

# **RECRUITMENT BENCHMARKS**

## **2013-2014**

**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. This report not only summarizes the work of individual career services offices but it also provides a summary of the efforts campus-wide.

One function of the Council is to document the work of the various career offices in their efforts to effectively and efficiently serve students, employers, and the university community. 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 is a compilation and summary of information collected each year from career services offices that have significant recruiting activities. The data is gathered each summer from the preceding academic year and the report is distributed in the fall. Special thanks to the many career services offices that contribute to this report. Data from the Chancellor’s Senior Survey as not available for this year as the survey is under revision.

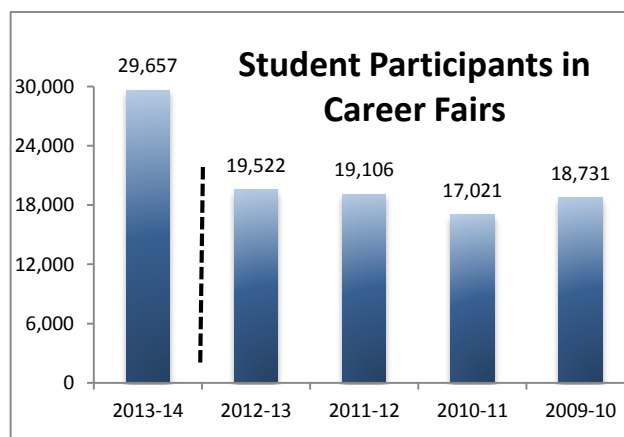
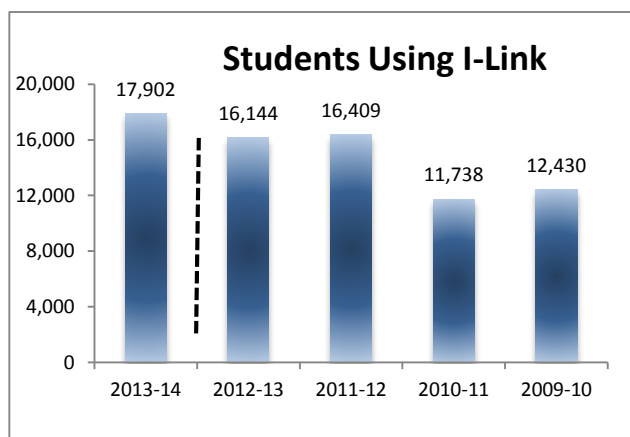
## Recruitment at the University of Illinois at Urbana-Champaign

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 those employers use within their individual offices. Information about recruiting for full-time and internship positions, on-campus student interviews, interview schedules, employer participation in career fairs, job/internship postings, and student participation is collected from each office. Appendix A details information provided by each career services office.

In 2013-14, the career services community launched a single instance of I-Link, our online career services management system. One of the many advantages of this initiative is more precise data collection. For instance, the number of unique internship/job postings and employer relationships can be more easily determined. With this change, comparing some of this year’s data with longitudinal data from the past is challenging.

## Student Engagement

Student use of career services and participation in recruiting events continues to be robust. 17,902 unique students logged into I-Link and 29,777 students attended career fairs this past year.



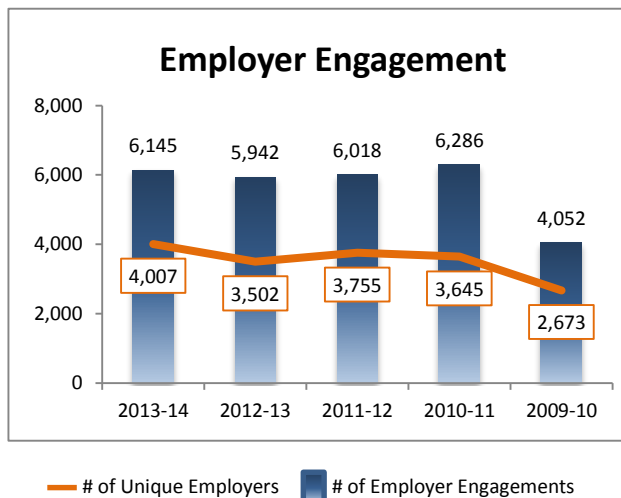
This represents a 10% increase in students actively using I-Link and roughly 10,000 more participants in career fairs. The large increase in the number of students participating in career fairs can be attributed (in part) to more accurate data collection and inclusion of more career fairs in the Benchmarks report.

Student engagement in services and resources related to the search for internships and full-time employment are at an all-time high. As has been observed in the past, 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.

**Employer Engagement**

This year, 4,007 unique employers had 6,145 recruiting engagements. Employer engagement in recruiting activities is defined as posting non-on-campus recruiting positions (counted as one engagement, regardless of number of positions posted), career fairs attended, and on-campus interview schedules coordinated. The total number of unique employers and number of recruiting engagements increased over last year. Appendix B includes more detailed information regarding employer engagement.

Of the 4,007 unique employers, 933 had two or more recruiting engagements and 32 of those had seven or more engagements. The list of companies that had seven or more recruiting engagements includes:



**10 Recruiting Engagements**

- John Deere
- Norfolk Southern Corporation
- Union Pacific Railroad

**9 Recruiting Engagements**

- Hormel Foods
- Kraft Foods, Inc.
- Procter & Gamble
- Sandia National Laboratories

**8 Recruiting Engagements**

- Allstate Insurance Company
- Archer Daniels Midland
- Caterpillar Inc.
- CME Group
- CNH America LLC
- Crowe Horwath LLP
- Kimberly-Clark Corporation
- Monsanto
- PepsiCo

**7 Recruiting Engagements**

- Abbott Laboratories
- AbbVie
- AnheuserBusch InBev
- AT&T
- Baxter Healthcare
- Boeing
- Capital One
- General Electric
- General Mills
- Intel
- JPMorgan Chase
- Microsoft
- PricewaterhouseCoopers
- Rockwell Automation
- Shell Oil Company
- State Farm Insurance

Number of Unique Employers	Number of Recruiting Engagements
3	10
4	9
9	8
16	7
18	6
67	5
180	4
386	3
250	2
3,074	1
<b>Total</b>	<b>4,007</b>
	<b>6,145</b>

Additionally, the breadth of employer reach across multiple offices is tracked. 884 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**

Hormel Foods  
Kraft Foods, Inc.

**5 Offices**

John Deere  
Monsanto  
PepsiCo  
Procter & Gamble  
Shell Oil Company

**4 Offices**

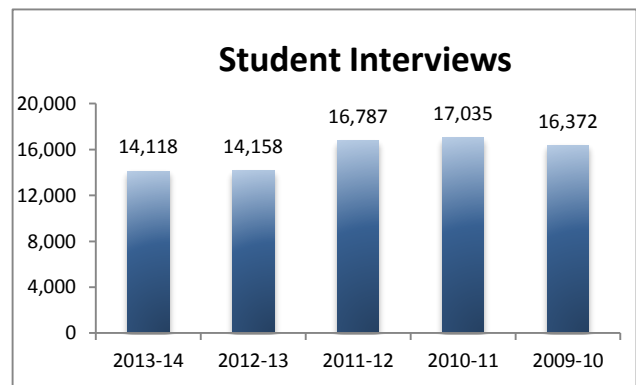
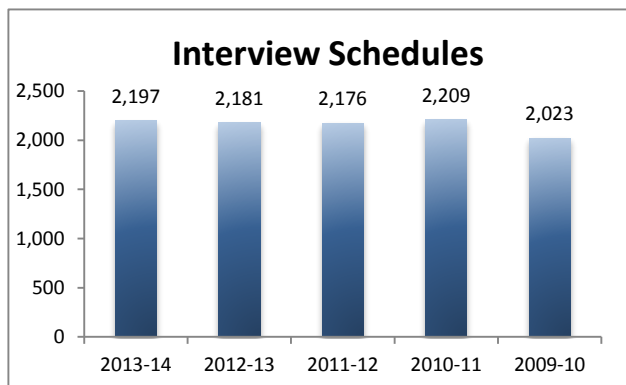
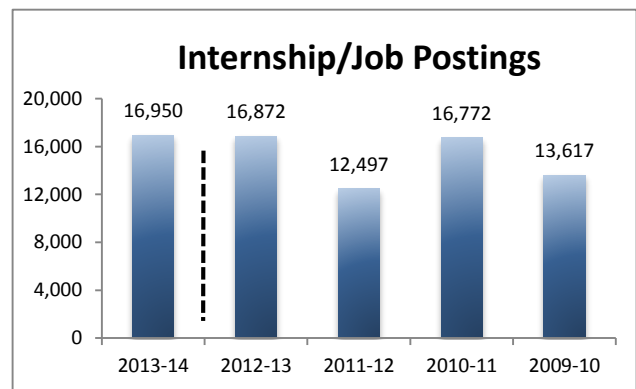
Abbott Laboratories  
AbbVie  
Allstate Insurance Company  
AMCOL International  
AnheuserBusch InBev  
AT&T  
Bank of America Merrill Lynch  
Baxter Healthcare Corporation  
Boeing  
Bswift

Cargill  
Caterpillar Inc.  
CDW Corporation  
Cisco Systems  
City Year Chicago  
CME Group  
CNH America LLC  
Command Transportation  
Country Financial  
Crowe Horwath LLP  
Cummins, Inc.  
Eaton  
Eli Lilly and Company  
Emerson  
ExxonMobil  
General Electric  
General Mills  
Honeywell  
Johnson Controls  
Kimberly-Clark Corporation  
Naukius Holdings, Inc.  
Nestle

<b>Employer Engagement Across Career Offices</b>	
<b>Number of Unique Employers</b>	<b>Number of Career Offices</b>
2	6
5	5
38	4
138	3
696	2
3,128	1
<b>Total 4,007</b>	<b>5,108</b>

Northrop Grumman  
Rockwell Automation  
Sandia National Laboratories  
Sears Holding Co.  
State Farm Insurance  
Stryker Corporation

The number of internship and job postings, interview schedules, and on-campus interviews remained constant relative to last year. This year, there were 16,950 jobs and internships posted, 2,197 interview schedules coordinated, and 14,118 interviews conducted. While annual comparative data would suggest otherwise, the number of internship and job postings is likely a substantial increase over previous years because the new data collection method eliminates counting the same position multiple times.



### Fortune / Global 100 Companies at Illinois

The University of Illinois at Urbana-Champaign had 72 of the top Fortune 100 companies recruit on campus. See Appendix B for the complete list. 8 of the top 10 companies recruited from Illinois last year.

<b>Rank</b>	<b>Employer/Organization</b>	<b>Rank</b>	<b>Employer/Organization</b>
1.	Wal-Mart Stores	6.	Phillips 66
2.	ExxonMobil	7.	General Motors
3.	Chevron	8.	Ford Motor
5.	Apple	9.	General Electric

The University of Illinois at Urbana-Champaign had 44 of the top Global Fortune 100 companies recruit on campus. See Appendix B for the complete list. Of the top 10, the following 6 companies recruited at Illinois including all of the top 3:

<b>Rank</b>	<b>Employer/Organization</b>	<b>Rank</b>	<b>Employer/Organization</b>
1.	Shell Oil Company	6.	BP Corporation
2.	Wal-Mart Stores	8.	Toyota Motor
3.	ExxonMobil	9.	Volkswagen Group

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

The chart below shows recruiting trends during the past ten years. The level of student participation increased by 33%. 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 student interviews and job postings were constant relative to the previous year and the number of schedules has remained nearly the same during the past five year period. The volume of on-campus interviewing may never again reach the heights of the mid-2000's due to a) the increasing practice of converting interns to full-time hires, b) employers arranging their own interview schedules without knowledge or assistance from career services staff, and c) 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 1994 through 2014 is reported in Appendix C.



## HireIllini Initiative 2013-2014 – Steering Committee

This was the 8<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:

- 68 recruiters from 50 organizations attended the fifth annual *Illinois Recruiters' Forum*; the theme was *Preparing, Recruiting, and Retaining Next Generation Talent from the University of Illinois*
- *Employer Advisory Board*, consisting of 12 HR thought leaders from across the country, met twice to guide and advise service to employers
- Purchased advertising in the *Business Ledger Book of Lists*– full page/back cover/color ad for HireIllini with “Expertorial” on how to recruit students; readership of the Book of Lists is estimated at 25,000
- Alumni magazine ads continued for each of the quarterly editions, encouraging alumni to recruit at Illinois
- Sponsored Midwest ACE and NACE Conferences for visibility to employer members

## Summary

Career services offices at the University of Illinois at Urbana-Champaign saw a sharp increase in student participation, and the number of unique employers recruiting on campus increased by 14.4% over the last year. The number of interviews and interview schedules remained constant, and 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 72 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, including the top three.

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 Student and Employer Participation by Career Office**

## 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	Number of Students Actively Using I-Link
Business	213	982	3,122	2,851	5,973	3,813
ACES	46	100	261	524	785	1,320
Biotechnology	0	0	0	0	0	96
Chemical Sciences	42	97	408	134	542	792
Engineering	643	777	3,052	1,822	4,874	4,832
Fine & Applied Arts	--	--	--	--	292	NA
Labor & Employment Relations	35	106	482	334	816	238
Media	0	0	0	0	0	337
The Career Center	64	135	587	249	836	6,474
<b>Total</b>	<b>1,043</b>	<b>2,197</b>	<b>7,912</b>	<b>5,914</b>	<b>14,118</b>	<b>17,902</b>



## Career Fair Participation

CAREER FAIR	Number of Employers at Career Fair	Number of Students at Career Fair
ACES & Sciences Career Fair	108	1,162
Actuarial Science Recruitment Conference	30	210
All-Campus Career Fair	140	1,082
Business Career Fair (Fall)	236	7,259
Business Career Fair (Spring)	106	2,003
Civil Engineering Career Fair (Fall)	68	600
Civil Engineering Career Fair (Spring)	64	600
Engineering Career Fair (Fall)	158	5,507
Engineering Career Fair (Spring)	130	2,926
Engineering Expo (Fall)	250	5,232
Engineering Expo (Spring)	137	1,732
Fine & Applied Arts Career Fairs	130	523
Hire Big 10+ Virtual Career Fair	77	320
Ph.D. & Master's Virtual Career Fair	33	168
Research Park Career Fair	24	333
<b>Total</b>	<b>1,691</b>	<b>29,657</b>

## Job Postings

Career Services Office or System	Number of Employers <sup>1</sup>	Number of Full-Time Postings <sup>2</sup>	Number of Internship Postings <sup>3</sup>	Total Number of Postings
I-Link	3,870	8,741	3,352	12,093
Library & Information Science	--	3,888	327	4,215
Fine & Applied Arts	--	487	155	642
<b>Total</b>		<b>13,116</b>	<b>3,834</b>	<b>16,950</b>

Information gathered from July 1, 2013 through June 30, 2014

1 - # of unique employers who posted non-on-campus recruiting positions in I-Link

2 - # of full-time non-on-campus recruiting positions posted through I-Link or other mechanisms used by career services offices

3 - # of non-on-campus recruiting internship positions posted through I-Link or other mechanisms used by career services offices

# **Appendix B**

## **Summary of Recruitment Activity and Employer Engagement**

## Summary of Recruiting Activities

<b>Employer Engagement in Recruiting Activities</b>	
<b>Number of Unique Employers</b>	<b>Number of Recruiting Engagements</b>
3	10
4	9
9	8
16	7
18	6
67	5
180	4
386	3
250	2
3,074	1
<b>Total 4,007</b>	<b>6,145</b>

<b>Number of Unique Employers by Number of Career Fairs Participated In</b>	
<b>Number of Unique Employers</b>	<b>Number of Career Fairs Participated In</b>
2	7
1	6
2	5
18	4
49	3
209	2
761	1
<b>1,042</b>	

The 72 employers/organizations that participated in three or more career fairs are:

### **7 Career Fairs**

Norfolk Southern Corporation  
Union Pacific Railroad

### **6 Career Fairs**

John Deere

### **5 Career Fairs**

Microsoft  
Sandia National Laboratories

#### **4 Career Fairs**

Allstate Insurance Company  
Archer Daniels Midland  
Capital One  
Caterpillar Inc.  
CME Group  
CNH America LLC

Crowe Horwath LLP  
CVS Caremark  
Intel Corporation  
JPMorgan Chase  
Kimberly-Clark Corporation  
PricewaterhouseCoopers

Sargent & Lundy  
State Farm Insurance  
U.S. Marine Corps  
Vistaprint  
Walsh Group, The  
Wolverine Trading LLC

#### **3 Career Fairs**

Abbott Laboratories  
AbbVie  
American Buildings  
ARCO/Murray  
AT&T  
Baxter Healthcare  
Bloomberg  
BNSF Railway  
BrightRoll, Inc.  
Burns & McDonnell  
Central Intelligence Agency  
Continental Automotive  
Dashiell Corporation  
Dotomi  
Enova  
Epic  
Etherios, LLC

Fast Enterprises, LLC  
General Dynamics Electric Boat  
General Electric  
Goldman Sachs  
Hormel Foods  
IMC Financial Markets  
Infinera  
Ingredion  
Kraft Foods, Inc.  
Leidos  
Liberty Mutual Insurance  
MathWorks  
Medline Industries  
Metropolitan Water  
Reclamation District of Greater  
Chicago  
Monsanto

Morningstar, Inc.  
Northern Trust  
Northrop Grumman  
PepsiCo  
Procter & Gamble  
Raths, Raths & Johnson Inc.  
Readyforce  
Riverbed  
Rockwell Automation  
SBB Research Group  
Solstice Mobile  
Stryker Corporation  
Twitch, LLC  
Wolfram  
Yahoo!  
Yelp!  
Zayo Group

# Relationships with Career Services Offices July 2013 – June 2014

<b>Number of Unique Employers by Number of Career Offices Worked With</b>	
<b>Number of Unique Employers</b>	<b>Number of Career Offices Worked With</b>
2	6
5	5
38	4
138	3
696	2
3,128	1
<b>4,007</b>	<b>5,108</b>

The 183 employers/organizations that had recruiting relationships with 3 or more career services offices are:

### 6 Offices

Hormel Foods  
Kraft Foods, Inc.

### 5 Offices

John Deere	Procter & Gamble
Monsanto	Shell Oil Company
PepsiCo	

### 4 Offices

Abbott Laboratories	Cisco Systems	General Mills
AbbVie	City Year Chicago	Honeywell
Allstate Insurance Company	CME Group	Johnson Controls
AMCOL International	CNH America LLC	Kimberly-Clark Corporation
AnheuserBusch InBev	Command Transportation	Naukius Holdings, Inc.
AT&T	Country Financial	Nestle
Bank of America Merrill Lynch	Crowe Horwath LLP	Northrop Grumman
Baxter Healthcare Corporation	Cummins, Inc.	Rockwell Automation
Boeing	Eaton	Sandia National Laboratories
Bswift	Eli Lilly and Company	Sears Holding Co.
Cargill	Emerson	State Farm Insurance
Caterpillar Inc	ExxonMobil	Stryker Corporation
CDW Corporation	General Electric	

### **3 Offices**

1st Farm Credit Services	Epic	Pepperidge Farm
3M	Evonik Degussa Corporation	Philips North America
Abercrombie & Fitch	Exponent	Phillips 66
ACCO Brands	Express Scripts, Inc.	Polaris Industries
Acquity Group	EY	PricewaterhouseCoopers
Aerotek	Ford Motor	Provisur Technologies
ALDI	FTI Consulting	Prudential Financial
Amadeus North America	Gorilla	Raytheon Company
American Buildings Company	Grosvenor Capital Management	Sandisk Corporation
Archer Daniels Midland	H.T. Associates, Inc.	SBB Research Group
ASC Communications, Inc.	Hartford, The	Schneider Electric
Baker Tilly Virchow Krause LLP	IBM	Schnuck Markets, Inc.
BASF Corporation	Indusa Technical Corp	Scoular Company
Belvedere Trading LLC	Ingredion	Shive-Hattery
Bemis Company, Inc	Insight Global	Siemens Corporation
BP Corporation	Intel Corporation	Sigma-Aldrich Corporation
Cambridge Educational Services	Jimmy John's Gourmet Sandwiches	Syngenta
Capital One	JPMorgan Chase	Tate & Lyle Ingredients Americas LLC
CareFusion	Kellogg Company	Texas Instruments
CB&I	KLA-Tencor	Textron
Central Intelligence Agency	KPMG LLP	Thermo Fisher Scientific
CGB Enterprises, Inc.	Liberty Mutual Insurance	Thornton Tomasetti, Inc.
Chase	MathWorks	ThyssenKrupp Presta
Chevron	Medline Industries	Total Quality Logistics (TQL)
Clorox Company	Mercer	U.S. Navy
CNA Insurance Companies	Metropolitan Water Reclamation District of Greater Chicago	Underwriters Laboratories
Coca-Cola Company (The)	Microsoft	Unilever
Codagami, Inc.	Milliman, Inc.	Union Pacific Railroad
Conversant	Momentum Scientific LLC	United Airlines
Coyote Logistics	Morningstar, Inc.	URS Corporation
CVS Caremark	Motorola	USDA NASS Illinois Field Office
Danaher	NACCO Materials Handling Group, Inc.	Valent USA Corporation
Dardis Academy	Nalco, an Ecolab Company	Verizon
Dart Container	Navistar	Verizon Wireless
Deloitte LLP	NetSuite	W.W. Grainger, Inc.
Deublin Company	Newly Weds Foods	Walgreens Corporation
Diageo	Nielsen Company, The	Wal-Mart Stores
Dish Network	Norfolk Southern Corporation	Watlow
DISH One Satellite	Northern Trust Company	West Monroe Partners
Dotomi	Northwestern Mutual	WestPoint Financial Group
Dover Corporation	Northwestern Mutual-Chicago	Whirlpool Corp.
Dow Chemical Company	Orbitz Worldwide	Wight & Company
Dow Corning Corporation	OSI Group	Workday
DuPont	OSIsoft	Wrigley
eBay, Inc.		Xylem Inc.
Edward Jones		Zayo Group
Enterprise Holdings		
Entertainment Cruises		

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



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

<b>Rank</b>	<b>Employer/Organization</b>	<b>Rank</b>	<b>Employer/Organization</b>
1.	Shell Oil Company	51.	United Health Group
2.	Wal-Mart Stores	52.	Enel
3.	ExxonMobil	53.	Siemens
4.	Sinopec	54.	Hitachi
5.	CNPC	55.	JPMorgan Chase
6.	BP Corporation	56.	Cardinal Health
7.	State Grid	57.	SK Holdings
8.	Toyota Motor	58.	Santander
9.	Volkswagen Group	59.	Carrefour
10.	Total	60.	HSBC
11.	Chevron	61.	Société Générale
12.	GlencoreXstrata	62.	IBM
13.	Japan Post Holdings	63.	Tesco
14.	Samsung	64.	Agricultural Bank of China
15.	E.ON	65.	BASF Corporation
16.	Phillips 66	66.	Bank of America
17.	ENI	67.	Costco
18.	Berkshire Hathaway	68.	BMW
19.	Apple	69.	Nestlé
20.	AXA	70.	Bank of China
21.	Gazprom	71.	China Mobile Limited
22.	General Motors	72.	Kroger
23.	Daimler	73.	Crédit Agricole
24.	General Electric	74.	Express Scripts
25.	Petrobras	75.	Petronas
26.	EXOR	76.	Noble
27.	Valero	77.	EDF
28.	Ford Motor	78.	Wells Fargo
29.	Industrial and Commercial Bank of China	79.	Citigroup
30.	Hon Hai Precision Industry	80.	China State Construction Engineering Corporation
31.	Allianz	81.	PTT Public Company Limited
32.	NTT Group	82.	Archer Daniels Midland
33.	ING	83.	Panasonic
34.	AT&T	84.	Prudential plc.
35.	Fannie Mae	85.	Lloyds Banking Group
36.	PEMEX	86.	Nippon Life Insurance
37.	GDF Suez	87.	Metro
38.	PDVSA	88.	Indian Oil
39.	Statoil Hydro	89.	Procter & Gamble
40.	CVS Caremark	90.	Prudential Financial
41.	BNP Paribas	91.	ArcelorMittal
42.	McKesson	92.	Munich Re Group
43.	HP	93.	CNOOC
44.	JX Holdings	94.	Sony
45.	Honda	95.	Boeing
46.	Lukoil	96.	Freddie Mac
47.	Nissan Motor Company	97.	Telefonica
48.	Verizon Communications	98.	Amerisourcebergen
49.	Gruppo Generali	99.	Rosneft Oil
50.	China Construction Bank	100.	China Railway Construction

# **Appendix C**

## ***Twenty-Year Historical Data***

## Recruiting Activity 1994-2014

Academic Year	Number of Employer Relationships	Number of Schedules	Number of On-Campus Interviews	Waitlist	Number of Internship and Full-time Job Postings	Student Registration and Participation
<b>Total UIUC 13-14*</b>	<b>5,123*</b>	<b>2,197</b>	<b>14,118</b>	<b>NA</b>	<b>16,950*</b>	<b>47,559*</b>
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
Total UIUC 94-95	1,770	4,082	30,800	17,461	39,600	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.