MBA Internship
Guide For Employers

INNOVATE • COLLABORATE • GROW

UCIRVINE | THE PAUL MERAGE SCHOOL OF BUSINESS
MBA CAREER CENTER

merage.uci.edu/go/recruit
What is an MBA Internship?

• a full-time summer job
• a part-time job during school
• a project (short or long)
• a training program for future employees

HOW DO MBA INTERNSHIPS DIFFER FROM UNDERGRADUATE INTERNSHIPS?

One important difference between an undergraduate internship and one requiring an MBA is the level of performance expected by employers. Merage School MBAs average over four years of work experience and have completed a year of graduate-level study in leading edge business practices. They bring a high level of knowledge, life experience, and skill to their work. MBA interns are resourceful – they ask questions, identify crucial issues, and solve problems. They complete projects with a minimum of training or direction.

DO STUDENTS RECEIVE COURSE CREDIT FOR AN INTERNSHIP? CAN INTERNSHIPS BE NON-PAID?

Internships are an optional component of the MBA program and course credit is not required. Students may earn academic credit through directed research if approved by a faculty member. Recent Federal and State Advisories regarding the Fair Labor Standards Act (FLSA) suggest that the level of skill and contribution that MBA interns provide to for-profit organizations may require them to be compensated for their work. Check with your Human Resources department or dol.gov/whd for further details.
WHAT ARE THE SALARY EXPECTATIONS OF AN MBA INTERN?
The average pay for Merage School MBAs has been approximately $26.00 per hour. Salaries have ranged from $18-$50 per hour depending on the intern’s experience and the project requirements. The employer and the intern negotiate the rate of pay together.

HOW DO EMPLOYERS BENEFIT FROM HIRING AN MBA INTERN?
• Access to professionals with updated skills and knowledge to perform projects that you may not have the staff or time to complete.
• Identify and groom top MBA talent for future full-time recruitment needs.
• Raise the company’s profile among MBA candidates, the University, and the business community.

HOW DO MBA STUDENTS BENEFIT FROM AN INTERNSHIP?
• Students gain improved marketability.
• Students confirm interest in a chosen field.
• Internships can lead to full-time positions within the company.

WHEN SHOULD I START RECRUITING SUMMER INTERNS?
The Merage School MBA Career Center welcomes internship opportunities throughout the year. However, most recruitment for summer positions begins in January and continues through May. Students can work full-time during the summer and up to 20 hours per week during the second year of their program. Generally, the earlier the recruitment process starts, the greater the applicant pool.
**Recent Internship Projects**

**CONSULTING**  
*Deloitte Consulting*

Assessed issues and directed logistics to streamline onsite client interaction. Software defects were evaluated for project teams to ensure accurate interpretations and resolutions for clients according to complex software specifications.

**FINANCE**  
*Cisco Systems*

Created financial models for retailer and distributor sales plans that included the impact of transacting in US dollars versus local currency for several international locations. The results were used by management for fiscal year spending targets and business model reevaluation.

**HUMAN RESOURCES**  
*Amgen*

Developed and implemented a leadership summit in which management teams discussed strategy, leadership expectations, and performance management; process improvement recommendations were provided to Operations leadership.

**MARKETING**  
*Mattel*

Managed marketing and retail presence and participated in the development of P&L’s, Line Lists, and MO’s for several of Mattel’s collector brands.

**STRATEGY**  
*Abbott Labs*

Researched and identified near billion dollar growth opportunities and recommended to C-level leadership a strategy to increase market shares by 10% in China and India.
RECENT INTERNSHIP EMPLOYERS:

20th Century Fox  
Abbott Medical Optics  
Advanced Sterilization Products  
Allergan  
Ameriprise Financial  
Amgen  
AMO  
Applied Biometrics  
Arch Bay Capital  
AT&T  
Bascom Group  
BCC Capital Partners  
Beacon Pointe  
Beckman Coulter  
Blue Cross/Blue Shield  
Boeing  
Broadcom  
BSH Home Appliances  
CB Capital Partners  
Cheil Worldwide  
Citibank Taiwan  
City of Huntington Beach  
City of Irvine  
Cognizant  
Colliers International  
Conexant  
CRC Health  
Dacor  
Deloitte Consulting  
Deloitte AERS  
DirecTV  
Discovery Channel  
Discovery Communications  
Education Pioneers  
Edwards Lifesciences  
Ernst & Young  
Experian  
Farmer’s Insurance  
Fox Interactive Media  
Franklin Templeton  
GE Capital  
General Electric  
General Petroleum  
Gen-Probe  
Golden State Foods  
Hewlett Packard  
HireRight  
IBM  
IBM Extreme Blue  
IBM FileNet  
IMS Health  
InfoStretch Corporation  
Integrien  
Intel  
J&J Japan  
Jazz Semiconductor  
Johnson & Johnson  
Joico  
JP Morgan Chase  
Kaiser Permanente  
Kelly Holdings  
Kia  
Linksys  
LnX Research  
MAP Alternative Asset Management  
Marriott  
Mattel  
Mercer  
Merck  
Merrill Lynch  
Monarch Bay Associates  
Morgan Stanley  
Motorola Biometrics  
Murad  
NBC  
Newegg  
Niagara Bottling  
nLight Photonics  
Octane  
OnCure Medical Corp.  
Orange County Flyers  
Pacific Gas & Electric  
Pacific Life  
Pharmatek  
Pioneer Electronics  
PricewaterhouseCoopers  
Qualcomm  
Red Hill Consulting  
Samsung  
SAP Americas  
Sempra Energy  
Silverpoint Investments  
Sonance  
Sony  
Southern California Edison  
Taco Bell  
Teva Pharmaceuticals  
THALES  
The Aerospace Corporation  
The Capital Group  
THQ  
Udyogini  
Union Bank  
UOB Bank (Singapore)  
UTI  
Verizon Wireless  
VersaSure Consulting  
Visa  
Walt Disney Company  
Wartsila  
Wells Fargo  
Xavor  
Yahoo  
Yamaha
HOW DO I RECRUIT MERAGE SCHOOL MBA INTERNS?

- **CONTACT** your industry sector account manager to discuss your needs (see below)
- **POST** opportunities directly online at merage.uci.edu/go/recruit
- **REQUEST** a resume referral tailored to your specific needs.
- **SCHEDULE** interviews on campus.
- **CALL** us today at 949.824.8464

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