## Recruiting Matrix

<table>
<thead>
<tr>
<th>Internship Location(s)</th>
<th>Accounting</th>
<th>Engineering</th>
<th>Industrial Engineering</th>
<th>Production Management</th>
<th>Programmer Analyst</th>
<th>Quality Assurance Management</th>
<th>Sales (Consumer Products &amp; Food Service)</th>
<th>Livestock Procurement</th>
<th>Supply Chain Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austin, MN</td>
<td>Austin, MN</td>
<td>Civil, Electrical, Mechanical Design - Austin, MN</td>
<td>Austin, MN, Fremont, NE, Rochelle, IL</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>Corporate Office</td>
<td>Austin, MN</td>
<td>CPS: Chicago, IL, Detroit, MI, Kansas City, KS, Lebanon, NJ</td>
<td>To be determined</td>
<td>FSS: To be determined</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Plant Maintenance - Austin, MN, Fremont, NE</td>
<td>Austin, MN</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td>Full Time Location(s)</td>
<td>Austin, MN, Fremont, NE</td>
<td>Algonia, IA</td>
<td>Austin, MN</td>
<td>Austin, MN</td>
<td>Austin, MN</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td></td>
<td>Austin, MN, Austin, MN</td>
<td>Aurora, IL, Austin, MN</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>Austin, MN</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Atlanta, GA</td>
<td>Austin, MN, Fremont, NE, Dubuque, IA, Knoxville, IA</td>
<td>Austin, MN, Oceloua, IA, Rochelle, IL, Stockton, CA, Wichita, KS</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Beloit, WI</td>
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<td>Austin, MN</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Dubuque, IA</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
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<td>Austin, MN</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Knoxville, IA</td>
<td>Austin, MN, Oceloua, IA, Rochelle, IL, Stockton, CA, Wichita, KS</td>
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<td>Austin, MN</td>
<td>To be determined</td>
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<td>To be determined</td>
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<tr>
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<td>Austin, MN</td>
<td>Oceloua, IA</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
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<td>CPS: Austin, MN</td>
<td>Austin, MN</td>
<td>To be determined</td>
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<td>To be determined</td>
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<tr>
<td></td>
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<td>Rochelle, IL</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Stockton, CA</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>Austin, MN</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
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<tr>
<td></td>
<td>Austin, MN</td>
<td>Wichita, KS</td>
<td>Austin, MN, Fremont, NE, Oceloua, IA</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>Austin, MN</td>
<td>To be determined</td>
<td>CPS: Austin, MN</td>
<td>To be determined</td>
</tr>
<tr>
<td>GPA: Interns</td>
<td>≥ 3.0 cumulative GPA &amp; ≥ 3.3 major GPA</td>
<td>≥ 2.7 cumulative GPA</td>
<td>≥ 2.7 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
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<tr>
<td>GPA: Full-Time</td>
<td>≥ 3.0 cumulative GPA &amp; ≥ 3.3 Major GPA</td>
<td>≥ 2.7 cumulative GPA</td>
<td>≥ 2.7 cumulative GPA</td>
<td>≥ 3.0 cumulative GPA</td>
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</tbody>
</table>

### Majors

- **Accounting**
  - *Engineering*
  - *Electrical Engr*
  - *Civil Engr*
  - *Mechanical Engr*
- **Industrial Engineering**
  - *Manufacturing Engr*
  - *Industrial Technology*
  - *Industrial Engr*
- **Production Management**
  - *Business Admin*
  - *Management*
  - *Operations*
  - *Ag Business*
  - *Ag Economics*
  - *Animal Science*
  - *Computer Information Systems*
  - *Management Information Systems*
- **Programmer Analyst**
  - *Food Science*
  - *Industrial Technology*
  - *Business Admin*
  - *Management*
  - *Agribusiness*
  - *Ag Economics*
  - *Animal Science*
  - *Computer Science (w/ Business combo)*
- **Quality Assurance Management**
  - *Marketing*
  - *Professional Selling*
  - *Business Admin*
  - *Agribusiness*
  - *Management*
  - *Hospitality*
  - *Hotel/Restaurant Management*
- **Sales (Consumer Products & Food Service)**
  - *Animal Science*
  - *Meat Science*
  - *Agribusiness*
  - *OSCM*
  - *Economics*
  - *Business*
  - *Agribusiness*

### Activities

- **VITA**
- **Accounting Clubs**
- **Finance Clubs**
- **Student Council / Govt**
- **Business Fraternity**
- **Volunteer / Fundraising**
- **College Athletics**
- **ASME**
- **SWE**
- **NSBE**
- **Student Council / Govt**
- **Fraternity / Sorority**
- **Engineering Fraternity**
- **Volunteer / Fundraising**
- **College Athletics**
- **IEEE**
- **SWE/NSBE**
- **Student Council / Govt**
- **Fraternity / Sorority**
- **Engineering Fraternity**
- **Volunteer / Fundraising**
- **College Athletics**
- **APICS**
- **Agribusiness / Ag Econ Club**
- **Meat Judging**
- **Student Council / Govt**
- **Fraternity / Sorority**
- **Business Fraternity**
- **Volunteering / Fundraising**
- **College Athletics**
- **MIS Club**
- **Student Council / Govt**
- **Fraternity / Sorority**
- **Business Fraternity**
- **Volunteer / Fundraising**
- **College Athletics**
- **American Marketing Associate (AMA)**
- **Meat Judging**
- **Student Council/Govt**
- **Fraternity/ Sorority**
- **Business Fraternities**
- **Volunteer / Fundraising**
- **College Athletics**
- **Marketing**
- **Meat Judging**
- **Block and Bridle Club**
- **FFA**
- **I-H**
- **Student Council/Govt**
- **Fraternity/ Sorority**
- **Business Fraternities**
- **Volunteer / Fundraising**
- **College Athletics**
- **APICS**
- **Business Fraternities**
- **Volunteer / Fundraising**
- **College Athletics**

### Work History

- **Related Internships**
  - *Working while in school* (w/ Private accounting experience and/or interest)
  - *Exposure to Mfg / Ops environment* (w/ Mfg Engr Experience / Repair / Maint exposure)
  - *Entry level experience* (w/ Math / Science / Business combo)
  - *Computer Information Management Information Systems* (w/ Business combo)
  - *Advanced sales* (w/ Professional Selling)
  - *Professional Selling* (w/ Business Admin)
  - *Management* (w/ Business Admin)
  - *Agribusiness* (w/ Agribusiness)
  - *Animal Science* (w/ Animal Science)
- **Related Sales Internships**
  - *Working while in school* (w/ Professional Selling)
  - *Family farm experience* (w/ Family farm experience)
- **Related Internships**
  - *Working while in school* (w/ Meat Judging)
  - *Stage (w/ Farmer)* (w/ Farmer)
- **Related Sales Internships**
  - *Working while in school* (w/ Meat Judging)
  - *Family farm experience* (w/ Family farm experience)
- **Related Sales Internships**
  - *Working while in school* (w/ Meat Judging)
  - *Family farm experience* (w/ Family farm experience)
- **Related Sales Internships**
  - *Working while in school* (w/ Meat Judging)
  - *Family farm experience* (w/ Family farm experience)
- **Related Sales Internships**
  - *Working while in school* (w/ Meat Judging)
  - *Family farm experience* (w/ Family farm experience)

Revised: 8/18/11

Welcome to our Recruiting Matrix providing a comprehensive overview of internship and full-time opportunities. Here, we detail the requirements and locations for various roles, ensuring both academic qualifications and practical experiences are met.

### Internship and Full-Time Opportunities

#### Accounting
- **Interns**
  - *Related Internships* (w/ Exposure to Mfg / Ops environment)
- **Full-Time Interns**
  - *Related Internships* (w/ Experience and/or interest)
- **Related Internships** (w/ Exposure to Mfg / Ops environment)
- **Related Sales Internships** (w/ Exposure to Mfg / Ops environment)
- **Related Internships** (w/ Exposure to Mfg / Ops environment)

#### Engineering
- **Interns**
  - *Related Internships* (w/ Exposure to Mfg / Ops environment)
  - *Programming experience and/or interest*
  - *Quality Experience* (w/ Meat Judging)
  - *Quality Experience* (w/ Family farm experience)
- **Full-Time Interns**
  - *Related Internships* (w/ Exposure to Mfg / Ops environment)
  - *Programming experience and/or interest*
  - *Quality Experience* (w/ Meat Judging)
  - *Quality Experience* (w/ Family farm experience)
- **Related Internships** (w/ Exposure to Mfg / Ops environment)
- **Related Sales Internships** (w/ Exposure to Mfg / Ops environment)
- **Related Internships** (w/ Exposure to Mfg / Ops environment)

### GPA Requirements
- **Interns**
  - ≥ 3.0 cumulative GPA & ≥ 3.3 major GPA
- **Full-Time Interns**
  - ≥ 2.7 cumulative GPA

### Location Notes
- *Locations may change as business needs dictate*
- *Private accounting experience and/or interest*
- *Related Internships* (w/ Exposure to Mfg / Ops environment)
- *Family farm experience* (w/ Family farm experience)
- *Military Experience* (w/ Military Experience)
<table>
<thead>
<tr>
<th>Relocation</th>
<th>Does their desired location(s) match our openings?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Did they grow up in a small community or attend school in a small community?</td>
</tr>
<tr>
<td></td>
<td>*Did they grow up in a small community or attend school in a small community?</td>
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<tr>
<td></td>
<td>Any study abroad?</td>
</tr>
<tr>
<td></td>
<td>Any relocation for an internship?</td>
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<td></td>
<td>Any study abroad?</td>
</tr>
<tr>
<td></td>
<td>Any relocation for an internship?</td>
</tr>
<tr>
<td></td>
<td>Did they go out of state for school?</td>
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<tr>
<td></td>
<td>*Does their desired location(s) match our openings?</td>
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<tr>
<td></td>
<td>*Does it appear they are only looking at one location?</td>
</tr>
<tr>
<td></td>
<td>*Any relocation for an internship?</td>
</tr>
<tr>
<td></td>
<td>*Does their desired location(s) match our openings?</td>
</tr>
<tr>
<td></td>
<td>*Did they grow up in a small community or attend school in a small community?</td>
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<td></td>
<td>*Any study abroad?</td>
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<td></td>
<td>*Any relocation for an internship?</td>
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<td></td>
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<tr>
<td></td>
<td>*Any relocation for an internship?</td>
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</tbody>
</table>