

2024-2025 College of Business Career Engagement Report

Office of Career Services • Texas State University

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FORWARD

To share career engagement and outcomes of Texas State students with university leadership, Career Services staff have again prepared college career engagement reports. The following report covers the 2024-25 academic year, which spans from August 18, 2024, to August 16, 2025, highlighting information specific to your college and comparing it to data collected and reported last year.

Below you will find summaries of student and alumni career engagement as indicated by career advising appointments; utilization of career resources; workshops, career fairs, and on-campus interviewing participation; service usage; and job/internship application activity. In addition, we are reporting results of the 2024-2025 first destination survey, providing insight into graduates' post-graduation intentions and successes. You will also notice that we are again reporting on graduates five years following degree completion in the *Where are the Now – Class of 2020*. This is just one example of the type of reports and data available to you through the Alumni Pathways platform, provided by Lightcast.

It is our ongoing goal to reinforce the collaborative nature of career readiness work by developing and sustaining collaborative relationships with faculty, staff, and administrators within your college. Toward this goal, please let me know of additional assistance or support we may provide to help ensure career readiness and future success of our students.

Ray Rogers

Ray Rogers
Director, TXST Career Services

1. Career Educator/College Liaison to the College of Business



Grace Hamilton serves as the current Career Educator/Liaison to the McCoy College of Business but is new to Texas State starting in the role in August of 2025. Most of the 2024-2025 reporting period was covered by Ashleigh Butler as the previous Career Educator/Liaison to the McCoy College of Business, and by Ross Wood, Associate Director in an acting capacity after Ashleigh left mid-spring.

Grace's role as the Career Educator/Liaison to the McCoy College of Business is to assist the College of Business students in their transition from student to professional through resume reviews, job search strategy discussions, mock interview prep, guidance on career issues or concerns, and with any additional needed support. She also regularly partners with faculty from a variety of Business departments and provides numerous class presentations throughout the year and offers support during college-specific career fairs and events.

While Grace does conduct numerous one-on-one appointments with College of Business students throughout the year, College of Business students continue to also be served by a larger team of additional staff within Career Services, including multiple career educators, career counselors and interns, as well as employer relations and internship support teams.

Before starting at Texas State, Grace worked in admissions, recruiting prospective students in the Dallas-Fort Worth metroplex for Stephen F. Austin State University. She obtained her bachelor's degree in social work from SFA and continued to earn her M. Ed. in Higher Education at the University of North Texas. She brings a holistic perspective and is passionate about guiding students towards their career goals.

2. Student/Alumni Outreach and Engagement

There are numerous ways the Career Services team supports students and alumni of the university. The department regularly tracks student and alumni engagement through one-on-one career advising meetings, faculty-requested or student organization presentations, drop off resume/cover letter critiques, and career fair participation.

Career Services measures the level of career advising and scheduled services with key services, programs, and resources offered by the department, assessing utilization throughout various times of the academic year.

Career Advising and Scheduled Services

AY25 Career Advising and Service Usage (Appointments & Drop-Ins)						
Year to Year Change						
Career Advising and Scheduled Services	All Colleges Grand Totals			Business		
	Total Usage Count AY24*	Total Usage Count AY25*	% Increase	Total Usage Count AY24*	Total Usage Count AY25*	% Increase
Career Advising						
Direct Contact Meetings	3,621	3,431	-5%	459	421	-8%
Quick Assistance Consultation	477	803	68%	140	112	-20%
Doc Reviews						
Asynchronous Document Critiques	1,677	1,497	-11%	177	137	-23%
Scheduled Services						
Career Closet Visit	1,108	614	-45%	378	177	-53%
Professional Headshot	782	1,629	108%	221	360	63%
Computer Lab Usage	43	22	-49%	0	3	300%
Interview Room Reservations	65	91	40%	13	19	46%
Totals	7,773	8,087	4%	1,388	1,229	-11%

*Note: Numbers above represent total service usage, not unique students or alumni.

Classroom and Student Organization Presentations

There were 58 College of Business in-person presentations provided this past year, with approximately 4,294 non-unique student attendees. In comparison, in 2023-2024, 25 College of Business in-person presentations were provided, with approximately 933 non-unique student attendees.

As in years past, most of the requested career topics for these presentations covered the following: resumes/cover letters, professionalism, interview prep, networking/LinkedIn, career fair prep, and professional image.

College of Business In-Person Presentations by Departments & Blended Classes/Student Orgs		
Department	Number of Presentations	
BA 1310 Courses	40	69%
Other Courses	14	24%
Student Organizations	4	7%
Totals	58	100%

Career Fairs

During the 2024-2025 academic year, Career Services offered multiple fairs grouped into industry areas. Over the course of the year, there were 8,006 non-unique students/alumni attendees and 1,032 employers or graduate school representatives at 18 career fairs/events, most of which were in-person events. The College of Business had a total of 1,691 attendees participating in various career fairs over the year.

Class of 2024-25 Career Fair Attendance by College – Total Attendance (non-unique) = 8,006

[illegible]

Spring 2025 On-Campus Job Fair	6	29	14	16	15	28	4	80	191
Spring 2025 TXST Internship Fair	72	310	30	99	36	107	43	270	955
Spring 2025 TXST Construction & Concrete Industries Fair	10	31	5	3	7	8	9	429	498
Spring 2025 TXST All Industries Job & Internship Fair	40	135	14	31	14	63	25	111	428
Spring 2025 TXST Business and Communication Job & Internship Fair	12	333	8	65	14	24	50	36	531
Spring 2025 TXST Engineering and Technology Job & Internship Fair	1	127	2	9	8	12	20	459	636
Spring 2025 TXST Virtual Health Professions Fair	-----	-----	1	-----	41	-----	-----	-----	42
Spring 2025 Part-Time Job Fair - March	-----	52		1	-----	1	27	-----	80
Spring 2025 Teacher Job Fair	6	6	151	65	-----	43	3	20	294
Spring 2025 TXST Summer Job & Volunteer Fair	11	134	6	12	24	31	56	43	315
Unique Attendee by College	264	1,691	425	496	219	493	283	2,076	8,006

Career Engaged Students

To better assess student engagement with career center services and programs, the career center tracks usage of key services and participation at larger career events/programs. The career center utilizes a metric for reporting career engaged students by identifying the percentage of students who completed one or more of the following during the academic year: one-on-one career advising meetings, resume critiques, submission of a job or internship application through Handshake, participation in on-campus interviews, attendance at a job fair, or other large career event attendance. The table below details, by college and classification, the percentage of students who engaged in one or more of these programs or services during the last academic year.

AY25 Student Career Planning Engagement*									
	Applied Arts	Business	Education	Fine Arts & Com	Health Professions	Liberal Arts	Science & Engineering	No College Designated	Grand Total
Freshman	15%	29%	19%	22%	24%	22%	33%	24%	25%
Sophomore	22%	45%	23%	30%	36%	33%	47%	33%	35%
Junior	25%	51%	21%	32%	36%	39%	49%	61%	39%
Senior	46%	80%	48%	54%	42%	59%	78%	115%	61%
Undergraduate Total	28%	53%	30%	36%	32%	40%	51%	35%	40%

Masters	38%	61%	23%	36%	26%	32%	78%	-----	42%
Doctoral	3%	0%	10%	0%	20%	15%	30%	-----	14%
Graduate Total	35%	57%	20%	31%	24%	28%	60%	-----	35%
<i>*Does not include Alumni</i>									

Student Career Planning Engagement – AY24 / AY25 Comparison						
	All Colleges – AY24	All Colleges – AY25	% Increase	Business – AY24	Business – AY25	% Increase
Freshman	23%	25%	2%	20%	29%	9%
Sophomore	32%	35%	3%	34%	45%	11%
Junior	36%	39%	3%	42%	51%	9%
Senior	51%	61%	10%	64%	80%	16%
Undergraduate Level Total	36%	40%	4%	42%	53%	11%
Masters	34%	42%	8%	46%	61%	15%
Doctoral	22%	14%	-8%	N/A	N/A	N/A
Graduate Level Total	33%	35%	2%	46%	57%	11%

3. First Destination Survey (FDS) Results

Career Services administered the university's first destination survey for the Class of 2024-25, generally receiving close to a 27% response rate from undergraduate students and a 37% response rate from graduate students. The career center follows the National Association of College's and Employers (NACE) first destination survey standards and protocols. The class is comprised of all students, undergraduate and graduate, who completed degree requirements in the fall of 2024, spring of 2025 and summer of 2025.

Of the 2,416 first destination surveys that were received for the class, 858 of those respondents were from the College of Business. Seven hundred and thirty-five surveys were received for graduates of the college's undergraduate programs, representing a 60% response rate, and one hundred and twenty-three were received from college's graduate programs, representing 60% response rate.

It should also be noted that these survey results represent graduate's plans at the time of graduation. If a graduate has multiple statuses following graduation (such as working while also taking graduate coursework) they are asked to identify which they consider to be their primary role, which is what is reported below.

Bachelor's Degree Recipients First Destination Data

Class of 2024-25 First Destination Statistics - Bachelor's Degree Recipients*								
	Applied Arts	Business	Education	Fine Arts & Comm.	Health Professions	Liberal Arts	Science & Engineering	All
Number of Graduates	819	1,225	993	1,222	529	1,178	1,122	7,091
Number of Respondents	205	735	206	179	101	242	244	1,912
Response Rate	25%	60%	21%	15%	19%	21%	22%	27%
Primary Reported Status Following Graduation								
Working	41%	48%	46%	48%	55%	38%	49%	46%
Continuing Education	29%	17%	27%	12%	26%	33%	17%	21%
Volunteering	2%	0%	1%	1%	0%	0%	1%	1%
Military	1%	0%	1%	0%	0%	0%	0%	0%
Still Looking	26%	34%	24%	39%	19%	28%	33%	31%
Not Seeking	0%	1%	0%	0%	0%	1%	0%	0%
Grand Total	100%	100%	100%	100%	100%	100%	100%	100%
Additional Activities While Earning Degree								
Cooperative Education	1%	0%	4%	0%	0%	1%	3%	1%
Faculty-Led Research	5%	1%	6%	3%	10%	13%	22%	6%
Internship	46%	37%	52%	44%	15%	40%	45%	40%
Voluntary work	35%	21%	23%	29%	42%	38%	29%	27%
Part-time job	57%	73%	53%	70%	73%	70%	63%	68%
Full-time job	40%	28%	31%	30%	19%	31%	31%	30%
*Reflects students' primary college at the time of graduation.								

First Destination Statistics - Bachelor's Degree Recipients – Class of 2025 Comparison with Class of 2024*						
	All Colleges – AY24	All Colleges – AY25	% Change	Business – AY24	Business – AY25	% Change
Number of Graduates	6,786	7,091	4%	1,126	1,225	9%
Number of Respondents	1,906	1,912	0%	345	735	113%
Response Rate	28%	27%	-1%	31%	60%	29%
Primary Reported Status Following Graduation						
Working	47%	46%	-1%	47%	48%	1%
Continuing Education	19%	21%	2%	20%	17%	-3%
Military	0%	1%	1%	0%	0%	0%
Volunteering	1%	0%	-1%	0%	0%	0%
Still Looking	32%	31%	-1%	32%	34%	2%
Not Seeking	1%	0%	-1%	0%	1%	1%
Additional Activities While Earning Degree						
Cooperative Education	2%	1%	-1%	3%	0%	-3%
Faculty-Led Research	7%	6%	-1%	2%	1%	-1%
Internship	44%	40%	-4%	45%	37%	-8%
Voluntary work	30%	27%	-3%	23%	21%	-2%
Part-time job	67%	68%	1%	71%	73%	2%
Full-time job	34%	30%	-4%	33%	28%	-5%
*Reflects students' primary college at the time of graduation.						

For **Continuing Education Destination - Bachelor's Degree Recipients** – see attached **appendix 1.1**

For **College of Business First Destination Survey - Bachelor's Degree Recipients: Identified Employers** – see attached **appendix 1.3**

Master's and Doctoral Degree Recipients First Destination Data

Class of 2024-25 First Destination Statistics - Master's & Doctoral Degree Recipients*								
	Applied Arts	Business	Education	Fine Arts & Comm.	Health Professions	Liberal Arts	Science & Engineering	All
Number of Graduates	174	205	293	61	164	211	249	1,357
Number of Respondents	59	123	91	13	43	73	102	504
Response Rate	34%	60%	31%	21%	26%	35%	41%	37%
Primary Reported Status Following Graduation								
Working	59%	60%	66%	77%	77%	41%	32%	55%
Continuing Education	10%	6%	11%	8%	0%	25%	23%	13%
Military	0%	0%	0%	0%	0%	3%	0%	0%
Volunteering	2%	2%	0%	0%	0%	0%	0%	1%
Still Looking	29%	33%	23%	15%	23%	26%	43%	30%
Not Seeking	0%	0%	0%	0%	0%	5%	2%	1%
Grand Total	100%	100%	100%	100%	100%	100%	100%	100%
Additional Activities While Earning Degree								
Cooperative Education	0%	2%	3%	0%	0%	0%	5%	2%
Faculty-Led Research	20%	5%	17%	24%	0%	22%	41%	18%
Internship	59%	43%	34%	27%	42%	30%	40%	40%
Voluntary work	24%	16%	24%	0%	4%	32%	14%	19%
Part-time job	37%	43%	40%	55%	42%	54%	32%	41%
Full-time job	63%	35%	62%	55%	58%	38%	43%	47%
*Reflects students' primary college at the time of graduation.								

First Destination Statistics - Master's & Doctoral Degree Recipients – Class of 2025 Comparison with Class of 2024*						
	All Colleges – AY24	All Colleges – AY25	% Change	Business – AY24	Business – AY25	% Change
Number of Graduates	1,469	1,357	-8%	227	205	-10%
Number of Respondents	521	504	-3%	110	123	12%
Response Rate	35%	37%	2%	48%	60%	12%
Primary Reported Status Following Graduation						
Working	60%	55%	-6%	58%	60%	2%
Continuing Education	9%	13%	4%	4%	6%	2%
Military	1%	0%	1%	0%	0%	0%
Volunteering	1%	1%	0%	0%	2%	2%
Still Looking	30%	30%	0%	38%	33%	-5%
Not Seeking	0%	1%	1%	0%	0%	0%
Additional Activities While Earning Degree						
Cooperative Education	1%	2%	1%	1%	2%	1%
Faculty-Led Research	18%	18%	0%	3%	5%	2%
Internship	44%	40%	-4%	41%	43%	2%
Voluntary work	18%	19%	1%	10%	16%	6%
Part-time job	48%	41%	-7%	55%	43%	-12%
Full-time job	47%	47%	0%	43%	35%	-8%
*Reflects students' primary college at the time of graduation.						

For **Continuing Education Destination - Master's/Doctoral Degree Recipients** – see attached **appendix 1.2**

For **College of Business First Destination Survey - Graduate Degree Recipients: Identified Employers** – see attached **appendix 1.4**

4. Where are they Now – Class Of 2020?

First introduced last year, Texas State University has access to *Alumni Pathways*, powered by *Lightcast*, helping us identify post-graduation employment and educational outcomes for over 77,000 undergraduate and graduate level alumni graduating between 2005 and 2025. The Alumni Pathways tool collects data from over 100 social and professional networking sites as well as other publicly available resources including the National Student Clearinghouse. The result now gives TXST the ability to analyze alumni career outcomes and pathways in far more detail than was previously possible.

Identified faculty and staff within your college should also have access to the Alumni Pathways dashboard enabling them to research various educational outcomes and career trajectories of your graduates, too.

As a demonstration, Career Services has used the *Alumni Pathways* tool to look five years back at College of Business graduates to see ***“Where are they Now?”***

For the College of Business, the *Alumni Pathways* tool was able to identify graduates from the **Class of 2020**. Data supports that these individuals went on to become employed and/or sought continuing education as demonstrated in the following charts.

Below are the reports generated by *Alumni Pathways**:

* NOTE:

- *The industries (NAICS 3-Digit) listed are from the Federal North American Industry Classification System*
- *The list of Occupation Identified from Alumni Pathways is from the Federal Government’s Standard Occupational Classification System*
- *The list of Employers Identified from Alumni Pathways*
- *Regarding the salary estimates provided below, the current estimated average wage of Class of 2020 graduates that were identified and employed is \$69,200. For that same group, the potential wage, assuming they were to obtain the optimal degree(s) within their field and were to be at the age for optimal earnings is \$93,700.*



Lightcast

College of Business

Alumni Pathways from Texas State University

This report details the employment outcomes of a segment of your alumni, based on matching your institution's student data to Lightcast's database of online profiles. Unmatched alumni are not included in this report.

Alumni by Industry Sector (NAICS 3-Digit)



Industry	Alumni in Industry	% of Alumni in Industry
Professional, Scientific, and Technical Services	161	16.8%
Administrative and Support Services	40	4.2%
Credit Intermediation and Related Activities	38	4.0%
Merchant Wholesalers, Durable Goods	29	3.0%
Real Estate	28	2.9%
Food Services and Drinking Places	24	2.5%
Computer and Electronic Product Manufacturing	21	2.2%
Other	615	64.3%

Occupations (SOC 5-Digit)

	Alumni	Percent
Accountants and Auditors	60	6.28%
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	45	4.71%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	43	4.50%
General and Operations Managers	33	3.45%
Marketing Managers	31	3.24%
Customer Service Representatives	31	3.24%
Management Analysts	25	2.62%
First-Line Supervisors of Office and Administrative Support Workers	25	2.62%
Managers, All Other	24	2.51%
Financial Managers	23	2.41%

Companies

This table shows the top companies where your alumni work based on their most current job.

	Alumni	Percent
H-E-B	15	1.57%
Arrive Logistics	11	1.15%
Ernst & Young	10	1.05%
Amazon	9	0.94%
Charles Schwab	9	0.94%
Dell Technologies	8	0.84%
AT&T	6	0.63%
Shi International Ltd	5	0.52%
Netsuite	5	0.52%
Enterprise Rent-A-Car	5	0.52%

Earnings

Based on their occupations and where they live, these are estimates of what your alumni could be making at their current ages, and a potential wage based on the average wage for their occupations.

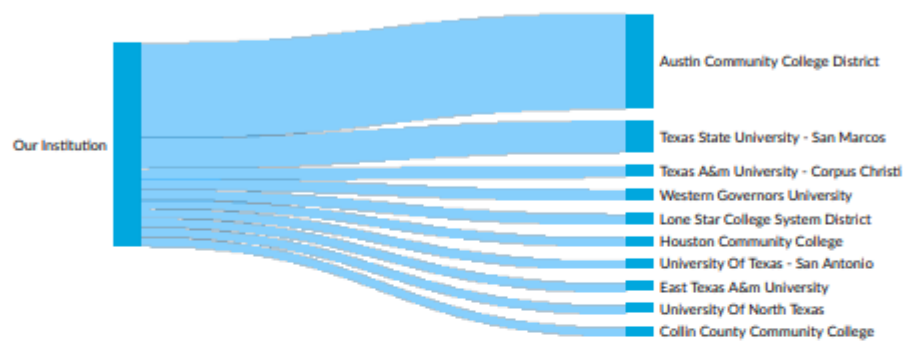
\$69.2K
Estimated Wage

\$93.7K
Potential Wage

How Do Our Alumni Continue Their Educational Journeys?

The following chart and table display the top education that your alumni pursued after attending your institution.

Note: The chart displays the top 10 institutions, while the table can expand to show the top 50 institutions attended by your alumni.



	# of Alumni	Percent
Austin Community College District	61	4.88%
Texas State University - San Marcos	20	1.60%
Texas A&M University - Corpus Christi	7	0.56%
Western Governors University	7	0.56%
Lone Star College System District	7	0.56%
Houston Community College	6	0.48%
University Of Texas - San Antonio	6	0.48%
East Texas A&M University	6	0.48%
University Of North Texas	6	0.48%
Collin County Community College	6	0.48%

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5. Trends and Goals

Continued Increase in Students' Engagement with Career Services Programs/Services: Tracking student engagement with career center programs is significant in that it is an indicator of the effectiveness of initiatives to expand usage of the center's services and programs. The College of Business did see a decrease in the utilization of our drop-in services, and a decrease in direct contact meetings. It is the belief that some of this decrease can be attributed to student's being also seen over in the McCoy Student Success Center. The goal for the 2025-2026 academic year is to increase direct contact meetings to 475+ direct appointments, while still encouraging use of the drop-in service as well.

Increase in Number of Students Applying for Jobs through Handshake: Ultimately, efforts of a career center should result in students applying for opportunities. Tracking students' reviews of job postings and applications longitudinally is a simple measurement indicating trends in student interest in job opportunities. While only tracked since 2024, it is significant that while 34% (up 5% from last year) of enrolled students applied for a position through Handshake, the average number of applications submitted by each of these students has also increased, from 13 to 16. This related metric is a signal that opportunities are becoming more competitive.

First Destination Survey Response Rate Increase Goal: I would like to work with the various College of Business departments to determine even more ways to market the First Destination Survey, through email campaigns, classroom mentions, electronic board reminders, etc., with the goal of bringing the COB FDS response rates up to 75% for both the undergraduate students and graduate-level student graduates.

Artificial Intelligence Support for Resumes and Interviews: The adoption of Quinncia, the Career Services' AI resume and interview feedback platform, has enhanced the drop-off service in many instances as it provides a more convenient and immediate method for students to receive feedback. I would like to seek ways to increase the usage of Quinncia within the College of Business beyond the BA required classes, especially within more Capstone and other senior level courses, too.

Decline in Employer Engagement: Career Services also tracks the number of employers with whom we have had meaningful engagement during the year, beyond the transactional posting of jobs and internships. The number of engaged employers has declined over the last three years by 10%, down from 790 in 2023 to 709 in 2025. This overall decrease in the number of engaged employers corresponds with a 10% decrease in the number of employers attending industry and internship fairs this past fall. This may be an indicator of a tightening job market for early career talent.

Increase Classroom and Student Organization Presentations: Though our presentation numbers did increase this past year, more tabling within McCoy is planned to increase student engagement and Career Services visibility. Providing the *"Don't Cancel Class"* option to faculty will continue, with the goal of increasing ongoing faculty partnership and collaboration opportunities and to provide a service to faculty that may need to attend conferences, trainings or are too ill to teach. The goal for the 2025-2026 academic year 65+ classroom and/or student organization presentations.

Increase College of Business Handshake (online job and student engagement platform) Activity: The more active and involved students are within Handshake; to include active searching for jobs and completing their Handshake profiles, the more students will learn about on-campus/off-campus jobs, internships, and full-time job opportunities that are available. Also, active students and robust profiles tend to attract more employer attention, which in turn, will bring more opportunities to College of Business students. I will also continue to seek more opportunities to partner with the various College of Business departments to market and encourage more student Handshake activity.

6. Appendix

Continuing Education Destination - Bachelor's Degree Recipients – *appendix 1.1*

Business	
Continuing Education Destination - Bachelor's Degree Recipients	Count
ATP Flight School	1
Flight School	1
Austin Community College	1
Accounting	1
Baylor University	1
Law	1
Coast Flight Academy	1
Aviation	1
John Carroll University	1
Accounting	1
Lone Star College System	1
Accounting	1
Louisiana State University, Shreveport	1
Finance	1
Northwestern State University	1
Master in Health & Exercise Science Sports Administration	1
Unsure	1
Law	1
School of art institute of Chicago	1
Pain	1
South Texas College of Law	2
Law	2
Texas A&M University, Central Texas	1
Accounting	1
Texas A&M University, College Station	2
Accounting	1
Quantitative Finance and Economics	1
Texas A&M University, Corpus Christi	2
Accounting	2
Texas A&M University, Galveston	1
Maritime Business Administration	1
Texas State University	100
Accounting	78
Accounting and Information Technology	1

Business Administration	8
Computer Information Systems	1
Computer Science	1
Management of Technical Education	1
Marketing	2
Marketing Research and Analysis	4
Quantitative Finance and Economics	4
Texas Women University	1
Accounting	1
Tsinghua University	1
Finance	1
University of Houston	2
Accounting	2
University of Texas, Austin	3
Accounting	2
Finance	1
University of Texas, San Antonio	1
Information Technology	1

The above data reflects students' continuing education destinations and the advanced degree they are seeking.

Continuing Education Destination - Master's/Doctoral Degree Recipients – *appendix 1.2*

Business	
Continuing Education Destination - Graduate Degree Recipients	Count
Kansas State University	1
Economics	1
Texas State University	3
Accounting	3
Texas Tech University	1
Economics	1
University of Texas, Arlington	1
Marketing	1
Wayne State University	1
Economics	1

The above data reflects students' continuing education destinations and the advanced degree they are seeking.

College of Business First Destination Survey - Bachelor's Degree Recipients: Identified Employers – *appendix 1.3*

List of Employers Identified on First Destination Survey for AY25 - Bachelor's Degree Recipients
BUSINESS

- | | | |
|---|---|---|
| <ul style="list-style-type: none"> • 2020 Market Scratch Kitchen & Bar • 7-Eleven • Abercrombie & Fitch • Academy Sports+Outdoors • Adidas • Alamo Heights Consulting • Allen, Williford & Seale, Inc. • Amazon • AP Vending LLC • Apercen Partners LLC • Aprio • Argenx • Arrive Logistics • Assessment Technologies • Assured Partners • AT&T • Austin Plastic and Reconstructive Surgery • AVATAR Computing • Bank of America • Baton Rouge Pain Management • BDO USA, P.C. • BELFOR Property Restoration • Best Buy - Retail Stores • Bondoc Buyers • Buckle • Buffalo Wings and Rings • Bureau of Economic Geology • Canes Baseball • Capital Group • Capital Strategies Investment Group • CBRE Group, Inc. • CDK Global • Central Builders, Inc. • Cerris • Charles Schwab & Co, Salem, Oregon Independent Branch • Charles Schwab & Company | <ul style="list-style-type: none"> • Chick-Fil-A • Chili's • Choate USA • Christianson, PLLP • Cinemark • Cintas Corporation • City of Austin • City of San Antonio • CliftonLarsonAllen, LLP • Cloud Store, Inc. • Columbia Sportswear • Comerica Bank • Comparion Insurance Agency • Constellation • Continental AG • Costco Wholesale • Cracker Barrel Old Country Store • CRAMT Enterprise • Credit Human Federal Credit Union • Crunch Fitness • CVS Health • Dallas Texas Consultants • Daniel Elumelu • Delaware North • Dell Technologies • Dexian • Divided Sky Roofing • Dover Fueling Solutions • DOZ, LLC • Eagle Eye Networks • Edgewood Healthcare • Enterprise Mobility • Expedia Group • Extended Stay America • EY • Farmers Insurance Corporate Careers | <ul style="list-style-type: none"> • Fastenal Company • Ferguson • FHC CONSTRUCTION • Fisher Investments • Floor King • Florida Financial Advisors • FOCUS • Foot Locker • Fort Atkinson Parks & Recreation • Forvis Mazars • Four Seasons Hotels and Resorts • Freelance • Frost Bank • FTI Consulting • Gartner • GEICO • Genesis Tubulars • Globe Life • Goosehead Insurance • Grant Thornton • Gruene Estate • Guardian Life Insurance Company • Handshake • Harper & Pearson Company • Hays County Sheriff's Office • H-E-B • Henry Schein • Higginbotham • Hilton • Hinze Capital • HOTWORX • Human Care Inc • HUNTER INDUSTRIES LTD • Hwy 10 Tire Shop • Hyatt Hotels Corporation |
|---|---|---|

- Ian Kocourek
- Inflatable Company 85
- Insight Global
- Inspire Day Spa, LLC
- Internal Revenue Service
- IRS Help, Inc.
- Italian Gardens
- Jack Morton Worldwide
- JP Morgan Chase
- K Harvey Brand Partner
- Kate Spade
- Kay Jewelers
- Kinser Bookkeeping Solutions
- KnD's Boutique
- Lake Daze Boat Rentals
- Lake Houston Brewery
- Legacy Chiropractic
- Legacy Mutual Mortgage
- Lennar Corporation
- LGI Homes
- Liberty Mutual Insurance
- Lincoln Investment Planning, LLC
- Lion Industrial Resources
- Lowe's Companies, Inc.
- LPL Financial
- Maples Repertory Theatre
- McCorvey Companies
- McCoy's Building Supply
- Melton & Melton LLP
- memoryBlue
- Mercedes Benz of Austin
- Midwest Dental Equipment & Supply
- Milk and Honey
- Mission Point Church
- Mozies
- Mr. Crabby's
- Myers and Stauffer
- NASCAR
- National Park Service
- Newrez
- Nike, Inc.
- Northwestern Mutual
- Northwestern Mutual - SA
- Nowcom
- Olive Garden
- One09 West
- OneDigital
- Optimal
- Optomi
- Oracle
- Orangetheory Fitness
- O'Reilly Auto Parts
- Outback Steak House
- Palacios Marine and Industrial
- Panera Bread
- Pappas Restaurants
- Patrick S. Molak Corp
- Pawsome Pet Sitting
- Perfected Claims
- Perry Homes
- PetSmart
- Pizza Hut (WA/NV)
- PNC Financial Services
- Premier ER & Urgent Care
- Primex International Trading Corp.
- Pro Sports Assembly
- PVH Corp. (Calvin Klein, Tommy Hilfiger)
- PwC
- Q2
- Quanta Services, Inc.
- QuikTrip Corporation
- Raising Cane's
- Republic Finance
- Reset
- Rise Renovation
- River Rose Tavern
- Riviera pools and spas
- Rooms To Go
- Ross Stores, Inc.
- Saint Mary's Hall
- Samsung Austin Semiconductor
- Schlitterbahn
- Sean Evangelista
- SeaWorld Texas
- Self-Employed
- Shea Homes
- Shell USA, Inc.
- SHI International Corp.
- Simon Property Group
- Southeastern Freight Lines, Inc.
- Southern Veterinary Partners
- Spyglass Realty
- Starbucks Coffee Company
- Steve Bird
- Sully's Treasures
- Supernus Pharmaceuticals
- SWBC
- Swerv auto
- TalentLNX
- Tantra Coffeehouse
- Target
- TEKsystems
- Texas Comptroller of Public Accounts - Headquarters
- Texas Comptroller of Public Accounts-Audit
- Texas Department of Transportation
- Texas General Land Office
- Texas House of Representatives
- Texas Rangers
- Texas Regional Bank
- Texas Roadhouse
- Texas State Auditor's Office
- Texas State University
- Texas Trust Law
- The Agency
- The Avenue at San Marcos
- The Concourse
- The Home Depot
- The Launch Box
- The Local
- The Preserve at Canyon Lake
- The Reel Seafood & Grill
- The Trevino Group, Inc
- The Walt Disney Company
- Thrivent
- Tiger Adjusters

- Tilden Baptist Church
- TJMaxx
- Torch Dental
- Torchy's Tacos
- Tory Burch
- Toss Pizzeria & Pub
- Toyota of Cedar Park
- Tractor Supply Company
- Trailer Bridge
- TRI Pointe Homes
- Trility Consulting, LLC
- TTI Power Equipment
- Turner, Stone & Company
- Uber
- Ulta Beauty
- United Heritage Credit Union
- United Rentals, Inc.
- University Federal Credit Union
- UPS (United Parcel Service)
- USA Wire & Cable
- USAA
- USI Insurance Services
- Via 313 Pizza
- VM Golf Services Inc
- Walgreens
- Walmart
- Wal-Mart
- Walmart & Sam's Club
- Weaver
- Weifield Group Contracting, Inc.
- Western Hills Athletic Club
- Whiskey Ridge
- White House Black Market

**College of Business First Destination Survey - Graduate Degree Recipients: Identified Employers –
appendix 1.4**

List of Employers Identified on First Destination Survey for AY25 - Graduate Degree Recipients

EDUCATION

- Advanced Micro Devices
- Ascension
- AT&T
- Austin Energy - City of Austin
- Austin Stone Community Church
- Baylor Scott & White Health Care System
- Beyond Merch Marketing LLC
- Brown Distributing Company
- Charles Schwab & Company
- Chartwells
- Cherry Bekaert
- City of Austin
- City of San Marcos
- CohnReznick, LLP
- Crave-It Nutrition
- Deloitte
- Eleanor Health
- Expedia Group
- EY
- Forvis Mazars
- Google, Inc.
- Grant Thornton
- H&M
- Handshake
- HCA Healthcare
- H-E-B
- Home care
- KPMG LLP
- LayeredLogic, Inc
- Lower Colorado River Authority (LCRA)
- McCoy's Building Supply
- MilliporeSigma
- Myers and Stauffer
- Natera
- Professional Accounting Solutions
- PwC
- Research Source
- RSM Canada
- RSM US LLP
- Ryan, LLC
- Self-Employed
- Texas Capital Bank
- Texas Comptroller of Public Accounts-Audit
- Texas Department of Transportation
- Texas Health and Human Services Commission
- Texas Parks & Wildlife Department
- Texas State Auditor's Office
- Texas State University
- Texas Workforce Commission
- The University of Texas at Austin
- United Airlines
- UPS (United Parcel Service)
- Weaver