In 2015, from more than 17,000 nominations nationwide, 718 new Posse Scholars were selected. They join a growing network of Posse Scholars and alumni that today is more than 7,000 strong.

As we look to the future, we have great confidence in the ability of these young people to lead our nation. They are as diverse as the American population and represent the best of what this country has to offer. We thank our supporters and partners in higher education for their deep commitment to these students.

The past 10 years have been ones of tremendous growth for The Posse Foundation. I want to acknowledge that Posse’s successes would not have been possible without the decade-long service of one of the organization’s greatest champions, Jeff Ubben.

During Jeff’s tenure as Posse’s board chair, from 2007 to 2016, the organization grew exponentially. Jeff helped establish 47 new college and university partnerships and led the organization to double its number of chapters. Under his leadership, Posse’s assets increased to nearly $80 million. Jeff was one of two donors to underwrite the expansion of Posse’s STEM Program, allowing it to double in size. Similarly, he helped establish the Posse Veterans initiative. He was instrumental in expanding the national board and local advisory boards, bringing on countless new supporters and advocates. He recruited VIPs and celebrities to work with the organization, including John Leguizamo, Bruno Mars and Sting.

Jeff’s personal success, gregarious spirit and generous heart serve as a model for all Posse Scholars and alumni. Always modest, never seeking the limelight, Jeff has personally committed close to $30 million to this organization.

Above all, Jeff is a powerful advocate for Posse Scholars. He understands how deeply this country needs their intellect and insights.

It has been my personal honor and privilege to have worked with Jeff. Our board, our staff, our Scholars and alumni thank him. We all look forward to continuing to count him among the most important advocates for the promotion of equity and excellence in the ranks of leadership in this country.

The following pages highlight Posse’s successes over the past year and the wonderful Scholars who are defining a new American leadership.

Warmly,

Deborah Bial
President + Founder

DEAR FRIENDS,

Warmly,

Deborah Bial
President + Founder
Arne Duncan with Posse Scholar Janeya Cunningham at DePauw University’s Ubben Lecture series, where he spoke about education and highlighted Janeya as an exemplary student leader.
CONCEPT
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.

MISSION
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.

THREE GOALS
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.

Like the President, I’m a huge fan of Posse. You guys have done an unbelievable job and your graduation rates are through the roof. It’s a really innovative, thoughtful program.

ARNE DUNCAN
FORMER U.S. SECRETARY OF EDUCATION
Five Program Components
### Recruitmenent
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.

### 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.

### 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.

### 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, jobs, graduate degrees and fellowships. Posse achieves this by partnering with exceptional companies and organizations, both nationally and abroad, and by establishing affiliations with top graduate and professional schools. The Career Program has five core components: 1) Internships, 2) Career Development Workshops, 3) Career Coaching, 4) Graduate + Fellowship Programs, and 5) The Alumni Network.

### 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.
THE POSSE FOUNDATION THANKS ITS COLLEGE AND UNIVERSITY PARTNERS. IN 2015, POSSE’S UNDERGRADUATE PARTNERS AWARDED $126 MILLION IN LEADERSHIP SCHOLARSHIPS TO POSSE SCHOLARS ACROSS THE COUNTRY.
COLLEGE + UNIVERSITY PARTNERS

AGNES SCOTT COLLEGE
BABSON COLLEGE
BARD COLLEGE
BOSTON UNIVERSITY*
BRANDEIS UNIVERSITY*
BRYN MAWR COLLEGE*
BUCKNEll UNIVERSITY**
CARLETON COLLEGE
CASE WESTERN RESERVE UNIVERSITY
CENTRE COLLEGE
COLBY COLLEGE
THE COLLEGE OF WOOSTER
CONNECTICUT COLLEGE
CORNELL UNIVERSITY
DARTMOUTH COLLEGE
DAVIDSON COLLEGE
DENISON UNIVERSITY*
DEPAUW UNIVERSITY*

DICKINSON COLLEGE*
FRANKLIN & MARSHALL COLLEGE*
THE GEORGE WASHINGTON UNIVERSITY
GRINNELL COLLEGE
HAMILTON COLLEGE*
HOBART AND WILLIAM SMITH COLLEGES
ILLINOIS WESLEYAN UNIVERSITY
KALAMAZOO COLLEGE
LAFAYETTE COLLEGE*
LAWRENCE UNIVERSITY
MIDDLEBURY COLLEGE**
MOUNT HOLYOKE COLLEGE
NORTHWESTERN UNIVERSITY
OBERLIN COLLEGE
PEPPERDINE UNIVERSITY
POMONA COLLEGE*
SEWANEE: THE UNIVERSITY OF THE SOUTH
SMITH COLLEGE

ST. OLAF COLLEGE
SYRACUSE UNIVERSITY
TEXAS A&M UNIVERSITY*
TRINITY COLLEGE*
TULANE UNIVERSITY*
UNION COLLEGE
UNIVERSITY OF CALIFORNIA, BERKELEY
UNIVERSITY OF CALIFORNIA, LOS ANGELES
UNIVERSITY OF MICHIGAN
UNIVERSITY OF NOTRE DAME
UNIVERSITY OF PUGET SOUND
UNIVERSITY OF ROCHESTER
UNIVERSITY OF SOUTHERN CALIFORNIA
THE UNIVERSITY OF TEXAS AT AUSTIN
UNIVERSITY OF VIRGINIA
UNIVERSITY OF WISCONSIN-MADISON***
VANDERBILT UNIVERSITY
VASSAR COLLEGE
WESLEYAN UNIVERSITY
WHEATON COLLEGE

*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 2016.
Since 2001 Posse Scholars and alumni have won more than 270 prestigious national fellowships and Posse currently has affiliations with 10 institutions that offer graduate school fellowship awards to Posse alumni. Listed below are the fellowships won by 56 Posse Scholars and alumni in 2015.

- Critical Language Scholarship
- Davis Projects for Peace Grants
- Fulbright Scholarship
- Gates Cambridge Scholarship
- Gilman Scholarship
- Humanity in Action Fellowship
- McNair Scholarship
- Melton Mays Undergraduate Research Fellowship
- National Science Foundation Graduate Research Fellowship
- Peace Corps
- Watson Fellowship

Posse alumnus Adrian Lievano (left) with a community member in Kimana, Kenya, where he is designing a sustainable rainwater filtration system using inexpensive and locally sourced materials.
CAREER PROGRAM PARTNERS

POSESSE PROUDLY PARTNERS WITH OUTSTANDING COMPANIES, ORGANIZATIONS AND INSTITUTIONS THAT HELP SCHOLARS AND ALUMNI TRANSITION FROM BEING LEADERS ON CAMPUS TO BECOMING LEADERS IN THE WORKFORCE.

21ST CENTURY FOX
826 FOUNDATION
AB
ABT ASSOCIATES
ACADIAN ASSET MANAGEMENT
THE ADVERTISING COUNCIL
AFTER-SCHOOL ALL-STARS
THE ALLSTATE CORPORATION
ALNYLAM PHARMACEUTICALS
AMERICAN GIRL PLACE
AMERICAN HONDA MOTOR CO., INC.
AMERICAN MUSEUM OF NATURAL HISTORY
AMERIPRISE
AON
THE ASIA SOCIETY
BANK OF AMERICA MERRILL LYNCH
BARCLAYS
BIOGEN
BLOOMBERG
BLUE CROSS BLUE SHIELD
BNP PARIBAS
BOSTON HEALTHCARE FOR THE HOMELESS
BOSTON LAWYERS GROUP
BOSTON MUSEUM OF SCIENCE
BOSTON TEACHER RESIDENCY
BREAKTHROUGH COLLABORATIVE
BROOKLYN BRIDGE PARK CONSERVANCY
BUCKEYE PARTNERS L.P.
CE YOUTH FOUNDATION
CAPITAL GROUP
CBS TELEVISION STUDIOS
CHEMONICS INTERNATIONAL
CHICAGO PUBLIC SCHOOLS
CITIZEN SCHOOLS, INC.
CITY YEAR
CLINTON GLOBAL INITIATIVE
COLLEGE SUCCESS FOUNDATION
CONSERVATION LAW FOUNDATION
COSTAR
CREATIVE ARTISTS AGENCY
CROSSROADS FOR KIDS, INC.
CROWN CASTLE
CVS HEALTH
DC PUBLIC LIBRARY
DC PUBLIC SCHOOLS-URBAN EDUCATION LEADERS
DELOITE
DEUTSCHE BANK
DISCOVERY COMMUNICATIONS
DLA PIPER
DOUBLE H RANCH
DTCC
OFFICE OF SENATOR RICHARD J. DURBIN
EDELMAN
ENERGY CORPORATION
EXELON CORPORATION
EXPERATION PROJECT
FIAT CHRYSLER AUTOMOBILES
FIDELITY INVESTMENTS
FIDUCIARY TRUST COMPANY
THE FIELD MUSEUM
FIVER CHILDREN’S FOUNDATION
FREDDIE MAC
THE FRESH AIR FUND
FRIENDSHIP PUBLIC CHARTER SCHOOL
GAY & LESBIAN ALLIANCE
AGAINST DEFAINITION
THE GLOBAL GOOD FUND
GOLDEN APPLE FOUNDATION
GOLDMAN, SACHS & CO.
GOODWIN PROCTER LLP
GOOGLE
HARLEM RIB
HARLEM UNITED COMMUNITY
AIDS CENTER
HARLEM VILLAGE ACADEMIES
HEALTH NET
HIGHER ACHIEVEMENT
HILL HOLIDAY
HJ FOUNDATION
THE HOLE IN THE WALL GANG CAMPS
HOME BOX OFFICE
ILLINOIS TOOL WORKS
INFOR
INSTITUTE FOR THE RECRUITMENT OF TEACHERS
JONES LANG LASALLE
JPMORGAN CHASE & CO.
KAISER ASSOCIATES
KIRKLAND & ELLIS LLP
KROGER
L + M DEVELOPMENT PARTNERS
LEX CONSULTING
LET’S GET READY
LIBERTY MUTUAL
LITTLE HAITI CULTURAL CENTER
LOCKTON INSURANCE BROKERS, INC.
LOOKING GLASS THEATRE
LOUISIANA PUBLIC HEALTH INSTITUTE
MASSACHUSETTS GENERAL HOSPITAL
MATCH EDUCATION
MATTEL
MAYER BROWN LLP
MEDIA BRANDS
MFS INVESTMENT MANAGEMENT
MIAMI CHILDREN’S MUSEUM
MIDWEST ACADEMY
MILBANK, TWEDD, HADLEY & MCCLOY LLP
MOLEX
MOODY’S CORPORATION
MORGAN STANLEY
MOUNT SINAI HEALTH SYSTEM
THE MUSEUM OF CONTEMPORARY ART
THE MUSEUM OF FINE ARTS, BOSTON
NBCUNIVERSAL
NEUBERGER BERNAM
NEW ENGLAND AQUARIUM
NEWMAN’S OWN FOUNDATION
NEW YORK CITY BAR ASSOCIATION
THE NELSEN COMPANY
NOBIS
NORDSTROM
NORTHERN CENTER FOR TALENT DEVELOPMENT
 NORWEGIAN CRUISE LINE
OMAR
PANDORA
PARAMOUNT PICTURES
PARTNERSHIP FOR PUBLIC SERVICE
PB
PENGUIN RANDOM HOUSE
PLYMOUTH ROCK ASSURANCE CORPORATION
PNC BANK
THE POSSE FOUNDATION
PRINCETON-BLAIRSTOWN CENTER
PUBLIC DEFENDERS OFFICE
PUTNAM INVESTMENTS
PWC
RADIO ONE
RBS CITIZENS
REEBOK INTERNATIONAL, LTD.
REEDSTONES INTERNATIONAL, LTD.
RICHARDS KIBBE & ORBE LLP
ROYAL CARIBBEAN CRUISES, LTD.
RUSH UNIVERSITY MEDICAL CENTER
SEDGICK LLP
SERVICE YEAR ALLIANCE
SHAWMUT DESIGN & CONSTRUCTION
SOTHEBY’S
STATE STREET CORPORATION
STEVENSON THEATRE COMPANY
ST. LUCIE’S ROOSEVELT HOSPITAL
CENTER CARES PROGRAM
SUCCESS ACADEMIES
SUMMER MEDICAL AND DENTAL EDUCATION PROGRAM
TEACH FOR AMERICA
THOMPSON ISLAND OUTWARD BOUND
TOLL BROTHERS
TRANSPORTATION ALTERNATIVES
THE TRAVELERS COMPANIES, INC.
THE TRUE VALUE COMPANY
TRUST FOR PUBLIC LAND
TURNER BROADCASTING SYSTEM
UNCOMMON SCHOOLS
UNITED STATES TENNIS ASSOCIATION
UNITED TALENT AGENCY
UNIWORLD GROUP, INC.
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
VIacom MEDIA NETWORKS
VICE
WALGREENS
THE WALT DISNEY COMPANIES
WALTER REED ARMY INSTITUTE OF RESEARCH
OFFICE OF SENATOR ELIZABETH WARREN
WEIL, GOTSHAL & MANGES LLP
WGBH
WORLDTEACH
YAHOO INC.
YALE NEW HAVEN HEALTH SYSTEM

The list above reflects partnerships established through June 2016.
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). These initiatives further the Foundation’s goal of building a diverse network of leaders for the nation.

University of Wisconsin-Madison Posse Scholar Keven Stonewall, a biology major, is making major contributions to cancer research.
Our student veterans bring so much to campus life, and we are grateful to The Posse Foundation for helping connect them to Wesleyan. Over the past two years, these veterans have contributed their special skills, perspectives and work ethic to classroom discussions, student government, athletics, research, and much more. We are proud to count them among our students, and look forward to welcoming the third Posse of veteran Scholars to campus this fall.

MICHAEL ROTH
PRESIDENT
WESLEYAN UNIVERSITY
Posse has changed the lives of many Miami-Dade County Public Schools students—oftentimes the first in their families to go to college—by offering them hope and opportunity. It is a program that exemplifies the true meaning of community partnership. The Posse program is definitely expanding opportunities for deserving youth in Miami and its other sites.

ALBERTO CARVALHO
SUPERINTENDENT
MIAMI-DADE COUNTY PUBLIC SCHOOLS
ATLANTA
YEAR ESTABLISHED: 2007
SCHOLARSHIP DOLLARS TO DATE: $62.3 million
PARTNER INSTITUTIONS:
Bard College
Boston University
Brandeis University
The College of Wooster
The George Washington University
Texas A&M University

BAY AREA
YEAR ESTABLISHED: 2015
SCHOLARSHIP DOLLARS TO DATE: $1.8 million
PARTNER INSTITUTIONS:
Boston University
University of Puget Sound

BOSTON
YEAR ESTABLISHED: 1999
SCHOLARSHIP DOLLARS TO DATE: $106.2 million
PARTNER INSTITUTIONS:
Bryn Mawr College
Bucknell University
Centre College
Denison University
Hamilton College
Union College

CHICAGO
YEAR ESTABLISHED: 2000
SCHOLARSHIP DOLLARS TO DATE: $165.7 million
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

D.C.
YEAR ESTABLISHED: 2004
SCHOLARSHIP DOLLARS TO DATE: $83.8 million
PARTNER INSTITUTIONS:
Bucknell University
Lafayette College
Sewanee: The University of the South
University of Rochester
University of Wisconsin-Madison

HOUSTON
YEAR ESTABLISHED: 2012
SCHOLARSHIP DOLLARS TO DATE: $27.9 million
PARTNER INSTITUTIONS:
Bryn Mawr College
Carleton College
Colby College
Texas A&M University
The University of Texas at Austin
University of Virginia

LOS ANGELES
YEAR ESTABLISHED: 2002
SCHOLARSHIP DOLLARS TO DATE: $130.6 million
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

MIAMI
YEAR ESTABLISHED: 2009
SCHOLARSHIP DOLLARS TO DATE: $51.2 million
PARTNER INSTITUTIONS:
Davidson College
Franklin & Marshall College
Hamilton College
Mount Holyoke College
Pomona College
Syracuse University

NEW ORLEANS
YEAR ESTABLISHED: 2011
SCHOLARSHIP DOLLARS TO DATE: $18.8 million
PARTNER INSTITUTIONS:
Case Western Reserve University
Illinois Wesleyan University
Tulane University
University of Notre Dame

NEW YORK
YEAR ESTABLISHED: 1989
SCHOLARSHIP DOLLARS TO DATE: $268.6 million
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

VETERANS PROGRAM
YEAR ESTABLISHED: 2012
SCHOLARSHIP DOLLARS TO DATE: $15.1 million
PARTNER INSTITUTIONS:
Dartmouth College
Vassar College
Wesleyan University
Nearly 5,000 Scholars, students and faculty members from 48 Posse partner colleges and universities attended the 2015 PossePlus Retreats titled “Crime and Punishment” to discuss the timely topic and the ways communities and personal lives are affected by the justice system in the United States.
10TH CHAPTER OPENS IN BAY AREA
Posse launched its 10th chapter in San Francisco’s Bay Area. Led by Director Leroy Foster, a Vanderbilt University Posse alumnus, the new site recruited its first Posse for the University of Puget Sound. Boston University, which also recruits Scholars from Atlanta, will join Puget Sound as a Posse Bay Area partner in 2016.

$126 MILLION IN SCHOLARSHIPS
A record 718 new Scholars joined the Posse community with scholarships collectively worth $126 million from Posse’s partner colleges and universities. The Scholars were selected from a highly qualified pool of more than 17,000 nominated students.

7TH ANNUAL ALUMNI CONFERENCE
The National Posse Alumni Leadership Conference welcomed close to 200 alumni from Posse cities across the United States. Adam Bryant, the New York Times Corner Office columnist and deputy science editor, delivered the keynote address.

FOUR NEW UNIVERSITY PARTNERS
The George Washington University, University of Michigan, University of Notre Dame, and University of Puget Sound signed on to recruit outstanding young leaders in Atlanta, Chicago, New Orleans and the Bay Area, respectively.

AINSLIE ALUMNI ACHIEVEMENT AWARD
Mia Howard, a Vanderbilt University Posse alumnna, won the 2015 Ainslie Alumni Achievement Award in recognition of her commitment to young people in Nashville, Tennessee, as the founder and executive director of Intrepid College Prep Charter School.

90 PERCENT PERSISTENCE + GRADUATION RATE
The Posse Alumni Network continued to grow with the college graduations of more than 450 Scholars from across the country. Posse Scholars persist and graduate at a rate of 90 percent, forming a uniquely diverse network of future leaders.

BIENNIAL PRESIDENTS CONFERENCE ON HIGHER ED
Presidents and chancellors from the nation’s top colleges and universities convened in New York City for The Posse Foundation Presidents Conference on Higher Education titled “Thinking about Merit and Who Deserves to Be on Our Campuses.” Hosted by The New York Public Library President Tony Marx and Deloitte, the conference featured Posse President and Founder Deborah Bial, Rutgers University – Newark Chancellor Nancy Cantor, University of Richmond President Ronald Crutcher, Williams College President Adam Falk, Harvard Law Professor Lani Guinier, and Spencer Foundation President Michael McPherson (pictured above from left to right).
ANNUAL GALA

THE ANNUAL GALA, AN EVENING OF STARS, WAS HELD ON MAY 20 AT CIPRIANI WALL STREET AND FEATURED INCREDIBLE PERFORMANCES BY WORLD-RENOWNED ARTISTS STING, DEBBIE HARRY AND CHRIS BOTTI. EMCEED BY 60 MINUTES CORRESPONDENT LESLEY STAHL, THE STAR-STUDDED EVENT RAISED $2.1 MILLION TO SUPPORT THE POSSE PROGRAM.

2015 Posse Star Award Recipients (pictured above from left to right)
Mary and Garrett Moran
Antoinette Rangel, Special Assistant and Advisor to the Press Secretary, The White House; Middlebury College Posse Alumna
Morton O. Schapiro, President, Northwestern University
State Street Corporation, Star accepted by CEO Joseph L. Hooley

Gala Performers (pictured below from left to right)
Lesley Stahl
Debbie Harry
Sting
INNOVATORS
$100,000–$249,999
Anonymous
Garrett and Mary Moran
Karin and Philip Pead
Ali and Brad Singer
State Street Corporation
Jeff and Laurie Ubben

LEADERS
$50,000–$99,999
Allison and William Bennington
Alastair and Jeanine Borthwick
Colleen and Richard Fain
Goldman, Sachs & Co.
Kelly Granat and Susan Boland
Michael Kluger and Heidi Greene
A.J. & Sean Murphy and Susie Scher & Allison Grover
Posse Bay Area Advisory Board
Tudor, Pickering, Holt & Co.
Sharon & Timothy H. Ubben
Viacom and Comedy Central

MENTORS
$10,000–$14,999
Suzanne and Michael Ainslie
Lisa and Richard Cashin
Mark F. Dalton
Lindsay and Henry Ellenbogen
Priscilla and Donald K. Miller
Izabel and Tony Olson
Diane and Deval L. Patrick
Thomas W. Rabaut
Robbins Family Foundation
Jane and Paul Shang
Susan and Gene Shanks
Marree and John Townsend

AMBASSADORS
$5,000–$9,999
Michael Beckwith
Robbie Oxard Bent and David Bent
Ryan Birlwell
Anthony Brenner
Howard and Randee Fischer
Churchill and Janet Franklin
Jill and Avram Glazer
Michael Graff
Julie and Robert C. Graham, Jr.
Anne Pramaggiore
Louise W. McIlhenny and Hugh C. Riddleberger
Holly and David Sherr
Skadden, Arps, Slate, Meagher & Flom LLP
May and Edward T. Swan
Diane Swonk and John Trinta
Riaz Taplin
Briana and Miguel Zelaya

FRIENDS
$1,000–$4,999
Anonymous
Darcy and Jeffrey Ahl
Sarah Greenwood and Joe Bondi
Kim M. Boyle
Donella P. Brockington
Cheryl and Robert Byron

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Donella P. Brockington
Cheryl and Robert Byron

SPECIAL THANKS
Comedy Central

SUPPORTERS
$1–$999
Anonymous
Kwaku Acheampong, Posse Alumnus
Denise and Robert Adler
Pamela and Brian Barefoot
Marco Barreto, Posse Alumnus
Jim Clark, Posse Alumnus
Jerry DeSordo
Sarah Frank-Meltzer
Londyn Graham, Posse Alumna
Natalee Graham, Posse Alumna
Sara Jane and Brian Harris
Gabrielle Horowitz-Prisco, Posse Alumna
Rita and Colin Krudsen
Nicole and Jeremy Kroll
Dr. Sandra Leong and Dr. Kerry Sulikowicz
Richard and Gabrielle Lesser
Robert B. Levy & Bette Braun
Alberto Luna, Posse Alumnus
Ann MacDougall
Carl V. Manalo, Posse Alumnus
Connor Thomas M. McCoy, Posse Alumnus
Jonathan P. and Dorothy E. Nelson
Anthony and Dorothy Petsoulakis
James Petsoulakis, Posse Alumnus
Dr. and Mrs. George V. Pyles
Samuel A. Ramirez & Co., Inc.
Adam W. Rothkug
Susan Wasserstein and George Sard
Amy and Shawn Seagroatt
Dr. Erica Spatz, Posse Alumna
Erik Swart
Nicole Tsesmelis, Posse Alumna
Kathryn and Clifford Van Voorhees
Thomas and Laura Wilcock
Barbara Wood

PARTNERS
$15,000–$24,999
Bank of America
Cleary Gottlieb Steen & Hamilton LLP
Credit Suisse
International Flavors & Fragrances, Inc.
Eleni Pyles Kalisch
Kirkland & Ellis LLP
KPMG

FINANCIAL SUPPORT:
Synergy Capital
Synergy Capital

CAREER ADVISORS:
Synergy Capital
Synergy Capital

COACHING NETWORK:
Synergy Capital
Synergy Capital

CORPORATE PARTNERS:
Synergy Capital
Synergy Capital

PROFESSIONAL發展 PARTNERS:
Synergy Capital
Synergy Capital

SPECIAL THANKS
Comedy Central

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Connor Thomas M. McCoy, Posse Alumnus
Jonathan P. and Dorothy E. Nelson
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22
### THE POSSE FOUNDATION, INC.
#### STATEMENTS OF FINANCIAL POSITION
##### AS OF DECEMBER 31, 2015 AND 2014

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$6,783,755</td>
<td>$6,328,865</td>
</tr>
<tr>
<td>Investments</td>
<td>51,426,069</td>
<td>44,977,193</td>
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<tr>
<td>University fees receivables</td>
<td>2,485,000</td>
<td>2,415,000</td>
</tr>
<tr>
<td>Pledges and other receivables, net</td>
<td>21,827,392</td>
<td>30,561,929</td>
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<tr>
<td>Prepaid expenses and other assets</td>
<td>742,065</td>
<td>686,347</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>433,726</td>
<td>507,087</td>
</tr>
<tr>
<td>Cash and cash equivalents - permanently restricted</td>
<td>-</td>
<td>2,043,550</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$83,698,007</strong></td>
<td><strong>$87,519,971</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$596,495</td>
<td>$702,037</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>606,038</td>
<td>567,666</td>
</tr>
<tr>
<td>Deferred income</td>
<td>1,656,668</td>
<td>1,610,002</td>
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<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>2,859,201</strong></td>
<td><strong>2,879,705</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMMITMENTS AND CONTINGENCIES</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>NET ASSETS (a) (b)</td>
<td>2015</td>
<td>2014</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>19,896,303</td>
<td>20,108,766</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>32,235,749</td>
<td>36,824,746</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>28,706,754</td>
<td>27,706,754</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>80,838,806</strong></td>
<td><strong>84,640,266</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$83,698,007</strong></td>
<td><strong>$87,519,971</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, 2015 AND 2014**

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unrestricted Temporarily Permanently</td>
<td>Unrestricted Temporarily Permanently</td>
</tr>
<tr>
<td></td>
<td>Restricted Restricted Restricted</td>
<td>Restricted Restricted Restricted</td>
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<tr>
<td>Contributions and grants</td>
<td>$4,337,256 $4,488,593 $1,000,000</td>
<td>$9,825,849</td>
</tr>
<tr>
<td>University fees</td>
<td>2,438,334 - -</td>
<td>2,438,334</td>
</tr>
<tr>
<td>Service fees</td>
<td>898,195 - -</td>
<td>898,195</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>648,889 - -</td>
<td>648,889</td>
</tr>
<tr>
<td>Investment income</td>
<td>(598,288) (1,119,565) -</td>
<td>(1,717,853)</td>
</tr>
<tr>
<td>Fundraising events, net of direct benefits to donors</td>
<td>4,876,543 - -</td>
<td>4,876,543</td>
</tr>
<tr>
<td>Net assets released from restrictions (b)</td>
<td>7,958,025 (7,958,025) -</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td>20,558,954 (4,588,997) 1,000,000</td>
<td>16,969,957</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES:</th>
<th>FOR THE YEAR ENDED DECEMBER 31, 2015</th>
<th>FOR THE YEAR ENDED DECEMBER 31, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment and training programs</td>
<td>15,966,525 - -</td>
<td>14,462,643 - -</td>
</tr>
<tr>
<td>Supporting services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>2,459,501 - -</td>
<td>2,301,166 - -</td>
</tr>
<tr>
<td>Fundraising</td>
<td>2,345,391 - -</td>
<td>2,264,515 - -</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORTING SERVICES</strong></td>
<td>4,804,892 - -</td>
<td>4,565,681 - -</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>20,771,417 - -</td>
<td>19,028,324 - -</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHANGE IN NET ASSETS</th>
<th>FOR THE YEAR ENDED DECEMBER 31, 2015</th>
<th>FOR THE YEAR ENDED DECEMBER 31, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets - beginning of year</td>
<td>20,108,766 36,824,746 27,706,754</td>
<td>84,640,266 15,112,706 38,042,368 27,706,754</td>
</tr>
<tr>
<td><strong>NET ASSETS - END OF YEAR</strong></td>
<td>$19,896,303 $32,235,749 $28,706,754</td>
<td>$80,838,806</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
# THE POSSE FOUNDATION, INC.
## STATEMENTS OF CASH FLOWS
### FOR THE YEARS ENDED DECEMBER 31, 2015 AND 2014

<table>
<thead>
<tr>
<th>CASH FLOWS FROM OPERATING ACTIVITIES:</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$(3,801,460)</td>
<td>$3,778,438</td>
</tr>
<tr>
<td>Adjustments to reconcile change in net assets to net cash provided by operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation and amortization</td>
<td>231,989</td>
<td>213,465</td>
</tr>
<tr>
<td>Pledge discount net of amortization</td>
<td>588,327</td>
<td>(14,858)</td>
</tr>
<tr>
<td>Bad debt expense</td>
<td>-</td>
<td>27,687</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>38,372</td>
<td>(6,764)</td>
</tr>
<tr>
<td>Realized gain on securities</td>
<td>(623,080)</td>
<td>(464,069)</td>
</tr>
<tr>
<td>Unrealized gain on securities</td>
<td>3,102,605</td>
<td>1,731,607</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>(463,247)</td>
<td>5,265,506</td>
</tr>
<tr>
<td>Changes in operating assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Decrease (increase) in assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University fees receivables</td>
<td>(70,000)</td>
<td>(140,177)</td>
</tr>
<tr>
<td>Pledges and other receivables, net</td>
<td>7,146,210</td>
<td>(2,011,584)</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>(55,718)</td>
<td>(101,440)</td>
</tr>
<tr>
<td>(Decrease) increase in liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>(105,542)</td>
<td>269,800</td>
</tr>
<tr>
<td>Deferred income</td>
<td>46,666</td>
<td>93,335</td>
</tr>
<tr>
<td><strong>Net Cash Provided by Operating Activities</strong></td>
<td>6,498,369</td>
<td>3,375,440</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>CASH FLOWS FROM INVESTING ACTIVITIES:</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of investments</td>
<td>(62,314,765)</td>
<td>(3,517,103)</td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>53,386,364</td>
<td>821,683</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>(158,628)</td>
<td>(230,508)</td>
</tr>
<tr>
<td>Change in restricted cash</td>
<td>2,043,550</td>
<td>(2,000,000)</td>
</tr>
<tr>
<td><strong>Net Cash Used in Investing Activities</strong></td>
<td>(7,043,479)</td>
<td>(4,925,928)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CASH FLOWS FROM FINANCING ACTIVITIES:</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Collections of permanently restricted contributions</td>
<td>1,000,000</td>
<td>2,000,000</td>
</tr>
<tr>
<td><strong>Net Cash Provided by Financing Activities</strong></td>
<td>1,000,000</td>
<td>2,000,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NET INCREASE IN CASH AND CASH EQUIVALENTS</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents – beginning of year</td>
<td>454,890</td>
<td>449,512</td>
</tr>
<tr>
<td><strong>Net Increase in Cash and Cash Equivalents</strong></td>
<td>6,328,865</td>
<td>5,879,353</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CASH AND CASH EQUIVALENTS – END OF YEAR</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$6,783,755</td>
<td>$6,328,865</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
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 $1,048,645 from the cumulative earnings on permanently restricted funds for the years ending December 31, 2015 and 2014, 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
During my day job as an investor, I seek those rare opportunities in which great management teams execute on a focused mission that delivers high value to all of its constituencies. It was clear from the beginning that The Posse Foundation justified my investment. And it continues to flourish, fulfilling its goals of stretching the definition of merit among college-bound public school students, of opening lines of communication on campus, and of shaking up the leadership ranks in the workforce.

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