



CLASS OF 2019 BBA GRADUATES

## GRADUATE OVERVIEW

More than 180 companies, spanning various industries, hired Michigan Ross Bachelor of Business Administration students this past year. A challenging and innovative B-school education, combined with plenty of real-world learning opportunities, means students are well-prepared to earn positions in their desired fields.

**97%**

OF GRADUATES RECEIVED  
AN OFFER BY SEPTEMBER 30

### DEMOGRAPHIC OVERVIEW

Class Size.....	613
Grade Point Average (GPA) .....	3.6
Women .....	41%
Underrepresented Minorities .....	10%
International Students .....	7%

*This report conforms to the National Undergraduate Business Symposium First Destination Reporting Standards (NUBS).*

## HIRING COMPANIES

186

COMPANIES HIRED  
BBA GRADUATES IN 2019

84.51°  
A.T. Kearney Inc.  
Accenture  
AdvantageCS  
Aetna  
Affirm Inc.  
Agoda  
Alantra  
Alidade Capital LLC  
Allstate Insurance Co.  
Alphasights  
Alvarez & Marsal LLC  
Amazon  
American Airlines  
American Express Co.  
Apollo Global Management LLC  
Ares Management LLC  
Arrowroot Capital  
Atlantis Technology  
Audax Group  
AXIS Capital  
Bain & Co. Inc.  
Bank of America Merrill Lynch  
Barclays PLC  
BlackRock Inc.  
Blackstone Group  
Bloomberg LP  
Bloomingdale's  
Blue Cross Blue Shield of Michigan  
BMO Capital Markets  
BNP Paribas  
Boston Consulting Group  
BP America Inc.  
Bright Edge  
Business Talent Group  
Cantor Fitzgerald  
Capital One  
Cardinal Health Inc.

Centerview Partners LLC  
Citi  
Class Advisors  
Clorox Co.  
Cohley  
Comcast/NBCUniversal  
Conversant Media  
Credit Suisse  
DCS Advisory LLC  
Deevya Shakti Paper  
Deloitte  
Delphi Technologies  
Deutsche Bank  
Dimensional Fund Advisors  
Domino's Pizza LLC  
Duff & Phelps LLC  
Eastdil Secured LLC  
Epic  
Evercore  
EY  
Facebook Inc.  
Fiat Chrysler Automobiles  
Ford Motor Co.  
Ganik Market Strategies  
GCM Grosvenor  
General Motors Corp.  
Goldman Sachs Group  
Google Inc.  
Greenhill & Co. LLC  
Greentech Capital Advisors  
Guggenheim Partners  
Henry Ford Health System  
Hillside Investments  
Hilton  
Home Team Sports  
Hook  
Houlihan Lokey  
HSBC Global Banking and Markets

Huron Consulting Group  
International Business Machines Corp.  
Insight Venture Partners  
J.D. Power  
Jefferies LLC  
Jet.com  
JP Morgan Chase & Co.  
Keystone Group Management Consulting  
KION Group AG  
Knickpoint Capital  
KPMG LLP  
Kraft Heinz Co.  
L.E.K. Consulting  
L'Oreal USA Inc.  
Lincoln International LLC  
LinkedIn  
Livingstone Partners LLC  
M. Klein and Co.  
Macquarie Holdings (USA) Inc.  
Madison Realty Capital  
Mangrove Capital Partners  
Masco Corp.  
Maverick Management  
McKinsey & Co.  
MedMen  
Meijer  
Michigan Medicine  
Microsoft Corp.  
MidCap Financial  
Mizuho Bank  
Moelis & Co.  
Morgan Stanley  
Morningstar Inc.  
MUFG  
Nielsen  
Nomura Securities International Inc.  
Northwind Group  
NRP Group LLC

Oracle Corp.  
Orion Worldwide  
Oz Management  
Pathstone Partners  
PEAK6 Investments  
PepsiCo Inc.  
Perella Weinberg Partners  
Pfizer  
PJ SOLOMON  
PJT Partners  
Plante Moran PLLC  
Point72 Asset Management  
PSP Investments  
PwC Strategy&  
Qualtrics  
Quicken Loans  
Raymond James  
RBC Capital Markets  
Reckitt Benckiser  
Red Chalk Group  
Redwood Advisors  
Refinitiv  
Related Companies LP  
Rent The Runway  
Restaurant Brands International  
RHP Properties  
Rialto Capital Management  
Roland Berger  
Rothschild Inc.  
Royal Bank of Canada  
RXA LLC  
RXR Realty  
S.C. Johnson & Son Inc.  
Salesforce  
Semler Brossy Consulting Group  
Societe Generale  
Spotify  
State and Liberty Clothing Co.

Stifel Financial Corp.  
Stout  
Stuart Frankel & Co. Inc.  
Susquehanna International Group  
Tapps Games  
TD Securities  
Teach for America  
TEKsystems  
Thirdbridge  
TIAA  
Torchlight Investors  
Treacy & Co.  
UBS  
Unilever  
United Airlines  
United Talent Agency  
Urban Science  
Ventas  
Viacom Media Networks  
Vista Equity Partners  
Walgreens  
Walker & Dunlop LLC  
Walmart  
Washington Area Community  
Investment Fund  
Wayfair  
Wells Fargo  
WeWork  
Whirlpool Corp.  
William Blair  
Wisconsin and Southern Railroad  
Woodside Health  
Workday Inc.  
Zillow Group  
ZS Associates

Google

Goldman  
Sachs

PEPSICO

TEACHFOR  
AMERICA

bloomingdales

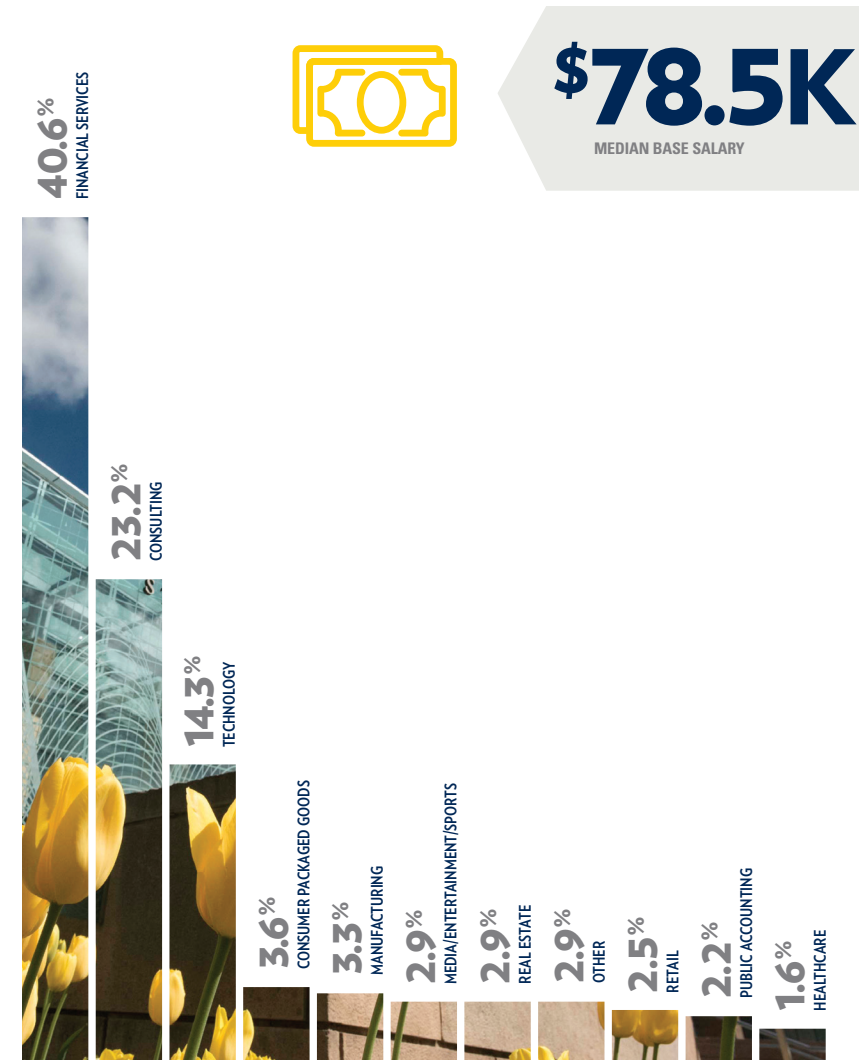
Deloitte.

CardinalHealth

## ACCEPTANCES BY INDUSTRY

DETAILED COMPENSATION INFORMATION *(based upon a knowledge rate of 86% and a salary disclosure rate of 86%)*

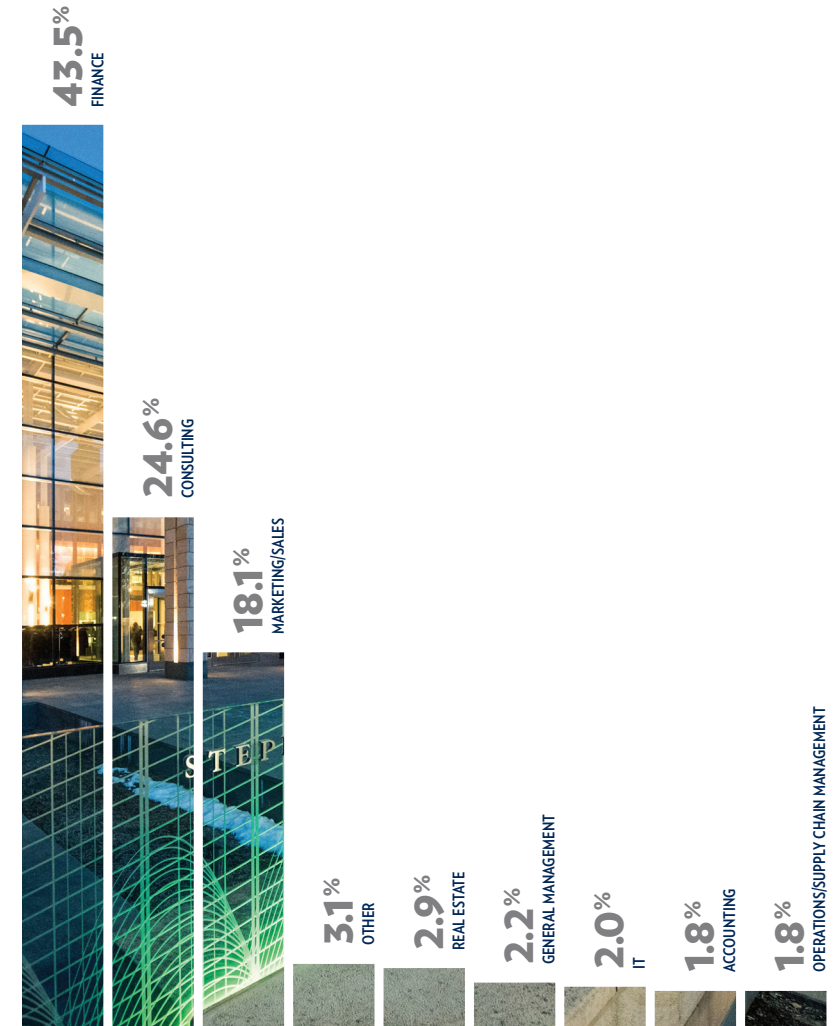
INDUSTRY	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Consulting	23.2%	\$77,500	\$77,579	\$53,000-\$150,000	79.6%	\$5,000
Consumer Packaged Goods	3.6%	\$65,000	\$66,933	\$58,000-\$74,000	66.7%	\$7,000
Financial Services	40.6%	\$85,000	\$81,942	\$48,000-\$150,000	66.1%	\$10,000
Healthcare	1.6%	\$60,000	\$61,000	\$56,000-\$70,000	40.0%	\$8,000
Manufacturing	3.3%	\$70,000	\$66,677	\$58,000-\$74,500	53.9%	\$7,500
Media/Entertainment/Sports	2.9%	\$52,500	\$50,250	\$30,000-\$74,000	12.5%	\$5,000
Public Accounting	2.2%	\$57,500	\$60,500	\$55,000-\$72,000	25.0%	\$5,000
Real Estate	2.9%	\$65,000	\$66,500	\$60,000-\$75,000	—	—
Retail	2.5%	\$58,500	\$62,650	\$47,500-\$100,000	80.0%	\$9,250
Technology	14.3%	\$64,500	\$70,395	\$14,000-\$130,000	55.4%	\$10,000
Other	2.9%	\$60,000	\$59,200	\$44,000-\$75,000	50.0%	\$5,000



# ACCEPTANCES BY FUNCTION

## DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 86% and a salary disclosure rate of 86%)

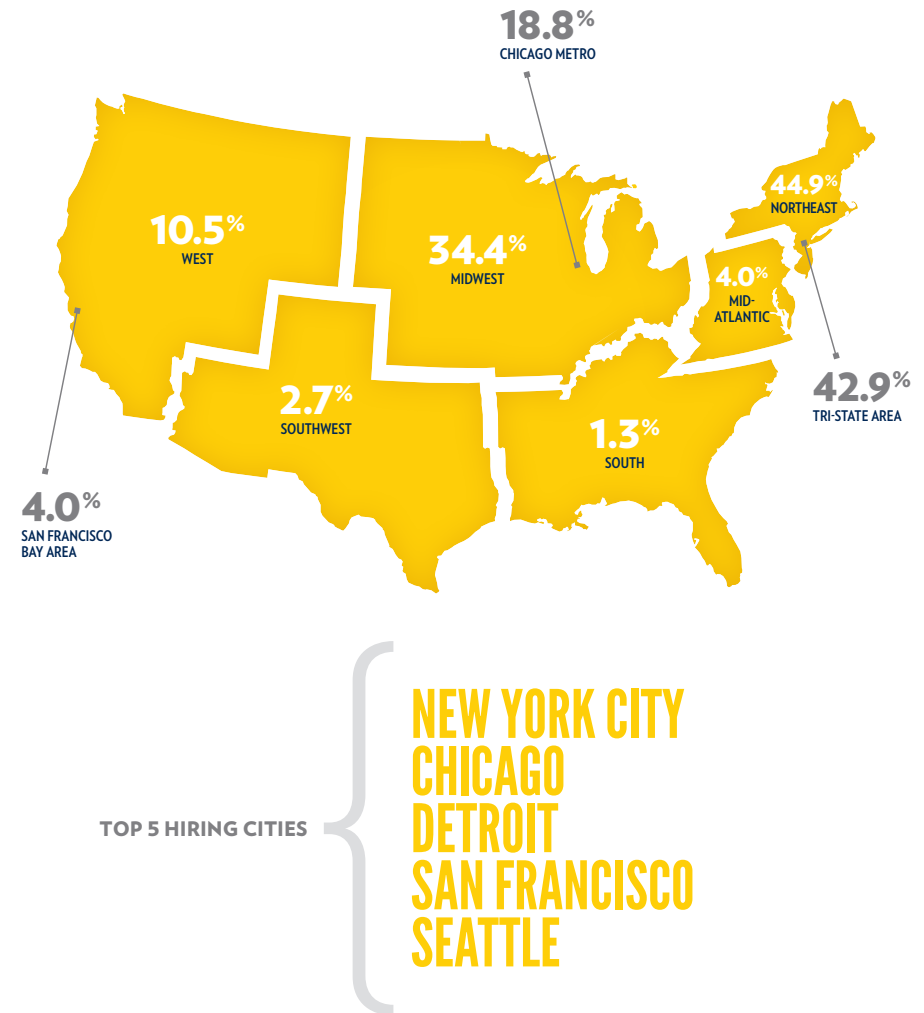
FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Accounting	1.8%	\$55,000	\$56,667	\$55,000-\$60,000	60.0%	\$5,000
Consulting	24.6%	\$77,500	\$77,473	\$53,000-\$150,000	79.6%	\$5,000
General Consulting	6.9%	\$70,000	\$74,416	\$53,000-\$150,000	72.0%	\$5,000
IT/Systems Consulting	2.0%	\$72,500	\$72,500	\$65,000-\$80,000	62.5%	\$6,000
Operations/Process Management	1.6%	\$77,500	\$77,500	\$75,000-\$80,000	83.3%	\$5,000
Strategy Consulting	14.1%	\$80,000	\$79,441	\$55,000-\$90,000	84.8%	\$5,000
<b>Finance</b>	<b>43.5%</b>	<b>\$85,000</b>	<b>\$80,669</b>	<b>\$48,000-\$150,000</b>	<b>63.6%</b>	<b>\$10,000</b>
Asset Management	2.9%	\$85,000	\$79,545	\$70,000-\$90,000	90.9%	\$8,500
Corporate Finance	6.9%	\$70,000	\$69,490	\$56,000-\$85,000	55.2%	\$9,000
General Finance	6.0%	\$78,957	\$75,092	\$48,000-\$95,000	40.9%	\$10,000
Investment Banking	20.5%	\$85,000	\$85,018	\$65,000-\$95,000	67.9%	\$10,000
Private Equity/Venture Capital	2.2%	\$72,000	\$75,286	\$60,000-\$90,000	57.1%	\$7,500
Sales & Trading	4.9%	\$85,000	\$87,250	\$70,000-\$150,000	70.0%	\$10,000
<b>General Management</b>	<b>2.2%</b>	<b>\$65,000</b>	<b>\$68,286</b>	<b>\$50,000-\$109,000</b>	<b>71.4%</b>	<b>\$7,500</b>
IT	2.0%	\$108,000	\$99,444	\$40,000-\$130,000	88.9%	\$27,000
<b>Marketing/Sales</b>	<b>18.1%</b>	<b>\$60,000</b>	<b>\$64,661</b>	<b>\$40,000-\$105,000</b>	<b>55.6%</b>	<b>\$7,250</b>
Brand/Product Management	7.1%	\$69,840	\$73,506	\$40,000-\$105,000	66.7%	\$8,250
Buying/Merchandising	1.3%	\$53,000	\$52,500	\$47,500-\$57,000	80.0%	\$4,000
General Marketing	3.1%	\$60,000	\$66,038	\$55,000-\$79,420	72.7%	\$9,000
Sales	6.5%	\$53,000	\$56,212	\$50,000-\$75,000	30.8%	\$2,000
Operations/Supply Chain Management	1.8%	\$60,000	\$68,000	\$47,500-\$100,000	57.1%	\$12,750
Real Estate	2.9%	\$60,000	\$64,625	\$60,000-\$75,000	25.0%	\$7,500
Other	3.1%	\$59,000	\$50,800	\$14,000-\$72,000	10.0%	\$5,100



## ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION *(based upon a knowledge rate of 86% and a salary disclosure rate of 86%)*

FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
<b>Mid-Atlantic</b>	4.0%	\$86,500	\$83,857	\$50,000-\$150,000	64.3%	\$10,000
Philadelphia Metro	0.7%	—	—	—	—	—
Washington, D.C. Metro	2.9%	\$86,500	\$78,250	\$50,000-\$99,000	66.7%	\$9,500
Other	0.4%	—	—	—	—	—
<b>Midwest</b>	34.4%	\$70,000	\$71,455	\$40,000-\$150,000	64.0%	\$6,000
Chicago Metro	18.8%	\$77,250	\$74,917	\$50,000-\$90,000	78.2%	\$6,000
Detroit Metro	11.8%	\$70,000	\$68,808	\$40,000-\$150,000	39.6%	\$6,000
Other	3.8%	\$60,000	\$60,462	\$50,000-\$77,000	69.2%	\$8,000
<b>Northeast</b>	44.9%	\$85,000	\$77,808	\$30,000-\$95,000	67.8%	\$10,000
Boston Metro	2.0%	\$50,000	\$60,389	\$48,000-\$85,000	66.7%	\$2,500
Tri-State Area (New York, New Jersey, & Connecticut)	42.9%	\$85,000	\$78,725	\$30,000-\$95,000	67.8%	\$10,000
<b>South</b>	1.3%	\$61,000	\$62,000	\$56,000-\$70,000	50.0%	\$7,250
<b>Southwest</b>	2.7%	\$60,000	\$61,667	\$50,000-\$75,000	44.4%	\$3,500
Dallas Metro	0.7%	—	—	—	—	—
Other	2.0%	\$55,000	\$61,429	\$50,000-\$75,000	42.9%	\$2,000
<b>West</b>	10.5%	\$85,000	\$83,516	\$30,000-\$130,000	59.5%	\$15,250
Los Angeles Metro	2.0%	\$70,000	\$66,400	\$30,000-\$85,000	40.0%	\$5,000
San Francisco Bay Area	4.0%	\$85,000	\$87,834	\$60,000-\$130,000	64.3%	\$12,000
Seattle Metro	3.3%	\$90,500	\$89,261	\$60,000-\$109,000	60.0%	\$34,000
Other	1.1%	\$69,996	\$63,165	\$44,000-\$75,500	66.7%	\$7,000
<b>International</b>	2.2%	\$71,904	\$60,702	\$14,000-\$85,000	—	—
Asia	1.3%	\$77,913	\$58,971	\$14,000-\$85,000	—	—
Europe	0.7%	—	—	—	—	—
South America	0.2%	—	—	—	—	—



# OFFER & COMPENSATION DETAILS

## POSITION SOURCE

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	303	67.6%
On-Campus Recruiting	94	21.0%
Returning to On-Campus/School Facilitated Internship	148	33.0%
Other School Facilitated (posting, alumni/faculty networking, etc.)	61	13.6%
Off-Campus/Direct Contact	145	32.4%
Direct Contact	67	15.0%
Other Off-Campus Contact (personal network, other job postings, etc.)	78	17.4%
Grand Total	448	100.0%

## CAREER OUTCOMES

	NUMBER	% OF TOTAL
Employed Full-Time	455	74.5%
Continuing Education	41	6.7%
Seeking Employment	14	2.3%
Not Seeking	14	2.3%
No Information Available	87	14.2%
Grand Total	611	100.0%

## TIMING OF JOB OFFERS

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER BY SEPTEMBER 30
U.S. Citizen/Permanent Resident	91.1%	97.8%
Foreign National	86.7%	86.7%
Grand Total	90.9%	97.4%

## TIMING OF JOB ACCEPTANCES

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER BY SEPTEMBER 30
U.S. Citizen/Permanent Resident	90.2%	97.3%
Foreign National	80.0%	86.7%
Grand Total	89.8%	97.0%

## BASE SALARY BY CITIZENSHIP

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizen/Permanent Resident	379	87.1%	\$75,521	\$77,500	\$30,000-\$150,000
Foreign National	8	61.5%	\$83,000	\$71,614	\$14,000-\$85,000
Grand Total	387	86.4%	\$78,500	\$75,575	\$14,000-\$150,000

## SIGNING BONUS BY CITIZENSHIP

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizen/Permanent Resident	247	65.2%	\$10,000	\$10,012	\$1,000-\$56,000
Foreign National	1	12.5%	—	—	—
Grand Total	248	64.1%	\$10,000	\$10,042	\$1,000-\$56,000





CLASS OF 2020 BBA INTERNS

## INTERN OVERVIEW

Students in the Michigan Ross Bachelor of Business Administration Program learn critical business skills with a boundary-breaking approach. They start with a strong foundation in core classes and expand their experience with electives and often study overseas.

### DEMOGRAPHIC OVERVIEW

Class Size.....	642
Grade Point Average (GPA) .....	3.6
Women .....	36%
Underrepresented Minorities.....	9%
International Students.....	9%

*This report conforms to the National Undergraduate Business Symposium First Destination Reporting Standards (NUBS).*

# HIRING COMPANIES

# 171

COMPANIES HIRED  
BBA INTERNS IN 2019

A.T. Kearney Inc.  
Accenture  
Acreage Holdings  
Aetna  
AllianceBernstein  
Amazon  
American Express Co.  
Anheuser-Busch InBev Inc.  
Ann Arbor Summer Festival  
Ann Inc.  
Apple Inc.  
AppLovin  
Ares Management LLC  
Bain & Co. Inc.  
Bank of America Merrill Lynch  
Barclays PLC  
Barings  
BDO USA LLP  
BlackRock Inc.  
Bloomberg LP  
Bloomingdale's  
BMO Capital Markets  
BNP Paribas  
Boston Consulting Group  
Brown Brothers Harriman & Co.  
Brown Gibbons Lang & Co.  
Buybacc  
Campbell Lutyens  
Cantor Fitzgerald  
Capital One  
Cardinal Health Inc.  
Cenko, Vendittelli, Haynes & Tokarz PLC  
Centerview Partners LLC  
Champion REIT

Citi  
Comcast/NBCUniversal  
Cornerstone Research  
Credit Suisse  
DaVita Inc.  
DC Advisory  
Delaware Street Capital  
Deloitte  
Deutsche Bank  
Digitas North America  
DISH Network Corp.  
Doctor.com  
Dow Chemical Co.  
DTE Energy  
Eastdil Secured LLC  
Edward Jones  
Empire State Realty Trust  
Evercore  
EY  
Facebook Inc.  
Fiat Chrysler Automobiles  
Financo Inc.  
Fokus Asset Management  
Ford Motor Co.  
FTI Consulting  
Gap Inc.  
Gartner  
GCM Grosvenor  
General Mills Inc.  
General Motors Corp.  
GIC Private Limited  
Goldman Sachs Group  
Google Inc.  
Gravy Films

Greenhill & Co. LLC  
Greentech Capital Advisors  
Greystone & Co.  
Guggenheim Partners  
Houlihan Lokey  
Hudson's Bay Co.  
Hulu  
Huron Consulting Group  
International Business Machines Corp.  
IMC Chicago  
Ironwood Capital  
Jefferies LLC  
JP Morgan Chase & Co.  
KeyBanc Capital Markets  
KeyBank  
Keystone Group Management Consulting  
KPMG LLP  
L'Oreal USA Inc.  
Lazard  
Level Equity  
Lincoln International LLC  
Liquidnet  
Macquarie Holdings (USA) Inc.  
McKinsey & Co.  
Meijer Inc.  
Michigan Venture Capital Association  
Microsoft Corp.  
Mizuho Bank  
Moelis & Co.  
Moku Foods  
Morgan Stanley  
Neuberger Berman  
Nexient  
NFP Property and Casualty Inc.  
Nielsen

OppLoans  
Opportunity Finance Network  
Oracle Corp.  
Outloud Group  
Palo Alto Networks  
PepsiCo Inc.  
Piper Jaffray & Co.  
PJ Solomon  
PJT Partners  
Plante Moran PLLC  
PNC Financial Services Group  
Point72 Asset Management  
Polaris Industries Inc.  
Procter & Gamble Co.  
Prophet  
Protiviti  
PwC Strategy&  
Qualtrics  
Quicken Loans  
Rabobank  
Raymond James  
RBC Capital Markets  
Redbeard Talent  
Related Companies LP  
Restaurant Brands International  
Robert W. Baird & Co. Inc.  
Rothschild Inc.  
RSM  
S-Docs  
S.C. Johnson & Son Inc.  
Salesforce  
SalesPage Technologies  
Schneider Downs  
ShopCore Properties LP

Silicon Valley Bank  
Standard Chartered Bank Indonesia  
Starwood Capital Group  
Steve Madden  
Stout  
Susquehanna International Group  
Tap Advisors  
Target Corp.  
Taylor Management Co.  
TIAA  
TravelClick  
U.S. Government Accountability Office  
UBS  
Unilever  
United Airlines  
UnitedHealth Group Inc.  
University of Louisiana at Lafayette  
USA Hockey  
Venture Lane  
Viacom Media Networks  
ViaSat  
Visa Inc.  
Vista Equity Partners  
Viz.ai  
Walgreens  
Walt Disney Co.  
Warner Bros.  
Wayfair  
Wells Fargo  
Whirlpool Corp.  
William Blair  
William Morris Endeavor  
Zenith Media Agency  
ZS Associates












# ACCEPTANCES BY INDUSTRY

## DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 97% and a salary disclosure rate of 79%)

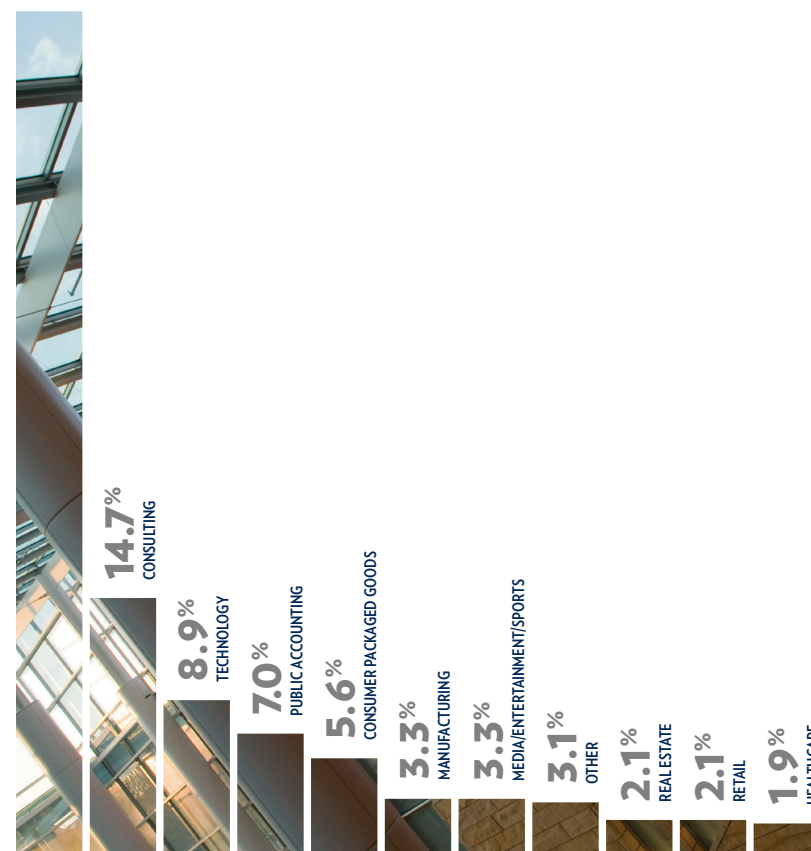
INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	14.7%	\$67,200	\$70,195	\$24,000-\$96,000
Consumer Packaged Goods	5.6%	\$48,000	\$48,409	\$24,000-\$67,200
Financial Services	48.0%	\$78,460	\$71,101	\$3,000-\$120,000
Healthcare	1.9%	\$36,480	\$41,074	\$32,640-\$60,000
Manufacturing	3.3%	\$46,080	\$44,531	\$35,520-\$48,000
Media/Entertainment/Sports	3.3%	\$28,800	\$30,320	\$17,280-\$53,760
Public Accounting	7.0%	\$51,300	\$50,941	\$36,000-\$68,400
Real Estate	2.1%	\$38,400	\$33,635	\$12,245-\$48,000
Retail	2.1%	\$38,760	\$39,800	\$28,800-\$51,840
Technology	8.9%	\$48,000	\$50,815	\$12,000-\$96,000
Other	3.1%	\$28,800	\$27,124	\$8,400-\$39,528

48.0%  
FINANCIAL SERVICES



**\$60K**

ANNUALIZED MEDIAN BASE SALARY



# ACCEPTANCES BY FUNCTION

## DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 97% and a salary disclosure rate of 79%)

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Accounting	7.2%	\$51,000	\$49,124	\$28,800-\$68,400
Audit	5.1%	\$47,520	\$49,509	\$30,720-\$68,400
General Accounting	2.1%	\$51,600	\$52,110	\$28,800-\$54,240
Consulting	14.7%	\$68,880	\$69,643	\$24,000-\$96,000
General Consulting	5.4%	\$72,000	\$69,205	\$32,640-\$96,000
IT/Systems Consulting	2.8%	\$66,000	\$64,960	\$24,000-\$90,000
Strategy Consulting	6.5%	\$71,280	\$71,978	\$55,200-\$91,200
Finance	46.6%	\$78,229	\$70,115	\$3,000-\$120,000
Asset Management	4.4%	\$76,800	\$73,450	\$30,000-\$99,996
Corporate Finance	6.1%	\$50,400	\$54,545	\$38,400-\$70,800
General Finance	9.5%	\$54,000	\$55,544	\$3,000-\$86,400
Investment Banking	21.0%	\$84,996	\$79,936	\$14,400-\$96,000
Private Equity/Venture Capital	1.4%	\$81,600	\$75,319	\$48,000-\$90,000
Sales & Trading	4.2%	\$84,498	\$78,782	\$15,360-\$120,000
General Management	1.9%	\$47,880	\$53,560	\$35,520-\$81,600
IT	3.0%	\$64,356	\$53,911	\$24,000-\$85,200
Marketing/Sales	16.8%	\$43,200	\$42,354	\$8,400-\$72,000
Brand/Product Management	7.5%	\$48,000	\$48,012	\$12,000-\$72,000
General Marketing	6.5%	\$40,320	\$37,149	\$8,400-\$72,000
Sales	2.8%	\$43,050	\$41,790	\$24,000-\$63,600
Operations/Supply Chain Management	2.1%	\$34,560	\$33,569	\$9,000-\$54,396
Real Estate	1.6%	\$48,000	\$45,464	\$12,245-\$60,000
Strategic Planning	1.9%	\$38,400	\$39,933	\$24,000-\$60,000
Other	4.2%	\$60,000	\$60,467	\$17,280-\$96,000



# ACCEPTANCES BY REGION

## DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 97% and a salary disclosure rate of 79%)

REGION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
<b>Mid-Atlantic</b>	3.5%	\$72,000	\$59,493	\$28,800-\$86,400
Philadelphia Metro	0.2%	—	—	—
Washington, D.C. Metro	2.6%	\$72,000	\$64,731	\$28,800-\$86,400
Other	0.7%	—	—	—
<b>Midwest</b>	32.6%	\$52,500	\$55,737	\$9,000-\$120,000
Chicago Metro	16.8%	\$60,000	\$64,923	\$24,000-\$120,000
Detroit Metro	11.2%	\$46,080	\$44,522	\$9,000-\$90,000
Minneapolis/St. Paul Metro	1.2%	\$46,320	\$53,289	\$35,520-\$84,996
Other	3.4%	\$42,000	\$40,069	\$18,000-\$51,600
<b>Northeast</b>	47.1%	\$71,400	\$66,225	\$12,000-\$108,000
Boston Metro	0.7%	—	—	—
Tri-State Area (New York, New Jersey, & Connecticut)	46.2%	\$72,000	\$66,915	\$15,360-\$108,000
Other	0.2%	—	—	—
<b>South</b>	2.1%	\$43,200	\$47,662	\$24,000-\$96,000
Atlanta Metro	0.2%	—	—	—
Miami Metro	0.7%	—	—	—
Other	1.2%	\$38,400	\$41,760	\$24,000-\$60,000
<b>Southwest</b>	2.3%	\$54,000	\$61,228	\$31,680-\$96,000
Dallas Metro	0.7%	—	—	—
Denver Metro	0.9%	\$40,800	\$50,820	\$31,680-\$90,000
Houston Metro	0.2%	—	—	—
Other	0.5%	—	—	—
<b>West</b>	9.3%	\$60,000	\$63,475	\$17,280-\$96,000
Los Angeles Metro	1.9%	\$42,498	\$53,425	\$17,280-\$90,000
San Francisco Bay Area	5.1%	\$60,000	\$66,957	\$48,000-\$96,000
Seattle Metro	1.9%	\$64,200	\$68,462	\$54,396-\$90,000
Other	0.4%	—	—	—
<b>International</b>	3.1%	\$24,000	\$37,961	\$3,000-\$96,000

