



# HBCU PRE-CONFERENCE WEBINARS

SPONSORED BY **KeyBank** 

September 2<sup>nd</sup> & 16<sup>th</sup> | 12PM EDT

NATIONAL  
BLACK  
**mba**  
ASSOCIATION, INC.  
50th ANNIVERSARY  
**2020**  
CELEBRATING VISIONARIES





# Hi, I am LePra George

Senior Director, Chapters, Members  
& University Relations







# 2020 NMBBAA® CONFERENCE & CAREER FAIR: **A VIRTUAL EXPERIENCE**

**SEPTEMBER 23-25, 2020**

Visit: [nbmbaa.org/conference](https://nbmbaa.org/conference) to register

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# WHAT TO EXPECT

Our virtual event is an immersive 3D experience designed to bring you an exceptional attendee experience. If you've never attended a virtual event, it's helpful to acquaint yourself with the environment so you can navigate easily.





# **6 TIPS** to make sure you have the best Conference experience.





# 1 DO YOUR HOMEWORK

Companies like KeyBank are posting jobs and searching résumés now.

Pre-book interviews early to make the most of your Conference experience.

For employers to locate you in their candidate search and pre-schedule interviews you must:

1. Post your résumé to the Career Success Network job board.
2. Update your profile to indicate you're attending the Conference.







## 2 MAKE A PLAN

Use the NBMBA Conference App and website to stay informed about exhibitors.

Start making your plans and doing your research.

Keep an eye out for special communications from your exhibitors so you can take advantage of opportunities before the Conference begins.







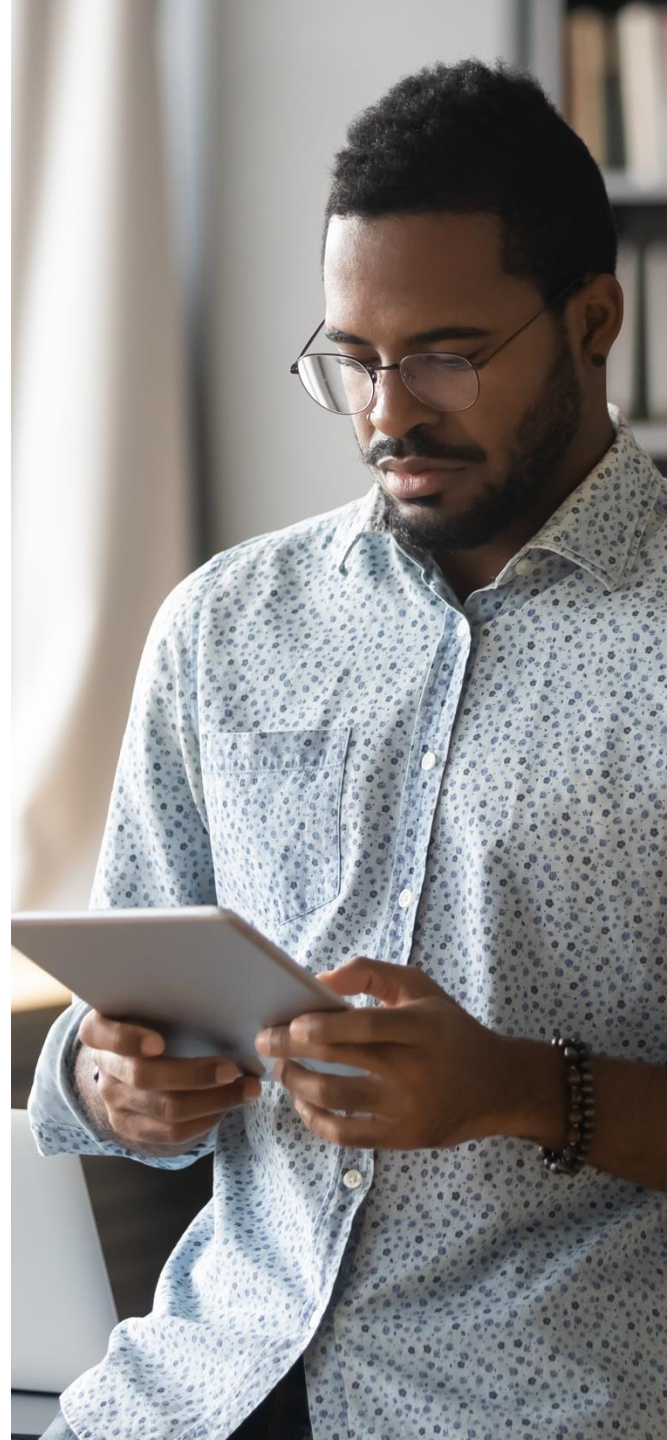
## **3 CHECK YOUR TECH**

You will receive a link to do a system check to ensure the platform will work on your device.

Run this check in advance to allow yourself time to make any needed adjustments.

Here are some best practices:

- Use a laptop or tablet for the best experience.
- Use Chrome or Firefox web browser.
- If using a wireless Wi-Fi connection, limit using devices with high bandwidth on that network.
- Use an ethernet cable for the best video quality and stable connection.







## 4 GET BRAND READY

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Make sure you have a high-quality professional headshot you can load into your profile.

Run a mock interview session with a friend to test your camera, background and microphone or headset function.

Make sure you have a quiet place to interview that you can quickly access in the event of a short notice interview.

Make sure your attire is interview appropriate in the event you are requested to video conference.







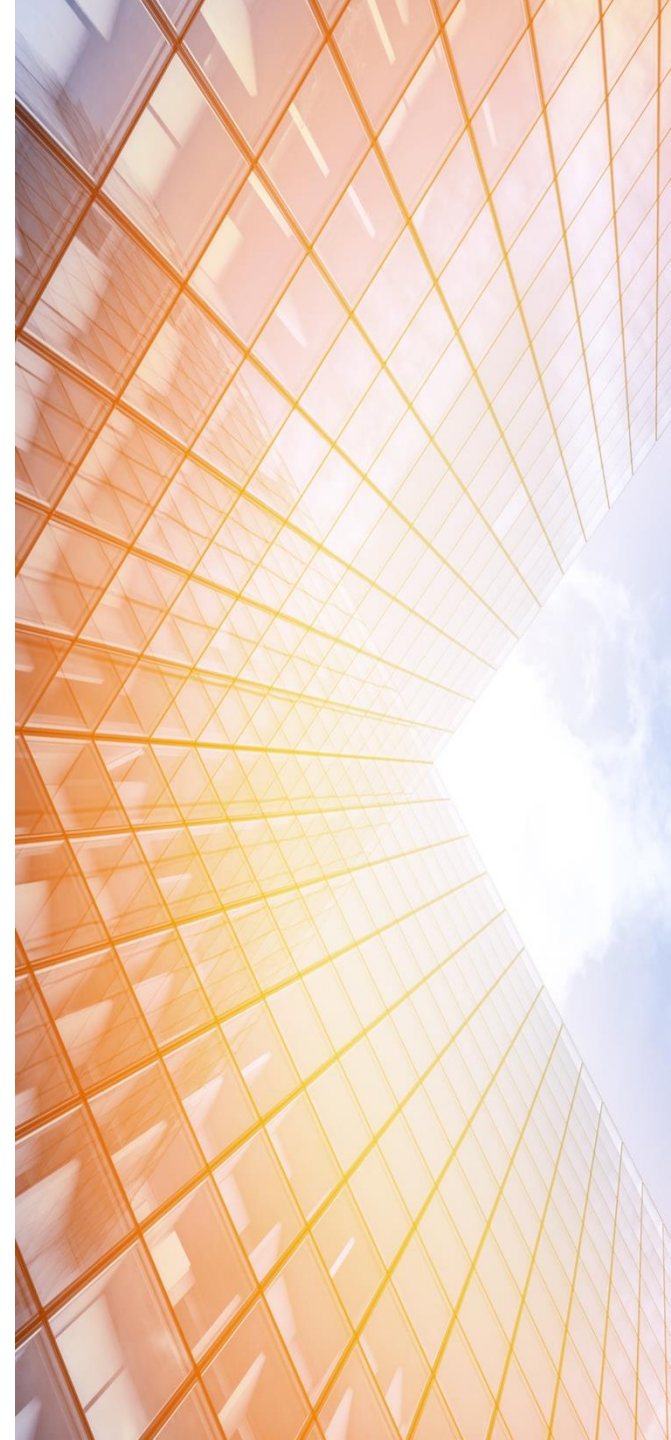
# 5 **START EARLY**

The Conference platform opens at **7AM on Wednesday, Sept. 23<sup>rd</sup>**. However, the Career Fair does not open until Thursday, Sept. 24.

Start early, on Wednesday, to set up your profile with a good professional photo and current résumé.

Take some time to familiarize yourself with the platform and be ready to go when the Career Fair begins on Thursday.

Stick around to attend the **Membership Meeting** (for NBMBA<sup>®</sup> members), one of our **Meet the Experts** sessions, or to chat in the lounge.







## 6 IT'S GAME TIME GET FOCUSED

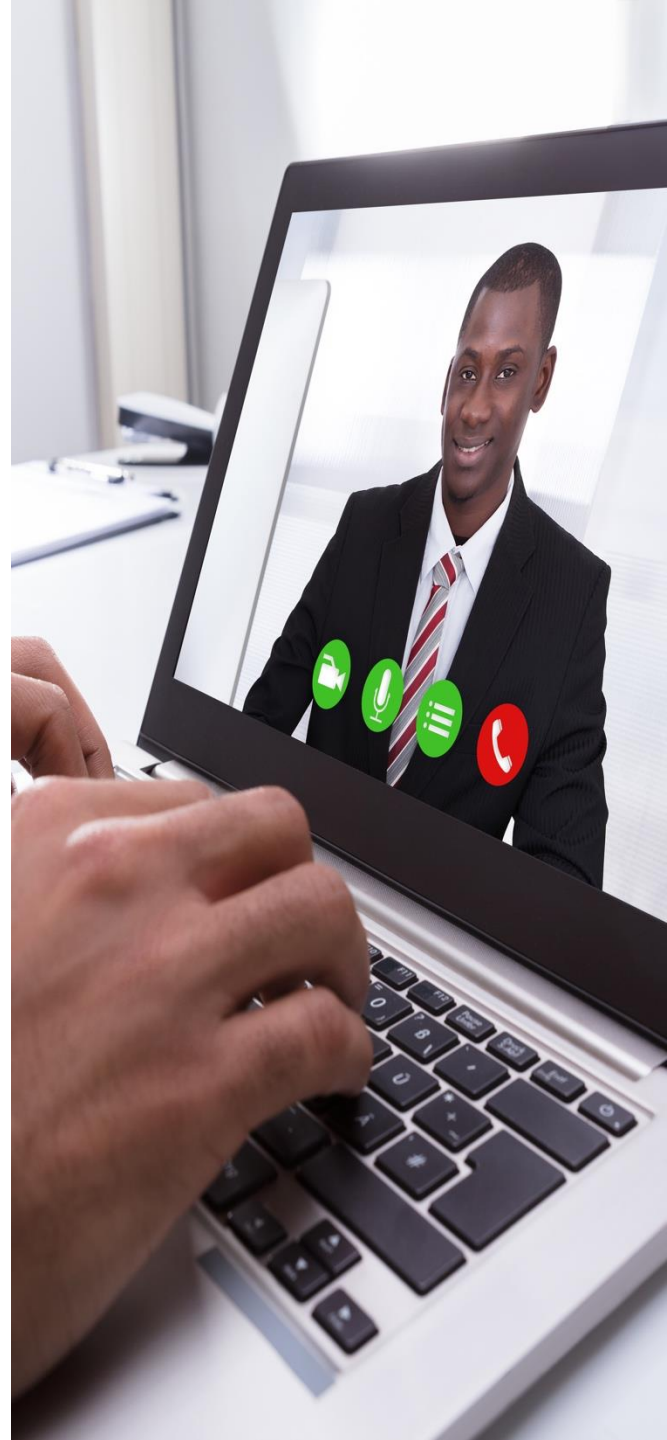
Turn on your computer audio and mute other devices that might interfere with your sound.

Create an environment conducive to conducting your best interview.

- Put your phone on vibrate.
- Eliminate distractions, close other browser tabs and mute notifications.
- Have your supplies handy (chargers, notebook, pen, water, etc.).

Build in break time.

Network in the lounges and other areas.







# **CODE OF CONDUCT**

NBMBA<sup>®</sup> believes in equality and we are committed to providing a safe, productive, and welcoming environment for our participants, sponsors, staff and vendors. Help make sure our engagement areas are amazing spaces for everyone. Take a few minutes to familiarize yourself with our code of conduct.





# Conference Best Practice **TIPS RECAP**

- 1** DO YOUR HOMEWORK
- 2** MAKE A PLAN
- 3** CHECK YOUR TECH
- 4** GET BRAND READY
- 5** START EARLY
- 6** IT'S GAME TIME – GET FOCUSED



# KeyBank FACILITATORS



**Gregory Jones**

Chief Diversity, Equity, and  
Inclusion Officer KeyCorp



**Megan Lallo**

Campus & Diversity  
Recruiting Manager



Bring your culture  
...history  
...viewpoint  
...experience

Bring your

*authentic*  
self.

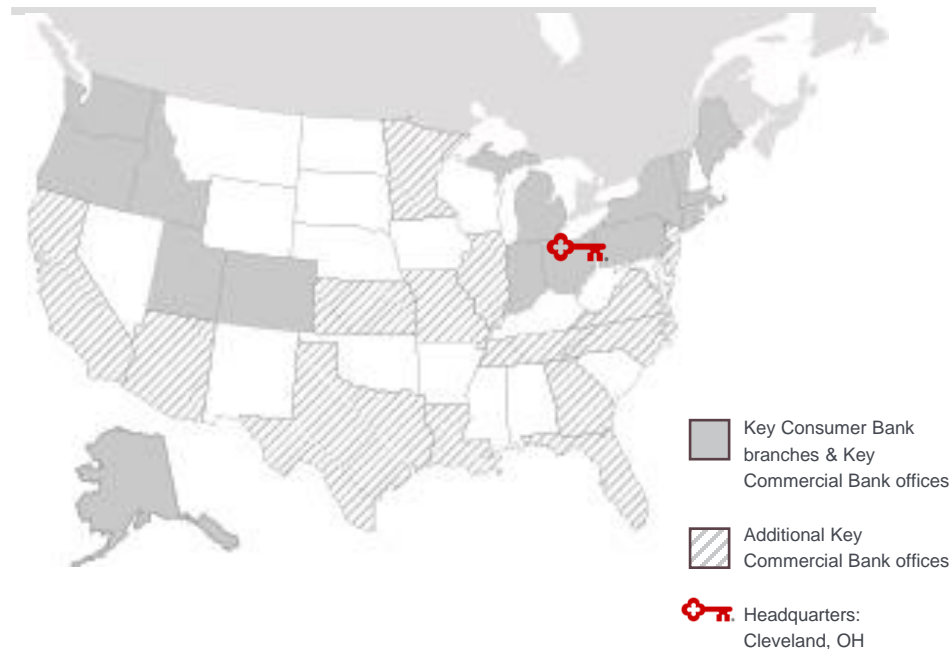
KeyBank  



# Helping Clients and Communities Thrive

- Leveraging our award-winning culture of diversity, inclusion, and philanthropy for strong shareholder returns
- One of the only top 25 US national banks to receive nine consecutive “Outstanding” Community Reinvestment Act ratings<sup>1</sup>
- 11<sup>th</sup> largest U.S. commercial bank<sup>2</sup>

## Geographic Footprint



 **31**  
states

 **3.5 million+**  
clients


 **1,400+**  
ATMs


 **1,000+**  
branches

 **16,500+**  
employees

 **\$147 billion**  
average total assets

 **\$110 billion**  
average total deposits

 **\$6.4 billion**  
revenue FY 2019

 **\$96 billion**  
average loans



All figures as of 03/31/20 unless otherwise noted

<sup>1</sup>Office of the Comptroller of the Currency, US Department of Treasury CRA Performance Evaluations July 2018.

<sup>2</sup>SNL as of 09/30/19 based on asset size  
181114-501135

Slide updated 04/22/2020

16



# Operating with Integrity

## Diversity, Equity, and Inclusion: Pay Equity and Benefits

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At KeyBank, we promote equity and inclusion through competitive and, in many cases, progressive pay and benefits practices, including:

- ✓ Publicly stated commitment to pay equity, with methodology and results available on key.com
- ✓ Benefits program structured so higher-paid employees share in a greater proportion of costs
- ✓ Offer six weeks of paid parental leave to all new parents (including non-birth parents) to promote bonding
- ✓ In 2019, held medical premiums flat for the fifth consecutive year for employees earning less than \$75k
- ✓ In 2020, ceased soliciting salary and use of pay history nationally when making employment offers to external candidates
- ✓ In 2020, raised minimum wage for all non-commission hourly employees to a range of \$16-18/hr.

### Employee health: by the numbers

We're committed to helping our employees thrive – physically, mentally, and emotionally. In 2019, we continued to implement programs to provide our employees with the knowledge, tools, and resources to thrive in all areas.

6,300

employees claimed reimbursement for eligible fitness costs

~700

caregivers received access to counseling and other resources

40

scholarships granted to dependents of employees, exceeding the target of 25

50+

employees granted up to \$3,000 through KeyBank's Hardship Assistance Program

~400

employees refinanced student loans with a discounted rate through our Laurel Road platform



Source: [www.key.com/crreport](http://www.key.com/crreport)  
200629-828836



# Operating with Integrity

Diversity, Equity, and Inclusion: Our Commitments

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## Standing-up against injustice, racism and inequity



### Shared public statement from Chairman and Chief Executive Officer Chris Gorman

Read a message from Chris about the importance of standing up against injustice, racism, and inequity

<https://www.linkedin.com/pulse/stand-up-against-injustice-racism-inequity-chris-gorman/>



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**Pledged** an initial \$1 million from the KeyBank Foundation

**Introduced** 2:1 Social Justice and Racial Equity Matching Gift Program for teammates

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**Renewed** CEO Action for Diversity and Inclusion pledge

**CEO ACT!ON FOR  
DIVERSITY & INCLUSION**

*"I am proud to renew our CEO Action for Diversity and Inclusion pledge, joining hundreds of companies and CEOs who share in our commitment to advancing diversity, equity, and inclusion. Through facilitating conversations, offering unconscious bias training, sharing best practices, and developing strategic plans to share with our board of directors, we will continue to move forward and drive outcomes," Chris Gorman shared.*

To learn more visit <https://www.ceoaction.com/>



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# Operating with Integrity

## Diversity, Equity, and Inclusion: Awards and Accolades



12X

Best Companies for  
LGBT Equality

*Human Rights Campaign*



11X

Top 50 Companies  
for Diversity

*DiversityInc*



9X

“Outstanding”  
Consecutive CRA  
Ratings

*Office of the  
Comptroller of Currency*



7X

Community-Minded  
Companies

*Civic 50*



6X

Military Friendly  
Employer

*G.I Jobs*



5X

“Best of the Best”  
Top Employers

*Black EOE Journal*



4X

Military Friendly  
Spouse Employer

*G.I Jobs*



3X

Lending Disability  
Employer

*National Organization  
on Disabilities*



1X

2019 Corporation  
of the year

*Ohio Minority Supplier  
Diversity Council*



1X

2019 First American  
Corporate  
Leadership Award

*National Center for American  
Indian Development*



1X

2019 Top 25  
Honors Award

*ERG & Council*



1X

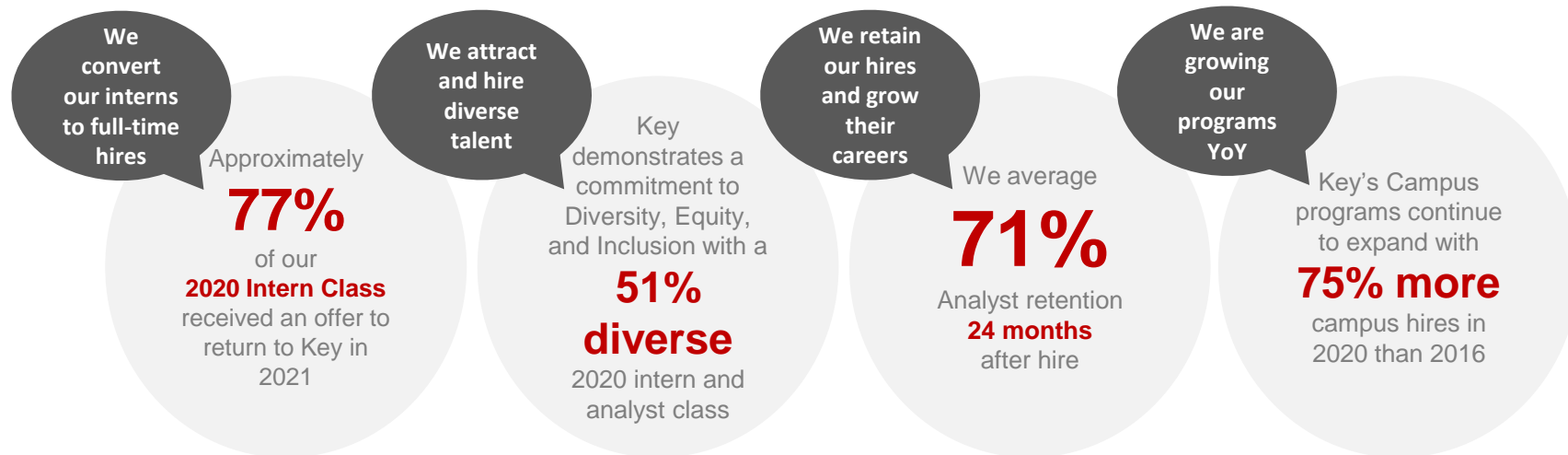
Gender Equality  
Index

*Bloomberg*





# Join KeyBank's Industry Leading Campus Programs



**Award  
Winning  
Programs**

WayUp PRESENTS

**TOP100**  
INTERNSHIP PROGRAMS 2020

Key's Campus Recruiting Team won the **2019**  
Crain's Cleveland Talent Award

"I wanted to continue my learning and the Key team made me feel comfortable. Everyone was welcoming. I never felt like I was just an intern. I felt appreciation for my work."

**Sukirti Nepal**  
Former Quantitative Intern  
Current Quant/Modelling Analyst

**2020  
Summer  
Interns  
Working  
Remote**





# KeyBank 2021 Campus Programs

## Apply

[key.com/about/careers/students-graduates.jsp](https://key.com/about/careers/students-graduates.jsp)

## Minimum Requirements

- Minimum 3.0 GPA
- Pursuing a bachelor or graduate degree with anticipated graduation date by May 2022 (interns) or May 2021 (full-time analysts)
- Must not require employment visa sponsorship if employed in a Campus Program internship or analyst position\*

"Key recruiters were very transparent about potential career paths and what to expect from the internship. We had very real conversations about my aspirations and the value that I could bring to Key, and vice versa. The transparent and authenticity wasn't something I was finding from other big companies. I was also excited about Key because it was evident that I would be working on meaningful projects that would prepare me for the business world beyond my school curriculum."

**Emily Boyle**

*HR Analyst – Former Intern*

		Programs	Majors			Programs	Majors
	<b>Institutional Banking</b>	Enterprise Payments	Accounting		<b>Strategy &amp; Analytics</b>	Analytics & Quantitative Modeling	Math
		Key Equipment Finance®	Economics			Client Insights	Statistics
		KeyBanc Capital Markets®	Finance			Corporate Strategy	Data Analytics
		KeyBank Real Estate Capital®	Business Administration			Enterprise Continuous Improvement	Economics
			Math				Finance
							Other STEM-Related Majors
	<b>Business &amp; Client Care</b>	Commercial Credit Underwriting	Accounting		<b>Technology</b>	Digital Banking	Computer Science
		Consumer & Business Banking	Economics			Technology, Operations, & Services	Data Analytics
		Consumer Lending	Finance				Engineering
		Finance	Human Resources				Information Systems
		Human Resources	Marketing				Math
		Key Investment Services® (KIS)	Statistics				Statistics
		Marketing	Other Business-Related				Other Business-Related
		Retail Banking	Majors				Majors
		Risk Management					
		Risk Review Group					
		Trust Tax					

**Key** is more than banking. We're **collaborators**, critical **thinkers** and **innovators**.





Bring your culture

...history

...viewpoint

...experience

Bring your

*authentic*  
self.

**KeyBank** 

## Join Us at our Upcoming Events:

Thrive with Key Series  
Cont.

- Session 2 | Well-Being  
on September 3 @ 5:30
- Session 3 | Financial  
Wellness on September  
8 @ 5:30

Student Loan Financing on  
September 17 @ 3:00

**APPLY NOW!**

To join our KeyBank team:

[key.com/careers/](https://key.com/careers/)





# THANK YOU!

Don't forget to reserve your spot at the 2020 NBMBA Conference & Career Fair

**September 23-25, 2020**

*[nbmbaa.org/conference](https://nbmbaa.org/conference)*

Receive **\$30** off your registration when you use the Promo Code: **VN5WVGM7**

