1989-2019 Timeline

1989
- VANDERBILT UNIVERSITY signs on as Posse’s first institutional partner.
- The FIRST POSSE is recruited from New York City.

1990
- THE KELLOGG FOUNDATION becomes one of the first organizations to fund Posse with a major grant. Sixteen years later Kellogg will award Posse a $3.3 million grant to further its work.

1991
- THE DYNAMIC ASSESSMENT PROCESS (DAP) is implemented. A three-month, nontraditional interview process, DAP will grow to serve thousands of student nominees each year.

1993
- CAMPUS MENTORING by faculty is added to the program for Scholars.

1994
- Scholars work with Posse staff to create the first POSSEPLUS RETREAT (PPR). The PPR is a weekend of interactive workshops focusing on a major social or political issue affecting the nation. Scholars are joined by a cross-section of the entire campus community. Today, thousands of students, faculty and administrators experience the PPR each year, engaging in dialogue about topics such as race, class and power.

1999
- MICHAEL AINSLIE becomes Posse’s first board chair.
- POSSE BOSTON opens, becoming the second program site.

2000
- POSSE CHICAGO opens.

2002
- POSSE LOS ANGELES opens.

2003
- SALLIE MAE provides the foundation for Posse’s endowment campaign, pledging a $5 million matching grant.

2004
- POSSE D.C. opens.
THE POSSE INSTITUTE is established with a $250K grant from the Ford Foundation. The Institute manages Posse data and tracks the Foundation’s growth and progress toward its mission.

2007
Posse President – Founder DEBORAH BIAL is awarded a MacArthur “Genius” Grant.

2008
The first STEM POSSE matriculates at Brandeis University. The STEM program recruits, trains and supports Posse Scholars with leadership potential in the STEM fields.

2009
Posse launches an online database – POSSE ACCESS – through which hundreds of unselected finalists can be connected to Posse partner institutions.

2010
The Posse Foundation is one of only 10 organizations selected by PRESIDENT BARACK OBAMA to receive a portion of his $1.4 million Nobel Peace Prize money.

2011
POSSE MIAMI opens.

2012
POSSE NEW ORLEANS opens.

2014
Posse establishes the JEFF UBBEN POSSE FELLOWS PROGRAM in recognition of Jeff’s tremendous contributions to the organization. The fellowship includes a prestigious summer internship with a CEO or another industry equivalent along with a $10,000 stipend.

2015
POSSE BAY AREA opens.

2019
Posse celebrates its 50-YEAR MILESTONE, with more than 8,200 Scholars selected and $1.4 billion in scholarships awarded by partner colleges.
Dear Friends,

In 1989, 30 years ago, the Berlin Wall fell, Seinfeld and The Simpsons premiered, students protested in Tiananmen Square, and a young internet went global. In New York City, David Dinkins had just been elected mayor, the first black person to hold the office.

Against this backdrop of cultural, technological and historic change, Posse was born. Inspired by a student who remarked, "I never would have dropped out of college if I’d had my Posse with me," the program began with five students and one partner university—Vanderbilt. It was a new concept in higher education. Posse would send diverse teams of students together to college so they could support one another. But the ultimate goal was much more than that. Posse Scholars would be selected for their leadership potential—with dreams of becoming CEOs, senators and college presidents, ready to address the world’s most pressing issues.

Today, Posse is seeing these goals realized. It is building a national network of leaders who represent the great diversity of the American population. Posse Scholars and alumni are winning prestigious awards like the Fulbright, the Watson, the Davis; they are completing their PhDs, JDs and MBAs; they are running companies, leading schools, founding nonprofits and contributing to new discoveries in science.

The Posse Foundation operates chapters in 10 cities and partners with 58 top colleges and universities. It has launched a post-9/11 U.S. veterans initiative, and it supportsPosses focused in STEM fields. More than 9,200 students have become Posse Scholars. They have won $1.4 billion in leadership scholarships from our incredible partner colleges and universities. They graduate at a rate of 90 percent.

Posse’s longevity is the direct result of our Scholars and alumni and their families, our phenomenal college and university partners, a talented hard-working staff, a dedicated board, and the many individuals and institutions who have invested so much—far more than we can ever properly acknowledge. Thank you for believing in the exceptional promise of Posse Scholars.

Warmly,

Deborah Bial
President + Founder

Brad Singer
National Board Chair
**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.

1989

Five students from New York City set off to Vanderbilt University in Nashville, Tennessee, as pioneering members of the first Posse. Their success paved the way for thousands of future Posse Scholars.

**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.

**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.
Posse set the stage for me to leave my comfort zone, trust my foundation, and apply my talents in a space where I was traditionally not represented. That journey gave me strength, courage and validation to set my sights on other spaces where I would be the first or the only. After graduation, it was important for me to return to the high school that had nurtured me, this time as a counselor. All these years later, I'm still encouraging the young people I'm blessed to work with to take up space, in the settings they desire, because they are needed there.

Veronica Rivera Savage, LMSW
School Social Worker
City-As-School High School
Member of the First Posse
Posse has created a unique interviewing process that helps us identify ten Scholars who will thrive at our college. The Dynamic Assessment Process, or DAP, enables us to peel back the complex layers of each candidate’s character, and helps us to see them as individuals and not just a GPA or SAT score. Members of the selection team actively participate in the process and engage the candidates on a deeper level than any other conventional interview process I have been in. Selecting Posse Scholars is a lot of fun because of DAP, and I trust the process. Way to go Posse!

Eric Staab
Dean of Admission and Financial Aid
Kalamazoo College
Program Components

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

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
The Posse Foundation thanks its college and university partners. In 2018, Posse’s undergraduate partners awarded $146 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  
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  
Villanova University  
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  
Northwestern University 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 2019.
When you meet a Posse Scholar, you expect leadership from them—and they deliver, in the classroom, in student government, as founders of student organizations. The program’s effectiveness is the reason Middlebury has been a Posse partner for 20 years. It’s the reason we admit and enroll 30 Posse Scholars each year from Chicago, Los Angeles and New York City. They represent about 5 percent of our student body, with 140 Scholars pursuing a wide range of interests. They’re not just smart, but they’re also thoughtful about the big issues. Their presence in our classrooms helps us grapple with the hard topics related to race, class, gender, sexuality, disability, religious identity, and so many other questions of equity and inclusion. They guide us in powerful ways. They also teach us about how to be in community. We’re very proud to count them among the dynamic students we serve.”

Laurie Patton
President, Middlebury College

The list of highly selective college and university partners grew. Today, Posse boasts partnerships with 58 leading institutions of higher education.
One of the greatest lessons Posse taught me was to reimagine what leadership can look like and to consider how different forms of leadership can come together to unpack and address complex problems.

As a Marshall Scholar, I will spend my time in the UK exploring how poetry can be used as a tool for empowerment and healing for migrant and refugee communities. I’m pursuing a master’s in creative writing and education at Goldsmiths, University of London, to be followed by another master’s in global migrations and social justice at the University of Glasgow. These programs are rare opportunities that align with my instincts as an artist and educator. While in the UK, I hope to further develop the skillset I’ll need to continue using poetry as a vehicle for transformative work. That’s what motivates me.”

Janel Pineda
Dickinson College Posse Alumna
Marshall Scholar
Earning a Schwarzman Scholarship is a once-in-a-lifetime opportunity—one that I don’t think I would have been on a path to pursue had it not been for Posse.

I’ll be working towards a graduate degree in global affairs at Tsinghua University in Beijing. It’s such an honor to join this global exchange. Most of all, I’m looking forward to learning from diplomats, business leaders and government officials so that I can grow in my ability to effect positive change in the world.”

Opeyemi Awe
Grinnell College Posse Alumna
Schwarzman Scholar

“Through the Rangel Fellowship I will travel abroad for an internship at the U.S. Embassy Bangkok in Thailand. I see the Fellowship as an extension of my experience at Posse. I am not alone. I have the support system of the other Fellows; they’re like my Posse. Just as Posse ushered me into Bucknell, this fellowship is ushering me into a new career and life.”

Nigel Robinson
Bucknell University Posse Alumnus
Charles B. Rangel International Affairs Fellow
We launched the Career Program to provide Scholars with tools and opportunities to secure highly competitive internships and leadership-track jobs.

Developing and supporting diverse teams is critical to staying competitive and excelling in a dynamic marketplace. Posse provides a unique pipeline of young leaders from diverse backgrounds for organizations that view inclusion as a top priority. We are proud to support Posse and are fortunate to have many Posse Scholars join us as interns and as full-time professionals. Posse Scholars have become a critical part of our organization’s culture and the solutions we bring to our clients.”

Joe Ucuzoglu
CEO, Deloitte US
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
Abt Associates
Acadian Asset Management
The Advertising Council
After School All-Stars
Allstate Corporation, The
American Girl Place
American Honda Motor Co., Inc.
American Museum of Natural History
Ameriprise (Columbia Threadneedle)
Angelo Gordon
Aon
Art Institute of Chicago
The Asia Society
The Associated Press
Bank of America Merrill Lynch
Barclays
Biogen
Bloomberg
Blue Cross Blue Shield
BMO Harris
BNP Paribas
Boston Healthcare for the Homeless
Boston Lawyers Group
Boston Teacher Residency
Breakthrough Collaborative
Brightsphere
Brooklyn Bridge Park Conservancy
CS Youth Foundation
Capital Group
Care USA
CBRE
CBS Television Studios
Central Intelligence Agency
Chemexcursions International
Chick Fil-A
City Year
CME Group
College Success Foundation
Conservation Law Foundation
CoStar
Crossroads for Kids, Inc.
Crown Castle
CVS Health
DC Public Library
deLoure
Deutsche Bank
Direct Energy
Discovery Communications
DLA Piper
Double H Ranch
DTCC
DREAM
Eaton Vance
Edelman
Entergy Corporation
Evie
Exelon Corporation
Exoneration Project
Facebook
Fidelity Investments
Fiduciary Trust Company
The Field Museum
Fiver Children’s Foundation
Freddie Mac
The Fresh Air Fund
Friendship Public Charter Schools
The Global Good Fund
Goldman Sachs & Co.
Goodwin Procter LLP
Google
GSI Environmental Inc.
Hall Capital Partners LLC
Harlem Village Academies
H-E-B
Hill Holliday
HJ Foundation
The Hole in the Wall Gang Camps
IBERIABANK
Illinois Tool Works
Infor
Institute of International Education
Jones Lang LaSalle
JPMorgan Chase & Co.
Kaiser Associates
Kirkland & Ellis LLP
Kroger
L+M Development Partners
Lafram Corporation
Let’s Get Ready
Liberty Mutual
Livongo
Lockton Insurance Brokers, Inc.
Louisiana Public Health Institute
Massachusetts General Hospital
Mastercard
Match Education
Mattel
Maximus
Mayer Brown LLP
MD Anderson Cancer Center
Medline
Memorial Herman
MFS Investment Management
Miami Children’s Museum
Midwest Academy
Milbank, Tweed, Hadley & McCloy LLP
Moody’s Corporation
Morgan Stanley
Museum of Contemporary Art
The Museum of Fine Arts, Boston
NBCUniversal
National Grid
New Energy Aquarius
New York City Economic Development Corporation (NYCEDC)
Newman’s Own Foundation
NextEra Energy, Inc
The Nielsen Company
Noblis
Northern Trust
Northwestern Center for Talent Development
Norwegian Cruise Line
Office of Senator Elizabeth Warren
Pandora
 Paramount Pictures
Parthenon-EY
Partnership for Public Service
Paul, Weiss
PBS
Penguin Random House
Perella Weinberg
Plymouth Rock Assurance Corporation
The Posse Foundation
Princeton-Blaisstown Center
Propeller
Public Broadcasting Service (PBS)
Public Defender Service
Putnam Investments
PwC
Radio One
RBS Citizens
Richards Kibbe & Orbe LLP
Royal Caribbean Cruises LTD
Service Year Alliance
Shared Vision
Shawmut Design & Construction
SmithBucklin
Snag
Sony Pictures Entertainment
Sotheby’s
State Street Corporation
Steppehnwolf Theatre
Success Academies
Summer Medical + Dental Education Program
Sumologic
Teach For America
Toast
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
Unified Talent Agency
UniWorld Group, Inc.
Vertex
Viacom Media Networks
VICE
Wayfair
West Monroe Partners
The Walt Disney Companies
The Whiting – Turner Contracting Company
Walter Reed Army Institute of Research
Well, Gotshal & Manges LLP
Vertex Pharmaceuticals
West Monroe Partners
WGBH
WorldTeach
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.

We introduced our STEM initiative to identify, recruit and support Scholars with leadership potential in the STEM fields. The program was piloted at Brandeis University. Today, 11 schools recruit STEM Posses.

“...We are proud of our STEM Posse Scholars for their achievements in and beyond the classroom—for the many ways they demonstrate that diversity and excellence go hand in hand. At Wellesley College we know that diverse experiences, backgrounds and ideas make our institutions stronger. This is especially true in the STEM fields, where more diversity is so needed. Posse is helping to address that need by channeling talented students interested in STEM to some of the nation’s best colleges and universities.”

Paula A. Johnson, M.D., M.P.H.
President, Wellesley College
When I was wounded in war I felt I might not be able to rise to the standard required to complete such a rigorous degree, especially alone. But Posse brought me into the fold and helped us form a cohort of remarkable individuals that formed inseparable bonds with one another, reminiscent of the brotherhood and sisterhood we felt serving alongside each other in uniform. We came in as leaders on the battlefield, but Posse helped us capitalize on that, and facilitated our transition as leaders in the civilian world from the arts to the sciences, from the stage and lab, to the classroom, to the boardroom.”

John (Jack) Eubanks
Sergeant “Lucky”, United States Marine Corps
Vassar College Veterans Program Alumnus
As one of the Bay Area’s largest cities, Oakland is home to many deserving students with great promise. Posse is helping to expand opportunities for our young people, connecting them to first-rate colleges that match their incredible potential. We are grateful to the organization for coming to the Bay Area and for providing our students with once-in-a-lifetime educational opportunities.

Libby Schaaf
Mayor of Oakland
Posse Nation

ATLANTA
Year established: 2007
Scholarship dollars to date: $97 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: $18 million
Partner institutions:
  Boston University
  Lehigh University
  University of Puget Sound

BOSTON
Year established: 1999
Scholarship dollars to date: $140 million
Partner institutions:
  Bryn Mawr College
  Bucknell University
  Centre College
  Denison University
  Union College

CHICAGO
Year established: 2000
Scholarship dollars to date: $238 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: $113 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: $59 million
Partner institutions:
  Babson College
  Carleton College
  Colby College
  Texas A&M University
  University of Virginia
  Wellesley College

LOS ANGELES
Year established: 2002
Scholarship dollars to date: $187 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: $87 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: $43 million
Partner institutions:
  Case Western Reserve University
  Illinois Wesleyan University
  Tulane University
  University of Notre Dame
  Villanova University

NEW YORK
Year established: 1989
Scholarship dollars to date: $342 million
Partner institutions:
  Babson College
  Brandeis University
  Connecticut College
  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: $37 million
Partner institutions:
  University of Chicago
  University of Virginia
  Vassar College
  Wesleyan University
The University of Chicago signed on to recruit its first cohort of Scholars through the Posse Veterans Program, joining partners Dartmouth College, Vassar College, University of Virginia, and Wesleyan University. The inaugural UChicago Veterans Posse will matriculate on campus in fall 2019.

Gabrielle Farrell received the Ainslie Alumni Achievement Award for her community and public service as press secretary—first in the office of Boston Mayor Marty Walsh and later for U.S. Senator Elizabeth Warren’s re-election campaign.

College presidents, corporate leaders, and foundation representatives were among the many guests at the 2018 STEM Conference, entitled Diversity + STEM = X: Solving the Equation for Higher Education and the Workforce. The day-long event explored solutions for increasing diversity in STEM fields.
Dickinson Posse Scholar Amara Anigbo (left) with Satya Nadella, the CEO of Microsoft.

Scholars Amara Anigbo, Princess Adeyinka, Claudia Hernandez, Xaria Jordan, and Nicole Stallings-Blanche were selected as the newest class of Jeff Ubben Posse Fellows. The fellowship includes a prestigious summer internship along with a $10,000 stipend.

Microsoft CEO Satya Nadella, Senator Elizabeth Warren and Massachusetts Chief District Court Judge Patti Saris, Merck CEO Kenneth Frazier, NewYork-Presbyterian Hospital CEO Dr. Steven Corwin and Metropolitan Museum of Art President and CEO Daniel Weiss each hosted and mentored an Ubben Fellow in the summer of 2018.

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.

The PossePlus Retreats, titled Hope, Hate and Race in the United States, brought together more than 5,000 students from Posse partner colleges across the country for a constructive dialogue about race and racism in America.
The Annual Gala, An Evening of Stars, was held on May 23 at Cipriani Wall Street and featured a special performance by comedian Hasan Minhaj. Emceed by *60 Minutes* news correspondent Lesley Stahl, the star-studded event raised $2 million to support the Posse program.
Innovators ($100,000–$249,999)
Anonymous
Alastair and Jeanine Borthwick
Kelly Grant and Susan Boland
Motorola Solutions
Karim and Philip Pead
Royal Caribbean Cruises Ltd.
Ali and Brad Singer

Leaders ($50,000–$99,999)
Lindsay and Henry Ellenbogen
Colleen and Richard Fain
Michael Kluger and Heidi Greene
Robin and Jeffrey Raich
Suse Scher & Anonymous
Tudor, Pickering, Holt & Co.

Benefactors ($25,000–$49,999)
Anonymous
AllianceBernstein
Bank of America
Bloomberg Philanthropies
CBS Television Studios
Deloitte LLP
Ernst & Young LLP
Churchill and Janet Franklin
Glenview Capital Management
Barbara and Ted Janulis
Eleni Pyles Kalisch
Carol Sutton Lewis and William M. Lewis, Jr.
Miller Family Foundation
Liz and Greg Myers
Karen and Charles Phillips
Bill Plapinger and Cassie Murray
Posse Bay Area Advisory Board
Posse D.C. Advisory Board
Juan Rajlin and Bartleby St. Clair
RBC Capital Markets
Glen Senk and Keith Johnson
Susan and Gene Shanks
Jody and Mitch Trapido
Amur
Maura Dickler and Christopher Panczner
Pamela and Martin Edel
Erica Horvath and Phillip Fersen
Mark and Debra Getchew
David and Jennifer Graf
David B. Harrison
Holly Kassett
Angel and Curtis Johnson
Cara and Jeffrey Klein
Dr. Sandra Leong and Dr. Kerry Sulkowicz
Lohmann Family Charitable Fund
Joseph Mamouns
Marks Paneth & Shron LLP
James Owen Mathews
MGM Studios
Jonathan and Julie Meyer
Jonathan P. and Dorothy E. Nelson
Lauren and Craig Nossel
Francis Ocenna
Kristin Remansky and Scott Berg
Ruth Calvin Schur
Mr. and Mrs. Marcus L. Smith
Elizabeth Kelebi and Patrick Sullivan
Syracuse University
Lydia W. Thomas

Supporters ($1–$999)
Babajide A. Ademola, Posse Alumnus
Alicia Behn
Mark Bicker
Ruashim Donaldson, Posse Alumnus
Lamia Harper, Posse Alumina
Margaret Lee Herbert and John C. Hendrickson
Gabrielle Horowitz-Prisco, Posse Alumna
Esther Jeong, Posse Alumna
Erin M. Johnson, Posse Alumna
Stephanie and Michael Keating
Christie Kerss-Darren
Marzen A. Khan, Posse Alumnus
Ryon Leflar, Posse Alumnus
Carl V. Manalo, Posse Alumina
Conor Thomas M. McCoy, Posse Alumina
Anamaria Najera, Posse Alumina
Adeodato Odewale, Posse Alumina
Chin Chou Pan, Posse Alumina
Mario Pelayo and Enah Pelayo, Posse Alumna
Anthony and Dorothy Petoudakis
Kerrie C. Wills, Posse Alumna
Rachel Y. Wong, Posse Alumna

Special Thanks
Comedy Central

2018 Posse Star Award Recipients

Dan Porterfield, President and CEO of the Aspen Institute.
Koby Altman, General Manager of the Cleveland Cavaliers.
Middlebury College Posse Alumnus.

Royal Caribbean Cruises Chairman and CEO Richard Fain (left) with Posse Miami alumni.
We deeply support Posse due to its mission and its Scholars. When you talk to the Scholars themselves and interact with them, you realize that this is so much more than a program for promising students. It’s a movement that aims to effect social change on a broader, deeper level. That’s exciting, and it’s one of the many things that makes Posse a standout among education initiatives."

Leslie and Mark Sillcox
Trustees of The Tortora Sillcox Family Foundation
Contributors

ARCHITECTS ($1 Million+)
The Andrew W. Mellon Foundation
Tortora Sillcox Family Foundation
Ali and Brad Singer
Jeff and Laurie Ubben

CHAMPIONS ($500,000–$999,999)
Linda Vester and Glenn Greenberg

AGENTS OF CHANGE ($250,000–$499,999)
Anonymous (2)
Bank of America Charitable Foundation
Barclays Deloitte LLP
The Estate of Ann Hargrove
Lone Pine Foundation

INNOVATORS ($100,000–$249,999)
Anonymous
Lord G. Balfour Foundation, Bank of America, N.A., Trustee
Baptist Community Ministries
Alastair and Jeanine Northwick
The Brown Foundation, Inc.
The Capital Group Companies Charitable Foundation
Capital One
Cornerstone Foundation
The Crown Family
Exelon Foundation
Gearon Family Foundation
Kelly Granat and Susan Boland
The William R. Kenan Jr. Charitable Trust
Newman’s Own Foundation
Karim and Philip Pead
Royal Caribbean Cruises Ltd.
State Street Foundation, Inc.
Tudor, Pickering, Holt & Co.
Joseph B. Whitehead Foundation
The Wyatt Foundation

LEADERS ($50,000–$99,999)
Anonymous (2)
Albert and Margaret Alkek Foundation

BENEFACTORS ($25,000–$49,999)
Anonymous (3)
Jeff and Jacqueline Abbott
Suzanne and Michael Ainslie
Allstate Insurance Company
BNY Mellon
The Baupost Group, LLC, Charitable Fund at the Boston Foundation
Michael and Kirsten Beckwith
Ryan Birtwell and Ashley Brown
The Arthur M. Blank Family Foundation
Bloomberg Philanthropies
The Boeing Company
Bosie Bollinger
The Boston Foundation
Sapna and Brandon Boze
CBS Television Studios
Charity Parity Plan, Inc.
Chicago Blackhawks Community Fund, a McCormick Foundation Fund
Chicago White Sox Community Fund, a fund of the McCormick Foundation
A. James & Alice B. Clark Foundation
Crown Castle International D & R Fund
The DeNoon Family
The Joseph Crown Foundation
Eaton Vance
Dana and Robert Emery
The Lois and Richard England Family Foundation
Exelon
Starr International Foundation
S. Mark Taper Foundation
Telemundo Enterprises
The Tsunami Foundation - Anson and Debra Beard, Jr. and Family Turner
Wells Fargo Foundation
Zemurray Foundation

Eleni Pryles Kalisch
Carol Sutton Lewis and William M. Lewis, Jr.
Lynch Foundation
Rich Margolin
Matajorian Foundation
Mayer Brown LLP
Gustaf W. Mclhenny Family Foundation
Eugene and Agnes E. Meyer Foundation
Miller Family Foundation
Moelis & Company
The Moody’s Foundation
Morgan Stanley
The MRB Foundation
Liz and Greg Myers
National Grid
The O’Shea Family Foundation
Peter G. Peterson Foundation
Karen and Charles Phillips
Heather and Jim Pigott
Bill Plapinger and Cassie Murray
Putnam Investments
Christine and Paul Quistberg
RBC Capital Markets
Jeremy Rossman
RSM US Foundation
Sanofi Genzyme
Susie Scher
The Select Equity Group Foundation
The Selley Foundation
Glen Senk and Keith Johnson
Susan and Gene Shanks
Vivian L. Smith Foundation
State Street Corporation
May and Edward T. Swan
Riaz Taplin
Ashley and Jonathan Thayer
Liz and Adam Townsend
Travelers
William and Kathy Truscott
Jody and Mitch Truweit
Sharon & Timothy H. Ubben and The Ubben Foundation
Vertex
Brad and Kate Vogt
Wayne Duddleston Foundation
Barton and Susan Winokur
Sandra and Ray Wirta
Carol M. Wood
Brian and Miguel Zelaya

PARTNERS ($15,000–$24,999)
Anonymous (2)
AAR Corporation
American Tower Foundation
Aon
The Catherine & Joseph Aresty Foundation
Carol Bixler
Brooks Automation, Inc.
The Mary Alice and Bennett Brown Foundation, Inc.
Buddenwood Fund of the Pittsburgh Foundation
Clarey Gottlieb Steen & Hamilton LLP
The Coca-Cola Company
Colbert Family Fund of Coastal Community Foundation of SC
Columbia Threadneedle Investments
Marjorie and Scott Cowen
Crowell & Moring Foundation
Elizabeth and Kent Dauten
Kenneth DiPietro
Robert and Annie Drapeau
Ralph S. And Frances R. Dweck Family Foundation
Eastern Bank Charitable Foundation
Dorothy Garfinkle Foundation
Fidelity Investments
The Fifteen Group Foundation
Foundation for New Education Initiatives, Inc.
Patricia and Gary Fridley
Patrick Fu
Grace Bolyard Foundation
Goldring Family Foundation
Susan Goldsmith and Van Hofman
The Lindenbaum and Gordon Family Fund
Julie Bowden and Richard Grudzinski
Haldeman Family Foundation
Heidi Hardin
Harman Family Foundation
Harris Mathews Charitable Foundation
JPMorgan Chase Foundation
Robert Kaye
Geraldine Keefe
Kirkland & Ellis LLP
David and Teresa Koral
The Stanley S. Langendorf Foundation
Lockton Insurance Brokers, LLC
Mainline Information Systems
Barbara and Richard Metzler
Jonathan and Julie Meyer
The Miami Foundation
Christina and James Minnis
Emily and Steven Moskowitz
NBB Universal
The New York Community Trust/ Wallace Special Projects Fund
Nordstrom
Northern Trust
Julie and Charles Parsons
Marybeth and Robert Persons
Piper Jaffray & Co.
PNC
Pro Bono Publico Foundation
Thomas W. Rabaut
Juan Rajlin and Bartleby St. Clair
Kristin Resansky and Scott Berg
Julia Lennox and Rick Rizzo
John W. and Jeanne M. Rowe
Jenny and Peter Saravis
Ashish Shah
Shawmut Design and Construction
Skadden, Arps, Slate, Meagher & Flom LLP
Sumo Logic
F. Chapman Taylor and Grace Bely Taylor
The TXJ Companies, Inc.
Lori and James Vincent
Lindsay and James Wilcox
Woldenberg Foundation
<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marilyn Morrissey</td>
</tr>
<tr>
<td>Irfan Motiwala</td>
</tr>
<tr>
<td>Jarett Moyse</td>
</tr>
<tr>
<td>Shawna Muentener</td>
</tr>
<tr>
<td>Cozy Muldowno</td>
</tr>
<tr>
<td>Mary and Gerald Murray</td>
</tr>
<tr>
<td>Cori Mykyf</td>
</tr>
<tr>
<td>Anamaria Najera, Posse Alumna</td>
</tr>
<tr>
<td>National Grid</td>
</tr>
<tr>
<td>Edgar Ndjatou, Posse Alumnus and Chrsissy Ndjatou</td>
</tr>
<tr>
<td>Matteo Negro</td>
</tr>
<tr>
<td>Shamilia Nelson, Posse Alumma</td>
</tr>
<tr>
<td>Lisseth Mark and Charles Newman</td>
</tr>
<tr>
<td>Nia Community Foundation</td>
</tr>
<tr>
<td>Betsy Nichols</td>
</tr>
<tr>
<td>Nancy L. Nichols</td>
</tr>
<tr>
<td>Kimberley C. Nidah, Posse Alumma</td>
</tr>
<tr>
<td>Arthur and Sheila Nielsen</td>
</tr>
<tr>
<td>Jasmine Niernberger, Posse Alumma</td>
</tr>
<tr>
<td>Jumaine and Lauren N’Namdi</td>
</tr>
<tr>
<td>Carolyn and Ken Nopar</td>
</tr>
<tr>
<td>Susan Norwood</td>
</tr>
<tr>
<td>Ilene and Kon Novack</td>
</tr>
<tr>
<td>Steven Goldstein and Emily Novick</td>
</tr>
<tr>
<td>Anne E. O’Brien, Posse Alumma</td>
</tr>
<tr>
<td>Kevin O’Connell</td>
</tr>
<tr>
<td>Greg O’Connor</td>
</tr>
<tr>
<td>Aedotoun Odewale, Posse Alumnus</td>
</tr>
<tr>
<td>Ashley Odom</td>
</tr>
<tr>
<td>Jeanne B. Delecker</td>
</tr>
<tr>
<td>Angela Oher</td>
</tr>
<tr>
<td>Jim O’Gara</td>
</tr>
<tr>
<td>LaShonda Oglebee, OKB Architecture</td>
</tr>
<tr>
<td>Erin O’Keefe Mueller, Posse Alumma</td>
</tr>
<tr>
<td>Rachel and Oliver Dianoff</td>
</tr>
<tr>
<td>Dave Oftnisko</td>
</tr>
<tr>
<td>Rebecca and Derek Otten</td>
</tr>
<tr>
<td>Victor Oyadjii, Posse Alumnus</td>
</tr>
<tr>
<td>Oyeyinka Oyelaran, Posse Alumus</td>
</tr>
<tr>
<td>Pacific Grove Capital</td>
</tr>
<tr>
<td>Joe Page</td>
</tr>
<tr>
<td>John Ashley Pallera, Posse Alumus</td>
</tr>
<tr>
<td>Tenzin Palmo, Posse Alumma</td>
</tr>
<tr>
<td>Elizabeth Palominio</td>
</tr>
<tr>
<td>Chia Chou Pan, Posse Alumus</td>
</tr>
<tr>
<td>Jessica Pan, Posse Alumma</td>
</tr>
<tr>
<td>Edward Panetta</td>
</tr>
<tr>
<td>Kirtan Parikh</td>
</tr>
<tr>
<td>David Park and Clarence Pineda</td>
</tr>
<tr>
<td>Jonathan Parris</td>
</tr>
<tr>
<td>Cindy Parsheghian</td>
</tr>
<tr>
<td>Matt Paltain</td>
</tr>
<tr>
<td>Peter Pastor</td>
</tr>
<tr>
<td>Karan Patel</td>
</tr>
<tr>
<td>David and Jill Paul</td>
</tr>
<tr>
<td>Elizabeth Pearson</td>
</tr>
<tr>
<td>Mario Pelaez and Einah Pelaez, Posse Alumma</td>
</tr>
<tr>
<td>Melissa Penas</td>
</tr>
<tr>
<td>Gabrielle Pendleton, Posse Alumna</td>
</tr>
<tr>
<td>Lailai Pang, Posse Alumma</td>
</tr>
<tr>
<td>Galia Pennekamp</td>
</tr>
<tr>
<td>PepsiCo</td>
</tr>
<tr>
<td>Jiselle Peralta, Posse Alumma</td>
</tr>
<tr>
<td>Joseph Peralta, Posse Alumns and Liz Nguyen Peralta</td>
</tr>
<tr>
<td>Cali Perez</td>
</tr>
<tr>
<td>Rachel Perry</td>
</tr>
<tr>
<td>Pro. John Edmund Petersen and Nancy London</td>
</tr>
<tr>
<td>Carla Peterson and David Rosenberg</td>
</tr>
<tr>
<td>Anthony and Dorothy Petsoulakis</td>
</tr>
<tr>
<td>James Petsoulakis, Posse Alumus</td>
</tr>
<tr>
<td>Sara and Christopher Pfaff</td>
</tr>
<tr>
<td>Elizabeth Phillips</td>
</tr>
<tr>
<td>Donnie and Erica Phillips</td>
</tr>
<tr>
<td>Felabi E. Phillips, Posse Alumma</td>
</tr>
<tr>
<td>Robert and Linda Piepenburg</td>
</tr>
<tr>
<td>Darius Pitré, Posse Alumus</td>
</tr>
<tr>
<td>Thomas Platt</td>
</tr>
<tr>
<td>Lloyd Plenty</td>
</tr>
<tr>
<td>James Plunkard</td>
</tr>
<tr>
<td>Barbara Pollard Stein &amp; Mitchell Stein M.D Fund</td>
</tr>
<tr>
<td>Joseph Pomar</td>
</tr>
<tr>
<td>Tara and Stephen Popernik</td>
</tr>
<tr>
<td>Lynn Povich and Stephen Shepard</td>
</tr>
<tr>
<td>Darren Powell</td>
</tr>
<tr>
<td>Patricia and Michael Powers</td>
</tr>
<tr>
<td>Ryan Powers</td>
</tr>
<tr>
<td>Bob Pootake</td>
</tr>
<tr>
<td>Bethany Pray</td>
</tr>
<tr>
<td>Andrea Pressley</td>
</tr>
<tr>
<td>Cheryl Pressley</td>
</tr>
<tr>
<td>Jamie Prinipe</td>
</tr>
<tr>
<td>Lucy and Jim Probert</td>
</tr>
<tr>
<td>Hilary J. Prouty, TJ and Michelle Pullano</td>
</tr>
<tr>
<td>David Quistbug</td>
</tr>
<tr>
<td>Imran Qureshi</td>
</tr>
<tr>
<td>Shinade Ramirez</td>
</tr>
<tr>
<td>Elias Rangel, Posse Alumus</td>
</tr>
<tr>
<td>Robert and Patricia Ranney</td>
</tr>
<tr>
<td>James Ray</td>
</tr>
<tr>
<td>Leanne Redden and Brian Loeger</td>
</tr>
<tr>
<td>Denise Reese</td>
</tr>
<tr>
<td>Gregory Regan</td>
</tr>
<tr>
<td>Paul Reiner</td>
</tr>
<tr>
<td>Frank and Barbara Resnek</td>
</tr>
<tr>
<td>The Retirement Research Foundation</td>
</tr>
<tr>
<td>Jenixie Reyes, Posse Alumma</td>
</tr>
<tr>
<td>Candise Reynolds, Posse Alumma</td>
</tr>
<tr>
<td>Linda L. Rhodes</td>
</tr>
<tr>
<td>Rebecca Rice</td>
</tr>
<tr>
<td>Carrie Rich</td>
</tr>
<tr>
<td>Mary Richardson</td>
</tr>
<tr>
<td>Deneen Richmond</td>
</tr>
<tr>
<td>Brandon Riker</td>
</tr>
<tr>
<td>David B. Ritchay</td>
</tr>
<tr>
<td>Susan Robbins</td>
</tr>
<tr>
<td>Jackie Robbins</td>
</tr>
<tr>
<td>William A. Robelo-Lara, Posse Alumus</td>
</tr>
<tr>
<td>Laura and Brannon Robertson</td>
</tr>
<tr>
<td>Colleen Robertson</td>
</tr>
<tr>
<td>Blythe Robinson</td>
</tr>
<tr>
<td>Roger Robinson</td>
</tr>
<tr>
<td>Jeremy Robinson</td>
</tr>
<tr>
<td>Ramon Robles, Posse Alumma</td>
</tr>
<tr>
<td>Julia Rodila</td>
</tr>
<tr>
<td>Melissa D. Rodriguez, Posse Alumma</td>
</tr>
<tr>
<td>Alexis M. Roe, Posse Alumma</td>
</tr>
<tr>
<td>Eleanor Roemer</td>
</tr>
<tr>
<td>Fabian Rogers, Alumnus</td>
</tr>
<tr>
<td>Alison Rogish</td>
</tr>
<tr>
<td>Dorian E. Rojas, Posse Alumma</td>
</tr>
<tr>
<td>Laura Roller</td>
</tr>
<tr>
<td>Hedy Roma and Antonio Gonzalez</td>
</tr>
<tr>
<td>Derrick Roman</td>
</tr>
<tr>
<td>John Romney</td>
</tr>
<tr>
<td>Nancy Rosen Blackwood</td>
</tr>
<tr>
<td>Arthur Rosenberg</td>
</tr>
<tr>
<td>James and Joanne Roser</td>
</tr>
<tr>
<td>Dorothy Ross</td>
</tr>
<tr>
<td>Joan F. Ross</td>
</tr>
<tr>
<td>Kathy Rubenstein</td>
</tr>
<tr>
<td>Lawrence Ruff</td>
</tr>
<tr>
<td>Rosie and Scott Russell</td>
</tr>
<tr>
<td>William Russell</td>
</tr>
<tr>
<td>Mary Rybowiak and Tom Ferrini</td>
</tr>
<tr>
<td>Robert and Barbara Ryland</td>
</tr>
<tr>
<td>Anne and Barry Sablott</td>
</tr>
<tr>
<td>Cristina Sacco, Posse Alumma</td>
</tr>
<tr>
<td>Louella and Michael Sachs</td>
</tr>
<tr>
<td>Michael Sachtelen</td>
</tr>
<tr>
<td>Sharron and William Sailor</td>
</tr>
<tr>
<td>Saks &amp; Company LLC</td>
</tr>
<tr>
<td>Carlos Salcedo, Posse Alumnus</td>
</tr>
<tr>
<td>Salesforce.org</td>
</tr>
<tr>
<td>Malcolm and BJ Salter</td>
</tr>
<tr>
<td>Jean Sampson</td>
</tr>
<tr>
<td>Mark and Lisa Sanders</td>
</tr>
<tr>
<td>Dan and Natalie Santaniello</td>
</tr>
<tr>
<td>Marvin Saravia, Posse Alumnus</td>
</tr>
<tr>
<td>Edward Sargavakian</td>
</tr>
<tr>
<td>The Schiffer Family</td>
</tr>
<tr>
<td>Peter Schildkraut</td>
</tr>
<tr>
<td>Tony Schirripa</td>
</tr>
<tr>
<td>Laura Schmott</td>
</tr>
<tr>
<td>Rhoda Schneider and Michael Marshall</td>
</tr>
<tr>
<td>Elizabeth Schnell</td>
</tr>
<tr>
<td>Susan Schnelwar</td>
</tr>
<tr>
<td>Kaki Schnieders</td>
</tr>
<tr>
<td>Diane and David Schonerberg</td>
</tr>
<tr>
<td>Susan Schreiber</td>
</tr>
<tr>
<td>Dettlo Schremp</td>
</tr>
<tr>
<td>Cindy and Ben Schuler</td>
</tr>
<tr>
<td>Jolli Schwab and David Hodes</td>
</tr>
<tr>
<td>William Sciortino</td>
</tr>
<tr>
<td>Carr Scott</td>
</tr>
<tr>
<td>Stephanie Scourt</td>
</tr>
<tr>
<td>Molly &amp; Michael Seigel</td>
</tr>
<tr>
<td>Mercedes Sellek</td>
</tr>
<tr>
<td>Lisa Seto, Posse Alumma</td>
</tr>
<tr>
<td>Stephen Shaak</td>
</tr>
<tr>
<td>Sanjhy Shab</td>
</tr>
<tr>
<td>Minita Shah-Mara</td>
</tr>
<tr>
<td>Negin Shakibi</td>
</tr>
<tr>
<td>Shands/Mulnane Family Charitable Fund</td>
</tr>
<tr>
<td>Sabrina A. Shannon</td>
</tr>
<tr>
<td>Eric Shapiro</td>
</tr>
<tr>
<td>Carol Borden and Joel Shapiro</td>
</tr>
<tr>
<td>Sarah Sharpe</td>
</tr>
<tr>
<td>Jennifer Shea and Peter Bruns</td>
</tr>
<tr>
<td>Sandy Sheehy</td>
</tr>
<tr>
<td>The Shelby Family Foundation</td>
</tr>
<tr>
<td>Shell Oil Company</td>
</tr>
<tr>
<td>Kathleen and Ross Sherbrooke</td>
</tr>
<tr>
<td>Nancy Sherman</td>
</tr>
<tr>
<td>Shelly Sherman</td>
</tr>
<tr>
<td>Peter Shields</td>
</tr>
<tr>
<td>Kirsten and Andrew Shilling</td>
</tr>
<tr>
<td>Lisa Shorney</td>
</tr>
<tr>
<td>Jennifer Shults</td>
</tr>
<tr>
<td>Barbara Sicherman</td>
</tr>
<tr>
<td>Sylvia Siegel and Barry Weinstein</td>
</tr>
<tr>
<td>Leslie Simmons</td>
</tr>
<tr>
<td>Wendy Simmons</td>
</tr>
<tr>
<td>Andre A. Simon, Posse Alumus</td>
</tr>
<tr>
<td>Darran Simon</td>
</tr>
<tr>
<td>Scott Simony</td>
</tr>
<tr>
<td>Yasmin Sinclair, Posse Alumna</td>
</tr>
<tr>
<td>Janet Singer</td>
</tr>
<tr>
<td>Jefferson Singer</td>
</tr>
<tr>
<td>Toby Singer and Tam Papson</td>
</tr>
<tr>
<td>Edgar Siqueiros</td>
</tr>
<tr>
<td>Max Sirinian</td>
</tr>
<tr>
<td>Siteiline Interior Carpentry, Inc.</td>
</tr>
<tr>
<td>Kannitha Sith, Posse Alumma</td>
</tr>
<tr>
<td>Melissa T. Skofield</td>
</tr>
<tr>
<td>Tristan Stemmmons</td>
</tr>
<tr>
<td>Colby A. Smith</td>
</tr>
<tr>
<td>Elliot Smith</td>
</tr>
<tr>
<td>Kerry Smith</td>
</tr>
<tr>
<td>LouAnn Smith</td>
</tr>
<tr>
<td>Mary Cheletti and Michael Smith</td>
</tr>
<tr>
<td>Sallie and Mark Smylie</td>
</tr>
<tr>
<td>Tom Snedeker</td>
</tr>
<tr>
<td>Jean Soh</td>
</tr>
<tr>
<td>Ben Solomano</td>
</tr>
<tr>
<td>James Sottile</td>
</tr>
<tr>
<td>Ellen Spadafora</td>
</tr>
<tr>
<td>Donna and Eugene A. Spatz</td>
</tr>
<tr>
<td>Dirk Spencer, Posse Alumnus</td>
</tr>
<tr>
<td>Almea Sproles</td>
</tr>
<tr>
<td>Richard and Ann Stack</td>
</tr>
<tr>
<td>Erica Starr</td>
</tr>
<tr>
<td>Samantha Steiber</td>
</tr>
<tr>
<td>Joel A. Stein</td>
</tr>
<tr>
<td>Rona Rodrig and Ethan Steinberg</td>
</tr>
<tr>
<td>Diane and Norval Stephens</td>
</tr>
<tr>
<td>Alice F. Stewart</td>
</tr>
<tr>
<td>Alex Stoeftf</td>
</tr>
<tr>
<td>James Stolarski</td>
</tr>
<tr>
<td>Janice and Howard Stoudley</td>
</tr>
<tr>
<td>Lally Stowell</td>
</tr>
<tr>
<td>Andrew Strassman</td>
</tr>
<tr>
<td>Strategas Research Partners</td>
</tr>
<tr>
<td>Christopher Stuart</td>
</tr>
<tr>
<td>Mark H. Stumpf</td>
</tr>
<tr>
<td>Peggi L. Sturm</td>
</tr>
<tr>
<td>Anne Sullivan</td>
</tr>
<tr>
<td>Brian Sullivan</td>
</tr>
<tr>
<td>Carol and Joseph Sullivan</td>
</tr>
<tr>
<td>Jourdan Sutton, Posse Alumnus</td>
</tr>
<tr>
<td>Andy Swann</td>
</tr>
<tr>
<td>Gwen and Gerry Swanson</td>
</tr>
<tr>
<td>Grace and Lenard Swanson</td>
</tr>
<tr>
<td>Erik Swart</td>
</tr>
<tr>
<td>Melissa Sweazy</td>
</tr>
<tr>
<td>James Swonk</td>
</tr>
<tr>
<td>Shaka Tafari, Posse Alumus</td>
</tr>
<tr>
<td>Stephanie Tafar, Posse Alumma</td>
</tr>
</tbody>
</table>
Tenes J. Paul, Posse Alumnus
Jamar Orr, Posse Alumnus
Jenna Perlman, Posse Alumna
Judith Ann Perlin
Jackie Patton
John W. Quinn, Posse Alumnus
John Priore
Anabel Reyes, Posse Alumna
Antoinette Rangel, Posse Alumna
Alexandria J. Rakes, Posse Alumna
Adam and Dasha Perry
Shameesha N. Pryor, Posse Alumna
Sanchez Powell
Mona Oommen
Laurie J. Pellouchoud
Dimple Patel, Posse Alumna
Jackie Patton
Tenes J. Paul, Posse Alumnus
Laurie J. Pellouchoud
Sasha M. Peña, Posse Alumna
Chandrea Peng, Posse Alumna
Henry Pereira, Posse Alumnus
Armando Perez, Posse Alumnus
Beatrice Perez
Corina Perez, Posse Alumna
Judith Ann Perlin
Jenna Perlman, Posse Alumna
Adam and Dasha Perry
David O. Pesqueira, Posse Alumnus
Mya J. C. Peters, Posse Alumna
Donna and Scott Peterson
Jackie and Pablo Petrozzi
Hanh Pham, Posse Alumna
Palaca Porter
Leonard Porzio
Sanchez Powell
Jacob Pozzi
Betsy Smith and Berit Pratt
Premier Healthcare Solutions, Inc.
John Priore
Wesley Prickett
Project: Worldwide, Inc.
Shameesha N. Pryor, Posse Alumna
David Pump
John W. Quinn, Posse Alumnus
Hans Quiroz
Mr. and Mrs. Thomas Quistberg
Alexandria J. Raikes, Posse Alumna
Marcos Ramirez
Antoinette Rangel, Posse Alumna
Nathan Rau
Lauren Reichert
Daniel Reijac
Sam Ressin
Anabel Reyes, Posse Alumna
Kaye Reyes, Posse Alumna
Charles R. Rice
Lewis Rice
Nigel H. Robinson, Posse Alumnus
Richard T. Robinson, Alumnus
Kerry E. Rodgers
Amareux V. Rodriguez, Posse Alumna
Cynthia D. Rodriguez, Posse Alumnus
Edisa L. Rodriguez, Posse Alumna
Jose Rodriguez, Posse Alumma
Samuel Rodriguez, Posse Alumnus
Vanessa Rodriguez-Jimenez, Posse Alumna
Stephanie Rogers
Rehana Rahman, Posse Alumna
Xiomara Rojas-Asqui, Posse Alumna
José Rosario, Posse Alumna
Evelyn Rosero, Posse Alumna
Hannah L. Roth, Posse Alumna
Sarah Martinez Roth, Posse Alumna
Jonathan Roth
Martin and Mary Rubenfeld
Judith Rudge, Posse Alumna
Aditya Rudra, Posse Alumna
Detrina Russell
James G. Russell, Posse Alumnus
Gideon Ansell and Mary Rutkowski
Jassmin Salcedo, Posse Alumna
Luis C. Sanchez, Posse Alumna
Michelle Sanchez, Posse Alumna
Victoria Sanchez, Posse Alumna
Alina Sangiovanni
Erica D. Santiago, Posse Alumna
Nana D. Sarpog, Posse Alumna
Rashaporn P. Satjaiprat, Posse Alumnus
Milan V. Saunders, Posse Alumna
Audell Scarlett, Posse Alumna
Seryll Schaffer
Ken Schmetterer
Macy Schmitz
Jennifer N. Schroeder, Posse Alumna
Auney A.  Z. Scott-Anderson, Posse Alumna
Felix K. Seda, Posse Alumna
Sandra and Sylvan Seidenman
Mike Selfe
Rebecsha Shaffer
Gresa Shala, Posse Alumna
Asti L. Shang, Alumna
Jaydia Shanks, Posse Alumna
Jacqueline Sharry, Posse Alumna
Annie M. Sheehan, Posse Alumna
Zachary Sheets
Joshua L. Shek, Posse Alumna
Angela Shelkoff
Suzanne Sherman-Finney
Jason I. Shilling
Lindsay Shilley
Jill Shultz
Thelma Shurland
Cynthia Shy
Joan Siegel
Kya C. Simmons, Posse Alumna
LaShawn S. Simmons, Posse Alumna
Georgia and Larry Simpson
Chloe Singer
Victoria Smith Ellison, Posse Alumna
Isake Smith, Posse Alumna
Justin Smith
Linda Smith
Sean Smith
Terumi Smith-Randle, Posse Alumna
Jorden N. Sneed, Posse Alumna
Lawrence Snyder
Rajesh Sood
Laurence T. Sorkin
Ernesto A. Sosa, Wisconsin Posse 6
Victorio Spatafora
Mary E. Sperce, Posse Alumna
Jalen A. Starks, Posse Alumna
Susan Stauber
Julie Stein
Totham Stephens, Posse Alumnus
Jamal Stith, Posse Alumna
Briania M. Strachan Charleston, Posse Alumna
Jeremy Strauss
Alanne Stroy, Posse Alumna
Alexandra Suchman
Florangel Suero, Posse Alumna
Kristian Sumner, Posse Alumnus
Kristy Edsel
Faraah S. Sutton, Posse Alumna
Ching-Yune Sylvester
Amy Tarter
Danielle M. Taylor, Posse Alumna
Shannon Taylor
Friden Tchoukoua, Posse Alumna
Katharine Topham
Simone E. Teixeira, Posse Alumna
Mombola Di Terria, Posse Alumna
Jonathan Twedros, Posse Alumnus
Daniel Theodate, Posse Alumnus
Midley Theork, Posse Alumnus
Joan L. Thomas
Joy Thomas
Kristi S. Thomas, Posse Alumna
Doneca Thurston, Posse Alumna
Benjamin Tilghman
Djembe Timoleon, Posse Alumna
Moises L. Toleado, Posse Alumnus
Warren E. Tolman and Carolyn B. Tolman
Robin and Jeffrey Tompkins
Frank Torres
Joseph Tourouk
Angelica J. Townsend, Posse Alumna
Ann Tran, Posse Alumna
Elizabeth K Tran, Posse Alumnus
Eric Tran, Posse Alumna
Michael D. Tran, Posse Alumna
Sandy Tran, Posse Alumna
Steven J. Travis
Michael Trejo, Posse Alumna
Rashmi Tripathi
Kadia Tubman, Posse Alumna
United Way of Metropolitan Chicago
Alexis Valladares, Posse Alumna
Christopher Valvardi
David VanAmerongen
Eric Vanderpool
The Vanguard Group
David I. Vargas, Posse Alumnus
Jaime A. Vazquez, Posse Alumna
Maribel Vasquez, Posse Alumna
Alcestrin Vega
George Velasquez, Posse Alumnus
Aixa Velez, Posse Alumna
Humaita Verghese, Posse Alumna
Collene H. Yevang
Nicole Vikan
Luis Villafuerte, Posse Alumnus
Visual Marketing, Inc
Rebecsha Vitale
James Walker
Ketura D. Walker, Posse Alumna
Shanice Wallace, Posse Alumna
Lu Wang, Posse Alumna
Chontel Washington, Posse Alumna
Wesley V. Washington, Posse Alumnus
Robert Warten
Tyler Wellington
Gillian Wenzel
David White
David Williams, Posse Alumnus
Frank Williams
Matthew M. Williams, Posse Alumnus
Barbara and Robert Wilneff
Briana Wilsey
Karyn Wilson, Posse Alumna
Victoria N. Wilson, Posse Alumna
Paul Winterhalter
Lee Winters
Aaron Wise
Rafael S. Woldeab, Posse Alumnas
Aaron J. Wong
Catherine Wong
Jaejin Woo, Posse Alumnus
Michelle R. Woodward, Posse Alumnus
Holly Worthington
Bryan Wright, Posse Alumna
Dennis Wynn, Posse Alumna
Klei Xoei, Posse Alumna
Lisa Yang, Posse Alumna
John P. Yates, Posse Alumnus
A Dandre J. Young, Posse Alumna
Grace Young-Jae
Wenhao Yu, Posse Alumnus
Victoria J. Yuan, Posse Alumnus
Zaral Zaragosa, Posse Alumna
Xiao Hong Zhang, Posse Alumna
Lan Zhuo and Jason Ng
Katrina M. Zimmermann, Posse Alumna
Susan Zitzen
IN-KIND
AB
Alston & Bird LLP
Arnold & Porter LLP
Bank of America Merrill Lynch
BNP Paribas
Burger King Corporation
Cleary Gottlieb Steen & Hamilton LLP
Rebecsha Vitale
James Walker
Ketura D. Walker, Posse Alumna
Reagan Walker
Shanice Wallace, Posse Alumna
Lu Wang, Posse Alumna
Chontel Washington, Posse Alumna
Wesley V. Washington, Posse Alumnus
Robert Warten
Tyler Wellington
Gillian Wenzel
David White
David Williams, Posse Alumnus
Frank Williams
Matthew M. Williams, Posse Alumnus
Barbara and Robert Wilneff
Latham & Watkins LLP
Liberty Mutual Group
Kristina G. Lunner
Viviana Mauri, Posse Alumna
Mayer Brown LLP
MFS Investment Management
Moody’s Corporation
Morgan Stanley
Nelson Mullins Riley & Scarborough LLP
New Orleans Baby Cakes
New York Life Employees’ “Your Choice” Giving Campaign
Northern Trust
Omni Hotels & Resorts
Pepco, an Exelon Company
Pivott Point Capital
Publix Super Markets, Inc.
PwC
RZOA 16 WLLC
Shawmut Design and Construction
Simpson Thacher & Bartlett LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Skanska USA Building Inc.
Southeast Tennis and Learning Center
State Street Corporation
Sullivan & Cromwell LLP
Summit Chicago
SunTrust Bank
Tudor, Pickering, Holt & Co.
Turner
Jeff and Laurie Ubben
United Federation of Teachers
Victory
Washington Nationals Youth Baseball Academy
WilmerHale
Winston & Strawn LLP

33
## Statements of Financial Position

As of December 31, 2018 and 2017

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$13,217,172</td>
<td>$14,039,602</td>
</tr>
<tr>
<td>Investments</td>
<td>57,216,183</td>
<td>60,464,657</td>
</tr>
<tr>
<td>University fees receivable</td>
<td>2,555,000</td>
<td>2,625,000</td>
</tr>
<tr>
<td>Pledges and other receivables, net</td>
<td>8,666,182</td>
<td>8,824,308</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>902,002</td>
<td>887,545</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>311,960</td>
<td>343,389</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$82,868,499</strong></td>
<td><strong>$87,174,501</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$761,608</td>
<td>$752,505</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>406,148</td>
<td>495,001</td>
</tr>
<tr>
<td>Deferred income</td>
<td>1,680,001</td>
<td>1,750,001</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>2,847,757</strong></td>
<td><strong>2,997,507</strong></td>
</tr>
</tbody>
</table>

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

### NET ASSETS (A)(B)

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without Donor Restrictions:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated by the Board as operating reserve</td>
<td>6,018,667</td>
<td>6,000,000</td>
</tr>
<tr>
<td>Investment in property and equipment</td>
<td>311,960</td>
<td>343,389</td>
</tr>
<tr>
<td>Undesignated</td>
<td>22,397,684</td>
<td>22,596,804</td>
</tr>
<tr>
<td><strong>Total net assets without donor restrictions</strong></td>
<td><strong>28,728,311</strong></td>
<td><strong>28,939,993</strong></td>
</tr>
</tbody>
</table>

| With Donor Restrictions:         |                 |                 |
| Restricted for purpose and time  | 22,585,677      | 26,530,247      |
| Perpetual in nature              | 28,706,754      | 28,706,754      |
| **Total net assets with donor restrictions** | **51,292,431**  | **55,237,001**  |

**TOTAL NET ASSETS** | **80,020,742** | **84,176,994** |

**TOTAL LIABILITIES AND NET ASSETS** | **$82,868,499** | **$87,174,501** |
## Statements of Activities

For the Years Ended December 31, 2018 and 2017

<table>
<thead>
<tr>
<th></th>
<th>For the Year Ended December 31, 2018</th>
<th>For the Year Ended December 31, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Without Donor Restrictions</td>
<td>With Donor Restrictions</td>
</tr>
<tr>
<td>Contributions and grants</td>
<td>$ 4,349,117</td>
<td>$ 10,931,982</td>
</tr>
<tr>
<td>University fees</td>
<td>2,590,000</td>
<td>-</td>
</tr>
<tr>
<td>Service fees</td>
<td>906,204</td>
<td>-</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>942,247</td>
<td>-</td>
</tr>
<tr>
<td>Investment (loss) income</td>
<td>(572,896)</td>
<td>(2,654,798)</td>
</tr>
<tr>
<td>Fundraising events, net of direct benefits to donors</td>
<td>4,126,434</td>
<td>-</td>
</tr>
<tr>
<td>Net assets released from restrictions (B)</td>
<td>12,221,754</td>
<td>(12,221,754)</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td>24,582,8605</td>
<td>20,618,290</td>
</tr>
<tr>
<td></td>
<td><strong>19,258,045</strong></td>
<td>19,258,045</td>
</tr>
<tr>
<td>EXPENSES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recruitment and training programs</td>
<td>19,258,045</td>
<td>-</td>
</tr>
<tr>
<td>Supporting services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>3,098,030</td>
<td>-</td>
</tr>
<tr>
<td>Fundraising</td>
<td>2,418,467</td>
<td>-</td>
</tr>
<tr>
<td>Total supporting services</td>
<td>5,516,497</td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>24,774,542</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CHANGE IN NET ASSETS</td>
<td>(211,682)</td>
<td>(3,944,570)</td>
</tr>
<tr>
<td>Net assets - beginning of year</td>
<td>28,939,993</td>
<td>55,237,001</td>
</tr>
<tr>
<td><strong>NET ASSETS - END OF YEAR</strong></td>
<td><strong>$ 28,728,311</strong></td>
<td><strong>$ 51,292,431</strong></td>
</tr>
</tbody>
</table>
Statements of Cash Flows
As of December 31, 2018 and 2017

CASH FLOWS FROM OPERATING ACTIVITIES:

Change in net assets
Adjustments to reconcile change in net assets to net cash provided by operating activities:
  Depreciation and amortization $124,621 $166,470
  Pledge discount net of amortization $(76,070) $71,879
  Bad debt expense 188,186 -
  Deferred rent $(88,853) $(61,944)
  Realized gain on securities $(1,159,698) $(1,096,782)
  Unrealized loss (gain) on securities 5,777,924 $(4,638,506)
Subtotal 609,858 (1,605,224)

Changes in operating assets and liabilities:
  Decrease (increase) in assets:
    University fees receivable 70,000 (35,000)
    Pledges and other receivables 46,010 2,545,874
    Prepaid expenses and other assets (14,457) (78,181)
  Increase (decrease) in liabilities:
    Accounts payable and accrued expenses 9,103 2,511
    Deferred income (70,000) 23,332
Net Cash Provided by Operating Activities 650,514 853,312

CASH FLOWS FROM INVESTING ACTIVITIES:

Purchases of investments $(11,067,411) $(12,586,186)
Proceeds from sale of investments 9,887,659 12,083,174
Purchase of property and equipment (93,192) (223,848)
Net Cash Used in Investing Activities (1,472,944) (726,860)

CASH FLOWS FROM FINANCING ACTIVITIES:

Collections of permanently restricted contributions 1,000,000
Net Cash Provided by Financing Activities 1,000,000

NET INCREASE IN CASH AND CASH EQUIVALENTS
$(822,430) 1,126,452

Cash and cash equivalents - beginning of year 14,039,602 12,913,150
CASH AND CASH EQUIVALENTS - END OF YEAR $13,217,172 $14,039,602

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 (“U.S. GAAP”).

B. Basis of Presentation
Net assets, revenues, gains and losses are classified based on the existence or absence of donor- or grantor-imposed restrictions. Accordingly, net assets and changes therein are classified and reported as follows:

- Net Assets Without Donor Restrictions - represents resources available for support of Posse’s operations over which the Board of Directors (the “Board”) has discretionary control and not subject to donor (or certain grantor) restrictions. The Board has designated, from net assets without donor restrictions, net assets for an operating reserve.

- Net Assets With Donor Restrictions – represents net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donors stipulate that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

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 Prudent Management of Institutional Funds Act (“UPMIFA”). In addition, NYPMIFA created a rebuttable presumption of imprudence if an organization appropriates more than 7% of a donor-restricted perpetual endowment fund’s fair value (averaged over a period of not less than the preceding five years) in any year. Any unappropriated earnings will be reflected as net assets with donor restrictions 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 remain in net assets with donor restrictions until appropriated for expenditure by the Board. The Board appropriated for expenditure $1,642,941 and $1,457,572 from the cumulative earnings on endowment funds for the years ended December 31, 2018 and 2017, respectively. Therefore the remaining earnings, if any, are reported as net assets with donor restrictions.

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.
Posse was founded on the notion that students who feel like they belong do better. While the idea may be simple, the program it inspired is comprehensive and carefully executed. The Posse Foundation consistently ranks as one of the best run nonprofits in the nation, with exceptionally talented staff and a dedicated board. But what impresses me most are the Posse Scholars. Their 90 percent graduation rate and successful careers are proof that measures of merit should include much more than a test score. It’s an important program—one that I’m extremely proud to support.”

William M. Lewis, Jr.
Managing Director and Co-Chairman of Investment Banking, Lazard
Posse National Board Member
NATIONAL BOARD OF DIRECTORS

CHAIR
Brad Singer  Partner, ValueAct Capital

PRESIDENT + FOUNDER
Deborah Bial  The Posse Foundation

SECRETARY
Philip M. Pead  Managing Partner, Beacon Point Partners

TREASURER
Juan Rojin  VP & Treasurer, Google/Alphabet

Jeff Abolt  Executive Vice President and Chief Learning Officer, Infor; Chair, Posse Atlanta Advisory Board
Koby Altman  General Manager, Cleveland Cavaliers; Middlebury College Posse Alumnus (New York)
Robbie Onward Bent  Lecturer in Writing, Purchase College
Alan Berro  Partner, Capital World Investors
Peter E. Blacket  Executive Vice President Digital and Emerging Businesses, NBCU Hispanic Enterprises & Content; Chair, Posse Miami Advisory Board
Alastair Borthwick  Head of Global Commercial Banking, Bank of America Merrill Lynch
Donella P. Brockington  Retired Vice President, Conduent; Chair, Posse D.C. Advisory Board
Alberto M. Carvalho  Superintendent, Miami-Dade County Public Schools
Anne Chwat  General Counsel & Secretary, International Flavors & Fragrances
Hon. David N. Dinkins  Professor, School of International & Public Affairs, Columbia University; 106th Mayor, City of New York
Annie Seibold Drapeau  Chief People Officer, Toast; Chair, Posse Boston Advisory Board
Henry Ellenbogen  Partner and CIO, Durable Capital Partners
Richard D. Fain  Chairman & Chief Executive Officer, Royal Caribbean Cruises Ltd.
Harold Ford, Jr.  Private Sector
Steve Gallucci  Managing Partner, Deloitte; Chair, Posse New York Advisory Board
Jonathan Glickman  President, Motion Picture Group, Metro-Goldwyn-Mayer Pictures Inc.
James S. Hoyte  Chair, Posse Boston Advisory Board
Barbara Janulis  Private Sector
Michael Kluger  President, Salutation Capital
Steven M. Lefkowitz  Managing Partner, Sagewind Capital LLC
William M. Lewis, Jr.  Managing Director and Co-Chairman of Investment Banking, Lazard
Jon Meyer  Managing Director, Stockbridge Investors; Chair, Posse Bay Area Advisory Board
A. J. Murphy  Managing Director, Silver Lake Partners
Elizabeth P. Myers  Of Counsel, ADS Ventures; Founding Chair, Posse Boston; Former Trustee, Wheaton College
Barbara Janulis  Private Sector
Michael Kluger  President, Salutation Capital
Steven M. Lefkowitz  Managing Partner, Sagewind Capital LLC
William M. Lewis, Jr.  Managing Director and Co-Chairman of Investment Banking, Lazard
Jon Meyer  Managing Director, Stockbridge Investors; Chair, Posse Bay Area Advisory Board
A. J. Murphy  Managing Director, Silver Lake Partners
Elizabeth P. Myers  Of Counsel, ADS Ventures; Founding Chair, Posse Boston; Former Trustee, Wheaton College
Barbara Janulis  Private Sector
Michael Kluger  President, Salutation Capital
Steven M. Lefkowitz  Managing Partner, Sagewind Capital LLC
William M. Lewis, Jr.  Managing Director and Co-Chairman of Investment Banking, Lazard
Jon Meyer  Managing Director, Stockbridge Investors; Chair, Posse Bay Area Advisory Board
A. J. Murphy  Managing Director, Silver Lake Partners
Elizabeth P. Myers  Of Counsel, ADS Ventures; Founding Chair, Posse Boston; Former Trustee, Wheaton College
Barbara Janulis  Private Sector
Michael Kluger  President, Salutation Capital

LIFE DIRECTORS
Patricia Arnold  Trustee Emerita, Wheaton College
Anson M. Beard, Jr.  Advisory Director, Morgan Stanley
Anthony J. Colletert  Private Sector
Wade Fetzer  Retired Partner, Goldman Sachs & Co.; Past Chairman and Current Member, University of Wisconsin Foundation Board of Directors
Garrett Moran  President, Year Up
Diane B. Patrick, Esq.  Senior Counsel, Ropes & Gray; Former First Lady of the Commonwealth of Massachusetts

NATIONAL BOARD OF ADVISORS

Derek Bok  300th Anniversary University Professor, University President Emeritus, and Faculty Chair of the Hauser Center for Nonprofit Organizations, Harvard University
Adam Bryant  Managing Director, Merrick & Co.
Hon. Gaston Caperton  Professor of Education, University of California, Los Angeles; Co-Director, The Civil Rights Project
Joe Gregory  Private Sector
Bob Herbert  Journalist and Author
Doug Herzenberg  Private Sector
Veron F. Jordan, Jr.  Private Sector
John Leguizamo  Actor
Gary Orfield  Professor of Education, Law, Political Science, and Urban Planning, University of California, Los Angeles; Co-Director, The Civil Rights Project
Pamela Shriner  Private Sector
Harry Smith  Journalist
Lesley Stahl  Correspondent, 60 Minutes
Claude M. Steele  Professor of Psychology, Stanford University
Vincent Tinto  Distinguished University Professor Emeritus, Syracuse University
Bill Whitaker  Correspondent, 60 Minutes
POSSE ATLANTA ADVISORY BOARD

CHAIR
Jeff Abbott, Executive Vice President and Chief Learning Officer, Infor
Jason T. Connor, Partner, Assurance Services, EY
Tamika Curry Smith, Vice President of Diversity & Inclusion, Nike
Rick Dascher, Vice President, Turner Studios - Creative Services
Marietta Davis, CEO, Colston Davis Consulting Group
Ben Deutsch, Retired Vice President, Corporate Communications, The Coca-Cola Company
Miriam Huppert, Bard College Posse Alumna (Atlanta), Assistant Director, Office of Scholarship and Financial Aid, Georgia Institute of Technology
Jovita Moore, News Anchor, WSBI-TV Atlanta, Cox Communications
Veronica Morrisette, Senior Vice President, Merrill Private Wealth Management, The Merlone Group
Jonathan Parris, Executive Director, J.P. Morgan Private Bank
Massaiulla, Retired Vice Chairman, JPMorgan Chase & Co.
Alisha Perick, Chief Human Resources Officer, YMCA of Metropolitan Atlanta
Carl E. Peoples, Vice President, Investment Management Division, Goldman Sachs
Marc Perlman, Managing Director, Healthcare, Deloitte
Brenda Chisolm Terry, Senior Vice President, Northwest Region, Georgia Power Company
Victoria Wilson, Boston University Posse Alumnus (Atlanta); Project Manager, The Taproom Agency

POSSE BAY AREA ADVISORY BOARD

CHAIR
Jon Meyer, Managing Director, Stockbridge Investors
Michael Beckwith, Portfolio Manager, Capital Group
Seth Blackman, Partner, Alternative Investments, KPMG LLP
David W. Bonnette, Principal, Vista Equity Partners
Louis Chang, Partner and Sector Head, Criteren Capital Management
Alaxis J. Cotton, University of Southern California Posse Alumna (New York), Product Designer, Intuit Inc.
Patrick Fu, Managing Partner, Sequoia Capital Global Equities
Brian Harvey, Managing Director, Deloitte
David Korol, Managing Director, Institutional Equity Division, Morgan Stanley
Rasheed Mitchell, Connecticut College Posse Alumna (Chicago), Investment Associate, InnerCity Advisors
Kristin Resinsky, Portfolio Manager, Casco Capital Management
Ashish Shah, Portfolio Manager, Vista Equity Partners
Briana Zelaya, Partner, ValueAct Capital

POSSE BOSTON ADVISORY BOARD

CHAIR
Annie Seibold Drapeau, Chief People Officer, Toast
Lynn S. Blake, Executive Vice President and Chief Investment Officer, State Street Global Advisors
Diga Birk, Batch College Posse Alumna (New York), Client & Operations Manager, #twiceasnice Recruiting
T. Michael Brock, Managing Director, Mansueto Asset Management
Sabrina A. Debrose, Hamilton College Posse Alumnus (Miami), Project Coordinator, Communications - Creative Services, Harvard University
Stephen Denny, Head of Human Resources, Diversity & Inclusion, Putnam Investments
Kenneth DiPietro, Chief Human Resources Officer, Ceraveal Therapeutics, LLC
Churchill G. Franklin, Chairman, Acadian Asset Management
Amy Hurwitz Gutschon, Interim CEO, Becket-Flitman Corners YMCA
Heidi Hardin, EVP and General Counsel, MFS Investment Management
James S. Hoyte, Of Counsel, ADS Ventures; Founding Chairman, Posse Boston; Former Trustee, Wheaton College
Bobbie-Kates Garnick, Director, Energy Climate Innovation Program, Tuft’s Fletcher School
Paul T. Gudenberg, Chief Investment Officer, Strategic Advisers, AVID Investments Company
Melissa M. Reilly, CIO, Fixed Income Management and Research Company
Bill Rutledge, Managing Director, Barclays Capital
Marcus L. Smith, Independent Director, MSCI, Inc.; Independent Trustee, Eaton Vance Funds Board
William E. Ted Truscott, CEO, Columbia Threadneedle Investments
Deidt Tuff, Principal, Monitor Deloitte

POSSE CHICAGO ADVISORY BOARD

CHAIR
Peter Saravis, Co-Founder and Executive Chairman, Evive Health, LLC
Rod Adams, US Recruiting Leader, PwC
Robert G. Byron, Chairman and Co-Founder, Blue Vista Capital Partners, LLC
Kathleen Cantillon, Vice President, DEM Solutions Business Development, AAR Corporation
Celeste Center, Managing Director, Neuberger Berman
Andrew A. Johnson, Principal, Deloitte Consulting LLP
Geraldine Keefe, Managing Director, Goldman Sachs & Co.
Taha Mohamedali, Lafayette College Posse Alumnus (New York), Director of College Thrive, The Academy Group
Jessica Pan, University of Wisconsin-Madison Posse Alumna (Chicago), Senior Consultant, Clarify Partners LLC
Julie Parsons, Executive Vice President, Product Operations, Allstate Insurance Company
Jim Pigott, Divisional Group President, Medline Industries, Inc.
Hon. Amy J. St. Eve, U.S. Circuit Judge, U.S. Court of Appeals for the Seventh Circuit
Edward T. Swan, Retired Partner, Kirkland & Ellis LLP
Diane Swink, Chief Economist, Grant Thornton

POSSE D.C. ADVISORY BOARD

CHAIR
Donella P. Brockington, Retired Vice President, Conduent
Wesley Combs, Principal, Combs Advisory Services
Darryl Fraser, Retired Corporate Vice President, Communications, Northrop Grumman
John Gilles, Senior Managing Director, FTF Consulting
David B. Harrison, Partner, Deloitte
Holly Hassett, Government Relations and Philanthropy Consultant
Cheryl Jamen, Managing Partner, Moreywood Partners, LLC
Walter Lohmann, Of Counsel, Kirkland & Ellis LLP
Sarah Martinez Roth, Coby College Posse Alumna (New York), Ph.D. Candidate, Georgetown University
James Owen Mathews, Vice Chairman, Healthy Companies International
Thomas W. Rabaut, Operating Executive, The Carlyle Group
Viyas Sundaram, Chief Revenue Officer, Snap
Lydia W. Thomas, Ph.D., Trustee, Retired President and CEO, Noblis
Chut Vu, University of Wisconsin-Madison Posse Alumnus (D.C.); Consultant, Deloitte
Meghan Welch, Chief Diversity and Inclusion Officer; SVP, Human Resources, Capital One
W. Frank Williams, III, Senior Vice President, Bank of America
Eun Yang, News Anchor, News4 Today
POSSE MIAMI ADVISORY BOARD

CHAIR
Peter E. Blacker
Executive Vice President Digital and Emerging Businesses, NBCU Hispanic Enterprises & Content

Jean M. Bell
Senior Vice President/Commercial Banking Market Executive, Bank of America Merrill Lynch

David K. Black
Partner, Berger Singerman

Ana Cesar
Mount Holyoke Posse Alumna (Miami); Senior Assistant Account Manager, National Employee Benefits Administrators, Inc.

Enrique A. Conde
Mount Holyoke Posse Alumna (Miami); Teacher, Miami Dade County Public Schools

Kalina Jones
Mount Holyoke Posse Alumna (Miami); Teacher, Miami Dade County Public Schools

Elisa Pyles Kalisch
Mount Holyoke Posse Alumna (Miami); Teacher, Miami Dade County Public Schools

T’Shaka Lee
Partner, Deloitte

Manuel Enrique Machado
Co-Chairman, C-Com Group, Inc.

Joseph Mamounas
Partner, Holland & Knight LLP

Lisa Sanders
Private Sector

Bijan Toghiani
Vice President, Business Banking, Miami-Dade and Monroe County Wells Fargo & Company

Jean-Pierre Trouillot
Partner, Deal Advisory, KPMG LLP

POSSE NEW ORLEANS ADVISORY BOARD

CHAIR
Rick Rizzo
Retired C.E.O. C.B. Fleet Laboratories

Kim M. Boyle
Partner, Phelps Dunbar LLP

Taylor Butler
Bard College Posse Alumna (New Orleans); Student Resources Coordinator, Bard High School Early College

Doug Charles
President, Americas and President, Global Consumer Market, Korn Ferry

Scott Cowen
President Emeritus, Tulane University

Jeffrey Goldring
Director, Sazerac Company; Director, Goldring Family Foundation

Thomas L. Keefe
Partner, Deloitte

Angel King Johnson
Private Sector

Efren Lopez
Tulane University Posse Alumnus (Los Angeles); Intern Architect, GraceHebert Architects

Drew Marsh
Executive Vice President and Chief Financial Officer, Entergy Corporation

Don Vinci
Retired Executive Vice President and Chief Administrative Officer, Entergy Corporation

POSSE NEW YORK ADVISORY BOARD

CHAIR
Steve Gallucci
Managing Partner, Deloitte

Iyan Adewuya
Director, BlackRock Inc.

James C. Clark
Partner, Fox Rothschild LLP; DePauw University Posse Alumna (New York)

Nicole A. Cane
University of Pennsylvania Posse Alumna (Miami), Producer/Writer, Cheddar

Dashawn Eley
Wheaton College Posse Alumna (New York); Assistant Director BA/BFA Dual Degree Program

The New School

Isabel Gomez Vidal
Executive Director, Global Head of Sales & Customer Service, Moody’s Analytics

Chris Heffernan
Director, Ernst & Young LLP

Monique L. Nelson
Chair & CEO, UniWorld Group Inc.; Vanderbilt University Posse Alumna (New York)

Lee Ann Stevenson
General Counsel & Chief Compliance and Ethics Officer, Harland Clarke Holdings; Senior Vice President, MacAndrews and Forbes Inc.

Maggie Quinn Walker
Senior Vice President - HR Enablement, IHS Markit

POSSE LAS ANGELES ADVISORY BOARD

CHAIR
James Wilcox
Managing Director, Wealth Manager, First Republic Investment Management

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

Patrick Q. Bourke
Oberlin College Posse Posse Alumnus (Chicago), Program Officer, Career Readiness, ECMC Foundation

Jim Evans
Vice President, Capital Group

Kevin Fortson
SVP, Production, Warner Horizon Television

Susan Goldsmith
Senior Vice President, Finance, Warner Horizon Television

Paris Howze
University of Wisconsin-Madison Posse Alumna (Los Angeles), Assistant Project Manager, Community Development Commission of the County of Los Angeles

Lee Hutter
Chief Executive Officer, Curated Wealth Partners

Linda Jahnke
Senior Vice President and Western Division Marketing Manager, Bank of America Merrill Lynch

Jonathan Larsen
Principal and Managing Director, West Los Angeles, Avison Young

Joseph Mazzu
Managing Partner, Assurance Services, RSM US LLP

Kenneth Ren
Senior Vice President, Lockton Companies

Eric Schiffer
Managing Partner, Gratitude Ventures, LLC; Co-Managing Partner, Au Zone Investments; Former CEO, 99¢ Only Stores

Greg Skalski
Vice President, Shawmut Design and Construction

Rajneesh Vig
Managing Director, Tennentbaum Capital Partners LLC; President and COO, TCP Capital Corp

Jim Vincent
Managing Director, Sanford C. Bernstein

POSSE HOUSTON ADVISORY BOARD

CHAIR
Dan Pickering
Co-President, Chief Investment Officer, Tudor, Pickering, Holt & Co.

Erin Aspec
Executive Vice President, Acute Care Services and Chief Transformation Officer, Memorial Hermann Healthcare System

James P. Baker
Managing Director & Global Co-Head of Investment Banking and Capital Markets, Simmons & Company International

Luciano Batista
Business Development Manager, Royal Dutch Shell; Rice University Posse Alumna (New York)

Andrea Gomez
University of Texas at Austin Posse Alumna (Houston); Technology Consultant, PwC

Jazmin Lesane
DePauw University Posse Alumna (New York), Sales Representative, W.W. Norton & Company

James P. Louches
Chief Commercial Officer, AON Risk Solutions

Javier Loya
CEO & Chairman, OTC Global Holdings

Scott McClanand
President, H-E-B Food/Dru

Brooks McGee
Managing Director, Avalon Advisors, LLC

Patrick Wade
Managing Partner, Integis Energy Partners

Patti Wilkie Prietto
Principal, Global Employer Services, Deloitte Tax LLP

Carol M. Wood
Partner, King & Spalding LLP

Steve Wyatt
CED and Chairman, Wyatt Energy, LLC

Forrest E. Wylie
Chairman & President, Wylie Ventures; Executive Vice Chairman, Wyatt Energy LLC
### Posse Staff

#### NATIONAL STAFF
- Deborah Bial, President + Founder
- Amanda Aguilar-Oliver, Career + Alumni Program Associate
- Haley Andres, Graduate + Fellowship Program Associate
- Regina Bain, Associate Vice President
- Jaime Leiva Cabrera, Development Associate
- Tiffany Curtis, National Training Specialist
- Dorcas Davis, National Director of Strategic Projects
- Vy Deal, Revenue Accountant
- Raechelle Ellison, Receptionist
- Ebieten Emswoxogu, Grants Writer
- German Esquilín, Senior Accountant
- Matthew Fasciano, Chief Operating Officer
- John F. Gallagher III, National Training Specialist
- Melissa Gisin, National Director of Development Operations
- Emily Grotheer, Public Relations Associate
- Tristan Haughton-Derima, Assistant to the Vice President of Development
- Amberine Huda, National Director of Alumni Programs
- Camille Idiaquez, National Director of Development
- Peter Kaplan, Graphic Designer
- Pamela Phayme Jones, Director of Training + Evaluation
- Shantal Lindo, National Director of Career Programs
- Valerie Martinez, National Training Specialist
- Esther Miller, Research Associate
- Jake Moreno Coplon, Director of Strategic Projects
- Liz Mulligan-Ferry, Senior Research Associate
- Eberechi Obi, National Training Specialist
- Francis Ocetta, Chief Financial Officer/Chief Administrative Officer
- Barbara Ofose-Somuah, Database Administrator and Research Associate
- Stacey Pierce, Associate Vice President
- Peter Raucchi, National Director of Graduate + Fellowship Programs
- Alba Rodriguez, Vice President of The Posse Institute
- Hedy Roma, Vice President of Development
- Rassan Salandy, Vice President for External Affairs
- Mia Simon, Assistant to the President
- Virginia Oberlin Steel, Grants Officer
- Maxi Villar, HR Generalist
- Gerry Young, Accounting Associate

#### Posse Atlanta
- Zenith N. Houston, Director
- Telkeya Armstrong, Program Director
- Kwotah Castillo, Senior Development Officer
- Nandi Cotton, Program Coordinator
- Teri Gittens, Career Program Manager
- Makalani Mack, Trainer
- Tevin Neal, Trainer
- Nicholas Pratt, Trainer
- Jamesia Terry, Trainer

#### Posse Bay Area
- Farrah Sutton, Director
- Elisia Almaraz, Program Director
- Alexandria Cechettini, Development Officer
- Ibrahim Ibrahim, Trainer
- Victoria Sánchez, Assistant to the Director
- Isabella Stork, Trainer

#### Posse Boston
- Howard dePass, Trainer
- GenaFina Fripp Emerson, Career Program Manager
- Allison Paul, Trainer
- Katya Perez, Trainer
- Stephanie V. Tafur, Program Director
- Kathryn Torrey, Senior Development Officer

#### Posse Chicago
- Jennifer Turri, Director
- Samantha Bahena, Program Coordinator
- Fulhamu Bangura, Trainer
- Asia Calciagno, Trainer
- Molly Du, Senior Trainer
- Araceli Duran, Program Coordinator
- Elizabeth Gutierrez, Senior Trainer
- Abigail Hernandez, Trainer
- Simon Jeffrey, Program Director
- Martine Johnson, Trainer
- Megan Legault, Assistant to the Director
- Charles Lindquist, Career Program Manager
- Sara Martinez, Trainer
- Danielle Moon, Career Program Manager
- Eboni Prince, Program Director
- Caryn Turgeon, Development Officer
- Leslie Wootten, Development Director

#### Posse D.C.
- David Barber, Director
- Danielle Brown, Assistant to the Director
- Samantha Garzillo, Trainer
- Jaime Hayes, Career Program Manager
- Maha Kourkchi, Trainer
- Mel Lin Pratt, Trainer
- Dominique Tucker, Trainer
- Roxanna Zamarrupa, Program Coordinator

#### Posse Houston
- Emma Basen-Engquist, Program Coordinator
- Selam Kidane, Program Director
- Reine Lucas, Trainer
- Saul Sandoval Navarrete, Trainer
- Mel Seymour, Trainer
- VanKaila Simmons, Career Program Manager

#### Posse Los Angeles
- Myelle Elise Aiken, Career Program Manager
- Mary Avila, Development Director
- Raymond Byrdsong, Trainer
- Jamila Cervantes, Trainer
- Jasmyn Culpepper, Career Program Manager
- Jennifer DeGuzman, Program Director
- Cameryn Harvey, Program Coordinator
- Amit Haylock, Trainer
- Aaron H. Henderson Jr., Senior Trainer
- Fidelia Ipwe, Trainer
- Cristina Perez, Assistant to the Director
- Darwin Rodriguez, Senior Trainer
- Sandy Rodriguez, Program Director
- Aaron Vogel, Trainer
- Margarita Williamson, Program Coordinator

#### Posse Miami
- Nadine Dalrymple, Director
- Tyonna Brent, Trainer
- Mathias Buchhalter, Assistant to the Director
- Denise Carter, Program Coordinator
- Casey Dachs, Senior Development Officer
- Zoe Fried, Career Program Manager
- Dominique Fitzgerald Lindsay-Gonzalez, Trainer
- Samantha Lunsford, Trainer
- Jessica Woolverton, Program Director

#### Posse New Orleans
- James Diabney, Director
- April DeFillo, Assistant to the Director
- Nikquania Gambito, Program Coordinator
- Diana Gonzalez, Trainer
- Monneye Goodwin, Trainer
- Jorge Reynoso, Trainer
- Toussaint Trahan, Trainer
- Prisca Washington, Program Director

#### Posse New York
- Shreya Malema-Sannnon, Director
- Cindy Almanzar, Career Program Manager
- Lucero Batista, Career Program Manager
- Evan Belt, Trainer
- Mikasa Fornorca-Benjamin, Senior Trainer
- Gabe Glasskin, Senior Trainer
- Bonnie Maldonado, Trainer
- Darlene Reyes, Trainer
- Isabella Rogovin, Assistant to the Director
- Anthony Scrima, Trainer
- Michelle Shin, Career Program Manager
- Naomi Solomon, Program Director
- Sofia Tomé, Program Director
- Michael Williams, Senior Trainer

#### Posse Veterans
- Marcus Felder, Director
- Eric Barbour, Trainer
- Nicolette Dixon, Trainer
- Joshua Henderson, Trainer
- Kimiko Ebata, Program Manager
- Amanda Montana, Program Coordinator
- Clareese Saunders, Trainer

---

The lists above reflect staff as of July 2019.