

# diversity

recruitment event

**Thursday, October 17**  
**5 – 8 p.m. UC Ballroom**



Sponsored by:

AstraZeneca 

Hosted by:

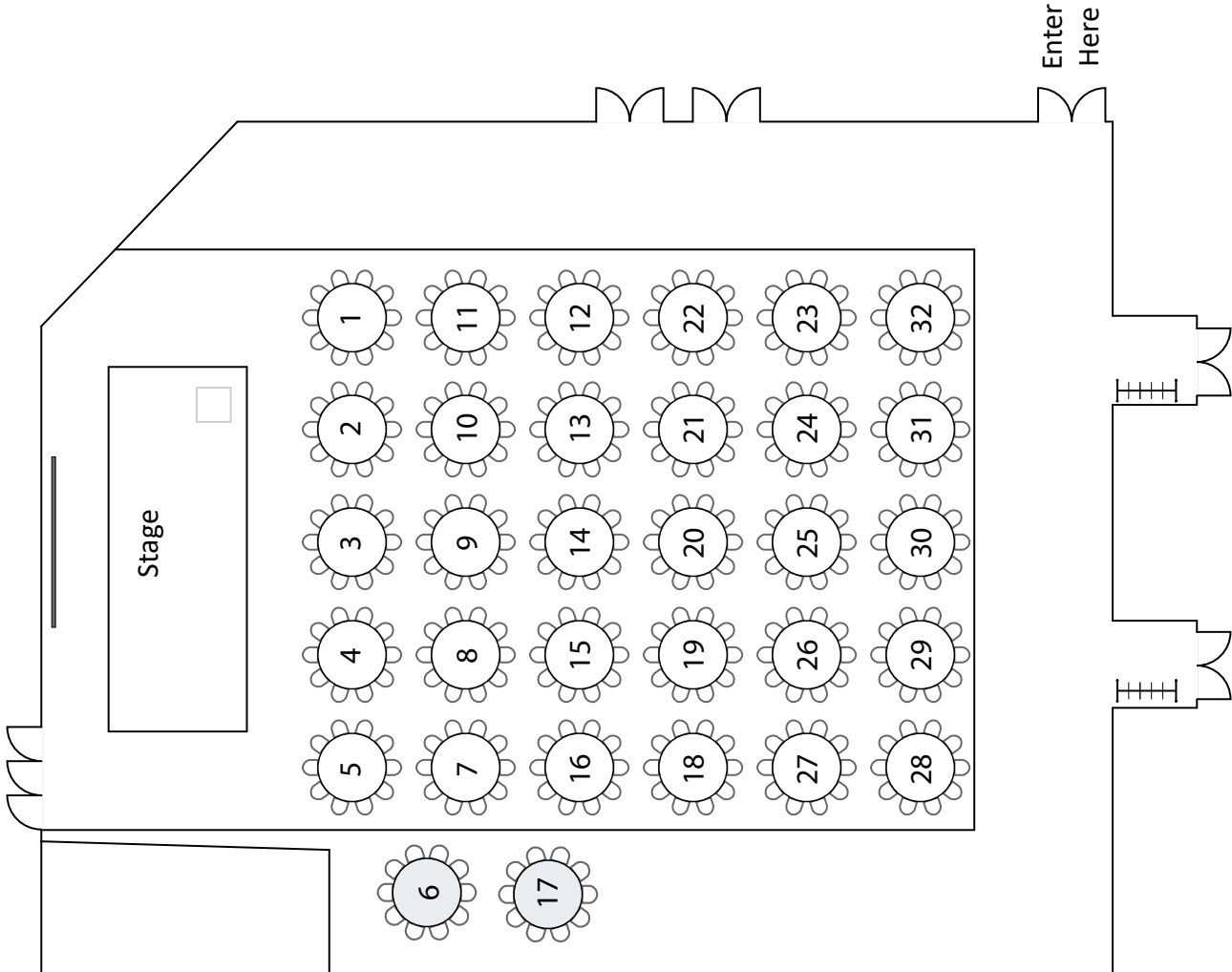
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# UMBC Diversity Recruitment Event

## Oct. 17, 2024 UC Ballroom



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# UMBC Diversity Recruitment Event

Thursday, October 17, 2024

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

T'ana Joseph  
'25, Mechanical Engineering  
President, UMBC National Society  
of Black Engineers

Dr. Renique Kersh  
Vice President for Student Affairs,  
UMBC

**5:30 p.m. Networking Begins**

**6:30 p.m. Dinner: Buffet Line Opens**

**7:00 p.m. Keynote Speaker Introduction**

Anita Osoh  
'25, Chemical Engineering  
Vice President, UMBC National  
Society of Black Engineers

### **Keynote Address**

*"The Future is Knocking: The Least  
You Need to Know about Cloud & AI"*

### **Bobby Allen**

'99, Computer Science  
Group Product Manager/Cloud  
Therapist, Google

**7:30 p.m. Thank You and Prize Drawing**

Christine Routzahn  
Director, UMBC Career Center

### **Prizes Donated by:**

bwtech@UMBC  
Malden Solutions, LLC  
Milton Hershey School (PA)  
Powin Energy, LLC

## Ballroom

AstraZeneca  
bwtech@UMBC  
Constellation  
Exelon Corporation / BGE  
Institute for Defense Analyses  
JHU Applied Physics Laboratory  
Kennedy Krieger Institute  
Lockheed Martin  
Malden Solutions, LLC  
Micron Technology, Inc.  
MilliporeSigma  
Milton Hershey School (PA)  
Powin Energy, LLC

## UC 312

Chesapeake Bay Program  
Grassroots Crisis Intervention  
Merrick & Company  
Peace Corps  
Textron  
The Arc Central Chesapeake Region  
Trex Company, Inc.  
U.S. Department of Health and Human Services  
UMD Applied Research Laboratory for  
Intelligence and Security (ARLIS)  
Washington Suburban Sanitary Commission



# Employers by College

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## All Colleges

AstraZeneca  
bwtech@UMBC  
Grassroots Crisis Intervention  
Milton Hershey School (PA)  
Peace Corps  
Powin Energy, LLC  
Textron  
The Arc Central Chesapeake Region  
Trex Company, Inc.  
U.S. Department of Health and Human Services  
UMD Applied Research Laboratory for Intelligence and Security

## College of Arts, Humanities, and Social Sciences

The Arc Central Chesapeake Region  
AstraZeneca  
bwtech@UMBC  
Grassroots Crisis Intervention  
Kennedy Krieger Institute  
Malden Solutions, LLC  
Peace Corps  
Powin Energy, LLC  
Textron  
Trex Company, Inc.  
U.S. Department of Health and Human Services  
UMD Applied Research Laboratory for Intelligence and Security

## College of Natural and Mathematical Sciences

The Arc Central Chesapeake Region  
AstraZeneca  
bwtech@UMBC  
Constellation  
Grassroots Crisis Intervention  
Institute for Defense Analyses  
Johns Hopkins University Applied Physics Laboratory  
Kennedy Krieger Institute  
MilliporeSigma  
Peace Corps  
Powin Energy, LLC  
Textron  
Trex Company, Inc.  
U.S. Department of Health and Human Services  
UMD Applied Research Laboratory for Intelligence and Security

## College of Engineering and Information Technology

The Arc Central Chesapeake Region  
AstraZeneca  
bwtech@UMBC  
Constellation  
Exelon Corporation / BGE  
Grassroots Crisis Intervention  
Institute for Defense Analyses  
Johns Hopkins University Applied Physics Laboratory  
Lockheed Martin  
Merrick & Company  
Micron Technology, Inc.  
MilliporeSigma  
Peace Corps  
Powin Energy, LLC  
Textron  
Trex Company, Inc.  
U.S. Department of Health and Human Services  
UMD Applied Research Laboratory for Intelligence and Security  
Washington Suburban Sanitary Commission

# ***Handshake***

All listed employers and more can be found through Handshake! Go to:

**[careers.umbc.edu/handshake](https://careers.umbc.edu/handshake)**

## Employers by Alpha

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### The Arc Central Chesapeake Region (Table 27)

**Reps:** Joan Green, Ciara Carter

**Industry:** Non-Profit - Other  
[www.thearcccr.org](http://www.thearcccr.org)

**Recruiting for:** Alumni

**Hiring For:** Full-Time

**Positions Available:** Direct Support Professional, Regional Manager for Programs, Revenue Accountant, various others

**Majors Recruiting:** Anthropology, Cognition & Neuroscience/Biopsychology, Counseling, Geography, Health and Medical Assisting Services, Healthcare Technology and Technician, Health/Exercise Science, Health/Hospital Administration, Human & Child Development, Medicine, Nursing, Psychology, Public Health, Social Work/Human Services, Sociology

#### Diversity and Inclusion Initiatives:

The Arc Central Chesapeake Region (The Arc) is a dynamic regional organization providing person-centered supports for people with intellectual and developmental disabilities to live, work, and connect with their communities. We advocate for equity and access for people with intellectual and developmental disabilities to live self-determined lives and foster opportunities towards self-sufficiency. To learn more, visit [www.thearcccr.org](http://www.thearcccr.org).

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### AstraZeneca (Tables 2-3)

Event Sponsor, Employer Partner

**Reps:** Ashley Jefferson

**Industry:** Pharmaceuticals  
[www.astrazeneca.com](http://www.astrazeneca.com)

Accepts OPT/CPT candidates

**Recruiting for:** Doctorate, Masters, Senior, Junior

**Hiring For:** Internship, Job

**Positions Available:** Global Capital Projects Intern

**Majors Recruiting:** Biochemistry, Biology, Biomedical Engineering, Biotechnology, Business Administration & Management, Business Analytics, Cell Biology, Chemical Engineering, Chemistry, Civil/Environmental Engineering, Computer Engineering, Electrical Engineering, Epidemiology, Finance & Financial Management, General Engineering, Industrial Engineering, Management Science, Marketing, Materials Science & Engineering, Mechanical Engineering, Molecular Biology, Operations Management, Statistics, Supply Chain Management

#### Diversity and Inclusion Initiatives:

AstraZeneca's commitment to Inclusion and Diversity (I&D) is central to creating an inclusive culture where everyone feels they belong. I&D is woven into the fabric of everything we do, reflected in our Values and the behaviours that underpin them. NSBE: Our partnership with NSBE is central to our I&D strategy. We have a robust internal NSBE community and external ambassadors and AstraZeneca was a finalist for the 2024 NSBE People's Choice: Best Company Award. Employee Resource Groups: ERGs are part of the fabric of our company and are fundamental to our I&D strategy. Our ERGs reflect various shared affinities, identities and experiences, including Disabilities, Gender, LGBT+, Mental Health, Neurodiversity, Racial, cultural, and ethnic diversity. Dedicated I&D Education Hub: Our Hub offers a variety of learning opportunities to deepen our employees' understanding of I&D topics and their impact, support employees in developing practical skills to foster inclusion, provide resources to support our employees' personal and professional I&D journey, and promote a workplace culture where everyone feels valued and respected.

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**bwtech@UMBC** (Table 16)

Employer Partner

**Reps:** Fehmida Kapadia, Chris White**Hiring For:** Internship**Majors Recruiting:** All Majors, Biology, Chemistry, Information Science, Computer Science, Computer Engineering, Mathematics, Media & Communications, Engineering**Industry:** Management Consulting  
bwtech.umbc.edu

Accepts OPT/CPT candidates

**Diversity and Inclusion Initiatives:**

bwtech@UMBC is committed to fostering an inclusive environment that promotes equity and diversity in its initiatives and community. Their mission focuses on creating opportunities for underrepresented groups in technology and entrepreneurship, supporting diverse talent, and ensuring that all voices are heard and valued. They aim to provide resources, mentorship, and networking opportunities that empower individuals from various backgrounds to thrive in the tech ecosystem. The overall goal is to cultivate a vibrant, innovative community that reflects the diversity of the region and contributes to a more equitable industry.

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**Chesapeake Bay Program** (Table 22)**Reps:** Michelle Katoski, Sarah McDonald, Labeeb Ahmed**Recruiting for:** Second Year Community / Technical College, First Year Community / Technical College, Masters, Senior, Junior, Sophomore, Freshman**Industry:** Natural Resources  
www.chesapeakebay.net**Hiring For:** Internship, Job**Majors Recruiting:** Cartography, Civil/Environmental Engineering, Computer Engineering, Computer Programming, Computer Science, Conservation, Data Mining, Data Science, Earth Sciences, Environmental Management & Sciences, Geography, Natural Resource Management, Software Design, User Experience/Social Computing

Accepts OPT/CPT candidates

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**Constellation** (Tables 4-5)

Employer Partner

**Reps:** Corey Allen**Recruiting for:** Associate, Bachelors**Industry:** Utilities and Renewable Energy  
www.constellation.com**Hiring For:** Internship**Positions Available:** Information Technology Intern**Majors Recruiting:** Information Technology, Computer Science, Information Systems**Diversity and Inclusion Initiatives:**

Constellation is dedicated to Diversity, Equity, and Inclusion through our numerous efforts engaging with community partners and universities. We highly invest in NSBE, SWE, SASE, and SHPE organizations at both the national and university levels. Additionally, our Workforce Development team ensures that we maintain a strong presence in the community. We also sponsor various events to promote our mission and values.

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## Exelon Corporation / BGE (Tables 6-7)

Employer Partner

**Reps:** Sherita Thomas, Nathaniel "Tre" Barr

**Hiring For:** Internship

**Positions Available:** Internships

**Industry:** Utilities and Renewable Energy

[www.exeloncorp.com/careers](http://www.exeloncorp.com/careers)

**Majors Recruiting:** Chemical Engineering, Civil/Environmental Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering

Accepts OPT/CPT candidates

### Diversity and Inclusion Initiatives:

We are engaging with employees to drive an improved culture of accountability for DEI. All non-represented employees are assigned an annual DEI performance goal to help us achieve a more inclusive culture. We seek to bring economic equity and empowerment to underserved communities by helping create jobs and opportunities where too few exist today. We support an extensive array of STEM learning programs to educate the next generation workforce and advance meaningful change. We continued to increase our total diverse supply spend and set new records. We continue to enhance partnerships with regional chambers of commerce to provide grants and small business loans to help strengthen minority-owned small businesses and foster economic empowerment and entrepreneurship.

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## Grassroots Crisis Intervention (Table 23)

**Reps:** Larry Dickerson

**Recruiting for:** All

**Industry:** Social Assistance  
[grassrootscrisis.org](http://grassrootscrisis.org)

**Positions Available:** Care Control Specialists, Mobile Crisis Team Clinician, Urgent Care/Crisis Intervention Clinician, Culinary Services Manager, Care Control Specialist & Supervisor, Crisis Chat Counselor & Supervisor, Staff Nurse FT/Overnight and Day Shift

**Majors Recruiting:** Anthropology, Cognition & Neuroscience/Biopsychology, Counseling, Geography, Health and Medical Assisting Services, Healthcare Technology and Technician, Health/Exercise Science, Health/Hospital Administration, Human & Child Development, Medicine, Nursing, Psychology, Public Health, Social Work/Human Services, Sociology

### Diversity and Inclusion Initiatives:

We believe that diversity, equity and inclusion are essential to our success and core to who we are. We are committed to fostering an environment where all employees, regardless of race, ethnicity, gender identity, sexual orientation, age, disability, religion or background feel valued and respected. Our commitment to diversity is reflected in the following initiatives: Recruiting from and hiring a wide range of backgrounds, many of which represent varied spectrum of demographics, including experience, age, gender identities and are multi-lingual to impact the service to our clients; Providing consistent diversity training and continuous learning opportunities; Open company communication highlighting the achievements of our employee, providing support, networking, and encouraging professional development

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## **Institute for Defense Analyses** (Table 21)

**Industry:** Defense  
www.ida.org

**Recruiting for:** Alumni, Certificate Program, Postdoctoral Studies, Doctorate, Masters of Business Administration, Masters, Senior, Junior  
**Hiring For:** Fellowship, Internship, Job  
**Positions Available:** 2025 Summer Associate Program, 2025 Science Policy Fellowship

### **Diversity and Inclusion Initiatives:**

IDA is committed diversity in our recruiting, supports employee resource groups, and maintaining an inclusive environment in support of our vision and mission. Please see:  
<https://www.ida.org/-/media/corporate/files/general/dei-statement.ashx>

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## **Johns Hopkins University Applied Physics Laboratory** (Tables 8-9) Employer Partner

**Reps:** Eliza Bell-Andrews,  
Malik Jackson

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

**Industry:** Research  
www.jhuapl.edu

**Hiring For:** Internship, Job

**Positions Available:** See [jhuapl.edu](http://jhuapl.edu) career page

**Majors Recruiting:** Aerospace Engineering, Astronomy/Space Exploration, Biochemistry, Biology, Biomedical Engineering, Chemical Engineering, Chemistry, Computer Engineering, Computer Programming, Computer Science, Computer Systems Networking & Telecommunications, Cyber Security, Data Science, Electrical Engineering, Materials Science & Engineering, Mathematics, Mechanical Engineering, Physics, Software Design, Statistics

### **Diversity and Inclusion Initiatives:**

Together, we create defining innovations that ensure our nation's preeminence in the 21st century. Coming from diverse backgrounds and experiences, we are united by our desire to contribute solutions to the critical challenges of our nation and the world. Only by enabling and empowering all of our people can we solve these complex problems. A diverse workforce and equitable 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, equity, and inclusion (DEI) something we live by every day. Staff members from across APL, representing all departments and sectors as well as the Lab's diversity-related affinity groups and councils, are engaged in a Labwide employee resource group called FUSE (Fostering Unity and Staff Empowerment). FUSE strives to develop and implement initiatives to promote a positive, diverse, and inclusive culture to attract and retain top talent and amplify the innovative power of our staff members. Leadership support is key.

APL executive leadership knows 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. With the goal of ensuring APL is a model organization for DEI, 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. We also have a lab-wide DEI ambassador program. APL's DEI ambassadors are allies, messengers, and connectors. In addition to being available to talk with staff members, they promote awareness of DEI activities throughout the Lab and connect staff members with colleagues and resources.

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**Kennedy Krieger Institute** (Tables 10-11)

Employer Partner

**Reps:** Katherine Nunez, Robert Moseman**Positions Available:** Clinical Assistants, Behavior Data Specialists, Teachers, Teachers Assistant, Classroom Assistant, Administrative, Scheduling, Patient Services, Nurses**Industry:** Healthcare  
[www.kennedykrieger.org](http://www.kennedykrieger.org)**Diversity and Inclusion Initiatives:**

We recruit at multiple HBCUs and colleges and universities that serve Spanish-speaking students. We also post vacancies on various state websites, reaching many underprivileged persons. We have a Black Affinity Group and are working on forming other groups based on the wants and needs of our employees. Our employees must complete a competency annually regarding Cultural Competence, and all new hires receive an equity, diversity, and inclusion presentation at new employee orientation. We also have the Office for Health Equity, Inclusion and Diversity (O-HEID). The mission of the O-HEID is to provide and create evidence and equity-based resources for those who work, train, conduct research, teach, learn, and receive services at Kennedy Krieger, regardless of perceived or actual: race, color, ethnicity, national origin, culture, socioeconomic status, age, language spoken, accent, marital status, veteran or military status, immigration status, disability, religion, pregnancy status, sex, sexual orientation, or gender identity or expression that promote diversity and inclusion.

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**Lockheed Martin** (Table 14-15)

Employer Partner

**Reps:** Brandon Leavy, David Titus**Recruiting for:** Masters, Senior, Junior, Sophomore  
**Hiring For:** Internship, Job**Industry:** Aerospace  
[www.lockheedmartin.com/college](http://www.lockheedmartin.com/college)**Positions Available:** Systems Engineer (Competency Team), Shop Electro-Mechanical Technician, Software Engineer (Manufacturing Digital Transformation),  
**Majors Recruiting:** All Computer, Engineering, Data Science, Math, Physics**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. We believe that all employees should have a safe and inclusive work environment – one in which everyone is treated fairly, with the highest standards of professionalism, ethical conduct and full compliance with the law. It is the collective voices of our workforce which allows us to continue innovating a vision for a better tomorrow.

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**Malden Solutions, LLC** (Table 18)

Employer Partner

**Reps:** Mark Dyson**Recruiting for:** Alumni, Masters of Business Administration, Masters, Senior, Junior, Sophomore, Freshman**Industry:** Insurance  
[www.maldensolutions.com](http://www.maldensolutions.com)**Hiring For:** Internship, Job  
**Positions Available:** Business Development Internship, Human Resources Internship**Diversity and Inclusion Initiatives:**

As a local insurance brokerage in the DMV area, we're committed to fostering a diverse and inclusive workplace. We actively recruit interns + associates from a variety of backgrounds and partner with community organizations to ensure a broad range of perspectives. We also offer mentorship + leadership development opportunities to help our team members grow in their positions.

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**Merrick & Company** (Table 24)

**Reps:** Chante Hill, Malik Corum

**Industry:** Engineering &  
Construction  
[www.merrick.com](http://www.merrick.com)

**Recruiting for:** Alumni, Doctorate, Masters, Senior, Junior, Sophomore  
**Hiring For:** Internship, Job  
**Positions Available:** Accounting Intern, Architecture Intern, Civil Water Engineer Intern, Civil Water Engineer Intern, Civil Water Engineer Intern, Electrical Engineer Intern, Electrical Engineer Intern, Electrical Facility Engineer Intern, GIS Technician Intern, Human Resources Intern, Landscape Architect Intern, Landscape Architect Intern, Mechanical Engineer Intern, Mechanical Equipment Engineer Intern, Mechanical Equipment Engineer Intern, Mechanical Equipment Engineer Intern, Mechanical Facilities Engineer Intern, Process Engineer Intern, Civil Land Development Engineer Intern, Civil Land Development Engineer Intern, Civil Water Engineer Intern, Civil Water Practice Coordinator Intern, Electrical Instrumentation & Control Engineer Intern, Electrical Instrumentation & Control Engineer Intern, Instrumentation Operator Field Assistant Intern, Process Engineer Intern, Process Engineer Intern, Process Engineer Intern, Structural Engineer Intern, Structural Engineer Intern, Electrical Instrumentation & Control Engineer Intern, Process Engineer Intern, Structural Engineer Intern  
**Majors Recruiting:** Chemical Engineering, Civil/Environmental Engineering, Electrical Engineering, Mechanical Engineering

**Diversity and Inclusion Initiatives:**

Merrick has a DEI Task Force to help foster a diverse, equitable, and inclusive workplace. It is comprised of a group of employee owners from across Merrick's offices and business units. The Task Force promotes Merrick as a company with individuals from all backgrounds and perspectives. This is achieved through dialogue, training, and company policies. The DEI Task Force Vision is to attract, recruit, and retain a workforce that reflects the communities we serve, fosters a safe and accepting office environment for all identities, and possesses a high level of creative, collaborative and innovative thinking. Merrick attends HBCU and HSI university career fairs and diversity events. We participate in resume reviews and offer an Interviewing Hints and Tips presentation.

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**Micron Technology, Inc.** (Tables 12-13)

Employer Partner

**Industry:** Electronic & Computer Hardware  
www.micron.com

Accepts OPT/CPT candidates

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

**Hiring For:** Internship, Job

**Positions Available:** Signal Integrity Engineer, Signal and Power Integrity Engineer, Environmental Sustainability, Facilities Engineer, SPMO Project/Program Management

**Majors Recruiting:** Aerospace Engineering, Biomedical Engineering, Chemical Engineering, Civil/Environmental Engineering, Computer Engineering, Electrical Engineering, General Engineering, Industrial Engineering, Materials Science & Engineering, Mechanical Engineering, Nautical/Naval Engineering

**Diversity and Inclusion Initiatives:**

Our recruitment process specifically supports and promotes our DEI values. We have a network of Minority Serving Institutions that we recruit from that include HBCUs and HSIs. Further, we target DEI student organizations (NSBE, SWE, SHPE, oSTEM) on campus and provide sponsorship. This allows us to do events with these students, provide funding for their org, give them professional development opportunities, etc. We have taken our DEI sponsorships a step further and are corporate level sponsors for the organizations on a national level. We attend the national conferences for NSBE, SWE, SHPE, oSTEM each year. We also specifically tap into the student veteran population by attending veteran - specific conferences and fairs. At the high school level, we sponsor NSBE Jr. as well. When our interns join us, they are allowed and encouraged to join Employee Resource Groups (ERGs). We plan and conduct several networking events with various ERGs and host structured mentoring opportunities within the ERGs

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**MilliporeSigma** (Tables 17)

Employer Partner

**Industry:** Biotech & Life Sciences  
jobs.vibrantm.com/emd/

**Recruiting for:** Masters, Doctorate, Associates

**Hiring For:** Internship, Job

**Positions Available:** Associate Production Scientist, Central Stores Lab Technician

**Majors Recruiting:** Biochemistry, Biology, Biotechnology, Cell Biology, Chemistry, Epidemiology, Marine Biology, Molecular Biology

**Diversity and Inclusion Initiatives:**

ABOUT CTS DE&ICTS is committed to real change in improving diversity, equity and inclusion across our organization. We aim to build a welcoming environment for all employees and providing the right resources and support this mission. Our workstreams are designed to: Reinforce our values of Courage, Achievement, Responsibility, Respect, Integrity and Transparency. Make a difference through continuous diversity and inclusion activities at work and in the community. Get everyone involved: We invite participation from anyone who is passionate about diversity & inclusion and wants to effect positive change.

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## **Milton Hershey School (PA)** (Table 19)

**Reps:** Deleila Alloui

**Hiring For:** Full-Time

**Positions Available:** Houseparents, Transitional Living Assistants

**Industry:** K-12 Education  
[www.mhskids.org](http://www.mhskids.org)

**Majors Recruiting:** All Majors

### **Diversity and Inclusion Initiatives:**

Milton Hershey School is committed to diversity as exemplified by a diverse senior leadership team, and a diverse student body and staff. The Special Assistant to the President for Diversity and Inclusion provides leadership on diversity initiatives including professional development, programming, and facilitation of a school wide committee dedicated to Diversity and Inclusion. The school has included diversity recruitment initiatives for decades.

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## **Peace Corps** (Table 25)

**Reps:** Karina Urena, Dawit Abebaw Andargie

**Recruiting for:** Alumni, Masters of Business Administration, Masters, Senior, Junior, Sophomore, Freshman

**Hiring For:** Volunteer, Full-Time

**Industry:** International Affairs  
[www.peacecorps.gov](http://www.peacecorps.gov)

**Positions Available:** Peace Corps Volunteer (paid+benefits, international locations, 27-month program)

**Majors Recruiting:** All Majors

### **Diversity and Inclusion Initiatives:**

The Peace Corps believes that diverse perspectives, experiences, and abilities are an asset and critical to effectively delivering on our mission. We actively recruit people from a variety of backgrounds. For more information see:  
[www.peacecorps.gov/about-the-agency/diversity-and-inclusion/](http://www.peacecorps.gov/about-the-agency/diversity-and-inclusion/)

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## **Powin Energy, LLC** (Table 20)

**Reps:** Kelleah King, Sean Beaudette

**Recruiting for:** Junior, Senior

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

**Industry:** Utilities and Renewable Energy  
[powin.breezy.hr](http://powin.breezy.hr)

**Positions Available:** Software Engineers, Mechanical Engineers, Electrical Engineers, Data Scientist

**Majors Recruiting:** Mechanical Engineering, Electrical Engineering, Computer Engineering, Computer Science, Data Science

Accepts OPT/CPT candidates

### **Diversity and Inclusion Initiatives:**

As a global organization, Powin employees, associates, clients, candidates and suppliers are naturally diverse. We value and encourage the broad range of perspectives and capabilities this diversity brings. Powin defines diversity as differences of race, ethnicity, national origin, religion, cultural background, gender, age, disability, caste, marital status, union membership, political affiliation, pregnancy, health, sexual orientation and gender identity. We expect and promote mutual respect and understanding between people with different personal situations or backgrounds. In our employment practices and our workforce development initiatives, Powin practices leadership by tapping into the human talent and innovation of workers across the broad range of diversity with a focus on inclusion for all.

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**Textron** (Table 26)**Reps:** Glory Ramos**Industry:** Manufacturing  
www.textron.com**Recruiting for:** Masters of Business Administration, Masters, Senior, Junior, Sophomore, Freshman**Hiring For:** Cooperative Education, Internship, Job, Full-Time, Part-Time**Positions Available:** 2025 Assoc Maintenance Reliability Engineer (Sea) - New Orleans, LA, 2025 Co-Op - Cross Media Design - Hunt Valley, MD, 2025 Electrical Engineer (ES) - Hunt Valley, MD, 2025 Associate Software (or Data Analyst) Engineer (Lycoming)- Williamsport, PA, 2025 Electrical Engineer I (Land Systems) - Hunt Valley, MD, 2025 Intern - Accounting - Hunt Valley, MD, 2025 Intern - Contracts - New Orleans, LA, 2025 Intern - Electrical Engineer (ES) - Hunt Valley, MD, 2025 Intern - Electrical Engineer (ES) - Hunt Valley, MD, 2025 Intern - Electrical Engineer (ES) - Hunt Valley, MD, 2025 Intern - Financial Analyst - Newport News, VA (ATAC), 2025 Intern - Human Resources - New Orleans, LA, 2025 Intern - Maintenance Reliability Engineer (Sea) - New Orleans, LA, 2025 Intern - Mechanical Engineer (ES) - Charleston, SC, 2025 Intern - Quality Engineer - Hunt Valley, MD, 2025 Intern - Software Engineer (ES) - Hunt Valley, MD, 2025 Intern - Manufacturing Engineer (Lycoming) - Williamsport, PA, 2025 Intern - Procurement (Lycoming) - Williamsport, PA, 2025 Intern - Mechanical Engineer (Sea Systems) - New Orleans, LA, 2025 Intern - Sourcing Engineer - Hunt Valley, MD, 2025 Intern - Human Resources - Wilmington, MA, 2025 Intern - Systems Engineer (Air) - Hunt Valley, MD, 2025 Intern - Electrical Engineer (Land Systems) - Slidell, LA, 2025 Software Engineer (ES) - Hunt Valley, MD, 2025 Software Engineer (ES) - Hunt Valley, MD**Majors Recruiting:** All Majors**Diversity and Inclusion Initiatives:**

Textron Systems has established an internal hiring target to increasing hiring of talent from historically underrepresented communities, which includes women and racial and ethnic minorities. The hiring strategy includes partnering with HBCUs, Diversity Conferences, non-profit organizations, and other collegiate and professional affinity groups for underrepresented communities in STEM. The partnership plan includes creating opportunities for workforce development and expansion of STEM talent pipeline for students in middle school through college. The plan also includes targeted recruiting and hiring events at partner schools and organizations with diverse populations.

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## **Trex Company, Inc.** (Table 28)

**Reps:** Rian Payne, Deana Carter

**Industry:** Manufacturing  
[www.trex.com](http://www.trex.com)

**Recruiting for:** Alumni, Senior, Junior, Sophomore

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

**Positions Available:** Engineering Internship, Finance and Accounting Internship, Information Technology Internship, Marketing Internship, Supply Chain Internship

**Majors Recruiting:** Accounting, Business Administration & Management, Business Analytics, Computer Science, Cyber Security, Electrical Engineering, Finance & Financial Management, General Engineering, Human Resources, Industrial Engineering, Information Systems Management, Marketing, Mechanical Engineering, Software Design, Supply Chain Management

### **Diversity and Inclusion Initiatives:**

Trex recognizes the benefits of diversity and inclusion and the need to respect and protect the rights of minority and women's groups. We deploy a three-pronged strategy to advance equal opportunity among our employees. Recruitment that expands our ability to connect with the most talented candidates representing a broad spectrum of backgrounds. Training that builds awareness, communication and support of equal opportunity as a fundamental value at all levels of our company. Inclusion, Culture and Engagement that focuses on understanding team dynamics and individual needs.

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## **U.S. Department of Health and Human Services** (Table 29)

**Reps:** Torey Powell, Karen Comfort

**Industry:** Government - Local, State & Federal  
[www.hhs.gov/careers/](http://www.hhs.gov/careers/)

**Recruiting for:** Freshman, Sophomore, Junior, Senior, Alumni, Recent graduates

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

**Positions Available:** Accountant, Student Trainee (Legal), Translator, Student Trainee (Administration)

**Majors Recruiting:** All Majors

### **Diversity and Inclusion Initiatives:**

HHS supports Diversity Equity and Inclusion (DEI) in a number of ways. We develop partnerships with minority serving institutions (MSIs) and minority serving organizations (MSOs) through formal Memorandums of Understanding (MOUs). We conduct "HHS Days" at MSIs/MSOs where we share information on how to navigate USAJOBS; the difference between a federal and corporate resume; and provide an in-depth explanation of the pathways program with subject matter experts from our human resources department. HHS also participates in career fairs and conduct information and awareness webinars and workshops.

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## UMD Applied Research Laboratory for Intelligence and Security (ARLIS) (Table 30)

**Reps:** Donovan Wright, Lynda Lassiter, Reginald Bostick

**Industry:** Research  
[www.arlis.umd.edu](http://www.arlis.umd.edu)

**Recruiting for:** Doctorate, Masters

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

**Positions Available:** Research Specialist, Research Scientist and Research Engineer

**Majors Recruiting:** All Majors, Psychology, Computer Science, Mathematics, Cognitive Science, Neuroscience, Political Science, Linguistics, Anthropology, Social Sciences,

### Diversity and Inclusion Initiatives:

ARLIS fosters a collaborative and interdisciplinary work environment, where individuals from diverse backgrounds come together to solve problems and drive innovation. From the opportunity to work on impactful projects to collaborating with diverse teams of experts, joining ARLIS opens doors to exciting career possibilities at the forefront of information sciences and technology.

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## Washington Suburban Sanitary Commission (WSSC) (Table 31)

**Reps:** Mano Chelladurai, Christina Robinson

**Hiring For:** Full-Time

**Positions Available:** Field IT Support Analyst, IT Project Manager

**Industry:** Civil Engineering  
[www.wsscwater.com](http://www.wsscwater.com)

### Diversity and Inclusion Initiatives:

We celebrate the following and implement programs accordingly: Black History Month Women's History Month Celebrate Diversity Month Asian/Pacific American Heritage Month Caribbean American Heritage Month LGBT Pride Month Juneteenth Disability Independence Day Women's Equality Day Hispanic Heritage Month Disability Employment Awareness Month Veterans Day



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