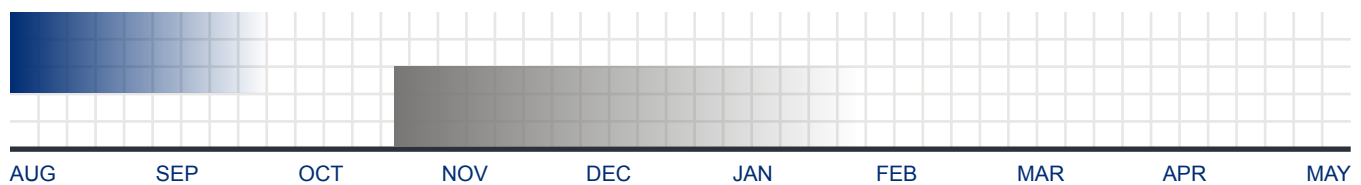


RECRUITING TIMELINE BY INDUSTRY

CONSULTING

ACADEMIC YEAR



■ Summer Internships ■ Full-Time, Post-Graduate Jobs

Summer Internships

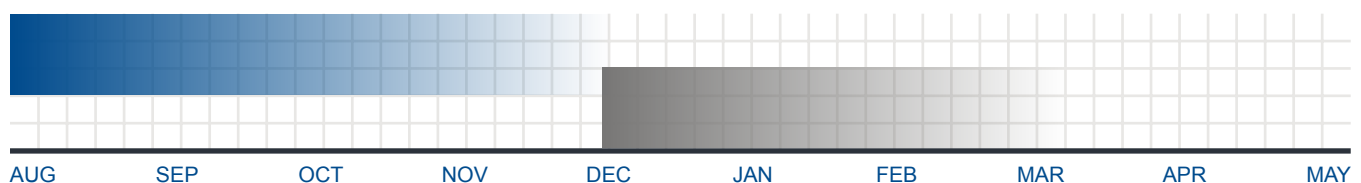
- Deadlines range from early-December through late-January.
- Interviews begin early-January through March.
- Students should apply directly on the firm's website before they leave for I4H to be competitive with large management consulting firms that recruit internships from core schools on-campus.

Full-Time, Post-Graduate Jobs

- Deadlines range from early-September through mid-October.
- Interviews will wrap up by Thanksgiving (end of November).

FINANCE

ACADEMIC YEAR



■ Summer Internships ■ Full-Time, Post-Graduate Jobs

Summer Internships

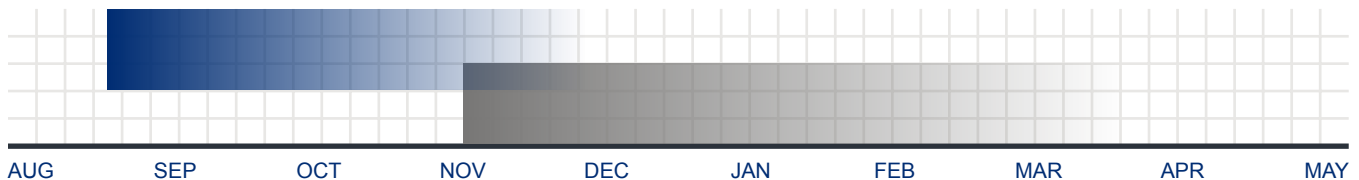
- Deadlines vary widely, so it is best to be looking and prepared early.
- Many banks and financial institutions seek candidates for internships prior to the school year.
- Very competitive investment banks will seek top admitted students the summer before they even enter graduate school.
- Recruiters will be seeking candidates starting in the fall; however, some institutions will not have formal internship interviews starting until January.
- Most interviews begin early January through April.
- To be competitive at firms which recruit internships at a small group of core schools on-campus, students should apply directly on the firm's website prior to winter intersession.

Full-Time, Post-Graduate Jobs

- Deadlines range from September, immediately following the summer internship, through February.
- One-off interviews will continue through May.
- Several firms will fill most of their full-time roles with their interns from the previous summer.
- This is not always the case, but if students are seeking a Finance Leadership Program, deadlines are early in the fall semester - September through October.
- Hiring on an as-needed, rolling basis will happen throughout the school year, but the Financial MBA-specific roles will most likely be filled at the end of the fall semester.

HEALTHCARE

ACADEMIC YEAR



■ Summer Internships ■ Full-Time, Post-Graduate Jobs

Summer Internships

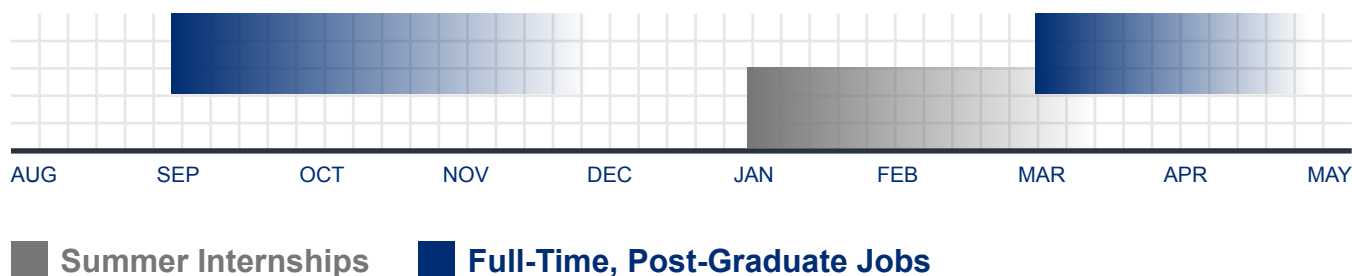
- Employers post jobs and start screening resumes after Thanksgiving through January.
- Interviews take place January into February.
- Plan to complete any additional interviewing by the end of March/early-April.
- Most firms have start dates mid-May to June 1st.

Full-Time, Post-Graduate Jobs

- Companies begin posting positions and screening for jobs not filled from their intern pool from late-August into September.
- Interviews take place late-September into October and employers expect to complete hiring by Thanksgiving.
- Offer decisions are made by the end of January/early-February with summer start dates.

TECHNOLOGY

ACADEMIC YEAR



Summer Internships

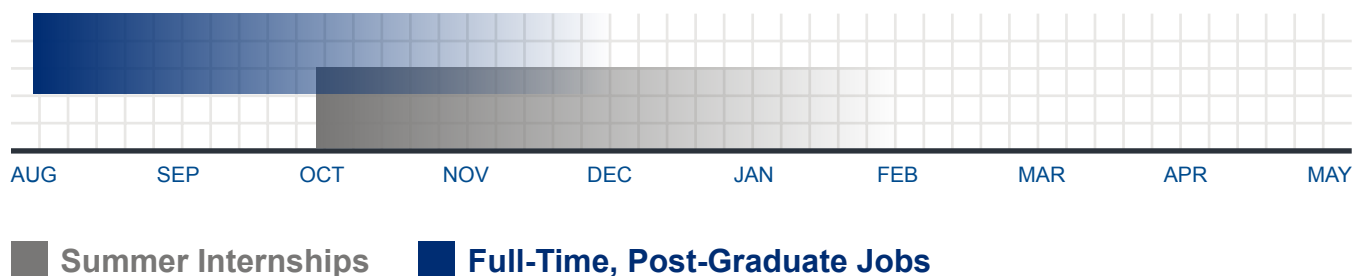
- Spring semester is when technology companies will look to fill internships.
- Applications can start in January, but some may not start until March.
- Recruiting and interviews will continue until the spring semester ends.

Full-Time, Post-Graduate Jobs

- Deadlines vary based on the type of role you are seeking within a technology organization.
- Some firms with more established MBA recruiting processes, like Microsoft, recruit and fill all positions in the fall.
- Others like Amazon start in the fall, but are still filling MBA level roles in the spring semester.
- Several technology firms have later deadlines (likely recruiting into the spring semester) and often hire on an as-needed, rolling basis.

NON-PROFIT, NGO, MICROFINANCE, GOVT

ACADEMIC YEAR



Summer Internships

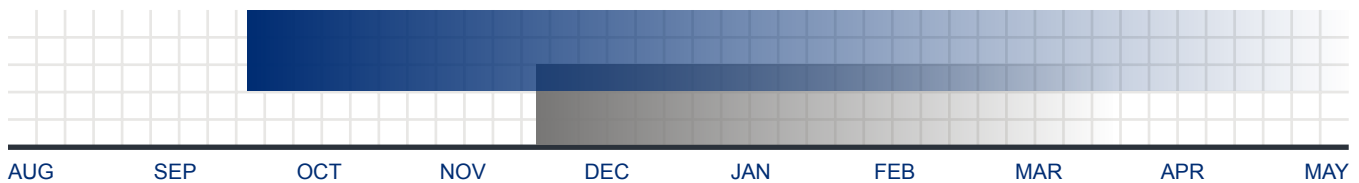
- The process begins in the fall semester.
- Applications for internships are November through February.
- Many applications for key organizations like Environmental Defense Fund, World Bank and IFC are due in January.

Full-Time, Post-Graduate Jobs

- NGO and Microfinance Post-Graduate Program applications typically begin in March and close in April.
- The application for the IFC post graduate 2015 Global Transaction Team Program (GTT) is from August 15th to September 30th.
- Non-profit hiring is conducted on an as-needed, rolling basis.
- The Presidential Management Fellows Program is open for applications only two weeks in the fall.

REAL ESTATE

ACADEMIC YEAR



■ Summer Internships ■ Full-Time, Post-Graduate Jobs

Summer Internships

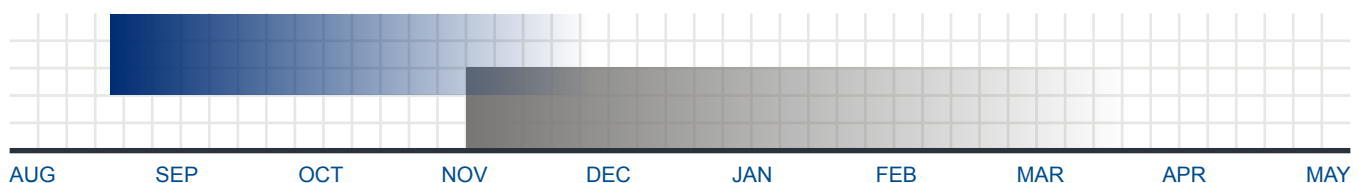
- Deadlines range from end of January through the end of March.

Full-Time, Post-Graduate Jobs

- There are a few select programs such as the CBRE Wheel Program (deadline: early-November) and Blackstone's full-time campus recruitment program (deadline: late-October/early-November).
- Most full-time positions in real estate are hired on an as-needed, rolling basis, so the time-frame to search for these opportunities will be closer to your date of availability for full-time employment.

CONSUMER GOODS

ACADEMIC YEAR



■ Summer Internships ■ Full-Time, Post-Graduate Jobs

Summer Internships

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Full-Time, Post-Graduate Jobs

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