Fall 2009 On-Campus Recruiting
Employer Survey Results

Number of Employers responded to survey – 40
Number of Companies registered for fall on-campus interviews – 56

<table>
<thead>
<tr>
<th>Companies Registered: 56</th>
<th>Fortune 100 Companies: 8</th>
<th>Fortune 500 Companies: 6</th>
</tr>
</thead>
<tbody>
<tr>
<td>88 ABW/IP</td>
<td>International Paper</td>
<td></td>
</tr>
<tr>
<td>Aerotek</td>
<td>ITT Technical Institute</td>
<td></td>
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<tr>
<td>Babcock &amp; Wilcox Company</td>
<td>Johnson &amp; Johnson</td>
<td></td>
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<tr>
<td>Battelle &amp; Battelle LLP</td>
<td>Kentner Sellers, LLP</td>
<td></td>
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<tr>
<td>BKD, LLP</td>
<td>Kroger Co., The</td>
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<tr>
<td>Blackman Kallick</td>
<td>L-3 Communications Cincinnati Electronics</td>
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<tr>
<td>BP</td>
<td>Lincoln Electric Company</td>
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<tr>
<td>Brady Ware</td>
<td>Maloney + Novotny, LLC</td>
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<tr>
<td>Brooksource and Technical Youth</td>
<td>Marathon Petroleum Company LLC</td>
<td></td>
</tr>
<tr>
<td>C.H. Dean &amp; Associates</td>
<td>Marine Corps.</td>
<td></td>
</tr>
<tr>
<td>Cargill, Inc.</td>
<td>Messer Construction Co.</td>
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<tr>
<td>Cintas Coporation</td>
<td>NewPage Corporation</td>
<td></td>
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<tr>
<td>Clark Schaefer Hackett</td>
<td>Peace Corps.</td>
<td></td>
</tr>
<tr>
<td>Crowe Horwath, LLP</td>
<td>Pease &amp; Associates, Inc.</td>
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<tr>
<td>Deloitte &amp; Touche LLP</td>
<td>Plante &amp; Moran</td>
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<tr>
<td>Eaton Corporation</td>
<td>PricewaterhouseCoopers LLP</td>
<td></td>
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<tr>
<td>EcoSure</td>
<td>Procter &amp; Gamble</td>
<td></td>
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<tr>
<td>Enterprise Rent-A-Car</td>
<td>Progressive Insurance</td>
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<tr>
<td>Ernst &amp; Young LLP</td>
<td>Sherwin-Williams</td>
<td></td>
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<tr>
<td>Fifth Third Bank</td>
<td>Standard Textile</td>
<td></td>
</tr>
<tr>
<td>Five Rings Financial</td>
<td>Strand Associates</td>
<td></td>
</tr>
<tr>
<td>FM Global</td>
<td>Target</td>
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</tr>
<tr>
<td>Frito-Lay Inc.</td>
<td>Thorn, Lewis &amp; Duncan, Inc.</td>
<td></td>
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<tr>
<td>General Electric</td>
<td>Turner Construction Company</td>
<td></td>
</tr>
<tr>
<td>Georgia-Pacific LLC</td>
<td>U.S. Air Force Palace Acquire</td>
<td></td>
</tr>
<tr>
<td>Grant Thornton LLP</td>
<td>U.S. Air Force</td>
<td></td>
</tr>
<tr>
<td>Greenville Technology Inc.</td>
<td>Wells Fargo Financial</td>
<td></td>
</tr>
<tr>
<td>Howard, Wershbale &amp; Co.</td>
<td>Wright-Patterson Air Force Base</td>
<td></td>
</tr>
</tbody>
</table>
Total Respondents 39 from survey (skipped this question 1)

**Resumes**

- Excellent: 1
- Very Good: 7
- Good: 10
- Fair: 0
- Poor: 0
- N/A: 0

**Self-preparation**

- Excellent: 6
- Very Good: 15
- Good: 15
- Fair: 3
- Poor: 0
- N/A: 0

**Personal Appearance**

- Excellent: 12
- Very Good: 19
- Good: 8
- Fair: 0
- Poor: 0
- N/A: 0

**Confidence/poise**

- Excellent: 5
- Very Good: 21
- Good: 13
- Fair: 0
- Poor: 0
- N/A: 0
Total Respondents 39 from survey (skipped this question 1) continued…

**Enthusiasm**
- Excellent: 8
- Very Good: 19
- Good: 9
- Fair: 2
- Poor: 0
- N/A: 1

**Communication Skills**
- Excellent: 6
- Very Good: 22
- Good: 11
- Fair: 0
- Poor: 0
- N/A: 0

**Academic Preparation**
- Excellent: 10
- Very Good: 25
- Good: 4
- Fair: 0
- Poor: 0
- N/A: 0

**Work Experience**
- Excellent: 4
- Very Good: 14
- Good: 18
- Fair: 2
- Poor: 0
- N/A: 1
Majors of students/alumni who interviewed: total respondents 40 from survey (skipped this question 0)

<table>
<thead>
<tr>
<th>Answer Options</th>
<th>Response Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>60%</td>
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<tr>
<td>Business Economics</td>
<td>10%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>12%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>8%</td>
</tr>
<tr>
<td>Communication</td>
<td>2%</td>
</tr>
<tr>
<td>Computer Engineering Technology</td>
<td>7%</td>
</tr>
<tr>
<td>Criminal Justice Studies</td>
<td>2%</td>
</tr>
<tr>
<td>Economics</td>
<td>5%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>15%</td>
</tr>
<tr>
<td>Electronic Engineering Technology</td>
<td>5%</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>15%</td>
</tr>
<tr>
<td>Finance</td>
<td>28%</td>
</tr>
<tr>
<td>Industrial Engineering Technology</td>
<td>8%</td>
</tr>
<tr>
<td>International Business</td>
<td>5%</td>
</tr>
<tr>
<td>Management Information Systems</td>
<td>5%</td>
</tr>
<tr>
<td>Manufacturing Engineering Technology</td>
<td>2%</td>
</tr>
<tr>
<td>Marketing</td>
<td>15%</td>
</tr>
<tr>
<td>Mathematics</td>
<td>4%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>30%</td>
</tr>
<tr>
<td>Mechanical Engineering Technology</td>
<td>10%</td>
</tr>
<tr>
<td>Operations Management</td>
<td>18%</td>
</tr>
<tr>
<td>Philosophy</td>
<td>2%</td>
</tr>
<tr>
<td>Women’s and Gender Studies</td>
<td>2%</td>
</tr>
</tbody>
</table>

Advice, comments or suggestions to pass along to students?

Make sure you have completed at least one mock interview and received feedback. Particularly for engineers, having some technical questions posed prior to a first interview is imperative.

May want to do some additional research about some of the companies initiatives in order that they have some good questions during the end of the interview.

Students should focus on giving specific examples in their answers. Other than that they did very well.

Make sure that they are dressed properly for the interview and maintain eye contact during the interviewing process.

Put resumes on resume paper not plain white computer paper

The students were well prepared and very professional. There were a few that struggled with communication skills. In the interview they were either very quiet or provided very little detail in their answers or were too wordy and had difficulty expressing their point in a clear and concise way. Either of these tendencies make it difficult to make a positive lasting impression in the short 1/2 to 1 hour interview.

Have your resume reviewed. Small mistakes stick out. You want your resume to stand out in a good way.
Be prepared with questions about the company and the position.

Try and keep a positive outlook during your career search, especially in these troubling economic times.

Some of the students were not prepared to talk about what they have accomplished. In our interviews we are interested in what they have done, not in what they could do in a hypothetical situation.

They should all really come to the Pre-Night. By not attending, some candidates were not as well briefed on the program and its goals. This made it hard for them to clearly communicate how they would be a good fit. Also, for those who did attend, the ones that had well thought out questions made a better impression than those that remained silent.

I would just remind them that they are ultimately selling themselves as great candidates for any prospective company. Honesty is always appreciated but remember to be as professional as possible during an interview.

Thought all the students were well prepared, dressed professionally, and showed enthusiasm. Appreciated that all the students were on time for their interviews.

Enthusiasm and drive are important when interviewing. Additionally, multiple interfaces (Meet the Firms) are helpful as well.

Overall, a very good group of candidates. I would recommend that they do a bit more research on their prospective employers and come better prepared to demonstrate a true interest in the organization. Many students did indeed prepare, but at times it appeared to be very basic (i.e. spent 10 minutes reading our website)

The students were very well prepared and overall performed well during the interviews.

There were swings both ways some candidates were great others were very insecure. Very basic Items on the questionable candidates were confidence and slouching in their seats. Just make sure they seem interested and excited about what they are pursuing.

I was extremely impressed with the students I interviewed at Dayton this year. They were prepared, organized, confident, and asked good questions. I would recommend stressing the importance of attending pre-night information sessions if possible, and if they cannot attend to contact the employer prior to the pre-night and explain why.

Some students didn't write thank yous. This can be a "tie breaker" for students invited to our career day.

Generally speaking, more students should probably have done additional research about the company they were interviewing with. Also, some students interviewing for internship positions didn't dress in full professional attire. However, these were the exceptions, not rule.

Students did well but most had no idea of what specific information was available concerning the security specialist functions.

They all seemed well prepared for the interviews...good, concise yet informative resumes. Dress was very professional. Asked very appropriate questions of the greeters and the interview staff.

Overall, excellent candidates. (1) Several candidates did not ask any follow-up questions. Asking questions shows the amount of pre-interview preparation. (2) Be enthusiastic! Definitely, a noticeable difference between those excited about logistics and this just wanting a job.

Comments or suggestions for Career Services:

Very nice facility.

Very helpful through the whole process - we appreciate it!

The Career Services staff was excellent.

Thank you, you were prepared and made my job go well.

None, I thought everything was great and really enjoyed the hospitality and the opportunity to interview the students.

None. The rooms were very nice and there was internet access, which was great.

The center was great and we thank you for the hospitality

Everyone was extremely friendly. We did have some trouble filling all the spots initially, so I would recommend that
Career Services improve their marketing of positions and on-campus interviews to the students.

This was a great year for us at UD. We like A LOT of candidates!

Given the public company reporting cycle, late October interviews are not conducive to having finance and accounting personnel come in. You may want to keep that in mind when scheduling times in the future.

One page resume may be good for corporate work, but a detailed expanded resume that defines skills and experience better defines the candidate. Also, if applying for a federal job, one should at least go to OPM.gov and look the job up to see if it fits their skill set or if they are even interested in the description.

No. Everyone was wonderful and very accommodating. The facility was very nice.

Extremely well organized and hospitable group of professional staff who took care of our every need. Made excellent use of our limited time on campus and provided us with some of the most capable applicants that I have encountered this recruiting season.
Fall 2009 On-Campus Recruiting

Total Number of Interviews conducted September through mid November  –  609
Total Number of Students and Alumni interviewing by Classification –  317

Students/Alumni Interviewed by Classification

Students/Alumni by School/College

Majors Represented:

**Arts and Sciences**  17
- BIOCHEMISTRY  1
- CMM (COM MGT)  1
- CMM (JOURNALISM)  1
- CMM (PUB. REL)  6
- COMPUTER SCIENCE  1
- ENGLISH  2
- GENERAL STUDIES  1
- GEOLOGY  1
- HUMAN DEVELOPMENT SERVICES  1
- PSYCHOLOGY  1
- VISUAL COMMUNICATION DESIGN  1

**Education**  7
- ADOLESCENT TO YOUNG ADULT  2
- EDUCATIONAL LEADERSHIP  2
- INTERVENTION SPECIALIST  2
- SCHOOL COUNSELING  1

**Business**  186
- ACCOUNTING  103
- BUSINESS ADMINISTRATION  7
- BUSINESS ECONOMICS  6
- ENTREPRENEURSHIP  13
- FINANCE  14

**Engineering**  101
- INTERNATIONAL BUSINESS  2
- LEADERSHIP  6
- MANAGEMENT  1
- MARKETING  16
- MBA  7
- MGT INFO SYSTEMS  8
- OPERATIONS MANAGEMENT  3

**Law**  6
- JURIS DOCTOR  6
Spring 2010 On-Campus Recruiting

Total Number of Interviews conducted January through May - 140
Total Number of Students and Alumni Interviewing by Classification - 124

Majors Represented:

### Students/Alumni by Classification

<table>
<thead>
<tr>
<th>Classification</th>
<th>First Year</th>
<th>Sophomore</th>
<th>Junior</th>
<th>Senior</th>
<th>Grad Student</th>
<th>Law</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>58</td>
<td>26</td>
<td>12</td>
<td>18</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

### Students/Alumni by School/College

- **Arts & Sciences**: 31 students
  - Biology: 7
  - Chemistry: 1
  - Communication: 1
  - Communication Management: 4
  - Communication (PR): 2
  - English: 3
  - Financial Mathematics: 1
  - History: 1
  - International Studies: 1
  - Political Science: 3
  - Premedicine: 1
  - Psychology: 3
  - Public Administration: 1
  - Spanish: 1
  - Theological Studies: 1

- **Business**: 100 students
  - Accounting: 7
  - ACC/MBA-DUAL: 3
  - Business Administration: 3
  - Business Administration (MBA): 10
  - Business Economics: 2
  - Entrepreneurship: 10
  - Finance: 21
  - International Business: 4
  - Leadership: 5
  - Management: 3
  - Management Info Systems: 1
  - Marketing: 22
  - Marketing (Sales MGT Emphasis): 1
  - Operations Management: 8

- **Engineering**: 21 students
  - Chemical Engineering: 2
  - Civil Engineering: 10
  - Electrical Engineering: 2
  - Industrial Engineering Tech: 1
  - Mechanical Engineering: 4
  - Mechanical Engineering Tech: 2

- **Undeclared**: 2 students
Spring 2010 On-Campus Recruiting
Employer Survey Results

Number of Employers Responded to Survey - 9
Number of Companies Registered for Spring On-Campus Interviews - 17

On-Campus Recruiting Employers

| Spring 2008 | 47 |
| Spring 2009 | 25 |
| Spring 2010 | 17 |

Companies Registered: 17  
Fortune 100 Companies: 2  
Fortune 500 Companies: 1

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Industry/Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerotek</td>
<td>Prosthetic Design, Inc.</td>
</tr>
<tr>
<td>Cincinnati Children's Hospital Medical Center</td>
<td>Sherwin-Williams Company</td>
</tr>
<tr>
<td>Enterprise Rent-a-Car</td>
<td>Standard Textile</td>
</tr>
<tr>
<td>Eric Evans Agency - State Farm Insurance</td>
<td>Strand Associates</td>
</tr>
<tr>
<td>JPMorgan Chase</td>
<td>Target</td>
</tr>
<tr>
<td>NewPage Corporation</td>
<td>The Wall Street Journal</td>
</tr>
<tr>
<td>Peace Corps</td>
<td>Wright-Patterson Air Force Base</td>
</tr>
<tr>
<td>PricewaterhouseCoopers, LLC</td>
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</tr>
</tbody>
</table>
Employer Survey Results

Please rate participating students/alumni on the following:

**Resumes**

- **Alumni**: 26
- **Grad Student**: 18
- **Junior**: 12
- **First Year**: 0

**Self-Preparation**

- **Law**: 8
- **Engineering**: 21
- **Education & Allied...**: 5
- **Business**: 31
- **Arts & Sciences**: 100

**Personal Appearance**

- **Poor**: 0
- **Fair**: 0
- **Good**: 2
- **Very Good**: 2
- **Excellent**: 5

**Confidence/Poise**

- **Poor**: 0
- **Fair**: 1
- **Good**: 3
- **Very Good**: 4
- **Excellent**: 1

**Enthusiasm**

- **Poor**: 0
- **Fair**: 0
- **Good**: 2
- **Very Good**: 2
- **Excellent**: 5

**Communication Skills**

- **Poor**: 1
- **Fair**: 0
- **Good**: 1
- **Very Good**: 5
- **Excellent**: 2

**Academic Preparation**

- **Poor**: 0
- **Fair**: 0
- **Good**: 2
- **Very Good**: 3
- **Excellent**: 4

**Work Experience**

- **Poor**: 1
- **Fair**: 0
- **Good**: 3
- **Very Good**: 4
- **Excellent**: 1
Advice, comments, or suggestions to pass along to students/alumni:

Completing more research on company before the interview, looking at the website, maybe even bringing in print-outs. Also knowing more about the position you're interviewing, i.e. I had some candidates interviewing me for a sales role but wanting to do marketing. Good candidates, but I do not have marketing spots to fill so the interview ended quickly.

All the students interviewed well. The only advice I have is to continue to apply for internships. Work experience is so helpful when evaluating candidates.

Students need to speak more professional. The majority of students use the word, "like," too frequently.