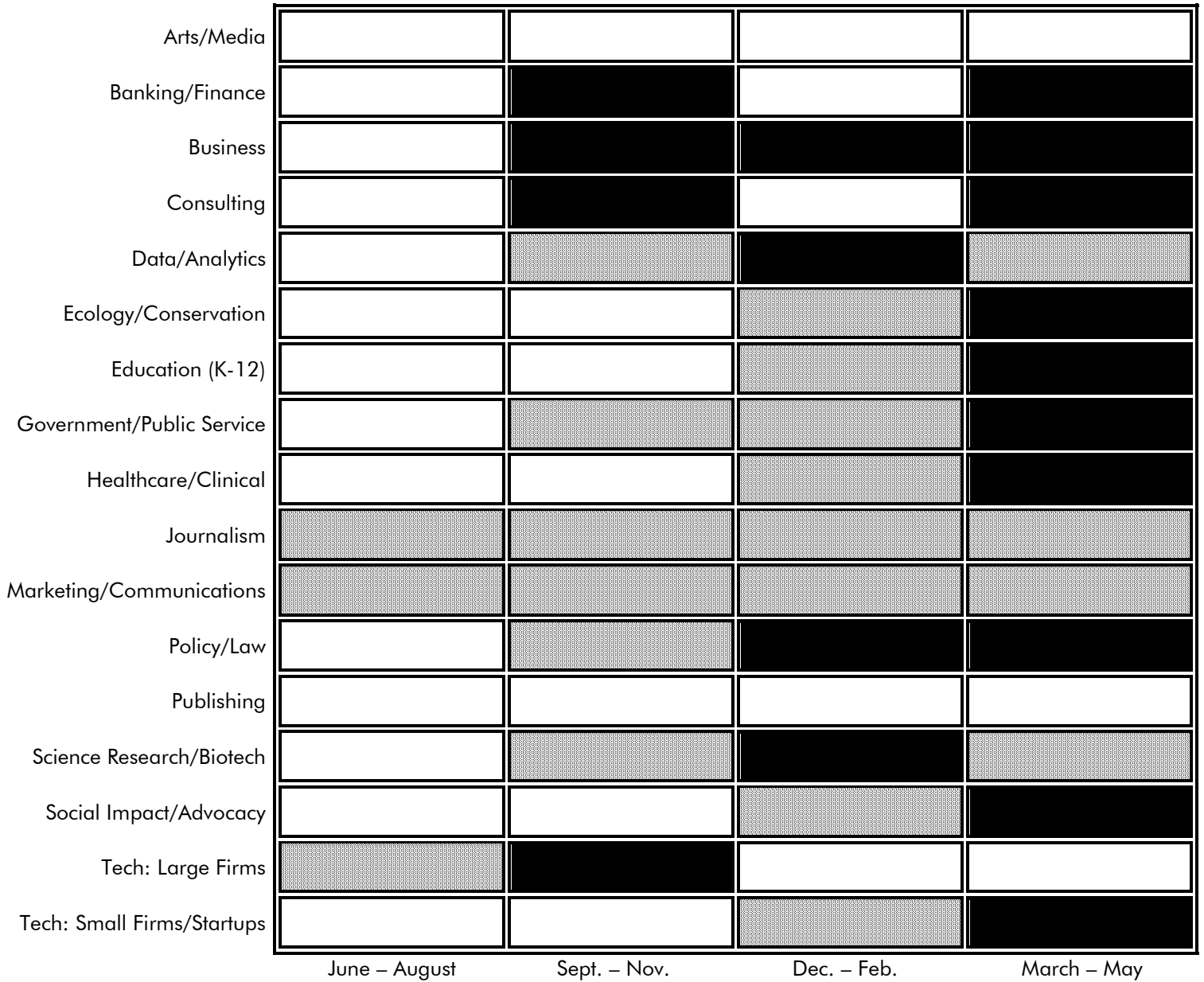


INDUSTRY RECRUITING TIMELINES (FULL-TIME)



Timeline Key



Low
Minimal to modest
recruiting activity



Medium
Moderate, yet consistent
recruiting activity



High
Active recruiting efforts targeting
undergraduate students