This year, nearly 1,000 students were either in training or completed their internships. This is more than the total number of students we trained in our first 9 years.

Working at over 150 corporations, our interns earned nearly $4M in wages. Ninety-five percent of last year’s alumni are now in college. Over the last 6 years, 80 percent of our interns have graduated or are still persisting in higher education.
DEAR FRIENDS,

“Genesys Works is the reason I wake up every day with a purpose.” These words come from Luis, a young professional who immigrated to the US in search of an education that was not available in his impoverished home country of Honduras. What he found here were paved streets and modern classrooms, but they were filled with unmotivated and disengaged students. He could have followed the drug dealing path of many of his classmates but instead chose opportunity. With confidence, marketable skills, and a meaningful internship at a world-renowned technology company, he found that success in the economic mainstream was no longer someone else’s reality, it was his reality.

My purpose for waking up every day is for students like Luis, who would have never imagined themselves prepared for, or even worthy of, a professional career. Since 2002, our team has helped Luis and many others break through barriers, end the cycle of poverty in their families, and become contributors to our society.

As we reflect back on 2013, we saw record-breaking growth in each of our existing sites located in Houston, the Twin Cities, and Chicago, and we enjoyed the successful launch of our fourth site in the Bay Area, serving students in San Francisco and Oakland. This year, nearly 1,000 students were either in training or completed their internships. This is more than the total number of students we trained in our first nine years combined.

Genesys Works has proven to bridge the divide between the corporate and education sectors, which enables us to address our economy’s workforce gaps. Our trained students add value to our country’s economic well-being and the corporations who engage them while also changing the trajectory of their lives. More than 95 percent of our students continue onto college, and 80 percent of our graduates from the last six years have either finished their degrees or are still persisting in higher education.

Without your steadfast support, we would not be able to change the trajectory of life for Luis and others like him. We are deeply grateful to you for helping give our students purpose and opportunities to achieve new realities. Thank you so much for joining our mission.

Rafael Alvarez
Founder & CEO
WHO, WHAT, & WHY

ACCEPTANCE
Genesys Works partners with high schools serving primarily low-income students.
Grades are not a requirement for applying to Genesys Works, and students are often on track for graduation but unclear about next steps.

SUMMER TRAINING
Students train for 8 weeks on professional and technical skills to prepare for year-long corporate internships.
In the process, they establish a new network of like-minded friends.

PAID CORPORATE INTERNSHIP
During their 12-month senior-year internship, young professionals do meaningful corporate work.
By exposing students to broader experiences, they transform into young professionals.

COLLEGE & CAREER CONNECTION
Young professionals return to our offices for weekly guidance in career planning, college access, and financial aid.
The transformation from high school student to young professional and college student is extraordinary.
OUR IMPACT IN 2013

- **634** Students began training
- **490** Young professionals completed training and began internships
- **333** Alumni completed internships (started prior year)
- **$4,000,000** Wages earned by young professional
- **158** Corporate partners
- **91** School partners
- **95%** Graduates went on to college

Our history shows that 80% or more will persist.
“In spite of my past, the opportunity Genesys Works has given me has opened my eyes to show me that I am capable of achieving anything I set my mind to.”

JARNE | INTERN AT BROCHSTEINS
2013 continued at a rapid pace in Houston. We increased the number of interns placed by 15% to a record 194 and welcomed our new Executive Director, Marian Davenport. With the support of JPMorgan Chase Foundation, The Fondren Foundation, and Houston Community College, we also opened a training center in the Westside Energy Corridor. Looking back over our 12-year history, Genesys Works has impacted the lives of 1,400 Houston-area high school students!

“In 2013, Forbes Magazine named Houston America’s next greatest city, and the Kinder Institute for Urban Research at Rice University recognized the city’s job market as one of the strongest in the country. Genesys Works is proud to partner with over 65 major corporations in Houston, to provide Houston’s youth a pathway to participate in our city’s great future.”

MARIAN DAVENPORT
EXECUTIVE DIRECTOR

STUDENTS TRAINED

FINANCIALS

SCHOOL PARTNERS

“Our Genesys Works young professionals are more confident in the classroom and have a sense of self-worth and motivation in regards to not only their job performance, but also their performance in the classroom. These students have brought about a positive shift in culture on our campus and the transformations within these students have been noticed by their families, peers, and administration.”

LAUREN GARCIA
PRACTICUM IN BUSINESS MANAGEMENT PROGRAM COORDINATOR
WESTSIDE HIGH SCHOOL
“Genesys Works has put me on the right path in life. I never thought I could work for a Fortune 500 company and am very proud of myself.”

YENG | INTERN AT WELLS FARGO
From 11 students in the entire program in our inaugural year to 27 students interning at just one client in 2013, this year was a tribute to the commitment the Twin Cities business community has made to seeing more low-income young people achieve success after high school. With equal numbers of students training in Minneapolis and Saint Paul, we are making a difference across the entire metro area.

“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. I am so proud to be a part of a community that recognizes the importance of developing our future leaders.”

JEFF TOLLEFSON
EXECUTIVE DIRECTOR

FINANCIALS

```
<table>
<thead>
<tr>
<th>Year</th>
<th>TOTAL EXPENSES</th>
<th>EARNED INCOME</th>
<th>CONTRIBUTED INCOME</th>
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</thead>
<tbody>
<tr>
<td>2011</td>
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<td>$1.5M</td>
<td></td>
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<tr>
<td>2012</td>
<td>$2.4M</td>
<td>$2.2M</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>$3.2M</td>
<td>$3.3M</td>
<td>$408K</td>
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</table>
```

SCHOOL PARTNERS

- Al-Amal School
- Anoka High School
- Blaine High School
- Bloomington Kennedy High School
- Brooklyn Center High School
- Burnsville Senior High School
- Champlin Park High School
- Columbia Heights High School
- Coon Rapids High School
- Creative Arts High School
- Eden Prairie High School
- Edina High School
- Heritage Academy
- Higher Ground Academy
- Intermediate District 287
- Irondale High School
- Lakeville North High School
- Minneapolis Edison High School
- Minneapolis Henry High School
- Minneapolis Patrick Henry High School
- Minneapolis Roosevelt High School
- Minneapolis South High School
- Minneapolis Washburn High School
- Open World Learning Community
- Park Center High School
- Richfield High School
- Robbinsdale Armstrong High School
- Robbinsdale Cooper High School
- Roseville Area High School
- Saint Louis Park High School
- Saint Paul Central High School
- Saint Paul Como Park High School
- Saint Paul Gordon Parks High School
- Saint Paul Harding High School
- Saint Paul Highland Park High School
- Saint Paul Humboldt High School
- Saint Paul Johnson High School
- Saint Paul Washington Technology Magnet School
- Ubah Medical Academy

“These students come to school each day professionally dressed, focused on getting good grades and working towards their goal of a college education. They are truly proud to be part of Genesys Works and take seriously their roles as student ambassadors.”

DAN WROBELSKI
PRINCIPAL, COLUMBIA HEIGHTS SCHOOL
“I will be someone in life and I will make a difference. Today I’m confident and I’m not ashamed of who I am and where I came from thanks to Genesys Works.”

JESSICA | INTERN AT TRANSUNION
In 2013, we saw impressive growth of over 40%. In addition to adding an accounting program, we realized all-time highs in the number of students served, client partnerships, and school partnerships. These successes gained the attention of the Chicago community, and we were honored to be included as a grantee of the Invest for Kids conference, which recognizes leading Chicago-area institutions providing services to local youth. Through our relationship with the Chicago Public Schools, a major policy reevaluation will, for the first time ever, allow students from any traditional public school in Chicago to be eligible to participate in the Genesys Works program.

“Building on the success of last year, Genesys Works - Chicago looks forward to continuing to serve as a bridge between our education system and Chicago businesses. The impact of an organization like ours, working jointly with the education and business communities, can have a transformational impact on the lives of the students we serve.”

ERIC PATTON
EXECUTIVE DIRECTOR

STUDENTS TRAINED

2010 2011 2012 2013

32 69 71 104

FINANCIALS

2011 2012 2013

$733K $380K $418K $1.0M $1.0M $1.3M $1.0M $507K

TOTAL EXPENSES EARNED INCOME CONTRIBUTED INCOME

SCHOOL PARTNERS

Benito Juarez Community Academy High School
Bronzeville Scholastic Institute
Chicago Math and Science Academy
Chicago Talent Development Charter High School
Chicago Tech Academy
Chicago Virtual Charter School
Marie Sklodowska Curie Metropolitan High School
Paul Laurence Dunbar Career Academy
EPIC Academy Charter High School
Gurdon S. Hubbard High School
Instituto Health Sciences Career Academy
Percy L. Julian High School
Thomas Kelly High School

John F. Kennedy High School
Muchin College Preparatory High School
North Lawndale College Preparatory Charter High School
North Lawndale College Preparatory Charter High School-Christiana Campus
North Lawndale College Preparatory Charter High School-Collins Campus
Perspectives Charter School-Joslin Campus
Ricker Naval Academy
Theodore Roosevelt High School
Carl Schurz High School
VOISE Academy High School
Walter H. Dyett High School
Whitney Young Magnet High School

“Over the year that my students are in Genesys Works internships, I see them mature so much. It teaches them responsibility, and it opens them up to new possibilities for their future. Students who didn’t seem to have much direction before are now talking about applying to colleges – and not just applying, but already considering what major they want to pursue in order to continue their career.”

MARTA DMYTROW
INFORMATION TECHNOLOGY TEACHER
GURDON S. HUBBARD HIGH SCHOOL
“We stand here today as a part of history. My fellow interns and I represent the very first class in the Bay Area.”

JONATHAN AND KATERYN | INTERNS AT SALESFORCE.COM
We are proud to welcome our fourth and newest site, Genesys Works - Bay Area. We opened our doors in downtown San Francisco in March, launched our first class of interns over the summer, and kicked off an extensive five-year evaluation study in the fall. In October, we were excited to welcome more than 150 family members, corporate partners, school officials, and community leaders to our inaugural Breaking Through ceremony at the St. Regis Hotel, with renowned angel investor Ron Conway as the keynote speaker.

“The Bay Area has long been known as an innovation epicenter, with a culture that embraces both social good and financial growth. We are delighted and grateful to have been welcomed by schools, businesses, and communities as vibrant partners in the development of a professional workforce for the future.”

PETER KATZ
EXECUTIVE DIRECTOR

<table>
<thead>
<tr>
<th>FINANCIALS</th>
<th>2013</th>
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<tbody>
<tr>
<td>TOTAL EXPENSES</td>
<td>$633k</td>
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<tr>
<td>EARNED INCOME</td>
<td>$551k</td>
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<tr>
<td>CONTRIBUTED INCOME</td>
<td>$111k</td>
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</table>

19 YOUNG PROFESSIONALS COMPLETED TRAINING & BEGAN MEANINGFUL INTERNSHIPS

6 SCHOOL PARTNERS

9 CORPORATE PARTNERS

$53,000 WAGES EARNED BY YOUNG PROFESSIONALS IN FIRST 3 MONTHS

FOUNDING CORPORATE PARTNERS

- Accenture
- City & County of San Francisco
- Gensler
- Kirkland & Ellis
- McKesson Corporation
- Pacific Gas & Electric Company
- Salesforce.com
- Skidmore, Owings & Merrill
- Triton Container International

FOUNDING SCHOOL PARTNERS

- Abraham Lincoln High School
- Gateway High School
- George Washington High School
- Oakland High School
- Oakland Technical High School
- Sojourner Truth Independent Study

“Genesys Works made a real and noticeable difference in the students that participated. They’re more engaged, more focused, and talk about it to all their friends. We can’t wait for next year.”

BARNABY PAYNE
PRINCIPAL, ABRAHAM LINCOLN HIGH SCHOOL
THANK YOU TO OUR 2013 CORPORATE PARTNERS WHO MAKE OUR WORK POSSIBLE.
**GENESYS WORKS TRULY APPRECIATES OUR GENEROUS PHILANTHROPIC PARTNERS.**

<table>
<thead>
<tr>
<th>Amount</th>
<th>Organization(s)</th>
</tr>
</thead>
</table>
| $250,000+ | Houston Endowment  
|          | New Profit                                                                      |
| $100,000+ | Accenture  
|          | AT&T  
|          | Creating IT Futures Foundation, Inc.  
|          | The Foshee Family Charitable Fund  
|          | Greenlight Fund  
|          | Invest For Kids  
|          | Jenesis Group  
|          | JPMorgan Chase  
|          | Pacific Gas and Electric Company  
|          | Rockwell Fund  
|          | TG  
|          | Tipping Point Community |
| $50,000+  | The Brown Foundation, Inc.  
|          | Dell Giving  
|          | The Fondren Foundation  
|          | F.R. Bigelow Foundation  
|          | Garrett Family Foundation  
|          | The John R. Eckel, Jr. Foundation  
|          | The Saint Paul Foundation |
| $25,000+   | Anonymous  
|          | Dynegy  
|          | Jay and Rose Phillips Foundation  
|          | M.D. Anderson Foundation  
|          | Marcle Foundation  
|          | Peery Foundation  
|          | The Powell Foundation  
|          | Sysco Corporation  
|          | Theta Charity Antiques Show  
|          | WEM Foundation |
| $10,000+   | 3M Foundation  
|          | Albert Herzstein Charitable Foundation  
|          | Anonymous Foundation  
|          | Cameron  
|          | Citgo Petroleum Corporation  
|          | The Clayton Fund  
|          | ConocoPhillips  
|          | Ron Conway Family  
|          | Ecolab Foundation  
|          | Carter and Susan Emerson  
|          | Enbridge  
|          | Finnegan Family Foundation  
|          | George & Mary Josephine Hamman Foundation  
|          | Halliburton  
|          | Harris County Department of Education  
|          | The Harvey & Patricia Houck Foundation  
|          | Jeffrey J. Hinck  
|          | Jackson Pacific Ventures  
|          | John P. McGovern Foundation  
|          | Kane Foundation  
|          | Kirkland & Ellis Foundation  
|          | Marbook Foundation  
|          | Eric and Karen Patton  
|          | Sauer Children’s Renew Foundation  
|          | Service Corporation International  
|          | TransCanada  
|          | Travelers Foundation  
|          | WGN Radio Neediest Kids Fund  
|          | Williams  
|          | Youthprise |
| $5,000+    | Ahmad, Zavitsanos, Anaipakos, Alavi & Mensing P.C.  
|          | American General Life Companies, LLC  
|          | Boardwalk Pipeline Partners  
|          | CFP Foundation  
|          | Community Health Choice, Inc.  
|          | Copano Energy  
|          | Deluxe Corporation Foundation  
|          | Devon Energy  
|          | Dickson-Allen Foundation  
|          | Barbara Duganier  
|          | Charles and Denise Hazen  
|          | Kinder Morgan Foundation  
|          | Marshall Milligan  
|          | National Business Development Association  
|          | Bruce Northcutt  
|          | Peoples Gas Light and Coke Co.  
|          | Reliant Energy Charitable Foundation  
|          | Spectra Energy  
|          | Strake Foundation  
|          | Jeff and Jennie Tollefson  
|          | Union Pacific Foundation  
|          | Jeffrey Warren  
|          | Wells Fargo  
|          | Youths’ Friends Association Inc.  
|          | AAMA  
|          | Anonymous (3)  
|          | CenterPoint Energy  
|          | Edward and Helen Oppenheimer Foundation  
|          | Houston A+ Challenge  
|          | Jim and Lisa Gibson  
|          | Mike Jones  
|          | Myrtle Jones  
|          | Donald and Allyson Laackman  
|          | Thomas Nolan  
|          | Northern Trust  
|          | Michael Preston  
|          | Jesus Soto  
|          | Hugh J. Zimmer |
$1,000+
Albright Foundation
Rafael and Stephanie Alvarez
Anonymous (2)
Beirne Foundation
Blue Cross Blue Shield of Minnesota
Brad Breau
Jonathan Caforio
Marian Davenport
Twila H. Day
Earth Share
Equity Office Properties
Michael Hedges
Jerold A. and Ruth Heckman Family Foundation
KBR
Craig Kabbes
Mohit Kapoor
Margaret Krendl
Lantern Partners
Jennifer McGrath
Medica Co.
Thomas Meyers
Microsoft Matching Gifts Program
Joe Osborne
Joshua R. Reiner
Michael and Mary Lynn Rusinko
Soran Foundation
United Space Alliance
Walter P. Moore
Patricia Werhane
York Solutions

$500+
Anonymous
Marc Blakeman
Andre Best
Blue Cross Blue Shield Association
Matthew and Ashley Bykowski
Jesse Carrillo
Tracy Carmen-Jones
Teresa Christenson
Roberto Contreras
Timothy Costigan
Sarah D. Crane
Ellen Z. Darling
Myra Davis
Aarti Dhupelia
Brian Driscoll
Brian Fabes
Jane C. Freeman
Shelley Garner
Michael Schaffner and Bridget Hamblin
Philip Hazen
Nick Hernandez
Houston Marathon Committee, Inc.
David Gregory Kanter
Mushahid and Misty Khan
Tim Klegin
Peter Katz and Meg Marks
Michael and Kathryn Moody
Puthan Madhom Narayan
Craig C. Pratt
Nicholas and Thomasine Pantazis
Spiro and Harriet Pappas
Ernest and Marietta Pekmezaris
Roger Rolke
Gordon Rose
Joe and Jane Smith
Marcia Verret
Victus Ventures/Lasco Enterprises

$250+
Anonymous
Matt Ammentorp
Veronica Anderson
Anonymous
Brent Bair
Phil Barton
Vince Bernardin
Trent D. Bernatz
Melinda Chernosky
Christopher Claus
John Conlin
Charles Cook
Michelle Cook
Cutters Inc.
Jack Craven
Harun and Laura Durudogan
John Eiffert
Larry Dean Evans
Ron Hadley
Jacob and Kristie Helgeson
Gloria Herman
Anne Hobbs
Vicki Hood
Scott C. Hull
Terry Janis
David G. Kretsch
Brian Landrum
Jeff Mader
John McGlaughlin
Gerald M. McIntosh
Jonathan K. Menegay
Deb Morris
Chris Mortonson
Gary and Louise Moss
Kimberly and Keith Norbie
Russell Pavalak
Elizabeth Rafferty
Schwab Charitable Fund
Steve Sidney
Charles A. Smith
Gary Spears
Richard J. Spicuzza
Donna Steadman
Roger and Lisa Stephens
Arshele Stevens
Bryce Tawney
Paul Taylor
Scott Van Beck
Frank Vlanakos
Target Corporation started with just two students in 2011 and this year has 27 students. To me, the Genesys Works program represents a near perfect trifecta win: students win as they develop the confidence they can succeed in Corporate America; partner companies win by developing the next generation of IT resources; and communities win as the program helps to close our region’s education and economic achievement gaps.

DAN HERNANDEZ | SENIOR GROUP MANAGER AT TARGET TECHNOLOGY SERVICES
WE THANK OUR BOARD MEMBERS FOR THEIR TIRELESS WORK AND STEADFAST SUPPORT.

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FOUNDER & CEO, GENESYS WORKS
CARTER EMERSON
OF COUNSEL, KIRKLAND & ELLIS
SCOTT GARRETT
SENIOR OPERATING PARTNER, WATER STREET HEALTHCARE PARTNERS
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SUPERINTENDENT, HOUSTON INDEPENDENT SCHOOL DISTRICT
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PRESIDENT, BRIDGECAPITAL
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MARIAN DAVENPORT
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SENIOR VICE PRESIDENT, PACIFIC GAS & ELECTRIC COMPANY
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EXECUTIVE DIRECTOR, GENESYS WORKS - BAY AREA

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CHIEF INFORMATION OFFICER, MEDTRONIC
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EXECUTIVE DIRECTOR, GENESYS WORKS - TWIN CITIES

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TONY SMITH
EXECUTIVE DIRECTOR, THE W. CLEMENT & JESSIE V. STONE FOUNDATION
JESUS SOTO
SENIOR VICE PRESIDENT, PACIFIC GAS & ELECTRIC COMPANY
PETER KATZ
EXECUTIVE DIRECTOR, GENESYS WORKS - BAY AREA
“I believe that, for our students, this experience is a paradigm shift. We are not only motivating them to believe in a bright future for themselves, we are giving them the opportunity to be phenomenal and learn from people who embody the success they envision.”

CLAUDIA | PROGRAM COORDINATOR AT GENESYS WORKS CHICAGO
On behalf of our team, we thank our philanthropic supporters, corporate and school partners, champions, students, and families for helping us change the trajectory of life for the youth whom we so proudly serve.
CONSOLIDATED FINANCIALS

INCOME

<table>
<thead>
<tr>
<th></th>
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<th>2012</th>
<th>2013</th>
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<td>Contributed Income</td>
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<td>3,910,464</td>
<td>5,991,701</td>
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<td>Earned Income</td>
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<td>5,948,479</td>
<td>7,601,330</td>
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<td>Total Income</td>
<td>7,794,340</td>
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EXPENSES

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<td>Program Expenses</td>
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<td>General and Administrative</td>
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<td>454,952</td>
<td>1,501,527</td>
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<td>Marketing and Fundraising</td>
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<td>649,486</td>
<td>655,503</td>
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<td>Total Expenses</td>
<td>6,587,554</td>
<td>8,608,545</td>
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<td>Change in Net Assets</td>
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ASSETS

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<tr>
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<td>Cash and cash equivalents</td>
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<td>1,859,098</td>
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<td>Accounts receivable, net</td>
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<td>1,527,268</td>
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<td>Pledges receivable, net</td>
<td>939,616</td>
<td>713,463</td>
<td>3,227,594</td>
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<td>Prepaid expenses and other assets</td>
<td>35,394</td>
<td>44,329</td>
<td>64,086</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>283,359</td>
<td>327,346</td>
<td>326,133</td>
</tr>
<tr>
<td>Total Assets</td>
<td>3,029,679</td>
<td>3,903,463</td>
<td>7,126,124</td>
</tr>
</tbody>
</table>

LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lines of credit</td>
<td>400,000</td>
<td>—</td>
<td>150,000</td>
</tr>
<tr>
<td>Accounts payable</td>
<td>104,831</td>
<td>104,731</td>
<td>125,780</td>
</tr>
<tr>
<td>Accrued expenses and other liabilities</td>
<td>302,131</td>
<td>325,617</td>
<td>266,050</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>806,962</td>
<td>430,348</td>
<td>541,830</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>2,222,717</td>
<td>3,473,115</td>
<td>6,584,294</td>
</tr>
<tr>
<td>Total Liabilities and Net Assets</td>
<td>3,029,679</td>
<td>3,903,463</td>
<td>7,126,124</td>
</tr>
</tbody>
</table>

CONSOLIDATED EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>STUDENT PROGRAM</td>
<td>6%</td>
<td>14%</td>
<td>79%</td>
</tr>
<tr>
<td>GENERAL AND ADMINISTRATIVE</td>
<td>79%</td>
<td>6%</td>
<td>14%</td>
</tr>
<tr>
<td>MARKETING AND FUNDRAISING</td>
<td>6%</td>
<td>14%</td>
<td>79%</td>
</tr>
</tbody>
</table>

CONSOLIDATED INCOME

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL EXPENSES</td>
<td>$6.6M</td>
<td>$4.6M</td>
<td>$7.6M</td>
</tr>
<tr>
<td>EARNED INCOME</td>
<td>$3.2M</td>
<td>$5.9M</td>
<td>$10.5M</td>
</tr>
<tr>
<td>CONTRIBUTED INCOME</td>
<td>$3.9M</td>
<td>$8.6M</td>
<td>$6.0M</td>
</tr>
</tbody>
</table>
**FACT:**
Thanks to our earned income model, 75% of all expenses were funded by the fees corporations pay for interns.

**IMPACT:**
As a recognized leader in the new social enterprise space, every $1 donated to Genesys Works enables us to spend $4 on our mission.