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 President + Founder Brad Singer National Board Chair





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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, multicultural teams—Posses—of 10 students. The Foundation's partner colleges and universities award Posse Scholars 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 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

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.

Career Program

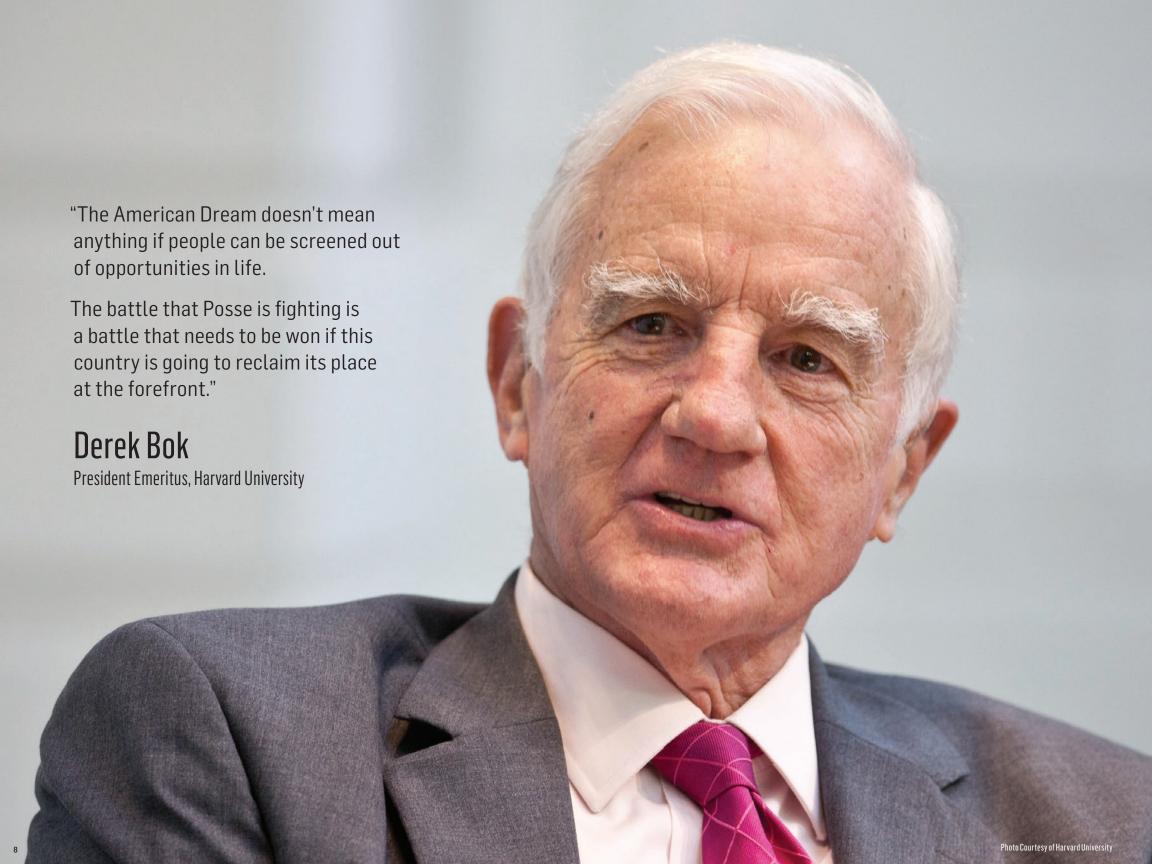
The Career Program connects Posse Scholars and alumni to highly coveted professional development opportunities.

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





College + University Partners

Agnes Scott College Babson College Bard College Boston University* Brandeis University* Brvn 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

Lehiah University

Hobart and William Smith Colleges

Illinois Wesleyan University Kalamazoo College Lafayette College* Lawrence University

Mount Holvoke College Northwestern University

Middlebury College**

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 Welleslev 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 Posses 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

Northeastern University D'Amore-McKim School of Business

Northwestern University

Kellogg School of Management

Teachers College, Columbia University

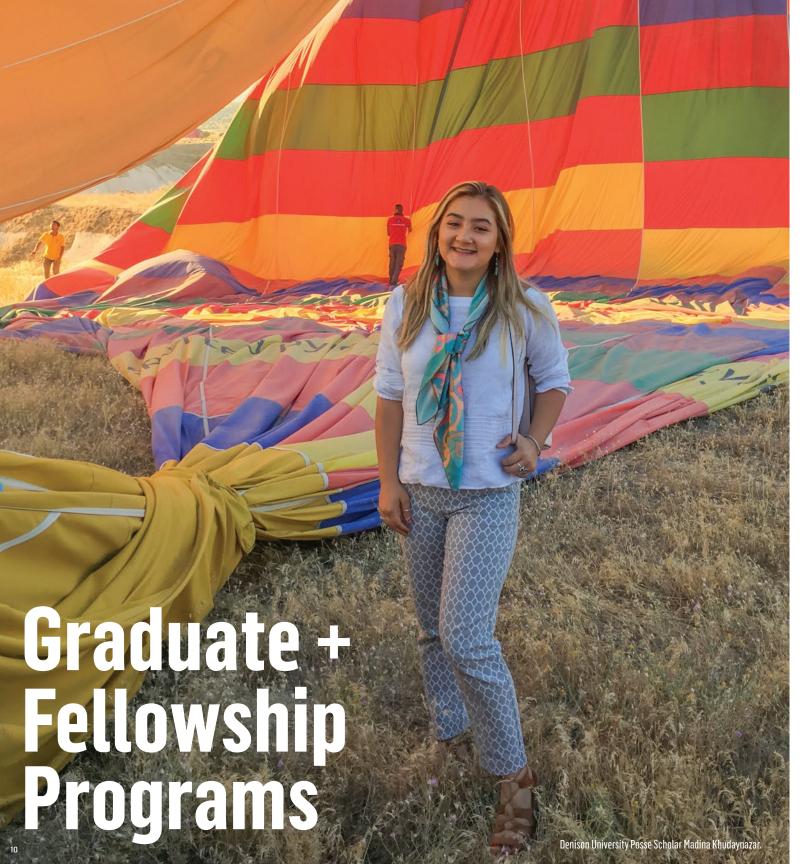
University of Washington School of Social Work

Yale University School of Forestry & Environmental Studies

Cornell University Law School Duke University Fugua School of Business Johns Hopkins University Krieger School of Arts & Sciences

Pritzker School of Law University of Chicago Booth School of Business





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

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

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 Fo

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Acadian Asset Managemen

The Advertising Council

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The Alletate Corneration

Alambara Dharmana atiaal

American Girl Place

American Honda Motor Co., Inc.

American Museum of Natural Histor

Ameriprise (Columbia Threadneedle

Aon

Art Institute of Chicago

The Asia Societ

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Doston readiler residency

Breakthrough Collaborative

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Brooklyn Bridge Park Conservancy

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College Success Foundation

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Discovery Communications

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Gay & Lesbian Alliance Against Defamatio

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Harlem Village Academies

Health Net
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nstitute for the Recruitment of Teachers

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Match Education

Mayer Brown LLF Medline MFS Investment Management Miami Children's Museum

Milbank, Tweed, Hadley & McCloy LLP

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Museum of Contemporary Art The Museum of Fine Arts, Boston

NBCUniversal National Grid

New York City Bar Association (Thurnood Marsha

Newman's Own Foundation
The Nielsen Company

Noblis Northern Trus

Northwestern Center for Talent Development

Norwegian Cruise Line

Office of Senator Elizabeth Warrer

OMAM Pandora Paramount Pictures Parthenon-EY

Partnership for Public Servio

PB

Penguin Random House Perella Weinberg

Plymouth Rock Assurance Corporation
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Reebok International, Ltd Richards Kibbe & Orbe LL Royal Caribbean Cruises I Sedgwick LLP
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Shared Vision

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SmithBucklin

Snag Sony Pictures Entertainment

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St. Luke's-Roosevelt Hospital Center CARES Program

State Street Corporatio Steppenwolf Theatre Success Academies

Summer Medical + Dental Education Program

Teach For America

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.S. Equal Employment Opportunity Commission

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United States Tennis Association

United Talent Agency UniWorld Group, Inc. Viacom Media Network

VIC

West Monroe Partners
World Fuel Services
The Walt Disney Companies

Walter Reed Army Institute of Research

ven, Gotshat & Manges LLi /ertex Pharmaceuticals

NGRH

The lists above reflect partnerships established through July 2018.



STEM + Veterans Initiatives

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





"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





Brad SingerNamed New Posse Board Chair

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.

Tim Ubben Awarded Emeritus Status



O/O Graduation Rate

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.

2017 Highlights



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.

Hosts



Daweed Abdiel Education/Nonprofit

Cecilia Conrad

Managing Director

MacArthur Fellows Program



Younes Boulares





Zaakir Tameez Business/Finance





Jason Blum Film Producer (Get Out, Whiplash, Paranormal Activity)



Law/Government



The Honorable John Lewis U.S. Congressman from the 5th District of Georgia



Karen and Irwin Redlener Founders, Children's Health Fund



Joseph Stiglitz Nobel Laureate in Economics

Christian Vazquez Media/Arts/Entertainment

Jeff Ubben Fellows Program

Posse established the Jeff Ubben Posse Fellows Program in recognition of the Foundation's former board chair. The fellowship includes a prestigious summer internship along with a generous \$10,000 stipend.

Civil rights champion and U.S. Congressman John Lewis, Nobel Laureate in Economics Joseph Stiglitz, Hollywood producer Jason Blum, Managing Director of the MacArthur Fellows Program Cecilia Conrad, and Children's Health Fund Founders Karen and Irwin Redlener each hosted and mentored a Scholar in the summer of 2017.

PossePlus Retreats Explore Identity in American Society



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



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.

2017 Posse Star Award Recipients



Leslie and Mark Sillcox.



Dr. Nana Sarpong.



Trinity College President Joanne Berger-Sweeney.



Bank of America CEO Brian Moynihan with Posse alumni who are now full-time Bank of America employees.

Innovators (\$100.000-\$249.999)

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Cara and Jeffrey Klein Russell P. Levine

Manuel E. Machado Joseph Mamounas

Jonathan P. and Dorothy E. Nelson Monique L. Nelson, Posse Alumna

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Lynch Foundation Major League Baseball

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Snagajob Ronda L. Solomon

Summit Chicago
Viyas Sundaram and Jaya Saxena Sundaram

Riaz Taplin Tara Foundation, Inc.

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Martha and Geoff Tuff

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Anonymous (29)
Caroline Abramo
Ina and Stephen Abrams

Dorothy Adams and Josephus de Groot Babajide A. Ademola, Posse Alumnus

Fans cont. Andrew Aksyonov Lee and Nile Albright Karen Kolodny and Hank Amon D'Andrea M. Anderson Ijeoma Anyanwu, Posse Alumna Odinakachi Anyanwu, Posse Alumnus Tracy E. Aragon, Posse Alumna Lynn Appelbaum Daniel and Jodi Arellano Todd Arp John Aschmies

Audio Command Systems

Chris Ballesteros

Francisco Balli Leslie Ballinger Bryant H. Banks

Avison Young Opeyemi G. Awe, Posse Alumna Ricardo Aybar

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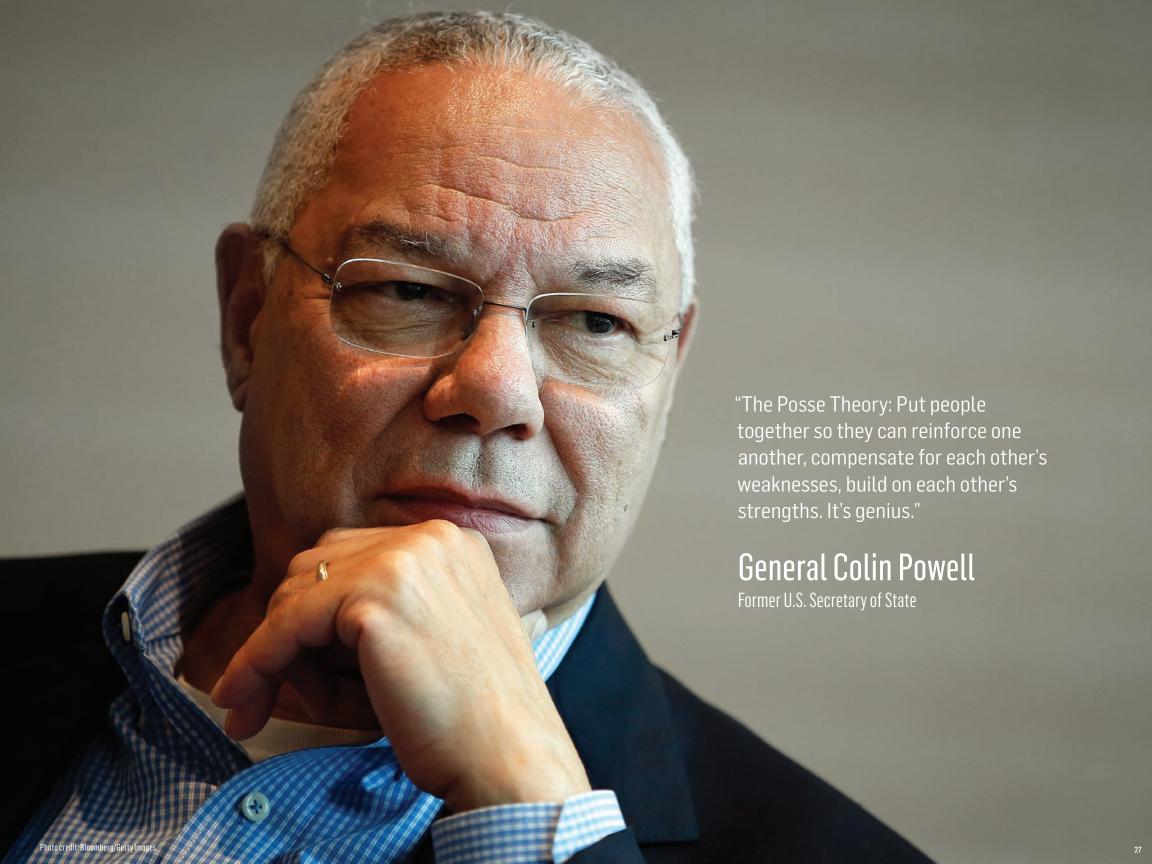
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"One of the consequences of an unequal society is that you don't use fully your most valuable resource—your human resource.

Even if you didn't think of this as a moral issue, it affects the performance of our economy. It's so clear that the Posse program is an investment in the future of our country.

Joseph Stiglitz

Former Chief Economist, World Bank Recipient of Nobel Prize in Economics



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Kerry and Charles Tyler Vicki and Dan Tyler

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Ahmed M. Kodouda, Posse Alumnus Jane Kohlmann

Mia Legaspi-Cavin Jane Gilman and Donald Leka

Allison and Peter LeVine Rosiane Lima, Posse Alumna

Chevone L. Linear, Posse Alumna Lisa Linke

Makalani Mack, Posse Alumnus

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Elizabeth Libby and Carey W. Parker Ronna and Barry Paul Tenes J. Paul. Posse Alumnus

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Alec Puig Audrey Putnam

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Caresse Rios, Posse Alumna Gerry C. Rivadeneira, Posse Alumna Emily Rivera, Posse Alumna

Ian Roberts

Ashley Robinson, Posse Alumna Nigel H. Robinson, Posse Alumnus Shane Robinson

Cynthia D. Rodriguez, Posse Alumna Jadil Rodriguez, Posse Alumna Juliana Rodriguez, Posse Alumna Alexis M. Roe, Posse Alumna Christopher L. Rogers, Posse Alumnus

SallvAnn Rose

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Yewande S. Salau, Posse Alumna Susan Salidor

Margaret Sandor Emmanuel Santana, Posse Alumnus

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Zachary Shaiyen Jayda Shanks, Posse Alumna Aine M. Sheehan, Posse Alumna

Sandy Sheehy

Andrew Shen, Posse Alumnus Connor Shields

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Yesenia Silva, Posse Alumna Cory Sims, Posse Alumnus Faith Simunyu, Posse Alumna

Glenze Singleton Deborah Sitrin

Florangel Suero, Posse Alumna Issifu H. Suhuhunu, Posse Alumnus Neha Surender, Posse Alumna

Paul Svenson Dudney Sylla, Posse Alumnus Shaka Tafari, Posse Alumnus

Taneesha Tate-Robinson, Posse Alumna

Bryan Taylor Danielle M. Taylor, Posse Alumna Shanece Taylor

Djinnie Timoleon, Posse Alumna Meghan Toft Niani L. Tolbert, Posse Alumna

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Drew Charter School

Fidelity Investments The George Washington University School of Medicine

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Gramps Hanover Insurance Hogan Lovells US LLP

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Koshland Science Museum

Moody's Corporation

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Oakland Unified School District

Sazerac Schiff Hardin LLP

Simpson Thacher & Bartlett LLP Southeast Tennis and Learning Center

Wells Fargo Zapp's Potato Chips

Statements of Financial Position

as of December 31, 2017 and 2016

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



Statements of Activities

For the Years Ended December 31, 2017 and 2016

	For the Year Ended December 31, 2017			For the Year Ended December 31, 2016				
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2017	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2016
SUPPORT AND REVENUE:								
Contributions and grants	\$ 5,662,806	\$ 6,163,537	\$ -	\$ 11,826,343	\$ 3,269,122	\$ 7,701,272	\$ -	\$ 10,970,394
University fees	2,601,667	-	-	2,601,667	2,520,000	-	-	2,520,000
Service fees	880,500	-	-	880,500	864,550	-	-	864,550
In-kind contributions	932,069	-	-	932,069	857,323	-	-	857,323
Investment income	1,079,230	5,916,804	-	6,996,034	433,098	2,410,757	-	2,843,855
Fundraising events, net of direct benefits to donors	4,258,463	-	-	4,258,463	3,807,894	-	-	3,807,894
Net assets released from restrictions (B)	9,819,390	(9,819,390)			18,078,482	(18,078,482)		
TOTAL SUPPORT AND REVENUE	25,234,125	2,260,951		27,495,076	29,830,469	(7,966,453)		21,864,016
EXPENSES:								
Program services:								
Recruitment and training programs	18,288,663			18,288,663	17,127,055			17,127,055
Supporting services:								
Management and general	2,743,598	-	-	2,743,598	2,776,268	-	-	2,776,268
Fundraising	2,509,156	-	-	2,509,156	2,576,164	-	-	2,576,164
Total supporting services	5,252,754			5,252,754	5,352,432			5,352,432
TOTAL EXPENSES	23,541,417			23,541,417	22,479,487			22,479,487
CHANGE IN NET ASSETS	1,692,708	2,260,951	-	3,953,659	7,350,982	(7,966,453)	-	(615,471)
Net assets - beginning of year	27,247,285	24,269,296	28,706,754	80,223,335	19,896,303	32,235,749	28,706,754	80,838,806
NET ASSETS - END OF YEAR	\$ 28,939,993	\$ 26,530,247	\$ 28,706,754	\$ 84,176,994	\$ 27,247,285	\$ 24,269,296	\$ 28,706,754	\$ 80,223,335

Statements of Cash Flows

For the Years Ended December 31, 2017 and 2016

	2017	2016
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 3,953,659	\$ (615,471)
Adjustments to reconcile change in net assets to		
net cash provided by operating activities:	100 /70	215 017
Depreciation and amortization Pledge discount net of amortization	166,470 71,879	215,814 94,913
Bad debt expense	-	1,100
Deferred rent	(61,944)	(49,093)
Realized gain on securities	(1,096,782)	(659,560)
Unrealized gain on securities	(4,638,506)	(1,192,857)
Subtotal	(1,605,224)	(2,205,154)
Changes in operating assets and liabilities:		
(Increase) decrease in assets:	(25,000)	(105.000)
University fees receivable Pledges and other receivables	(35,000) 2,545,874	(105,000) 8,289,318
Prepaid expenses and other assets	(78,181)	(67,299)
Increase in liabilities:		170.400
Accounts payable and accrued expenses Deferred income	2,511 23,332	153,499 70,001
Deferred income		70,001
Net Cash Provided by Operating Activities	853,312	6,135,365
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(12,586,186)	(6,277,630)
Proceeds from sale of investments	12,083,174	5,372,504
Purchase of property and equipment	(223,848)	(68,099)
Net Cash Used in Investing Activities	(726,860)	(973,225)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	1,000,000	1,000,000
Net Cash Provided by Financing Activities	1,000,000	1,000,000
NET INCREASE IN CASH AND CASH EQUIVALENTS	1,126,452	6,162,140
Cash and cash equivalents - beginning of year	12,913,150	6,751,010
CASH AND CASH EQUIVALENTS - END OF YEAR	\$ 14,039,602	\$ 12,913,150

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

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.

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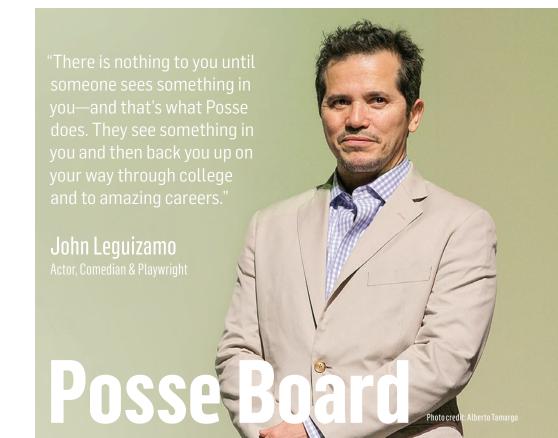
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