Frontline
the next generation
of 3M innovation
“We are learning from the past, working in the present, and building for the future.”

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“The Frontline Program is an incredible opportunity to learn and grow, so don’t waste it comparing yourself and your progress to the other interns. Do your best, set goals, and ask questions to contribute to your team and get as much out of the internship as possible.”

— Madeline Brown, 2018 Frontline Market Analyst, Consumer Business Group
About the Frontline internship

A Frontliner is...

- Professional
- Adaptable
- Team oriented
- Collaborative
- Honest
- Courageous
- Future focused
- Energetic
- Results driven
- Creative
- Valued by 3M

About the Frontline initiative

Frontline is an innovative educational partnership between 3M and a small number of universities across the United States. The program was designed with the intent of increasing the amount of sales education content at universities. By collaborating with universities and faculty, as well as aligning 3M sales leaders and resources, 3M has had a hand in helping our partner universities develop their professional sales education programs.

Since 2012, the program has expanded to address business needs for undergraduate marketing roles. In 2016, based on the increased need to decipher and interpret big data, Frontline began offering business analyst roles. These expansions are helping 3M grow into the future.

Frontline also enables 3M to address its needs for attracting a diverse talent pool of performance-ready, entry-level candidates. This need is reflective of the culture that exists at 3M today.
Celeste Hughes

Frontline Program Manager
3M Business Development, Marketing-Sales

Celeste currently leads the Frontline Initiative, a collaborative, educational partnership between 3M and several Universities across the United States.

Celeste graduated from the University of Minnesota-Duluth in 1987. Directly out of college, Celeste worked in retail sales and retail management. In 1989, Celeste joined 3M. Over her 30 years at 3M, Celeste has had multiple careers ranging from Customer Service, key account relationship management, process improvement program lead with 3M customers, Internal Audit, Six Sigma Black Belt, Technology Business Consultant with divisions and customers, eBusiness Management in our Transportation Businesses, and since 2007, she has held various Sales & Marketing Operations Manager roles.

Helpful links

- www.3m.com
- www.3m.com/careers
- www.facebook.com/3mfrontlinesales
- www.youtube.com/frontlinesales3m
**Frontline internship**

The Frontline Internship is a real internship with the potential for a real full-time position.

Are you a student interested in a once in a lifetime opportunity to be employed by a Fortune 500 company? Do you have a passion for a career in sales, marketing, or business analytics? If so, please consider the following summer 2020 opportunity.

The Frontline Internship Program is an eleven-week program that starts at the end of May and goes into the first weeks of August. For the first two weeks of the assignment, participants will attend an orientation and training program. Participants will then spend the remainder of the summer selling in a designated assignment, driving marketing projects, or solving analytical problems in one of 3M’s four business groups: Safety & Industrial, Traffic & Electronics, Healthcare, and Consumer.

These positions are intended for individuals that:

- Ability to analyze and solve complex problems
- Effective verbal and written communication skills
- Strong organizational and time management skills
- Ability to collaborate and work independently
- Strong aptitude and desire for a career in sales, marketing and/or business analytics

Each internship will differ based on the 3M Business Group and division where the intern is placed.

Locations of the internships are listed below:

- Field sales positions can be based anywhere in the continental US
- Inside Sales and Business Analytic positions will be based in St. Paul, MN
- Marketing positions are mainly based out of St. Paul, MN, however, there are sometimes opportunities to be based in Austin, TX
Qualifications and requirements

- Junior or Senior level standing in University (Graduating in May/June 2020, December 2020, or May/June 2021)
- Completion of 2-3 of the required classes in a sales, marketing, or business analytics major, minor, or concentration
- It is recommended to have a 3.0 or higher GPA; verified through transcripts at time of application

Compensation

- Interns will be compensated bi-monthly
- Housing stipend is provided when applicable
- Company car is provided for field-based sales interns only
- All tools needed will be provided (i.e. laptops, business cards, etc.)

Sound interesting?  
Go online and apply at www.3M.com/careers.  
Search: Frontline Internship.
Internship details

Housing

During your internship, housing costs will be subsidized by 3M, if housing is applicable. 3M works with a corporate housing company that arranges fully furnished apartment for you in a good location.

Depending on the 3M Division in which you are placed, your Business Supervisor and the Frontline Program Manager will decide on your location.

Compensation

The internship position is a paid position and compensation is competitive with other internship programs.

Orientation and training program

A 9-day training program takes place at the beginning of the internship and will include the following:

- New Employee Information Sessions
- Customer Focused Selling
- Business Conduct and Ethics
- Personal Branding
- Time and Territory Management
- Technology Training
- Networking Opportunities
- Career Path Opportunities
- 3M Customer Innovation Center Tour
- Project Management Training
- Introduction to Marketing at 3M
- Introduction to Analytics at 3M

Additional training is also provided by the Division to which the intern is assigned.
“The Frontline Sales program is a very intense and challenging internship that cultivates you as a sales professional for the real world. It develops your leadership skills, selling techniques, team building and interactiveness. I loved the program for all it has taught me and hope it continues to grow.”

— Cameron Garris, 2014 Frontline Sales Representative, Construction and Home Improvement Markets Division
2019 intern profiles

Brady Anderson
University, Graduation Date: University of Minnesota, May 2019
Major: Finance & Business Analytics
3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? I have learned countless skills in networking and selling that combine to propel my goals for the future.
Words of Wisdom: Be confident in whatever you do. If you give your full effort and work hard every day, you will be successful.

Ellie Anderson
University, Graduation Date: University of Minnesota - Twin Cities, May 2019
Major: Marketing
Minor: Entrepreneurial Management
3M Division: Commercial Solutions Division, Transportation and Electronics Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Time management, problem-solving, communication and listening skills
Words of Wisdom: Continue to be curious throughout the entirety of the internship. You will develop career skills and expertise by actively seeking out information and new experiences. This internship is truly what you put into it, so work hard in this role and the benefits will be limitless.

Molly Arbuckle
University, Graduation Date: University of Minnesota-Duluth, May 2020
Major: Marketing
Minor: Psychology and Entrepreneurship
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Organization, time management, rapport, accountability, leadership
Words of Wisdom: Take every moment in. This experience is a once-in-a-lifetime opportunity. So, be PROUD of yourself for getting this far. Ask questions, build relationships with the Frontline family and everyone at 3M as much as you can.
2019 intern profiles

Donovan Armstrong

University, Graduation Date: Xavier University of Louisiana, May 2020
Majors: Sales and Marketing
3M Division: Marketing-Sales Operations, Business Development and Marketing-Sales
Role/position at 3M: Inside Sales Representative

What skills have you gained through this experience?
The Frontline experience has helped me develop my ability to effectively communicate over the phone, maximize use of a CRM, and use POS data to find potential opportunities. The experience has also allowed me to work on improving my time management skills as I made time for my group project, networking, and carrying out my inside sales role.

Words of Wisdom: Don’t worry about the things you can not control. Work hard, be yourself and control the controllables.

Lexa Barrott

University, Graduation Date: Indiana University, May 2020
Majors: Management and Professional Sales
3M Division: Industrial and Safety Marketing-Sales Operations, Business Development and Marketing-Sales
Role/position at 3M: Inside Sales Representative

What skills have you gained through this experience?
Confidence, ability to step outside my comfort zone, business acumen, getting comfortable with being uncomfortable, independence

Sarah Bell

University, Graduation Date: Indiana University, May 2020
Major: Marketing and Professional Sales
Minor: Sport Marketing and Management
3M Division: Strategy and Marketing Development, Business Development & Marketing-Sales
Role/position at 3M: Strategic Marketing Administrator

What skills have you gained through this experience? Teamwork, leadership, technical skills (Eloqua, PowerBI), networking, marketing automation, communication with management, project management

Words of Wisdom: Don’t be scared to be honest with your manager. They are here to support you, but your internship experience is what you make it. If you need to ask for more valuable work or help with an issue that arises, make sure to address them. At the end of the summer, you’ll be thankful for that strong relationship you built.
2019 intern profiles

Rachel Boulton
University, Graduation Date: University of Toledo, August 2020
Major: Professional Sales and Marketing
3M Division: Construction & Home Improvement Markets Division, Consumer Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
Time management, taking the initiative, and problem-solving
Words of Wisdom: Network with as many people as you reasonably can, don’t be afraid to ask for feedback or more responsibility if you think you could be doing more.

Sampson Briggs
University, Graduation Date: Colorado State University, August 2020
Major: Business Administration
3M Division: Personal Safety Division, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
I have really enjoyed my Frontline Internship. A few skills I’ve learned include: 1) How to organize and work efficiently. This has allowed me to grow relationships with 3M employees and other interns, while completing internship tasks in a timely manner. 2) The skill of understanding and performing customer-focused selling. I have learned more effective networking skills and how important creating relationships is. 3) A personal area of growth has been prioritizing tasks to promote efficiency.

Courteney Buchanan
University, Graduation Date: University of Toledo, May 2019
Major: Marketing
Minor: Sales
3M Division: Personal Safety Division, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator - Channel
What skills have you gained through this experience?
Self-discipline, time management, organization, prioritization
Words of Wisdom: Be willing to ask questions, ask for clarification when you don’t understand something, and be willing to actively seek out advice and help on projects (they don’t expect you to know everything to start, but it’s up to you to find out the things you don’t know.)
Kendall Buchman
University, Graduation Date: University of Kentucky, May 2020
Majors: Marketing and Management
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Communication, listening, ambition, desire, work ethic, forming relationships
Words of Wisdom: Everything will be okay, be confident in your abilities and trust the program.

Paolo Caponong
University, Graduation Date: Villanova University, May 2020
Majors: Marketing, Business Analytics, and International Business
Minors: Chinese Language & Culture Studies, Asian Studies, and Honors
3M Division: Electrical Markets Division, Transportation & Electronics Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Communication, listening, organization, planning
Words of Wisdom: Take initiative! If there's something you want to accomplish, just go out there and do it. You shouldn't wait to be told to do something, but always remember to communicate in a polite and respectful manner. Stay hungry, stay humble.

Mitchell Carlson
University, Graduation Date: Clemson University, December 2019
Majors: Finance, Marketing
Minor: Accounting
3M Division: Abrasive Systems Division, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Time management, networking skills, project management
Words of Wisdom: Word hard, have fun, get outside your comfort zone.
2019 intern profiles

Emily Carman
University, Graduation Date: St. Catherine University, May 2019
Major: Communication Studies
Minor: Healthcare Sales
3M Division: Personal Safety Division, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
I have gained the skills of territory management, product knowledge, how to be comfortable being uncomfortable, how to ask open-ended questions, and how to effectively communicate.
Words of Wisdom: Challenge yourself to be a continuous learner. Each day you will have the opportunity to learn something new, so take in as much information as you can!

Hannah Carroll-Kinder
University, Graduation Date: St. Catherine University, May 2020
Major: Healthcare Sales
3M Division: Medical Solutions Division, Healthcare Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
This summer has exceeded my expectations in every way, from learning from my peers, to observing my trainers in the field, to having insightful conference calls with my boss. I have learned so much about follow-up, targeting, overcoming objections, conversions of products in hospitals, and being resourceful and utilizing the people on my team.

Amanda Chaffin
University, Graduation Date: DePaul University, June 2019
Major: Marketing
Concentration: Sales Leadership
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
Definitely networking skills as well as customer-focused selling skills. Both of these have boosted my confidence going into the everchanging world of sales.
Words of Wisdom: Attitude is a little thing that makes a huge difference! You have the ability to choose how you’re going to approach life each and every single day.

“Whether you think you can, or you think you can’t – you’re right.”
- Henry Ford
2019 intern profiles

Stephanie Chiou
University, Graduation Date: San Diego State University, May 2019

Major: Business Administration, Management Information Systems
Minor: Finance

3M Division: Key Account, Consumer Business Group

Role/position at 3M: Business Analyst

What skills have you gained through this experience?
Networking, understanding of Key Account relations, business analytics, using Content Analytics

Words of Wisdom: Ask questions, stay positive, and go the extra mile!

Tyler Connery
University, Graduation Date: Texas State University, May 2019

Major: Marketing
Concentration: Sales

3M Division: Advanced Materials Division, Transportation & Electronics Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience?
The ability to communicate and coordinate in an effective manner which then leads to success.

Words of Wisdom: Reach out and meet people! Set meetings with people outside of your division to gain a broad understanding of the company.

Charlie Crist
University, Graduation Date: University of Minnesota-Duluth, May 2019

Major: Analytics

3M Division: Personal Safety Division, Safety & Industrial Business Group

Role/position at 3M: Field Sales Representative - Channel Sales

What skills have you gained through this experience?
Interpersonal communication, time management, presentation skills, relationship building

Words of Wisdom: Take advantage of your opportunities, you’re here for a reason.
Shayla Curtis

University, Graduation Date:
University of St. Thomas, May 2019

Majors: Marketing and Finance

3M Division:
Medical Solutions Division, Healthcare Business Group

Role/position at 3M:
Marketing Administrator

Words of Wisdom: Purposely place yourself in uncomfortable situations. Without doing so, you will never grow. The process of growth is tumultuous but it is necessary if you are going to succeed. Ask questions, be curious, and never stop trying to learn.

Timothy D’Agostino

University, Graduation Date:
Villanova University, May 2020

Major: Finance and Analytics

3M Division: Medical Solutions Division, Healthcare Business Group

Role/position at 3M:
Business Analyst

Words of Wisdom: Ask a question, and follow it up with another question until you understand the material so well that you can repeat it to another person and answer their questions.

What skills have you gained through this experience?
I have developed and strengthened my critical thinking abilities in working with my manager to drive actionable insights from real data.

Justin Deatherage

University, Graduation Date:
Texas State University, May 2019

Major: Business Marketings
Concentration: Sales

3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group

Role/position at 3M:
Field Sales Representative

Words of Wisdom: Don’t be scared to introduce yourself to anyone even if you may not have anything to say. Just saying hello and exchanging names and divisions is enough to make a good first impression. Save all your receipts even if you take pictures of them immediately.

What skills have you gained through this experience?
Prospecting, territory management, sales experience, closing, and many more!
Kai DeShields
University, Graduation Date: Tuskegee University, May 2019
Majors: Sales and Marketing
3M Division: Oral Care Solutions Division, Healthcare Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Through this experience I have learned to become a better seller, to communicate with different levels of hierarchy, just to say a few.
Words of Wisdom: This is your time to make a few mistakes and learn from them. You are here to do well in the program but you are also here to learn and grow as an individual!

Josh Diaz
University, Graduation Date: San Diego State University, May 2019
Major: Business Administration Concentration: Marketing
3M Division: Industrial Adhesives & Tapes Division, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? International marketing & sales tactics
Words of Wisdom: Just go for it! 9/10 times you will regret not having done/ asked/ interviewed/ experienced what you wanted to in the moment.

Eliza Ebel
University, Graduation Date: University of Minnesota, May 2019
Major: Marketing Sales Certificate
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Resiliency, active listening, TEDI+, communication skills, and product knowledge
Words of Wisdom: Use your resources! They are there to help you succeed.
Nabil Elasfouri

University, Graduation Date:
University of Houston, May 2020

Majors: Marketing and Sales

3M Division: Construction & Home Improvement Markets Division, Consumer Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
I have learned to manage my time, product knowledge, build confidence when selling, and customer service skills.

Words of Wisdom: Build a great relationship with your mentor because they could be your most valuable asset.

Erica Episcopo

University, Graduation Date:
San Diego State University, May 2019

Major: Marketing

3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
During the summer I grew my time management and problem-solving skills. I learned how to accurately prioritize tasks to reach my goals. Most importantly, I strengthened my team building skills by collaborating with others near and far as well as communicating efficiently.

Words of Wisdom: Don’t compare yourself to others. You are here for a reason and you have your own unique skill set. Always be confident in yourself because whatever you can imagine, you can make happen.

Sarah Ericson

University, Graduation Date:
Villanova University, May 2020

Major: Marketing & Business Analytics

3M Division: Commercial Solutions Division, Transportation and Electronics Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Effective communication of project questions, ability to contribute to projects even with little experience, increased ability to network and connect with other employees

Words of Wisdom: Be curious! Let that curiosity guide your work, and don’t be afraid to ask for help when you need it.
2019 intern profiles

Ben Ferro

University, Graduation Date:
University of St Thomas,
May 2020

Majors: Computer Science and Finance
Minor: Applied Statistics

3M Division: Marketing-Sales Operations, Business Development and Marketing-Sales

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
Improved in SQL, R, and networking

Words of Wisdom: Be curious and be genuine. Ask everyone around you lots of questions, listen carefully, and be thankful. Learn as much as you can. Focus on the things you can control.

Austin Fisher

University, Graduation Date:
University of Toledo, Spring 2020

Major: Professional Sales & Marketing

3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
The biggest skills I have learned is adaptability and perseverance. Before the internship, I was accustomed to my way of doing things because it was successful in the past. However, this experience requires you to learn and collaborate with others, try new tactics, and get outside your comfort zone. Each day is a new challenge and I had to persevere through each failure, learn and adapt, then try again.

Words of Wisdom: Work hard, be adaptable, don’t be afraid to ask questions, and have fun!

Lizzy Fontes

University, Graduation Date:
University of Minnesota-Duluth, May 2019

Major: Communication
Minor: Marketing

3M Division: Personal Safety Division, Safety & Industrial Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Competitive assessment skills, prioritizing projects, consistent follow up/communication, documenting formal and agile processes for pricing deviation requests

Words of Wisdom: Work hard, be adaptable, don’t be afraid to ask questions, and have fun!
Dylan Gates

University, Graduation Date: University of Houston, December 2019

Major: Public Health
Minor: Marketing

3M Division: Personal Safety Division, Safety & Industrial Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? How to manage a territory, how to use TEDi, basics of Salesforce Lightning, and how to manage new & current accounts

Words of Wisdom: Take one day at a time. A lot of information will be given to you at once and over time it will all start to come together.

Ben Gibas

University, Graduation Date: Bethel University, May 2020

Major: Finance

3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? Adaptability, customer-focused selling skills, and time/territory management

Words of Wisdom: Your effort controls your outcome. Work hard, enjoy the experience, and learn as much as you can during the internship. Don’t be afraid to ask questions, curiosity is encouraged at 3M!

Nalani Gruel

University, Graduation Date: University of Houston, December 2019

Major: Marketing
Minor: Sales

3M Division: Abrasive Systems Division, Safety & Industrial Business Group

Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? Power BI, how do build an effective PowerPoint, presentation skills

Words of Wisdom: Always respond to people, even if you do not know they answer let them know you are looking in to it. It goes a long way! Also don’t be afraid to let people know what you want, what your goals are. You will never get there if no one knows. Utilize your resources and take advantage of this opportunity.
Colin Hadnot
University, Graduation Date: Morehouse College, May 2020
Major: Business Finance
Minor: Sales
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Communication, planning, self discipline
Words of Wisdom: Make sure to plan ahead it makes your week easier and you will be more organized.

Jessica Hagstrom
University, Graduation Date: University of Minnesota - Twin Cities, May 2020
Major: Marketing
Minor: Spanish
3M Division: Medical Solutions Division, Healthcare Business Group
Role/position at 3M: Marketing Administrator
Words of Wisdom: Get involved! Get out of your comfort zone and take part in all the unique opportunities 3M has to offer. Be yourself, be curious, and build relationships with the people you work with and those who help you through the journey!

Elizabeth Hemauer
University, Graduation Date: University of St. Thomas 2020
Major: Marketing
3M Division: Automotive and Aerospace Solutions Division, Transportation & Electronics Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? I have learned how to manage my schedule when working with international colleagues. It is challenging but exciting!
Words of Wisdom: Now is the best time to push outside of your comfort zone and learn. Make sure to do just that!
Charles Hemler

University, Graduation Date:
Princeton University, June 2020

Major: Economics
Concentration: Vocal Performance

3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
Coding in R, utilizing Microsoft Power BI and Excel, and building out web applications using Shiny

Words of Wisdom: Plan out your internship by day, week, and the entire summer, both in the projects you are tasked with and in reaching out to fellow interns and current 3Mers. Organization is key.

Alexa Hilger-Sawochka

University, Graduation Date:
University of Minnesota-Duluth, Fall 2019

Major: Marketing Analytics
Minor: Communication

3M Division: Marketing-Sales Operations, Business Development and Marketing-Sales

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
Technical analytic skills, networking/communication skills, general business knowledge/etiquette, training/involvement with new programs (R, PowerBi, Teradata, SQL)

Words of Wisdom: Be open to every experience that you are offered and try to learn as much as you can. Never be afraid to ask questions or for help, everyone wants you to succeed and is more than happy to help you get there.

Lauren Hills

University, Graduation Date:
Baylor University, May 2020

Majors: Professional Selling & Management

3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Throughout my Frontline Internship, I have learned how to effectively communicate with the many different people involved in the sales process.

Words of Wisdom: Be open to every experience that you are offered and try to learn as much as you can. Never be afraid to ask questions or for help, everyone wants you to succeed and is more than happy to help you get there.
2019 intern profiles

Alexis Hoedeman

University, Graduation Date:
University of Wisconsin-Madison, May 2019

Major: Communication Sciences

3M Division: Industrial Safety
Markets Center, Safety & Industrial Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Territory management, sales planning, problem solving, teamwork, and selling skills.

Words of Wisdom:
Stay determined, driven, and inspired. You’re in Frontline for a reason so let your confidence shine through!

Addison Huneycutt

University, Graduation Date:
Indiana University, May 2020

Majors: Professional Sales & Supply Chain Management
Minor: Spanish

3M Division: Home Care Division, Consumer Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Time management, autonomy, flexibility, resilience

Words of Wisdom: If there’s something you want to do, ask. Make this experience your own and don’t just sit around waiting for your next project. Shadow every group in your division (finance, sales, marketing, supply chain, etc.) to have fuller understanding of the company.

Dixon Irwin

University, Graduation Date:
Saint Mary’s University of Minnesota, May 2019

Majors: Business Intelligence & Analytics and Finance

3M Division: Marketing-Sales Operations, Business Development and Marketing-Sales

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
The ability to manage my time in a corporate paced work environment.

Words of Wisdom: Be coachable and always willing to learn something new.
2019 intern profiles

Mya Jacobs

University, Graduation Date: Xavier University of Louisiana, May 2020
Majors: Sales and Marketing, Business Administration
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? Time management, diligence, resiliency

Words of Wisdom: You’re more capable and more qualified than you would ever think! Have faith in yourself and the things that got you here.

Lexi Jahnke

University, Graduation Date: University of St. Thomas, May 2019
Major: Marketing Management
3M Division: Medical Solutions Division, Healthcare Business Group
Role/position at 3M: Marketing Administrator

Words of Wisdom: Go forth with confidence and step out of your comfort zone. Trust each other and trust yourself, you can accomplish anything you set your mind to. Don’t forget to have fun and enjoy the process of this unforgettable experience. Adventure is out there, follow it.

Weston Jenkins

University, Graduation Date: Texas State University, May 2019
Major: Marketing Concentration: Sales
3M Division: Personal Safety Division, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative - 3M Fire Scott and Safety

What skills have you gained through this experience? I have learned that time management is critical when it comes to constantly being on the road. Also understanding that people differ quite a bit in different states throughout the sales process so listening skills are crucial.

Words of Wisdom: Stay motivated to make that next call, you never know when it will be the one to change your entire experience of making the big sale!
2019 intern profiles

Anita Keo

University, Graduation Date: St. Catherine University, May 2020

Major: International Business & Economics

Minor: Sales

3M Division: Marketing-Sales Operations, Business Development and Marketing-Sales

Role/position at 3M: Inside Sales Representative

What skills have you gained through this experience?
Preparation for sales calls, customer service, industry research, lead searching, phone skills

Words of Wisdom: Take initiative in your job, always ask questions, use your intern card to network/schedule informational interviews and don't be afraid to put yourself out there.

Emma Killian

University, Graduation Date: Villanova University, May 2020

Majors: Marketing, Business Analytics

Minor: Spanish

3M Division: Marketing-Sales Operations, Business Development and Marketing-Sales

Role/position at 3M: Business Analyst

What skills have you gained through this experience?
Besides the technical skills I learned through my role as an analyst—SQL, R, Power BI, navigating 3M’s databases, etc. —I also learned how to live and breathe professionalism. Through networking, informational interviews, projects, and presentations, this program pushes you to step up to the plate, embrace autonomy, and become more than an intern. I’ve learned how to always push the boundaries of my comfort zone and give myself room to grow.

Diana Kosta

University, Graduation Date: San Diego State University, May 2019

Major: Political Science

3M Division: Commercial Solutions Division, Transportation and Electronics Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience?
Strong communication skills, time management skills

Words of Wisdom: Network inside AND outside your division—explore all potential opportunities.
2019 intern profiles

Derek Krygier
University, Graduation Date: University of Houston, December 2019
Major: Marketing
3M Division: Automotive and Aerospace Solutions Division, Transportation & Electronics Business Group
Role/position at 3M: Field Sales Representative - Aerospace
What skills have you gained through this experience? Time management, how to communicate with the different styles and how to practice it.
Words of Wisdom: Be open minded to changes and be able to take things in stride. Also, be prepared to live off of coffee for the summer.

Hannah Leabu
University, Graduation Date: University of Toledo, May 2020
Major: Marketing and Management
3M Division: Industrial Adhesives & Tapes Division, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Knowledge of how new products are integrated and launched, how to ask effective questions, and the ability to stay on track while doing multiple tasks.

Alexus Lessears
University, Graduation Date: North Carolina Agricultural & Technical State University, May 2020
Major: Business Marketing
3M Division: Oral Care Solutions Division, Healthcare Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Communication skills, territory management & relationship building

Words of Wisdom: Don’t rush to the finish line, take full advantage of the opportunity that is in front of you & always show your gratitude.
Abraham Lipets

**University, Graduation Date:**
Baylor University, December 2019

**Major:** Professional Selling

**3M Division:** Industrial Safety Markets Center, Safety & Industrial Business Group

**Role/position at 3M:**
Field Sales Representative

**What skills have you gained through this experience?**
Time management, networking, follow-up, navigating Salesforce, complex closing tactics.

**Words of Wisdom:** Shadow! Try to shadow every rep in your region to figure out what you like (and don’t like) about their tactics. It is also a good idea to sit down with your manager ASAP and get SMART expectations.

Kristjan Meitz

**University, Graduation Date:**
Saint Mary’s University of Minnesota, May 2020

**Major:** Business Intelligence and Analytics

**Minors:** Computer Science, Mathematics, Statistics

**3M Division:** Key Account, Consumer Business Group

**Role/position at 3M:**
Retail Analyst, Key Accounts

**What skills have you gained through this experience?**
I’ve gained a lot of communication and people skills. You’re consistently meeting new people, presenting ideas, and learning from others. As an analyst, you learn technical skills and different software, but more importantly, you learn how to ask the right questions and ways to be effective in your role.

**Words of Wisdom:** Have confidence in yourself, and enjoy the experience. It’s essential to get out of your comfort zone and be as proactive as possible. The internship flies by!

Nicole Meredith

**University, Graduation Date:**
Villanova University, May 2020

**Majors:** Finance, Business Analytics

**Minors:** Peace & Justice

**3M Division:** Marketing-Sales Operations, Business Development and Marketing-Sales

**Role/position at 3M:**
Business Analyst

**What skills have you gained through this experience?**
Adobe Analytics, a little bit of R and SQL

**Words of Wisdom:** Listen with the intent to understand instead of the intent to reply.
2019 intern profiles

Veronica Montemayor

University, Graduation Date: San Diego State University, May 2020

Major: Marketing Honors
Minor: Interdisciplinary Studies

3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group

Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? Written and oral communication, time and project management, problem-solving, computer software

Words of Wisdom: 1) There is no growth in the comfort zone. Get comfortable with the uncomfortable. 2) Always stay true to yourself and focus on what you are doing 3) Build meaningful relationships and stay connected. 4) Don’t ever be afraid to ask questions or for help. Become a sponge and absorb it all! 5) Take it day by day.

Teresa Nguyen

University, Graduation Date: Augsburg University, May 2020

Major: Marketing

3M Division: Medical Solutions Division, Healthcare Business Group

Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? I’ve been able to learn how to be more comfortable to ask questions and be more curious about different materials that I hear about. This has only helped enhance my ability to learn at a quicker pace because there is more clarity on what, why, and how I am suppose to execute my work during these projects.

Words of Wisdom: Research the field you will be in. Watch training videos on Salesforce in advance. Take good notes, NETWORK as much as possible whether it’s interns going through the same thing as you or people out in the field—they could help you get a job later on. The internship goes by fast, do what you need to do within the first month and don’t let time slip by. Bring more jeans/khakis depending on division for territory.

Katy O’Brien

University, Graduation Date: Texas State University, May 2019

MBA
Undergrad Major: Marketing, Sales

3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? Being comfortable talking to different distributors, ability to network, cold calling, organization, territory management, time management, adapting to situations as they arise

Words of Wisdom: Research the field you will be in. Watch training videos on Salesforce in advance. Take good notes, NETWORK as much as possible whether it’s interns going through the same thing as you or people out in the field—they could help you get a job later on. The internship goes by fast, do what you need to do within the first month and don’t let time slip by. Bring more jeans/khakis depending on division for territory.
2019 intern profiles

Haley Otts

University, Graduation Date: Baylor University, December 2019
Major: Professional Selling
3M Division: Automotive and Aerospace Solutions Division, Transportation & Electronics Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
I have learned how to overcome objections and create value to customer. Some specific skills I’ve gained is being more strategic so I am able to maximize the amount of customer visits in a day, I have improved my communication skills through consistent follow up and daily dealership visits, and I’ve improved my active listening skills by listening to customers problems and tailoring my solution to them.

Ashton Peckinpah

University, Graduation Date: Baylor University, May 2020
Major: Professional Selling
3M Division: Stationery & Office Supplies Division, Consumer Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
Communication, teamwork, critical thinking, research and analysis, information processing, problem solving
Words of Wisdom:
Great things come outside of your comfort zone.

Olivia Rent

University, Graduation Date: Indiana University, May 2020
Majors: Marketing, Digital and Social Media Applications
3M Division: SIBG Marketing Center, Safety & Industrial Business Group
Role/position at 3M: Digital Marketing Specialist
What skills have you gained through this experience?
I have gained tactical skills such as how to launch a digital marketing campaign, how to conduct market research, and how to better use Excel, but I also have gained important soft skills. These would include communicating with different teams and new people, balancing multiple projects, and self-motivation to push me to give the best finished product.
2019 intern profiles

Sergio Reyes
University, Graduation Date:
University of Houston, May 2020
Majors: Entrepreneurship, Finance, Sales
3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
Time management, sales, teamwork, leadership, adaptability, decision making, problem-solving, and communication
Words of Wisdom: This is an incredible experience so don’t be afraid to dive in, ask questions, network, and make the most of this opportunity!

John Austin Schaudel
University, Graduation Date:
University of Houston, December 2019
Major: Business Management
Minor: Sales
3M Division: Electrical Markets Division, Transportation & Electronics Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
The skills of listening and time management.
Words of Wisdom: Both years interns were always stressed and nervous about not knowing EXACTLY what was going on/ would happen in the internship. My advice would be to RELAX! Take each day one day at a time and just do what you can each day. 3M is a huge company with great people put in charge. They have done this before and WILL take care of you so don’t stress yourself out with the unknown, it will all make sense gradually.

Adam Scheck
University, Graduation Date:
Indiana University, May 2020
Majors: Marketing and Professional Sales
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
The skills of listening and time management.
Words of Wisdom: Take your internship one day at a time. When you are overwhelmed with tasks & things to do, take a breath and write down what needs to get done that day or that hour. How do you eat an elephant? One bite at a time.
2019 intern profiles

Austin Schoen
University, Graduation Date: University of Toledo, May 2019
Major: Professional Sales
Minor: Finance
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative - Packaging Division

What skills have you gained through this experience? I have bettered my time management, goal setting and networking skills here at 3M.

Words of Wisdom: You get out of Frontline what you put into it. Understand that everyone wants to help you succeed but in the end your success will depend on you and your effort. Work hard and stay focused on completing your responsibilities so that when the summer ends you can show your value. Network, ask questions, make friends and you will have a phenomenal experience that you can not get with any other company.

Emily Schreck
University, Graduation Date: DePaul University, June 2019
Major: Marketing
3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? Listening, problem solving, patience, be prepared

Words of Wisdom: Don’t be afraid to ask questions, and more importantly always listen to the answer.

Bailey Schultz
University, Graduation Date: University of St. Thomas, May 2019
Major: Marketing
Minor: Spanish
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Digital Marketing Specialist

What skills have you gained through this experience? I have improved my ability to work in an agile environment. My team works quickly and it is a lot to take in at first, but they are very efficient. I have also improved my selling skills even though I am in a marketing role. You are always selling something, even if it is just an idea!

Words of Wisdom: Go to work every day with a positive attitude and an open mind. Learn as much as you can in the short time the program lasts and leave a contribution for your team!
Lilly Shapiro

University, Graduation Date: University of Minnesota - Twin Cities, May 2020
Majors: Marketing & Communications
3M Division: Strategy and Marketing Development, Business Development & Marketing-Sales
Role/position at 3M: Strategic Marketing Administrator

What skills have you gained through this experience? I’ve learned an entirely new software that works with data insights and data visualization. I’ve also learned a lot about new marketing technologies.

Words of Wisdom: Go in with your ears open—at a company with over 90,000 employees, there are always opportunity to learn and grow. Also, get to know the other Frontline Interns. You may meet some new best friends!

Mason Shepard

University, Graduation Date: University of Toledo, May 2020
Majors: Marketing and Digital Marketing
Minors: eCommerce and Communications
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? Time management, public speaking, and strategic planning

Words of Wisdom: Being curious and continuing to seek knowledge is the ultimate key to success. Never be afraid to step outside of your comfort zone and learn to be comfortable being uncomfortable. You will learn so much more by embracing change rather than staying complacent.

Michael Skillings

University, Graduation Date: University of Minnesota - Twin Cities, May 2020
Majors: Marketing and Human Resources
3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? Communicating data and information effectively, gathering and extracting data efficiently, data visualization, navigating the resources in a large organization, and networking in a large organization.

Words of Wisdom: You made it here! Be excited and welcome the challenges that come along with it. Be patient with yourself but also make the most out of your time here. The experience is fast and challenging but trust yourself that you will continue to give your very best.
Ryan Steinberg

University, Graduation Date:
University of Houston, May 2020

Major: Marketing
Minor: Sales

3M Division: Industrial Safety Markets Center, Safety & Industrial Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience? The skills that I have gained from this experience would be: outside of-the-box thinking, identifying and adapting to other people’s personality types (insight color) and last would be how to effectively work in large groups.

Words of Wisdom: It’s okay to be nervous, worried, or even stressed, everyone around you is too. Don’t be afraid to ask for help, the 3M’ers around you are caring individuals who truly enjoy watching you succeed and grow. And always remember, Frontline is like a box of chocolates. You never know what you’re going to get.

Kavya Sukumar

University, Graduation Date:
Indiana University, May 2020

Majors: Marketing, Professional Sales, Psychology

3M Division: Strategy and Marketing Development, Business Development & Marketing-Sales

Role/position at 3M:
Strategic Marketing Administrator

Words of Wisdom: Have conversations with your supervisor and team from the beginning establishing key project details from your objective to scope. This ensures you are executing your deliverables on time. Understanding what success is defined as in your role will set you up for success during your internship!

Emma Taylor

University, Graduation Date:
Villanova University, May 2020

Major: Political Science
Minor: Business and Economics

3M Division: Automotive and Aerospace Solutions Division, Transportation & Electronics Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience? I have learned how to network effectively, how to seek proper guidance on projects with little direction, and how to balance multiple projects at once without compromising the quality of my work.

Words of Wisdom: Treat every opportunity as a learning experience. You will have both highs and lows of your internship, and that is okay! It takes a little bit of time to feel comfortable in a new role. Keep a positive attitude and take every day in stride, and you will be incredibly successful!
Joshua Thomas

University, Graduation Date: North Carolina Agricultural & Technical State University, May 2019

Majors: Marketing-Sales

3M Division: Transportation Safety Division, Transportation & Electronics Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience?
Time management, territory mapping, professionalism, Microsoft Office, & SalesForce.

Words of Wisdom: Don’t be afraid to ask questions. Take things one day at a time. Understand that everything has a process. Be yourself and know your value.

“The Sky Is The Limit, Only If You Limit Yourself To The Sky.”
-Joshua Thomas

Corinne Tipping

University, Graduation Date: University of Toledo, May 2019

Majors: Professional Sales and Marketing

3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience?
Time and territory management, ability to be persistent, the importance of follow through, the value of your word, improved communication skills, professional relationship building, work/life balance.

Words of Wisdom: Always look for something positive in every obstacle or situation that you come across during Frontline and beyond! The opportunities for growth and learning are absolutely endless if you have enough drive and a positive attitude!

Jillian Tobin

University, Graduation Date: Syracuse University, May 2020

Major: Economics
Minors: Marketing & History

3M Division: Industrial Adhesives & Tapes Division, Safety & Industrial Business Group

Role/position at 3M: Marketing Administrator

Words of Wisdom: Make the most out of every moment, especially during training! The networking opportunities provided to you then will enable you to make connections that will last through your entire internship. From that, don’t be afraid to make new connections! Put yourself out there and network with anyone you can get a meeting with! Approach every task, opportunity and conversation with an open mind; and never be afraid to share your thoughts and ideas. Us Frontliners have the freshest, youngest ideas, so don’t be afraid to share them!
2019 intern profiles

Justin Voong

University, Graduation Date:
San Diego State University, May 2019

Major: Business Marketing

3M Division: Automotive Aftermarket Division, Safety & Industrial Business Group

Role/position at 3M:
Inside Sales Representative

What skills have you gained through this experience?
Customer-focused selling, relationship management, collaborative best practices

Words of Wisdom: Don’t feel locked in to anything at 3M. It ultimately comes down to where you want to be, so ask questions, engage, and make it known what you want from the internship.

Kaylee Wallner

University, Graduation Date:
University of Minnesota-Duluth, May 2020

Major: Marketing

3M Division: Industrial Adhesives & Tapes Division, Safety & Industrial Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Interpersonal communication, research & analysis, networking, time management, adaptability, critical thinking

Words of Wisdom: Be like a 3M Scotch-Brite Sponge & soak up ask much knowledge as you can!

Lydia Welty

University, Graduation Date:
Indiana University, May 2020

Majors: Marketing & Professional Sales

3M Division: Stationery & Office Supplies Division, Consumer Business Group

Role/position at 3M:
Key Account Sales Representative

What skills have you gained through this experience?
The ability to listen and ask intelligent, open-ended questions. While there is no such thing as a “stupid question”, having the ability to ask articulate and well-organized questions is critical. During training, we spent almost a full day learning how to make questions meaningful and open-ended. This skill is strengthened through practice and I continue to improve by being curious and simply having the desire to learn.
2019 intern profiles

Chael Wilson

University, Graduation Date:
DePaul University, June 2019

Major: Honors Marketing
Minor: Business Management

3M Division: Advanced Materials Division, Transportation & Electronics Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Celum, Lotus, MarComm, Salesforce, content auditing, content strategy creation, SEO, product info., and more

Words of Wisdom: Work as hard as you can every single day, ask a lot of questions and network.

Saylor Yoos

University, Graduation Date:
Baylor University, May 2020

Major: Professional Selling
Minor: Public Health

3M Division: Medical Solutions Division, Healthcare Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
This internship is teaching me how to think critically and bring value to my team. I am able to ask questions and am continually learning. I have also gained more knowledge on the complexity of the buying process and the necessity to include all necessary individuals for a buying decision to occur.
“I am convinced the 3M Frontline Internship Program is the best sales internship experience in the entire country. You will receive exceptional support from your supervisors, local sales reps, and fellow interns. Everyone you meet at 3M wants to help you be successful. The internship offers real-world, hands-on experience where you will learn something new each and every day. You are given much freedom, and with that comes much responsibility. You are expected to go above and beyond during your internship because the program has a history of success and you are expected to maintain and enhance the program’s reputation. The Frontline Internship jump-started my career as a sales professional in ways that I will never forget.”

— Robert McCandlish, 2014 Frontline Sales Representative, Commercial Solutions Division
Media

Video

Here is a glimpse into the lives of Former Frontliners...

Facebook

Visit the 3M Frontline Initiative Facebook page to get a glimpse into the life of a 3M Frontline intern.

www.facebook.com/3mfrontlinesales

YouTube

To see more, check out the 3M Frontline YouTube channel to see real-life experiences about intern housing, work-life, and hear what it’s really like to be part of the Frontline Internship Program.

www.youtube.com/frontlinesales3m
“Don’t be afraid to be overwhelmed. Dive head first into the unknown! Embrace the experience with a positive attitude, an open mind, and a hunger to learn. These interns and 3M employees will leave a lasting impression if you allow them to!”

— Christina Sfamenos, 2018 Frontline Marketing Administrator, Electrical Markets Division
Interviews

Former Frontliners’ experiences

Bryan Baker – 2012 Frontline, Account Sales Representative, Commercial Solutions Division

How did you hear about the program/Frontline Internship as a student?

3M Frontline Sales is a corporate sponsor of the 3M Professional Sales Program at Baylor University. As a result, students at Baylor learn about the internship and interview for open positions. A few older students in the program had interned before me and shared a very positive experience.

Which division did you work in as an intern? What division do you currently work, and where are you currently based?

As an intern, I worked in St. Paul for SOSD that later hired me to a field position in Chicago. Since then, I have moved to Commercial Graphics and currently reside in Atlanta, GA.

Tell me about the most memorable part of your Frontline internship experience.

I was fortunate to work for a team that provided a wide range of experiences with the division. As a member of the OfficeMax key account team, I was given the opportunity to see the account from all angles. I worked with field reps, the retail team, and the HQ team to understand how each role contributed to the growth of the overall account. It was this experience, that provided a better understanding of the business and was the most memorable part of Frontline.

Describe some key take-aways that you gained from your Frontline internship experience.

3M Frontline gives their interns a unique role within the company. They hold students to a high standard, but in return give more responsibility. I always felt like a 3M’er during my summer and current employees were always willing to field my questions and help me grow. Team projects help form bonds with other students and I encourage everyone to take advantage of those connections. I still keep in contact with other members of my Frontline class.

If you could have done anything differently during your internship, what would it be and why?

Many students will relocate during their internship. I wish I had used that time to explore more of a new city and take in everything it had to offer. You never know where life will take you, so take advantage of the moment and see another part of the country.
Which division did you work in as an intern? What division do you currently work, and where are you currently based?

I interned and also currently work for Healthcare Business Group in the Oral Care Division. I am based in downtown Chicago, IL.

Tell me about the most memorable part of your Frontline internship experience.

There are so many! I loved having the opportunity to live and explore a new city (San Jose, CA). My mentors there were welcoming and treated me like family the entire summer, hosting me for dinner, taking me on trips to the aquarium, and treating me to a GIANTS game. In addition, the people in my Frontline class are people I’m close with still today, call regularly, and even travel with!

Describe some key take-aways that you gained from your Frontline internship experience.

Ask for feedback - it will catalyst your growth if you continue to ask, “What did I do well and where can I improve?”

Manage your time - prepare and organize for the week ahead and reflect on things you can do better for the next week to make the most of your summer.

If you could have done anything differently during your internship, what would it be and why?

I feel lucky to say I landed the best team, mentor, and friends from the Frontline program. I enjoyed my division so much that I didn’t bother to do informational interviews with other divisions. Looking back, I wish I would have spent some of our lunches meeting with people from other divisions and roles, such as marketing, to learn about their role in 3M.
Former Frontliners’ experiences

Katelyn Bain - 2016
Frontline, Sales Representative, Transportation Safety Division

How did you hear about the program/Frontline Internship as a student?

3M has been recruiting students through Texas State University’s Professional Selling Center for several years. The Frontline Internship is highly regarded by Texas State’s sales professors.

Which division did you work in as an intern? What division do you currently work, and where are you currently based?

Transportation Safety Division as a sales intern. I currently work in the Transportation Safety Division, live in Austin, Texas, and cover West Texas.

Tell me about the most memorable part of your Frontline internship experience.

The most memorable part of Frontline are the relationships that were built from the experience. I was surrounded by individuals who challenged me professionally and personally from day one. As we each worked toward common goals, teamwork grew into friendships. And while we all live miles apart and work in different divisions, we’ll always be connected by Frontline.

Describe some key take-aways that you gained from your Frontline internship experience.

My number one take-away from Frontline is the importance of professionalism; this is crucial in all your relationships from customers to co-workers. Professionalism also extends to how you look & dress to how you respond to an email. Another key take-away: Always keep a positive attitude. How you react to a situation is more important than what happens.

If you could have done anything differently during your internship, what would it be and why?

If I could have done anything differently, I would have lived more in the moment. I think I was so caught up in finishing the internship successfully that I didn’t give myself much time to enjoy the day-to-day.
“The Frontline program is the time and place to step outside of your comfort zone, work where you’re empowered, and be a sponge to learn as much as you can. It is an opportunity to work with like-minded individuals who strive to achieve the same goal, so take advantage, learn, and grow!”

— Andrew Ullmann, 2018 Frontline Sales Representative, Personal Safety Division
Tell me about the most memorable part of your Frontline internship experience.

The most memorable part of my internship experience would be the first sale that I ever made. Coming into the internship, I had no idea what to expect. When I realized that I would have full responsibilities for a product portfolio and sales goals just like a full-time 3M sales representative, I embraced the opportunity with excitement and optimism. This allowed me to enter into sales calls with confidence, even when at times it was a bit nerve-wracking. My first sale was the result of the demonstration of the fantastic products that 3M offers and my persistence with asking for the order. The feeling was exhilarating and I knew instantly that the internship would help to pave my way to a full-time position with the company.

Describe some key take-aways that you gained from your Frontline internship experience.

One of the biggest take-aways that I gained from the internship would be the fact that networking is always important. When searching for a full-time position, I talked to many 3Mers about their experiences, which not only helped me during my internship, but also assisted me in discovering potential landing spots as a continued my career with the company. This leads into my next take-away, which is always being open to new experiences. A lot of people can get caught in their comfort zone, which really prohibits personal and professional development. For me, moving to Nashville for that period of time was different and strange at many times, but it allowed me to branch out and further develop my skills, especially with the combination of a new career. This kind of openness and flexibility will offer more opportunities in the long run.

If you could have done anything differently during your internship, what would it be and why?

Personally, I think that I would have explored my new environment more. A lot of the time that I spent in Nashville that summer was dedicated to excelling in my job and securing a full-time position. While I did not want to lose sight on my position, in hindsight I could have done more exploring in this new environment and could have taken in the new scenery. My suggestion to anyone that finds themselves in a new location is to embrace the change with optimism and get involved in the community to meet new people and broaden your horizons.
Interviews

Frontline supervisors

What has your experience with the Frontline Program been like?

I love every minute. I receive energy from the students; their interest in starting a career with 3M along with working hard to be successful in the Frontline internship. The program offers an unique opportunity for students to take a risk and figure out if they can be successful. I am very proud to be a 3Mer.

Why are you involved with the Frontline Program?

In addition to the reasons I have stated above, I enjoy working with different generations as it allows me to grow personally and professionally, expand my leadership ability, as well as sharpen my presenting skills. I have found GREAT leaders are approachable and resourceful to everyone, especially for students—which is what my position in Frontline allows me to do.

What do you think we as students gain from being involved?

Students have the opportunity to explore 3M’s diversity of career opportunities and meet 3M leaders who have portfolio of experiences. The program provides direction to student’s career development. 3M grows with you every day with every experience. The Frontline Internship experience provides a map to the world of 3M. You just need to own what you are doing and know that you are not alone on an island. Use your fellow Frontliners, as well as your other supporting mentors, to aid in your success.

Do you have any stories to share?

I cannot think of a specific story. However, getting to know each student and following their progress through the program is a story within itself. Normally the first interaction I have with students begins at the career fairs and visiting classes. I will see these students again during interviewing, offer them a position for Frontline, and ultimately congratulate the Villanova students as they accept job offers at 3M. I, also, encourage the students to network within 3M—a safe environment with plenty of flexibility and support. It is an investment for the future of 3M.

Other comments?

Frontline is a part of me, Renee Ricciotti. I am second generation 3Mer, Villanova Business School graduate, a wife, a mother, a daughter, a sister, a volunteer, a leader, a mentor and simply AM a person who is passionate about the success of the future 3M employee.
What has your experience with the Frontline Program been like?

It has been fantastic! It is an opportunity to work with the top students from our partner schools, and provides 3M the opportunity to fill our sales pipeline with the top sales talent from these schools. It is also a privilege to spend time on the campus of University of Toledo, working with the faculty and mentoring students to help them gain employment after their hard work and a successful completion of their studies.

Why have you been involved with the Frontline Program?

I have the honor to continue to fill 3M’s talent pipeline through the Frontline Internship Program. It is also a pleasure to work with the University of Toledo’s deans, faculty, and students. It provides me the opportunity to have frequent interactions with the students, and it is always a blast to get to know them, and as well as getting to see them grow and successfully begin their careers.

What do you think we as students gain from being involved?

3M is a leading Global Company that provides students a tremendous career opportunity, due to the breadth of our businesses and global footprint. Students who come into this program have been successful in not only completing their studies, but also working closely with school faculty and leaders. Once they enter Frontline they are given a tremendous opportunity to work in the real world and network with 3M professionals who are able to provide strong personal and career guidance. It is a unique opportunity to propel your future, so take advantage of the opportunities available to you.

Do you have any stories to share?

My favorite experiences revolve around sales competitions and Frontline team projects. It is great to be able to coach the sales competition participants, and share in their success or failure...as both are learning moments and being able to share my experiences at this time is very rewarding. But the story I share most is the Frontline Team project where the team came up with a sales concept to improve the customer experience through sales efficiencies. This involved developing an app for the I-Pad, which they actually developed and the 3M Division had implemented for their whole sales team before the end of this Frontline Teams internship. Now that is POWERFUL!

Any other comments?

As a Frontline Manager, I appreciate the opportunity our Frontline Interns are given as they are provided a real-life job experience at 3M. It provides a Frontline Intern at 3M to have a positive impact on the business through team projects and real-world experiences.
Interviews

Frontline supervisors

Scott Morris, Diversity & Inclusion Initiatives Strategist

How long have you been familiar with the Frontline Program?

My 3M Frontline experience began in 2009, when the IBG HR Director asked me to supervise 10 interns and help place them across the country. This experience was fully capped in 2010, when Candace Mailand invited me to serve as the 3M Frontline Sales Leader at North Carolina A&T State University. It has truly been a life altering experience. As I reflect, it would be difficult to imagine career fulfillment, minus our Frontline Program.

What has your experience with the Frontline Program been like?

Transformational!!! To mentor, coach, and serve as a 3M Ambassador at our partner universities is an honor beyond measure. To witness (and be a part of) Frontline student growth, confidence, and their life journey... is absolutely amazing. It has also provided the opportunity for personal growth through service. Sitting on the Executive Advisory Council of the College of Business and Economics has been amazing. Coaching, mentoring, lecturing, and helping design/teach the intro to sales course (and engage other 3M’ers for their development) is a high point. We have 3M Days at NCAT, our two-day recruiting experience has dramatically expanded 3M on campus relevance. The students are excited about 3M. The shift in demand for 3M has sky-rocketed.

Why are you involved with the Frontline Program?

I am involved with the Frontline Program to invest in the future of our enterprise. Frontline is an incredible chance to serve others relentlessly. To invest in the students and empower them to fully embrace the value of their journey brings me irreplaceable joy. At North Carolina A&T, I greet selected freshman students during their second week on campus, and we develop their confidence, skills, and personal equity over the course of their college careers and beyond. But, the prevailing reason I stay involved with Frontline is the impact that we have made in lives of countless students and their families. Frontline isn’t just a program, Frontline is me...

What do you think we as students gain from being involved?

Our Frontline students quickly learn the power of collaboration and embracing differences to elevate outcomes. It is the perfect microcosm of what an inclusive culture should look like. Students seek out differences as they foil prior perceptions of gender, geography, race, or university. The mindset and behavior shift from April to August is magical. They walk in as individuals, and walk out as 3M Frontliners.

Students also learn to function in a highly competitive environment and assess how they measure against the “best of the best.” The self-confidence and professional equity amassed over this short period startles in the most positive way.
Do you have any stories to share?

Several years ago, I met a brilliant freshman student, who was very shy, but didn’t seem to fit into a sales or marketing role. I became his mentor that year, and by his junior year, the transformation had taken full form. He came to 3M as our first Sales Analyst Intern and received a full-time offer. He was quickly promoted, and within 2 years, was a Key Account Manager with one of the largest customers. He has set the standard for me, on so many levels.

Secondly, two of my recent interns stick with me, because they were able to unlock their personal power. We coach them to understand their purpose, public communication skills, and have the confidence to “show up whole” (bring their selves to the program). I witnessed so much growth and maturity during the school year leading to the internship experience, and geometrical growth during the program. To watch unnerving doubt, move to bold confidence, will always stay with me.

Any additional comments?

The Frontline experience is a game-changer! It will prove to be a cherished pivot moment in your life. *Come prepared to grow, learn, and share your differentiated lens. You will walk away with a fresh perspective of YOU and 3M!*
In your opinion, what is the most common mistake during the interview process? And how can an interviewee be able to avoid making this mistake?

While the interns are valuable and 3M invests a great deal of time and money in them, you will still find yourself competing with others for the same position and you must sell yourself as the best candidate in order to be chosen. The most common mistakes are: 1) assuming that you are guaranteed a job and therefore not preparing for the interview, 2) not doing the research on a business and their product line so that you can understand and ask thoughtful questions about the job and its expectations, 3) not following up after the interview or completing assignments that may have been given to you as part of the interview process, such as researching products or customers or even visiting a retail location and reporting back on that experience. And finally, 4) when offered a position, a hiring manager is usually excited about being able to give you this opportunity. They’ve taken the time to interview and select you and so the worst thing you could do here is not respond in a positive manner. Even if you have another opportunity that you may be waiting to hear the outcome of, it’s imperative that you address the offers you’ve received in a positive manner and be realistic about the time frame you would like to have to respond. HR and the hiring teams will work with you to make sure we are on the same schedule or timeline for all positions and we will do our best to keep you informed on those positions you are still being considered for.

Explain how important it is to keep all social media clean from inappropriate content. And why...

This is so important. There are many of our hiring managers that will check Facebook and LinkedIn profiles prior to making decisions. Lock your Facebook account. Make it private, or have one that you would not mind your grandmother reading. This sounds funny, but it can hurt your chances for employment anywhere. Have a LinkedIn account and keep it active, change the picture, add updates, but make sure they are business appropriate, even having statements out there such as “currently seeking outside sales opportunities with xxx locations or xxx product types” can affect you if you are applying/interviewing for a marketing role that you are highly interested and excited about. The same goes for objectives on your resume; take the time to tailor them to jobs, and always make sure your cover letters are accurate. I cannot tell you how many times I see well-qualified candidates get bumped because their cover letter was addressed to Target or General Mills on the 3M application system. “What happens in Vegas shows up on Facebook!”
How do you define success for a Frontline intern?

I cannot define success for any particular person, but at 3M you can build your own career, and frankly, you are responsible for your own career. No one will tell you what your next job should be or what steps you need to take to get to your dream job. If you show the motivation and self-drive to get there, people will notice you and that’s how you get new opportunities.

If you could give one piece of advice to a potential intern, what would it be? Why?

Intern: Be open to opportunities presented to you; you may start out in Consumer but find you have an interest and a passion around Industrial or Health Care. Don’t close doors on yourself.

Perm Hire post internship: Very same thought, 3M is one of the few companies where you can work in several industries and have 4 or 5 very different jobs over your career, but always remain under the same company and continue relationships that will help you grow. Realize that 3M could be a life-long career, but people do leave and then return within a matter of time—it’s because of the opportunities that exist here.
How important was it to you in getting the opportunity to meet the Frontline interns this summer? What stood out the most about this group?

This summer we had by far the largest number of interns participating in the 3M Frontline Program. At the opening Frontline Conference hosted by San Diego State University, it was clear that this was an extremely talented group of high performing students that can help drive 3M growth for years to come. In looking for sales talent, I’m so impressed with our partner schools sales curriculum that each sales major can experience. College sales labs were not available when I attended college.

Putting yourself in the sales intern’s shoes, what would be your number one goal upon completion of the internship?

As a 3M Frontline Intern, my number one goal upon completion of the internship would be to realize all of the different career opportunities that 3M can offer. Sales, brand marketing, shopper marketing, and digital career opportunities are just a few of the career roles available today. Participating in the 3M Frontline program is like being an actual employee, not merely an intern.

If you could change one thing that took place during your professional career, what would it be and why?

I have had the opportunity to hold many varied roles at 3M over my career. I’m constantly learning and have never been bored. I’ve also had the good fortune of working with great people. Looking back, I don’t think I’d change a thing!

Given your experience and exceptional success, what advice would you give to a future Frontline intern of 3M?

Demonstrate a winning attitude every day. Your success is up to you! Network across the organization and learn all you can about how 3M goes to market with our customers.

Describe your most memorable travel experience throughout your career with 3M.

I had the good fortune to travel to 3M Russia as part of the Business Transformation team. The first song that came on the radio as I was picked up at the airport was the “James Bond Theme”. That was pretty memorable.
What has your experience with the Frontline Program been like?

Being a part of the program has been rewarding. You see growth and development of the students from the sales conference in the spring until the end of a successful internship. Also, 3M focuses on increasing their diversity levels, but Frontline exceeds 3M’s level. The program has been changing 3M and focuses on important strategies of 3M, and I’ve been able to experience the change.

Why are you involved with the Frontline Program?

Fifth Strategy of our company is “Building High Performing and Diverse Global Talent.” I enjoy having a small part in that process and contributing to the future of 3M. When mentoring students, I am not only hoping to help them become better candidates for their future, but each mentee has helped me become a better leader and mentor than I was before we met. Each student shows dedication, passion, and high energy, which, ultimately, helps 3M become more successful.

What do you think we as students gain from being involved?

Students gain understanding of the reality of a work-life balance. They begin to understand the hard work that is needed to overcome the stressful days, and the focus and drive that is needed to progress their career.

Do you have any stories to tell?

The students are truly the reason my experience has been a thrill. The energy and enthusiasm from the start to finish of the program is something I always look forward to. It also is motivating to be able to help someone start their career; beginning by meeting a student at networking event or scheduling time on the calendar for an informational interview to ultimately mentoring them through decisions of their career.

Any other comments?

3M has many divisions, businesses, and market centers. It can be a struggle to understand them in the beginning, however, you will be surprised how much you understand by the end of a couple months. If you do not know or are curious, just ask!
“Three things to remember:

1. This internship will challenge you professionally, but develop you in ways you would never imagine.

2. 3M is a community of people that are there to support your growth to success, so don’t be afraid to ask for help.

3. Most importantly, be like a Scotch-Brite® sponge and absorb as much as you can!”

— Gina Goss, 2017 Frontline Sales Representative, Industrial & Safety Markets Center
Collegiate connections

Baylor University

Baylor University has been partnering with 3M Company since 1996. Baylor’s Hankamer School of Business has housed the Center for Professional Selling for 25 years. The center provides students with an opportunity to gain skill sets needed to succeed in both their professional and personal lives.

Faculty to know
- Andrea Dixon, Ph.D. – Executive Director
- Brianna Steensen, Program Manager

Words of Wisdom

“You are never too busy to do great work. Keep a positive mindset – learn to be in the moment, recognize opportunity – and take advantage of it.”

—Dr. Andrea Dixon

www.baylor.edu/business/selling

Sales curriculum

Baylor University has a unique educational model, and a collaborative culture. The university also aids students with support for a smooth college to career transition.

DePaul University

DePaul University has been working with 3M Company since 2005.

Faculty to know
- Rich Rocco - Executive Director
- Dan Strunk, MBA – Professor
- Diedre Laverdiere, Program Partner Manager

Interviewing with 3M

When the time comes, DePaul students in their Junior year of school are sought after for the Frontline Internship. Prior to interviewing, 3M Company visits the school and gives students insights as to what types of characteristics they are looking for.

Words of Wisdom

“This is one of the most sought after programs. Students must show a true want, and put forth the needed effort to succeed.”

—Dan Strunk

www.salesleadershipcenter.com
Indiana University

Indiana University has been partnering with 3M Company since 2003.

Faculty to know

- Charles Ragland – Executive Director
- Richard Canada – Senior Lecturer
- Dennis Spahr – Lecturer
- Sonya Dunigan – Assistant Director

Interviewing with 3M Sales

Sales Workshop is a course that provides resume content geared toward the program. Students in the sales program are also notified about the upcoming 3M Frontline Sales Internship opportunity via email communication and announcements made in all sales courses.

Words of wisdom

“Based on feedback from Kelley School of Business students who have been 3M Frontline interns, the Frontline Program provides one of the best internship opportunities a student could possibly have. Remember that if you are chosen to participate as a 3M intern, potential is interesting, but performance is everything!”

http://www.kelley.iu.edu/

Morehouse College

Relatively new to the Frontline Sales Program, Morehouse College became a university partner in 2013 but has proven itself a competitive school in the field of sales. Recently, Morehouse introduced both Advanced Professional Selling and Customer Relationship Management courses, remodeled its Principles of Professional Selling course and developed a Sales Lab in which students can perform mock sales calls and go on ride-alongs with sales reps. Morehouse students also have access to Sales Career Days in which they invite business professionals to speak on such topics as “What does it mean to be a sales rep?” in preparation for their future careers in the business world.

Faculty to know

- Dr. Cassandra Wells – Associate Professor and Marketing Program Director
- Irving Corrales – Adjunct Faculty (Sales Program)

Interviewing with 3M

Students at Morehouse College are pre-screened by Dr. Wells and Professor Corrales and then hand-selected based on their compatibility with the internship. The students are then scheduled for interviews, coordinated by Dr. Wells in partnership with their Career Services office for business majors.

Words of wisdom

“To be a great sales professional, you have to see yourself as a helper. As long as you remember that you are there to help the customer, you will be successful.”

—Dr. Cassandra Wells

http://www.morehouse.edu/academics/busadmin/

North Carolina A&T University

North Carolina A&T University has been partnering with the 3M Frontline Sales initiative since 1998. The university requires all marketing majors to complete professional sales curriculum in order to prepare them to compete in today’s global economy.

Faculty to know

- Joseph Huscroft, Ph.D. – Chair and Associate Professor Marketing, Transportation and Supply Chain
- Jakki Williams, Ph.D. – Associate Professor, Marketing
- Kimberly McNeil, Ph.D. – Associate Professor, Marketing
San Diego State University

San Diego State University is the newest 3M Frontline partner. San Diego State’s College of Business Administration is one of the nation’s oldest and largest AACSB accredited business schools. They strive to prepare students for success through education in leadership, social responsibility, and entrepreneurial thinking.

Faculty to know

• George Belch, Ph.D. – Chair, Marketing Department
• Heather Honea, Ph.D. – Chair of Marketing Department
• Gabriel Gonzalez – Assistant Professor

Interviewing with 3M

When the time comes for the interviewing process to start, any student who meets 3M’s qualifications has an opportunity to apply for the program.

Words of wisdom

“Sales is one of the most important courses in the curriculum; sales people are the last to get fired!”

— Dr. Linda Silver Coley

http://www.ncat.edu/academics/index.html

When the time comes for the interviewing process to start, students are notified via email. San Diego State does not limit applications to specific students. Anyone within the specifications set by 3M is able to submit their resumé to Career Services to be considered for an interview. If you are interested in the program, be sure to prepare yourself and have an updated resumé clearly stating your value proposition.

Words of wisdom

“Sales positions are a great way to pursue a career in marketing. Nothing prepares you better for marketing positions than being out in the field working with channel members and/or interacting with customers. Many students are skeptical about working in sales, but those who recognize the opportunities available on the sales side of marketing often can move up the corporate ladder very quickly into leadership positions.”

—Dr. George Belch

http://cbaweb.sdsu.edu
St. Catherine University

St Catherine University has been partnering with 3M Company since 1998. St Catherine University strives to build student’s responsibility and leadership aptitude, and prepare them to take action, and stay connected within the global world.

Faculty to know

• Mary Jacobs – Professor and Director, Center for Sales Innovation
• Dr. Mary U Henderson – Associate Professor
• Julie Nelsen – Assistant Professor

Interviewing with 3M

When the time comes for the interviewing process to start, the Center for Sales Director and Sales faculty reach out to Sales students who have done well academically, while also active in leadership roles on campus. Students are encouraged to participate in sales competitions, DECA, buyer role plays and networking with St. Kate’s Frontline alumnae, to be ready for the Frontline internship opportunity.

Words of wisdom

“Take advantage of every opportunity available while in college to build your network, grow your communication skills and demonstrate strong business acumen. Do your homework and be prepared – this will help you to be successful.”

—Mary Jacobs

http://www.stkate.edu/schools/sbl/

Texas State University

Texas State University has been partnering with 3M Company through the university’s Professional Selling Corporate Partners Program since 2010. Texas State’s McCoy College of Business Administration develops students through theory and action learning, mentoring and relationship building.

Faculty to know

• Vicki L. West – Professor
• Dr. Ray Fisk – Professor and Chair

Interviewing with 3M

When the time comes for 3M to start choosing students for the Frontline Program, only those top sales students will have a chance to interview. Students who continually excel and are winning awards from in-class competitions will gain the opportunity.

Words of wisdom

“One main need for a student’s success is having a good mentor, someone who is invested in them, teaching things you cannot learn from a textbook. I am that person for my students.”

—Vicki West

http://www.mccoy.txstate.edu/
Tuskegee University

Tuskegee University was among one of the first institutions to join with the Frontline Sales program in 1998. Tuskegee strives to educate students in order to enhance the practice and professionalism of sales and marketing careers.

Faculty to know

- Faye Hall-Jackson – Department Head and Associate Professor, Management

Interviewing with 3M

When the time comes for the interviewing process to start, the university identifies students who have met all requirements and have the acumen needed to contribute to 3M Company. Students are then called and invited to come for an interview.

Words of wisdom

“There is a difference between ‘impossible’, and ‘never been done before.’ Be the first to make something happen.”

—Anthony Freeman

http://www.tuskegee.edu/academics/colleges/cbis.aspx

University of Houston

The University of Houston Sales Excellence Institute (SEI) has been partnering with 3M Company since 2004. SEI’s goals for the students are to prepare them for a successful career in sales. While part of the Institute, students develop the skills needed to sell successfully and are placed in situations where they feel the challenges of the profession. SEI’s objective is that students are immediately productive sales people that are committed to a career in sales.

Faculty to know

- Carl Herman – Director of Operations and Executive Professor
- Dr. Joel LeBon – Director of Executive Education and Assistant Professor
- Randy Webb – Director of the Program for Excellence In Selling and Executive Professor
- John Pingle – Director of Corporate Relations
- Amy Vandaveer – Clinical Professor

Interviewing with 3M

When the time comes for the interviewing process to start, all sales majors are invited to participate. Interviews may be on campus, or web-based. Interviews are arranged on a first-come, first-served basis. If you are interested, make sure you let the university know so that you may secure yourself a interview for the Frontline Program.

http://www.bauer.uh.edu/
University of Toledo

Toledo University has had a relationship with 3M’s Frontline Program since 2007.

Faculty to know

- Deirdre Elizabeth Jones, Director, MBA – Sales Professor
- Michael Mallin, Ph.D. Philosophy, MBA – Sales Professor
- Dr. Ellen Bolman Pullins, Ph.D., Philosophy, MBA – Sales Professor
- Edward H. Schmidt Schad – Professional Sales

Interviewing with 3M

Sales students are coordinated through Business Career Programs and students are notified of the interviews via email. Toledo also announces the date for respective opportunities in all sales classes.

http://www.utoledo.edu/business/

Villanova University

Villanova University prepares its students for the Frontline Program via business/sales education that is rigorous, relevant, and rich in values of truth, caring, and community. The coursework integrates fundamental business skills with ethics and social responsibility. Students are presented with opportunities for academic and professional development to support professional growth. Students looking to join our 3M Frontline Sales Program are Marketing and/or Business majors and take required courses such as Professional Selling, Professional Sales Management, Customer Relationship Management, and Business Analytics.

Our key objectives are to provide students with an understanding of professional selling. Villanova prepares students for a career in complex, problem-solving selling environments focusing on the ethical aspects of selling.

Faculty to know

- Dr. Greg Bonner – Marketing and Business Law chair
- Timothy McCulloch – Adjunct Faculty (Sales Program)
- Dr. Matthew Sarkees – Marketing & Business Law Department Chair and Associate Professor

Interviewing with 3M

Those interested in interviews submit resumes/cover letters and transcripts to Career Services. The Career Office forwards them to 3M and Basic Qualifications are verified. Potential interviewees are selected. They are then notified by Career Services and students sign up for interview time slots (number determined by 3M).

http://www1.villanova.edu/villanova/business.html
Xavier University of Louisiana

Xavier University has been working with 3M Company through the school’s Business Advisory Council (BAC) since 2002. Xavier’s Division of Business offers students a curriculum to set them up for a major or minor in Sales and Marketing. This concentration empowers students for future positions within Customer Relationship Management, Sales, and even Market Analysis.

Faculty to know

- Dr. Joe Ricks – Division of Business Chair
- Dr. Mark Quinn – Assistant Professor
- Dr. Amanda Helm – Assistant Professor

Interviewing with 3M

The Frontline Sales Internship is offered to those students pursuing Sales and Marketing as either majors or minors. Xavier identifies students who qualify for interviewing based on excellent performance in class, and those they feel are coachable. Students need to express a strong desire for a career in sales if they would like the opportunity to apply.

Words of wisdom

“Success is not determined by how well you do things you want to do. Successful people do things that they don’t like well, because they are professional.”

—Dr. Joe Ricks

http://www.xula.edu
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