Tech Recruiting Handbook

The ultimate guide for landing an MBA tech job

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“Getting an MBA at the Fuqua School of Business helped changed the course of my career, empowering me to rise from a middle manager upon graduation to a Corporate Officer position in a Fortune 15 global communications company today. In our global, mobile information economy, a commitment to lifelong learning is one of the keys to success. I’m a strong believer that a Fuqua MBA is one of the best learning experiences available in the market.”

Mark Collins
Senior Vice President, Mobility Sales and Service Operations, AT&T Mobility

As a graduate from Duke University, Collins has more than 25 years of leadership experience in the telecommunications industry. Before his current role, he was Senior Vice President of Data and Voice Products for AT&T Mobility. He led AT&T’s multi-billion dollar consumer product portfolio of wireless services and managed AT&T’s rate plan product line, including the successful launch of AT&T Next. In 2011, he was named a “Rising Star of Wireless” by FierceWireless – and he continues to do great things with AT&T.

Ready to see what you can achieve as part of our Leadership Development Programs?

Be the future at www.att.jobs/Duke or text ATTDuke to 33733

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Cisco Systems, Inc. is the world's largest networking company, employing over 70,000 people across the globe. Cisco provides solutions in the mobile, cloud, security, IT, and big data spaces, including software and consulting services, by delivering the network that powers the Internet. The company looks to foster a collaborative, fun, and flexible culture with global recognition as a “Great Place to Work,” and is looking to add innovative thinkers who take smart risks, thrive in diverse environments, inspire their colleagues, and are committed to having an impact on the world. Learn more: [www.cisco.com](http://www.cisco.com).

Cisco is currently seeking students from Fuqua for the following roles. Start the application process through Fuqua’s career site today!

- Human Resources Leadership Program (Intern)
- Marketing Manager (Intern)
- Product Manager (Full Time)
- Product Manager (Intern)
Looking for your next big adventure?  
www.sap.com/careers

Where is the next big idea coming from?  You?

You are our future leaders, innovators, and rock stars. That’s why we created world class entry level programs to help you - well, become all that and more. At SAP we offer a great place to work. For those with an entrepreneurial mindset and the ambition to make a better-run world, trust us, you will love it here. At SAP, our development goals are simple: we will create a world-class design experience for our customers, which includes a streamlined end-to-end experience and we will utilize timeless software to provide innovation without disruption. We empower you to leave your comfort zone and stretch yourself further than you ever have, and support your creative risks. Your talent can help us meet and exceed on our goals of driving innovation and being the market leaders in existing and emerging technologies globally.

We will support you along the way with access to an innovative learning portfolio and connecting you with a network of experts and mentors from around the globe, as well as letting you rotate through different departments. A world of resources, and projects that don’t always feel like work...what are you waiting for?

SAP is the world’s leading provider of enterprise applications, cloud services, analytics, mobile, and database. SAP helps organizations fight the damaging effects of complexity, generate new opportunities for innovation and growth, and stay ahead of the competition.
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Roles in Tech

See Malcom’s "Tech Career Intensive" Deck for even more detail!

**Product Management**
**Responsibilities:** “CEO of the product roadmap.” Manage product development timeline; Interact with customers to understand their pain points; Collaborate with market research to construct business cases for new products; Suggest and prioritize features (based on customer insights); Work with technical teams to develop/execute new products; Segment customers & develop marketing plans; Formulate pricing scenarios; Define and monitor success metrics.

**What employers are looking for (skills/background):** Engineering/technical undergrad and strong quantitative abilities are a plus (and sometimes required). Successful product managers leverage strong organizational, communication, and persuasion skills to achieve product goals on time and across multi-functional teams.

**Project/Program Management**
**Responsibilities:** Main point of contact for teams working on a project. Think like the customer; Define scope/intent of a project; Align product development with corporate strategy and customer wants/needs; Develop and leverage metrics to ensure that teams are on track; Report on key business objectives; Innovate and iterate under changing situations.

**What employers are looking for (skills/background):** Quantitative skills, comfort with ambiguity, organizational skills, and “people” skills. Successful project/program managers are highly engaged, innovative, and effective communications that aren’t afraid to take initiative.

**Business Development**
**Responsibilities:** Assess and develop new business opportunities and revenue streams for the company including market entry, acquisition targets, and alliances. Plan roadmaps for product group or division and conduct annual and mid-year business reviews.

**What employers are looking for (skills/background):** Entrepreneurial skills, good quantitative and qualitative skills, interpersonal skills. Consulting skills in structuring solutions to problems and presenting to executives preferred by many employers.

**Marketing/Product Marketing**
**Responsibilities:** Conduct market research & competitive analysis; Segment and define target market (including market sizing); Suggest and prioritize features (based on customer insights); Develop innovative marketing strategies/solutions; Drive consumer awareness and adoption at product launch; Equip sales team with knowledge/tools to succeed; Create client presentation decks; Manage omni-channel marketing programs; Measure effectiveness/ROI of campaigns.
What employers are looking for (skills/background): Strong interpersonal, presentation, and program management skills. Previous marketing/social media experience is a plus. Successful marketers leverage data to gather customer and campaign insights, to develop better products and programs. Knowledge of the tech industry and key competitive offerings is very valuable.

**Finance**

**Responsibilities:** Develop investment frameworks; Manage budget allocation; Monitor business performance and provide feedback; Analyze data to derive product/division insights; Champion reporting automation and process improvement initiatives; Conduct due diligence for deal negotiations; Facilitate M&A integration; Define performance-based business objectives; Develop business investment and sales strategy recommendations; Assess financial impact of various pricing scenarios.

What employers are looking for (skills/background): CPA/CFA and previous experience (or MBA concentration) in finance is very helpful. Must demonstrate passion for and knowledge of the Tech industry, and ability to work creatively in stressful situations and/or within tight timelines. Strong analytical, Excel, modeling, and (optional) SQL skills are highly valued.

**Operations**

**Responsibilities:** Ensure product delivery is on time and on spec; Conduct cost analysis and process analysis on software and hardware products; Support planning and negotiating efforts; Track and analyze KPIs across product lines and business units; Collaborate with key partners such as designers and suppliers; Leverage complex data to develop cost-saving recommendations.

What employers are looking for (skills/background): Results-oriented people who learn quickly and are comfortable with ambiguity (and lots of data!). Candidates will work across many teams (PD, Supply Chain, Procurement, Engineering, etc.), so clearly communicating data-driven insights is a must. Advanced Excel skills and SQL experience are preferred.

**Consulting**

**Responsibilities:** Develop business cases for strategic or transformational technology initiatives, lead large cross-functional teams across different stages of the project lifecycle and manage large scale program or systems implementation initiatives.

What employers are looking for (skills/background): Ability to structure creative solutions to ambiguous problems, excellent executive presence and interpersonal skills and strong people management abilities. Ex-consulting experience or strong domain knowledge is a plus.

**Sales**

**Responsibilities:** Typically enterprise client facing, design and implement customer engagement initiatives to drive sales and consumption of company’s technology. Work
closely with marketing, engineering and BizDev to identify new product features that would drive future sales.  

**What employers are looking for (skills/background):** Extremely strong interpersonal and persuasive skills. Ability to leverage information inflows from multiple channels, strategically prioritize resource allocation and quantify and measure impact.
Company Profiles

Companies were selected for inclusion in the handbook if they hired two or more Fuqua interns or full-time employees in the last two years, sponsored the Tech Club, or if student interest warranted their inclusion. Fuqua Glassdoor Reviews and Must-Knows were provided by current and past Fuquans who interned/worked at those companies. We ask that you restrict this information to members of the Duke/Fuqua family.
COMPANY PROFILES (TECH CLUB SPONSORS)

AT&T
Website: http://www.att.jobs/duke

Company Description:
At AT&T, we’re bringing it all together. We're helping people connect with advanced mobile services, next-generation TV, high-speed Internet services and smart solutions for businesses. Fast, secure and mobile connectivity – to everything on the Internet, everywhere, at every moment and on every device – is what drives us at AT&T.

Industry: Technology - Telecommunications

US Citizens / Permanent Residents only: Yes

Roles they've previously hired for:
- Senior Procurement Analyst
- Mergers & Acquisitions: Corporate Development
- Financial Leadership Program
- Leadership Development Program
- Corporate Strategy

Must Knows:
- Networking is very important
- Recruiting occurs on-campus for strategy and M&A roles. AT&T’s Leadership Development Program is posted on GTS but no on-campus events occur for that role.

Fuqua Glassdoor Review:
- No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTo2

SYs that interned here or recent full-time hires:
- Jennifer Tseng ('15) - Financial Leadership Program

Cisco
Website: http://www.cisco.com/web/about/ac40/univ/index.html

Company Description:
Cisco Systems, Inc. is an American multinational technology company headquartered in San Jose, California, that designs, manufactures, and sells networking equipment. Cisco is the worldwide leader in networking for the Internet. 85 percent of Internet traffic travel across Cisco's systems, and it supports, manages and operates business systems for various and major third parties. Most technical roles at Cisco are located in San Jose while their marketing roles are located in the Raleigh-Durham area.
Industry: Telecom/Networking equipment

US Citizens / Permanent Residents only: No

Roles they've previously hired for:
- Product Manager - Development (San Jose)
- Human Resources Leadership Program (San Jose)
- Product Marketing Manager - Global Marketing (RTP - North Carolina)

Must Knows:
- Recruits on-campus; networking is important and you are expected to follow-up.
- Interview was 1 hour – half behavioral, half case. Review CISCO products beforehand, be familiar with their shift in strategy from Hardware to Software.
- Final summer deliverable - powerpoint presentation, 15-minute presentation to the entire MBA/undergrad cohort, all intern managers, as well as several VPs.

Fuqua Glassdoor Review:
- Great work-life balance. Lots of ownership in the internship and a great test of skills. Can be difficult to meet others and form impactful relationships, given the company's size and an older, more introverted workforce.

SYs that interned here or recent full-time hires:
- Patton Bushong ('16) - Human Resources Leadership Program
- Mike Lee ('16) - Marketing Manager
- Ismath Mohideen ('16) - Marketing Manager
- James Brown ('17) - Marketing Manager Intern
- Brandon Hanson ('17) - Marketing Manager Intern
- Diego Granados Hernandez ('17) - Product Manager Intern
- Douglas Jacobs ('17) - Product Manager Intern
- Tony Ramoutar ('17) - Product Manager Intern
- Bilal Shaikh ('17) - Product Manager Intern

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SAP
Website: https://jobs.sap.com/key/mba-intern-jobs.html

Company Description:
SAP is at the center of today's technology revolution. The market leader in enterprise application software, SAP helps organizations fight the damaging effects of complexity, generate new opportunities for innovation and growth, and stay ahead of the competition. Headquartered in Germany with operations in over 130 countries. $20B+ in revenues.

Industry: Technology - Internet Services / E-Commerce

US Citizens / Permanent Residents only: Yes

Roles they've previously hired for:
• IMPACT Leadership Rotational Program (Full-time only)

Must Knows:
• Off-campus recruiting for internship, on-campus recruiting for full-time IMPACT program
• Networking is important, IMPACT program only hires 8-10 people a year

Fuqua Glassdoor Review:
• Fantastic training and exposure in the IMPACT program. SAP puts a lot of resources into the program and opportunities to development are immense. Great culture and work-life balance. Opportunity for international travel.

SYs that interned here or recent full-time hires:
• Camille Blanco ('16) - IMPACT Leadership Rotational Program Associate
• Charlene Ondak ('15) - IMPACT Leadership Rotational Program Associate
• Jonathan Lee ('15) - IMPACT Leadership Rotational Program Associate

SoFi
Website: https://www.sofi.com/

Company Description:
Social Finance, Inc. (SoFi) was founded in 2011 by Stanford Graduate School of Business classmates who shared dissatisfaction with the state of the student lending industry. The team built SoFi to restore the traditional values of community-based lending. SoFi connects alumni and students through a dedicated loan fund. The connection is augmented by social externalities, including interaction between alumni and students. This creates a social contract between students and alumni that leads to positive selection and positive behavior relative to a nameless, faceless bank. Alumni earn a double bottom line return while students get a lower loan rate and increased interaction with a community vested in their success.

Industry: Finance/Technology - Financial Services/FinTech

US Citizens / Permanent Residents only: Unknown

Roles they’ve previously hired for: N/A

Must Knows:
• Headquartered in San Francisco, SoFi offers a variety of loan products including student loan refinancing, mortgages, and personal loans. SoFi is currently valued at $4B which places it among the top 30 U.S. banks by market cap. Over $7B in loans issued.

Fuqua Glassdoor Review:
• No information was provided by Fuquans. If you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTos2

SYs that interned here or recent full-time hires: N/A
Visa
Website: https://usa.visa.com/careers/university-recruiting.html#2

Company Description:
Visa Inc. is a payments technology company. The Company and its subsidiaries, including Visa U.S.A. Inc. (Visa U.S.A.), Visa International Service Association (Visa International), Visa Worldwide Pte. Limited, Visa Canada Corporation, Inovant LLC and CyberSource Corporation (CyberSource), operate a processing network, VisaNet, which facilitates authorization, clearing and settlement of payment transactions around the world. The Company also offers fraud protection for account holders and rapid payment for merchants. The Company provides its services to consumers, businesses, financial institutions and governments in over 200 countries and territories for electronic payments. It provides a range of payment solutions that support payment products that issuers can offer to their account holders, including pay now with debit, pay ahead with prepaid or pay later with credit products. It also offers a suite of digital, e-commerce, person-to-person payments, and mobile products and services.

Industry: FinTech

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Innovation and Strategic Management
- Enterprise Risk Management
- Merchant Products

Must Knows:
- No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTos2

Fuqua Glassdoor Review:
- No information was provided by Fuquans. If you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTos2

SYs that interned here or recent full-time hires:
- Jennifer Kim ('16) - Innovation and Strategic Management
- Idris Dosunmu ('16) - Enterprise Risk Management
COMPANY PROFILES (NON-TECH CLUB SPONSORS)

Amazon.com
Website: http://www.amazon.jobs/team/university-mba-graduate

Company Description:
At Amazon, we strive to be Earth’s most customer-centric company where people can find and discover anything they want to buy online. Amazon’s evolution from Web site to e-commerce partner to development platform is driven by the spirit of innovation that is part of our DNA. We hire the world’s brightest minds, offering them an environment in which they can relentlessly improve the experience for customers. We do this every day by solving complex technical and business problems with ingenuity and simplicity. We’re making history and the great news is that we’ve only just begun.

Industry: Technology - Internet Services / E-Commerce

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Retail Leadership Development Program (RLD)
- Sr. Product Manager (PM)
- Pathways Operations Management (Ops)
- Sr. Financial Analyst (SFA)
- HR Leadership Development Program (HRLDP)

Must Knows:
- Networking is not important (like, not at all) and recruiting is conducted on-campus.
- Final summer deliverable is a 6 page white paper, no PowerPoint. Business writing skills are important.
- Tie your past experiences to their Leadership Principles
- Know and understand how the Amazon Flywheel works
- Make sure you can speak to basic concepts in retail or operations if interviewing for those roles

Fuqua Glassdoor Review:
- Amazon gives you complete autonomy over your project and expects you to deliver real results. You will be asked to defend your hypothesis and recommendations with real data, no qualitative BS. Culture is very entrepreneurial and driven but also very casual. Expect a great challenge and smart co-workers but don’t expect big parties or people to pat you on the back. You’ll work hard but you’ll learn a lot.

SYs that interned here or recent full-time hires:
- Udit Jain (’17) - Pathway Operations
- Deepthi Desai (’17) - Pathway Operations
- Amit Kulkarni (’17) - Pathway Operations
- Alejandro Cornejo (’17) - Pathway Operations
- Maurizio Martinovic (’17) - Pathway Operations
- Joel Bergstein (’17) - Sr. Product Manager
- Mohamad Khalil (’17) - Sr. Product Manager
- Bill Li (’17) - Sr. Product Manager
- Ross Boomer (’17) - RLDP
- Kevin Gannon (’17) - RLDP
- Mark Hammer (’17) - RLDP
Apple, Inc.
Website: https://www.apple.com/jobs/us/students.html

Company Description:
Apple revolutionized personal technology with the introduction of the Macintosh in 1984. Today, Apple leads the world in innovation with iPhone, iPad, the Mac and Apple Watch. Apple’s three software platforms — iOS, OS X and watchOS — provide seamless experiences across all Apple devices and empower people with breakthrough services including the App Store, Apple Music, Apple Pay and iCloud. "Apple’s 100,000 employees are dedicated to making the best products on earth, and to leaving the world better than we found it. Apple is a place where extraordinary people gather to do their best work. Our community is made up of every kind of individual: artists and designers, engineers and scientists, thinkers and doers. Together we create things and experiences that people once could not have imagined — and now can’t imagine living without. So if you’re excited by the idea of making a real impact, a career with Apple might be your dream job. Just be ready to dream big."

Industry: Consumer electronics, hardware/software, digital distribution

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Global Supply Manager (GSM)
- Retail
- Operations
- AppleCare

Must Knows:
- Retail, Operations, Product Marketing, and AppleCare are the divisions of Apple that recruit on campus
- Past work experience is highly weighted in the evaluation of candidates, as well as the ability to deal with ambiguity
- Large Duke/Fuqua alumni network at Apple, especially at the executive level (Tim Cook, Eddy Cue, Jeff Williams)
- Make sure not to tell recruiters you want to work for Apple because you love your iPhone, and try to emphasize your passion for design, creativity, as well as showing business savvy during interviews.
- You will be asked "Why Apple," and when you answer the question you should be able to show that you know/understand the Company’s values and it connects with you on a personal level. "I love the products" will not do it, because that is literally everyone out there.
- Must love iOS/all-things-Apple, should be proficient in or knowledgeable of Apple’s productivity suite, have read Isaacson’s biography of Steve Jobs, be willing to accept that as an intern you won’t be given access to interesting data or internal systems that would otherwise seem hyper-relevant to your task, and your leaders may have never actually faced the kinds of leadership challenges currently developing at the company (read: can be very ambiguous and frustrating to see managers fail at basic tasks such as establishing a vision for a project, setting goals to achieve that vision, and developing key performance indicators or mileposts along the way).

Fuqua Glassdoor Reviews:
- I had a great summer at Apple Retail, and had the benefit of working on two very different types of projects since my Sr. Director changed my project halfway through the 12-week internship! What initially started as a market research project / marketing strategy recommendation evolved into an opportunity to act as a more traditional Product Manager and move one of my recommendations forward towards implementation. I
enjoyed using this time to talk with individuals from all different divisions at Apple, such as Merchandising, Retail Operations, iTunes, App Store, and more to collect buy-in on my project.

- The company is definitely "older" than the new tech firms (i.e. Google, Facebook, etc.), so if you are looking into the tech company perks (i.e. comfy couch seats, free food, large campus), this is not the place for you. However, Apple prides itself in its products, legacy, and the things Apple has achieved to date, which was very refreshing and motivating. You do get discounts for products though.
- Good full-time opportunity / terrible Internship
- Apple Retail only recruits for internships with the intent to convert to full-time. They do not return to any campus to hire SYs.

SYs that interned here or recent full-time hires:
- Rob Pixton ('16) - Operations
- Bruno Pereira ('17) - Apple Pay Business Development Intern
- Kelsey Martin ('17) - Demo Experience - Retail Planning & Technology
- Hunter Rudd ('17) - Apple MFi/Works With Apple Summer Intern
- Somin Lee ('17) - AppleCare Operations - Business Process Reengineering (BPR)

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Autodesk, Inc.
Website: [http://www.autodesk.com/company](http://www.autodesk.com/company)

Company Description:
Autodesk, Inc. is an American multinational software corporation that makes software for the architecture, engineering, construction, manufacturing, media, and entertainment industries. Autodesk is headquartered in San Rafael, California, and features a gallery of its customers' work in its San Francisco building. The company has offices worldwide, with U.S. locations in Northern California, Oregon, Colorado, Texas and in New England in New Hampshire and Massachusetts, and Canada locations in Ontario, Quebec, and Alberta. The company was founded in 1982 by John Walker, a coauthor of the first versions of AutoCAD, the company's flagship computer-aided design (CAD) software. Autodesk became best known for AutoCAD but now develops a broad range of software for design, engineering, and entertainment as well as a line of software for consumers, including Sketchbook, Homestyler, and Pixlr.

Industry: Computer Software

US Citizens / Permanent Residents only: No

Roles they've previously hired for:
- Social Media Intern
- Customer Success MBA Intern

Must Knows:
- Autodesk's intern hiring is project based therefore you must know before going in that they won't make you an offer straight after the internship. They can't predict budget and headcount a year ahead so be prepared to receive an offer in spring next year. That didn't stop me from accepting the offer! There is not much point of networking since they are looking for people with relevant background. Hiring managers read the cover letters themselves so keep them short but write convincingly about why you are the right fit for the role.
Fuqua Glassdoor Review:

- Autodesk has an insanely cool/laidback/fun culture, especially if your background is in a structured industry like financial services, consulting or armed forces. Nice thing about them is that they hire for specific projects so if you see anything on their website that relates to your past work experience or interests, they will def interview you. The internship program is pretty structured with a lot of activities for interns. Everyone is very helpful and open to helping interns. Oh you work no more than 40 hours a week, like none, ever.

SYs that interned here or recent full-time hires:
- Saad Duraiz ('17) - Social Media Intern
- Danish Jawaid ('17) - Customer Success MBA Intern

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Corning
Website:

Company Description:
Corning Incorporated is an American manufacturer of glass, ceramics, and related materials, for commercial, industrial and scientific applications. Corning’s best known consumer product is Gorilla Glass, the intelligent touch screen glass used as the display for nearly all Android smartphones and tablets. Corning is also a major manufacturer of fiber optic cables. In 1998, Corning divested itself of its consumer lines of CorningWare and Corelle tableware and Pyrex cookware (selling them to World Kitchen). Corning has five major business sectors: Display Technologies, Environmental Technologies, Life Sciences, Optical Communications, and Specialty Materials.

Industry: Technology - Hardware/Equipment

US Citizens / Permanent Residents only: Yes

Roles they’ve previously hired for:
- Leadership Development Program (LDP) - (Full-time only)
- Strategy Project Manager
- Product Line Manager

Must Knows:
- Headquarters in Corning, NY but has an office in RTP. It is important to know where Corning is located and be ok with living there.
- Corning goes back and forth on whether they recruit on campus at Duke but opportunities are always available at conferences.
- Networking with a few people is important because it shows you are interested in the company and gives people at Corning a chance to get to know you.
- Corning is looking for people that are a cultural fit so understanding the culture is very important.
- Understanding what markets Corning is competing in is important and shows that you are genuinely interested in working for Corning.

Fuqua Glassdoor Review:
Corning gives you a high priority project that will be immediately integrated into business team decisions. Not only are the results important but they also look at how you arrived at your decisions. Equally important to your project is your ability to work with others in the company. Corning gives you ample opportunities to network and get to know people across the organization. They want to see that you fit and want to give you the opportunity to start building your own internal network. Corning is full of very very smart people who are working to transform every industry they compete in, and expect MBAs to come in and create business cases for new innovative technologies.

SYs that interned here or recent full-time hires:
- Benjamin Amsler ('16) - Product Line Manager (LDP)
- Yingwen Yu ('16) - Strategy Project Manager (LDP)
- Mayada Abdelrahman ('16) - Business Strategy Manager (LDP)

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**Dell**


**Company Description:**
Dell Inc. is an American privately owned multinational computer technology company based in Round Rock, Texas, United States, that develops, sells, repairs and supports computers and related products and services. Bearing the name of its founder, Michael Dell, the company is one of the largest technological corporations in the world, employing more than 103,300 people worldwide.

Dell sells personal computers (PCs), servers, data storage devices, network switches, software, computer peripherals, HDTVs, cameras, printers, MP3 players and also electronics built by other manufacturers. The company is well known for its innovations in supply chain management and electronic commerce, particularly its direct-sales model and its “build-to-order” or “configure to order” approach to manufacturing—delivering individual PCs configured to customer specifications. Dell was a pure hardware vendor for much of its existence, but with the acquisition in 2009 of Perot Systems, Dell entered the market for IT services. The company has since made additional acquisitions in storage and networking systems, with the aim of expanding their portfolio from offering computers only to delivering complete solutions for enterprise customers. Dell recently acquired EMC for $67B.

**Industry:** Computers/Software, Peripherals

**US Citizens / Permanent Residents only:** No

**Roles they've previously hired for:**
- Marketing

**Must Knows:**
- Networking is really important to Dell, speak with SY's and recent full-time hires and emphasize connections in cover letter
- Know their products (hint: it's not just laptops)
- Company is going through a big transformation, be ready to articulate why Dell and why now

**Fuqua Glassdoor Review:**
- Dell has a fantastic work culture and a very fun internship. Over the summer they want you to network and explore the city to see if you’d be happy there. Of course, at the same time they’re evaluating you to see if you’d be a good fit. It’s very hands-off and most of your work is self-driven; if you need lots of structure you won’t find it at Dell. Very large and matrixed so takes some time to understand how everything fits together.

**SYs that interned here or recent full-time hires:**
- Christine Roh (’17) - Marketing Intern
- Danilo Haliz (’17) - Marketing Intern
- Juan Mangiarotti (’17) - Marketing Intern
- Beatriz Martinez (’17) - Marketing Intern
- Trista Szocs (’17) - Marketing Intern
- Naoko Garcia (’16) - Marketing Communications Senior Advisor
- Ramiro Garcia Buerba (’16) - Sr. Merchandising Advisor
- Hyokang Lee (’16) - Product Marketing, Sr. Advisor
- Maria Del Pilar Perez (’16) - Product Marketing, Sr. Advisor
- Radu Trandafir (’16) - eBusiness, Sr. Advisor

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**Deloitte Consulting LLP**

**Website:** [www.deloitte.com/us/careers](http://www.deloitte.com/us/careers)

**Company Description:**
Deloitte Consulting LLP is one of the world’s leading management consulting firms for executable strategy, operations, technology, and human capital advisory services. The consulting practice is built around integrated core capabilities – people, process and technology and industry expertise – the capabilities needed to help clients to tackle their most complex challenges.

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.

**Industry:** Technology - Consulting

**US Citizens / Permanent Residents only:** No

**Roles they’ve previously hired for:**
- Summer Associate - Technology Strategy & Architecture (TS&A)
- Summer Associate - Systems Integration (SI)
- Summer Associate - Deloitte Digital

**Must Knows:**
- Different recruiting track from Deloitte Strategy & Operations (S&O) and Human Capital
- Network with the technology team from Deloitte (different from the S&O) team - separate events, etc.
- Case with someone from an office you plan to apply to
- DMCC’s consulting book has some technology industry cases but cases for Deloitte technology in general are very different from regular consulting cases. Check [here](http://example.com) for practice cases.
• Women should check out Deloitte Women’s Leadership Launch conference (usually in early Jan)

SYs that interned here or recent full-time hires:
• Anthony Lewis ('17) - TS&A
• Mike Lloyd ('16) - TS&A

Facebook
Website: https://www.facebook.com/careers/university

Company Description:
Facebook is the world’s largest social network with over one billion active users. Founded in 2004, Facebook’s mission is to make the world more open and connected. As an employer, Facebook strives to hire the best people who want to move fast and make an impact. The company empowers people in every way and it allows our employees to focus on what they love to do! People around the world use Facebook everyday to stay connected with friends and family, to discover what’s going on, and to share and express what matters to them.

Industry: Technology - Internet Services / E-Commerce

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
• Product Manager (PM)
• Product Marketing
• Business Development

Must Knows:
• No on-campus recruiting for internships
• No other information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztIgJkLPgxMTos2

Fuqua Glassdoor Review:
• No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztIgJkLPgxMTos2

SYs that interned here or recent full-time hires:
• Dennis Bartlett ('17) - MBA Energy Intern

Google
Website: https://www.google.com/about/careers/

Company Description:
Google is an American multinational technology company specializing in Internet-related services and products that include online advertising technologies, search, cloud computing, and software. Most of its profits are
derived from AdWords, an online advertising service that places advertisements at the top of search results. In August 2015, Google announced plans to reorganize its interests as a holding company called Alphabet Inc. When this restructuring took place on October 2, 2015, Google became Alphabet’s leading subsidiary, as well as the parent for Google’s Internet interests.

Rapid growth since incorporation has triggered a chain of products, acquisitions and partnerships beyond Google’s core search engine (Google Search). It offers services designed for work and productivity (Google Docs, Sheets and Slides), email (Gmail), scheduling and time management (Google Calendar), cloud storage (Google Drive), social networking (Google+), instant messaging and video chat (Google Allo/Duo/Hangouts), language translation (Google Translate), mapping and turn-by-turn navigation (Google Maps), video-sharing (YouTube), taking notes (Google Keep), organizing and editing photos (Google Photos), and a web browser (Google Chrome). The company leads the development of the Android mobile operating system and the browser-only Chrome OS for a class of netbooks and desktop PCs known as Chromebooks.

Industry: Internet Services

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Vendor Strategy & Ops
- MBA Intern
- Product Manager
- Product Marketing Manager
- Senior Financial Analyst
- gTech Vendor Strategy Intern
- Global Marketing Solutions
- Corporate Finance
- Risk Manager
- Google Fiber New Revenue Programs Intern
- Global Customer Experience Strategy Intern

Must Knows:
- Know the specifics of the role you’re interviewing for and how your past experience plays into that...that’s critically important
- Read about Google’s recruiting style. They measure specific areas, and the questions are challenging and are similar to consulting case interview.
- It’s really helpful to have an internal reference when applying. When you’re interviewing, the more you can show excitement about answering difficult questions/thinking through tough problems the better. They want people who are intellectually curious and data driven.

Fuqua Glassdoor Review:
- Awesome culture, roles leave a little to be desired. Overall, really great experience!
- Googlers are surprisingly willing to help other googlers. I had 1:1 session with 50 googlers. Project was self-navigated therefore it was important to reach out to other googlers proactively.
- You need to be a self-starter here, and there are lots of opportunities available to you to make the internship what you want it to be. The interns get access to a lot of high-level execs throughout the summer in a brown-bag series - I learned a ton about the company this way. People are also really open to having 1:1 chats with you, so that’s another great thing to take advantage of to expand your network and learn more about different roles at the company. The flatness/openness of the organization makes it easy to learn - I feel like I got the inside scoop on what makes Google tick, which I couldn’t have gotten from the outside.
Note that this is still a big company, so while there is room to be entrepreneurial it's NOT like working at a startup! Also, because it's so large the roles are often very narrow/specific, so you won't have a lot of breadth in the actual work you do (full time) or projects you work on (internship). Finally, I think Google did a fantastic job supporting its employees and creating a safe space to talk about some of the tragic events that happened this summer.

SYs that interned here or recent full-time hires:

- Matthew Mabey ('16) - Senior Financial Analyst
- Chad Tyler ('16) - Product Manager
- Laura Nielsen ('16) - Product Marketing Manager
- Kishore Kollipara ('16) - Partner Technology Manager
- Paul Jacobs ('16) - Product Manager
- Raanan Sayag ('16) - Product Manager
- Mike Balestrino ('17) - gTech Vendor Strategy Intern
- Julio Fu ('17) - MBA Intern
- Christopher Beasley ('17) - Corporate Finance
- Steven Lee ('17) - 2016 MBA Intern
- Binita Temenggung ('17) - MBA Intern
- Evelyn Kim ('17) - MBA Intern - Global Marketing Solutions
- Maximilian Frasca ('17) - Google Fiber New Revenue Programs Intern
- Kasey Haas ('17) - Global Customer Experience Strategy Intern
- Claude Paillant ('17) - Summer Intern
- Samat Toibayev ('17) - Risk Manager

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IBM
Website: https://www-03.ibm.com/employment/us/un_interns_coops.shtml

Company Description:
International Business Machines Corporation provides information technology (IT) products and services worldwide. The company's Global Technology Services segment provides IT infrastructure and business process services, such as outsourcing, processing, integrated technology, cloud, and technology support.

Its Global Business Services segment offers consulting and systems integration services for strategy and transformation, application innovation services, enterprise applications, and smarter analytics; and application management, maintenance, and support services. The company’s Software segment provides middleware and operating systems software, including WebSphere software to integrate and manage business processes; and information management software that enables clients to integrate, manage, and analyze data from various sources.

It also offers Watson Solutions software to interact in natural language, process big data, and learn from interactions with people and computers; Tivoli software offers integrated service delivery for cloud and datacenter management, enterprise endpoint and mobile device management, asset and facilities management, and storage management; and Workforce Solutions creates software that enables businesses to connect people and processes. In addition, this segment provides Rational software that supports software development; and Mobile software for application development, mobile security, and mobile device management.

Its Systems and Technology segment offers infrastructure technologies; and semiconductor technology, products, and packaging solutions. The company's Global Financing segment provides lease and loan financing; commercial
financing to dealers and remarketers; and remanufacturing and remarketing services. The company was formerly known as Computing-Tabulating-Recording Co. and changed its name to International Business Machines Corporation in 1924. The company was founded in 1910 and is headquartered in Armonk, New York.

Industry: Software/Consulting/Services

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Product Marketing
- Extreme Blue

Must Knows:
- Network with the specific team and recruiter
- Get up to speed on IBM’s transition/key areas of investment. Know how you would work with engineers & across disciplines effectively. Articulate how you would bring an entrepreneurial spirit to a giant company. Get acquainted with IBM’s take on Design Thinking.

Fuqua Glassdoor Review:
- Extreme Blue is structured as an ’internal startup’ with MBAs paired with a team of technical interns and a group of IBM mentors to develop a product from idea to prototype. Extreme Blue interns pitch to executives every week and fly to HQ at the end of the summer to present their product to >100 high-level IBMers and recruiters. MBAs often go into Product Manager roles or GMLDP out of Extreme Blue.

SYs that interned here or recent full-time hires:
- Simona Sas ('16) - Extreme Blue → Finance Manager
- Federico Bello ('16) - Strategic Planning/Finance
- Kevin Guilfoyle ('16) - Offering Manager
- Katherine Brazer ('16) - Marketing Manager
- Andrew Gower ('16) - Portfolio Marketing
- Emily Richuso (Reber) ('16) - Offering Manager
- Blair Lanier ('17) - Extreme Blue Intern

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**Intel Corporation**

**Website:** [http://www.intel.com/content/www/us/en/jobs/locations/united-states/students/graduates/mba.html](http://www.intel.com/content/www/us/en/jobs/locations/united-states/students/graduates/mba.html)

**Company Description:**
Intel fosters innovation worldwide. You may know us for our processors. But we do so much more. Through computing innovation, we push the boundaries of smart and connected technology to make amazing experiences possible for every person on Earth. From powering the latest devices and the cloud you depend on, to driving policy, diversity, sustainability, and education, we create value for our stockholders, customers, and society.

**Industry:** Technology - Semiconductors/Hardware

**US Citizens / Permanent Residents only:** Yes
Roles they've previously hired for:
  ● Accelerated Leadership Program ("ALP")

Must Knows:
  ● No on-campus events but positions are posted on GTS (and Tech Club usually hosts a Webinar with them)
  ● Know the key industries that Intel operates in
  ● ALP is well-funded and high profile within the company

Fuqua Glassdoor Review:
  ● ALP is a great experience. The program offers a ton of flexibility, the people are interesting, the hours are reasonable, and the pay is extremely competitive. Intel is currently working very hard to shift direction from a pure chipmaker into a data center and IOT powerhouse.

SYs that interned here or recent full-time hires:
  ● Michelle (Shan) Jiang ('17) - Accelerated Leadership Program Intern
  ● Scott Vetter ('17) - Accelerated Leadership Program Intern

LinkedIn
Website: https://studentcareers.linkedin.com/internships

Company Description:
Founded in 2003, LinkedIn connects the world's professionals to make them more productive and successful. With more than 300 million members worldwide, including executives from every Fortune 500 company, LinkedIn is the world's largest professional network on the Internet. LinkedIn agreed to a $26B acquisition by Microsoft in the summer of 2016. The company has a diversified business model with revenue coming from Talent Solutions, Marketing Solutions and Premium Subscriptions products. Headquartered in Silicon Valley, LinkedIn has offices across the globe (SF and NY both hired MBA interns last year).

Industry: Internet - Social Media/CRM

US Citizens / Permanent Residents only: No

Roles they've previously hired for:
  ● Product Marketing

Must Knows:
  ● Off-campus recruiting
  ● Linked last hired an intern from Fuqua in 2014 (2 made it to second round interviews for Summer '16)
  ● Background in hiring / recruiting / executive search / PR a huge plus

Fuqua Glassdoor Review: No information was provided by Fuquans. If you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwzttgJkJLPgxMTosZ

SYs that interned here or recent full-time hires: N/A
Recent MBA Hiring Update from LinkedIn:

We hope Duke will join us for the following 2016 recruiting events!

**Announcing LinkedIn MBA Open Houses** -
This year, first-year students and second years interested in the Relationship Manager role are invited to our regional offices to develop a deeper knowledge and understanding of LinkedIn. Students will hear from Senior Executives, Employee Relationship Groups (ERGs), and representatives from across LinkedIn’s business teams. Students will also be given time to network and explore opportunities.

The MBA Open Houses will be held on Friday afternoons from 1:00 pm - 6:30 pm in three of our regional offices:

- **San Francisco** (Dec 2 - Keynote Speaker: Allen Blue, Co-Founder at LinkedIn and VP of Product Management): [https://linkedinmbasf.splashthat.com/](https://linkedinmbasf.splashthat.com/)

**New LinkedIn Speaker Series (virtual)**
We will be hosting a virtual Speaker Series featuring representatives from across the business to share insights on our summer internship program for first-year students and our full-time Relationship Manager role for second-year students.

Register for the MBA Speaker Series: [https://linkedinmbaspeakerseries.splashthat.com/](https://linkedinmbaspeakerseries.splashthat.com/)

**How to Apply:**
1st Year MBAs are asked to review the team overviews and apply to their top 2 roles within our 2017 Summer MBA Internship Program via [LinkedIn Student Careers](https://linkedinstudentcareers.splashthat.com/) in late October.

Second year students have two options:
(1) Students interested in our Relationship Manager role within our Global Sales Organization may apply via our [LinkedIn Student Careers](https://linkedinstudentcareers.splashthat.com/) in late October.

(2) Students seeking full-time roles throughout LinkedIn (beyond the Relationship Manager role) are asked to look on our [LinkedIn Careers](https://linkedincareers.splashthat.com/) site. These roles are considered 'just-in-time'/experienced positions. Second year MBAs are encouraged to apply to these roles during their final semester of graduate school since these roles are seeking individuals that are available to start immediately.

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**Microsoft Corporation**

*Website:* [https://careers.microsoft.com/students](https://careers.microsoft.com/students)

**Company Description:**
At Microsoft, we are about helping customers realize their potential. From gamers to governments, moms to mega-corporations, we serve just about every kind of customer, all over the globe. Many people think Microsoft = software. We do do software - but we also do hardware, services, research, and more. We work on PC operating systems and applications like Windows and Windows Live. Products for IT professionals and developers like
Windows Server and Visual Studio. Online services such as Bing and MSN. Business solutions like Office and Exchange. And devices like Xbox, keyboards, webcams, and mice. We're passionate about what we do. What this means if you come to work here, there is an opportunity to do things that make a real difference in millions, even billions of lives to reach your potential. So why not take a closer look at Microsoft? We think you'll find that amazing things really do happen here.

Industry: Technology - Software, Internet Services / E-Commerce

US Citizens / Permanent Residents only: No

Roles they've previously hired for:
- Product Marketing Manager
- Partner Marketing Manager
- Audience Marketing Manager
- Product Planning Manager
- Finance Manager
- Operations Project Manager

Must Knows:
- Networking is important and there is a huge alumni network.
- Headquartered in Seattle, but has various offices all over the world (NY, SF) which are not available for internships but available for full time (generally Sales roles) through the MACH MBA program
- Study the transformation since Satya Nadella became CEO, and their mission to "empower everyone to do more"

Fuqua Glassdoor Review:
- A very supportive and collaborative environment. Really spoils interns. Great MBA executive speaker series for interns and lots of networking events and social events. An amazing lifestyle. Transformative time at the company with Satya promoting a more collaborative environment both within and outside the company.

SYs that interned here or recent full-time hires:
- David Barnes ('17) - Finance Manager Intern
- Ushashi Chowdhury ('17) - Product Management Intern
- Aditya Dave ('17) - Operations Project Manager Intern
- Jessica Fan ('17) - Finance Manager Intern
- Brinda Panchal ('17) - Product Marketing Manager Intern
- Maria Peverelli ('17) - Supply Chain Intern
- Roshal Ramdenee ('17) - Finance Manager Intern
- Yujie Xia ('17) - Finance Manager Intern
- Ash Sirohi ('16) - Partner Sales Executive
- Cathy Chou ('16) - Account Executive
- Ya Xue ('16) - Finance Manager
- Nishant Kaul ('16) - Solutions Specialist
- Archana Balakrishnan ('16) - Audience Marketing Manager
- Jessica Davlin ('16) - Business Program Manager
- Gavin Du ('16) - Supply Chain Manager
- Yaejin Kim ('16) - Supply Chain Manager
- Kevin Le ('16) - Finance Manager

Nest
Website: [http://www.intel.com/content/www/us/en/jobs/locations/united-states/students/graduates/mba.html](http://www.intel.com/content/www/us/en/jobs/locations/united-states/students/graduates/mba.html)
Company Description:
Nest Labs is a home automation producer of programmable, self-learning, sensor-driven, Wi-Fi-enabled thermostats, smoke detectors, and other security systems. It introduced the Nest Learning Thermostat in 2011 as its first product. The Nest Protect smoke and carbon monoxide detector was then introduced in October 2013. And, after acquiring Dropcam, the rebranded Nest Cam was introduced in June 2015.

Co-founded by former Apple engineers Tony Fadell and Matt Rogers in 2010, the start-up company quickly grew to have more than 130 employees by the end of 2012. Google acquired Nest Labs for US$3.2 billion in January 2014 (with nearly 500 employees) and continued its brand identity.

Industry: Hardware

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Product Marketing
- Operations
- Program Management

Must Knows:
- Off-campus recruiting, so make sure you talk to as many Fuqua alumni as you can.
- Operations is basically run by Fuqua alumni, most of whom had worked in Apple.
- Interview is exactly the same as Google’s format (2 back-to-back, 45 mins each via Google Hangouts). Mix of behavioral and case interviews.
- Critical to know what kind of short- and long-term impact you want to make on the team.
- Not easy to get in – only 2 MBA students in Summer 2016, down from 8 MBA students a year ago – so luck plays a huge role.

Fuqua Glassdoor Review:
- Expect your manager to be very hands-off. They’ll let you run with your own project but always check-in on adhoc basis to make sure you’re on the right track.
- Deliverable is a project which you present in front of your team and someone from management.

SYs that interned here or recent full-time hires:
- Varun Poddar (’16) - Global Supply Manager
- Yao Jianshi (’16) - Operations Manager
- Junaedy Liem (’17) - MBA Product Operations Intern

Red Hat
Website: http://jobs.redhat.com/job-categories/internships/

Company Description:
At Red Hat, we connect an innovative community of customers, partners, and contributors to deliver an open source stack of trusted, high-performing technologies that solve business problems. We’re a billion dollar S&P 500 company offering solutions from Linux to middleware, storage to cloud, together with award-winning global customer support, consulting, and implementation services.

Industry: Technology - Internet Services / E-Commerce

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Business Operations

Must Knows:
- Mentored Study programs are available with Red Hat

Fuqua Glassdoor Review
- No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTos2

SYs that interned here or recent full-time hires:
- Subashini Raman ('16) - Business Operations

Salesforce

Website: [http://www.salesforce.com/company/careers/university/programs.jsp](http://www.salesforce.com/company/careers/university/programs.jsp)

Company Description: Salesforce is the Customer Success Platform. Our social and mobile cloud technologies—including our flagship sales and CRM applications—help companies connect with customers, partners, and employees in entirely new ways. **Products include:** Sales Cloud (CRM), Service Cloud, Marketing Cloud, Community Cloud, Analytics/Data Cloud, Apps Cloud, IoT Cloud, and the Platform (common services on which all other clouds "sit")

Industry: Internet, Software as a Service (SaaS)

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Product Manager
- Product Marketing
- Pricing Strategy (other Non-Fuqua MBA Students)
- Sales (other Non Fuqua-MBA Students)

Must Knows: 
Salesforce is made up of a variety of product areas that they refer to as “clouds” - know the differences between them, and how they interact. Your interview will likely be a role within one of those product areas so research it even more thoroughly - and its interactions with the other clouds.

Know what Software as a Service (SaaS) is, and how it is different from regular software.

Product Management or Marketing Interviews - know how to brainstorm a product concept from a high level to specifics (Hint - review Fuqua’s Marketing MILE sessions).

Product Management Interviews - Know what the Systems Development Lifecycle (SDLC), Rapid Application Development, and software development sprints are. Salesforce's software updates are pushed out three times a year and are developed in quick multi-week sprints.

As a Product Manager you would be responsible for defining the business case, functional requirements, and release schedule for any new functionality. You would also lead the team of User Experience Designers to design what new features will look like, and lead a team of software engineers to code the new functionality. You have the support of a lead software engineer for the more technical aspects. You do not necessarily need to know how to code, but you should be familiar with the software release process as its manager.

Be able to explain how you would prioritize needs when in a time crunch.

GBPS tends to hire interns who have some consulting experience. However, there are 14 MBA interns that the company takes each year and they range among Sales Strategy, Product Marketing, Product Management, and Technical Products. Must knows are how the software-as-a-service business model works and what the economic challenges are as a growth company. Also, people at Salesforce are crazy about Salesforce products and culture. Have some understanding of what these are as the question will surely come up in an interview.

Fuqua Glassdoor Review:

One of the finer (and least well known) internship programs in tech. The perks for MBA interns are incredible (Napa Valley wine tours, booze cruises in the SF bay, free apartment for the summer in SF, etc.) and the work is very strategic considering that Salesforce is a growth company with top line needs. Especially a fun company to work for if you're looking for a laid-back work environment with incredibly sharp people.

SYs that interned here or recent full-time hires:

- Anna Hersh ('16) - Product Manager
- Bandar El-Eita ('16) - Product Marketing
- Daniel Kish ('17) - Business Operations Intern

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**Tesla Motors**

Website: [http://www.teslamotors.com/careers/university](http://www.teslamotors.com/careers/university)

Company Description: Tesla Motors, Inc. is an American automotive and energy storage company that designs, manufactures, and sells electric cars, electric vehicle powertrain components, and battery products. Tesla Motors is a public company that trades on the NASDAQ stock exchange under the symbol TSLA. In the first quarter of 2013, Tesla posted profits for the first time in its history.

Tesla first gained widespread attention following their production of the Tesla Roadster, the first fully electric sports car. The company's second vehicle is the Model S, a fully electric luxury sedan, and its next two vehicles are the Models X and Model 3. Global cumulative Model S sales passed the 75,000 unit milestone in June 2015.
Tesla also markets electric powertrain components, including lithium-ion battery packs to automakers including Daimler and Toyota. CEO Elon Musk has said that he envisions Tesla Motors as an independent automaker, aimed at eventually offering electric cars at prices affordable to the average consumer. Pricing for the Tesla Model 3 is expected to start at US$35,000 before any government incentives and deliveries are expected to begin by 2017. In 2015, Tesla announced the Powerwall, a battery product for home use. In 2016, Tesla acquired SolarCity.

Industry: Automotive/Energy

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Operations (That tends to be all they want from MBAs. Ops/Engineering background preferred)

Must Knows:
- Just-in-time recruiting with the process starting around January. University Recruiting is becoming more structured, but Tesla doesn’t currently advertise MBA openings so apply through their webpage. Pathways are going through a recruiter or own network. Highly encouraged to contact employees and get informal recommendation for interviews.
- Interviews really vary by group. I interviewed with 2 groups and for each I had: 1 HR screening, and 1 interview with the manager. Luis went through like 4-5. Usually, you’ll interview with at least the mentor and the manager. In my case, they were the same person.
- Standard behavioral questions, but focusing on your past experiences and WHY TESLA. Tesla recruits like other tech firms – will fit you based on your experience, so they really try to understand what you did and how your skillsets can apply. Why Tesla is huge – show that you have passion, align with their company mission, did your research on Tesla and where it’s going, etc.
- Do not need to have a passion for cars or experience in car industry.

Fuqua Glassdoor Review:
- Intern projects are meaningful with a direct impact to current business objectives. Interns are expected to perform at the same level of excellence of a full-time employee.
- The culture is fast-paced, scrappy, learn-as-you-go. A place where you’re expected to roll up your sleeves to get the job done no matter what. Don’t expect a ton of structure.
- People have a passion for making a difference and driving change; a very entrepreneurial environment.

SYs that interned here or recent full-time hires:
- Luis Chavez (’16) - Project Manager
- Maria Caucci (’17) - MBA Intern
- Andrew Klinkman (’17) - MBA Intern (Tesla Energy)

Twitter
Website: https://careers.twitter.com/en/university.html

Company Description:
Twitter is an online social networking service that enables users to send and read short, 140-character messages called “tweets”. Registered users can read and post tweets, but those who are unregistered can only read them. Users
access Twitter through the website interface, SMS, or mobile device app. Twitter Inc. is based in San Francisco and has more than 25 offices around the world.

Twitter was created in March 2006 by Jack Dorsey, Evan Williams, Biz Stone, and Noah Glass and launched in July 2006. The service handles nearly two billion search queries per day. In 2013, it was one of the ten most-visited websites and has been described as “the SMS of the Internet.” As of March 2016, Twitter has more than 310 million monthly active users.

Industry: Technology - Social Media

US Citizens / Permanent Residents only: No

Roles they’ve previously hired for:
- Marketing Manager

Must Knows:
- No proper MBA internship program. All postings are ad-hoc based on business need.
- Fuqua is not a core MBA school, don’t expect any organized recruiting efforts.
- Network into the company via Fuqua alums but show patience for the Just-in-Time timeline.
- "Airport Test" is the most important part of your interaction with Twitter.
- Typically no MBAs on the product management side unless you have pre-Fuqua experience.
- Think about this through the interview process: How can you help Twitter today?

Fuqua Glassdoor Review:
- Twitter has a unique culture and workplace environment. To succeed at Twitter, you must be able to fit in. A big part of that is being "Twitter-y" during the interview process. Inquiries in the fall or even early spring are likely to lead you nowhere as the company doesn’t have an organized MBA program. Find the balance between maintaining relationships and not being pushy. If you manage to get to Twitter for the summer, figure out how you can immediately add value. This might not be related to your summer internship project and will require extra work. Showing what you can produce today is most likely to get you an offer to come back.

SYs that interned here or recent full-time hires:
- Jay Bavishi ('16) - Marketing Manager II

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VMWare
Website: http://www.vmware.com/ap/company/careers/university-relations.html

Company Description:
VMware (NYSE: VMW), the global leader in cloud infrastructure, delivers customer-proven virtualization solutions that significantly reduce IT complexity. VMware accelerates an organization’s transition to cloud computing, while preserving existing IT investments and enabling more efficient, agile service delivery without compromising control. Organizations rely on VMware, its partners and its industry-leading virtual infrastructure platform, VMware vSphere, to energize their business through IT, while saving energy—financial, human and the Earth’s. With 2009 revenues of $2 billion, VMware has more than 170,000 customers and 25,000 partners worldwide.

Industry: Software/Virtualization
US Citizens / Permanent Residents only: No

Roles they've previously hired for:
- Product Marketing

Must Knows:
- No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTos2

SYs that interned here or recent full-time hires:
- Kanaka Sabapathi ('16) - Product Marketing
- Yu-Shuo Huang ('17) - Product Marketing Mgr (Intern)
- Emily Wu ('17) - Product Manager (Intern)

Wayfair.com
Website: https://www.wayfair.com/careers#section=campus

Company Description:
Wayfair offers a zillion things home. With one of the world’s largest online selections of furniture, home furnishings, décor and goods, including more than seven million products from over 7,000 suppliers, Wayfair helps people find the perfect product at the right price. Our extensive selection and superior customer service coupled with the convenience of online shopping, make it easier than ever before to find exactly what you want for your home at a price you can afford.

Headquartered in Boston, MA, Wayfair raised over $300 million through an initial public offering on the New York Stock Exchange. Today, Wayfair is the largest online-only retailer for home furniture in the United States, and the 33rd largest online retailer in the United States. The company generated $380 million in revenue in 2010, over $500 million in 2011, over $600 million in 2012, over $900 million in 2013, and over $1.3 billion in 2014. In 2015, the net revenue of Wayfair increased to $2.25 billion.

Industry: Technology - E-Commerce

US Citizens / Permanent Residents only: No

Roles they've previously hired for:
- Business-to-Business Sales
- Category Manager

Must Knows:
- No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztlgJkLPgxMTos2
Fuqua Glassdoor Review:
- No information was provided by Fuquans, if you previously worked for this company or have any insights please fill out this survey: https://goo.gl/forms/pwztIgJkLPgxMTos2

SY’s that interned here or recent full-time hires:
- Monique Stone ('17) - Business-to-Business Sales Intern

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Zillow
Website: http://www.zillow.com/jobs/

Company Description:
Zillow Group, or simply Zillow, is an online real estate database company that was founded in 2006 and created by Rich Barton and Lloyd Frink, former Microsoft executives and founders of Microsoft spin-off Expedia. Zillow states that it is a media company that generates revenue by selling advertising on its website. In April 2009, Zillow announced a partnership to lend its real estate search engine to the websites of more than 180 United States newspapers as a part of the Zillow Newspaper Consortium. Zillow shares advertising revenue from the co-branded sites with these newspapers and extends its reach into local markets. In February 2011, Zillow and Yahoo! Real Estate launched an exclusive partnership creating the largest real-estate advertising network on the web. Their recent acquisition of Trulia has truly disrupted the Real Estate industry.

Industry: Internet - Media/Advertising

US Citizens / Permanent Residents only: No

Roles they've previously hired for:
- Marketing Strategy MBA Intern

Must Knows:
- Zillow is OBSESSED with its culture and “fit”. You really need to find a way to weave why you would be a “good fit” in your interview answers. If you are offered an interview, the assumption is that you are probably competent enough to do the job, but they are always looking for people that will fit seamlessly into their unique culture.

Fuqua Glassdoor Review:
- PROS: I was never made to cry at my desk. Jokes aside... Zillow has an amazing corporate culture. Very transparent senior management (the CEO/ other executives would share insights on the company’s strategy and acquisitions very regularly and keep very little under tabs). Everyone I interacted with seems to be very excited about what they are working on and the direction of the company. Great perks (free La Croix! And a candy wall...and a games room...). Very responsive HR - both throughout the application process and also during the internship itself. Impactful projects throughout the experience.
- CONS: Pays slightly less than larger tech firms in Seattle (Amazon/Microsoft). Small MBA intern class (5 of us) means you have fewer peer networking opportunities than at larger tech firms.

SYs that interned here or recent full-time hires:
- Shakira Chanrai ('17) - Marketing Strategy MBA Intern
Interview Resources

Resources you MUST check out before your interviews!

1. Interview Question Bank
2. Interview Stream
3. If you decide to bid on some interviews, do check this video out.
4. Fuqua GTS → Document Library → Industry Specific Interview Resources
5. Review 2016 Tech 101 presentations
6. Contact SYs for mock interviews (full intern list emailed by Sheryle Dirks)
7. Review latest list of Companies that Hire Internationals (by Malcom 10.4.16)

Other helpful resources

1. Tech trend research reports on Gartner
2. Read individual MarketLine reports for detailed company information!
3. Capital IQ training video - if you ever need it.
4. Check out SeekingAlpha for technology stock analysis.
5. Pick your favorite tech news website: TechCrunch Wired Reddit ZDNet CNET The Verge
6. Don’t forget to set up your Google alerts.

2016 Tech 101 Programming

•Tech 101: The Basics
http://fugua.capture.duke.edu/Panopto/Pages/Viewer.aspx?id=ce1c0ecc-c796-4883-9a9e-8e5f3821f12e

•Tech 102: Functions & Roles in Tech
•Tech 103: Off-Campus & International Recruiting
•Tech 104: Bridging the Gap with MILE & Roadmap
•Tech 105: PM Workshop with Lewis Lin
Electives to Consider

Fuqua Electives

MARKETNG 796 — Market Intelligence
MARKETNG 895 — Fuqua Client Consulting Practicum
MARKETNG 802 — Marketing of Innovations

MANAGEMT 738 — Managing Innovations

DECISION 617 — Information Management
DECISION 611 — Decision Models
DECISION 618 — Data Mining

P4E - [http://www.dukep4e.org/](http://www.dukep4e.org/)
STRATEGY 848 - New Ventures 1: Opportunity Evaluation
STRATEGY 449 & 450 - New Ventures 2: Strategy Development
STRATEGY 451 & 452 - New Ventures 3: Operating Plan

FINANCE 660 - Venture Capital & Private Equity
FINANCE 898 - Innovation and Cryptoventures

Non-Fuqua electives

You can audit or take any course at Duke as well. Some interesting electives are listed below:

Good Resource for Duke’s technical electives:
[http://memp.pratt.duke.edu/campus/technical-electives](http://memp.pratt.duke.edu/campus/technical-electives)

EGRMGMT 590.XX : Product Management in High Tech Companies
EGRMGMT 590.XX : New Opportunities in Big Data
EGRMGMT 590.XX : Managing Product Development

Fuqua Registrar Procedures for Non-Fuqua classes

[http://www.fuqua.duke.edu/student_resources/registration/fuqua_students/#doc6](http://www.fuqua.duke.edu/student_resources/registration/fuqua_students/#doc6)