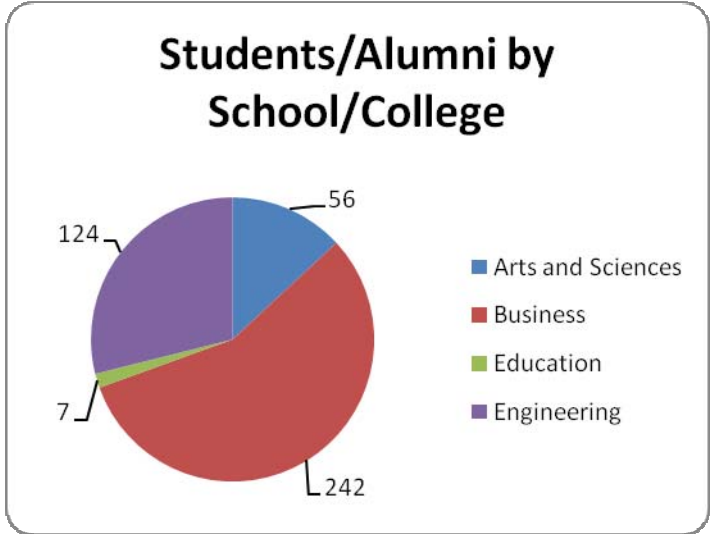
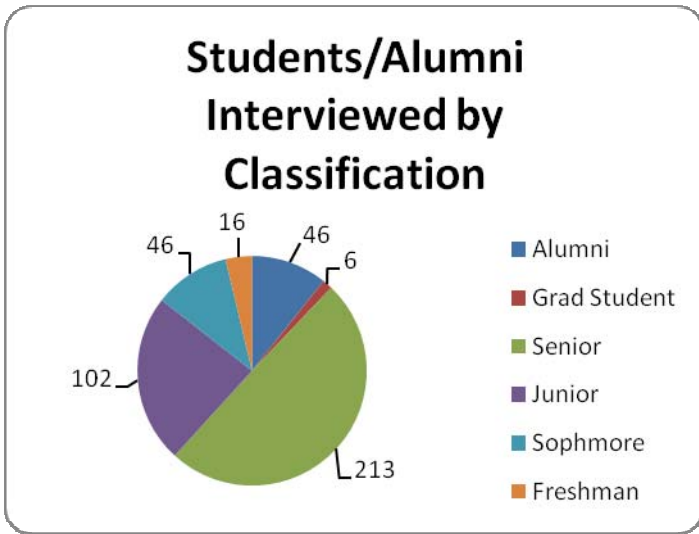


Fall 2008 On-Campus Recruiting

Total Number of Interviews conducted September through mid November – 940
Total Number of Students and Alumni interviewing – 429



Majors Represented:

Arts and Sciences		56
APPLIED MATH. ECONOMICS	1	
BIOLOGY	2	
CMM (COM MGT)	4	
CMM (ELECT. MEDIA)	2	
CMM (JOURNALISM)	2	
CMM (PUB. REL)	9	
COMPUTER INFO SYS	2	
COMPUTER SCIENCE	6	
CRIMINAL JUS STDS, SOCIOLOGY	2	
ECONOMICS	2	
FINANCIAL MATHEMATICS	1	
FRENCH	1	
GENERAL STUDIES	2	
HISTORY	1	
INTERNATIONAL STUDIES	3	
MATHEMATICS	1	
MUSIC	1	
POLITICAL SCIENCE	3	
PREMEDICINE	1	
PSYCHOLOGY	5	
PUBLIC ADMINISTRATION	1	
RELIGIOUS STUDIES	1	
SPANISH	1	
UNDECLARED	2	

MIDDLE CHILDHOOD	1
EXERCISE SCIENCE & FITNESS MGT	1
SPORTS MANAGEMENT	2

Business		242
ACCOUNTING	115	
BUSINESS ADMINISTRATION	8	
BUSINESS ECONOMICS	8	
ENTREPRENEURSHIP	18	
FINANCE	27	
INTERNATIONAL BUSINESS	10	
LEADERSHIP	12	
MARKETING	26	
MBA	4	
MGT INFO SYSTEMS	9	
OPERATIONS MANAGEMENT	5	

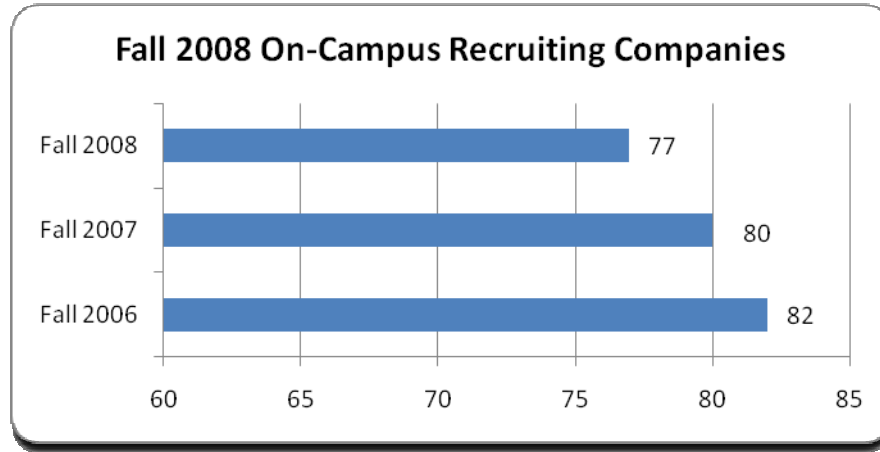
Engineering		124
AEROSPACE ENGINEER	1	
CHEMICAL ENGINEER	46	
CIVIL ENGINEERING	12	
COMPUTER ENGINEER	2	
ELECTRICAL ENGINEER	12	
ELECTRONIC ENGR TECH	4	
INDUSTRIAL ENGINEERING TECH	6	
MANUFACTURING ENG TECH	4	
MASTER OF SCIENCE IN MECH ENG	1	
MATERIALS	2	
MECHANICAL ENGINEERING	29	
MECHANICAL ENGINEERING TECH	5	

Education		7
EARLY CHILDHOOD	1	
EDUCATIONAL LEADERSHIP	1	
EHZ (DIDAC-DIETET)	1	

Fall 2008 On-Campus Recruiting Employer Survey Results

Number of Employers responded to survey – 68

Number of Companies registered for fall on-campus interviews – 77



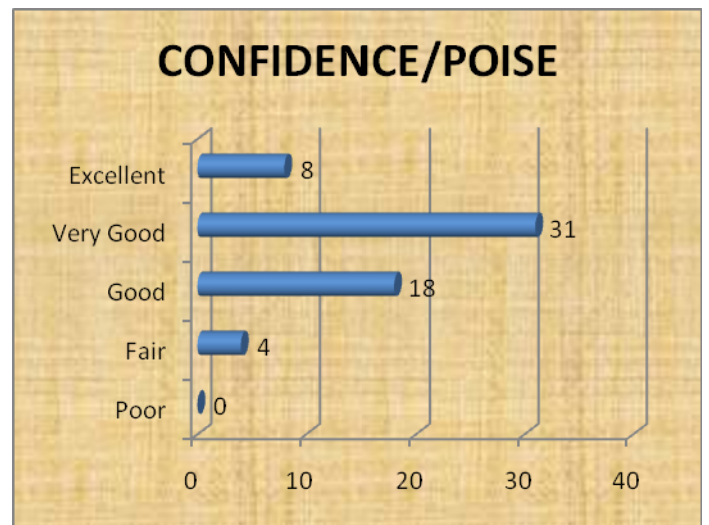
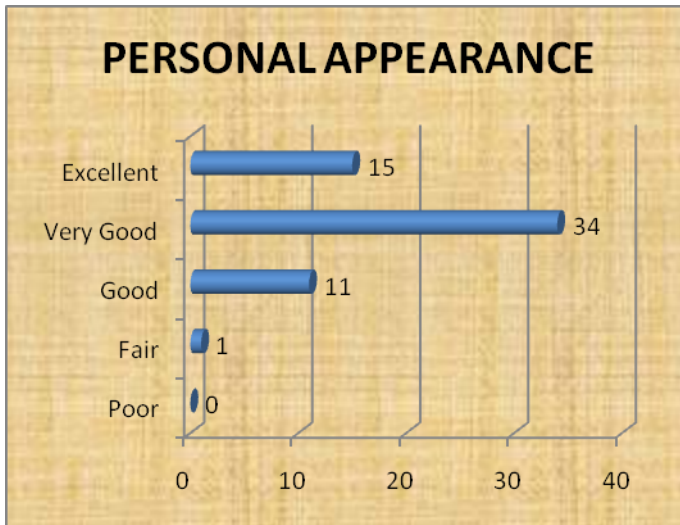
Companies Registered: 77

Fortune 100 Companies: 4

Fortune 500 Companies: 16

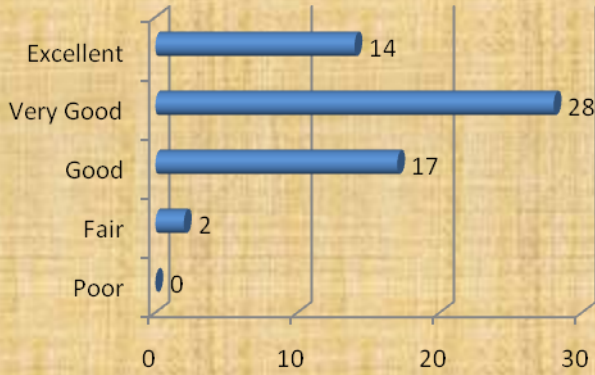
ABF Freight System, Inc.	Frito-Lay	Peace Corps.
Aerotek	GBQ	Pease & Associates, Inc.
Air Force Civilian Careers – PALACE Acquire Intern Program	General Electric	Pilot Chemical Co.
AK Steel Corp.	Georgia-Pacific LLC	PPG Industries, Inc.
Allied Machine & Engineering Corp.	Goodrich	PreewaterhouseCoopers LLP
Babcock & Wilcox Co.	Grant Thornton LLP	Procter & Gamble
Battelle & Battelle LLP	Howard, Wershale & Co.	Progressive Insurance
BKD, LLP	Instant Tax Services	Rohm and Haas
BP	International Paper	Schlumberger
Brady Ware	ITT Technical Institute	Shaw Environmental, Inc.
Brooksource and Technical Youth	Jackson, Rolfes, Spurgeon & Co.	Sogeti
C.H. Dean & Associates	Jedson Engineering Inc.	Standard Textile
Cargill, Inc.	Kentner Sellers, LLP	Strand Associates
Cintas Corp.	Key Bank	Swagelok Co.
Clark, Schaefer, Hackett & Co.	Kroger Co., The	Target
Crowe Horwath	Lincoln Electric Co.	Tate and Lyle Ingredients Americas, Inc.
Cummins Engine	Macy's Corporate Services, Inc.	Teach for America
Deloitte & Touche LLP	Macy's Credit and Customer Services	The Scotts Co.
Eaton Corp.	Maloney + Novotny	The Student Development Program
EcoSure	Marathon-Petroleum	The Wall Street Journal
Emerson Network Power	Marine Corp.	Thorn, Lewis & Duncan, Inc.
Encore Construction	Marriott International	Total Quality Logistics, Inc.
Enterprise Rent-a-Car	MB Financial Bank	United States Steel
Ernst & Young LLP	National City Corp.	Wells Fargo Financial
Fifth-Third Bank	NewPage	WPAFB
FM Global	NuGrowth Solutions	

Total Respondents 61 from survey (skipped this question 7)

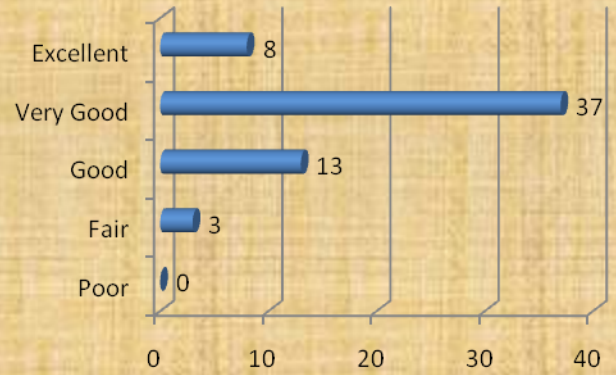


Total Respondents 61 from survey (skipped this question 7) continued...

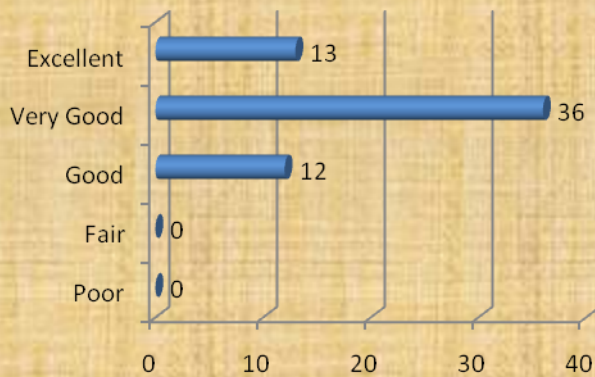
ENTHUSIASM



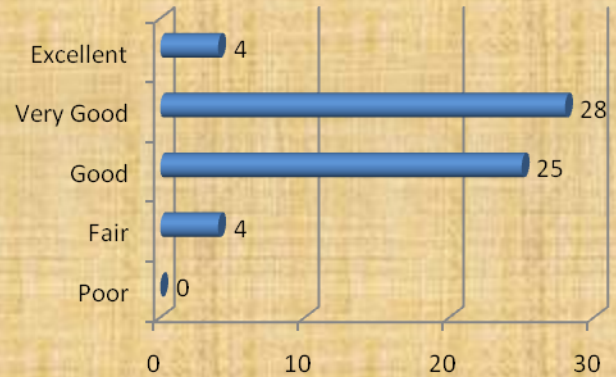
COMMUNICATION SKILLS



ACADEMIC PREPARATION



WORK EXPERIENCE



Majors of students/alumni who interviewed: total respondents 57 from survey (skipped this question 11)

Answer Options	Response Percent
Accounting	51%
Biochemistry	2%
Biology	2%
Business Economics	11%
Chemical Engineering	23%
Civil Engineering	11%
Communication	5%
Computer Engineering Technology	2%
Computer Information Systems	7%
Computer Science	7%
Criminal Justice Studies	2%
Early Childhood Education	2%
Economics	4%
Electrical Engineering	12%
Electronic Engineering Technology	2%

Entrepreneurship	12%
Finance	26%
Industrial Engineering Technology	11%
International Business	7%
International Studies	2%
Leadership	5%
Management Information Systems	14%
Manufacturing Engineering Technology	5%
Marketing	21%
Mathematics	4%
Mechanical Engineering	21%
Mechanical Engineering Technology	7%
Operations Management	16%
Sport Management	2%
Women's and Gender Studies	2%

Advice, comments or suggestions to pass along to students?

Do more research of the companies with which they interview? Just about every com has a website!

Everything went well. No suggestions, just keep up with what you are doing!

Please remind students to dress professionally.

Well Organized.

I only had three interviews and all of the candidates were excellent. In my opinion, none of these students will have trouble starting a career in public accounting or any other field they desire. It appears to me that their parents have done a wonderful job in raising them and should be proud.

My best advice to each of these students is too always stay confident in their abilities and their values. Soon they will be going into "the real world" where there will be a lot of unknowns and difficulties. All of these students have succeeded in the past in nearly every aspect of their life and they will now find issues that they are very unsure of. They will feel pressures that they have never felt before. Staying confident in their abilities and their values will allow them to grow and learn much faster than doubting themselves or changing their values. Their communication skills and their knowledge can take them wherever they want to go.

Make sure you research the company and positions beforehand. At career fairs, don't come up to the employer table as a pair or in a group

Everything was fine

Ask more questions. Do not spend so much time rehearsing answers to the questions (we could tell when a question caught some people off guard) Spend some time learning more about the company before the interview.

Students should be sure to research the company that they are interviewing ahead of time!

We want to see students who are confident about their abilities. Come in prepared to brag about yourself. Elaborate on your answers. If we ask a question that allows you to elaborate about your experiences, be prepared to do so. Too often the students didn't elaborate on their leadership, conflict management, or teamwork skills. Recruiting on campus, we expect the students to have a little work experience but more relevant classroom experience. Come prepared to talk about both.

Some of the resumes from underclassmen looking for internships were not complete or were poorly constructed. More work with these students rather than resume preparation for only graduating seniors would have helped.

We interviewed approximately 18 students and are inviting back 6 candidates for office visits. This was a good group of students from the accounting program that we talked to and look forward to meeting next year's recruits from UD. Overall the students were well prepared for our interviews.

One student did not have extracurricular on his resume, so it appeared he was

only involved in classes (no job, clubs, etc). Employers want to see that a candidate is well-rounded, so please encourage students to include activities outside of class, even if intramurals, etc.

All the students we interviewed were very confident in their abilities. As an employer this is one of the biggest attributes that we look for. We can teach the technical things, but confidence and the ability to fit in in the work place is something we can't.

Resumes need improvement. With all the tools out there to help students in this area, this was a disappointment. Although not the most important item when recruiting a candidate, it can be the first impression. I saw a lot of "busy" resumes and elementary blunders such as writing in the first person throughout the resume. An on-campus or online class (if not already provided) would help.

A few students came off as too confident. They did not ask questions and assumed they knew enough about the position. Students should be encouraged to ask questions during the interview because it shows their interest in the company/position and also unless you know someone in that company/position, it is almost impossible to know everything about a company/position. It might be beneficial to remind them that it is always good to ask a couple of questions in an interview and appear interested and well-researched rather than not asking questions in order to appear confident and well-informed.

Be Confident. Firm Handshakes! When asked "why you" or "why are you better for the job than others" don't be afraid to boast!! It is your time to shine and distinguish yourself from others who look similar "on paper"

Interest and Enthusiasm in a position your seeking shows in two ways: verbal and non-verbal. Body language is very important during an interview. Resume's only get you in the door. Show your interest in the company you want to work for!!

Please research the company. Go and view the website and get an understanding of what we do.

Read closely the Job Description being offered and research the company before the interview

Every candidate that we interviewed this year was a good candidate. Poised, well spoken, polite, direct, etc. This year was much more enjoyable than last year, and I think it was based on the student's preparation. It makes our jobs easier. Although we cannot take every candidate we interview, we wish everyone luck in finishing the school year strong, and continuing with their careers.

Most had an impressive resume of work experiences and did a nice job sharing their experiences to support answers to our questions. Take the time to think about the response, don't ramble.

Students were well prepared. May want to coach some of the students to have more questions about the company and what they may be doing as an Intern.

Encourage students to participate in the co-op program to gain more relevant experience.

A few students need to learn to directly answer the question in a concise manner.

Always include GPA on resume. Do not put GPA with 2 decimals (round to 1 decimal).

I was expecting better preparation for the interviews. Many interviewees did not have well thought out answers for even typical interview questions. Answers should be prepared well in advance and be able to talk at length on typical interview questions.

More experience the better since many of their peers often have 2-3 years by their senior year.

I had some really great interviews!

Always make sure to ask what the attire is for an event (info session, dinner, interview) prior to attending that event.

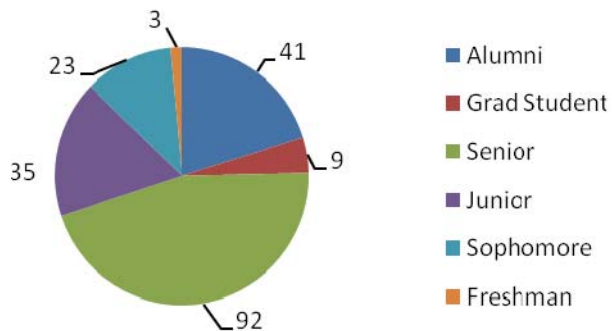
It would be most helpful if students included BOTH their major and overall GPA on the resume, indicate the month/year they are eligible to sit for the CPA Exam and for those international students it would be helpful if they would put if they are a US Citizen.

Spring 2009 On-Campus Recruiting

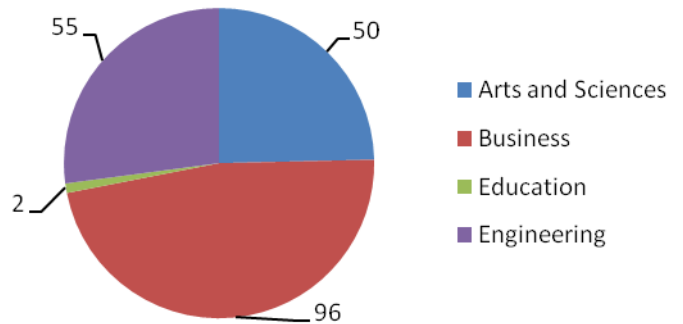
Total Number of Interviews conducted February through mid April – 253

Total Number of Students and Alumni interviewing – 203

Students/Alumni Interviewed by Classification



Students/Alumni by School/College



Majors Represented:

Arts and Sciences 50

APPLIED MATHEMATICS	1
BIOCHEMISTRY	1
BIOLOGY	5
CMM (COM MGT)	4
CMM (ELECT. MEDIA)	1
CMM (PUB. REL)	6
COMPUTER INFO SYS	1
COMPUTER SCIENCE	3
CRIMINAL JUS STDS	2
ENGLISH	1
EXERCISE SCIENCE	1
GERMAN	1
HISTORY	1
JURIS DOCTOR	4
POLITICAL SCIENCE	3
PREMEDICINE	2
PSYCHOLOGY	8
PUBLIC ADMINISTRATION	1
SPANISH	1
UNDECLARED	2
VISUAL COMM DESIGN	1

Education 2

ECE	1
PRINCIPAL CERT.	1

Business 96

ACCOUNTING	15
BUSINESS ADMINISTRATION	9
BUSINESS ECONOMICS	3
ENTREPRENEURSHIP	8
FINANCE	23
INTERNATIONAL BUSINESS	5
LEADERSHIP	5
MANAGEMENT	1
MARKETING	16
MBA	6
MGT INFO SYSTEMS	4
OPERATIONS MANAGEMENT	1

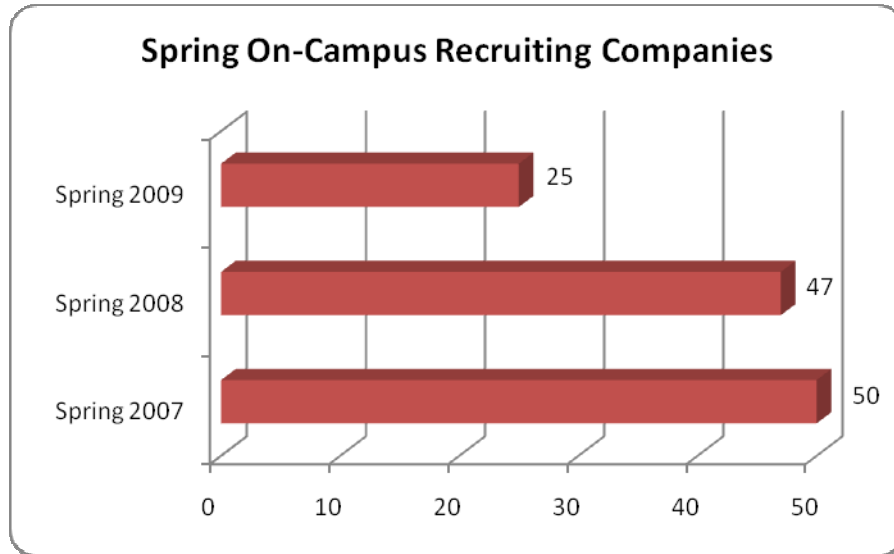
Engineering 55

CHEMICAL ENGINEER	10
CIVIL ENGINEERING	22
ELECTRONIC ENGR TECH	2
ENGINEERING MGT	1
INDUSTRIAL ENGINEERING TECH	5
MANUFACTURING ENGR TECH	2
MECHANICAL ENGINEERING	11
MECHANICAL ENGINEERING TECH	2

Spring 2009 On-Campus Recruiting Employer Survey Results

Number of Employers responded to survey – 17

Number of Companies registered for spring on-campus interviews – 25



Companies Registered: 25

Fortune 100 Companies: 1

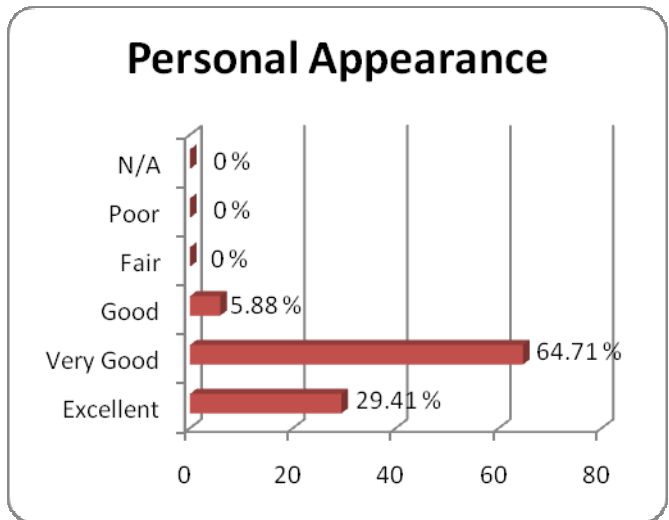
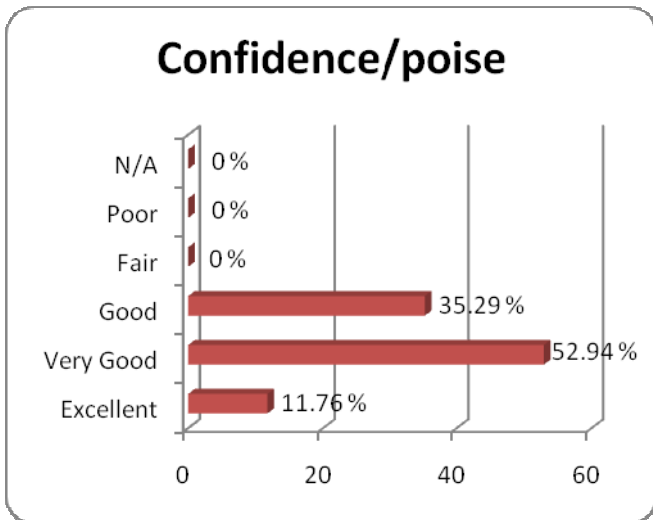
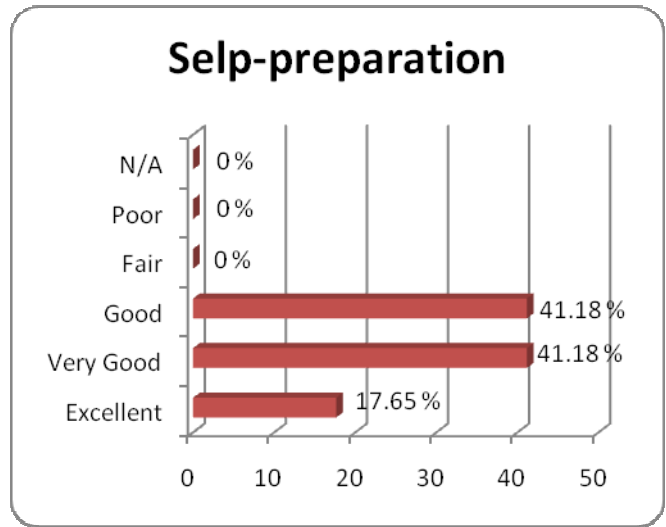
Fortune 500 Companies: 4

ABF Freight System, Inc
Aerotek
Air Force Audit Agency
Air Force Civilian Careers – Defense Career Intern Program
BP
Dart
Encore Construction Co.
Ferguson Construction

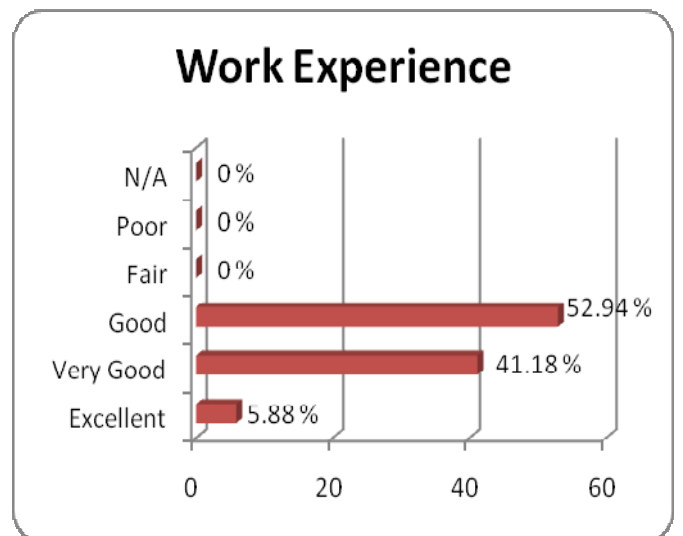
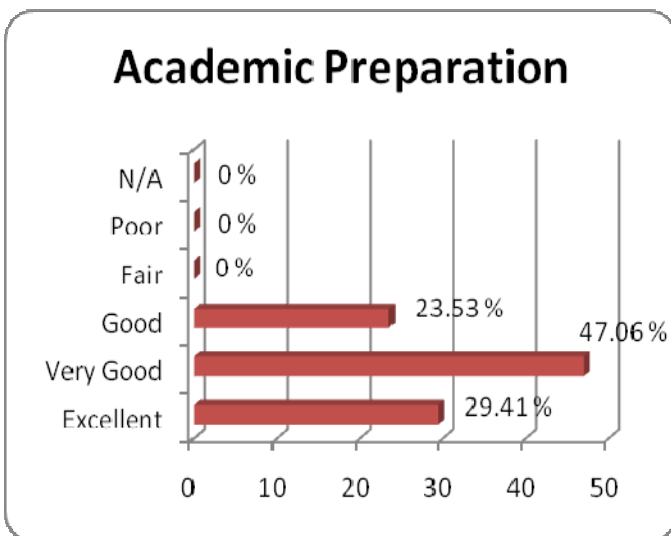
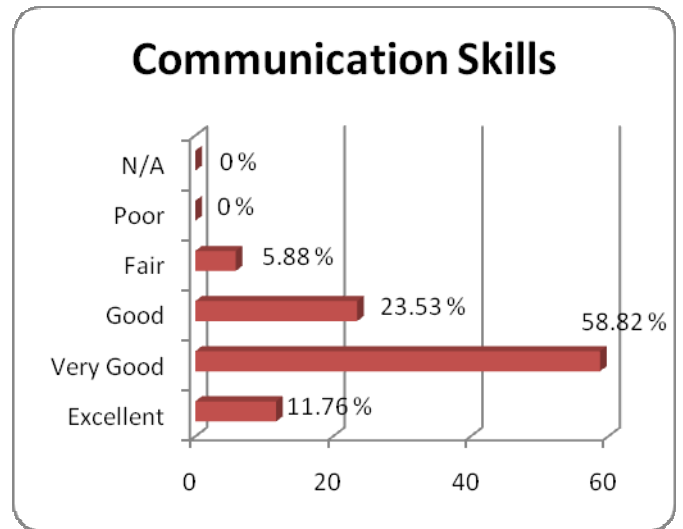
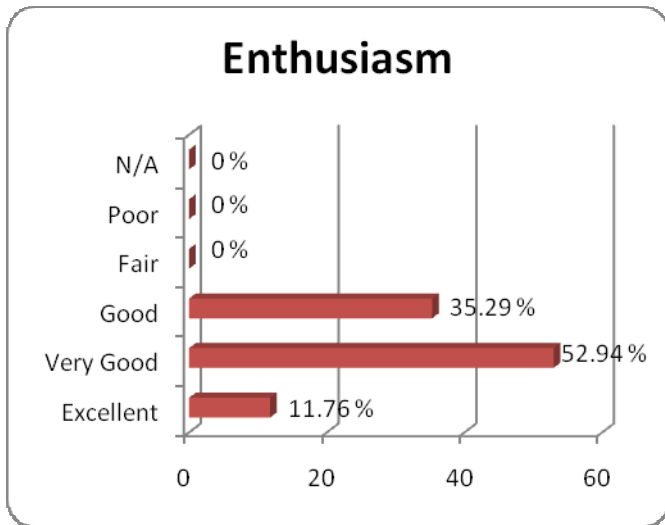
Frito-Lay
GE Aviation
Greenville Technology Inc.
Jedson Engineering Inc.
Peace Corps
PricewaterhouseCoopers
Reynolds and Reynolds
Sherwin-Williams Company
Strand Associates

Target
Tata Consultancy Services
The Standard
Total Quality Logistics, Inc.
U.S. Census Bureau
U.S. Marine Corps
Wells Fargo Financial
Wright-Patterson Air Force Base

Ratings of students on the following characteristics based on sample size of 25 employers:



Ratings of students on the following characteristics based on sample size of 25 employers: continued



Majors of students/alumni who interviewed: 25 response rate from survey:

Answer Options	Response Percent
Accounting	50%
Business Economics	25%
Civil Engineering	25%
Communication	12%
Economics	2%
Electrical Engineering	6%
English	6%

Entrepreneurship	6%
Finance	25%
Industrial Engineering Technology	6%
International Business	12%
Leadership	12%
Marketing	38%
Mechanical Engineering	12%
Operations Management	6%
Spanish	6%

Advice, comments or suggestions to pass along to students?

Very impressive group of students/alumni. Well prepared for the interviews.

Whenever I perform a recruiting event at UD I know the students for the most part are going to be prepared appropriately. I perform allot of recruiting at all the surrounding colleges and universities and I can say UD students seem to be the most prepared for the interviews and do very well in the workplace.

Your students were very professional, polished and enthusiastic. I was very impressed with each one of the students.

The majority of students we spoke with were great and almost all had excellent internship experience. A few students had done little to know company research and I would recommend that all students be familiar with a company before coming to an interview.

Some students were great others seemed unprepared or somewhat uninterested. Even if they aren't sure if they want the job or not they need to be interested and active during the interview.

Participate in mock interviews, if available, to increase confidence. Work to fill your resume with college experiences, and try to limit (and ideally remove!) high school experiences from your resume.

They were both professional and courteous.

Make sure you do your homework on the company you are interviewing with. Take notes ask good questions

Most people are well prepared and present themselves well.