Executive Summary

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Welcome from the Executive Director

The mission of the USC Career Center remains to “enhance career development through partnerships and innovative technology in preparation for global career aspirations.”

The USC Career Center, and indeed the delivery of career development, is no longer confined by a central location or by physical confines. The career success of Trojans is now facilitated throughout the USC community. In part this is accomplished through partnerships and collaborations, but it is carried out more poignantly by integrating career development throughout a student’s experience.

With a commitment to the career plans and professional development of all undergraduates, the University of Southern California has created the "USC Career Pathfinder" to offer career advising for all undergraduate students in a coordinated, technology-supported, high-touch, and progressive fashion. The plan creates an undergraduate student experience that is unique to USC and leads undergraduate students to explore options, complete internships, and consider after-graduation plans, such as employment, fellowships, and professional or graduate school options. Regardless of major, all students have access to the most current and accessible building blocks for their post-USC launch.

The Career Pathfinder process is accomplished through enhanced connections between students and the four groups that primarily support career planning and student mentoring – faculty, academic advisors, career counselors and alumni. The entire USC community of central and school-based career services together with academic advisors, faculty members and alumni become the purveyors of the program.

USC has uniquely transformed the approach to career development from an office which a student may, or may not, visit to an integrated approach within the undergraduate student experience. The USC Career Center plays the critical role in initiating and implementing career-related centralized technologies, imparting best practices in career services university-wide, offers a certificate in career planning and resources to all academic advisors, works closely with faculty as they guide student career choices, and has created the tools and capacities which serve as a bridge between Trojan alumni and all current students – graduate and undergraduate. The Career Center provides specialized programming and resources for diverse and defined student populations often in coordination with other programs and offices including cultural centers, first-generation programs, and international students.

In effect, the USC Career Center has removed its walls, opened its doors, taken off our roof, and has embraced and fully supports the entire USC community as we, together, make sure that every Trojan is launched and succeeds in his or her professional pursuits.

Carl Martellino, Executive Director
Impressions of the Career Center

“We were very impressed with students’ preparation. They all came prepared with questions and resumes! We were really grateful for the time USC took in preparing their students.” - Murphy Research

“Loved my career advisor’s enthusiasm. It felt like she really cared about me, my resume, and how to prepare me to enter the world. First time there, [I] will certainly return and pass information on to my friends!” - Anonymous

“When people see a PhD student they assume that we have our careers all planned out and know exactly what we want to do and how to do it. However, having a career goal and actually being knowledgeable about that career path are two entirely different things. Attending the 6th Annual USC Beyond the PhD and Postdoctoral Career Conference allowed me to hear directly from people who have finished their PhD and are working in industry and academia. The many different speakers gave me insight and vision on how to approach my future career goals. They also gave me the confidence to aim far and pursue the dream job. I would recommend any PhD student, Postdoctoral Fellow, and even Masters Student to attend this conference for guidance and inspiration along their journey.” - Joseph, PhD Candidate

“I believe that a strong mentor-mentee relationship includes open communication, trust, and acceptance. With my mentor, I feel like there was no question I couldn’t ask. She actually invited so many more questions, and then went beyond that with extra advice as someone who has more experience.” - Anonymous First Generation Mentee
Internship Overview

Investigate Industries and Internships (i3)
Over the course of eight days during the Fall 2016 and Spring 2017 semesters, 95 employers from 8 different industries participated in this newer program that combined the internship fair component of Internship Week with the career exploration panels of Explore @4. A sample of this year’s employers included: Accenture, the County of Los Angeles, Fox, FTI Consulting, Johnson & Johnson, Live Nation, Union Bank, Peace Corps, The Walt Disney Company, Ticketmaster, Viacom Media Networks, and Visa. Over 650 students participated in i3 this year by networking with employers and learning about available opportunities and potential career paths in various fields.

2017 Global Fellows International Internship Program
15 organizations hosted 26 USC students for internships this summer. For the past seventeen summers, the USC Career Center has sent over 389 students to live and work in Asia for an eight-week cultural and professional internship experience with the generous funding from the Freeman Foundation. Undergraduate students, from all majors, were selected from a competitive application pool and interview process to work directly with Asian organizations including: American Chamber of Commerce, China Credit Information Service, Ltd., Commonwealth of Pennsylvania, GZM Cosmo, Hang Lung Properties Limited, Harilela (George) Limited, JW Marriott Hotel, Konew Financial Express Limited, Lee Kum Kee Family Foundation, National Taiwan University Office of International Affairs, Richemont Asia Pacific Ltd, and TUSA. To assist students with their transition, the Career Center held three pre-departure events including an orientation, cross-cultural training, and a send-off reception. This once-in-a-lifetime experience continues to educate Trojans on multiple levels about international business, history, and politics. They enthusiastically report that they return to campus with a new view on globalization and culture.

2016-2017 First Generation College Student Mentor Program
This year 28 students and 27 alumni participated in the First Generation Mentor Program. The Career Center’s First Generation Mentor Program allows undergraduate students to experience the world of work through a mentorship that focuses on professional development by fostering a relationship with USC alumni who were also first-generation college students. Student mentees receive career guidance, networking advice, and support from their mentors and Career Center staff. As a requirement of the program, the USC Career Center hosts monthly professional development events, including a networking mixer, a mock career fair, and an etiquette dinner.

First Generation Scholarship Program
In collaboration with our mentorship program and campus partners, we continued the scholarship opportunity for first-generation students seeking to gain hands-on work experience during the summer. This year, five students were selected through a competitive selection process and awarded a $2,000 scholarship each. Students gain insights into their career fields of interest through unpaid opportunities that might have otherwise been difficult to participate in without the scholarship. The program also was selected by the Senior Class of 2017 for funding from this year’s Senior Class Gift.

Internship-Net
The Career Center is a part of the Internship-Net (iNet), the global network listserv for internship professionals in education, business and the non-profit sector. Approximately 2,000 internships were posted in 2016-2017 through iNet. Duke, Georgetown, Gonzaga, Harvard, MIT, NYU, Northwestern, Penn, Rice, University of San Francisco, and Yale are some of the signature schools that belong to iNet.
Employer Relations and Research Overview

University-Wide Employer Relations
The Employer Relations and Research team collaborated with school-based career services offices and professionals across the campus to encourage and foster a University-wide model for providing career services to all USC students. We initiated the formation of a university-wide Employer Relations group to meet each semester to discuss open recruitment issues, and coordinate employer outreach efforts. The Employer Relations and Research team hosted the second annual Summer Open House for new employers and campus partners to meet and share about the different ways employers can recruit at USC holistically. We also took the lead in creating and updating existing recruitment policies to share with our campus colleagues. For example, we updated the employment visa sponsorship language in connectSC to be clearer for employers and students while maintaining compliance with the Department of Justice’s guidelines. We shared the Career Center’s fraudulent job posting protocol with all the career services professionals to prevent fraudulent employers from using any of our platforms to connect with our students, and added new language educating employers on what constitutes appropriate volunteer positions in connectSC.

Post-Graduation Destination Survey
Along with the Career Center, Marshall, Viterbi, Dornsife, and Annenberg launched the Post-Graduation Destination Survey through 12Twenty, our new survey platform in December 2016 to the graduating seniors. To increase the survey response rate, the Career Center offered $5 Amazon gift cards to the first 3,000 undergraduate students who completed the survey, as well as tabled at the Bookstore during cap and gown pick-up days for three weeks and attended the Senior SCend Off to collect surveys from seniors. Through this collaboration the Career Center provided a unified message to and process for all graduating students about the importance and ease of completing this important survey.

Graduate Schools Fair, Fall Career Fair, and connectSC Job Posting Employers
This was the fourth year the Career Center hosted the Graduate Schools Fair. Student participation increased by 34% this year compared to last year. Graduate school attendance increased by 17% when compared to 2016. The Career Center will continue to invite other local school undergraduates from Pomona College, Claremont McKenna College, Occidental College, Harvey Mudd College, Loyola Marymount University, and more to benefit from our growing regional Graduate Schools Fair. The Fall Career Fair was also very successful. There was a 32% increase in student participation, as well as a 31% increase in employer attendance. Over 200 employers attended the fair, making it one of the largest career fairs in the Career Center’s history. In connectSC, over 10,000 employers posted jobs for our students and alumni.

On-Campus Recruiting (OCR) Data

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Participants</td>
<td>3,263</td>
<td>3,368</td>
<td>3,053</td>
<td>3,192</td>
</tr>
<tr>
<td>Resumes Submitted</td>
<td>17,160</td>
<td>19,216</td>
<td>15,589</td>
<td>13,885</td>
</tr>
<tr>
<td>Student Interviews</td>
<td>4,234</td>
<td>5,578</td>
<td>5,263</td>
<td>5,357</td>
</tr>
<tr>
<td>Employer Participants</td>
<td>289</td>
<td>294</td>
<td>260</td>
<td>275</td>
</tr>
<tr>
<td>Interview Rooms Reserved</td>
<td>812</td>
<td>895</td>
<td>888</td>
<td>823</td>
</tr>
<tr>
<td>Resume Collections</td>
<td>56</td>
<td>37</td>
<td>36</td>
<td>33</td>
</tr>
<tr>
<td>Information Sessions</td>
<td>137</td>
<td>137</td>
<td>142</td>
<td>153</td>
</tr>
</tbody>
</table>
Executive Summary

Student and Alumni Career Programs and Advising Overview

Generational and Affinity Career Programming
The USC Career Center in partnership with the USC Alumni Association hosted nine career events for USC’s recent graduates, generational alumni groups, and affinity groups serving 1,787 alumni. Partnerships were made with the Young Alumni Council, the Second Decade Society, Encore Alumni, the Society of Trojan Women, the USC Women’s Conference planning committee, Veteran Alumni Network, the USC Provost Office, and the USC Sol Price School of Public Policy. Topics included: “How Technology is Changing the Workplace: “What You Need to Know at 50 +,“ “Branding Boot Camp: How to Manage your Personal Brand,” “Navigating Workplace Politics and Moving Up,” and “Project YOU 2.0: Managing Your 24/7 Lifestyle and Achieving Balance.” The Career Center also hosted the 13th Annual “Jump Start Your Job Search” series for December 2016, May 2017, and August 2017 recent graduates. In partnership with the Veterans Alumni Network, the Career Center hosted an alumni veterans career panel moderated by Marshall faculty. 331 USC alumnae attended the 9th Annual USC Women’s Conference career sessions topics included: “Negotiating for Leadership Success” and “How to Coach Women on Negotiating.”

Beyond the PhD and Postdoctoral Career Conference
The Career Center hosted the 6th Annual Beyond the PhD and Postdoctoral Career Conference on March 28. This event was successfully executed with the support of committed campus partners, including USC Graduate School, USC Office of Postdoctoral Affairs, USC Postdoctoral Association, USC Graduate Student Government, USC Viterbi Graduate Student Association, and USC Viterbi Graduate and Professional Programs. The 2017 conference welcomed USC Viterbi Graduate and Professional Programs as a new campus partner. The conference engaged over 300 PhD students, postdoctoral scholars, faculty, and senior administrators bringing new vision to their careers in academia and industry. The conference panelists and keynote speakers facilitated workshops and roundtable discussions with organizations that actively recruit PhD graduates.

Alumni Career Fair
The USC Career Center collaborated with the USC Alumni Association and the Annenberg School for Communication and Journalism to host our 7th Annual Multi-University Alumni Career Fair on March 10th. The eleven participating universities included USC, UCLA, Yale, Pennsylvania State University, Cal Poly Pomona, Arizona State University, University of Utah, University of Arizona, University of Washington, San Diego State University, and California State University, Long Beach. 1,710 alumni and graduating students registered for this live event on the USC campus. 98 organizations recruited candidates for entry-level and experienced positions including Amgen Inc., 24 Seven Inc., California State Auditor, County of Orange, Houzz, Kaiser Permanente, Kelly Services, Peace Corps, Pharmavite, RealtyMogul.com, Teledyne Scientific& Imaging, United States Secret Service, and Universal Music Group. This year we used the online event management tool Event Brite to handle all candidate registrations and used the Symplicity-based Career Fair module to manage all registrations from recruiting organizations. We provided participating organizations with an electronic resume book and sponsored professional photographers to take complimentary professional headshots of interested job seekers.

Veterans Career Fair
The first annual Veterans Career Fair was a true cross-campus and community-wide collaboration among the USC Career Center, the Office of the Provost, the USC Sol Price School of Public Policy, the Veterans Resource Center, the Veteran Alumni Network and other USC offices which was held during Veterans
Appreciation Week in November 2016. This inaugural event connected 37 employers with military hiring initiatives with 248 veterans and their families seeking opportunities. Employers included Alcon, eBay, Jet Propulsion Laboratory (JPL), LAUSD, Northrup Grumman, SpaceX, the Boeing Company, United States Secret Service, and Warner Bros. Entertainment.

**VMock**

Our technology-based reach has broadened to support our students’ career development. In a major effort, we launched VMock, a virtual AI-based resume critique software system. The use of VMock—the premiere platform in this space—has allowed the Career Center counselors, as well as staff in the school-based career services offices to focus more time on advanced career development and employer relations. The system permits students to improve their resume anywhere and anytime. This year the Career Center introduced VMock for all Dornsife College of Arts and Sciences and Viterbi School of Engineering students. We had over 5,600 resumes uploaded. 77% of the uploaded resumes are for undergraduate and graduate students from Viterbi and 33% are from Dornsife students. We plan to expand the schools that use VMock, including launching VMock to our Marshall students this fall.

**2016-2017 Career Advising & Counseling and Events**

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Scheduled Appointments</strong></td>
<td>3,255</td>
<td>2,586</td>
<td>2,675</td>
</tr>
<tr>
<td><strong>Drop-Ins</strong></td>
<td>5,432</td>
<td>3,924</td>
<td>3,755**</td>
</tr>
<tr>
<td><strong>Workshops &amp; Events</strong></td>
<td>9,370</td>
<td>12,410</td>
<td>9,917</td>
</tr>
</tbody>
</table>

*Workshop & Events numbers reflect the total number of attendees (not events)*

**As we implemented VMock and other technologies to augment our in-person services we have seen a decrease in our drop-in numbers. Our goal is to help students using technological augmentation to scale our services.*
Information Technology and Communications Overview

2017 brought our total participation in the connectSC/Symplicity Multi-School Environment (MSE) up to ten schools. The diversity of schools in the MSE allows for a wide array of job prospects, including opportunities for musicians, consultants, engineers, and more. Combined, over 26,000 opportunities were posted by over 10,000 different employers.

The MSE now consists of:

• USC Career Center – connectSC
• Annenberg School for Communication and Journalism – Annenberg Career Link
• Cinematic Arts – Industry Relations Job Board
• Iovine and Young Academy for Arts, Technology and the Business of Innovation – IYA Industry Connect
• Marshall School of Business (undergraduates) – Marshall Career Source
• Ostrow School of Dentistry, Chan Division of Occupational Science & Occupational Therapy, and Division of Biokinesiology & Physical Therapy – CareerConnections
• Price School of Public Policy – PriceNet
• Rossier School of Education – connectRossier
• Thornton School of Music – CareerConnect
• Viterbi School of Engineering – Career Gateway

Our main website, careers.usc.edu received nearly 670,000 visits from almost 230,000 users. This is compared to 550,000 visits by 186,000 users in 2016. Our integration of calendaring and job postings data with the public site both enriches the user experience and informs potential students and families of the opportunities available at USC. Our connectSC platform in the same timeframe was visited 662,000 times by 143,000 users. A major redesign and overhaul of the careers.usc.edu website made it easier for students and employers to find the information they need.
Executive Summary

Career Center Usage by School

Profiled here are on-campus recruiting interviews and career counseling usage by school. Although we offer our services to students from every school, the data show that students from four schools: Marshall, Viterbi, Dornsife, and Annenberg often comprise the majority of those who take advantage of the Career Center’s on-campus and in-person advising.

2016-2017 Career Center Usage by School

<table>
<thead>
<tr>
<th>School</th>
<th>On-Campus Recruiting Interviews</th>
<th>Career Advising &amp; Counseling (Scheduled &amp; Drop-Ins)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marshall</td>
<td>1,848 (34%)</td>
<td>1,506 (23%)</td>
</tr>
<tr>
<td>Viterbi</td>
<td>421 (8%)</td>
<td>1,479 (23%)</td>
</tr>
<tr>
<td>Dornsife</td>
<td>695 (13%)</td>
<td>1,780 (28%)</td>
</tr>
<tr>
<td>Annenberg</td>
<td>52 (1%)</td>
<td>444 (7%)</td>
</tr>
<tr>
<td>All Other</td>
<td>2,341 (44%)</td>
<td>1,221 (19%)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>5,357</td>
<td>6,430</td>
</tr>
</tbody>
</table>
Career Center Usage by Class Standing

Profiled here are on-campus interviews, scheduled career counseling appointments, and drop-in career counseling visits by class standing. The data presented are cumulative for each area. As is consistent with Career Centers across the country at our benchmark schools, we find that juniors and seniors are often the primary consumers of the Career Center’s on-campus recruiting, advising, and counseling sessions.

### 2016-2017 Career Center Usage by Class Standing

<table>
<thead>
<tr>
<th>Class Standing</th>
<th>On-Campus Recruiting Interviews</th>
<th>Scheduled Counseling</th>
<th>Drop-In Counseling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seniors</td>
<td>2,101 (39%)</td>
<td>753 (28%)</td>
<td>989 (26%)</td>
</tr>
<tr>
<td>Juniors</td>
<td>1,324 (25%)</td>
<td>476 (18%)</td>
<td>672 (18%)</td>
</tr>
<tr>
<td>Sophomores</td>
<td>369 (7%)</td>
<td>335 (13%)</td>
<td>471 (13%)</td>
</tr>
<tr>
<td>Freshmen</td>
<td>42 (1%)</td>
<td>115 (4%)</td>
<td>146 (4%)</td>
</tr>
<tr>
<td>Graduate</td>
<td>317 (5.9%)</td>
<td>560 (21%)</td>
<td>1,300 (35%)</td>
</tr>
<tr>
<td>Doctorate</td>
<td>7 (0.1%)</td>
<td>64 (3%)</td>
<td>85 (2%)</td>
</tr>
<tr>
<td>Other/Alumni</td>
<td>1,197 (22%)</td>
<td>344 (13%)</td>
<td>75 (2%)</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>5,357</strong></td>
<td><strong>2,675</strong></td>
<td><strong>3,755</strong></td>
</tr>
</tbody>
</table>
Conclusion: 2014 – 2017 Strategic Initiatives

Presented here are the four Strategic Initiatives identified in the USC Student Affairs Strategic Plan as critical for the Career Center moving forward in order to provide exceptional career development services for USC students and alumni.

1. Expand coordination and collaboration with all career services operations throughout the university. The Career Center continued to coordinate and collaborate with school-based career services operations throughout USC. This collaboration extended beyond career services offices and included academic departments, school-based student affairs offices and career services offices, and academic advising through undergraduate programs. We work closely with departments and services that support the post-graduation plans of Trojans.

2. Engage academic advisors through the USC Career Center Certification Program. The USC Career Center partnered with academic advisors and student affairs professionals to discuss how students can connect their academic learning with career-related goals through the in-service certification workshops. Academic advisors, and other members of the USC community, can view the workshops and sign up online to attend here.

3. Collect and analyze post-graduation outcomes for undergraduates. One of the measures of USC’s success is where our students work and what our students do after graduation. Collecting and analyzing the post-graduation employment outcomes for undergraduates is an increasingly important metric for universities nationwide. The Career Center launched the Post-Graduation Destination Survey to the August and December 2016 graduates on December 8 through 12Twenty. Because 12Twenty allows for data to be surveyed with school-based custom-branded emails, this helped increase the response rate at each participating school. 12Twenty’s strongest feature is its data analytics. We can produce reports that dissect the data in a wide variety of ways. Through 12Twenty’s dashboard, the data can be used by career counselors and advisors throughout campus when advising students. Once we have collected enough data, students can also use 12Twenty to compare salaries and determine which industries graduates in similar majors have gone to work, among other analyses. Students can effectively use this data to make informed career decisions. The Career Center is continuing to take the lead in developing best practices for increasing response rates. In addition, 12Twenty allows for “knowledge-response” data to be collected (i.e., data scrubbed from sources other than surveys, such as FB, LinkedIn, etc.) and recorded with notation for audit. The data is in real time and can be aggregated to maintain anonymity of respondents. This feature will also allow us to capture more data.

4. Integrate graduate and professional school resources into the Provost’s initiative for the Undergraduate Plan for a Career. Graduate and professional school resources are currently managed through the Pre-Professional (Pre-Graduate, Pre-Health, and Pre-Law) office in Dornsife. The USC Career Pathfinder was created and integrated into the dashboard within the career tab for academic advisors on the academic advisement database. Within the scope of the four-year plan, we added resources or access to existing resources for academic advisors directing students interested in graduate and professional school pursuits. We have also included graduate and professional school information within our Career Access Resource Library (CARL).
2017 Platinum Partners
Mission of the USC Career Center

Enhance career development through partnerships and innovative technology in preparation for global career aspirations.
2016-17
609 Employers Recruited On-Campus through the
USC Career Center

24 Seven Inc.  Alliance Residential Company
3Q Digital  AllianceIT
4WT Media  Allstate Insurance
826LA  Alpha Public Schools
9 Dots  Altus Group
A Change in Trajectory, Inc.  Alvarez and Marsal
AB Bernstein  Amazon
Abercrombie & Fitch  Amazon Japan
ABF Freight  Ambry Genetics
Accenture  American Honda Motor Co., Inc.
ACT Commodities  Amgen
Admission Masters  ANALYSIS GROUP, INC.
Adobe Systems  Andersen Tax
Advanced Sports Media  Answer Financial, part of Allstate Insurance
Adventist Health  Apex
AEON Corporation  APIIS Financial Group
Aetion  APLA Health
Aflac  Apple Finance
Air Force Office of Special Investigations  Apple, Inc.
Akuna Capital  Applied Medical
Alcon  ARAMARK
ALDI (Pre-night)  Armanino LLP
Aldi Inc.  Arthur J. Gallagher & Co.

• 2016 Fall Career Fair  • 2016 Fall i3
• 2016 Fall OCR  • 2016 Fall Veterans Career Fair
• 2017 Spring OCR  • 2017 Spring Employer Resume Review
• Multiple Career Events  • 2017 Spring Alumni Career Fair
• Trojan Talks  • 2017 Spring Diversity Networking Mixer
ASSA ABLOY Door Security Solutions
Assurance Hospice
AT&T
Autism Behavior Intervention
Avasant
AXA Advisors
Ayzenberg group
B2X Global
Bacaro LA/Natures Brew Hospitality Group
BAIN & COMPANY
Balboa Capital
Banc of California
Bank of America Merrill Lynch
Bank of America Merrill Lynch Wealth Management
Bank of Hope
Barclay’s
Barclays Capital
Barclay's Overflow
Barnana
Bay Alarm Company
Bay Cities Corporation
BDO, LLP
Beacon Hill Staffing Group
Bee Smart Scholars Foundation
Berkeley Point Capital LLC
Bessemer Trust
Best Friends Animal Society
BioLegend
Bloomberg
Blue Fever
Blue Shield of California
Bluewolf
Bobit Business Media
BOBRICK WASHROOM EQUIPMENT, INC.
Boeing
Booz Allen Hamilton
Boston Consulting Group
Breakthrough Collaborative
BresMed America Inc.
BrightEdge
Brookhurst Insurance Services
Build America Mutual
Burlington Stores
Business Talent Group
c|a ARCHITECTS
Cain Brothers & Company
Cal/OSHA - State of California Division of Occupational Safety and Health
California Cryobank LLC
California Department of Business Oversight
California Department of Insurance

• 2016 Fall Career Fair
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• 2016 Fall i3
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• 2017 Spring Career Fair
• 2017 Spring Employer Resume Review
• 2016 Fall i3
• 2017 Spring i3
• 2017 Spring Alumni Career Fair
• Multiple Career Events
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• 2017 Spring Diversity Networking Mixer
California Department of Transportation (Caltrans)
California Psychcare
California Republic Bank
California State Auditor
Cambridge Associates
Capco (The Capital Markets Company)
Capgemini
Capital Lumber Company
Capital One
Capstone Partners - MassMutual
Cardinal Education
Cardinal Health
CAST Management Consultants
CBS Entertainment
Ceasars Entertainment
CEDARS-SINAI HEALTH SYSTEM
Centerfield
Centerview
Central Intelligence Agency
Century 21 Peak
CFPB
CGI
Change Corps
Charity Brands Consulting
Child and Family Guidance Center
Child Rights and You America, Inc.
CIA
Cisco
Citi
Citizen Relations
Citrix
City Kids School
City National Bank
City of Long Beach
City of Long Beach - Police Department
City Year
Clark Construction
Classic Concepts, INC
CliftonLarsonAllen (CLA)
Clique Media Group
Cognizant
CohnReznick
CollegeSpring
Colton Joint Unified School District
COM2US USA, INC
Comcast
Comcast NBCUniversal
Comerica Bank
Community Clinic Association of Los Angeles County

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• 2016 Fall OCR
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Community Development Commission of the County of Los Angeles
Compass Lexecon
Conrad N. Hilton Foundation
ConsumerTrack Inc.
Copy Solutions Inc | Xerox
Copy Solutions, Inc.
Cornerstone
Cornerstone Research
County of Los Angeles - Department of Mental Health
County of Orange
Covance
Cowen & Company
Credit Suisse
CrowdStrike Inc.
Crowe Horwath LLP
Crown Castle
CYPRESS SEMICONDUCTOR
D.A. Davidson & Co.
Dataminr
Davita Healthcare Partners
DDO Artists Agency
DeciBio Consulting
DELOITTE & TOUCHE USA LLP
Deloitte Consulting
Dentsu Aegis Network
Devlaur
Dexcom
DHL
DialogueDirect
Dialogues Inc.
DineEquity
DirectEd Educational Services
Doctor Evidence
Dojo
DUFF & PHELPS, LLC.
Dyson
E&J Gallo Winery
Easter Seals Southern California
eBay
Ednovate Charter Schools
EDP Renewables
EDWARDS LIFESCIENCES
EIC New Pathway
El Segundo Police Department
Eli's Collision Repair
EliteMed
Encore Capital Group
Enterprise Rent-A-Car
Equinox Fitness Clubs

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Ernst & Young, LLP
ETTA
Evercore
Evertz USA Inc.
Evolution Design Lab
Ex-Consultants Agency
Expedia, Inc.
Expeditors International
Expeditors International of Washington, Inc.
Experian
EY-Parthenon
Factset Research System Inc
Families in Schools
Farmer John
Farmers Insurance
Federal Bureau of Investigation
Federal Deposit Insurance Corporation
Financial Technology Partners
Firefly Games
FirstSteps for Kids
Fisher Investments
Five Acres
FocalPoint Partners
Foresters Financial Services, Inc.
FOX

Fox News
FTI Consulting
Fuller Investment Management Company
Fund for the Public Interest
Galileo Learning
GAMEVIL USA, Inc.
Gap Inc.
GCA Advisors
GCA Savvian
GE Commercial Leadership Program (CLP)
GENERAL ELECTRIC - GE
Global Girl Project
Goldman Sachs
Golin
GQR Global Markets
Granite Services International
GRANT THORNTON LLP C.P.A.
GREAT AMERICAN GROUP
GreenDot Corporation
GroupM
GSN
GUESS?, Inc.
Gursey | Schneider LLP
H2R Productions

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Hajoca Corporation
Hammond Hanlon Camp LLC
Hanes Investment Realty, Inc.
Harbin Institute of Technology
Havas Edge
Hawke Media
Hawthorne Advertising
Heart English School in Japan
Heidi Duckler Dance Theatre
Herbalife Nutrition
Hillstone Restaurant Group
Hire Heroes USA
HITACHI CONSULTING
HML Investments
HNA Tourism
Hollywood Branded
HOLTHOUSE CARLIN & VAN TRIGT LLP
Honda of Downtown Los Angeles
Honeywell Aerospace
Hormel Foods
HOU LIHAN LOKEY
Houzz
Hughes Marino
Hydra Electric
IBM
imFORZA
Impact Radius Inc
Independent Living Systems
INROADS Pacific Region
Inspire Entertainment
INTERNET BRANDS, INC.
Intrepid Investment Bankers
InviteManager
Irvine Company
ISBX
J.P. Morgan
JET Program
Jet Propulsion Laboratory
JLL
JM Eagle
JMAS Group
JMI Equity
JMP Securities
Johnson & Johnson
JONATHAN CLUB
JP Morgan
JP Morgan Chase (Commercial Banking)
K1 Investment Management
Kaiser Permanente
Keck Medicine of USC
Kelly Services
Kerson Dynamics
Kitechild
KONE
Korn Ferry Futurestep
KPMG
L.A. CADA
LA Kitchen
LA Promise Fund
Laserfiche
Latham & Watkins LLP
Law Offices of Booth & Koskoff
Lead Edge Capital
Lean Engineering
Learn4Life
Lee & Associates - Investment Services Group
LendGenius.com
Lennar
Levi
Levi Strauss & Co.
Lieberman Research Worldwide
LifeStreet
Lights and Sounds Collective
Lincoln International
Live Nation Entertainment
Living Advantage
Living Spaces
Lockton Insurance Brokers, LLC
Longboard Asset Management
Lord, Abbett & Co. LLC
L’Oreal
Los Angeles Airports Police
Los Angeles County Dept. of Mental Health
Los Angeles County Employees Retirement Association (LACERA)
Los Angeles County Probation Department
Los Angeles Unified School District
Los Angeles Youth Network
Lyon Stahl Investment Real Estate
Macquarie Holdings USA Inc.
Macy’s
Madame Gandhi
Maersk Line
Makena Capital Management
Marcum LLP
Marcus & Millichap
Marine Corps Programs
Marine Officer Programs
Marsh
MassMutual Financial Group

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Matthews Real Estate Investment Services
Mckinsey & Company
MDB Family
Meaden & Moore, LLP
Mediakix
Meggitt (North Hollywood), Inc.
MelroseMAC
Meltwater Group
Mercer
Metro Paws LLC.
MGM Growth Properties
Microdesk
Microsoft
Mindshare
MK Partners, Inc.
Mockingbird Analytics
Mondelez International
Morgan Stanley
MOSS ADAMS LLP
Mountbatten Institute
MRC Smart Technology Solutions
Mu Sigma Inc
MUFG Union Bank, N.A.
Munchkin, Inc.
Murphy Research
Muscular Dystrophy Association
MVP Sports Group
My Favorite Company, Inc.
National Geospatial-Intelligence Agency
Nectar Product Development
Neilson Financial Services
NetApp
NetSuite
New York Life
New York Life/NYLIFE Securities LLC
Next Trucking
Nitori (Pacific Reach Advisors)
NOAA Commissioned Officer Corps
Northrop Grumman Corporation
Northwestern Mutual
Northwestern Mutual Los Angeles
NYX
Oben
Ocean Tomo LLC
Octapharma Plasma, Inc.
Office of Councilmember Marqueece Harris-Dawson- Council District 8
Office of the Comptroller of the Currency
Ogilvy & Mather
OnPrem Solution Partners

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Opera Solutions
Optimist Youth Homes & Family Services
Optimity Advisors
Opus Bank
Oracle
Otis Elevator Company
Overseas Credit
Oxnard Union High School District
Pacific Crest Securities
Pacific Park
Pacifica Christian High School
Panda Restaurant Group, Inc.
Paramount Pictures
Patina Restaurant Group
Paul Hastings LLP
Paycom
PayPal
Peace Corps
Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility
Penn, Schoen and Berland Associates
PennyMac
PetSmart
PharmaPro Solutions
Pharmavite
Phoenix House

PIMCO
PINS Advantage
Piper Jaffray & Co
PIRG Campus Action
Playworks Southern California
PNC
Populus Brands
PPG Architectural Coatings
PrepZone
Prime Healthcare
Private Health Management
Professional Child Development Associates
Project Scientist
Prologue Immersive
ProNear
Propagate Content
Prosum
PROTIVITI INC.
Prudential
Prudential Advisors
Prudential Capital Group
Pulse Secure
Purple Squirrel
PwC
PwC China Program - "You Plus"

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Qualcomm
R.W. Selby & Co.
Raymond James
Raytheon
REAL Software Systems LLC
RealtyMogul.com
Redwood-Kairos Real Estate Partners
Regents Capital Corporation
Resolution Economics, LLC
RG Pacific LLC
Riparian LLC
Robert Half
Rosano Partners
Rothschild
RPA
RSM
RT Specialty
Rx Research Services & Foundation
Saint Agnes Medical Center
SAJE
San Jose Police Department
SanDisk Corporation
Sanofi
SC Distributors, LLC
Scorpion Internet Marketing
Seneca Family of Agencies
ServiceTitan, Inc.
SGN
Shawmut Design and Construction
Shoo-in LLC
Showgo
SideFX
Silicon Valley Bank
Simon-Kucher & Partners
Sixt rent a car
Skechers
Skid Row Housing Trust
Skurt
Skyline Home Loans
Snyder Langston
Sofar Sounds
Southern California Edison
Southern Wine & Spirits
SouthWest Medical Resources
Space and Missile Systems Center, US Air Force
SpaceX
Special Service for Groups, Inc. (SSG)
Splunk
Squar Milner, LLP
St. Joseph Center

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• TrueCar
• Truffle Pig
• TTI Floor Care - Hoover & Dirt Devil
• U.S. Agency for International Development/Food for Peace
• Uniqlo USA
• United States Department of State
• Universal Creative
• Universal Music Group
• Universal Parks & Resorts
• Universal Processing
• Universal Studios Hollywood
• University of Southern California
• University of Southern California - Office of the Provost
• University of Southern California, Rossier, Southern California College Advising Corps
• Up2Us Sports
• Uplift Family Services
• UPS
• Urban Outfitters
• Urban Teachers
• URB-E
• US Army Healthcare Recruiting Team
• US Bank
• US Navy
• USC / Information Sciences Institute
• USC Asian Pacific American Student Services
• USC Career Center
• USC Department of Public Safety
• USC Economics Department - Economics Career Summit
• USC Investment Office
• USC Talent Acquisition
• USC Viterbi School of Engineering - STEM Educational Outreach Programs
• Vanguard
• Venture for America
• Verizon Digital Media
• Verizon Wireless
• Viacom Media Networks
• Vid.me
• Visa
• Vista Community Clinic
• Walk With Sally
• Walt Disney Parks and Resorts
• Warner Bros. Entertainment
• Wedbush
• Wedbush Securities
• Wells Fargo
• Wells Fargo Securities
• West Monroe Partners

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Western Asset Management
Western Digital
Westmount Asset Management
WhiteWave Foods
William Blair & Company
Windsor Communities
WNC & Associates, Inc.
World Oil
Worthe Real Estate Group
WRKSHP
WYLD
Xenon Health
XPO Logistics
Youth Policy Institute- Promise Corps
Yusen Terminals LLC
Zero Energy Contracting
Zillow Group
ZipRecruiter
ZS Associates
Zynga