




Defy (v.): To challenge or dare a person to do something deemed impossible.



What would it be like if you were only known for the worst thing you've ever done?

A large group of diverse individuals, primarily Black, are gathered together, smiling and cheering. Many are wearing blue shirts with 'DEFY' and 'DCR' logos. The background is dark, and the overall mood is positive and energetic.

Defy Ventures is a nonprofit organization that transforms the lives of business leaders and people with criminal histories through their collaboration along the entrepreneurial journey.

ORGANIZATIONAL INFO

- 501(c)(3) nonprofit
- Founded in 2010
- Headquartered in NYC
- \$2.87M raised in 2015
\$3.42M budget in 2016
- 2,100+ donors
- 22 employees
- 7 member governing board
- 25 member national advisory board
- 3,000+ national volunteers



THE ~~MARKET~~ PROBLEM



The U.S. has 5% of the world's population, but 25% of the world's prisoners



2.4 million people are currently incarcerated across in 1,719 state prisons, 102 federal prisons, 2,259 juvenile correctional facilities, and 3,283 local jails



688,000 people are released from federal and state prisons each year, and 12 million people cycle through local jails each year



100 million Americans have a criminal record

THE PROBLEM



70% of children with an incarcerated parent will follow in their parent's footsteps and serve time behind bars



Nearly half of black males and almost 40 percent of white males in the U.S. are arrested by age 23



African-Americans are nearly six times more likely to be incarcerated than whites; Latinos are nearly twice as likely to be incarcerated than whites



More African-American adults are under correctional control today than were enslaved in 1850, a decade before the Civil War began

A dark, moody photograph of a person's hands gripping vertical metal bars, likely from a prison cell. The lighting is low, creating a somber and oppressive atmosphere. The hands are positioned on either side of the frame, with the fingers wrapped around the bars.

**ONCE PEOPLE ARE RELEASED FROM
PRISON, “INVISIBLE HANDCUFFS” ARE
PLACED ON THEM FOR THE
REMAINDER OF THEIR LIVES.**

Employment discrimination

Housing discrimination

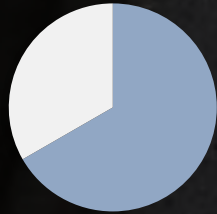
Denial of the right to vote

Denial of educational opportunity

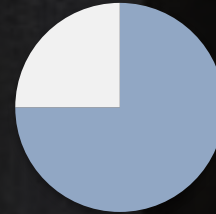
Denial of food stamps and other public benefits

Exclusion from jury service

OF THE 650,000+ PEOPLE RELEASED FROM FEDERAL & STATE PRISON EVERY YEAR ...

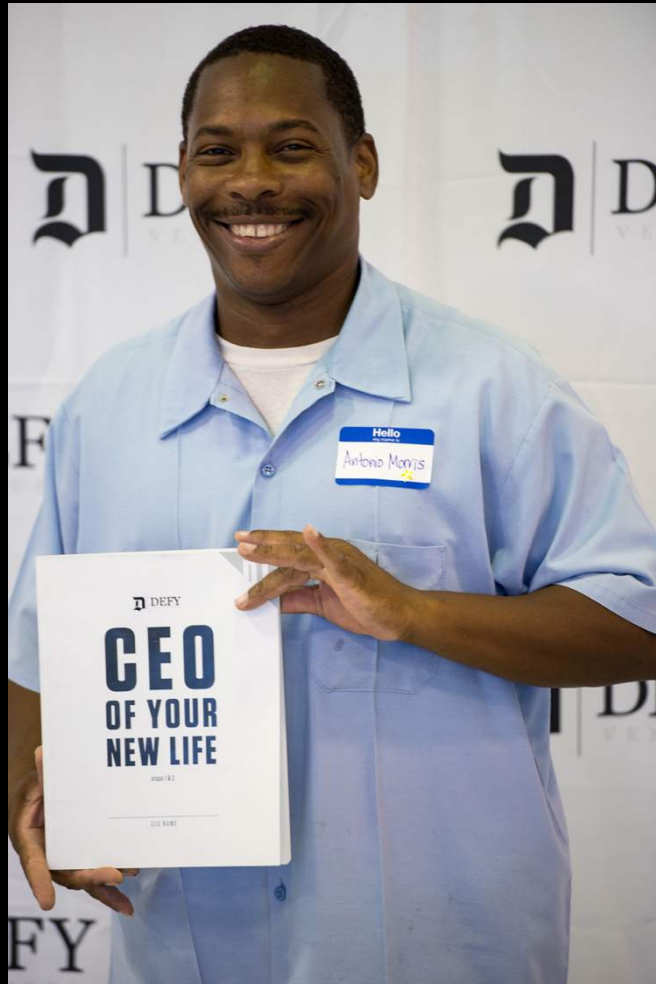


Over two-thirds will be
rearrested within 3 years



Three-quarters will be
rearrested within 5 years

**89% OF PEOPLE WHO ARE REARRESTED ARE UNEMPLOYED
AT THE TIME OF THEIR REARREST**



At Defy, we believe we're all ex-somethings. We envision a world where, moved by empathy, society recognizes people with criminal histories for who they are today—not for mistakes they made yesterday.



DEFY IS AN ENTREPRENEURSHIP, EMPLOYMENT, & CHARACTER DEVELOPMENT TRAINING PROGRAM FOR PEOPLE WITH CRIMINAL HISTORIES.

Defy's innovative program is a “disruptive solution” to the costly problems of incarceration and recidivism.

Leveraging a blended learning model, we combine the scalability, efficiency, and cost effectiveness of video-based training with life-transforming opportunities for growth through personal coaching and mentoring. We help Entrepreneurs-in-Training (EITs) launch successful careers and businesses and break generational legacies of poverty and incarceration.

DEFY'S LOGIC MODEL

INPUTS

- People with criminal histories
- Best-in-class training program & curriculum
- Committed staff & volunteers
- Underdog-loving funders
- Industry expertise



ACTIVITIES

- In-prison program: CEO of Your New Life
- Post-release programs: Intro Training, Employment Club, Incubator
- Video-based learning
- Resume review, mock interviews, job prep
- Business ideation, incubation, financing
- Personal development
- Family support, training & activities
- Volunteer events
- Executive mentoring



OUTPUTS

- EITs become job ready
- EITs start businesses
- EITs receive startup funding
- EITs' well-being improves
- Volunteers & employers' perceptions change
- Families are revitalized



OUTCOMES

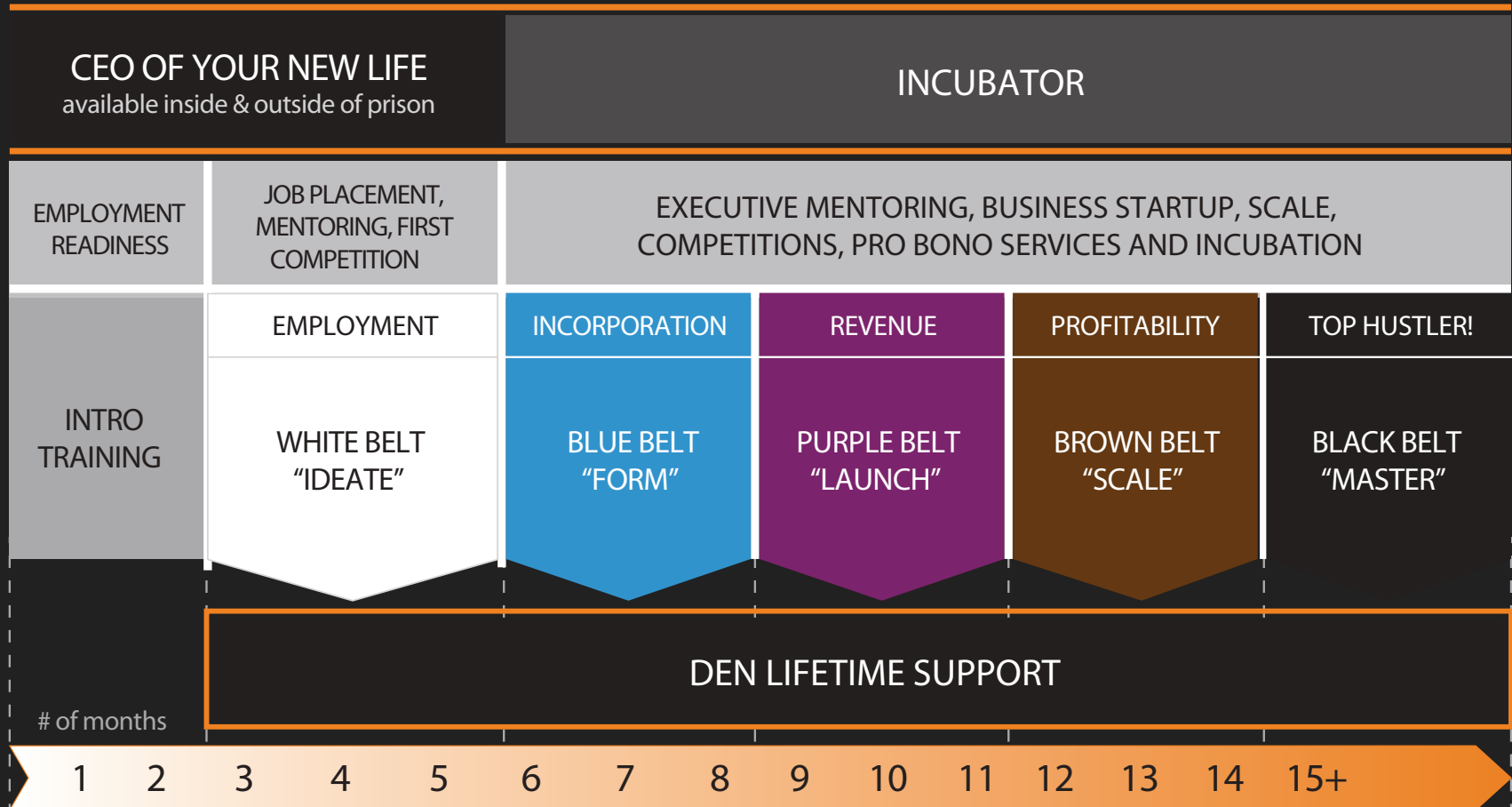
- EITs employed
- EITs incorporate businesses
- EITs' annual income increases
- EIT businesses hire other EITs
- EITs' families move forward
- EITs do not return to prison



IMPACTS

- Taxpayer dollars saved
- Economy boost
- Decrease in recidivism & prison population
- Decrease in welfare dependence
- Safer communities
- Generational legacies of poverty & incarceration broken

DEFY'S PROGRAM MODEL



CEO OF YOUR NEW LIFE



CEO of Your New Life (or “CEO YNL”) is an entrepreneurship, employment readiness, and character development program that prepares incarcerated EITs not just for successful re-entry into society, but also for “life beyond re-entry.”

CEO YNL: OVERVIEW

CEO YNL focuses EITs on becoming the CEO of their new lives while incarcerated, so they can become CEO of their career or business when they get out.

- **Curriculum:**
 - 100 DVD courses, taught by Harvard and Stanford professors; formerly incarcerated role models; VCs; and top job placement, character, and personal development experts
 - “Defy Journal” workbook series with comprehension quizzes on DVD content, journaling questions, and key deliverables
 - Facilitator guide, designed for correctional staff/peer inmate leaders to guide small learning groups
- **Eligibility:**
 - 100% admissions rate for inmates who complete an application and have access to a DVD player
- **Frequency/Duration:**
 - Frequency and duration are flexible and up to the discretion of prison administrators. The recommended “dosage” of training is three hours/day, four days/week over six months.
- **Cohort Size:**
 - The program can be provided in any classroom or dormitory space where DVDs can be shown. The capacity varies from facility to facility, but on average cohorts have 30-50 EITs
- **Events:**
 - We host program events like Business Coaching Nights and Business Pitch Competitions, in which volunteers come to prison to prepare EITs for release

CEO YNL: OVERVIEW

Phase	Length	Key Concepts	Sample Courses	Deliverables
Intro Training	3 months	Employment readiness, foundations of entrepreneurship, character development and relationships, planning for life after prison	Presenting Yourself to Employers and Investors; Cover Letters; Personal Statements; Employment Coaching; Using LinkedIn; Criminal Records and Employment; Business Plan for Your New Life; Lining Up Top-Notch References; Grammar and Code-switching; Business and Social Etiquette; Your Career Plan; Life Purpose Exercise	Self-limiting / Self-freeing Beliefs; Resume; Career Plan; Personal Statement; Ideation Worksheet; Cover Letter; LinkedIn Profile Worksheet; Business Plan for Your New Life; Consequence Trails; Eulogy
White Belt	3 months	Business ideation, pitching business concepts, career growth, personal development, personal finance	Good Study Habits; How to Write a Mission Statement; Naming Your Business; Conducting Market Research; Writing Your Leadership Statement; Writing Your Business Concept Summary; Time Management; Pitching and Public Speaking; Introduction to Guilt and Shame; Personal Finance and Budgeting; Credit Building, Lessons in Risk	Startup Plan; Mission Statement; Business Names; Market Research Plan; Letters to Self; Leadership Statement; Business Concept Summary; Written Business Pitch; Apology

CEO YNL: OVERVIEW

The CEO YNL program assignments lead EITs through the development of a “portfolio” of key deliverables including:

1. work-readiness pieces (resume, references, cover letter, language for their future LinkedIn profile, target jobs, career plan);
2. personal growth pieces (identifying self-limiting beliefs, professional etiquette exercises, writing a meaningful apology, learning the Five Love Languages, learning conflict resolution and communication techniques);
3. a 20-page, detailed re-entry plan with realistic expectations; and
4. business ideation assignments

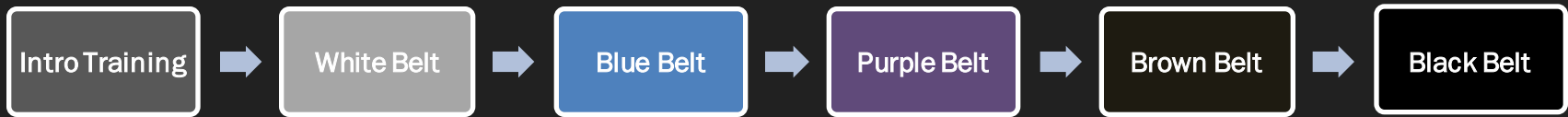


POST-RELEASE PROGRAMS



Defy's post-release programs are [Intro Training](#), [Employment Club](#), and the [Incubator](#), which are set up martial-arts style, with a “belt” designation for each level. The programs feature over 200 hours of online and in-person MBA-like instruction from some of America's best and brightest, and each belt is devoted to a specific phase of growth for EITs' personal lives, careers, and businesses.





- Intro Training: ESTABLISH FOUNDATIONS (2 months)
 - EITs develop employment readiness skills and entrepreneurial foundational understanding and skills so they can decide which path is best – employment or entrepreneurship. Intro Training also focuses EITs on character development, helping them to strengthen their inner lives and rebuild relationships with family and friends
- White Belt Training: IDEATE (3 months)
 - EITs ideate, or create ideas that will build the foundation for future entrepreneurial growth, and also invest significantly in personal development and career growth. By the end of White Belt, EITs are placed in jobs as a part of our Employment Club
- Blue Belt Training: FORM (3 months)
 - EITs put organizational shape and form around their business idea. They craft a business plan, learn about business finance, and create a business presentation that allows them to pitch their business to others. EITs incorporate by the end of the belt
- Purple Belt Training: LAUNCH (3 months)
 - EITs launch their businesses and develop goals, key performance indicators, and a comprehensive branding strategy for their businesses
- Brown Belt Training: SCALE (3 months)
 - EITs scale their businesses and gain sales traction, with the goal of gradually phasing out of their day jobs and working full-time for themselves
- Black Belt Training: MASTER
 - Black Belt is an exclusive honor for Defy EITs in good standing who have been approved by Defy's Black Belt Committee for excellence in entrepreneurial achievement. To achieve Black Belt status, an EIT must earn above specific income thresholds from his/her own business and pass scrutiny around the growth and stability of the business

POST-RELEASE: OVERVIEW

- **Curriculum:**

- Over 200 online courses, taught by Harvard and Stanford professors, formerly incarcerated role models, VCs, and top job placement, character, and personal development experts
- Courses, quizzes, assignments, and surveys are disseminated to EITs through Defy's proprietary Life Cycle Management System tech platform

- **Eligibility:**

- The criteria we screen for in post-release admissions are 1) take ownership of past mistakes; 2) commit to positive, legal living; and 3) be 100% drug free. We serve people of all criminal histories, but we do background checks to ensure applicants are being honest. 85-90% of post-release applicants are admitted

- **Enrollment:**

- We start new Intro Training cohorts twice per calendar quarter, and new Academy cohorts once per quarter

- **Frequency:**

- Each week, EITs take 3-5 online courses, complete corresponding assignments, and meet with their executive mentor for 1 hour (once matched in White Belt)

- **Cohort Size:**

- We have the capacity to enroll several hundred EITs in each cohort. To date, our average cohort size enrolling in Intro Training is ~30 EITs

- **Events:**

- In-person experiences include *Apprentice*-style team entrepreneurial challenges; executive mentoring; peer group meetings; on-site brainstorming/feedback sessions with venture capital partners; and field trips to business schools. EITs compete in quarterly *Shark Tank*-style Business Pitch Competitions for startup grants and microloans

FIELD TRIPS

KPCB

KLEINER
PERKINS
CAUFIELD
BYERS

HARVARD BUSINESS SCHOOL



Google

STANFORD
BUSINESS

GRADUATE
SCHOOL OF

Goldman
Sachs



WIX

SEQUOIA



yelp

NYSE
New York Stock Exchange

ANDREESSEN HOROWITZ

USV

UNION SQUARE VENTURES

PRIVATE SECTOR INVOLVEMENT

Defy has engaged 3,000+ volunteers nationally over the past five years as faculty, mentors, coaches, employers, business pitch competition judges, and champions to our EITs inside and outside of prison.

- Corporate CEOs
- Entrepreneurs
- Venture capitalists
- Investment bankers
- Business school professors
- Lawyers
- Marketing/PR gurus

Our volunteers are passionate and highly dedicated to our EITs—some fly across the country to attend Defy events!

Scaling Defy to serve new communities is building our capacity to move the needle on recidivism and generational incarceration by helping private sector leaders to shed their fear of engaging with people with criminal histories, hiring them for their businesses, and providing them with meaningful, sustainable, and life-sustaining career opportunities.

SUCCESS STORIES



AUDWIN CHAMBERS

FOUNDER & CEO, DAPPER TRAPPER COLLECTIONS

His father operated the crack house he grew up in. His brother paid him not to do drugs (\$100 for every 'A'). His strong will finally broke at the age of 13. Incarcerated after 14 years of hustling drugs, Audwin now hustles his apparel brand, Dapper Trapper Collections, and leverages it to build positive self identity amongst young urbanites.



SETH SUNDBERG

FOUNDER & CEO, PRISON BARS

Former NBA athlete. Former Branch Manager. Former inmate in a Federal Prison. Now, Seth is offering 'criminally delicious' granola oat bars to both raise awareness around mass incarceration and to employ formerly incarcerated men and women.

SUCCESS STORIES



JESSICA NOWLAN

FOUNDER & CEO, CREATE SHOPPE

Jessica was 13 when she dropped out of middle school and started living on the streets of San Francisco's roughest neighborhood. She has been arrested 17 times in her life. Today, Jessica is the Founder & CEO of Create Shoppe, which sells beautiful DIY gift kits that people can make at home or with friends at Create Shoppe parties. She has successfully raised \$10,000 on Kickstarter, took first place in a Defy competition, and earned a trip to NYC to compete at Defy's nationals!



COSS MARTE

FOUNDER & CEO, CONBODY

While serving a 5-year sentence in his 9'x6' prison cell, Coss developed an effective exercise program without the need for equipment. Coss used his program to lose 70 lbs. in just six months. Through Defy, he launched ConBody, a "prison-style" fitness business that employs formerly incarcerated people as trainers, has more than 5,000 clients in New York's Lower East Side, and has raised \$100K in equity funding from outside investors.

120 BUSINESSES LAUNCHED



SMART
PEOPLE CHEAT



The Prince's Lady
DOG WALKING IN THE BIG APPLE



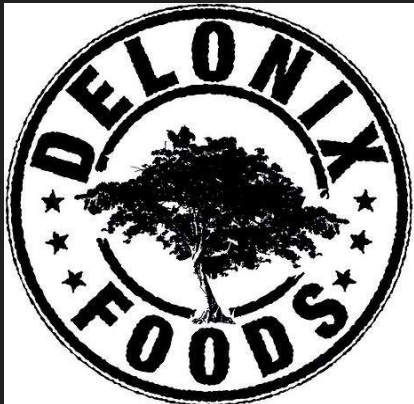
Nordic Telecom

FREEDOM SOLUTIONS
ASSOCIATES

the 
SIGNATURE
CHAIR 




Snuggletown
It takes a village



RHYME
ANTICS
THE HILARIOUS RHYMING VOCABULARY GAME!



Armenter's
CATERING COMPANY
Good food for healthy souls

Defy's success is apparent when EITs take concrete, actionable steps to overcome their past mistakes and make meaningful changes that impact their future.

- Overcoming histories of addiction
- Working through shame
- Conquering depression
- Building a profitable business
- Securing a promising & stable job
- Healing broken family relationships

Another important measure is our success in providing opportunities for executive volunteers and EITs to bond in their humanity, which:

- Breaks down barriers
- Shatters perceptions
- Leads to mentorship
- Opens doors to employment
- Creates investment opportunities

DEFY'S RESULTS

SINCE 2012 (NATIONAL)

- 1,000+ EITs served (both pre- and post-release)
- 120 incorporated businesses
- 200+ jobs created
- 95% employment
- 83% income increase
- 3% recidivism
- 3,000+ executive volunteers
- \$458,000 disbursed to EIT startups in grants and microloans

METRICS & EVALUATION

To quantify our impact with EITs, Defy issues pre/post-enrollment surveys to current EITs every 3 months and follow-up surveys with alumni every 6 months. We track:

1. **Employment:** full-time and part-time jobs; retention; self-employment and jobs created through EIT businesses
2. **Income:** wages; business revenue and income from self-employment; credit scores; savings; reduction of reliance on government benefits, and
3. **Recidivism**

For Executive Volunteers, we track:

1. **# of volunteers** we involve
2. **# of hours** they dedicate to helping EITs

Next steps for Defy in M&E:

1. Running a job search for a dedicated **Metrics & Evaluation Analyst**
2. Engage the **Sorenson Impact Center** to analyze Defy's evidence base, make recommendations for areas of improvement, and help Defy and our funders better understand the magnitude and effectiveness of our programmatic offerings

TRACTION: CALIFORNIA EXPANSION

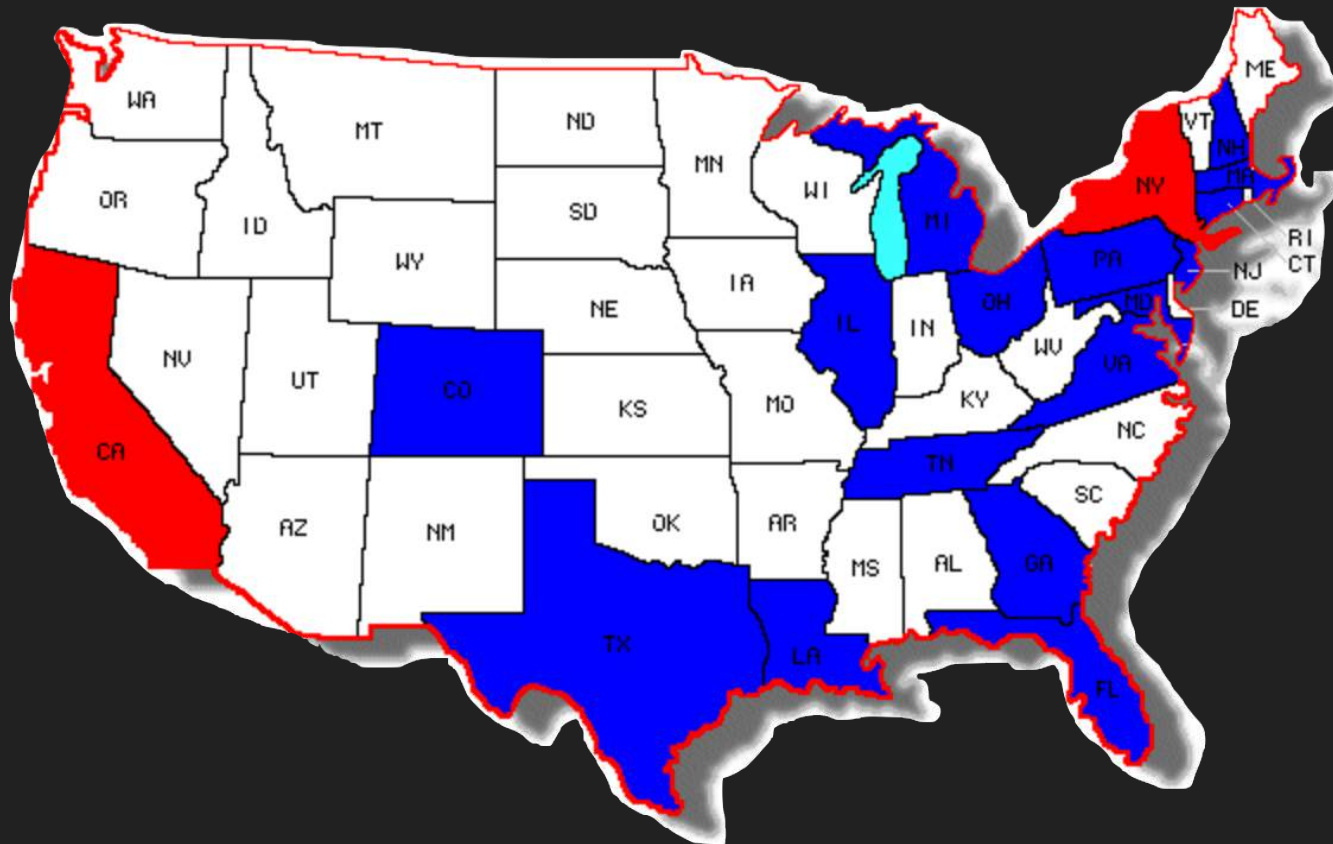
Oct-14:	Post-release pilot with 19 EITs launched
Dec-14:	Attracted \$500,000 grant from Google.org for Bay build out
Jan-15:	Hosted first Bay Area Pitch Competition at Google HQ
May-15:	Hired Brian Moll as first Bay Area Executive Director
Jul-15:	EIT field trips to Sequoia Capital, Kleiner Perkins, Andreessen Horowitz, and Stanford University
Jul-15:	Launched first CEO of Your New Life pilot in San Francisco Jail
Jan-16:	Awarded first CDCR fee-for-service contract to expand to California State Prison, Los Angeles
Feb-16:	Awarded two additional CDCR contracts to expand to California City and Valley State Prisons
Mar-16:	Hired our 4 th full-time staff member based in the Bay
Apr-16:	Launched CEO YNL program in 11 th CA correctional facility

LESSONS LEARNED IN BAY AREA

- We underestimated the importance of ease of access to people with criminal histories to serve
 - EIT recruiting was ineffective, expensive, and exhausting
 - The creation of CEO YNL was a direct outgrowth of our EIT recruiting challenges in the Bay
- Rapid program growth comes with challenges
 - Heavy workloads for staff
 - Changing priorities and roles
- Our startup aspirations and timeline for a new market were overly audacious
 - With our increased capacity to serve EITs with the new blended learning model, we thought we could serve 500+ EITs the first year
 - We believed we could hire an Executive Director in 2-3 months. It took us nearly 6 months
- We had unrealistic performance expectations for our Bay Area Executive Director
 - Especially in fundraising. We downsized his 12-month target from \$750K to \$250K
- We didn't anticipate the resistance we faced as a new organization trying to establish credibility with the Oakland community

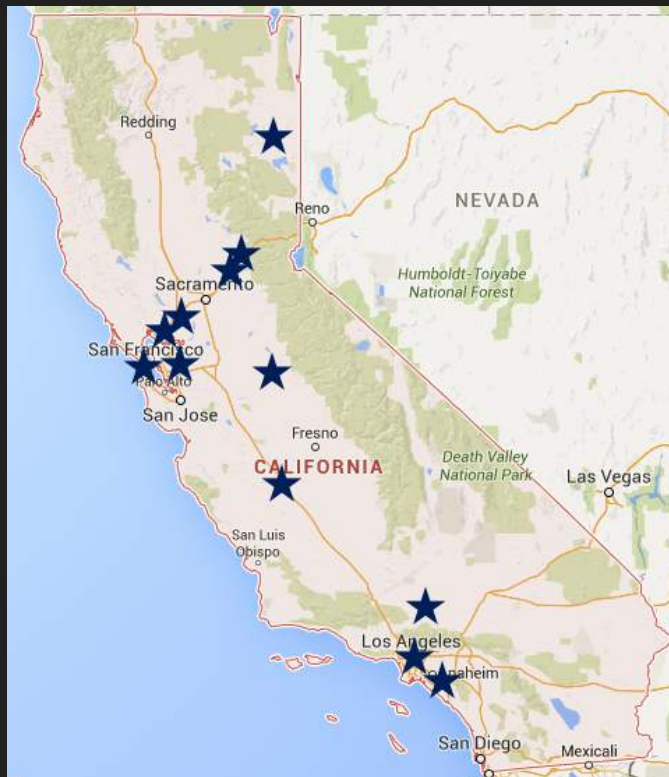
TRACTION: D-LEARNING

In early 2014, Defy was a small brick-and-mortar program serving people in NYC. Since switching to a blended learning program, Defy has served EITs in **16 states** outside of New York and California



TRACTION: CEO YNL

Since first piloting the CEO of Your New Life program in July 2015, Defy has enrolled 600+ incarcerated men and women in the program across 18 correctional facilities (Feds, State, and Local systems) in New York, New Jersey, and California.

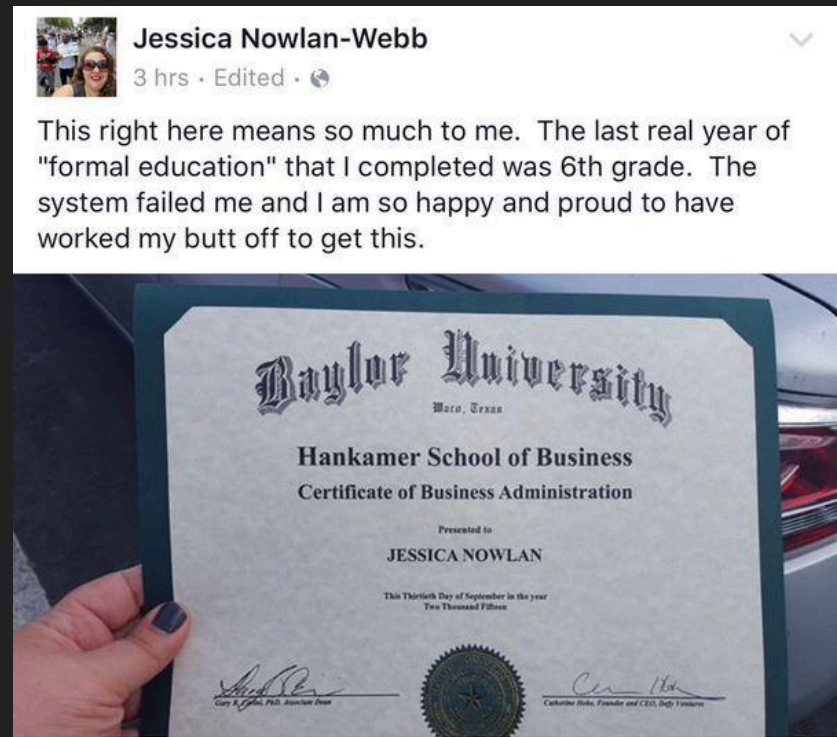


TRACTION: CURRICULUM EVALUATION



Certificate in Career Readiness
For completion of CEO of Your New Life

Certificate in Business Administration
For completion of the Academy Brown Belt



AWARDS & MEDIA

2013 Ashoka Fellow

MDC Humanitarian Award

WIRED Magazine/Nokia Prize

Top 17 Global Influencers using Technology to Improve Humanity

Fast Company

100 Most Creative People in Business

Forbes[®]

**Harvard
Business
Review**

**The
New York
Times**

**FAST
COMPANY**

**WALL STREET
JOURNAL**

San Jose Mercury News

San Francisco Chronicle

**THE
NEW YORKER**

Inc.
Handbook of the American Entrepreneur

TESTIMONIALS

I have consistently seen Defy exceed even my high expectations and deliver on plans that seemed too aggressively optimistic. As part of my investment process, I have spent time interviewing the leadership team, assessing their program and spending time in their office reviewing their back office systems & technology. I came away inspired about the progress of the work, and impressed with their innovations.

- Mike Bontrager, Founder and CEO at Chatham Financial

I have been supported through some of the most challenging and emotional times in my life by Defy and the people involved. Their training and processes have been exactly what I needed, and have made me feel like a full human being again after being stripped of my dignity and confidence. This is something that my family recognizes as well, especially my 8-year-old daughter Ava, and that means a lot to me.

- Seth Sundberg, Defy EIT

Defy helped me get back on my feet. The people in the program helped me regain my confidence in myself, supported me as I tried to get past my inner demons, and gave me a second chance in life.

- Jason Wang, Defy EIT

You see, Defy, from the beginning, gave this old man of 60 years his life back. It has allowed me to breathe and to dream ... and to come out of my comfort zone, gain confidence, and begin to think and enjoy life as it was meant to be. These [prison events] gave me the confirmation that I had value, that I did belong, that I was loved and cared for. It vindicated and validated me all in one shot. It showed me that I was being accepted for who I was and what I could do.

- Charles Berberich, EIT at Solano State Prison

Defy Ventures hits all three of my criteria [high leverage, scalability, sustainability] and can make significant impact with funds granted. I believe in Catherine and her team. I have not found another organization in the prison rehabilitation sector that has Defy's potential to change America for the better.

- David Weekley, Founder and Chariman at David Weekley Homes and winner of the 2015 William E. Simon Prize for Philanthropic Leadership

One student who has been in and out of jail over the last few years said, "I've been here so many times and this is the first time I am getting something that will really help me change my life!"

- Elyse Graham, Deputy ED at Five Keys Charter Schools

I became a Defy funder in 2014 ... Now, I'm a faculty member and business advisor for Defy and provide introductions to other donors who can fund this great work. I couldn't be a bigger fan of what Defy does to transform lives and give hope to people who have faced life's biggest obstacles.

- Joe Moglia, Chairman at TD Ameritrade

This program has been very impactful for the inmate population here. For the first time in a long time these inmates feel hopeful because they believe Defy will assist them in becoming successful upon parole. Defy has created hope in a group of men that were at one time hopeless.

- Dr. Kenya Williams, Supervisor of Correctional Education Programs at Solano State Prison

On behalf of Google.org, I am proud to be a funder and champion of Defy. I hope you will join us in supporting Defy to break family legacies of incarceration by empowering natural-born hustlers with criminal histories to become legal entrepreneurs and income earners.

- Justin Steele, Bay Area Giving Lead at Google.org

The last 10 months I have worked harder than I ever have before ... More than learning about just entrepreneurship, I have learned about life. When Defy started, I was angry, defensive, even hostile; why I wasn't asked to leave is beyond me. However, I wasn't and the personal growth I have experienced is tremendous. I am making money in my business, and beginning to get my whole life back in order.

- Chris O'Hare, Defy EIT

LEADERSHIP TEAM

Catherine Hoke, Founder & CEO:

- Founded Defy in 2010
- In 2004, founded and led the Prison Entrepreneurship Program (PEP), a nonprofit organization that serves men throughout the Texas prison system
- Worked in venture capital and private equity at Summit Partners and American Securities Capital Partners
- Graduated with a degree in Business Administration from University of California, Berkeley

John Hubers, President:

- COO at Single Stop USA, a \$30M nonprofit operating 120+ sites in 9 states
- Simultaneously the Director of Operations and Information Systems for two international NGOs, Millennium Promise and Malaria No More, with combined annual budgets of \$30M
- BS in Business Administration & Finance from Syracuse University, MBA in Organizational Development from University of California, Berkeley, MSc in International Development from London School of Economics, and MA in International Relations, Diplomacy, and Conflict Management from United Nations University for Peace

Louis Kanganis, COO:

- Held C-level positions for a number of startups in online media, e-commerce, and systems/software industries; raised in excess of \$15 million of seed and growth capital
- 10+ years of experience in the securities industry as an analyst, portfolio manager and private investor
- As an asset manager, had direct P&L responsibility for assets in excess of \$400 million
- MBA in Finance from Columbia University and a BA in Geophysics from Columbia College

GOVERNING BOARD

Henry Hamilton, Chairman at TGS
Houston, TX – Chairman

Hans Hickler, Former CEO at DHL
Miami, FL

Catherine Hoke, Founder & CEO at Defy Ventures
New York, NY

Brian Korb, Founder & CEO at Swellbox
New York, NY

Harry Krensky, Managing Partner at Discovery Americas
New York, NY

Monica Thurmond, Partner at Paul, Weiss, Rifkind, Wharton & Garrison LLP
New York, NY

Rod Washington, Co-Founder & Principal at Urban Intelligence
New York, NY

ADVISORY BOARD

- ❖ Jerry Boyle, President & CEO at Correct Care Solutions (Nashville, TN)
- ❖ Katie Brown, President at The Brown Companies, Inc. (Los Angeles, CA)
- ❖ Gary Carini, Professor of Management & Assoc. Dean at the Hankamer School of Business at Baylor University (Waco, TX)
- ❖ Troy Elmore, Founder & Managing Director at Sandler Sales Training (Houston, TX)
- ❖ Alex Forrester, Co-Founder & COO at Rising Tide Capital (Jersey City, NJ)
- ❖ Mike Gogis, CFO & Controller at Willow Creek Association (Chicago, IL)
- ❖ Nick Grossman, General Manager for Policy and Outreach at Union Square Ventures (Boston, MA)
- ❖ Rosa Lee Harden, Executive Producer of SOCAP (San Francisco, CA)
- ❖ Chip Heath, Professor of Organizational Behavior at Stanford GSB (Los Gatos, CA)
- ❖ Benjamin Jealous, Partner at Kapor Capital and former President & CEO of the NAACP (Baltimore, MD)
- ❖ Jenny Kim, Deputy General Counsel at Koch Companies (Washington, DC)
- ❖ Jeff Krug, Founder & President at Neopal, Inc. (Houston, TX)
- ❖ Ted Ladd, Professor of Entrepreneurship & Strategy at Hult International Business School (Wilson, WY)
- ❖ John Montgomery, Founder & CIO at Bridgeway Capital Management (Houston, TX)
- ❖ Duncan Niederauer, Retired CEO at New York Stock Exchange (New York, NY)
- ❖ Phil Sanderson, Managing Director at IDG Ventures (San Francisco, CA)
- ❖ Len Schlesinger, Professor of Business Administration at HBS, former President of Babson College, former Vice Chair & COO at Limited Brands (Wellesley, MA)
- ❖ Jeffrey Shafer, President at CNL Securities Corp. (Orlando, FL)
- ❖ Tarek Sherif, Founder & CEO at Medidata Solutions (New York, NY)
- ❖ Laurent Therivel, Vice President of Corporate Strategy at AT&T (Dallas, TX)
- ❖ Leslie Van Orsdel, Business Manager at Bloomberg LP (New York, NY)
- ❖ Pascal Vinarnic, Director & Owner at Ceres Finance (Buenos Aires, Argentina)
- ❖ Keith Zafren, Founder & CEO at The Great Dads Project (Lexington, KY)

FUNDERS

Foundations

- ❖ Ashoka - New York, NY
- ❖ Blue Sky Foundation - Louisville, KY
- ❖ Blueprints for Community Change Foundation - Carmel, CA
- ❖ Bridgeway Foundation - Houston, TX
- ❖ Broman Family Fund - Salt Lake City, UT
- ❖ Buford Foundation - Dallas, TX
- ❖ Cornerstone Project - Los Angeles, CA
- ❖ David Weekley Foundation - Houston, TX
- ❖ Distinguished Social Venture Foundation - New York, NY
- ❖ Draper Foundation - Menlo Park, CA
- ❖ Fondation Demeter - Paris, France
- ❖ Full Circle Fund - San Francisco, CA
- ❖ Grace and Mercy Foundation - New York, NY
- ❖ Harry & Jeanette Weinberg Foundation - Owings Mills, MD
- ❖ Harry Joe Brown, Jr. Foundation - New York, NY
- ❖ Hughes Foundation - Chicago, IL
- ❖ Kapor Center For Social Impact - Oakland, CA
- ❖ Lubrizol Foundation - Cleveland, OH
- ❖ Moglia Family Foundation - Omaha, NE
- ❖ Niederauer Family Foundation - New York, NY
- ❖ Peery Foundation - Palo Alto, CA
- ❖ Porticus North America - New York, NY
- ❖ Three-Legged Dog Foundation - Park City, UT
- ❖ White Horse Foundation - Jenkintown, PA
- ❖ William J. And Dorothy K. O'Neill Foundation - Cleveland, OH

Corporations

- ❖ Adobe
- ❖ American Express
- ❖ Bionic Solution
- ❖ Blackrock
- ❖ Bloomberg
- ❖ Capital One
- ❖ Deutsche Bank
- ❖ eBay
- ❖ Google
- ❖ Guggenheim Partners
- ❖ Hall Capital Partners
- ❖ Jingle Punks Music
- ❖ Libra Group
- ❖ LinkedIn
- ❖ Maverick Capital
- ❖ MDC Partners
- ❖ Morgan Stanley
- ❖ NYSE Euronext
- ❖ Sidoti & Co.
- ❖ TD Bank
- ❖ Time Warner, Inc.
- ❖ UBS
- ❖ Visa
- ❖ Warburg Pincus
- ❖ Yelp



"I was so cold to the world because I thought I was alone. But to see and feel the love from strangers changed my whole life. I haven't shed a tear in 35 years. I'm 47 now; I cried like a baby. In that moment I knew I belong to the Human Family. Without your support, my world would still seem cold."

— EIT at Solano State Prison

