

A large, multi-tiered group photograph of many people, likely staff or students, dressed in professional attire, smiling for the camera.

A YEAR OF CHALLENGES, A YEAR OF OPPORTUNITIES, A YEAR OF **IMPACT**

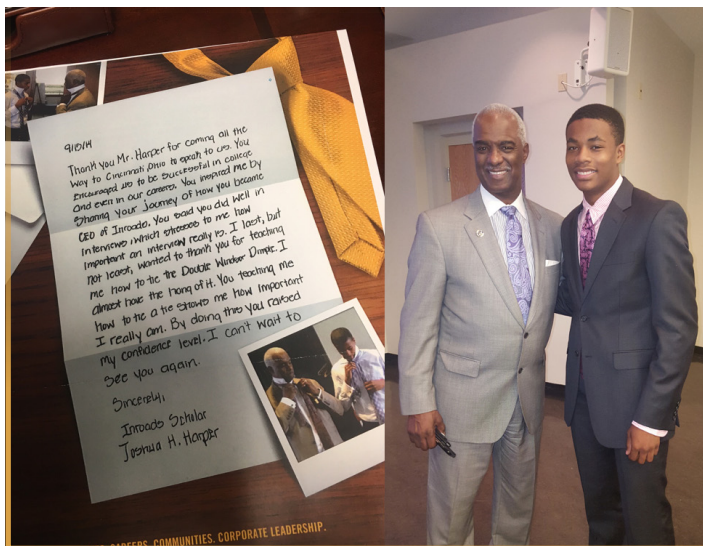
REPORT TO THE COMMUNITY 2019-2020

A photograph of four men in suits and ties, smiling, positioned at the bottom of the page.

FOR INROADS 2019 AND 2020 FISCAL YEARS
SEPTEMBER 2018 — AUGUST 2020

Dear Friends of INROADS,

This year was particularly challenging due to the health crisis, economic disruption and social injustice. Despite these seemingly insurmountable challenges, we have brought measurable impact for underrepresented students and their families. After several years of challenging financial times, we reached both program and financial milestones for the second consecutive year while serving approximately 4,000 students. This was all accomplished in the grip of two ongoing emergencies: the COVID-19 pandemic and the economy. That's a testament to the commitment and compassion of our staff, more than 30,000 alumni, volunteers, corporate partners and donors. Our national Board of Directors led the way with an impact of eight consecutive years as a 100% giving Board.



It hasn't always been easy. We had to adjust our processes and make hard decisions. We asked more from our supporters than ever. But the result of all that effort is undeniable. This year, we celebrate 50 years of making an impact in the workplace, and now an economic impact on minority communities around the nation. This year, Citigroup released a report that showed evidence that INROADS' programs contribute to closing the racial wealth gap in America. Thanks to this compelling research, we are now targeting additional resources to impact 24 cities in need with our College Links program.

The question is, where do we go from here? Our Board has spent the better part of 2020 laying out a new multiyear strategic plan in order to answer that question. And the answer is this: It's time to move from merely providing internships to providing measurable and high-impact programs that create a diverse talent ecosystem from high school to college to the professional workplace.

This will involve a shift in thinking. Our goal is to double our outreach to talented, underrepresented students and place them on a path to the middle class. That's a good benchmark, but it's not enough. Our nation is facing social injustice and needs irreversible, sustainable solutions. INROADS provides such a solution, and we look forward to sharing our impact.

There are too many families suffering from inequality in this nation. They experience it in their daily lives in communities and schools around the country. We are so fortunate that our founder, Father Frank Carr, had both the vision and the foresight to create INROADS during a time when the focus on social injustice was paramount, similar to today. That is why we are very proud to present our Report to the Community, which will serve as proof and a reminder of what is possible. Our commitment to equity demands that we serve all underserved students, no matter where they are. We invite you to join our community of action and make a difference.

We're in this together —

Forest T. Harper, Jr.
President and CEO, INROADS, Inc.



WE'RE PROUD TO BE INROADS – **FIFTY YEARS** STRONG!

Founded in 1970, INROADS celebrates 50 years of service. Although it has been a challenging year for all, 2020 has been a year of opportunity and a year of impact for INROADS. We worked with new technologies, forged new partnerships, and prepared thousands of young people for career success. But the focus on social injustice this year reminds us all that INROADS' mission is as relevant today as it was in 1970. We know there are more youth who need us and we're determined to reach them, so we're on an exciting trajectory of growth with ambitious goals for the future. With your continued support, in the coming year we'll help more young people than ever.

MISSION

To deliver innovative leadership development programs and creative solutions that identify, accelerate and elevate underrepresented talent throughout their careers.

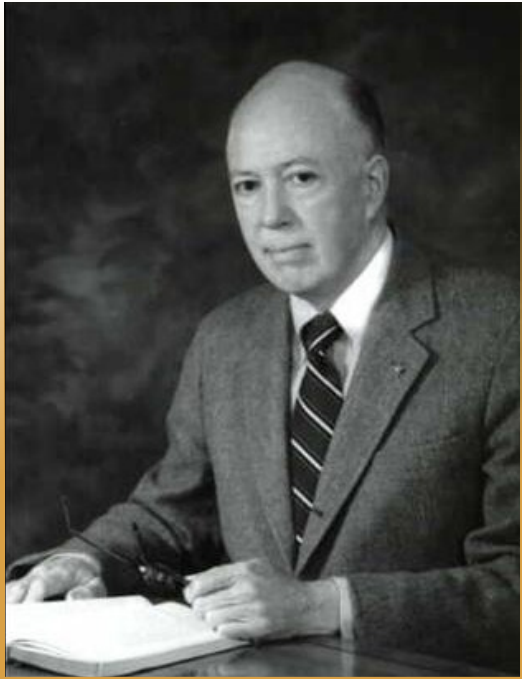
VISION

A world where leaders enrich the composition and culture of business and social communities through diversity and inclusion.

WHAT WE DO

Since our founding, INROADS has been a leader in advancing underserved youth in corporate America. We offer talented, underrepresented youth a pathway from high school to college and throughout their career that breaks through the glass ceiling and closes the opportunity and wealth gaps. INROADS' career development pathway extends a support system that can last a lifetime.

SPOTLIGHT ON INROADS' FOUNDER: FRANK C. CARR



On August 28, 1963, Frank Carr, a regional director for Holt, Winehart and Winston, boarded a bus in New York City with other civil rights supporters, headed for the March on Washington for Jobs and Freedom. There, Frank was witness to Dr. Martin Luther King, Jr.'s seminal "I Have a Dream" address, and Dr. King's words would change Frank's life forever. A deeply religious man, Frank was moved by the spiritual underpinnings of Dr. King's message and started to look at the world with different eyes. He looked at his own life and experiences as a white, middle class Princeton graduate and started to feel increasingly uncomfortable with the knowledge that so many were prevented from benefiting from the same opportunities afforded to him. Upon his return to work, he looked at the lack of diversity, not just in his own workplace but all of corporate America, and he reflected deeply on how he could dedicate his life to help change the future for young people of color.

In 1970, Frank Carr left his corporate job to embark on a life of service. He started a nonprofit he would call INROADS, with the mission of helping underserved youth develop leadership skills; secure professional, paid internships; and gain entry into corporate America. Starting with 25 students and 17 sponsoring companies, over the next 50 years INROADS would grow into the international organization it is today.

In 1983, now a widower, Frank Carr would hear another call: to become a servant through ministry. He retired from INROADS, entered the seminary, was ordained in 1986, and served as a parish priest at the St. Francis of Assisi Church in Yuma, Arizona. In recognition of his life's work in support of Dr. King's legacy, in 1993 Father Carr was awarded the "Salute to Greatness" award by Coretta Scott King.

Father Carr passed away in 1996. After his death, a tribute in a Princeton alumni publication stated that one of Father Carr's constant refrains was "make this world a better place because you have lived in it." Now in its 50th year, INROADS still takes its inspiration from Father Carr's words and actions and strives to carry out his and Dr. King's legacies.

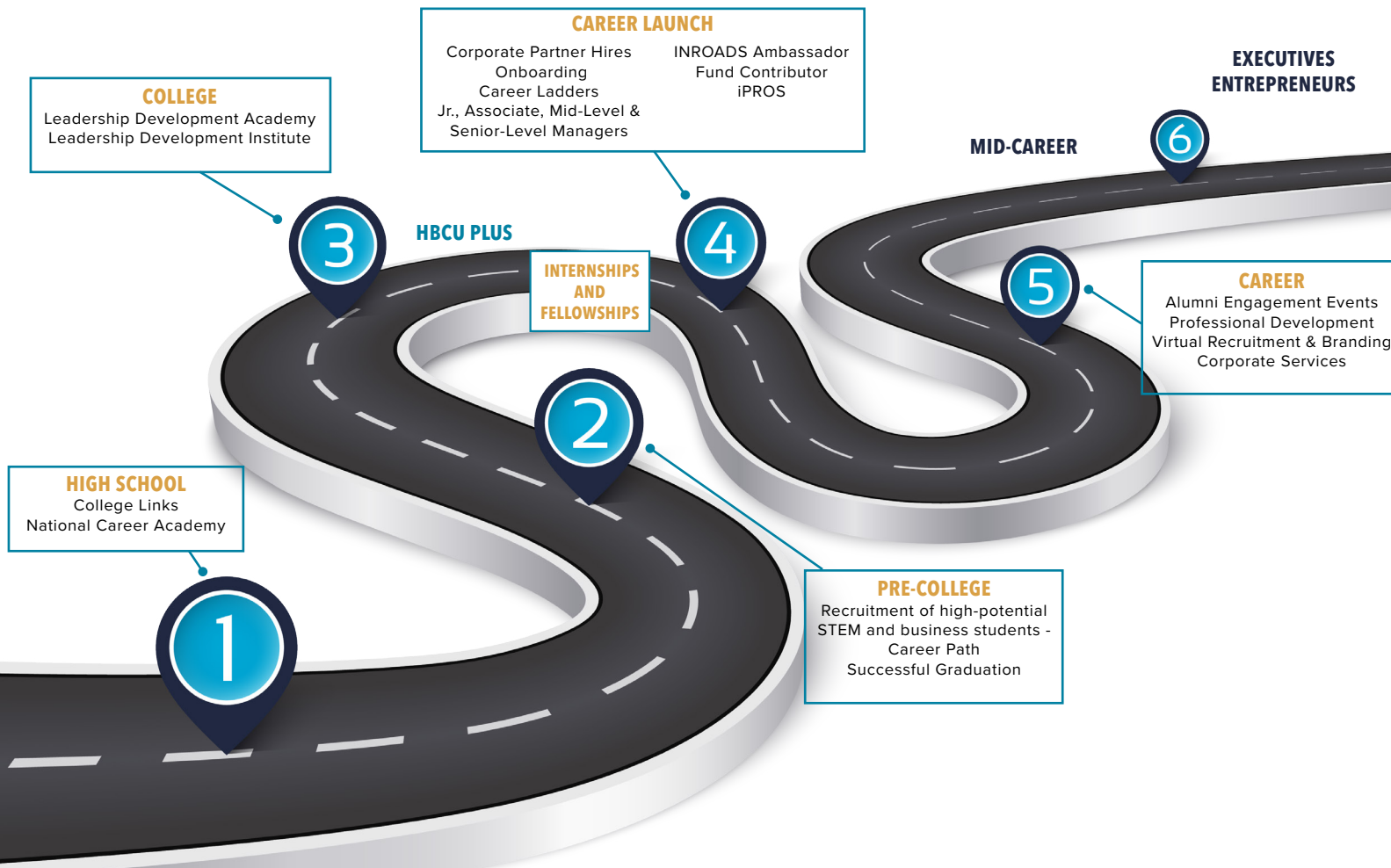




INROADS CAREER

DEVELOPMENT PATHWAY

GOAL: SERVE OVER 8,000 STUDENTS ANNUALLY BY 2023



Net Worth for the Average:



(Federal Reserve, Survey of Consumer Finances, 2017)

Homeownership Rates for:



(National Association of Realtors, 2020)

Executive Positions in Fortune 500 Companies



(Fortune Magazine, 2017)



(McKinsey, 2018)

BY THE NUMBERS 2019

Our Students

121 College Links scholars in
5 MARKETS

86%

African American

8%

Latino/Hispanic

5%

Caucasian

4%

Asian

3,795

CANDIDATE PREPARATION SERVICES PARTICIPANTS

666

LEADERSHIP DEVELOPMENT ACADEMY (LDA) INTERNS

402

LDA GRADUATING SENIORS

52%

AFRICAN AMERICAN

20%

LATINO/HISPANIC

16%

ASIAN

80%

FIRST-GENERATION COLLEGE STUDENTS

88%

IN STEAM OR BUSINESS MAJORS

Our Alumni

More than
30,000

ALUMNI IN 48 STATES

15

active alumni chapters

ACROSS THE COUNTRY

Our Results

100%

of College Links scholars were accepted to college

College Links scholars received more than

\$1M

in scholarships

90%

of College Links scholars reported that the program prepared them for career success

\$245,345

was raised in scholarship support, benefiting approximately 115 students

2,817

LDA participants attended pre-employment workshops

1,761

LDA participants demonstrated interview readiness skills

1,545

LDA participants created professional resumes

70%

of graduating interns accepted a job offer after graduation

10%

of graduating interns pursued further studies after graduation

Long-term Impact

76%

OF INROADS ALUMNI ARE HOMEOWNERS

40%

OF INROADS ALUMNI AND THEIR FAMILIES HAVE ASSETS BETWEEN \$500,000 AND \$5,000,000

2020 - INROADS' 50TH YEAR BROUGHT CHALLENGES AND OPPORTUNITIES

This report would not be complete without mentioning the unique circumstances in which we found ourselves in 2020. A pandemic affected the world and ground economies to a halt. Yet another senseless death raised the collective consciousness of our nation and pushed us to confront the injustice, inequities and racism that still exist. The political divide has led to what at times feels like irreparable rifts.

Still, INROADS was able to leverage its assets to make this year one in which we developed innovative solutions, deepened partnerships, and lifted the organization to the next level.

- **Working Virtually:** Because in large part our staff operated remotely prior to the pandemic, it was an easy transition to move to a totally virtual office environment. This meant we also had the technology to bring our College Links and Leadership Development Academy workshops and trainings online as well as the expertise to create compelling content.
- **Virtual Internships:** To facilitate the connection between interns and sponsoring companies in a virtual environment, INROADS partnered with the technology firm Symba to create a remote internship platform, viSHIPS, powered by Symba. More than a response to a temporary challenge, this platform will expand future opportunities for interns to access internships that are not dependent on physical location.
- **Virtual Summer Camp:** As a means to provide a sense of normalcy and to bridge an educational void for families and schools during the pandemic, INROADS, with support from AT&T, provided a state-of-the-art “3E” virtual summer camp — Elevating Educational Experiences — for 120 high school students across the country. The week-long camp for rising high school freshmen, sophomores, juniors and seniors focused on self-management, communications, teamwork, leadership, financial management, career exploration,

INROADS AT 50: NEW DATA ON OUR LONG-TERM IMPACT

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The racial wealth gap in the United States is both striking and substantial. However, this year, data was released that demonstrates a correlation between INROADS programs and a narrowing of the wealth gap. A 2020 study conducted by Fulbright scholar Adam Davids found that of 1,000 randomly selected alumni screened, 40% have a net worth of \$500,000 - \$5 million compared to 37% of college-educated white households. In addition, the study revealed that 76% of INROADS alumni own at least one property, providing a legacy for generational wealth creation.

This finding is so compelling that in its September 2020 study titled “Closing the Racial Inequality Gaps,” Citibank named INROADS one of a handful of notable organizations that successfully promote academic achievement and steppingstones into business, along with My Brother’s Keeper Alliance, United Negro College Fund, The Jackie Robinson Foundation, Urban League and Girls Who Code, among others.

Our 50-year track record demonstrates that an investment in INROADS is an investment in strong incomes and family wealth for African Americans and other racial minorities. With the findings from this study, we have the evidence that INROADS positions young people of color on a wealth trajectory that surpasses the status quo.

entrepreneurship and college-bound readiness. The camp also included STEM exploration with robotics, coding and cybersecurity.

- **COVID-19 Response:** Across the country, the COVID-19 pandemic resulted in many interns dealing with canceled summer internships, and INROADS interns were no exception. In mid-March, Optum, a UnitedHealth Group company, stepped up by creating the Optum 100 program, creating 44 additional opportunities for INROADS interns.
- **Stand With INROADS Against Racial Injustice:** In response to the social injustice issues that gripped the country, many companies and individuals increased their investments in support of INROADS' mission to eliminate barriers in employment for young people of color through the Stand With INROADS campaign. With these combined investments, in 2021 INROADS will be able to launch the College Links program in four new sites and expand the LDA for a total of 2,500 internship placements, a significant increase in our ability to close the opportunity gap. Companies making major commitments to stand with INROADS include L3Harris, Fenty, Zoetis and Lockheed Martin.
- **Alumni Involvement:** Alumni across the country stepped up their efforts as key partners by driving in funding from their workplaces or professional connections, helping INROADS provide services through an international health crisis, and positioning INROADS for expansion in 2021 and beyond.

INROADS is in a strong position despite the challenging environment 2020 created. We look forward to 2021 when we will increase our impact to uplift underserved youth across the nation.



COLLEGE LINKS

College Links works at the high school level to prepare and strengthen underserved talent for college and career success. Targeting those interested in STEAM (Science, Technology, Engineering, Arts and Mathematics) and business careers, College Links gives students needed access to career immersion activities and goal planning, while improving educational outcomes with the following program components:

- **Ongoing Development** — Impression management, financial literacy, business etiquette, service learning and hands-on STEAM activities
- **College Transition Workshops** — College selection, admissions strategies, financial aid and scholarship assistance and college survival skills
- **Career Immersion** — Corporate visits, job shadowing, mentoring and early career planning
- **Leadership Opportunities** — Elected officer positions, project management roles and program ambassadorships
- **Mentoring** — Group mentoring in career clusters and one-on-one coaching
- **Parent Sessions** — In-person and virtual workshops on choosing the right college, understanding the financial aid process and other topics
- **National College Links Academy** — A one-week intensive experience held in June that brings together College Links scholars from across all sites and focuses on leadership, business skills and STEAM hands-on activities
- **Transition to Leadership Development Academy** — Information sessions on becoming an INROADS intern once in college, interaction with INROADS recruiters and interns, and coaching through the INROADS application process

AT A GLANCE

Number of College Links Scholars in 2019:

121

CURRENT SITES:

Atlanta, Cincinnati, Chicago, Newark, Washington, D.C.

EMERGING SITES:

Oakland, Dallas, Minneapolis, Orlando

FUTURE GOAL:

To be in 25 sites by 2023

SPOTLIGHT ON THE POWER OF PARTNERSHIP: COLLEGE LINKS AT CRISTO REY HIGH SCHOOL IN ATLANTA

In 2018, INROADS partnered with AT&T and Cristo Rey School in Atlanta to design a College Links Program that works together with their highly effective out-of-school programming. Since Cristo Rey students take part in experiential career education with a corporate work study, College Links provides a valuable complement with leadership development workshops, after-school sessions, mentoring and hands-on STEAM activities. As part of the program, Cristo Rey students attend the National Career Academy.

INROADS AT 50: LOOKING BACK

Since INROADS launched College Links in 2010, the program has:

- Worked intensively with **more than 500** students
- Offered programs in **6 sites**
- **98%** of College Links scholars have been accepted to college

TURNING CHALLENGE INTO OPPORTUNITY: 2020 VIRTUAL NATIONAL CAREER ACADEMY

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The COVID-19 crisis challenged INROADS to take the National Career Academy training online. Held from June 15-19, 2020, the National Career Academy virtual training brought together 135 College Links scholars from Atlanta, Chicago, Cincinnati, Newark and Washington, D.C. Through workshops, breakout sessions and group projects, scholars gained skills in interpersonal communication; learned how to network, virtually and in-person; and began the process of branding themselves for their future careers.

During the week, College Links scholars participated in a specially designed virtual STEM competition called Hack<lt>Upstart powered by STEMBoard. Scholars worked together virtually to build a real back-up sensor used in autonomous vehicles and the code needed to make it function. Scholars learned firsthand how technology impacts tomorrow's world and how they can contribute to that future.



SPOTLIGHT ON SUCCESS:

A graduate of the Washington, D.C. program in 2017, Hakeem Everett says that his experience as a College Links scholar gave him the know-how and confidence to succeed. “Before I came to INROADS, I was shy and unsure of myself,” said Hakeem. “But the program helped me with public speaking and interview skills, and it also taught me how important it was to do well in school.”

After graduating high school, Hakeem enrolled in Morehouse University to study business management, and he transitioned to INROADS’ Leadership Development Academy. With the training he received in the program, he was able to secure internships at Volkswagen and Fannie Mae, which gave him experience in marketing and product management. Hakeem describes both opportunities as integral to his personal and professional formation.

Next up for Hakeem? He’s planning on going to law school and is currently preparing to take the LSAT. Hakeem thinks his life would not have been the same without INROADS. “INROADS boosted my confidence and made me strive for the best me,” he said. “I learned to expand my vision and now I’m not afraid to go after what I want.”

LEADERSHIP DEVELOPMENT ACADEMY

The Leadership Development Academy (LDA) works at the college level to prepare talented, underserved students across the country for corporate readiness with business soft skills, leadership development activities, academic and career support, and a salaried internship. The LDA has two principal levels of service:

- **Candidate Preparation Services:** Participants work with professionals to organize their job searches, prepare effective resumes and cover letters, and participate in mock interviews.
- **Salaried Corporate Internships:** Interns participate in coaching and advising sessions, take part in online trainings, gain work experience in their fields, and perform service work in their communities. Interns also attend the *Leadership Development Institute*, a national conference where interns engage with ethics- and values-based issues, plan for workplace challenges that lie ahead, and participate in work simulations that require insightful navigation.

SPECIAL INITIATIVES

- **Financial Services Institute:** INROADS, JPMorgan Chase and Sponsors for Educational Opportunity partnered to develop the Financial Services Institute, a series of in-person and virtual training sessions to help prepare college sophomores for careers in financial services. Students who complete the FSI are awarded an internship with JPMorgan Chase.
- **HBCU Plus:** As part of an effort by PricewaterhouseCoopers (PwC) to attract talent from Historically Black Colleges and Universities (HBCUs), INROADS launched HBCU Plus. This initiative creates a pipeline of top students from Historically Black Colleges and Universities to INROADS programs and, ultimately, to PwC, where they are positioned to ascend to leadership roles within the organization.
- **Visiones:** Visiones addresses the needs of Latino/Hispanic youth across INROADS programs and builds resources to support their participation. An annual gala event is held each year during Hispanic Heritage Month to celebrate the richness of Latino culture and raise scholarship dollars awarded to Latino/Hispanic interns.
- **Government Program:** INROADS partners with federal government agencies, including the Department of the Treasury; Federal Reserve Banks of Atlanta, New York, St. Louis and Dallas; and the Office of the Comptroller of Currency to create internship opportunities in public service.

AT A GLANCE

Number of students who participated in Candidate Preparation Services in 2019:

3,795

Number of students placed in internships in 2019:

666

HOURS OF TRAINING PER INTERN:

On-the-job experience — 400 hours
Leadership development training — 16 hours
Coaching and mentoring — 12 hours

INROADS AT 50: LOOKING BACK

Since our founding in 1970, INROADS has:

- Prepared over **154,000 diverse leaders** with pre-employment skills
- Placed **more than 30,000** in high-quality, salaried corporate internships
- Partnered with **over 1,000** top companies
- Achieved unparalleled **success** in securing job offers for graduating interns

SPOTLIGHT ON INNOVATION: **viSHIPS, POWERED BY SYMBA**

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While college campuses could quickly move to virtual platforms when the COVID-19 outbreak forced them to shut down, many companies providing summer internships to college students were not as nimble. This resulted in thousands of canceled internships for students across the country. For students who needed internships in their local areas, increased competition combined with less availability of internships severely limited their options.

Thanks to a partnership with Symba, INROADS quickly developed a virtual platform called viSHIPS to facilitate the interface between interns and companies, enabling smaller companies to support an online system. Additionally, by providing remote access, viSHIPS also opens opportunities for students to secure internships outside their geographic location.



SPOTLIGHT ON SUCCESS:

In his junior year as a student in industrial engineering at the University of Wisconsin, Zion Richardson applied to INROADS' Leadership Development Academy as a potential intern. After going through Candidate Preparation Services, he was offered a position at Ingredion as a continuous improvement intern, where he was charged with assessing the performance of some of the company's systems and processes. "My internship wasn't easy; the work was challenging but accomplishable," said Zion. "They pushed me to my maximum ability. I worked hard and was able to exceed expectations."

Zion's internship at Ingredion will enable him to get his green belt certification in Lean Six Sigma when he graduates, which he will be able to take with him wherever he goes. He is considering a career in the supply chain field and ultimately would like to do consulting.

According to Zion, INROADS gave him an opportunity to excel. "INROADS has a phenomenal program. It's not a shortcut; rather, it's a way to get a foot in the door. It definitely helped me get a running start to my future!"



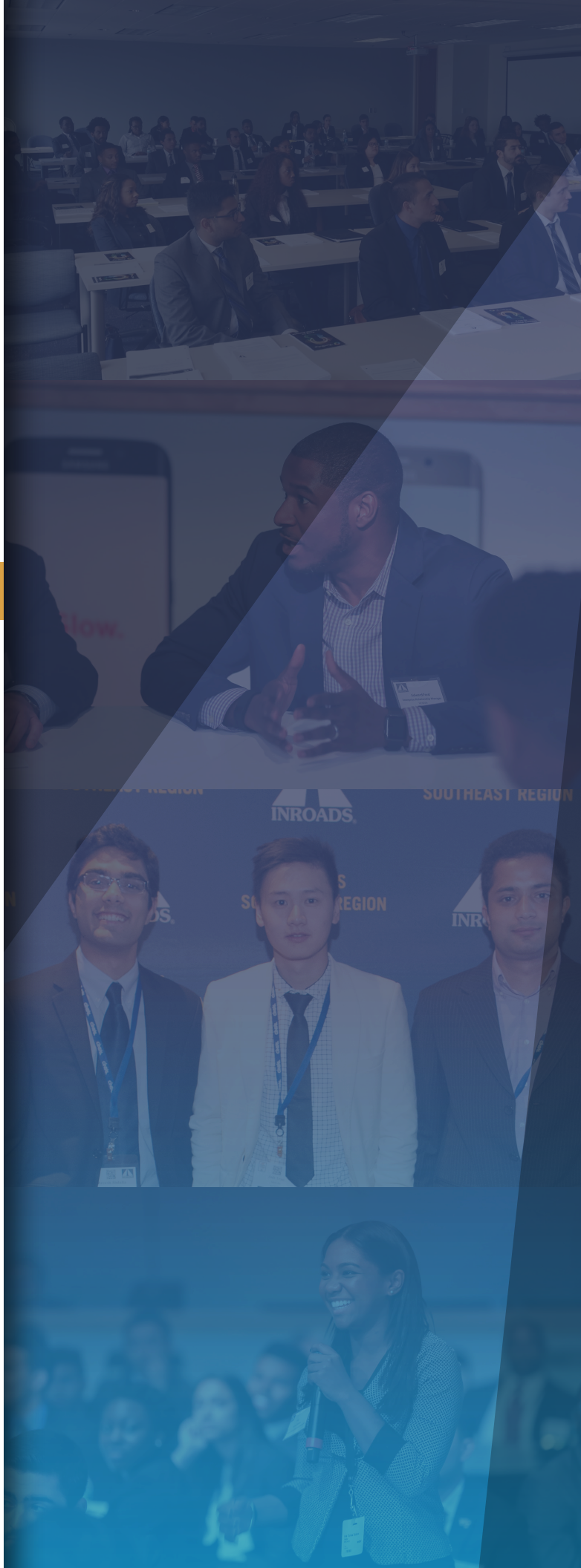
MARLENE RIOS

SPOTLIGHT ON SUCCESS:

As a transfer student in her junior year to the University of Illinois at Chicago, Marlene Rios heard about INROADS through some INROADS alumni she met. Soon thereafter, Marlene, a nursing student, became a participant in the Leadership Development Academy, and she took part in workshops, mock interviews, resume writing and impression management. Marlene credits INROADS for helping her learn what to say, how to say it, as well as what not to say.

Between her junior and senior years, Marlene took an internship at Rush University Medical Center as part of the hospital's program that offers interns a path to employment. She was placed in the neurology ICU, where she shadowed a nurse and a patient care technician as well as provided basic nursing duties like bathing and turning patients. When she graduates, she will have the possibility to stay on with Rush University Medical Center as a registered nurse.

Marlene sees a bright future ahead, and she acknowledges the Leadership Development Academy with being a key part of her success. "I am beyond thankful for everything that INROADS does. INROADS gave me something I never thought I would have — a pathway to my future!"



FRANK C. CARR NATIONAL DAY OF SERVICE

Each year, INROADS honors Father Frank Carr's legacy with the annual National Day of Service, a day in which INROADS interns, alumni and staff across the country donate their time to give back to their communities. In 2019, the National Day of Service brought out INROADers across 21 communities to serve in a variety of projects from working with the LA Food Bank to volunteering at a family health fair in Denver to a river cleanup in Dallas.

INROADS strongly values giving back to the community: In the spirit of Father Carr, we believe that the combination of work and service connects one to the world in a personal, meaningful way that has lasting benefits for both the community and one's character.



ALUMNI ENGAGEMENT AND SUPPORT

Our alumni make a world of difference to INROADS and, as a result, our alumni enable INROADS to make a world of difference in the lives of the people we serve. INROADS alumni are political leaders, judges, community leaders, doctors, C-suiters, entrepreneurs and entertainers, and are represented in the corporate, government, private and nonprofit sectors. INROADS offers alumni an array of opportunities that support them throughout their professional lives and allow them to provide support to young people as they begin their careers.

- **INROADS Pros (iPROS):** Connects recent program graduates as well as mid-career and experienced professionals with INROADS corporate partners who are seeking qualified, prepared candidates.
- **Alumni Chapters:** Fifteen active alumni chapters around the country and growing.
- **Networking Events:** Alumni extend their professional networks by attending INROADS events as well as local alumni events.
- **Volunteer Opportunities:** Alumni serve as mentors, facilitate workshops, lead corporate site visits, and conduct mock interviews.
- **Giving Back:** INROADS alumni support our mission through direct financial and in-kind contributions and employer-sponsored matching gifts programs. Alumni also facilitate connections to funding opportunities through their companies and professional networks.



AT A GLANCE

A recent survey of INROADS alumni revealed the difference INROADS has had on their lives:

96% of INROADS alumni feel that INROADS had an impact on their career overall.

74% of INROADS alumni believe that INROADS had an impact on promotions and advancement in their careers.

Nearly two-thirds **(64%)**

of INROADS alumni volunteer their time to philanthropic organizations, **higher** than the national average of 25%.

91% of INROADS alumni give or plan to give back to the community through charitable giving.

NOTABLE ALUMNI INCLUDE:



Thasunda Brown Duckett
CEO, Chase Consumer Banking

Sterling Brown
Award-winning actor



Aloe Blacc
Soul singer and record producer

Selena Cuffe
President, SodexoMAGIC



Kimberly Bryant
Founder and CEO, Black Girls Code



JOSETTE TOWLES

SPOTLIGHT ON SUCCESS:

Josette Towles is a highly respected digital business advisor for government, Fortune 1000 and nonprofit entities. Now an accomplished professional in her field, Josette remembers her experience as a student at Loyola University in Maryland. As part of INROADS' program from 1991-94, she interned at CareFirst BlueCross BlueShield. Josette worked with Legg Mason her junior year through post-college graduation before accepting an offer with PricewaterhouseCoopers (formerly Price Waterhouse and Coopers & Lybrand).

Josette describes her INROADS experience as a key part of her professional development. "INROADS provided me leadership development and STEM experience," she recalls. "This exposure served as a strong foundation for my entry into the corporate world. I still use the soft and technical skills learned at INROADS. INROADS, coupled with other opportunities, serve as platforms for me as a digital business advisor."

In addition to her success in the business world, Josette is actively involved in her community. She serves on the Board of Directors for Sisters Academy of Baltimore, a school that provides high-quality education to high-performing girls that could not otherwise afford a top-tier education. She is involved with her family, church and college alma maters. And she stays involved with INROADS as Alumni Association Lead and DC-MD-VA Alumni Association Chapter President. "I believe in INROADS' mission of developing and placing talented minority youth in business and industry and preparing them for corporate and community leadership as well as how INROADS has expanded services to support alumni," says Josette. "I stay involved to give back to an organization that helped me get where I am today."

SPECIAL EVENTS

INROADS hosts events throughout the year to honor the people we serve, recognize our supporters, and raise funds to support programs and scholarships. Because of COVID-19, all 2020 events were postponed and virtual. In Fiscal Year 2019, INROADS held the following events:

VISIONES — ATLANTA



Celebrates the richness of Latino cultures and the power of education in the Latino community. Proceeds from this event support Visiones 100 scholarships and participation in the Leadership Development Academy.

NYC WALL STREET BREAKFAST — NEW YORK CITY

A conversation on social investing with INROADS President and CEO, Forest T. Harper, Jr.

WELLS FARGO RECEPTION — LOS ANGELES

An evening of networking and engaging with fellow leaders with remarks from INROADS President and CEO Forest Harper on social investing.

INROADS ANNUAL BENEFIT GALA — WASHINGTON, D.C.

Sponsored by P&G, INROADS Founder's Day Benefit Gala recognizes INROADS alumni, corporate and community partners who have fulfilled the legacy of the mission and are making an impact in the community. At our 2019 gala, special recognition went to:



Martin Luther King, III,
Civil Rights Leader



Kimberly Bryant, Founder,
Black Girls Code



UnitedHealth Group



Dirges Patel, CEO, Ksquare



Alex Villanueva,
Technology Risk Advisory
Services, Ernst & Young



OUR PARTNERS AND SUPPORTERS HELP US MAKE IT HAPPEN

Companies, organizations and government agencies that strategically partner with INROADS enable us to provide underserved students across the country with a pathway to the best careers possible. We are grateful for the leadership of all our sponsors and supporters who help us inspire and shape a new generation of leaders as they enter the workforce.

Aberdeen Asset Management	Conagra Brands – Chicago
Accenture	Connecticut Dept. of Economic Community Development
AIG	
Alabama Power	Discover Financial Services
Albertsons Safeway	Display America
ALDI Inc., Denton Division	EJES, Inc.
Alignment Strategies	Erie Management Group
Allianz Life	Executive Leadership Council
Altria Group	Facebook
Ameren	Fairfield Community Foundation
American Express	Fannie Mae
Arch Insurance Group	Federal Home Loan Bank of Chicago
Associated Bank	Federal Home Loan Bank of Dallas
AT&T	Federal Home Loan Bank of Des Moines
Aurora Health Care, Inc.	Federal Home Loan Bank of Kansas City
BAE Systems	Federal Home Loan Bank of Minneapolis
Barr Engineering	Federal Home Loan Bank of Pittsburgh
Bates White, LLC	Federal Home Loan Bank of St. Louis
Blue Cross and Blue Shield of Alabama	Federal Reserve Bank of Cleveland
Blue Cross of Kansas City	Federal Reserve Bank of New York
BMO Harris Bank	Federal Reserve Board
BP	FedEx
Briggs & Stratton	Fidelity Charitable
Brown Forman	First Republic Bank
Bureau of Land Management	Fitch Ratings
Burson Cohn & Wolfe	Florida Blue
Burson-Marsteller DC	Froedtert Health
California Community Foundation	Genentech
CenturyLink	Georgia Power
Cetera Financial Group	Google
Chevron	Harris Corporation
City National Bank	Hayward Industries
CoBank	HII Corporation Newport News
Comcast	Home Depot

Horizon Blue Cross Blue Shield of New Jersey	Procter & Gamble Company
Horizon Media	Publix Supermarkets
Hubbell	Raymond James Financial
IHS Group	Rush University Medical Center
Ingredion	Solar Turbines, Inc.
Integra Life	Southern Company
Jackson Insurance	Sprinklr
Janus Henderson Investors	Stacy and Witbeck, Inc.
Jeppesen	Symetra
Johnson & Johnson	Taylor Solution Group
JPMorgan Chase	TD Bank Financial Group
Just Energy US Corporation	TDP Treats
Kaiser Permanente (GA)	Tech Data Corporation
Kaiser Permanente (NC)	Texas Instruments
Kaiser Permanente (SC)	The Boeing Company
KPMG Community Giving Campaign	The Home Depot
L3Harris	Thomas Jefferson Foundation
Lockheed Martin	Travelers Companies, Inc.
Lockton	UAB Health System
MasterCard WorldWide	UnitedHealth Group
Maximum Impact	University of California Office of the President
McCormick, Inc.	University of Wisconsin Hospital
Merck & Co.	UPS
MetLife, Inc.	US Trust
Moody's	USAID
National Capital Healthcare Executives	UTC – Aerospace
National Credit Union Association	UTC – Carrier
Nationwide Insurance	UTC – CCS
New York Times	UTC – Corporate
nThrive	UTC – Otis Elevator
Nucor – Alabama	UTC – Pratt & Whitney
Omaha Public Power District	Volkswagen
Optum – UnitedHealth Group	Vulcan Materials
Palo Alto Networks	Wellington Management Company
Peoples Gas	Wells Fargo
Pepsi	Westfield Group
Pfizer Inc.	Whirlpool Corporation
Piper Jaffray & Co.	WW Granger
Pitney Bowes	Zimmer Biomet
Pricewaterhouse Coopers	

OUR FINANCIALS

FISCAL YEAR 2020 September 1, 2019 - August 30, 2020*

REVENUES	
Program Revenue	\$3,710,951
Government	\$282,461
Corporate Contributions and Foundation Support	\$1,866,182
Individuals	\$234,968
In-kind Contributions	\$750
Other	\$702,930
TOTAL REVENUES	\$6,798,242
EXPENSES	
Salaries and Wages	\$3,227,514
Payroll Tax Expense	\$230,739
Employee Benefits	\$243,740
Employee Training	\$108
Retirement Benefits	\$8,805
Contract Labor	\$762,370
Office Expense	\$47,888
Technology and Communication	\$159,291
Staff Travel and Meetings	\$146,401
Taxes and Licenses	\$7,454
Liability and Property Insurance	\$83,635
Office and Facility Leases	\$238,885
Depreciation and Amortization	\$8,607
Advertising, Promotions and PR	\$221,702
Professional Fees	\$184,485
Uncollectible Revenue	\$89,800
Financing Expense	\$69,614
Fundraising Event Expenses	\$30,935
Student Training and Development	\$500,526
Student Recruiting	\$23,620
Donated Services (In-kind)	\$750
TOTAL EXPENSES	\$6,286,866

Additional financial information is available on our website and by request.

*Unaudited

INROADS BOARD OF DIRECTORS

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Procter & Gamble

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JIM GIRARD

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INROADS, Inc.

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nThrive

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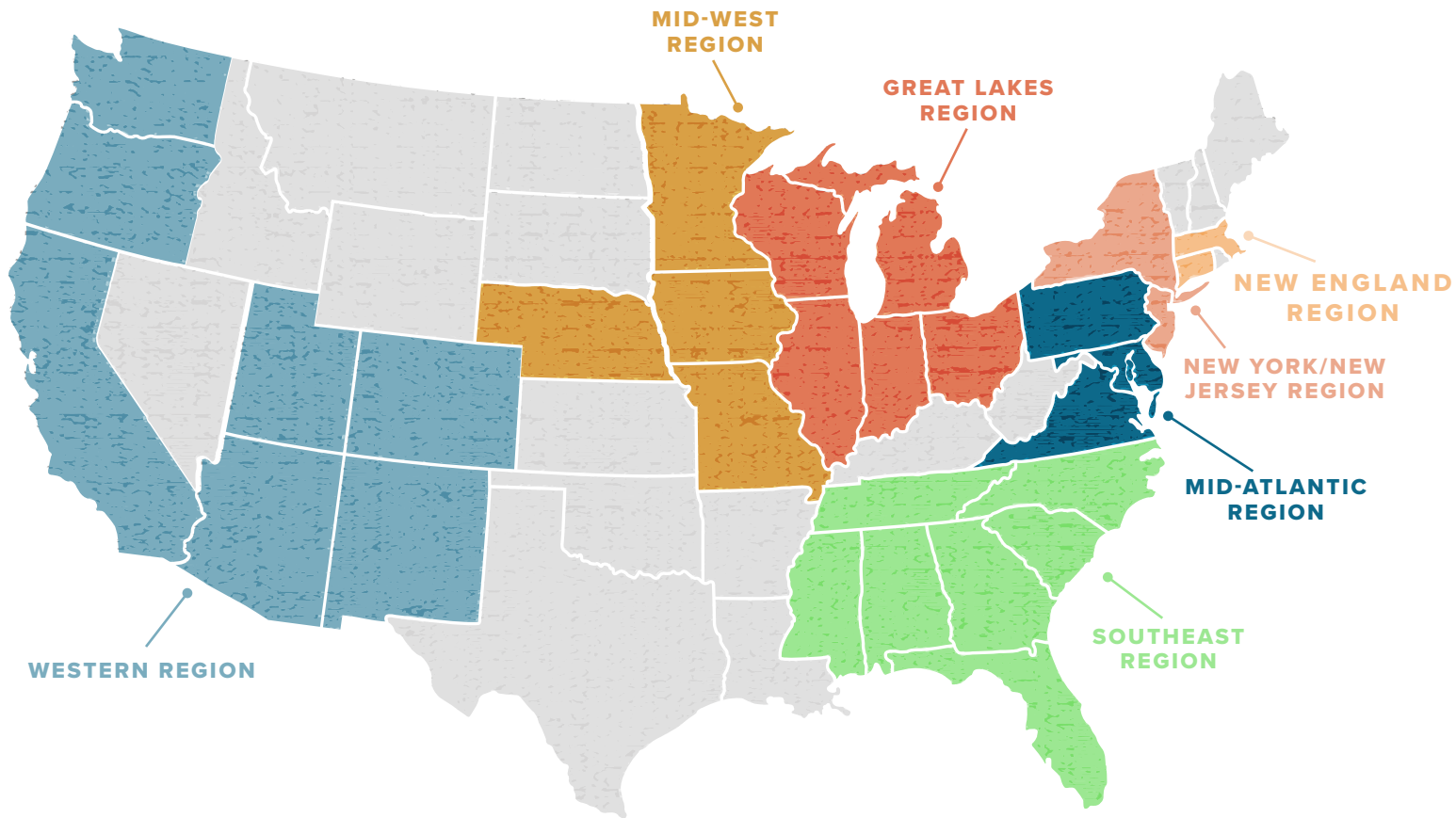
CAROLYNN JOHNSON

DiversityInc

DARRYL WILLIS

Google, LLC

INROADS' SERVICE AREAS



GREAT LAKES REGION

Serving Chicago, Indianapolis, Milwaukee, Cleveland, Columbus and Metropolitan Detroit

MID-ATLANTIC REGION

Serving Baltimore, Philadelphia, Pittsburgh, Richmond and Washington, D.C.

MID-WEST REGION

Serving Kansas City, St. Louis, Minnesota and Nebraska/W. Iowa

NEW ENGLAND REGION

Serving Boston, Hartford and Stamford

NEW YORK/NEW JERSEY REGION

Serving Central New Jersey, Northern New Jersey, New York City, Long Island and Upstate NY

WESTERN REGION

Serving Colorado, Los Angeles, New Mexico, Oakland, Phoenix/Scottsdale, Portland, Seattle and Utah

SOUTHEAST REGION

Serving Atlanta, Birmingham, Charlotte, Durham, Jackson, Jacksonville, Memphis, Miami, Nashville, Orlando and Tampa

INTERNATIONAL

CANADA Serving Saskatoon and Toronto

MEXICO Serving Mexico City



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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.