Follow-up Report of Activities of Class of 2012
Collected and reported by the Gustavus Adolphus College Career Development in June 2013

This report of post-graduation activities of the Class of 2012 is based on self-reported information by graduates. Information on employment, part-time/temporary employment, military, service, continuing education and not employed/not seeking was gathered from May 2012 through May 2013. Information on those seeking employment was gathered from November 2012 through May 2013. (Note that in the individual response spreadsheets the information is cumulative from graduation through May 2012.)

Of a class of 543 graduates, information was collected on 374, which is a response rate of 68.87%. Of the 374 responding, 162 (43.32%) reported employed full-time, 7 (1.87%) reported military, 22 (5.88%) service program positions, 99 (26.47%) continuing education, 16 (4.28%) are not employed and not seeking employment, and 66 (17.65%) are part-time/temporary positions with a total of 372 (99.47%) reported being situated with 2 (0.53%) reporting that they are seeking employment.

<table>
<thead>
<tr>
<th>Post Graduation Status</th>
<th>Number Reported</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed</td>
<td>162</td>
<td>43.32 %</td>
</tr>
<tr>
<td>Military</td>
<td>7</td>
<td>1.87 %</td>
</tr>
<tr>
<td>Service</td>
<td>22</td>
<td>5.88 %</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>99</td>
<td>26.47 %</td>
</tr>
<tr>
<td>Not Employed/Not seeking</td>
<td>16</td>
<td>4.28 %</td>
</tr>
<tr>
<td>Part-time/Temporary</td>
<td>66</td>
<td>17.65 %</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>2</td>
<td>0.53 %</td>
</tr>
<tr>
<td>Total</td>
<td>374</td>
<td>100 %</td>
</tr>
</tbody>
</table>

Salary Information for the Class of 2012
Of the 374 respondents, 149 employed full-time provided salary information which is 39.84 % of the total respondents and 91.98% of the 162 employed full-time respondents. For the 149 reporting salary information, the average is $37,243.75, which is a 1.03% increase from the average of $36,875 in 2011.

<table>
<thead>
<tr>
<th>Range</th>
<th>Number Reported</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>&lt; $20,000</td>
<td>16</td>
<td>11</td>
</tr>
<tr>
<td>$20,001 - $30,000</td>
<td>28</td>
<td>26</td>
</tr>
<tr>
<td>$30,001 - $40,000</td>
<td>45</td>
<td>40</td>
</tr>
<tr>
<td>$40,001 - $50,000</td>
<td>27</td>
<td>18</td>
</tr>
<tr>
<td>$50,001 - $60,000</td>
<td>23</td>
<td>10</td>
</tr>
<tr>
<td>$60,001 - $70,000</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>&gt; $70,000</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>179</td>
<td>111</td>
</tr>
</tbody>
</table>
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Continuing Education

Health (22)
4 - Chiropractic: Northwestern College of Chiropractic, Bloomington, Minn. (4)
3 - Dentistry: University of Minnesota, Twin Cities (3)
2 - DO - Osteopathic Medicine: Kansas City University of Medicine and BioSciences, Medical School Western University of Health Sciences - College of Osteopathic Medicine of the Pacific, Lebanon, Oregon
5 - MD: University of Minnesota, Minneapolis; University of Minnesota, Duluth; University of South Dakota, Vermillion; Creighton University, Omaha, Nebr.
Optometry: Pacific University, Forest Grove, Oregon
3 - Physical Therapy: St. Catherine University, University of Wisconsin-LaCrosse (2); Creighton University, Omaha, Nebr.
3 - Pharmacy: University of Minnesota, Twin Cities (3)
1 Physician Assistant: University of Wisconsin, LaCrosse
1 Speech Language Pathology Western Michigan University, Kalamazoo, MI

Ph.D. (8)
Biology: Washington University, St. Louis, Missouri
Biological/Physical Sciences/Math: University of Michigan, Ann Arbor
Cell & Molecular Biology: Iowa State University, Ames
Chemistry: University of Wisconsin – Madison; University of Pittsburgh, Penn.
Chemical Biology: University of Michigan, Ann Arbor
Neuroscience: Iowa State, Ames
Physics: Washington University, St. Louis, Missouri
Social Sciences/Public Administration: Uppsala, Sweden

Juris Doctorate (5)
University of St. Thomas; Marquette; University of Wisconsin, Madison; University of South Dakota
Vermillion; University of Minnesota, Twin Cities

M.Div. (2)
Luther Seminary, St. Paul, Minn.

Masters (26)
Accounting: University of Virginia, Charlottesville
Applied Exercise Science: Concordia Wisconsin, Mequon
Biological/Physical Sciences/Math: University of Minnesota, Duluth
Clinical Psychology: Argosy University, Fridley, Minn.
College Student Affairs: Minnesota State University, Mankato
Communication Studies: Minnesota State University, Mankato
Counseling: University of St. Thomas
3 - Education: Southwest Minnesota State University, Marshall; Valparaiso University; Saint Mary’s University, Winona, Minn.
Geography: (emphasizing in natural hazards, water resources and human/environment interactions) University of North Dakota, Grand Forks
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Geology: University of California – Santa Barbara
Health Education: University of Nebraska Omaha
Law Enforcement: Law Enforcement Education Center, Brooklyn Park/Minneapolis/St. Cloud
Leadership in Student Affairs: University of St. Thomas
Music Performance: Indiana University
Psychology/Comparative Human Development: The University of Chicago
School Psychology and Teaching Licensure: University of Minnesota, Twin Cities
Sciences/Math: Illinois Institute of Technology, Chicago, Ill.
2 - Social Sciences/Public Administration: The Adler Graduate College, Richfield, MINN.
2 - Sports Management: Minnesota State University, Mankato (2)
Sports Psychology: St. Cloud State University
Studio Art School of the Museum of Fine Arts: Boston, Mass.
Theatre: CCM, Cincinnati, Ohio

**Bachelor (10)**
Gustavus: Accounting (1), Student Teaching (6), finishing (1)
Bachelor Education: Minnesota State University, Mankato
Bachelor’s in Nursing: Creighton University, Omaha, Nebr.

**Other (4)**
Music Production: Minneapolis Media Institute, Edina, Minn.
Nursing: Rasmussen, Mankato, Minn.
Physical Therapy Assistant: St. Catherine’s University, Minneapolis, Minn.
Dental Hygiene: University of Minnesota, Minneapolis, Minn.

**Plan to enroll within four years of graduation/no schools given (18)**
Dentistry (3), Optometry, M.D. (2), Nutrition, Pharmacy, Physician Assistant, Physical Therapy, Veterinarian;

Masters: Education, Genetics, Health Services and Medicine, History, Information Technology; J.D.

Ph.D.: Engineering/Architecture

**Full Time Employed**

**Accounting (12)**
Boulay, Heutmaker, Zibell & Co, Eden Prairie, Minn.: Audit Associate
Cargill, Denver, CO: Associate Accountant
Carlson Highland & Co, New Ulm, Minn.: Staff Accountant
CBIZ Mayer Hoffman McCann, Minneapolis, Minn.: Accounting Associate
CB Richard Ellis, Bloomington, Minn.: Associate Accountant
Clifton Larson Allen, Austin, Minn.: Financial Institution Auditor
Deloitte, Inc., Minneapolis, Minn.: Audit Staff
Freeberg & Freeberg CPA, Maple Grove, Minn.: Accountant
Grant Thornton LLP, Minneapolis, Minn.: Tax Associate
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Price Warehouse Coopers, Minneapolis, Minn.: Assurance Associate
Tempworks Software, Eagan, Minn.: Accountant
United Health Group, Minnetonka, Minn.: Internal Audit Analyst

**Business/Communications (55)**

American Resources & Energy, St. Paul, Minn.: International Sales
Brocade, Plymouth, MINN.: Global Services Business Development
Capture Marketing Group, Chanhassen, Minn.: Creative Coordinator
Convergent Technologies Design Group, Tempe, AZ: Acoustics & A/V Designer
Enterprise Rent-A-Car, Rochester, Minn.: Management Trainee
Farmers Insurance, Mankato, Minn.: Insurance Agent
Fast Horse, Inc., Minneapolis, Minn.: Photographer/Video Creative Specialist
Federated Insurance, Owatonna, Minn.: Marketing Development Trainee
FRWD, Minneapolis, Minn.: no job title
Genesis 10 Consulting, St. Paul, Minn.: Business Consultant
GradStaff, Inc., Dallas, Texas: Account Specialist
Gazewood & Weiner Inc, Fairbanks, Alaska: Bankruptcy Paralegal
Guy Carpenter, Edina, Minn.: Catastrophe Analyst
Heartbreaker, Mankato, Minn.: Assistant Store Manager
IBM, Rochester, Minn.: Financial Analyst
Infinite Insurance, Minneapolis, Minn.: Intern
Integrity Global Solutions, Plymouth, Minn.: Marketing Coordinator
Kato Cable, Mankato, Minn.: Administrative Specialist
Lake County News-Chronicle, Two Harbors, Minn.: Reporter
Lutheran Social Service of Minnesota, Saint Paul, Minn.: Web Communications Specialist
M & M Mortgage, Roseville, Minn.: Admin Position
Manning Digital, Chicago, Ill.: Junior Account Manager
Magnet 360, St. Louis Park, Minn.: Marketing Coordinator
Metro Sales, Minneapolis, Minn.
Minneapolis Financial Group, Minneapolis, Minn.: Financial Representative
Mid American Financial, Minnetonka, Minn.: Financial Advisor
Mutual of Omaha, Bloomington, Minn.: Financial Advisor
Nimlok, Minn.: Sales Assistant
Self-Employed: Financial Adviser
PDI Ninth House, A Korn/Ferry Company, Minneapolis, Minn.: Project coordinator
River Rock Coffee, St. Peter, Minn.: Barista
Sawbill Canoe Outfitters, Boundary Waters, Minn.
5 - Securian Financial Group, St. Paul, Minn.: Assistant Analyst; Management Service
Assistant Analyst (2); Programmer Analyst; Actuarial Position
Sigma Beauty, New Brighton, Minn., Operations
8 - Target Corporation, Minn.: Executive Team Leader (4); Financial and Retail Services
Leadership Development Program; Merchandise Planning Business Analyst (3)
Thrivent Financial, Windom, Minn.: Financial Representative
Timber Ridge Golf Club, Minocqua, Wis.: Asst. Golf Pro
Travelers, St Paul, Minn.: Underwriter
Valmark Securities, St. Paul, Minn.: Underwriting Development Associate
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United Hardware Distributing Company, Plymouth, Minn.: Retail Data Specialist
2 - Wells Fargo, Shoreview, Minn.: Banker
Wells Fargo Home Mortgage, Minneapolis, Minn.: Loan Document Specialist
Ziegler, Twin Cities, Minn.: Trainee

Education/Community Service/Government (34)
2 - Attorney General of Minnesota, St. Paul, Minn.: Citizen Assistance Analyst (2)
Blue Earth Area Schools, Blue Earth, Minn.: 5th grade Teacher
Camp Ocean Pines, Cambria, Calif.: Assistant Director
Camp Winnebago, Caledonia, Minn.: TMA
CIEE, Thailand: Teach Abroad
Democratic Farmer Labor Party Twin Cities Area, Minn.: Field Organizer
Elite Dance Company, Norwood-Young America, Minn.: Dance Instructor
Griffin Support Services, Mankato, Minn.: Direct Support Professional
Gustavus Adolphus College: Admission Counselor
Herzl School of Excellence - Chicago Public Schools, Chicago, Ill.: Learning Behavior Specialist
Huntington Learning Center, Chanhassen, Minn.: Educator
International Education Lausanne, Switzerland: Fulbright Scholar - Research
3 - JET, Japan: English Teacher (3)
Lake Crystal Memorial School, Lake Crystal, Minn.: 1st Grade Teacher
LCI School, Yongin, South Korea: Teacher
Lutheran Services in Iowa – Beloit, Ames, Iowa: Youth Specialist
Maranatha Christian Academy, Brooklyn Park, Minn.: Teacher and Head JV Coach
Minnesota State University-Mankato Army ROTC Mankato, Minn.: Gold Bar Recruiter
Mount Olivet Lutheran Church, Minneapolis, Minn.: Youth Director
2 - Mora High School, Mora, Minn.: High School Biology Teacher; High School Math Teacher
Ortonville Public School, Ortonville, Minn.: High School English Teacher
Pendergast School District, Avondale, Ariz.: Second Grade School Teacher
Pleasantview Elementary, Lakefield, Minn.: Third Grade Teacher
Private Family, Minneapolis, Minn.: Nanny
River Falls Swim Club, River Falls, Wis.: Interim Head Swim Coach
Shakopee West Junior High School, Shakopee, Minn.: Math Teacher
2 - SLP Gangseo/Language School, South Korea: English Teacher (2)
TLC - Early Learning Center, Bloomington, Minn.: Teacher
United International College, Zhuhai, China: Teaching Assistant
International: 9
Teachers: 9

Medical/Health (31)
BioMedix, St. Paul, MINN.: Customer Service Consultant
Children's Dental Services, Northeast Minneapolis, Minn.: Public Health Outreach Specialist
Clinical Scribes LCC, Shakopee, Minn.: Medical Scribe
Duke University Medical Center, Durham, No. Car.: Registered Nurse
4 - Emergency Physicians Professional Association, Hopkins, Minn.: Physician’s Scribe (4)
2 - Elite Medical Scribes: Medical Scribe (2)
Gundersen Health System, La Crosse, Wis.: Registered Nurse
Lake Region Medical, Chaska, Minn.: Research Assistant
2 - Lifetime Fitness, CO/Minn.: Personal Trainer (2)
Lifeworks, St. Paul, Minn.: Personal care attendant (PCA)
2 - Mayo Clinic Health Systems, Minn.: RN; HR Administrative Assistant
Mercy Medical Center - North Iowa, Mason City, Iowa: Critical Care Nurse Internship
Medica, Minneapolis, Minn.: Customer Care Professional
3 - Methodist Hospital - Park Nicollet, St. Louis Park, Minn.: RN (3)
Pediatric Home Service, Roseville, Minn.: Registered Nurse
Penn State College of Medicine, Hershey, Penn.: Research Assistant
Sanford Health, Sioux Falls, So. Dak.: RN
Tareen Dermatology: Medical Assistant
United Health Group, Minnetonka, Minn.: Senior Research Consultant
Universal Pediatric Services, Hastings, Minn.: Registered Nurse
UWHC, Madison, Wis.: R.N.
Via Christi Hospital, Wichita, Kan.: RN
Xperience Fitness, Woodbury, Minn.: Personal Trainer
11 - Registered Nurses
7 – Medical Scribes

Military (7)
United States Air Force, Maxwell Air Force Base: Officer on Pilot Track
5- United States Army: 2LT (5)
United States Army, Corp of Engineers, Fort Leonardwood, Missouri: 2LT

Science/Technology (26)
3M Construction and Home Improvement Division, Maplewood, Minn.: Laboratory Technician
Anadarko Petroleum Corporation, The Woodlands, Texas: Sr. Geosteering Technologist
Aspen Research Corporation, Maple Grove, Minn.: Intern Analytical Chemist
4 - Cigna, Eden Prairie, Minn.: TEC-Dp; Application Developer Specialist; Web Application Developer, Java Developer
Digikey Corp, Thief River Falls, Minn.: Software Engineer
Easy Automation, Welcome, Minn.: Lab Tech
EMSL Analytical, Inc., Houston, Texas: Microbiology Laboratory Technician
Epic Systems, Madison, Wis.
Fishbowl Solutions, St. Louis Park, Minn.: Associate Software Consultant
Heron Lake Watershed District, Heron Lake, Minn.: West Fork Des Moines River Watershed Coordinator
Larson Digging, Huron, So. Dak.: GIS specialist
MINN. Department of Natural Resources, Twin Cities, Minn.: Watercraft Inspector
Pace Life Sciences, Oakdale, Minn.: Microbiologist I
Peer Engineering, Eden Prairie, Minn.: Environmental Professional
OptumInsight, Minnetonka, Minn.: Senior Research Analyst
RBA, Inc., Minneapolis, Minn.: Associate Software Engineer
Smithsonian Tropical Research Institute, Panama: Research Internship
3 - SPS Commerce, Minneapolis, Minn.: Implementation Analyst (2); Customer Operations Analyst
University of Minnesota Plant Pathology Department, St. Paul, Minn.: Scientific Researcher
Viromed, Minnetonka, Minn.: Techno Trainee
Washington University in St. Louis, St. Louis, Missouri: Graduate Research/Teaching Assistant (Physics)

Volunteer Service
2- Minnesota Alliance with Youth/AmeriCorps, St. Paul/Lake Elmo, Minn.: Promise Fellow
2 – Minnesota Reading Corp/Americorp: Tutor
Mission Theatre Production Impact Movement, Indianapolis, Ind.: Dancer/Volunteer
3 - Lutheran Volunteer Corps: Teacher, Milwaukee, Wis.; Program Coordinator, St. Paul, Minn.; Volunteer
English Opens Doors, Chile: Language Instructor
North St. Louis County Habitat for Humanity/AmeriCorps, Virginia, Minn.: Volunteer
Rebuilding Together/AmeriCorps, Seattle, Wash.: Program and Outreach Coordinator
San Lucas Mission, Guatemala: Volunteer
St. Cloud State, St. Cloud, Minn.: Volunteer Football Coach
5- Teach for America: High School Spanish Teacher, Chicago, Ill.; Elementary/Middle School Teacher, Chicago, Ill.; ESL Teacher, Twin Cities, Minn.; Teacher, Miami, Florida; Corps Member, San Diego, Calif.
Women’s Bean Project/Urban Servant Corps, Denver, Colo.: Volunteer

Multiple Hires by Employers/Military/Service Organizations
5- Teach for America: High School Spanish Teacher, Chicago, Ill.; Elementary/Middle School Teacher, Chicago, IL; ESL Teacher, Twin Cities, Minn.; Teacher, Miami, Florida; Corps Member, San Diego, Calif.
5 - U.S. Army: 2LT at Ft. Sill, Okla. 2LT at Ft. Benning, Georgia, 2LT at Korea
4 - EPPA, Edina, Minn.: Medical Scribe
3 - Lutheran Volunteer Corps: Teacher, Milwaukee, Wis.; Program Coordinator, St. Paul, Minn.; Volunteer
3 - 3M, Oakdale, Minn.: Customer, Consumer & Market Insights Analyst (3)
3 - Deloitte, Minneapolis, Minn.: Audit (3)
3 - ECC, Minneapolis, Minn.: Medical Scribe
3 - Lurie Besikof Lapidus & Co, Minneapolis, Minn.: Audit Associate, Tax Accountant (2)
3- Target Corporation, Minneapolis, Minn.: Business Analyst (2), Merchandise Specialist
2 - Cargill, Plymouth, Minn.: Associate Researcher, Associate Accountant
2 - Cigna, Eden Prairie, Minn.: Application Developer & TECDP Associate, Network Engineer
2 - Digi-Key Corp, Thief River Falls, Minn.: Web Analyst, Web Developer
2 - EPIC, Verona, Wis.: Integration Engineer, Technical Services
2 - McGladrey, Rochester, Minn.: Assurance Associate, Tax Associate
2- Minnesota Alliance with Youth/AmeriCorps, St. Paul/Lake Elmo, Minn.: Promise Fellow
2 - Minnesota Reading Corp/Americorp: Tutor
2 - Securian Financial Group, St. Paul, Minn.: Assistant Analyst, Quality Assurance Analyst
2 - The Boom Lab, Minneapolis, MINN.: Business Consultant
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2 - UnitedHealth Group: Actuarial Analyst, Sourcing/Procurement Analyst Intern
2 - Wells Fargo Home Mortgage, Minneapolis, MN: Loan Document Specialist (2)

**Temporary/Part-Time Employment**
Baird Holm LLP, Omaha, Nebr.: Summer Associate
Beaver’s Pond Press, Edina, Minn.: Intern
Benedictine Senior Living, St. Peter, Minn.: CNA
Clean Energy Resource Teams, Minn.: Southeast Coordinator
Como Zoo, St. Paul, Minn.: Facilities Attendant
Concordia Language Villages, Bemidji, Minn.: Summer Camp RN
Democratic National Campaign Committee, Charlotte, No. Car.: Intern
Ernest Gallo Clinic and Research Center at UCSF, Emeryville, Calif.: Laboratory Aide
Flame/Gustavus, St. Peter, Minn.: Bartender - Grounds Crew
Gustavus Tennis & Life Camp, St. Peter, Minn.: Counselor
Mahtomedi High School, Mahtomedi, Minn.: Social Studies Teacher
Media Metrix, Conn.: Intern
Medina Golf and Country Club, Medina, Minn.: Pool Director
Minnesota Department of Agriculture, Southwest, Minn.: Gypsy Moth Trapper
Minnesota Department of Natural Resources, Hutchinson/Altura, Minn.: Fisheries Intern, Naturalist Corps Intern
Obama for America, Duluth, Minn.: Organizing Fellow
Office of Al Franken, Washington D.C.: Intern
River Rock Coffee, St. Peter, Minn.: Barista
St. David’s Children and Family Development Center, St. Louis Park, Minn.: Direct Support Professional
Self-employed, St. Peter, Minn.: Novelist
SNAP, Florida, Flor.: Campaign Coordinator
The Fellows Program, Portland, OR: Women Fellow Community and Family Development
United International College, Zhuhai Guangdong, China: English Teaching Assistant
YMCA, Andover, Minn.: Fitness Staff
No Employer: Intern/Shadowing a Physicians Asst. in Pediatrics

**Not Employed/Not Seeking Employment**
2- Traveling, Studying for MCAT, Visiting Family in Italy before seeking employment,
Working on getting a green card, Hockey Player - Norway

**Health Combined (49)**
**Continuing Education (22)**
4 - Chiropractic: Northwestern College of Chiropractic, Bloomington, Minn. (4)
3 - Dentistry: University of Minnesota, Twin Cities (3)
2 - DO - Osteopathic Medicine: Kansas City University of Medicine and BioSciences, Medical School Western University of Health Sciences - College of Osteopathic Medicine of the Pacific Lebanon, Ore.
5 - MD: University of Minnesota, Minneapolis; University of Minnesota, Duluth; University of South Dakota, Vermillion; Creighton University, Omaha, Nebr.
Optometry: Pacific University, Forest Grove, Ore.
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3 - Physical Therapy: St. Catherine University, University of Wisconsin-LaCrosse (2); Creighton University, Omaha, Nebr.
3- Pharmacy: University of Minnesota, Twin Cities (3)
1 Physician Assistant: University of Wisconsin, LaCrosse
1 Speech Language Pathology Western Michigan University, Kalamazoo, Mich.

Employed (21)
Center for Reproductive Medicine, Minneapolis, Minn.: Medical Research Associate
Cheyenne River Hospital, Eagle Butte, So. Dak.: Registered Nurse
Duke University, Durham, No. Car.: Registered Nurse
3 - ECC, Minneapolis, Minn.: Medical Scribe (3)
Elite Care Consultants, Minneapolis, Minn.: Medical Scribe
EMS, Montevideo, Minn.: EMT
4 - EPPA, Edina, Minn.: Medical Scribe (4)
Fred Hutchinson Cancer Research Center, Seattle, Wash.: Lab Technician
Fairview Southdale Hospital, Edina, Minn.: Registered Nurse
Gundersen Lutheran, La Crosse, Wis.: Registered Nurse
Healthsense, Inc., Mendota Heights, Minn.: Quality Engineer
Hospital, Minneapolis, Minn.: Registered Nurse
Mayo Clinic, Rochester, Minn.: Research Technologist
Mayo Health Systems – Elite Medical Scribes, Owatonna, Minn.: Medical Scribe
National Institutes of Health- National Institute of Allergy and Infectious Diseases, Bethesda Maryland: Post Baccalaureate Research Fellow
St. Francis Regional Medical Center, Shakopee, Minn.: Registered Nurse
9 Medical Scribes and 6 Registered Nurses

Part-Time (6)
Benedictine Senior Living, St. Peter, Minn.: CNA
Concordia Language Villages, Bemidji, Minn.: Summer Camp RN
Ernest Gallo Clinic and Research Center at UCSF, Emeryville, Calif.: Laboratory Aide
St. David’s Children and Family Development Center, St. Louis Park, Minn.: Direct Support Professional
YMCA, Andover, Minn.: Fitness Staff