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Dear Friends and Supporters,

2014 was another record year for Genesys Works – Chicago, as we achieved new highs in number of students in our program, number of school partners, and number of client partners. We would not be able to do this without the support of all of you.

In 2014 we celebrated the fifth anniversary of Genesys Works – Chicago. From our first class of 32 students, who were willing to take a chance on a new program, we have now served over 400 deserving, hard-working young people, willing to make an investment to improve the course of their lives. In this time, we have increased our number of clients from 7 to 30 and our number of school partners from 9 to 34.

The results that our students have shown have been equally impressive. 100% of Genesys Works’ program graduates have graduated from high school, 100% have been accepted into college, over 95% have entered college as freshman, and over 80% are persisting in their college education. Our first class of students will be graduating from college later this year. We look forward to being able to give you an update on college graduation in this report next year.

These types of numbers are a direct reflection of the hard work and dedication that our students show every day – at school, at work, and in our program. All of these results would not be possible without the assistance of our partners. Without all of you, our program would not exist. Working together, we can truly transform the outcomes for low-income youth in the city of Chicago.

Thank you for your generous support of the students and mission of Genesys Works – Chicago. We look forward to all that we can accomplish together in the year ahead.

With gratitude,

[Signature]
THE POWER OF HANDSHAKE

We think of a handshake as a beginning, as the start of a new relationship or venture. We forget that it is also the culmination of a journey.

By the time we shake hands with colleagues and supervisors on a first day of work, we have already acquired skills, experience, and networks that opened the doors to opportunity.

For too many of Chicago’s youth, that handshake never materializes. High school graduates launch into the workforce with minimal guidance, few skills, and no network. The Pew Research Center discovered that only 31% of millennials without a college degree considered their education to be “very useful” preparation for work and a career. Simply put, young adults leave high school without the preparation needed to succeed in the workforce.

We want every student to show up for the first day of work with the skills and knowledge needed to capitalize on a valuable opportunity. By the time students complete the Genesys Works summer training and meet new supervisors, they have each invested 150 unpaid hours of their summer vacation, giving public speeches, learning basic desktop support, mastering Microsoft Excel skills, and, yes, practicing handshakes. Genesys Works’ interns are not only prepared for internships, they are a better future at work.

2014 PROGRAM PROFILE

128 students trained
95 students earned Cisco IT Essentials Certification
96% students of color
91% students eligible for free or reduced lunch

IMPACT AND GROWTH

Number of Students in Genesys Works – Chicago Program

2010 2011 2012 2013 2014
32 69 71 104 128

MIN
THOMAS KELLY HIGH SCHOOL
INTERN, RUSH UNIVERSITY MEDICAL CENTER

When Min started summer training, he never would have imagined the change to come. During training, Min had trouble with assignments because the password to his computer did not work. He was not confident enough to ask for help. But, Min’s determination to succeed helped him to grow. He practiced speeches and worked to socialize with others to build his confidence. Now, Min is a valued team member at the Rush University Medical Center, assisting in the set up and deployment of critical equipment across the hospital campus.
Through their experiences at a corporate internship, Young Professionals learn what it takes to forge a path towards a better career and a better life. And, they’re willing to work for it.

In July 2014, National Public Radio called Americans between the ages of 16 and 24 “a lost generation of workers,” noting that “a whopping 5.8 million young people are neither in school nor working.”2 Young Americans are more likely now than they were even a decade ago to leave high school without a single job on their resumes. This lack of experience is costly for today’s youth. A survey by the National Association of Colleges and Employers found that 76.3%3 of employers cited relevant work experience as the deciding factor in the employment process.

The situation is especially dire for low-income students. They are not only less experienced than previous generations, but their personal networks rarely extend beyond family and friends who face the same economic hardships. Should they pursue a college degree, many still cannot afford the kind of unpaid internships that serve as a launching pad and network-builder for many middle- and upper-income students.

A Genesys Works internship opens the doors of opportunity for low-income students while they still have time to evaluate postsecondary educational and career goals. With an average of 1,000 hours of work experience at companies like Accenture, AT&T, Kirkland & Ellis, and TransUnion, interns become valued contributors to a team, build meaningful relationships with colleagues, and gain insight into their own strengths, areas for growth, and personal interests. It gives students confidence rather than fear as they plan for the “real world.”

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Aaron has always dreamed of working in technology. He spent days after school studying and building his skills with the hopes of one day starting a career in the field. Then, he joined Genesys Works and made his dreams come true. At the Rush University Medical Center, Aaron has become known for his friendly nature and skill with technology, being requested by members of the hospital staff to fix their machines. “I finally got out of the classroom and to work. I’m a step ahead.”
Young people in Chicago are generally unable to actualize their potential and stuck on a path to underemployment. Only 65%\(^4\) of Chicago Public School students will graduate from high school. Of the graduates, 57%\(^5\) will enroll in college.

What we refer to as an achievement gap in education is really an opportunity gap in our society: students who miss out on an education today are almost certain to miss out on employment opportunities tomorrow. According to the Georgetown Center on Education and the Workforce, “64%\(^6\) of all jobs in Illinois...will require some postsecondary training beyond high school in 2018.” Yet just 65% of low-income Chicago Public Schools students graduate from high school in four years.

At Genesys Works, 100% of students who complete the program also graduate on time. But if we want low-income students to be competitive in the 21st century job market, we need to look beyond a high school diploma. Every Genesys Works intern is supported by a Program Coordinator who provides students with individualized career and college counseling. Coordinators serve as a sounding board and guide for students as they research college options, submit applications, complete the Free Application for Federal Student Aid (FAFSA) and navigate the enrollment process. This support is especially crucial for the low-income students served by Genesys Works as a vast majority of interns in the Class of 2015 will be the first generation in their families to graduate from college.
“Now, I can do anything. I’m ready for anything.”

At his internship at Rush University, Jesus gained trust and respect; being sent across the campus to work with technology on his own. “I’m going to fix important people’s computers? Me? I was still in high school.” Jesus made connections at his internship that lead him to a position with the training staff of the Chicago Bulls; a huge step for a young man that wants to be an athletic trainer for that very team after he graduates from college.
Interns and their client supervisors have a unique relationship. They work closely together daily, helping one another to grow professionally and personally. Tanisha has seen a lot of growth in her intern, Michael, in just a few months. To her this is “not just an assignment,” she wants to see Michael succeed and pushes him to reach his potential. She believes in Michael and that has helped to change his world.
A community is a group of individuals gathered under a common goal. We value the community of people supporting our program’s mission. From family to workplace colleagues, school staff to program coordinators, financial supporters to corporate client partners, our community supports the growth and development of these young men and women looking to change the trajectory of their lives. Together, we are building a community where low-income youth matter, contribute, and belong. To our many supporters: we thank you.

Michael is just one of the many young people that work with Program Coordinator, Robert Lloyd. With all of them, Robert goes above and beyond to help them succeed. “He’s like my big brother,” says Michael, “he’s always open with me and very helpful.” Robert has helped Michael grow from being unsure of himself to a true young professional who is confident and has the determination to take on any challenge at his internship at TransUnion.
OUR CORPORATE PARTNERS

We would like to thank all of our corporate partners for being the catalysts for change that our future leaders need. By providing Chicago’s students with ongoing support and an opportunity to realize their potential, you are helping to change the trajectory of their lives.
This is really amazing,” says Maritza with a glowing smile on her face. At just eighteen years old, Maritza’s resume is already impressive. As an intern at AT&T, Maritza dove deep into her team’s spreadsheets and helped her company recover over $380,000. For Maritza, this is a bright spot in an amazing year. “I’ve learned so many things I can take into life. I’ve learned to push myself.” With every day, Maritza strives to learn something new to help prepare herself for college and assist AT&T in reaching its goals.
To our financial supporters, Genesys Works is not charity. It is an investment in the future. We would like to thank the following financial supporters for helping us to reshape the lives of these future leaders and create the new young professionals of the 21st century.

**100,000+**
A Better Chicago

**50,000+**
AT&T Foundation
JPMorgan Chase Foundation
Anonymous Funder

**20,000+**
Creating IT Futures Foundation
Invest for Kids
WGN Radio Neediest Kids Fund
Anonymous Funder

**10,000+**
Finnegan Family Foundation
Kirkland & Ellis Foundation
Polk Bros. Foundation

**5,000+**
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**$2500+**
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Philip Hazen
Nancy Johnson
Barry Jungels
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Denise Nowak
Cathryn Simkins
Michael Williams

**$1000+**
Rafael and Stephanie Alvarez
CME Group
Aarti Dhupelia
Daniel Nottke
RailGiving
TransUnion
Patricia Werhane

**$100+**
Jeannine Benoit Adams
Court Balinger
Jo Bauer and Hannah Gottschall
Judy Bauer and Richard Koretz
Ronald Bauer
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Thomas Nolan
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Robert and Laura Dignan
Dan Foran
Patrice Hagans
Dennis Hall
Anne Hobbs
Katherine Lang
Darcy Lornezen
Timothy Mannix
Julie McWilliams
Vicki Nguyen
Lee Ostrander
Marco Prete
Daniel Reckamp
Vince Samford
Susie Steinfels
Margaret Stuckey
Michael Stuckey
Sam Stuckey
Andrew Watkins
Steve Wassmann
“I feel like I’m still a part of the family,” says Jessica. Like many college students, navigating the responsibilities of college is difficult and often a barrier to graduation. With a generous gift from AT&T, Genesys Works – Chicago has bolstered its alumni program, providing support to students like Jessica working to graduate from college. After difficulties navigating the financial aid process, Jessica received guidance from Genesys Works. “They helped me realize what I can accomplish,” says Jessica as she smiles with confidence knowing she is on the path to graduation.
FINANCIAL REPORT

Income Statement Summary

<table>
<thead>
<tr>
<th>Year</th>
<th>Earned Income</th>
<th>Contributed Income</th>
<th>Other Income</th>
<th>Total Income</th>
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<tbody>
<tr>
<td>2012</td>
<td>$727,316</td>
<td>$340,792</td>
<td>-</td>
<td>$1,068,108</td>
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<tr>
<td>2013</td>
<td>$1,020,258</td>
<td>$515,247</td>
<td>-</td>
<td>$1,535,505</td>
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<tr>
<td>2014</td>
<td>$1,430,816</td>
<td>$611,423</td>
<td>-</td>
<td>$2,042,239</td>
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Expenses

<table>
<thead>
<tr>
<th>Year</th>
<th>Student Wages</th>
<th>Other Program Expenses</th>
<th>General &amp; Administrative</th>
<th>Marketing &amp; Fundraising</th>
<th>Total Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>$416,288</td>
<td>$488,384</td>
<td>$89,454</td>
<td>$23,927</td>
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<td>2013</td>
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<td>$546,431</td>
<td>$135,445</td>
<td>$40,372</td>
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<td>2014</td>
<td>$813,291</td>
<td>$763,636</td>
<td>$248,549</td>
<td>$29,852</td>
<td>$1,855,328</td>
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Change in Net Assets

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<thead>
<tr>
<th>Year</th>
<th>$50,055</th>
<th>$217,196</th>
<th>$186,911</th>
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Balance Sheet Summary

<table>
<thead>
<tr>
<th>Year</th>
<th>Cash and Cash Equivalents</th>
<th>Accounts Receivable</th>
<th>Other Current Assets</th>
<th>Property &amp; Equipment</th>
<th>TOTAL ASSETS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>$151,252</td>
<td>$84,922</td>
<td>$73,426</td>
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<td>2013</td>
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<td>$143,388</td>
<td>$10,100</td>
<td>$31,602</td>
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<td>2014</td>
<td>$472,459</td>
<td>$221,985</td>
<td>$54,592</td>
<td>$4,466</td>
<td>$753,502</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Accounts Payable</th>
<th>Other Liabilities</th>
<th>Total Liabilities</th>
<th>Total Equity</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$669</td>
<td>$266,025</td>
<td>$266,694</td>
<td>$128,699</td>
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<td>2013</td>
<td>$4,051</td>
<td>$237,569</td>
<td>$241,620</td>
<td>$345,895</td>
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<td>2014</td>
<td>$239</td>
<td>$220,456</td>
<td>$220,695</td>
<td>$532,807</td>
</tr>
</tbody>
</table>

Total Liabilities & Equity

| Year | $395,393 | $587,515 | $753,502 |

2014 Expense Breakdown

- Student Wages: 44%
- Program Expenses: 41%
- General & Administrative: 13%
- Marketing & Fundraising: 2%
“I can do this,” says Yulissa while describing what she has learned while at Genesys Works. As an intern at TransUnion, Yulissa has changed. “I used to hear all of the terms in meetings. Now, I know what they mean. I love coming in every day.” With her experience, she is more motivated at school and has been able to use her income to pay for a laptop that she desperately needed to do her school work. Yulissa is proud of her growth and, now, looks forward to the future.
GENESYS WORKS – CHICAGO

Our Mission is to enable 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.

BOARD OF DIRECTORS

- Rafael Alvarez: Founder and CEO, Genesys Works
- Jonathan Caforio: National Leader, Consulting Strategic Enablement, McGladrey LLP
- Gloria Cox: Executive Vice President, Professional Services, Nielsen
- Aarti Dhupelia: Chief Officer, College and Career Success at Chicago Public Schools
- Carter Emerson: Of Counsel, Kirkland & Ellis (Secretary)
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- Mohit Kapoor: Chief Information and Technology Officer, TransUnion
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- Tom Meyers: Head of Distribution and Product Specialist, Legal and General Investment Management America (Treasurer)
- Tom Nolan: Partner, Accenture
- Eric Patton: Executive Director, Genesys Works – Chicago
- Dan Steinman: Partner, Accenture (Retired)
- Jeff Warren: CIO, Equity Office Properties

STAFF

- Claudia Diaz: Program Coordinator
- Ashley Huerta: Program Coordinator
- Sheri Lewis: Program Coordinator
- Robert Lloyd: Program Coordinator
- Melinda McIntire: Alumni Manager
- Khalfani Myrick: Program Manager
- Eric Patton: Executive Director
- Margaret Stuckey: Program Director
- Joseph Tollefson: Program Manager
- Nancy Wiltgen: Administrative Assistant
GENESYS WORKS – A NATIONAL NETWORK

Genesys Works – Chicago is one of four Genesys Works programs operating across the U.S. working together to serve the needs of students, schools, and companies in our respective communities. Since the founding of Genesys Works in Houston in 2002, new operating subsidiaries have opened in the Twin Cities, Chicago, and Bay Area, with the greater Washington, D.C. area location scheduled to open in 2016.

1,250 students served nationally in 2014

$5.3M earned by students in 2014

95% students enrolling in college after completing program

80% students have graduated or are still enrolled in college

169 corporate partners providing meaningful internship opportunities in 2014

3,139 students served nationally since 2002

Data reflects all sites since inception in 2002.

*Annual numbers reflected in graphic represent two student cohorts: students trained in previous year and students interning in current year.