Our Mission

Career Services counsels students and alumni as they explore career directions. Since career development is preparation for life, our mission is to help students gain self-understanding and connect their interests, values and skills with knowledge about careers and life beyond Swarthmore College. In support of that mission, we build relationships with faculty, colleagues at the College, alumni and families of our students and serve as a resource for employers and graduate schools who offer opportunities.

Our Annual Report

The purpose of our annual report is to highlight accomplishments from the academic year. It is a snapshot of new programs, partnerships and resources but also showcases long-standing ones that have been particularly successful. Our office strives to be innovative and responsive to the constantly changing landscape of career education. As a result, Career Services offers a wide array of resources representative of student interests and needs. We hope you enjoy learning more about our office! For a full list of resources, please visit our website.

Special Thanks to:
- Our campus partners for their continued collaboration
- Our alumni and friends of the College for providing opportunities and support to students
- Helen Huh ‘21, Career Services Tech Intern, who prepared this report

Meet the Staff:

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CLASS OF 2019 PLANS*

**Snapshot of Plans**

- Class of 2019: Employment 70%
- Grad/Prof School: 21%
- Travel: 1%
- Undecided: 3%

**Top Geographic Locations**

- New York City: 19%
- Philadelphia: 17%
- Washington, DC: 14%
- San Francisco/N. California: 10%
- Boston: 9%
- International: 5%

**Fields of Study: Math & Physical Sciences 34%**

**Graduate School and Professional Programs**

- 84% plan to enroll in graduate or professional school within the next 5 years

**Top Attended Grad Schools**

- Harvard
- Princeton
- Yale
- University of Cambridge
- Brown
- Columbia
- Penn

**Types of Programs**

- PhD: 44%
- Masters: 35%
- MD: 9%
- JD: 9%

*Based upon survey responses from 298 of 400 seniors (75% of the graduating class)*
<table>
<thead>
<tr>
<th>Category</th>
<th>%</th>
<th>Average Salary</th>
<th>Median Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research (STEM, Humanities, Social Sciences, Other)</td>
<td>26%</td>
<td>$39,113</td>
<td>$37,500</td>
</tr>
<tr>
<td>Technology/Engineering</td>
<td>24%</td>
<td>$95,857</td>
<td>$107,500</td>
</tr>
<tr>
<td>Consulting</td>
<td>14%</td>
<td>$78,816</td>
<td>$77,500</td>
</tr>
<tr>
<td>Finance/Business</td>
<td>11%</td>
<td>$79,028</td>
<td>$85,000</td>
</tr>
<tr>
<td>Education/Teaching</td>
<td>9%</td>
<td>$27,273</td>
<td>$22,500</td>
</tr>
<tr>
<td>Nonprofit/Advocacy</td>
<td>6%</td>
<td>$29,375</td>
<td>$23,750</td>
</tr>
<tr>
<td>Law</td>
<td>5%</td>
<td>$48,125</td>
<td>$47,500</td>
</tr>
<tr>
<td>Policy/Politics</td>
<td>3%</td>
<td>$43,125</td>
<td>$42,500</td>
</tr>
<tr>
<td>Communications/Media</td>
<td>1%</td>
<td>$45,000</td>
<td>$45,000</td>
</tr>
</tbody>
</table>

Overall Average Salary: $63,750
Overall Median Salary: $62,500
STUDENT REFLECTIONS

NERA Economic Consulting Summer Intern

MALINI KOHLI
Class of '20

Advice
"It is really important to speak with alumni (start early!) - Swarthmore's network is very helpful and alumni are willing to go out of their way to help you out. In the end!"

Looking Forward to
"I am excited to meet new people, develop new skills, and get a taste of the real world this summer."

FREEPOINT COMMODITIES INTERNS

AARON HERSCHE
Class of '21

Advice
"Swarthmore alums helped me to narrow down my interests and provided me support throughout the search process."

Looking Forward to
"I am looking forward to learning about energy markets by applying both my physics and economics knowledge... I am looking forward to specializing in one industry."

PRODUCT SPECIALIST AT QUALTRICS

GUINEVERE MESH
Class of '19

Advice
"Keep your options open! I originally thought I would land in a very specific area of design, but...I found a position that may actually suit me...better."

Looking Forward to
"At Qualtrics, I'll get to dip a toe into design, engineering, and business, and hopefully that will illuminate where I see myself landing in the future."
STUDENT REFLECTIONS

DEMOCRACY FORWARD LEGAL ASSISTANT

Used Career Services for:
Reviewing application materials (resume, cover letters, essays), Search strategies (internships, externships), Mock interviews, Meeting with a career counselor

GILBERT ORBEA
Class of '19

Advice
"Look for positions constantly -- keep a spreadsheet of any organizations you find that look interesting, and check their websites once or twice a week."

Looking Forward to
"Working on developing skills in the workplace that are different from the skills I've gotten in academic settings."

LAUREN CHUNG
Class of '20

Advice
"People hire people they enjoy talking to...so figure out what makes you interesting! It’s also important to realize that rejection emails are a natural part of the recruiting process..."

Looking Forward to
"Applying the soft skills I’ve learned at Swarthmore to a fast-paced, numbers-oriented field like investment banking."

GOLDMAN SACHS, INVESTMENT BANKING SUMMER ANALYST

Used Career Services for:
Reviewing application materials (resume, cover letters, essays), Attending workshops and programs, Meeting with a career counselor

AMERICORPS COLLEGE POSSIBLE, COLLEGE COACH

TIAUNA LEWIS
Class of '19

Advice
"Start early by searching through databases provided by Career Services and take the time to go to Career Services events..."

Looking Forward to
"Working on a team of people who have the same goal: to support disenfranchised students who deserve to succeed and feel at home in academic spaces."
STUDENT ENGAGEMENT

OVERALL STUDENT INTERACTIONS
Student participation in individual counseling appointments, drop-in advising sessions, workshops, recruiting events, and other outreach events.

65% of the total student body engaged with Career Services

Engagement by Class Year

<table>
<thead>
<tr>
<th>Class Year</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>65%</td>
</tr>
<tr>
<td>Seniors</td>
<td>71%</td>
</tr>
<tr>
<td>Juniors</td>
<td>55%</td>
</tr>
<tr>
<td>Sophomores</td>
<td>73%</td>
</tr>
<tr>
<td>First Years</td>
<td>62%</td>
</tr>
</tbody>
</table>

4437 student interactions

ENGAGEMENT BY POPULATION/IDENTITY

<table>
<thead>
<tr>
<th>Population/Identity</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>71%</td>
</tr>
<tr>
<td>Black</td>
<td>74%</td>
</tr>
<tr>
<td>Latinx/Hispanic</td>
<td>64%</td>
</tr>
<tr>
<td>Multi</td>
<td>50%</td>
</tr>
<tr>
<td>Multi/Asian</td>
<td>67%</td>
</tr>
<tr>
<td>Multi/Latinx</td>
<td>59%</td>
</tr>
<tr>
<td>Not Indicated</td>
<td>64%</td>
</tr>
<tr>
<td>Multi/Black</td>
<td>64%</td>
</tr>
<tr>
<td>Multi/Black</td>
<td>59%</td>
</tr>
<tr>
<td>White</td>
<td>59%</td>
</tr>
<tr>
<td>Multi/Hawaiian</td>
<td>86%</td>
</tr>
<tr>
<td>Nat.Am/Alask.</td>
<td>50%</td>
</tr>
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</table>

FIRST GEN/LOW INCOME

<table>
<thead>
<tr>
<th>Status</th>
<th>Engagement</th>
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<tbody>
<tr>
<td>Engaged w/CS</td>
<td>68%</td>
</tr>
<tr>
<td>INT’L STUDENTS</td>
<td></td>
</tr>
<tr>
<td>Engaged w/CS</td>
<td>68%</td>
</tr>
</tbody>
</table>

ACADEMIC MAJORS

<table>
<thead>
<tr>
<th>Academic Major</th>
<th>Engagement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Sciences</td>
<td>69%</td>
</tr>
<tr>
<td>Interdisciplinary</td>
<td>63%</td>
</tr>
<tr>
<td>Humanities</td>
<td>67%</td>
</tr>
<tr>
<td>Natural Sciences &amp; Engineering</td>
<td>62%</td>
</tr>
</tbody>
</table>

CAREER PEER ADVISORS (CPAs)
Trained student workers who can provide the student perspective on:
- Job/internship databases/career resources
- Feedback on resumes, cover letters & application materials
- Suggestions on experience-building activities based on student interests
- Ways majors and careers relate to each other

CPA assistance

BY THE NUMBERS:

Office Hours: 418 student interactions (avg. 4 per day)

Beyond Office Hours: 16 events 8 different topics 106 students attended

101 days of drop-ins
COUNSELING APPOINTMENTS

1140 Counseling appointments

474 unique students; of whom 58% returned for subsequent appointment(s)

FOCUS OF COUNSELING APPOINTMENTS

- Job Search (23%)
- Interview Preparation (19%)
- Internship Search (19%)
- Resume/Cover Letter Review (16%)
- Career Exploration (13%)
- Self-Awareness (5%)
- Graduate School Advising (4%)

DEMOGRAPHICS OF COUNSELING APPOINTMENTS

- Seniors (41%)
- Juniors (15%)
- Sophomores (17%)
- First Years (15%)
- Alumni (12%)

EVENTS

Career Education Workshops/Employer Info Sessions/Employer Recruiting

- # Events Swarthmore hosted
- # Events Trico Recruiting hosted

PROFESSIONAL SKILLS DEVELOPMENT

- # Times Interview Room reserved by students for phone or video interviews
- # Times Suits Borrowed from Career Closet
- # Students Requested Management Consulted (case interview prep)
- # Students Requested Breaking into Wall Street/Wall Street Prep (financial modeling/tech interview prep)
Institutional Effectiveness Goals/Academic

Our IE goal for the 2018-19 academic year was to develop faculty and broader campus awareness of the importance of intentional career development for today’s liberal arts students. Specifically, our objective focused on cultivating a more collaborative working relationship between Career Services & the 24 academic departments.

New programming initiatives w/ academic depts:

**Arts & Humanities Depts:** Arts & Humanities Showcase *(see right)*

**Art & Art History:** Mellon Curatorial Fellowship Info Session

**English & Ed. Studies:** Resume workshops on resume writing for the sophomore plan

**English:** Freelance Careers with Julie Phillips ’86

**Exploring MFA/PhD Programs with Monika Zaleska ’13**

**Philosophy:** Alumni Career Panel

**Physics:** Life After Swarthmore

**Psychology:** Alumni Career Panel

**Theater:** Alumni Conversation with Telory D. Arendell ’93

Arts & Humanities Showcase

Alumni from various career paths & academic backgrounds educated students on the connection between humanities & their professions. 12 faculty members hosted roundtable discussions.

Lauren DeLuca ’10, English Literature
Attorney, Labor & Employment Law & Government Law

Loretta Gary ’09, Film & Media Studies
Digital Marketing Specialist, Activist, Artist

Eric Haeker ’99, Music
Composer, Investor, Impresario, Entrepreneur

Ben Kapilow ’13, Music & Psychology
Resident Music Director, Media Theatre for Performing Arts

Nazanin Moghbeli ’96, Art & Biology
Cardiologist, Artist

Ronni Sardovsky ’08, Philosophy & Linguistics
Philosophy Graduate Student & Teacher

MENTORING

By partnering with the Aydelotte Foundation and the President’s Office, Career Services created 2 new mentoring initiatives to connect students with alumni. These programs focused on academic, personal, and professional development.

**Frank 5 Fellows**

The Frank 5 Fellows program seeks to spark conversation around the evolving careers and life choices of liberal arts graduates.

Dina Zingaro ’13
Paloma Perez ’14
Lorenzo Ramirez ’10

Riana Shah ’14

Board of Managers

The Board is charged with the general management of the affairs of the College and discharges that duty directly in management of the endowment and otherwise works closely with the president to set general direction.

David Singleton ’68
Emily Anne Noite Jacobstein ’07

Eleanor Joseph ’07

Cathy Polinsky ’99

Gill Kemp ’72

Continued Mentoring Programs: Extern, Alumni/Student Dinner, SwatTank, Swarthmore Experiential Fellowships
## CAREER EDUCATION

Opportunities for alumni to connect & network with current students. Each semester, we bring alumni and friends of the College to campus with varying academic & professional backgrounds for students to learn about possible career paths.

### Ace the Case: Consulting Case Interview Day
- Rob Ruffin ‘92 (Bain)
- Satyajit “Saty” Rao ‘15 (ATKearney)
- Jigme Tobgyel ‘17 & Kathy Sun ‘16 (Deloitte)
- Toby Heavenrich (Kantar)
- Anne-Marie Frassica ‘09 (McKinsey)

### Exploring Finance & Consulting Careers
- Koof Kalkstein ’78, T. Hoang-Le (BMC ‘13) (BCG)
- Jigme Tobgyel ‘17 (Deloitte)
- Connor Morrison ‘11 (McKinsey)
- Charlie Sussman ‘05 (BAML)
- James Beall ‘11 (Citi)
- Ascanio Guarini ‘16 (Bridgewater)
- Toby Levy ‘16 (BlackRock)
- Arjun Raghuraman ‘16 (GTCR)

### Publishing Careers
- Michael Pietsch (P’10 & P’13), CEO of Hachette Book Group

### Social Enterprise Careers
- Sampriti Ganguli ‘95, CEO of Arabella Advisors

### Psychology Alumni Career Panel
- Ariel Kobyak ‘02, Clinical Research Coord. at Jefferson Univ.
- Ally Paul ‘17, Lab Manager, Comm. Neuroscience Lab at Penn
- Victor Gomes ‘17, Lab Manager, Lang. Dev. & Processing Lab at Penn & Program Coordinator at out4STEM
- Kerry Robinson ‘16, Occupancy Specialist at Chester Housing Authority

### Philosophy Alumni Career Panel
- Laura Geary ‘18, Project Assistant at Proskauer Rose LLP
- Emily Caldwell ‘14, MBA Candidate at UVA
- Arly Gease ‘10, Director of Business Analytics at Thinkful

### Navigating Grad. School Admission & Funding
- We offered two sessions this year, one featuring graduate school admission professional Don Asher, and the other focused on admission and funding, specifically for first generation and lower income students pursuing graduate study.

### Alumni Student Networking Dinner
- Co-sponsored with the Alumni Council, this program connects students to a variety of alumni in their fields of interest.

### Marketing, Analytics, & Strategy
- Angela Meng ‘12, Assoc. Marketing Manager at General Mills
- Mariam Zakhary ‘13, Analytics Manager at Flatiron Media
- Lily Ng ‘08, Group Data Strategy Director at Droga5

### International Alumni Dinner & Panel
- Co-sponsored with the International Student Center, this program helps international students network with alumni and identify ways to find employment in the United States.

### Careers in Higher Ed.: Student Development
- Dean of Students’ Division colleagues educated students about ways to translate their peer leadership roles and love of academia into careers in student development.

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Michael Pietsch, Publishing Careers  
Alumni, International Alumni Dinner & Panel  
Rob Ruffin ‘92, Ace the Case
Experiential Learning

Extern Program

The Extern Program offers students opportunities to learn about potential career paths during a one-week mentoring program, thanks in large part to the gracious volunteerism of alumni, parents and friends of the College.

In the 2019 Senior Survey, 40% of our seniors reported having completed at least one externship prior to graduation.

290 externships available
203 students participated in externships
265 workplace and/or homestay mentors

Serena Sung-Clarke ’19, Adriana Knight ’21, Kristina Stallvik ’21
at Bag End Alpacas of Maine

Charlie Mayer ’98, Juliana Lin ’22, Maya Plotnick ’22
at The Spice House

Registration by Class Year

- Seniors—13% of registrants
- Juniors—19% of registrants
- Sophomores—44% of registrants
- First Years—24% of registrants

Major Extern Locations:

- Boston
- Chicago
- DC
- Los Angeles
- New York
- Philadelphia
- San Francisco
- Seattle

Extern and Mentor Comments:

I gained exposure to the inner-workings of a larger nonprofit with remarkable credibility and truly genuine relationships in their community. Hearing a co-director describe her goals working with the Sunset Park community genuinely made me happy and optimistic about promoting positive change in the world around me. This reinforced my earlier determination that I want my career to enable me to create actual change in the communities around me.

Our Extern was a very bright, interested and flexible person who was eager to learn about all aspects of our comprehensive family support agency. He came in having researched our organization and having identified areas of particular interest but was open to expanding his interests. He spent time in a variety of professional roles and with participants at four of our locations and all sites found him to be an engaged learner, who presented himself professionally.
Internships

69% of the class of 2019 completed at least one internship prior to graduation.

Career Services offers two fully funded summer internship programs through the Swarthmore Future Entrepreneurs Program and Summer Experiential Fellowships.

Swarthmore Future Entrepreneurs:
This program offers students exposure to entrepreneurship through a longstanding program we developed with Ben Franklin Technology Partnership, one of the nation’s longest-running technology-based economic development programs. We funded 13 students with internships in local startups through this program.

Class of 2019 Internship Sector Breakdown:
- Nonprofit (46%)
- For-profit (42%)
- Government (12%)

Summer Experiential Fellows:
Following their winter break externship, externs have the opportunity to apply for a grant to extend their one week externship into a fully funded summer internship. Students have the chance to build upon the experience they gained in their one week externship, while also developing a mentoring relationship with their alumni sponsor. Applicants must develop learning goals and action steps toward achieving their goals, in consultation with their mentors, which is an excellent example of experiential learning and reflection put to practice.

"My biggest lessons came from just observing Keriton’s culture and practices. As a high school student, I was very interested in startups and, in fact, I myself was running one with a friend. It is good to note that, as many startups, we shut down our initiative. Working for Keriton made me realize practices we did not implement back then. Practices that, I believe, have allowed Keriton to grow from just a hackathon idea to a startup with a relatively mature product which is currently scaling."

"Working with Sonal and E.E. gave me insight into the legal field and helped me decide what kind of law I want to practice in the future. This specialized subcategory of employment law combined all the aspects of law I am most interested in: personal connection, exciting cases, and standing up for the “little guy.” The summer culminated with a trial in St. Louis, Missouri where, after one and a half weeks of trial, the jury came back with an $8.5 million verdict for our client! I am so honored and grateful to have been a part of such an incredible victory."
TECHNOLOGY

SOCIAL MEDIA

18% from 422 to 498 followers
4% from 952 to 988 followers
3% from 308 to 318 followers
20% from 1500+ to 1800+ members

#ThrowbackThursday

Our social media efforts are concentrated on promoting Career Services events. When alumni/ae participate in those events, we share pieces of their stories to encourage students to attend and connect with those alumni/ae.

WEB SITE

This year, we focused on how Career Services could “tell our story” through our website. We developed a brand new “About Us” that included:

- Director’s Welcome
- Career Services Infographic
- Staff & student information
- Updated FAQ

FLI Resources Page

Due to the rise in first-generation/low income student enrollment, Career Services has developed a new webpage dedicated to this population. This page includes information on where to start and popular resources for career exploration.

Stats

55,000+ unique views

Most Popular Pages:
- Post-Graduate Statistics
- Graduate School
- Handshake
- Meet the Staff
- Summer Funding

Tech Team

Helen Huh ‘21
Tech Intern, Website

Carole Lee ‘21
Tech Intern, Social Media
What is \textit{handshake}?

Through this platform, students have access to jobs/internships, events, and electronic resources.

**WHO’S ACCESSING IT?**

<table>
<thead>
<tr>
<th>Employers</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>250,000+ employers</td>
<td>67% of students have active profiles</td>
</tr>
<tr>
<td>77,000+ employers approved to post</td>
<td>(This means they’re logging into the system!)</td>
</tr>
<tr>
<td>30,000+ jobs/internships posted</td>
<td>58% First Years</td>
</tr>
<tr>
<td>ALL Fortune 500 companies represented</td>
<td>72% Juniors</td>
</tr>
<tr>
<td>Top Industries Represented</td>
<td>70% Sophomores</td>
</tr>
<tr>
<td></td>
<td>82% Seniors</td>
</tr>
</tbody>
</table>

**ON-CAMPUS RECRUITING**

Our partnerships with employers and alumni provided students direct access to:

- 84 Employer info sessions & interview schedules
- 40+ Alumni recruiting for their organizations
- 102 On-campus interviews

**OCR Employers**

- Aberdeen Standard
- Accenture
- Amazon
- Analysis Group
- Andrew W. Mellon Undergrad Curatorial Fellows
- Bain & Co
- Boston Consulting Group
- Charles River Associates
- Children’s Hospital of Philadelphia
- DoorDash
- EBay
- Epic Systems
- Exelon
- Facebook
- Goldman Sachs
- Google
- Green Corps
- Hamilton Lane
- Institute for the Recruitment of Teachers
- Ipsos
- JET Programme
- Kaiser Associates
- Kantar Consulting
- National Security Agency
- NERA Economic Consulting
- Novantas
- Overland
- Palantir
- Peace Corps
- Project Horseshoe Farm
- QuEST
- S&P Global
- Search Associates
- Susquehanna International Group
- The Brattle Group
- U.S. PIRG (Public Interest Research Group)
- Urban Teachers

**What Employers Say about Swatties:**

“Both BCG and Swarthmore place a premium on curiosity, rigor, creativity, and diversity in our people, and strive to make a positive impact on the world around us. These shared values and cultures help Swarthmore students hit the ground running at BCG, and quickly become strong contributors to our teams.”

Hob Brooks | Principal | BCG

“Swarthmore’s engineering students are exactly the kind of people companies like Google search for: whip-smart, kind, collaborative, and delightfully quirky. The CS department in particular produces students of a caliber matched only by world-class research institutions like MIT and Carnegie Mellon. The humility and genuine passion for making their world a better place that Swatties have make them incredibly desirable. With Swarthmore, not only are we hiring great engineers, we’re hiring great coworkers and new friends.”

Brendan Collins | University Programs Expansion Specialist | Google
Our strong relationship with Bryn Mawr and Haverford allows us to deliver large-scale, impactful employer-related events.

**Tri-College Recruiting Day: Career Fair & Interviews**

Employers in non-profit, government, start-ups and for-profit industries hiring for internships, full-time jobs, and graduate school programs.

<table>
<thead>
<tr>
<th>Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian Americans United</td>
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<tr>
<td>Belmont Charter Network</td>
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<tr>
<td>Bright Horizons</td>
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<tr>
<td>Broadridge Financial Solutions</td>
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<tr>
<td>Campus Philly</td>
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<tr>
<td>Carney, Sandoz &amp; Associates</td>
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<tr>
<td>City of Philadelphia</td>
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<tr>
<td>College Possible</td>
</tr>
<tr>
<td>Consumer Finance Protection Bureau</td>
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<tr>
<td>FDIC</td>
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<tr>
<td>Federal Reserve Bank of Philadelphia</td>
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<tr>
<td>Foundations Behavioral Health</td>
</tr>
<tr>
<td>Harding Loevner LP</td>
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<tr>
<td>JP Morgan Chase &amp; Co. (DE)</td>
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<tr>
<td>Match Education</td>
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<tr>
<td>Maxwell</td>
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<tr>
<td>Moody’s Corporation - Credit Analytics</td>
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<tr>
<td>Moody’s Corporation - Research</td>
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<tr>
<td>New Jersey Courts</td>
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<tr>
<td>NJ Dept. of Children &amp; Families</td>
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<tr>
<td>New York City: Department of Education (DOE)</td>
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<tr>
<td>Northeastern Univ. - Grad. School of Professional Accounting</td>
</tr>
<tr>
<td>Northwestern Mutual - Philadelphia</td>
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<tr>
<td>Noyce Scholarship Program</td>
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<tr>
<td>Philadelphia Higher Education Network</td>
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<tr>
<td>Neighborhood Development</td>
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<tr>
<td>Philadelphia Museum of Art/Andrew W. Mellon</td>
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<td>Undergraduate Curatorial Fellowship Program</td>
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<td>Quaker Voluntary Service</td>
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<td>Resources for Human Development</td>
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<td>Southern Teachers Agency</td>
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<td>Springhouse Advisors LLC</td>
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<td>Student PIRGs</td>
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<tr>
<td>Success Academy Charter Schools</td>
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<tr>
<td>Teach for America</td>
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<tr>
<td>The Choice Program at UMBC</td>
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<tr>
<td>The D. E. Shaw Group</td>
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<tr>
<td>Tortoise Investment Management</td>
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<tr>
<td>Tuck Business Bridge Program</td>
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<tr>
<td>U.S. Department of State</td>
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<tr>
<td>UCH &amp; Affiliates</td>
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<tr>
<td>Urban Teachers</td>
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<tr>
<td>Vanguard</td>
</tr>
<tr>
<td>Wells Fargo</td>
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<tr>
<td>West Chester University</td>
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<tr>
<td>William Penn Foundation</td>
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**STEM Recruiting Day: Career Fair & Interviews**

Employers who represent various STEM industries hiring for internships, full-time jobs, and graduate school programs.

<table>
<thead>
<tr>
<th>Employers</th>
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<tbody>
<tr>
<td>Breakaway Technologies</td>
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<tr>
<td>Crossix Solutions, Inc.</td>
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<tr>
<td>eBay</td>
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<tr>
<td>Eurofins Lancaster Laboratories</td>
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<tr>
<td>Health Advocate/West Corporation</td>
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<tr>
<td>Infosys</td>
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<td>Ipsos</td>
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<tr>
<td>PA Dept. of Environmental Protection</td>
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<td>PA Dept. of Conservation and Natural Resources</td>
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<td>Philadelphia Water Department</td>
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<td>Professional Data Solutions</td>
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<td>Syncro Development Corp.</td>
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<tr>
<td>Vanguard</td>
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<td>VWR - Avantor</td>
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<tr>
<td>Wistar</td>
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<tr>
<td>Woodrow Wilson National Fellowship Foundation</td>
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</tbody>
</table>

**NEW INITIATIVES**

**Tri-Co Finance Showcase**

Students networked with TriCo finance alumni:

- **Jayson Yost ’03 (SC)**
  Director, FIG at Citi

- **Amanda Beebe ’15 (SC)**
  Senior Managing Associate at AB

- **Roy Walker ’16 (SC)**
  Analyst at Hamilton Lane

- **David Helgerson ’94 (SC)**
  Managing Director at Hamilton Lane

- **Rondy Jennings ’80 (SC)**
  Managing Director at Goldman Sachs

- **Jonathan Debrich ’05 (HC)**
  Director, Capital Markets at Barclays

- **Andrew Clarke ’91 (HC)**
  Senior Investment Strategist at Vanguard

- **Jody Lurie ’08 (BMC)**
  Director, Corporate Credit Analyst at Janney

- **Michael Jordan ’17 (HC)**
  Investment Banking Analyst at Credit Suisse

- **Elizabeth Wiseman ’13 (BMC)**
  Senior Business Analyst at Vanguard

- **Henry Stevens ’16 (HC)**
  Real Estate Investment Banking Analyst at Chatham Financial

**Meet-Ups**

These events are designed to give students valuable insight into the diversity of careers one can undertake in each respective field. Participants included:

**Museums**

- The Franklin Institute
- African American Mus. in Philadelphia (AAMP)
- Institute for Contemporary Art, UPenn
- The Penn Museum
- Philadelphia Museum of Art (PMA)

**Social Justice & Advocacy**

- ACLU of PA
- Friends Comm. on National Legislation (FCNL)
- PennEnvironment
- Philadelphia VIP
- Philadelphia Public School Notebook
- QuEST Seattle Fellowship
- Women’s Center of Montgomery County

**Public Health**

- BlueCross BlueShield Association
- Benefits Data Trust
- The Children’s Hospital of Philadelphia
- Health Federation of Philadelphia
- Menergy
- Philadelphia Department of Public Health
- Prevention Point Philadelphia
- Project Home

**Big Tech Week**

A week dedicated to all things tech--from employer info sessions to coding activities.

- Google Resume and Tech Interview Prep Workshop
- Google Kickstart Coding Competition
- Amazon Networking Event, Ace an Amazon Interview and Tech Talk
- Facebook Coding Interview and Info Session
- Facebook Coffee Chat and Resume Review
**Consortia Events**

Off-campus events where Swarthmore students are invited to connect with employers for internships and jobs. Swarthmore coordinates the events with a select group of schools.

### Interview Day in NYC

- Ascend Public Charter Schools
- Atlantic Media
- Cigna
- Classical Charter Schools
- D.E. Shaw & Co.
- Jane Street Financial
- M&T Bank
- Memorial Sloan Kettering
- Morningstar
- PURE Insurance
- Rabobank
- SAGA Innovations
- The Greenwich Country Day School
- The Lewin Group
- TransPerfect
- Weill Cornell Medicine

**Consortia Schools:** Bard College, Brown University, Connecticut College, Union College

### Career Fair in DC

- Am. Assn. for Cancer Research
- AEI
- Baltimore Corps
- Boston Public Schools
- Bureau of Labor Statistics
- Carter Center
- CATO Institute
- CIA
- Congressional Budget Office
- Consumer Fin. Protection Bureau
- Council on Foreign Relations
- DC Public Schools
- Environmental Defense Fund
- FBI
- FDIC
- FERC
- Fed. Housing Finance Agency
- Gartner
- IBM
- International Found. For Electoral Sys.
- Lead for America
- Match Education
- MDRC
- National Geographic Society
- National Institutes of Health
- NSA
- No Labels
- NYU Langone Health
- School District of Philadelphia
- The Institute of World Politics
- Urban Teachers
- US Department of Justice
- US Department of State
- US Drug & Drug Administration
- US Secret Service

**Consortia Schools:** Brown, Duke, Georgetown, NYU, University of Richmond, UVA, Yale, William & Mary

### Interview Day in DC

- AEI
- Aledade
- Congressional Budget Office
- Cleary Gottlieb Steen & Hamilton
- The Lewin Group
- SG2 Recruiting
- US Department of Justice
- International Centre for Missing & Exploited Children
- The Choice Program at UMBC
- Hanover Research
- Pew Research Center
- NSA
- No Labels

**Consortia Schools:** Brown, Duke, Harvard, UVA, Yale

### Interview Day in DC

- AMPEL BioSolutions
- Arbor Biotechnologies
- Geofinity Health
- Eurofins Lancaster Laboratories
- GE Healthcare
- Henry M. Jackson Foundation
- Novogene Co. Ltd
- Paige.ai
- The Rockefeller University

**Consortia Schools:** Brown, Johns Hopkins, Penn, UVA, Yale

### Interview Day in NYC

- Abernathy MacGregor
- AmeriCorps Tutor Corps
- Cadwalader, Wickersham, & Taft
- Cravath, Swaine, & Moore LLP
- Daryanali Law Group PC
- FW Cook
- Great Oaks Charter School
- Guidepoint
- Harding Loewer
- Kirkland & Ellis LLP
- Milbank, Tweed, Hadley & Mccoy
- Shearman & Sterling
- Sidley Austin LLP
- Success Academy Charter Schools
- Sullivan & Crowell LLP
- The Rockefeller University
- TravelClick
- Weill Cornell Medicine
- White & Case

**Consortia Schools:** Brown, Duke, Harvard, UVA, Yale

### What Employers Say about Swatties:

**Eleanor Johnson | University Recruiter | Facebook**

“My decision to recruit at Swarthmore was based on the alumni that currently work at Facebook. The engineers who graduated from Swarthmore and now work at Facebook are creative and intelligent and dedicated and wonderful teammates. After spending time on campus and speaking with students, it was clear that the Swarthmore alumni are a great reflection of the current student population. I love working with Swarthmore students and am so excited for the hires we made. Their liberal arts education will certainly bring a valuable perspective to our company.”

**Jimmy Kong ’01 | Vice President, Behavioral Data Group | Ipsos**

“The events (STEM Recruiting Day and Ipsos information session) were a hit! Over the weekend, I had a chance to dive deeper into all my notes and carefully review the resumes of students I met there. I must say that I’ve found more quality candidates in those two days than I had in my prior two months of recruiting through traditional means. The Thursday info session filled up all the chairs so I believe that was 25-30 attendees. The Friday career fair kept Dana and I plenty busy, which was great. The final verdict will come when we can match Swat and Tri-Co students to Ipsos jobs and internships, but from all the early indicators, this trip was a great success!”