

# OUT FOR UNDERGRAD

## 2022 Annual Report



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# Board of Directors

Heath Clayton, Chair  
Joy Dunn, Secretary  
Andy Huang, Treasurer  
Dr. Thomas Vance  
Audrey Stewart  
Arting Chang  
JP Torres  
Derek Horn  
Tara Cullerton

# Message from Our Executive Director

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

\*LGBTQ2+ is utilized by O4U to include representation of two-spirit individuals



## WE'RE ON A MISSION

Our mission is to help high-achieving LGBTQ2+ (and otherwise diverse) undergraduates reach their full potential.





**1,000+**

Students served per year



Conferences in 2022



Volunteer leaders serving our mission



MOSAIC Students Served in 2022



**7,000+**

Alumni



**200+**

Sponsors

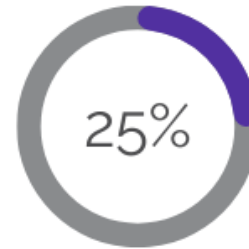


33% of attendees identify as first-generation college students



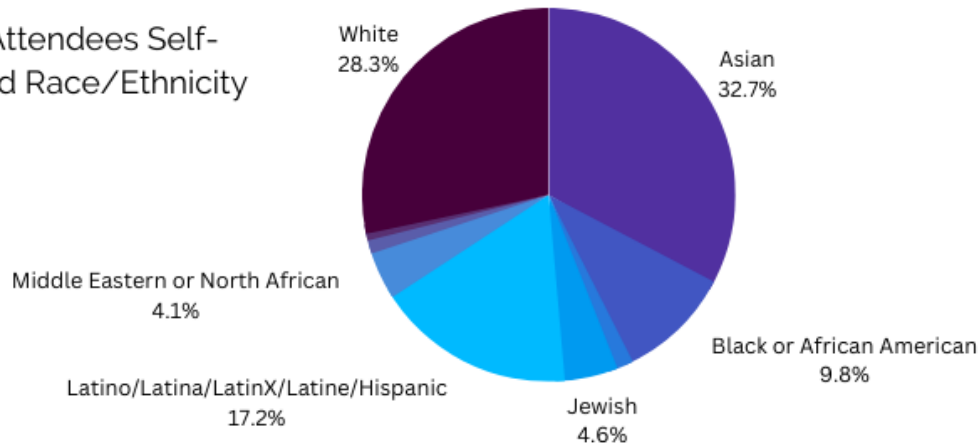
**200+**

Colleges and universities represented in 2022



Attendees who identify as transgender or gender non-conforming

2022 Attendees Self-Identified Race/Ethnicity



# 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 LGBTQ2+ community.



# OUR TEAM

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.



## 12 Teams

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

### 18,000+

Hours of service donated per year

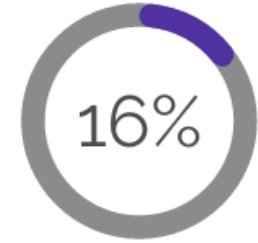
## 2022 - 2023 Organizer Survey



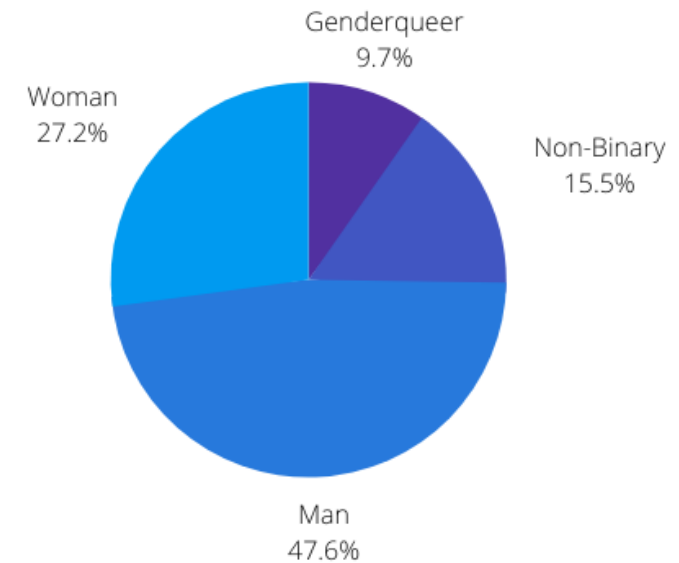
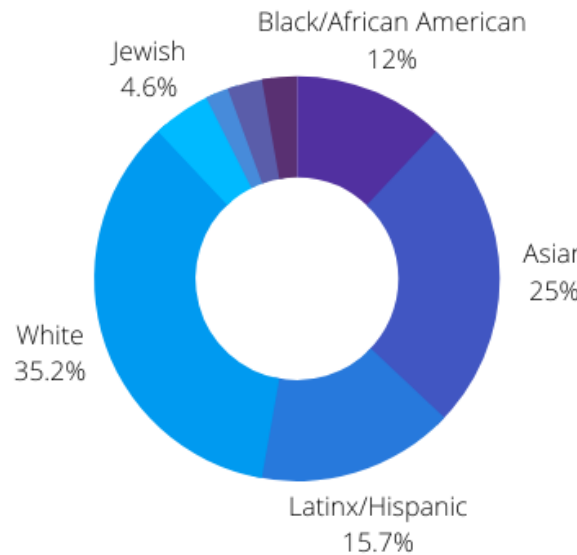
Current Volunteers



Average years as a volunteer



In their first year of service

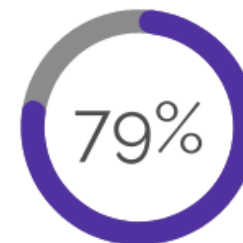


### 175+

Average hours volunteered per person per year



Identify as transgender



Have attended an O4U conference



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 Witman (S)  
 Amy Chen (S)  
 Duruo Murray (S)  
 Obinna Igbokwe (S)  
 Devyani Kalra (S)  
 Anmei Zhi (S)  
 Matt Casler (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 Mijares (P)  
 Lainey Orr (P)  
 Shriprama 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)  
 Kyle Sanok (S)  
 Dylan Wootton (L)  
 Jason Chandra (L)  
 Britney Roberts (L)

# 4U OUT FOR UNDERGRAD

## 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: Aarathi Ganapathi  
Robert Barrett  
Damian Pisanelli

### Strategic Partnership Team

Lead: Andres Gomez Perry  
Andrew Demas  
Kelvin Santacruz  
Mark Milian  
Kevon Edmondson

# o4U OUT FOR UNDERGRAD

## 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 Lawrence



# FY22 FINANCIALS\*

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.

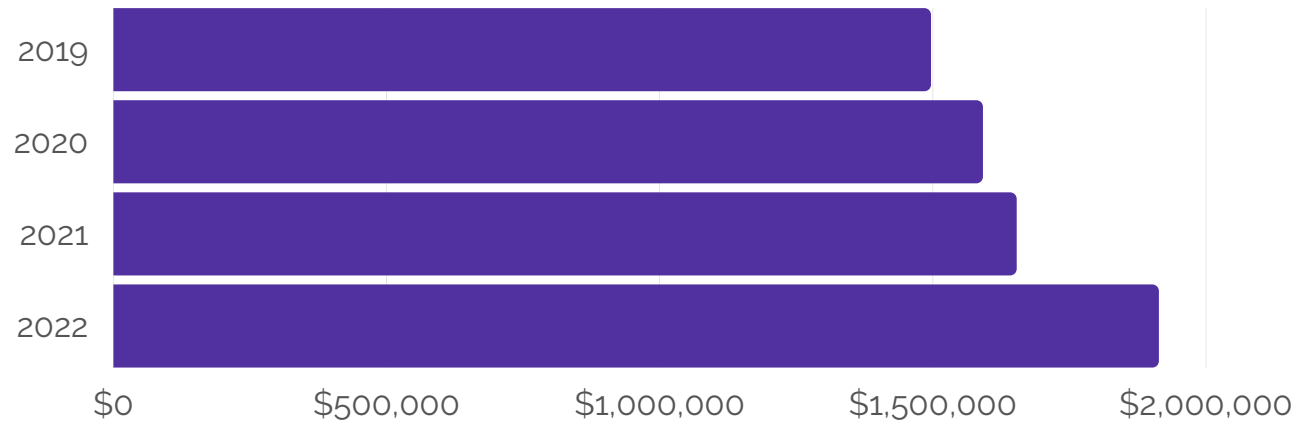
## No Cost to Students

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

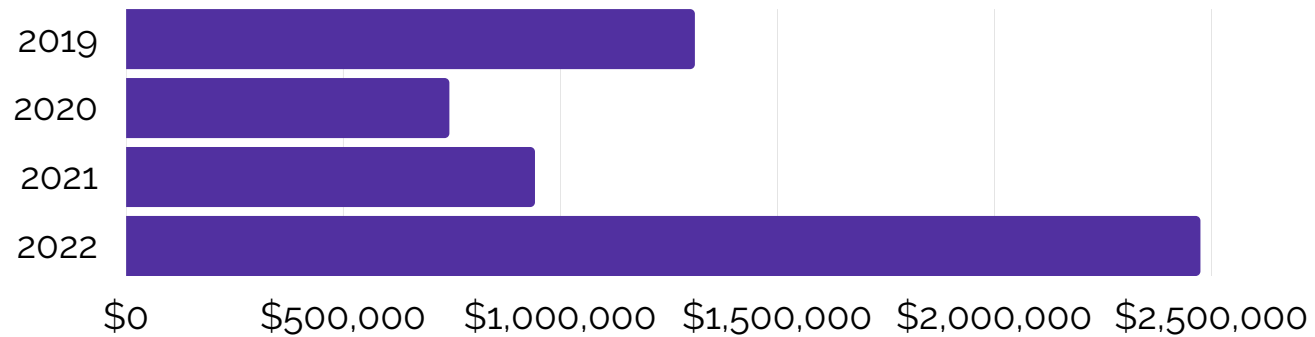
\*See appendix for additional financial information.



## 2019-2022 Total Revenue



## 2019-2022 Total Expenses\*\*



\*\*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



3Q  
ABB Inc  
Accenture LLP  
Activision  
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  
Centerview 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

General Motors  
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  
Makena 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.  
Rippling  
Roark Capital Acquisition LLC  
Salesforce  
SAP America, Inc  
SAS Institute Inc.  
Sia Partners

Societe Generale  
Sony Music  
SpaceX  
Spencer Stuart  
Splunk  
Spotify  
Stack Overflow  
Stantec  
Stellax Capital Management  
Stifel  
Stripe  
Synchrony 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

# The Out for Undergrad Forest



**1,376**

TREES PLANTED



**107.30**

TONS OF CO2 BEING  
ABSORBED



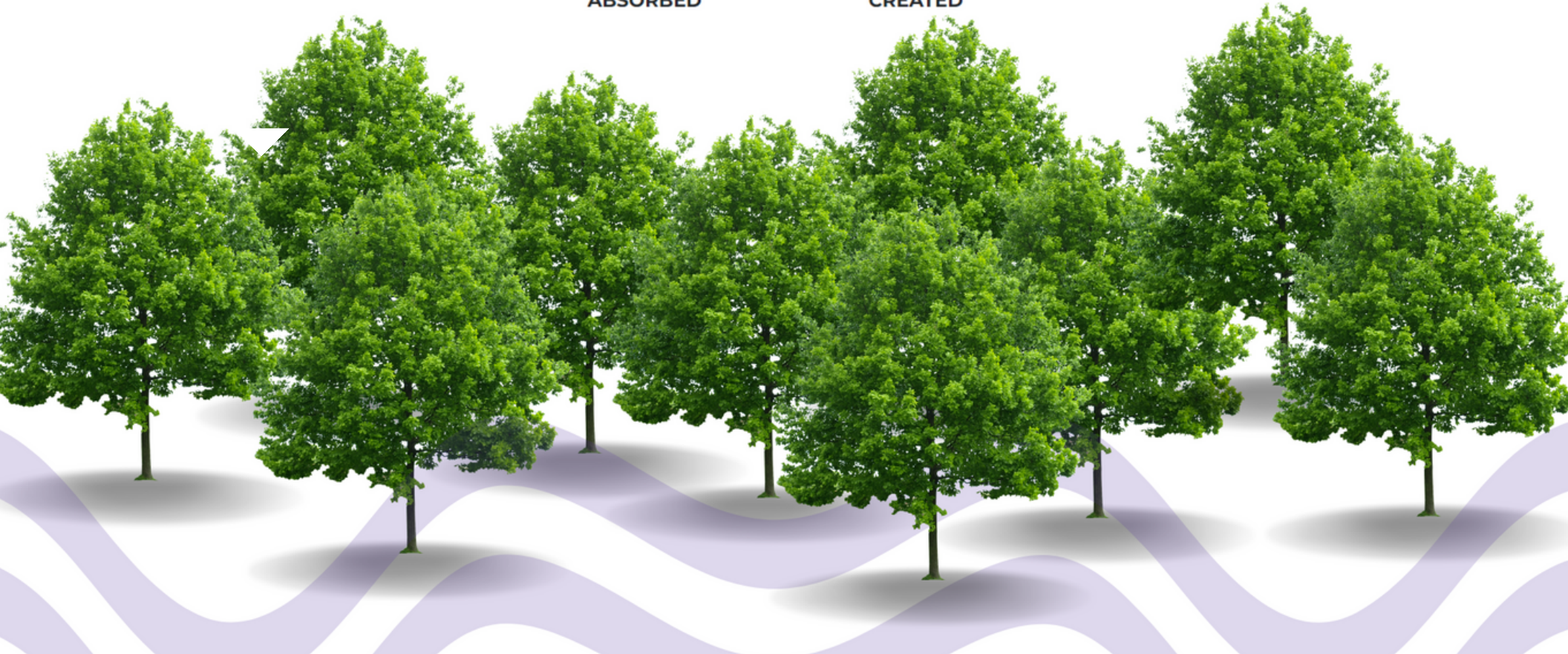
**79**

WORKING HOURS  
CREATED



**8**

COUNTRIES



Each year, O4U works through Evertreen 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://evertreen.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](https://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

”



# LOOKING AHEAD

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

**O4U BUSINESS**

**March 30 - April 2, 2023**

**O4U DIGITAL**

**Sept. 28 - Oct. 1, 2023**

**O4U ENGINEERING**

**October 19-22, 2023**

## BREAK THROUGH SPEAKER SERIES

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.

**O4U OUT FOR UNDERGRAD**

### Learning Community

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](http://www.outforundergrad.org/learning-community).



# Our Strategic Partners



**[OUT]** LEADERSHIP

hello**hive**

**OUT**  
IN TECH

Queer  
Capita

 **PRIDE  
NETWORK**

**Stand**  
WITH  
**Trans**

**U** Connect

 **pridelines**

**Transgender**  
**Law Center**  
*Making Authentic Lives Possible*

 **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 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!**





# Appendix



## 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*

TMCE, LLP  
Shreveport, Louisiana  
October 15, 2022

**Out for Undergraduate Business Conference, Inc.**  
Statement of Financial Position  
December 31, 2021

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**ASSETS**

**Current Assets**

Cash and cash equivalents	\$	1,998,158
Contributions receivable		462,200
Prepaid expenses		201,312

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**Total Current Assets** 2,661,670

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**Total Assets** \$ 2,661,670

---

**LIABILITIES AND NET ASSETS**

**Current Liabilities**

Accounts payable	\$	24,392
Payroll liabilities		2,245
Deferred revenue		503,950

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**Total Current Liabilities** 530,587

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**Total Liabilities** 530,587

**Net Assets**

**Net assets without donor restrictions** 2,131,083

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**Total Liabilities and Net Assets** \$ 2,661,670

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**Out for Undergraduate Business Conference, Inc.**  
Statement of Functional Expenses  
For the Year Ended December 31, 2021

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Revenues

Sponsorships	\$	1,637,425
Interest and other		40,137

---

Total Revenues 1,677,562

Expenses

Program services		
Business conference		218,618
Engineering conference		144,652
Marketing conference		122,464
Technology conference		120,249
Support services		
Management and general		356,403
Fundraising		-

---

Total Expenses 962,386

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Change in Net Assets - Unrestricted 715,176

Net Assets - Unrestricted, Beginning of Year 1,415,907

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Net Assets - Unrestricted, End of Year \$ 2,131,083

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

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Cash Flows from Operating Activities	
Change in Net Assets	\$ 715,176
(Increase) Decrease in:	
Contributions receivable	(264,225)
Prepaid expenses	(51,312)
Increase (Decrease) in:	
Accounts payable	12,116
Payroll liabilities	384
Deferred Revenue	141,350
<b>Net Cash Provided by Operating Activities</b>	<b>553,489</b>
<b>Net Increase in Cash</b>	<b>553,489</b>
<b>Cash and Cash Equivalents, Beginning of Year</b>	<b>1,444,669</b>
<b>Cash and Cash Equivalents, End of Year</b>	<b>\$ 1,998,158</b>