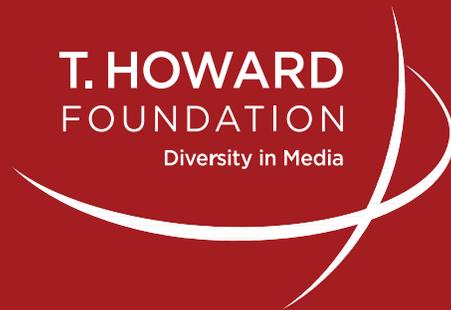


DIVERSITY TECH

TRAIN | EMPOWER | CONNECT | HIRE

INTERNSHIP PROGRAM

**T. HOWARD
FOUNDATION**
Diversity in Media



ABOUT US DIVERSITY-TECH

TRAIN | EMPOWER | CONNECT | HIRE

The T. Howard Foundation (THF) is a mission-driven organization dedicated to increasing diversity in the media and entertainment industry. As diversity and inclusion has become an objective across multiple disciplines, the Foundation expanded its reach to include media-related industries and companies including marketing, advertising and technology that not only intersect with the media industry, but also share the goal of creating a more diverse workforce.

Over the years, the Foundation has established a successful year-round internship program that places college students in full-time paid internships that have frequently led to jobs and careers at their host company. As a result, the Foundation has become a resource for diverse talent across many disciplines.

In response to the increased demand for data and technology expertise from the media and entertainment industry, the T. Howard Foundation is introducing Diversity-TECH, an internship program for STEM students from underrepresented and/or underserved communities. The Diversity-TECH Program office will be located on the West Coast and will serve students enrolled in four-year accredited colleges and universities.

The expected launch will be with summer 2023 interns. In the first year, the program will focus on Computer Science and Information Systems Management.

Primary Sponsor
of the Diversity-
TECH Program



DIVERSITY-TECH ADVISORY COMMITTEE

The T. Howard Foundation has established an office on the West Coast at the Fox Studios lot in Los Angeles and hired Marco Calderón as program director to lead the project. As director of the Diversity-TECH Program, Marco will be responsible for corporate outreach and relationships as well as the recruitment and placement of interns. A Diversity-TECH Advisory Committee has been established that will have oversight of the program.

(IN FORMATION)

MICHAEL PALMER*
Chair
Chief Information
Security Officer
Hearst

YUSUF TAYOB*
Group Chief Executive,
Operations
Accenture

MICHELE BARNEY*
President, Affiliate
Distribution
Discovery Inc.

BRIAN VAUGHT*
Chair of the Program
Committee
EVP, Diversity, Equity
and Belonging
Publicis Media

WHIL RELIFORD JR.
SVP, Fox Media Services
FOX Corporation

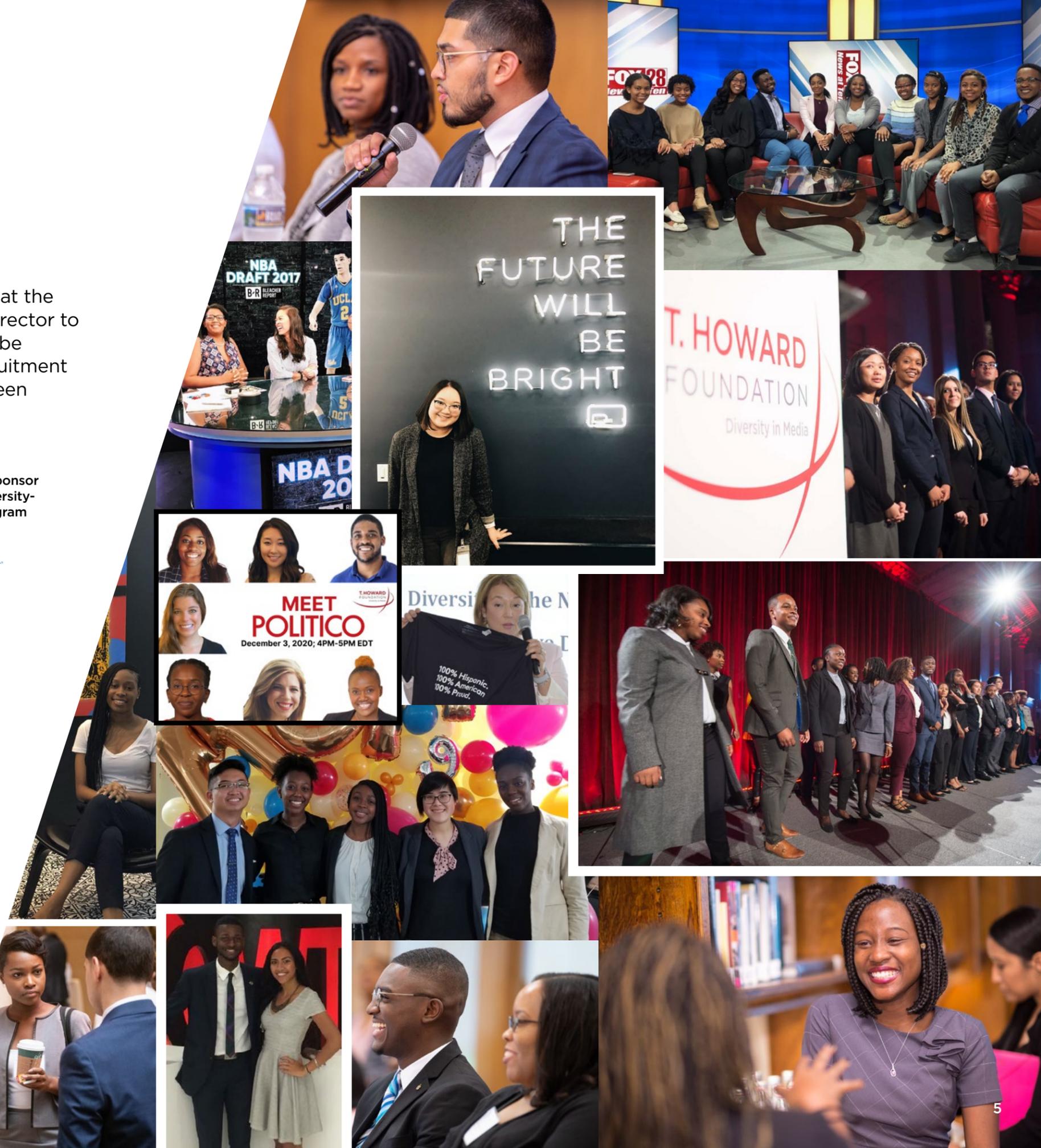
Primary Sponsor
of the Diversity-
TECH Program



*T. Howard Foundation Board of Directors

BECOME A DIVERSITY-TECH PARTNER

To learn more about the Diversity-TECH Program and event opportunities, contact Marco Calderón, Director, Diversity-TECH, at mcalderson@t-howard.org or 213-393-0229.



PARTNERSHIP LEVELS

To learn more about the Diversity-TECH Program and event opportunities, contact Marco Calderón, Director, Diversity-TECH, at mcalderson@t-howard.org or 213-393-0229.

| PARTNERSHIP LEVEL | INTERNSHIPS | JOB POSTINGS, INCLUDING PRESCREENED CANDIDATES* | DINNER TICKETS | MEET & GREET NETWORKING EVENT | RECOGNITION & ACKNOWLEDGMENT |
|------------------------------------|-------------|---|--|---|--|
| Platinum \$30,000 | Up to 10 | 8 | 6 preferred seating; corporate logo featured during dinner | Platinum sponsorship of Meet & Greet Networking Event, with attendance for up to 6 representatives and support for on-site interviews | <ul style="list-style-type: none"> › Logo and listing as a Diversity-TECH Partner on THF website › Acknowledgment of support on social media › Acknowledgment at Summer Intern Orientation › Diversity-TECH Partner Spotlight in a THF newsflash email › Opportunities for mentors, orientation speaking spots and participation in the THF HR Diversity Roundtable |
| Gold \$25,000 | Up to 8 | 6 | 4 preferred seating | Co-sponsorship of Meet & Greet Networking Event, with attendance for up to 4 representatives and support for on-site interviews | <ul style="list-style-type: none"> › Logo and listing as a Diversity-TECH Partner on THF website › Acknowledgment of support on social media › Acknowledgment as co-sponsor of Summer Intern Orientation › Diversity-TECH Partner Spotlight in a THF newsflash email › Opportunities for mentors, orientation speaking spots and participation in the THF HR Diversity Roundtable |
| Silver \$20,000 | Up to 6 | 4 | 4 | Co-sponsorship of Meet & Greet Networking Event, with attendance for up to 4 representatives and support for on-site interviews | <ul style="list-style-type: none"> › Logo and listing as a Diversity-TECH Partner on THF website › Acknowledgment of support on social media › Acknowledgment as a co-sponsor of Summer Intern Orientation › Opportunities for mentors, orientation speaking spots and participation in the THF HR Diversity Roundtable |
| Bronze \$15,000 | Up to 4 | 2 | 2 | Special pricing for Meet & Greet Networking Event co-sponsorship (\$500 off \$2,500 registration fee) | <ul style="list-style-type: none"> › Logo and listing as a Diversity-TECH Partner on THF website › Acknowledgment of support on social media › Acknowledgment as a co-sponsor of Summer Intern Orientation › Opportunities for mentors, orientation speaking spots and participation in the THF HR Diversity Roundtable |

*Starting fall 2023

CUSTOMIZED PARTNERSHIP LEVELS ARE AVAILABLE

MEET & GREET/ NETWORKING EVENTS



DIVERSITY AWARDS DINNER

Each year, the T. Howard Foundation hosts a networking event for companies to connect with THF alumni and job seekers. Networking events can also be held throughout the year through the **Diversity Advancement Program**, sponsored by your company at your offices or virtually.

NETWORKING EVENTS CAN GIVE YOU:

- › **More face-time opportunities.** Engage with a large, diverse group of candidates who are interested in pursuing career opportunities.
- › **Opportunities to build a pipeline.** Receive a customized résumé book, conduct on-site interviews and get a jump-start on your postgrad and internship hiring goals.
- › **Visibility for your organization.** Familiarize young professionals and emerging leaders with your industry and company (culture, careers, desired skills/experiences, etc.), and why they should join your team.
- › **Access to even more talent.** In response to increased demand, job-seeking attendees now include prospective candidates for full-time postgrad roles as well as undergraduate and graduate internship opportunities.

Every year the T. Howard Foundation celebrates diversity and inclusion at its annual Diversity Awards Dinner. More than 600 industry representatives support and attend the event, which recognizes corporations and executives that demonstrate their commitment to the mission of establishing a more diverse workplace.

Alumni of our internship programs are recognized along with those who have been hired into the industry and those who have been promoted and are climbing the ladder to achieve their career goals. It is a demonstration of the impact that an opportunity can make in the lives of students who are committed to making their dreams come true.

It is truly a celebration of the T. Howard Foundation and the numerous partnerships that help to make it happen.

The T. Howard Foundation won Bronze and Silver Telly Awards for the 2020 Virtual Diversity Awards event and Bronze, Silver and Gold Awards for the 2021 event. Visit t-howard.org, select *Diversity Awards Dinner* and scroll down to watch the video. Enjoy!

INTERNSHIP PROGRAM — A TRUE TALENT PIPELINE

BECOME A MENTOR



MEET FAIZA FARUQUE

“Being that I did my internship at Hearst during the pandemic, I wasn’t sure what was to come. Not only did I learn a lot from my experiences and get many wonderful mentors, but most importantly for me, this internship helped me decide what I wanted to do as a career. I love what I do now and who I do it for, Hearst.”

—Faiza Faruque, Information Security Analyst,
Governance, Risk & Compliance (GRC),
HTS, Information Security Office, HEARST



“Faiza joined the Governance, Risk & Compliance team within the Hearst Information Security Office after completing her internship as a Hearst Associate through the T. Howard Foundation in 2020. Faiza is a welcome addition to the team, and her knowledge of information security capabilities and strategies has grown exponentially. She is instrumental in planning and launching monthly phishing simulations and has helped increase the visibility of key performance indicators by developing a dashboard with metrics reporting across many security-related functions. My team and I are appreciative of the top talent brought to us by the T. Howard Foundation.”

—Laura A. Jones, PhD, Director of Governance,
Risk & Compliance, HEARST



Mentors can play an important role in the professional development of their mentee. If a positive relationship is established, it will be a relationship that can be a rewarding experience for both the mentor and the mentee.

Commitment: Mentors have the option to be paired with students during the summer (June-August).

The following are a few simple guidelines for establishing a mentor/mentee relationship.

Mentors must be able to:

- › Connect with mentee(s) virtually or in person at least two times per month
- › Meet with mentee face-to-face at least one time during the internship period (if in the same location)
- › Participate in an informal interview conducted by their mentee(s)
- › Attend the THF Mentee/Mentor Welcome Webinar
- › Attend the Summer Kick-Off Event (if you are in the host cities)

T. HOWARD
FOUNDATION
Diversity in Media

CONTACT US

DIVERSITY-TECH PROGRAM

Creating Opportunities
and Advancing Change.

THF Is Your Resource for
Diverse Talent in Media
& Technology.

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