

Recruiting Matrix

	Accounting	Engineering	Industrial Engineering	Production Management	Programmer Analyst	Quality Assurance Management	Sales (Consumer Products & Food Service)	Livestock Procurement	Supply Chain Management
Internship Location(s) *locations may change as business needs dictate	Austin, MN	Civil, Electrical, Mechanical, Design - Austin, MN Plant Maintenance - Austin, MN Fremont, NE	Austin, MN, Fremont, NE Rochelle, IL To be determined	Austin, MN, Fremont, NE Osceola, IA Corporate Office	Austin, MN	Austin, MN	CPS: Chicago, IL Detroit, MI Kansas City, KS Lebanon, NJ To be determined FSS: To be determined	NA	Eldridge, IA
Full Time Location(s) *locations may change as business needs dictate	Austin, MN Fremont, NE	Algona, IA Aurora, IL Austin, MN Atlanta, GA Beloit, WI Dubuque, IA Fremont, NE Knoxville, IA Osceola, IA Rochelle, IL Stockton, CA Wichita, KS To be determined	Austin, MN Fremont, NE Osceola, IA Rochelle, IL	Algona, IA Aurora, IL Austin, MN Atlanta, GA Beloit, WI Dubuque, IA Fremont, NE Knoxville, IA Osceola, IA Rochelle, IL Stockton, CA Wichita, KS To be determined	Austin, MN	Austin, MN Fremont, NE Osceola, IA Rochelle, IL	CPS: Atlanta, GA Chicago, IL Dallas, TX Detroit, MI Kansas City, KS Lebanon, NJ To be determined FSS: To be determined	Austin, MN Fremont, NE	Austin, MN Eldridge, IA
GPA: Interns	≥ 3.0 cumulative GPA & ≥ 3.3 major GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 3.0 cumulative GPA	≥ 3.0 cumulative GPA	≥ 3.0 cumulative GPA	≥ 3.0 cumulative GPA	≥ 3.0 cumulative GPA	≥ 3.0 cumulative GPA
GPA: Full-Time	≥ 3.0 cumulative GPA & ≥ 3.3 Major	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA	≥ 2.7 cumulative GPA
Majors	*Accounting	*Mechanical Engr *Civil Engr *Electrical Engr *Agricultural Engr *Mechanical Technology	*Industrial Engr *Industrial Technology *Manufacturing Engr	*Business Admin *Management *Operations *Agribusiness *Ag Economics *Industrial Management *Animal Science	*Management Information Systems *Computer Information Systems *Computer Science (w/ Business combo)	*Food Science *Industrial Technology *Business Admin *Management *Agribusiness *Ag Economics *Industrial Management *Animal Science	*Marketing *Professional Selling *Business Admin *Agribusiness *Management *Hospitality *Hotel/Restaurant Management	*Animal Science *Meat Science *Agribusiness	*OSCM *LSCM *Economics *Business *Agribusiness
Activities *look for active roles within these activities	*VITA *Accounting Clubs *Finance Clubs *Student Council / Govt *Fraternity / Sorority *Business Fraternity *Volunteer / Fundraising *College Athletics	*ASME *SWE *NSBE *Student Council / Govt *Fraternity / Sorority *Engineering Fraternity *Volunteer / Fundraising *College Athletics	*IIE *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 *Management Fraternity *Volunteer / Fundraising *College Athletics	*MIS Club *Student Council / Govt *Fraternity / Sorority *Business Fraternity *Volunteering / Fundraising *College Athletics	*Agribusiness / Ag Econ Club *Food Science Club *Meat Judging *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	*Livestock Judging *Meat Judging *Block and Bridle Club *FFA *4-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 *Private accounting experience and/or interest	*Related Internships *Working while in school *Supervisory positions *Exposure to Mfg / Ops environment *Mfg Engr Experience *Repair / Maint exposure	*Related Internships *Working while in school *Supervisory positions *Exposure to Mfg / Ops environment *Industrial Engr Experience	*Related Internships *Working while in school *Supervisory positions *Exposure to Mfg / Ops environment *Ag Background	*Related Internships *Working while in school *Programming experience and/or interest	*Related Internships *Working while in school *Supervisory positions *Quality Experience *Exposure to Mfg / Ops environment *Ag Background	*Related Sales Internships *Working while in school *Restaurant Serving / Bartending	*Related Internships *Working while in school *Family farm experience	*Related Internships *Working while in school *Exposure to Mfg / Ops environment *Military Experience

Relocation	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Did they go out of state for school? *Does their desired location(s) match our openings? *Does it appear they are only looking at one location? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any study abroad? *Any relocation for an internship?</p>	<p>*Does their desired location(s) match our openings? *Did they grow up in a small community or attend school in a small community? *Any relocation for an internship?</p>
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