



Funding futures

Keep Growing ... to Keep Giving

2022



EALgreen equipment saves the day at Olivet College, MI!

Full story on page 5!

Keep Growing ... to Keep Giving

EAL creates scholarships and educational opportunities for financially disadvantaged students at post-secondary institutions through placement of donated inventory and other resources.

– EALgreen Mission



Dear Friends of EALgreen:

In 2022, we celebrated 40 years of transforming lives by providing scholarships to 1,228 students—a record for EALgreen! In keeping with our tradition of impact and innovation launched by our founders Dan Mickelson and Swede Roskam in 1982, EAL converted nearly \$6 million of donated excess inventory into financial aid thus bringing the total number of students who have benefitted from EAL’s mission to exceed 22,300 to date. The donated excess inventory avoided the landfill and found new homes on college campuses providing much needed resources for colleges as they fulfill their mission of educating the next generation of leaders and strengthening communities in small towns and big cities in 18 states.

EAL’s own transformation achieved an important milestone in 2022 as we completed a Digital Transformation and joined the digital revolution that has brought advanced

technologies to supply chain organizations at a rapid and exciting pace. We are grateful to have been able to make an investment to secure our digital future and enable our growth. These new systems allow EAL to increase the positive impact of our non-profit in our community by optimizing operations and providing visibility, accountability and metrics which are essential to delivering results in the new economy.

During 2022, we renewed our sustainability pledge to donors, colleges and universities who remain at the forefront of the ESG (Environmental, Social and Governance) movement. We are deeply grateful and immensely proud to continue our longstanding partnership with our original donor and original educational partner who more than 40 years ago believed in our mission—to remove educational financial barriers faced by underserved students thus

empowering them to fulfill their individual human potential.

As ESG and other social justice and sustainability principles become a permanent fixture in corporate philanthropy, EALgreen stands ready to serve the needs of the business community seeking to create positive change in the world. Our efforts in this area continue to be recognized and we are proud to have received Crain’s Chicago Business designation as Notable Leaders in Sustainability in 2022.

Thank you for the impact you have made through your support of EALgreen in 2022 and we look forward to making a difference—together—in 2023 and beyond!

Claudia Freed
EALgreen CEO
EAL First Scholarship Recipient



1,228 Students Assisted



\$3.5MM Scholarships Awarded



40 metric tons of carbon emissions saved



4,939 tons of materials diverted to productive new lives with higher education partners



Upgraded to electric fork lifts to reduce carbon emissions

By the numbers: EALgreen's impact 2022

Education transforms lives with support from donors like you

Diversity

Talent and commitment to education—not the ability to pay tuition and fees—is the basis of the EAL partnership with colleges and donors. For many of EAL scholars, a scholarship **is** the difference between attending college or not.

EAL educational partners include four-year liberal arts colleges and universities, health science universities, Native-American colleges, community colleges, music conservatories, graduate schools, HBCU colleges and universities in **18** states.

Since 1982, donors like you have made it possible for **22,301** students with financial need to obtain a college education, graduate with less debt and become contributing members of society.



603 female
487 male
138 undeclared



519 Inventory Scholarships



709 Cash Scholarships



285 Freshmen
306 Sophomores
264 Juniors
356 Seniors
4 Certificates
14 Graduates



\$3.5 Million in Scholarships from Donor Support



1,228
Students



56
Colleges, Universities and Technical Schools



\$2,864
Average Scholarship

Top Degrees Earned Academic Year 2021-2022

STE(A)M, Health Sciences, Accounting, Sports Management, Criminal Justice, Advanced Manufacturing, Marketing & Communications and Elementary Education

Advancing EAL Donors' ESG Goals

Reduced donors' CO2 emissions by more than **40 metric tons**.

1,228 students—upon graduation—will add to the ranks of a more diverse and inclusive society.

90 cents of every dollar EALgreen receives is returned to the community.



Digital Transformation at EALgreen

It is no surprise that the concept of digital transformation – or the conversion of analog data into digital bits of 0's and 1's – had its origin in academia. In fact, MIT Prof. Emeritus, Claude E Shannon, first introduced this concept in his landmark work published in 1948 *A Mathematical Theory of Communication*. Since then, businesses of all kinds have been on a journey to transform their operations to increase productivity and improve performance globally. This is why EALgreen made an investment to transform our unique business model into a cloud-based solution thereby using data and digital technologies to meet the demands of our donors and educational partners.

EAL's digital transformation was challenging. Our team brought several legacy and home-grown systems under a proverbial "one roof" to a best-in-class enterprise resource planning or ERP platform powered by NetSuite, a member of the Oracle family. Despite the challenges inherent to a complex project such as ours, EALgreen is very pleased to have made the leap into the digital world.

While operational gains are at the core of why businesses embark on digital transformation, EALgreen has an additional—even more ambitious—reason for making this investment. We believe that digitally competent organizations set the standard for achieving sustainability and supply chain goals. From metrics to transparency, improved communications and decision making, and operational accountability, EALgreen "digital" aspires to set a new standard in nonprofit management. Thank you to all who contributed to this rewarding project at EAL.

All of us at EALgreen are excited about our digital future!



ORACLE
NETSUITE

Collaborating through priorities ... Facilitating solutions

While focused on our mission to empower access to higher education, EALgreen's business operation strives to provide the best value to its educational partners, both in terms of monetary savings and 100% satisfaction on products and customer service. EAL builds partnerships with businesses and IHEs based on a shared commitment to protecting the environment, supporting communities, both in times of plenty as well as in times of crisis, and collaborating through priorities and best practices for governance. We are grateful for our partners who share with us their "hurray" moments and success stories experienced through their EAL partnership.

The cover photo on this report tells one such simple and yet profound story, shared by Lone Ormsbee at Olivet College, Michigan, an EALgreen partner college for over 3 decades. When a pipe suddenly burst in the basement of a building on campus one day, a nightmare ensued on

the main floor of the Student Center which got flooded with a few inches of water! To prevent damage to the beautiful carpet and manage a high foot-traffic zone, the staff in charge sprang into action and were able to respond instantly because they had already procured from EALgreen the ideal equipment at deep discounts, to handle the emergency—a HART Spot Cleaner & Bissell Extractor machines (top left pic) used for deep cleaning carpets!

On another campus, Venkatesh Gopal from Elmhurst University, Illinois, shared with EAL staff the transformative learning environment created by the Physics Department through deep innovation and resourcefulness, including procuring a wide variety of lab equipment from EALgreen such as a JET Model Floor Drill Press (top right pic), SPEEDAIRE Air Compressors, Grinders, Sanders and much more, while generating thousands of dollars in scholarship value!



These stories and several more are everyday living examples of the potency of innovative partnerships in facilitating win-win solutions. EAL prides itself in being a unique partner with a strong foundation and visionary leadership bridging forces in sustainability, higher education, and e-commerce. We were honored to be recognized by an industry leader in supply chain and logistics, Reverse Logistics Association, for demonstrating leadership and exemplary achievement in sustainable reverse logistics operations. We are proud to have received the **Green Reverse Logistics Award at the 18th Annual RLA Conference and Expo in February 2022**, in Las Vegas, NV, for setting the standard of excellence in reverse logistics through our vision, innovation, focus and efficiency.



Anonymous



Increasing impact: the EALgreen model turns 40

Educational Assistance Ltd entered the nonprofit, supply chain and higher education spaces as a connector. Co-founders Vernon “Swede” Roskam and Dan Mickelson earned their own academic degrees with the support of scholarship donors. They believed in repaying their benefactors by paying it forward through a business model they created. As employees in the industrial sector interacting with customers and clients in business and higher education, they recognized that the supply chain both wanted and needed an earth friendly alternative for a growing volume of new inventory that the sales team could not promote: excess, damaged packaging, customer cancelations and returns. The supply chain’s

problem meant opportunity for college campuses with tight budgets. EAL processed the inventory that did no longer fit corporate donors priorities and first, via lists faxed to campus partners and now just a click away on a proprietary shopping cart, campus partners pay a handling fee and recognize the savings as financial aid for students.

Unique. Ambitious. Valued. Those two original motors and the \$5,000 for one student pioneered a model transforming tools to HVAC units into more than \$30MM in financial assistance for the 21,073 students at nearly 100 campuses whose college careers were, in part, assisted by EALgreen.



Green Reverse Logistics Award, 2022

Selected Milestones

1982	The donation of two motors by Grainger to Educational Assistance Ltd. creates \$5,000 in savings at North Park College that the Office of Financial Aid awards to Claudia
1989	First time college and university partners in the legacy inventory model generate more than \$1MM in savings to benefit students.
1997	Claudia Freed, the first EAL Scholar, returns to lead EAL as its Executive Director ultimately becoming its President and CEO.
2009	Cash Scholarship Program is launched with \$46,000; in 2021 the total given is \$1.25MM.
2018	EALgreen opens a second Fulfillment Center in Carlsbad, CA.
2021	The total number of EAL Scholars exceeds 20,000; second consecutive year that annual number of awards exceeds 1,000.
2022	EALgreen makes a leap into the digital world, with all systems integrated under a single, best-in-class ERP platform powered by Oracle NetSuite, setting new standards for nonprofit management.



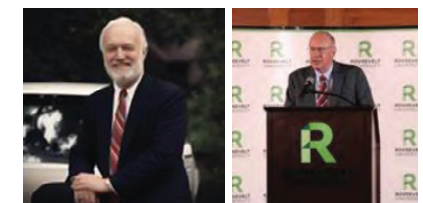
Early EAL told its story through a mascot; his name was Elroy.



Tom Hendrie, Claudia Sena, Mark Holme pose on back campus with Old Main in the background. (1984)



Advertising in airline magazines brought many inquiries to EAL's; some of those donors remain active today.



The co-founders, Swede Roskam (left) and Dan Mickelson (right), pioneered a business model that remains unduplicated.



Funding futures

Growing EAL's higher education network of partnerships

2022 will be remembered as the year that EALgreen forged a pathway into a digitally advanced future with the objective of significantly scaling up operations and transforming the experience of EALgreen's procurement process. As we adopt new technologies and adapt to new ways, we are incredibly grateful to our network of partners who have stood firmly by our side to support our mission and model. In 2022, EAL's cohort of 48 colleges and universities across 18 states, generated \$2.29 MM in scholarship value through operational savings, the highest to date, and collectively received \$1.255 MM in Cash Scholarship funds.

Caitlin Zaloom, author of "Indebted – How families make college work at any cost", talks about a "Right to the Future" and if such a right existed, then one of

the fundamental building blocks would be a college education that enables student autonomy. Rights aside, the need for a stable and secure future as well as a chance at an "open future" have become increasingly common themes for many families. And this comes with its fair share of moral and financial hardships, writes Zaloom. This is evident too from the 100+ letters and emails sent to us by scholarship recipients, wherein students share their stories of financial and emotional distress. However, with deep gratitude for the scholarship support and renewed determination to pursue the career of their dreams against many odds, many students also reflect on how they wish to pay it forward in their own way to benefit their community. It is a privilege to support them through this journey.

Year on year EALgreen is reaffirmed in its mission to empower access to higher education, made possible through a phenomenal partnership between several stakeholders. A thoughtful business community, committed leaders in college/university financial aid and purchasing departments, innovative educators, reliable transportation providers, EALgreen's dedicated Board of Directors and the dynamic and visionary team at EALgreen. **Together we are committed to realizing the full potential of our partnerships along with that of our EALgreen Scholars!**



— Maya Angelou

<p>ALABAMA</p> <p>Birmingham-Southern College Birmingham</p> <p>Stillman College Tuscaloosa</p> <p>CALIFORNIA</p> <p>Colburn School Los Angeles</p> <p>Southern California University of Health Sciences Whittier</p> <p>Trinity International Law School Santa Ana</p> <p>University of La Verne La Verne</p> <p>Western University of Health Sciences Pomona</p> <p>ILLINOIS</p> <p>Black Hawk College Moline/Galva</p> <p>Danville Area Community College Danville</p> <p>Dominican University River Forest</p> <p>Elmhurst College Elmhurst</p> <p>Judson University Elgin</p> <p>North Central College Naperville</p> <p>North Park University Chicago</p> <p>Olivet Nazarene University Bourbonnais </p> <p>Quincy University Quincy</p> <p>Robert Morris University Chicago</p> <p>Roosevelt University Chicago </p> <p>School of The Art Institute of Chicago Chicago</p>	<p>Trinity Christian College Palos Heights</p> <p>Trinity International University Deerfield</p> <p>University of Saint Mary of the Lake Mundelein</p> <p>INDIANA</p> <p>Bethel University Mishawaka</p> <p>Butler University Indianapolis</p> <p>Calumet College of St. Joseph Whiting</p> <p>Goshen College Goshen</p> <p>Grace College/Theo. Sem. Winona Lake</p> <p>Saint Mary's College Notre Dame</p> <p>IOWA</p> <p>Faith Baptist Bible College and Theological Seminary Ankeny</p> <p>Graceland University Lamoni</p> <p>Saint Ambrose University Davenport</p> <p>KANSAS</p> <p>McPherson College McPherson</p> <p>MICHIGAN</p> <p>Davenport University Grand Rapids</p> <p>Madonna University Livonia</p> <p>Olivet College Olivet</p>	<p>MINNESOTA</p> <p>Carleton College Northfield</p> <p>Macalester College Saint Paul</p> <p>NEBRASKA</p> <p>Nebraska Indian Community College Macy, Santee, South Sioux City</p> <p>NEVADA</p> <p>Nevada State College Henderson</p> <p>NEW YORK</p> <p>Houghton College </p> <p>Manhattan School of Music New York</p> <p>Onondaga Community College Syracuse</p> <p>Paul Smith's College Paul Smiths</p> <p>Roberts Wesleyan College Rochester</p> <p>Yeshiva Derech Chaim Brooklyn</p> <p>OHIO</p> <p>Ashland University Ashland</p> <p>Capital University </p> <p>Columbus College of Art & Design Columbus</p> <p>Defiance College Defiance</p> <p>Ohio Northern University Ada</p> <p>OREGON</p> <p>Willamette University Salem</p>	<p>PENNSYLVANIA</p> <p>Gwynedd-Mercy University Gwynedd Valley</p> <p>Yeshivath Beth Moshe Scranton</p> <p>SOUTH CAROLINA</p> <p>Clafin University Orangeburg</p> <p>TENNESSEE</p> <p>Lee University Cleveland </p> <p>Maryville College Maryville</p> <p>TEXAS</p> <p>Jacksonville College Jacksonville</p> <p>Lubbock Christian University Lubbock</p> <p>VERMONT</p> <p>Sterling College Craftsbury Common</p> <p>WISCONSIN</p> <p>Beloit College Beloit</p> <p>Lakeland University Sheboygan</p> <p>Maranatha Baptist University Watertown</p> <p>Northland College Ashland</p>
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Million Dollar Club Partners Your campus is invited to join this list!

Investing in their dreams



Raul Polanco Soto

From as far as Santo Domingo in the Dominican Republic, where his family resides, Raul is pursuing a degree in **Business Administration at Stillman College, Tuscaloosa, Alabama**. In his words, “the future is the result of our journey in the present, so my steps are firm and determined.” Raul’s “fundamental priority” is finishing his studies, continuing to “expand his knowledge” and “perfect the skills” he has already learned. On campus Raul is a Baseball Pitcher and aspires to pursue a career in the sport. (High School: CENAPEC, Santo Domingo, Dominican Republic)



Lopna Yousef Abdallah

Lopna from Gurnee, Illinois, is currently a junior pursuing a major in **Communications Sciences and Disorder (CSD) at Elmhurst University with a minor in Psychology**. She is a member of the National Student Speech Language Hearing Association (NSSLHA). In addition to being a full-time student, Lopna is also a mother and works as a substitute teacher at District 50. Here she has a flexible schedule that allows her to choose her workdays and focus on exams and homework when she needs to. Her goal is to keep moving ahead to get her Master’s degree. (High School: Zion Benton Township High School)



Jasmine Newton

Brought up in Rochester, Jasmine is pursuing a **Nursing degree at Roberts Wesleyan University, Rochester, New York**. She is currently fully focused on completing her coursework as she balances career and life challenges. After graduating in 2023, she plans to enter the workforce as a nurse practitioner but also wishes to come back to her alma mater for advanced program studies. (High School: Rochester Early College International High School, Rochester, New York)



Juan Jose Hernandez Carpio

Juan, from Franklin Park, Illinois, is the first person from his family to be able to attend University. As he works hard at pursuing his degree in **Computer Science and Cybersecurity at Elmhurst University, Illinois**, he also explores his leadership talent as the Vice-President of the Software Development Club on campus. His desire is to improve the community with his computer science skills and “help develop programs that are accessible to everyone and/or help the community with cyberattacks.” (High School: East Leyden High School)



Lu Gong

Lu is in her second semester pursuing an **Associate Degree in Nursing at Danville Area Community College, Danville, Illinois**. As a full-time student and overcoming the challenges of being a single mother, learning English as a second language, traveling three hours every day to commute to and from school, Lu is determined to accomplish her goal. She looks forward to contributing to the nursing profession her “compassion, responsibility, collaboration, excellent patient care and bilingualism.” (High School: Anyuan 1st High School, China)

Funding futures



Jessica Guzman

A deep passion for science (especially Biology & Chemistry) combined with a strong desire to care for others, led this young student from Cicero, Illinois to pursue a career in Medicine. Jessica is currently on a pre-medical track, while in her junior year at **Dominican University, River Forest, Illinois, Majoring in Biochemistry**. She aspires to be a Physician and serve low-income families in the Latino community. She's a passionate advocate for social justice who serves as a Student Auxiliary Board Member at the I Am Abel Foundation in Chicago, supporting underrepresented minority inner city youth in accomplishing their dreams in the medical profession. When she's not immersed in her own coursework, Jessica also works as an Administrative Intern at the Jess Brown VA Medical Hospital and helps other students as a tutor in genetics. She absolutely loves doing research and especially enjoyed her most recent research project related to "3D-printed bioresorbable stents".



Marcos Ruiz

Growing up in a small, rural town south of Miami, Marcos wasn't exposed to diverse artistic culture, and missed not having a flute teacher in high school. But once accepted for the **Bachelor of Music (Flute) degree at the Manhattan School of Music (MSM), New York City** (Woodwinds - Flute Faculty: Linda Chesis), he says his life completely turned around. After winning the MSM concerto competition, Marcos performed as a soloist with the MSM Philharmonia, in January 2023, that "felt like the beginning of a new chapter in my career". His dream is to become an orchestral flautist in a major symphony orchestra, along with teaching students in higher education. "I want to inspire and pass on the spark, love, and curiosity for classical music that was instilled in me as a child."



Deborah Lynn Long

After pursuing a **General Liberal Arts Associate Degree at the Nebraska Indian Community College, Sioux City, Nebraska**, Deb transferred her credits to continue a Bachelor of Science/ Organizational Leadership degree at Rogers State University, Oklahoma. As a member of the Osage and Cherokee Nation, she currently works full-time for Osage Nation WIC (Women, Infants & Children). She is a Breastfeeding Coordinator/Educator and Certified Lactation Counselor. A passionate advocate for promoting breastfeeding, Deb is especially determined to support underprivileged families with their breastfeeding goals, such as Native American women and infants who have historically had some of the lowest breastfeeding rates in the nation. Her goal is to change lives one family at a time, teaching them the health benefits of breastfeeding, for both mother and child, such as lowered childhood obesity and diabetes rates. (High School: Pawhusak High School, Pawhusak, Oklahoma)



Ariana Mascari

With dad being a high school orchestra director and mom, a choir instructor for 13 years, Ariana grew up in a musical family in Chicago. She is pursuing a **Bachelor of Music (Viola) degree at the Manhattan School of Music (MSM), New York City** (Special Classical Strings - Viola Faculty: Karen Ritscher), to fulfil her dream of becoming a professional violist. Starting at an early age of 4, she began learning the viola at age 10, and fell in love with the smooth rich sound of the instrument, and its match with her personality! Every time she picks up her viola, she is excited by "what adventures Lola (my viola's name) and I will go on that day!" She has workshopped over 15 new pieces in 2022, written by MSM composers and is amazed at the endless possibilities of creativity and collaboration in the classical world, enabled by her collaborative efforts with musicians outside her discipline at MSM.

Funding futures

Please visit our website www.ealgreen.org to learn how your institution can become part of the EAL network that supported \$3.5MM in financial aid for higher education during 2022. EALgreen seeks new donors and new campus partners. Call **630-690-0010** to explore collaborating.



Giovanna Mercurio

Originally from Redding, California, Giovanna is in her second year of undergraduate studies pursuing a **Bachelor of Music (Classical Voice – Soprano) degree at the Manhattan School of Music (MSM), New York City** (Vocal Arts Faculty: Joan Patenaude-Yarnell). She is excited not only by the opportunity to study Opera in a place as culturally rich as New York City but also to see “how much I will be able to grow in my remaining time at MSM, and what productions I will be cast in!”. Grateful for all the support and opportunity that’s come her way, she wishes to help students with their education in the future.



Netochukwu Kalu

Netochukwu is currently doing her **Sports Management and Business Administration degree at Elmhurst University in Elmhurst, IL**. She is working towards becoming a sports agent and a facility manager for sporting equipment. (High School: Olashore International School, Lagos, Nigeria)



Matthew Christian Mooneyham

Matthew is studying **Sports Management with a minor in Psychology at the Lee University in Cleveland, Tennessee**. He is a manager for the Men’s Basketball team on campus and plays intramurals for basketball, softball, and football. While his ideas for his future path are still shaping up, he knows basketball will remain close to his heart, and he wishes to do work with the ministry through Church. Currently he helps minister middle school children at North Cleveland Church of God. He believes “hard work can lead to success in any field you go in to.” He has a love for learning about new and different things and to “further my horizon of knowledge.” (High School: Pillow Academy, Greenwood, Mississippi)



Crystal Herrera

Crystal has always been interested in working in a hospital, with a passion for the business side of things. This led her to pursue a **Business Management degree at Elmhurst University (IL) with a Minor in Medical Humanities**. After graduating from Elmhurst, her plan is to advance her higher education goals by aiming for a Masters in Business Administration (MBA) while she’s “still in the school mood”. Her dream is to be an HR Manager for a hospital. Outside of academics, she is part of the Best Buddies Club, something that continues from her high school days. And participates in the Elmhurst Bluejays Cheer team. Crystal loves to travel and hopes to study abroad during her time at Elmhurst University, as she experienced something similar during her high school years, traveling to China. An experience she says was “so different but amazing”! (High School: West Leyden High School, Northlake, Illinois)

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Achieving results

REVENUE	FY2022 (Pro-forma)	FY2021 (Audited)	DIFFERENCE
Contributions and grants	\$6,111,285	\$5,241,322	\$869,963
Investment income	\$3,575	\$1,244	\$2,331
SBA Loan	\$0	\$180,202	-\$180,202
Total revenue	\$6,114,860	\$5,422,768	\$692,092
EXPENSES			
Program	\$5,297,666	\$4,733,368	\$564,298
Fundraising	\$238,576	\$224,447	\$14,129
Administration	\$355,538	\$283,507	\$72,031
Total expenses	\$5,891,780	\$5,241,322	\$650,458
NET ASSETS OR FUND BALANCES			
Revenue less expenses	\$223,080	\$181,446	\$41,634
Total assets at end of year	\$2,907,713	\$2,688,138	\$219,575
Total liabilities at end of year	\$67,871	\$71,376	-\$3,505
Net assets/fund balances at end of year	\$2,839,842	\$2,616,762	\$223,080

For a complete copy of EALgreen (EIN: 36-3166932) Form(s) 990 and Audited Financial Statements, please visit www.ealgreen.org