Leaders for the Idea Economy
Dear Employer,

Thank you for your interest in the Berkeley MBA Program. We are hard at work implementing our strategic plan that further describes what we do: Our mission is to develop leaders who redefine how we do business. I believe that path-bending leaders are needed to drive the growth and change our world is demanding into the next decade and beyond, and we have heard from many of you that your businesses have similar goals. Our culture and curriculum at Berkeley-Haas support the development of this next generation of leaders.

**Culture:** Berkeley-Haas has a set of business principles that sharply define us relative to our peers:

- Question the Status Quo
- Confidence without Attitude
- Students Always
- Beyond Yourself

**Curriculum:** At Haas, we help our MBAs hone their problem-solving skills through an integrated experiential process. Students begin their Berkeley experience with a new required course—Problem Framing, Problem Solving. MBAs also participate in at least one of eight experiential learning courses that expose them to real-world business and organization challenges. During these experiential courses, students learn advanced tools and coaching methods to become strong leaders and members of high-performance teams.

We have identified a set of ten measurable capabilities that support our approach to teaching innovative leadership with a competency model. This was done as part of the Berkeley Innovative Leadership Development (BILD) program, which runs through all core and elective MBA courses. These capabilities are divided into three primary categories: defining opportunities, making choices, and building organization capacity.

Our career management team is eager to help you connect to this talent. We look forward to seeing you on campus to tell you more about our goals as a business school.

Rich Lyons
Bank of America Dean
Haas School of Business
Full-time MBA program

*Leading Through Innovation* is a mindset that Berkeley MBAs develop and perfect during their time at Haas. It’s a way of thinking and a set of skills that our graduates will apply to their organizations far into their professional careers. Berkeley MBAs discover how to seize opportunities, challenge conventional wisdom, and lead with creativity. The entire Haas School culture is about fresh thinking and new ideas. This is Berkeley, after all.

In addition to acquiring an education anchored in the fundamentals of management, as well as the latest theories and best practices in business, our MBAs are able to leverage the strengths of one of the truly great universities of the world—UC Berkeley—and our deep connections to San Francisco and Silicon Valley—hubs of finance, discovery and development. When combined with the collaborative, team-based culture of our programs, Berkeley-Haas produces graduates who possess confidence without attitude and are ready to make immediate impacts on the organizations that they join.

In addition to a superb general management curriculum, the Haas School has numerous top-ranked areas of emphasis and concurrent degree programs that allow our students to develop in-depth knowledge and stay on the cutting-edge of new business theories and applications. Top-ranked specialties include Entrepreneurship, Finance, Global Management, Health Care, Marketing, Nonprofit & Public Management, Social Responsibility, Technology, and Real Estate. The Haas School also offers three concurrent degree programs—a JD/MBA, an MBA/MA in International and Area Studies, and an MBA/MPH in Health Management.
Evening & Weekend MBA Program
As the Bay Area’s leading management program for working professionals, the Evening & Weekend MBA Program enables students to accelerate their career advancement by honing their business skills and acumen. This program features the identical comprehensive management curriculum and leading-edge courses as the Full-time MBA Program, taught by the same outstanding faculty.

Evening & Weekend MBAs are able to apply rigorous classroom learning directly to the business environment on a daily basis, giving them a unique perspective on management theory and practice. Qualified students participate in summer intern recruiting during their second year and full-time employment recruiting during their final year. Students who accept an internship offer must leave their current organization before beginning the internship.

Berkeley-Columbia Executive MBA Program
Merging the strengths of two top business schools, the Berkeley-Columbia Executive MBA Program offers on-campus instruction featuring the same rigorous curriculum and world-class faculty as our prestigious full-time program.

Approximately 60 fast-tracked mid- to senior-level executives with an average of 12 years of work experience learn in a unique bicoastal environment with classes in Berkeley and New York. The result: graduates with a rigorous general management education that blends the fundamentals with the innovative.

Master of Financial Engineering (MFE) Program
The MFE degree is a one-year graduate degree that fills an important industry need for professional training. Students learn to employ financial economics, mathematics, and computer modeling skills to make pricing, hedging, trading, risk management, project evaluation, and portfolio management decisions. With an enrollment of only 64 students, the Berkeley MFE Program encourages students to learn from each other and develops team players with strong analytical and interpersonal skills. For more information on recruiting MFE students, please contact either Linda Kreitzman [510-643-4329; lindak@haas.berkeley.edu].

Profile of the Evening & Weekend MBA Class of 2012
Applications Received 736
Enrolled Students 242
Women 23%
Multilingual 71%
International Students 19%
Median Age at Enrollment 32
Median years post-undergraduate work experience 8
Median GMAT 700
Median UG GPA 3.4

Previous Degrees
Master’s 40%
Ph.D. 4%
M.D. 1%
J.D. 1%

Professional Background
By Industry
High Tech/Electronics 29%
Computer-Related Services 12%
Telecommunications 9%
Banking/Financial Services 6%
Energy 5%
Medical Products/Devices 5%
Real Estate 5%
Biotechnology/Pharmaceuticals 4%
Construction 3%
Consulting 3%
Aerospace 2%
Consumer Products 2%
Nonprofit 2%
Other 13%

By Function
Engineering 21%
Marketing/Sales 15%
General Management 11%
Finance/Accounting 10%
Project Management 9%
Research & Development 9%
Consulting/Management Services 6%
Operations 5%
Planning/Corporate Strategy 4%
Information Systems 3%
Accounting/Auditing 1%
Legal 1%
Other 5%

Class of 2012 entering in fall 2009
*Includes African-American, Hispanic-American, Native-American, Asian-American, East-Indian/Pakistani-American
MBA Career Services is staffed to provide you with personal customer service to ensure that you invest the right resources in the right ways to reach the right candidates. Our account team comes to the table with deep knowledge of recruiting, your industry, and MBA student and alumni needs. We have tackled every kind of recruiting scenario imaginable and can work with you on best practices for your MBA recruiting process.

Our services include:

• Establishing a recruiting strategy that best utilizes your resources
• Helping you build your brand on campus
• Scheduling your events or interviews to minimize conflicts with academics and other activities
• Promoting your event to your target audience
• Connecting with Berkeley and Haas alumni at your organization
• Connecting firms with the right student clubs and faculty

We can also help with all your recruiting logistics, including:

• Reserving space for your on-campus events and interviews
• Collecting cover letters and resumes of interested candidates for you to review online
• Scheduling students for interviews
• Arranging for parking for your recruiting activities at Haas

Rely on your Account Manager

Be sure to consult with your account manager to determine optimal times for your events, recruiting, and second-round interviews, as we are able to help you work around the myriad activities that demand student attention. In addition, our students, as well as our career advisors, view the industry account managers as your representatives on campus, so we appreciate that you help us be knowledgeable about your activities and plans by sharing them with us. Even if you are unsure as to how you plan to proceed with your hiring, feel free to contact your account manager for planning, communication, and scheduling assistance.

Alain Pyree
MBA 11
Licensing Sales Specialist
Microsoft Corp.
Seattle, Washington

Internship:
Business & Operations Consultant
Cisco Systems, Inc.
Milpitas, California

Previous degree:
BA, Business Administration
Euromed Management School
Marseille, France

Job prior to Haas:
Business Development Manager
Mediaserv
Guadeloupe, France

“My experience in the US as an international student was challenging in many ways, especially as I had no knowledge about the software industry in the US. The Career Services staff helped me make an educated decision about my career path. As a result, I interviewed with Microsoft and, quickly, was able to secure the job of my dreams.”
The Haas Account Team

Lisa Feldman  
Director of MBA Recruiting  
510-643-4212  
lfeldman@haas.berkeley.edu

Rich Wong  
Account Manager  
representing: Technology, Media Entertainment, Public Sector, CSR  
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rwong@haas.berkeley.edu

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Account Manager  
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Account Manager  
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510-643-4774  
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Program Manager  
510-643-0344  
newman@haas.berkeley.edu

Jojo Lam  
Program Manager  
510-643-2864  
jlam@haas.berkeley.edu

Hallie Marshall  
MBA 11  
Portfolio Manager  
Dodge & Cox  
San Francisco, California

Internship:  
Parnassus Investments  
San Francisco, California

Previous degree:  
AB, Political Economy  
Princeton University  
Princeton, New Jersey

Job prior to Haas:  
Research Associate  
Dodge & Cox  
San Francisco, California

“Professor Richard Sloan designed an independent study course just for me to hone certain skills and techniques related to financial analysis. Not only is he an accounting expert, but also he worked at Barclays, so he knows what is required of an investment analyst. I learned advanced financial information analysis from a seasoned academic and professional. I feel 100% prepared to start work at Dodge & Cox.”

“The Executive Director of Career Services, Abby Scott, established a relationship with Dodge & Cox and was willing to work with me extensively on my resume and interview strategy. Because Abby understood first hand the extreme competitiveness of the position I was seeking, she went the extra mile to make sure I was prepared.”
Each year, approximately 81 percent of our full-time MBA student body takes part in on-campus recruiting. By following this checklist, your company can select and interview the best candidates in an efficient and economical manner.

☐ Schedule Your On-Campus Interviews
You must work directly with an account manager to schedule your recruiting activities. When you contact your account manager, please keep the following information in mind:

Position Title and Description
Firms that provide detailed information about the available positions, as well as some information about the company and division, consistently receive the most vigorous response from students. If your position requires specific work authorization, whether it is for the United States or for a target country, please inform us in advance so we can ensure that your instructions are clear. For more information on hiring our international students, see page 9.

Application Process
We can collect resumes and cover letters of interested MBA students through CareerNet, our student intranet at Haas. If your HRMS procedures require applications to your website, we can communicate that to our students as well, along with your deadlines. Your application deadline should be approximately one month prior to your interview date. Please consult the Recruiting Calendar on page 17 for our timeline of deadlines.

Length of Interviews
Generally, firms choose to conduct 30-minute interviews (12 students per schedule) or 45-minute interviews (8 students per schedule). You may also opt for rotating interviews, which allow two interviewers to see a single candidate in back-to-back interviews.

Type of Schedule
Invite only: Pre-select all of your interviewees.

Mixed: [Recommended] Pre-select some of your candidates, and allow interested students to bid for the remaining “open schedule” slots. This allows you to see both students whose backgrounds more obviously fit your needs, as well as students who will show you their deep interest in your opportunity.

☐ Populating Your Schedule: Resume Drops and Invite Lists
Two weeks prior to your visit, you will select your interview candidates online or provide us with your invite list. We will invite and schedule the students for you. For schedules with open slots, we will conduct the bid process and award slots to the highest bidders.

We recommend that you choose three alternate candidates in case a candidate is unable to interview for an unexpected reason. Your final schedule, along with driving directions and logistical information, will be available online two business days before your interview.
Choose Your Corporate Representatives
Students prefer to meet directly with functional area hiring managers during the interview process. We especially encourage alumni participation, since their support and enthusiasm are valued by students and corporate staffing alike. More senior members of your leadership team can often be helpful in later stages and for closing the deal.

Your Interview Day
We provide complimentary valet parking on your interview day. Typically, interviews begin at 8:30 a.m. in the Haas Recruitment Center, room S330. On the day of the interviews, we suggest that you arrive 15 minutes before your first interview to acclimate yourself for the day. Upon arrival, you will be provided with an information packet which includes your updated schedule and resumes of the students that you will meet. We provide morning coffee and pastries as well as lunch.

Second-Round Planning
As soon as you begin to plan second-round interviews, let your account manager know your proposed dates. We can inform you if there may be conflicts on those days that would adversely impact your ability to call back our students.

Follow Up and Feedback
Since firms have varying timetables for advanced interviews, we ask that you keep students apprised of their status throughout your hiring process. Students greatly appreciate open communication, regardless of the final outcome of their candidacy. At the end of your interview day, please be sure to complete our recruiter survey; your feedback helps us to continue to provide you with excellent customer service.

The Offer
Accepting an offer is an important decision that requires time to ensure that it is right for both the student and your organization. See the Recruiting Guidelines section, page 16, for information on our policies regarding offers.

Parking
Parking is very limited on the Berkeley campus, and parking regulations are strictly enforced. We encourage you to take a taxi or car service, use public transportation, or carpool with other company representatives. We can recommend services that are familiar with the Berkeley campus. If you plan to drive to campus for recruiting activities, we will provide complimentary valet parking or other convenient parking options. For more information about visiting and getting around UC Berkeley, go to www.berkeley.edu/visit or call us at 510.643.0344.

Justin Di Trolio
MBA 11
Consultant
Bain & Company
New York, New York

Internship:
Summer Associate
Bain & Company
New York

Previous degree:
BBA, Operations Information Systems and Economics
College of William & Mary
Williamsburg, Virginia

Job prior to Haas:
Associate
J.P. Morgan Chase & Co.
New York, New York

“Berkeley-Haas students are as capable as graduates from any top business school, but what sets them apart is how they balance their amazing abilities with down to earth humility.”

“The Consulting Club at Haas was an invaluable resource during my career search. The club put me in touch with alums in industry to help guide my career path and give me the tools to succeed during the interview process.”
There are many ways to capture the attention of your target students. Options include:

**Connect Directly With Students**

*Host an information session, campus presentation, or networking night*

Events with open invitations to all MBA students are a great way to cast a wide net and educate them about your organization, its career opportunities, and its culture. Students appreciate the opportunity to network with alumni at your firm as well as with recent MBA alumni and executives.

Your account manager will advise you on the best timing of these events, and using our expertise in local venues, will arrange for a location and parking.

We can list your recruiting activities in CareerNet, our careers intranet, where students can read about your company and sign up for activities, whether on- or off-campus. Your account manager can also promote your activities to specific target populations within the school.

**Sponsor club activities**

Students and career-focused clubs are glad to work with you on events and activities, including:

- **Firm Nights.** These industry-specific career fairs allow you to interact with a targeted group of students over just a few hours.
- **Site Visits or Treks.** Inviting a group of students to your workplace is an efficient way to communicate the quality of your opportunities as well as of your company’s culture.
- **Speakers in Career-Focused Courses.** Students organize “MBA 294” courses to bring in guest speakers to learn about the nuances of different industries and career paths.
- **Conferences and Symposia.** With the support of the school, our students organize major conferences, including:
  - Play Digital Media Conference
  - Asia Business Conference
  - Berkeley Finance Conference
  - Women in Leadership Conference
  - Diversity in Business Conference
  - UC Berkeley Energy Symposium

For more information about clubs, go to http://haas.campusgroups.com. Be sure to keep your account manager apprised of your club activities as well.

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**Long Lam**

**MBA 11**

Senior Consultant
Deloitte Consulting
San Francisco, California

**Internship:**
Summer Associate
Deloitte Consulting
San Francisco, California

**Previous degree:**
BA, Cognitive Science
University of California, Berkeley
Berkeley, California

**Job prior to Haas:**
Director of Technology
World of Good, Inc.
Emeryville, California

“You’re surrounded by innovation at Berkeley-Haas. The environment—from academics to extracurricular activities—the people and the culture are saturated with creativity. After all, about 65% of students say they come to Haas because of its reputation in entrepreneurship.”

“I found myself on a real journey of self-reflection when it came to choosing my internship. The Career Center was there for me every step of the way. Plus, I networked a lot with second-year students about my internship. They were a wealth of knowledge and so responsive.”
An Excellent Return on Your Investment

International Students at Haas
International students from 38 countries comprise more than one-third of the full-time MBA class at Haas. These students bring outstanding work experience, academic accomplishment, multilingual abilities, cross-cultural insight, and keen business skills that produce results across markets and cultures. Your candidate pool and work force will have much more depth by including these talented students in your recruiting process.

Summer Internships
The vast majority of our international students study while on an F-1 visa. These students can accept summer internships regardless of citizenship through the campus’ Curricular Practical Training (CPT) program. Work permission is handled by the student and officials on the Berkeley campus, so companies and organizations can offer summer internships to international students without limitations.

Full-time Employment
Upon graduation, F-1 visa holders can work in the US for up to 12 months through the Optional Practical Training (OPT) program. During this time the employer must file an H1-B application, which costs approximately $5,000 to $7,000, inclusive of legal and application fees. H1-B visas last for three years and can be renewed twice, for a total of six years. And, since April 2008, new hires with an approved H1-B application may remain employed during the transition period between the end of OPT (usually in June) and the start of the H1-B visa (usually October 1), effectively eliminating any gaps in employment.

A Global Workforce
Many Berkeley MBAs—US and international students alike—are interested in international careers. Last year, 18% of the class of ’10 and 13% of the class of ’11 accepted positions outside of the United States. Berkeley MBAs look to apply their leadership skills and business acumen around the globe. With work experience from around the world in a wide variety of industries and functions, our students are ready and willing to take positions in both your domestic and international offices.
Recruiting Options to Fit Your Needs

The Haas School offers a variety of ways for interested employers to recruit our students. The following are just a sample of the recruiting opportunities available to you. Working with your account manager, you can discover which of these options or combination of options meets your organization’s needs and provides you with the best ROI.

**On-Campus Interviews**
Conducting interviews on campus is the most efficient and convenient way to meet Berkeley-Haas students. Our staff will help you with all of your logistical tasks and provide on-campus parking, morning pastries and coffee, and lunch.

**Contacting Students Directly**
To help you reach students directly, Haas publishes the resumes of its internship-seeking and graduating MBA students annually. To arrange for access, visit www.haas.berkeley.edu/careercenter/haas_mba_resume_books.html.

**Opportunity-Specific Resume Collections**
Let the Haas account team organize the logistics of collecting resumes of students interested in pursuing a career with your company. Even if you choose not to interview on campus, using this option can be an efficient method of identifying interested and qualified candidates. We’ll publicize your available positions, explain your firm’s application process, and provide you with the option of using CareerNet, our secure intranet, to collect resumes and cover letters from interested students.

**Posting Jobs**
If you have specific positions available in your company at any time during the year, we invite you to post job descriptions at no cost on CareerNet for viewing by the Haas community. We can post immediate hire, post-graduate positions, summer internships, and part-time jobs. Posting is easy—just visit recruit.haas.berkeley.edu or contact your account manager.

**Career Fairs**
On-campus early evening Career Fairs are efficient and cost-effective ways to meet face-to-face with our students from the Full-time and Evening & Weekend MBA programs, as well as with alumni. We host Career Fairs during both the fall and spring semesters.

**Experienced Hiring**
We are happy to help you staff your positions that require extensive industry experience. Our 900 part-time MBA students have deep industry experience and are reachable through our CareerNet jobs board. We also have the Berkeley MBA Experienced Hire Resume Database, containing both current Evening & Weekend MBA students and Berkeley MBA alumni, for those firms looking for prospective hires with even more extensive work histories. Our alumni have a wide range of experience and skills and are located all over the world. To post jobs directly targeting them go to recruit.haas.berkeley.edu or contact careers@haas.berkeley.edu.

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**Liora Bowers**
MBA/MPH 11

**Internships:**
MBA Intern
Onyx Pharmaceuticals
South San Francisco, California
Summer Associate
Deloitte Consulting
San Francisco, California

**Previous degree:**
BS, International Economics
Georgetown University
Washington, D.C.

**Job prior to Haas:**
Investment Banking Associate
Stanford Group Company
Miami, FL

“Berkeley-Haas students bring a tremendous passion for making an impact through their work and in the world. They provide unique perspectives and are not afraid to ask difficult questions or veer from the standard path. With a combination of individualism and motivation, Berkeley-Haas students make things happen around them.”

“The dual MBA/MPH program at Haas has been an amazing opportunity for me. The courses at Haas and the School of Public Health, the career services panels and company presentations, and various student-led conferences have helped me make the transition from a generalist Investment Banker to a well-qualified healthcare professional.”
Recent Recruiters of Berkeley MBAs

Selected companies that either participated in on-campus recruiting and/or hired a Berkeley MBA during the recent school year

- A.T. Kearney
- Abbott Laboratories
- Adobe Systems
- Adura Technologies
- Advisor Software
- Agilent Technologies
- The Alexander Group
- Alphabet Energy
- Alvarez & Marsal
- Amazon
- Analysis Group
- Apple
- Applied Materials
- AT&T
- Autodesk
- B Corporation
- Bain & Company
- Bank of America
- Barclays Capital
- Barclays Wealth
- Berkeley Endowment Management Company (BEMCO)
- Beyond the Arc
- BioMed Realty
- Bloom Energy
- Blue Shield of California
- Bosch Solar Energy Corporation
- The Boston Consulting Group
- Brandes Investment Partners
- Bridgespan Group
- Broadcom Corporation
- BT (British Telecommunications)
- BTS
- Burapa Steel
- Cambridge Associates
- Capco
- Capgemini
- Chevron Corporation
- CIM Group
- Cisco
- Citib Group
- CITIC Securities
- The Clorox Company
- Codexis
- ConAgra Foods
- Cowen and Company
- Credit Suisse
- Crescendo Bioscience
- Cutler Group
- Daewoo Securities
- Dalberg
- Del Monte Foods
- Dell Computer Corporation
- Deloitte Consulting
- Demeter Group
- Deutsche Bank
- Dodge & Cox
- Dow Chemical Company
- eBay
- Education Pioneers
- Endeavor Global
- EnerNOC
- Environmental Defense Fund
- Ernst & Young–Business Advisory Services
- Facebook
- Fidelity
- Franklin Templeton Investments
- FSG Social Impact Advisors
- Gallup
- Gartner
- GCA Savvian Advisors
- GE Energy
- Genentech
- Gilead Sciences
- Goldman Sachs
- Google
- Greenhill & Co.
- GreenOrder
- Harris Williams & Co.
- Hewlett-Packard
- Horizon Wind Energy
- Houlihan Lokey
- IBM
- IMS Health
- Infosys Consulting
- Infosys Technologies Ltd.
- Intel
- Intuitive Surgical
- Jefferies & Company
- Johnson & Johnson
- Johnson & Johnson–LifeScan
- Johnson & Johnson–Neutrogena
- JP Morgan
- Juniper Networks
- Kaiser Permanente
- Kimberly-Clark
- Kurt Salmon Associates (KSA)
- L.E.K. Consulting
- Lab126
- Lawrence Berkeley National Laboratory
- Lazard
- LeapFrog Enterprises
- Levi Strauss & Co.
- LG Electronics
- LinkedIn
- Livingston Energy Innovations
- Los Alamos National Laboratory
- LucasArts
- Market Edge Associates
- MarketBridge
- McKesson
- McKinsey & Company
- Medtronic
- Mercer
- Method
- Microsoft
- Mindray
- MMG USA
- Monitor Group
- Morgan Stanley
- Mubadala Development Company
- National Association of Italian Municipalities
- The Nature Conservancy
- NetApp
- Nomura
- Novartis
- NVIDIA Corporation
- Onyx Pharmaceuticals
- OpenTV
- OPOWER
- Parnassus Investments
- The Parthenon Group
- Partners Group
- Passport Capital
- PG&E
- Piper Jaffray & Co.
- PowerAdvocate
- Presidential Management Fellows
- PricewaterhouseCoopers–Advisory Services
- Primus Power
- Prophet
- PRTM (Pittiglio Rabin Todd & McGrath)
- Prudential Financial
- RBC Capital Markets
- REDF
- Research In Motion
- Revel Consulting
- Robert W. Baird & Co.
- Roland Berger Strategy Consultants
- Russell Investments
- Sagent Advisors
- Sales Benchmark Index
- Samsung
- SanDisk
- SAP
- Scharf Investments
- Sempra Energy
- Siemens
- Simbol Mining
- Simon-Kucher & Partners
- Sony
- Southern California Edison (SCE)
- Spear Street Capital
- Starwood Capital Group
- StumbleUpon
- SuccessFactors
- Sungevity
- SunPower
- Sybase
- Symantec
- Target
- TD Bank
- Tencent
- Tishman Speyer
- T-Mobile
- Tohmatsu Consulting
- U.S. Renewables Group
- UBS
- University of California, Office of the President
- URS Corporation
- Verizon Wireless
- Virtus Partners
- Visa
- VMware
- Warner Brothers
- Waste Management
- Wedbush
- Wells Fargo
- WMS Gaming
- Yahoo!
- ZS Associates
- Zynga
Employment Report

Class of 2010 Profile
Number of Students 240
Women 28%
International 31%
Median Work Experience 5 years

Top Industries:
- Technology 30.9%
- Consulting 23.8%
- Financial Services 11.6%
- Energy 11.0%
- Education/Govt/Nonprofit 5.5%
- Real Estate 5.5%
- Consumer Products/Retail 5.0%
- Bio/Pharma/Health/Devices 2.8%

Top Functions:
- Consulting 28.2%
- Marketing 21.5%
- Finance 17.7%
- General Management 11.0%
- Business Development/Strategy 10.5%

Job Offer Source Data
The data below show the sources of jobs as reported by the students.

MBA Class of 2010
Full-time Employment

Annual Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>%</th>
<th>Mean Base Salary</th>
<th>Median Base Salary</th>
<th>Mean Signing Bonus</th>
<th>Mean Total Other Comp*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bio/Pharma/Health/Devices</td>
<td>2.8%</td>
<td>$115,500</td>
<td>$115,500</td>
<td>n/a</td>
<td>$40,000</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>2.2%</td>
<td>$117,000</td>
<td>$116,000</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Consulting</td>
<td>23.8%</td>
<td>$120,042</td>
<td>$125,000</td>
<td>$26,597</td>
<td>$24,445</td>
</tr>
<tr>
<td>Consumer Products/Retail</td>
<td>5.0%</td>
<td>$107,617</td>
<td>$97,000</td>
<td>$16,250</td>
<td>$9,067</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>3.9%</td>
<td>$109,800</td>
<td>$97,000</td>
<td>$20,000</td>
<td>n/a</td>
</tr>
<tr>
<td>Retail</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Education/Government/Nonprofit</td>
<td>5.5%</td>
<td>$81,625</td>
<td>$81,250</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Education</td>
<td>1.7%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Government</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Nonprofit</td>
<td>3.2%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Energy</td>
<td>11.0%</td>
<td>$102,441</td>
<td>$100,000</td>
<td>$11,875</td>
<td>$32,509</td>
</tr>
<tr>
<td>Alternate Energy</td>
<td>7.6%</td>
<td>$102,083</td>
<td>$97,500</td>
<td>n/a</td>
<td>$52,813</td>
</tr>
<tr>
<td>Petroleum</td>
<td>1.7%</td>
<td>$107,000</td>
<td>$107,000</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Utilities</td>
<td>1.7%</td>
<td>$108,833</td>
<td>$100,000</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Financial Services</td>
<td>11.6%</td>
<td>$98,607</td>
<td>$100,000</td>
<td>$29,250</td>
<td>$35,200</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>3.2%</td>
<td>$90,500</td>
<td>$90,000</td>
<td>$14,375</td>
<td>n/a</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>4.4%</td>
<td>$102,932</td>
<td>$100,000</td>
<td>n/a</td>
<td>$36,000</td>
</tr>
<tr>
<td>Investment/Portfolio Mgmt.</td>
<td>2.8%</td>
<td>$98,000</td>
<td>$100,000</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Private Equity</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Media/Entertainment/Sports</td>
<td>1.7%</td>
<td>$106,667</td>
<td>$100,000</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Advertising/Media</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Sports</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Real Estate</td>
<td>5.5%</td>
<td>$91,667</td>
<td>$90,000</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Technology</td>
<td>30.9%</td>
<td>$107,975</td>
<td>$110,000</td>
<td>$19,794</td>
<td>$39,021</td>
</tr>
<tr>
<td>Diversified High Tech</td>
<td>5.0%</td>
<td>$114,288</td>
<td>$115,000</td>
<td>$17,143</td>
<td>$22,500</td>
</tr>
<tr>
<td>Electronics</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Hardware</td>
<td>1.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Internet</td>
<td>17.7%</td>
<td>$103,713</td>
<td>$110,000</td>
<td>$20,486</td>
<td>$43,357</td>
</tr>
<tr>
<td>Semiconductors</td>
<td>1.6%</td>
<td>$117,333</td>
<td>$116,000</td>
<td>$16,767</td>
<td>n/a</td>
</tr>
<tr>
<td>Software</td>
<td>4.4%</td>
<td>$114,000</td>
<td>$112,500</td>
<td>$26,250</td>
<td>$27,250</td>
</tr>
<tr>
<td>Other Industries</td>
<td>2.2%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
</tbody>
</table>

ALL INDUSTRIES 100.0% $107,451 $110,000 $22,140 $30,956

* Mean Total Other Comp includes annual bonus, performance bonus, and other guaranteed bonuses.
** N/A indicates that figures are not available because fewer than three students reported salary information.

Driving and Diversifying Your Career in Technology: Insights from the 2010 MBA Class

- Technology remains the top industry for MBA graduates, with 30.9% of the class securing employment in this sector.
- Consulting is a close second with 23.8%, followed by Financial Services (11.6%), Energy (11.0%), and Education/Govt/Nonprofit (5.5%).
- Consumer Products/Retail and Real Estate are similarly represented at 5.5% each.
- Bio/Pharma/Health/Devices and Other are at the lower end, each at 2.8%.

**Job Offer Source Data**

The data below show the sources of jobs as reported by the students:

- On-campus Recruiting: 23.8%
- Summer Internship: 2.2%
- Off-campus Interview: 6.6%
- Search Firm: 0.6%
- Family-owned Business: 0.6%
- Previous Employer: 8.8%
- Personal Network: 8.3%
- Haas/Cal Network: 12.7%
- Haas Job Posting: 9.9%

**Top Contribution Sources:**

- Haas-facilitated Activities: 67.4%
- Graduate-facilitated Activities: 32.6%
### Annual Salary by Function

<table>
<thead>
<tr>
<th>Function</th>
<th>%</th>
<th>Mean Base Salary</th>
<th>Median Base Salary</th>
<th>Mean Signing Bonus</th>
<th>Mean Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Dev/ Strategy</td>
<td>10.5%</td>
<td>$104,827</td>
<td>$116,000</td>
<td>$10,250</td>
<td>$43,643</td>
</tr>
<tr>
<td>Consulting</td>
<td>28.2%</td>
<td>$117,793</td>
<td>$120,000</td>
<td>$25,843</td>
<td>$25,430</td>
</tr>
<tr>
<td>Finance</td>
<td>17.7%</td>
<td>$102,949</td>
<td>$100,000</td>
<td>$32,333</td>
<td>$32,091</td>
</tr>
<tr>
<td>General Management</td>
<td>11.0%</td>
<td>$106,391</td>
<td>$110,500</td>
<td>$15,533</td>
<td>$30,640</td>
</tr>
<tr>
<td>Human Resources</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Marketing</td>
<td>21.5%</td>
<td>$104,202</td>
<td>$100,000</td>
<td>$18,816</td>
<td>$36,895</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>1.7%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Real Estate</td>
<td>5.0%</td>
<td>$91,875</td>
<td>$87,500</td>
<td>n/a</td>
<td>$30,100</td>
</tr>
<tr>
<td>Unspecified/Other</td>
<td>3.8%</td>
<td>$115,000</td>
<td>$115,000</td>
<td>$19,000</td>
<td>$18,500</td>
</tr>
<tr>
<td><strong>All Functions</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>$107,451</strong></td>
<td><strong>$110,000</strong></td>
<td><strong>$22,140</strong></td>
<td><strong>$30,956</strong></td>
</tr>
</tbody>
</table>

### Annual Salary by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>%</th>
<th>Mean Base Salary</th>
<th>Median Base Salary</th>
<th>Mean Signing Bonus</th>
<th>Mean Total Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>International</td>
<td>18.4%</td>
<td>$107,146</td>
<td>$105,300</td>
<td>$27,564</td>
<td>$31,051</td>
</tr>
<tr>
<td>Asia</td>
<td>10.1%</td>
<td>$101,546</td>
<td>$102,500</td>
<td>$29,050</td>
<td>$32,851</td>
</tr>
<tr>
<td>Europe</td>
<td>4.5%</td>
<td>$117,177</td>
<td>$119,500</td>
<td>$30,667</td>
<td>$26,667</td>
</tr>
<tr>
<td>Canada</td>
<td>1.7%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Latin/South America</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Africa</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Oceania</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>United States</td>
<td>81.6%</td>
<td>$107,502</td>
<td>$110,000</td>
<td>$21,041</td>
<td>$30,943</td>
</tr>
<tr>
<td>West</td>
<td>62.6%</td>
<td>$103,626</td>
<td>$100,000</td>
<td>$19,478</td>
<td>$25,607</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>5.6%</td>
<td>$108,400</td>
<td>$110,000</td>
<td>$32,000</td>
<td>$62,143</td>
</tr>
<tr>
<td>Northeast</td>
<td>5.0%</td>
<td>$104,125</td>
<td>$99,000</td>
<td>$25,625</td>
<td>$45,125</td>
</tr>
<tr>
<td>Southwest</td>
<td>3.4%</td>
<td>$82,800</td>
<td>$70,000</td>
<td>$20,000</td>
<td>$36,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>1.7%</td>
<td>$106,867</td>
<td>$110,000</td>
<td>$17,500</td>
<td>$11,500</td>
</tr>
<tr>
<td>Middle Atlantic</td>
<td>1.7%</td>
<td>$137,500</td>
<td>$137,500</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>South</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>$107,451</strong></td>
<td><strong>$110,000</strong></td>
<td><strong>$22,140</strong></td>
<td><strong>$30,956</strong></td>
</tr>
</tbody>
</table>

### Top Hiring Companies
(Three or more full-time hires):
- Amazon
- Apple
- Bloom Energy
- The Boston Consulting Group
- Chevron Corporation
- Del Monte Foods
- Deloitte Consulting
- Google
- Hewlett Packard
- McKinsey & Company
- PG&E
- Samsung
- SunPower
- Yahoo!

**Ten students reported starting their own company, including:**
- Abante
- ChesslT AB
- Eosch
- Eventit
- Fuel from the Fields
- Magoosh
- .ozone drive
- Zuvy.com

**Graduates entering the Energy industry more than doubled, from 4.5% for the Class of 2009 to 11.0% for the Class of 2010.**

**Graduates went to work in 18 different countries around the globe and 13 different states within the US.**

**Companies that hired Haas graduates for positions outside of the US:**
- Burapa Steel
- Cisco Systems
- Daewoo Securities
- Impact Carbon
- Johnson & Johnson
- JP Morgan
- LG Electronics
- McKinsey & Company
- MMG USA
- Monitor Group
- Morgan Stanley
- National Association of Italian Municipalities
- Nomura Securities
- Partners Group
- Samsung
- TD Bank
- Tohmatsu Consulting
- UBS
- Virtus Partners
MBA Class of 2010
Internships

Monthly Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>%</th>
<th>Mean Salary</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bio/Pharma/Health/Device</td>
<td>12.7%</td>
<td>$6,370</td>
<td>$6,633</td>
</tr>
<tr>
<td>Biotech/Pharmaceutical</td>
<td>5.9%</td>
<td>$6,115</td>
<td>$6,670</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>4.2%</td>
<td>$6,689</td>
<td>$6,667</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>2.5%</td>
<td>$6,563</td>
<td>$6,080</td>
</tr>
<tr>
<td>Consulting</td>
<td>10.1%</td>
<td>$8,910</td>
<td>$10,000</td>
</tr>
<tr>
<td>Consumer Products/Retail</td>
<td>3.4%</td>
<td>$5,447</td>
<td>$5,850</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>3.0%</td>
<td>$5,189</td>
<td>$5,225</td>
</tr>
<tr>
<td>Retail</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Education/Government/Non-Profit</td>
<td>8.4%</td>
<td>$2,923</td>
<td>$2,800</td>
</tr>
<tr>
<td>Energy</td>
<td>11.4%</td>
<td>$5,488</td>
<td>$5,200</td>
</tr>
<tr>
<td>Financial Services</td>
<td>15.6%</td>
<td>$6,244</td>
<td>$7,000</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>4.2%</td>
<td>$8,333</td>
<td>n/a</td>
</tr>
<tr>
<td>Investment/Portfolio Management</td>
<td>7.2%</td>
<td>$5,072</td>
<td>$4,800</td>
</tr>
<tr>
<td>Private Equity</td>
<td>1.3%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1.3%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Other</td>
<td>1.3%</td>
<td>$7,111</td>
<td>$7,000</td>
</tr>
<tr>
<td>Media/Entertainment/Sports</td>
<td>1.7%</td>
<td>$5,467</td>
<td>$6,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2.1%</td>
<td>$5,467</td>
<td>$5,500</td>
</tr>
<tr>
<td>Technology</td>
<td>31.6%</td>
<td>$6,136</td>
<td>$6,500</td>
</tr>
<tr>
<td>Diversified High Tech</td>
<td>7.6%</td>
<td>$6,547</td>
<td>$6,708</td>
</tr>
<tr>
<td>Electronics</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Internet</td>
<td>13.5%</td>
<td>$6,086</td>
<td>$6,727</td>
</tr>
<tr>
<td>Semiconductors</td>
<td>3.8%</td>
<td>$5,814</td>
<td>$5,600</td>
</tr>
<tr>
<td>Software</td>
<td>4.6%</td>
<td>$5,883</td>
<td>$6,000</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>1.7%</td>
<td>$6,194</td>
<td>$6,250</td>
</tr>
<tr>
<td>Transportation</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Widely Diversified Mfg/Services</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Other Industries</td>
<td>2.1%</td>
<td>$5,600</td>
<td>$5,000</td>
</tr>
<tr>
<td>ALL INDUSTRIES</td>
<td>100.0%</td>
<td>$6,181</td>
<td>$6,400</td>
</tr>
</tbody>
</table>

Salary shown is monthly; mean weekly salary is $1427 calculated using 4.33 weeks per month.
## Monthly Salary by Function

<table>
<thead>
<tr>
<th>Function</th>
<th>%</th>
<th>Mean Salary</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Dev/Strategy</td>
<td>12.2%</td>
<td>$5,379</td>
<td>$5,600</td>
</tr>
<tr>
<td>Consulting</td>
<td>8.1%</td>
<td>$9,001</td>
<td>$10,000</td>
</tr>
<tr>
<td>Finance</td>
<td>23.3%</td>
<td>$6,764</td>
<td>$7,000</td>
</tr>
<tr>
<td>General Management</td>
<td>16.9%</td>
<td>$6,312</td>
<td>$6,670</td>
</tr>
<tr>
<td>Human Resources</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Marketing</td>
<td>26.7%</td>
<td>$6,120</td>
<td>$6,400</td>
</tr>
<tr>
<td>Operations</td>
<td>4.1%</td>
<td>$5,757</td>
<td>$6,400</td>
</tr>
<tr>
<td>Unspecified/Other</td>
<td>8.1%</td>
<td>$5,959</td>
<td>$6,400</td>
</tr>
<tr>
<td><strong>All Functions</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>$6,181</strong></td>
<td><strong>$6,400</strong></td>
</tr>
</tbody>
</table>

Salary shown is monthly; mean weekly salary is $1427 calculated using 4.33 weeks per month.

## Monthly Salary by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>%</th>
<th>Mean Salary</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>International</td>
<td>12.7%</td>
<td>$5,390</td>
<td>$4,300</td>
</tr>
<tr>
<td>Latin/South America</td>
<td>4.4%</td>
<td>$3,988</td>
<td>$4,650</td>
</tr>
<tr>
<td>Asia</td>
<td>3.4%</td>
<td>$3,028</td>
<td>$1,906</td>
</tr>
<tr>
<td>Europe</td>
<td>3.4%</td>
<td>$6,956</td>
<td>$6,500</td>
</tr>
<tr>
<td>Africa</td>
<td>1.5%</td>
<td>$2,750</td>
<td>$2,750</td>
</tr>
<tr>
<td>United States</td>
<td>87.3%</td>
<td>$6,362</td>
<td>$6,912</td>
</tr>
<tr>
<td>West</td>
<td>77.0%</td>
<td>$6,191</td>
<td>$6,400</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>3.4%</td>
<td>$7,857</td>
<td>$8,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>2.9%</td>
<td>$7,400</td>
<td>$7,200</td>
</tr>
<tr>
<td>Midwest</td>
<td>1.5%</td>
<td>$7,928</td>
<td>$8,333</td>
</tr>
<tr>
<td>Middle Atlantic</td>
<td>1.0%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Southwest</td>
<td>1.0%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>South</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>All regions</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>$6,181</strong></td>
<td><strong>$6,400</strong></td>
</tr>
</tbody>
</table>

Salary shown is monthly; mean weekly salary is $1427 calculated using 4.33 weeks per month.
Recruiting Guidelines

The Berkeley-Haas account team strives to make the MBA recruiting process as successful as possible for both our students and recruiting partners.

We hold our students to the highest standards of professionalism. Policies are in place to insure that students respect your time and effort. Behavior such as failing to attend an interview with sufficient prior notification, or, most seriously, reneging on an accepted offer carry repercussions, up to and including loss of recruiting privileges.

In turn, we ask you to respect the following guidelines when recruiting our students.

1. Confidentiality
   Students have consented to make their resumes available to companies and organizations through the various Haas resume books and resume drops. These are to be used solely for recruitment purposes.

2. Student Grades Nondisclosure Policy
   In order to foster a cooperative learning environment, the Class of 2012 has adopted a non-disclosure policy with respect to their grades and academic honors earned during their MBA program. The policy calls for students not to verbally or in any other way disclose Haas grades during the first round of the on-campus recruiting process.

   If you ask students to apply via your website, please be aware that this policy still applies, and students may skip a question requesting MBA GPA or enter “0” into that field.

   This is a student-initiated policy and is provided as a guideline to our recruiting contacts. Though students are free to agree among themselves not to disclose grades, the nondisclosure policy is not an official policy of the Haas School of Business. The administration and faculty believe that grades are an important source of information for employers about potential employees.

3. First-Round Interview Schedules
   We do not condone students missing class in order to attend an interview, and we allow students to swap interview times prior to finalizing your schedule in order to accommodate their academic work. Recruiter changes to a schedule after it has been published can result in a conflict with a class time for a candidate and can negatively impact a student’s academic work. Please make every effort not to change your schedule after it becomes final. In the event that you need to change your schedule at the last minute, we ask that you be flexible with our students and give them the option to reschedule the interview with you at a later date.

4. Second-Round Interview Schedules
   We ask that recruiters make every attempt to provide students with sufficient notice of the timing of second-round interviews. To avoid scheduling conflicts with student academic responsibilities, we recommend that you offer at least one alternate date for second-round or on-site interviews. Please notify your account manager of your proposed call-back schedule as early as possible so that we can help you manage potential conflicts with other student activities.

5. Offer Consideration and Acceptance
   Because of the importance that employers, students, and the Haas School place on accepting an offer, we strongly recommend that firms provide sufficient time for a student to consider an offer.

   - Students who have received a full-time offer should be allowed until December 9, 2011, or at least fifteen business days from the date of the offer, whichever comes later, to respond.

   - Students who have received an internship offer should be allowed until February 20, 2012, or at least five business days from the date of the offer, whichever comes later, to respond.

   Because we know that your hiring plans depend on student acceptance of offers, we coach and encourage students to respond to offers promptly and, if possible, prior to these dates.

6. Negative Offer Terms and Actions
   We do not allow our employers to provide undue pressure or unreasonable expectations around accepting offers. Negative offer terms include:

   - Exploding offers
   - Requiring students to respond to verbal (not written) offers
   - Requiring students to respond to offers (whether real or hypothetical) on the spot
   - Changes to offer terms
   - Rescinding an offer

   Such actions may impact your future ability to recruit with us, and will negatively impact your reputation among the students.
### Academic Calendar

**Fall Semester 2011**

- **Instruction Begins**: Aug. 25 (Thu)
- **Labor Day**: Sep. 5 (Mon)
- **Midterms**: Oct. 12-14 (Wed-Fri)
- **Veterans Day**: Nov. 11 (Fri)
- **Thanksgiving**: Nov. 24 & 25 (Thu & Fri)
- **Final Examinations**: Dec. 7-16 (Wed-Fri)

**Spring Semester 2011**

- **Instruction Begins**: Jan. 17 (Tue)
- **Presidents Day**: Feb. 20 (Mon)
- **Midterms**: March 5-9 (Mon-Fri)
- **Spring Recess**: Mar. 26-30 (Mon-Fri)
- **Final Examinations**: May 7-11 (Mon-Fri)

### Berkeley MBA Fall 2011 Recruiting Calendar

<table>
<thead>
<tr>
<th>Interview Week</th>
<th>Presentation Dates— for both full-time and internship opportunities</th>
<th>Job Description Due (Wed)</th>
<th>Students' Resume Drop (Mon, 11pm)</th>
<th>Resumes Available to Recruiters Online (Wed, Noon)</th>
<th>Finalized Invite Lists Due (Wed, EOD)</th>
<th>Student Accept/Decline/Bid Deadline (Mon, Noon)</th>
<th>Schedule Available Online (Mon, 2pm)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 Oct. 12 - 14***</td>
<td>Sep. 12 - 16*</td>
<td>Aug. 24</td>
<td>Sep. 21 (Wed)</td>
<td>Sep. 23 (Fri)</td>
<td>Sep. 29</td>
<td>Oct. 3</td>
<td></td>
</tr>
<tr>
<td>1 Oct. 19 - 21 (Wed-Fri)</td>
<td>Sep. 19 - 23*</td>
<td>Aug. 24</td>
<td>Sep. 26 (Mon)</td>
<td>Sep. 28 (Fri)</td>
<td>Oct. 5</td>
<td>Oct. 10</td>
<td></td>
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<tr>
<td>4 Nov. 7 - 10 (not 11th)</td>
<td>Oct. 3 - 14</td>
<td>Sep. 7</td>
<td>Oct. 18 (Tue)</td>
<td>Oct. 20 (Fri)</td>
<td>Oct. 26</td>
<td>Oct. 31</td>
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<tr>
<td>5 Nov. 14 - 18</td>
<td>Oct. 10 - 21</td>
<td>Sep. 7</td>
<td>Oct. 24 (Tue)</td>
<td>Oct. 26 (Thu)</td>
<td>Nov. 2</td>
<td>Nov. 7</td>
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</tbody>
</table>

*Internship-seeking students will not be available to attend presentations prior to Sep 26.

**All schedules become final at noon Pacific Time, two business days before the interview date.

***Oct 12-14 is reserved for Investment Banking and Consulting interviews only.

### Berkeley MBA Spring 2012 Recruiting Calendar

<table>
<thead>
<tr>
<th>Interview Week</th>
<th>Presentation Dates—for companies recruiting only in spring</th>
<th>Job Description Due (Wed)</th>
<th>Students' Resume Drop (Mon, 11pm)</th>
<th>Resumes Available to Recruiters Online (Wed, Noon)</th>
<th>Finalized Invite Lists Due (Wed, EOD)</th>
<th>Student Accept/Decline/Bid Deadline (Mon, Noon)</th>
<th>Schedule Available Online (Mon, 2pm)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Jan. 23 - 27</td>
<td>Oct. 24 - Dec. 2</td>
<td>Nov. 16</td>
<td>Jan. 2 (Mon)</td>
<td>Jan. 4 (Fri)</td>
<td>Jan. 11</td>
<td>Jan. 17 (Tue)</td>
<td></td>
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<tr>
<td>2 Jan. 30 - Feb. 3</td>
<td>Oct. 24 - Dec. 2</td>
<td>Nov. 16</td>
<td>Jan. 9 (Mon)</td>
<td>Jan. 11 (Fri)</td>
<td>Jan. 18</td>
<td>Jan. 23</td>
<td></td>
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<tr>
<td>[Feb. 6-10]</td>
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<tr>
<td>3 Feb. 13 - 17</td>
<td>Oct. 24 - Dec. 2</td>
<td>Jan. 4</td>
<td>Jan. 23 (Mon)</td>
<td>Jan. 25 (Fri)</td>
<td>Feb. 1</td>
<td>Feb. 6</td>
<td></td>
</tr>
<tr>
<td>5 Feb. 27 - Mar. 2</td>
<td>Oct. 24 - Dec. 2</td>
<td>Jan. 4</td>
<td>Feb. 6 (Mon)</td>
<td>Feb. 8 (Fri)</td>
<td>Feb. 15</td>
<td>Feb. 21 (Tue)</td>
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</tbody>
</table>

***Jan 17-19 is reserved for Investment Banking and Consulting interviews.

**All schedules become final at noon Pacific Time, two business days before the interview date.
NONDISCRIMINATION POLICY STATEMENT

The University of California, in accordance with applicable federal and state law and University policy, prohibits discrimination, including harassment, on the basis of race, color, national origin, religion, sex, disability, age, medical condition (cancer-related), ancestry, marital status, citizenship, sexual orientation, or status as a Vietnam-era veteran or special disabled veteran. This nondiscrimination policy covers admission, access, and treatment in University programs and activities. Inquiries may be directed as follows: Sex discrimination and sexual harassment: Nancy Chu, Title IX Compliance Officer, 1-510-643-7985. Disability discrimination and access: Wend Neumeyer, A.D.A./504 Compliance Officer, 1-510-642-2518 (voice) or 1-510-642-6374 (TTY). Other inquiries may be directed to the Academic Compliance Office, 200 California Hall, #1900, 1-510-642-0795.