



THE INTELLIGENCE

JANUARY 2021

INSIDE THIS ISSUE

2020 YEAR END REVIEW



TRANSFORM

**LIVES. CAREERS. COMMUNITIES.
CORPORATE LEADERSHIP.**



THE
INTELLIGENCE

JANUARY 2021

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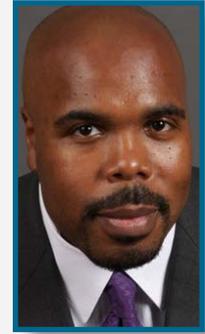
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Thank you for donating!



Letter from Devin White

National Director, Alumni Relations



Greetings INROADS Alumni!

I am humbled and equally excited to join such an incredible organization. As the new National Director of Alumni Relations at INROADS, it is an honor to serve you. This year marks an incredible time of transition. From moving to a world of virtual outlets due to the pandemic, to taking a stand against social injustice, 2020 challenged us all. Yet, we manage this challenge with courage, and we are grateful to you for continuing to #StandwithINROADS.

2020 also culminated in INROADS' 50th Anniversary Celebration – a time to reflect on INROADS amazing growth and opportunities have been shared over the years with our incredible alumni, our thousands of students, and our many corporate partners and supporters who have helped change the trajectory of underrepresented students across the nation and worldwide.

The three-day virtual celebration was held November 4-6, 2020, and included an Opening Reception and Alumni Recognition, the Disruptive Innovation Diversity Summit and our Career Expo. If you missed this celebration, don't worry. We have details in the INTELLIGENCE issue on how you can still be a part of our celebration.

Another remarkable discovery in 2020 presents research that reveals INROADS' commitment to impacting America's Racial Wealth Gap. CareerTrackers research stated that INROADS alumni attain greater wealth levels than that of their white, college-educated counterparts. Read more about this research in the News section of this issue.

As our 2021 fiscal year begins, we start with some amazing partnerships. This year has given opportunities for donations, support and community alliances across the country. We are proud of all of our partners and sponsors who continue to support our mission to deliver innovative programs and creative solutions that identify, accelerate and elevate underrepresented talent development throughout their careers. Thank you to all of you who continue to support underrepresented students' lives to create opportunities for these diverse learners to become exceptional leaders in corporate America.

Our INROADS alumni know this best, and you are simply incredible. Your accomplishments, network, giving back and INROADS support all make me feel extremely grateful to serve such a special group of individuals. The support of our alumni will continue to grow as you continue to give back to INROADS. Thank you to each and every one of you for taking the time to give and volunteer.

In closing out the year and preparing to bring in 2021, let's continue to make a difference in the lives of our high school and college scholars. We are actively recruiting students to take the next step in their futures. Share the links below with all those you know – from your networks to your close friends. We want to focus on preparing our students for the next level of leadership. For high school students, visit <http://collegelinks.INROADS.org>. College students can apply for an internship at www.INROADS.org/apply.

Please check your emails for upcoming events in the new year. We have so much in store for you all. Thank you again for all that you do to continue to support INROADS. Remember, you can give to INROADS at www.INROADS.org/support-INROADS.

Sincerely,

A handwritten signature in black ink that reads "Devin P. White". The signature is written in a cursive, flowing style.

Devin P. White
National Director, Alumni Relations

H A P P Y

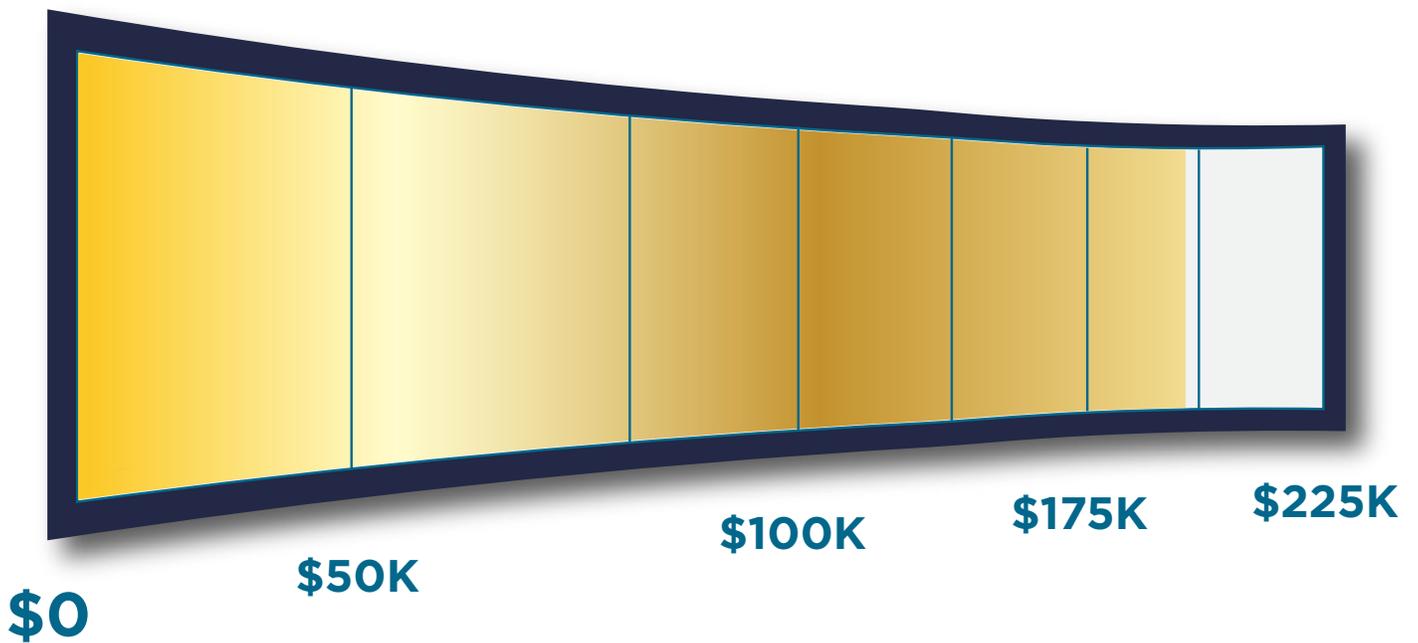
*New
Year*



INROADS ALUMNI FISCAL YEAR 2021 GOAL

(Sept. 1, 2020 – Aug. 31, 2021)

\$225,000



Received To Date: \$196K

Give Today

www.INROADS.org/support-INROADS

Letter from President and CEO, Forest T. Harper, Jr.

INROADS Stakeholder & Strategic Partner Update



Dear INROADS Supporter,

This year has been like no other. As a result of the Global Public Health Crisis, INROADS has selected to increase communication to our stakeholders and strategic partners regarding any changes or impact to our programming. The "Stakeholder Report" has been our bi-monthly reporting tool which the community has relied on to inform decisions and highlight any pivots the organization has made as result of COVID- 19. This is the final report of 2020.

While delivering our award-winning program has been challenged during this period, INROADS remained committed to executing our mission and supporting deserving students across the country. From our inaugural virtual **3E Summer Camp** for STEM students to administering virtual internships to the upcoming virtual 50th Anniversary (more info below), our obligation to serve has not wavered, while simultaneously providing the highest level of quality in our program delivery. As our team continues to work from home and conduct our operations virtually, our January 2021 Stakeholder Report will provide an update of how we will continue to move forward and transition into the new year. As it relates to moving forward, we are thrilled to welcome six new board members! Their experience and leadership will be essential to driving the mission of INROADS. On behalf of the students, alumni, board, and supporters, congratulations to our amazing new members.

Chantalle Couba
Global Financial Services Leader
2019 Eisenhower Fellow

Karen Hunter
Host: The Karen Hunter Show
President, Hunter Publishing

Roxanne Lagano
EVP, Chief Human Resource Officer
Zoetis

Thomas Ransom
EVP, Head of Sales & CX Strategy
Truist Bank

Kevin Simmonds
Cybersecurity & Privacy Partner
PwC

Richard Simons
GM - Parts, Sales & Marketing
Daimler Trucks North America

For more information on our operations, safety measures, or upcoming events, please see the updates below or visit [INROADS.org](https://www.inroads.org). Thank you again for your support of INROADS and please consider making your charitable donation [here](#).

Alumni Relations: Please join INROADS in welcoming our new National Director of Alumni Relations Devin White! Alumni, feel free to welcome him at dwhite@INROADS.org. Also with the support of our alumni, corporate sponsors and community partners, we have continued to host our social and professional development events virtually, including our Virtual INROADS 50th Anniversary and *Show Me the Money* series in partnership with JPMorgan & Chase. We are especially grateful for all alumni support of our Annual Fund Campaign. All questions regarding Alumni Relations should be addressed to our National Manager of Alumni Relations Katina Hawkins at khawkins@INROADS.org.

Internship Placement & Programs: Since our last update, we continue to respond to a large number of requests coming in from our alumni and other interested parties to partner with INROADS seeking diverse interns. **Opportunities still remain for internships.** In addition to our traditional offering, we have also launched *viSHIPS powered by Symba* (virtual interns). For more on *viSHIPS powered by Symba*, government relations or scholarships, please contact Harland Abraham, Chief Business Development Officer at habraham@INROADS.org or (202) 830-1073. Please contact Chief Programs Officer, Bryan Barnes at bbarnes@INROADS.org or (562) 285-6692, with any questions or concerns about Leadership Development Academy (Internships), College Links (High School programs) and iPROS (Experienced hires).

Special Events: INROADS' **50th Anniversary Celebration** was our historic, milestone event that took place virtually November 4-6, 2020. Find out more about the event in this issue of THE INTELLIGENCE! Special thanks to our incredible sponsors who helped make this event happen. For more information about events, please contact our National Director of Events, Zuleemah Edwards at zedwards@INROADS.org.

Staffing: All INROADS employees will conduct work remotely from home office utilizing email, video conferencing and phone to conduct meetings. Travel Restrictions continue until further notice. All staff safety concerns may be addressed by our HR lead, Janet Golden at jgolden@INROADS.org. Please also join us in welcoming two new members to the leadership team: Dr. Kelly Owens, Chief Impact & Strategy Officer and Amber Medley, National Development Director. We are ecstatic to have the new staff and board leadership at INROADS and look forward to greater impact!

Best regards,

A handwritten signature in black ink that reads "Forest T. Harper, Jr." in a cursive style.

Forest T. Harper
Chief Executive Officer

The Mission of INROADS is to deliver innovative leadership development programs and creative solutions that identify, accelerate and elevate underrepresented talent throughout their careers.

INROADS, 260 Peachtree Street, Suite 400, Atlanta, GA 30303, www.INROADS.org

50th Anniversary Highlights

On behalf of our INROADS National Board of Directors, partners, sponsors, staff, alumni and students, we want to say thank you all again for your incredible support of our Virtual 50th Anniversary Celebration Conference and for attending. Many thanks to P&G for providing the HopIn platform to make this event possible and our three-day Technology sponsor, Google.

For those who were not able to join, or who missed any part of the celebration, we are excited to share that we have video links available to view on the INROADS YouTube Channel! Subscribe and share the link with others to witness this incredible time of engagement, rich dialogue, networking and more. Click the link to view the videos and share with others:

Watch The INROADS Virtual 50th Anniversary Celebration

We would enjoy the opportunity to receive your feedback regarding the Disruptive Innovation Diversity Summit. Take a brief moment to complete the survey below.

Click Here To Complete The Survey

To everyone who was able to join our Virtual 50th Anniversary Celebration, thank you for taking the time out of your schedule to be with us. We know that everyone is busy, so we do not take it lightly that you took the time to join us. Here are a few details from our three-day celebration.

The Welcome Reception and Alumni Recognition, Powered by Red Bull, featured our #INROAD50for50Alumni – a celebration of INROADS alumni over the last 50 years. Our more than 40,000 alumni are the heartbeat of our organization because they show the true impact of the INROADS mission through each of their individual lives. The evening also included remarks and a special performance from singer and INROADS Alumnus Aloe Blacc. We are always so grateful to have our alumni share their gifts and talents on such a wonderful occasion. We can't forget DJ Sean Falyon who kept the night lively with music before and after the show! The event gave those attending an opportunity to have a virtual photo booth and hear from an amazing group of INROADS alumni, the founding family and partners.

The next day was The Disruptive Innovation Diversity Summit, Presented by P&G's Take on Race, packed with incredible speakers from around the world. This day-long summit, in partnership with Alignment Strategies, kicked off with keynote speaker Connie Lindsay, head of corporate social responsibility and diversity and inclusion at Northern Trust. The day ensued with a myriad of speakers and panels from the Culture Disruption in the Workplace and Workforce session with Andrew Au, co-founder and president of Intercept Group North America, along with a smart group of INROADS interns. There was also a strong discussion about Closing the Racial Wealth Gap in America by Adam Davids, director of learning at CareerTrackers. The day ended with an executive panel featuring powerful speakers from Google, UnitedHealth Group, P&G, Burson Cohn & Wolfe among others. This day of networking, seminars and the Executive Panel discussion brought everyone together on the issues we are facing today.

Our Career Expo, Sponsored by Pfizer, was a day of networking and job opportunities for so many. Sherry Cassano, senior VP of human resources, finance, global business services, global supply at Pfizer began the day. There were 30 companies who participated in the event, including L3Harris, JPMC, AT&T, PwC, Deloitte, Google, Pfizer and many others.

We hope the videos make you feel a part of our special celebration!

What a momentous occasion it has been, and we are continuing the celebration! We believe our founder, Father Frank C. Carr, would be proud to see the vision he created so many years ago flourishing — from our thousands of students to our 40,000+ alumni! We are thankful to lead the charge and open doors of opportunity for leaders, entrepreneurs and industry disruptors.

Thank you for your continuous support and generosity!

If you wish to donate and support the mission of INROADS and our 50th year of making an impact in the community, visit www.INROADS.org/50thanniversary-donate.

Celebrating **50** Years

NOVEMBER 4-6 2020

Thank you to everyone who joined us for our Virtual 50th Anniversary Celebration!
Thank you to our generous sponsors for helping to make this event possible.

Sponsors: P&G, TAKE ON RACE, Google, Red Bull, Pfizer, AT&T, accenture, bcw, Cetera, Chevron, FedEx, hopin, L3HARRIS, LOCKHEED MARTIN, pwc, UNITEDHEALTH GROUP, TIAA

50 FOR 50 ALUMNI HONOREES

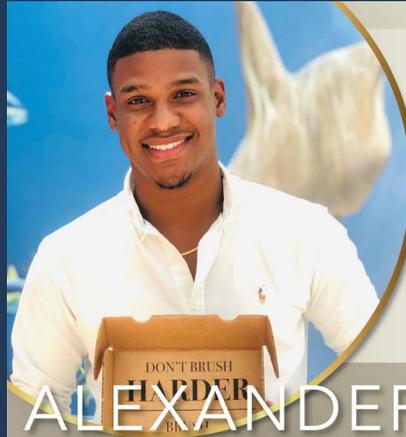


"INROADS opened doors to a world that although I knew existed, I did not know anyone in it personally and never dreamed being part of it. That world is Corporate America."

ALEX PARKER

Sequential Technology International
CEO

CLASS OF 1993



"This nomination is very prestigious because I know the impact INROADS made in my life. If it wasn't for INROADS educating me, I wouldn't be here."

ALEXANDER LAFORTUNE

FortuneX
CEO and Founder

CLASS OF 2017



"I started my professional career at INROADS immediately after graduating from high school. That experience early on in my life has been very transformative."

ANDRE POWELL

Collins Aerospace a Raytheon Technologies Company
Vice President of Finance for Operations & Quality

CLASS OF 1994



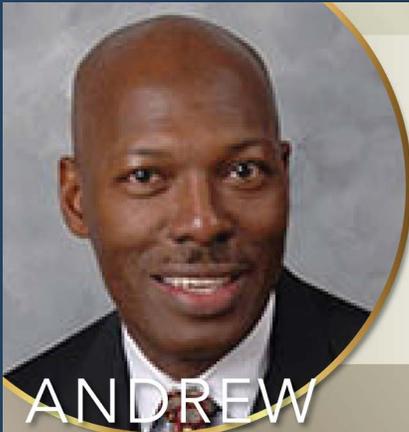
"Because of INROADS training, I have been blessed to excel in business and industry as an entrepreneur, and now as an appointed public official."

ANDREA NIKKI GASKIN-CAPEHART

Director of Urban Affairs
City of St. Petersburg

CLASS OF 1995





"My experiences at **INROADS** shaped my professional future by providing role models, hands-on support and assistance that I needed to successfully survive in the corporate world."

ANDREW JACKSON

Elsons International
CEO/President

CLASS OF 1978



"**INROADS** has given me the opportunity to not only participate in an unfamiliar world, but to thrive in it, opening a door thought impenetrable for people like me."

ANTHONY D. MAYS

Google
Software Engineer

CLASS OF 2004



"As a result of my **INROADS** experience, I have held several mentorship roles to champion the development of underrepresented talent."

BEJANAE KAREEM

WestEd
Education Program Associate

CLASS OF 2001



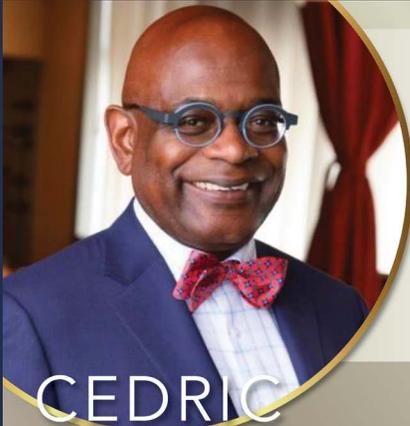
"My **INROADS** experience provided me the opportunity to develop skills in the Sales Industry and ultimately build a foundation for my current 19-year career at Procter & Gamble."

BRIAN WILLIAMS

Procter & Gamble
Vice President

CLASS OF 2000





"For me, it is hard for me to conceive of what my life would look like had I not attended that **INROADS** information session in college, it shaped the rest of my life."

CEDRIC THURMAN

Federal Home Loan Bank of Chicago
Senior Vice President,
Chief Diversity Officer

CLASS OF 1987



"**INROADS** was the single most impactful organization in setting the trajectory of my career."

CHARON DARRIS

Adams Street Foundation
Executive Director

CLASS OF 1998



"**INROADS** has impacted my life by providing me with exposure to the corporate business environment...This has motivated me to want to help others in business and in the community."

CURTIS SWINDELL, III

Southern Company
Substation Engineering
Supervisor

CLASS OF 2003



"Through **INROADS**, I developed the practical experience, relevant skills and supportive network to be an impactful nonprofit leader working to transform the academic and professional outcomes of boys and young men of color."

DEWARREN LANGLEY

Charles Hamilton Houston
Foundation, Inc.
Visionary & Executive Director

CLASS OF 2007



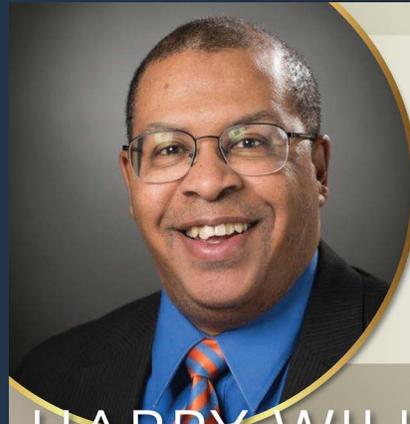


"My **INROADS** journey allowed me to gather all of the tools I needed to be confident, productive, and impactful in my career."

DIVANNY PEÑA

Pratt & Whitney
Operational Excellence &
Site Transformation Engineer

CLASS OF 2017



"Education is the great equalizer, and **INROADS** has contributed to my education immensely."

HARRY WILLIAM HOLT JR.

BITHGROUP Technologies
Vice President

CLASS OF 1984



"I can feel the heart of **INROADS** beat through me as I work to increase the number of minority employees throughout UPS. I can see the thumbprint of this phenomenal organization in my life as I advance UPS's partnership with HBCU's and **INROADS** itself."

ISOBEL EGBARIN

United Parcel Service (UPS)
Talent Acquisition Recruiter

CLASS OF 2018



"**INROADS** brought me friends, experiences and lifelong learning. It has been my pleasure to continue to serve **INROADS** as a board member and local champion."

JASON BOOTH

TAG Capital
CEO

CLASS OF 1988



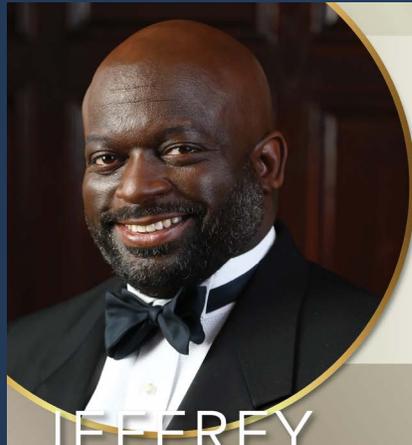


Started the Betancourt Scholarship Fund to support Hispanic, first generation college students to help them to succeed academically.

JEFFERSON BETANCOURT

Cornell Johnson Graduate School of Management
MBA Student

CLASS OF 2009



"**INROADS** gave me a wonderful start to my career, great connections, important lessons and lifelong friends."

JEFFREY BALLOU

Al Jazeera Media Network
News Editor, The Americas

CLASS OF 1990



"The work experience, networking skills, and business acumen I gained made me stand out from other candidates. Even at my first job after graduation, it was clear that **INROADS** had better equipped me to start a professional career than my peers."

JESSE PEOPLES

Leidos
Chief Security Architect

CLASS OF 2002



Appointed by the Governor of California, Jose served as President of the California Board of Accountancy.

JOSE CAMPOS

Deloitte
Partner

CLASS OF 1991





"**INROADS** gave me an enriching development and STEM experience that served as a platform for future roles."

JOSETTE TOWLES

BITHGROUP Technologies
Head of Digital Business Transformation

CLASS OF 1995



INROADS Partner as founder of Western Region Mentoring Program, volunteer facilitator, alumni board member and Hispanic corporate and community advocate.

JUAN RODRIGUEZ

The Walt Disney Company
Senior Manager
Product & Portfolio Management

CLASS OF 1994



"**INROADS** was the gateway to top-tier engineering internship experience all while strengthening my confidence & personal brand and instilling discipline to always seek greatness."

JUAN TURCIOS

Lockheed Martin Space Company
Fleet Ballistic Missiles
Mechanical Engineer

CLASS OF 2018



"John F. Kennedy said, 'For of those to whom much is given much is required.' **INROADS** gave me so much, and I have been working the last 20 years to satisfy 'my requirements' to show how appreciative I am for the opportunity."

KEISHA SLAUGHTER

JPMorgan Chase
Head of Process Improvement

CLASS OF 1997





Established the Rekha Tahilani Memorial Scholarship for **INROADS** interns. The Fund supports women and girls in pursuit of education with a goal to minimize barriers and preserve their strong work ethic and desire to serve.

KIRAN CHHABLANI

Combat Rescue Helicopter Program
Senior Finance Manager

CLASS OF 1996

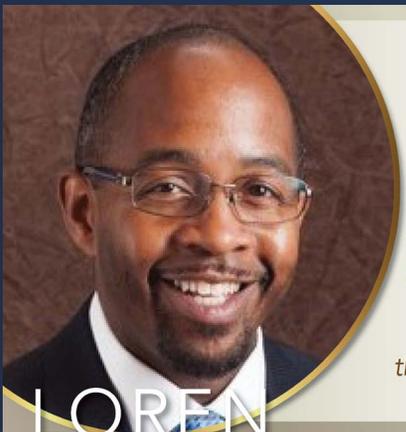


"My **INROADS** experience can be summed up with 3 names: Joyce Cooper, Ashira Jones and Andre Lee! If you know them, you know how valuable my experience was!"

LAMARR WOMBLE

Passion for Leadership
Motivational Speaker/
Education Consultant

CLASS OF 2006



"**INROADS** gave me a strong foundation for academic and professional success. As we address the immediate and longer-term impacts of a global pandemic compounded by a legacy of systemic racism, I am grateful for the impact that **INROADS** has had on my life."

LOREN TAYLOR

City of Oakland, California
City Councilmember

CLASS OF 1999



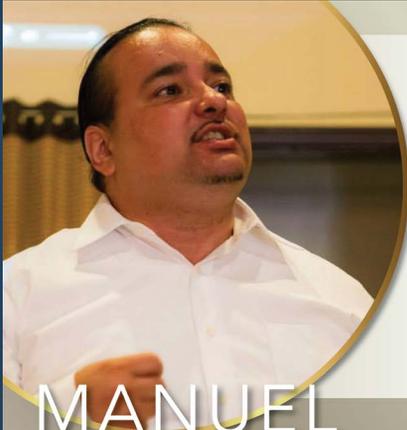
"**INROADS** is where I was first exposed to the financial services industry. The fact that I still maintain relationships with **INROADS** staff, fellow former interns, and executives at my sponsoring company is a testament to the quality of the program."

LORI DICKERSON FOUCHÉ

TIAA
CEO, TIAA Financial Solutions

CLASS OF 1987





INROADS Fact:
No other diversity and leadership development organization has generated the results of **INROADS** 30,000+ graduates who have secured executive positions with 2,000+ corporations.

MANUEL COVARRUBIAS

City College of San Francisco
Adjunct Faculty/
Engineering and Technology

CLASS OF 1992



"I can still remember... I was 17, and I hadn't yet done research on my newly chosen field of Accounting. I had no idea that **INROADS** was giving me 'inroads' to the largest accounting firm in the world."

MICHELLE SCOTT

Verizon
Senior Manager, Risk Management
and Compliance

CLASS OF 1999



"**INROADS** provided me with foundational corporate experience via internships and training that had a direct impact on the way I have navigated my career both within corporate America and throughout my entrepreneurial journey."

NATASHA BANSGOPAUL

VegaX Holdings
Co-Founder and COO

CLASS OF 2007



"**INROADS** inspired visions for my life that didn't exist before: academically, professionally, relationally, financially and personally. I am forever grateful."

PERNETHIA ARRINGTON

Verizon
PMO Senior Manager

CLASS OF 1994



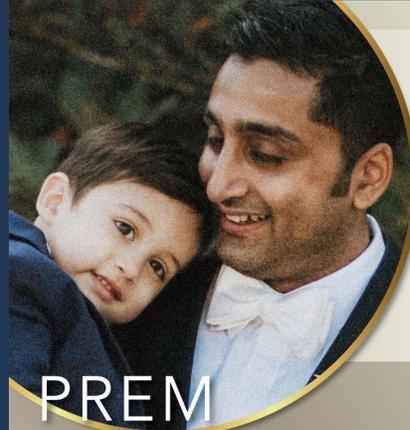


PRAGATI SONI

HD Supply
Senior Financial Analyst

CLASS OF 2014

*"INROADS has opened doors to opportunities early on in my career that otherwise would not have been available. Through my experiences with **INROADS**, I learned more about myself and my strengths."*

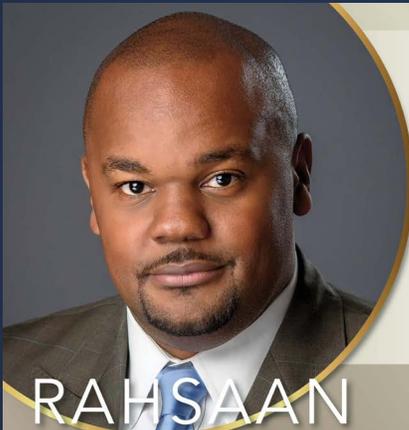


PREM KUMAR

Humanly
Founder and CEO

CLASS OF 2006

"INROADS has been one of the biggest reasons I am where I am today, running a high-growth software company."



RAHSAAN COE FIELD

Lockheed Martin
Director, Corporate EEO
Investigations

CLASS OF 2005

"INROADS has been a consistent source of support, networking, and advocacy, encouraging me to be successful in my career from intern to public servant to corporate executive."



RAINIA WASHINGTON

Lockheed Martin
Chief Global Diversity &
Inclusion Officer

CLASS OF 1988

*Long-time **INROADS** advocate and community champion who Launched the Wiley Mentoring Program for high school students preparing to pursue engineering degrees*





"INROADS had a profound impact on my preparation to be a leader in Corporate America. Thank you, INROADS, for helping me develop the skills and experiences that have enabled me to excel throughout my career."

RAMON RICHARDS

Fannie Mae
Senior Vice President,
Integrated Technology Solutions

CLASS OF 1997



"True to the words of its mission statement, INROADS provided me the core foundation for a successful career in business and community leadership."

ROBERT L. GREENE, JR.

National Association of
Investment Companies
President and CEO

CLASS OF 1991

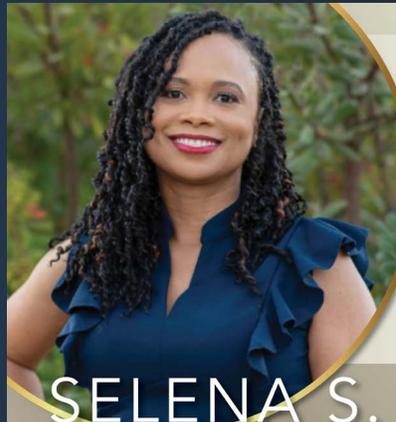


"I have seen firsthand how programs like INROADS can transform lives, giving the next generation, from underserved communities the access and opportunity to succeed in their careers."

SEKOU KAALUND

JPMorgan Chase
Head of Northeast Division,
Chase Consumer Banking

CLASS OF 1992



"I would not have a career in business had it not been for INROADS. I'm beyond grateful for the education, network and numerous opportunities."

SELENA S. CUFFE

President of SodexoMAGIC &
Co-Founder of Heritage Link Brands

CLASS OF 1996



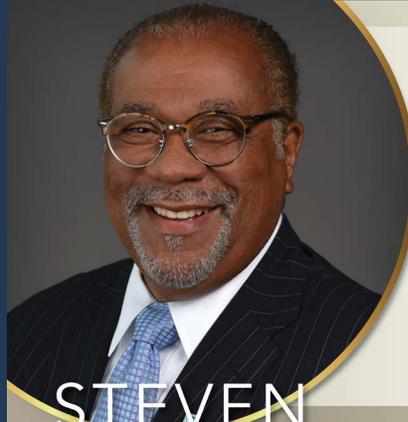


Trailblazing Principal of the only custom software + digital communications + marketing firm in Kansas City, owned by a woman and person of color

SHERRY LUMPKINS

Blue Symphony LLC
Founder and Principal

CLASS OF 1992



INROADS Fact: Without a doubt, Frank C. Carr inspired a tradition of mentoring and opportunity that has grown with **INROADS** over the years. It is a heritage we are proud to continue 50 Years later.

STEVEN DAVIS

Member, Board of Directors
Legacy Acquisition Corporation

CLASS OF 1980



"INROADS gave me the confidence to break out of my shell and be the professional I am today. Through coaching, mentorship, and especially the network, I graduated college with the skills I needed to succeed."

TAZEEN HOSSAIN

Bosch Rexroth
Process Development Engineer

CLASS OF 2017



"INROADS was my disruptor. It taught me the real value of building and sustaining a professional network and laid the foundation for my career."

THASUNDA BROWN-DUCKETT

CEO, Chase Consumer Banking
JPMorgan Chase & Co.

CLASS OF 1994



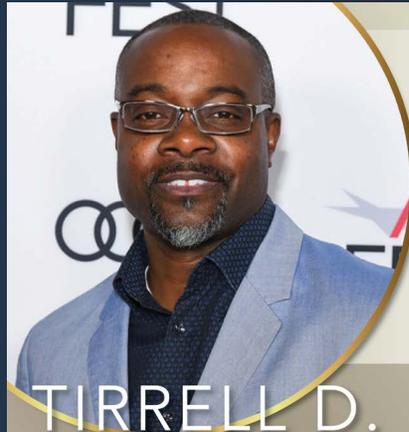


*"Recently featured as a Rising Star in Insurance Business America, I credited **INROADS** for my start in the industry 15 years ago."*

TIARA MORRIS

Chubb
Executive Underwriter
Global Casualty

CLASS OF 2009

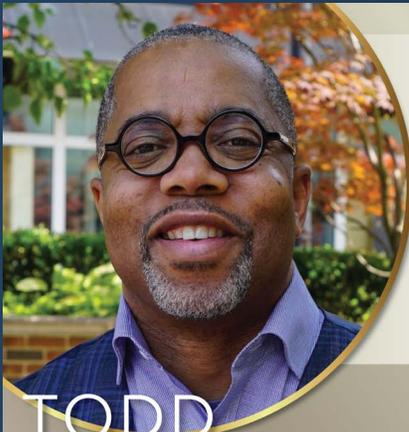


*"**INROADS** set me on a path of excellence. My experience was filled with personal and professional leadership training, coupled with internship opportunities and mentorship."*

TIRRELL D. WHITTLEY

Liquid Soul Media
Founder and CEO

CLASS OF 1996



*"The foundation I have built my career upon, is solely credited to my experiences through **INROADS**, specifically, the national and regional conferences held across various college campuses."*

TODD CORLEY

The TAPO Institute
Founder and Chief Strategist

CLASS OF 1991



*"The opportunity to be an **INROADS** Scholar was a life-changing opportunity that provided me with the requisite skills to be a Next Level Leader!"*

WAYNE KNOX

Huston-Tillotson University
Vice President & COO

CLASS OF 2007





*"The impact **INROADS** has had building wealth in the Black community is monumental. I could not be prouder to be recognized among so many amazing alumni. "*

YOLANDA SEALS-COFFIELD

PwC
Principal & Chief Employment Counsel/
President, PwC Charitable Foundation

CLASS OF 1993



"As an organization of foresight, we provide strategies that inspire diverse, millennial undergraduates to become future corporate leaders."

YVETTE SMITH

Microsoft
Vice President
Enterprise Support

CLASS OF 1990



*Congratulations
to all of our honorees!*



CONNECT WITH ALUMNI BY JOINING A LOCAL ALUMNI CHAPTER



Connect with your local chapter by contacting your local Alumni Chapter below.
Can't find your city listed below? Contact the National Office of Alumni Relations to find out
how to help launch a chapter near you.

ALUMNI CHAPTER LISTING

CITY/ LOCATION	PRESIDENT/ CONTACT	EMAIL ADDRESS
Atlanta	Rita Spralling	inroads.alumni.atlanta.chapter@gmail.com
Birmingham	Malcolm Griggs	inroadsalabama@gmail.com
Boston	Jeremy Ninan	jeremy.ninan@gmail.com
Charlotte	Thesha Woodley	iaaofclt@gmail.com
Dallas	Christopher Plumlee	christopher.plumlee@elevatestrategyinc.com
DC, Maryland, VA (Mid-Atlantic)	Josette Towles	inroadsmidatlanticalumni1@gmail.com
Greater Hartford-Springfield, CT	Janoye Williams	iaaghs@gmail.com
Chicago	Justin Cottrell	inroadschicago@gmail.com
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Raleigh-Durham	DeWarren Langley	dlangley@niaatriangle.org

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Contact your alumni relations office at alumnirelations@INROADS.org

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2020 NEWS YEAR END REVIEW

DEFENSE INNOVATOR L3HARRIS GRANTS \$2 MILLION TO INROADS TO EXPAND AWARD-WINNING COLLEGE LINKS PROGRAM

Commitment will provide Underrepresented Youth with Skills for the 21st Century Workforce

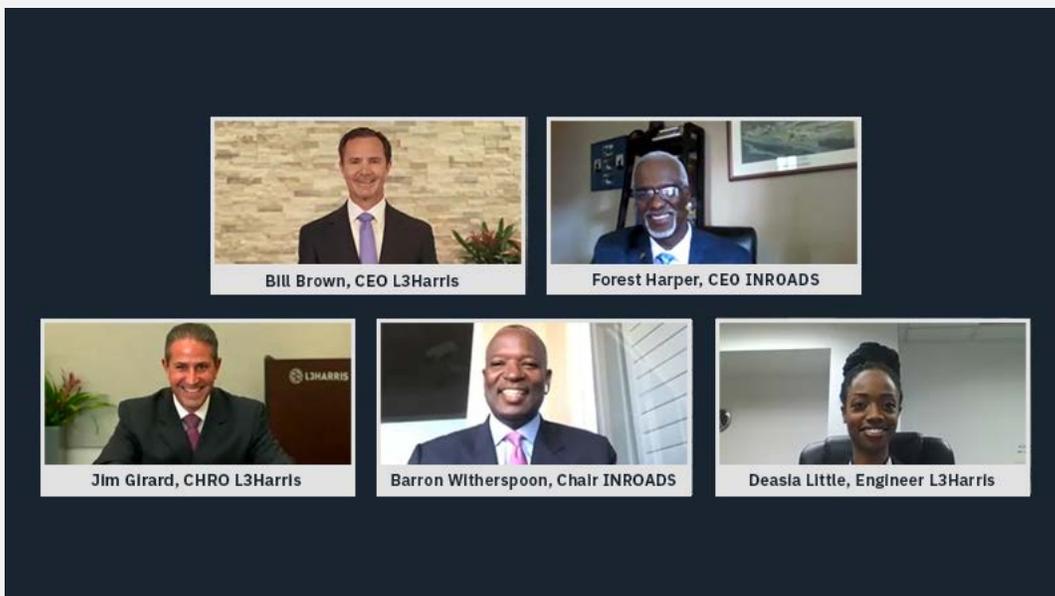
ATLANTA (July 14, 2020) — L3Harris Technologies is making a commitment to future innovators, scientists and mathematicians by investing to identify and develop talent early. Aerospace and defense company L3Harris will invest \$2 million to advance INROADS' College Links. College Links is an innovative program that seeks to close the knowledge and skills gap that often plagues talented and underserved youth, particularly from racial minority communities. The company's investment will be used to establish L3Harris College Links in Orlando, expand the program in Dallas and provide nationwide support.

"We are pleased to collaborate with INROADS to advance skills development among underserved high-school students. Our future will depend on the ability to identify and cultivate the talent of tomorrow and the INROADS College Links program provides us with a chance to invest in bright, young minds. This is crucial for our company, our community and the future of our aerospace and defense workforce," says William M. Brown, Chairman and Chief Executive Officer, L3Harris.

For nearly a decade, L3Harris has partnered with INROADS and has contributed to the organization's ability to deliver leadership and career solutions for talented and underserved students.

"L3Harris understands that now, more than ever, is a time for us to wrap our arms around our youth. Their commitment to INROADS will allow us to serve hundreds more youth across the country, help them rise above limiting obstacles in their lives, and place them on a path to college success and career advancement. The company's support will help impact more than 11,000 College Links families over three years," says Forest Harper Jr., President and CEO, INROADS, Inc.

Founded in 1970, INROADS has earned a reputation for providing sustainable corporate solutions for underserved and talented youth. Their programs have propelled the careers of black corporate leaders, and influential start-up founders. In 2010, INROADS saw a need to expose students earlier to leadership development, and established College Links to give high school students early exposure to skills and leadership development. College Links operates in Newark, New Jersey; Atlanta, Georgia; Chicago, Illinois; Cincinnati, Ohio; and Washington, DC. College Links is in the process of expanding to 25 markets in the next three years.



2020 NEWS YEAR END REVIEW

INROADS' DIVERSE TALENT SOLUTION SWEEPS THE NATION— CONNECTING UNDERSERVED YOUTH TO VIRTUAL STEM TRAINING

INROADS College Links Program Prepares High School Students for Career and Entrepreneurship Opportunities

ATLANTA, GA (October 16, 2020) — INROADS believes in providing emerging leaders with early access to STEM, entrepreneurship and career readiness training for diverse high school students. INROADS' commitment to extending the diverse talent pipeline has resulted in INROADS College Links, a program that gives students professional development, and mentors.

Initial funders like Executive Leadership Council, Coca-Cola and Procter & Gamble have now led to expanded College Links to nine markets across the U.S. They include Atlanta, Chicago, Cincinnati, Washington DC, Newark, Oakland, Orlando, Minneapolis and Dallas.

“Our expansion of this program is critical to closing the gap for STEM-talented underrepresented youth, and exposing them to STEM careers and coding programs in a virtual/remote learning environment. We have a goal of expanding to 25 markets by the end of 2024, through corporations and donors helping us get closer to achieving this goal,” says Forest T. Harper Jr., President and CEO, INROADS.

When corporations decide to invest in INROADS College Links they join INROADS' Community of Action. INROADS' Community of Action is an ecosystem of committed public and private partners who make impact investments in the futures of young emerging diverse talent in their communities, and the socio-economic mobility of Black and minority families.

INROADS has amassed an impressive Community of Action. Their network of partners this year for INROADS College Links' expansion includes UnitedHealth Group, L3Harris Technologies, Zoetis, AT&T, JPMorgan Chase, Sanofi and many others. To provide context for the potential impact each partner makes, the L3Harris Technologies' commitment to expand Orlando and Dallas INROADS College Links' programs are expected to impact 40,000 households in the next three years.

“INROADS College Links is a program model of our commitment to making a difference in the lives of underserved youth and their communities, and for connecting corporate America to untapped diverse talent as an irreversible and sustainable solution for corporate inequities,” says Harper.

“INROADS is excited to provide our students with access to INROADS College Links as our world endures a global pandemic. Thanks to the support of STEMBoard's LINGO — an at-home coding kit — our students can develop as leaders in a remote learning environment,” says Andrea Johnson-Lee, National Director of College Links and Midwest Regional Director of Programs, INROADS.



2020 NEWS YEAR END REVIEW

NEW RESEARCH REVEALS THAT INROADS IS CLOSING AMERICA'S RACIAL WEALTH GAP **INROADS Black Alumni Outpace White Counterparts in Both Wealth Accumulation and Homeownership**

ATLANTA, GA (November 27, 2020) - As millions of Americans find themselves without job earnings, and the global pandemic (COVID-19) rages across America, many corporate and foundation influencers are assessing their role in repairing the damage the crisis will have on underserved communities. Ariel Investments Founder & Co-CEO John Rogers Jr. stated before a congressional subcommittee the problem facing America succinctly when he says that "between 1992 and 2016, college-educated whites saw their wealth soar 96 percent while college-educated Blacks saw theirs fall 10 percent."

During its 50th anniversary celebration, INROADS provided a platform for the unveiling of research that shows its impact on America's Racial Wealth Gap. For more than 50 years INROADS has been a vehicle for connecting underrepresented and talented youth to wealth. Research shows that INROADS has contributed to the rise of Black C-suite executives and start-up founders in America — one example being Thasunda Duckett, CEO of Consumer Banking, JPMorgan Chase. In 2019, Duckett told The New York Times "There's a program called INROADS that focuses on getting minorities into business, and that really changed my life. Inroads helped me get an internship at Fannie Mae while I was in college, and that was my entree into corporate America. I loved it, and I started to realize that I was going to work in the mortgage business, which is something I could relate to."

According to CareerTrackers, INROADS' relentless pursuit of connecting the underrepresented to wealth-accumulating activity shows promising results in closing America's racial wealth gap. As a research sample, INROADS alumni attain greater levels of wealth than that of their white, college-educated counterparts. As found in the 2016 Survey of Consumer Finances, approximately 37% of college-educated white households have a net worth range of \$500k - \$5m. In comparison 40% of INROADS alumni have the same net worth range. Research also reveals that 71.3% of white families own their homes. INROADS alumni outpace this with 76% of their alumni being homeowners.

"I believe it is great that corporate America and foundations are answering the call for the repairing of injustices by pledging \$100 million to \$1 billion to Black businesses and other efforts. But, the reality is that giving of those funds will be a missed opportunity if they are not used to connect the underserved to wealth — similar to JPMorgan Chases' Advancing Black Pathways. INROADS is an irreversible solution for corporations and foundations looking to close racial wealth disparities," says Forest Harper, Jr., president and CEO, INROADS, Inc.

"America's racial wealth gap is unmistakably the end result of failures both in the public and private sectors, as well as unique historical roadblocks along the path toward generational wealth accumulation for Black people. Closing this gap, which is centuries in the making, requires commitment and innovative thinking on the part of public policymakers, nonprofit organizations and corporations," says Adam Davids, Fulbright Scholar and researcher at CareerTrackers.

To see the entire research presentation, visit INROADS YouTube Channel: https://youtu.be/orZpahU_xEA.

Background Research from St. Louis Federal Reserve Wealth inequalities in America have continued to grow. According to the St. Louis Federal Reserve, income inequalities have widened among whites, Blacks and Hispanic/Latinx populations since 1989. In 2016, the average white family possessed nearly 10 times the net worth of a black family, and 7.5 times the wealth of a Hispanic family. That same year, the Federal Reserve reported that black families possessed a net worth of \$17,600, compared to \$171,000 for white families.

2020 NEWS YEAR END REVIEW

DOLLAR GENERAL GIVES \$1 MILLION TO INROADS TO ACCELERATE RACIAL JUSTICE AND EDUCATION

Dollar General and the Dollar General Literacy Foundation Announce Initial Racial Justice and Education Grant Recipients

Major Retailer Updates Key Operating Priority to Further Support Mission of Serving Others

Goodlettsville, Tennessee – December 14, 2020 – Dollar General (NYSE: DG) and the Dollar General Literacy Foundation announced today three initial grant recipients as part of a \$5 million racial justice and education commitment shared earlier this year. This pledge reflects DG's ongoing mission of Serving Others and its continued focus on diversity and inclusion by providing support to organizations that are working to accelerate racial equity. Recipients include the Equal Justice Initiative, Operation Hope and INROADS.

Internally, the Company continues to elevate its commitment to diversity and inclusion as evidenced by the recent amendment to one of its key operating priorities. Investing in our diverse teams through development, empowerment, and inclusion now more closely aligns with DG's focus on creating and fostering an inclusive environment where every employee feels valued, respected and supported.

"As one of America's essential retailers, DG remains committed to elevating our mission of Serving Others, while keeping our core value of respecting the dignity and differences of others evident in all we do," said Todd Vasos, Dollar General's CEO and Dollar General Literacy Foundation board member. "We are proud to put our beliefs into action, both internally and externally, and we look forward to continuing to strengthen our efforts to advance equity and inclusion through our partnerships with the Equal Justice Initiative, Operation Hope and INROADS."

Today's funding includes a multi-year commitment to support the Equal Justice Initiative's work to address criminal justice reform and challenge racial and economic injustice through education and awareness. The Atlanta-based Operation Hope will receive funds to support its efforts to advance financial dignity and inclusion through financial literacy training and coaching programs. INROADS will receive \$1 million to support internship and education programs for ethnically diverse students across the country.

"Operation HOPE is honored to receive this \$1 million grant from Dollar General to help support our work around increasing financial literacy, fueling inclusion, and empowering opportunity through our programs for youth and adults," said John Hope Bryant, Founder, Chairman and CEO of Operation HOPE. "Public-private partnerships like these are the foundation of creating a more equitable future for all Americans and we are proud to be in alignment together."

"It will take an entire Community of Action to accelerate racial equality, and INROADS is honored to be a part of that important and timely work with Dollar General," says Forest T. Harper, Jr., INROADS president and CEO. "Dollar General's commitment to racial equity should impact those who are in greatest need, and this impact should drive the irreversible, sustainable solutions to closing the racial wealth gap in America."

DG and the Dollar General Literacy Foundation plan to announce additional grant recipients in 2021.

For additional information, please visit the **Dollar General Newsroom** or contact Media Relations at 1-877-944-DGPR (3477) or via email at dgpr@dg.com.



2020 NEWS YEAR END REVIEW

GLOBAL PRIVATE EQUITY FIRM COLLABORATES WITH INROADS TO MAKE ENERGY SECTOR MORE INNOVATIVE AND DIVERSE

Energy Impact Partners and INROADS Create Sustainable Career Solutions for Diverse Talent

ATLANTA, GA (June 16, 2020) — Innovation is the lifeblood of energy and technology industries. Energy Impact Partners LP (EIP) — a global investment platform committed to leading the energy transformation — knows this well.

Via a partnership with INROADS, Inc. — the world’s largest nonprofit organization committed to building sustainable career pathways for Black and underrepresented talent — EIP seeks to bolster industry innovation through increasing opportunities for individuals from underrepresented backgrounds.

“Energy Impact Partners has always been committed to producing a measurable impact for those we serve. Our partnership with INROADS allows us to use our global network to create career pathways for underrepresented students who want to secure leadership roles in the energy industry,” says Hans Kobler, founder and managing partner of EIP.

The career pathways that will result from this partnership have the potential to span four continents and will allow underrepresented talent to have a direct impact on venture capital, innovative start-ups and utility companies within EIP’s network. EIP has a portfolio of more than 40 innovative technology companies and currently collaborates with more than 20 influential energy partners who collectively serve more than 200 million homes around the world.

“Turning to diversity to advance innovation in the energy industry makes sense. Diversity has always driven innovation. By supporting EIP’s efforts to create career pathways in energy, finance and technology for diverse talent, Southern Company is also promoting the advancement of innovation across the energy industry,” says Chris Womack, executive vice president and president of external affairs, Southern Company, one of EIP’s founding partners.



This summer, each student participant will receive career exploration, mentorship, projects and opportunities for careers in the energy industry. To schedule participation with this effort, EIP’s partners are encouraged to complete a Partnership Request Form, or to contact Cebien Alty, director of Business Development Operations, INROADS (calty@INROADS.org or 314-655-1549).

“The contributions made by engineers and innovators of color have been historic. In partnership with EIP, INROADS is prepared to harness the creativity of diverse talent to advance energy and technology companies around the world. We’ve done this for 50 years. Our diverse talent is ready for the challenge,” says Forest Harper Jr., president and CEO, INROADS, Inc. With this partnership, EIP joins a prestigious network of INROADS collaborators, including JPMorgan Chase, Chevron, United Healthcare Group, Proctor & Gamble, and others.

VOLUNTEER OPPORTUNITIES

The Mission of INROADS is to deliver innovative leadership development programs and creative solutions that identify, accelerate and elevate underrepresented talent throughout their careers.

To officially opt-in as a volunteer to support area(s) of interest, click below:

INROADS VOLUNTEER REGISTRATION FORM

Volunteers will be contacted based on need and availability throughout the calendar year. For questions, email askINROADS@INROADS.org.

- 1. TECHNICAL INTERVIEW and/or CASE STUDY INTERVIEW WORKSHOPS**
Conduct 1-hour training sessions on how to successfully execute/implement effective techniques around Technical and/or Case-Study-style interviews
- 2. VIDEO MOCK INTERVIEW REVIEWS**
Review video mock interviews submitted by INROADS candidates and complete evaluation form using rating system and provide feedback where applicable (training provided)
- 3. RESUME REVIEWS**
Review candidate resumes against INROADS template and suggest edits where applicable. Engage directly with candidates assigned by INROADS Talent Management Team (training provided)
- 4. ASK INROADS LIVE (AIL)**
Facilitate student-centric topic to the general INROADS candidate pool to help student engagement. Topics are open and should be in the realm of professional/leadership/career development. AIL occurs every Friday from 3:00pm – 5:00pm EDT
- 5. STUDENT SUCCESS WEBINAR SERIES**
Facilitate student-centric topic to the INROADS candidate pool based on year in school. This series is different from AIL because the sessions are done by class year vs. AIL is open to all students in the INROADS candidate pool. This series has various dates/times and can be scheduled based on facilitator availability
- 6. MENTOR MATCHING PROGRAM**
Provide guidance to INROADS candidates based on career interest and/or area of expertise. Ex: If you are a marketing professional, we will direct marketing candidates seeking career advice to you as a resource for guidance
- 7. COORDINATE GIVING CAMPAIGN**
Coordinate a reoccurring or one-time giving campaign within your organization to help support operations (can include non-Alumni)
- 8. IN-KIND MARKETING SUPPORT**
Design professional artwork and/or graphics that INROADS can use on social media platforms and for distribution involving various initiatives and campaigns
- 9. PROJECT-BASED VOLUNTEERS**
Participate in project-based initiatives and activities that require support. Ex: Virtual Career Expo Committee, Force For Good Committee, etc.
- 10. RECRUITING VOLUNTEERS**
Support recruiting activities and events where needed (based on availability). You can also introduce connections to professional groups, students organizations and/or campus contacts with Colleges/Universities to help recruiting objectives (training provided)
- 11. INTERN TRAINING FACILITATOR**
Support intern-related training activities and events between the months of May – July each year. Topic, material, date and time provided. Includes Train-the-Trainer where applicable
- 12. EVENT SPEAKER**
Feature as a keynote, motivational and/or inspirational speaker at INROADS events and/or intern-related activities/events and engagements
- 13. NATIONAL DAY OF SERVICE COORDINATOR**
Lead coordination of volunteer activity for interns and/or provide volunteer opportunities for interns to gain their 24 volunteer hours
- 14. JOIN INROADS ALUMNI CHAPTER**
Join local alumni chapter and get involved in local initiatives if you are an INROADS Alumni

2020 EVENTS YEAR END REVIEW



INROADS ALUMNI GIVE BACK

We need YOU in Minnesota!



Mentor

Be paired with a high school student as a resource to them.



Recruit

Invite your friends, family, and community to apply as participants or mentors.



Mock Interview

You remember your first interview! Help new INROADERS become prepared to land a great position.



Present

Share your expertise with the College Links- MPLS scholars. Present a PD topic at one of our monthly sessions.



Build Relationships

Connect INROADS program manager with key contact in schools, corporations, & communities.

College Links Minneapolis

We're launching January 2021!

Get involved.

Help grow the program.

Build the upcoming generation of INROADERS.

Contact Minneapolis Program Manager
Carrie Dobie Puczko to get started.

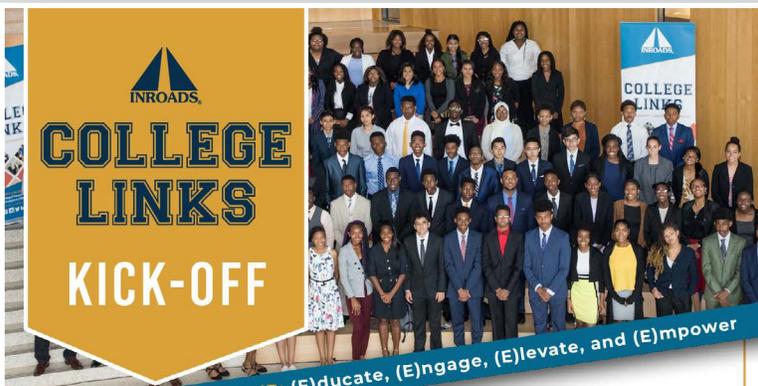
cpuczko@inroads.org



COLLEGE LINKS

11/2020

2020 EVENTS YEAR END REVIEW



INROADS
COLLEGE LINKS
KICK-OFF

NEXT LEVEL LEADERSHIP: (E)ducate, (E)ngage, (E)levate, and (E)mpower

VIRTUAL NETWORKING

VIRTUAL ENTREPRENEURSHIP TRAINING

VIRTUAL STEM TRAINING

GUEST SPEAKER
ARIK ARMSTEAD
NFL, San Francisco 49ers

OCTOBER 17²⁰ 20²⁰

12:00-12:45 P.M. EST
11:00-11:45 A.M. CST
9:00-9:45 A.M. PST

INROADS College Links kicks off its fall semester in six different cities to give black and minority students from across the U.S. career and skills development all through a virtual experience. Join the fun as we celebrate our scholars.

RSVP BY OCTOBER 15 AT
www.INROADS.org/CollegeLinksKickoff

JPMorgan Chase & Co.,
in partnership with INROADS presents

SHOW ME THE MONEY:
A Workshop on Saving, Budgeting,
and Managing Credit

December 10, 2020 • 7:00PM EST

HOSTED BY
James Ferguson
Vice President
Advancing Black Pathways
JPMorgan Chase & Co.

With a special message from
KEVIN HART, SOLEDAD O'BRIEN, AND MELLODY HOBSON



INROADS **Advancing Black Pathways**
JPMORGAN CHASE & CO.

INROADS JOINS DIGITAL HUB FOR INNOVATIVE LEADERSHIP AND CAREER DEVELOPMENT **HBCU students to gain access to impactful real-world leadership skills to become successful entrepreneurs**

ATLANTA, GA (JANUARY 13, 2021) — INROADS congratulates Apple, Southern Company and Ed Farm on their commitment to promote racial equity and justice through the development of the Propel Center. This physical and virtual campus will provide students at Historically Black Colleges and Universities (HBCUs) with access to knowledge, skills, tools and resources necessary to excel as innovators and entrepreneurs.

INROADS, the career education and readiness partner for Propel Center, will prepare students to be workforce-ready and co-design instruction that trains students to utilize technology in pursuit of becoming entrepreneurial agents of change. INROADS will also spearhead a Community of Action (COA) to strengthen Propel Center's ecosystem in step with growing the Black economy.

"We see the Propel Center as a sustainable solution to bolster representation of HBCU graduates as inventors, business owners and C-Suite executives," said Forest T. Harper, Jr., INROADS president and CEO. "Our work with the Propel Center is directly aligned with the INROADS mission, and our work to address the widening racial wealth gap in America. Similar to the high school and college students who matriculate through our signature programs focused on college and workplace success, Propel Center students will be offered real-world instruction, career exposure, coaching and mentoring, internships, and eventual career placement. Graduates of Propel Center will join the ranks of INROADS alumni who have proven to outpace their counterparts in the area of wealth accumulation, thus impacting the racial wealth gap." Harper added, "Ultimately, our involvement with the Propel Center gets us closer to realizing our vision of a thriving and just society that benefits from diverse and inclusive businesses and communities."

"These investments are critical as we begin to truly scale Black innovation ecosystems," said Anthony Oni, Chairman, Ed Farm. "By leveraging technology and partnerships to connect students with unique learning opportunities, we can lift up the talent that already exists at these institutions of higher learning and accelerate their development. In doing so, we will have a hand in shaping the workforce of the future — and the leaders of tomorrow."



Propel Center will begin providing its services to HBCU students in the fall of 2021 with construction of the physical campus commencing shortly after the launching of the Propel Center's virtual components. INROADS has enlisted STEMBoard, a minority-owned engineering and technology solutions firm, as co-designers of Propel Center's ideation lab and curriculum.

For more about INROADS and its program, visit www.INROADS.org.

For more about Propel Center, visit propelcenter.org.

INROADS' COLLEGE LINKS PROGRAM LAUNCHES IN NEW CITIES

Nationwide coalition joins forces to train the next generation of diverse, high school scholars

ATLANTA, GA (January 14, 2021) — For years, INROADS' mission has leveled the playing field through its programs designed specifically for diverse, underrepresented high school and college students. College Links works at the high school level to prepare and strengthen underserved talent for college and career success. Targeting those interested in STEM and business careers, College Links gives students needed access to career immersion activities and goal planning, while improving educational outcomes.

"INROADS is thrilled to expand College Links to more cities to virtually train our diverse by design high school scholars," says Andrea Johnson-Lee, National Director of College Links and Midwest Regional Director of Programs at INROADS. "We recognize the virtual shift that has to take place for our minority students to learn. This will be an incredible opportunity for our future leaders to gain training and develop their talents early for long-term economic and social impact."

INROADS partnership with varying community partners has helped launch the program in new markets across the U.S. INROADS College Links is hosting its Virtual Spring Kickoff on January 23, 2021 at 12:00 p.m. EST for its newest cities — Oakland, Orlando and Minneapolis. The program is also expanding in Newark and Dallas. Visit www.INROADS.org/CollegeLinksKickoff to attend the virtual event, and sign up to become a College Links High School Scholar at CollegeLinks.INROADS.org.

"INROADS is proud to collaborate with our partners for the expansion of College Links to give opportunities for underrepresented high-school scholars around the nation. The next generation of leaders start right here at College Links, and we would not be able to accomplish this growth without the generous support of our partners in the community," says Forest T. Harper, Jr., INROADS president and CEO.

INROADS' community partners aid in furthering the mission of College Links by partnering and sponsoring various aspects of the program. Partners and speakers for the January 23 virtual event include JPMorgan Chase, L3Harris, Mayor Jerry Demings of Orange County Florida, NFL 49er Arik Armstead of the Armstead Academic Project, Orlando Magic Community Ambassador Bo Outlaw, P&G, UnitedHealth Group and Zoetis. These partners and speakers are committed to help impact the lives of diverse minority students and encourage them to pursue their dreams.

"We welcome College Links to our community," said Orange County Mayor Jerry L. Demings. "Helping students build skills so they are competitive and successful in internships will ensure a bright future for many in Orange County."

College Links is currently in Atlanta, Chicago, Cincinnati, Washington DC, Newark, Oakland, Orlando, Minneapolis and Dallas with plans to expand to 25 cities in the next three years. For more information, visit www.INROADS.org.



INROADS IS RECRUITING HIGH SCHOOL SCHOLARS FOR COLLEGE LINKS

High school students in Oakland, Orlando, Minneapolis and Dallas metropolitan areas, join INROADS College Links Program to become a next generation leader in STEM, business and entrepreneurship.

FIND OUT MORE AT
www.collegelinks.INROADS.org



**INROADS
ALUMNI
ASSOCIATION**
POWER OF THE NETWORK

ALUMNI KICK-OFF 2021



FEBRUARY 10, 2021

7:00 p.m. EST

HIGHLIGHTS

STATE OF INROADS ADDRESS

MOTIVATIONAL SPEECH

LIVE ENTERTAINMENT

NETWORKING

GIVEAWAYS

SPEAKERS



FOREST T. HARPER, JR.
INROADS, PRESIDENT & CEO



TODD LEDBETTER
ENTERTAINMENT



JOSETTE TOWLES
IAA, MID-ATLANTIC PRESIDENT



REGISTRATION
<https://tinyurl.com/inroadsako>

FOR MORE INFORMATION
alumnirelations@inroads.org

Save the Date

*Virtual
Founder's
Day*

Benefit Gala

May 13, 2021

2021 INROADS Benefit Gala Sponsors

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TRUIST 

PROFESSIONAL TIPS

Tips for Navigating Your Virtual Interview

As we all navigate this virtual environment, it's easy to miss the mark when it comes to virtual meetings, especially virtual interviews during a job search. Here are some tips to consider to help you prepare to ace your virtual interview:

1. Make sure to test your technology before your interview.

We must be ready to be our best on screen. Before your interview, make sure to test your technology on the platform that will be used. You may need to make sure your computer is functioning properly and up to date, also download any necessary software and make sure your internet connection is strong for video streaming. Sign in 15 minutes early on your interview day.

2. Always dress in professional attire.

First impressions are lasting impressions, so make sure you dress for a virtual interview in the same way you would dress for a sit-down interview. This shows your professionalism and excitement for the opportunity.

3. Be prepared for your interview.

Prepare for your virtual interview as you would for an in-person interview. Research the company and practice answering questions. You should be prepared and not rely on being in a virtual space for written notes or a script. You want to appear natural and confident.

4. Close the door to distractions.

Find a space in your home that is quiet, has nice lighting and makes you feel comfortable. The fewer distractions during your interview, the better. Your chosen room should have a professional look to it and be free of distractions. If you are sharing a space with anyone (from family to friends to pets), tell them in advance about your interview.

5. Your body language must be professional.

Body language is still important during a virtual interview. Make eye contact, sit up straight, smile and be enthusiastic during your interview. Since you cannot shake hands, find another way to greet the person, with a smile or a wave. And, remember to have strong eye contact and look directly into the camera to show interest and confidence.

6. Find common interest and build rapport.

Now that your body language is confident and you have your interviewer's attention, find a way to establish common interests. Whether it's about an experience working in a virtual world, or a picture in the background, you should seek to find something that helps you have a personal connection with the interviewer in order to stand out from other candidates.

7. Show your personality and be authentic.

Companies want to know that you are a good fit. Use this opportunity to show your personality. You are more comfortable in your home environment, so express yourself. Just remember to always be professional.

8. Following up is still important.

Make sure you follow up after your interview. Send an email within 24 hours to thank the person for his/her time.



Dear INROADS Alumni and Friends:

Are you ready to pay it forward? We need your help for this year's Mock Interviews. Do you remember your first Mock Interview? Do you remember the people that took time to help prepare and develop you for your career path? And now, look how you have excelled.

We are seeking volunteers, just like you, to assist in the development of our incoming candidates. To get students into the internship matching stage, we must first move them past the Mock Interview stage. Your guidance can change the course of a young person's future. So, join us today to ensure that our candidates are ready to deliver an exceptional corporate interview.

And this year, bring a friend. We are asking each of you to ask a friend, co-worker or colleague to help us train and develop our students to enter Corporate America ready and prepared to succeed. When the time comes, each of these students will have the opportunity to pay it forward – just like you.

A BIG thanks to our previous volunteers! And we look forward to partnering with you. Visit <http://bit.ly/Mock-Interview> to be an INROADS Mock Interviewer.

Sincerely,

Katina Hawkins
Alumni Relations

BE A PART OF INROADS' WORLD-RENOWNED MOCK INTERVIEWERS



INROADS FAMILY

We hope that you and your loved ones are safe and healthy since the outbreak of the COVID-19 pandemic.

Even in this time of uncertainty, we're inspired by the generous ways that people are coming together to share resources, give back and reassure one another with kindness and connection. Our ability to give help and hope during uncertain times makes us measurably happier and reminds us we can make a meaningful impact.

As a nonprofit organization, INROADS has always relied on the loyal support of corporate partners, foundations and individual donors just like you. And now, we need you more than ever. Individual donations and support are vital for us to continue the work that we do for our students and our community.

Our students are resilient, and our support will undoubtedly provide them encouragement, needed skills and confidence to succeed in today's environment and their future careers. We do not wish to leave such talented students behind and have been developing virtual platforms to continue their training and development.

Our Annual Fund Campaign gives the opportunity for everyone to get involved with INROADS by giving to continue this legacy. **With the help of our alumni, partners and friends, we can continue to provide for our students and continue the mission of Frank Carr.**

DONATE TODAY

"As a first generation college student and a daughter to a low/middle income family ... I can't thank INROADS enough for allowing me to be that much closer to my dream."

Lucero Delgado
INROADS Alumna

Click to donate or visit www.INROADS.org/support

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APRIL AJIBOYE
INROADS Program Manager



TODAY'S LEADING PROFESSIONALS

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INROADS is excited to announce the launch of INROADS Professionals (iPROS) Services. Our iPROS services enable you to network with recent graduates, mid-career and experienced level professionals who might fit current hiring needs. Under iPROS we offer two programs: Our Future Leaders Program (FLP) and E-Blast Program.

For more information, please contact April Ajiboye at iPROS@INROADS.org.

INROADS, Inc. is a 501(c)(3) nonprofit organization whose mission is to deliver innovative programs and creative solutions that identify, accelerate and elevate the development of underrepresented talent throughout their careers.

GET IN TOUCH

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