# **Connecting With Employers**

### Career Lab Monday, November 2, 2015



### **Overview of Remaining Career Labs**

	Monday, 10/26	Monday, 11/2	Monday, 11/9	Monday, 11/16
Major Activities	• Job Search Correspondenc e: cover letters, networking emails, thank you notes	<ul> <li>Connecting with employers</li> <li>Online applications</li> <li>CMC Connect OCR</li> </ul>	<ul> <li>Interviewing continued</li> </ul>	<ul> <li>Conclusion</li> <li>Plan for the break</li> </ul>
Pre-work	<ul> <li>Bring a copy of a recent cover letter, networking email, and thank you to class</li> </ul>		<ul> <li>Draft five STAR responses to select core competencies: leadership, analytical skills, failure</li> </ul>	



# Key Terms

Inte	rnship applications and interviewing
OCR	On-Campus Recruiting: used to describe employer related activities that take place on campus including presentations, office hours, and interviews.
OCR Postings	Job postings for on-campus interviews; apply and manage interview schedules through CMC Connect
Non-OCR	Non-On-Campus Recruiting: Used to describe employer related activities that take place off-campus including conferences and interviews.
Job Postings	Positions posted through CMC Connect that collect applications online or direct to the company website, but do not have on-campus interview schedules attached
Resume Drop	Submitting your resume (and cover letter) to an OCR Posting



### **Interview Selection Status**

Invited

You have been selected to interview; you are guaranteed a slot if you sign up during the pre-select window, but are not guaranteed a specific time

### Alternate

You have been selected as an alternate to interview; if any remaining slots are available, you can sign up during the alternate sign up window

### Not invited

You have not been selected for an oncampus interview



# **General Application Notes**

Terms	Notes
Documents and Naming Conventions	You can upload different versions of your resume and cover letter in CMC Connect, save documents as PDFs when submitting for a position, and use a standard naming convention: Last Name, First Name – Resume – Position
Default Resume	A copy of your resume that is set in the system to be used for all resume books and resume referrals – this should be your most basic and inclusive resume
Cover Letter	Cover letters: you can upload multiple versions of cover letters
Application Instructions	Read carefully for specific instructions; for example some employers will ask you to submit an application online, upload a transcript, or provide writing sample



### **Resume Books**

Make it easy for employers to find YOU

**Class Resume Book**: a default resume book that includes all students actively seeking an internship

**Opt-in Resume Books:** these are separate books by function and industry. <u>You must "opt in" by</u> <u>uploading your resume</u> to as many of these as are relevant to your interests. Employers and the CMC use these books for specific employer requests and resume referrals



### **Interview Days**

- Take note of the interview location: interview locations are frequently in McColl on the 2<sup>nd</sup> floor, the 2200 offices across from Admissions, or in McColl in the CMC Lower Level (aka basement) interviewing suite
- Interviewer contact information: interview schedules and interviewer business cards are kept in a binder at the CMC front desk



### Applying for Jobs in CMC Connect & On Campus Recruiting (OCR)



# Where are jobs located?

### Jobs or Search for Jobs options

Ноте	My Profile	My Documents	Resources	Jobs	Employers	Interviews	Events	Calendar	
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		1st year MB	A NEWS	FEED				Show Me 🕶 🔝	SHORTCUTS
	ear-Traditiona Jating May 20 State		P		re are curren fications to d	· ·	ncements	or	<u>← Career Finder</u> <u>← Canvas</u> <del>← Search for Jobs  </del>
	_	asquez@unc.edu lated Aug 2015							Scheduled Campus Interviews     Upcoming Events
PROF	ILE COMPLETI	ON 85%	1						← Carolina Offer Zone (COZ) ATTEND EVENTS
<u>You sh</u>	ould complete	<u>your profile</u>							GETTING STARTED
	oplications Sub imployers Follo								<ul> <li>Account Created</li> <li>Personal Profile</li> <li>Inclusion Des Classics</li> </ul>
	Your feed	back is welcome.							<ul> <li>Academic Profile</li> <li>Privacy Settings</li> <li>Resume</li> </ul>



# Job Listings

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Home	My Profile	My Documents	Resources	Jobs	Employers	Interview	: Events	Calendar				
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1.		Facilitated Re	sume Coll	ection				dline: November 15 lated Companies		ted: Octob		

Good news! Related is considering UNC Kenan-Flagler first-year MBAs for their mixed-use development group. Related is one of the premier privately-held real estate organizations in the world. We're sending a targeted student resume book to ... <u>More</u>

Application I	Deadline: November 15, 2015	Posted: Octobe	r 30, 2015
EMPLOYER	Related Companies	POSITION TYPE	Internship
LOCATION	Multiple Cities , Multiple Locations	ID	7487

2. 🥅 🎡 ((VIRTUAL) Retail Leadership Development Program Intern

44	Apply	Application EMPLOYER
	Amazon's Retail Business is growing and we're looking for tenacious MBA interns who move fast, are capable of breaking	LOCATION
	down and solving complex problems, and have a strong desire to own, build, and grow. Incoming <u>More</u>	

Application	Deadline: January 07, 2016	Posted: Octobe	r 26, 2015
EMPLOYER	<u>Amazon.com</u>	POSITION TYPE	Internship
LOCATION	Seattle, Washington	ID	7290



# OCR vs. non-OCR

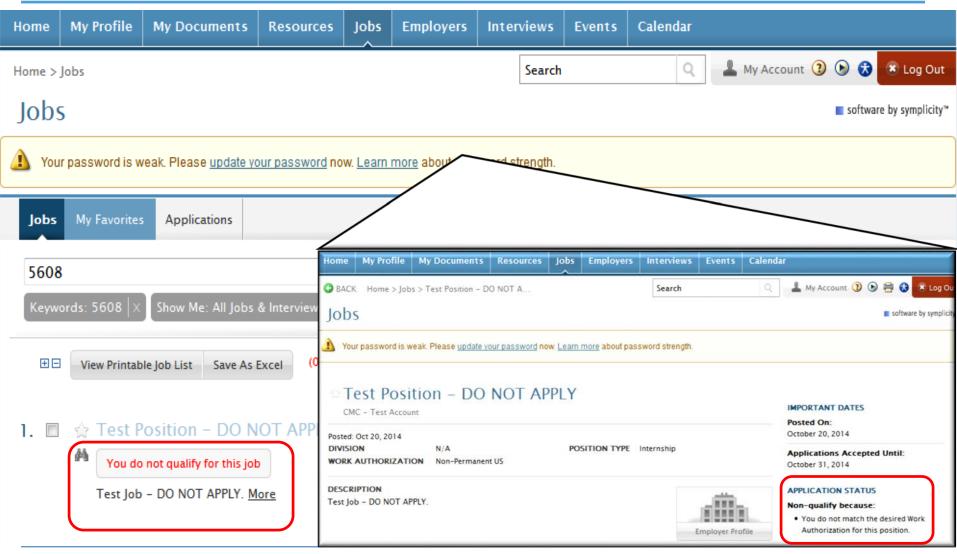
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Job	5										software	by symplici	ty™
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Jobs	My Favorites	Applications											
Find	jobs by des	scription, locatio	n and more					Search	Advand	ced Search 🔻	Saved Sea	rches 🔻	
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# Do I qualify?

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# Creating a Job Search Agent

Home > Jobs	Search Q 🛓 My Account 3 🔊 🕏
Jobs	■ software by symplicity <sup>™</sup>
Jobs My Favorites Applications          Show Me       Exclude Jobs I've Applied For         All Jobs & Interviews <ul> <li>Yes © No</li> <li>Job Function</li> </ul>	Search Search Saved Searches -
Jobs located within U.S. Jobs only (maximum 150 miles). miles of zip code Ignore National Jobs Yes No Posting Date (last # days) Q Search reset More Filters •	<ul> <li><u>Creating a Search Agent:</u></li> <li>Go to Advanced Search under the Jobs tab</li> <li>Customize your search and submit</li> </ul>
Apply Morgan Stanley is a worldwide leader in investment banking and is one of the top firms in mergers & acquisitions, underwriting of equity and equity-related transactions, corporate debt issuance and high-yield debt financing. With professionals <u>More</u>	Application Deadline: November 13, 2014Posted: October 27, 2014EMPLOYERMorgan StanleyPOSITION TYPELOCATIONNew York, New YorkID5129

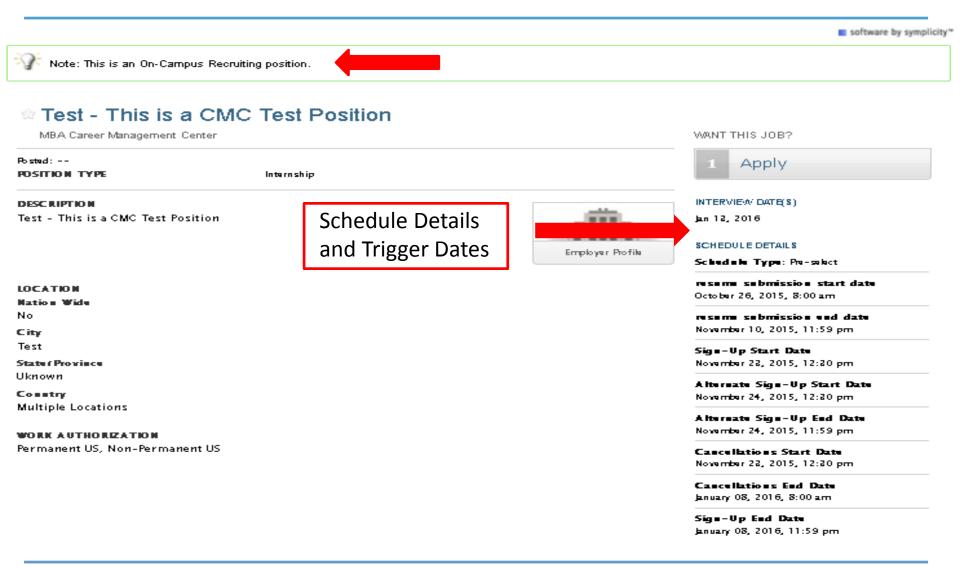
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# Scheduling a Job Search Agent

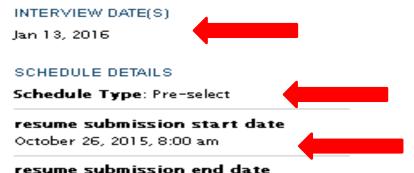
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Career Lab 2015 | MBA Career Management Center

### **OCR** Opportunities







November 10, 2015, 11:59 pm

Sign-Up Start Date November 23, 2015, 12:30 pm

Alternate Sign-Up Start Date November 24, 2015, 12:30 pm

Alternate Sign-Up End Date November 24, 2015, 11:59 pm

Cancellations Start Date November 23, 2015, 12:30 pm

Cancellations End Date January 08, 2016, 8:00 am

Sign-Up End Date January 08, 2016, 11:59 pm



This is the date the employer will be on-campus to conduct interviews.

All interviews are 100% employer selection.

Students can begin uploading and dropping their resumes and application materials on this date.

#### INTERVIEW DATE(S)

Jan 13, 2016

#### SCHEDULE DETAILS

Schedule Type: Pre-select

resume submission start date October 26, 2015, 8:00 am

resume submission end date November 10, 2015, 11:59 pm

Sign-Up Start Date November 23, 2015, 12:30 pm

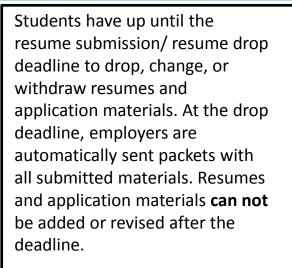
Alternate Sign-Up Start Date November 24, 2015, 12:30 pm

Alternate Sign-Up End Date November 24, 2015, 11:59 pm

Cancellations Start Date November 23, 2015, 12:30 pm

Cancellations End Date January 08, 2016, 8:00 am

Sign-Up End Date January 08, 2016, 11:59 pm



Resume drops are typically Tuesdays and Thursdays only.



#### INTERVIEW DATE(S)

Jan 13, 2016

SCHEDULE DETAILS.

Schedule Type: Pre-select

resume submission start date October 26, 2015, 8:00 am

resume submission end date November 10, 2015, 11:59 pm

Sign-Up Start Date November 23, 2015, 12:30 pm

Alternate Sign-Up Start Date November 24, 2015, 12:30 pm

Alternate Sign-Up End Date November 24, 2015, 11:59 pm

Cancellations Start Date November 23, 2015, 12:30 pm

Cancellations End Date January 08, 2016, 8:00 am

Sign-Up End Date January 08, 2016, 11:59 pm All students are able to view their status at this time. Students who have been preselected as "Invited" are able to view their status *and* sign-up for their interview slot. These students will have a **24 hour window** prior to alternate sign-up, to secure their interview time.

There are enough interview slots for all preselected students.

Preselect sign-up will typically open on Mondays at 12:30 pm.



#### INTERVIEW DATE(S)

Jan 13, 2016

SCHEDULE DETAILS

Schedule Type: Pre-select

resume submission start date October 26, 2015, 8:00 am

resume submission end date November 10, 2015, 11:59 pm

Sign-Up Start Date November 23, 2015, 12:30 pm

Alternate Sign-Up Start Date November 24, 2015, 12:30 pm



Alternate Sign-Up End Date November 24, 2015, 11:59 pm

Cancellations Start Date November 23, 2015, 12:30 pm

Cancellations End Date January 08, 2016, 8:00 am

Sign-Up End Date January 08, 2016, 11:59 pm Students who have been selected as "Alternate" are able to sign-up for any **available** interview slots at this time. Alternate sign-up opens 24 hours following Preselect signup.

An interview slot is not guaranteed.

Alternate sign-up will typically open on Tuesday at 12:30 pm following Preselect sign-up.



#### INTERVIEW DATE(S)

Jan 13, 2016

#### SCHEDULE DETAILS.

Schedule Type: Pre-select

#### resume submission start date

October 26, 2015, 8:00 am

#### resume submission end date

November 10, 2015, 11:59 pm

#### Sign-Up Start Date

November 23, 2015, 12:30 pm

#### Alternate Sign-Up Start Date

November 24, 2015, 12:30 pm

#### Alternate Sign-Up End Date November 24, 2015, 11:59 pm

Cancellations Start Date November 23, 2015, 12:30 pm



Cancellations End Date January 08, 2016, 8:00 am

Sign-Up End Date January 08, 2016, 11:59 pm Following sign-up, students are able to cancel their interview or request an interview time change with a classmate.

Students **can not** cancel their interviews /request interview time exchanges after 8:00am on the Cancellation End Date.

All schedules will typically be set to close 3 business days prior to a scheduled interview date.



# Applying for jobs and uploading documents

Home My Profile My Documents Resources Jobs Emplo	oyers Interviews Events	Calendar
BACK Home > Jobs > Test - DO NOT APPLY (514	Search	🔍 📃 My Account 🧿 🕟 🖶 🕱 💌 Log O
Jobs		software by symplicities
Your password is weak. Please update your password now. Learn more ab	out password strength.	
Note: This is an On-Campus Recruiting position.		
CMC - Test Account		WANT THIS JOB?
Posted: DIVISION N/A POSITION T WORK AUTHORIZATION Permanent US	TYPE Internship	1 Apply
APPLY APPLICATION STATUS If you wish to apply, please select the document(s) to include and click Submit. Choose a resume to submit for this position. RESUME*: Test Resume	Posted:	VPPLY
Resume 7/17 new* Resume 7/17 Test Resume	DIVISION N/A	
country	Choose a resume to submit for this pos RESUME*: Test Resume + Add New	To add a ne document
	Submit >	



# Apply to the "Test" OCR job now





# Was I selected to interview?

#### **On-campus Interview Status:**

Be sure to make note of the "Sign-up Start Date" so you can keep track of your interview status. You will log-in to the system at **12:30 pm on the day of preselect sign-up** to find out your interview status.

- Invited: The company has selected you as a candidate they would like to interview you will receive notification when the schedule opens for sign-up.
  - <u>Confirm your interview invitation within 24 hours</u> by selecting the time that you would like to interview
  - Note the alternate sign-up date and be sure to select your interview time prior to this date; alternates are able to claim any open time slots once their sign-up opens.
- Not-invited: The company has not selected you to interview you will not receive an automated email from the system with your status, but will be viewable in CMC Connect.
- Alternate: The company has selected you to fill any open interview slots if invited candidates decline their invitation to interview.
  - Take note of the "Alternate Sign-up Start Date" and monitor schedule for any open slots until the schedule is finalized. (Alternate Sign-up will typically open on Tuesday at 12:30 pm following Preselect Sign-up).

#### REMEMBER: Interview sign-up is conducted on a FIRST-COME, FIRST-SERVED basis.



### Was I selected to interview?

Ноте	My Profile	My Documents	Resources	Jobs	Employers	Interviews	Events	Calendar					
Home > Interviews							Sear	rch	Q		💄 My 🤉	Account ③	8 🕄
interviews												software by s	ymplicity*
Keyw Sea		employer name and	d job title										
REG	QUESTED IN	TERVIEWS				SC	IEDULEI	DINTERVIEWS					
Items 1 - 1 of 1 Test - This is a CMC Test Position (7496) MBA CAREER MANAGEMENT CENTER PACK-TO-BACK INTERVIEW INVITED OV 02, 2015 THROUGH JAN 8, 2016 View Job Pocline Interview Schedule Interview					•	• You have no scheduled interviews at this time. Once an interview has been requested, you may schedule it by clicking on the 'Schedule' action below the interview's information.							
Item	s 1-1 of 1												



### How to sign up for an interview if selected

Home > Interviews		🔹 🕴 🖉 👔 🕹 🕹 🕹 🕹 🕹 🕹 🕹 🕹 🕹				
	Schedule Interview	×				
interviews	Submit >	* indicates a required field				
Xour password is v Keywords searches o Q Search Clear	Available Dates*: Jan 06, 2015 - Available Interviews*: Submitted Documents: Resume Cover Letter					
REQUESTED IN	Submit >	-				
Items 1-2 of 2	Submit					
		You have no scheduled interviews at this time.				
Test - DO NOT APPLY (5140) CMC - TEST ACCOUNT INVITED OCT 27, 2014 THROUGH JAN 1, 2015 View Job PDecline Interview Schedule Interview		Once an interview has been requested, you may schedule it by clicking on the 'Schedule' action below the interview's information.				



### How to reschedule/swap interview times...

Home > Interviews	Search Q 🚽 My Account 🥲 🕑 🛱 🖗	Nome 5 interviews 5 (on 50) Search	् 👔 My Account 🙂 🕑 🗃 😈 🎽 Lag Ga
interviews	softw	Interviews	E sopean de sécologi
Vour password is weak. Please update your password now Learn more about pass	sword strength.	Interview Details madd to calendar	Position Information Employer CMC - Test Account (nice or ofic)
Keywords		jan 06, 2015 Time: 8:45 am - 9:15 am	Division N/A Title Test - DO NOT APPLY Description Test - DO NOT APPLY Location Location City
searches employer name and job title		Employer: CMC - Test Account Submitted Documents:	Carry Test State/Province Uknown Country
Q Search 4 Clear		R Reserver R Cover Letter 4 Back X Cancel Interview Reschedule	Multiple Locations Position Type Internship Work Authorization Permanent US
REQUESTED INTERVIEWS	SCHEDULED INTERVIEWS		Scheduled Interviews Twe, Jan 06, 2015 * 8:45 am - 9:15 am <u>Test Account - 1st year MBA</u> 9:15 am - 9:45 am
Items 1-1 of 1 Test - DO NOT APPLY (5085) CMC - TEST ACCOUNT NOT INVITED SEP 02, 2014 THROUGH SEP 24, 2014 Q View Job	Items 1-1 of 1 Test - DO NOT APPLY (5140) CMC - TEST ACCOUNT JAN 06, 2015 (8:45 AM - 9:15 AM)	Select interview date to v the bottom of "Interviews	

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# What happens if...

I miss an interview sign-up deadline? If spots are still available, we may be able to manually add you to the schedule. If no slots are available, please contact the recruiter directly if you were an "Invited" candidate.

I make a mistake in my application materials? If the position is still open, you may withdraw your application and reapply. Please note, applications are "live" to recruiters, so as soon as you have uploaded materials they have the option to review them on a real-time basis.

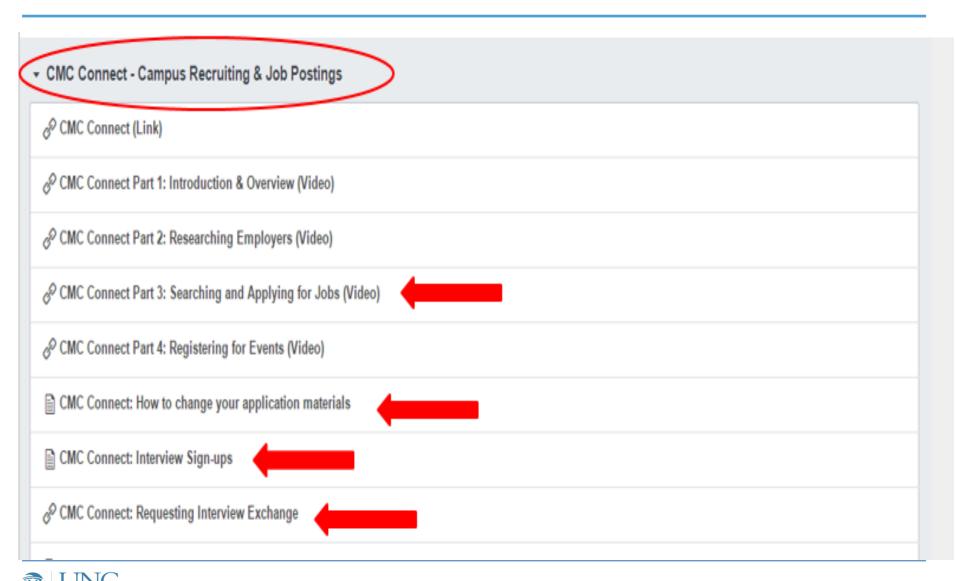
I want to contact a company representative? Always search CMC Connect for contact information before reaching out to the CMC.

I need to cancel an interview? If the schedule is still open you may cancel your interview in the system. If the schedule is closed you may only come off the schedule you have accepted another offer or there is a true medical/family emergency.

**I miss a resume deadline?** Email the recruiting contact listed in CMC Connect with your application materials, an explanation and a request to be considered for the position. If contact information is not available, please email CMC.



### CMC Connect resources and videos in Canvas



# Questions?





### Carolina Offer Zone





### First Year Student Sign Up November 2015



# COZ Details

- Rankings, rankings, rankings
- Update-able by you 24/7
- Use system to negotiate offers and conduct research
- System to report all offers received and offer accepted
- Data is subject to audit by MBA BEST Services & Employer Alliance ar BUSINE Financial Times
- 2015 employment outcome rep forthcoming

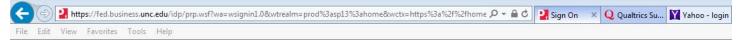




# Login/Access to COZ



### Access via Kenan-Flagler intranet



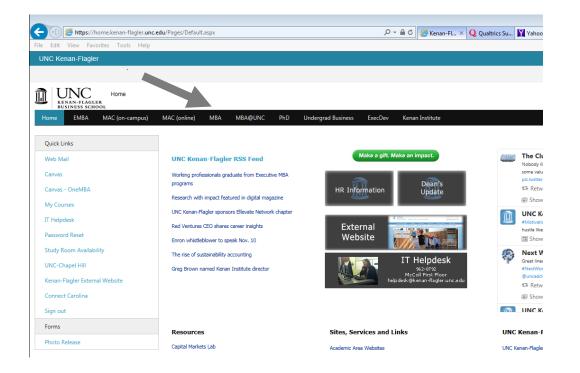


Unauthorized access to this system is prohibited!

This is a University system intended for University purposes only. The University reserves the right to monitor the use of this system as required to ensure its stability, availability, and security. Please report any problems to **helpdesk@kenan-flagler.unc.edu**, or 919-962-0792.

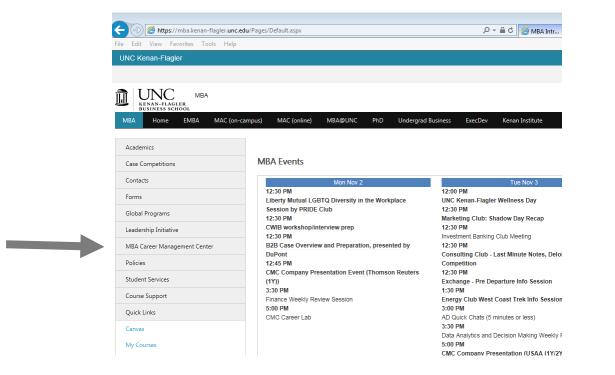


# Click on MBA tab in top menu



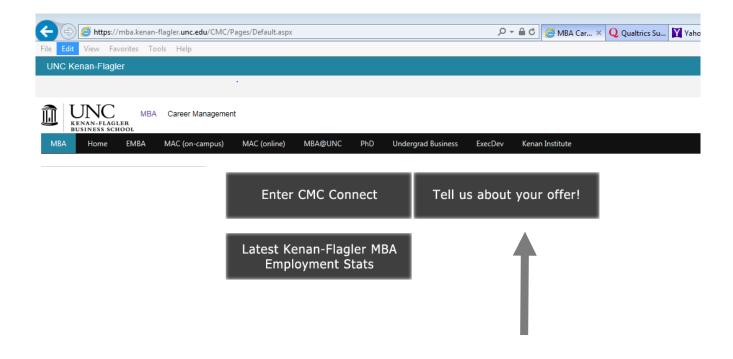


### Click MBA Career Management Center in side menu





#### Click "Tell us about your offer" box

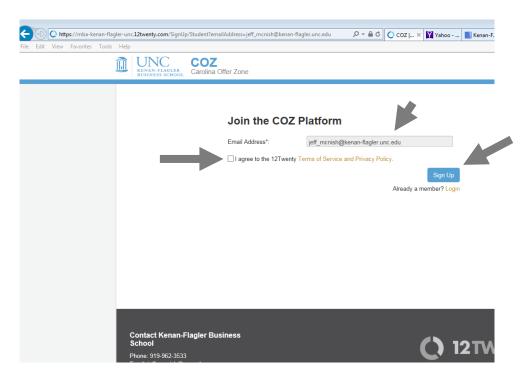




### First Time Login / System Registration



## Verify Kenan-Flagler email and accept terms





# Add a few details to profile to get started

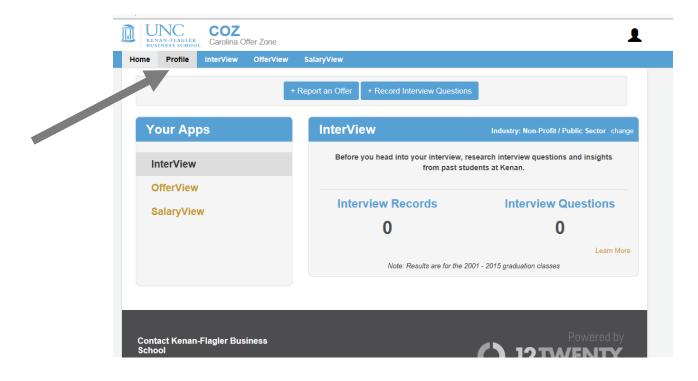
	arolina Offer Zone	1	
Please tell us (*) indicates a required field.	a little bit about yourself		
Preference	What is your post-graduation desired industry?* Please select a value		
Background	Work Authorization Status* Please select a value	Vears of Experience*	
Undergrad Education	Undergrad School*	Undergrad Major*           Please select a value           Continue	



### **Update Profile**



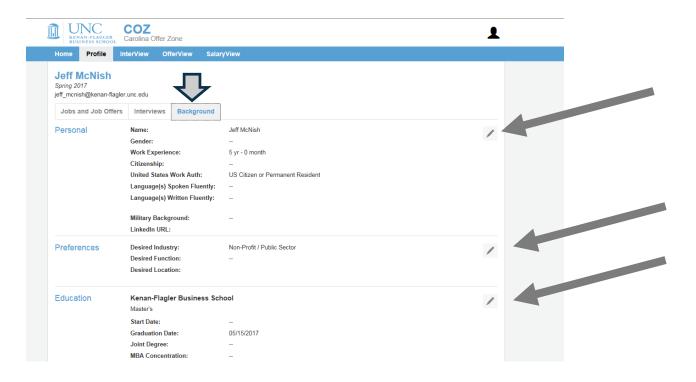
#### Provide more details to your profile





#### Begin by entering background data in 3

#### areas





#### Background information – for internal use only

rst Name *	Jeff		
Middle Name	Middle Name		
Last Name *	McNish		
Gender	Please select a value	•	
Years of Experience *	5 yr - 0 month	•	
Work Authorization:	US Citizen or Permanent Resident	•	
	I have work authorization in countries other the States	nan United	
Country of Citizenship	Please select a value	•	
	I have a dual citizenship		
Language(s) Spoken Fluently	Please select a value	•	
	+Add Additional Language		
Language(s) Written Fluently	Please select a value	•	
	Add Additional Language		
Military Background	⊖Yes ⊖No		
LinkedIn URL	www.linkedin.com/your-public-profile-id		

Years of experience are categorized in these areas: less than 1; 1 but less than 3; 3 but less than 5; 5 or more years. Work authorization: permanent work authorization or non-permanent work authorization.



## Your desired areas help us market to employers

Edit your preferer * - indicates a required fiel	
Desired Industry*	Non-Profit / Public Sector
	+ Add Additional Desired Industry
Desired Function	Please select a Desired Function 🔹
	+ Add Additional Desired Function
Desired Location	Please select a Country - City
	+ Add Additional Desired Location



# Current school information – internal use only

	OZ olina Offer Zone		1
Home Profile Inter	View OfferView SalaryView		
Edit Current School	ol Information		
Basics	School Name * Kenan-Flagler Business School	Program Full-Time MBA	
	Joint Degree * <b>€</b> ⊖Yes ⊖No		
General Information	MBA Concentration * 😧		
	Please select a value	•	
When	Start Date <table-cell></table-cell>		
	MM/DD/YYYY Format: (MM/DD/YYYY)		
Academic	GMAT Score *		
Performance	Please select a value	•	
			Cancel Save

Concentration is unofficial – based on your input. We do not get information from the Program Office.



### Undergrad data – reporting and internal use only

Home Profile Inter	View OfferView SalaryView	
Edit Undergrad So	hool	
*) indicates a required field.		
Basics	School Name *	
	Indiana UniversityBloomington (IN)	
	If your school is not listed, enter 'Other'.	
General Information	Undergraduate Major * 😧	Undergraduate Minor 🕄
	Business - Management / Administration	Please select a value *
	I have multiple majors	
When	Start Date 🚱	Graduation Date * 🕄
	MM/DD/YYYY	MM/DD/YYYY
	Format: (MM/DD/YYYY)	Format: (MM/DD/YYYY)
Academic	Undergraduate GPA *	
Performance	Please select a value •	

Undergraduate education categorized in three areas: technical, business, or other.



### **Before Kenan-Flagler**

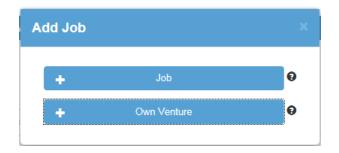


#### Tell us what you did before Kenan-Flagler

Home Profile Inte	rView Offe	View Sala	ryView		
Jeff McNish					
Spring 2017 jeff_mcnish@kenan-flagler.ur	nc.edu				
Jobs and Job Offers	Interviews	Background			
		Duonground			
Post MBA +Add Job			No outcomes listed yet? Add one here.		
		Add Job			
+Not Seeking Employment					
Internship					
+Add Internship			No internships listed yet? Add one here.		
+Still Seeking Internship			Add Internship		
+Not Seeking Internship					
Pre MBA					
+Add Job			No jobs listed yet? Add one here.		
			Add Job		



#### Add pre-MBA opportunities





# Very Important: Employer and Compensation

Se tell us abou des a required field.	ut the job you had immediately before st	tarting school:		(*) indicates a required field.	ut the own venture you worked on befor	e starting school:
Pasics	Employer * O	Job Title * 🖸		Basics	Employer * 😡	Job Title * 0
	Employer Name	Job Title			Employer Name	Job Title
	Industry * O	Job Function * O			I was self-employed Employer name to be determined	
	- Please select an Industry *	- Please select a Job Function			Industry * 9	
100000	10101010	1.11			Please select an Industry •	
Location	Country *	City *				
	Constant	Example: Philadephia - PA or Paris - P	Tance	Location	Country *	City *
					Country	City
mpensation (USD)	Pre-School Compensation Base Salary *      Expected Bonus *	O Other Guara	inteed Compensation * O			Example: Philadelphia - PA or Paris - France
	S per year • S	per year • \$	per year 👻	Compensions (USD)	Estimated Total Compensation *	Ownership Percentage
	I shoose not to report my salary	Expected Bonus Did not rece	eive Other Guaranteed Compensation		S per year *	Please select a value *
	Sign On Compensation				To be determined	
	Signing Bonus * O Relocation Reimbu	ursement O		Other	Number of Employees 0	
	S S Did not receive Signing Bonus Did not receive Re	location Reimbursement			- Please select a value *	
	The second official second.				Funding Raised	
	Is this company offering to sponsor your business school? *				- Please select a value -	

Pre-MBA data – use annual data; US Dollar only. Okay to leave blank. Generally used in ROI calculations by ranking publications.



#### **Job Search Intentions**



# Tell us if you are **NOT SEEKING** an **INTERNSHIP**

Home Profile Inte	erView Of	ferView Sa	alaryView	
Jeff McNish				
Spring 2017	une odu			
jeff_mcnish@kenan-flagler.u	inc.edu			
Jobs and Job Offers	Interviews	Background	d	
Post MBA				
+Add Job			No outcomes listed yet? Add one here.	
+Still Seeking Employm	ent		Add Job	
+Not Seeking Employme	ent			
Internship				
+Add Internship			No internships listed yet? Add one here.	
+Still Seeking Internship	,		Add Internship	
+Not Seeking Internship				
Pre MBA				
+Add Job			No jobs listed yet? Add one here.	
			Add Job	



#### ... And why you are **NOT SEEKING**





## Provide specifics on why you are **NOT SEEKING**

	OZ rolina Offer Zone	1
Home Profile Inter	View OfferView SalaryView	
What are you doin (*) indicates a required field.	g / did you do during the summer?	
Basics	What are you doing / did you do during the summer? * Not seeking an internship	
		Cancel Add

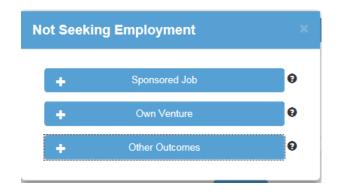


#### Tell us if you are **NOT SEEKING POST MBA**

Home Profile	InterView	OfferView	SalaryView	
Jeff McNish Spring 2017 jeff_mcnish@kenan-flag	ler.unc.edu			
Jobs and Job Offer	rs Intervie	ws Backgr	ound	
Post MBA +Add Job +Still Seeking Emplo				No outcomes listed yet? Add one here.
Internship +Add Internship +Still Seeking Intern +Not Seeking Intern				No internships listed yet? Add one here. Add Internship
Pre MBA +Add Job				No jobs listed yet? Add one here.



#### ... And why you are **NOT SEEKING**





#### Provide specifics on why you are **NOT SEEKING**

	OZ olina Offer Zone
Home Profile Inter	View OfferView SalaryView
Please indicate wh (*) indicates a required field.	y you are not seeking employment.
Basics	Please indicate why you are not seeking employment. * Not seeking for other reasons
	Cancel Add



#### **Questions?**



