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,

I am pleased to share the impact of your investment in Genesys Works – Houston. Together, with your support, we are working with local schools and businesses to prepare students for the workplace of tomorrow, building a stronger community for us all. We are truly “Investing in Youth. Inspiring Change.”

One such youth is Eyosias, pictured here with me. Before Genesys Works, Eyosias described himself as a shy, quiet young man who had not yet found his place in the world. He did not speak up in class because he felt self-conscious and was bullied by his classmates due to his accent and ethnic background. He has a loving, close-knit family, but they struggled every day to make ends meet. Eyosias saw no way out. In his own words, he was “filled with fear and hopelessness.”

When he was accepted into the Genesys Works program, he joined his fellow young professionals learning technical and professional skills. They helped each other become more confident and self-assured. When he earned his internship, he experienced a welcoming workplace with co-workers who mentored and supported him. He continues to learn and grow, and most importantly, he believes in himself and in his future: “I feel special as a person and am confident that I can do great things in life!”

Eyosias’s success inspires me every day. As a friend, donor, and partner to Genesys Works, you too are choosing to invest in the future of Eyosias and his fellow interns—futures that, thanks to our program, now look decidedly different from what they previously imagined. Their training has transformed them into skilled, motivated workers who are busily applying to colleges and setting long-term career goals. They are just beginning to realize their true potential.

Your support is inspiring change in hundreds of young people across Houston through the Genesys Works program. On their behalf, we thank you.

Sincerely,

Marian

MARIAN
DAVENPORT
EXECUTIVE DIRECTOR
HOUSTON
"As the first-born, I want to be a role model for my brother and sister. Now my sister is in Genesys Works, my brother is looking into it, and my cousins are applying this year as well. Our family holds (Kassandra and me) to a higher standard now because they know what we are capable of."

— VICTOR SELEDON, Class of 2014

“My brother was my inspiration to join Genesys Works. I saw how much it helped him through high school and college. I saw how Victor was changing and I wanted to follow in his footsteps.”

— KASSANDRA SELEDON, Class of 2016

INSPIRING CHANGE IN STUDENTS

For high school students growing up with limited financial 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 Kassandra and Victor to turn their dreams of career success into lifelong realities, while simultaneously creating a college- and career-bound culture within their families. Through comprehensive workplace training, meaningful internships, and supportive coaching, we’re not only helping underserved students see that a professional career is within reach – we’re also arming them with the skills and opportunities that will enable them to achieve their career goals.

In 2015, we directly impacted the lives of 796 students in Houston. This includes 210 young men and women from the Class of 2015 employed in internships, 309 students from the Class of 2016 trained last summer for current-year internships, and the 277 Alumni 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 expanding learning beyond the classroom and into the professional workplace. Through intensive training and year-long internships, students develop essential 21st century skills such as communication, collaboration, and problem-solving – all necessary for success in today’s working world. 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. Last year, 100% of Genesys Works interns graduated from high school, with 92% immediately 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.

“Employers are looking for people who can problem solve, work in a team setting, and communicate – soft skills that we don’t often have time to teach in class. Education and business must work together to align the things we expect out of our students once they matriculate through college and into the workplace. Genesys Works brings the workforce component of that equation closer to the K-12 system. It is the bridge between school and business, and it makes that bridge much shorter and easier to cross.”

— H.D. CHAMBERS
Superintendent, Alief Independent School District
“We are committed to giving back to these communities and supporting Genesys Works fits that objective perfectly.”
— JEFF MILLER, President, Halliburton; pictured here with Myrtle Jones, Sr. V.P. Tax, Halliburton and Genesys Works – Houston Board Member

INSPIRING CHANGE IN BUSINESS

The transformational impact our programming has on the lives of students we serve 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. They also engage with Genesys Works as true partners as we prepare today’s youth for tomorrow’s workforce. Together, we are redefining the student internship model, creating impactful mentoring and leadership development opportunities for staff, and developing a robust pipeline of diverse talent capable of driving the economic success of our business community for years to come.

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.
Social problems often persist in communities because effective solutions don’t exist, are expensive, or are 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 all 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. By connecting our city’s youth to the right opportunities and support at the right time, we’re enabling 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 in our community and making Houston a better place to live and work for all.

“Genesys Works was one of our first grantees in workforce development, and we continue to fund it because of its high success rate. Unlike programs that work with people who are not trained in the right skills, or not trained at all, Genesys Works is experiential. It puts students in places where they can immediately apply what they learn.”

— R. TERRY BELL
President, The Rockwell Fund
2015 BY THE NUMBERS

OUR STUDENTS

796 STUDENTS SERVED IN 2015

51% FEMALE
49% MALE

80% FIRST-GENERATION COLLEGE STUDENTS

82% QUALIFY FOR FREE OR REDUCED LUNCH

> 72% LATINO/HISPANIC
> 17% BLACK/AFRICAN AMERICAN
> 5% ASIAN
> 5% MULTIRACIAL/OTHER
> 1% WHITE

> 309 STUDENTS IN SUMMER TRAINING
> 1,200 AVERAGE HOURS SPENT IN TRAINING, INTERNSHIP, COLLEGE PREP
> 231 PLACED IN INTERNSHIPS
OUR IMPACT

100% of interns graduated from high school

92% enrolled in college immediately after high school

93% of all alumni ultimately enrolled in college

89% of all alumni have graduated or are still enrolled in college

$9,150 average student earnings during senior year

61 corporate partners

22 school partners

Over 80% of organization expenses funded by earned income

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Over 80% of organization expenses funded by earned income
Genesys Works – Houston is one of five Genesys Works programs operating across the U.S. working together to serve the needs of students, schools and companies in our respective 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

13 YEARS OF STUDENT GROWTH AND IMPACT SINCE 2002
The partnerships between Genesys Works and its corporate partners are at the heart of our program’s success. We want to thank the following companies for the life-changing opportunities they provided to our young professionals in 2015.
**OUR FINANCIAL SUPPORTERS**

$100,000+
- Rockwell Fund*
- Houston Endowment*
- AT&T Foundation
- The Brown Foundation
- Michael & Susan Dell Foundation*
- Wayne Duddlesten Foundation
- John Eckel Foundation
- Halliburton
- The Jenesis Group
- JPMorgan Chase Foundation

$50,000+
- M D Anderson Foundation
- National College Access Network
- The Powell Foundation
- Texas Children’s Hospital
- United Way of Greater Houston

$10,000+
- AIG
- CFP Foundation
- Pat Clynes✝
- Enbridge Energy Partners
- EY
- George & Mary Josephine Hamman Foundation
- Albert & Ethel Herzstein Charitable Foundation
- John P McGovern Foundation
- Edward & Helen Oppenheimer Foundation
- Plains All American Pipeline
- SCI
- SIM – Houston
- The Simmons Foundation
- Williams

$5,000+
- Evelyn and Frank Angelle✝
- Boardwalk Pipeline Partners
- CenterPoint Energy
- Community Health Choice
- Roberto and Claudia Contreras✝
- Hines
- Kinder Morgan Foundation
- Myrtle Jones✝
- Bruce and Karen Northcutt✝
- Michael and Lynn Preston✝
- Spectra Energy
- Strake Foundation
- Youths’ Friends Association

$2,500+
- AAMA
- Chapelwood United Methodist Women
- Crane Worldwide Logistics
- Marian Davenport✝
- Myra and Di Carlos Davis✝
- Robert Flexon✝

$1,000+
- Gene and Lyna Janiszewski✝
- Mike and Libby Jones✝
- Evan and Bess Kirchen✝
- Ray and Elaine Messer✝
- Elisabeth Nash✝
- Spindletop Charities
- Walter P Moore

- Rafael and Stephanie Alvarez✝
- Anonymous
- Brad and Tammy Breauf✝
- Cameron
- Twila and Bill Day✝
- Peter Dumoulin✝
- Herman Family Fund✝
- Tracy and Ken Janda✝
- Tara Khanna✝
- Paul Krueger✝
- Jerry and Laura Lasco✝
- Marek Family Foundation✝
- Phil and Lynne Sprick✝
- Katherine Tamer✝
- Scott and Sarah Van Beck✝

* Denotes multi-year pledge  
✝ Leadership Society member
FEATURED DONOR: HALLIBURTON

Genesys Works – Houston’s 2015 Annual Report was made possible in part by the generous support of Halliburton.

Halliburton has been a dedicated partner of Genesys Works for more than five years. In that time, Halliburton employees have supervised 57 Genesys Works interns. Through their internship experience, our students learn that they have the talent, motivation, and self-confidence to pursue college and a career in the business world. In addition, Halliburton has provided a total of more than $100,000 in philanthropic support and encouraged volunteer service with Genesys Works among its employees, including service on our Board of Directors.

We are proud to feature Halliburton’s partnership in our mission to change the trajectory of life for underserved young people in Houston.
## Financial Report

### Income Statement (Unrestricted)

#### Income

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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</thead>
<tbody>
<tr>
<td>Earned Income</td>
<td>$3,304,264</td>
<td>$4,398,933</td>
<td>$5,051,328</td>
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<tr>
<td>Contributed Income</td>
<td>$1,311,467</td>
<td>$1,118,945</td>
<td>$1,240,194</td>
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<tr>
<td>Total Income</td>
<td>$4,615,731</td>
<td>$5,517,878</td>
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#### Expenses

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<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<tbody>
<tr>
<td>Student Wages</td>
<td>$1,826,925</td>
<td>$2,296,732</td>
<td>$2,558,475</td>
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<tr>
<td>Other Program Expenses</td>
<td>$1,879,649</td>
<td>$1,958,696</td>
<td>$2,268,937</td>
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<tr>
<td>General &amp; Administrative</td>
<td>$457,669</td>
<td>$671,423</td>
<td>$589,719</td>
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<tr>
<td>Fundraising</td>
<td>$190,222</td>
<td>$259,527</td>
<td>$304,927</td>
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<tr>
<td>Total Expenses</td>
<td>$4,354,465</td>
<td>$5,186,378</td>
<td>$5,722,058</td>
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#### Change in Unrestricted Net Assets

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<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<tbody>
<tr>
<td></td>
<td>$261,266</td>
<td>$331,500</td>
<td>$569,464</td>
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### Balance Sheet

#### Assets

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$497,796</td>
<td>$674,715</td>
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<tr>
<td>Accounts Receivable</td>
<td>$736,570</td>
<td>$922,439</td>
<td>$682,267</td>
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<tr>
<td>Other Current Assets</td>
<td>$125,341</td>
<td>$454,411</td>
<td>$282,134</td>
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<tr>
<td>Property &amp; Equipment (Net)</td>
<td>$93,672</td>
<td>$59,889</td>
<td>$174,909</td>
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<tr>
<td>Total Assets</td>
<td>$1,453,379</td>
<td>$2,111,454</td>
<td>$2,469,733</td>
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</tbody>
</table>

#### Liabilities

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$29,827</td>
<td>$10,736</td>
<td>$38,281</td>
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<tr>
<td>Other Liabilities</td>
<td>$193,840</td>
<td>$279,946</td>
<td>$255,902</td>
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<tr>
<td>Total Liabilities</td>
<td>$223,667</td>
<td>$290,682</td>
<td>$294,183</td>
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</table>

#### Unrestricted Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$1,139,584</td>
<td>$1,471,084</td>
<td>$2,040,549</td>
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<tr>
<td>Temporarily Restricted Net Assets</td>
<td>$90,128</td>
<td>$349,688</td>
<td>$135,001</td>
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<tr>
<td>Total Net Assets</td>
<td>$1,229,712</td>
<td>$1,820,772</td>
<td>$2,175,550</td>
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#### Total Liabilities and Net Assets

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
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<th>2015</th>
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<td>$1,453,379</td>
<td>$2,111,454</td>
<td>$2,469,733</td>
</tr>
</tbody>
</table>

### Income and Expense Growth

- **Contributions**: $2, $4, $6 millions
- **Earned Income**: $2, $4, $6 millions
- **Total Expenses**: $2, $4, $6 millions

### EXPENSE BREAKDOWN

- **Student Wages**: 44.7%
- **Program Expenses**: 39.7%
- **General & Administrative**: 10.3%
- **Fundraising**: 5.3%
BOARD OF DIRECTORS

Rafael Alvarez
Genesys Works, Founder and CEO

Hector Avellaneda
HP, SC Business Planning Manager

Brad Breau
American General Life Companies, Chief Technology Officer

Roberto Contreras
St. Christopher Holdings, President & CEO

Marian Davenport
Genesys Works – Houston, Executive Director

Myra Davis
Texas Children's Hospital, Sr. VP Information Services/CIO

Twila Day
Alvarez and Marsal, Managing Director

Gene Janiszewski
Paradigm Group, CEO

Myrtle Jones
Halliburton, Sr. VP Tax

Evan Kirchen
Williams, VP of E & C Atlantic-Gulf Op. Area

Jerry Lasco
Lasco Enterprises, Founder & CEO

Bruce Northcutt
Navitas Midstream Partners, President & Chief Executive Officer

Michael Preston, Board Chair
Accenture, Managing Director

Dr. Scott Van Beck
Houston A+ Challenge, Executive Director

STAFF

Marian Davenport
Executive Director

Sonila Artani
Student Recruitment and Training Manager

Colleen Ashworth
Office and Program Administrator

James Beeks
Program Coordinator

Hilary Bond
Business Development Manager

Brittany Brown
Business Development Associate

Danielle Cannady
Program Coordinator

Lisa Cave
Program Coordinator

Teanna Dorsey
Alumni Program Manager

Lisa Hall
Director of Business Development

Pawn
Program Coordinator

Kongkosonkitchkan
Transportation

James LaRocque
Program Coordinator

Mohamed Larguite
Director of Business Development

Michael Meek
Program Coordinator

Ray Miller
Manager of Strategic Educational Initiatives

Peggy Rhoads
Program Coordinator

Amanda Rocha
Program Coordinator

Joe Small
Program Coordinator

Girraud Stephens
Program Coordinator

Lisa Stocker
Program Coordinator

Katherine Taylor
Program Director

Alicia Vasquez
Alumni Program Coordinator

Camryn Wells
Development Manager

Dwaylon Whitmore
Senior Program Coordinator

Tanita Wiley
Program Coordinator

Lindsay Woodworth
Program Manager