2015 ANNUAL REPORT

INVESTING IN YOUTH.
INSPIRING CHANGE.
Genesys Works enables economically-disadvantaged high school students to enter and thrive in the economic mainstream by providing them the knowledge and work experience required to succeed as professionals.

We envision that one day, all students, regardless of their socio-economic background, will have the mindset, behavior, skills, and opportunity to embark and succeed on a path towards professional and life success.
Dear Friends and Supporters,

2015 was a record-setting year for Genesys Works Chicago as we achieved nearly 40% growth to serve more students, partner with more clients, and operate in more schools than ever before. 2015 was also meaningful because it marked four years since our initial Genesys Works class enrolled in college. We were thrilled to celebrate with our very first college graduates! Their success highlights the ability of our program to not only empower students to envision a brighter future, but to provide the resources that make this dream a reality.

We anticipate many more graduations in the coming years, since 96% of our students have enrolled in college, and 83% of them are persisting. As the number of college-enrolled students has increased, so has our focus on the Alumni Program, which supports students as they progress through college and into the workforce. Manuel Robles, a first-generation college student, spoke at our annual Breaking Through ceremony about the importance of this ongoing help, “When my mom was laid off three separate times while I was in college, my family could barely make ends meet. I came very close to dropping out, and if not for Genesys Works, I would have.” Manuel graduated from St. Xavier University with a degree in computer science and now works as an IT Support Analyst for an energy company in downtown Chicago.

When Manuel joined Genesys Works during our first year, we served 32 students from seven schools. This year, we welcomed 177 students from 38 schools. And, with the support of 44 Chicago companies, these low-income youth are discovering that a professional career is within reach.

2015 also included a leadership transition, as Eric Patton retired as Executive Director following five years of strong leadership. He now serves on our Board of Directors, and I am honored to serve as Genesys Works’ new Executive Director. With decades of leadership experience in both the nonprofit and corporate worlds, I look forward to maximizing Genesys Works’ impact in Chicago.

This social enterprise would not exist without our incredible partners. Thank you for advancing our mission and investing in youth. Together, we are inspiring change in our community, our schools, and our workforce.

With gratitude,

JIM MORGAN
EXECUTIVE DIRECTOR
GENESYS WORKS CHICAGO
MARCO GALINDO
Student, University of Illinois at Chicago. Intern, TransUnion

“My parents didn’t go to college, so I assumed that I wouldn’t either. Genesys Works inspired me to change my perspective. I learned that I could turn my passion for computers into a career, and Genesys Works showed me how. I am proud to be a first-generation college student majoring in computer science and working in TransUnion’s IT department. I know what my future looks like, and I couldn’t be more excited for it.”

INSPIRING CHANGE IN
STUDENTS

For low-income high school students growing up with limited resources, the dream of going to college and pursuing a professional career is often just that – a dream.

At Genesys Works, we’re empowering students like Marco to turn their dreams of career success into lifelong realities. Through comprehensive workplace training, meaningful internships, and supportive coaching, we’re not only helping disadvantaged students see that a professional career is within reach – we’re also arming them with the skills and opportunities that enable them to achieve this goal.

In 2015, we directly impacted the lives of 368 students in Chicago. This includes 90 young men and women from the Class of 2015 employed in internships, 177 students from the Class of 2016 trained last summer for current-year internships, and the 101 alums we continue to support through college. The real number of lives changed as a result of our work? Countless, as the success of our Young Professionals inspires change in all those around them, changing families, changing neighborhoods, and ultimately, changing communities.
Genesys Works is changing the conversation about college and career-readiness as educators increasingly recognize the value of high-quality internships as a tool for bringing rigor, relevance, and supportive relationships into the education system. Working with our school partners, we’re moving learning out of the classroom and into the professional workplace. Through intensive training and year-long internships, students develop essential 21st century skills in areas such as communications, collaboration, and problem-solving. Students are guided and supported in their work by caring adults who connect career interests with post-secondary education and career planning.

Our results speak for themselves. 100% of Genesys Works interns have graduated from high school, with 96% enrolling in college in pursuit of their new career goals. This is real change. This is real impact. This is what inspires us to do more.

ALAN MATHER
Chief Officer, Office of College and Career Success, Chicago Public Schools

“At Chicago Public Schools our job as educators isn’t to confine students’ learning to the traditional classroom — the world is our classroom. Genesys Works is a key partner in bringing workforce-readiness into the conversation about educating Chicago’s youth. Through Genesys Works internships, students are seeing beyond the school walls and the streets that border their homes; they are learning first-hand how they can contribute and succeed in the professional workplace.”

INSPIRING CHANGE IN EDUCATION
ALISON KENNEY PAUL  
Vice Chairman and US Retail & Distribution Leader, Deloitte LLP

“Investing in a skilled, diverse workforce is a top priority for Deloitte, and Genesys Works is a key partner in this effort. Their internship model is innovative, and we have found it be effective because it makes business sense – the Genesys Works interns have generated value and enabled us to not only strengthen our community, but to discover a new talent pipeline.”

INSPIRING CHANGE IN BUSINESS

The transformational impact on our students is matched by the changes we are inspiring at our partner companies.

Yes, companies benefit from the work our Young Professionals perform each day as valued team members. But the real impact stems from companies engaging as true partners as we prepare today’s youth for tomorrow’s workforce. Together, we’re redefining the student internship model, creating impactful mentoring and leadership development opportunities for staff, and developing a robust pipeline of diverse talent.

The change experienced by corporate partners is often far more personal. It’s the supervisor, the co-worker, the corporate executive who sees first-hand the positive impact they’ve had on a young person. By changing the lives of others, they soon discover the life most changed is their own.
In Chicago, social problems often persist because effective solutions are too expensive or politically charged. Genesys Works is changing that paradigm. Our cost-effective, largely self-sustaining program delivers proven results by utilizing an “all-win” business model.

We know how empowering a job can be. And we’ve seen the magic that happens when a student’s motivation is matched with a real opportunity. This magic is what’s at the heart of our program. By connecting our city’s youth to the right opportunities at the right time, Genesys Works enables more urban teens to break the cycle of poverty and join the economic mainstream. In doing so, we’re closing the educational achievement and economic opportunity gaps that challenge our community, and we’re making Chicago a better place to live and work for all.

**INSPIRING CHANGE IN OUR COMMUNITY**

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**MARIA RAMOS**
Vice President of Central Operations, Junior Achievement of Chicago

“It’s no secret that the job market has changed significantly over the past few decades. The days of stable, low-skilled jobs are gone. Arming our youth with 21st-century skills requires the support of an entire community, and Genesys Works and Junior Achievement of Chicago are proud partners in building this network. Together, we are sharing best practices, maximizing our impact, and preparing more youth for success in the modern workforce.”
2015 BY THE NUMBERS

OUR STUDENTS

- 99% STUDENTS OF COLOR
- 57% FEMALE
- 43% MALE
- 84% FIRST-GENERATION COLLEGE STUDENTS
- 96% QUALIFY FOR FREE OR REDUCED LUNCH

368 STUDENTS SERVED IN 2015
1,220 AVERAGE HOURS SPENT IN TRAINING, INTERNSHIP, COLLEGE PREP
177 STUDENTS IN SUMMER TRAINING
126 PLACED IN INTERNSHIPS

> $10,000 AVERAGE STUDENT EARNINGS DURING SENIOR YEAR
> 72% OF ORGANIZATION EXPENSES FUNDED BY EARNED INCOME

100% GRADUATED FROM HIGH SCHOOL
91% ENROLLED IN COLLEGE IMMEDIATELY AFTER HIGH SCHOOL
96% HAVE GRADUATED OR ARE STILL ENROLLED IN COLLEGE
96% ULTIMATELY ENROLLED IN COLLEGE
OUR IMPACT

100% GRADUATED FROM HIGH SCHOOL
91% ENROLLED IN COLLEGE IMMEDIATELY AFTER HIGH SCHOOL
96% ULTIMATELY ENROLLED IN COLLEGE
83% HAVE GRADUATED OR ARE STILL ENROLLED IN COLLEGE

$10,000 AVERAGE STUDENT EARNINGS DURING SENIOR YEAR

72% OF ORGANIZATION EXPENSES FUNDED BY EARNED INCOME

44 CORPORATE PARTNERS
38 SCHOOL PARTNERS

100% GRADUATED FROM HIGH SCHOOL
91% ENROLLED IN COLLEGE IMMEDIATELY AFTER HIGH SCHOOL
83% HAVE GRADUATED OR ARE STILL ENROLLED IN COLLEGE
96% ULTIMATELY ENROLLED IN COLLEGE
Genesys Works Chicago is one of five Genesys Works programs working together across the U.S. to serve the needs of students, schools, and companies in our communities.

2015 was another great year for Genesys Works. We saw healthy growth in our existing programs and laid the groundwork to start our fifth site in the greater Washington, D.C. area this summer.

We embrace our role in having created the most impactful high school internship program in the country. Our responsibility is to now grow and serve the greatest number of students possible, both in existing sites and in new cities across the country. We have made significant investments in the systems needed to make this growth efficient, scalable, and sustainable, enabling us to achieve even greater levels of impact in the years ahead. Thank you for your partnership as we build better futures for the students and communities we serve.

2015 NATIONAL IMPACT

- 2,071 STUDENTS SERVED
- 108 SCHOOL PARTNERS
- 179 CORPORATE PARTNERS
- 616,600 TOTAL HOURS WORKED BY INTERNS
- $6,127,700 TOTAL DOLLARS EARNED BY INTERNS

A NATIONAL SOCIAL ENTERPRISE

13 YEARS OF STUDENT GROWTH AND IMPACT SINCE 2002

- CORE PROGRAM
- COLLEGE SUPPORT

10 2022
28 2003
35 2004
67 2005
100 2006
108 2007
173 2008
260 2009
462 2010
814 2011
1026 2012
1376 2013
1696 2014
2071 2015
The collaboration between Genesys Works and our corporate partners is at the heart of our success. We want to thank the following companies for the life-changing opportunities they have provided to our Young Professionals.
OUR FINANCIAL SUPPORTERS

$100,000+
A Better Chicago

$50,000+
Anonymous Funder
AT&T Foundation
Jenesis Group

$25,000+
Accenture
Allstate Insurance Company
Bruce and Gloria Cox
Carter and Susan Emerson
JPMorgan Chase Foundation
Kirkland & Ellis Foundation
Polk Bros. Foundation

$10,000+
Finnegan Family Foundation
Thomas Gleitsman
IBM
Eric Patton
Dan Steinman
WGN Radio Neediest Kids Fund, a McCormick Foundation Fund

$5,000+
Anonymous Funder
Adam Heckman
Jack and Katy Lukens Family Fund at Grand Rapids Community Foundation
Mohit Kapoor
Paul and Caitlin Maranville
Tom and Patty Nolan
Peoples Gas Foundation
Seabury Foundation
Jeff Warren

$1,000+
Rafael and Stephanie Alvarez
Anonymous Funder
Anonymous Funder
Awad Family Charitable Fund
Jon Caforio
Cisco Systems, Inc.
Deloitte
Aarti Dhupelia
Ecolab Foundation
Exelon
Kevin Gratkowski
Hitachi Data Systems
Kent Jarvi
Leo J. Shapiro and Associates
LivCor
John and Alice Lloyd Foundation
Thomas Meyers
Microsoft
New Frontiers Foundation
Elizabeth Rafferty
RollGiving
David Shatto
Matthew Steinmetz

Don Sweeney
Trustmark
Urban Partnership Bank

$500+
Barrington Motor Sales RV
Patrick Corrigan
Geneva Investment Management
Madison Performance Group
John Mitchell
Gerald and Marcia Nowak
Alison Kenney Paul
ShopperTrak

$250+
Bednarz/McMahon Family Fund
Joan Bergman
Martha Boergadine
Dave Bolger
Elaine Bucklo
Thomas Clewett
Edward French
Cindy Geskin
Ashley Grant
Vicki Hood
Monte Huber
Kristine Johnson
John Kenney
Michael Konicki
Legal & General America
Peter McClure
Mickelson Family Foundation
Robert S. Morgan, Jr.
Jim Morgan
Puthan Narayan
Maureen O'Donnell Spencer
Stephanie Olmstead
Lisa Olmstead
Andrew Pappas
Brian Parchem
Russell Pavlak
Michael Revord
Michael Richards
Mike Roberts
Edward Swan
Chris Witte
Edward Yoon

$100+

Suzanne Baker
Judy Bauer
Mary and Vince Bernardin
Kevin Bowen
Phyllis Bowen
Mark Bridges
Mia Buntic
Business IT Source
Tom Cavallaris
Kim Clarke
Elizabeth Coerver
Karen Cox
Katy Curran
Joe Davis
Bob and Diana Dignan
Liam Dixon
Olga Georgevich
Chetan Ghai
Jeffrey Grinspoon
Steve Hobbs
Cindy Homan
Kurt Johnson
Van King

Janet Kocal
Reid Leestma
Laura and Cory Lukens
Jeffrey and Nancy Lukens
Emily Lund
Carole Maes
Logan Meinerz
Sunil Misra
Roz Nelsen
Chris Newland and Roberta Jackel
Margaret Nick
Greg Nogle
Joni Pearlman
Ray and Wendy Petersen
Marcia Preston
Manuel Robles
David Rodin
Faye Schab
Kelly Sparks
Jennifer Stratman
Jamie Sturtewagen
Timothy Sullivan
Nancy Waller
Manuel Zelaya

SPECIAL THANKS

Business IT Source
Cristina Foundation
Dress for Success
Kirkland & Ellis
Mediamorph, Inc.
Oak Street Health
Oracle
Think IT
TransUnion
York Solutions
INCOME STATEMENT (UNRESTRICTED)

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<td><strong>INCOME</strong></td>
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<tr>
<td>Earned Income</td>
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<td>$1,430,816</td>
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<td>Contributed Income</td>
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<td>Total Income</td>
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<td><strong>EXPENSES</strong></td>
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<td>Student Wages</td>
<td>$537,445</td>
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<td>Other Program Expenses</td>
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<td>754,922</td>
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<td>General &amp; Administrative</td>
<td>130,777</td>
<td>248,531</td>
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<td>Fundraising</td>
<td>40,372</td>
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<td>$1,846,596</td>
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<td><strong>CHANGE IN UNRESTRICTED NET ASSETS</strong></td>
<td>$317,197</td>
<td>$195,644</td>
<td>$20,835</td>
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BALANCE SHEET

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<th></th>
<th>2013</th>
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<th>2015</th>
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<tbody>
<tr>
<td><strong>ASSETS</strong></td>
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<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$402,425</td>
<td>$382,459</td>
<td>$421,681</td>
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<td>Accounts Receivable</td>
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<td>245,429</td>
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<td>Other Current Assets</td>
<td>10,100</td>
<td>144,538</td>
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<td>Property &amp; Equipment (Net)</td>
<td>31,602</td>
<td>4,466</td>
<td>13,217</td>
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<tr>
<td>Total Assets</td>
<td>$587,515</td>
<td>$753,005</td>
<td>$747,775</td>
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<td><strong>LIABILITIES</strong></td>
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<tr>
<td>Accounts Payable</td>
<td>$4,051</td>
<td>$239</td>
<td>$87</td>
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<td>Other Liabilities</td>
<td>237,570</td>
<td>211,227</td>
<td>168,813</td>
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<tr>
<td>Total Liabilities</td>
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<td>$211,466</td>
<td>$168,900</td>
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<td>Unrestricted Net Assets</td>
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<td>$541,539</td>
<td>$562,374</td>
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<td>Temporarily Restricted Net Assets</td>
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<td>16,501</td>
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<tr>
<td>Total Net Assets</td>
<td>$345,895</td>
<td>$541,539</td>
<td>$578,875</td>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$587,516</td>
<td>$753,005</td>
<td>$747,775</td>
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</table>
BOARDS OF DIRECTORS

Paul Maranville, Chairman
Partner, Lantern Partners
Rafael Alvarez
Founder and CEO, Genesys Works
Gloria Cox
Executive Vice President, Nielsen NA
Aarti Dhupelia
Vice President, Strategic Initiatives, National Louis University
Carter Emerson
Of Counsel, Kirkland & Ellis
Adam Heckman
Director, Microsoft Technology Center
Mohit Kapoor
Chief Information Officer, TransUnion
Tom Meyers
Head of Distribution and Product Specialist, Legal & General Investment Management America
Jim Morgan
Executive Director, Genesys Works Chicago
Tom Nolan
Managing Director, Accenture
Eric Patton
Director, Civic Consulting Alliance
Sony Rusteberg
Managing Director, Slalom Consulting
Dan Steinman
Partner (Retired), Accenture
Jeff Warren
CIO (Retired), Equity Office Properties

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Program Director
Laura Lukens
Program Manager, Development and Communications
Melinda McIntire
Program Manager, Alumni Support
Khalfani Myrick
Program Manager, Curriculum and Instruction
Joseph Tollefson
Program Manager, Client Relations
Kaila Epps
Program Coordinator
Kevin Hartnett
Program Coordinator
Ashley Huerta
Program Coordinator
Sheri Lewis
Program Coordinator
Julia Logan
Program Coordinator
Robert Lloyd
Program Coordinator
Tori Noerenberg
Program Coordinator
Maritza Lara
GW Alumni Administrative Assistant
Tahira Moon
GW Alumni Administrative Assistant