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Kathy Wieland
Director/Career Coordinator
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2019-20 Highlights

( ) = +/- from last year

93% (-2%) Ivy College of Business undergraduates were engaged (including graduate school, additional education, employed professionally, and temporarily employed-seeking permanent)

90% (-3%) Ivy College of Business undergraduates were professionally engaged (including graduate school, additional education, and employed professionally)

1,425 (even) Internships/co-ops were reported

2,314 (+11%) Individual career advising appointments took place

CAREER FAIRS

197 (-2%) Organizations attended the Fall 2019 Career Fair

3,536 (+6%) Students attended the Fall 2019 Career Fair

142 (+1%) Organizations attended the Spring 2020 Career Fair

1,697 (+13%) Students attended the Spring 2020 Career Fair

ON-CAMPUS RECRUITING

263 (-16%) Organizations recruited (2018/19=299)

1,435 (-17%) Interviews conducted (2018/19=1,719)

OFF-CAMPUS RECRUITING

1,571 (-28%) Full-time positions were posted (2018/19=2,182)

1,575 (-3%) Intern/Co-op positions were posted (2018/19=1,619)

93%

Undergraduates engaged

3,146

Full-time positions and internships posted
Services Summary

Business Career Services is dedicated to providing students and alumni with the information and tools necessary for successful professional development and job seeking. Most importantly, Business Career Services connects students, alumni, and faculty/staff with employers by providing programs and services that create opportunities to engage in mutually beneficial partnerships that meet the needs of an evolving, global workforce.
**PROFESSIONAL DEVELOPMENT**

- BUSAD 203 (Careers in Business and Professional Employment Preparation): required class for all Ivy College of Business students
- CareerLeader: business career assessment tool
- Speaker Series: Fall 2019, 724 attendees (-13%) and Spring 2020, 585 attendees (-16%)

**PERSONALIZED CAREER PLANNING**

- Individual career advising
- Career-related resources
- Comprehensive website including job searching guides
- Career-related presentations
- Mock interviews

**REAL WORLD BUSINESS OPPORTUNITIES**

- Assistance with internship and co-op search
- Informational interviews with professionals in area of interest

**CAMPUS RECRUITMENT**

- Interviewing facilities
- Web-based recruiting system (CyHire)
- Employer visits
- Fall and spring career fairs
- Interview days
Student Engagement

**BUSAD 203**

**CAREERS IN BUSINESS AND PROFESSIONAL EMPLOYMENT PREPARATION**

Rooted in team-based learning, BUSAD 203 explores careers in business, helps students identify and leverage their top five CliftonStrengths, and covers issues relevant to functioning professionally in the workplace. Topics include: developing and implementing a professional job search, resumes, cover letters, interviewing, evaluating offers, networking, LinkedIn, and professional presentations. Each semester, several sections are offered, reaching 650-850 students.

2,314

Total advising and express appointments

Business Career Services Annual Report 2019-2020
Appointments by Major

- Accounting: 300
- Actuarial Science: 10
- Business Analytics: 12
- Business Economics: 13
- Business - Undeclared: 18
- Entrepreneurship: 74
- Finance: 327
- Management: 211
- Management Information Systems: 259
- Marketing: 557
- Non-Business: 12
- Pre-Business: 51
- Supply Chain Management: 470
Employer Engagement

**EMPLOYER DEVELOPMENT**

- Executed virtual summer Employers Circle meeting involving 33 recruiters
- Engaged with 90 business development prospects in 2019-20

**CYHIRE**

In partnership with all colleges of the university, Business Career Services has an online career management system called CyHire. Centralized technology combines the resources of seven great colleges to provide job opportunities and access to Iowa State University talent for our employer clients. This system ensures fair and equal access for students, alumni, and employers.

**CYHIRE FEATURES**

- Job postings
- On-campus interviewing (OCI)
- Event registration
- Informational sessions

1,435
Scheduled interviews through CyHire

1,575
Experiential education (Co-op/internship) positions posted on CyHire

1,571
Full-time employment positions posted on CyHire
Services Available to Employers

**POST FULL-TIME POSITIONS**

- Post full-time positions online using CyHire.
- To access Iowa State alumni seeking a new job or career change, post a position in CyHire and select Alumni as the desired class level.

**INTERNSHIPS AND CO-OPS**

- Post internship or co-op positions online using CyHire.
- Request information about the differences, requirements, benefits, and more.

**ON-CAMPUS INTERVIEWING**

- Request interview schedules through CyHire or contact us at 515-294-1332 or bcs@iastate.edu.
- On-campus interviews are only available during regular business hours.

**VIDEO INTERVIEWING**

- To use video conferencing for interviews, please contact us at 515-294-1332 or bcs@iastate.edu.
- Video interviews are only available during regular business hours.

If you would like to have a recruiting strategy discussion with Business Career Services staff, please contact us at bcs@iastate.edu or 515-294-1332.
# Undergraduate Employment Statistics

<table>
<thead>
<tr>
<th>Major</th>
<th>BS Grad</th>
<th>Grad School</th>
<th>Additional Education</th>
<th>Employed Professionally</th>
<th>Temporarily Employed, Seeking Employment</th>
<th>Total Engaged</th>
<th>Seeking Employment</th>
<th>Not Seeking*</th>
<th>No Reply*</th>
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<td>35</td>
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<td>1</td>
<td>1</td>
<td>168</td>
<td>98</td>
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<tr>
<td>Business Economics</td>
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<td>2</td>
<td>25</td>
<td>0</td>
<td>0</td>
<td>7</td>
<td>88</td>
<td>1</td>
<td>13</td>
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<tr>
<td>Entrepreneurship</td>
<td>28</td>
<td>2</td>
<td>8</td>
<td>1</td>
<td>4</td>
<td>23</td>
<td>88</td>
<td>0</td>
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<tr>
<td>Finance</td>
<td>231</td>
<td>24</td>
<td>12</td>
<td>2</td>
<td>1</td>
<td>156</td>
<td>77</td>
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<tr>
<td>Management</td>
<td>138</td>
<td>10</td>
<td>8</td>
<td>2</td>
<td>2</td>
<td>107</td>
<td>84</td>
<td>2</td>
<td>2</td>
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<tr>
<td>MIS (Management Information Systems)</td>
<td>209</td>
<td>11</td>
<td>6</td>
<td>1</td>
<td>1</td>
<td>146</td>
<td>79</td>
<td>6</td>
<td>3</td>
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<tr>
<td>Marketing</td>
<td>290</td>
<td>9</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>210</td>
<td>82</td>
<td>11</td>
<td>4</td>
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<tr>
<td>SCM (Supply Chain Management)</td>
<td>186</td>
<td>6</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>147</td>
<td>86</td>
<td>5</td>
<td>3</td>
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<td><strong>Totals</strong></td>
<td><strong>1,272</strong></td>
<td><strong>99</strong></td>
<td><strong>9</strong></td>
<td><strong>8</strong></td>
<td><strong>1</strong></td>
<td><strong>922</strong></td>
<td><strong>80</strong></td>
<td><strong>37</strong></td>
<td><strong>3</strong></td>
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</tbody>
</table>

*These categories are not included in the Total Engaged statistics.*
METHODOLOGY

We use the Knowledge Rate methodology. The National Association of Colleges and Employers defines the knowledge rate as the percent of graduates for whom the institution has reliable and verifiable information regarding graduates’ post-graduation statuses.

DEFINITION OF CATEGORIES

GRADUATE SCHOOL indicates the graduate is attending graduate school

ADDITIONAL EDUCATION indicates the graduate is gaining additional undergraduate education before entering the workforce

EMPLOYED PROFESSIONALLY is defined as employment which requires a college degree. It does not always indicate employment in the graduated field of study

TEMPERARILY EMPLOYED, SEEKING PROFESSIONAL EMPLOYMENT indicates the graduate is working in a position that is short-term in nature and/or does not require a college degree. This type of employment may be a carryover from work while in school or a way to gain additional experience or income while seeking professional employment.

NOT SEEKING* indicates the graduate is not entering the job market or seeking additional education at this time

NO REPLY* indicates that despite our best efforts, no contact was made to ascertain this individual’s employment status

*These categories are not included in the Total Engaged statistics.
Employment by State

- Employment in State
- No Employment in State

- Employed in Iowa
- Employed Outside Iowa

- 50% Employed in Iowa
- 50% Employed Outside Iowa

- 6 Outside of U.S.
- 54 Unknown
## Salary Acceptances Summary

<table>
<thead>
<tr>
<th>Bachelor Level Graduates</th>
<th>#</th>
<th>Low</th>
<th>Average</th>
<th>Median</th>
<th>High</th>
<th>% Change 2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>88</td>
<td>$24,960</td>
<td>$52,334</td>
<td>$53,000</td>
<td>$82,000</td>
<td>+5.2%</td>
</tr>
<tr>
<td>Business Economics*</td>
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<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>12</td>
<td>$30,000</td>
<td>$53,360</td>
<td>$55,000</td>
<td>$85,000</td>
<td>+2.2%</td>
</tr>
<tr>
<td>Finance</td>
<td>70</td>
<td>$25,000</td>
<td>$53,472</td>
<td>$53,000</td>
<td>$114,000</td>
<td>+1.8%</td>
</tr>
<tr>
<td>Management</td>
<td>55</td>
<td>$28,000</td>
<td>$46,232</td>
<td>$43,400</td>
<td>$100,000</td>
<td>-1.2%</td>
</tr>
<tr>
<td>MIS (Management Information Systems)</td>
<td>78</td>
<td>$34,000</td>
<td>$59,690</td>
<td>$60,000</td>
<td>$99,500</td>
<td>+0.8%</td>
</tr>
<tr>
<td>Marketing</td>
<td>105</td>
<td>$20,000</td>
<td>$45,788</td>
<td>$45,000</td>
<td>$72,000</td>
<td>+2.6%</td>
</tr>
<tr>
<td>SCM (Supply Chain Management)</td>
<td>76</td>
<td>$36,000</td>
<td>$55,969</td>
<td>$55,500</td>
<td>$75,000</td>
<td>+1.7%</td>
</tr>
<tr>
<td>All Majors Total</td>
<td>487</td>
<td>$20,000</td>
<td>$52,086**</td>
<td>$52,000</td>
<td>$114,000</td>
<td></td>
</tr>
</tbody>
</table>

*Sample size too small for reporting  **Not the average of averages, but the actual individual record average
# Top Hiring Organizations 2019-20

<table>
<thead>
<tr>
<th>Employer</th>
<th># of Hires</th>
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</thead>
<tbody>
<tr>
<td>Wells Fargo</td>
<td>25</td>
</tr>
<tr>
<td>RSM US LLP</td>
<td>23</td>
</tr>
<tr>
<td>Principal Financial Group</td>
<td>21</td>
</tr>
<tr>
<td>EY</td>
<td>17</td>
</tr>
<tr>
<td>Workiva</td>
<td>14</td>
</tr>
<tr>
<td>KPMG LLP</td>
<td>13</td>
</tr>
<tr>
<td>Amazon</td>
<td>11</td>
</tr>
<tr>
<td>PepsiCo</td>
<td>9</td>
</tr>
<tr>
<td>PricewaterhouseCoopers, LLP</td>
<td>9</td>
</tr>
<tr>
<td>Athene USA</td>
<td>8</td>
</tr>
<tr>
<td>Office of Auditor of State (Iowa)</td>
<td>8</td>
</tr>
<tr>
<td>Best Buy Co., Inc.</td>
<td>7</td>
</tr>
<tr>
<td>John Deere</td>
<td>7</td>
</tr>
<tr>
<td>Transamerica</td>
<td>7</td>
</tr>
<tr>
<td>Deloitte &amp; Touche LLP</td>
<td>6</td>
</tr>
<tr>
<td>Renewable Energy Group (REG)</td>
<td>6</td>
</tr>
<tr>
<td>WorldWide Logistics</td>
<td>6</td>
</tr>
<tr>
<td>3M</td>
<td>5</td>
</tr>
<tr>
<td>Caterpillar Inc.</td>
<td>5</td>
</tr>
<tr>
<td>Collins Aerospace</td>
<td>5</td>
</tr>
<tr>
<td>Ecolab, Inc.</td>
<td>5</td>
</tr>
<tr>
<td>Enterprise Rent-A-Car</td>
<td>5</td>
</tr>
<tr>
<td>Hy-Vee, Inc.</td>
<td>5</td>
</tr>
<tr>
<td>Insight Global, Inc.</td>
<td>5</td>
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<tr>
<td>Kohl’s</td>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employer</th>
<th># of Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nationwide Insurance</td>
<td>5</td>
</tr>
<tr>
<td>Ruan Transportation Management Services</td>
<td>5</td>
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<tr>
<td>Von Maur</td>
<td>5</td>
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<tr>
<td>Accenture LLP</td>
<td>4</td>
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<tr>
<td>Ameriprise Financial</td>
<td>4</td>
</tr>
<tr>
<td>Cargill, Incorporated</td>
<td>4</td>
</tr>
<tr>
<td>Casey’s General Stores, Inc.</td>
<td>4</td>
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<tr>
<td>Farm Bureau Financial Services</td>
<td>4</td>
</tr>
<tr>
<td>HNI/HON/Allsteel</td>
<td>4</td>
</tr>
<tr>
<td>Kiewit</td>
<td>4</td>
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<tr>
<td>Kingland Systems Corp.</td>
<td>4</td>
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<tr>
<td>Land O’Lakes, Inc.</td>
<td>4</td>
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<tr>
<td>Medline Industries</td>
<td>4</td>
</tr>
<tr>
<td>Northwestern Mutual</td>
<td>4</td>
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<tr>
<td>TMC Transportation</td>
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Employers Hiring Bachelor Degree Business Undergraduates

**ACCOUNTING**
Adler and Associates, 1
ADM, 1
Aduro Advisors, 1
AmWINS Group Inc., 1
Aston Carter Group, 1
Athene USA, 1
Baker Group, 1
Bansley & Kiener, LLP, 1
BerganKDV, 1
Bob’s Fitness Complex, 1
Brokers International Ltd., 1
Cambridge Investment Research Inc., 1
Cargill, Incorporated, 1
Casey’s General Stores, Inc., 1
CAUSEY & YE LAW, 1
CliftonLarsonAllen LLP, 1
Collins Aerospace, 2
Constellis, 1
CustomOne CFO & Controllers, 1
DeJong Manufacturing, 1
Deloitte & Touche LLP, 2
Eide Bailly, 2
Erpelding, Voigt & Co., LLP, 1
Exelon Corporation, 1
Ey, 10
Five Star Co-op, 1
Flatiron Construction Corp, 1
Greene County Medical Center, 1
Hamilton Juffer & Associates, LLP, 1
Hankuk Paper, 1
Henkel & Associates PC, 1
Hogan Hansen PC, 1
Hy-Vee, Inc., 1
Intech Enterprises, Inc., 1
Intelligent Commute LLC, 1
Iowa 80 Group, 1
John Deere, 1
Jostens, 1
Kenosha Beef/Birchwood Foods, 1
KPMG LLP, 8
Kum & Go, LC, 1
Land O’Lakes, Inc., 1
LBS/Archival Products, 1
LCS: Life Care Services, 1
LWBJ, LLP, 1
Marsh and Mercer, 1
Martin Brower, 1
McGowen, Hurst, Clark & Smith PC, 1
McNeilus Truck and Manufacturing, Inc., 1
MidAmerican Energy Company, 1
Murry & Associates, LLC, 1
Northwestern Mutual, 1
Office of Auditor of State (Iowa), 8
Optum, 1
PAR Industries, 1
Plante & Moran PLLC, 1
PricewaterhouseCoopers, LLP, 9
Principal Financial Group, 2
Principal Global Investors, 1
R & R Realty Group, LTD, 1
Renewable Energy Group (REG), 1
RSM US LLP, 13
sar, 1
Schechter Dokken Kanter, 1
Stage 1 Financial, 1
TDT CPAs & Advisors, 1
Transamerica, 2
U.S. Army, 1
UMB Financial Corporation, 1
Unknown, 5
Van Burggen & Vande Begte, PC, 1
Vermillion Financial Advisors, Inc., 1
Wells Fargo, 1
Williams & Company, 1
Workiva, 6

**BUSINESS ECONOMICS**
Canon Solutions America, 1
Community Choice Credit Union, 1
CRST International, 1
MetLife, 1
Regional Economic Models, Inc., 1

**ENTREPRENEURSHIP**
Air National Guard, 1
Alliant Energy Corporation, 1
Amazon, 1
Athene USA, 1
Capital Energy Group, 1
Caspian Management, 1
Conservation Corps Minnesota & Iowa, 1
EY, 1
Financial Architects, 1
Hajoca Corporation, 1
Kellogg Company, 1
Keyot, 1
KR Business Brokers, 1
Martin-Brower Company, 1
Paper Wise, 1
PG Customs, LLC, 1

**FINANCE**
A New Way Van Life, 1
Accounting Network, Inc., 1
ADM, 1
Advantage Solutions, 1
Allegheny Technologies, 1
Alpha Landscapes, LLC, 1
Altus Group, 1
Alvarez & Marsal, 1
American Express, 1
Ameriprise Financial, 3
AmWINS Group Inc., 1
Arizona Department of Economic Security, 1
Ashish Chanchlani, 1
Athena USA, 2
Avatar Property and Casualty Insurance, 1
AXA Advisors LLC, 1
Basepoint Wealth LLC, 1
Berkadia, 1
Best Buy Co., Inc., 1
Boston Scientific Corporation, 1
Boys and Girls Club, 1
Central Iowa Air Service, 1
Charles Schwab, 1
Chime, 1

Renewable Energy Group (REG), 1
Ropp Jersey Cheese, 1
The Los Angeles Country Club, 1
Town and Country Credit Union, 1
Unknown, 1
XSPW sdn. bhd., 1
### FINANCE (continued)

<table>
<thead>
<tr>
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<th>Notes</th>
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<tbody>
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<td>Collaborative Solutions, LLC, 1</td>
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<td>Collins Aerospace, 1</td>
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<td>Cornerstone Church of Ames, 1</td>
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<td>Cottingham &amp; Butler, Inc., 1</td>
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<td>Crowe Horwath, 1</td>
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<td>Cushman and Wakefield Iowa Commercial Advisors, 1</td>
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<td>CVS Health, 1</td>
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<td>DeJong Manufacturing, 1</td>
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Experiential Education

Recruiting, hiring, and training the most suitable employees is critical to the success of any organization. One of the most effective ways for employers to ensure they are offering the right job to the right person is through experiential education opportunities. Conversely, one of the most effective ways for students to confirm their chosen major and career plan is through experiential learning.

Internships/co-ops allow employers to observe students/prospective employees in job situations. Students benefit from applying classroom learning and utilizing their education, skills, and abilities in workplace environments. In the majority of cases, these early professional experiences are invaluable to both Ivy students and their future employers.

1,425
Total reported internships
Student Internship/Co-Op by Semester

<table>
<thead>
<tr>
<th>Year</th>
<th>Spring Internships</th>
<th>Summer Internships</th>
<th>Fall Internships</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>253</td>
<td>813</td>
<td>253</td>
<td>1,365</td>
</tr>
<tr>
<td>2016-17</td>
<td>247</td>
<td>879</td>
<td>247</td>
<td>1,371</td>
</tr>
<tr>
<td>2017-18</td>
<td>232</td>
<td>924</td>
<td>232</td>
<td>1,344</td>
</tr>
<tr>
<td>2018-19</td>
<td>268</td>
<td>884</td>
<td>268</td>
<td>1,421</td>
</tr>
<tr>
<td>2019-20</td>
<td>257</td>
<td>917</td>
<td>257</td>
<td>1,425</td>
</tr>
</tbody>
</table>
Internship/Co-Op by State

- **In Iowa**: 27%
- **Outside Iowa**: 73%

- **0**: Other U.S. Territory
- **24**: Outside of U.S.
- **5**: Unknown

Business Career Services Annual Report 2019-2020
Student Internships by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Summer '19</th>
<th>Fall '19</th>
<th>Spring '20</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>147</td>
<td>48</td>
<td>65</td>
<td>260</td>
</tr>
<tr>
<td>Actuarial Science</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Business Economics</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>12</td>
<td>6</td>
<td>4</td>
<td>22</td>
</tr>
<tr>
<td>Finance</td>
<td>182</td>
<td>40</td>
<td>34</td>
<td>256</td>
</tr>
<tr>
<td>Management</td>
<td>66</td>
<td>22</td>
<td>19</td>
<td>107</td>
</tr>
<tr>
<td>MIS (Management Information Systems)</td>
<td>75</td>
<td>19</td>
<td>21</td>
<td>115</td>
</tr>
<tr>
<td>Marketing</td>
<td>235</td>
<td>84</td>
<td>77</td>
<td>396</td>
</tr>
<tr>
<td>Pre-Business</td>
<td>30</td>
<td>4</td>
<td>6</td>
<td>40</td>
</tr>
<tr>
<td>SCM (Supply Chain Management)</td>
<td>167</td>
<td>34</td>
<td>22</td>
<td>223</td>
</tr>
<tr>
<td>Total Internships</td>
<td>917</td>
<td>257</td>
<td>251</td>
<td>1,425</td>
</tr>
</tbody>
</table>

Internship Salary Summary

(Hourly pay reported by students and employers)

<table>
<thead>
<tr>
<th>Major</th>
<th>#</th>
<th>Low</th>
<th>Average</th>
<th>Median</th>
<th>High</th>
<th>% Change 2018/2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>204</td>
<td>$7.50</td>
<td>$17.42</td>
<td>$17.00</td>
<td>$30.00</td>
<td>+6.8%</td>
</tr>
<tr>
<td>Actuarial Science*</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Business Economics*</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Entrepreneurship</td>
<td>9</td>
<td>$13.50</td>
<td>$16.08</td>
<td>$15.00</td>
<td>$22.00</td>
<td>+8.6%</td>
</tr>
<tr>
<td>Finance</td>
<td>142</td>
<td>$9.00</td>
<td>$16.82</td>
<td>$16.50</td>
<td>$50.00</td>
<td>+7.1%</td>
</tr>
<tr>
<td>Management</td>
<td>58</td>
<td>$7.25</td>
<td>$14.75</td>
<td>$14.55</td>
<td>$25.00</td>
<td>+5.0%</td>
</tr>
<tr>
<td>MIS (Management Information Systems)</td>
<td>56</td>
<td>$9.00</td>
<td>$16.34</td>
<td>$16.75</td>
<td>$27.50</td>
<td>+3.6%</td>
</tr>
<tr>
<td>Marketing</td>
<td>191</td>
<td>$7.25</td>
<td>$13.79</td>
<td>$14.00</td>
<td>$26.45</td>
<td>+0.4%</td>
</tr>
<tr>
<td>Pre-Business</td>
<td>20</td>
<td>$8.00</td>
<td>$15.31</td>
<td>$14.50</td>
<td>$25.00</td>
<td>+4.4%</td>
</tr>
<tr>
<td>SCM (Supply Chain Management)</td>
<td>126</td>
<td>$9.00</td>
<td>$16.81</td>
<td>$16.67</td>
<td>$26.00</td>
<td>+0.2%</td>
</tr>
<tr>
<td>Total Acceptances</td>
<td>806</td>
<td>$7.25</td>
<td>$16.02**</td>
<td>$15.27</td>
<td>$50.00</td>
<td>+3.1%</td>
</tr>
</tbody>
</table>

*Sample size too small for reporting  **Not the average of averages, but the actual individual record average
# Top Internship/Co-Op Employers

<table>
<thead>
<tr>
<th>Employer</th>
<th># of Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kingland Systems Corp.</td>
<td>64</td>
</tr>
<tr>
<td>Workiva</td>
<td>60</td>
</tr>
<tr>
<td>Principal Financial Group</td>
<td>37</td>
</tr>
<tr>
<td>TMC Transportation</td>
<td>27</td>
</tr>
<tr>
<td>Iowa Department of Transportation</td>
<td>24</td>
</tr>
<tr>
<td>Iowa State University Athletic Department</td>
<td>24</td>
</tr>
<tr>
<td>Transamerica</td>
<td>20</td>
</tr>
<tr>
<td>Iowa State University</td>
<td>19</td>
</tr>
<tr>
<td>Northwestern Mutual</td>
<td>16</td>
</tr>
<tr>
<td>RSM US LLP</td>
<td>16</td>
</tr>
<tr>
<td>Iowa State University, CyBiz Lab</td>
<td>14</td>
</tr>
<tr>
<td>PepsiCo</td>
<td>14</td>
</tr>
<tr>
<td>SitusAMC</td>
<td>14</td>
</tr>
<tr>
<td>Collins Aerospace</td>
<td>13</td>
</tr>
<tr>
<td>Danfoss</td>
<td>13</td>
</tr>
<tr>
<td>KPMG LLP</td>
<td>12</td>
</tr>
<tr>
<td>Renewable Energy Group (REG)</td>
<td>12</td>
</tr>
<tr>
<td>HNI/HON/Allsteel</td>
<td>11</td>
</tr>
<tr>
<td>Hy-Vee, Inc.</td>
<td>11</td>
</tr>
<tr>
<td>John Deere</td>
<td>11</td>
</tr>
<tr>
<td>Casey’s General Stores, Inc</td>
<td>10</td>
</tr>
<tr>
<td>College Works Painting</td>
<td>10</td>
</tr>
<tr>
<td>Iowa State University Book Store</td>
<td>10</td>
</tr>
<tr>
<td>Vermeer Corporation</td>
<td>10</td>
</tr>
<tr>
<td>Iowa State University Research Park</td>
<td>9</td>
</tr>
</tbody>
</table>

*Business Career Services Annual Report 2019-2020*
# Internship/Co-Op Employers

**ACCOUNTING**
- 21st Century Rehab, PC, 3
- ADM, 1
- Adventureland Park, 1
- Ag Processing Inc (AGP), 1
- American Enterprise Group, 1
- American Home Shield, 3
- Ames Laboratory of US DOE, 2
- Anderson, Hager, and Moe, 1
- Apple, Inc., 3
- Aptar, 1
- Athene USA, 1
- Availa Bank, 1
- Avery Weigh-Tronix, 1
- BASF Corporation, 1
- BerganKDV, 3
- Bernard Barash Trust LC, 1
- Boelman Shaw, 1
- Bridgepoint Investment Banking, 1
- Cambridge Investment Research Inc., 4
- Camp Lincoln and Camp Lake Hubert, 1
- Cargill, Incorporated, 2
- Carroll Chamber of Commerce, 1
- Casey's General Stores, Inc, 2
- CAUSEY & YE LAW, 1
- City of Ames Iowa, 1
- CliftonLarsonAllen LLP, 3
- Cline & Allen, LLP, 1
- College Works Painting, 4
- Collins Aerospace, 4
- Conagra Brands, 1
- Danfoss, 6
- Dart Transit Company, 1
- Deloitte & Touche LLP, 2
- Denman & Company, 1
- Eastland Feed and Grain, 1
- Eide Bailly, 3
- Emerson, 1
- Equipoise Accounting & Finance Professionals, LLC, 1
- EY, 6
- Famous Dave's of America, 1
- Flexsteel Industries, Inc., 1
- Frantz Manufacturing Co., 1
- Frontier Marketing, 1
- GD Greiner, LPA, PC, 2
- Gosling CPA, 1
- H&R Block, 1
- Hamilton Juffer & Associates, LLP, 1
- Heart of America Group, 1
- Henkel & Associates PC, 1
- Hirschbach Motor Lines, 1
- Hiscox USA, 1
- Hogan Hansen PC, 3
- Holmes Murphy Financial Services, 1
- Hubbell Realty Company, 3
- Hy-Vee, Inc., 6
- Ikove Venture Capital, 1
- IMT Insurance Company, 1
- Iowa 80 Group, 1
- Iowa Bankers Association, 1
- Iowa Department of Transportation, 11
- Iowa Small Business Development Center (Iowa SBDC), 1
- Iowa State Fair, 1
- Iowa State University Alumni Association, 1
- Iowa State University Research Park, 2
- Iowa State University Seed Science Center, 1
- John Deere, 3
- K&R Consulting Group, Inc., 1
- Kemin Industries, Inc., 1
- Kingland Systems Corp., 5
- KinoSol SBC, 2
- KPMG LLP, 12
- Kreg Tool Co., 1
- Loram Maintenance of Way, Inc., 1
- Lorchem Technologies, 2
- LWBJ, LLP, 3
- Mau Marine, Inc., 3
- McGowen, Hurst, Clark & Smith PC, 4
- MidAmerican Energy Company, 3
- Murphy, Coe & Smith, 1
- Myers and Stauffer LC, 1
- National Carwash Solutions, 1
- Neil Enterprises, 1
- Northwestern Mutual, 1
- Office of Auditor of State (Iowa), 5
- Pella Windows and Doors, Des Moines (Prairie Pella), 1
- Prairie Engineering, 1
- PricewaterhouseCoopers, LLP, 7
- Principal Financial Group, 10
- Renewable Energy Group (REG), 1
- Revcor, 1
- RSM US LLP, 12
- Ruan Transportation Management Services, 1
- Schechter Dokken Kanter, 1
- Schnurr & Company, 1
- Seim Johnson, 1
- Signet Builders, 1
- Small & Brewer CPA, 1
- Spencer Stuart, 1
- State Bank & Trust Company, 1
- Story Construction Co., 2
- Stron Logistics Inc., 1
- TDT CPAs & Advisors, 3
- Transamerica, 10
- Vector Marketing, 1
- Vermeer Corporation, 2
- Vermillion Financial Advisors, Inc., 1
- Walt Disney Company, The, 1
- Weber Accounting, 1
- Wells Enterprises, Inc., 2
- Wells Fargo, 3
- Whatcha Smokin’ BBQ + Brew, 2
- Whispering Creek Golf Course, 1
- Workiva, 17

**ACTUARIAL SCIENCE**
- EquiTrust Life Insurance Company, 1
- Iowa State University New Student Programs, 1

**BUSINESS ECONOMICS**
- Hammes Company, 1
- Northwestern Mutual, 1
- Thomson Reuters, 1
- U.S. Department of State, 1

**ENTREPRENEURSHIP**
- African-American Business Association, 2
- Blue Cross Blue Shield of Texas, 1
- CBS, A Xerox Company, 1
- Enclos Corp, 1
- EZ Blockchain LLC, 1
- Financial Architects, 2
- Grinnell Mutual Reinsurance Company, 1
- Iowa CORE, 1
- Iowa State University, 1
- Iowa State University Athletic Department, 1
- Iowa State University Pappajohn Center for Entrepreneurship, 1
- Iowa State University, CyBiz Lab, 2
- Los Angeles Country Club, 1
ENTREPRENEURSHIP (continued)
South Metro Rental, 1
True360, 1
Undergraduate Research Opportunities Center, 1
Vector Marketing, 3

FINANCE
Adventis CG, 1
Adventuredland Park, 5
Aegon Asset Management, 2
Aetna, 1
AM Retail Group, 2
American Express, 1
Athene USA, 1
Bankers Trust, 1
Bening Financial, 1
BH Management Services, LLC, 1
Bridgepoint Investment Banking, 1
Brown Advisory, 1
Café El Zapote, 1
Cargill, Incorporated, 2
Caterpillar Inc., 1
Cedar Point, 1
Cetera Financial Group, 1
City of Rolling Meadows, 1
Clouds, 1
College Works Painting, 1
Collins Aerospace, 2
Compass Financial Services, 1
Consumers Credit Union, 1
Cornerstone, 1
 Cottingham & Butler, Inc., 1
Cry Financial, 1
Dakota County, 1
Danfoss, 4
Danone, 1
Donegal Insurance Group, 1
Donutology, 1
Ecolab, Inc., 3
Edward Jones, 1
Emerson, 1
Farm and Home Mutual Insurance Company, 1
Farm Bureau Financial Services, 2
Federal Home Loan Bank of Des Moines, 1
First National Bank of Ames, 1
First State Bank, 1
Flow Products, Inc., 1
Foresight Financial Group, 1
Forex Bureau 2000 (U) Limited, 1
Freedom Financial Partners, LLC, 1
Forex Bureau 2000 (U) Limited, 1
First National Bank of Ames, 1
First State Bank, 1
Flow Products, Inc., 1
Foresight Financial Group, 1
Forex Bureau 2000 (U) Limited, 1
Freedom Financial Partners, LLC, 1
Frost & Sullivan, 1
Gallagher, 1
GCM Grosvenor, 1
Geico, 2
Glass and Mirror Outlet, 1
Graebel Companies, 1
Graystone Consulting, 1
Greater Iowa Credit Union, 2
Grower’s Edge Financial, Inc., 1
Guthrie County State Bank, 1
HDH Advisors, 1
Hennepin Partners, 1
Hjort Knudsen A/S, 2
HNI/HON/Allsteel, 3
Hogan Hansen PC, 1
IBM, 2
IMT Insurance Company, 1
IndianaColes, 1
Industrial Bank, Co., Ltd., 1
Iowa Department of Revenue & Finance, 2
Iowa Department of Transportation, 2
Iowa Golf Association, 2
Iowa Learning Farms/Water Rocks!, 1
Iowa State Bank, 1
Iowa State Fair, 1
Iowa State University, 2
Iowa State University Athletic Department, 1
Iowa State University Book Store, 1
Iowa State University, CyBiz Lab, 1
JLJ, LLC, 1
Kiewit, 1
Kingland Systems Corp., 17
Kohler Company, 1
Land O’Lakes, Inc., 2
Levi Architecture, 1
Lincoln Savings Bank, 1
Linn Area Credit Union, 1
Live Green! Initiative, 1
Majors and Mondragon, 2
Malvern Trust & Savings Bank, 1
Marsh & McLennan Companies, 1
Matuszewich & Kelly, LLP, 1
McGill Junge Wealth Management, 1
McGowen, Hurst, Clark & Smith PC, 1
Merchants Bonding Company, 1
Merrill Lynch, 1
Midland Tile and Escrow, 1
Modern Woodmen of America, 1
MRK Financial Solutions, 1
Mutual of Omaha, 1
Nationwide Insurance, 5
NCP Inc, 1
Northwestern Mutual, 6
OMNE Partners, 1
Palmer Group, 1
Pella, 1
PepsiCo, 1
planTerra Vertical Farms, LLC, 1
Pocahontas State Bank, 1
Premium Waters, Inc., 1
Principal Financial Group, 19
Principal Global Investors, 5
ProManage, 1
RBC Wealth Management, 1
Real Green System, 1
Region XII Council of Governments, 1
Renewable Energy Group (REG), 4
River Valley Cooperative, 1
Riverland Bank, 1
RJN Group, Inc., 1
RSM US LLP, 2
SitusAMC, 13
St. Cecelia Parish, 1
State Farm Insurance, 2
State Farm Insurance - Mark Doyle Agency, 1
State of Iowa, 1
State Street, 1
Statewide Title and Abstract, 1
Stec, 1
Stone Arch Capital, 1
StoneX, 1
Summit Agricultural Group, 1
TCF Bank, 1
Time ReDesigned, 2
TMC Transportation, 1
Transamerica, 7
Treasure Island, 1
U.S. Bank, 1
United Bank of Iowa, 2
United Fire Group, 1
USI Insurance Company, 1
VenuWorks, Inc, 1
Vermeer Corporation, 1
Vern Laures Auto Center, 1
Villarreal CF, 1
Walgreens Co., 1
Waldinger Corporation, The, 1
Walgreen Co., 1
Wells Enterprises, Inc., 2
Wells Fargo, 1
White Wolf Web, 1
Wintrust Financial Corporation, 2
Workiva, 7
World Food Prize Foundation, The, 1
Zenunity, 1
Zoro, 1
Zurich North America, 1
Organic Lawns by Lunseth, 1
Pella, 1
PepsiCo, 3
R & R Realty Group, LTD, 1
Renewable Energy Group (REG), 2
Ruan Transportation Management Services, 1
Sherwin-Williams Company, The, 2
State Bank, 1
State Historical Society of Iowa, 1
Story Construction Co., 3
Story County, 1
Strategic America, 1
Texas Roadhouse, 3
TMC Transportation, 3
Transamerica, 1
Tyson Foods, Inc., 1
United Fire Group, 1
VenuWorks, Inc, 3
Wellmark, 1
Wet & Forget, 1
Will County Courthouse Circuit Clerk's Office, 1
Woodbury Wealth Management, 1
Workiva, 7

MANAGEMENT INFORMATION SYSTEMS
3M, 2
Ace Hardware Corporation, 1
Albaugh, LLC, 2
All Aboard for Kids, 1
Ankeny Community School District, 1
Arab Jordan Investment Bank, 1
Assault Care Center Extending Shelter & Support (ACCESS), 1
Athene USA, 3
AveXis Biotech, 1
Berkely Technology Services, 3
Boeing Company, The, 1
Businessolver, 1
Café El Zapote, 1
Caterpillar Inc., 1
CO-OP Financial Services, 2
Dana Inc., 1
Des Moines Area Regional Transit Authority, 2
Emerson Remote Automation Solutions, 2
EY, 1
Farm Bureau Financial Services, 3
Farmers Mutual Hail Insurance, 1
Flexara, 1
Hennepin County, 1
Hy-Vee HST, 1
Hy-Vee, Inc., 1
Iowa College Student Aid Commission, 1
Iowa Department of Transportation, 2
Iowa State University, 3
Iowa State University Book Store, 1
Iowa State University College of Veterinary Medicine, 1
Iowa State University Horticulture Research Farm, 2
Iowa State University, CyBiz Lab, 2
John Deere, 1
Kinetic Computer & Marketing, 2
Kingland Systems Corp., 20
Kum & Go, L.C., 3
Lacek Group, The, 1
Lake Cable, 1
Land O'Lakes, Inc., 3
Mariner Wealth Advisors, 1
Mechdyne Corporation, 1
Medtronic, 1
MidAmerican Energy Company, 1
Mississippi Valley Regional Blood Center, 1
New Century FS, 1
Northwestern Mutual, 1
Orkin Pest Control, 1
Pella, 1
Picture Perfect Home Team Realty, 1
Principal Financial Group, 4
Productivity Inc, 1
Renewable Energy Group (REG), 2
RSM US LLP, 2
Sellars Absorbent Materials, 1
Sleep Number Corporation, 1
Target Headquarters, 1
Toyota Financial Services, 1
Transamerica, 1
Twin State Technical Services, 1
Tyson Foods, Inc., 1
US Bank, 1
Vittude, 1
Waldinger Corporation, The, 1
Wellmark, 1
Wet & Forget, 1
Workiva, 4
Yield Solutions Group, 1

MARKETING
319 Decor Design, 1
A & R Marketing, 2
ABN Circle, 2
Adaptive Sports Iowa, 1
Adventureland Park, 1
Agencia Marketing Digital, 1
AgVantage FS, 1
American Association of Insurance Services, 3
AMITA Health, 1
Anderson Properties Real Estate, 3
Animal Rescue League of Iowa, 1
Aptive Environmental, 1
Arrow Electronics, 1
Arthur J. Gallagher & Co., 3
Athene USA, 1
Auria Solutions, 1
Barefoot Bar, 1
BASF Corporation, 1
Baxter Credit Union (BCU), 1
BerganKDV, 3
Best Buy Co., Inc., 1
Bob Harris Enterprises, 1
SUPPLY CHAIN MANAGEMENT
(continued)
Iowa State University, CyBiz Lab, 1
J. B. Hunt Transport, Inc., 2
Jack Link’s Protein Snacks, 1
John Deere, 7
Johnson Controls, 1
Kelso Berrett Co., 1
Kingland Systems Corp., 9
Kirsch Transportation Services Inc., 1
Knaphheide Manufacturing, 1
Kohler Company, 3
Kohl's, 1
Kum & Go, L.C., 1
Land O'Lakes, Inc., 1
Lennox, 3
Levy Restaurants, 1
Lomar Distributing, Inc., 1
LT Leon Associates Inc., 1
Marathon Petroleum, 1
Martin's Garage Inc, 1
Menards, Inc., 4
MercyOne Medical Center - North Iowa, 1
Michael Foods, Inc., 2
MoLo Logistics, 1
MonoSol, 1
Mrs. Clark’s Foods, 2
Navegate, 1
NSP Corp., 1
Pella, 2
Penske Truck Leasing, 1
PepsiCo, 6
Pivot Bio, 1
Plus Relocation, 1
Polaris Industries, 1
Premium Waters, Inc., 1
Prinsco, Inc., 1
Provecaex, 1
Purfoods, LLC, 1
R.S. Hanline, 1
Raytheon, 2
Reicks View Farms, 1
Renewable Energy Group (REG), 2
Roquette America, Inc., 1
Ruan Transportation Management Services, 2
SPEC Engineering, 1
Spreetail, 1
Spring Windows Fashions, 1
State Farm Insurance, 1
Target Stores and Distribution, 3
TCF Bank, 1
Tech Data, 1
Tennant Company, 2
Thomson Reuters, 1
TMC Transportation, 16
TMC, A Division Of C.H. Robinson, 1
Transamerica, 1
Transport Canada, 1
Transport America, 1
Triplett Companies, 1
US Electrical Services, 1
USG (United States Gypsum Company), 3
Vermeer Corporation, 3
Wahl Clipper Corporation, 1
Wells Enterprises, Inc., 2
Whirlpool Corp., 4
Workiva, 4
WorldWide Logistics, 1
2019 Fall Career Fair

**FALL 2019 CAREER FAIR**

- **197**
  - Participating organizations
  - (-2%)

- **3,536**
  - Students attended
  - (+6%)

**FALL 2019 INTERVIEW DAY**

- **43**
  - Participating organizations
  - (-14%)

- **772**
  - Interviews conducted
  - (-9%)
2019 Fall Career Fair Employer Attendees

3M
AAA Cooper Transportation
Aegon Asset Management
Allegheny Technologies
Altec Industries, Inc.
American Family Insurance
Ameriprise Financial
Andersen Corporation
Anderson Trucking Service, Inc.
Aptive Environmental
ArcBest
Archer Daniels Midland Company
Aureon
Auto-Owners Insurance Company
Availa Bank
Barilla America, Inc.
Bazooka Farmstar, Inc.
Beacon Roofing Supply, Inc.
Berkshire Hathaway Homestate Companies
Best Buy Co., Inc.
Boston Scientific Corporation
Buckle
Buildertrend
Bunn-O-Matic Corporation
Businessolver
C. H. Robinson
Cambridge Investment Research Inc.
Cargill, Incorporated
CarteGraph Systems, LLC
Caterpillar Inc.
CDS Global
CED Industrial Solutions Network
Cetera Financial Group
Cintas
CliftonLarsonAllen LLP (CLA)
CNH Industrial
CoBank
Collins Aerospace
Colony Brands, Inc.
Compass Minerals
Conagra Brands
Consolidated Electrical Distributors
CO-OP Financial Services
Cottingham & Butler, Inc.
CRST International, Inc.
CUNA Mutual Group
Dart Transit Company
Decker Logistics, Inc.
DLL
Duluth Trading Company
Echo Marketing Group
Ecolab, Inc.
Eight Eleven Group
Elanco Animal Health
Electrical Engineering and Equipment Company
EMC Insurance Group, Inc.
Emerson
Empirical Foods
Enterprise Rent-A-Car
Epic
Ethos Group
EY
F & M Bank
F&G Annuities & Life
Farm Bureau Financial Services
Federal Deposit Insurance Corporation
Federal Home Loan Bank of Des Moines
Federated Insurance
First Heartland Financial Group
First National Bank of Omaha
Gallagher
GEICO
Gopher Sport
Grace Engineered Products
GreatAmerica Financial Services
Greater Des Moines Partnership
Grinnell Mutual Reinsurance Company
GuideOne Insurance
Hagie Manufacturing Company
Hajoca Corporation
HNI Corporation
Hogan Hansen PC
Holmes Murphy & Associates
Honeywell
Hormel Foods Corporation
Hudl
Hybrid Transit Systems, Inc.
Hy-Vee, Inc.
IBM Corporation
IDEX Corporation
IMT Insurance
Insight Global, Inc.
International Paper Company
INTL FCStone
Intoxalock
Iowa Army National Guard
Iowa Department of Revenue & Finance
Iowa Department of Transportation
Iowa Division of Banking
J.B. Hunt
John Deere
KeHE Distributors, LLC
Kent Corporation
KeyBank Real Estate Capital
Keyot
Kiewit
Kingland Systems Corp.
Koch Industries
Kohler Company
Kohl’s
Kum & Go
KWWI Television, Inc.
Land O’Lakes, Inc.
Lands’ End
Leepfrog Technologies, Inc.
Lennox International
Levi, Ray & Shoup
LMC Risk Management and Insurance
Loram Maintenance of Way, Inc.
LWBJ, LLP
Lyman Companies
Marine Officer Selection Team
Medix
Menards, Inc.
Merrill Manufacturing Company
MHC Kenworth
Michael Foods, Inc.
Midstates Bank
Modern Woodmen of America
Musco Sports Lighting, LLC
Mutual of Omaha
Nationwide Insurance
Northwestern Mutual - Des Moines
Office of Auditor of State (Iowa)
Pella Corporation
Penske Truck Leasing
PepsiCo
Polaris Industries
Principal Financial Group
Professional Computer Solutions, LLC
QCI
R & R Realty Group
R.S. Hanline
Randa Accessories
Renaissance Financial
Renewable Energy Group
Rite-Hite Corporation
Robert Half International Inc.
RSM US LLP
Ruan Transportation Management Services
Sherwin-Williams Company, The
Shure Incorporated
Situs RERC
Sogeti USA
Spreetail
SunSource
Swift Transportation
Target Stores and Distribution
Tennant Company
Textron Aviation (Beechcraft Corporation and Cessna Aircraft Company)
The Schwan Food Company
Thomson Reuters
Titan Machinery
Titan Pro
Titan Tire Corporation
TMC Transportation
Toast
Toro Company
Transamerica
Transport America
TrueNorth Companies, LC
TSL Companies
Tyson Foods, Inc.
U.S. Army
U.S. Navy
Union Pacific Railroad
United Fire Group
United Rentals, Inc.
United Technologies Corporation
US Xpress
USDA Farm Service Agency
Vermeer Corporation
Vertex Software
Von Maur
VT Industries, Inc.
Waldinger Corporation, The
Walgreens Co.
Weitz Company, The
Wellmark
Wells Fargo - Consumer Lending Group
Wells Fargo Bank
Wenger Corporation
Willis Towers Watson
Workiva
WorldWide Logistics
Yash Technologies, Inc.
Zirous
## 2020 Spring Career Fair

<table>
<thead>
<tr>
<th>SPRING 2020 CAREER FAIR</th>
<th>SPRING 2020 INTERVIEW DAY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>142</strong></td>
<td><strong>30</strong></td>
</tr>
<tr>
<td>Participating organizations (+1%)</td>
<td>Participating organizations (Even)</td>
</tr>
<tr>
<td><strong>1,697</strong></td>
<td><strong>225</strong></td>
</tr>
<tr>
<td>Students attended (+13%)</td>
<td>Interviews conducted (+5%)</td>
</tr>
</tbody>
</table>
2020 Spring Career Fair Employer Attendees

Access Systems
Altec Industries
Anderson Trucking Service, Inc.
Aptive Environmental
ArcBest Corporation
Auto-Owners Insurance Company
Bay & Bay Transfer
BerganKDV
Berkshire Hathaway Homestate Companies
Buckle
Buildertrend
Bunn-O-Matic Corporation
Bunzl
Businessolver
Cambridge Investment Research Inc.
Cargill, Incorporated
Caterpillar Inc.
CED Industrial Solutions Network
CBG Enterprises, Inc.
CliftonLarsonAllen LLP
Colony Brands, Inc.
Consolidated Electrical Distributors (CED)
CO-OP Financial Services
Cottingham & Butler, Inc.
CUNA Mutual Group
Danfoss
Dart Transit Company
Decker Logistics, Inc.
Dillard’s
Eight Eleven Group
Electrical Engineering and Equipment Company
EMC Insurance Group, Inc.
Emerson
empirical
Enterprise Rent-A-Car
Epic
Epicor
Ethos Group
Eurofins Scientific, Inc.
F&G Annuities & Life
Farm Credit Administration
Federal Deposit Insurance Corporation
Federal Home Loan Bank of Des Moines
Financial Architects
GEICO
Granular, Inc.
GreatAmerica Financial Services
Greater Des Moines Partnership
GreenState Credit Union
Grinnell Mutual Reinsurance Company
GuideOne Insurance
Hajoca Corporation
HNI Corporation
Honeywell
Hormel Foods Corporation
Hybrid Transit Systems, Inc.
Hy-Capacity, Inc.
Hy-Vee, Inc.
IBM
INRY
Insight Global, Inc.
International Paper Company
Iowa 80 Group
Iowa Army National Guard
Iowa Bankers Association
Iowa Department of Revenue & Finance
Iowa Department of Transportation
Iowa Division of Banking
J. B. Hunt Transport, Inc.
John Deere
Kent Corporation
KEYENCE Corporation
Keyot
Kiewit
Kingland Systems Corp.
Koch Industries
Kohl’s
KDONE Inc.
Kum & Go, L.C.
Land O’ Lakes, Inc.
LCS: Life Care Services
Loram Maintenance of Way, Inc.
Marine Officer Selection Team
Menards, Inc.
MHC Kenworth
Michael Foods, Inc
MidAmerican Energy Company
Modern Woodmen of America
MoLo Solutions
Mueller Industries
Musco Sports Lighting, LLC
Mutual of Omaha
Nationwide Insurance
Northwestern Mutual - Des Moines
NTAG Northern Plains
Office of Auditor of State (Iowa)
P&S Transportation
Palmer Group
Pella Corporation
PPD
Professional Computer Solutions LLC
Randa Accessories
Record Automation Doors, inc.
Renaissance Financial
Renewable Energy Group (REG)
Rite-Hite Corporation
Robert Half International Inc.
RSM US LLP
Ruan Transportation Management Services
Sherwin-Williams Company, The
Situs RERC
Smithfield Foods
SunSource
Target Stores and Distribution
Thomson Reuters
Titan Machinery
Titan Tire Corporation
TMC Transportation
Toast
Toyota Financial Services
TPI Composites, Inc.
Transamerica
Transport America
Trinity Logistics
TrueNorth Companies, LC
TSL Companies
TTI, Inc.
U.S. Army
United Rentals, Inc.
Vermeer Corporation
Von Maur
VT Industries, Inc.
Walgreen Co.
Wells Fargo - Consumer Lending Group
Wenger Corporation
WESCO Distribution
West Des Moines Chamber
Willis Towers Watson
Workiva
WorldWide Logistics
Yash Technologies, Inc.
Zirous
All Ivy business graduates of Iowa State University are eligible to use the alumni services offered through Business Career Services. We are able to assist with career development from researching careers and completing resume reviews, to interviewing and salary negotiation.

**SERVICES PROVIDED**

- Letters of reciprocity
- On-campus interviews
- Career-related resources
- Alumni networking
- In-person/phone career advising appointments for job search strategy development
- Job openings in CyHire readily available to alumni who complete our alumni registration form
- Attendance at our fall and spring career fairs each year (company list available in CyHire)
Alumni Utilizing CyHire

Alumni who would like to register for a CyHire account or have other questions about how Business Career Services can support their job search efforts, can contact us at bcs@iastate.edu or 515-294-2542.