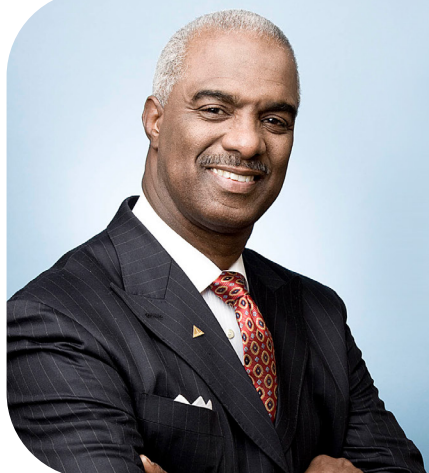




REPORT TO THE COMMUNITY



Thank you
for believing in
INROADS.

INROADS has created many actions with its programs over the years. We are preparing our young leaders to not only understand change, but to be empowered to change their environment through positive actions and movement. Progress is a powerful tool, and we believe that as INROADS grows, so do our interns, alumni, partners and all connected to us – our community.

Our College Links Scholars, Leadership Development Academy Interns and Alumni Mid-Level Career Program are amazing because their ideals are right in line with what our founder, Frank C. Carr, envisioned 50 years ago when he founded INROADS. Carr saw more than just black and white when he began his journey. He saw true diversity, and he took action to make that diversity a reality in Corporate America. This action did not just culminate in words that say we value people of color, but it manifested itself in people, programs, corporations, friends and events.

This report shows how each and every person connected to INROADS has helped impact change and increase growth. We would not be here today if you were not involved. Because of you, we can continue to help more underserved youth navigate the workforce successfully. Thank you for believing in INROADS and for taking time to help guide our young interns to become genuine, 21st century thought leaders that embody our mission.

Sincerely,

A handwritten signature in black ink that reads "Forest T. Harper, Jr." in a cursive script.

Forest T. Harper, Jr.

INROADS, Inc., President and CEO

OUR MISSION

Develop and place talented underserved youth in business and industry and prepare them for corporate and community leadership.

VISION 2020

INROADS strives to be a Premier Leadership Development organizational partner to corporations, government agencies, donors and the community, helping to shape and develop talented diverse leaders and deliver sustainable impact on the community and the world.

Our Vision 2020 plan involves:

- Partner of choice for evidenced based programs
- Partner of choice for diverse pipeline Leadership Development and professional engagement
- Partner of choice for STEM Diversity Talent
- Partner of choice for Leadership continuum “cradle to C-Suite”
- Partner of choice for Programs that drive Impact
- Partner of choice for Strategic Alliances that drive impact



**INROADS, INC.
NEW GOVERNANCE STRUCTURE
(AFTER GOVERNANCE MODERNIZATION)**

INROADS, INC.

GOVERNS THE ENTERPRISE

NATIONAL BOARD OF DIRECTORS

STEM Engineering & Technology Council

Financial & Professional Services Council

Science, Health Care & Education Council

Government Council

BOARD OF DIRECTORS

Clea Barth

V.P. R&IS, P&C, BMO Operations,
Americas Operations
MetLife

Rahsaan J. Coefield, Esq.

Senior Manager, Corporate EEO Investigations
Lockheed Martin Corporation

Don Christian

US Assurance Human Capital Leader
PricewaterhouseCoopers, LLC

Chris Collier

Head of Talent Acquisition and Director of Diversity
and Inclusion
Southern Company

Joyce A. Cooper

Manager, Corporate Diversity and Advocacy
Omaha Public Power District

Dwight D. Deneal

Small Business Specialist
US Department of Health and Human Services

Tiffany Eubanks-Saunders

Global Support Services Executive and
Senior Vice President
Bank of America Corporation

Jeannie Finkel

Chief Administration Officer
Cydcor

Jim Girard

Vice President, Human Resources
Harris Corporation

Forest T. Harper, Jr.

President and Chief Executive Officer
INROADS, Inc.

Yvette Hollingsworth-Clark

Regulatory Innovation Officer
Wells Fargo and Company

Carolynn Johnson

Chief Operating Officer
Diversity Inc.

Ana Moreno Kopf

Regional Recruitment Manager, Americas
Shell Oil Company

Frank R. Lloyd, Ph.D.

Associate Dean, Executive Education
SMU Cox School of Business

Robert McCall

President
Inspire High Performance, LLC

Melonie D. Parker

Director, People Operations
Google

William Queen

President
Travelers Ocean Marine

Reba Simmons

Executive VP and Executive Director of Talent
and Culture Partners
BBVA Compass

Nadia Villeneuve

Vice President and Chief Human Resources Officer
UTC Climate, Controls and Security

Machelle Williams

General Manager, Diversity and
Corporate Social Responsibility
Volkswagen Group of America

Barron Witherspoon (Board Chair)

Global Vice President, Corporate Industry Affairs
Procter and Gamble

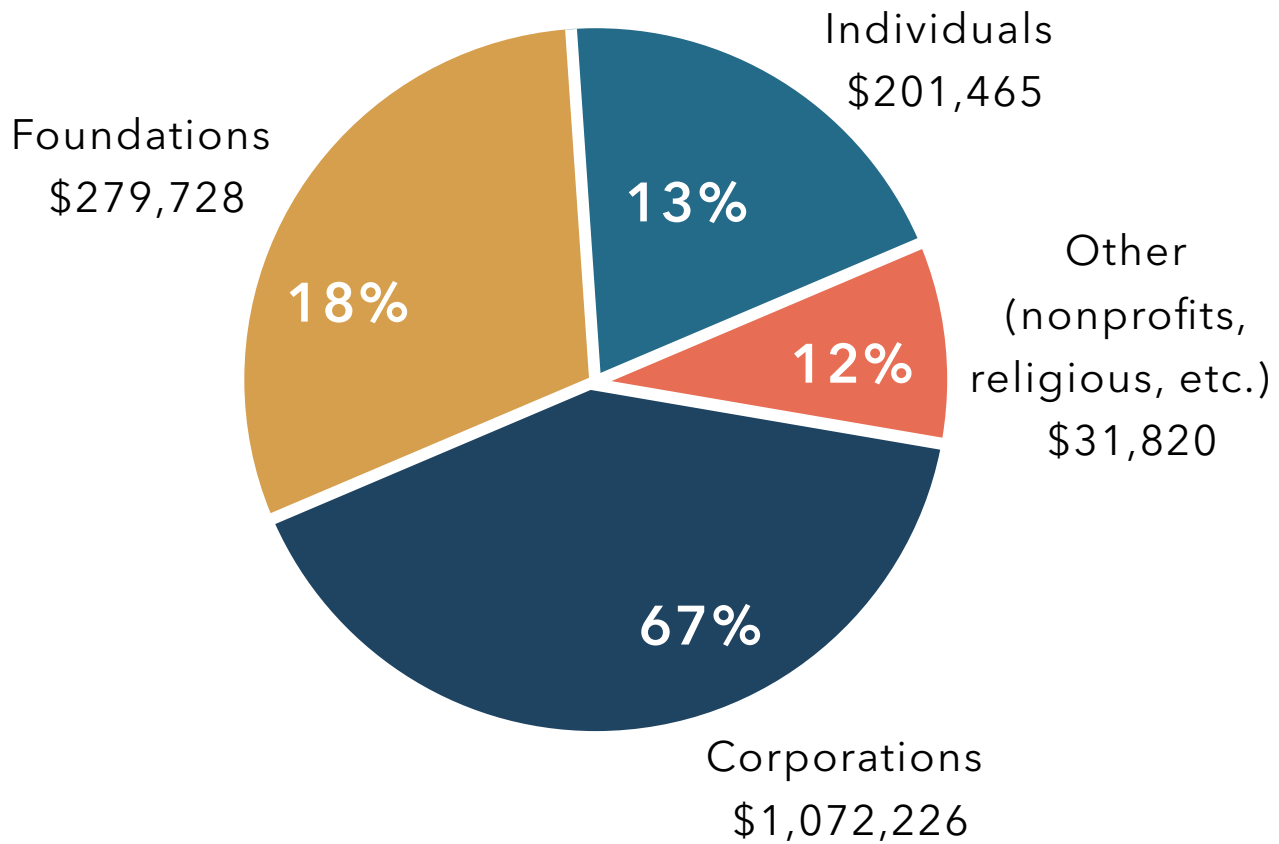
David Zack

Vice President of United States Government
Defense Systems and Services
Sikorsky, a Lockheed Martin Company

Michael Zimmer (Vice Chair)

President, Large Enterprise Operations
Xerox Corporation

FUNDRAISING YEAR END ACHIEVEMENT



TOTAL: \$1,585,239

106% OF PROJECTED GOAL

- Increased funding pipelines
- Expanded National Event Fundraising
- Exceeded alumni revenue by 14% over FY17 projections
- Exceeded corporate revenue by 29% over FY17 projections
- At close of FY17, 66% more grant submissions in the grant pipeline compared to close of FY16

IMPACT OF INROADS

INROADS is proud of its scope and accomplishments:

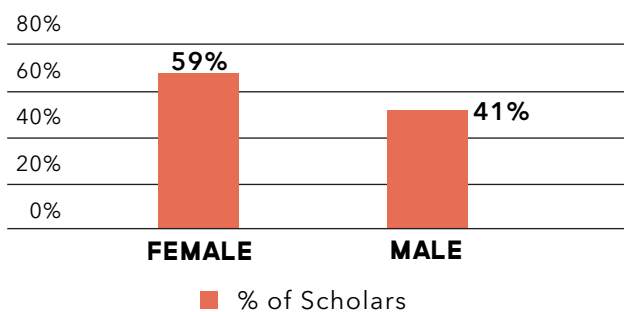
- Training and placing approximately 1,300 students each year into paid corporate internships
- Partnering with more than 200 corporate clients – many of which are Fortune 500 companies
- Maintaining 18 offices throughout the U.S., Canada and Mexico
- Providing intensive leadership development training and support to its interns, including the national summer Leadership Development Institute for graduating seniors as well as summer Intern Development Days that are held in eight geographic markets across the U.S.
- Graduating over 28,000 leaders in its history, achieving unparalleled success in securing job offers; in 2016, 68% of INROADS interns received an offer of permanent job employment with an INROADS corporate partner.

No other diversity or career and leadership development organization of this type has generated the results of INROADS, whose 28,000 graduates have secured management and executive positions with over 1,000 major corporations. Among alumni, 41% have earned a master's degree or higher, and 30% have experienced four or more promotions. Among 2014 INROADS graduates, 89% accepted positions offered by their sponsoring companies, and 70% entered full-time positions upon graduating.

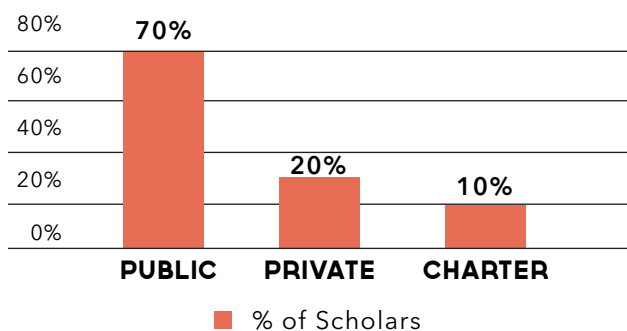
Recruitment:

- INROADS College Links had participation from 161 scholars this 2017 program year, up from 125 scholars in 2015-2016. The College Links population was 59% female and 66% African American. Most scholars attended public schools, and 16% will be the first in their family to go to college.

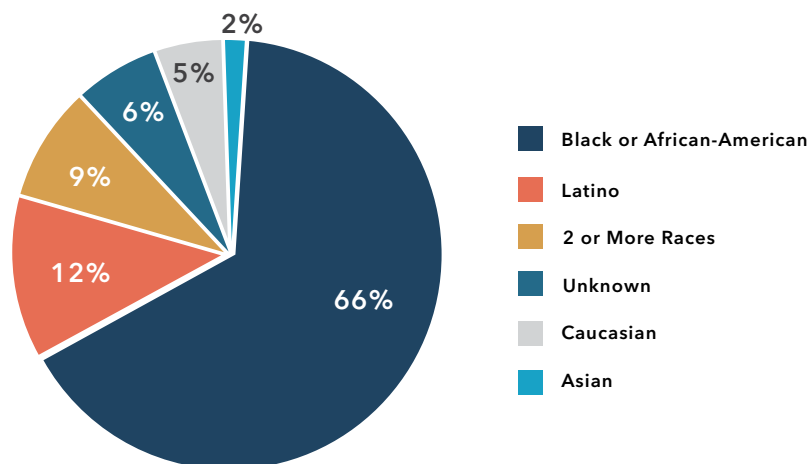
Scholars Served by Gender



School Type

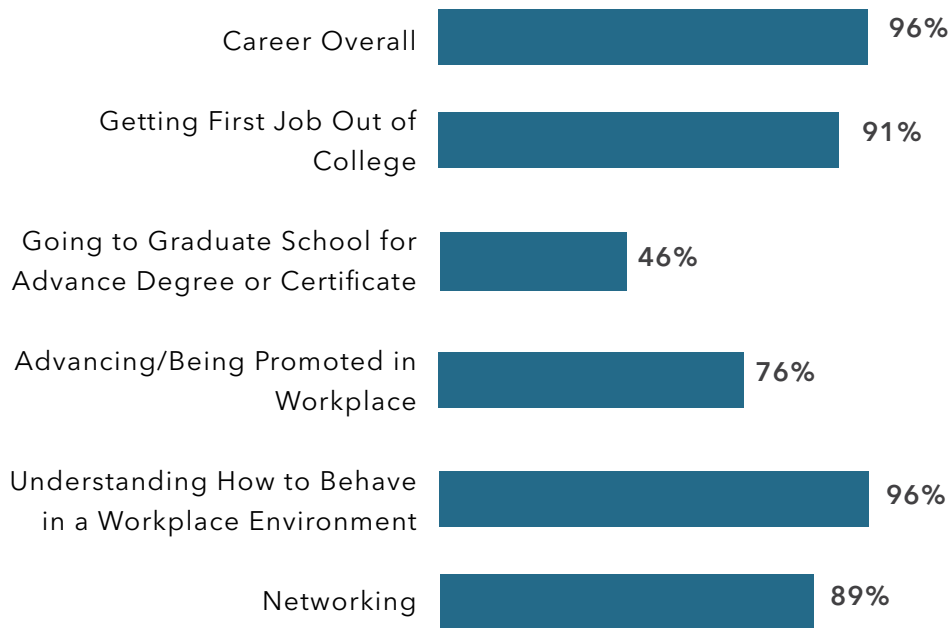


Scholars Served by Ethnicity



IMPACT OF INROADS

Changing Our World is a research firm INROADS commissioned to assess the impact of the organization, among other data. The research found that INROADS has an impact on the careers of its alumni in the following areas:



“Being that I am a **first generation** college student, the workshop content provided me the skills and knowledge I needed to *successfully* compete with my peers.”

“Because of the program, I was able to *better communicate* my needs in the workplace and **adapt** to new situations and people.”

“My INROADS experience **helped me** to get my start in the **engineering** field. Through the training session and mock interviews, INROADS helped me to land my *first ever interview and internship*.”

“Yes, I remember going through the *highly selective process* with INROADS in order to obtain an internship with PwC. That internship definitely **impacted my life** today and I will forever be **grateful!**”

INROADS COLLEGE LINKS IMPACT



INROADS College Links is a college preparation and career readiness program for high school students interested in STEAM and business careers. Scholars engage in more than 300 hours of programming. College Links is graciously funded by the Executive Leadership Council, The Coca-Cola Company, Procter & Gamble, Travelers and Target. In 2016-2017:

- One hundred percent of our seniors graduated from high school, were accepted into college and plan to attend college.
- The 2016-2017 program year was completed with 161 scholars.
- The program was administered through a local Program Manager at each site supported by a National Program Director, regional and national INROADS staff, INROADS Alumni and a volunteer corps of speakers, facilitators and mentors.
- Program activities took place at local universities, corporate offices and community centers.
- Program Activities (include but are not limited to):
 - Development Sessions
 - Career Academy and Externship
 - Workshops and Corporate Visits
 - Atlanta's Hack<It> Upstart Powered by STEMBoard and INROADS
 - National Day of Service
 - Mentoring Program
- Scholars were engaged in more than 300 hours of programming around the national theme, Learning through Engagement.



LEADERSHIP DEVELOPMENT ACADEMY (LDA) IMPACT

INROADS' Leadership Development Academy (LDA) combines career relevant coaching, the internship experience, instructor-led and experiential courses and community service. INROADS interns are better prepared than their peers to enter and excel in the competitive job market. Throughout their careers, INROADS interns produce significant value that demonstrates their leadership competency. The core competencies that shape the leadership development aspect of the process enhances their ability to better navigate the corporate environment and propel them to higher leadership ranks after only a few years in business.

Activities Include (but are not limited to):

- The core programs **True Colors**, **Focus on Leadership**, **Would I Follow Me** and **Graduating Senior Bootcamp**
- Intern Development Day 1 and 2:
 - With seven new highly interactive instructor-led sessions enhanced.

- Three-day National Leadership Development Institute (LDI)
 - July 13-15, 2017, in Arlington, VA
 - For graduating seniors from across the country leading a greater range of diverse backgrounds and experiences
 - Included training sessions, panel discussions, keynote speakers and opportunities for networking.
 - INROADS alumni conducted approximately 60% of the training sessions.
 - Graduating Senior Alumni Induction Ceremony for more than 425 graduating seniors in attendance.
- Community Service
 - Partnered with the national Boys and Girls Club of America (BGCA) for the third year.
 - Interns designed events and activities for BGCA children ages 13-18, focusing on post-secondary readiness.



Thank you to INROADS corporate and community partners for supporting LDA. Partners provided in-kind meeting space, facilitators to conduct training at the regional events and National Leadership Institute, promotional give away items, refreshments, and support at various sponsorship levels.

INROADS VISIONES IMPACT

INROADS Visiones celebrates Hispanic Heritage Month with an annual fundraising event. INROADS Fifth Annual Visiones raised more than \$100,000 in support of INROADS mission to identify, train and provide leadership opportunities to diverse and underserved youth across the U.S.

- September 15, 2017, Four Seasons Hotel Ballroom in Atlanta, GA
- A black-tie fundraising event celebrating the kicked off of Hispanic Heritage Month.
- Corporate partners, community leaders, alumni, supporters and interns experienced an elegant evening filled with diverse speakers, savory Latin inspired flare, live entertainment and dancing.
- Proceeds from this event supported interns in receiving Visiones 100 scholarships as well as participation in the INROADS Leadership Development Academy.
- View the Visiones video at <http://bit.ly/Visiones2017>



Intern Testimony: Lucero Delgado, rising senior in Finance and Management, a Visiones 100 Scholarship winner:

“As a first generation college student and a daughter to a low/middle income family ... I can't thank INROADS enough for allowing me to be that much closer to my dream.”

INROADS BENEFIT GALA

INROADS Excellence in Leadership Benefit Gala, reception, dinner and program supports its leadership development and career preparation programs for talented, underserved youth.

The gala recognizes individuals and corporate/community partners who support and embody INROADS' mission and the vision of its founder, Frank C. Carr. Gala Honorees for 2017 include: Kaiser Permanente; General Colin L. Powell, USA (Ret.) & Mrs. Alma Powell, founding chair and chair, respectively, America's Promise Alliance; nationally syndicated radio host and philanthropist, Tom Joyner; INROADS alumnus Andrew Au; and INROADS alumnae the Honorable Shera Grant and the Honorable Shanta Owens.

- Inaugural INROADS Benefit Gala
- May 10, 2017, at the Hyatt Regency Washington, DC
- Nearly 300 attendees
- Raised a total of \$58,000
- Event received support from alumni, corporations and friends of INROADS, to continue to carry out the mission
- View the Gala Video at <http://bit.ly/INROADSGala17>



Intern Testimony: Kayla Brooks, rising senior in Business Management at Hampton University:

“INROADS changed my life ... Whether you realize it or not, today, you are sowing a seed. You are laying a foundation. You are building towers.”

CONGRATULATIONS TO OUR 2017 AWARDEES

KAISER PERMANENTE RECIPIENT OF THE FRANK C. CARR AWARD



Excellence in Leadership Award

Alma J. Powell &
Chair, America's Promise Alliance
(Accepting)

Gen. Collin Powell, USA (Ret.)
Secretary of State (2001–2005)



Lifetime Achievement Award

Tom Joyner
Host, Tom Joyner Morning Show
Founder, Tom Joyner Foundation



Alumni of the Year

Andrew Au
Founder, Intercept Group



Alumni of the year

The Honorable Shera Grant
10th Judicial Circuit,
Jefferson County, Alabama



Alumni of the Year

The Honorable Shanta Owens
10th Judicial Circuit,
Jefferson County, Alabama

INROADS ALUMNI IMPACT

INROADS 28,000+ Alumni Network is an incredibly talented, passionate group of individuals who not only shine in Corporate America, but also give back to the community in a great way. At INROADS, we offer an array of opportunities and activities for our alumni from networking events to volunteerism. For the 2016-2017 Fiscal Year, we have connected and updated more than 8,000 alumni records to make sure we continue to keep in touch with our alumni, and, as a result, our alumni giving has increased by 14%. As we kick off the new fiscal year, we are very excited about the many possibilities this year has to offer.



INROADS PROS:

- An alumni community website that offers a host of opportunities in a wide variety of careers and locations. As an INROADER, Alumni and Strategic Partners have a competitive advantage for job opportunities and diverse connections.
- We were very proud to partner with:

Just Energy
Stanley Black and Decker
FedEX
Travelers
Praxair

Hero BX
BVA
EMG
L Brands
Metlife

PWC
General Motors
EY
Deloitte

ALUMNI NETWORKING EVENTS:

- INROADS Alumni receive top-tier experiences with sponsoring companies looking to hire them. It's exclusive, intriguing and a great way to provide ongoing services to our alumni as well as talent to our partners.
- The cultivation events have been offered with Praxair (Buffalo, NY), Deloitte (New York, NY), Travelers Insurance (Richardson, TX), Black and Decker (Alexandria, VA, Washington, DC and Houston, TX), Wells Fargo (St. Louis, MO) and PriceWaterhouseCoopers (PWC) (Boston, MA and New York, NY).
- Networking events have taken place in:



Orlando, FL - Alumni Networking Event

Jacksonville, FL - Alumni Networking Event

Houston, TX - Holiday Social

Birmingham, AL - Alumni Networking Event

Pasadena, CA - Holiday Social

Kansas City, MO - Alumni Networking Event

Phoenix, AZ - Alumni Networking Event

Charlotte, NC - Alumni Networking Event

INROADS ALUMNI IMPACT CONT.

New Brunswick, NJ - Alumni Networking Event

Atlanta, Ga - Alumni Networking Event

St. Louis, MO - Alumni Networking Event

**New York, New York - Deloitte Cultivation Event
and Alumni Happy Hour**

Washington, DC - Black and Decker Cultivation Event

Seattle, WA - Alumni Networking Event with Nintendo



OTHER OPPORTUNITIES:

- Alumni Mock-Interview Volunteers
- Alumni Focus Groups
- Alumni Giving

INROADS Alumni agree that they have received invaluable benefits from INROADS. Because of this, they choose to invest in organizations that have invested in them; gain a fundamental understanding of philanthropy via volunteerism; remain INROADS advocates; desire INROADS interns at their current workplaces to assist in training interns; and offer INROADS financial support.



POSITIVE EVIDENCE-BASED IMPACT

College Links

College Links is graciously funded by the Executive Leadership Council, the Coca-Cola Company, Procter & Gamble, Travelers and Target.

The College Links program is currently active in Atlanta, Chicago, Cincinnati and Washington, DC.

Number of Students Served

All Scholars

161

118^{hrs}

School Year
Development Sessions

12^{hrs}

National Day of Service

Program Hours
(All Sites)

334^{hrs}

Career Academy Sessions

196^{hrs}

Culmination
Ceremonies

8^{hrs}

College and Corporate Visits

5 Colleges/
Universities

Campus Tours

9 Scholars
Placed

Job Shadowing Pilot

Corporate Visits

11 Companies
Visited

100% of College Links seniors *graduated high school*, were accepted into college and *plan to attend*. Together, College Links graduates won *more than \$1 Million* in scholarships and financial aid.

POSITIVE EVIDENCE-BASED IMPACT

Leadership Development Academy

Training and Input

NIO (New Intern Orientation) and IDD (Intern Development Day) Courses

A total of 30 hours dedicated to live facilitator-led training sessions with topics including:

LDI Programs

- Digital Footprint
- Mars Rover Challenge
- True Colors 2.0
- Managing Up
- The Attitude of a Leader
- College to Career
- Alumni Panel
- Unconscious Bias Introduction
- Virtual Interviewing

NIO and IDD Courses

- Welcome Call
- Focus on Leadership
- True Colors
- Would I Follow Me?
- Business Case - Absentee (Management Role-play)
- Business Case - Peter Green (Ethical Dilemma)
- Team-building (Marshmallow Challenge)
- Game Time!
- Presentation Essentials
- Be Your Own Brand!
- Graduating Senior Bootcamp

Self Management

True Colors, Graduating Senior Bootcamp, Be Your Own Brand, Focus on Leadership

Communication

Teambuilding: Effective Presentations, Managing Up, Digital Footprint

Business Acumen

Business Case-Peter Green, Business Case-Absentee, Graduating Senior Bootcamp, Focus on Leadership, Attitudes of a Leader

Project and Task Management

Would I Follow Me?, Managing Up, (Business Simulations-similar to Pyramid Oil)

Social Responsibility

National Month of Service, Unconscious Bias, True Colors

Research, Analysis, Technical Skills

Business Case-Absentee, Business Case-Peter Green, Team Building, Mars Rover, Unconscious Bias

Teamwork

Unconscious Bias, Team Building, True Colors, Game-time, Focus on Leadership

Leadership: Commitment to Quality

Focus on Leadership, Would I Follow Me?, Attitudes of a Leader, College to Career

All courses map to Leadership Competencies.

Standardized leadership curriculum for 400+ students across the country.

400+ students received action learning through case studies and simulation experiences.

POSITIVE EVIDENCE-BASED IMPACT

National
Month of
Service

For a third year, INROADS partnered with Boys and Girls Clubs of America for a national initiative.

100%
Total Regions
Participating

2,270
Total Children
Participating

Total BGCA Clubs
28

Intern Volunteers
462



OUR SUPPORTERS

CORPORATIONS

Adobe
Aera Energy
Akamai Technologies
Albertsons Safeway
Aldi Inc.
Alignment Strategies, LLC
Altria Group Distribution Co.
American Airlines
AT&T
Bae Systems, Inc.
Bank of America
Benevity Community Impact
Blue Cross and Blue Shield of Louisiana
CenturyLink
Chevron Products Company
Choose New Jersey
Cigna
CoBank
Colgate-Palmolive
College Possible
Conoco Phillips Matching Gift Program
Deloitte & Touche
Display America Inc.
Donate Well General Fund
DP Associates, Inc.
DTZ Cushman & Wakefield
Edison International
Emerson Electric
Erie Management Group LLC
FedEx
FHLB of Chicago
FHLB of Pittsburgh
Florida Blue
Froedtert Health
Georgia Power
Hamilton Sundstrand
Harris Corporation
The Home Depot

Housatonic Community College
Hubbell Incorporated
Husch Blackwell, LLP
IBM Corporation
JPMorgan Chase
Kaiser Permanente
Kansas City Power & Light
Lassiter & Associates, LLC
Liberty Mutual Group
LMEPAC
Lockheed Martin Corporation
Lokal Estates LLC
Monsanto Company
Noor
Nortel Networks Inc.
nThrive
Nucor
OffCampus Housing
Omaha Public Power Dist.
Otis Elevator Company
PepsiCo
Petsmart
Pfizer
PGA Tour, Inc.
Pitney Bowes
Pratt & Whitney
Praxair, Inc.
PricewaterhouseCoopers
Procter & Gamble Co.
Raritan Valley Community College
Regions Bank
Sabre
Shell Oil Company
Sikorsky
Southern Company
Sungard
Sysco Corporation
Target Corporation
TD Bank

Travelers
Trinity Gateway Apartments, LLC
Trojan Tax Pros
United Technologies Corporation
United Technologies Research Center
UPS
USBank
UTC Aerospace Systems
Verizon
Volkswagen
Vology
Vulcan Materials Company
W.B. Mason
Washington Gas Light Co.
Webster Bank
Wellington Management Corp.
Wells Fargo Bank
White-Rodgers Division

EMPLOYEE GIVING / UNITED WAY GIVING

American Express Charitable Foundation
America's Charities
Bank of America Employee Giving
Chevron Humankind - Employee Funds
Community Shares of Colorado
Employees Charity Organization of Northrup Grumman
Equity Ave Tax LLC
Give With Liberty Employee Donations
Google, Inc.
Greater Horizons
Heart of Florida United Way, Inc.
IBM Employee Services Center
IBM Retiree Charitable Campaign

OUR SUPPORTERS

Just Give
Liberty Mutual (Give with Liberty Campaign)
Mercedes-Benz US International
Milliman Matching Gift Program
Network for Good
Pfizer Foundation Matching Gifts Program
Progressive Insurance Foundation
Shell & Motiva Emp Giving Program
Suntrust United Way
Travelers
Travelers Cybergrants, LLC
Travelers Select ATL
Truist
United Way of Central & Northeastern CT
United Way of Greater Atlanta
United Way of Greater Milwaukee
United Way of Metro Chicago
United Way of Metro Nashville Cfc
United Way of Southeast Delaware County
Valley of the Sun United Way
Voya
Warren Robinson
Wells Fargo Cmty Support Campaign
Yourcause ATT
Yourcause, LLC Chevron
YourCause, LLC Trustee for PepsiCo
YourCause, LLC Trustee for Abbvie
YourCause, LLC Trustee for Accenture

Fairmount Santrols Foundation
Genentech Foundation
Georgia Pacific Foundation
GiveGreater.org
Harris Foundation
Janus Foundation
JPMorgan Charitable Giving Fund
JPMorgan Chase Foundation
P&G Fund of The Greater Cincinnati Foundation
Pfizer Foundation Matching Gifts Program
Procter & Gamble Foundation
Progressive Insurance Foundation
Schwab Charitable Fund
Shell Oil Company Foundation
The Memorial Foundation
UPS Foundation
Verizon Foundation

GOVERNMENT

CFC Central Texas
CFC of the National Capital Area
Department of Defense

FOUNDATION SUPPORT

Alabama Power Foundation, Inc.
AmazonSmile Foundation
Badger Meter Foundation, Inc.
Briggs & Stratton Corporation Foundation
Coca Cola Foundation
Community First Foundation
Ernst & Young Foundation
Executive Leadership Foundation, Inc.
Fairfield County Community Foundation



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INROADS, Inc. is a 501(c)(3) nonprofit organization whose mission is to develop and place talented underserved youth in business and industry and prepare them for corporate and community leadership. Federal Tax ID number: 62-0967197.

