A big part of my job is reflection and forecasting. Given the continuing effects of the pandemic and the social, economic and legislative climate within which we’ve been operating, it was not easy to decide whether we should retract or push forward in 2022 on our strategic goals. I am so fortunate and grateful to have the collective talent of our O4U volunteer leaders and our Chief of Staff, Amanda Zielinski Slenski, as thought-partners and leaders in the process. Our true north in deliberations and planning for 2022 was our mission. Ultimately, our Board decided to take some calculated risks to advance while retaining sufficient operating reserves.

As a result, we admitted almost 1,000 students to our four conferences—the most diverse cohort in our history – and our teams secured more sponsorship revenue than ever before. In addition, we raised more than $60,000 from employee volunteer matching funds, a new source of revenue. We invested heavily in Out to Succeed 2.0 (an update to the original Out to Succeed which is set to release in 2023) and grew our Mosaic program to include almost 40 percent of our student population. We launched our Learning Community, our dashboard and our presence on TikTok. We ran our first year-round mentoring program for 26 students and their mentors. We established two Advisory Boards, one for the merger of our Tech and Marketing Conferences in 2023, and another to conduct a feasibility study for a Life Sciences Conference in 2024. While some of these one-time investments reduced our projected net revenue for 2022, we were still able to maintain a full year of operating reserve for core operations.

I hope you enjoy reading about these achievements. We welcome your feedback and ideas.

Best,

Cindi Love
Executive Director
WE'RE ON A MISSION

Our mission is to help high-achieving LGBTQ2+ (and otherwise diverse) undergraduates reach their full potential.
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 LGBTQ2+ community.
O4U is a volunteer-led organization. Without the dedication of our volunteers, our transformational work would not be possible. Our volunteers cite the O4U community and serving students as the primary reasons they give of their time and talents to O4U.

**OUR TEAM**

12 Teams
Including Conference and Strategic Operations Teams who contribute to all daily operations.

18,000+
Hours of service donated per year

2022 - 2023 Organizer Survey

- **Current Volunteers**: 96
- **Average years as a volunteer**: 2.9
- **In their first year of service**: 16%

**Gender Representation**
- **Woman**: 27.2%
- **Man**: 47.6%
- **Non-Binary**: 15.5%
- **Identify as transgender**: 11%
- **Asian**: 25%
- **Jewish**: 4.6%
- **Black/African American**: 12%
- **Latinx/Hispanic**: 15.7%

**Hours of Service**
- **175+** Average hours volunteered per person per year
- **79%** Have attended an O4U conference
- **90%** Survey response rate
Our Team Members

2023 Conference Teams

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

Business Conference
Samrudhi Vaghmare (CD)
Cesar Villavicencio (CD)

Cam Finley (A)
Reiko Johnson (A)
Raquel Barlow (A)
Chandra Sahu (P)
Erica Lezama (P)
Javanni Waugh (P)
Grace Nie (P)
Tajwar Ahad (P)
Tyler Knox (P)
Matt Wilman (S)
Amy Chen (S)
Duruo Murray (S)
Obinna Igbokwe (S)
Devvani Kalra (S)
Anmei Zhi (S)
Matt Caster (GO)
Dexter Lin (GO)

Engineering Conference
Sarah Fay (CD)

Justin Koehler (S)
Farzana Haque (S)
Billie Harrer (S)
Anne Lam (S)
Amy Wesolowski (S)
Micki Rentauskas (P)
Nicholas Mjaeres (P)
Lainey Orr (P)
Shrirama Rao (P)
Francine Reyes Vega (A)
Adela Valladares (A)
Haroon Farrukh (A)
Alex Young (A)
Evan Ko (L)

Digital Conference
Annie Schugart (CD)
Rishi Mittal (CD)

Sean Eagan (A)
Fernando
Rodriguez Milian (A)
Heather Hartel (A)
Mitch Conzemius (A)
Garrett Tan (P)
Jordan Loeser (P)
Marie Maier (P)
Joseph Arias (P)
Michelle Julia Ng (P)
Jessika Sessoms (P)
Kevin Tran (S)
Ben Geist (S)
Joey Saad (S)
David Rosenstein (S)
Kyllo Sanox (S)
Dylan Wootton (L)
Jason Chandra (L)
Britney Roberts (L)
2022-2023 Strategic Operations Teams

Admissions and Early ID Team
Lead: Audrey Zhao
Lead: Kevin Lin
Suede Graham
Vicente Román
Anthony Efoli

Alumni and Special Events Team
Lead: Olivia Beres
Jay Nam
Quang Vo
Antonio Xu Liu

Brand and Digital Content Team
Fernanda Melo
Sam Hunter

Digital Transformation Team
Sam Cahoon
Mitchell Conzemius
Garrett Kelly
Mitchell Quon
Dylan Wooton

Mentoring Team
Lead: Hannah Septoff
Dimitri Lippe
Ashley Cureton
KK Nandanampati
Shahamat Uddin

Learning Community Team
Lead: Andrés Peters
Justyn Alexander
Shivam Mishra

Travel and Logistics
Lead: Aarthi Ganapathi
Robert Barrett
Damian Pisanelli

Strategic Partnership Team
Lead: Andres Gomez Perry
Andrew Demas
Kelvin Santacruz
Mark Milian
Kevon Edmondson
Advisory Boards

Applied Life Sciences Advisory Board

Chair: Logan Troppito
Drew Aguilar
Brandon Nnodi
Daniel Sanchez
Kelly Draehn
Lori Burt
Matt Witman
Max Agadoni
Evan Olin
Reid D'Amico
Tara Cullerton
Teddy Kurkoski
TK Herrin
Aamir Vaid

Digital Conference Advisory Board

Chair: Michael Hamamoto Tribble
Alex Call
Anne Schwartz
Chandra Sahu
Christian Cortes
Ji Hyun
Jessica Schanzer
John Gabriel D’Angelo
Julia Baldaro
Julian Turner
Maggie Moss
Tyler Lawerence
O4U is currently in a strong financial position. Our yearly expenses are fully funded and our reserves are sufficient to preserve the continuation of our service to students in unpredictable times.

No Cost to Students

Thanks to the generous support of our sponsors, O4U covers all conference costs for students.

*See appendix for additional financial information.

**Virtual only conferences in 2020 and 2021, due to the COVID-19 pandemic, significantly decreased expenses. This trend will not continue for future years.
2022 Sponsors

ABB Inc
Accenture LLP
Adobe
Advance Auto
AEA Investors LP
AIG
Alliance Bernstein
Alpha Sights
American Express
Amperity
Analysis Group, Inc.
Andersen Corporation
Anheuser-Busch
Applied Materials Inc
AQR Capital Management
Ares Management
Areté Associates
Arup
Atlassian, Inc.
Bain & Company, Inc.
Bain Capital
Bank of America Merrill Lynch
Barclays
Barr Engineering
BBDO
BD
BlackRock, Inc
Blackstone
Block, Inc.
Bloomberg
Bloomberg LP
Blue Origin
BMO Capital Markets Corp.
Bridgewater Associates
Capco
Capital Group
Capital One
Cargill
Carlyle Group (CIM)
Castro Labs
Centerbridge Partners
Cernterview Partners
Central Intelligence Agency
Chan Zuckerberg Initiative
Cisco Systems Inc.
Citigroup
Clark Construction
Clayton, Dubilier, & Rice, LLC
Conagra
Constellation Brands Inc
Cowen and Company, LLC
Cummins
DE Shaw
Deloitte
Deutsche Bank
DocuSign, Inc.
DoorDash Inc.
DraftKings
Ecolab
EPIC
Ernst & Young LLP
Evercore
FactSet Research Systems Inc.
Fitch Ratings
FTI Consulting
Galaxy Digital
Genentech
General Atlantic
General Mills
George Washington University
Georgia Tech Research Institute
Google LLC
Guggenheim Partners, LLC
Honeybee Robotics
Horizon Media
HPS Investment Partners
Hudson River Trading
Indeed
Insight Partners
J.P. Morgan
Jefferies Group LLC
Jensen Hughes
KKR
KLA
Kobre & Kim
KPMG
Lenovo
Lutron
Lyft Inc.
M Booth
Macquarie Group
Makea Capital Management
 McKinsey & Company
Mediahub Global
Merck
Meta
Micron
Microsoft
Millennium Management, LLC
Moelis & Company
Morgan Stanley
Motive Group, Inc
National Geospatial Intelligence Agency
National Grid
Nielsen
Nomura
NYU Tandon School of Engineering
Oak Hill Advisors
Oaktree Capital Management, L.P.
Oliver Wyman
Ovative Group
PA Consulting
Paramount
Pendo
Perella Weinberg Partners Group LP
PIMCO
PJT Partners
PMG Worldwide
PNC Bank
PricewaterhouseCoopers LLP
Procter & Gamble
Putnam Associates
R/GA
Raytheon
RBC
Redfin
Reference Point
RingCentral, Inc.
Ripplng
Roark Capital Acquisition LLC
Salesforce
SAP America, Inc
SAS Institute Inc.
Sia Partners
Societe Generale
Sony Music
SpaceX
Spencer Stuart
Splunk
Spotify
Stack Overflow
Stanley Healthcare
Stellene Capital Management
Stifel
Stripe
Synchonry Financial
TD Securities
The Boston Consulting Group
The Brattle Group, Inc.
The Martin Agency
TowerBrook
Toyota
Turner Construction
Two Sigma
UBS
United Health Group
US Bank
UT Austin
Vanguard
Vista Equity Partners
Warburg Pincus
Wellington Management Co.
Wells Fargo
Withum
Wunderkind
Xcel Energy
ZS Inc
Each year, O4U works through Evergreen to honor our commitment to sustainability as well as our volunteers and sponsors by planting trees on their behalf. The statistics above summarize the plantings comprising the O4U forest; learn more and/or visit our forest virtually at https://evergreen.com/company/o4u.
2022 - Year in Review

The year was filled with many exciting accomplishments! O4U -

- Welcomed the most diverse student cohort in our history and logged record-setting sponsorship revenues
- Increased capacity for Mosaic programs at all conferences to the extent that almost 40% of admitted students qualified for Mosaic
- Enhanced participants' ability to access support for mental health and wellness -being by contracting with Dr. Sara Rabinovich to provide services both in-person, on-site during conferences, and via virtual connections after conferences
- Invested, along with Out Leadership, in the joint research project Out to Succeed 2.0
- Launched the O4U Learning Community and our year-round Mentoring Program
- Aligned with 12 strategic partners to advance support for students and alumni and well as the most underrepresented LGBTQ2+ people in our community
- Created one advisory council to guide the merger of O4U Tech and O4U Marketing into O4U Digital and another to complete feasibility assessments for inaugurating a Life Sciences Conference in 2024
- Hosted 12 alumni events in 2022, serving a total of nearly 300 alumni and hosted the inaugural Alumni Reunion and Alumni Awards in 2023
- Launched our Strategic Planning Dashboard (http://o4u.dataforall.org/) and O4U on TikTok (www.tiktok.com/@outforundergrad)
- Managed a successful return to site-based conferences notwithstanding volatile travel market space
- Created a best practices for inclusive culture publication for sponsors entitled "Learning From Our Experience: How Organizations Can Better Attract, Retain and Promote Diverse Talent"

"Once we set the goal to grow our LGBTQ+ talent pipeline for our organization, partnering with O4U was an easy and resounding "yes". As a sponsor, it was evident that the time and resources we put into the O4U experience went most directly to who we wanted to support – the students! They are not a partner using invaluable funds for pomp and circumstance. O4U is student first, impact first, and truly focused on their mission to support high potential LGBTQ+ students have meaningful careers, and lives."

Fatima Winfrey, VP, DEI and Belonging, Horizon Media
The Speaker Series is designed to connect us as individuals and as a community. Launched January 2022, we gather throughout the year to learn from thought leaders on topics impacting the LGBTQ2+ community.

Throughout 2023, O4U will focus on:

- Growing the brand and increasing O4U’s impact*
- Diversifying revenue streams*
- Further development of EarlyID/Mosaic*
- Feasibility study for the Life Sciences Conference*
- Development and execution of O4U Digital - merging the Marketing and Tech Conferences
- Self-Assessment of the Global Diversity, Equity, and Inclusion Benchmarks (GDEIB)
- Expanding our year-around Mentorship Program and Learning Community
- Increasing alumni engagement

*Represents one of the Strategic Plan Goals

The O4U Learning Community launched in 2022. It offers a space in which individuals can access helpful resources at any time in their career journeys, as well as when they seek to be more impactful at work. Learn more at www.outforundergrad.org/learning-community.
Our Strategic Partners
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 visit [www.outforundergrad.org/alumni](http://www.outforundergrad.org/alumni).

**Sponsor**
O4U can help to find the right sponsorship opportunity for your organization. To learn more visit [www.outforundergrad.org/become-a-sponsor](http://www.outforundergrad.org/become-a-sponsor).

**Donate**
Make a financial contribution, either one-time or recurring, at [www.outforundergrad.org/donate](http://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!

@OutforUndergrad | www.outforundergrad.org | January 2023
INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of
Out for Undergraduate Business Conference, Inc.

We have audited the accompanying financial statements of Out for Undergraduate Business Conference, Inc. (a nonprofit organization), which comprise the statement of financial position as of December 31, 2021, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Out for Undergraduate Business Conference, Inc., as of December 31, 2021, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

TMCE, LLP
Shreveport, Louisiana
October 15, 2022
Out for Undergraduate Business Conference, Inc.
Statement of Financial Position
December 31, 2021

<table>
<thead>
<tr>
<th>ASSETS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,998,158</td>
</tr>
<tr>
<td>Contributions receivable</td>
<td>462,200</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>201,312</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>$2,661,670</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$2,661,670</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES AND NET ASSETS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>$24,392</td>
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<tr>
<td>Payroll liabilities</td>
<td>2,245</td>
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<tr>
<td>Deferred revenue</td>
<td>503,950</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>$530,587</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>$530,587</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Net assets without donor restrictions</td>
<td>2,131,083</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$2,661,670</td>
</tr>
</tbody>
</table>
# Out for Undergraduate Business Conference, Inc.

## Statement of Functional Expenses

For the Year Ended December 31, 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
</tr>
<tr>
<td>Sponsorships</td>
<td>$1,637,425</td>
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<tr>
<td>Interest and other</td>
<td>40,137</td>
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<tr>
<td><strong>Total Revenues</strong></td>
<td>$1,677,562</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
</tr>
<tr>
<td>Program services</td>
<td></td>
</tr>
<tr>
<td>Business conference</td>
<td>218,618</td>
</tr>
<tr>
<td>Engineering conference</td>
<td>144,652</td>
</tr>
<tr>
<td>Marketing conference</td>
<td>122,464</td>
</tr>
<tr>
<td>Technology conference</td>
<td>120,249</td>
</tr>
<tr>
<td>Support services</td>
<td></td>
</tr>
<tr>
<td>Management and general</td>
<td>356,403</td>
</tr>
<tr>
<td>Fundraising</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$962,386</td>
</tr>
<tr>
<td><strong>Change in Net Assets - Unrestricted</strong></td>
<td>715,176</td>
</tr>
<tr>
<td><strong>Net Assets - Unrestricted, Beginning of Year</strong></td>
<td>1,415,907</td>
</tr>
<tr>
<td><strong>Net Assets - Unrestricted, End of Year</strong></td>
<td>$2,131,083</td>
</tr>
</tbody>
</table>

2021 Audited Financials
Out for Undergraduate Business Conference, Inc.
Statement of Cash Flows
For the Year Ended December 31, 2021

<table>
<thead>
<tr>
<th>Cash Flows from Operating Activities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>$ 715,176</td>
</tr>
<tr>
<td>(Increase) Decrease in:</td>
<td></td>
</tr>
<tr>
<td>Contributions receivable</td>
<td>(264,225)</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(51,312)</td>
</tr>
<tr>
<td>Increase (Decrease) in:</td>
<td></td>
</tr>
<tr>
<td>Accounts payable</td>
<td>12,116</td>
</tr>
<tr>
<td>Payroll liabilities</td>
<td>384</td>
</tr>
<tr>
<td>Deferred Revenue</td>
<td>141,350</td>
</tr>
</tbody>
</table>

Net Cash Provided by Operating Activities 553,489

Net Increase in Cash 553,489

Cash and Cash Equivalents, Beginning of Year 1,444,669

Cash and Cash Equivalents, End of Year $ 1,998,158