RECRUITMENT BENCHMARKS
2014-2015

University of Illinois at Urbana-Champaign

Collected and compiled by the

CAREER SERVICES COUNCIL
of the
University of Illinois at Urbana-Champaign

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2014-2015 Chair

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Executive Secretary

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The Recruitment Benchmarks is a report produced annually by the Career Services Council at the University of Illinois at Urbana-Champaign. The Career Services Council is comprised of career services offices and affiliates at the University. In 1954, placement and career services became an official function of the University of Illinois with the adoption of a policy statement by the Board of Trustees that recognized the “desirability of offering a coordinated service to facilitate the placement of its students and alumni in positions so that the maximum value of its education program may be realized both by graduates and by employers.” A basic tenant of this policy is that the “service is primarily an activity of the University as a whole and, secondarily, that of its constituent parts” (May 15, 1954). Thus, the University affirmed its desire to maintain specific career services for students yet supported a coordinated effort of service to students, alumni, and employers.

The tradition continues today. According to its mission adopted May 21, 2001, the Career Services Council is “a gateway for students to experiential education, post-graduation employment, and advanced degree work. The Council is a connecting and coordinating body that addresses policy and practice in matters of career service, employment, and post-graduate opportunities.” The Recruitment Benchmarks report summarizes the collective work of the career services community related to engagement by students and employers in recruiting activities across the campus. Special thanks to the many career services offices that contribute to this report.

Additionally, our commitment to coordinated service to students and employers is demonstrated by launch of a single online career services management system, I-Link, in 2013-2014. One of the many advantages of this initiative is more precise data collection. Therefore, caution should be used when comparing data collected prior to 2013-2014 to that of more recent years.

### Employer Engagement in Recruiting Activities

Annually, a master list of employers that engage with career services is compiled and individual career services offices are asked to identify the type of recruiting activity by those employers within their individual offices. Information about recruiting for full-time and internship positions, on-campus student interviews, interview schedules, employer participation in career fairs, and student participation is collected from each office. Appendix A provides detailed information regarding employer engagement and recruiting activities.

This year, 4,962 unique employers had 6,922 recruiting engagements. Employer engagement in recruiting activities is defined as posting positions (counted as one engagement, regardless of number of positions posted), number of career fairs attended, and number of on-campus interview schedules completed. The total number of unique employers increased by 24% and the number of recruiting engagements increased 13% over last year. Of the 4,962 unique employers, 933 had two or more recruiting engagements and 39 of those had seven or more engagements.
The list of companies that had seven or more recruiting engagements include:

**11 Recruiting Engagements**
Epic
Norfolk Southern

**10 Recruiting Engagements**
Archer Daniels Midland (ADM)
Hormel Foods Corporation
Kraft Foods Group
PepsiCo

**9 Recruiting Engagements**
Allstate Insurance Company
Anheuser-Busch InBev
Capital One
Caterpillar, Inc
Deere & Company
General Electric
PwC
Quicket Solutions
Sandia National Laboratories
Union Pacific Railroad

**8 Recruiting Engagements**
3M
bswift
Cargill
CNA Insurance Companies
Country Financial
Microsoft Corporation
Monsanto
Procter & Gamble
Solstice Mobile
W.W. Grainger, Inc.

**7 Recruiting Engagements**
Abbott Laboratories
AbbVie
AIG
Chevron
CME Group
Continental Automotive
Crowe Horwath LLP
Goldman Sachs
Medline Industries, Inc.
Morningstar, Inc.
Rockwell Automation
Schlumberger Technology Corp.
State Farm Insurance

<table>
<thead>
<tr>
<th>Employer Engagement in Recruiting Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Unique Employers</td>
</tr>
<tr>
<td>----------------------------</td>
</tr>
<tr>
<td>2</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>13</td>
</tr>
<tr>
<td>22</td>
</tr>
<tr>
<td>77</td>
</tr>
<tr>
<td>117</td>
</tr>
<tr>
<td>231</td>
</tr>
<tr>
<td>445</td>
</tr>
<tr>
<td>4,031</td>
</tr>
<tr>
<td><strong>Total</strong></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
Additionally, the breadth of employer reach across multiple offices is tracked. 831 employers worked with two or more offices in their efforts to recruit students for full-time and internship positions. Those that worked with four or more offices are listed.

### 6 Offices
- Anheuser-Busch InBev
- Country Financial
- Epic
- Hormel Foods Corporation
- Jimmy John’s
- Kraft Foods Group
- PepsiCo
- Procter & Gamble

### 5 Offices
- 3M
- Abbott Laboratories
- AbbVie
- Archer Daniels Midland (ADM)
- Cargill
- Caterpillar Inc
- CGB Enterprises, Inc.
- City Year
- Deere & Company
- Evonik Industries
- General Electric
- Monsanto
- University of Illinois Springfield - Office of Graduate Intern Programs
- WestPoint Financial Group

### 4 Offices
- 1st Farm Credit Services
- Aerotek
- AIG
- Allstate Insurance Company
- Boeing
- BP Corporation
- Brewer Science, Inc.
- bswift
- Busey Bank
- Chevron
- Chrysler LLC
- CNA Insurance Companies
- Continental Automotive Systems
- Cummins, Inc.
- Eli Lilly and Company
- Emerson
- Federal Bureau of Investigation
- General Mills

**Employer Engagement Across Career Offices**

<table>
<thead>
<tr>
<th>Number of Unique Employers</th>
<th>Number of Career Offices</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>14</td>
<td>5</td>
</tr>
<tr>
<td>49</td>
<td>4</td>
</tr>
<tr>
<td>191</td>
<td>3</td>
</tr>
<tr>
<td>569</td>
<td>2</td>
</tr>
<tr>
<td>4,131</td>
<td>1</td>
</tr>
</tbody>
</table>

**Number of Relationships:** 6,156

H.J. Heinz
Heartland Business Systems
Hospira Inc.
Kellogg Company
Metropolitan Water Reclamation District of Greater Chicago (MWRD)
Midwestern Securities Trading Company, LLC
Momentum Scientific LLC
Morningstar, Inc.
Motorola
Nestle USA
Norfolk Southern
Northwestern Mutual
Northwestern Mutual Financial Network - McClure
OSI Group
Polaris Industries Inc.
PwC
Quicket Solutions
Redwood Logistics
Schlumberger Technology Corp
Schneider Electric
Scoular Company
Shell Oil Company
Sigma-Aldrich Corporation
Solstice Mobile
State Farm Insurance
TigerText
U.S. Peace Corps
Union Pacific Railroad
USDA Nass IL Field Office
W.W. Grainger, Inc
The number of job and internship postings increased 8% relative to last year. 4,048 interview schedules were hosted on-campus this year. While interview schedules clearly increased over previous years, the large increase is due to comprehensive tracking of room-only schedules. In addition, 16,417 student interviews were conducted compared to 14,118 last year (16% increase).

**Fortune / Global 100 Companies at Illinois**

The University of Illinois at Urbana-Champaign had 78 of the top Fortune 100 companies recruit on campus. See Appendix A for the complete list. Eight of the top ten Fortune 100 companies recruited from Illinois last year.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer/Organization</th>
<th>Rank</th>
<th>Employer/Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Walmart</td>
<td>7.</td>
<td>Phillips</td>
</tr>
<tr>
<td>2.</td>
<td>ExxonMobil</td>
<td>8.</td>
<td>General Electric</td>
</tr>
<tr>
<td>5.</td>
<td>Apple</td>
<td>10.</td>
<td>CVS Health</td>
</tr>
</tbody>
</table>

The University of Illinois at Urbana-Champaign had 39 of the top Global Fortune 100 companies recruit on campus. See Appendix A for the complete list. Of the top ten, the following six companies recruited at Illinois:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer/Organization</th>
<th>Rank</th>
<th>Employer/Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Walmart</td>
<td>6.</td>
<td>BP Corporation</td>
</tr>
<tr>
<td>3.</td>
<td>Royal Dutch Shell</td>
<td>8.</td>
<td>Volkswagen</td>
</tr>
<tr>
<td>5.</td>
<td>ExxonMobil</td>
<td>9.</td>
<td>Toyota Motor</td>
</tr>
</tbody>
</table>
Student Engagement in Recruiting Activities

Student use of I-Link saw a decline this year, yet participation in recruiting events increased. 16,111 unique students logged into I-Link and 30,073 students attended career fairs this past year.

![Students Using I-Link](chart)

![Student Participants in Career Fairs](chart)

While data from last year saw a 10% increase in students actively using I-Link and roughly 10,000 more participants in career fairs, this year 10% fewer students used I-link and 416 more students participated in Career Fairs. The large increase last year in the number of students participating in career fairs can be attributed (in part) to more accurate data collection and inclusion of more career fairs in the Benchmarks report. This year’s data shows that student engagement in recruiting activities, especially participation in career fairs, remains steady.

Student engagement in services and resources related to the search for internships and full-time employment are at an all-time high. Students tend to be more actively engaged in these activities when the college labor market is healthy. Additionally, increased engagement is likely attributed to the coordinated effort by the career services community to reach students and more precise data collection methods.

10-year Trends in Recruitment at the University of Illinois at Urbana-Champaign

The chart shows recruiting trends during the past ten years. Student participation increased by 49%. While student participation with career services seems to be at an all-time high, the reported sharp increase is also likely due (in part) to improved data collection through the single career services platform (I-Link) and more comprehensive tracking of student participation in career fairs. The number of job/internship postings were constant relative to the previous year and the number of student interviews and schedules had slight increases compared to the past five year period. The volume of on-campus interviewing may never again reach the heights.
of the mid-2000’s due to the increasing practice of converting interns to full-time hires, and use of technology to conduct interviews without traveling to campus. The reported decrease in number of relationships with employers is a result of more precise data collection and not counting each job posting as a relationship (as had been the practice in the past). Campus-wide recruitment activity for the University of Illinois at Urbana-Champaign from 1995 through 2015 is reported in Appendix B.

**HireIllini Initiative 2014-2015 – Steering Committee**

This was the 9th consecutive year of funding from the Provost’s office for the HireIllini initiative. Initiatives and projects to enhance employer relations for the year included:

- 89 recruiters from 56 organizations attended the seventh annual *Illinois Recruiters’ Forum*; the theme was Culture, Values, and Diversity
- *Employer Advisory Board*, consisting of 15 HR thought leaders from across the country, met twice to guide and advise service to employers
- Sponsored Midwest ACE and NACE Conferences for visibility to employer members
- Hosted a HireIllini reception in Anaheim, CA, in conjunction with the NACE Conference and Orange County Alumni Club
- Hosted two workshops presented by InternBridge in the Chicago area for employers: *Total Internship Management* and *College Recruiting Best Practices*

**Summary**

Career services offices at the University of Illinois at Urbana-Champaign saw a sharp increase in student participation in 2013-14 and student participants were slightly higher again this year. The number of unique employers recruiting on campus increased by 24.4% over last year with the number of employer engagements increasing by 14% from the previous year. The number of interviews increased slightly and interview schedules increased by 84% with 4,048 schedules during the year. There was a slight increase in the number of positions posted. Job/internship postings returned to the level of three years ago after a decrease two years ago. The University of Illinois at Urbana-Champaign had 78 of the top Fortune 100 companies recruit on campus, including eight of the top ten. In addition, six of the top ten employers on the Global Fortune 100 companies recruit at Illinois.

Extensive efforts by career services offices continue to cultivate employer relationships campus-wide and increase student participation in career activities. The University of Illinois with its extensive career services network enhances strong employer relationships and increases student participation. The widespread use of career services by students strengthens student candidacy for employment and graduate/professional school, on-campus recruiting by employers, and post-graduation opportunities for students.
Appendix A

Summary of Recruitment Activity
# Student and Employer Engagement in On-Campus Recruiting Activities

<table>
<thead>
<tr>
<th>Career Services Office</th>
<th>Number of Employers</th>
<th>Number of Rooms Scheduled</th>
<th>Number of Interviews for Full-time Positions</th>
<th>Number of Interviews for Internship Positions</th>
<th>Total Number of Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business</td>
<td>196</td>
<td>955</td>
<td>3,316</td>
<td>3,098</td>
<td>6,414</td>
</tr>
<tr>
<td>ACES</td>
<td>48</td>
<td>86</td>
<td>201</td>
<td>372</td>
<td>573</td>
</tr>
<tr>
<td>Chemical Sciences</td>
<td>38</td>
<td>80</td>
<td>367</td>
<td>136</td>
<td>503</td>
</tr>
<tr>
<td>Engineering</td>
<td>352</td>
<td>2614</td>
<td>3,097</td>
<td>3,054</td>
<td>6,151</td>
</tr>
<tr>
<td>Fine &amp; Applied Arts</td>
<td>3</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>550</td>
</tr>
<tr>
<td>Graduate College</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Labor &amp; Employment Relations</td>
<td>37</td>
<td>92</td>
<td>192</td>
<td>661</td>
<td>853</td>
</tr>
<tr>
<td>Media</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>The Career Center</td>
<td>80</td>
<td>220</td>
<td>974</td>
<td>398</td>
<td>1,372</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>755</strong></td>
<td><strong>4,048</strong></td>
<td><strong>8,148</strong></td>
<td><strong>7,719</strong></td>
<td><strong>16,417</strong></td>
</tr>
<tr>
<td>CAREER FAIR</td>
<td>Number of Employers at Career Fair</td>
<td>Number of Students at Career Fair</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>-----------------------------------</td>
<td>-----------------------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACES &amp; Sciences Career Fair</td>
<td>108</td>
<td>1,088</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actuarial Science Recruitment Conference</td>
<td>27</td>
<td>315</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All-Campus Career Fair</td>
<td>164</td>
<td>983</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Career Fair (Fall)</td>
<td>233</td>
<td>5,772</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Career Fair (Spring)</td>
<td>130</td>
<td>2,003</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Illinois Job Blitz Virtual Career Fair</td>
<td>71</td>
<td>312</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Civil Engineering Career Fair (Fall)</td>
<td>69</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Civil Engineering Career Fair (Spring)</td>
<td>75</td>
<td>900 Fa/Sp combined</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Engineering Career Fair (Fall)</td>
<td>245</td>
<td>4,196</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Engineering Career Fair (Spring)</td>
<td>148</td>
<td>2,271</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Engineering Start-Up Career Fair</td>
<td>23</td>
<td>500</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Engineering Expo (Fall)</td>
<td>214</td>
<td>6,165</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineering Expo (Spring)</td>
<td>153</td>
<td>2,004</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Science Reflections</td>
<td>Projections Fair</td>
<td>50</td>
<td>1,700 registered</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fine &amp; Applied Arts Career Fairs</td>
<td>164</td>
<td>603</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Big 10+ Virtual Career Fair</td>
<td>75</td>
<td>565</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ph.D. &amp; Master’s Virtual Career Fair</td>
<td>39</td>
<td>153</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research Park Career Fair</td>
<td>34</td>
<td>543</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>2,022</strong></td>
<td><strong>30,073</strong></td>
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</tr>
</tbody>
</table>
## Job Postings

<table>
<thead>
<tr>
<th>Career Services Office or System</th>
<th>Number of Employers&lt;sup&gt;a&lt;/sup&gt;</th>
<th>Number of Full-Time Postings</th>
<th>Number of Internship Postings</th>
<th>Total Number of Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>I-Link</td>
<td>4,550</td>
<td>11,628</td>
<td>5,462</td>
<td>17,090</td>
</tr>
<tr>
<td>Fine &amp; Applied Arts</td>
<td>--</td>
<td>632&lt;sup&gt;b&lt;/sup&gt;</td>
<td>492&lt;sup&gt;c&lt;/sup&gt;</td>
<td>1,124</td>
</tr>
<tr>
<td>Labor &amp; Employment Relations</td>
<td>--</td>
<td>29&lt;sup&gt;b&lt;/sup&gt;</td>
<td>5&lt;sup&gt;c&lt;/sup&gt;</td>
<td>34</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>12,289</strong></td>
<td><strong>5,959</strong></td>
<td></td>
<td><strong>18,248</strong></td>
</tr>
</tbody>
</table>

Information gathered from July 1, 2014 through June 30, 2015

a - # of unique employers who posted positions in I-Link

b - # of full-time positions posted through mechanisms other than I-Link used by career services offices

c - # of internship positions posted through mechanisms other than I-Link used by career services offices
# Fortune 100 Companies who recruit at the University of Illinois at Urbana-Champaign

Companies with recruiting relationships on campus are highlighted.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Employer/Organization</th>
<th>Rank</th>
<th>Employer/Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Walmart</td>
<td>51</td>
<td>ConocoPhillips</td>
</tr>
<tr>
<td>2</td>
<td>Exxon</td>
<td>52</td>
<td>Intel</td>
</tr>
<tr>
<td>3</td>
<td>Chevron</td>
<td>53</td>
<td>Energy Transfer Equity</td>
</tr>
<tr>
<td>4</td>
<td>Berkshire Hathaway</td>
<td>54</td>
<td>Caterpillar</td>
</tr>
<tr>
<td>5</td>
<td>Apple</td>
<td>55</td>
<td>Prudential Financial</td>
</tr>
<tr>
<td>6</td>
<td>General Motors</td>
<td>56</td>
<td>Pfizer</td>
</tr>
<tr>
<td>7</td>
<td>Phillips</td>
<td>57</td>
<td>Disney</td>
</tr>
<tr>
<td>8</td>
<td>General Electric</td>
<td>58</td>
<td>Humana</td>
</tr>
<tr>
<td>9</td>
<td>Ford Motor</td>
<td>59</td>
<td>Enterprise Products Partners</td>
</tr>
<tr>
<td>10</td>
<td>CVS Health</td>
<td>60</td>
<td>Cisco Systems</td>
</tr>
<tr>
<td>11</td>
<td>McKesson</td>
<td>61</td>
<td>Sysco</td>
</tr>
<tr>
<td>12</td>
<td>AT&amp;T</td>
<td>62</td>
<td>Ingram Micro</td>
</tr>
<tr>
<td>13</td>
<td>Valero Energy</td>
<td>63</td>
<td>Coca-Cola</td>
</tr>
<tr>
<td>14</td>
<td>UnitedHealth Group</td>
<td>64</td>
<td>Lockheed Martin</td>
</tr>
<tr>
<td>15</td>
<td>Verizon</td>
<td>65</td>
<td>FedEx</td>
</tr>
<tr>
<td>16</td>
<td>AmerisourceBergen</td>
<td>66</td>
<td>Johnson Controls</td>
</tr>
<tr>
<td>17</td>
<td>Fannie Mae</td>
<td>67</td>
<td>Plains GP Holdings</td>
</tr>
<tr>
<td>18</td>
<td>Costco</td>
<td>68</td>
<td>World Fuel Services</td>
</tr>
<tr>
<td>19</td>
<td>HP</td>
<td>69</td>
<td>CHS</td>
</tr>
<tr>
<td>20</td>
<td>Kroger</td>
<td>70</td>
<td>American Airlines</td>
</tr>
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<td>21</td>
<td>JPMorgan Chase</td>
<td>71</td>
<td>Merck</td>
</tr>
<tr>
<td>22</td>
<td>Express Scripts Holdings</td>
<td>72</td>
<td>Best Buy</td>
</tr>
<tr>
<td>23</td>
<td>Bank of America</td>
<td>73</td>
<td>Delta Air Lines</td>
</tr>
<tr>
<td>24</td>
<td>IBM</td>
<td>74</td>
<td>Honeywell International</td>
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<tr>
<td>25</td>
<td>Marathon</td>
<td>75</td>
<td>HCA Holdings</td>
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<td>Cardinal Health</td>
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<td>Goldman Sachs Group</td>
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<td>Boeing</td>
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<td>Tesoro</td>
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<td>Citigroup</td>
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<td>Liberty Mutual Insurance</td>
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<td>29</td>
<td>Amazon</td>
<td>79</td>
<td>United Continental Holdings</td>
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<td>30</td>
<td>Wells Fargo</td>
<td>80</td>
<td>New York Life Insurance</td>
</tr>
<tr>
<td>31</td>
<td>Microsoft</td>
<td>81</td>
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Global Fortune 100 Companies who recruit at the University of Illinois at Urbana-Champaign
Companies with recruiting relationships on campus are highlighted.

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<thead>
<tr>
<th>Rank</th>
<th>Employer/Organization</th>
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<td>Royal Dutch Shell</td>
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<td>Nippon Tel. &amp; Tel.</td>
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<td>67</td>
<td>Banco Santander</td>
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<td>18</td>
<td>Industrial &amp; Commer. Bank of China</td>
<td>68</td>
<td>Petronas</td>
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<td>19</td>
<td>EXOR Group</td>
<td>69</td>
<td>Enel</td>
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<td>23</td>
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<td>73</td>
<td>GDF Suez</td>
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<td>Noble Group</td>
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<td>78</td>
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<td>81</td>
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<td>Citigroup</td>
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<td>Metro</td>
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<td>48</td>
<td>Assicurazioni Generali</td>
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<td>Legal &amp; General Group</td>
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<td>Hyundai Motor</td>
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<td>50</td>
<td>Fannie Mae</td>
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<td>Procter &amp; Gamble</td>
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</table>
# Summary of Recruiting Activities

## Employer Engagement in Recruiting Activities

<table>
<thead>
<tr>
<th>Number of Recruiting Engagements</th>
<th>Number of Unique Employers 2014-2015</th>
<th>Number of Unique Employers 2013-2014</th>
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<td>3</td>
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<td>67</td>
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<td>4</td>
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<td>180</td>
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<td>3</td>
<td>231</td>
<td>386</td>
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<tr>
<td>2</td>
<td>445</td>
<td>250</td>
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<td>Total</td>
<td>4,962</td>
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## Number of Unique Employers by Number of Career Fairs Participated In

<table>
<thead>
<tr>
<th>Number of Career Fairs Participated In</th>
<th>Number of Unique Employers 2014-2015</th>
<th>Number of Unique Employers 2013-2014</th>
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<td>77</td>
<td>49</td>
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<tr>
<td>2</td>
<td>267</td>
<td>209</td>
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<tr>
<td>1</td>
<td>803</td>
<td>761</td>
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<tr>
<td>Total</td>
<td>1,199</td>
<td>1,042</td>
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</table>
The 129 employers/organizations that participated in three or more career fairs are:

**10 Career Fairs**
Epic

**8 Career Fairs**
Norfolk Southern Corporation

**7 Career Fairs**
Capital One
Union Pacific Railroad

**6 Career Fairs**
Archer Daniels Midland (ADM)
Sandia National Laboratories
Solstice Mobile

**5 Career Fairs**
Allstate Insurance Company
Anheuser-Busch InBev
Caterpillar, Inc.
Deere & Company
Hormel Foods Corporation
Jimmy John’s
Microsoft Corporation
PepsiCo
PwC
Quicket Solutions
State Farm Insurance
U.S. Navy
W.W. Grainger, Inc.
WestPoint Financial Group

**3 Career Fairs**
3M
3Red Trading
Abbott Laboratories
AbbVie
Aerotek
AIG
ALDI
Apple
AT&T
AvantCredit
AXA Advisors, LLC
Baxter & Woodman
Bemis Company, Inc
Bosch
Cambridge Educational Services
Chevron
City Year
Cognizant Technology Solutions
Command Transportation
Conversant
Deloitte
Enterprise Holdings
Facebook
Federal Bureau of Investigation
First Investors Corporation
General Dynamics Electric Boat
GoDaddy
Google, Inc.
Grant Thornton
Hanley, Flight & Zimmerman, LLC
Heartland Business Systems
Ingredion
Insight Global
Jewel-Osco
kCura Corporation
KPMG LLP
Lam Research Corporation
LinkedIn
Mercer
MGA Research Corporation
Milwaukee Electric Tool Corporation
Momentum Scientific LLC
Morningstar, Inc.
Motorola Mobility
Motorola Solutions
MSA Professional Services, Inc.
Navistar
Northern Trust Company
Northwestern Mutual
Optiver US, LLC
Parker Hannifin Corporation
Patrick Engineering Inc.
Power Home Remodeling Group
Prudential Financial
Raths, Raths & Johnson, Inc.
RetailMeNot, Inc.
Riverbed Technology, Inc.
Sargent & Lundy
Schlumberger Technology Corp
Schneider Electric
Scoular Company
Sikich, LLP
SmithBucklin
SPX Corporation
Target Corporation
Teach for America
TripAdvisor
Unilever
United Airlines
United States Marine Corps
Vail Systems Inc.
Veolia Environment North America
Visa
Walgreens Corporation
Walsh Group, The
Wolfram Research
Workday
Relationships with Career Services Offices
July 2014 – June 2015

The 262 employers/organizations that had recruiting relationships with 3 or more career services offices are:

### 6 Offices
- Anheuser-Busch InBev
- Country Financial
- Epic
- Hormel Foods Corporation
- Jimmy John’s
- Kraft Foods Group
- PepsiCo
- Procter & Gamble

### 5 Offices
- 3M
- Abbott Laboratories
- AbbVie
- Archer Daniels Midland (ADM)
- Cargill
- Caterpillar, Inc.
- CGB Enterprises, Inc.
- City Year
- Deere & Company
- Evonik Industries
- General Electric
- Monsanto
- University of Illinois Springfield - Office of Graduate Intern Programs
- WestPoint Financial Group

### 4 Offices
- 1st Farm Credit Services
- Aerotek
- AIG
- Allstate Insurance Company
- Boeing
- BP Corporation
- Brewer Science, Inc.
- bswift
- Busey Bank
- Chevron
- Chrysler LLC
- CNA Insurance Companies
- Continental Automotive Systems
- Cummins, Inc.
- Eli Lilly and Company
- Emerson
- Federal Bureau of Investigation
- General Mills
- H.J. Heinz
- Heartland Business Systems
- Hospira Inc.

### Employer Engagement Across Career Offices

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<tr>
<th>Number of Career Offices Worked With</th>
<th>Number of Unique Employers 2014-2015</th>
<th>Number of Unique Employers 2013-2014</th>
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<tr>
<td>3</td>
<td>191</td>
<td>138</td>
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<tr>
<td>2</td>
<td>569</td>
<td>696</td>
</tr>
<tr>
<td>1</td>
<td>4,131</td>
<td>3,128</td>
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</tbody>
</table>

**Number of Relationships:** 6,156

### 3 Offices
- Kellogg Company
- Metropolitan Water Reclamation
- District of Greater Chicago (MWRD)
- Midwestern Securities Trading Company, LLC
- Momentum Scientific LLC
- Morningstar, Inc.

### 3 Offices
- Nestle USA
- Norfolk Southern
- Northwestern Mutual
- Northwestern Mutual Financial Network - McClure
- OSI Group
- Phillips 66
- Polaris Industries Inc.

### 3 Offices
- PwC
- QuickeT Solutions
- Redwood Logistics
- Schlumberger Technology Corp
- Schneider Electric
- Scoular Company
- Shell Oil Company
- Sigma-Aldrich Corporation
- Solstice Mobile
- State Farm Insurance

### 3 Offices
- TigerText
- U.S. Peace Corps
- Union Pacific Railroad
- USDA Nass IL Field Office
- W.W. Grainger, Inc.

### 3 Offices
- 360 Yield Center
- Abercrombie & Fitch - Corporate
- Actuant Corporation
- Adayana
- AgReliant Genetics LLC
- AgVenture Inc.
- Akzo Nobel
- ALDI
- Aldridge Electric, Inc.
- Amazon.com
- American Marketing & Publishing
- Aon Corporation
- Apple
- ASC Communications, Inc.
- Ashley Furniture HomeStore

### 3 Offices
- AT&T
- AXA Advisors, LLC
- Bader-Rutter
- Baker Tilly Virchow Krause LLP
- Bank of America Merrill Lynch
- Bartlett and Company
- BASF Corporation
- Bayer Crop Science
- Beck’s Hybrids
- Biaggi’s Restorante Italiano
- bioMerieux Inc
- Birkey’s Farm Store, Inc.
- Blain’s Farm & Fleet
- BMO Harris Bank
- BNSF Railway Company
Bosch
Brady Corporation
Broksource
Buckle (The)
Burrus Seed Farms, Inc.
Cambridge Educational Services
Capital One
Cardinal Capital Management, LLC
CB&I
Central Illinois Production LLC
Central Intelligence Agency
CF Industries
Charles River Apparel
Charles River Laboratories
Climate Corporation
Clorox Company (Research and Development)
CME Group
CoBank
Cognizant Technology Solutions
Command Transportation
CommScope
Conversant
Cook Medical, Inc.
Cornelius
Crane Composites, Inc.
Crowe Horwath LLP
CSG International
Dart Container
Deloitte
Diageo North America
DIRECTV
Discover Financial Services
Dow AgroSciences
Dow Chemical Company
Dow Corning Corporation
DuPont
DuPont Crop Protection
DuPont Pioneer
Eaton Corporation
eBay, Inc.
Ecolab, Inc.
Edlong Dairy Flavors
Entertainment Cruises
ExxonMobil
EY
Farm Credit Illinois, ACA
Farnsworth Group Inc.
First Investors Corporation
First Midwest Bank
Flow Traders US LLC
Fresenius Kabi
FTI Consulting
G&W Electric Company
GAF
Gavilon, LLC
GCM Grosvenor
Global Experience Specialists (GES)
Goldman Sachs
Green Plains Inc.
Greenlee: A Textron Company
Growmark, Inc.
H.T. Associates, Inc.
Halliburton
Hartford, The
Heartland Dental Care
Hendrickson Bumper & Trim
Honeywell
Huron Consulting Group
IBM
IDEAL Industries
Illinois Applied Research Institute
Illinois Farm Bureau
Illinois Farm Business Farm Management (FBFM) Association
Illinois Office of the Auditor General
Impact Networking
Impro Industries USA, Inc.
Infosys Ltd
Ingredion
Insight Global
Integrys Energy Group, Inc.
Intel Corporation
Jacobs
James Hardie Building Products
Jewel-Osco
Johnson Controls
JPMorgan
JPMorgan Chase
Juno Lighting Group
Kaplan Test Prep & Admissions
KCG
Kerry Ingredients & Flavours
Kohl's Department Stores
KPMG LLP
Kuhn North America, Inc.
Land O'Frost
Lansing Trade Group, LLC
Liberty Mutual Insurance Group
Load Delivered Logistics, LLC
LyondellBasell
Manhattan Associates
Maxim Integrated Products, Inc.
Medline Industries, Inc.
Mercer
Mesirow Financial
MetLife
MGAT Research Corporation
Microsoft Corporation
Midland States Bank
Milwaukee Electric Tool Corporation
Motorola Mobility
Motorola Solutions
MSA Professional Services, Inc.
Mu Sigma, Inc.
National Center for Supercomputing Applications (NCSA)
Navistar
Newly Weds Foods
Northern Trust Company
Northrop Grumman Corporation
OSIsoft
Parker Hannifin Corporation
PEAK6 Investments, L.P.
PLS Logistics Services
Power Home Remodeling Group
Prudential Financial
PURE Insurance
Qumulo
Raytheon Company
RetailMeNot, Inc.
Rich Connell AGRI-SEARCH, Inc.
Rockwell Automation
Rush Enterprises, Inc.
Sandia National Laboratories
Sears Holding Co.
Siemens Corporation
Skidmore, Owings & Merrill LLP (SOM)
Sloan Implement
SmithBucklin
Spirit Aerosystems
Swank Motion Pictures, Inc.
Synchrony Financial
Target Corporation
Teach for America
Texas Instruments
Texton
Textura Corporation
Thermo Fisher Scientific
TMC Transportation
Total Quality Logistics
TripAdvisor
U.S. Department of Agriculture (USDA)
U.S. Navy
Unilever
United Airlines
Valent USA Corporation
Veolia Environment North America
Wal-Mart, Inc.
West Monroe Partners
Wight & Company
Wolfram Research
Workday
Yelp!
Appendix B

Historical Data
# Recruiting Activity
## 1995-2015

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Number of Employer Relationships Across Offices</th>
<th>Number of Schedules</th>
<th>Number of On-Campus Interviews</th>
<th>Waitlist</th>
<th>Number of Internship and Full-time Job Postings</th>
<th>Student Registration and Participation</th>
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<tbody>
<tr>
<td>Total UIUC 14-15</td>
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<td>4,048</td>
<td>16,417</td>
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<td>Total UIUC 13-14*</td>
<td>5,123*</td>
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<td>14,118</td>
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<td>16,950*</td>
<td>47,559*</td>
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<tr>
<td>Total UIUC 12-13</td>
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<td>Total UIUC 11-12</td>
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*The number of employer relationships, job postings, and student participation was calculated differently beginning in 2013-2014 due to use of a single online career services management system.*