



2014-2015  
Annual Report

Employing Youth.  
Inspiring Excellence.

## Dear Friends,

As I reflect on the 2014-2015 program year, I am struck by the countless new and returning partners—from job partners to funders and community partners—that helped Urban Alliance impact the lives of low-income youth and call attention to the national youth employment crisis. To kick off the program year, Urban Alliance partnered with the US Chamber of Commerce Foundation to host an event entitled: Youth Employment Matters! This event featured a keynote address from Vice President Joe Biden, and helped set the tone for the year by inspiring new and returning job partners and funders to work together and take action in support of the youth employment movement. With the knowledge that early and meaningful workforce experiences positively impact the lives of low-income youth, this event helped Urban Alliance and our partners impress upon the community that youth employment matters and gave us the opportunity to shout it from the rooftops.

Starting with such positive momentum, the Urban Alliance staff worked tirelessly throughout the year to rally supporters, champion our mission, and establish new partnerships such as US Patent and Trademark Office and Economic Club of Washington, DC, while expanding existing relationships including Northern Trust Bank and YouthWorks. Additionally, in June I was honored to be selected as an inaugural TEDx Pennsylvania Avenue speaker. Through this opportunity, I was able to share my personal story and the impact that early employment had on my life while highlighting the role that meaningful employment can have in ending the cycle of poverty.

With intense focus on our current program year, UA also took time to look ahead and worked collaboratively with various internal and external stakeholders, including Deloitte consultants, to develop a three-year strategic plan. The strategic plan outlines four strategic priorities (listed to the right) that will guide our efforts from program year 2015–2016 through 2017–2018. After a year of visibility, new and strengthened partnerships, and an intense effort to serve more young people, UA is well positioned to achieve all of the goals outlined in the strategic plan.

As we close out the year, it is encouraging to reflect on the new partnerships and the opportunities we have had to bring youth issues to the forefront. This year has taught me that effective partnerships are critical to achieving our goals and ensuring that all young people, no matter who they are or where they are from, can access the opportunities they need to live healthy and productive lives. That's the power of partnership!

Thank you,

*Esha Smith*

Eshauna Smith



## 2015–2018 Strategic Priorities



*Provide the Highest Quality Youth Employment Services*



*Strengthen Existing Relationships and Cultivate New Partnerships*



*Become the Voice of Youth Employment*



*Position Urban Alliance for Expansion*

Operating in four regions nationally, Urban Alliance has placed over 2,000 young people in professional internships and provided skills training to an additional 15,000. Over the last 19 years, Urban Alliance has developed an expertise in bridging the gap between youth at-risk of disconnection and economic independence. We believe young people in every city deserve professional opportunities and the chance to succeed. By the end of this three-year strategic plan, UA will be positioned to proactively expand to new regions.

Over the last 12 months, Urban Alliance has engaged with a multitude of stakeholders, both internal and external, to gauge the health of the organization, areas of strength, and opportunities for improvement. Through this process, Urban Alliance has identified four areas of focus—program quality, financial sustainability, organization visibility, and replication—and strategies to make improvements in each of these domains.



## Our Mission

Urban Alliance empowers under-resourced youth to aspire, work and succeed through paid internships, formal training and mentorship.



## Theory of Change

Urban Alliance serves economically disadvantaged students on the verge of graduating high school who are at high risk of not connecting to further education or meaningful work. We use professional or “soft” skills training, access and exposure to direct work experience, and meaningful adult relationships to help young people connect to pathways that lead to self-sufficiency. We are adding significant value, not just to the youth we serve, but also to the businesses with whom we partner.



## Our Core Values

All of our work is done through the lens of our five core values:

- 1 Students First
- 2 Take Care of Each Other
- 3 Follow Through
- 4 Open & Direct Communication
- 5 Dedication to Mission

# Urban Alliance Programs

## High School Internship Program

- ✍ Year-long, paid professional internships for high school seniors
- ✍ Case management and professional mentorship
- ✍ Weekly workshops on job/life skills and financial literacy
- ✍ Post-high school, college and career planning
- ✍ Culminating event: Public Speaking Challenge

## Alumni Services

Available to all youth who successfully complete the High School Internship Program

### Education and Career Counseling:

- ✍ Résumé and cover letter review
- ✍ Assistance with financial aid and college transfer processes

### Alumni Internship Program:

- ✍ Paid summer internships that provide continued professional development and are closely aligned with career goals

### GradUAtE Events:

- ✍ Networking and professional development events
- ✍ Community service opportunities

## Curriculum Outreach

Opportunities to share the Urban Alliance professional development workshops with youth, ages 14–24

- ✍ Sessions reinforce job and life skills
- ✍ Flexible and adaptive to the needs of contracted partners
- ✍ Youth focused curriculum incorporating real life scenarios

## Alternative Internship Programs

- ✍ Coordinate and run corporations’ internal internship programs
- ✍ Ensure high-quality work experience and outcomes for corporations and Interns

## Young Adult Internship Program

- ✍ Exists only in the Baltimore region (in addition to High School Internship Program) in partnership with the Department of Social Services
- ✍ Provides paid, professional internships to 18–21 year-old foster youth
- ✍ Interns receive case management support from an Urban Alliance Program Coordinator
- ✍ Interns attend weekly workshops on skill building, life skills, and financial literacy training; support transitioning to post-program education and unsubsidized employment opportunities

# 2014-2015 By the Numbers

**2,151** youth served in 2014-2015 through four programs:

- Year-Round Programs
- Summer Internships
- Alumni Services
- Curriculum Outreach

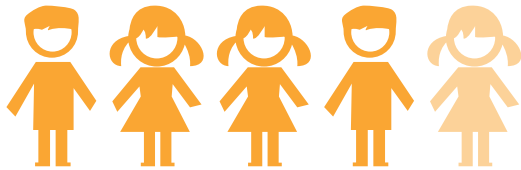


For students in our year-round programs:

**90%** qualify for Free and Reduced Meals (FARMs)

**53%** live with parents who never attended college

**80%**  
Program Retention



**215** job partners across four regions

**90%** of mentors surveyed would recommend being an Urban Alliance mentor to a colleague

## 2014-2015 Outcomes

**83%** of interns demonstrated growth in **key soft skills**, such as time management and communication.



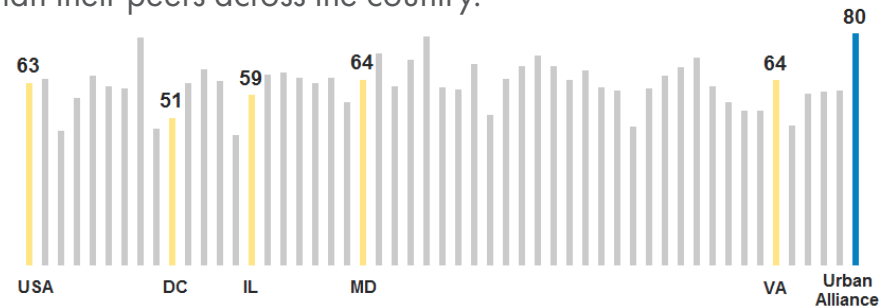
Interns logged more than **100,000 paid** hours of professional work.



**95%** of interns have been accepted into college.

## Year-to-Date Alumni Outcomes

UA alumni **enroll in college** upon graduation at a higher rate than their peers across the country.



Source: US Dept. of Education, National Center for Education Statistics, Common Core of Data.

**80%** of enrolled alumni persist to a second year

**79%** of alumni connected one year post-program

# New and Expanded Partnerships

Last year, we established or expanded several exciting new partnerships, including:

- **US Patent and Trademark Office:** In January 2015, the USPTO became the year's largest government employer of our interns by sponsoring 20 students in our Northern Virginia program, and concurrently doubling the size of the program.
- **Northern Trust:** After sponsoring two students in its first year of partnership, Northern Trust expanded its partnership with Urban Alliance in Chicago to 16 students in the 2014–2015 program year. They also hosted an Executives' Breakfast in Washington, DC, to share their commitment to youth employment and encourage other businesses to partner in the same way.



Megan Smith, United States Chief Technology Officer, speaks with interns at Urban Alliance's partnership kickoff at the US Patent and Trademark Office

- **The Economic Club of Washington, DC:** 2015 marked the inaugural year of a partnership between Urban Alliance and the Economic Club of Washington, DC, which provided 20 college scholars with paid, professional summer internships.
- **YouthWorks:** Urban Alliance collaborated with Baltimore Public Schools and the Mayor's Office of Employment Development to offer workforce development training to more than 200 young people in the city's summer jobs program.



Northern Trust hosts Executives' Breakfast with Urban Alliance. From left to right, Frederick Waddell, Chairman & CEO, Northern Trust, Terra Martire, Vice President, College & University Programs, Northern Trust, Eshauna Smith, CEO, Urban Alliance, Nathaniel Cole, Executive Director, Urban Alliance DC, Jenna Ketchum, Executive Director, Urban Alliance Chicago, and Brett Rees, Regional President, Northern Trust

David M. Rubenstein/Economic Club of Washington, DC Scholar, Johnathan Wade, poses with David Rubenstein, President of The Economic Club



## Urban Alliance School Partners

### BALTIMORE

Augusta Fells Savage Institute of Visual Arts High School  
 Digital Harbor High School  
 Frederick Douglass High School  
 Heritage High School  
 Maritime Industries Academy High School  
 National Academy Foundation School of Baltimore  
 Northwestern High School  
 Patterson High School  
 REACH! Partnership School  
 Reginald F. Lewis School of Business & Law  
 W.E.B. DuBois High School

Christian Fenger Academy High School  
 Gurdon S. Hubbard High School  
 Benito Juarez Community Academy High School  
 Kenwood Academy High School  
 John Marshall Metropolitan High School  
 Muchin College Prep  
 Wendell Phillips Academy High School  
 Charles P. Steinmetz Academic Center High School  
 Thomas Kelly High School  
 Wells Community Academy High School

Cardozo Senior High School  
 Columbia Heights Educational Campus (CHEC/Bell)  
 Coolidge Senior High School  
 Dunbar Senior High School  
 Eastern Senior High School  
 Friendship Collegiate Academy Public Charter School  
 Friendship Public Charter School-Tech Prep Academy  
 Hospitality High Public Charter School  
 IDEA Public Charter School  
 KIPP DC  
 Luke C. Moore Academy Senior High School  
 McKinley Technology High School  
 Options Public Charter School  
 Perry Street Prep  
 Phelps Architecture, Construction and Engineering High School  
 Roosevelt Senior High School  
 Washington Mathematics Science Technology Public Charter High School (WMST)  
 Wilson Senior High School  
 HD Woodson Senior High School

### CHICAGO

Carl Schurz High School  
 Richard T. Crane Technical Preparatory High School  
 Marie Sklodowska Curie Metropolitan High School  
 Paul Lawrence Dunbar Vocational Career Academy  
 David G. Farragut Career Academy

### NORTHERN VIRGINIA

Arlington Career Center  
 T.C. Williams High School  
 T.C. Williams Satellite Campus  
 Wakefield High School

### WASHINGTON, DC

Anacostia Senior High School  
 Ballou Senior High School  
 Benjamin Banneker Academic High School

## Curriculum Outreach Partners

Capital Partners for Education  
 Dance Place  
 DC Commission on the Arts and Humanities  
 DC Public Library  
 DC Public Library Teens of Distinction  
 Eye for Change  
 Georgetown Meyers Institute for College Preparation  
 Higher Achievement

Kid Power Inc  
 LAYC Career Academy  
 Life Pieces To Masterpieces  
 Maryland Office Employment Development  
 Metro TeenAIDS  
 National Basketball Retired Player's Association  
 National Cathedral Scholars  
 Office of the State Superintendent of Education

Ombudsman Educational Services  
 Reach Partnership School  
 Suitland High School  
 T.C. Williams High School  
 University of the District of Columbia Community College  
 Wakefield High School  
 Washington DC Police Foundation  
 Y of Central Maryland

## Urban Alliance Job Partners

### BALTIMORE JOB PARTNERS

ARC Baltimore  
 Baltimore City Public Schools  
 Baltimore Gas and Electric Company  
 Bank of America  
 Bon Secours  
 Congressman Cummings' Office  
 Cordish Company  
 Higher Achievement  
 Johns Hopkins Hospital Bayview Medical Center  
 Johns Hopkins University - School of Public Health and School of Nursing  
 Legg Mason  
 M&T Bank  
 Marriott  
 Morgan Stanley  
 Morgan State University  
 New Leaders  
 Reading Partners  
 Sinai Hospital  
 The Mayor's Office - Baltimore City  
 Verizon  
 Wide Angle Youth Media

Arcadis  
 Ariel Investments  
 AT&T  
 Bank of America  
 Bartlit Beck Herman Palenchar & Scott LLP  
 Blue Cross Blue Shield of Illinois  
 BMO Harris Bank  
 BP  
 Capri Capital Partners LLC  
 Centro  
 Chicago Bulls  
 Chicago Cares  
 Chicago Cubs  
 Chicago Transit Authority  
 Chicagoland Chamber of Commerce  
 Choose Chicago  
 Clark Construction Group, LLC  
 Clifford Law  
 ComEd  
 ContextMedia, Inc  
 DeVry University  
 DigitasLbi  
 Dress for Success Worldwide  
 Edelman  
 Enlace Chicago  
 Exelon  
 Goldman Sachs  
 Greater Chicago Food Depository  
 Grosvenor Capital Management LP  
 Gynecologic Specialists of Northwestern, S.C.  
 Huron Consulting  
 Hyatt  
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 Joffrey Ballet Chicago  
 Jones Lang LaSalle  
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 The John Buck Company  
 The Private Bank  
 Turner Construction  
 University of Chicago  
 Urban Alliance  
 Urban Initiatives  
 Walgreens  
 Winston & Strawn LLP  
 YMCA Chicago  
 Youth Guidance

### BALTIMORE YAIP JOB PARTNERS

ARC Baltimore  
 Baltimore City Department of Social Services  
 Bon Secours  
 Catholic Charities  
 CUPs Coffeehouse  
 Episcopal Community Services of Maryland  
 Morgan State University  
 Reading Partners  
 Total Health Care  
 Y of Central Maryland

### CHICAGO JOB PARTNERS

A Silver Lining Foundation  
 Accenture  
 Advocate Illinois Masonic Medical Center  
 Alan F. Segal & Associates

### CHICAGO AIP JOB PARTNERS

Alan F. Segal & Associates  
 America Needs You  
 Artifice NFP  
 Bank of America  
 Chicago Bulls  
 Chicago Cubs  
 ComEd  
 Common Ground Foundation  
 ContextMedia, Inc  
 Dress for Success Worldwide  
 Enlace Chicago  
 Forward Momentum Chicago  
 Grosvenor Capital Management LP  
 Groupon  
 Healthy Organic Kids  
 Lincoln Park Community Shelter  
 Mesirow Financial  
 New Life Covenant Church

Orbitz  
PAWS Chicago  
Spark Program, Inc.  
Teach for America  
The John Buck Company  
Urban Alliance

#### DC JOB PARTNERS

21st Century Fox  
African American Civil War Memorial and Museum  
American Beverage Association  
American Chemistry Council  
Artemis Real Estate Partners  
Aspen Institute  
Atlantic Media Company  
Bank of America  
Boston Consulting Group  
Burness Communications  
Burson-Marsteller  
Capital Women's Care  
Cesar Chavez Public Charter School  
Children's National Medical Center  
Choice Hotels  
City First Homes  
Clark Construction Group, LLC  
College Tribe  
Community Preservation and Development Corporation  
Corporate Executive Board  
Corporation for National and Community Service  
Danaher Corporation  
DC Alliance of Youth Advocates  
DC Vote  
Department of Consumer and Regulatory Affairs  
Department of Small and Local Business Development  
DTI Global  
Edens  
Edison Electric Institute  
EverFi  
Forest City Washington  
Girl Scout Council of the Nation's Capital  
Higher Achievement  
Honest Tea, Inc.  
Hubbard Place Resident Services

Katten Muchin Rosenman LLP  
Kid Power Inc  
KIPP DC  
Latin American Youth Center  
LearnZillion  
Life Pieces To Masterpieces  
Marriott  
Martha's Table  
McMahon Solutions, LLC  
MCN Build  
Metro TeenAIDS  
Morgan Stanley  
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Resources for Inner City Children  
Running Start  
Sasha Bruce Youthworks  
Serve DC  
Sitar Arts Center  
Skadden Arps Slate Meagher & Flom LLP  
Split This Rock  
Street Law  
Sullivan & Cromwell  
The Advisory Board Company  
The Glover Park Group  
Third Way

United States Agency for International Development  
United Way National Capital Area  
Urban Alliance  
Venable  
Verizon  
Washington Animal Rescue League  
Washington City Paper  
Washington Nationals Baseball Club  
Words, Beats & Life, Inc.  
World Bank Group  
Young Women's Project  
YWCA National Capital Area

#### NORTHERN VIRGINIA JOB PARTNERS

Alexandria City Attorney's Office  
Alexandria Housing Development Corporation  
Alexandria Police Department  
Alexandria Redevelopment & Housing Authority  
Alexandria Renew  
Arlington County Board  
Arlington County Office of Emergency Management  
Arlington Economic Development  
Arlington Food Assistance Center  
Arlington Free Clinic  
Arlington Street Peoples Assistance Network  
Bank of America  
Bloomberg BNA  
Evolent Health  
Greenbrier Learning Center  
Jack Taylor Toyota  
National Capitol Contracting  
Northern Virginia Area Health Education Center  
Promontory Interfinancial Network  
Reingold  
SCAN  
Smithsonian Institution, Office of Sponsored Projects  
The Campagna Center  
United States Patent and Trademark Office  
United Way Worldwide  
Virginia Hospital Center  
Washington Speakers Bureau

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Baltimore City Foundation  
Baltimore Community Foundation  
Baltimore Gas and Electric Company  
Baltimore Metropolitan Council  
Baltimore Workforce Investment Board  
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Bank of America Foundation  
Barclays  
Bernstein Family Foundation  
Bernstein Management Corporation  
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Clark Construction Group, LLC  
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Crown Family Philanthropies  
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DC Department of Employment Services  
Destination DC  
DeVito Family Trust  
EagleBank Foundation  
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Techweek, Inc  
The Advisory Board Company  
The Alvin and Fanny B. Thalheimer Foundation  
The Associated: Jewish Community Federation of Baltimore  
The Cordish Family Foundation

The Economic Club of Washington, DC  
The Lombardo Companies  
The M & T Charitable Foundation  
The Moriah Fund  
The Morris and Gwendolyn Cafritz Foundation  
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\* The list above includes all donations and grants totaling at least \$500 combined during years 2014 and 2015. If there is an error in our listing, please accept our sincere apologies and contact us at [kstorms@theurbanalliance.org](mailto:kstorms@theurbanalliance.org).

# Raising Visibility

Urban Alliance continues to add to the national conversation around youth employment issues, with members of the UA team sharing best practices and lessons learned at national conferences and convenings, including My Brother's Keeper Alliance Corporate Roundtable, Eastern Evaluation Research Society, and the USA Funds convening on Disconnected Youth. UA was involved in several events and also received media coverage, further helping to raise the issue of youth employment and the visibility of the organization.

- **US Chamber of Commerce Foundation:** Urban Alliance partnered with the Chamber to host Youth Employment Matters!, an event which focused on the role of corporate engagement in youth employment. Vice President Joe Biden spoke and was joined by a panel of corporate executives from Deloitte, Marriott, Bank of America and Morgan Stanley. Urban Alliance released a policy brief addressing the importance of early, meaningful work to long-term independence. The event was covered nationally by C-SPAN.
- **TEDx Pennsylvania Avenue:** Urban Alliance CEO, Eshauna Smith, shared her story and the importance of employing youth during her TEDTalk, "The Lucky Ones."

- **Opportunity Nation:** Urban Alliance was featured as a model youth employment program at the 2015 Opportunity Nation Summit in Washington, DC. The session was attended by more than 1,000 of Opportunity Nation's coalition partners working to expand economic opportunity.
- **Chicago Bulls and Rolling Stone:** The Chicago Bulls have been committed advocates of Urban Alliance since 2012. Earlier this year, Jimmy Butler won the Kia NBA Most Improved Player Award, and selected Urban Alliance as his charity of choice. In an interview with *Rolling Stone* magazine, Butler said, "There's a kid that works for the Bulls, Sherdell Mallett, a really good kid from the South Side of Chicago, and the Urban Alliance really changed his life."
- **The Washington Post:** An online documentary featured an Urban Alliance intern sharing the challenges of youth aging out of the foster care system.
- **Urban Institute:** Urban Alliance teamed up with the Urban Institute, a Washington, DC-based think tank, to host a one-day "Data Camp" convening of researchers, policy makers, and other nonprofit providers to discuss youth employment and professional skills. As a result of the event, UA coauthored a brief on the challenges and opportunities associated with youth employment data collection that is housed on the Urban Institute website.

Garic Cooper, a participant in Urban Alliance's Baltimore YAIP program, was featured in a *Washington Post* documentary



**GARIC COOPER**  
Intern, Bon Secours Community Works

Jimmy Butler of the Chicago Bulls hugs Sherdell Mallett, an Urban Alliance alumnus



Kerry Sullivan, President of the Bank of America Charitable Foundation, interviews Urban Alliance alumna, Anya Carthy, during the 2015 Opportunity Nation Summit



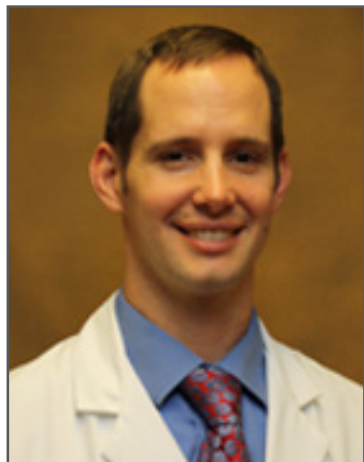
Urban Alliance alumni at the Youth Employment Matters! event hosted by the US Chamber of Commerce





# Donor Spotlight

## Interview with Geoffrey Neuner, M.D.



### Q. How did you first hear about Urban Alliance?

A. I first learned about Urban Alliance through my good friend and former CEO, Veronica Nolan. I saw for years how much passion she had for this program, and I could see through her what a difference it could make.

### Q. What motivated you to contribute to Urban Alliance this year?

A. My particular interest in donating this year was an intersection of good fortune and ongoing tragedy. I had the good fortune of becoming partner in my radiation oncology practice this year. At the same time, the ongoing tragedy of the United States that is the persistent marginalization of the poor in our inner cities (and elsewhere) boiled to the surface around the country, including three miles from my home in Baltimore. Being that my family has been so blessed with success in multiple ways, it was only fair that we gave back locally.

### Q. What aspect of the program do you think most benefits the young people involved? Why?

A. This amazing program takes under-resourced youth and enables them to cross the cultural boundaries unique to the working world. This aspect is the linchpin of this program, and its importance makes sense given the data showing, for example, better socioeconomic outcomes of section 8 families living in affluent communities.

### Q. How is the mission of Urban Alliance relevant to your daily life?

A. We need to do more to meld society, something only achieved with professional integration, my interpretation of Urban Alliance's mission. In my daily life, the ultimate success of our city relies on the upward mobility of the under-resourced people all around us. I hope that manifests in the future and I am, in some way, a part of it.

## Financial Statement For Fiscal Year 2014 January 1, 2014–December 31, 2014

This is a financial snapshot for the year ending on December 31, 2014. Expenses and overall revenue figures have been audited by Raffa, P.C. A full audited report can be requested by e-mailing: [kstorms@theurbanalliance.org](mailto:kstorms@theurbanalliance.org). Please note that the specific breakdown of revenue over the funding source categories is determined by Urban Alliance and is not audited.

### REVENUE

#### Contributions

Foundations & Trusts	\$2,026,814
Organizations Sponsoring Student Interns	\$3,095,200
In-Kind Donations	\$332,827
Government Grants	\$691,649
Corporate Charitable Donations	\$203,661
Individually Directed Contributions	\$131,119
Earned Income for Curriculum Outreach Services	\$26,670

**Total Contributions** ..... **\$6,507,940**

**Other Revenue** ..... **\$39,206**

**Total Revenue** ..... **\$6,547,146**

### EXPENSES

#### Program Services

High School Internship Program	\$4,072,646
Program Development	\$580,571
Youth Programs	\$287,004

**Total Program Services** ..... **\$4,940,221**

#### Support Services

Management & General	\$552,547
Development & Fundraising	\$603,290

**Total Support Services** ..... **\$1,155,837**

**Total Expenses** ..... **\$6,096,058**

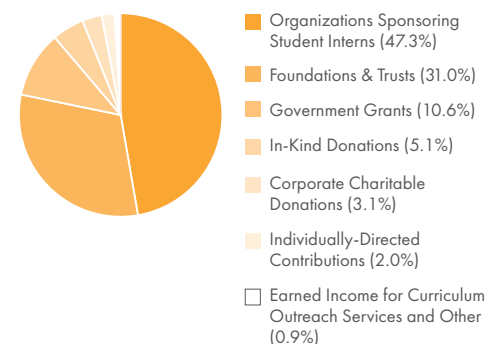
**Change in Net Assets** ..... **\$.451,088**

**Beginning Net Assets** ..... **\$2,874,783**

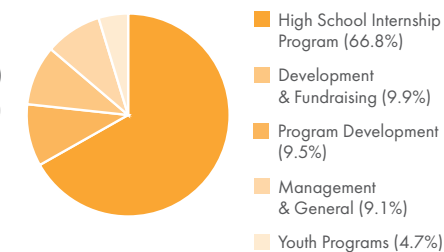
**Ending Net Assets\*** ..... **\$3,325,871**

\* Includes grant commitments for 2015–2016 and Board-designated \$1.2 million Operating Reserve.

### FY 2014 REVENUE



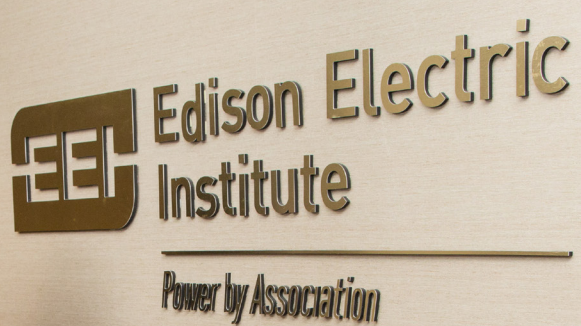
### FY 2014 EXPENSES



# Board of Directors

- Andrew Plepler**..... Vice Chair of the Board  
Global Corporate Social Responsibility Executive and  
Consumer Policy Executive, Bank of America
- Mary Menell Zients**..... Board Chair, Volunteer
- Anna Bard**..... Community Affairs Manager - MD, DC & VA,  
Wells Fargo Philanthropy Team
- Viki Betancourt**..... The World Bank (Retired)
- Karen Campbell**..... Vice President and Chief Policy Officer, Verizon
- Shannon DiBari**..... Chief Operating Officer and Executive Vice President,  
US Chamber of Commerce
- Christine Gregory**..... Former Executive Director, Urban Alliance  
Diversity, Inclusion, and Leadership Development Consultant,  
Christine Gregory Consulting
- Nick Kilavos**..... Director, Lending, Alliance Partners, LLC
- Kristin Kosmides**..... Head, Corporate Citizenship, Legg Mason
- Karen Leder**..... Volunteer
- Colleen Lee**..... Real Estate Agent, Gerlach Real Estate
- Winston Lord**..... Co-Founder & CMO, Venga
- Kwasi Mitchell**..... Treasurer of the Board  
Partner, Washington DC Strategy & Operations Practice,  
Deloitte Consulting, LLP
- Tom Nides**..... Vice Chairman, Morgan Stanley
- Veronica Nolan**..... Former CEO, Urban Alliance  
Board Member, Alexandria City Public Schools
- Chandra Pappas**..... Senior Vice President, Randstad Finance and Accounting
- Shahin Rezai**..... Senior Vice President & Chief Counsel,  
Capital One Financial Corporation
- Sonal Shah**..... Executive Director,  
Beeck Center for Social Impact & Innovation at Georgetown University
- Matthew Smith**..... Principal Partner, McKinsey & Company
- Maura Vanderzon**..... Volunteer





## Local Advisory Boards

### Baltimore

- Kristin Kosmides**..... Advisory Board Chair, Head, Corporate Citizenship, Legg Mason
- Theodore Kuczarski**..... Financial Advisor, Northwestern Mutual
- Deborah Silcox** ..... Volunteer
- Zed Smith**..... Chief Operating Officer, The Cordish Companies
- Kate Norman**..... Senior Trader, Constellation Energy/Exelon
- Janice Williams**..... Vice President, Community Development Specialist, Susquehanna Bank/BB&T

### Chicago

- Shradha Agarwal** ..... President & Co-founder, ContextMedia
- Cindy Moelis**..... Board Member, Crown Family Philanthropies  
Former Director of the President’s Commission on White House Fellowships

### Washington, DC

- Karen Leder**.....Advisory Board Co-Chair, Volunteer
- Karen Campbell** .....Advisory Board Co-Chair, Vice President and Chief Policy Officer, Verizon
- Winston Lord** ..... Co-Founder & CMO, Venga
- Dan Gordon** ..... Senior Legal and Policy Advisor, EducationCounsel
- Venita McKnight**..... Office Manager, Government Relations, 21st Century Fox
- Bill McNulty** .....Senior Vice President, Financial Advisor, Morgan Stanley
- Chandra Pappas**.....Senior Vice President, Randstad Finance and Accounting
- Colleen Lee**..... Real Estate Agent, Gerlach Real Estate
- Nick Kilavos**.....Director, Lending, Alliance Partners, LLC

# Urban Alliance Staff

## National

Eshauna Smith	Chief Executive Officer
Najmah Ahmad	Director of Curriculum Outreach
Meagan Carlock	Director of Finance
Nicole Clegg	Human Resources Manager
Wendy Dixon-DuBois	Director of Communications
Julie Farkas	Chief Strategic Growth Officer
Amanda Fioritto	Data and Evaluation Specialist
Kiara Holland	Operations Associate
Sokeng Leng	Director of Special Projects
Tameka Logan	Chief Program Officer
Paul Remy	Development Associate
Jason Rotolo	Business Operations Manager
Jose Sousa	Chief Administrative Officer
Kyle Storms	Development Director
Daniel Tsin	Director of Data & Accountability
Meaghan Woodbury	Chief Operating Officer

## Baltimore

Stephanie Amponsah	Executive Director
Katie Graul	Program Coordinator
Natasha Muhammad	Program Director
Cammille Powell	Alumni Services Coordinator

## Chicago

Jenna Ketchum	Executive Director
Silvia Barba	Program Coordinator
Julie Carson	Program Associate
Jeremy Ly	Alumni Services Director
Vanessa Martinez	Program Coordinator
Chris Noth	Program Coordinator
Jamie Ricks	Deputy Director
Marshana Roberts	Program Director

## Washington, D.C.

Nathaniel Cole	Executive Director
Brittany Anderson	Program Coordinator
Martin Copeland	Program Specialist
Jessica Gilbert	Program Coordinator
Elyse Harris	Program Coordinator
Alphonzo Jackson	Program Coordinator
Tomeka Lee	Program Coordinator
Tyran Omary	Program Director
Nancy Washington	Alumni Services Director

## Northern Virginia

Alessandra Colia	Executive Director
Kedrick Griffin	Program Director
Christine McCurdy	Program Coordinator

## Thank you to the following staff members for their service:

Alexandra Bryant	Program Coordinator
Ricardo Hernandez	Program Coordinator
Ernest McDuffie	Program Coordinator
Laura Montgomery	Program Coordinator
Alysia Morgan	Operations Associate
Jee Pae	Chief Development Officer
Leah Rietveld	Alumni Services Director
Shanelle Roberson	Program Coordinator
Joseph Straaik	Program Coordinator
Courtney Wright	Program Coordinator

# Alumni Spotlight

Member's Message: Show up. Dress up. Manage up. Show Out.

Shared by alumna, Menbere Assefa, with Urban Alliance interns at the US Chamber of Commerce in 2015

Alumna Menbere Assefa (pictured far left), AT&T State President for Maryland, Washington, DC, and Delaware, Denis Dunn, Urban Alliance CEO Eshauna Smith, and DC Executive Director Nathaniel Cole at the US Chamber of Commerce



Today could be the most important day of your career. I began my journey as an intern at the Executive Office of the Mayor, working on drafting legislation and attending counsel hearings. After that, I went to college, got my degree, and today work as a management analyst at the DC Department of Human Resources. I'm also the co-founder of a new nonprofit called POW that will be helping youth to bring their business ideas to life. I wanted to invest in youth the same as Urban Alliance invested in me.

The four keys to success I learned during my Urban Alliance experience:

**Show up**—Be prompt, be attentive and be engaged.

**Dress up**—Dress for success and to impress. Make sure that your attire fits the environment.

**Manage up**—Ask for more work during your down time, as this is a time for you to learn and grow your skill sets. People are more likely to share tricks and trades of the profession if you are willing to learn.

**Show out**—Be excellent in what you are doing, and people will recognize it and remember it.

The months of your internship are crucial. You cannot underestimate your mentors, your peers, or the people you come across in the process. This could be your next boss, your new business partner, or even your future client. So show up, dress up, manage up and show out. Because today could be the most important day of your career!



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410.366.5780

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Chicago, IL 60606  
312.496.3300

Urban Alliance Chicago's 2015 graduating class at the University of Chicago's Booth School of Business for the Public Speaking Challenge, the culminating event of the High School Internship Program



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