Sophomore Externship and Leadership Programs: 2016-2017

Accounting Sophomore Leadership Programs
EY, KPMG, PwC, Grant Thorton

**Overview:** Information located on Eaglelink. One week immersion into accounting career. Typically happens over the summer.

**Application:** Apply through Eaglelink. Find most up-to-date break down of dates on Eaglelink. Positions are posted on eaglelink over winter break and application deadlines are usually mid to end of February. Each firm hosts on campus interviews throughout March and invitations to leadership programs are made by the end of April.

Barclays Capital – Sophomore Springboard

**Overview:** Career preparation and skills development

We’re offering talented, motivated undergraduate sophomores an opportunity to visit our New York office and explore career opportunities in the following areas:

- Banking
- Equity Research
- Public Finance
- Sales and Trading
- Technology

During the program, you will take part in business workshops, as well as specialized soft skill training and interview preparation. There will be plenty of opportunities to network with Barclays employees and your fellow program participants.

Following your experience, you’ll be paired up with a mentor who will help you build your Barclays network and gear up for internship interviews in the fall of your junior year.

As one of our diversity programs, Sophomore Springboard is designed to attract and educate high-achieving, underrepresented candidates, including female, Black, Hispanic/Latino and Native American students.

**Highlights:**

- Take part in business and skill building workshops
- Receive the support of a mentor who will help prepare you for internship interviews junior year

**Application Requirements:** To qualify, you must be in the class of 2019, pursuing a Bachelors degree with a minimum cumulative 3.2 GPA. This program is open to all majors.

**Location:** New York

**Key Dates:**
Citi - Sophomore Summer Leadership Program-Summer Analyst

Overview: You're ready to bring your knowledge from the classroom to the boardroom; and Citi wants to help you get there. Whether it's honing your skills or building your network; we know that success cannot come without growth. Our programs equip you with the knowledge and training you need to play a valuable role on your team; and establish a long-term career here. At Citi; we value internal mobility; and career growth is not a question of if; but when.

Structure:
Robust 1-week training program to include technical and soft skills training • Three; 3 week rotations to provide exposure to multiple lines of business (Corporate Banking; Investment Banking; Capital Markets Origination; Trade & Treasury Services; Sales & Trading and Risk) • Group project which will provide opportunity for additional learning • Executive Speaker Series; lunch and learns; and cross business networking events • Formal evaluations at the end of each rotation

Qualifications:
Sophomore currently enrolled in a four-year Baccalaureate Degree program from an accredited institution • Open to all disciplines and majors 3.3 GPA or above • All candidates are selected based on their academic achievements; extracurricular activities; campus leadership; and interest in the financial services industry to excellence; enthusiasm; energy and a strong desire to learn.

How To Apply: Apply through Citi’s website: https://jobs.citi.com/job/new-york/sophomore-leadership-program-summer-analyst-north-america/287/2817522

Credit Suisse—BA Explorer

Overview: The Credit Suisse BA Explorer Program brings together students from diverse backgrounds to explore the world of business. Throughout the two-day program; you will be provided with an inside view of Credit Suisse; including our Asset Management; Technology; Investment Banking; Research and Sales and Trading divisions. This program is open to first- and second-year students from traditionally underrepresented backgrounds (Black/African American; Hispanic/Latino and/or Native American) who are enrolled in a four-year Bachelor’s degree program.

Application: The 2016 program application has passed. Please check back in early 2017 for new deadline information.
Credit Suisse—Top Talent Women’s Initiatives

Overview: The Credit Suisse Top Talent Women’s Programs offer the unique opportunity for outstanding female college sophomores to gain early access to our company. These programs provide numerous benefits, including access to Credit Suisse leaders, skills preparation, job shadowing and networking opportunities. Sophomore females may apply to participate in one of the following multi-day programs: Asset Management, Global Markets (Equity Research/Sales & Trading), Technology or Investment Banking and Capital Markets.

Application: The 2016 program application has passed. Please check back in early 2017 for new deadline information.

DB-Achieve
This eight-week program is our highly selective and competitive summer internship program exclusively for sophomores.

All those committed to diversity and working in an inclusive and global environment are welcome to apply to the dbAchieve Internship. Your program includes training, networking sessions and intensive on the job experience.

You will have a unique opportunity to accelerate your career in financial services in one of many different avenues:

- CIB: Corporate Finance – helps clients build their businesses by providing them with financial and strategic advice as well as innovative products. (New York and San Francisco)
- Deutsche Asset Management – offers individual institutions traditional and alternative investments across all major asset classes. (New York)
- Global Markets – combines a market-leading institutional sales force and world-class research with trading and structuring expertise to provide clients with access to liquidity and customized solutions across a wide range of markets, products and regions. (New York)
- CIB: Global Transaction Banking – provides commercial banking products and services to major corporates, financial institutions and government bodies across the globe. (New York)
- Risk – is responsible for looking after the Bank’s interests – balancing risk with reward and ensuring our reputation is maintained in every transaction. (New York)
- Technology – is responsible for the Bank’s entire information technology infrastructure, and the development, implementation, and protection of the software required to support all of the Bank’s businesses. (Cary, NC and New York)
dbAchieve is a program that not only recognizes your talent but also rewards it. At the end of the summer, successful interns will be invited back to join us again following their Junior year for our Analyst Internship Program.

Who Can Apply?
If you are interested, submit your resume and a short 500 word essay telling us how your commitment to diversity, in all its forms, makes you the ideal candidate for dbAchieve.

Please ensure that your resume and essay are in one document. Applications which do not include an essay will not be considered.

Application deadline is 17th February 2017

Deloitte Externships

Overview: Deloitte is one of the leading professional services organizations in the United States specializing in audit, tax, consulting, and financial advisory services with clients in more than 20 industries. We provide powerful business solutions to some of the world’s most well-known and respected companies, including more than 75 percent of the Fortune 100. At Deloitte, you can have a rewarding career on every level. In addition to challenging and meaningful work, you’ll have the chance to give back to your community, make a positive impact on the environment, participate in a range of diversity and inclusion initiatives, and find the support, coaching, and training it takes to advance your career. Our commitment to individual choice lets you customize aspects of your career path, your educational opportunities and your benefits. And our culture of innovation means your ideas on how to improve our business and your clients’ will be heard.

In addition to the following internships, Deloitte also offers interns an invitation to a three day National Intern Conference and a variety of national and local learning and networking events. Also, each intern is assigned a mentorship team which includes a Counselor and Onboarding Advisor, to help offer guidance throughout the experience. The Counselor is typically a manager or senior manager, offering their career guidance and feedback throughout the course of the internship. The Onboarding Advisor is a peer level “buddy” to help answer questions and offer insight into how to make the most of the internship experience. There will be formal goal-setting and evaluation process throughout the internship.

Deloitte National Leadership Conference

Overview: This multi-day conference brings together select students from colleges and universities across the country and professionals from the Deloitte US Firms to participate in leadership development workshops and networking activities at Deloitte University. You’ll hone your leadership skills, while also sharing what it means to be a part of Deloitte, through hands-on activities promoting teamwork, personal branding, the client experience, and networking.
**Dates:** July 5th - July 7th, 2017  
**Location:** Deloitte University, Westlake, TX  
**Deloitte will pay for:** Airfare, lodging, meals, local transportation  
**Application:** Apply through EagleLink. Check for application opening and deadlines.  

**Application Requirements:**  
- Deloitte National Leadership Conference (DNLC) is open to Sophomores and Juniors.  
- Strong academic credentials (Minimum GPA of 3.3 or equivalent)

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**Discovery Internship Description:** This eight-week exploratory internship is designed to expose summer interns to one or two businesses, and may result in a client service internship offer. You’ll gain real-world experience working as a rotational intern working in two different client service businesses (Audit and enterprise risk services, financial advisory services or tax).

**Application Requirements:** Sophomores (Class of 2017) at a four-year institution with interest in professional services and a career in business. Must have minimum GPA of 3.3. Must demonstrate leadership qualities and leadership potential.

**Internal Services Internship Description:** This 8-10 week internship is open to both sophomores and juniors and will be within one of the internal services such as marketing, technology, government relationships, records management or various other groups that help support Deloitte’s businesses. You’ll gain real-world experience working on meaningful projects in one of our Interval Services such as Operations, Talent, Technology, Marketing, Communications, etc.

**Application Requirements:** Sophomores and Juniors (Class of 2017 and Class of 2016) at a four-year institution with interest in professional services and a career in business. Must have minimum GPA of 3.2. Must demonstrate leadership qualities and leadership potential. Also must possess superior analytical and problem-solving skills and exceptional interpersonal and communication skills.

**Client Service Internship Description:** The program is designed to provide students an opportunity to experience what it’s like to work in professional services as they take on roles similar to those of a full-time campus hire. The summer internships last 8-10 weeks and school year internships are typically for one semester.

**Application Requirements:** We look for candidates who successfully manage strong academics with extracurricular activities. We are looking for leaders, and we will help you turn your leadership skills into valued contributions. Qualifications and selection process varies based on the specific program you are applying to.

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**EY**

**Emerging Leaders Program**

Get a clear view of your future. EY is many things to many people, from one side of the world to the other. What will it be for you? We’re a global organization that can take you wherever you want to go in your career and your life. Start exploring now with the Emerging Leaders Program — a one of a kind interactive learning experience. Over the course of one or two days this summer — depending on your location — you’ll explore more about EY’s culture, people and service lines. And you’ll experience our knowledge-rich environment firsthand as you forge relationships with EY employees and fellow students.

**Where it is:** the Emerging Leaders Program is hosted in many locations across the country.
You should request to participate in the local program closest to the office in which you wish to intern or work full time.
When it is: the programs run between May and August. Contact your school’s career services center or local EY campus recruiter to find out your preferred location’s exact program date.

Who should apply: third or fourth-year students who are pursuing a five year program OR second and third year students who are pursuing a four year program studying accounting, business, or information technology who:

- Have a significant interest in professional services and a career in business
- Maintain high academic credentials
- Possess integrity, maturity, dependability and enthusiasm in the performance of responsibilities
- Demonstrate analytical, teamwork and organizational skills, as well as strong verbal and written communication skills

Grant Thornton-Grow with Grant Thornton Summer Leadership Program

Company Description: Grant Thornton is collaborative, entrepreneurial and on the move. As part of a dynamic global organization of 30,000 people serving clients in more than 100 countries, we have the agility and focus it takes to be a leader. We are committed to capitalizing on our strengths and serving dynamic organizations that share our values and drive. Our global values of collaboration, leadership, excellence, agility, respect and responsibility guide our behaviors and fuel our ambition...to be the firm that makes a difference, every day. We work with clients to improve their overall financial reporting processes. Ultimately, we see our audit, tax, and advisory services as more than just numbers and compliance. Our goal is to help our clients better understand their business. We consider it our job to keep our clients informed all year long of accounting, financial and regulatory developments that may impact their business.

Program Description: Grant Thornton’s Summer Leadership Program, Grow with Grant Thornton, is designed to give sophomore and junior university candidates a glimpse at life inside our firm and a taste of the Grant Thornton experience. Held at one of our 56 local or regional offices during the summer, the one- to three-day interactive program is an opportunity to interact and learn from several of our business leaders. You will be provided the opportunity to sharpen your leadership skills and identify your own goals and skill sets as you prepare for a successful transition from college to career.

The Grant Thornton difference

- You will have the opportunity to hear about our employees’ personal journeys to help give you insight and help you further define your own career aspirations.
- Your personality, communication and preferred working style will be assessed, identifying your strengths and areas of opportunity.
- You will engage with partners who value you and take a vested interest in helping you map your future.
- You will have the opportunity to be part of a community project showing you the Grant Thornton difference firsthand.
Job Function: Accounting/ Auditing, 3 Days
**Application Requirements:** Qualified candidates must have a minimum overall GPA of 3.0/4.0 and be seeking a Bachelor’s or Master’s degree in Accounting. Some Finance, Information Systems and Computer Science majors may also be considered. Accounting degree candidates must have a final expected graduation date (CPA Eligible - 150 Credits) within six months

**Application:**
Apply on Eagle Link and check out Grant Thornton’s website: grantthornton.com/campuscareers

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**Goldman Sachs - Pride Summit**
**Overview:** A one-day introduction for undergraduate sophomores, juniors and first year MBAs. Participants learn how to navigate the summer intern recruiting process, participate in career workshops and meet with members of the firm’s Lesbian, Gay, Bisexual, and Transgender Network.

**Goldman Sachs - Scholarship for Excellence**
**Overview:** The Goldman Sachs Scholarship for Excellence Program recognizes outstanding students and is an integral part of our diversity recruiting effort, helping to attract Black, Hispanic and Native American undergraduate students to careers at Goldman Sachs. Recipients will receive up to $15,000*, toward tuition and academic expenses. All scholarship recipients also receive an offer for a paid Goldman Sachs summer internship.

**Goldman Sachs - Undergraduate Camp**
**Overview:** The Discover GS Camps are one day programs for students interested in exploring the numerous career paths in the financial services industry and familiarizing themselves with the firm’s business, history and culture. The program features divisional overviews, case studies, career workshops and networking with Goldman Sachs business and recruiting professionals. This event is open to freshmen or sophomore Black, Hispanic, and Native American students from all majors and disciplines.

**Google – BOLD Immersion**
**Overview:** At Google, we believe in jumping right in to find solutions to the challenges that our business and our users face. The Building Opportunities for Leadership and Development (BOLD) Immersion program gives students the opportunity to immerse themselves in a culture where great minds, cutting-edge technology and smart business intersect to make a difference --each and every day.
Selected students will receive all-expenses-paid travel to one of Google’s headquarters for up to one week in August. The BOLD Immersion program provides:

- A rare glimpse into the business side of the technology industry
- A chance to grow your peer network
- An environment for testing your skills and collaborating on real business challenges
- Exposure and insight into Google’s Internship program and non-technical career opportunities

The BOLD Immersion program is open to all higher education students, and is committed to addressing diversity in our company and the technology industry. Students who are members of a group that is historically underrepresented in this field are encouraged to apply.

Selection Process and Application:
The US BOLD Immersion program will take place from Aug 7th to Aug 10th, 2017 in Mountain View, California.
To apply, students must:

- Be currently enrolled in a four-year BA/BS program, in any major, at a university in the United States
- Be able to provide proof of work authorization in the United States
- Be a current undergraduate sophomore with an anticipated graduation date of December 2018 to June 2019
- Demonstrate an interest in business or technology

Application: The application for the US BOLD Immersion program is now open until January 27th, 2017 at 11:59pm PT. Please review the BOLD Immersion FAQ’s for more information. You can apply to the 2017 BOLD Immersion program here: https://docs.google.com/forms/d/e/1FAIpQLSfEKH4ZSWjIPKRylUnYwEXXu6UX3aeMW-G_hmhsnLrdxPTXA/viewform

JP Morgan: Launching Leaders
Overview: The Launching Leaders undergraduate program offers students who self-identify as Black, Hispanic and Native American a valuable introduction to a successful career in financial services, along with scholarship and internship opportunities. This one- to two-day program provides an overview of the career paths available within the firm across our businesses and corporate functions. Find the ideal match for your skills and interests. You’ll expand your knowledge of financial services while sharpening your skill set for a competitive career advantage. Meeting and interacting with our leaders, who have diverse backgrounds, will help you experience the crucial roles that drive our business success. Kick start your legacy of leadership. High-performing program participants may qualify to receive scholarship rewards and a job offer, depending on their university level.
Application Requirements: The Experience is open to Black, Hispanic, and Native American junior students from any major who meet the 3.2 GPA minimum and who are interested in learning more about the 2017 Technology Analyst Program. To participate in the Launching Leaders Experience, you'll need to demonstrate intelligence, ambition and an interest in financial services. We're looking for strong communicators with solid analytical, quantitative and technical skills. This is a fast-paced, team-oriented environment, which requires excellent time management skills and attention to detail.

Corporate and Investment Bank: This program offers an Undergraduate Scholarship and an MBA Scholarship. The Undergraduate Scholarship includes a position in the Summer Analyst internship program and awards of up to $15,000 – money that goes directly to you. The MBA Scholarship includes a position in the Summer Associate internship program and a monetary award.

How to Apply: Fill out online application at http://careers.jpmorgan.com/careers/programs/launching-leaders-ba

Deadlines: October 9, 2016
Location: New York (Undergraduate) or Chicago, Dallas, Houston, Los Angeles, New York, San Francisco (MBA)

JP Morgan – Proud to Be

Overview: You’ll learn about the exciting and diverse career opportunities available at the firm in this educational day-in-bank event exclusively for students who self-identify as Lesbian, Gay, Bisexual and Transgender. Experience our supportive culture by interacting with leading executives. You’ll benefit from our commitment to fostering talent as you expand your financial knowledge and professional network. You will learn about our businesses, while networking with and training alongside some of our top team members who also have diverse backgrounds.

Corporate and Investment Banking: At this one-day event, you’ll participate in job shadows, skill-building sessions and networking opportunities. You will also have the opportunity to meet our senior leaders and hear from members of our LGBT community about their experiences in the industry. Throughout the day, you will gain insights about our firm, our business and our top-ranked summer internship programs.

Asset Management: Our Proud to Be Undergraduate Experience is designed to educate top LGBT undergraduate students about our Global Wealth Management and Global Investment Management businesses within Asset Management. You will have the opportunity to meet our business leaders and hear from members of our LGBT community about their experiences in the industry and at our firm.

The Experience will provide you with a clear understanding of how our business is aligned and how you can contribute to the team as an Analyst. At the event, you will have the chance to come spend a full day at our global headquarters in New York City to learn about our top-ranked summer internship programs. Throughout the day, you will hear from senior
speakers, take part in training sessions and engage in panel discussions designed to educate you on our business and how we work with our clients.

**Application Requirements:** The J.P. Morgan Undergraduate Proud to Be Experience is open to Lesbian, Gay, Bisexual and Transgender students in their sophomore or junior year currently studying at a college/university in the U.S. We are accepting applications from students in any major; however, a 3.2 minimum GPA is required in order to be considered for this event. If you do not qualify for this particular program, we encourage you to apply to J.P. Morgan through our other internship programs which can be found at [jpmorgan.com/careers](http://jpmorgan.com/careers).

**Deadlines:** Corporate and Investment Banking – October 5, 2016.
Asset Management – October 5, 2016

**Location:** New York

**How to Apply:** Apply online at [http://careers.jpmorgan.com/careers/programs/proud-to-be-ba](http://careers.jpmorgan.com/careers/programs/proud-to-be-ba)

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**KPMG LLP- Externship**

**INTERACTIVE LEADERSHIP AND CAREER DEVELOPMENT PROGRAM**

KPMG’s Fast Forward National Leadership Program is an exclusive, interactive leadership and career development program. Participants from across the United States meet for three days of high-energy learning, to professional and personal skills development, networking, and team building.

With workshops facilitated by KPMG partners, Fast Forward is designed to provide real world, global perspective while challenging participants to become more accomplished leaders on campus, and in their future careers. Our intimate setting and action packed agenda allows participants to network not only with one another but with KPMG leaders and professionals. Fast Forward is designed for students who have not yet been through the internship recruiting process, have approximately two years remaining of their education, and have a demonstrated interest in a career in public accounting; audit, tax, or advisory. For more information on how to apply, please contact your local campus recruiter.

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**THREE-DAY LOCAL LEADERSHIP PROGRAM**

KPMG’s Discover is a three-day local leadership program gives you the chance to explore your interests in public accounting, while gaining insight into the culture and career opportunities at KPMG.

You can also expect to gain exposure to firm clients while participating in a job shadowing experience, contact with firm leadership, access to developmental resources, and network with KPMG professionals and other top candidates in your field. Most importantly you’ll receive answers to your questions about life at KPMG as well as an interview for an internship position. Discover KPMG is designed for students who have not yet been through the internship recruiting process, have approximately two years remaining of their education and will graduate with their CPA eligibility.
THREE-DAY TRAINING FOR FUTURE KPMG INTERN

KPMG’s Global Advantage (GA) program is another exciting enhancement to KPMG’s award winning training programs. GA is a three-day training for future KPMG interns that focuses on some of the key attributes of a successful KPMG professional. Topics covered in these sessions include Leadership, Self-Awareness, Interpersonal Impact, and Cultural Versatility. All sessions are led by National KPMG partner instructors. The 2015 program location – Barcelona, Spain – also included several cultural and client experiences. Eligibility for this program is limited to students one-year prior to their KPMG internship. The 2016 program, also in Western Europe, will include students from several KPMG European firms in addition to KPMG US interns.

Morgan Stanley—Women Early Insights Program

Overview: At Morgan Stanley, we know that the diversity of our people is one of our greatest strengths. We strive to build an organization that is diverse in experience and background but uniform in reflecting our standards of integrity and excellence. One way we demonstrate this commitment is through our Women Early Insights Program which is an integral part of our diversity recruiting efforts helping to attract female candidates.

Our full-day program provides an opportunity to explore the financial services industry, the firm’s businesses and culture. Participants are invited to Morgan Stanley offices to network with employees representing various divisions, gain insight into our businesses through a variety of workshops and learn what it takes to be successful throughout the recruiting season.

Requirements: You are currently enrolled as a freshman or sophomore at an undergraduate institution.

Application: Students must apply online at www.morganstanley.com/campus.

PriceWaterhouseCoopers Externship

Overview: The Elevate programs are selective programs for high-achieving college students interested in learning about a fast-paced career in the professional services industry. You will embark on a journey of self-discovery and learning with PwC and other students from across the country. You will gain valuable insight into our firm and our people while discovering leadership skills that you can use on campus and beyond. The programs are designed to help you experience PwC’s culture and values through a variety of community service, team-building and networking activities. Be prepared to stretch your imagination and challenge yourself to elevate your capacity and proficiency as a leader.

This summer we will host one National Elevate program and several Market Elevate programs across the country. PwC offices are grouped into nineteen individual markets throughout the
country, most of which offer a Market Elevate program. Students are strongly encouraged to attend the market program (if available) in which they might want to pursue internship or full-time employment. Most Market Elevate programs are 1-2 days in length and travel and accommodations may be provided by PwC depending on the individual program components and location. Please contact your recruiter directly for further information.

National Elevate participants will attend the program compliments of PwC. Accommodations will be provided and ground/air transportation will be arranged by the firm.

Students cannot attend more than one Elevate program. During the on-campus interview process your recruiter will discuss with you which program may be more appropriate based upon your qualifications and summer schedule.

**Job Function:** Accounting/ Auditing  
**Application Requirements:** Students should demonstrate some of the characteristics we find critical to success at PwC and meet the criteria listed below. The Elevate programs are NOT open to any student who a) has completed a PwC internship, b) has accepted an offer for a future PwC internship, or c) will have accepted an internship or full-time employment offer from another Big 4 accounting firm prior to attending an Elevate program.  
**Degree Seeking:** Bachelor’s, Master’s  
**Major or Minor:** Accounting (CPA eligible). Some Business Administration, Finance, Information Systems and Computer Science majors may also be considered.  
**Preferred GPA:** 3.0 or higher cumulative GPA; 3.4 or higher cumulative GPA preferred  
**College Class Status:** Sophomore status in a 4-year program, junior status in a 5-year program  

**Application:** Check EagleLink for application and recruiter contact

**Proctor & Gamble—Sales Leadership Seminar**  
**Overview:** Are you a leader who possesses an entrepreneurial spirit, a passion for winning, and the ability to build collaborative, mutually beneficial relationships? We are looking for individuals who set priorities and follow through on commitments, who work effectively with diverse groups of people, and who demonstrate creativity, innovation, and initiative, all while being excellent communicators.

We are looking for top-quality undergraduate students who attend colleges and universities across the country, currently in their sophomore year to join us summer of 2017. During the Sales Leadership Seminar each participant will have the opportunity to interview for an internship offer for the following summer.

The Sales Leadership Seminar provides a 2 day, all expenses paid, in depth look at P&G Sales. This highly selective program was created for top-tiered undergraduate students who are
interested in a sales career path. This program is specifically designed to attract diverse students as well as other students meeting eligibility criteria requirements.

Sales Leadership Seminar participants will learn how P&G develops and leads joint business plans for our retail, professional products, dental and chemicals customers, delivering superior brand sales while leveraging and advancing strategic selling skills in the process. Participants will be exposed to the key roles Sales Professionals maintain at P&G. Participants will also get the opportunity to experience first-hand a day in the life in our Sales organization and how our Sales Team delivers value through critical thinking and strategic relationships with our customers.

Requirements: Successful candidates must:
Be in their Sophomore year of a Bachelor's degree program (within 3 years of graduating with a Bachelor's Degree), and must be in good academic standing
Be willing to travel to the P&G World Headquarters, Cincinnati Ohio, to participate in the Sales Leadership Seminar July, 2017.

Location: Cincinnati, Ohio

Application: Apply through EagleLink

RSM (Formerly McGladrey) Pathways Summer Program

Overview: Get an inside look at our assurance, tax and consulting practices by participating in a summer externship program. The RSM Pathways Summer Program is designed to give you, as university business students, insight into what we’re all about, while providing us a great opportunity to get to know you better as well. It’s a mix of a little business and a lot of fun!

Program Features:
• Introduction to RSM and the accounting and consulting professions
• Open Q&A session with our staff and partners
• A day in the life of an intern or staff person at RSM
• Creative team building, social and networking activities
• May lead to an internship or full-time position

Application Requirements:
• Be approximately two to two-and-a-half years away from completing a bachelor’s or master’s degree, preferably in accounting or a consulting-related field
• Minimum 3.0 GPA
• U.S. citizen or permanent resident
• Team player motivated to work in a fast-paced environment
• Show a desire to be client-service focused
• Possess good communication and computer skills

How to Apply: Check EagleLink, Contact RSM recruiter
Shire Pharmaceuticals – Sophomore Leadership Program
internships@shire.com
Typically apply in March

**UBS—Sophomore Women’s Program—Corporate Client Solutions (CCS)**

**Overview:** Our eight-week Corporate Client Solutions (CCS) Sophomore Women’s Program is designed to provide candidates that have completed their sophomore year with exposure to UBS and the financial services industry through a unique summer internship experience.

Our Investment Bank's Corporate Client Solutions (CCS) business is made up of two key areas.

Our Coverage and Advisory team (formerly the Investment Banking Department) provides merger and acquisition advice and execution for our clients, refinancing, spin-offs and other advisory services. Our Capital Markets Solutions team handles equity-capital raising, derivative products, risk management solutions, IPOs and debt-capital raising, including investment grade and emerging market and high-yield bonds.

As a participant, you'll be part of a business that provides integrated solutions in advisory, equity, debt and leveraged capital markets and financing. You'll also have direct exposure to management and 1-on-1 mentorship. You will collaborate with deal teams on live projects, and the summer will culminate with a final project presented to a team of senior bankers.

**Requirements:** Candidates must be enrolled in a four year bachelor’s degree program and have completed their sophomore year prior to the commencement of employment. A cumulative minimum GPA of 3.4 is strongly preferred. Official transcripts will be required to verify GPA.

**Application:** Check UBS website for updates on Application Process

**Wells Fargo—Sophomore Leaders Conference**

**Overview:** In your sophomore year, you're starting to imagine what you want to do when you graduate. A career in the financial services industry is a great place to start, and to grow. During this special, three-day conference, you will get a better understanding of the options available to you in Corporate and Commercial Lending. You will network with your peers and Wells Fargo team members while learning how Wells Fargo delivers financial services to mid-sized, corporate, and other large scale companies. The conference also includes the chance to interview for some of our selective paid summer internships — a great place to start your career and build your resume. The conference includes:

- The chance to interview for paid summer internships in the 2017 Sophomore Summer Financial Analyst Program (SFAP) in Corporate and Commercial Lending
- Panel discussions with analysts, managers, and senior leaders
- Professional development workshops
- Seminars on credit, lending, and banking
- Networking opportunities with your peers, and Wells Fargo senior leaders and financial analysts from across the company
- Community service activities
**Dates and Locations:**
- Charlotte: March 1-3, 2017
- San Francisco: March 8-10, 2017

All travel and meal expenses will be paid by Wells Fargo.

**Qualifications:** The program is open to all sophomores pursuing a bachelor's degree in any major with an expected graduation by June 2019.

**Application Details:**
Submit your application by 11:59pm CT on January 22, 2017:

Your application must include answers to the following questions in 500 words or less combined for both essays:

**Why is diversity important to an organization?**
**Why are you interested in attending the Sophomore Leaders Conference and Summer Program?**