

A young girl with dark hair is looking upwards with a hopeful expression against a teal, starry background. In the background, an astronaut is seen floating in space. The overall color palette is teal and blue.

# BOUNDLESS POSSIBILITY



Junior  
Achievement™

ANNUAL  
REPORT  
2022



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# WELCOME

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Dear Friends of JA,

We are pleased to share Junior Achievement USA's Annual Report for 2021-2022. The theme of this year's report is "Boundless Possibility," which reflects the spirit and energy of Junior Achievement and the students we serve.

Each day at JA, we work to help young people discover what's possible in their lives. We do this by helping them connect what they learn in school with life outside the classroom. We let them know it's possible to invest in their future, to gain a better understanding of how the world works, and to pursue their dreams. We show them that it's possible for tomorrow to be a better day.

But possible isn't a wish, and it's not a given. There will be challenges ahead... bad days, disappointments, and even failure. But a belief in what's possible carries the power to persevere, to overcome, and to exceed one's own expectations.

This approach is more important than ever. Today's young people face challenges that didn't exist just a few years ago. These include the ironic isolation that comes with being "socially connected," an economy that is struggling to overcome the aftermath of a worldwide pandemic and global tensions, and division that has permeated all aspects of our society, including our classrooms.

At JA, we don't just teach financial literacy, work and career readiness, and entrepreneurship. We promote hope. Our volunteers serve as positive role models and mentors for young people who might otherwise be disconnected. Our learning experiences are shown to engage students on a social and emotional level with critical life skills that establish a firm foundation for them to achieve their potential as adults. And our research shows it works, with JA Alumni reporting they are more confident and have a greater belief in self and a sense of purpose due to their Junior Achievement experience. In other words, JA is where hope wins.

We encourage you to take a moment to read through this year's Annual Report to understand better how Junior Achievement is making a positive difference. We appreciate your support of JA's mission to inspire and prepare young people for success. With this approach, we envision a world where young people have the skillset and mindset to build thriving communities.

Sincerely,



**Jack E. Kosakowski**  
President & CEO  
Junior Achievement USA



**Alan S. Armstrong**  
Chairman, Junior Achievement USA  
President and CEO  
The Williams Companies

# ABOUT JA

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We are the nation's largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices.

Junior Achievement's programs - in the core content areas of work readiness, entrepreneurship and financial literacy-ignite the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century.



# VALUES

Believe in the boundless potential of young people

Approach our work with passion, honesty, integrity, and excellence

Seek out diverse backgrounds, perspectives, and talents in our staff and volunteers, and boards to reflect the geographies and communities we serve



# PURPOSE

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

Teach principled, market-based economics and entrepreneurship that build a more sustainable world

Nurture the power of partnership and collaboration

Advocate for hands-on learning


# PROGRAM REACH

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Junior Achievement's unique delivery system provides the training, materials, and support necessary to bolster the chances for student success. The impact is measurable, too. Students who participate in Junior Achievement programs demonstrate a significant understanding of economics and business concepts. We invite you to take a closer look at our programs!







**3,344,977**  
STUDENTS

**14,092**  
SCHOOLS

**102,164**  
DISTINCT  
VOLUNTEERS

**71,483**  
CLASSES

# THE ACHIEVEMENT FOUNDATION

VISIONARY  
PROFILE



# The Achievement Foundation Has a Long History of Support and Partnership with Junior Achievement

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Since 1998, The Achievement Foundation has given more than \$3.3 million in grants, primarily to JA Areas. In 2021 they committed a matching gift of \$200,000 to seed the JA Entrepreneurial Pathway Certification Project, launching in the spring of 2023.

The Achievement Foundation has promoted youth entrepreneurship from their inception; many of their members are students from the National Junior Achievement Conference (NAJAC), where they participated in the *JA Company Program*<sup>®</sup>.

Their generous support through the Hugh B. Sweeny Memorial Grants Program provides funding to JA Areas to expand and enhance the *JA Company Program* in their communities, including funding to increase staffing and efforts to provide staff training and development.

The Achievement Foundation's support also funds scholarships to the students on the top three winning teams in the *JA Company of the Year* competition, awarded annually during the Junior Achievement National Student Leadership Summit.

During COVID, The Achievement Foundation provided interest-free loans to JA Areas to help them weather the financial storm. Over the last two decades, The Achievement Foundation has been a source

of temporary financial assistance when a JA Area has identified the need for capital resources not immediately available. Junior Achievement benefits greatly from long-term partners like The Achievement Foundation, who are the first to respond in tough times and help us look forward at organizational needs.



# KPMG U.S. FOUNDATION

VISIONARY  
PROFILE

# KPMG's 10-Year Commitment to *JA Finance Park* Continues to Help Teens Gain Greater Understanding of Managing Finances

Since 2012, the KPMG U.S. Foundation has been committed to the *JA Finance Park*® program by investing nearly \$3.5 million to reimagine the curriculum and simulation aspects of this important financial literacy learning experience. The goal is to increase financial literacy and capability of middle and high school students. Over the course of their decade-long commitment to *JA Finance Park*, the program has served 2,742,388 students in 101,662 classrooms nationwide.

Their most recent multi-year investment of \$1,743,600 was used to develop the new *JA Finance Park* Advanced edition while also enhancing the original entry-level curriculum and making software improvements in the simulation. *JA Finance Park* Advanced is designed to help high school students better understand how to manage money by letting them select simulated life-scenarios and challenging them to successfully manage their finances. The *JA Finance Park* model has proven to raise financial literacy and capability of students who have been through the program.

*JA Finance Park* Advanced is Junior Achievement's capstone curriculum for personal financial planning and career exploration. This teacher-led classroom curriculum culminates with a visit to *JA Finance Park*, a realistic onsite or mobile facility, or virtually in the classroom, where students engage with volunteers and put into practice what they've learned

by developing a personal budget. A new advanced curriculum and simulation gives high school students a more personal focus. Students select their career and define their future lifestyle and financial goals. The advanced simulation allows students to see the long-term impact of their education, savings, and credit decisions.

"At Junior Achievement, we think of financial literacy as "the other literacy," said Jack E. Kosakowski, President and CEO of Junior Achievement USA. "Like the need to read, we also need to understand how to manage money. We are faced with financial decisions every day, yet very few of us are exposed to financial literacy programs in school. *JA Finance Park* Advanced will help countless young people have more successful futures because they will have increased financial literacy and capability. We greatly appreciate KPMG and the KPMG U.S. Foundation supporting this important effort."

"Both Junior Achievement and KPMG are committed to lifelong learning and investing in financial literacy," said KPMG U.S. Deputy Chair and COO and Junior Achievement USA board member Laura Newinski. "We are proud of our work with JA to help prepare and inspire young people to succeed."

For more information about *JA Finance Park* Advanced, visit [www.JA.org](http://www.JA.org).

# SPIRIT OF FREEDOM GALLERY



Stock Team  
Team #14

TAP TWO  
TEAM #2

# RSM US FOUNDATION

VISIONARY  
PROFILE

# RSM US Foundation Is Bringing the Stock Market to Life for JA Students!

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Junior Achievement USA and the RSM US Foundation worked together to bring the new *JA Take Stock in Your Future*® blended learning experience and *JA Stock Market Challenge*® simulation to life for students across the country. It is because of RSM US Foundation's investment of \$2,304,000 that JA is able to teach students about the rewards and risks of building a stock portfolio.

*JA Take Stock in Your Future* introduces students to basic concepts of how the stock market works and the impact of current events. Comprised of five sessions, the learning experience introduces students to lessons about foundational concepts of stocks, and understanding the benefits and challenges of investing, as well as the risks and rewards to trading. The program also includes multiple self-guided extension activities that engage students in deeper learning about the stock market and investing. Since its release into the JA market during the 2019-2020 school year, *JA Take Stock in Your Future* has been presented to more than 16,000 high school students across the US!

*JA Stock Market Challenge* is a stock market simulation that complements and accompanies *JA Take Stock in Your Future*. Through the challenge, teams of students compete to see who can accumulate the highest possible net worth in their investment portfolio. This exciting, fast-paced simulation offers a taste of what it's like to build a portfolio, manage risk,

and experience market performance in a compressed period of time. In pilot now, JA USA anticipates a full market release of *JA Stock Market Challenge* during the 2022-2023 school year.

In addition to these two exciting new learning experiences, RSM supports many local JA Area offices through volunteerism, special events, and Board membership. In fact, RSM has generously given more than \$800,000 in support to many local JA Area offices since 2019!

# U.S. PRESIDENT'S VOLUNTEER SERVICE AWARD

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The U.S. President's Volunteer Service Award is a presidential recognition program created in 2003 by the President's Council on Service and Civic Participation for individuals of all ages who contribute a significant amount of time to volunteer service. In 2006, Junior Achievement became an official certifying organization for this award because of its national reach and standing. This status allows JA to bestow this honor to corporations with a U.S. presence that provide volunteers to teach JA programs anywhere in the world.



Junior Achievement appreciates the incredible efforts of the following partners for their commitment and return to volunteerism in the 2021-2022 year. We are proud to announce the recipients of the 2021-2022 U.S. President's Volunteer Service Awards:

## Gold

Accenture LLP  
Deloitte  
Ernst & Young LLP  
HP Inc.  
HSBC Bank USA, N.A. and  
HSBC Holdings plc  
Johnson & Johnson  
JPMorgan Chase & Co.  
KPMG LLP  
Marsh & McLennan  
MetLife  
National Credit Union  
Foundation

## Silver

AT&T  
Bank of America  
Citi  
ExxonMobil  
Mastercard  
PwC  
Santander Bank, N.A.  
SAP America  
Truist  
U.S. Bancorp  
UBS  
Wells Fargo

## Bronze

ADP, LLC  
AIG  
Ally Financial  
Bank of Hawaii  
Bank of the West  
Barclays  
BMO Harris Bank  
Capital One  
Caterpillar Inc.  
Charles Schwab Corporation  
CIBC Bank USA  
Citizens  
Dalton State College  
Deere & Company  
Dow  
Edward Jones  
FedEx  
Fidelity Investments  
First Horizon  
GE  
General Motors  
Georgia Gwinnett College  
Grant Thornton LLP  
Huntington Bancshares  
Lake City Bank  
ManpowerGroup  
Microsoft Corporation  
Northwest Vista College  
Oracle  
Regions Bank  
RSM US LLP  
Salesforce  
St. Charles Community  
College  
State Farm  
TD Bank, N.A.  
The Home Depot  
Travelers  
United States Automobile  
Association (USAA)  
UPS  
Verizon  
Walmart  
YMCA of the USA





# SOCHETH MCCUTCHEON

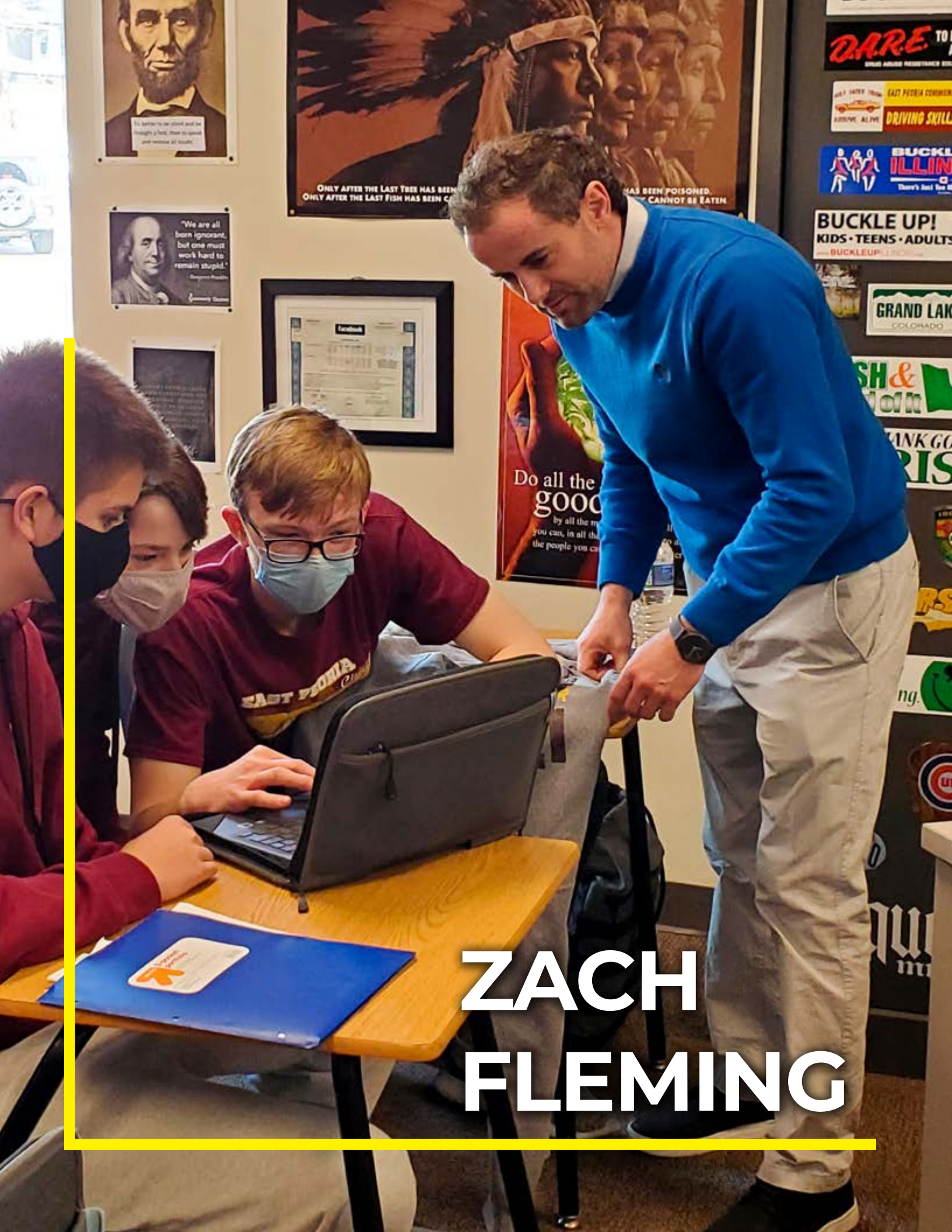
**“ It is important to pay it forward by being a role model for young people...”**

When she was a child, Socheth McCutcheon’s family escaped Cambodia, which was under the control of the Khmer Rouge, in search of a better life in the United States. Socheth’s family settled in Revere, Massachusetts, near Boston. Socheth didn’t see much of her parents growing up as they often worked two or three manual labor jobs to make ends meet.

In 8th grade, Socheth was participating in a Junior Achievement class. Her volunteer was “Mr. Drinkwater,” a local businessman and son of immigrants himself. It was the first time Socheth had seen anyone wearing a suit, and Mr. Drinkwater’s professional appearance and similar immigrant experience connected with Socheth. She began to envision life beyond the apartment she and her family were living in and the possibility of doing something besides the manual labor jobs on which her parents depended.

Socheth never saw Mr. Drinkwater again after that JA class, but his influence inspired her to pursue a professional career. After high school, she attended Brown University and obtained a law degree. Today, she is an attorney for Verizon.

In the spirit of Mr. Drinkwater, Socheth now serves as a volunteer for Junior Achievement in New Jersey. She feels it is important to “pay it forward” by being a role model for young people, especially those with circumstances like the ones she experienced growing up.



**ZACH  
FLEMING**

**“It’s enriched my class. It’s the best supplement I can do outside the book.”**

Zach Fleming, a consumer education teacher who works with sophomores at East Peoria Community High School in East Peoria, Illinois, is a champion for Junior Achievement of Central Illinois. For the past 15 years, he has used Junior Achievement’s blended *JA Economics*® and *JA Titan*® programs to enrich his lesson plans with what he refers to as “real-world consultants;” aka Junior Achievement volunteers.

*JA Economics*-Blended is a one-semester course that connects high school students to the economic principles that influence their daily lives as well as their futures. It includes the use of digital learning resources (blended) and in-classroom volunteers, often from the local business community, to deliver lessons. *JA Titan* Blended Model 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. It, too, uses volunteers or consultants who help coach students.

“These consultants hit a different chord with students,” says Mr. Fleming. “As a teacher, I can share the same concepts. But when the volunteers share their passion and perspective, you can see it click with students.”

The volunteers come from employers in the community, such as Caterpillar. As part of delivering JA lessons, the volunteers share real-world experiences from their work. These examples reinforce the lessons Mr. Fleming is teaching in his class.

Mr. Fleming notes that not every student plans to go to college and finds JA valuable in introducing young people to careers that don’t require a degree, such as in the skilled trades, as well as occupations students can pursue straight out of high school. He says volunteers often share their career journey with students, making JA even more relatable.

“I’m pretty lucky to have worked with JA of Central Illinois,” adds Mr. Fleming. “They put me in touch with a lot of great people.”

The feeling is mutual. In 2022, Mr. Fleming was named Junior Achievement of Central Illinois’ Teacher of the Year. Thanks to educators like Mr. Fleming, JA continues to provide young people with the tools they need to pursue their dreams and achieve their potential.

# DEMETRIUS SCOTT



**“ With JA, students not only help themselves, but they help their families. ”**

Demetrius Scott was a student in Junior Achievement, and while he found that experience memorable, he credits his involvement with JA as an adult volunteer for his current career.

Born and raised in Detroit, Demetrius experienced JA in a Day when he was in elementary school. He remembers the JA volunteer talking about the basics of money and money management. Demetrius would later go on to earn undergraduate and graduate degrees in accounting.

While working as an auditor at PwC, Demetrius reconnected with Junior Achievement as a volunteer. He volunteered for both JA in a Day and *JA Finance Park*® in Detroit. He would later become a member of JA of Southeast Michigan’s Rising Achievers Board. Over time, he changed jobs and began working in the Treasury finance department at Ally focused on Financial reporting.

While he enjoyed his work in finance, Demetrius said he felt like he could do more, “I didn’t feel like I was making a significant enough impact in the community.”

As a result, Demetrius got more involved in the community through volunteering, mentorship, and serving on local nonprofit boards. All along, he was sharing with Ally what he was doing and promoting the importance

of financial education in fostering economic mobility.

Inspired by his work with Junior Achievement, in 2018 Demetrius joined Ally’s Corporate Citizenship team. There, he is responsible for leading Ally’s financial education strategy, partnerships, and programs.

He also works to foster relationships with nonprofit partners, like Junior Achievement, that support the community and Ally’s strategic business objectives. He manages Ally’s financial education grant relationships and organizes Ally’s volunteer activities to support financial education.

“Financial education is the backbone of generational wealth,” Demetrius says. “Having an understanding of money management will impact the economic mobility of individuals and communities.”

Today, Demetrius is Director of Corporate Citizenship for Ally. He believes it is essential for volunteers to go into the classroom and share their experiences with students to not only promote concepts such as managing money or preparing for a career, but also to inspire hope.

“With JA, students not only help themselves, but they also help their families,” adds Demetrius.

# 2021-2022 MILESTONES

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## RECORD SUPPORT

Junior Achievement received the largest gift by a single donor in its 103-year-history when philanthropist MacKenzie Scott donated \$38.8 million to Junior Achievement USA and JA operations in 26 communities across the country. This unrestricted support is being used to make JA learning experiences more accessible to young people in underserved communities and to build organizational capacity to have an even greater impact with help from other partners.

## RECOGNITION

In early 2022, JA Worldwide, the organization representing Junior Achievement globally, was nominated for the Nobel Peace Prize. It's difficult to have peace without prosperity, and JA's programs in 115 countries around the world help ensure young people have the tools, knowledge, and support they need to help achieve prosperity for themselves, their families, and their communities. JA was also recognized for its innovative approach to learning by publisher Fast Company, learning technology group LearnX Live!, and research firm Brandon Hall Group.





The past year was a momentous one for Junior Achievement. Not only was JA able to go back to in-person delivery of learning experiences, but several significant events also happened that helped illustrate the impact of Junior Achievement. These included:

Image credit: JA San Diego

## REVITALIZATION

Junior Achievement got a new look in 2022, with the first update to the brand since the 1980s. Based on input from JA stakeholders from around the world, JA Worldwide initiated an effort to modernize the brand to reflect Junior Achievement’s role as a partner in education, impacting millions of young people globally. The rebranding included changing the logo, color palette, and overall style. The first phase of the rebranding started in 2022 with the goal of completing the rebrand by 2026.



Image credit: JA Worldwide

## RE-ENGINEERING HIGH SCHOOL EDUCATION TO EXPAND ECONOMIC OPPORTUNITY FOR ALL STUDENTS.

3DE is positioning students for economic opportunity and choice-filled lives by ensuring students are graduating with the skills, mindsets, and behaviors to be competitive in a rapidly changing economy.

### 3DE STUDENT OUTCOMES

3DE schools foster a culture of learning and achievement through instruction designed to build mastery in essential competencies.

**-25%**

#### REDUCED CHRONIC ABSENTEEISM

25.1% fewer chronically absent students (10%+ absences yr.) compared to non-3DE cohorts.

**69%**

#### HIGHER MATH PROFICIENCY

69.3% more students demonstrate proficiency on state assessments in Algebra I & Geometry.

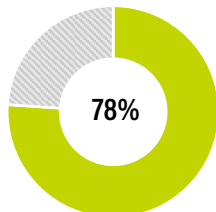
**67%**

#### HIGHER READING PROFICIENCY

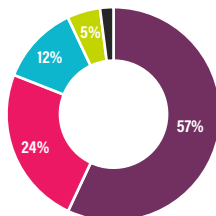
67.6% more students demonstrate reading proficiency on state assessments in 9<sup>th</sup>-11<sup>th</sup> ELA.

### 8,750 STUDENTS ENROLLED

#### FREE/REDUCED LUNCH



#### RACE/ETHNICITY



### 3DE INSTRUCTIONAL DESIGN

#### ANCHORED IN INTERDISCIPLINARY CASE METHODOLOGY

Integrates relevant, experiential, applied learning across the core academic subjects (Math, Science, ELA, Social Studies).

#### POSITIONING STUDENTS FOR CHOICE-FILLED LIVES

Instructional framework develops competencies through iterative practice that provides all students the opportunity to build the skills and mindset to lead their futures.

#### ACTIVATED BY AUTHENTIC CAREER CONNECTIONS

Authentic activation of learning through scalable career-connected partner engagements across 9<sup>th</sup>-12<sup>th</sup> Grade.

### 3DE IMPLEMENTATION

#### 28 3DE SCHOOLS

**400+**

#### 3DE EDUCATORS

More than 400 educators are trained and supported to integrate 3DE.

**100+**

#### INDUSTRY PARTNERS

More than 100 industry partners engage in supporting the instruction of 3DE by participating in case activation.

### 3DE GRADUATES



**97%**

#### GRADUATION RATE

97.3% four-year cohort graduation rate among all 3DE schools.

#### 3DE CLASS OF 2022 GRADUATION RATE

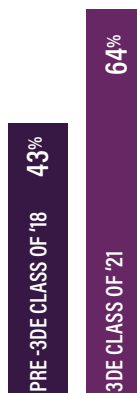


**+33%**

#### INCREASE IN GRADUATION

33.6% increase compared to 2018 rates for Title I Schools in 3DE portfolio.

### 3DE ALUM



**56%**

#### HIGHER COLLEGE ENROLLMENT

56.4% higher rates of college enrollment compared to Class of 2018 rates for Title I Schools in 3DE portfolio.

IMMEDIATE ENROLLMENT

# PROJECT AND ANNUAL FUNDING

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Junior Achievement could not prepare young people to succeed in a global economy or empower young people to own their economic success without our investors. Every single dollar makes a difference and all donations to JA USA help to continually evolve JA's enriching programs at a national and local level. The corporations, foundations, and individuals listed here have provided Junior Achievement with funding in 2021-2022.

# CORPORATE AND FOUNDATION

## \$1,000,000+

Accenture LLP\* and Accenture Foundation Employee Giving Campaign  
The Capital Group Companies, Inc.  
Charles Koch Foundation\*  
Chick-fil-A\*  
CrossKnowledge\*  
Discover Financial Services\* and Cashback Campaign  
Ernst & Young LLP\* and Employee Giving Campaign  
Jackson\* and Employee Giving Campaign  
Janus Henderson Foundation\*  
KPMG Foundation\*, KPMG LLP and Employee Giving Campaign  
MarketWise\*  
Mercedes-Benz USA, LLC  
Milken Center For Advancing The American Dream\*  
RSM US Foundation\*  
Taco Bell Foundation  
The Marcus Foundation\*

## \$500,000 to \$999,999

Allstate Insurance Company\*  
The Hartford Financial Services, Inc.\* and Employee Giving Campaign  
ICE NYSE Foundation, Inc.\*  
Intuit\* and Employee Giving Campaign  
Starbucks Foundation\* and Employee Giving Campaign  
Toyota Motor North America

## \$250,000 to \$499,999

AIG  
Bank of America Charitable Foundation and Bank of America IGEN Employee Network  
Citi Foundation\*  
Citizens Financial Group\* and Citizens Charitable Foundation Employee Giving  
CNA Financial Corporation and CNA Foundation Employee Giving Campaign  
ManpowerGroup\*  
PwC\* and Employee Giving Campaign  
Santander Bank, N.A.  
Synovus Bank  
Truist\*  
Voya Financial, Voya Foundation, and Employee Giving Campaign

\*Recognition for multi-year pledge

## \$100,000 to \$249,999

The Achievement Foundation  
Ally Financial and Employee Giving Campaign  
AT&T and AT&T Foundation Employee Giving Campaign  
Beth and Ravenel Curry Foundation  
Bread Financial  
El Pomar Foundation  
Fairwinds Foundation  
Fidelity Investments  
Kinder Morgan  
Lilly Endowment Inc.  
The TJX Foundation, Inc.  
The UPS Foundation and Employee Giving Campaign

## \$50,000 to \$99,999

Adtalem Global Education Foundation  
American Council of Life Insurers  
American Honda Finance Corporation  
Bridge Investment Group  
Delta Air Lines, Inc.  
FactSet and Employee Giving Campaign  
FedEx Corporation  
Horace A. Moses Foundation  
PennyMac Financial Services, Inc.  
US Silica  
The Williams Companies Foundation, Inc. and Employee Giving Campaign

## \$20,000 to \$49,999

Antares Capital LP and Employee Giving Campaign  
HSBC Bank USA, N.A. and HSBC Holdings plc  
Moss Adams  
MUFG Union Bank Foundation Employee Giving Campaign  
NBCUniversal, LLC  
Robert Half International and Employee Giving Campaign  
Simmons Bank  
State Farm  
Transunion and Employee Giving Campaign

# CORPORATE AND FOUNDATION

## \$10,000 to \$19,999

Amazon.com, Inc. and AmazonSmile  
FirstBank  
The Goldman Sachs Group, Inc.  
K-Crest Management  
Sealed Air Corporation

## \$5,000 to \$9,999

The Charles Schwab Corporation and Employee Giving Campaign  
Collaborative Solutions  
CompTIA  
Darman & Associates, Inc.  
Sparks Willson, P.C.  
The Standard Insurance Employee Giving Campaign

## \$1,000 to \$4,999

Abbott Laboratories Employee Giving Campaign  
AMN Healthcare Employee Giving Campaign  
Bell Group  
Boston Financial Investment Management, LP  
BrightPlan LLC Employee Giving Campaign  
Cisco Systems, Inc., Employee Charitable Giving Program  
CUPA-HR Employee Giving Campaign  
Dix & Eaton Incorporated Employee Giving Campaign  
Ecco Select  
Lockheed Martin Corp. Employee Giving Campaign  
Meredith Corporation  
Navy Federal Credit Union  
Nelnet Corporation Employee Giving Campaign  
Onedigital  
Ooma  
Phillips 66 Employee Giving Campaign  
Power Design Inc.  
Randstad Holding DV Employee Giving Campaign  
Salesforce Foundation Employee Giving Campaign  
Serve2perform  
TransUnion Employee Giving Campaign  
UnitedHealth Group, Inc. Employee Giving Campaign  
Unum Group Employee Giving Campaign  
USAA Employee Giving Campaign  
Wells Fargo Community Support Campaign

## Under \$1,000

Alcon Lighting, Inc. Employee Giving Campaign  
A-LIGN Compliance And Security, Inc. Employee Giving Campaign  
American Family Insurance Employee Giving Campaign  
Ameriprise Financial, Inc. Employee Giving Campaign  
Apple Computer Employee Giving Campaign  
Boeing Employees' Credit Union Employee Giving Campaign  
CDW Corporation Employee Giving Campaign  
CHEP USA Inc. Employee Giving Campaign  
Coke Cares Employee Giving Campaign  
Dell Direct Giving Campaign  
Eaton Corporation Employee Giving Campaign  
eBay Inc. Employee Giving Campaign  
First Horizon  
Give Lively Foundation, Inc. Employee Giving Campaign  
HP Enterprise Employee Giving Campaign  
Huron Consulting Group Inc. Employee Giving Campaign  
Illinois Tool Works Foundation Employee Giving Campaign  
Lincoln National Corporation  
Loop & Tie Employee Giving Campaign  
MetaBank Employee Giving Campaign  
Microsoft Corporation Giving Campaign Matching Gifts  
Morgan Stanley Employee Giving Campaign  
New York Life Employee Giving Campaign  
Orchard Yarn & Thread Company, Inc. Employee Giving Campaign  
Paypal Charitable Giving Fund  
PepsiCo Foundation Employee Giving Campaign  
Raytheon Company Contribution Program Employee Giving Campaign  
Sage North America Employee Giving Campaign  
Stanley Black & Decker Employee Giving Campaign  
SunTrust Foundation Employee Giving Campaign  
Synchrony Financial Employee Giving Campaign  
T. Rowe Price Group, Inc. Employee Giving Campaign  
TIAA Employee Giving Campaign  
Zoom Video Communications Inc. Employee Giving Campaign  
Zurich-American Life Insurance Company Employee Giving Campaign

# INDIVIDUAL DONORS

## \$25,000

Alan S. Armstrong  
Patricia and James R. Hemak  
Robert Lloyd  
Rodney O. Martin  
Laura M. Newinski  
Jeanette H. Prenger  
The Stiles-Nicholson Foundation

## \$20,000+

Evelyn and Frank Angelle  
Catherine S. Brune  
Diane and Jack E. Kosakowski  
Paul E. McKnight

## \$10,000+

Mary Beth and James M. Carroll  
Arnold B. Evans  
Jeff Hansberry  
Clyde D. Keaton  
Gunjan Kedia  
Bill Kracunas  
Larry A. Leva  
Denman K. McNear  
Helen C. Pekny  
Jonas Prising  
Marna J. Ricker  
Dino E. Robusto

## \$5,000+

Tina and Tim Greinert  
Wendy and Cesare Mainardi  
Rhonda Randell  
Muriel F. Siebert Foundation, Inc.  
Buzzy Thibodeaux  
John R. Weil

## \$1,000+

Melanie and Sam Adams  
Asheesh Advani  
James Burch  
Kristina and Daniel Cassiday  
Ronald D. Cody  
Jackie and Rick Dant  
Ray E. Darby  
Mary Catherine and Edward Desrosiers  
Frank W. Evans  
Akberet Boykin Farr  
Mark A. Fiore  
Rick Franke  
Becky Frankiewicz  
Gannett Foundation  
Rob Goldberg  
Michelle and Dale Green  
Mabel Horrigan Foundation  
Kyle H. Hybl  
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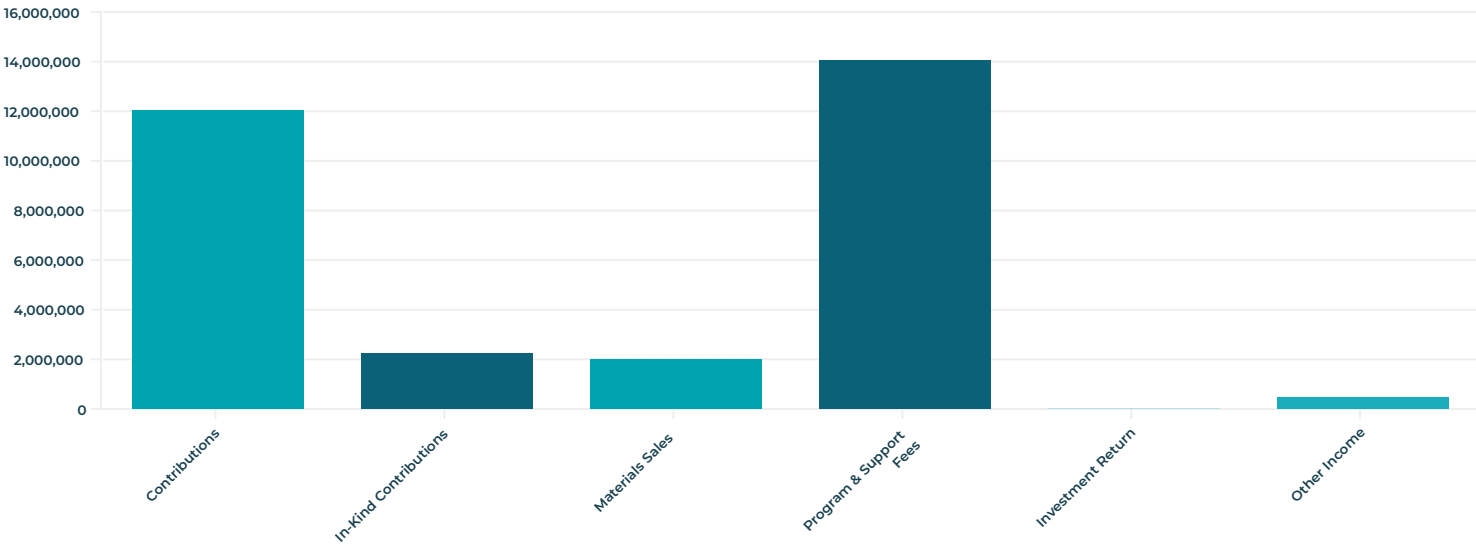
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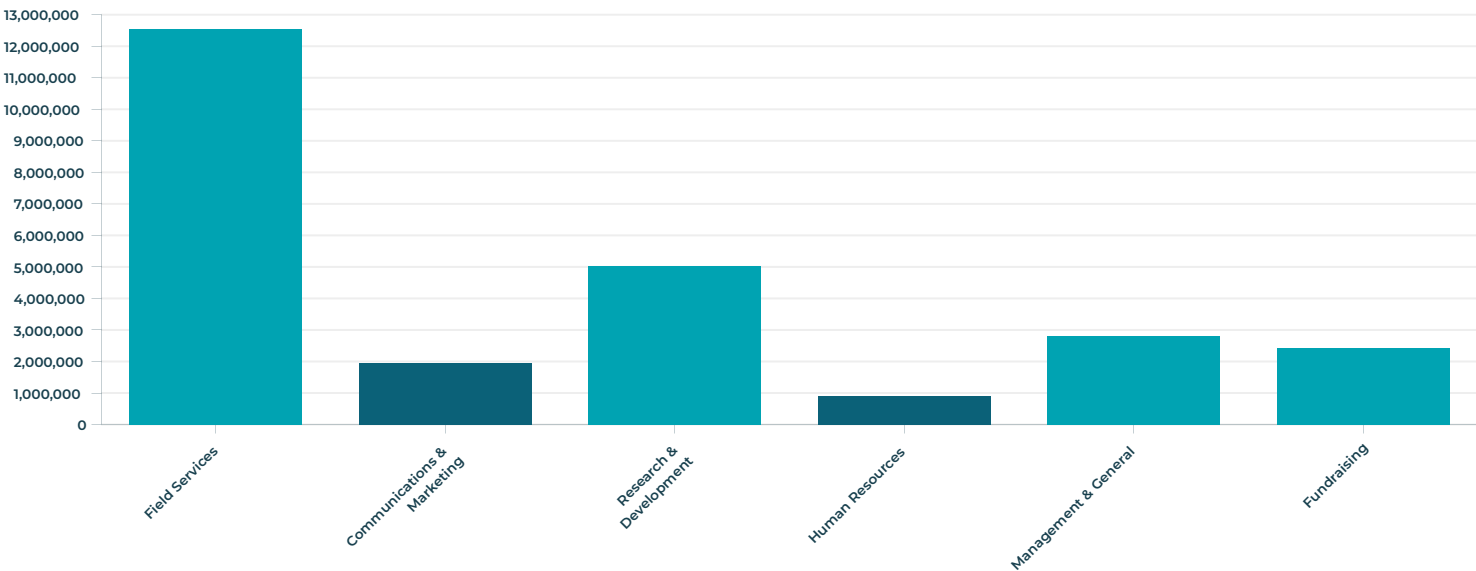
# JA USA FINANCIAL STATEMENTS

Junior Achievement USA consistently receives high grades for accountability and transparency. [View the full version](#) of JA USA's Audited Financial Statements.

## Revenue Detail \$28,165,275



## Expense Detail \$25,648,841



Note: Junior Achievement USA's total net assets as of June 30, 2022 is \$30,187,041

\*3DE National, LLC is a single member LLC of Junior Achievement USA. Per Generally Accepted Accounting Principles, single member LLCs must be consolidated for financial statement purposes. Thus, the face of the financial statements reflects both Junior Achievement USA and 3DE National, LLC financial activity for the fiscal year ended June 30, 2022. Please see pages 33-38 of the 2022 Audited Financial Statements for a breakout of the financial activity for each entity.

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