



Bentley College

Careers in the Finance Industry

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As a finance major, the possibilities are endless. Here, we have broken down some of the more popular areas that Bentley College students pursue.

An Overview of the Finance Industry

Commercial Banking

Commercial Banks differ from Investment Banks because, generally speaking, they are known for their retail banking services, that is, the local bank on the corner.

You deposit money into a bank and the bank loans that money to consumers and/or companies in need. However, with



the rapid disintegration of the Glass-Steagall Act, the distinction between Commercial Banks and Investment Banks has become less obvious. Well known Commercial Banks include Bank of America, and, more locally, Citizens or Sovereign Bank.

Investment Banking



Investment Banking is an umbrella term covering a range of activities that are typically bucketed into one of three categories: investment banking, which includes public finance, corporate finance, and mergers & acquisitions; sales and trading; and research. I-Banks offer these services to businesses, governments, nonprofit institutions, and individuals. Goldman Sachs, JP Morgan and Merrill Lynch are examples of some well known I-Banks.

Investment Management

Or Asset Management as it is commonly referred, involves a client who gives money to an asset manager, who then invests it to meet the client's financial objectives. Who is the client? Well that varies dramatically. Asset Managers that



work for mutual funds manage money for retail clients, while Asset Managers at investment banks often invest money for companies or municipalities. Lastly, Asset Managers can also work for hedge funds, which typically combines outside capital with capital contributed by partners of the fund. That money is then used in high risk but high return investments.

Financial Services

This category is used to capture virtually everything else that does not neatly fit into the categories above. Some familiar



examples might be Credit Card issuers like Capital One and MBNA or even quasi-governmental organizations that oversee student loans or home mortgages such as Freddie Mac or Sallie Mae.

Typical Opportunities for Bentley Undergraduates

Account Executive/Account Coordinator:

Account Executives manage the relationship with the client and help to develop appropriate strategies. In sales, the account executive will not only sell products to the customer or client but will be the first point-of-contact should the client have any questions or concerns.

Actuarial:

Really like number crunching? Actuaries analyze the statistical probability of particular types of risk. The data you generate is used to identify economic and social trends, develop insurance pricing models, develop programs for clients, and represent companies with state and regulatory agencies.

Broker:

One acts as middle-man between buyers and sellers. Brokers offer advice to their clients and customers and then facilitate the deals. It is common for a broker to specialize in one particular area, for examples bonds.

Business Advisory Services:

Assist clients in strategy formulation, market-driven feasibility studies, process re-engineering, cost management, operational processes alignment, information systems planning, technology implementation program management, and change enablement. The practice aims to provide clients with integrated solutions to enhance performance through the synergy of strategy, processes, people, and technology. Business Advisory's Infrastructure Advisory Group also assists in tackling issues brought forth by liberalization – redefinition of the roles of the central and state governments in infrastructure building; shift in focus from being service providers to being facilitators and policy makers; and managing the privatization process.

Business Development:

The job is pretty much exactly what it sounds like: helping to identify ways to build or grow a business. Most often your job objective is to expand the market, generate revenue, or build the membership base of your company. It is the perfect blend of sales and strategy. Nowadays, you will find many business developers working hand-in-hand with the Marketing team. Keep in mind, an entry-level position in this arena might be as an analyst or even an assistant.

Cash Management:

This group ensures that its company has enough cash on hand to meet its daily needs. They make sure any excess cash is invested overnight by picking the best short-term investment options. Finally, they negotiate with local banks to get regional business units the banking services they need at the best price possible.

Claims Adjuster:

You will investigate insurance claims, assess damage, and decide whether and how much a company will pay claimants. For example, if a house burns down, the claims adjuster would investigate and determine what level to pay out. One might also inquire into fraudulent claims.

Commercial Credit Analyst

These individuals, like a loan officer, reviews credit data to evaluate commercial loan requests in order to approve or deny applications. They analyze sources of financial information, such as reporting services, credit bureaus, other companies, main office files, and branches to determine profitability of loan.



Here is a sample of positions/titles that companies might recruit for on Bentley's Campus. Visit eRecruiting to obtain a complete listing of excellent opportunities for Finance majors.

Commercial Loan Officer

You will be responsible for soliciting and servicing a variety of commercial loans. You



will interview applicants and provide recommendations to approve customer applications for

commercial loans. The approval is also determined by your analysis of the applicant's financial status and credit to determine feasibility of granting loan.

Compensation Analyst:

Falls under the umbrella of Human Resources. Primary duties include working with department managers to determine pay scales and bonus structures for the organization's employees.

Corporate Development and Strategic Planning:

Like Management Consulting except the client is typically the company for which you work. Corporate Development involves both corporate finance and business development. One might study potential targets for



acquisition, investment options, or even licensing deals. For example, it was the Corporate Strategy and

Development department at Fleet Financial that completed the due diligence and later recommended that that the firm merge with BankBoston.

Corporate Finance, Investment Bank:

Provides financial and business advice and is primarily in charge of pricing and purchasing stocks and bonds for an initial public offering (IPO), a secondary offering, or a debt insurance.

Credit Analyst:

You will perform the background work supporting a bank's lending decisions. Responsibilities can vary from evaluating a borrowers' credit worthiness, to reviewing a potential client's current state of financial affairs, to anticipating one's future earnings. For example, a middle market company comes to your company looking to borrow 10M to

expand their business from three to four offices. Should you lend them the money? Will your company receive a reasonable return on its investment? These are questions that the credit analyst works to answer. It is important to note that many credit analysts are first hired into an organization through a training or development program.

Desk Trader:

Similar to Floor Traders except, as the name would suggest, you are at your desk as opposed to an exchange like the NYSE. These traders typically trade on the NASDAQ.



Financial Analyst:

While this is a rather ambiguous term, covering a range of possibilities, one typically performs various financial or budget analyses in the areas of profit planning, capital expenditures, investments, cash flow budgeting and acquisitions. In addition you could work with the various divisions or practice areas to prepare financial plans, make projections, and analyze comparisons of actuals versus projections.

Many firms hire undergraduate Financial Analysts into Corporate Developmental Programs. This usually involves a combination of corporate finance and accounting. Some programs are "rotational", which could mean that you receive classroom training coupled with hands-on experience, rotate through a variety of divisions, and ultimately end up in one specific area within the company.

– Caitlin Blasco, Director



Financial Representative/Planner/Advisor:

Financial Planners and Advisors strive to meet their client's financial planning needs. Financial planners market their business and build a client base. They identify and set financial goals, develop plans of investment, and assess a client's net worth.

Financial Securities Research Associate:

A research associate will spend their time supporting a Senior Analyst. In order to support these individuals the individual will conduct fundamental valuation and financial research leading to the formulation, publication and presentation of investment recommendations with concentrations in more than one industry. They will also assess capital structure arbitrage opportunities and develop trading recommendations, among other duties. Individuals in this position are required to successfully complete four licensing exams by the end of the first three months of employment: Series 7, 63, 86 and 87.

Floor Trader:

Do you excel in frenetic situations? Floor Traders are responsible for locating the buyers and connecting them with sellers or vice versa. As the market fluctuates, traders are under pressure to execute deals swiftly and at the price designated by their client.

Investment Analyst:

This position will involve analysis of investment activities. There will also be evaluation of short-term debt securities, investment projects and objectives. Reports on investment opportunities and recommendations regarding investments are then prepared. It is also helpful if you are familiar with standard concepts, practices, and procedures within a particular field. It may require NASD series 6, 7 and 63 licenses.



Loan Officer:

Based on a bank's criteria, extensive formulas, and basic intuition, loan officers decipher which businesses and/or individuals get loans and which do not.

Management Consulting:

Management consultants typically work on projects or assignments relating to strategy or reengineering. On a very high level, consultants are helping clients to solve various business problems they may face: from exploring the possibility of branching into new markets to determining how to restructure operating systems for greater efficiency and effectiveness. Cases or engagements can last anywhere from two weeks to two years.

Operations:

While the tasks and titles can vary widely, most operational positions include behind-the-scenes responsibilities. Generally speaking they involve maintaining inventory in manufacturing and retail companies and performing tasks other than sales or buying (i.e., customer service or other various personnel functions).

Pricing Analyst:

A Pricing Analyst is a member of the Pricing Support Team, and works to assist Personal Lines Product Managers with rate change filings and other projects as they arise. Rate Change Filings and other projects usually require a large amount of complex analysis. This may include data collection and intense analysis followed by making recommendations regarding trends and patterns. Most days, you will work with advanced computer applications to compile and analyze data for Product Managers. They will then make recommendations of their findings to Product Managers.

Quality Intern:

Some of the job responsibilities include entering, analyzing, and reporting on data, meeting with different departments to educate them on the client's Quality Management System, and assisting with writing operating manuals.

Researcher, Asset Management:

This is a popular avenue for undergraduates who may want to get involved in the investment banking industry. The job of researcher is pretty self-explanatory--one gathers the information and data from which investment decisions are made. It is not unusual for a researcher to focus on a particular area, say consumer goods or healthcare, and learn all that they can about that industry. A researcher could also be assigned to a fund manager to ensure that the manager has the necessary information to decide what, when, and how much to buy or sell.

Retail (Buyer)/Merchandise Training Programs:

More often than not, one is responsible for purchasing the merchandise for a client or retail organization. This merchandise can be anything from furniture to clothing. The buyer is responsible for negotiating prices and delivering contracts. Buyers must analyze markets, project trends, and deftly understand the spending habits of the consumer. Increasingly, buyers are using statistical and computerized data analyses in order to do so. As a result, some mathematical abilities are helpful. Most buyers get their start in rotational training programs.



Risk Management Solutions:

Typically professionals specialize in a full spectrum of risk management and performance improvement capabilities. The primary goal of the business is helping clients deliver enhanced and sustainable corporate value through the improvement of performance and the management of risk across all critical business processes, systems and people.

Risk Oversight/IT Audit Analyst:

This position focuses on the risk assessment and control evaluation of distributed and web-based systems infrastructure and applications. This individual typically assists the audit team in performing audits of company data centers, network and IT infrastructure, firewall and perimeter security, disaster recovery, change and configuration management, and problem and incident handling. They will also assist the audit team in performing pre-implementation or post-implementation audits of new or current applications, among other duties.

Securities Lending Associate

This position requires that candidates be detail-oriented, work well under pressure and deadlines, and possess good problem solving skills. Responsibilities are day-to-day operational support of a securities lending firm. This will include securities settlement, corporate action, and mark to market processing as well as some trade assistance.

Technical Writer:

Writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.

**Treasury:**

The treasury department is responsible for all of a company's financing and investing activities. This department works with investment bankers who help the corporation raise capital with stock or bond sales or expand through mergers and acquisitions. Treasury also manages the pension fund and the corporation's investments in other companies. The department also handles risk management, making sure that the right steps are taken to safeguard corporate assets.

Trust Officer:

Involves helping clients with trust services, estate planning, taxes, investing, and probate law. This is an excellent platform for those wanting to ultimately get started in private asset management.

Underwriter:

Underwriters evaluate applications for insurance coverage and decide whether the likely premium justifies the risk of carrying a particular policy. Underwriters work closely with a sales force, but their work is ultimately analytical, focused on determining whether a given applicant is a good (i.e. reasonable) risk, if the coverage limits are reasonable, and what the rate should be, based on actuarial data. Ultimately, your goal is to price a policy high enough so that it makes a good profit for the company, but not so high that it is not an attractive policy for a potential customer.

Venture Capital Analyst/Associate:

Associates support partners in what is commonly referred to as "due diligence". This can include building spreadsheets and running sensitivity analyses, calling references, investigating competitors, validating legal contracts, visiting remote locations, coordinating with investors and so on. Please note that very few companies hire VC analysts straight out of undergrad. Your best bet is to get some experience in finance or consulting, obtain an MBA, and then join a VC firm.

** Some of the information above was taken from a number of sources including: Wetfeet.com, Vault.com, and Peterson's Liberal Arts Jobs. We encourage you to visit any of these sites or, visit Bentley's career services website and view the on-line resources by major or interest. This will provide you with many excellent resources that are specific to your needs.*

What is the best way to obtain a position in finance?

If you have not done so already, get registered on eRecruiting. Last year, well over 1500 companies visited our campus or posted positions through this easy, on-line, recruiting system. There is no better, more efficient means for identifying opportunities. However, this is not the only way to identify job openings. For additional tips on job search strategies, visit the Center for Career Services or attend one of our Job Search Strategies workshops.

Get some experience. A summer, fall or spring internship still remains the best way to get a full time opportunity with a firm. Many companies expect that students will have had at least one internship experience (two is ideal) before graduating from college.

Who do you know? You may not like it, but networking is a vital skill when it comes to the job search. Think you don't have any connections? Consider your friends, classmates, upperclassmen, family, friends of the family, faculty, administration...the list goes on and on! Again, The Center for Career Services hosts a large number of networking opportunities such as career spotlights, career fairs, information sessions, panel events and alumni events throughout the year—you should be at them!

Attend open information sessions. If a company hosts an open information session, go! Listen to what they have to say about their firm and the various opportunities,

introduce yourself to key personnel, ask intelligent questions, and make a positive impression.

Keep your grades up. Many companies secretly (or not so secretly) have GPA cut-offs. Your best defense against this is to maintain a GPA of 3.0 or above. If your GPA is below 3.0, that is okay, but make sure you have an articulate response to the inevitable question, "Do you think your GPA accurately reflects your abilities?" For tips on how to market your skills and experience visit the Center for Career Services.

Get involved. In addition to students who are academically strong and have good work experience, employers seek students who participate in on campus activities or community service. Join Delta Sigma Pi, The Economics and Finance Society, Beta Alpha Psi, or even *The Vanguard*. Keep in mind, it is not enough to simply join a club, you need to be an active participant or, even better, a leader in the organization.

Open your mind. Don't immediately close the door to any opportunity. Think you only want to work on Wall Street? Speak to Bentley alumni who work in NYC but also in Boston and understand their specific responsibilities and the culture of their firms. Think an insurance company isn't for you? Talk to representatives in the industry and learn how they are changing from the stuffy, boring stereotypes of the past.



What to Expect in the Finance Interview

Technical, Case and Resume Questions

Interviews within the investment banking and corporate finance industry often include a combination of technical (typically accounting, market, or finance in nature) and resume based questions. While this may sound overwhelming, it isn't. You just need to be prepared.

- **Be sure to research the organization in advance.** You must have a clear understanding of the following: size, structure, financial health of the organization, headquarters and additional locations (if applicable), potential new and already existing services, management philosophy and style, promotional path, types of training programs, industry trends, major competitors, and any current news articles. Check out our Researching Employers: Top 10 Things You Need to Know handout (located in our office and on our web site) for tips on how to easily find the above information.
- **Demonstrate a thorough understanding of the industry.** Many students say they want investment banking but don't understand what this means beyond long hours, high salaries and large bonuses. Not only should you understand the key advisory services, management, etc., but you need to articulate good fit for one area
- **Know your resume.** you to walk them through the highlights of your resume or even like, "tell me a little bit about yourself." Not having to constantly refer to your resume responses. Remember, your resume is fair and you are fluent in Spanish, be prepared for the interviewer to conduct Spanish.
- **Be ready for accounting/finance technical questions.** Some popular ones include: what are the major line items on a cash flow statement? How does goodwill effect net income? Why might a company issue debt vs. equity? Additional sample questions can be found in this handout. Be careful not to exaggerate or overstate your knowledge but do emphasize that whatever you may not know now, you can and will learn quickly.



- **Be ready for a "guess the numbers" question.** How many notebooks are sold in the US yearly?



How many gas stations can be found nationally? Other such number questions involve brainteasers combined with math, for example, what is the sum of all numbers from one to 50? Or even probability questions such as, if I rolled a set of dice, what are the chances I will roll a six and a four? Remember, the interviewer may not know how many gas stations are in the US, he/she is simply trying to gauge your thought process, your comfort with numbers, and your ability to think on your feet. For additional

samples and tips on solving these questions, visit vault.com, casequestions.com, or wetfeet.com.

- **Anticipate behavioral type questions as well.** These will most likely be built around competencies such as problem solving, analytics, flexibility, work ethic, communication, leadership and team player. They might look like this, "give me an example of a time you had three projects competing for your time." Or, "give me an example of a time in which a team you were leading failed." For additional samples and tips on solving these questions, please refer to our one page behavioral interviewing sheet (located in our office and on our web site).

- **Never let them see you sweat.** A company may ask you a difficult question or make a tough statement just to see your reaction. For example, "your GPA is only 3.5; this is the lowest of all the candidates we are considering." Or, "we recruit at Ivy League schools, why would I hire someone from Bentley?" Investment banking and/or corporate finance is a competitive industry, interviewers need to be sure that you can maintain your grace under pressure. How can you best tackle these kinds of situations? You must know your strengths and weaknesses prior to entering any interview and be prepared to sell yourself.



- **Ask questions at the end of the interview.** Make your questions specific in nature. Don't ask, "What type of training do you provide?" Instead ask, "my research suggests that the training involves x, y and z, could you elaborate a bit more on x?"

- **Finally, be sure to read the Wall Street Journal the morning of and every day leading up to your interview.** It is not at all unusual for a company to use that, or other such mediums, as a launching point



unusual for a company to use that, or other such for the interview.

Sample General Questions (can often be used as "icebreakers" before getting to the crux of the interview)

1. Why are you interested in this job and, conversely, why should we be interested in you?
2. What courses have you taken? What are your favorite/least favorite classes? Why?
3. What interests do you have outside of school?
4. Walk me through your work experience. What did you like/dislike about your prior positions?
5. How did you select Bentley College? What other schools did you apply to? Where were you accepted/rejected?
6. How did you select your major?
7. What are your short and long term career goals?
8. What are your greatest strengths and weaknesses?
9. What are your salary requirements?
10. What other firms/industries are you exploring?
11. What are your SAT/GMAT scores?
12. Who is in the bulge bracket?

13. Rank firms on Wall Street: where does our firm fit, who are our major competitors?
14. What differentiates our firm over the others (or what are our firms' strengths and weaknesses)?
15. Describe a typical day in the life of an associate within our firm?
16. Are you sure you are ready for this lifestyle? Why?

Sample Technical Questions (Accounting, Finance and Market related)

1. What did our firm's stock close at yesterday?
2. What is the DJIA at today? NASDAQ? S&P500? What is the long bond at? Fed funds rate?
3. Where is the market going? Bond, equity and forex? Where do you think interest rates will be in the next 12 months?
4. What happened in the markets in the past three months?
5. What is EBITDA?
6. Say you knew a company's net income. How would you figure out its cash flows?
7. What is the difference between a balance sheet and an income statement?
8. What is the difference between Purchase vs. Pooling?
9. What are deferred taxes? How do they arise?
10. What is working capital?
11. Why would two companies merge? What major factors drive mergers and acquisitions?
12. What are some common anti-takeover tactics?
13. What is a LBO? Why leverage up a firm?
14. What could a company do with excess cash on the balance sheet?
15. How would you calculate a firm's WACC? What would you use it for?
16. What is the Beta and where would you go to find a firm's Beta? How and why would you unlever a beta?
17. What is the CAPM?
18. What would have a greater impact on valuation, a 1.0% reduction in revenues or 1% reduction in discount rate?
19. What major factors affect the yield on a corporate bond?
20. Do you follow an industry, a stock?
What do you personally invest in?
21. What does the yield curve look like?
22. What are the different multiples that can be used to value a company?
23. Describe a current event in the market.

Sample Behavioral Questions (see our one page behavioral interviewing handout for a more complete listing)

1. Give me an example of a time when you worked under extreme pressure with very little sleep.
2. Tell me about a time you had to develop client relationships.
3. What would you do if forced to choose between your mother's birthday party and a work commitment at the office?
4. Describe a time in which you had a significant impact on a situation at work or on a team.
5. Tell me about a poor decision you have made.
6. Describe a situation in which you had to sell your ideas.
7. Describe a situation where it was difficult to obtain the information you needed.
8. Give me an example of a time in which you took a risk.
9. Give me an example of a time in which you presented to a large audience.

For additional reference materials, we suggest you check out the *Vault Guide to Finance Interviews*, the *Vault Career Guide to Investment Banking* and/or the *Vault Career Guide to Sales and Trading*. All can be found on line at Vault.com or stop by our office and pick up a hard copy. Also, when exploring careers in finance or preparing for upcoming interviews, don't forget to utilize the tremendous resources we have on campus including this office, the faculty and the trading room.

Financial Services Firms in the Greater Boston & NY Area

Top 10 Largest Venture Capital & Private Equity Firms in Massachusetts

1. TA Associates
2. Summit Partners
3. Advent International Corp.
4. 3i Corp.
5. Weston Presidio Capital
6. Berkshire Partners LLC
7. MPM Capital
8. Polaris Venture Partners LP
9. Atlas Ventures
10. Highland Capital Partners Inc.

Area's largest Mutual Fund Companies in Massachusetts

1. Fidelity Investments
2. Wellington Management Co.
3. Putnam Investments
4. MFS Investment Management
5. Columbia Management Group Inc.
6. State Street Global Advisors (SSgA)
7. Grantham, Mayo, Van Otterloo & Co.
8. Pioneer Investment Management Inc.
9. Eaton Vance Corp.
10. John Hancock Funds

Top 10 Investment Banks in Massachusetts (ranked by # of mergers & acquisitions in 2005)

1. Goldman, Sachs & Co.
2. Morgan Stanley
3. JP Morgan Chase & Co
4. Merrill Lynch & Co. Inc.
5. Credit Suisse First Boston
6. Citigroup Global Markets
7. UBS Investment Bank
8. Lehman Brothers Inc.
9. Bank of America Corp.
10. Jefferies & Co. Inc.

Top 10 Largest Investment Banks in New York (ranked by public debt and equity offerings 2005)

1. Citigroup
2. Lehman Brothers Holdings Inc.
3. Morgan Stanley
4. JP Morgan Chase & Co
5. Credit Suisse First Boston
6. Goldman, Sachs & Co.
7. Merrill Lynch & Co. Inc.
8. UBS Investment Bank
9. Bank of America Securities
10. Deutsche Bank AG



Listing of Companies who have recruited Bentley Finance Majors

<u>A - E</u>	<u>F - M</u>
<p>Acumen Capital Management Advantage Data, Inc. Advanced Technologies Ventures, LP Advent International Corp. America's Growth Capital, LLC Ameriprise Financial Services, Inc. Anglo Irish Bank Corporation Ardennes Capital Atlantic Planning Group, LLC Atlas Ventures AT&T Broadband Babson Capital Management, LLC BAE Systems Bain & Company Bain Capital Banker's Life & Casualty, Co. Baring Asset Management BlackRock Bloomberg Boston First Capital, LLC Boston Private Bank & Trust Boston Partners Financial Group Boston Scientific Brook Venture Partners, LLC Brooke Private Equity Advisors Brown Brothers Harriman & Co. Calyon Corporate & Investment Bank Cambridge Associates Capital Analysts of New England Citigroup Citizens Bank Commonwealth Financial Group Cowan Financial Group Credit Suisse First Boston CRT Capital Group, LLC CW Capital, LLC Deloitte Deloitte Consulting, LLC Duff & Phelps Eaton Vance Management EMC Endurance Capital Enterprise Bank & Trust Ernst & Young Evergreen Investments</p>	<p>FactSet Research Systems, Inc. Federal Deposit Insurance Corporation (FDIC) Federal Reserve Bank of Boston Federal Street Investments Fidelity Investments Fidelity Management & Research Co. (FMR Co.) First Investors Flatley Company, The Gately & Associates Geltex Pharmaceuticals General Electric Goldman Sachs & Co. Gorton's Grant Thornton Hanover Partners HarbourVest Partners, LLC Hartford Financial Services Group Heritage Financial Services HighPoint Capital HSBC Bank Huron Consulting Group IBM ING U.S. Financial Services Investors Bank & Trust ITG Financial Engineering Group Jesup & Lamont Securities JP Morgan Chase & Co. KPMG Liberty Mutual Insurance Lincoln Financial Group Lincoln Investment Planning LNR Partners, Inc. LYC Financial Group M3 Capital Advisors, LLC Marriott Hotels Massachusetts Property Insurance MassMutual Financial Group Matrix Capital Management, LLC MBTA McDonough Wealth Advisors Mellon Asset Management Mercer HR Consulting Merrill Lynch & Co. Monitor Morgan Stanley</p>

N - V

National Cooperative Bank of Washington
National Grid USA Services Co.
New Balance
New England Strategic Financial Partners
Northwestern Mutual Financial Network
Partners Healthcare Systems
PerkinElmer, Inc.
PFPC Global Fund Services
Pillar Financial
Pioneer Financial Group
PricewaterhouseCoopers
Private Healthcare Systems
PTG Capital, LLC
Putnam Investments
Raytheon Company
RBC Capital Markets
Redwood Investments, LLC
Robeco Investment Management
Rocaton Investment Advisors, LLC
SG Cowen & Company
Shott Capital Management
Spinnaker Capital, LLC
State Street Corp.
State Street Global Advisors (SSgA)
St. Paul Travelers Companies
Strategic Financial Partners
Strategic Risk Solutions
Summit Partners
Tandem Financial Services, Inc.
TD Banknorth
TD Capital Ventures
Teradyne, Inc.
TFC Financial Management, Inc.
The Ayco Company L.P.; A Goldman Sachs Co.
Thrivent Financial
Tilton Asset Management
Tilton Sturman Financial Consulting
Trudeau & Trudeau Associates, Inc.
UBS Investment Bank
United Technologies Corporation
USB Corporation
Venus Capital
Virtua Research Corp.

W - Z

Wachovia Wealth Management
Wachovia/Evergreen Investments
Watermill Ventures
Webster Financial Corporation
Wellesley Investment Advisors, Inc.
Wellington Management
Wells Fargo Bank
Weston Financial Group