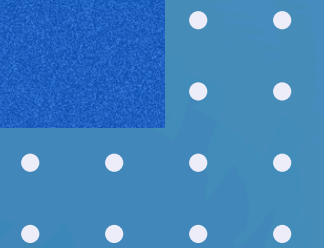
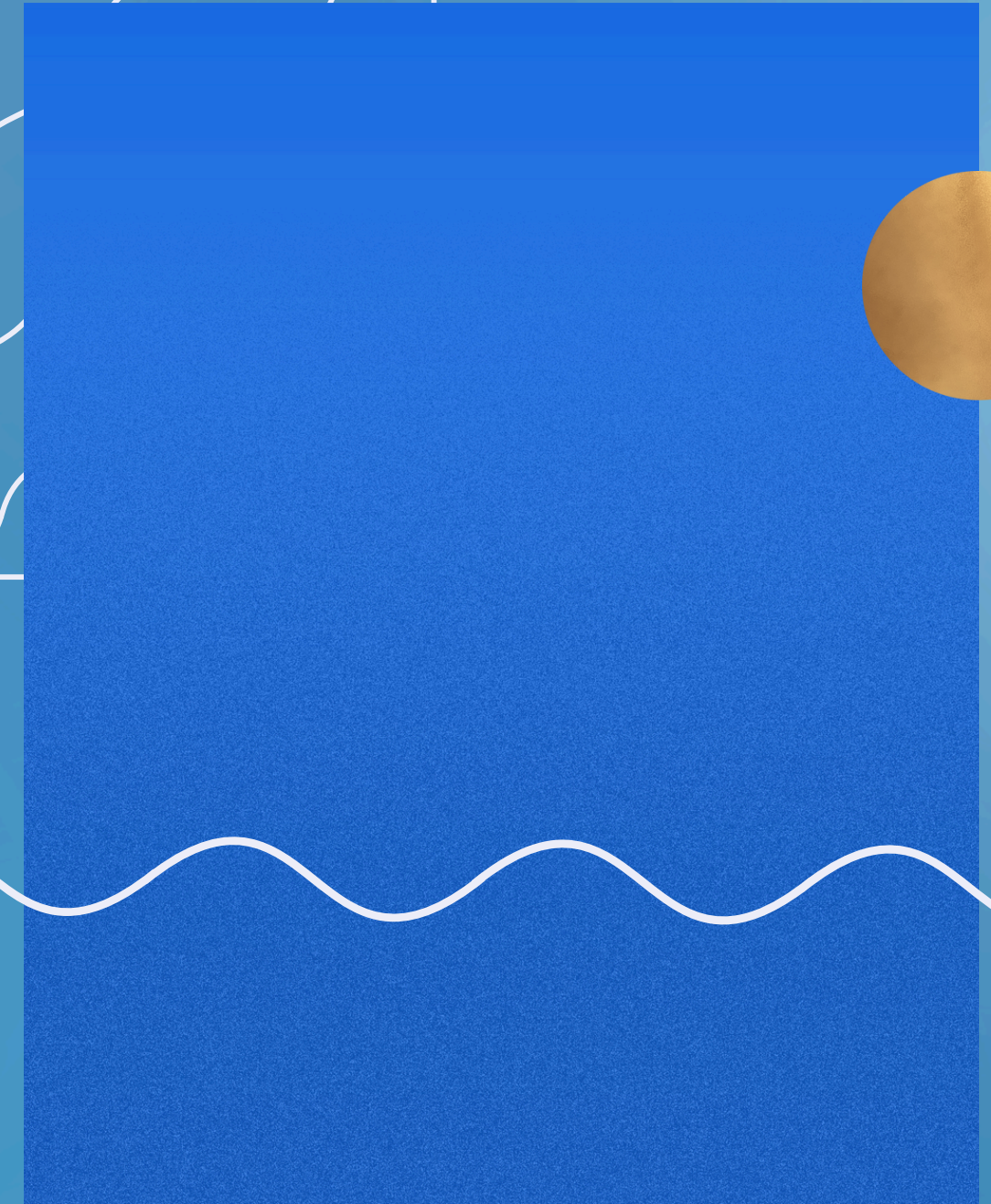
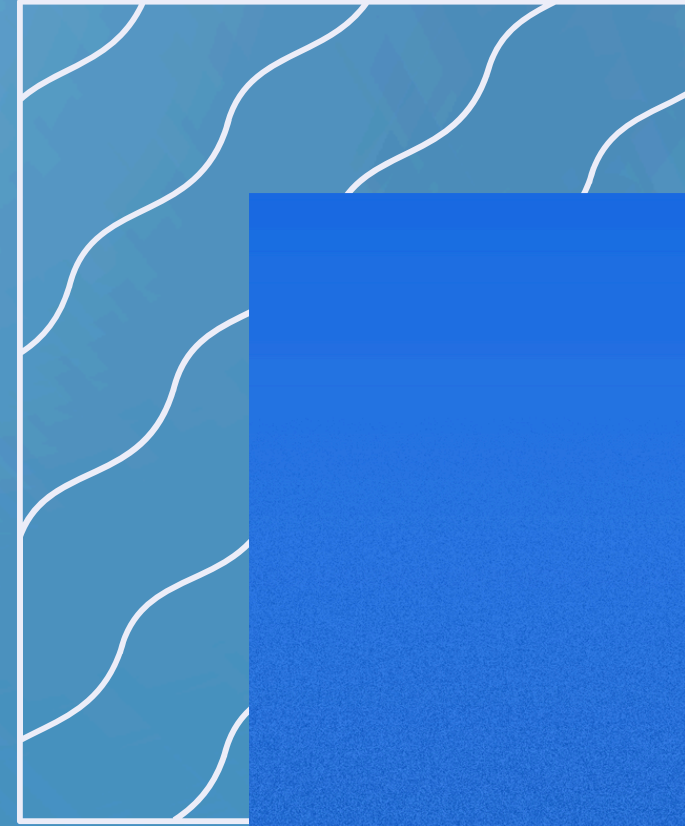


# RECRUITING





# CAREER FAIRS



In addition to “Meet the Firms”, two main career fairs are typically held each Fall and Winter semester: the General Career Fair, and the STEM Fair.

These fairs will be broken up into smaller fairs directed more towards specific majors. Watch for announcements on [Handshake](#) and in our Friday Forecasts.

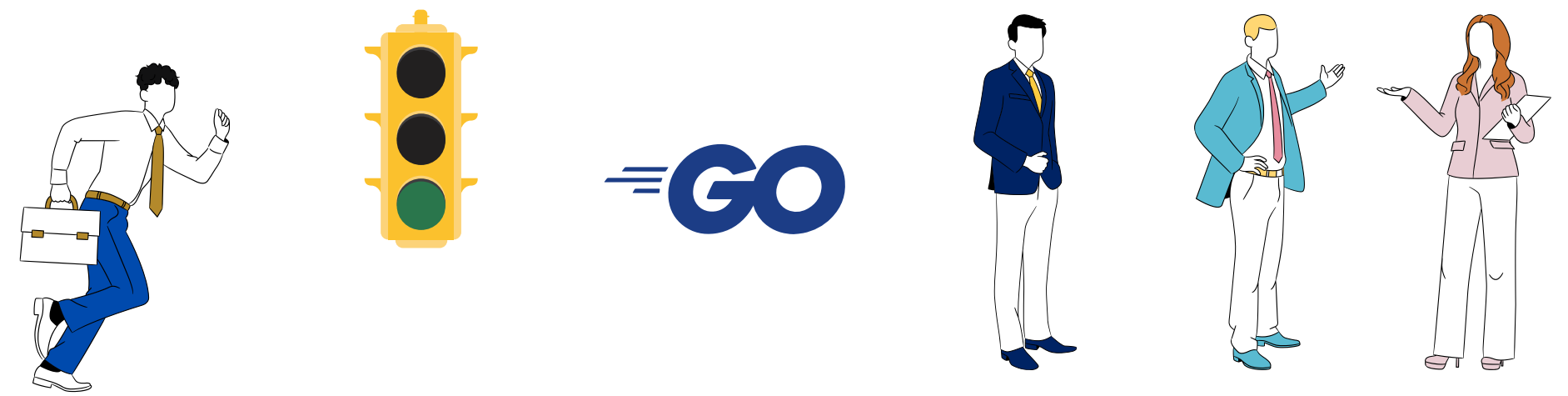
This year some Career Fairs will be hosted virtually via Handshake. Stay tuned for more information. Regardless, many of the same engagement principles still apply.

## **Before the Fair**

There are several events during the week of each career fair. If you’re particularly interested in a company, don’t miss any events it holds, especially resumes review nights. The more interactions you have with the representatives of the companies you’re interested in, the higher your chances are of landing an interview with them.



# CAREER FAIRS



## At the Fair

Make sure to dress in business professional attire.

You can view dress guidelines available in the Marriott School Magazine here: [Dress Guidelines](#).

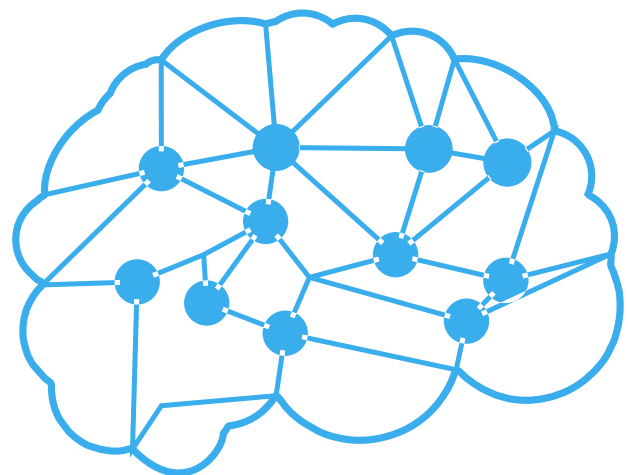
For men, suit & tie combos are recommended.

Remember, this will affect the first impression you give to recruiters.



Update your resume. Make sure you have at least one updated version of your resume to submit to recruiters. You can also prepare multiple versions of your resume catered to the different companies you're interested in pursuing.

When you talk to potential employers, you can ask them for their business card information. Take a moment to jot down any notes about your conversation with them before moving on to other recruiters. This will help you remember the company after the fair.

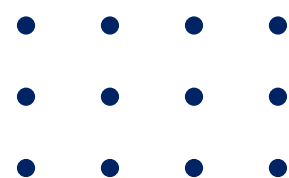


# STEM CAREER FAIR

The STEM fair has a more narrow focus and attracts more IS employers than the General Career Fair. We strongly recommend that you attend this fair.

The Science Technology Engineering and Math (STEM) Career Fair is specifically for students in STEM majors. Companies will likely list which majors they're recruiting for. You can also refer to the list of companies searching for IS students we publish the week before the STEM Fair to know which companies to network with.

See [this](#) page for more info on the BYU STEM Career Fair!





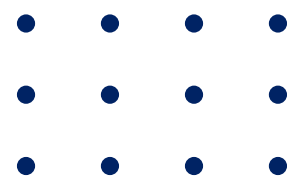
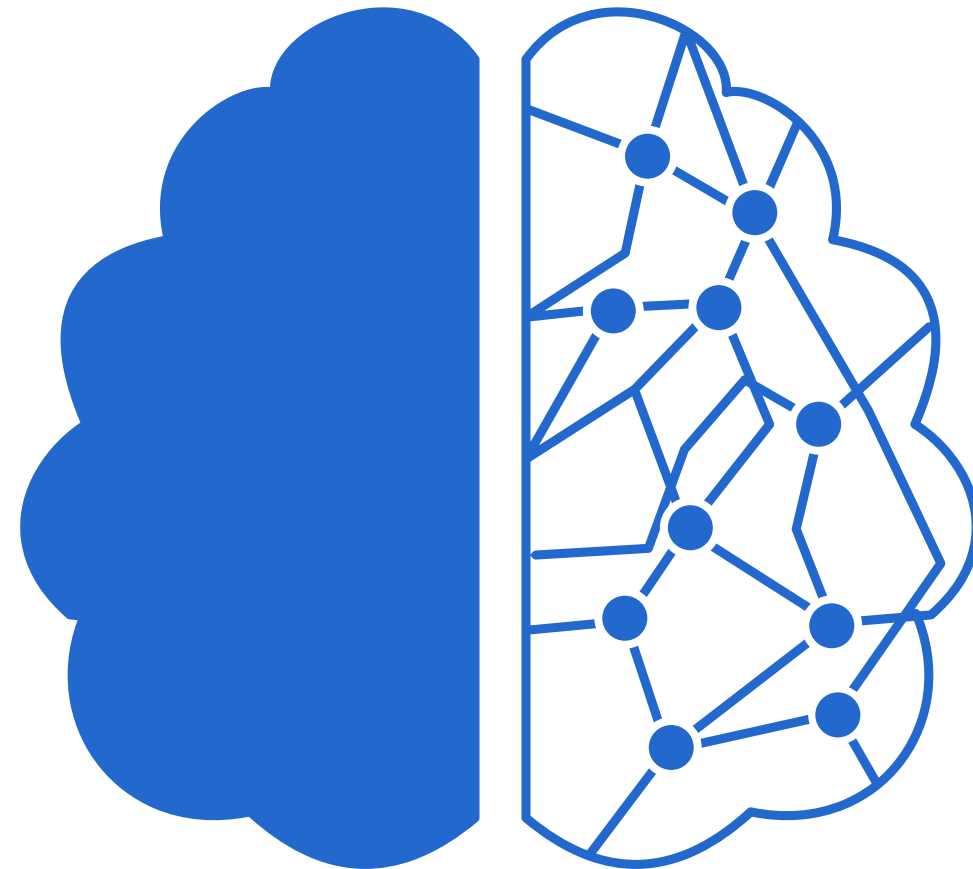
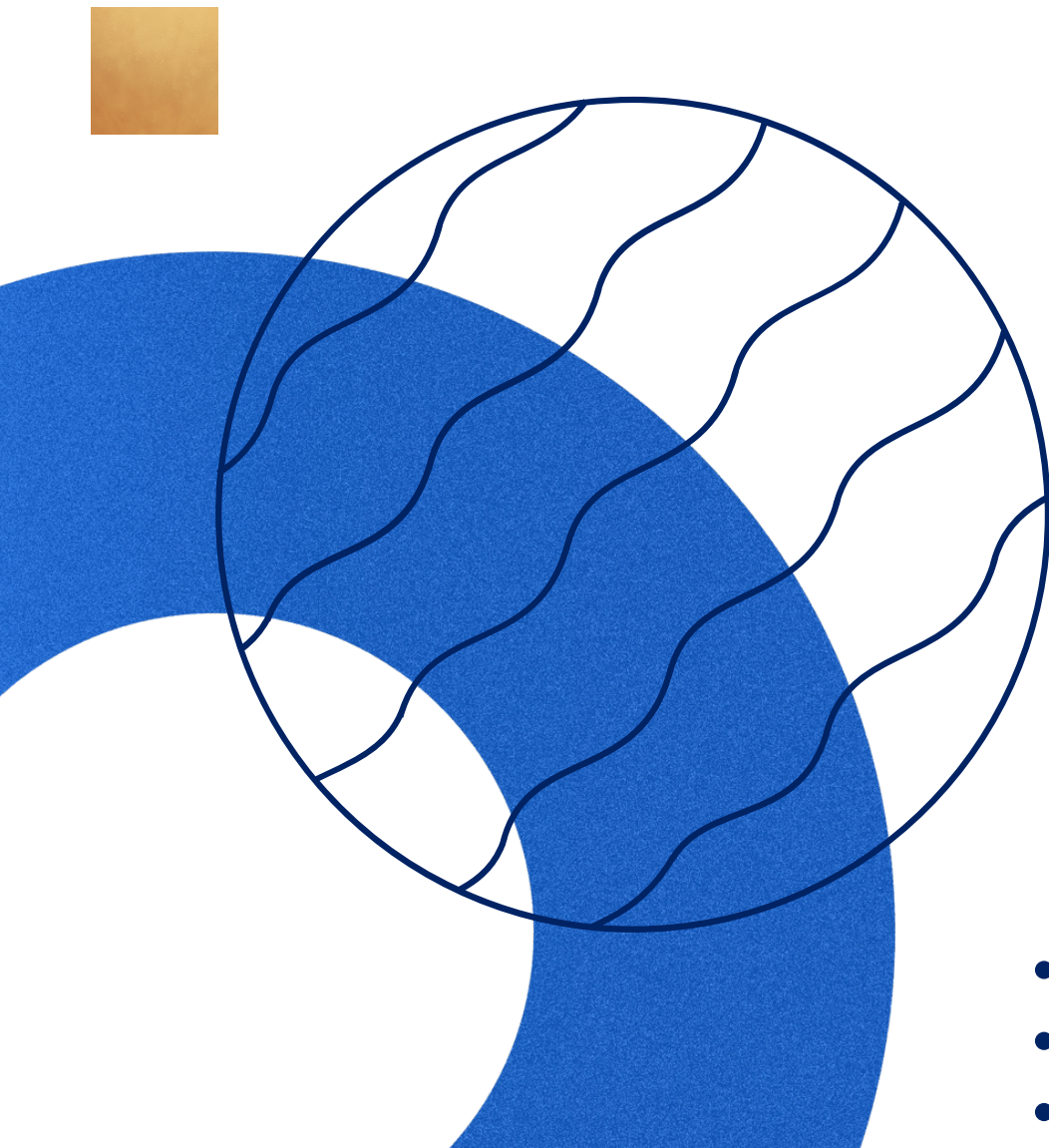
# AIS SPONSORSHIP NIGHT



This mini career fair is limited to AIS sponsors only.

These companies tend to focus their recruiting on AIS members. This event often happens the night before the STEM fair.

Learn more about AIS [here](#)



# MEET THE FIRMS

There are two “Meet the Firms” events: private accounting & finance firms come in the fall, and the Big 4 and other accounting firms come in the winter. These career fairs are for Accounting, Finance, and IS students.

In addition to the Big 4, other major employers, such as Disney, attend this event (consecutive internships may be offered by companies other than the Big 4).

Before attending Meet the Firms, you should answer the following questions:

## ***Do you want to work in the accounting industry?***

Although IS majors who work at accounting firms often don’t perform accounting functions, you should understand what accounting is before applying to any of the firms that attend this event.

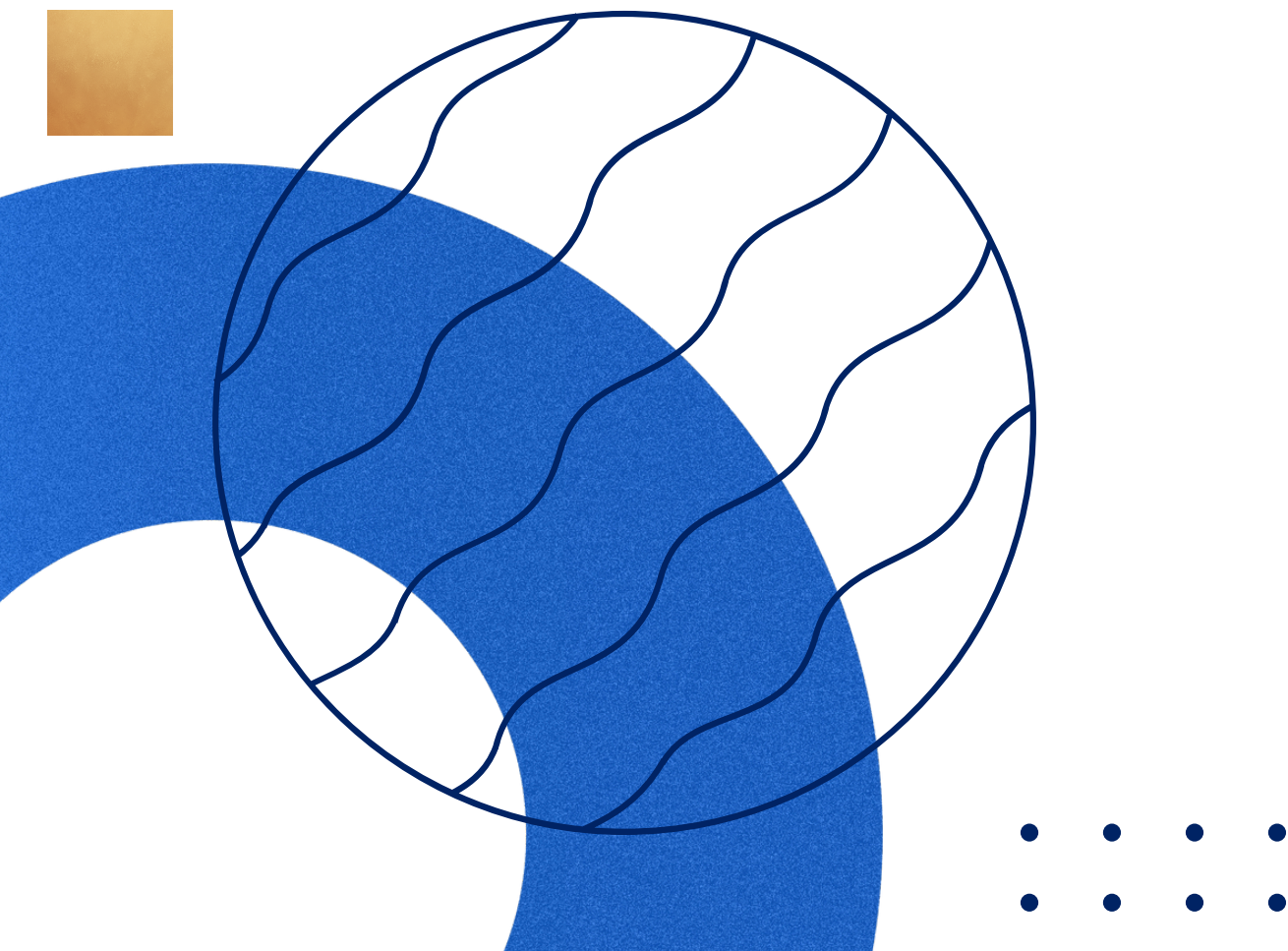
## ***Do you plan on applying to the MISM?***

Some employers don’t allow you to have consecutive/back-to-back internships (see “The Big 4” Section above).

## ***Where do you want to live when you graduate?***

Many of these employers have offices around the country. They want to know where you plan to settle down so they can assign you to a location where you’re happy staying.

Be **clear** and **positive** as you talk with employers at this event. Tell them what you want to do, even if you have to say, “Right now, my best guess is X.”



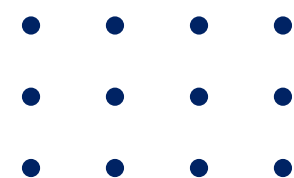


# GENERAL CAREER FAIR



This career fair is for all majors across campus, so it will have a wider variety of companies. Some companies attend both the STEM and the All Majors Fair. Feel free to talk to these companies at both fairs if you want to work for them.

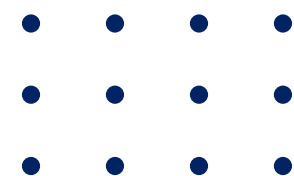
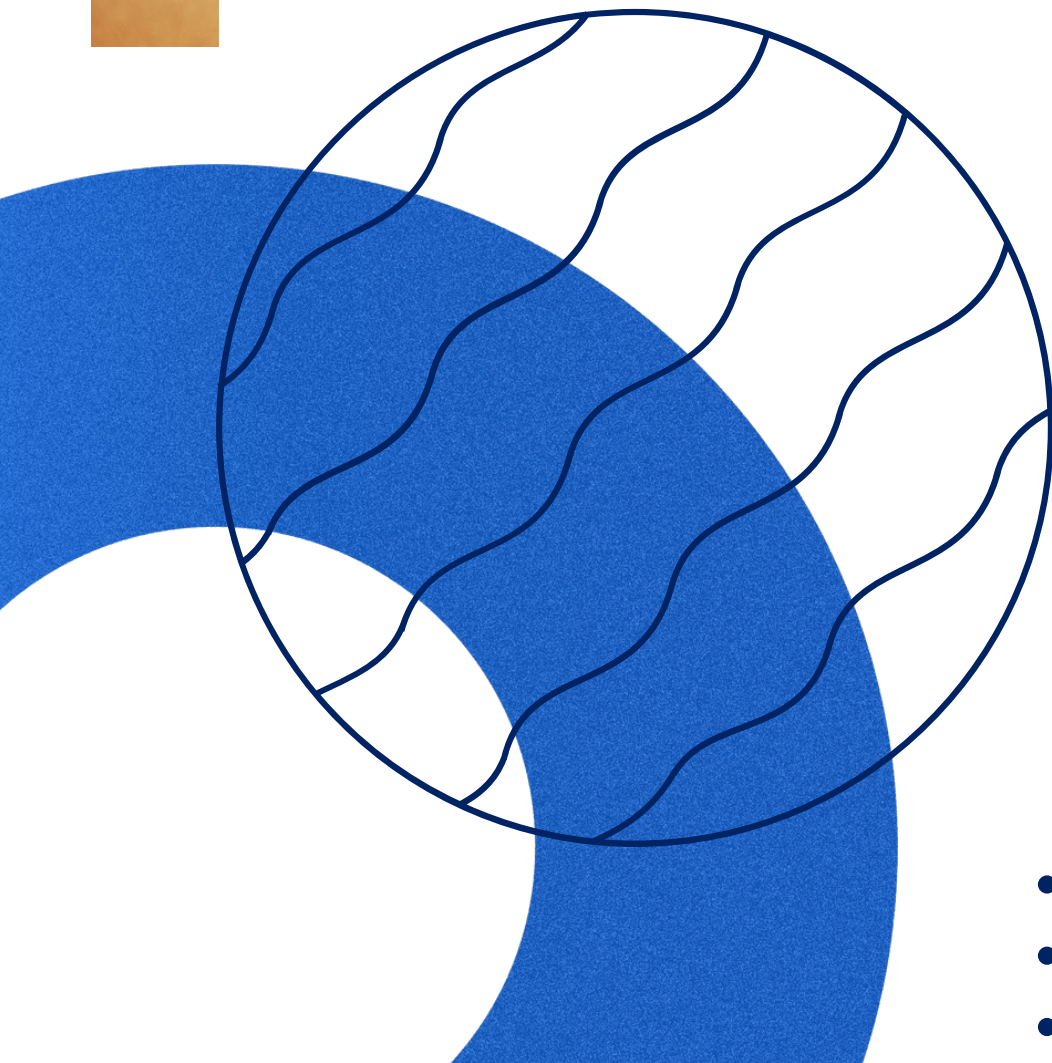
See [this](#) page for more info on the All Majors Career Fair!



# BYU STARTUP CAREER FAIR

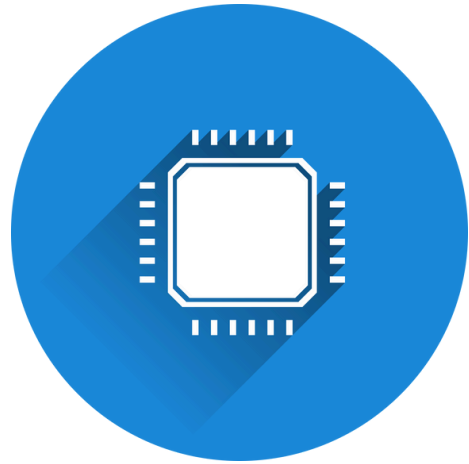


This additional fair is for startup companies based in Utah. If you're interested in working for these companies, get more details at [Utah Startup Marketplace](#).



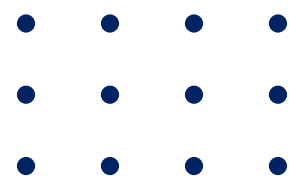


# SILICON SLOPES - UTAH | SUMMIT



Silicon Slopes is the moniker for the Utah's technology community.

They host an event every year called Silicon Slopes Summit. Visit their [website](#) for more information about the group!



# INFORMATION SESSIONS

Most information sessions occur around the time of the All Majors and STEM Career Fairs.

Employers will hold these informational meetings to help you learn more about the company and to allow you to network with some of their representatives.

There is a significant number of information sessions sponsored in conjunction with AIS.



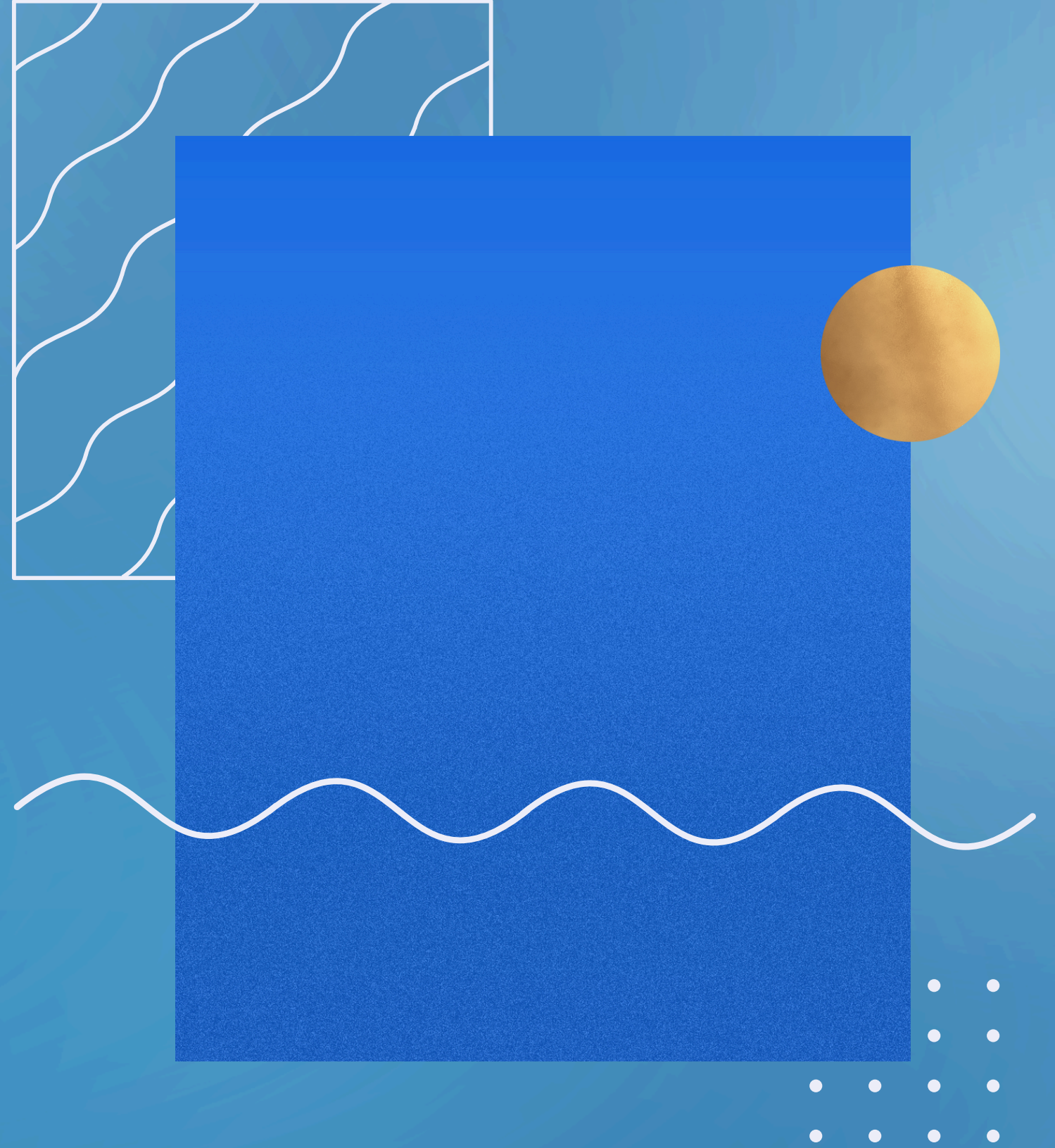
IS-specific information sessions are announced through AIS newsletters and the weekly **Friday Forecast email**.

Events change. Check [Handshake](#) and stay tuned to the AIS Slack.

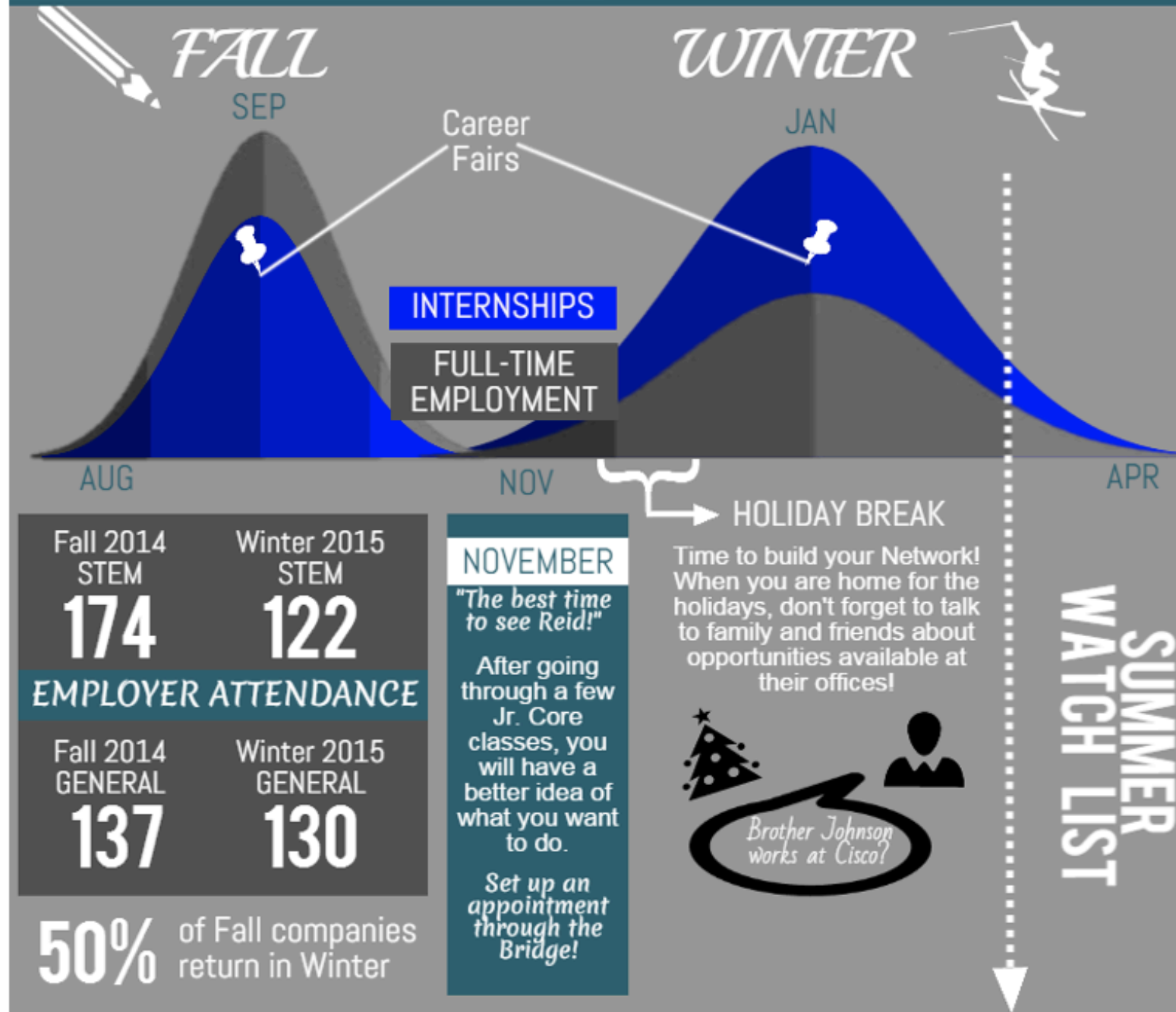




# RECRUITING SEASONS



# The Recruiting Cycle



**"Ides of March"**

Come talk to Reid if you don't have an offer by these dates

**March 1st**  
Full-time Employment

**March 15th**  
Internships





# FALL RECRUITING

Fall recruiting comes and goes extremely quickly. During the beginning of the fall semester, especially between mid-September and mid-October, most companies will be recruiting online or on-campus. There are information sessions for just about every company. Some are specifically in conjunction with AIS, and others are put on independently by the company. Stay informed through the Friday Forecast (a weekly email full of events and job opportunities), [Handshake](#) and AIS newsletter.

if you're interested in pursuing an internship at one of the Big 4 accounting firms, you'll want to apply in the summer/early fall. Other companies recruit for internships in the fall, but unlike the Big 4, many of these companies have internship opportunities during the winter semester as well. Some companies, like Adobe, don't start their internship recruiting until late February.

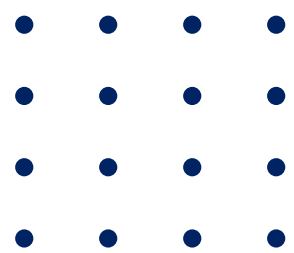
If you don't find an internship during the fall, don't panic! Don't stop looking! We recommend that you determine a few specific companies, locations, or job functions that interest you. This will help you narrow your search. If you need help developing your list, we encourage you to come to talk to [Reid](#).



# WINTER RECRUITING

Internship recruiting returns with a vengeance during the winter semester. The Big 4 Meet the Firms event is during the winter semester.

You have to be more focused during winter recruiting because fewer employers come during this round than in the fall.



Some companies will recruit for both semesters, but often you'll see a fresh batch of employers in the winter.

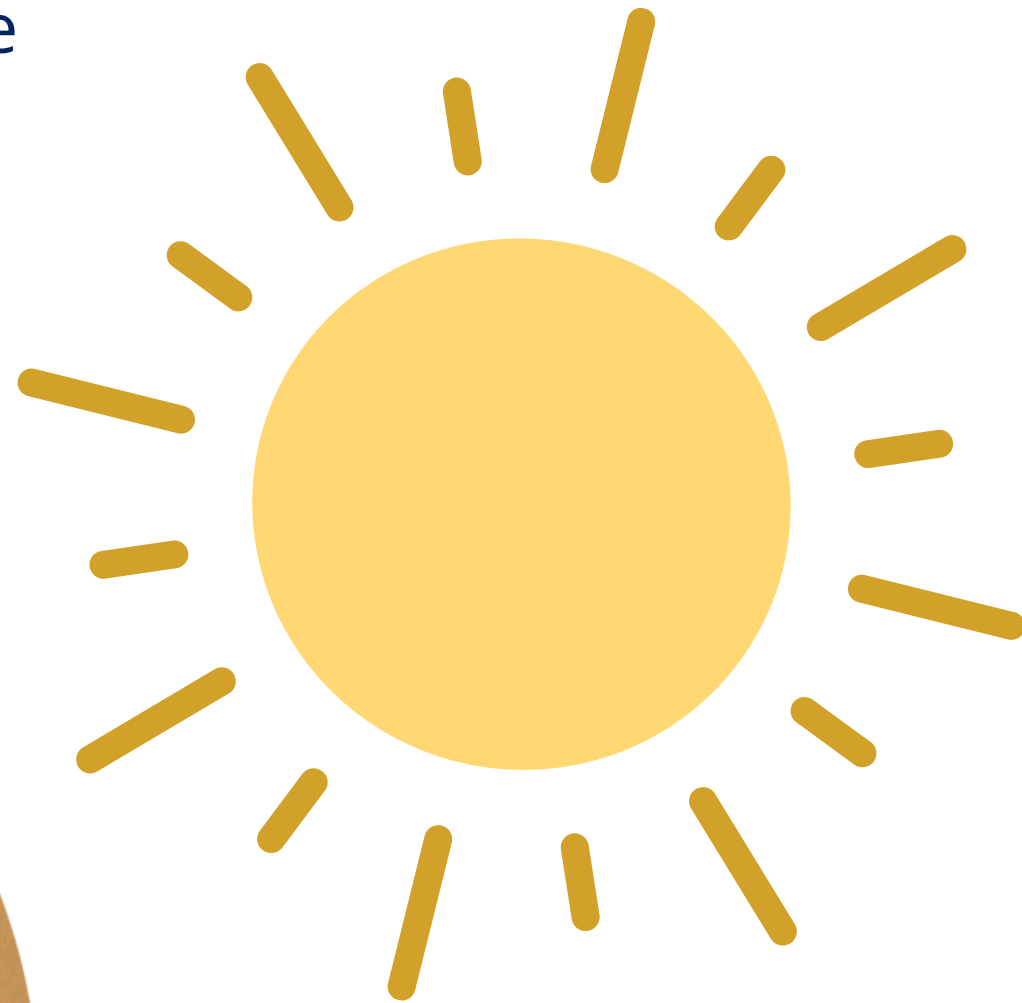
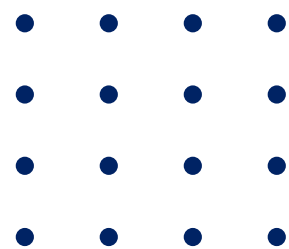
If you have a plan, you're probably okay, but if you aren't sure and can't decide on where you would like to work, ***you might end up without an internship or job offer come summer!***

During the busiest times of recruiting, we recommend that you keep an eye out for the **Friday Forecast** or check [Handshake](#). This will have job opportunities and events outlined for you.



# SUMMER WATCH LIST

If March rolls around and you find yourself without an internship or full-time job, don't panic! We're still able to help you, but please recognize that the majority of the employers you want to work for may have finished recruiting for the season. The field can be extremely competitive



As the winter semester comes to a close, Reid's team will begin compiling a list of students who haven't yet received internships and full-time positions. Often employers will approach us at the last minute expressing a need to fill positions. We present these opportunities to students who have expressed interest in joining the Summer Watch List.

By the end of March, we send out a survey that asks what your preferences are for job positions and work locations. ***You must take this survey to opt-in to the watch list!*** If you're on the Watch List, you'll receive information about any job opportunities that we hear about from employers and any other information we think is helpful to you in your search. Again, we're here to help you!

# INTERNATIONAL STUDENTS

If you're an international student requiring H1B sponsorship, your selection of companies may be limited. Don't miss the International Student Orientation with Reid that's normally held within the first two weeks of the fall semester. Please review this link: <http://www.myvisajobs.com/Visa-Job-Browse.aspx>.

Most of you understand the CPT and OPT rules associated with your visa status. Make sure you stay connected with the International Student Services Office: [iss.byu.edu](http://iss.byu.edu) The MSB also has a staff member dedicated to international student concerns. His name is Jonathan Wood ([jcwood@byu.edu](mailto:jcwood@byu.edu))

Traditionally, only about 15 employers will sponsor H1B visas for full-time employment. Check with Reid during your search, and he will update you.

Go to the [IS Career Explorer](#) for a view of other possibilities.

**\*Please be careful about assuming H1B sponsorship.\*** A company that's an H1B STEM sponsor isn't necessarily a sponsor of Information Systems (IS) at the entry-level. Several companies may sponsor PhDs, but not entry-level bachelor's or master's degrees.

We look for the best IS opportunities for international students. Please read this entire reference guide—it applies to you.





# IS STEM H1B Sponsors

## 2024

\*Double click on a company to see their approval rate



- [Ancestry](#)
- [Goldman Sachs](#)
- [Deloitte](#)
- [EY](#)
- [Anglepoint](#)
- [Google](#)
- [Adobe](#)
- [Amazon Web Services \(AWS\)](#)



- [Apple](#)
- [Fast Enterprises](#)
- [Microsoft](#)
- [Amazon](#)
- [Walmart](#)
- [Lucid Software](#)
- [Salesforce](#)
- [SimpleNexus](#)



# THE BIG 4



**Deloitte.**



The Big 4 Accounting Firms—[Deloitte](#), [EY](#), [KPMG](#), and [PwC](#)—are significant destinations for IS students. IS graduates are typically not expected to work the rigorous hours demanded by accountants, but this does not mean that employers value IS employees any less. IS employees provide critical support to companies and are highly valued by them. If you choose this path, you will work mainly with clients to conduct IT audits or work in advisory (consulting) roles.

This type of work is not for everyone, but a good number of graduates happily choose this career path every year. If you love Dr. Romney's Business Processes and Controls class, then you may want what accounting offers.

Be aware that because BYU's Accounting program is always ranked as one of the top three in the nation, accounting firms start the recruiting process very early—during the first few weeks of school during the fall semester. Their focus is on full-time in the fall. At the winter "Meet the Firms" event for the Accounting, Finance, and IS students, you'll have the opportunity to meet Big 4 employees from locations all over the US. Their goal is to get you thinking about a future job or internship at their firms.

If you plan to pursue the MISM, be aware that the Big 4 firms DON'T allow consecutive internships. This means that you should pursue an internship with them after your first year of the MISM—not the summer after the junior core. However, feel free to express your interest in the early and pursue their summer leadership programs (these programs are built for those seeking the MISM).

The first thing the Big 4 firms will ask you about is your preferred work location. Each of the Big 4 have offices in almost every major city, and they want you to work somewhere you're excited to be. During the initial screening process, they may ask questions regarding why you want to live in that particular city, if you have been there before, etc. They want to know if you like your preferred location enough to stay there for a few years rather than asking for a transfer after a few months of working there.