



NFLPA EXTERNSHIP PROGRAM HANDBOOK



DEAR PARTNER

Greetings and thanks for your interest in becoming a partner of the NFLPA Externship. We appreciate your desire to deliver these important opportunities to our players, providing exposure and practical experience within your industry as they seek to prepare for life beyond football.

Since the program's inception in 2014, players have been amazed and influenced each year by the knowledge gained from their externships. Additionally, our partners are increasingly excited and pleased with the level of value our players show they can bring to the table.

In this handbook, you will find helpful information about the program and details to arranging a remarkable externship experience. We look forward to discussing a potential partnership with you and can't wait for our players to get to work!



Sincerely,

DeMaurice Smith
Executive Director, NFLPA

NEED MORE DETAILS?

NFLPA.COM/EXTERNSHIP



#ATHLETEAND



@NFLPA



PLAYERAFFAIRS@NFLPA.COM

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Please note that should your organization be confirmed as a partner in this program, that does not guarantee extern placement. While we will make our best effort in finding and referring interested players to your organization, we can neither control nor predict players' interests and schedules during this timeframe. We thank you in advance for your understanding and flexibility.

THE NFLPA EXTERNSHIP WAS CREATED IN 2014. SINCE THEN, THE PROGRAM HAS FACILITATED OVER 275 EXPERIENCES FOR NFL PLAYERS AT OVER 60 DIFFERENT ORGANIZATIONS IN VARIOUS INDUSTRIES AND LOCATIONS ACROSS THE COUNTRY. THE PROGRAM WAS ESTABLISHED TO PROVIDE PLAYERS WITH OPPORTUNITIES TO DO THE FOLLOWING:



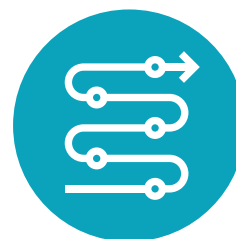
Receive **experience and exposure** within a wide variety of industries to build on existing areas of interest and/or discover new passions.



Work on various projects so they can identify, build, and **enhance their skills off the field and narrow down second-career interests**



Build valuable networks of numerous professionals and experts to deliver career and professional guidance and mentorship



Establish a pipeline to **future opportunities and careers**

STRUCTURE

A typical externship runs for three (3) weeks, Monday through Friday, with hours that reflect your normal business hours. However, there are opportunities to discuss a shorter length offering as well (1-2 weeks) depending on your needs, proposed projects, and potential scheduling conflicts. At this time, three (3) weeks is the suggested maximum length of the program. If there is interest in extending the experience, we would encourage you and your extern(s) to discuss and determine next steps separately. This conversation should include expectations regarding hours, workload/projects, travel/logistics, compensation, etc.

We encourage you to build out your offering to ensure a mutually beneficial experience for both your organization and externs, including opportunities for externs to work on projects, attend meetings, meet with staff individually and take part in any available professional development trainings (i.e. public speaking, Microsoft Office, email/office etiquette, etc.). Later in this guide, you will find multiple examples to assist in developing your own experience. Our staff is also available to provide guidance as needed.

EXPECTATIONS

1

MEET PROGRAM DEADLINES INCLUDING THOSE SET FOR:

SUBMITTING INFORMATION. YOU WILL BE ASKED TO PROVIDE THE FOLLOWING:

Externship Overview: Additional information on page 5 and examples in Appendixes A - D.

Work Schedule: See additional information on page 5 and examples in Appendix E.

Additional Marketing Materials: This is optional however additional material will help us promote your opportunity more effectively. For any information you do provide, we can link to it (in addition to your externship overview) within the information we provide about your opportunity online.

INTERVIEWING & SELECTING CANDIDATES

After initial screenings, the NFLPA will send applications of qualified candidates to you for consideration. We feel it is important that each applicant receives an interview in order to provide this base level experience across the entire program. From there, we ask that you reach out to **each candidate to schedule interviews** within the deadlines provided below. We encourage outreach via text, call, and/or email. Application and selections are on a rolling basis so we encourage the selection of qualified applicants to be made at your earliest convenience. Prior to offering your position(s), please notify the NFLPA of your choice so we can take the necessary steps to refer any candidates not selected to other opportunities.

***The OVERALL TIMELINE will be communicated to each partner at a future date. The application will open early December. The program window is ideally between February 20-March 31, 2023. ***

2

COVER THE TRAVEL AND HOUSING EXPENSES FOR EACH EXTERN, IF APPLICABLE.

We estimate that each extern will cost approximately \$5,000 based on their travel and lodging expenses, though these costs may be mitigated if the extern(s) live locally or if your experience can be carried out remotely. We encourage you to directly book round trip coach airfare (though extra seating space is oftentimes needed) in addition to corporate housing or similar (Airbnb has been used in the past as well). Beyond travel and lodging expenses, you are not expected to compensate externs as part of this program.

3

CONDUCT EXIT SURVEYS/INTERVIEWS*

with your extern(s) to receive and provide feedback.

4

PROVIDE FEEDBACK

to the NFLPA after the program.

5

ABIDE BY THE NFLPA'S PARTNER COMMUNICATION GUIDELINES

(See pages 7-9).

The NFLPA will provide exit surveys for both externs and partners prior to the conclusion of the program (see Appendix G).

Please feel free to create your own for your externs and use the one we send as a guide for conversation, if needed.

EXTERNSHIP OVERVIEW

Your externship overview should be approximately 1-2 pages in length and will be used to provide specific details to players to aid in their decision making during the application and selection process. It should include:

- **ORGANIZATION & EXPERIENCE OVERVIEW**
- **PARTNER, INDUSTRY, LOCATION AND DATE LABELS**
- **JOB DESCRIPTION/RESPONSIBILITIES**
- **SCHEDULE OVERVIEW**
- **DESIRED SKILLS/QUALIFICATIONS**
- **MORE IN-DEPTH ORGANIZATION OVERVIEW (OPTIONAL)**

We will pull content from the first section (Organization & Experience Overview) to build your description for the website. Your entire externship overview will also be linked within the online overview so applicants can access the information. Examples are provided below.


See Appendix A for a template of this document and Appendixes B – D for examples.



PARTNER: United Way
INDUSTRY: Community Engagement, Non-Profit & Program Management
LOCATION: Washington, D.C.

There's no shortage of giving and community engagement with NFL players. An externship with **United Way** can help you not only learn how to affect change on a larger scale but also help brainstorm ideas for how **United Way** can continue to engage nearly 1,800 communities across more than 40 countries and territories worldwide. If you want to give back and volunteer as you gain hands-on experience with a mission-focused non-profit, an externship with **United Way** can be a great place to start. You may also be able to split the time between **United Way** worldwide and your local **United Way** to ensure you're building relationships at all levels.


[Learn more.](#)



PARTNER: Nifty Games
INDUSTRY: Video Games (Sports), Tech, Production, Design
LOCATION: Bay Area or Los Angeles, CA

Interested in creating world-class original video games, while working directly on licensed sports products in a Silicon Valley startup environment? If YES! then **Nifty Games** is the perfect place for you. **This externship** will teach you the ins and outs of video game design, creation and production, while keeping you involved in the world of professional sports. You'll be able to experience what it takes to create a sports-based video game, and what is required to take the product to market! Apply today!

[Learn more.](#)



PARTNER: NFL Players Inc.
INDUSTRY: Business Development, Marketing, Licensing
LOCATION: Washington, DC

NFL Players Inc., the licensing and marketing arm of the NFLPA, connects businesses to the power of NFL players. NFL Players Inc. creates customized business solutions for partners, through licensing, marketing strategy and player activations. **As our extern,** you will see how we work tirelessly to make you and your teammates as recognizable and appealing to your fan bases off the field as you are on it. You'll gain experience within each of the following teams - Business & Legal Affairs, Marketing, Licensing, Partner Services, and Player Services.

[Learn more.](#)



WORK SCHEDULES

Work schedules are requested to assist with setting appropriate expectations for your externs. It can be built in as an addendum to the externship overview and is not needed until roughly one (1) month prior to the experience.

This schedule is not necessarily intended to be an hour by hour breakdown, but more of a flexible weekly/daily guide. In the majority of cases, players receive similar schedules when they arrive to work during the season.

We feel it is important to mirror that approach to set players up for success and make their transitions into other opportunities and later, careers, as smooth as possible.

No work schedules are the same! In **Appendix E**, you will find examples from StubHub and The Players' Tribune.

PROGRAM SUGGESTIONS

The following is meant to be a guide to further assist in planning your externship:

LEVEL OF WORK

In an ideal experience, externs will be provided with opportunities not limited to the following:

- Gain experience through active involvement with projects and/or various tasks
- Take part in organizationally relevant meetings and conversations
- Rotate through departments (when applicable)
- Meet 1:1 with various staff to understand the full scope of the organization.

While the duration of the externship can pose a challenge to the extent of the opportunities provided, the best experiences have been those that have resulted in externs not only feeling that they learned a great deal but that they were also able to make a tangible contribution to the work of their partner organizations.

SET CLEAR EXPECTATIONS

This is crucial, especially at the beginning, to ensure externs will get the most out of their experience. Ensure that your externs fully understand rules, policies/procedures, and other facets of the externship that may be unique to your organization to avoid misunderstandings or miscommunication.

IMPLEMENT POLICIES

Attendance: All externs are expected to follow their assigned work schedules and adhere to the length of the program. If an

extern feels he needs to miss a day due to an illness, rehab needs, or some other circumstance, he must communicate with his supervisor/point of contact and the NFLPA in a timely manner. Additional absences, unapproved early dismissals, and/or requests for early departures from the program without valid reasons may result in the termination of the externship as determined in conjunction with the NFLPA.

Internal Policies: Familiarize your externs with all applicable internal policies. If issues arise resulting from violations of those policies, it is highly recommended that you immediately communicate with the NFLPA to notify and resolve the issues.

MINIMIZE DOWN TIME

Days off and idle time are not usually ideal situations for players during the program. Please contact the NFLPA for ideas on additional projects or if/when idle time is unavoidable. In many cases, additional opportunities will be available to enhance the externs' experience.

PREPARE FOR INCLEMENT WEATHER

Because of the timing of the program, we generally deal with cancellations and delays due to inclement weather. At the start of the program, please provide your externs with any information on apps, weather hotlines, website updates, etc. that your company uses to update your employees during such occasions.

PARTNER COMMUNICATION GUIDELINES

The NFLPA looks forward to working with organizations to continue providing valuable professional experience for our players. We understand the importance of collaboration as we execute the vision for these programs and are thankful for your willingness to consider educating and exposing players to areas of interest as they contemplate careers after football.

Because this work is so important, we want to make sure that we properly use all communication channels to tell the story—to football fans, the NFL community and the general public. We particularly want all players to see and understand the value of concerted efforts, led by their union, which provides access and experience that support player development. Branding this program is extremely important, and we ask that all partners adhere to the following guidelines in order to keep all messaging pertaining to the NFLPA Externship clear and consistent.

USE THE FOLLOWING DESCRIPTION WHEN EXPLAINING THE GOAL/PURPOSE OF THE PROGRAM:

The NFLPA Externship is a unique opportunity for current players to prepare for opportunities now and in the future with experience from top organizations around the country. By participating in the program, players will be able to: get hands-on experience, discover career and industry interests, build their networks, gain confidence for their future endeavors.

REFERENCE THE PROGRAM AS THE “NFLPA EXTERNSHIP”

Incorrect: The externship provides NFL players with access to resources and training.

Correct: The NFLPA Externship provides NFL players with access to resources and training.

Note: This is an NFLPA program and has no affiliation with the NFL.

USE OF NFLPA LOGO IS SUBJECT TO PRIOR NFLPA APPROVAL.

The NFLPA logo is available to use for the sole purpose of promoting the program.



The logo will be provided in the desired format upon request. Prior to any use of the NFLPA logo, please submit an example of such use to the NFLPA for review and approval.

SUBMIT ALL PROMOTIONAL MATERIALS THAT WILL BE DISTRIBUTED EXTERNALLY TO THE NFLPA FOR REVIEW & APPROVAL TWO (2) BUSINESS DAYS PRIOR TO RELEASING.

This includes, but is not limited to, press releases, articles, interviews, etc.

DO NOT USE NFLPA MARKS AND/OR PLAYER'S NAME,

IMAGE, LIKENESS, ETC. AS AN ENDORSEMENT.

Partners are not permitted to use the NFLPA or the participating players in any way that directly or indirectly endorses the partner, partner's products or services, or any third party (e.g. social posts or advertisements with product placement and/or excessive branding that does not focus on the NFLPA Externship experience). Additionally, partners are not permitted to ask players to hold, interact with, or promote partner products and/or services in photos, social posts, media, or any other promotional vehicle.

PARTNER COMMUNICATION GUIDELINES

CONT.

SOCIAL MEDIA

We encourage you to share relevant content and provide visual messaging to promote the program, such as photos of players performing work-related activities. However, be sure that your posts are for promotion of the NFLPA Externship and not an endorsement by participating players and/or NFLPA or your company and/or products. You may be asked to remove any posts that are in violation of these Guidelines. When mentioning the Externship, please tag @NFLPA and use hashtag #AthleteAnd.

SAMPLE PERMISSIBLE POST:

Through our partnership with @NFLPA, @player 1 is here with us for a few weeks to learn more about becoming an #AthleteAnd producer.

SAMPLE PERMISSIBLE POST:

Gene Upshaw is an #AthleteAnd philanthropist. Follow @Gene during his @NFLPA Externship as he learns about the inner workings of non-profit organizations.

ADDITIONAL EXAMPLE POSTS



NOTIFY NFLPA OF ALL MEDIA REQUESTS AND RESULTING MEDIA COVERAGE OF THE NFLPA EXTERNSHIP AND/OR PARTICIPATING PLAYERS.

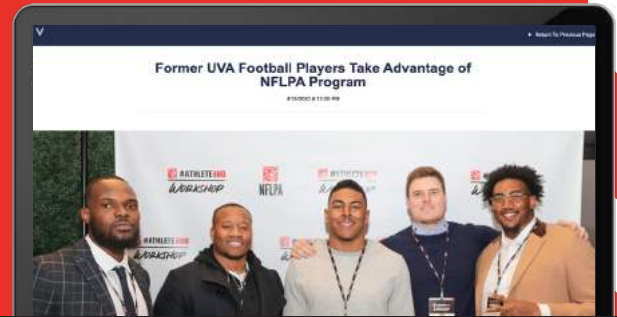
Please send all media requests/coverage to the NFLPA's Communications Manager, Brandon Parker. Please note that the NFLPA may use any content captured during the program for future promotion. To support our efforts of continually increasing awareness of the program, please provide a copy of all content captured to the NFLPA upon completion of the externship.

For media requests or if you have any questions on these guidelines, please contact Brandon.Parker@nflpa.com | (202) 756-9160.

EXAMPLE COVERAGE



MEDIA COVERAGE EXAMPLES



FORMER UVA FOOTBALL PLAYERS TAKE ADVANTAGE OF NFLPA PROGRAM



HE STRUGGLED AFTER THE NFL. NOW HE'S IN CONGRESS, AND PAYING IT FORWARD

Anthony Gonzalez has some career advice: "Life is pretty good outside the NFL."



HE STRUGGLED AFTER THE NFL. NOW HE'S IN CONGRESS, AND PAYING IT FORWARD



Dallas Cowboys star D.J. White opens up about externship experience with NFLPA and Fanatics

By [Name] | [Date]



The NFL offseason is a period for a much needed breather, given some teams are playing football nearly every week from August until February for some star athletes. It's an excuse to pick up a new hobby or a chance to try their hand at a possible career alternative when they inevitably hang up their cleats for good.

Enter the NFL Player's Association (NFLPA) and their highly competitive externship. For the last seven years, the union has helped players recognize their potential beyond the football field by providing real-life work experience with select organizations. This year athletes from 20 different NFL franchises took part in the 2020 NFLPA externship, with the [Organization] externship being the most popular of all. Partner organizations include ABC Media, Fox Sports, NASA Kennedy Space Flight Center and Fanatics.

"It's exciting to see the externships continue to grow in a way that allows more and more of our player-worshippers to get the experience necessary to position themselves for long-term success in their post-football careers," said NFLPA Player Manager Connor Reid.

In accordance with the externships, Yahoo Sports spoke with Dallas Cowboys cornerback David "D.J." White about his experience working with Fanatics over the course of the fellowship and some of the things he learned on his way to the second consecutive year. Fanatics has also partnered with the NFL Player's Association to provide the same experience for hockey players as well. Power: [Name] [Title] and NFLPA Training Camp champion [Name] [Title] White and his other NFL players working with Fanatics.

ADMINISTRATIVE
GREAT, BIG PROTECTION
Cover your back with [Organization] here over \$750 in savings



DALLAS COWBOYS STAR D.J. WHITE OPENS UP ABOUT EXTERNSHIP EXPERIENCE WITH NFLPA



How The NFLPA Helps Players Succeed Off The Field And In Life After Football

By [Name] | [Date]



HOW THE NFLPA HELPS PLAYERS SUCCEED OFF THE FIELD AND IN LIFE AFTER FOOTBALL



How Pat DiMarco is using the NFL offseason to invest in his future

By [Name] | [Date]



HOW PAT DIMARCO IS USING THE NFL OFFSEASON TO INVEST IN HIS FUTURE



Professional Athletes Tackle Tech Transfer and Commercialization at NASA

In the 1960s, ten former American astronauts were living their lives. The first Super Bowl game in 1967, and the space race. NASA looked to the Moon. Now, more than five decades later, American football and the space agency are coming together in the name of technology transfer.

NASA's Johnson Space Center in Houston, Texas hosted the second NASA Commercialization Training Camp on Feb. 12-13 in partnership with the [Organization]. Through presentations, hands-on labs and one-on-one conversations, the training camp introduced current and former professional football players to NASA technology, exploring how athletes could learn [Organization] technologies on an ongoing basis in the future.

"NASA has a lot to offer entrepreneurs interested in utilizing our technologies, and events like this help to connect people interested in working together," said Dennis Smith, program manager of the NASA Commercialization Training Camp.

NASA research can have beneficial results in industry, medicine and safety. NASA's [Organization] [Organization] research and technology development the [Organization] in [Organization] and [Organization] are broadly available to the public.

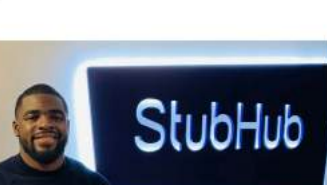
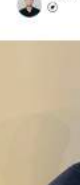


PROFESSIONAL ATHLETES TACKLE TECH TRANSFER AND COMMERCIALIZATION AT NASA



From the gridiron to the cubicle, Andre Smith is making the most of his offseason

By [Name] | [Date]



FROM THE GRIDIRON TO THE CUBICLE, ANDRE SMITH IS MAKING THE MOST OF HIS OFFSEASON



PARTNER CHECKLIST

PRE-PROGRAM PROMOTION

- ☐ Submit all requested materials to Connor.Ford@nflpa.com to assure your externship opportunity is accurately communicated to the players and best candidates are found for your organization.
- ☐ Review your organization's policies regarding the presence of an extern in the workplace.

PLAYER APPLICATION WINDOW & PRE-PROGRAM

- ☐ Schedule interviews with referrals and confirm selections with NFLPA according to the enclosed deadlines.
- ☐ Reach out to selected extern(s) to extend offer(s).
- ☐ Finalize work schedules/job responsibilities and communicate information accordingly to selected extern(s).
- ☐ Book travel and lodging accommodations for extern(s) (if applicable).
- ☐ Discuss paperwork your organization may need to have completed prior to the extern's arrival.
- ☐ Hold an orientation call with your extern(s) (NFLPA inclusion is optional; if requested, copy Connor.Ford@nflpa.com into your scheduling correspondence) to communicate all pertinent info required to have a successful start to the program.
- ☐ Info could include:
 - Start date and time
 - Directions, parking or transit recommendations and initial meeting location
 - Work schedule
 - Items needed during the visit, state or government issued photo ID, if necessary
 - Dress code and business etiquette

DURING THE EXTERNSHIP

- ☐ Arrange a kickoff event.
- ☐ Conduct a program orientation with your extern(s).
- ☐ Share your story – using the Partner Communication Guidelines – through social media and other channels.
- ☐ Coordinate site visit/check in call with NFLPA staff.
- ☐ Complete exit survey/interview with your extern(s).

AFTER THE EXTERNSHIP

- ☐ Complete the post-externship survey (the link will be emailed to you).
- ☐ Participate in the program debrief or separate meeting/call with NFLPA staff.
- ☐ Be ready to respond to any follow up outreach by your extern(s).



REGGIE SMITH, CLASS OF 2015
Fanatics | *Recently transitioned to Chewy



DONTEEA DYE, JR., CLASS OF 2018
Fanatics | Recruiting Coordinator



CORBIN BRYANT, CLASS OF 2015, 2018
UGA Athletic Association | Marketing Intern



CAM BRADFIELD, CLASS OF 2017
Fanatics | Licensing Intern



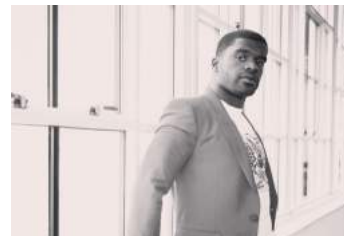
DEMETRIUS MCCRAY, CLASS OF 2018
Fanatics | Recruiting Assistant



CAM JOHNSON, CLASS OF 2015, 2016
The Trust | Program Assistant



KENDALL JAMES, CLASS OF 2018
StubHub | Project Coordinator



GREG LITTLE, CLASS OF 2019
The Players' Tribune | Athlete Influencer



JAKE MCGEE, CLASS OF 2017, 2019
NFLPA | Fellow



IFEANYI MOMAH, CLASS OF 2019
NFLPA, Fellow

FOR FULL LIST OF PREVIOUS PARTNERS & PARTICIPANTS, SEE APPENDIX F.

PARTICIPANT HIGHLIGHTS

278 TOTAL NUMBER OF UNIQUE EXTERNS

123 STILL ACTIVE IN THE NFL

78 TRANSITIONED INTO NEW CAREERS

13 EXTERNS HIRED BY PARTNERS

*Not pictured: Bishop Sankey & Terrence Fede (NFLPA Fellows); Aaron Wallace (NASA Tech Startup)

Other notable externs who have continued working in similar areas as their externships include:



JACQUES MCCLENDON

Class of 2015

Externship Partner: University of Maryland Athletics

Focus Areas: Player Development

Current Position: Director of Player Engagement, Los Angeles Rams



WILL ALLEN

Class of 2016 & 2017

Externship Partner: Capitol Hill, Brattle Group & National Grid

Focus Areas: Energy, Legislation, Entrepreneurship

Current Position: Managing Partner, Nascent Group Holdings



CAMERON LYNCH

Class of 2018 & 2019

Externship Partner: The Players' Tribune & Fox Sports

Focus Areas: Media Production

Current Position: Owner/Producer | Heartwork Media

FREQUENTLY ASKED QUESTIONS

WHO IS ELIGIBLE TO APPLY FOR AN EXTERNSHIP?

Active NFL players* are eligible to apply for the program. In some cases, free agents or former players may also be eligible to apply at the discretion of the NFLPA.

Active NFL players are defined as players currently on a roster or free agents who were on a roster at any point during the calendar year preceding the Externship.

IS OUR ORGANIZATION GUARANTEED AN EXTERN IF WE ARE SELECTED AS A PARTNER?

Unfortunately, we cannot guarantee placement. While we generally do not run into this issue, the possibility always remains. This program competes with numerous other off-season opportunities and priorities. That being said, we have seen interest in the program grow steadily from year to year so we believe it is important to continue expanding the opportunities to create more options and incentives for players to apply.

IS THE EXTERNSHIP WINDOW THE ONLY TIME OUR ORGANIZATION CAN OFFER AN EXPERIENCE FOR PLAYERS?

- We always encourage our players and partners to carry on a professional relationship even after the conclusion of the externship experience. In that case, if opportunities arise for a player to continue gaining experience beyond the parameters of the externship, we highly encourage you to continue communication with the player directly to discuss potential employment options that will meet both parties' needs.
- Additionally, we now offer shorter term programs that take place throughout the year. Our Global Job Shadow program will run annually from mid-June to mid-July (dependent on players' offseason workout and training camps schedules) and offer players experiences from 1-3 days in length to gain initial insight into potential career paths. Our Informational Interviewing program will run over two periods (August – December & April – June) and offer players the opportunity to connect with professionals for 30-minute to 1-hour calls to learn more about careers, industries, and organizations. More information on both can be found at nflpa.com/careerdevpartners.

HOW ARE EXTERNS PREPARED FOR THIS EXPERIENCE?

Many players apply for the program because they are ready to either start or continue gaining professional experience. We also provide resources to players to assist with interview prep and other professional skills needed to succeed in an externship. This includes, when requested, 1-on-1 consultation with our career

and professional development partner, AthLife (www.AthLife.com). We also encourage partners to incorporate professional skill development training into their programming.

WHO DO I CONTACT IF I HAVE QUESTIONS?

The NFLPA Externship is managed through the NFLPA's Player Affairs Department. Your primary point of contact within that department is **Nicole Mahzoun** (Nicole.Mahzoun@NFLPA.com).

WHAT IS A TYPICAL DAY LIKE FOR AN EXTERN?

See below appendices for examples. This answer will be different for each partner but will generally include a balance of meetings, informational interviews with varying level of staff, and project work. While we are always available to provide guidance, we encourage our partners to build out an experience that will reflect very closely the day to day of your employees.

HOW ARE THE EXTERNS MATCHED WITH PARTNERS?

When players apply for the program, they are able to select their top 3 choices. After application, we will conduct an initial screening to further identify their interests, conduct a professional skills assessment, and confirm their partner selections. Next, we will determine the best fits to send through to partners for the next round of interviews.

HOW DOES THE NFLPA SELECT PARTNERS?

- The NFLPA has a committee consisting of both internal and external parties responsible for reviewing and selecting organizations as partners. Organizations must share the NFLPA's goal of providing members with a valuable learning experience that:
 - » Leads to second career options,
 - » Informs decisions to pursue academic interests, including the elimination of opportunities that are a poor fit,
 - » Assists in expanding members' professional network, and
 - » Increases skill competency and confidence.
- Additional items (including player interest, industry trends, partner location, depth of experience offered, and more) are also taken into consideration.
- Final decisions are solely at the discretion of NFLPA staff.
- In terms of timing, the partner application generally opens in late spring. Final decisions on acceptance as a partner will be made by late summer.

**WITHOUT YOUR
PARTNERSHIP AND
DEDICATION TO SERVING
OUR PLAYERS, THIS
PROGRAM WOULD NOT
BE POSSIBLE. WE TRULY
APPRECIATE YOUR
CONTRIBUTION AND
LOOK FORWARD
TO CONTINUED
PARTNERSHIP!**



Thank you!

APPENDIX A

EXTERNSHIP OVERVIEW TEMPLATE

**OFFICIAL
LOGO**

ORGANIZATION & EXPERIENCE OVERVIEW

Provide a short paragraph to provide an overview of your organization and the experience. This content will also be used as your official description on nflpa.com/externship. Though you would have provided this information in your application (partner name, industry, and location), please also include the following information which again will be included in your online description:

PARTNER:

INDUSTRY:

LOCATION:

DATES: THIS CAN BE "TBD" FOR NOW BUT WILL NEED TO BE DETERMINED BY OCTOBER.

JOB DESCRIPTION/RESPONSIBILITIES

Go into more detail about the opportunity including at least 5-7 points of what will be required. This section is perhaps the most important to help players decide if their interests align with the opportunity and to set appropriate expectations for what they will get out of the experience.

SCHEDULE OVERVIEW

This can simply be 1-2 lines laying out your organization's typical work schedule. Please include if events or other requirements will necessitate working non-traditional hours. Feel free also to include any other items here including weekly meetings, daily professional development sessions, trainings, etc. Closer to the experience, we ask that a more built out schedule be created and shared with your extern(s). See "Work Schedules" in the handbook and examples in this appendix for additional details.

DESIRED SKILLS/QUALIFICATIONS

While this program's primary purpose is about helping NFL players develop their professional skills, we still ask our partners to identify a few skills/qualifications that are specific to the organization, industry, role, etc. Again, we want this to be a mutually beneficial experience and having this information will help us make sure we are connecting you with applicants we feel will make the best fits.

MORE IN-DEPTH ORGANIZATION OVERVIEW (OPTIONAL)

Provide more information about your organization including things like history, departments/areas of expertise, core values, what makes your organization a great place to work, etc. If your organization already has this content online, feel free to include the link to that page in this document.

NFLPA Extern Description and Overview

Organization and Experience Overview

Passionate about high-profile campaigns and high-stakes messaging? Adfero is a communications agency with an entrepreneurial mindset. We turn challenges into opportunities and relentlessly pursue success for our clients. Adfero partners with a range of organizations—from trade associations and the U.S. government to Fortune 500 companies and non-profits—to create remarkable work with lasting impact.

Externship Description

Adfero seeks an extern through the NFLPA Externship who is passionate about creative problem solving to join our growing firm. In this role, you will work with multiple account teams on a variety of communications efforts.

Our externship program is designed to provide a comprehensive curriculum of the communications industry paired with first-hand exposure to our client teams. The extern will receive ongoing one-on-one mentoring and have access to professional and industry skills development from our leadership team. The extern will have the opportunity to learn and practice social media engagement, media relations, digital advertising, content strategy development, creative and interactive, crisis and reputation management, research and analytics and more.

ABOUT THE JOB

You'll be collaborating with team members to develop project plans, implement communications strategies, and execute across various tactics.

You will:

- Apply strong, persuasive writing skills and strategic thinking to write targeted content marketing materials and pull together information for executive-level consumption
- Use client counseling skills to communicate directly with teammates and clients
- Demonstrate project management skills to manage large and complex projects including establishing and maintaining timelines and ensuring quality assurance of all client deliverables
- Stay up to date on current events and issues related to our clients' policy initiatives and proactively educate the team
- Act as a strategic partner and tactical leader to help accomplish our clients' goals
- Assist team members with identifying value-add opportunities within existing client engagements
- Contribute regularly to team communications plans, client correspondence and reporting

Company Description

Adfero is a communications agency with an entrepreneurial mindset. We turn challenges into opportunities and relentlessly pursue success for our clients, creating remarkable work with lasting impact. Adfero partners with a range of organizations from trade associations and the U.S. government to Fortune 500 companies and non-profits.

ABOUT US

At Adfero, our Core Purpose is to create opportunities for people to do what they do best, and we're excited to offer those opportunities as we continue to grow. We also invest a lot in individual professional development to help employees build on their skills and make meaningful contributions to their work. Ultimately, we live by our Core Values and hold each other accountable to them.

We're an extremely collaborative environment. That's one of the things people love most about working here. We have a 100% open office so that we can more easily collaborate. Our employees like the many areas in the office where teams can congregate, brainstorm and work together, or just put their feet up and get things done more comfortably.

Qualifications

- Bachelor's degree in communications, public relations, journalism, English or a related discipline
- Writing, research, analysis and editing skills
- Strong organizational skills and thorough attention to detail
- Strong interpersonal and communication skills
- The ability to adapt quickly to changing priorities and issues
- Initiative with a commitment to continuous learning and improvement
- An Adfero culture fit: strategic, creative, ambitious, dependable and team-oriented with no ego
- A passion for our Core Values:
 - Harambee. We all pull together.
 - Learn from mistakes. Strive to improve.
 - Be responsible for results.
 - Respect the dignity of every person and the abilities of each individual.

Schedule Overview

Each week will include the following components:

- Communications training modules taught by staff experts on the following topics: marketing, branding, data and analytics, digital media, strategic planning, media relations, advertising, user experience, and more.
- Personal and professional development modules that cover topics like: writing a strong resume, understanding agency structure, professionalism in practice, networking skills, and more.

APPENDIX B

- **Client account meetings:** the intern will join 2-3 client accounts and immediately assume a role contributing to the success of the account. The extern will join all client calls, prep meetings, pitches, working sessions, and more.
- **Internal meetings and events:** The extern will join all internal staff meetings, have weekly one-on-one meetings (O3s) with their designated supervisor, and have weekly meetings with their mentor to enhance “soft skills” and foster all around growth. The extern will also have the option to join all staff voluntary events such as trivia outings, catered lunches, and happy hours.

The cover page features a dark blue background with abstract geometric shapes in the corners. A light blue diagonal band runs from the top right towards the center. The bottom left corner is composed of overlapping triangles in red, white, and light blue. The Fanatics University logo, a stylized 'F' with three horizontal bars, is positioned to the left of the text 'Fanatics University'.

 **Fanatics** University

Externship Program

NFLPA & NHLAA EXTERNSHIP PROGRAM



A Hands-On, Immersive Externship Experience that is the Perfect Synergy of Business and Sports

Externship Overview

As the global leader in licensed sports merchandise, Fanatics is changing the way fans purchase their favorite team apparel and jerseys across retail channels through an innovative, tech-infused approach to making and selling fan gear in today's on-demand culture.

Our externs experience what it is like to work for a dynamic top-50 internet retailer that supports over 300 online and offline stores. Players are involved in the full scope of the business throughout the program with exposure to a multitude of the variety of functions and services Fanatics provides. Most importantly, players are encouraged to participate in and contribute their feedback on the business and collaborate alongside key Fanatics executives and decisionmakers.

QUALIFICATIONS

Players are expected to be eager and willing to participate in all aspects of the externship. There will be numerous opportunities to demonstrate creativity and sports passion with many projects, including product design, commercial writing, and social events. Players that are curious, eager, thoughtful, and passionate about sports will thrive in this environment. We are interested in speaking with any candidate who is interested in our program!

PROGRAM HIGHLIGHTS

- Hands-on experience learning all aspects of the Fanatics business, including interacting with a variety of departments including Operations, Merchandising, Technology, Creative, Business Management, Finance, Public Relations, Business Affairs, and Legal.
- Professional development opportunities speaking with and shadowing top Fanatics executive leaders with significant experience in the sports industry.
- Assisting with retail operations at some of Fanatics highest-traffic locations
- Exposure to the vertical commerce operations of Fanatics Brands (apparel & headwear) and Fanatics Authentic (memorabilia & collectibles).

- Meeting former professional athletes and externs who are now current Fanatics employees.

WHAT MAKES FANATICS A GREAT WORKPLACE?

Fanatics is changing the way fans purchase their favorite team's merchandise by partnering with top leagues, clubs, and brands worldwide to offer a collection of timeless and timely gear for every professional and college team online, on your phone, in stadium, or on-site at the world's biggest sporting events.

Recently named one of Fast Company's most innovative companies, Fanatics leverages the scale of its global infrastructure to provide end-to-end omnichannel solutions to hundreds of partners. The services are vast and include everything from industry leading e-commerce and customer service, to website platform development, secure shopping solutions, expertise in merchandising and fulfillment, advanced digital marketing, and complete design, licensing and manufacturing.

The reason Fanatics has become so successful is because of the passionate people that work here. The people combine their passion for work with their love for sports. This has resulted in Fanatics comprising the broadest online assortment of offerings with hundreds of thousands of officially licensed items via its Fanatics, FansEdge and Kitbag brands, as well as the largest selection of sports collectibles and memorabilia through Fanatics Authentic. A multi-channel company, Fanatics operates hundreds of stores, including the e-commerce business for all major professional sports leagues (NFL, MLB, NBA, NHL, NASCAR, MLS, PGA), major media brands (NBC Sports, CBS Sports, FOX Sports) and more than 200 collegiate and professional team properties.

Fanatics prides itself on being the official sponsor for the fan. Our passion is what delivers our customers and partners with best in class service. Sports is a fast-paced, ever-changing landscape and Fanatics, the on-demand and mobile leader in team merchandise, is uniquely positioned to serve the insatiable real-time appetite of fans worldwide, fueled by explosive growth in technology and social media.

We are Fanatics, by fans for fans!



APPENDIX D



ORGANIZATION

Georgia Tech Athletics is a Division I institution and member of the Atlantic Coast Conference (ACC) with 17 varsity sports that compete at the highest level of NCAA competition. Job experience within GT Athletics would offer exposure to the internal and external operations, including marketing, game day operations, recruiting, student-athlete development, sponsorship and licensing, and working with various units and facilities.

JOB OUTCOMES/DUTIES

- Gain an understanding of operations within a Division I athletics department
- Interact with staff, coaches, student-athletes, and alumni within the Institute
- Meet with unit heads and executive leadership staff, including the director of athletics
- Work with IMG Learfield on sponsorship accounts and media rights
- Work with the marketing department on game day promotions and fan engagement for men and women's basketball games
- Work with facilities and operations department on game day operations for facilities
- Work with the video and broadcasting department on ACC Network broadcast
- Work with the Total Person Program and Letterwinners Club for student-athlete and alumni engagement opportunities
- Partner with the football team and staff on projects and opportunities

DESIRED SKILLS

- Effective communication in a work environment, and comfortable with public speaking
- Driven and accountable towards assignment and daily duties
- Knowledge of NCAA and collegiate athletic industry
- Management responsibility including coordination of projects within a given timeline
- Customer service skills to interact with community, fans, and athletic staff on game day
- Prior experience with developing reports or presentations

SCHEDULE OVERVIEW

1-3 days experience working in the following unit areas

- Marketing & Fan Engagement
- Facilities & Operations
- Administration
- Video Operations
- Student-Athlete Development
- Football
- IMG Learfield Sport Licensing and Sponsorships

APPENDIX E

PLAYERS' TRIBUNE SAMPLE WORK SCHEDULE

THE PLAYERS' TRIBUNE

OVERALL OBJECTIVE

To dive into the world of sports media, understanding how TPT fits into the landscape and what makes us unique.

Athletes will be able to fully understand the process behind TPT stories, our objective and mission in the marketplace, while pursuing their passions and interests.

PROJECTS

Athlete Generated Content:

Athletes to capture their experience with TPT and in NYC over the week. Athletes will sit with our video team to edit the content they have captured.

What Do You Want to Read On TPT:

Athletes will be tasked to identify a compelling story they would like to read on TPT and then actually execute it. With the help of both our athlete relations department and editorial team, they will need to fulfil all the steps necessary in order to see their story move from ideation to publication.

HOW WE GET TO KNOW YOU

In order to create a customized program for each athlete, The Players' Tribune, TPT, asks players to fill out the below questionnaire a few weeks prior to their start. From the athletes answers, TPT will then take that information to help to customize the below work schedule so that athletes get the most of their time with TPT.

As we do with all TPT employees, we also ask our athlete interns to fill out the attached What The Blank, so that the staff here can get to know them prior to their start.

APPENDIX E

PLAYERS' TRIBUNE SAMPLE WORK SCHEDULE

**THEPLAYERS'
TRIBUNE**

DAY 1

MONDAY, FEBRUARY 26TH : GETTING TO KNOW US

Daily Objective: Athlete to get insight into the world of sports media through the unique lens of The Players Tribune, introducing athletes to who we are and how we operate. Taking a “peek under the hood” of how the company is structured, key players, and outlining full objectives for the week.

START TIME: 10 AM | END TIME: 10 PM
ATTIRE: RELAXED / CASUAL

TIME	MEETING TIME	OVERVIEW
MORNING	Arrival & Welcome to The Players Tribune	Intro meeting with our Athlete Relations Department who will be the athletes go-to team while at TPT. In this meeting the athletes will learn about the company, key departments and individuals. We will also review the athletes goals and interests to make the week as interactive and efficient as possible. From this meeting we can tweak & adjust the schedule as needed. Walk around to meet all of the different faces at TPT.
MORNING	Editorial Process	Go behind the scenes with TPT's award-winning editorial team and learn how they work directly with athletes to create first-person narratives and content. This is the 'how the sauce is made' moment. Athletes will also have the ability to brainstorm with editors on what content they would like to be capturing throughout the week and what we will ask them to do. Throughout their internship experience we will be giving each athlete the tools to document their experience first hand.
LUNCH	Lunch	Exploring some of TPT staffers favorite NYC grub spots!
AFTERNOON	Brand Partnerships Meeting Typically at 4PM, will ask to move up	Get insight into TPT's unique approach to brand sponsorships, working directly with the TPT sales team on sales and content strategy.
AFTERNOON	Social / Video /Multimedia Brainstorm	Sit with our social, video and multimedia team to brainstorm around content we can capture throughout the next two days, athlete generated content, photos, etc.
AFTERNOON	GSW vs. NYK	Take our athletes behind the scenes at an upcoming NY Knicks Game. Getting them press credentials so they are able to see what our editors, photographers, athlete relations teams do at live events.

APPENDIX E

PLAYERS' TRIBUNE SAMPLE WORK SCHEDULE

**THEPLAYERS'
TRIBUNE**

DAY 2

TUESDAY, FEBRUARY 27TH : PUTTING IT ALL INTO MOTION

Daily Objective: Continuing the athlete's education of who we are and what we do at TPT, they will get to know the rest of the departments and sit in on some of our major meetings.

START TIME: 10 AM | END TIME: 10 PM
ATTIRE: RELAXED / CASUAL

TIME	MEETING TIME	OVERVIEW
MORNING	1:1 Touch Base	Each morning interns will touch base with a member from the AR team in order to answer any questions and tweak the day's schedule as needed.
MORNING	Marketing & PR Meeting	Learn about our marketing efforts as it relates to TPT's athlete community and brand building. Understand PR as a whole and as it relates to TPT
MORNING	TPT Assist Meeting	Learn about TPT Assist programs, initiatives, etc. that we are currently working on.
LUNCH	Lunch	Exploring some of TPT staffers favorite NYC grub spots!
AFTERNOON	Edit Meeting	Athletes will join in on TPT's weekly edit meeting to get insight on what we are currently brainstorming and pitch any ideas they may have.
AFTERNOON	Athlete Relations Meeting	Athletes will join TPT's weekly athlete relations meeting to get insight on what we are currently brainstorming and planning for. They will also be able to pitch ideas on athletes we should be working with.

APPENDIX E

PLAYERS' TRIBUNE SAMPLE WORK SCHEDULE

**THEPLAYERS'
TRIBUNE**

DAY 3

WEDNESDAY, FEBRUARY 28TH : PUTTING IT ALL INTO MOTION, TAKE 2

Daily Objective: Now that the athlete has a full understanding of who we are and what we do at TPT it's time to dive deeper into those realms that are the most appealing to the individual athlete [i.e. Journalism as focus, Brand Partnerships, Marketing, PR]

START TIME: 10 AM | END TIME: TBD
ATTIRE: RELAXED / CASUAL

TIME	MEETING TIME	OVERVIEW
MORNING	1:1 Touch Base	Each morning interns will touch base with a member from the AR team in order to answer any questions and tweak the day's schedule as needed.
MORNING	Meeting with Retired NBA player Jay Williams	Athletes will sit with Jay Williams to talk through transition and next steps within their careers.
LUNCH	Lunch	Exploring some of TPT staffers favorite NYC grub spots!
AFTERNOON	Athlete Call	Sit with an editor on an athlete call (should have a few options with different kinds of athletes/sports).
AFTERNOON	TPT IRL	Tag along with a TPT multimedia editor as they go on a shoot with TBD athlete.

APPENDIX E

PLAYERS' TRIBUNE SAMPLE WORK SCHEDULE

**THEPLAYERS'
TRIBUNE**

DAY 4

THURSDAY, MARCH 1ST: ACTION DAY

Daily Objective: Now that the athlete has a full understanding of who we are and what we do at TPT it's time to really put all of that knowledge to use, executing and participating in some of TPT's staples.

START TIME: 10 AM | END TIME: TBD
ATTIRE: YOUR FAVORITE OUTFIT, YOU WOULD WANT TO GET PHOTOGRAPHED IN!

TIME	MEETING TIME	OVERVIEW
MORNING	1:1 Touch Base	Each morning interns will touch base with a member from the AR team in order to answer any questions and tweak the day's schedule as needed.
MORNING	Photo Session	Participate in a photoshoot with TPT award winning photographers. Photos from this shoot can be used by the athlete for their social media channels, appearances, etc. with proper crediting to TPT..
LUNCH	Lunch	Exploring some of TPT staffers favorite NYC grub spots!
AFTERNOON	Interview	Earlier in the week, athletes will have identified and reached out to an athlete they think would have a compelling story for a tribune article. Now, the athlete will interview said athlete with the help of our editors to have it turned into a story. After their call they will outline how the story should come together.
AFTERNOON	AGC	Athlete will sit with our video editing team to begin to edit the content they have shot throughout the week.
EVENING	NYC Activity	Athlete to let us know if there is anything they would like to see or do while in NYC! Broadway show, Concert, Late Night show, 9/11 Memorial, Ellis Island, Central Park, etc.

APPENDIX E

PLAYERS' TRIBUNE SAMPLE WORK SCHEDULE

**THEPLAYERS'
TRIBUNE**

DAY 5

FRIDAY, MARCH 2ND: WRAPPING IT UP

Daily Objective: Wrap up the week with TPT, button up loose ends and plan next steps to stay in touch with the team throughout the offseason.

START TIME: 10 AM | END TIME: TBD
ATTIRE: RELAXED/CASUAL

TIME	MEETING TIME	OVERVIEW
MORNING	1:1 Touch Base	Each morning interns will touch base with a member from the AR team in order to answer any questions and tweak the day's schedule as needed.
MORNING	Meeting with Jeff	Athletes will meet with our CEO to hear about his vision for our company and talk through any questions, their experience and future with TPT.
MORNING	Wrap Ups From Yesterday	Finish all projects
LUNCH	Lunch	Exploring some of TPT staffers favorite NYC grub spots!
AFTERNOON	Exit Interview	Give us your feedback as you reflect on the week back.
AFTERNOON	Sendoff Happy Hour	Thank our interns for their hard work over the week with some fun with the entire company.

APPENDIX E

STUBHUB SAMPLE WORK SCHEDULE

The following work schedule and job responsibilities were provided by a current partner, StubHub, the world's largest ticket marketplace with tickets available for over 10 million live sports, music and theatre events in more than 40 countries. StubHub enables experience-seekers to buy and sell tickets whenever and wherever they are through our desktop and mobile experiences.

These three weeks will go by in a blur as we pack your time with experiences, information and connection across the company from coast to coast. You'll learn about how our industry works, hear from General Managers who handle billion-dollar businesses, and get up close and personal with our fans. We'll even make sure you get a taste of the StubHub experience LIVE.



TUESDAY, FEBRUARY 20TH:

- Get set up with computers, badges, and office tour of the San Francisco building
- Program Overview: Learn about the business problem you'll be trying to solve; put faces to names for your extern mentors and key leaders in the company
- Industry Overview: How does ticketing and ecommerce work? How Does StubHub make money?
- Lunch: With program leads to ask questions, get familiar
- 1:1 with mentors: Meet your mentors who will guide you through working at StubHub and share how to be successful
- Head to the Airport!

WEDNESDAY, FEBRUARY 21ST:

- Tour our Customer Service center in Salt Lake City where hundreds of employees handle everything from our "Make it Right" guarantee, stopping fraud, and helping customers buy and sell all over the world.
- You'll listen in on calls to better understand who our customers are, what matters to them most and start off your thinking with a "customer-first" point of view as you consider hypotheses to the question we posed on Day 1.

THURSDAY, FEBRUARY 22ND – MONDAY, FEBRUARY 26TH:

- The learning begins! The next 3-4 days you'll be taught by various leaders in the company about how the magic happens.
- You'll hear from our different verticals about how their business is run, how buyers, sellers and the middleman (brokers) vary across leagues and teams, and begin to learn the business of ecommerce through the lens of sports and entertainment:

APPENDIX E

STUBHUB SAMPLE WORK SCHEDULE

- o Music & Theater
- o NFL, NBA, NHL
- o MLB & NCAA
- In addition to learning about the business from the lens of our key genres, we want to make sure you're well-armed with knowledge about different areas of e-commerce and business operations. Some topics could include:
 - o Tech Talk: How do tickets get bought and sold online?
 - o UX Design: How do we create a better user experience?
 - o Supply: How do brokers fit into the StubHub ecosystem? How does supply 'work' in our industry?
 - o Optimizing Revenue: How does StubHub optimize for fees, pricing and promos?
 - o Partnerships: Who are our partners & how do we work differently with each type?
 - o Marketing 101: How do we go to market to talk to consumers? What are some of the different ways we reach them, and why do we use those channels?
- To ensure you're getting as much exposure as possible to the world of eCommerce, we'll take you down to San Jose, where eBay, our parent company, is headquartered. While StubHub is a market leader in the ticketing world, eBay is a massive player in the global economy of eCommerce.

This is a chance to get exposed to a broader online retail landscape and check out possible opportunities around the country and the globe where 13,000 employees help create a marketplace for 168 million buyers.

Now that you understand our business – it's time to come up with your own perspective. You'll be tasked with coming up with a hypothesis to solve the question posed on day one. But in business, you can have great ideas that never get traction unless you know how to tell a story. And in the corporate world, nothing is real unless it's in PowerPoint!

This week, as a team, you'll reach out to people across the firm – in finance, partnerships, marketing, operations and technology to learn more and combine your knowledge to come up with your own strategy.

You'll learn how to tell a story and prove your point with a session led by an ex-management consultant as you start to craft your answer to the project you and your fellow externs will deliver in the final week.

Throughout the week, you'll check in with your mentors to get their help in crafting your narrative. Finally, we'll practice presenting at the end of the week once your idea is more fully formed.

MONDAY, MARCH 5TH

- Finalize your presentation and practice your standup. Continue to meet with people around the firm to gather information, tighten your story and go deeper into areas you're interested in.
- Grab lunch with the leadership team of StubHub to talk directly to key executives about what you've

APPENDIX E

STUBHUB SAMPLE WORK SCHEDULE

learned, and ask them about anything you wanted to know about being in the C-suite!

TUESDAY, MARCH 6TH

- Practice, practice, practice!
- Present your solution to our business problem to the General Manager who runs the NFL, NBA, NHL (3N) vertical and the team that drives our business there. By now, there should be familiar faces across marketing, supply, partnerships and more to hear your thoughts, research and ultimate answer!
- Then breathe! The hard part is over!

WEDNESDAY, MARCH 7TH

- **Brown Bag Session:** We'll bring the folks in the San Francisco office together to have lunch with food, drinks and music to hear from you about your experience at StubHub, your life as a pro athlete, and the ways you now connect the dots between the business on the field and the fans in the seats.
- This is your chance to share more about who you are, how you got here, and any advice you might have as we continue to drive forward in our partnerships with key leagues and teams.
- Finally, spend the rest of the day connecting with anyone you haven't had a chance to chat with, continue to learn about different roles within the company before you pack up to head to New York to experience our fans first hand!

THURSDAY, MARCH 8TH – FRIDAY, MARCH 9TH

- Your last two days will be spent in New York, touring our flagship experience storefront, and being on the front line with our customers and our suppliers handing out tickets to a major event. You'll get a glimpse of the clockwork precision it takes to give millions of customers a great experience at their favorite artist or team every night.
- We won't tell you which event you're going to until you get here – there's so many to choose from, we've got our work cut out for us to pick just one! But we know you'll have a great time living the brand in the Big Apple!

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2014-16

Year	Partner	Name	Year	Partner	Name	Year	Partner	Name
2014	Capitol Hill	Derek Cox	2015	NBC Sports Washington	Jamaal Westerman	2016	Fanatics	Arrelious Benn
2014	NBC Sports Washington	Frankie Hammond	2015	NBC Sports Washington	Marvin Austin	2016	Fanatics	Eric Rowe
2014	NBC Sports Washington	Tiquan Underwood	2015	NFLPA	Brandon Coleman	2016	Fanatics	Greg Jones
2014	NFLPA	Akwasi Owusu-Ansah	2015	The Trust	Brandon Deaderick	2016	Fanatics	Jeremy Kelley
2014	SB Nation / Vox Media	Waslye Saunders	2015	Under Armour	Lawrence Sidbury	2016	Fanatics	Frankie Hammond
2014	TV One	Ricardo Silva	2015	Under Armour	Chandler Fenner	2016	Fanatics	Karim Barton
2014	TV One	Eddie McGee	2015	Under Armour	Corbin Bryant	2016	Marriott International	Jamison Crowder
2014	Under Armour	Jonathan Goodwin	2015	Under Armour	Bradley Smith	2016	NBC Sports Washington	Asante Cleveland
2014	Under Armour	Jordan Mabin	2015	Under Armour	Frankie Hammond	2016	NFLPA	Joshua Byrnes
2014	Under Armour	Mike Caussin	2015	Under Armour	Kerry Wynn	2016	Panini	Ray Hamilton
2014	University of Maryland Athletics	AJ Francis	2015	Under Armour	Rashad Lawrence	2016	The Trust	D'Anthony Smith
2015	Arizona State University Athletics	Alan Ball	2015	Under Armour	Karim Barton	2016	Under Armour	Aaron Dobson
2015	ASU Athletics	DeVier Posey	2015	University of Maryland Athletics	Cam Johnson	2016	Under Armour	Cornelius Lucas
2015	Capitol Hill	Troy Kropog	2015	University of Maryland Athletics	Jacques McClendon	2016	Under Armour	Darius Kilgo
2015	Capitol Hill; Battle Group; National Grid	Will Allen	2016	Arizona State University Athletics	Jayrone Elliott	2016	Under Armour	Darrel Young
2015	Events DC	Justin Green	2016	Arizona State University Athletics	Michael Hoomanawanui	2016	Under Armour	Ryan Seymour
2015	Events DC	Ryan Bartholomew	2016	Capitol Hill	Dominique Davis	2016	Under Armour	Silas Redd
2015	Fanatics	Omar Gaither	2016	Capitol Hill	Will Allen	2016	Under Armour	Tony Washington
2015	Fanatics	Reginald Smith	2016	Events DC	Cam Johnson	2016	University of Maryland Athletics	Joiqe Bell
2015	Fanatics	Weslye Saunders	2016	Events DC	Lawrence Sidbury	2016	University of Maryland Athletics	Terrence Fede

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2017

Year	Partner	Name	Year	Partner	Name	Year	Partner	Name
2017	Broward Sheriff's Office	Channing Ward	2017	Fanatics	Corey Nelson	2017	Under Armour	Brian Mihalik
2017	Broward Sheriff's Office	Cole Manhart	2017	Fanatics	Jake McGee	2017	Under Armour	Chris Manhertz
2017	Broward Sheriff's Office	Kendall Langford	2017	Fanatics	Justin Rogers	2017	Under Armour	Edwin Jackson
2017	Broward Sheriff's Office	Nordly Capi	2017	Fanatics	Mitchell Loewen	2017	Under Armour	Eric Lee
2017	Capitol Hill	Dion Bailey	2017	Marriott International	Donteea Dye, Jr.	2017	Under Armour	Jumal Rolle
2017	Capitol Hill	Karim Barton	2017	NFLPA	Darryl Tapp	2017	Under Armour	Kenny Anunike
2017	Capitol Hill	Will Pericak	2017	Panini	Valerian Ume-Ezeoke	2017	Under Armour	Pearce Slater
2017	ESPN 980	Anthony Lanier	2017	The Trust	KJ Wright	2017	Under Armour	Romar Morris
2017	ESPN/ NBC Sports Washington	AJ Francis	2017	UMD Athletics	Adam Gettis	2017	Under Armour	Shakeel Rashad
2017	ESPN/ NBC Sports Washington	Al-hajj Shabazz	2017	Under Armour	Aaron Wallace	2017	United Way Worldwide	Demario Davis
2017	Events DC	Brandon Bostick	2017	Under Armour	Andrew Franks	2017	University of Maryland Athletics	Bishop Sankey
2017	Events DC	Isaiah Johnson	2017	Under Armour	Andrew Hawkins	2017	University of Washington Athletics	D'Anthony Smith
2017	Fanatics	Arthur Jones	2017	Under Armour	Antoine McClain	2017	Whalerock Industries	Anthony Castonzo
2017	Fanatics	Cam Bradfield	2017	Under Armour	Bjoern Werner	—	—	—

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2018

Year	Partner	Name	Year	Partner	Name	Year	Partner	Name
2018	Capitol Hill	Bryan Witzmann	2018	Fanatics; Capitol Hill	Brandon Chubb	2018	Under Armour	Marquavius Lewis
2018	Capitol Hill	Cole Toner	2018	International Justice Mission	Sam Acho	2018	Under Armour	Praise Martin-Oguike
2018	Capitol Hill	Michael Thomas	2018	Los Angeles Police Department	Taylor Fallin	2018	Under Armour	Trey Caldwell
2018	Catapult	Kelvin Beachum	2018	Los Angeles Police Department	Troy Nolan	2018	United Way Worldwide	Demario Davis
2018	Complex	Brennan Scarlett	2018	StubHub	Ben Koyack	2018	University of Georgia Athletic Association	Corbin Bryant
2018	ESPN 980 / NBC Sports Washington	Cameron Jefferson	2018	StubHub	Josh Andrews	2018	University of Georgia Athletic Association	Kenny Moore
2018	ESPN 980 / NBC Sports Washington	Dontrelle Inman	2018	StubHub	Qunicy Enunwa	2018	University of Maryland Athletic Association	Martin Ifedi
2018	Events DC	Justin Senior	2018	The Players' Tribune	Cameron Lynch	2018	University of Maryland Athletic Association / Under Armour	Corey Fuller
2018	Events DC / Under Armour	Darius Jennings	2018	The Players' Tribune	Charmeachealle Moore	2018	US Chamber of Commerce	KyShoen Jarrett
2018	Fanatics	Brian Brown	2018	The Trust	Sam Barrington	2018	US Chamber of Commerce	Lenard Tillery
2018	Fanatics	Demetrius McCray	2018	Under Armour	Dontez Ford	2018	WHOOOP	Will Pericak
2018	Fanatics	Donteea Dye, Jr.	2018	Under Armour	Ishmael Zamora	2018	WHOOOP / Under Armour	Michael Davis
2018	Fanatics	Jordan Howard	2018	Under Armour	Kendall James	—	—	—
2018	Fanatics	Josh Dobbs	2018	Under Armour	Lucas Patrick	—	—	—

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2019

Year	Partner	Name	Year	Partner	Name	Year	Partner	Name
2019	ACE Media	Bene Benwikere	2019	Fanatics	Darrell Williams	2019	Headspace	Eric Lee
2019	Capitol Hill Forbes Tate Partners	Doug Middleton	2019	Fanatics	Myles Humphrey	2019	Licensing Industry Merchandisers' Association (LIMA) & Brandgenuity	Ifeanyi Momah
2019	Capitol Hill Office of Senator Rand Paul	Austin Carr	2019	Fanatics	Tyrell Adams	2019	Los Angeles Police Department (LAPD)	AJ Howard
2019	Capitol Hill Office of Rep. Shelia Jackson Lee	Michael Thomas	2019	Fanatics	Stansly Maponga	2019	Los Angeles Police Department (LAPD)	Ronald Zamort
2019	Capitol Hill Office of Senator Josh Hawley	Ryan Hunter	2019	Fanatics	Isaiah Williams	2019	Los Angeles Police Department (LAPD)	Charles Leno
2019	Capitol Hill Cory Booker Campaign	Johnson Bademosi	2019	Financial Finesse	Carl Nassib	2019	Los Angeles Police Department (LAPD)	Keith Tandy
2019	Catapult	Will Pericak	2019	Fox Sports	Cam Lynch	2019	Los Angeles Police Department (LAPD)	Victor Salako
2019	Complex	Brandon Bell	2019	Fox Sports	Chris Manhertz	2019	Los Angeles Police Department (LAPD)	Malik Williams
2019	Events DC	Damiere Byrd	2019	Fox Sports	Sebastian Joseph	2019	Los Angeles Police Department (LAPD)	Linden Stephens
2019	Events DC	Chris Lacy	2019	Gatorade Sports Science Institute	Justin Zimmer	2019	NFL Players Inc.	Austin Roberts
2019	Everfi	Dominique Easley	2019	Headspace	Andre Hal	2019	Ohio State Football	Jake McGee

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2019

Year	Partner	Name	Year	Partner	Name	Year	Partner	Name
2019	StubHub	Josiah Price	2019	Under Armour	Dennis Gardeck	2019	Under Armour	Jeremy Ross
2019	StubHub	Thomas Hennessy	2019	Under Armour	Afolabi Laguda	2019	UNINTERRUPTED	Aziz Shittu
2019	StubHub	Ryan Malleck	2019	Under Armour	Ian Park	2019	United Way Worldwide	Johnny Stanton
2019	StubHub	Kapron Lewis Moore	2019	Under Armour	BW Webb	2019	United Way Worldwide	Brandon Chubb
2019	The Player's Tribune	Greg Little	2019	Under Armour	Christian Scotland-Williamson	2019	University of Georgia Athletic Association	Elie Bouka
2019	The Players' Tribune	Malik Golden	2019	Under Armour	Brian Price	2019	U.S. Chamber of Commerce	Praise Martin-Oguike
2019	The Players' Tribune	Greg Van Roten	2019	Under Armour	Brian Price	2019	WeWork Labs	Tre McBride
2019	The Players' Tribune	Joshua Kalu	2019	Under Armour	Kyle Carter	2019	WeWork Labs	Matt Flanagan
2019	The Trust	Devin Fuller	2019	Under Armour	Matt LaCrosse	2019	WHOOOP	Kristjan Sokoli
2019	Under Armour	Tom Savage	2019	Under Armour	Jerome Baker	2019	WHOOOP	KJ Brent
2019	Under Armour	Ryan Yurachek	2019	Under Armour	Damon Webb	—	—	—
2019	Under Armour	Jordan Williams	2019	Under Armour	Alvin Jones	—	—	—

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2019

Year	Partner	Name	Year	Partner	Name	Year	Partner	Name
2019	StubHub	Josiah Price	2019	Under Armour	Dennis Gardeck	2019	Under Armour	Jeremy Ross
2019	StubHub	Thomas Hennessy	2019	Under Armour	Afolabi Laguda	2019	UNINTERRUPTED	Aziz Shittu
2019	StubHub	Ryan Malleck	2019	Under Armour	Ian Park	2019	United Way Worldwide	Johnny Stanton
2019	StubHub	Kapron Lewis Moore	2019	Under Armour	BW Webb	2019	United Way Worldwide	Brandon Chubb
2019	The Player's Tribune	Greg Little	2019	Under Armour	Christian Scotland-Williamson	2019	University of Georgia Athletic Association	Elie Bouka
2019	The Players' Tribune	Malik Golden	2019	Under Armour	Brian Price	2019	U.S. Chamber of Commerce	Praise Martin-Oguike
2019	The Players' Tribune	Greg Van Roten	2019	Under Armour	Brian Price	2019	WeWork Labs	Tre McBride
2019	The Players' Tribune	Joshua Kalu	2019	Under Armour	Kyle Carter	2019	WeWork Labs	Matt Flanagan
2019	The Trust	Devin Fuller	2019	Under Armour	Matt LaCrosse	2019	WHOOP	Kristjan Sokoli
2019	Under Armour	Tom Savage	2019	Under Armour	Jerome Baker	2019	WHOOP	KJ Brent
2019	Under Armour	Ryan Yurachek	2019	Under Armour	Damon Webb	—	—	—
2019	Under Armour	Jordan Williams	2019	Under Armour	Alvin Jones	—	—	—

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2020

NAME	PARTNER	YEAR
Darvin Kidsy, Jr.	NASA Johnson Space Flight Center	2020
Kenny Ladler, Jr.	NASA Johnson Space Flight Center	2020
Aaron Wallace	NASA Johnson Space Flight Center, MGM Resorts International	2020
Abdulaziz Shittu	UNINTERRUPTED	2020
Afolabi Laguda	US Chamber of Commerce	2020
Amba Etta-Tawo	United Way Worldwide	2020
Andre Smith	StubHub	2020
Austin Roberts	The Players' Tribune	2020
Bene' Benwikere	Fox Sports	2020
Brian Brown	NFL Players Inc.	2020
Brian Parker	Capitol Hill, International Justice Mission	2020
Brieann Boddy-Calhoun	Everfi	2020
Charles Johnson	Fanatics	2020
Chris Manhertz	NFLPA	2020
Christopher Peace	NASA Johnson Space Flight Center	2020
Chukumeke Egbule	NASA Johnson Space Flight Center	2020
Chuma Edoga	Forbes Tate Partners	2020
Colton Jumper	US Chamber of Commerce	2020
Cyril Grayson	Gatorade Sports Science Institute	2020
Darius Jackson	Fox Sports	2020
Darius Jennings	University of Virginia Athletic Department	2020
David White	Fanatics	2020
DJ Coker	University of Virginia Athletic Department	2020
Dylan Mabin	Capitol Hill	2020
Eric Lee	Zebra Technologies	2020
Eric Murray	The Players' Tribune	2020
Eric Smith	NASA Johnson Space Flight Center	2020
Gerri Green	University of Georgia Athletic Association	2020
Hakeem Butler	The Players' Tribune	2020
Hale Hentges	The Players' Tribune	2020
Ian Bunting	The Players' Tribune, Brandgenuity	2020
Isaiah Johnson	Financial Finesse	2020
Jake Eldrenkamp	Madrona Venture Group	2020
Jermaine Carter	Events DC	2020
Joel Heath	International Justice Mission	2020
John Battle IV	ACE Media	2020
John Wetzel	Adfero	2020
John Wolford	NASA Johnson Space Flight Center	2020
Jonathan Wynn	The Players' Tribune	2020
Kapron Lewis-Moore	Fanatics	2020
Kenneth Acker	United Way Worldwide	2020
Kenneth Young	Fox Sports	2020
Kofi Amichia	Nifty Games	2020

NAME	PARTNER	YEAR
LaRoy Reynolds	Events DC	2020
Malcolm Smith	Nifty Games	2020
Malik Reed	ByteCubed Labs	2020
Manasseh Garner	Fanatics	2020
Matthew Kaskey	Brandgenuity	2020
Michael Davis	WHOOOP	2020
Montre Hartage	Fanatics	2020
Orson Charles	University of Texas Athletic Administration	2020
Patrick DiMarco	Georgia Tech Athletic Department	2020
Patrick Laird	Capitol Hill	2020
Rashard Fant	Georgia Tech Athletic Department	2020
Robert Joshua Dobbs	NASA Kennedy Space Flight Center	2020
Robert Turbin	StubHub	2020
Ronald Zamort	United Way Worldwide	2020
Ross Pierschbacher	Fanatics	2020
Russell Shepard	NFLPA/Custom	2020
Ryan Griffin	Financial Finesse	2020
Sam Young	Capitol Hill	2020
Shawn Williams	University of Georgia Athletic Association	2020
Te'Von Coney	United Way Worldwide	2020
Terrill Hanks	Capitol Hill	2020
Trayvon Henderson	NASA Johnson Space Flight Center	2020
Trenton Irwin	StubHub	2020
William Sweet III	NASA Johnson Space Flight Center	2020
Zach Triner	WHOOOP	2020

APPENDIX F

PREVIOUS NFLPA EXTERNSHIP PARTNERS & PARTICIPANTS / 2021

NAME	PARTNER(S)	YEAR
Adam Shuler	NASA Tech Transfer Workshop	2021
Akeem King	NASA Tech Transfer Workshop	2021
Aldrick Rosas	Rocket Mortgage (powered by Quicken Loans)	2021
Andrew Dowell	The Draft Network	2021
Austin Roberts	Rocket Mortgage (powered by Quicken Loans)	2021
Bobby Okereke	Licensing International,Brandgenuity (NYC)	2021
Brennan Scarlett	Target Accelerators	2021
CJ Prosise	Financial Finesse	2021
Cameron Nizialek	Rocket Mortgage (powered by Quicken Loans)	2021
Chris Thompson	Financial Finesse,NASA Tech Transfer Workshop	2021
Christian Covington	NASA Tech Transfer Workshop	2021
Corey Nelson	AthLife	2021
Daniel Munyer	The Players' Tribune,Rocket Mortgage (powered by Quicken Loans)	2021
Devin Gray	NASA Tech Transfer Workshop,Nifty Games	2021
Dieter Eiselen	Generous,Rocket Mortgage (powered by Quicken Loans)	2021
DJ Coker	NASA Tech Transfer Workshop,Everfi	2021
Douglas Middleton	University of Virginia Athletic Department	2021
Elijah Holyfield	Events DC	2021
Emmanuel Ellerbee	Forbes Tate Partners	2021
Eric Murray	The Players' Tribune	2021
Eric Rowe	International Justice Mission	2021
Jeremy Davis	International Justice Mission,Old Dominion University Athletics	2021
Grant Haley	Rocket Mortgage (powered by Quicken Loans)	2021
Hakeem Butler	The Players' Tribune	2021
Hale Hentges	Zebra Technologies,Apartment List	2021

NAME	PARTNER(S)	YEAR
Ian Bunting	Target Accelerators	2021
Isaac Whitney	Rocket Mortgage (powered by Quicken Loans)	2021
Jake Eldrenkamp	Rocket Mortgage (powered by Quicken Loans)	2021
Jalen Elliott	Opendorse	2021
James Butler	The Draft Network	2021
Jashon Cornell	Rocket Mortgage (powered by Quicken Loans)	2021
John Townsend	Financial Finesse	2021
John Wetzel	The Draft Network	2021
Johnathan Howard	Old Dominion University Athletics,Rocket Mortgage (powered by Quicken Loans)	2021
Jonathan Harris	Old Dominion University Athletics	2021
Jonathan Woodard	Rocket Mortgage (powered by Quicken Loans)	2021
Juston Burris	Financial Finesse	2021
Krishawn Hogan	Rocket Mortgage (powered by Quicken Loans)	2021
Michael Thomas	NFL Players Inc.	2021
Myles Humphrey	NFL Players Inc.	2021
Ndamukong Suh	Target Accelerators	2021
Joshua Dobbs	NASA Kennedy Space Flight Center	2021
Robert Windsor	Rocket Mortgage (powered by Quicken Loans)	2021
Robert Griffin III	Target Accelerators	2021
Ryan Winslow	WHOOOP	2021
Sam Young	Rocket Mortgage (powered by Quicken Loans)	2021
Thomas Hudson	Financial Finesse,Rocket Mortgage (powered by Quicken Loans)	2021
TY McGill	Old Dominion University Athletics	2021
Tyler Davis	WHOOOP	2021
Uchenna Obinna	Zebra Technologies	2021
Will Holden	University of Virginia Athletic Department	2021
William Sweet III	Rocket Mortgage (powered by Quicken Loans)	2021

APPENDIX G

EXIT SURVEY | PLAYER FEEDBACK

QUESTION 1

What improvements are necessary for the program related to the NFLPA? (examples include: information made available on the opportunities, application process, initial screenings, travel/logistics, in-program follow up, etc.).

QUESTION 2

What improvements are necessary for the program related to your partner? (examples include: onboarding, level of work provided, opportunities to network, etc.).

QUESTION 3

Which resources, provided by AthLife, did you utilize?

- ☐ Online Module – Career Fundamentals
- ☐ Online Module – Interview Guide
- ☐ Online Module – Off-season Fundamentals
- ☐ 1-on-1 Session – LinkedIn
- ☐ 1-on-1 Session – Resume
- ☐ 1-on-1 Session – Networking Guidance
- ☐ Other:
- ☐ N/A – I did not utilize AthLife services

QUESTION 4

What improvements are necessary to the AthLife services provided?

QUESTION 5

Did you accomplish any educational goals through this program?

- ☐ Earned Undergraduate-Level Credit
- ☐ Earned Graduate-Level Credit
- ☐ Other:
- ☐ N/A

QUESTION 6

Overall, I was satisfied with my externship.
Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 7

The summary of my experience provided online matched my expectations and accurately portrayed my experience.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 8

After this experience, I am interested in utilizing other NFLPA programs and resources.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 9

After this experience, my level of satisfaction with the NFLPA has improved.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 10

Please rate the following:

- ☐ Application & Interview Process
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Housing & Travel Accommodations
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Overall Preparation for your Experience
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Partner Orientation Process/Materials
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Helpfulness of Partner's Staff
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Opportunity to Expand Your Network
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Usefulness of Knowledge Gained
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied
- ☐ Opportunity to Discover Career Interests
Very Satisfied | Satisfied | Neutral | Dissatisfied | Very Dissatisfied

QUESTION 11

Do you feel that the time frame of your experience allowed you enough time to accomplish your goal(s)?

Yes | No, it was too long | No it was too short

QUESTION 12

What would be your ideal length of time to participate in this experience?

APPENDIX G

EXIT SURVEY | PLAYER FEEDBACK

QUESTION 13

What was the highlight of your experience?

QUESTION 14

How do you plan to build off this experience moving forward?

QUESTION 15

How likely are you to recommend this program to a teammate?

Highly Likely | Likely | Neutral | Unlikely | Highly Unlikely

QUESTION 16

How likely are you to apply for this program again in the future?

Highly Likely | Likely | Neutral | Unlikely | Highly Unlikely

QUESTION 17

Please provide any other feedback, suggestions, questions, etc. you might have about this program.

APPENDIX G

EXIT SURVEY | PLAYER FEEDBACK

QUESTION 1

Our organization was satisfied with the NFLPA Externship overall.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 2

The Extern selection process was seamless and effiecent.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 3

The NFLPA prepared our organization with the necessary information and expectations to create a mutually beneficial experience.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 4

Our extern(s) acted with professionalism and were truly invested in making the most out of this opportunity.

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 5

If the opportunity presented itself, we would be willing to hire our extern(s)?

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

QUESTION 6

Do you feel that the timeframe of this program allowed externs to gain valuable experience and knowledge?

Yes | No, it was too long | No, it was too short

If too long/short, what length would you suggest:

QUESTION 8

How can the NFLPA provide a better experience for partners?

QUESTION 9

How can the NFLPA provide a better experience for externs?

QUESTION 10

Please provide any additional feedback, questions, etc. you might have to help us improve this program.

Link to survey provided by NFLPA at conclusion of the program / subject to change

QUESTION 7

Was the information provided by the extern's application and interview process helpful in crafting your experience? Please explain.