Akin Bay Company, LLC
Akin Bay Company, LLC is a New York-based firm providing advisory, private placement, and merger and acquisition services to public, private, and family-owned middle market companies working on deals primarily between $20 million and $1 billion.
www.akinbay.com

Alerion Capital Group
Alerion Capital Group is private equity and management advisory group focusing on middle market companies.
www.alerion.com

Allen & Co.
Allen & Co. serves as investor, underwriter, and broker to some of the biggest names in entertainment, technology, and information.
www.alleninvestments.com

Ansley Securities LLC
As part of Ansley Capital Group, this firm specializes in raising capital for development- and growth-stage healthcare businesses and providing mergers and acquisitions financial advisory services.
www.ansleycapital.com

BB & T Capital Markets
BB & T Capital Markets is dedicated to delivering world-class corporate banking, investment banking, and capital markets solutions to commercial clients, corporate clients, and government entities.
www.bbtcapitalmarkets.com

BCC Capital Partners
BCC Capital Partners provides investment banking and financial advisory services to middle market companies.
www.bcccapital.com

Bengur Bryan & Co.
Bengur Bryan & Co. provides private placements of debt and equity, mergers and acquisitions, and venture capital to middle-market companies. It works with middle market enterprises valued between $10 million to $100 million.
www.bengurbryan.com

Updated 8/16
INTERVIEW TYPES

Screening Interview:
The screening interview does just that—screen out candidates whose qualifications don't meet the job specifications. The first interview is typically conducted by a human resources professional and will probably focus more on your resume and qualifications than anything else. Screening interviews may be conducted in person, by telephone, or by video conferencing (see Telephone Interview and Video or Skype Interview sections).

- Articulate your skills and what you accomplished at each previous job experience.

Second Interview:
Second round interviews are often more difficult to prepare for because their purpose is more subtle—to determine which candidates will best “fit” with the company. Second interviews may be comprised of behavioral and competency-based questions (see Behavioral Interview and Competency-based Interview sections).

- Ask questions about the work environment.
- This stage may also include reference checks and testing.

Case Study Interview:
Consulting firms and certain financial institutions may include a case study or word problem based on a real-life or simulated consulting situation as part of their interview process. In this instance, the interviewer will present you with a case study and ask how you would approach and solve the dilemma at hand. The interviewer is simply trying to determine your analytical abilities through this interview method, so try not to get flustered!

- You can usually ask relevant questions in your efforts.
- There are a number of online and hardcopy resources available through the Office of Career Services to help you prepare for these types of interviews.
- It is also imperative to be part of a student study group and practice together since these interviews are very demanding.

Behavioral Interview:
In these interviews, the interviewer will ask you to talk about a real situation you've encountered and your response to that situation. A sample question could include, “Tell me of an incident when you failed,” instead of a hypothetical question such as “How you would handle a mistake or failure?” The employer assumes this will be a good indicator of how you would handle situations in the future.

- Stay calm and answer the question as completely as you can, using the SAR formula as your guide:
  - S – What was the situation or problem that you were presented with?
  - A – What action did you take? (Specifically highlight the skills used.)
  - R – What were the results of your actions? (Be specific and quantify results when possible.)
**Dunning Capital LLC**
Dunning Capital LLC is a Raleigh, NC-based investment banking firm focused on middle market companies. It serves the manufacturing, consumer products, healthcare, communication, and IT industries.
www.dunningcapital.com

**Dynasty Capital Advisors**
Dynasty Capital Advisors is a merger and acquisition consulting, business valuation, and Employee Stock Ownership Plan advisory firm. It raises money in the amount of $2 million to $100 million.
www.dynastycapital.net

**Energy Capital Solutions**
Energy Capital Solutions is an investment banking firm focused on raising private capital and providing merger and acquisition advisory services to public and private energy companies.
www.energycapitalsolutions.com

**Equity Development Systems**
Equity Development Systems, Ltd. (EDS) is an internationally recognized appraisal review & lending compliance collateral-asset risk management provider, private-equity investor, and mergers and acquisitions advisor.
www.edsitd.com

**Evercore**
Evercore seeks to make value-oriented private equity investments in middle-market businesses. Since 1996, Evercore has announced more than $1 trillion in investment banks deals.
www.evercore.com

**Friedman Billings Ramsey**
Friedman Billings Ramsey focuses on advisory, trading and research efforts in eight broad industry sectors – consumer, diversified industrials, energy and natural resources, financial institutions, healthcare, insurance, real estate, and technology, media, and telecommunications. FBR had approximately $150 in total revenue in 2011 and is listed on the NASDAQ as FBRC.
www.fbr.com

**Gateway Partners, Inc.**
Gateway Partners, Inc. (GPI) is a specialized mergers and acquisitions firm serving the middle market in executing strategic acquisition searches for well-capitalized public and private acquirers.
www.gatewaypartnersinc.com

**Gleacher Partners**
Gleacher Partners is a leading independent investment bank providing corporate strategic advice and investment management services.
www.gleacher.com

**Greenhill**
Greenhill's focuses on advisory work and is dedicated to providing conflict-free and client-focused advice. It has offices across the US, London, Frankfurt and Melbourne, Toronto, and Tokyo.
www.greenhill.com/homepage.php
Green Tree Capital
Green Tree Capital represents sellers of middle market companies and those buying a business or obtaining financing for a middle market company with annual revenues from $5 million to $100 million. Green Tree Capital also arranges acquisition and expansion financing with institutional investors. 
www.greentreecapital.com

Gridley & Co.
As a boutique investment firm, Gridley provides advisory services to companies in the Information Services industry. 
www.gridleyco.com

Duff & Phelps
Duff & Phelps balances analytical skills, deep market insight and independence to help clients make sound decisions. The firm provides expertise in the areas of valuation, transactions, financial restructuring, alternative assets, disputes and taxation. With more than 1,000 employees, Duff & Phelps serves clients from offices in North America, Europe and Asia. 
www.duffandphelps.com/Pages/default.aspx

Gulf Atlantic Capital Corporation
Gulf Atlantic Capital Corporation provides capital sourcing, merger and acquisition, debt restructuring, turnaround management, and lender services to middle market companies. 
www.gulfatlanticcapital.com

Gulf Star Group, Inc.
Gulf Star Group, headquartered in Houston, is one of the leading middle market investment banking firms in the United States. Our clients are typically business owners of companies with revenue between $25 million and $350 million. 
www.gulfstargroup.com

Harris Williams & Co.
Harris Williams & Co. is an investment banking firm that serves middle market companies. 
www.harriswilliams.com

Headwaters MB
Headwaters MB is a middle market investment banking firm providing financial services including merger and acquisition, capital raising (both equity and debt), and advisory services. 
www.headwatersmb.com

Houlihan Lokey
Houlihan Lokey provides a wide range of services, including mergers and acquisitions, financing, financial opinions, advisory services, and financial restructuring. 
www.hlhz.com

Innovation Advisors
Innovation Advisors focuses on mergers and acquisitions in the information technology, communications, and media sectors. Since 2001, it has raised more than $6.5 billion in capital. 
www.innovationadvisors.com
Jeffries
Jeffries is a full-service investment bank and institutional securities firm focused on growing midsized companies. It has almost $3 billion in annualized net revenue, $5 billion in equity market value and over 3,600 employees.
www.jefferies.com

Jopling, Inc.
Jopling, Inc. provides investment banking services to middle market companies.
www.joplinginc.com

Jordan Knauff & Company
Jordan Knauff & Company is an investment bank working with the lower-middle market, helping successful entrepreneurs to sell businesses, raise capital, or undertake acquisitions. It works with firms whose revenue is up to $300 million.
www.jordanknauff.com

Lincoln Financial
Lincoln Financial is a diversified financial services organization headquartered in Philadelphia, PA.
www.lfg.com

Madison Street Capital
Madison Street Capital is an international investment banking firm that provides corporate financial advisory services, merger and acquisition expertise, financial opinions, and valuation services to publicly and privately held businesses. It has offices in North America, Africa, and Asia.
www.madisonstreetcapital.com

Matrix Capital Markets Group
Matrix Capital Markets Group is an investment bank specializing in providing merger and acquisition advisory services to companies with revenues from $10 million to $250 million.
www.matrixcapitalmarkets.com

Mesirow Financial
Mesirow Financial is a diversified financial services firm headquartered in Chicago. It had revenues totaling $510 million for fiscal 2011 and $61.7 billion in assets under management as of March 31, 2012.
www.mesirowfinancial.com

Morgan Joseph
Morgan Joseph is a full service investment banking firm with over 140 employees and seven offices in seven cities dedicated to serving middle market companies.
www.morganjoseph.com

Newbury, Piret & Co.
Newbury, Piret & Co. is a Boston investment banking firm providing corporate finance services to technology companies that provides corporate finance services including mergers and acquisitions, equity and debt financings, fairness opinions, valuations, and financial and strategic alternatives advice.
www.newburypiret.com
Pegasus Intellectual Capital Solutions LLC
Pegasus Intellectual Capital Solutions LLC is a boutique investment banking firm engaged solely in corporate finance. Pegasus advises and assists companies of many sizes with raising capital, acquisitions and divestitures, avoiding or getting out of financial distress, and increasing shareholder value.
www.pegasusics.com

Piper Jaffray
Piper Jaffray is a leading middle market investment bank, institutional brokerage, asset management and research firm.
www.piperjaffray.com

Prairie Capital Advisors, Inc.
Prairie Capital Advisors, Inc. provides financial advisory services to owners of middle market companies.
www.prairiecap.com

Prospect Partners
Prospect Partners is focused on management-led leveraged buyouts in the lower-middle market. Prospect Partners focuses exclusively on management-led leveraged recapitalizations and acquisitions of small companies with niche strategies. Prospect manages three funds totaling $470 million and are backed by a premier group of institutional investors.
www.prospect-partners.com

Robert W Baird
Robert W. Baird is a wealth management, capital markets and asset management firm with over $94 billion in client assets and with offices in the United States, United Kingdom, Germany, and China.
www.rwbaird.com

Roseview Capital Partners
Roseview Capital Partners provides capital advisory services to mid-sized, privately held companies.
www.roseviewcapitalpartners.com

Rudder Capital
Rudder Capital is an advisory firm that develops and implements new growth strategies for small and mid-size companies. Rudder’s work involves unbiased assessments of current and proposed strategic positioning and operations, valuation expectations, financing alternatives, divestiture/acquisition prospects, and deal terms.
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Stifel Financial
Stifel Financial has 176 offices throughout the US and Europe and has over 1,500 financial professionals providing financial advice and innovative solutions to individuals, institutions, and corporate clients.
www.stifel.com

Savoy Capital Advisors
Savoy Capital Advisors is a boutique investment banking firm providing mergers, acquisitions, and financial advisory services based in Houston, TX.
www.savoycap.com
Scotia Capital
Scotia Capital represents the global corporate and investment banking, and capital markets businesses of the Scotiabank Group, providing full service coverage in Canada and servicing selected niche markets globally.
www.scotiacapital.com

Seabury Group
Seabury Group provides investment banking, financial advisory, restructuring, software development, and consulting services for all segments of the transportation and logistics industries, as well as for the travel, technology, real estate, and insurance industries. It employs about 100 professionals.
www.seaburygroup.com

Seidman & Co Inc
Seidman & Co. is an investment banking firm that principally services small and middle market companies.
www.seidman-co.com

Shields & Company, Inc.
Shields & Company is a Boston-based firm assisting middle market companies with mergers and acquisitions, capital raising, business valuations, and financial advisory services.
www.shieldsco.com

Societe General
Societe General aims to be a leading European corporate and investment bank, offering excellence of service to its clients, strong profitability to the Group and its shareholders, and to be an employer of choice for its employees.
www.sgcib.com

Sperry, Mitchell and Company
Sperry, Mitchell and Company is an investment bank specializing in mergers and acquisitions involving private companies.
www.sperrymitchell.com

Stephens
Stephens is a full service, privately owned investment bank headquartered in Little Rock, Arkansas, with offices across the country in key markets, as well as in London.
www.stephens.com

SunTrust Robinson Humphrey
Sun Trust Robinson Humphrey is based in Atlanta, Georgia and provides comprehensive capital raising, strategic advisory, risk management, and investment solutions to serve the needs of corporate clients across the nation.
www.suntrustrh.com

The Capital Corporation
The Capital Corporation assists middle-market companies in mergers, acquisitions, and business financing.
www.thecapitalcorp.com
**CCC Investment Banking**  
CCC Investment Banking is a financial advisory firm and merchant bank to the North American mid-market. To date, CCC has completed 170 cross-border transactions with an aggregate value of more than £5 billion.  
[www.cccinvestmentbanking.com](http://www.cccinvestmentbanking.com)

**The DAK Group, Ltd.**  
The DAK Group provides services in merger and acquisition and valuation for the middle market business owner.  
[www.dakgroup.com](http://www.dakgroup.com)

**The Greystone Group LLC**  
The Greystone Group is a specialty middle-market investment banking firm based in La Jolla, CA focused on the cement and construction material industry. Its transactions typically have capitalized values ranging from $50 million to $200 million.  
[www.thegreystonegroup.com](http://www.thegreystonegroup.com)

**The McFaddin | Metis Group LLC**  
The McFaddin|Metis Group is a middle-market M&A firm that specializes in companies whose value is derived from professional human capital. It has completed over 50 transactions with an total value of over $500 million.  
[www.mcfaddinmetis.com](http://www.mcfaddinmetis.com)

**US Capital Partners LLC**  
US Capital Partners (“USCP”) is a private investment banking firm, specializing in many different areas of investment banking services. The partners at USCP have successfully completed over $7 billion in financing and advisory transactions for over 120 middle market companies  
[www.uscapitalpartners.net](http://www.uscapitalpartners.net)

**William Blair**  
William Blair is a Chicago-based investment firm offering investment banking, asset management, equity research, institutional and private brokerage, and private capital to individual, institutional, and issuing clients. William Blair is based in Chicago, and has office locations in 10 cities, including London, New York, Shanghai, and Zurich. It has Approximately 1,100 employees and 170 partners and manages more than $48 billion in assets.  
[www.williamblair.com](http://www.williamblair.com)

**Woodbridge Group, Inc.**  
Woodbridge Group, Inc. is a middle-market investment bank serving companies located in the Northeast and Middle Atlantic States and working for business owners with businesses that have achieved revenue between $5 million and $200 million.  
[www.woodbridgegrp.com](http://www.woodbridgegrp.com)