

**o4U OUT FOR
UNDERGRAD**

2024

ANNUAL REPORT

A Message from our Executive Director

“Quisieron enterrarnos, pero no sabían que eramos semillas.”
They wanted to bury us, but they didn't know we were seeds.

—Paola Sanchez Valdez



2024 Annual Report

We introduce our 2024 Annual Report at a moment in history when our work in behalf of our students and alumni has never been more important nor more challenged by social and political polarization. Even so, I have never been more hopeful nor more intentional in doing this work because I get to engage deeply with the next generation.

"They are seeds of hope, inspiration, courage, love, empathy, compassion and brilliance. No matter who or what endeavors to suppress them, they will rise."

We need your help to help them. I hope you will read this report and commit deeply to our work as a volunteer and/or financial supporter.

Our Impact: 20+ Years of Excellence

9,000+

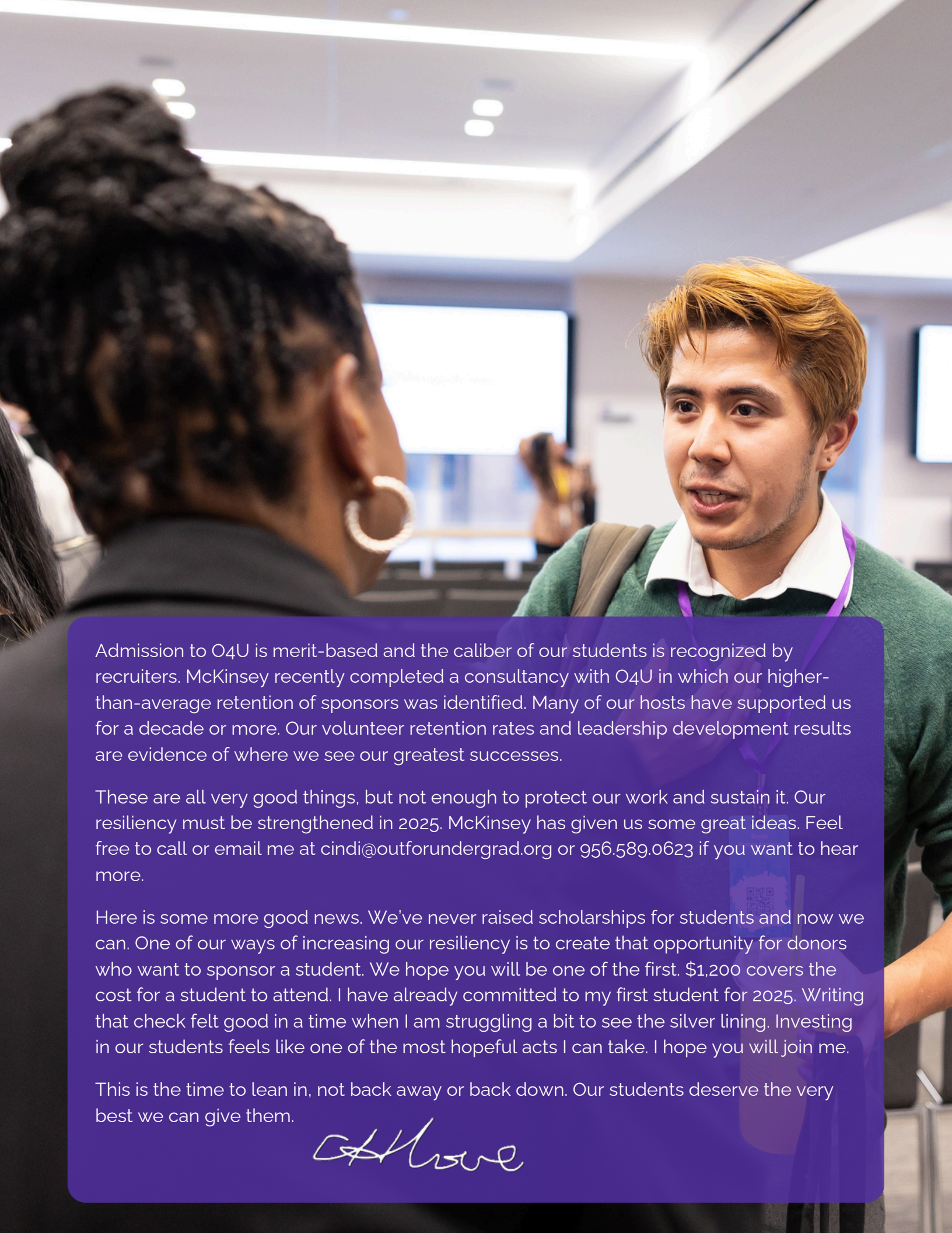
High-achieving LGBTQ2IA+ undergraduates supported through personal and professional development programs

70+%

Students secure first jobs through O4U

200+

Of the world's leading corporations join us in our work and connect with top talent



Admission to O4U is merit-based and the caliber of our students is recognized by recruiters. McKinsey recently completed a consultancy with O4U in which our higher-than-average retention of sponsors was identified. Many of our hosts have supported us for a decade or more. Our volunteer retention rates and leadership development results are evidence of where we see our greatest successes.

These are all very good things, but not enough to protect our work and sustain it. Our resiliency must be strengthened in 2025. McKinsey has given us some great ideas. Feel free to call or email me at cindi@outforundergrad.org or 956.589.0623 if you want to hear more.

Here is some more good news. We've never raised scholarships for students and now we can. One of our ways of increasing our resiliency is to create that opportunity for donors who want to sponsor a student. We hope you will be one of the first. \$1,200 covers the cost for a student to attend. I have already committed to my first student for 2025. Writing that check felt good in a time when I am struggling a bit to see the silver lining. Investing in our students feels like one of the most hopeful acts I can take. I hope you will join me.

This is the time to lean in, not back away or back down. Our students deserve the very best we can give them.

C. Howe

Looking Forward: Challenges & Opportunities

Since 2022, our costs of underwriting student attendance have increased more than 30%. We have only two employees and no physical offices. In order to continue to serve the same number of students, we must increase net revenue equal to our greater than our expense.

Our 2024 Host Sponsors

Goldman Sachs, JPMorgan Chase, Deutsche Bank, Horizon Media, Merck, EcoLab, Emerson, EY

Incoming 2025 Hosts

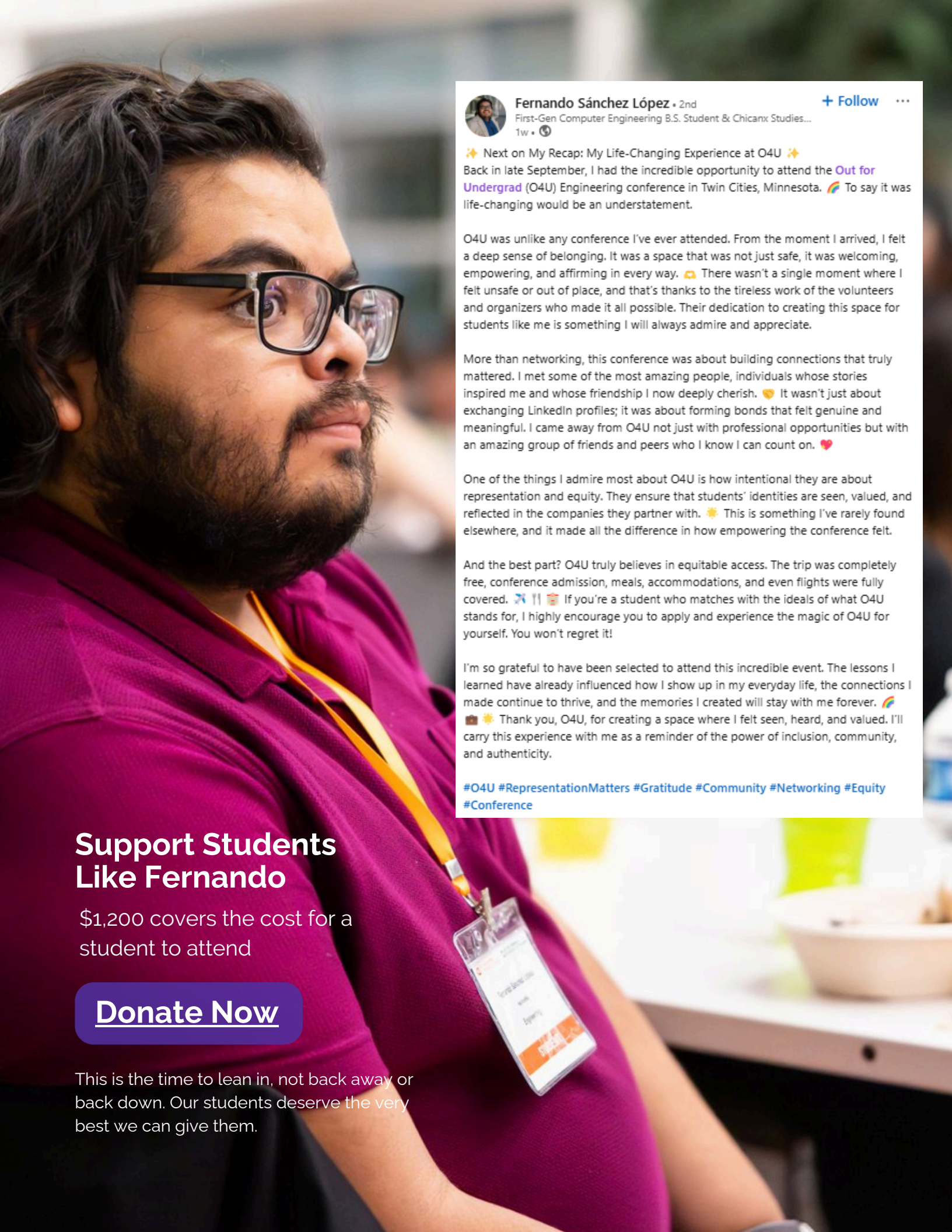
JPMorgan Chase, Deutsche Bank, EY, Plante Moran, Withum, Emerson, and 3M

2024 BOARD OF DIRECTORS

Heath Clayton, Chair
Courtney Schatt, Secretary
Andy Huang, Treasurer

Arting Chang
Tara Cullerton
arby Dunn
Derek Horn

Gibby Kuria
Audrey Stewart
JP Torres
Dr. Thomas Vance



Fernando Sánchez López • 2nd

First-Gen Computer Engineering B.S. Student & Chicana Studies...

1w •

+ Follow ...

✦ Next on My Recap: My Life-Changing Experience at O4U ✦

Back in late September, I had the incredible opportunity to attend the [Out for Undergrad](#) (O4U) Engineering conference in Twin Cities, Minnesota. 🌈 To say it was life-changing would be an understatement.

O4U was unlike any conference I've ever attended. From the moment I arrived, I felt a deep sense of belonging. It was a space that was not just safe, it was welcoming, empowering, and affirming in every way. 🙌 There wasn't a single moment where I felt unsafe or out of place, and that's thanks to the tireless work of the volunteers and organizers who made it all possible. Their dedication to creating this space for students like me is something I will always admire and appreciate.

More than networking, this conference was about building connections that truly mattered. I met some of the most amazing people, individuals whose stories inspired me and whose friendship I now deeply cherish. 💛 It wasn't just about exchanging LinkedIn profiles; it was about forming bonds that felt genuine and meaningful. I came away from O4U not just with professional opportunities but with an amazing group of friends and peers who I know I can count on. ❤️

One of the things I admire most about O4U is how intentional they are about representation and equity. They ensure that students' identities are seen, valued, and reflected in the companies they partner with. ☀️ This is something I've rarely found elsewhere, and it made all the difference in how empowering the conference felt.

And the best part? O4U truly believes in equitable access. The trip was completely free, conference admission, meals, accommodations, and even flights were fully covered. 🌍 🏠 🍽️ If you're a student who matches with the ideals of what O4U stands for, I highly encourage you to apply and experience the magic of O4U for yourself. You won't regret it!

I'm so grateful to have been selected to attend this incredible event. The lessons I learned have already influenced how I show up in my everyday life, the connections I made continue to thrive, and the memories I created will stay with me forever. 🌈

👋 ☀️ Thank you, O4U, for creating a space where I felt seen, heard, and valued. I'll carry this experience with me as a reminder of the power of inclusion, community, and authenticity.

[#O4U](#) [#RepresentationMatters](#) [#Gratitude](#) [#Community](#) [#Networking](#) [#Equity](#)
[#Conference](#)

Support Students Like Fernando

\$1,200 covers the cost for a student to attend

[Donate Now](#)

This is the time to lean in, not back away or back down. Our students deserve the very best we can give them.

A photograph of three students in a meeting. A woman with long dark hair is on the left, looking towards the center. A man with a shaved head and an orange shirt is in the center, looking towards the right. A man with glasses and a white patterned shirt is on the right, smiling and looking towards the center. They are all wearing lanyards. In the background, there are laptops and a sign that says "Please do not use your phone".

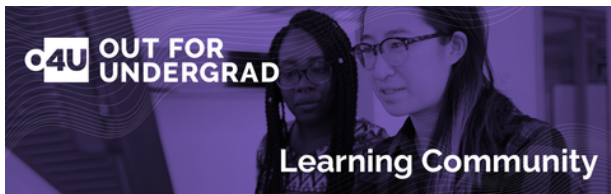
OUR PROGRAMS

o4U OUT FOR UNDERGRAD
BUSINESS CONFERENCE

o4U OUT FOR UNDERGRAD
ENGINEERING CONFERENCE

o4U OUT FOR UNDERGRAD
DIGITAL CONFERENCE

o4U LIFE SCIENCES



T TRANSFORM

M MOSAIC



BREAK
THROUGH
SPEAKER SERIES

o4U ALUMNI
LEADERSHIP
SUMMIT



Achieving Strategic Goals

> Growing our Brand and Impact

O4U continues to grow as a thought leader. In 2024, O4U celebrated its 20th anniversary, began work on Out to Succeed 3.0 in partnership with industry leaders, had 11 speaking engagements, and refreshed its brand.

> Diversifying Revenue

New revenue growth continues to focus on alumni giving, consulting, grant and foundation support, expanding conference sponsorship, and increasing offerings.

> Commitment to DEI, Anti-Racism and Accessibility

In 2024, O4U increased its focus on accessibility and expanded the TRANSCEND program, as well as increasing the number of students served by pre-conference programming.

> New Conference Development

In 2024, the Digital Conference became fully a part of the O4U ecosystem and we launched the Life Sciences Pilot to great success.

> International Support

O4U has expanded international alumni programming, support materials for international students, and increased the number of international Campus Ambassadors.





OUR TEAM

Out for Undergrad is a primarily volunteer-led organization. We are committed to developing leaders who can bring O4U values to their work and model those values for students and colleagues. We reserve 98% of our leadership roles for volunteers to provide those life-changing experiences. Our volunteers cite the O4U community and serving students as the primary reasons they give of their time and talents to the O4U community.

100+

Volunteers give of their time and talent each year. They serve on three Conference Teams, eight Strategic Operations Teams, and the Board of Directors.

200+

Our volunteers serve an average of 200+ hours per year. With some serving an average of 10 hours per week.

79%

Of our current volunteers attended O4U as a student

80%

Of our volunteers have served in two or more volunteer roles with O4U, the majority with progressive leadership within the organization.

2024 Conference Snapshot

Conference Totals

Total Admitted Students - All Conferences

902

International Student %

8%

Avg. % of students that felt more prepared for careers after attending O4U

92.2%

MOSAIC Attendees

298

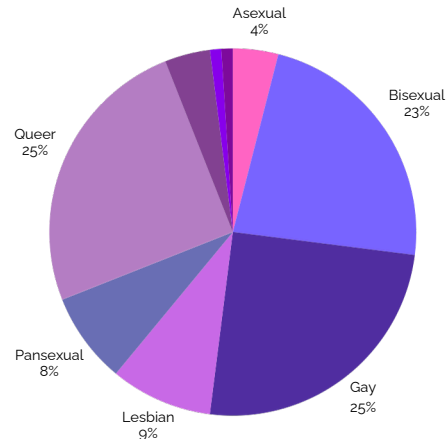
TRANSCEND Attendees

171

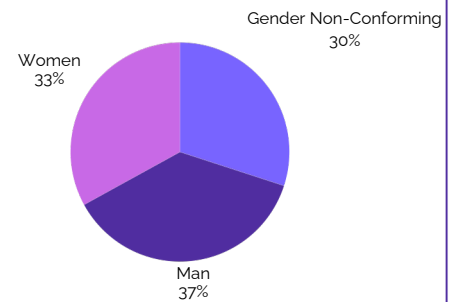
HBCU and Tribal College Student %

4.4%

Conference Demographics

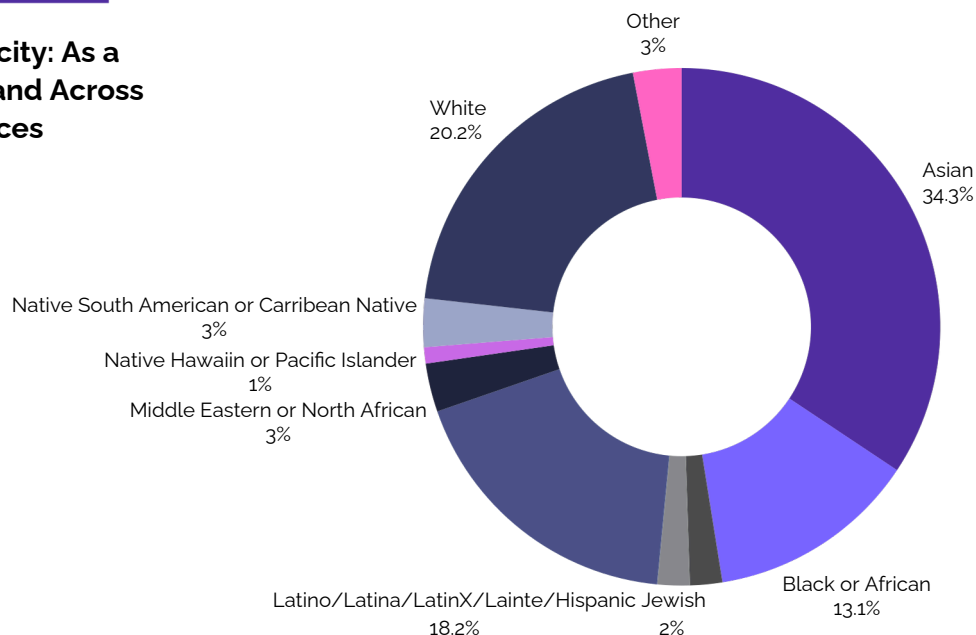


Gender Identity



Conference Demographics

Race / Ethnicity: As a Percentage and Across All Conferences



Year-Round Offerings

Mentoring, Alumni Engagement, and the O4U Learning Community

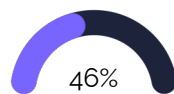
O4U's ongoing programs serves hundreds of members of our community on a yearly basis.

- Out for Undergrad's **on-going Mentorship Program** is designed to empower and support undergraduate students in their professional and personal development.
- The Alumni Association, supported by the Alumni and Special Events Team, provides **opportunities for O4U Alumni** to connect and give back to inspire the next generation.
- The **O4U Learning Community** is a space where you can access resources curated by our team of volunteers with over 15 years combined in instructional design, career development, and management consulting.

"I loved that mentorship felt like a two-way street, where not only was I able to share my experiences with the students, but their insight was also incredibly valuable too, and gave me new perspectives that I hadn't heard from before!" - Past mentor

Alumni Engagement

Alumni Engagement %
(Any Form of Engagement)



Alumni Events

48

Admitted Leadership
Summit Attendees

Goal Actual-to-Date



Learning and Mentoring

Learning Community
Visits Year-to-Date

510

Ongoing Mentoring
Program Pairings Year-
to-Date

132

FY24 FINANCIALS*

O4U is currently in a refresh regarding our financial position. Our reserves are sufficient to preserve the continuation of our operations to students in unpredictable times.

No Cost to Students

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

Foundation & Grant Support

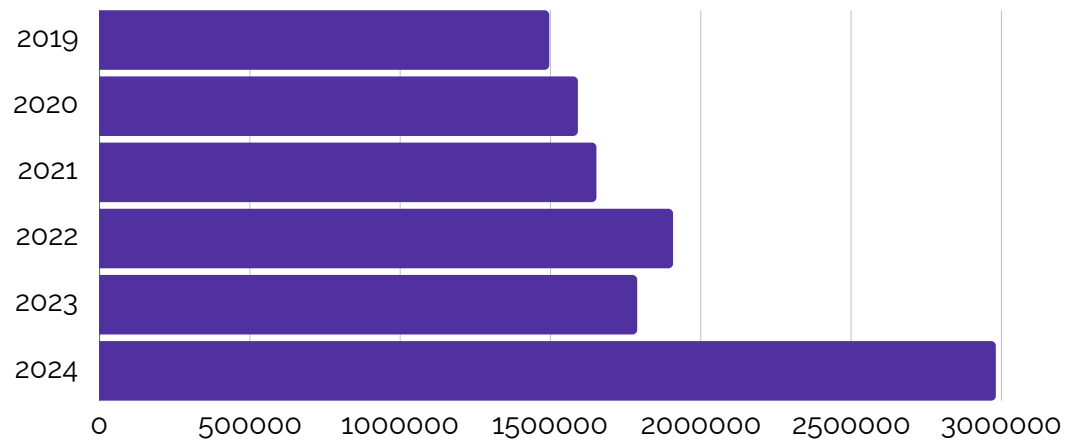
Foundation and grant support doubled in 2024. We welcomed grants from The Hilton Foundation, Google, PwC, along with volunteer matching grants and sponsor-specific grant programs.

O4U Momentum

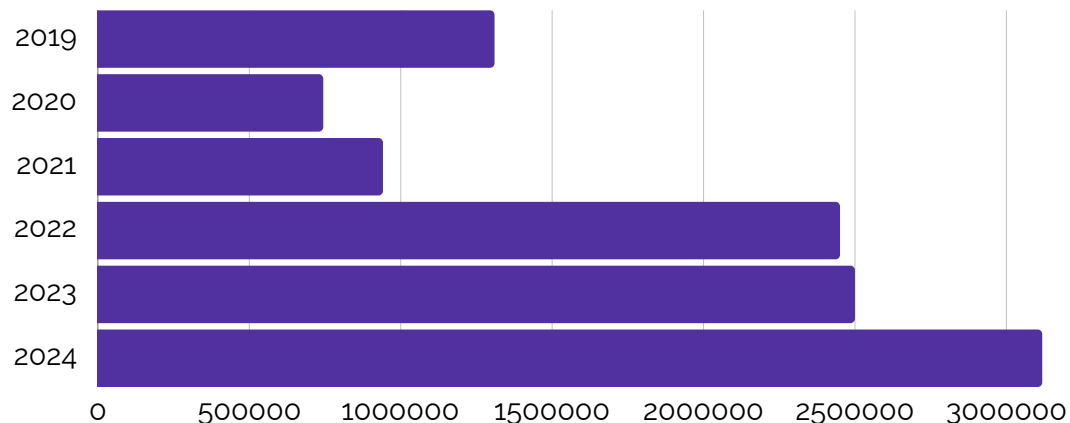
Due diligence was completed for the O4U Momentum campaign which is scheduled to launch April 2025.



2019-2024 Total Revenue**



2019-2024 Total Expenses***



*See appendix for additional financial information.

**In kind gifts are accounted for for the first time in 2024

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

2024 Host Sponsors

Goldman Sachs **JPMorganChase**



Deutsche Bank

ECOLAB



2024 Conference Sponsors

**Shape the future
with confidence**

97th Floor
3M
Abbott
Abbvie
ABB*
Accenture*
Advent International
AEA
AICPA & CIMA
Alpha
American Securities
Analysis Group
Apax
Apollo
Apple Materials
AQR
Ares
Arup
Atpco
Bain Capital
Bain & Company*
Bank of America
Barclays
BASF
Beckman Coulter
Berkshire Partners
BlackRock*
Blackstone
Bloomberg
Blue Origin
BNP Paribas
Boston Consulting Group
Boston Scientific
Brattle Capital Group
Bridgewater
Buro Happold

Capital Group
Capital One
Cargill*
Carlyle
Centralbridge
Center View Partners
Charles River Associates
Chicago Booth
CIA*
Citi*
Clark Construction
Clear View
Clayton Dubilier & Rice
Coloplast
Conagra Brands*
Cornerstone Research
Creative Artists Agency
Cummins
DE Shaw & Co
Dell Technologies
Deloitte
Deutsche Bank*
Dish Food & Events
Duke
Eastdil Secured
Ecolab*
Emerson*
Epic
Evercore
EY*
Genentech*
General Atlantic
Gilbane
Goldman Sachs*
Google
Group M

GTCR
Guggenheim
Guidehouse
Harvard Business School
Henkel
Horizon Media*
Houlihan Lokey
HPS Investment Partners
HRT
Insight Partners
Intuit
Invesco
Jane Street
Jefferies
JP Morgan Case & Co.*
Kellogg School of Management
Kimley Horn
KKR
KLA
KPMG
Lenovo
Leonard Green & Partners
Lutron
M Booth
Makena
MasterCard
McKinney
McKinsey & Company*
Medtronic
Merck
Microsoft
MinnPoly
Minnesota State University
Moelis
Monday.com
Morgan Stanley*

National Grid
NetApp
Netflix
NGA
Niantic
Nomura
Oak Hill Advisors
Oaktree
Oliver Wyman
Omnicom Group
Only the Bold
Onex
Ovative Group
Panasonic
Parella Weinberg Partners
Penn Nursing
Persona
Pimco
Plante Moran
PNC
Putnam Inizio Advisory
R/GA
RBC Capital Markets*
Reference Point
Rialto
Roark Capital Group
Royal Bank of Canada
RPA
Seat Geek
Sia Partners
SnapChat
Societe Generale
Sony Music
Space X
SpencerStuart
Stantec

Stripe
Synchrony
Tandon School of Eng.
TD
The Cigna Group
The Clorox Company*
TJC
Towerbrook
TPG
Turner*
Two Sigma
UBS
United Health Group
United States Digital Corps
US Bank
Vanguard
Warburg Pincus
Wellington Management
Wells Fargo
Withum
WJE
Wunderkind*
ZS

*InVested Sponsor



STRATEGIC PARTNERS

[OUT] LEADERSHIP

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OUT
IN TECH

Queer
Capita

THE PRIDE
NETWORK

Stand
WITH
Trans

u Connect

pridelines

Transgender
Law Center
Making Authentic Lives Possible

vault®

AICPA® & CIMA®
Together as the Association of International
Certified Professional Accountants

WayUp

qtbipoc⁺
design

PFLAG

BuildOUT
CALIFORNIA

ManagementConsulted
Resumes. Interviews. Case Studies. Job Offers

Penn
Nursing | Eidos LGBTQ+
UNIVERSITY of PENNSYLVANIA Health Initiative





Catalysts and Invested Sponsors

2024 Momentum Catalysts



JPMORGAN
CHASE & CO.



Deutsche Bank



2024 Invested Sponsors



BLACKROCK®



Capital
Markets

Wunderkind



Join Us



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.



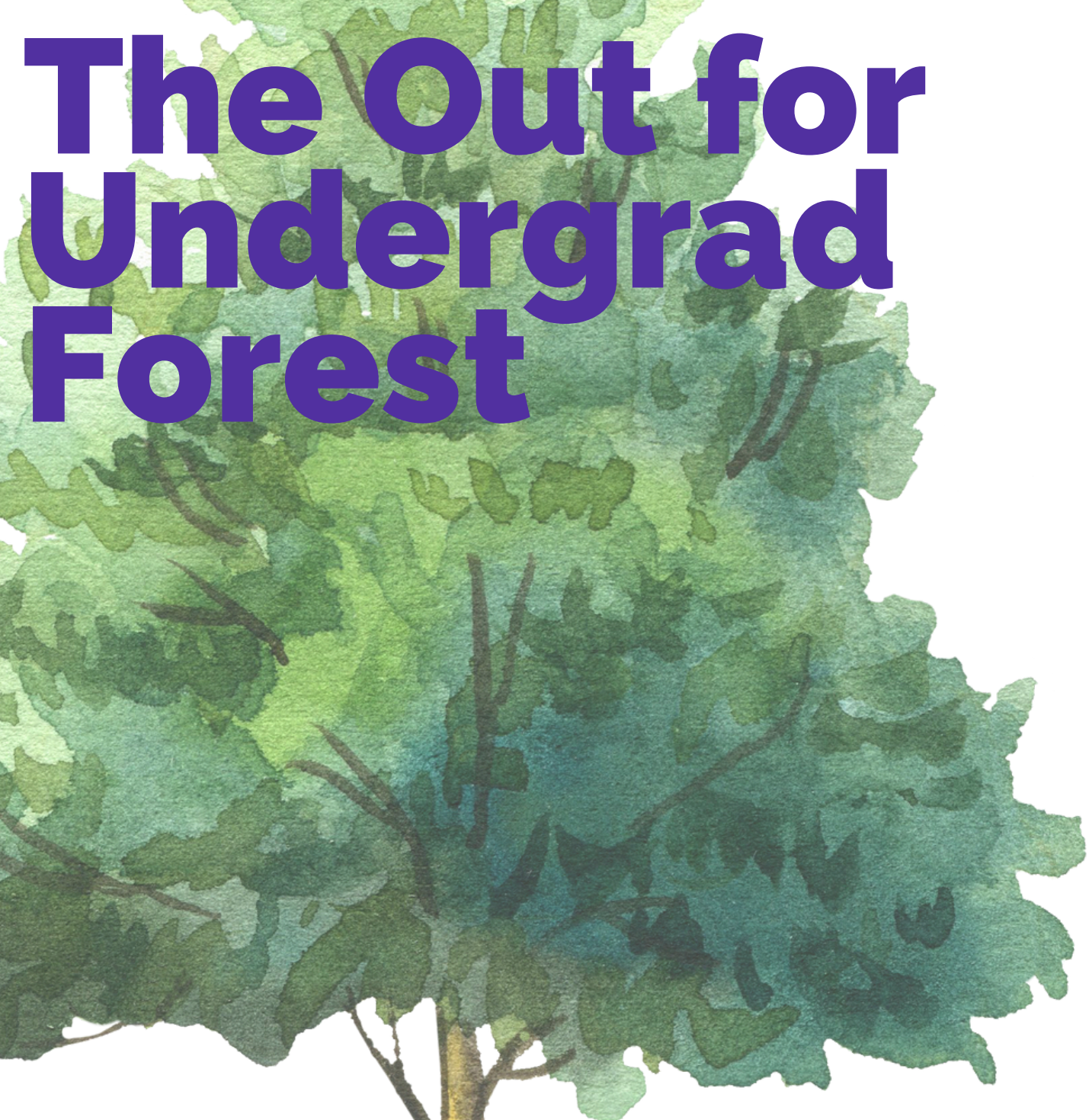
Sponsor

O4U can help to find the right sponsorship opportunity for your organization. To learn more visit www.outforundergrad.org/become-a-sponsor.



Donate

Make a financial contribution, either one-time or recurring, at www.outforundergrad.org/donate



The Out for Undergrad Forest

3,674
Trees
planted
(358 gifted)



3,306.60
Tonnes of
C02 being
offset



2
Countries
reforested



459.25
Working
hours
created



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>.



Thank you!

ate' Doughty

Sam Mitike
STUDENT



Appendix: Year-End Financial Reports

OUT FOR UNDERGRADUATE BUSINESS CONFERENCE INC.

Statement of Activity by Class

January - December 2024

	BOARD	CORE OPS	O4UB	O4UD	O4UELS	SI	SO	TOTAL
Revenue								
Sponsorship			1,081,517.00	466,175.00	292,878.37			\$1,840,570.37
Total Revenue	\$0.00	\$0.00	\$1,081,517.00	\$466,175.00	\$292,878.37	\$0.00	\$0.00	\$1,840,570.37
GROSS PROFIT	\$0.00	\$0.00	\$1,081,517.00	\$466,175.00	\$292,878.37	\$0.00	\$0.00	\$1,840,570.37
Expenditures								
CONFERENCE			388,102.34	388,330.66	384,126.51			\$1,160,559.51
EVENT APPS			10,898.93	3,661.50	3,661.50			\$18,221.93
LEGAL & PROFESSIONAL FEES		627,663.65	10,117.23	16,531.95	11,012.94	43,823.06		\$709,148.83
MARKETING & PROMOTION	209.61	21,000.79	29,530.57	12,032.25	12,356.92	1,223.86	363.95	\$76,717.95
OFFICE/GENERAL ADMIN		84,955.71	15,670.17	10,143.71	6,834.64	4,253.02	9,573.45	\$131,430.70
RETREAT	400.92	115,780.29	59,235.60	27,263.69	33,323.14	1,211.40		\$237,215.04
SO/SI					1,010.81	8,042.93	1,099.32	\$10,153.06
TRAVEL & LODGING	5,855.22	13,661.27		814.51	709.33	4,935.10		\$25,975.43
Total Expenditures	\$6,465.75	\$863,061.71	\$513,554.84	\$458,778.27	\$453,035.79	\$63,489.37	\$11,036.72	\$2,369,422.45
NET OPERATING REVENUE	\$ -6,465.75	\$ -863,061.71	\$567,962.16	\$7,396.73	\$ -160,157.42	\$ -63,489.37	\$ -11,036.72	\$ -528,852.08
Other Revenue								
Dividends		28,200.31						\$28,200.31
Donations		70,415.06		6,770.00	3,500.00	2,500.00	25,000.00	\$108,185.06
Employer Contributions		12,111.60	15,000.00	6,000.00	1,075.00			\$34,186.60
Inkind Contribution/Donated Services			320,000.00	309,000.00	120,000.00			\$749,000.00
Interest Earned		4,471.71						\$4,471.71
Market Gain or Loss		4,906.86						\$4,906.86
O4U Consultancy						12,500.00		\$12,500.00
Speaker Fee						3,500.00		\$3,500.00
Total Other Revenue	\$0.00	\$120,105.54	\$335,000.00	\$321,770.00	\$124,575.00	\$18,500.00	\$25,000.00	\$944,950.54
Other Expenditures								
Donated Services Expense			320,000.00	309,000.00	120,000.00			\$749,000.00
Total Other Expenditures	\$0.00	\$0.00	\$320,000.00	\$309,000.00	\$120,000.00	\$0.00	\$0.00	\$749,000.00
NET OTHER REVENUE	\$0.00	\$120,105.54	\$15,000.00	\$12,770.00	\$4,575.00	\$18,500.00	\$25,000.00	\$195,950.54
NET REVENUE	\$ -6,465.75	\$ -742,956.17	\$582,962.16	\$20,166.73	\$ -155,582.42	\$ -44,989.37	\$13,963.28	\$ -332,901.54

OUT FOR UNDERGRADUATE BUSINESS CONFERENCE INC.

Statement of Financial Position

As of December 31, 2024

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Checking (3388)	308,489.39
Corporate ...154 - 2	535,963.88
Petty Cash	200.00
Savings (3098)	20,007.07
Total Bank Accounts	\$864,660.34
Accounts Receivable	
Accounts Receivable	674,579.82
Total Accounts Receivable	\$674,579.82
Other Current Assets	
Prepaid Expenses	52,975.13
Undeposited Funds	9,497.69
Total Other Current Assets	\$62,472.82
Total Current Assets	\$1,601,712.98
TOTAL ASSETS	\$1,601,712.98
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	12,948.93
Total Accounts Payable	\$12,948.93
Credit Cards	
Chase CC	21,713.88
USBank 8023	5,730.56
Total Credit Cards	\$27,444.44
Other Current Liabilities	
Advance Sponsorship	922,785.00
Payroll Liabilities	5,708.01
Total Other Current Liabilities	\$928,493.01
Total Current Liabilities	\$968,886.38
Total Liabilities	\$968,886.38
Equity	
Retained Earnings	965,728.14
Net Revenue	-332,901.54
Total Equity	\$632,826.60
TOTAL LIABILITIES AND EQUITY	\$1,601,712.98