

The Sales Management Simulation: *Integrate Theory with Practice*

CANDIDATE RÉSUMÉS (1–55)

HARISH SUJAN

*Professor of Marketing and Freeman Chair of Research in Business
Tulane University*

MICHAEL AHEARNE

*Professor and C.T. Bauer Chair in Marketing
University of Houston*

NOEL CAPON

*R.C. Kopf Professor of International Marketing
Columbia University*

HIRING SCHEDULE	
Period 0	1–5
Period 1	6–10
Period 2	10–15
Period 3	16–20
Period 4	21–25
Period 5	26–30
Period 6	31–35
Period 7	36–40
Period 8	41–45
Period 9	46–50
Period 10	51–55

HENRY SCHNEIDER

University of Missouri, Columbia

Average Starting Compensation = \$45,250

Candidate Number = 1

Period = 0

Permanent: 566 East Fairmount Ave, Apt. 8, Jefferson City, MO 65215 (Region 6)

Phone: (636) 255-5553

E-mail: hbszxc@mail.missouri.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
Emphasis: Management

ACTIVITIES United Way – Co Chair
 Greek Judicial Board – Chief Justice / Justice

EXPERIENCE **Schreiber Foods, Inc.** Summer: May 2014 – August 2014
Operations-Production Team Advisor
 Trained and led a cross functional and unionized team. Succeeded in increasing shift productivity and implementing an inventory control initiative.

Target Corporation Summer: May 2013 – August 2013
Guest Service-Executive Team Leader
 Promoted the quality of guest service.

Ellie's Couture Spring: January 2013 – May 2013
Assistant Manager
 Created a tracking system.

Federated Department Stores Summer: June 2012 – August 2012
Executive Intern
 Analyzed market trends. Created and presented a sales generating plan. Addressed vendor concerns, and recommended solutions.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY		X			
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL		X			
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

CARLY S.O'RESEARCH

College of the Canyons

Average Starting Compensation = \$40,000

Candidate Number = 2

Period = 0

Permanent: 23450 Any Street Road, Valencia, CA 91355 (Region 10)

Phone: (661) 555-5555

E-mail: cso@csoresearch.com

EDUCATION Associate of Arts in Business Administration May 2016

ACTIVITIES Professionals in Human Resources Association – Student Member
YMCA of Valencia – Volunteer Activities Coordinator

EXPERIENCE **Microsoft Industries** 2012 – 2016
Receptionist
Supervised office operations and solved customer problems.

Publishing Today 2008 – 2012
Secretary

SKILLS AND INTERESTS

Database management, meeting planning, customer service, budget support

Languages: Bilingual English-Spanish; Tourist-level French

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC		X			
H	ADAPTIVE		X			
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

CAROLINE AIKEN

Georgia Southern University

Average Starting Compensation = \$43,800

Candidate Number = 3

Period = 0

Permanent: 1 Eagle Rd. Apt #1, Statesboro, GA 30458 (Region 2)**Phone:** (555) 555-1212**E-mail:** email@georgiasouthern.edu

EDUCATION	Bachelor of Science in International Trade <i>Minor: Marketing</i>	May 2016 GPA: 3.6
EXPERIENCE	Starbucks Coffee <i>Certified Barista</i>	2012 – 2016
	McAlister's Deli <i>Waiter</i>	June 2012 – November 2012
	First Data <i>CSR / Associate Trainer</i> Created a tracking system.	June 2011 – February 2012
	Arby's Roast Beef <i>Shift Supervisor</i>	November 2010 – June 2011

SKILLS AND INTERESTS

- Providing Excellent Customer Service
- Resolving Payment and Escalated Account Issues
- Extensive Language Training in Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS					X
E	MATURITY				X	
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

TIFFANY TRAVELER

University of Southern California

Average Starting Compensation = \$54,000

Candidate Number = 4

Period = 0

Permanent: 813 Johnson Dr., Los Angeles, CA 90089 (Region 10)

Phone: (213) 123-4567

E-mail: ttravel@gmail.com

EDUCATION Bachelor of Science in Business Administration May 2016
Emphasis: Marketing and Public Relations **Major GPA: 3.61 • Cumulative GPA: 3.41**

ACTIVITIES Sigma Kappa Sorority – Philanthropy Chair
 USC Entrepreneur Club – Vice President of Membership
 American Marketing Association – Student Member
 USC Dance Force

EXPERIENCE University of Southern California August 2013 – May 2016
Athletics, Customer Service Assistant
 Respond to customer inquiries, provide administrative support.

Discovery Channel Summer 2013
Intern
 Supported producers, researched creative ideas.

Town and Gown Mortgage Summer 2012
Administration Assistant
 Marketed services, verified employment and financial data.

SKILLS AND INTERESTS

Computer: Microsoft Office, QuickBooks, LexisNexis; PC and Mac platforms

Languages: Fluent Spanish, Conversational Italian

Interests: Cooking, USC Athletics, Marketing, Golf

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY		X			
F	INTEGRITY	X				
G	OPTIMISTIC		X			
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

JOHN APPLETON

University of Pennsylvania

Average Starting Compensation = \$70,000

Candidate Number = 5

Period = 0

Permanent: 3700 Spruce Street, Philadelphia, PA 19104-6024 (Region 1)**Phone:** (215) 417-0000**E-mail:** japple@wharton.upenn.edu

EDUCATION Bachelor of Science in Economics May 2016
Emphasis: Management and Real Estate GPA: 3.48

ACTIVITIES Senior Gift Drive – Chairman
 Admissions Office High School Outreach Program
 Committee on Safety and Security

EXPERIENCE University of Pittsburgh Medical Center Summer 2014
Summer Intern
 Conducted NPV analysis of building, evaluated option scenarios, developed basis and suggestions.

Oxford Development Company Summer 2013
Intern
 Reviewed loan agreement and debt summary worksheets, revised and updated software program, training various property managers.

Bayer Corporation Summer 2012
Summer Intern
 Managed team members, conceptualized a tracking system.

Harnwell College House 2012 – 2013
Resident Advisor
 Mentored, counseled, and planned programs and activities for students.

Pennsylvania Governor's School Summer 2011
Resident Teaching Assistant
 Advisor for students, coordinated stock market simulation, acted as Mexico ICONS.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY		X			
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

KALANADA M. CARANDY

University of Maine–Orono

Average Starting Compensation = \$47,700

Candidate Number = 6

Period = 1

Permanent: 67 Fern Lane, Calais, ME 04619 (Region 1)**Phone:** (207) 866-0122**E-mail:** kcarandy@gmail.com

EDUCATION Bachelor of Science in Business Administration May 2016
Concentration in Accounting GPA: 3.30

ACTIVITIES Dean's List
 First Place Regional Business Competition – Advanced Keyboarding
 Academic Achievement Award
 National Honor Society
 Yearbook Editor

EXPERIENCE University of Maine Fall 2013 – May 2016
Career Assistant
 Schedule student appointments, answer phones, use database management software.

Machias Savings Bank Summers 2013 – 2015
Teller
 Cashed checks, performed cash advances, processed deposits, opened safety deposit box accounts, balanced my cash drawer.

Calais Ace Home Center Fall 2011 – Summer 2012
Cashier
 Managed team members, conceptualized a tracking system.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

IMA CYCLONE

Iowa State University

Average Starting Compensation = \$48,800

Permanent: 999 Smith Ave., Ames, IA 50010 (Region 6)

Phone: (515) 555-1234

E-mail: cyclone@iastate.edu

Candidate Number = 7

Period = 1

EDUCATION Bachelor of Science in Finance

May 2016

GPA: 3.60

ACTIVITIES

Finance Club
American Marketing Association
Golden Key International Honour Society
Order of Omega Honor Society
National Society of Collegiate Scholars
Beta Beta Kappa Sorority- Chapter Council Officer, Chapter Philanthropy Chairman
ISU Dance Member

EXPERIENCE

Merrill Lynch August 2014 – May 2016

Intern
Facilitate training meetings, audit weekly investment class, prepare appreciation workshops, organize client snapshots.

Morgan Stanley May 2014 – August 2014

Intern
Worked with Morningstar account evaluator, prepared asset allocations, managed and updated client database system.

Bette Kiser August 2011 – April 2013

Office Assistant
Analyzed different financial statements, assisted with client account reconciliations.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT				X	
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS			X		
E	MATURITY					X
F	INTEGRITY				X	
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		

Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.
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SARA A. BARR

Vanderbilt University

Average Starting Compensation = \$50,000

Candidate Number = 8
Period = 1

Permanent: 123 Canebreak Blvd., Baltimore, MD 12345 (Region 1)

Phone: (123) 234-5678

E-mail: sara.a.barr@vanderbilt.edu

EDUCATION Bachelor of Arts May 2016
Majors: Economics and Spanish **GPA Econ: 3.5 • Spanish: 3.0**
 Dean's List Spring 2015

ACTIVITIES NCAA Division 1 Basketball
 Rho Rho Rho Sorority

EXPERIENCE **MicroDell Computer Corporation** Summer 2015
Financial Analysis Intern
 Ran analyses, created reports, performed audits.

Vanderbilt University Recreation Center Summer 2014
Equipment Inventory Assistant
 Created a tracking system.

Bosco Pizza Kitchen Summer 2013
Host/Server
 Provided quality service.

SKILLS AND INTERESTS

Languages: Fluent Spanish

Interests: Certified Scuba

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT				X	
C	SHARP OBSERVER				X	
D	LONG-TERM FOCUS			X		
E	MATURITY					X
F	INTEGRITY					X
G	OPTIMISTIC					X
H	ADAPTIVE					X
I	NONJUDGMENTAL					X
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Seemed "deaf" to my facial expressions. A person who all too readily could identify what could go wrong.					

JAMES H. WRIGHT

Dartmouth College

Average Starting Compensation = \$50,000

Candidate Number = 9

Period = 1

Permanent: 1000 Dartmouth College, Hanover, NH 03755 (Region 1)**Phone:** (987) 654-3210**E-mail:** James.H.Wright.15@dartmouth.edu

EDUCATION Bachelor of Arts May 2016
Double Major in Economics and Government **GPA: 3.74**

ACTIVITIES Psi Upsilon – Treasurer
 Dartmouth Varsity Ice Hockey – Defensemen

EXPERIENCE **Lazard & Co., Limited** June – August 2015
Investment Banking Analyst
 Identified sources, assisted in subsequent references. Developed an information memorandum, distributed to potential bidders, categorized suitable discount rates.

Economics Department, Dartmouth January – May 2012
Research Assistant
 Conducted statistical analysis, utilized world bank reports, assembled data sets, developed a full analysis report.

SKILLS AND INTERESTS*Computer:* Microsoft Office, STATA & Bloomberg*Language:* Proficient in Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

SOPHIA ALVAREZ

University of Texas–Austin

Average Starting Compensation = \$58,000

Candidate Number = 10

Period = 1

Permanent: 805 Saint Cloud Road, Apt. 101, Austin, TX 78712 (Region 7)**Phone:** (512) 555-9999**E-mail:** sofiaalvarezlonghorn@austin.utexas.edu**EDUCATION** Bachelor of Arts, Government*Minor: Economics*

May 2016

GPA: 3.55

ACTIVITIES

University Finance Association – Vice President
 Undergraduate Business Council – Orientation Committee Member
 Lambda Alpha Omega Honor Society – Active Member

EXPERIENCE**IBM***Financial Intern*

Update reports, analyze monthly inventory.

June 2014 – Present

Paramount, Inc.*Accounting Intern*

Maintained operating budget, prepared financial reports.

June 2013 – August 2013

SKILLS AND INTERESTS*Computer:* MS Word, Excel, PowerPoint, Access, PageMaker, SPSS, Dreamweaver*Languages:* Spanish*Interests:* Classic Cars, Ultimate Frisbee, Fantasy Football, Bass Guitar, Sushi

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT				X	
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS			X		
E	MATURITY				X	
F	INTEGRITY			X		
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

JASON PENGUIN

Dominican University of California

Average Starting Compensation = \$40,000

Permanent: 101 West St., Novato, CA 94949 (Region 10)

Phone: (415) 123-1234

E-mail: jkidd@nova.com

Candidate Number = 11

Period = 2

EDUCATION Bachelor of Arts, English May 2016
Minor: History/Political Science **GPA: 3.2, Dean's List**

ACTIVITIES Dominican University of California Scholarship (Fall 2013–Spring 2016)
 Intramural Basketball (Fall 2013–Spring 2016)

EXPERIENCE **Smith Appliance and Service Sales** Summers 2014 – 2015
Receptionist/Customer Service
 Edited all of manager's correspondence, answered phones, implemented new database system, installed and troubleshot programs.

Kelly's Restaurant Summers and Holidays 2012 – 2013
Waiter/Night Manager
 Managed night crew, managed external marketing, created brochures, communicated with several departments.

Children's Clinic Summer 2011
Social Worker Assistant
 Assisted in administering psychological tests and making appointments.

SKILLS Fluent in German

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE		X			
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

JAMES A. WILLIAMS

University of Montana

Average Starting Compensation = \$40,600

Candidate Number = 12

Period = 2

Permanent: 566 East Fairmount Ave, Apt. 8, Missoula, MT 59811 (Region 8)

Phone: (406) 743-7376

E-mail: jaw@bigskyt.net

EDUCATION Bachelor of Science in Finance May 2016
Davidson Companies Scholarship **GPA: 3.47**

ACTIVITIES Senator, Associated Students
Intramural Basketball

EXPERIENCE United Bank of Montana May 2014 – May 2016
Teller
Implemented a new sales program.

Interfraternity Council May 2013 – May 2014
Treasurer
Ran analyses, created reports, performed audits.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT					X
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS					X
E	MATURITY					X
F	INTEGRITY					X
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

BENNY CASCADES

Oregon State University

Average Starting Compensation = \$45,500

Permanent: 2600 NW College Way, Bend, OR (Region 9)

Phone: (541) 322-3157

E-mail: benny.cascades@onid.oregonstate.edu

Candidate Number = 13

Period = 2

EDUCATION Bachelor of Science in Biology

May 2016

GPA: 3.1

ACTIVITIES Alpine Ski Team
Cross Country Team
Varsity Choir

EXPERIENCE Pine Tavern

May 2012 – May 2016

Waitress

Provided exceptional customer service. Managed conflicts. Worked amicably with co-workers. Managed time efficiently.

SKILLS Computer: MS Word, Excel, PowerPoint, Access, PageMaker, SPSS, Dreamweaver

Languages: Fluent in Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT				X	
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS					X
E	MATURITY					X
F	INTEGRITY				X	
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL				X	
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

CASEY CARTER

University of Alabama – Main Campus
Average Starting Compensation = \$58,800

Candidate Number = 14
Period = 2

Permanent: 1234 First Street, Tuscaloosa, AL (Region 4)

Phone: (205) 348-5848

E-mail: casey.carter@gmail.com

EDUCATION Bachelor of Arts in Communication May 2016
Major: Public Relations
Minor: Spanish

ACTIVITIES Habitat for Humanity
Community Soup Bowl

EXPERIENCE Webbmont Public Relations May 2014 – May 2016
Public Relations Intern
Assembled data sets. Conducted statistical analysis. Created presentations.

The Crimson White, Student Newspaper January 2013 – August 2013
Senior Staff Reporter
Wrote 3+ stories a week and edited 10+ stories.

SKILLS AND INTERESTS

Computer: Microsoft Office, STATA & Bloomberg

Languages: Proficient in Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS	X				
E	MATURITY		X			
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

BRIAN S. WINDSOR

University of Pennsylvania

Average Starting Compensation = \$70,000

Candidate Number = 15

Period = 2

Permanent: Box 111, 3700 Spruce Street, Philadelphia, PA 19104-6024 (Region 1)**Phone:** (215) 417-0000**E-mail:** brianw@wharton.upenn.edu

EDUCATION Bachelor of Science in Economics May 2016
GPA: 3.48

ACTIVITIES Senior Gift Drive
University of PA Band

EXPERIENCE University of Pittsburg Medical Center May 2014 – August 2014
Summer Intern
Real estate: NPV analysis.

Oxford Development Company May 2013 – August 2013
Finance Department Intern
Loan agreements and debt summary work sheets.

Bayer Corporation June 2012 – August 2012
Intern
Wrote budget reports.

SKILLS AND INTERESTS*Computer:* Microsoft Office, STATA & Bloomberg*Languages:* Proficient in Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY			X		
G	OPTIMISTIC		X			
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

JENNIFER SMITH

Dominican University of California

Average Starting Compensation = \$40,000

Candidate Number = 16

Period = 3

Permanent: 321 Eastern Lane, Roanoke, CA 54043 (Region 10)

Phone: (405) 324-9670

E-mail: jenny1@udom.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
Emphasis: Finance GPA: 3.2

ACTIVITIES Debating Club
Shadowing Finance Manager at Merrill Lynch

EXPERIENCE Walmart May 2014 – August 2014
Electronic Sales
Exceeded quota. Recognized for customer service. Reorganized stocking procedure.

Target Corporation May 2013 – August 2013
Macon Executive Team Leader
Management of faculty. Promoted quality guest service. Created plans to drive improvement. Drove sales through red cards.

Ricky's Restaurant January 2013 – May 2013
Bus Person
Trained employees.

SKILLS AND INTERESTS

Computer: MS Word, Excel, PowerPoint, Access, PageMaker, SPSS, Dreamweaver

Languages: Fluent Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL		X			
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

DENISE FLETCHER

University of Montana

Average Starting Compensation = \$40,600

Candidate Number = 17

Period = 3

Permanent: 566 West College Ave, Apt. 8, Missoula, MT 59811 (Region 8)

Phone: (406) 473-7637

E-mail: denflet@bigskyt.net

EDUCATION Bachelor of Arts in Communication Studies (Academic Honors) May 2016
Minor: Media Arts

ACTIVITIES American Marketing Association
 Relay for Life

EXPERIENCE Chickering and Howell May 2014 – August 2014
Marketing Intern
 Handle press releases and direct mailings.

Herberger May 2013 – August 2013
Sales
 Provided excellent customer service.

Johnny's Restaurant January 2013 – May 2013
Bus Person

SKILLS AND INTERESTS

Computer: MS Word, Excel, PowerPoint, Access, PageMaker, SPSS, Dreamweaver

Languages: Fluent Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT					X
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS				X	
E	MATURITY					X
F	INTEGRITY			X		
G	OPTIMISTIC		X			
H	ADAPTIVE					X
I	NONJUDGMENTAL				X	
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

JOHN DOE

University of Arkansas – Main Campus
 Average Starting Compensation = \$50,000

Candidate Number = 18
 Period = 3

Permanent: 4533 Brooklyn Street, Fayetteville, AR 72701 (Region 4)

Phone: (809) 255-5553

E-mail: jdoe@uark.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
Emphasis: Finance (Honors Program) GPA: 3.7

ACTIVITIES Special Events Committee Secretary
 Team Captain Intramural Soccer

EXPERIENCE Edward Jones May 2014 – August 2014
Finance Intern
 Problem solve. Build business relations.

Susan G. Komen May 2013 – August 2013
Event Volunteer
 Recruited 20 sponsors. Raised \$1500 through t-shirt sales.

Giant Food Store January 2013 – May 2013
Cashier
 Reconciled \$200 cash drawer 100% of the time.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT			X		
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE		X			
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

SARAH HOPKINS

Northwestern University

Average Starting Compensation = \$53,100

Candidate Number = 19

Period = 3

Permanent: 727 Simpson Street, Apt. 1E, Evanston, IL 60201 (Region 3)

Phone: (630) 555-7473

E-mail: sarah-hopkins2@northwestern.edu

EDUCATION Bachelor of Arts (Academic Honors) May 2016
Majors: Psychology, Political Science

ACTIVITIES Delta Delta Sorority President
 Youth Co-Op, Inc. Volunteer

EXPERIENCE Blue Cross Blue Shield May 2014 – August 2014
Intern
 Developed new services. Analyzed statistical data. Created flow charts and summaries.

UBS Financial Services May 2013 – August 2013
Intern
 Financial statement analysis.

SKILLS *Computer:* MS Word, Excel, PowerPoint, Access, PageMaker, SPSS, Dreamweaver
Languages: Fluent Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT					X
C	SHARP OBSERVER				X	
D	LONG-TERM FOCUS					X
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE				X	
I	NONJUDGMENTAL					X
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed "deaf" to my facial expressions. A person who all too readily could identify what could go wrong.					

GEORGINA SANTIAGO

Harvard University Extension School
Average Starting Compensation = \$70,000

Candidate Number = 20
Period = 3

Permanent: 35 Lee St., Apt. 3, Cambridge, MA 02139 (Region 1)

Phone: (617) 555-2212

E-mail: gsantiago@post.harvard.edu

EDUCATION Bachelor of Liberal Arts (Academic Honors) May 2016
Emphasis: Economics **GPA: 3.62**
 Dean's List

ACTIVITIES *The Second Glass* (Wine Magazine) – Staff Writer

EXPERIENCE **Hangtime Wholesale Wine Company** May 2014 – August 2014
Sales Rep.
 Opened 40 new accounts.

Christie's Auction House May 2013 – August 2013
Intern
 Statistical analysis. Mass mailings. Made wine tasting notes.

Montagna Bar and Restaurant January 2013 – May 2013
Server
 Participated in a wine improvement program.

Hay's Pub and Wine Bar June 2012 – August 2012
Server
 Increased sales by 75%.

SKILLS Diploma in business French
 Advanced certificate in wine and spirits

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT			X		
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS			X		
E	MATURITY					X
F	INTEGRITY			X		
G	OPTIMISTIC		X			
H	ADAPTIVE				X	
I	NONJUDGMENTAL				X	
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

MIKE TIGER

Louisiana State University

Average Starting Compensation = \$47,500

Candidate Number = 21

Period = 4

Permanent: 5000 Tiger Lane, Baton Rouge, LA 70803 (Region 4)

Phone: (225) 555-7979

E-mail: mtiger1@lsu.edu

EDUCATION **Bachelor of Science (Academic Honors)** May 2016
Emphasis: Business Administration

ACTIVITIES Distributive Education Club of America (DECA)
 Key Club
 Student Council

EXPERIENCE **Camp Olive Juice** Summer 2015
Camp Counselor

Organized, led, and promoted recreational & special events. Conferred with management to solve complaints. Acted as liaison between administration, attendees, and parents.

De La Salle High School August 2014 – May 2015
Class President

Representative for senior class of 400 students. Fundraised and managed \$10,00 budget for school functions. Programmed events such as Prom, Homecoming, and Graduation. Collaborated with leadership.

Sno-Balls To-Go May 2014 – August 2014
Server

Established communication skills working with customers and three other staff members. Completed general cleaning duties.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

ANDREW YOUNG

University of Florida–Gainesville

Average Starting Compensation = \$49,900

Candidate Number = 22

Period = 4

Permanent: 5132 Nokomis Circle, Orlando, FL 32839 (Region 2)**Phone:** (407) 427-0000**E-mail:** gsantiago@post.harvard.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
Emphasis: Marketing

ACTIVITIES Florida Business Leadership Society- Social Director
 Tau Epsilon Phi Fraternity – Community Service Chair, Recruitment Chair, Executive Vice Chancellor

EXPERIENCE Independent Financial Partners Sports & Entertainment Summers 2013 & 2014
Intern

Worked directly with Chief Investment Officer to build financial models for clients. Helped design the infrastructure and business plan for startup firm. Researched prospective clients’ sports contracts and salary data.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS	X				
E	MATURITY		X			
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE		X			
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

IRA D. AUDITOR

University of Arizona

Average Starting Compensation = \$50,000

Candidate Number = 23

Period = 4

Permanent: 987 N. Park Ave., Tucson, AZ 85719 (Region 7)

Phone: (520) 456-4567

E-mail: auditor@arizon.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
 Major: Accounting

ACTIVITIES Beta Alpha Psi – Treasurer
 Spring Fling – Funds Room Supervisor
 Ellen Ambassador
 Resident Hall Advisor

EXPERIENCE Deloitte & Touche LLP May 2013 – August 2013
 Audit Intern
 Worked on audit engagement team on site with three clients. Conducted analytical review of audit documents and financial statement documentation.

Arizona State Museum May 2012 – August 2012
 Accounting Intern
 Supported accounting process for expense and revenues of operations. Processed accounts payable/receivable and bank reconciliations.

SKILLS Accounting: financial/managerial/cost accounting, federal/corporation taxation, audit, accounting analysis of financial statements, profit planning and control, DCF, CAPM, SPSS, STATA

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER				X	
D	LONG-TERM FOCUS					X
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE			X		
I	NONJUDGMENTAL					X
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed “deaf” to my facial expressions. A person who all too readily could identify what could go wrong.					

JOHN BASCOM

University of Wisconsin–Madison

Average Starting Compensation = \$52,200

Candidate Number = 24

Period = 4

Permanent: 335 State St., Apt. #4, Madison, WI 53703 (Region 3)**Phone:** (414) 555-4455**E-mail:** jbascom@wise.edu

EDUCATION Bachelor of Business Administration (Academic Honors) May 2016
Double Major: Actuarial Science, Risk Management & Insurance

ACTIVITIES Actuarial Club – Vice President, Treasurer
 Madtown Ballroom Dance Team – Caption

EXPERIENCE Towers Watson May 2014 – August 2014
Actuarial Intern

Used coding to extract needed data for special project and communicated data limitations to client team.
 Developed skills and knowledge of pension plan risk, funding and expense concepts, and contribution plans.

Milliman, Inc. May 2013 – August 2013
Actuarial Intern

Property/Casualty Dept. Evaluated reinsurance performance metrics data to create executive summaries.
 Formulated and checked proposals for new client services.

Fortis Health Insurance June 2012 – August 2012
Actuarial Intern

Health Service Actuarial. Analyzed medical procedure costs. Researched average wholesale prices.

SKILLS Computer: Microsoft Excel, Word, & Powerpoint, C++, Visual Basic, SAS, and Java

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

TAYLOR TROJAN

University of Southern California

Average Starting Compensation = \$54,000

Candidate Number = 25

Period = 4

Permanent: 3601 Trousdale Parkway, Los Angeles, CA 90089 (Region 10)

Phone: (213) 555-5555

E-mail: taylor.trojan@usc.edu

EDUCATION Bachelor of Arts (Academic Honors) May 2016
Emphasis: Communication

ACTIVITIES USC Division I Women's Volleyball Team – Member
 Mira Costa High School – Senior Class Vice President

EXPERIENCE Target Corporation July 2013 – May 2016
Presentation Team Member

Set new merchandise displays. Created signs and labels to drive sales. Ensured shelves were stocked.

Manhattan Beach Recreation Dept. Summer 2011, 2012
Camp Counselor

Taught volleyball fundamentals, met with parents, attended weekly training sessions with camp administrators.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT			X		
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS			X		
E	MATURITY				X	
F	INTEGRITY					X
G	OPTIMISTIC		X			
H	ADAPTIVE					X
I	NONJUDGMENTAL				X	
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

ROCKY T. BULL

University of South Florida

Average Starting Compensation = \$45,800

Candidate Number = 26

Period = 5

Permanent: 4202 E. Fowler Ave., Tampa, FL 33620 (Region 2)**Phone:** (813) 555-5555**E-mail:** rockybull@mail.usf.edu

EDUCATION Bachelor of Science (Academic Honors) May 2016
Emphasis: Marketing

ACTIVITIES American Marketing Association – Treasurer

EXPERIENCE ABC Company March 2012 – Present
Account Specialist
 Manage variety of accounts. Reconcile outstanding premium balance. Ensure that all system-generated error reports are corrected.

General Nutrition Center November 2010 – March 2012
Sales Associate
 Provided product knowledge tailored to customers' need. Initiated sales opportunities with excellent customer service. Top in region for individual multi-vitamin and gold card sales.

The Best Restaurant July 2009 – November 2010
Server
 Utilized up-selling techniques to promote appetizers and drinks efficiently. Maintained a highly satisfied serving area while multi-tasking in a fast paced environment.

SKILLS Computer: Word, Excel, Access, Photoshop, Illustrator, Outlook, HTML

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

ANDREW L. KIMBLE

Western Washington University

Average Starting Compensation = \$47,400

Candidate Number = 27

Period = 5

Permanent: 803 Brenner Ave., Bellingham, WA 98225 (Region 9)**Phone:** (360) 675-7277**E-mail:** alkimble@gmail.com

EDUCATION Bachelor of Science in Business (Academic Honors) May 2016
 Major: Finance
 Minor: Accounting

ACTIVITIES Eastside Thrive – Volunteer
 University of St. Thomas – Tutor/Mentor Program Volunteer

EXPERIENCE **Carlson Funds Enterprise** May 2014 – May 2016
Equity Analyst, Growth Fund
 Analyzed and managed investments of \$20 million small-cap equity fund. Conducted analyses of equities. Created and prepared financial forecasts, performance evaluations, and ongoing research.

Royal Bank of Canada June 2014 – August 2014
Financial Analyst Intern
 Produced monthly management reports used by executives. Created profitability models to drive competitive strategy with potential of \$3 million in additional revenue.

Royal Bank of Canada June 2013 – August 2013
Corporate Planning & Analysis Intern
 Created financial models for different teams. Analyzed financial information to spot trends.

Univ. of Minnesota Foundation Real Estate Advisors September 2013 – May 2014
Financial Analyst Intern
 Analyzed and created cash flow models for \$10 million in properties. Assessed current and future in real estate investments. Created interactive real estate investment research tool using VBA.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

HANNAH DEMARCO

Kansas State University

Average Starting Compensation = \$45,000

Candidate Number = 28

Period = 5

Permanent: 999 Sunset Ave., Apt #14, Manhattan, KS 66502 (Region 6)

Phone: (555) 555-5555

E-mail: hdemarco@k-state.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) August 2016
Emphasis: Marketing
Minor: Leadership Studies

ACTIVITIES Alpha Kappa Psi – Fundraising Co-Chair, Vice President of Alumni Relations
 Beta Gamma Sigma – Member
 Study Abroad Advocates – Member

EXPERIENCE Career & Employment Services (CES) August 2012 – August 2014
Paraprofessional

Called part-time employers in the community to reconnect with them to post jobs and hire students.

Marketing Business Tour January 2014
Participant

Participated in faculty-led study tour of Chile and Argentina. Gained knowledge of emerging markets and business protocol.

Great Bend Regional Hospital June 2011 – August 2013
ER Receptionist

Registered, admitted, and discharged patients while maintaining client confidentiality. Calmly handled emergencies.

Great Bend Regional Hospital June 2010 – August 2011
Human Resource Director Assistance

Designed and managed the internal website for hospital employees. Created employee database in Excel for personal and confidential information. Helped hire approx. 100 new employees.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT				X	
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY					X
F	INTEGRITY			X		
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL		X			
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

GEORGE WASHINGTON

University of Alabama – Main Campus

Average Starting Compensation = \$58,000

Candidate Number = 29

Period = 5

Permanent: 4566 College Avenue, Tuscaloosa AL 35487 (Region 4)**Phone:** (205) 555-1234**E-mail:** GWashington@crimson.ua.edu

EDUCATION **Bachelor of Science (Academic Honors)** May 2016
Emphasis: Commerce and Business Administration

ACTIVITIES Organization Theory and Behavior Case Study
 Ro Ri – Recruitment Chair
 Alabama Finance Association – Member

EXPERIENCE **Merrill Lynch** December 2014
Job Shadow, Financial Advisor
 Shadowed independent financial advisor for one week. Researched mutual funds and examined client portfolio's to understand investing techniques.

Baltic Ave. Bistro September 2014 – May 2015
Team Leader
 Prepared work schedules for 6 waiters and 6 bus boys. Presented a monthly training session on improving customer service. Entered payroll for all employees.

St. Charles Dept. Store January 2014 – May 2016
Sales Representative
 Completed daily sales report. Suggested latest baby and toddler fashions to parents.

SKILLS *Computer:* Microsoft Office Suite, Bloomberg, PeopleSoft, Photoshop, QuickBooks

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

GINA PEREZ

University of Texas–Austin

Average Starting Compensation = \$58,000

Candidate Number = 30

Period = 5

Permanent: 500 San Gabriel St., Apt. #2104, Austin, TX 78705 (Region 7)

Phone: (512) 444-3333

E-mail: sa12345@utexas.edu

EDUCATION Bachelor of Arts (Academic Honors) May 2016
Major: Economics (Economic Honors Programs)

ACTIVITIES The Liberal Arts Entrepreneur – Academic Project Member
 Money and Banking: Stock Marketing Development – Academic Project Member

EXPERIENCE **The Bank of New York, Inc.** Summer 2014
Relationship Management Intern
 Researched legal information on custodial, fund accounts, transfer agencies. Designed online filing system.
 Developed index of investor charges. Systemized and formatted legal compliance agreements.

Angelou Economics Spring 2013
Economic Research Intern
 Analyzed economic and business trends to create growth strategy. Collected and manipulated thousands of pieces of data using online tools. Synthesized information to create informed suggestions.

A.G. Edwards Fall 2012
Broker’s Assistant
 Monitored back office clearance of stock transactions. Conducted research of NYSE companies. Managed account database of 5000+ records. Increased clientele by 20% via professional cold calls and site visits.

SKILLS *Computer:* Excel, Word, PowerPoint, Outlook, Bloomberg, Hoover’s, LexisNexis, Times Series Processor, Vault
Language: Advanced Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER				X	
D	LONG-TERM FOCUS				X	
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE			X		
I	NONJUDGMENTAL					X

Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed “deaf” to my facial expressions. A person who all too readily could identify what could go wrong.
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ANNA GUTIERREZ

Dominican University of California

Average Starting Compensation = \$40,000

Candidate Number = 31

Period = 6

Permanent: 459 Buena Vista Avenue, #3, Berkeley, CA 93700 (Region 10)**Phone:** (415) 222-2222**E-mail:** agutier@dominican.edu

EDUCATION Bachelor of Humanities (Academic Honors) May 2016
GPA: 3.4

ACTIVITIES United Way – Co Chair
Greek Judicial Board – Chief Justice / Justice

EXPERIENCE Edna Brewer School September 2015 – May 2016
Project Coordinator and Tutor
Motivated 15 underachieving students, drafted a proposal for an education project.

Break the Cycle September 2014 – May 2016
Teaching Intern
Conceptualized year-long project for ESL students and developed a semester teaching unit.

Chi Omega Sorority January 2014 – September 2015
Recruitment Chair
Coordinated teams, implemented a marketing strategy, organized fundraising and promotional events, increased group unity, designed visual concepts.

Wicked Corporation July 2012 – August 2013
Sales
Achieved highest sales volumes, create a positive and engaging atmosphere.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

ASHTON Y. BRADY

Oregon State University

Average Starting Compensation = \$45,500

Permanent: 323 SW 9th Corvallis, OR 97333 (Region 9)

Phone: (541) 737-4085

E-mail: bradya@onid.orst.edu

Candidate Number = 32

Period = 6

EDUCATION Bachelor of Science in Sociology (Academic Honors) May 2016

ACTIVITIES OSU's "Learning Through Excellence Program"
 Fall Carnival
 Meal-Box program
 Student Athlete Advisory Committee – Student Athlete
 All Pac-10 Academic Honors

EXPERIENCE Oregon State University Football August 2012 – May 2016

Wide Receiver/Team Captain

Adapted to in a new environment, maintained a 3.3 GPA, helped team make three consecutive postseason bowl appearances, nominated as team captain, mentored youth in a football camp, enhanced public speaking skills.

Boys and Girls Club of Corvallis January 2012 – April 2012

Intern

Management of faculty. Promoted quality guest service. Created plans to drive improvement. Drove sales through red cards.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY		X			
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL		X			
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

JOHN SMITH

University of Missouri–Columbia

Average Starting Compensation = \$45,400

Candidate Number = 33

Period = 6

Permanent: 1234 Burning Bush Drive, Columbia, MO 65211 (Region 6)**Phone:** (636) 255-9993**E-mail:** jsmith49@mail.missouri.edu

EDUCATION Bachelor of Science in Accountancy (Academic Honors) May 2016
GPA: 3.3/4.0

ACTIVITIES Beta Alpha Psi – Vice President
Mizzou Paintball Club – Member

EXPERIENCE **H&R Block** June 2015 – August 2015
Tax Research Specialist
Held meetings, organized networking opportunities, participated in community service events, planned annual picnic.

Enterprise Fleet Management June 2014 – August 2014
Accounting Intern
Assisted with answering billing questions, maintained customer accounts, processed application, updated and managed accounts.

University of Missouri International Center August 2013 – May 2014
Front Desk Student Assistant
Managed team members. Conceptualized a tracking system.

SKILLS *Computer:* Microsoft Office suites
FreshBooks, QuickBooks and Simply Accounting

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT				X	
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS					X
E	MATURITY				X	
F	INTEGRITY				X	
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

ANNA LIST

Carnegie Mellon University

Average Starting Compensation = \$70,000

Permanent: 5000 Forbes Avenue, Pittsburgh, PA 15289 (Region 1)

Phone: (412) 555-5555

E-mail: annalist@cmu.edu

Candidate Number = 34

Period = 6

EDUCATION Bachelor of Science in Business Administration (Academic Honors)

May 2016

GPA: 3.9/4.0

ACTIVITIES Undergraduate Finance Association – President
CMU University Health Services – Peer Health Advocate
Business Opportunities Conference – Marketing Director

EXPERIENCE **Essential Finance** July 2012 – August 2012

Investment Management Intern

Devised tax-effective offshore investment strategies, researched selections, attracted clients through networking.

Deloitte Consulting May 2012 – June 2012

Summer Intern

Evaluated the profitability of India's power sector, formulated data, created a competitive analysis.

SKILLS *Computer:* Java, Microsoft Office, Photoshop, and Salesforce software

Languages: Hindi, Basic Spanish, Telugu & Tamil

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY		X			
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE		X			
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

BUCKY BADGER

University of Wisconsin–Madison

Average Starting Compensation = \$52,000

Candidate Number = 35

Period = 6

Permanent: 269 N. Pickney Street, Madison, WI 53703 (Region 3)**Phone:** (608) 555-9048**E-mail:** bbadger@wisc.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
GPA: 3.55/4.0

ACTIVITIES Sigma Iota Epsilon – Community Service Committee Member
Student United Way – Volunteer Chair

EXPERIENCE **Gordon Commons** August 2012 – May 2016
Cashier/Cook/Server
Trained a cross functional team. Led a team of 50 unionized partners. Increased shift productivity. Implemented an inventory control initiative.

Pier 64 Steak and Seafood Restaurant May 2012 – August 2015
Waitress
Provided patrons with a positive dining experience, facilitated monetary transactions and processed accounts, closed restaurant.

Euro RSCG Worldwide May 2012 – August 2014
Waitress
Engaged international clients, stored and filed potential bids.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER					X
D	LONG-TERM FOCUS				X	
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE			X		
I	NONJUDGMENTAL				X	
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed “deaf” to my facial expressions. A person who all too readily could identify what could go wrong.					

STACY BARRINGTON

Dominican University of California

Average Starting Compensation = \$40,000

Candidate Number = 36

Period = 7

Permanent: 729 North Street, San Rafael, CA 94901 (Region 10)

Phone: (415) 288-9003

E-mail: stacy.barrington@dominican.edu

EDUCATION Bachelor of Science in Psychology (Academic Honors) May 2016

ACTIVITIES International Student Organization – Vice President
Indo-Chinese Learning Center – Volunteer Tutor

EXPERIENCE **Bon Appetite Food Services** August 2012 – May 2016

Student Manager/Intern

Supervise 5-10 students, hire and train new student employees, develop new training procedures.

Macy's

Summers and Holidays 2012 – 2013

Sales Associate

Serviced all facets of stores sales, led a team organizing display setup.

Admissions Office

September 2012 – May 2014

Student Ambassador

Tailored tours, participated in student panels, processed, updated, and organized application materials.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

JANE M. DOE

Boise State University

Average Starting Compensation = \$45,500

Candidate Number = 37

Period = 7

Permanent: 123 West Sycamore Street, Boise, ID 19122 (Region 8)**Phone:** (208) 815-9549**E-mail:** Jmdoe23@boisesu.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
GPA: 3.0

ACTIVITIES American Marketing Association – Member
Happy Valley Junior Swim League – Assistant Coach

EXPERIENCE **Majestic Marketing** June 2015 – August 2015
Marketing Intern
Provided support for a marketing team, maintained information on Majestic’s product lines, conducted extensive Internet research.

Ecuisine January 2013 – May 2014
Customer Service Associate
Provided customer service assistance, Processed customer orders daily, developed working knowledge of REACT.

SKILLS *Computer:* Microsoft Office, REACT CRM Solution
Classical Pianist

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT				X	
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY				X	
F	INTEGRITY					X
G	OPTIMISTIC			X		
H	ADAPTIVE				X	
I	NONJUDGMENTAL				X	
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

SAMANTHA WESTERN

Western Washington University

Average Starting Compensation = \$47,400

Candidate Number = 38

Period = 7

Permanent: 516 Whatcom Street, Bellingham, WA 98225 (Region 9)

Phone: (360) 660-1243

E-mail: samwest@WWU.EDU

EDUCATION Bachelor of Arts, Communication Studies (Academic Honors) May 2016

ACTIVITIES WWU Communication 101 Program – Instructional Assistant
Cascade Vocational Services Workshop

EXPERIENCE Pegasus Pizza June 2014 – May 2016

Manager/Server

Portrayed flexibility and reliability as manager and server for opening and closing shifts.

Menashe and Son's Jewelers June 2014 – May 2016

Sales Associate

Focus on educating customers to ensure satisfaction with purchase.

Boston's Gourmet Pizza October 2012 – June 2014

Server

Anticipated guests' needs and satisfaction in fast-paced restaurant.

REI March 2012 – June 2013

Customer Service

Used excellent problem-solving skills to resolve customer dissatisfaction.

SKILLS Computer: Microsoft products: Word, Excel, and PowerPoint

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC		X			
H	ADAPTIVE		X			
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

KRISTOPHER CHUCKO

University of Minnesota–Twin Cities
Average Starting Compensation = \$52,000

Candidate Number = 39
Period = 7

Permanent: 1301 University Ave., Apt. 524, Minneapolis, MN 55414 (Region 5)

Phone: (507) 398-5748

E-mail: frue0037@umn.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
GPA: 3.66

ACTIVITIES Coach for College – Volunteer in Vietnam
Investment and Finance Organization – Club Member

EXPERIENCE Piper Jaffray Companies June 2014
Investment Banking Summer Analyst

Carlson School of Management Funds Enterprise November 2014 – May 2016
Student Analyst
Combine assets, oversee all operational aspects of respective funds, portfolio management, marketing, research asset classes.

Baseline Tennis Center May 2012 – May 2016
Adult and Junior Coordinator
Improve skill levels, coordinate with instructors to determine best practices for training.

Coach for College September 2013 – May 2016
Marketing Coordinator
Promote and plan volunteer/study abroad trips, increase student awareness through presentations.

Nike Tennis Camp June 2013
Camp Co-Director
Organized the production of tennis camp, constructed excel templates.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT				X	
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY				X	
F	INTEGRITY					X
G	OPTIMISTIC			X		
H	ADAPTIVE		X			
I	NONJUDGMENTAL					X

Interviewer Notes Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.

COREY D. LUCYSHYN

University of Virginia

Average Starting Compensation = \$70,000

Candidate Number = 40

Period = 7

Permanent: 204 Timber Point Rd., Charlottesville, VA 22903 (Region 1)**Phone:** (434) 900-6000**E-mail:** cdl6t@virginia.edu**EDUCATION** Bachelor of Arts in Economics (Academic Honors)

May 2016

GPA: 3.8/4.0

ACTIVITIES University of Virginia Residence Life Office – Resident Advisor
Pi Kappa Phi Fraternity – Historian and Alumni Relations Chair
Adopt-a-Grandparent**EXPERIENCE** U.S. Department of Homeland Security June – August 2015*Office Automation Clerk*

Developed cost modeling, completed multiple data calls, met tight demand for budgetary deadlines, collaborated with coworkers.

Public Partnerships LLC June – August 2014*Personal Attendant*

Formed close relationship with special needs teen, provided assistance, taught daily life skills.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER				X	
D	LONG-TERM FOCUS					X
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE				X	
I	NONJUDGMENTAL					X
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed "deaf" to my facial expressions. A person who all too readily could identify what could go wrong.					

JAMES SMITH

Western Washington University

Average Starting Compensation = \$47,400

Candidate Number = 41

Period = 8

Permanent: 615 St. Paul Street, Bellingham WA 98225 (Region 9)**Phone:** (360) 444-5555**E-mail:** jsmith44@wwu.edu

EDUCATION Bachelor of Arts in Business Administration (Academic Honors) May 2016
GPA: 3.4

ACTIVITIES WWU Student Marketing Association
WWU Men's Swim Team

EXPERIENCE **Ward's Natural Science** September 2014 – May 2016
International Marketing Intern
Developed international marketing plan, constructed mission statement, formulate bids, provide customer support, interact with team.

Chiao! June 2012 – August 2014
Shift Supervisor
Trained and supervised employees, monitored inventory, managed cash drawer, motivated employees.

WWU Libraries September 2012 – May 2013
Circulation Desk Assistant
Utilized strong organizational skills, provided friendly and professional service, trained new employees.

SKILLS *Computer:* MS Office Suite and social media tools
Fluent in German

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

JOHN SMITH

University of Georgia

Average Starting Compensation = \$50,000

Candidate Number = 42

Period = 8

Permanent: 228 Baldwin St., Athens, GA 30601 (Region 2)**Phone:** (770) 555-1234**E-mail:** firststudent@uga.edu

EDUCATION Bachelor of Science in Family and Consumer Sciences (Academic Honors) May 2016
 Major: Consumer Economics
 Minor: Food Science

ACTIVITIES Men's Club Rowing Team – Rower
 Banking & Finance Society – Member
 Athen's Church – Greeter

EXPERIENCE University of Georgia Food Service August 2014– May 2016
 Dining Room Attendant
 Maintain environment for 1000+ patrons daily. Interact with patrons to ensure quality dining experience.
 Student Manager training program.

CVS Pharmacy June 2012 – May 2016
 Cashier
 Management of faculty. Promoted quality guest service. Created plans to drive improvement. Drove sales through red cards.

SKILLS Computer: Microsoft Word, Excel, PowerPoint, and Access
 Language: Intermediate Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER		X			
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

SPIKE ZAG

Gonzaga University

Average Starting Compensation = \$51,100

Candidate Number = 43

Period = 8

Permanent: 502 East Boone Ave., Spokane, WA 99258 (Region 9)

Phone: (509) 313-4234

E-mail: zag@gonzaga.edu

EDUCATION **Bachelor of Arts (Academic Honors)** May 2016
Major: Public Relations
Minor: English

ACTIVITIES Gonzaga University Residence Life – Resident Advisor
 International Student Union – Vice President

EXPERIENCE **Inlander Magazine** August 2013 – May 2016
Intern

Research, write, and edit articles for weekly magazine with 50,000-person circulation base. Collaborate with team of 10. Author press releases and reviews.

Rocket Bakery January 2013 – August 2013
Barista

Communicated with and engaged with clients to provide outstanding customer service.

SKILLS *Computer:* PC & MAC, Microsoft Office, InDesign, and social media (LinkedIn, Facebook, Twitter)
Languages: Conversational Spanish and Italian

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY				X	
F	INTEGRITY					X
G	OPTIMISTIC			X		
H	ADAPTIVE			X		
I	NONJUDGMENTAL				X	
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

JANE BIGGS

University of California, San Diego

Average Starting Compensation = \$54,100

Permanent: 5210 El Cajon Blvd., San Diego, CA 92104 (Region 10)

Phone: (619) 487-3073

E-mail: jbriggs4@ucsd.edu

Candidate Number = 44

Period = 8

EDUCATION	Bachelor of Science (Academic Honors) <i>Emphasis: Economics</i>	May 2016
EXPERIENCE	Bystanders to Upstanders Corp. <i>Director of Business Development</i> Team won over \$15,000 in funding. Assists in creating product development and creative marketing ideas. Marketing research & analysis, marketing campaigns, business plans, and all legal paperwork.	March 2014 – May 2016
	Confess.ly <i>Intern</i> Ran one-week Facebook marketing campaign that doubled the page's likes. Created and ran Confess.ly's Instagram, Twitter, and Facebook accounts. Ran marketing campaigns for entire U.S. San Diego campus.	November 2013 – June 2014
	Zoey Magazine <i>Sales/Marketing/Content Intern</i> Wrote five published articles. Conducted three major interviews. Headed four national giveaways. Gathered most product placements per month in a team of 20.	August 2009 – June 2013

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER				X	
D	LONG-TERM FOCUS					X
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC				X	
H	ADAPTIVE			X		
I	NONJUDGMENTAL					X
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed "deaf" to my facial expressions. A person who all too readily could identify what could go wrong.					

MATHIEU FROMENT

University of Minnesota–Twin Cities

Average Starting Compensation = \$52,000

Candidate Number = 45

Period = 8

Permanent: 1301 University Avenue SE, #524, Minneapolis, MN 55414 (Region 5)

Phone: (612) 227-0134

E-mail: mfroment@umn.edu

EDUCATION **Bachelor of Science in Business (Academic Honors)** May 2016
Majors: Finance, Risk Management Insurance **GPA: 3.88**
Minor: Accounting

ACTIVITIES Division I Tennis Team – Member
 Student Athlete Advisory Committee – Tennis Team Representative

EXPERIENCE **Carlson Funds Enterprise** November 2013 – May 2016
Undergraduate Student Analyst
 Manage \$35 million in combined assets comprised of small cap growth fund and fixed income fund. Improve valuation and fund management techniques.

Banque de Luxembourg June 2013
Funds Transfers Coordinator
 Analyzed data received from personal bankers to generate actionable information. Determined feasibility of transactions by evaluating customers’ accounts and assessing risk.

Montbeliard Tennis Club July 2012 – August 2012
Tennis Camp Instructor
 Assessed skill levels of 20 players and created individual development plans.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT				X	
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC			X		
H	ADAPTIVE				X	
I	NONJUDGMENTAL					X

Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.
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DIVYA CAREERS

University of California–Riverside

Average Starting Compensation = \$43,000

Permanent: 123 Main St., Riverside, CA 92521 (Region 10)

Phone: (595) 452-6985

E-mail: Divya.Careers@ucr.edu

Candidate Number = 46

Period = 9

EDUCATION	Bachelor of Science in Business Administration (Academic Honors) <i>Emphasis: Marketing</i>	June 2016
ACTIVITIES	TOMS Club – Member	
EXPERIENCE	The Highlander Newspaper <i>Advertising Account Executive</i> Manage more than 100 clients and their advertising needs. Design advertising campaigns using AdPro software. Work with designers using Adobe software. Raise \$3,000 in revenue each month.	October 2014 – May 2016
	Young & Rubicam <i>Advertising Intern</i> Provided customer support for accounts. Collaborated with departments such as Account Management, PR, and Finance. Prepared briefs, presentations, reports, and boards. Developed critical support during commercials.	June 2014 – September 2014
SKILLS	<i>Computer:</i> Minitab, Adobe CS, MATLAB, Microsoft Office Suite, Project, Visio <i>Languages:</i> Trilingual in English, Hindi, and Bengali	

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL		X			
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS			X		
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

HAILEY PEOPLES

Western Washington University

Average Starting Compensation = \$47,400

Candidate Number = 47

Period = 9

Permanent: 919 Average Street, Bellingham, WA 98225 (Region 9)

Phone: (360) 919-1919

E-mail: howarddean@wwu.edu

EDUCATION **Bachelor of Arts (Academic Honors)** May 2016
Major: Human Services
Minor: Psychology

ACTIVITIES Express Employment Professionals – Front Office Coordinator
 WWU Red Cross Club – Member

EXPERIENCE **Division of Children and Family Services** Fall 2014 – May 2016
Child Protective Services Intern
 Collaborate in case management for diverse populace service. Conduct research and perform data analysis on families.

Whatcom Homeless Service Center Spring 2014
Child Advocate Intern
 Advocated for homeless individuals with Social Security Administration adjudicators. Adapted to clients' needs on case-by-case basis. Identified appropriate referral sources.

Max Higbee Center Winter 2014
Support Specialist Intern
 Mentored teens and adults with development disabilities. Developed and facilitated small group activities. Created organization research book.

SKILLS *Computer:* Microsoft Word, Excel, PowerPoint, Access, Publisher, and Outlook
Language: Conversational Spanish

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE		X			
I	NONJUDGMENTAL		X			
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

RYCHO H. ZHUO

University of Minnesota–Twin Cities

Average Starting Compensation = \$52,000

Candidate Number = 48

Period = 9

Permanent: 2015 Riverside Ave. #302, Minneapolis, MN 55414 (Region 5)

Phone: (612) 839-6544

E-mail: zhuox009@umn.edu

EDUCATION Bachelor of Science in Business (Academic Honors) May 2016
Majors: Finance, Public/Nonprofit Management
Minor: Entrepreneurial Management

ACTIVITIES Friends Camp – Voluntary Operation Assistant
 International Buddy Program – Member
 Business Association of Multicultural Students – Member

EXPERIENCE Carlson Funds Enterprise March 2014 – May 2016
Growth Fund Analysis, Marketing Strategist
 Analyze and monitor the fund’s investments and present portfolio recommendations to the advisory board.
 Develop and execute marketing communication strategy.

Agricultural Bank of China July 2014 – August 2014
Finance and Accounting Intern
 Trained in International Settlement, Foreign Exchange Trading, Corporate Banking, and Lending depts.
 Prepared Audit Inquiry Confirmation Letter for client firms.

Sinoway International Education Group Ltd. Oct. 2013 – May 2014
Regional Marketing Rep.
 Researched University and College academic policies on credit transfer. Produced a detailed instruction package. Served as representative to reach out to relevant academic departments.

Foshan Hande Co., Ltd. May 2012 – April 2013
Operation Assistant
 Advanced the communication system behavior. Recognized cash flows and prepared financial journal entries. Supervised overseas equipment purchases.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL			X		
B	CONFIDENT					X
C	SHARP OBSERVER					X
D	LONG-TERM FOCUS					X
E	MATURITY			X		
F	INTEGRITY					X
G	OPTIMISTIC					X
H	ADAPTIVE			X		
I	NONJUDGMENTAL					X
Interviewer Notes	Moderately professional. Could have spent more time thinking through responses. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Seemed “deaf” to my facial expressions. A person who all too readily could identify what could go wrong.					

EDDIE FIELDS

Tulane University

Average Starting Compensation = \$53,000

Candidate Number = 49

Period = 9

Permanent: 322 W. Soniat Street, # 223, New Orleans, LA 70115 (Region 4)

Phone: (504) 255-5553

E-mail: efields5@tulane.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
Emphasis: Management GPA: 3.82

ACTIVITIES Real Estate Club
 Tulane Real Estate Alumni Association

EXPERIENCE Bank of America Merrill Lynch May 2015 – August 2015
Global Real Estate
 Managed a portfolio of over 124 million sq. feet. Benchmarked real estate costs against competitors. Cut property management costs.

Kohl's Corporation May 2014 – August 2014
Real Estate Intern
 Compiled potential outlot and expansion areas that could be sold. Drafted letter of intent forms for new store purchases. Attended numerous lease negotiations.

Will Harrow Golf Academy May 2013 – August 2013
Head Coach and Office Manager
 Managed team members. Conceptualized a tracking system.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

LAWRENCE LONGHORN

University of Texas–Austin

Average Starting Compensation = \$58,000

Candidate Number = 50

Period = 9

Permanent: 805 Saint Cloud Rd., Apt. 101, Austin, TX 78712 (Region 7)

Phone: (512) 555-9999

E-mail: Larry.Longhorn@bba11.mcombs.utexas.edu

EDUCATION Bachelor's in Business Administration (Academic Honors) May 2016
Emphasis: Finance **GPA: 3.55**
Minor: Management Information

ACTIVITIES University Finance Association – Vice President
 Undergraduate Business Council – Orientation Committee Member
 Lambda Alpha Omega Honor Society – Member

EXPERIENCE **IBM** June 2014 – May 2016
Financial Intern
 Update six productivity reports. Reduce shipment down-time by 25% allowing orders to increase by 30% for SW region. Analyzed monthly inventory.

Paramount, Inc. June 2013 – August 2013
Accounting Intern
 Management of faculty. Promoted quality guest service. Created plans to drive improvement. Drove sales through red cards.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT		X			
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

MOLLIE ELISE AYERS

Middle Tennessee State University

Average Starting Compensation = \$44,500

Candidate Number = 51

Period = 10

Permanent: 1111 Greenland Drive, #C12, Murfreesboro, TN 37130 (Region 4)

Phone: (615) 123-5553

E-mail: mollie@gmail.com

EDUCATION Bachelor of Science in Organizational Communication (Academic Honors) May 2016
Minor: Marketing GPA: 3.52

ACTIVITIES MTSU Relay for Life Fundraising subcommittee
 National Society for Leadership and Success

EXPERIENCE MTSU May 2012 – May 2016
Career Development Center

Managed Facebook, Twitter, and other social media accounts. Assisted in the development of a social media marketing team. Designed and created a Peer Career Advisor Manual.

American Diabetes Association May 2013 – August 2013
Special Events Intern

Assisted ADA employees with six summer events.

Ellie's Couture January 2013 – May 2013
Assistant Manager

Managed team members. Conceptualized a tracking system.

Nashville Career Management Center June 2012 – August 2012
Summer Internship

Filmed and edited a 10-minute video that demonstrated the benefits of the program.

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT					X
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY				X	
F	INTEGRITY					X
G	OPTIMISTIC		X			
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Could only talk about immediate, not distant, career concern. Seemed to value guile over honesty. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

MOLLY MANAGEMENT

University of Colorado–Boulder

Average Starting Compensation = \$50,000

Candidate Number = 52

Period = 10

Permanent: 213 Tine Street, Boulder, CO 80303 (Region 8)

Phone: (213) 321-213

E-mail: Molly.Management@colorado.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016

ACTIVITIES Peer2Peer – Executive Board Member and Mentor
Alpha Chi Omega – Vice President of Public Relations and Marketing

EXPERIENCE **Buffalo Sports Properties** September 2015 – May 2016
Marketing and Sponsorship Sales Intern
Provide planning and on-site support, create sales proposals, present sales staff.

Boulder Granola June – September 2015
Sales and Marketing Intern
Promoted product, reached out to local companies, connected with bloggers.

Leeds School of Business CoLab June – August 2015
Event Coordinator
Executed logistics, managed 90 incoming freshman.

Mary Bradley Events Summers 2014, 2015
Assistant
Helped coordinate events, communicated frequently with vendors and clientele.

Small Change Marketing May – August 2014
Group Intern
Evaluated local market, established and grew new sponsorship relationships.

SKILLS *Computer:* Proficient in Microsoft Office and Excel
Volunteered with Olympic Development Soccer Program for the past six years

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS		X			
E	MATURITY	X				
F	INTEGRITY		X			
G	OPTIMISTIC		X			
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

HELLEN C. WHITE

University of Wisconsin–Madison

Average Starting Compensation = \$52,000

Candidate Number = 53

Period = 10

Permanent: 3234 Radcliffe Drive, #F, Madison, WI 53719 (Region 3)**Phone:** (608) 255-3553**E-mail:** hewhite@wisc.edu

EDUCATION Bachelor of Science in Business Administration (Academic Honors) May 2016
Majors: Accounting and Finance

ACTIVITIES Investment Banking Club
 H.C.W. Computer Consulting

EXPERIENCE Robert W. Baird and Co. May 2015 – August 2015
Investment Banking
 Preparation of marketing materials. Analyzed \$20 million private placement. Experienced a sell side pitch. Compiled information from Bloomberg, Capital IQ, Onesurce, SEC filings and Shark Repellent.

Credit Suisse May 2014 – August 2014
Global Real Estate Securities
 Constructed a global valuation model using Bloomberg and Excel. Evaluated global REIT via country snapshots.

Citi Smith Barney May 2013 – August 2013
Summer Intern
 Operated Citi Smith Barney software to perform a full analysis of client's asset allocation.

INTERESTS Competitive Golf
 Financial Markets

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL				X	
B	CONFIDENT			X		
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY				X	
F	INTEGRITY			X		
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL			X		
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					

MITCHELL N. JACOBSON

University of Minnesota–Twin Cities

Average Starting Compensation = \$52,000

Candidate Number = 54

Period = 10

Permanent: 4501 Sparrow Road, Minnetonka, MN 55345 (Region 5)**Phone:** (952) 454-6441**E-mail:** jacol5022umn.edu

EDUCATION Bachelor of Science in Business (Academic Honors) May 2016
 Majors: Finance and Accounting GPA: 3.79
 Minor: Economics

ACTIVITIES University of Minnesota Stock Trader's Club
 Delta Sigma Pi Professional Fraternity
 Habitat for Humanity Club
 University of Minnesota Welcome Week Leader

EXPERIENCE Piper Jaffray & Co November 2014 - May 2016
 Equity Research Intern
 Perform checks and analyses, perform due diligence, work directly with research analysts.

Carlson School of Management Funds Enterprise November 2014 - May 2016
 Research Analyst
 Manage a portfolio, research and prepare analyses on potential investments.

Affiance Financial April 2014 – August 2014
 Financial Analyst Intern
 Initiated coverage, authored analyst reports, wrote macros, compared the performance of funds, prepared presentations, developed market outlook recommendations.

Rush Creek Golf Club March 2012 – October 2013
 Customer Service Representative
 Managed staff and supply levels, administered course cleanup, organized tournaments and weddings.

SKILLS AND INTERESTS

Racquetball, pond hockey, surfing and golf

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL	X				
B	CONFIDENT	X				
C	SHARP OBSERVER	X				
D	LONG-TERM FOCUS	X				
E	MATURITY	X				
F	INTEGRITY	X				
G	OPTIMISTIC	X				
H	ADAPTIVE	X				
I	NONJUDGMENTAL	X				
Interviewer Notes	Highly professional. Thoughtful and balanced. Had concrete ideas on career development. Honest and hardworking. Picked up on my non-verbal cues. A happy, cheerful and determined person.					

AARON K. INGALLS

Wake Forest University

Average Starting Compensation = \$56,000

Candidate Number = 55

Period = 10

Permanent: 4365 Lakeshore Drive, #456, Winston-Salem, NC 2710 (**Region 2**)**Phone:** (336) 259-0953**E-mail:** ingalls10@wfu.edu

EDUCATION Bachelor of Arts in Economics (Academic Honors) May 2016
 Minor: English GPA: 3.5

ACTIVITIES President, Resident Student Association
 Chairperson, Hit the Bricks
 Managing Editor, The Howler

EXPERIENCE Office of Residence Life and Housing May 2014 – August 2014
 Office Assistant
 Took minutes. Designed advertising layouts.

Golf World May 2012 – May 2014
 Sales Rep
 Stocked and sold merchandise. Reconciled daily earnings of the store.

SKILLS Microsoft Word and PowerPoint

CHARACTERISTICS		OUTSTANDING (10)	ABOVE AVERAGE (8)	SATISFACTORY/ ACCEPTABLE (6)	LIMITED POTENTIAL (4)	NOT ACCEPTABLE (2)
A	PROFESSIONAL					X
B	CONFIDENT			X		
C	SHARP OBSERVER			X		
D	LONG-TERM FOCUS				X	
E	MATURITY					X
F	INTEGRITY				X	
G	OPTIMISTIC			X		
H	ADAPTIVE					X
I	NONJUDGMENTAL		X			
Interviewer Notes	Said a few things that sounded inappropriate to me: unprofessional. Impulsive and extreme. Was focused on current career concerns but had done some thinking about the distant future. Valued guile, but for the most part seemed honest. Picked up only on my most obvious facial cues. A worrier who tried to sound cheerful.					