DIVERSITY

RECRUITMENT EVENT

Thursday, October 20 | 5 - 8 PM | UC Ballroom

SPONSORED BY

PennState
Applied Research Laboratory

Uber

HOSTED BY

UMBC

CareerCenter
BUILD YOUR FUTURE HERE

NCE
Kimberly is a Global Technology and Finance leader with over 30 years of career achievements. She is the Chief Executive Officer of KET Solutions, LLC, a consulting firm focused on business growth, innovation, strategy, transformation and inclusive leadership. Ellison-Taylor is a sought after keynote speaker and has received many awards and recognitions for her expertise and leadership including Accounting Today's Top 100 Most Influential People in Accounting and CPA Practice Advisor's 25 Most Powerful Women in Accounting.

For almost 17 years, Ellison-Taylor served in global leadership roles for Oracle Corporation. Kimberly advised C-Suite Executives on cloud solutions that innovate and transform business. Ellison-Taylor is also an adjunct professor for Carnegie Mellon University’s Chief Information Officer Certificate program teaching Emerging Technologies & Innovation. She is a member of the Heinz Dean’s Advisory Council. Kimberly is also an independent board director for Mutual of Omaha, US Bancorp, and Evercommerce.

Other professional achievements include tenure at Prince George’s County Government, KPMG, Motorola, and NASA Goddard Space Flight Center. Ellison-Taylor has an undergraduate degree in Information Systems from the University of Maryland Baltimore County, a MBA from Loyola University Maryland, an Accounting Certificate from the Community College of Baltimore County and a Master of Science from Carnegie Mellon University in Information Technology Management as well as a Chief Information Officer certificate. She is a Certified Public Accountant, Certified Global Management Accountant, and Certified Information Systems Auditor.

Kimberly has volunteered in the profession for over 20 years including past leadership positions as Chairman of the American Institute of CPAs, Chairman of the Association of Certified Professional Accountants, and Chairman of the Maryland Association of CPAs. Kimberly is also the Chair for the AICPA’s National Commission on Diversity and Inclusion and is also the 2022-2023 President for Beta Alpha Psi, an honor society for accounting, finance, and technology students. Ellison-Taylor is the Chairman of the Maryland Association of CPAs Education Foundation. Kimberly is on the board of advisors for the University of Maryland Robert H. Smith School of Business, the University of Maryland Eastern Shore Department of Business, Management, and Accounting, and is on the board of trustees for Loyola University Maryland. Previously, Kimberly has served on UMBC’s Alumni Board and has been recognized as a Outstanding Alumna.

In her personal life, Kimberly is also committed to volunteerism and has served in various past leadership positions, including as a President for her local chapter of Sigma Gamma Rho Sorority, Inc. – Lambda Delta Sigma Alumnae, a community service organization that serves women, youth, and families, seniors and the military. Ellison-Taylor serves as Director of Professional Development and on the membership team. She is a Life Member of Sigma Gamma Rho and also a Lifetime member of the National Association of Black Accountants.
UMBC Diversity Recruitment Event
Thursday, October 20, 2022
University Center Ballroom

Program Agenda

5:00 p.m.  Students and Employers Check-In
5:15 p.m.  Welcome
  Diane Crump-Fogle
  Associate Director, UMBC Career Center
  Christopher Slaughter
  '23, Computer Engineering
  President, UMBC National Society of Black Engineers
  Dr. Valerie Sheares Ashby
  President of UMBC

5:30 p.m.  Networking Begins
6:30 p.m.  Dinner: Buffet Line Opens
7:00 p.m.  Keynote Speaker Introduction
  Tamia Bowers
  '23, Mechanical Engineer
  Vice President, UMBC National Society of Black Engineers

  Keynote Address
  “The Power of Inclusion”
  Kimberly Ellison-Taylor
  '93, Information Systems
  Chief Executive Officer, KET Solutions, LLC

7:30 p.m.  Thank You and Prize Drawing
  Christine Routzahn
  Director, UMBC Career Center

  Prizes Donated by:
  Berkeley Research Group, LLC
  C3 AI
  ICF
  Metron
  Textron
  Uber

Networking

UC Ballroom
Applied Research Lab at Penn State
Arcadis
Baltimore County Public Schools
Berkeley Research Group, LLC
C3 AI
Carroll County Public Schools
Catalent
Central Intelligence Agency (CIA)
Chesapeake Employers' Insurance Company
CVS Health
ICF
Johns Hopkins University Applied Physics Laboratory
Literacy Lab
Lockheed Martin
Metron
Morgan Stanley
National Security Agency (NSA)
Northrop Grumman Corporation
T. Rowe Price
Textron
Uber
Urban Teachers

UC 312
AARP
CGI
Defense Intelligence Agency
EA Engineering, Science, and Technology, Inc.
Integral Engineering Solutions, LLC
KLN
Leidos
Maryland Department of the Environment
Micron Technology Inc.
Sherwin-Williams Company
UMBC Diversity Recruitment Event
Oct. 20, 2022    UC Ballroom

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## Employers by College

### All Colleges
- AARP
- Applied Research Lab at Penn State
- Baltimore County Public Schools (MD)
- Carroll County Public Schools (MD)
- Central Intelligence Agency (CIA)
- CGI
- Chesapeake Employers’ Insurance Company
- CVS Health
- ICF
- KLN
- Literacy Lab
- Morgan Stanley
- National Security Agency (NSA)
- Northrop Grumman Corporation
- Sherwin-Williams Company
- Urban Teachers

### College of Arts, Humanities & Social Sciences
- Berkeley Research Group, LLC
- Maryland Department of the Environment
- NSA
- T. Rowe Price
- Textron
- Urban Teachers

### College of Engineering & Information Technology
- Arcadis
- C3 AI
- Catalent
- CIA
- Defense Intelligence Agency
- EA Engineering, Science, and Technology, Inc., PBC
- Integral Engineering Solutions, LLC
- Johns Hopkins University Applied Physics Laboratory
- Leidos
- Maryland Department of the Environment
- Metron
- Micron Technology Inc.
- Northrop Grumman
- NSA
- Textron
- Uber

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Retrievers Connect is a networking platform for the UMBC community.

Designed specifically to support and facilitate connections between UMBC students and alumni, this collaboration between UMBC’s Alumni Engagement and Career Center teams launched in early 2021. All members of the UMBC community can use Retrievers Connect, including alumni, faculty, staff, students, as well as invited UMBC friends & partners.

Interested in getting involved? Members of Retrievers Connect can reach out to each other for career advice or to (re)connect around a shared interest in a couple of ways. Alumni can reach out to each other, and students have the opportunity to reach out to alumni either one on one, on the general discussion board, or in affinity and industry groups.

Join today to offer or receive career advice from connections, post a job or internship experience, expand your professional network, or connect with other alumni by region or industry.

To sign up or for more information, visit retrieversconnect.umbc.edu or email retrieversconnect@umbc.edu.
AARP (Table 28)

Reps: Lindsay Jenkins
Industry: Non-Profit - Other
careers.aarp.org

Recruiting for: Masters, Senior, Junior
Hiring For: Internship
Positions Available: Intern

Accepts OPT/CPT Candidates

Diversity and Inclusion Initiatives:
The Office of Diversity, Equity & Inclusion (ODEI) lead by EVP and Chief Diversity Officer Edna Kane-Williams-DEI
Online Training: Eleven Courses Available-DEI's Crucial Conversation in an Interactive Learning Experience
Monthly ODEI Newsletter-Quarterly ODEI Insights Meeting-Quarterly ODEI Speaker Series-Strategic Enterprise
Employee Resource Groups (SEERG), Adelante Asi Am Black Caucus, Green LGBTQ PRISM Millennial Women’s

Applied Research Lab at Penn State (Table 9)

Reps: Sara Bamat
Industry: Research
www.arl.psu.edu

Recruiting for: Certificate Program, Alumni, Postdoctoral Studies, Doctorate, Masters, Senior, Junior, Sophomore
Hiring For: Internship, Full-Time Job
Positions Available: SOAR Intern, Full-Time Staff
Majors Recruiting: All majors

Diversity and Inclusion Initiatives:
The award winning ARL Open Diversity Outreach Opportunities in Research (DOOR) Program, to be relaunched as
the SOAR (Student Opportunities in Applied Research) Program for it's 25th anniversary, began in 1997 to give
underrepresented minorities in science, technology, engineering, and mathematics (STEM) majors an opportunity to
come to the Applied Research Laboratory (ARL) at Penn State and have a hands-on, real, and relevant research
experience with ARL’s engineers and scientists. SOAR students work in all offices at ARL on varying projects for
approximately 10 weeks over the summer, completing projects that have an impact on all operations of the lab.
They work directly with mentors who champion diversity, equity, and inclusion in the workplace. Included in the
SOAR program are mentor/mentee lunch and learns and student workshops to develop various leadership,
communication, and professionalism skills. ARL in general strives to be a workplace that promotes diversity, equity,
and inclusion throughout it's workforce with various synergy and affinity groups dedicated to minorities in the
workplace as well as departmental leadership development.

Arcadis (Table 16)

Reps: Adam Gersh
Industry: Civil Engineering
www.arcadis.com

Recruiting for: Masters, Senior, Junior, Sophomore, Freshman
Hiring For: Internship, Full-Time Job
Positions Available: Civil Engineer, Environmental Engineer, Water Resources Engineer, Transportation Engineer, Environmental Engineering Intern, Water Resources Intern, Geology Intern, Environmental Science Intern, Transportation Intern, Management Consultant, Geologist, Environmental Scientist
Majors Recruiting: Biochemical Regulatory Engineering, Chemical and Biochemical Engineering, Chemical Engineering, Civil/Environmental Engineering, Environmental Engineering, Environmental Management & Sciences, Environmental Science and Geography, Geography, Geography and Environmental Studies, Geography and Environmental Systems, Marine Estuarine Environmental Science, Pre-Chemical Engineering, Professional Studies: Biotechnology, Professional Studies: Geographic Information Systems, Translational Life Science Technology

Diversity and Inclusion Initiatives:
We have affinity groups, mentorship programs and leadership programs geared towards increasing diversity representation. We also aggressively recruit at HBCUs and partner with student organizations (e.g. NSBE, SHPE, SWE) on campus.
Baltimore County Public Schools (Table 20)

Reps: Alison Cascio  
Industry: K-12 Education  
www.bcps.org

Recruiting for: Alumni, Postdoctoral Studies, Doctorate, Masters, Senior  
Hiring For: Full-Time Job  
Positions Available: Teacher  

Berkeley Research Group, LLC (Table 11)

Reps: Erin Jones  
Industry: Management Consulting  
www.thinkbrg.com

Recruiting for: Senior  
Hiring For: Full-Time Job  
Positions Available: Associate: Healthcare Clinical Economics  

Diversity and Inclusion Initiatives:  
Berkeley Research Group strives to build and nurture a culture where inclusiveness is instinctive. We started our journey in 2021 by bringing on a dedicated DEI professional to spearhead our initiatives. Since then, we've stood up nine Employee Resource Groups that have hosted an array of programming and events, created a dedicated DEI Committee to address diversity at all levels and departments of the company, engaged the firm in unconscious bias trainings, developed a mentorship program and recruiting program that has DEI at the forefront, and launched the Leg Up Program: a weeklong summer intensive for underrepresented high school students which allows us to give back to those in our local communities. If you would like to learn more about diversity at BRG, you can visit our website, https://www.thinkbrg.com/about/diversity/, or email us at DEI@thinkbrg.com.
C3 AI (Table 12)
Reps: Claire Rodriguez
Industry: Internet & Software
www.c3.ai

Diversity and Inclusion Initiatives:
C3 AI is proud to be an equal opportunity and affirmative action employer that hires the most qualified people. With staff representing 25+ nationalities and alumni from 200+ different academic institutions, C3 AI has a diverse and inclusive workforce united in service to our customers. Our talent acquisition team engages various constituency groups to recruit qualified historically excluded minorities, women, and military veterans. For example, the company hosts tech talks and workshops at universities across the nation with the Women in Computer Science Associations, the Society of Women in Engineering, the Society of Hispanic Professional Engineers, and the National Society of Black Engineers. Having partnerships with campus chapters of organizations like these helps us when it comes time for university recruiting. C3 AI also advertises job opportunities with local non-profits that serve individuals with disabilities. The company celebrates the remarkable diversity brought by our employees and encourages all organizations to build a talented and diverse workforce.

Recruiting for: Alumni, Doctorate, Masters of Business Administration, Masters, Senior, Junior
Hiring For: Internship, Full-Time Job
Positions Available: Software Engineer - Intern (2023), Product Designer, User Experience - Intern (Summer 2023)


Carroll County Public Schools (Table 19)
Reps: Kristi Reppe
Industry: K-12 Education
www.carrollk12.org

Diversity and Inclusion Initiatives:
Our Office of Equity and Inclusion provides training and support for leadership, staff, and students through professional development opportunities, Student Voice committees, book studies, and more.

Recruiting for: Alumni, Masters, Senior, Junior
Hiring For: Full-Time Job
Positions Available:

Catalent (Table 1)

**Reps:** Annie Perinelli

**Division:** Biologics

**Industry:** Pharmaceuticals

**www.catalent.com**

**Diversity and Inclusion Initiatives:**
We have various things in place that incorporate D&I

**Recruiting for:** Alumni, Masters of Business Administration, Masters, Senior

**Hiring For:** Full-Time Job

**Positions Available:** Quality Control, Quality Assurance, Manufacturing, Validation, Facility, Continuous Improvement

**Majors Recruiting:** Aerospace Engineering, Applied Molecular Biology, Biochemical Regulatory Engineering, Biochemistry, Biochemistry and Molecular Biology, Bioinformatics and Computational Biology, Biological Sciences, Biology, Biology Education, Biomedical Engineering, Biotechnology, Chemical and Biochemical Engineering, Chemical Engineering, Civil/Environmental Engineering, Computational Thermal/Fluid Dynamics, Computer Engineering, Electrical Engineering, Engineering Management, Environmental Engineering, Epidemiology, Industrial Engineering, Marine Estuarine Environmental Science, Mechanical Engineering, Molecular and Cellular Biology, Molecular Biology, Neuroscience and Cognitive Sciences, Pre-Chemical Engineering, Pre-Computer Engineering, Pre-Engineering, Pre-Mechanical Engineering, Professional Studies: Biotechnology, Professional Studies: Software Engineering, Systems Engineering, Translational Life Science Technology

Central Intelligence Agency (CIA) (Table 17)

**Reps:** Nawana H.

**Industry:** Government - Local, State & Federal

**www.cia.gov**

**Diversity and Inclusion Initiatives:**
CIA has incorporated diversity, equity and inclusion in all aspects of our organization. To include, but not limited to, diversity recruitment programs, mentorship programs, affinity groups, leadership programs, etc.

CGI (Table 26)

**Reps:** Celine Hamilton

**Industry:** Scientific and Technical Consulting


**Diversity and Inclusion Initiatives:**
Diversity, equity and inclusion are embedded in our culture, fundamental to our core values and a central to the way that we work - encouraging our members to bring their whole selves to work. The work we perform at CGI Federal is global; and to be highly successful, our workforce must reflect the diversity of our members, our clients and our shareholders. We are committed to empowering our clients to make significant impacts on a global level, while also creating a business that attracts, motivates and retains exceptional talent by establishing a diverse and inclusive environment where our members can take their career to the next level.
Chesapeake Employers' Insurance Company (Table 2)

Reps: Chale Fentress
Industry: Insurance
www.ceiwc.com

Recruiting for: Alumni, Senior
Hiring For: Full-Time Job

Diversity and Inclusion Initiatives:
Diversity recruitment programs; affinity groups; leadership development programs, cultural competence trainings; other efforts that highlight the values of our organization.

CVS Health (Table 18)

Reps: Alexis Hatcher
Division: Retail Management UR
Industry: Healthcare
jobs.cvshealth.com

Recruiting for: Senior, Junior, Sophomore
Hiring For: Internship, Full-Time Job
Positions Available: Store Manager In Training - Grad - Baltimore, Store Manager In Training - Grad - Greater DC Metro

Defense Intelligence Agency (Table 32)

Reps: Michael Forson; Chad Williams
Division: Analysis Career Field
Industry: Defense
www.dia.mil

Recruiting for: Alumni, Doctorate, Masters, Senior, Junior, Sophomore, Freshman
Hiring For: Graduate School, Internship, Full-Time Job
EA Engineering, Science, and Technology, Inc., PBC (EA) seeks talented professionals and students to join our growing team. We work together in a challenging and respectful work environment that emphasizes teamwork, professional development, career enhancement, quality, and commitment. EA is a 100% employee-owned public benefit corporation with a dynamic atmosphere that encourages respect, integrity, collaboration, and achievement.

Looking to Expand in All Geographic Regions

- Scientists
- Engineers
- Geologists
- Laboratory Technicians
- Operations and Maintenance Technicians
- Interns

To learn more or apply to an open position, visit https://careers.eaest.com/Jobs.

Competitive Salaries
Paid Volunteer Time
Tuition Reimbursement / Continuing Education
401(k)/Employee Stock Ownership Plan
Wellness Program
Medical, Dental, and Life Insurance
Short and Long-Term Disability

Our professional, team-centric culture promotes collaboration and flexibility and allows employees to guide their own career development path.

EA is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.
EA Engineering, Science, and Technology, Inc., PBC (Table 27)

Reps: Sandy Vance

Industry: Environmental Services
www.eaest.com

Willing to Sponsor

Diversity and Inclusion Initiatives:
EA is committed to diversity, equity and inclusion. We have a DEI committee that is responsible for initiating change and growth in this area through ongoing initiatives like mandatory DEI sensitivity for all employees, ongoing voluntary trainings throughout the years, facilitated Open Hour group discussions around DEI topics, continued commitment to diversity recruitment, and training segments for leadership.

Recruiting for: First Year Community / Technical College, Doctorate, Masters, Senior, Junior
Hiring For: Internship, Full-Time Job
Positions Available: Environmental Engineer

ICF (Table 22)

Reps: Gabi Navarrete

Industry: Scientific and Technical Consulting
www.icf.com/careers

Accepts OPT/CPT Candidates
Willing to Sponsor

Diversity and Inclusion Initiatives:
ICF prioritizes DEI by offering various recruitment programs, leadership programs, and cultural competence trainings. Additionally, ICF offers Employee Community Networks which provide a forum for ICF employees who share or support common characteristics, interests, and goals.

Recruiting for: Senior, Junior, Sophomore, Freshman
Hiring For: Internship, Full-Time Job

Integral Engineering Solutions, LLC (Table 31)

Reps: Nikki Chestnut

Industry: Information Technology
integral-eng.com

Diversity and Inclusion Initiatives:
Integral Engineering Solutions actively supports diversity, equity and inclusion. Inclusion is how we unleash the power of diversity. We strive to foster belonging and empowerment at work. We create relevant marketing for our diverse customers. We listen and engage with our diverse communities. And we value teamwork with our diverse suppliers.
We are constantly growing our team to expand into new and exciting opportunities— and believe a healthy work/life balance for employees is crucial to a company’s success.

We offer mission-focused work, flexible hours, competitive pay and generous benefits to attract and retain the best people.

JOIN US!

Want to learn more?
integral-eng.com/careers-at-ies
Reps: Eliza Bell-Andrews  Recruiting for: Doctorate, Masters, Senior, Junior, Sophomore, Freshman
Hiring For: Cooperative Education, Internship, Full-Time Job

Diversity and Inclusion Initiatives:
Coming from diverse backgrounds and with diverse experiences, we are united by our desire to contribute solutions to the critical challenges of our nation and the world. A diverse workforce and inclusive work environment enable us to develop talent and foster a culture in which all of us are comfortable being our authentic selves and sharing our ideas. Having everyone’s voice heard empowers us to be bold, do great things, and make the world a better place. We make our unwavering commitment to diversity and inclusion something we live by every day. APL executive leadership fully supports the idea that our success demands both quality and versatility in our staff. Also fundamental to our success is an environment that encourages creativity and promotes new ideas. This kind of environment exists when race, gender, religion, and other such characteristics do not define talent. The goal of the Inclusion and Diversity Executive Alliance (IDEA) is to ensure APL is a model organization for diversity and inclusion. APL’s most senior executives work as a team to identify and encourage practices that foster a vibrant and collaborative culture, promote diversity of thought, and leverage the uniqueness of APL’s workforce to maximize creativity and innovation. The goal of the Inclusion and Diversity Executive Alliance (IDEA) is to ensure APL is a model organization for diversity and inclusion. APL’s most senior executives work as a team to identify and encourage practices that foster a vibrant and collaborative culture, promote diversity of thought, and leverage the uniqueness of APL’s workforce to maximize creativity and innovation.

KLNB (Table 29)
Reps: Lindsey Davidson  Recruiting for: Senior, Junior, Sophomore, Freshman
Hiring For: Internship
Industry: Real Estate  Positions Available: Internship
klnb.com  Majors Recruiting: All majors

Diversity and Inclusion Initiatives:
Participating in diversity recruitment and community events.
Leidos (Table 30)

Reps: Michele R. Jones
Industry: Scientific and Technical Consulting
Recruiting for: Senior, Junior, Sophomore, Freshman
Hiring For: Internship, Full-Time Job
Positions Available:

Diversity and Inclusion Initiatives:
At Leidos, inclusion is part of the fabric of our culture and at the core of our values. Together, we are building a workplace that cultivates opportunity, advances equality, and is free from discrimination, inequity and maltreatment. There is no moment when the goal is achieved, even as milestones are accomplished. We remain steadfast in our commitment to listen, respond and celebrate our similarities and differences. Forbes voted Leidos Best Employer for Diversity in 2021.

Literacy Lab (Table 15)

Reps: Josie Verchomin
Industry: Non-Profit - Other
Recruiting for: Alumni, Masters, Senior, Junior
Hiring For: Full-Time Job
Positions Available: The Literacy Lab Tutor (AmeriCorps Member)
Majors Recruiting: All majors

Diversity and Inclusion Initiatives:
The Literacy Lab’s mission is to provide children from low-income families with individualized reading instruction to improve their literacy skills, leading to greater success in school and increased opportunities in life. The Literacy Lab serves children from age three through grade three. We partner with school districts to help close the literacy gap largely by embedding full-time, rigorously-trained tutors in early childhood centers and elementary schools. We are committed to diversity, equity and inclusion because we know that allows us to hire the best tutors and fellows for our students and communities. As we primarily work with Black and Brown students we believe representation is essential to maximizing our impact. In addition to running a strong AmeriCorps program to help bridge the achievement gap, we are invested in bridging the educator representation gap. Our Leading Men Fellowship creates opportunities for young men of color and increases representation in the field of education. Leading Men Fellows are young men of color who have recently graduated from high school and participate in a year-long, residency-style experience in which they provide evidence-based literacy support to pre-kindergarten students while receiving robust coaching and professional development and gaining valuable experience.
Lockheed Martin (Table 4)

Reps: LeeLee Williams
Division: Rotary and Mission Systems
Industry: Aerospace

www.lockheedmartinjobs.com

Diversity and Inclusion Initiatives:
Diversity and inclusion are the foundation of our culture and reflect our values of doing what's right, respecting others and performing with excellence. By leveraging our employee's unique talents and experiences, we will deliver innovative, affordable solutions and unparalleled customer value. This includes D&I leadership summits, Business Resource Groups based on but not excluded to affinity groups, and yearly D&I Inclusion Dialogues.

Maryland Department of the Environment (Table 24)

Reps: Peggie Jefferson
Industry: Environmental Services

mde.maryland.gov

Diversity and Inclusion Initiatives:
The Maryland Department of the Environment (“the department”) through its Diversity, Equity, and Inclusion Unit enforces the State of Maryland’s policies and statutes which ensures equal opportunity in employment for all applicants and members of its workforce without regard to race, color, religion, ancestry, creed, national origin, political affiliation or opinion, marital status, sexual orientation, sex, age, or disability. Moreover, and in accordance with the State Personnel and Pensions Article and the Performance Planning and Evaluation Program, MDE places accountability for EEO and compliance with fair practices’ laws, regulations, policies, and guidelines on all members of its management cadre. MDE regards education and appropriate training as critical components of healthy workplace attitudes that encourage diverse, equitable, and inclusive treatment of all employees. This policy is binding on all employees, managers, supervisors, and administrators.
Metron prides itself on delivering innovative solutions to some of the toughest problems in math, science, and engineering. From our employee-owners working on cutting-edge machine learning and artificial intelligence to those developing our best-in-class underwater autonomy package, Metronites believe that doing things the right way matters. Our mathematicians and scientists take a principled approach built on collaboration, integrity, and a passion for learning. We offer comprehensive benefits including tuition reimbursement, continuing education opportunities, and the ability to determine your own future.

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AUTONOMY
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MACHINE LEARNING / AI

YOUR MISSION. METRON TRUSTED SOLUTIONS.
Metron (Table 14)

**Reps:** Matthew Sammons  
**Industry:** Defense  
**Hiring For:** Internship, Full-Time Job  
**Positions Available:** Software Engineer, Research Data Scientist  

**Diversity and Inclusion Initiatives:**
We value diversity, we always have, and along with the rest of the world we have recently renewed our commitment to improving our diversity, equity and inclusivity efforts. It's important, it makes us a stronger company, and it's the right thing to do. We actively recruit from campuses all across the country paying close attention to student demographics and ensuring our efforts to bring in the most diverse applicant pool are met. We involve all levels of the Metron organization in our selection process and train everyone involved to ensure a fair and balanced approach to welcoming talent into our organization, starting from the moment the interview process begins. We have an internal DEI Committee with goals that are supported by the leadership at Metron, meeting quarterly and reviewing data and goals and project tasking. In addition, Metron has a zero-tolerance policy for discrimination and harassment.

Micron Technology, Inc. (Table 23)

**Reps:** Nkiruka Christian  
**Division:** College Recruiting  
**Industry:** Electronic & Computer Hardware  
**Willing to Sponsor**

**Recruiting for:** Masters, Senior, Junior  
**Hiring For:** Cooperative Education, Internship, Full-Time Job  
**Positions Available:** Reticle Manufacturing Process Engineer, Rotational Shift Engineer

**Diversity and Inclusion Initiatives:**
We assign responsibility for our six DEI commitments listed here https://www.micron.com/about/our-commitment/empowering-people/diversity-equality-and-inclusion to specific leaders. We also added DEI targets to our annual incentive plan goals for all our team members and executives. This tied team member and executive compensation to Micron's overall DEI goals and commitments for the first time. These goals encompassed our efforts to increase representation of underrepresented groups, achieve comprehensive pay equity and increase our inclusion index score in our engagement survey. We're especially proud that 99.9% of our team members completed inclusion ally training courses developed and led by our various employee resource groups (ERGs). In fact, thousands of our team members completed more than one course, demonstrating a commitment to a growth mindset and active allyship. Working together, we accomplished nearly all of them.
Morgan Stanley (Table 5)

**Reps:** Gene Rosado

**Division:** Operations

**Industry:** Investment Banking

www.morganstanley.com/people-opportunities/students-graduates

**Recruiting for:** Senior, Junior

**Hiring For:** Internship, Full-Time Job

**Positions Available:** 2023 Operations Full-Time Analyst (Baltimore), 2023 Operations Summer Analyst Program (Baltimore), 2023 Finance Summer Analyst Program (Baltimore), 2023 Finance Full-Time Analyst Program, 2023 Compliance Full-Time Analyst Program (Baltimore), 2023 Compliance Summer Analyst Program (Baltimore)

**Majors Recruiting:** All majors

**Diversity and Inclusion Initiatives:**
Host annual Early Insights program for current Sophomores who identify with an underrepresented group. Richard B. Fisher Scholarship Fund Institute for Inclusion: Created to Invest in Underserved Communities, Advance Equity Through Giving, & Drive Workplace Diversity & Inclusion Institute for Inclusion's HBCU Scholars Fund. The Institute for Inclusion's Equity in Education and Career Consortium Launched Multicultural Innovation Lab: an in-house start-up accelerator to promote financial inclusion and support the growth of tech entrepreneurs of color and women.

National Security Agency (NSA) (Table 6)

**Reps:** Julie Hedgeland

**Industry:** Government - Local, State & Federal

www.intelligencecareers.gov/nsa

**Hiring For:** Internship, Full-Time Job

**Diversity and Inclusion Initiatives:**
“ALL IN” ACADEMIC OUTREACH INITIATIVE (K12): The “All In” initiative consists of a year-long commitment to engage students in activities developed in partnership with school leadership and staff. At no cost (Yes, it’s FREE!), NSA K12 Liaisons coordinate and facilitate these activities as part of your school’s community. In its Pilot phase, “All In” currently focuses on fourth-grade students and school-wide events. Enrichment activities for other grades may also be requested via NSA’s K-12 Outreach Program.

PARTNERS IN DIVERSITY: The National Security Agency currently has Educational Partnership Agreements with not only academic institutions, but also non-profit organizations that focus on encouraging and identifying higher-education and career opportunities in STEM. NSA’s Industry & Academic Engagement Office, in partnership with the Employee Resource Groups, engages with regional and local chapter of those non-profits, as well as affinity clubs or groups at academic institutions in a variety of academic and diversity-focused engagements.

Northrop Grumman Corporation (Table 7)

**Reps:** Warren Leggett; Zack Taylor

**Industry:** Aerospace

www.northropgrumman.com

**Recruiting for:** Masters, Senior, Junior, Sophomore, Freshman

**Hiring For:** Internship, Full-Time Job

**Majors Recruiting:** All majors

**Diversity and Inclusion Initiatives:**
Northrop Grumman is committed to hiring and retaining a diverse workforce. We are proud to be an Equal Opportunity/Affirmative Action Employer, making decisions without regard to race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class. U.S. Citizenship is required for most positions. For our complete EEO/AABA and Pay Transparency statement, please visit www.northropgrumman.com/EEO.
### Sherwin-Williams Company (Table 25)

**Division:** The Americas Group  
**Industry:** CPG - Consumer Packaged Goods  
**Recruiting for:** Senior, Junior, Sophomore  
**Hiring For:** Internship, Full-Time Job  
**Positions Available:** Management & Sales Training Program - Nationwide  
**Majors Recruiting:** All majors  

careers.sherwin-williams.com

### T. Rowe Price (Table 8)

**Employer Partner**  
**Reps:** Ashley Bell  
**Industry:** Investment / Portfolio Management  
**Recruiting for:** Junior, Sophomore, Freshman  
**Hiring For:** Internship  

**Diversity and Inclusion Initiatives:**

T. Rowe Price offers a unique culture built upon collaboration and a disciplined investment process. In addition to interacting with former interns, we invite you to network with our four business resource groups (BRGs). These associate-led groups play an essential role in maintaining our culture and advancing key elements of our diversity and inclusion efforts:

**MOSAIC @ T. Rowe Price:** Advances cultural diversity to help associates and the firm succeed including the Latinx Heritage, Asian Heritage and African Heritage communities.

**Pride @ T. Rowe Price:** Ensures all LGBT associates are comfortable bringing their full selves to work.

**WAVE @ T. Rowe Price:** Helps us attract, develop, advance, and retain principled women. The subcommittee includes Amplify Voices focuses on supporting and informing our firm's ongoing efforts to attract, develop, advance, and retain underrepresented female talent.

**VALOR @ T. Rowe Price:** Honors the contributions, strength, and experience of veterans and their families.

To learn more, read personal anecdotes from our employees on how T. Rowe has cultivated inclusivity and collaboration.
Textron (Table 13)

Reps: Glory Ramos

Division: Textron Systems
Industry: Manufacturing
www.textron.com

Diversity and Inclusion Initiatives:
One of our primary goals as University Relations is to create an inclusive environment for current employees and incoming hires. To obtain this we aim to host over 50% of our events with affinity groups/diversity events and build relationships to be able to create a diverse pool of candidates.

Recruiting for: Alumni, Masters of Business Administration, Masters, Senior, Junior, Sophomore, Freshman
Hiring For: Cooperative Education, Internship, Full-Time Job

Uber (Table 10)

Reps: Olayinka Olorisade; Tommy Zoppa

Industry: Internet & Software

Accepts OPT/CPT Candidates
Willing to Sponsor

Recruiting for: Alumni, Doctorate, Masters, Senior, Junior, Sophomore, Freshman
Hiring For: Internship, Full-Time Job
Positions Available: New Grad - Software Engineer I, PhD University Graduate - Research Software Engineer, 2023 Software Engineering UberSTAR Internship Program (freshmen & sophomore), 2023 Software Engineer Internship, Software Engineer I - Platform Engineering, Uber Career Prep for (Freshmen stem)


Diversity and Inclusion Initiatives:
*University Recruiting Inclusive Programs Overview* Creating exposure and inclusivity for more students is part of the foundation of Uber's University hiring. In 2019, our global intern class was only 29% women and 10% underrepresented (URP) students. Fast forward to 2021, our intern class was 42% women and 21% URP. These changes were not done overnight, but strategically and with purpose. We first laid out a global DEI framework that guides us in building inclusive programs for today, and for the future. Our commitment is that by 2024, we reach gender parity and 35% underrepresented students in our intern class. Our UR Inclusive programs include:*Uber Career Prep*UberSTAR*She++*. Our Inclusive Programs were created to raise visibility around the necessary steps for embarking on a STEM career. The goal is to help level the playing field for traditionally underrepresented groups and increase their representation in the tech industry. We also have several Employee Resource Groups that we encourage all our interns and new employees to be part of. In addition, amongst other training offered, we provide training on "Intercultural Competence" to our intern class to foster better understanding of what is needed to function across multiple cultures.

Urban Teachers (Table 21)

Reps: Eliss Mañon

Industry: K-12 Education
www.urbanteachers.org

Accepts OPT/CPT Candidates

Recruiting for: Senior
Hiring For: Graduate School, Fellowship, Experiential Learning, Cooperative Education, Full-Time Job
Positions Available: Urban Teacher Resident (for Aspiring Teachers!)

Diversity and Inclusion Initiatives:
Education is a key tool for a more socially just, equitable and liberated society. While schooling has historically reproduced systems of oppression that marginalize Black and Brown children, educators are key change agents in educational systems. Preparing a strong Black teacher-force positively impacts not just Black and Brown children, but all children. The Black Educators Initiative (BEI) aims to do just that.
UMBC CAREER CENTER

AT A GLANCE

CAREER COUNSELING AND ADVISING (VIRTUAL AND IN-PERSON)

Individual Scheduled Appointments, Drop-In Hours, and Evening Appointments for topics such as:
- Career and Major Exploration
- Career Assessment Instrument Review
- Choosing a Major
- Graduate School Application Preparation
- Job and Internship Search Strategies
- Personal Statement Reviews
- Practice (Mock) Interviews and Interview Prep
- Resume, Cover Letter and CV Critiques

See our full calendar at careers.umbc.edu/calendar

NETWORKING AND RECRUITING EVENTS

- Alumni/Employer Coffee Chats
- Career and Internship Fairs
- Diversity Recruitment Event
- Graduate Student Recruitment Events
- Information Sessions and Tables
- On The Road: Employer Site Visits
- On-Campus Interviews
- UMBC Connects
- Virtual Interview Days

CAREER RESOURCES

- Handshake: Job and Internship Search Platform
- Big Interview
- Career Assessments (FOCUS, MBTI)
- Career Guide and Informational Handouts
- Graduate School Application Guide
- Interview Rooms by Reservation
- Online Career Library (Firsthand and more)
- Retrievers Connect (networking platform)
- Social Media (myUMBC, Instagram, Twitter, LinkedIn)

CAREER DEVELOPMENT PROGRAMS

- Building Skills for Career Success Course (PRAC 102)
- Career Month (Spring)
- Dining Etiquette Dinner
- Graduate School 101 Seminar
- Keys to Success
- Senior Success Conference
- UMBC Suits You: Professional Clothing Closet
- Workshops by Request

INTERNSHIPS

- The Inside Scoop: Industry Panels
- Intern Success Practicum (PRAC 95/98/99)
- Internship Success Conference
- Job and Internship Search Coaching
- Support for Academic Credit Internships

CAREER COUNSELING AND ADVISING (VIRTUAL AND IN-PERSON)

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- Resume, Cover Letter and CV Critiques
A Special Thank You to Our Employer Partners

**GOLD**
- APTIV
- Johns Hopkins Applied Physics Laboratory
- Lockhead Martin
- Chesapeake Employers Insurance

**SILVER**
- Northrop Grumman
- T. Rowe Price
- Kennedy Krieger Institute

**BRONZE**
- Bolton
- Millipore Sigma
- Triumvirate Environmental
- National Security Agency
- Chesapeake Bay Foundation