

TLAS

2025 Impact Report



Summer 2025 marked both endings and new beginnings for ATLAS Fellows, Inc.

We proudly graduated our first cohort of Fellows—those who courageously joined us in 2021, back when ATLAS didn't even have a website—and watched them take their next steps into the professional world. At the same time, we welcomed **45 rising college freshmen** into our largest and most competitive cohort to date.

ATLAS is a life-changing program (just ask any of our Fellows). Doing this work well requires talent, commitment, and an unwavering belief that potential exists everywhere—regardless of background or circumstance. As we've grown, we've remained committed to delivering the same high-quality advising, coaching, and development to every Fellow. That commitment shows: **97% of our employer partners agree that ATLAS is a trusted source of diverse, high-potential talent.**

We are deeply grateful to everyone who helps ATLAS open doors:

- Our talented team, who believe in our mission and show up every day with purpose.
- Our dedicated Board of Directors, whose insight and leadership shape our path forward.
- Our employer partners, who are investing in a long-term talent pipeline.
- And our generous donors, whose financial support makes this transformative work possible.



Year One Fellows: More Fellows and More Talent

ATLAS kicked off Summer 2025 with its largest and most talented cohort to date: 45 incoming first-year Fellows.

Impressively, nearly 75% of these new Fellows were rated by their managers as “very good” or among the top 10% of interns they had ever worked with.

75%

of Fellows were rated by their managers among the top 10% of interns they had ever worked with.

This success is the result of a stronger admissions process and improved orientation, both of which have contributed to a consistently high-caliber cohort ready to hit the ground running. One key enhancement was the introduction of “Admissions Day”—a new step in our selection process featuring three distinct assessments: an in-person interview, a group activity, and a short-response test. These were designed to evaluate candidates more deeply on collaboration, comprehension, and cooperation.

Our Year One curriculum also continues to evolve, offering more targeted, timely, and practical training to better



prepare Fellows for today’s complex and competitive recruitment landscape. While we remain focused on core professional skills—such as Excel, professional communication, and resume building—we’ve expanded our offerings to include more technical training and industry-specific knowledge aligned with front office roles and hiring expectations. New content this year included:

- Video Interview (HireVue) Training
- Stock Pitch Coaching
- Technical Interview Preparation

For the first time, we were fully staffed across both sites, with dedicated career coaches in New York City and Chicago, and a Director of Partnerships leading mentor advising and support throughout the summer. This staffing allowed us to run the program as designed—with optimal coverage across sites, Fellows, and partner firms.



“

Through scholarships, top-tier internships, and mentorship from industry leaders, I gained real-world experience and built a powerful network. ATLAS is the epitome of a head start; you quite literally hit the ground sprinting. I was told that this was going to be an unforgettable experience, and ATLAS couldn't be more right.”

– Linda Han, 2025 ATLAS Fellow

As ATLAS continues to grow, we've identified opportunities for staffing and programming adjustments. With 45 Fellows, we reached the upper limit of what our NYC-based Associate Director can manage directly. To support further growth, we plan to hire a full-time, Chicago-based Associate Director who can provide localized leadership, oversight, and support.



Additionally, while most programming is currently conducted virtually across both sites, we observed a decline in intra-site connection. Large-group Zoom sessions reduced opportunities for intimate interaction and community-building among Fellows. In response, for Summer 2026, we're exploring in-person, site-specific programming in Chicago and NYC—running parallel tracks to foster deeper engagement and community at each location.





Year Two Fellows: Competitive with Traditional Interns

Asking employer partners to hire Fellows as rising sophomores is non-traditional—but it works. While this may be an atypical request, ATLAS's rigorous Year One preparation model—combined with our Fellows' ambition and strong soft skills—consistently produces candidates who are significantly more prepared than peers in their age group.

This summer, for the first time, we asked employer partners to compare their rising sophomore ATLAS Fellows to traditional interns (typically rising undergraduate seniors) across three key areas: GRIIT competencies, workplace orientation, and industry readiness.

These findings reinforce what we already know: with the right support and preparation, early exposure to professional environments is not only possible—but powerful.

Providing internship support during the first two years of college equips our Fellows to compete confidently with their peers for traditional campus programs that typically recruit during sophomore and junior years. This “gradual release” model allows Fellows to build essential skills and confidence early on, setting them up to succeed through their own efforts in later years.

The results are clear:

91%

of rising sophomore Fellows performed equally well or better in workplace orientation
(Microsoft Office, Slack, professional communication)

83%

performed equally well or better in industry readiness
(understanding of markets, Bloomberg, Excel)

87%

performed equally well or better in GRIIT
(Grind, Reliability, Initiative, Intellectual Curiosity, Teamwork)



Partnerships At-A-Glance

The data clearly show that our underclassmen Fellows enter partner firms ready to learn, grow, and contribute meaningfully. As one partner shared:

“

I didn't know what to expect when bringing a rising sophomore ATLAS Fellow onto my team, but I was blown away by the professionalism, intelligence, and eagerness to learn she demonstrated. She was an active participant, never shied away from work, and actually pushed me to think and work harder.”

– Zach Warren, Corbets Capital

60%

increase in employer partners
from 2024 to 2025

10 partners
in 2024

vs.

16 partners
in 2025



100%

of employer partners have agreed
to host Fellows again during the
past three years

2025 Employer Partners





Years Three and Four Fellows: Becoming the Future of Finance

ATLAS's program model is designed to empower upperclassmen to secure their own internships. When a Fellow has Balyasny or another of our prestigious partner firms on their resume, they become standout applicants in a competitive landscape. In fact, during Summer 2025, **85% of rising juniors and seniors independently secured internships** at leading firms, including Morgan Stanley, UBS, Evercore ISI, Bank of America, RBC Capital Markets, Mizuho, ATLAS SP Partners, Wells Fargo, Nomura Securities, and more.

Of those Fellows eligible for full-time return offers, **86% received them**, reflecting both the quality of their performance and the strength of ATLAS's preparation model.



Our ATLAS Fellow brought tremendous energy, curiosity and professionalism to our team. She quickly adapted to new challenges, asked thoughtful questions, and consistently delivered high-quality work. Our intern was a powerful reminder of the value of the ATLAS program—it's an opportunity for students to learn, but for organizations to benefit from their drive and new ideas."

– Rachael Yates, L&G



This summer, ATLAS transitioned from virtual to in-person programming, emphasizing activities that build social and professional skills outside of the office—such as golf and pickleball—while fostering community, engagement, and valuable networking opportunities.

We hosted our second annual Pickleball Event, where Fellows learned from certified instructors and played alongside employer partners and supporters in a relaxed, engaging environment. We also held a golf event at Chelsea Piers, featuring a lesson with a golf pro. These experiences strengthened the ATLAS community and prepared Fellows for corporate social settings.

In addition to social events, ATLAS offered professional development programming, including a fireside chat with J.P. Morgan leaders Christina Trotter

and Ryland McClendon, followed by a networking session with J.P. Morgan employees. We also partnered with UBS to host a resume and networking workshop, where Fellows heard opening remarks from Tricia Hazelwood, Head of Global Markets-Americas, and received personalized resume feedback from experienced professionals.



These activities provided great opportunities to network in a relaxed setting and helped me build lasting professional relationships.”



Fellow Spotlight: Omar Allende

2022 ATLAS Fellow Omar Allende's journey highlights the powerful impact early internships have on both Fellows and employer partners. For Fellows, these opportunities provide valuable knowledge, skills, and experience. For partners, they offer access to highly qualified talent early in their careers and help build a long-term talent pipeline.

Omar, a Latino and first-generation college student, is majoring in Finance with a minor in Business Information and Analytics at the University of Denver. He grew up in Little Village, a neighborhood on the southwest side of Chicago where conversations about Wall Street or finance were uncommon. Through ATLAS, Omar was introduced to the world of finance. His first internship was with Balyasny Asset Management as a Macro Department Intern, where he contributed to the creation and implementation of an order router for traders.

The following summer, he interned at William Blair, focusing on Aerospace, Defense, and Industrials. This experience sparked his interest in research and helped him identify it as his desired career path. In Summer 2024, Omar interned with UBS's Research team in New York City, where he supported the initiation of new stock coverage, assisted in building financial models, gathered critical data, and developed investment materials for clients. He also helped publish profiles on emerging private companies poised to disrupt their industries. Omar's standout performance earned him two consecutive return offers, including a full-time offer to join the firm.



My professional growth has given me confidence—not just in the work I do, but in knowing that I belong in this space. A space that, frankly, doesn't always reflect where I and many of the other Fellows come from. But ATLAS showed me that I do belong. That all of us—students from underrepresented backgrounds who are hungry, driven, and incredibly talented—deserve the opportunity to contribute to this industry and shape its future.” – Omar, reflecting on his ALTAS experience



Alumni: the ATLAS Proofpoint

The inaugural cohort of ATLAS Fellows graduated from college this year—and we are proud to share that 93% have secured full-time careers.

Even more notably, 87% are working in financial services at prestigious institutions such as Citi, Goldman Sachs, J.P. Morgan, UBS, and Wells Fargo.

To celebrate this historic milestone, ATLAS hosted its first-ever **Graduation Gala** in May. More than 300 leaders from across Wall Street gathered to honor the accomplishments of these remarkable Fellows—many of whom were the first in their families to attend and graduate from college.

The evening marked a powerful moment in the ATLAS journey—and one of continued momentum. Together, attendees and partners raised \$1.6 million to support the next generation of Fellows.

2025 Graduation Gala Sponsors



Because of ATLAS, I'm not just dreaming of joining the finance industry—I'm preparing to transform it. And one day, I want to invest in people, in communities, and in futures that are still forming, just like someone did for me. I am ATLAS's investment. And I stand here as living proof that your belief, your donation, your support—it works."

– Kaylee Yin, 2021 ATLAS Fellow, speaking at the event



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We transform the finance sector by opening doors for brilliant and under-resourced young people to access life-changing careers.