

# **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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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.

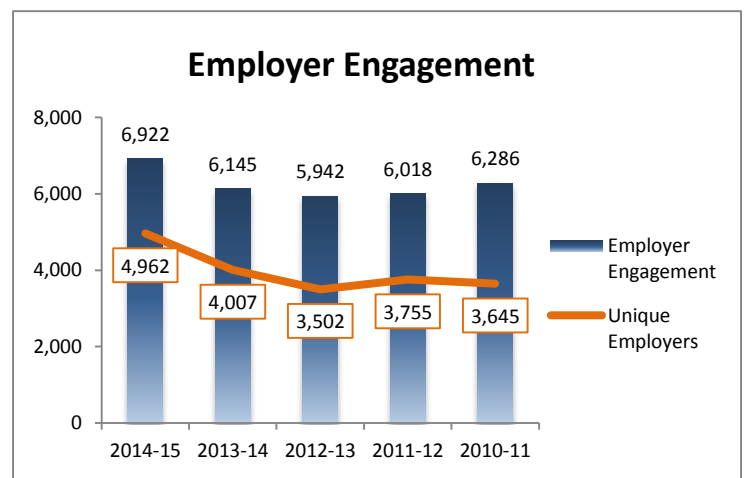
The tradition continues today. According to its mission adopted May 21, 2001, the Career Services Council is “a gateway for students to experiential education, post-graduation employment, and advanced degree work. The Council is a connecting and coordinating body that addresses policy and practice in 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

<b>Employer Engagement in Recruiting Activities</b>	
<b>Number of Unique Employers</b>	<b>Number of Recruiting Engagements</b>
2	11
4	10
10	9
10	8
13	7
22	6
77	5
117	4
231	3
445	2
4,031	1
<b>Total 4,962</b>	<b>6,922</b>

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

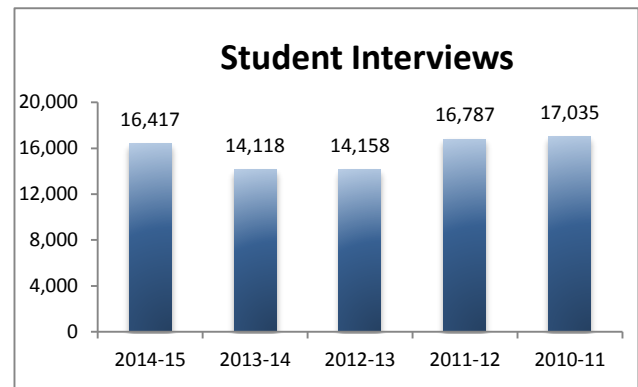
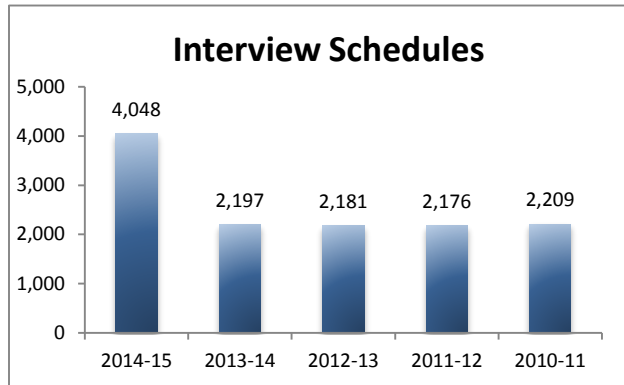
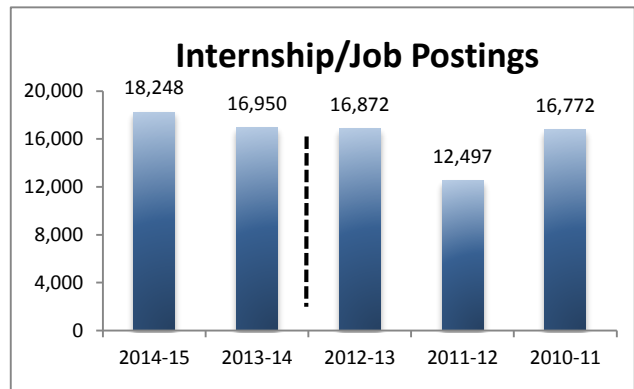
**4 Offices**

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

<b>Employer Engagement Across Career Offices</b>	
<b>Number of Unique Employers</b>	<b>Number of Career Offices</b>
8	6
14	5
49	4
191	3
569	2
4,131	1
<b>Number of Relationships:</b>	<b>6,156</b>

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  
Phillips 66  
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.

Rank	Employer/Organization
1.	Walmart
2.	ExxonMobil
3.	Chevron
5.	Apple

Rank	Employer/Organization
7.	Phillips
8.	General Electric
9.	Ford Motor
10.	CVS Health

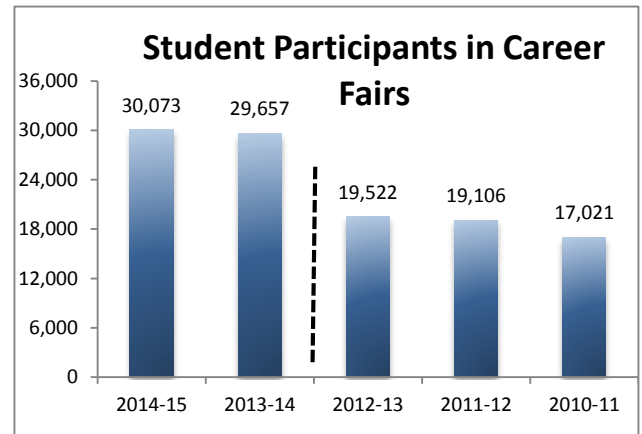
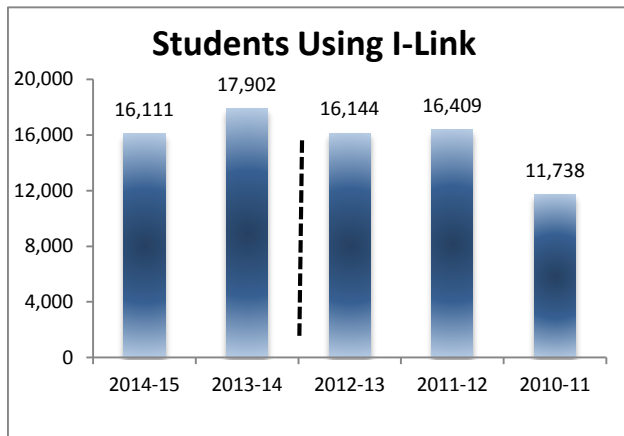
The University of Illinois at Urbana-Champaign had 39 of the top Global Fortune 100 companies recruit on campus. See Appendix A for the complete list. Of the top ten, the following six companies recruited at Illinois:

Rank	Employer/Organization
1.	Walmart
3.	Royal Dutch Shell
5.	ExxonMobil

Rank	Employer/Organization
6.	BP Corporation
8.	Volkswagen
9.	Toyota Motor

## 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.

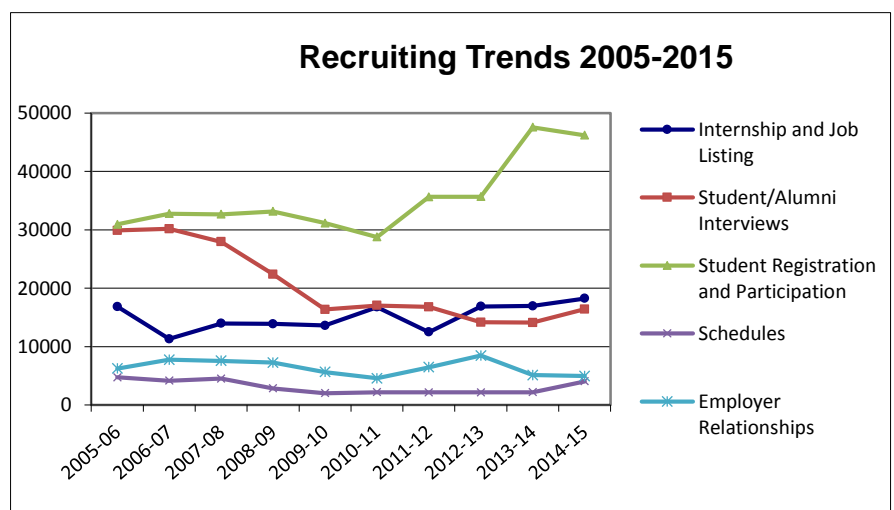


While data from last year saw a 10% increase in students actively using I-Link and roughly 10,000 more participants in career fairs, this year 10% fewer students used I-link and 416 more students participated in Career Fairs. The large increase last year in the number of students participating in career 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 9<sup>th</sup> 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

Career Services Office	Number of Employers	Number of Rooms Scheduled	Number of Interviews for Full-time Positions	Number of Interviews for Internship Positions	Total Number of Interviews
Business	196	955	3,316	3,098	6,414
ACES	48	86	201	372	573
Chemical Sciences	38	80	367	136	503
Engineering	352	2614	3,097	3,054	6,151
Fine & Applied Arts	3	--	--	--	550
Graduate College	1	1	1	0	1
Labor & Employment Relations	37	92	192	661	853
Media	0	0	0	0	0
The Career Center	80	220	974	398	1,372
<b>Total</b>	<b>755</b>	<b>4,048</b>	<b>8,148</b>	<b>7,719</b>	<b>16,417</b>

## Career Fair Participation

CAREER FAIR	Number of Employers at Career Fair	Number of Students at Career Fair
ACES & Sciences Career Fair	108	1,088
Actuarial Science Recruitment Conference	27	315
All-Campus Career Fair	164	983
Business Career Fair (Fall)	233	5,772
Business Career Fair (Spring)	130	2,003
Illinois Job Blitz Virtual Career Fair	71	312
Civil Engineering Career Fair (Fall)	69	
Civil Engineering Career Fair (Spring)	75	900 Fa/Sp combined
Engineering Career Fair (Fall)	245	4,196
Engineering Career Fair (Spring)	148	2,271
Engineering Start-Up Career Fair	23	500
Engineering Expo (Fall)	214	6,165
Engineering Expo (Spring)	153	2,004
Computer Science Reflections   Projections Fair	50	1,700 registered
Fine & Applied Arts Career Fairs	164	603
Hire Big 10+ Virtual Career Fair	75	565
Ph.D. & Master's Virtual Career Fair	39	153
Research Park Career Fair	34	543
<b>Total</b>	<b>2,022</b>	<b>30,073</b>

## Job Postings

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

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.

<i>Rank</i>	<i>Employer/Organization</i>	<i>Rank</i>	<i>Employer/Organization</i>
1	Walmart	51	ConocoPhillips
2	Exxon	52	Intel
3	Chevron	53	Energy Transfer Equity
4	Berkshire Hathaway	54	Caterpillar
5	Apple	55	Prudential Financial
6	General Motors	56	Pfizer
7	Phillips	57	Disney
8	General Electric	58	Humana
9	Ford Motor	59	Enterprise Products Partners
10	CVS Health	60	Cisco Systems
11	McKesson	61	Sysco
12	AT&T	62	Ingram Micro
13	Valero Energy	63	Coca-Cola
14	UnitedHealth Group	64	Lockheed Martin
15	Verizon	65	FedEx
16	AmerisourceBergen	66	Johnson Controls
17	Fannie Mae	67	Plains GP Holdings
18	Costco	68	World Fuel Services
19	HP	69	CHS
20	Kroger	70	American Airlines
21	JPMorgan Chase	71	Merck
22	Express Scripts Holdings	72	Best Buy
23	Bank of America	73	Delta Air Lines
24	IBM	74	Honeywell International
25	Marathon	75	HCA Holdings
26	Cardinal Health	76	Goldman Sachs Group
27	Boeing	77	Tesoro
28	Citigroup	78	Liberty Mutual Insurance
29	Amazon	79	United Continental Holdings
30	Wells Fargo	80	New York Life Insurance
31	Microsoft	81	Oracle
32	Procter & Gamble	82	Morgan Stanley
33	Home Depot	83	Tyson Foods
34	Archer Daniels Midland (ADM)	84	Safeway
35	Walgreens	85	Nationwide
36	Target	86	Deere & Company
37	Johnson & Johnson	87	DuPont
38	Anthem	88	American Express
39	MetLife	89	Allstate
40	Google	90	Cigna
41	State Farm Insurance	91	Mondelez International
42	Freddie Mac	92	TIAA-CREF
43	Comcast	93	INTL FCStone
44	PepsiCo	94	Massachusetts Mutual Life Insurance
45	United Technologies	95	DirecTV
46	AIG	96	Halliburton
47	UPS	97	Twenty-First Century Fox
48	Dow Chemicals	98	3M
49	Aetna	99	Sears Holdings
50	Lowe's	100	General Dynamics

**Global Fortune 100 Companies who recruit at the University of Illinois at Urbana-Champaign**  
 Companies with recruiting relationships on campus are highlighted.

<i>Rank</i>	<i>Employer/Organization</i>	<i>Rank</i>	<i>Employer/Organization</i>
1	Walmart	51	Rosneft Oil
2	Sinopec Group	52	Costco
3	Royal Dutch Shell	53	HP
4	China National Petroleum	54	Kroger
5	Exxon Mobil	55	China Mobile Communications
6	BP	56	BMW
7	State Grid	57	SK Holdings
8	Volkswagen	58	Credit Agricole
9	Toyota Motor	59	Nissan Motor
10	Glencore	60	SAIC Motor
11	Total	61	JPMorgan Chase
12	Chevron	62	Tesco
13	Samsung Electronics	63	Siemens
14	Berkshire Hathaway	64	Carrefour
15	Apple	65	Nippon Tel. & Tel
16	McKesson	66	Express Scripts Holding
17	Daimler	67	Banco Santander
18	Industrial & Commer. Bank of China	68	Petronas
19	EXOR Group	69	Enel
20	AXA	70	Nestlé
21	General Motors	71	China Railway Engineering
22	E.ON	72	China National Offshore Oil
23	Phillips 66	73	GDF Suez
24	General Electric	74	Prudential
25	ENI	75	Statoil
26	Gazprom	76	BASF
27	Ford Motor	77	Noble Group
28	Petrobras	78	Électricité de France
29	China Construction Bank	79	China Railway Construction
30	CVS Health	80	Bank of America Corp.
31	Hon Hai Precision Industry	81	HSBC Holdings
32	Allianz	82	IBM
33	AT&T	83	Marathon Petroleum
34	Valero Energy	84	Cardinal Health
35	UnitedHealth Group	85	Boeing
36	Agricultural Bank of China	86	Citigroup
37	China State Construction Engineering	87	China Development Bank
38	Japan Post Holdings	88	Amazon
39	PDVSA	89	Hitachi
40	Trafigura Beheer	90	Wells Fargo
41	Verizon	91	ING Group
42	BNP Paribas	92	JX Holdings
43	Lukoil	93	PTT
44	Honda Motor	94	China Life Insurance
45	Bank of China	95	Microsoft
46	AmerisourceBergen	96	Ping An Insurance
47	Pemex	97	Metro
48	Assicurazioni Generali	98	Legal & General Group
49	Societe Generale	99	Hyundai Motor
50	Fannie Mae	100	Procter & Gamble

## Summary of Recruiting Activities

<b>Employer Engagement in Recruiting Activities</b>		
<b>Number of Recruiting Engagements</b>	<b>Number of Unique Employers 2014-2015</b>	<b>Number of Unique Employers 2013-2014</b>
11	2	0
10	4	3
9	10	4
8	10	9
7	13	16
6	22	18
5	77	67
4	117	180
3	231	386
2	445	250
1	4,031	3,074
<b>Total</b>	<b>4,962</b>	<b>4,007</b>

<b>Number of Unique Employers by Number of Career Fairs Participated In</b>		
<b>Number of Career Fairs Participated In</b>	<b>Number of Unique Employers 2014-2015</b>	<b>Number of Unique Employers 2013-2014</b>
10	1	0
8	1	0
7	2	2
6	3	1
5	14	2
4	31	18
3	77	49
2	267	209
1	803	761
<b>Total</b>	<b>1,199</b>	<b>1,042</b>

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

**4 Career Fairs**

Akuna Capital

BNSF Railway Company

bswift

Cargill

Civis Analytics

CME Group

CNA Insurance Companies

Continental Automotive Systems

Country Financial

Crowe Horwath LLP

Dashiell Corporation

Etherios, LLC

Evonik Industries

G&W Electric Company

General Electric

Goldman Sachs

Invention Mine LLC

Kenrich Group LLC

Kraft Foods Group

Liberty Mutual Insurance Group

Medline Industries, Inc.

Monsanto

Mu Sigma, Inc.

Nestle USA

Procter & Gamble

Rockwell Automation

ThyssenKrupp

U. S. Navy

University of Illinois Springfield

Wolverine Trading LLC

Yelp!

**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.

<b>Employer Engagement Across Career Offices</b>		
<b>Number of Career Offices Worked With</b>	<b>Number of Unique Employers 2014-2015</b>	<b>Number of Unique Employers 2013-2014</b>
6	8	2
5	14	5
4	49	38
3	191	138
2	569	696
1	4,131	3,128
<b>Number of Relationships:</b>	<b>6,156</b>	<b>5,123</b>

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  
Phillips 66  
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.

### 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  
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 Ristorante Italiano  
bioMerieux Inc  
Birkey's Farm Store, Inc.  
Blain's Farm & Fleet  
BMO Harris Bank  
BNSF Railway Company



**(3 Offices Cont'd)**

Bosch  
Brady Corporation  
Brooksource  
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  
Integrus 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  
MGA 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  
Textron  
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

Academic Year	Number of Employer Relationships Across Offices	Number of Schedules	Number of On-Campus Interviews	Waitlist	Number of Internship and Full-time Job Postings	Student Registration and Participation
<b>Total UIUC 14-15</b>	<b>6,156</b>	<b>4,048</b>	<b>16,417</b>	<b>NA</b>	<b>18,248</b>	<b>46,184</b>
Total UIUC 13-14*	5,123*	2,197	14,118	NA	16,950*	47,559*
Total UIUC 12-13	8,473	2,181	14,158	NA	16,872	35,666
Total UIUC 11-12	6,462	2,175.5	16,787	NA	12,497	35,651
Total UIUC 10-11	4,579	2,209	17,035	NA	16,772	28,759
Total UIUC 09-10	5,644	2,023	16,372	NA	13,617	31,161
Total UIUC 08-09	7,277	2,862	22,385	NA	13,904	33,143
Total UIUC 07-08	7,567	4,534	27,946	NA	13,973	32,672
Total UIUC 06-07	7,753	4,169	30,174	NA	11,306	32,775
Total UIUC 05-06	6,258	4,731	29,895	NA	16,865	30,943
Total UIUC 04-05	4,611	4,343	29,294	NA	10,900	26,197
Total UIUC 03-04	2,435	2,793	25,630	NA	31,980	14,789
Total UIUC 02-03	2,024	2,381	22,251	212	34,516	18,262
Total UIUC 01-02	1,864	2,445	23,089	719	46,631	17,528
Total UIUC 00-01	3,849	4,123	34,591	2,060	59,194	17,901
Total UIUC 99-00	3,744	4,075	34,798	5,496	58,511	11,836
Total UIUC 98-99	2,173	4,342.5	32,103	10,899	37,494	9,810
Total UIUC 97-98	2,247	4,465.5	35,986	7,976	54,303	9,273
Total UIUC 96-97	2,099	4,064	37,273	9,684	48,310	NA
Total UIUC 95-96	1,974	4,212.5	34,831	19,187	36,858	NA

\*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.