CELEBRATING 25 YEARS
ANNUAL REPORT 2013
THE POSSE FOUNDATION, INC.
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.

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

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

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

**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 Posses.

**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**.

**190**

Posse has **more than 190 career program partners** who hire Scholars for competitive internships and recruit alumni for full-time positions.

**460**

**More than 460 faculty and administrators have mentored scholars** as part of Posse’s comprehensive Campus Program.

**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.

**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.

**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.

**More than 460 faculty and administrators have mentored scholars** as part of Posse’s comprehensive Campus Program.

**The Posse Veterans Program was launched in 2012.** Vassar College and Wesleyan University are the first institutions to accept Veterans Posses.

**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.
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 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.
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

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
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

“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

VANDERBILT UNIVERSITY & POSSE

25 YEARS TOGETHER
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)
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
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
CORNELL UNIVERSITY
DAVIDSON COLLEGE
DENISON UNIVERSITY*
DEPAUW UNIVERSITY*
DICKINSON COLLEGE*
FRANKLIN & MARSHALL COLLEGE*
GEORGETOWN UNIVERSITY
GRINNELL COLLEGE*
HAMILTON COLLEGE*
HOBART AND WILLIAM SMITH COLLEGES
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
SMITH COLLEGE
ST. OLAF COLLEGE
SYRACUSE UNIVERSITY**
TULANE UNIVERSITY*

* 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

JoHnS HOPkINS UnIVErsITY
Krieger School of Arts & Sciences

NORTHEASTERN UnIVErsITY
D’Amore-McKim School of Business

NORTHWESTERN UnIVErsITY
Kellogg School of Management
School of Law

UNIVERSITY OF WASHINGTON
College of Education
Evans School of Public Affairs
School of Social Work

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.

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.

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.

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 TEOREK
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 in 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.

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.

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.

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 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.
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 diversity 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  
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BREAKTHROUGH COLLABORATIVE  
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BUCKEYE PARTNERS L.P.  
BURGER KING  
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The lists above reflect partnerships established through June 2014.
2013 HIGHLIGHTS

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.

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.
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.
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, Sewannee: 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: $9 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.”

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.”

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.

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.
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
**INNOVATORS**
($100,000–$249,999)
Anonymous
Garrett and Mary Moran
Joe Plumeri Foundation
Ali and Brad Singer
Jeff and Laurie Ubben

**LEADERS**
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Pamela and George F. Hamel, Jr.
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Susan and Stephen Scherr
The Schonberger Family Foundation
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Mark F. Dalton
Linda Vester and Glenn Greenberg
Marty and Amy Kaplan
Kelso & Company
Posse Chicago Advisory Board
Lindsay and James Wilcox

**FANS**
($100–$999)
Anonymous
Linda and Paul Applegarth
Sarah Beauty-Buller and Mark Boller
Claudia and Bert Bial

**SPECIAL THANKS**
Comedy Central
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.
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 Alumnus; 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 Lloyd C. Blankfein, The Goldman Sachs Group, Inc.
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 19th Congressional District, New York City
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
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.
The lifetime architects of The Posse Foundation—donors who have given cumulative gifts of $1 million or more—are instrumental to the success of thousands of Scholars. Posse is grateful for their incredible support and commitment to changing the face of leadership.

The lists above reflect donations as of June 2014.

The Arthur M. Blank Family Foundation
CEDAR Foundation
Citi Foundation
The Ford Foundation
The Goldman Sachs Foundation
Google, Inc.
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W.K. Kellogg Foundation
Lone Pine Foundation
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The New World Foundation
National Football League Foundation
The Sallie Mae Fund
Tortora Sillcox Family Foundation
Tsunami Foundation – Anson and Debra Beard, Jr. and Family
Ali and Brad Singer
Jeff and Laurie Ubben
Sharon & Timothy H. Ubben and The Ubben Foundation

The lists above reflect donations as of June 2014.
The Posse Foundation could not exist without the incredible generosity of its donors. Your support has allowed thousands of urban students to shine in college and lead in the workforce. Together we are helping to build a dynamic network of critical thinkers and engaged citizens—stewards of our nation’s future. We thank you for the powerful difference you are making in the country and in the lives of so many talented young people.

ARCHITECTS
$1,000,000+
Garrett and Mary Moran
Jeff and Laurie Ubben
Shawn & Timothy H. Ubben and The Ubben Foundation

CHAMPIONS
$500,000 - $999,999
Google, Inc.
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$250,000 - $499,999
Bank of America Charitable Foundation

INNOVATORS
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Anonymous
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Moody’s Corporation
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Sheree and Andrew Johnson
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Carol Lasoff
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Karl and John Love
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Poskauier Rose LLP
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Sandra and Ronald Schutz
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Claire Arnold
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Mary Jo Othea and Richard Brown
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BMW Waste & Sustainability Consulting
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Joseph Calandra
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Sakeenah Chapman, Posse Alumna
Nancy and Keith Charles
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Michael Casiano
Lizzie Casper
Syl...
SUPPORTERS cont.

Vishnu V. Gollakota, Posse Alumnus
Mary C. Gomez, Posse Alumna
Zenaida 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 Hannah
Herbert Harper, Jr., Posse Alumus
Lamia Harper, Posse Alumna
Elyas D. Harris, Posse Alumnus
Jack Harris
Lake Hart
Peter Troup and Laura Hatfield Troup
Brandon Hawkins, Posse Alumnus
Amy Heller
Daniella Hernandez, Posse Alumna
Melyna Hernandez, Posse Alumna
Stephanie Heyroth
Geoffrey F. Hicks, Posse Alumnus, and Robin Hicks, Posse Alumna
Ackeeum Hill, Posse Alumnus
Alexander Hill & Associates
Melinda Hilgard-Ealy
Abby Hirsch
Debora Hoehe
Lauren B. Hoelter
Audrey and Lewis Horne
Deanna Ford Horton, Ed.D.
Cara M. Houck
Larry Howard, Posse Alumus
Christina Huang, Posse Alumna
Amberline A. Huda, Posse Alumna
Kevin Huez
Jacylin L. Hughes
Renes B. Hughes
Brandon T. Hummons, Posse Alumnus
Park Hyatt Chicago
Ludmilla J. Ileiff
Terri James
Gloria Joan Evans
Kerlyne Jean, Posse Alumna
Shameka A. Jennings, Posse Alumna
Naihomy Jerzez, Posse Alumna
Robert Jerry
Betty L. Johnson
Charles and Jody Johnson
Claudine Johnson, Posse Alumna
Marline S. Johnson, Posse Alumna
North Johnson
Mary Johnstone
Jasmyn Jones
Demique Jordan-Turner
Lanese Jorgensen
Valerie Jorgovan
Julie Joy
Andrea Juma
Jacqueline Kahan, Posse Alumna
Ramatu Kallon, Posse Alumna
Dianne Kampke
Haemee Kang, Posse Alumna
Justin Kang
Sara Kallen
Tripp Kay
Thomas and Ann Keary
Todd Kettel
Gabrielle Greteleny, Posse Alumna
Benjamin Keller
Ashley Kemper
Steven A. Kennedy
Vardges Khachatryan, Posse Alumnus
Brittany King-Pike, Posse Alumna
Leon Kirshenbaum
Catherine Knight Steele, Posse Alumna
Janine Kornreich
Nygil Knighton, Posse Alumus
Wendy Kornreich
Naomi and Jeffrey Kraft
Alice and Richard Kraustack
Barbara Kravits
Dana and Steven Krumholz
Julie Kuhn
Chanel Lamy, Posse Alumna
Joe LaCour, Posse Alumnus
Engy Lamour, Posse Alumna
Eric Lange
Tung Van Lau, Posse Alumna
Maketta C. Lauren, Posse Alumna
Yasmine Laurent
Rashidah Lawson, Posse Alumna
Liz Lo
Carlos Ledesma
Jane Gilman and Donald Leka
Leslie and Lewis Leyew
Barry Levine
Allison and Peter LeVine
Richard Levine
Robert Levine
Tara and Robert Lightbody
Lakan Lightbox, Posse Alumna
Shanta Lindo, Posse Alumna
John Liotti
Jeremiah M. Locquiao, Posse Alumnus
Jamie Lopez, Posse Alumna
Raul Lorenzo
Lauren E. Lugo, Posse Alumna
Caitlyg L. Lundy
Suzanne Lyons
Suzette and David Macey
Rebecca Macey
Elizabeth MacFarlane
Maura Madhuban and Rufus Tureen
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Randy Mahoney
Anika B. Manzoor, Posse Alumna
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The Mangolis Family
Mitchell Marvin
John Markoff
Chris Marquardt
Francheska Marquez
Daniel Marshall
Nathalie Marte, Posse Alumna
Davis Wim Martin
Pedro Martinez, Posse Alumnus
Mohammed H. Masab, Posse Alumnus
Glenn Mason
Suzan Susan
Salome H. Masudi, Posse Alumna
Karen Matts
Herbert A. May III
Andres Mayobre
Cristy McCarthy
Kristin McGinnis, Posse Alumna
Patricia McGinnis
Kate J. McGovern
Teri McMahon
Robert Medow
Liz and Scott Mendel
Roberto Mendez, Posse Alumnus
Robert and Carolyn Meza
Kidas Mezgebu, Posse Alumnus
Diego Millan, Posse Alumus
Graham Miller
Michelle Moezi
Jim Mohr
Lydia Moland
Oscar Monge, Posse Alumnus
Grace Montero, Posse Alumna
Jordan Montgomery
Thea-Jenel B. Moore, Posse Alumna
Theresa Moore
Erika Morales, Posse Alumna
Mark F. Morel
Joshua Morris
Kaylie Morris, Posse Scholar
Dhan Morris
Eric Moskowitz
Marvin Mostow and Joan Kaplan
Paul Murphy
Laura Nardone
Lisbeth Mark and Charles Newman
Jasmine Niemberger, Posse Alumna
Johnathan Nieves, Posse Alumus
Paul Noone
Jason D. Nosrat, Posse Alumnus
Watchen Nyame, Posse Alumna
Michael O'Donnell
Amy O'Keane
Jennifer Oliver
Emilia and Julio Oliveira
Jennifer Orme
Kurt Ostrow
Gary Ott
Nana A. Otutua-Amoah, Posse Alumna
Curtis Owens
Debra and David Palay
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Elizabeth Libby and Carey W. Parker
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Sanjay Patel
Catherine Patinella
Ronna and Barry Paul
Patricia Pena, Posse Alumna
Dave Persaud
Richard Pentecost
Paolo Pepe, Posse Alumnus
Lisa and John Popoon
Elsiee Peralta, Posse Alumna
Katherine D. Perez, Posse Alumna
Jeffrey Wentworth and Anna R. Pergolizzi-Wentworth, Posse Alumna
John and Laura Perkins
Judith Perlin
Alekander Perpilaj
Eric Peterson
Ned K. Peterson
Jeff Petrea
Anthony and Dorothy Petrukolakis
Pfizer Foundation Matching Gifts Program
Joanne Pfum
Melissa Phneus, Posse Alumna
Valeire Pierre, Posse Alumna
Jackey Priola, Posse Alumna
Erick Quintero, UCLA Posse 1 Alumnus
Mr. and Mrs. Thomas Quistberg
Jisyu Raju, Posse Alumna
Arjun Ramna, Posse Alumnus
Marjorie Ramirez, Posse Alumna
Jennifer Ramos, Posse Alumna
Stan Ramsey
Robert and Patricia Ranney
Karen Ray
Ronald Redd
Jessica L. Redon, Posse Alumna
Maria L. Reeves
Anton Reuben, Posse Alumnus
Glads Reyes, Posse Alumna
Justin Riopelle, Posse Alumnus
Carissa Rios, Posse Alumna
Carlos Rivera, Posse Alumnus
Jose Rivera, Posse Alumus
Anajah L. Roberts, Posse Alumna
Dr. Taver Robbins, Posse Alumnus
Kerry E. Rodgers
Darwin Rodriguez, Posse Alumna
Juliana Rodriguez, Posse Alumna
Ricardo Rodriguez, Posse Alumna
Michael D. Rome, Posse Alumna
José Rosario, Posse Alumnus
Sandra Rosario
Alexander Rose
Mia Raul and Dan Rosenbaum
Lindsay Rosenfeld
Hannah L. Roth, Posse Alumna
Thomas Rowland
Jerry Runge
Michelle Rupprecht
Gideon Ansell and Mary Rutzky
Julia Ryan, Posse Alumna
Kelvy Ryan
Syliva Sadak, Posse Alumna
Ginette Sampaivel, Posse Alumna
Nadya Salcedo
Farzana Saloom
Stephanie Salerno
Julia Salgado-Fernandez
Catherine and Don Salige
Trudy Salvador
Maryan S. Samson, Posse Alumna
Sam Samari
Joshua M. Sanchez, Posse Alumnus
Candace and Ricardo Sanchez
Nedra Sanford, Posse Alumna
Aysea Sargent, Posse Alumna
Audiee Scarlett, Posse Alumna
Soren Scharf
Elizabeth and Sidney Schenker
Linda and Robert Schiel
Tiffany Schifter, Posse Alumna
Ed Schetter
IN KIND

Alphagraphics  
Alston & Bird LLP  
Arnold & Porter LLP  
Bank of America  
Bank of America Merrill Lynch  
Luciano Batista, Posse Alumna  
Lee Black, Owner of Black Hill Farms and Family Vineyards  
Hilland, CA  
bliss  
Boka Restaurant Group  
Harvey Borkin  
Boston Teacher Residency  
Brookfield Office Properties  
Brooklyn Bagel Bakery  
Diane and William Bund  
Burger King Corporation  
Cartfact, 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  
DEA 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 Karon  
Kate Spade New York  
Kenmare Catering & Events  
King & Spalding LLP  
Live Nation Entertainment  
Los Angeles Dodgers  
Marlowe  
Barbara and Richard Motzler  
Morgan Lewis & Bockius LLP  
My Best Friend’s Closet  
NBC Universal  
Neiman Marcus Northbrook  
Nestle 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 Brett 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.  
Tuohey, Richardson, and Burton, LLC  
Viacom  

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 year.

Anonymous (2)  
The AMG Foundation  
Carrie and Kelly Barlow  
The Arthur M. Blank Family Foundation  
The Fortin Foundation of Florida, Inc.  
Goldman, Sachs & Co.  
Kelly Granat and Susan Boland  
Pamela and George F. Hamel, Jr.  
Infor  
Michael Kluger and Heidi Greene  
Clarissa and Steven Lefkowitz  
Garrett and Mary Moran  
Anna and Mason Morfit  
Karin and Philip Pead  
Posse Boston Advisory Board  
Larry and Sarahmay Robbins  
Ali and Brad Singer  
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.”

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.”

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.”

Claude Steele

Executive Vice Chancellor and Provost, University of California, Berkeley

“Posse Scholars have experiences and developed skills that are underrepresented in 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.”

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.”

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,”

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.”
“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.”

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.”

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.”

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.”

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.”

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.”

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.”

KATIE COURIC
AWARD-WINNING JOURNALIST AND TV PERSONALITY

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

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

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<tr>
<th>ASSETS</th>
<th>2013</th>
<th>2012</th>
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</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$5,879,353</td>
<td>$4,664,855</td>
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<tr>
<td>Investments</td>
<td>43,549,311</td>
<td>34,092,213</td>
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<td>University fees receivables</td>
<td>2,274,823</td>
<td>2,204,876</td>
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<td>Pledges and other receivables, net</td>
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<td>Prepaid expenses and other assets</td>
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<td>Property and equipment, net</td>
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<tr>
<td>Cash and cash equivalents - permanently restricted</td>
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<td>1,071,841</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$83,385,162</strong></td>
<td><strong>$61,448,540</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$432,237</td>
<td>$395,929</td>
</tr>
<tr>
<td>Deferred rent</td>
<td>574,430</td>
<td>478,300</td>
</tr>
<tr>
<td>Deferred income</td>
<td>1,516,667</td>
<td>1,470,000</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>2,523,334</strong></td>
<td><strong>2,344,229</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>NET ASSETS (a) (b)</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
<td>15,112,706</td>
<td>10,742,810</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>38,042,368</td>
<td>27,054,747</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>27,706,754</td>
<td>21,306,754</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>80,861,828</strong></td>
<td><strong>59,104,311</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOTAL LIABILITIES AND NET ASSETS</th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$83,385,162</strong></td>
<td><strong>$61,448,540</strong></td>
<td></td>
</tr>
</tbody>
</table>

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

#### For the Years Ended December 31, 2013 and 2012

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

#### Supporting and Revenue:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2013</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$3,331,463</td>
<td>$16,004,777</td>
<td>$6,400,000</td>
<td>$25,736,240</td>
<td>$2,632,536</td>
<td>$10,122,129</td>
<td></td>
<td>$12,754,665</td>
</tr>
<tr>
<td>University fees</td>
<td>2,228,333</td>
<td>-</td>
<td>-</td>
<td>2,228,333</td>
<td>2,018,333</td>
<td></td>
<td></td>
<td>2,018,333</td>
</tr>
<tr>
<td>Service fees</td>
<td>171,339</td>
<td>-</td>
<td>-</td>
<td>171,339</td>
<td>67,658</td>
<td></td>
<td></td>
<td>67,658</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>306,031</td>
<td>-</td>
<td>-</td>
<td>306,031</td>
<td>277,848</td>
<td></td>
<td></td>
<td>277,848</td>
</tr>
<tr>
<td>Investment income</td>
<td>686,424</td>
<td>5,324,513</td>
<td>-</td>
<td>6,010,937</td>
<td>1,380,723</td>
<td>3,122,798</td>
<td></td>
<td>4,503,521</td>
</tr>
<tr>
<td>Fundraising events, net of direct benefits to donors</td>
<td>3,416,561</td>
<td>-</td>
<td>-</td>
<td>3,416,561</td>
<td>3,062,246</td>
<td>-</td>
<td></td>
<td>3,062,246</td>
</tr>
<tr>
<td>Net assets released from restrictions (b)</td>
<td>10,341,669</td>
<td>(10,341,669)</td>
<td>-</td>
<td>-</td>
<td>6,861,919</td>
<td>(6,861,919)</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORT AND REVENUE</strong></td>
<td><strong>20,481,820</strong></td>
<td><strong>10,987,621</strong></td>
<td><strong>$6,400,000</strong></td>
<td><strong>37,869,441</strong></td>
<td><strong>16,301,263</strong></td>
<td><strong>6,383,008</strong></td>
<td></td>
<td><strong>22,684,271</strong></td>
</tr>
</tbody>
</table>

#### Expenses:

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2013</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services: Recruitment and training programs</td>
<td>11,918,570</td>
<td>-</td>
<td>-</td>
<td>11,918,570</td>
<td>10,631,345</td>
<td>-</td>
<td>-</td>
<td>10,631,345</td>
</tr>
<tr>
<td>Supporting services: Management and general</td>
<td>2,084,370</td>
<td>-</td>
<td>-</td>
<td>2,084,370</td>
<td>1,693,685</td>
<td>-</td>
<td>-</td>
<td>1,693,685</td>
</tr>
<tr>
<td>Fundraising</td>
<td>2,108,984</td>
<td>-</td>
<td>-</td>
<td>2,108,984</td>
<td>1,797,496</td>
<td>-</td>
<td>-</td>
<td>1,797,496</td>
</tr>
<tr>
<td><strong>TOTAL SUPPORTING SERVICES</strong></td>
<td><strong>4,193,354</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>4,193,354</strong></td>
<td><strong>3,491,181</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>3,491,181</strong></td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>16,111,924</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>16,111,924</strong></td>
<td><strong>14,122,526</strong></td>
<td><strong>-</strong></td>
<td><strong>-</strong></td>
<td><strong>14,122,526</strong></td>
</tr>
</tbody>
</table>

#### Change in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2013</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets - beginning of year</td>
<td>4,369,896</td>
<td>10,987,621</td>
<td>6,400,000</td>
<td>21,757,517</td>
<td>2,178,737</td>
<td>6,383,008</td>
<td></td>
<td>8,561,745</td>
</tr>
<tr>
<td><strong>NET ASSETS - END OF YEAR</strong></td>
<td><strong>$15,112,706</strong></td>
<td><strong>$38,042,368</strong></td>
<td><strong>$27,706,754</strong></td>
<td><strong>$80,861,828</strong></td>
<td><strong>$10,742,810</strong></td>
<td><strong>$27,054,747</strong></td>
<td><strong>$21,306,754</strong></td>
<td><strong>$59,104,311</strong></td>
</tr>
</tbody>
</table>
### The accompanying notes are an integral part of these financial statements.

#### The Posse Foundation, Inc.

**Statements of Cash Flows**

*For the years ended December 31, 2013 and 2012*

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

The Posse Foundation, Inc. is a registered 501(c)(3) organization. Its Federal EIN is 12-6719214. For more information, please visit www.possefoundation.org.
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:
The Posse Foundation, Inc.
14 Wall Street, Suite 8A-60
New York, NY 10005
Board Chair Emeritus Michael Ainslie and Middlebury Posse alumnus Damian Washington.
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Posse started because of one student who said…

“I NEVER WOULD HAVE DROPPED OUT OF COLLEGE IF I HAD MY POSSE WITH ME.”

**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

**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**

**SINCE 1989**

5,570 Scholars  
$688,000,000 in four-year, full-tuition scholarships  
90% persistence and graduation rate

**since 1989**

90% persistence and graduation rate  

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90% persistence and graduation rate
THE ULTIMATE GOAL

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