

**University of Miami  
School of Law**



**Navigating the  
JD/MBA Job Search**

**Career Development Office**

**1311 Miller Drive**

**Room A112**

**Coral Gables, FL 33146**

**Tel: 305-284-2668**

**Fax: 305-284-6213**

**Website: [www.law.miami.edu/cdo](http://www.law.miami.edu/cdo)**

## **I. Introduction**

The JD/MBA program at the University of Miami allows students to pursue a complete education in law and a complete education in business administration in four years of full-time study. The program prepares the student for all aspects of business and business law practice, from outside business planning and litigation, to in-house counsel representation, to positions of business managerial responsibility. Though the JD program alone can prepare a law student to represent business clients, the joint program adds a richer exposure to the business strategy, quantitative skills and economic reasoning that are part and parcel of the world of management today. The program also provides an added measure of marketability. Graduates of UM's dual degree programs have found a broad range of employment opportunities in law firms, corporations, the public sector, and not-for-profit organizations.

## **II. What are the benefits of doing the joint degree program?**

The JD/MBA program is designed to provide training and knowledge for careers where expertise in both law and business are essential. Business lawyers benefit greatly from an in-depth understanding of the management and financial challenges corporations, start-ups and non-profits face. Executives at such businesses find that an understanding of the law helps them to evaluate risk, make strategic decisions and conduct day-to-day operations.

Further, the JD/MBA allows for extra flexibility for future career or job changes. Some of the many career options for which dual degrees are beneficial include: mergers and acquisitions attorney, in-house corporate counsel, entertainment and sports agent, insurance and securities underwriter, securities regulator, investment banker, venture capitalist, and corporate litigator

## **III. How do JD/MBA students typically spend their summers?**

One of the benefits of the JD/MBA program is that students have an extra summer to spend exploring career options. JD/MBA students typically commence their academic careers with one full year of legal education. Therefore, the summer following their first year is usually spent at either a law firm, law-related public interest employer, legal government position, or judicial internship in order to gain some legal experience and put their newly acquired legal skills to practice. Even if a student does not intend to practice law at the conclusion of his or her JD/MBA, it is beneficial to gain at least some legal exposure in a professional environment. Likewise, once the student commences his

or her matriculation at the business school, it is advisable to spend the summer in a business-related job, either in a for-profit or non-profit company. After the third year of the program, students choose from a variety of legal or business jobs.

**IV. What career advising resources are available to JD/MBA students?**

Students typically use the career resources at the school in which they are currently matriculating, but are free to utilize either or both at any given time. At the Career Development Office (CDO), this includes access to printed and online resources, information sessions and workshops as well as one-on-one advising with any of our advisors including one who specifically advises joint degree students.

Through the CDO, students have access to the law school Symplicity system and are encouraged to use the Job Posting function and are both eligible and invited to participate in On-Campus Interviewing (OCI) for both summer and full-time employment.

Students are encouraged to utilize both the CDO and the Ziff Graduate Career Services Center in order to maximize employment possibilities. Students are also encouraged to keep their advisors at both schools involved in the job search process.

**V. What types of careers have UM JD/MBA's pursued after graduation?**

UM JD/MBA alumni have chosen careers in domestic and international law and business, in-house corporate practice, investment banking, general management, politics, academia, international development, consulting, and public interest and not-for-profit development. Many of our graduates also pursue careers that are entrepreneurial in nature.

**VI. How do large firms seem to react to a JD/MBA candidate?**

As a JD/MBA, you acquire a deeper understanding of business transactions, as well as a managerial skill set that can be useful when you eventually transition into a sales, relationship management, or firm management role.

It is important to recognize that while a joint degree is often viewed as an asset, you must be prepared to explain the logic behind the decision to pursue the joint degree. Without being able to demonstrate that this decision was deliberate, it can sometimes lead employers to find you unfocused as to what you want to do (i.e. will you leave in a year or two for an investment bank? Or why did you get an MBA if you want to work

in our family law practice group?). To avoid this, be sure to schedule a mock interview at the CDO before interviewing with the actual firm.

**VII. What portion of JD/MBA candidates choose the legal track and what portion go into business?**

There is no hard data pertaining to this question, as students have many different reasons for pursuing a joint degree and find themselves working in different capacities than they anticipated upon commencing the joint degree.

**VIII. How does a business interview differ from a legal interview?**

Business interviews tend to pose more behavioral-based questions than legal interviews and can often involve case studies and mini-presentations. Questions such as “Tell me about a time when you were leading a group and things did not go as planned” or “Discuss the pros/cons of your management style” are very common in business interviews. To best prepare for this type of interview, we recommend students schedule a mock interview with the CDO or the Ziff Graduate Career Services Center.

**IX. What are the salary statistics for a JD/MBA?**

This is very hard to quantify, as there is a small pool of jobs that seek to hire only JD/MBA graduates. While they do exist, it is more common to find legal jobs and business jobs that look for the heightened skill-set of a student with a joint degree background. JD/MBA graduates work as attorneys or in business and their salaries will correlate strongly (at least in the short term) with their JD or MBA counterparts depending on the route they choose. Many large law firms are now offering recent JD/MBA graduates a bonus and/or 2nd year associate status.

**X. I have heard that it is easier to go from law to business than business to law. Is this true?**

According to recruiters at large law firms, it is in fact easier to go from law to business than business to law. This is based upon the belief that once you are trained as a lawyer, you will always have that foundation and never have to go back and get it. However, this is not a hard and fast rule, and students should discuss their options further with their advisors.

**XI. Is networking as important for a JD/MBA as it is for a JD?**

Yes. Networking is not only important, but essential, in any job search. Networking is an integral part of the job search process because it is the

most successful way to find a position and the most utilized method of recruiting by most employers. And because JD/MBA's are navigating a wide array of career options, networking is essential.

Most positions are not advertised, but filled through word of mouth. Since hiring someone is a risk, employers would rather interview and retain someone who they know personally or who comes recommended by someone they trust. Unfortunately, many job seekers are too scared or lazy to do what it takes to network.

Each contact can lead to additional unexpected allies, if you ask the right questions and know how to "network." Advice, information and referrals are all outcomes of proper networking and invaluable tools for a job search. So, take advantage of the possibilities and start your network.

Networking is not merely a mechanism to obtain a job. It is also an informative process whereby you can gain knowledge and insight into strategies for your future career development and how to achieve your goals. Some of the purposes that networking can serve are:

- To gain knowledge about a particular practice area; specialty area or legal community;
- To discover how to arrive at your specific career goals and establish an agenda to help you get there;
- To assist you with information about a career change;
- To develop contacts and obtain current information about a particular firm or company, etc.;
- To obtain additional leads to jobs/information;
- To validate your choice of career by speaking to someone who actually works in that field;
- To learn about the legal market within a certain community;
- To practice your interviewing skills; and
- To narrow your career choices.

## **XII. So how do I develop my network?**

At its most basic level, you develop networks by contacting everyone you know and explaining what position you are looking for so that they can call you if they hear about any possibilities. However, it is a bit more complicated than it sounds.

### Networking takes work.

You need to also create your own network. How do you do this? Take advantage of the different forums available to you such as professional associations, job/career fairs, bar association events, law school

organizations, business school organizations, undergraduate contacts, local chambers of commerce, etc. These are all excellent for developing contacts in the legal and business industries.

When you attend any function, it is a good idea to have copies of your resume and transcript available, if asked for them. However, always trust your instincts and do not pressure anyone into accepting these credentials. The goal of networking is to meet people, NOT TO ASK FOR JOBS!

### **XIII. I keep hearing the term “Informational Interview.” What is this and how does it work?**

An informational interview is an invaluable tool for obtaining information about career choices, learning more about an area of practice and finding a job. It can be one of the best ways to learn about a particular practice area or specialty while, at the same time, making potential contacts and networking. Informational interviewing can also assist you with identifying suitable practice areas or work environments and with generating actual job leads. It is not a job interview, although it may lead to a job offer.

Informational interviewing involves gathering career information from people who already work in the target occupations, organizations and geographic locations that interest you, obtaining suggestions and advice regarding their practice area, the legal community within their geographic region, the best ways to achieve your goals, etc. It is a "quick" mentoring session which can also lead to an actual mentoring relationship, which is very important – especially for a JD/MBA, as you are navigating a wider array of career options.

Informational interviewing usually consists of the following steps:

1. Mail letters or send an e-mail requesting the interview;
2. Prepare your resume and attach to your letter/e-mail - this will give the contact person information they will need to be able to advise you properly;
3. Try to follow-up with a telephone call to the contact between 1-2 days after you think your letter or e-mail has arrived. Remember, you are the one who is asking for the favor, so you take the initiative. Do not wait for your contact to call you;
4. Research the person and the firm, company, etc. As with job interviews, you need to be prepared;

5. Go to the interview and ask appropriate, relevant questions. Follow the same protocol as with any other interview (i.e., be polite, punctual, well-dressed, etc.);
6. Remember to ask for the names of two other people that may be able to help you and obtain permission to use the interviewer's name when you contact those new referrals.
7. Follow-up after the interview with a thank-you letter.

#### **XIV. Why is it important to keep track of my networking?**

Because you are establishing contacts that you intend to have a while, not just momentarily to locate a job. At a minimum, this log should include:

- The name, address and telephone number of each contact;
- Who referred you to each contact;
- The date and time you last spoke with each contact, as well as the subject of the discussion and any follow-up that needs to be done;
- Any correspondence between you and each contact; and
- The results of your interaction(s) with each contact.

You may want to keep a card file and attach any business cards to your tracking records.

#### **XV. Do's and Don'ts of Networking:**

You should:

1. Do research on the particular individual, organization and job you are interested in prior to meeting with your contact so that you can speak intelligently about what you want.
2. Make sure that a person is available to speak with you when you make your initial contact. If he/she is not, ask when it would be a good time to speak to that person or to set up a meeting.
3. Be flexible with the person's schedule, time limitations and anything else that develops.
4. Make the person feel at ease by immediately asking for information and advice - NOT A JOB!
5. Be prepared at your initial discussion and state your purpose. Give a quick summary of who you are; what you want (if the contact was

referred to you by someone else); and have questions and topics ready to discuss.

6. Listen attentively and respond intelligently.
7. Ask for referrals.
8. Ask for a critique of your resume (it is a good way to show your resume without pressuring the contact for a job).
9. Always be courteous.
10. Follow-up the meeting or discussion with a thank-you note and with the results of the information you obtained from the contact.
11. Ask for a business card and attempt to maintain an ongoing relationship by asking whether you could call that person in the future with questions. Whenever you meet someone new, exchange business cards. Even if you are a student or unemployed, you should have some cards printed out for such occasions -- be sure to include your telephone number and profession/status.
12. Always ask what you can do for your contact -- networking is a mutual relationship.

You should not:

1. Pressure anyone into speaking or meeting with you.
2. ASK FOR A JOB, especially up front.
3. Overstay your welcome.
4. Offer your resume for circulation to others, unless it is requested.
5. Be unprepared.
6. Ask personal, unprofessional or improper questions.
7. Repeatedly call your contact after the initial meeting.

## **XVI. Job Search Resources:**

### **Companies that Hire UM Students:**

|   |  |  |
|---|--|--|
| Accenture                                       |  | Northern Trust Bank of Florida             |
| Advanced Management Group                       | Eli Lilly & Company                      | Northwest Airlines                         |
| Akron Biotech                                   | Ernst & Young                            | Northwestern Mutual                        |
| Alhambra Concepts Inc (ACI) Sports              | Fifth Third Bancorp                      | Financial Network                          |
| Alienware Corporation                           | Financial Technologies, Inc.             | Norwegian Cruise Line                      |
| Allied Cash Advance                             | First Bank of Miami                      | Novartis Pharmaceutical Corporation        |
| ALSIS Funds                                     | First Data Corporation                   | Noven Pharmaceuticals, Inc.                |
| American Cancer Society, Florida Division, Inc. | Florida Power & Light Company            | Ocasa, Inc.                                |
| American Express Co.                            | Flyer Publishing Company, The            | Occidental Hotels & Resorts                |
| Anchor Point Capital, LLC                       | Gallup Organization                      | Office Depot, Inc.                         |
| Apollo Consulting                               | GE Commercial                            | Palm Latin America                         |
| Aqua Sciences, Inc.                             | Financial RE                             | Perry Ellis International                  |
| Arise Virtual Solutions, Inc.                   | General Electric                         | Pinchasik Strongin Muskat Stein & Co.      |
| Assurant Solutions                              | General Mills                            | Principal Financial Group                  |
| AT&T inc.                                       | General Motors Corporation               | Procter & Gamble                           |
| Atlas One Financial Group, LLC                  | Georgia Pacific                          | Restaurant Services Inc. (RSI)             |
| Auxis Management & Technology Solutions         | Greenberg Traurig LLP                    | Royal Bank of Scotland                     |
| AVIANCA, Inc.                                   | HASBRO                                   | Royal Caribbean Cruises, Ltd.              |
| Avis Budget Group                               | H.I.G. Capital                           | Ryder System, Inc.                         |
| AVM, LP / II Funds                              | Heat Group, The                          | Sanford, Latin American Division of Newell |
| AvMed Health Plan, Inc.                         | Heidrick & Struggles                     | Rubbermaid                                 |
| Axiss Advertising                               | Hellmann Worldwide Logistics, Inc.       | Schreiber Foods, Inc.                      |
| B/E Aerospace, Inc.                             | Hewlett Packard Company                  | Siemens Communications, Inc.               |
| Banco Pichincha - Miami Agency                  | Holt Anatomical                          | Smith Barney Citigroup                     |
| Bancolumbia S.A. Miami Agency                   | Home Depot, The                          | Sony BPLA                                  |
| Baptist Health South Florida                    | Humana Inc.                              | Spunlogic                                  |
| Bayview Financial, L.P.                         | IBM                                      | Standard New York Securities               |
| Bessemer Trust                                  | Inktel Direct Corp                       | Sterling Financial                         |
| Bill & Melinda Gates Foundation                 | Integritas Investment Group LLC          | Investment Group                           |
| Black & Decker                                  | International Tennis Championships (ATP) | Stryker Latin America                      |
| Blackshaw, Olmstead, Lynch & Koenig             | Intersil Corporation                     | SunTrust Bank, South Florida, N.A.         |
| Brickell Capital Management, LLC                | Investrust                               | Target                                     |
| BroadSpan Capital                               | JM Family Enterprises, Inc.              | Team Enterprises USA                       |
| Burger King Corporation                         | Johnson & Johnson                        |  |
| Burson-Marsteller                               | JP Morgan Chase                          |  |
| Buyandsellgasstations.com                       |  |  |
| Capital Realty Services, Inc.                   |  |  |
| Carnival Corporation & PLC                      |  |  |
| Carnival Cruise Lines, Inc.                     |  |  |
| Catenon Worldwide Executive                     |  |  |

Search  
CBS Interactive, Inc.  
Cernar Consulting  
Channel Intelligence, Inc.  
Chico's FAS, Inc.  
CIGNA  
Citigroup, Inc.  
CITRIX Systems Inc.  
Colgate Palmolive Company  
Collegiate Images  
Commercebank, N.A.  
Consultis of Florida  
Continental Airlines  
Cordis, A Johnson & Johnson  
Company  
Daimler Chrysler  
Del Monte Fresh Produce Company  
Dell Inc.  
Deloitte & Touche Consulting LLP  
Descartes Systems Group  
Deutsche Post  
World Net Business Consulting  
DHL Express  
DHL Regional Services, Inc.  
Diageo  
Disney  
E&J Gallo Winery  
Electrolux Professional North  
America

Kaplan University  
Kelloggs  
Kimberly Clark  
KPMG, LLP  
Kraft Foods  
Kroll Associates  
L'Oreal USA  
LAN Airlines, S.A.  
LaSalle Bank SA  
LCi Distributors, LLC  
Lehman Brothers  
Lennar Corporation  
Lloyds TSB Bank PLC  
Microsoft Corp.  
Modcomp, Inc.  
Morgan Stanley  
Motorola Inc.  
Mount Sinai Medical  
Center

Tech Data Corporation  
TRACFONE WIRELESS,  
INC.  
Trivest Partners, L.P.  
Tupperware Corporation  
Tyco Fire & Security  
Tyson Foods, Inc.  
UBS  
United Technologies  
U.S. Securities and  
Exchange Commission  
UBS International Inc.  
UBS Private Wealth  
Management  
UPS Freight Services  
USCONDEX LLC  
Vanguard Group  
Vaxa Inc  
Vayan Marketing Group,  
LLC  
Wachovia Corporation  
Walt Disney World Co.  
Washingto Mutual  
Western Union  
International  
Weyerhaeuser  
Whirlpool Corporation  
Wyeth Consumer

### **Useful Resources:**

Going In-House: A Guide for Law Students and Recent Graduates  
(NALP brochure available in CDO)

Guerilla Tactics for Getting the Legal Job of Your Dreams  
By Kimm Alayne Walton, J.D., Harcourt Brace, softcover

America's Greatest Places to Work With a Law Degree  
By Kimm Alayne Walton, J.D., Harcourt Brace, softcover

The Non-Traditional Legal Careers Report, a monthly posting of legal positions available throughout the U.S. for lawyers (available in the CDO resource library)

### **Job Posting Sites:**

American Bar Association (www.abanet.org)

The Law Student section contains career resources, including internships, job postings and pro bono opportunities.

Florida Bar News (www.floridabar.org/)

The Florida Bar News' classifieds section lists available attorney positions throughout the state. To access the classifieds, click on the Florida Bar Journal and News icon on the right hand side then on the link for the most recent Florida Bar News edition. Then, under "Inside Bar News" select "Classifieds" to view postings.

Hound (www.hound.com)

Hound is a free job search tool that tracks down live, active jobs listed on employers' career pages. The site is not limited to legal positions but the search function allows for searches of specific keywords such as "attorney" or "legal."

The Law Bulletin (jobs.lawbulletin.com/)

The Law Bulletin's job posting site contains postings for positions in Chicago and the Midwest.

Law Jobs (www.law.com/jsp/dc/index.jsp)

Can search for jobs nationwide by job category, location or keyword. Includes an ability to search for "J.D. Preferred" and temporary positions as well.

Lawyers Weekly Jobs (www.lawyersweeklyjobs.com/)

Contains job listings published through Lawyers Weekly newspaper. Job listings are available for the following states: District of Columbia, Massachusetts, Michigan, Missouri, North Carolina, Ohio, Rhode Island and Virginia.

[Legal Mojo \(www.legalmojo.com\)](http://www.legalmojo.com)

Site dedicated to legal professionals started by popular attorney bloggers to take the clutter out of the job search process. Contains postings for various positions both domestically and abroad. Can search by region of the country.

[LLC Hiring Hall \(www.unionvoice.org/lcc/home.html\)](http://www.unionvoice.org/lcc/home.html)

Resource for law students and attorneys seeking information about union-side hiring opportunities. Contains monthly listing of employment opportunities.

[Non-Traditional Legal Careers Report \(www.nontradlegal.com\)](http://www.nontradlegal.com)

Lists opportunities for lawyers in business, education, government, the judiciary, publishing, policy, libraries, public interest and international positions. The site is password protected. The username is Miami and the password is 037.

[Opportunities in Public Affairs \(www.brubach.com/opawebversion3/opa.htm\)](http://www.brubach.com/opawebversion3/opa.htm)

Lists jobs in public relations, legislation, journalism and other fields in nonprofits, corporations, and the government in the Washington, DC area. The site is password protected. The username is miamilaw and the password is coral.

[Western New York Law Center \(http://www.wnylc.net/jobpost2/default.asp\)](http://www.wnylc.net/jobpost2/default.asp)

Contains job postings for attorney and intern positions in various public interest organizations in New York.

[The Public Service Law Network Worldwide \(www.PSLawNet.org\)](http://www.PSLawNet.org)

PSLawNet is a national network of over 2,000 organizations that offer students opportunities in legally-related public interest work. Site requires free registration. Click on "Getting Started" and "Create Account" to register. For a list of summer funding sources, please visit <https://www.pslawnet.org/content/index.php?pid=50>.

#### Public Interest:

[Equal Justice Works \(www.equaljusticeworks.org/summercorpsindex.php\)](http://www.equaljusticeworks.org/summercorpsindex.php)

Equal Justice Works organizes, trains and supports public service-minded law students and is the national leader in creating summer and postgraduate public interest jobs.

[Finding and Funding International Public Service Opportunities](http://www.nalp.org/assets/142_intpsopps.pdf)

([http://www.nalp.org/assets/142\\_intpsopps.pdf](http://www.nalp.org/assets/142_intpsopps.pdf))

Contains information about opportunities with the government, judiciary and non-governmental organizations.

[Foundation Center Job Corner \(fdncenter.org/pnd/jobs/\)](http://fdncenter.org/pnd/jobs/)

Provides listings of current full-time openings at US based foundations, public charities, corporate programs and nonprofit organizations.

[Idealist.org \(www.idealists.org\)](http://www.idealists.org)

Job listings in public service, including human rights positions throughout the world. If you enter your profile, Idealist will send you relevant listings.

[National Legal Aid and Defender Association \(www.nlada.org/jobop.htm\)](http://www.nlada.org/jobop.htm)

Lists post-graduate jobs in civil legal services organizations and defender organizations. Searchable by state.

[The Non-Profit Jobs Organization \(www.nonprofitjobs.org/\)](http://www.nonprofitjobs.org/)

Site listing opportunities with non-profit organizations.

[Public Interest Specialty Career Guides](http://www.law.harvard.edu/students/opia/planning/publications.php)

(<http://www.law.harvard.edu/students/opia/planning/publications.php>)

Prepared by Harvard Law School, this site features guides on a variety of guides focused on a particular practice area. Among the many guides are those on Private Public Interest and Plaintiff's firms, Civil Rights/Civil Liberties, Environmental law and Immigration and Refugee law.

### **International:**

[ABA-Section of International Law, Human Rights Committee E-Brief](http://www.abanet.org/archives/inthumrights.html)

Contains organization profiles, job listings, and weekly human rights news. Students can sign up to receive the weekly newsletter and also view past issues. See past issues at [mail.abanet.org/archives/inthumrights.html](http://mail.abanet.org/archives/inthumrights.html). Subscribe at [www.abanet.org/abanet/common/email/listserv/listcommands.cfm?parm=subs](http://www.abanet.org/abanet/common/email/listserv/listcommands.cfm?parm=subs).

[American Society of International Law](http://www.asil.org/careers/careerwebsites.html)

([www.asil.org/careers/careerwebsites.html](http://www.asil.org/careers/careerwebsites.html))

Provides career resources including internship and fellowship opportunities.

[Foreign Policy Association \(www.fpa.org\)](http://www.fpa.org)

Contains job listings, internships and volunteer opportunities involving foreign policy.

[Human Rights Tools \(jobs.humanrightstools.org\)](http://jobs.humanrightstools.org)

This website has a variety of tools for human rights professionals including job listings.

[iHipo \(www.ihipo.com\)](http://www.ihipo.com)

This site allows registered users to search for internships and jobs abroad. While most of the positions are non-legal, there are a few legal opportunities available which can be found by utilizing the search function. Registration is free.

[International Jobs \(www.overseasjobs.com\)](http://www.overseasjobs.com)

This site features job opportunities for professionals worldwide.

International Postgraduate Fellowships

([http://www.pslawnet.org/assets/400\\_postgraduateinternational.pdf](http://www.pslawnet.org/assets/400_postgraduateinternational.pdf))

Prepared by Columbia University and hosted on the PSLawNet site, this site contains postgraduate international fellowships that are either based overseas or have an international focus.

Lawyers Without Borders ([www.lawyerswithoutborders.org/](http://www.lawyerswithoutborders.org/))

Site for the world's largest group of globally oriented volunteer lawyers. Site lists both employment and internship opportunities.

PAE-REACT ([www.pae-react.com](http://www.pae-react.com))

This is the contractor paid by the United States State Department to select United States citizens for seconded jobs with the Organization for Security and Cooperation in Europe.

United Nations ([jobs.un.org](http://jobs.un.org))

Can search for legal and other positions with the United Nations. Check under "Human Rights", "Legal", and "Humanitarian Affairs." For information on the competitive exam, see [www.un.org/Depts/OHRM/examin/exam.htm](http://www.un.org/Depts/OHRM/examin/exam.htm).

**Other:**

Association of Corporate Counsel ([www.acc.com/](http://www.acc.com/))

An organization serving the professional needs of attorneys who practice in the legal departments of corporations and other private sector organizations. The site contains job postings searchable by location or practice area.

Chronicle of Higher Education ([chronicle.com/jobs/](http://chronicle.com/jobs/))

Listing of career opportunities in higher education and other related fields.

Elaw ([www.elaw.org](http://www.elaw.org))

Run by Environmental Law Alliance Worldwide, this site lists organizations worldwide that do environmental work.

Entertainment Careers ([www.entertainmentcareers.net/sbjobs/](http://www.entertainmentcareers.net/sbjobs/))

Contains postings for internships and positions in the entertainment industry. Can search by geographic area or job category including legal/business affairs.

Legal Marketing Portal (<http://www.lawmarketing.com/pages/jobs.asp>)

Contains job listings with salary information in the following areas: marketing, business development, media relations, and marketing technology.

National Collegiate Athletic Association ([www.ncaa.org](http://www.ncaa.org))

Employment section contains postings from colleges and universities across the country for those interested in pursuing a career in athletics administration and information about applying for job openings at the NCAA national office.

National Fair Housing Advocate ([www.fairhousing.com](http://www.fairhousing.com))

Provides listings of positions with organizations and governmental agencies dealing with fair housing issues.

Peggy Browning Fund ([peggybrowningfund.org/](http://peggybrowningfund.org/))

The Peggy Browning Fund's mission is to provide law students with diverse, challenging work and educational experiences in the area of labor and employment law. The site has job postings, internship opportunities and information about both the Peggy Browning student conference and Peggy Browning Fellowships.

The Professional Marketing Forum (<http://www.pmforumusa.com>)

This site contains job listings in the areas of marketing, client services, and finance in Europe, Asia, and North America. Can search by job category, geographical location, and salary range. Can sign up to be alerted by e-mail when new job listings in your area(s) of interest are added to the site.

# Florida's Best Companies to Work For- 2009

(Published 8/1/2009 in Florida Trend)

## Best Large Companies (250+ employees)

| RANK | COMPANY                              | HEADQUARTERS        | INDUSTRY                              |
|------|--------------------------------------|---------------------|---------------------------------------|
| 1    | Inktel Direct                        | Miami Lakes         | Direct Marketing Services             |
| 2    | Balfour Beatty Construction          | Plantation          | Construction                          |
| 3    | Edward Jones                         | Louisville, Ky.     | Financial Services                    |
| 4    | Wharton-Smith                        | Lake Monroe         | Construction                          |
| 5    | Fairwinds Credit Union               | Orlando             | Financial Services                    |
| 6    | Gunster                              | West Palm Beach     | Law Firm                              |
| 7    | FCCI Insurance Group                 | Sarasota            | Insurance                             |
| 8    | Raymond James                        | St. Petersburg      | Financial Services                    |
| 9    | PSS World Medical                    | Jacksonville        | Healthcare                            |
| 10   | CH2M HILL                            | Englewood, Co.      | Engineering                           |
| 11   | Memorial Healthcare System           | Hollywood           | Healthcare                            |
| 12   | Signature HealthCARE                 | Palm Beach Gardens  | Healthcare                            |
| 13   | Carlton Fields                       | Tampa               | Law Firm                              |
| 14   | Navy Federal Credit Union            | Merrifield, Va.     | Banking                               |
| 15   | PBSJ                                 | Tampa               | Consulting                            |
| 16   | Infinite Energy                      | Gainesville         | Natural Gas Marketer                  |
| 17   | Badcock Home Furniture & more        | Mulberry            | Furniture                             |
| 18   | C.H. Robinson                        | Eden Prairie, Minn. | Transportation and Logistics          |
| 19   | MidFlorida Federal Credit Union      | Lakeland            | Banking                               |
| 20   | Embry-Riddle Aeronautical University | Daytona Beach       | Education                             |
| 21   | Sapient                              | Portland, Ore.      | Consulting and Interactive Agency     |
| 22   | BayCare Health System                | Clearwater          | Healthcare                            |
| 23   | Publix Super Markets                 | Lakeland            | Grocery                               |
| 24   | Harris                               | Melbourne           | Communications/Information Technology |
| 25   | Moffitt Cancer Center                | Tampa               | Healthcare                            |

## Best Midsize Companies (50-249 employees)

| RANK | COMPANY                                       | HEADQUARTERS   | INDUSTRY                                  |
|------|---|----------------|---|
| 1    | Seaside National Bank & Trust                 | Orlando        | Banking/Finance                           |
| 2    | Shared Technologies                           | Clearwater     | Voice, Data and Converged Technologies    |
| 3    | North Highland                                | Tallahassee    | Consulting                                |
| 4    | AppRiver                                      | Gulf Breeze    | E-mail and Web Security                   |
| 5    | Harrell and Harrell                           | Jacksonville   | Law Firm                                  |
| 6    | Meridian Technologies                         | Jacksonville   | Technical Consulting/Software Development |
| 7    | Trenam Kemker                                 | Tampa          | Law Firm                                  |
| 8    | American Strategic Insurance                  | St. Petersburg | Property/Casualty Insurance               |
| 9    | MarketLeverage Interactive Advertising        | Lake Mary      | Internet Advertising                      |
| 10   | Odebrecht                                     | Coral Gables   | Construction                              |
| 11   | .decimal                                      | Sanford        | Medical Device Manufacturer               |
| 12   | Studer Group                                  | Gulf Breeze    | Healthcare Consulting                     |
| 13   | Orlando Magic                                 | Orlando        | NBA Basketball Franchise                  |
| 14   | IntegraClick/Clickbooth.com                   | Sarasota       | Online Marketing                          |
| 15   | Pender Newkirk & Co.                          | Tampa          | Public Accounting                         |
| 16   | Bouchard Insurance                            | Clearwater     | Insurance                                 |
| 17   | Bryant Miller Olive                           | Tallahassee    | Law Firm                                  |
| 18   | Hunton & Williams                             | Miami          | Law Firm                                  |
| 19   | Modern Business Associates                    | St. Petersburg | Human Resource Outsourcing                |
| 20   | Voxeo Corp.                                   | Orlando        | Technology                                |
| 21   | ABB Concise                                   | Coral Springs  | Optical                                   |
| 22   | Bank of Tampa                                 | Tampa          | Banking                                   |
| 23   | Crime Prevention Security Systems             | Gainesville    | Security/Home Entertainment               |
| 24   | Butler Pappas Weihmuller Katz Craig           | Tampa          | Law Firm                                  |
| 25   | Sunbelt Software                              | Clearwater     | Software Developer/Distributor            |
| 26   | Golder Associates                             | Jacksonville   | Engineering                               |
| 27   | Johnson & Wales University/North Miami Campus | North Miami    | Education                                 |
| 28   | Administrative Concepts                       | Bradenton      | Professional Employer Organization        |
| 29   | Health First Health Plans                     | Rockledge      | Health Insurance                          |
| 30   | Boar's Head Provisions                        | Sarasota       | Consumer Packaged Goods                   |

|    |                                       |                   |  |
|----|---------------------------------------|-------------------|--|
| 31 | Old Southern Bank                     | Orlando           | Banking  |
| 32 | James Moore & Co.                     | Gainesville       | Accounting                                     |
| 33 | Miller Legg                           | Winter Park       | Consulting                                     |
| 34 | DynaFire                              | Casselberry       | Service/Electrical/Fire Alarm                  |
| 35 | Restor Telecom                        | Leesburg          | Telecommunications                             |
| 36 | Finfrock Design-Manufacture-Construct | Apopka            | Design-Build                                   |
| 37 | Insurance Office of America           | Altamonte Springs | Insurance                                      |
| 38 | Learn.com                             | Sunrise           | Technology                                     |
| 39 | Mainline Information Systems          | Tallahassee       | Technology Reseller                            |
| 40 | The Nature Conservancy/Florida Office | Altamonte Springs | Non-Profit                                     |
| 41 | LexJet                                | Sarasota          | Printing, Photography, Support                 |
| 42 | South University/Tampa                | Tampa             | Education                                      |
| 43 | Preferred Care Partners               | Miami             | Healthcare                                     |
| 44 | Harden & Associates                   | Jacksonville      | Insurance/Employee Benefits/Financial Services |
| 45 | HSA Engineers & Scientists            | Tampa             | Engineering                                    |
| 46 | St. Joe Co.                           | Jacksonville      | Real Estate                                    |
| 47 | O'Sullivan Creel                      | Pensacola         | Accounting                                     |
| 48 | BCI Engineers & Scientists            | Lakeland          | Consulting Engineers                           |
| 49 | Info Tech                             | Gainesville       | Software/Consulting                            |
| 50 | U.S. Gas & Electric                   | North Miami Beach | Energy   |

## Best Small Companies (15-49 employees)

| RANK | COMPANY                              | HEADQUARTERS       | INDUSTRY                                 |
|------|--------------------------------------|--------------------|--|
| 1    | IT Authorities                       | Tampa              | IT/Managed Service Provider              |
| 2    | Davidson Realty                      | St. Augustine      | Development/Real Estate Brokerage        |
| 3    | True Partners Consulting             | Chicago            | Tax Advisory                             |
| 4    | Notary Public Underwriters           | Tallahassee        | Notary Bonding                           |
| 5    | Alltrust Insurance                   | Palm Harbor        | Employee Benefits/Insurance Broker       |
| 6    | Infinity Business Systems            | Tampa              | Managed IT Services                      |
| 7    | Brightway Insurance                  | Jacksonville       | Insurance                                |
| 8    | SkillStorm                           | Fort Lauderdale    | IT/Engineering/Professional Services     |
| 9    | rbb Public Relations                 | Coral Gables       | Public Relations                         |
| 10   | Clark Environmental                  | Mulberry           | Environmental                            |
| 11   | ChappellRoberts                      | Tampa              | Advertising                              |
| 12   | Administaff                          | Kingwood, Texas    | Professional Employer Organization       |
| 13   | Hire Methods                         | Jacksonville       | Healthcare/IT Recruiting Agency          |
| 14   | Veredus Corp.                        | Tampa              | IT Staffing                              |
| 15   | McDermott Will & Emery               | Miami              | Law Firm                                 |
| 16   | Studley                              | Miami              | Commercial Real Estate                   |
| 17   | Benefit Advisors                     | Ocala              | Insurance-Group Health/Employee Benefits |
| 18   | AgencyNet                            | Fort Lauderdale    | Digital Advertising                      |
| 19   | Regional MLS                         | Palm Beach Gardens | Service and Support                      |
| 20   | Peak 10                              | Raleigh, N.C.      | Technology                               |
| 21   | Ron Sachs Communications             | Tallahassee        | Public Relations                         |
| 22   | Herbie Wiles Insurance               | St. Augustine      | Insurance                                |
| 23   | David H. Melvin Consulting Engineers | Tallahassee        | Engineering                              |
| 24   | Air-Transport IT Services            | Orlando            | IT Solutions Provider for Air Transport  |
| 25   | Factor Group                         | Coral Gables       | Financial                                |