OUR MISSION & VISION

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 transitional year for Genesys Works – Twin Cities in many ways. Yet one thing remained consistent: our unwavering commitment to change the trajectory of life for the students we serve.

June 2015 marked the transition of Jeff Tollefson, the founding Executive Director of Genesys Works – Twin Cities. We are working hard to continue building on Jeff’s visionary leadership.

This year marked a cumulative sum of more than 1,000 high school seniors placed into corporate internships since 2008. The educators in our 31 partner high schools inspire change by providing relevant learning opportunities. Our workplace champions and supervisors in our 54 corporate partners invest in our local youth by embracing high school seniors completing a year-long business technology internship.

I am most proud of the remarkable accomplishments of our young professionals. 100% of the Class of 2015 graduated high school and were accepted into college. 93% immediately started college in the fall and continue to benefit from the support of our College Success Team.

These accomplishments are only made possible with the help of our supporters and partners. Supporters who truly understand the multiplicative effect of “Investing in Youth.” Partners who exhibit small and large efforts of “Inspiring Change” every day. The features in the pages that follow will provide examples of how Genesys Works embodies “Investing in Youth” and “Inspiring Change.”

I am honored to live in this collaborative community, and I am humbled to be serving as the leader of Genesys Works – Twin Cities. Thank you for your support of our students and mission. We are eager to achieve great things in the year ahead.

With gratitude,

[Signature]

KAREN MARBEN
EXECUTIVE DIRECTOR
TWIN CITIES
BRITTANY LOCKETT  
Intern, Be The Match. Senior, Columbia Heights High School

“Genesys Works has helped me come a long way, not just by helping me earn money, but by encouraging me to want more for myself and not settling. The staff is very engaging and has motivated me to apply for colleges and scholarships. More importantly, Genesys Works has developed me in a professional way and has helped me to be an open, outgoing, and motivated person.”

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 Brittany 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 will enable them to achieve their career goals.

In 2015, we directly impacted the lives of 752 students in the Twin Cities. This includes 202 young men and women from the Class of 2015 we employed in internships, 295 students from the Class of 2016 trained last summer for current-year internships, and the 255 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 that are 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 93% immediately enrolling in college in pursuit of their career goals. This is real change. This is real impact. This is what inspires us to do more.

**INSPIRING CHANGE IN EDUCATION**

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**DR. VALERIA SILVA**
Superintendent, Saint Paul Public Schools

“We’re proud to be Genesys Works’ first – and largest – school partner. The program is a game changer for Saint Paul Public Schools’ students. The 21st century skills and meaningful work experience they gain really prepares them for college and their future careers. I am excited for even more students to benefit from this transformational program.”

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MICHAEL HEDGES  
Chief Information Officer, Medtronic

“Partnering with Genesys Works is a win-win. Students get hands-on corporate experience, help solve real problems, and see first-hand what a career in IT is like. The benefits to Medtronic are significant, too – students report to their internships with enthusiasm and a hunger to learn. They bring a fresh perspective as digital natives who never knew a world without the World Wide Web.”

INSPIRING CHANGE IN BUSINESS

Our programming has a transformational impact on the lives of the students we serve – but it’s often 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. Working 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 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.
Every community has unique characteristics that set it apart. Yet 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 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 and support 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 currently challenging our community, making the Twin Cities a better place to live and work for all.

R.T. Rybak
Executive Director, Generation Next

“Genesys Works and Generation Next share the urgency of closing achievement and opportunity gaps and see the incredible opportunity of nurturing the assets of an extraordinarily diverse generation. Genesys Works is creating change on the community level by giving students the space to experiment with a career in one of the fastest growing sectors in the state while providing students with the social-emotional support from staff members and supervisors who have been trained to work with disadvantaged youth.”

INSPIRING CHANGE IN OUR COMMUNITY
OUR STUDENTS

92% STUDENTS OF COLOR
53% FEMALE
47% MALE
73% FIRST-GENERATION COLLEGE STUDENTS
84% QUALIFY FOR FREE OR REDUCED LUNCH

STUDENTS SERVED IN 2015
1,200 AVERAGE HOURS SPENT IN TRAINING, INTERNSHIP, AND COLLEGE PREP
231 PLACED IN INTERNSHIPS

2015 BY THE NUMBERS
OUR IMPACT

100% of interns graduated from high school

93% enrolled in college immediately after high school

96% of all alums ultimately enrolled in college

75% of all alums have graduated or are still enrolled in college

$10,000 average student earnings during senior year

82% of organization expenses funded by earned income

54 corporate partners

31 school partners

100% of interns graduated from high school
Genesys Works – Twin Cities 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.

Rafael Alvarez
Founder & CEO
Genesys Works

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

- Core Program
- College Support

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 have provided to our current class of young professionals.

**CORPORATE PARTNERS IN THE TWIN CITIES**

3M  Capella University  Ecolab  Land O’Lakes, Inc.  Regis  Travelers

Accenture  Cargill  Faegre Baker Daniels  Life Time  Select Comfort

AgriBank  Caribou Coffee  Fairview  Medica  SPS Commerce

Allianz  Carlson  General Mills  Medtronic  St. Jude Medical

American Public Media  Cray  Great River Energy  Merrill Corporation  Supervalu

Ameriprise Financial  DRC Corporation  HealthEast Care System  Minnesota Housing Finance Agency  Target

Be The Match  Deluxe  Mortenson  Thomson Reuters  Valspar

BlueCross BlueShield Minnesota  Donaldson Filtration Solutions  Optum  Thrivent Financial  Wells Fargo

Bremer Bank  Dorsey & Whitney  Hennepin County Medical Center  Patterson Companies, Inc.  Toro

Xcel Energy
OUR FINANCIAL SUPPORTERS

$50,000+
AT&T
Chick-fil-A Foundation
Dell Corporation
Saint Paul Foundation
WEM Foundation

$25,000+
F.R. Bigelow Foundation
Medtronic
Proto Labs Foundation
The Jay and Rose Phillips Family Foundation of Minnesota

$15,000+
3M
Best Buy Foundation
Creating IT Futures Foundation
Deluxe Corporation
Donaldson Foundation
Ecolab Foundation
GIVING WoMN
Mardag Foundation
McNeely Foundation
Minnesota Department of Employment and Economic Development
Richard M. Schulze Family Foundation
Travelers Foundation
University of Chicago

$10,000+
Accenture
Beim Foundation
Forsythe
Hardenbergh Foundation
Marbrook Foundation
Medica
Patterson Companies
Skyhigh Networks

$5,000+
Aeritae Consulting
Avaya
Best Buy Corporation
Blue Cross and Blue Shield of Minnesota
Boston Scientific Foundation
Deluxe Corporation Foundation
Donaldson Company
JAMF Nation Global Foundation
Manifest Technology
Merrill Corporation
Red Wing Shoe Company
Joshua Reiner
ServiceNow
The Minneapolis Foundation
ThreeBridge Solutions
UCare
UHS

$2,500+
Albright Foundation
Ameriprise Financial
Bremer Financial
Buffalo Wild Wings
Cargill
CDW
Code42
Timothy Costigan
Data Recognition Corporation
Ecolab
EMC Corporation
Emergent Networks
Fairview Health Services
HelpSystems
Thomas Henderson
Insight Global
Land O'Lakes
Karen and Michael Marben
MTS Systems Corporation
Okta
OneNeck IT Solutions
Craig Pratt
Red Hat
Rubrik, Inc.
Salesforce.com
SAP America
Sirius Computer Solutions
Skytap
Gary Spears
St. Jude Medical
Stratasys
Symantec
Target Corporation
VMware
Xcel Energy
York Solutions

$1,000+
Rafael and Stephanie Alvarez
Anonymous
AppDynamics
BDNA Corporation
Joseph Burns
Capella University
Christenson Family Charitable Fund
Deltaware Data Solutions
Dynatrace
Edgile, Inc.
Garrett Gleason
John Hodgson
Alistair Jacques
Michael Jones
Michelle Jourdan
Matt Keske
David Kretsch
Michael Larson
Martin and Kathryn Leestma
David McGauvran
NetApp
Polaris Industries
Prime Therapeutics
Bret Roberts
Michael and Mary Lynn Rusinko
ScienceLogic
Select Comfort
SolidFire
Nikki Stiller
Valspar
Virteva
$500+

Avanade
Scott Coulter
Michael and Stacy Finlon
Jane Freeman
Christopher Hiller
Scott and Cara Hull
Integrythm Inc.
Matthew Kohlman
Darrell Kesti
Cierra Lindsey
Michael Foods, Inc.
Christopher Moses
Neuger Communications Group
Oracle
Thomas Parker
Renodis
Brian Simons
Thrivent Financial
Jeff and Jennie Tollefson
Workday

$100+

Scot Joynt
Mike Kaveney
Joseph Keefe
Kinetic Data
Michael Musto
Michael Musto Sr.
Mike Nowezki
Open Systems Technologies
Scott Quinlan
Chad Rohm
Luke Tierney
Travelers

Will Foster
Jane Gangl
Daniel Golden
Robert Graves
Tura Hallblade
Joshua Hansen
Cory Hase
Jacob and Kristie Helgeson
Brian Hilgenfeld
Corey Hines
Jim Holthaus
Daniel Huberty
Brian Kamm
Jibran Khan
Rick Kohloff
Colleen Kranz
Kevin and Danielle Landa
Mike Larson
Neil Laufenberg
Lars Leafblad
Todd Lintvedt
Luci Locsin
Chris Lyon
Bill McCarthy
Alan McMillan
Patrick McQuillan
Michael Mesarchik
Sara Mesarchik
Elizabeth and Travis Moncrief
Jim Monette
Douglas Morris
Keith and Kimberly Norbie
Dave Payne
Katie Pederson
Guy Perera
Helen Pratt
Joel Quick
Mike Quinn
Mark Reichert
Karen Reinsel

$250+

Allison Barmann
Paula Bash
James Berard
Molly Bott
CA Technologies
Cleversafe
Eric Deadwyler
Donna Doucette
Justin Elgard
Gerald Filler
Lorinda Fraboni
Frank IT Change Communications
Kathryn Freeman
Kevin Hill

Erik Renk-Grant
Ross Rexer
Joe Roper
David Ross
James Ruttle
Jack Sacia
Jason Schaaf
Don Schmeichel
Craig and Lisa Schmidtke
Helene Schultz
Kelly Sebion
Mike Sheehy
Gus Siefker
Grady Sloan
Bradford Smith
Charles Smith
Craig Steele
Lee Steichen
Jesse Stremcha
Mike Thyken
Todd Timmerman
Cynthia Turkington
Everett Vass
Jim Walczak
Walker White
Scott Williams
Mike Winkelman
Frank Worden
Michael Wormuth
Joseph Zwack

SPECIAL THANKS

Launch Lab Creative
MSP Hatfield and McCoy’s
Saint Paul Neighborhood Network
Think IT Association
FINANCIAL REPORT

INCOME STATEMENT (UNRESTRICTED)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
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<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Earned Income</td>
<td>$3,141,640</td>
<td>$3,771,196</td>
<td>$4,063,514</td>
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<tr>
<td>Contributed Income</td>
<td>611,354</td>
<td>785,608</td>
<td>1,107,103</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>$3,752,994</td>
<td>$4,556,804</td>
<td>$5,170,617</td>
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<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Student Wages</td>
<td>$1,578,990</td>
<td>$1,908,536</td>
<td>$2,052,811</td>
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<tr>
<td>Other Program Expenses</td>
<td>1,388,896</td>
<td>1,567,019</td>
<td>2,026,888</td>
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<tr>
<td>General &amp; Administrative</td>
<td>327,189</td>
<td>516,316</td>
<td>636,847</td>
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<tr>
<td>Fundraising</td>
<td>109,150</td>
<td>188,119</td>
<td>241,661</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$3,404,225</td>
<td>$4,179,990</td>
<td>$4,958,207</td>
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<tr>
<td><strong>CHANGE IN UNRESTRICTED NET ASSETS</strong></td>
<td>$348,769</td>
<td>$376,814</td>
<td>$212,410</td>
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</table>

BALANCE SHEET

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>$585,340</td>
<td>$1,118,990</td>
<td>$1,115,026</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>553,247</td>
<td>473,514</td>
<td>592,445</td>
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<tr>
<td>Other Current Assets</td>
<td>38,564</td>
<td>67,486</td>
<td>131,971</td>
</tr>
<tr>
<td>Property &amp; Equipment (Net)</td>
<td>78,084</td>
<td>209,311</td>
<td>169,279</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$1,255,235</td>
<td>$1,869,301</td>
<td>$2,008,721</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>$35,101</td>
<td>$29,497</td>
<td>$390</td>
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<tr>
<td>Other Liabilities</td>
<td>160,686</td>
<td>350,444</td>
<td>257,834</td>
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<tr>
<td>Total Liabilities</td>
<td>$195,787</td>
<td>$379,941</td>
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<tr>
<td>Unrestricted Net Assets</td>
<td>$1,059,448</td>
<td>$1,436,262</td>
<td>$1,648,672</td>
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<tr>
<td>Temporarily Restricted Net Assets</td>
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<td>53,098</td>
<td>101,824</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td>$1,059,448</td>
<td>$1,489,360</td>
<td>$1,750,496</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$1,255,235</td>
<td>$1,869,301</td>
<td>$2,008,720</td>
</tr>
</tbody>
</table>

INCOME AND EXPENSE GROWTH

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
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<tbody>
<tr>
<td>Contributions</td>
<td>$5</td>
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<td>$1</td>
</tr>
<tr>
<td>Earned Income</td>
<td>$1</td>
<td>$3</td>
<td>$5</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$3</td>
<td>$5</td>
<td>$7</td>
</tr>
</tbody>
</table>
BOARD OF DIRECTORS

Daniel Abdul  
Former CIO, UCare

Rafael Alvarez  
Founder & CEO, Genesys Works

Allison Barmann  
Vice President, Strategy & Learning, Bush Foundation

Nick Hernandez  
Co-Founder, Aeritae Consulting

Michael Hedges  
CIO, Medtronic

Michael Jones  
Former CIO, Be The Match

Marty Leestma  
Chairman of the Board, Forthright Solutions

Deb Morris  
Manager, Community Relations, Best Buy

Mary Lynne Perushek  
Global CIO, Donaldson Company

Mike Rusinko  
Managing Director (Retired), Accenture

Karen Marben  
Executive Director, Genesys Works – Twin Cities

STAFF

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Executive Director

Beth Moncrief  
Program Director

Joel Crandall  
Director of Corporate Partnerships

Matt Boston  
Development Manager

Joe Cudzilo  
Marketing & Communications Manager

Lindsey King  
College Success Manager

Mai Youa Moua  
Program Manager

Lauren Nakamura  
Program Manager

Abbey Otteson  
Workplace Success Manager

Krystal Stackhouse  
School & Community Partner Manager

Adrienne Paulson  
Administrative Assistant

Peter Lucke  
Program Administrator

David Anaya  
Program Coordinator

Keegan Fraley  
Program Coordinator

Maya Hanson  
Program Coordinator

John Hayden  
Program Coordinator

Linnea Holman  
Program Coordinator

Jonelle Jones  
Program Coordinator

May Loslso  
Program Coordinator

Jayden Myles  
Program Coordinator

Jenni Schubert  
Program Coordinator

Joe Susag  
Program Coordinator

Mai Yer Yang  
Program Coordinator

Kaela Worrall  
Program Coordinator

Kelly Deutschman  
College Success Advisor

Kabao Xiong  
College Success Advisor