



Corporate Qualification Questions

Company _____

Contacted by: Jim Ensign
Dates:

Contact Name(s): _____

Address _____

Next follow-up date:

Tel: () _____

Email: _____@_____

Does your company college recruit?

Which Divisions of your company recruit?

Is your college recruiting program **centralized or de-centralized**?

Is there a Director or **Manager of College Relations**? (List contact information)

Who evaluates them and their budgets?

In what capacity do you use **outside firms to build college relations** or help you college recruit? **Who?**

Who interviews the students? What is the recruiting process?

At **which schools** does your company currently recruit?

_____	_____	_____
_____	_____	_____
_____	_____	_____

How did you choose those schools?

For which **positions** does your company recruit?

_____	_____	_____
_____	_____	_____
_____	_____	_____

Are there any other entry-level positions at your company which require college degrees for which you do not currently college recruit? (These may be positions that are not numerous, not always open, which would not normally qualify them for a college recruiting schedule)

What **majors or degrees** do you normally recruit?

_____	_____	_____
_____	_____	_____
_____	_____	_____

Who do you recruit against most?

What is effective or attractive about your current recruiting program?

What would you **change**?

Who how and when do you evaluate **budget effectiveness?** longevity? **Costs per hire etc?**

Are there **other people/divisions** who would be interested in this program? (list)

Who do you report to? How are **budget decisions** made?

Date: Status: Next follow up date: Status

Presentation Notes p1

Why was Honor Roll Created?

Our founder [Laurie Byrne](#) spent 20 years with executive human resources for fortune 1000 companies. She knew that some of the very best college prospects attended smaller, superior colleges and universities, but did not have the time or resources to effectively identify the best schools, attract the best candidates or effectively promote her varied career opportunities on a multitude of small top ranked college campuses.

Laurie, however, knew if somebody took that time and created the **right relationships** and candidate database that this could be the most efficient way to hire better candidates. The result would be increased hiring productivity numbers such as: recruiting cost per hire, longevity/turnover, cost of compensation and cost of training. Laurie created a proprietary rating system and personally traveled to each school to evaluate them for the Honor Roll program. Honor Roll combines years of experience with today's technology to provide you with the resources required to personally qualify, interview and recruit top-notch talent from top-ranked schools you previously did not have the resources to reach. Perhaps more importantly, Honor Roll Online also provides you with the opportunity to create an exclusive and significant identity with outstanding college candidates. Something you just can't create through on-sites or general job fairs.

Fortune 1000 companies like yours know that some of the very best college prospects attend smaller, superior colleges and universities. Honor Roll makes reaching them most efficient.

30 Honor Roll Schools and Growing!

- College and University membership is by invitation only
- Honor Roll requires the strong support of career services at each school, providing a ready-made recruiting relationship for corporate partners
- These colleges and Universities offer the top talent from the best under-recruited small schools in the nation
- Honor Roll has [over 30 member schools](#) and is adding schools based on corporate partner recommendations and staffing requirements

Criteria for selecting Honor Roll Schools:

Superior Education

- Ranked in **Top 5%** of schools of any size, nation-wide in a discipline appropriate to hiring needs (i.e., Engineering, Business, Science, Liberal Arts, etc.)
- Princeton Review Selectivity Rating of **90 or higher** (out of 100)
- Undergraduate population of **less than 5,000**
- High percent of students from out of state
- Student entrance statistics and test scores
- Student and faculty statistics and ratios must be ideal for education and recruiting

Attention to Diversity – Women's colleges, schools with a diverse population, schools that are both and have met the other selection criteria are among the Honor Roll. We also consider special programs such as the [Daniel Murphy Scholars](#) nationwide.

Career Services Relationships:

- Schools pass rigorous on site screening visits conducted personally by our founder
- Ideal graduate employment statistics
- **Over 90 percent** of the qualified schools we invited enthusiastically accepted the honor. Honor Roll provides a big boost for career services at top colleges who's undergrad enrollment is less than 5,000

Honor Roll Mission

Not too long ago, we conducted a simple survey at a Fortune 100 company designed to measure the success and longevity of "traditional" or formal hires from larger universities against that of "non-traditional" or incidental hires from smaller colleges. The results were that graduates from with a population of 5,000 or less not only moved as far and as fast up the employee scale as those from larger colleges but also these candidates stayed with the company up to three times longer. Although there may be a variety of reasons for such startling results, one thing was singularly clear: Too many companies miss the mark with this viable, valuable talent pool. Nearly 30% of all college candidates attend schools with a population of 5,000 or less, but few companies have had the resources to reach them. Until now.

Honor Roll provides it's corporate partners with the tools to identify attract and recruit candidates on an unlimited basis all for one annual fee. Honor Roll is the best value among corporate college recruiting programs.

On-Campus Presence

Our staff is regionally located to showcase your corporation on over 30 campuses nationwide. In order to:

- Show a continuous presence on a multitude of campuses
- Enable flexible recruiting strategies
- Use our Honor Roll staff to enhance your reputation on each campus
- Leverage existing relationships with Honor Roll colleges and universities
- Facilitate relationships with career services departments
- Add more qualified schools and programs which match your hiring needs
- Lower your costs per hire

Honor Roll Online.com (HRO):

- Designed by and for Fortune 1000 HR professionals
- Nationwide corporate marketing exposure
- Special universal profile formats coupled with superior search criteria yield a manageable number of candidates in minimal time
- Select a candidate and one click sends an email to request an initial interview
- Web cam interview system networks each school's career services department directly to each corporate affiliate
- Prescreen and interview without ever leaving your desk

Honor Roll Employers

Corporate Affiliate Partnerships are considered based on:

- Top ranking in business categories (Fortune Most Admired, etc.)
- Industry leadership
- Large and varied internship and college graduate recruiting requirements
- Expressed interest from participating colleges and universities
- Corporate reputation
- Demonstrated citizenship and responsibility
- Groundbreaking Services and product growth potential

Are you an Honor Roll Employer?

It will only take 30 minutes to find out. Our charter corporate partnership program is limited to one company per business category. If you would like to explore joining Intel, Stryker, Principal Financial, and a others please contact:

Jim Ensign Director of Corporate Affiliations

630-878-5680 direct 815-377-2380 fax jim@honorrollonline.com