

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL'S

Kenan-Flagler Business School

About 25% of UNC Kenan-Flagler MBA students are international; these students have not only excelled in their fields in their home countries, but have also fully immersed themselves in the UNC Kenan-Flagler MBA experience. Our international students bring a unique, well-rounded global perspective to complex business problems, making them an asset to our MBA program and to the firms that hire them.

Myths: Hiring International MBAs

MYTH: Hiring an international student is complicated and costly.

International students can work without sponsorship at no additional cost to the employer during their summer internship and for 12 months following graduation. During this time, many international employees are able to streamline the visa process by working with their employer to secure necessary documentation and offset some associated costs. The average cost of an H1B visa is less than half of the average MBA signing bonus.

MYTH: Employers must prove that U.S. citizens cannot fill a role before they can offer to international students.

The H1B visa does not require employers to test the U.S. labor market before making an offer to an international student. The sole exception is employers receiving funds under the TARP program or Section 13 of the Federal Reserve Act; no other employers have this obligation.

MYTH: Summer internships are too short to justify the effort needed to hire an international student.

Hiring an international student for summer internships does not require any type of sponsorship or U.S. government permission. Internships offer a unique opportunity to hire talented international students and assess potential for full-time employment after graduation.

MYTH: International students are more difficult to assimilate into company culture.

Most international students have led or worked on cross-functional, cross-country teams and are very adaptable. They often have a deep appreciation for and awareness of cultural differences, and the importance of adapting to new environments.

International Business Association

The International Business Association assists students in building lasting global career relationships and networks, while also offering international enrichment opportunities to the larger MBA community. mbasainter@unc.edu

Our Service to You

The MBA Career Management Center fully supports your hiring needs with staff dedicated to guiding you through the international hiring process.

The Hiring Process

- Streamline internship hiring process through provision of offer letter template.
- Handle all immediate full-time hire paperwork internally with student.
- Referrals to expert immigration attorneys who can manage the long-term hire visa process.

Candidate Selection

- Resume referrals help you connect with top international talent.
- Cost-effective interviewing via state-of-the-art Web conference facilities.
- International student events provide direct connection to students.
- Free international student resume books upon request.

Our Staff

Our Career Management Center staff will work with you to design a recruiting program customized to meet your needs, preferences, and budget.

Abby Asem

Associate Director

Michelle Audette-Bauman

Employer Outreach Coordinator

Meredith Everett

Recruiting Coordinator

Guide to Hiring International UNC Kenan-Flagler MBA Students

Opening your position to international students gives you access to a deep pool of talented MBA candidates. The process of hiring international students is less costly and time-consuming than you may think.

Students may work in the U.S. as summer interns without company sponsorship.

	COST	PROCESS/PAPERWORK	EMPLOYER OBLIGATION
Summer Internship	None	Send offer letter on company letterhead (template available).	None additional; treat as regular U.S. employee.

Students are authorized to work full-time for up to 12-months post graduation without employer sponsorship.

	COST	PROCESS/PAPERWORK	EMPLOYER OBLIGATION
Immediate Full-time Employment	None	<ul style="list-style-type: none"> None for employer. By graduation, student will secure 12-month U.S. work authorization document. 	None additional; treat as regular U.S. employee.
Long-term Full-time Employment	Varies, typically \$2,000-5,000	<ul style="list-style-type: none"> H1B visa allows full-time employment for 6+ years. Applications accepted April 1 for October 1 start. 65,000 visas available annually; additional 20,000 for advanced degree holders. 	<ul style="list-style-type: none"> Employer applies for H1B visa. No requirement to advertise position for U.S. citizens. Does require notice at work-site that H1B employee will be hired.

Companies Recruiting UNC Kenan-Flagler International MBA Students

Amazon.com	Credit Suisse	General Electric	Marriott International
American Airlines	Deloitte Consulting	GlaxoSmithKline	McKinsey & Company
Bain & Company	DuPont	Goldman Sachs	Microsoft
Bank of America	Electronic Arts	IBM	Morgan Stanley
Barclays	Eli Lilly and Company	Johnson & Johnson	Pfizer
Boston Consulting Group	FedEx	JP Morgan	Sears
Capital One	Genentech	Lowe's	W.R. Grace & Co.

This guide is intended as an informational overview and is not a legal document or substitute for professional legal advice. While every effort has been made to provide accurate information, you should always check the U.S. Citizenship and Immigration website (<http://www.uscis.gov>) for the most up-to-date information and regulations. The Career Management Center can also provide referrals to immigration attorneys if needed.