

Ten
Thousand
Coffees

Early Talent Solution Overview

Engage early talent with an experience that drives attraction, engagement and retention.

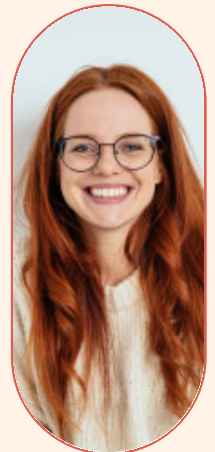
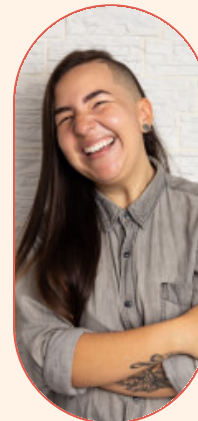
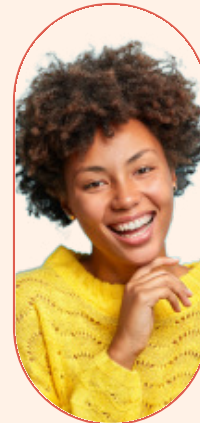
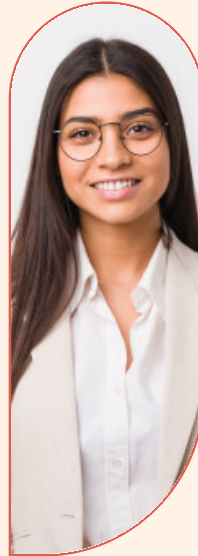


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Overview

Students and New Grads need formal onboarding, connectivity and mentoring solutions.

Early Talent attraction and development has always been difficult due to the sheer volume and continuous hiring cycle that comes with students and new grads. But in today's competitive job market, coupled with hybrid and decentralized workplaces, Early Talent attraction and development is a much bigger challenge.

The result?

- ! Reneging on offers is becoming an upward trend.
- ! Lower conversion to full-time roles.
- ! Lower retention, belonging and inclusion.



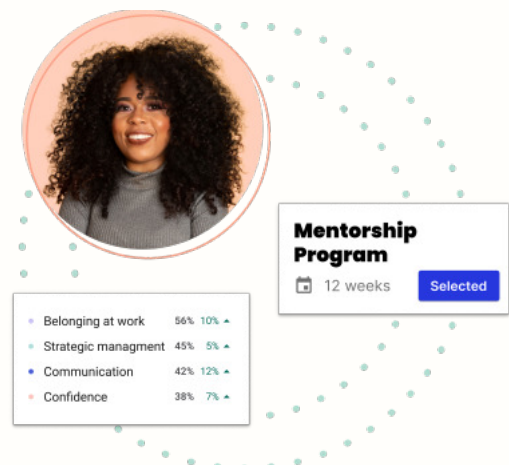
"Companies can't afford to lose early talent in the numbers we're seeing today. They are a critical component of any company's DEI strategy, key to building organizational bench strength, and, as digital natives, best positioned to advance any company's digital transformation."

Dave Wilkin, Co-founder, Ten Thousand Coffees

10KC's Early Talent solutions drive talent attraction, engagement and retention.

Here what we know:

- ✓ **65% of Early Talent** would consider leaving their current company for one with mentorship opportunities.
- ✓ Organizations with strong onboarding practices **improve employee retention by 82%**
- ✓ A sense of belonging **decreases turnover risk by 50%**



The problem? Early Talent recruitment and hiring (both volume and cycles) make delivering an engaging end-to-end experience for new hires tough. Existing practices are manual, lack data, and costly with high turnover risk.

Solution

Ten Thousand Coffees is an enterprise software platform for onboarding, connectivity and mentoring.

We help every Early Talent employee get the relationships they need to succeed. We do this by providing software that delivers:

REACH & SCALE

Scale your Early Talent initiatives by matching 1000s of new hires in your organization for onboarding, networking and mentorship with the click of a button.

MEANINGFUL CONNECTIONS

Create an inclusive, connected culture for early talent through high-quality matches. We deliver a 98% match quality score.

EASY TO USE

Our software is embedded in your pre-existing platforms. Designed to fit into employees' flow of work.

MEASURABLE RESULTS

We provide data on Early Talent experience, program insights and engagement levels – all in real-time, making the feedback actionable and providing data to inform offer decisions.

FLEXIBLE DEVELOPMENT PROGRAMS

We provide off-the-shelf career development programs. Already have an Early Talent program? Great! Use our platform to deploy it at scale.

REWARDS PARTICIPANTS

Our platform recognizes the mentors that are advancing Early Talent at your organization in real-time.

Client Spotlight: IBM's 10KC Intern Solution

Early Talent loves 10KC.

- **99% of members** would recommend the program to a colleague
- **94% of students** feel they gained more exposure to the IBM world
- **76% made a new connection** that helped them professionally



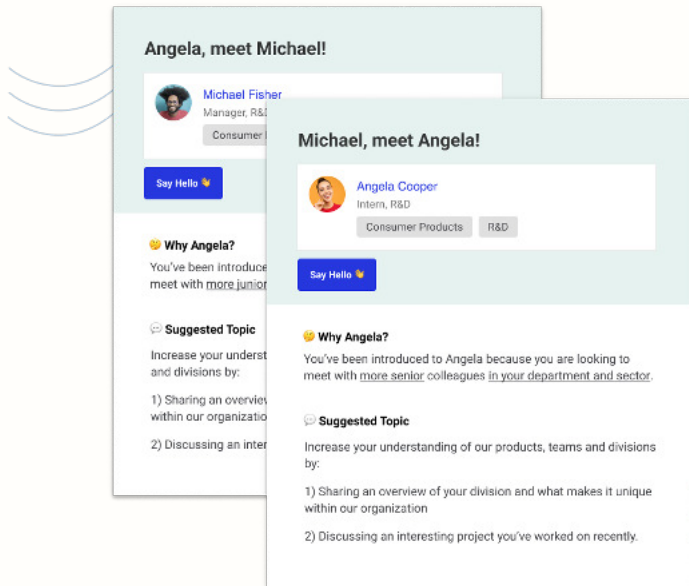
"I absolutely loved speaking with my mentor. She was kind enough to share her journey at IBM and resources to better develop myself as a professional. Highly recommend taking advantage of 10K Coffees because you never know who you will connect with that will lend you a helping hand towards your success!"

- IBM Student

How it Works

Create an Early Talent experience that sets your employer brand apart through high impact development experiences.

10KC Features



1. Smart Match Introductions

Give every Early Talent hire a world class pre-boarding and onboarding experience by matching them within their team, department, or broader organization.

Embrace DEI by giving diverse talent opportunities to connect within their ERGs and company-wide.



Outcome(s)

- ↑ Sense of belonging
- ↑ Cross-team learning opportunities
- ↑ Connection between diverse talent and senior leaders

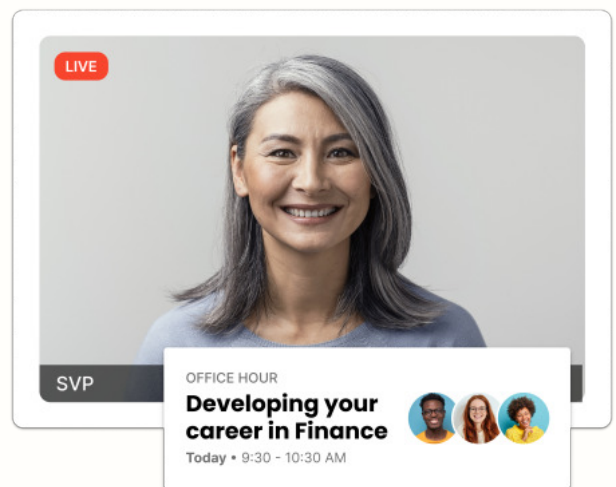
2. Group Matching with Office Hours

Provide senior leaders opportunities to listen, learn and share with diverse talent. Give diverse talent exposure and visibility to senior leaders.



Outcome(s)

- ↑ Employee engagement
- ↑ Visibility of Early Talent to hiring managers
- ↑ Enterprise understanding



3. Mentoring Programs

Make Mentorship your competitive advantage using guided, 1:1 programs that help Early Talent learn the way they learn best, from other people.







Already have a great program? Use our platform to deploy it at scale.



Outcome(s)

- ↑ New skills & opportunities that enable career development
- ↑ Likelihood of finding a company sponsor
- ↑ Real-time data on employee sentiments

Program pairings

 Ken Mentor	↔	 Michaela Mentee
 Daniel Mentor	↔	 Kim Mentee
 Arielle Mentee	↔	 Christine Mentor

MENTORSHIP PROGRAM TOPIC

Goal Setting

MENTORSHIP PROGRAM TOPIC

Prioritization & Time Management

What makes a good mentor?

- ✓ Generous Listener
- ✓ Provides Affirmation
- ✓ Challenges Mentee
- ✓ Gives Feedback
- ✓ Intentional Role-modeling
- ✓ Personal integrity
- ✓ Empathy
- ✓ Approachability

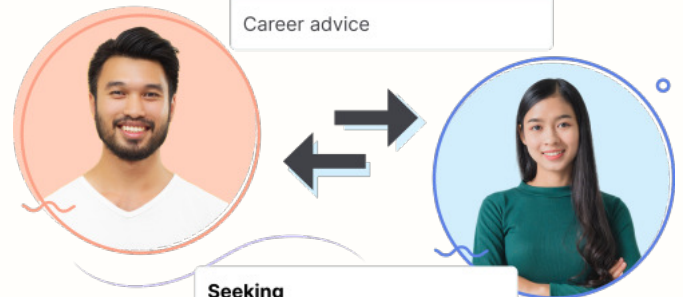
Source: HBR

Interests

- Leadership
- Communication

Offering

Developing new professional connections
Career advice



Seeking

Developing new professional connections
Career advice

Early Talent Experience

At 10KC, we focus on creating an end-to-end Early Talent experience that will engage and delight.



Michaela Fisher (she/her)

Co-Op Student, Marketing at CompanyCo

Individual Contributor

Marketing

New York

Women's Alliance • Black Professionals Network

Michaela's 12-week 10KC Experience

Pre-Boarding

- 2-4 Pre-Boarding Meetings (between offer acceptance and start date) with manager and/or buddy.

Onboarding (First 3 weeks)

- 1-3 Orientation Sessions with Senior Leaders to welcome Early Talent.
- 3 Onboarding Meetings with a buddy for organizational & social onboarding.

Internship Experience (Weeks 4-12)

- 4 Targeted Connections (can be within ERGs (i.e. Women's Alliance) or across organizational functions, locations, etc) to support career development.
- 2+ Leader Led Events providing 2-way learning opportunities, direct exposure and visibility to leadership.
- 4 1:1 Guided Conversations + Structured Curriculum with a Mentor (running 4 months) learning the skills to advance to a full-time role.
- Offboarding

Offboarding

- 2- 4 Connections and Events that keep Early Talent "warm" while offers are being extended

-> 🏆 **Full-time Role Acceptance!**



Before

This is Michaela.

Michaela is early in her career.

She recently accepted a summer co-op position at Company Co.

But she's not sure she made the right choice. There are a lot of great companies out there...

Conversations with leaders at Company Co. could help, but she's intimidated to reach out.

How does she know that a career path at Company Co. exists for her?



After

Michaela never reneged. Company Co's pre-boarding experience gave her comfort that she made the right decision.

Her onboarding experience provided the relationships and context needed to understand company values and be effective in her role faster.

During co-op, she connected with diverse peers and senior leaders, driving a sense of belonging and inclusion.

With easily accessible data, Company Co. knew Michaela's strengths and extended an offer.

Michaela accepted a full-time role and is excited to build her career at Company Co.



↓ Reneged offers



↑ Conversion rates



↑ Connection to company culture



↑ Employer brand recognition among Early Talent

Sample Mentoring Program

Meeting new people can sometimes be intimidating, especially for Early Talent. We curate the experience and ensure success using our SmartMatch technology and Discussion Resources.



Meet monthly for 4 months



Early Talent ↔ Emerging Leaders/Hiring Managers

Sample Early Talent Mentoring Program

Meeting 1

- Goal setting
- Prioritization & Time Management
- Setting Boundaries in Your Work

Meeting 2

- Identifying Barriers to Career Growth
- Overcoming Setbacks
- Working with Others

Meeting 3

- Mastering Difficult Conversations
- Building a Growth Mindset
- Embracing Change

Meeting 4

- How to Stand Out
- Advocating for Yourself
- Reflection



End of program survey



Our pre-built library of resources allows you to have a program up and running in minutes. Have something specific in mind? Pick the solution of your choice:

Onboarding Buddy Program

Connectivity Program

Mentorship Program

Diverse Talent Mentoring Programs

(i.e. Women's Leadership Program, Black Professionals, LGBTQ+ Professionals Program)

and more

Effective Early Talent Engagement

What makes an effective Early Talent strategy?

Winning Ideas

Build an Early Talent Employer Brand around Career Development

76% of Gen Z see learning as the key to advancing their careers and 65% of younger employees will leave their current employer for mentorship opportunities.

Deliver Year-Round Engagement

48% of students will reject an Early Talent employer because “they do not know enough about them”. One info session or town hall is not enough. Students require multiple touchpoints to develop a sense of affinity and belonging to a company.

Foster Connections

Networks are a 5x predictor of performance and yet just 11% of students feel confident in engaging in networking activities (Source: Brainstorm Strategy Group)

Use Data to Make More Equitable Hiring Decisions

In order to meet your organization’s DEI goals at management level, Early Talent teams must ensure a robust pipeline of diverse talent at entry level. Using data in making these decisions can help uncover whether bias exists in your current process.

10KC Solution

Career Development on Autopilot

88% of participants reporting 10KC helped them meet their development goals.

End-to-End Experience

From the first campus recruitment event to acceptance of their final offer, 10KC’s platform delivers personalized touchpoints for every Early Talent hire at scale - with no manual effort!

98% Match Rate

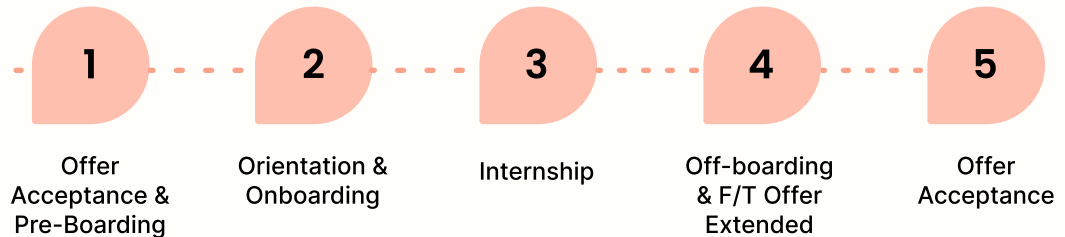
At 10KC, our program is rooted in best practices and proven curriculum to drive purposeful conversations in order to meet Early Talent and organizational goals.

Real-time Data

Our dashboard not only provides actionable insights on Early Talent sentiments and engagement but visibility into their efforts – data points that can inform offer decisions and create more equitable hiring practices.

Business & Program Outcomes

At 10KC, we pride ourselves on delivering a solution that drives measurable outcomes.



Key Business Outcomes

- ↑ **Talent Attraction** (Employer Brand Recognition, Recruitment)
- ↑ **Engagement** (Employee Experience, Career Development)
- ↑ **Retention** (Conversion Rates)

"My first coffee chat was a very meaningful experience and unlocked a new interest in me towards consumer experience management. If I had not been paired with this first coffee chat, I wouldn't have known the different positions Adidas has to offer."

- **Major Consumer Sports Brand**

Key Program Outcomes

- ↑ Role Effectiveness
- ↑ Cross-Team Collaboration
- ↑ Enterprise Understanding
- ↑ Leadership Skills
- ↑ Networking Skills
- ↑ Mentoring Skills
- ↑ Career Advice
- ↑ Professional Development
- ↑ Career Insights
- ↑ Career Development
- ↑ See Growth Potential
- ↑ Feeling Valued
- ↑ Connection to Colleagues
- ↑ Sense of Belonging
- ↑ Intent to Stay
- ↑ Mentor Recognition

Client List & Testimonials

Join the hundreds of companies who've trusted 10KC with scaling their Early Talent initiatives that drive talent attraction, engagement and retention.



"Ten Thousand Coffees allows students to build their network, learn new skills, and gain confidence, particularly for students who maybe are not quite sure yet what they want to do in their career. These conversations replace the resume. 10KC allows students to connect and talk about their expertise, skills and background in a more natural way."

Brien Convery,
National Director, Early Talent Communities



"The modern approach to mentoring is leveraging technology. Often times mentoring programs are pen to paper, or Excel files - it's a manual process. With Ten Thousand Coffees' smart algorithms and data matching we have an opportunity to capitalize in a really meaningful way, and embed this in our wider talent management systems. We're able to track progress and success."

Elizabeth Nelson
Director, Diversity & Inclusion



THOMSON REUTERS



Our Solutions

10KC is an all-in-one enterprise platform for Mentorship, Connectivity, DEI, Onboarding, Early Talent and Leadership Development.



Mentorship

Enable employees to reach their career goals through effective mentor-mentee relationships.



Connectivity

Build culture and a sense of belonging by fostering connection among employees.



Diversity, Equity & Inclusion

Advance the development and careers of diverse employees and allies.



Onboarding

Accelerate employee productivity and belonging through buddy programs, networks and culture-building solutions.



Early Talent

Give Early Talent (interns, new grads) the connections, skills and support needed to jumpstart their career.



Leadership Development

Develop and grow high potential talent and people managers to lead in the new world of work.



Trusted by the world's leading
employers to create best-in-class
talent development experiences

