

WELCOME!

5 PM

5th annual

INTERVIEWING ON WALL STREET PANEL PRESENTATION



6:30 PM

EQUITY SOCIETY & FIXED INCOME SOCIETY

FALL '09 NETWORKING RECEPTION

Co-sponsored by:

- *The Equity Society*
- *The Fixed Income Society*
- *The Clay Center at VSB*
- *University Career Services Office*

in collaboration with the

**Villanova
Financial Club**

*(VU Alumni working on
Wall Street)*

Thursday, September 24, 2009



**VILLANOVA
School of Business**

INTERVIEWING ON WALL STREET PANEL PRESENTATION

AGENDA

Welcome

- Dr. David Shaffer, Chairperson-VSB Finance Department

Introduction of Panel

- Bill Donnell, Merrill Lynch / Villanova Financial Club

Panel Presentations

Q&A

Introduction of Reception Employers –

- George Broadbin, Equity Society
- Mike Giordano, Fixed Income Society



INTERVIEWING ON WALL STREET

PANEL PRESENTATION

- **Bill Donnell** (VU '77)
 - First Vice President / Private Wealth Advisor, Merrill Lynch
- **George Coleman** (VU '78)
 - Managing Director & Co-Head of Equities Americas / Investment Banking, Credit Suisse
- **Bill Parry** (VU '82)
 - Managing Director / Fixed Income Credit, Broadpoint Gleacher
- **Matthew Baldwin** (VU '06)
 - Associate / Global Foreign Exchange, Bank of America



INTERVIEWING ON WALL STREET PANEL PRESENTATION

George Coleman

(VU '78)

**Managing Director & Co-Head of
Equities Americas / Investment
Banking,**

Credit Suisse



CONFIDENTIAL

Villanova

How to Prepare for an Interview

September 2009

THESE MATERIALS MAY NOT BE USED OR RELIED UPON FOR ANY PURPOSE OTHER THAN AS SPECIFICALLY CONTEMPLATED BY A WRITTEN AGREEMENT WITH CREDIT SUISSE.

Credit Suisse Hiring Effort

- ▶ Step One
 - On Campus/or Investment Bank Office

- ▶ Step Two
 - Super Day

Broker Dealer Firms

Abel Noser
 ABS Brokerage
 AG Edwards
 Agency Trading Group
 Albert Fried
 Allen & Co
 Allston Trading
 American Technology Research
 Ancora Securities
 Archipelago Securities
 Assent Hudson
 Assent LLC
 ATD Financial
 Avondale
 B Riley
 Barclays
 BATS
 Baycrest
 BB&T Capital
 Biremis
 Blaylock Robert Van
 Bloomberg Tradebook
 Blue Fin
 Blue Fire
 BNP Paribas
 BNY Convergenx
 Brean Murray
 Brinson Patrick
 BTIG
 Buckingham Research
 Buckman, Buckman & Reid
 Cabrera
 Calyon
 Canaccord
 Canaccord Canada
 Capis Institutional Services
 Capital One Southcoast
 Capstone
 Caris & Co
 CFGlobal
 Chappelaine
 Chardan
 ChoiceTrade
 CIBC
 Citadel
 Clancy Financial
 Concept Capital
 Conifer Securities
 Cormark
 Cornerstone
 Cowen
 Craig Hallum
 Credit Agricole
 Crowell Woodson
 CRT Capital
 Cuttone
 DA Davidson
 Dahlan Rose
 Daiwa Securities
 Davenport
 Dematteo Moness

Direct Access Brokerage
 Direct Access Partners
 Direct Edge
 Dougherty & Co
 Dowling Partners
 Driehaus
 Dundee
 Electronic Global Securities
 Electronic Transaction Clearing
 Elevation
 ESP
 Etrade
 EWT LLC
 Execution LLC
 Fagenson
 Fat Securities
 Ferris Baker Watts
 Fidelity
 Fimat
 Finacorp
 Finance 500
 Floor Broker Network
 Fox Pitt
 Friedman Billings Ramsey
 Gabelli
 Gardner Rich
 Gargoyles
 Garwood Securities
 Genesis Securities
 Getco
 GLB Trading
 Global Crown Capital
 Grace Financial
 Great Pacific
 Greenstreet
 Griswold
 Guzman
 Hapoalim Securities
 Heflin
 Hilliard Lyons
 Hold Brothers
 Howard Weil
 Howe Barnes
 Hudson
 IA Englander
 ICAP
 IMC Chicago
 INCA
 Infinium Capital
 Interactive Brokers
 Investscape
 ISIGroup
 Island Trading
 ITG
 Janco Partners
 Jane Street
 Janey Montgomery
 JFD Securities
 JMP Securities
 Johnson Rice
 Jones Trading

Jump Trading
 Kabrik
 KCC
 KCM
 Keefe Bruyette Woods
 Kellogg Partners
 Kevin Dann Partners
 Keybank
 Knight Trading
 Labranche
 Lampost
 Lava Trading
 Lazard
 Leerink
 Legend Securities
 Lek Securities
 Lighthouse
 Lime Brokerage
 Loop
 Macquarie
 MDB Capital
 Meridian Partners
 Merlin Securities
 Merrill Lynch
 Merriman
 Millenium
 Mirae Asset
 Mischler Financial
 Mitsubishi UFJ Securities
 MKM Partners
 MND Partners
 Morgan Keegan
 MRBeal
 Muriel Siebert
 Nasdaq
 Natixis Bleichroeder
 Needham
 Newedge
 Noble Trading
 NYFIX Transaction Services
 Oppenheimer
 OTR
 Pacific Crest
 Pali Capital
 Park West Asset
 Pensera
 Penson Financial
 Pershing
 Pickering Energy
 Pictet
 Podesta
 Portales
 PSG Execution
 Pulse Trading
 Quantlab
 Rackson
 Raymond James
 RBC
 RBS Securities
 Redburn Partners
 Redsky Securities

Research Capital
 RGM Advisors
 Robotti
 Rochdale
 Rodman Renshaw
 Rosenblatt
 Roth Capital
 RW Baird
 RW Presspritch
 Rydex
 Sanders Morris Harris
 Sandler Oneil
 Santander
 Scarsdale
 Sidotti
 Signal Hill
 Simmons
 SJ Levinson
 SMF Trading
 Solaris
 Sound Securities
 Source Capital
 Speed Trader
 Spot Trading
 Starpoint Sec
 STC Securities
 Stephens
 Sterne Agee
 Stifel Nicolaus
 Stock USA
 Sun Trading
 Suntrust
 Surge Trading
 Susquehanna
 TD Securities
 Think Equity
 Thomas Weisel
 Torc Financial
 Tradewire Group
 Tristone Capital
 Tullet
 Tuohy Brothers
 UMTB Securities
 UNX
 VDM Securities
 Virtue Financial
 Wachovia Securities
 Wedbush Morgan
 Wedge Securities
 William Blair
 William Oneil
 Williams Financial
 Williams Trading Canada
 Wilmington Brokerage
 WJ Bonfonti
 WM Smith
 Wolverine
 Wunderlich Securities

At the Start

- ▶ You have 30 minutes. How is it broken down?
- ▶ Five core competency's
- ▶ Have a view and be prepared
- ▶ How to make a good impression

During the Interview

- ▶ Interviewer will try to break the ice 2-3 minutes
 - Will look for something in common from resume
- ▶ Will spend the next 15-20 minutes on five core competency's
 - Intellectual skills
 - Interpersonal skills
 - Motivation and work skills
 - Problem solving skills
 - Alignment with Credit Suisse's Values

At the End

- ▶ Will spend the last 3 -5 minutes giving candidate an opportunity to ask questions

Keep in Mind

- ▶ You really do not have 30 minutes because the interviewer needs to fill out the Evaluation Form and mentally prepare for the next candidate.

Analyst Evaluation Form

Credit Suisse Equity Sales & Trading Analyst Program Candidate Evaluation Form

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------------|--------------------------------|
| SECTION I: GENERAL CANDIDATE INFORMATION | | | |
| Candidate: _____ | School: _____ | | |
| Interviewer: _____ | Interviewer's Department: _____ | | |
| Academic Performance and Test Scores | | | |
| <input type="checkbox"/> Overall GPA _____ | | | |
| <input type="checkbox"/> SAT scores _____ (_____ Verbal, _____ Math) | | | |
| <input type="checkbox"/> GMAT _____ (_____ Quantitative, _____ Verbal, _____ Overall, _____ Analytical Writing Assessment) | | | |
| <input type="checkbox"/> LSAT _____ | | | |
| <input type="checkbox"/> Other _____ | | | |
| SECTION II: SELECTION CRITERIA | | | |
| Scale: Evaluate candidate compared to other applicants and employees in the position. | | | |
| [1] Superior or Exceptional – Superior evidence of these competencies. | | | |
| [2] Very Good or Strong – Very strong evidence of these competencies. | | | |
| [3] Good – Average evidence of these competencies. | | | |
| [4] Marginal – Little evidence of these competencies. | | | |
| [5] Very Poor – No evidence of these competencies. | | | |
| Intellectual Skills (Intellectually Curious, Bright, Fast Thinker) | [1] [2] [3] [4] [5] | | |
| Comments: _____ | | | |
| Interpersonal and Communication Skills (Engaging, Team Player, Articulate, Confident, Creates Positive Relationships) | [1] [2] [3] [4] [5] | | |
| Comments: _____ | | | |
| Motivation and Work Skills (Attention to Detail, Driven, Goal Oriented, Resourceful, Effective Under Pressure, Self Starter) | [1] [2] [3] [4] [5] | | |
| Comments: _____ | | | |
| Problem Solving Skills (Analytical, Creative, Logical, Quantitative) | [1] [2] [3] [4] [5] | | |
| Comments: _____ | | | |
| Alignment with Credit Suisse Culture (Client Service, Individuality, Entrepreneurship, Ethical, Informed and Interested in Financial Markets, Versatile) | [1] [2] [3] [4] [5] | | |
| Comments: _____ | | | |
| SECTION III: OVERALL EVALUATION AND RECOMMENDATION | | | |
| [1] Strongly Recommend | [2] Recommend | | |
| [3] Reservations | [4] Do Not Hire | | |
| Comments: _____ | | | |
| Rank _____ of _____ (# of candidates interviewed today). | | | |
| I recommend this candidate be interviewed by: _____ | | | |
| Areas to probe: _____ | | | |
| Check Those Firms Candidate is Currently Interviewing With | | | |
| <input type="checkbox"/> JGS | <input type="checkbox"/> JMS | <input type="checkbox"/> JML | <input type="checkbox"/> Other |
| <input type="checkbox"/> JSSB | <input type="checkbox"/> JLB | <input type="checkbox"/> JPM/Chase | <input type="checkbox"/> _____ |
| Return completed form to: Katie Papadonis EMA-10 or Fax 917-326-4438 | | | |

Intellectual Skills

- ▶ **Grades matter**
- ▶ **Tell me about some of the most challenging material you have had to learn at Villanova. How did you go about learning or mastering it?**
- ▶ **Describe a time when you've had to learn something from scratch. How did you go about it?**
- ▶ **Which aspect of your past internships do you find most intellectually challenging? Why?**
- ▶ **Describe a situation in which you had to draw a conclusion quickly and take speedy action.**
- ▶ **Describe a time when you were under pressure to make an immediate decision (perhaps without the aid of a supervisor or a manager). Did you take action immediately or were you more deliberate and slow?**
- ▶ **Give me an example of a time when one of your insights or innovations was particularly well-received by others.**

Interpersonal and Communication Skills

- ▶ Describe how you have adjusted your behavior to get along with others on a team.
- ▶ Tell me about a time when your job required you to say, maturely, how you really felt about a situation. What did you say and how did you say it?
- ▶ Pick any event from the last five years of your life in which you were an example of high motivation for other people to follow. Being specific, tell me about the event.
- ▶ Give me an example of a time when you confronted a negative attitude successfully with the result of building teamwork and morale.
- ▶ Building rapport is sometimes a very challenging thing to do. Give me an example of a time when you were able to build rapport with someone, even when the situation was a difficult one.
- ▶ Give me an example of how you have used your own personal qualities and appeal to lead others.

Motivation and Work Skills

- ▶ **What goals have you set for yourself this year? What have you done to achieve these goals so far?**
- ▶ **What factors motivate you to do a good job?**
- ▶ **How do you manage your workload and set priorities?**
- ▶ **Describe a situation in which you had to work very hard and do things that you'd normally consider beyond the call of duty.**
- ▶ **Tell me about a high stress situation when it was desirable for you to keep a positive attitude. What happened?**
- ▶ **Give me an example of any time management skill you have learned and applied at work. What resulted from use of the skill?**

Problem Solving Skills

- ▶ **What difficult issue have you resolved recently? How did you go about it and why?**
- ▶ **Tell me about a decision that you regretted. Why was that? How did you come to make the decision in the first place?**
- ▶ **Give me an example of a difficult decision that you had to make recently. What did you decide to do and why?**
- ▶ **Describe a time when you were proud of your ability to use your mathematical knowledge or research techniques to solve a problem.**
- ▶ **Any Brainteasers**
- ▶ **Give me an example of how you reached a practical business decision by an organized review of the facts and weighing of options.**

Alignment with Credit Suisse Culture

- ▶ **What sources of information do you read on the financial services industry?**
- ▶ **What aspects of Credit Suisse appeal to you the most? The least?**
- ▶ **What was the big news in The Wall Street Journal this morning?**

Keep in Mind

Have a View & Be Prepared

Things to Have a View On

- ▶ Interest Rates
- ▶ Economy
- ▶ Employment
- ▶ Oil
- ▶ Inflation
- ▶ Geopolitical Situation
- ▶ Stocks that you think would be good investments
- ▶ Dollar
- ▶ Volatility

What Do These Dates Have In Common?

10 - 2

11-6

12-4

You Can't Go Wrong if You Do This

- ▶ Read Wall Street Journal:
- ▶ Section “C”
 - Abreast of the markets
 - Heard on the street
 - Credit markets
- ▶ I hear it is free!!!!!!!!!!!!

INTERVIEWING ON WALL STREET PANEL PRESENTATION

Bill Parry

(VU '82)

**Managing Director / Fixed
Income Credit,**

Broadpoint Gleacher



INTERVIEWING ON WALL STREET PANEL PRESENTATION

Matt Baldwin

(VU '06)

**Associate / Global Foreign
Exchange,**

Bank of America



CAMPUS RESOURCES

(FREE!)

- **Resume Writing / Interviewing Guidelines**

- Career Services Office (CSO / Corr 106, 610-519-4060) & <http://careers.villanova.edu>
- The Clay Center at VSB (Bartley 1054)

- **Personalized Appointments (CSO)**

- Schedule appointment or Walk-in (M-F, 1-3 PM)
- Resume and Cover Letter Writing/Critique
- Interview Strategies and Videotaped Practice Interviews
- Job Search Strategies

- **Parents, Professors, Friends, Relatives, Alumni**

- You Just Have to Ask & NovaNet/Career Connections (on-line alumni directory)



INTERVIEWING ON WALL STREET PANEL PRESENTATION

**PowerPoint presentation: posted
to <http://claycenter.villanova.edu>**

(Click on “News & Events”)

Videotape: posted to iTunesU



INTERVIEWING ON WALL STREET PANEL PRESENTATION

George Broadbin

(VSB Class 2010)

Co-President, Equity Society

Mike Giordano

(VSB Class 2010)

President, Fixed Income Society



EQUITY SOCIETY & FIXED INCOME SOCIETY FALL '09 NETWORKING RECEPTION

PARTICIPATING EMPLOYERS...

- AXA Advisors
- Bank of America
- Becker Professional Education
- Broadpoint Gleacher
- Citigroup
- Credit Suisse
- G.X. Clarke & Co.
- Group One Trading
- Janney Montgomery Scott
- JPMorgan Chase
- KPMG LLP
- Merrill Lynch
- Morgan Stanley Smith Barney
- Stifel Nicolaus
- Vanguard
- Wilmington Trust

