People are talking about Posse
Dear Friends,

The Posse Foundation was inspired by a simple yet powerful insight: Students who feel like they belong achieve more. Since 1989 Posse has sent teams of exceptional high school students from cities across the country to some of the best colleges and universities. Equipped with academic and leadership skills and embraced by their peers, Posse Scholars go on to accomplish great things.

This year, Posse launched a new website (www.possefoundation.org) and debuted a new video to celebrate the leaders Posse alumni are becoming. The 2017 Annual Report features some noteworthy supporters who are themselves leaders in their fields: Michelle Obama, Colin Powell, Joseph Stiglitz, Sheryl Sandberg and John Lewis, to name a few. Their recognition is further validation of the program’s efficacy. We are truly grateful for their acknowledgments.

Posse has a critical role to play in ensuring a future that is more equitable and just. By connecting dynamic students from diverse backgrounds to great educations, we can help meet the societal challenges that lie ahead.

Our network of alumni—who are out in the world, taking their industries by storm—are cause for optimism.

They are alumni like Koby Altman, a graduate of Middlebury College who’s now the general manager of the Cleveland Cavaliers. He’s the second-youngest general manager ever, and he’s leading a top NBA team with fresh ideas and leadership strategies.

They are alumni like Shirley Collado, a member of the very first Posse at Vanderbilt University and now president of Ithaca College. Shirley is the first president of Latina heritage in the college’s history and the first Dominican-American to lead a four-year college in the United States.

They are researchers like Vanderbilt alumna Erica Spatz, a cardiologist and professor at Yale whose work examines disparities across the healthcare system, and innovators like Grinnell alumnus Erin Whalen, who founded RISE High, a high school for homeless and foster-care students in Los Angeles.

What we see looking at Posse Scholars and alumni is one of the most deeply engaged networks this country has ever experienced. They care about their fellow human beings and want them to be treated with dignity and respect. They are speaking out and standing up. This generation—the most diverse generation this country has ever experienced—gives us all hope for a better future.

Posse now recruits Scholars in 10 cities and boasts 57 incredible college and university partners. Posse partner institutions of higher education have, to date, provided an astounding $1.2 billion in scholarships to Posse Scholars. This is no small investment, and we are grateful to them for recognizing the potential of these young people.

Thank you for supporting us as we work to foster this important community of change makers.

Warmly,

Deborah Bial    Brad Singer
President + Founder   National Board Chair
“The Posse Foundation has a rich history of molding and shaping unbelievable young people. When students leave the Foundation, they’re ready to lead. They’re ready and prepared to move mountains.”

**John Lewis**  
Member of the U.S. House of Representatives  
Civil Rights Leader

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**Concept**

Posse started in 1989 because of one student who said, “I never would’ve dropped out of college if I’d had my posse with me.” The Posse Foundation 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, multi-cultural teams—Posses—of 10 students.

The Foundation’s partner colleges and universities award Posse Scholars full-tuition leadership scholarships.

Photo credit: Audra Melton
“The Posse Foundation is building a new generation of resilient leaders by offering promising students the support and community they need to excel. If we are serious about creating ladders of opportunity for everyone, we need to support this foundation’s important work.”

Sheryl Sandberg
Chief Operating Officer, Facebook
Founder, LeanIn.Org and OptionB.Org

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 the 21st century should reflect the country’s rich demographic mix. 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. Posse’s primary aim is to train these leaders of tomorrow.

3 Goals

• To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds.

• To help these institutions build more interactive campus environments so that they can be more welcoming for people from all backgrounds.

• To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce.
“Many colleges are working with organizations like The Posse Foundation to give kids the social and academic support they’ll need to graduate. After everything these kids will have overcome to get to college—and get through college—they’ll have the skills they need to thrive in our businesses, and law firms, and labs. And that’s not just good for them and their families; it’s good for their communities and our country.”

Michelle Obama
Former First Lady of the United States
The Dynamic Assessment Process

Posse’s Dynamic Assessment Process (DAP) is a unique evaluation method that identifies young leaders with great potential.

Running from September through December each year, DAP finds students who might be missed by the traditional admissions criteria at highly selective schools but who can excel on campus. DAP uses nontraditional forums to evaluate potential, offering nominated students an opportunity to demonstrate their intrinsic leadership ability, their skill at working in a team setting, and their motivation and drive to succeed.

DAP has proven to be an extremely effective tool. Using the three-part process, which includes group and individual interviews, Posse staff and partner college administrators ultimately select a diverse group of 10 students—a Posse—for each institution.

Pre-Collegiate Training

Posse’s Pre-Collegiate Training (PCT) helps Scholars develop as leaders before they matriculate at college.

From January to August of their senior year in high school, newly selected Scholars meet weekly with Posse peers and staff for two-hour workshops that address four areas:

- Academic excellence
- Team building and group support
- Cross-cultural communication
- Leadership and becoming an active agent of change

Career Program

The Career Program connects Posse Scholars and alumni to highly coveted professional development opportunities.

By partnering with industry-leading companies and organizations and establishing affiliations with first-tier graduate and professional schools, the Career Program gives Scholars tools to secure competitive internships and leadership-track jobs in a wide range of fields.

The Career Program has five components:

- Internships
- Career Development Workshops
- Career Coaching
- Graduate + Fellowship Programs
- The Alumni Network

Program Components

Campus Program

The four-year Campus Program works to ensure the retention of Posse Scholars and to increase the impact of the program on campus.

Posse staff visit each school four times annually for meetings with Scholars, campus liaisons and mentors. During a Posse’s first two years on campus, Scholars meet with their mentor weekly as a group and individually every two weeks.

Posse also facilitates a weekend-long PossePlus Retreat for each of its partner schools in the spring. Attended by members of the student body, faculty and administration, PossePlus Retreats explore an important social issue identified by Scholars.
“The American Dream doesn’t mean anything if people can be screened out of opportunities in life. The battle that Posse is fighting is a battle that needs to be won if this country is going to reclaim its place at the forefront.”

Derek Bok
President Emeritus, Harvard University
The Posse Foundation thanks its college and university partners. In 2017, Posse's undergraduate partners awarded $144 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
DePauw University*
Dickinson College
Franklin & Marshall College*
The George Washington University
Grinnell College
Hamilton College
Hobart and William Smith Colleges
Ilinois Wesleyan University
Kalamazoo College
Lafayette College*
Lawrence University
Lehigh 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 Chicago
University of Michigan
University of Notre Dame
University of Puget Sound
University of Rochester
The University of Texas at Austin
University of Virginia*
University of Wisconsin Madison***
Vanderbilt University
Vassar College
Wellesley College
Wesleyan University
Wheaton College

*represents an additional cohort of 10 Scholars recruited by the institution each year. For example, Boston University is a dual-city partner and recruits Posse Scholars from two different program sites each year, awarding 20 Posse Scholarships annually.

Graduate School Affiliates

Carnegie Mellon University Heinz College of Information Systems and Public Policy
Cornell University Law School
Duke University Fuqua School of Business
Johns Hopkins University Krieger School of Arts & Sciences
Northeastern University D’Amore-McKim School of Business
Northwestern University
Kellogg School of Management
Pritzker School of Law
Teachers College, Columbia University
University of Chicago Booth School of Business
University of Washington School of Social Work
Yale University School of Forestry & Environmental Studies

The lists above reflect partnerships and affiliations established through July 2018.
Since 2001, Posse Scholars and alumni have won more than 450 prestigious national fellowships, and Posse currently has affiliations with 11 institutions that offer graduate school fellowship awards to Posse alumni. In 2017, Posse Scholars and alumni won 67 prestigious national fellowships, including:

- Critical Language Scholarship
- Fulbright U.S. Student Program
- Gilman International Scholarship Program
- Humanity in Action Fellowship
- McNair Scholarship
- Mellon Mays Undergraduate Fellowship
- National Science Foundation Graduate Research Fellowship
- Peace Corps
- Rangel Fellowship
- Truman Scholarship
- Watson Fellowship
- Woodrow Wilson Teaching Fellowship

The Posse Foundation supports Scholars and alumni in their pursuit of graduate and fellowship opportunities.
Career Program Partners

Posse 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.

20th Century Fox
826 Foundation
AAR
AB
AbbVie
Abbott 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 (Columbia Threadneedle)
Aon
Art Institute of Chicago
The Asia Society
The Associated Press
Bank of America Merrill Lynch
Barclays
Biogen
Bloomberg
Blue Cross Blue Shield
BMW Harris
BNP Paribas
Bonobos
Boston Healthcare for the Homeless
Boston Lawyers Group
Boston Museum of Science
Boston Teacher Residency
Breakthrough Collaborative
The Brookings Institution
Brooklyn Bridge Park Conservancy
Brooks Automation
CS Youth Foundation
Capital Group
CBRE
CBS Television Studios
Central Intelligence Agency
Chemonics International
Chick Fil-A
Citizen Schools, Inc.
City Year
CM Group
College Success Foundation
Conservation Law Foundation
CoStar
Crossroads for Kids, Inc.
Crown Castle
CVS Health
DC Public Library
DC Public Schools-Urban Education Leaders
Deloitte
Deutsche Bank
Direct Energy
Discovery Communications
DLA Piper
Double H Ranch
DREAM
DTEC
Edelman
Entergy Corporation
Eve Health, LLC
Exelon Corporation
Exoneration Project
Fiat Chrysler Automobiles
Eaton Vance
Fidelity Investments
Fiduciary Trust Company
The Field Museum
Fiver Children’s Foundation
Freddie Mac
The Fresh Air Fund
Friendship Public Charter Schools
Gay & Lesbian Alliance Against Defamation
The Global Good Fund
Goldman, Sachs & Co.
Goodwin Procter LLP
Google
Gordon & Rees LLP
Harlem Village Academies
Health Net
Higher Achievement
Hillary Clinton
HJ Foundation
The Hole in the Wall Gang Camps
Illinois Tool Works
Infor
Institute for the Recruitment of Teachers
Institute of International Education
Jones Lang LaSalle
JP Morgan Chase & Co.
Kaiser Associates
Kirkland & Ellis LLP
HBO
Knapp
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
Matter
Mayer Brown LLP
Medline
Memorial Herman
MFS Investment Management
Miami Children’s Museum
Milbank, Tweed, Hadley & McCloy LLP
Moody’s Corporation
Morgan Stanley
Museum of Contemporary Art
The Museum of Fine Arts, Boston
NBCUniversal
National Grid
New England Aquarium
New York City Bar Association (Thurgood Marshall)
Newman’s Own Foundation
The Nielsen Company
Nobis
Northern Trust
Northwestern Center for Talent Development
Norwegian Cruise Line
Office of Senator Elizabeth Warren
OMAM
Pandora
Paramount Pictures
Partnership for Public Service
PBS
Penguin Random House
Perini
Plymouth Rock Assurance Corporation
Princeton Blair Academy
Propeller
Public Defender Service
Putnam Investments
PwC
Radio One
RBS Citizens
Reebok International, Ltd.
Richards Kibbe & Orbe LLP
Royal Caribbean Cruises LTD
Sedgwick LLP
Service Year Alliance
Shared Vision
Shawmut Design & Construction
SmithBucklin
Snag
Sony Pictures Entertainment
Sotheby’s
St. Luke’s Roosevelt Hospital Center CARES Program
State Street Corporation
Stephen Wolf Theatre
Success Academies
Summer Medical + Dental Education Program
Teach For America
Thompson Island Outward Bound
The Travelers Companies, Inc。
Trust for Public Land
Tudor, Pickering, Holt & Co.
Turner Broadcasting System
U.S. Equal Employment Opportunity Commission
Uncommon Schools
United States Tennis Association
United Talent Agency
UniWorld Group, Inc.
Viacom Media Networks
VCCP
West Monroe Partners
World Fuel Services
The Walt Disney Companies
Walter Reed Army Institute of Research
Welch, Gotshal & Mason LLP
Vertex Pharmaceuticals
WGBH
“Since 2001 nearly three million veterans have served in our armed forces. But three million serving is still less than one percent of our population fighting 100 percent of our wars. It is the responsibility of all of us to help the returning troops, to provide support systems as they return to civilian life. Posse gives its veterans the tools and the community they need to excel.”

Stephen Colbert
Host of The Late Show

In addition to its traditional model, The Posse Foundation offers two specialized programs—one serving post-9/11 U.S. veterans and another for 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.

STEM Program Partners
- Brandeis University
- Bryn Mawr College
- Davidson College
- Franklin & Marshall College
- Middlebury College
- Pomona College
- Smith College
- Texas A&M University
- University of Michigan
- University of Wisconsin–Madison
- Wellesley College

Veterans Program Partners
- Vassar College
- Wesleyan University
- University of Chicago
- University of Virginia

Photo credit: Amaranth Photography
“Franklin & Marshall now has had six cohorts of STEM Scholars, with our seventh recently selected. It’s exciting to see that all six of our STEM Posse cohorts have achieved at or above full student-body levels in terms of grades, retention, and graduation rate. They’re actually exceeding the student body as a whole in terms of post-graduate fellowships. The Posse program benefits the Scholars, it benefits the college, and it benefits society.”

Dan Porterfield
President, Aspen Institute
Former President, Franklin & Marshall College
“As the CEO of Chicago Public Schools, my goal was not just to increase Chicago’s high school graduation rates. My goal was to have more young people graduate from college—and Posse was an extraordinary means to achieve that end.

When we sent a man to the moon the first time, we didn’t send “a” man; we sent a team. When you’re doing hard stuff for the first time, you don’t ever send someone by themselves; you send a crew. And that’s what Posse has done.”

Arne Duncan
Managing Partner, Emerson Collective
Former U.S. Secretary of Education
Former CEO, Chicago Public Schools
Atlanta
Year established: 2007
Scholarship dollars to date: $84.1 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: $11.8 million
Partner institutions:
- Boston University
- Lehigh University
- University of Puget Sound

Boston
Year established: 1999
Scholarship dollars to date: $129.7 million
Partner institutions:
- Bryn Mawr College
- Bucknell University
- Centre College
- Denison University
- Union College

Chicago
Year established: 2000
Scholarship dollars to date: $211.7 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: $102.6 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

Houston
Year established: 2012
Scholarship dollars to date: $48.6 million
Partner institutions:
- Boston College
- Carleton College
- Colby College
- Texas A&M University
- University of Virginia
- Wellesley College

Los Angeles
Year established: 2002
Scholarship dollars to date: $166.9 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: $74.6 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: $34.2 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: $318.8 million
Partner institutions:
- Babson College
- Brandeis University
- DePauw University
- Franklin & Marshall College
- Lafayette College
- Lawrence University
- Middlebury College
- Smith College
- University of Wisconsin-Madison
- Vanderbilt University
- Wheaton College

Veterans Program
Year established: 2012
Scholarship dollars to date: $129 million
Partner institutions:
- University of Chicago
- University of Virginia
- Vassar College
- Wesleyan University
Hundreds of Posse Scholars across the country graduated, joining the ranks of thousands of Posse alumni in the workforce. Posse Scholars graduate at a rate of 90 percent and represent a uniquely diverse network of future leaders.

Brad Singer, a partner and the COO of ValueAct Capital, assumed the chairmanship of the Posse Board of Directors. Brad has been an invaluable member of the board since 2008, helping to establish the program at his alma mater, the University of Virginia.

A longtime board member and generous benefactor, Tim Ubben stepped down as interim board chair and received emeritus status for his incredible contributions to the program. Tim and his son Jeff Ubben, who chaired the board from 2007 to 2016, have made combined contributions to Posse totaling $50 million.

Dr. Shirley Collado was named president of Ithaca College in upstate New York. Shirley is the first president of Latina heritage in the college’s history and the first Dominican-American president of a four-year college in the United States.
The 2017 PossePlus Retreats, titled “Us vs. Them? Division, Community and Identity in the United States,” brought together more than 5,000 students and other members of the campus communities. Participants discussed the increasing polarization of American society and explored strategies for bridging the divide.

### Ainslie Alumni Achievement Award

Adrian Lievano received the Ainslie Alumni Achievement Award for his work as the co-founder and CEO of Everwaters Inc., a company that designs and distributes high-quality, affordable water filtration systems for families in developing countries.
“The Posse Foundation works to rectify inequities in our society and to make the American Dream a real possibility for so many more people.”

Lesley Stahl
News Correspondent, 60 Minutes
The Annual Gala, An Evening of Stars, was held on May 24 at Cipriani Wall Street and featured a special performance by internet music sensation Postmodern Jukebox. Emceed by 60 Minutes news correspondent Lesley Stahl, the star-studded event raised $2 million to support the Posse program.

**2017 Posse Star Award Recipients**

- Leslie and Mark Silcox, Brandeis Posse Alumnus Dr. Nana Sarpong, Trinity College President Joanne Berger-Sweeney.

**innovators ($100,000–$249,999)**
- Alastair and Jeanine Borthwick
- Kelly Granat and Susan Boland
- Coltrane and Chris Lord
- Karin and Phillip Pead
- Ali and Brad Singer
- Jeff and Laurie Ubben
- Sharon and Timothy H. Ubben

**Leaders ($500,000–$999,999)**
- Bank of America
- Colleen and Richard Fain
- Michael Kluger and Heidi Greene
- Clarissa and Steven Lebowitz
- Posse Bay Area Advisory Board
- RED APPLE GROUP - John & Margo Catsimatidis
- Susie Scher and Juan Rajlin & Bartleby St. Clair
- Tudor, Pickering, Holt & Co.

**Leaders ($250,000–$499,999)**
- Acadian Asset Management
- Barclays
- Bloomberg Philanthropies
- Cahill Gordon & Reindel LLP
- CBS Television Studios
- Davis Polk & Wardwell LLP
- Deloitte LLP
- Ernst & Young LLP
- Glenview Capital Management
- Goldman, Sachs & Co.
- Barbara and Ted Janulis
- Major League Baseball
- O’Melveny and Myers, LLP
- Bill Piapugger and Cassie Murray
- Posse New Orleans Advisory Board
- RBC Capital Markets
- Royal Caribbean Cruises Ltd.
- Glen Senk and Keith Johnson
- Shearman & Sterling LLP
- Turner
- WilmerHale
- Barton and Susan Winokur

**Benefactors ($25,000–$49,999)**
- Acadian Asset Management
- Barclays
- Bloomberg Philanthropies
- Cahill Gordon & Reindel LLP
- CBS Television Studios
- Davis Polk & Wardwell LLP
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- Royal Caribbean Cruises Ltd.
- Glen Senk and Keith Johnson
- Shearman & Sterling LLP
- Turner
- WilmerHale
- Barton and Susan Winokur

**Partners ($15,000–$24,999)**
- Cleary Gottlieb Steen & Hamilton LLP
- The DeNoon Family
- Jonathan Glickman and Christy Callahan
- Infor
- Posse D.C. Advisory Board
- PwC
- Thomas W. Rabaut
- Susan and Gene Shanks
- Travelers

**Mentors ($10,000–$14,999)**
- Anson & Debra Beard, Jr. and Family
- Michael and Kirsten Beckwith
- Ryan Birtwell and Ashley Brown
- Anthony Brenner
- Priscilla and Donald K. Miller
- Kristin Resnansky & Scott Berg
- Perkins Coie LLP
- Karen Rosenfelt and Ken Blancato
- Lindsay and James Wilcox
- Briana and Miguel Zelaya

**Ambassadors ($5,000–$9,999)**
- Louis Chang
- Marjorie and Scott Cowen
- Robert and Annie Drapeau
- Patrick Fu
- Jill and Avram Glazer
- Mastercard
- Jonathan and Julie Meyer
- Rick Rizzo
- Jane and Paul Shang
- Holly and David Sherr
- Trinity College
- Lisettef and Robin Vince
- Zemurray Foundation

**Friends ($1,000–$4,999)**
- Anonymous
- Carrie and Leigh Abramson
- Suzanne and Michael Ainslie
- Lisa Belzberg
- Peter E. Blacker
- Donella P. Brockington
- Adam Bryant
- Kara Van de Carr and Daryl Byrd
- Cheryl and Robert Byron
- Laurie Campbell
- Colgate-Palmolive Company
- Wesley Combs and Greg Albright
- Jamie and Robert P. Davis
- Maura Dicker and Christopher Panczer
- Pamela and Martin Edel
- Entergy Corporation
- Erica and Phillip Freisen
- David and Jennifer Graf
- Helly Hassett
- Michael Byowitz and Ruth Holzer
- Roxanne Hori and Robert Fensental
- David Izhakoff
- Angel and Curtis Johnson
- Cara and Jeffrey Klein
- Russell P. Levine
- Manuel E. Machado
- Joseph Mamounas
- Jonathan P. and Dorothy E. Nelson
- Monique L. Nelson, Posse Alumna
- Lauren and Craig Nossel
- Carl E. Peoples
- Vic Pynn
- Louise W. McIlhenny and Hugh C. Riddleberger
- Ruth Calvin Scharf
- Ashish Shah
- Elizabeth Ketels and Patrick Sullivan
- May and Edward T. Swan
- Riad Taplin

**Supporters ($1–$999)**
- Anonymous
- Carol H. Abramov
- Babajide A. Ademola, Posse Alumnus
- Judith and Alan Appelbaum
- Claudia and Bert Bial
- Mark Borman and Karen Hermelin
- Kim M. Boyle
- Michael A. Corriero and Mary Ellen Raftery
- Rasheen Donaldson, Posse Alumnus
- Susanne Felleman and Erik Feig
- Londyn Graham, Posse Alumna
- Dr. and Mrs. Edward Grossman
- Renee and Mark Havens
- Margaret Lee Herbert and John C. Hendrickson
- Gabrielle Horowitz Pirisco, Posse Alumna
- Ellen Katz and Jordan Siev
- Ryan Letada, Posse Alumnus
- Ann MacDougall
- Carl V. Manalo, Posse Alumnus
- Connor Thomas M. McCoy, Posse Alumnus
- Chia Cheu Pan, Posse Alumnus
- Mario Pelayo and Elinah Pelayo, Posse Alumna
- Anthony and Dorothy Petoskyak
- Azra Qizilbash, Posse Alumna
- Adam W. Rothkrug
- Susan Wasserstein and George Sard
- Mr. and Mrs. John T. Siegel, Jr.
- Andrew Smith, Posse Alumnus
- Erik Swart
- O’Brien Walker, Posse Alumnus

**In-Kind**
- Comedy Central

**Annual Gala**
- The Annual Gala, An Evening of Stars, was held on May 24 at Cipriani Wall Street and featured a special performance by internet music sensation Postmodern Jukebox. Emceed by 60 Minutes news correspondent Lesley Stahl, the star-studded event raised $2 million to support the Posse program.

**Bank of America CEO Brian Moynihan with Posse alumni who are now full-time Bank of America employees.**
“Posse creates leaders and a support structure to help them be successful. We want to help get more cities involved and create even greater opportunity to develop tomorrow’s leaders.”

Brian Moynihan
CEO, Bank of America
Architects ($1 Million+)
Ali and Brad Singer
Tortora Silcox Family Foundation
Jeff and Laurie Oben

Champions ($50,000–$99,999)
Linda Vester and Glenn Greenberg

Agents of Change ($250,000–$499,999)
Anonymous
Bank of America/Bank of America Charitable Foundation
Barclays
Deutsche LLP
Lone Pine Foundation
The Estate of Suzanne Panek
Sharon & Timothy H. Oben and The Oben Foundation

Innovators ($100,000–$249,999)
Anonymous (3)
Lloyd G. Balfour Foundation, Bank of America, N.A., Trustee
Alastair and Jeanine Bothwick
The Brown Foundation, Inc.
The Capital Group Companies Charitable Foundation
The Crown Family
Exelon Foundation
Geaton Foundation
Goldman, Sachs & Co.
Kelly Granat and Susan Boland
The Heckscher Foundation for Children
Infor
Jones Day Foundation
Clarissa and Steven Lefkowitz
Coltrane and Chris Lord
Garrett and Mary Moran
Motorola Solutions
Newman’s Own Foundation
Karim and Philip Pead
Starr International Foundation
State Street Corporation and Foundation
Tudor, Pickering, Holt & Co.
Joseph B. Whitehead Foundation
The Arthur M. Blank Family Foundation
Ryan Birtwell and Ashley Brown
Alan Berro
Ryan Birtwell and Ashley Brown
The Arthur M. Blank Family Foundation
The Bowling Company
Sapna and Brandon Boze
Cahill Gordon & Reindel LLP
CBS Television Studios
Charity Parity Plan, Inc.
Chicago Blackhawks Community Fund, a McCormick Foundation fund
Chicago White Sox Community Fund, a McCormick Foundation fund
Chicago White Sox Community Fund, a McCormick Foundation fund
Chicago White Sox Community Fund, a McCormick Foundation fund
The Commonwealth of Massachusetts, Department of Public Health
Marjorie and Scott Cowen
D & Fund
Davis Polk & Wardwell LLP
The DeNoon Family
Kenneth dePiro
Robert and Annie Drapeau
The Louis and Richard England Family Foundation
Ernst & Young LLP
The Family Alliance Foundation
First Eagle Investment Management
Sheila, Dave and Sherry Gold Foundation
Barbara W. Gomez Trust
Gould Family Foundation
Michael Kluger and Heidi Greene
Leonetti/O’Connell Family Foundation
Liberty Mutual Foundation
Linde Family Foundation
The Lucas Investment Management
The Ralph M. Parsons Foundation
Pekarq Foundation
Robin and Jeffrey Raich
RED APPLE GROUP – John & Margo Catismatidis
Royh Family Foundation
The Rose Hills Foundation
Royal Caribbean Cruises Ltd.
Susie Scher
Susan and Gene Shanks
Silver Spring Foundation
James C. & Norma L. Smith Foundation
The Tsunami Foundation - Anson and Debra Beard, Jr., and Family
Turner
Briana and Miguel Zelaya

Benefactors ($25,000–$49,999)
Anonymous (6)
21st Century Fox America, Inc.
Acadian Asset Management
The Ahmann Foundation
Aillstate Insurance Company
The Catherine & Joseph Aresty Foundation
Kelly and Carrie Barlow
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Whyte House Monograms
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Virginia Van Dyk and John Wilcox
Lori and John Wilcox
Michael Wiensky
Ann Williams
Chaitise Williams
Deborah Williams
Hugh K. Williams
Nancy and Marc Williams
Lisa Willis
Katherine Wilson
Mashan Wilson
Neil Wilson
Raymond Wilson
Robert V. Wetteck
Tina Woo
Barbara Wood
Keith Wood
Nathan Woods
Yashmeen Youngman and Mark Williams
Lauren Worley
Holly Worthington
Dennis and Kathleen Wright
Natalie and Rod Wright
Libby S. Wright
Martha Wright
Steve Wyatt
Emily Wyffels
Laurel and Arthur Yancey
Robbert Yung
Milton and Pam Yonofsky
Clifford Yee
Mark Yorost
Ada Yonemaka
Doyo Yorung
Yonas Zewdie, Possee Alumna
Jennifer Q. Zhang, Possee Alumna
Prof. Karl and Susan Zimmermann
Marjie and Mark Zivin
Michael Zoghetti
Elizabeth F. Zucker
Melissa Zucker

Fan cont.
## Statements of Financial Position

as of December 31, 2017 and 2016

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$14,039,602</td>
<td>$12,913,150</td>
</tr>
<tr>
<td>Investments</td>
<td>$60,454,657</td>
<td>$54,216,357</td>
</tr>
<tr>
<td>University fees receivable</td>
<td>2,625,000</td>
<td>2,590,000</td>
</tr>
<tr>
<td>Pledges and other receivables, net</td>
<td>8,824,308</td>
<td>12,442,061</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>887,545</td>
<td>809,364</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>343,389</td>
<td>286,011</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$87,174,501</td>
<td>$83,256,943</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$752,505</td>
<td>$749,994</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>495,001</td>
<td>556,945</td>
</tr>
<tr>
<td>Deferred income</td>
<td>1,750,001</td>
<td>1,726,669</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>2,997,507</td>
<td>3,033,608</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>COMMITMENTS AND CONTINGENCIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>NET ASSETS (A)(B)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Board designated</td>
<td>6,000,000</td>
<td>-</td>
</tr>
<tr>
<td>Undesignated</td>
<td>22,939,993</td>
<td>27,247,285</td>
</tr>
<tr>
<td>Total Unrestricted</td>
<td>28,939,993</td>
<td>27,247,285</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>26,530,247</td>
<td>24,269,296</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>28,706,754</td>
<td>28,706,754</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td>84,176,994</td>
<td>80,223,335</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$87,174,501</td>
<td>$83,256,943</td>
</tr>
</tbody>
</table>

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

*For the Years Ended December 31, 2017 and 2016*

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

### For the Year Ended December 31, 2017

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions and grants</td>
<td>$5,662,806</td>
<td>$6,163,537</td>
<td>-$</td>
<td>$11,826,343</td>
</tr>
<tr>
<td>University fees</td>
<td>2,601,667</td>
<td>-</td>
<td>-</td>
<td>2,601,667</td>
</tr>
<tr>
<td>Service fees</td>
<td>880,500</td>
<td>-</td>
<td>-</td>
<td>880,500</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>932,069</td>
<td>-</td>
<td>-</td>
<td>932,069</td>
</tr>
<tr>
<td>Investment income</td>
<td>1,079,230</td>
<td>5,916,804</td>
<td>-</td>
<td>6,996,034</td>
</tr>
<tr>
<td>Fundraising events, net of direct benefits to donors</td>
<td>4,258,463</td>
<td>-</td>
<td>-</td>
<td>4,258,463</td>
</tr>
<tr>
<td>Net assets released from restrictions (B)</td>
<td>9,819,390</td>
<td>(9,819,390)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td>$25,234,125</td>
<td>$2,260,951</td>
<td>-</td>
<td>$27,495,076</td>
</tr>
</tbody>
</table>

### For the Year Ended December 31, 2016

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions and grants</td>
<td>$3,269,122</td>
<td>$7,701,272</td>
<td>-$</td>
<td>$10,970,394</td>
</tr>
<tr>
<td>University fees</td>
<td>2,520,000</td>
<td>-</td>
<td>-</td>
<td>2,520,000</td>
</tr>
<tr>
<td>Service fees</td>
<td>864,550</td>
<td>-</td>
<td>-</td>
<td>864,550</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>857,323</td>
<td>-</td>
<td>-</td>
<td>857,323</td>
</tr>
<tr>
<td>Investment income</td>
<td>433,098</td>
<td>2,410,757</td>
<td>-</td>
<td>2,843,855</td>
</tr>
<tr>
<td>Fundraising events, net of direct benefits to donors</td>
<td>3,807,894</td>
<td>-</td>
<td>-</td>
<td>3,807,894</td>
</tr>
<tr>
<td>Net assets released from restrictions (B)</td>
<td>18,078,482</td>
<td>(18,078,482)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td>$29,830,469</td>
<td>(7,966,453)</td>
<td>-</td>
<td>$21,864,016</td>
</tr>
</tbody>
</table>

### EXPENSES:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment and training programs</td>
<td>18,288,663</td>
<td>-</td>
<td>-</td>
<td>18,288,663</td>
</tr>
<tr>
<td>Supporting services:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>2,743,598</td>
<td>-</td>
<td>-</td>
<td>2,743,598</td>
</tr>
<tr>
<td>Fundraising</td>
<td>2,509,156</td>
<td>-</td>
<td>-</td>
<td>2,509,156</td>
</tr>
<tr>
<td>Total supporting services</td>
<td>5,252,754</td>
<td>-</td>
<td>-</td>
<td>5,252,754</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>$23,541,417</td>
<td>-</td>
<td>-</td>
<td>$22,479,487</td>
</tr>
</tbody>
</table>

### CHANGE IN NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets - beginning of year</td>
<td>1,692,708</td>
<td>2,260,951</td>
<td>-</td>
<td>3,953,659</td>
</tr>
<tr>
<td><strong>NET ASSETS - END OF YEAR</strong></td>
<td>$28,939,993</td>
<td>$26,530,247</td>
<td>$84,176,994</td>
<td>$80,223,335</td>
</tr>
</tbody>
</table>
## Statements of Cash Flows
For the Years Ended December 31, 2017 and 2016

### CASH FLOWS FROM OPERATING ACTIVITIES:

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>$3,953,659</td>
<td>$(615,471)</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>166,470</td>
<td>215,814</td>
</tr>
<tr>
<td>Pledge discount net of amortization</td>
<td>71,879</td>
<td>94,913</td>
</tr>
<tr>
<td>Bad debt expense</td>
<td>-</td>
<td>1,100</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>(61,944)</td>
<td>(49,093)</td>
</tr>
<tr>
<td>Realized gain on securities</td>
<td>(1,096,782)</td>
<td>(659,560)</td>
</tr>
<tr>
<td>Unrealized gain on securities</td>
<td>(4,638,506)</td>
<td>(1,192,857)</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>(1,605,224)</td>
<td>(2,205,154)</td>
</tr>
<tr>
<td>Changes in operating assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Increase) decrease in assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University fees receivable</td>
<td>(35,000)</td>
<td>(105,000)</td>
</tr>
<tr>
<td>Pledges and other receivables</td>
<td>2,545,874</td>
<td>8,289,318</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>(78,181)</td>
<td>(67,299)</td>
</tr>
<tr>
<td><strong>Increase in liabilities:</strong></td>
<td>2,511</td>
<td>153,499</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>23,332</td>
<td>70,001</td>
</tr>
<tr>
<td><strong>Net Cash Provided by Operating Activities</strong></td>
<td>853,312</td>
<td>6,135,365</td>
</tr>
</tbody>
</table>

### CASH FLOWS FROM INVESTING ACTIVITIES:

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of investments</td>
<td>(12,586,186)</td>
<td>(6,277,630)</td>
</tr>
<tr>
<td>Proceeds from sale of investments</td>
<td>12,083,174</td>
<td>5,372,504</td>
</tr>
<tr>
<td>Purchase of property and equipment</td>
<td>(223,848)</td>
<td>(68,099)</td>
</tr>
<tr>
<td><strong>Net Cash Used in Investing Activities</strong></td>
<td>(726,880)</td>
<td>(973,225)</td>
</tr>
</tbody>
</table>

### CASH FLOWS FROM FINANCING ACTIVITIES:

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collections of permanently restricted contributions</td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
<tr>
<td><strong>Net Cash Provided by Financing Activities</strong></td>
<td>1,000,000</td>
<td>1,000,000</td>
</tr>
</tbody>
</table>

### NET INCREASE IN CASH AND CASH EQUIVALENTS

<table>
<thead>
<tr>
<th>Description</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents - beginning of year</td>
<td>12,913,150</td>
<td>6,751,010</td>
</tr>
<tr>
<td><strong>CASH AND CASH EQUIVALENTS - END OF YEAR</strong></td>
<td>$14,039,602</td>
<td>$12,913,150</td>
</tr>
</tbody>
</table>
For a copy of the audited financial statements, contact:

The Posse Foundation, Inc.
14 Wall Street, Suite 8A-60
New York, NY 10005

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 (“U.S. GAAP”).

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 $1,457,572 and $1,238,822 from the cumulative earnings on permanently restricted funds for the years ended December 31, 2017 and 2016, 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.
"There is nothing to you until someone sees something in you—and that’s what Posse does. They see something in you and then back you up on your way through college and to amazing careers."

John Leguizamo
Actor, Comedian & Playwright
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Forrest E. Wylie Chairman & President, Wylie Ventures; Executive Vice Chairman, Wyatt Energy LLC

Forrest E. Wylie Chairman & President, Wylie Ventures; Executive Vice Chairman, Wyatt Energy LLC
“To Posse—for doing the impossible.”

Trevor Noah
Comedian & Host of *The Daily Show*

---

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Eric Beckman
Chairman and Co-Managing Partner, Breakwater Investment Management, LLC

Jim Evans
Vice President, Capital Group

Susan Goldsmith
Principal, Monitor Deloitte

Lee Hutter
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Principal and Managing Director, West Los Angeles, Avison Young

Russell P. Levine
CEO and Co-Founder, Route One Entertainment

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Joseph Plaiza
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Bill Pisani
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Kenneth Ren
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The lists above reflect staff as of July 2018.

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