OUR MISSION
Our mission is to transform the lives of disadvantaged high school students through skills training, meaningful internships, and impactful relationships.

OUR VISION
We envision a future when all youth finish high school equipped and empowered with the knowledge and skills required to achieve career success and a lifetime of economic self-sufficiency.

Dear Friends and Supporters,

2016 was another successful year for Genesys Works Chicago as we celebrated our sixth consecutive year of growth. With the support of an increasing number of corporate partners, schools, funders, and students, Genesys Works put more youth to work this year than ever before. These underserved students—many of whom believed the professional world was out of reach—earned a record-setting $1.4 million in wages, added value to 56 Chicago employers, and strengthened and diversified Chicago’s workforce pipeline. This is how Genesys Works “works.” For students. For Companies. For Communities.

We are excited about a new partnership, launched this year, that will demonstrate why our program works so well. Chicago Beyond selected Genesys Works as a winner of its first-ever GO Innovate Challenge. In addition to investing $800,000 in our program, Chicago Beyond is funding a research partnership with the University of Chicago’s Urban Labs to analyze the effectiveness of Genesys Works on college matriculation, graduation, and workforce outcomes. As we better understand what works and why, we can attract more partners and serve more students in Chicago and nationwide.

In 2016, we also launched new initiatives to enhance the professional development opportunities for our Young Professionals after they graduate from high school. 96% of these Alumni enroll in college, and our Alumni Program is committed to guiding them through college and into the workforce. This year, we added a new staff member to develop career-readiness initiatives and hosted the first annual three-day Career Connections Workshop. As a result, 75 Alumni worked in paying jobs or internships with Genesys Works partners.

Thank you for being part of this incredible year and for continuing to believe in the potential of Chicago’s youth. Without you, Genesys Works would not make such a meaningful impact on the students, companies, and communities we serve.

With gratitude,

JIM MORGAN
EXECUTIVE DIRECTOR
GENESYS WORKS CHICAGO

Cover Photo: Angela Harris Photography
WHY THE WORK WE DO MATTERS

Students growing up in low-income environments often don’t know what career opportunities exist, nor do they realize that a professional career is attainable, putting them on a lifelong path of under-employment and unable to reach their true potential. At the same time, the disparity between what students are taught in the classroom and what’s needed for success in the workplace continues to widen. Across America, millions of young people are shut out of today’s workplace because they lack relevant skills and work experience, while millions of jobs go unfilled because companies struggle to find qualified candidates.

Genesys Works is dedicated to building bridges between economically-disadvantaged high school students, businesses seeking skilled talent, and a public education system struggling to produce market-ready graduates. Through comprehensive workplace training, meaningful internships, and supportive college and career coaching, Genesys Works not only helps students see that a professional career is within reach, we’re arming them with the skills and opportunities that will enable them to achieve their career goals.

OUR IMPACT

First and foremost, we transform student lives. This transformation takes many forms, from the confidence that comes from succeeding in one’s first professional job, to the pride of becoming the first in one’s family to graduate from college. But our impact goes well beyond the students we serve. It’s felt by our business partners as we create their skilled workforce of tomorrow and ripples through our Chicago community as we build wealth, and reduce disparities, for those most in need. It’s clear to see – Genesys Works.

Our Model: The Genesys Works program is intensive, both in terms of what it asks of its students and what it offers in return. We achieve our mission through four interlocking program components:

8 weeks of skills training the summer before senior year of high school.

1,000 hours in a paid year-long corporate internship.

60 hours of counseling on college and career pathways.

Ongoing support to help students achieve college and career success.

STUDENTs SERVED

503

62% FEMALE 38% MALE

<table>
<thead>
<tr>
<th>STUDENTS OF COLOR</th>
<th>QUALIFY FOR FREE OR REDUCED LUNCH</th>
<th>FIRST-GENERATION COLLEGE STUDENTS</th>
<th>OF PARTICIPANTS GRADUATE FROM HIGH SCHOOL</th>
<th>OF ALUMS ULTIMATELY ENROLL IN COLLEGE</th>
<th>OF ALUMS HAVE GRADUATED OR ARE STILL ENROLLED IN COLLEGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>99%</td>
<td>96%</td>
<td>82%</td>
<td>100%</td>
<td>96%</td>
<td>75%</td>
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</tbody>
</table>

13x SOCIAL RETURN ON INVESTMENT

* Social Return on Investment Analysis published March 2017 by Dr. Clive R. Belfield, Columbia University.
SKILLS TRAINING

Students begin the Genesys Works program with eight weeks of rigorous training during the summer before their senior year of high school. The training is designed to empower students to break out of their comfort zone and transform into young professionals. They gain tangible technical and professional skills ranging from Microsoft Office and troubleshooting, to interpersonal communication and time management that are critical to success at work, school, and beyond.

With the deep level of support provided by Genesys Works Program Coordinators, students like Leslie emerge from the training with confidence and poise, ready to tackle real-world problems head on and empowered to re-envision their future. The training is the first step in transforming Chicago’s youth into tomorrow’s workforce.

MEANINGFUL INTERNSHIPS

Upon completing their training, students are hired by Genesys Works and placed in a paid, year-long internship at a local corporation. Our corporate partners receive a diverse and talented pool of interns ready to fill skilled jobs, while students get the opportunity to experience professional success.

Genesys Works is not your typical internship program; we offer an immersive workplace experience for high school students beyond the summer. Students typically work 1,000 hours and become essential members of the team, taking on significant projects. The relationship with their supervisor is part mentorship and part employee development. Together they embark on a transformational journey where both feel the profound impact of the experience. This “win-win” model enables students to positively contribute to the company’s bottom line, and corporate partners to fundamentally change the lives of our students and the community.

“The skills training program was rigorous – I was pushed out of my comfort zone and learned a lot about accounting and business. By the end of the eight weeks, I knew I was ready to break into the professional world as a William Blair intern.”

Leslie Martinez
Investment Management Accounting Intern, William Blair
Senior, Whitney Young Magnet High School

“The PrivateBank has found great value in the Genesys Works program and appreciates the work our interns have completed. From the very beginning our interns have been eager to contribute to the success of their teams.”

Kenneth R. Shogren
Managing Director, Office of the President & CEO
The PrivateBank

195 STUDENTS IN TRAINING
156 HOURS STUDENTS SPEND IN SKILLS TRAINING
127 STUDENTS EARNED YEAR-LONG PAID INTERNSHIPS

56 CORPORATE PARTNERS
$10,000 AVERAGE STUDENT EARNINGS DURING SENIOR YEAR
$1,400,527 TOTAL EARNINGS OF 2016 INTERNS
Throughout the program, Genesys Works provides students with one-on-one counseling for college readiness and career success. Our program staff guides students in a variety of activities, including financial aid and college applications, providing an unrivaled level of personalized support. Many of our students will become the first in their families to attend college, making our intensive services even more essential.

Once students graduate from high school, our Alumni Program supports them during a critical transition. Support staff provide college support resources, host academic and professional development events and place alumni into professional internships, all in an effort to guide them toward economic self-sufficiency. For someone like Elizabeth, the college internships pave the way for a full-time job and open doors previously thought unimaginable.
A NATIONAL SOCIAL ENTERPRISE

2016 marked yet another year of student growth and community impact, highlighted by the expansion into the National Capital Region and San Jose, California. The impact of our work is significant – not just on student lives, but on the communities we serve. A recent Social Return on Investment study by Columbia University calculated a $13.46 economic return to society for every $1 invested in our program. Results from research studies like these confirm, more than ever, that Genesys Works indeed changes the trajectory of life for youth from disadvantaged backgrounds by engaging them on paths to college and career success. Now we must further scale our impact to serve many more students, both by going deeper in our existing sites, and by accelerating our expansion efforts to new cities across the nation.

It’s clear to see that Genesys Works…works. With your support, we can transform the lives of thousands more low-income students across our country, creating a more productive and inclusive workforce in the process.

RAFAEL ALVAREZ
FOUNDER AND CEO GENESYS WORKS

OUR CORPORATE PARTNERS

The collaboration between Genesys Works and our corporate partners is at the heart of our success. We want to thank the following companies for providing the life-changing opportunities they have provided to our young professionals.
OUR FINANCIAL SUPPORTERS

Genesys Works is able to make a difference in the lives of disadvantaged youth because of the financial contributions made by our generous donors. Through your gifts, we are helping move more students out of poverty and into the economic mainstream. For these gifts we are most grateful.

$250,000+
Citi Foundation

$100,000+
After School Matters
Chicago Beyond

$50,000+
Chicago Blackhawks Community Fund, a McCormick Foundation fund

$25,000+
A Better Chicago
Allstate Insurance Company
Bruce and Gloria Cox
Thomas Gleitsman
Kirkland & Ellis
Polk Bros. Foundation

$10,000+
Anonymous
Chicago Mercantile Exchange
Mohit Kapoor
Eric and Karen Patton
The PrivateBank
Silent IT
Slalom Consulting
Dan Steinman
York Solutions

$5,000+
Accenture
BDO
Capital One
Chicago Trading Company
Deluxe Corporation Foundation
Ecolab Foundation
IBM
Dr. Jack and Katy Lukens Family Fund
Grand Rapids Community Foundation
Paul and Caitlin Maranville
Thomas Meyers
Microsoft
Alexandra and John Nichols
Tom and Patty Nolan
Jeff Warren

$2,500+
Anonymous
Awad Family Charitable Fund
Cory Cancila
Legal and General Investment Management America
Jim Morgan
Urban Partnership Bank

$1,000+
Rafael and Stephanie Alvarez
CBRE Foundation
Chemical Personnel Search
Aarti Dhupelia
Brian and Lisa Schneider Fabes
James Hayes
LCM Capital Management
Leo J. Shapiro and Associates
LivCor
Alan Mather and Amy Nowell
New Frontiers Foundation
Daniel Nottke

Kenneth and Nicole Shogren
Matthew Steinmetz
Klaus Thiedemann & Jamie Freveletti

$500+
Patrick Baikauskas
Barrington Motor Sales RV
Bednarz/McMahon Family Fund
Martha Boergadine
Dave Bolger
Kristine Johnson
Donald Laackman
Elizabeth Rafferty
Skender Foundation
Edward Swan

$250+
Anonymous
AT&T
Charles Barone
Holly Humphreys
Peter Karahalios
Manelia Family
John Mitchell and Sara Hays
Yuliet Pena
Timothy Sullivan

$100+
Adducci Family Foundation
Anonymous
Anonymous
Anonymous
Wayne Arner
Tim Arnold
Judy Bauer
Joan and David Bergman
Derek Bremer
Mary Jane Bruketta

Elaine Bucklo
Donald Burke
Stacy Chudwin
Kim Clarke
Olga Georgevich
Terence and Deanna Griffin
Ulf Henriksson
Greg and Tina Johnson
James & Julie Keane
Nancie King Mertz
Veer Kothari
Regina Logan
Laura and Cory Lukens
Nan Martin
Paul Mateja
Jay Milone
Joel Mudd
Deborah Obrien
Daniel T Reckamp
Mary Reed
Mary Reynolds
Diane Richards
Manuel Robles
Travis Rooke
Sarah Ruark
Cathryn Simkins
Thomas Sinkovic
Marc Smith
Margaret and Samuel Stuckey
Lisa Tallman
Veronique Thouin
Roy Thyesen
Adam Tishok
Lori Zimmer

SPECIAL THANKS
Accenture
After School Matters
All Chicago
Jeremie Bacon
Chicago Tech Rocks
Deloitte
Dress for Success
Economic Awareness Council
Free the Children
Genesys Works Chicago Client Advisory Group
Illinois Student Assistance Commission
Kirkland & Ellis
Andrew and Leah Rowland
Synap Software Labs
The PrivateBank
Think IT
University of Chicago Urban Labs
York Solutions

SUPPORTER SPOTLIGHT: CHICAGO BEYOND

In August 2016, Genesys Works Chicago won Chicago Beyond’s first ever GO Innovate challenge, which sought early-stage ideas that offer innovative programming in supporting college matriculation and graduation. Chicago Beyond will provide nearly $800,000 of funding to Genesys Works and invest in a research partnership with the University of Chicago’s Urban Labs. The research evaluation will analyze the effectiveness of the Genesys Works program on college matriculation, graduation rates, and future workforce participation. This will help Genesys Works better understand what works, for whom, and why, in order to impact a greater number of youth in Chicago and nationwide.
FINANCIAL REPORT

<table>
<thead>
<tr>
<th>INCOME STATEMENT (UNRESTRICTED)</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
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<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
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</tr>
<tr>
<td>Earned Income</td>
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<td>$1,823,125</td>
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<td>Contributed Income</td>
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<td>779,162</td>
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<td><strong>TOTAL INCOME</strong></td>
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<td>$2,553,205</td>
<td>$3,021,419</td>
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<tr>
<td><strong>EXPENSES</strong></td>
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</tr>
<tr>
<td>Student Wages</td>
<td>$813,291</td>
<td>$1,043,076</td>
<td>$1,400,527</td>
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<tr>
<td>Other Program Expenses</td>
<td>794,822</td>
<td>1,130,190</td>
<td>1,053,532</td>
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<td>General &amp; Administrative</td>
<td>248,531</td>
<td>277,099</td>
<td>334,103</td>
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<td>Fundraising</td>
<td>29,883</td>
<td>62,010</td>
<td>155,843</td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<td>$2,532,370</td>
<td>$2,927,005</td>
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<td><strong>CHANGE IN UNRESTRICTED NET ASSETS</strong></td>
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<td>$20,835</td>
<td>$94,414</td>
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BALANCE SHEET

<table>
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<tr>
<th>ASSETS</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
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</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
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<td>$421,681</td>
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<tr>
<td>Accounts Receivable</td>
<td>221,542</td>
<td>245,429</td>
<td>322,257</td>
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<tr>
<td>Other Current Assets</td>
<td>144,538</td>
<td>27,448</td>
<td>290,616</td>
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<tr>
<td>Property &amp; Equipment (Net)</td>
<td>4,466</td>
<td>13,217</td>
<td>8,927</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$753,005</td>
<td>$747,775</td>
<td>$1,010,984</td>
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<tr>
<td><strong>LIABILITIES</strong></td>
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</tr>
<tr>
<td>Accounts Payable</td>
<td>$239</td>
<td>$87</td>
<td>$15</td>
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<tr>
<td>Other Liabilities</td>
<td>211,227</td>
<td>168,813</td>
<td>128,727</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
<td>$211,466</td>
<td>$178,880</td>
<td>$138,743</td>
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<tr>
<td>Unrestricted Net Assets</td>
<td>$541,539</td>
<td>$562,174</td>
<td>$656,206</td>
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<tr>
<td>Temporarily Restricted Net Assets</td>
<td>-</td>
<td>16,101</td>
<td>226,036</td>
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<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>$541,539</td>
<td>$578,275</td>
<td>$882,242</td>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$753,005</td>
<td>$747,775</td>
<td>$1,010,984</td>
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STAFF

<table>
<thead>
<tr>
<th>Staff</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Jim Morgan</td>
<td>Executive Director</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laura Lukens</td>
<td>Director, Development and Communications</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Malinda McIntire</td>
<td>Director, Alumni Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Khaliyn Myrick</td>
<td>Program Director, Curriculum and Instruction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joseph Tolstoson</td>
<td>Program Director, Corporate Partnerships</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kevin Hartnett</td>
<td>Program Manager, Curriculum and Instruction</td>
<td></td>
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<tr>
<td>Sheri Lewis</td>
<td>Program Manager, School and Community Partnerships</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Robert Lloyd</td>
<td>Senior Program Coordinator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cary Archer</td>
<td>Program Coordinator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asia Calacagni</td>
<td>Program Coordinator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kaila Epps</td>
<td>Program Coordinator</td>
<td></td>
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<tr>
<td>Gabriela Godinez</td>
<td>Program Coordinator</td>
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<tr>
<td>Julia Logan</td>
<td>Alumni Coordinator</td>
<td></td>
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<tr>
<td>Gabriel Lopez</td>
<td>Program Coordinator</td>
<td></td>
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<tr>
<td>Tori Noerenberg</td>
<td>Program Coordinator</td>
<td></td>
<td></td>
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<tr>
<td>Jeff Polling</td>
<td>Recruitment Associate</td>
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<td></td>
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<tr>
<td>Tahira Moon</td>
<td>Alumni Administrative Assistant</td>
<td></td>
<td></td>
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<tr>
<td>Maritza Lara</td>
<td>Alumni Administrative Assistant</td>
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<table>
<thead>
<tr>
<th>2016 EXPENSE BREAKDOWN</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Student Wages</td>
<td>47.8%</td>
<td></td>
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<tr>
<td>Program Expenses</td>
<td>35.3%</td>
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<tr>
<td>General &amp; Administrative</td>
<td>11.4%</td>
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<tr>
<td>Fundraising</td>
<td>5.5%</td>
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INCOME AND EXPENSE GROWTH

<table>
<thead>
<tr>
<th>INCOME AND EXPENSE GROWTH</th>
<th>CONTRIBUTIONS</th>
<th>EARNED INCOME</th>
<th>TOTAL EXPENSES</th>
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<tbody>
<tr>
<td>2014</td>
<td>$1.0</td>
<td>$1.0</td>
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<tr>
<td>2015</td>
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<tr>
<td>2016</td>
<td>$1.0</td>
<td>$1.0</td>
<td>$1.0</td>
</tr>
</tbody>
</table>

76.6% OF EXPENSES FUNDED BY EARNED INCOME