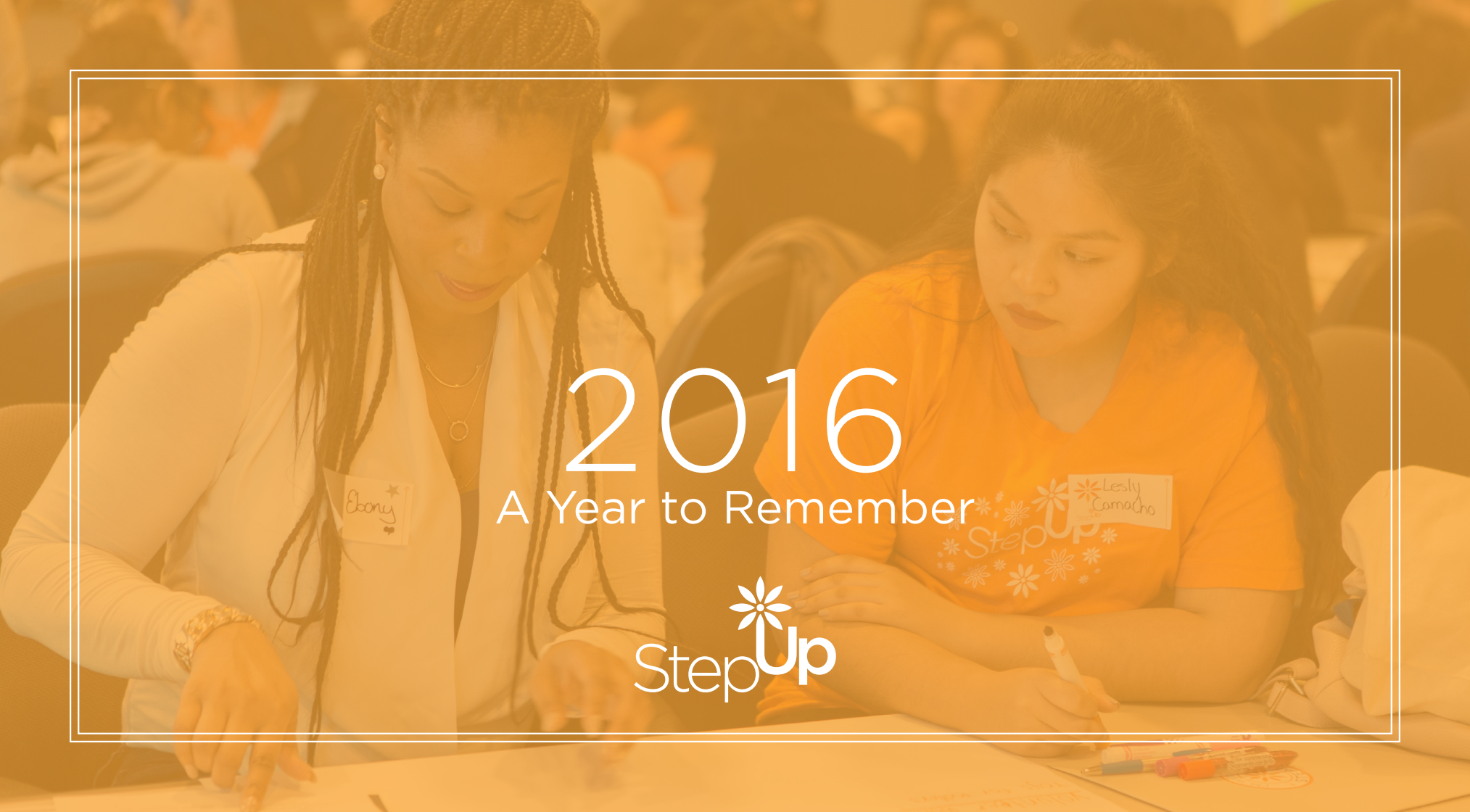


A photograph of two women sitting at a table, focused on their work. The woman on the left has long braids and is wearing a white shirt with a name tag that says 'Ebony'. The woman on the right is wearing an orange t-shirt with the 'StepUp' logo and a name tag that says 'Lesly Camacho'. They are both looking down at papers on the table. The background is blurred, showing other people in a room. The entire image has a warm, orange-toned overlay.

2016

A Year to Remember





In 2016, we began programming in a new city, mentored more girls, empowered more women, implemented a new way to amplify our message and made some noise on Wall Street. We couldn't have done it without your commitment to mentorship and empowering teen girls to be confident, college-bound, career-focused and ready to join the next generation of professional women.



Step Up went to Dallas

In 2016, we opened our first new market in 10 years when we began after-school programming in Dallas. Step Up reached girls in 9th + 10th grades in four partner schools. Growth into the Dallas community gave way to new brand partnerships and women with a passion for mentorship.





Step Up Blossomed

In 2016, we committed to growth, creating 20 new positions and offering after-school programming in nine new partner high schools.

Growth enables Step Up to reach more girls and foster new relationships with donors and partners.



Step Up Made Noise

In 2016, not only did our growth cause loud applause but we were invited to ring the opening bell of the New York Stock Exchange! We were accompanied by a number of board members + staff on this fun morning.





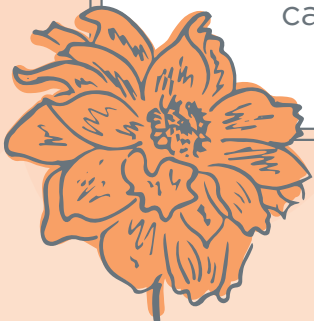
Step Up's Special Announcement

In 2016, we announced a new partner: a \$3M pledge over three years from the Coach Foundation!

Coach shares our belief that all girls should have the chance to dream big and succeed. The Coach Foundation's \$3 million pledge will enable us to grow to new cities and triple the number of teens we reach within three years.

Step Up Made a (Positive) Shift

In 2016, we launched an initiative called Words Matter - a shift to an asset-based approach to communicating about our work. Words Matter utilizes language that spotlights the existing good in our girls and communities that we can build on together.





And with all this amazing support, we raised \$3.2 million for mentorship programs for Step Up teens, the next generation of professional women!

A group of approximately 20 people, mostly young adults, are posing for a group photo on an airport tarmac. They are all wearing bright orange high-visibility safety vests over their casual clothing. Some individuals are holding black briefcases or bags. In the background, the large, circular engine of a commercial airplane is prominent, with the word "Airbus" partially visible on the fuselage above it. The entire image is overlaid with a semi-transparent orange filter, and the word "PARTNERS" is written in large, white, sans-serif capital letters across the center.

PARTNERS

PARTNERS

\$500,000+

Coach Foundation

\$250,000+

Benefit Cosmetics

\$75,000-249,999

AT&T Foundation

Charming Charlie

Frito-Lay

\$50,000-74,999

AOL Charitable Foundation

ArcelorMittal

Dermstore

The Plum Spring Foundation

\$25,000-49,999

Allstate Insurance Company

Dwight Stuart Youth Foundation

MJK Family Foundation

The Container Store

The Eva Longoria Foundation

The Terri & Verne Holoubek Family Foundation

U.S. Bank

Ulta Beauty

Young Women's Leadership Network

\$10,000-24,999

Baker Tilly Virchow Krause, LLP

ComEd

Dallas Women's Foundation

Disney/ABC Television

Ketchum

KPMG

The Luetkemeyer Jr Family Foundation

Marie Keese Lelash Foundation

Media Link

Michael Stars

Nars Cosmetics

PepsiCo

PwC, LLC

Standard Motor Products

The John Buck Company Foundation

The Neuberger Berman Foundation

Too Faced Cosmetics

Yes To, Inc.

\$5,000-9,999

Accenture

Akerman, BKD, LLP

Bartlit Beck Herman Palenchar & Scott LLP

Bennett Day School

Bloomberg Inc

Bloomfield Family Foundation

Capitol Group Co. Foundation

Cintas Corporation

Cornerstone OnDemand, Inc.

Creative Artists Agency

Crunchy Rollers, LLC

Deep Dish Productions of Chicago, LLC

Diageo North America

Dutch, LLC

EMC Corp

Ernst & Young LLP

Exelon

Fox Broadcasting Company

GE Foundation

Georg Jensen

PARTNERS

CONTINUED

GiftedTaste
Goldman Ismail Tomaselli Brennan & Baum, LLP
Google
Grey Global Group
Horizon Media
Ilanit Goodman
IT Cosmetics
J.Jill
Jewish Comunal Fund
Latham & Watkins, LLP
LUNA
MB Financial
McKechnie Vehicle Components
Media Ocean
MediaMath
Mesirow Financial
MillerCoors
Morton Salt
Neal, Gerber Eisenberg, LLP
Neutrogena
Nielsen Entertainment
NiSource, Inc.
Ogletree Deakins

Panda Express, Inc
Prinz Law Firm
Proactiv, Inc.
Publicis Health
Protiviti
Shout Factory, LLC
Sony Pictures Entertainment
Steve Harvey Show
Tarte Cosmetics
The Bill Bass Foundation
The Walt Disney Foundation
Tiara International, LLC
United Talent Agency
U.S. Bank
Vedder Price
Viacom International, Inc.
Weber Shandwick
WME Entertainment

\$2,500-4,999

American Association of Advertising Agencies
Ameriprise Financial
BMO Financial Group

Coalition of Women's Initiatives in Law
CohnReznick
Comerica
Condé Nast
Escada
HBO
Kellwood Foundation
Kendra Scott
Lewis Brisbois Brigaard & Smith, LLP
Lifetime Networks
Lifeway Foods, Inc.
Max Mara
Piper Cub Productions
T.J. MAXX
The Dean & Regina Truitt Charitable Fund
Styled by Souk
Tomokko Yamagishi
United Airlines, Inc.
Untitled Entertainment
Verve
White Horse Pictures



LEADERSHIP

NATIONAL BOARD OF DIRECTORS

CHAIR Sara Holoubek, CEO, *Luminary Labs*

CO-VICE CHAIR Diane Holland, *global chief financial officer, POSSIBLE*

CO-VICE CHAIR Barri Rafferty, *senior partner, chief executive officer North America, Ketchum*

TREASURER Leslie E. DeHoff, *partner, Ernst & Young LLP*

SECRETARY Shayna Cook, *attorney & partner, Goldman Ismail LLP*

Erin M. Collins, *managing director, KPMG LLP*

Marnie Kain Cacossa, *EVP, Grey Group*

Margaret Coady, *executive director, Coach Foundation and Corporate Social Responsibility, Coach, Inc.*

Angela Elbert, *partner, Neal, Gerber & Eisenberg, LLP*

Todd Kahn, *Chief Administrative Officer and Secretary, Coach, Inc.*

Keli Lee, *EVP, talent and casting, ABC Entertainment Group*

Sara Link, *head of Citizen AOL, president, AOL Charitable Foundation*

Jenni Luke, *CEO, Step Up*

Kaye Popofsky Kramer, *founder, Step Up*

Kelley Schadt, *senior director of marketing, The Container Store*

Wendi Sturgis, *chief customer officer, Yext*

Marcy Twete, *division manager, corporate responsibility, Americas;
executive director, USA Foundation, ArcelorMittal*

SUPPORTERS

\$5,000-10,000

Bloomfield Family Foundation
Gabrielle Union
Hilary Michele Palotay
Jewish Community Foundation
Keli Lee
Kelly Pasterick
Kevin Hart
Ruth Arnow
Sara Holoubek
Bill Bass Foundation
Ilanit Goodman
MJK Family Foundation
Julie Langdon
Mindy Truitt
Shayna Cook
Leila Shin
Andrya Smith

\$2,500-4,999

Channing Dungey
Cynthia Cruz
Cindy Sobel
Julie Mannarelli
Katie Constantine
Marcy Twete
Megan Wolfe
Pamela Faleti
Peg Rowe

Souk Supantavong

Tara Simon
Erica Messer
Jackie Smith
Jamie Tarses
Jonathan Levey
Kristin Burr
Laura Agostini
Nina Tepper
Odgers Berndtson
Peter & Pooja O'Meara
Shelley Zalis
Tara Crimin

\$1,000-2,499

Alex Grane
Alison Paul
Allison Keller
Amy Mahan
Angela Batterson
Angela Elbert
Annette Moore
Ariel dela Cruz
Arla Lach
Ashley Prentice
Beth Perry
Beth Spurgeon
Britney Truitt
Cally Eckles

Cara White
Cecelia Largura
Christi Gidcumb
Christy DeMott
Dana Hall
Debora Leighton
Diana Rodriguez-Zaba
Donna Binbek
Eileen Dufty
Emily Stinaff
Emma Neff
Erica Geil
Gina Judge
Gina Kiefer

Haley Bannister
Jane McCart
Jeanie Cole
Jennifer Cyra
Jessica Merino
Jodi Fyfe
Judith Meguire
Julie Bachman
Julie Brady

KANDJ Family Limited Partnership

Karleen Mussman
Kat Cordell
Kate Burian
Kathi Toll

Kathy Kilroy
Kelly Allison
Kelly McNamara Corley
Kelsey Karmell
Kiran Pinto
Kortney Peagram
Krystal Dawson
Lindsay Lichtenberg
Lisa Anderson
Liz O'Connor
Margaret Janus
Megan Greenfield
Meghan Grady
Meghan Sporleder
Melissa Leffin
Monica Klunk
Morgan Putman
Nicole Wetzell
Rebecca Bacon
Robyn Bowland
Sara Brykalski
Sarah Lien
Sarah Shaw
Senta Metz
Shay Bahramirad
Shelly DeMott
Stacey Hasenbalg
Susan Goodenow

Tara From
Wendy J. Betts
Alan Littmann
Alisa Norris
Alissa Vradenburg
Amanda Silverman
Amie Luke
Amy Festante
Amy Glickman
Andrew Robertson
April Renee Storms
Arabella Meyer
Arianne Lowder
Audrey Bello
Barbara Machen
Barbara Marcus
Barbara Robbins
Barri Friedman Rafferty
Belinda Ulbrich
Beth Cofsky
Brenda McGarrity
Brian ODonoghue
Brittany Hveem
Carol Leif
Carolyn Jensen
Caryl Stern
Catherine Bowen
Catherine Mayone

SUPPORTERS

CONTINUED

Charlie Roberts
Chris Bender
Christine Hsieh
Clar Ryu Dern
Cordelia Tullous
Daisy Hutton
Dallas Travers
Danelle Snider
Darrin Baim
Dede Gardner
Diane Holland
Diane Reichenberger
Dinah McLean
Don & Eileen Coskey Fracchia
Charitable Fund
Donna Cocke
Eileen Strauss
Elaine Pouliot
Elena Theisner
Elizabeth O'Connor
Ellen Friedman
Erin Collins
Erin Crawford
Esther Miller
Eva Ein
Feldman Family Charitable Fund
Felice Keller

Fox Rothschild LLP
Gabiella Santaniello
Hadley Rierson
Hannah Brevard
Hannah Shore
Heather Rancourt Ouida
Henny Billett
Herbert and Gertrude Halverstadt
Foundation
Jackie Smith
Jacquelyne K Weatherspoon
Jan Coonley
Jana Lubert
Janet Dourif Eskow
Jeanne Elfant Festa
Jenise Caiola
Jenna Karadbil
Jenni Luke
Jill Manning
Jillleen Stelding
JL Pomeroy
Joan Kupersmith Larkin
Joel From
Kaleen Lemmon
Karen Porat
Karen Sherwood
Kate Angela

Kate Coppola
Kathleen Fealy
Kathy Marryat
Keith Struve
Kelly Hanker
Kelly Hunter
Kenita Dickerson
Kim Burgan
Kris Maccini
Leah Stigile
Leila Milano
Lenny van Eijk
Linda Descano
Lindsey Kilbride
Lindy Huang Werges
Ling Chan
Lisa Hamilton
Lisa Kovner
Liz King
Louisa Shipnuck
Madesa Dickerson
Mae Edwards
Margaret Coady
Marietta Daniel
Marina Cohn
Marla Ryan
Marnie Kain Cacossa

Marta Martinez
Mary Fulginiti
Mary Gray-Craddock
Matt Matzkin
Melanie Barr-Levey
Melanie Barr-Levey
Meredith Banzhoff Gager
Meredith Hampton
Michelle Aragon
Mike Balling
Mordechai Fishman
Myrna Chao
Nancy Carell
Naomi Despres
Naomi Kent
Natasha Dure
Nicole Mutchnik
Nicole Pangis
Patricia Ornst
Patti Neuwirth
Paul Nelson
Peter Kim
Regina Williamson
Rowena Arguelles
Ruben Caro
Sabrina Garba
Sarah Carberry

Shari Wenker
Shel Pink
Sheri Hopkins
Silvia Orozco-Perez
Stacy Kelly
Stephanie Carson
Stephanie Dorman
Susan Aminoff
Susan Malfa
Susanna Felleman
Suzanne Lerner
Suzanne Luetkemeyer
Tanya Hekimian
Tara Frank
Tarek Ismail
Timothy Shroyer
Todd Kahn
Tracy DeFreitas
Vanessa Spencer
Wendi Sturgis
Zenola Campbell

\$500-\$999
Ana Danciu
Carol Young
Carolyn A. Blessing
Carrie Distler

SUPPORTERS

CONTINUED

Cathy Traczek
Christa Reed
Christina Castrejon
Christine Kurban
Christine Tully Aranza
Delena Spann
Elinor Murárová
Ellen Rogin
Emily Milman
Erica Reynolds
Erin Shea
Fabia Talhame
Gina Truitt
Heather Nelson
Jacqueline Urban
Julie Gorski Monti
Kandace VanHeel
Kinnari Patel
Kristen Kaczmarek
Lily Ho
Linda Butterfield
Lindsey Brake
Lisa Olson
Lisamarie Lukas
Mary Smendzuik
Megan Wessels
Meredith Brooks

Nicole George
Pamela Richardson
Sumon Manna
Suzanne O'Donnell
Tara Kaesebier
Tracey Harris
Valencia Johnson
Violet Sistovaris
Abigail Horrigan
Adrienne Grier
Alison Blumenfeld
Alison Deyette
Ambre Dahan
Angela Bonnette
Anna-Marie Roach
Anne Stedman Herwick
Arlene Marechal
Barri Klutznick
Bette Jacobson
Blanche Seifer
Cameron Smith
Cara White
Carley Knobloch
Carol Bartucci
Carolyn Bernstein
Carter & Tani
Chris Landgraff

Christina Zilber
Chuck Rowe
Cindy Gallagher
Coleen Rider
Courtenay Valenti
Courtney Rowe
Craig Mares
Dale Oberst Hopmans
Daniella Peters
Danielle Garcia
Danielle Sanchez-Witzel
Darla Anderson
Dawn McCoy
Deborah Ludwig
Delia Swan
Diane Mizota
Donielle Levine
Dupe Bosu
Elena Hale
Erika London
Gallitano & O'Connor LLP
Giles Marsden
Jamie Thompson
Jamila Hunter
Jana Augsburg
Jason Peltz
Jason Smith

Jennifer Code
Jennifer Harding
Jennifer Johnson
Jessica Goodman
Jill Parsh
John Folkested
John Sikora
Julie Rice
Julie Spira
Kamila Gonzales
Karin Gilford
Katherine Jury
Katie Lee
Kerry Kennedy
Kevin Columbus
Kevin Durrance
Kim Withee
Kimberly Master
Lauren Scherr Stempel
Lauren Weber
Lee Readman
Lia Batkin
Lisa Ling
Madeline Delianides
Madeline Loef
Mara Hitner
Marie Giraud

Marley Shelton
Marnie Owens
Mary Nayar
Maureen Sullivan
May Yeung
Meg Touborg
Melvin Petties
Michele Trout
Naomi Seddon
Natasha Baradaran
Nicholas Nicholas Saxon
Nigel Sinclair
Pamela and Philip Jobe
Pamela Levy
Peter Panagiotopoulos
Philline Parlan Zitin
Polly Lagana
Rachel Vivian
Rebecca Gayheart Dane
Richard Meller
Rosabel Tao
Samantha Roberts
Sandra Alfaro
Sara Christensen
Sarah Dunn
Sarah Jane Morris Brower
Tamara Clay

SUPPORTERS

CONTINUED

Tara Mercurio
Teju Owoye
Tiffany Altschul
Toni Cornelius
Vanessa Woodward
Victoria Robles Corradi
Zain Pirani

\$250-\$499

Alexis Gladstone
Alison Fethke
Amanda Sonneborn
Amy Gooden
Amy Hand
Andrea Metcalf
Angela Foster-Rice
Brette Bensinger
Brooke Smith
Carmelita Tiu
Carol Gerner
Charisse Works-Carter
Cindy Faust
Courtney Goldbach
Cristina Lambert
Dani Fergus
Debbie Behrman
Diane Randolph
Elisa Crandell

Ellen Stoner
Ellen Van Vechten
Emily Sisel
Erika Wojcik
Giovanna Seymour
Heidi Boos
Jeanette Ivankovich
Jennifer Dawson
Jennifer Pennock
Jennifer Petrillo
Jessica DeBruin
Jessica McLaughlin
Karla Baumler
Kathryn Kollett
Kathryn Walker
Kathy Okrzesik
Kelly Goldberg
Kelly Kirch
Kim Chisholm
Kimberley Thiel
Kimbeth Judge
Kristen Thiry
Lisa Hamer
Liz Wain
Lizabeth Kohler
Lorraine Waller
Meghan White

Michelle Mahoney
Mindy Kneedy
Naanda Grant-Acquah
Nicole Brown
Olga Lebedyeva
Pamela Wilson
Patricia McElhone
Prama Bhatt
Rose Ann Abraham
Shelly Haus
Sinem Hostetter
Sophia Madana
Stephanie Marckel
Stephanie Sarris
Taria Tuccio
Traci Saiz
Alan and Donna Kaminsky
Alecia Spendlove
Alexandra Bergstein
Alicia Driskill
Alison Greenspan
Alison Wallace
Alliah Livingstone
Amanda Latty
Amanda Schuon
Ann Snyder
Anne Haack

Anne Turk
Anne-Marie Ripley
Annie Scranton
Argelia Atilano
Ashley Franklin
Ashley Portal
Barbie Adler
Belinda Moss
Ben Greene
Beth Machlin
Beth Ruske
Birgit Muller
Bonnie Morrison
C. Thomas Lambert
Caitlin Schwartz
Cara Tipicchio
Cathy Daoust
Charlene Usher
Chelsea Bond Vahradian
Chelsea Proctor
Chitra Mojtabei
Christine Su
Claudine Cazan Britz
Colin Corcoran
Colleen Shaughnessy
Dawn Gepfert
Dawn Jackson Blatner

Debbie Goldberg
Deborah Guiffre
Dee Schneider-Steinfeld
Demetria Graves
Diana Means
Diana Rayzman
Diane Lee
Dianne Celuch
Donna Estacio
Dorothy Ward
Elisa De Kay
Elishia Holmes
Elizabeth Bradshaw
Ellen Carnahan
Erik Abraham
Erin Darby
Esther Gibofsky
Faye Paul
Gina Fattore
Glenn Johnson
Grace Baek
Grace Sears
Greg Hedges
Gretchen Mathews
Hae Yung Kim
Hannah Hickman
Hans Schiff

SUPPORTERS

CONTINUED

Heather Plumb
Heather Tonkins
Heidi Segal
Ingrid Girod
Isabell von Alvensleben
Jaimee Eddington
Jamie-Lynn Sigler
Jana Werner
Jane Buckingham
Janessa Cox
Jean Lawrence
Jeanie Weems
Jeanne Williams
Jeff Dufty
Jen Mayo
Jen Wilson
Jennifer Fox
Jennifer McConnell
Jennifer Sullivan
Jennifer Terry
Jesse Licht
Joan Klaus
Joan Snyder Kuhl
Joanna Schwartz
Joe DiLeva
Jon Monson
Jonathan Taporco

Julia Schmidt
Julia Spiro
Julie Bollinger
Julie Schwarz
Julie Solomon
Kami Putnam Heist
Katherine Beede
Katherine Haggerty
Katie Tarses
Keltie Knight
Kendra Clarke
Keri and Marvin Putnam
Kimberly Hurtarte
Kit Rich
Kristen Dylan
Kristen Tarnol
Kristin Carbone
Laura Berland
Laura Yost
Lauren Zalaznick
Lea Michele
Leah Pump
Linda Cardellini
Lindsey Kollross
Lisa Masuoka
Lisa Stoll
Lisa Weinstock

Lori Zuker Briller
Louise Ward
Luis Cardenas
Lynda Feld
Lynn Harris
Lynne Grigg
Lynne Johnson
Lynne Pedersen
Madeleine von Froomer
Mali Kinberg
Mandy Walis
Mariana Russo Chambers
Mark Lapid
Marquel Reddish
Mary Kumble
Matt Matzkin
Max Rothstein
Maya Brenner
Melissa Cunningham
Melvin Popofsky
Merrin Dungey Drake
Michael Derksen
Michele Savel
Michelle Vick
Michelle Weiss
Mike Nguyen
Molly Russell

Nancy Goldberg
Naomi Klein
Naomi Nelson
Natalie Pesqueira
Nathaniel Seery
Nichole Wright
Nicole Giordano
Nicole Gumpert
Nicole Lugo
Nicole West
Niija Kuykendall
Nora Plesent
Paul DeSousa
Priscilla Sperling
Rachel Birnbaum
Rachel Upshaw
Rachel Williams
Rebeca Sarmiento
Rebekah Metts-Childers
Renetta Renetta Welty
Ron Zier
Ronda Jackson
Ronda Majure
Samantha Herzog
Samantha Mielke
Samantha Nitz
Sara Vann

Sarah Aubrey
Sarah Kate Wagner
Sarah Wendt
Sonja Sonja Grove
Stacy Blackman
Stacy Russell
Stella Birnberg
Stephanie Brown
Stephanie Kimmel
Steve Veltmen
Susan Cameron
Susan Genco
Tabitha Watkins
Teresa Smith DeVera
The Benevity Community
Impact Fund
Theresa McCahey
Tiffany Sleury
Tina Pompey
Tracy Bohush
Tracy Seng
Vicki Achzet
Vickie Whatley
Victoria Roig
Walter Faulstroh
Yvonne King
Zoe Zeigler

STAFF

NATIONAL

Jenni Luke, *CEO*

Angie Franchino, *VP, operations + fundraising strategy*

Alissa Zito, *VP, communications*

Whitney Allgood, PhD *director, teen programs*

Nickie Acero, *national manager, data strategy, teen programs*

Cleopatra LaMothe, *national manager, learning + development, teen programs*

Allison Leanos, *national manager, communications*

Brianna Williams, *national manager, finance + operations*



STAFF

CONTINUED

CHICAGO

Cassandra Gaddo, *managing director*
Nicole Bela, *program manager, membership*
Emily Knies, *senior manager, event programs*
Kia Whitney, *manager, teen programs*
Tiera Diaz, *lead facilitator, teen programs*
Jane Baron, *facilitator, teen programs*
Nya Brooks, *facilitator, teen programs*
Oletha Styles, *facilitator, teen programs*



DALLAS

Cordelia Tullous, *managing director*
Raven Jones, *manager, teen programs*
Danielle Hedke, *facilitator, teen programs*
Tiffini Jackson, *facilitator, teen programs*



STAFF

CONTINUED

NEW YORK

Judith Powell, *managing director*

Robin Beck, *program manager, membership*

Libby Shillito, *manager, event programs*

Hollis Heath, *manager, teen programs*

Katie Pettick Perez, *lead facilitator, teen programs*

Blanca More, *facilitator, teen programs*



LOS ANGELES

Jamie Kogan, *managing director*

Shannon Kelliher, *program manager, membership*

Amanda Pesqueira, *manager, event programs*

Ariana Ceballos, *manager, teen programs*

Paula Kashtan, *lead facilitator, teen programs*

Annie Sui, *lead facilitator, teen programs*

Maya Mackey, *facilitator, teen programs*

Maria Serrano, *facilitator, teen programs*

Sofia Lilly, *facilitator, teen programs*

Roxana Munoz, *facilitator, teen programs*

Albany Vega, *facilitator, teen programs*



A photograph of two women laughing and holding hands at a social event. The woman on the left is wearing an orange t-shirt with a 'Girl Power' sign. The woman on the right is wearing an orange dress. The background shows other people and a large indoor space. The entire image is overlaid with a semi-transparent orange filter and a white double-line border.

FINANCIALS



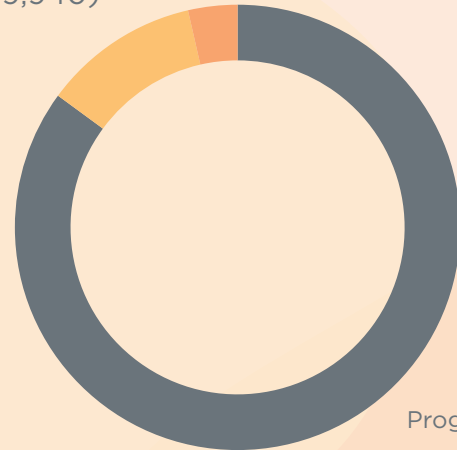
EXPENSES

\$3,082,835

Administrative
11.35%
(\$349,940)

Fundraising &
Development

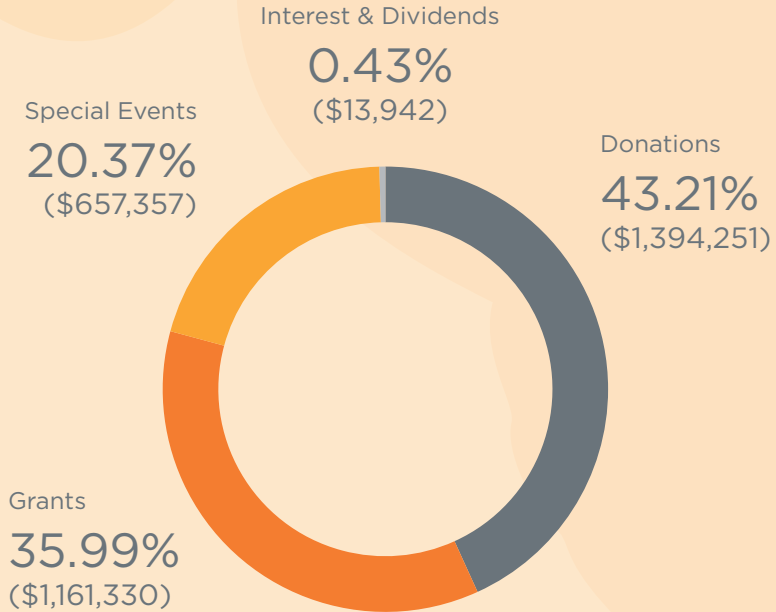
3.58%
(\$110,262)



Programs
85.07%
(\$2,622,633)

INCOME

\$3,226,880



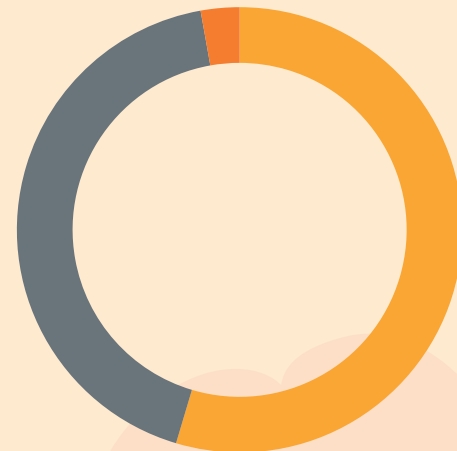


IN KIND

\$121,153

Power Hour
2.81%
(\$3,400)

Shine & Dine
42.58%
(\$51,593)



Inspiration Awards
54.61%
(\$66,160)



THANK YOU