Leadership Begins at Haas
Dear Employer,

Thank you for your interest in the Berkeley MBA Program. One of our primary goals as a school is to deliver top talent to your firm while making it as easy as possible for you to find candidates who are the right fit.

When you recruit at Haas, you will have access to:

- **Future Business Leaders.** The culture of our Berkeley MBA Program attracts and shapes individuals with these defining characteristics:
  - Leadership in putting fresh ideas to work
  - Independent thinking and collaborative action
  - Confidence without attitude
  - Motivated to make positive change in the world

- **Highly-Rated Haas Recruiting Team.** Our knowledgeable and experienced account managers are experts at helping you develop a successful recruiting plan that fits your needs and budget. We take great pride in our strong relationships with our recruiting partners and work hard to offer the highest quality customer service: our partners ranked the Haas Career Services Organization #4 in *BusinessWeek’s* 2008 Full-time MBA Program rankings. Thank you!

- **A Full Range of Student Profiles.** In addition to our highly selective Full-time MBA Program, we can satisfy your just-in-time recruiting needs by providing you access to our Evening & Weekend MBA Program, Berkeley-Columbia Executive MBA Program, and our Berkeley MBA alumni, all of whom have deep industry experience and are available for immediate hire.

More and more organizations continue to choose Haas as their recruiting partner because of our acclaimed general management program with top-ranked specialties.

If your organization is seeking talent with the mindset and confidence to hit the ground running, then don’t hesitate to contact the Haas Recruiting Center. We encourage your input at any time and always welcome your participation in our career workshops and related events.

And I personally look forward to developing our relationship further.

Richard Lyons
Bank of America Dean
Haas School of Business

Contents

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- Recruiting Options 6
- On-campus Recruiting 8
- Recruiting Guidelines 10
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- Getting Here 17
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 – as well as 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, 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 specialties and concurrent degree and certificate 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. Students looking to specialize can earn certificates in Entrepreneurship, Management of Technology, Global Management, Real Estate, or Health Management upon the completion of a designated number of courses and special projects. 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.

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Profile of Full-time MBA Class of 2010

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications Received</td>
<td>3,779</td>
</tr>
<tr>
<td>Enrolled Students</td>
<td>240</td>
</tr>
<tr>
<td>Women</td>
<td>30%</td>
</tr>
<tr>
<td>Minority Students*</td>
<td>33%</td>
</tr>
<tr>
<td>International Students</td>
<td>39%</td>
</tr>
<tr>
<td>Median Age at Enrollment</td>
<td>28</td>
</tr>
<tr>
<td>Median years post-University work experience</td>
<td>5.0</td>
</tr>
<tr>
<td>Mean GMAT</td>
<td>714</td>
</tr>
<tr>
<td>Mean UG GPA</td>
<td>3.54</td>
</tr>
</tbody>
</table>

Selected Undergraduate Majors

- Engineering: 26%
- Economics: 23%
- Business: 22%
- Social Sciences: 8%
- Humanities: 7%
- Computer Sciences: 5%
- Natural Sciences: 4%

Professional Backgrounds

By Industry

- Consulting: 26%
- Financial Services: 10%
- High Technology/Electronics: 10%
- Banking: 8%
- Not-for-Profit: 6%
- Consumer Products: 4%
- Real Estate: 4%
- Accounting: 3%
- Advertising/Public Relations: 3%
- Telecommunications: 3%
- Aerospace: 2%
- Computer-Related Services: 2%
- Energy: 2%
- Entertainment: 2%
- Government: 2%
- Health Services: 2%
- Retail: 2%

By Function

- Consulting/Management Services: 33%
- Finance: 15%
- Marketing/Sales: 14%
- Project Management: 8%
- General Management: 5%
- Planning/Corporate Strategy: 5%
- Engineering: 3%
- Accounting/Auditing: 2%
- Information Systems: 2%
- Operations: 2%

Class of 2010 as of August 16, 2008

*Includes African-American, Hispanic-American, Native-American, Asian-American, East Indian/Pakistani-American
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.

Masters in 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 Haas 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 Evening-Weekend MBA Class of 2010

<table>
<thead>
<tr>
<th>Category</th>
<th>Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications Received</td>
<td>843</td>
</tr>
<tr>
<td>Enrolled Students</td>
<td>243</td>
</tr>
<tr>
<td>Women</td>
<td>23%</td>
</tr>
<tr>
<td>International Students</td>
<td>15%</td>
</tr>
<tr>
<td>Countries Represented</td>
<td>26</td>
</tr>
<tr>
<td>Multilingual Students</td>
<td>70%</td>
</tr>
<tr>
<td>Median Age at Enrollment</td>
<td>31</td>
</tr>
<tr>
<td>Median Years Post-University Work Experience</td>
<td>8</td>
</tr>
<tr>
<td>Median GMAT</td>
<td>700</td>
</tr>
<tr>
<td>GMAT Range of Middle 80%</td>
<td>640-760</td>
</tr>
<tr>
<td>Median UG GPA</td>
<td>3.3</td>
</tr>
</tbody>
</table>

Previous Degrees
- Bachelor’s only: 55%
- Master’s: 39%
- Ph.D.: 5%
- J.D.: 1%

Professional Backgrounds
By Industry
- High Technology/Electronics: 37%
- Computer-Related Services: 10%
- Banking/Financial Services: 7%
- Biotechnology/ Pharmaceuticals: 7%
- Telecommunications: 7%
- Consulting: 5%
- Energy: 3%
- Health Services: 2%
- Not-for-Profit: 2%
- Real Estate: 2%

By Function
- Engineering: 19%
- General Management: 12%
- Project Management: 12%
- Marketing/Sales: 11%
- Research/Development: 11%
- Finance/Accounting: 10%
- Consulting/Management Services: 7%
- Information Systems: 5%
- Planning/Corporate Strategy: 5%
- Operations: 4%

Class of 2010 as of September 6, 2007

*Includes African-American, Hispanic-American, Native-American, Asian-American, East Indian/Pakistani-American
Building Your Brand On Campus

There are many ways to build your company’s presence on campus beyond traditional presentations, job fairs, and interviews. With your account manager’s guidance, you can select from a wide range of options to develop your company’s on-campus brand.

Get Your Leadership Involved
Conferences and Symposia
Student-led conferences are major events at the Haas School. These events involve the business community as speakers and panelists on a variety of topics. Conference participants include MBA students, leaders in the business community, and Berkeley faculty, staff, and alumni.

Our major conferences include the Haas Diversity in Business Conference, the Business of Healthcare Conference, the >play Conference, the Asia Business Conference, the Women in Leadership Conference, the UC Berkeley Energy Symposium, the Berkeley Nanotechnology Forum, and the Global Social Venture Symposium.

Guest Lectures and Industry Topic Courses
Each year, students coordinate a number of industry-specific courses that require corporate participation to succeed. These classes cover cutting-edge business topics and help prepare students to lead in those industries. Representatives from your company can lead a case, offer timely insight into a real business problem, or share current research.

Become a Corporate Sponsor
As a Corporate Sponsor, your firm can choose from a range of activities that go beyond typical recruiting events to not only strengthen its campus brand but also connect with Haas faculty, staff, and alumni. Annual events such as the Haaski Charity Golf Tournament, the Haas Gala in San Francisco, or the Alumni Celebration in Menlo Park are superb, high visibility networking events. Or you can get a jump on recruiting and meet our newly admitted students by sponsoring Orientation Week or one of our workshops focusing on diversity and women’s issues. For more information on how your company can raise its profile at Haas, contact your account manager or Melissa Raz, Assistant Director of Corporate Relations (510.642.2844; melissa_raz@haas.berkeley.edu).

Get Your Haas Campus Team Involved
Student Club Event Sponsorship
Students join campus clubs based on their industry, job function, or geographic preferences. Clubs are an excellent way to identify students who meet your employment needs. A list of current club contacts is available online at www.haas.berkeley.edu/MBA/student.

Firm Nights
Firm Nights are an ideal way to reach a targeted audience. These networking events are organized by student clubs and are industry- or job function-specific.

<table>
<thead>
<tr>
<th>Fall 2009</th>
<th>Consulting</th>
<th>Marketing</th>
<th>Real Estate</th>
<th>Healthcare/Biotech</th>
<th>Finance</th>
<th>General Management &amp; Strategy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2010</td>
<td>Technology</td>
<td>Net Impact</td>
<td>Real Estate</td>
<td>Energy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Megha Doshi
MBA 09
Internship:
Corporate Responsibility Intern
Nike
Previous degree:
BA, Bioethics and Policy
Harvard University
Previous job:
Research Analyst
KLD Research and Analytics

Being a principal in the Socially Responsible Investment Fund at Haas gave Megha Doshi the opportunity to consider all of the impacts corporate social responsibility can have on an enterprise, from the philosophical and theoretical to the practical question of creating value.

“Innovation happens in all of the small group work we do at Haas. It’s in the collaboration and the brainstorming. It is seeing an idea evolve and become more sophisticated, more concrete.

“To compete in the WalMart Better World Business Plan Case Competition, my four team members and I had just three weeks to conceive a business idea, do primary and secondary research, write a business plan and put together a solid presentation. It was great to see it evolve as a truly co-owned idea and effort. We got great feedback and will pursue developing the business.”
Site Visits
Inviting students to your workplace not only provides students an excellent introduction to your company’s culture, but also serves as a useful setting in which to identify students of interest. Contact the appropriate club to arrange a visit.

Workshops and Panels
The job market moves rapidly, and an industry perspective is essential to keeping our students abreast of changing trends. Participating in a skills workshop or career panel is a great way to build your company’s campus presence while helping to develop tomorrow’s leaders.

Get Your Haas Alumni Involved
Alumni Industry Panels
Leveraging the Haas graduates within your firm is one of the most effective ways to strengthen the ties between your company and campus. Alumni industry panels provide an intimate setting for Haas graduates and current students to share their insight and experiences. To help you identify your Berkeley MBAs, we can provide you with a list of graduates who currently list your company as their employer.

Summer Receptions
For full-time hiring, holding a reception during the summer before a student’s final year is often a nice way to meet our students before they begin fall on-campus recruiting. Your account manager can help you reach out to students who are interning near your offices.

Use Your Intern
Your most valuable on-campus recruiting representatives can be students who completed summer internships with your organization. Be sure to work with them to increase your visibility with students.

Promoting Your Involvement
We can list your recruiting activities in CareerNet, our student intranet, where students can read about your company and sign up for your activities. Your account manager can help you further promote your event or opportunity to target specific populations.

Haas in the Rankings

US News & World Report
2008 MBA rankings:
#7 Full-time MBA Program
#6 Evening & Weekend MBA Program
#8 Executive MBA Program

Top-ten specialty rankings:
Entrepreneurship
Finance
International
Management
Marketing
Nonprofit

Economist
2008 MBA Rankings
#6 Full-time MBA Programs

BusinessWeek
2008 MBA rankings:
#10 Full-time MBA Program
#4 MBA Career Services Team

Recruiter Survey of Berkeley MBA Students:
A+ General Management Skills
A+ Analytical Skills
The Haas School offers a variety of ways for interested companies 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 Haas students. Our staff will help you with all of your logistical tasks and will provide on-campus parking permits, morning pastries and coffee, and lunch.

**Contacting Students Directly**
To help you reach students directly, Haas publishes the resumes of its first- and second-year MBA students annually. To arrange for access, visit [www.haas.berkeley.edu/careercenter/haas_mba_resume_books.html](http://www.haas.berkeley.edu/careercenter/haas_mba_resume_books.html).

**Opportunity-Specific Resume Collections**
Let the Haas recruiting 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 a cost-effective 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 [http://recruit.haas.berkeley.edu](http://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 both 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 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 [www.haas.berkeley.edu/alumni](http://www.haas.berkeley.edu/alumni).

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**Jaime Colmenares**  
**MBA 09**  
Associate  
Bain & Company  
**Internship:**  
Summer Associate  
Bain & Company  
**Previous degree:**  
BS, Business Administration  
University of Southern California  
**Previous job:**  
Director Financiero  
Escuela Galan para el Desarrollo de la Democracia  
Jaime Colmenares accomplished everything he wanted while at Haas. His experience prepared him to look at problems from different angles. That’s a skill he will need on the job at a leading management consulting firm.

“My IBD experience with Nokia in Finland was the best of both worlds; I used my interest in technology in a consulting setting. It was the perfect step between school and my internship.

“The Career Center is so totally aware of what is going on in the job market. They are really tied into the business community and know what students need to know, from interviewing to negotiating a salary.”
An Excellent Return on Your Investment

International Students at Haas
International students from 34 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 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 H1B 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, 11.4% of the class of ’08 and 17% of the class of ’09 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.
Each year, approximately 81% of our full-time MBA student body takes part in on-campus recruiting. By following these steps, your company can select and interview the best candidates in an efficient and economical manner.

**Scheduling Your On-Campus Interviews**

1. Please contact your account manager to schedule your interview dates, keeping 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.

   **Type of Schedule**
   - **Invite Only**: Pre-select all of your interviewees based on a resume drop or other means.
   - **Bid Only**: Students bid for the opportunity to be interviewed by you.
   - **Mixed**: (Recommended) Pre-select some of your candidates and allow interested students to bid for the remaining slots. This provides a mix of students whose backgrounds fit your needs, as well as students who show a deep interest in the company.
   - **Rotating**: Can be invite-only, bid-only, or mixed. Allows two interviewers to see a single candidate in back-to-back interviews.

2. **Length of Interviews**
   Generally, firms choose to conduct 30-minute interviews (12 students per schedule) or 45-minute interviews (8 students per schedule). However, we are happy to amend the standard template to meet your specific needs.

   **Populating Your Schedule: Resume Drops and Invite Lists**

   If you choose to conduct invite-only or mixed schedules, we will manage an opportunity-specific resume drop approximately one month prior to your interview date. You will be notified by e-mail when your resumes are available to view online.

   We also recommend that you order a complete Student Resume Book set. This is an excellent tool for proactively identifying interview candidates. It can be ordered online at [www.haas.berkeley.edu/careercenter/haas_mba_resume_books.html](http://www.haas.berkeley.edu/careercenter/haas_mba_resume_books.html).

   Two weeks prior to your visit, you may select your interview candidates online. 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.

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**Top Hiring Companies**

<table>
<thead>
<tr>
<th>Combined Class of 2008 (full-time) and Class of 2009 (internship)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abbott Laboratories</td>
</tr>
<tr>
<td>Amazon.com</td>
</tr>
<tr>
<td>Apple</td>
</tr>
<tr>
<td>Bain</td>
</tr>
<tr>
<td>The Boston Consulting Group</td>
</tr>
<tr>
<td>CIM</td>
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<tr>
<td>The Clorox Company</td>
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<tr>
<td>Del Monte</td>
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<tr>
<td>Dow Chemical</td>
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<tr>
<td>Genentech</td>
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<tr>
<td>Google</td>
</tr>
<tr>
<td>Johnson &amp; Johnson</td>
</tr>
<tr>
<td>Kaiser Permanente</td>
</tr>
<tr>
<td>Lehman Brothers (Barclays)</td>
</tr>
<tr>
<td>McKesson</td>
</tr>
<tr>
<td>McKinsey &amp; Company</td>
</tr>
<tr>
<td>Microsoft</td>
</tr>
<tr>
<td>PG&amp;E</td>
</tr>
<tr>
<td>Salesforce.com</td>
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<tr>
<td>SAP</td>
</tr>
<tr>
<td>Wells Fargo Bank</td>
</tr>
<tr>
<td>Yahoo!</td>
</tr>
<tr>
<td>ZS Associates</td>
</tr>
</tbody>
</table>
**Coming to Campus**

Your final schedule, along with driving directions and logistical information, will be available online a few days before your interview date. 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 20 minutes before your first interview to acclimate yourself for the day. Upon arrival, you will be provided with a packet of information including your updated schedule and resumes of the students that you will meet. We provide morning coffee and pastries as well as lunch.

**Final Rounds, 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 the culmination of a student’s time at Haas. It is an important decision that requires the time to ensure that it is right for both the student and your firm. For more information on our policies regarding offers, please see the Recruiting Guidelines section, page 10.
Recruiting Guidelines

The Haas recruitment 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 ensure 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 various 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.

2. Student Grades Nondisclosure Policy
   In order to foster a cooperative learning environment, the class of 2010 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.

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 impact a student’s academic work. Hence, we ask that you 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. We appreciate your making every effort to avoid scheduling conflicts with students’ academic responsibilities and 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 recruitment team 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 11, 2009, 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 March 12, 2010, or at least five business days from the date of the offer, whichever comes later, to respond.

   Because we know that your 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
   Negative offer terms, such as exploding offers, requiring students to respond to verbal (not written) offers, changes to offer terms, delays in employment start dates, changes in position roles and responsibilities, or rescinding an offer, can do great harm to a firm’s credibility at Haas and impact future recruiting. If you find yourself faced with such a situation or have any questions regarding this, please contact your account manager immediately.
### Academic Calendar

#### Fall Semester 2009
- **Orientation**: Aug 17-22
- **First Day of Classes**: Aug 26
- **Labor Day Holiday**: Sep 7
- **Veterans Day Holiday**: Nov 11
- **Thanksgiving Holiday**: Nov 26-27
- **Final Examinations**: Dec 12-19

#### Spring Semester 2010
- **Martin Luther King Holiday**: Jan 18
- **First Day of Classes**: Jan 19
- **Presidents' Day Holiday**: Feb 15
- **Spring Recess**: Mar 22-26
- **Cesar Chavez Holiday**: Mar 26
- **Final Examinations**: May 13-20

### Berkeley MBA Fall 2009 Recruiting Calendar

<table>
<thead>
<tr>
<th>Interview Week</th>
<th>Presentation Dates — combined 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, COB)</th>
<th>Student Accept/Decline/Bid Deadline (Mon, Noon)</th>
<th>Schedule Available Online (Mon, 2pm)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Oct 21 - 23 (Wed-Fri)</td>
<td>Sep 21 - 25*</td>
<td>Sep 28</td>
<td>Sep 30</td>
<td>Oct 7</td>
<td>Oct 12</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Nov 2 - 6</td>
<td>Sep 28 - Oct 9</td>
<td>Sep 16</td>
<td>Oct 12</td>
<td>Oct 14</td>
<td>Oct 21</td>
<td>Oct 26</td>
</tr>
</tbody>
</table>

*Internship seeking students will not be available to attend presentations prior to Sep 28.

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

### Berkeley MBA Spring 2010 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, COB)</th>
<th>Student Accept/Decline/Bid Deadline (Mon, Noon)</th>
<th>Schedule Available Online (Mon, 2pm)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Jan 25 - 29</td>
<td>Oct 26-Nov 4</td>
<td>Nov 18</td>
<td>Jan 4</td>
<td>Jan 6</td>
<td>Jan 13</td>
<td>Jan 19 (Tue)</td>
</tr>
<tr>
<td>2</td>
<td>Feb 1 - 5</td>
<td>Oct 26-Nov 4</td>
<td>Nov 18</td>
<td>Jan 11</td>
<td>Jan 13</td>
<td>Jan 20</td>
<td>Jan 25</td>
</tr>
<tr>
<td></td>
<td>Feb 8 - 12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Feb 16 - 19</td>
<td>Oct 26-Nov 4</td>
<td>Dec 16</td>
<td>Jan 25</td>
<td>Jan 27</td>
<td>Feb 3</td>
<td>Feb 8</td>
</tr>
<tr>
<td>4</td>
<td>Feb 22-26</td>
<td>Oct 26-Nov 4</td>
<td>Jan 6</td>
<td>Feb 1</td>
<td>Feb 3</td>
<td>Feb 10</td>
<td>Feb 16 (Tue)</td>
</tr>
</tbody>
</table>

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

MBA Class of 2008
Full-time Employment

Annual Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>%</th>
<th>Mean Salary</th>
<th>Median Salary</th>
<th>Mean Signing Bonus</th>
<th>Average Total Other Comp*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biotech/Pharma/Health/Devices</td>
<td>7.4%</td>
<td>$106,917</td>
<td>$107,500</td>
<td>$15,222</td>
<td>$17,280</td>
</tr>
<tr>
<td>Biotech/Pharma</td>
<td>4%</td>
<td>$106,143</td>
<td>$105,000</td>
<td>$17,500</td>
<td>$10,750</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>2.3%</td>
<td>$115,000</td>
<td>$115,000</td>
<td>$9,000</td>
<td>$23,000</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Consulting</td>
<td>15.9%</td>
<td>$118,400</td>
<td>$125,000</td>
<td>$26,870</td>
<td>$59,050</td>
</tr>
<tr>
<td>Consumer Products/Retail</td>
<td>8%</td>
<td>$89,083</td>
<td>$91,500</td>
<td>$16,364</td>
<td>$19,283</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>Energy/Petroleum/Utilities</td>
<td>5.1%</td>
<td>$102,667</td>
<td>$105,000</td>
<td>$25,000</td>
<td>$12,250</td>
</tr>
<tr>
<td>Financial Services</td>
<td>21%</td>
<td>$112,046</td>
<td>$100,000</td>
<td>$32,789</td>
<td>$43,871</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>8%</td>
<td>$98,000</td>
<td>$95,000</td>
<td>$16,500</td>
<td>$19,360</td>
</tr>
<tr>
<td>Investment/Portfolio Mgmt</td>
<td>6.3%</td>
<td>$134,674</td>
<td>$142,500</td>
<td>$28,000</td>
<td>$40,850</td>
</tr>
<tr>
<td>Private Equity</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1.7%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Other</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Govt/Nonprofit/Education</td>
<td>2.8%</td>
<td>$76,000</td>
<td>$77,000</td>
<td>$2,000</td>
<td>$5,600</td>
</tr>
<tr>
<td>Real Estate</td>
<td>4.5%</td>
<td>$109,286</td>
<td>$110,000</td>
<td>$13,750</td>
<td>$32,500</td>
</tr>
<tr>
<td>Development</td>
<td>2.3%</td>
<td>$91,667</td>
<td>$100,000</td>
<td>$13,750</td>
<td>$21,250</td>
</tr>
<tr>
<td>Finance</td>
<td>2.3%</td>
<td>$122,500</td>
<td>$120,000</td>
<td>n/a</td>
<td>$40,000</td>
</tr>
<tr>
<td>Technology</td>
<td>30.1%</td>
<td>$112,283</td>
<td>$110,000</td>
<td>$20,003</td>
<td>$20,197</td>
</tr>
<tr>
<td>Diversified High Tech</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Electronics</td>
<td>2.3%</td>
<td>$124,750</td>
<td>$119,000</td>
<td>$15,000</td>
<td>$31,400</td>
</tr>
<tr>
<td>Hardware</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Internet</td>
<td>16.5%</td>
<td>$108,100</td>
<td>$110,000</td>
<td>$18,666</td>
<td>$21,619</td>
</tr>
<tr>
<td>Semiconductors</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Software</td>
<td>7.4%</td>
<td>$118,000</td>
<td>$117,500</td>
<td>$25,700</td>
<td>$19,958</td>
</tr>
<tr>
<td>Telecommunication</td>
<td>1.7%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Widely Diversified Manufacturing</td>
<td>1.1%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Other</td>
<td>2.3%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
<td>$108,967</td>
<td>$110,000</td>
<td>$22,737</td>
<td>$29,662</td>
</tr>
</tbody>
</table>

* Mean Total Other Comp includes annual bonus, performance bonus, and other guaranteed bonuses.
** N/A indicates that figures are not available because fewer than 3 students reported salary information.

Top 5 Industries 2008

<table>
<thead>
<tr>
<th>Industry</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>30.1%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>21%</td>
</tr>
<tr>
<td>Consulting</td>
<td>15.9%</td>
</tr>
<tr>
<td>Consumer Products/Retail</td>
<td>8%</td>
</tr>
<tr>
<td>Bio/Pharma/Health</td>
<td>7.4%</td>
</tr>
</tbody>
</table>
Alison Zander
MBA 10

Internship:
Brand Management Intern
Clorox

Previous degree:
BA, Finance and Entrepreneurial Studies
University of Minnesota

Previous job:
Senior Financial Analyst
General Mills

Alison Zander was uncertain about her ability to work in a developing country where she didn’t speak the language. Having so many classmates from many different countries helped reassure her, and, as it turned out, her international project in Africa turned out to be the highlight of her time at Haas. She frequently found similar support from fellow and former students.

“One of my first assignments in Organizational Behavior was to contact a company, any company, ask what issue was giving the firm trouble and come up with possible solutions. I thought it was crazy—who would take my call? But thanks to the Haas alumni network, I found someone who was more than willing to help me with the assignment.

“I relied a lot on the connections I made through the Marketing Club for my internship search. Its speakers series and the Career Center’s firm nights introduced me to the Bay Area business community.”

Annual Salary by Function

<table>
<thead>
<tr>
<th>Function Description</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>Consulting</td>
<td>17.8%</td>
<td>$120,385</td>
<td>$125,000</td>
<td>$24,250</td>
<td>$57,705</td>
</tr>
<tr>
<td>Finance</td>
<td>23.6%</td>
<td>$110,266</td>
<td>$105,000</td>
<td>$30,438</td>
<td>$42,104</td>
</tr>
<tr>
<td>Business Development/Strategy</td>
<td>8.6%</td>
<td>$102,958</td>
<td>$110,000</td>
<td>$18,807</td>
<td>$20,050</td>
</tr>
<tr>
<td>Leadership/ Rotational Program</td>
<td>6.3%</td>
<td>$106,333</td>
<td>$105,000</td>
<td>$24,444</td>
<td>$11,650</td>
</tr>
<tr>
<td>General Management</td>
<td>10.3%</td>
<td>$110,318</td>
<td>$110,000</td>
<td>$16,286</td>
<td>$22,836</td>
</tr>
<tr>
<td>Marketing</td>
<td>25.3%</td>
<td>$103,780</td>
<td>$110,000</td>
<td>$18,771</td>
<td>$17,490</td>
</tr>
<tr>
<td>Other</td>
<td>2.9%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Real Estate</td>
<td>5.2%</td>
<td>$106,875</td>
<td>$105,000</td>
<td>$15,167</td>
<td>$28,583</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
<td>$108,967</td>
<td>$110,000</td>
<td>$22,737</td>
<td>$29,662</td>
</tr>
</tbody>
</table>

Class of 2008 Full-time Positions by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>%</th>
<th>Mean Base Salary</th>
<th>Median Signing Bonus</th>
<th>Mean Total Other Comp*</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>88.6%</td>
<td>$108,222</td>
<td>$21,476</td>
<td>$24,013</td>
</tr>
<tr>
<td>West</td>
<td>72.0%</td>
<td>$107,181</td>
<td>$19,717</td>
<td>$22,368</td>
</tr>
<tr>
<td>Pacific Northwest</td>
<td>5.7%</td>
<td>$115,000</td>
<td>$34,444</td>
<td>$18,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>3.4%</td>
<td>$105,000</td>
<td>$36,667</td>
<td>$20,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>2.3%</td>
<td>$113,850</td>
<td>$26,667</td>
<td>$16,856</td>
</tr>
<tr>
<td>Middle Atlantic</td>
<td>2.3%</td>
<td>$105,000</td>
<td>$12,333</td>
<td>$18,600</td>
</tr>
<tr>
<td>South</td>
<td>2.3%</td>
<td>$128,333</td>
<td>$15,000</td>
<td>$97,500</td>
</tr>
<tr>
<td>Southwest</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>International</td>
<td>11.4%</td>
<td>$116,199</td>
<td>$33,455</td>
<td>$76,111</td>
</tr>
<tr>
<td>Asia</td>
<td>6.3%</td>
<td>$99,667</td>
<td>$33,500</td>
<td>$26,900</td>
</tr>
<tr>
<td>Europe</td>
<td>2.8%</td>
<td>$145,847</td>
<td>$40,667</td>
<td>$108,750</td>
</tr>
<tr>
<td>South America</td>
<td>1.7%</td>
<td>$103,000</td>
<td>$20,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Middle East</td>
<td>0.6%</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100%</td>
<td>$108,967</td>
<td>$22,737</td>
<td>$29,662</td>
</tr>
</tbody>
</table>
**Primary Sources of Accepted Internships**

The data below show the sources of internships as reported by students.

- **Haas-facilitated Activities**: 80%
- **Graduate-facilitated Activities**: 20%

**Top Industries**

- Technology: 31.6%
- Consulting: 19.5%
- Financial Services: 16.3%
- Biotech/Pharma/Health/MedDevice: 11.6%

**Top Functions**

- Marketing: 28.8%
- Consulting: 24%
- Finance: 21.7%

**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/MedDevice</td>
<td>11.6%</td>
<td>$6,332</td>
<td>$6,407</td>
</tr>
<tr>
<td>Biotech/Pharma</td>
<td>1.9%</td>
<td>$6,687</td>
<td>$6,675</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>6.5%</td>
<td>$6,297</td>
<td>$6,400</td>
</tr>
<tr>
<td>Medical Devices</td>
<td>3.2%</td>
<td>$6,195</td>
<td>$7,150</td>
</tr>
<tr>
<td>Consulting</td>
<td>19.5%</td>
<td>$8,834</td>
<td>$9,255</td>
</tr>
<tr>
<td>Consumer Products/Retail</td>
<td>5.6%</td>
<td>$5,829</td>
<td>$6,000</td>
</tr>
<tr>
<td>Education/Govt/Non-Profit</td>
<td>3.7%</td>
<td>$3,103</td>
<td>$2,600</td>
</tr>
<tr>
<td>Energy/Environment/Resources</td>
<td>2.3%</td>
<td>$6,305</td>
<td>$6,190</td>
</tr>
<tr>
<td>Financial Services</td>
<td>16.3%</td>
<td>$6,513</td>
<td>$7,500</td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>0.9%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>8.9%</td>
<td>$6,717</td>
<td>$7,916</td>
</tr>
<tr>
<td>Investment/Portfolio Management</td>
<td>3.7%</td>
<td>$6,052</td>
<td>$5,750</td>
</tr>
<tr>
<td>Private Equity</td>
<td>0.9%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>1.9%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>2.4%</td>
<td>$5,100</td>
<td>$5,500</td>
</tr>
<tr>
<td>Real Estate</td>
<td>3.7%</td>
<td>$5,831</td>
<td>$6,625</td>
</tr>
<tr>
<td>Technology</td>
<td>31.6%</td>
<td>$6,466</td>
<td>$6,800</td>
</tr>
<tr>
<td>Diversified High Tech</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Electronics</td>
<td>4.2%</td>
<td>$6,096</td>
<td>$6,000</td>
</tr>
<tr>
<td>Hardware</td>
<td>1.9%</td>
<td>$6,113</td>
<td>$6,080</td>
</tr>
<tr>
<td>Internet</td>
<td>9.8%</td>
<td>$6,571</td>
<td>$6,900</td>
</tr>
<tr>
<td>Semiconductors</td>
<td>1.4%</td>
<td>$7,500</td>
<td>$8,325</td>
</tr>
<tr>
<td>Software</td>
<td>11.6%</td>
<td>$6,408</td>
<td>$6,800</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>1.9%</td>
<td>$6,651</td>
<td>$6,690</td>
</tr>
<tr>
<td>Other</td>
<td>0.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td>Widely Diversified Manufacturing</td>
<td>1.9%</td>
<td>$7,225</td>
<td>$9,300</td>
</tr>
<tr>
<td>Other Industries</td>
<td>1.4%</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>100%</td>
<td>$6,779</td>
<td>$7,000</td>
</tr>
</tbody>
</table>

**Monthly Salary by Function**

<table>
<thead>
<tr>
<th>Function Description</th>
<th>%</th>
<th>Mean Salary</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>24%</td>
<td>$8,429</td>
<td>$9,000</td>
</tr>
<tr>
<td>Finance</td>
<td>21.7%</td>
<td>$6,594</td>
<td>$7,500</td>
</tr>
<tr>
<td>Business Development/Strategy</td>
<td>10.4%</td>
<td>$5,960</td>
<td>$6,450</td>
</tr>
<tr>
<td>General Management</td>
<td>5.2%</td>
<td>$5,860</td>
<td>$6,462</td>
</tr>
<tr>
<td>Marketing</td>
<td>28.8%</td>
<td>$6,332</td>
<td>$6,720</td>
</tr>
<tr>
<td>Real Estate</td>
<td>4.2%</td>
<td>$5,974</td>
<td>$6,000</td>
</tr>
<tr>
<td>Other</td>
<td>5.7%</td>
<td>$6,094</td>
<td>$7,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>100%</td>
<td>$6,779</td>
<td>$7,000</td>
</tr>
</tbody>
</table>

**Top Summer Interns Hiring Companies**

- Adobe Systems
- Kaiser Permanente
- Amazon.com
- McKesson
- Apple
- McKinsey & Company
- Boston Consulting Group
- Microsoft Corporation
- Dow Chemical Company
- Salesforce.com
- Goldman Sachs
- Yahoo!
- Google
- ZS Associates
- Johnson & Johnson
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, Inc.
Abbott Laboratories
Acension
Acumen Fund
Adelaide Capital Management
AdMob
Adobe Systems
Advisory Board Company
Affordable Housing Associates
Agilent Technologies, Inc.
Alexander Group, The
Alvarez & Marsal
Amazon.com
Angen
Animal Biotechnologies
Analysis Group
Apple
Applied Biosystems (Appera)
Applied Materials
AraVind Eye Care System
Archstone Consulting
AT&T
Autodesk, Inc.
Bain & Company
Bank of America
Barclays Capital
Barclays Global Investors
Bay Hills Capital
Benzon Capital Partners, LLC
BearingPoint, Inc.
Bertram Capital
Better PLC, LLC
Black River Asset Management LLC
Bloom Energy
BluSkye Sustainability Consulting
Blue Shield of California
Blum Center (UC-Berkeley)
Bonitas2002 Ltd
Bosch Foundation
Fellowship Program
Boston Consulting Group
Brandes Investment Partners
Bridge Housing Corp.
Brigespan Group
Broad Center
Brocade Communications Inc.
Brown-Forman
BT (British Telecommunications)
BTS
Burill & Company
Business for Social Responsibility
C1 Consulting
California Public Employees Retirement System (CalPERS)
CalPers
Cambridge Associates, LLC
Capgemini
Capital Group Companies
Carmel Capital
Management LLC
Carmel Partners
CB Richard Ellis
Charles Schwab
Chartis Group, The
Chevron Corporation
China International Capital Corporation Limited (CICC)
CIM Group
Cisco Systems
Citigroup Global Markets Asia Limited
Claremont Creek Ventures
Cll Bar
Clorox Company, The Coach
Community Energy Services Corporation
Cormierte Media, Inc.
Cornerstone Research
Corporation for Public Broadcasting
Cowen and Company, LLC
Credit Suisse
d light design
DAG Ventures
Del Monte Foods
Deloitte Consulting LLP
DeNA Global
Deutsche Bank
Dimensional Fund Advisors
Dolby Laboratories, Inc.
 Dow Chemical Company
Dreyer's
E & J Gallo Winery
eBay Inc.
Education Pioneers, Inc.
Eli Lilly and Company
Emerson Human Capital
Endeavor Global, Inc.
Ernst & Young - Business Advisory Services (BAS)
Ernst & Young LLP
Facebook
Farallon Capital Management
FBR Capital Markets
Federispeil Controls
Fidelity
Fidelity Equity Partners
Franklin Templeton
Investments
Freddie Mac
Freedom to Roam
FGS Social Impact Advisors
Fuseregion
Gallup
Gap, Inc.
Gartner
GCA Savvian Advisors
Genentech, Inc.
General Electric
Gera Developments
Gilead Sciences
Glu Mobile
Goldman Sachs
Good Morning Africa
Goodwill Industries of SF, Marin, and San Mateo Counties
Google
Grisons Peak
Hanssen Medical
Harrah's Entertainment
Harris Williams & Co.
Henkel/Dial Corp.
Hewlett Packard
Houlihan Lokey
HSBC Markets Limited
Humana Inc.
IBM
Industry Ventures, LLC
Infosys Consulting
Infosys Technologies Ltd.
Intel
International Finance Corporation (IFC)
Intuit
Inuitive Surgical
Jefferies & Company
Johnson & Johnson
Johnson & Johnson / International
Johnson & Johnson / LifeScan
Johnson & Johnson / Neutrogena
JP Morgan
Jump Associates
Kaiser Permanente
Kattenbach Partners LLC
Kaufman Hall & Associates
Keystone Strategy, LLC
KLA-Tencor
KPMG Real Estate & Construction Advisory Group
Kurt Salmon & Associates
L.E.K. Consulting
Larson Davis, Inc.
Lazard
LeapFILE
Leapfrog Enterprises, Inc.
Lehman Brothers
LEK Consulting
Life Technologies
Loyalty Lab, Inc.
Lux Capital Management
Marcus & Millichap Company
MarketBridge
MassMutual Financial Group
Matti, Inc.
Matthews International Capital Management, LLC
McKesson
McKinley & Company
Medtronic
Melwater Group / Melwater
New Ventures
Merril Lynch
Microsoft Corporation
Miller Buckfire & Co
MMA Renewable Ventures
Mohr Davidow
Monitor Group
Morgan Stanley
Morgantailer
Mozilla
MSCG
Mubadala Development Company
NCF Capital Impact
NetApp
Newbury Ventures
Nielsen Mobile
Nike, Inc.
NVIDIA Corporation
OC&C Strategy Consultants
Oliver Wyman
Onyx Pharmaceuticals
Opportunity Fund
Options Group
OptiSolar
Parsons
Partnaron Group, The
Passport Capital, LLC
Patagonia
PATH
PayPal
Pepisco
Perella Weinberg Partners
PG&E Corporation
Pixel Animation Studios
PlaNet Finance
PlayFirst, Inc.
PO2
Pogo Park
PricewaterhouseCoopers, LLP
Pm王先生
Procter & Gamble
PRTM (Pittiglio Rabin Todd & McGrath)
Prudential Capital Group
PWC Advisory
Qualcomm, Inc.
Quanter Asset
Management, LLC
RBC Capital Markets
RealNetworks
Recurent Energy
REDF
Redwood Renewables
Robert W. Baird & Co.
Roche
Rockport Capital Partners
RPO Management Consultants
Russell Reynolds Associates
Rubtberg B Company, LLC
Safeway
Salesforce.com
Samabzon
Samsung Global Strategy Group
Samsung Semiconductor
SAP
Satyam Computer Services
Seaciff Capital
Seven Hills Partners LLC
Shell Exploration and Production
Simon-Kucher & Partners
Solyndra
Sony Corporation of America
Sony Electronics
Southern California Edison (SCE)
Spencer Stuart
Spin钠ker Energy Inc.
Standard Chartered Bank
Stanford Hospital & Clinics
Starboard Capital Group, LLC
Steelhead Partners, LLC
Streetline, Inc.
Stupid Fun Club
Success Metrics
Sun Capital
Sun Microsystems
SunPower Corporation
Susquehanna International Group
Sybase
Symantec
Telegraph Hill Partners (THP)
Terreno Capital Partners
Ratkovich Company, The
Venetian Resort, The
Tiny Pictures Inc.
Tishman Speyer
T-Mobile
Toyota
Tuscan Group, The
UBS
UC Regents, Office of the Treasurer
Unitus
University of California Office of the President
URS Corporation
Visa Inc.
Wal-Mart
Walt Disney Company, The
WalMu
Warner Bros.
Wellington Management Company, LLP
Wells Fargo Bank
Wipro Technologies
WPP Group
Xerox Corporation
Xilinx, Inc.
Yahoo!
ZS Associates
Zymer Solutions
Choosing Your Corporate Representatives
Interviewers and presenters from functional areas who have been with the company for a while are ideal representatives. Students prefer to meet directly with 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 the later stages and for closing the deal.

Consolidate Your Recruiting Efforts
You may have several divisions of your company hiring MBAs. Designate one representative from your company as the Haas team lead to centralize your recruiting strategy across your firm. The more you combine efforts with other divisions, the more powerful your on-campus brand will be.

Job Descriptions
Let students pre-screen themselves by providing a detailed job description. Be sure to include information on job locations and work authorization requirements.

Include Bidders
A mixed interview schedule allows the employer to select a number of candidates and also for students to select employers through a bidding process. This way, companies have a mix of students whose backgrounds fit their needs, as well as the opportunity to meet students who show a very strong interest in the company.

Printed Materials
Be sure to bring business cards with you. If you have corporate literature or applications for the students to complete, you can send them to us in advance of your presentation or interviews.

Parking
We provide complimentary valet parking on your interview days. For other career-related events, we often provide campus parking permits; check with your account manager if you have any concerns. Even with a parking permit, parking on the UC Berkeley campus can be difficult. Use public transportation, take a taxi or a car service, or carpool with other recruiters from your company. You can find information on local transportation services on page 17 or contact us with further questions.

Watch the Clock
With a full day of interviews, it’s important to stay on schedule. Be aware of your (or your interviewer’s) style and needs, and choose from 30-, 45- or 60-minute interview slot options.

Communication
This is a vital part of your recruiting strategy. Students really appreciate hearing from a company soon after their first interview, even if they have not made it to the next interview round. Let them know at the interview what your follow-up process and timeline will be. It not only provides a good impression with the student, but also enhances the company’s reputation with the student body.
Getting Here from There

Traveling to Berkeley
Travelers to Berkeley may fly in to either Oakland or San Francisco. The San Francisco International Airport (SFO) is located on the peninsula south of the city, across the bay from Berkeley. The Oakland International Airport (OAK) is smaller and closer to Berkeley. You can take public transportation from either airport. A taxi to Berkeley costs approximately $40-50 from OAK versus $70-80 from SFO.

Airport Shuttles to Berkeley
Bayporter
510-864-4000 or 415-467-1800

City Express Shuttle & Limo
888-874-8885

East Bay Direct Air Porter—Non-Stop Service
510-812-7326

Taxi Companies
Friendly Cab
510-536-3000
OAK-Haas $40-45
SFO-Haas $70-80

American Yellow Cab
510-655-2233
OAK-Haas $40
SFO-Haas $65

Budget Towncar Services
866-594-2500
OAK-Haas $60
SFO-Haas $75

Public Transportation to Berkeley
While UC Berkeley certainly supports the use of public transportation, given interviewers’ tight schedules we highly recommend the use of a taxi or car service to travel to Haas. For those wanting to use public transportation, please go to www.bart.gov for schedules and directions.

Driving Directions to Berkeley
From Oakland Airport
1. Take 880 North to Oakland.
2. At the 880-80 junction, take 80 East to Berkeley.
3. Exit on University Avenue and head east (right) toward campus.
4. Just before you enter the campus, turn left onto Oxford Street.
5. Turn right onto Hearst Avenue.
6. Turn right onto Gayley/Piedmont Road (to the left, this street is called La Loma).
7. At the second stop sign, the Haas School of Business will be on your right.

From San Francisco Airport
1. Take 101 North to San Francisco.
2. Take 80 East across the Bay Bridge and stay on 80 East to Berkeley.
3. Exit on University Avenue and head east (right) toward campus.
4. Just before you enter the campus, turn left onto Oxford Street.
5. Turn right onto Hearst Avenue.
6. Turn right onto Gayley/Piedmont Road (to the left, this street is called La Loma).
7. At the second stop sign, the Haas School of Business will be on your right.

Parking on Campus
Parking is very limited on the Berkeley campus and parking regulations are strictly enforced. For your on-campus interviews, we provide complimentary valet parking. For other visits to campus, please contact your account manager or the Recruitment Center with any questions at 510-643-0344.

Campus Map
A campus map is available at www.berkeley.edu/map/.

Accommodations
Below is a list of selected hotels in Berkeley. Some provide shuttle service to and from SFO and/or OAK.

Bancroft Hotel
(1 block from Haas)
2680 Bancroft Way
510-845-8981

Claremont Resort Hotel
(approx. 1.5 miles from Haas)
41 Tunnel Road
510-549-1000

Courtyard Marriott
(approx. 3.8 miles from Haas)
5555 Shellmound Street
Emeryville, CA
510-652-8777

Doubletree–Berkeley Marina
(approx. 2 miles from campus)
200 Marina Boulevard
510-548-7920

Hotel Durant
(2 blocks from Haas)
2600 Durant Avenue
510-845-8981
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: Ward Newmeyer, A.D.A./504 Compliance Officer, 1-510-642-0518 (voice) or 1-510-642-6376 (TTY). Other inquiries may be directed to the Academic Compliance Office, 200 California Hall, #1500, 1-510-642-2795.