



# Investing In The Future Building A Diverse Talent Pipeline

TRANSFORM



LIVES. CAREERS. COMMUNITY. CORPORATE LEADERSHIP.



# WHAT IS INROADS?

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INROADS is the oldest, non-profit, **LEADERSHIP DEVELOPMENT** organization in the nation.

Founded in 1970 by Frank C. Carr, INROADS was the solution to an increasing lack of leadership opportunities provided to highly talented diverse and underserved students.

Today, INROADS has impacted the lives of 150,000 professionals.

## **INROADS Mission:**

To develop and place talented underserved youth in business and industry, and prepare them for corporate and community leadership.

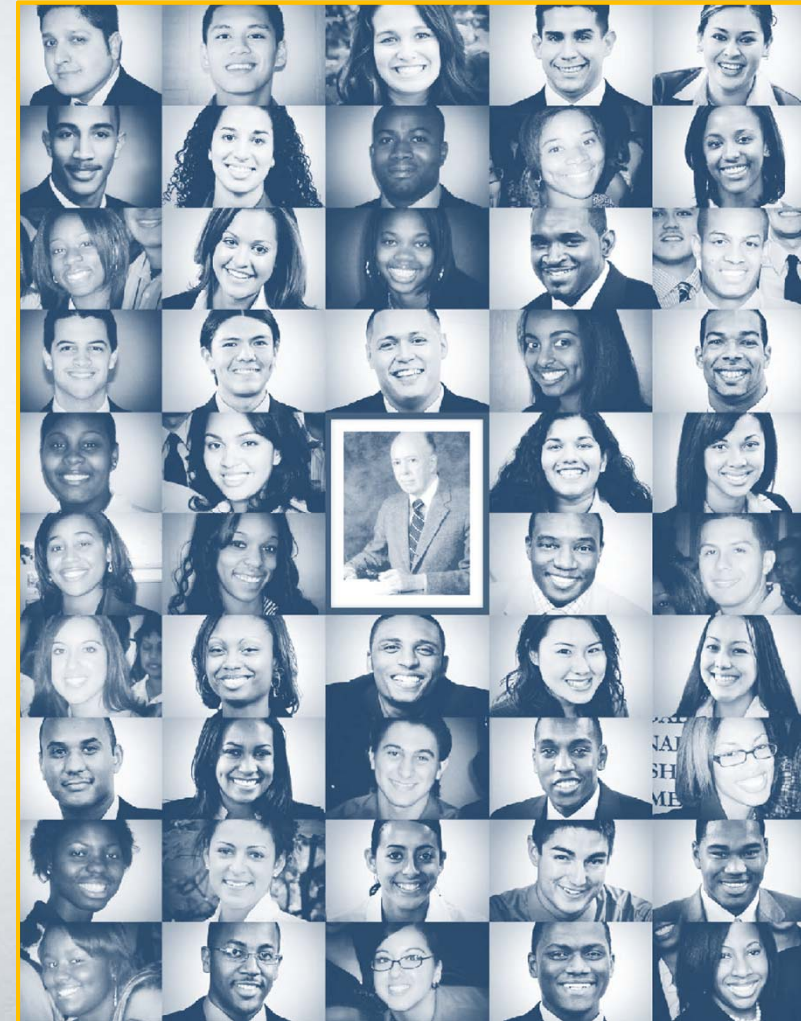




# INROADS HISTORY AND LEGACY

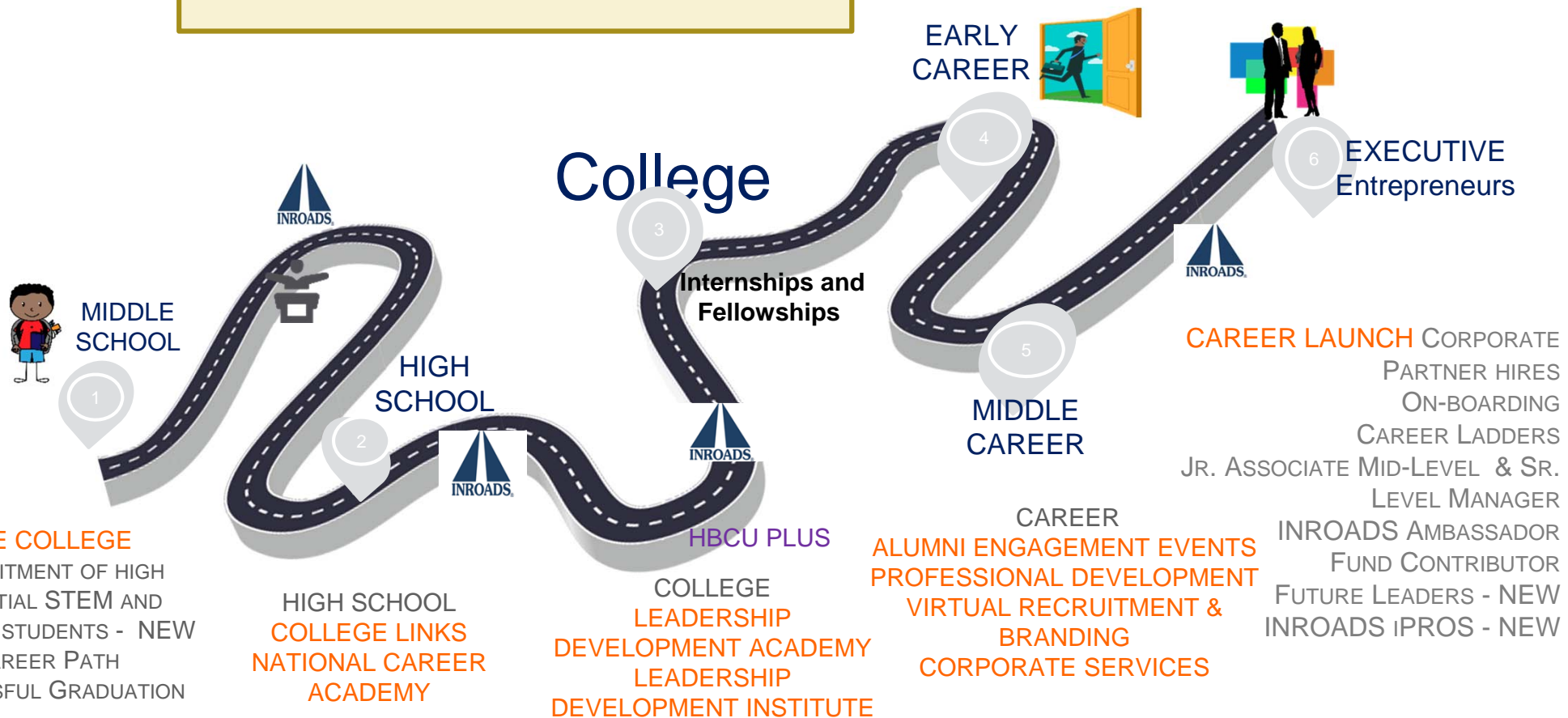
## 50 Years and Counting

- Frank C. Carr launched INROADS with 17 Corporate Partners and 25 Interns in Chicago 1970
- Corporate Portfolio includes upwards of 230+ Partners
  - Mainly Fortune 500 Companies
  - Various Industries including Engineering, Information Technology, Sales, Financial Services, Healthcare, Retail Management, Government and more. . .
- Nearly 1,200 college students placed in full-time paid career-related internships each summer
- Representation in 35 local US Markets and serving Canada, Mexico, Puerto Rico
- 28,000+ Alumni working at every level of business including corporate, non-profit and executive management C-Suites



# INROADS CAREER DEVELOPMENT PATHWAY

Recruitment of high potential STEM  
business, entrepreneur students  
Career Pathing  
Successful Graduation



# INROADS CANDIDATE ELIGIBILITY

## Minimum Requirements

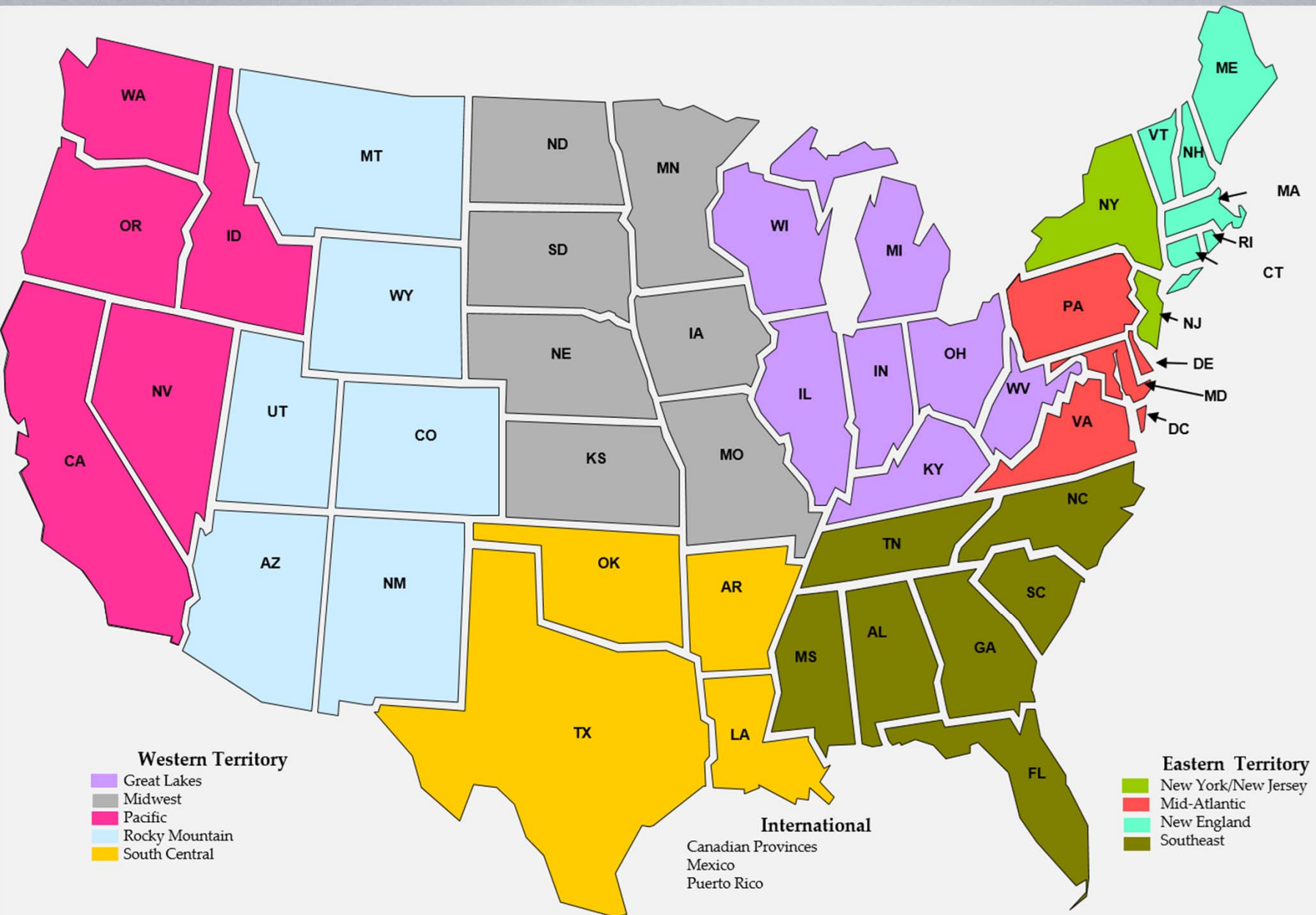
*INROADS application verifies you:*

1. **Are a Full-Time UNDERGRADUATE seeking 1<sup>st</sup> Bachelors Degree**
  - Enrolled at four-year accredited college/university
  - Community College candidates must intend to transfer to traditional four-year
2. **Have an overall cumulative GPA of a 2.8+**
1. **Have at least one open summer before you graduate college**
  - Cannot graduate before the Fall following the Summer you intend to intern
2. **Are available full-time during the summer for at least 8-12 consecutive weeks**





# UNITED STATES FOOTPRINT

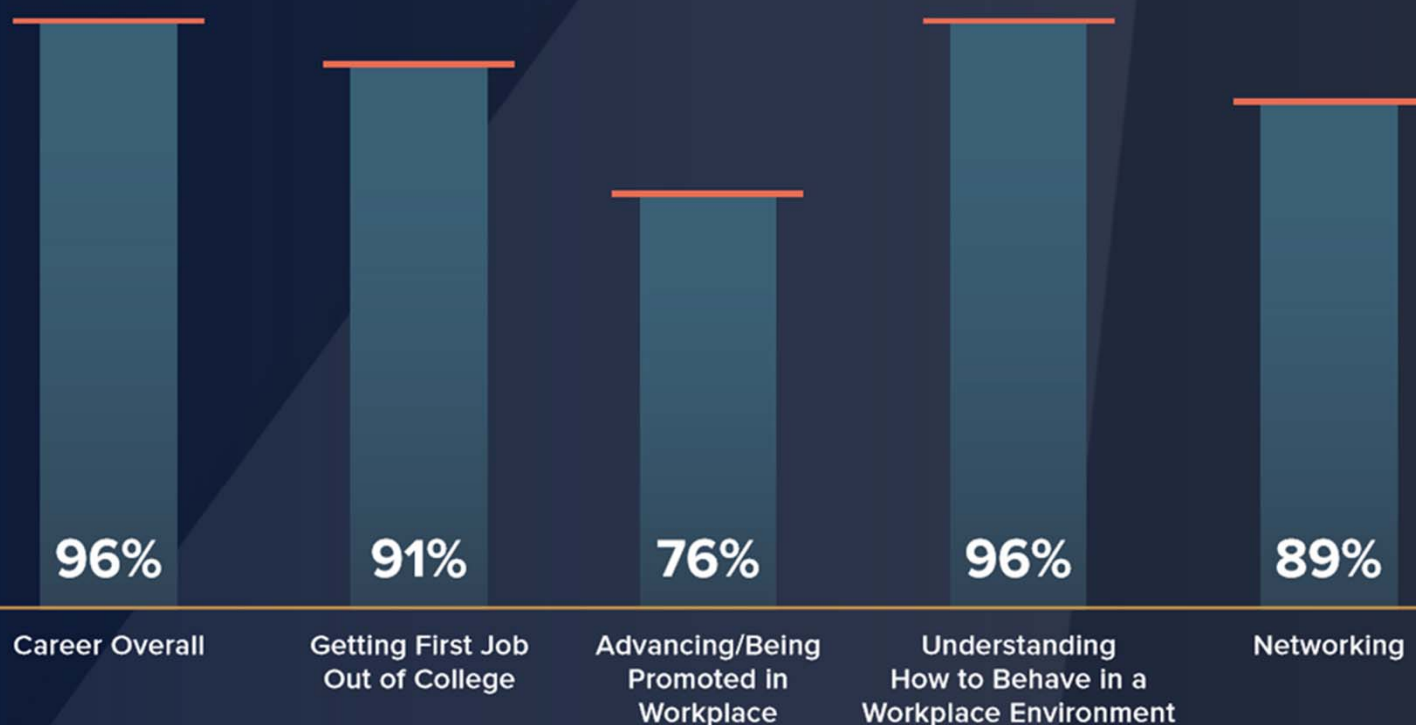


## USA

Atlanta (GA)  
 Baltimore (MD)  
 Birmingham (AL)  
 Boston (MA)  
 Charlotte (NC)  
 Chicago (IL)  
 Cincinnati-Dayton (OH)  
 Cleveland (OH)  
 Columbus (OH)  
 Dallas-Ft. Worth (TX)  
 Denver (CO)  
 Detroit (MI)  
 Hartford (CT)  
 Houston (TX)  
 Jacksonville (FL)  
 Kansas City (MO)  
 Los Angeles (CA)  
 Miami (FL)  
 Milwaukee (WI)  
 Minneapolis-St. Paul (MN)  
 Nashville (TN)  
 New York/New Jersey  
 Oakland (CA)  
 Omaha, Nebraska-W. Iowa  
 Orlando (FL)  
 Philadelphia (PA)  
 Phoenix (AZ)  
 Portland (OR)  
 Richmond (VA)  
 Seattle (WA)  
 St. Louis (MO)  
 Stamford (CT)  
 Tampa Bay Area (FL)  
 Washington (DC)

# INROADS is proud of its scope and accomplishments:

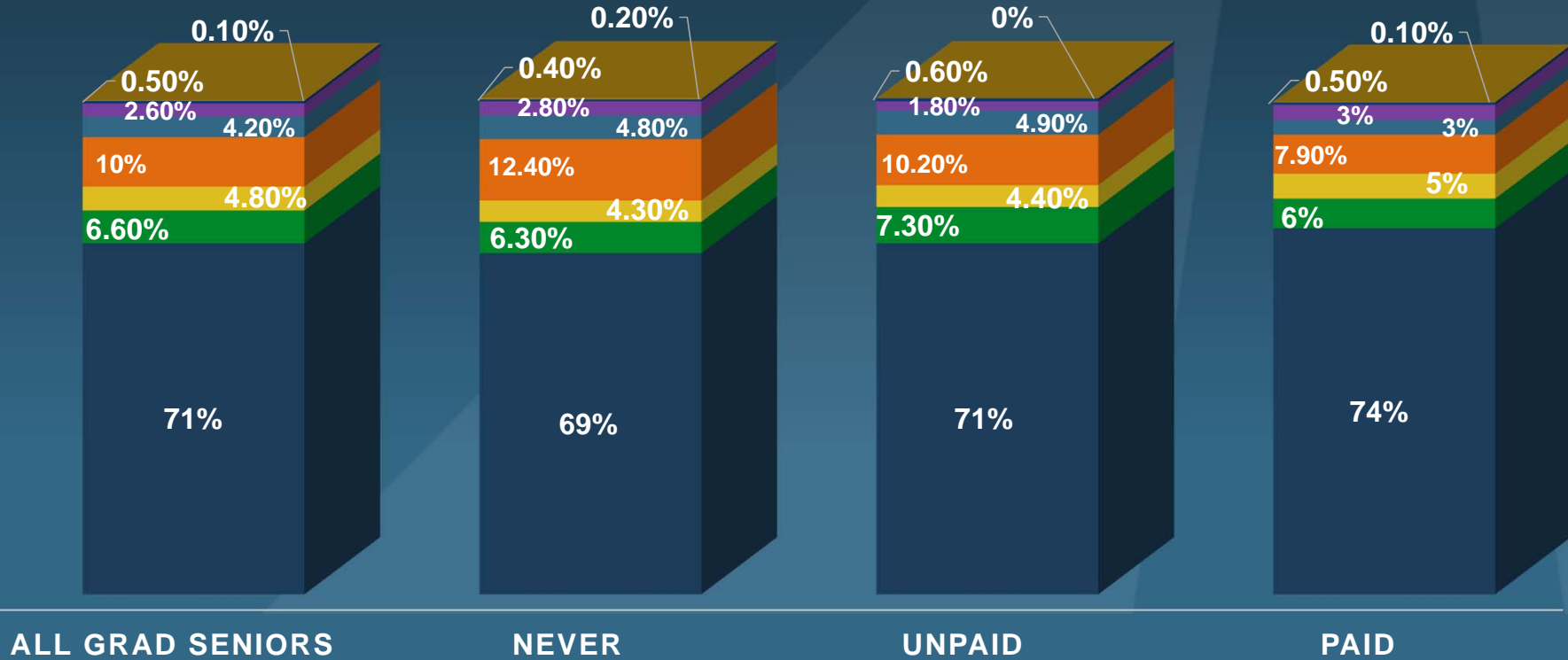
- Train and place approximately **1,300** students each year into paid Internships
- Partner with more than **200** corporate clients — many are Fortune **500** companies
- Maintain **18** offices throughout the U.S., Canada and Mexico
- Provide intensive leadership development training and support to our interns, including Leadership Development Institute for graduating seniors as well as summer Intern Development Days that are held in **8** geographic markets across the U.S.
- Graduated more than **28,000** leaders in its history, achieving unparalleled success in securing job offers.
- Among 2018 INROADS graduates, **88%** have accepted positions offered by their sponsoring companies, and **74%** entered full-time positions upon graduating.



# 2019 Student Survey, National Association of Colleges and Employers (source)

## Significant Disparity of Interns: By Race-Ethnicity

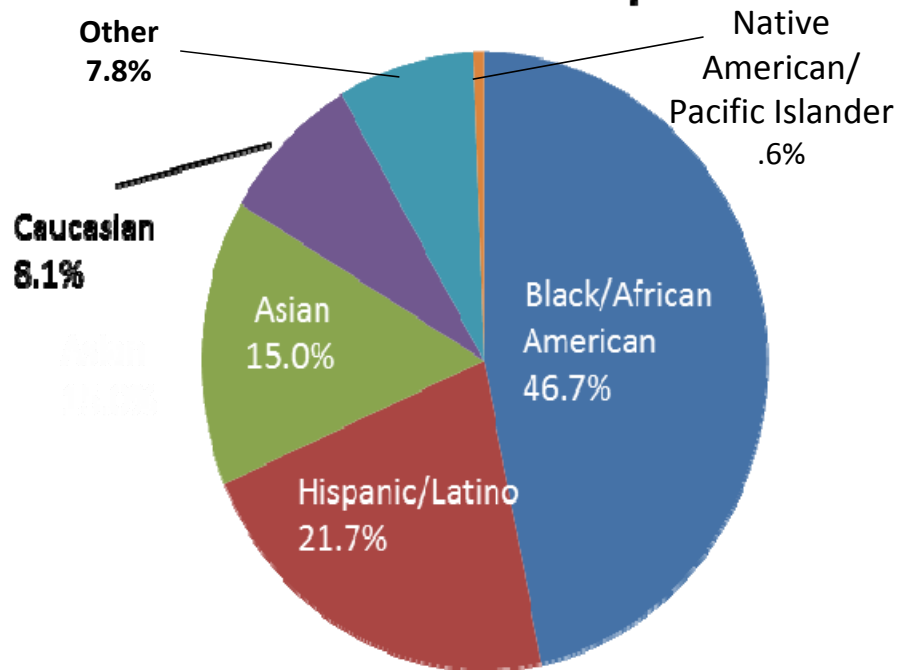
White Af-Am As-Am Hisp-Am Multi-Racial F1 Students Nat-Am Nat-Haw/Other Pac-IsI



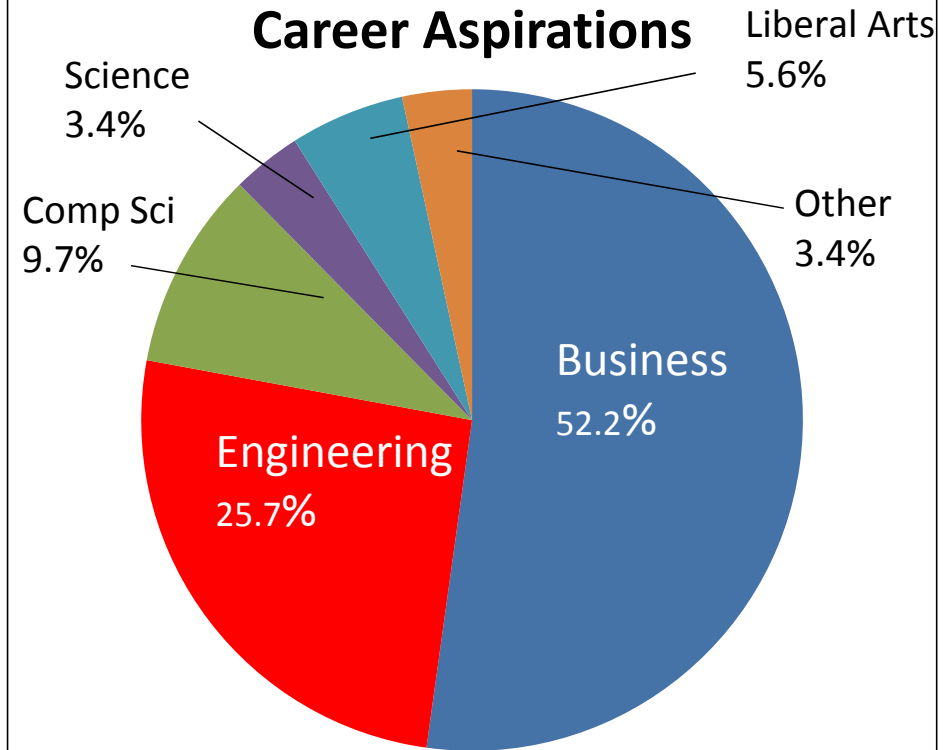


# INTERN TALENT PIPELINE

## Ethnic Diversity



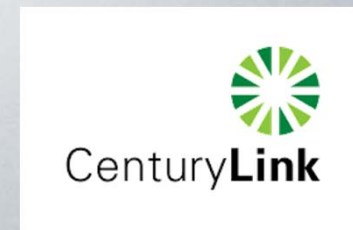
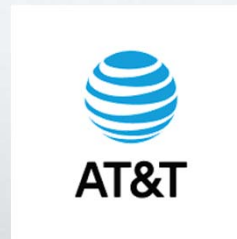
## Career Aspirations



# OUR CORPORATE PARTNERS

INROADS partners with over 230+ corporations across the country

Not all corporate partners are INROADS participants in your market





## OUR GOVERNMENT PARTNERS

- Federal Reserve Board of Governors and multiple Federal Reserves across the country
- Office of the Comptroller of the Currency
- Department of Treasury
- National Credit Union Administration
- Department of Defense
- USAID
- Bureau of Land Management and Internal Revenue Service

# Alumni Successes



“INROADS was an excellent platform to meet other minorities with similar backgrounds. It gave a sense of community and a great network of people who were interested in financial services and shared a passion for succeeding in a corporate environment. Thanks to INROADS, I landed my first job at Fannie Mae, which led to a 15-year career in the housing industry, and eventually to JPMorgan Chase.”

Thasunda Duckett, CEO  
TIAA



# Alumni Successes



“Not only did INROADS introduce me to the insurance industry through an internship with a major insurance company, but INROADS also provided me with training, coaching and networking opportunities that laid the groundwork for future success in the corporate world. I commend the ELC/ELF for supporting INROADS and helping diverse and talented students jump start their careers as future leaders.”

Lori Dickerson Fouché, CEO  
Group Insurance, Prudential Financial

# Alumni Successes



“I would like to thank everybody ... [for] carrying on the INROADS mission ... Sometimes that's all [you] need to unleash [your] full potential, [to be] great mentors ... and to be that one person to believe ...”

Angelica Calderon, Sr Analyst  
Colgate-Palmolive