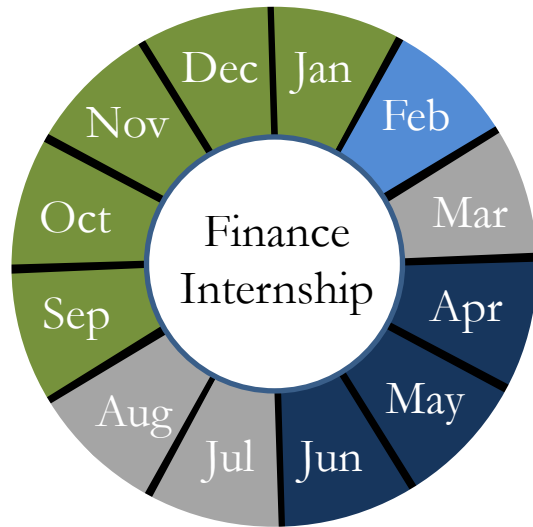



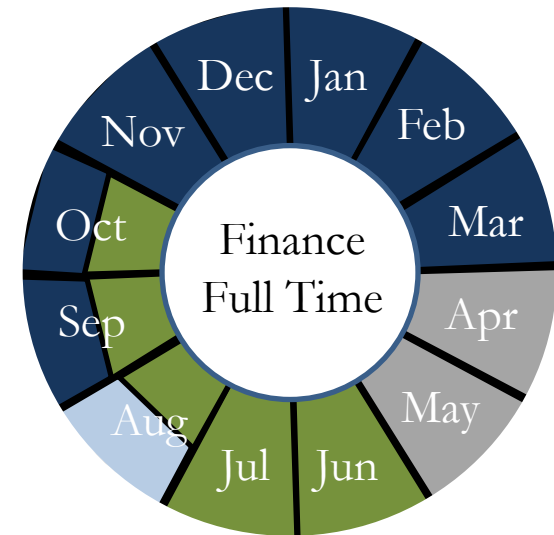





Recruiting timelines, internships and full time jobs



-  Recruiting for summer internship programs begin approximately 1.5 years in advance of that summer.
-  Corporate finance roles prioritize rising juniors who will intern after their junior year
-  Bulge bracket Wall Street firms prioritize rising sophomores who plan to intern after their junior year.

Deadlines for other openings range from September through February




-  The majority of financial services companies hire for full-time roles through their internship programs. Offers are typically extended in late summer.
-  For full-time hires that are not being converted from internships, recruiting takes place from June through October. To be competitive at firms that recruit interns, applicants should apply directly on the firm's website by the end of December of the previous year.
-  Recruiting for financial services (in non-banking roles) occurs between September and March.

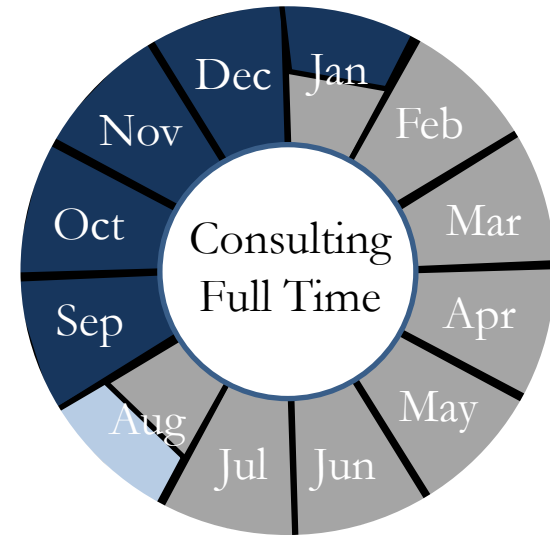
Recruiting timelines, internships and full time jobs





 For general consulting internships, the peak recruiting period is July through October.

 Recruitment for management consulting internships occurs generally from February through October. Recently, a few firms have opened applications in June with a early to mid-July deadline for applications with a second application opening in August with a mid to late-Sept deadline.

Interested applicants should check and apply through the company's website prior to recruiting periods.

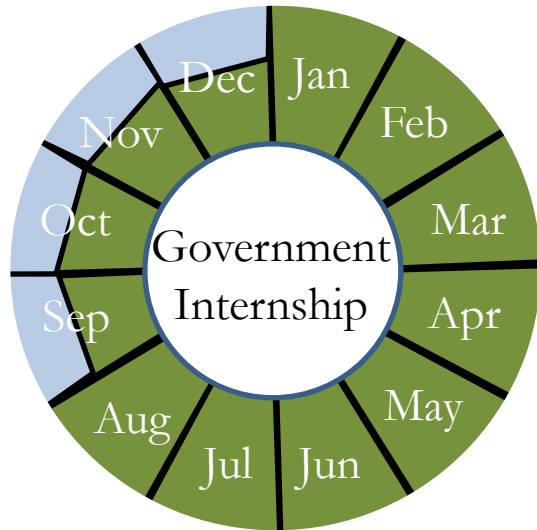


 Most full-time roles are filled through the organization's summer internship programs; offers are typically made in late summer.

 For full-time hires that are not being converted from internships, the recruiting cycle typically occurs in September through December/early January. Applicants should closely monitor company websites throughout the month of August.

The majority of interviews wrap-up during the month of November.

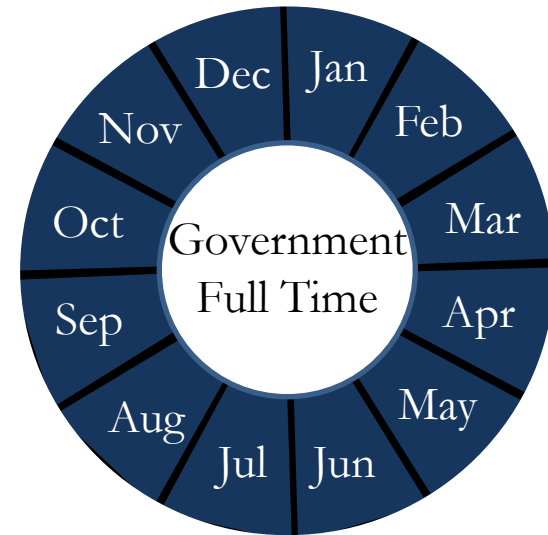
Recruiting timelines, internships and full time jobs



Internships are available year-round based on need. Interested candidates should familiarize themselves with agency-specific timelines.

State and local government application deadlines are typically in mid-spring.

State Department, FBI, Intelligence Community recruiting typically runs September to December. Clearance to work may take 6 or more months to complete post offer.

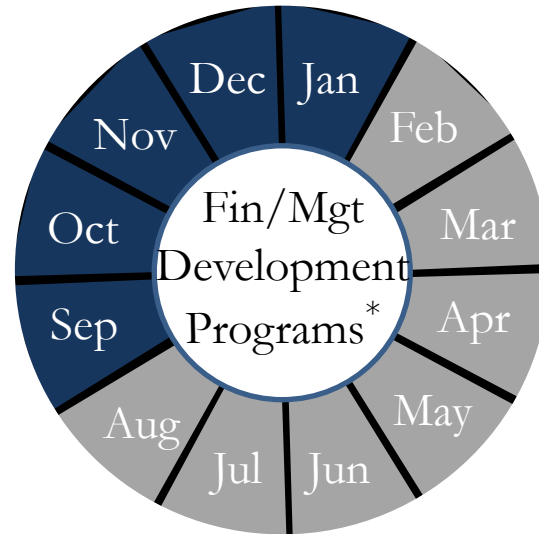


Year-round recruiting varies by agency and need.

As deadlines vary from agency to agency; interested candidates should familiarize themselves with agency-specific timelines.

State and local government application deadlines for full-time positions are typically in the mid-spring.

Recruiting timelines, internships and full time jobs



■ Full time job recruiting typically runs from early September through late January.

Companies usually use these types of programs to train new hires through rotational programs (i.e. rotating through various parts of a company).

The goal is to recruit and develop leaders for their organization.

* Financial and Management Development Rotational programs are typically full time job opportunities running for 1 to 2 years.