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I am pleased to present the 2014-15 Annual Report for Engineering Career Services (ECS). ECS has always made career outcome data available, but this is the first time that we have published a report that also includes information on our student development and employer support activities. While not totally comprehensive, this report captures many of our office’s key statistics. All of the information is for the 2014-15 academic year, except the six-month post-graduation career outcome data. This is one of our most important measures and the 2013-14 survey data is the latest information available at this time.

The demand for engineers remains strong due to a modest amount of growth in engineering positions and the need to fill a significant number of vacancies due to retirements. The demand for our graduates is particularly strong thanks to the excellent reputation of the College, the outstanding preparation of our students, the strong performance of our alumni, and our diverse and loyal group of employers. Even with approximately 50 more B.S. graduates, our at-graduation placement rate increased to 75% (up from 71% the previous year). The six-month post-graduation placement rate for 2013-14 increased to 97% (99% for M.S. graduates).

ECS had a very busy year as shown by the information on the following pages. Some of the highlights include the largest fall and spring career fairs ever held at ISU, a record number of job postings, and the greatest number of internships since the experiential education program was started in 1955. Internship position postings in CyHire are steadily rising and we continue to work to attract more internship opportunities to keep pace with our growing enrollment. CIRAS has been very helpful promoting internships to Iowa-based employers and ECS has been encouraging all employers to consider starting or expanding their internship programs.

This year has been an extra challenging one for our office because of our move out of Marston Hall due to the renovation. Our offices will remain on the fourth floor of the Memorial Union until we move back to Marston Hall in the spring of 2016. This past year we were able to use the Industrial Education II building for interview rooms but this building is slated for demolition to make room for the new biosciences facility. Next fall and spring semesters, on-campus interviewing will largely be concentrated into a few days each week when rooms in the Memorial Union are available. On-campus interviewing has a direct effect on our placement rates and we are working hard to continue accommodating the needs of employers and keep them coming to campus.

In closing, my staff and I extend our thanks to everyone that contributed to making 2014-15 a very successful year. While career services is our primary focus, we know that many others also contribute to this effort. ECS appreciates all the efforts put forth by others at ISU and employers to help students prepare for and launch their careers in engineering.

Please contact me if you have questions or need additional information.

Regards,
Brian Larson, Director
Engineering Career Services
Summary of Services & Highlights

Career Development Presentations and Seminars
Engineering Career Services makes numerous presentations to classes and learning communities, and offers a full schedule of seminars on career-related topics each semester. Seminar topics included: Resumes, CVs, Letter Writing, Internships, Career Fair Prep, Interviewing, LinkedIn, and more. **194 seminars and presentations were delivered this year (up 43 from the previous year).**

Individual Coaching/Advising
Advising appointments can be scheduled by students to discuss any step of the employment process. This includes resume review, interview practice, career fair prep, job search strategies, offer evaluation, etc. **Over 750 students of all degree levels and alums were provided individualized career coaching (up 23%).**

CyHire Job Postings
CyHire is an online system that is the primary tool for managing career-related activities at ISU. Employers use CyHire to advertise internship, cooperative education and full-time job opportunities and manage on-campus interview scheduling. Students apply for jobs, view upcoming career events, apply for interviews, and schedule career advising appointments through CyHire. **3,494 full-time jobs (up 13%) and 1089 experiential education opportunities (up 24%) were posted. Over 400 new employers registered for a CyHire account.**

On-Campus Interviews
ECS works with employers to arrange on-campus interviews each semester. This provides a convenient place for interviews to take place, so that students do not have to travel or miss class. **Nearly 4,600 interviews were conducted during the 2014-2015 school year.**

Career Fairs
Engineering Career Services (ECS) along with a student leadership team and ambassadors, arrange two of the largest career fairs in the nation each year. The fall career fair is in September and the spring career fair is in February. Career Fairs are a great place for employers and students to network and discuss internships, co-ops, and full-time employment opportunities. **Employer and student participation was the largest in our 19-year history of organizing career fairs.**

Experiential Education
Academic preparation is very important, but not always enough to land that first full-time job. Employers want to see professional work experience on a resume. All ISU engineering students are encouraged to pursue internships and cooperative education positions, and to register their experiences with ECS. **1042 students registered an internship or co-op (up 8%). Nearly 500 distinct employers hosted an experiential education student (up 14%). Feedback from students about the quality of their experiences was very positive and 92% rated their work experience as good or excellent.**

Career Outcomes
ECS conducts a survey on behalf of the College in the weeks preceding graduation and again six months post-graduation to determine the next destination of our graduates. **The at-graduation placement rates for 2014-2015 B.S., M.S. and Ph.D. graduates were 75%, 78% and 76%, respectively. The follow-up surveys of 2013-2014 graduates showed that 97% of B.S., 99% of M.S. and 84% of Ph.D. graduates secured a position within six-months of graduation.**
Presentations & Seminars

The career development process begins very soon after students enter ISU in Engineering 101 classes. ECS supports course instructors by making an introductory presentation and providing information as requested. This spring ECS also began speaking to a number of sophomore-level classes to reinforce key topics of our Ten Step Guide to Employment. Engagement is sustained through regularly-offered seminars on a comprehensive set of topics and through personalized coaching. ECS focuses on best practices that will increase the potential for success.

<table>
<thead>
<tr>
<th>Category</th>
<th>Fall</th>
<th>Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering 101 Classes</td>
<td>31</td>
<td>5</td>
</tr>
<tr>
<td>Sophomore-Level Classes</td>
<td>-</td>
<td>21</td>
</tr>
<tr>
<td>Other Classes &amp; Learning Communities</td>
<td>14</td>
<td>18</td>
</tr>
<tr>
<td>Orientation (Parents of New Students)</td>
<td>-</td>
<td>17</td>
</tr>
<tr>
<td>Career Development Seminars</td>
<td>46</td>
<td>42</td>
</tr>
</tbody>
</table>

Seminar Topics:
- Resume Preparation
- CV Preparation
- Cover Letter Writing
- Job Search Strategies
- Career Fair Prep
- Networking
- Interviewing
- After the Interview
- Internships
- Using LinkedIn
- Using CyHire
- Transitioning to the Professional Workplace

194 presentations were delivered in 2014-2015.

A 28% increase from 2013-2014

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>500</td>
<td>1200</td>
</tr>
<tr>
<td>Spring</td>
<td>1000</td>
<td>1000</td>
</tr>
<tr>
<td>Academic Year</td>
<td>1500</td>
<td>2200</td>
</tr>
</tbody>
</table>

Numbers reflect seminar attendance only
Career Coaching/Advising

Over 750 students/alums scheduled an appointment with one of our career advisors during the year. This is up 23% from the previous year and is due to a combination of an increase in demand and more advisor availability. Advice on ways to improve the effectiveness of a resume and/or cover letter was the most common topic of the discussion.

![Advising Appointment by Month](chart1)

![Advising Appointments by Major](chart2)

![Types of Advising Appointments](chart3)
**CyHire Job Postings**

Employers use our online career management website, CyHire, to post both full-time and co-op/internship positions. Full-time job postings dipped slightly in 2013-2014 but were back up in 2014-2015. 3494 full-time job opportunities were vetted and posted this past academic year. The vast majority of the postings are entry level positions but we are seeing an increase in the number of postings requiring experience as employers look to hire alums that are back in the job market. Co-op and internship opportunities continue to gradually increase and we are working hard to ensure an adequate level of opportunity for our growing population of students. It should also be noted that multiple employment opportunities are often associated with a single job posting.

Note: In order to meet equal employment opportunity regulations, all positions that employers wish to advertise to our students must be posted in CyHire. Once posted in CyHire, the employer can take additional steps at ISU to further spread the word about the position and connect with students.

---

**CyHire Job Postings**

- **Total**:
  - 2009-2010: 1000
  - 2010-2011: 2000
  - 2011-2012: 3000
  - 2012-2013: 4000
  - 2013-2014: 5000
  - 2014-2015: 6000

- **Full-Time**:
  - 2009-2010: 500
  - 2010-2011: 1000
  - 2011-2012: 1500
  - 2012-2013: 2000
  - 2013-2014: 2500
  - 2014-2015: 3000

- **Internship/Co-op**:
  - 2009-2010: 500
  - 2010-2011: 1000
  - 2011-2012: 1500
  - 2012-2013: 2000
  - 2013-2014: 2500
  - 2014-2015: 3000

---

**72%** of engineering students and **358** alumni used CyHire during the year.

The average number of times an individual logged in was **13**.

Over **400** employers (new to ISU) registered for a CyHire account.
On-Campus Interviewing

ECS collaborates with employers to offer convenient and effective interviewing for our students right here on campus. Over 4,000 on-campus interviews are conducted each year and approximately 1500 of these occur the day following one of the careers. 199 distinct employers conducted on-campus interviews this past year (up from 155 the previous year). As can be seen in the graph below, the number of interview schedules offered by employers was about the same as last year. One schedule can accommodate up to twelve interviews and the higher number of student interviews indicates that schedules were filled slightly more than last year.

<table>
<thead>
<tr>
<th>Employers Conducting Interviews</th>
<th>Student Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>151</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>117</td>
</tr>
<tr>
<td>Total</td>
<td>268</td>
</tr>
</tbody>
</table>

### Engineering Interviewing Trends

Note: One interview schedule can have up to 12 interviews

Day after the career fair mass interviewing at the Memorial Union
Information Sessions

Many employers network with students through on-campus information sessions. Typically employers will present information about their companies and available positions, and give students a chance to ask questions in a classroom. Some companies host larger outdoor tented (green-space) events. Info sessions also help employers increase name recognition and generate interest in the positions they are working to fill.

<table>
<thead>
<tr>
<th></th>
<th>Information Sessions</th>
<th>Green-Space Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>59</td>
<td>5</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>87</td>
<td>6</td>
</tr>
</tbody>
</table>

Information Sessions & Other On-Campus Meets/Events

Arranged & Promoted Through Career Services

2015 Spring Employer Panel and Networking Event
Career Fairs

Each year ECS along with a student executive team, plans and carries out two of the largest career fairs in the nation. This year, both the fall and spring fairs attracted record breaking numbers of employers and students. All of the available space in the Hilton Coliseum and Scheman Building is currently being used and next year we will lose some space due to the expansion of Johnny’s.

The 2015 fall career fair will be held on September 29th this year. The 2016 spring career fair is scheduled for February 9th.

<table>
<thead>
<tr>
<th>Employers</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014 Fall Semester</td>
<td>344</td>
</tr>
<tr>
<td>2015 Spring Semester</td>
<td>335</td>
</tr>
</tbody>
</table>

476 distinct employers participated in one or both career fairs.

Career Fair Employers Participation Recent Years
Fall 2014 Career Fair Student Team

Leadership Team:
Co-Chairs: Peter Taylor & Rex Ju
Logistics: Andy Moon & Jacob Stimes
Events: Alex Liu & Alissa Nelson
Advertising: Sarah Sprouse & Sarah Huber
Personnel: Matt Wilson & Zach Johnson

Ambassadors:
Aidan Moffat
Al Gatziolis
Alec Albright
Alisha Smith
Allan Lee
Amelia Medici
Ann McLoughlin
Anne Deutsch
Ashley Wos
Ashley Yong
Barb Morse
Brendon Kinney
Brian Huk
Brian Regan
Chanelle Chimezie
Chelsea Fleitman
Chris Dobson
Chris Stapler
Cori Nordstrom
David Kadlec
Dennis Sutanto
Emily Carter
Evan Hammer
Garrett Simpson
Garth Natwick
Geng Sun
Hau Truong
Henry Chen
Henry Taylor
Isaac Taylor
Jack Collison
James Robinson
Jeff Heyer
Jill Schomers
Jon Miller
Jon Verhoef
Joseph Lekowski
Josua Gonzales-Neal
Kaiyu Xu
Katelyn McCarey
Katherine Gresback
Kaushik Arukonda
Kenneth Dunham
Kesi Umashankar
Kevin Ross
Kourtney Kostecki
Kyle Paulson
Lauren Dias
Lee Horng Yi
Leyton Briol
Linda Behrrer
Lindsay Coons
Lukang Shang
Luke Hannenberg
Makoko Mukumbilwa
Mannooj Chandrasekaran
Matt Jordahl
Mckenzie Dickerman
Megan Anderson
Megan Komos
Megan Mohar
Mingda Yang
Minh Nguyen
Mohamad Razali
Morgan McCarthy
Nataly Sales
Navneet Singhal
Nicholas G Steffensmeier
Nick Olsen
Nur Nasyiah Mansor
Paige Ruggle
Peri Jacobsen
Pratheen Barthiban
Rachael Barnes
Rachel Smith
Rachel Wiltgen
Raghvendra Singh
Richard Ambert
Robert Hansen
Ross Schluetter
Sam Cook
Sam Fredman
Scott Hansen
Scott McCleary
Shikhar Vats
Stephen Nelson
Steve Anderson
Steven Liu
Thanh Phan
Tiangong Zhang
Tiara Turner
Tonye Kolokolo
Tyler Quint
Tyler Wathen
Ullas Prakasan
Veronica White
Xiang Li
Xue Hu
Yijun Wu
Zachary Abdulrahim
Zachary Koehn
Zhang Zhong
Zhongheng Wang
Ziyang Yu
Spring 2015 Career Fair Student Team

Leadership Team:
Co-Chairs: Cody Hancock & Shaun VanWeelden
Logistics: Alisha Smith & Jill Schomers
Events: Rachel Morris
Advertising: Sarah Sprouse
Personnel: Nick Frank & Sarah Huber

Ambassadors:
Adam Bollinger
Adam Millsap
Ai Choo Lee
Alberto Di Martino
Alex Fiorini
Alex Irlebeck
Alex Stenbo
Alexander Johnson
Alexander Thousand
Alexis Palliser
Alissa Giljohann
Allison Pullinger
Alvina Aui
Amir Afif Jamaluddin
Anne Deutsch
Anthony Dote
Antonio Montoya
Audrey Fyock
Augustine Villa
Austin Kory
Bhimesh Singh Chauhan
Bradley Coleman
Bradley Jackson
Brayden Weinschenk
Brendan Schuler
Brendan Yeah
Brian Chang
Brian Huk
Brody Concannon
Bryan Kash
Bryce Swanson
Camryn Linster
Chin Kai Soon
Chris Dobson
Cole Beaulieu
Collin Goedken
Cori Nordstrom
Corinne Maksymicz
David Kadlec
Derek Bruun
Drhuvita Patel
Donavan Brooks
Elizabeth Danielson
Emily Garganera
Ethan Balvanz
Ethan Heimer
Fahmida Joyti
Faran Malik
Forrest Beeler
Geng Sun
Grace Elonen
Griffin Pearson
Hannah Ward
Hannah Bangen
Harry VanDerWeide
Henry Taylor
Hover Huxley De Peralta
Jacob Weltz
Jake Stafford
Janel Niska
Jay Carlstrom
Jessica Bjorland
Jianning Zhu
Jocelyn Chay
John O’Connor
Jon Cheung
Jonathan Contag
Jordan Mathews
Joseph Carpenter
Joseph Gleason
Joseph Mazzenga
Joseph Schiller
Joshua Steffensmeier
Josua Gonzales-Neal
Juan Cornejo Rios
Justin Bown
Katelyn McCoy
Kathryn Brown
Kehui Zhang
Kevin Ross
Koki Tomoeda
Kristin Clemens
Kyle Rohlfing
Laura Appelen
Lauren Dias
Linda Behrer
Lionel Matthew
Logan Nolting
Madelyn Sandoz
Maggie Hollander
Maria Brown
Matthew Staley
Matthew Stephenson
Mehdi Khoudadi
Mingzhe Liu
Minhao Wang
Mohammad Asyraf
Samsudin
Mohammad Syazwan
Mohd Asri
Moriah Richardson
Nathan Volkert
Nicholas Maki
Nicole Peyton
Noah Koch
Olivia Carrasco
Parker Van Zyl
Patrick Gaffney
Paul Quinn
Peter Bonnie
Raymond Gobin
Ryan Kelly
Saniya Shetty
Sarah Ripperger
Sarah Hofstetter
Seth Hammer
Shebah Chirackal
Shehnaz Patel
Skyler Streff
Souparni Agnihotri
Stephen Nelson
Sydney Gengler
Symone Palen
Tanner Spies
Thomas Gavin
Thomas Wilson
Tianqi Wang
Travis Miller
Trevor VanWeihe
Tyler Bertoldi
Tyler Donovan
Tzer Shyang Chin
Wai Han Kong
Wyatt Lauer
Xian Yeow Lee
Xingwei Weng
Yan Wang
Yeap Yeoh
Yifan Lu
Yong Jie Lim
Zachary Koehn
Zhanghao Wen
Zhongheng Wang
Zhuang Hao Koh
Zoe Pearson
Experiential education provides important learning and professional development opportunities for students, and participation is highly recommended. These opportunities are offered during the semester and/or over the summer. Students register their internships or co-ops with ECS to maintain their full-time student status (without incurring fees), have the experience documented on their transcripts, and have the full support of ECS if any questions or issues arise.
Breakdown by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>2014 Summer</th>
<th>2014 Summer/Fall</th>
<th>2014 Fall</th>
<th>2015 Spring</th>
<th>2015 Spring/Summer</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>32</td>
<td>11</td>
<td>6</td>
<td>5</td>
<td>15</td>
<td>69</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>15</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td>27</td>
</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>5</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>40</td>
<td>16</td>
<td>6</td>
<td>4</td>
<td>17</td>
<td>83</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>88</td>
<td>35</td>
<td>2</td>
<td></td>
<td>6</td>
<td>131</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>27</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>Construction Engineering</td>
<td>122</td>
<td>12</td>
<td>2</td>
<td></td>
<td>8</td>
<td>144</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>41</td>
<td>6</td>
<td>3</td>
<td>1</td>
<td>7</td>
<td>58</td>
</tr>
<tr>
<td>Industrial Engineering</td>
<td>53</td>
<td>11</td>
<td>6</td>
<td>3</td>
<td>18</td>
<td>91</td>
</tr>
<tr>
<td>Materials Engineering</td>
<td>22</td>
<td>7</td>
<td>3</td>
<td>4</td>
<td>9</td>
<td>45</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>176</td>
<td>56</td>
<td>22</td>
<td>13</td>
<td>60</td>
<td>327</td>
</tr>
<tr>
<td>Software Engineering</td>
<td>5</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td>626</td>
<td>172</td>
<td>51</td>
<td>32</td>
<td>161</td>
<td>1042</td>
</tr>
</tbody>
</table>

2014-2015 Experiential Education Employers and Locations

Nearly 500 distinct employers helped the College of Engineering develop engineers by employing an engineering co-op or intern student during the 2014-2015 academic year. Employment locations were in 40 states and 20 international locations with the largest concentration in Iowa and the surrounding states. A list of the employers that employed an experiential education student during this reporting period can be found in Appendix A.
Student Feedback on Co-op & Internship Experiences

Co-op and intern students must complete three assignments to receive a passing grade for the experiential education course. One of the assignments is to provide feedback on their work experience. The feedback provided during 2014-2015 is summarized in the following charts.

- **Work Contained Significant Engineering Practice?**
  - Strongly Agree: 45%
  - Agree: 38%
  - Neutral: 12%
  - Disagree: 4%
  - Strongly Disagree: 1%

- **Work Complemented Engineering Coursework?**
  - Strongly Agree: 44%
  - Agree: 37%
  - Neutral: 13%
  - Disagree: 6%
  - Strongly Disagree: 1%

- **Work Was Professionally Challenging?**
  - Strongly Agree: 40%
  - Agree: 50%
  - Neutral: 8%
  - Disagree: 2%
  - Strongly Disagree: 2%

- **Work Received Adequate Review for Correctness and Quality?**
  - Strongly Agree: 48%
  - Agree: 45%
  - Neutral: 5%
  - Disagree: 2%
  - Strongly Disagree: 2%

- **Received Desired Amount of Feedback on Performance?**
  - Strongly Agree: 48%
  - Agree: 42%
  - Neutral: 8%
  - Disagree: 1%
  - Strongly Disagree: 1%

- **Assigned Appropriate Level of Responsibility?**
  - Strongly Agree: 51%
  - Agree: 37%
  - Neutral: 8%
  - Disagree: 4%
  - Strongly Disagree: 4%

- **Overall Rating**
  - Excellent: 63%
  - Good: 29%
  - Satisfactory: 7%
  - Marginal: 1%
  - Poor: 1%

- **Recommend Employer to Other Students?**
  - Yes: 98%
  - No: 2%
Post-Graduation Career Outcome Information

Each semester graduating students are asked to complete a survey at graduation, and those still seeking are followed-up with six months after graduation. The following pages summarize the ‘six months post-graduation’ responses for the Class of 2014 and the ‘at-graduation’ responses for the Class of 2015. For most engineering majors, both the at-graduation and six months post-graduation, the placement rates increased from the previous year.

Within six months of graduation, **97%** of College of Engineering B.S. graduates secured their next-destination positions (achieved placement)

**80%** have accepted employment
**20%** are pursuing additional education

### 2013-2014 Career Outcomes at Six Months Post-Graduation

#### B.S. 2013-2014 Career Outcomes at Six-Month Follow-Up

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Reporting</th>
<th>Employed*</th>
<th>Continuing Education</th>
<th>% Placed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>89</td>
<td>57</td>
<td>39</td>
<td>13</td>
<td>91%</td>
</tr>
<tr>
<td>Agricultural Engineering</td>
<td>25</td>
<td>22</td>
<td>18</td>
<td>4</td>
<td>100%</td>
</tr>
<tr>
<td>Biological Systems Engineering</td>
<td>13</td>
<td>10</td>
<td>9</td>
<td>1</td>
<td>100%</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>103</td>
<td>69</td>
<td>61</td>
<td>6</td>
<td>97%</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>175</td>
<td>129</td>
<td>84</td>
<td>41</td>
<td>97%</td>
</tr>
<tr>
<td>Construction Engineering</td>
<td>72</td>
<td>68</td>
<td>62</td>
<td>5</td>
<td>99%</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>88</td>
<td>69</td>
<td>59</td>
<td>8</td>
<td>97%</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>105</td>
<td>56</td>
<td>37</td>
<td>18</td>
<td>98%</td>
</tr>
<tr>
<td>Industrial Engineering</td>
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### M.S. 2013-2014 Career Outcomes at Six-Month Follow-Up

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### Ph.D. 2013-2014 Career Outcomes at Six-Month Follow-Up

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<td>0</td>
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<td>Civil Engineering</td>
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<td>4</td>
<td>0</td>
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<tr>
<td>Computer Engineering</td>
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<td>0</td>
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<td>0</td>
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<td>17</td>
<td>11</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Materials Science &amp; Engineering</td>
<td>13</td>
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<td>Sustainable Agriculture</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Systems Engineering</td>
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</tr>
<tr>
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<td><strong>64</strong></td>
<td><strong>53</strong></td>
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## 2014-2015 Career Outcomes at Graduation

### B.S. 2014-2015 Career Outcomes at Graduation

<table>
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<th>Employed*</th>
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<th>% Placed</th>
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### M.S. 2014-2015 Career Outcomes at Graduation

<table>
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<th>Continuing Education</th>
<th>% Placed</th>
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<td>63%</td>
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<tr>
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</tr>
<tr>
<td>Biinformatics &amp; Comp. Biology</td>
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<td>Biorenewable Resources &amp; Tech.</td>
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<td>78%</td>
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</tr>
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<td>0</td>
<td>-</td>
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<tr>
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<td>2</td>
<td>0</td>
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<tr>
<td>Systems Engineering</td>
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<td>95%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>240</td>
<td>183</td>
<td>106</td>
<td>36</td>
<td>78%</td>
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**Average Starting Salaries for B.S. Graduates**

Starting salary information is also collected during the career outcomes survey. The values shown in cardinal are ISU averages for each major. Columns indicate the range of values reported. The values shown in black are from a nationwide survey completed by the National Association of Colleges and Employers (NACE) for the Class of 2014.

<table>
<thead>
<tr>
<th>Major</th>
<th>Grads</th>
<th>Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
<th>% Placed</th>
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</thead>
<tbody>
<tr>
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<td>5</td>
<td>5</td>
<td>3</td>
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<td>60%</td>
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<tr>
<td>Agricultural Engineering</td>
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<td>3</td>
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<td>67%</td>
</tr>
<tr>
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<td>1</td>
<td>0</td>
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</tr>
<tr>
<td>Chemical Engineering</td>
<td>12</td>
<td>11</td>
<td>10</td>
<td>0</td>
<td>91%</td>
</tr>
<tr>
<td>Civil Engineering</td>
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<td>4</td>
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<tr>
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<tr>
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<td>1</td>
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<td>100%</td>
</tr>
<tr>
<td>Human Computer Interaction</td>
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<td>3</td>
<td>0</td>
<td>100%</td>
</tr>
<tr>
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<td>1</td>
<td>0</td>
<td>50%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>10</td>
<td>7</td>
<td>6</td>
<td>0</td>
<td>86%</td>
</tr>
<tr>
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<td>6</td>
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<tr>
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<td>81</td>
<td>67</td>
<td>51</td>
<td>0</td>
<td>76%</td>
</tr>
</tbody>
</table>

*Graduates that were evaluating offers when surveyed are counted as ‘Employed’

**Ph.D. 2014-2015 Career Outcomes at Graduation**

<table>
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<tr>
<th>Major</th>
<th>Grads</th>
<th>Reporting</th>
<th>Employed</th>
<th>Continuing Education</th>
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<td>0</td>
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<tr>
<td>Chemical Engineering</td>
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<td>11</td>
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<td>91%</td>
</tr>
<tr>
<td>Civil Engineering</td>
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<td>13</td>
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<td>100%</td>
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<td>1</td>
<td>1</td>
<td>0</td>
<td>100%</td>
</tr>
<tr>
<td>Human Computer Interaction</td>
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<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>50%</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
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<td>7</td>
<td>6</td>
<td>0</td>
<td>86%</td>
</tr>
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<td>100%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>81</td>
<td>67</td>
<td>51</td>
<td>0</td>
<td>76%</td>
</tr>
</tbody>
</table>
Employers and Location of Employment

Nearly 320 different employers hired an engineering graduate following their summer 2014, fall 2014 or spring 2015 graduation. Employment locations were concentrated in Iowa and the Midwest, but graduates found employment across the U.S. and in three international locations. A list of the employers that made a full-time hire during this reporting period can be found in Appendix B.

2014-2015 graduates were employed in 35 different states and 3 international locations
Employment Resources Utilized by Graduates
At graduation, students are asked to indicate the resources they used in searching for jobs, and also the single resource that ultimately led to their employment. These results are summarized below.

Resources Used in Job Search

<table>
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<tr>
<th>Resource</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>ISU Career Fairs</td>
<td>50%</td>
</tr>
<tr>
<td>CyHire Job Postings</td>
<td>40%</td>
</tr>
<tr>
<td>Employer Website</td>
<td>30%</td>
</tr>
<tr>
<td>On-Campus Interviews</td>
<td>20%</td>
</tr>
<tr>
<td>Internship</td>
<td>10%</td>
</tr>
<tr>
<td>Connection Through Family or Friends</td>
<td>5%</td>
</tr>
<tr>
<td>Other Employment Website</td>
<td>5%</td>
</tr>
<tr>
<td>Networking Events (other than career fairs)</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
<tr>
<td>Faculty/Advisor Referral</td>
<td>5%</td>
</tr>
</tbody>
</table>

71% of students found employment through an Iowa State resource
About Engineering Career Services

Engineering Career Services provides programming and coaching to help undergraduate students, graduate students, and alumni achieve their goals related to co-ops and internships, full-time employment, or acceptance into a graduate program. ECS helps 1) students and alumni develop career management knowledge and skills, 2) students develop workplace competencies through experiential education, and 3) job seekers and employers connect.

ECS also manages the data collection and reporting that allows students to assess competencies, and faculty and staff to assess outcomes and identify opportunities for continuous improvement. Additionally, ECS works to develop mutually beneficial partnerships with industry that lead to improved student development, an increase in research collaborations, and an increase of support to the College.

Summary of Services

- Professional Development and Career Self-Management Education
- Employment Services (i.e. Job Posting, Interviewing, Career Fair)
- Engineering Experiential Education Program Administration
- Formative Assessment for Student Development, Continuous Curriculum Improvement, and Accreditation Via OPAL Data Collection
- At-Graduation and Six-Month Follow-Up, Outcomes Data, and Other Reports as Requested
- Corporate Partnership Building

Please see our website for additional information
http://www.engineering.iastate.edu/ecs/

Engineering Career Services

- **Brian Larson**
  Director
  blarson@iastate.edu
  515-294-0252

- **Roger Bentley**
  Professional Dev. & Events
  rbentley@iastate.edu
  515-294-3553

- **Kellie Mullaney**
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Appendix A: Employers of Co-op and Intern Students

Nearly 500 distinct employers employed an engineering intern during the 2014-2015 academic year.

3M
A.C.K. Engineering Services
ACH Food Companies
ACS
Adaptive Equipment Department
Adjustable Forms
Advanced Technology Services
AECOM
Aerospace Corporation, The
AGCO Ag-Chem Equipment Co.
AGCO Corporate Group
Alcoa
Alliant Energy Corporation
Allison Transmission
Altec Industries
Amazon
A-M-E.co
American Metal Technologies
American Ordnance
American Packaging Corporation
Ames Construction
Ames Water and Pollution Control Department
Ames Water Treatment Plant
Ames, City of
Ankeny, City of
Appvion Inc
Aquagreen Engineering Management PVT. LTD
Architectural Wall Systems
ARCO Design/Build
Argonne National Laboratory
Armstrong Aerospace
ATK Aerospace Systems
Aurora Flight Sciences
Baker Group
Baldwin Filters
Ball Team
Barilla America
Barlar Industries dba National Poultry Equipment Company
Bartlett & West Engineers
Bartlett and Company
BASF Corporation
Bawte
Bayer CropScience
Beal Derkenne Construction
Beck Group, The
Bemis Company
Benchmark Electronics
Berkeley Technology Services
Besser
Bloomingtion MN, City of
Blount International
Bluestone Engineering
Bobcat Company
Boeing Company, The
Boerger
Bolted Company, The
Bollinger, Lach & Associates
Bolton & Menk
Boston Scientific Corporation
Bowen Engineering Corporation
Braun Intertec Corporation
Bridgestone Americas Holding
Briggs & Stratton
Brown Wegher Construction
Buckman
Bunchball
Burn-O-Matic Corporation
Burns & McDonnell
Businessolver
Cabela’s
CAE Services
Calhoun-Burns & Associates
Cambrex Charles City
Cambridge Investment Research
cameron
Campanella & Sons
Capital Safety
Cardinal Glass Industries
Cargill Meat Solutions
Cargill, Incorporated
Carlisle Brake & Friction
Caterpillar
CB&I
Cedar Rapids (IA), City of
Central Products (Tianjin)
Centro
CenUSA Bioenergy
Cerner Corporation
CHCI Congressional Internship Program
Cherokee County Engineer Office
China Railway 12th Bureau Group
CHS Inc.
Civco Medical Solutions
Civil Design Advantage
Clayco
Claw Valve Company
Clyser
CNH America
CNH -Burlington Plant
CNH Reman
Cobham Mission Systems
Colony Brands, Inc.
Colorado Center for Bio-refining and Biofuels (Colorado State University)
Commonwealth Electric Company of the Midwest
Compressor Controls Corp.
Subsidiary of Roper Industries (ES&C Division)
ConAgra Foods
Conductix-Wampfler
Consolidated Contractors Company
Converse Conditioned Air
Cooper Nuclear Station
Cretex Concrete Products
Daikin Applied
Daktronics
Danfoss
DataCard Corporation
dataTHRESH
DCI Group
Demco
Des Moines Water Works
Design Ready Controls
Dewberry
DGR Engineering
Dippin’ Dots LLC
Disney Worldwide Services
Donaldson Company
Dormark Construction Co.
Dow Chemical Company
Dow Corning Corporation
Dowling Construction Inc.
DuBueque, City of
DuPont Industrial Biosciences
DuPont Pioneer
Eaton Corporation
Ecolab, Inc.
Ecowater Systems
Edison Welding Institute
EES Companies
ECFO Corp.
Electrical Power Products
Electro-Hydraulic Automation
Ellicott Dredging Technologies
Emerson
Emerson Process Management
Empresas Polar
Energy Control Technologies
Energy Panel Structures
Epic
ESCO Group
Exelon Corporation
Federal-Mogul Corporation
Feed Energy and FEC Solutions
Fimco Industries Inc.
Firestone Agricultural Tire
First Data Corporation
Flint Hills Resources
Fona International
Foth Companies
Fourth Dimension Engineering
Frito-Lay
Frontline Bioenergy
FullCount
GARMIN International
GE Energy
GE Healthcare
General Dynamics AIS
General Electric Company
General Mills
Geneva, City of
Gleeson Contractors & Engineers
GOMACO
Permasteelisa North America
Peterson Contractors
Pinnacle Engineering
POET Biorefining
Polaris Industries
Power Construction Co.
PowerFilm
PricewaterhouseCoopers
Primera Engineers
Principal Financial Group
Procter & Gamble
PRVN Consultants
Putzmeister
Quality Contour
Quatro Composites, a
division of Tec Industries
RA Morton
Radius Steel Fabrication
Raymond Corporation, The
Raytheon
RBC Medical Innovations
Reid-Ashman
 Manufacturing Inc
Reilly Construction
Rembrandt Foods
Renewable Energy Group
Rice Lake Construction
Ringgold County Secondary Roads Department
Riverview
Robert Bosch Corporation
Robert Bosch Fuel Systems
Rockford Process Controls
Rockwell Automation
Rockwell Collins
Rolls-Royce
RTI International Metals
Russell Construction Company
Ryan Companies US
Ryko Solutions
SABIC Innovative Plastics
Sage Products
Saltech Systems
SAP
Sargent & Lundy
Schreiber Foods
Schwan Food Company, The
Sherwin-Williams Company, The
Shive-Hattery Group
Shure Incorporated
Siegwerk Ink
Skold Construction Services
Smithfield Farmland
Snyder & Associates
Solum
Southwest Airlines
Space X: Space Exploration Technologies Corp.
Specialized Bicycle Components
Spirit Aero Systems
SSAB
SSB Construction
Stanley Consultants
Stellar Industries
Story Construction Co.
Stryker Howmedica Osteonics
Sukup Manufacturing Company
Sundt Construction
Superior Industries
Syngenta
Technip
Tek Pak
Telligen
Terracon
Texas Instruments Incorporated
Texton Aviation (Beechcraft Corporation and Cessna Aircraft Company)
Thomson Reuters
Timken Drives
Toro Company
Trane, Inc / Ingersoll-Rand Company
TriMark Corporation
Tri-State G&T (Generation & Transmission)
Turner Construction Company
U.S. Department of Energy
UniKL Malaysian Institute of Aviation Technology
Union Pacific Railroad
Unison Comfort Technologies
United Contractors & Subsidiaries
University of Iowa, IIHR Hydroscience & Engineering
University of Minnesota
UOP LLC
Urbandale Water Utility
Urbandale, City of
USG (United States Gypsum Company)
UTC Aerospace Systems
VAA (Van Sickle, Allen)
Valent Air Management Systems
Valent Biosciences Corporation
Valero Services
Van Gorp Corporation
Van Meter
Veenstra & Kimm
Vermeer Corporation
Vincom
Viracon
VMH International
VT Industries
W. A. Klinger
Waldinger Corporation, The
Walsh Group, The
Walt Disney Company, The
Ward Electric Company
Wayne Engineering Corporation
Weaver Boos Consultants
Weichai America
Weidt Group, The
Weiler
Weis Builders
Weitz Company, The
Wells Enterprises
West Central Cooperative
West Des Moines, City of
West Tech Engineering
Westendorf Mfg. Co.
Westin Construction Company
Westinghouse
Whirlpool Corporation
Whiting-Turner Contracting Company, The
Winegard Company
Winnebago Industries
Winnebago County Soil and Water Conservation District
Wittern Group, The
Woodruff Construction
Workiva
Xcel Energy
YRC Worldwide
Zachry Engineering Corporation
ZF Services North America
Appendix B: Employers of Engineering Graduates

Nearly 320 distinct employers hired an engineering graduate following their summer 2014, fall 2014 or spring 2015 graduation.

1st Interiors  
360 Yield Center  
3M  
A to Z Drying  
ABB  
Absolute Concrete  
Accenture  
Adjustable Forms Inc.  
Advisory Board Company  
AES Corporation  
Ag Leader Technology  
AGCO Ag-Chem Equipment  
Ahern Fire Protection  
Air Force Civilian Service  
Air Force Institute of Technology  
Alliant Energy Corporation  
Altec Industries  
Amazon  
American Profol  
Ames Construction  
Andersen Corporation  
Archer Daniels Midland Company  
Ardisam  
Athena GTX  
ATK Aerospace Systems  
Aurora Flight Sciences  
Avion, Inc  
Baker Electric  
Baker Group  
Ball Team  
Barr Engineering  
Bartlett & West Engineers  
Bemis Company  
Black & Veatch  
Blattner Energy  
Blue Cross Blue Shield of Nebraska  
Bluestone Engineering  
Boeing Company  
Boldt Company  
Bolton & Menk  
Boston Scientific Corporation  
Bowen Engineering Corporation  
Brown Wegher Construction  
Bryan Research & Engineering  
Bunchball  
Burns & McDonnell  
Cannon Moss Brygger Architects  
Cardinal Glass Industries  
Cargill, Incorporated  
Carl A. Nelson & Company  
Caterpillar  
CB&I  
Cerner Corporation  
Chevron Phillips Chemical Company  
Clearwater Analytics  
Cobb Mechanical Contractors  
Compressor Controls Corp.  
Subsidiary of Roper Industries  
ConAgra Foods  
Converse Conditioned Air  
Cost, Planning & Managem’t Int’l (CPMI)  
Crenlo  
Cretex Concrete Products  
Danfoss  
Dashiel  
DataCard Corporation  
Department of the Army  
Discover Financial Services  
DISTek Integration  
Donaldson Company  
Dow Chemical Company  
Downing Construction  
PDR Construction  
DSC Logistics (Dry Storage Corporation)  
DuPont Pioneer  
Easy Automation Inc.  
Eaton Corporation  
EFCO Corp.  
Elder Corporation  
Emerson Process Management  
EnSoft  
Epic  
Etrema Products  
EWI  
Exa Corporation  
Exelon Nuclear  
Exxon Mobil Corporation  
Feed Energy and FEC Solutions  
Flint Hills Resources  
Fluke  
FM Global  
Ford Motor Company  
Foth & Van Dyke, LLC  
Foth Companies  
Fox Engineering Associates  
Fremont County  
Frito-Lay, Inc.  
GARMIN International  
General Dynamics  
General Electric Aviation  
General Mills  
Global Reach Internet Productions  
Google  
Greenlee (a Textron Company)  
Gus Construction Co.  
Hach Company  
Hagie Manufacturing Company  
Halliburton  
Harman  
HawkeyePedershaab  
HDR Engineering, Inc.  
Hewlett-Packard  
HGM Associates  
HGST  
Hirsh Industries  
HNI Corporation  
Honda R&D Americas  
Honeywell Federal Mfg. & Technologies  
Hormel Foods Corporation  
HR Green  
Hudl  
Hutchinson Technology  
Hy-Vee  
IBM Corporation  
IIW, P.C.  
Illinois Tool Works (ITW) - Signode Eng. Products  
Ingedition Incorporated  
Intel Corporation  
Intuit  
INVISTA  
Iowa Department of Natural Resources  
Iowa Department of Transportation  
Iowa State University  
ISG  
ITAGroup  
J.E. Dunn Construction  
J.F. Brennan Co.  
Jensen Construction Company  
JEO Consulting Group  
Jet Company  
John Deere  
Johnson Controls  
JR Engineering  
Kemin Industries  
Kenrich Group, The  
Kerry  
Kiefer Manufacturing  
Kiewit Corporation  
Kimley-Horn and Associates  
Kinze Manufacturing  
KJWW Engineering Consultants  
K-Malt  
Knife River Corporation  
Koch Industries  
Kraft Foods Group  
Kuhn North America  
Lake Superior Consulting  
Land O’Lakes  
Larson Engineering  
Larson Engineering of Minnesota  
Leepfrog Technologies  
LeMar Industries Corp.  
Lincoln Electric Company  
Lockheed Martin Corporation  
Los Alamos National Laboratory  
Lowe’s Companies  
Lozier Corporation  
LyondellBasell  
M. A. Mortenson  
MacLean-Fogg Company  
Manatts  
Marriotttown Company  
McCarthy Building Companies  
McClure Engineering Associates
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<td>Stanley University</td>
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<td>Workiva</td>
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<td>Raymond Corporation</td>
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