

2024 Impact Report



Our Mission

To empower first-generation and/or low-income (FGLI) students and graduates with career information and skills, professional networks, and employment opportunities, through a free Platform and a community of volunteers and allies. We envision a future where every FGLI college student in the United States secures meaningful, high-quality employment.

A MESSAGE FROM OUR

Founder & President



CareerSpring is much more than a non-profit organization providing career access; CareerSpring is a movement with tens of thousands of people committed to our vision.



Dear friends,

On behalf of the CareerSpring Advisees we support, I'd like to thank you for your partnership and commitment to our mission. I am thrilled to share our Impact Report with you, highlighting our growth and success from 2024 as we continue to expand rapidly in both scope and scale.

Over the past year, we reached several significant milestones—welcoming over 375 Employer, Community, and Education Partners, surpassing 25,000 registered Advisees from 1,250 colleges and universities, celebrating our 500th direct placement and 4,000 total consultations, and successfully launching our FORWARD internship program.

As I reflect on our progress, I am most excited about the power of our Network. Last year, we hosted receptions in several cities where I witnessed firsthand the enthusiasm and dedication of our Advisees, volunteer Advisors, Board Members, and representatives from Partner organizations. These events showcased the deep connections being formed and the shared commitment to our mission. I'm inspired by the dozens of Advisees transitioning into Advisor roles, ready to support the next generation of FGLI students. Imagine the possibilities when a majority of our current Advisees become Advisors themselves—an expanding flywheel of mentorship and opportunity. CareerSpring is much more than a non-profit organization providing career access; CareerSpring is a movement with tens of thousands of people committed to our vision—a future where every FGLI student in the United States secures meaningful, high-quality employment.

As we enter our fifth year, I am overcome with gratitude for all of our volunteers, Partners, donors, and team members, who have made this progress possible. I am also incredibly optimistic about the road ahead as we launch our new technology platform, designed to enhance engagement and expand our impact.

Together, we are building a future of opportunity and success for FGLI students across the country.

With gratitude and optimism,

Paul Posoli
Founder & President



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In Numbers



Our Growth & Impact

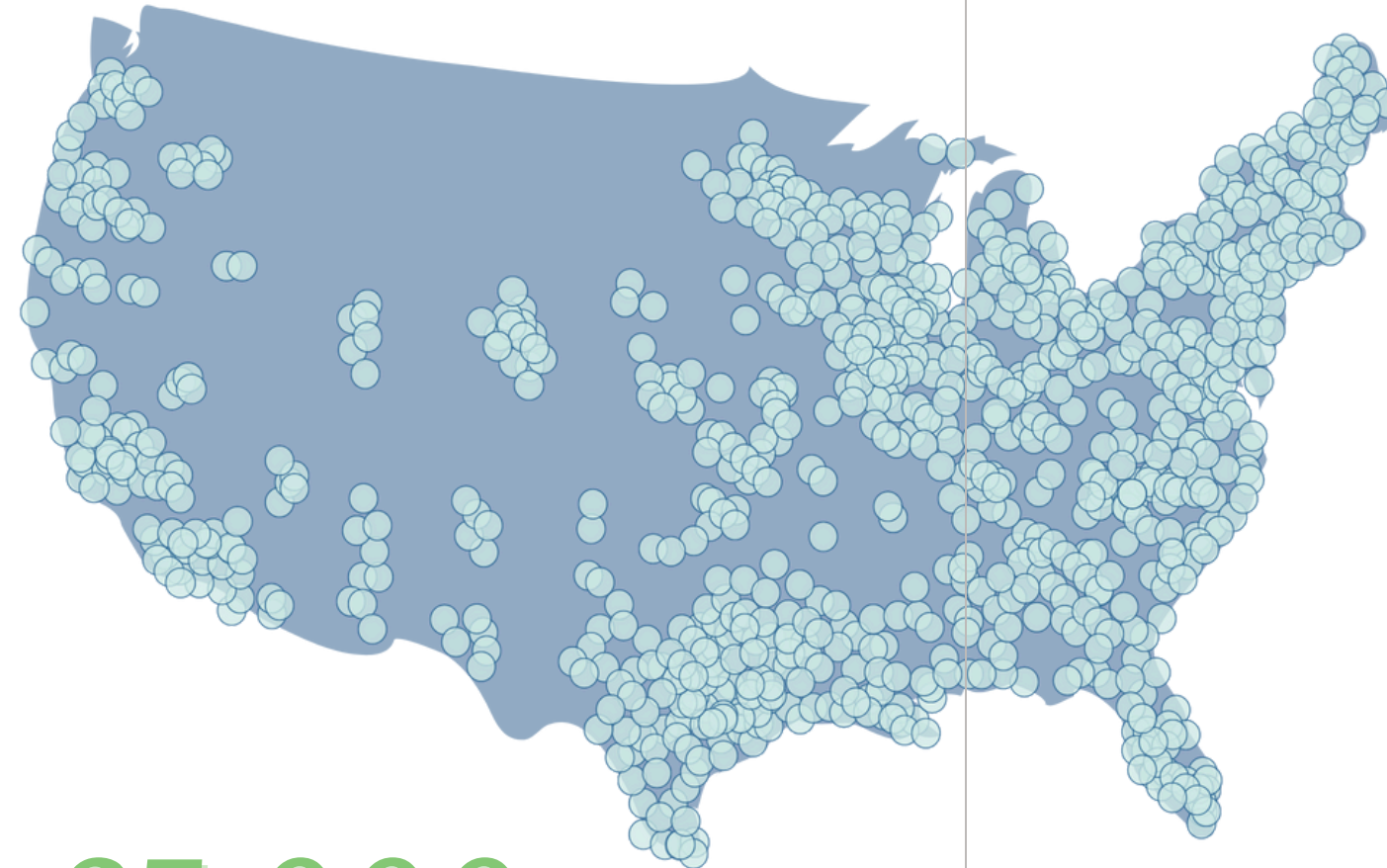
Our Work

CareerSpring is a national non-profit organization that empowers first-generation and/or low-income (FGLI) students and graduates with career information and skills, professional networks, and employment opportunities through a Career Platform and a community of volunteers and allies.

CareerSpring partners with educational institutions, non-profit organizations, and companies across the nation to help bridge the opportunity gap for FGLI students, empowering them to secure meaningful, high-quality employment and transform the workforce through the empowerment of FGLI talent.

Our Career Platform offers an array of free resources for FGLI students and graduates to easily access and gain support in their career journey—built on our four primary career development pillars that lead to future success:

- Career Insights & Exploration
- Skill Development
- Networking & Career Advice
- Career Opportunities



27,000+

CareerSpring Users Nationwide



9 Major Cities

- Atlanta
- Boston
- Chicago
- Dallas
- Detroit
- Houston
- Los Angeles
- New York
- San Francisco



375 Network Partners

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

- 157 Employer Partners and Sponsors
- 135 Community Partners
- 55 College and University Partners
- 28 Secondary School Partners

CareerSpring added nearly 100 new Partners and allies across the nation to our Network in 2024



25,720 Advisees

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

A 51% increase in users from 2023



1,549 Volunteer Advisors

Professionals across a wide range of industries and job functions volunteering their time, talent, and experience to support FGLI students in the CareerSpring Network.

546 of CareerSpring Advisors identify as first-generation graduates



41 CareerSpring Ambassadors

CareerSpring Ambassadors take action on their campuses and in their local communities to help raise awareness of our resources to other FGLI students, while also acting as advocates at events or with Partners.

20 CareerSpring Ambassadors participated in the CareerSpring FORWARD Program



1,264 Colleges & Universities Represented

CareerSpring Advisees find our resources in a number of different ways—through our Network of Education Partners, word of mouth, or by their own accord.

We're proud to welcome Advisees from over twelve hundred institutions in 250 cities and towns in the United States

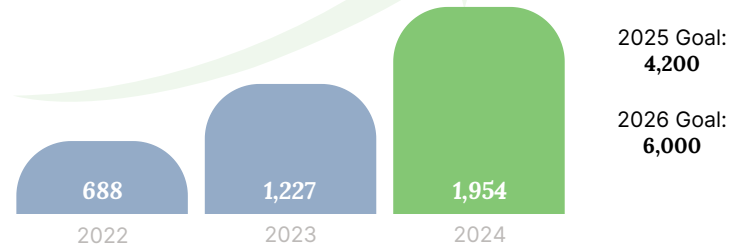
Our Growth & Impact

1,954 Completed Consultations

The number of one-on-one virtual meetings where CareerSpring Advisees connected with Advisors or Candidate Coaches for networking conversations, career advice or guidance, and candidate support.

We saw a 60% increase in consultation activity from Advisees compared to 2023

Consultation Annual Goals + Progression



1,600 Career Interest Finder Surveys

The number of Advisees that completed our Career Interest Finder Survey to explore career paths that may align with their interests.



5-Star Rating for Advisors

The rating that 99% of Advisees rated their Consultation experience—networking or career advice conversations—with a CareerSpring Advisor.



311+ Hours of Candidate Coaching Sessions

The number of hours Advisees had working sessions with our 55 Candidate Coaches—Advisors with human resources or career advising experience.



347 Individualized Orientation Sessions

The number of 1:1 orientation sessions that our team provided for new Advisees to learn more about their personal goals, background, and make recommendations on resources to help them on their career journey.



19,021 Total Video Views

The number of video views in our Career Video Library, featuring Career Videos from real-world professionals highlighting over 100 industries, industry overview videos, webinars, and more.



93% of Hired Advisees Rated CareerSpring's Resources as Helpful

The percentage of CareerSpring Advisees who secured a role rated our Career Platform resources as helpful in their career journey.



220+ Hours Spent

The number of hours spent by our Job Placement team invested in screenings and offering guidance for CareerSpring candidates.



935 Career Opportunities Shared

The number of opportunities from Employers available for Advisees to access and apply to via our Career Platform.



52% of Employer Partners Hired CareerSpring Advisees

The percentage of the 138 Employers in the CareerSpring Network that posted roles and hired a referred Advisee.



4 Out of Every 10 Candidates

The number of CareerSpring candidates who received an offer to an opportunity after a referral from our Job Placement Team.



49% Referral Rate

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



90% Agreed with CareerSpring Being a Valuable Resource for Applying to Jobs

The percentage of Advisees that reported that CareerSpring was a valuable resource in learning about and applying for career opportunities.

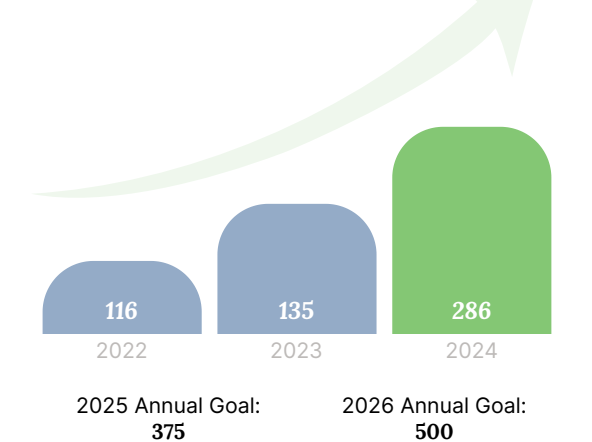
286 Direct Job, Internship, & Program Placements

The number of times an Advisee acquired a high-quality job, internship, or career program offer which they accepted from a Partner in CareerSpring's Employer Network.



We saw a 105% increase from placements in 2023, and surpassed over 500 direct placements since our founding in 2020

Direct Placement Growth





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In Stories



Full Circle Impact



Krisha Gogri

University of Massachusetts, Amherst
Class of 2025



Haoxi Wang

Boston University, Class of 2025
CareerSpring Young Leaders
Advisory Board Member



Over 50+ Users on the Advisee to Advisor Pathway

In 2024, CareerSpring piloted a new 'Dual User' type. Dual Users are recent college graduates who can continue to use the Career Platform as an Advisee, while also volunteering to serve as Advisors—helping guide the next generation of FGLI graduates. This initiative allowed Advisees to connect with 'dual users' and ask for advice, network, and gain early career insights. We're grateful to the Advisees who volunteered to be a part of this impactful initiative!

When CareerSpring was founded, we envisioned that one day the Advisees we support will become Advisors—guiding future generations of FGLI professionals. In 2024, this vision became a reality.

Haoxi Wang, a CareerSpring Advisee and alum of Boston University, learned about CareerSpring in his senior year while searching for a role in the financial services industry. During Haoxi's job search, he connected to Advisor Casey McKinney, a Managing Director at Barings, for a career conversation. Fast-forward to today, and Haoxi is working full-time at Barings on their Industrials High Yield Team and maintains a strong relationship with Casey. He shared:



CareerSpring has been an invaluable resource in my journey as a first-generation, Asian-American student... the Platform has connected me with a network of professionals from across the country, offering mentorship and insights that have been instrumental in shaping my career path."

Now in the early stages of his career, Haoxi has stayed close with the CareerSpring Network as a member of our Young Leaders Advisory Board and actively connects with Advisees to offer his own career advice. He also shared internship opportunities from Barings and encouraged other Advisees to apply.

The chain reaction of Haoxi's success with CareerSpring impacted the career journey of Advisee Krisha Gogri, a finance major at the University of Massachusetts, Amherst. She tapped into CareerSpring's Network while looking for an internship and applied for the Barings role Haoxi shared. She worked closely with our Job Placement Team to prepare for the interview and ultimately secured a role as an Investment Banking Intern. Reflecting on her experience, Krisha shared, **"The Advisors and organizations on this Platform are truly invested in helping first-generation and low-income students gain exposure to career opportunities and industries they may not have considered. Everyone was eager to support me on my journey to securing this internship."**

One conversation acted as a catalyst for Haoxi's career journey, and because of that Haoxi's gratitude and advocacy for CareerSpring then changed Krisha's career journey. We believe this positive impact will continue with the many voices of FGLI graduates acting as advocates for generations to come.

Students Empowering Students

Omar Villanueva
Lake Forest College
Class of 2026



Vanshika Dhawan
University of Houston
Class of 2026



Every year, CareerSpring recruits engaged Advisees who are passionate about our mission to join our Ambassador Program. These CareerSpring Ambassadors take action on their campuses and in their local communities to help raise awareness of our resources to other FGLI students, while also acting as advocates at events or with Partners. In 2024, this program welcomed 40 Ambassadors—our largest group yet!

While students find CareerSpring for many reasons and in many different ways, we know there is no greater way to share our mission than through the experiences of those who have benefitted from our resources. For CareerSpring Ambassador Vanshika Dhawan, this leadership role meant she was able to give back and help other students in their career journey. She shared:

“By assisting students in kick starting their careers with internships—whether through word of mouth or guidance on how to use the Platform—they can begin building generational wealth and envision a financially secure future. The idea of helping others achieve these goals is both inspiring and motivating.”

Ambassador Omar Villanueva was similarly impressed with CareerSpring's dedication to students who identify as FGLI and how our resources specifically catered to them. He quickly fell in love with the mission and knew he wanted to be a part of something that was incredibly special to him. When asked why he wanted to get involved, he recounted the day that he was offered a placement in the CareerSpring FORWARD Internship Program. Omar had applied and interviewed for the Program, and was awaiting the decision. During that time, he was encouraged to go to an in-person CareerSpring event where he reconnected with Advisor Kerry Griffin. Omar had met Kerry at a previous social summit hosted by Employer Partner MERGE. After such an impactful conversation at the event, Kerry and the CareerSpring team couldn't wait to share with Omar the news of his FORWARD internship offer at MERGE. **“The most impactful part of that day which sticks with me is how a simple decision to take advantage of my resources and interact with CareerSpring led to such an amazing opportunity which I did not expect. I was beyond grateful and so excited because of what happened that day and what was to come.”**

Omar and Vanshika are just two of the important CareerSpring Ambassadors sharing our mission on campuses across the United States. Their passion for CareerSpring and connecting others to our resources will change the lives of FGLI students and graduates for years to come. Yasamin Mahallaty, CareerSpring's Senior Manager of Strategic Innovation shared, **“Our College Ambassadors are a key component of CareerSpring's team. They not only spread the word about CareerSpring on their campuses through events and outreach, but also serve as consultants in our organization's strategy and future planning. We are fortunate to have such an incredible group of students!”**

Bridging Classrooms to Careers: The CareerSpring FORWARD Program



CareerSpring expanded its programming in a major way with the launch of our CareerSpring FORWARD Internship Program. This early career identification program was designed to help students gain hands-on experience in the summer after their first or second year in college. The program's focus was to ensure every participant could discover their strengths and interests, explore potential career options that align with their goals, and inspire confidence in their abilities as they prepare for future internships and full-time employment.

Jimmy Weng, a FORWARD Intern at Employer Partner BDO, reflected on his experience:

“ I met many people in different industries that I didn't know existed before. More importantly, I got to understand what firm culture truly meant. The people at BDO showed me a culture that was both open and encouraging... I would encourage all underrepresented students to take part, as it gave me a new perspective on the professional world.”

CareerSpring worked with 25 Employer Partners across the nation, a mix of companies and non-profit organizations, to welcome 69 students to participate in the program in its inaugural year.

Steven Shill from BDO shared, **“We were thrilled to be a part of such a fantastic program, providing internships to a bright group of students. They brought a fresh perspective, strong work ethic, and a genuine curiosity for learning. Engaging with early talent through programs like FORWARD is an investment in the future of our organization and industry.”**

We are so grateful to BDO and all of our Employer Partners who took the leap with CareerSpring as we expanded our programming. We know that bridging the gap from the classroom to the workplace for FGLI students plays a crucial role in their future employment, and the FORWARD Program ensured that each intern walked away with valuable work experience related to their industry of choice.

100%

of Employer Partners that hosted FORWARD Interns in 2024 would recommend this Internship Program to other companies.

98%

of FORWARD Interns agree that they now feel more confident applying for future internships after completing this program.

Top 3 Value-Adds for Employers:

- Provided early talent exposure to their company or industry
- Contributed to their company's diversity and inclusivity initiatives
- Offered a new opportunity for employee engagement

The Power of Our Network



CareerSpring was founded in 2020 as an online career access Platform. While our resources remain online and accessible to FGLI students across the United States, we've been fortunate enough to see our Network step outside the virtual space for in-person engagement—especially in 2024.

The power of CareerSpring's Network enabled a range of in-person experiences for Advisees. Events ranged from industry-specific information sessions with Manulife in Boston or Medidata in New York, to an interactive networking event in Los Angeles with the Women in Institutional Investments Network, a professional workshop day with Blue Cross Blue Shield Texas, or access to events such as Commodities People's Houston Energy Trading Conference.

Kent Kamanzi, an Advisee from Texas Southern University, shared that the professional workshop day with Blue Cross Blue Shield event **“provided valuable insights into the industry, allowed me to connect with professionals, and helped me expand my career opportunities. The access to CareerSpring's resources and networking opportunities has been incredibly beneficial in navigating my career path.”**

Furthermore, in Atlanta, Boston, Chicago, and New York, CareerSpring hosted Network-focused receptions that brought together Employer and Education Partners, Advisors, Advisees, and both Regional and National Advisory Board Members. Seeing our Network come together in one room was incredible, and Partners heard first-hand the impact CareerSpring has had on the FGLI Advisees we support.

Ariana Lester from Employer Partner Horizon Media, shared:

“ We had the privilege of attending the CareerSpring Network Reception [in New York City], and we were deeply impressed... The words shared by CareerSpring's President truly reflected a genuine passion for the cause, and it was clear that the program has built meaningful, lasting relationships with the students. The dedication to supporting the student's success was inspiring, and it left a lasting impact on us.”

We were thrilled to see engagement with our local Networks reach a new level in 2024, and cannot wait to see that progress further as we continue to deepen and diversify meaningful career exposure for Advisees.

Turning Connections into Career Opportunities

Abraham Ailemen
Cornell University
Class of 2026



Gian Luis Delgado
CareerSpring Advisor
since August 2020



88 Influenced Hires in 2024

The power of our Network continues to grow beyond the direct placements facilitated by the CareerSpring Team. In 2024, our Job Placement Team started tracking 'influenced hires' who are Advisees that secured a career opportunity outside of our Employer Network postings—such as an Advisor connection, support from our Job Placement Team, a session with a Candidate Coach, or participation in our Lunch and Learn Series.

CareerSpring Advisee Abraham Ailemen is a first-generation college student at Cornell University who secured a life-changing internship at a global consulting firm with the support of CareerSpring. After learning about CareerSpring's resources through Education Partner Chicago Scholars' EMERGE Program, Abraham started attending Lunch & Learns and connecting with Advisors to help him reach his professional and personal goals. He shared that:



The personalized advice I have received from these industry professionals has been both encouraging and enlightening, leaving a lasting impression on my career trajectory.

Abraham understood the importance of not applying to positions blindly, and that knowing someone connected to a company can make all the difference. When applying for an internship with West Monroe, he strategically sought out CareerSpring Advisors whose experiences aligned with the position and company. He eventually developed a strong rapport with Advisor Gian Luis Delgado, a former consultant at West Monroe who began volunteering with CareerSpring just two weeks after our Career Platform launched in 2020. Gian Luis shared, **"Mentors changed the course of my professional career and I hope my journey resonates with first-generation students and all students seeking empathy with the challenges of starting your early career."**

Both Gian Luis and Abraham were at important moments in their lives when they met. Abraham was an ambitious and motivated college student preparing for the final round interview with West Monroe, and Gian Luis was in full preparation mode to welcome a new addition to his family. Abraham was anxious and looking for guidance as he prepared for his final interview, and Gian Luis was there for him.

Abraham reflected that, **"Gian Luis, who was to be a father the same week of my request, found time to sit with me to make sure I was ready for whatever hurdle my final interview presented. Today, I am beyond confident that my chat with Gian Luis was a paramount factor in securing the internship opportunity with West Monroe."**

We know the success of our Advisees continues to inspire our Advisors, encouraging them to remain dedicated to making the time for networking and career conversations on our Platform. One conversation can change someone's life, and the power of relationships born through the CareerSpring Network is changing the lives of Advisees like Abraham every day.



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Financials

Our Financials

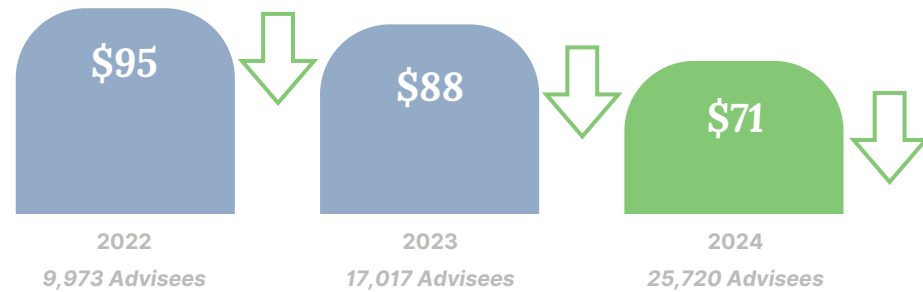
We believe that creating access to high-quality and meaningful employment shouldn't involve creating a financial burden for the FGLI students and graduates that we serve, nor should it be restricted to a select group. That's why, upon our founding, we pursued a service model that provides a **completely free resource** to students and student-serving organizations, as well as a revenue model that grows as more students are served. Put simply, our growth is achieved with minimal increase in operational costs. Through the cost-free scalability of our Platform, and the in-kind human and intellectual capital of our Network, we can sustain service to a growing number of FGLI students over a long period of time.

As CareerSpring's mission and presence expands, so does the exponential, long-term impact that we can deliver to the communities that we serve. Our success depends on growing partnerships through the investment of corporate leaders, foundations, and individuals who believe in providing FGLI students with access to career pathways that will advance economic mobility.

Annual Cost Per Registered Advisee

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

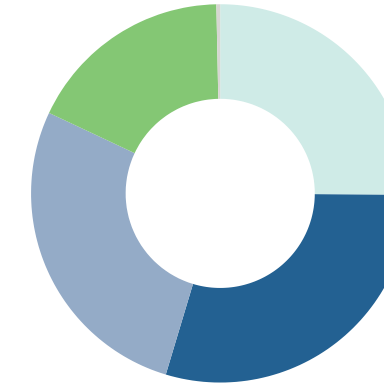
Target Cost: \$50 per Advisee



Revenue & Expenditures

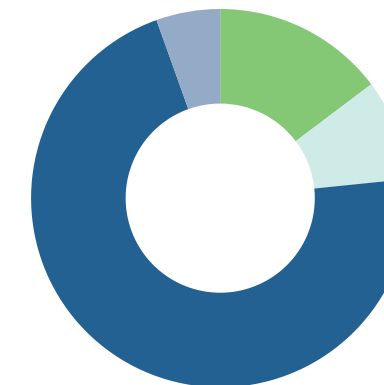
Total Revenue \$2,290,676

- \$676,000 Foundations & Grants
- \$626,458 General Donations - Individual Supporters
- \$575,759 Employer Sponsorships
- \$405,000 Restricted Donations
- \$7,459 Interest Income



Total Expenditures \$1,816,736

- \$1,292,613 Programs & Services
- \$267,406 Administrative Expenses
- \$157,330 Fundraising
- \$99,387 Technology



An Investment in New Technology

In 2024, CareerSpring invested in new technology enhancements for our Career Platform.

Our updated Platform is powered by software that facilitates a more engaging and intuitive online experience for all of our users. In addition, our Career Platform's interface design ensures that every FGLI student we support can easily access the career resources we provide, develop important career skills, network with Advisors, and apply for opportunities from our Employer Network.

This is a transformational step forward in fulfilling our mission to ensure every FGLI student in the United States secures meaningful and high-quality employment.



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Special Thanks



To Our Partners,

Throughout 2024, we witnessed time and time again the importance of partnership and the impact we can make as our Network of allies grows.

We are so grateful for all of our Partners—colleges and universities, educational institutions, non-profit organizations, and companies of all sizes—whose commitment continues to fuel our mission and help us change the lives of so many FGLI students and graduates across the nation. 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+



*In-Kind Donation

Innovate Sponsors - \$10,000+



Inspire Sponsors - \$5,000+



Network Partners

Employer Partners

Ally Financial	Income Research + Management
America's Thrift Stores	Informativ
American Axle Manufacturing	Ingredion Inc.
Audacy	Insmad
Baker School Extended Day	Insperity
Barton Malow	Iron Galaxy
Beam Living	Jebbit
Berlin Packaging	Kinder Morgan
Big Data Energy Services	Koch Foods
Bosch	L&S Mechanical
CDW	Ladder Up
CenterPoint Energy	Lenovo
Chicago Humanities	Lettuce Entertain You
CliftonLarsonAllen	Like Minds Communications
D Magazine Partners	Liquidity Services
David Zwirner Gallery	Macquarie Group
Dearborn Mid-West Company	MD7
DraftKings	MERGE
DWS	Mobius Risk Group
Engelhart CTP US LLC	MongoDB
Enterprise Mobility - Atlanta	Motorola Solutions
Equity Lifestyle Properties	Mundo Academy
Equity Residential	National Grid
Gen II Fund	NextGroup LLC
Hadley School For the Blind	Nicor Gas
Heidrick & Struggles	Northern Suburban Special Recreation Association (NSSRA)
Henry Ford Health System	Northwestern Medicine
Hollingsworth Logistics	Ontellus
Horizon Media	Patterson + Sheridan
Houston Ballet	PCS Software
HUB International	Plastipak
HungerRush	PricewaterhouseCoopers (PwC)
Huntington Bank	PROS
ICR	Public Prep Network
IDENTITI	

RCP Advisors
 RPA
 RUSH University System for Health
 Salvation Army of Greater New York
 Sedgwick
 Service King Collision
 Slalom
 Small Steps Nurturing Center
 SMBC Nikko Securities, Inc.
 Strategic Staffing Solutions
 Sunnova Energy International Inc.
 Surgical Notes
 Television Academy Foundation
 Texas Pride Disposal
 The Energy Authority
 The Entrepreneur CFO
 The Farmlink Project
 The Morton Arboretum
 Thomas Safran & Associates
 TopLine Revenue Group
 TriNet
 TZP Group
 Vitol Inc.
 Warner Music Group
 Way Service, Ltd.
 X Machina Capital Strategies
 YAI
 YMCA of Metropolitan Chicago

Community Partners

5Strong Scholarship Foundation	Elevate New York	Oakland Promise
The Academy Group	Elevate Your Game	One Million Degrees
ACE Scholarships	EMERGE	Origami Works Foundation
Aim High	Evanston Scholars	PelotonU
All Stars Project, Inc.	First Graduate	Peninsula Bridge
A Place Called Home	FirstGenU at America Needs You	POE Scholarships
Big Brothers Big Sisters - Lone Star	FLIP National	Prelude
Black College Success	Fulfillment Fund	Progressive Pipeline
The Bonner Foundation	The Ganas Network	Project Blue
Boys & Girls Club of the Peninsula	Girls Who Invest	Project GRAD
Boys Hope Girls Hope of Illinois	Gradulet	The Puksta Foundation
Braven National	Green Halo Scholars	Ready To Succeed
Breakthrough Houston	Guadalupe Center	The Renaissance Foundation
BUILD	Hartnell Foundation K12 STEAM Program	Rise First
California Volunteers Fund - Corps to Career	HeadStart Fellowship	Rise Together Education
CareerWise	Hellenistic American Neighborhood Action Committee (HANAC)	Rivet School
Carolina Youth Coalition	High Jump	Row New York
Chicago Scholars	Hope Chicago	St. George's Society of New York
Collective Success	Hope for Youth, Inc. (HYPE)	St. Vincent & Sarah Fisher Center
CollegeAIM	Horizons for Youth	Scholarship Plus
College Bound Opportunities	Horizons Greens Farms Academy	ScholarShot
College Greenlight	I Have a Dream Foundation Milwaukee	Seed House Project
College Match	Journey Forward Mentoring	The Steppingstone Foundation
College Possible	Junior Achievement of Greater Boston	Stevenson to College
College Track	La La Land Foundation	Students Rising Above
Collegiate 100 @ Clark Atlanta University	LA Works	TA98
Communities in Schools Chicago	Leadership Brainery	TEAK Fellowship
Computer Science for All (CS4ALL)	Los Angeles Urban League	TechPACT
Concept Schools	Mercy Home For Boys and Girls	Turning Dreams Into Goals
COTS	Metropolitan Golf Association	UCLA VIP Scholars
The Creative College Journey	Michigan Hispanic Collaborative (MIHC)	United for College Success
CyberTexas Foundation	Midtown Educational Foundation's Metro Achievement Center	Upward Bound at Harvey Mudd College
Daniel Murphy Scholarship Fund	Momentum Education	Urban Alliance
Determined To Succeed: LA	MOSTe	USC Neighborhood Academic Initiative
DiscoverU	National Coalition of 100 Black Women, Inc. Metropolitan Atlanta Chapter	The Valedictorian Project
Dollars for Scholars Detroit	New York University's Berkley Achievement Scholars Program and Breakthrough Scholars Leadership Program	Volunteers of America Texas
Downtown Boxing Gym	NextGen Talent	Waukegan to College
Dream		Wentcher Foundation
Duet		Wesley Community Center
East LA Rising		The Woods Project
East Palo Alto Academy Foundation		Year Up
EdMobilizer		Yleana Leadership Foundation

Network Partners

College & University Partners

Alliance University
 American International College
 Arrupe College of Loyola University Chicago
 California Lutheran University
 The Catholic University of America
 Chicano Latino Student Affairs, Claremont Colleges
 Concordia University Texas
 CSU Monterey Bay: Pay it Forward Scholars
 Dean College
 DePaul University
 Dominican University TRIO Student Support Services
 Elmhurst University
 Georgetown University Georgetown Scholars Program
 Georgia State University

Hawai'i Pacific University
 Heartland Community College
 Houston Christian University
 Le Moyne College
 Loyola University Chicago
 Mission College
 National Louis University
 New Jersey City University
 The New School
 Penn State University
 Pepperdine University
 Saint Mary's College
 Saint Xavier University
 Santa Clara University
 St. Francis College
 St. Mary's University
 St. Thomas Aquinas College

Stephen F. Austin State University
 Touro University
 Trinity Christian College
 University of Cincinnati
 University of Dayton
 University of Houston
 University of Illinois Gies College of Business
 University of Miami
 University of Mount Saint Vincent
 University of Saint Mary
 University of South Florida
 University of St. Thomas
 University of Texas at Dallas
 University of Wisconsin
 Wichita State University

Secondary School Network Partners

Association for the Advancement of Mexican Americans (AAMA)
 Alliance College-Ready Public Schools
 Boston Collegiate Charter School
 Bright Star Schools
 Brooke Charter Schools
 Chicago Jesuit Academy
 Chiquapin Prep
 Collegiate Academies
 Coney Island Prep
 Cristo Rey Network
 Dominguez High School
 Equitas Academy Charter Schools

Excel Academy Charter Schools
 Harmony Public Schools
 IDEA Public Schools
 Josephinum Academy of the Sacred Heart
 Noble Schools
 Northfield Mount Hermon School
 Skyview High School
 St. Ignatius School
 Strake Jesuit
 Uplift Education
 Young Women's Preparatory Network

Our Philanthropic Supporters

We are extremely grateful for all of those who have made contributions of time, talent, and treasure to support our mission in 2024. Your generosity empowers us to expand opportunities, transform lives, and make a lasting impact on the FGLI students and graduates we serve. We are pleased to recognize those who have made a philanthropic contribution of \$5,000 and above in 2024.

Foundations + Grants

The Brown Foundation
 Deloitte Foundation
 Heavenston Foundation
 Highland Street Foundation
 Invest For Kids

Joseph Drown Foundation
 Michael & Susan Dell Foundation
 Michigan Hispanic Collaborative (MIHC)
 William Stamps Farish Fund

Individual Donors

\$100,000+

Posoli Family Foundation
 Mary & Greg Whalley

\$50,000+

Francis Dunleavy
 Lions View Investments
 Robert & Lynn Murphy Foundation
 John O'Shea

\$25,000+

Bob Brennan
 Gillian & Stuart Staley
 Susan & Peter Tumminello

\$10,000+

Seth Berend
 Lisa & Geoffrey Dybas
 Kelly & John England
 Andrea Feingold
 Hilary & Scott Hill
 Los Angeles Investment Professionals on behalf of Women in Institutional Investments Network (WIIN)
 Kate McCormick & Champ Warren
 Anne & Rob Metzger

\$5,000+

Christopher Calger
 Patricia Dever
 Julie & William Diehl
 Andrew Dodson
 Courtney & Rob Feingold
 Catherine Flax-Kosecki
 Jeff Frase
 Paul Gannon
 Mary Jo & Claude Guinchard
 Patty & Neil Kallmeyer
 Allison & Stephen Lewis
 Jennifer & Mike McGill
 Joanne & Greg Piper
 Liz & Joe Rae
 Kathryne & Kevin Reeves
 Kim & Adam Siegel
 State Farm Insurance
 Shana & Rick Walker



2024 CAREERSPRING NETWORK

Our Team

As of 12/31/2024

Kaitlyn 'Kati' Abdul

Career Platform Manager

Eliane Abou-Assi

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Thank you!

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OF EMPOWERING THE NEXT
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