

DEEP DAY

DELAWARE EXECUTIVE EXCHANGE PROGRAM

Cultivating Student Success · Developing Business Professionals ·
Preparing Global Citizens



October 30, 2018 · 8:30 a.m. – 5:30 p.m.

Bank of America Building



**DelawareState
University**
SINCE 1891

College of Business

WELCOME FROM THE DEAN

On behalf of the College of Business at Delaware State University, it is my pleasure as the Interim Dean of the College of Business and Director of the University Center for Economic Development and International Trade (UCEDIT) to extend a heartfelt invitation to our 2018 3rd Annual Delaware Executive Exchange Program Day (DEEP Day). We welcome you to a rapidly growing network of corporate partners, business leaders, entrepreneurs and public servants.

The theme of this year is “We are Students of Problems not Disciplines” which symbolizes the need for interdisciplinary approaches to solving the challenges of today and tomorrow. Delaware State University is the ideal stage for facilitating this exchange of public sector and industry leaders, due in no small part, to the close proximity of several metropolitan epicenters. As such, this year we are thrilled to host several of the region’s most prestigious corporate and civic leaders. It is our aim to focus on inclusive growth as we explore best practices and innovative approaches toward attaining global solutions to many of our societal needs. The solution resides in the collective.

And for this reason, we bring the unique opportunity for DSU’s best and brightest College of Business students to actively and intimately engage with the most influential public sector and business leaders across a multitude of business industries in the country. Today serves as the impetus for our talented students to achieve their goals of securing industry mentors, internships and ultimately productive careers. I believe at the end of our time together, we all will return home well positioned to work better, together.

I would like to close by thanking our local student chapters, professional organizations, and corporate sponsors for making the 3rd Annual DEEP Day possible. A special note of appreciation goes to the planning committee, faculty and staff for their support and enthusiasm in bringing this event to you today.

Enjoy your DEEP Day; take advantage of your surroundings; engage in meaningful conversation - go DEEP; and establish lasting connection.

*‘Coming together is a beginning. Keeping together is progress. Working together is success.’
~ Henry Ford*

Interim Dean, College of Business

Delaware State University

WELCOME FROM THE Co—Chairs

To all DEEP Day Attendees:

Welcome to the DSU College of Business DEEP Day! We are humbled by the generous outpouring of sponsors, contributors and the record number of attendees for our event. Two significant things you will notice at this DEEP Day :

- 1) The COB DEEP Day has transitioned to the Fall academic semester. The idea behind this is to take full advantage of the traditional hiring window for companies and organizations, as they recruit next spring's graduates.
- 2) There are more diverse companies and organizations participating in DEEP Day this year than ever before. This was designed to generate a more inclusive feel to the event from across the full spectrum of COB majors.

We hope all our COB students not just explore traditional sources for jobs in their desired fields of study, but look for career opportunities with companies that you may not have considered. Ultimately, our objective is to create and facilitate career opportunities for each of our COB graduates. Additionally, provide professional development for all students.

To our DEEP Day sponsors and partners, we express our heart-felt thanks for spending your time with our students. Thank you for to all faculty and staff o f the College of Business—we couldn't have done it without you. Enjoy your day as we continue on our mission of creating future business professionals who will have a global impact in tomorrow's workplace.

PURPOSE OF DEEP DAY

The Delaware Executive Exchange Program (DEEP) Day is sponsored by the College of Business at Delaware State University, and is designed to develop students' soft skills to help them become qualified business professionals. In the College of Business, our top priority is to ensure that students get a quality education, and are empowered with academic and professional competences to succeed in today's global workplace. Each student has an individual development plan (IDP) built on the Business Education Student Transformation (BEST) model. The BEST model creates a roadmap for student success that includes: soft skills, mentoring, conferences, field trips, business case competitions, internships, and job placement. To this end, the DEEP Day agenda supports BEST by allowing students to gain relevant knowledge on such topics as: driving innovation, collaboration and teamwork, personal branding, and the art of the interview. DEEP Day helps lead students down a co-curricular pathway which prepares them to transition from the DSU classroom to the executive boardroom. College of Business students are given an opportunity to build on their academic foundation and expand their experiences with a focus on career readiness. DEEP Day is a premiere event that assists students on their journey toward becoming successful business executives with a global perspective.



Testimonials

"M&T is extremely proud to be a platinum sponsor at this year's DEEP Day. We've been participating in this event for the past few years and we have not only encountered great talent, but we have continued to build a strong relationship with Delaware State. We look forward to continuing our partnership with such a strong institution in the Delaware community" ~ Jessica Vicario, M&T Bank

"DEEP day is a key event in the life of every college of business student. DEEP Day gave me the chance to meet professionals and learn about opportunities in the workforce. It is a great way for employers to discover great minds and talent at Delaware State University." ~Sangorme Kum, Senior Double Major Aviation Mgt. & Human Resource Management

"DEEP Day provided an opportunity for me to interview with a company where I ultimately received an internship for this past summer. It was a great experience and it would probably won't have happened without DEEP Day." ~Senior, MIS Major

DEEP DAY AGENDA

8:00—9:00 a.m.	Student Check-in	BOA Entrance
8:30—9:15 a.m.	Welcome Breakfast	Room 309
9:00—9:15 a.m.	Welcome for Students	Longwood Auditorium
9:30-10:45 a.m.	Panel Discussions	
	Backpack to Briefcase: “Transitioning from the Classroom to the Workplace”	9:30 Room 201 1:30 Room 104
	The Art of the Interview: “Selling yourself in an interview to leave a great impression”	9:30 Room 217 1:30 Room 111
	Understanding Your Personal Brand: “Why is your brand unique and distinct”	9:30 Room 111 1:30 Room 217
	Stay ‘Woke’: “Knowing how what you think about yourself makes all the difference”	9:30 Room 213 1:30 Room 105
	The Challenge of Being a Minority in the Workplace: “How to be authentic & successful	9:30 Room 104 1:30 Room 201
	Just Start Creating: “Knowing entrepreneurship is for you”	9:30 Room 105 1:30 Room 213
	Your LinkedIn Profile: “Create a profile that will get you an interview	9:30 Room 104 1:30 Room 201
	Creating Transferrable Skills: “The importance of transferrable skills in my portfolio”	9:30 Room 104 1:30 Room 201
	What I Would Tell My Freshman Self: “Things graduates have learned in first years on the job”	9:30 Room 104 1:30 Room 201
	The How-To’s of Working with a Professional Sports Team	9:30 Room 104 1:30 Room 201
	Mock Interviews	Rooms 202, 203, 215, 216, 302, 303, 318
11:00—11:50 a.m.	Keynote by Detra Miller	Room 113, Longwood Auditorium
12:00—1:15 p.m.	Lunch Business Etiquette Lunch	Room 309 Room 308
1:30—2:45 p.m.	Panel Discussions, , Mock Interviews	See Above Room Assignments
3:00—4:15 p.m.	Business Case Competition	Room 113, Longwood Auditorium
4:30—5:40 p.m.	Closing Reception	BOA Lobby

All sessions will be held in the Bank of America Building.

KEYNOTE SPEAKER

Detra M. Miller

Administrative Vice President - Business Banking



Detra Miller is a Business Banking Team Leader and Administrative Vice President in M&T Bank's Business Banking Division. In this role, Detra is responsible for leading a team of Relationship Managers to maintain and grow their current client base as well as develop and acquire new business client relationships.

Detra joined M&T in 2008 through the Management Development Program. Upon completing the bank's formal training program in 2009, Detra was promoted through several Branch Manager assignments in M&T's Greater Baltimore Market and in 2015, was appointed the Retail Regional Manager for the bank's North East Maryland region. In that role, she led sales, operations and customer experience strategy for 12 M&T retail branches in Harford, Cecil and East Baltimore County in Maryland. In February 2018, Detra transitioned to Business Banking as the Team Leader for the North Central Maryland Region. Detra is a graduate of both the bank's Business Banking Development Program and Diversity Development Program. Detra is also currently the President of the Mid-Atlantic African American Resource Group.



BUSINESS ETIQUETTE LUNCHEON

This luncheon helps students understand the importance of etiquette and how good manners and social skills are essential to professional success.

Presenter

Ayanna Naki Wilcher



Ayanna is the National Project Manager for the newly formed Talent Acquisition Diversity and Compliance team at KPMG. In this role she works to develop diversity recruiting strategies to ensure the campus and experience hire recruiting teams are meeting hiring goals of the firm. She also manages national level projects and works in the area of compliance. Ayanna has over 17 years of higher education experience and prior to KPMG, she spent eight years as the assistant director for Diversity & Career Development at Lehigh University and three years as the director of Minority Programs in the College of Engineering at Cornell University.

BUSINESS NETWORKING LUNCHEON

This luncheon provides an opportunity for students to talk with and learn from professionals who have joined us for the day. The networking luncheon is also a time for students to hone their interpersonal and communication skills. The networking luncheon is also a time for COB faculty, staff, students, and invited guests to continue to build relationships.

PANELISTS



Tanya Black

Tanya Black is Managing Editor for WJZ-TV CBS Baltimore. She is responsible for the station's news content including news as it occurs and investigations. In her more than 20 year career at WJZ, Tanya has received three EMMY nominations.

She is also responsible for launching the broadcast careers of many young people hired as part of the CBS Apprentice Program. A native of Baltimore, Tanya is honored to report on the city she loves. A graduate of the Phillip Merrill School of Journalism at the University of Maryland, she is committed to fair and balance news coverage and believes it should always reflect the diverse community in which we live.



Antionette Blake

Antionette Blake, a multi-award winning blogger; is also a branding and social media communications manager. As the owner of ABlake Enterprises, Social Media Management and Consulting; she works with business owners and organizations on strategies to help them broaden their brand and expand their exposure online. Ms. Blake hosts a weekly podcast "Social Media Sunday with the Delaware Blogger" on

Sounds at 6pm on BlogTalkRadio. She is the online content creator of two blogs, DelBlogger and DeDivahDeals. She was recently recognized and received the Entrepreneur of the Year Award by the



Lynette Darnell, MS, CPLP, SHRM-CP

Lynette Darnell is Pilot Programs Manager for Piedmont Airlines. Lynette is certified in Professional Learning and Performance, through the Association for Talent Development (formerly known as ASTD). Recently, she received her Society for Human Resource Management (SHRM-CP) credentials from SHRM. Lynette received her BS from the University of Puerto Rico. In addition, Lynette has graduated with a

Masters Degree in Human Resources Management from Wilmington University. She is now pursuing a Doctorate in Business Administration Human Resources from Liberty University.



Troy Farmer

Troy C. Farmer, MSW, CPC , Founder and Empowerment That Values All (E.V.A), LLC. Troy has 28 years of combined experience in Mental Health, Learning and Development, Organizational Development, Enterprise Building and Executive Coaching. Troy partners with companies, small businesses, and organizations to help create a "healthy business culture" while working to exercise

individual potential and increase performance. Additionally, Troy is the Director of the Entrepreneurial and Career-Readiness Programs for the YWCA Delaware, LLC. She is responsible for growing the work readiness and self-employment Women Achieving New Directions (WAND) Programs. When Troy is not practicing performance optimization with others, she is working with her three sons and husband, who are the co-owners of Farmer's Famous Fish, a popular food truck in New Castle, DE. She has also served as a mentor to



David Femi

David Femi is a vice president of the Retail Division and the sales support manager for the Greater Delaware and Southern New Jersey market of M&T Bank. Femi is also an adjunct professor at Wilmington University, where he teaches corporate finance. His focus is on ensuring

bankers follow a needs-based approach to providing sales and services that focus on meeting the financial needs of the consumer. Femi earned his BA and MBA from Delaware State University.



Dr. LaVaughn Henry

Dr. LaVaughn M. Henry is Acting Chief of Economic Analysis in FDIC's Division of Insurance and Research. He supports key FDIC risk identification, and presents findings of his analysis for specific actions or response to the senior executive committees for their deliberation and decision-making. He leads in the drafting

of briefing materials that summarize economic conditions and trends, which are regularly disseminated to key FDIC executive staff. In 2017 he received the STAR Award from the FDIC for his significant contribution and service to the company. Prior to this role, from 2009 through 2016 he served as Vice President and Senior Regional Officer for the Cincinnati Branch Office of the Federal Reserve Bank of Cleveland. Dr. Henry earned both his doctorate and master's degrees in economics from Harvard University, and a bachelor's degree from Rockhurst University, located in his hometown of



PANELISTS



Krissy Hickman

Krissy Hickman is native to Delaware and graduated from the University of Delaware with her Bachelor's degree in 2015. Krissy majored in Hotel, Restaurant, and Institutional Management, which ended up bringing her into the Human Resources Industry following graduation. Krissy started her career as a full-cycle recruiter with a staffing firm, PeopleShare. She recently celebrated her one year anniversary on the recruiting team at Diamond State Financial Group. Currently, Krissy grows the team at Diamond State Financial through campus, community-based, and LinkedIn recruiting. While she isn't recruiting, Krissy spends time with her 3-year-old son, Ben, and her 6-month-old puppy, Winnie.



Dr. Todd Jenkins

Dr. Todd Jenkins serves as Senior Diversity, Inclusion and Innovation Leader at JB Hunt Transport, Inc. A Fortune 500 transportation, supply chain and logistics company. He is the first in this newly created role for the company and industry. He is a proud alumnus graduating with honors from The University of South Carolina, Illinois State University, and PH. D from the University of Arkansas. Throughout his career, Dr. Jenkins continues to serve in various leadership roles and on numerous boards both locally and internationally currently Rotary International D6110 Board of Directors, North American Youth Exchange Network, President of State of Arkansas Urban League Young Professionals, Ozarks Literary Council, Mexico and Canada



Mark Purnell

Mark Purnell is a top advisor, serial entrepreneur, author, and coach.. With over 33-years of experience in the industry, he has served clients in 34 states throughout the USA. Mark has made over 50 million dollars for clients over the course of his career. More importantly, he has provided over \$400,000 to support his clients' philanthropic and charitable interests, in service of the greater community. Today, Mark coaches and consults other financial advisors to help them build the practice of their dreams, and live the life they



Carol Hobson

Carol Hopson is a First Officer for ExpressJet Airlines. She is the former Organization Black Aerospace Professionals (OBAP) Board of Directors Vice-Chairwoman. Aviation had always been Carole's passion, so she pursued flying, working as a flight instructor, while raising her family. Previously, she was Vice President/Director for Training & Development of Foot Locker, USA. There, Carole led executive-level leadership coaching, as well as store associate training, for over 140,000 associates. She began her career as a police reporter and has worked for the *Bergen Record* and *The Philadelphia Inquirer*. She has also held executive-level positions with the National Football League (NFL) and L'Oreal Cosmetics. At the NFL, she helped guide professional players into work after football, and at L'Oreal, she lead human resources for supply chain logistics in Cranbury, NJ and Aurora, CO.



Lindsey Pinkney

Lindsay Pinchney is currently employed a Human Resources Coordinator with the Baltimore Ravens. She was previously employed by the Pew Research Center in Washington, DC as an Administrative Assistant. Lindsay graduated from Towson University in May 2016 with a Bachelor of Science degree in Sport Management. While attending Towson; she was a member of the Track and Field team, and the Student Athlete Advisory Committee (SAAC), where she served as the SAAC representative on the university-wide Diversity Action Committee. Additionally, during her matriculation at Towson, Lindsay became a member of Alpha Kappa Alpha Sorority, Incorporated. Presently, Lindsay resides in Silver Spring, Maryland and



Jacob Robinson

As a high school junior, Jacob told his Dad he wanted a job and his Dad told him to start a business. Jacob started DJing and continued working as a DJ through college. In 2014, Jacob graduated from Duke University where he studied Public Policy. After graduation, he joined Venture for America (VFA) as a Fellow to continue his entrepreneurial journey. Through VFA, Jacob moved to New Orleans where he worked for two startups in business development and sales roles. After four years in New Orleans, Jacob moved back to his hometown, Columbus, Ohio. During and joined VFA's Talent Team. In this role, he develops partnerships with like-minded organizations to recruit the best, most diverse class of fellows.

PANELISTS

CJ

CJ is native to Delaware and graduated from the University of Delaware with her Bachelor's degree in 2015. Krissy majored in Hotel, Restaurant, and Institutional Management, which ended up bringing her into the Human Resources Industry following graduation. CJ started her career as a full-cycle recruiter with a staffing firm, PeopleShare. She recently celebrated her one year anniversary on the recruiting team at Diamond State Financial Group. Currently, CJ grows the team at Diamond State Financial through campus, community-based, and LinkedIn recruiting. While she isn't recruiting, Krissy spends time with her 3-year-old son, Ben, and her 6-month-old puppy, Winnie.



Eleisha Smith

Eleisha Smith Eleisha works as a Product Owner on the Firmwide Finance and Business Architecture (FFBA) team, a project team within Corporate Finance at JPMorgan Chase. The broader team is responsible for data sourcing—how the reporting of products such as deposits,

derivatives, and loans can be streamlined. Eleisha is specifically responsible for the Firm's \$800B of balance sheet Cash. At the Firm she partners with technology and financial analysts to simplify how cash is represented in regulatory reports such as the FR Y-9C and 10K. She manages a team in India, and sets the work priorities for technology teams in Houston, Jersey City, and Bangalore. In her tenure with the firm, Eleisha has also held roles in both JPMorgan's Private Bank and Investment Bank. Her experiences span operations, business analysis, data management, liquidity, and quality and control. Eleisha has a BA in Politics and a minor in French from Ursinus College in Collegeville, Pennsylvania. She also has an Executive MBA from Temple University, in her



Pam Toner

Pamela Toner joined United Airlines in March of 2008, bringing over 13 years of campus recruiting experience from the consulting industry to corporate America. At United, Ms. Toner has ownership of all frontline hiring, as well as management hiring in the hubs and line stations.

She is responsible for a team of 38, located in 7 different cities—and collectively they hire over 4,000 people annually. She works closely with leaders from the following divisions: airport, maintenance, catering and flight operations; ensuring their hiring demands are met. Ms. Toner has a B.S. in Health and Education from Western Illinois University and currently lives in the suburbs of Chicago. She is fantasy football fan and enjoys spending



Jemia Young

Jemia has been a part of the TEKsystems team since 2013 and has held various roles, but her current role on the Inclusion & Diversity team is by far her most rewarding. Jemia's role focuses on building the TEKsystems brand across local and national partners and leading the strategy to attract diverse talent. Jemia is a

graduate of East Carolina University with a degree in Communications and obtained an MBA from The University of Phoenix. She currently attends Georgetown University in pursuit of an Executive Certificate in Strategic Diversity and Inclusion Management. In her spare time she enjoys reading, blogging, traveling, bike rides, and brunch. Jemia is based in

Delaware State University—College of Business

Graduate Panelists

Ruth Kotter— May, 2018 - M&T Bank

Justice Pendleton— May, 2018 - JP MorganChase

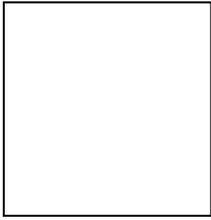
Jamal Phillips— May, 2016 — JP MorganChase

John Robinson—May, 201 — State of Maryland

Xavier Wiilcher—Mary, 2018 — KPMG

This panel of graduates will be sharing from their experiences in preparing for their jobs,, negotiating salaries, and adjusting to life after DSU.

MOCK INTERVIEWERS



Patrick Best

Patrick Best is assistant vice president and manager of talent acquisition at WSFS Bank, where he serves the talent needs of the bank's different divisions and locations. Best is also a member of the Delaware Chapter of the Society for Human

Resource Management (SHRM) and serves on the Career Services Advisory Board of Goldey-Beacom College.



Hilary Cole

Hilary Cole, a graduate of Salisbury University in Maryland, is a passionate newcomer to the HR field, only having joined it 5 years ago after 10 years of experience in retail management and banking. Her love of serving others and building

their potential makes human resources the ideal fit for Hilary. She has worked for companies small and large which have afforded her some amazing learning experiences. Hilary and her husband try to travel as much as possible, having visited numerous states & countries over the last few years.



Myriam Diomande

Myriam Diomande is currently a senior vice president, talent acquisition executive, for Global Talent Acquisition at M&T Bank. She is responsible for overseeing recruitment fulfillment, which includes leading the U.S. Recruiting Coordinators team. She is also responsible for the development and execution of the bank's

recruiting/ process outsourcing strategy and capacity management. Lewis has extensive change management experience and is Six Sigma Green belt certified. She holds a BS degree in Accounting from San Francisco State University.



Dawn Kreiss

Dawn Kreiss is currently a Vice President in Wealth Management Operations at JPMorgan Chase.

She has held several positions throughout her 29 year career, most recently as an Operations manager supporting high-net worth individuals. As an Operations manager, her role is to provide end-to-end support for

all aspects of the client banking experience, working closely with sales, service and product specialty groups. Dawn is a member of the WM Operations Recruiting team, taking the lead role at Delaware State University to hire the best talent



Richard Brackett

Rich Brackett currently serves as the Director of Human Resources for Dover Downs Hotel & Casino and Dover International Speedway, Inc. He is responsible for the development, implementation and communication of human resources policies, procedures and programs. He retired from the United States Air Force in

2015 with 30 years of experience working at the squadron, group



Joe Coolke

Joe Cooke has been employed by United as the Talent Acquisition Specialist-North/Southeast Region for 5 ½ years. Joe started in New Jersey as a technical recruiter and was promoted into the role of regional sales recruiter. Part of a national team assembled to impact needs across the U.S., Joe

specifically works with directors and executive leadership in the DMV to understand business focus and forecast needs.



Teron Foster

Teron Foster is a native of Reidsville, NC, and currently resides in Greensboro NC. Teron graduated from North Carolina Agricultural & Technical State University with a Bachelor's degree in Marketing and Sales in 2016. After graduation he joined TEKsystems where he worked as a Technical Recruiter. After

succeeding in that role, he joined the internal team and currently serves as the University Relations Recruiter covering both Northeast and Southeast Regions. Teron is passionate about partnering with HBCU students and the development and growth of underrepresented minorities. In his free time, Teron enjoys hanging out with friends, singing karaoke, and shopping.



Dennis LouHaugh

Dennis LouHaugh graduated from the US Air Force Academy in 1992. Dennis served 21+ years on Active Duty as an officer and pilot, from May 1992 until August 2013. He obtained an M.S. from Embry-Riddle Aeronautical University in 2003. Dennis began working for Delaware

State University in June 2015 as the Assistant Chief Flight Instructor in the Aviation Program and has taught several courses in the program. Currently, his primary focus is flying and serving as the Flight Team Advisor.

MOCK INTERVIEWERS



Matt McDermott

Matt McDermott serves as the Director of Human Resources to the Delaware Secretary of State and the Department of State. She has over 30 years of executive experience which has encompassed both domestic and foreign business policies and practices. She is a strategic partner to executives

focusing on bottom-line savings, process improvements, and highly engaged and motivated workforces.



Shaquay Foster

Shaquay Foster is an Account Manager with TEKsystems where she supports government and higher education in Philadelphia and Delaware. She assists customers with attracting and retaining IT talent. She began her career at

TEKsystems as a Technical Recruiter before moving into her current role. Shaquay graduated from Central Penn College with a degree in Business Administration with a concentration in Marketing. She prides herself on bridging customers' workforce planning needs with those of the local market. Shaquay enjoys dancing and spending time with



Frank Taylor

Frank Taylor is a Human Resources generalist at Dover Downs Hotel & Casino. Taylor has worked in the Human Resources industry for over 30 years and served in the United States Army for 12 years. His professional experience includes designing and implementing employee appreciation and recognition

programs, resolving problems and minimizing employee complaints. He received a Masters of Management from the University of Phoenix.



Sandy Washington

Sandy Washington is the Community Engagement Director, at Nemours/A.I. duPont Hospital for Children. While serving as a member of the Delaware Valley Leadership team, she provides strategic management and integration of community engagement activities in Delaware as well as the Delaware Valley.

Sandy is responsible for developing and directing community engagement strategies and fostering relationships with external stakeholders in targeted areas. As the associate vice president and chief risk officer at Delaware State University, she created a campus-wide risk awareness program and strengthened DSU's external



Amira Tart

A passionate advocate for education and empowerment, Amira Tart has extensive experience in both financial services and academia. She has worked in financial services for over a decade in roles involving program management, volunteer recruitment/training, communications, career development and strategic planning.

Previously, she worked in academia as an academic counselor. A native of Philadelphia, PA, Amira has a bachelor's degree in Journalism from Indiana University of Pennsylvania and a master's



John Sherman

John Sherman first started flying at his family's fixed based operation in 1981 at Frederick Piper Sales where he earned his private, instrument, commercial, CFI, multiengine and ATP. During this time, he also became a flight instructor. Mr. Sherman went on to do aerial survey work for Sky

Comp. and also worked for the Department of Defense as a contractor doing aerial communication equipment testing. Later, he began his own flight school, Sherman Aviation, located in Georgetown, Delaware. Finally, in 2010, Mr. Sherman started his career at Delaware State University as Assistant Chief Flight Instructor and became Chief Flight Instructor of DSU Aviation.



Valentine

Valentine has been with Republic Airline as a College Consultant for almost two years. She is a graduate of the Scott College of Business from Indiana State University, focusing on marketing and youth development. Valentine has a passion for bringing professional development to the collegiate level, knowing it

is never too soon to start prepping for your first BIG job. If she isn't traveling the east coast for work, she is at home in Indianapolis, spending time with her family and her golden doodle, Riley!



Jocelyn Wright

Jocelyn Wright is a member of the Pilot Recruiting and Development team of American Airlines. Claire thrives in constantly changing environments and enjoys working with people. Claire is a recent graduate of Texas A&M University.



BUSINESS CASE COMPETITION

The Business Problem:

- Develop a plan for TEKsystems to increase disability hiring for their internal sales positions.
- Current state of disability employee's at TEKsystems is 4%, the goal is 7% or more by end of 2019

Barriers to solve:

- Identify ways to attract candidates with disabilities to apply to our sales roles
- Is there an industry we support where candidates with disabilities would have more success?
- How does TEKsystems position itself to be ready to attract and retain the next generation workforce?
- Required daily travel to clients for sales meetings can be logistically tough for severely disabled candidates with disabilities (CWD's).
- How to position with leaders to have more remote roles to support disabled candidates within sales
- Identify potential partnerships with disability organizations

Bonus Barriers: *(pick one)*

- Identify ways for TEKsystems to be more supportive of work schedules for caregivers of disabled family members.
- How to increase the amount of new hires that self-identify their disability in the application and internal hire paperwork

The Ultimate Goal:

- Create a plan that TEKsystems Veteran's & Disabilities Program Manager can use to help with his initiative to increase disability hiring by end of 2019
- Increase the awareness internally of this initiative
- Have an inclusive environment for people with disabilities within the company

TEKsystems Judges:

- Mike Powers, Veterans & Disabilities Program Manager – Louisville, KY
- Jemia Young, Diversity Talent Program Manager – Northern VA
- Teresa Truong, Inclusion & Diversity Manager – Providence, RI
- Teron Foster, University Relations Recruiter, Greensboro, NC
- Shaquay Selby, Account Manager, Philadelphia, PA

Special Thanks to our Sponsor



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The College of Business would like to sincerely thank you for your continued support of our students! Your contributions made DEEP DAY possible.

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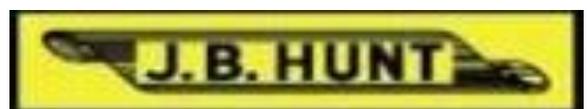


Mr. Mark Purnell—Delaware State
University Alumnus

BRONZE LEVEL



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Our Communities

At M&T, we understand the importance of supporting economic growth in our communities and making them better places to live.

- M&T contributed more than \$21 million to more than 3,300 not-for-profits in 2014
- M&T invested more than \$1.5 billion in community development loans in 2014 to support affordable housing and neighborhood revitalization
- M&T has earned the highest possible Community Reinvestment Act (CRA) rating since 1982

Our Customers

M&T provides key financial support and guidance to help its more than 3.6 million customers achieve their financial goals and business objectives.

- M&T made over 145,000 loans in 2014, totaling more than \$23 billion, including more than \$15.5 billion in commercial loans and leases
- With more than \$165.2 million in Small Business Administration (SBA) loans, M&T is the 6th largest SBA lender in the U.S. and the number one lender in most of its markets*

Our Employees

Our employees' expertise, passion and commitment to doing the right thing for our customers, colleagues and communities are more reasons for our success.

- Average Employee Tenure:
 - Management Committee: 24.5 Years
 - Branch Managers: 13.8 Years
- In 2014, our enthusiastic employee volunteers:
 - Lent a hand to more than 3,300 not-for-profits
 - Reported spending more than 320,000 hours on volunteer services
 - Served on nearly 2,300 community boards

Our Shareholders

Having served our customers for more than 150 years, we understand we only succeed when they succeed.

- M&T has remained profitable for 154 consecutive quarters, or 38 straight years.
- Through the financial crisis:
 - M&T was one of only three peer banks to report a profit in every quarter
 - M&T was one of only two commercial banks in the S&P 500 that did not reduce its dividend

About M&T Bank

M&T Bank is one of the top 20 full-service U.S.-based commercial banks, with 16,000 employees and a long history of community banking. Founded in 1856, M&T provides commercial, retail, business, investment, mortgage and professional banking services through more than 650 branches and 1,500 ATMs throughout New York, Pennsylvania, Maryland, Delaware, Virginia, West Virginia and Washington, D.C.

In addition to banking products, M&T and its subsidiaries offer customized private wealth and institutional services through Wilmington Trust, one of the largest personal trust providers in the U.S.

M&T Bank
Understanding what's important®



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*According to statistics release by the U.S. Small Business Administration (SBA) for total approved loans through the SBA's 7(a) lending program during the federal fiscal year ending 3/30/2014.



CADET
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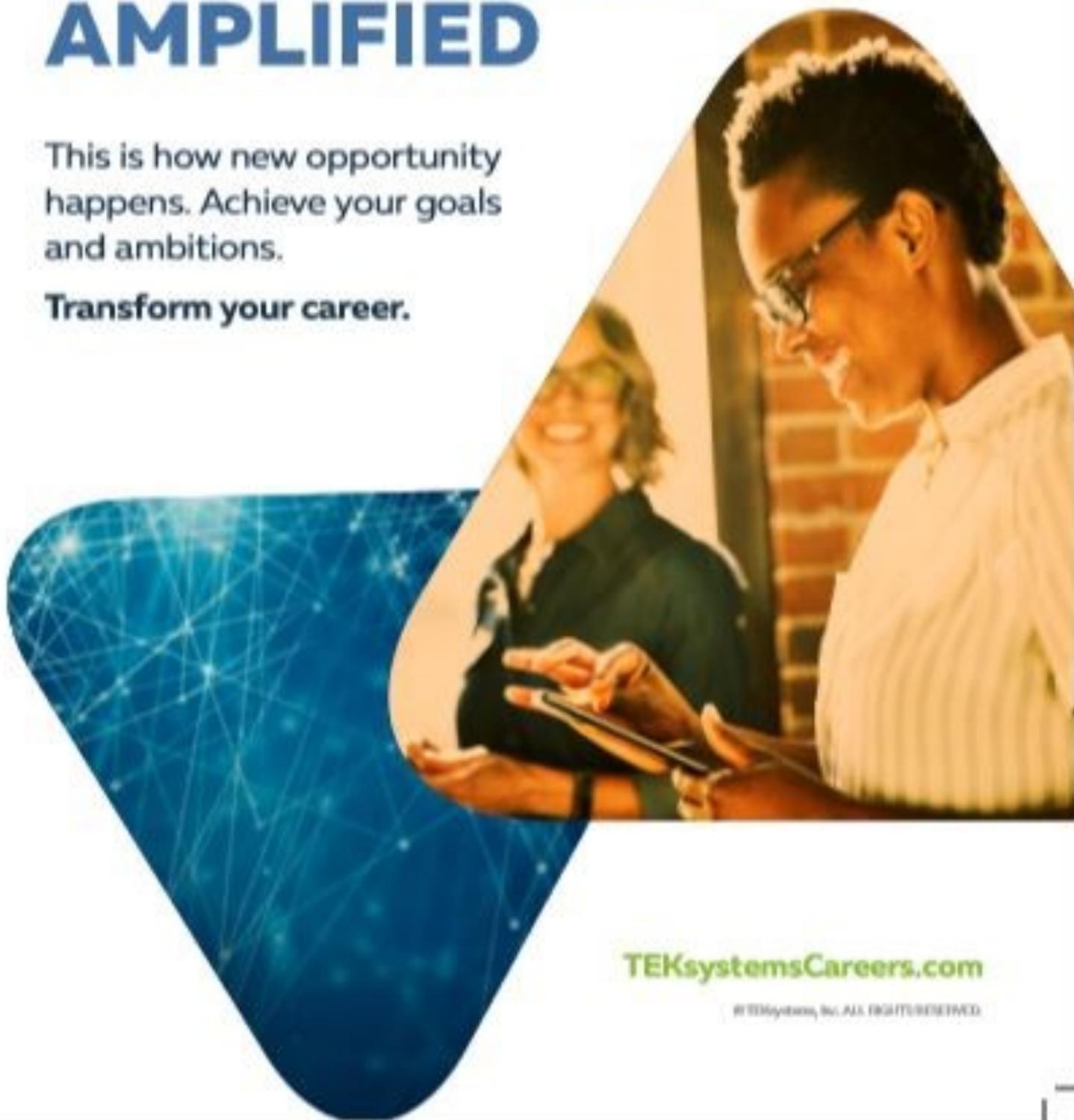




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Mission

To define the pathway for African Americans to make a distinguishable impact in the financial planning profession.

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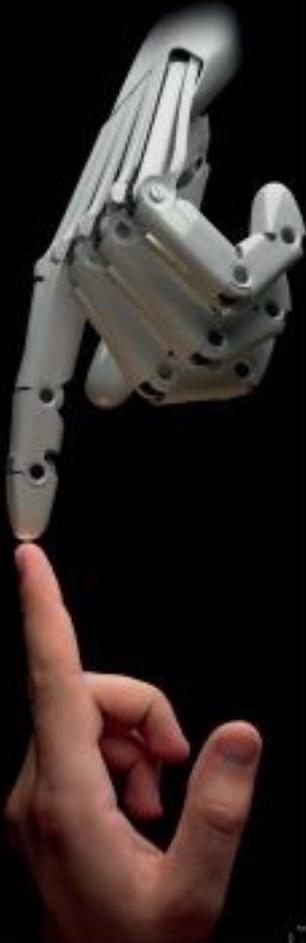
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