Sparkling Sustainable Futures

2019

ANNUAL IMPACT REPORT  GENESYS WORKS TWIN CITIES
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.

Pictured on cover: Nancy Yang, IT TAP Associate at Land O’Lakes, Inc., Class of 2014 intern at Target
Photos by Tony Nelson
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. 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 lower socio-economic tiers, creates division in the job market and impairs economic mobility.

We are making incredible strides to build a stronger, more diverse workforce. And, there is still much work to do. While talent is evident in each of our young professionals, opportunity is not distributed equitably. Genesys Works serves as the catalyst to new opportunities, which is made possible by supporters like you. Each year, these opportunities provide the spark for hundreds of self-motivated students to leverage their talents, delivering valuable technology support that enables our corporate partners to meet their goals and sparking sustainable futures for our Twin Cities communities.

— Karen Marben,
Executive Director,
Genesys Works Twin Cities

Closing 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. This equates to a taxpayer burden of $93 billion annually in lost revenues. 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 attain career success, and help them achieve sustainable economic futures.

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

- Professional and technical skills training over the course of 8 weeks before their senior year of high school.
- 12-month paid internship where students work 1,000 hours in a professional job while in high school, earning up to $14,000.
- One-on-one mentoring from staff, supervisors, and workplace colleagues.
- College and career coaching on postsecondary options and career pathways.
- Alumni support through post-secondary pathways 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 our young professionals realize their potential.

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.

Genesys Works Twin Cities Annual Impact Report 2019

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. 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 lower socio-economic tiers, creates division in the job market and impairs economic mobility.
OUR IMPACT
1,418 STUDENTS SERVED

- Class of 2019 interns: 276
- Class of 2020 trained: 404
- Active alumni: 738

$4,036,999 TOTAL STUDENT EARNINGS

$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

NATIONAL IMPACT

- College enrollment rate: 91%
- Rate of degree attainment vs. peer group: 3.5x
- Corporate partners: 60

WHO WE SERVE

- 95% Students of color
- 45% Black
- 25% Asian
- 11% Hispanic
- 5% White
- 4% Multiracial
- 10% Other

- 79% First-generation college students
- 88% Qualify for free or reduced lunch

88% Qualify for free or reduced lunch

13.4x SOCIAL RETURN ON INVESTMENT

OUR LOCATIONS

- Bay Area
- Chicago
- Houston
- National Capital Region
- New York
- Twin Cities

881 TOTAL STUDENTS SERVED

(AGE 25 AND ABOVE, BASED ON ALUMNI SURVEY)
Aisha Mohamed was just three years old when she and her family emigrated from Kakuma, Kenya. While dependent upon government assistance, they were determined to succeed when opportunity presented itself. It’s this experience that became her motivation. Says Aisha, “I value coming from a place of struggle and using it to drive your ambition.”

It’s clear from her internship work at Cargill that Aisha values a challenge and that she isn’t afraid to step into the unknown. Early in her internship, her supervisor Christopher challenged her with a task in which she didn’t have experience. One day later, she presented the requested data and took the initiative to add supplemental data and interpreted results to the report. Says Christopher, “We were amazed.” Others at Cargill are also taking notice of Aisha, including Kim Kettler, a global IT director: “Not only does Aisha deliver high-quality results, but she also often goes above and beyond our expectations.”

Aisha has already been accepted into the Carlson School of Management at the University of Minnesota where she plans to continue pursuing a business and technology career. As long as opportunity presents itself, she will be one of the first to confidently walk into the challenge.

I’m proud to be a Genesys Works intern because I know that I’m part of a bigger cause and movement.” — Aisha Mohamed, intern at Cargill
Best Buy understands the big picture. While Genesys Works interns provide invaluable work for the company in the short-term, company employees invest in young professionals in order to cultivate sustainable, long-term impact for Best Buy and the interns alike. Best Buy’s Chief Digital and Technology Officer Brian Tilzer is quick to vouch for the program’s long-term benefits: “Through our partnership with Genesys Works, we are working to build a pipeline of diverse technical talent in our local communities through meaningful work opportunities so that they can channel their talent, energy, and ideas into bright futures.”

As a Genesys Works supervisor and senior manager in technology operations, Mandy French empowers intern Brandon Vi to complete tasks in everything from building ServiceNow reports to creating process flow charts. As Brandon and the five other interns gain real-world technology skills and access to a professional work experience, Mandy knows their current experience has long-term implications: “The Genesys Works program is not only helping bright, young people transition into successful, professional careers; it is helping to diversify the next generation of IT workers.”

The significance of a Best Buy internship experience as a senior in high school is not lost on Brandon, either. In addition to gaining confidence in himself, Brandon sees and feels the immense support surrounding him: “I’ve realized that my success and experience matter to everyone at Genesys Works and Best Buy.”
In 2014, Denise Reyes rode the bus for an hour every morning on her way to Genesys Works summer training in downtown Minneapolis. During that long commute, she dreamt about her future. Fast forward to December of 2018, she is a first-generation college graduate who not only fulfilled one of her dreams but one of her parents’, too.

Nancy Yang grew up in a low-income family, so she joined Genesys Works to gain financial freedom. Since graduating from high school in 2014, the program has provided opportunity for her to do just that — and more. Says Nancy, “Genesys Works has helped me focus less on myself and more on the overall community.”

Although Denise and Nancy have unique experiences and backgrounds, their paths eventually converged after college graduation as full-time employees at Land O’Lakes, Inc. Denise is an international credit analyst; Nancy is a second-year IT TAP associate on the data and analytics team. It’s a best-case scenario: two talented, former interns who have now been hired on by a Genesys Works corporate partner. And Chief Information Security Officer Tony Taylor agrees: “It’s a win-win situation.” For Denise and Nancy, their journeys are just beginning.

Over the past six years, Genesys Works has become more than achieving financial success to me. Genesys Works has become a community of individuals from diverse backgrounds coming together and building each other up for success, regardless of their unique definition of success.”

— Nancy Yang, IT TAP Associate at Land O’Lakes, Inc.
Harding Senior High School has been a partner since the inception of Genesys Works in 2008. Due to strong advocates at the school, the partnership has both breadth and depth. With the support of Jerry Utecht, a teacher in work-based learning, more than 130 students have entered the program and earned a professional work experience and in turn, are having a more holistic learning experience. Says Jerry, “The expectations of the Genesys Works program have helped to improve student attendance and increase student motivation and work-based experiences.”

It’s champions like Jerry who are crucial to the success of Genesys Works and its students, such as Class of 2020 student Gilverto de los Santos Rios who now has the opportunity to explore a potential career in web development at Bremer Bank. And for Class of 2018 Harding student Ge Thao, it not only led to a high school internship at 3M but a college internship at Blue Cross Blue Shield of Minnesota, as well.

On an even larger scale, Saint Paul Public Schools superintendent and Genesys Works Twin Cities board member Joe Gothard has made the long-term success of students a priority: “I want to see the diversity within our schools and classrooms serve as the framework to build our future. Partnering with Genesys Works and our community creates significant opportunities for student success.”

“I want to see the diversity within our schools and classrooms serve as the framework to build our future. Partnering with Genesys Works and our community creates significant opportunities for student success.” — Joe Gothard, Superintendent, Saint Paul Public Schools

Genesys Works is a key component for our school, students, and community. It plays a vital role in assisting our students to become more aware of their individual talents and to face their fears that may be holding them back.” — Jerry Utecht, Teacher at Harding Senior High School
For eight years, Genesys Works has been the grateful beneficiary of MSP Hatfield & McCoys, a unique alliance of Minnesota technology industry sales professionals, business colleagues, and competitors.

Their most prominent support channels through the MSP Hatfield & McCoys event, the creation of Genesys Works Twin Cities board member Craig Pratt and former board member Nick Hernandez. At the event, IT industry sales professionals bid via silent and live auction for lunches with executives from top Twin Cities companies in order to raise funds for Genesys Works and do #business4good. Most recently, the event raised more than $150k, eclipsing the previous year’s total by more than $25k.

Funds raised supports Genesys Works’ comprehensive programming that creates multiple pathways to success in business and STEM for low-income and first-generation college youth.

“Through the MSP Hatfield & McCoys event, Minnesota businesses are investing in the next generation of technology professionals. They are supporting STEM access in our community and making a real difference in the lives of our students.” — Aileen Rosa Kasper, Director of Development and Communications, Genesys Works Twin Cities
In addition to her exciting college acceptance, Kinza Ahmed had another notable acceptance to celebrate. In Summer 2019, she was accepted into the Genesys Works Talent Development Pipeline (TDP), joining more than 90 other young professionals. This program provides intentional professional development, leadership, and networking opportunities for local college students pursuing business technology careers. TDP orientation was hosted by Ecolab, which is also where Kinza excelled as an IT client services intern during her senior year of high school.

Now as a student at the University of Minnesota, Kinza continues her professional development through TDP events hosted by corporate partners such as Target and Best Buy. She also has earned a college internship, this time as an IT quality assurance intern at CHS, Inc. Through these experiences, Kinza is gaining valuable social capital that can connect her to future opportunities as a woman in technology.

Ever since I was a young girl, I have always had a keen interest in technology and how it has modernized our world and has become a part of our everyday life. I would like to be a successful woman in technology to show the world that women in STEM can also achieve great things.” — Kinza Ahmed, intern at Ecolab and CHS, Inc.
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.
**CIO LUNCHEON**

**MARCH**

Presented by Accenture Microsoft Business Group powered by Avanade, the event not only raised $183,852 but also recognized supervisors, corporate champions and executives, and the technology community for their ongoing commitment to our program.

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**THINK IT GOLF TOURNAMENT**

**JUNE**

Hosted by York Solutions’ Think IT Association, the golf tournament raised $114,613. Over the course of our partnership with the Think IT Association and its founder and CEO Richard Walker, more than $700,000 has been raised for Genesys Works through the golf tournament and Link to Leadership programs.

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**YEAR IN REVIEW**

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**HATFIELD & MCCOYS**

**OCTOBER**

Technology partners gathered together at Surly Brewing Company to raise $150,648 – the most in eight years of the event – to support the Genesys Works Twin Cities program.

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**BREAKING THROUGH CEREMONY**

**MAY**

Presented by ThreeBridge, more than 1,100 attendees including supervisors, school champions, family members, and the prospective Class of 2020 interns celebrated the Class of 2019 in our celebratory Breaking Through Ceremony.

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**DRAFT DAY**

**AUGUST**

Presented by Target and York Solutions, more than 1,700 attendees – including young professionals, families, and school and corporate partners – gathered to kick off a new year of internships. Young professionals were welcomed into the Saint Paul RiverCentre by the University of Minnesota drumline.

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**CAREER FAIR**

**AUGUST**

Hosted at our Minneapolis office, Genesys Works college young professionals networked with company representatives to earn an internship or full-time position. For these companies, it was an opportunity to meet local talent in technology and business and expand their candidate pool for filling positions.

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**SUPERVISOR FORUM**

**NOVEMBER**

More than 80 supervisors and sponsors joined the Genesys Works corporate partnerships team at the St. Paul office for the second annual Supervisor Forum – an opportunity to share best practices and next-level internship experiences.
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 investments, we are moving more students out of poverty and into the economic mainstream, and for this, we are most grateful.

$100,000+
Bank of America Charitable Foundation
York Solutions
Think IT Association

$50,000+
Otto Bremer Trust
WEM Foundation

$25,000+
3M
Ecolab Foundation
Evolving Solutions
F.R. Bigelow Foundation
McNeely Foundation
Medtronic
ThreeBridge
Travelers Foundation
Wells Fargo Foundation

$10,000+
Abbott Fund
Accenture
AHEAD
Allianz Life Foundation
Andersen Corporate Foundation
Anonymous
Best Buy Foundation
Boston Scientific Foundation
The Carlson Family Foundation
C.H. Robinson Foundation
CHS, Inc.
Comcast Foundation
Flexential
Medica
The Minneapolis Foundation - Protolabs
Minnesota Employment and Economic Development
Morning Foundation
Nutanix
Optum
Pure Storage
Saint Paul & Minnesota Foundation
Richard M. Schulze Family Foundation
Sundance Family Foundation
Target Corporation
TCF Bank
Women’s Foundation of Minnesota
Zscaler
Ecolab
General Mills
Hardenbergh Foundation
Infoblox
Insight
Land O’Lakes
Life Time Fitness
Mortenson Company
Okta
Mary Lynne Perushek
RBC Wealth Management
ServiceNow
Smikis Foundation
TCF Foundation
Xcel Energy
Youthprise

$2,500+
Jamie Anderson
AppDynamics
CenturyLink
Cisco
Bret Roberts
Rubrik
Sirius Computer Solutions
Michael and Sherry Sivo
TITUS
Zoom

$500+
Todd Adams
Joe Burns
Tim Costigan
Ernest de los Santos
Paul Dottle
FPT Software
Nicholas Gardino
Bo Gebbie
Mr. David A. Henseler and Ms. Carol Henseler
Hull Family Charitable Fund
Joel Drotos
Michael Jones
Joseph Keefe
MANIFEST Technology
Microsoft

Eric Gartland
Jenna Gilbert
Kathryn Gooding
IntegRhythm Inc.
Aileen and Kim Kasper
Mike Larson
Steve Lytle
Karen and Michael Marben
Marco Technologies LLC
MentorMate
Michael Moliterno
Matthew Neale
Osseo Lions Club
Alina Parast
Craig Pratt
Renodis
Sleep Number
Tim Thull
United Health Group
Michael Walstrom
Wells Foundation

Jenna Gilbert
IntegRhythm Inc.
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Michael Moliterno
Matthew Neale
Osseo Lions Club
Alina Parast
Craig Pratt
Renodis
Sleep Number
Tim Thull
United Health Group
Michael Walstrom
Wells Foundation
Thank You Supporters

The Minneapolis Foundation  
– ConnextMSP  
Peak-Ryzex  
Presidio  
Price Waterhouse Coopers  
Anne Reich  
Todd Soller  
SPJ GTM  
Jackie Statum Allen  
Talend  
Thrivent Financial  
Jeff and Jennie Tollefson  
Walmart Store #4787  
Walmart Store #5089  
Rick Walstrom  
Zebra Technologies

$100+
Joe Akerson  
Jill Aleshire  
Allison Alexander  
Ameriprise Financial  
Carson Amiot  
Matt Ammentorp  
Kristina Ammon  
Amplifon  
Chris Anderson  
Anonymous (2)  
Rhonda Arnold  
Kavita Baball  
Richard Baredziak  
Allison Barmann  
Teddy Bekele  
Andy Berg  
Joan Bernard  
Scott Blahauvietz  
Scott Boedigheimer  
Molly Bott  
Nancy Brainerd  
Bridget Brask  
Myron Braun  
Chris Brooks  
Robin Brown  
Latha Budideti  
Matt Bykowski  
Charles Byrne  
Bai Chang  
Francois Charette  
Kellie Christensen  
Lindsey Christian  
Dave and Laura Coggins  
Joel and Lorie Crandall  
Scott Cummings  
Rick Daley  
Rassoul Dastmozd  
Datatrend Technologies Inc.  
Don and Colleen Dawson  
Katie DeCabooter  
Dell EMC  
Acquanetta Denson  
Shawn Determan  
Faith Dietz  
Edward and Linda Donahue  
Chris DuFresne  
Julie Durham  
Dynatrace  
Martin Farrell  
Scott Farwig  
Patton Fast  
Gerald Filler  
Greg Foslien  
Jenny Fraley  
Teresa Freeman  
Kathryn Freeman  
Victor Garcia  
Rachel German  
Ellen and Jeff Gilbert  
Garrett Gleason  
Michael Goar  
Michael Green  
Mary Grindland  
Brian Groff  
Mike Han  
Tom Hannigan  
Kelly Hanson  
Kate Helmberger  
Stephanie Henry  
Nick Joseph Hernandez  
Amie Hoffner  
Melissa Holman  
Alison Lienau  
Michael Johnson  
Amy Johnson  
Tammylyrne Jonas  
Joshua Kass  
Dan Kelly  
Matt Keske  
Darrell Kesti  
Kinetic Data  
Dale Knudsen  
Jeffrey Koschmieder  
Lisa Krocak  
Rose Kruger  
Ethan Kuehl  
Kathryn Lamp  
David Lardy  
Txuci Lee  
Sarah Lewandowski  
Mike Liddy  
Terry MacVey  
Joe Maddox  
Brenda and Kurt Marben  
Maryville Consulting Group  
Julie McConnell  
David McGauvran  
Mark Mettert  
Elizabeth Moncrief  
MongoDB  
Donald Monk  
Chris Moses  
Randall Muellner  
Abby Nelson  
Robb Nelson  
Keith Norbie  
Daniel Oase  
Andrew O’Brien  
Jesse Okerlund  
Michele Olson  
John Otteson  
Gary and Julie Pagel  
Sumal Paravath  
Matt Pellowski  
Dmytri Pendino  
Guy Perera  
Chris Perrault  
Karin Petty  
Larye Pohlmans  
Michael Pooley  
Wes Ratliff  
Jackie Reeves  
Henry Reich  
Erik Renk-Grant  
David Robertson  
Andrew Roche  
Brian Roche  
Rodman Family Foundation  
Jennifer Rogers  
Debra Roquette  
Mike Ryan  
Adam Sand  
Billy Schuett  
Patricia Schulke  
Emily Sharpe  
Amy Sharpe  
Dave Silvernale  
Charlie Smith  
Shawn Smith  
Scott Spiess  
Greg Spoden  
Courtney Stoesz  
Mark Stoesz  
Mark Strebiow  
Susan and Bill Stuart  
Kurt Svendsen  
Tony Taylor  
Sanjay and Sheela Terakanambi  
Ben Tims  
The Toro Company  
Jason Tschetter  
Veeam Software  
Walmart Store #5977  
Jim Westerman  
Works Computing  
World Wide Technology  
Ronald Wrenholt
Special Thanks
Allied Parking Inc.
Brave New Workshop
Cose Nuove
Forget Me Not Floral Events
Hylden Advocacy & Law
MSP Hatfield and McCoys
Riddle Room
Tech Guru
Think IT Association

School Partners
Al-Amal School
Apple Valley High School
Blaine High School
Bloomington Kennedy High School
Brooklyn Center High School
Burnsville Senior High School
Central High School
Champlin Park High School
Columbia Heights High School
Como Park Senior High School
Eagan High School
East Ridge High School
Eden Prairie High School
Edina High School
The FAIR School
Fridley High School
Harding Senior High School
Henry Sibley High School
Highland Park Senior High School
Hopkins High School
Humboldt High School
Irondale High School
Johnson Aerospace & Engineering High School
Maple Grove Senior High School
Mounds View High School
North Community High School
Osseo Senior High School
Park Center Senior High School
Park High School
Patrick Henry High School
Prairie Seeds Academy
Richfield High School
Robbinsdale Armstrong High School
Robbinsdale Cooper High School
Roosevelt High School
Rosemount High School
Roseville Area High School
Saint Louis Park High School
Sejong Academy Korean Immersion School
Simley High School
South High School
South Saint Paul Secondary
Southwest High School
Spring Lake Park High School
STEP Academy
Ubah Medical Academy
Venture Academy
Washburn High School
Washington Technology Magnet School
White Bear Lake Area High School
Woodbury High School

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 our young professionals 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

INVOLVED
DEVELOPMENT_TC@GENESYSWORKS.ORG
2019 Financial Report

INCOME STATEMENT (UNRESTRICTED)

<table>
<thead>
<tr>
<th>Income Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>Earned Income</td>
<td>$ 5,595,842</td>
<td>$ 6,845,581</td>
<td>$ 7,689,383</td>
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<tr>
<td>Contributed Income</td>
<td>1,219,896</td>
<td>1,392,649</td>
<td>1,238,280</td>
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<td>TOTAL INCOME</td>
<td>$ 6,815,738</td>
<td>$ 8,238,230</td>
<td>$ 8,927,663</td>
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EXPENSES

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<th>Expense Description</th>
<th>2017</th>
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<td>Student Wages</td>
<td>$ 2,693,801</td>
<td>$ 3,463,733</td>
<td>$ 4,087,711</td>
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<td>Other Program Expenses</td>
<td>2,666,629</td>
<td>3,509,785</td>
<td>3,903,873</td>
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<tr>
<td>General &amp; Administrative</td>
<td>547,870</td>
<td>560,250</td>
<td>578,440</td>
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<tr>
<td>Fundraising</td>
<td>241,944</td>
<td>340,960</td>
<td>297,247</td>
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<td>TOTAL EXPENSES</td>
<td>$ 6,150,244</td>
<td>$ 7,874,728</td>
<td>$ 8,867,271</td>
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</tbody>
</table>

NET UNRESTRICTED INCOME

| Net Unrestricted Income       | $ 665,494     | $ 363,502     | $ 60,392      |

INCOME AND EXPENSE GROWTH

2019 EXPENSE BREAKDOWN

$8,867,271

<table>
<thead>
<tr>
<th>Expense Category</th>
<th>% of Total Expenses</th>
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<tbody>
<tr>
<td>Program Expenses</td>
<td>44.0%</td>
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<tr>
<td>Student Wages</td>
<td>46.1%</td>
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<tr>
<td>General &amp; Administrative</td>
<td>6.5%</td>
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<tr>
<td>Fundraising</td>
<td>3.4%</td>
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86.7% OF EXPENSES FUNDED BY EARNED INCOME

ASSETS

<table>
<thead>
<tr>
<th>Asset Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$ 1,694,240</td>
<td>$ 2,048,884</td>
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<td>Accounts Receivable</td>
<td>961,655</td>
<td>1,064,901</td>
<td>1,118,358</td>
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<td>Other Current Assets</td>
<td>65,695</td>
<td>140,503</td>
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<td>Property &amp; Equipment (Net)</td>
<td>77,962</td>
<td>43,332</td>
<td>11,792</td>
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<td>TOTAL ASSETS</td>
<td>$ 2,799,551</td>
<td>$ 3,297,620</td>
<td>$ 3,463,857</td>
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LIABILITIES

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<thead>
<tr>
<th>Liability Description</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>Accounts Payable</td>
<td>$ 94,913</td>
<td>$ 54,940</td>
<td>$ 133,941</td>
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<tr>
<td>Other Liabilities</td>
<td>244,405</td>
<td>359,266</td>
<td>370,759</td>
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<td>TOTAL LIABILITIES</td>
<td>$ 339,318</td>
<td>$ 414,206</td>
<td>$ 504,700</td>
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</table>

UNRESTRICTED NET ASSETS

| Unrestricted Net Assets      | $ 2,419,910   | $ 2,712,641   | $ 2,843,807   |
| Temporarily Restricted Net Assets | 40,323 | 170,773 | 115,350 |
| TOTAL NET ASSETS             | $ 2,460,233   | $ 2,883,414   | $ 2,959,157   |

TOTAL LIABILITIES AND NET ASSETS

| Total Liabilities and Net Assets | $ 2,799,551 | $ 3,297,620 | $ 3,463,857 |

2017 2018 2019

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TWIN CITIES BOARD OF DIRECTORS

Matt Neale (Chair)
CIO, Provider & Shared Services, UnitedHealthCare

Anil Arcalgud*
EVP and CIO, Ecolab

Dionne Griffin Alkamooneh
Project Manager, City of Saint Paul

Jackie Statum Allen
Education Portfolio Director, Bush Foundation

Tom Butterfield*
EVP, Chief Technology & Operations Officer, TCF Bank

Rassoul Dastmozd
Assistant to the Chancellor, Minnesota State Colleges and Universities

Michael Goar
CEO, Big Brothers Big Sisters of the Greater Twin Cities

Joe Gothard*
Superintendent, Saint Paul Public Schools

Tom Holman
Founder, Morning Foundation

Michael McNamara
EVP and CIO, Target

Karen Marben
Executive Director, Genesys Works Twin Cities

Sarah Nieters
VP of IT, Medtronic

Craig Pratt
Retired VP of Sales Initiatives, ServiceNow

Tim Thull
Former SVP and CIO, Medica

Richard Walker
CEO, York Solutions

Alina Parast**
VP of IT, Upstream Energy

Mary Lynne Perushek**
CIO, M.A. Mortenson Company

*Indicates board term began in January 2020.
**Indicates board term expired in December 2019.

TWIN CITIES STAFF

Karen Marben
Executive Director

Marit Aaseng
Talent Development Pipeline Manager

Adwoa Afreh
Program Coordinator, College and Career Success

Mikala Bedor
Account Coordinator

Jacqueline Bisson
College Success Specialist

Corey Boyd
Account Coordinator

Joel Crandall
Senior Director of Operations

Sophie Dennison
Program Coordinator

Theresa Farrell
Corporate Partnerships Specialist

Keegan Fraley
Senior Program Manager

Aaron Harper
Senior Manager of School and Community Partnerships

Heather Hirschey
Development Manager

Jillian Hiscock
Senior Manager of College and Career Success

Natalie Ibarra
Program Coordinator

Alien Rosa Kasper
Director of Development and Communications

Lauren Kirwin
Program Coordinator

Elana Lambert
Program Coordinator

Sarah Lewandowski
Manager of Curriculum and Training

Julie Vo McConnell
Development Coordinator

Abbey Nelson
Director of Corporate Partnerships

Grace Oribamise
Manager of School and Community Partnerships

Adrian Perryman
Manager of College and Career Access

Thao Pham
College and Career Connections Coordinator

Julia Reich
College and Career Success Specialist

Carly Rhodes
Senior Program Coordinator

Fritz Rock
Recruitment Specialist

Melissa Rodriguez
Administrative Coordinator

Deborah Saari
Manager of Corporate Partnerships

Jenni Schubert
Senior Program Manager

Jacqueline Spiess
Program Coordinator

Emily Spoden
Program Coordinator

Courtney Stoesz
Marketing Manager

Andrew Stuart
Operations Manager

Constance Taylor
Program Coordinator

Tonny Yang
Program Coordinator
Sparking Sustainable Futures