

# Old Dominion UNIVERSITY

## Career Management Center

Annual  
Report  
2005



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## EXECUTIVE SUMMARY

The CMC 2005 annual report is a testament to the hard work and professionalism of the entire CMC staff; student workers, graduate assistants, classified support staff and faculty administrators. The data summarized below and discussed in detail throughout this report shows an increase in activity and effectiveness in every area. This was achieved by the CMC staff in a period of personnel turbulence that extended from the top leadership position of finalizing the Executive Director search in February to the search and replacement of two Director level positions and two Assistant Director level positions, one of which is still on-going. This has left CMC short staffed by at least two full time faculty administrator positions throughout the year. As graduate assistants are a critical front line position serving each college as a Coordinator, turn over in these positions has a major impact as well. During this year we had turnover in positions and are still short two positions going into spring. In spite of the distraction and extra work load of conducting searches and orienting new personnel, CMC has continued not only to function but to expand into new areas and provide new means of electronic service delivery to students, alumni and employers. In times of personnel shortage individuals at each level, from student worker to Faculty Administrators, have stepped up and performed not only their duties but the duties of others and done so at a high level of effectiveness. The following CMC 2005 Annual Report clearly shows the exceptional results of their efforts and their contribution to the university.

Tom Wunderlich  
Executive Director

## REPORT HIGHLIGHTS

- At the end of December 2005, **8487** individuals were actively registered for services with the Career Management Center, a **23%** increase from 2004.
- **1530** alumni were active in the CMC's eRecruiting system, an almost **30%** increase from 2004.
- The Fall Job Fair attracted a record **133** employers.
- The web site was revised based on the new ODU standards and received 340,000 page views, with visitors from 97 countries.
- In late December of 2005, **4065** employer organizations were active in eRecruiting, an increase of **29%** in the last year.
- **4085** job opportunities were posted in eRecruiting, many with multiple openings.
- **88** employers conducted a total of **441** interviews on campus, a **32%** increase from 2004 in the number of employers participating in the program.
- All major seminars presented by the CMC were recorded in Articulate and made available on line as well as via compact disk. The online seminars were viewed **1494** times.
- The number of professional seminars and presentations were increased **12%** to **292**. They were attended by **6642** people.
- Cyber Career Center electronic hours were extended to 5-9 pm Monday-Thursday.

## BOTTOM LINE

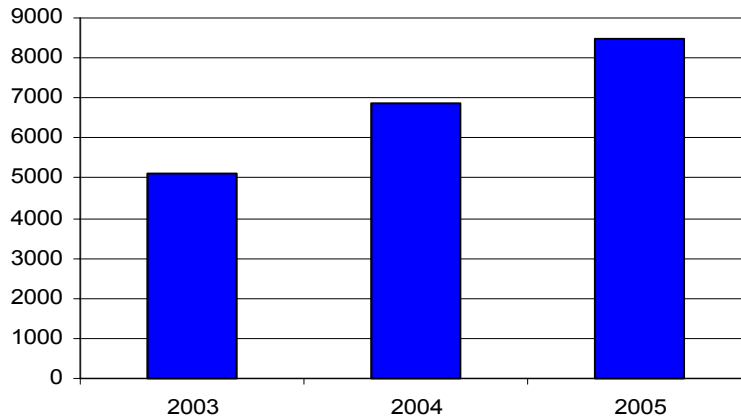
Program	# Students	Avg. earning per hr	Approx. total income	Credit Hours	Tuition
JLD	155	8.05	\$306,248.00	n/a	n/a
STAT	129	6.96	\$32,236.00	n/a	n/a
CSI	55	9.15	\$44,877.00	Included below	Included below
Intern/Coop	*1258	13.61	\$3,092,886.00	2822	\$735,390.00
Workforce Dev.	*160	n/a	n/a	est. 1472	\$294,506.00
<b>Totals</b>	<b>2027</b>		<b>\$3,476,247.00</b>	<b>4294</b>	<b>\$1,029,896.00</b>

\* total for year = total for spring, summer, fall - some students completed more than one semester

## STUDENT AND ALUMNI PROGRAMS

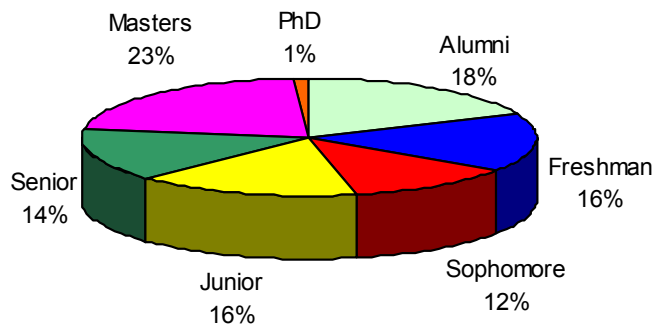
At the end of 2005, **8487** individuals were actively in eRecruiting, an increase of **23%** from the same time in 2004 and of over **65%** since 2003.

**Total active registrants in eR**

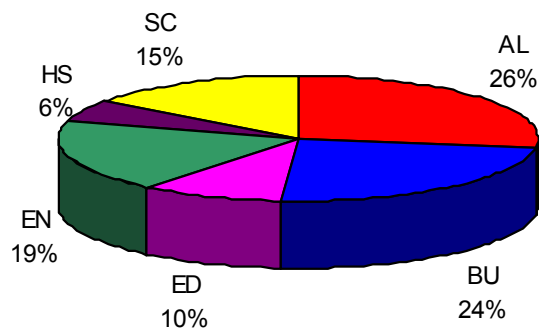


A breakdown of these registrants by student status and college can be found in the charts below.

**By Student Status**



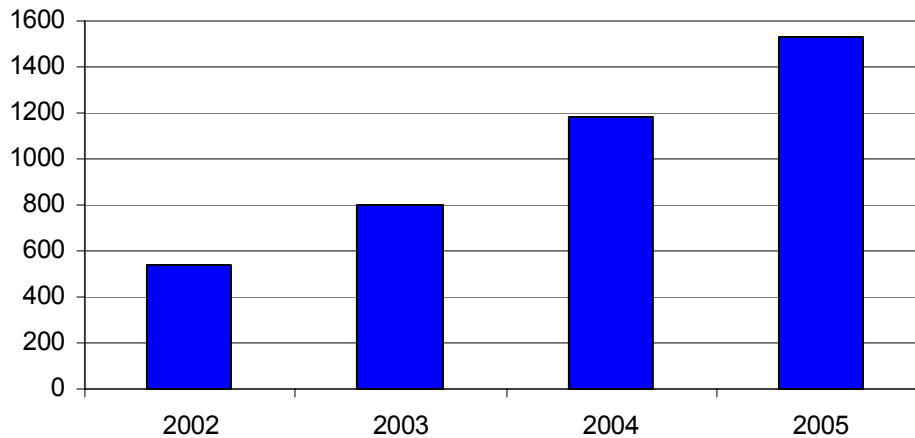
**By College**



## Alumni Advantage Program

At the end of 2005 **1530** alumni were actively registered for services with the CMC, an almost **30%** increase over the same time in 2004. The chart below demonstrates the growth of alumni participation since 2002.

**Alumni Active in eR**



## Career Coaching and Counseling

Students and alumni also have the opportunity to receive individualized assistance from CMC staff. This took the form in-person or electronic appointments with Cyber Career Coaches, Internship/Co-op Coordinators, Career Consultants or College Liaisons, depending on the needs of the individual. This year over **2200** individuals took advantage of opportunity to receive personalized attention and assistance.

## Instant Career Messaging

Monday through Thursday from 10:00 am until 9:00 pm and Friday from 10:00 am until 5:00 pm students can get a personal response to career questions from Cyber Career Coaches via Instant Career Messaging.

## New Career Tools

### Perfect Interview

Perfect Interview provides a realistic simulated interview experience via a computer. Students select the level and type of interview desired and are asked challenging questions by an interviewer they can see on video. If they are using the full version, such as set up in the CMC, with a camera and microphone, they respond aloud. Audio and video are recorded and feedback is available either online or from a CMC staff member. For those who do not have a camera and microphone available Perfect Interview can also accept typed responses. Alternative answers and online coaching is still available. This tool is web based and can be used anywhere at any time. This tool will supplement the simulation interviews already available to students in the CMC.

## FOCUS

FOCUS is an electronic career exploration tool that allows students to broaden their horizons while narrowing their career choices. It provides a series of self assessments and a wealth of occupational infor-

mation as well as the ability to create an electronic portfolio. FOCUS is web based and therefore available 24/7 at home or on campus.

### Seminars and Programs

The CMC increased student programming by **12%** in 2005, offering **292** professional seminars, webinars, classroom presentations, and special programs, which were attended by **6642** people. At the end of 2004 a start was made in offering the CMC's basic seminar series on an asynchronous basis online, using Articulate software, which allows viewers to see and hear a full presentation or just the sections of the session they want to view, and to access the seminar notes and/or the full script. Two CMC programs were available by the end of 2004. In 2005 the remaining seminars were recorded and offered in this format, allowing distance students as well as local students who do not choose to attend live seminars, access. During 2005 these seminars were accessed **1494** times.

Acknowledging that not all ODU students have access to high speed internet, which is required to view the Articulate seminars, the presentations were also burned onto compact disks. These cds were distributed to Higher Education Centers and distance learning sites to ensure that all ODU students, wherever they are physically, and whatever technical capability they have, can access this information.

### Alumni/Mentor Events

During the 2005 reporting year, there were several Mentor Events including one co-sponsored by the Alumni Relations office, and one sponsored by the Black Alumni Council. In total, there were 6 CMC mentor panels conducted including several on general information as well as special topics such as financial services, investigative careers, and federal government.

In each of the panels, the alumni/ mentors who participated were chosen so that both a broad spectrum of majors and a broad spectrum of current employment situations were represented. Students who attended were exposed to alumni who could provide advice and recommendations about how to maximize their time in school, as well as how to make the transition to the world of work. The panels were well received by the students who attended.



Alumni Panel

### Career Advice and a Slice

The Career Advice and a Slice program continues to be a successful CMC program, and has gained national and local recognition through articles published in the National Association for Colleges and Employers (NACE) and the Southeastern Association of Colleges and Employers (SACE) Online Newsletters –in January and April of 2005, the Old Dominion University Courier (both online and print) in January of 2005 Vol34, No. 7 – January 14, 2005, as well as the Campus Career Counselor. The series involved employers from a variety of local and government organizations who provided 10 seminars on various topics including Job Security in the 21st Century, Now That the Job Fair Is Over: Next steps in the job search, Evaluating a Job Offer, and Getting Yourself Noticed as well as others focused on general job search, resume and interview tips.

New employer participants included Perdue Farms, U.S. Navy Officer Program, MITRE Corporation, John Hancock Financial Services and the Central Intelligence Agency (CIA).

### **Professional Etiquette Dinner**

A Professional Etiquette Dinner was held in February in partnership with the Business Honors Student Society. Sponsored by the **American Funds Group, Cherry, Bekaert & Holland, Enterprise, and Geico**, this event gave students the chance to practice appropriate business behavior in a dining situation. The program also featured a presentation and demonstration of Chinese etiquette by two Chinese graduate students.

### **New Initiatives**

#### **Job Search S.O.S. (Sink or Swim)**

The CMC created a supporting program that builds on the premise of the Senior Scramble called Sink or Swim: Job Search S.O.S. to address the needs of the large number of students who wait until near or after graduation to begin planning for their career, and the numbers of May and December graduates who have had an opportunity to try their hand at the finding employment without success, this program provides assistance for them, as well as additional programming for the large numbers of students on campus during the summer.

This mini conference began with breakfast and included a full morning of hands on career workshops, followed by a networking luncheon with various local employers so that students could practice some of the strategies that they learned during the morning workshops. Topics covered included resume writing, job search, networking, and interviewing. The program was well received and will be improved upon and repeated in the summer of 2006.

#### **Graduate Recruitment Fair**

In October the Career Management Center hosted the first graduate recruitment fair in several years. There were 14 colleges and Universities including Averett University, College of William and Mary, Eastern Virginia Medical School, George Mason University School of Law, George Washington University, Hampton University, Old Dominion University, Norfolk State University, Regent University, Shenandoah University, Strayer University, Troy University, University of Virginia and Virginia Commonwealth University, representing 31 different graduate programs and departments including the creative and liberal arts, health sciences and medical programs, to law, education and engineering.

Additional programming as part of the fair included 2 panel discussions involving students currently enrolled in graduate programs talking about their experiences and a panel of admissions professionals discussing how to create a successful admissions package. Overall, the fair was well attended and the students and university representatives gave positive feedback about their experience. This event will again be offered in the fall.



Graduate School Fair

## **Beyond the Uniform: Investigative Careers in Law Enforcement**

In November two special events were held to raise student awareness of investigative career opportunities in law enforcement. An information session was presented by a representative from the Federal Bureau of Investigation (FBI), which was attended by over 100 students.

The second event, which was sponsored by Target Stores, was a panel made up of representatives from the Drug Enforcement Administration (DEA), Target Stores Asset Protection Division, and the Bureau of Alcohol, Tobacco and Firearms (ATF) discussing their personal careers as well as opportunities within their respective organizations.

## **EMPLOYER PROGRAMS**

### **Job Fairs**

Four job fairs; a Teacher Fair, Summer Jobs Fest and two general fairs, were hosted by the CMC in 2005, attracting a total of **292** employer organizations. Both spring and fall general fairs drew over **100** employers, the fall fair recording a record **133** employer participants, with an additional 10 on a waiting list.

### **On-campus Recruiting Program**

Each spring and fall employers are invited to interview on campus. A total of **88** employers conducted **441** interviews in CMC interview rooms in 2005, an increase of almost **32%**.

### **Employer Recognition Events**

#### **Employer Lunch**

In September representatives from CMC employer partners were invited to campus for an overview of CMC services, a networking lunch, and a presentation by Vice President Bob Fenning regarding upcoming changes at Old Dominion University. A tour of the campus was conducted for interested employers after the formal presentation.

#### **Employer Recognition Event**

To recognize employers for their continuous support of our students and programs throughout the year and to provide an opportunity to network with each other and the CMC employer programs staff, an Employer Recognition Event was held in December at the Ted Constant Convocation Center. Six employers were treated to a basketball game between Old Dominion University Monarchs and George Mason University and a buffet in a reserved suite. There are 4 similar events scheduled early in 2006.

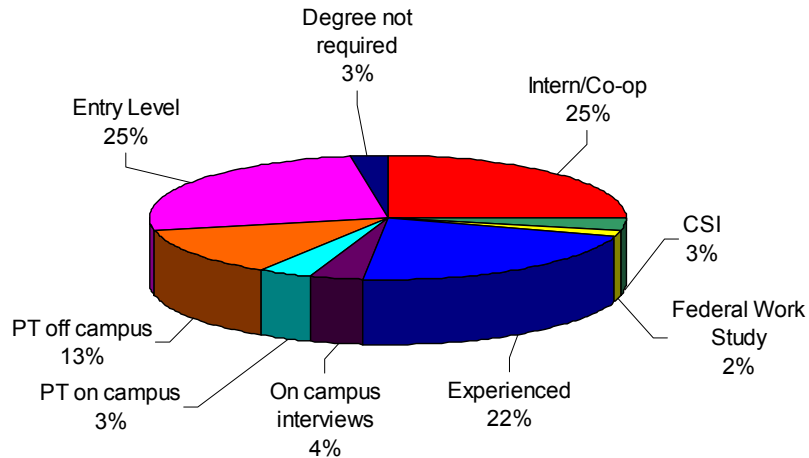


All smiles at the December Employer Recognition Event!

## Job Postings

4085 job opportunities, many with multiple openings, were posted for students in eR in 2005, a slight increase over the previous year. The chart below depicts the percentage of jobs posted by type.

### Job Postings by Type



## Student Employment Program

### Job Location and Development (JLD)

The CMC received a federal grant of \$50,000 in 2005 to locate and develop off campus, part-time jobs for students. In 2005, **155** students earned an average of **\$8.05** per hour and worked an average of 17.25 hours per week. Their total earnings amounted to **\$306,247.75**. The top several employers for part-time students in 2005 were Virginia Beach Parks and Recreation, the Boars Nest Bar and Bistro and Port City Java in University Village, and the Norfolk Yacht and Country Club.

### Community Service Internship (CSI) Program

CSI connects eligible students with part-time, project-oriented work with off-campus employers who provide a community service to the Hampton Roads area. The students are paid for their work by the university, using federal work-study funds. The first student was placed in a CSI position in 2001. **55** students participated in 2005, working **5,428.8** hours and earning an average of **\$9.15** per hour. Total earnings for the year were **\$44,877.25**. The program's 2004-05 funding allocation was \$78,680. However, the allocation for 2005-06 was cut to \$23,000. The amount was increased to \$46,500 in late October, 2005.

The top 5 employers of CSI students in 2005 were the Foodbank of Southeast Virginia, F.O.R. Kids, the Making a Difference Foundation, the Chesapeake Volunteer and Youth Services, and the Virginia Zoological Society.

### Student Temporary Assist Team (STAT)

STAT, Old Dominion University's own temporary help agency, employed a total of **129** Federal Work Study students in 2005. They worked **4,631** hours and earned **\$32,236.45** for the year. The top five employers were Accounts Payable, E1s Processing, the Theater Arts Department, and the Library.

## EXPERIENTIAL EDUCATION

### Guaranteed Practicum Program

The Career Management Center has been responsible for counting all practical experiences on campus since the advent of the Career Advantage Program in 1995. In 2005, a total of **5748** total experiences were completed by Old Dominion students.

### Internships and Cooperative Education

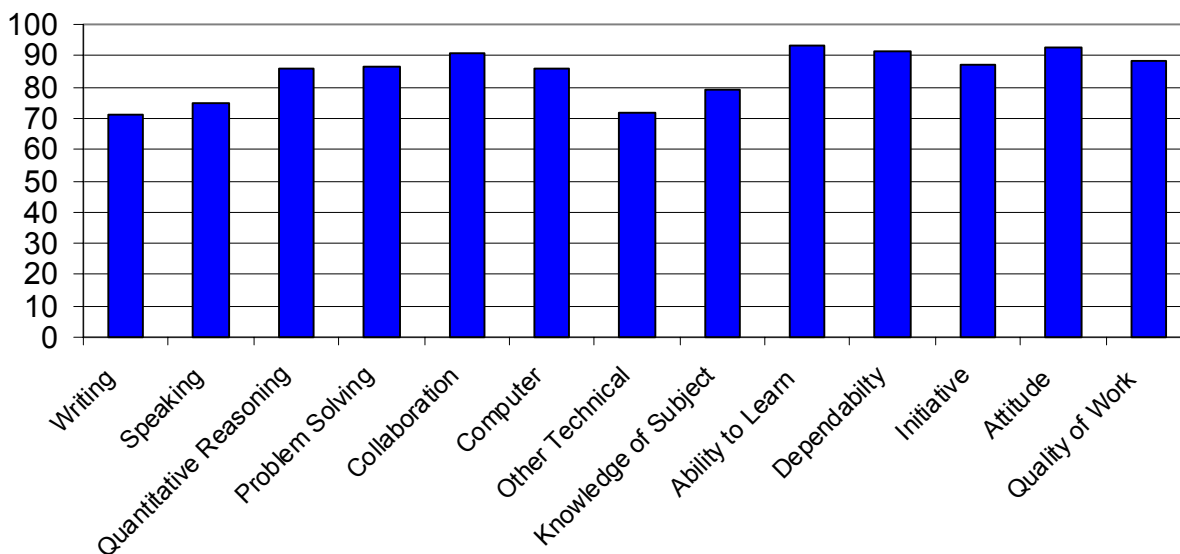
**22%**, or **1258**, of the 5748 experiences were internships or co-operative education experiences. Students earned **2822** credit hours, and paid **\$735,390.00** in tuition for these internships. The average wage earned by students who were paid was **\$13.81** per hour, an estimated total earning for all students was **\$3,092,886**.

In order to increase the opportunities available to students the CMC subscribed to **Internships USA** this year, a web based program which offers up to date information on hundreds of corporate, government, and non-profit internships by category and state.

ODU students worked for a wide variety of employer organizations. See appendix I.

All student and employer evaluation data collected from interns in 2005 by the CMC was collected online using Inquisite software. Employers were very pleased with the performance of ODU students, as evidenced in the chart below, which shows the percentage of supervisors who rated their ODU Intern/Co-op as either *Excellent* or *Above Average* in a variety of work related areas.

Summer 2005 Intern/Co-op Evaluations- % rated Excellent/Above Average



### **Engineering Early Advantage Program (eEAP)**

This program, offered for the fifth consecutive year in 2005, has now become part of the year round Womengineers initiative in the Frank Batten College of Engineering and Technology. This Virginia Space Grant Consortium supported event allowed **11** female incoming freshman students to complete a hands-on internship. This was the largest group of eEAP students since the program's beginning in 2001. The group spent an exciting four weeks working at the Virginia Modeling, Analysis and Simulation Center (VMASC) in Suffolk as well as VMASC East on the ODU campus. Under the direction of VMASC's Battle Lab Deputy Director, Mr. Bob Armstrong, the students helped reconfigure one of the Battle Lab laboratory networks, assisted in problem solving and task management.

The experience also introduced the participants to the ODU campus and faculty members.

### **International Career Advantage Program (ICAP)**

ICAP provides assistance to students seeking internships in an international setting. In partnership with the Office of Study Abroad, appropriate internship opportunities are identified and support provided throughout the process of arranging and realizing an internship experience abroad.

In 2005, **7** students completed international internships or other practical experiences. These students traveled to Mauritius, China, Spain, France, and Great Britain.

A new "Financing Your ICAP Experience" seminar to assist students in all aspects of financing their international internships was implemented. The seminar outlines how to search for scholarships, fellowships, grants, and loans. It also gives students the information they need in order to use their financial aid for the internship and explains how to raise funds using personal and professional contacts. The Financing Your ICAP Experience seminar is now the second part of a two part series of seminars for ICAP.

The CMC began working with the Department of Communications and Theatre in 2004 to create an endowed or sponsored international internship in London. In 2005 one student was awarded the departmental scholarship to intern in London utilizing the Commonwealth of Virginia Program hosted by James Madison University.

The Batten College of Engineering and Technology continues to host the International Institute of Women in Engineering (IIWE) website. The ICAP Coordinator, a CMC Graduate Assistant, spent the summer of 2005 interning with the program, handling the logistical arrangements for the participants and working with students and faculty from around the world. Visits to IBM-France, Schlumberger and EADS (European Air Defense and Space Company) were also made.

## **TECHNOLOGY**

In common with many other university departments, the CMC relies heavily on technology. It is interwoven in all of our programs and services. Without eRecruiting, our website, email, Sametime, Instant Career Messaging, and our web based career tools, all which have been discussed in this report under headings related to their function, it would be impossible to provide career services to the students and Alumni of ODU.

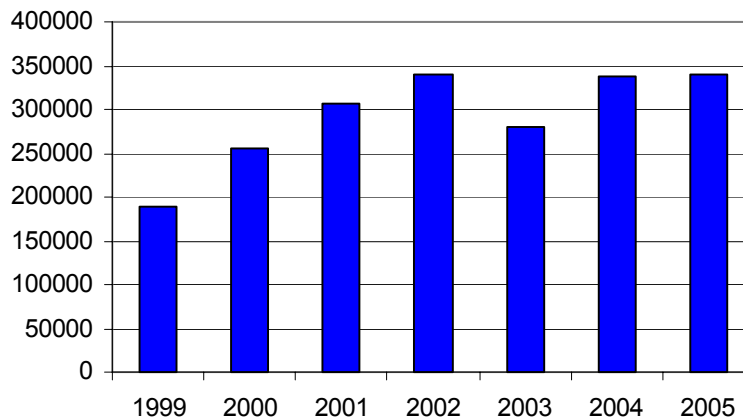
### **Web Site**

This year the CMC website, the "Virtual Career Center" was completely redesigned according to University standards. New navigation encourages students to link to their future through Career Assistance, Resources, and Experience. Organized on user need, the web site also highlights CMC programs for all targeted populations. All face-to-face services are replicated online, and integrated with career resources and tools for information and instruction. Interactivity is not centered on technology but on challenging questions, activities, and feedback provide in an environment to make real-world connections, with instant

access to a Cyber Career Coach available 10 am- 9 pm Monday-Friday and 10 am- 5 pm on Friday. The new home page is shown below.

The site continues to receive an astounding number of visitors every month and was accessed in 2005 from **97** different countries. A chart depicting page views per year appears below.

**Page Views Per Year**



## WORKFORCE DEVELOPMENT

The Executive Director of the CMC is responsible for all Workforce Investment Act contracts at Old Dominion University including all workforce development agencies, such as local agency Opportunity Inc, and Trade Act contracts through the Virginia Employment Commission. CMC staff respond to request for proposals, negotiate training contracts, and provide follow up information to these agencies. In 2005 these agreements brought in approximately \$294,506.00 in tuition money to ODU.

## STAFFING

2005 saw many changes in CMC staffing. **Tom Wunderlich** was appointed Executive Director after acting in the position for almost two years. **Beverly Forbes** replaced Tom as Liaison to the Frank Batten College of Engineering and Technology. Beverly maintains part time hours so **Tiffanie Rosier** was hired in May as Career Consultant, half time in Engineering and half in Business.

**Nash Montgomery** was promoted to Director of Employer Programs. Nash resigned to accept the directorship at Norfolk State University and was replaced by **Randy Shabro** in November.

**Judy White** promoted to Director of Experiential Education Programs for the CMC.

**Janis Smith** resigned her position in the CMC and returned to **teaching faculty**. **Alice Jones** was promoted to replace her as Director of Student and Alumni Programs. **Koren Goodman** was hired as Liaison to the College of Sciences.

Head Cyber Coach **Meagan Thrift** resigned and was replaced by **Lisa Burris**. Lisa resigned after a few weeks to accept the Directorship of Career Services at Christopher Newport University.

**Conrado Melendez** was hired as part time Employer Consultant.

**Jessena Godfrey**, Administrative Assistant, resigned at the end of the year. She will be replaced early in 2006.

## APPENDIX I

### 2005 Internship and Co-operative Education Employers

Alltuf Screenprinters & Embroidery  
ABC Health Care  
ABS Technology Architects  
Advanced Membrane Systems, Inc.  
AEGIS Training and Readiness Center  
Aim Computer Consulting  
Alion Science & Technology  
All the Rage  
Alliance One International, Inc  
Alternative Behavioral Services  
American Business Systems  
American Funds  
American Home Mortgage  
Analytical Services & Materials, Inc.  
Anheuser-Busch Companies  
Anteon Corporation  
Aramark Dining  
Arizona Heartland Realty  
Armada Hoffer  
Artcraft Management  
ArtFX, Inc.  
Atlantic Bay Mortgage  
Autonomous Systems Laboratory  
Bakers Footwear Group  
Bank of America  
Barker, Campbell & Farley (BCF)  
Barrett Haven, Inc.  
Barry Robinson Center  
Bay Area Title & Associates  
Bay Custom Auto  
Big Brothers/Big Sisters of South Hampton Roads  
Bon Secours Hampton Roads  
Bonita A. Lindenberg, CPA, PC  
Boys and Girls Clubs of South Hampton Roads  
Bridgeborn, LLC  
Bright Construction, Inc.  
Brown and White Cleaning Concepts  
Burnham Real Estate Appraisal  
Busch Gardens  
Cavalier Golf & Yacht Club  
CCG Systems Inc  
CDI Business Solutions  
Cendant  
Center for Child & Family Services  
Center for Pediatric Research  
Channel Blade Technologies  
Chartway Federal Credit Union  
Chenega Advanced Solutions & Engineering, LLC  
Cherry, Bekaert & Holland, LLP  
Chesapeake Circuit Court  
Chesapeake Community Services Board  
Chesapeake Department of Human Services  
Chesapeake Police Department  
Chesapeake Redevelopment and Housing Authority  
Chesapeake Volunteers in Youth Services, Inc.  
Children's Hospital of the Kings Daughters  
Chrysler Museum of Art  
Cintas Corporation  
City of Chesapeake  
City of Norfolk  
City of Portsmouth  
City of Suffolk  
City of Virginia Beach  
Civic Leadership Institute  
Clark Nexsen Architecture & Engineering  
Clyde's Cad & Design  
CMA-CGM America, Inc.  
Coldwell Banker Professional, Realtors  
Commonwealth Consultants  
Commonwealth of Virginia  
Commonwealth's Attorney's Office  
Community Mediation Center of Southeastern VA  
Computer Sciences Corporation  
Comverge Inc.  
Cook County Public Defenders Office  
Corporation for National Research Initiatives  
County of Roanoke  
Court Services & Offender Supervision Agency  
Courtyard by Marriott  
Cowan and Owen, P.C.  
Cox Communications  
Creekmore Framing  
Cross Enterprises, LLC  
CTI Consultants, Inc.  
CTS Networks  
Cummins Business Services  
D. Barry Iacono & Associates  
Da Circuit  
Daily Press, Inc  
DallaVilla Design  
Dark Horse Ventures L.L.C.  
DataGraphix  
Defense Contract Audit Agency  
Defense Logistics Agency  
Department of Juvenile Services  
Department of Justice, Federal Bureau of Prisons  
Department of the Navy  
Direct Holdings Worldwide

Dog and Cat Hospital  
 Dollar Tree Stores, Inc.  
 Dometic Environmental  
 DominionTek, Inc.  
 DuPont  
 Dwelling Place, The  
 E.magination Network Inc.  
 Eastern Virginia Medical School  
 ECPI College of Technology  
 Eden Counseling Center  
 Edgewater Asset Management  
 EDO Corporation, Combat Systems  
 Electronic Data Systems  
 Emery Financial Services  
 Empowerment 2010, Inc.  
 Encompass Personnel Services  
 Equity Funding Group  
 ERP Analysts, Inc.  
 ESPN Radio 1310  
 ESRG LLC  
 Exquisite Concierge & Personal Assistant  
 F.O.R. kids,Inc  
 Federal Highway Administration  
 Federal Reserve Bank of Richmond  
 Ferguson Enterprises, Inc.  
 Financing Alternatives, Inc.  
 Finney Psychotherapy Associates, PLC  
 FM 99 WNOR  
 ForKids, Inc.  
 Foundation Engineering Science, Inc.  
 Foundation to Support Animal Protection (FSAP)  
 Frank151/mbF  
 Freedom Stores, Inc.  
 Friends of the Norfolk Juvenile Court  
 Futron Corporation  
 Garcia Development LLC  
 Geico Direct  
 General Dynamics  
 Generic Theater  
 GET Solutions  
 GKY and Associates, Inc.  
 Global Analytics, Inc.  
 Global Real Estate Investment, Inc.  
 GRIDSPAN Corporation, Inc.  
 GTI Systems, Inc.  
 Hampton Roads Naval Museum  
 Hampton City Schools  
 Hampton History Museum  
 Hampton Newport News Community Services Board  
 Hampton Roads Chamber of Commerce  
 Hampton Roads Mariners  
 Hampton Roads Neuropsychology Inc.  
 Hampton Sheriff's Office  
 Hampton University  
 Hampton-Newport News Criminal Justice Agency  
 Harbor Group International, L.L.C.  
 Harris Teeter Grocery Store  
 HB Technologies  
 Headway Corporate Staffing Services  
 Henrico County Public Schools  
 HER, Inc.  
 Hermitage Foundation Museum - Sloane Collection  
 High-Up Oil, Inc.  
 Honeywell  
 Hotline Surfboards  
 HSBC  
 ICW, Inc.  
 iMPAQ Corporation  
 Impera Commercial and Land Company  
 Impression Strategies Institute  
 Infineon Technologies Richmond, LP  
 Infinity Software Development Inc.  
 Inside Business  
 InterExec/MRI, Inc.  
 International Broadcasting Bureau  
 International Communication Group  
 International Institute of Women in Engineering  
 Intuit, Inc.  
 Inxight Software, Inc.  
 Ipsum Networks  
 JD Miles & Sons, Inc.  
 Jefferson Lab  
 Jewish Family Services Of Tidewater, Inc.  
 Joint Forces Staff College  
 Judy Boone Realty  
 K & M Environmental, Inc  
 Key Motorsports  
 Keystone Newport News  
 Kimley-Horn and Associates, Inc.  
 KMD Global LLC  
 Kobelco Construction Machinery Co., LTD  
 KONVEL Systems, Inc.  
 Krystyna Signature Collection  
 Landmark Communication, Inc.  
 Langley Full Scale Wind Tunnel  
 Legg Mason, Inc.  
 Leitch, Inc.  
 Liberty Property Trust  
 Liberty Tax Service  
 Life Cycle Engineering, Inc  
 Lillian Vernon Corporation  
 Lincoln Hospital- Medical And Mental Health Center  
 LinkQuest Inc.  
 Lockheed Martin  
 Lucid Security, Incorporated  
 Luna Innovations

MacArthur Memorial  
Maersk Line, Limited  
Main St. Title & Escrow  
Making a Difference Foundation  
Marketing Connections  
Marsh USA Inc.  
Martin Manufacturing Company, LLC  
Max Media of Hampton Roads, LLC  
McCallum Testing Laboratories, Inc.  
MCDONOUGH BOLYARD PECK  
McDonough Bolyard Peck, Inc.  
Meadow Club  
Mediation Center of Hampton Roads  
Meridian Group, The  
Merrill Lynch  
Metro Productions  
Michael Baker Jr., Inc.  
Middle Peninsula-Northern Neck Community Services Board  
Military Surface Deployment and Distribution Command  
Moffat & Nichol Engineers  
Montagna Klein Camden  
MSA, P.C.  
NAI Harvey Lindsay Commercial Real Estate  
NASA - DEVELOP program  
NASA Goddard Space Flight Center  
NASA Langley Research Center  
NASA Wallops Flight Facility  
Nationwide Insurance  
Naval Safety Center  
NAVSEA Warfare Centers  
Navy Morale, Welfare and Recreation Department  
Navy Public Works  
New York Times Shared Services Center  
Newport News Holdings Corporation  
Newport News Police Department  
Newport News Shipbuilding Employees Credit Union  
Nextel Communications  
NOAA Corps.  
Nordic Bioscience  
Norfolk & Portsmouth Bar Association  
Norfolk Admirals Hockey  
Norfolk Convention & Visitors Bureau  
Norfolk Festevents, Ltd.  
Norfolk Florist  
Norfolk Juvenile & Domestic Relations Court  
Norfolk Marine Institute  
Norfolk Naval Shipyard  
Norfolk Redevelopment and Housing Authority  
Norfolk Sheriff's Office  
Norfolk Southern Corporation  
Norfolk Wire & Electronics Corporation

Northrop Grumman Information Technology, IIS  
Northrop Grumman Newport News  
Novo Solutions, Inc.  
NxPro, LLC  
ODU Constant Convocation /Global Spectrum  
Old Dominion University  
Outback Steakhouse  
Pak Mail  
PAR3 Communications  
Partnership for the Future  
Payday Payroll  
PEMCCO  
Pendleton Child Service Center  
Peninsula Regional Medical Center  
People for the Ethical Treatment of Animals  
Perrine & Wheeler Real Estate Company  
Philadelphia District Attorney's Office  
Philip J. Geib, Attorney & Counselor at Law  
Philip Morris USA  
Philippine-American Festival  
Plasser American Corporation  
Portsmouth Museums  
Portsmouth Public Schools  
PrO Unlimited  
Procraft of VA, Inc.  
Productive Engineering Systems  
Prosoft  
ProTemps Temporary Services  
Pure Kiteboarding  
Puryear Trucking Inc.  
Radio Disney  
Radio Shack  
Rektronix, Inc.  
Relocation Essentials  
reQUIRE Release Tracking, Inc.  
Resource Mortgage  
Resource-Trac, Inc.  
Riverside Health System Foundation  
Robert Half Technology  
Rose and Womble Realty Co.  
Royster-Clark, Inc  
RPN Research  
RRMM Architects  
RWH Consultants  
S.L. Nusbaum Realty Company  
Safehaven  
Sals Bella Pizza  
Samaritan House  
Samuel Shapiro & Co., Inc.  
Savage & McPherson Insurance Agency, Inc.  
Science Applications International Corporation  
Senior Resources Group, Inc.  
Seton House

SFA, Inc  
 Sherman, Spero & Safarino, Ltd.  
 Siemens VDO Automotive  
 Silmic Incorporated Limited  
 Sinclair Communications  
 Six House, Inc.  
 Social Services, Suffolk  
 SolvCentral.com Inc.  
 Southeastern Equipment Corporation  
 Spatial Insights  
 Special Olympics Virginia  
 Speight, Marshall & Francis, P.C.  
 St. Mary's Home for Disabled Children  
 Stanfield & Associates  
 STARS Group Homes  
 State (Adult) Probation and Parole  
 StayStat  
 Stephen Merritt, CPA, PC  
 STIHL Incorporated  
 Stroud, Pence & Associates, LTD.  
 Stuart Saunders, PC  
 Studio Center  
 Summit Hampton Roads Federal Credit Union  
 SunTrust Banks, Inc.  
 Symantec Corporation  
 T-Mobile USA, Inc.  
 Tabet Manufacturing Co.  
 Target Corporation  
 TeleVideo Productions, Inc.  
 Test Employer  
 Tetra Tech Inc  
 The Dup Shop, Inc.  
 The Free Lance-Star Publishing Companies  
 The Right Coast Foods  
 The University of Mississippi  
 The Virginian-Pilot  
 Theater of the Sea  
 Thomas & Associates, P.C  
 Thomas Nelson Community College  
 Tidewater Communications  
 Tidewater Community College  
 Tidewater Tech Online  
 Timmons Group  
 TNO-MADYMO North America  
 Tohatsu International Inc., of USA  
 Total Technical Services, Inc.  
 Towers Perrin  
 Towne Bank  
 Trader Publishing Company  
 TRW Marketing Solutions, Inc.  
 U. S. Army/Ft. Story  
 United Parcel Service  
 United States Coast Guard  
 United States Coast Guard Finance Center  
 United States Department of State  
 United States Probation Office  
 United Way of South Hampton Roads Foundation  
 University Apps Inc.  
 University of Virginia  
 Urban League of Hampton Roads  
 ValueOptions, Inc.  
 Vanasse Hangen Brustlin, Inc.  
 Verizon Communications  
 Verizon Wireless Virginia Beach Amphitheater  
 Vigor Technologies Inc  
 ViGYAN  
 Virginia Aquarium and Marine Science Center  
 Virginia Beach Department of Social Services  
 Virginia Beach Public Library  
 Virginia Beach Public Schools Education Foundation  
 Virginia Beach Sheriff's Office  
 Virginia Beach Veterinary Hospital  
 Virginia Commonwealth University  
 Virginia Department of Corrections  
 Virginia Highlands Community College  
 Virginia Port Authority  
 Virginia Production Alliance - Hampton Roads  
 Virginia State Police  
 Virginia Symphony  
 Virginia Wesleyan College  
 Virginia Zoological Society  
 VMASC  
 Volvo Penta of the Americas, Inc.  
 VSD Inc.  
 Wachovia Securities, LLC  
 Wal-Mart  
 Wall, Einhorn & Chernitzer, P.C.  
 Walt Disney World College Program  
 Wareing's Gym  
 Warwick Plumbing & Heating  
 Waterside Capital  
 WAVY TV  
 Waypoint Advisors  
 William E. Wood & Associates  
 Williamsburg Plantation  
 Workflow  
 World Affairs Council of Greater Hampton Roads  
 World Financial Group  
 WR Systems, Ltd.  
 WSKY-TV 4  
 WTKR-News Channel 3  
 WVEC-TV 13  
 YMCA of South Hampton Roads  
 York County Head Start  
 Youth Crisis Network  
 Youth Entertainment Studios

YWCA of South Hampton Roads  
Zim-American Israel Shipping  
Zukerman & Associates, Ltd.