

Gateway to LEADERSHIP

THE PATH TO SUCCESS



Over the past ten years, GTL has awarded over 170 internships to minority students through a national search of qualified candidates. Leading firms in the industry—members of MMI—hosted these students at their firms for the summer, providing them with impactful work experience and an understanding of the investment advisory solutions industry.



A Turnkey Solution for Diverse Talent

Gateway to Leadership (GTL) provides access to the investment advisory solutions industry to aspiring students who may not otherwise have a natural path into the industry, including but not limited to African Americans, Hispanics, women and students from less recognized universities.

GTL is a 501c3 organization administered by the **Money Management Institute (MMI)**. The program offers MMI member firms an opportunity to increase their workplace diversity while providing access to an extraordinary talent pool of highly motivated young professionals.



MMI Announces Program Enhancements in 2017

Introducing a new program offering this year—“Direct Enrollment”—MMI has restructured the GTL program to benefit more students and more firms.

- **Sourcing through Feeder Partners**
MMI will continue to work with the **United Negro College Fund (UNCF)** and the **Hispanic Association of Colleges and Universities (HACU)** to source diverse interns for member firms.
- **Now Offering Direct Enrollment**
MMI will also now work directly with member firms to enroll their self-recruited diverse interns into the program to benefit from the GTL experience.
- **Providing a More Valuable Experience for a Lower Price**
MMI has added even more educational content and activities to the program experience, and GTL is also going virtual this year for the interns' opening and closing ceremonies—making the program much more affordable for firms.

Different Firms = Different Needs = Different Options

The GTL program has been remodeled to meet the specific needs of member firms. Firms work through MMI by way of the feeder partners—UNCF and HACU—to recruit top African American and Hispanic interns or recruit their own interns and directly enroll them into the GTL program.



The GTL Experience

The “GTL Experience” lies at the heart of the program. Interns benefit from program sponsored content and activities throughout their internship to provide them an extra level of industry education and exposure. The quality of the program’s educational content and the level of industry engagement is invaluable for students pursuing a career in the investment advisory solutions industry.

This year, MMI updated and added new program content and activities to create the most beneficial experience for interns ... all at a more affordable price for participating member firms. The list of program sponsored content and activities is outlined below.

Not only do all the UNCF/HACU sourced interns and directly enrolled interns benefit from the GTL experience, but so do their host firms in turn.

Program Sponsored Content & Activities

Content or Activity	Applicable Program Option	
	Feeder Track (UNCF/HACU)	Direct Enrollment
<p>Intern Recruitment, Selection, Placement</p> <p>Feeder Partner manages the recruitment, selection, and placement process of interns in consultation with MMI and the host firms.</p>	■	
<p>Virtual Opening Ceremony</p> <p>Interns participate in a live NetMeeting in late May to prepare them for the start of their internships.</p> <p>Interns hear from MMI, Envestnet Institute on Campus, HACU, and UNCF about the program.</p> <p>Special guest speakers from the industry provide knowledge and guidance to the interns.</p> <p>Interns participate in a session on “Dos and Don’ts” of internships.</p>	■	■
<p>Envestnet Institute on Campus (EIOC) (online training program)</p> <p>Interns receive credentials and access to this comprehensive training program.</p> <p>The program’s content is aimed to build a bridge between the college/ university finance curriculum and the investment advisory solutions industry.</p>	■	■

Content or Activity	Applicable Program Option	
	Feeder Track (UNCF/HACU)	Direct Enrollment
<p>Educational Intern NetMeetings</p> <p>Interns will be invited to participate in bi-weekly NetMeetings featuring guest speakers from the industry.</p> <p>Topics range from industry trends to career/leadership development discussions.</p>	■	■
<p>MMI NetMeetings and Online Resources</p> <p>Interns will receive full MMI-member access to attend MMI NetMeetings scheduled throughout their internships.</p> <p>Interns will also receive access to view MMI's online publications, industry research, and news.</p>	■	■
<p>Mentorships</p> <p>Interns will be assigned mentors from MMI's Leadership Pathway program to provide them personal guidance throughout their internships.</p> <p>Mentors are required to schedule a bi-weekly call with the interns to catch up and address interns' concerns or inquiries.</p>	■	■
<p>FundFire Subscription</p> <p>Interns will receive a 4 month subscription to FundFire.</p>	■	■
<p>Current Event Discussions</p> <p>MMI will host conference calls for the interns to discuss current events in the industry, at their firms, etc.</p> <p>Interns are expected to prepare for these calls by gathering insight from their colleagues and mentors about current events to share with the other interns.</p> <p>The Leadership Pathway participants will help facilitate these calls.</p>	■	■
<p>Virtual Closing Ceremony</p> <p>Interns participate in a live NetMeeting in late July/early August to wrap up their internship experience and mark their completion of the GTL program.</p> <p>Interns hear parting words of advice from MMI, Envestnet Institute on Campus, HACU, UNCF, and industry leaders.</p>	■	■

Program Option 1: Feeder Tracks

A Closer Look at UNCF and HACU

MMI's "feeder partners"—UNCF and HACU—source, select and place top-achieving African American and Hispanic students at participating host firms for a nine-week summer internship. The interns are provided access to all program content and activities throughout the summer.

Feeder Intern Requirements

- College junior with a minimum GPA of 3.0 attending a Historically Black College or University/UNCF Member College or a HACU-Member Institution
- Major in business-related subject
- Must be eligible to work in the U.S.
- Must submit all required application material

UNCF Track



In 2007, the NAACP and MMI founded the GTL program, recruiting interns from Historically Black Colleges and Universities (HBCUs). In 2011, MMI formed a partnership with UNCF to help

administer the program. This track has placed more than 170 interns from over 30 HBCUs at 38 host firms across the country.

UNCF is the nation's largest and most effective minority education organization. To serve youth, the community, and the nation, UNCF supports students' education and development through scholarships and

other programs, strengthens its 37 member colleges and universities, and advocates for the importance of minority education and college readiness.

Throughout the fall and early winter, UNCF receives hundreds of applications from interested students. UNCF begins screening the applications as MMI member firms submit their commitments to host intern(s) for the following summer. In February, UNCF, NAACP and MMI interview applicants and begin the placement process according to the participating firms' requests for interns.

HACU Track



After listening to member firms' requests to help increase Hispanic representation in their workforce, MMI sought a new feeder partner for the GTL program. In early 2016, MMI launched a partnership as a complement to both the existing HACU National Internship Program (HNIP) and MMI's GTL program.

HACU sources students from its membership that includes Hispanic-Serving Institutions (HSIs) to intern at HNIP's corporate sponsors across the country. HNIP, however, is not industry focused and needs more firm representation from the investment advisory solutions industry.

HNIP is set up very similarly to GTL's UNCF track and follows the same intern recruitment process and schedule.

HACU is the only national organization representing existing and emerging HSIs.

Option 2: Direct Enrollment

A Closer Look at the New Direct Enrollment Option

Many of MMI's member firms are already taking action internally to hire diverse talent for internships. Therefore, MMI is now opening the GTL program to firms' internally sourced/hired interns to provide them with the same level of industry access and engagement as provided to the UNCF and HACU interns.

For the price of \$700, firms can directly enroll their interns into the GTL program to give them the "GTL Experience"—program sponsored educational content and activities throughout their internships.

This option is especially suited to firms that may not have developed internship programs in place and need assistance in providing a more educational and enriching experience for their summer interns.

It is important to note, however, that MMI is respectful of the interns' responsibilities at their host firms and will ensure that the interns devote no more than 4 hours of their 40-hour work week to GTL activities (on average, GTL will consume about 1–2 hours a week).

Sample Program Calendar

NOTE This calendar is an example of the interns' activity schedule and does not reflect the actual program dates. For the actual program dates, please contact MMI.

MAY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	MMI sends program information to interns			
			MMI matches interns with their mentors	
Virtual Opening Ceremony				

JUNE

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Internships start		Educational NetMeeting		
Mentor/Mentee introductions		Current Event Discussion		
		Educational NetMeeting		
Mentor/Mentee Call		Current Event Discussion		Deadline to complete EIOC courses

JULY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
		Educational NetMeeting		
Mentor/Mentee Call		Current Event Discussion		
		Educational NetMeeting		
Mentor/Mentee Call		Current Event Discussion		

AUGUST

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
			Virtual Closing Ceremony	Internships end

For consistency purposes, MMI will block the same time each week for the majority of program activities.

2017 Gateway to Leadership Host Firm Commitment Form

To host an intern(s) at your firm for the summer of 2017, please return this letter, completed and signed. You may submit an electronic version to: Gateway@mminst.org.

Date: _____ Firm: _____

Our firm will participate in the 2017 *Gateway to Leadership* program in accordance with the following terms.

Our firm will participant in the following track(s).

Please check the appropriate option and list how many interns you will be hosting.

___ HACU Track; ___ Number of Interns

___ UNCF Track; ___ Number of Interns

___ Direct Enrollment; ___ Number of Interns

Internship Activities

- Our firm will provide our intern(s) with general exposure to important elements of our company, including but not limited to sales, marketing, compliance, accounting, trading, investment analysis and financial research.
- Our intern(s) will be granted reasonable work time (maximum of 4 hours weekly) to participate in GTL activities (i.e. Envestnet Institute on Campus coursework, NetMeetings, etc.).

Financial Support

Per the track selected above, please see below for the corresponding financial terms.

■ Program Support Fee

HACU and UNCF Tracks

\$5,000 per intern (MMI will invoice our firm for this amount)

Direct Enrollment

\$700 per intern (MMI will invoice our firm for this amount)

■ Intern Compensation

HACU Track

Undergrad—Minimum of \$13/hour per 40-hour week

Graduate—Minimum of \$14.75/hour per 40-hour week (graduate candidates must be specifically requested by firm)

UNCF Track

Undergrad—Minimum of \$13/hour per 40-hour week

■ Intern Travel

HACU and UNCF Tracks

Interns' travel to/from our firm's location is included in the \$5,000 participation fee.

■ Intern Housing

Our firm understands that we are encouraged, but not obligated, to pay out-of-town interns additional compensation for housing support. Our firm will provide guidance to interns on available, affordable housing near our office site, such as access to corporate housing and/or low cost housing at local colleges/universities.

NOTE Host firms should be considerate of the following factors when determining the intern's compensation: cost of living in the firm's location; compensation for non-GTL interns at the same firm, the intern's level of education and/or experience, etc.

Person in firm to contact for program administration

Name: _____

Title: _____

Email Address: _____

Phone Number: _____

Other Comments (i.e., specific intern requests such as preferences for the intern(s)' major, level of education, and location)

All positions will be located at (office address)

All positions will start and finish on the following dates (GTL recommends June 5th–August 4th)

Firm Authorization and Commitment

Signature: _____

Print Name: _____

Title: _____



**For More Information,
Contact:**

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