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Acknowledgments

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- Michael Gerety, Marketing & Event Specialist in CPD, who conceptualized and designed the materials to allow us to tell our First Destination Survey Report story.
- Mel McNair-Davis, Program Assistant in CPD, who assisted in scrubbing and editing data, and kept the data collection process on target with our December 31, 2016 deadline.
- Marnie Rorholm, Administrative Assistant in the ROTC program, for verifying military First Destination Survey outcomes.
- Molly Ayers, Director in Center for Community Action & Service Learning, for providing data related to students in volunteer service.
- Administrators, academic deans, academic department chairs, faculty and staff for providing information related to the first destinations of our graduates.
- The entire CPD team for the time spent to collect data through research and telephone surveys.
- Jade Pathe and the entire Handshake team who created and launched a new platform designed to help career centers collect and compile First Destination Surveys and related reports.

The Gonzaga University Career & Professional Development Team

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- Melissa McNair, Program Assistant III
- Matthew Morris, Recruiting & Research Specialist (Temporary)
- Erin Shields, Associate Director, Alumni & Employer Engagement
- Molly Spilker, Office Assistant
**Executive Summary**

**Outcomes Success Rate** is the combination of the following percentage categories listed below:

- Continuing Education Rate
- Volunteering Rate
- Military Rate
- Not Seeking Rate (Still Seeking Rate is not included)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outcomes Success Rate</td>
<td>94%</td>
<td>(1,477 of 1,568)</td>
</tr>
<tr>
<td>Outcomes Success Rate for students</td>
<td>92%</td>
<td>(860 of 938)</td>
</tr>
<tr>
<td>Outcomes Success Rate for students</td>
<td>98%</td>
<td>(617 of 630)</td>
</tr>
</tbody>
</table>

**Employment Rate** is the percentage of graduates who are working either full-time or part-time.

<table>
<thead>
<tr>
<th>Employment Rate</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Rate</td>
<td>76%</td>
<td>(1,196 of 1,568)</td>
</tr>
<tr>
<td>Employment Rate</td>
<td>65%</td>
<td>(610 of 938)</td>
</tr>
<tr>
<td>Employment Rate</td>
<td>93%</td>
<td>(586 of 630)</td>
</tr>
</tbody>
</table>

**Continuing Education Rate** is the percentage of graduates who are enrolled in additional educational experiences after completing their Gonzaga University degrees.

<table>
<thead>
<tr>
<th>Continuing Education Rate</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing Education Rate</td>
<td>12%</td>
<td>(187 of 1,568)</td>
</tr>
<tr>
<td>Continuing Education Rate</td>
<td>1%</td>
<td>(17 of 938)</td>
</tr>
<tr>
<td>Continuing Education Rate</td>
<td>2%</td>
<td>(12 of 630)</td>
</tr>
</tbody>
</table>

**Volunteering Rate** is the percentage of graduates accepted into service-related volunteer organizations like the Jesuit Volunteer Corps or AmeriCorps.

<table>
<thead>
<tr>
<th>Volunteering Rate</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteering Rate</td>
<td>3%</td>
<td>(52 of 1,568)</td>
</tr>
<tr>
<td>Volunteering Rate</td>
<td>5%</td>
<td>(49 of 938)</td>
</tr>
<tr>
<td>Volunteering Rate</td>
<td>&gt;1%</td>
<td>(3 of 630)</td>
</tr>
</tbody>
</table>

**Military Rate** is the percentage of graduates who entered into one of several branches of the United States Armed Services.

<table>
<thead>
<tr>
<th>Military Rate</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Military Rate</td>
<td>2%</td>
<td>(29 of 1,568)</td>
</tr>
<tr>
<td>Military Rate</td>
<td>2%</td>
<td>(29 of 938)</td>
</tr>
<tr>
<td>Military Rate</td>
<td>2%</td>
<td>(13 of 630)</td>
</tr>
</tbody>
</table>

**Not Seeking Rate** is the percentage of graduates who are not seeking employment or continuing education for a variety of reasons including taking time off and traveling abroad.

<table>
<thead>
<tr>
<th>Not Seeking Rate</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Seeking Rate</td>
<td>1%</td>
<td>(13 of 1,568)</td>
</tr>
<tr>
<td>Not Seeking Rate</td>
<td>1%</td>
<td>(10 of 938)</td>
</tr>
<tr>
<td>Not Seeking Rate</td>
<td>&gt;1%</td>
<td>(3 of 630)</td>
</tr>
</tbody>
</table>

**Still Seeking Rate** is the percentage of graduates who are still seeking employment (unemployed) or continuing to seek acceptance into additional educational programs.

<table>
<thead>
<tr>
<th>Still Seeking Rate</th>
<th>Percentage</th>
<th>Total Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Still Seeking Rate</td>
<td>6%</td>
<td>(91 of 1,568)</td>
</tr>
<tr>
<td>Still Seeking Rate</td>
<td>8%</td>
<td>(78 of 938)</td>
</tr>
<tr>
<td>Still Seeking Rate</td>
<td>2%</td>
<td>(13 of 630)</td>
</tr>
</tbody>
</table>

**Total Students**

- Total undergraduate and graduate students (1,568 known respondents)
- Total undergraduate students (938 known respondents)
- Total graduate students (630 known respondents)
Executive Summary (continued)

- The Knowledge Rate of 84% exceeds the NACE suggested Knowledge Rate of 65.0% by 19 percentage points and was obtained through both graduate responses and staff research.
- This is the first time Gonzaga University has collected and reported First Destination Survey data for graduate students.
- Data collection strategies included:
  - surveying students in person at events and programs, and in classrooms,
  - surveying students via an online survey tool,
  - surveying students via telephone after graduation,
  - employing the assistance of colleges, schools, departments, faculty, staff and administrators to obtain and/or verify first destination data,
  - conducting online research on social media sites and organizational web pages, and,
  - obtaining graduate school attendance information from the National Student Clearinghouse (StudentTracker) database.
- The 94% Outcomes Success Rate is obtained by combining employment (full and part-time), continuing education, volunteer service, and military service.
- Students who were not seeking employment or continuing education (1%) were included as outcomes successes.
- 6% of graduating students were still seeking employment or continuing education on December 31, 2016. At this time, the U.S. national unemployment rate was 4.7% which places Gonzaga University graduates with 2 percentage points above the national unemployment rate.
- According to NACE, the Outcomes Success Rate for the undergraduate class of 2015 was 82%.
- Using the 2015 Outcomes Success Rate of 82% as a baseline for the 2016 graduating class, Gonzaga University undergraduates are performing at 10% higher (92%) than the national average.
- Spokane remains the top first destination city and Washington remains the top first destination state. The top five employers/organizations of Zags are U.S. Military, Jesuit Volunteer Corps, Providence Health Services, Spokane Public Schools, and Boeing. The average salary for both undergraduates and graduates is $48,119.22.

The following graphs and tables provide outcomes success data for undergraduate and graduates by college or school. When available, CPD has also provided information on top geographic locations (city and state), top employers/organizations and average salaries. If you have any questions after reviewing this report, please contact Career & Professional Development at 509.313.4234.

O. Ray Angle
Assistant Vice President, Career & Professional Development
Gonzaga University, Division of Student Development
Gonzaga University Class of 2015-2016 (Undergraduate & Graduate)

Success Rate
94%
Based on 1568 Respondents

Top Employers
1. U.S. Military (29)
2. Jesuit Volunteer Corps (22)
3. Providence Health & Services (21)
4. Spokane Public Schools (17)
5. Boeing (16)

Top Cities
1. Spokane, WA (322)
2. Seattle, WA (245)
3. Portland, OR (45)
4. Los Angeles, CA (30)
5. San Francisco, CA (24)

Average Salary
$48,119.22
Based on 156 Respondents. Volunteer stipends were omitted from calculations.
## Colleges & Schools (Undergraduate & Graduate)

<table>
<thead>
<tr>
<th>AY 2015-2016 Graduates</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
<th>% Still Seeking</th>
<th>% Outcomes Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gonzaga University</td>
<td>1858</td>
<td>1568</td>
<td>84%</td>
<td>1186</td>
<td>76%</td>
<td>187</td>
<td>12%</td>
<td>52</td>
<td>3%</td>
<td>29</td>
<td>2%</td>
<td>13</td>
<td>1%</td>
<td>91</td>
<td>6%</td>
<td>94%</td>
</tr>
<tr>
<td>College of Arts &amp; Sciences</td>
<td>539</td>
<td>433</td>
<td>80%</td>
<td>257</td>
<td>59%</td>
<td>91</td>
<td>21%</td>
<td>42</td>
<td>10%</td>
<td>11</td>
<td>3%</td>
<td>4</td>
<td>1%</td>
<td>28</td>
<td>6%</td>
<td>94%</td>
</tr>
<tr>
<td>English Language Center</td>
<td>8</td>
<td>4</td>
<td>50%</td>
<td>3</td>
<td>75%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>25%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>School of Business Administration</td>
<td>343</td>
<td>305</td>
<td>89%</td>
<td>241</td>
<td>79%</td>
<td>46</td>
<td>15%</td>
<td>3</td>
<td>1%</td>
<td>1</td>
<td>&gt;1%</td>
<td>1</td>
<td>&gt;1%</td>
<td>13</td>
<td>4%</td>
<td>96%</td>
</tr>
<tr>
<td>School of Education</td>
<td>272</td>
<td>217</td>
<td>80%</td>
<td>191</td>
<td>88%</td>
<td>14</td>
<td>6%</td>
<td>3</td>
<td>1%</td>
<td>2</td>
<td>1%</td>
<td>0</td>
<td>0%</td>
<td>7</td>
<td>3%</td>
<td>97%</td>
</tr>
<tr>
<td>School of Engineering &amp; Applied Science</td>
<td>174</td>
<td>166</td>
<td>95%</td>
<td>110</td>
<td>66%</td>
<td>18</td>
<td>11%</td>
<td>3</td>
<td>2%</td>
<td>4</td>
<td>2%</td>
<td>4</td>
<td>2%</td>
<td>27</td>
<td>16%</td>
<td>84%</td>
</tr>
<tr>
<td>School of Nursing &amp; Human Physiology</td>
<td>240</td>
<td>188</td>
<td>78%</td>
<td>157</td>
<td>84%</td>
<td>15</td>
<td>8%</td>
<td>1</td>
<td>1%</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>1%</td>
<td>13</td>
<td>7%</td>
<td>93%</td>
</tr>
<tr>
<td>School of Professional Studies</td>
<td>282</td>
<td>253</td>
<td>90%</td>
<td>234</td>
<td>92%</td>
<td>3</td>
<td>1%</td>
<td>0</td>
<td>0%</td>
<td>11</td>
<td>4%</td>
<td>2</td>
<td>1%</td>
<td>3</td>
<td>1%</td>
<td>99%</td>
</tr>
</tbody>
</table>
Gonzaga University Undergraduate Class of 2015-2016

92%
Success Rate
Based on 938 Respondents

Top Employers
1. Jesuit Volunteer Corps (22)
2. U.S. Military (18)
3. Amazon (13)
4. Providence Health Services (11)
5. AmeriCorps (10)

Top Cities
1. Spokane, WA (218)
2. Seattle, WA (175)
3. Portland, OR (28)
4. San Francisco, CA (19)
5. Los Angeles, CA (16)

Average Salary
$46,451.77
Based on 140 Respondents
College of Arts & Sciences (Undergraduate)

93% Success Rate
Based on 429 Respondents

Top Employers
1. Jesuit Volunteer Corps (18)
2. U.S. Military (12)
3. AmeriCorps (10)
4. Amazon (5)
5. Nike (5)

Top Cities
1. Spokane, WA (91)
2. Seattle, WA (55)
3. San Francisco, CA (15)
4. Portland, OR (11)
5. Los Angeles, CA (10)

Average Salary
$36,106.66
Based on 51 Respondents

Employed - 254 (59%)
Continuing Education - 90 (21%)
Volunteering - 42 (10%)
Military Service - 11 (3%)
Not Seeking - 4 (1%)
Still seeking - 28 (7%)
School of Business Administration (Undergraduate)

Success Rate
96%
Based on 210 Respondents

Top Employers
1. Amazon (7)
2. Boeing (5)
3. Gonzaga University (4)
4. Deloitte (3)
5. etailz, Inc. (3)

Top Cities
1. Spokane, WA (72)
2. Seattle, WA (55)
3. Portland, OR (6)
4. Los Angeles, CA (5)
5. Chicago, IL / San Francisco, CA (Tied - 3)

Average Salary
$52,988.23
Based on 24 Respondents
School of Education (Undergraduate)

**Success Rate**
Based on 45 Respondents

96%

- Employed - 31 (69%)
- Continuing Education - 9 (20%)
- Volunteering - 2 (4%)
- Military Service - 1 (2%)
- Not Seeking - 0 (0%)
- Still seeking - 2 (4%)

**Top Employers**
1. Spokane Public Schools (3)
2. Issaquah School District (2)
3. West Valley School District (2)

**Top Cities**
1. Spokane, WA (14)
2. Seattle, WA (8)
3. Federal Way, WA (2)

**Average Salary**
$34,730.00
Based on 10 Respondents
School of Engineering & Applied Sciences (Undergraduate)

Success Rate: 83%
Based on 157 Respondents

Top Employers
1. HP, Inc. (5)
2. U.S. Military (4)
3. McKinstry (3)
4. Boeing (2)
5. Coffman Engineers (2)

Top Cities
1. Seattle, WA (33)
2. Spokane, WA (20)
3. Portland, OR (7)
4. Boise, ID (5)
5. Anchorage, AK (3)

Average Salary
$56,023.59
Based on 39 Respondents

Employed - 101 (64%)
Continuing Education - 18 (11%)
Volunteering - 3 (2%)
Military Service - 4 (3%)
Not Seeking - 4 (3%)
Still seeking - 27 (17%)
School of Nursing & Human Physiology (Undergraduate)

87%
Success Rate
Based on 94 Respondents

Top Employers
1. Providence Health & Services (10)
2. Swedish Medical Center (10)
3. University of Washington Medicine (5)
4. Seattle Children's Hospital (4)
5. ScribeAmerica (2)

Top Cities
1. Seattle, WA (24)
2. Spokane, WA (21)
3. Denver, CO (4)
4. Portland, OR (3)
5. Boise, ID (2)

Average Salary
$53,616.93
Based on 16 Respondents

- Employed - 66 (70%)
- Continuing Education - 13 (14%)
- Volunteering - 1 (1%)
- Military Service - 0 (0%)
- Not Seeking - 2 (2%)
- Still seeking - 12 (13%)
School of Professional Studies (Undergraduate)

Success Rate
Based on 1 Respondent

100%

Employed - 1 (100%)
Continuing Education - 0 (0%)
Volunteering - 0 (0%)
Military Service - 0 (0%)
Not Seeking - 0 (0%)
Still seeking - 0 (0%)

Due to the small sample size, and to protect the anonymity of students, no employer, city, or salary information is disclosed for this school.
<table>
<thead>
<tr>
<th>College of Arts &amp; Sciences</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
<th># Not Seeking</th>
<th>% Not Seeking</th>
<th># Still Seeking</th>
<th>% Still Seeking</th>
<th>% Outcomes Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applied Communication Studies</td>
<td>535</td>
<td>429</td>
<td>80%</td>
<td>254</td>
<td>59%</td>
<td>90</td>
<td>21%</td>
<td>42</td>
<td>10%</td>
<td>11</td>
<td>3%</td>
<td>4</td>
<td>1%</td>
<td>28</td>
<td>7%</td>
<td>93%</td>
</tr>
<tr>
<td>Art</td>
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<td>0%</td>
<td>0</td>
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<td>100%</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>7</td>
<td>6</td>
<td>86%</td>
<td>3</td>
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<td>0%</td>
<td>3</td>
<td>50%</td>
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<td>0</td>
<td>0%</td>
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<td>100%</td>
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<tr>
<td>Biology</td>
<td>88</td>
<td>62</td>
<td>70%</td>
<td>39</td>
<td>63%</td>
<td>16</td>
<td>26%</td>
<td>3</td>
<td>5%</td>
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<td>4</td>
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<td>100%</td>
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<td>Broadcast and Electronic Media</td>
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<td>100%</td>
<td>10</td>
<td>67%</td>
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<td>2</td>
<td>13%</td>
<td>87%</td>
</tr>
<tr>
<td>Chemistry</td>
<td>4</td>
<td>4</td>
<td>100%</td>
<td>2</td>
<td>50%</td>
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<td>25%</td>
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<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Classical Civilizations</td>
<td>2</td>
<td>1</td>
<td>50%</td>
<td>1</td>
<td>100%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
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<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Communication Studies</td>
<td>13</td>
<td>13</td>
<td>100%</td>
<td>8</td>
<td>62%</td>
<td>5</td>
<td>38%</td>
<td>0</td>
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<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Criminal Justice</td>
<td>37</td>
<td>20</td>
<td>54%</td>
<td>8</td>
<td>40%</td>
<td>7</td>
<td>35%</td>
<td>1</td>
<td>5%</td>
<td>2</td>
<td>10%</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>10%</td>
<td>90%</td>
</tr>
<tr>
<td>Economics-Arts</td>
<td>14</td>
<td>11</td>
<td>79%</td>
<td>8</td>
<td>73%</td>
<td>2</td>
<td>18%</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>9%</td>
<td>0</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Economics-Science</td>
<td>5</td>
<td>4</td>
<td>80%</td>
<td>4</td>
<td>100%</td>
<td>0</td>
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Gonzaga University Graduate Class of 2015-2016

Success Rate
Based on 630 Respondents

98%

Top Employers
1. School District 23 Central Okanagan, BC (15)
2. Calgary Board of Education, AB (13)
3. Spokane Public Schools (11)
4. Deloitte (10)
5. Providence Health & Services (10)

Top Cities
1. Spokane, WA (104)
2. Seattle, WA (70)
3. Calgary, AB (18)
4. Portland, OR (17)
5. Los Angeles, CA (14)

Average Salary
$62,709.38
Based on 16 Respondents
**College of Arts & Sciences (Graduate)**

**Success Rate**
Based on 4 Respondents

100%

**Top Cities**
1. Seattle, WA (1)
2. Rathdrum, ID (1)
3. Spokane, WA (1)
4. Tallahassee, FL (1)

Due to the small sample size, and to protect the anonymity of students, no employer or salary information is disclosed for this college.
Due to the small sample size, and to protect the anonymity of students, no employer, city, or salary information is disclosed for this school.
School of Business Administration (Graduate)

Success Rate
96%
Based on 95 Respondents

Top Employers
1. Deloitte (10)
2. Peterson Sullivan LLP (5)
3. Moss Adams LLP (4)
4. PwC (4)
5. BDO USA LLP (3)

Top Cities
1. Seattle, WA (27)
2. Spokane, WA (25)
3. Coeur d’Alene (4)
4. Portland, OR (4)
5. Los Angeles, CA (3)

No graduate SBA salary information reported.
School of Education (Graduate)

97% Success Rate
Based on 172 Respondents

Top 5 Employers
1. School District 23 Central Okanagan, BC (15)
2. Calgary Board of Education, AB (13)
3. Spokane Public Schools (10)
4. School District 60 Peace River North, BC (6)
5. School District 73 Kamloops/Thompson, BC (6)

Top 5 Cities
1. Spokane, WA (38)
2. Calgary, AB (18)
3. Kelowna, BC (12)
4. Kamloops, BC (6)
5. Victoria, BC (5)

Average Salary
$45,055.56
Based on 9 Respondents
Due to the small sample size, and to protect the anonymity of students, no employer or salary information is disclosed for this school.

**Top Cities**

1. Seattle, WA (2)
School of Nursing & Human Physiology (Graduate)

99% Success Rate
Based on 94 Respondents

Top Employers
1. Providence Health & Services (5)
2. Kaiser Permanente (3)
3. PeaceHealth (3)
4. Self-Employed (3)
5. Swedish Medical Center (2)

Top Cities
1. Spokane, WA (10)
2. Seattle, WA (7)
3. Portland, OR (6)
4. Salem, OR (3)
5. Vancouver, WA (3)

Average Salary
$104,500.00
Based on 3 Respondents
School of Professional Studies (Graduate)

99% Success Rate
Based on 252 Respondents

Top Employers
1. U.S. Military (12)
2. Boeing (8)
3. PACCAR (6)
4. Self-Employed (4)

Top Cities
1. Seattle, WA (30)
2. Spokane, WA (27)
3. Los Angeles, CA (11)
4. Portland, OR (6)
5. Salt Lake City, UT (6)

Average Salary
$71,087.50
Based on 4 Respondents
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<thead>
<tr>
<th>AY 2015-2016 Graduates (Graduate)</th>
<th># of Graduates</th>
<th># of Respondents</th>
<th>% Knowledge Rate</th>
<th># Employed</th>
<th>% Employed</th>
<th># Continuing Education</th>
<th>% Continuing Education</th>
<th># Volunteering</th>
<th>% Volunteering</th>
<th># Military</th>
<th>% Military</th>
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<th># Still Seeking</th>
<th>% Still Seeking</th>
<th>% Outcomes Success Rate</th>
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<td># Volunteering</td>
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<td>% Outcomes Success Rate</td>
</tr>
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<td>1%</td>
<td>99%</td>
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</table>
Top Employers and Organizations Overall

1. U.S. Military (29)
2. Jesuit Volunteer Corps (22)
3. Providence Health & Services (21)
4. Spokane Public Schools (17)
5. Boeing (16)
7. Amazon (14)
8. Gonzaga University (14)
9. Calgary Board of Education, AB (13)
10. Deloitte (13)
11. Swedish Medical Center (12)
12. AmeriCorps (10)
13. University of Washington Medicine (8)
14. PACCAR (7)
15. etailz, Inc. (6)
16. Frontier Behavioral Health (6)
17. Moss Adams LLP (6)
18. Nike (6)
19. Peterson Sullivan LLP (6)
20. PwC (6)
21. School District 60 Peace River North, BC (6)
22. School District 73 Kamloops/Thompson, BC (6)
23. ScribeAmerica (6)
24. Seattle Children’s Hospital (6)
26. Foothills School Division, AB (5)
27. HP, Inc. (5)
28. Peace Corps (5)
29. School District 61 Greater Victoria, BC (5)
30. School District 63 Saanich, BC (5)
31. Teach for America (5)
Top Continuing Education Institutions

1. Gonzaga University (76)
2. University of Washington (7)
3. Washington State University (7)
4. Santa Clara University (4)
5. Eastern Washington University (3)
6. Pacific University (3)
7. University of Notre Dame (3)
8. Arapahoe Community College, CO (2)
9. Purdue University (2)
10. Regis University (2)
11. University of California, Davis (2)
12. University of Colorado, Boulder (2)
13. University of Colorado, Denver (2)
14. University of Denver (2)
15. University of Idaho (2)
16. University of Minnesota (2)
17. University of Montana (2)
18. University of Nevada, Las Vegas (2)
19. University of San Francisco (2)
20. University of Southern California (2)
Top Cities Overall

1. Spokane, WA (328)
2. Seattle/Bellevue, WA (245)
3. Portland, OR (45)
4. Los Angeles, CA (27)
5. San Francisco, CA (24)
6. Calgary, AB (18)
7. Coeur d’Alene, ID (16)
8. San Diego, CA (16)
9. Salt Lake City, UT (16)
10. Denver, CO (15)
11. Boise, ID (14)
12. Chicago, IL (14)
13. Vancouver, BC (14)
14. Kelowna, BC (12)
15. Richland, WA (11)
16. Tacoma, WA (10)
17. Anchorage, AK (9)
18. Pullman, WA (9)
19. Atlanta, GA (8)
20. Washington, DC (8)
Top U.S. States & Canadian Provinces

1. Washington (698)
2. California (144)
3. Oregon (86)
4. British Columbia (60)
5. Idaho (48)
6. Alberta (39)
7. Colorado (29)
8. Utah (25)
9. Texas (23)
10. Illinois (18)
11. Montana (18)
12. Arizona (15)
13. Florida (14)
14. Nevada (13)
15. New York (13)
16. Alaska (11)
17. Hawaii (11)
18. Pennsylvania (11)
19. Georgia (9)
20. Michigan (9)
### Employers & Organizations Recruiting in 2015-2016

- 14Four
- 49ers
- 5280 Magazine
- A10 Capital
- Accenture
- Adams County Integrated Health Care Services
- Adidas
- Aequitas Capital Management
- Aerotek
- Air Force Officer Accessions
- Allied Residential
- Alorica
- Amazon
- Amica Mutual Insurance Company
- ANR Group Inc.
- Archbright
- Armor Pest Defense
- Arthur J. Gallagher & Co.
- ASML Holding
- Aspera, an IBM Company
- Atlas Staffing
- Avista Corporation
- AXA Advisors, LLC
- Bader Martin
- Bankers Life
- BCRA
- BDA
- BDO USA, LLP
- Bear Mountain Capital Inc.
- BECU
- Belsby Engineering
- Berntson Porter & Company, PLLC
- BESThq
- Bi-Mart Corporation
- Boeing
- Bonneville Power Administration
- Boston Beer Company
- Bounten Construction
- Broksource
- Cambia Health Solutions
- CampusPoint
- Capital World Investors
- CarMax
- CBRE
- Center for Human Services
- Central Intelligence Agency
- Ciena - Spokane
- City of Longview Police Department
- City of Spokane
- Clark Nuber
- ClifBar
- Coffman Engineers, Inc.
- College Success Foundation
- Columbia
- Colville Tribal Casinos
- Commerce Architects
- Commonwealth Associates, Inc.
- Comprehensive Mental Health
- ConAgra Foods, Inc.
- Costco Wholesale
- Country Financial
- Cowlitz Black Bears
- CTA, Inc.
- Cultivation, LLC
- DaVita, Inc.
- DCI Engineers
- Delaware North at Yellowstone
- Deloitte
- DESC
- Digital Fusion
- Dingus, Zarecor & Associates
- Eastern Washington University
- eBay
- Ecola
- Eide Bailly, LLP
- Electroimpact, Inc.
- Energy Northwest
- Enterprise Rent-A-Car
- etaliz, Inc.
- Exotic Metals Forming Company
- Expeditors International
- Express Employment Professionals
- F5 Networks
- Fair Trade USA
- Fast Enterprises
- First Investors Corporation
- FirstBank
- Fiserv
- Fisher Investments
- Foresters Financial Services, Inc.
- Frito Lay
- Fulcrum Environmental Consulting, Inc.
- Garmin AT
- Gates Foundation
- GEICO Insurance
- Gentiva Home Health
- Glassdoor
- GLY
- Gonzaga University
- Gonzaga University Graduate School of Business
- Gonzaga University Human Resources
- Gonzaga University School of Professional Studies
- Gonzaga University Student Publications
- Google
- Grant Thornton, LLP
- Gravity Jack, Inc.
- Greater Oregon Behavioral Health, Inc
- H2E
- Hagen, Kurth, Perman & Co., P.S.
- HDR Engineering, Inc.
- Health Perspectives Group
- Henningsen Cold Storage
- Hersman Serles Almond, PLLC
- Hewlett-Packard Enterprise
- Hillsboro Hops Professional Baseball
- Holland America Line - Professional Services Group
- Holland America-Princess Cruises
- HP, Inc.
- Huron Consulting
- Inland Imaging / Nuvodia
- Inlet Fish Producers
- Institute of Technology at University of Washington Tacoma
- Intentional Software Corporation
- Itron
- Japan Exchange & Teaching (JET) Program
- Jigsaw (A Salesforce.com Company)
- Jubilant HollisterStier
- Kaiser Aluminum
- Kaiser Permanente
- Kelso School District
- Kennewick Police Department
- KHQ, Inc.
- KIEWIT
- King County Sheriff’s Office
- Kootenai Health
- KPMG
- KXLY Broadcast Group
- Legacy Group
- Let Your Color Out
- Liberty Mutual Insurance
- Lifeways
- Lincoln & Pend Oreille County Conservation Districts
- Martin Luther King Jr. Family Outreach Center
- MassMutual Financial Group
- Max J. Kuney Company
- Maxim Healthcare Services
- McKinstry
- Merchant e-Solutions
- Michael W. Grainey Consulting
- Michels Corporation
- Microsoft
- Modern Woodmen Fraternal Financial
- Moss Adams, LLP
- MSLGROUP
- National Institute for Occupational Safety and Health (NIOSH)
Employers & Organizations Recruiting in 2015-2016 (continued)

- National Multiple Sclerosis Society, Oregon Chapter
- New York Life Insurance Company
- Next IT Corporation
- Nicholas Knapton, P.S.
- Nike
- Nintex
- Nordstrom
- Northeastern University - Seattle
- Northwest Farm Credit Services
- Northwest Museum of Arts & Culture
- Northwestern Mutual
- Numerica Credit Union
- Octapharma Plasma, Inc.
- Office of Susan G Amstadter, Attorney at Law
- Office of the Comptroller of the Currency
- Okanogan Behavioral HealthCare
- Oregon Department of Transportation
- Oregon Health & Science University
- Oregon Historical Society
- OutCast Agency
- PACCAR Inc.
- PACCAR Parts Division
- Pacific Capital Resource Group
- Pacific Northwest National Laboratory
- Pacific Office Automation
- Parametrix
- Pasco Police Department
- PayTrace
- Pearson Packaging Systems
- PEMCO Insurance
- Penske Truck Leasing
- PepsiCo
- Peterson Sullivan, LLP
- PGE
- Pilot Flying J
- PLACE Corps
- PLS Logistics Services
- Porch
- Port of Seattle
- Porter Novelli
- Portland General Electric
- Portland State University - College of Urban and Public Affairs
- Portland State University, Graduate Business Programs
- Portland Timbers
- Portland Trail Blazers
- POWER Engineers, Inc.
- Prestige Care, Inc.
- Provisional Services, Inc.
- PRR, Inc.
- PSHMC School of Medical Laboratory Science
- Publicis Groupe
- Puget Sound Energy
- Puget Sound Naval Shipyard
- PwC
- QSI Corporation
- Quest Integration, Inc.
- QuickMedical
- REACH Ministries
- Rescue!
- Richland Police Department
- Russell Investments
- Ryerson, Inc
- SalesforceIQ
- Sapere Consulting, Inc.
- SCACCO Corporation
- Schweitzer Engineering Laboratories, Inc
- ScribeAmerica
- Seattle Children's Theatre
- Seattle City Light
- Seattle Mariners
- Seattle Parks and Recreation
- Seattle Police Department
- Seattle Public Schools
- Seattle Repertory Theatre
- Seattle Seahawks
- Seattle Shakespeare
- Senator Maria Cantwell
- Seton Education Partners
- SGA Law
- Signia Capital
- SKEye Studios
- Snoqualmie Valley School District
- Spokane Police Department
- Spokane Public Schools
- Spokane Teachers Credit Union
- Spokane Valley Fire Department
- Square
- StaffReady
- Starbucks
- Stemilt Growers, LLC
- Stryker
- Sunshine Health Facilities, Inc.
- Swedish Medical Center
- Tacoma Power
- Target
- Teach for America
- Telect, Inc
- The Emily Program
- The Hotel Group
- The Sherwin-Williams Company
- The Spur Group
- The Travelers Companies, Inc.
- The Washington Bus
- Tommy Bahama
- Torrent Technologies
- Toyota
- Travelers
- Trident Seafoods Corporation
- Trupanion
- Turning Winds Academic Institute
- Tyler Technologies
- UFP Washington
- U.S. Army
- U.S. Army Corps Of Engineers
- U.S. Bank
- U.S. Border Patrol
- U.S. Bureau of Reclamation
- U.S. Customs and Border Protection
- U.S. Department of Energy
- U.S. Department of State
- U.S. Forest Service
- U.S. Government Accountability Office
- U.S. Marine Corps Officer Selection Team
- United States Navy
- United States Navy Office Programs
- U.S. Peace Corps
- U.S. Public Health Service Commissioned Corps
- U.S. Secret Service
- UPS
- USDA Farm Service Agency
- Valley Vista Care Center
- Venture General Contracting
- Virginia Garcia Memorial Health Center
- WAFLA
- Wagstaff, Inc.
- Washington National Guard
- Washington River Protection Solutions, LLC
- Washington State Auditor’s Office
- Washington State Department of Corrections
- Washington State Department of Transportation
- Washington State University
- Washington State University College of Pharmacy
- Washington Trust
- WE
- Weber Shandwick
- Wells Fargo
- West Monroe Partners
- Whatcom County Sheriff’s Office
- Whitworth University Graduate Programs
- Wilbur School District
- Willamette View
- Willis Re
- Wipfli, LLP
- Xcel Energy
- Yakima School District
- Yakima Valley Farm Workers Clinic
- Zones, Inc.