

Best Companies to Sell For Out of College

We appreciate your interest in applying for the USCA's **Best Companies to Sell For Out of College**. Please note the application deadline is September 1, 2024. Complete the application: https://baylor.qualtrics.com/jfe/form/SV_8tUM0uJRkcU6dZc

Sales Internships

Please describe your sales internship or co-op program in less than 500 words.

What grade levels are eligible for your company's sales internship or co-op (multiple responses accepted): *(Seniors, Juniors, Sophomores, Freshman, Graduate students)*

Is your sales internship or co-op program *(Full-time, Part-time, Both types are available)*

What is the average hourly pay that your sales interns or co-ops receive?

Does your company's sales intern or co-op compensation include a commission or bonus based on performance metrics (sales closed, qualified leads, meeting scheduled, etc.)? Does your company provide housing or housing support? *(Yes, please describe, No)*

For students who complete your sales internship or co-op program, what impact does that have on their initial entry as a full-time salesperson (multiple responses accepted): *(Has no impact, they begin with all new hires, They skip the new-hire onboarding process, The sales training builds upon training received in their internship or co-op, They have an accelerated path to the first promotion, They enter into a full-time role that's a step ahead of the entry-level role)*

Recruitment Process

Please describe your campus recruitment and selection process in less than 500 words.

How many college sales interns or co-ops did you hire in the last academic year and how many sales interns or co-ops do you anticipate hiring this year?

What percentage of college sales interns or co-ops receive full-time employment offers?

How many entry-level salespeople off the college campus did you hire in the last academic year and how many entry-level salespeople off the college campus do you anticipate hiring this year?

How many university sales program graduates do you hire or anticipate hiring annually? *(0-5, 6-10, 11-20, 21-50, More than 50, Varies based on need)*

When recruiting new salespeople, do you hire in groups (cohorts) or individually? *(Groups/ Cohorts, Individually, Both)*

When do you typically make offers to graduates from university sales programs (multiple responses are acceptable)? *(Spring for May graduates, Fall for May graduates, Spring for December graduates, Fall for December graduates, When there is a specific need for new salespeople, It is part of our overall recruitment process throughout the year)*

Relocation

Please describe the type of relocation assistance provided to new sales hires in less than 500 words. If none, please note none.

Offer Process

Please describe, in less than 500 words, your new sales hire offer process and timeline, including how offers are provided and the length of time candidates have to respond to your offer.

Compensation

Please describe the elements of your entry-level salesperson's total compensation package in less than 500 words, including a discussion of: Base salary amount, Base salary's percentage of total on-target earnings (OTE), How long does this package stay in place?, Target commission payout (annual), Target bonus payout (annual), Other (e.g., hiring bonuses, retention bonuses, company car, etc.)

Does your company make regular cost-of-living adjustments (COLAs) to the sales compensation package? *(Yes, on a predictable or yearly basis, Yes, but not on a predictable or yearly basis, Rarely, Almost never)*

What employee benefits are offered to new sales hires (multiple responses accepted): *(Health care, Vision care, Dental care, Long-term disability, Short-term disability, 401K, Student loan repayment, Tuition assistance, Profit-sharing/ stock options, Other)*

Work-Life Balance

Which, if any, of the following programs does your company offer to your salesforce (response categories for *(Offered to Salespeople with < 3 years of experience and Offered to Salespeople with 3+ years of experience)*: *(Work from Home (100%), Hybrid work options, Flexible work schedules, 4-day work weeks, Maternity Leave, Paternity Leave, Family Medical Leave, Adoption Leave, Sabbatical Leave)*

University Hiring

Please describe your involvement with collegiate sales programs in less than 500 words.

What was your total level of financial investment in corporate partnerships or sponsorships last year with collegiate sales programs? *(Less than \$5,000, Between \$5,000-\$9,999, Between \$10,000-\$19,999, Between \$20,000-\$49,999, More than \$50,000)*

How many university sales programs do you formally partner with?

In which of the following university sales program activities did your company participate last year: *(Career Fairs, Role-play competitions, Sales panels, Company site visits, Guest speaking/ teaching/ presenting in classroom, Coaching/ mentoring, Other)*

Promotions & Retention

Please describe the potential career advancement opportunities beyond the entry-level sales position in less than 500 words, including a discussion of the top 3-5 most common promotions or next sales roles, include average time to arrive at each, potential long-term career opportunities for advancement

What is your retention rate of new sales hires from college campus? Please provide one-year and five-year retention rates.

Onboarding

Please describe your onboarding process (first 30 days) for college sales hires in less than 500 words.

Training

Please describe your sales training strategy for college sales hires in less than 500 words.

Please describe your advanced/on-going sales training strategy in less than 500 words.

Formal Mentoring

Does your organization have a formal mentoring program for new salespeople?

If your company has a formal mentoring program for new salespeople, please describe that mentoring program in less than 500 words.

If your company does NOT have a formal mentoring program for new salespeople, please describe how new salespeople are developed in the first 6 to 12 months in less than 500 words.

Formal Coaching

Does your organization have a formal coaching program for new salespeople?

If your company has a formal coaching program for new salespeople, please describe your formal coaching program in less than 500 words.

To the best of your knowledge, what percentage of time do your sales managers spend on coaching?

Performance Evals

How does your organization evaluate salesperson performance? *(multiple responses are acceptable) (Annual formal performance evaluations, Semi-annual formal performance evaluations, Quarterly formal performance evaluations, Structured performance reviews with management, Informal performance reviews with management)*

Demographics

Please provide the following demographic information for your salesforce:

Total # of sales representatives (inside and outside)

Total # of sales managers and leaders

% of sales representatives who are female

% of sales representatives who are Hispanic/Latino

% of sales representatives who are African-American/Black

% of sales leaders who are female

% of sales leaders who are Hispanic/Latino

% of sales leaders who are African-American/Black

You are:

Name

Title

Company

Email address

Phone