Making an even bigger IMPACT

Junior Achievement

ANNUAL REPORT 2015-2016
Welcome

Dear Friends,

At the end of the 2014-15 school year, we talked about IMPACT. We recognized a year of exceptional growth and accomplishments. We set our goals and began the new school year with enthusiasm and optimism. With the expansion of REAL Life, the continuation of the STEM Summit, and the creation of the YES! program, on top of our in-class programs and BizTown, we knew the 2015-16 year had the possibility of being record-breaking. But thanks to the support of our community, we were able to make an even bigger IMPACT than we imagined.

Our in-class programs for elementary and middle grades, combined with the full-day experiences in high schools, have helped JA achieve tremendous success. The magic we discovered with the STEM Summit and REAL Life helped JA to achieve a new level of respect among educators. Both the quantity and quality of our programs are exemplified in the feedback we receive from educators, volunteers, and students. The IMPACT that Junior Achievement continues to make is widespread.

JA reached more than 54,000 students in the 2015-16 school year. We accomplished this with a large staff of dedicated part-time staff and five full-time employees. This IMPACT would not have been possible without the help of more than 5,000 volunteers and hundreds of community partners who financially support JA. We are ecstatic to have the opportunity to make an even bigger IMPACT this coming school year with the expanded area from our merger with JA of Central PA.

We could not touch the lives of these students without the support of our community. Thank you for believing in the power of JA.

Sincerely,

[Signature]

President

Junior Achievement®
Your gift helps Junior Achievement empower more than 54,000 south central PA students to succeed in life.

Your gift helps Junior Achievement provide innovative and experiential programs to enhance students’ education.

Your gift helps Junior Achievement inspire and prepare students who will become employees in your company, residents in your neighborhood, and leaders in your community.

Your gift helps Junior Achievement reach a record-breaking number of local students, achieve a 25% market share, and financially end the year in the black.

Your gift provides a high return on your investment. Our cost per student is lower than any other JA office in PA.

Junior Achievement's Purpose:
To inspire and prepare young people to succeed in a global economy.

Junior Achievement's Values:
△ Belief in the boundless potential of young people.
△ Commitment to the principles of market-based economics and entrepreneurship.
△ Passion for what we do and honesty, integrity, and excellence in how we do it.
△ Respect for the talents, creativity, perspectives, and backgrounds of all individuals.
△ Belief in the power of partnership and collaboration.
△ Conviction in the educational and motivational impact of relevant, hands-on learning.
Fast facts:

▲ Part of JA USA - 112 local offices in the U.S.

▲ Three pillars of focus - financial literacy, work readiness, entrepreneurship

▲ Volunteer-focused program delivery - more than 5,000 volunteers utilized during 2015-16

▲ Merged organization reaches 14 counties - Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Mifflin, Northumberland, Perry, Schuylkill, Snyder, Union, and York

▲ 95 school districts and 350,000 students in grades K-12 within the 14 counties

▲ Staff of 58 (8 full-time and 50 part-time)

▲ Merged organization has a $2 million operating budget
In-class Programs

39,000 Students Grades K-8

"I was introduced to JA last year and I am grateful for the opportunity to volunteer for such a worthy cause. It has been the best experience in terms of volunteering for one simple reason. When that one kid walks away from the day, gains knowledge and then uses that knowledge today or in the future to better themselves. I cannot think of a better way to spend my volunteering time."  Michael Nixon, First National Bank

Making an even bigger IMPACT

43,000 Students Grades K-8
Projected for 2016-17
As a result of the merger with JA of Central PA, JA of South Central PA will cover a total of 14 counties and a student population of 350,000. Our projections for 2016-17 reach 85,000 students with a $2 million operating budget.
JA BizTown

Career Exploration

Students become citizens in a community and workers in businesses

5,000 STUDENTS IN GRADES 5 & 6

Civic responsibility

Financial Literacy

New business - BizTee

Making an even bigger IMPACT

7,000 STUDENTS PROJECTED FOR 2016-17

Interviewing Skills
YES! (Your Economic Success)

5,000 Students Reached
JA-in-a day format with an entire middle grades building participating the same day

15,000 Students Projected for 2016-17

JA Symposium - a day of inspiration & mentoring for high school girls

250 High School Girls
100 Business Women Mentors
900 Students Projected for 2016-17

Dear Mr. Ahwament,
Thank you for coming to our school. You taught me a lot about managing my finances, credit and debit card, and other things cut my life. I would also like to thank all the volunteers for spending time with us.

Sincerely,
Jackson

YES!
25 STEM days
5,000 students reached

My name is Kiersten and I attend Spring Grove Area High School. I participated in the Junior Achievement STEM Summit. I wanted to personally thank you and your crew for a great experience in the electrical department. I feel that the task at hand was a great way of showing what you do. Coming into the day I was completely unsure about what my future holds. I now feel that I have a huge interest in becoming an electrician. I had a ton of fun putting everything together, and I want to pursue in that department. I wanted to ask if there are any classes in high school that i could take to start my way onto that path? Thank you so much for the opportunity.”

Making an even bigger IMPACT
40 STEM days
10,000 students
Projected for 2016-17
"It was exciting to see students becoming more practically informed literally before our eyes and to think about the experience they were getting in its totality.... Thank you for bringing these programs to Carlisle and for all you and Junior Achievement are doing throughout the region to help today's students be more equipped, capable and contributing citizens tomorrow."

Bruce Clash,
Carlisle Area School District School Board member
<table>
<thead>
<tr>
<th></th>
<th>2015-16 Lancaster</th>
<th>2015-16 York</th>
<th>2015-16 Total</th>
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### Janitorial Expense
- Lancaster: 2,775
- York: 7,500
- Total: 10,275
- Budget: 10,000

### Program Expenses

- **Elementary Kits**: 45,000 (Lancaster), 90,000 (York), 135,000 (Total), 145,000 (Budget)
- **Middle Grade Kits**: 2,500 (Lancaster), 3,000 (York), 5,500 (Total), 5,500 (Budget)
- **High School Kits**: 2,500 (Lancaster), 3,000 (York), 5,500 (Total), 5,500 (Budget)
- **Program Insurance**: 2,000 (Lancaster), 8,000 (York), 10,000 (Total), 12,000 (Budget)
- **Freight**: 3,000 (Lancaster), 6,000 (York), 9,000 (Total), 8,000 (Budget)
- **Capstone Fee**: 3,000 (Lancaster), 7,500 (York), 10,500 (Total), 10,500 (Budget)

### Special Events

- **JA Symposium**: 49,000 (Lancaster), 11,000 (York), 60,000 (Total), 55,000 (Budget)
- **Bowling**: 7,500 (Lancaster), 7,500 (York), 15,000 (Total), 9,500 (Budget)
- **Wine Event**: 16,000 (Lancaster), 16,000 (York), 32,000 (Total), 16,000 (Budget)
- **Annual Meeting**: 1,000 (Lancaster), 1,000 (York), 2,000 (Total), 1,500 (Budget)

### BizTown, STEM, REAL Life

- **BizTown Consumables**: 37,000 (Lancaster), 37,000 (York), 74,000 (Total), 38,000 (Budget)
- **BizTown Refurbishments**: 1,000 (Lancaster), 1,000 (York), 2,000 (Total), 1,000 (Budget)
- **YES Consumables**: 1,000 (Lancaster), 1,000 (York), 2,000 (Total), 5,000 (Budget)
- **REAL LIFE Consumables**: 10,000 (Lancaster), 10,000 (York), 20,000 (Total), 13,000 (Budget)
- **STEM Consumables**: 4,000 (Lancaster), 12,000 (York), 16,000 (Total), 14,000 (Budget)
- **Transportation Programs**: 5,000 (Lancaster), 5,000 (York), 10,000 (Total), 6,000 (Budget)

### Depreciation
- 5,000 (Lancaster), 63,000 (York), 68,000 (Total), 66,000 (Budget)

### Total Expense
- 572,734 (Lancaster), 1,340,488 (York), 1,913,222 (Total), 2,001,982 (Budget)

### Net Income
- 3,766 (Lancaster), 6,512 (York), 10,278 (Total), 8,018 (Budget)

### Add Cash back for Depreciation
- 5,000 (Lancaster), 63,000 (York), 68,000 (Total), 63,000 (Budget)

### Net Cashflow
- 8,766 (Lancaster), 69,512 (York), 78,278 (Total), 71,018 (Budget)

### Expense Summary
- 7200: Salaries & Wage Related Expense: 53.82%
- 7400: Program Expenses: 15.52%
- 8500: Miscellaneous: 5.00%
- 8400: Non-Personnel Expenses: 5.81%
- 8200: Occupancy Expense: 4.81%
- 7830: Fund Raising: 1.73%
- 5250: Staff Training: 0.19%
- 6550: Payroll Expenses: 0.01%
- 8106: Merchant Fees: 0.01%

Total: $1,327,005.03
Special thanks to our 2015-16 supporters!

Adams Electric Cooperative, Inc.
Adhesives Research, Inc.
Allstate Foundation
Anne & Philip III Glatfelter Family Foundation
Anthony Campisi
Apple Automotive
Arthur J. & Lee R. Glatfelter Foundation
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BB&T Bank
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First Capital Federal Credit Union
First National Bank of PA
FirstEnergy Foundation
Fulton Bank
G B Stuart Charitable Foundation
Gamlet Incorporated
Gannett Fleming, Inc.
Giant Food Stores
Gilbert Chapman
Glatfelter
Glatfelter Insurance Group
Graham Capital Company
Griffie & Associates
Harley-Davidson Foundation
Harley-Davidson Motor Co.
Harvey Elder
Herbert M. Rehmeyer Trust
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Integra Life-York
Integrity Bank a Division of S&T Bank
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James Donovan
Jennifer Buehler
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John Saich
John Schmidt Foundation
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Kinsley Construction
Kohl’s
Larry Miller
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Masland & Barrick Advisory, Inc.
Memorial Hospital
Michael Hamaker
Mount Zion Lodge No. 74
Special thanks to our 2015-16 supporters!

Ms. Win Bradley  
New Standard Corp.  
North Metal & Industrial Chemicals  
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Penn Waste  
PeoplesBank  
Phoenix Contact Inc.  
Pinnacle Health  
Post Acute Medical  
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TE Connectivity Foundation  
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True Value Plus  
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UPS  
UTZ Quality Foods  
Vibra Healthcare  
W. Dale Brougher Foundation  
Walmart Stores Foundation  
Walton & Co.  
Wells Fargo  
Wells Fargo Advisors, LLC  
Wellspan Health  
West Shore Chamber of Commerce  
Xerox Foundation  
York Container Co.  
York Traditions Bank  
York Water Company
$96,000 Raised

Junior Achievement's Star Wars Bowl
York Regional Council
2016-2017

Robert Altland
VP of Administrative Services
Glatfelter Insurance Group

Brady Barnes
Commercial Relationship Manager
Fulton Bank – York Division

Carol Burns
Retail Sales Administrator
Hanover Foods Corp.

Andrea Cote Molitoris
General Manager, Shipley Stores
Shipley Energy

Michael Dehaven
Systems Manager
Harley-Davidson Motor Co.

Tom Englerth II
Client Manager
C.S. Davidson, Inc.

Katina Engles
Controller
REAL Services

Robert Gantz
CPA
Reinsel Kuntz Lesher LLP

Jeff Hammell
President
North Metal & Chemical Co.

J.T. Hand
Chief Operating Officer
York Water Company

Raquel Harvey
Business Manager, Lancaster North
UPS

Scott Hittie
Treasurer
True Value Plus

Todd Kwao-vovo
Product Engineer
Johnson Controls

Ellie Lamison
Mgr. Workforce Development
YCEA

Justin Leader
VP of Business Development
Benefit Design Specialists, Inc.

Heather Maxfield
Vice President
Fulton Bank

Thomas McCracken
Vice President
RBC Wealth Management

Steve McNeil
Manager of Manufacturing
Systems Engineering
BAE Systems

Diana Mohn
The Financial Advisory Group

Angel Montgomery
Recruiting Consultant, AVP
Wells Fargo Regional Bank

Mark Oberdick
Director of Human Resources
GGS Information Services, Inc.

Deb Rohrbaugh
Kinsley Education Center

Nicholas Sciotti
Financial Advisor
Merrill Lynch
The Adams Baker Group

Kathy Seilhamer
Manager External Affairs
FirstEnergy Corp.

Cary Walton
President
NAPA Auto Parts
West York

Diana Young
Project Engineer
Buchart Horn, Inc.

Geoffrey Zech
Senior Director, Business Development
TE Connectivity
Harrisburg Regional Council
2016-2017

Larissa Bailey
Government Relations Mgr.
Harrisburg Regional Chamber

Joseph LaCagnina
Director, Real Estate
Giant Food Stores, LLC

Norm Wynne
UPS

Stacey Gibble Barrick
CFP, President
Masland & Barrick Advisory, Inc.

Autumn Lang
Sales Executive – Major Accounts
Capital BlueCross

Amanda Brigaman
VP/Retail Market Manager
Metro Bank

Melissa Menke
Director, Culture Change
Support Office
Rite Aid

Sandra Cella
Branch Manager
M&T Bank

Amy Murray
Chief Operating Officer
Pavone

Jodi Clymans
Director, Group Accounts
Capital BlueCross

Arnold Offner
Industry Standards Manager
Phoenix Contact

Dan Eye
Senior Portfolio Manager
Roof Advisory Group, Inc.

Amanda Price
Marketing Director
Keystone Corrections Services, Inc.

Paul Feldman
Publisher
InsuranceNewsNet.com, Inc.

David Sears
NAAO Program Manager
Xerox Corporation

Lisa Fraley
Staff Accountant
SF & Company, PC

Tyler Shovlin
Regional HR Director
Select Medical Corporation

Gale Gallo
Mortgage Originator
Members 1st FCU

Deb Sowers
Retail Banking Manager II
Santander

Steve Gierasch
Co-Managing Director
Harrisburg
Buchanan Ingersoll & Rooney

Scott Stevens
Vice President
Citizens Bank

James Gilbert
Kohl's Store #0188

Sara Weiser
Public Relations Manager
PSECU

Tricia Heisey
Belco Community Credit Union

Christopher Wolf
PwC/Manager
PricewaterhouseCoopers LLP
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<tr>
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<th>Title/Position</th>
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<td>Matt Angstadt</td>
<td>Corporate Controller- D.F. Stauffer Biscuit Co. Inc.</td>
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<td>Bob Bossert</td>
<td>W. Dale Broughter Foundation</td>
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<td>Jennifer Buehler</td>
<td>Managing Director, Investments - Buehler &amp; McKee Financial Group of Wells Fargo Advisors</td>
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<td>Tony Campisi - Past Chair</td>
<td>President &amp; CEO - Glatfelter Insurance Group</td>
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<td>Katie Clark</td>
<td>President – LeTort Trust</td>
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<td>Jennifer DeLaye</td>
<td>CEO – The JDK Group</td>
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<td>Group VP – M&amp;T Bank</td>
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<td>VP, Municipal Markets – RBC Capital Markets</td>
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<td>VP &amp; General Mgr., Air Handling Systems - Johnson Controls</td>
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<td>Coni Wolf</td>
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