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April 2018

Dear Business Career Services Supporter,

2016-2017 proved to be a continuation of a very strong market for job/internship seeking for ISU Ivy College of Business students and graduates. The sustained length of time in terms of years in which opportunities have continued to be plentiful is remarkable. We appreciate your interest in the data, student/employer outreach and career-related events of ISU Business Career Services.

Ninety-six percent (-1%) of all Business undergraduates were engaged; 95% (+1%) were engaged in professional employment or additional education. Most of our recruiting-related markers or measures were even or similar. A few indicators slightly declined and suggest that college recruiters are utilizing more technology in the hiring process which may affect actual on-campus recruiting activities. The Fall 2017 Business, Industry, and Technology Career Fair had strong participation by both employers and students, although records were not broken. Internship reporting was stable. The number of companies recruiting on-campus was stable as well.

We continue with the use of CyHire, our online career management system powered by Symplicity. In 2016-2017, 3,982 (+7.6%) of our College of Business students used this site for their job seeking needs. The issue of technology in college recruiting is a consistent topic of discussion on both the ISU campus and most other campuses across the US. The direction that we will take with any new technology is yet to be determined.

We taught 12-13 sections of BusAd 203 (Careers in Business and Professional Employment Preparations) utilizing our internal staff each semester, reaching 600 – 800 students per term. The course is one credit, graded, and required for all College of Business students, which continues to be an important method for connecting with students on career topics and professional development. There are several other sections in this report that may be of interest. They include; 1) top employers hiring our students, 2) a state map of the relocation activities of our graduates, and 3) employment hiring rates by major.

Thank you for your support and we look forward to reporting the successes of College of Business students and graduates in the future. Please feel free to contact me personally if you have questions or concerns about this information.

All the best,

Kathryn Wieland
Director
Business Career Services
2016-2017 HIGHLIGHTS

( ) = +/- from last year

96% (-1%) College of Business undergraduates were engaged (including graduate school, additional education, employed professionally, and temporarily employed-seeking permanent)

95% (+1%) College of Business undergraduates were professionally engaged (including graduate school, additional education, and employed professionally)

96.0% Undergraduates Engaged

On-Campus Recruiting

<table>
<thead>
<tr>
<th>Category</th>
<th>2015/16</th>
<th>2016/17</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizations recruited</td>
<td>336</td>
<td>333</td>
<td>-7.4%</td>
</tr>
<tr>
<td>Number of interview schedules</td>
<td>333</td>
<td>1,759</td>
<td>-15.9%</td>
</tr>
<tr>
<td>Interviews conducted</td>
<td>1,759</td>
<td>1,642</td>
<td>-3.2%</td>
</tr>
</tbody>
</table>

Off-Campus Recruiting

<table>
<thead>
<tr>
<th>Category</th>
<th>2015/16</th>
<th>2016/17</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time positions were posted</td>
<td>3,066</td>
<td>3,066</td>
<td>0.0%</td>
</tr>
<tr>
<td>Intern/Co-op positions were posted</td>
<td>1,642</td>
<td>1,642</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

1,371 (+0.4%) Interns/Co-ops were reported

3,982 (+7.1%) College of Business students utilized the CyHire system

2,464 (+2.4%) Individual career advising appointments took place

162 (-3.0%) Alumni Registrants

Career Fairs

<table>
<thead>
<tr>
<th>Category</th>
<th>2015/16</th>
<th>2016/17</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizations attended</td>
<td>207</td>
<td>207</td>
<td>10.1%</td>
</tr>
<tr>
<td>Students attended</td>
<td>3,583</td>
<td>3,583</td>
<td>2.7%</td>
</tr>
<tr>
<td>Organizations attended</td>
<td>152</td>
<td>152</td>
<td>-9.5%</td>
</tr>
<tr>
<td>Students attended</td>
<td>2,045</td>
<td>2,045</td>
<td>7.2%</td>
</tr>
</tbody>
</table>

On-Campus Recruiting

<table>
<thead>
<tr>
<th>Category</th>
<th>2015/16</th>
<th>2016/17</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizations recruited</td>
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<td>333</td>
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</tr>
<tr>
<td>Number of interview schedules</td>
<td>333</td>
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</tr>
<tr>
<td>Interviews conducted</td>
<td>1,759</td>
<td>1,642</td>
<td>-3.2%</td>
</tr>
</tbody>
</table>

Services Evaluation

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student evaluation</td>
<td>1.50</td>
</tr>
<tr>
<td>Employer evaluation</td>
<td>1.50</td>
</tr>
</tbody>
</table>

Virtual Interviews

<table>
<thead>
<tr>
<th>Category</th>
<th>Requests</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requests by students to use interview rooms for phone/skype interviews</td>
<td>237</td>
</tr>
</tbody>
</table>

3,066 Full-time positions were posted

1,759 (-17.2%) Interviews conducted (2015/16=2,124)

1,642 (-3.2%) Intern/Co-op positions were posted (2015/16=1,697)

1.50 Student evaluation (based on a 1 to 5 scale, 1 being excellent, 5 being poor)

1.50 Employer evaluation (based on a 1 to 5 scale, 1 being excellent, 5 being poor)

Virtual Interviews

237 Requests by students to use interview rooms for phone/skype interviews

+10.1% Increase in organization attendance at the 2016 Fall Career Fair
Business Career Services is dedicated to providing students and alumni with the information and tools necessary for successful career development and job seeking. Most importantly, Business Career Services connects students, alumni, and faculty/staff with employers by providing programs and services that create opportunities to engage in mutually beneficial partnerships that meet the needs of an evolving, global workforce.

Career Development Outreach

- **BusAd 203**: (Careers in Business and Professional Employment Preparation): a required class for all College of Business students
- **CareerLeader-College**: a computerized business career assessment tool
OFFER...

**Personalized Career Planning**
- Individual career advising
- Career-related resources
- Comprehensive website including guides to assist with job searching
- Career-related presentations
- Mock interviews

**Campus Recruitment**
- Interviewing facilities
- Web-based recruiting system
- Employer visits
- Fall & Spring Career Fairs

**Real World Business Opportunities**
- Assistance with internship and co-op search
- Informational interviews with professionals in area of interest
BusAd 203
Careers in Business and Professional Employment Preparation

Careers in business, personal interests, values, and issues relevant to functioning professionally in the workplace: ethical dilemma discussions, developing and implementing a professional job search, resume and other professional job seeking correspondence, interviewing, evaluating offers, business etiquette, networking, and transitioning from student to employee. Presentations are a requirement of this course. Students should enroll in this course prior to commencing a job search. Several sections are offered each semester estimating 600-800 students.

2,464 total advising & walk-in appointments

1.50 Student evaluation of Business Career Services (based on a 1 to 5 scale; 1 being excellent and 5 being poor)

158 total mock interviews conducted
Career Services Presentations

- Career Fair Success Strategies
- Comprehensive Job Search
- Dress for Success
- Interviewing

- Networking
- Leadership Resume Strategies
- Marketing Your Student Organization Experience

- Resume and Cover Letter Building
- Salary and Offer Negotiation
- The International Job Search

Outreach Presentations

<table>
<thead>
<tr>
<th>Presentations</th>
<th>Number of Participants</th>
<th>Number of Presentations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fraternities and Sororities</td>
<td>270</td>
<td>4</td>
</tr>
<tr>
<td>Class Presentations for Faculty</td>
<td>1,508</td>
<td>32</td>
</tr>
<tr>
<td>Career Workshops through the Office</td>
<td>21</td>
<td>2</td>
</tr>
<tr>
<td>New Student Parent Orientations</td>
<td>1,084</td>
<td>23</td>
</tr>
<tr>
<td>University Clubs</td>
<td>236</td>
<td>7</td>
</tr>
<tr>
<td>TOTAL</td>
<td>3,119</td>
<td>68</td>
</tr>
<tr>
<td>Business Week</td>
<td>1,301</td>
<td>35</td>
</tr>
<tr>
<td>Career Week</td>
<td>620</td>
<td>23</td>
</tr>
<tr>
<td>TOTAL OF ALL</td>
<td>5,040</td>
<td>126</td>
</tr>
</tbody>
</table>
EMPLOYER OUTREACH

**Employer Development**
- Executed summer Employers Circle meeting involving 30 recruiters.

**CyHire**
In partnership with all colleges of the university, Business Career Services has an online career management system called CyHire. Centralized technology combines the resources of seven great colleges to provide job opportunities and access to Iowa State University talent for our employer clients. This system ensures fair and equal access by students, alumni, and employers.

**CyHire Features**
- Job Postings
- On Campus Interviewing (OCI)
- Event Registration
- Informational Sessions

1.50
Employer evaluation of Business Career Services (based on a 1 to 5 scale, 1 being excellent and 5 being poor)

1,759
Scheduled interviews through CyHire
If you would like to meet with Business Career Services staff for a recruiting strategy discussion, please contact us at buscs@iastate.edu or call (515) 294-2542.

SERVICES AVAILABLE TO EMPLOYERS

POST FULL-TIME POSITIONS
- You have the option to post full-time positions online using CyHire
- To access ISU alumni who may be seeking a new job or career change, post a position in CyHire and select Alumni as the desired class level

INTERNSHIPS & CO-OPS
- Post internship or co-op positions online using CyHire
- Request information about the differences, requirements, benefits, and more

ON-CAMPUS INTERVIEWING
- Request interview schedules through CyHire, or please contact our office at (515) 294-2542 or buscs@iastate.edu
- On-campus interviews are only available during regular business hours

VIDEO INTERVIEWING
- If you would like to use video conferencing for interviews, please contact our office at (515) 294-2542 or buscs@iastate.edu
- Video interviews are only available during regular business hours

1,642 Experiential Education (Co-op/Internship) positions posted on CyHire
3,066 Full-time Employment positions posted on CyHire
FALL CAREER FAIR

2016 Fall Mock Interview Day, Career Fair & Interview Day

Career Fair Committee

Co-Chair, Business
  Jake Waddingham
Co-Chair, Business
  Meghann Kuhlman
Co-Chair, LAS
  Julianne Bacon
Interview Day Coordinator
  Rachel Miller
Ambassador Coordinator
  Olive McLean
Advertising & Marketing
  Co-Coordinator
  Ali Hansen
Events Coordinator
  Brooke Christensen
Advisor, Business
  Meredith Williams
Advisor, Human Sciences
  Amanda Schickel
Advisor, Liberal Arts & Sciences
  Taren Crow
**Career Fair**

- **207** participating organizations (+10.1%)
- **3,583** students attended (-2.7%)
- **10.1%** increase of participating organizations

(2015: 188 Organizations, 3,681 Students)

**Interview Day**

- **57** participating organizations (-3.4%)
- **914** interviews conducted (-18%)
- **105** number of interview schedules (-11%)

(2015: 59 Organizations, 1,115 Interviews, 118 Schedules)
2016 FALL CAREER FAIR EMPLOYER ATTENDEES

3M
ABF Freight System, Inc.
ACT, Inc.
Affiliates Management Co.
AgencyBloc
Altec Industries, Inc.
Altria Group Distribution Company
American Equity Investment Life Insurance
American National Insurance Company
Andersen Corporation
Anderson Trucking Service, Inc.
Archer Daniels Midland Company
Arthur J. Gallagher & Co. of Iowa
Athena USA
Aureon
Beef Products, Inc.
Bemis Company
Berkley Technology Services
Best Buy Co., Inc.
BH Management
Boeing Company, The
Boston Scientific Corporation
Brooksource
Brownells, Inc.
The Buckle, Inc.
Bulkmatic Transport
Bunn-O-Matic Corporation
Businessolver
C&A Industries, Inc.
C. H. Robinson Worldwide, Inc.
CALLMR Wireless, Inc
Cambridge Investment Research, Inc.
Cargill, Incorporated
Casey's General Stores, Inc.
Caterpillar, Inc.
CDS Global
Cedar Rapids Metro Economic Alliance
Cerner Corporation
CF Industries
Chicago Tube and Iron Company
Cintas Corp.
CliftonLarsonAllen, LLP
CNH Industrial
CoBank
Cognizant Technology Solutions
College Pro Painters
Commerce Bank
Consolidated Electrical Distributors (CED)
COUNTRY Financial
Country Maid, Inc.
Coyote Logistics
CUNA Mutual Group
Danfoss
Dart Transit Company
Decker Truck Lines
Discover Financial Services
Doll Distributing
DSC Logistics and Supply Chain Management
Ecolab, Inc.
EMC Insurance Group, Inc.
Enterprise Rent-A-Car
Ethos Group
Exel Supply Chain
EY
FBL Financial Group, Inc.
Federal Deposit Insurance Corporation
Federal Home Loan Bank of Des Moines
Federaed Insurance
Financial Architects
First Data Corporation
First National Bank of Omaha
Geico
General Dynamics
Genesis10
GlobalVetLink, L.C.
Gopher Sport
Great West Casualty Company
GreatAmerica Financial Services
Greater Des Moines Partnership
Grinnell Mutual Reinsurance Company
GuideOne Insurance
Hach Company
Hajoca Corporation
Hawthorne Direct
Hayneedle, Inc.
Herc Rentals
HNI Corporation
Holmes, Murphy & Associates
Hormel Foods Corporation
Hub Group, Inc.
Hy-Capacity, Inc.
Hy-Vee, Inc.
IBM Corporation
Insight Global, Inc.
International Paper Company
Interstate All Battery Center
Iowa Army National Guard
Iowa Banksers Association
Iowa Department of Transportation
Iowa Division of Banking
Iowa Insurance Division
Iowa Solutions
John Deere
Kent Corporation
Keyence Corporation of America
Keyot
Kiewit
Kingland Systems Corp.
Koch Industries
Kohler Company
Kohl's Department Stores
Kreg Tool Co.
Kuder, Inc.
Kum & Go, L.C.
Land O'Lakes, Inc.
Levi, Ray & Shoup
Levy Restaurants
Lincoln Financial Group
LWBJ, LLP
Magid Glove
Marco, Inc.
Marine Officer Selection Team
Marten Transport, Ltd.
Martin Marietta
MassMutual Financial Group
MasterBrand Cabinets, Inc.
Maurices - North Grand Mall
Mayo Clinic
Menards, Inc.
MHC Kenworth
Minnesota Corrugated Box, Inc.
Modern Woodmen of America
Mu Sigma, Inc.
Mutual of Omaha
National Indemnity Company
Nationwide Insurance
NewWave Telecom and Technologies
NextEra Energy, Inc.
NorthMarq Capital
Northwestern Mutual Financial Network
Octapharma Plasma, Inc.
Office of Auditor of State (Iowa)
Old Dominion Freight Line, Inc.
OmniVista Solutions
Orchestrate, LLC
Oshkosh Corporation
OSI Group
Panda Restaurant
Pella Corporation
PepsiCo
Pizza Ranch
Polaris Industries
Post Consumer Brands
Principal Financial Group
Prinsco, Inc.
QCI
Quester
Rain and Hail, L.L.C.
Real Estate Research
Rembrandt Foods
Renewable Energy Group
Rite-Hite Corporation
RK Dixon
Rockwell Collins
RSM
Ryerson
Schneider
Seaboard Foods
ServiceMaster
Shamrock Trading Corporation
Sherwin-Williams Company, The
ShopKo Stores, Inc.
Smart Avenue
Smithfield Foods
Sogeti USA
Spreetail
SPS Commerce
State Street
Target Stores and Distribution
TEKsystems
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company)
Thermomass
Thrivent Financial
Titan Tire Corporation
TMC Transportation
Transamerica
Transport America
Trinity Industries
TS Bank
TSL Companies
Tyson Foods, Inc.
U.S. Army
U.S. Navy
Union Pacific Railroad
United Fire Group
United Suppliers, Inc.
UnitedHealth Group
US Bank
Von Maur
Walgreen Co.
Weitz Company, The
Wellmark
Wells Enterprises, Inc.
Wells Fargo-Consumer Lending Group
Werner Enterprises
Woodward Academy
Workiva
WorldWide Logistics
Career Fair Committee

Co-Chair, Business
Nick Sloan

Co-Chair, Business
Meghann Kuhlman

Co-Chair, LAS
Julianne Bacon

Interview Day Coordinator
Rachel Miller

Ambassador Coordinator
Olive McLean

Advertising & Marketing Co-Coordinator
Ali Hansen

Events Coordinator
Thy Vo

Advisor, Business
Meredith Williams

Advisor, Human Sciences
Tammy Stegman

Advisor, Liberal Arts & Sciences
Leslie Ginder
Career Fair

152 participating organizations  
(-9.5%)

2,045 students attended  
(+7.2%)

7.2% increase of students attended  
(+138)

(2016: 168 Organizations, 1,907 Students)

Interview Day

41 participating organizations  
(+13.9%)

367 interviews conducted  
(-14.3%)

13.8% increase of participating organizations  
(+5)

(2016: 36 Organizations, 428 Interviews)
2017 SPRING CAREER FAIR EMPLOYER ATTENDEES

ABF Freight System, Inc.
Affiliates Management Co.
Ag Processing, Inc a Cooperative (AGP)
Altec Industries, Inc.
Altria Group Distribution Company
Anderson Trucking Service, Inc.
Archer Daniels Midland Company
Arconic
Arctic Glacier
Auto-Owners Insurance Company
Beef Products, Inc.
Bemis Company
Berkley Technology Services
BNSF Logistics
Boston Scientific Corporation
Brooksource
Brownells, Inc.
Bulkmatic Transport
Bunn-O-Matic Corporation
Businessolver
C. H. Robinson Worldwide, Inc.
Cambridge Investment Research, Inc.
Cargill, Incorporated
Caterpillar, Inc.
CDS Global
Cerner Corporation
CINTAS Corp.
CJ BIO America
CliftonLarsonAllen, LLP
CoBank
Colony Brands, Inc.
Consolidated Electrical Distributors (CED)
Danfoss
Dart Transit Company
Dayton Freight Lines
DHL Supply Chain
DSC Logistics and Supply Chain Management
Ecolab, Inc.
Enterprise Rent-A-Car
Ethos Group
Eurofins Scientific
EXIT Realty Lora & Company
Express Logistics, Inc.
FarmLogs
Federal Home Loan Bank of Des Moines
FullCount
General Dynamics
Genesis10
Global Reach Internet Productions
Gopher Sport
Graphic Edge, The
Great West Casualty Company
GreatAmerica Financial Services
Greater Des Moines Partnership
Grinnell Mutual Reinsurance Company
GuideOne Insurance
Hach Company
Hajoca Corporation
Hawthorne Direct
Hayneedle, Inc.
HighJump
HNI Corporation
Hormel Foods Corporation
Hub Group, Inc.
Hy-Capacity, Inc.
Hy-Vee, Inc.
IBM Corporation
Insight Global, Inc.
Iowa 80 Group
Iowa Army National Guard
Iowa Bankers Association
Iowa Department of Transportation
Iowa Division of Banking
Iowa Solutions
Kent Corporation
Keyot
Kingland Systems Corp.
Koch Industries
Kohler Company
Kohl's Department Stores
Kreg Tool Co.
Kuder, Inc.
Kum & Go, L.C.
Land O'Lakes, Inc.
Lee Enterprises
LeePfrog Technologies
Levi, Ray & Shoup
Levy Restaurants
Liberty Calibrations
Lincoln Financial Group
Marine Officer Selection Team
Marshalltown Company
MassMutual Financial Group
Menards, Inc.
MHC Kenworth
Millang Financial Group
Modern Woodmen of America
Mutual of Omaha
Nationwide Insurance
Nebraska Industrial Div - CED
Northwestern Mutual Financial Network
Old Dominion Freight Line, Inc
Open Access
Pella Corporation
Penske Truck Leasing
PepsiCo
Principal Financial Group
Prinsco, Inc.
Professional Computer Systems Co.
QCI
R & R Realty Group, LTD
R.S. Stover Company
R+L Global Logistics
Real Estate Research Corporation
Rembrandt Foods
Renewable Energy Group
Rite-Hite Corporation
RSM
Ruan Transportation Management Services
Ryerson
Schneider
Securian Financial Group
Sherwin-Williams
ShopKo Stores Inc.
Smithfield Foods
Spreetail
SSAB
State Street
Streck
Swift Transportation
Target Stores and Distribution
TCC (The Cellular Connection)
Thomson Reuters
Thrivent Financial
Titan Tire Corporation
TMC Transportation
Toyota Financial Services
Transamerica
TSL Companies
TTI
Tyson Foods, Inc.
U.S. Army
U.S. Navy
Union Pacific Railroad
United Fire Group
UnitedHealth Group
Von Maur
Voya Financial
Walgreen Co.
Weitz Company, The
Wells Fargo - Consumer Lending Group
Willis Towers Watson
Workiva
Worldwide Logistics
UNDERGRADUATE EMPLOYMENT STATISTICS

Top Hiring Organizations 2016-2017

<table>
<thead>
<tr>
<th>Employer</th>
<th># of Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cerner Corporation</td>
<td>25</td>
</tr>
<tr>
<td>Wells Fargo</td>
<td>22</td>
</tr>
<tr>
<td>UnitedHealth Group</td>
<td>16</td>
</tr>
<tr>
<td>John Deere</td>
<td>11</td>
</tr>
<tr>
<td>EY</td>
<td>10</td>
</tr>
<tr>
<td>HNI Corporation</td>
<td>9</td>
</tr>
<tr>
<td>RSM US LLP</td>
<td>9</td>
</tr>
<tr>
<td>Principal Financial Group</td>
<td>8</td>
</tr>
<tr>
<td>J.B. Hunt Transport, Inc.</td>
<td>7</td>
</tr>
<tr>
<td>Ruan Transportation Management Services</td>
<td>7</td>
</tr>
<tr>
<td>Target</td>
<td>7</td>
</tr>
<tr>
<td>Businessolver</td>
<td>6</td>
</tr>
<tr>
<td>C.H. Robinson Worldwide, Inc.</td>
<td>6</td>
</tr>
<tr>
<td>Ecolab, Inc.</td>
<td>6</td>
</tr>
<tr>
<td>Hy-Vee, Inc.</td>
<td>6</td>
</tr>
<tr>
<td>KPMG LLP</td>
<td>6</td>
</tr>
<tr>
<td>Pella Corporation</td>
<td>6</td>
</tr>
<tr>
<td>PricewaterhouseCoopers, LLP</td>
<td>6</td>
</tr>
<tr>
<td>TMC Transportation</td>
<td>6</td>
</tr>
<tr>
<td>Transamerica</td>
<td>6</td>
</tr>
</tbody>
</table>

95% of students are professionally occupied
### ACCOUNTING
- ADP, 1
- Associated Computer Systems LTD, 1
- BCC Advisers, 1
- BergankDVK, 1
- BH Management, 2
- BKD, LLP, 1
- Bland & Associates, P.C., 1
- Bollmeyer, Inc., 1
- Boulay, 1
- Bronswick Reicen Pollack, 1
- Carta Fund Services, 1
- Cedarstone Partners, 1
- Cerner Corporation, 2
- Charter Bank, 1
- CliftonLarsonAllen LLP, 2
- Coop Financial Services, 1
- Crescent Electric, 1
- Deloitte & Touche LLP, 2
- Denman & Company, 2
- Ecolab, Inc., 1
- Eide Bailly, 3
- Electronic Engineering Company, 1
- Erpelding Voigt Co. LLP, 1
- EY, 6
- FGMK, LLC, 1
- First Property Management, 1
- Grant Thornton, 1
- Heartland Co-op, 1
- HNI Corporation, 1
- Honkamp Krueger & Co, P.C., 1
- Hwaseung, 1
- Hy-Vee, Inc., 2
- Integris Credit Union, 1
- Iowa Alcoholic Beverages Division, 1
- Iowa Insurance Division, 1
- John Deere, 2
- Jones Lang LaSalle, 1
- K-Mart Corporation, 1
- Knapp Tedesco Insurance, 1
- Koch Industries, 1
- Kohler Company, 1
- KPMG LLP, 5
- Lineage Logistics, 1
- Louis Dreyfus Company, 1
- LWBJ, LLP, 3
- Macky Repair, 1
- Marsh & McLennan Companies, 2
- McGowan, Hurst, Clark & Smith PC, 1
- Menards, Inc., 1
- MidAmerican Energy Company, 3
- Military, 1
- Mittera Group, 1
- Monsanto Company, 1
- Muses Cabinets, 1
- Nolte, Comman & Johnson, PC, 2
- Office of Auditor of State (Iowa), 4
- Prestage Foods of Iowa, 1
- PricewaterhouseCoopers, LLP, 2
- Principal Financial Group, 1
- Rain and Hail L.L.C., 1
- Raven Industries, Inc., 1
- RSM, 8
- RubinBrown, 1
- Self Employed, 1
- SuperValu, Inc., 1
- T.L. Baker & Co., LLP, 1
- The Hotel Minneapolis, 1
- Transamerica, 5
- U.S. Navy, 1
- Uline, 1
- UnitedHealth Group, 1
- Unknown, 5
- US Bank, 1
- Wells Fargo, 1
- Wetsch Abbott Osborn Van Vliet PLC, 1
- Workiva, 1

### BUSINESS ECONOMICS
- Ecolab, Inc., 1
- John Deere, 1
- Parametric, 1
- Premium Drywall Services, 1
- TorreyCove Capital Partners, 1

### FINANCE
- Accenture LLP, 1
- Aegon USA Investment Management LLC, 1
- Amazon, 2
- American Airlines, 1
- Ameriprise Financial, 1
- Ameritas, 1
- AMSK Constructions, 1
- Associated Bank, 1
- Athene USA, 1
- Auto-Owners Insurance Company, 1
- Bank, 1
- Bank of the West, 1
- Bankers Trust, 1
- BH Management, 1
- Bland & Associates, P.C., 1
- BMO Harris Bank, 1
- Businesssolver, 1
- Cargill, Incorporated, 1
- CBRE, Inc., 1
- Central Financial Group, 1
- Cerner Corporation, 1
- Chase, 1
- CoBank, 1
- Coleman/Quiner Ltd., 1
- Deloitte & Touche LLP, 1
- Department of Economic Security, 1
- Ecolab, Inc., 3
- Eide Bailly, 1
- EMC Insurance Group, Inc., 1
- Enterprise Rent-A-Car, 1
- Ethos Group, 1
- EY, 2
- Eyerly Ball, 1
- Fareway Stores, Inc., 1
- Fidelity Bank, 1
- First American Bank Group, Ltd., 4
- First Bank, 1
- Flint Hills Resources LLP, 1
- Group Benefits, Ltd., 1
- Hajoca Corporation, 1
- Haworth Marketing + Media, 1
- HNI Corporation, 2
- Holmes, Murphy & Associates, 1
- Honkamp Krueger & Co, P.C., 1
- Hunziker & Associates, 1
- Hybrid Transit Systems, Inc., 1
- IBM Corporation, 4
- ID Insight, 1
- Iowa Department of Agriculture and Land Stewardship, 1
- Iowa Division of Banking, 1
- Iowa Insurance Division, 1
- John Deere, 3
- JPMorgan Chase, 1
- KeyBank, 1
- KeyBank Real Estate Capital, 1
- Kingland Systems Corp., 1
- Land O’Lakes, Inc., 1
- Manpower Group-Experis IT, 1
- Marketplace Home Mortgage, LLC, 1
- McAdam Financially Advanced, 1
- MidAmerican Energy Company, 1
- Miles Capital, Inc., 1
- Milliman, 1
- Mittera Group, 1
- Modern Woodmen of America, 1
- Morgan Stanley, 1
- Myers and Stauffer LC, 1
- National Bankruptcy Services, LLC, 1
- Nebraska Department of Banking & Finance, 1
- Northwestern Mutual, 1
- Office of Auditor of State (Iowa), 1
- Payless ShoeSource, 1
- Peapod, 1
- Pharm Olam International, 1
- PRGX, 1
- Principal Financial Group, 3
- Quaker, 1
- Renewable Energy Group, 2
- Robert W Baird, 1
- Rockwell Collins, 2
- RSM, 1
- Ruan Transportation Management Services, 1
- U.S. Navy, 1
- Uline, 1
- Ulrich, 1
- US Bank, 1
- Wells Fargo, 1
- Wetsch Abbott Osborn Van Vliet PLC, 1
- Workiva, 1
- Xiao, 1
- Xerox, 1
- XYZ, 1
- Zurn Wilkins, 1
FINANCE (Con’t.)
S&P Global, 1
Situs RERC, 1
Smithfield Foods, 1
Spencer Tinsman-Self Employed, 1
Symmetry, 1
The Hotel Minneapolis, 1
Thomson Reuters, 2
Thor Construction, 1
Thrivent Financial, 1
Transguard, IAT Insurance Group, 1
UnitedHealth Group, 1
Unknown, 12
US Bank, 4
USDA Farm Service Agency, 1
Van Mannen Electric, 1
Vanguard, 1
Wells Fargo, 11
West Bank, 1
Workiva, 2

MANAGEMENT
Accumold, 1
American Orthopedic Association, 1
Amorpris Financial, 1
Arthur J. Gallagher & Co. of Iowa, 1
Bankers Life and Casualty Company, 1
Barilla America, Inc., 1
Bedloft.com, 1
Berkadia, 1
Bob Ruble, 1
Bunge North America, 1
Carroll Supply, 1
Central Financial Group, 1
Cerner Corporation, 1
Chicago Tube and Iron Company, 1
Chick-fil-A Ames, 1
Deitering Brothers, 1
Electronic Engineering Company, 1
El Lilly and Company, 1
Etreme Liners of Central Iowa, 1
Everly Ball, 1
Farm Credit Services of America, 1
Geico, 1
Graphic Edge, The, 1
Greater Fort Dodge Growth Alliance, 1
HighQ, 1
HLK, 1
HNI Corporation, 1
Holmes, Murphy & Associates, 2
Hy-Vee, Inc., 2
Iowa Community College Athletic Conference, 1
Iowa Division of Banking, 1
Iowa State University, 2
Iowa Wild, 1
JoyRun, 1
Kaplan University, 1
Kohl’s Department Stores, 1
Kum & Go, L.C., 1
Mau Marine, Inc., 1
Mirum Agency, 1
Moda Group, 1
Mullenbach Construction, 1
Nationwide Insurance, 1
onXmaps, Inc, 1
Penske Truck Leasing, 1
PepsiCo, 1
Prairie Links Golf Course, 1
Principal Financial Group, 1
Rockwell Collins, 1
Royal Flooring, 1
Shaker Construction, 1
Sigrer Companies, The, 1
Stryker Medical Systems, 1
Suidae Health and Production, 1
T.L. Baker & Co., LLP, 1
Target, 2
Tech USA, 1
Titan Tire Corporation, 1
Todd & Sargent, Inc., 1
U.S. Army, 1
University of South Carolina, 1
Unknown, 10
Vanderpool Construction, 1
VT Industries, Inc., 1
Walgreen Co., 1
Warren Transport Inc., 1
Wells Fargo, 3
Zenith Specialized Marketing, 1

MIS (Management Information Systems)
Ace Hardware Corporation, 1
Ankeny Community School District, 1
Annatta Dynamics, 1
Archer Daniels Midland Company, 1
Aux Air Conditioning, 1
Bankers Trust, 1
Berkley Technology Services, 1
Best Buy Co., Inc., 1
Boom Lab, 1
Business Intelligence (Poslovna Inteligencija), 1
C. H. Robinson Worldwide, Inc., 2
Cargill, Incorporated, 1
Carroll Apothecary, 1
Cerner Corporation, 10
CHC Consulting, 1
Completely Kitchens, 1
Country Maid, Inc, 1
Danfoss, 1
DuPont Pioneer, 1
Endurance Consulting Group, 1
Epic, 1
ETC, 1
Endurance Consulting Group, 1
Forsythe, 1
Farm Journal Media, 1
General Mills, 1
Heartland Co-op, 1
HNI Corporation, 1
Honkamp Krueger & Co, P.C., 1
Hwaseung, 1
Internet Consulting Service, 1
Iowa Solutions, 1
ITAGroup, Inc., 1
Jones Lang LaSalle, 1
Keno Kozie Associates, 1
Kerson Dynamics, 1
Keyot, 2
Kforce Inc, 1
Kingland Systems Corp., 1
KPMG LLP, 1
Land O’Lakes, Inc., 1
Landus Cooperative, 1
M2M Data Corporation (Caterpillar), 1
Microsoft Corporation, 1
Montel Technologies LLC, 1
Mutual of Omaha, 1
Networks, Inc., 1
Omnivista Solutions, 2
OnDeck Capital, 1
PricewaterhouseCoopers, LLP, 2
Principal Financial Group, 3
Robert Half International Inc., 1
Ruan Transportation Management Services, 2
Shelby Group, The, 1
Sogeti USA, 1
Source Allies, Inc., 1
Target, 2
TD AMERITRADE, 1
TEKsystems, 2
Tempworks, 1
TMC Transportation, 2
TMG FINANCIAL SERVICES, 1
Unidos Financial Services Inc, 1
UnitedHealth Group, 12
Unknown, 6
Verizon Wireless, 1
Vermeer Corporation, 1
Wells Fargo, 3
Willis Towers Watson, 1

MARKETING
3M, 1
Abstrakt Marketing Group, 1
ADP, 1
AEP Energy, 1
Amazon, 2
American Equity Investment Life Ins, 1
American Marketing & Publishing, 2
MARKETING (Con't.)
AmeriCorps National Service, 1
AmeriHealth Caritas Iowa, 1
Amerifirst Professional Services, 1
Ameriprise Financial, 1
Andersen Corporation, 1
Anderson Trucking Service, Inc., 1
Apex Systems, Inc., 1
Associated Computer Systems LTD, 1
AT&T, 1
Atlantic Bay Mortgage Group, 1
Badger Corrugating, 1
Bankers Life and Casualty Company, 1
Beckman Coulter, Inc., 1
Berkadia, 1
Best Buy Co., Inc., 2
Big 5 Sporting Goods, 1
Big Green Umbrella Media, 1
Blue Compass Interactive, 1
BNSF Logistics, 1
Bright Future Management, Inc., 1
Brooksource, 1
Buckle, Inc., The, 1
Businessolver, 5
C. H. Robinson Worldwide, Inc., 2
Casting Networks, Inc., 1
Century 21 Signature Real Estate, 1
Cerner Corporation, 9
Chicago Office Technology Group-Xerox, 1
Chicago Tube and Iron Company, 1
CIKK Apparel, 1
CoBank, 1
Collabera, 1
Core Fitness, 1
Corporate Image, 1
Cottingham & Butler, Inc., 1
Counterpart Design Resources, 1
Coyote Logistics, 1
CRST International, Inc., 1
Cy-Con Inc, 1
Danfoss, 1
Data Dimensions, 1
DeCarlo Demolition/ACME Roll-Off, 1
Drake University, 1
Eastern Iowa Airport, 1
Ecolab, Inc., 1
EMC Insurance Group, Inc., 1
Empower Retirement, 1
Endurance Consulting Group, 1
Enterprise Rent-A-Car, 1
Envoy Aerospace LLC, 1
Express Logistics, Inc., 1
Farm Bureau Financial Services, 1
FCB Chicago, 1
FIAT Chrysler Automobiles (FCA), 1
First Fleet Concerts, 1
Foster Group, 1
Friedrich/Iowa Realty, 1
Frito-Lay, Inc., 1
Genesis Systems Group, Ltd., 1
Glen Oaks Country Club, 1
Greater Iowa Credit Union, 1
HaverKamp Properties, 1
Henry Schein, Inc., 1
HNI Corporation, 3
Hubbell Realty Company, 1
Hy-Vee, Inc., 1
Insight Global, Inc., 1
International Paper Company, 2
Iowa Bankers Association, 1
IVY: The Social University, 1
J. B. Hunt Transport, Inc., 1
James McConnell Concessions, 1
JET Program, 1
John Deere, 2
Johnston, City of, 1
Kemin Industries, Inc., 1
Knapp Tedesco Insurance, 1
Kohl’s Department Stores, 1
Kum & Go, L.C., 1
Land O’Lakes, Inc., 1
Lavelle Industries, Inc., 1
Liberty Mutual Insurance, 1
Lorenz and Jones, 1
Mazak, 1
Medix, 1
Mercer, 1
MGM Resorts International, 1
MHC Kenworth, 1
Minnesota Timberwolves, 1
Mission Rock Residential, 1
Nalco Corporation, 1
Nationwide Insurance, 2
Noble Energy Group, 1
Northwestern Mutual, 1
OATI, 1
Oklahoma City Dodgers, 1
OnPoint Promotions, 1
Oracle Corporation, 1
Pella Corporation, 5
PepsiCo, 4
Persona, Inc., 1
Pierce Education Properties, 1
Plumb Supply Company, 1
Program Insurance, 1
Pulse 101.7FM, 1
R.B.I. Restaurant & Bar, 1
Rebekah Mallette-Self Employed, 1
Rexco, 1
River City Sales, 1
Rockwell Collins, 1
RTS Financial/Ryan Transportation, 1
Rudolph CPA, 1
Ryerson, 3
Scottish Rite Consistory, 1
Shaw Industries, Inc., 1
Sherwin-Williams Company, The, 1
Skold Construction Services, Inc., 1
SmarkLabs, 1
Smart Avenue, 2
SPS Commerce, 1
Stoney Creek Hospitality, 1
Strategic America, 1
Sturgeon Bay Visitors Center, 1
TalentReef, 1
Target, 2
TEKsystems, 3
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company), 1
Toyota Financial Services, 1
Trunk Club, 1
TTI, 1
Uber, 1
Unknown, 8
Unnamed Collective, 1
UTC Aerospace Systems, 1
Venminder, 1
Walker, Billingsley & Blair, 1
Warehouse Winery, 1
Wayfair, 1
WeatherNation, 1
Wellmark, 1
Wells Fargo, 4
WOI-TV/Capital Communications Company, 1
Worldwide Integrated Supply Chain Solutions, 1
WorldWide Logistics, 1
XPO Logistics, 1
Xpel, Inc., 1

SCM (Supply Chain Management)
3M, 2
Ace Hardware Corporation, 2
ACUTE CARE, INC., 1
AIRBUS, 1
ALMACO, 1
Altec Industries, Inc., 1
Andersen Corporation, 2
Anderson Trucking Service, Inc., 1
Barr-Nunn Transportation, Inc., 1
Bartech, 1
Beef Products, Inc., 1
Berkshire Hathaway Energy, 1
Best Buy Co., Inc., 2
Britton Transport, 1
Bulkmatic Transport, 1
C. H. Robinson Worldwide, Inc., 2
Cargill, Incorporated, 2
Central Financial Group, 1
Cerner Corporation, 2
Closetmaid, 1
Coyote Logistics, 1
Crane Worldwide Logistics, 2
SCM (Supply Chain Management) (Cont.)
Dart Transit Company, 1
Decker Truck Lines, 1
Des Moines Truck Brokers Inc., 2
DHL Supply Chain, 1
Doll Distributing, 1
Eaton Corp, 1
Electronic Engineering Company, 1
Express Logistics, Inc, 1
Foodliner Inc., 1
HNI Corporation, 1
Hodge, 1
Horizon Complex Metal Stamping, 1
Horizon Foods Corporation, 1
Hy-Vee, Inc., 1
International Paper Company, 3
Intoxalock, 1
J. B. Hunt Transport, Inc., 6
JBS, 1
John Deere, 3
Kendrick Forest Products, 1
Kiewit, 1
Kohl’s Department Stores, 1
KTI Inc., 1
Land O’Lakes, Inc., 2
Landus Cooperative, 1
LightSource Unlimited, 1
Livestock Nutrition Center, 1
Medline Industries, 1
Menards, Inc., 3
MHC Kenworth, 1
Neiman Marcus, 1
Payless ShoeSource, 1
Pella Corporation, 1
Pentair, 1
PricewaterhouseCoopers, LLP, 2
Quaker, 1
R&L, 1
Renewable Energy Group, 1
Ruan Transportation Management Services, 4
SC Railing Company, 1
Schneider Electric, 1
Sentinel Peak Resources, 1
SPS Commerce, 1
Steiner-Electric, 1
Story City Locker, 1
Summit Sportswear Inc., 1
Swift Transportation, 1
Target, 1
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company), 2
Thor Construction, 1
TMC Transportation, 3
Transamerica, 1
Triumph Foods, 1
True Value Company, 1
TSL Companies, 1
Union Pacific Railroad, 3
United States Department of Agriculture, 1
UnitedHealth Group, 2
Unknown, 11
Walt Disney World Co., 1
Wayfair, 1
Weitz Company, The, 1
Werner Enterprises, 3
West Financial Advisors, LLC, 1
Winfield Solutions, LLC/Croplan Genetics, 1
WorldWide Logistics, 3
XPO Logistics, 1
TOP EMPLOYERS BY MAJOR

ACCOUNTING
RSM US, LLP, 8
EY, 6
KPMG, LLP, 5
Transamerica, 5
Office of Auditor of State (Iowa), 4
Eide Bailly, 3
LWBJ, LLP, 3
MidAmerican Energy Company, 3

BUSINESS ECONOMICS
Ecolab, Inc., 1
John Deere, 1
Parametric, 1
Premium Drywall Services, 1
TorreyCove Capital Partners, 1

MIS (Management Information Systems)
UnitedHealth Group, 12
Cerner Corporation, 10
Principal Financial Group, 3
Wells Fargo, 3
C. H. Robinson Worldwide, Inc., 2
EMC Insurance Group, Inc., 2
EY, 2
Keyot, 2
OmniVista Solutions, 2
PricewaterhouseCoopers, LLP, 2
Ruan Transportation Management Services, 2
Target, 2
TEKsystems, 2
TMC Transportation, 2

FINANCE
Wells Fargo, 11
First American Bank Group, Ltd., 4
IBM Corporation, 4
US Bank, 4
Ecolab, Inc., 3
John Deere, 3
Principal Financial Group, 3

MANAGEMENT
Wells Fargo, 3
Holmes, Murphy & Associates, 2
Hy-Vee, Inc., 2
Iowa State University, 2
Target, 2

MARKETING
Cerner Corporation, 9
Businessolver, 5
Pella Corporation, 5
PepsiCo, 4
Wells Fargo, 4
HNI Corporation, 3
Ryerson, 3
TEKsystems, 3

SCM (Supply Chain Management)
J. B. Hunt Transport, Inc., 6
Ruan Transportation Management Services, 4
International Paper Company, 3
John Deere, 3
Menards, Inc., 3
TMC Transportation, 3
Union Pacific Railroad, 3
Werner Enterprises, 3
WorldWide Logistics, 3
Out of Country
- China: 1
- Croatia: 1
- Japan: 1
- Malaysia: 3
- Sri Lanka: 1

Employment in State

No Employment in State

In Iowa

Out of Iowa
### Salary Acceptances/Offers Summary

<table>
<thead>
<tr>
<th>Bachelor Level Graduates</th>
<th>#</th>
<th>Low</th>
<th>Average</th>
<th>Median</th>
<th>High</th>
<th>% Change 2015-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>77</td>
<td>$22,880</td>
<td>$49,173</td>
<td>$51,000</td>
<td>$60,000</td>
<td>+ 2.1%</td>
</tr>
<tr>
<td>Business Economics*</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Finance</td>
<td>88</td>
<td>$30,000</td>
<td>$48,294</td>
<td>$48,500</td>
<td>$77,500</td>
<td>+ 3.4%</td>
</tr>
<tr>
<td>Management</td>
<td>33</td>
<td>$31,200</td>
<td>$43,011</td>
<td>$43,500</td>
<td>$70,000</td>
<td>+ 2.7%</td>
</tr>
<tr>
<td>MIS (Management Information Systems)</td>
<td>72</td>
<td>$29,120</td>
<td>$55,288</td>
<td>$56,500</td>
<td>$75,000</td>
<td>- 0.3%</td>
</tr>
<tr>
<td>Marketing</td>
<td>72</td>
<td>$20,800</td>
<td>$45,541</td>
<td>$45,000</td>
<td>$70,000</td>
<td>+ 9.4%</td>
</tr>
<tr>
<td>SCM (Supply Chain Management)</td>
<td>61</td>
<td>$24,960</td>
<td>$51,870</td>
<td>$50,000</td>
<td>$70,000</td>
<td>+ 6.4%</td>
</tr>
<tr>
<td>All Majors Total</td>
<td>406</td>
<td>$20,800</td>
<td>$49,323</td>
<td>$50,000</td>
<td>$77,500</td>
<td>+ 4.0%</td>
</tr>
</tbody>
</table>

* = Sample size too small for reporting
## Bachelor Level Graduates

<table>
<thead>
<tr>
<th>Department</th>
<th>BS Grads</th>
<th>Grad School</th>
<th>Additional Education</th>
<th>Employed Professionally</th>
<th>Temporarily Employed</th>
<th>Employment</th>
<th>Total</th>
<th>Engaged</th>
<th>Seeking Employment</th>
<th>Not Seeking Employment</th>
<th>No Reply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>176</td>
<td>33</td>
<td>21</td>
<td>21</td>
<td>0</td>
<td>0</td>
<td>119</td>
<td>75</td>
<td>6</td>
<td>154</td>
<td>97</td>
</tr>
<tr>
<td>Business Economics</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>17</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>83</td>
<td>6</td>
<td>100</td>
<td>0</td>
</tr>
<tr>
<td>Finance</td>
<td>196</td>
<td>12</td>
<td>7</td>
<td>0</td>
<td>3</td>
<td>2</td>
<td>144</td>
<td>87</td>
<td>6</td>
<td>96</td>
<td>6</td>
</tr>
<tr>
<td>Management</td>
<td>107</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>82</td>
<td>87</td>
<td>1</td>
<td>94</td>
<td>6</td>
</tr>
<tr>
<td>MIS (Management Information Systems)</td>
<td>137</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td>3</td>
<td>2</td>
<td>111</td>
<td>89</td>
<td>6</td>
<td>95</td>
<td>6</td>
</tr>
<tr>
<td>Marketing</td>
<td>250</td>
<td>7</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>2</td>
<td>200</td>
<td>88</td>
<td>11</td>
<td>95</td>
<td>11</td>
</tr>
<tr>
<td>SCM (Supply Chain Management)</td>
<td>166</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>134</td>
<td>95</td>
<td>3</td>
<td>98</td>
<td>3</td>
</tr>
<tr>
<td>Totals</td>
<td>1,039</td>
<td>61</td>
<td>7</td>
<td>9</td>
<td>1</td>
<td>14</td>
<td>795</td>
<td>87</td>
<td>37</td>
<td>96</td>
<td>4</td>
</tr>
</tbody>
</table>

* These categories are not included in the percentage: Not Seeking Employment and No Reply
Methodology
The data presented was collected in the following manner:

1. Direct response from graduating students
2. Response from employers
3. Response from faculty
4. Information received from Undergraduate Programs submitted for graduation
5. Phone calls made directly to graduates or their family

Definition of Categories:

**EMPLOYED PROFESSIONALLY** is defined as employment which requires a college degree. It does not always indicate employment in the graduated field of study.

**TEMPORARILY EMPLOYED; STILL SEEKING PROFESSIONAL EMPLOYMENT** indicates the graduates are working in a wide range of positions which do not require a college degree. This type of employment is often a carryover from work while in school.

**SEEKING EMPLOYMENT** indicates the graduate is unemployed and actively seeking professional employment.

**NOT SEEKING EMPLOYMENT** indicates the graduate is not entering the job market at this time.

**NO REPLY** indicates that despite our best efforts no contact was made to ascertain this individual’s employment status.

The two previous categories (NOT SEEKING EMPLOYMENT and NO REPLY) were not included in the statistical analysis to reflect a more realistic indicator of the employment status.
All business graduates of Iowa State University are eligible to use the alumni services offered through Business Career Services. We are able to assist with career development from researching careers, resume review, interviewing and salary negotiation.
SERVICES PROVIDED...

- Letters of Reciprocity
- On-campus Interviews
- Career-Related Resources
- Alumni Networking
- In Person/Phone Career Advising Appointments for Job Search Strategy Development
- Job Openings in CyHire readily available to alumni who complete our Alumni Registration Form
- Attendance at our Fall and Spring Career Fairs each year (company list available in CyHire)

2016-2017 Alumni Utilizing CyHire

CyHire:
Go to www.business.iastate.edu/careers/alumni/ and click on “Alumni Registration.”

If you have any questions, contact Business Career Services at buscs@iastate.edu or (515) 294-2542.
In today’s marketplace, recruiting, hiring, and training the most suitable employees is critical to the success of your organization. One of the most effective ways to make sure you’re offering the right job to the right person is through internships/co-ops.

Internships/co-ops let you observe a prospective employee’s performance in an actual job situation. Through internships/co-ops, you’re able to evaluate a student’s real potential in light of your company’s needs before you offer a student a full-time professional position.
Summer internships increased from 813 to 879 (+0.4%)

Internship reporting increased from 1,365 to 1,371 (+0.4%)

Average salary for all majors in the COB increased from $13.93 to $14.60 (+4.8%)

Summer internships increased from 813 to 879 (+8.1%)

* For more information about internships and co-ops, please visit our website: https://www.business.iastate.edu/careers/employers/internships-and-co-ops/
STUDENT INTERNSHIP/CO-OP BY SEMESTER

- **Fall Internships of 2016-17**: 247
- **Spring Internships of 2016-17**: 245
- **Summer Internships of 2016-17**: 879
- **Total Internships of 2016-17**: 1,371
## Student Internships By Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Summer ’16</th>
<th>Fall ’16</th>
<th>Spring ’17</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>137</td>
<td>49</td>
<td>70</td>
<td>256</td>
</tr>
<tr>
<td>Business Economics</td>
<td>7</td>
<td>3</td>
<td>0</td>
<td>10</td>
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<tr>
<td>Business Undecided</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Finance</td>
<td>202</td>
<td>49</td>
<td>57</td>
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## Internship Salary Summary

(Hourly pay reported by students and employers)

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Out of Country
Canada 1
China 10
Europe 1
India 1
Indonesia 1
Ireland 1
Malaysia 1
Netherlands 2
New Zealand 1
Puerto Rico 2
Qatar 1
Spain 1

Employment in State
No Employment in State
## TOP INTERNSHIP/CO-OP EMPLOYERS 2016-2017

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### 2016-2017 Internship/Co-op Employers Participants

#### ACCOUNTING
- ACTnano, Inc, 1  
- AFLAC, 1  
- Ag Property Solutions, 1  
- AgReliant Genetics, 1  
- Agriland FS, Inc., 1  
- AgVantage FS, 1  
- Allen L. Kockler Co., 4  
- American Equity Investment Life Ins, 1  
- Anderson, Larkin & Co., P.C., 1  
- Ankeny, City of, 1  
- Art’s-Way Manufacturing Co., Inc., 1  
- Athene USA, 2  
- Bank of China, 1  
- Bankers Trust, 1  
- Benjamin F Edwards, 1  
- BerganKDV, 1  
- Berkshire Hathaway Energy, 1  
- BKD, LLP, 1  
- Bland & Associates, 1  
- Boeing Company, The, 1  
- Boelman Shaw Capital Partners, 3  
- Broker Dealer Financial Services Corp., 1  
- Brooks Lodden P.C., 1  
- Brownells Inc., 2  
- Cambridge Investment Research Inc., 1  
- Chick-fil-A, Inc., 1  
- CliftonLarsonAllen LLP, 3  
- Coca-Cola Enterprises, 1  
- Congressman Rodney Davis, 1  
- Cru Global, 1  
- Danfoss, 10  
- Dart Transit Company, 1  
- Deloitte & Touche LLP, 3  
- Denman & Company, 1  
- Ecolab, Inc., 1  
- Eide Bailly, 4  
- EY, 6  
- Federal Deposit Insurance Corporation, 1  
- Focus Development, LLC, 2  
- Garena Indonesia, 1  
- GRX Holdings, LLC, 1  
- G-Stone Tax Services, 1  
- Hickory Park, Inc., 3  
- HNI Corporation, 2  
- Holmes, Murphy & Associates, 4  
- HuoChao Inc, 2  
- Hubbell Realty Company, 1  
- Hy-Vee, Inc., 4  
- Illinois Casualty Company, 1  
- Iowa Able Foundation, 1  
- Iowa Department of Transportation, 6  
- Iowa State University, 4  
- Jostens, 1  
- Kerry, 2  
- Kingland Systems Corp., 24  
- Kinzler Companies, 5  
- KPMG LLP, 7  
- Kraus-Anderson Construction Company, 1  
- Land O’Lakes, Inc., 1  
- Liaoning Hongjiida Metallurgical Group, 1  
- Liberty Tax Service, 1  
- LWBJ, LLP, 1  
- M/I Homes, 1  
- Marsh & McLennan Companies, 1  
- Marshalltown Company, 1  
- McGowan, Hurst, Clark & Smith PC, 2  
- Meals from the Heart, 1  
- Metro Powers, Inc., 1  
- Monsanto Company, 1  
- Morgan Stanley, 1  
- Myers and Stauffer LC, 1  
- Office of Auditor of State (Iowa), 4  
- On Demand Advertising, 1  
- Pella Corporation, 1  
- Perfect Storm, 1  
- Pocahontas State Bank, 1  
- Polk County Sheriff’s Office, 1  
- Prestage Farms of Iowa, 1  
- PricewaterhouseCoopers, LLP, 5  
- Principal Financial Group, 14  
- Rembrandt Foods, 1  
- Renewable Energy Group, 5  
- RSM US LLP, 9  
- RubinBrown CPA’s, 1  
- Runliming CPA Partnership Accountant Firm, 1  
- Shaul & Desmond, PLLC, 1  
- Skip A Long Family and Community Services, 1  
- Spire Credit Union, 1  
- State Farm Insurance, 2  
- State of Iowa, 1  
- Story Construction Co., 2  
- Syngenta, 2  
- TD&TPAAs and Advisors, P.C., 1  
- Thomas Tax Accounting Business, 1  
- Toro Company, 1  
- Transamerica, 9  
- TRG Capital Management, 1  
- Tyson Foods, Inc., 1  
- United Suppliers, Inc., 1  
- US Bank, 1  
- Walsh Door & Hardware, 2  
- Well & Co., 1  
- Wells Fargo, 1  
- Williams & Company, 1  
- Winpfi LPP, 1  
- Workiva, 25  

#### BUSINESS Undecided
- Cedar Rapids Metro Economic Alliance, 1  
- College Pro Painters, 1  
- Iowa Barnstormers, 1  
- John Deere, 1  
- Kingland Systems Corp., 5  
- Nationwide Insurance, 1  

#### FINANCE
- 2016 Ryder Cup - PGA of America, 1  
- Adventureland Amusement Park, Inn/  
  Campground, 1  
- AFLAC, 1  
- AgSolver, Inc., 1  
- AgVantage FS, 1  
- Alliant Energy Corporation, 1  
- Allstate Insurance Company, 1  
- Altec Industries, Inc., 1  
- Amazon, 1  
- American National Insurance Company, 1  
- American State Bank, 1  
- Ames-ISU YWCA, 3  
- Ansar Group, 1  
- Athene USA, 3  
- Atlas Financial Holdings, 2  
- Avtex Solutions, LLC, 1  
- AXA Advisors, 1  
- BAE Systems, 1  
- Bank Iowa, 4  
- Bank of China, 1  
- Bankers Trust, 1  
- BCC Advisers, 1  
- Berkshire Hathaway Homestate Companies, 1  
- Berry Plastics Corporation, 1  
- Best Buy Co., Inc., 1  
- BH Management, 1  
- Boelman Shaw Capital Partners, 2  
- Brown County State Bank, 1  
- Buckle, Inc., The, 1  
- Businesssolver, 1  
- Cambridge Investment Research Inc., 2  
- Cantel Medical - Medivators, 1  
- Cargill, Incorporated, 2  
- Cedar Rapids Bank & Trust, 1  
- Centegra Health System, 1  
- Central Bank, 1  
- Ceridian Corporation, 1  
- Chuck Grassley, 1  
- City State Bank, 3  
- Cline & Allen, LLP, 1  
- CME Group, 1  
- CoBank, 1  
- College Pro Painters, 2  
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<td>3FM Insurance</td>
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<td>Unique Events</td>
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<td>Wells Enterprises, Inc.</td>
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<td><strong>PRE-BUSINESS</strong></td>
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<td>Lennox Industries</td>
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<tr>
<td>Lennox Distributing, Inc.</td>
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<td>Company Name</td>
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<td>Menards, Inc.</td>
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<td>MHC Kenworth, Inc.</td>
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<td>Nationwide Insurance, Inc.</td>
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<tr>
<td>Northwestern Mutual Financial Network, Inc.</td>
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<tr>
<td>Payless ShoeSource, Inc.</td>
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<tr>
<td>PDI, Inc.</td>
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<tr>
<td>Pella Corporation, Inc.</td>
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<td>PepsiCo, Inc.</td>
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<td>Perishable distributors of Iowa, Inc.</td>
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<td>Polaris Industries, Inc.</td>
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<td>Pratt Industries, Inc.</td>
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<td>Principal Financial Group, Inc.</td>
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<td>Purfoods, LLC, Inc.</td>
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<td>Quaker, Inc.</td>
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<td>Renewable Energy Group, Inc.</td>
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<td>Rockwell Collins, Inc.</td>
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<td>Ruan Transportation Management Services, Inc.</td>
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<td>SAP America, Inc.</td>
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<td>SAV Transportation Group, Inc.</td>
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<td>Sentral Assemblies</td>
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<td>ShopTrak, Inc.</td>
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<td>Smithfield Foods, Inc.</td>
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<td>Stryker Endoscopy, Inc.</td>
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<td>Supply Chain Solutions Corp., Inc.</td>
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<td>Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company), Inc.</td>
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<td>THOR Construction, Inc.</td>
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<tr>
<td>TMC Transportation, Inc.</td>
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<td>Twin State, Inc.</td>
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<tr>
<td>Tyson Foods, Inc.</td>
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<td>Union Pacific Railroad, Inc.</td>
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<td>United States Senator-Office of Chuck Grassley,</td>
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<td>United Suppliers, Inc., Inc.</td>
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<td>Unknown, Inc.</td>
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<td>Weitz Company, Inc., Inc.</td>
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<td>Wells Enterprises, Inc., Inc.</td>
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<td>Werner Enterprises, Inc.</td>
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<tr>
<td>Whirlpool Corp., Inc.</td>
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<td>Winegard Company, Inc.</td>
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