and Jeffrey Klein
Russell P. Levine
Manuel E. Machado
Joseph Mamounas
Jonathan P. and Dorothy E. Nelson
Monique L. Nelson, Posse Alumna
Lauren and Craig Nossel
Carl E. Peoples
Vic Pynn
Louise W. McIlhenny and Hugh C. Riddleberger
Ruth Calvin Scharf
Ashish Shah
Elizabeth Ketels and Patrick Sullivan
May and Edward T. Swan
Riaz Taplin
Viacom
Ana and Sean Wolfington

Supporters (\$1-\$999)

Anonymous
Caroline Abramo
Babajide A. Ademola, Posse Alumnus
Judith and Alan Appelbaum
Claudia and Bert Bial
Mark Borman and Karen Hermelin
Kim M. Boyle
Michael A. Corriero and Mary Ellen Raftery
Rasheim Donaldson, Posse Alumnus
Susanna Felleman and Erik Feig
Londyn Graham, Posse Alumna
Dr. and Mrs. Edward Grossman
Renee and Mark Havens
Margaret Lee Herbert and John C. Hendrickson
Gabrielle Horowitz-Prisco, Posse Alumna
Eileen Katz and Jordan Siev
Ryan Letada, Posse Alumnus
Ann MacDougall
Carl V. Manalo, Posse Alumnus
Conor Thomas M. McCoy, Posse Alumnus
Chia Chou Pan, Posse Alumnus
Mario Pelaez and Einah Pelaez, Posse Alumna
Anthony and Dorothy Petsoulakis
Azra Qizilbash, Posse Alumnus
Adam W. Rothkrug
Susan Wasserstein and George Sard
Mr. and Mrs. John T. Siegel, Jr.
Andrew Smith, Posse Alumnus
Erik Swart
O'Brien Walker, Posse Alumnus

In-Kind

Comedy Central



“Posse creates leaders and a support structure to help them be successful. We want to help get more cities involved and create even greater opportunity to develop tomorrow’s leaders.”

Brian Moynihan
CEO, Bank of America

Contributors

Architects (\$1 Million+)

Ali and Brad Singer
Tortora Sillcox Family Foundation
Jeff and Laurie Ubben

Champions (\$500,000–\$999,999)

Linda Vester and Glenn Greenberg

Agents of Change (\$250,000–\$499,999)

Anonymous
Bank of America / Bank of America Charitable Foundation
Barclays
Deloitte LLP
Lone Pine Foundation
The Estate of Suzanne Panken
Sharon & Timothy H. Ubben and The Ubben Foundation

Innovators (\$100,000–\$249,999)

Anonymous (2)
Lloyd G. Balfour Foundation, Bank of America, N.A., Trustee
Alastair and Jeanine Borthwick
The Brown Foundation, Inc.
The Capital Group Companies Charitable Foundation
The Crown Family
Exelon Foundation
Gearon Family Foundation
Goldman, Sachs & Co.
Kelly Granat and Susan Boland
The Heckscher Foundation for Children
Infor
Jones Day Foundation
Clarissa and Steven Lefkowitz
Coltrane and Chris Lord
Garrett and Mary Moran
Motorola Solutions
Newman's Own Foundation
Karin and Philip Pead
Starr International Foundation
State Street Corporation and Foundation
Tudor, Pickering, Holt & Co.
Joseph B. Whitehead Foundation
The Wyatt Foundation

Leaders (\$50,000–\$99,999)

Altman Foundation
American Honda Foundation
Baptist Community Ministries
The Baupost Group
Bloomberg Philanthropies
The Boston Foundation
BrightSphere Investment Group
The Brinson Foundation
Brooks Automation, Inc.
The Morris and Gwendolyn Cafritz Foundation
Vera R. Campbell Foundation
Cornerstone Foundation
Lindsay and Henry Ellenbogen
Entergy Corporation
Colleen and Richard Fain

First Eagle Investment Management
Sheila, Dave and Sherry Gold Foundation
Barbara W. Gomez Trust
Guill Family Foundation
Michael Kluger and Heidi Greene
Leonetti/O'Connell Family Foundation
Liberty Mutual Foundation
Linde Family Foundation
MFS Investment Management
The Ralph M. Parsons Foundation
Polk Bros. Foundation
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“The Posse Theory: Put people together so they can reinforce one another, compensate for each other’s weaknesses, build on each other’s strengths. It’s genius.”

General Colin Powell

Former U.S. Secretary of State

“For youth in this country, it’s incredibly powerful for them to see diverse people from different walks of life succeed. Posse afforded me the opportunity to go to an unbelievable school, a top-five school in the country. I jumped on that opportunity because I knew it was going to give me a chance to do great things with my life.”

Koby Altman

General Manager, Cleveland Cavaliers
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“One of the consequences of an unequal society is that you don’t use fully your most valuable resource—your human resource. Even if you didn’t think of this as a moral issue, it affects the performance of our economy. It’s so clear that the Posse program is an investment in the future of our country.”

Joseph Stiglitz

Former Chief Economist, World Bank
Recipient of Nobel Prize in Economics



"The thing I love about Posse is their ability to curate the best and brightest and to see potential. I think that's one of the most difficult things to discern. I've benefited from someone seeing talent and potential in me and saying, 'Hey, I have your back and I'm going to co-sign you.' Time and time again, at major critical junctures of my life and in my career, having a group of people around me has made all the difference. I think we are far stronger together than we are when we're separated."

Hasan Minhaj

Correspondent, *The Daily Show*
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Rick Butgereit
Armouté E. Butler, Posse Alumnus
Lauren Cairns

Asia Calcagno, Posse Alumna
Tamin M. Calloway, Posse Alumnus
Ruth N. Calvillo, Posse Alumna
Hector Calzada
Samantha Campagna, Posse Alumna
Beatriz S. Canas, Posse Alumna
Emily Cardinas, Posse Alumna
Christine Caruso, Posse Alumna
Deborah M. Centeio, Posse Alumna
Ana G. Cesar, Posse Alumna
Antwan M. Chambers, Posse Alumnus
Jill M. Chapman
Herby Charmant, Posse Alumnus
Manisha K. Chase, Posse Alumna
Ernesto Chavez, Posse Alumnus
Daniel Chen, Posse Alumnus
Jing Chen, Posse Alumna
Victor Chen, Posse Alumnus
Mona Cheng, Posse Alumna
Ruttanatip Chonwerawong
Justina Chung, Posse Alumna
Tom and Samantha Cicotello
Christopher Clark
Simona M. Clausnitzer, Posse Alumna
Tracey Cobb
Kayla N. Cody, Posse Alumna
Candace Coleman
Conei Coleman, Posse Alumnus
Priscilla M. Colon, Posse Alumna
Felice Columbretis, Posse Alumna
Ryan Connor
Laura Conway
Christina M. Cordero, Posse Alumna
Nancy Corona, Posse Alumna
Tiago Correia, Posse Alumnus
Raymond Coti, Posse Alumnus
Karlene Cowan
Veronica L. Craig, Posse Alumna
Heather Crary
Angela Crowley-Koch
Gertrude Cullina
Karen Cunningham
Daniel J. Curran, Posse Alumnus
Rey Curva
Casey Dachs
Lucy Dale, Posse Alumna
Nadine Dalrymple
Michaela O. Daniel
Elaine Davenport
Dominique Davis, Posse Alumna
Angelica E. De Freitas, Posse Alumna
Sasha De La Cruz, Posse Alumna
Guadalupe Delgado, Posse Alumna
Yesenia Delgado
Candace dePass, Posse Alumna
Howard dePass, Posse Alumnus
Andrea DeRosa
Esther Derosena, Posse Alumna
Josue Dessin, Posse Alumnus
Wesley Dewalt
Mouhamadou B. Diagne, Posse Alumnus
Kayla Diaz, Posse Alumna
Maribel Diaz, Posse Alumna
Orlando N. Diaz, Posse Alumnus

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Veronica Diaz, Posse Alumna
Pamela Dicient, Posse Alumna
Madeleine Dickinson, Posse Alumna
Cherene Douglas
Sasha Doyle-Weiss
DTCC Giving Program
Christina Dubique, Posse Alumna
Debra Duncan and William Tito
Christopher Dunn and Christine Vaughn
Peter Edmunds
Krystal Edwards, Posse Alumna
Christopher Egan
Yasser A. El Hamoumi, Posse Alumnus
Farah S. Elakhaoui, Posse Alumna
Christine Elia
Kelly and Jamie Ellis
Abigail Elmore
Erhard and Maree Elowson
Jessica Enriquez, Posse Alumna
Yemisrach Erku, Posse Alumna
Claudia Escobar
Florence D. Esho, Posse Alumna
Michelle Espinosa, Posse Alumna
Alejandra M. Estevez, Posse Alumna
Lianne R. Estrella, Posse Alumna
Cynthia Estremera, Posse Alumna
Adriana Fabbro
Kaitlin Fairweather
Francine Falk-Allen and Richard Falk
Raymond B. Farmer, Posse Alumnus
Bisiayo Fashemi, Posse Alumna
Joann Fax
Joelle Fenton
Karen Davida Fields
Morris Finley
Irene Finnegan
Catherine Finneran
Michael Flagg
Christian Fleming, Posse Alumnus
Ellen Fleming
Jacqueline Flores, Posse Alumna
Yesenia Flores, Posse Alumna
Elizabeth Florez
Trayonna Floyd
Frank Fons
Janet Foots
Jacqueline Forbes
Susan Fournier
James Fowler
James Frankenbach
Clayton Frick
Carol Friedman
Jerome Frierson, Posse Alumnus
Jacob E. Friesen Grant, Posse Alumnus
Geanina Fripp, Posse Alumna
Geoff Frost
Michael Fuchs
Jaureese J. Gaines, Posse Alumnus
Nancy Galvez, Posse Alumna
Jaime Gamez
Xi Gao, Posse Alumna
Jarred A. Garcia, Posse Alumnus

Javon N. Garcia, Posse Alumnus
Laura Garciduenas, Posse Alumna
Gay Gardner
Andrés G. Garduño, Posse Alumnus
Lateisha Garrett
Martha Garvey
Marilu Garza
Aaliyah Gatlin, Posse Alumna
Shatiek J. Gatlin, Posse Alumnus
Katherine Gaytan
Ronald N. German, Posse Alumnus
Denise Gharthey, Posse Alumna
Andrea Ghotekar
Robyn Gibson, Posse Alumna
Antonio Gittens
Alexa Gjonca, Posse Alumna
Rosalee J. Glaser, Posse Alumna
Courtney and Craig Gold
Karyn Gold
Stacy Goldate
Peter and Sylvia Goldberg
Luis R. Gomez, Posse Alumnus
Lupe Gomez
Deanna Gonzalez, Posse Alumna
Nadeghda Gonzalez, Posse Alumna
Daniel Goodman
Bruce Gottschall
David and Kirsten Gould
Nicholas Gowen
Minerva Graham Nixon
Albert Grazioli
Janae Walton-Green, Posse Alumna
Karyn A. Greene, Posse Alumna
Trevor Griesman
Joshua Grondin
ZeLun Gu, Posse Alumnus
Ivette Guadarrama, Posse Alumna
Uriel A. Guadarrama, Posse Alumnus
Roy and Eileen Guenther
Julia A. Gueron, Posse Alumna
Delia A. Gutierrez, Posse Alumna
Erika Gutierrez, Posse Alumna
Jessica Gutierrez, Posse Alumna
Kristine Gutierrez
Kafia Haile
Robert Haining
Nicole Halper
Usman Y. Hameedi, Posse Alumnus
Angelique Harris
Michelle and Austin Harton
Amy and John Haspel
Frederic Hayes
Justin H. Hayes
Danielle and Andre Heard
Hearst Magazines
Layne Held
Margaret Lee Herbert and John C. Hendrickson
Denise Hernandez
Noheli Hernández, Posse Alumna
Hernan Herrera, Posse Alumnus
Mary Kimberly Hewitt and Nicholas Hewitt
Lynn Hidalgo, Posse Alumnus
Winnie Hien, Posse Alumna
Ackeem Hill, Posse Alumnus

Kaylea and Hunter Hill
Lisa Hixon, Posse Alumna
Huy Ho, Posse Alumnus
Stephanie Hollingsworth
Jess Hollman
Rachel Hoormann
Sovanndara Hou, Posse Alumnus
Houston Hough
Jenna Hovel
Diamond D. Howard, Posse Alumna
Paris Howze, Posse Alumna
Mina Huerta, Posse Alumna
Jemesh L. Hunter, Posse Alumna
Katherine S. Hunter
Nancy Hurwitz
Kelly Husid
Camille Idiaquez
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Anthony Jackson, Posse Alumnus
Reid Jackson
Jane Jacobs
Christopher James
Allison Jamison
Marietta Jelks
Sarah A. Jenness, Posse Alumna
Alanna Jennings
Shameka A. Jennings, Posse Alumna
Amy N. Jimenez, Posse Alumna
Ryan Johann
Betty L. Johnson
Brenda Johnson
Charles and Jody Johnson
Gretchen Johnson
Marline S. Johnson, Posse Alumna
Cherise Jones, Posse Alumna
Kala Jones, Posse Alumna
Landon Jones, Posse Alumnus
Ukilia Jones
David Joseph
Jackney Prioly Joseph, Posse Alumna
Jacqueline Kahan, Posse Alumna
Sachini N. Kahanda, Posse Alumna
Gregory Kahn
Deirdre Kaniewski
Arpi Karapetyan, Posse Alumna
Adriana and Marvin Karno
Ian Katz
Christine Kavadas
Adam Kay
Kathleen and Ronald Kazmar
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Michael Kesner
Lisa Keston
Caitlin King, Posse Alumna
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Kirsten King
Todd Kirkland
Tanya Knight

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Jill Korsh
Nicole Kuaea, Posse Alumna
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Geguel Landestoy, Posse Alumnus
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Andre C. Lawrence, Posse Alumnus
Karen Lazar
Sunny Le, Posse Alumna
Paula Leca
Benjamin Leddy
Wilne D. J. Ledesma Arias, Posse Alumnus
Sang-Hee Lee
Mia Legaspi-Cavin
Jane Gilman and Donald Leka
Maxwel Lemberger
James Lerman
Nicole Levasseur, Posse Alumna and Brian Bishop
John Leverston, Posse Alumnus
Joan and Murray Levin
Barry Levine
Allison and Peter LeVine
Inricka P. Liburd, Posse Alumna
Adrian A. Lievano, Posse Alumnus
Rosiane Lima, Posse Alumna
Bernadette Limos, Posse Alumna
Maxwell Lindell
Chevone L. Linear, Posse Alumna
Lisa Linke
Linn T. Hodge & Sons Insurance
Edwin Liriano, Posse Alumnus
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Caryn LoCastro
Jeremiah M. Locquiao, Posse Alumnus
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Amy Longwell
Efren Lopez, Posse Alumnus
Jeannely K. Lopez, Posse Alumna
John LoPresto, Posse Alumnus
Barbara R. Lowrey
Lauren E. Lugo, Posse Alumna
Deborah Lundin
Princess Lyles
Rolando D. Lyles, Posse Alumnus
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Rachel Mack
Carole Mahoney
Stephanie H. Maitre, Posse Alumna
Bonnie S. Maldonado, Posse Alumna
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Anne and Michael Marino
Morgan E. Markman, Posse Alumna
Yasmin Marrero-Garcia, Posse Alumna
Alex Marshall
Melva Martin
Anabel Martinez, Posse Alumna

Driftner Martinez, Posse Alumna
Jelyn M. Masa, Posse Alumnus
Frank and Carole Masci
Marissa Masters
Sarah Mastrippolito
Michelle Mauder
Kendra McCoy
Jemarley L. McFarlane, Posse Alumnus
Saundra McGuire
Barbara McHugh
Patrick McHugh
Amanda McIntosh
Duke McMorris, Posse Alumnus
Michael McNamara
Natalia M. Medina, Posse Alumna
Nicholas L. Medina, Posse Alumnus
Feevan Megersa, Posse Alumna
Marina R. Mehrtens, Posse Alumna
Miguel Mejia
Karla J. Melara, Posse Alumna
Dr. LaVerne C. Melon, Posse Alumna
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Jorge L. Mendieta, Posse Alumna
William Menkes
Kidus Mezgebu, Posse Alumnus
Thomas Miano
Brittney Mikell, Posse Alumna
Starr and Donald Millen
Jason Milman
Nathan Minnehan
Marcy Mistrett
Jenny Mith, Posse Alumna
Randall Moderhack
Johnathan Modisett
Taaha Mohamedali, Posse Alumnus
Hussen Mohammed, Posse Alumnus
Matthew Molitor
Miguel Monteiro, Posse Alumnus
Scarlett L. Montenegro, Posse Alumna
Ruby Montesdeoca, Posse Alumna
Ashley Moore
Harold Moore
India Moore, Posse Alumna
Stephanie Mora Hernandez, Posse Alumna
Ben Moreland
Elmer Moreno, Posse Alumnus
Adrian Morgan, Posse Alumnus
Vince Morgan, Posse Alumnus
Melinda Morishima
Armaad Morman
Jessica Morrison, Posse Alumna
Afton Mortensen
Timothy Moscato
Eric Moskowitz
Maria A. Mosquera, Posse Alumna
Jessica B. Moulite, Posse Alumna
Nina and Dan Murphy
Peter Musser
Marcello Navarro
Carol Navin
Arthur C. M. Ndoumbe, Posse Alumnus
Jamaal Nelson, Posse Alumnus

Thuy Thanh and Tam Nguyen
Kelechi Njoku, Posse Alumna
Melchi Noel, Posse Alumnus
Alexandria R. Nunez-Bibby, Posse Alumna
Christina Nurse
Emmanuel Obasuyi, Posse Alumnus
Debbe and Denny Oberhausen
Osaruese Odeh, Posse Alumnus
Njideka Ofoleta, Posse Alumna
Jim O'Gara
Erin O'Keefe, Posse Alumna
Kathy Okkema
Obianuju Okonkwo, Posse Alumna
Shijuanna Oliver
John Olson
Mary D. Oluokun, Posse Alumna
Mona Oommen
Deborah Oppenheim
Natalie Orozco
Jessica A. Ortiz, Posse Alumna
Victor Oyadiji, Posse Alumnus
Oluwadamilare T. Oyefeso, Posse Alumnus
Michael L. Pace, Posse Alumnus
Jennifer Pagan, Posse Alumna
Jessica Palacios, Posse Alumna
Ruairi J. Palmer, Posse Alumnus
Tenzin Palmo, Posse Alumna
Jessica Pan, Posse Alumna
Manny Paredes, Posse Alumnus
Elizabeth Libby and Carey W. Parker
Devaki Parma
Glenda Partee
Ronna and Barry Paul
Tenes J. Paul, Posse Alumnus
James F. Peculis, Posse Alumnus
Heather Peeler
Sasha M. Peña, Posse Alumna
Chandrea Peng, Posse Alumna
Paolo Pepe, Posse Alumnus
Shavely M. Peralta, Posse Alumna
Henry Pereira, Posse Alumnus
Alex Perez, Posse Alumnus
Jose Perez
Judith Ann Perlin
Frank Perry
Alvaro Peters, Posse Alumnus
Shakiva Pierre, Posse Alumna
Tanajah Pierre, Posse Alumna
Chad Pigg
Brendan Pilger
Eugenie Polhorsky
Andrea Gomez, Posse Alumna
Gary Prado
Betsy Smith and Berit Pratt
Colbye Prim
Christa Prophete, Posse Alumna
Alec Puig
Audrey Putnam
Mr. and Mrs. Thomas Quistberg
Alexander H. Rafi, Posse Alumnus
Cesar F. Ramirez, Posse Alumnus
Elizabeth Ramirez, Posse Alumna
Krystal Ramseur
Meera Ramsoondar-Cuevas, Posse Alumna

Danielle T. Reddy
Presley R. Reed, Jr.
Nadia Reese, Posse Alumna
Stephanie Reid, Posse Alumna
Stina Amanda Renvall, Posse Alumna
Anabel Reyes, Posse Alumna
Karina M. Rhem, Posse Alumna
Charles R. Rice
Courtney Riley, Posse Alumna
Caresse Rios, Posse Alumna
Gerry C. Rivadeneira, Posse Alumna
Emily Rivera, Posse Alumna
Ian Roberts
Ashley Robinson, Posse Alumna
Nigel H. Robinson, Posse Alumnus
Shane Robinson
Alexandra Rodriguez, Posse Alumna
Cynthia D. Rodriguez, Posse Alumna
Jadil Rodriguez, Posse Alumna
Juliana Rodriguez, Posse Alumna
Samuel Rodriguez, Posse Alumnus
Skarlyn E. Rodriguez, Posse Alumna
Alexis M. Roe, Posse Alumna
Christopher L. Rogers, Posse Alumnus
David Rojas, Posse Alumnus
SallyAnn Rose
Sarah Martinez Roth, Posse Alumna and Jonathan Roth
Joshua Rousselo
Martin Royle
Melissa Ruiz, Posse Alumna
Grant Ruttinger
Julia Ryan, Posse Alumna
Stanthia N. Ryan, Posse Alumna
Andria Sadowski
Josalyne Saez, Posse Alumna
Yewande S. Salau, Posse Alumna
Susan Salidor
Gideon Samson, Posse Alumnus
Alina San Giovanni
Linda Sancen, Posse Alumna
Margaret Sandor
Emmanuel Santana, Posse Alumnus
Diana Santangelo
John G. Santos
Yanira M. Santos, Posse Alumna
Angela Sardella
Nana O. Sarpong, Posse Alumnus
Bowden Saunders, Posse Alumnus
Jennifer Savigne
Jasmine A. Savoy, Posse Alumna
Sean Scantlebury, Posse Alumnus
Drs. Miriam and Michael Schechter
Randy Schiller Faust
Glenda Scott, Posse Alumna
Juval Scott
Shalonda Scott
Sandra and Sylvan Seidenman
Simonisa Selmon, Posse Alumna
MacRegga Severe, Posse Alumnus
Wally Shaffer
Zachary Shaiyen
Jayda Shanks, Posse Alumna
Aine M. Sheehan, Posse Alumna
Sandy Sheehy

Joshua L. Shek, Posse Alumnus
Andrew Shen, Posse Alumnus
Connor Shields
Bernice Shor
Kathleen Short
Jill Shultz
Matt Shuman
Joan Siegel
Gianira Sifuentes
Justin Silber
Yesenia Silva, Posse Alumna
Amari T. Simpson, Posse Alumna
Angela B. Simpson, Posse Alumna
Chakena Sims, Posse Alumna
Cory Sims, Posse Alumnus
Faith Simunyu, Posse Alumna
Ravieshwar G. Singh, Posse Alumnus
Glenze Singleton
Deborah Sitrin
Tracy Smith
Ivy Solowiejczyk
Danielle Sommer, Posse Alumna
Laurence T. Sorkin
Mr. and Mrs. George R. Sprague
Shannon Stark
William Stark
Jonathan Starzyk, Posse Alumnus
Alice F. Stewart
Mr. and Mrs. James R. Stirn
Nicolette Strachan
Florangel Suero, Posse Alumna
Issifu H. Suhuhunu, Posse Alumnus
Neha Surender, Posse Alumna
Paul Svenson
Tara Swaminathan
Dudney Sylla, Posse Alumnus
Shaka Tafari, Posse Alumnus
Elaine C. Tam, Posse Alumna
Taneesha Tate-Robinson, Posse Alumna
Bryan Taylor
Danielle M. Taylor, Posse Alumna
Shanece Taylor
April Thomas
Joan L. Thomas
M Thomas
Quaanzale D. Thompson, Posse Alumnus
Kyle Thomsen
Djinnie Timoleon, Posse Alumna
Meghan Toft
Niani L. Tolbert, Posse Alumna
Elena Tomlinson
Frank Torres
Wilfrido Torres, Posse Alumnus
Eric Tran, Posse Alumnus
Ngoc Tran, Posse Alumna
Sandy Tran, Posse Alumna
Michael Trejo, Posse Alumnus
Angela Trinh, Posse Alumna
Shadey M. Trinidad, Posse Alumna
Nikhil Trivedi
George Troskie
Grace Tsao
Kadiatou Tubman
Karen L. Turner

Lula Turner
Cheyenne Van Dyke, Posse Alumna
Bianca Vassare, Posse Alumna
Javier Vazquez, Posse Alumnus
Jocelyn Vega, Posse Alumna
Marvin M. Vega, Posse Alumnus
George Velazquez, Posse Alumnus
Hugo E. Vergara, Posse Alumnus
Vivienne Vicera
Luis Villafuerte, Posse Alumnus
Visual Marketing, Inc
Scott Waid
Karen WalkingEagle
Shanice Wallace, Posse Alumna
Alice Wang
Yong Hang Wang, Posse Alumnus
Chykee-Jahbre T. Ward, Posse Alumnus
Victoria Ward
Chon'tel Washington, Posse Alumna
Yazmin Watkins, Posse Alumna
Penny Weis
Frank Westman
Queen White, Posse Alumna
Regina White
George Whiteside
Mary and Paul Wilcox
Kirk Wilder
Cheryl L. Williams
David Williams, Posse Alumnus
Syd Williams
Barbara and Robert Wilneff
Karyn Wilson, Posse Alumna
Aaron Wise
Shirley Wong
Melissa Wozetek
Klea Xoxi, Posse Alumna
Ai Yamanaka, Posse Alumna
Elizabeth Yohe Moore
D'Andre J. Young, Posse Alumnus
Wenhao Yu, Posse Alumnus
Allison Zacarias, Posse Alumna
Natalie Zepeda, Posse Alumna
David J. Zhang, Posse Alumnus
Vicki and Richard Zimny
Sandanya C. Zorokong, Posse Alumna
Zachary Zott

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Bank of America Merrill Lynch
Barclays
Beam Suntory
BNP Paribas
Burger King Corporation
Cameron Management
Casa Borrega
CBRE, New England
Chez Montier
Cleary Gottlieb Steen & Hamilton LLP
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Comedy Central
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Discovery Communications, LLC
Drew Charter School
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Fidelity Investments
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and Health Sciences
Georgia Power Company
Goldman, Sachs & Co.
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Hanover Insurance
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Leavitt Partners
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David Malcom
Mayer Brown LLP
MFS Investment Management
Moody's Corporation
NBC Universal
Nelson Mullins Riley & Scarborough LLP
New York Life Employees' "Your Choice" Giving Campaign
The New York Times Company
Oakland Unified School District
Omni Hotels & Resorts
Porch Light Latin Kitchen
Putnam Investments
PwC
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Sazerac
Schiff Hardin LLP
Shawmut Design and Construction
Simpson Thacher & Bartlett LLP
Southeast Tennis and Learning Center
State Street Corporation
Tiffany & Co.
Tudor, Pickering, Holt & Co.
Turner
Vertex
Washington Nationals Youth Baseball Academy
Wayfair
Wells Fargo
Zapp's Potato Chips

Statements of Financial Position

as of December 31, 2017 and 2016

	<u>2017</u>	<u>2016</u>
ASSETS		
Cash and cash equivalents	\$ 14,039,602	\$ 12,913,150
Investments	60,454,657	54,216,357
University fees receivable	2,625,000	2,590,000
Pledges and other receivables, net	8,824,308	12,442,061
Prepaid expenses and other assets	887,545	809,364
Property and equipment, net	<u>343,389</u>	<u>286,011</u>
TOTAL ASSETS	<u>\$ 87,174,501</u>	<u>\$ 83,256,943</u>
LIABILITIES		
Accounts payable and accrued expenses	\$ 752,505	\$ 749,994
Deferred rent	495,001	556,945
Deferred income	<u>1,750,001</u>	<u>1,726,669</u>
TOTAL LIABILITIES	<u>2,997,507</u>	<u>3,033,608</u>
COMMITMENTS AND CONTINGENCIES		
NET ASSETS (A)(B)		
Unrestricted:		
Board designated	6,000,000	-
Undesignated	<u>22,939,993</u>	<u>27,247,285</u>
Total Unrestricted	28,939,993	27,247,285
Temporarily restricted	26,530,247	24,269,296
Permanently restricted	<u>28,706,754</u>	<u>28,706,754</u>
TOTAL NET ASSETS	<u>84,176,994</u>	<u>80,223,335</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 87,174,501</u>	<u>\$ 83,256,943</u>

Financials

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

Statements of Activities

For the Years Ended December 31, 2017 and 2016

	For the Year Ended December 31, 2017				For the Year Ended December 31, 2016			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2017	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2016
SUPPORT AND REVENUE:								
Contributions and grants	\$ 5,662,806	\$ 6,163,537	\$ -	\$ 11,826,343	\$ 3,269,122	\$ 7,701,272	\$ -	\$ 10,970,394
University fees	2,601,667	-	-	2,601,667	2,520,000	-	-	2,520,000
Service fees	880,500	-	-	880,500	864,550	-	-	864,550
In-kind contributions	932,069	-	-	932,069	857,323	-	-	857,323
Investment income	1,079,230	5,916,804	-	6,996,034	433,098	2,410,757	-	2,843,855
Fundraising events, net of direct benefits to donors	4,258,463	-	-	4,258,463	3,807,894	-	-	3,807,894
Net assets released from restrictions (B)	9,819,390	(9,819,390)	-	-	18,078,482	(18,078,482)	-	-
TOTAL SUPPORT AND REVENUE	25,234,125	2,260,951	-	27,495,076	29,830,469	(7,966,453)	-	21,864,016
EXPENSES:								
Program services:								
Recruitment and training programs	18,288,663	-	-	18,288,663	17,127,055	-	-	17,127,055
Supporting services:								
Management and general	2,743,598	-	-	2,743,598	2,776,268	-	-	2,776,268
Fundraising	2,509,156	-	-	2,509,156	2,576,164	-	-	2,576,164
Total supporting services	5,252,754	-	-	5,252,754	5,352,432	-	-	5,352,432
TOTAL EXPENSES	23,541,417	-	-	23,541,417	22,479,487	-	-	22,479,487
CHANGE IN NET ASSETS	1,692,708	2,260,951	-	3,953,659	7,350,982	(7,966,453)	-	(615,471)
Net assets - beginning of year	27,247,285	24,269,296	28,706,754	80,223,335	19,896,303	32,235,749	28,706,754	80,838,806
NET ASSETS - END OF YEAR	\$ 28,939,993	\$ 26,530,247	\$ 28,706,754	\$ 84,176,994	\$ 27,247,285	\$ 24,269,296	\$ 28,706,754	\$ 80,223,335

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

Statements of Cash Flows

For the Years Ended December 31, 2017 and 2016

	<u>2017</u>	<u>2016</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 3,953,659	\$ (615,471)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	166,470	215,814
Pledge discount net of amortization	71,879	94,913
Bad debt expense	-	1,100
Deferred rent	(61,944)	(49,093)
Realized gain on securities	(1,096,782)	(659,560)
Unrealized gain on securities	<u>(4,638,506)</u>	<u>(1,192,857)</u>
Subtotal	(1,605,224)	(2,205,154)
Changes in operating assets and liabilities:		
(Increase) decrease in assets:		
University fees receivable	(35,000)	(105,000)
Pledges and other receivables	2,545,874	8,289,318
Prepaid expenses and other assets	(78,181)	(67,299)
Increase in liabilities:		
Accounts payable and accrued expenses	2,511	153,499
Deferred income	<u>23,332</u>	<u>70,001</u>
Net Cash Provided by Operating Activities	<u>853,312</u>	<u>6,135,365</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(12,586,186)	(6,277,630)
Proceeds from sale of investments	12,083,174	5,372,504
Purchase of property and equipment	<u>(223,848)</u>	<u>(68,099)</u>
Net Cash Used in Investing Activities	<u>(726,860)</u>	<u>(973,225)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	<u>1,000,000</u>	<u>1,000,000</u>
Net Cash Provided by Financing Activities	<u>1,000,000</u>	<u>1,000,000</u>
NET INCREASE IN CASH AND CASH EQUIVALENTS	1,126,452	6,162,140
Cash and cash equivalents - beginning of year	<u>12,913,150</u>	<u>6,751,010</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u>\$ 14,039,602</u>	<u>\$ 12,913,150</u>

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

For a copy of the audited financial statements, contact:

The Posse Foundation, Inc.
14 Wall Street, Suite 8A-60
New York, NY 10005

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 ("U.S. GAAP").

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 \$1,457,572 and \$1,238,822 from the cumulative earnings on permanently restricted funds for the years ended December 31, 2017 and 2016, 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.

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"There is nothing to you until someone sees something in you—and that's what Posse does. They see something in you and then back you up on your way through college and to amazing careers."

John Leguizamo

Actor, Comedian & Playwright

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Photo credit: Alberto Tamargo

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