

RESULTS

MENTORING

14TH ANNUAL *Partnership Dinner*

Honoring



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KHARY K. TURNER
COLEMAN A. YOUNG
FOUNDATION

5:30 PM | FRIDAY, MARCH 1, 2024
DTE ENERGY, 1 ENERGY PLAZA, DETROIT, MI 48226

DTE Foundation

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transforming
with energy



Program

Welcome to DTE

Trevor Lauer, Vice Chairman and Group President, DTE Energy;
Co-Chair, 2022 Results Mentoring Honoree

Opening

Dr. E'Lois Thomas
President, SEEL, LLC
2018 Results Mentoring Honoree and Board Member

MC

Brandy S. Walker
Educator and RESULTS Mentoring Volunteer

Acknowledgment of Sponsors

Charles Thomas, III
Results Mentoring Program Director

Special Thanks for Co-Chairs and Honorary Chairs / Prior Honorees

Edward Boyd
Connect The Dots, Chief Collaboration Officer, 2016 Results Mentoring Honoree

Honorees

Mary McCoy – Rising Star Award
Tony Moore – Impact Award
Rodney Cole – Community Award
Sylvester Hester – Industry Award
Khary K. Turner – Game Changer Award

Student Testimonial – Our Why

Austen Wallace

Presenting Sponsor Comments

Louis James
CEO, SEEL, LLC
Co-Chair, 2011 Results Mentoring Honoree

Closing

Charles Thomas, Jr.
Founder and President, Results Mentoring



About Results

RESULTS Mentoring was founded in 1999 by Charles Thomas, Jr. to support an underserved population of urban youth with educational enrichment opportunities. Throughout his adult life, Mr. Thomas has worked to improve the lives of troubled youth. This has been achieved not only by managing this organization, but also by volunteering at many nonprofit organizations including Detroit PAL, Detroit Area Council Boy Scouts of America and Partners Against Crime. His career also has been focused on helping students excel while holding positions in various schools such as Dean of Students, Mentor as well as parent liaison in public and charter schools. He has a Master Degree in Educational Leadership and is a Certified School Administrator with the Michigan Department of Education. Mr. Thomas is an Ordained Elder and has been a Minister of the Gospel since 1992. His passion is to see young people excel; especially the children who have been written off by society.

In 2007, RESULTS Mentoring was awarded non-profit status. Mr. Thomas and his team has steadily worked on growing the organization by developing relationships with the business and local community and finding other mentors and leaders that can help fulfill the mission of RESULTS Mentoring. Results Mentoring stands for Reaching Every Student Using Love Training and Support. Behavioral Intervention is our primary program of offering. The organization focuses on three programs to bring about the best in its youth: tutoring, mentoring and redirection toward a positive goal-driven life. Our tutorial program is designed to improve test scores as well as to increase student morale, reconstruct the mindset of aspiring students and change the lives of the young people and families. The mentoring program is designed to build self-esteem, improve the mentality and outlook and encourage greatness within the young people that we service. Finally, the Redirection Program works with youth who have been deemed incorrigible. These troubled youth are shown another path to attain success.

Results Mentoring is also an external service provider with the Michigan Department of Education where we help schools make yearly progress utilizing their School Improvement Grant (SIG) funding. It has provided Supplemental Educational Services in the states of Texas, Arizona, Ohio and Michigan. Impressive changes have come about in the young people that have completed the tutorial and mentoring programs. Young people who were written off by parents, teachers and other family members have been embraced and elevated as a RESULT of this program. Students who were failing many of their classes have been taught to embrace their natural born intelligence and talent and to use these gifts to strive for more. They have met and exceeded the challenge and all should be proud of their achievements.

RESULTS Mentoring has provided services in several Metropolitan Detroit and Oakland County schools including the Detroit Public Schools, Charter School Academy Services Academy of Inkster, Academy of Warren, Tyrone Elementary in Harper Woods, Conner Creek West in Warren, Pontiac Academy for Excellence, Academy of Warren, Clintondale Middle School, Global Preparatory Academy and others with individual student enrollment. Our students become lifelong members in our program.

The RESULTS Mentoring executive team has provided tutorial, mentoring and redirection services for over 20 years. This leadership team knows how to reach troubled youth because many of the staff share similar backgrounds and challenges of these young adults. They have the creative fortitude to reach young people and redirect them to a path of excellence.

The RESULTS Mentoring team has a great working relationship with the parents that we serve because we listen and we learn! Many call it a gift others a talent and some feel it is luck, but whatever the case may be...this program has proven to be life changing.

14TH ANNUAL *Partnership Dinner*

Congratulations

to all of the Honorees. Each of you are champions for youth growth and empowerment and we appreciate your support.

Thank you for joining our efforts to continue to Reach Every Student Using Love Training and Support.

On behalf of our students, THANK YOU for all that you do!

Charles Thomas, Jr. & Results Mentoring Staff



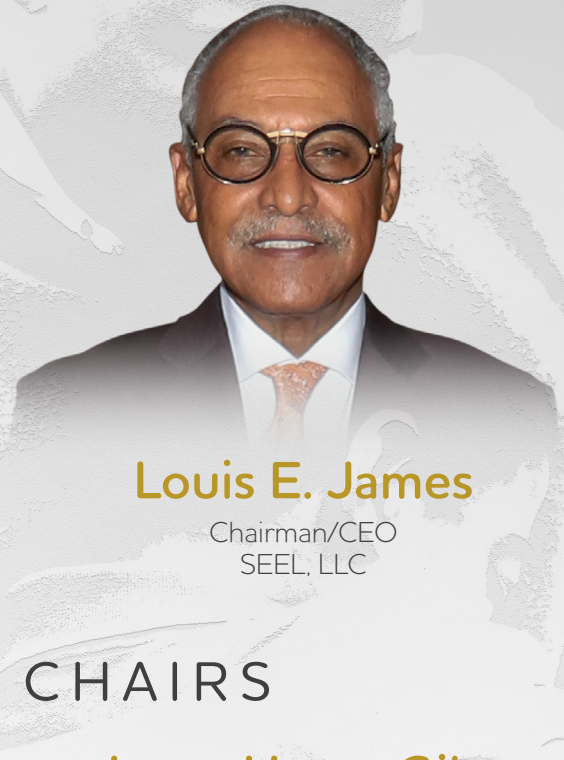
Special Thanks

TO OUR CO-CHAIRS



Trevor Lauer

Vice Chairman & Group President
DTE Energy



Louis E. James

Chairman/CEO
SEEL, LLC

HONORARY CHAIRS

Dr. E'Lois Thomas

President
SEEL, LLC

Joyce Hayes Giles

Assistant to the Chairman & Senior VP, Public Relations
DTE Energy (Retired)

Travis Spencer

Head of Supplier Diversity &
Warranty Recovery
Ford Motor Company

Ed Boyd

Chief Collaboration Officer
Connect the Dots, Inc.

DTE Energy
Ed Boyd and Connect the Dots for marketing
Bean Brothers Trophy
a. Malone Design LLC for design and videography
Nate Oneil and Cre8tiv Media, LLC for onsite photography
Brandy Walker
Results Mentoring Staff and volunteers

Our Corporate Sponsors and Patrons who support our programs annually



Reaching **E**very **S**tudent **U**sing **L**ove **T**raining & **S**upport

Mission

Our mission is to provide world class behavioral intervention services that include redirection, mentoring, monitoring and tutoring services that make a difference in the lives of the families that we service. Our program specializes in urban areas with at-risk students. We ascribe to raise a standard for excellence and change in the lives of the families and communities that we help.

Vision

To change the lives of young people who have a will, a desire and a need to improve their behavior. We create opportunities that allow young people to increase their chances at a life filled with opportunities, advancement and success. Our vision is to always integrate partnerships with community stakeholders to help young people excel.



Having serviced students since 1999, our survey information shows that when students complete one year with Results Mentoring these are the results:

80%

said they are less likely to get kicked out of school again.

85%

said they were less likely to skip school.

95%

said they believe the program helped them to make better decisions.

100%

said they are less likely to commit crimes after the program.

Past Honorees

2023 Honorees



Akhtar Azhar



David Coulter



Mike Duggan



Tamara Hicks



Jaspreet Singh

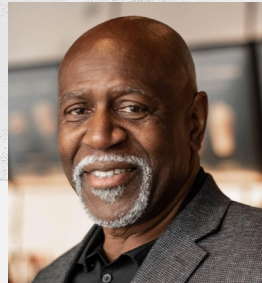
2022 Honorees



Saunteel Jenkins



Trevor Lauer



Lee Meadows, Ph.D.



Travis Spencer

2019 Honorees



Anthony Adams



Matt Craig



Wright Lassiter, III



Tony Tomczak

Past Honorees

2018 Honorees



Joi Harris



Jaunice Kellar



DeAndre Lipscomb



E'Lois Thomas, Ph.D.



Elder Sheila R. Vann

2017 Honorees



George P. Barnes



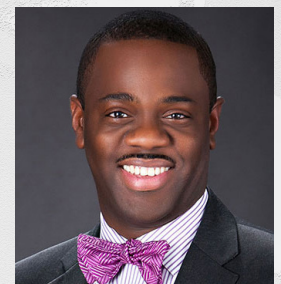
Janice Cosby



Steve Kurmas



Fred Mester



Andre Spivey

Past Honorees

2016 Honorees



Edward D. Boyd



David L. Johnson



Tyrone Jordan



DeeDee
McKinney Odom



Leon C. Richardson

2015 Honorees



Tyrone M. Davenport



Dr. Bertram Marks



Jerry Norcia



Juliette Thorpe
Okotie-Eboh



Roderick K. Rickman

Past Honorees

2014 Honorees



N. Charles Anderson



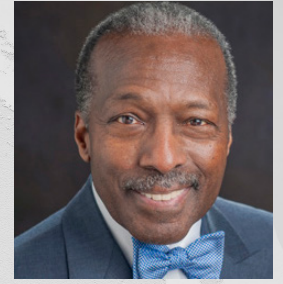
Paul Hillegonds



Dara T. Munson



Cindy Pasky



Roy S. Roberts

2013 Honorees



Marvin Beatty



Joyce Hayes-Giles



Sid E. Taylor



Rhonda Walker



Monique Marks

Past Honorees

2012 Honorees



Joseph Cazeno, Jr.



Major Clora, Jr.



George E. Ross



Edgar L. Vann Jr.

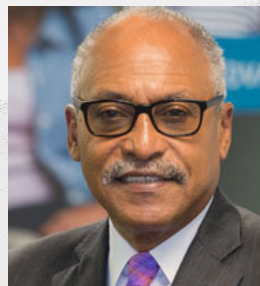
2011 Honorees



Charles Thomas, Jr.



Karla Hall



Louis E. James



Anthony Adams



Lenore Trammell



Roy Walter

Master of Ceremony

Brandy S. Walker

Brandy S. Walker, an educator of 24 years. 21.5 of those years were with the Detroit Public Schools Community District. She served in various roles such as teacher, Master teacher and Dean of Culture. She was also a part of a small subgroup of Master teachers known as the Superintendent's Fellows. She was one of 28 chosen throughout the entire district. Brandy is a proud DPS alumna from grades K-12. She is a graduate of The Cass Technical High School. She earned a Bachelor of Arts degree in Elementary Education from Southern University and A&M College in Baton Rouge, LA, and her Masters of Education and Leadership from Wayne State University in Detroit, MI. Ms. Walker is now a teacher with the Southfield Public Schools District. Brandy is passionate about education and remains a part of the lives of her scholars even when they are no longer in her class. Ms. Walker is an avid public speaker and does voice over work. She has done school based and district-wide professional developments- in DPSCD. Brandy is an active member of Delta Sigma Theta Sorority Inc, Detroit Alumnae Chapter. A proud and active member of the Second Ebenezer Church in Detroit, MI. She is a former mentor with the Rhonda Walker Foundation. Another one of her passions is teaching self-worth to young girls from ages 8-18. Her motto is, before you speak, always THINK (Is it TRUE, HELPFUL, INSPIRING, NECESSARY, KIND)? If the answer is no to any of those questions, it's best that you don't say it.



Rising Star Award

Mary McCoy

Mary McCoy is a Commercial Banker and Executive Director for Chase in East Michigan's Commercial Banking Group in Bloomfield Hills, Michigan. Mary assists businesses with all banking needs including cash solutions, treasury services and liquidity management. She leads a team specializing in assisting diverse, women, veteran and LGBTQ+ -owned businesses with their banking needs especially connecting them to resources (internally and externally) for business growth including capital, mentorship, education, events and networking.

Prior to her role as Commercial Banker, Mary was a Lending Advisor for J.P. Morgan Private Bank in Birmingham, Michigan. In this capacity, she assisted Bankers and Investors with providing solutions to clients' complex lending and banking needs. Mary began her career in 2006 as a financial analyst and underwriter at J.P. Morgan in the Commercial Real Estate Group located in Detroit, MI.

Mary is on the board of two of J.P. Morgan Chase's Business Resource Groups in Michigan including Women on the Move and the Volunteer Leadership Group. As a part of these organizations, she works to advance the role of women in the workplace and promote employee volunteerism.

Mary has been recognized by Crain's Detroit Business as a 2023 Notable Leader in Commercial Banking as well as a Most Valuable Professional by Corp! Magazine in 2023. She is also an active participant with the Michigan Hispanic Chamber of Commerce, Techstars Detroit powered by JPMorgan, the Great Lakes Women's Business Council and Stellantis' National Black Supplier Development Program.

Mary holds a Bachelors in Business Administration in Finance and Accounting from the Ross School of Business at the University of Michigan and resides in Bloomfield Hills, MI with her husband and three children.



Impact Award

Tony Moore

Tony is Vice President of the East Region at Meijer. He has 46 stores in his span of care that are comprised of Detroit and the surrounding areas.

Tony takes great pride and pleasure in being actively involved with Detroit and its regional communities through volunteering time and resources, and leading his team to support the needs of local organizations.

As a Veteran, Tony helps lead Meijer's initiative to support Veteran team members, and to advance the company in assisting veterans and their families throughout the region.

Tony worked closely on the partnership between Meijer and the Detroit Tigers to combat food insecurity with "Strike Out Hunger." This program donates \$100 to local food banks every time a Tiger pitcher creates a strikeout.

In 2023, Tony spearheaded the launch of "Meijer Grocery," Meijer's newest format, in Macomb and Lake Orion. This successful launch will continue to provide an opportunity for Meijer to serve smaller communities with local grocery options.

Tony is especially excited about the partnership between Meijer and Results Mentoring, an innovative and impactful program for Michigan students that perfectly aligns with Meijer's mission of enriching lives in the communities we serve

Industry Award

Sylvester Hester

Mr. Hester brings the experience and knowledge of manufacturing and logistics in multiple business verticals: Automotive, Aerospace and the government sector, just to name a few. Mr. Hester is President & CEO of LM Manufacturing, LLC. Established in 2019, LM Manufacturing, LLC is a joint venture between LAN Manufacturing Group (LMG) and Magna Seating North America.

Magna International is a \$40 billion mobility technology company, with 157,000 employees, 344 manufacturing operations, and 93 product development, engineering, and sales centers in 27 countries. LMG is wholly owned by Sylvester Hester, a 30-year veteran automotive, aerospace supply chain executive with substantial experience in manufacturing, operations, logistics, and business development.

Hester's career began in 1985, as an engineering technician for General Motors Advanced Engineering. Joining Regal Plastics in 1987, he quickly moved up the ranks from engineering to program management, through sales and marketing, and finally rose to vice president in 1993.

In 1998, Hester was selected to serve as president of GAA's company, ARD, near Atlanta, Georgia. By 2003 he co-founded and was named president of GAA's newest acquisition, Key Logistics.

Ultimately before starting his own enterprise, he rose to the position of chairman of all GAA companies, and CEO of Grupo Antolin Primera.

Hester was appointed to and served a four-year tenure as a Tuskegee University Board of Trustees member. He is a current member of Karmanos Cancer Institute, Grow Michigan II, Ben Carson High School Advisory Council, Industrial Advisory Board of the Electrical & Computer Engineering Department of the University of Michigan-Dearborn, and Michigan Minority Supplier Development Council, and Chair of the MBEIC and Manufacturing and Mobility sector.

Hester holds a Master of Science in Administration degree, with concentration in leadership, from Central Michigan University, and a Bachelor of Science in Plastics Engineering with an emphasis in polymer chemistry from Ferris State University. He has completed the Advanced Minority Business Executive Program at Dartmouth College's Tuck School of Business, the Kellogg School of Management Advanced Management Education Program at Northwestern University, and the Quantum Shift Program at The University of Michigan's Ross School of Business

Game Changer Award

Khary K. Turner

Education leader, author and artist Khary Kimani Turner has spent 30 years using his talents to grow community. The Executive Director for Coleman A. Young Foundation (CAYF) leads a 42-year mission to help Detroit youth access and persist through college, and then enter the workforce poised for leadership. CAYF Scholars have, since 1995, maintained a 90% college graduation rate, and 60% have returned to metropolitan Detroit to live and work.

Khary's creative pedigree prepared him to be an innovative non-profit leader. The intersection of his experiences then helped to fuel innovative results. As CAYF youth and scholars continue to accel, a campaign to place a statue of late Detroit Mayor Coleman Young in the United States Capital promises to tell "The Mayor's" story nationally, establish a permanent visual model for hopefuls worldwide. It also helps Coleman A. Young Foundation's mission persist. The Foundation, acting as fiduciary for the campaign under Khary's leadership, is poised to strike a simultaneous blow for history and education.

A creative at heart, Khary has won five Detroit Music Awards for contributions to Detroit's sonic community. Meanwhile his writings, in publishing and music, influenced the work of artists like the Notorious B.I.G., and the legendary Broadway play "Hamilton," and earned him a Grammy.

Khary is a board member for the Diploma Equity Project, and is a member of the Business Network, Incorporated (BNI).

Community Award

Rodney Cole

Rodney Cole is president of the DTE Energy Foundation and Corporate Citizenship at DTE. Appointed in 2023, he is responsible for leading the DTE Foundation's operations and grant strategies. He leads the company's Corporate Citizenship work within the communities where DTE's 10,000-plus employees live and serve.

During his 19-year career at DTE, Cole has held leadership positions in business units across the enterprise – including his previous role as director, Community Engagement, and vice president, DTE Energy Foundation. Prior to that as director, state government affairs, Cole led a highly active and visible team that spearheads state legislative activities and manages relationships with state legislators and the governor's administration; he also led efforts to strengthen relationships with Michigan's public sector leaders. Cole began his career at DTE in human resources, supporting numerous business units while learning the depth and breadth of the organization's strategic priorities and efforts.

In addition to his work with the DTE Foundation and Corporate Citizenship, Cole serves on the board of directors for the American Association for Blacks in Energy (Michigan), Black Caucus Foundation of Michigan, Connect Detroit, Midnight Golf, Michigan Humane, Sphinx, Michigan Economic Development Foundation and The Parade Company. He also serves as a member of Teen Hype's advisory board and the Detroit Regional Chamber Advocacy Advisory Council. Cole is a graduate of Leadership Detroit Class XXXV and the 2018 cohort of Harvard University's Young American Leaders Program (YALP). He earned his bachelor's and master's degrees from Michigan State University.

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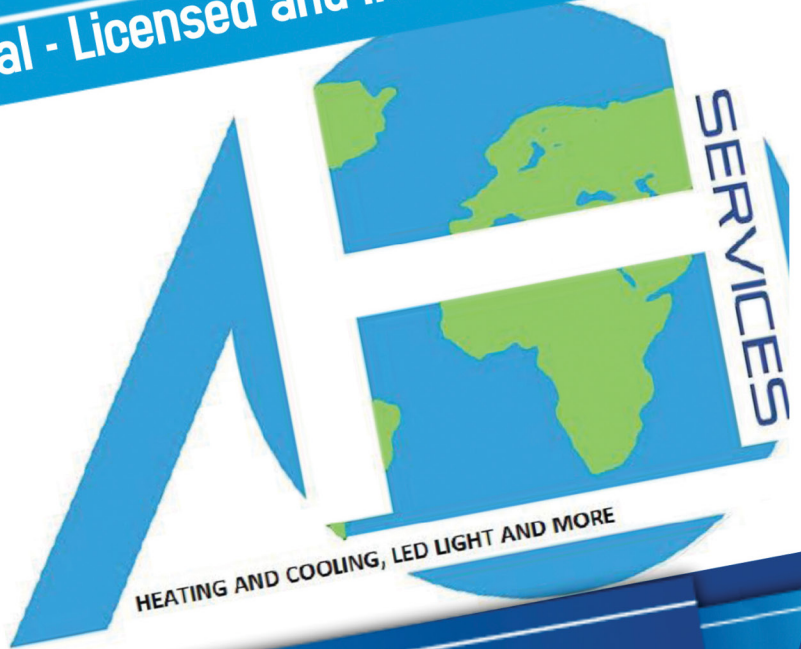
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*Congratulations
to*

RESULTS MENTORING AND ALL OF THE HONOREES,

we salute you as we come together to celebrate your partnership dinner and the mentoring that you provide to young people daily.
Keep doing a great work with the young people in our region.



You Can Light the Path



**"Great job to all the students
and mentors of RESULTS
Mentoring."**

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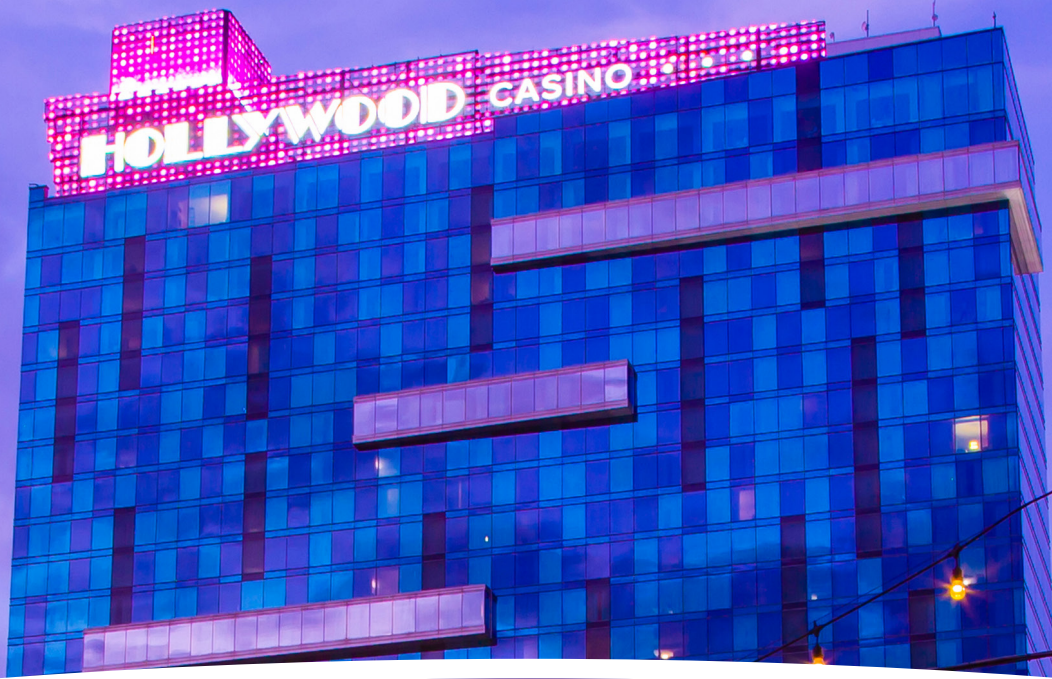
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We're honored to support Results Mentoring's vision to change lives of young people, and support schools and parents with at-risk students.



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We celebrate and honor the mentors and role models who plant seeds of possibility in our communities.

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OCG Companies commends the work performed by Results Mentoring, allowing young people to increase their chances at a life filled with opportunities, advancement, and success.

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SEEL shares the vision of RESULTS Mentoring to create change in the lives of young people who have a will, a desire, and a need to improve their behavior. Their work allows at-risk students to increase their chances at a life filled with opportunities, advancement, and success.

E'LOIS THOMAS, PH.D.
PRESIDENT
SEEL, LLC

LOUIS E. JAMES
CHAIRMAN & CEO
SEEL, LLC

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