

USC Marshall Recruiter Handbook

2024-2025

USC Marshall

School of Business

Undergraduate Career Services

COMMUNITY COLLABORATION CULTURE
USC MARSHALL SCHOOL OF BUSINESS

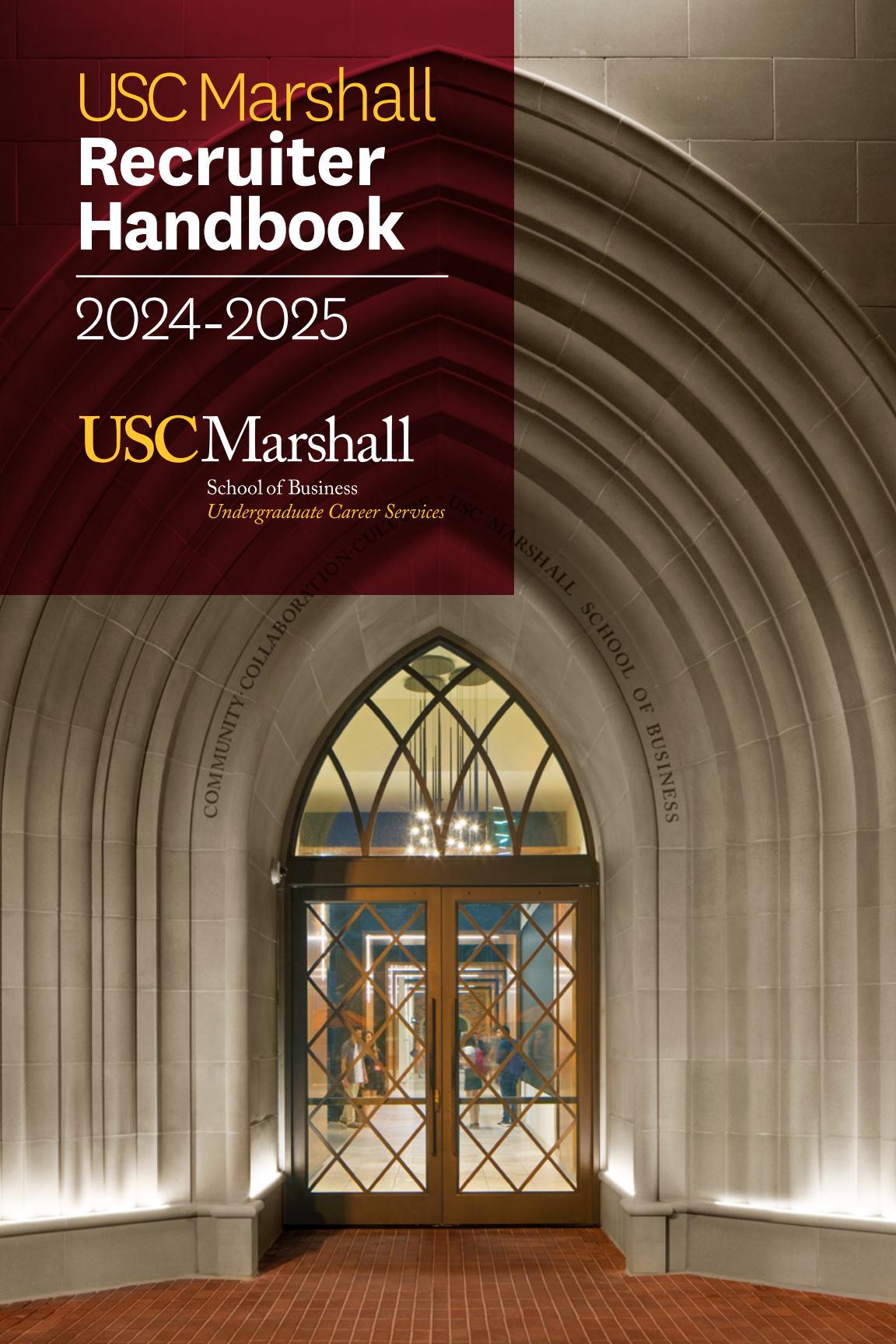




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FULL-TIME

Annie Li
Lazard
Investment Banking Analyst



USC Marshall has been instrumental in my career development journey. As someone initially unfamiliar with careers in finance, I've been able to complete several internships across various financial sectors in major cities during my time at USC. Both inside and outside the classroom, I've embraced several hands-on learning opportunities. Led by professors who incorporate real-world industry insights and case studies, the Marshall curriculum blends theoretical frameworks with practical applications. Participating in organizations like the Trojan Investing Society and consulting clubs allows students to put classroom knowledge into practice, honing problem-solving and teamwork skills crucial in any career. Marshall also encourages global exposure – studying abroad in Singapore and completing an internship in London allowed me to explore different economic systems and cultural practices, greatly enhancing my international perspective. The strong community of upperclassmen and alumni has further enriched my experience, providing invaluable mentorship for my professional growth. USC Marshall fosters a culture of collegial support over competition, and I've felt empowered every step of the way to take on new challenges.

Dear Recruiters:

This year marks three consecutive years of our undergraduate program being ranked in the top three business undergraduate programs in the country by Poets and Quants. This sustained ranking is a testament to the quality of our students and programs, and our strong partnership with all of you.

USC Marshall continues to innovate with the launch of another joint degree program, the *BS in Real Estate Finance and Development* that leverages resources of two world-class institutions, the Marshall School of Business and the Sol Price School of Public Policy. This degree joins the impressive array of programs that includes: *BS AI for Business (in partnership with the Viterbi School of Engineering)*; *BS Accounting and Finance*; *BS in Business of Cinematic Arts* (joint with the School of Cinematic Arts); *Accounting*; and *World Bachelor of Business*. In addition to these programs, our students can select Business Emphases of Business Analytics, Communication, Entrepreneurship and Innovation, Finance, International Relations, Leadership and Innovation, Marketing, Real Estate Finance, and Risk Management.

Our students build their skills from a highly rigorous, cross-disciplinary curriculum that gives them technical knowledge and also provides them with varied experiential opportunities to enhance their interpersonal and leadership skills.

Real-World Experiences with Global Fluency

Beyond the curriculum, students also have opportunities to enhance their skills by engaging with student organizations, pro-bono consulting engagements and volunteerism, along with hands-on experience from diverse internship opportunities.

In addition to a USC student community with representation from 128 countries, a large number of Marshall students participate in

international programs each year, instilling in them a global perspective that is critical to the makeup of a 21st century business professional. As one recent graduate proudly stated, “it takes the world to make a Marshall graduate.”

USC Marshall offers a diverse group of talented, motivated, and skilled undergraduates ready to take on exciting internships and full-time opportunities. Our students have risen to the challenges posed by a global pandemic, and have demonstrated resilience, adaptability, and perseverance. They are stronger than before and are ready to join the efforts to rebuild the global economy. We call upon you to join the USC community of faculty, centers of excellence, administrators, and accomplished alumni, to continue to promote the growth and development of these talented students.

Working Together

Whether you are a new or longtime recruiting partner, we value your interest in USC Marshall and USC Leventhal students and look forward to working with you to develop a customized recruitment strategy and build a presence on campus. We encourage you to explore the many ways to partner with Marshall Undergraduate Career Services, whether it is through our multifaceted corporate partner programs or by participating in our recruiting and career development initiatives.

This year, the USC Career Center along with the other school career offices will be joining USC Marshall in Handshake, the leading career management platform. Please continue to connect with us on Handshake where we are well positioned to help you achieve your recruitment goals. We look forward to another successful recruiting year!

Fight On!

Patrick Cates

Associate Dean for Undergraduate Programs
USC Marshall School of Business

Academic Strengths



USC Marshall's innovative curriculum allows our undergraduates to combine in-depth knowledge of the theory and practice of business with a solid foundation in the liberal arts. The course of studies is based on the USC foundation of "breadth with depth" with a core curriculum that encompasses all the major cornerstones of business coupled with flexibility to explore courses within Marshall and within the university at-large. Within Marshall, our students have access to multiple areas of study including Accounting, Accounting and Finance, AI for Business, Business Administration, Business of Cinematic Arts, and World Bachelor in Business. This year sees the launch of another new joint degree: BS in Real Estate Finance and Development that leverages resources of two world-class institutions, the Marshall School of Business and the Sol Price School of Public Policy.

Moreover, our Business Administration major enables students to concentrate in a business area of their interest through the following emphases: Business Analytics, Communication, Entrepreneurship & Innovation, Finance, International Relations, Leadership & Innovation, Marketing, Real Estate Finance, and Risk Management. USC Marshall's entire undergraduate program has been designated STEM, thus providing international students the ability to apply for a 24-month OPT extension subject to DHS guidelines.

With these varied options at their disposal, our students pursue individual interests, developing as well-rounded, multi-faceted, and intellectually curious citizens of the business world. Many of our students are double majors and/or complete at least one minor.

EMPLOYER

Peter Wallace

COMPANY: Walmart (Walmart Connect)

TITLE: Senior Sales Manager



Marshall produces best in class business professionals who join our team ready to learn and contribute. The Career Services staff at Marshall are exceptional, and their deep understanding of our business is the foundation of our strong partnership.

Common Double Majors:

Applied and Computational Mathematics
Communication
Computer Science
Economics
Health and Human Sciences
Political Science
Psychology
Public Relations
Real Estate Development
Sociology

Common Minors:

Applied Analytics
Artificial Intelligence Applications
Cinematic Arts
Computer Programming
Dance
Entertainment Industry
Music Industry
Psychology
Real Estate Development
Sports Media Industries

Student Profile



290

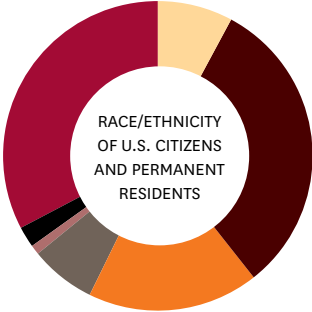
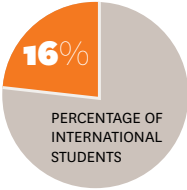
Leventhal School of Accounting students

3868

Marshall School of Business students

4158

total number of Marshall and Leventhal students



- Black 7.9%
- Asian 31.7%
- Latino/Hispanic 18%
- Multiethnic/ Multiracial 6.9%
- Native American or Pacific Islander < 1%
- Unknown 2.2%
- White 32.9%

(Based on 2023 data)

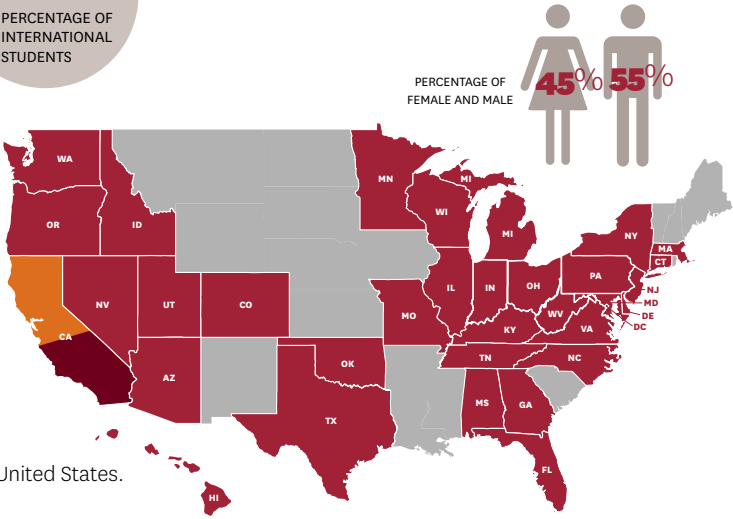
Where were our graduates hired?

States highlighted on the map indicate where our students accepted full-time jobs in the last five years.

CLASS OF 2023

- Northern California 14%
- Southern California 51%

5% accepted jobs outside of the United States.



FULL-TIME

Olamide Babayeju
McKinsey & Company
General Analyst



As a student in the World Bachelor in Business, a triple-degree program with three participating universities in the U.S., Italy, and Hong Kong, I have been afforded a truly interdisciplinary education. Through Marshall, I have garnered tangible skills in business while simultaneously being introduced to foreign affairs and cultural nuances. Marshall has an entrepreneurial spirit that excites students to get involved on campus. From participation in extracurriculars like Troy Labs and International Consulting Club to my involvement as a Marshall Student Ambassador and Global Social Impact student consultant, my time at USC has provided me with a wealth of experiences to succeed professionally. These last four years, Marshall has satiated and deepened my craving for diversity of thought and experiential learning by providing me with an unparalleled university experience.

Marshall Corporate Partner Programs



Marshall Undergraduate Career Services is committed to partnering with employers and being a conduit to our diverse and talented undergraduates. We recognize the highly competitive nature of the recruiting process and the importance of building an effective recruiting strategy. Our Career Services team is here to work with employers to determine the best approach to connect with our career-focused students. Marshall Corporate Partner Programs provide a wide range of opportunities to engage with students. We invite you to explore the many options and perquisites offered for the 2024-2025 academic year.

Contact us at ugcareers@marshall.usc.edu and schedule a meeting to discuss which approach best meets your hiring needs.

Corporate Sponsorship Perquisites	Cardinal \$1,500	Silver \$2,500	Gold \$3,500
Featured copy in weekly career e-newsletter	●	●	●
Targeted interest group emails upon request	●	●	●
Individualized introduction to student orgs	●	●	●
Paid parking for Marshall undergraduate recruiting events	●	●	●
Sponsorship recognition on Career Services webpage	●	●	●
Complimentary Signature registration for Marshall and Leventhal Undergraduate Career Fair (Fall & Spring)	●	●	●
Complimentary registration for Marshall and Leventhal Industry Night (Fall) and ERG Diversity Reception (Fall)	●	●	●
Presentation space at Marshall Industry Night		●	●
Individualized consultation session on recruiting strategy and ongoing support of recruiting efforts	●	●	●
1 On-campus info session (Fall or Spring semester) *	●	●	
2 On-campus info sessions (1 Fall & 1 Spring semester) *			●
Room to host 1 Coffee Chat (Fall or Spring semester) *		●	
Room to host 2 Coffee Chats (1 Fall & 1 Spring semester) *			●
Table Hour Space (1 day - Fall or Spring semester)			●

* Can be virtual, date/time is scheduled based on availability.

All in-person events held on campus MUST meet university guidelines.

Your sponsorship funds quality career programming and resources for USC Marshall and Leventhal Undergraduate Students such as

- First Year Career Launch
- Summer Virtual Internships
 - Success Suits You
- Marshall Undergraduate Career Services Internship Award

Fall 2024 Career Fair

Marshall and Leventhal Undergraduate Career Fair is our largest networking and recruiting event, connecting employers with our enthusiastic and career ready sophomores, juniors and seniors. Sponsoring this event is a great way to increase your company's visibility and promote your opportunities both prior to and during this key recruitment season.

Sponsorship Perquisites

	Participant \$500	Signature \$750
Wednesday, September 18th 6pm-8pm RTCC Trojan Ballroom		
Registration for up to 2 representatives	●	
Registration for up to 4 representatives		●
Logo on all event communication materials		●
Higher visibility table placement		●
Recognition of sponsorship on event website		●
1 page ad in event program		●

For additional details and to register on Handshake [click here](#)

Additional Opportunities to Engage



LinkedIn Photo Booth

Have your company name/logo displayed at our LinkedIn photo booth (Fall or Spring)

multiple available

\$700



Industry Night

This evening offers you the opportunity to network with juniors and seniors in a casual setting

September 10th

\$1,000



ERG Diversity Reception

Network with a diverse group of multicultural and veteran students

October 8th

\$1,000

Collateral Sponsorships (Free)

Display your company name/logo on giveaways: t-shirts, pens, portfolios, water bottles, etc. Items can be shipped to:

USC Marshall Undergraduate Career Services

Attn: Lisa Luna

610 Childs Way, JFF 201, Los Angeles, CA 90089-3362

If interested in recruiting students from Leventhal School of Accounting, please email Lusine Balikyan balikyan@marshall.usc.edu

Employer Resources



Starting this academic year, the USC Career Center along with all other Schools will be utilizing Handshake as the university's primary Career Services Management Platform. Marshall will continue to partner with Handshake as before. We encourage you to participate in our Marshall career development events, partner with a student organization, and promote your full-time jobs, internships, and events on Handshake.



Handshake provides employers better access to the talented students we serve; and our undergraduate business and accounting students utilize Handshake as their primary career platform. You will be able to not only post job opportunities directly to students but also view applicants, search and communicate with students, directly sign up for career fairs and more! All at no cost. If you would like further information on joining the Marshall Handshake community, please contact ugcareers@marshall.usc.edu. We look forward to collaborating with you and helping you achieve your recruiting goals effectively and efficiently.

Additional resources to build your company presence, promote opportunities and collect applications:

- **Communication/ Promotion Channels** – submit a blurb to be included in Marshall's weekly career e-newsletter, industry-specific opt-in lists, and/or social media pages via ugcareers@marshall.usc.edu
- **Marshall Corporate Partner Programs** – enjoy exclusive opportunities to engage with Marshall and Leventhal students
- **Marshall and Leventhal Career Fairs (Fall and Spring Semesters)** – network with our top sophomores, juniors, and seniors
- **Marshall Student Organizations** – connect with over 30 student organizations
- **On-Campus Information Sessions and Interviews with Marshall** – exclusively available to all Corporate Partners. All others please contact the USC Career Center for more information at ocr@usc.edu or (213) 740-9111

EMPLOYER

Lauren Irwin

COMPANY: Cushman & Wakefield

TITLE: Early Talent Program Manager



USC Marshall offers best-in-class programming and opportunities for employers to connect with their students. We are constantly impressed with the high caliber of students we have engaged through participation in virtual career fairs, career education events, mentorship programs, student organization partnerships, Handshake, and more. We look forward to our continued partnership with USC Marshall and bringing top Trojan talent into our firm!

Employer Engagement



Our Career Services team is here to work with employers to determine the best approach to connect with our career-focused students. Following are the key dates to help you plan your recruitment activity.

Key Fall Recruiting Dates

- Aug 26** Fall Semester Begins
- Sept 4-Nov 22** ... USC OCR*
- Sept 10** Marshall Industry Night (IP)
- Sept 12** USC Career Fair* (IP)
- Sept 18** Marshall and Leventhal Career Fair (IP)
- Late Sept** Marshall Consulting Week (IP or V)
- Mid Sept-Oct** ... Leadership Development Program Showcases (V)
- Mid Sept-Oct** ... Pizzas & Professions (IP or V)
- Oct 8** ERG Diversity Reception (IP)
- Oct 10-11** Fall Recess
- Dec 19-Jan 12** ... Winter Recess

Key Spring Recruiting Dates

- Jan 13** Spring Semester Begins
- Jan 22-April 18** USC OCR*
- Feb 6** USC Career Fair* (IP)
- Feb** Marshall and Leventhal Career Fair (TBD)
- Late Jan-Feb** ... Explore Careers (IP or V)
- Feb-March** Industry Insights (V)
- Mar 16-23** Spring Recess
- May 16** Commencement

IP = In Person

V = Virtual

*USC Career Center led programs

EMPLOYER

Jessica Commisso

COMPANY: KPMG

TITLE: KPMG University Recruiter



USC Marshall students are always some of KPMG's top recruits across the country. As a recruiter going on my 4th year partnering with Marshall, I am always the most impressed by the number of student organizations housed under Marshall. Each year I am learning of new extra-curricular opportunities that Marshall students can get involved in, and the list is certainly growing. Having connected with many students who participate in these organizations, it is evident that the students can gain many relevant skillsets and leadership experiences, setting them up for success in their future workplace.

Salary Information



Overall Mean Salary for 2023 Graduates
\$86,992

INTERNSHIP

Jaden Kirshner

Creative Artists Agency (CAA)
 Business Strategy Intern

USC Marshall is so special because of how strongly it has supported me inside and outside the classroom. The classes are centered on practical business cases that have honed my critical thinking and problem solving skills. Through Marshall's unique dual degree program in the Business of Cinematic Arts, I have been able to pursue both of my interests in business and entertainment, learning technical and creative skills in the process. Outside of the classroom, I have formed lifelong relationships with mentors and peers through the Career Advantage Program and Marshall Entertainment Association. I am so grateful for the community and opportunities at Marshall that have shaped my professional and personal growth!



SALARY INFORMATION BY TOP INDUSTRIES

	%	AVG. ANNUAL SALARY
Accounting/Audit/Tax	11%	\$76,923
Advisory	7%	\$84,469
Consulting	10%	\$101,365
Consumer Packaged Goods	2%	\$69,000
Financial Services	27%	\$95,008
Insurance/Risk Management	2%	\$73,000
Media/Entertainment	7%	\$69,800
Real Estate + Construction	8%	\$87,357
Retail	2%	\$67,333
Sports/Leisure	2%	\$72,500
Technology	10%	\$91,056

*Accounting/Audit/Tax does not include Advisory Services
 Financial Services includes Banking & Investment Banking*

SALARY INFORMATION BY TOP JOB FUNCTIONS

	%	AVG. ANNUAL SALARY
Accounting	10%	\$75,889
Banking Analysis	4%	\$83,840
Brand Management/ Product Management	2%	\$100,000
Business Development	2%	\$80,000
Consulting	16%	\$92,381
Data Analytics	3%	\$73,467
Finance	9%	\$75,489
Investment and Securities	15%	\$110,217
Management	3%	\$70,833
Marketing +Advt.+PR	7%	\$93,600
Operations/Production/ Supply Chain	1%	\$71,833
Real Estate	5%	\$93,000
Risk Management	2%	\$81,143
Sales	5%	\$79,071

Consulting includes Advisory Services

Salary information is based on class of 2023 self-reported data.

Number of Internships

90% of students had at least one internship

33.5% had 1 internship

31% had 2 internships

35.5% had 3 or more internships

*Among those who completed internships

Top Internship Employers*

Accenture
Amazon
Apple
Ares Management
Bain & Company
Baker Tilly
Bank of America
Barclays
Bellator Trust
Boston Consulting Group
ByteDance
Capital Group

China International Capital Corporation
Citi
Comcast NBCUniversal
COSM
Credit Suisse
Deloitte
Estee Lauder
Evercore
Evoke Advisors
EY
EY-Parthenon
First Republic Bank
Fox Entertainment
FTI Consulting
Goldman Sachs

Google
HSBC
Identity Review
Jefferies
JPMorgan Chase & Co
Keenan & Associates
KPMG
Lazard
Mandeville Films
Microsoft
Mizuho
Morgan Stanley
Northrop Grumman
NVIDIA
Procter & Gamble
PwC

Riot Games
Roland Berger
Rosano Capital Partners
TD Securities
The Boeing Company
The Walt Disney Company
UBS
University of Southern California
Voice in Sport
Warner Bros. Discovery
Wells Fargo
Whittier Trust

* This is not a comprehensive list of all employers.

Top Full-Time Employers*

Accenture
ALDI
Alvarez & Marsal
Amazon
American Express
Amgen
Apple
Ares Management
AT&T
Bain & Company
Bank of America
Barclays
Blackstone
Boston Consulting Group

Capital Group
CBRE Group Inc.
Centerview Partners
Citi
Comcast NBCUniversal
Credit Suisse
CSC Financial
Cushman & Wakefield
Dell Technologies
Deloitte
Electronic Arts
Evercore
EY
EY-Parthenon
Fox Sports
Goldman Sachs
Guggenheim Partners

Hines
Houlihan Lokey
Intuit
Jefferies
JPMorgan Chase & Co
KPMG
Kroll
Lazard
Los Angeles Lakers
Mckinsey & Co.
Microsoft
Mizuho
Morgan Stanley
Northrop Grumman
NVIDIA
Perella Weinberg Partners
PNC Financial Services

PwC
Red Bull
Riot Games
RSM US LLP
ServiceNow
SpaceX
TD Securities
The Walt Disney Company
United Talent Agency
University of Southern California
Visa
Wells Fargo

* This is not a comprehensive list of all employers.

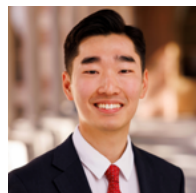
INTERNSHIP

Paul Kim

Amgen

Finance Intern

As the oldest sibling and the first in my family to study in the United States, Marshall has been my cornerstone, providing me with invaluable resources and a wealth of knowledge to help me navigate toward achieving my goals in America. Additionally, the Trojan family has warmly embraced me as one of their own, guiding me to opportunities I never imagined and offering unwavering support for my success. Marshall has equipped me with the confidence and skills to face whatever lies ahead. Fight on!



INTERNSHIP

Martin Aguirre Laner
EY-Parthenon
Summer Associate



Beyond academics, Marshall prepared me for my internship by cultivating an outstanding community of students, faculty, and staff that set me up for success. When I joined Marshall, I became a part of the USC Value Investing Group and AIM Consulting, both of which were great opportunities to apply my knowledge from classes in real life settings, and to work alongside some of the most driven, passionate, and talented of my classmates. These clubs became my primary way of engaging with employers and recruiters, and they gave me a safe and empowering platform to challenge myself and to become a better leader. My professors and staff members at the Marshall Career Center gave me immense support when preparing for interviews, providing me with resources and contacts of other students who could help me succeed. Once I began my internship, it was thanks to the leadership and networking skills that the Marshall community has fostered in me, that I found ways to maximize my internship experience and set clear professional goals for the summer. The initiative, passion for learning, and desire to challenge myself that made my internship an enriching experience, mostly came from taking advantage of the myriad of student-led and community-based opportunities Marshall has to offer.

Connect With Us

FOR MORE INFORMATION, PLEASE CONTACT

Marshall Undergraduate Career Services

610 Childs Way
Fertitta Hall (JFF) 201
Los Angeles, CA 90089-3362
(213) 740 - 5705
ugcareers@marshall.usc.edu

TO LEARN MORE, PLEASE VISIT:

marshall.usc.edu/trojan-network/recruiting/undergraduate

 @ugcareers

USC Marshall

School of Business
Undergraduate Career Services