NABA RICHMOND

ACCELERATED CAREERS AWARENESS PROGRAM JULY 23 - JULY 28, 2023

Introduction

The Accelerated Career Awareness program (ACAP®) is a program for high school students (freshmen, sophomores, juniors and seniors) in which they are put in the NABA pipeline to help build future Black Business Leaders with focus on directing them to majoring in accounting, finance and its related business fields. It includes a one-week residency at a college or university combined with year round programming.

Program Schedule

Sunday July 23

Project Work: Drinks Co Lab

Monday July 24

ODU Admissions	ODU Admission Staff
Accounting and Finance 101	Dr. Arthur Wharton
Pathing and Paving Your Future Panel	Various*
ODU Campus Tour	ODU Admissions
Staff	
Business Formation	Brian Owens

Social: Game Night

Tuesday July 25 - Day at Capital Group
Overview of Capital Group and DEI
Basics of Investing
Data Analytics
Business Ethics
Networking/Building Your Brand
Social : Movie Night

Wednesday July 26

Project Work-Building a Budget	Staff
Soft Skills – How to Navigate Corporate Waters	Sabrina Guerin
Goal Setting	Chris Pellegrino
Public Speaking	Dr. Natasha Knight
Project Work - Creating a Brand, Logo, Target Market	Staff
Social: Dave & Buster's	

Thursday July 27

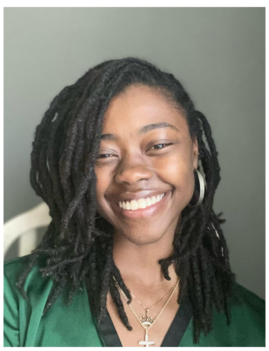
Project Work - Marketing	Staff
Computer Literacy - Intro to Excel	Jessica Hewitt & Jacob Reeves
Careers: Bookkeeping for Small Business	Kezia Hendricks
Be a Budget Bully/Personal Finance	Chelsey Brown & Carleigh
Marshall	
Project Work- Advertisement	Staff-
Social: Talent Show	

Friday July 28-
Final Presentation Prep
Chair Yoga
Group Case Competition
Closing Reception

Staff
Calm Kids Yoga
Judges

ACAP STAFF

EXECUTIVE DIRECTOR

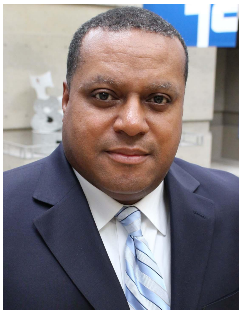


Andrea D. Barnett, CMA has been an active member of NABA, Inc - Richmond since graduating from Virginia Commonwealth University in 2012. She has served in local leadership on the Student Member Services as a committee member, co -chair and chair prior to leading the chapter in 2020. Andrea is an experienced Senior Accountant working at a local Richmond pharmaceutical company Kaleo, inc.

LEAD COUNSELOR

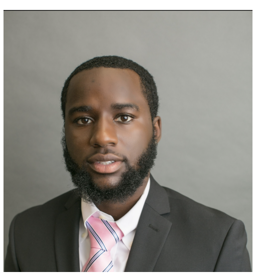
Danielle Squire, CIGA is a graduate of Norfolk State University (NSU) and currently serves as the Student Member Services chair for the NABA Richmond Chapter. She's been involved with NABA since 2018 serving on the executive board of the NSU. After graduation, she was involved with the Richmond chapter as a member, committee member, and now chair. She is currently a Senior Auditor at the Virginia Office of the State Inspector General.

STAFF COUNSELORS



Reynard Trea McMillian is an accounting professional with 30 years of experience. He has worked for General Motors, HCA and in higher education over his career. He holds a Bachelors degree in Accounting from Morehouse College in Atlanta, GA., a Masters in Business Administration from Tennessee State University, and a Doctorate in Higher Education Leadership Policy from Vanderbilt University. Trea is currently licensed as a Certified Public Accountant in Tennessee, and serves as Assistant Professor of Accounting at Tennessee State University in Nashville, TN.

Kayla Leland is from Northumberland County, VA. She received her degree in Accounting from Virginia Commonwealth University in 2017. After graduation, she continued as an active member with NABA Richmond and joined their board Fall 2019 as Public Relations Chair. She currently works for Bowlero Corporation Inc. as a Corporate Tax Analyst.



Ty Wilson was born and raised in Norfolk, Virginia. In the fall of 2021, he graduated from Virginia Commonwealth University as a double-major, earning a Bachelors of Science in Accounting as well as Supply Chain Management & Analytics. He is currently working with EY as a Transaction Data Financial Analyst. He is also a current CPA candidate.

Michael Ivey is a rising junior at Virginia Commonwealth University. He is an active member of the university's NABA chapter and plans to declare his major as Accounting in the fall. Michael is a NABA- Richmond scholarship award winner and "plans to create change and leave an impact on the world with who I am and what I stand for "

ABOUT NABA, INC.

NABA, Inc. is a nonprofit membership association dedicated to bridging the opportunity gap for Black Business Leaders in accounting, finance business, and entrepreneurship. NABA advances people, careers, and the mission by providing education, resources, and meaningful career connections to professional and student members. We work with and through our members, corporate and educational partners, policymakers, and partner organizations who are committed to professional and academic excellence possess a sense of professional and civic responsibility and are concerned with enhancing opportunities for Black Business Leaders.

ABOUT NABA RICHMOND

The Richmond Metropolitan Chapter of the National Association of Black Accountants, Inc. was organized in February1989 to unite accountants and accounting students with similar interests and ideas. The chapter's goals and objectives were designed to promote and develop the professional skills of its members; to encourage and assist minority students in entering the accounting profession; to encourage cooperative relationships with other professionals; to represent the interests of current prospective minority accounting professionals and to promote the interest of the National Chapter. In April 2022, The Richmond chapter consolidated with the national organization under the ONENABA framework. This framework brings about a more united vision, direction, and coordinated plan of execution, streamlined business functions and activities, as well as additional robust programming.

PROGRAM GOALS

- To motivate and increase the number of high school students from underrepresented ethnic groups to attend college and major in accounting and its related business fields
- To serve as students' pipeline to college, the accounting profession, and ultimately into our business community
- To provide an educational and enrichment experience that will provide the practical help needed for college preparation and a career in accounting and its related business fields.

PLATINUM HOST PARTNERS

CAPITAL GROUP®

OLD DOMINION UNIVERSITY

Strome College of Business

SILVER PARTNERS

BRONZE PARTNERS

CIRCLE OF INFLUENCE

SPECIAL THANKS

We would like to extend special thanks to the following individuals for their special help in launching this program!

Dr. Royce Burnett serves as the Chair of Accountancy and Old Dominion University's Strome College of Business. has proposed hosting both a NABA chapter and the ACAP program on ODU's campus many times over the past several years. We are so happy to have his advocacy and support in bringing ACAP to ODU.

Molly Wash, CAE serves as the Membership and Academic Engagement Director for the Virginia Society of Certified Public Accountants. Molly has been a friend of NABA for some time and was critical in promoting the event and identifying speakers. She also joined us throughout the week providing critical on-site support.

Meg Jones, Associate Director - School of Public Service & Tarsha Turner, Event Manager - College of Business were absolutely critical in securing classroom and lab space, facilities access and even afternoon snacks for our students! They were essential resources for the logistical skills gap we didn't even know existed!

Terrie Jason, Assistant Controller, helped select and coordinate all of our dining options in the final hour! She was incredibly responsive and generous navigating on-site issues and made sure our students were properly fed all week!

Trina Coleman is the Assistant Vice President of Investment Operations at The Capital Group. Trina was a driving force behind bringing The Capital Group in as both financial and strategic partner. She is a prime example of "lifting as we climb" and has provided motivation and support in countless ways. I'm grateful to call her a friend.

SPEAKER APPENDIX

*Patrick Brown has been a Special Agent with the Virginia Office of the State Inspector General (OSIG) for 5 years. Prior to his employment with OSIG, he served as a Special Agent with the Internal Revenue Service Criminal Investigation (IRS-CI) for 23 years. During his time with IRS-CI, he worked investigations involving tax fraud, public corruption, organized crime and terrorist financing. He also served as the Supervisory Special Agent in the Richmond office prior to his retirement in 2017.

Patrick holds undergraduate degrees in Business and Accounting as well as a Master of Business Administration from Averett University.

*Courtney Arrington, CPA is the principal of Arrington Solutions, LLC. With more than seven years of experience in accounting, Courtney provides tax and accounting services to partnerships, corporations, and individuals. She obtained her Bachelor of Science in Accounting from Virginia Commonwealth University where she graduated Cum Laude in 2016. Her areas of focus include tax preparation and planning as well as bookkeeping for social media influencers, small businesses, and entrepreneurs. Courtney is especially enthusiastic about helping her clients better understand their numbers so they can make informed money decisions.

Brian Owens is currently the Program Manager of the premiere business accelerator program in Hampton Roads, B-Force Accelerator. B-Force Accelerator gives business owners access to technical assistance (legal, accounting, web development, government contracting), information from experts, and a collaborative environment to grow and scale their business. Brian is also cofounder of RVG Mgmt, a music management company that has collaborated with Something In The Water to bring the community the SITW Kick-Off Show. Brian has a background in tech, music, entrepreneurship, and business consulting. His passion for the people drives his every decision and his mission of impact is what gets him out of bed every morning.

Trina Coleman is a Manager-IO Assistant Vice President at Capital Group, in Investment Operations. During her 25 year tenure she has worked in several roles on the Core Operations team including; functional team management, project management, early career recruiting and onboarding, mentoring and Diversity Equity and Inclusion (DE&I). Trina is an active member and serves on several of the Capital Group Communities dedicated to Professional and Personal Development, Community Outreach, Networking, Recruiting and Onboarding. Trina also serves on the Board of Directors for the Junior Achievement of Greater Hampton Roads , Education Committee Chair, The Board of Directors Teens With A Purpose and a member of NABA, Inc. – Richmond Chapter.

J.D. Peale is a Sr. Manager - IO Assistant Vice President at Capital Group, in Investment Operations. J.D. joined the firm in 2007. During his tenure he has worked in several roles on the Core Operations team including functional team management, project management, training, mentoring and Diversity Equity and Inclusion (DE&I). J.D. is an active member and serves on several of the Capital Group MOSAIC Communities including CG Unidos and Capital Associates of African Decent (CAAD). Most recently, J.D. served on the Board of Directors for the Prime Plus Norfolk Senior Center as assistant treasurer. J.D. is a Certified Public Accountant and received B.S. degrees in Accounting and Spanish from Virginia Commonwealth University.

Teresa Duckett is a HR Advisor on the REACT team and has been with Capital Group for 20 years. Earlier in her career at Capital, Teresa was an associate in Shareholder Services for a few years, then moved to managing associates for the next 15 years. She is a lead member for the CAAD (Capital Associates of African Decent) community in the HRO office and works closely with the Advancing Equity Program as a lead for the World Without Wall group. She holds a bachelor's degree in Fine Arts from Norfolk State University.

Melissa Povio is a Risk Management and Control Senior Manager, Vice-President at Capital Group, in American Funds Service Company. Melissa joined Capital in 2005 in Norfolk, VA. During her tenure she has worked in several roles including client services representative, client services manager, risk management manager, and continuous improvement lead. Melissa is an active member and holds leadership positions for Capital Group Communities including HRO Women in Leadership and HRO CG PRIDE. Additionally, Melissa serves as the Capital Group liaison with Achievable Dream Academy in Virginia Beach and their What it Takes program. Melissa is currently pursuing her MBA from Old Dominion University. She received her B.A. degree in Political Science from James Madison University.

Lisa Douglas is a Senior Manager at Capital Group (CG), in Client Services. Lisa joined Capital in 2002. During her career with CG, Lisa has performed a variety of roles within the American Funds Service Group (AFSG), and is passionate about associate development, and DE&I. Lisa is an active member and serves on several of the Capital Group Communities including but not limited to Capital Associates of African Decent (CAAD) and CG Mindful. Additionally, Lisa co-leads the Hampton Roads Office (HRO) Community Action Day Committee. This team works to solidify Capital's presence and contributions through volunteerism in the local community.

Teresa Moyer is a Vice President and Senior Manager in Investment Operations (IO) at Capital Research and Management Company, leading IO's Knowledge Management and Learning & Development. She has 30 years of investment management experience with Capital Group, joining IO in 2017 to lead the Trade Operations team within Core Operations. She holds a Bachelor of Science degree in Accounting from Old Dominion University. Teresa is passionate about DE&I and giving back to the community. She co-sponsors the HRO Women in Leadership community and serves on the Board of Directors of the Union Mission Ministries which provides help and hope for homeless people in Hampton Roads. She lives in Virginia Beach, VA with her husband and daughter.

Vernét Hatcher is a Vice President at Capital Group, American Funds Service Organization. She began her career as a Certified Public Accountant working in private industry and joined American Funds in 2000 in Norfolk, VA. During her tenure she has worked in several roles focused on risk management, compliance and Intermediary oversight. Most recently Vernét assumed the role of the Hampton Roads (HRO) Site Director with responsibility for offices in Norfolk, VA. Vernét is a graduate from Old Dominion University and a member of Delta Sigma Theta Sorority, Inc.

Mae is a Business Solution Design Analyst Senior in IOXD, in Investment Operations. Mae joined Capital in 2010 in Norfolk, VA. Prior to joining IOXD, she has worked in several roles on the Core Operations team including on the Accounting Control Team (ACT) and Corporate Actions. Prior to joining Capital, she worked in public accounting, in both assurance and tax. Mae is a member of I3, IOX & IO Data's Inclusion Committee. Mae is a CPA, and received her Master's degree in Accounting and her B.S. in Business Administration from The University of North Carolina at Chapel Hill.

De'Shera Giles is a Senior Associate at Capital Group, in Investment Operations. De'Shera joined Capital in 2015 in Norfolk, VA. Currently, she is working as part of the Shareholder Activity and Solutions pod in the Portfolio and Client Team (PACT) focused in the Solutions Growth Platform and building a new trade allocation and monitoring system called MAPS. She also participates on the PACT Continuous Improvement Team and the PACT Training and Onboarding Team. De'Shera is an active member of a few Capital Group Communities including Capital Associates of African Decent (CAAD) and CG Next Gen. De'Shera received her Bachelor of Arts degree in Foreign Language and International Studies from Old Dominion University.

Terence Balmer is a Core Ops Corporate Actions Analyst at Capital Group, in Investment Operations. Terence joined Capital in 2017 in Norfolk, VA. During his tenure he has worked solely on the Corporate Actions team, working his way up from the Associate role to the Analyst role. Terence is a member of the Capital Group Communities including; Capital Associates of African Decent (CAAD), CG Green, CG Unidos and Working Parents of Capital. Each community has an established mission and priorities including: Professional and Personal Development, Community Outreach, Networking, Recruiting and Onboarding. Terence received his B.A. degree in Business Administration with a concentration in Accounting from Morehouse College.

Tyler Hall has 15 years in the financial services industry. He joined Capital Group in 2015 and is currently a Senior Manager in Investment Operations overseeing equity trade confirmation and settlement processes. Prior to Capital Group he was a Senior Manager at SNL Financial overseeing a global team that conducted research, data analytics, and operations for financial institutions. Tyler received a bachelor's degree with a major in finance from James Madison University.

L'Tanya Lee is an Instructional Design Consultant for Capital Group's Investment Operations (IO) department. L'Tanya joined Capital Group in 2002, as a Shareholder Services associate in American Funds Service Company's (AFS) Norfolk, VA office. During her tenure she worked her way to a role previously known as Fund Rep before interning with the training department of AFS. She remained in the training department for 16 years, first training new associate and intermediate training classes, then furthered her career as an instructional designer where she designed and developed training for multiple business units. L'Tanya is an active member of multiple Capital Group Communities and serves in a leadership capacity of Capital Associates of African Decent. L'Tanya has a passion for community service and loves to share her passion in opportunities to teach others. She is an active member of her church and currently supports the services as a pianist.

Rudy Bembry is a Risk and Audit Analyst in Global Risk Management. Rudy joined Capital in 2004 in Norfolk, VA. During his tenure, he has worked in several roles including Audit, Fund, Reference Data, and Trade Operations. Rudy serves on several of the Capital Group Communities including Capital Cares. He also serves on the Board of Directors for Heart4Kids, a member of NABA, Inc. – Richmond and volunteers with Union Mission Ministries and Junior Achievement. Rudy received his MBA from The State University of New York at New Paltz and his B.S. degree in Business and Economics from The State University of New York at Oneonta.

Lyn Langman is Manager, Assistant Vice President at Capital Group (CG), in Investment Operations currently leading the Knowledge Management Team. She has worked in several roles across departments where she has served in various capacities including building business capabilities, fostering strong group dynamics and environment and associate engagement. Lyn is currently the Global Lead of NextGen, a Capital Community focused on connecting, empowering and supporting growth of associates, is an active member of other Communities. Lyn also enjoys serving in various capacities at her local church and community . And she enjoys going on adventures with her husband and 3 boys. Lyn received her B.S. in Commerce and Masters in Accounting from the University of Virginia.

Arthur Wharton was born and raised in Washington, DC. He has earned a Bachelor of Science in Mechanical Engineering from Howard University, a Masters of Business Administration in Finance from George Washington University and a PhD in Accounting from Morgan State University. After earning his MBA he taught in the District of Columbia Public Schools. He began to teach at the collegiate level where he discovered his love of teaching. He has worked in the securities industry and also consulted with start-up and early-stage companies developing business plans, seeking out start-up financing and strategy. He is currently an Associate Professor of Accounting and Finance Department in the Reginald F. Lewis College of Business at the Virginia State University.

Sabrina Guerin believes being financially confident starts with having the right skills and tools to make smart financial decisions. With almost seven years of financial education experience, Sabrina is passionate about enriching the lives in her community and giving people the support they need to reach their financial goals. Sabrina is a certified financial counselor and holds her MBA from the college of William and Mary.

Dr. Natasha Knight is a corporate social responsibility professional, author, and multi-passionate entrepreneur. Currently, she is a Manager in Altria's Corporate Citizenship department, where she applies her 15+ years of public health expertise to develop strategies for providing tobacco cessation and prevention support. Natasha is also the co-founder of Taking It Pro LLC, a career and professional development services firm that supports women of color in achieving career success on their own terms. Natasha is a proud alumna of Howard University. Her educational background also includes an MPH from the University of Pittsburgh, a PhD from the Johns Hopkins Bloomberg School of Public Health, and an MBA from the University of Richmond.

Kezia Hendricks is the incredible mastermind! Not only is she the executive director & founder behind the successful youth FinTech nonprofit Young Investors Group and she's also a loving mother of 6 and a proud grandma of 1. Her parent training program is second to none, incorporating family game activities and coaching to help parents of teens and young adults get ready for the financial big leagues. Kezia is passionate about empowering her community and decreasing youth incarceration, and with her background in research and solutions, she's made a real impact in these areas. She's got a heart of gold and a mind full of brilliance, and her commitment to improving the lives of young people and families shines through in all of her work. Kezia is also a member of Mommas on the Block and the Ballentine Civic League, proving that she's got a "Certified Doer" as well as a passion for community building. When she's not dishing out life-changing advice, you can find her traveling, indulging in her love of food, or strumming away on her bass guitar.

Chris Pellegrino has been a professional in the Human Resources field for over 25 years. He is joining Brown Edwards as the Chief Human Resources Officer supporting the Human Resources function and overall people strategy. He has previously held senior HR and executive director roles at SunTrust (Truist), Genworth Financial, Owens and Minor and PRA Group. He has also worked in the public sector as an executive director for the VCU, School of Business and University of Virginia. He also served with distinction in the United State Navy as an aviator obtaining his commission from Cornell University NROTC. He has served on numerous nonprofit Boards, published several articles and presented at numerous national conferences.

Jessica Hewitt, CPA – Tax Director

Jessica Hewitt, CPA joined the firm in 2011 and has worked in a variety of areas. She has experience with partnership, corporate, and fiduciary tax issues. She is well versed in multi-state income taxation and serves on the firm's multi-state tax team. The Dealership, Real Estate and Construction industries are her niche focus.She graduated with a Master's of Science in Accounting from Liberty University and a Bachelor of Science in Business Administration - Accounting Concentration from Christopher Newport University. She is a member of the American Institute of Certified Public Accountants, the Virginia Society of Certified Public Accountants and treasurer of Windsor Castle Park Foundation.

Jacob is a senior tax manager in the Newport News office. Prior to joining Brown Edwards, he served as a technical tax resource advising on organizational restructuring, gift and estate planning, and tax reporting requirements at a top 20 public accounting firm. He has worked with a variety of clients including private equity firms and joint ventures of commercial/residential real estate. Jacob also serves the firm as a technical resource on partnership and flow-through taxation.Jacob graduated summa cum laude from Christopher Newport where he earned The Gregory Klich Academic Achievement Award. He holds a Bachelor of Science in Business Administration with a concentration in accounting and a second major in economics.

Chelsey Brown is from Lynchburg, VA. She completed high school through the Early College program, which allowed her to obtain anAssociate's degree from Central Virginia Community College (CVCC) and her high school diploma simultaneously in 2017. She then enrolled at the University of Lynchburg, formerly known as Lynchburg College receiving the Bachelor of Arts degree in Accounting in 2020. Upon graduating, She began her career in public accounting with Brown Edwards. Chelsey is currently employed with Yount, Hyde & Barbour as an Associate Staff Accountant with a main focus on bank compliance, ACH audits, and employee benefit plans.

Carleigh Marshall is from Fredericksburg, VA. She attended Virginia CommonwealthUniversity, where she received the Bachelor of Science degree in Accounting in 2019. Upon graduation,Carleigh began her career in accounting working as an AR/AP specialist for a private company. She then switched career paths to public accounting in 2021 and is currently employed at Yount, Hyde, & Barbour as an Audit Supervisor with amain focus on employee benefit plans audits. She is currently sitting for the CPA exam to become a Certified Public Accountant.