

USC Marshall Recruiter Handbook

2025-2026

USC Marshall

School of Business

Undergraduate Career Services





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Welcome to Marshall!

We are thrilled you have chosen to partner with us to meet your talent acquisition goals. We are looking to build lasting relationships, be each other’s strategic partners, and make sure you are connected with the top talent to meet the dynamic challenges of today’s business landscape. Marshall students are incredible – brilliant, creative, diverse, and passionate – and ready to make a positive impact on your organization.

This guide is intended to facilitate the interaction between recruiters, the Marshall Career Services team, and undergraduate students seeking internships and fulltime opportunities. It outlines the various engagement options available to recruiters seeking Marshall talent. Our team is ready to develop a customized plan that meets your needs. Please feel free to reach out at any time to discuss your recruitment strategy.

Fight On!

Jon Cleveland, PhD
Associate Dean and Director
Marshall Career Services



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.

Majors

Accounting, Accounting and Finance, AI for Business, Business Administration, Business of Cinematic Arts, Business of Innovation, World Bachelor in Business, and Real Estate Finance and Development

9 Business Emphases

Business Analytics, Communication, Entrepreneurship & Innovation, Finance, International Relations, Leadership & Innovation, Marketing, Real Estate Finance, and Risk Management

Note that 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.

Destiny Calderon

Burlington Stores, Inc.
Campus Recruiter

USC Marshall students stand out for their blend of business acumen, curiosity, and professionalism. Through events, interviews, or campus conversations, they consistently show up prepared and engaged. Partnering with the Career Services team has been a seamless experience. The team is proactive, supportive, and invested in student success. As a newer campus partner, we have seen strong momentum and brand growth thanks to their collaboration.



Common Double Majors:

- Applied and Computational Mathematics
- Communication
- Economics
- Economics/Mathematics
- International Relations (Global Business)
- Journalism
- Political Science
- Psychology
- Public Relations and Advertising
- Real Estate Development

Common Minors:

- Applied Analytics
- Cinematic Arts
- Computer Programming
- Consumer Behavior
- Music Industry
- News and Information Innovation
- Product Design
- Public Relations
- Real Estate Development
- Social Entrepreneurship
- Technology Commercialization

Joint Degree Programs

- Real Estate Finance and Development (Sol Price School of Public Policy)
- AI for Business (Viterbi School of Engineering)
- Accounting and Finance (Leventhal School of Accounting)
- Business of Cinematic Arts (School of Cinematic Arts)
- Business of Innovation (USC Iovine and Young Academy)

Student Profile

335

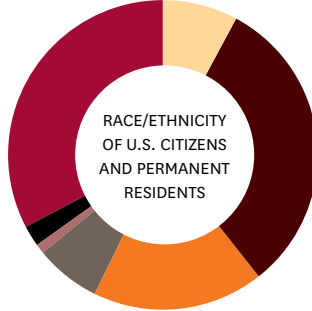
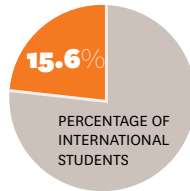
Leventhal School of
Accounting students

3790

Marshall School of
Business students

4125

total number of Marshall
and Leventhal students



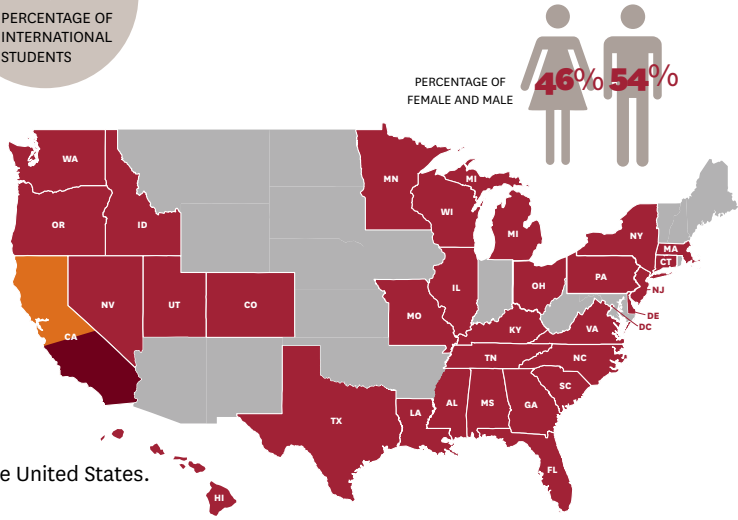
- Black 6.0%
 - Asian 25.63%
 - Latino/Hispanic 16.99%
 - Multietnic/
Multiracial 5.95%
 - Native American or
Pacific Islander < 1%
 - Unknown 4.82%
 - White 24.83%
- (Based on 2024 data)

Where were our graduates hired?

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

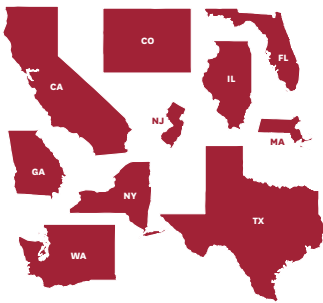
CLASS OF 2024

- Northern California 12%
 - Southern California 52%
- 3% accepted jobs outside of the United States.



Top 10 states where the class of 2024 was hired

- | | |
|------------|---------------|
| California | Massachusetts |
| Colorado | New Jersey |
| Florida | New York |
| Georgia | Texas |
| Illinois | Washington |



Gianna Desdune

DEGREE: Business Administration

GRAD DATE: May 2026

TITLE: Music Touring Intern

COMPANY: Creative Artists Agency (New York, NY)

Marshall has equipped me with the confidence and versatility to thrive in competitive entertainment spaces. The curriculum sharpened my strategic thinking, and student organizations gave me real-world experience in collaboration, leadership, and innovation. The guidance from Marshall Career Services and access to the Trojan Network helped open doors. With all the support Marshall has offered, I'm looking forward to making an impact.

Employer Menu of Services

Our offerings are designed to support your recruiting goals based on the level of engagement you seek with our office and students. Whether you are looking for foundational ways to build your presence or seeking a deep, strategic partnership, our tiered menu provides a clear path to maximize your impact. Explore the options and discover how we can collaborate to connect you with top undergraduate talent at Marshall.

First Touch

- Online Job/Internship Portal: *Handshake*
- Employer Consultation with Employer Relations Team



Branding/Pre-Recruitment

- Weekly Career Compass Newsletter Feature
- E-blasts/ Social Media Promotion
- Marshall Recognized Student Organization Engagement
- Campus Partner Engagement Opportunities
- Career Treks*



*Interested in hosting USC Marshall undergraduate students at your office?
Reach out to ugcareers@marshall.usc.edu to explore opportunities for office visits and on-site engagement!

Recruitment

- Information Sessions*
- Coffee Chats*
- Tabling Hours*
- Marshall Undergraduate Career Fair**
- Industry Networking Night**

*Space and date permitting, with priority given to Marshall Corporate Partners

**Registration included in the Marshall Corporate Partner Program



Corporate Partner Program

- Cardinal-level
- Gold-level More information on the following page



Thank you to our '24-'25 Corporate Partners!



Marshall Corporate Partner Program

Marshall Undergraduate Career Services is your strategic partner in connecting with USC’s diverse, high-achieving students. We understand the competitive hiring landscape and work closely with employers to craft tailored strategies that attract top candidates.

Through our **Marshall Corporate Partner Program**, you will gain exclusive, year-round access to career-ready students through branding, events, and pipeline-building opportunities.

Explore the unique benefits and strategic access available through the Corporate Partner Program for the 2025–2026 academic year. Reach out to us at ugcareers@marshall.usc.edu to schedule a conversation tailored to your hiring goals.

	Cardinal \$2,500	Gold \$4,000
Strategic Brand Visibility:		
Sponsorship recognition on our webpage , common area digital screens, and weekly Career Compass Newsletter	●	●
Featured in Marshall’s employer collection within Handshake	●	●
Prominent digital display of your content-ready job, internship, or event graphics on our common area screens		●
Recruiting Event Benefits:		
Registration for Marshall Undergraduate Career Fairs (Fall & Spring)	Standard Level	Signature Level
Registration for Marshall Undergraduate Industry Networking Night	Standard Level	Signature Level
Paid parking for Marshall Undergraduate Career Services recruiting events	Up to (2) per event	Up to (4) per event
Exclusive access to our *NEW* Corporate Partner Showcase & Social	●	●
Targeted Talent Connections:		
Individualized introduction to Marshall Recognized Student Organizations and campus partners	●	●
Priority consideration for participation in Marshall Undergraduate Career Seminars and Workshops		●
Custom resume books upon request	Up to (2) per semester	Up to (4) per semester

Your sponsorship funds quality career programming and resources for USC Marshall and Leventhal Undergraduate Students including:

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

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 25** Fall Semester Begins
- Sept 3–Nov 21** USC OCR*
- Sept 11** USC Career Fair* (IP)
- Sept 17** Marshall Career Fair (IP)
- Late Sept** Marshall Consulting Week (IP or V)
- Sept 30** Marshall Industry Networking Night (IP)
- Mid Sept–Oct** Leadership Development Program Showcases (V)
- Mid Sept–Oct** Pizzas & Professions (IP or V)
- Oct 9–10** Fall Recess
- Dec 18–Jan 11** Winter Recess

Key Spring Recruiting Dates

- Jan 12** Spring Semester Begins
- Jan 21–April 24** USC OCR*
- Feb 5** USC Career Fair* (IP)
- Feb** Marshall Career Fair (TBD)
- Mar 15–22** Spring Recess
- April/May** *NEW* Corporate Partners Showcase & Social**
- May 15** Commencement

IP = In Person
V = Virtual
*USC Career Center led programs
**more details to come!



Karoline Follo
McKinsey & Company
Recruiter

Marshall produces smart and capable business professionals while also developing exceptional team members. The school’s emphasis on community fosters a deep commitment to collaboration among its students, equipping them with the skills and mindset needed for long-term success in their professional careers. Furthermore, Marshall’s career services team consistently creates strategic opportunities for employers to engage with students, ensuring these interactions are both meaningful and impactful. We are continually impressed with the talent coming out of Marshall and are excited to continue our partnership in the years to come.

Connect with Students

Our students are ready to meet you, and we offer many opportunities for recruiters to connect with talented Marshall undergraduates. We have highlighted a few of our programs below. Please contact a member of our Employer Relations Team at ugcareers@marshall.usc.edu to learn about the availability of additional branding opportunities.



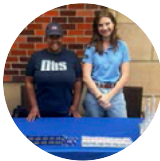
Info Sessions

Coffee Chats & Tabling Hours

Info sessions provide valuable opportunities for employers to share insights about their organizations, while students gain firsthand exposure to company culture, career paths, and opportunities.

- **General Information Sessions** – Company presentations to introduce your organization
- **Panels** – Discussions featuring representatives sharing insights on career paths, industry trends, and job search strategies
- **Skill-Building Workshops** – Employer-led sessions on interview prep, case studies, and other career development topics

Students are more likely to engage with and apply to companies they have interacted with in person. Hosting an information session is a powerful way to enhance your brand presence at Marshall and attract top talent!



Coffee Chats – Held in our state-of-the-art breakout rooms in Fertitta Hall, these small- group or one-on-one conversations allow recruiters to engage with students in a personalized setting. Coffee Chats are a great way to share insights about your company, answer questions, and identify potential candidates in a relaxed, small-group setting.

Tabling – Located outside Fertitta Hall in a high-traffic area, tabling provides maximum visibility for your company. Engage with students as they pass between classes, distribute materials, and spark interest in your open roles, all while building brand awareness on campus.

Communication/Promotion Channels

Enhance your campus presence by featuring your opportunities on Marshall Undergraduate Career Services’ social media and digital platforms!

Weekly Career Compass Newsletter – Share job openings, events, or company spotlights with our students through our widely read newsletter.

Social Media Features – Get additional exposure by having your company, roles, or events highlighted on our Instagram and other social platforms.

Submit a blurb to be included in any of these platforms by emailing ugcareers@marshall.usc.edu. Connect with top Marshall talent where they are: online and engaged!

Recruiting Beyond Marshall

- ▶ Interested in recruiting students from majors outside Marshall & Leventhal?

USC Career Center – recruit@usc.edu

- ▶ Interested in recruiting students from Leventhal School of Accounting?

Lusine Balikyan – balikyan@marshall.usc.edu

- ▶ Interested in recruiting Marshall Graduate students in our MS & MBA programs?

USC Marshall Graduate Career Services
mba.crc@marshall.usc.edu

- ▶ Recruiting undergraduate students interested in Investment Banking and Financial Services?

USC Marshall Financial Services Career Hub
msbfinancecareerhub@marshall.usc.edu

Successful Recruiting at Marshall



Handshake provides employers better access to the talented students we serve. 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!

Build a complete profile in Handshake

- Upload company logos and links to social media
- Post jobs and internship opportunities
- Connect with students!

Make connections with USC Marshall!



- ☐ Engage with our Career Services team
- ☐ Hold an info session for our Employer Relations team

Have a physical presence on campus



- ☐ Attend career fairs and bring approachable representatives
- ☐ Hold information sessions and assign recent hires as your presenters
- ☐ Conduct on-campus tabling hours, coffee chats, or interviews

Send the right people to events



- ☐ Leverage recent alumni whenever possible
- ☐ Utilize knowledgeable, energetic, engaging, informed, and approachable staff that can relate to students

Reach out to Students personally



- ☐ Identify students through networking events or resume books and invite them personally to your events
- ☐ Respond to student emails
- ☐ Network with Marshall Recognized Student Organizations

Lindsay Angeli
Henkel Corporation
Recruitment Partner



USC Marshall stands out for its exceptional programming and strong employer engagement, offering multiple avenues to connect with skilled business students. From career events to a thriving network of student organizations, Marshall provides individuals with valuable leadership experiences and practical skills that prepare them for success in the professional world. Henkel looks forward to continuing our partnership and hiring talented Trojans!

Find all Marshall-Recognized Student Organizations at:

<https://bit.ly/MRSOs-F25>

Fall 2025 Recruiting Events

Marshall Undergraduate Career Fair is our premier networking and recruiting event, designed to connect employers with enthusiastic, career-ready sophomores, juniors, and seniors. Sponsoring this event offers a valuable opportunity to elevate your company’s visibility and promote job and internship openings before and during peak recruitment seasons.

This event is open to companies actively hiring for paid internships or full-time positions, *not limited to* the following fields:

**Accounting | Advertising & Public Relations
Artificial Intelligence (AI) | Consulting
Data Analytics | Education | Finance
General Management | Human Resources
Logistics & Transportation | Marketing,
Sales & Business Development | Operations
& Production | Supply Chain**

Please note: Third-party recruiters and employers offering commission-only opportunities are not eligible to participate.



Industry Networking Night is a *NEW exclusive opportunity for top employers to connect with talented Marshall and Leventhal undergraduate students. This dynamic event provides a platform for recruiters and employer representatives to engage with our career-driven students, fostering meaningful conversations about career opportunities, industry trends, and company culture.

The evening features structured networking, where recruiters will be stationed at designated tables while students rotate, creating an interactive and engaging environment for discussions.

This event is open to *our seniors, juniors, sophomores and select first-years.*

Fall Career Fair | Wednesday, September 17th | 6pm-8pm
Industry Networking Night | Tuesday, September 30th | 5pm-8pm

Registration Rates per Event	Standard \$750	Signature \$1,000
Registration for up to 2 representatives	●	
Registration for up to 4 representatives		●
Logo on all event communication materials		●
Higher visibility table placement (Career Fair ONLY)		●
Recognition of sponsorship on event website		●
1 page ad in event program		●

\$50 per additional representative. Up to (8) representatives total.

Register for both events on Handshake

Salary Information

Overall
Mean Salary
for 2024
Graduates
\$87,539

SALARY INFORMATION BY TOP INDUSTRIES

	%	AVG. ANNUAL SALARY
Financial Services	30%	\$99,167
Accounting/Audit/Tax	10%	\$77,870
Media/Entertainment	8.4%	\$55,100
Real Estate	7.8%	\$80,167
Technology	7.5%	\$84,149
Advisory Services	8%	\$87,258
Consulting	4.5%	\$99,727
Consumer Packaged Goods	4.0%	\$63,690
Advertising/Mktg/PR	3.0%	\$66,000
Fashion/Retail	2.4%	\$60,900
Healthcare	2.2%	\$85,980
Insurance/ Risk Management	2%	\$73,120
E-Commerce	2%	\$84,833

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

Salary information based on 2024 self-reported data

SALARY INFORMATION BY TOP JOB FUNCTIONS

	%	AVG. ANNUAL SALARY
Investment Banking/ Management	21.4%	\$109,778
Accounting	11%	\$77,154
Consulting	8.9%	\$94,942
Finance	8.9%	\$83,438
Sales	6%	\$79,062
Marketing	5.6%	\$72,886
Real Estate	5.8%	\$82,875
Risk Management/ Assessment	3.4%	\$78,778
Banking Analysis	3%	\$83,000
Data Analytics	3%	\$84,300
Business Development	2%	\$74,000
Operations/Production/ Supply Chain	2%	\$73,250

Consulting includes Advisory Services



Blair Solender
DEGREE: Business Administration
GRAD DATE: May 2025
TITLE: Associate Consultant
COMPANY: Bain & Company (Los Angeles, CA)

When I first arrived at USC, I didn't know anything about consulting-what the job entailed, the recruiting process, or the required skills. Marshall's emphasis on hands-on learning and mentorship shaped my experience. Whether through team projects, internships, or peer organizations, I found myself constantly learning from others and growing into a more confident leader. What stands out most is the culture-collaborative, driven, and genuinely invested in each other's success.

Outside the classroom, Marshall Undergraduate Career Services played an instrumental role in preparing me for recruiting. The Marshall environment gave me the confidence to pursue opportunities I never thought possible and prepared me to step into the fast-paced, high-impact world of consulting with purpose.

98.5%
of students had at
least one internship

*Among those who completed internships

22.3%
had 1 internship

35.3%
had 2 internships

42.4%
had 3 or more
internships

Top Internship Employers*

Accenture
ACP Management
Adobe
Amazon
Anheuser-Busch
Apple
Ares Management
AT&T
Bain & Company
Bank of America
BlackRock
Blackstone
Boston Consulting Group
Chevron
Chubb
Cisco Systems
City National Bank
CliftonLarsonAllen
Colliers International
Credit Suisse
Dell Technologies
Deloitte
Evercore
EY
EY-Parthenon
Flighthouse
Fox Sports
Goldman Sachs

Houlihan Lokey
HSBC
IBM
J.P. Morgan
Jefferies
JLL
Johnson & Johnson
K1
Kaiser Permanente
KPMG
Mattel
Matthews REIS
Microsoft
Morgan Stanley
NBCUniversal
PGIM Real Estate
PIMCO
PNC
PwC
Qualcomm
Sia Partners
Southwest Airlines
Takenaka Partners
U.S. Bank
UBS
USC Credit Union
Wasserman Media
Wells Fargo

* This is not a comprehensive list of all employers.

Top Full-Time Employers*

Accenture
Adobe
Alvarez & Marsal
Amazon
Aon
Apple
Ares Management
AT&T
Bain & Company
Bank of America
BlackRock
Bloomberg
BNY
Boston Consulting Group
Capital One
CBRE
Chubb
Citi
City National Bank
Creative Aritists Agency
Dell
Deloitte
Disney
Eastdil Secured
Evercore
EY
FTI Consulting
Goldman Sachs
Grant Thornton
Houlihan Lokey
HSBC
IBM
J.P. Morgan

JLL
Kidder Mathews
KPMG
Kroll
Lazard
Lee & Associates Commerical
Real Estate Services
Live Nation Entertainment
Lord Abbett
Marsh
McKinsey & Company
Microsoft
Morgan Stanley
NBCUniversal
Nomura
Oracle
Paramount
Piper Sandler
Pixi Inc
PNC
Protiviti
Prudential Financial, Inc.
PwC
QuadReal Property Group
River City Bank
Saatchi & Saatchi
Santander
ServiceNow
Third Bridge Group Limited
UBS
United Talent Agency
Visa
Wells Fargo
WME

* This is not a comprehensive list of all employers.



Jan Arroyo

DEGREE: Business Administration

GRAD DATE: May 2026

TITLE: Technical Program Manager

COMPANY: Amazon (San Francisco, CA)

Being a first-gen college student, I didn't have much exposure to the business world before USC, but Marshall made it feel accessible. The people here, especially my peers, have been some of the most supportive and driven individuals I've met. Through clubs like the Business Technology Group, I've had the chance to work on real projects, which played a big role in helping me land my TPM internship at Amazon. Marshall Undergraduate Career Services has also been a huge help, whether it was reviewing my resume or connecting me with students and alumni for advice. Between the hands-on experiences, helpful career resources, and the community I've found here, Marshall has really helped me grow both professionally and personally.

Connect With Us

FOR MORE INFORMATION, PLEASE CONTACT

Marshall Undergraduate Career Services

610 Childs Way

Fertitta Hall (JFF) 201

Los Angeles, CA 90089-3362

ugcareers@marshall.usc.edu

TO LEARN MORE, PLEASE VISIT:

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

 [@ugcareers](https://www.instagram.com/ugcareers)

USC Marshall

School of Business

Undergraduate Career Services