

CELEBRATING

25

YEARS

ANNUAL REPORT 2013

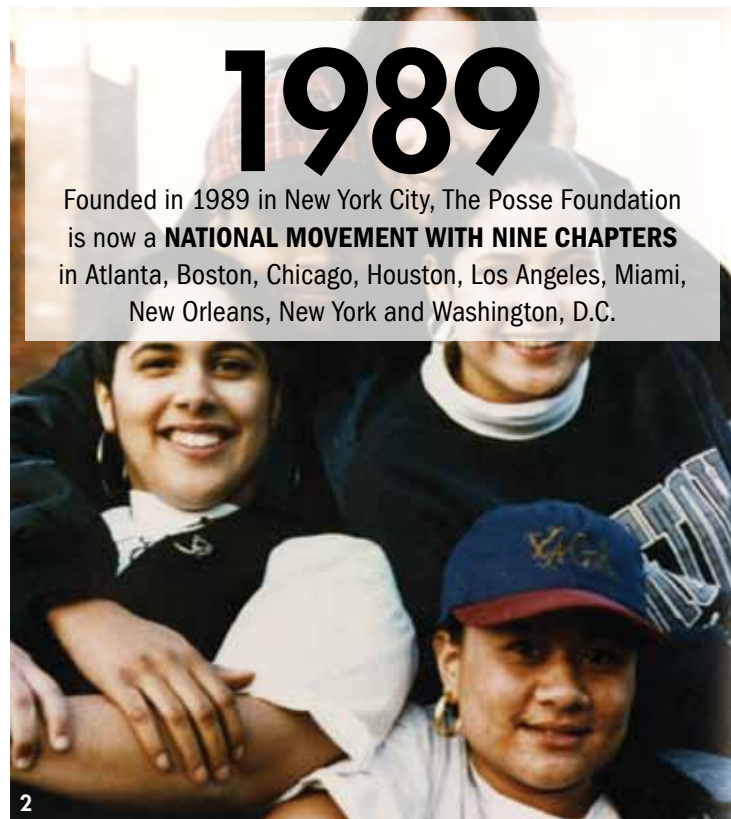
THE POSSE FOUNDATION, INC.

25 YEARS OF POSSE SCHOLAR SUCCESS



1989

Founded in 1989 in New York City, The Posse Foundation is now a **NATIONAL MOVEMENT WITH NINE CHAPTERS** in Atlanta, Boston, Chicago, Houston, Los Angeles, Miami, New Orleans, New York and Washington, D.C.



688

Posse's partner colleges and universities have awarded **\$688 MILLION IN FULL-TUITION, FOUR-YEAR SCHOLARSHIPS.**



2,200

Posse has **MORE THAN 2,200 ALUMNI.**



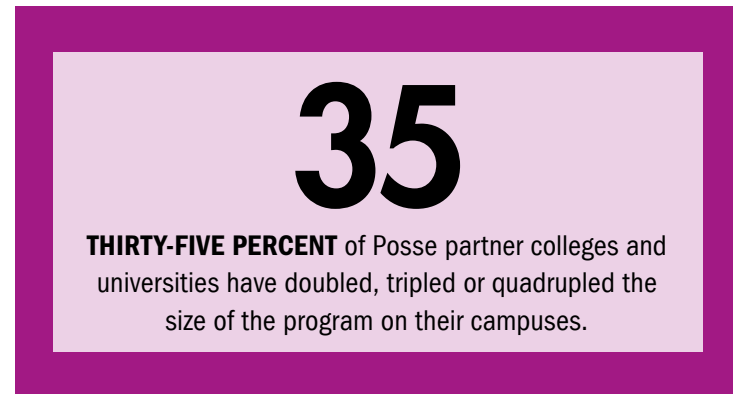
51

The Posse Foundation currently partners with **51 COLLEGES AND UNIVERSITIES.**



35

THIRTY-FIVE PERCENT of Posse partner colleges and universities have doubled, tripled or quadrupled the size of the program on their campuses.





2012

To support post-9/11 veterans of the U.S. Armed Forces as they pursue degrees at top institutions of higher education, **THE POSSE VETERANS PROGRAM WAS LAUNCHED IN 2012.** Vassar College and Wesleyan University are the first institutions to accept Veterans Possees.

460

More than **460 FACULTY AND ADMINISTRATORS HAVE MENTORED SCHOLARS** as part of Posse's comprehensive Campus Program.



190

Posse has **MORE THAN 190 CAREER PROGRAM PARTNERS** who hire Scholars for competitive internships and recruit alumni for full-time positions.



25,000

More than **25,000 COLLEGE STUDENTS ATTENDED POSSEPLUS RETREATS** at which Scholars, students, faculty and administrators discuss issues such as education, race, social responsibility and sexuality and their impact on the campus environment.



70

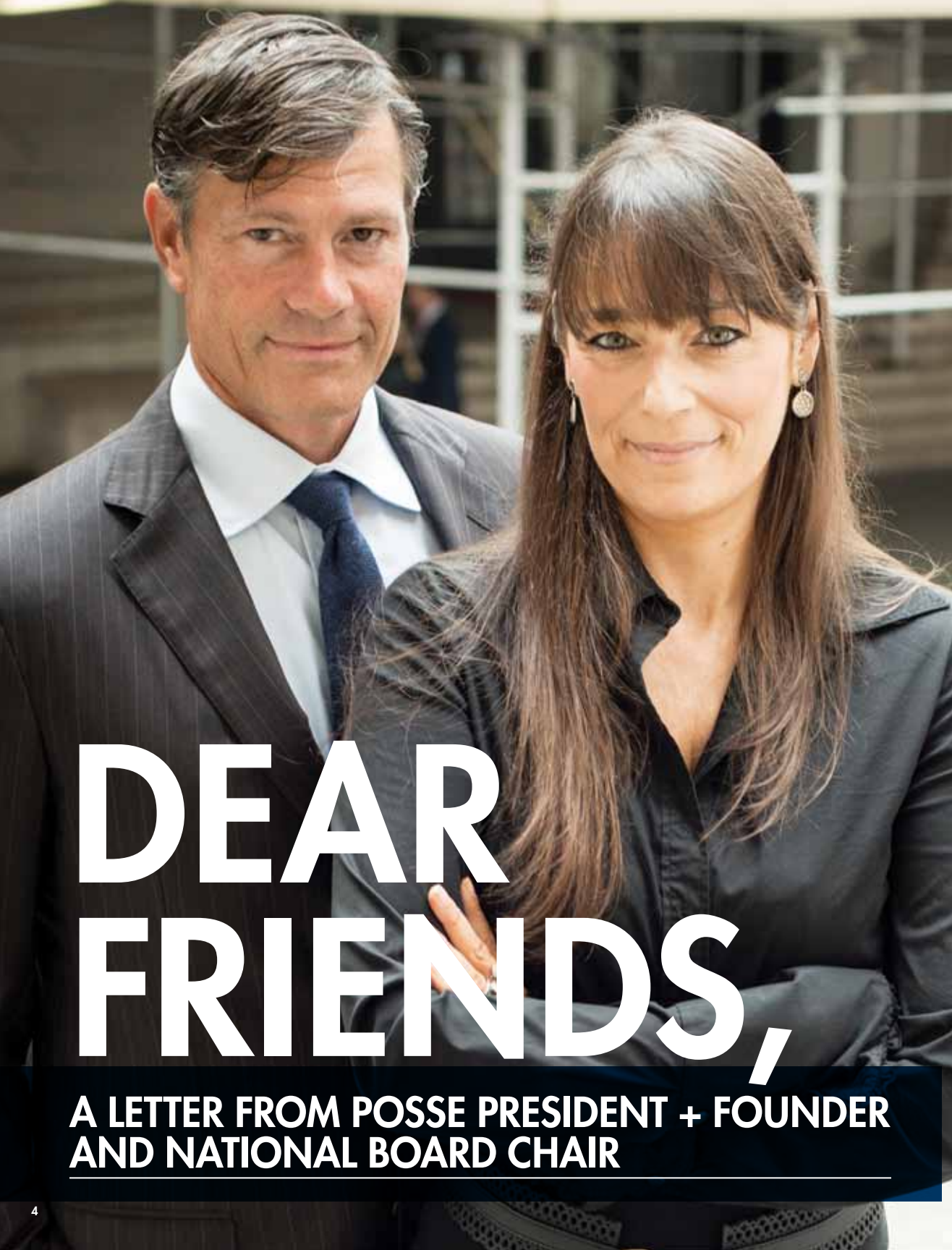
The Posse STEM Program was established in 2006 to help support outstanding students from diverse backgrounds interested in science, technology, engineering and mathematics majors. In 2014, The Posse Foundation announced at a college summit hosted by the White House that **10 TOP INSTITUTIONS OF HIGHER EDUCATION** had **COMMITTED OVER \$70 MILLION** in STEM scholarships to Scholars over the next five years.

180

Since 2001, Posse Scholars and alumni have **WON OVER 180 PRESTIGIOUS NATIONAL FELLOWSHIPS**, including the Soros, Marshall, Gates, Truman, Watson, Beinecke, Davis and Fulbright, among others.

2020

BY 2020, Posse plans to be in **10 CITIES**, have **100 COLLEGE AND UNIVERSITY PARTNERSHIPS**, **RECRUIT 1,000 SCHOLARS** annually, **SUPPORT 4,000 SCHOLARS** on campus annually, and work with a growing network of **6,000 ALUMNI**.



DEAR FRIENDS,

**A LETTER FROM POSSE PRESIDENT + FOUNDER
AND NATIONAL BOARD CHAIR**

In 1989, hoping to build a more integrated and diverse student body, Vanderbilt University took a risk on an unknown program with no track record. The program was Posse. There were only five students in that first Posse, but professors felt like there were dozens; their leadership was so noticeable. They added a different perspective to classroom discussions. They started new campus organizations. They supported fledgling student groups. They set the bar high and defined themselves—and all Posse Scholars to follow—as the leaders we believed they could be. These young people were the pioneers, the first Posse Scholars who enrolled at Vanderbilt never realizing their success would pave the way for thousands after them.

Today, 25 years later, 51 top-tier colleges and universities are partnered with The Posse Foundation. These outstanding institutions of higher education are committing full-tuition, leadership scholarships to students from nine Posse cities: Atlanta, Boston, Chicago, Houston, Los Angeles, Miami, New Orleans, New York City and Washington, D.C.

Posse's partner colleges and universities are true institutional heroes. Collectively, they send a clear message that these young men and women both deserve this opportunity and will be assets to their campuses. Together they work with Posse to support the development of a new kind of leadership network in the United States, one that better reflects the diversity of the nation and one that will better represent the voices, perspectives and needs of all Americans.

By the year 2020, Posse expects to be in 10 cities, collaborate with 100 college and university partners, serve 5,000 Posse Scholars programmatically each year, and count 6,000 Posse alumni in the workforce.

To all of you who have supported these young people as they pursue their ambitions, we thank you.

We look forward to the next 25 years with great anticipation as we watch these men and women take on the challenges that face our communities and our world. We are lucky that our future is in their hands.

Warmly,

Deborah Bial, President + Founder

Jeffrey Ubben, National Board Chair



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CONCEPT MISSION GOALS



CONCEPT

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 colleges and universities award Posse Scholars four-year, full-tuition leadership scholarships.

MISSION

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

THREE GOALS

1. To expand the pool from which top colleges and universities can recruit outstanding young leaders from diverse backgrounds.
2. To help these institutions build more interactive campus environments so 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.



FIVE PROGRAM COMPONENTS

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



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.



2.

PRE-COLLEGIATE TRAINING PROGRAM

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



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 college and university four times a year for meetings with Posse Scholars, campus liaisons and mentors. During a Posse's first two years on campus, Scholars meet with their mentor each week as a group and every other week individually. In addition, Posse facilitates an annual weekend-long PossePlus Retreat attended by members of the larger student body, faculty and administration with the goal of discussing an important campus issue identified by Posse Scholars.



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 and 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.



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.



POSSE STEM PROGRAM

THE POSSE STEM PROGRAM

The Posse Foundation believes that science, technology, engineering and math (STEM) innovations are inextricably linked to our national health, security and global competitiveness. The Posse STEM program was developed in 2006 in collaboration with Brandeis University to help institutions of higher education improve the numbers and performance of students from diverse backgrounds majoring in STEM fields.

In addition to the traditional Posse programming, the Posse STEM model includes a two-week summer immersion program where students take classes with STEM professors and conduct lab work; a STEM mentor, chosen from STEM faculty, who supports the STEM Posse on campus; and research and internship opportunities with industry-leading companies and organizations.

In 2014, in response to a challenge from President Obama and the First Lady, The Posse Foundation announced that 10 outstanding colleges and universities would commit \$70 million to 500 Posse Scholars over the next five years.

This expansion of the Posse STEM Program was made possible thanks to a \$5 million commitment from Posse Board Chair Jeffrey Ubben and The Tortora Sillcox Family Foundation.



POSSE STEM PROGRAM PARTNER INSTITUTIONS

Brandeis University (Posse New York)

Bryn Mawr College (Posse Boston)

Davidson College (Posse Miami)

Franklin & Marshall College (Posse Miami)

Georgetown University (Posse Houston)

Middlebury College (Posse Los Angeles)

Pomona College (Posse Miami)

Smith College (Posse New York)

Texas A&M University (Posse Houston)

University of Wisconsin-Madison (Posse New York)

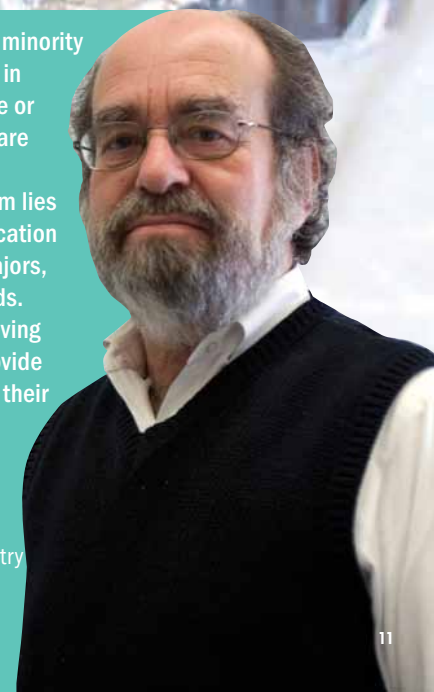


“

Many people have expressed the view that certain minority groups succeed at lower rates in STEM disciplines in college either because they lack sufficient aptitude or because their high schools fail to adequately prepare them. The undeniable success of the Posse STEM Program at Brandeis shows that part of the problem lies with the approaches our institutions of higher education have typically taken to educate potential STEM majors, particularly those from non-traditional backgrounds. Brandeis and Posse's other STEM partners are proving that certain key adjustments in the support we provide aspiring STEM students can dramatically increase their likelihood of success in these highly demanding, highly rewarding fields.”

IRVING R. EPSTEIN, PH.D.

Henry F. Fischbach Professor of Chemistry,
HHMI Professor, and Chair of the Department of Chemistry
at Brandeis University



THE POSSE VETERANS PROGRAM

Launched in 2012, the Posse Veterans Program identifies and supports veterans of the U.S. Armed Forces who have tremendous leadership and academic potential. By creating cohorts of veterans, preparing them for the college experience, and supporting them through graduation, the Posse Veterans Program ensures veterans' success in college and, ultimately, in the workforce.

After applying GI Bill, Yellow Ribbon, and other available funding from the government, Posse's partner colleges and universities guarantee that full tuition is covered for all four years—even when the government funding runs out. Posse's partner colleges and universities' generous financial aid policies provide excellent packages that help cover the costs of room, board, health insurance and other college or university fees.

In 2013, The Posse Foundation received a \$1.2 million Global Impact Award from Google and a \$1 million commitment from Linda Vester and Glenn Greenberg to support this initiative.

POSSE VETERANS PROGRAM

POSSE VETERANS PROGRAM PARTNER INSTITUTIONS

Vassar College
Wesleyan University





“

Vassar College is thrilled to partner with Posse to support the educational aspirations of our returning servicemen and servicewomen. It is time for colleges and universities to increase their commitment to veterans who wish to further their education. Selective private colleges in particular must step up and do their part. For we owe our veterans so much more than just our gratitude for their service; we owe them our commitment to invest in their success and to recognize their incredible value to our public and private institutions. Our partnership with Posse is a step in the right direction.”

DR. CATHARINE HILL
President, Vassar College

VANDERBILT UNIVERSITY & POSSE

25 YEARS TOGETHER



“

Educational institutions succeed not only by broadening knowledge, but by strengthening certain values—respect for truth, an appreciation of differences and a desire to come together as a unified community. For the last quarter-century, The Posse Foundation has been a highly effective means of helping Vanderbilt University cultivate a diverse student body that reflects and integrates the world's rich cross sections.”

MARK F. DALTON
Chairman, Board of Trust,
Vanderbilt University

“

The Posse Foundation serves as a true champion, helping others by opening doors of opportunity and providing access to America's great colleges and universities. As the original Posse partner institution, Vanderbilt University has proudly shared the Foundation's mission of empowering student leaders to reach their potential through educational excellence within an environment of authentic community and support.”

NICHOLAS S. ZEPPOS
Chancellor, Vanderbilt University



CONTINUING A LEGACY OF LEADERSHIP

In 1989, Vanderbilt University became the first institutional partner of The Posse Foundation. Vanderbilt took a chance on an untested program and offered full-tuition scholarships to five New York City public high school seniors. Twenty-five years later, the success of that first Posse reverberates across the country, keenly felt at Vanderbilt where the 25th Posse (pictured below) will matriculate in the fall of 2014.



The Posse model is transformative and empowering. At Vanderbilt, as part of the first Posse, I was able to pursue a future I never thought possible. And now, as a higher education administrator and faculty member, I get to facilitate and witness the achievements of other young people—many, like myself, from backgrounds that might be overlooked by traditional admissions standards. I cannot imagine anything more rewarding.”

SHIRLEY M. COLLADO

Vanderbilt University Trustee and Posse Alumna, Class of 1994;
Vice President for Student Affairs and Dean of the College,
Associate Professor of Psychology, Middlebury College;
Executive Vice Chancellor for Strategic Initiatives
and Executive Vice Provost, Rutgers University – Newark
(effective January 2015)





COLLEGE + UNIVERSITY PARTNERS

The Posse Foundation thanks its college and university partners. This year, Posse's undergraduate partners awarded more than \$108 million in leadership scholarships to Posse Scholars across the country.





“The partnership between the University of Wisconsin-Madison and The Posse Foundation is an example of how effective collaboration benefits everyone involved. Recruiting top candidates for the academic and leadership opportunities our institution offers requires keen insight, high standards, impeccable support and a special intuitive touch, which is exactly what Posse provides.”

REBECCA M. BLANK,
Chancellor,
University of Wisconsin-Madison
A quad-city partner institution



COLLEGE + UNIVERSITY PARTNERS

AGNES SCOTT COLLEGE	HAMILTON COLLEGE*	UNION COLLEGE
BABSON COLLEGE	HOBART AND WILLIAM SMITH COLLEGES	UNIVERSITY OF CALIFORNIA, BERKELEY
BARD COLLEGE*	KALAMAZOO COLLEGE	UNIVERSITY OF CALIFORNIA, LOS ANGELES
BOSTON UNIVERSITY	LAFAYETTE COLLEGE*	UNIVERSITY OF PENNSYLVANIA
BRANDEIS UNIVERSITY*	LAWRENCE UNIVERSITY	UNIVERSITY OF ROCHESTER
BRYN MAWR COLLEGE*	MIDDLEBURY COLLEGE**	UNIVERSITY OF SOUTHERN CALIFORNIA
BUCKNELL UNIVERSITY**	MOUNT HOLYOKE COLLEGE	THE UNIVERSITY OF TEXAS AT AUSTIN
CARLETON COLLEGE	NORTHWESTERN UNIVERSITY	UNIVERSITY OF VIRGINIA
CENTRE COLLEGE	OBERLIN COLLEGE	UNIVERSITY OF WISCONSIN-MADISON***
COLBY COLLEGE	PEPPERDINE UNIVERSITY	VANDERBILT UNIVERSITY
THE COLLEGE OF WOOSTER	POMONA COLLEGE*	VASSAR COLLEGE
CONNECTICUT COLLEGE	SEWANEE: THE UNIVERSITY OF THE SOUTH	WESLEYAN UNIVERSITY
CORNELL UNIVERSITY	SMITH COLLEGE	WHEATON COLLEGE
DAVIDSON COLLEGE	ST. OLAF COLLEGE	
DENISON UNIVERSITY*	SYRACUSE UNIVERSITY**	
DEPAUW UNIVERSITY*	TEXAS A&M UNIVERSITY*	
DICKINSON COLLEGE*	TRINITY COLLEGE*	
FRANKLIN & MARSHALL COLLEGE*	TULANE UNIVERSITY*	
GEORGETOWN UNIVERSITY		
GRINNELL COLLEGE*		

* Dual-city partners recruit Posses from two different program sites each year, awarding 20 Posse Scholarships annually.
 ** Tri-city partners recruit Posses from three different program sites each year, awarding 30 Posse Scholarships annually.
 *** Quad-city partners recruit Posses from four different program sites each year, awarding 40 Posse Scholarships annually.

GRADUATE SCHOOL AFFILIATES

CARNEGIE MELLON UNIVERSITY Heinz College School of Information Systems & Management Heinz College School of Public Policy & Management	NORTHWESTERN UNIVERSITY Kellogg School of Management School of Law
JOHNS HOPKINS UNIVERSITY Krieger School of Arts & Sciences	UNIVERSITY OF WASHINGTON College of Education Evans School of Public Affairs School of Social Work
NORTHEASTERN UNIVERSITY D'Amore-McKim School of Business	

The lists above reflect partnerships established through June 2014.

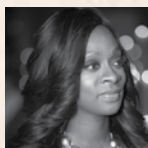
**VERONICA SAVAGE**

VANDERBILT UNIVERSITY, CLASS OF 1994

SOCIAL WORKER

"My goal is to try to build up resilience in young people and be a bridge builder between their dreams and the opportunities that exist. I imagine how far they can go because Posse did that for me."

Veronica, a member of the very first Posse, is the school social worker at City-As-School High School in New York City, her alma mater. She has traveled to Botswana and Costa Rica on community service projects and holds dual state licenses as a social worker and special education teacher.

**MONIQUE NELSON**

VANDERBILT UNIVERSITY, CLASS OF 1996

CHIEF EXECUTIVE OFFICER

"I still consider my education at Vanderbilt to be the most enlightening experience of my life. I learned how to fail and how to achieve excellence."

Monique is the chairman and CEO of UniWorld Group, the longest-standing multicultural branding and full-service advertising agency in the country. She holds an M.B.A. from DePaul University and has been named one of *Black Enterprise* magazine's Top 100 Black Advertisers. She is a member of the Posse New York Advisory Board.

**DAVID PEREZ**

VANDERBILT UNIVERSITY, CLASS OF 1997

ASSISTANT PROFESSOR

"My Posse experience is evidence that the right support structures can have a huge impact on the success rates of nontraditional college students."

David is an assistant professor in the Department of Educational Leadership at Miami University in Oxford, Ohio. He earned his doctorate in higher education from the Pennsylvania State University. David's current research focuses on enhancing the recruitment, retention and achievement of Latino male college students.

**MASON RICHARDS**

VANDERBILT UNIVERSITY, CLASS OF 1997

FILMMAKER

"When I got into college, it was the first time in my life that I realized that I could actually change the world—and I believed it. The quality of my life and the options that I have are because I was a Posse Scholar."

Mason is a filmmaker with a deep commitment to telling the stories that often go unheard. His debut film, *The Seawall*, premiered at the world-renowned Cannes Film Festival in 2011, a triumph for any filmmaker and the culmination of a childhood dream for Mason.

**ERICA SPATZ**

VANDERBILT UNIVERSITY, CLASS OF 1997

CARDIOLOGIST

"I always knew that if I was going to do medicine, I was going to do it my way. Posse taught me to take a chance, even when those avenues were not the typical way to go."

In 2008, Erica co-founded Project Access-New Haven, which provides timely access to medical care for people without insurance, and she continues to serve on its board. A cardiologist and faculty member at Yale University's Center for Outcomes Research and Evaluation, her research focuses on access to care and improving quality and outcomes in adults with cardiovascular disease.

**RICO BLANCAFLOR**

VANDERBILT UNIVERSITY, CLASS OF 1998

EDUCATOR

"I am blessed to work with real life superheroes—the Posse students and staff who have enriched my career—and forever indebted to my parents who taught me the importance of giving back to the world."

Rico is vice president of strategic projects at The Posse Foundation, where he has played an integral role in the successful development and expansion of Posse's program and brand. He graduated magna cum laude from Vanderbilt with a bachelor's in human & organizational development and English creative writing.

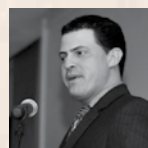
**GABRIELLE HOROWITZ-PRISCO**

VANDERBILT UNIVERSITY, CLASS OF 1998

ATTORNEY & POLICY ADVOCATE

"The Posse Foundation teaches us that young people thrive when their inner talents are recognized, nurtured and supported by those around them."

Gabrielle is the director of the Correctional Association of New York's Juvenile Justice Project, which works to transform the youth justice system. She oversees legislative and policy advocacy at the city and state levels; coordinates the Juvenile Justice Coalition; operates a groundbreaking initiative to evaluate the safety of incarcerated LGBTQ youth; and facilitates a youth leadership training program.

**LUCIANO BATISTA**

RICE UNIVERSITY, CLASS OF 1999

BUSINESS STRATEGIST

"Posse helped me identify and harness critical leadership skills that have been a major driving force in my career and the social environment that surrounds me."

Luciano, a business development manager for Royal Dutch Shell, is a proven leader in the energy industry. He is a member of the Posse Houston Advisory Board. In addition, he actively gives back to the Houston community he calls home through his involvement with schools, churches and other service organizations.

**CARLOS CARELA**

VANDERBILT UNIVERSITY, CLASS OF 1999

ENTREPRENEUR

"Posse provided love, support and a sense of understanding that you're always going to have the backing of people that you respect and who will not let you fail."

Carlos, one of the first Posse alumni to begin a career on Wall Street, worked at Bloomberg Financial Markets for over five years and later as a consultant for the Central Bank of the Dominican Republic. In 2007, he founded Cava Wine Bar & Gallery, a successful New York City establishment celebrating Latin and Caribbean cuisine, culture and art.

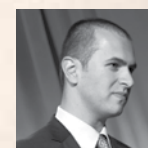
**TIFFANY SCHIFFNER**

DEPAUW UNIVERSITY, CLASS OF 2002

PSYCHOLOGIST

"I don't think I would have ever considered graduate school had it not been for the fact that Posse helped me graduate from a prestigious university."

Tiffany, a licensed psychologist, works in private practice at Brightside Psychology and Internal Medicine in Orlando, Florida, where she is also an adjunct professor at Rollins College. She has a Ph.D. from the University of Illinois at Urbana-Champaign and completed a clinical internship and post-doctoral residency at Duke University.

**ADNAN PRSIC**

BOWDOIN COLLEGE, CLASS OF 2005

SURGEON

"I have a strong desire to help people with deformities and survivors of war and trauma. They are my inspiration."

Adnan received his medical degree from Harvard University and is a resident surgeon in plastic and reconstructive surgery at Brown University. In 2011, he conducted critical clinical research as part of the team of doctors who carried out the second successful full-face transplant in the United States at Brigham and Women's Hospital in Boston.

**CARMEN GREEN JR.**

TRINITY COLLEGE, CLASS OF 2006

U.S. MARINE CORPS CAPTAIN

"My Posse taught me that when you have the right, diverse group of people, they can come together in a way that is special and make real, positive change."

Carmen joined the U.S. Marine Corps in 2008 to help protect people around the world. He was deployed to Afghanistan in 2011 where he successfully planned the tactical communications architecture for the Regional Command Southwest, and he was promoted to the rank of captain the following year.

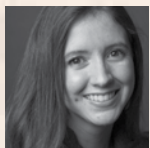
**LOUBENS THEORK**

HAMILTON COLLEGE, CLASS OF 2006

ANALYST & ENTREPRENEUR

"I strongly believe in education and in providing those less fortunate the opportunity to advance their education. I will use any resources that I have to help those around me."

Loubens launched an endeavor in his native Haiti that will use targeted investments in industries such as real estate, retail and banking to support Haitian economic development. Each year, he and his brothers, also Posse Scholars, provide education funds to low-income students in Haiti.

**DEISY DEL REAL**

GRINNELL COLLEGE, CLASS OF 2007

PH.D. CANDIDATE

"The Posse Foundation and Grinnell College have been the major catalysts for everything I have been able to accomplish since I graduated from college. They saw in me potential that, as a U.S. citizen, I can finally actualize and share with the world."

Deisy, a recipient of The Paul & Daisy Soros and National Science Foundation Graduate Fellowship, is currently pursuing a Ph.D. in sociology at the University of California, Los Angeles, researching international migration, undocumented immigrants, and access to education and healthcare.

**JEYSON FLOREZ**

DEPAUW UNIVERSITY, CLASS OF 2007

CONSULTANT

"When I won the Fulbright it felt like, 'I'm supposed to do this.' Having Posse puts you among these other really talented and skilled young people and establishes success as the norm."

Jeyson is a senior consultant with Deloitte Consulting. He won a Fulbright Scholarship to research economic policies and income disparities in Costa Rica 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 the Posse Graduate Fellowship offered annually to Posse alumni.

**DERRON WALLACE**

WHEATON COLLEGE, CLASS OF 2007

POST-DOCTORAL FELLOW

"Standing on the sidelines is not what I'm about. In all that I do, I always think about how to transform an institution, myself and ultimately the world to make it a better place."

As a Gates Cambridge Scholar, Derron received a Ph.D. in the sociology of education at the University of Cambridge, where he also earned his master's of philosophy in educational research as a recipient of the Marshall Scholarship. The recipient of several prestigious awards, Derron is currently a post-doctoral fellow in urban education at Brandeis University and a research fellow in African-American studies at Columbia University.

**RYAN LETADA**

WHEATON COLLEGE, CLASS OF 2008

ENTREPRENEUR & SOCIAL INNOVATOR

"Because of Posse I am living a purpose-driven life. I believe in living a life of service and genuinely creating value that will push local, national and global communities forward."

Ryan, in partnership with One Laptop per Child, co-founded eKindling, a nonprofit social venture to enhance educational opportunities for underserved children. In 2008, as a recipient of a Fulbright Scholarship to the Philippines, he researched the mass eviction and resettlement of residents of poor urban communities in Manila.

**BEZA AYALEW**

DENISON UNIVERSITY, CLASS OF 2009

PUBLIC HEALTH FELLOW

"All of my work is about addressing health inequities and improving the health of marginalized groups and populations."

Beza is a public health practice and policy fellow at the Centers for Disease Control and Prevention. A 2009 Fulbright Scholar, she researched the effectiveness of Canada's healthcare system for immigrant populations. She managed several community health programs and initiatives in her native Boston, Massachusetts, and holds a master's degree in public health from Boston University.

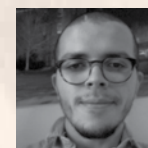
**NADIA MARIE SASSO**

BUCKNELL UNIVERSITY, CLASS OF 2011

PH.D. CANDIDATE

"As a Scholar, I discovered who I was and the power of working with others. I learned what I wanted to do and how I wanted to make an impact in the world."

Nadia, a first-generation American, is the co-founder of Yehri Wi Cry, an organization that has distributed hundreds of birthing kits in Sierra Leone to improve birth and delivery rates and enhance the quality of life for women and children. She has a master's degree from Lehigh University and begins a Ph.D. program at Cornell University in 2014.

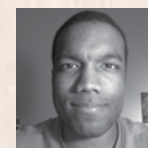
**JOEL VARGAS**

LAFAYETTE COLLEGE, CLASS OF 2014

FULBRIGHT SCHOLAR

"My ultimate goal is to become a conscientious filmmaker who will create beautiful works that will make audiences think about the world around them."

Joel is the recipient of the Gilman, Beinecke and Fulbright Scholarships. As a Fulbright Scholar, he will pursue a master's in film at the London College of Communication at the University of Arts London. In 2017, he will begin an M.F.A. program at the University of Southern California.

**DAVID WILLIAMS**

CARLETON COLLEGE, CLASS OF 2014

PH.D. CANDIDATE

"Being a Posse Scholar placed me in a family of peers, role models and scholars that has been incredibly formative and supportive."

David received a Beinecke Scholarship in 2013. The prize, in addition to a Posse Graduate Fellowship, will support his graduate studies at Johns Hopkins University in pursuit of a Ph.D. in the philosophy of science.

ALUMNI ACHIEVEMENT

Posse alumni represent a rapidly growing network of more than 2,200 college graduates who are building a reputation as leaders in the workforce and in their communities. Posse alumni enter the workforce well positioned to climb the ranks in a broad range of professional fields. By supporting the development of these extraordinary young people, The Posse Foundation is fulfilling its promise to develop the next generation of leaders.

CAREER PROGRAM

For more than a decade, The Posse Foundation's Career Program has successfully connected Scholars and alumni to meaningful paid internships, career coaching and opportunities for professional development and networking. The program also provides a path to full-time positions with prominent partner companies and organizations across the country.

More than 190 industry-leading partners are helping to diversify leadership in every sector of the workforce. With unparalleled support from top executives, these partners offer Scholars access to careers in finance, education, government, healthcare, law and the arts.

The longevity and impact of the Career Program is measured in the breadth and depth of the network of Scholars, alumni and Career Program partners. This growing community spans the globe, with thousands of Scholars and alumni rising in the ranks to become the leaders of tomorrow.

“

Viacom's employees reflect the talents, vision and great diversity of our audiences worldwide. We are proud to hire more than 20 Posse Scholars each summer, and even more proud of the Scholars that come to work at the company after graduation. Posse's work has created a wonderful opportunity for business and social justice to intersect, and we look forward to supporting those efforts for many years to come.”

PHILIPPE DAUMAN

President & Chief Executive Officer, Viacom



CAREER PROGRAM PARTNERS

826 FOUNDATION
 ABBOTT LABORATORIES
 ABT ASSOCIATES
 ACADEMY FOR URBAN SCHOOL LEADERSHIP
 AFTER-SCHOOL ALL-STARS
 ALLIANCE FOR A BETTER COMMUNITY
 THE ALLSTATE CORPORATION
 AMERICAN GIRL PLACE
 AMERICAN LIVER FOUNDATION, GREATER LA DIVISION
 AMERICAN MUSEUM OF NATURAL HISTORY
 AMERIPRISE
 AON
 ASIA SOCIETY
 THE ASSOCIATED PRESS
 ATLANTA COMMUNITY FOOD BANK
 BAIRD
 BANK OF AMERICA
 BINGHAM MCCUTCHEN
 BIOGEN IDEC
 BLOOMBERG L.P.
 BLUE CROSS BLUE SHIELD
 BOSTON LAWYERS GROUP
 BOSTON MUSEUM OF SCIENCE
 BOSTON TEACHER RESIDENCY
 BREAKTHROUGH COLLABORATIVE
 BROOKLYN BRIDGE PARK CONSERVANCY
 BUCKEYE PARTNERS L.P.
 BURGER KING
 C5 YOUTH FOUNDATION
 THE CAPITAL GROUP COMPANIES
 CATALYST MIAMI
 CBS TELEVISION STUDIOS
 CHICAGO COMMITTEE FOR MINORITIES IN LARGE LAW FIRMS
 CHICAGO PUBLIC SCHOOLS
 CHIRLA
 CITI
 CITIZEN SCHOOLS, INC.
 THE CITY OF ATLANTA
 CITY OF NEW YORK, DEPARTMENT OF PARKS & RECREATION
 CITY OF NEW YORK, OFFICE OF THE MAYOR
 CITY YEAR

CLINTON GLOBAL INITIATIVE
 CLUE
 COLLEGE SUMMIT
 CONSERVATION LAW FOUNDATION
 COOL CULTURE
 COSTAR
 CREATIVE ARTISTS AGENCY
 CROSSROADS FOR KIDS, INC.
 CVS CAREMARK
 DC PUBLIC LIBRARY
 DC PUBLIC SCHOOLS-URBAN EDUCATION LEADERS
 DELOITTE LLP
 DEMOS AND THE AMERICAN PROSPECT
 DEUTSCHE BANK
 DIRECTTV
 DISCOVERY COMMUNICATIONS
 DLA PIPER
 DOUBLE H RANCH
 DOWNTOWN WORKERS CENTER
 OFFICE OF SENATOR RICHARD J. DURBIN
 EDELMAN
 EF INTERNATIONAL
 EXELON
 EXONERATION PROJECT
 FIDELITY INVESTMENTS
 FIDUCIARY TRUST COMPANY
 THE FIELD MUSEUM
 FIVER CHILDREN'S FOUNDATION
 FREDDIE MAC
 THE FRESH AIR FUND
 FRIENDSHIP PUBLIC CHARTER SCHOOL
 GADS HILL CENTER
 GAP, INC.
 GAY & LESBIAN ALLIANCE AGAINST DEFAMATION
 GEORGIA RADIO READING SERVICE
 THE GLOBAL GOOD FUND
 GOLDEN APPLE FOUNDATION
 GOLDMAN, SACHS & CO.
 GOODWIN PROCTER LLP
 GOOGLE
 GRAINGER
 HARLEM RBI
 HARLEM UNITED COMMUNITY AIDS CENTER
 HARLEM VILLAGE ACADEMY

HARVARD BUSINESS SCHOOL SUMMER VENTURE IN MANAGEMENT PROGRAM
 HILL HOLLIDAY
 THE HOLE IN THE WALL GANG CAMPS
 HOME BOX OFFICE
 HUMANITY IN ACTION
 ILLINOIS TOOL WORKS
 INFOR
 INSTITUTE FOR CONTEMPORARY ART
 INSTITUTE FOR THE RECRUITMENT OF TEACHERS
 INSTITUTE OF INTERNATIONAL EDUCATION
 J. WALTER THOMPSON
 JENNER + BLOCK LLP
 JONES LANG LASALLE
 JPMORGAN CHASE & CO.
 KAISER ASSOCIATES
 KIRKLAND & ELLIS LLP
 KPMG
 L + M DEVELOPMENT PARTNERS
 LAANE
 OFFICE OF COUNCIL MEMBER TOM LABONGE
 LEGACY
 LEK CONSULTING
 LET'S GET READY
 LIBERTY MUTUAL
 LITTLE HAITI CULTURAL CENTER
 LOCKTON INSURANCE BROKERS, INC.
 LOOKING GLASS THEATRE
 LOS ANGELES UNIFIED SCHOOL DISTRICT ETHICS OFFICE
 MASSACHUSETTS GENERAL HOSPITAL
 MATCH EDUCATION
 MATTEL
 MEDIA BRANDS
 MEDSTAR MONTGOMERY MEDICAL CENTER
 MERCER
 MFS INVESTMENT MANAGEMENT
 MIDWEST ACADEMY
 MILBANK, TWEED, HADLEY & MCCLOY LLP
 MOLEX
 MOODY'S CORPORATION
 MORGAN STANLEY
 MOUNT SINAI SCHOOL OF MEDICINE
 THE MUSEUM OF CONTEMPORARY ART

THE MUSEUM OF FINE ARTS, BOSTON
 THE NATIONAL CONFERENCE ON CITIZENSHIP
 NBC UNIVERSAL
 NDLON
 NEUBERGER BERMAN
 NEW ENGLAND AQUARIUM
 NEW YORK CITY BAR ASSOCIATION
 THE NIELSEN COMPANY
 NOBLIS
 NORDSTROM
 NORTHWESTERN CENTER FOR TALENT DEVELOPMENT
 NORTHWESTERN MEDICAL FACILITY FOUNDATION
 O'MELVENY AND MYERS, LLP
 OLD MUTUAL ASSET MANAGEMENT
 PARAMOUNT PICTURES
 PBS
 PEARSON
 PENGUIN GROUP
 PEPCO HOLDINGS INC.
 PLYMOUTH ROCK ASSURANCE CORPORATION
 PRINCETON-BLAIRSTOWN CENTER
 PRUDENTIAL CAPITAL
 PUTNAM INVESTMENTS
 PWC
 RADIO ONE
 RBS CITIZENS
 REEBOK INTERNATIONAL, LTD.
 RISEP
 ROYAL CARIBBEAN CRUISES, LTD.
 RUSH UNIVERSITY MEDICAL CENTER
 SEDGWICK LLP
 SHARED VISION
 SHEDD AQUARIUM
 SONY PICTURES STUDIOS
 SOTHEY'S
 SPENCER STUART
 STATE STREET CORPORATION
 STEPPENWOLF THEATRE COMPANY
 ST. LUKE'S-ROOSEVELT HOSPITAL CENTER CARES PROGRAM
 SUCCESS ACADEMIES
 SUFFOLK CONSTRUCTION
 SUMMER MEDICAL AND DENTAL EDUCATION PROGRAM

TEACH FOR AMERICA
 THOMPSON ISLAND OUTWARD BOUND
 THOMSON REUTERS
 TIME INC.
 TIME WARNER INC.
 TOLL BROTHERS
 THE TRAVELERS COMPANIES, INC.
 THE TRUE VALUE COMPANY
 TRUST FOR PUBLIC LAND
 TUFTS SACKLER SCHOOL OF BIOMEDICAL SCIENCES
 TURNER BROADCASTING SYSTEM
 UNCOMMON SCHOOLS
 UNIWORLD GROUP, INC.
 U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
 VANGUARD
 VIACOM MEDIA NETWORKS
 WALGREENS
 THE WALT DISNEY COMPANIES
 OFFICE OF SENATOR ELIZABETH WARREN
 WEIL, GOTSHAL & MANGES LLP
 WEST MONROE PARTNERS
 WGBH
 WOMEN IN DISTRESS
 WORLDTEACH
 YAHOO INC.

The lists above reflect partnerships established through June 2014.

2013 HIGHLIGHTS

NEW COLLEGE AND UNIVERSITY PARTNERS

St. Olaf College, University of Rochester and University of Virginia became new partners, recruiting Scholars from Chicago, D.C. and Houston, respectively. Wesleyan University signed on with the Posse Veterans Program.

90 PERCENT PERSISTENCE AND GRADUATION RATE

Hundreds of Posse Scholars graduated from partner colleges and universities across the nation, bringing the national alumni network to more than 2,200 members.

\$109 MILLION IN SCHOLARSHIP DOLLARS

Chosen from a pool of more than 15,000 nominated students in nine cities, 670 new Posse Scholars received \$109 million in four-year, full-tuition leadership scholarships from Posse's partner colleges and universities.

BRUNO MARS AT POSSE GALA

The 2013 Annual Gala, An Evening of Stars, raised \$2.1 million to support the Posse program. With a benefit concert by Bruno Mars, a special appearance by John Leguizamo, and a program emceed by Lesley Stahl, the evening honored Willis Group Holdings Non-Executive Chairman Joe Plumeri; 16th Lafayette College President Daniel H. Weiss; UniWorld Group represented by Chairman and CEO Monique L. Nelson, a Vanderbilt University Posse alumna; and Gabrielle Horowitz-Prisco, a Vanderbilt University Posse alumna and the director of the Correctional Association of New York's Juvenile Justice Project.

POSSE NATION

CLASS OF 2018

The Posse Foundation began in 1989 with one partner school, Vanderbilt University, and a single Posse comprising five Scholars from New York City. A quarter of a century later, Posse has grown into a national initiative with chapters in nine cities. To date, Posse has identified, trained and supported more than 5,570 Scholars who have won a combined \$688 million in four-year, full-tuition leadership scholarships from Posse's elite partner institutions, which today number 51.

The Posse movement continues to gain momentum. In 2015, the 10th chapter will open in San Francisco, California. By 2020, Posse plans to have 100 college and university partnerships, recruit 1,000 Scholars annually, support 4,000 Scholars on campus annually, and work with a growing network of 6,000 alumni.







CITY REPORTS

NEW YORK

YEAR ESTABLISHED: 1989

PARTNER INSTITUTIONS: Babson College, Brandeis University, DePauw University, Dickinson College, Franklin & Marshall College, Lafayette College, Lawrence University, Middlebury College, Smith College, Trinity College, University of Wisconsin-Madison, Vanderbilt University, Wheaton College

SCHOLARSHIP WINNERS TO DATE: 1,900

SCHOLARSHIP DOLLARS TO DATE: \$221 million

BOSTON

YEAR ESTABLISHED: 1999

PARTNER INSTITUTIONS: Bryn Mawr College, Bucknell University, Centre College, Denison University, Hamilton College, Union College

SCHOLARSHIP WINNERS TO DATE: 700

SCHOLARSHIP DOLLARS TO DATE: \$84 million

CHICAGO

YEAR ESTABLISHED: 2000

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 Wisconsin-Madison

SCHOLARSHIP WINNERS TO DATE: 1,030

SCHOLARSHIP DOLLARS TO DATE: \$125 million

LOS ANGELES

YEAR ESTABLISHED: 2002

PARTNER INSTITUTIONS: Bucknell University, Dickinson College, Hobart and William Smith Colleges, Kalamazoo College, Middlebury College, Northwestern University, Pepperdine University, Syracuse University, Tulane University, University of California, Berkeley, University of Wisconsin-Madison

SCHOLARSHIP WINNERS TO DATE: 760

SCHOLARSHIP DOLLARS TO DATE: \$97 million

D.C.

YEAR ESTABLISHED: 2004

PARTNER INSTITUTIONS: Bucknell University, Grinnell College, Lafayette College, Sewanee: The University of the South, University of Rochester, University of Wisconsin-Madison

SCHOLARSHIP WINNERS TO DATE: 500

SCHOLARSHIP DOLLARS AWARDED TO DATE: \$63 million

ATLANTA

YEAR ESTABLISHED: 2007

PARTNER INSTITUTIONS: Bard College, Boston University, Brandeis University, The College of Wooster, Syracuse University, Texas A&M University

SCHOLARSHIP WINNERS TO DATE: 300

SCHOLARSHIP DOLLARS AWARDED TO DATE: \$41 million

MIAMI

YEAR ESTABLISHED: 2009

PARTNER INSTITUTIONS: Davidson College, Franklin & Marshall College, Hamilton College, Mount Holyoke College, Pomona College, Syracuse University

SCHOLARSHIP WINNERS TO DATE: 200

SCHOLARSHIP DOLLARS TO DATE: \$29 million

NEW ORLEANS

YEAR ESTABLISHED: 2011

PARTNER INSTITUTIONS: Bard College, Grinnell College, Tulane University

SCHOLARSHIP WINNERS TO DATE: 60

SCHOLARSHIP DOLLARS TO DATE: \$9 million

HOUSTON

YEAR ESTABLISHED: 2012

PARTNER INSTITUTIONS: Bryn Mawr College, Carleton College, Colby College, Georgetown University, Texas A&M University, The University of Texas at Austin, University of Virginia

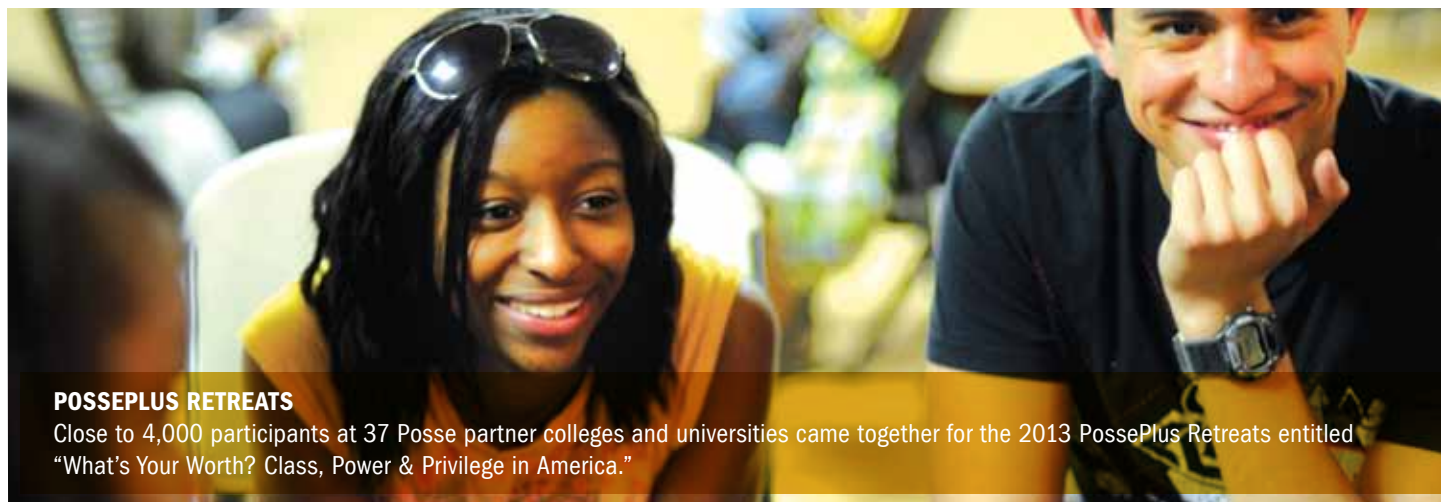
SCHOLARSHIP WINNERS TO DATE: 90

SCHOLARSHIP DOLLARS TO DATE: \$12 million

SAN FRANCISCO

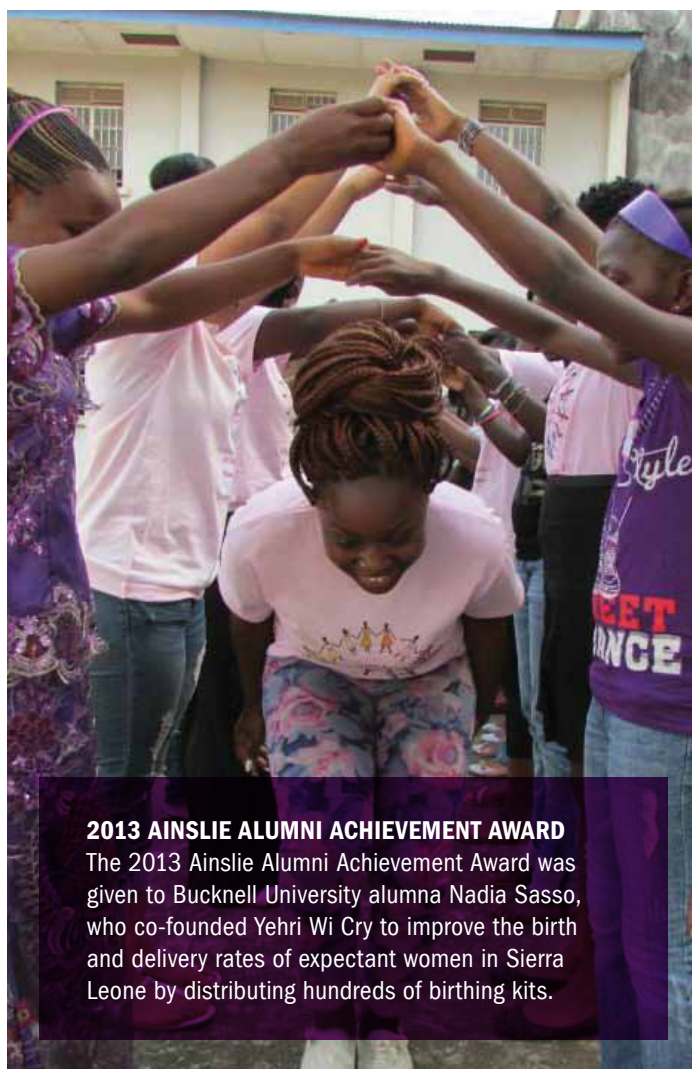
Coming 2015!





POSSEPLUS RETREATS

Close to 4,000 participants at 37 Posse partner colleges and universities came together for the 2013 PossePlus Retreats entitled "What's Your Worth? Class, Power & Privilege in America."



2013 AINSLIE ALUMNI ACHIEVEMENT AWARD

The 2013 Ainslie Alumni Achievement Award was given to Bucknell University alumna Nadia Sasso, who co-founded Yehri Wi Cry to improve the birth and delivery rates of expectant women in Sierra Leone by distributing hundreds of birthing kits.



HAROLD W. MCGRAW, JR. PRIZE IN EDUCATION

Posse President and Founder Deborah Bial won the Harold W. McGraw, Jr. Prize in Education. The prestigious award recognizes individuals who have made "significant strides in the fight to make a college education an achievable dream for the next generation."



POSSE STEM PROGRAM EXPANSION

In response to a challenge from the White House to do more for underserved students in higher education, The Posse Foundation expanded its science, technology, engineering, and math (STEM) program. At a White House Summit in January 2014, Posse announced that 10 top colleges and universities would offer \$70 million in STEM scholarships to 500 Posse Scholars over the next five years.

2013 POSSE'S ANNUAL GALA

AN EVENING OF STARS

On May 22, singing sensation Bruno Mars took the stage at Cipriani Wall Street in downtown Manhattan, offering an energetic benefit concert that packed the dance floor and raised \$2.1 million at The Posse Foundation's Annual Gala, An Evening of Stars. With more than 700 guests—including 100 Posse alumni—the event honored individuals and organizations whose leadership has made a significant impact in the field of education and in the lives of young people. Emceed by 60 Minutes correspondent Lesley Stahl, the highly successful fundraiser also featured an appearance by actor John Leguizamo and special video presentations produced by Comedy Central.

2013 Posse Star Award Recipients

Gabrielle Horowitz-Prisco *Juvenile Justice Project Director and Posse alumna*

Joe Plumeri *Non-Executive Chairman, Willis Group Holdings*

UniWorld Group Star accepted by Chairman, CEO and Posse alumna Monique L. Nelson

Daniel H. Weiss *16th President of Lafayette College*



CLOCKWISE FROM TOP LEFT

16th President of Lafayette College Daniel H. Weiss; actor John Leguizamo; the Honorable David N. Dinkins, the 106th mayor of New York City, and 60 Minutes Correspondent Lesley Stahl; United States Senator Bill Bradley; musician Bruno Mars; Posse alumna and Juvenile Justice Project Director Gabrielle Horowitz-Prisco; Posse alumna and UniWorld Group Chairman and CEO Monique L. Nelson; and Willis Group Holdings Non-Executive Chairman Joe Plumeri.

INNOVATORS (\$100,000–\$249,999)

Anonymous
Garrett and Mary Moran
Joe Plumeri Foundation
Ali and Brad Singer
Jeff and Laurie Ubben

LEADERS (\$50,000–\$99,999)

Pamela and George F. Hamel, Jr.
Infor
Motorola Solutions and Motorola Solutions Foundation
Susie Scher and Allison Grover
Tudor, Pickering, Holt & Co., LLP
Sharon & Timothy H. Ubben
Viacom

BENEFACTORS (\$25,000–\$49,999)

The AMG Foundation
Anson & Debra Beard, Jr.
The Blackstone Charitable Foundation
Bloomberg
Alastair and Jeanine Borthwick
Deloitte
Colleen and Richard Fain
Michele Ganeless and Peter Land
Kelly Granat and Susan Boland
Clarissa and Steven Lefkowitz
Karin and Philip Pead
Royal Caribbean Cruises, Ltd.
Valeant Pharmaceuticals International Inc.
Willis Group Holdings, plc
Susan and Barton Winokur

PARTNERS (\$15,000–\$24,999)

Bank of America
Jaynee and Eric Beckman
Coastal Energy Company
EnTrust
Ernst & Young LLP
Margaret and Martin Frederic Evans
Forde Mazzola Assoc., Inc.
Ken Fulk Inc.
Jonathan Glickman
Goldman, Sachs & Co.
Guggenheim Partners, LLC
Barbara and Ted Janulis
Eleni Pryles Kalisch
Kirkland & Ellis
Lafayette College

Moody's
Morgan Stanley
A.J. Murphy
Nielsen
Old Mutual Asset Management
Posse D.C. Advisory Board
Posse Miami Advisory Board
PwC
Susan and Gene Shanks
Synergetics – Jim and Rosemary O'Neill
The Travelers Companies, Inc.
Vassar College
Briana and Miguel Zelaya

MENTORS (\$10,000–\$14,999)

Barclays
Mark F. Dalton
Linda Vester and Glenn Greenberg
Marty and Amy Kaplan
Kelso & Company
Posse Chicago Advisory Board
Lindsay and James Wilcox

AMBASSADORS (\$5,000–\$9,999)

Kelly and Carrie Barlow
Todd F. Bourell and Brooke C. Bailey, M.D.
Lisa and David Carnoy
Anne Chwat
Bev and Wade Fetzer
Joanna Grover-Watson and Olive Watson
Karsch Capital Management LP
The William H. Pitt Foundation, Inc.
Jennifer Rusk, Posse Alumna
Susan and Stephen Scherr
The Schonberger Family Foundation
Chris Stadler
Lee Ann Stevenson and Andrew Muratore
Lisa and Mark Walsh

FRIENDS (\$1,000–\$4,999)

Anonymous (2)
Suzanne and Michael L. Ainslie
Barbara and Jude Barbera
Pamela and Brian Barefoot
Robbie Oxnard Bent and David Bent
Peter E. Blacker
Brillstein Entertainment Partners
Mary Jo Otsea and Richard Brown
Robby Browne
Scott Bruckner
Lauren O. Casazza

Marc H. Cohen
The College of William and Mary
Anthony J. Collerton
Pamela and Charles Edel
Amy and David Flannery
Peter and Barbara Georgescu
Rhoda and Daniel Glickman
Global Novations
Hedy Roma and Antonio Gonzalez
David and Jennifer Graf
Lois Perelson-Gross and Stewart Gross
Rebecca and Robert Harles
Tanya Hernandez and James Walker
Helen Hess
Jillian and Jason Hirsch
Helen Katz
Neena Barua and Atif Khawaja
Lynn Peebles and Douglas Land
Martha and Paul Leitner
Robert B. Levy & Bette Braun
Lee and Jonathan Linen
Anne and Jim Magill
Marks Paneth & Shron LLP
Mariott International
Monique L. Nelson, Posse Alumna
Jonathan Parris
Jim Pepper
Jeffrey Pfeifle
William A. Plapinger and Cassie Murray
Ann and Larry Rabin
Karen and Irwin Redlener
Louise McIlhenny and Hugh Riddleberger
The Rosemont Foundation
Dale Atkins Rosen and Robert Rosen
Jessica Lattman and David Rosenberg
Johanna and Joseph Santarelli
Stacey and Bob Sauerberg
Valerie Sherman
Holly and David Sherr
Jaar-mel and Peter Sloane
Christina and Michael Sollott
Deborah Forte and Peter Stone
Lydia Thomas
UniWorld Group, Inc.
Tanya Wexler and Amy Zimmerman
Douglas B. Wilson
Pamela and Guy Wisinski
Peg and Jack Wyant
Nancy and Michael Zinn

FANS (\$100–\$999)

Anonymous
Linda and Paul Applegarth
Sarah Beatty-Buller and Mark Buller
Claudia and Bert Bial

Gaston and Idit Caperton
Debra and Barry Clarkson
Kahane and Jeff Cooperman
Lucia and John Del Monaco
Gabrielle Horowitz-Prisco, Posse Alumna
Jeffrey Klein
Carl V. Manalo, Posse Alumnus
Susan S. Mirza
Nancy Newman
Samuel A. Ramirez & Company
Nancy and David Scher
Gillian Segal
Eileen Katz and Jordan Siev
Beverley and Sabin C. Streeter
Erik Swart
Elizabeth Cecil and David Wagner
Erica and Yaron Werber
Ellen Wilner
Barbara Wood

SUPPORTERS (\$1–\$99)

Anonymous (4)
Ijeoma Anyanwu, Posse Alumna
Allyson and Matthew Bergman
Terese Brown, Posse Alumna
Maya C. Chase, Posse Alumna
Jiafei Chen, Posse Alumnus
Justina Chung, Posse Alumna
Daniella L. Colon, Posse Alumna
Mouhamadou Diagne, Posse Alumnus
Gabrielle Farrell, Posse Alumna
Angelika Ferguson, Posse Alumna
Micheline Ferrara, Posse Alumna
Kirsten Fuller, Posse Alumna
Vishnu V. Gollakota, Posse Alumnus
Melyna Hernandez, Posse Alumna
Ramatu Kallon, Posse Alumna
Tung Yan Lau, Posse Alumna
Alison C. Minton, Posse Alumna
Johnathan Nieves, Posse Alumnus
Marjorie Ramirez, Posse Alumna
Anton Reuben, Posse Alumnus
Justin Riopelle, Posse Alumnus
Carlos Rivera, Posse Alumnus
Ginette Saimprevil, Posse Alumna
Tiffany Schiffner, Posse Alumna
Ronak Sheth, Posse Alumnus
Amanda Wolin, Posse Alumna

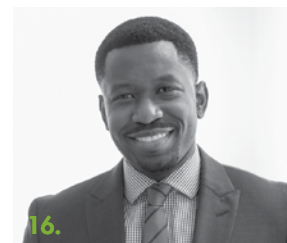
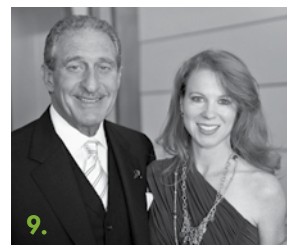
SPECIAL THANKS

Comedy Central



POSSE'S GALAXY OF STARS

For more than a decade, The Posse Foundation has awarded Posse Stars to honorees who exhibit leadership, make a significant contribution in the field of education, and positively affect people's lives. They are public leaders, Posse partner colleges and universities, and Posse alumni. The Posse Foundation also awards stars to outstanding companies or foundations that have invested significant resources in helping Posse achieve its goals. We are proud to acknowledge these honorees as role models for all of us.





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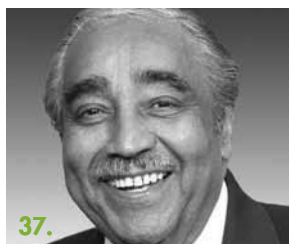
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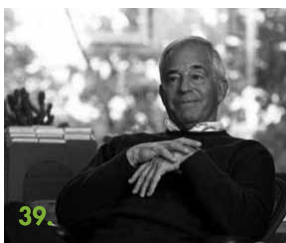
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2013

1. **GABRIELLE HOROWITZ-PRISCO** Vanderbilt Posse Alumna; Director, Juvenile Justice Project, Correctional Association of New York
2. **JOE PLUMERI** Non-Executive Chairman, Willis Group Holdings plc
3. **UNIWORLD GROUP, INC.** Star accepted by Chairman & CEO and Vanderbilt Posse Alumna Monique L. Nelson
4. **DANIEL H. WEISS** 16th President, Lafayette College

2012

5. **RONALD A. CRUTCHER** President, Wheaton College, Massachusetts
6. **WADE FETZER** Retired Partner, Goldman, Sachs & Co.; Past Chairman and Current Member, University of Wisconsin Foundation Board of Directors; Life Director, The Posse Foundation
7. **MOODY'S CORPORATION** Star accepted by Chairman & CEO Raymond W. McDaniel, Jr.
8. **ADNAN PRSIC** Bowdoin Posse Alumna; Resident Surgeon, Plastic and Reconstructive Surgery, Brown University

2011

9. **STEPHANIE AND ARTHUR BLANK** The Arthur M. Blank Family Foundation
10. **JEYSON FLOREZ** DePauw Posse Alumnus; Consultant, Federal Strategy & Operations, Deloitte Consulting LLP
11. **PUTNAM INVESTMENTS** Star accepted by President and Chief Executive Officer Robert J. Reynolds
12. **JOAN HINDE STEWART** President, Hamilton College

2010

13. **ALBERTO M. CARVALHO** Superintendent, Miami-Dade County Public Schools
14. **BRIAN C. MITCHELL** President, Bucknell University
15. **THE TRAVELERS COMPANIES, INC.** Star accepted by Chairman and CEO Jay S. Fishman
16. **DERRON WALLACE** Wheaton Posse Alumnus

2009

17. **MTV NETWORKS** Star accepted by Chairman and CEO Judy McGrath
18. **TIFFANY SCHIFFNER, PH.D.** DePauw Posse Alumna; Psychology Resident, Duke University; Doctorate in Counseling Psychology, University of Illinois at Urbana-Champaign
19. **TIMOTHY H. UBBEN** Founding Chairman, Posse Chicago; Retired Founder and Chairman, Lincoln Capital Management; Trustee, DePauw University
20. **VANDERBILT UNIVERSITY** Star accepted by Chancellor Nicholas S. Zeppos

2008

21. **MICHAEL L. AINSLIE** Private Investor; Chair Emeritus of The Posse Foundation National Board of Directors; and Former President, CEO and Director of Sotheby's Holdings
22. **CARLOS E. CARELA** Vanderbilt Posse Alumnus; Founder and Owner, Cava Wine Bar & Gallery
23. **PRICewaterhouseCOOPERS LLP** Star accepted by Samuel A. DiPiazza, Jr., Chief Executive Officer of PricewaterhouseCoopers International Limited
24. **JOHN D. WILEY** Chancellor, University of Wisconsin-Madison

2007

25. **RICO BLANCAFLOR** Vanderbilt Posse Alumnus; National Director of Training and Site Development, The Posse Foundation
26. **GOLDMAN, SACHS & CO.** Star accepted by Chairman and CEO Lloyd C. Blankfein, The Goldman Sachs Group, Inc.
27. **FIRST LADY DIANE AND GOVERNOR DEVAL PATRICK OF MASSACHUSETTS**
28. **NANCY J. VICKERS** President, Bryn Mawr College

2006

29. **KENNETH I. CHENAULT** Chairman & CEO, American Express Company
30. **RUSSELL K. OSGOOD** President, Grinnell College
31. **VERONICA RIVERA SAVAGE** Vanderbilt Posse Alumna; School Social Worker, City-As-School High School
32. **THE SALLIE MAE FUND** Star accepted by Chairman Albert L. Lord

2005

33. **LUCIANO BATISTA** Rice Posse Alumnus; Manager, Shell Gas & Power International, Global LNG
- LEHMAN BROTHERS**
34. **DR. RONALD D. LIEBOWITZ** President, Middlebury College
35. **PHYLICIA RASHAD** 2004 Tony Award winner for Best Actress in *A Raisin in the Sun*, Recipient of two People's Choice Awards and two-time Emmy Award nominee

2004

36. **DR. ROBERT G. BOTTOMS** President, DePauw University
3. **MONIQUE L. NELSON** Vanderbilt Posse Alumna; Global Brand Communications Manager, Motorola
37. **CONGRESSMAN CHARLES B. RANGEL** 15th Congressional District, New York City

2003

38. **SHIRLEY M. COLLADO, PH.D.** Vanderbilt Posse Alumna; National Program Director, The Posse Foundation
39. **DR. JEHUDA REINHARZ** President, Brandeis University
40. **LESLEY STAHL** Correspondent, *60 Minutes*

A photograph of two men, Tim Ubben and Jeff Ubben, standing outdoors in front of a brick building. Tim, on the left, is older with white hair, wearing a dark suit and a blue and white striped tie. Jeff, on the right, is younger with dark hair, wearing a dark pinstripe suit and a solid blue tie. Jeff has his arm around Tim's shoulder, and both are smiling. The background shows a brick building and some scaffolding.

Father and Son Mark Posse's 25th Anniversary with Total Giving of \$50 Million

In a significant gesture of trust and belief in an organization with which they have been deeply involved, longstanding Posse board member Tim Ubben and his son, Posse Board Chair Jeff Ubben, increased their total giving to \$50 million in honor of The Posse Foundation's 25th anniversary. In 2013 alone, they committed a combined \$14 million to the Foundation, bringing their total donations to Posse to \$25 million each. The Ubbens' gifts over the years have more than doubled the size of Posse's endowment and help guarantee Posse's success for many years to come. The Posse Foundation thanks Tim and Jeff for their leadership and incredible generosity.

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Tereze Brown, Posse Alumna
Gavin Bruce
Cara C. Brumfield, Posse Alumna
Nilda Bueno, Posse Alumna
Sarah N. Bunker, Posse Alumna
Simon A. Bunyan, Posse Alumnus
Jacklyn Burgo, Posse Alumna
Leide Cabral, Posse Alumna
Monique Cadle, Posse Alumna
Olga Brik, Posse Alumna
Glorialynn Calderon
Carol Callanan-Uhl
Hector Calzada
Allard Cantor
Nora and Jack Capers
Vicki Carbone
Jackie and Julio Caro
Philip Casal, Posse Alumnus
Michael Casiano
Lizzie Casper
Sylvia Castillo
Sakeenah Chapman, Posse Alumna
Nancy and Keith Charles
Maya C. Chase, Posse Alumna
Andrea Chen
Jiafei Chen, Posse Alumnus
Brandon Cherry
Fritzkeysha Chery, Posse Alumna
Neeti Chokshi
Justina Chung Posse Alumna
Lorenz Cisne, Posse Alumna
Justin Clarke
Maya Clayton
Jaclyn Cohen
Pam and Michael Cohen
Sil Colalancia
Candace Coleman
Conei Coleman, Posse Alumnus
Jane Coleman
Jazmine S. Coleman, Posse Alumna
Rashidi H. Collins
Tamrah Collins, Posse Alumna
Daniella L. Colon, Posse Alumna
Priscilla M. Colon, Posse Alumna
Felice Columbretis, Posse Alumna
Cameron Combs
J.M. Conway, Posse Alumna
Tiago Correia, Posse Alumnus
Natalie Cortez, Posse Alumna
Mary Costa
Teki Cruickshank
Lisa Cuevas
Joseph Dabrowski
Debra Dandeneau
Michaela O. Daniel
Elaine Davenport
Dominique Davis, Posse Alumna
Porschia Davis, Posse Alumna

Beatriz De Jesus, Posse Alumna
Daphney Degand
Mary and Chuck Dembo
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Mouhamadou B. Diagne, Posse Alumnus
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Pamela Dicient, Posse Alumna
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John Dorado, Posse Alumnus
Devon DeLapp and Halbe Dougherty-Wood
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Peggy Durant
Dashawn Ealey, Posse Alumnus
Lillian Eckstein
Alex M. Efron
Aifuwa Ehigiator, Posse Alumna
Johnette Ellis
Barbara Epstein
Dean Erlandson
Diego Espinoza, Posse Alumnus
Marta Esquilin
Benjamin Evans and Jennifer Stewart
Francine Falk-Allen and Richard Falk
Gabrielle Farrell, Posse Alumna
Wesley Farrow
Woodger Faugas, Posse Alumnus
Laura Feinstein
Ivette Feliciano, Posse Alumna
Angelika Ferguson, Posse Alumna
Bradley Ferguson
Daniel Ferguson
Michellina Ferrara, Posse Alumna
Marianne Fichtel
Katie Fielden
Jessica Bosco and Frank Finocchio
Mark Fiore
David and Judith Fischer
Anne Fitzpatric
Ellen Fleming
Keith Fleming
Brenda Fletcher
Bettina Fliegel
Brett Forbes
Susan Forsling
Menda François, Posse Alumna
Louise and Theodore Frank
Christopher Robert Freeman
Kirsten Fuller, Posse Alumna
Annie Furr
Jessica Gaffney
Eve Galewitz
Cynthia Galisdorfer
Mary E. Galligan
Aurora M. Garcia, Posse Alumna
Julia Garrison
GE Foundation
David Gee
Yusuf George
Ana Ester and Juan Gershanik
Denise Gharthey, Posse Alumna
Robyn Gibson Asenso, Posse Alumna
Kyle Gilkeson
Christian Gillis
Rosalee J. Glaser, Posse Alumna
Dr. Janalyn and Randy Glymph
Ian A. Gold, Posse Alumnus

SUPPORTERS

\$1 - \$99

Anonymous (36)
Claudette A. Accime, Posse Alumna
Hector R. Acevedo, Posse Alumnus
Jose F. Acevedo, Posse Alumnus
Daniel Acheampong, Posse Alumnus
Brian K. Adams
Aderonke Adedokun, Posse Alumna

SUPPORTERS cont.

Vishnu V. Gollakota, Posse Alumnus
 Marlyn C. Gomez, Posse Alumna
 Zenaïda Gonzalez
 Gretchen Gordon
 Jason Goulbourne, Posse Alumnus
 Rod Solomon and Nancy Griesemer
 Roy J. Guenther
 Ingrid Guerci
 Julia A. Gueron, Posse Alumna
 Natalie Guerrero
 Matt Hancock
 Jim Hannan
 Herbert Harper, Jr., Posse Alumnus
 Lamia Harper, Posse Alumna
 Elyas D. Harris, Posse Alumnus
 Jack Harris
 Luke Hart
 Peter Troup and Laura Hatfield Troup
 Brandon Hawkins, Posse Alumnus
 Amy Heller
 Daniela Hernandez, Posse Alumna
 Melyna Hernandez, Posse Alumna
 Stephanie Heyroth
 Geoffrey F. Hicks, Posse Alumnus, and Robin Hicks, Posse Alumna
 Ackeem Hill, Posse Alumnus
 Alexander Hill & Associates
 Melinda Hilyard-Ealy
 Abby Hirsch
 Debora Hoehne
 Lauren B. Hoelzer
 Chad Hollis
 Audrey and Lewis Horne
 Deanna Ford Horton, Ed.D.
 Cara M. Houck
 Larry Howard, Posse Alumnus
 Christina Huang, Posse Alumna
 Amberine A. Huda, Posse Alumna
 Kevin Huevo
 Jacalyn L. Hughes
 Renee B. Hughes
 Brandon T. Hummons, Posse Alumnus
 Park Hyatt Chicago
 Ludmilla J. Ilieff
 Terri James
 Gloria Jean Evans
 Kerlyne Jean, Posse Alumna
 Shameka A. Jennings, Posse Alumna
 Naihomý Jerez, Posse Alumna
 Robert Jerry
 Betty L. Johnson
 Charles and Jody Johnson
 Claudine Johnson, Posse Alumna
 Marline S. Johnson, Posse Alumna
 North Johnson
 Mary Johnstone
 Jasmyñ Jones
 Dominique Jordan-Turner
 Lanese Jorgensen
 Valerie Jorgovan
 Julie Joy
 Andrea Juma
 Jacqueline Kahan, Posse Alumna
 Ramatu Kallon, Posse Alumna
 Dianne Kampel
 Haemeë Kang, Posse Alumnus

Justin Kang
 Sara Katlen
 Tripp Kay
 Thomas and Ann Keary
 Todd Keitel
 Gabrielle I. Kelenyi, Posse Alumna
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 Steven A. Kennedy
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 Leon Kirshenbaum
 Catherine Knight Steele, Posse Alumna
 Janine Knight
 Nygel Knighton, Posse Alumnus
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 Engy Lamour, Posse Alumnus
 Eric Lange
 Tung Yan Lau, Posse Alumna
 Makeita C. Laurent, Posse Alumna
 Yasmine Laurent
 Rashidah Lawson, Posse Alumna
 Liz Le
 Carlos Ledesma
 Jane Gilman and Donald Leka
 Leslee and Lewis Levey
 Barry Levine
 Allison and Peter LeVine
 Richard Levine
 Robert Levine
 Tara and Robert Lightbody
 Laquan Lightfoot, Posse Alumna
 Shanta Lindo, Posse Alumna
 John Liotti
 Jeremiah M. Locquiao, Posse Alumnus
 Jamie Lopez, Posse Alumna
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 Randy Mahoney
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 Chris Marquardt
 Francheska Marquez
 Daniel Marshall
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 Pedro Martinez, Posse Alumnus
 Mohammed H. Masab, Posse Alumnus
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 Salome H. Masudi, Posse Alumna
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 Michelle Moezzi
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 Lydia Moland
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 Theresa Moore
 Erika Morales, Posse Alumna
 Mark F. Morel
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 Kayla Morris, Posse Scholar
 Shan Morris
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 Paul Murphy
 Laura Napoli
 Lisbeth Mark and Charles Newman
 Jasmine Niemberger, Posse Alumna
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 Paul Noone
 Jason D. Nosrati, Posse Alumnus
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 Arjun Raman, Posse Alumnus
 Marjorie Ramirez, Posse Alumna
 Jennifer Ramos, Posse Alumna
 Stan Ramsay
 Robert and Patricia Ranney
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 Ronald Redd
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 Maria L. Reeves
 Anton Reuben, Posse Alumnus
 Gladys Reyes, Posse Alumna
 Justin Riopelle, Posse Alumnus
 Caresse Rios, Posse Alumna
 Carlos Rivera, Posse Alumnus
 Jose Rivera, Posse Alumnus
 Anajah L. Roberts, Posse Alumna
 Dr. Yaser Robles, Posse Alumnus
 Kerry E. Rodgers
 Darwin Rodriguez, Posse Alumnus
 Juliana Rodriguez, Posse Alumna
 Ricardo Rodriguez, Posse Alumnus
 Michael O. Romeo, Posse Alumnus
 José Rosario, Posse Alumnus
 Sandra Rosario
 Alexander Rose
 Mila Kagan and Dan Rosenbaum
 Lindsay Rosenfeld
 Hannah L. Roth, Posse Alumna
 Thom Rowland
 Jerry Runge
 Michelle Rupprecht
 Gideon Ansell and Mary Rutkowski
 Julia Ryan, Posse Alumna
 Kelsey Ryan
 Sylvia Sadlak, Posse Alumna
 Ginette Saimprevil, Posse Alumna
 Nadya Salcedo
 Farzana Saleem
 Stephanie Salerno
 Julia Salgado-Fernandez
 Catherine and Don Salge
 Trudy Salvador
 Maryan S. Samson, Posse Alumna
 Sami Samurai
 Joshua M. Sanchez, Posse Alumnus
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 Audell Scarlett, Posse Alumnus
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 Lawrence A. Sherman
 Tenzing Sherpa, Posse Alumnus
 Ronak Sheth, Posse Alumnus
 Terry Shipp
 Stacey and John Shonkwiler
 Oleksandr Shulzhenko
 Steve and Freddy Silverman
 Karim Simplis
 Keisha Simpson-Baker, Posse Alumna
 Steve Sloan
 Ariel Smith, Posse Alumna
 Kristian A. Smith, Posse Alumnus
 Meghan Smith
 William Calvin Smith III
 William H. Smith
 Jonathan Snyder
 Laurie and Jonathan Soler
 Karen and James Solomon
 Laurence T. Sorkin
 Timothy L. Soslow
 Wagner N. Soto, Posse Alumnus
 Scott J. Spitzer
 Bea Steponate
 Alice F. Stewart
 Mr. and Mrs. James R. Stirn
 Nathan S. Stockwell-Velazquez, Posse Alumnus
 Briana M. Strachan, Posse Alumna
 Andrew Strassman
 Matt Stucke
 Christina C. Sturdevant, Posse Alumna
 Sylvia Sukop
 Diane Sullivan
 Lance Sun, Posse Alumnus
 Bryan Sung
 Margaret Sunkel
 William Sweet
 Chelton D. Tanger
 Caroline Tanner
 Donald Tansey
 Joy L. Tan-Vega
 Patricia R. & P. Taranto
 Shadon G. Tarver, Posse Alumnus
 Marina and Arnold Tatar
 Chandler Taylor, Posse Alumnus
 Jeff Taylor
 Philip Taylor, Posse Alumnus
 Eleni Thomas
 Joan L. Thomas
 Katie and Ross Thomson
 Roseanne Thornton
 Doneeca Thurston, Posse Alumna
 Suzanne Tice
 Ross Tilchin, Posse Alumnus
 Marc and Eileen Tishler
 Karyn A. Todd, Posse Alumna
 Christina Torres, Posse Alumna
 Michael H. Traison
 Ngoc Tran, Posse Alumna
 Rita Tran, Posse Alumna
 Michael Trejo, Posse Alumnus
 Florindo Troncelliti
 Kadia Tubman, Posse Alumna
 Jeff Tucker
 Richard Turnley
 Jenny Umana, Posse Alumna

Dalia Varela, Posse Alumna
 Maribel Vasquez, Posse Alumna
 Christopher Vega
 Marvin M. Vega, Posse Alumnus
 Aixa Velez, Posse Alumna
 Rachel Vigneaux
 Carlos A. Villa, Posse Alumnus
 Jacquelyn Volpe
 Sharhea O. Wade, Posse Alumna
 Anwar Wahab, Posse Alumnus
 Michael Weinberg
 Linda and David Weingart
 David N. Weinman
 Donna Weisman
 Abby Whitmire
 Gwen and Bob Whitson
 Mary and Paul Wilcox
 Anthony T. Williams, Posse Alumnus
 Ebony Williams, Posse Alumna
 Marcia M. Williams
 Tiffany Williams, Posse Alumna
 Emerson Williams-Molett, Posse Alumnus
 Barbara and Robert Wilneff
 Carol Wilson, Posse Alumna
 Mark Wilson, Lehigh Posse Alumnus
 Paul Wilson
 Laurie and Jeff Witt
 Joan A. Wittan
 Amanda Wolin, Posse Alumna
 Julie Wolpov
 Anonymous
 Aaron J. Wong
 Robin Wonsley, Posse Alumna
 Erica Woodley
 Monique Wright, Posse Alumna
 Dennis Wynn, Posse Alumnus
 Maleesa Xiong
 Jessie Yip, Posse Alumna
 Beverly and Gilbert Yull
 Leslie Zacks
 Gilat Zamost
 Haytham Zohny, Posse Alumnus
 Karen L. Zweig and Robert Phillip Sinrod

IN-KIND

Alphagraphics
 Alston & Bird LLP
 Arnold & Porter LLP
 Bank of America
 Bank of America Merrill Lynch
 Luciano Batista, Posse Alumnus
 Lee Black, Owner of Black Hill Farms and Family Vineyards,
 Hidden Hills, CA
 bliss
 Boka Restaurant Group
 Harvey Borkin
 Boston Teacher Residency
 Brookfield Office Properties
 Brooklyn Bagel Bakery
 Diane and William Bund
 Burger King Corporation
 Cartifact, Inc.
 CBS Television Studios
 Chicago White Sox Community Fund, a fund of the
 McCormick Foundation
 Citi

CO Architects
 Columbus School of Law
 Comedy Central
 Cox Communications, Inc.
 Crescent
 DC Chamber of Commerce
 Deloitte LLP
 Tamara and Jay Dempsey
 Discovery Communications, LLC
 DLA Piper LLP
 Eagle Rock Brewery
 El Dorado Rum
 Exelon
 Exhale Enterprises, Inc.
 Freshman Fifteen Boston
 Glenn Geist
 Georgia Power Company
 Georgia-Pacific LLC
 Goldman, Sachs & Co.
 Goodwin Procter LLP
 Google, Inc.
 Gordon Salon
 Greater Than
 Greenberg Traurig
 Sheila Griffin Photography
 Guggenheim Partners, LLC
 Craig W. Henderson
 Hilton Worldwide
 JPMorgan Chase Bank, N.A.
 Keith Karem
 Kate Spade New York
 Kenmare Catering & Events
 King & Spalding LLP
 Joseph A. Kruse
 Live Nation Entertainment
 Los Angeles Dodgers
 Marlowe
 Barbara and Richard Metzler
 Morgan Lewis & Bockius LLP
 My Best Friend's Closet
 NBC Universal
 Neiman Marcus Northbrook
 Nestlé USA
 New Orleans Saints
 The New York Times Company
 Norwalk Community College
 Oak Tavern
 Paramount Pictures Corporation
 Pepco
 Dan and Jennifer Pickering
 Putnam Investments
 PwC
 Reed Smith
 Laura and Bret Schoch
 Sandra and Ronald Schutz
 Simpson Thacher & Bartlett LLP
 SK's Doughnuts & Croissant
 Southeast Tennis and Learning Center
 State Street Corporation
 SunTrust Bank
 Edward T. Swan
 Tobacco Road
 Tudor, Pickering, Holt & Co.
 Vinic Wine Co.
 YogaWorks

PLATINUM LEADERSHIP CIRCLE

HONORING POSSE'S 25TH ANNIVERSARY

The Platinum Leadership Circle represents an elite group of supporters who each have made a gift of \$100,000 or more in 2014 to The Posse Foundation in honor and recognition of Posse's 25th anniversary year.

Anonymous (2)
 The AMG Foundation
 Carrie and Kelly Barlow
 The Arthur M. Blank Family Foundation
 The Fortin Foundation of Florida, Inc.
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 Pamela and George F. Hamel, Jr.
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 Posse Boston Advisory Board
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 Gregory Spivey
 The Tsunami Foundation —
 Anson + Debra Beard, Jr. and Family
 Tudor, Pickering, Holt & Co.
 Jeff and Laurie Ubben
 Sharon and Timothy H. Ubben
 Vassar College and Friends
 Viacom



BARACK OBAMA
PRESIDENT OF THE UNITED STATES

"One of this year's MacArthur awardees—the 'genius' awards—is an innovator named Deborah Bial. She proposed a model to identify promising students from disadvantaged urban backgrounds, using an alternative set of qualities as predictors of success in college. Candidates for this program are selected using a process based on qualities such as leadership, motivation, teamwork, and ability to effectively communicate. The students that are selected form a 'Posse' and are provided with extra supports, and end up graduating from selective colleges with a very high success rate. This shows the validity of using less-recognized skills as indicators of likely educational success." (From a November 2007 interview with *The Chronicle of Higher Education*.)



MICHELLE OBAMA
FIRST LADY OF THE UNITED STATES

"Many colleges are working with organizations like The Posse Foundation to give kids the social and academic support they'll need to graduate. These kinds of programs aren't just good for these young people. They're good for all of us. Because after everything these kids will have overcome to get to college—and get through college—they'll have all the skills they need to thrive in our businesses, and law firms, and labs. And that's not just good for them and their families, it's good for their communities and our country."



ARNE DUNCAN
U.S. SECRETARY OF EDUCATION

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



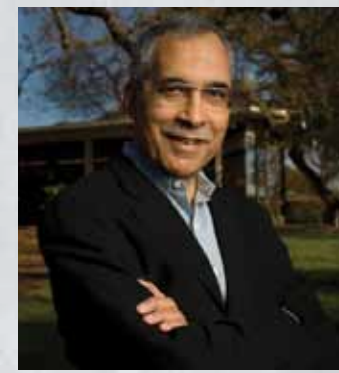
GASTON CAPERTON
FORMER PRESIDENT, THE COLLEGE BOARD; FORMER GOVERNOR, WEST VIRGINIA

"The Posse Foundation has created a magic formula that is helping to identify and support students who would not have found their way to the top without it. Through great innovation and hard work, Posse is creating tomorrow's leaders who will reflect the diversity of our great nation. Deborah Bial is a remarkable visionary and leader."



DEREK BOK
PRESIDENT EMERITUS AND CHAIR OF THE HAUSER CENTER FOR NONPROFIT ORGANIZATIONS, HARVARD UNIVERSITY

"There are undoubtedly many young people who could bring great benefit to their college and to society yet who somehow [do not] gain admission to a selective college. In identifying such students and giving them the financial help they need, The Posse Foundation makes a valuable contribution to the ideals of equal opportunity which we all share."



CLAUDE STEELE
EXECUTIVE VICE CHANCELLOR AND PROVOST, UNIVERSITY OF CALIFORNIA, BERKELEY

"Posse Scholars have experiences and developed skills that are underrepresented on college campuses. So their presence adds to the sophistication of all students' experiences on campus. [Posse is] at a [major] anniversary here; that's a lot of expertise. I would like to see institutions of higher education take advantage of that experience."



COLIN POWELL
FORMER U.S. SECRETARY OF STATE

"Deborah Bial, president and founder of The Posse Foundation, recognized there is no greater obligation to society than to educate the next generation."



AL GORE
FORMER VICE PRESIDENT OF THE UNITED STATES

"I've really enjoyed watching The Posse Foundation grow. I'm a big supporter of what you're doing."



ANDREW M. CUOMO
GOVERNOR, NEW YORK

"For a quarter century, Posse has helped dedicated young men and women achieve their goals in education and beyond. With the Posse's critical support, thousands of students have gone on to succeed in higher education and become leaders and productive members of their communities. On behalf of all new Yorkers, I applaud everyone affiliated with The Posse Foundation for your ongoing, exemplary commitment to empowering the success of our future leaders."



LESLEY STAHL
NEWS CORRESPONDENT,
60 MINUTES

"The Posse Foundation works to rectify inequities in our society and to make the American dream a real possibility for so many more people."



GARY ORFIELD
CO-FOUNDER AND
CO-DIRECTOR, THE CIVIL
RIGHTS PROJECT;
PROFESSOR OF EDUCATION,
LAW, POLITICAL SCIENCE
AND URBAN PLANNING,
UCLA

"It is vitally important to find and implement other ways to assess students of color with great potential and to support them through college. Posse is a national leader in this effort."



DIANE B. PATRICK, ESQ.
PARTNER, ROPES &
GRAY LLP; FIRST LADY OF
MASSACHUSETTS

"I think one of the things that Posse does is to let children shine. When I look at these alum and I have a chance to talk to them, I have such confidence and faith in our future. It would be wonderful if we had a Posse in every city in this country."



BOB HERBERT
AWARD-WINNING
JOURNALIST AND
TELEVISION HOST

"Posse would be a terrific program in any era. With affirmative action under relentless assault and a college education slipping out of the grasp of many kids who are fully capable of doing college work, it is especially important now."



KATIE COURIC
AWARD-WINNING
JOURNALIST AND TV
PERSONALITY

"[Posse is] a unique program that proves there is such a thing as positive peer pressure."



JOHN LEGUIZAMO
ACTOR

"I'm so jealous of Posse kids. I wish I had this charity when I was struggling in college feeling so alienated and alone and broke, working three jobs and taking out loans that ruined my credit for years. There is nothing to you until someone sees something in you—and that's what Posse does. They see something in you and then back you up on your way through college and to amazing careers and to becoming contributing members of society."



DEVAL PATRICK
GOVERNOR,
MASSACHUSETTS

"For the past 25 years, The Posse Foundation has affected the lives of students from diverse backgrounds all over the nation, empowering them to reach their full potential through scholarships, college access and leadership development programs. The Scholars truly represent the changing demographics of this great nation, which will thrive as a result of their leadership."

PEOPLE ARE TALKING ABOUT POSSE



FINANCIALS

THE POSSE FOUNDATION, INC.
STATEMENTS OF FINANCIAL POSITION
AS OF DECEMBER 31, 2013 AND 2012

ASSETS	2013	2012
Cash and cash equivalents	\$5,879,353	\$4,664,855
Investments	43,549,311	34,092,213
University fees receivables	2,274,823	2,204,876
Pledges and other receivables, net	30,563,174	18,613,934
Prepaid expenses and other assets	584,907	501,435
Property and equipment, net	490,044	299,386
Cash and cash equivalents - permanently restricted	43,550	1,071,841
TOTAL ASSETS	\$83,385,162	\$61,448,540
LIABILITIES		
Accounts payable and accrued expenses	\$432,237	\$395,929
Deferred rent	574,430	478,300
Deferred income	1,516,667	1,470,000
TOTAL LIABILITIES	2,523,334	2,344,229
COMMITMENTS AND CONTIGENCIES		
NET ASSETS (a) (b)		
Unrestricted	15,112,706	10,742,810
Temporarily restricted	38,042,368	27,054,747
Permanently restricted	27,706,754	21,306,754
TOTAL NET ASSETS	80,861,828	59,104,311
TOTAL LIABILITIES AND NET ASSETS	\$83,385,162	\$61,448,540

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

THE POSSE FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED DECEMBER 31, 2013 AND 2012

	FOR THE YEAR ENDED DECEMBER 31, 2013				FOR THE YEAR ENDED DECEMBER 31, 2012			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2013	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2012
SUPPORT AND REVENUE:								
Contributions and grants	\$3,331,463	\$16,004,777	\$6,400,000	\$25,736,240	\$2,632,536	\$10,122,129	\$ -	\$12,754,665
University fees	2,228,333	-	-	2,228,333	2,018,333	-	-	2,018,333
Service fees	171,339	-	-	171,339	67,658	-	-	67,658
In-kind contributions	306,031	-	-	306,031	277,848	-	-	277,848
Investment income	686,424	5,324,513	-	6,010,937	1,380,723	3,122,798	-	4,503,521
Fundraising events, net of direct benefits to donors	3,416,561	-	-	3,416,561	3,062,246	-	-	3,062,246
Net assets released from restrictions (b)	10,341,669	(10,341,669)	-	-	6,861,919	(6,861,919)	-	-
TOTAL SUPPORT AND REVENUE	20,481,820	10,987,621	\$6,400,000	37,869,441	16,301,263	6,383,008	-	22,684,271
EXPENSES:								
Program services:								
Recruitment and training programs	11,918,570	-	-	11,918,570	10,631,345	-	-	10,631,345
Supporting services:								
Management and general	2,084,370	-	-	2,084,370	1,693,685	-	-	1,693,685
Fundraising	2,108,984	-	-	2,108,984	1,797,496	-	-	1,797,496
Total Supporting Services	4,193,354	-	-	4,193,354	3,491,181	-	-	3,491,181
TOTAL EXPENSES	16,111,924	-	-	16,111,924	14,122,526	-	-	14,122,526
CHANGE IN NET ASSETS	4,369,896	10,987,621	6,400,000	21,757,517	2,178,737	6,383,008	-	8,561,745
Net assets - beginning of year	10,742,810	27,054,747	21,306,754	59,104,311	8,564,073	20,671,739	21,306,754	50,542,566
NET ASSETS - END OF YEAR	\$15,112,706	\$38,042,368	\$27,706,754	\$80,861,828	\$10,742,810	\$27,054,747	\$21,306,754	\$59,104,311

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



FINANCIALS

THE POSSE FOUNDATION, INC. STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED DECEMBER 31, 2013 AND 2012

	2013	2012
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$21,757,517	\$8,561,745
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	159,509	97,575
Pledge discount net of amortization	(399,507)	348,058
Bad debt expense	46,949	21,607
Contributed securities	(1,269,420)	(1,012,901)
Deferred rent	96,130	(31,960)
Realized gain on securities	(401,179)	(255,939)
Unrealized gain on securities	(1,926,603)	(2,819,636)
Subtotal	18,063,396	4,908,549
Changes in operating assets and liabilities:		
Increase in assets:		
University fees receivables	(69,947)	(279,861)
Pledges and other receivables	(11,596,682)	(3,103,755)
Prepaid expenses and other assets	(83,472)	(88,160)
Increase (decrease) in liabilities:		
Accounts payable and accrued expenses	36,308	(8,824)
Deferred income	46,667	186,665
Net Cash Provided by Operating Activities	6,396,270	1,614,614
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of investments	(7,174,271)	(1,418,655)
Proceeds from sale of investments	1,314,375	1,008,890
Purchase of property and equipment	(350,167)	(224,901)
Change in restricted cash	1,028,291	(100)
Net Cash Used in Investing Activities	(5,181,772)	(634,766)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Collections of permanently restricted contributions	-	100
Net Cash Provided by Financing Activities	-	100
NET INCREASE IN CASH AND CASH EQUIVALENTS	1,214,498	979,948
Cash and cash equivalents - beginning of year	4,664,885	3,684,907
CASH AND CASH EQUIVALENTS - END OF YEAR	\$5,879,353	\$4,664,855

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

a) Basis of Accounting

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

b) Basis of Presentation:

Posse maintains its net assets under the following three classes:

Unrestricted - represents resources available for support of Posse's operations over which the Board of Directors (the "Board") has discretionary control.

Temporarily restricted - net assets resulting from contributions and other inflows of assets subject to donor-imposed stipulations that either expire by the passage of time or can be fulfilled and removed by actions of Posse pursuant to those stipulations. When such stipulations end or are fulfilled, such temporarily restricted net assets are reported in the statement of activities as net assets released from restrictions. Earnings on endowment assets are temporarily restricted until appropriated by the Board for spending.

Permanently restricted - net assets subject to donor-imposed stipulations that principal be maintained permanently by Posse.

c) Endowment Net Assets

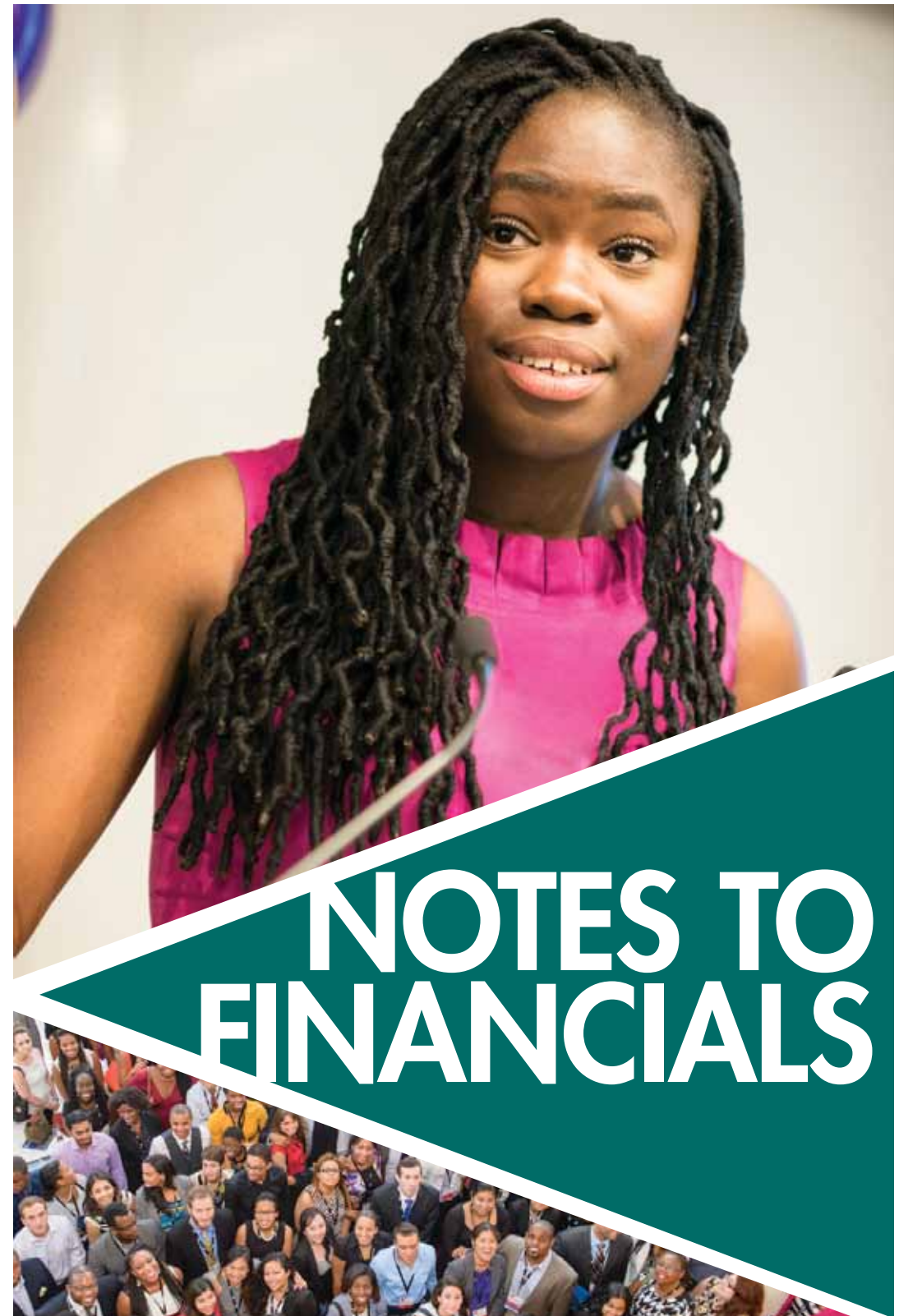
The Board of Posse recognizes that New York State adopted as law the New York Prudent Management of Institutional Funds Act ("NYPMIFA") on September 17, 2010. NYPMIFA replaced the prior law which was the Uniform Management of Institutional Funds Act ("UMIFA"). In addition, NYPMIFA created a rebuttable presumption of imprudence if an organization appropriates more than 7% of a donor-restricted permanent endowment fund's fair value (averaged over a period of not less than the preceding five years) in any year. Any unappropriated earnings that would otherwise be considered unrestricted by the donor will be reflected as temporarily restricted until appropriated.

The Board has interpreted NYPMIFA as allowing Posse to appropriate for expenditure or accumulate so much of an endowment fund as Posse determines is prudent for the uses, benefits, purposes and duration for which the endowment fund is established, subject to the intent of the donor as expressed in the gift instrument. Unless stated otherwise in the gift instrument, the assets in an endowment shall be donor-restricted until appropriated for expenditure by the Board. The Board appropriated for expenditure \$853,137 and \$767,436 from the cumulative earnings on permanently restricted funds for the years ending December 31, 2013 and 2012, respectively. Therefore the remaining earnings, if any, are reported as temporarily restricted.

Posse's endowment investment policy is to invest primarily in equities and fixed income securities based on an asset allocation to satisfy its overall endowment financial and investment objectives such as to preserve the principal, protect against inflation, receive stable returns and achieve long-term growth. Posse relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). Annual spending from the endowment fund for program expenses is established by the Board of Directors prior to the beginning of each fiscal year as part of the annual budget process. Unless authorized by the Board of Directors, the appropriations from the endowment funds should not deplete the real dollar value of the endowment fund.

FOR A COPY OF THE AUDITED FINANCIAL STATEMENTS, CONTACT:

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PRINTER: Webster One Source, Hanson, Massachusetts

THE POSSE STORY

Posse started because of one student who said...

**"I NEVER WOULD HAVE DROPPED OUT OF COLLEGE
IF I HAD MY POSSE WITH ME."**

**SINCE
1989**

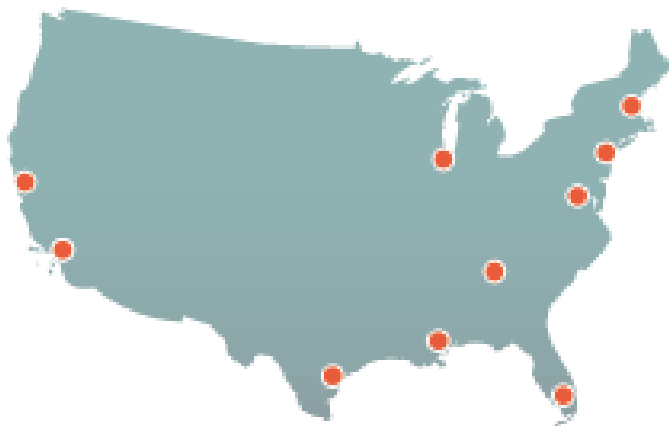
**5,570
Scholars**

\$688,000,000
in four-year,
full-tuition
scholarships

90%
persistence and
graduation rate

POSSE OPERATES CHAPTERS IN 9 CITIES

Atlanta
Boston
Chicago
D.C.
Houston
Los Angeles
Miami
New Orleans
New York



COMING SOON
San Francisco

51 PARTNER COLLEGES AND UNIVERSITIES

3 MAJOR GOALS



- Expand the pool of candidates from which top colleges select their student bodies
- Build stronger, more interactive campus communities
- Graduate Scholars so they can become leaders in the workforce

PROGRAM COMPONENTS



- The Dynamic Assessment Process (DAP)
- 8-Month Pre-Collegiate Training Program
- 4-Year Campus Program
- Career Program
- Posse Access

SUCCESS FACTORS



- Alternative recruitment + selection model
- Cohort model
- Preparation
- Campus support and mentoring
- Career support
- Scholarships
- Strength-based mode

SPECIAL INITIATIVES

Posse STEM Program



Posse Veterans Program



THE ULTIMATE GOAL

**A NEW NATIONAL LEADERSHIP
NETWORK IN THE
UNITED STATES THAT BETTER
REPRESENTS THE DIVERSITY OF
THE COUNTRY.**

