In 2014 we celebrated The Posse Foundation’s 25th anniversary. Twenty-five years of Posse has produced some incredible moments.

There was a moment when that first student said he never would have dropped out of college if he’d had his “posse” with him. There was a moment when Vanderbilt University said they’d take a chance on an untested program. There was a moment when the first Posse Scholars took that Greyhound bus from New York City to Nashville, Tennessee. And there was a moment when we all collectively realized: This is going to work.

Today, thousands of tremendously talented and inspired young people have become Posse Scholars. They have won an astounding $806 million in scholarships from Posse’s more than 50 college and university partners. They persist and graduate at a rate of 90 percent. They are becoming the leaders we so need in the world.

Posse Scholars represent the best of what America has to offer. Each year 16,000 students are nominated for fewer than 800 scholarship slots. The fewer than 5 percent who win these coveted spots as Posse Scholars are as diverse as the big cities from which they are recruited. Their dreams and aspirations are diverse as well. The qualities we see in them when they are only 17 years old—drive, keen intellect, curiosity, charm and leadership potential—will carry them into the workforce where they will become our next senators, CEOs, journalists, entrepreneurs and top scientists.

In 2014, with 10 outstanding partner colleges and universities, Posse expanded its Science Technology Engineering and Math initiative in response to a challenge from the White House to do more for underrepresented students. Over the next five years, an additional 500 students will be selected for this program. We are excited to see these young people pursue their passion for research, innovation and discovery in the sciences.

In 2014 we were thrilled when Dartmouth joined Vassar and Wesleyan in Posse’s post-9/11 U.S. veterans initiative. We expect to see this program double or triple in size over the next several years.

In 2014 Posse committed to opening in the San Francisco Bay Area—our 10th location—making it possible for the Foundation to pursue its 2020 goals and ultimately serve 5,000 students per year in its high school-through-college programming.

Twenty-five years is a milestone anniversary that Posse would not have reached without your support, without your advocacy for the mission, without your belief in these Scholars. We thank you for being part of this national movement and we look forward to the next 25 years. We know we will see incredible successes as Posse Scholars take on the country’s greatest challenges.
The Posse Foundation, founded in 1989, identifies public high school students with extraordinary academic and leadership potential who may be overlooked by traditional college selection processes. The Foundation extends to these students the opportunity to pursue personal and academic excellence by placing them in supportive, multicultural teams—Posses—of 10 students. The Foundation’s partner colleges and universities award Posse Scholars four-year, full-tuition leadership scholarships.

The Posse model works for both students and college campuses and is rooted in the belief that a small, diverse group of talented students—a Posse—carefully selected and trained, can serve as a catalyst for increased individual and community development.

As the United States becomes an increasingly multicultural society, Posse believes that the leaders of this new century should reflect the country’s rich demographic mix, and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems. One of the primary aims of the Posse Program is to train these leaders of tomorrow.

1. To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds.
2. To help these institutions build more interactive campus environments so that they can become more welcoming institutions for students from all backgrounds.
3. To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.
THE POSSE FOUNDATION ACHIEVES ITS GOALS THROUGH FIVE PROGRAM COMPONENTS:

1. RECRUITMENT
2. PRE-COLLEGIATE TRAINING PROGRAM
3. CAMPUS PROGRAM
4. CAREER PROGRAM
5. POSSE ACCESS

FIVE PROGRAM COMPONENTS
1. RECRUITMENT
From September to December each year, Posse conducts the Dynamic Assessment Process (DAP), a unique evaluation method designed to identify young leaders who might be missed by traditional admissions criteria but who can excel at selective colleges and universities. Using nontraditional forums to evaluate potential, DAP offers students an opportunity to demonstrate their intrinsic leadership abilities, their skill at working in a team setting, and their motivation and desire to succeed. DAP has proven to be an extremely effective tool for identifying outstanding young leaders. Through a three-part process, including large-group and individual interviews, Posse staff and partner college and university administrators ultimately select a diverse group of 10 students for each institution, thus forming a Posse.

2. PRE-COLLEGIATE TRAINING PROGRAM
From January to August of their senior year in high school, Posse Scholars meet weekly with staff trainers and their Posse peers for two-hour workshops. The Pre-Collegiate Training Program consists of workshops that address four areas: 1) team building and group support, 2) cross-cultural communication, 3) leadership and becoming an active agent of change on campus, and 4) academic excellence. The goal of the Pre-Collegiate Training Program is to prepare Scholars for leadership roles on campus and for the high-level academic expectations of their colleges.

3. CAMPUS PROGRAM
The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of Posse on campus. Posse staff members visit each college and university four times a year for meetings with Posse Scholars, campus liaisons and mentors. During a Posse’s first two years on campus, Scholars meet with their mentor each week as a group and every other week individually. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.

4. CAREER PROGRAM
The Career Program supports Posse Scholars as they transition from being leaders on campus to becoming leaders in the workforce. Posse plays an integral role in the professional development of these young people by providing them with the tools and opportunities necessary to secure highly competitive and career-enhancing internships and jobs. One of the ways Posse achieves this is by partnering with exceptional companies and organizations, both nationally and abroad. The Career Program has three core components: 1) The Internship Program, 2) Career Counseling Services and 3) The Alumni Network.

5. POSSE ACCESS
Posse Access is an online database designed to give Posse partner colleges and universities exclusive access to unselected student nominees to consider for regular admission. Through Posse Access, the hundreds of finalists nationwide who are not selected can opt to have their application profiles made available to each of Posse’s partner institutions. By identifying candidates through the Posse Access database, partner schools benefit from Posse’s holistic approach to evaluating student potential and see a much greater pool of highly qualified students.
IN ADDITION TO ITS TRADITIONAL MODEL, THE POSSE FOUNDATION offers two specialized programs that serve post-9/11 U.S. veterans and students interested in pursuing careers in science, technology, engineering and math (STEM). Both of these initiatives represent a strategic expansion of the Posse model and further the Foundation’s goal of building a diverse network of leaders for the nation.
POSSE VETERANS PROGRAM

The Posse Veterans Program identifies and supports veterans of the U.S. Armed Forces who have tremendous leadership and academic potential. Posse looks for veterans interested in pursuing bachelor’s degrees at top colleges and universities. By creating cohorts of veterans, preparing them for the college experience, and supporting them through graduation, the Posse Veterans Program ensures veterans’ success in college and, ultimately, the workforce.

PROGRAM PARTNERS

DARTMOUTH COLLEGE
VASSAR COLLEGE
WESLEYAN UNIVERSITY

POSSE STEM PROGRAM

The Posse STEM Program was developed to help institutions of higher education recruit dynamic students from diverse backgrounds interested in majoring in science, technology, engineering and math (STEM) fields. In addition to the traditional Posse programming, the Posse STEM model includes a two-week summer immersion program where students meet with STEM professors, conduct lab work, and take part in field trips; a STEM mentor chosen from STEM faculty, who supports the STEM Posse on campus; and research and internship opportunities with industry-leading companies and organizations.

PROGRAM PARTNERS

BRANDEIS UNIVERSITY (Posse New York)
BRYN MAWR COLLEGE (Posse Boston)
DAVIDSON COLLEGE (Posse Miami)
FRANKLIN & MARSHALL COLLEGE (Posse Miami)
MIDDLEBURY COLLEGE (Posse Los Angeles)
POMONA COLLEGE (Posse Miami)
SMITH COLLEGE (Posse New York)
TEXAS A&M UNIVERSITY (Posse Houston)
UNIVERSITY OF MICHIGAN (Posse Chicago)
UNIVERSITY OF WISCONSIN-MADISON (Posse New York)
COLLEGE + UNIVERSITY PARTNERS

THE POSSE FOUNDATION THANKS ITS COLLEGE AND UNIVERSITY PARTNERS.

This year Posse’s undergraduate partners awarded $118 million in leadership scholarships to Posse Scholars across the country.
## COLLEGE + UNIVERSITY PARTNERS

| AGNES SCOTT COLLEGE | FRANKLIN & MARSHALL COLLEGE* | TRINITY COLLEGE* |
| BABSON COLLEGE* | GRINNELL COLLEGE* | TULANE UNIVERSITY* |
| BARD COLLEGE* | HAMILTON COLLEGE* | UNION COLLEGE |
| BOSTON UNIVERSITY | HOBART AND WILLIAM SMITH COLLEGES | UNIVERSITY OF CALIFORNIA, BEERKELEY |
| BRANDEIS UNIVERSITY* | KALAMAZOO COLLEGE | UNIVERSITY OF CALIFORNIA, LOS ANGELES |
| BRYN MAWR COLLEGE* | LAFAYETTE COLLEGE* | UNIVERSITY OF MICHIGAN |
| BUCKNELL UNIVERSITY** | LAWRENCE UNIVERSITY | UNIVERSITY OF PENNSYLVANIA |
| CARLETON COLLEGE | MIDDLEBURY COLLEGE** | UNIVERSITY OF PUGET SOUND |
| CENTRE COLLEGE | MOUNT HOLYOKE COLLEGE | UNIVERSITY OF ROCHESTER |
| COLBY COLLEGE | NORTHWESTERN UNIVERSITY | UNIVERSITY OF SOUTHERN CALIFORNIA |
| THE COLLEGE OF WOOSTER | OBERLIN COLLEGE | THE UNIVERSITY OF TEXAS AT AUSTIN |
| CONNECTICUT COLLEGE | PEPPERDINE UNIVERSITY | UNIVERSITY OF VIRGINIA |
| CORNELL UNIVERSITY | POMONA COLLEGE* | UNIVERSITY OF WISCONSIN-MADISON*** |
| DARTMOUTH COLLEGE | SEWANEE: THE UNIVERSITY OF THE SOUTH | VANDERBILT UNIVERSITY |
| DAVIDSON COLLEGE | SMITH COLLEGE | VASSAR COLLEGE |
| DENISON UNIVERSITY* | ST. OLAF COLLEGE | WESLEYAN UNIVERSITY |
| DEPAUW UNIVERSITY* | SYRACUSE UNIVERSITY | WHEATON COLLEGE |
| DICKINSON COLLEGE* | TEXAS A&M UNIVERSITY* | |

* Dual-city partners recruit Posses from two different program sites each year, awarding 20 Posse Scholarships annually.
** Tri-city partners recruit Posses from three different program sites each year, awarding 30 Posse Scholarships annually.
*** Quad-city partners recruit Posses from four different program sites each year, awarding 40 Posse Scholarships annually.

The lists above reflect partnerships and affiliations established through June 2015.

## GRADUATE SCHOOL AFFILIATES

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<tr>
<th>CARNEGIE MELLON UNIVERSITY</th>
<th>UNIVERSITY OF WASHINGTON</th>
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<td>Heinz College School of Information Systems &amp; Management</td>
<td>College of Education</td>
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<td>Heinz College School of Public Policy &amp; Management</td>
<td>Evans School of Public Policy and Governance</td>
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The lists above reflect partnerships and affiliations established through June 2015.
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CAREER PROGRAM PARTNERS

THE POSSE FOUNDATION THANKS ITS CAREER PROGRAM PARTNERS. These outstanding companies, organizations and institutions help Scholars and alumni transition from being leaders on campus to becoming leaders in the workforce.
THE POSSE FOUNDATION CONGRATULATES THE POSSE SCHOLARS AND ALUMNI WHO WON COMPETITIVE NATIONAL AWARDS, FELLOWSHIPS AND GRADUATE STUDY OPPORTUNITIES IN 2014.

Since 2001 Posse Scholars and alumni have won more than 190 prestigious national fellowships and Posse currently has affiliations with six institutions that offer graduate school fellowship awards to Posse alumni. Below are profiles of four of the more than 50 who won awards in 2014.

GRADUATE + FELLOWSHIP PROGRAMS

ALEXIS NIEVES
FULBRIGHT SCHOLAR
WHEATON COLLEGE
CLASS OF 2014
Alexis Nieves won a Fulbright English Teaching Assistantship to Brazil. He will teach English at one of the country’s federal universities while researching Brazil’s education system. A political science major with an interest in a diplomacy career, he has previously won prestigious awards from The Thomas R. Pickering Foreign Affairs Fellowship Program, the Congressional Hispanic Caucus Fellowship and the Benjamin A. Gilman International Scholarship Program.

BEZA AYALEW
CDC FELLOW
DENISON UNIVERSITY
CLASS OF 2009
Beza Ayalew was selected as a 2014 APTR public health practice and policy fellow at the Centers for Disease Control and Prevention (CDC) in Atlanta, Georgia. She holds a master’s in public health from Boston University, and she was a 2009 recipient of the Fulbright Scholarship to Canada, where she researched the effectiveness of the country’s healthcare system for immigrant populations. She is currently an ORISE health educator fellow at the CDC.

JOEL VARGAS
FULBRIGHT SCHOLAR
LAFAYETTE COLLEGE
CLASS OF 2014
As a Fulbright Scholar, Joel Vargas is pursuing a master’s in film from the London College of Communication at the University of Arts London. In 2017, he will begin an M.F.A. program at the University of Southern California. In addition, he previously won awards from the Benjamin A. Gilman International Scholarship Program and the Beinecke Scholarship Program, as well as a Humanity in Action Fellowship.

RANA ABDELHAMID
TRUMAN SCHOLAR
MIDDLEBURY COLLEGE
CLASS OF 2015
Rana Abdelhamid, an international politics and economics major, was awarded a scholarship from the renowned Harry S. Truman Scholarship Foundation, which offers scholarships for graduate school, mentoring, and employment opportunities with the federal government or nationally focused nonprofit organizations. After graduating from college, she will pursue her graduate studies in immigration policy.
ATLANTA
YEAR ESTABLISHED: 2007
PARTNER INSTITUTIONS:
Bard College, Boston University, Brandeis University,
The College of Wooster, Texas A&M University
SCHOLARSHIP DOLLARS TO DATE: $51 million

BOSTON
YEAR ESTABLISHED: 1999
PARTNER INSTITUTIONS:
Bryn Mawr College, Bucknell University, Centre College,
Denison University, Hamilton College, Union College
SCHOLARSHIP DOLLARS TO DATE: $95 million

CHICAGO
YEAR ESTABLISHED: 2000
PARTNER INSTITUTIONS:
Agnes Scott College, Connecticut College, Cornell University,
Denison University, DePauw University, Middlebury College, Oberlin College,
Pomona College, St. Olaf College, Trinity College,
University of Michigan, University of Wisconsin-Madison
SCHOLARSHIP DOLLARS TO DATE: $144 million

D.C.
YEAR ESTABLISHED: 2004
PARTNER INSTITUTIONS:
Bucknell University, Grinnell College, Lafayette College,
Sewanee: The University of the South,
University of Rochester, University of Wisconsin-Madison
SCHOLARSHIP DOLLARS TO DATE: $73 million

HOUSTON
YEAR ESTABLISHED: 2012
PARTNER INSTITUTIONS:
Bryn Mawr College, Carleton College, Colby College, Texas A&M University,
The University of Texas at Austin, University of Virginia
SCHOLARSHIP DOLLARS TO DATE: $20 million

LOS ANGELES
YEAR ESTABLISHED: 2002
PARTNER INSTITUTIONS:
Bucknell University, Dickinson College,
Hobart and William Smith Colleges, Kalamazoo College, Middlebury College,
Northwestern University, Pepperdine University, Tulane University,
University of California, Berkeley, University of Wisconsin-Madison
SCHOLARSHIP DOLLARS TO DATE: $114 million

MIAMI
YEAR ESTABLISHED: 2009
PARTNER INSTITUTIONS:
Davidson College, Franklin & Marshall College, Hamilton College,
Mount Holyoke College, Pomona College, Syracuse University
SCHOLARSHIP DOLLARS TO DATE: $40 million

NEW ORLEANS
YEAR ESTABLISHED: 2011
PARTNER INSTITUTIONS:
Bard College, Grinnell College, Tulane University
SCHOLARSHIP DOLLARS TO DATE: $15 million

NEW YORK
YEAR ESTABLISHED: 1989
PARTNER INSTITUTIONS:
Babson College, Brandeis University, DePauw University, Dickinson College,
Franklin & Marshall College, Lafayette College, Lawrence University,
Middlebury College, Smith College, Trinity College,
University of Wisconsin-Madison, Vanderbilt University, Wheaton College
SCHOLARSHIP DOLLARS TO DATE: $244 million

VETERANS PROGRAM
YEAR ESTABLISHED: 2012
PARTNER INSTITUTIONS:
Dartmouth College, Vassar College, Wesleyan University
SCHOLARSHIP DOLLARS TO DATE: $9 million
POSSE NATION’S NEW SCHOLARS
CLASS OF 2019

IN 2014, 701 REMARKABLE YOUNG PEOPLE FROM ACROSS THE UNITED STATES WERE AWARDED THE POSSE SCHOLARSHIP.

Together with thousands of Scholars on campus and alumni in the workforce, they are the leaders of tomorrow. In the pages that follow are profiles of nine public high school students and a veteran of the U.S Armed Forces who represent the tremendous diversity and ability of all Posse Scholars.
Kelsey Davis is the founder of Next Up, a program that helps kids discover their leadership potential through activities that encourage collaboration and communication. Her six-week curriculum, approved by Georgia’s Cobb County superintendent and sponsored by the local YMCA, has been implemented at six elementary schools in the county, where more than 250 students have learned how to direct their strengths and actions into leadership and teamwork.

“I used to get in trouble all the time as a kid. When I got to high school, I wanted to create a program where, instead of kids being told that they were ‘bad,’ they learned how to turn their energy into something good.”
Dedicated to improving his hometown community of Pacoima, a Los Angeles neighborhood in the San Fernando Valley, Cesar Aguilar formed Paint the 818, an anti-vandalism and beautification service for small businesses in the 818 area code. Cesar is the first in his family to attend college and determined to return to Pacoima with a degree in civil engineering to design environments that draw people together and better serve the needs of his community.

“*I can’t imagine a better opportunity for me than Posse. I want to be one of the people who leads and stands up for others and represents culturally diverse Americans.*”
As an immigrant from Syria, Zouhair Almidani came to the United States only two years ago during the civil war. He rose to the challenge of navigating a new culture in Washington, D.C. and was elected president of his high school’s student government, developing a strongly held belief in the American Dream and a passion for the democratic process. With plans to study engineering, Zouhair is interested in the effect it can have on people’s daily lives and how he can help improve things—such as transportation—to secure a better future for everyone.

“Back in Syria it is hard to imagine a future. My dream was to go to college; the trick was figuring out how to get there. Here, if I work hard, I can build something for myself and my family.”

As an immigrant from Syria, Zouhair Almidani came to the United States only two years ago during the civil war. He rose to the challenge of navigating a new culture in Washington, D.C. and was elected president of his high school’s student government, developing a strongly held belief in the American Dream and a passion for the democratic process. With plans to study engineering, Zouhair is interested in the effect it can have on people’s daily lives and how he can help improve things—such as transportation—to secure a better future for everyone.
Growing up on Chicago’s South Side, Janeya Cunningham couldn’t ignore the gun violence plaguing the city and its effects on her peers. Determined to do something about it, she organized a small peace march at her school that in just two years has grown into a community movement and is currently the subject of a short documentary, *I Am for Peace*. The film, which includes remarks from U.S. Secretary of State Arne Duncan and Academy Award winner Jennifer Hudson, shows how the lives of young people are affected by violence and what students are doing to address the problem.

“I’ve learned that no matter how small the voices, they can still make a huge difference. I want the peace movement to be national, and I think the documentary can inspire people in many ways.”
Selam Nicola, who emigrated from Ethiopia to Houston, Texas, discovered common ground with her peers and blossomed as a leader through her involvement in school clubs and community service. Motivated by her own struggles to access and understand the educational opportunities available in the United States, Selam founded the Multi-Lingual Students Association at her high school. The organization offers academic and social support to students who recently immigrated to the U.S. so that they can broaden their opportunities, graduate from high school and apply to college.

“In Ethiopia, I didn’t even know what college meant. I only knew that I wanted to be something. Coming here expands your horizons. Now that I have all these opportunities, I think it’s important to help other people achieve their dreams.”

Selam Nicola, who emigrated from Ethiopia to Houston, Texas, discovered common ground with her peers and blossomed as a leader through her involvement in school clubs and community service. Motivated by her own struggles to access and understand the educational opportunities available in the United States, Selam founded the Multi-Lingual Students Association at her high school. The organization offers academic and social support to students who recently immigrated to the U.S. so that they can broaden their opportunities, graduate from high school and apply to college.
Kwaku Amponsah is ranked first in his class and among the first in his family to attend college. As president of the student council and captain of his high school’s varsity basketball team, he takes great satisfaction in leading his teammates to achieve a common goal.

"Being captain of the basketball team taught me how to gain respect from and empathize with people. I’ve learned that to get the best results from each person on a team, you have to approach them in different ways—in ways that respect their individuality and uniqueness."
The first in her family to attend a four-year college, Kristen Colon has her sights set on earning an M.D. She will attend college as a member of a Science Technology Engineering and Math (STEM) Posse. Kristen is president of the Health Occupations Students of America chapter at her high school and she won a gold medal in community emergency response at the state competition in Florida, eventually earning third place at the national level.

“I most value the quick thinking my emergency response training requires. It is helping me to become a better learner. I cannot wait to be the person who can help someone feel better, both physically and emotionally, through the use of medicine.”
Yush Kukreja is president of the speech and debate club, co-captain of the tennis team, and president of the National Honor Society at his New Orleans high school. As a rising high school junior Yush joined a stem cell research team led by a professor at Xavier University of Louisiana. His team’s research, which focused on finding a protein that would prevent stem cells from dying after transplants, won a first-place prize from the Cancer Association of Greater New Orleans.

“I really like the research component of science. The best thing about it is that even when you are not successful, you have the ability to make an advancement in the right direction. It’s really exciting when you see that you’ve made a difference in the science world.”
Motivated by the challenges faced by his older brother who is blind and their father who lost the use of his legs as a result of polio, Edgar Hernandez plans to major in biomedical engineering. Thanks to his studies at New York City’s Aviation High School, he already has a strong foundation in the basic principles of mechanical engineering and he will earn his professional aviation mechanic licenses from the Federal Aviation Administration before he matriculates at college.

“\nWhen I was a kid in Colombia, I didn’t think college was possible. But in America we have the tools to make things better. Engineering is a way to help people. I want to learn all I can in the biomedical field to design and build devices that can help people with disabilities live an easier life.\n
}
Isabel Castillo served in the Army for four years, rising to the rank of sergeant in record time. While stationed in South Korea, she became president of Better Opportunities for Single Soldiers, a community outreach program that connects soldiers with service opportunities at local soup kitchens and orphanages. She was named Soldier of the Year at the brigade level in recognition of her performance in fiber optic communications, knowledge of regulations, contributions to the community, and completion of physical challenges. At Vassar she plans to study behavioral neuroscience and biomedical engineering.

“The Army helped me get to know myself better. It teaches you to be humble and disciplined and opens your mind to different cultures. I’m proud that my soldiers were confident that I would have their backs.”

Isabel Castillo served in the Army for four years, rising to the rank of sergeant in record time. While stationed in South Korea, she became president of Better Opportunities for Single Soldiers, a community outreach program that connects soldiers with service opportunities at local soup kitchens and orphanages. She was named Soldier of the Year at the brigade level in recognition of her performance in fiber optic communications, knowledge of regulations, contributions to the community, and completion of physical challenges. At Vassar she plans to study behavioral neuroscience and biomedical engineering.
POSSE AT THE WHITE HOUSE
In January, Posse President and Founder Deborah Bial announced the expansion of the Posse STEM Program at a White House Summit on college opportunity. Bard College Posse Scholar Troy Simon introduced First Lady Michelle Obama at the summit. The following week, President Obama highlighted newly selected Dickinson College Posse Scholar Estiven Rodriguez during the State of the Union address.

UBBENS INCREASE GIVING TO $50 MILLION
Longstanding Posse board member Tim Ubben and his son, Posse Board Chair Jeff Ubben, increased their total giving to $50 million in honor of The Posse Foundation’s 25th anniversary.

POSSE MILESTONE ANNIVERSARIES
Posse New York, Posse Boston, Posse D.C. and Posse Miami celebrated their respective 25th, 15th, 10th and 5th anniversaries.

2014 HIGHLIGHTS

DEBORAH BIAL GIVES MOUNT HOLYOKE COMMENCEMENT ADDRESS
Posse President and Founder Deborah Bial delivered the commencement address at Mount Holyoke College. Her message to the graduates, which included Scholars from the college’s first Posse, was, “Be brave. Have the courage to stand up for what you care about, what you believe in.”
VETERANS PROGRAM EXPANDS
In response to a challenge from President Obama and the First Lady, Posse announced its plan to grow the Posse Veterans Program to include a total of 12 top colleges and universities. Dartmouth College signed on as the newest partner, joining Vassar College and Wesleyan University.

RECORD FOR POSSE STEM PROGRAM
Nearly 100 Scholars who will major in science, technology, engineering or mathematics (STEM) were selected for the Posse STEM Program, comprising the largest cohort of STEM Scholars in Posse history. Among these Scholars are the first for new partners Davidson College and Smith College and the first STEM Posses for Pomona College and Middlebury College, both of which also select traditional Posses.

POSSEPLUS RETREATS
More than 4,500 participants at 44 colleges and universities attended the 2014 PossePlus Retreats entitled “Revolt? Rethink? Reform?” to explore the history and future of civic engagement in the United States.

90 PERCENT PERSISTENCE AND GRADUATION RATE
In May, more than 400 Posse Scholars graduated from Posse partner institutions, joining an elite network of more than 2,600 Posse alumni as the next generation of leaders in a broad range of professional fields.

SCHOLARS WIN $118 MILLION IN SCHOLARSHIPS
Selected from an extremely competitive pool of more than 16,000 high school students, 701 new Scholars won $118 million in four-year, full-tuition scholarships from Posse’s partner colleges and universities.

AINSLIE ALUMNI ACHIEVEMENT AWARD
Wheaton College Posse alumnus Ryan Letada won the 2014 Ainslie Alumni Achievement Award in recognition of his contributions to the global community as CEO and co-founder of NextDayBetter, an organization that connects diaspora communities to create positive social change.

SCHOLARS AND ALUMNI WIN PRESTIGIOUS FELLOWSHIPS
Posse Scholars and alumni won 51 highly coveted fellowships for independent study, graduate-level research, international service and teaching assistantships.

STEPHEN COLBERT, JOHN LEGUIZAMO, LESLEY STAHL, JAMES TAYLOR AT POSSE GALA
The 2014 Annual Gala, An Evening of Stars, raised more than $3.6 million in honor of the Foundation’s 25th anniversary. With a musical performance by James Taylor, a video message from First Lady Michelle Obama, special appearances by Stephen Colbert and John Leguizamo, and a program emceed by Lesley Stahl, the evening celebrated 25 years of Scholar success.
ON MAY 21, THE POSSE FOUNDATION HELD AN ELEGANT BLACK-TIE GALA IN CELEBRATION OF ITS 25TH ANNIVERSARY. More than 700 guests gathered at Cipriani Wall Street in downtown Manhattan to raise more than $3.6 million to support the Posse program.

The gala opened with a video message from First Lady of the United States Michelle Obama, who congratulated Posse on its milestone anniversary and praised Scholars and alumni for their leadership. Special tribute was paid to Tim and Jeff Ubben for their long history of support and incredible philanthropic commitment to Posse.

SPECIAL THANKS
A true evening of stars, Posse is grateful to those who donated their time and talent to make the gala a night to remember: award-winning musician James Taylor, 60 Minutes correspondent Lesley Stahl, The Colbert Report host Stephen Colbert, and actor and comedian John Leguizamo. The highly successful fundraiser also featured Comedy Central-produced video tributes to Posse Scholars and programs.

CLOCKWISE FROM TOP LEFT
Award-winning musician James Taylor; Posse Board Chair Jeff Ubben, Posse President and Founder Deborah Bial, Posse Board member Tim Ubben; 60 Minutes Correspondent Lesley Stahl; Vanderbilt University Board of Trust Chairman Mark Dalton, The Colbert Report host Stephen Colbert; actor John Leguizamo.

POSSE'S ANNUAL GALA
INNOVATORS
2014 PLATINUM LEADERSHIP
CIRCLE DONORS
($100,000 – $249,999)
Anonymous (2)
The AMG Foundation
Kelly and Carrie Barlow
The Arthur M. Blank Family Foundation
The Farthing Foundation of Florida, Inc.
Goldman, Sachs & Co.
Kelly Granat and Susan Boland
Pamela and George F. Hamel, Jr.
Infor
Michael Kluger and Heidi Greene
Clarissa and Steven Liebowitz
Garrett and Mary Moran
Anna and Mason Moffitt
Karin and Philip Pead
Posse Boston Advisory Board
Larry and Sarahmay Robbins
Ali and Brad Singer
The Tsunami Foundation –
Anson and Debra Beard, Jr. and Family
Tudor, Pickering, Holt & Co.
Jeff and Laurie Ubben
Sharon & Timothy H. Ubben
Vassar College and Friends
Viacom

MENTORS
($10,000 – $14,999)
Suzanne and Michael L. Ainslie
Ryan Bittewell
Sapna and Brandon Boze
Beth and Rich Fentin
Susan and Jeffrey Goldenberg
Darlene and Gerald Jordan
Sara and Derek Lemke-vo Ammon
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THE POSSE FOUNDATION COULD NOT EXIST WITHOUT THE INCREDIBLE GENEROSITY OF ITS DONORS.

Your support has allowed thousands of students to shine in college and lead in the workforce. Together we are helping to build a dynamic network of critical thinkers and engaged citizens—stewards of our nation’s future. We thank you for the powerful difference you are making in the country and in the lives of so many young people.

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($5,000–$9,999)
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Anonymous
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Grinnell College Posse alumnus Adam Brumer (front) and Brandeis University Posse alumnus Edgar Ndjatou (back).

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Thank you to the Posse alumni who have pledged to make annual gifts of $250+ in support of the annual alumni giving campaign, “Answer the Call.” Your support of the Posse Scholars who follow in your footsteps demonstrates to the world that Posse matters.

ANSWER THE CALL

Includes donations as of March 31, 2015

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Tony Wang  Harvin Vallabhaneni
Xiao Ling Wang  Amber C. Walker
Jessica P. Wong  Tony Wang
Becky Yang  Xiao Ling Wang
<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$6,328,865</td>
<td>$5,879,353</td>
</tr>
<tr>
<td>Investments</td>
<td>44,977,193</td>
<td>43,549,311</td>
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<tr>
<td>University fees receivables</td>
<td>2,415,000</td>
<td>2,274,823</td>
</tr>
<tr>
<td>Pledges and other receivables, net</td>
<td>30,561,929</td>
<td>30,563,174</td>
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<tr>
<td>Prepaid expenses and other assets</td>
<td>686,347</td>
<td>584,907</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>507,087</td>
<td>490,044</td>
</tr>
<tr>
<td>Cash and cash equivalents - permanently restricted</td>
<td>2,043,550</td>
<td>43,550</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$87,519,971</strong></td>
<td><strong>$83,385,162</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$702,037</td>
<td>$432,237</td>
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<tr>
<td>Deferred rent</td>
<td>567,666</td>
<td>574,430</td>
</tr>
<tr>
<td>Deferred income</td>
<td>1,610,002</td>
<td>1,516,667</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>2,879,705</strong></td>
<td><strong>2,523,334</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>COMMITMENTS AND CONTINGENCIES</th>
<th></th>
<th></th>
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</thead>
</table>

<table>
<thead>
<tr>
<th>NET ASSETS (a) (b)</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>20,108,766</td>
<td>15,112,706</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>36,824,746</td>
<td>38,042,368</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>27,706,754</td>
<td>27,706,754</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>84,640,266</strong></td>
<td><strong>80,861,828</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOTAL LIABILITIES AND NET ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>$87,519,971</strong></td>
<td><strong>$83,385,162</strong></td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
### The Posse Foundation, Inc.

#### Statements of Activities

For the Years Ended December 31, 2014 and 2013

The accompanying notes are an integral part of these financial statements.

#### Support and Revenue:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2014</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$4,804,160</td>
<td>$7,753,061</td>
<td>$12,557,221</td>
<td>$12,557,221</td>
<td>$3,331,463</td>
<td>$16,004,777</td>
<td>$6,400,000</td>
<td>$25,736,240</td>
</tr>
<tr>
<td>University fees</td>
<td>2,321,666</td>
<td>-</td>
<td>2,321,666</td>
<td>2,321,666</td>
<td>2,228,333</td>
<td>-</td>
<td>-</td>
<td>2,228,333</td>
</tr>
<tr>
<td>Service fees</td>
<td>1,243,067</td>
<td>-</td>
<td>1,243,067</td>
<td>1,243,067</td>
<td>171,339</td>
<td>-</td>
<td>-</td>
<td>171,339</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>388,884</td>
<td>-</td>
<td>388,884</td>
<td>388,884</td>
<td>306,031</td>
<td>-</td>
<td>-</td>
<td>306,031</td>
</tr>
<tr>
<td>Investment income</td>
<td>61,365</td>
<td>1,344,037</td>
<td>1,405,402</td>
<td>1,405,402</td>
<td>686,424</td>
<td>5,324,513</td>
<td>-</td>
<td>6,010,937</td>
</tr>
<tr>
<td>Fundraising events, net of direct benefits to donors</td>
<td>4,890,522</td>
<td>-</td>
<td>4,890,522</td>
<td>4,890,522</td>
<td>3,416,561</td>
<td>-</td>
<td>-</td>
<td>3,416,561</td>
</tr>
<tr>
<td>Net assets released from restrictions (b)</td>
<td>10,314,720</td>
<td>(10,314,720)</td>
<td>-</td>
<td>-</td>
<td>10,341,669</td>
<td>(10,341,669)</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

**Total Support and Revenue:**

|                     | 24,024,384   | (1,217,622)           | 22,806,762             | 22,806,762 | 20,481,820   | 10,987,621             | 6,400,000            | 37,869,441 |

#### Expenses:

**Program services:**

- Recruitment and training programs: $14,462,643

**Supporting services:**

- Management and general: $2,301,166
- Fundraising: $2,264,515

**Total Supporting Services:**

|                     | 19,028,324   | -                      | 19,028,324             | 19,028,324 | 16,111,924   | -                      | -                      | 16,111,924 |

#### Change in Net Assets:

|                     | 4,996,060    | (1,217,622)           | 3,778,438              | 3,778,438  | 4,369,896    | 10,987,621             | 6,400,000            | 21,757,517 |
| Net assets - beginning of year | 15,112,706 | 38,042,368            | 27,706,754             | 27,706,754 | 10,742,810   | 27,054,747             | 21,306,754          | 59,104,311  |

**Net Assets - End of Year:**

|                     | $20,108,766  | $36,824,746           | $27,706,754            | $27,706,754 | $15,112,706  | $38,042,368            | $27,706,754          | $80,861,828 |

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## THE POSSE FOUNDATION, INC.
### STATEMENTS OF CASH FLOWS
#### FOR THE YEARS ENDED DECEMBER 31, 2014 AND 2013

The accompanying notes are an integral part of these financial statements.

### CASH FLOWS FROM OPERATING ACTIVITIES:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$3,778,438</td>
<td>$21,757,517</td>
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<tr>
<td>Adjustments to reconcile</td>
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<tr>
<td>change in net assets to</td>
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<tr>
<td>net cash provided by</td>
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<td></td>
</tr>
<tr>
<td>operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and</td>
<td>213,465</td>
<td>159,509</td>
</tr>
<tr>
<td>amortization</td>
<td></td>
<td></td>
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<td>Pledge discount net of</td>
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<td>amortization</td>
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<tr>
<td>Unrealized loss (gain)</td>
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</tr>
<tr>
<td>on securities</td>
<td></td>
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<tr>
<td><strong>Subtotal</strong></td>
<td>5,265,506</td>
<td>19,332,816</td>
</tr>
<tr>
<td>Changes in operating</td>
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<td></td>
</tr>
<tr>
<td>assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decrease in assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University fees</td>
<td>(140,177)</td>
<td>(69,947)</td>
</tr>
<tr>
<td>receivables</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges and other</td>
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<td>receivables, net</td>
<td></td>
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<tr>
<td>Accounts payable and</td>
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<td></td>
<td></td>
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<td>93,335</td>
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<tr>
<td>**Net Cash Provided by</td>
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<td>7,665,690</td>
</tr>
<tr>
<td>Operating Activities</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### CASH FLOWS FROM INVESTING ACTIVITIES:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of investments</td>
<td>(3,517,103)</td>
<td>(8,443,691)</td>
</tr>
<tr>
<td>Proceeds from sale of</td>
<td>821,683</td>
<td>1,314,375</td>
</tr>
<tr>
<td>investments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of property</td>
<td>(230,508)</td>
<td>(350,167)</td>
</tr>
<tr>
<td>and equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Change in restricted</td>
<td>(2,000,000)</td>
<td>1,028,291</td>
</tr>
<tr>
<td>cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Net Cash Used in</td>
<td>(4,925,928)</td>
<td>(6,451,192)</td>
</tr>
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<td>Investing Activities</td>
<td></td>
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</tbody>
</table>

### CASH FLOWS FROM FINANCING ACTIVITIES:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collections of</td>
<td>2,000,000</td>
<td>-</td>
</tr>
<tr>
<td>permanently restricted</td>
<td></td>
<td></td>
</tr>
<tr>
<td>contributions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>**Net Cash Provided by</td>
<td>2,000,000</td>
<td>-</td>
</tr>
<tr>
<td>Financing Activities</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### NET INCREASE IN CASH AND CASH EQUIVALENTS:

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash</td>
<td>449,512</td>
<td>1,214,498</td>
</tr>
<tr>
<td>equivalents – beginning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>of year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash</td>
<td>5,879,353</td>
<td>4,664,855</td>
</tr>
<tr>
<td>equivalents – end of</td>
<td></td>
<td></td>
</tr>
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<tr>
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</tr>
</tbody>
</table>

## Financial Statements

### The Posse Foundation, Inc.
### Statements of Cash Flows
#### For the Years Ended December 31, 2014 and 2013

The accompanying notes are an integral part of these financial statements.

### CASH FLOWS FROM OPERATING ACTIVITIES:

<table>
<thead>
<tr>
<th>Description</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$3,778,438</td>
<td>$21,757,517</td>
</tr>
<tr>
<td>Adjustments to reconcile change in net assets to net cash</td>
<td></td>
<td></td>
</tr>
<tr>
<td>provided by operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>213,465</td>
<td>159,509</td>
</tr>
<tr>
<td>Pledge discount net of amortization</td>
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<td>(399,507)</td>
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</table>
A) BASIS OF ACCOUNTING
Posse's financial statements have been prepared on the accrual basis of accounting. Posse adheres to accounting principles generally accepted in the United States of America.

B) BASIS OF PRESENTATION:
Posse maintains its net assets under the following three classes:
Unrestricted - represents resources available for support of Posse's operations over which the Board of Directors (the "Board") has discretionary control.
Temporarily restricted - net assets resulting from contributions and other inflows of assets subject to donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by actions of Posse pursuant to those stipulations. When such stipulations end or are fulfilled, such temporarily restricted net assets are reported in the statement of activities as net assets released from restrictions. Earnings on endowment assets are temporarily restricted until appropriated by the Board for spending.
Permanently restricted - net assets subject to donor-imposed stipulations that principal be maintained permanently by Posse.

C) ENDOWMENT NET ASSETS
The Board of Posse recognizes that New York State adopted as law the New York Prudent Management of Institutional Funds Act ("NYPMIFA") on September 17, 2010. NYPMIFA replaced the prior law which was the Uniform Management of Institutional Funds Act ("UMIFA"). In addition, NYPMIFA created a rebuttable presumption of imprudence if an organization appropriates more than 7% of a donor-restricted permanent endowment fund's fair value (averaged over a period of not less than the preceding five years) in any year. Any unappropriated earnings that would otherwise be considered unrestricted by the donor will be reflected as temporarily restricted until appropriated.

The Board has interpreted NYPMIFA as allowing Posse to appropriate for expenditure or accumulate so much of an endowment fund as Posse determines is prudent for the uses, benefits, purposes and duration for which the endowment fund is established, subject to the intent of the donor as expressed in the gift instrument. Unless stated otherwise in the gift instrument, the assets in an endowment shall be donor-restricted until appropriated for expenditure by the Board. The Board appropriated for expenditure $929,905 and $853,137 from the cumulative earnings on permanently restricted funds for the years ended December 31, 2014 and 2013, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

Posse’s endowment investment policy is to invest primarily in equities and fixed income securities based on an asset allocation to satisfy its overall endowment financial and investment objectives such as to preserve the principal, protect against inflation, receive stable returns and achieve long-term growth. Posse relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). Annual spending from the endowment fund for program expenses is established by the Board of Directors prior to the beginning of each fiscal year as part of the annual budget process. Unless authorized by the Board of Directors, the appropriations from the endowment funds should not deplete the real dollar value of the endowment fund.

FOR A COPY OF THE AUDITED FINANCIAL STATEMENTS, CONTACT:
The Posse Foundation, Inc.
14 Wall Street, Suite 8A-60
New York, NY 10005
Bryn Mawr Posse Scholar Menda François and Posse National Board member Diane Patrick, the co-managing partner at Ropes & Gray LLP in Boston and former first lady of the Commonwealth of Massachusetts.
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Pam Phillips Weston  
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Erik Logan  President, OWN: Oprah Winfrey Network and Harpo Studios
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Sandra Lee Montgomery  Partner, Proskauer Rose LLP
Ty Onstad  EVP Corporate Responsibility & Chief Diversity Officer, Iron Mountain
Eric Schiffer  Partner, Gratitude Ventures, LLC; Former CEO, 99¢ Only Stores
Greg Sainko  Senior Advisor & Board Member, Altegra Health
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Rajeev Vrij  Managing Partner, Tennenbaum Capital Partners, LLC
Craig Wadler  Managing Director, Moelis & Company
James Wilcox  Vice President, Investment Management Division, Goldman, Sachs & Co.

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Sabrina R. Ferris  Shareholder, Greenberg Traurig, P.A.
Teresa P. Foxx  Director and General Manager, Barclays Corporate & Investment Banking, Miami
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Ethel Jones  Vanderbilt University Posse Alumna (New York); Project and Creative Manager, Crispin Porter + Bogusky
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SINCE 1989

6,275 SCHOLARS

$806,000,000 IN FOUR-YEAR, FULL-TUITION SCHOLARSHIPS

90% PERSISTENCE + GRADUATION RATE

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53 PARTNER COLLEGES + UNIVERSITIES

3 MAJOR GOALS

• Expand the pool of candidates from which top colleges select their student bodies
• Build stronger, more interactive campus communities
• Graduate Scholars so they can become leaders in the workforce

3 MAJOR GOALS

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• Cohort model
• Preparation
• Campus support and mentoring
• Career support
• Scholarships
• Strength-based model

50
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