

T H E S E O C A R E E R P R O G R A M

STORIES  
*from the*  
STREET

A P O R T F O L I O O F S U C C E S S

PREPARING  
BANK OF AMERICA

CREDIT SUISSE FIRST BOSTON

YOUNG PEOPLE  
DEUTSCHE BANK

THE GOLDMAN SACHS GROUP, INC.

OF COLOR TO

J.P. MORGAN CHASE & CO.

LEAD BY EXAMPLE  
MERRILL LYNCH

MORGAN STANLEY

IN THEIR FAMILIES,  
PRUDENTIAL SECURITIES

SALOMON SMITH BARNEY

COMMUNITIES

UBS PAINEWEBBER

U.S. TRUST CORPORATION

AND CAREERS



# DEAR *friends*

In honor of the 20th anniversary of the Career Program, it is with great pride that we present the stories of these young people to you. These stories not only highlight the success of our alumni, but also underscore the success of the organization.

Sponsors for Educational Opportunity (SEO) was founded in 1963 as one of New York City's first mentoring programs for high school students. Over the past four decades, the organization has grown to offer a wide range of programs for young people of color in education, career development, mentoring, financial literacy, philanthropy, and other areas. In 1980, SEO created its Career Program to introduce young people of color to careers in investment banking. There are now over 2500 alumni of the Career Program, which has expanded to include fields such as management consulting, corporate law, accounting, asset management, information technology, media, and philanthropy.

SEO believes that mentoring, training and support can help more young people achieve success. Our alumni come from varied backgrounds, hometowns and colleges, but there is one common thread—they all exhibit a commitment to giving back to their communities. The SEO alumni featured within this book continue to reinforce this message in their everyday lives. I trust you will be as inspired as I am.

Sincerely,

Michael Osheowitz  
SEO Founder and Chairman Emeritus

A PORTFOLIO *of*  
SUCCESS



The SEO Career Program premiered in 1980 with 11 student interns and a handful of pioneering sponsor firms. Salomon Brothers was handling the unprecedented issuance of government-backed bonds on behalf of the almost bankrupt Chrysler Corporation, and Howard W. Hawkins III felt he was “in the center of the universe.”

“SEO just broadens your exposure to the world.”

A graduate of Wesleyan University and Columbia University School of Business, he joined Credit Suisse First Boston in 1985 in institutional municipal bond sales. Howard is now Managing Director of Institutional Sales at MassMutual Financial Group. “Genius,” says Howard of SEO’s expansion worldwide. “This is a global economy now and you need the best from all over the world.”

# HOWARD HAWKINS

*SEO just broadens your exposure to the world.*

1980

Donna Sims Wilson worked as an intern at Salomon Brothers. “As soon as I walked onto the trading floor, I knew that this is what I wanted to do,” says Donna. After graduating from Yale, Donna worked in the Corporate Finance Department at Lehman Brothers. Today, she is a Managing Director and one of four partners at Loop Capital Markets.

“SEO gave me a start on the long journey that I’m still traveling,” says Donna. She was formerly the Chair of the Sub-Saharan Africa Advisory Committee to the Export/Import Bank of the United States. Donna continues the SEO tradition of giving back to the community by using her experience from Wall Street to develop capital markets and transactions in Africa.



# 1981 DONNA SIMS WILSON

*SEO gave me a start on the long journey that I'm still traveling.*



David Bowen interned at Credit Suisse First Boston in the summer of 1982. After graduating from Williams College, he joined Goldman Sachs. From there, his career led him to positions in investment banking and asset management in New York and London. In January 2000, David, along with three former colleagues from Goldman Sachs including two other SEO alumni, formed Ascend Venture Group, a venture capital fund that works with minority and women entrepreneurial networks to identify investment opportunities.

“The SEO alumni body is large and growing, representing a significant influence in the world of finance,” says the Stanford University Business School graduate. “When I look back at my SEO class of ‘82, they are the leading people on Wall Street today.”

# 1982 DAVID BOWEN

*When I look back at my SEO class of '82, they are the leading people on Wall Street today.*

Born in Ecuador, Diego Recalde came to the United States in 1982 to attend Wesleyan University. He spent the summer as an intern at Kidder, Peabody. “The SEO Career Program changed my life,” says Diego. At the onset of the summer Diego did not know anything about the financial world. By August he knew this was the career direction he wanted.

Upon graduating from Wesleyan, Diego went back to Kidder, Peabody. He also studied electrical engineering at Columbia University. Today, Diego is CEO of Concrete Stories, an online commercial real estate brokerage firm.

He recognizes the important role of the alumni network. “SEO alumni can provide capital, mentorship and expertise.”

# DIEGO RECALDE

1983 *The SEO Career Program changed my life.*





“SEO introduced me to the world of finance,” says Stephen Perry. He began his career with an internship as a college sophomore at Kidder, Peabody in 1983. Two years later, the Harvard graduate was hired full-time.

He graduated from Stanford Business School in 1989 and in 1992 teamed with the developers of Sun Terra, a global time-share resort. The enterprise grew to \$800 million in five years. Steve left in 1994 and is now a partner at Kirkland Investors LLC. “Looking to the future of SEO,” he says, “I am dedicated to strengthening the network in many ways.”

1983

STEPHEN PERRY

*SEO introduced me to the world of finance.*

“If it were not for SEO, I would not be nearly as successful professionally.”

During the summer of 1984, Charles Shorter worked as an intern in investment banking. He was surrounded by the smartest and most talented people he has ever met. He views SEO as a unique opportunity.

A graduate of Princeton University and Stanford University Business School, Chuck worked in management consulting before becoming Vice President, General Manager at Universal Music, Global e. Chuck credits SEO with instilling many values that he carries with him today. He remains involved with SEO and is working with a fellow SEO alumnus to develop a media and entertainment internship in the Career Program.



1984

CHARLES SHORTER

*If it were not for SEO, I would not be nearly as successful professionally.*



Growing up in Baltimore, Randolph Session knew little about Wall Street before entering Yale. He began his career in the SEO Class of 1984 with a position at Brooks Harvey & Co. Randy notes that “SEO was the opportunity to see and experience a world that was completely foreign.”

It turned out to be even more “foreign” than he thought when, after several years in New York, he relocated to Goldman Sachs in Hong Kong and London. He is now a Managing Director. Even working abroad, Randy continues to focus on the lessons learned through SEO in New York. “It is about connecting with people. It’s my obligation to give of my time and skills to assist others in the way they assisted me.”

# RANDOLPH SESSION

*SEO was the opportunity to see and experience a world that was completely foreign.*

1984



Lofton Holder spent the summer of 1985 as an intern at Credit Suisse First Boston. He returned to the firm for a two-year analyst program in public finance after graduating in 1986 from Columbia University. Lofton later earned an MBA from the Yale School of Management and joined J.P. Morgan Chase in 1993, where he is currently a Vice President.

“Particular access,” says Lofton, has been granted him through the informal network cultivated by the SEO alumni body. “It has facilitated for me a certain knowledge and support I have leveraged throughout my career.” He finds that “SEO fosters a family environment. There is certainly an emotional impact from the opportunity it has afforded me and a host of others.”

1985  
*SEO fosters a family environment.*  
LOFTON HOLDER



“Once you become an SEO intern, you have the chance of a lifetime,” says Glen Capelo. After spending the summer as an intern at Salomon Brothers, he accepted a full-time position with the firm.

Today Glen, a graduate of Yale University, is a Managing Director in Government Trading at Salomon Smith Barney.

Glen acknowledges the impact of SEO’s support during his first two years on Wall Street. Working with a mentor who, as he says, had “been there, done that, and succeeded,” gave him a blueprint to guide his professional development.

“SEO is not only the most important internship on Wall Street, it prepares you more than anything for the future.”

# 1986 GLEN CAPELO

*Once you become an SEO intern, you have the chance of a lifetime.*

Born and raised in Kingston, Jamaica, Beatrice Sibblies studied economics and political science at Yale and worked as an intern at Goldman Sachs in the summer of 1988. For Beatrice, the summer at Goldman Sachs was one of transition. “I was the first person in my family to pursue a career in finance, and SEO played a pivotal role in my life.”

Today, Beatrice is Vice President of Latin American Structured Finance at J.P. Morgan Chase. She remains involved with SEO as one of the co-leaders of the Wall Street Roundtable series. Beatrice says, “We have only begun to see the power of the SEO Alumni Network.”



# BEATRICE SIBBLIES 1988

*We have only begun to see the power of the SEO Alumni Network.*



Salaam Coleman's first exposure to the business world was as an intern in investment banking at Goldman Sachs in the summer of 1989. After graduating from Stanford University, Salaam went on to work in management consulting. Today, she has successfully applied the skills developed in her early career to a very different professional environment as Vice President of Programming for Nickelodeon/Nick at Nite.

"Lifting as we climb," is the phrase Salaam uses to describe SEO. "The opportunity to work at Goldman Sachs as a 19 year-old in the Career Program undoubtedly impacted my life. Doors were opened for me. SEO gave me a strong competitive advantage," she adds.

# 1989 SALAAM COLEMAN

*SEO gave me a strong competitive advantage.*

After graduating from Cornell in 1991, Edward Tam accepted a position with Donaldson, Lufkin & Jenrette. The experience was “so great” that he stayed on full-time with the firm before returning to Cornell to complete his MBA. When the company was acquired by Credit Suisse First Boston in 2000 he became a Vice President in the Private Equity Group.

Over the years, Edward has mentored and recruited several talented SEO students at the firm. He finds that at Credit Suisse First Boston, the affiliation with the SEO alumni network is an important asset.

“Without SEO, I probably would not be on Wall Street today.”



*Without SEO, I probably would not be on Wall Street today.*

EDWARD TAM  
1991



“There is no telling where I would be if I hadn’t jumped the No. 6 train and hand-delivered my application on the due date,” says Roberto Hamilton. In the summer of 1991, Roberto secured an internship in the Equities Department at Merrill Lynch. After graduating from NYU, he entered the firm as an analyst, became Vice President in 1998, and was promoted to Director in Convertible Bond Trading in 2000.

“The access SEO has provided me can not be repaid.”

About SEO’s focus on helping others, he adds, “There is real benefit in taking time out to help others.”

# 1991 ROBERTO HAMILTON

*The access SEO has provided me can not be repaid.*



Ramsey Rycraw worked as an intern at Goldman Sachs in the summer of 1992. Today, he is a Senior Consultant in the Venture Capital Group at Deloitte Consulting.

“SEO opens doors for you not only in investment banking, but in a whole range of other careers,” says Ramsey. A graduate of Georgetown University, he feels his SEO experience was a significant asset when applying to business school. He graduated from Wharton in 1999.

Like others, he finds that SEO’s focus on giving back to the community stays with you. Ramsey mentors several high school students and visits New York City public schools to talk about career options. He says the potential for even greater success at SEO is “limitless.”

1992

*SEO opens doors for you not only in investment banking,  
but in a whole range of other careers.*

RAMSEY RY/CRAW



When Amy Ellis-Simon first walked onto Merrill Lynch's trading floor in the summer of 1993, she instantly felt that she belonged in this fast-paced, dynamic environment. A graduate of University of Michigan, today Amy is the Director of Convertible Securities at Merrill Lynch.

"SEO provides Merrill Lynch not only with the most talented minority students, but with the most talented students of all," Amy says.

Amy continues the SEO tradition of giving back to her community. In 1998, she joined with her two sisters and her parents to create the Three Sisters Scholarship Foundation, which provides college scholarships to minority students.

Of her ongoing relationship with SEO, Amy says, "There is no other community like this on Wall Street."

# AMY ELLIS-SIMON 1993

*There is no other community like this on Wall Street.*

# 1994

*The fact that SEO is becoming global is exciting.*

## KEISHA MARTIN

“SEO helped me realize that I belong on Wall Street just as anyone else, that I am capable and can be successful,” says Keisha Martin, a Vice President in Debt Markets at Merrill Lynch. Keisha interned with Credit Suisse First Boston in 1994. After graduating from Spelman College, she joined Merrill Lynch in 1995. “The multiple job offers that come with completing the SEO internship give you the opportunity to decide in which culture you can thrive.”

“The fact that SEO is becoming global is exciting.” Keisha was instrumental in securing Merrill Lynch as a sponsoring firm for SEO London while working in the firm’s London office.





Elwood Hill, a graduate of North Carolina Agricultural and Technical State University in 1997, interned with Smith Barney in the summer of 1996. One of the first Career Program interns from his alma mater, he was instrumental in widening the door for other students from the historically black college.

He is now an Associate with the Morgan Stanley Technology Group. "I realized I had a lot of chances and help from SEO. I wanted to take that energy and help others." He accomplishes this goal in part as a mentor to a high school senior in the SEO College Preparation Program. "If he sees me giving back, I hope he'll give back too."

*I realized I had a lot of chances and help from SEO.*

# ELWOOD HILL 1996

# SOLARIA PEREZ

*SEO was pretty intense. If you could get through that, you could get through anything.*

## 1998

Solaria Perez, a graduate of Brown University, interned in investment banking at Chase in the summer of 1998. Today, Solaria is an Analyst at J.P. Morgan Chase.

“SEO was pretty intense. If you could get through that, you could get through anything,” says Solaria. During her first full year on Wall Street, she made good use of the discipline, stamina and confidence acquired during her SEO summer. She works with interns at J.P. Morgan Chase, serving as a mentor. Of the future of SEO, Solaria says, “The organization will continue to be more influential on Wall Street as our alumni become older and more established in their careers.”





A first generation Asian American who calls Houston home, Vicky Tsai found that SEO's extensive network of sponsor firms surpassed the single-firm focus of many other internship programs. Without this aspect of the Career Program, Vicky feels she may have missed out on her dream offer at Merrill Lynch. The Wellesley College graduate says her internship at Deutsche Bank in the summer of 1999 was a "huge grooming experience," which continues to guide her professional life.

She sums it all up this way, "I came away with an amazing support network of mentors from SEO and elsewhere, as well as many lifelong friends. I've found my niche and could not be happier."

1999

*I came away with an amazing support network of mentors from SEO.*

VICKY TSAI



2000

# JANELLE NILES

*SEO mentors have helped make the adjustment to law school easier.*

For as long as she can remember, Janelle Niles wanted to be a lawyer. During her senior year at Hampton University, she was accepted into the SEO Corporate Law Program for a summer position at Piper Marbury Rudnick & Wolfe. Today, Janelle is in her first year at NYU School of Law.

Janelle says her SEO mentors have helped make the adjustment to law school easier. Janelle will participate in the SEO Law Program again this year, working with a Magistrate Judge in Federal Court. She plans to take that experience to a career in family law.

# DEAR FRIENDS

I hope that you enjoyed reading this book and learning about the incredible legacy that our alumni have created over 20 years. As a member of one of the early classes in the SEO Career Program,

I continue to be amazed by the success that we achieve. Yet, even now I know that there is still so much more ahead for all of us, as SEO charts a course into the future. As SEO stretches from New York to San Francisco, London, and Hong Kong, it also touches Harlem, South Central LA, and all the other places where our alumni live and work to build their communities. We continue to be grateful for the support of our alumni and friends and look forward to another 20 years of fulfilling our vision to prepare young people of color to lead by example in their families, communities and careers.

Best regards,



Walter K. Booker, Sr.  
Chairman of the Board of Directors





THE  
NEXT  
20 YEARS  
*begin*  
TODAY

# SEO

*would like to*

# THANK

our alumni for sharing their stories and insights with us, and for making this book a true testament to the legacy of SEO. We would also like to acknowledge the following people:

Bill Berry - Contributing Editor - Berry & Co.  
Lovasia Blakeney - College Preparation Program  
Kissette Bundy - Contributing Interviewer and Writer  
Barbara Garelick - Barbara Garelick Enterprises  
Stephanie Goldberg - Berry & Co.  
Lauren Goldstein - Cause Effective  
Michael and Sid Halpern - The Marsid Group, Ltd.  
Leroy Henderson - Photographer  
Karen Johns - Managing Editor  
Melissa Maldonado - Program Coordinator, Alumni Affairs  
Christine Roose - Peregrine Design Studio

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