With collaboration, courage and relentless drive, we will improve the world of business and the world at large.
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Create a Winning Strategy for Campus Recruiting

CREATE YOUR GAME PLAN
Over the next few pages we will provide you with valuable information to help you strategize and plan your recruiting efforts on campus for internship and/or full-time positions. We encourage you to contact our Business Partners to discuss your MBA hiring goals and to develop a successful recruiting strategy customized for your organization. Our Account Managers will work with you to implement that strategy and execute the specific logistics for your recruiting activities.

PARKER CMC ONLINE RECRUITING SYSTEM
Our system is powered by Grad Leaders and will assist you with your recruiting needs, including:
• Creating an employer profile
• Scheduling a corporate presentation
• Scheduling interviews for on-campus recruiting
• Posting a job
• Ordering résumé books

BUSINESS PARTNERS
Feel free to reach out to any of our business partners:
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RECRUITING CHECKLIST
■ Contact a Business Partner to discuss your company’s MBA hiring needs and determine an effective recruiting and marketing strategy.
■ Work with your Account Manager to schedule events, including corporate presentations, office hours, and interviews by requesting dates through the Parker Career Management Center (CMC) Online Recruiting System. Review confirmed dates and logistics for corporate presentations and interviews in the Online Recruiting System.
■ Increase your presence on campus by reaching out to the appropriate industries or function-related student clubs to express interest in participating in upcoming events. Be sure to communicate to your Account Manager any additional on-campus events scheduled through student organizations.
■ Order your online access of UCLA Anderson School résumé books through the Online Recruiting System.
■ Reconfirm the following items with your Account Manager for your events/interviews:
  • Catering and audio/visual needs two weeks before your event
  • Delivery of presentation materials one week before your event
  • Campus directions and parking information one week before your event/interview
■ For on-campus recruiting, submit pre-selected list through the Online Recruiting System before your invite list due date. The final interview schedule will be available three days before your interview date.
Create a Presence at Recruiting Events

COMPANY PRESENTATIONS
Company presentations are effective means for meeting with students and educating them about career opportunities within your organization.

Company presentations begin in the fall:

- September 26 ........ Second-year events only
- October 3 ........... Companies can host combined events for first- and second-years
- October 17 ........... First-year only events begin
- January 9 ........... First- and second-year events begin in Winter Quarter

VIRTUAL PRESENTATIONS
If you are unable to visit campus to host a company presentation, you can host a virtual presentation using various technologies, which enable you simultaneously to give a presentation and interact with students in real time in a classroom setting.

OFFICE HOURS/COFFEE CHAT
Host office hours or a coffee chat on campus to speak with students who drop by to meet your recruiting team and business line managers or other company representatives. These can be brief one-on-one meetings or small group sessions. These events are usually scheduled in conjunction with a company presentation, or they may be held up to several days after your company’s presentation. These events are more effective if held prior to your invite list due date. Please contact your Account Manager if you have any questions about these events.

EMPLOYER BRIEFINGS
• A formal presentation held during the day.
• These events are scheduled Monday through Thursday, from 11:30 a.m. to 12:30 p.m. (capped at 60 minutes).
• Employer Briefings are held in a classroom in the UCLA Anderson Complex.
• Lunch can be catered at a nominal charge to companies.

CORPORATE PRESENTATIONS
• A more formal presentation leaving additional time for networking, questions and answers.
• These events are scheduled Monday through Thursday, between 4:30 p.m. and 8:00 p.m. (usually lasting 90 minutes).
• Corporate Presentations are held in a classroom within the UCLA Anderson Complex.
• Food and beverages can be catered at a nominal charge to companies.

RECEPTIONS
• This recruiting event begins with a corporate presentation in a classroom, followed by a reception.
• Receptions are held in an atrium in the UCLA Anderson Complex.
• Food and beverages can be catered at a nominal charge to companies.
Other Ways You Can Recruit With UCLA Anderson

RÉSUMÉ COLLECTIONS
The résumé collection option is an excellent way to source qualified talent for your hiring needs even when you are not able to visit campus to interview. You simply post job descriptions online using the Online Recruiting System, and we collect students’ résumés for you by your preferred deadline. The position will be highlighted in our daily email to the appropriate student class as well as to the student organizations. The emails will contain details on the positions along with the timelines on which to respond. At the conclusion of the application submission deadline, you may view the applications online. We are also able to provide you with an interview room on campus, should you wish to set up on-campus interviews.

A note about job descriptions and recruiting at UCLA Anderson:

The Parker Career Management Center requires firms to submit job descriptions for each position to be filled. Job descriptions are made available to students early in the year to enable them to research companies and make company preference decisions. It is important to include in the job description any applicable restrictions pertaining to citizenship or work authorization. All postings must be MBA-appropriate positions and projects.

PARKER POSTINGS
In addition to your on-campus recruiting activities, you can also post jobs on the Parker Postings through the Online Recruiting System. These are self-service postings that are viewable by both Anderson students and alumni. Companies can post full-time positions, summer internships, part-time internships and academic (unpaid) internships.

PURCHASE ANDERSON RÉSUMÉ DATABASE
The UCLA Anderson School of Management Résumé Database is an excellent resource to connect with summer and full-time candidates. The online database is searchable and contains the résumés of talented MBA candidates with a diverse mix of backgrounds and experiences. You can place orders for databases for the classes of 2017 and 2018 starting on July 15, 2016.

SPRING MBA CAREER FAIR
Usually held in late April or early May, this event is designed to meet your “just-in-time” MBA hiring needs for both internships and/or full-time positions.
STUDENT ORGANIZATIONS
Partnering with one or more of the 40 career-related student clubs is an excellent way to build brand awareness among a targeted group of students. Companies can enhance their on-campus presence by connecting with the appropriate student organization.

Each year, the Anderson Student Association (ASA) actively seeks to increase student contact with the business community by sponsoring a variety of educational workshops and events that help students explore professional career opportunities. Please reach out to your Account Manager for the contact information of the appropriate student organization leaders.

DAYS-ON-THE-JOB/INDUSTRY TREK
Days-on-the-Job (DOJ)/Industry Trek offers an excellent opportunity for students to visit your firm to meet senior leaders and get introduced to the culture of your company. DOJs are typically held on Fridays or during our Trek Week in early November.

CAREER NIGHTS
Career Nights are student-coordinated events within specific industries through partnerships with student clubs. These events allow students to informally meet with representatives from multiple companies associated with the student clubs.

INFORMATIONAL INTERVIEWS
Informational interviews are another networking resource for your team to use to learn more about our students’ interests. An informational interview gives our students the opportunity to get a better understanding of career opportunities for MBAs in your company, permitting them to make an informed career choice.

SUMMER RECEPTIONS
Summer receptions give company representatives an opportunity to interact with first-year students before they return to campus in the fall. These events can be held locally or regionally.
Hiring International MBA Students

International MBA students make up about one-third of the full-time student population and represent some of the best and brightest management talent from more than 50 different countries. They excel academically and contribute significantly to the UCLA Anderson community through their wide range of knowledge and professional experiences. Furthermore, their language skills and cultural knowledge are invaluable resources in the increasingly global marketplace.

If you have not done so in the past, we urge you to get to know our talented pool of international students and consider them for employment within your organization for both U.S. and abroad opportunities. There are several ways you can connect with them through internationally focused student clubs, on-campus events and other activities. If you are coming on campus to recruit, we strongly encourage you to include international students among your interview candidates.

WHAT ABOUT WORK ELIGIBILITY IN THE UNITED STATES?

Hiring international students for employment in the U.S. is easier than most people realize. The majority of international students have F-1 visas, and according to U.S. Citizenship and Immigration Services (USCIS), these students are allowed to work in the U.S. in positions that relate to their field of study. USCIS also makes provisions for the hiring of international students each year through a number of visa programs. In order to facilitate questions that you might have about these processes, you will find the basics for hiring international students outlined on this page.

INTERNSHIPS: CURRICULAR PRACTICAL TRAINING (CPT)

Students with F-1 visas can use this provision to work full time during the summer months between the first and second year of studies and part time during the second year. The employer only needs to provide information regarding the terms of the employment, and the student obtains work authorization from UCLA Dashew Center for International Students and Scholars.
SHORT-TERM FULL-TIME POSITIONS: OPTIONAL PRACTICAL TRAINING (OPT)

Students holding F-1 visas may be employed full time for 12 months after graduation under the OPT. We work with students so that they have the Employment Authorization Document (EAD) by graduation so that they can begin work soon after the completion of their studies. This process does not have an annual quota or other restriction, and students do not need an offer to obtain the EAD. Once hired, the employer is only required to complete the I-9 form and provide a standard offer letter.

LONG-TERM FULL-TIME POSITIONS

When an employer decides to continue employing the international graduate beyond the OPT period of 12 months, it must petition for a Change of Non-Immigrant Status on behalf of the employee, most common being the H-1B visa. The H-1B visas are issued in three-year increments and may be extended for another three years, up to a maximum of six years. The employer’s petition to USCIS is straightforward and can be accomplished with relative ease.

Most employers use the services of an in-house counsel or immigration attorney in the visa application process, including the petitioning procedures. The Parker CMC can refer interested employers to Loke Walsh Immigration Law, a top immigration firm that has worked successfully with our students, alumni, and employers in the past.
Logistics for Your Recruiting

AUDIO-VISUAL EQUIPMENT
Our presentation rooms are equipped with a projection system, computer, a DVD player and cables for laptop connections.

CATERING
We have made special arrangements with our preferred caterers that will allow you to interact directly with them to place your orders and make a payment. To view our catering menus, please contact your Account Manager.

MATERIALS FOR RECRUITING EVENTS
You may send company literature or giveaway items for your company’s presentation up to one week prior to your event. Please be sure to include your company’s name and the date of the event on the package.

Mail to:
Your Account Manager
Event Name
UCLA Anderson School of Management
Parker Career Management Center
110 Westwood Plaza, Suite C.201
Los Angeles, CA 90095-1481

DIRECTIONS/PARKING
We will arrange parking for your company’s representatives as we get close to the event date. Please refer to pages 18–19 for general travel information and directions to the UCLA Anderson campus.

TIPS FOR PLANNING YOUR RECRUITING EVENTS
► Your company presentation should include information that will educate students about your company, along with information about the roles MBA students/graduates can play in your company, geographic locations of positions and work authorization. You should include information that students will not be able to find on your company’s website.

► Create a presentation that is interactive to ensure two-way dialogue between your representatives and the students.

► It is important to invite an ample number of company representatives, making sure to include team members who are working in the position(s) for which you are recruiting, or someone who has recently held a relevant position.

► Invite Anderson alumni currently working for your company to attend your presentation. Alumni are a company’s strongest advocate and are able to speak to the culture of the company and career paths for MBAs, and explain how Anderson alumni are a good match for your company.

► Invite your summer interns to attend the presentation. They can speak about their positive experiences at your company and can serve as an excellent marketing resource for you.

► Leave time in your presentation for questions from students and networking opportunities.

► If your company offers global opportunities for MBAs, it is always helpful to share this information in your presentation and with students who make inquiries.
Interviewing MBA Candidates

On-campus interviews take place at the Parker Career Management Center. Requests for specific interview dates can be extremely competitive. We encourage you to schedule dates online as early as possible and to stay flexible in obtaining time with the candidates you want.

INTERVIEW DATES

On-campus interviews for full-time positions begin on October 10, 2016, for those who do not wish to host a company presentation prior to interviews. For companies that plan to host a recruiting event, interviews begin on October 17, 2016. Interviews for summer positions begin on January 9, 2017. For the 2016 – 2017 academic year, on-campus interviews will be conducted during the following timeframes:

- Full-time Positions
  October 10 – December 2
- Summer Internships
  January 9 – 11 (Investment Banks ONLY)
  January 17 – March 3

Students interested in interviewing during a company’s interview schedule will apply through our Online Recruiting System unless alternate arrangements have been made in advance. Student interest can be enhanced by activities such as corporate presentations, along with participation in club activities. Likewise, employers may develop interest in students they meet at recruiting events and extend invitations for an interview. The more information you can provide about the opportunity — such as required experience, location, language preferences — the more it will help students in their decision to apply.

On-campus interviews typically begin at 8:30 a.m. and can last until 6:00 p.m. If you need to adjust these times, please contact your Account Manager as soon as possible.

TYPICAL INTERVIEW SCHEDULE SETUP

<table>
<thead>
<tr>
<th>Interview Length</th>
<th># of Interview Slots</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 minutes</td>
<td>13</td>
</tr>
<tr>
<td>45 minutes</td>
<td>9</td>
</tr>
<tr>
<td>30 minutes x 2 rotating</td>
<td>14</td>
</tr>
<tr>
<td>45 minutes x 2 rotating</td>
<td>10</td>
</tr>
</tbody>
</table>

ROTATING SCHEDULES

This type of schedule allows two interviewers to see each candidate in back-to-back interviews.

PHONE/VIRTUAL CONFERENCE INTERVIEWING

In addition to phone interviews, high-definition video conferencing is available as an option to connect you with qualified candidates if you are not able to visit campus to hold interviews. We have installed the Polycom HDX 4002 video conferencing/interviewing system, which offers a high-definition video experience and uses common IP-Address-based video standards and protocols. We can also use more common video conference applications such as Skype, Google Hangout, etc. to conduct remote interviews. If your organization has any questions or would like to work with us to collect résumés and utilize this equipment, please contact the Parker CMC at (310) 825-3325.
Tips for On-Campus Interviews

TRAVEL TIME
Please allow 60 minutes for travel time on the freeway to and from Los Angeles International Airport (LAX) to arrive at UCLA on time.

ON THE INTERVIEW DAY
Interviewers will be asked to check in with our reception desk in the Parker Career Management Center. We will give interviewers a copy of their interview schedules and résumés for students interviewing. Breakfast, lunch, and morning and afternoon snacks will be provided. Wireless access is available for interviewers.

FOLLOW-UP AFTER THE FIRST-ROUND INTERVIEW
It is important to promptly communicate with candidates their status and your decision timeline throughout the recruiting process (ideally within a week of the interview). Students think highly of companies that foster and encourage open and prompt communication regarding their candidacy — regardless of the final outcome.

INVITE LISTS
Invite lists for interview schedules must be submitted to the Parker Career Management Center no later than 10 days prior to the interview dates. All companies are asked to provide the names of the three alternates ranked in order of preference. We will use the alternate names when a “preselected” student declines the invitation. Failure to meet the deadline to submit your invite list will result in rescheduling your interviews to a new date.

CHANGES TO YOUR INTERVIEW SCHEDULE
We manage a large number of interview schedules each year. When companies make last-minute changes, it can jeopardize their chances of reaching the appropriate number of candidates. To ensure that we continue to meet your needs and those of our students, we ask that you contact our offices immediately if you need to make changes to interview schedules.

FINALIZING THE SCHEDULE
Schedules will be final and viewable online through the Online Recruiting System three business days prior to your interviews. Once interview schedules are final, you will be asked to communicate last-minute changes directly to the students. When all the changes are completed, please send a copy of the revised interview schedule to your Account Manager prior to the day of interviews.

Throughout the process, we encourage you to communicate openly and promptly with your Account Manager regarding any changes or adjustments in your recruiting activities.

Second-Round Interviews

SECOND-ROUND INTERVIEWS
Employers are strongly encouraged to respect the integrity of our students’ education and schedule follow-up interviews and on-site visits around students’ class time. When possible, please schedule second-round interviews on Friday, as there is no class for students on this day. We recommend that alternate dates are offered for second-round interviews in case of potential conflicts. To avoid conflicts, we ask that you provide your Account Manager with your second-round interview dates as soon as they are available.

To allow students the opportunity to complete their first-round interviews, companies must adhere to the following guidelines.

FOR INVESTMENT BANKS ONLY:

Fall Interviews: Second-round interviews for Investment Banks may not begin until Monday, October 17, 2016. Students may be notified of their second-round interviews any time after the completion of the first-round interview.

Winter Interviews: Second-round interviews for Investment Banks may not begin until Thursday, January 12, 2017. Students may be notified of their second-round interviews any time after the completion of the first-round interview.
Making an Offer and Hiring

GETTING STARTED
Accepting an offer for employment is an important decision that is not taken lightly by our students. It requires a great deal of thought as they weigh the fit with the company, personal goals and other potential offers. Open lines of communication between the company and students will be crucial.

FULL-TIME
The Parker Career Management Center requires that full-time offers extended after a summer internship remain open until November 28, 2016. Full-time offers extended to second-year students during the fall recruiting process must remain open a minimum of three weeks or until January 6, 2017, whichever is later.

SUMMER INTERNSHIP
For Investment Banks making offers of employment without holding second-round interviews, offers may be made at any point after the completion of a first-round interview. All offers of employment made by Investment Banks must remain open for one week from the date of the offer. For students who receive offers for summer employment from companies other than investment banks, employers must give each candidate a minimum of one week to respond to an offer or until February 24, 2017, whichever is later.

EXPLODING OFFERS AND OTHER INCENTIVES
The standard job offer — including base salaries, signing bonus, and other benefits — must remain open in its entirety until the offer decision date is due. Students are asked to let the Parker Career Management Center know if employers use “exploding offers” or other incentives to persuade students to accept the employment offer prior to the specified deadlines.

INFRACTION OF RECRUITING POLICIES
In order to ensure fairness to all who participate in the recruiting process, all employers are asked to adhere both to the spirit and the letter of our recruitment guidelines and general professional hiring protocols. All UCLA Anderson students are also held to the Professional and Ethical Guidelines agreed upon by the school administration and the Anderson Student Association.

Should a recruiting organization violate any recruiting policies and protocols, each infraction will be reviewed by the assistant dean and the staff of the Parker Career Management Center on a case-by-case basis. After a thorough investigation and analysis, the assistant dean will determine the level of probation and penalties that will be levied on the organization. These penalties may include a probation period, loss of preferred dates and recruiting activities, or being banned from all on-campus recruiting activities and student interactions for a set period of time.

Parker CMC hopes that we can work together with all of our recruiting partners and students to prevent these infractions and continue to build our relationships to become the school of choice of our MBA employers.

OFFER TIMELINE FOR OFF-CAMPUS RECRUITING
The recommended timeline for students to respond to summer internship offers received through summer/fall off-campus recruiting processes (i.e., Consortium OP, NBMBAA, NSHMBA Conferences and Deloitte Immersion Program etc.) is January 20, 2017.
YOAV BERGMAN (*'15)
Intern, Sales Strategy & Operations
Fullscreen Inc.
Los Angeles, CA
MBA Class of 2015 Full-Time Employment

INDUSTRY CHOICES, 2011 TO 2015

- Consulting Services
- Consumer Products
- Education/Nonprofit
- Energy/Utilities (including Alternative Energy)
- Entertainment/Media
- Financial Services
- Health Care
- Other
- Real Estate
- Technology

- 2011
- 2012
- 2013
- 2014
- 2015
MBA Class of 2017 Profile (as of June 2015)

APPLICANT POOL & CLASS SIZE

APPLICATIONS RECEIVED 3,530
CLASS SIZE 370

AGE DISTRIBUTION
Average Age 29
Age Range 23 – 40

WORK EXPERIENCE

5 Years EXPERIENCE (Average)

0 – 3 YEARS 17%
3 – 6 YEARS 65%
6+ YEARS 18%

ACADEMIC PROFILE

3.2 – 3.8 MIDDLE 80% GMAT RANGE

714 AVERAGE GMAT

UNDERRGRADUATE MAJORS

23% — Engineering
22% — Business
18% — Humanities
15% — Economics
12% — Math/Computer Science
10% — Other

DIVERSITY

COUNTRIES REPRESENTED 42
STUDENT BODY 1

Minorities 27%
Women 30%
International Citizens 33%
Undergraduate Institutions 182

TOP BACKGROUNDS BY INDUSTRY

Finance 24%
Consulting 20%
High Tech 20%
Public and Nonprofit 12%
Consumer Goods 8%
Entertainment and Media 7%
Health Care and Biotechnology 7%
Real Estate 2%

TOP HIRING FIRMS

The following organizations have hired five or more full-time MBA students during the 2014 – 2015 recruiting season (combining both full-time employment and summer internships):

16 OR MORE STUDENTS:
Deloitte
Microsoft Corporation
PricewaterhouseCoopers (PwC)

10 – 15 STUDENTS:
Adobe Systems Inc.
Amazon Inc.
Amgen Inc.
Apple Inc.

5 – 9 STUDENTS:
Bank of America Merrill Lynch
Google Inc.
Mattel Inc.

5 – 9 STUDENTS:
AT&T, Inc.
Autodesk Inc.
The Boston Consulting Group (BCG)
Cisco Systems Inc.
Citigroup Inc.

Credit Suisse
Dimensional Fund Advisors
EY
Fox
General Mills
HP
Intel Corporation
McKinsey & Company Inc.
Moelis & Company
Visa Inc.

VMware Inc.
The Walt Disney Company
Wells Fargo & Co.
ZS Associates

Over 280 other organizations hired at least one MBA student/graduate for full-time employment or internships in 2015.
TRAVELING BY CAR
The Parker Career Management Center will contact you regarding parking arrangements approximately two weeks prior to your event.

TRAVEL TIME
Please allow 60 minutes for travel time on the freeway to and from Los Angeles International Airport (LAX) to arrive at UCLA on time.

TRAVELING BY TAXI
Although taxi fares may vary considerably according to the time of day, the average one-way fare from Los Angeles International Airport (LAX) is approximately $50.

TRAVELING BY CAR SERVICE
B&W Limo is a boutique car service company specializing in ground transportation. They provide a variety of transportation services ranging from airport transfer to shuttle service. Their main focus is providing reliable service while promoting convenience and efficiency. (866) 245-4625

TRAVELING BY AIR
The UCLA campus is conveniently located between LAX and Burbank Airport. The travel time from both airports is approximately 60 minutes, depending on traffic.

WHERE TO STAY
When making reservations at the following hotels, please be sure to mention that you are conducting business at UCLA Anderson to receive discounted rates.

ACCOMMODATIONS

Hotel Angeleno
170 N. Church Lane
Los Angeles, CA 90049
(310) 476-6411

Hotel Palomar Westwood
10740 Wilshire Blvd.
Los Angeles, CA 90024
(310) 475-8711

W Hotel Los Angeles-Westwood
930 Hilgard Avenue
Los Angeles, CA 90024
(310) 208-8765

Luxe Summit Bel-Air Hotel
(I-405 at Sunset Blvd.)
11461 Sunset Blvd.
Los Angeles, CA 90049
(310) 476-6579

Visiting UCLA Anderson

Account Managers will provide you with additional travel and parking details closer to the event/interview visit date. Please be sure to promptly communicate that information to your recruiters and visitors.
UCLA Anderson School of Management is located in the north-central section of the campus, between Sunset Boulevard (to the north) and Wilshire Boulevard (one mile to the south).
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Administrative Manager

Julie Miller
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Donna Robinson
Associate Director, Employer Relations

Emily Rosenthal
Associate Director, Career Advising and Corporate Outreach

Britta Schort
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Elizabeth Vincent
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