



UNDERGRADUATE CLASS OF 2004 – 2005 ALUMNI SURVEY

Introduction

One can surmise that an institution is gauged by the success of their alumni. Graduates leave with a collegiate experience, invaluable skills, and knowledge which will benefit them in their careers and future endeavors. As we strive to provide our students with a viable education, we also strive to maintain our roles as academic leaders and mentors, ensuring that our graduates optimize their undergraduate education and apply that knowledge to the working and academic sphere. Encouraged by the invaluable information we could ascertain from learning about their academic experience, we created the “One Year Out” alumni survey. This survey allows us to understand the activities of our recent graduates and how their experience at MSU has facilitated and enriched their personal and professional careers.

Methodology

In 2005, the Office of Institutional Research teamed with Academic Affairs and Career Development to devise a survey intended to follow-up with students who earned a degree or certificate from Montclair State University during the 2004-2005 academic year. We were also sentient of our upcoming assessment from the Middle States accreditation team in 2007. The Office of Career Development wanted to assess how MSU graduates were faring in the difficult job market and in pursuing their post-baccalaureate educational goals.

The Office of Institutional Research decided to modify the question to target specific aspects of our graduates’ careers. For this reason, we wanted to ensure that we asked pertinent questions, and reduced the size of the survey from nineteen questions to seventeen. A copy of the survey is attached at the end of this report. Trimming the survey was an attempt to garner a prosperous response from those surveyed, since the advent of electronic surveys has shadowed our ability to receive an adequate response rate by mail. We also made an electronic version of the survey available via the Internet.

The “scannable” paper surveys were designed to be used with Remark OMR software. The data from the web surveys was then converged with the data from the paper surveys. The ensuing information is a report of our findings.

During the 2004-2005 academic year, Montclair State University awarded 2,206 undergraduates with baccalaureate degrees. The MSU Alumni Office graciously supplied the database with updated addresses for these graduates. For the purpose of this study,

students who resided outside of the USA were excluded from the mailing. Therefore, in all 2,126 graduates were mailed a complete set of the survey, including a cover letter, a survey and a pre-paid business reply envelope.

Since free transcripts proved to be an effective incentive for completing the survey in the past, a coupon for a free transcript was given to students who completed the survey. After three mailings, a total of 358 surveys were received. Excluding undeliverable addresses which our surveys did not reach, a moderate response rate of 17% was achieved. Among those who responded, 85% completed the paper survey, while 15% completed the same on the web.

The results were analyzed using the SPSS-PC software and the results of the same are as discussed below. The open-ended questions were manually coded and were analyzed as well.

Sample

Table 1.0 provides comparative information about the number of students who graduated from MSU based by college. In order to gain an appropriate representation for the alumni population from the 2005 graduating class, we calculated the population of students who graduated from each college and compared them to the respondents who answered the survey and the college from which they graduated. We found that the respondents were a fair representation of the graduating class, with the following colleges accounting for a percentage of the population: College of Education and Human Services (18%), College of Humanities and Social Sciences (38%), College of Science and Math (11%), School of Arts (11%), and the School of Business (23%). The highest response rates for majors awarding 10 or more degrees were achieved by graduates in Business Administration (20%), Psychology (13%), Human Ecology (9%), Justice Studies (7%), and Biology (6%).

Of the 2005 Alumni class, nearly 65% were female and 35% male. Our respondents show a slightly higher number of females represented than those of our graduating class, namely 73%, with 27% of the respondents being male.

Based on the foregoing, it may be ascertained that the results from the survey may be generalized to represent the population, as the characteristics of the graduates and the respondents were fairly similar.

FINDINGS

Alumni Activities

Preparing students for a productive work experience is important to students and faculty alike. The respondents for the CIRP survey (a survey for incoming freshmen) in the fall of 2007, 46% of students indicated they attended MSU because of their reputation for employment of alumni, and 26% indicated interest in graduate school.

This is a strong basis for examining the employment and post-baccalaureate educational activities of our graduates.

The 2004-2005 survey of our one-year-out graduates inquired about the activities of the graduates, since they graduated from Montclair State University. Graduates had the option to select as many activities that they were engaged in, i.e., employed full- or part-time, attending graduate school full or part-time, managing household, and unemployed seeking or not seeking work. Eighty percent (287) of the respondents were employed full-time, while nearly 13% were employed part-time. Eighteen percent of the respondents were attending graduate school. Six percent (21) were currently involved in managing household, while 4% (15) were unemployed at the time.

Teacher certification is an important program that is offered at Montclair State University. This enables our students to work as teachers at various levels in schools. Graduates were inquired if they had obtained a teacher certification, while studying at MSU. Forty-six percent of respondents who indicated they obtained teacher's certification obtained their certificate prior to graduating from MSU. The largest percentage of certificates was obtained by respondents from the College of Education and Human Services (68%), who cleared their certification while at MSU.

Overview and Employment Activities

Ninety three percent of the surveyed graduates were employed at the time when they completed the survey. Among those who provided information regarding the location of their employment, 87% indicated that they worked in New Jersey and over 9% were employed in New York.

Employment Resources and Relation to program of study

Graduates, who responded to the survey, were asked to cite sources through which they found their current job. Departmental internships, help from faculty, and Career Fair were cited by most graduates, as the sources through which graduates were aware of the jobs that helped them get into their current positions. Some of the other sources that were helpful in obtaining their jobs were: co-op education and career counseling, postings on web sites/internet, and job advertisements in newspapers.

Graduates were asked to rate if their jobs were related to their majors that they pursued at MSU. They were asked to rate the relatedness of the job on a scale of 1 to 5 where *1 = Very related; 2 = Quite related; 3 = Somewhat related; 4 = Slightly related, and 5 = Not related*. Sixty-three percent of the respondents indicated that their jobs were "Very related" or "Quite related" to their major.

Some of the reasons for finding jobs that were not related to the majors of the graduates were: no suitable position in my field or discipline, job doesn't need to be related, and developed other career interests.

Type of Companies/Industries

Employed graduates were also asked to classify their jobs according to various companies/industries, i.e., Accounting Firm/Bank/Finance, Computer/Information

systems, Chemical/Energy/Science Laboratory, School System (elementary/ secondary/ High), Government Agency, Health Care provider/Hospital, Law/Insurance Company, Library/Museum, Recreational Facility, Merchandising/Retail Store/Sales, and Telecommunications. Graduates represented in almost every category, but a large proportion of the responding graduates indicated they were employed in the School system (30%), and Accounting Firm/Bank/Finance companies (11%).

Table 2.0 provides college information regarding industries that our graduates are employed in with respect to their majors at Montclair State University. It is interesting to note that 53% of those employed in the school system were responding graduates from College of Education and Human Services. A similar trend was witnessed for the graduates from the College of Humanities and Social Sciences. Similarly, almost 74% of respondents employed in industries related to Accounting firms, bank or finance are Business Administration majors from the School of Business. This is not surprising, especially, when we look at the large number of students who are enroll in and graduate with degrees in programs related to education and business.

Table 2.0 provides information regarding the occupation of the employed alumni with respect to their major. As evidenced, MSU alumni are involved in a wide range of occupation, and in most cases associated to the major that they graduated with. Table 3.0 provides information regarding the employers of our graduates.

Another question that is of importance to the institution is the “Salary” of the alumni. This indirectly indicates if the skills of the alumni are appropriately compensated for. Additionally, the starting salary and the currently earned salary provide a hint about how well our alumni are faring on various jobs.

Within approximately the first year of employment a number of alumni experienced salary changes. Table 3.0 indicates that over 34% who responded to the survey earned less than \$30,000 per annum as their starting salary. Comparatively, 22% were currently in the same salary range, indicating that definite progress has been made with respect to the salary and a large proportion was earning more money than they started with. The majority of salary earners remained in the below \$50,000 a year category (See Table 4.0).

Alumni Job Satisfaction

It is important to know if our alumni are satisfied with their employment. Graduates were also asked to rate their satisfaction with their jobs on a scale of 1 to 3 where, *1= very satisfied, 2 = somewhat satisfied and 3 = not satisfied*. It is encouraging to note that over 91% of the students were either very or somewhat satisfied with their jobs. This trend was the similar for alumni from all five colleges and schools (Table 5.0).

Post-Baccalaureate Educational Activities

Of the alumni who responded, almost 28% (99), were enrolled in a graduate school pursuing post-baccalaureate studies. Sixty-nine percent continue to study in state and almost 31% re-enrolled at Montclair State University. Among the students who enrolled in out-of-state colleges/universities, a large proportion of students were enrolled in various higher education institutions in New York (Table 6.0).

Type of Degrees Pursued

MSU graduates, responding to the study, indicated that they were pursuing various types of degrees after completing their baccalaureate study at MSU. However, most of the respondents, (76%) were enrolled in a masters level program, i.e., MA, MS, MAT, MPA, MED, MSW, and MBA. Ten percent were enrolled in specialized certification programs, while over 10% indicated that they were enrolled in a doctoral program, i.e., PHD, JD, DMD etc. (Table 7.0).

Majors at Post-Baccalaureate Institutions

Table 8.0 provides a list of the majors that respondents are pursuing in their graduate studies. A majority of the students were seeking post-baccalaureate education in the fields of law, finance, and education.

Additionally, students were also asked if they intended to pursue their education further. Among those who responded, over 72% indicated that they plan to pursue their education, while over 15% were undecided about their opinion regarding further education.

Growth in Skills and Abilities

Alumni were provided with a list of 11 abilities or skills that one might expect to develop while pursuing a college education and asked how important they felt each one was to their personal and professional success. They were asked to rate these skills on a four point scale where, *1 = not at all important*, *2 = a little*, *3 = somewhat* and *4 = very important*. Additionally, they were also asked to rate, on the same scale, if MSU helped them attain those skills. In most instances, over 98% of the respondents indicated that the skill was somewhat or very important to them, a little over three quarters (76%), indicated that MSU helped them attain the skill.

Many respondents indicated that the following skills or abilities were “very important” to them: speaking effectively (90%); time management and organizational skills (88%), reasoning skills (81%), writing skills (72%), leadership skills (70%) and making lifelong commitment to learning (69%). Many respondents who signified these skills were “very important” also stated the University largely aided in their ability to attain these skills, especially writing skills (41%), working with people in teams or groups(49%), time management and organizational skills (41%), and making a lifelong commitment to learning (42%).

Satisfaction with Montclair State University

Alumni was asked to rate their agreement with various perspectives of the institution on a scale of 1 to 5 where, *1= strongly disagree, 2 = disagree, 3 = neutral, 4 = agree and 5 = strongly agree*. The information is reported individually for each of the schools and colleges, as well as, for the entire institution.

It is encouraging to note that alumni were positive about their collegiate experience while at MSU. Alumni were asked to indicate the importance and their satisfaction with various units operating within the university. They were asked to rate the importance and their satisfaction with four broad areas, i.e., program and curriculum, faculty, advisement, advisement and information provision and student services, on a scale of 1 to 4 where, *1= not at all, 2 = a little, 3 = somewhat, 4 = very*. The areas that were evaluated were: program and curriculum, faculty, advisement/information provision and student services.

Faculty

Interesting, almost all of our alumni (95%) indicated that the quality of faculty-student interaction was somewhat or very important for them, and that they were somewhat or very satisfied with the aforementioned (nearly 84%). More than 95% of the students cited quality of student-faculty interaction, faculty teaching style and accessibility of faculty members, as somewhat or very important to them and over 80% of the alumni were satisfied with the same.

Program and curriculum

Program quality and depth and breadth of curriculum were cited to be somewhat or very important by over 95% of the graduates. More than 80% of the alumni indicated their satisfaction with the elements of these programs and the curriculum.

Student Services

Library resources, campus safety, advisement, and technology services were rated to be quite important by the alumni (over 82%) and over 65% expressed their satisfaction with the same.

Overall Satisfaction

Additionally, alumni were asked to indicate their overall satisfaction with Montclair State University, one year after they had graduated from the university. Over three quarter (87%) of the responding alumni indicated that they were very satisfied with Montclair State University.

Student Comments

One-year out graduates were asked to provide comments or suggestions to help our new graduates seeking job. Over 150 comments were obtained from the alumni. Of which, over 12% indicated they would suggest the current students to do an internship, followed. Only 3% indicated that finding a job was difficult. A small percentage (2%) advised talking to a professor about career possibilities within the field of study. Another 7% indicated that networking or connections are very important, and another 4% advised making the most of the opportunities available.

About 4% of the respondents offered advice to education majors, namely pursuing more than one certificate in order to demonstrate versatility, as well as applying for a job prior to graduation in order to gain an advantage in obtaining a position.

Conclusion

One of the major objectives of a college for students, parents and faculty alike, is preparing students for a career. One way of finding out how well graduates are progressing in their career pursuits is by doing a post-graduate assessment. This particular survey looked at alumni early on in their careers; those who recently graduated in academic year 2004. A large number of the survey's questions gathered work history information, e.g., type of professions, salary ranges, type of industries, work satisfaction, etc. The survey results showed that, in spite of a tough market, MSU graduates have been able to begin their careers. Over 90% of our alumni are working full or part-time, most of them contribute to New Jersey by working here in the Garden State.

Today, post-baccalaureate education is often factored into career plans. Several survey questions asked alumni if they were pursuing a graduate education. Twenty-eight percent (99) of the graduates who responded to the survey were pursuing post-baccalaureate studies. Alumni were enrolled in various types of degrees, but most were in masters programs (MA, MSW, MIS, MBA, etc.). Of those pursuing their education post baccalaureate, over two-thirds continue to study in state and nearly 31% re-enrolled at Montclair State University, a promising factor which demonstrates their satisfaction with their undergraduate experience.

While certainly not the main focus of this survey, one question did ask alumni about educational outcomes. Alumni were given a list of skills or abilities that might be developed while pursuing a college education and asked how important they felt each skill or ability was to their personal/professional success. Most cited oral communication, time management and organizational skills as very important skills. Critical thinking skills, written communication skills, working with people in teams and groups, and using effective leadership skills were also rated to be of major importance by over two-thirds of the respondents.

Finally, the number of alumni who mentioned in their comments the usefulness of participating in internships, co-operative education experiences and volunteer work in

finding employment demonstrates the wisdom gained by alumni since graduating from MSU and experiencing the workplace.

Survey Tables

Table 1.0 – Respondents by College

College	Number of Respondents	Percentage of population
CEH	87	24.4
CHS	121	33.9
CSM	30	8.4
SAR	42	11.8
SBU	77	21.6
Total	358	100.0

Table 2.0 - Careers of respondents by College

Career	CEH	CHS	CSM	SAR	SBU	Total
Accounting Firm/Bank/Finance	1	8	0	0	26	35
Computer/Information Systems	0	2	1	0	4	7
Chemical/Energy/Science Lab	1	0	6	0	0	7
School System -Elementary/Secondary/HS	50	28	3	8	5	94
Government Agency	1	12	0	1	0	15
Health Care Provider/Hospital	4	3	4	1	2	14
Law/Insurance Company	1	12	2	0	1	16
Library/Museum	0	0	1	1	0	2
Recreational Facility	2	0	0	1	0	3
Merchandising/Retail Store/Sales	7	8	1	1	17	34
Telecommunications	1	1	0	1	0	3
Other	11	32	6	22	13	84
Total	79	106	24	36	68	314

Table 3.0 – Starting annual salary for respondents by college

Starting annual salary	CEH	CHS	CSM	SAR	SBU	Total
Less than \$19000	10	14	7	5	3	39
\$20000 to \$24999	5	10	2	5	3	25
\$25000 to \$29999	6	15	1	7	7	37
\$30000 to \$34999	6	13	4	3	18	44
\$35000 to \$39999	10	16	5	6	9	46
\$40000 to \$44999	35	14	5	7	12	73
\$45000 to \$49999	2	9	0	3	4	18
\$50000 to \$54999	0	3	0	0	4	7
\$55000 to \$59999	0	2	0	0	0	2
\$65000 to \$69999	0	1	0	0	0	1
\$70000 to \$74999	0	1	0	0	0	1
\$75000 to \$79999	0	0	0	0	1	1
\$80000 and above	0	0	0	0	4	4
Total	74	98	24	36	65	298

Table 4.0 – Current annual salary for respondents by college

Current annual salary	CEH	CHS	CSM	SAR	SBU	Total
Less than \$19000	5	11	4	4	2	26
\$20000 to \$24999	7	6	4	3	2	22
\$25000 to \$29999	4	10	1	3	1	19
\$30000 to \$34999	6	12	1	4	11	34
\$35000 to \$39999	10	12	3	10	7	42
\$40000 to \$44999	26	24	7	6	11	74
\$45000 to \$49999	15	11	2	4	7	40
\$50000 to \$54999	1	7	2	0	5	15
\$55000 to \$59999	1	3	0	1	2	7
\$60000 to \$64999	1	1	0	0	8	10
\$70000 to \$74999	1	2	0	1	1	5
\$75000 to \$79999	0	1	0	0	1	2
\$80000 and above	1	3	0	0	4	8
Total	78	103	24	36	62	304

Table 5.0 – Respondents' Job satisfaction by college

	CEH	CHS	CSM	SAR	SBU	Total
Very satisfied	59	64	7	27	43	201
Somewhat satisfied	18	36	15	10	22	101
Not satisfied	4	9	2	1	6	22
Total	81	109	24	38	71	324

Table 6.0 – Location of post baccalaureate institution

City/Town	Percent	City/Town	Percent
Atlanta	1.0	Newark	10.9
Baltimore	1.0	Online – Internet University	2.0
Blackwood	1.0	Paramus	2.0
Boston	1.0	Philadelphia	2.0
Detroit	3.0	Piscataway	1.0
Ewing	1.0	Richmond	1.0
Hoboken	1.0	Salamanca	1.0
Iselin	1.0	Scranton	2.0
Jacksonville	1.0	South Orange	1.0
Jersey City	2.0	Sparkill	1.0
Madison	1.0	Storrs	1.0
Manhattan	1.0	Tarrytown	1.0
Montclair	31.7	Teaneck	1.0
Morristown	1.0	Trenton	1.0
New Brunswick	3.0	Union	5.0
New Paltz	2.0	Wayne	6.9
New York	7.9	Total	100.0

Table 7.0 – Post-baccalaureate degrees sought by respondents

Type of degree	Percent
Baccalaureate degree	1.0
BSN	1.0
Certificate	6.1
CFP	3.0
Doctorate	1.0
JD	7.1
MA	41.4
Masters	4.0
MAT	3.0
MBA	7.1
MED	2.0
MFA	4.0
MPA	1.0
MS	9.1
MSHS	1.0
MSW	3.0
PhD	2.0
RN	1.0
Teacher Certification	1.0
TESL	1.0
Total	100.0

**Table 8.0 Respondents' Program of Study/
Post-baccalaureate major**

Major/Program of Study	Valid Percent
Accounting	1.9
Administrative-Supervision	1.0
Associate of Applied Science. Chemical Technology	1.0
Associates	1.0
Bilingual Certification	1.0
BioChemistry& Molecular Biology	1.0
Biology	1.0
Biomedical Sciences	1.0
Business	1.0
Business Management	1.0
Cell Biology & Molecular Medicine	1.0
Certified Financial Planner	1.9
Chemistry	1.0
Child Advocacy	1.0
Clinical & Counseling	1.0
Clinical Psychology	1.0
Counseling	3.8
Counseling & Human Services	1.0
Criminal Justice	1.0
Curriculum & Instruction	1.9
Dance Education	1.0
Design and Technology	1.0
Drug & Substance Abuse	1.0
Economics	1.0
Education	2.9
Education Administration	1.0
Education with a specialization in Higher Educat	1.0
Educational Administration & Supervision	1.0
Educational Leaders	1.0
Elem Science ED	1.0
Elementary education	1.0

English	2.9
English - International Literature	1.0
English as a second language	1.0
Finance	3.8
French Studies	1.0
Geoscience	1.9
Graphic Communication and Technology Management	1.0
Graphic Design/Art	1.0
Human Resources	1.0
Internet & Homeland Security	1.0
Law	6.7
Liberal Arts	1.0
Literacy	1.0
Literacy ED	1.0
MA Early Childhood Ed	1.0
MALS Program	1.0
Management	1.9
MATAE	1.0
Medical Writing & New Drug Application	1.0
Middle School Mathematic	1.0
Nursing	1.9
Nutrition	1.0
P-3 & TSD	1.0
Painting	1.0
Paralegal	1.0
PHOTOGRAPHY	1.0
Physical Education	1.0
physical therapy	1.0
Post BA Dual Certification Program-Elementary Ed	1.0
Public & Nonprofit management policy	1.0
Public Administration	1.0
Reading	1.9
Respiratory Therapy	1.0
School Counseling/Human Services	1.0
Social Studies	1.0

Social Work	5.7
Spanish Language and Culture	1.0
Special ED/Behavior Disorders	1.0
Special Education	2.9
Studio Art	1.0
Surgical Technology	1.0
Teacher of Students w/Disabilities	1.0
Teaching	1.9
Total	100.0

Table 9.0 – Employers of MSU Alumni

Employer	Valid Percent
Aaron Decker School	.3
Abbott Laboratories	.3
AcuServer	.3
Advance Housing	.3
Advanced Health Media	.3
Advanced Laproscopic	.3
Affluent Life Enterprises, LLC	.3
AIG	.3
Aim	.3
Alpha Physician Resources	.3
American River	.3
AmeriCorps	.3
Arlington Central School District	.3
Aspen Publishers	.3
ASPIRA Inc. of NJ	.3
Assumption Academy	.3
Avis Budget Group	.3
Azteca America	.3
Back to Health	.3
Bank of America	.3
Bank of New York	.3

Bear Stearn's & Co.	.3
Benchmark Education Co.	.3
Bender Hammerling Group Public Relations	.3
Benedictine Academy	.3
Berdan Institute	.3
Bergenfield School District	.3
Bisys-Rk Alternative Services	.3
Black Walnut LLC	.3
Blessed Sacrament School	.3
Bloomfield Health Dept	.3
BlueCross Blue Shield	.3
Boro of New Milford	.3
Borough of Rutherford	.3
Borough of Tenafly	.3
Brentwood Mortgage LLC	.3
Bruce Leeb & Company	.3
Buffalo Jeans	.3
Candlewood Management Services	.3
Capital Builders Group	.3
Cardinal Health	.3
Care Plus NJ Inc	.3
Caritas Academy	.3
Carl's Fencing & Decking	.3
Cedae Crestone	.3
Central Pet	.3
Champion Plastics	.3
Cingular Wireless	.3
Clifton Board of Ed	.3
Clifton Public Schools	.3
Coach	.3
Columbia Funmaps Inc.	.3
Commerce	.3

Comput Com	.3
Comsys, Inc.	.3
Costco Wholesale	.3
Covenant House New Jersey	.3
Coyne Public Relations	.3
CRO	.3
Cumberland County Community College	.3
CVS	.3
Daffy's	.3
Deloitte & Touche LLP	.7
Dentino Marketing	.3
Denville Lakeview Elem.	.3
Denville School District	.3
Division of Youth & Family Services	1.0
Dress Barn	.3
DYFS	.3
Echo Torre Lazur	.3
Edgell Communications	.3
Edison Township Public Schools	.3
Edith Roman Associates	.3
El Club del Barrio, Inc.	.3
Elegant USA	.3
Elizabeth Board of Ed	.3
Enforsys, Inc.	.3
englewood cliffs board of ed	.3
Enterprise Rent-A-Car	.7
Fairlawn Board of Ed	.7
Faloni & LaRusso	.3
Family Magazine	.3
Fast Capital	.3
Fed Ex Express	.3

Financial Network	.3
Footstar	.3
Fossil	.3
Franciscan Oaks Life Care Comm	.3
French Embassy, USA	.3
Fun Bus	.3
Fusion School	.3
Future Generation	.3
Gail DeSantis Dane & performing Arts	.3
Gap Inc.	.7
Garfield Board of ED	.3
GBC	.3
Genova, Burns & Vernoia	.3
Georgia State University	.3
GMA Accessories	.3
Goshen School District	.3
Greenstar Environ Solutions	.3
Guttenberg Police Dept.	.3
Hackensack BD of ED	.3
Hackensack High School	.3
Haledon Police	.3
Hardy Store Fixtures	.3
Harrison Scott Publications	.3
High Bint Regionl H.S.	.3
Hillside Board of ED	.3
Hoboken Charter School	.3
Hohokus Public School	.3
Hopatcong Board of ED	.3
Human Resources	.3
Huntington Learning Center	.3
IBEW Local 164	.3
IBNA Field Pointe Realty	.3

IFS	.3
Intercoastal Kids, Inc.	.3
Intercontinental Capital Group	.3
Irvington Board of Ed	.3
J.H. Cohn	.7
Jespy House	.3
JFS	.3
Jimcor Agencies	.3
JNJ	.3
Johnson & Johnson	.7
JP Morgan Chase	.3
K. Hovnanian Companies, L.L.C.	.3
Kean University	.3
Kennedy Funding, Inc.	.3
Kiddie Garden	.3
Kimberley Academy	.3
Knowledge Learning Corporation	.3
KOHL	.3
KPMG LLP	.3
Lake Mary Preperatory	.3
Lanni Restifo LLC	.3
Lei Media Inc	.3
Leonia Police Dept.	.3
Liberty Science Center	.3
Linden Bd of Ed	.3
Littlest Angels Preschool and Daycare	.3
Liz Claiborne	.3
Lodi High School	.3
Loehmann's	.3
Lord & Taylors	.3
Lyndhurst Bd of ED	.3
Macy's	.7

Main Street Title & Settlement Services LLC	.3
Mastertaste	.3
Meadowlands Hospital	.3
Medical Office	.3
Mediecum	.3
Memorial Middle School	.3
Mercer County Performing Arts High School	.3
Merrill Lynch	.3
Metro YMCA of the Oranges	.3
Michael LaSalle MD	.3
Michael Tsimis DMD	.3
Monroe Twp. BD of Ed	.3
Montclair Bd of Ed	.3
Montclair State University	1.3
Montville Board of Education	.3
Morris Plains Board Of Education	.3
Mount Olive Board of Education	.3
New York Teaching Fellows	.3
New York Life	.3
New York Post	.3
Newark Board of Ed	.7
Newark PreSchool Council	.3
Newark Public Schools	2.0
Nishuane School	.3
NJ 4C's	.3
NJ State Police	.3
Novartis Pharmaceutical Corp.	.3
NU Products Seasoning Co.	.3

Nursery School at Christ Church	.7
Nutley Board of ED	.7
Nutley Police Department	.3
Nutley Public Schools	.3
O'Sullivan Menu Publishing	.3
Operating Engineer Local #15	.3
Park Ridge School District	.3
Partnership for a Drug Free NJ	.3
Passaic Bd of Ed	.3
Passaic County	.3
Passaic Valley High School	.3
Paterson Board of Ed	.3
Paterson Daycare 100	.3
Paterson Public Schools	.7
Petro Lubricant Test Labs	.3
Pitney Bowes	.3
Plainfield Board of Ed	.3
Polite Dental	.3
Polo Ralph Lauren	.3
Pompton Queen Diner	.3
Prudential	.3
Public Defenders	.3
Quiksilver Inc.	.3
Raylon Corporation	.3
Realogy Corp	.3
Rebar	.3
Renaissance Realty Group	.3
Richmond American Homes	.3
Ricoh Business Systems	.3
Ridgewod Board of Ed	.3
Ridgewood Energy	.3
Robert Wood Johnson	.3

Rockefeller Group Technology Solutions	.3
Rothstein Kass	.3
Rotor USA	.3
Runnells Specialized Hospital	.3
Rutgers State University	.3
Samuel P. Massive Elem. School	.3
Schering Plough Corp.	.3
Schon Braun McCan Group LLP	.3
Searchfeed.com	.3
Secaucus Board of Education	.3
Six Flags	.3
Smart Cookie Learning Center	.3
So Hackensack Board of Ed	.3
Sodexo/St.Barnabas Medical Center	.3
Soros Fund Management	.3
South Florida Community College	.3
South Orangetown Central School District	.3
Sovereign Bank	.3
Springfield Public Schools	.3
St. Barnabas Health & Wellness	.3
St. Barnabas Medical Center	.3
St. Thomas Aquinas College	.3
Staples	.7
State of NJ	.3
Sults Personal Training	.3
Sysco Food Service	.3

Target Corporation	.3
Taylor Technology	.3
Teaneck Public Schools	.3
texas a&M international university	.3
TGI Fridays and Parsippany High School	.3
The Home Depot	.3
The Learning Center for Exceptional Children	.3
The Shannon Rose Pub	.3
The Star Ledger	.3
Torre Lazur McCann	.3
Toys R Us	.3
Trinchero Family Estates	.3
Trinitas Hospital	.3
UMDNJ	.3
Unigene Laboratories, Inc.	.3
Unilever	.3
Union County	.3
Union County Rape Crisis Center/Kings Supermarket	.3
Union Twp. Bd of ED	.3
Unique Homes Magazine	.3
Unitd Retail Group	.3
United Nations	.3
United Retail	.3
Universal Motown Records	.3
University of Connecticut	.3
UPS	.3
USG Inc.	.3
Valley National Bank	.7
Vonage America Inc.	.3
W.O.B.O.E./Liberty Middle	.3
Washington Park School	.3
Wayne Board of Ed	.7

Wayne Library	.3
Wayne Township Board of Education	.3
Weehawken Public School	.3
Weinaco Group Inc.	.3
William Paterson University	.3
Winebow Inc	.3
Wiss & Co LLP	.3
Withum Smith & Brown	.3
WLPJ	.3
Worldwide Logistics	.3
Yes Network	.3
Total	100.0