This was a year of venturing out and coming home. A year of looking backward and moving forward. A year of communities, both old and new.

In the same year we expanded our youth employment model to Detroit, we also recommitted to the place where our mission started 23 years ago, Southeast Washington, DC; we explored new models for our program and reconnected to our roots. Through it all, we were reminded every day how critical our partners are in this work, from employers, to schools, to funders. It takes more than a village – it takes an entire ecosystem of support to unlock opportunity for our students.

So when we launched our High School Internship Program in Detroit this program year, we made sure we found a city with a strong cross-sector commitment to empowering the next generation. The network of schools, local government, nonprofits, businesses, and funders who both recognize the importance of youth employment and actively work to strengthen Detroit’s workforce development ecosystem is impressive, and we are honored to now be part of such a dedicated community. In Detroit, through our partnership with the Quicken Loans Community Fund, we also piloted a new ‘anchor employer’ model, in which Quicken Loans hosts an entire cohort of interns across their Rock Family of Companies, a break from our traditional model. With multiple students working for the same company, we can customize training, while students can commute to work together, learn from one another, build a community of peers to support each other, and gain increased exposure to opportunities around the city.

While looking at our program with fresh eyes during our recent expansion, we also looked back at our founding in 1996, when DC students told us that what they most needed were real, meaningful jobs. This year, we expanded our commitment to our hometown through a partnership with another organization with deep roots in the city, Martha’s Table, to reduce barriers to success for youth from Wards 7 and 8 in Southeast DC. We are thrilled to focus more attention and resources on the talented, hard-working youth whose voices started the Urban Alliance movement. And as in Detroit, we are taking a new spin on our model, starting youth on a path toward economic success as early as their freshman year of high school – an Urban Alliance first - training them in essential job skills, giving them early exposure to professional workplaces, and helping them plan for lifelong economic self-sufficiency.

Dear Friends,

In ways both big and small, our partners have stepped up for youth this year. From DC partners taking on additional interns during the federal government shutdown; to our Chicago partner the Obama Foundation providing students a chance to meet President Barack Obama; to AT&T hosting Northern Virginia partners and elected officials for an important discussion around the critical role of workforce development in building a more prosperous region; to Baltimore peer organizations working together to launch a new partnership with Bloomberg Philanthropies to expand workforce readiness to more youth in the city - the Urban Alliance community has shown our young people just how much they care.

Thank you for your partnership. Thank you for always going the distance for our interns.

With gratitude,

Eshauna Smith, CEO

Mary Menell Zients, Board Chair and Co-Founder
1 in 9 young people are neither in school nor working

75 percent of them have a high school diploma

Urban Alliance seeks to prevent youth disconnection before it starts by increasing economic opportunity for high school students from under-resourced communities who are at a pivotal point in their development – just on the cusp of adulthood.

Through access to meaningful work experience, critical skills training, and professional networks, Urban Alliance works to ensure that all youth remain connected to economically self-sufficient pathways after high school graduation.

In recent years, Urban Alliance has recognized the need to connect with youth earlier in their high school careers as part of a broader strategy to prevent disengagement from successful career or college pathways among low-income students in the nation’s most vulnerable communities. We now offer workforce readiness training and career network building throughout students’ entire high school experience.

Urban Alliance empowers economically-disadvantaged youth to aspire, work, and succeed through paid internships, jobs skills training, and mentoring.

9-month paid internships for high school seniors
Approximately 100 hours of professional soft skills training
One-on-one mentoring from caring adult professionals
Post-high school planning assistance
Lifelong college and career guidance

Unemployment is almost double in low- and moderate-income communities compared to higher-income communities. – US Federal Reserve
High school and college students with paid work experience are more likely to earn more income later in life. – National Bureau of Economic Research
Both teenage employment and participation in work-based learning programs that include mentoring are correlated with higher-quality future jobs. – Brookings Institution
2,483 TOTAL YOUTH SERVED

836 INTERNS
1,354 SKILLS TRAINING PARTICIPANTS
293 ALUMNI

40% OF INTERNS DID NOT HAVE A BANK ACCOUNT UPON ENTERING THE PROGRAM

1,354 SKILLS TRAINING PARTICIPANTS
293 ALUMNI

91% OF INTERNS QUALIFY FOR FREE OR REDUCED-PRICE MEALS

293 ALUMNI

99% OF INTERNS ARE STUDENTS OF COLOR

96% OF INTERNS REPORTED INCREASED PROFESSIONAL CONFIDENCE

175,427 TOTAL HOURS WORKED

100% OF INTERNS GRADUATED FROM HIGH SCHOOL

1,354 SKILLS TRAINING PARTICIPANTS
293 ALUMNI

59% OF INTERNS WOULD BE FIRST-GENERATION COLLEGE STUDENTS

93% OF INTERNS ENROLLED IN COLLEGE

94% OF ALL INTERNS WERE ACCEPTED INTO COLLEGE

96% OF INTERNS APPLIED TO COLLEGE

DID YOU KNOW?

Urban Alliance is one of only two percent of nonprofits to complete a randomized controlled trial (RCT) – which showed a statistically significant impact on college attendance for both male and mid-GPA students, as well as the development and retention of critical soft skills. UA is currently undergoing a second RCT.

92% OF INTERNS DEMONSTRATED SKILL GROWTH

20,947 TOTAL HOURS OF TRAINING

100% OF INTERNS WHO BEGAN OUR CORE PROGRAM WITHOUT A POST-HIGH SCHOOL PLAN LEFT WITH ONE
After successfully piloting and fine-tuning early workforce development programs in Northern Virginia and the South Side of Chicago, Urban Alliance joined forces with Martha’s Table – a service leader in the DC community who has hosted UA interns since 2011 – to launch the organization’s most expansive early training program to date, working with high school freshmen for the first time in UA history. Together, the two organizations are providing workforce readiness training to more than 250 students over our first four years in the city. In addition to Quicken Loans, UA’s expansion to Detroit was also supported by UA’s long-time partner Bank of America who hosts an additional six interns per year, as well as the Skillman Foundation, a long-time supporter of youth employment efforts in Detroit who is backing UA’s work to connect in-school skill building with year-round workplace training, employment, and mentorship. UA’s expansion to Detroit is grounded in our core mission: to provide meaningful, effective youth employment opportunities to as many young people who need them as we can. These young men and women are why we came to Detroit, and we feel privileged to serve them.

In 2018, Martha’s Table opened their new headquarters in Ward 8, The Commons, where they host UA training workshops. Additionally, the organization continues to take interns, and helps to connect students to meaningful work opportunities with partner organizations.

President Obama surprised UA Obama Youth Jobs Corps (OYJC) interns meeting at the Obama Foundation headquarters in Chicago were surprised by a visit from President Barack Obama. “A lot of times people like me don’t hear, ‘I’m proud of you,’ a lot, or ‘I care about you,’ a lot,” said DaJuan Allen-Johnson, an OYJC intern at the United Way through a sponsorship from KPMG. “Knowing that President Obama does care, it lets me know that I’m doing the right thing and I’m where I need to be.”

While speaking with OYJC students about the importance of job training programs like this one to create opportunities for young people, President Obama praised their hard work and commitment to forging new pathways to success. "Part of the goal of this program is to expose students to what's possible," President Obama said. "Everybody here has already shown extraordinary talent and initiative. All of you all looked focused in a way that I can't say I necessarily was when I was your age. So you guys are already ahead of the game. Part of what we want you guys to all feel is the confidence to know that none of this stuff is beyond your capacity. We want you to feel that in your gut, that there is nothing you can't figure out. And so if this program helped anything it is for you guys to figure out that."
In partnership with the Baltimore Workforce Development Board and the Visit Baltimore Foundation, UA Baltimore offers a hospitality track for seniors enrolled in our High School Internship Program. In addition to all components of HSIP including a paid, 9-month hospitality internship, students receive an additional 30 hours of hospitality industry training from the American Hotel and Lodging Association through the Community College of Baltimore County.

"Partnering with Urban Alliance over the past decade has given our students an opportunity to go into the workforce and explore their career interests. It has helped students on their path to self-sufficiency through education, training, and mentoring – and an internship provides them with experience they need to make informed decisions about their future. The program has really changed my entire future because it gave me the right mindset to go into the working world. I’m proud of the career I’ve chosen and whatever I do for my future I know that UA can help me. This was a once in a lifetime chance that I am glad I took.”

– Deshon Williams,
Intern at Dustin Construction

SCHOOL PARTNERS
Academy College and Career Exploration - Achievement Academy - August Falls Institute of Visual Arts - Ben Franklin Baltimore Leadership School for Young Women - Coppin Academy - Carver Vocational Technical High School

ConneXions: A Community-Based Arts School - Digital Harbor High School - Edmondson Westside High School - Mergenthaler High School - Patterson High School - REACH Partnership School - Renaissance Academy - Western High School

JOBS PARTNERS

I/Q/MC - JHT - The Johns Hopkins Bloomberg School of Public Health - The Johns Hopkins Hospital - Johnstown Controls - Key Equipment - La Jolla - Living Classrooms Foundation - M&T Bank - Madden Homes - Marriott International - Maryland State Highway Administration - Marriott - Morgan Bank - Morgan State University - Mr. - National Aquarium - Next Phaze Cafe & Lounge - Pleasant Gardens - Reading Partners - Southwest Builders

SP Architects - Turner Construction Company - University of Maryland Francis King Carey School of Law - University of Maryland Medical Center - Urban Alliance - Verizon - Whiting Turner - Wilde Angle Youth Media - World Trade Center Institute

Karrie Turner: "Before joining UA Baltimore, I worked as a Senior Advocate at the University of Maryland Law School's Center for Family and Community, where I helped low-income and vulnerable families navigate the legal system. However, I knew that for my future I needed to find a career that would provide a stable path to financial success. That's when I learned about UA Baltimore’s High School Internship Program. Through this program, I was able to gain valuable work experience in the hospitality industry while completing my high school education. This experience has been a great opportunity for me to explore a career path that aligns with my interests and skills. I am grateful for the support and guidance I received from UA Baltimore, and I feel confident that I am on a path to achieving my career goals."
The Obama Youth Jobs Corps has done more than prepare me for the workforce, it’s prepared me for my life. And it has really given me the confidence to really go out into the world and pursue what I want to do. And I’ve become more resilient and more ambitious now that I’ve been with Urban Alliance. I feel like being given an even playing field, and early work exposure. The Obama Youth Jobs Corps has done more than prepare me for the workforce, it’s prepared me for my life. And it has really given me the confidence to really go out into the world and pursue what I want to do. And I’ve become more resilient and more ambitious now that I’ve been with Urban Alliance. I feel like being given an even playing field, and early work exposure.
DETROIT  2018-2019

49 YOUTH SERVED*  6 EMPLOYERS  5 SCHOOLS

*Including 8 Bank of America summer interns

ESTABLISHED 2018

SCHOOL PARTNERS
A. Philip Randolph Career and Technical Center
Breithaupt Career and Technical Center
Frank Cody High School
Golightly Career and Technical Center
Osborn High School

JOB PARTNERS
Arts & Scraps
Bank of America
Bedrock Detroit
JOURNi
Quick Loans
Quicken Loans Community Fund
Rock Connections
YMCA of Metropolitan Detroit

“I went from hoodies and jeans to suits everyday—I’ve grown mentally. I’ve grown emotionally. I never knew that this would be something that I would be doing. I never knew that I was capable of doing things like this.”
— Dalante Rhoden, Interned at Bank of America

“As a for-more-than-profit company, Quicken Loans believes that we can only be as successful as our community. Though our partnership with Urban Alliance, we are able to ensure that, as our companies continue to grow and impact the city we call home, Detroit students can not only join us but gain the skills they need to drive our future.”
— Laura Grannemann, Vice President of Strategic Investments, Quicken Loans Community Fund

“They’re really preparing us for what we’re going to experience when we get out to college. People don’t know about this – no Microsoft Excel, no elevator pitch, no networking... They’re not going to be ready when they get out of high school!”
— Devon Barnett, Interned at Rock Connections

“SCP knows and believes in the power and potential of young people, and we recognize our duty to mentor, inspire, and develop youth, helping them gain better career and opportunity. An internship can provide realistic and significant training opportunities, career pathways, and leadership experiences that will help them grow into the leaders we need for Detroit.”
— Chanel Hampton, Chief Executive Officer, Strategic Community Partners (SCP)

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— Laura Grannemann, Vice President of Strategic Investments, Quicken Loans Community Fund

“We want a broader version of what actual work life is, so this is a great opportunity to have this type of experience... My mentor [and everyone] told me that in order to achieve greatness you have to believe in greatness in yourself. I believe it now – and will carry that wherever I go. He’s been there for me through it all this year and I know he will always be that someone I can count on.”
— Damia Lewis, Interned at Quicken Loans

“I want them to see that we expect them to be professionals – that I knew there was something that I would want to do that I would never have thought I could do.”
— Detroit Intern, Interned at Bank of America

“SCP knows and believes in the power and potential of young people, and we recognize our duty to mentor, inspire, and develop youth, helping them gain better career and opportunity. An internship can provide realistic and significant training opportunities, career pathways, and leadership experiences that will help them grow into the leaders we need for Detroit.”
— Chanel Hampton, Chief Executive Officer, Strategic Community Partners (SCP)
**NORTHERN VIRGINIA 2018-2019**

**499 YOUTH SERVED**

**51 EMPLOYERS**

**9 SCHOOLS**

**ESTABLISHED 2013**

**SCHOOL PARTNERS**

- Arlington Career Center
- Falls Church High School
- George Mason High School
- H-B Woodlawn Secondary Program
- Justice High School
- Mount Vernon High School
- T.C. Williams High School
- Wakefield High School
- Washington-Liberty High School

**JOB PARTNERS**

- 1776 Crystal City
- Alexandria City Attorney’s Office
- Alexandria Renew Enterprises
- Applied Predictive Technologies
- Arlington Free Clinic
- Arlington Public Schools Superintendent’s Office
- Aspire Afterschool Learning
- Bank of America
- Blue Cat
- The Campagna Center
- Center for Assistance to Families
- Chartis Federal
- The Child & Family Network Centers
- Doorways For Women and Families
- EcoAction Arlington
- Episcopal High School
- Evolent Health
- Explanation Kids
- Fairfax County Democratic Committee
- George Mason University
- Goodwin House
- Hilton DoubleTree Crystal City
- Hilton Embassy Suites Alexandria
- Hilton Madison Hotel
- Hilton McLean Tysons Corner
- Hilton Worldwide
- Homeland Security
- Human Resources Research Organization
- Kaiser Permanente
- Kearney & Company
- KITEWIRE
- KP Springfield Medical Center
- Leadership Center for Excellence
- Maestro Group
- National Minority Quality Forum
- New Hope Housing
- Northern Virginia Community College
- NOVA ScriptsCentral
- Qualcomm Thinkabit Lab at Virginia Tech
- Redpeg Marketing
- Smithsonian Institution
- Southern Management Corporation
- United Bank
- US Patent & Trademark Office
- The View of DC
- Virginia Tech National Capital Region
- Washington Speakers Bureau
- Wesley Housing
- Urban Alliance

“Urban Alliance was a perfect stepping stone for me before college. It allowed me to have a real job for the first time with real coworkers and responsibilities, all while still in high school. This allowed me to gain a glimpse of the real world, but also provided the opportunity and support I needed to become a successful adult.”

– Aya Laoufir, Interned at Doorways for Women and Families

“Without this opportunity, I really don’t know what I would be doing, ... I wouldn’t have set my goals so high if it wasn’t for Urban Alliance and what they’ve done for me. ... For the people who are just not there and don’t need a little push, Urban Alliance is that program for that person. Give them someone that needed a little push and they pushed me really far. They opened the door and I ran through it.”

– Danilo Andrade, Interned with Hilton DoubleTree Crystal City

“We believe that we are only as strong as the communities where we live and work, so we are proud to partner with organizations like Urban Alliance whose work helps to build brighter futures for local youth. While opening the door to new professional possibilities for the Urban Alliance interns we host, this partnership also gives United Bank talented, hard-working youth members whose insights, drive, and diligence add value to the workplace.”

– Kevin Reynolds, Regional President and Director of Sales, United Bank

**High School Internship Preparatory Program (HIPP)** was Urban Alliance’s first expansion of our youth employment services to younger students. HIPP is a year-long program for high school juniors in Fairfax County, VA providing workforce readiness training, life skills, and post-high school planning assistance. The goal is to prepare these students for senior year and beyond, whether that includes UA’s signature senior-year internship program, other early employment opportunities, or college.

**PROGRAM SPOTLIGHT**

The High School Internship Preparatory Program (HIPP) was Urban Alliance’s first expansion of our youth employment services to younger students. HIPP is a year-long program for high school juniors in Fairfax County, VA providing workforce readiness training, life skills, and post-high school planning assistance. The goal is to prepare these students for senior year and beyond, whether that includes UA’s signature senior-year internship program, other early employment opportunities, or college.

**SCHOOLS SPOTLIGHT**


**JOB PARTNERS**

- 1776 Crystal City – Alexandria City Attorney’s Office – Alexandria Renew Enterprises – Applied Predictive Technologies – Arlington Free Clinic

**URBAN ALLIANCE / 2018-2019 YEARBOOK**

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**URBAN ALLIANCE / 2018-2019 YEARBOOK**

16

17
Our hometown region has expanded to include providing internships and workforce development throughout the District and in surrounding Montgomery County and Prince George's County, MD. To prepare youth for success in future employment, all students deeply into professional development, financial literacy, post-high-school planning, and increased exposure to the professional world. The program culminates in Urban Alliance's flagship High School Internship Program in students' senior year.

**Sültland High School**

As part of Venture Philanthropy Partners’ youthCONNECT initiative, Urban Alliance provides in-school workforce readiness training to high school juniors and seniors enrolled in the Career and Technical Education Program at Sültland High School inPrince George's County, MD. To prepare youth for success in future employment, all students receive comprehensive professional skills training, guidance on building professional portfolios, and real-world opportunities to practice networking and interviewing.

Our managed internship programs for The World Bank Group (high school juniors in the summer), The Economic Club of Washington, Inc. (summer paid, paid summer internships program), and the DC Foundation (youth 16-21 in the summer) – providing skills training and case management.

Martha's Table Partnership

Urban Alliance partners with Martha's Table to provide workforce readiness training to high school students in Southeast DC throughout their high school careers. Students receive workshops in the 9th grade year to introduce students to possible professional pathways (beginning in fall 2019), deepen touch workforce readiness training in the 10th grade year for students to lay the groundwork for professional skill development; and weekly job skills training sessions in the 9th grade year, delving deeply into professional development, financial literacy, post-high school planning, and increased exposure to the professional world. The program culminates in Urban Alliance’s flagship High School Internship Program in students' senior year.

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As part of Venture Philanthropy Partners’ youthCONNECT initiative, Urban Alliance provides in-school workforce readiness training to high school juniors and seniors enrolled in the Career and Technical Education Program at Sültland High School in Prince George’s County, MD. To prepare youth for success in future employment, all students receive comprehensive professional skills training, guidance on building professional portfolios, and real-world opportunities to practice networking and interviewing.

**Knife mentor** has become like a second mom to me... Her patient attitude has inspired me and allowed me to feel comfortable learning and making mistakes. She has changed my perspective and shown me that work is a space to share your ideas, improve, and grow. - Denardo Worthy, Interned with the U.S. Coast Guard

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**MONTGOMERY COUNTY, MD 2018-2019**

At the heart of our model are the job partners who provide meaningful, long-term, paid internships for our students. We are also fortunate to have a mix of philanthropic partners that sponsor high school job placements, additional workforce training activities, and lifelong alumni support services.

<table>
<thead>
<tr>
<th>PROGRAMS</th>
<th>High School Internship Program (HSIP)</th>
</tr>
</thead>
</table>

**REVENUE**

**EXPENSES**

**FINANCIALS 2018 FISCAL YEAR**

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
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2018-2019 UA interns earn at least minimum wage and have several opportunities to earn merit-based raises and bonuses throughout the course of their internship.

DID YOU KNOW?

**SCHOOL PARTNERS**

<table>
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<tr>
<th>Program</th>
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<tbody>
<tr>
<td>Abt Associates</td>
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<td>Chevy Chase Trust</td>
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<tr>
<td>Community Bridges</td>
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<td>Dress It Up Dressing</td>
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<td>Gilbert Dental Smiles</td>
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<td>Impact Silver Spring</td>
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<td>Imagination Stage</td>
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<td>Maryland Multicultural Youth Center</td>
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<tr>
<td>Precision Medicine Group</td>
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<td>United Therapeutics</td>
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</table>

EDUCATIONAL OPPORTUNITY

- 62 YOUTH SERVED
- 20 EMPLOYERS
- 2 SCHOOLS
- 62 YOUTH SERVED
- 20 EMPLOYERS
- 2 SCHOOLS

**PROGRAMS**

**SERVICES**

- General and Administrative
- Fundraising
- Intern Wages

**SCHOOL PARTNERS**

**FINANCIALS**

**DID YOU KNOW?**

- 75% of interns used a portion of their paycheck to contribute to household expenses

**ESTABLISHED 2017**

- 2018-2019 UA interns earn at least minimum wage and have several opportunities to earn merit-based raises and bonuses throughout the course of their internship.

My first day of work at Bethesda Green is one that I will never forget, primarily because it was my first day at my first-ever job. As I was walking up the stairs to the office, my heart was pounding … I was expecting to be thought of as less than or inferior to everyone else … That wasn’t the case at all. Everyone treated me with such respect and openness that I truly felt welcomed and as if I belonged and was a part of the team … Never did I think I would have come this far. Urban Alliance allowed me to believe in myself and be confident in what I can do.

- Randy Sandoval, Interned at Bethesda Green

Honestly, Urban Alliance changed my life. The week I started work, was the same week I moved out of my parent’s house. I started working on my feet and have an adjustment period with a lot of new experiences and a lot of new responsibilities. It was a great feeling to be useful in more complete and interesting work. By the summer, we were seeing the fruits of putting in effort to build our success story. The motivation was to keep us going. We did not stop because we knew that the mission was a source of support and assistance. From earning a paycheck to the professional networking opportunities to the ultimate goal of becoming professionals, this program was crucial to my growth this past year.

- Hanif Sattar, Interned at Abt Associates

It made me so proud to see our interns building their own work relationships and network, which then provided additional opportunities for them to advance in their career. By the summer, they were looking for additional responsibilities and ways they could be of even more value to the firm … Getting to know your interns, watching them advance in their responsibility and confidence, is very energizing.

- Amy Newman, Mentor at Chevy Chase Trust

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- Randy Sandoval, Interned at Bethesda Green

Honestly, Urban Alliance changed my life. The week I started work, was the same week I moved out of my parent’s house. I was filled with uncertainty and doubts … I had launched out on my own with no safety net. I’ve had my fair share of challenges, but this internship was a source of support and assistance. From earning a paycheck to the professional networking opportunities to the ultimate goal of becoming professionals, this program was crucial to my growth this past year.

- Ivan Nzende, Interned at Abt Associates

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- Hanif Sattar, Interned at Bethesda Green/Elysian Holdings

*FINANCIALS 2018 FISCAL YEAR*

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**EXTRAS**

- General and Administrative
- Fundraising
- Intern Wages

**SCHOOL PARTNERS**

**FINANCIALS**

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nAGINAL BOARD OF DIRECTORS

Mary Menell Zients
Board Chair and Co-Founder, Urban Alliance

Andrew Puglisi
Board Vice Chair and Co-Founder, Urban Alliance; Global-Head of ESG, Bank of America

Gregory Desaulniers
Board Secretary, Urban Alliance; Vice-President, Strategy, Capital One

Kelly Dibble
Senior Vice President, and Director of Public Affairs & Communications, Northern Trust

Christine Gregory
Former Executive Director, Urban Alliance; Chief Operating Officer, and Director of Public Affairs & Senior Vice President, Capital One

DeLinda Washington
Senior Director of People, Leadership, and Culture, Clark Construction Group

Nick Kilavos
Managing Director, Asset Management, Northern Trust

Mary Levinson
Managing Director, Asset Management, AlliancePartners LLC

Karen Leder
Volunteer

Kwesi Mitchell
Board Treasurer, Urban Alliance; Principal, Deloitte Consulting LLP

Tom Nides
Managing Director and Vice Chairman, Morgan Stanley

Veronica Nolan
Former CEO, urban Alliance; Board Member, Alexandria City Public Schools CEO/Managing Partner, Luminares Strategies

Shahin Rezai
Bahrain-based Senior Vice President, Chief Counsel, Transactions, Securities and Finance, Capital One

Marta Urquilla
Chief Program Officer, Education Design Lab

Dee Komo
Chief Development Officer, The Cranemere Group

Jeffrey Ziants
Board Member, Illumascent Strategies and Co-Founder, Urban Alliance; CEO, The Cranemere Group

DID YOU KNOW?

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URBAN ALLIANCE / 2018-2019 YEARBOOK

DID YOU KNOW?

• Students can earn college credit.

Program. In participating in the High School Internship Program, students earn high school course credit for summer internships. Since 2004, Bank of America has hosted more than 350 interns.

Our largest job partner in Chicago, Northerm Trust, has hosted 82 high school interns since 2013.

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- The Coca-Cola Company - Cogan Family Foundation - Companies for Causes - Connect & Care, Inc. - Constellation - The Cordish Family Foundation - Darner Foundation - DC Child and Family Services Agency - DC College Access Program - DC Department of Employment Services (DOES)

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Bank of America hosts UA interns in all five regions where we operate, as well as interns for summer internships. Since 2004, Bank of America has hosted more than 350 interns.

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