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](http://www.3m.com)
- [www.3m.com/careers](http://www.3m.com/careers)
- [www.facebook.com/3mfrontlinesales](http://www.facebook.com/3mfrontlinesales)
- [www.youtube.com/frontlinesales3m](http://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 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 2022, December 2022, or May/June 2023)
- 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
2020-2021 intern profiles

Kamryn Allen
University, Graduation Date:
Texas State University, May 2021

Major: Public Relations
Minor: Political Communication

3M Division: Medical Solutions Division, Health Care Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
I have gained knowledge in the medical field and joy through helping patients. I am able to talk with doctors and nurses about why 3M is the product that their patients are safe with.

Words of Wisdom:
I would say to go into the internship with clear eyes and an open mind. It will be challenging, but you were chosen because you are equipped and very smart.

Clay Almond
University, Graduation Date:
Baylor University, May 2021

Major: Professional Selling
Minor: Entrepreneurship

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
I have improved my ability to think on my feet. Things will not go as planned. It is important that we know how to respond appropriately.

Words of Wisdom: Get out of your apartment! Don’t spend too much time planning in your apartment during the day. Do that at night! Be out of your apartment by 9am at the latest (depending on schedule/Teams meetings) and go make calls. People are a lot nicer than you think.

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

Major: Communication Studies
Minor: Sales & Integrated Marketing Communication Design

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Ability to thoughtfully network with those at 3M, foundational knowledge of the Personal Safety Division, utilizing platforms such as Sales Force, Voice Storm, and REV to find new opportunities inside PSD.

Words of Wisdom: Don’t try to be someone other than yourself; you were picked for the role for a reason and showing your own unique strengths is what the people at 3M are looking for! Don’t be afraid to ask questions.
Amanda Baranowski

University, Graduation Date: Villanova University, May 2021
Major: Chemical Engineering
Minor: Aerospace Engineering
3M Division: Automotive & Aerospace Solutions Division, Transportation & Energy Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
I have learned how to effectively manage my time, basics of selling skills and customer focused selling, the aerospace market sell cycle and structure, as well as a handful of technical and research based skills from lab work.
Words of Wisdom: Don’t be afraid to ask your supervisor for experiences/projects you are looking for; they want you to get the most of your experience.

Cassandra Barr

University, Graduation Date: Saint Mary’s University of Minnesota, May 2020
Majors: Business Intelligence & Analytics
Minor: Marketing
3M Division: Health Care Business Group
Role/position at 3M: Business Analyst
What skills have you gained through this experience?
I am becoming more familiar and confident when working with Power BI, and I have even learned how to embed a Power App into a dashboard! I am also learning a lot about pricing, and that there is much more than goes into it than I originally thought.
Words of Wisdom: You need to ask questions! I can’t emphasized this enough. Your team wants you to be successful, and they are always willing to help.

Lucas Bentrud

University, Graduation Date: Bethel University, May 2020
Major: Business Marketing
Minor: Finance
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
As a sales rep my days are a blank slate. I have learned how to structure my day to be the most efficient and effective Account Territory Rep I can.
Words of Wisdom: Learn. Do. Connect. Learn about your business and all of its functions. Do your job to perfection and then ask for more. Connect with those around you because they will be your greatest resource.
2020-2021 intern profiles

Jonathan Bequer

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

Major: Marketing: Professional Sales & Sales Management

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Time management, need discovery, prospecting, and overall confidence in working with decision makers of large companies.

Words of Wisdom: Be a sponge, there is a lot of smart people at this company with extremely valuable experience. Focus on learning as much as you can from as many people as you can and you’ll see yourself develop a substantial amount in the short time you have in your assignment.

Colin Brahler

University, Graduation Date:
DePaul University, June 2020

Major: Marketing, Sales Concentration

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Networking, sales techniques, adaptability, virtual collaboration.

Words of Wisdom: You will be surrounded by an unbelievably intelligent and helpful network of people. They are here to help you. Take advantage of this; it will benefit you greatly.

Dwayne Branch II

University, Graduation Date:
North Carolina A&T State University, May 2020

Major: Marketing

3M Division:
Global Marketing Center, Transportation & Electronics Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Branding techniques, skills on how to conduct effective marketing research and how to create a competitive assessment.

Words of Wisdom: “Don’t fall victim to paralysis by overanalysis.”
– Charlene Vance
Jayne Bunge
University, Graduation Date:
St. Catherine University, December 2021
Double Major: Business to Business Sales, Marketing
Minor: Economics
3M Division: Commercial Solutions Division, Transportation & Energy Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
Territory management, customer focused selling, product knowledge, relationships with distribution.
Words of Wisdom: Dive in and absorb as much information as you can. Don’t be afraid to ask questions and reach out to other reps in the area and on your team.

Tucker Burquest
University, Graduation Date:
University of Minnesota-Duluth, May 2021
Major: Sales & Marketing
Minor: Hispanic Studies
3M Division: Personal Safety Division, Safety & Industrial Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
Time management, collaboration, territory management.

Isabelle Congdon
University, Graduation Date:
Case Western Reserve University, May 2022
Majors: Data Science and Analytics, Computer Science, Finance
3M Division: Health Care Business Group
Role/position at 3M:
Business Analyst
What skills have you gained through this experience?
Creative problem solving, communication, and bottom line oriented thinking.
Words of Wisdom: Network anywhere and everywhere you can!
2020-2021 intern profiles

Katherine Coslett

**University, Graduation Date:**
Villanova University, May 2022

**Major:** Mechanical Engineering
**Minor:** Biomedical Engineering

**3M Division:** Food Safety Division, Health Care Business Group

**Role/position at 3M:**
Sales and Marketing Representative

**What skills have you gained through this experience?**
Communication skills, sales and marketing knowledge, teamwork and collaboration skills, time management.

**Words of Wisdom:** Come in with an open mind and take advantage of all opportunities.

Niki Crowe

**University, Graduation Date:**
Indiana University, May 2022

**Major:** Marketing & Business Analytics
**Minor:** Creative Technologies

**3M Division:** Oral Care Solutions Division, Health Care Business Group

**Role/position at 3M:**
Marketing Administrator

**What skills have you gained through this experience?**
How to communicate in a professional way, and how to be productive in an independent way. I’ve learned how to become more confident in my decisions.

**Words of Wisdom:** Don’t be stressed or overwhelmed by the fact that this is a big company. Also, take advantage of all of your mentors and resources! Everyone is more than happy to talk with you if you have questions about anything.

Sarah Cullen

**University, Graduation Date:**
University of Toledo, May 2022

**Double Major:** Sales and Marketing

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

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

**What skills have you gained through this experience?**
Time management, social and communication skills, selling, presentation, public speaking, relationship building, knowledge in Salesforce and PowerBi, skills in Canva creating marketing materials.

**Words of Wisdom:** As soon as you get your assignment/job description, create an elaborate plan. Have a plan for every week where you will be going, who you will be meeting, what you will be doing. Network with as many people as you can, and meet with at least one person every week who you’re interested in talking to.
Paschal Curlin

University, Graduation Date: Baylor University, May 2022

Major: Professional Selling

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

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? Communication, collaboration, time management, CRM management, relationship management, importance of follow-up.

Words of Wisdom: Recognize, as you’re learning, that different reps have achieved great success while operating under very different sales styles. It’s exciting to know that you can incorporate your specific communication style and find success.

Marisa Demasiliere

University, Graduation Date: Xavier University of Louisiana, December 2020

Major: Sales and Marketing

3M Division: Medical Solutions Division, Health Care Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? I have developed my skills in networking and communication.

Words of Wisdom: There may be moments of downtime in your internship and you are not sure what to expect for the next week, so use this time to network. If you have trouble with that or are unsure of how to initiate it, there are many people at 3M who are willing to help advise you.

Marc Domingue

University, Graduation Date: Morehouse College, May 2021

Major: Marketing

Minor: Sales

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

Role/position at 3M: Inside Sales Representative

What skills have you gained through this experience? My overall confidence speaking to customers has developed and I’m learning how maneuver through software like Salesforce and Power BI.

Words of Wisdom: Reset, restart, and refocus as many times as you need—just don’t quit!
2020-2021 intern profiles

Gabrielle Doran
University, Graduation Date:
St. Catherine University, December 2020
Major: Data Science
Minor: Mathematics
3M Division: Global Marketing Center, Health Care Business Group
Role/position at 3M:
Business Analyst
What skills have you gained through this experience?
Articulating complex ideas to team members, asking for help when appropriate, being proactive about my own success, self-starting and taking initiative, networking, database design, project planning, business acumen, using technical skills in ways that are oriented towards business success.
Words of Wisdom: The Frontline internship is a marathon, not a sprint. This is a once-in-a-lifetime opportunity, so seize it!

Jordan Fannin
University, Graduation Date:
University of Toledo, December 2021
Majors: Professional Sales & Organizational Leadership & Management
Minor: Economics
3M Division: Safety and Industrial Business Group-Converter Markets
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
Frontline has been an incredibly rewarding experience. I feel as though I’ve grown personally and as a professional. I’ve been able to learn about territory management, territory focused selling, marketing campaigns, and sales.
Words of Wisdom: Value the unique qualities you bring to the table, speak up, and don’t undersell yourself. Be diligent and disciplined — establish a routine and always strive to never settle.

Amber Farooquii
University, Graduation Date:
DePaul University, June 2022
Major: Marketing
Concentration: Sales Leadership
3M Division: Personal Safety Division, Safety & Industrial Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience?
Communication skills, sales skills, Salesforce, time management, networking.
Words of Wisdom: No one is going to build your dream life for you, you have to be willing to put in the work and commit to reaching your full potential. Remain disciplined and learn as much as you can at all times. Don’t give up! You got this!
Arian Ford

University, Graduation Date: North Carolina A&T State University, May 2022
Major: Marketing
3M Division: Transportation & Energy Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Presentation skills, professional work culture communication, virtual networking, marketing campaign, how to build a customer persona and journey map.

Words of Wisdom:
Give this internship your all! It will be so rewarding if you do. Connect with your other Frontline interns, it will go a long way. This internship showed me the potential I have to be a marketer!

Kathryn (Kate) Frels

University, Graduation Date: San Diego State University, May 2020
Major: Business Administration
Concentration: Marketing
3M Division: Automotive & Aerospace Solutions, Transportation & Energy Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? It’s hard to put into words, but includes time management, collaboration, balancing complex timelines, greater self-awareness, leadership, finding new opportunities, and confidence.

Words of Wisdom: Make every relationship you build intentional. Go beyond just talking to people, learn about them and connect with them. Being kind, genuine, eager and work hard, that will get you further than anything else.

Chelsea Fuchs

University, Graduation Date: Texas State University, May 2020
Major: Marketing
Concentration: Professional Sales
3M Division: Consumer Business Group-Key Accounts Division
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Sales and business analytics, data organization, data analysis, efficiency, and story-telling.

Words of Wisdom: Be prepared to embrace challenges and remain adaptable. You will not be alone as everyone within 3M has a warm and welcoming approach and is willing to share their wisdom. You are viewed as an employee of 3M, so your work and projects have meaning. The Frontline Internship is an incredible opportunity, one in which I recommend without hesitation.
2020-2021 intern profiles

**Destini George**

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

**Major:**
Sales & Marketing

**3M Division:**
Food Safety Division, Customer Operations

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

**What skills have you gained through this experience?**
Customer focus selling skills, value added statements, leaving an effective voicemail, listening, value creation, value selling, navigation, and effective networking.

**Words of Wisdom:**
Stay positive, be patient, work hard, network as much as possible, learn and do not limit yourself to your assigned division.

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**Teresa Garcia**

**University, Graduation Date:**
University of Houston, May 2022

**Major:**
Marketing (Sales) & Entrepreneurship

**3M Division:**
Medical Solutions Division, Health Care Business Group

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

**What skills have you gained through this experience?**
I’ve gained a lot of clinical knowledge, which has been very interesting for me! This summer showed me that I am a fast learner who can stay cool under pressure because of how much freedom my team gave me to take ownership of certain accounts.

**Words of Wisdom:**
Never be afraid to ask for what you want! The internship is an opportunity for you to learn and explore your talents and interests. People are willing to help you if you just say what you need or want.

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**Jinan Hamadi**

**University, Graduation Date:**
University of Houston, May 2022

**Major:**
Supply Chain Management

**Minor:**
Advanced Sales

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

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

**What skills have you gained through this experience?**
Data analysis, prioritization, agility, technical skills (Excel & PowerBI), ability to get out of my comfort zone, resilience, time management.

**Words of Wisdom:**
Trust the process and take everything in like a sponge. Your attitude determines your altitude, so keep it positive at all times. Believe in yourself and ask questions, you will never know if you don’t ask! Learn something new each day, 3M has so many resources to ensure your success so use it to your advantage!
2020-2021 intern profiles

Nicholas Harris
University, Graduation Date: University of Wisconsin-Eau Claire, December 2021
Double Major: Marketing-Professional Selling & Spanish
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Communication, understanding healthcare terminology, how to conduct an effective meeting, asset management, and developing knowledge on 3M product training.
Words of Wisdom: Be flexible and be patient. Everyone’s situation is different, take every opportunity you get for exposure. Don’t get too overwhelmed; it is all new information for everyone. Be a sponge!

Brooke Hauptman
University, Graduation Date: San Diego State University, May 2021
Major: Business Marketing-Professional Selling & Management
3M Division: Electrical Markets Division, Safety & Industrial Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Managing my own territory, building and maintaining relationships, time management, communication, organization.

Words of Wisdom: Step out of your comfort zone: say “yes” to any opportunity that is given to you. Network, network, network! Most importantly, be a work horse, start the right work habits now before going into a full time role.

Ashlin Healy
University, Graduation Date: Villanova University, May 2022
Major: Marketing & Business Analytics
Minor: Biology
3M Division: Global Marketing Center, Health Care Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Taking initiative, project prioritization, professional communication, relationship building with international colleagues.

Words of Wisdom: Because 3M touches so many industries, this internship is an opportunity to explore different interests and curiosities. Take it as a chance to meet people with diverse backgrounds and roles!
Nicole Hemstad

University, Graduation Date:
University of Wisconsin-Madison, May 2021

Major: Marketing
Minor: Spanish

3M Division: Commercial Solutions Division, Transportation & Energy Business Group

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Branding, positioning, networking, writing value propositions, agency selection, project management.

Words of Wisdom: Almost anyone will be willing to talk with you. Don’t be afraid to reach out and ask for time.

Ryan Heneghan

University, Graduation Date:
DePaul University, May 2020

Major: Marketing
Minor: Sales Leadership

3M Division: Medical Solutions Division, Health Care Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
I’ve learned about the order entry process for transitioning patients, as well as wound healing, types of wounds, asset management, and how to properly locate lost VAC Therapy units within hospitals.

Words of Wisdom: It’s completely normal to have difficulty seeing severe wounds at first. Take time to step away and calm yourself down if it gets difficult and try to remind yourself that we are helping the person heal.

Cesar Hernandez

University, Graduation Date:
Texas State University, May 2022

Double Major: Marketing-Sales & Finance

3M Division: Oral Care Solutions Division, Health Care Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Territory management, time management, sales process, and most importantly, how to prioritize.

Words of Wisdom: Don’t be afraid to showcase who you really are!
Mekayla Holm

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

Major: Data Science

3M Division: Global Marketing Center, Health Care Business Group

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
Power BI, networking, communicating with marketers, data literacy, time management, understanding of business terms/data.

Words of Wisdom: Ask questions! It is okay to not know everything, because no one is expecting you to. You are here to learn!

Liz Holmes

University, Graduation Date:
Villanova University, May 2021

Major: Chemical Engineering
Minor: Philosophy & Sustainability Studies

3M Division: Separation & Purification Sciences Division, Health Care Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
I learned that you have to meet our customers where they are. If that means spending a few days researching a new technology, then you do that.

Words of Wisdom: Don’t be afraid to ask questions; you are not expected to know everything. Your supervisors are there to help you succeed. Try and always say ‘yes’ when presented with new opportunities.

Kameron Holness

University, Graduation Date:
Tuskegee University, May 2020

Major: Sales & Marketing

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

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
I have learned how to run paid media campaigns as well as how to track them and make predictions for the future.

Words of Wisdom: Be willing to go outside of your comfort zone and take every challenge head on, you never know what opportunities will come from each experience.
2020-2021 intern profiles

Mark Iwen
University, Graduation Date: University of Minnesota-Duluth, May 2022
Major: Biochemistry
Minor: Biology
Masters: Materials Science (in progress)
3M Division: Separation & Purification Sciences Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Independently visited with numerous distributors/wholesalers. Learned the technical side of products. Created an access platform for competitive intelligence. Figured out my career goals.
Words of Wisdom: Take each day one day at a time. Find structure in your area. Network with other areas and don’t allow yourself to get discouraged.

Miles Jackson
University, Graduation Date: Tuskegee University, May 2021
Major: Sales & Marketing
3M Division: Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? More experience with Excel, introduction to 3M’s co-branding strategies, the ability to analyze data/partner sites in a more thorough manner, networking skills.
Words of Wisdom: Do not be afraid to ask questions even when assignments/information may seem vague, network weekly, and be yourself! Also, take that pressure off of yourself to be perfect. Take pride in controlling your effort/attitude and channel that in a positive direction, you’ll get the results you want to see.

Phito Jean-Louis
University, Graduation Date: Morehouse College, May 2022
Major: Business Finance
Minor: Sales
3M Division: Construction and Home Improvements Division, Consumer Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Sales analytics and cold calling.
Words of Wisdom: Really appreciate the fact that you'll have an in-person experience. This is something that people may have taken for granted prior to Covid-19, but being that my time with 3M has been virtual, it made it difficult to receive the full experience. Really dive into your work and make as many connections as possible!
2020-2021 intern profiles

Ashton Johnson
University, Graduation Date: University of Toledo, May 2022
Major: Professional Sales and Marketing
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
Time management, relationship selling, effective questioning, and hospital etiquette.
Words of Wisdom: Stay curious! This is a phenomenal learning experience for you, and it is important to take full advantage of it. Shadow anyone you can, set up coffee time with co-workers and just immerse yourself into the job.

Pragya Karmacharya
University, Graduation Date: St. Catherine University, May 2021
Majors: Communication Studies, Psychology
Minor: English
3M Division: Global Marketing Center, Health Care Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience?
Survey creations and execution, stakeholder analysis, SharePoint, networking skills, writing skills.
Words of Wisdom: Be kind to yourself during this process of growth. You deserve to be here so work hard at what tasks you have and enjoy learning from other people. Don’t be too hard on yourself.

Max Kehoe
University, Graduation Date: Michigan State University, May 2020
Major: Advertising Management
Minor: Sales Leadership
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
Customer relationship management, transitioning, organization skills, sales skills, time management.
Words of Wisdom: Network with everyone and don’t be afraid to ask questions. Sometimes your position can get confusing but always ask questions to make sure you know what is going on around you.
2020-2021 intern profiles

Michael Mailand
University, Graduation Date:
University of St. Thomas, May 2021
Majors: Marketing & Leadership, Management
3M Division: Health Care Business Group
Role/position at 3M: Marketing Administrator

What skills have you gained through this experience?
I have learned a great deal about my business at 3M and the markets served, the ability to network across multiple business virtually and the confidence to know that I have the aptitude and business acumen to work independently.

Words of Wisdom: Set strict requirements of yourself. Reach out to as many business people that you can to network. Learn more about the company, remain positive and know that you may hit a few “rough spots,” but there are always people to support you and guide you.

Paige McClelland
University, Graduation Date:
Baylor University, May 2022
Major: Professional Selling
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative

What skills have you gained through this experience?
Professionalism, initiative, adaptability, asset management, time management, customer-focused selling skills, teamwork, leadership, and how to be resourceful.

Words of Wisdom: Take initiative on day one! You get out of Frontline what you put into it. The more involved I got, the more I enjoyed my experience and success. Being thrown into situations where I had little or no experience is where I learned the most. Take advantage of new opportunities and reach out to any 3Mers at any time!

Shannon Meany
University, Graduation Date:
St. Catherine University, May 2021
Major: Healthcare Sales
Minor: Biology
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Inside Sales Representative

What skills have you gained through this experience?
The most important skill I have learned is to stay in the positive mindset when calls may not be going your way. Be empathetical to whoever you are speaking to because you have no idea their role or how their day has gone.

Words of Wisdom: Ask the questions no matter what - especially to your supervisor and team. Many times, your boss forgot to tell your the little detail or give you the information. They will appreciate you asking and it shows you want to know more!
2020-2021 intern profiles

Maddie Milbrath

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

Major: Marketing
Minor: Psychology

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

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Content strategy, content creation, managing social media channels, paid media, data analysis, asset creation, new product photo/video shoot strategy, networking/communication skills, technical writing skills, critical thinking, adaptability.

Words of Wisdom: You were chosen for a reason to be a part of this program. Be proud of where you are and always strive to do your very best. Enjoy your time as a 3Mer!

Nick Miller

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

Major: Marketing Analytics

3M Division: Global Marketing Center, Transportation & Electronics Business Group

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
Technical skills, communication skills, understanding team goals and stakeholder needs, interpersonal skills, and networking.

Words of Wisdom: Be confident in voicing your professional interests and goals—only you know where you want to go from here. Ask questions, be interested, and be genuine.

Alex Moldenhauer

University, Graduation Date:
University of Wisconsin-Eau Claire, December 2020

Major: Business Management
Minor: Marketing

3M Division: Medical Solutions Division, Health Care Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
I have learned how to better communicate, how to network, how to sell, the ins and outs of hospital systems, and what it takes to be successful at 3M.

Words of Wisdom: Be patient, kind, and willing to learn. Practicing patience will help you get extremely far at 3M. Additionally, Be willing to help when working with others no matter who they are. Always assume that the person you are working with has information that can help you!
Marshall Moller

University, Graduation Date: Indiana University, May 2021
Double Major: Professional Sales, 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?
I’ve learned the ability to embrace discomfort and uncertainty, and how to take initiative to build a schedule of my own.
Words of Wisdom: Establish a connection with people outside of your division. Conduct tons of informational interviews with the objective of learning more about 3M and where you might possibly fit in.

Genevieve Mwisange Kabemba

University, Graduation Date: DePaul University, November 2020
Major: Marketing
Minor: Management
3M Division: Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience?
Analytics skills, research skills, and problem solving skills.
Words of Wisdom: If you need help when you get stuck on a project don’t be afraid to ask questions. Everyone at 3M, especially those in your division, are here to help you succeed.

Imani Neal

University, Graduation Date: North Carolina A&T State University, May 2022
Major: Marketing
Minor: Psychology
3M Division: Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience?
I have gained knowledge of valuable tools and am constantly learning! I was able to create a strong professional network filled with amazing mentors and experts in the industries that I strive to be a part of.
Words of Wisdom: Take advantage of every opportunity and ask “why.” As stated by one of my 3M mentors, “asking questions is a symbol of strength.” This shows that you’re actively trying to understand and learn more. Learn all that you possibly can.
2020-2021 intern profiles

Jessica Nichols
University, Graduation Date: Xavier University of Louisiana, May 2020
Major: Sales & Marketing
Minor: Business Administration
3M Division: Oral Care Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? Personal branding, better networking skills, and better time management.
Words of Wisdom: Remember that you were chosen to be an intern for a reason, especially when you start doubting yourself of feel overwhelmed.

Nicole Oliphant
University, Graduation Date: University of Wisconsin-Eau Claire, May 2020
Major: Marketing & Management
3M Division: Automotive & Aerospace Solutions Division, Transportation & Energy Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Marketing analytics, Microsoft Excel, public speaking, division specific information, time management, etc.
Words of Wisdom: Begin networking on day one. Ask for projects early on. And go beyond the job description you are given.

Tobi Oliveira
University, Graduation Date: Villanova University, May 2020
Majors: Marketing, Business Analytics
Concentration: Digital Marketing
3M Division: Oral Care Solutions Division, Health Care Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Data storytelling (PowerBI), monitoring campaign performances (KPIs), leading with greater empathy, internal networking.
Words of Wisdom: Welcome the support that has found you. Embrace the challenges that astound you. And revel in the uncertainty that surrounds you. Now, go show everyone the most profound “you!”
Gram O’Malley
University, Graduation Date: Villanova University, May 2022
Major: Communications (PR & Advertising)
Minors: Business & Spanish
3M Division: Commercial Solutions Division, Transportation & Energy Business Group
Role/position at 3M: Inside Sales Representative
What skills have you gained through this experience? Interpersonal skills, learning how to find and utilize the resources available to me.
Words of Wisdom: Don’t be afraid to ask questions. 3Mers know you’re new to the role/company, and are always willing to make it easier on you.

Jeremy B Ordogne
University, Graduation Date: Xavier University of Louisiana, May 2021
Major: Sales & Marketing
Minor: Business Administration
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience? I’ve learned how to manage my time more effectively than before.

Mai Osman
University, Graduation Date: University of Houston, December 2020
Major: Marketing
Minor: Management
Advanced Certification: 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? Research, communication skills, and time management.
Words of Wisdom: Over-communicate with your supervisor and mentor, they want you to win and are dedicated to helping you succeed. Never shy away from asking to speak to people. Remember to be a sponge and soak up all the knowledge you can. Work hard and utilize all your resources and remember to have fun with it!
2020-2021 intern profiles

Elizabeth Popova
University, Graduation Date: San Diego State University, May 2020
Major: Marketing
Minors: French, Interdisciplinary Studies
3M Division: Industrial Adhesives & Tapes Division, Safety & Industrial Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Competitive mapping, primary research, and project management and tailoring my solution to them.
Words of Wisdom: David Ogilvy believes that (wo)men die of boredom, psychological conflict and disease, but not from hard work. I agree. Go get ‘em!

Lauren Pulvermacher
University, Graduation Date: University of Minnesota-Duluth, May 2022
Major: Marketing & Professional Sales
3M Division: Automotive & Aerospace Solutions Division, Transportation & Energy Business Group
Role/position at 3M: Marketing Administrator
What skills have you gained through this experience? Product management, strategic management/thinking, time management, communications.

Heather Quarnstrom
University, Graduation Date: University of Minnesota-Duluth, May 2020
Majors: Marketing Analytics
3M Division: Customer Operations, Safety & Industrial Business Group
Role/position at 3M: Business Analyst
What skills have you gained through this experience? Analytical skills, hands-on experience with programs and new analytics, effective networking, informational interviewing, making connections, learning more about how I perceive the world and how to better communicate.
Words of Wisdom: Do not doubt why you are here or why you were chosen for this opportunity. You bring something different and unique to the table. Work hard, show you care, and ask questions! Work to find the answers and don’t give up when you hit a road block!
2020-2021 intern profiles

John Rechner
University, Graduation Date:
University of Wisconsin-Eau Claire, May 2021
Major: Marketing-Professional Selling
3M Division: Construction and Home Improvements Division, Consumer Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
Account management, solution selling, effective time management, among others.
Words of Wisdom: Take things one day at a time, work hard, control what you can control, and everything else will fall into place. Make every day count, they go by fast. And most of all, have fun!

Daniel Reyes
University, Graduation Date:
San Diego State University, December 2021
Major: Business Marketing-Professional Sales
3M Division: Traffic Safety Division, Transportation & Energy Business Group
Role/position at 3M: Field Sales Representative
What skills have you gained through this experience?
A better understanding of the business cycle. Supply chain and supply and demand have made more sense because of the hands-on experience this position provides. I’ve learned how to probe, ask different types of questions, and find to new opportunities.
Words of Wisdom: Don’t be afraid to be you with the other interns. We are all in this together, so reach out to one another and be open (professionally).

Griffin Riggs
University, Graduation Date:
University of Houston, December 2021
Major: Marketing
Minor: 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?
Territory management, sales planning, selling skills- determining end-user needs, and understanding the synergy of Distribution and Manufacturing.
Words of Wisdom: Network with as many people as possible, don’t be afraid to make mistakes. Be confident in yourself, understand that everyone is rooting for your to succeed and strive to make the most out of this awesome internship!
2020-2021 intern profiles

Haley Rinzel

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

Major: Entrepreneurship
Minors: International Business & Marketing

3M Division: Construction and Home Improvements Division, Consumer Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience? Communications, time and schedule management, adaptability, project ownership and execution, self reliance, relationship development, analyzing qualitative data, cross-functional networking.

Words of Wisdom: Be comfortable with ambiguity and change. Remember to always stay true to your personal brand. Ask how you can get involved to help make an impact. This is an amazing opportunity, enjoy the journey!

Eliza Robinson

University, Graduation Date: Middlebury College, February 2022

Major: Film & Media Culture
Minor: Environmental Studies

3M Division: Transportation & Energy Business Group

Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? Besides learning so much about 3M, I’ve gained knowledge about things like the process behind Insights work, the power of strong communication, and project management skills.

Words of Wisdom: Don’t be afraid to step out of your comfort zone and try new things.

Elizabeth Rojas

University, Graduation Date: Indiana University, May 2021

Major: Marketing & Business Analytics
Minor: Creative Writing

3M Division: Health Care Business Group

Role/position at 3M: Marketing Administrator

What skills have you gained through this experience? Branding, professional writing, organization, design.

Words of Wisdom: Ask questions and network with as many people as you can! Offer your help and speak up on what you like to do.
Leena Sebastin

University, Graduation Date: St. Catherine University, December 2021

Major: Data Science
Minors: Business Analytics & Economics

3M Division: Consumer Business Group

Role/position at 3M: Business Analyst

What skills have you gained through this experience?
I learned how to understand consumer behaviors and develop consumer insights through the reports I created in Unify and Excel, and the opportunity to create and analyze plan-o-grams.

Words of Wisdom: Meet new people and ask questions. Doing these two things helped me learn a lot of concepts that didn’t relate to my projects and are things I will take with me wherever I go!

Kendall Stovall

University, Graduation Date: Texas State University, August 2020

Major: Marketing-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?
I have grown in all my selling skills through my internship, but the one area I felt that I have gained the most progress in is focus on the customer. With 3M, I have been able to better understand the customers needs and accurately provide them with the correct solution.

Words of Wisdom: Try everything, even if it’s new to you, before asking someone for help. It’s amazing how much you can figure out on your own. Everyone is super helpful, but it just feels good to be able to figure things out on your own. Also, I think you learn whatever you are working on better when you explore it and learn it yourself.

Max Taddeo

University, Graduation Date: DePaul University, June 2021

Majors: Marketing-Sales Leadership

3M Division: Medical Solutions Division, Health Care Business Group

Role/position at 3M: Field Sales Representative

What skills have you gained through this experience?
I have learned to schedule my day. After training and orientation, there isn’t much structure. There is so much to do and no one tells you how to prioritize. It’s up to you to plan ahead and make the most out of your time.

Words of Wisdom: To always remain optimistic and be adaptable. Keep an open mind and be confident; you were chosen to be here for a reason!
2020-2021 intern profiles

Jared Tate
University, Graduation Date:
Tuskegee University, August 2021
Major: Sales & Marketing
3M Division: Separation & Purification Sciences Division, Health Care Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience? I've gained many skills such as various product knowledge related skills, field selling skills, and improved time management.
Words of Wisdom: Field sales, which you will experience through Frontline, can be very hands-off. Take that opportunity to spread your wings and get in front of customers.

Doryin Thames
University, Graduation Date:
University of Toledo, May 2020
Double Majors: Marketing & Professional Sales
3M Division: Medical Solutions Division, Health Care Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience? Gatekeeper networking, time management, flexibility, territory management, objection handling.

Mackenzie Thomas
University, Graduation Date:
University of Houston, May 2020
Major: Marketing
3M Division: Industrial & Safety Market Center, Safety & Industrial Business Group
Role/position at 3M:
Field Sales Representative
What skills have you gained through this experience? Time management, problem solving, networking, Microsoft Teams, decision making, teamwork, self-motivation, adaptability, spontaneity, empathy, resilience, negotiation, flexibility, and patience.
Words of Wisdom: See your internship as an opportunity to learn and grow above all else. Try to go into your experience with no expectations and ask a lot of questions along the way. Have a good understanding of what your supervisor’s priorities are. Learn, grow, and have fun doing it!
Grant Thompson

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

Majors: Marketing, Organizational Management

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Throughout this experience I have gained additional communication, virtual selling, and collaboration skills I didn’t have before.

Words of Wisdom: Be true to yourself and believe in the program. This internship experience can be challenging at times. I think the key is to be yourself and trust in the powers that be. The company chose you for a reason. Continue to be yourself, showcase your style, and let all of your talents shine through.

Gazette Thompson

University, Graduation Date:
Tuskegee University, December 2020

Major: Sales & Marketing

3M Division: Commercial Solutions Division, Transportation & Energy Business Group

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Communication, strategic planning, and persistence.

Words of Wisdom: This experience may be different than what you’re expecting, but take it all in and incorporate your talents so that you can make a difference.

Zachary Turov

University, Graduation Date:
Texas State University, December 2020

Major: Business Marketing-Professional Selling

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Networking, time management, and communication.

Words of Wisdom: Be adaptable! The experience may not be what you expect, but that does not mean it can’t be a great experience. Be actively curious and ready to learn anything and everything you can. Finally, enjoy the experience for the time that you are an intern at 3M because it is an amazing opportunity!
Zachary Walter

University, Graduation Date:
University of Houston, December 2020

Major: Marketing
Minor: Sales

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Prospecting and booking meetings, cold calling, time management, collaboration.

Words of Wisdom: Focus on being proactive and consistent. Identify your key responsibilities/activities needed for success and focus on completing these each day, then fill in the rest of your time.

Daria Weinzierl

University, Graduation Date:
University of Minnesota-Duluth, May 2022

Major: Consumer Insights & Analytics
Minors: Marketing, Management Information Systems

3M Division: Consumer Business Group-Global Key Accounts

Role/position at 3M:
Business Analyst

What skills have you gained through this experience?
Interpersonal relationship building, networking skills, Power Bi, retail analytics tools, problem solving, professionalism in a business setting.

Words of Wisdom: View this internship as an opportunity to learn as much as you can. Ask questions, show your curiosity, and explore topics you are interested in!

Brianna Westrup

University, Graduation Date:
University of Minnesota-Duluth, December 2021

Majors: Professional Sales, Marketing
Minors: International Business, Hispanic Studies

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

Role/position at 3M:
Field Sales Representative

What skills have you gained through this experience?
Organization, communication, prioritization, data analysis, POS data knowledge, networking, planning, time management, team collaboration.

Words of Wisdom: Don’t forget you are here for a reason. Understand that you will not know everything, and that is okay. Lean on your team and find the value each member brings, then find your own value to add.
2020-2021 intern profiles

Annie Wheeler

University, Graduation Date:
Creighton University, May 2022

Double Major: Marketing, Business Intelligence & Analytics

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

Role/position at 3M:
Marketing Administrator

What skills have you gained through this experience?
Communication, networking, administrative responsibilities, market sizing.

Words of Wisdom: Take advantage of every opportunity that is thrown at you, whether that be a dinner with fellow interns or networking meetings with people within (or outside) of your division. Network as much as humanely possible and make strong connections with the people you meet; there are many like-minded individuals at 3M who want you to succeed.
“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...

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
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.

Katie Was – 2016 Frontline, Sales Representative, Oral Care Division

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

3M is a corporate sponsor of Indiana University’s sales workshop. I took part in an individual sales competition that 3M hosted, selling an automotive product. This is where 3M recruiters took note of me and the interview process stemmed from there.
Katelyn Bain - 2016
Frontline, Sales Representative, Transportation Safety Division

How did you hear about the program/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.

Renee Ricciotti,
National Accounts Manager,
Automotive Aftermarket Division, Industrial Market Center

How long have you been familiar with the Frontline Program?

I have been involved with the Frontline Program ever since the DePaul conference, many years ago. I decided to invite myself to the conference representing AAD management. I’ve been hooked and volunteer with the program in various ways. Recently, about three years ago, I became the Sales Leader representative for Villanova University. My personal goal is to represent 3M leadership to students, and ultimately recruit women into our Industrial Business Group, as well as recruiting from my alma mater.
Frontline supervisors

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.

Paul Hoffman,
Marketing Manager, Abrasive Systems Division

How long have you been familiar with the Frontline Program?

As National Sales Manager of Standard Abrasives, we utilized the IBG Training program to place DSR’s (Designated Sales Representatives) into open positions on the sales team. During this process, we placed a number of DSR’s who came from the Frontline program, which was my introduction to this phenomenal program. Then, in 2013, I evolved to supporting Debra Asplund at the University of Toledo and over time evolved to being the Frontline Manager for this partner school.
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!*
Interview with Deb Allen  
Talent Management, Sales and Marketing Recruiter

Tell me, what are the key attributes you look for in a Frontline intern?

Deliverables. As an organization, we place a heavy emphasis on how people perform during an assignment, project or job within a measurable period. For most of us full-time employees, it would be a half or full year. Your window is smaller, but we still look for what directions were provided and how they were followed-up on or completed.

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!”

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.
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.
Jeff Grady, U.S. Sales Center of Excellence Manager, Consumer Business Group

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.
Business Leaders

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 Keller, Center for Research and the Center for Professional Selling
• 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
- 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)
- Rubina Malik – Sr. Assistant Professor

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

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

- 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, 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 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

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

“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

- Julie Nelson – Professor and Director, Center of Sales Innovation
- Dr. Mary U Henderson – Associate 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 alumnai, 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

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/
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
- 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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# 3M university contacts

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<td>Wendy Payton</td>
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