

## High School Internship Program

*n<sup>th</sup> Solutions, LLC*, founded in 2006, is a product development, business incubation, and manufacturing company headquartered in Exton, Pennsylvania whose design team holds more than 50 commercialized patents. The Company has an established vertically-integrated business model that “Advances Innovation from Concept to Revenue”: our expertise is developing intellectual property into marketable technologies and products that provide practical solutions to many different kinds of problems.



*3D Design and physics analysis underway as the interns prepare for a product launch.*

**How the Program Works:** Due to the lengthy learning curve for the various technical and marketing disciplines, interns usually begin our program in their sophomore or junior year, working 2 or 3 days a week after school until 7:00 PM. All of the candidates are interviewed and selected by the Engineering and Marketing Intern Managers, who then recommend them to the professional staff for final hiring approval. The Intern Managers are high school seniors who have advanced through our program and have demonstrated proficiency in leadership while also displaying the necessary levels of expertise in their departments’ technical disciplines.



*Engineering Bullpen: Electronic hardware, firmware, and Java Dashboards in development.*

*n<sup>th</sup> Solutions* offers a unique and widely acclaimed paid internship program for high school students, typically involving 15 students from 5 or more local high schools. The two and three-year programs offer several tracks: Engineering and Marketing.

The engineering interns work alongside our professional technical staff to develop products for the Company and our clients. They create work product that includes physics and math applications, software development, firmware development, electronic hardware design, mechanical design, prototyping, and product manufacturing and testing. ***Our program has resulted in over a dozen high school interns being named as co-inventors on commercialized and revenue-generating issued patents.***

The marketing interns work under the guidance of our professional marketing team to execute the critical tasks involved with introducing a product into a specific marketplace. This includes market research and analysis, product packaging design, creating websites and product videos, social media content and blog development, etc.



*Marketing interns and our professional staff collaborating on a client presentation that included a new website and promotional product videos.*

**The Culture:** Although our Company’s professional staff provide constant instruction, oversight, and assistance, the interns occupy two large connected “bullpens” (Engineering and Marketing) in the center of the building, for which the Intern Managers are responsible. This gives the students an opportunity to not just create their own environment, it also allows them to sharpen their “soft skills” as they collaborate to achieve specific objectives. Our young men and women - from different backgrounds and schools and having widely diverse skill sets and personalities – experience the working world firsthand and they come to appreciate the real meaning of responsibility and accountability. The interns also develop the strong bonds of friendship and camaraderie, which is very rewarding to our staff, both personally and professionally.



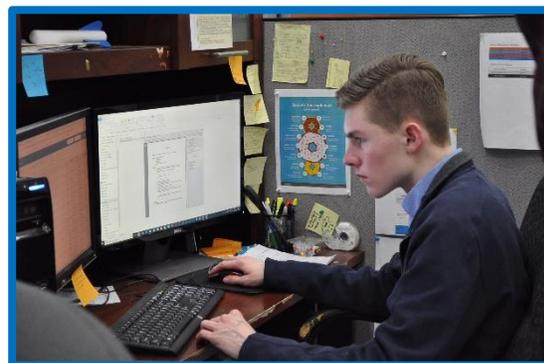
*Formulating inertial measurement algorithms in order to analyze complex motion in 3 axes.*



*Hardware, software, firmware, 3D design, & experimentation result in 5-Star products.*

**The Future Value:** High school seniors who have been in the program for at least one year receive a Letter of Recommendation written by one or more of the Company’s professional staff. It is an honor to recognize their accomplishments in writing which frequently include being co-inventors on pending and/or issued patents, developing commercialized products, creating client and company websites and videos, and dozens of other noteworthy accomplishments. The Letters often result in scholarships, grants, and full rides at various colleges and universities, and it is not unusual for interns to actually receive offers of professional employment upon graduation from high school.

**The Experience:** Our Intern Program is not a “make work” environment so parents and school officials can come in, clap their hands, and say “Well done!” Every intern must focus on “work product” objectives which further the development of technologies, products, intellectual property, marketing and sales collateral, videos, websites, etc., for the benefit of the Company and/or our clients. Interns are required to submit detailed daily reports and most of them, at some point, will be required to make presentations to clients. The satisfaction derived in being paid to develop work product that generates real market value and doing so in a professional environment speaks for itself.



*Creating a website with an ecommerce product purchasing option for a client.*



*Kalman filter analysis with a physicist...wow...*

**Interested?** The most productive interns haven’t always been the straight “A” students or those who excel in school. We’re more interested in chemistry and collaboration than we are in grades, and we place a higher value on integrity and commitment than we do pedigree.

For more information, feel free to contact any Intern Manager directly, or contact Ernie Howard at [ernie.howard@nth-solutions.com](mailto:ernie.howard@nth-solutions.com)