



the posse program

2011 ANNUAL REPORT



THE POSSE FOUNDATION, INC.

“What my dad wants most in life is for his children to be successful. To go to a top school is a once-in-a-lifetime opportunity that he’s wanted so much for me but would never have been able to provide. For us, Posse means opportunity.”

John Albers is a senior at Alfred Bonabel Magnet Academy High School and a member of the National Honor Society. This fall he will enroll at Tulane University as a member of the first Posse from New Orleans.

“What makes me most proud of John is his drive and determination—his ability to overcome, in my opinion, unbelievable obstacles,” says John’s father, Angelo Albers. “We lost both his mother and sister when John was young. I’m a single dad raising three boys. I own a chicken farm. Even as well

as he does in school, without Posse, John would never have had this opportunity. Now he’s going to be living on campus. I’m transitioning my family from the country to the city to be closer to him.

“Posse has changed my family’s lives. It’s made my two other sons extremely jealous and now they’ve both gone back to school this year. John is my youngest son, and what I want most for him is happiness. I just have to say to Posse, thank you.”



John Albers, Tulane Posse Scholar (New Orleans), and **Angelo Albers**, proud father, with John’s grandmother **Santa Albers** in front of their family home.

introduction

Posse Scholars have built a reputation for success. While the vast majority hail from low-income neighborhoods and belong to minority groups that are traditionally underrepresented on college campuses, most Posse Scholars go on to lead campus organizations, win prestigious awards, and graduate. The result is a growing network of Posse alumni who are building promising careers as doctors, engineers, lawyers, teachers, businessmen, entrepreneurs, academics—all united by a shared Posse experience.

Posse Scholars succeed at such high rates because of who they are: intellectually ambitious, community-minded leaders in the making. They are supported by countless individuals who believe in their potential. These include high school guidance counselors and members of community-based organizations who nominate students, volunteers who act as writing coaches and interviewers, college administrators and professors who provide mentoring, corporate executives and other organizational leaders who broker internship opportunities, and more.

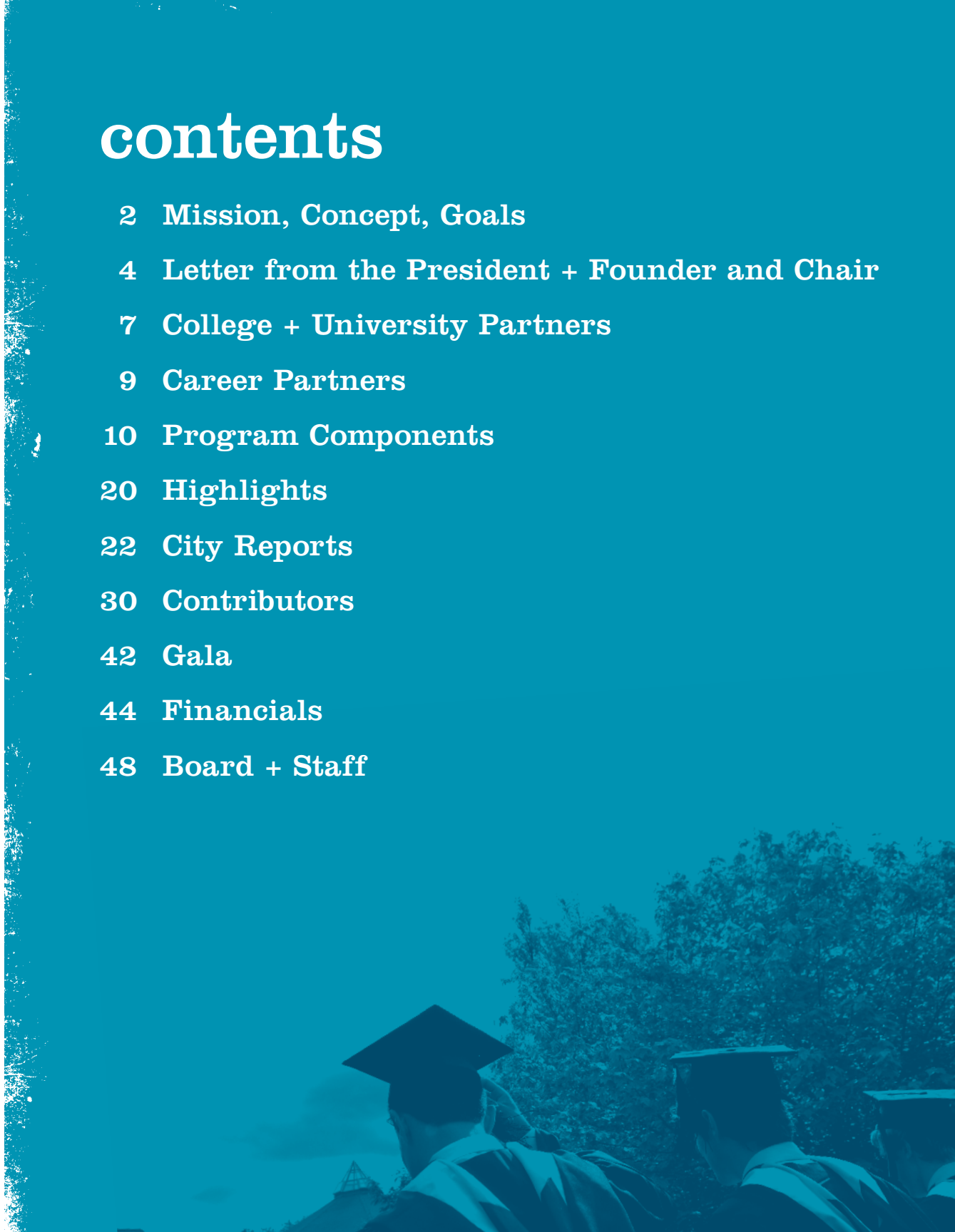
The Posse program has evolved over its 23-year history to provide the most effective support for the extraordinary young people it serves.

Through the program, Scholars receive training during their senior year of high school, mentoring once they matriculate on campus, and the opportunity to intern at leading companies and organizations throughout their college careers. In addition, Posse's elite partner colleges and universities award Posse Scholars four-year, full-tuition scholarships, allowing them to focus on their studies and other campus commitments. With such a comprehensive network of support, it is no wonder Posse Scholars excel.

This year's *Annual Report* highlights the success of the Posse model through the students and individuals who make the program work.

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mission

Posse started in 1989 because of one student who said, “I never would have dropped out of college if I 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 universities and colleges award Posse Scholars four-year, full-tuition leadership scholarships.

concept

The concept of a Posse works for both students and college campuses and is rooted in the belief that a small, diverse group of talented students—a Posse—carefully selected and trained, can serve as a catalyst for increased individual and community development. As the United States becomes an increasingly multicultural society, Posse believes that the leaders of this new century should reflect the country’s rich demographic mix and that the key to a promising future for our nation rests on the ability of strong leaders from diverse backgrounds to develop consensus solutions to complex social problems. One of the primary aims of the Posse program is to train these leaders of tomorrow.



three goals



1

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

2

To help these institutions build more interactive campus environments so they can become more welcoming for people from all backgrounds

3

To ensure that Posse Scholars persist in their academic studies and graduate so they can take on leadership positions in the workforce



dea

r friends,

Posse's high school-through-college programming is among the most comprehensive of its kind in the United States. For more than two decades, Posse has helped thousands of talented students reach their highest potential. They are the most diverse group of young people one could imagine.

They come from Bed Stuy and Dorchester, the French Quarter and the South Side of Chicago. They grew up in Chinatown and East Los Angeles. They attended big public high schools with 5,000 students and small newly created charters. They participated in community-based organizations that serve the elderly, they helped new immigrants, they volunteered in soup kitchens, and they tutored their peers after school. They are Dominican, Filipino, Russian, Puerto Rican, Bosnian, Caribbean, African-American, Jewish, Pakistani, Japanese, Indian and Native American.

They truly represent the diversity of this nation. And they are, without question, going to become the leaders of this country in every industry, occupation and profession.

As doctors, lawyers, bankers and teachers they will be armed with the best education money can buy. They will also have the breadth and depth of life experience that will provide them with critical context when it is time to make decisions.


Eleven Posse graduates were recently highlighted in *The 2012 Posse Alumni Report*. The dean of a college, a Cannes Film Festival entrant, a plastic surgeon, and a college counselor were among those featured. This is what Posse is striving for: the development of a diverse and ambitious leadership network in the United States—one that can help lead the nation to invent and solve and challenge and dream.

The Posse Foundation is recruiting, identifying, training and supporting these young leaders knowing that they will make a difference in the world.

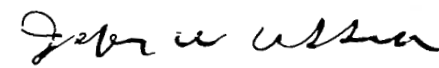
Posse's partner colleges and universities are investing in them with full-tuition scholarships and dedicated faculty and staff. Their commitment to and belief in these young people is extraordinary, and we thank them. We also thank the corporations, foundations, and individuals who help support and sustain the program. Without you, Posse would never have had such reach and impact.

These pages show you the process from the beginning when a young person is nominated, right through graduation. You will see the Dynamic Assessment Process, the Pre-Collegiate Training Program, the Campus Program and the Career Program—a little glimpse into the life of a Posse Scholar.

Warmly,



Deborah Bial, *President + Founder*



Jeffrey Ubben, *Chair*



college + university partners

The Posse Foundation would like to thank its college and university partners. This year, Posse partners awarded close to \$80 million in leadership scholarships to Posse Scholars across the country.

BABSON COLLEGE

BARD COLLEGE*

BOSTON UNIVERSITY

BRANDEIS UNIVERSITY*

BRYN MAWR COLLEGE*

BUCKNELL UNIVERSITY**

CARLETON COLLEGE

CENTRE COLLEGE

COLBY COLLEGE

THE COLLEGE OF WOOSTER

CONNECTICUT COLLEGE

DENISON UNIVERSITY*

DEPAUW UNIVERSITY*

DICKINSON COLLEGE*

FRANKLIN & MARSHALL COLLEGE*

GRINNELL COLLEGE*

HAMILTON COLLEGE*

KALAMAZOO COLLEGE

LAFAYETTE COLLEGE*

LAWRENCE UNIVERSITY

MIDDLEBURY COLLEGE*

MOUNT HOLYOKE COLLEGE

NORTHWESTERN UNIVERSITY

OBERLIN COLLEGE

PEPPERDINE UNIVERSITY

POMONA COLLEGE

SEWANEE: THE UNIVERSITY OF THE SOUTH

SYRACUSE UNIVERSITY**

TEXAS A&M UNIVERSITY*

TRINITY COLLEGE*

TULANE UNIVERSITY*

UNION COLLEGE

UNIVERSITY OF CALIFORNIA, BERKELEY

UNIVERSITY OF CALIFORNIA, LOS ANGELES

UNIVERSITY OF PENNSYLVANIA

UNIVERSITY OF SOUTHERN CALIFORNIA

THE UNIVERSITY OF TEXAS AT AUSTIN

UNIVERSITY OF WISCONSIN-MADISON***

VANDERBILT UNIVERSITY

VASSAR COLLEGE

WHEATON COLLEGE

GRADUATE SCHOOL PARTNERSHIPS

Carnegie Mellon University

Heinz College School of Public Policy and Management

Heinz College School of Information Systems and Management

Johns Hopkins University

Krieger School of Arts & Sciences

Northeastern University

College of Business Administration

Northwestern University

Kellogg School of Management

School of Law

University of Washington

College of Education

Evans School of Public Affairs

Information School

School of Social Work

* Dual-city partners recruit Posses from two different program sites each year, awarding 20 Posse Scholarships annually.

** Tri-city partners recruit Posses from three different program sites each year, awarding 30 Posse Scholarships annually.

*** Quad-city partners recruit Posses from four different program sites each year, awarding 40 Posse Scholarships annually.

The list above reflects partnerships established through June 2012.



career partners

The Posse Foundation would like to thank its Career Program partners. These outstanding companies, organizations and institutions contribute to the growth and development of many Posse Scholars' careers.

826 Foundation-Boston	College Summit	The Hole in the Wall Gang Camps	MTV Networks Los Angeles	Southern California Edison
Academy for Urban School Leadership	Comedy Central	Home Box Office	The Museum of Contemporary Art	St. Luke's-Roosevelt Hospital Center
The Allstate Corporation	Conservation Law Foundation	Humanity In Action	National Association of Security Professionals	CARES Program
American Girl	CoSTAR	Illinois Tool Works	NBC Universal	STAPLES Center Foundation
American Liver Foundation, Greater LA Division	Creative Artists Agency	Infor	The Nielsen Company	State Street Corporation
Ameriprise	Credit Suisse	Institute for Recruitment of Teachers	Neuberger Berman	Story Corps
Asia Society	Crossroads for Kids, Inc.	Institute of Contemporary Art	New England Aquarium	Student Conservation Association
The Associated Press	DC Public Library	Institute of International Education	New York City Bar Association	Suffolk Construction
Bank of America	DC Public Schools-Urban Ed. Leaders Intern Program	Jones Lang LaSalle	Noblis	Teach for America
Bingham McCutchen	Deloitte	JPMorgan Chase & Co.	Nordstrom	Thomson Reuters
Bloomberg L.P.	Demos and the American Project	JWT	Northwestern Center for Talent Development	Thompson Island Outward Bound
Blue Cross Blue Shield of Massachusetts	Discovery Communications, LLC	Kirkland & Ellis LLP	Northwestern Medical Facility Foundation	Time Inc.
Boston Lawyers Group	Double H Ranch	L + M Development Partners	O'Melveny and Myers, LLP	Time Warner Inc.
Boston Museum of Science	Edelman	LEK Consulting	Office of Council Member Tom LaBonge	The Travelers Companies, Inc.
Boston Teacher Residency	ESPN	Legacy	Office of Senator John Kerry	True Value Company
Breakthrough Collaborative	Fidelity Investments	Let's Get Ready	Office of Senator Richard J. Durbin	Trust for Public Land
Burger King	Fiver Children's Foundation	Liberty Mutual	Old Mutual Asset Management	Tufts Sackler School of Biomedical Sciences
C5 Youth Foundation	Freddie Mac	Limited Brands	The Painted Turtle Camp	Turner Broadcasting System, Inc.
Calvert Investments	The Fresh Air Fund	Lockton Insurance Brokers, Inc.	Paramount Pictures	Universal McCann
Camp of Dreams	Friends of the National Zoo	Los Angeles Unified School District Ethics Office	PBS	U.S. Equal Employment Opportunity
The Capital Group Companies	Friendship Public Charter School	Massachusetts General Hospital	Pearson + Penguin Group (USA)	Uncommon Schools
CARE USA	GAP, Inc.	MATCH Corps	Peer Health Exchange	Vanguard
CBS	Gay & Lesbian Alliance Against Defamation	Marathan Ventures Media Sales	Pepco Holdings Inc.	Viacom Media Networks
Center for Progressive Leadership	Golden Apple Foundation	Media Brands	Plymouth Rock Assurance Corporation	The Walt Disney Company
Chicago Committee for Minorities in Large Law Firms	Goldman, Sachs & Co.	MedStar	PricewaterhouseCoopers	Weil, Gotshal & Manges LLP
Citi	Goodwin Procter LLP	MFS Investment Management	Princeton-Blairstown Center	West Monroe Partners
Citizen Schools, Inc.	Google	Midwest Academy	Prudential Capital	William Blair & Company
City of New York, Department of Parks & Recreation	Harlem RBI	Milbank, Tweed, Hadley & McCloy LLP	Putnam Investments	World Teach
City of New York, Office of the Mayor	Harlem United Community AIDS Center	Molex	Reebok International, Ltd.	World Wide Workshop Foundation
City Year	Harvard Business School Summer Venture in Mgmt. Program	Moody's Investors Service	Royal Caribbean	
Clinton Global Initiative	Health Net, Inc.	Morgan Stanley	Ryder	
	Hill, Holliday, Connors, Cosmopolus Inc.	Morgan, Brown & Joy LLP	Sedgwick LLP	
		Mount Sinai School of Medicine		

The list above reflects partnerships established through June 2012.

the posse program

The Posse Foundation achieves its goals through five program components:

- 1) Recruitment
- 2) Pre-Collegiate Training Program
- 3) Campus Program
- 4) Career Program
- 5) Posse Access

“Going to college has always been my dream, but my ambition was the only thing I had to get me there.”



Karla Villalta
Posse Scholar (Miami)
Mount Holyoke College

“I was extremely nervous throughout the Posse interviews because I felt like this was my only chance, my only ticket to college.

“I didn’t tell my mother anything about Posse until Christmas day when I told her I won the scholarship; I wanted to make sure I could give her good news. It was the best gift I could ever give her.”

Karla Villalta was born and raised in El Salvador. She came to the United States just two years ago and this fall will enroll at Mount Holyoke College as a member of its third Posse. Karla overcame leukemia at a young age and excelled despite the challenge of learning English and the stigma of being an ESL student. Now a senior at Alonzo and Tracy Mourning Senior High School in Miami, she is president of both the Mathematics Honor Society and the Engineering Society. She is also a member of the National Honor Society, a math tutor and a student ambassador, helping fellow international students adapt.

“I really discovered myself through the Posse interview process.”

“I learned that it’s important to be yourself no matter what, and that the things that I always thought were different about me in fact make me a leader. Posse helped me see that. Even as I prepare to begin college at Mount Holyoke, I still don’t believe that I’ve been given this opportunity. I know it’s real but it feels too big to grasp.

“My dream is to become an engineer. Not only will I be the first in my family to earn a college degree, but this is also my chance to make my life meaningful, memorable. I want to be better.”

1 Recruitment





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



“Posse continually serves as a model to me, demonstrating how to cultivate relationships and build community.”

Mary O’Sullivan is the head guidance counselor at University Park Campus School, where she has worked for 10 of the 25 years she has been an educator. Five years ago, she nominated her first students for the Posse Scholarship.



Mary O’Sullivan
Posse Nominator
Head Guidance Counselor,
University Park Campus High School,
Massachusetts

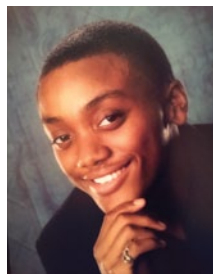
“When the flyer first came across the principal’s desk, we thought it was too good to be true, but we had to see it through. Since then, we’ve developed a whole program around Posse. I’ve trained every guidance counselor in the district on the Posse process and every school is now nominating.

“What’s really special about the Posse process is that it has a way of encouraging even the students who don’t win.

“I’ve had so many students come back and say, ‘I didn’t get the scholarship but I had the time of my life. I met some amazing people and learned to see myself in a different light.’ That confidence is priceless.”

“Over the last five years, 19 of our students have won the Posse Scholarship. My goal is to make sure that all of our schools have a winner and every student has a chance at this phenomenal opportunity. My hope for my students is that Posse and college provide them with experiences that change their lives.”

“Posse for me means development. I feel like I’m walking into college a lot more prepared. I’m ahead of the game.”



Brandon Holden
Posse Scholar (D.C.)
Bucknell University

“The night of the final Posse interview I was really hoping I would get that call, but I was too nervous to stay up. When the phone rang, I was barely coherent. Some guy was asking me if I knew where I was going to college. I now know that ‘guy’ was Mark Davies, assistant vice president for enrollment, who said, ‘You’re going to Bucknell!’”

Brandon Holden is vice president of the Student Government Association at Benjamin Banneker Academic High

School and is also a youth health advocate, using performance art to increase HIV/AIDS, drug and violence awareness in youth ages 12–24. When he enrolls at Bucknell University this fall, he will begin exploring majors in pre-health professions and sociology.

“During the second workshop in Pre-Collegiate Training, we did an activity where we had to draw a picture to represent a personal ideology. I drew a picture to represent my support of gay marriage. It was a really powerful exercise.

“Revealing our values really forced us to get passed the awkwardness of getting to know each other.”

“It was encouraging to see how respectful we all were of one another even if we disagreed. I think that maturity and open-mindedness will serve us well.”

2

Pre-Collegiate Training





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



“The whole concept of Posse resonates with me. The idea is revolutionary. Bringing young people together as a preformed, mini environment is a fantastic concept, and we now know that it works. College can be bewildering academically, socially and environmentally. Young people need support.”

For more than 25 years Ron Claiborne has served as a news anchor with ABC’s *World News with Diane Sawyer* and *Good Morning America*. As a volunteer writing coach with Posse’s New York chapter, he has worked one-on-one with newly selected Scholars as a part of Posse’s Pre-Collegiate Writing Program.



Ron Claiborne
Posse Writing Coach
News Anchor,
Good Morning America

“In my experience as a writing coach, there have been several memorable moments when a concept or something that I’m trying to teach breaks through, and I see the Scholar’s face light up with understanding. Just watching them become better writers and build confidence in their abilities has been very rewarding.

“Becoming involved with Posse was the perfect intersection of something that interested me and the opportunity to help young people.”

“I hope that the students I have the privilege to work with become not just better writers, but also better thinkers.”

“Posse helped me identify the leadership qualities that I was sometimes unsure of and reaffirmed for me the significance of my potential as a student and as someone who has the capacity to give back to the world.”



Brandon LaBord
Posse Scholar (Atlanta)
Bard College

Brandon LaBord is a junior at Bard College majoring in sociology. He is president of both the Black Student Organization and the Trustee Leader Scholar Program (TLSP), a community service organization. Through TLSP Brandon founded Building Up Hudson, which provides academic and interpersonal enrichment to middle school students in the community surrounding Bard.

“I went to one of the lowest-rated public high schools in Atlanta. I knew that I wasn’t in the right environment to reach my fullest potential, but I always knew I was a leader. Because of Posse I can sit in a classroom with peers who went to top private schools and yet feel confident.

“Part of the beauty of having a Posse is that although you may not always need their support, you know it’s always there—add to that the generosity and encouragement of your mentor.”

“People search for this kind of reassurance their entire lives, and knowing that I have it in college, one of the most unpredictable times in my life, means the world to me.”

3

Campus Program





The Campus Program works to ensure the retention of Posse Scholars and to increase the impact of Posse on campus. Posse staff members visit each university four times a year for meetings with Posse Scholars, campus liaisons and mentors. Each mentor meets weekly with the Posse as a team and with individual Scholars every two weeks during the first two years in college. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.



“When the director of admissions nominated me to be the first USC Posse mentor, it was the first I had heard of the organization. I looked into Posse and found that its values were my values.”

A native of Los Angeles, George Sanchez has been a professor for 34 years, 15 of which he has spent at University of Southern California. He has dedicated his career to improving the success of first-generation students and underrepresented minorities. He works to ensure that Posse Scholars are well supported.



George Sanchez
Posse Mentor
Vice Dean for
Diversity and Strategic
Initiatives, University of
Southern California

“I can recall giving the Scholars an assignment to pick a course for the following semester that they were sure they would love, regardless of what requirements it might fulfill. Many of the Scholars bear a heavy burden of what this experience means in terms of being able to provide for their families or what career opportunities they’ll have. I wanted them to prioritize finding joy in their classes. For a lot of them it set them on a different path—they changed their intended majors or discovered new passions and interests.

“My experience as a mentor has been incredibly fulfilling. There have been so many times when I felt I learned as much from Posse Scholars as they did from me. From the moment I met these students I realized how special they were and how excited they were to go on this journey together.

“They are a powerful group that really wants to make a difference at USC and in the world.”

“To talk with them about their hopes and aspirations and to see the college through their eyes has been a real joy and privilege.”

“The Posse Career Program has been vital to my professional growth.”



Jeyson Florez
Posse Alumnus
(Chicago)
DePauw University
Federal Strategy &
Operations Consultant,
Deloitte

Jeyson Florez is a federal strategy and operations consultant with Deloitte Consulting in Washington, D.C. As the Recruiting Committee lead for Deloitte’s Career partnership with The Posse Foundation, he is blazing a trail for fellow Scholars and alumni to follow.

“My first internship through the Career Program was with PricewaterhouseCoopers. There I learned what it’s like to be at a big firm and developed my research skills. Following my junior year at DePauw University, I worked for U.S. Senator Richard Durbin, another Posse Career

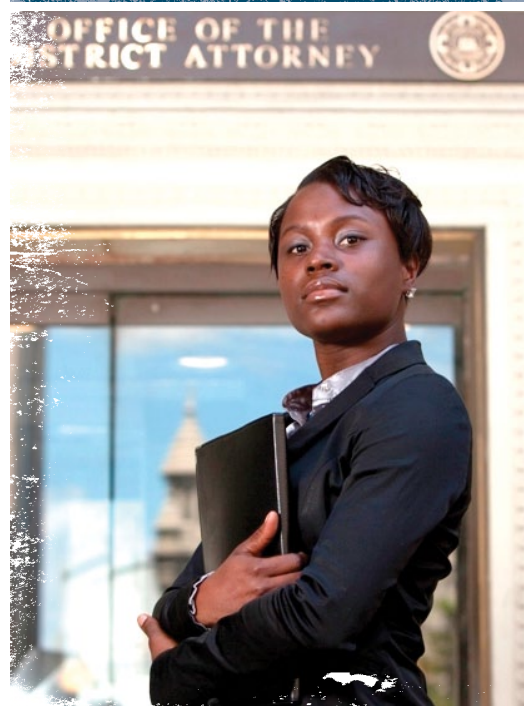
Program partner, where I learned about constituents’ concerns and how to respond to their inquiries.”

Jeyson graduated from DePauw University in 2007 with a bachelor’s degree in economics and minor in Latin American studies. He traveled to Costa Rica as a Fulbright Scholar to research economic policies and income disparities. Following his Fulbright experience, Jeyson worked as an organizing fellow for President Obama’s presidential campaign on Native American reservations in northern Wisconsin and went on to earn a master’s in public administration at the University of Washington’s Evans School of Public Affairs as a recipient of a Posse Graduate Fellowship. He is an active member of Posse’s National Alumni Advisory Council and has mentored numerous Posse Scholars.

“The biggest thing the Career Program did for me was give me the confidence to aim high. I felt prepared to network, interview, and excel in all my work experiences.”

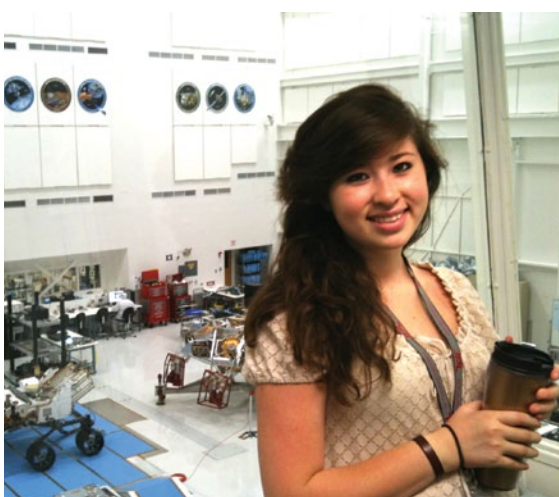
“I meet Scholars and recent alum that have been shaped by the Career Program, and I can only smile, knowing they are receiving the support they need to be successful in the workforce.”

4 Career Program





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



“At Bank of America Merrill Lynch, we spend an enormous amount of time on talent management, leadership and diversity, and so we’re thrilled to partner with Posse in these efforts.”

“We’re excited to have offered 14 summer internships to Posse Scholars last summer,” says Alastair Borthwick, managing director and co-head of Global Capital Markets at Bank of America Merrill Lynch. A member of Posse’s National Board of Directors, Alastair has helped spearhead an incredible partnership between The Posse Foundation and Bank of America Merrill Lynch that is providing valuable career opportunities to Scholars and alumni.



Alastair Borthwick
Posse Board Member
Managing Director
and Co-Head Global
Capital Markets, Bank
of America Merrill Lynch

“We look forward to continuing to offer internship opportunities to outstanding Posse Scholars and to hiring alumni into full-time positions.”

In addition to hiring 14 Posse interns in the summer of 2011, Bank of America Merrill Lynch hosted Posse’s annual Liaisons Conference, a convening of Posse partner college and university administrators; facilitated professional development workshops for Posse Scholars; and made significant financial contributions to The Posse Foundation.

The support of companies and organizations like Bank of America Merrill Lynch is a critical component of Posse’s approach to preparing the next generation of leaders.

“There is so much more to Posse than matriculating 10 Scholars each year. From a recruitment and enrollment perspective, our membership with Posse gives us access to hundreds of fascinating students in nine major metropolitan markets around the United States through Posse Access.”



Eric Staab
Kalamazoo College,
Dean of Admission and
Financial Aid

Eric Staab is Dean of Admission and Financial Aid at Kalamazoo College, a Posse partner institution since 2008. Under Eric’s stewardship of the program, Kalamazoo has admitted 41 Posse Scholars from Los Angeles, awarding them close to \$6 million in full-tuition, four-year leadership scholarships.

Through Posse Access, Posse partner institutions like Kalamazoo are extending their reach, connecting a greater number of talented students to a first-rate college education.

“This year we received 25 applications as a result of using Posse Access and matriculated 7 of those students.”

“We plan to continue using Posse Access in the years to come because we see the value that these students bring to our campus.”

5 Posse Access



Posse Access is an online database designed to give Posse partner colleges and universities exclusive access to unselected student nominees to consider for regular admission. Through Posse Access, the hundreds of finalists nationwide who are not selected can opt to have their application profiles made available to each of Posse’s partner institutions. By identifying candidates through the Posse Access database, partner schools benefit from Posse’s holistic approach to evaluating student potential and see a much greater pool of highly qualified students.



“We all know what a difference a Posse Scholarship can make to students and their families and to the receiving colleges, but we in the City of Boston gain much also.”



Thomas Menino
Mayor, City of Boston

“We are so fortunate that so many Posse alums choose to live in Boston, and our city is all the richer for it. Posse alums are engaged, civic-minded citizens who appreciate the value of giving back.”

Thomas Menino is the Mayor of Boston, which in 1999 became the site of the second Posse chapter. Each year, Mayor Menino hosts a breakfast for new Posse Scholars, and he currently employs two Posse alumni in his office.

“Posse has changed the lives of many Miami-Dade County Public Schools students—oftentimes the first in their families to go to college—by offering them hope and opportunity.”

“It is a program that exemplifies the true meaning of community partnership. It recognizes students with potential and rewards them with a fully-paid college experience at a prestigious university. The students are challenged academically and given the necessary support to become successful. The Posse program is definitely expanding opportunities for deserving youth in Miami and its other city sites.”



Alberto Carvalho
Superintendent for
Miami-Dade Public
Schools

Alberto Carvalho is the superintendent for Miami-Dade Public Schools, the nation's fourth-largest school district. In 2009 he welcomed The Posse Foundation to the city of Miami.

2011 highlights

A. POSSE OPENS ITS EIGHTH CHAPTER IN NEW ORLEANS

with Bard College and Tulane University as its first partner institutions. At the 2011 Posse Annual Gala, Posse supporters pledge a remarkable \$500,000 to fund the launch of the new site.

B. NORTHWESTERN UNIVERSITY SIGNS ON to recruit students from Los Angeles and SYRACUSE UNIVERSITY SIGNS ON AS A TRI-CITY PARTNER, recruiting Scholars from Atlanta, Los Angeles and Miami.

C. BARD COLLEGE, BRANDEIS UNIVERSITY, FRANKLIN & MARSHALL COLLEGE, MIDDLEBURY COLLEGE, TULANE UNIVERSITY AND UNIVERSITY OF WISCONSIN-MADISON EXPAND to recruit Posses from additional sites.

D. From a pool of more than 14,000 nominees, 572 NEW POSSE SCHOLARS ACROSS THE COUNTRY WIN \$80 MILLION in four-year, full-tuition leadership scholarships from Posse's partner colleges and universities.

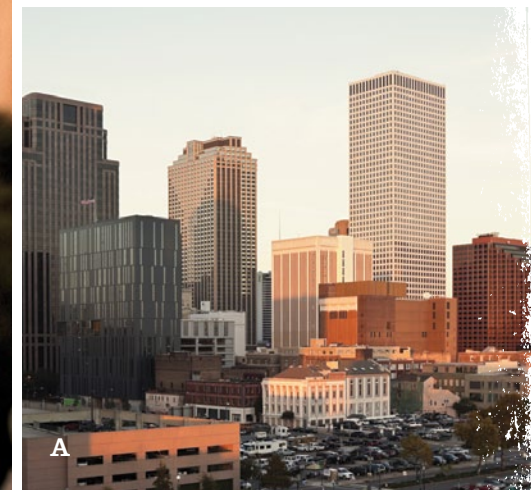
E. HUNDREDS OF POSSE SCHOLARS ACROSS THE COUNTRY GRADUATE from partner colleges and universities, bringing Posse's national alumni network to over 1,500 members.

F. THE 2011 POSSE ANNUAL GALA, AN EVENING OF STARS, RAISES \$2 MILLION to support Posse's

work and honors Hamilton College President Joan Hinde Stewart, Stephanie and Arthur Blank of the Arthur M. Blank Family Foundation, Putnam Investments with President and CEO Robert Reynolds accepting the award, and DePauw Posse 3 (Chicago) alumnus Jeyson Florez, who is a Fulbright Scholar and federal strategy consultant at Deloitte.

G. OVER 2,500 PARTICIPANTS at 36 colleges and universities come together for the **2011 POSSEPLUS RETREATS, "THE MILLENNIALS: WHAT'S ON YOUR MIND?"** Following the retreats, 90 percent of participants say they engaged in conversations that they otherwise may not have had on campus, and each participant pledges to make a particular contribution to their community and to the world at large.

H. THE 2011 AINSLIE ALUMNI ACHIEVEMENT AWARD IS GIVEN TO VANDERBILT POSSE 3 ALUMNUS MASON RICHARDS, whose 2011 film *The Seawall* was accepted into the Cannes Film Festival. The award is presented at the Annual Alumni Leadership Conference, attended by nearly 150 Posse alumni in New York City.





city report: ATLANTA

partners: BARD COLLEGE, BOSTON UNIVERSITY, BRANDEIS UNIVERSITY, THE COLLEGE OF WOOSTER, SYRACUSE UNIVERSITY, TEXAS A&M UNIVERSITY

year established: 2007

nominations: 820

nominators: 45 high schools and 45 community-based organizations

scholarship dollars awarded by partner colleges + universities: \$7 million

student highlight: Wooster Posse Scholar Sage Nenyue received a grant from the Henry J. Copeland Fund for Independent Study to travel to South Korea to conduct research for *The Aquarian Millennial*, a digital magazine he founded.

event highlight: Atlanta's Power of 10 event raised \$260,000 and honored Ann Cramer, IBM director Americas for corporate citizenship & corporate affairs.

career program highlights: More than 80 Scholars and guests, including representatives from 15 Posse Career partners, attended Atlanta's Winter Career Day and networking reception. Additionally, Deloitte hosted 40 Scholars in training for Deloitte Impact Day, which featured intensive workshops on leadership training. Posse Atlanta also welcomed five new Career partners: Atlanta Education Fund, Breakthrough Atlanta, C5 Youth Foundation, CARE USA, and Infor.

At left: Wooster Posse Scholar Sage Nenyue (left) with fellow Posse member.



city report: BOSTON

partners: BRYN MAWR COLLEGE, BUCKNELL UNIVERSITY, CENTRE COLLEGE, DENISON UNIVERSITY, HAMILTON COLLEGE, UNION COLLEGE

year established: 1999

nominations: 1,336

nominators: 83 high schools and 78 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$8 million

student highlight: Denison University Posse Scholar Shavely Peralta was one of just seven graduating students to receive the University's President's Medal, the highest honor bestowed on a student and given to those who succeed academically and make a lasting impact on campus. Among her many roles, Shavely was student government vice president, a member of the campus governance association, an interviewer for the Denison admissions office and a campus coordinator for Teach for America.

event highlight: Posse Boston's third annual Power of 10 event was the most successful in the site's history, raising over \$190,000 and welcoming more than 300 guests.

career program highlights: In 2011, Boston placed over 100 Scholars in internships and full-time job opportunities and held eight Career Program events including the annual Career Day hosted by Fidelity Investments. Boston also welcomed 12 new Career partners: 826 Foundation, Ameriprise, Bank of America, Boston Teacher's Residency, L.E.K. Consulting, Liberty Mutual, MATCH Corps, Museum of Fine Arts, New England Aquarium, The Office of Senator John Kerry, Thompson Island, and WGBH.

At left: Denison Posse Scholar Shavely Peralta (second row, left).

city report: CHICAGO

partners: CARLETON COLLEGE, CONNECTICUT COLLEGE, DENISON UNIVERSITY, DEPAUW UNIVERSITY, MIDDLEBURY COLLEGE, OBERLIN COLLEGE, POMONA COLLEGE, TRINITY COLLEGE, UNIVERSITY OF WISCONSIN-MADISON

year established: 2000

nominations: 2,691

nominators: 131 high schools and 112 community-based organizations

scholarship dollars awarded by partner colleges + universities: \$13 million

student highlight: Trinity Posse Scholar Margaret Nolan interned in the White House Office of the Vice President's Chief of Staff. She also had the opportunity to work on specific policy issues through the U.S. Department of Justice's Office on Violence Against Women.

event highlight: Posse Chicago's two major annual fundraisers—the Golf Outing and Power of 10 event, which honored Cambium LLC President Michelle L. Collins—jointly raised just under \$500,000, making both events the most successful to date.

career program highlights: Illinois Tool Works, Sedgwick LLP and True Value Company became the newest Career partners. Posse Chicago also hosted several successful events, including a Winter Career Day hosted by Kirkland & Ellis LLP and an Internship Celebration sponsored by partners Edelman and the Museum of Contemporary Art. Additionally, Posse Chicago helped connect more than 100 Scholars to opportunities with its Career partners.

At right: Trinity Posse Scholar Margaret Nolan.



city report: D.C.

partners: BUCKNELL UNIVERSITY, GRINNELL COLLEGE, LAFAYETTE COLLEGE, PEPPERDINE UNIVERSITY, SEWANEE: THE UNIVERSITY OF THE SOUTH, UNIVERSITY OF WISCONSIN-MADISON

year established: 2004

nominations: 1,575

nominators: 94 high schools and 53 community-based organizations

scholarship dollars awarded by partner colleges + universities: \$9 million

student highlight: Bucknell Posse Scholar Nadia Sasso was awarded a \$10,000 Davis Projects for Peace Award with which she founded Yehri Wi Cry (Hear Our Cry), an organization that seeks to provide proper child birthing, prenatal and infant care products for women in Sierra Leone.

event highlight: Posse D.C.'s Power of 10 event welcomed more than 180 guests and raised \$128,000, representing a 70 percent increase from 2010. The event honored Barbara Harman, director of the Harman Family Foundation and president and editor of the *Catalogue for Philanthropy: Greater Washington*.

career program highlights: D.C. held several successful Career events for Scholars and alumni, including an exclusive tour of the CNN Washington Bureau offices with lead anchor Wolf Blitzer and the annual Internship Celebration with special guest speaker Holly Loiseau from Career partner Weil, Gotshal & Manges LLP. In addition, Friendship Schools signed on as a new partner, providing internship opportunities to six Scholars.

At right: Bucknell Posse Scholar Nadia Sasso (center).





city report: LOS ANGELES

partners: BUCKNELL UNIVERSITY, DICKINSON COLLEGE, GRINNELL COLLEGE, KALAMAZOO COLLEGE, NORTHWESTERN UNIVERSITY, SYRACUSE UNIVERSITY, TULANE UNIVERSITY, UNIVERSITY OF CALIFORNIA, BERKELEY, UNIVERSITY OF CALIFORNIA, LOS ANGELES, UNIVERSITY OF WISCONSIN-MADISON

year established: 2002

nominations: 2,404

nominators: 138 high schools and 64 community-based organizations

scholarship dollars awarded by partner colleges + universities: \$12 million

student highlight: University of Wisconsin-Madison Posse Scholar Eddie Espinoza traveled to Nejapa, El Salvador with the UW chapter of Engineers Without Borders to help alleviate the town's water contamination problem. While in Nejapa, he helped build a new wastewater treatment plant, taught locals about water safety and became the project's official liaison to the city as a translator to the mayor and supply providers.

event highlight: Posse Los Angeles raised over \$352,000 at its second annual Power of 10. The event honored former Los Angeles Mayor, Honorable Richard J. Riordan, who contributed a generous gift of \$100,000.

career highlight: Each member of Bucknell Posse 1, the inaugural Civic Engagement Posse, had exciting summer internship experiences with the following organizations: Clergy and Laity United for Economic Justice, Coalition for Human Immigration Rights of Los Angeles, Los Angeles Alliance for New Economy, National Day Laborer Organization Network and UCLA Downtown Labor Center.

At left: Wisconsin Posse Scholar Eddie Espinoza.



city report: MIAMI

partners: FRANKLIN & MARSHALL COLLEGE, HAMILTON COLLEGE, MOUNT HOLYOKE COLLEGE, SYRACUSE UNIVERSITY, UNIVERSITY OF PENNSYLVANIA

year established: 2009

nominations: 1,126

nominators: 54 high schools and 20 community-based organizations

scholarship dollars awarded by partner colleges + universities: \$7 million

student highlight: Hamilton Posse Scholar Anthony Jackson has become tremendously involved in Hamilton's campus community, taking on several important leadership positions. As a Student Assembly class representative, he is one of only two students on the Committee on First Year Experience and is also a co-founder of the Philanthropy Committee, which raises money for various Hamilton-sponsored causes, including a tutoring program for local high school students. He is also a member of the Sadv Student Center Programming Board, the Library Student Advisory Board, the Voice of Color Lecture Series and the Campus Activities Board.

event highlight: Posse Miami's second Power of 10 event raised over \$78,000 and was sponsored by Berger Singerman, Greenberg Traurig, KPMG, Royal Caribbean, Sedgwick Law, and Ver Ploeg & Lumpkin.

career highlight: Career partners Burger King Corporation, Discovery Latin America, Ladenburg Thalman & Company and Ryder Corporation provided summer internship opportunities to 27 Posse Miami Scholars.

At left: Hamilton Posse Scholar Anthony Jackson (back row, center).

city report: NEW ORLEANS

partners: BARD COLLEGE, TULANE UNIVERSITY

year established: 2011

nominations: 656

nominators: 35 high schools and 19 community-based organizations

scholarship dollars awarded by partner colleges + universities:
\$3 million

student highlight: Troy Robertson, a senior at Helen Cox High School in Harvey, Louisiana, became one of the first 10 Scholars from New Orleans selected to attend Bard College this fall. As senior class president and a Crime Stoppers ambassador, Troy obtained a highly coveted internship at Smith & Fawer LLC, a law firm that specializes in complex civil, criminal, and commercial work throughout the Gulf South. His experience as an intern assisting in legal research has strengthened his desire to study law.

event highlight: In addition to honoring Posse supporters and partner institutions, the 2011 Posse Gala held on May 25 in New York City raised \$2 million, a significant portion of which was donated during a special Dutch auction to support the launch of Posse New Orleans. Fred McAfee, former star running back for the New Orleans Saints, helped welcome Posse to The Big Easy by presenting NFL tickets and memorabilia to the evening's highest donors.

At right: Bard Posse Scholar Troy Robertson and his parents.



city report: NEW YORK

partners: BABSON COLLEGE, BRANDEIS UNIVERSITY, COLBY COLLEGE, DEPAUW UNIVERSITY, DICKINSON COLLEGE, FRANKLIN & MARSHALL COLLEGE, LAFAYETTE COLLEGE, LAWRENCE UNIVERSITY, MIDDLEBURY COLLEGE, TRINITY COLLEGE, UNIVERSITY OF SOUTHERN CALIFORNIA, UNIVERSITY OF WISCONSIN-MADISON, VANDERBILT UNIVERSITY, VASSAR COLLEGE, WHEATON COLLEGE

year established: 1989

nominations: 3,382

nominators: 358 high schools and 100 community-based organizations

scholarship dollars awarded by partner colleges + universities: \$20 million

student highlight: Brandeis Science Posse Scholar Angel Garcia, a neuroscience and biology double major, worked as a lab technician on stem cell migration and bio-fuel research at the University of Utah and Massachusetts Institute of Technology, respectively. He also spent the summer in East Timor in southeast Asia volunteering with a team of 50 Timorese staff to provide medical care to patients at a local clinic.

career highlight: Posse New York welcomed seven new Career partners: American Legacy Foundation, American Museum of Natural History, Clinton Global Initiative, Cool Culture, Dēmos and The American Prospect, J. Walter Thompson and L+M Development Partners. New York also helped facilitate summer internship opportunities for nearly 300 Posse Scholars and hosted six successful Career events, including a Study and Work Abroad with Fulbright session and a Careers in Medicine Panel led by Vanderbilt Posse alumna Erica Spatz, M.D., and other doctors.

At right: Brandeis Science Posse Scholar Angel Garcia.



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2011 gala

On May 25, 600 guests came together at Pier Sixty in New York City for the 2011 Posse Gala. Leaders in philanthropy, business, academia and entertainment gathered to honor individuals and organizations that have made extraordinary contributions in the field of education.

The honorees—recipients of the Posse Star Award—were Hamilton College President Joan Hinde Stewart, Stephanie and Arthur Blank, Putnam Investments with President and CEO Robert L. Reynolds, and DePauw Posse (Chicago) alumnus Jeyson Florez, a consultant at Deloitte Consulting LLP. Emceed by *60 Minutes* correspondent Lesley Stahl with a special comedic performance by Jay Pharoah of *Saturday Night Live*, the highly successful event raised over \$2 million and helped support the launch of Posse's eighth chapter in New Orleans.

At left: (left to right from top) Stephanie and Arthur Blank, Hamilton College President Joan Hinde Stewart, Putnam Investments President and CEO Robert Reynolds, *60 Minutes* Correspondent Lesley Stahl, comedian Jay Pharoah from *Saturday Night Live*, DePauw Posse Alumnus Jeyson Florez.

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financials

THE POSSE FOUNDATION, INC. STATEMENTS OF FINANCIAL POSITION AS OF DECEMBER 31, 2011 AND 2010

ASSETS

	2011	2010
Cash and cash equivalents	\$3,684,907	\$3,396,891
Investments	29,593,972	29,572,378
University fees and other receivables	1,925,015	1,749,906
Pledges receivable, net	15,879,944	8,108,021
Prepaid expenses and other assets	413,275	340,929
Property and equipment, net	172,060	104,764
Cash and cash equivalents - permanently restricted	1,071,741	663,007

TOTAL ASSETS

\$52,740,914	\$43,935,896
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LIABILITIES

Accounts payable and accrued expenses	\$404,753	\$341,605
Deferred rent	510,260	510,512
Deferred income	1,283,335	1,143,334

TOTAL LIABILITIES

2,198,348	1,995,451
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COMMITMENTS

NET ASSETS (a) (b)

Unrestricted	8,564,073	6,233,651
Temporarily restricted	20,671,739	14,400,040
Permanently restricted	21,306,754	21,306,754

TOTAL NET ASSETS

50,542,566	41,940,445
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TOTAL LIABILITIES AND NET ASSETS

\$52,740,914	\$43,935,896
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The accompanying notes on page 47 are an integral part of these financial statements.

THE POSSE FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2011 AND 2010

	FOR THE YEAR ENDED DECEMBER 31, 2011				FOR THE YEAR ENDED DECEMBER 31, 2010			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2011	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2010
SUPPORT AND REVENUE:								
Contributions and grants	\$2,910,006	\$12,943,545	\$ —	\$15,853,551	\$3,118,211	\$2,797,164	\$ —	\$5,915,375
University fees	1,761,667	—	—	1,761,667	1,645,000	—	—	1,645,000
Service fees	22,532	—	—	22,532	2,235	—	—	2,235
In-kind contributions	306,238	—	—	306,238	243,909	—	—	243,909
Investment income	37,766	—	—	37,766	4,111,482	—	—	4,111,482
Fundraising events, net of direct benefits to donors	3,213,854	—	—	3,213,854	2,422,271	—	—	2,422,271
Net assets released from restrictions (a)	6,671,846	(6,671,846)	—	—	5,884,325	(5,884,325)	—	—
TOTAL SUPPORT AND REVENUE	14,923,909	6,271,699	—	21,195,608	17,427,433	(3,087,161)	—	14,340,272
EXPENSES:								
Program services:								
Recruiting services and training programs	9,472,018	—	—	9,472,018	8,900,281	—	—	8,900,281
Supporting services:								
Management and general	1,452,026	—	—	1,452,026	1,414,865	—	—	1,414,865
Fundraising	1,669,443	—	—	1,669,443	1,425,362	—	—	1,425,362
Total Supporting Services	3,121,469	—	—	3,121,469	2,840,227	—	—	2,840,227
TOTAL EXPENSES	12,593,487	—	—	12,593,487	11,740,508	—	—	11,740,508
CHANGE IN NET ASSETS	2,330,422	6,271,699	—	8,602,121	5,686,925	(3,087,161)	—	2,599,764
Net asset reclassification based on change in law	—	—	—	—	(5,466,475)	5,466,475	—	—
Net assets - beginning of year	6,233,651	14,400,040	21,306,754	41,940,445	6,013,201	12,020,726	21,306,754	39,340,681
NET ASSETS - END OF YEAR	\$8,564,073	\$20,671,739	\$21,306,754	\$50,542,566	\$6,233,651	\$14,400,040	\$21,306,754	\$41,940,445

The accompanying notes on page 47 are an integral part of these financial statements.

financials

THE POSSE FOUNDATION, INC.
STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2011 AND 2010



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	58,343	47,973
Amortization of pledge discount, net	(460,214)	(20,312)
Bad debt expense	—	200
Contributed securities	(405,453)	(112,368)
Realized gain on securities	(668,880)	(35,081)
Unrealized loss (gain) on securities	1,977,654	(2,826,738)
Subtotal	9,103,571	(346,562)

Changes in operating assets and liabilities:

(Increase) decrease in assets:

University fees and other receivables	(175,109)	(139,906)
Pledges receivable	(7,347,212)	2,467,523
Prepaid expenses and other assets	(72,346)	14,850

(Decrease) increase in liabilities:

Accounts payable and accrued expenses	63,148	47,199
Deferred rent	(252)	33,882
Deferred income	140,001	70,000

Net Cash Provided by Operating Activities

1,711,801 2,146,986

CASH FLOWS FROM INVESTING ACTIVITIES:

Purchase of investments	(1,335,866)	(1,236,342)
Proceeds from sale of investments	410,951	103,139
Purchase of property and equipment	(125,639)	(58,900)
Change in restricted cash	(408,734)	(9,930)

Net Cash Used in Investing Activities

(1,459,288) (1,202,033)

CASH FLOWS FROM FINANCING ACTIVITIES:

Collections of permanently restricted contributions

35,503 30,426

Net Cash Provided by Financing Activities

35,503 30,426

Net Increase in Cash and Cash Equivalents

288,016 975,379

Cash and cash equivalents-beginning of year

3,396,891 2,421,512

CASH AND CASH EQUIVALENTS-END OF YEAR

\$3,684,907 \$3,396,891

The accompanying notes on page 47 are an integral part of these financial statements.

notes to financials

a) Net Assets

Posse's financial statements have been prepared on the accrual basis of accounting. Posse adheres to accounting principles generally accepted in the United States of America.

b) 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, but the earnings of which are available and accounted for in unrestricted operations.

c) U.S. GAAP provides guidance on the net asset classifications of donor-restricted endowment funds for not-for-profit organization that is subject to the Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). New York State enacted a version of UPMIFA on September 17, 2010. This law is commonly referred to as "NYPMIFA" (New York Prudent Management Institutional Funds Act).

The Board has interpreted State law 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 \$736,979 and \$661,603 from the cumulative earnings on permanently restricted funds for the years ending December 31, 2011 and 2010, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

For a copy of the audited financial statements, contact:

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



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The lists above reflect elections and appointments as of June 2012.

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Bari Katz, *National Training Specialist*
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Alexandra Mane, *Associate Director of Development*
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posse atlanta

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THE POSSE FOUNDATION 2011 ANNUAL REPORT

editor: Rassan Salandy
writer: Tsihai Hanson

designer: Kara Schlindwein
printer: Webster One Source, Hanson, Massachusetts

photo credit page 16: Official White House Photo by Pete Souza

