OUR MISSION

is to provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.
Students growing up in underserved communities often don’t know what career opportunities exist, nor do they realize that a professional career is attainable, putting them on a lifelong path of underemployment and unable to reach their true potential. In addition, the disparity between what students are taught in the classroom and what’s needed for success in the workplace continues to widen, exacerbating the challenges faced by many of today’s youth. This skills gap, coupled with inequitable access to professional career opportunities for those in the lower socio-economic tiers, creates division in the job market and impairs economic mobility for those that need it most.

Closings these skills and opportunity gaps is an urgent economic and social imperative. It is estimated that 65% of all jobs in the U.S. require some postsecondary education and training, yet millions of youth are not on the path to obtain postsecondary education nor are they connected to the workforce, equating to the taxpayer burden of $93 billion annually in lost revenues and increased social services. It is clear that much work needs to be done to close our nation’s educational achievement and economic opportunity gaps.

With our partner network of schools, businesses, and funders who recognize the importance of youth career-readiness, Genesys Works is tackling these problems head-on.

By giving students the opportunity to succeed in a professional work environment while still in high school, we can spark interest in new career possibilities, empower students to achieve career success, and help them attain sustainable economic futures.

We achieve our mission through a proven core program model that includes:

- **Professional and essential skills training** over the course of 8 weeks before the senior year of high school.
- **12-month paid internship** where students work 1,000 hours in a professional job while in high school, earning on average $15,000.
- **One-on-one mentoring** from staff, supervisors and workplace colleagues.
- **College and career coaching** on postsecondary options and career pathways.
- **Alumni support** through college and into the workforce.

But we don’t do this alone. Each of you, whether a funder, supervisor, teacher, or business leader, plays an integral role in helping to change the trajectory of life for our young professionals.

Together, we are catalyzing meaningful change in the lives of our students, their families, and the communities we serve. Thank you for being our partners in this important work.

---

The Bay Area symbolizes so much that is good about America – ingenuity, creativity, and promise. However, the path to success is rocky for many young people growing up here. While talent is distributed equally across this great region, opportunity is not. In partnership with our supporters, Genesys Works provides the spark for our students to discover and leverage their motivation and resilience. We could not do this without you.

— Sahaar Rezaie, Executive Director, Genesys Works Bay Area
OUR IMPACT
469
STUDENTS SERVED

Class of 2019 interns
111
Class of 2020 trained
64
Active alumni
294

$1,091,109
TOTAL STUDENT EARNINGS

88%
First-generation college students

86%
Qualify for free or reduced lunch

$9,497,065
TOTAL EARNINGS OF YOUNG PROFESSIONALS

$45-50K
Median earnings of employed alumni

25% earn more than both parents combined

72% earn the same or more than at least one parent

(ages 25 and above, based on alumni survey)

13.4x
SOCIAL RETURN ON INVESTMENT

86%
Qualify for free or reduced lunch

100%
Students of color

42%
Hispanic

25%
African American

22%
Asian

6%
Multiracial

5%
Other

3,781
Total students served

249
Total corporate partners

108,360
Total hours of skills training

91%
College enrollment rate

3.5x
Rate of degree attainment vs. peer group

41
Corporate partners

Bay Area
Chicago
Houston
National Capital Region
New York
Twin Cities

OUR LOCATIONS
Young professional Timothy Szeto does not want to have an ordinary life. “I like the feeling of starting a new adventure,” he says. When he applied to Genesys Works, Timothy knew that he was pursuing a path less traveled – one that now takes him to the highest floors of a downtown San Francisco tower through his internship at Accenture.

Jerome Sumaylo, Tim’s supervisor, sees him as a true resource to his team. “Tim has been a great value in imaging and upgrades. His expertise has led him to be a reliable contact for asset management,” notes Jerome. Tim’s transformative experience at Accenture has solidified his desire to pursue a computer science degree after high school.

Accenture has been a high impact partner within Genesys Works across three major cities – Chicago, Houston, and San Francisco. From hiring interns, investing philanthropically, assisting with strategic projects, launching a Bay Area alumni mentorship program, and providing guidance through our Board of Directors, they are a key contributor to our work. Accenture’s commitment to youth allows employees like Jerome to support our young professionals as they strive for great futures.

“Tim is constantly improving. Any setbacks he’s encountered, he always overcomes them, and goes above and beyond to provide great value to Accenture.” — Jerome Sumaylo, Accenture
In 2013, Michael Nguyen – then a high school junior – was disengaged from the typical pathways to success, including academics and extracurricular activities. Seeking to change his trajectory and live up to his potential, he joined Genesys Works Bay Area’s inaugural cohort. He found motivation through his technological support internship at Kirkland & Ellis LLP, where Michael says he was treated as more than just a kid – he was seen as a peer.

Michael’s internship catalyzed his future. He not only gained knowledge and experience, but he was able to begin financially supporting his family. He made friendships that persisted through college at UC Berkeley, a Genesys Works alumni internship at Accenture, and into his current full-time role as a Data Analyst for Cityspan Technologies.

Michael’s commitment to his work and education paid off. The son of refugees, Michael is now both a first-generation college graduate and first-generation homeowner. Because of the opportunities provided by Genesys Works and our corporate partners, Michael is thriving and giving his parents access to a life they wouldn’t have had otherwise. His successes are already changing lives in the Bay Area.

When I joined Genesys Works, I had the intention of turning my life around. Through my internships, I did exactly that. The most important thing that Genesys Works taught me was that hard work pays off.” — Michael Nguyen, University of California Berkeley
Salesforce has been a key partner of Genesys Works Bay Area since our program launch more than seven years ago. Since hiring their first Genesys Works young professional in 2013, they have hosted and mentored more than 100 interns, conducted numerous rounds of mock interviews and networking experiences, and donated their time, energy and funds, generously investing nearly $1.5M to our national impact to date. Driven by equity, community, and ultimately outcomes for students across the nation and world, Salesforce is a committed and collaborative partner focused on improving opportunities so even more students have access to and the ability to thrive in tomorrow’s workforce.

Genesys Works was founded on the mission of empowering high school students in underserved communities with pathways to college and career success through skills training, meaningful work experiences, and impactful relationships. Aligning with Salesforce’s investment in young people through their Future Ready initiatives, Genesys Works’ interventions help level the playing field for youth, better equipping them with the skills and tools necessary to succeed in college, career, and beyond. Globally, Salesforce has invested over $100M to ensure young people around the world are Future Ready. Genesys Works is an honored and proud partner in this work.

Salesforce champions Ebony Beckwith, Jennifer Stredler, Nikki Tosiello, Olivia Berkowitz, and Jelly Pineda, as well as countless other Salesforce employee supervisors, mentors, and volunteers have made this support of Genesys Works possible.
Thank You Supporters

Genesys Works is able to make a difference in the lives of our students because of the financial contributions made by our generous donors. Through your gifts, we are moving more students out of poverty and into the economic mainstream. For these gifts, we are most grateful.

$250,000+
Crankstart Foundation
Tipping Point Community

$100,000+
PricewaterhouseCoopers (PWC)
Salesforce

$20,000+
Anonymous
Accenture
Koret Foundation
Quest Foundation

$10,000+
Cisco
Dome Construction
Scott and Laura Kupor
Nicholas B. Ottaway Foundation
Okta
Pacific Education Foundation
US Bank

$5,000+
Ebay Inc
Stacy and David Kanter
Amity Millhiser
Wells Fargo

$250+
Helena Ahlers
Erin Glenn
Google, Inc.
Meg Marks
Dave McCandless
Scott Merryman
David Robertson
Gavin Turner

$1,000+
Paul Chapman
Guillermo Diaz
Tommy Gill
Bill & Casey Johnson
Marshall & Marshall Accounting
Microsoft Corporation
Taylor McKinley
Omar Morales
Jesus Soto
Sherman W

Up to $99
Tom Abbott
Ona Allison
Amazon Smile
Adriana Ameri
Neha Anand
Lauren Anderson
Matt Apple
Pamela Armstead
Angelina Arriaza
Dillian Arrick
Fatimah Aure
Madeline Azevedo
Sharon Azzam
Sharon Bacani
Nicolas Backal
Stavchansky
Sarah Bagaman
Scott Barnett
Dina Barron
Erin Baudo Feiter
Rob Beahm
Bryan Beauchamp
Tanya Benvenuto
Lauren Berry
Matias Blanco
Tom Blich
Lindsey Bly
Cole Breidenbach
Tom Britton
Austin Brown
Jay Bruton
Morgan Buenz
Rob Burnett
Ruth Busbee
George Busharis
Daniel Camous
Jack Campbell
Scott Campbell
Alex Cehanovich
Remy Champion
Bradley Christoph
Frederick Chung
Michael Cohn
Maria Corpuz
Alan Cota
Emily Cox
Max Cutler
Alex Dahl
Grace Daniels
CJ Davis
Judith DeAlba
Alexandra Delivanis
William Dice
Matt Dorn
Shelley Doty
Victor Duan
Thomas Duesing
Elizabeth Duffy
Tom Duffy
Krishna Dulal
Jarin Dykstra
Pat Evans
Kristi Evans
Brad Evans
Eric Evans
Len Fischer
Chuck Fontana
Jared Forney
Jerry Fu
Jayson Furia
Megan Gallagher
Ryan Gallof
Lauren Gard
David Gennarelli
Pete Geraci
Thank You Supporters

Nichole Gibson
Kylie Gifford
Andrew Gill
Ted Girard
Venkatesh Gopalakrishnan
Jesse Gortarez
Kevin Gough
Jill Graham
Erica Greene
Jamiie Grenney
John Gronberg
Sheena Grove
Jim Hanlon
Brian Hansen
Ellen Hansen
Kevin He
Cynthia Horiguchi
Claire Hunsaker
Doug Ito
Francisco Jacoby-Rivera
Abhishek Jadeja
Miraj Jallie
Jenna Jerkovich
Qi Ji
Mingxia Jiang
Adrienne Jones
Raju Joshee
Robert Joynt
Eric Karlinsky
Beth Karr
Joe Katusha
Karen Kay
Brian Keefer
Kane Keeling
Eric Kelleher
Katie Kern
Melody Kim
Sven Kniest
Liz Kokoska
Chris Kramer
Kaushik Krishnakumar
George Kwon
Allison Lai
Michael Lange
Jessica Larkin
Patricia Lawson
Michelle Lewis
Lindsay Life
Joyce Liu
Bonnie Liu
Shujie Loedolf
Jack Lynch
Andersen Lynner
Alex Ma
Tucker MacLean
Sai Maddali
Chris Maresh
Dan Marma
Reena Mathew
Rich McCallus
Alison McDougall
Patrick McDowell
Greg McLeod
Steve Miller
Alan Miller
Sunny Mittal
Paul Moore
Michael Morrise
Karissa Murray
Thanh-Ha Nguyen
Elizabeth Nicolosi
Pacific Gas and Electric
Company
Mike Paiko
Katie Palmer
Jennifer Peneyra
Tricia Perkins
Marla Phillips Espenschied
Josh Pitts
Arpan Punyani
Mark Quesnel
Sol Rapson
Doug Reed
Hans Reichenbach
Tom Reinsel
Casey Rhatigan
John Richards
Tatiana Ricket
Brett Ritter
Natasha Rojas
Emily Rollo
Adam Rosenzweig
Ben Sabrin
Joey Santoro
Brandon Scabro
Ryan Schultiz
Matt Selnekovic
Omid Shabrokh
Kyle Short
Keith Sibbern
Abhishek Singh
Chris Sivanich
Bryan Smith
Tom Smith
Bryan Smolitz
Alyssa Smrekar
Andrew Snaider
Christina Solomon
Todd Sommers
Lucien Sorce
Brian Spellman
Jess Starr
Rob Stevenson
Shea Sullivan
Grant Szabo
Kpayah Tamba
Mik Tareen
Jake Thomer
Brett Tighe
JJ Tong
Michael Traw
Rick Umenhofer
Fendry Utama
Samantha Varney
Amrutha Vasu
Stephen Velazquez
Lauren Wagner
Mike Wallick
Eloise Walsh
Kathy Waynick
Hayley Wickins
Julie Wihborg
Patrick Wilcox
Alexandra Williams
George Yen
Dale Young

Supervisors

Samantha Achuff
Darris Austin
Robert Baldwin
Nik Bales
Jomel Bautista
Neeta Bjoor
Shirin Birjandi
Becky Boothe
Bryan Brittingham
Allen Bui
Lan Caballero
Silcani Cabrera
Marianne Cameron
Rene Campos
James Cerenio
Spandan Chakraborty
Ralph Chapin
Tedman Cheng
Kevin Chow
Bonnie Chung
Erika Clark
Eve Colmus
Michael Cook
Bridget Devine
William Dice
David Dickerson
Cliff Eclarino
Adam Engelmann
Brian Estevez
Kyle Ewalt
Renell Farley
Miles Flannery
Maria Fonseca
Kylie Gifford
Joel Goldberg
Lisa Gonzales
Cindy Grafport
David Greenaway
Jay Hagedorn
Nahom M. Hagos
Laurel Hanchett
Perry Hasletton
Emily Heard
Adrienne Heim
Mike Heimowitz
Lavena Holmes
Irene Hyams
Licinia Iberri
Reed Idlewild
Anuj Jain
Amber Javaid
Tyehimba Jelani
Clayton Julien
Aaron Kelley
Dante King
Liz Kokoska
Erik Lannon
Sherry Lee
David Lodge
Sergio Lopez
Violet Luo
Gabe Madway
David Malone
Timothy Manglicmot
Victoria Mason
Robert Mau
Kate McCarthy
Olga Medina
Kim Miles
Nicole Mirabelli
Carlye Mitryk
Edward Mitz
Amrita Mohanty
Matt Mooningham
Jolynn D. Murphrey
Ramya Nagarajan
Pamela Naraja
Giang Nguyen
Mary Judy (MJ) Nguyen
Jesse Nues
Meda Okelo
Linda Ornelas
Dave Pankenier
Susannah Parsons
Neil Patel
Jennifer Peneyra
Randy Phelps
Bryce Phillips
Kaci Piccillo
Robin Prasadi
Mardell Rangel
Susan Richmond
Kerry Rodgers
Francois Rongere
David Rosales
Natasha Rose
John Ryan
Jesus Sanchez
Kelley Sandoval
Jennifer Scroggins
Lauren Shun
Adam Simpson
Vijay Singh
David Soares
Vanessa Soto
Jake Standish
Joel Stodd
Jerome Sumaylo
Alen Swartz
Beth Teague
Samuel Thomas
Bethany Thornton
Robert Tran
Amber Valdes
Monique Van Den Berg
Alexa Vergara
Jane Wardle
Andy Wells
Mary Wilder
May Wong
Rita Wong
Carmelita Wood
Chris Woolsey
Melody Yan
Angela Yang
Teresa Ysasi
AdamZabarte
Kelly Zhou
Anna Currin
Joe Dickens
Patrick Fedigan
Francisco Jacoby-Rivera
Jackie Perry
Angelica Pineda
Monika Powell
Joel Ranan
Jonathan Rewers
Wayne A. Riley
Scott Rubin
Leda Young

**School Partners**

**OAKLAND**
Castlemont High School
Coliseum College Prep Academy
Fremont High School
Leadership Public High School — Oakland
Leadership Public High School — Richmond
Life Academy
Lighthouse Charter School
Metwest High School
Oakland High School
Oakland International High School
Oakland Technical High School
Ralph J. Bunche Academy
Rudsdale High School
Skyline High School
Sojourner Truth Independent Study

**SAN FRANCISCO**
Abraham Lincoln High School
Balboa High School
Galileo Academy of Science & Tech
Gateway High School

George Washington High School
Lowell High School
Mission High School
Phillip & Sala Burton High School

**SAN JOSE**
Downtown College Prep — Alum Rock
Downtown College Prep — El Primero
Evergreen Valley High School
Independence High School
James Lick High School
Lincoln High School
Mt. Pleasant High School
Oak Grove High School
Piedmont Hills High School
Saint Teresa High School
Silver Creek High School
William C. Overfelt High School
Willow Glen High School
Yerba Buena High School
2019 Corporate Partners

The collaboration between Genesys Works and our corporate partners is at the heart of our success. We want to thank the following companies for providing life-changing work opportunities to our young professionals.
HOST A YOUNG PROFESSIONAL
Access an untapped pipeline of motivated, diverse talent who bring immediate value to your organization

BECOME A SCHOOL PARTNER
Contact us to make the Genesys Works program possible for qualified students in your school

HIRE ALUMNI
Join the growing list of partners who engage college students to fill essential workplace needs

DONATE
Make a contribution and impact a student’s future

VOLUNTEER
Give the gift of your time at one of our many events throughout the year

JOIN OUR TEAM
Be a part of the Genesys Works movement and impact lives today
2019 Financial Report

INCOME STATEMENT (UNRESTRICTED)

INCOME
Earned Income $1,711,824 $2,065,958 $1,864,786
Contributed Income 1,571,735 1,336,200 1,009,988
TOTAL INCOME $3,283,560 $3,402,158 $2,874,774

EXPENSES
Student Wages $944,676 $1,148,338 $1,077,535
Other Program Expenses 1,962,322 2,432,080 1,338,180
General & Administrative 324,872 236,575 181,855
Fundraising 264,729 332,215 193,009
TOTAL EXPENSES $3,496,599 $4,149,208 $2,792,579

NET UNRESTRICTED INCOME $(213,040) $(747,050) $82,195

BALANCE SHEET

ASSETS
Cash and Cash Equivalents $529,918 $55,803 $136,411
Accounts Receivable 307,308 287,898 181,393
Other Current Assets 108,464 146,674 2,641
Property & Equipment (Net) - - -
TOTAL ASSETS $945,690 $490,375 $320,445

LIABILITIES
Accounts Payable $16,329 $90,644 $14,361
Other Liabilities 188,545 415,964 280,124
TOTAL LIABILITIES $204,875 $506,608 $294,485

Unrestricted Net Assets $690,815 $(41,105) $25,960
Temporarily Restricted Net Assets 50,000 40,000 -
TOTAL NET ASSETS $740,815 $(16,233) $25,960

TOTAL LIABILITIES AND NET ASSETS $945,690 $490,375 $320,445

INCOME AND EXPENSE GROWTH

2019 EXPENSE BREAKDOWN

$2,792,579 TOTAL EXPENSES

- Program Expenses 47.9%
- Student Wages 38.6%
- General & Administrative 6.6%
- Fundraising 6.9%

66.8% OF EXPENSES FUNDED BY EARNED INCOME
BAY AREA BOARD OF DIRECTORS

Scott Kupor
Managing Partner
Andreessen Horowitz (Chair)

Paul Chapman
Global Chief Information Officer, Box

Erin Baudo Felter
Executive Director, Okta for Good

Erin Glenn
Managing Partner, T.H.E 1881 Corporation

Dave Kanter
Growth & Strategy Lead: Communications, Media & Technology North America, Accenture

Taylor McKinley
Partner, Mainsail Partners

Amity Millhiser
Chief Clients Officer, PwC

Omar Morales
Human Resources Director, Github

BAY AREA STAFF

Sahaar Rezaie
Executive Director

Mackenzie Betrone-Harpst
Director of Development

Ebony Hebert
Program Coordinator

Shelby Maurer
Alumni Coordinator

Chelsea Segai
Senior Program Coordinator

Anh Vo
Corporate Partnerships Manager

Peony Yu
Program Coordinator

Tim Zenor-Davis
Program Manager