Our Mission
NPower creates pathways to prosperity by launching digital careers for military veterans and young adults from underserved communities.

In today's economy, over 50% of all jobs require some degree of technology and digital skill, and this is expected to grow to 77% by 2020 in the U.S. Yet the job marketing is not keeping pace. Of the nearly 6 million jobs expected to require tech skills in the future, labor statistics project a candidate pool of only 3.2 million.

NPower envisions a future where our domestic technology workforce is diverse, and clear pathways exist for all people regardless of ethnicity, gender, or socio-economic background to succeed in our digital economy.

NPower currently operates in New York City, Texas, California, Baltimore, Toronto, New Jersey, and St. Louis.

Program
Tech Fundamentals - Our Tech Fundamentals program prepares students to begin careers in the field of information technology by offering FREE tech training, mentoring from business leaders, paid internships, career development workshops at leading corporations and nonprofits, industry-recognized certifications, job placement services and access to a robust alumni network. More than 80% of our alumni are employed or pursuing higher education within one year of graduation.

Advanced Certifications - NPower offers accelerated training programs for more advanced IT coursework including Cybersecurity, Coding and Enterprise Service Management. Each program path offers FREE hands-on training and in-demand certifications designed to prepare our alumni for higher wage IT jobs. Our actively engaged alumni network continue to turn to NPower for ongoing career coaching, mentoring, as well as advanced certification.

Program Accomplishments
The Tech Fundamentals program is a 22-week classroom and internship training program for urban young adults between the ages of 18 and 25 and military veterans that results in career enhancing opportunities including jobs, technical certification and qualification for higher education. In 2016, the program operated in New York City (Brooklyn and Harlem), New Jersey (Jersey City), Texas (Dallas), Maryland (Baltimore) and California (San Mateo) and provided the following training certification: Cisco Core A+.

The Cyber Security program, is a 26-week classroom and internship program was offered in New York (Brooklyn) and Texas (Dallas) in 2016. The program includes an opportunity to earn industry-recognized,
in-demand certifications (Security+, Network+ and Linux+), achieve personal and professional development, and receive mentoring from senior level cybersecurity professionals, job placement assistance and access to an elite and supportive alumni network.

The Coding program, is a 12-week hands-on in-class instruction program offered in Texas (Dallas) in 2016. The program includes an opportunity to earn in-demand certifications (HTML, CSS, Javascript, SQL, Linux, and much more), receive mentoring from senior level front-end and back-end developers, achieve personal and professional development, and receive job placement assistance and access to an elite and supportive alumni network.

The Enterprise Service Management program is an 8-week in-class instruction program was offered in California (Alameda) in 2016. This program includes an opportunity to earn in-demand certifications (ITIL, Splunk) and ServiceNow Training, achieve personal and professional development, and receive job placement assistance and access to an elite and supportive alumni network.

Approximately 650 young adults and veterans were accepted into these programs in 2016 and over 1,800 graduates participate in the alumni network.

The National Advisory Council and Regional Advisory Boards continue to attract talented corporate participation with a goal of expanding its reach and areas of focus during 2017.

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Financial Performance

The following summarizes NPower Inc. and Affiliate income, expense and selected balance sheet data for the year ended December 31, 2016.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenues, gains, and other support</td>
<td>$14,125,945</td>
</tr>
<tr>
<td>Expenses</td>
<td></td>
</tr>
<tr>
<td>Program Services</td>
<td>$10,096,270</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$1,182,665</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$688,153</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$11,967,088</td>
</tr>
<tr>
<td>Other Items (FX Gain)</td>
<td>$2,758</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>$2,161,615</td>
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<tr>
<td>Total Assets</td>
<td>$5,285,674</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$625,624</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$4,660,050</td>
</tr>
</tbody>
</table>

NPower Inc. is a tax-exempt corporation under section 501(c)(3) of the Internal Revenue Code. Donations are tax-deductible to the extent allowed by law.
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Current Board of Directors

- David Reilly, Chairman
- Matthew Horner, Vice Chairman
- Joshua Levine, Treasurer
- Gail Fierstein, Secretary
- Bertina Ceccarelli
- Vittorio Cretella
- Mike Fey

- Richard Greenbaum
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- M.V. Ramana Murthy
- Frank Pedersen

- Christopher J. Perry
- Karen Peterson
- Dan Petrozzo
- Parag Samarth
- Diane Schwarz
- Woody Sessoms
- Josh Sutton

Current Executive Officers

- Bertina Ceccarelli, Chief Executive Officer
- Shannon Gibbons, Chief Development Officer
- Thomas Sussman, Vice President, Finance & Business Operations