

OUT FOR UNDERGRAD

2021 Annual Report



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Message from Our Executive Director

Since early 2020 through the publication of this Annual Report, I have thought often of Bob Marley's quote: **"You never know how strong you are, until being strong is your only choice."**

This report is the story of the strength and conviction of our volunteers. O4U draws from them our resiliency, flexibility, innovation and unwavering commitment to helping high achieving LGBTQ2+* undergraduates achieve their full potential. None of us could have anticipated the onset and persistence of the pandemic and the deep divisions in our world. The last two years have stretched and strained all of us. I am mindful of the challenges, stress, fatigue, and losses within our community and grateful for the Board of Directors' provision of resources to support well-being and deeper reflection on the needs of our most underrepresented students. We are also thankful for everyone who contributed their time, talent, and resources to ensure that our students did not lose ground.

It is counterintuitive to imagine growing over the past three years, yet O4U did—in diversity of students, organizers and mentors as well as programmatically including our new Early ID offering, anti-racism, DEI and human engineered design training, alumni engagement and year-round support of students and volunteers. Our pillars remain the same—authenticity, discovery of what matters most in life and work, and rigorous career development.

As this report releases, we have completed our largest and most diverse O4UB in history, this student cohort was almost 40% non white, 17% transgender, gender non-conforming, and non-binary, 35% first generation -- all with an average GPA of 3.81.

I can only imagine what will be next with our expanded volunteer base and the addition of our new Chief of Staff, Amanda Zielinski Slenski, who brings such a deep well of knowledge about college students from her long tenure in higher education.

I can give some advice about how to approach our next chapter together. It also comes from Bob Marley - **"Love the life you live. Live the life you love."**

Best,

A handwritten signature in black ink that reads 'C Love'.

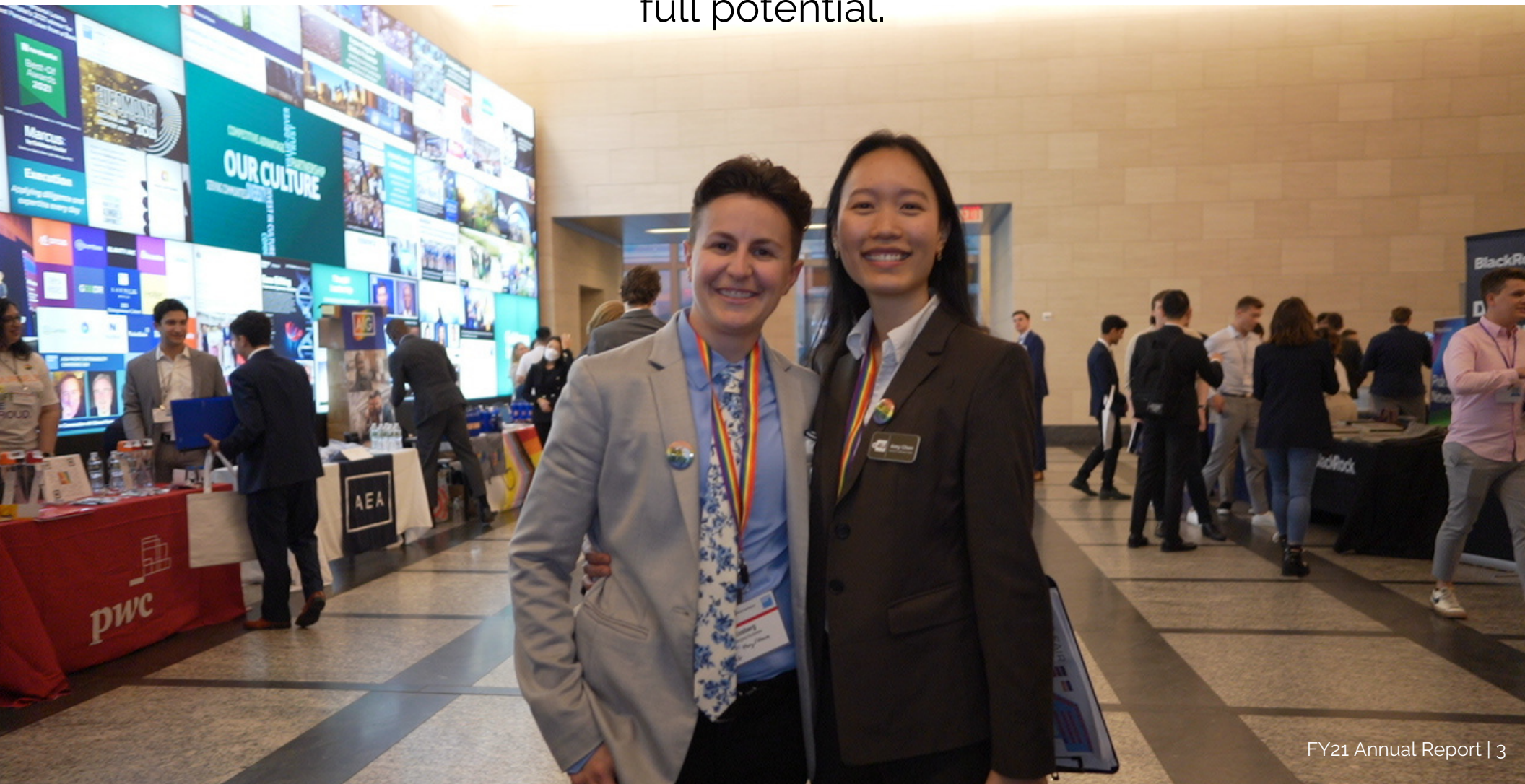
Cindi Love
Executive Director

*LGBTQ2+ includes specific representation of two-spirit individuals



WE'RE ON A MISSION

Our mission is to help high-achieving LGBTQ+ (and otherwise diverse) undergraduates reach their full potential.





1,000+

Students served per year.



Conferences each year

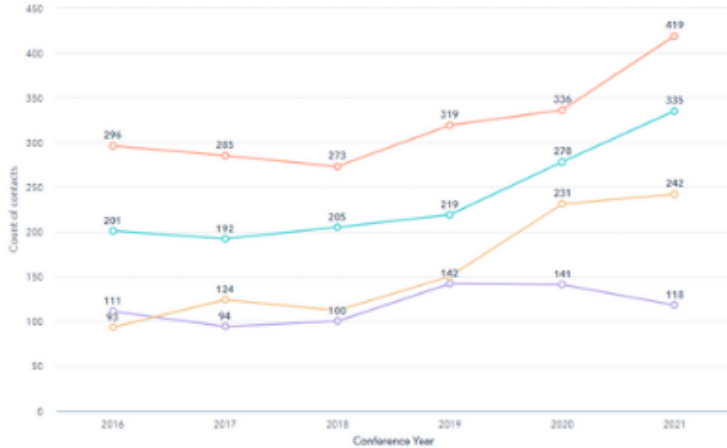


Provided at no cost to students

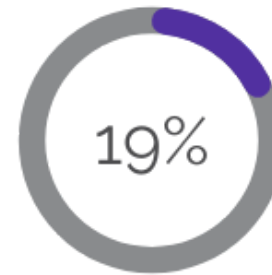
OUR IMPACT

Students describe their time with O4U as life-changing. As an organization, we are committed to serving students as they begin their journey from the classroom to the boardroom while creating authentic, brave spaces for all in the LGBTQ+ community.

Total Student Count
Admissions Business Tracker Admissions Technology Tracker Admissions Marketing Tracker
Admissions Engineering Tracker



43% of attendees identify as first-generation college students



Of attendees identify as transgender or gender non-conforming

Of students are in the third year of their undergraduate program when they attend.



320+

Colleges and universities represented by over 6,000 O4U alumni.



175+

Sponsors per year



2022 Organizer Survey

OUR TEAM

O4U is a volunteer led organization. Without the dedication of our volunteers, our transformational work would not be possible.



13 Teams

Conference and Strategic Operations Teams oversee all daily operations

18,000+

Hours of service donated per year



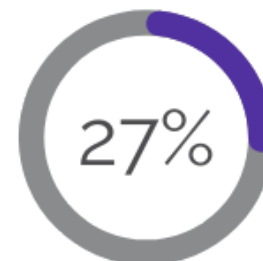
102

Current Volunteers



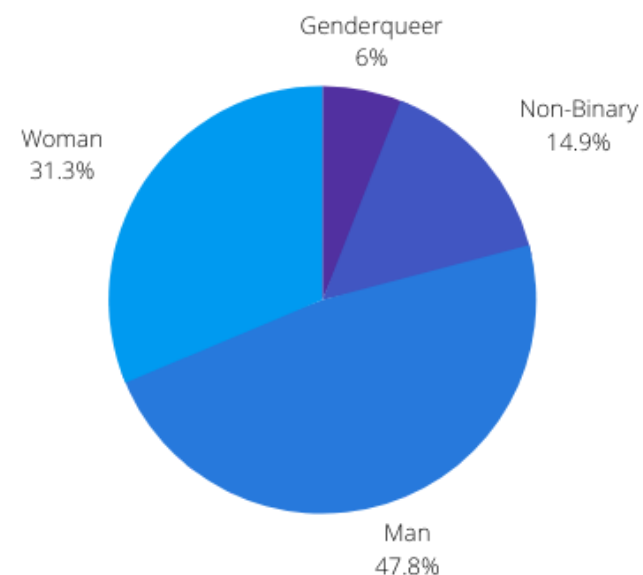
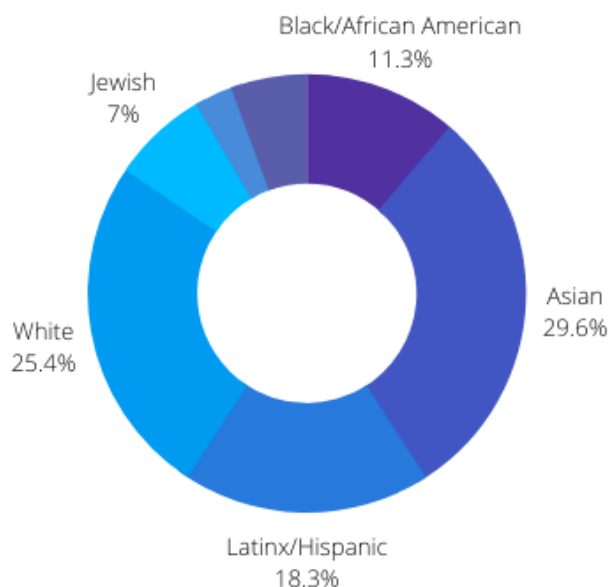
2.5

Average years as a volunteer



27%

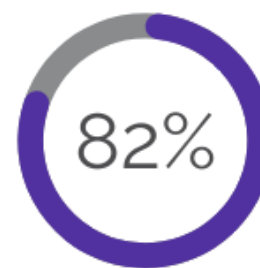
In their first year of service



178+

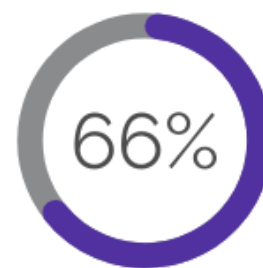
Average hours volunteered per person per year

Identify as transgender 16%



82%

Have attended an O4U conference



66%

Survey response rate



Our Team Members

2022 Strategic Operations Teams

Admissions and Early ID Team

Lead: Angie Gonzalez
Anthony Efoli
Kevin Lin
Vicente Román
Audrey Zhao

Alumni and Special Events Team

Lead: Olivia Beres
Dair Cruz
Jay Nam
Antonio Xu Liu

Brand and Digital Content Team

Lead: Rachel Clark
Fernanda Melo
Jaylene Perez

Digital Transformation Team

Lead: Alex Casado
Sam Cahoon
Mitchell Conzemius
Garrett Kelly
Mitchell Quon
Dylan Wooton

Mentoring Team

Lead: Hannah Septoff
Dimitri Lippe
Jordan Loeser

Learning Community Team

Lead: Andrés Peters
Tri Nguyen
Ingrid Pan
Long Pham

Travel and Logistics

Lead: Aarthi Ganapathi
Jake Cameron
William Harrer
Damian Pisanelli

Strategic Partnership Team

Lead: Andres Gomez Perry
Andrew Demas
Pedro Gaytan

2022 Conference Teams

A: Admissions
CD: Conference Director
L: Logistics
P: Programming
S: Sponsorship

Business Conference Kevin Sokal (CD)

Cam Finley (A)
Jamie Kosberg (A)
Cesar Villavicencio (A)
Amy Chen (P)
Erica Lezema (P)
Adriann Negreros (P)
Malik Patton (P)
Chandra Sahu (P)
Reiko Johnson (S)
Aishwarya Narayan (S)
Kalisa Ndamage (S)
Akila Prayaga (S)
Samrudhi Vaghmare (S)
Matt Witman (S)

Engineering Conference Julian Turner (CD)

Emil Yongoueth (A)
Francine Reyes Vega (A)
Angela Ye (A)
Adrik Shmavonian (A)
Micki Rentauskas (L)
Joey Saad (P)
Evan Ko (P)
Shivam Mishra (P)
Adela Valladares (P)
Sarah Fay (S)
Farzana Haque (S)
Justin Koehler (S)
Quang Vo (S)

Marketing Conference Julia Baldaro (CD)

Sean Eagan (A)
Maggie Moss (A)
Fernando Rodriguez (A)
Alex Call (P)
Jess Lupo (P)
Kumar (P)
Simon Shore (P)
Shahamat Uddin (P)
Jason Chandra (S)
Heather Hartel (S)
Min Kwon (S)
Carlena Neely (S)
Jigme Tobgyel (S)

Tech Conference Ji Hyun (CD)

Annie Schugart (A)
Stephen Lau (A)
Dylan Wootton (A)
Jess Adepoju (P)
EB Lee (P)
Karan Mahendroo (P)
Michelle Julia Ng (P)
Garrett Tan (P)
Jeremiah Azurin (S)
Ben Geist (S)
Mitchell Quon (S)
Kevin Tran (S)

FY21 FINANCIALS*

O4U is currently in a strong financial position. Our yearly expenses are fully funded and we have healthy reserves to preserve our service to students in unpredictable times.

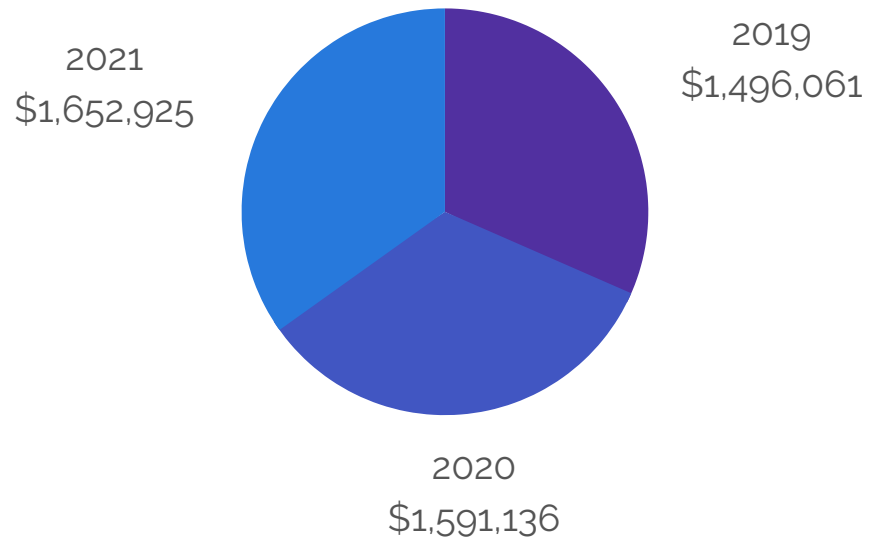
75%

of revenue goes directly to students

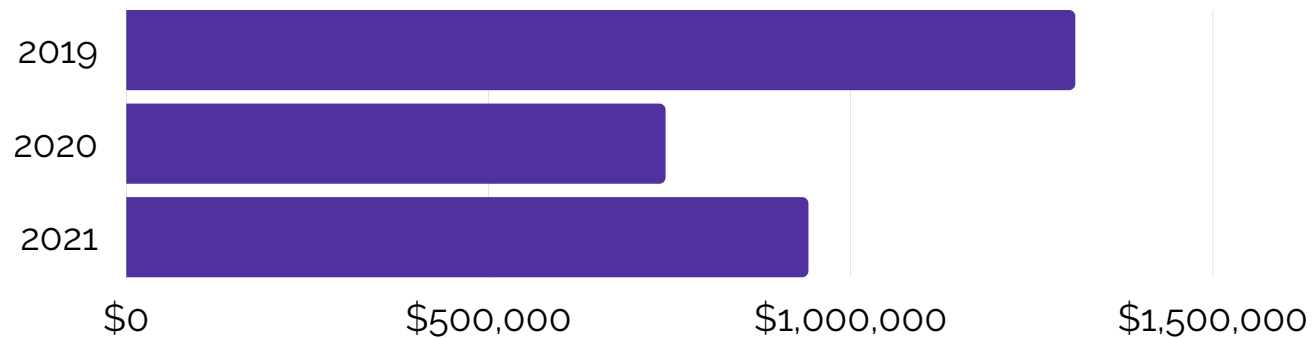
*See appendix for additional financial information.



2019-2021 Total Revenue: \$4,740,123



2019-2021 Total Expenses: \$2,995,363**



**Virtual only conferences in 2020 and 2021, due to the COVID-19 pandemic, significantly decreased expenses. This trend will not continue for future years..

2021 Sponsors



97th Floor
 ABB Inc.
 Accenture LLP
 AEA Investors LP
 AECOM
 AIG
 Alliance Bernstein
 Amazon Inc
 Amperity
 Analysis Group, Inc.
 Anheuser-Busch InBev
 Anitra Douglas-McCarthy
 AQR Capital Management
 Ares Management
 Athenahealth
 Atlassian, Inc.
 Bain & Company, Inc.
 Bain Capital
 Ball
 Bank of America Merrill Lynch
 Barclays
 Barr Engineering
 BCG
 BD
 Benchling
 BlackRock, Inc.
 Blackstone
 Bloomberg
 Bloomberg LP
 Blue Origin
 Bridgewater
 Bridgewater Associates
 Broadridge Financial Solutions, Inc.

Capco
 Capital Group
 Capital One
 Cargill
 Carlyle Group (CIM)
 Carnegie Mellon University
 Centerbridge Partners
 Centerview Partners
 Citigroup
 Clark Construction
 Clorox
 Conagra
 Cornell SC Johnson College of Business
 Cowen and Company
 Cree|Wolfsped
 Cummins
 DE Shaw
 DE Shaw Social Media
 Package
 Deloitte
 Deutsche Bank
 Dow
 DraftKings
 Ecolab
 Emerson
 EPIC
 Ernst & Young LLP
 Estee Lauder
 Evercore

Facebook
 Federal Reserve Bank of New York
 Fitch Ratings
 FTI Consulting
 Galaxy Digital
 Genentech
 General Atlantic
 General Mills
 General Motors
 Goldman Sachs
 Guggenheim Partners
 Guidehouse
 Hearst
 Henkel
 HPS Investment Partners
 Hudson River Trading
 Indeed
 Insight Venture Partners
 J.P. Morgan
 Jefferies Group LLC
 KKR
 Kobre & Kim
 KPMG
 Kraft Heinz
 Lazard
 L'Oreal
 Lyft Inc.

M Booth
 Macquarie Global Services (USA) LLC
 Makena Capital Management
 McKinsey & Company
 Mediahub Global
 Medtronic
 Merck
 Microsoft
 Millennium
 Millennium Management
 Moelis & Company
 MongoDB
 Morgan Stanley
 National Geospatial Intelligence Agency
 National Grid
 NBCUniversal
 NetApp Inc
 NI
 Nomura
 Northrop Grumman Corporation
 NYU Tandon School of Engineering
 Oak Hill Advisors
 Oaktree Capital Management, L.P.
 Ogilvy
 Oliver Wyman

PagerDuty
 Peloton
 Perella Weinberg Partners
 Group LP
 Permira
 PIMCO
 PJT Partners
 PNC Bank
 PricewaterhouseCoopers
 LLP
 Procter & Gamble
 Putnam Associates
 Raytheon
 RBC
 Red Ventures
 Reference Point
 Relativity Space
 Robinhood
 Ross Stores, Inc
 Salesforce
 SAP America, Inc
 SAS Institute Inc.
 Showtime Networks
 Sia Partners
 Slack
 Snap
 Societe Generale
 Sony Music
 Stantec
 Stellex Capital
 Management
 Stifel

Strava
 Stripe
 SVB
 Synchrony Financial
 TEKsystems
 The Boston Consulting Group
 The Brattle Group, Inc.
 The Martin Agency
 The University of Texas at Austin
 Thumbtack
 TowerBrook
 Toyota
 TPG Capital
 Turner Construction
 Twitter Inc.
 UBS
 United Health Group
 US Bank
 Vanguard
 Vista Equity Partners
 Walmart
 Warburg Pincus
 Wayfair
 Wellington Management Co.
 Wells Fargo
 Wieden+Kennedy
 Withum
 Wunderkind
 Xcel Energy
 XPO Logistics
 ZS

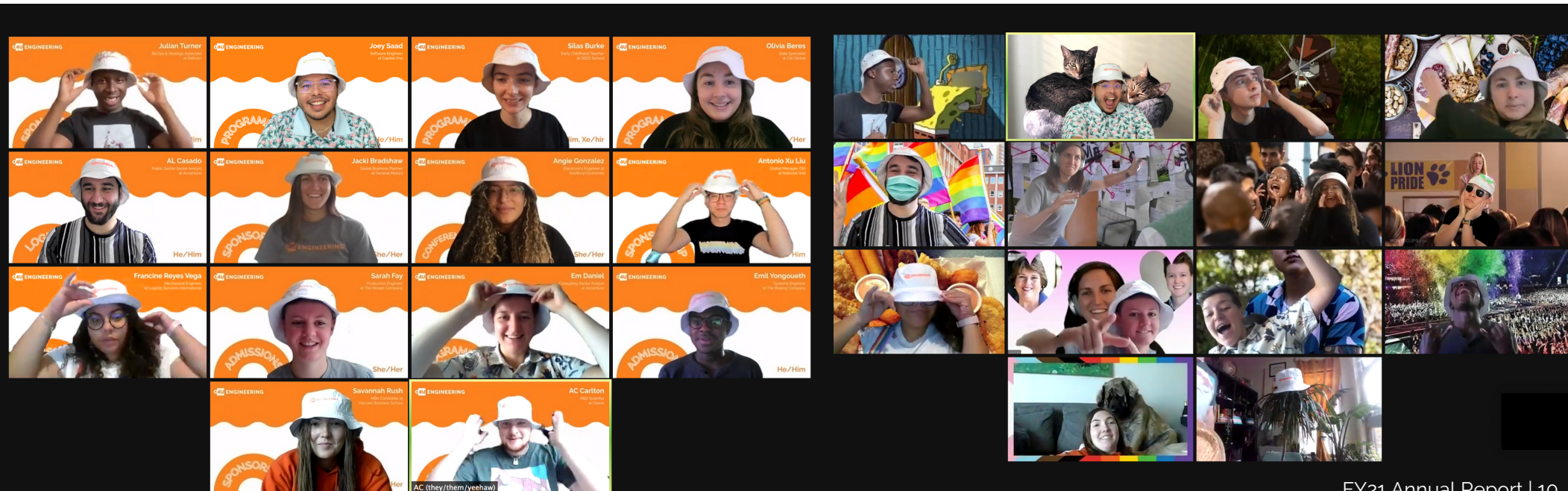
Where We've Been

O4U was born out of the strength and conviction of volunteers who assembled our inaugural O4UB class of 50 at Cornell University in 2004. They wanted LGBTQ+ undergraduates to have equitable access to great jobs in corporate America. They were willing to do whatever was necessary to achieve their goal.

Based on their uniquely designed business model of leadership by early career-stage professionals, year-over-year, O4U has grown, even while weathering a recession in 2008 that reduced sponsorship dramatically. We recovered and in 2017, experienced another financial downturn as an organization due to increased costs of underwriting costs for students. At that time, we had no reserves and made the strategic decision to create a reserve of \$500,000 by 2022.

We evaluated every aspect of our organizational performance and created a new strategic plan with four highly achievable goals (see page 11 for HAGS). We did not step back from our core commitment to underwrite all expenses for students to attend our life-changing conference experiences.

Additionally, between 2019 and 2021, we produced our largest (1000+ students) and most diverse student cohorts in our history while also posting significant net revenue as show in the profit and loss statement in the appendix.



LOOKING AHEAD

Throughout 2022, O4U will focus on:

- Growing the brand and impact*
- Diversifying revenue streams*
- Expansion of EarlyID/MOSAIC programming*
- Development of a new conference*
- Achievement of Global Diversity, Equity, and Inclusion Benchmarks
- Launch of a year-around mentorship program and learning community
- Expansion of strategic partnerships
- Increasing alumni engagement
- Centralizing and enhancing our digital support structures

*Represents one of the Strategic Plan HAGS

O4U BUSINESS

April 8-10, 2022

O4U ENGINEERING

September 16-18, 2022

O4U TECH

September 23-25, 2022 (TBD)

O4U MARKETING

October 14-16, 2022

Breakthrough Speaker Series

The Breakthrough Speaker Series is designed to connect us individually and as a community. Launched January 2022, we gather throughout the year to learn from thought leaders on topics impacting the LGBTQ+ community.

INVESTED
WITH O4U

As we aim to deepen relationships with sponsors, the Invested with O4U program posed for launch in late 2022 will provide opportunity for sponsors to expand their ongoing support of O4U and its community.



Our Partners



[OUT] LEADERSHIP



HIVE
DIVERSITY

Transgender 
Law Center
Making Authentic Lives Possible

OUT
IN TECH

Stand
WITH
Trans



WayUp



ManagementConsulted
Resumes. Interviews. Case Studies. Job Offers



Infobase

How You Can Help



Volunteer

O4U's continued impact is dependent on volunteers. If you are interested in giving of your time and talent please contact Amanda Zielinski Slenski, Chief of Staff.



Sponsor

O4U can help to find the right sponsorship opportunity for your organization. To learn more visit www.outforundergrad.org/become-a-sponsor.



Donate

Make a financial contribution either one-time or recurring at www.outforundergrad.org/donate

Lasting Impacts

"I LOVED BEING IN A QUEER SPACE WITH PEOPLE THAT LOOK LIKE ME. Amazing is an understatement!!! I love you all for the energy you put into this ♥"
- O4UB 2022 Attendee





THANK YOU!



Appendix

Profit and Loss 3 year 19 to 21

January 2019 - December 2021

	Jan - Dec 2019	Jan - Dec 2020	Jan - Dec 2021	Total
REVENUE				
Sponsorship	1,428,150.00	1,590,350.00	1,652,925.00	4,671,425.00
Student Registration	67,911.27	786.34		68,697.61
Total Revenue	1,496,061.27	1,591,136.34	1,652,925.00	4,740,122.61
GROSS PROFIT				
	1,496,061.27	1,591,136.34	1,652,925.00	4,740,122.61
EXPENDITURES				
Food and Beverage				0.00
Hosted Meals and Entertainment	256,882.32	31,451.77	11,086.83	299,420.92
Organizer Meals/Entertainment	6,709.79	2,187.80	2,893.71	11,791.30
Total Food and Beverage	263,592.11	33,639.57	13,980.54	311,212.22
Legal & Professional Fees				0.00
Accounting Services	35,355.06	36,625.00	37,489.00	109,469.06
Chief of Staff		15,369.24		15,369.24
Consultants	12,095.50	25,550.00	98,838.80	136,484.30
D&O Insurance	5,258.07	3,868.00	3,658.10	12,784.17
Employee Health Supplement		10,105.60	32,177.00	42,282.60
Executive Director	155,000.12	157,214.04	169,183.47	481,397.63
Payroll Taxes	10,821.15	11,937.86	11,773.33	34,532.34
Permits and Licenses	125.00		367.50	492.50
Total Legal & Professional Fees	218,654.90	260,669.74	353,487.20	832,811.84
Marketing & Promotion			1,000.00	1,000.00
Charitable Contributions		17,000.00	500.00	17,500.00
Conference Giveaways	10,137.32	12,254.54	8,809.05	31,200.91
Documentation (Photo/Video)	24,561.11	14,506.40	288.54	39,356.05
Promotion and Advertising	8,439.56	14,181.86	19,999.58	42,621.00
Recruitment (student)	9,139.76		2,397.00	11,536.76
Thank You Gifts	11,353.55	15,132.54	32,529.55	59,015.64
Website		7.99	2,398.50	2,406.49
Total Marketing & Promotion	63,631.30	73,083.33	67,922.22	204,636.85
Office/General Administrative				0.00

	Jan - Dec 2019	Jan - Dec 2020	Jan - Dec 2021	Total
Bank Charges	12,673.04	18,436.14	13,738.62	44,847.80
Digital Infrastructure			26,931.85	26,931.85
Dues and Subscriptions	50,517.34	23,299.93	19,299.81	93,117.08
Insurance	1,391.71	6,245.22	7,405.25	15,042.18
Postage and Delivery	3,982.97	10,029.14	3,704.66	17,716.77
Printing and Reproduction	2,344.30			2,344.30
Space & equipment rental	19,099.44	16,183.75	4,152.24	39,435.43
Supplies (Shipping, Copying, et	8,161.48	6,811.14	11,327.83	26,300.45
Total Office/General Administrative	98,170.28	81,005.32	86,560.26	265,735.86
Retreats	0.00	32,326.30	82,179.36	114,505.66
Travel & Lodging	0.00			0.00
Board Travel and Lodging	25,224.18	5,715.80	624.68	31,564.66
ED Travel and Lodging	24,706.74	4,446.84	6,787.31	35,940.89
Organizer Travel and Lodging	84,010.38	46,650.92	34,374.99	165,036.29
Student Hotels	230,170.74	0.00	22,778.53	252,949.27
Student Travel	301,611.16	24,546.57		326,157.73
Total Travel & Lodging	665,723.20	81,360.13	64,565.51	811,648.84
Virtual Conferences		182,115.75		182,115.75
VC Platform			159,763.35	159,763.35
VC Specialists			112,932.42	112,932.42
Total Virtual Conferences		182,115.75	272,695.77	454,811.52
Total Expenditures	1,309,771.79	744,200.14	941,390.86	2,995,362.79
NET OPERATING REVENUE	186,289.48	846,936.20	711,534.14	1,744,759.82
OTHER REVENUE				
Amex Discount	843.41	399.29	58.82	1,301.52
Donations	19,937.08	45,404.07	40,077.73	105,418.88
EDIL Advance		2,000.00		2,000.00
Inkind Contribution/Donated Services	252,000.00			252,000.00
Interest Earned	20.73	28.06	40.21	89.00
Total Other Revenue	272,801.22	47,831.42	40,176.76	360,809.40
OTHER EXPENDITURES				
Bad Debt		33,250.00		33,250.00

	Jan - Dec 2019	Jan - Dec 2020	Jan - Dec 2021	Total
Donated Services Expense	252,000.00			252,000.00
Other Expense	50.00			50.00
Taxes and Penalties		-4,280.00		-4,280.00
Total Other Expenditures	252,050.00	28,970.00	0.00	281,020.00
NET OTHER REVENUE	20,751.22	18,861.42	40,176.76	79,789.40
NET REVENUE	\$207,040.70	\$865,797.62	\$751,710.90	\$1,824,549.22

2021 Balance Sheet

As of December 31, 2021

	As of Dec 31, 2021	As of Dec 31, 2020 (PY)	Total
ASSETS			
Current Assets			
Bank Accounts			
Checking	1,456,836.70		1,185,785.77
Petty Cash	200.00		200.00
Savings	500,523.51		225,483.30
Total Bank Accounts	1,957,560.21		1,411,469.07
Accounts Receivable			
Accounts Receivable	560,300.00		197,975.00
Total Accounts Receivable	560,300.00		197,975.00
Other Current Assets			
Prepaid Expenses	186,059.67		150,000.00
Undeposited Funds	0.00		33,200.00
Total Other Current Assets	186,059.67		183,200.00
Total Current Assets	2,703,919.88		1,792,644.07
TOTAL ASSETS	\$2,703,919.88		\$1,792,644.07
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	1,380.79		9,174.41
Total Accounts Payable	1,380.79		9,174.41
Credit Cards			
Amex Biz Platinum 31002	2,921.10		2,796.45
Amex Plum Biz 73001	308.17		308.17
Total Credit Cards	3,229.27		3,104.62
Other Current Liabilities			
Advance Sponsorship	529,450.00		362,600.00
Payroll Liabilities	0.00		0.00
Federal Taxes (941/944)	2,244.66		1,860.78
Total Payroll Liabilities	2,244.66		1,860.78
Total Other Current Liabilities	531,694.66		364,460.78
Total Current Liabilities	536,304.72		376,739.81
Total Liabilities	536,304.72		376,739.81
Equity			
Retained Earnings	1,415,904.26		550,106.64
Net Revenue	751,710.90		865,797.62
Total Equity	2,167,615.16		1,415,904.26
TOTAL LIABILITIES AND EQUITY	\$2,703,919.88		\$1,792,644.07