

Annual Report 2018



**Junior
Achievement®**
of Northern California



President and Board Chair's Message

Dear JA students, educators, volunteers, and donors,

Over the last year, Junior Achievement of Northern California staff and more than 3,000 volunteers delivered JA programs and positively impacted the lives of over 87,000 students. An impressive achievement indicating significant growth in both volunteerism and students served. In addition to the continued execution and expansion of traditional volunteer-based classroom training programs, our staff created and successfully introduced new and innovative initiatives such as the Stock Market Challenge and SHE Leads STEM Summit maintaining and delivering enhanced impact.

As leaders, we see daily our competitive advantage over other education nonprofits. We activate youth for the future of jobs by working within our three pillars—financial literacy, work-readiness, and entrepreneurship. Using JA's proven curricula, our corporate partners volunteer their time to work with K-12 youth to broaden horizons and inspire students to achieve their goals. Some fantastic student experiences include:

Tech and Innovation Day! In February, 150 students worked with corporate mentors, learning design thinking, project management, engineering and coding. Surveys demonstrated that 76% of participants now feel motivated in pursuing a career in STEM!

We brought hundreds of students out to companies such as Chevron, Cisco, GE, HP, Oracle, Microsoft, SAP, AT&T, Intel, and Robert Half to participate in different JA Social Innovation Camps, an all-day capstone experience where teams of students solve social problems with a corporate mentor and present their findings in a competition of their peers.

A dozen JA Company Program Teams created small businesses and brought a product to market; competing against other teams demonstrating their business prowess with eyes on competing at the National Leadership Conference in Washington DC. This year, one of our teams placed third in the nation and is in the process of applying for a patent.



Mission:

To inspire and prepare young people to succeed in a global economy.

Given the constantly changing global economic and technological environment in which we currently live, these fundamental life skills, which JA programs deliver, have never been more relevant.

To you—our valued staff, board members, volunteers, educators, donors, and partners, our message is simple and sincere—thank you! Your involvement, contributions, and—most importantly—shared passion for ensuring every child is afforded the opportunity to succeed and achieve their full potential in life, forms the cornerstone of our mission.

The future for the children of JA is bright and we are honored to be working with each of you to fulfill our mission of inspiring and preparing young people to succeed in a global economy.

Gratefully,

Cristene Burr
President and CEO
and
Adrian Dimech
Board Chair



JA Impact is Inspiring:

JA students start companies at a rate 2.5 times higher than the general population.

JA alumni are 30% more likely to earn a 4-year degree than the general population.

JA alumni are 67% more likely to have an advanced degree than the general population.

JA alumni earn 20% more than the general population and are more likely to be better off than their parents.

JA students incur less debt than their peers.

62%

of students indicated that the things they learned in JA will help them be successful in life.



Our Volunteers

95%

of facilitators felt volunteering their time to JA was very rewarding.

We empower youth with authentic, relevant real-world experiences, challenging them to envision what's possible if they work hard and dream big. We do it through our proven, experiential financial literacy, work readiness, and entrepreneurship programs taught by business volunteers, JA Hero role models, and with the help of an unparalleled network of educators, volunteers, and partners.

**EMPOWERING YOUNG
PEOPLE TO OWN THEIR
ECONOMIC
SUCCESS**

Junior Achievement depends on hundreds of volunteers to bring its programs to classrooms across Northern California every year. Some volunteers give a day of service through a company program, and some come back again and again to connect with students and offer more intense mentoring.



Volunteer Spotlight:

Melanie Quandt

Salesforce

San Mateo County Advisory Board Member

“JA is important to me because I feel I can make a real impact on the future of our community, on the youth of today. Over the past 8 years of working with JA, my most rewarding experience is getting thank you's from students who say I gave them confidence to embrace S.T.E.M. skills, or to start dreaming of a career, or understanding how important education is, and making that a priority if it wasn't before. My most special thank you, was a student from SSF High School reaching out to me to be her mentor, and saying she wanted to follow my path and be in Human Resources someday. That touched me deeply because sometimes as a professional coming to speak with students, it's hard to tell who you resonated with. My goal in working with JA is to stay humble, learning about what the students care about in today's current environment, and always provide support and guidance to all ages who are curious about how to shape their path to success.”

JA Success Stories

Joseph Fortuno

Currently studying Business Administration at Cogswell College

As a high school junior, Joseph suddenly found himself homeless, forced to finish high school on his own. He learned about JA through his school's culinary academy and the JA Be Entrepreneurial program inspired him and his JA Company 'Herban Movement' to create a cookbook that reflected his school's diversity.

"It wasn't until I joined JA that I thought to myself, 'Wow, I had all of this in me and I never thought about where my passion and leadership could take me.'"

His hard work paid off. His team won JA's regional entrepreneurial competition and also picked up a Microsoft Social Innovation Award. A few months later Joseph was invited to Washington D.C. to meet President Obama and talk to him about youth entrepreneurship.

"Being part of JA made me think I could achieve my dreams if I worked hard. Anyone who joins will be given the same opportunity I was, and will find the support they need."



President Obama welcomes student winners from national entrepreneurship competitions to the White House.

JA alumni start a business at a rate **2.5 times** higher than the general population



Program Spotlight:

JA NorCal Company of the Year places THIRD at National student Leadership Summit!

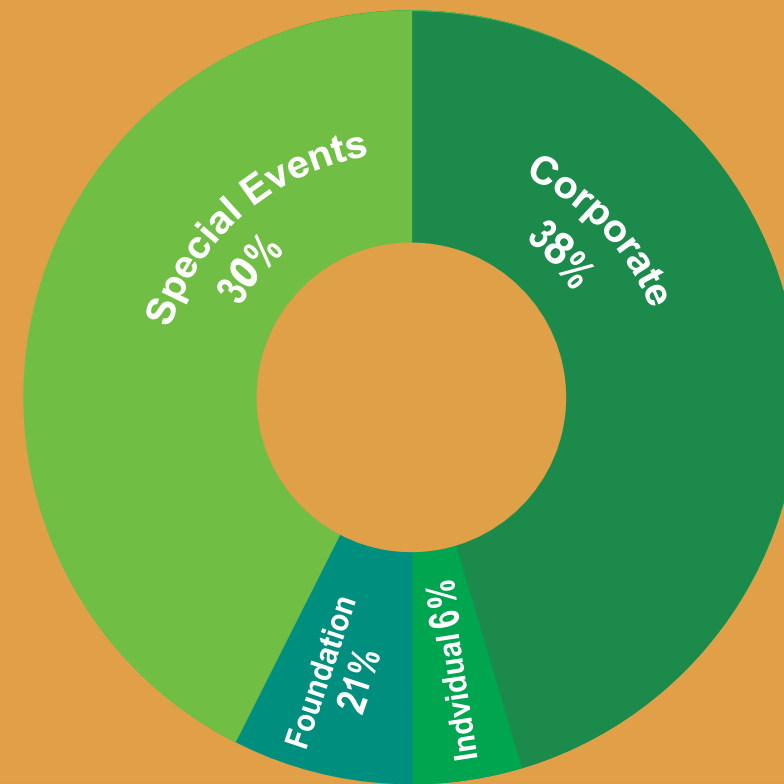
Washington, D.C., Silicube, Co & Junior Achievement of Northern California placed in the top 3 among 15 JA student companies competing to win the JA Company of the Year, at Junior Achievement's (JA) 2018 National Student Leadership Summit (NSLS).

Silicube, Co, a team of high school students from Santa Clara County, were inspired to create a biodegradable plastic cube "Silicube" to eliminate the leak of silica and reduce moisture in lunches and athletic equipment and athletic wear. They are currently seeking a patent and funding for their business idea!

JA Company Program® students, ages 15-18 come together in a team to create a start-up. JA Company Program gives teens the skills to start and run their own businesses under the mentorship of a local business volunteer. For information: contact Audrey DelPrete at adelprete@janorcal.org

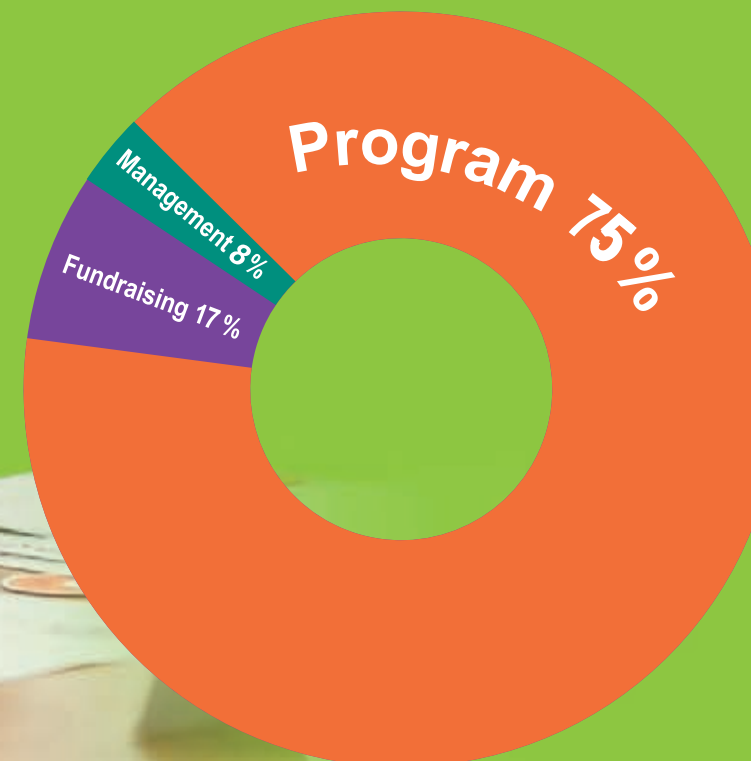
92% of the program students indicated they would recommend this program to a friend.

2017-2018 Financials



INCOME

Corporate	\$1,097,837.00
Special Events	\$841,951.00
Foundations	\$592,424.00
Individual Giving	\$159,006.00
Other	\$152,778.00
TOTAL INCOME	\$2,843,996.00



EXPENSES

Salary/Payroll	\$1,605,188.00
Program Expense	\$459,165.00
Administration	\$144,956.00
Facility	\$196,944.00
Other	\$22,272.00
TOTAL EXPENSES	\$2,428,525.00

To view further detail, please visit [Guidestar.org](https://www.guidestar.org)



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VP Service Delivery & Assurance
AT&T

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Development, Technology
Thomson Reuters Corporation

Mr. Steve Sprinkle

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Mr. Christopher Sullivan

General Manager
Oakland Marriott City Center

Mr. Karthik Suri

COO
GE Digital

Mr. Dave Swanson

Director of Device and Cloud Sales
Microsoft

Mr. Stephen Troy

Director, CEO & Founder
AeroFund Financial, Inc.



Through unwavering support of our Philanthropic partners and 3,000 volunteers Junior Achievement of Northern California prepared more than 90,000 students to thrive in the workplace and global economy.



Chairman Level

Anonymous
AT&T
Cisco Systems, Inc.
Wells Fargo & Company

Executive Level

Genentech, Inc.
Luther Burbank Foundation
PG&E Corporation
The Clorox Company
U.S. Bank

Entrepreneur Level

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Andeavor
Aon Foundation
Aon plc
ASML
Bank of America Charitable
Foundation, Inc.
Bank of the West
BPM
Bridge Bank
Capital One Services, LLC
Chevron Richmond Refinery
Cognizant
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Costco Wholesale Corporation
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Victor and Karen Trione
William and Deborah Oldenburg



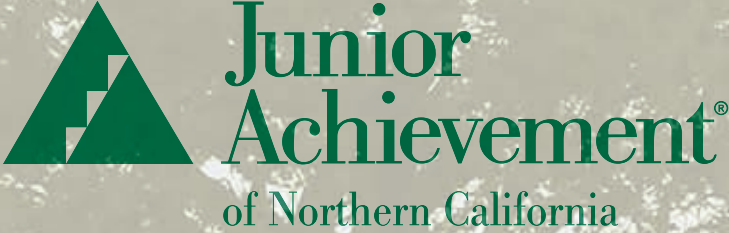
**Special In-Kind
Thank You to:**

**SAN FRANCISCO
BUSINESS TIMES**

Geography and Student Demographics



More Than **54%** of students Participating in JA are in the Free/Reduced Meal Program



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3003 Oak Road Suite 130
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Silicon Valley Office:
75 E. Santa Clara 6th floor
San Jose, CA 95113

Central Valley Office:
4949 East Kings Canyon Road
Suite 202
Fresno, CA 93727

FY19 Goals

90,000 Students

400 Schools

3,000 Volunteers

\$2.8 M Budget

