Genesys Works enables economically-disadvantaged high school students to enter and thrive in the economic mainstream by providing them the knowledge and work experience required to succeed as professionals.

We envision that one day, all students, regardless of their socio-economic background, will have the mindset, behavior, skills, and opportunity to embark and succeed on a path toward professional and life success.
Dear Friends,

2015 was another great year for Genesys Works. I say that not only because we celebrated our 13th consecutive year of growth and impact, but because of the major investments we made in the systems, technology and processes required to support future growth. These infrastructure investments help create efficiencies in our current operations and enable a new model for geographic expansion that will allow us to more rapidly expand into multiple new cities in the years to come.

Other highlights include completing the work necessary to launch a new Genesys Works program in the Greater Washington D.C. area in 2016, our ability to put more than $6.1 million into the pockets of the students we employed, and the completion of our first survey of alumni success in the workplace. This survey, which we will conduct annually, revealed that alums working full-time at least five years after completing our program are earning a median salary of $50,000, a clear indication we’re helping close the opportunity gap for the economically-disadvantaged students we serve. We look forward to sharing more news of student and program success in the months and years ahead.

The theme of this year’s annual report is “Investing in Youth. Inspiring Change.” Thanks to the investments of time and money made by our many school, corporate and donor partners, we have inspired positive and lasting change in the students we train, in the companies where they work, in the schools they attend, and in the communities where they live. I invite you to read more about the changes we are catalyzing in the pages that follow, as I know you will come away inspired as well.

When we look at all that our young professionals have accomplished, it is clear that powerful things happen when we choose to invest in our youth. Working together, we can inspire change in the lives of thousands more students in the coming year. Thank you for being our partners in this important work.

Sincerely,

RALFAEL ALVAREZ
GENESYS WORKS
FOUNDER & CEO
MALACHI TAYLOR
Genesys Works Young Professional and Intern at Hanson Bridgett

"Genesys Works has exposed me to many opportunities and experiences that most kids from Oakland will never get a chance to see. Because of that, I am a living testimony that despite where you come from, you can still be somebody."

INSPIRING CHANGE IN STUDENTS

For low-income high school students growing up with limited resources, the dream of going to college and pursuing a professional career is often just that – a dream.

At Genesys Works, we’re empowering students like Malachi to turn their dreams of career success into lifelong realities. Through comprehensive workplace training, meaningful internships, and supportive coaching, we’re not only helping disadvantaged students see that a professional career is within reach – we’re also arming them with the skills and opportunities that will enable them to achieve their career goals.

In 2015, we directly impacted the lives of 2,071 students nationally. This includes 547 young men and women from the Class of 2015 employed in internships, 872 students from the Class of 2016 trained last summer for current-year internships, and the 652 alums we continue to support through college. The real number of lives changed as a result of our work? Countless, as the success of our young professionals inspires change in all those around them, changing families, changing neighborhoods, and ultimately, changing communities.
Genesys Works is changing the conversation about college and career-readiness as educators increasingly recognize the value of high-quality internships as a tool for bringing rigor, relevance, and supportive relationships into the education system. Working with our school partners, we’re expanding learning beyond the classroom and into the professional workplace. Through intensive training and year-long internships, students develop essential 21st century skills such as communications, collaboration, and problem-solving – all necessary for success in today’s working world. Students are guided and supported in their work by caring adults who connect career interests with post-secondary education and career planning.

Our results speak for themselves. Last year, 100% of Genesys Works interns graduated from high school and were accepted to college, with 94% of students enrolling in college in pursuit of their career goals. This is real change. This is real impact. This is what inspires us to do more.
MICHAEL HEDGES
Chief Information Officer, Medtronic

“Partnering with Genesys Works is a win-win. Students get hands-on corporate experience, help solve real problems, and see first-hand what a career in IT is like. The benefits to Medtronic are significant, too – students report to their internships with enthusiasm and a hunger to learn. They bring a fresh perspective as digital natives who never knew a world without the World Wide Web.”

INSPIRING CHANGE IN BUSINESS

Our programming has a transformational impact on the lives of the students we serve – but it’s often matched by the changes we are inspiring at our partner companies.

Yes, companies benefit from the work our young professionals perform each day as valued team members. But the real impact stems from companies engaging as true partners as we prepare today’s youth for tomorrow’s workforce. Working together, we’re redefining the student internship model, creating impactful mentoring and leadership development opportunities for staff, and developing a robust pipeline of diverse talent capable of driving the economic success of our business community for years to come.

The change experienced by corporate partners is often far more personal. It’s the supervisor, the co-worker, the corporate executive who sees first-hand the positive impact they’ve had on a young person. By changing the lives of others, they soon discover the life most changed is their own.
Every community has unique characteristics that set it apart. Yet, social problems often persist in communities because effective solutions don’t exist, are expensive, or are politically-charged. Genesys Works is changing that paradigm. Our cost-effective, largely self-sustaining program delivers proven results by utilizing an “all-win” business model.

We know how empowering a job can be. And we’ve seen the magic that happens when a student’s motivation is matched with a real opportunity. This magic is what’s at the heart of our program. By connecting youth to the right opportunities and support at the right time, Genesys Works enables more urban teens to break the cycle of poverty and join the economic mainstream. In doing so, we’re closing the educational achievement and economic opportunity gaps currently challenging our communities, making our cities a better place to live and work for all.
2015 BY THE NUMBERS

**OUR STUDENTS**
- 96% Students of color
- 90% Qualify for free or reduced lunch
- 872 Students in summer training
- 2,071 Total students served

**OUR PROGRAM**
- 8 Weeks of workplace readiness training
- 616,600 Hours worked
- 179 Corporate partners
- 100% College access
- 652 Alumni receiving college support

**OUR IMPACT**
- 94% Enrolled in college
- 79% Graduated or persisting in college
- $6,127,700 Earned by interns
- $50k Median earnings of employed alumni*

*Based on survey results for alumni not in college 5+ years after Genesys Works
FINANCIAL REPORT

<table>
<thead>
<tr>
<th>INCOME STATEMENT (UNRESTRICTED)</th>
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<th>2014</th>
<th>2015*</th>
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<td><strong>EXPENSES</strong></td>
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**BALANCE SHEET**

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<td>Other Current Assets</td>
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<td>Property &amp; Equipment (Net)</td>
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<td>313,959</td>
<td>490,144</td>
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<td>Total Assets</td>
<td>$6,970,140</td>
<td>$9,208,704</td>
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<th>2014</th>
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<td>$576,759</td>
<td>$751,069</td>
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| Unrestricted Net Assets         | $3,205,467 | $4,856,099 | $7,028,260 |
| Temporarily Restricted Net Assets | 3,187,918 | 3,601,536 | 1,486,871 |
| Total Net Assets                | $6,393,385 | $8,457,635 | $8,515,131 |

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<th>TOTAL LIABILITIES AND NET ASSETS</th>
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<th>2014</th>
<th>2015</th>
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<td>$6,970,140</td>
<td>$9,208,704</td>
<td>$9,263,260</td>
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* UNAUDITED

**EXPENSE BREAKDOWN**

- 14.4% General & Administrative
- 42.9% Student Wages
- 34.6% Program Expenses
- 8.1% Fundraising

**INCOME AND EXPENSE GROWTH**

- Contributions
- Earned Income
- Total Income

**2015 ANNUAL REPORT**

- **MILLIONS**
The partnerships between Genesys Works and its corporate partners are at the heart of our program’s success. We want to recognize the Top 100 of our 179 corporate partners for the life-changing opportunities they have provided to our current class of young professionals.
OUR FINANCIAL SUPPORTERS

1,000,000+
- AT&T
- The Jenesis Group

250,000+
- Google.org
- Greenlight Fund

100,000+
- Anonymous
- A Better Chicago
- Houston Endowment
- JPMorgan Chase Foundation
- Peery Foundation
- Rockwell Fund
- Salesforce.org
- Tipping Point Community
- USA Funds

50,000+
- Accenture
- The Brown Foundation
- Chick-fil-A Foundation
- Ron Conway Family Foundation
- Michael & Susan Dell Foundation
- Dell Corporation
- Wayne Duddlesten Foundation
- John Eckel Foundation
- Garrett Family Foundation
- Halliburton
- PG&E
- PwC
- Saint Paul Foundation
- Travelers Foundation
- WEM Foundation
- Beim Foundation
- Best Buy Foundation
- CFP Foundation
- Pat Clynes
- Creating IT Futures Foundation
- Deluxe Corporation
- Donaldson Foundation
- Ecolab Foundation
- Ray and Karina Elias
- Enbridge Energy Partners, L.P.
- Ernst & Young L.L.P.
- Finnegan Family Foundation
- Forsythe
- GIVING WoMN
- Thomas Gleitsman
- George & Mary Josephine Hamman Foundation
- Hardenbergh Foundation
- Albert & Ethel Herzstein Charitable Foundation
- IBM
- Inspyre
- LinkedIn Foundation
- Marbrook Foundation
- Mardag Foundation
- Maria Martinez
- John P. McGovern Foundation
- McNeely Foundation
- Medica
- Minnesota Department of Employment and Economic Development
- Edward & Helen Oppenheimer Foundation
- Patterson Companies
- Eric Patton
- Plains All American Pipeline
- Richard M. Schulze Family Foundation
- Service Corporation International
- Marc and Jeri Shapiro Family Foundation
- SIM – Houston
- The Simmons Foundation
- Skyhigh Networks
- Dan Steinman
- University of Chicago Williams
- WGN Radio Neediest Kids Fund, a McCormick Foundation Fund

5,000+
- Anonymous
- Aeritae Consulting
- Rafael and Stephanie Alvarez
- Evelyn and Frank Angelle
- Crystal Ashby
- Avaya
- Best Buy Corporation
- Blue Cross and Blue Shield of Minnesota
- Boardwalk Pipeline Partners
- Boston Scientific Foundation
- Buckeye Partners
- CenterPoint Energy
- Comerica
- Community Health Choice
- Roberto and Claudia Contreras
- Credit Suisse
- Deluxe Corporation Foundation
- Christopher Dixon
- Donaldson Company, Inc.
- Barbara Duganier
- John and Maureen Graf
- Adam Heckman
- Hines
- JAMF Nation Global Foundation
- Myrtle Jones
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OUR FINANCIAL SUPPORTERS (CONTINUED)

Select Comfort
David Shatto
SolidFire
Jesus Soto, Jr.
Phil and Lynne Sprick
Matthew Steinmetz
William Stewart
    In honor of Perry Dyke, Mark
    Jackson and Karen Hagberg,
    Cheston Simmons
Nikki Stiller
Don Sweeney
Katherine Tamer
Trustmark
Urban Partnership Bank
Valspar
Scott and Sarah Van Beck
Virteva

500+
Avanade
Hector and Gaby Avellaneda
Barrington Motor Sales RV
Garret Bean
Marc Blakeman
Patrick Corrigan
Scott Coulter
Sarah Davies Crane
Chris Cupp
Mark and Andi Cupp
Michael and Stacy Finlon
Jane Freeman
Geneva Investment Management
Tiffany Harris
Christopher Hiller
Timothy Holcer
Scott and Cara Hull
Integrhythm
Margarita Jannasch
Robert Katz
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