



We're connecting the world's largest teams with the next generation of leaders.

Helping corporations become the work-based classroom through high-impact volunteerism and mentorship.



This content is intended only for the use of the individual(s) named herein. It may contain information that is privileged, confidential, and exempt from public release under the Freedom of Information Act. It is not to be distributed or reproduced by unauthorized persons.





XXX
PwC
U.S. Chair &
Sr. Partner

The Challenge

“

People are seeking opportunities that allow them to live their lives how they want to, including meeting the needs of their families, finding work that aligns with their beliefs and creating an environment in which they are building the skills needed for the future.

”



The Challenge Unpacked



30% **Of Employees Engaged**
in PwC volunteering
efforts in '21.

-2022 PwC CSR Report



The Challenge Unpacked



30% Of Employees
Engaged in AT&T
volunteering efforts in '21.

-2022 AT&T ESG Report

✓ **80%** of Volunteer Hours Involve
Non-Skill-Based Activities

-2022 PwC CSR Report



The Challenge Unpacked



30% Of Employees
Engaged in AT&T
volunteering efforts in '21.

-2022 AT&T ESG Report

✓ **80%** of Volunteer Hours Involve
Non-Skill-Based Activities

-2022 PwC CSR Report

62% Of Team Desires a More
Flexible Way to Volunteer
and “Give Back”

- 2022 AT&T ESG Report



The Challenge Unpacked

76%

**of Directors are not
engaged in DEI Initiatives**

- 2022 PwC CSR Report

30% Of Employees
Engaged in AT&T
volunteering efforts in '21.

-2022 AT&T ESG Report

Weak Non-Traditional Talent Pipeline
Select schools prioritized, prior F1K internship preferred, **lack of accommodation for diverse candidates.**

62%

**Of Team Desires a More
Flexible Way to Volunteer
and "Give Back"**

- 2022 PwC CSR Report



The Challenge

Elevate PwC's volunteerism and mentorship initiatives through high impact programming.





The Solution

A New Category of
Impact Programming





 **PARAGON
ONE**



A New Category of Impact Programming

- ✓ **Engage Your Team Through a New Form of High-Impact Volunteerism & Mentorship**





 **PARAGON
ONE**



A New Category of Impact Programming

- ✓ **Engage Your Team Through a New Form of High-Impact Volunteerism & Mentorship**
- ✓ **Elevate Your DEI Employer Brand** By **Building Trust & Advancing the Careers of Diverse Talent**





We Call It An Externship

✓ We unite diverse students and Fortune 1000 teams via a work-based learning experience.

...our Externship platform guides students and volunteers through a remote and AI-powered learning experience to solve real business problems.





We Call It An Externship



30-50

Student Cohorts



<1HR

Per Week of Your
Manager's Time



10HR

Per Week Live Learning
Experience





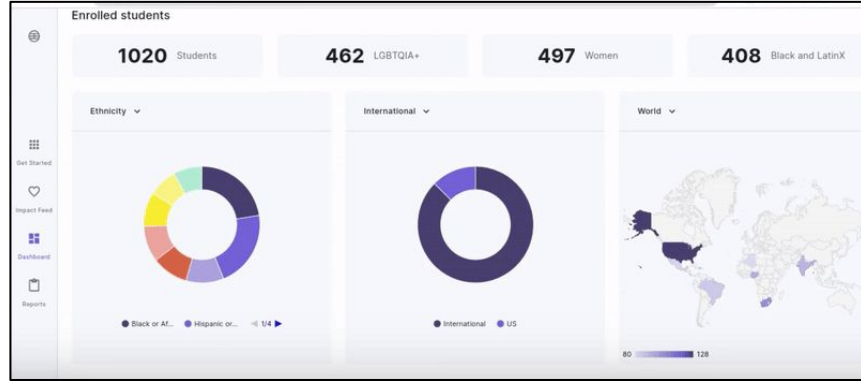
We Call It An Externship

✓ **30-50**
Student Cohorts

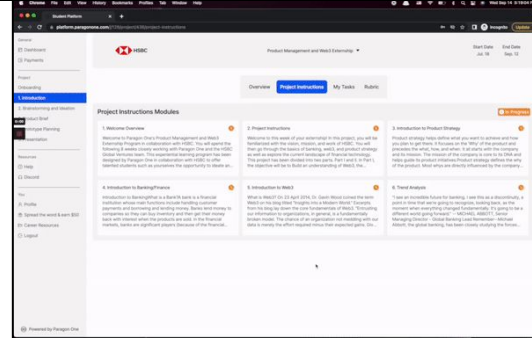
✓ **<1HR**
Per Week of Your
Manager's Time

✓ **10HR**
Per Week Live Learning
Experience

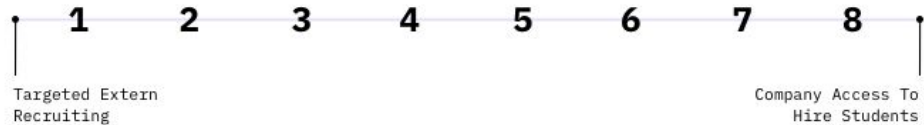
✓ **6-8** Week Journey



**Impact Insights
Dashboard**



**Student
Platform**





Engage & Up-Skill

Underrepresented
Communities

58%



Budget Savings

The Externship saved PwC more than half of their impact and engagement budget.



Engage & Up-Skill

Underrepresented
Communities

58%



Budget Savings

The Externship saved PwC more than half of their impact and engagement budget.

2x

More Students Served

The Externship allows Fortune 1000's to up-skill and reach twice as many students, on the same budget.



Engage Your Team Through A New Type of High Impact Volunteerism

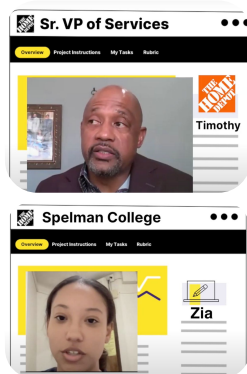
- ✓ **Create new volunteering opportunities** that directly align with Social Impact and DEI initiative
- ✓ **Leverage the skills of your team** to mentor underserved students
- ✓ **Developed and maintain trust in the values and mission** of your employer brand



Engage Your Team Through A New Type of High Impact Volunteerism

- ✓ **Create new volunteering opportunities** that directly align with Social Impact and DEI initiative
- ✓ **Leverage the skills of your team** to mentor underserved students
- ✓ **Developed and maintain trust in the values and mission** of your employer brand

**RETOOL
YOUR
SCHOOL**



CASE STUDY

- 95%**
- ✓ **Elevated trust in DEI employer brand among both employees & gen-z externs**
 - ✓ **Unlocked deeper leadership development**



The Externship
**Delivers Multiple
Personalized
Volunteering
Experiences**



Lead Externship Program

2-10 hrs, 1-3 staff



1 to 1 Career Mentorship

30-45 mins, 0-10 staff



1 to Many "Ask Me Anything" Counsel

1 hr, 0-5 staff



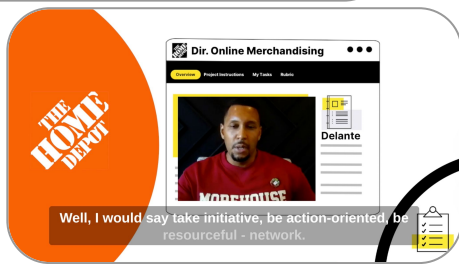
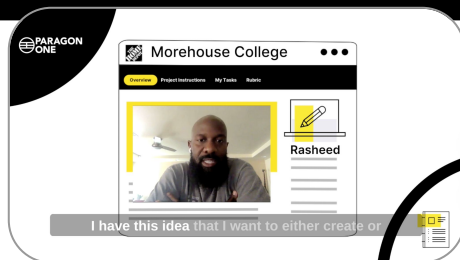
Ongoing Work Review

30 mins, 0-10 staff



The Externship Delivers Multiple Personalized Volunteering Experiences

- ✓ **Lead Externship Program**
2-10 hrs, 1-3 staff
- ✓ **1 to 1 Career Mentorship**
30-45 mins, 0-10 staff
- ✓ **1 to Many “Ask Me Anything” Counsel**
1 hr, 0-5 staff
- ✓ **Ongoing Work Review**
30 mins, 0-10 staff



- **Flexible Scheduling** Per Volunteer
- **No Preparation** Needed
- **Choose Time Committed** Per Interaction



The media giant engaged with underrepresented students to equip them with industry-relevant skills, career guidance, and employment opportunities

 Meta



The media giant engaged with underrepresented students to equip them with industry-relevant skills, career guidance, and employment opportunities

“

The externship helped me improve my storytelling and presentation skills. I learned about social media analytics and how to use that to make informed decisions.

”



Ian
UMass Dartmouth

“

Such a great experience working with Paragon One's team, who made the experience seamless. I feel lucky that I got to work with Paragon One and I am thrilled that a program like this exists in the world.

”



Suzy
Business Product Marketing Team

∞ Meta

90% ★★★★★

Likelihood To Recommend The Program To A Friend

86% ★★★★★

Likelihood To Apply To A Job Or Internship At Facebook

95%

Likelihood To Recommend the Program To Another Team



Elevating Employee Engagement

Our Fortune 1000 Partners Rated Our Employee Engagement Services...



100% found the 1-on-1 calls important and impactful for student as reported by project leads



100% found the students they spoke to as potential hiring candidates as reported by project leads



100% ★★★★★

Of PwC Project Leads Would Like To Participate In the Externship Again

92% ★★★★★

Of PwC Project Leads Are More Confidently Engaged On Company's D&I Initiative



Elevating Employee Engagement

“

The ability to have had an interaction with real professionals in their field, being able to show them my work, and above all doing my own research and turning it into a professional presentation for a relevant audience and receiving that feedback.

”



Melanie Gloria
Texas State University

“

The most valuable part of the externship was the ability to interact and lead students. It also gave me the ability to reflect on my experience thus far at PwC and how I want the future to go

”



Obiora Eneli
PwC Management Consulting
Senior Associate

“

A great program and a truly great cause / client to support. I felt there was a very light lift besides 'show up and provide advice.' Paragon One did a great job of preparing us.

”



Min R. Matson
PwC Director



9.0



Satisfaction with the 1-on-1 conversations
as reported by project leads

100%

found the 1-on-1 calls important and impactful for student as reported by project leads



60% Strongly agree

40% Agree

100%

found the students they spoke to as potential hiring candidates as reported by project leads



20% Strongly agree

80% Agree

100%



Of PwC Project Leads Would Like To Participate In the Externship Again

92%



Of PwC Project Leads Are More Confidently Engaged On Company's D&I Initiative



Elevate Your DEI Employer Brand

- ✓ **Reach HBCU's, HSI's and Other Underrepresented Gen-Z Students**
- ✓ **Build Trust, Align Values, & Become a Career Destination**



Elevate Your DEI Employer Brand

- ✓ Reach HBCU's, HSI's and Other Underrepresented Gen-Z Students
- ✓ Build Trust, Align Values, & Become a Career Destination



Ryan
Paragon One Extern &
New PwC Employee



Min R. Matson
PwC Director
Satisfied With The
Externship

CASE STUDY

92%



Of Externs Advanced
Career Goals

92%



Of PwC Project Leads Are
More Engaged On
Company's DEI Initiative



We Connect Your Team To Underrepresented And Traditionally Excluded Groups

47%

Of Externs Hired
By Fortune 1000's
In 6 Months

95%

Of Externs from
Underserved
Backgrounds (Select
Programs)





We Connect Your Team To Underrepresented And Traditionally Excluded Groups

47%

Of Externs Hired By Fortune 1000's In 6 Months

95%

Of Externs from Underserved Backgrounds (Select Programs)

150+

Countries Represented

54%

of Externs are women on average





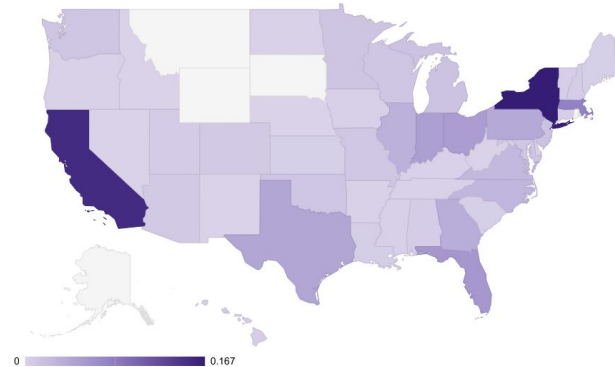
We've Built A Student Network Filled With Innovative Emerging Leaders

500+

Universities and Colleges Represented Among Externship Alumni

46%

Of HBCUs have Paragon One Alumni



- Externs engaged according to your CSR and DEI initiative focus.
- Utilize our Peer Ambassador Talent Sourcing Network



The Up-Skill Competition



High Touch Engagement

- ❑ **Scalability:**
162 Externs
Across 3 Years
- ❑ **Accessibility:**
50+ Weeks
High-Commit On-Site
Requirement
+ Less Guidance
- ❑ **Time-Intensive
Enterprise
Investment**
30+ HR/WK
Dedicated Enterprise Team Required
Guiding students through months of
work

The Up-Skill Competition



High Touch
Engagement

- ❑ **Scalability:**
162 Externs
Across 3 Years
- ❑ **Accessibility:**
50+ Weeks
High-Commit On-Site
Requirement
+ Less Guidance
- ❑ **Time-Intensive
Enterprise
Investment**
30+ HR/WK
Dedicated Enterprise Team Required
Guiding students through months of
work



**High Impact
at Scale**

- ✓ **Scalability:**
1,500+ Externs
Per Year
- ✓ **Accessibility:**
6 - 8 Weeks
8 - 10 HR Per
Fully Remote
+ Guided Experience
- ✓ **Low Enterprise
Lift**
<1 HR/WK
of Enterprise PM's Time
We recruit students, design and
manage the program, and evaluate students



**Paragon One is a turnkey
tech + human-powered
service...**



**Paragon One is a turnkey
tech + human-powered
service...**



Externship Service Components

✓ **Program Setup & Administration**
Extern Sourcing, Curriculum Development, Student & Enterprise Onboarding, Extern Stipend Processing

✓ **Custom & Scalable Enterprise Platform**
Comprehensive, Custom And Seamless Educational Journey - We Guide All Aspects Of Student Experience.

✓ **Student & Company Management**
Company and students discuss project, industry trends, and feedback.

✓ **Comprehensive Performance Reporting**
Paragon One shares progress and student performance with company.





Scalable Impact Service Models

Starter

Program Volume

✓ 1 - 19 Externships

Impact

- ✓ 30 - 950+ Students
- ✓ ___ Volunteer Hours

Aggregate Timeframe

4 - 20 Weeks

Price

___ Program Fee

Essential

Program Volume

✓ 20 - 49 Externships

Impact

- ✓ 600 - 2,500 Students
- ✓ ___ Volunteer Hours

Aggregate Timeframe

_- _ Weeks

Reporting

✓ Insight Platform Access

Price

___ Initiation Fee
___ Program Fee





Scalable Impact Service Models

Starter

Program Volume

- ✓ 1 - 19 Externships

Impact

- ✓ 30 - 950+ Students
- ✓ ___ Volunteer Hours

Aggregate Timeframe

4 - 20 Weeks

Price

___ Program Fee

Essential

Program Volume

- ✓ 20 - 49 Externships

Impact

- ✓ 600 - 2,500 Students
- ✓ ___ Volunteer Hours

Aggregate Timeframe

__ - __ Weeks

Reporting

- ✓ Insight Platform Access

Price

___ Initiation Fee
___ Program Fee



Enterprise

Program Volume

- ✓ 50 - 120 Externships

Impact

- ✓ 1,500 - 6,000+ Students
- ✓ ___ Volunteer Hours

Aggregate Timeframe

__ - __ Years

Reporting

- ✓ Insight Platform Access
- ✓ Volunteerism Dashboard Access

Price

___ Initiation Fee
___ Program Fee





Meet The Team



Co-Founder & CEO

2x Entrepreneur

18+ years experience in startup operations, finance, analytics, int'l business, product strategy, fundraising, and VC



Career Educator

15+ years experience in student mentoring, program management & DEI recruitment



Sr. Engagement Manager

Former Director, KPMG

11+ years experience serving US & global financial services clients



Former PM, Millennium

17+ years experience in hedge funds, banking & financial services industry

Director of Partnerships





Customizable & Scalable Program Models



PARAGON
ONE



Gen-Z Web3 Underrepresented Leaders

FOCUS

Students educated and engaged to add real strategy towards HSBC's entrance into Web 3.



Customizable & Scalable Program Models



Gen-Z Web3 Underrepresented Leaders

FOCUS

Students educated and engaged to add real strategy towards HSBC's entrance into Web 3.



300+ Students from 80 Countries

FOCUS

Students up-skilled to aid their community's local conservation challenges.



Customizable & Scalable Program Models



Gen-Z Web3 Underrepresented Leaders

FOCUS

Students educated and engaged to add real strategy towards HSBC's entrance into Web 3.



300+ Students from 80 Countries

FOCUS

Students up-skilled to aid their community's local conservation challenges.



25,000+ Black and LatinX Students

FOCUS

Students received digital career-readiness training, up-skilling and mentorship

PARTNERSHIP

100+ Externship Programs - 3 Years





Customizable & Scalable Program Models



Gen-Z Web3 Underrepresented Leaders

FOCUS

Students educated and engaged to add real strategy towards HSBC's entrance into Web 3.



300+ Students from 80 Countries

FOCUS

Students up-skilled to aid their community's local conservation challenges.



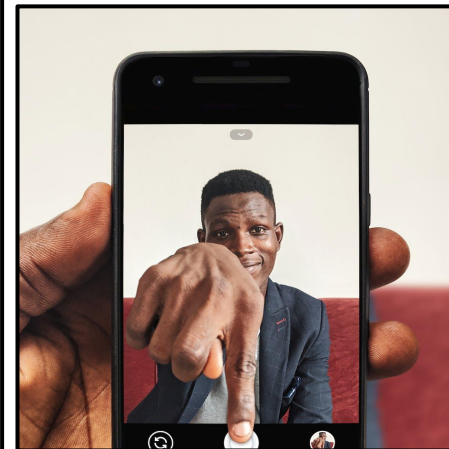
25,000+ Black and LatinX Students

FOCUS

Students received digital career-readiness training, up-skilling and mentorship

PARTNERSHIP

100+ Externship Programs - 3 Years



Elevating Employer Engagement & DEI Employer Brand

POTENTIAL FOCUSES:

- A)
- B)

(CONSULTATIVE BRIEF INFORMS)



Next Steps

- _____
- _____
- _____

