



Empowering Potential **Unlocking Possibility**

2025

ANNUAL REPORT

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Junior Achievement Invests in Chicago's Future

COST PER STUDENT

\$16



36-2170141

Operating Support and Revenue

| | 2024-2025 | 2023-2024 | 2022-2023 |
|------------------------------------|---------------------|---------------------|---------------------|
| Contributions | \$ 2,881,654 | \$ 2,687,850 | \$ 2,745,976 |
| Other Net Income | \$ 3,437,721 | \$ 3,026,553 | \$ 2,472,229 |
| TOTAL REVENUE & SUPPORT | \$ 6,319,375 | \$ 5,714,403 | \$ 5,218,205 |

Operating Expenses

| | | | |
|---|---------------------|---------------------|---------------------|
| Program Services | \$ 4,674,248 | \$ 4,054,305 | \$ 3,705,356 |
| Management & General | \$ 823,768 | \$ 908,045 | \$ 848,495 |
| Development & Fundraising | \$ 820,470 | \$ 750,022 | \$ 661,079 |
| TOTAL OPERATING EXPENSES | \$ 6,318,486 | \$ 5,712,372 | \$ 5,214,930 |
| Excess of Operating Support & Revenue Over Expenses | \$ 889 | \$ 2,031 | \$ 3,275 |

*Current year data is extracted from the financial statements audited by Sikich. Copies of the audit are available upon request from Junior Achievement of Chicago.

Junior Achievement of Chicago was founded in 1940 and provides financial education programs at no cost to schools and students in the Chicago area. JA is a not-for-profit tax-exempt corporation under Section 501(c)(3) of the Internal Revenue Code and is a publicly supported organization as defined by Sections 170(b) (1) (A) (vi) and 509 (a) (1) of the code. Contributions to Junior Achievement of Chicago are deductible for federal income tax purposes, limited to the excess of any money contributed by the donor over the value of the goods or services received. Junior Achievement of Chicago's total net assets were \$28,214,896 for the year ending June 30, 2025.

Impacting 396,913 Students

During the 2024-2025 school year, JA of Chicago reached 396,913 students and engaged 747 education partners, continuing to lead as the largest JA organization in the

country in terms of outreach. We are deeply grateful to each of our corporate partners, board members, donors, volunteers, and educators, whose commitment opens doors of opportunity and equips students with the skillsets and mindsets to thrive.

While we are proud of this milestone in student outreach, we are even more excited about the impact created through our 3-Year Strategic Plan. This year, we are happy to report that we successfully completed Year 1 of our plan, ensuring that our growth continues to be defined by impact. Guided by JA USA's "Inspire, Prepare, Succeed" framework, the plan focuses on:



Inspiring curiosity and confidence through role models and career exploration



Preparing young people with practical knowledge and real-world skills



Succeeding with applied learning experiences that shape future goals

In support of our strategic goals, we realigned staff resources to strengthen outreach, developed new revenue strategies, and continued to leverage technology across the organization to enhance impact.

Looking ahead to next year and beyond, we are inspired by the progress we have already made and remain committed to advancing our mission. With your partnership, JA of Chicago will build on this momentum, create new opportunities, and ensure that every student we serve is prepared with the skills, confidence, and imagination to succeed in an ever-changing global economy.

from left to right

Thomas P. Staab
President and CEO
Junior Achievement of Chicago

Katherine M. Scherer
Chicago Managing Partner
Deloitte LLP
Former Board Chairperson
(Term ending September 9, 2025)

Patrice P. DeCorrevont
Regional President—Illinois/Wisconsin
Huntington Bank
Board Chairperson
(Term beginning September 9, 2025)



Deloitte.



Commitment to Underserved Communities



JA of Chicago works to drive systemic change by addressing the root causes of economic inequality, preparing all students for success.

Our approach empowers students with the tools, knowledge, and confidence to take control of their financial futures and career paths. In doing so, they're not just transforming their own lives; they are helping reshape the broader systems that influence them.

JA of Chicago is committed to delivering programming that equips young people with the skills, networks, and opportunities they need to open doors to greater economic mobility and long-term success. It's not enough for students to be told they can succeed—it is imperative that they see it. That's why we prioritize recruiting diverse volunteers who reflect the communities we serve. These mentors provide real-world insights and inspiration, helping students build the confidence to overcome obstacles and pursue their goals.

We proudly serve students of all identities, abilities, and racial and ethnic backgrounds. While we celebrate the progress we've made, we know there's more work ahead. Junior Achievement of Chicago remains deeply committed to building a more equitable future.

With the continued support of our partners and communities, JA of Chicago helps create lasting change, where we can empower the next generation to thrive.

| | 2024 | 2025 |
|---|---------|---------|
| Total JA of Chicago students reached | 363,802 | 396,913 |
| Estimated % of JAC students reached in low-to-moderate households | 65% | 66% |

2025-27 Strategic Plan: Innovating for Impact

Junior Achievement of Chicago's 3-Year Strategic Plan is built around an ambitious goal: **expand outreach by 65,000 student experiences**, with a special focus on Prepare and Succeed programs to enhance career readiness and deepen impact across Chicagoland.

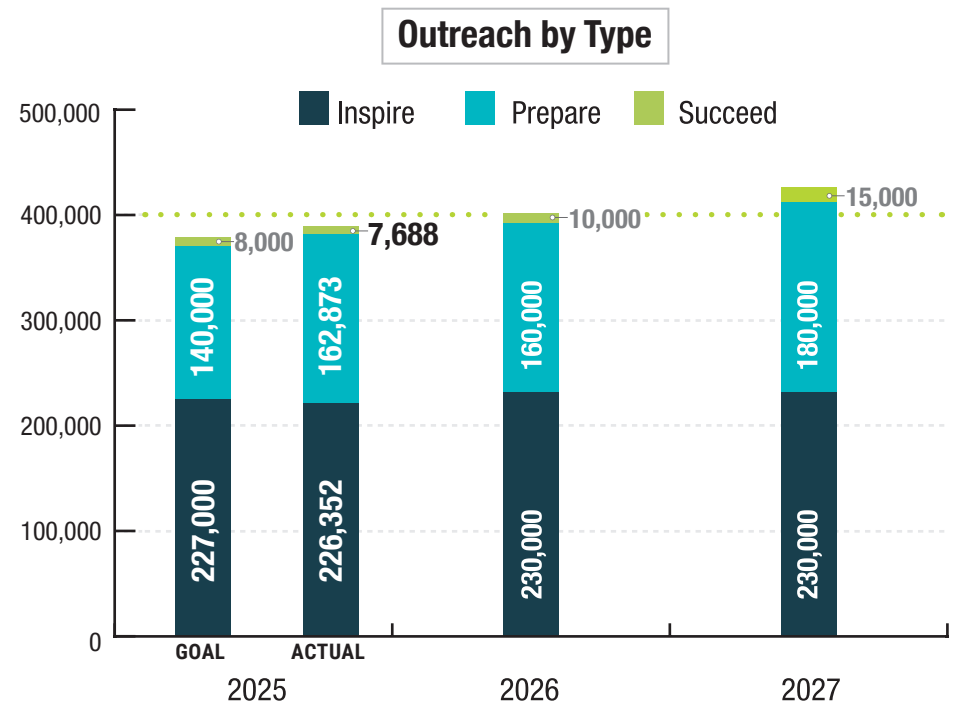
Guided by JA USA's "Inspire, Prepare, Succeed" framework, this plan aligns JA programming to equip students with critical skills in financial literacy, work readiness, and entrepreneurship, while preparing them to thrive in a global economy.

In Year 1 of our Strategic Plan, we advanced impact, innovation, and alignment through enhanced measurement, digital tools, fundraising growth, and team optimization—laying a stronger foundation to prepare young people for success.

Driving Impact Measurement: JA of Chicago launched the first evaluation of the JA Career Speaker Series, engaging 1,300 students from seven schools across Chicago and the surrounding suburbs. Results showed greater motivation and career awareness, with expansion planned to 1,800 students next year across our full market footprint.

Accelerating Digital Transformation: A new staff performance and volunteer management framework enhanced alignment and accountability across teams, while JAC Metaversity expanded as an innovative platform for corporate engagement. The upcoming JA USA Level Up launch will deepen collaboration, data insights, and volunteer connections.

Expanding Fundraising Initiatives: JA of Chicago introduced new fundable programs, including JAC Metaversity, JA Stock Market Challenge, and JA Town, that align partner giving with JA's pillars of Financial Literacy, Work Readiness, and Entrepreneurship. These initiatives are designed to strengthen and diversify both corporate and grassroots fundraising.



Optimizing Organizational Design: Education Teams were realigned by geography and school level to better engage educators, volunteers, and business partners. This structure improved coordination, strengthened community partnerships, and expanded JA of Chicago's reach to students across all grade levels.

Digital Transformation @ JA of Chicago

Our transformation journey to becoming JANE (JA of Chicago Next) moved from conception to implementation across our three transformation themes. This year, as we started to execute our 3-Year Strategic Plan, we focused on performance, participation, and partnerships. We are now starting to see our efforts add tangible value to our organization.

ADVANCING OPERATIONS, EXPERIENCE, AND IMPACT

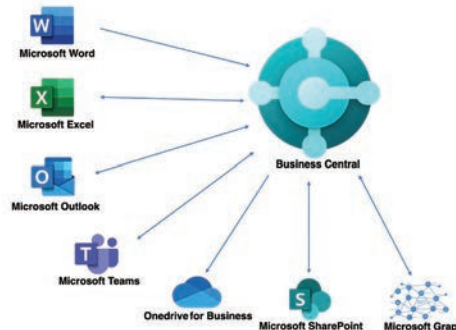
DIGITIZE THE OPERATIONS AND WORKPLACE



Collaboration and efficiency through the use of Microsoft Teams, data, and Gen AI capabilities remains a transformation focus.

We created a new performance review framework that aligns individual performance with team and organizational goals. We will learn from these efforts and evolve as we move forward with our Strategic Plan.

DIGITIZE THE STAKEHOLDER EXPERIENCE



We continue to expand our efforts with JA USA on the Level-Up initiative. This Microsoft D365 implementation will replace our current system and enhance the stakeholder experience by improving service delivery and strengthening our mission support.

DIGITIZE THE PRODUCT/SERVICE



JAC Metaversity delivers engaging career exploration opportunities using innovative technologies, and this year, it also created sponsorship opportunities for corporations to create more realistic career avatars on the platform consistent with their brand. We also established a Teachers Council to help guide the future roadmap for this offering.

Thank you to our JAC Metaversity Sponsors



Abra Prentice
Foundation



INSPIRE

IGNITING CURIOSITY. SPARKING POSSIBILITIES.

Our Inspire programs open doors for young people by introducing them to new possibilities and career paths. Through engaging, real-world experiences, students begin to see what's possible and start imagining their own futures.

INSPIRE PROGRAMS

JA All About Cars™

JA Career Exploration Fair®

JA Career Speaker Series®

JA Community Coders™

JA Excellence through Ethics®

JA Town



226,352
Students
Impacted



Opportunity...

“ JA Town is an opportunity where students are given a job with a monthly net income.

They have an opportunity to experience what it's like to budget, essentially in all major categories of life: food, clothing, housing, utilities, and education. ”

– Abby Yowell, Board Member & JA Town Volunteer

In Year 1 of our Strategic Plan, JA of Chicago broadened our Inspire programs to help students explore new career paths. With the launch of the JA of Chicago Career Speaker Podcast and expanded evaluation, JA of Chicago is reaching more young people with stories that spark curiosity and possibility.

Thank You to Our Top Volunteer Partners

MAKING A DIFFERENCE IN THE CLASSROOM

Junior Achievement of Chicago proudly recognizes our top 30 volunteer partners who dedicate their time, expertise, and commitment to our students. By stepping into classrooms, leading hands-on activities, and serving as role models, they bring real-world learning to life. Their service not only inspires and empowers young people, but also helps them build the skills and confidence needed for future success. This commitment makes our mission possible and creates a lasting impact across the communities we serve.

AON

 **avanade**

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CATERPILLAR®

 **Centier BANK**



CIBC 



College of DuPage



Crowe

Deloitte.







Johnson & Johnson



JPMorganChase



Our Programs

Junior Achievement of Chicago understands the importance of educating students: our future workforce. In 2024-2025, we brought quality economic education programs to 396,913 elementary, middle, and high school students. These programs focus on basic business and economic principles through volunteers from various businesses, community organizations, and universities.

In 2025-26, JA role models will share their business experiences directly with 400,000 students, through the help of over 4,000 volunteers participating in over 18,265 classes.



ELEMENTARY SCHOOL PROGRAMS

JA's elementary school programs include grade-specific lesson themes for kindergarten through fifth-grade students. Elementary school programs teach students the basic concepts of business and economics and how education is relevant to future career aspirations. Students explore the roles that people assume as individuals, consumers, and workers in their family, community, and the world around them. Sequential activities build on studies from each preceding grade and prepare students for lifelong learning.

Kindergarten: JA Ourselves® uses storybook characters in read-aloud and hands-on activities to introduce the role people play in an economy.

Kindergarten-Fifth Grades: JA Our Neighbors™ is a series of culturally responsive videos designed to help contextualize concepts introduced in JA's elementary school programs.

Kindergarten-Fifth Grades: JA Career Speakers Series® introduces students to volunteer guest speakers who share information about their career, work, and education experience.

Kindergarten-Sixth: JAC Metaversity is a career exploration program that uses gaming technology to help students explore career options and develop their aspirations.

First Grade: JA Our Families® explains how family members' jobs contribute to the well-being of the family and community.

First-Third Grades: JA Community Coders™ is a single session that enables early elementary school students to see the importance of digital skills and jobs in the community.

Second Grade: JA Our Community® immerses students in the daily life of their community—the people who work there, the money decisions they make, the flow of the community's economy, and the importance of being involved/responsible community members.

Third Grade: JA Our City® introduces students to financial literacy, how people manage their money, and the importance of economic exchange within a city.

Third-Fifth: JA More Than Money® introduces students to financial literacy and entrepreneurship, and to social studies learning objectives that include money-management skills, goods and services, and global markets.

Fourth Grade: JA Our Region® showcases entrepreneurship and how entrepreneurs use resources to produce goods and services in a region.

Fifth Grade: JA Our Nation® provides information about the need for employees who can meet the demands of the 21st century job market in high-growth, high-demand jobs.

Fourth-Fifth: JA BizTown Adventures™ is a culminating experience for students that follows the JA BizTown curriculum. Students understand various aspects of running a business and various roles in a business via five online self-guided adventures.

MIDDLE SCHOOL PROGRAMS

Junior Achievement middle school programs build on principles from the elementary school programs, helping students recognize education as a key to success. These programs stress the importance of education and staying in school, while introducing students to more in-depth economic concepts and the world of work.

JA Economics For Success[®] introduces students to initial work and career readiness and personal finance concepts. Students learn the importance of exploring career options based on their skills, interests, and values.

JA Finance Park[®] Virtual is a capstone program for personal financial planning and career exploration. Students experience JA Finance Park, a virtual community, to put into practice what they've learned by developing and committing to a personal budget.

JA It's My Future[®] provides practical information to help prepare students for the working world by developing personal-branding and job-hunting skills needed to earn a job.

JA Company Program[®] Pop Up teaches students how to plan, launch, and operate their own business venture within a structured, guided experience.

JA It's My Job (Soft Skills)[®] helps students understand the value of professional communication and soft skills, making them more employable to future employers across multiple career clusters.

Grateful...

“The highlight of my JA experience were the students themselves! I felt extremely grateful to be sharing my knowledge with young students who were curious and passionate about learning.” —JA Volunteer



JA Career Speakers Series[®] introduces students to volunteer guest speakers who share information about their career, work, and education experience.

JA Career Exploration Fair[®] introduces students to a range of career options across multiple career clusters.

JA All About Cars[™] introduces students to the essential costs related to buying and operating a first car and offers tips on being smart consumers when purchasing vehicles.

JA Excellence through Ethics[®] teaches students about the importance of ethics and ethical decision-making and how ethical and unethical choices affect everyone in a community.

JA Town is a hands-on budgeting experience where students receive an occupation and salary, then create a personal budget by visiting volunteer-run stations representing different expense categories.

JA BizTown Adventures[™] is a culminating experience for students that follows the JA BizTown curriculum. Students understand various aspects of running a business and various roles in a business via five online self-guided adventures.

HIGH SCHOOL PROGRAMS

Junior Achievement high school programs give students a practical perspective on handling their finances, understanding the economy, and managing their future educational and career choices. Students participate in hands-on interactive programs where they practice important business concepts. Some of the concepts taught include applying personal values in the workplace, interpersonal skills, problem-solving, personal finance, micro- and macro-economics, and career clusters.

JA Company Program® empowers students to fill a need or solve a problem in their community and teaches practical skills required to conceptualize, capitalize, and manage their own business venture.

JA Company Program® Pop Up teaches students how to plan, launch, and operate their own business venture within a structured, guided experience.

JA Economics® is a one-semester course that connects high school students to the economic principles that influence their daily lives as well as their future.

JA Be Entrepreneurial® (Creative Problem Solving, Rapid Business Planning, Think Like an Entrepreneur) teaches students about the mindset and the skills needed for success by aspiring entrepreneurs and innovators who add value to any organization.

JA Career Success® is an engaging and comprehensive learning experience that introduces high school students to the workplace through a simulated internship teaching soft skills and business best practices.

JA Finance Park® Virtual is a capstone program for personal financial planning and career exploration. Students experience JA Finance Park, a virtual community, to put into practice what they've learned by developing and committing to a personal budget.



JA Job Shadow® is a comprehensive experience that helps students design an individualized career path. Supporting blended as well as self-guided activities, JA Job Shadow provides a design-thinking structure for career exploration.

JA Personal Finance® allows students to experience the interrelationship between today's financial decisions and future financial freedom.

JA It's My Job (Soft Skills)® helps students understand the value of professional communication and soft skills, making them more employable to future employers across multiple career clusters.

JA Take Stock in Your Future® introduces students to the stock market. This program may include two components: a classroom curriculum, and for many participants, the JA Stock Market Challenge competition event.

JA Titan® is a simulation-based program in which high school students compete as business CEOs in the phone industry, experiencing firsthand how an organization evaluates alternatives, makes decisions, analyzes the outcomes of those decisions, and then strategizes what to do next.

JA All About Cars™ introduces students to the essential costs related to buying and operating a first car and offers tips on being smart consumers when purchasing vehicles.

JA Career Speakers Series® introduces students to volunteer guest speakers who share information about their career, work, and education experience.

JA Career Exploration Fair® introduces students to a range of career options across multiple career clusters.

JA High School Heroes™ provides leadership development opportunities to high school students who deliver JA programs in elementary schools.

JA Excellence through Ethics® teaches students about the importance of ethics and ethical decision-making and how ethical and unethical choices affect everyone in a community.

JA Business Communications® is a one-semester teacher-led course that equips high school students to focus on communication skills necessary to succeed in business.

JA Financial Literacy® is a one-semester teacher-led course that equips high school students with foundational personal finance skills.

I'm more confident now...

“This was one of the best school programs we’ve done. I learned so much about how to answer tough questions and stay calm. The company people were nice and gave honest advice. I didn’t like that I froze a couple times, but they helped me fix it. I’m a lot more confident now.”

—JA Student

JA Financial Capability® 1 & 2 are one-semester teacher-led courses in which high school students examine financial capabilities from a business perspective, focusing on banking, economics, business planning, and risk management.

JA Marketing Principles® 1 & 2 are one-semester, teacher-led courses that introduce high school students to marketing in the world around them and potential careers in the field.

JA Introduction to Business and Technology® 1 & 2 are one-semester teacher-led courses that introduce high school students to the basic skills necessary to succeed in business. Themes include teamwork, innovation, decision-making, and ethics.

JA Entrepreneurial Mindset® is a one-semester teacher-led course that introduces high school students to the basics of starting a business.

JA Town is a hands-on program where students receive an occupation and salary, then create a personal budget by visiting volunteer-run stations representing different expense categories.

JA Social Innovation Challenge is a competition in which high school students are invited to submit their innovative ideas for improving and making an impact on their communities.

JA Stock Market Challenge is a live event that is held face to face or virtually. Participant teams compete against each other in a simulated Stock Market environment.

JA Company of the Year Competition is a live event where students who participated in the JA Company Program® or the JA Company Program® Pop-Up program will compete with other schools for the team leads and company of the year.



PREPARE

EQUIPPING STUDENTS WITH TOOLS FOR TOMORROW.

Prepare programs develop students' essential life and career skills, from financial literacy to teamwork to digital fluency. These foundational experiences help youth grow their confidence and capability.



162,873
Students
Impacted

PREPARE PROGRAMS

JA Be Entrepreneurial®
(Creative Problem Solving,
Rapid Business Planning,
Think like an Entrepreneur)

JA Career Success®

JA Company Program® Pop-Up

JA Economics for Success®

JA It's My Future®

JA It's My Job (Soft Skills)®

JA More than Money®

JA Ourselves®

JA Our City® 1.0

JA Our Community®

JA Our Families®

JA Our Nation®

JA Our Neighbors®

JA Our Region®

JA Personal Finance®

JA Take Stock in Your Future®

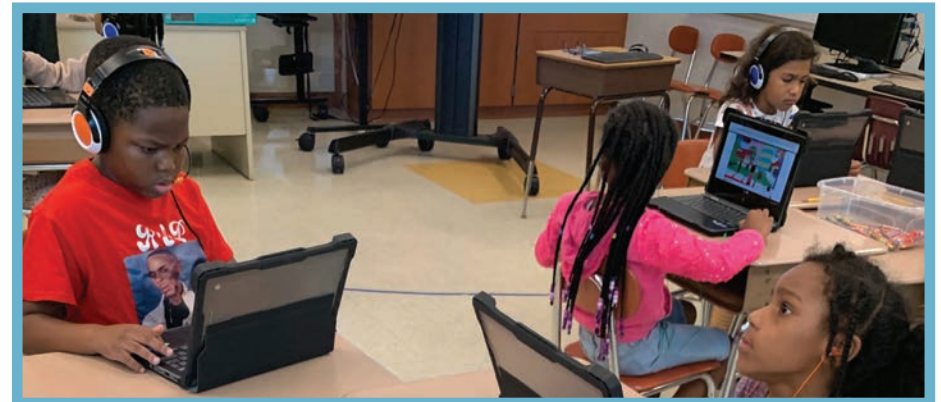
JA Titan®

JAC Metaversity

In Year 1 of our Strategic Plan, JA of Chicago advanced innovation to help students build the skills they need to thrive. The expansion of JAC Metaversity created new digital spaces for financial literacy and career exploration — ensuring every student receives a consistent, high-quality learning experience.

Connection...

“I love seeing my students do “Our Families” each year. It is so fun to watch them connect with their volunteer and learn about one another’s differences and similarities. It is such a great way to teach the students how everyone’s job is important, everyone does something different, but we all help each other.” —Watson Elementary, 1st grade teacher



Our 2025 Scholars

In 2025, Junior Achievement of Chicago awarded more than \$300,000 in scholarships to 26 remarkable students, supporting their journey through education toward a future full of possibilities. These scholarships provide critical access to higher education, open new career pathways, and ease financial challenges. By empowering students today, these scholarships create lasting opportunities that significantly shape their futures and enable them to become tomorrow's leaders and innovators.



Thank you to our major sponsors, whose support removes barriers and creates pathways for the next generation of leaders to thrive.



CROWN FAMILY PHILANTHROPIES

Deloitte.



HENRY CROWN SCHOLARSHIP RECIPIENTS

"Junior Achievement has widened my perspective greatly.

They've exposed me to new career paths, new fields of study, and the basics of economics."

—Triniti West

"From the beginning, Junior Achievement has been more than a professional development program for me. **It's been a transformative experience that has shaped how I view my future and my purpose."**

— Daniel Baeza

"Through JA, I learned that effective leadership is less about having all the answers and more about listening and valuing others' input.

Facing unexpected challenges also strengthened my problem-solving skills and boosted my confidence."

— Amad Yaagoub

"Junior Achievement didn't just teach me business; it taught me how to turn challenges into purpose. **As a 3-time JA Entrepreneur, I've experienced firsthand how opportunity can transform lives."**

— Brandon Kropp

2025 Special Events



\$1.7 M
was raised
for the year

A heartfelt thank you to everyone who participated in JA's Special Events this year. Through your commitment, **\$1.7 million was raised**, enabling us to provide programs to over 105,000 additional students. Together, we are empowering young people with the knowledge, skills, and confidence to reach their full potential.

41st Annual Chicago Business Hall of Fame

Held Tuesday, October 1, 2024 at Wintrust's Grand Banking Hall



The Chicago Business Hall of Fame celebrates visionary leaders whose achievements and community contributions inspire the next generation. Honorees are selected through a rigorous process led by JA's Executive Committee and a distinguished Blue Ribbon Panel of Laureates. Thanks to our Event Chair, Chris Leahy of CDW Corporation, and our 2025 Laureates (from left to right) John W. Rogers, Jr. of Ariel Investments, E. Scott Santi of ITW, and Ann M. Drake of Lincoln Road Enterprises—for inspiring the next generation.

Ariel Investments
and John Rogers, Jr.



David and Daryl Nelms

Patrick G. and Shirley W.
Ryan Foundation



200+
Attendees



63
Sponsors



52,773
Students Impacted



\$836,000
Raised

JA of Chicago Premier Wine Tasting

Held Thursday, May 29, 2025 at BMO Tower

Junior Achievement of Chicago's Premier Wine Tasting brought guests together for an evening of connection, a taste of JA programs, and fine wines, while celebrating our mission. We are deeply grateful to JA Executive Committee Member Bob Chodos and JA Central Division Board Member Steve Levitas of Newmark for their leadership, and thank you for the generous support of all of our event sponsors.

Anonymous



167
Attendees



19
Sponsors



5,214
Students Impacted



\$82,000
Raised



44th Annual Golf Outing

Held Monday, July 14, 2025 at Medinah Country Club

Junior Achievement of Chicago's 2025 Golf Outing returned to Medinah Country Club, giving over 240 golfers a chance to network while supporting JA's mission. This year, the event expanded across all three courses, including the prestigious Championship Course, set to host the 2026 Presidents Cup. Before teeing off, golfers enjoyed a networking breakfast and a glimpse into JA's impactful programming. We are deeply grateful to Event Chairman Karl Schulz of CDW, our Golf Committee, major sponsors, and 62 foursomes for their outstanding support.



248
Attendees



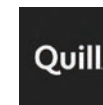
65
Companies



18,946
Students Impacted



\$292,000
Raised



JA's Bowl-A-Thon & Trivia Events



1,358
Attendees



20
Companies



20,978
Students Impacted



\$330,000
Raised in Total

JA of Chicago's 2025 Bowl-A-Thons and Trivia events brought fun, friendly competition, and big impact! A special thank you to IDEAL Industries, Inc., whose Bowl-A-Thon raised over \$120,000 and Aon, whose Bowl-A-Thon raised over \$65,000. We are grateful to all our corporate partners whose energy and support made these events unforgettable and transformative for the students we serve.



LIFE TRUSTEES, OFFICERS AND DIRECTORS

JA's leaders represent a wide range of backgrounds and affiliations. Bringing a wealth of wisdom, insight, and experience, these leaders are at the forefront of our accomplishments and mission.

LIFE TRUSTEES

THOMAS L. BINDLEY
BRYAN C. CRESSEY
SANDY L. DAFFÉ
W. JAMES FARRELL
STEPHEN J. GRABEK
JOHN R. HORNE
LESTER B. KNIGHT
RICHARD H. LENNY
DAVID W. NELMS
FRANK S. PTAK
E. SCOTT SANTI
ROD SCHRADER
GARY L. TOOKER
NORMAN H. WESLEY

IN MEMORIAM

ROBERT J. DARNALL
JOHN D. NICHOLS, JR.
THOMAS E. RICHARDS

* Executive Committee Member
** Division Board Chairperson

CHAIRPERSON

Patrice P. DeCorrevont*
Regional President—Illinois/Wisconsin
Huntington Bank
(term beginning September 9, 2025)

Katherine M. Scherer*
Chicago Managing Partner
Deloitte LLP
(term ending September 9, 2025)

PRESIDENT and CEO

Thomas P. Staab*
President and CEO
Junior Achievement of Chicago

TREASURER

John H. Rodi*
Financial Services Audit Partner
Leader—KPMG Board
Leadership Center
KPMG LLP

SECRETARY

Michael M. Froy*
Partner
Dentons US LLP

DIRECTORS

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Chief Financial & Investment Officer
ACC, LLC

Sean Bentley
Senior Vice President,
Enterprise Transformation
Ulta Beauty

Carolyn Booth*
Head, U.S. Personal and
Business Banking
BMO

Jim Bramblet
Senior Managing Director—
FS Midwest Lead
Accenture

Randy Burt
Partner and Managing Director
AlixPartners

Thomas Cahill
Senior Vice President of Partner
and Alliance Solutions
MGT

Alexander G. Campbell
Co-Founder and
Chief Innovation Officer
Vibes

Elizabeth Campbell
Vice President of Marketing
McDonald's Corporation

Neal J. Campbell
President & Founder
Fortunate LLC

David Chipurnoi**
BMO
*Serves as Will Division
Board Chairperson*

Robert B. Chodos*
Vice Chairman
Newmark

Jessica Cole*
President & Chief Executive Officer
Becker's Healthcare
*Serves as Co-Chairperson of the
Development Committee*

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Retired Market Executive
Bank of America, N.A.

Elle Cordes Radke
Vice President, Director
Starcom USA
*Serves as Co-Chairperson of the
Marketing and Communications
Committee*

Tyson Cornell*
US Advisory Leader
PwC

Randal D. Dawson
VAS Executive Vice President and
National Leader—Litigation
Support & Dispute Group
CBRE

Misty De La Cruz**
First Financial Bank
*Serves as Northwest Indiana Division
Board Chairperson*

Graham K. Debes
Managing Director,
Head of Dealer Finance
BMO

Douglas Donovan
Senior Vice President—
Chicago Commercial
Banking Leader
Wells Fargo

Donna Dorsey
Chief Human Resources Officer
Alight Solutions

Bob Dutzi**
ITW
*Serves as Northern Division
Board Chairperson*

Charles B. Edelstein
Senior Advisor and
Retired Co-CEO
Apollo Education Group
*Serves as Chairperson of the
Investment Committee*

Paula S. Ferguson
General Counsel and EVP
HSBC

James D. Fields
Partner & Global Head,
Health Services,
Health & Life Sciences
Oliver Wyman

Joseph Fitzpatrick
Head of Distribution
MSIG Holdings

Kristen P. Freund*
Managing Director and
Commercial Banking Group Head
CIBC Bank USA
*Serves as Chairperson of the
Volunteer Committee*

Karen Galivan
Tax Partner, Consumer Products
Senior Analyst
RSM US LLP

Stedman Graham
Chairman & CEO
S. Graham & Associates LLC

Paul Green*
Americas Consumer Products &
Retail Tax Market Segment Leader
Ernst & Young LLP

Chip W. Hardt
Chief Operating Officer
dscout

D. Grant Harvey**
ITW Automotive
*Serves as Western Division
Board Chairperson*

Jonathan O. Haugeberg
Partner
Grant Thornton LLP

Joan Heggen
SVP and Team Lead—
Commercial Banking
U.S. Bank

Steve Henn*
CEO (retired)
IDEAL Industries, Inc.

Roberto R. Herencia*
Chairman and CEO
Byline Bancorp
*Serves as Chairperson of the
Compensation Committee*

Gary E. Holdren
Founder and CEO
Garland Capital

Sinem Hostetter
Partner
McKinsey & Company

Dr. Mark Huntington
Managing Director, North America
PhysicsX

José A. Isasi II
Partner
Jones Day

George E. Johnson
Chairman Emeritus (retired)
Johnson Products Company, Inc.

Jocelyn Jopa*
Vice President, Head of Claims
Shared Services
Zurich North America

Kip Kelley
Chief Executive Officer
Aon Affinity US

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—Rika Nishikawa, JA Student (Company of the Year Competition)

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

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85 Years of Inspiring Tomorrows

12 Counties in the Chicago Area and Northwest Indiana

396,913 Students Impacted

18,099 Classrooms Reached

1,124,772 Hours Delivering JA's Programs

3,973 Volunteers Engaged

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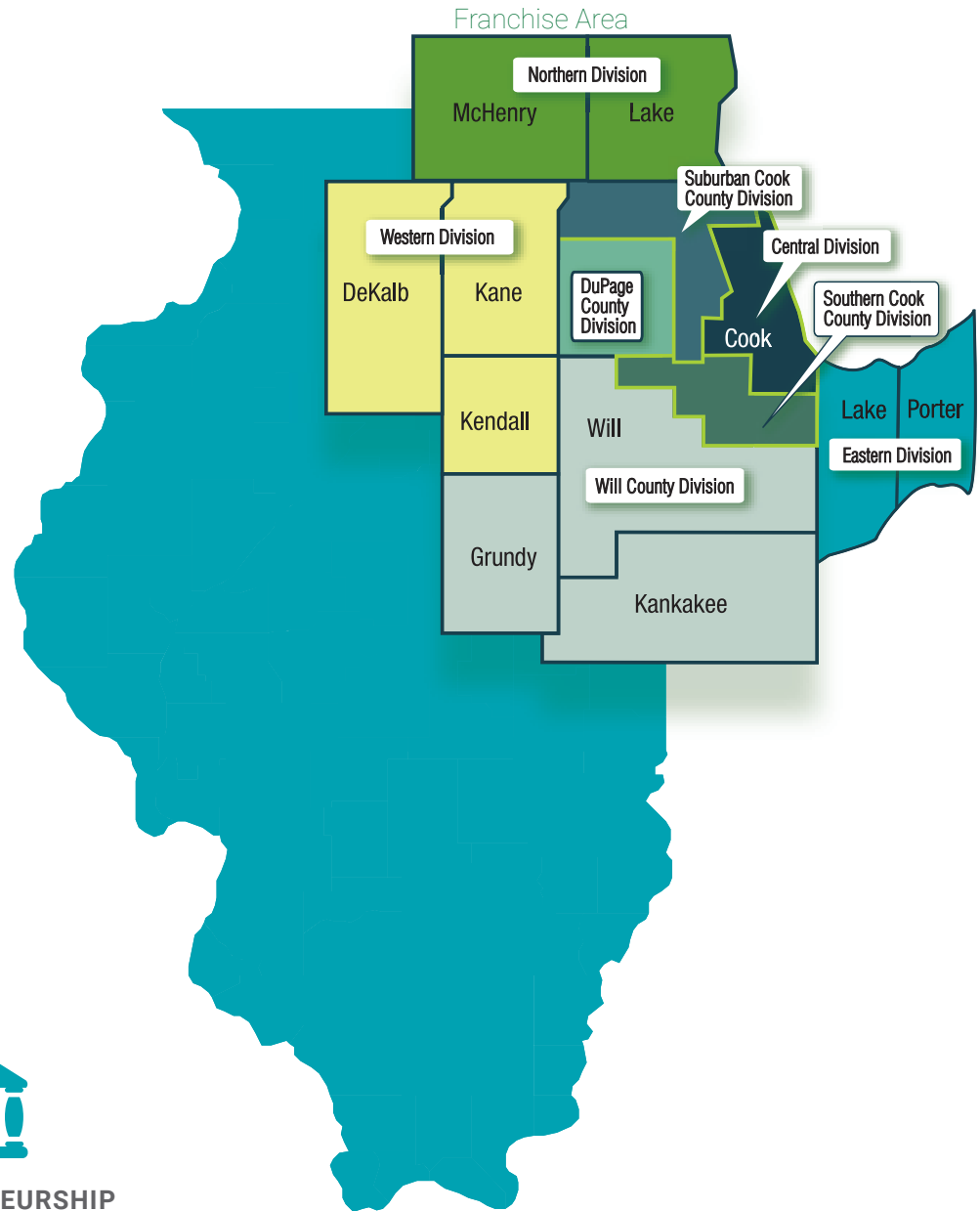
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