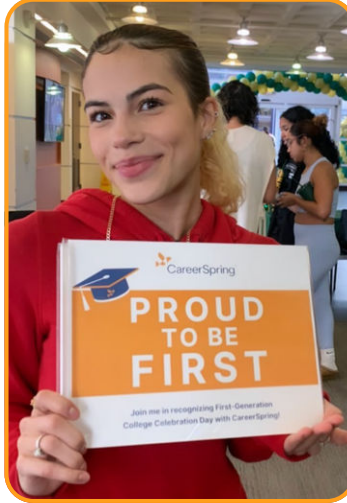


# 2023

Annual  
Report



# TABLE OF CONTENTS

A Message from our Founder Page 4

2023: In Numbers Page 6

2023: In Stories Page 9

2023: Financials Page 15

Special Thanks Page 17



# A MESSAGE FROM OUR FOUNDER

Friends,

It's hard to believe that we just completed our third full year of CareerSpring! We've made extraordinary progress since our initial launch surpassing 275 Partners, 1,300 professional Advisors, 17,000 student Advisees, and over 2,000 consultations on the CareerSpring Platform. In 2023, we also expanded to two new high-need regions—Detroit and Los Angeles. I feel tremendous gratitude for all of our volunteers, Partners, Board Members, team members, foundations and individual donors who made this possible.

This Annual Report summarizes the details of our progress and highlights a few of the many examples of how our Advisees have been impacted by our programs and services. CareerSpring isn't just a tech platform—CareerSpring is a movement. And this movement is powered by the CareerSpring Network—a community of people and organizations who are building something that will have an exponential impact on the lives of our Advisees and their families. We're not only unlocking the potential of every first-generation and/or low-income student who becomes a part of our community, but we are also building the foundation that will empower hundreds of thousands of students to reach their career goals in the future. It fills me with hope to think that our current Advisees will one day become Advisors, providing advice and opportunities for the next generation of students. In fact, thinking of what lies before us humbly reminds me that we've barely scratched the surface for what's possible.

Thank you for your partnership and support. Together, we made important steps toward our vision where every first-generation and/or low-income student in the United States will acquire meaningful, high-quality employment.

With gratitude and optimism,



Paul Posoli  
*Founder & President*

# ABOUT CAREERSPRING

Founded in 2020, CareerSpring envisions a future where every first-generation and/or low-income (FGLI) student in the United States acquires meaningful, high-quality employment. But we know access is key, and FGLI students often lack the information, connections, and professional context that is accessible by default within college-educated families and communities. Our mission addresses this lack of access. In other words, CareerSpring is about *creating access*.

With our Network of Partners, we're utilizing our Platform to unlock the employment potential of FGLI students and graduates.

## HOW WE DO IT

---



### Inform

Provide useful information through a Career Video Library, Resource Toolkit, and interactive virtual events.



### Advise

Give access to build professional connections and receive personalized advice through video consultations.



### Place

Connect Employer Partners to diverse FGLI talent for entry level roles, internships, and short-term programs.

## OUR NETWORK

---



We work hand-in-hand with a Network of companies, individuals and organizations committed to helping FGLI students launch meaningful careers. Education and Community Partners recruit FGLI students to join CareerSpring and maximize the benefits of the Career Platform, while Employer Partners and Advisors provide the career information, professional network, and employment opportunities through which FGLI students can succeed.

***Together, we create career access so that FGLI students realize their greatest employment potential***



2023

IN NUMBERS

# OUR GROWTH



## 17,017 Advisees

FGLI students and graduates at the high school, post-secondary, and college level seeking career support and access to CareerSpring resources.

*~74% increase*



## 283 Network Partners

Employer, Community, and Education Partners who collaborate with CareerSpring to fulfill our mission of providing FGLI students and graduates with meaningful employment opportunities and career resources.

- 117 Employer Partners and Sponsors
- 42 College and University Partners
- 14 Secondary School Partners
- 124 Community Partners

*~52% increase*



## 1,314 Advisors

Professionals across a wide range of industries and job functions who volunteer their time, talent, and experience to support FGLI students.

*~29% increase*



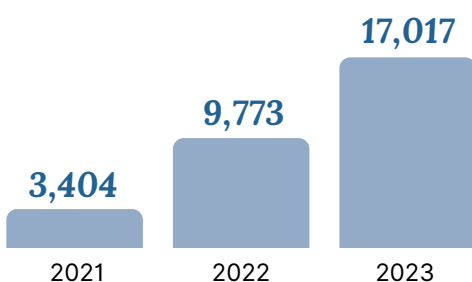
## 9 Major Cities

Atlanta	Dallas	<b>Los Angeles</b>
Boston	<b>Detroit</b>	New York
Chicago	Houston	San Francisco

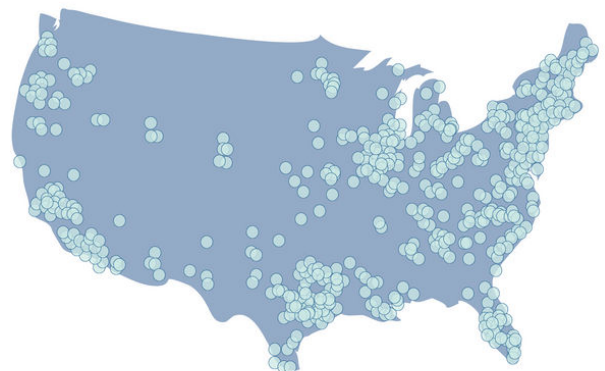
*in 2023, we expanded to two new regions*

## Our Advisee Reach

since CareerSpring launched



**17,017**  
**Advisees**  
across the  
United States.



# OUR CAREER ACCESS MODEL

## INFORM



**30** *Virtual Career Events & Webinars*

In 2023, we expanded our resources to host more webinars for Advisees to gain industry insights and general career support.



**5,611** *Total Video Views*

in our Career Video Library, which now features **535 Career Videos** from real-world professionals highlighting over **100 industries**.

## ADVISE



**1,277** *Complete Consultations*

The number of one-on-one meetings during which Advisees connected with Advisors for networking and career advice.

**98%** ★★★★★

The percentage of Advisees that rated their Consultation with a CareerSpring Advisor as five out of five stars.



**350** *Individualized Orientation Sessions*

In 2023, CareerSpring launched an initiative to provide 1:1 orientation sessions for new Advisees. Our team met with students to learn more about their personal goals, background, and provide individualized resources to help them on their career journey.



**90%** *Rated Helpful*

The percentage of CareerSpring Advisees that reported having a consultation with an Advisor was helpful or very helpful.

## PLACE



**769** *Job Postings*

The number of opportunities received from Employer Partners, visible for Advisees to access and apply to via CareerSpring's Jobs page.



**135** *Direct Job, Internship & Program Placements*

The number of times an Advisee acquired a high-quality job, internship, or career program acceptance within CareerSpring's Network.



**63%** *Referral Rate*

The percentage of job postings for which one or more CareerSpring Advisees were submitted to the Employer Partner for hiring consideration.

**38%** *Offer Rate*

The percentage of job postings for which a CareerSpring Advisee was offered an opportunity after referral.



**93%** *Very Satisfied*

The percentage of placed CareerSpring Advisees were satisfied or very satisfied with their experience with CareerSpring's Job Placement Team.





2023  
IN STORIES

# OPPORTUNITY FOR GREATNESS

CareerSpring Advisee Eric Ly learned all about pursuing a better future from his mom and dad, Vietnamese refugees who moved to the United States in search of opportunity for their family. Now a student at the University of Michigan studying Business and Computer Science, Eric is pursuing a career in finance. A go-getter by nature, he jumped head first into utilizing all of the resources available to him on the CareerSpring Platform.

Eric has completed over 50 consultations with Advisors, which he shared was crucial exposure to professionals in the finance industry, helping guide him towards his chosen career path. He landed an internship opportunity at Illinois Venture Capital Associates through CareerSpring's Network, which in Eric's words shaped the trajectory of his career.

Of his overall experience with CareerSpring, Eric shares, **"As a Freshman, I did not know what I wanted to do or what a career in finance may look like, but through this Platform I've gained invaluable insight regarding careers. I appreciate everything you and your team have done to create this incredible Platform."**



Eric Ly,  
CareerSpring Advisee

Students like Eric Ly are why we do what we do. Because of our committed Network, we are able to provide these incredible resources to FGLI students that need some support in their career journey, guiding them to the next step.

**1,300+**  
**Advisors**

*representing over 100 diverse industries across the nation, volunteering their time to meet with CareerSpring's FGLI Advisees.*

# EMPOWERING FUTURES

Since our partnership began three years ago, Dallas-based company Surgical Notes has wholeheartedly embraced their partnership with CareerSpring. They've hired multiple Advisees as interns, encouraged their team to volunteer as Advisors, and are often one of the first Employer Partners to raise their hand for new engagement opportunities with CareerSpring. This buy-in has resulted in mutually beneficial experiences for their organization and ours, with Advisees gaining critical work experience. Tara Miles, Director of Human Resources at Surgical Notes reflected, **"Our experience collaborating with CareerSpring has been fantastic. The interns they've facilitated for us are not only eager to learn and ready to take on new challenges but also make valuable contributions to our company."**

Such partnerships with companies not only empower FGLI students to succeed in their careers but also contribute to building a more diverse, inclusive, and equitable workforce. CareerSpring Advisee Camaraelle Milord, who interned with Surgical Notes as an Individual Contributor on Special Projects shared, **"CareerSpring has been instrumental in helping me land internships...My experience with Surgical Notes was great, I got the opportunity to learn new skills and gain experience."** Partnerships with companies like Surgical Notes pave the way for FGLI students to unlock their full potential and achieve their professional aspirations.

**250+**  
**hours**

*dedicated to job screenings  
with Advisees and  
candidate preparation  
with our Job Placement  
Team in 2023.*



*Camaraelle Milord,  
CareerSpring Advisee*

# ABOVE & BEYOND

The true power of connections lies in their ability to go beyond our expectations. When CareerSpring was founded, we understood the value of professional connections and how they can exponentially change the trajectory of someone's career. In 2023, we surpassed **1,300 Advisors** volunteering to have conversations with our Advisees on topics ranging from industry insights or recommendations on making the most of their time in school to resume tips or interview preparation.

CareerSpring Advisee, Ki'ara Callazo, a student studying social work at Education Partner National Louis University, shared that **"CareerSpring Advisors have been a guiding light in my journey as a first-generation college student pursuing a degree in social work. Their support and guidance have not only helped me navigate the challenges of higher education but have also shaped my career aspirations and goals."**

Each and every one of the **1,277 consultations** that took place provided a unique opportunity for an Advisee to build a new professional connection. For CareerSpring Advisor Brian O'Neal, it's personal, reflecting that **"As a first-generation college graduate, I know how hard it can be to find the right career path...When I first heard about CareerSpring I thought it could be a great way to connect with a younger generation and help them get a head start on the network and working knowledge that took me decades to build."**

The impact of CareerSpring's Advisor Forum has exceeded our expectations. Seeing Advisors opening doors for our FGLI Advisees to discover possibilities and opportunities is witnessing our vision for CareerSpring *in action*.



Ki'ara Callazo  
CareerSpring Advisee

# 34%

of Advisors on the CareerSpring Platform are **first-generation graduates and professionals.**

# FINDING YOUR SUPERPOWER

Nicole Lobont, a senior studying Psychology and French and Francophone Studies at the College of the Holy Cross, was looking for internship opportunities. However, Nicole had struggled in her search to secure a role and looking for support, she turned to CareerSpring—a resource she had heard about through the Schuler Scholars Program. After meeting with CareerSpring’s Senior Manager of Job Placement, Laura Duelm, they worked collaboratively to perfect her resume and established a to-do list to help Nicole better prepare for her internship search. Laura encouraged her to connect with Candidate Coaches and Advisors for further guidance, such as Linda Harvey. Sharing her gratitude, Nicole said, **“Linda was amazing! She is very professional and was excited to share tips and tricks on how to leverage oneself and find your superpowers.”**

After a great deal of preparation, Nicole received an offer for a Human Resources Internship with CareerSpring’s Employer Sponsor, Keystone Capital. Nicole said of the experience, **“My internship experience was truly transformative and immensely meaningful to me...Not only did CareerSpring help me land an amazing internship, but they also alleviated all the stress associated with the process. Their support was invaluable, and I'm truly blessed to have had their guidance. Thanks to CareerSpring, I feel like I've achieved my dreams!”**

Nicole was not only asked to extend her internship, but she was eventually offered a full-time position. Nicole truly found her superpower. She now supports Keystone Capital’s efforts to hire for their internship program, *and* became a CareerSpring Ambassador—helping lay the foundation for other students in their career journeys. We feel incredibly fortunate to work closely with advocates and Partners alike, giving more Advisees like Nicole meaningful opportunities.



Nicole Lobont,  
CareerSpring Advisee

**40+**  
**Candidate**  
**Coaches**

*specialized Advisors working in human resources available for one-on-one resume, cover letter, and internship tips.*

# A NEW & IMPROVED HIGH SCHOOL EXPERIENCE

CareerSpring has always had a goal to support FGLI students from their high school years, through college, and into their early career. In October of 2023, we expanded our efforts to further support high school students by launching a new high school user experience centered around early career exploration. Yasi Mahallaty, CareerSpring's Senior Manager of Strategic Innovation, who led the project shared that **"We are thrilled to share our new High School Experience as a way to empower students to consider their future career paths early and often."**

The portal offers three areas of resources to support students in their career exploration and journey. Resources include:

- a **Career Interest Survey** that helps students understand their interests and how they might relate to a future career path
- a **Resource Toolkit** designed to support students with guides on how to build a resume or cover letter or tips for interview prep
- an extensive **Career Video Library** that hosts hundreds of short videos from professionals sharing their personal career experiences.

Dr. Rachael Rosen from Noble Schools shared, **"There are so many reasons why I promote this career exploration tool...I like the vast variety of careers that the video library contains; in this way, our students are exposed to so many different careers—and many that they've never heard of before. In past years, campuses have opted to pay for something similar, but now that they can access a platform for free, they are taking full advantage!"**



Students from Cristo Rey Brooklyn following a CareerSpring presentation

**17,000+**  
*video views*

*from our ever-growing  
Career Video Library since  
our Career Platform launched.*



2023

FINANCIALS

# OUR FINANCIALS

Creating access to high-quality employment shouldn't involve creating a financial burden for those that we serve, nor should it be restricted to a select group. That's why CareerSpring pursued a service model that presents a **completely free resource** to students and student-serving organizations, and a revenue model that grows as more students are served.

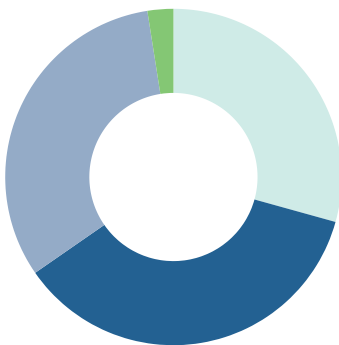
As our operations increase in size, we gain a larger Network of FGLI talent which will better position us to meet Employer Partners' talent sourcing needs, and thus recruit and retain more Employer Sponsors (revenue). However, we will incur minimal increase in operational costs, given the cost-free scalability of the Platform, as well as the in-kind human and intellectual capital of the Network. Our purpose is to serve as many FGLI students as possible, and our financial model is engineered to sustain that purpose over a long period of time.

As CareerSpring grows, we **increase** ↑  
our impact & financial leverage while we  
**decrease** ↓ our cost per student user.

## REVENUE & EXPENDITURES

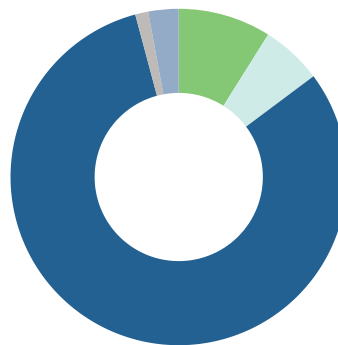
TOTAL REVENUE  
**\$1,529,391**

- \$551,000 Foundations & Grants
- \$491,685 General Donations - Individual Supporters
- \$448,800 Employer Sponsorships
- \$37,926 Restricted Donations



TOTAL EXPENDITURES  
**\$1,490,811**

- \$1,189,811 Programs & Services
- \$131,000 Administrative Expenses
- \$86,000 Fundraising
- \$38,829 Technology
- \$18,322 Other Expenses







*SPECIAL  
THANKS*



# TO OUR PARTNERS

Throughout 2023, we witnessed time and time again the importance of partnership and the impact we can make as our Network grows.

We are so grateful for all of our Partners—both Education and Employer Partners—whose steadfast support continues to fuel our mission and helps us change the lives of so many FGLI students and graduates.

Without you, our work would not be possible. On behalf of the entire CareerSpring Network, thank you!



# EMPLOYER SPONSORS

## LAUNCH LEADERS - \$50,000+



## EMPOWER SPONSORS - \$25,000+



## INNOVATE SPONSORS - \$10,000+



## INSPIRE SPONSORS - \$5,000+



# NETWORK PARTNERS

## EMPLOYER PARTNERS

Allstate	Henry Ford Health System	Motorola Solutions	Sangamo
Audacy	Hollingsworth Logistics	Mundo Academy	Service King Collision
Audubon Society	HUB International	National Grid	Small Steps Nurturing Center
Bain & Company	HungerRush	NextGroup LLC	SMBC Nikko Securities, Inc.
Baker School Extended Day	Huntington Bank	Nicor Gas	Sunnova Energy International Inc.
Berlin Packaging	Income Research + Management	Northern Suburban Special Recreation Association	Surgical Notes
Big Data Energy Services	Informativ	Northwestern Medicine	TD Cowen
Bosch	Ingredion Inc.	Ontellus	Texas Pride Disposal
Cantaloupe Inc.	Insmed	Patterson + Sheridan	The Farmlink Project
CDW	Jebbit	PCS Software	The Morton Arboretum
CenterPoint Energy	Kearney	Pierpont Communications	The Television Academy Foundation
David Zwirner Gallery	Kinder Morgan	PrimeRevenue	TopLine Revenue Group
Dearborn Mid-West Company	Koch Foods	PROS	TZP Group
DraftKings	Ladder Up	Public Prep Network	UTHealth
Ellore Talent	Lenovo	RCP Advisors	Vitol Inc.
Engelhart CTP	Liquidity Services	Red Stone Equity Partners	Way Service, Ltd.
Equity Lifestyle Properties	MD7	Salvation Army of Greater New York	X Machina Capital Strategies
Equity Residential	Medline		
Gen2Fund	MERGE		
Glassdoor	Mobius Risk Group		
Heidrick & Struggles			

## COLLEGES & UNIVERSITIES

Alliance University	Le Moyne College	Stephen F. Austin University	University of Mount Saint Vincent
Arrupe College	Loyola University Chicago	Texas A&M University-Commerce	University of Saint Mary
California Lutheran University	Mission College	The Catholic University of America	University of St. Thomas
Concordia University Texas	National Louis University	Touro University	University of Texas at Dallas
Dean College	New Jersey City University	Trinity Christian College	University of Wisconsin
DePaul University	Opportunity College	University of Cincinnati	
Dominican University – Trio Student Support Services	Penn State University	University of Dayton	
Elmhurst University	Pepperdine University	University of Houston	
Georgetown University – Georgetown Scholars Program	Saint Mary's College	University of Illinois Urbana-Champaign	
Georgia State University	Saint Xavier University	Gies College of Business	
Hawai'i Pacific University	Santa Clara University	University of Miami	
Houston Christian University	St. Francis College		
	St. Mary's University		
	St. Thomas Aquinas College		

# NETWORK PARTNERS

## SECONDARY SCHOOL NETWORKS

AAMA	Brunswick School	Excel Academy Charter	Young Women's
Boston Collegiate Charter School	Chicago Jesuit Academy	Schools	Preparatory Network
Bright Star Schools	Chinquapin Prep	Harmony Public Schools	Northfield Mount Hermon School
Brooke Charter Schools	Collegiate Academies	IDEA Public Schools	Strake Jesuit
Bronx Student School for Writers and Artists	Coney Island Prep	KIPP	Uplift Education
	Cristo Rey Network	Noble Schools	

## COMMUNITY ORGANIZATIONS

AABE	DiscoverU	Metro Achievement Center	ScholarShot
ACE Scholarships	Dream	Metropolitan Golf Association	Schuler Scholar Program
Aim High	Duet	Mercy Home for Boys and Girls	Seed House Project
Ascent	East LA Rising	Michigan Hispanic Collaborative	SixUp
Big Brothers Big Sisters Lone Star	East Palo Alto Academy Foundation	Momentum Education	Stevenson To College
Black College Success	Elevate New York	MOSTe	Students Rising Above
Black Girls Do Engineer	EMERGE	National Partnership for Education Access	TA98
Braven	Evanston Scholars	NCBW-MAC	TEAK Fellowship
Breakthrough Houston	FirstGenU at America Needs You	Network of Behavioral Health Providers	TechPact
BUILD	FLIP National	Oakland Promise	The Academy Group
California Volunteers Fund	Fulfillment Fund	One Million Degrees	The Creative College Journey
CareerWise	Future Map	OneGoal	The Ganas Network
Chicago Scholars	Genesys Works	Origami Works Foundation	The Puksta Foundation
Collective Success	Gradulet	Peninsula Bridge	The Renaissance Foundation
College AIM	Green Halo Scholars	POE Scholarships	The Woods Project
College Bound Opportunities	Guadalupe Center	Progressive Pipeline	UCLA VIP Scholars
College Greenlight	HANAC	Project Blue	UFCS
College Match	High Jump	Project Grad	Upward Bound at Harvey Mudd College
College Possible	Hope Chicago	Reach at Regis High School	Urban Alliance
Collegiate 100 @ Clark Atlanta University	Horizons for Youth	Ready to Succeed	USC NAI
Communities in Schools	Horizons Greens Farms Academy	Rise First	Volunteers of America Texas
Computer Science For All	I Have a Dream Foundation	Rise Together Education	Waukegan to College
Concept Schools	Milwaukee	Row New York	Wentcher Foundation
CyberTexas Foundation	Joan Karff's Women on the Way Up	Scholarship Plus	Wesley Community Center
Daniel Murphy Scholarship Fund	Josephinum Academy of the Sacred Heart		Year Up
DeVry University Advantage Academy	Junior Achievement at Greater Boston		Yleana Leadership Foundation

# OUR PHILANTHROPIC SUPPORTERS

## EMPLOYER SPONSORS

Recognized on page 19.

## FOUNDATIONS

Crown Family Philanthropies  
Heavenston Foundation  
Inspire Brands Foundation  
Kinder Foundation  
Mayer Foundation

Michael & Susan Dell Foundation  
Michigan Hispanic Collaborative  
The Powell Foundation  
William Stamps Farish Fund

## INDIVIDUAL DONORS

### \$100,000+

Lynn and Robert Murphy  
Joy and Paul Posoli  
Mary and Greg Whalley

### \$50,000+

Francis Dunleavy

### \$25,000+

Kate and Bill Reed

### \$10,000+

Kelly and John England  
Patty and Paul Gannon  
Melissa and Steve Kean  
Anne and Robert Metzger  
Kim and Adam Siegel  
Susan and Peter Tumminello  
Champ Warren

### \$5,000+

Andrew Dodson  
Lisa and Geoff Dybas  
Courtney and Robert Feingold  
Andy Martinez

# OUR TEAM



**Kaitlyn Abdul**  
Career Platform Manager



**Eliane Abou-Assi**  
Regional Program Manager,  
New York



**Abby Adams**  
Regional Program Manager,  
Los Angeles



**Xiomara Alzate**  
Regional Program  
Coordinator



**ShaJra Austin**  
National Director of Partner  
Engagement



**Laura Duelm**  
Senior Job Placement  
Manager



**Patrick Durgin**  
Regional Program Manager,  
Boston



**Margaret Falter**  
Senior Regional Program  
Manager, Chicago



**Michael Khoury**  
Regional Program Manager,  
Detroit



**Yasi Mahallaty**  
Senior Manager of Strategic  
Innovation



**Nora Ogle**  
Communications Consultant



**Paul Posoli**<sup>\*PB</sup>  
Founder & President



**Gretchen Richter**  
Senior Regional Program  
Manager, Texas



**Martin Rincon**  
Job Placement Manager



**Monica Piquet-Rodriguez**  
Strategy Consultant



**Rebeca Salas**  
Operations Manager



**Bonnie Shapiro**  
Career Platform Manager



**Loucha Simon-Francois**  
Regional Program Manager,  
Atlanta



**Carmen Stockberger**  
Regional Program Manager,  
San Francisco



**Caitlin Weber**  
Job Placement Support  
& Legal Consultant

\*PB – Pro Bono

# OUR CAREERSPRING BOARDS

## NATIONAL BOARD

Board Chairs listed in blue

**Stephanie Arias**, Vice President of College Initiatives, Cristo Rey Network

**Bill Cartwright**, Director of University Initiatives, University of San Francisco & Former Basketball Player and Head Coach, NBA

**John England**, Senior Partner, Deloitte

**Marcus Felder**, Principal, Portfolio Operations, Blackstone

**Catherine Flax**, President of Private Markets, X Machina Capital Strategies

**Amber Kennelly**, Chief Human Resources Officer, William Blair

**Aileen McCormick**, Retired Healthcare Executive

**Rob Metzger**, Clinical Associate Professor, University of Illinois Gies College of Business

**Deborah Mouton**, Writer, Educator, Activist and Houston Poet Laureate Emeritus

**Paul Posoli**, Founder and President, CareerSpring

**Kevin Reeves**, Vice President, BP Energy Company

**Peter Tumminello**, Group President, Southern Company Gas

**Champ Warren**, Managing Director, Merrill Lynch

## REGIONAL ADVISORY BOARDS

### ATLANTA

**ShaJra Austin**, National Director of Partner Engagement, CareerSpring

**David Brown**, Americas CEO, Hays

**Charles B. Crawford**, CEO, Hyperion Bank

**Mark De St. Aubin**, Partner, Smith, Gambrell and Russell

**Barbara Deskey**, Managing Director, CRA | Admired Leadership

**Megan Duffy**, Partner, Ernst and Young

**Bill Garrett**, Director of Development, Cristo Rey National

**Alicia Guyton**, VP, Truist

**Greg Hagood**, Senior Managing Director, SOLIC Capital Advisors

**David Metcalf**, Leadership and Strategy Consultant, Spencer Stuart

**Camille Naughton**, President, Cristo Rey Atlanta Jesuit High School

**Steve Newby**, CEO, Sunshine Solar

**Wade Rakes**, President and Chief Executive Officer, Centene Corporation

**Dan Smith**, President, First Community Mortgage

**David Slovensky**, SVP, General Counsel, Southern Company Gas

**Dori White**, Head of Marketing, Colibri Group

### BOSTON

**Todd Boudreau**, Founding Partner, ACL Capital Partners

**Bob Brennan**, Chairman of the Board, Fairwinds

**Rob Feingold**, Lecturer, UMass Amherst, Isenberg School of Management

**Paul Gannon**, Former COO, The Baupost Group

**Mike Labelle**, Executive Vice President, Chief Financial Officer and Treasurer, Boston Properties

**Clint Marchese**, Principal, PSG

**Frederick Murray**, Director, Global Sales, KORSCH AG

**Gorick Ng**, Author and Career & First Gen, Low-Income Student Advisor, Harvard University

**Elizabeth Rae**, Former SVP, Global Human Resources, Water Corporation

**Michael Ryan**, VP, Specialty Claims and Major Case Unit, Hanover Insurance Group

**Ginette Saimprevil**, Executive Director, Bottom Line Massachusetts

**Rob Stephenson**, CEO, Thrive Networks, Inc.

**Michael Tamasi**, Owner and CEO, AccuRounds

**Jeff Thielman**, President and CEO, International Institute of New England



# OUR CAREERSPRING BOARDS

## REGIONAL ADVISORY BOARDS

Board Chairs listed in blue

### CHICAGO

---

**Stephanie Arias**, Vice President of College Initiatives, Cristo Rey Network

**Naveed Bandukwala**, Consultant, Egon Zehnder

**Barbara Best**, Founding Partner and Principal, Capital Strategies Investment Group

**J'ai Brown**, HR Director, HUB International

**Guy Caprio**, Staff Therapist, Loyola University, Chicago

**Daniel Chavez**, Partner, PricewaterhouseCoopers

**Geoff Dybas**, Executive Managing Director, Duff and Phelps Investment Management

**Alyse Faour**, Assistant Director of Alumni Relations and Development, The Chicago School of Professional Psychology

**Kerry Griffin**, Chief Talent Officer, MERGE

**Scott Gwilliam**, Managing Director, Keystone Capital

**Cheri Hubbard**, President, CDH Consulting Group

**David Kirshenbaum**, Managing Director, Virtas Partners & Chairman, TIGER 21 Chicago Group 4

**Ron Lewis**, Venture Capital Professional and Graduate Student, The University of Chicago Booth School of Business

**Ian McBride**, Director of Central Career Services, Year Up

**Sheila Matuscak**, Co-Founder and CEO, Coe Space

**Rob Metzger**, Clinical Associate Professor, University of Illinois of Gies College of Business

**Sherri Stewart**, Chief Talent Officer, Keystone Capital

**Solange Velasquez**, Director, William Blair

### DALLAS

---

**Connie Adair**, Former Managing Partner, Focus Search Partners

**Randall Bishop**, CEO, Surgical Notes

**Beth Boyd Corl**, SVP of Human Resources, Fleetpride

**Patrick Cox**, Board Member, Cristo Rey Dallas College Prep

**Omar Choucair**, CEO, Trintech

**Kirk Harrell**, SVP of Talent, The CapStreet Group

**Brandi Johnson**, Regional VP Medicaid Plan Marketing - Western Region, Anthem, Inc.

**Paul Lucero**, Assistant Vice President, Executive Talent Acquisition, AT&T

**Alicia McGlinchey**, Board Member, Leadership ISD

**Mike McGill**, Managing Director, Cowen Inc.

**Shara McClure**, Founder, Shara McClure, LLC and Healthcare Consultant

**Gunnar Rawlings**, Business Developer, DPR Construction

**Derrick Stephens**, Founder and Chief Sales Officer, CBH Consulting

**Tom Spivey**, Managing Director, Deloitte Corporate Finance

**Jennifer Wilson**, Partner, HR Officers Practice, Heidrick & Struggles

**Austin Westervelt-Lutz**, AVP for Development, University of Dallas

**John Young**, Former CEO, Energy Future Holdings

### DETROIT

---

**Diane Antishin**, Vice President, HR and Chief Diversity Officer, DTE

**JoAnn Chavez**, Vice President and Chief Legal Officer, DTE

**Silvina Diaz**, Senior Principal, Slalom

**Scott Gibartz**, Managing Director, HCI Equity Partners

**Gale Halsey**, CHRO - Ford Credit, Ford Motor

**Michael Khoury**, Regional Program Manager, Detroit, CareerSpring

**Larry Ott**, CHRO, Cooper Standard

**Kathie Patterson**, CHRO, Ally Financial

**Gabe Rodriguez-Garriga**, Vice President Strategy and Environmental Analysis, Barton Malow Holdings

**Catherine Susko**, Director, Henry Ford Health

**Joaquin Nuno-Whelan**, Vehicle Line Director, Rivian

# OUR CAREERSPRING BOARDS

## REGIONAL ADVISORY BOARDS

Board Chairs listed in blue

### HOUSTON

---

**Steve Amstutz**, Director, Institution for Research & Reform in Education  
**Jerome Austin**, Founder, RY2 Solutions, Inc.  
**Gerald Balboa**, Chief Operating Officer, Skylar Capital  
**Roger Burks**, CEO, WG Consulting, LLC  
**Anthony Flynn**, Chief Executive Officer, WorkFaith  
**Dennis Hatchett**, CEO, Vessel Group  
**Scott Hill**, Former CFO, ICE  
**M. Neil Kallmeyer**, Managing Partner, CapStreet  
**Lee Lahourcade**, Retired Financial Services Executive  
**Lauren Landry**, Technology Strategy Leader, KPMG  
**Claudine Lussier**, VP, Human Resources, The Sterling Group  
**Leo Espinoza**, Partner, Spencer Stuart

**Stephen Lewis**, Principal, AB Bernstein  
**Marty Makulski**, Principal, PricewaterhouseCoopers  
**Aylen Mayton**, Talent Acquisition Manager  
**Marvin Pierre**, Executive Director, Eight Million Stories  
**Greg Piper**, Energy Industry Executive and Advisor  
**Gretchen Richter**, Senior Regional Program Manager, Texas, CareerSpring  
**Dr. Rayne Rouse**, Physician, Texas Children's Hospital & Baylor College of Medicine  
**Selena Stuchly**, Human Resources Executive, Oxy  
**Katherine Taylor**, Program Manager, ExxonMobil Foundation  
**Dr. Elizabeth Travis**, Associate Vice President, MD Anderson

### LOS ANGELES

---

**Patrick Adams**, Managing Director, Secret Weapon Marketing  
**Janet Crown**, Co-Founder, Project Blue  
**Armand Dawkins**, Partner Palatum  
**Erin Dawkins**, Principal, EJD Consulting  
**Dean Di Simone**, Founding Partner, Function  
**Sarah Hughes**, Education Advocate/Consultant  
**Monique Jones**, CFO, Jessie Collins Ent.  
**Andy Martinez**, Founding Partner, TELEO Capital  
**Nancy McCabe**, Founder, Great View Consulting  
**Aaron Mieszczański**, Consultant, Spencer Stuart  
**Sahara Pynes**, Partner, Fox Rothschild LLP  
**Richard Ratner**, Senior Vice President, Belair Investments

**Maisie Short**, Managing Director, Consultant Relations, Manulife Investment Management  
**Lindsay Stern**, Account Executive, Google  
**Derek Terrell, Ed.D**, Director of Engagement Coalition for College  
**Andre Torres**, Senior Vice President, Warner Music Group  
**Teraesa Vinson**, Partner, Heidrick & Struggles  
**Karen Williams, Managing Director**, Roybal Film and Television Production Fund, EIF  
**Kim Wood**, Senior Vice President, Institutional Sales, Capital Group

# OUR CAREERSPRING BOARDS

## REGIONAL ADVISORY BOARDS

Board Chairs listed in blue

### NEW YORK

---

**Steven Cohen**, Award-winning Producer and Media Executive

**Anastasia Crosswhite**, Consultant, Spencer Stuart

**Trish Dever**, Managing Director, JPMorgan

**Catherine Flax**, President of Private Markets, X Machina Capital Strategies

**Yaseen Gholizadeh**, Investment Banking Analyst, Goldman Sachs

**Lauren Haymond**, Global Head of Talent Strategy, Castleton Commodities International

**Bill Henson**, President, Cristo Rey Brooklyn High School

**Israel Irenshtain**, Licensed Assoc. Real Estate Broker and NYU Certified Professional Coach

**Paul Kelly**, Head of Alternative Business, DWS

**Cecilia Leung**, Founding Partner, The Entrepreneur CFO

**Tracy MacKenzie**, Director, Standard Philanthropy, Standard Industries

**Idara Otu**, Vice President, Corporate Strategy, Barclays

**Ajit Prabhu**, Co-founder, Chairman & CEO at Quest Global

**Bill Reed**, CEO, Castleton Commodities International

**Rob Rusk**, Co-Founder & Partner, Orion Energy Partners

**Dayna Shamlin**, Executive Director, MSCI Inc.

**Sandy Srebnick**, President, Sandy Srebnick Consulting

### SAN FRANCISCO

---

**Naveen Bhateja**, EVP, CHRO, Medidata Solutions

**Sonya Brown**, General Partner, Co-Head of Growth Equity, Norwest Venture Partners

**Bill Cartwright**, Director of University Initiatives, University of San Francisco & Former Basketball Player and Head Coach, NBA

**Adam Charlson**, Managing Partner/Practice Co-Leader, Focus Research Partners

**Andrew Dodson**, Managing Partner, Parthenon Capital

**Tom Hayes**, Portfolio Manager, BNY Mellon

**Jessica Kosmowski**, National Managing Principal, TMT, Deloitte

**Doug MacKenzie**, Partner, A.T. Kearney

**Anmarie Neal**, Partner and Chief Talent Officer, Hellman & Friedman

**Eric Pryor**, CEO, Fulcrum BioEnergy

**Kelsey Sommers**, Senior Manager, Business Operations, Glassdoor

**Robert Stark**, Partner, CEO Succession Advisor, Spencer Stuart

**Rick Walker**, Managing Partner, DHR International

**Shannon Wheatley**, Founder & CEO, Lane 9 Consulting

**Kirsten Wolberg**, Public & Private Company Board Director, Retired Tech Executive

**Sharon Yang**, Co-Founder, FutureMap

# OUR CAREERSPRING BOARDS

## REGIONAL ADVISORY BOARDS

### YOUNG LEADERS ADVISORY BOARD

---

- Ayishat Adeniran**, Loyola University
- Angela Barsallo**, Southern Methodist University
- Trina Bean**, University of Oklahoma
- Margot Bolaños-Gamez**, Emory University
- Jorge Cantu**, University of Texas at Austin
- Jason Chu**, University of Pennsylvania
- Isaiah Culpepper**, UTHealth Houston
- LaMaya Davis**, University of Miami
- Amy Garcia**, University of Houston
- Janneicia Harrison**, Loyola University
- Toby Irenshtain**, Vanderbilt University
- Rason Irvin**, Southern University A&M College
- Manuel Lopez**, Texas A&M University
- Karina Muniz**, University of Houston Clear Lake
- Derrick Ngo**, Harvard University
- Kandace Nguyen**, Boston College
- Peter Obi**, Ohio State University
- Alexis Ramos**, Texas A&M University
- Amairani Rucoba**, University of Houston Downtown
- Rebeca Salas**, Bryn Mawr College
- Sylvester Washington**, Texas A&M University
- Yesenia Zetino**, Loyola University



# THANK YOU

*Here's to another year of lifting up a  
new generation of talent.*