

Regina Regazzi

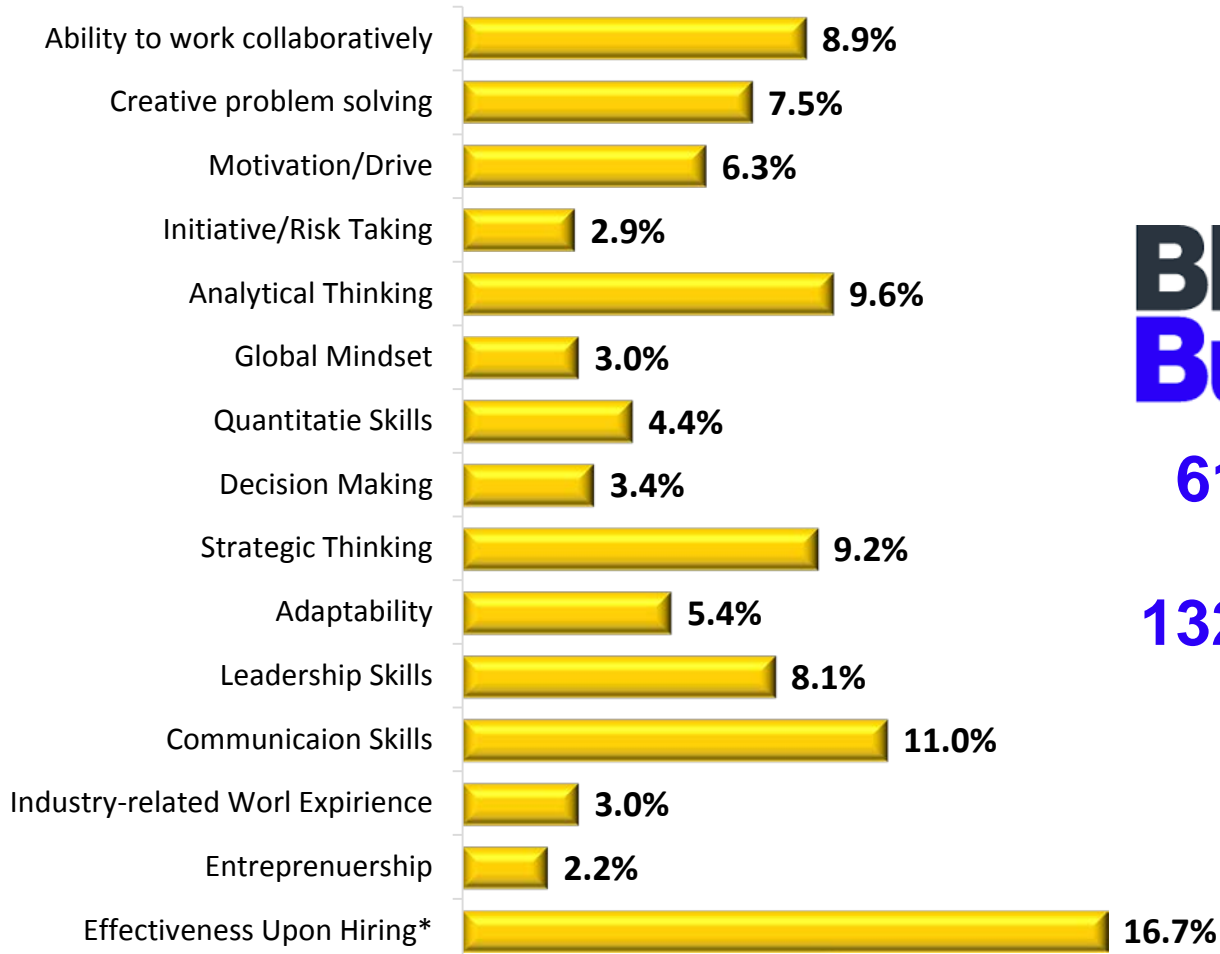
Parker Career Management Center

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# THE APPLICANT'S PERSPECTIVE

# IMPORTANCE WEIGHTING OF MEASURED ATTRIBUTES

## Average



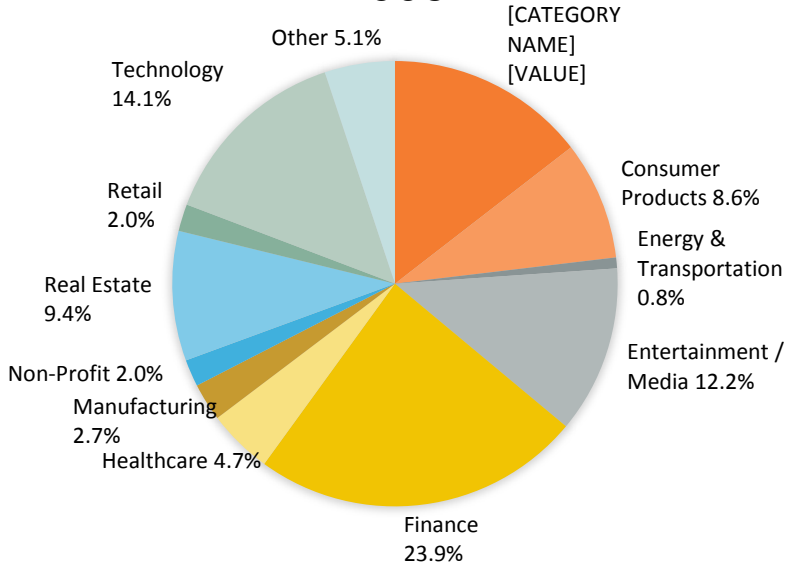
**Bloomberg  
Business**

**614** companies including  
23 S&P companies;

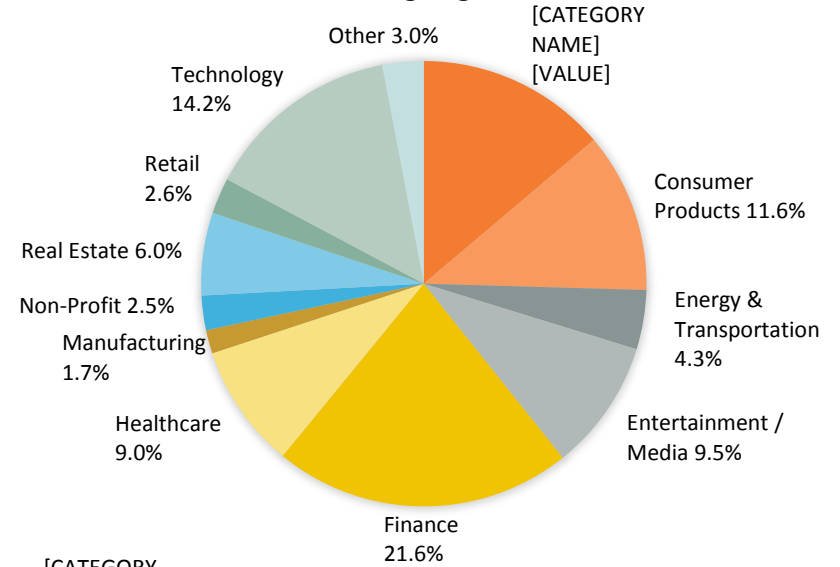
**1320** recruiters surveyed

# ANDERSON INDUSTRY COMPARISONS

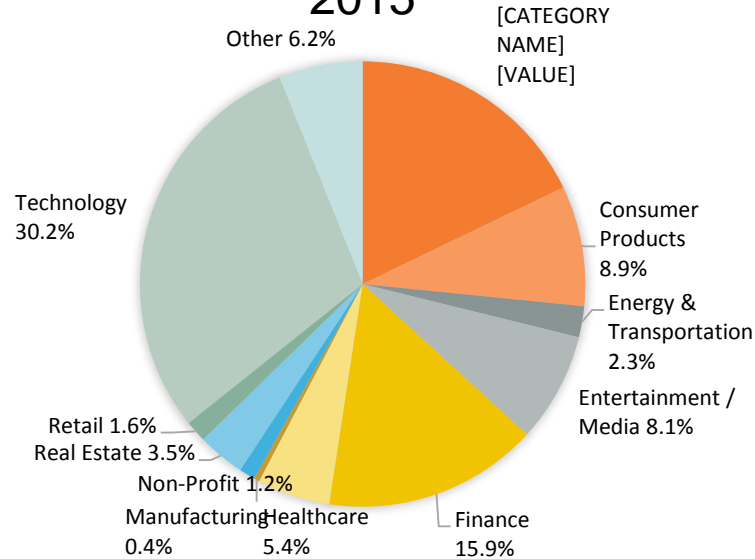
2006



2010



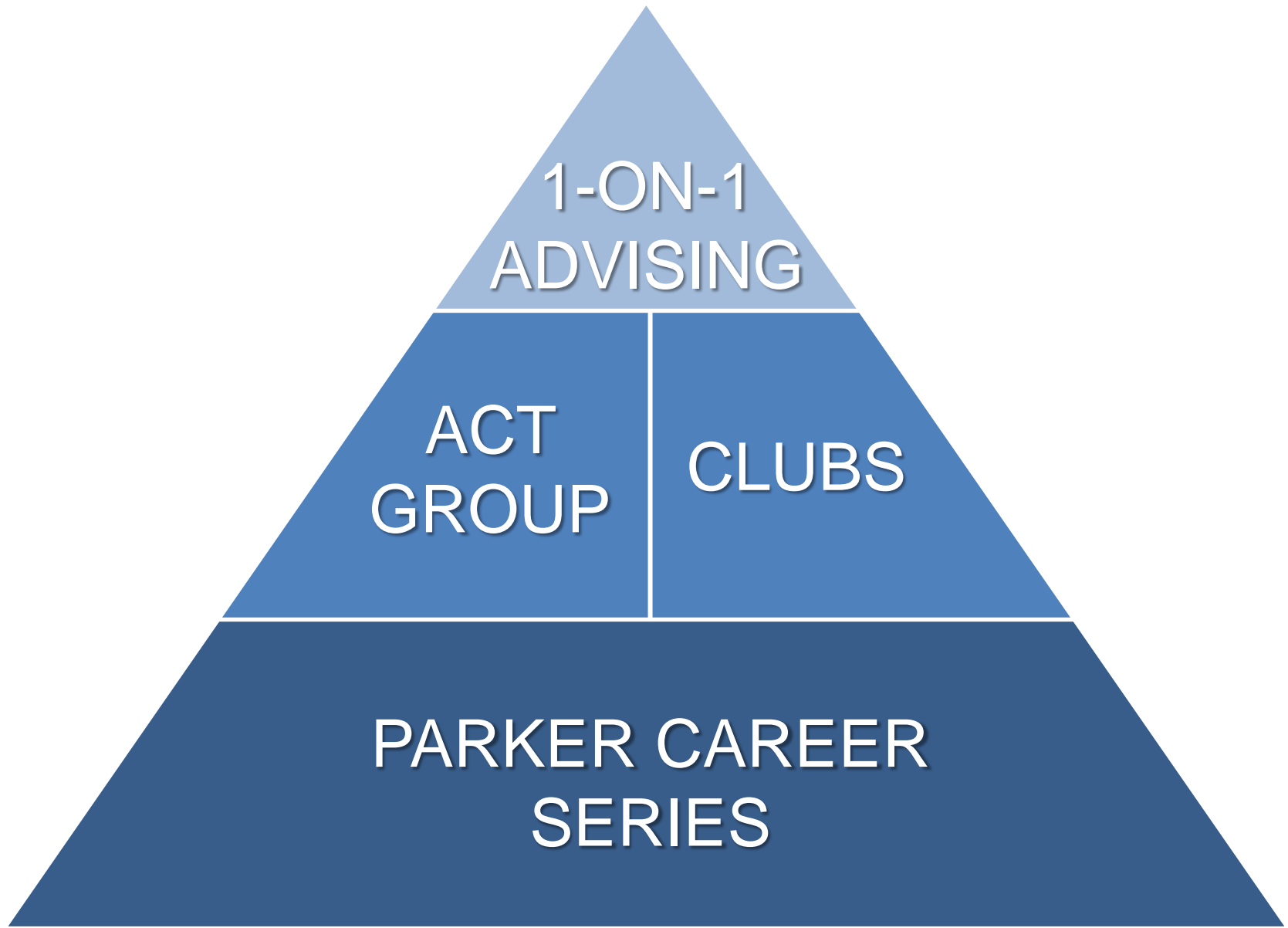
2015



# ANDERSON COMPENSATION BREAKDOWN

## Compensation Breakdown

	2006		2010		2015*		2006-2015 Compensation % Increase
	% Receiving	Mean	% Receiving	Mean	% Receiving	Mean	
Annual Base Salary	97.3%	\$92,011	96.6%	\$97,191	98.8%	\$ 114,552	24.5%
Signing Bonus	60.4%	\$17,465	53.0%	\$21,152	66.7%	\$ 27,536	57.7%
Other Guaranteed Bonus	38.8%	\$18,239	28.0%	\$16,041	10.5%	\$ 20,087	10.1%
% Receiving Equity/Stock			22%		34.9%		



# PARKER CAREER SERIES



## PLAN

- Self-Assessment
- Industry & Company Research
- Value Proposition

## IMPLEMENT

- Resume
- Networking
- Cover Letter
- Interviewing

## ASSESS

- Decision Making
- Negotiation

# WHAT COMPANIES ARE DOING

- » Corporate Presentations (sometimes virtual)
- » Office Hours/Coffee Chats
- » Career Night
- » Cocktail Parties
- » Dinners for 8 (D48)
- » Case Competitions
- » Career Fair
- » On and off-campus interviews

# WINNING COMPANY METHODS

- » Efficient interview process and decision making timelines
- » A response (for both offers or no offer)
- » High touch throughout the process
- » Present more of what they really do instead of who they are (case discussion, product demo etc.)
- » For internships (summer or academic), significant projects that tie to the business, perhaps with a final presentation to senior management



# DECISION MAKING MATRIX

<b>Factor</b>	<b>Importance (Scale of 1-5 5 most important)</b>	<b>Company 1 How does it rank on factor (1-5 with 5 being best fit with factor)</b>	<b>Company 1 Score</b>	<b>Company 2 How does it rank on factor (1-5 with 5 being best fit with factor)</b>	<b>Company 2 Score</b>
Location			0		0
Company Reputation			0		0
Company Focus (Industry/Strategy)			0		0
Company Size/Stage			0		0
Customer Base			0		0
LT Advancement Potential (w/in company)			0		0
Resume potential			0		0
<b>Company Score</b>			0		0
<b>Job</b>					
Role			0		0
Title			0		0
Intellectual Challenge			0		0
Training			0		0
Learning within Job			0		0
Excitement (Results)			0		0
Job is "Dream Job"			0		0
You provide value			0		0
Base Salary			0		0
Bonus Opportunity			0		0
Stock/Other options			0		0
LT Financial gain potential			0		0
<b>Job Score</b>			0		0
<b>Culture</b>			0		0
Team			0		0
Compatible Peer Group			0		0
Mentorship			0		0
Work/Life Balance			0		0
Cultural Fit			0		0
<b>Culture Score</b>			0		0
<b>Total Score</b>			<b>0</b>		<b>0</b>

QUESTIONS?