

Career Planning Strategies for International Students

If your goal is to obtain a job offer with sponsorship for H-1B, followed by permanent residency with a reputable company in your interested field, then here are some career planning strategies that may help.

Sponsorship takes a lot of time and paperwork. Each year the U.S. grants almost 200,000 H-1B visas. According to U.S. immigration law, international students with F-1 visas are eligible to work full-time for one year after they graduate as part of their practical training. Upon completion of the practical training, international students must be sponsored by an employer to continue working in the United States. Employers must sponsor international students to obtain an H-1B visa, which allows students to work in the U.S. for one to six additional years.

International students planning to work fulltime after graduation in the United States need to begin the job search process two semesters before graduation. You will also need to become familiar with the American job search process. The key to landing a job is diligence and developing an aggressive job search strategy to increase your chances of finding a good job in the United States.

International students have some disadvantages when entering the job market. Language can be a serious obstacle. Social skills can also be a problem. A lack of relevant work experience while in school. These factors make it tough to compete in today's job market. To increase your chances of finding a good job, consider the following advice.

- **Improve your language skills.** Hire a tutor or take an English course. Take advantage of a mock interview offered by the Career Center to develop effective interview and communication skills. Verbal and written English skills are essential to securing employment.
- Consider **acquiring a major/specialization in demand** that will increase chances of employment. According to the U.S. Immigration and Naturalization Service, H-1B petitions were approved in the following areas: Such fields include Systems Analysis and Programming (47.4%), Electrical/Electronics Engineering (5.4%), College and University Education (4.1%), and Accountants and Related Occupations (3.7%).
- **Network** at job fairs and recruiting events. Talk with a career counselor, faculty and friends. Develop networks and resources through local ethnic communities, nationality clubs, and classmates, business owners from your home country, your consulate, embassy, social organizations, advocacy groups, and professors from the same home country. Contact the alumni office to connect with alums from your homeland. Join professional organizations and

associations specific to the type of job you want or related to your field of interest. If you worked professionally in your homeland, network with the U.S. affiliate or a competitor of that organization. Search for global organizations desiring language skills, diversity, and knowledge of overseas economies. The Career Center has available the Directory of American Firms Operating in Foreign Countries. Networking is a great way to develop social skills. Learn customary professional business and dining etiquette skills. Attend the Professional Etiquette Dinner hosted by the Career Center.

- Check out the **resources of the Career Center** such as recruiting events, career fairs and employer information sessions held throughout the year. Meet with your career counselor. Participate in the Cultural Career Network Program.
- **Sell yourself** to the employer with an effective resume, cover letter and interviewing skills that highlight what the employer is looking for. Make sure you know and emphasize your relevant strengths and skills in addition to your qualifications. Show how you can add value and benefit the organization. Develop marketable skills through part-time jobs, internships, graduate assistantships, student organizations and volunteer activities. Highlight those marketable skills on your resume and cover letter.
- **Obtain an internship** to gain experience in the field and a better understanding of your profession. Think about searching for companies from your homeland that have operations in the U.S. Learn about companies where your peers have interviewed, interned or are working full-time. Consider an international internship. See the Study Abroad Coordinator in the Office of International Studies and Programs. Meet with your departmental internship coordinator for opportunities. Check company websites. Check opportunities offered by other schools. Seek out companies that have a history of H-1B sponsorship. Approximately 50% of interns receive a job offer from the sponsoring American company after they complete an internship.
- **Employment agencies** provide permanent employment opportunities or staffing services offer temporary or contract placement as an option.
- **Internet sites** can be a valuable resource tool for job hunting. Consider international jobs.
- **Discussions about H-1B sponsorship** should come later when the employer brings it up or when the applicant is offered employment.

Uncover those companies that relate to your field of study and are of interest to you. It will be important to become very familiar with your industry, the companies within the industry, and positions available within those companies. Focus your job search on companies that prefer to hire international professionals. Search both small and large companies and compile a list of 50 companies of interest. Studies have shown that about 80% of job openings are filled by employers without having a need to advertise their jobs. This is known as the “hidden job market.” Find a contact within the organization to inquire and apply to jobs within the organization. The key is to have your resume with the hiring manager before a job is advertised. Make appropriate follow-ups as needed to confirm your interest.

These career planning strategies will help international students better prepare for the job search. After all, your priority is to obtain employment with sponsorship for H-1B, followed by permanent residency with a reputable company in your interested field!

References:

[www.htvisajobs.com/articles/10 Point prescription.htm](http://www.htvisajobs.com/articles/10%20Point%20prescription.htm)

www.asu.edu/studentaffairs/career/Students/InternationalStudents.htm

http://psu.placementmanual.com/intl_insights/apr2002.html

www.jobweb.com/resources/library/international/US-employment

Important Information for International Students

Taken from Arizona State University

Writing resumes and looking for a career/internship opportunity is different in the U.S. from what you would do back home. So if you are planning on obtaining practical training in the U.S., prepare for the differences by using Career Center events, on-campus recruiting, and employer presentations, and meet with a career counselor to develop your job search strategies. (Taken from Arizona State University: www.asu.edu)

Requirements:

- Apply only to those jobs that relate to your field of study and are of interest to you
- You are only eligible for positions that do not require a U.S. national security clearance
- Comply with U.S. regulations

Ethics:

- Do not misrepresent your status for employment in the U.S.; practical training is NOT work authorization
- Once an offer has been accepted you are committed to the organization so withdraw from interviewing
- You are responsible for knowing U.S. expectations and appropriate behaviors

Who Will Hire Me In the U.S.?

- U.S. government positions that require national security clearance are not open to international students; areas of study that relate to those fields may restrict your possibilities in the U.S.
- Generally, majors in the technical and some business areas offer more potential for practical training in the U.S.; however, your marketability depends on you and your accomplishments, including academic, participation in organizations, work experience and other related factors
- More than one-third of the U.S. employers hire international students
- Small, medium and large companies with special needs for highly developed skills and do not have enough U.S. citizens to fill positions
- American firms operating in foreign countries and foreign firms operating in America; see resources in the Career Center
- Review NACE Salary Survey from a career counselor

What Do Employers Want?

- Highly developed English communication skills, including reading, writing, speaking and interpersonal
- Honesty, integrity, commitment. Once you have accepted a position you must quit the job search and follow through on your acceptance. Do not misrepresent your work status: practical training is NOT work authorization
- Self-initiative; being able to see what needs to be done and willing to go beyond the job description
- Being on time and mentally present; not down-loading music, talking on a cell phone and emailing family and friends while supposedly working

How Do I Prepare?

- Concentrate on developing your communication skills in English
- Take a University writing course
- Attend Career Center workshops on resume writing, networking, business etiquette, interviewing and others
- Attend career events and employer information sessions
- Practice answering behavioral interview questions
- Start your job search two semesters before graduating

How Do I Market Myself?

- Do not be the first to bring up your work status with an employer, but do be prepared to address the question of work status by knowing what you and the employer must do; review web sites listed on Helpful Web Sites
- More than 70% of jobs in the U.S. are found through networking which is about relationships; networking is not about having a friend who has a friend who has a job opening in his company; attend networking events
- Develop an effective resume and prepare for interviews by attending workshops and participating in a mock interview
- Attend Career Center recruiting events, but first prepare by attending a workshop on making the most of career events
- Register with <http://illinois.eRecruiting.com> and know how to effectively use the recruiting system tailored for Illinois State students and alums

Helpful Web Sites and Resources:

Information on H-1B Visas:

- Department of Labor www.dol.gov
- Department of Labor H-1B www.dol.gov/dol/topic/hiring/foreign.htm
- H-1 visa jobs www.H1Visajobs.com
- Visa information www.visanow.com
- H-1B www.h1base.com
- U.S culture by international students www.internationalstudent.com helps students deal with American immigration authorities and education system.
- Asia Pacific Network www.h-net.msu.edu/~asia
- Diverse population links at R.U. Center for International Faculty & Student Services http://careerservices.rutgers.edu/internet_diversepop.htm
- <http://career.clemson.edu/h1b/index.asp> - H-1B analysis and salary research
- www.senri-i.or.jp/amcon/H.html - Explanation of temporary worker H1 visa
- www.visa2003.com – Guide to the Visa and Green Card process
- www.workforce.com/section/06/feature/23/62/48/index.html - Companies trying to hire professionals face a lower cap on Visas

International Internship Resources:

- Council on International Educational Exchange www.internabroad.com
- AIPT: Association for International Practical Training www.aipt.org
- The American-Scandinavian Foundation www.amscan.org
- Inter exchange www.interexchange.org
- Academy of International Business <http://aibworld.net>
- International internships www.planetrecurit.com/channel/int
- <http://international.monster.com/workabroad>
- www.overseasjobs.com
- Best Bet for Internships Abroad www.cie.uci.edu/~cie/iop/internsh.html
- www.internweb.com
- www.internshipprograms.com
- www.summerjobs.com
- The Washington Center: www.twc.edu/

Job Search Sites:

- www.istudentcity.com/
- www.niu.edu/careerservices/weblinks/additionallinks.htm
- www.VisaJobs.com
- W3Visa.com/firstSearch www.w3visa.com
- www.garamchai.com/TopH1b.htm
- US Chamber of Commerce – Skilled Worker Visas (H1-B and L-1 Visas) www.uschamber.com/issues/index/immigration/h1b.htm
- International Careers Page www.duke.edu
- Chicago based information www.ceoexpress.com/default.asp
- International links www.indiana.edu/~career/students/library/link_library/internationallinks.php

- Career interests library
www.indiana.edu/~career/students/library/link_library/interests_library.php#acc
- Chicago career resources <http://crainschicagobusiness.com>
- Online newspapers across the country <http://newspaperlinks.com>
- Industry Information www.jobweb.org/catapult/emplyer.htm
- www.mbajobs.com
- www.latpro.com
- www.black-collegian.com
- National Association Business Economics www.nabe.com/careers.htm
- www.jobweb.com/Resources/Library/International/US_Employment_81_01.htm
- Best jobs in the USA Today www.bestjobsusa.com
- www.Career.com
- America's Employers www.acinet.org
- www.indiana.edu/~career/features/internationallinks.html
- Business Week's Global 1000 www.bwnt.businessweek.com/global_1000/index.asp
- Search diverse employers <http://jobs.imdiversity.com/jobseekerx/SearchJobsForm.asp>
- National labor exchange: www.Jobcentral.com

Jobs in the U.S. :

- [eRecruiting](http://illinois.eRecruiting.com) for Illinois State University students seeking internships and full-time jobs
<http://illinois.eRecruiting.com>
- [www.Career Builder.com](http://www.CareerBuilder.com) - thousands of job postings and resumes, hundreds of companies, special sections for college students, industry specific sites, and more.
- Computer Jobs.com – a section designated as H1-B jobs. www.h1b.computerjobs.com
- www.careerconferences.com/internation.html Career Conferences of America with global companies that pre-select students for private interviews for opportunities in the student's home country as well as U.S. based opportunities.
- www.CareerWeb.co.za - global recruitment center. One-stop-shop for learning about the top technical employers, browsing job opportunities, applying for jobs on-line and testing and polishing your "career fitness".
- www.Monster.com - search jobs, personalize your career tools, and find employers
- www.6FigureJobs.com - job searching and resume posting for senior executives
- www.Bestjobsusa.com - services for job seekers and employers: post or read resumes, employment ads from USA Today and other media, job fair listings, career store, recruitment advertising, and more.
- www.Careermag.com - Career Magazine - comprehensive resource center featuring job openings, employer profiles, resumes, a forum, articles, and more.
- www.Careers.org - Career Resource Center - jobs, employers, and more.
- www.careershop.com - Career Shop - enroll your resume for free in a national databank.
- www.Pennysaver.usa.com/careers - CareerMart - a bustling audiographic employment marketplace, advertising diversified jobs; employment ads; high-tech careers; job resumes; campus interviews; market research; employment advice; job career fairs.
- www.mobetterjobs.com - Careers2000.net - offers current job openings, candidate

- information for employers, and resume writing help.
- www.gojobs.com - GO Jobs - free job searching and resume posting service.
 - <http://groupweb.com> - GroupWeb Employment Services - accepts job openings. Create and post resume or resumé online; includes info on employment agencies, resume preparation and human resources links.
 - www.HeadHunter.net - post your resume or view job listings for free.
 - www.instamatch.com/ - InstaMatch Resume Database - professional resumes. Resume search engine and reply service.
 - www.joblocator.co.uk/ - Internet Job Locator - database search facilities combined with job, resume, and newsgroup posting. Job recruiters and employers may instantly post open positions.
 - <http://thejobexchange.com> - JobExchange - resume/employment database for those seeking a job or career change, and for companies/recruiters to search for candidates to fill available positions
 - www.peoplebank.com - PeopleBank - international database of job-seekers, from a wide range of providers who can be matched instantly to employer's requirements; requires registration.
 - www.pricejam.com - Price Jamieson - recruitment and job search firm with listing of jobs; submit your resume online.
 - www.RealJobs.com - placement center where job seekers can search jobs and post their resumes.
 - <http://jobs.classifieds2000.com/> - Resume Bulletin Board - post a summary of your resume or help wanted ad for free in our help wanted section and resume bulletin board.
 - www.bestjobs.com.my/em-cvs.htm - Resume Malaysia - job and resume listing services for Malaysian employers and job-seekers.
 - <http://resunet.com> - Resunet - provides job seekers and HR managers access to resumes.
 - www.workaccess.com/ - Work Access - resume and job database for bilingual professionals.

Worldwide

- www.globalcareers.com
Excellent site for job listing around the world
- www.foreignmba.com -
Career Search site targeted specifically toward foreign MBA students
- www.overseasjobs.com - Overseas Jobs Express
Job opportunities, links to other international job sites
- www.careermosaic.com - International Gateway – contains job lead banks for Asia, Australia, Canada, France, Hong Kong, Japan, Korea and the U.K.
- www.jobpilot.net - Jobs & Adverts – offers the ability to search for jobs around the world by keyword, or country and discipline.

- www.niu.edu/careerservices/weblinks/additionallinks.htm
- www.4icj.com - 4 International Careers & Jobs
- www.internationaljobs.org – job search database
- Monster Global Gateway – <http://globalgateway.monster.com>
- www.rileyguide.com/internat.html Riley Guide – International Jobs
- www.goingglobal.com – job listings from around the world
- www.indiana.edu/~career/students/library/link_library/internationallinks.php
- <http://internationalcenter.umich.edu/swt/work/> - Overseas opportunities
- www.planetreruit.com – IT, Engineering, Telecom Jobs
- www.eurograduate.com - Europe
- www.jobline.net - International
- www.escapeartist.com/jobs/overseas1.htm
- www.jobsabroad.com/jasusnews.cfm
- www.ESLworldwide.com - Europe
- www.jobsDB.com – worldwide job opportunities
- www.embassy.org - Washington D.C. foreign embassy and consular communities.
- www.theodora.com/translators.html - List of Translation Companies
- www.stepstone.com – Europe
- www.workfinders.net – Local & International
- www.state.gov/m/a/os/c6776.htm - Teaching Overseas
- www.careers.org/topic/01_jobs_60.html - International job site links
- <http://missions.itu.int/~italy/vacancies> - Vacancies in International Organizations
- www.careercenter.ru/index.html - Moscow Times Career & Job Opportunities
- www.jobnet.co.il – AACI Israel Jobnet
- www.kazinow.com – Africa job postings
- www.bermudajobs.com – Bermuda postings
- www.escapeartist.com/jobs14/france.htm - Employment in France & Belgium
- www.uww.edu/career/bailey/resources.html - German & Spanish job sites
- www.saludos.com – Spanish-Speaking
- www.seek.co.nz – New Zealand/Australia jobs
- www.english-schools.co.nz – New Zealand/Australia jobs
- www.jobsahead.com – India
- www.naukri.com – India
- www.frenchculture.org – France
- www.optioncarriere.com – France
- www.uncwil.edu/stuaff/career/majors/internationalbusiness.htm - University website with International info and links

Canada

- www.workopolis.com
- www.canadiancareers.com
- www.canadajob.com
- www.canadajobsearch.com

- www.canada.plusjobs.com
- www.careerowl.ca
- www.basejobs.com
- www.eluta.ca/about
- www.canadajobs.com

UK

- www.jobsite.co.uk
- www.workgateways.com
- www.topjobs.co.uk
- www.exp.ie – Irish
- www.jobsunlimited.co.uk
- www.careerjet.co.uk
- www.careermagazine.co.uk

Asia Pacific Rim

- Recruit I.C.I. – www.lib.ku.edu/eastasia/career/general.shtml
Career opportunities for experienced Japanese/English bilingual professionals in Business and IT industries.
- <http://international.monster.com/search/>
Monster.com International Section
- www.ja-usa.com/
Jobpilot.com (Thai and Singapore)
- www.aboutjobs.com/
Aboutjobs.com (Intern, Summer, Overseas)
- www.searchbeat.com/asiajobs.htm
Jobs in Asia http: www.icpa.com
- www.JobDragon.com/en/search.asp
A bilingual (English and Japanese) career network. It has more than 1000 listed job opportunities with leading multinational and start-up companies doing business in Japan.
- Asia Pacific Network www.h-net.msu.edu/~asia
- www.jobmiddleeast.com – job seeking around the Middle East
- www.vietnamworks.com
- www.classijob.com – Singapore jobs
- www.intercareer.com
- www.zhaopin.com
- www.dragonsurf.com - Career opportunities in China, Hong Kong, Taiwan
- www.wang-li.com – China
- www.aasianst.org/jobs/index.htm - Association for Asian Studies Job Page

Global Resumes

- www.jobweb.com/resources/library/International/

- www.jobweb.com/resources/library/International/Writing_Your_185_01.htm
- www.jobweb.com/resources/library/International/Tips_for_Creating_a_182_01.htm
- <http://tbrnet.com> – Best resumes on the net offers resume examples, interview advice, and job search help.
- www.Bradleycvsdemon.co.uk/ Professional CV service & careers advice for individuals & companies. FREE CV, job searching & interview advice at our website
- www.resumeplus.com - Resume Plus - professional resume service. Consulting, professional writing, and on-line posting.
- www.quintcareers.com/culturally_competent_resume.html

MBA Websites

MBA Jobs – www.mbajobs.net
MBA.com – www.mba.com
National Black MBA Association – www.nbmbaa.org
MBA Jungle – www.mbajungle.com
Business Graduate Schools – www.theonlinemba.com
CEO Express – www.ceoexpress.com
All Business Schools. Com - www.allbusinessschools.com
MBA Association – www.mbaassociation.org
MBA Info. – www.mba360.com
National Society of Hispanic MBAs – www.nshmba.org

Companies Interviewing/Hiring International Students

7-Eleven Inc.	AIG (American International Group)
Abbott Laboratories	AIM Investments
ABN Amro Inc.	Airbus S.A.S.
Accenture	Aircast
Accor North America	Akzo Nobel
ACNielsen BASES	Alcatel
Advanced Medical Equipment Corporation	Alcon
Advanta Corporation	Allen & Co., Inc.
Aegis Industries	Allen & Overy
AEGON USA Investment Management, Inc.	Alliance Data Systems Corp.
Aetna International	Allstate
Affiliated Computer Services	Altria Group, Inc.
	Amaranth Advisors LLC

Amazon.com, Inc.
 Ambev
 Amerada Hess
 American Capital Strategies Ltd.
 American Express
 American Express Financial Advisors,
 Inc.
 American Eurocopter
 American International Group
 American Management Systems
 AmeriCredit
 Amgen Inc.
 AMR Corp.
 Analog Devices, Inc.
 Applied Materials
 ARAMCO Services
 Artisoft, Inc.
 ArvinMeritor
 Ashland Chemical Company
 Asphalt Materials-The Heritage Group
 Atheros Communications
 A.T. Kearney
 AT&T
 AtomWorks
 Auspex Pharmaceuticals, Inc.
 Avaya Inc.
 AXA Rosenberg Investment Management
 Axul Systems
 Babelfish Productions, LLC
 Bain & Company
 Balyasny Asset Management
 Banc of America Securities
 Banco Pactual
 Bank of America Securities
 Bank One Capital Markets
 Barclays Capital
 Barclays Global Investors
 BASF Corporation
 BD and Company
 Bear, Stearns & Co. Inc.
 BearingPoint, Inc.
 Belo Corp.
 Bentley Associates
 Bertelsmann
 Better Deal LLC
 Bimbo Bakeries
 Biogen
 BioRexis Pharmaceuticals
 Black & Decker
 Blackbaud, Inc.
 Blockbuster
 Bloomberg
 BNP Paribas
 Boeing
 Booz ,Allen Hamilton
 Bose
 Boston Consulting Group
 Boston Capital Ventures
 Boston Scientific
 BP Petroleum
 BP Solar
 Brach's
 Brightstar Corporation
 Brinker International
 Bristol-Myers Squibb Company
 Broadview International
 BSCI
 Burger King
 Burlington Northern Santa Fe
 BuzzBack
 Cadbury Schweppes
 Campbell Soup Company
 CandleCafe Inc.
 Cap Gemini Ernst & Young
 Capital One
 Capital One Financial Corporation
 Cardinal Health, Inc.
 Care Capital
 Cargill, Inc.
 Carrier Corporation
 Celanese AG
 CEMEX
 CenterPoint Energy, Inc.
 Centex
 Cerner Corporation
 CGN & Associates
 Chamberlain Group Inc.
 Charles River Associates
 Cherokee
 ChevronTexaco Corp.
 Chicago Council on Foreign Relations
 Chicago Fire (Major League Soccer)
 Chicago Mercantile Exchange
 China InterOcean Transport, Inc.
 Chubb Group of Insurance Cos.
 CIGNA Corp.

Citigroup\Citi-Capital
Citigroup/Citibank
Citigroup Corporate and Investment Bank
Citigroup/Salomon Smith Barney
City of Chicago
CKB Capital Management
Clifton Gunerson, LLP
Clinton Group
Clorox Company, The
CNA Financial Corporation
Coca-Cola
Cohen-Esrey Housing Partners
Coleman, Epstein, Berlin & co.
Colgate Palmolive
Columbia Investment Management
Company
Companion Capital
Comp USA
ConAgra Foods
Control Solutions International
Corning Inc.
Countrywide Finance Corporation
Crate and Barrel
Cravath, Swaine & Moore
Credit Suisse First Boston
CSC Index
CSFB
Cummins Inc.
DaimlerChrysler
Danaher Corp
David Vose Consultancy
Dean Foods
Deere & Co.
Delaware Investments, Inc.
Dell Computer Corp.
Deloitte Consulting
Deloitte & Touche LLP
Deloitte Touche Tohmatsu
Delphi Corporation
Delphi Automotive Systems
Delta Bank
Delta Airlines
Deutsche Bank
Diageo
Diesel US
Dimensional Fund Advisors
Discovery Communications Inc
Distant Village

Doll Capital Management
Draupnir LLC
Dresdner Kleinwort Wasserstein
DTE Energy
DuPont
DuPont Protein Technologies
E&J Gallo Winery
Eastman Chemical
Eaton Corp.
eBay
Ecolab
EDS
eLance.com
Electronic Arts
Electronic Knowledge Interchange
Eli Lilly & Company
Emap Pic
Embassy of Brazil
EMC Corporation
Emerging Markets Partnership
Energizer
Endicott Financial Advisors LLC
Entegris
Enterprise Rent-A-Car
Ericsson
Ernst & Young LLP
Essilor of America
Estee lauder Companies Inc.
Exelon Corp.
Exxon Mobil Corporation
Fannie Mae
Farallon Capital Management LLC
Federal Express Corporation
Fidelity Investments
Fieldstone Homes
FleetBoston Financial
Fluor Corp.
FMC Technologies Inc.
Ford Motor Company
Forest City Ratner Companies
Forest One, Inc.
Fox Searchlight Pictures
Franklin Templeton Group
Friedman, Billings, Ramsey Group
Frost, Rutenberg & Rothblatt
Fuji Photo Film, USA
Fujitsu Network Communication
Fujitsu Transaction Solutions

FYBX Corporation
 GE Asia
 GE Capital
 GE Japan
 Genentech
 General Atlantic Partners
 General Electric
 General Electric Consumer Products
 General Electric Structured Finance
 General Mills, Inc.
 General Motors
 Gerdau S.A.
 Gillette Company
 Glacier Investments/ ZMG
 Global Guardian Group, LLP
 Globe Union America
 Globo TV International
 GNC Inc.
 Goldman Sachs
 Goodyear Tire & Rubber Company
 Grainger
 Grant Thornton, LLP
 Guidant Corporation
 Hanigan Consulting
 Hanson Building Products
 Hartmarx Corporation
 H.B. Fuller Company
 HEB Grocery Company
 Heinz
 Heitman Financial, LLC
 Hendrickson International
 Henry Schein Inc.
 Herman Miller
 Hershey International
 Hewlett-Packard
 Hines
 Hitachi Consulting
 Holding Capital Group, Inc.
 Honda R&D Americas, Inc.
 Honeywell
 Houlihan Lokey Howard & Zukin
 Household International
 Hughes International Corp.
 Huron Consulting Group
 I2 Technologies
 IBM
 IBM Strategy & Change Consulting
 ICN Pharmaceuticals
 Icosystem Corporation
 Ideal Ventures Management LLC
 Idetic
 Idiom Technologies
 IDX Systems Corporation
 IEG Inc.
 IFC – International Finance Corp. (World Bank Group)
 Inflexion Capital
 Information Resources, Inc.
 Ingersoll-Rand Company
 Intel Corporation
 InterAudi Bank
 International Finance Corporation
 International Johnson Controls, Inc.
 International Strategy & Investment Grp
 International Strategic Group, Inc.
 Interplex Industries, Inc.
 Intuit
 Ispat Inland Inc.
 J.C. Penney
 Jel Sert Company
 Johnson Controls, Inc.
 Johnson & Johnson
 Jones, Day, Reavis & Pogue
 J.P. Morgan Chase & Co.
 J.P. Morgan Investment Management
 KaBOOM!
 K2Network Inc.
 Kennametal Inc.
 Kim and Company, LLC
 Kimberly-Clark Corp
 Kingdon Capital
 Klayman & Korman
 Koch Industires
 KPMG International
 Kraft Foods
 Lafarge Corp
 Lafise
 LaSalle Bank
 Lazard
 LeapFrog
 Lehman Brothers
 Lennox International
 Levi's
 Lexmark International
 LG Electronics
 Liberty Mutual

LightPath Partners
Lions Gate Entertainment
L’Oreal USA, Inc.
LSG Sky Chefs
Lucent Technologies
Lutron Electronics Co., Inc.
M&T Bank
Macandrews and Forbes Holdings
Madison Harbor Capital, LLC
Mars, Inc.
Marsh & McLennan
Marvel Enterprises
Massachusetts Financial Services
MasterCard International
Masterfoods USA (M&M/MARS)
Mattel
McKinsey
Medical Broadcasting Company, LLC
Medtronic
Mehta Partners
Mercer Management Consulting
Merck & Co., Inc.
Merlin BioMed Group
Merrill Lynch Business Financial Services
MetLife
Metromedia International Group
Metropolitan West Capital Mgmt., LLC
MGM
Michael Silver & Co.
Microsoft
Milestone Advisors, LLC
Millennium Partners
Minrad Inc.
MIT International Motor Vehicle
Program
Mitsubishi Imaging
Model Metrics
Monitor Group
Monsanto Company
MONY Group, The
Moody’s Investors Service
Morgan Stanley
Motorola, Inc.
MPM Capital
Multibras S.A.
Mutual Bank
National Bank & Trust Company, The
National City Bank
National Geographic Society
National Semiconductor
Nationwide Insurance
Navigation Technologies
NCH Corporation
NCR Corporation
NEC America
Neil Hirsch & Associates
Nestle
Net2Phone
Neuberger Berman
Neutrogena
New York Life Capital Partners
New York Times, The
Newell Rubbermaid Inc.
Nextel Communications
Nicholson Partners
Nidec-Shimpo America Corp.
Nike, Inc.
Nissan Forklift Corporation, North
America
Nissan North America, Inc.
Nokia
Nomura Research Institute
Norelco Consumer Products Company
Nortel Networks
Northwest Airlines
Novartis Pharmaceuticals Corporation
Novo Nordisk Pharmaceuticals
NYC Small Business Services
Oaktree Capital Management, LLC
O’Hagins
Omni Guide
Oppenheimer Funds Inc.
Ortex International
Pace Global Energy Services
Pacific Investment Management Company
(PIMCO)
Palm Inc.
Panalpina
Paragon International, Inc.
PayPal
PBS
P.E. Valve Company
Pearlman Advisors
Pegasystems
PeopleSoft Inc.
Pentair

PepsiCo International
 Performics
 Permal Asset Management
 Perot Systems
 Pfizer, Inc.
 Pier 1 Imports
 Pilot Software
 Pitcairn Properties
 Pixera Corporation
 Planned Parenthood Federation of
 America-International
 PNC Capital Markets
 PNC Financial Services Group
 Pricewaterhouse Coopers
 Pritzker Organization
 Procter & Gamble
 Progressive Companies
 Provident Group, The
 P.S.I.
 Putnam Associates
 Quest Communications
 Radio shack
 Rain Bird Corporation
 RARE Center for Tropical Conservation
 RBC Capital Markets
 Red Hat
 Redpoint
 Regus Group
 R.G. Niederhoffer Capital Management
 Robert W. Baird
 Roche Diagnostics
 Rockford Power Train
 Rolls Royce
 Rothfos Corporation
 Royal Bank of Scotland, The
 R.R. Donnelley & Sons
 Ryan & Juraska, CPAs
 Ryder, Inc.
 SABRE, Inc.
 Salomon Smith Barney/Citigroup
 Samsung Electronics
 Sandler O'Neill & Partners
 Sao Paulo Alpargatas S/A
 SAP
 SAP Labs
 Sara Lee Corporation
 SBC Communications (formerly
 Ameritech)

Schering-Plough Corporation
 Schlumberger
 Scotia Capital
 Selden Fox, Ltd.
 Sempra Energy
 Sheffield Asset Management
 Sherwin-Williams
 Siebel Systems, Inc.
 Siemens A.G.
 Sikich, Gardner & Company
 Simpson Strong-Tie Co. Inc.
 Smith Whiley & Company
 Solar Household Energy, Inc.
 SolidWorks
 Spike Films, LLC
 Springcast
 ST Microelectronics
 Stanford Management Company
 Starwood Hotels & Resorts
 Stata Labs
 StorageTek
 Sumitomo Corporation of America
 Sun Microsystems
 Swiftwater Group, LLC
 Symbol Technologies
 SynQor, Inc.
 TACA Airlines
 TAMSA
 T. Rowe Price
 Target Corporation
 Tech TV Inc.
 Technology, Patents and Licensing, Inc.
 Telephone Data Systems
 Tenet Healthcare
 Texas Instruments
 Textron
 The Timberland Company
 The Timken Company
 The University of Chicago
 Thomas Blaigne & Company, LLC
 Thomas White Asset Management
 Thomson Corporation, The
 Tiffany & Co.
 TKT
 Towers Perrin
 Transcontinental Energy Co., Inc.
 Tupperware International
 UBS Investment Bank

UBS Warburg
UDL Laboratories, Inc.
Underwriters Laboratories
Unilever
Union Square Hospitality Group
United Airlines
United Health Group
United Nations/Development Program
United Revenue Service
United Stationers Supply Company
United Technologies
Valkyrie Inc.
Valtech Technologies
Vanguard Group, The
Vanguard School
VANS
Vapor Corporation
Variant Research Corp.
Verizon
Viacom/Showtime Networks
Victor International
Violy Byorum & Partners
Visa International
Vitro Packaging
Walgreens
Walt Disney World
Warner Home Video

Warner Bros. Entertainment
Watson Wyatt Worldwide
WCVB
Wellington Management Company, LLP
WestLB AG
Western Union International
Westinghouse Electric co.
Wharton School, The
Whirlpool Corporation
Whitebox Advisors, Inc.
Wildlife conservation Society
Williams Young, LLC
Williamson McAree Investment Partners
Women's World Banking
World Bank Group
W.R.Grace
Wyeth
Yahoo!
York Asset Management
Young and Associates, Limited
Zais Group LLC
Zale Corp.
Zia Natural Products
ZS Associates