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.

94% of graduates received an offer by September 30

This report conforms to the National Undergraduate Business Symposium First Destination Reporting Standards (NUBS).
CLASS OF 2020 BBA GRADUATES

HIRING COMPANIES

Accenture Strategy
Adobe
Aetna
AGC Partners
Aldusights
Altus Power America Management LLC
Alvarez & Marsal
Amazon
American Express Co.
Americorps
Anheuser-Busch InBev Inc.
Apax Digital
Ares Management LLC
Auldbrass Partners
Axiom Law
Bain & Co. Inc.
Bain Capital
Bank of America Merrill Lynch
Barclays PLC
BDO USA LLP
Beesmer Venture Partners
Birchwood Healthcare Partners
BlackRock Inc.
Blackstone
Bloomberg LP
Bloomindale's
BNP Paribas
Boston Consulting Group
Business Talent Group
Cambridge Associates
Campbell Lutyns
Capital One
Carbon Lighthouse
Castle Placement
CBRE Inc.
Centerview Partners LLC
Citadel Securities
Citi
CloudFlare
Colgate-Palmolive Co.
Comcast/NBC/Universal Studio Parks
Credit Suisse
Cutter Group
DA Davidson & Co.
DaVita Inc.
DC Advisory
Dealershop
Deloitte
Deutsche Bank
Doner
Donyati
Dover Street Market
Eastdil Secured LLC
Edward Jones
Empire State Realty Trust
Envision Horizons
Equitable Advisors
Evercore
EY/Parthenon
Facebook Inc.
Fiat Chrysler Automobiles
Financo Inc.
GCM Grovenor
Geico
General Motors Co.
GIC
Goldman Sachs Group
Google Inc.
Graham Partners
Grainger
Greenhill & Co. LLC
Greenwich Capital Group
Guggenheim Partners
Harrison Street Real Estate Capital
Hewlett Packard Enterprise
Houllfan Lokey
Hulu
Huron Consulting Group
IBM (International Business Machines Corp.)
Impendi Analytics
IRI
Jefferies LLC
JPMorgan Chase & Co.
Kayne Anderson Capital Advisors LP
Keaney
KeyBank Capital Markets
Keyence Corp.
KKR & Co
KPMG LLP
Lendit
Level Equity
Lincoln International LLC
LinkedIn
Livingstone Partners LLC
Loews Corp.
M. Klein and Co.
Macquarie Holdings (USA) Inc.
Macy's
Marsh & McLennan
Marsh Inc.
Mckinsey & Co.
McMaster-Carr
MDF Export
Metapraxis
Miami Dolphins
Microsoft Corp.
 Mizuho Bank
Mizuho Securities USA LLC
Moels & Co.
Moku Foods
Morgan Stanley
Neuberger Berman
Northern Trust
Northrop Grumman Corp.
Octagon Credit
Onex
Oppenheimer & Co. Inc.
OppLoans
Opportunity Finance Network
Oracle Corp.
Paypal Inc.
PepsiCo Inc.
Perella Weinberg Partners
PGIM
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
Quaero
Qualtrics
RJ RCM
Rabobank
Raymond James
RBC Capital Markets
REDIST
Ressco
Restaurant Brands International
Rialto Capital Management
Rivian
Robert W. Baird & Co. Inc.
Robinhood
Roland Berger
Rothschild Inc.
RSM
Sachse Construction
Salesforce
SalesPage Technologies
SC Johnson
Shopee
Sia Partners
Silicon Valley Bank
Simon Data
Standard Chartered Bank
Stout
The Applied Value Group
The Nielsen Co.
The Related Companies LP
Treyco & Co.
UBS
Union Square Advisors LLC
United Airlines
UnitedHealth Group Inc.
Veeva Systems
Visa Inc.
Walgreens
Walmart US eCommerce
Walton Street Capital LLC
Wells Fargo
Whirlpool Corp.
William Blair
Wise Systems Inc.
Workday
YipitData
ZS Associates

CLASS OF 2020 BBA GRADUATES // GRADUATES // HIRING COMPANIES

184 COMPANIES HIRED BBA GRADUATES IN 2020
### Detailed Compensation Information

(Based upon a knowledge rate of 88.1% and a salary disclosure rate of 66%)

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of Reported</th>
<th>Median</th>
<th>Mean</th>
<th>Range</th>
<th>% of Reported</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>2.1%</td>
<td>$65,000</td>
<td>$66,667</td>
<td>$58,000-$75,000</td>
<td>44.4%</td>
<td>$7,500</td>
</tr>
<tr>
<td>Consulting</td>
<td>21.2%</td>
<td>$80,000</td>
<td>$79,623</td>
<td>$44,000-$92,000</td>
<td>49.2%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>4.2%</td>
<td>$70,000</td>
<td>$69,467</td>
<td>$65,000-$75,000</td>
<td>33.3%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>49.1%</td>
<td>$85,000</td>
<td>$82,000</td>
<td>$24,000-$125,000</td>
<td>48.5%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>1.9%</td>
<td>$65,000</td>
<td>$71,167</td>
<td>$65,000-$95,000</td>
<td>16.7%</td>
<td>$2,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>3.0%</td>
<td>$67,500</td>
<td>$65,458</td>
<td>$48,000-$80,000</td>
<td>12.5%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2.8%</td>
<td>$75,000</td>
<td>$72,500</td>
<td>$65,000-$80,000</td>
<td>80.0%</td>
<td>$7,500</td>
</tr>
<tr>
<td>Retail</td>
<td>1.2%</td>
<td>$59,000</td>
<td>$60,000</td>
<td>$57,000-$65,000</td>
<td>75.0%</td>
<td>$8,000</td>
</tr>
<tr>
<td>Technology</td>
<td>10.2%</td>
<td>$73,507</td>
<td>$79,178</td>
<td>$50,000-$135,000</td>
<td>33.3%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Other</td>
<td>4.4%</td>
<td>$64,000</td>
<td>$66,125</td>
<td>$59,000-$85,000</td>
<td>33.3%</td>
<td>$9,250</td>
</tr>
</tbody>
</table>
## Acceptances by Function

| Class of 2020 BBA Graduates |

### Detailed Compensation Information

(Based upon a knowledge rate of 88.1% and a salary disclosure rate of 66%)

<table>
<thead>
<tr>
<th>Function</th>
<th>% of Reported</th>
<th>Median</th>
<th>Mean</th>
<th>Range</th>
<th>% of Reported</th>
<th>Median</th>
<th>Signing Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>0.9%</td>
<td>$63,000</td>
<td>$64,750</td>
<td>$61,000-$72,000</td>
<td>50.0%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Consulting</td>
<td>25.8%</td>
<td>$80,000</td>
<td>$78,411</td>
<td>$44,000-$92,000</td>
<td>51.3%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>General Consulting</td>
<td>7.7%</td>
<td>$79,000</td>
<td>$78,095</td>
<td>$59,000-$90,000</td>
<td>52.0%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Internal Consulting</td>
<td>1.9%</td>
<td>$88,000</td>
<td>$83,125</td>
<td>$60,000-$88,500</td>
<td>75.0%</td>
<td>$9,000</td>
<td>$9,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>13.5%</td>
<td>$80,000</td>
<td>$79,641</td>
<td>$44,000-$92,000</td>
<td>51.3%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Technology Consulting</td>
<td>2.8%</td>
<td>$74,254</td>
<td>$74,167</td>
<td>$60,000-$88,500</td>
<td>41.7%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Finance</td>
<td>49.5%</td>
<td>$85,000</td>
<td>$80,143</td>
<td>$24,000-$125,000</td>
<td>43.1%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Asset Management</td>
<td>6.5%</td>
<td>$85,000</td>
<td>$76,182</td>
<td>$24,000-$100,000</td>
<td>31.8%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>4.9%</td>
<td>$70,000</td>
<td>$68,237</td>
<td>$60,000-$88,500</td>
<td>42.1%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>General Finance</td>
<td>7.7%</td>
<td>$74,000</td>
<td>$74,063</td>
<td>$48,000-$85,000</td>
<td>31.3%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>24.2%</td>
<td>$85,000</td>
<td>$85,310</td>
<td>$70,000-$95,000</td>
<td>46.6%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Private Equity/Venture Capital</td>
<td>3.3%</td>
<td>$85,000</td>
<td>$86,591</td>
<td>$65,000-$120,000</td>
<td>45.5%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Sales/Trading</td>
<td>3.0%</td>
<td>$85,000</td>
<td>$91,181</td>
<td>$85,000-$125,000</td>
<td>63.6%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>General Management</td>
<td>4.2%</td>
<td>$67,500</td>
<td>$69,708</td>
<td>$50,000-$94,000</td>
<td>46.2%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Information Technology</td>
<td>2.3%</td>
<td>$112,000</td>
<td>$102,300</td>
<td>$72,500-$130,000</td>
<td>100.0%</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>13.0%</td>
<td>$70,000</td>
<td>$70,336</td>
<td>$52,000-$99,000</td>
<td>37.1%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Brand/Product Management</td>
<td>5.1%</td>
<td>$70,000</td>
<td>$73,589</td>
<td>$52,500-$99,000</td>
<td>37.5%</td>
<td>$6,000</td>
<td>$6,000</td>
</tr>
<tr>
<td>General Marketing</td>
<td>3.3%</td>
<td>$65,000</td>
<td>$68,143</td>
<td>$60,000-$88,000</td>
<td>85.7%</td>
<td>$6,500</td>
<td>$6,500</td>
</tr>
<tr>
<td>Sales</td>
<td>4.7%</td>
<td>$65,000</td>
<td>$67,000</td>
<td>$52,000-$95,000</td>
<td>91.1%</td>
<td>$5,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Other</td>
<td>5.4%</td>
<td>$70,000</td>
<td>$75,679</td>
<td>$48,000-$135,000</td>
<td>13.3%</td>
<td>$9,875</td>
<td>$9,875</td>
</tr>
</tbody>
</table>
### Detailed Compensation Information

(Based upon a knowledge rate of 88.1% and a salary disclosure rate of 66%)

<table>
<thead>
<tr>
<th>Function</th>
<th>% of Reported</th>
<th>Median</th>
<th>Mean</th>
<th>Range</th>
<th>% of Reported</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>4.1%</td>
<td>$77,750</td>
<td>$76,083</td>
<td>$55,000-$95,000</td>
<td>58.3%</td>
<td>$9,500</td>
</tr>
<tr>
<td>Philadelphia Metro</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Washington D.C. Metro</td>
<td>3.0%</td>
<td>$88,000</td>
<td>$81,333</td>
<td>$59,000-$95,000</td>
<td>66.7%</td>
<td>$9,750</td>
</tr>
<tr>
<td>Other</td>
<td>0.5%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Midwest</td>
<td>31.3%</td>
<td>$75,000</td>
<td>$74,883</td>
<td>$48,000-$120,000</td>
<td>42.9%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Chicago Metro</td>
<td>23.0%</td>
<td>$79,500</td>
<td>$77,873</td>
<td>$48,000-$120,000</td>
<td>49.3%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Detroit Metro</td>
<td>5.7%</td>
<td>$65,000</td>
<td>$67,765</td>
<td>$48,000-$90,000</td>
<td>23.5%</td>
<td>$11,250</td>
</tr>
<tr>
<td>Other</td>
<td>2.5%</td>
<td>$62,500</td>
<td>$65,750</td>
<td>$50,000-$90,000</td>
<td>30.0%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>46.7%</td>
<td>$85,000</td>
<td>$79,388</td>
<td>$24,000-$120,000</td>
<td>43.8%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Boston Metro</td>
<td>0.9%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Tri-State Area</td>
<td>45.7%</td>
<td>$85,000</td>
<td>$79,461</td>
<td>$24,000-$120,000</td>
<td>44.2%</td>
<td>$10,000</td>
</tr>
<tr>
<td>(New York, New Jersey, and Connecticut)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South</td>
<td>2.1%</td>
<td>$68,750</td>
<td>$73,125</td>
<td>$65,000-$90,000</td>
<td>75.0%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>2.3%</td>
<td>$70,000</td>
<td>$76,269</td>
<td>$61,880-$112,000</td>
<td>71.4%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Dallas Metro</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Other</td>
<td>1.6%</td>
<td>$65,000</td>
<td>$75,970</td>
<td>$61,880-$120,000</td>
<td>50.0%</td>
<td>$21,250</td>
</tr>
<tr>
<td>West</td>
<td>11.5%</td>
<td>$85,000</td>
<td>$86,130</td>
<td>$55,000-$133,000</td>
<td>41.2%</td>
<td>$8,500</td>
</tr>
<tr>
<td>Los Angeles Metro</td>
<td>2.3%</td>
<td>$85,000</td>
<td>$82,500</td>
<td>$70,000-$90,000</td>
<td>66.7%</td>
<td>$5,000</td>
</tr>
<tr>
<td>San Francisco Metro</td>
<td>6.2%</td>
<td>$80,000</td>
<td>$84,383</td>
<td>$55,000-$133,000</td>
<td>41.2%</td>
<td>$7,000</td>
</tr>
<tr>
<td>Seattle Metro</td>
<td>2.8%</td>
<td>$90,000</td>
<td>$91,892</td>
<td>$64,000-$130,000</td>
<td>30.0%</td>
<td>$26,000</td>
</tr>
<tr>
<td>Other</td>
<td>0.2%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>International</td>
<td>2.1%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
</tbody>
</table>
## Offer & Compensation Details

### Base Salary by Citizenship

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Usable Salary Data</th>
<th>Percent of Reported</th>
<th>Median Base Salary</th>
<th>Mean Base Salary</th>
<th>Base Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>379</td>
<td>87.1%</td>
<td>$75,521</td>
<td>$77,500</td>
<td>$30,000-$150,000</td>
</tr>
<tr>
<td>Foreign National</td>
<td>8</td>
<td>61.5%</td>
<td>$83,000</td>
<td>$71,614</td>
<td>$14,000-$85,000</td>
</tr>
<tr>
<td>Grand Total</td>
<td>387</td>
<td>86.4%</td>
<td>$78,500</td>
<td>$75,575</td>
<td>$14,000-$150,000</td>
</tr>
</tbody>
</table>

### Signing Bonus by Citizenship

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Usable Signing Bonus Data</th>
<th>Percent of Reported</th>
<th>Median Bonus</th>
<th>Mean Bonus</th>
<th>Bonus Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>123</td>
<td>44.9%</td>
<td>$9,000</td>
<td>$8,827</td>
<td>$1,000-$15,000</td>
</tr>
<tr>
<td>Foreign National</td>
<td>6</td>
<td>46.2%</td>
<td>$10,000</td>
<td>$9,917</td>
<td>$5,000-$15,000</td>
</tr>
<tr>
<td>Grand Total</td>
<td>129</td>
<td>44.9%</td>
<td>$10,000</td>
<td>$9,456</td>
<td>$1,000-$15,000</td>
</tr>
</tbody>
</table>

### Timing of Job Offers

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Received First Offer by Graduation</th>
<th>Received First Offer by September 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>73.9%</td>
<td>94.2%</td>
</tr>
<tr>
<td>Foreign National</td>
<td>78.3%</td>
<td>91.3%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>74.1%</td>
<td>94.0%</td>
</tr>
</tbody>
</table>

### Timing of Job Acceptances

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Accepted Offer by Graduation</th>
<th>Accepted Offer by September 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>72.8%</td>
<td>93.0%</td>
</tr>
<tr>
<td>Foreign National</td>
<td>78.3%</td>
<td>91.3%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>73.1%</td>
<td>92.9%</td>
</tr>
</tbody>
</table>

### Career Outcomes

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed Full-Time</td>
<td>458</td>
<td>77.0%</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>47</td>
<td>7.9%</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>14</td>
<td>2.4%</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>5</td>
<td>0.8%</td>
</tr>
<tr>
<td>No Information Available</td>
<td>71</td>
<td>11.9%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>595</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Position Source

<table>
<thead>
<tr>
<th>Source</th>
<th>Number</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus/School Facilitated</td>
<td>265</td>
<td>60.9%</td>
</tr>
<tr>
<td>On-Campus Recruiting</td>
<td>80</td>
<td>18.4%</td>
</tr>
<tr>
<td>Returning to On-Campus/School-Facilitated Internship</td>
<td>100</td>
<td>23.0%</td>
</tr>
<tr>
<td>Other School Facilitated (posting, alumni/faculty networking, etc.)</td>
<td>85</td>
<td>19.5%</td>
</tr>
<tr>
<td>Off-Campus/Direct Contact</td>
<td>170</td>
<td>39.1%</td>
</tr>
<tr>
<td>Direct Contact</td>
<td>108</td>
<td>24.8%</td>
</tr>
<tr>
<td>Other Off-Campus Contact (personal network, other job postings, etc.)</td>
<td>62</td>
<td>14.3%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>435</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
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**: 638
- **Grade Point Average (GPA)**: 3.55
- **Women**: 36%
- **Underrepresented Minorities**: 9%
- **International Students**: 3%

This report conforms to the National Undergraduate Business Symposium First Destination Reporting Standards (NUBS).
CLASS OF 2021 BBA INTERNS
HIRING COMPANIES

Accenture Strategy
Affirma Capital
Allianz Life
Allscripts
Alphasights
Amazon
Amazon Web Services
American Express Co.
Arneusen-Busch InBev Inc.
Apple Inc.
Ares Management LLC
Argus Farm Stop
AT&T
BackPac
Bain & Co. Inc.
Baird Capital
Bank of America
Bank of America Merrill Lynch
Bank of Montreal
Barclays PLC
Barings
Beehive Intelligence
BehaVR LLC
Benzinga
Birchwood Healthcare Partners
BlackRock Inc.
Bloomberg LP
Blue Conduit
BMO Capital Markets
BNP Paribas
Boston Consulting Group
Calamos Investments
Capital One
Cascade Partners LLC
Cellular Corp.
Centerview Partners LLC
Century Partners
Citi
Clarity Benefit Solutions
ClickTime
Colliers International
Comerica Bank
Cowen Inc.
Creative Artists Agency
Daewa Capital Advisory
DaVita Inc.
DC Advisory
DEKA Research & Development
Deloitte
Detroit Venture Partners
Deutsche Bank
Dimensional Fund Advisors
Discover Financial Services
Donati
DoubleVerify
DTE Energy
Dwight Capital
El Lilly & Co.
Empire State Realty Trust
Equity Group Investments
Evercore
Exxon Mobil Corp.
EY
EY-Parthenon
Fiat Chrysler Automobiles
FieldXperience
Ford Motor Co.
Freddie Mac
Gartner
GCM Groovener
General Atomics
General Motors Co.
GoGo Healthy Kids
Goldman Sachs Group
Goldpoint Partners LLC
Google Inc.
Graham Partners
Grand Total
Greenhill & Co. LLC
Groundspeed Analytics Inc.
Guggenheim Partners
Harris Williams & Co.
HealthScape Advisors
Houlihan Lokey
HSBC Securities (USA) Inc.
Huron Consulting Group
IBM (International Business Machines Corp.)
Implementation Engineers
Ingredion Inc.
Insight Venture Partners
InScribed
Intuit Inc.
IRI
Jeffries LLC
Jones Lang LaSalle (JLL)
JPMorgan Chase & Co.
Karimba Security
Katch Media
Keane
Kindbody
Kue Koe Tech
KPMG LLP
L’Oréal USA Inc.
L&M Development Partners Inc.
Launch Consulting Group
LawnGurus
Lazard
Lazard Middle Market
LeaseQuery LLC
Lincoln International LLC
LivCor
Macallister Machinery Co
Macquarie Holdings (USA) Inc.
Make-A-Wish Foundation
MakeSpace
MassMutual
McKinsey & Co.
MD Cloud Practice Solutions
Majer
Mercer
META
MiBrand
Microsoft Corp.
Mizuho Bank
Mizuho Securities USA LLC
Meels & Co.
Molson Coors Beverage Co.
Monarch Investment & Management
Morgan Stanley
Morningstar Inc.
MUFG
Must Love Sports
Mycoo
Nike Inc.
Nomura Greentech
Northwood Investors
optimize health
PagerDuty
Parnassus Investments
PepsiCo Inc.
Piper Sandler & Co.
PJ SOLOMON
PJT Partners
Plante Moran PLLC
Point72 Asset Management
Polyplus Industries Inc.
Procter & Gamble Co.
Project Healthy Minds
PwC Strategy
Quicken Loans
Rabobank
Raine Group
Raymond James
Rebecca Parsons Campaign
RiverPark Funds
RNA Capital Advisors
Robert W. Baird & Co. Inc.
Roland Berger
Rotshild Inc.
Royal Caribbean Cruise Lines
S&P Global
Salesforce
SC Johnson
ServiceNow Inc.
Shangri-La Group
ShopCore Properties
Shoppee
Sid Partners
Sleep Number
Societe Generale
Spacer
Strut
Susequahanna International Group
Tamatem Games
TaskUs
Teacher Retirement System of Texas
The Keystone Group Management Consulting
The Moinian Group
The NRP Group LLC
The Related Companies LP
The Urban Haus
ToDoole
Towne Mortgage Co.
Treacy & Co.
Uber Technologies
UBS
Unilever
United Airlines
University of Michigan
UPS
V1 Sports
Vengo Labs
Veracie Capital Management
Vista Partners
Vista Consulting Group
Volkswagen Capital
Wells Fargo
WestRiver Group
Whistlepool Corp.
William Blair
Williams-Sonoma Inc.
Z&Z Associates
Zuckerberg Media

BBA CLASS OF 2021 // INTERNS // HIRING COMPANIES

CLASS OF 2021 BBA INTERNS
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CLASS OF 2021 BBA INTERNS
HIRING COMPANIES
### Detailed Compensation Information

(Based upon a knowledge rate of 91.5% and a salary disclosure rate of 65.7%)

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of Reported</th>
<th>Median Base Salary (Annualized)</th>
<th>Mean Base Salary (Annualized)</th>
<th>Base Salary Range (Annualized)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>6.3%</td>
<td>$59,000</td>
<td>$57,055</td>
<td>$38,400-$67,596</td>
</tr>
<tr>
<td>Consulting</td>
<td>12.6%</td>
<td>$72,000</td>
<td>$69,243</td>
<td>$10,800-$108,240</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>6.0%</td>
<td>$48,000</td>
<td>$45,868</td>
<td>$14,808-$72,000</td>
</tr>
<tr>
<td>Education</td>
<td>1.2%</td>
<td>$60,000</td>
<td>$45,600</td>
<td>$16,800-$60,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>39.1%</td>
<td>$80,500</td>
<td>$72,475</td>
<td>$18,000-$102,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>3.6%</td>
<td>$36,000</td>
<td>$42,585</td>
<td>$24,000-$60,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>4.3%</td>
<td>$44,160</td>
<td>$42,540</td>
<td>$16,800-$60,000</td>
</tr>
<tr>
<td>Media/Entertainment/Sports</td>
<td>1.9%</td>
<td>$41,600</td>
<td>$42,160</td>
<td>$30,000-$60,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>3.6%</td>
<td>$40,320</td>
<td>$45,531</td>
<td>$38,400-$60,000</td>
</tr>
<tr>
<td>Retail</td>
<td>2.2%</td>
<td>$54,960</td>
<td>$50,160</td>
<td>$32,640-$60,000</td>
</tr>
<tr>
<td>Technology</td>
<td>13.8%</td>
<td>$60,000</td>
<td>$55,571</td>
<td>$12,000-$75,200</td>
</tr>
<tr>
<td>Other</td>
<td>5.3%</td>
<td>$36,400</td>
<td>$38,863</td>
<td>$12,312-$60,960</td>
</tr>
</tbody>
</table>
## Detailed Compensation Information

(Based upon a knowledge rate of 91.5% and a salary disclosure rate of 65.7%)

<table>
<thead>
<tr>
<th>Function</th>
<th>% of Reported</th>
<th>Median Base Salary (Annualized)</th>
<th>Mean Base Salary (Annualized)</th>
<th>Base Salary Range (Annualized)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>7.0%</td>
<td>$58,620</td>
<td>$56,491</td>
<td>$38,400-$67,596</td>
</tr>
<tr>
<td>Consulting</td>
<td>24.4%</td>
<td>$60,000</td>
<td>$61,542</td>
<td>$10,800-$108,240</td>
</tr>
<tr>
<td>General Consulting</td>
<td>4.6%</td>
<td>$66,000</td>
<td>$60,173</td>
<td>$30,000-$87,000</td>
</tr>
<tr>
<td>Internal Consulting</td>
<td>9.7%</td>
<td>$60,000</td>
<td>$60,231</td>
<td>$40,560-$96,000</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>4.6%</td>
<td>$72,000</td>
<td>$66,857</td>
<td>$10,800-$108,240</td>
</tr>
<tr>
<td>Operations/Process Consulting</td>
<td>1.0%</td>
<td>$30,000</td>
<td>$44,267</td>
<td>$30,000-$72,800</td>
</tr>
<tr>
<td>Finance</td>
<td>41.3%</td>
<td>$79,992</td>
<td>$70,476</td>
<td>$18,000-$102,000</td>
</tr>
<tr>
<td>Asset Management</td>
<td>4.3%</td>
<td>$54,080</td>
<td>$58,355</td>
<td>$24,000-$102,000</td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>4.6%</td>
<td>$52,000</td>
<td>$54,463</td>
<td>$30,000-$85,000</td>
</tr>
<tr>
<td>General Finance</td>
<td>75%</td>
<td>$60,000</td>
<td>$52,710</td>
<td>$18,000-$95,076</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>19.6%</td>
<td>$84,480</td>
<td>$79,917</td>
<td>$20,400-$102,000</td>
</tr>
<tr>
<td>Private Equity/Venture Capital</td>
<td>3.9%</td>
<td>$72,800</td>
<td>$63,408</td>
<td>$34,320-$84,996</td>
</tr>
<tr>
<td>Sales/Trading</td>
<td>14%</td>
<td>$85,000</td>
<td>$83,696</td>
<td>$76,800-$86,400</td>
</tr>
<tr>
<td>General Management</td>
<td>2.9%</td>
<td>$51,600</td>
<td>$48,346</td>
<td>$24,000-$72,000</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>16.9%</td>
<td>$48,000</td>
<td>$46,569</td>
<td>$12,000-$73,200</td>
</tr>
<tr>
<td>Brand/Product Management</td>
<td>6.0%</td>
<td>$48,000</td>
<td>$48,807</td>
<td>$14,808-$73,200</td>
</tr>
<tr>
<td>General Marketing</td>
<td>6.8%</td>
<td>$44,800</td>
<td>$44,307</td>
<td>$12,000-$72,288</td>
</tr>
<tr>
<td>Sales</td>
<td>4.1%</td>
<td>$48,000</td>
<td>$48,116</td>
<td>$36,480-$66,560</td>
</tr>
<tr>
<td>Operations/Supply Chain Management</td>
<td>1.7%</td>
<td>$45,120</td>
<td>$43,644</td>
<td>$16,800-$49,920</td>
</tr>
<tr>
<td>Other</td>
<td>5.8%</td>
<td>$40,960</td>
<td>$45,303</td>
<td>$12,312-$72,000</td>
</tr>
</tbody>
</table>
# Class of 2021 BBA Interns

## Acceptances by Region

### Detailed Compensation Information

(Based upon a knowledge rate of 91.5% and a salary disclosure rate of 65.7%)

<table>
<thead>
<tr>
<th>Region</th>
<th>% of Reported</th>
<th>Median Base Salary (Annualized)</th>
<th>Mean Base Salary (Annualized)</th>
<th>Base Salary Range (Annualized)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>2.2%</td>
<td>$69,280</td>
<td>$70,093</td>
<td>$48,000-$96,000</td>
</tr>
<tr>
<td>Philadelphia Metro Area</td>
<td>0.2%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Washington DC Metro Area</td>
<td>1.9%</td>
<td>$72,000</td>
<td>$75,249</td>
<td>$57,384-$96,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>35.5%</td>
<td>$54,040</td>
<td>$52,312</td>
<td>$4,800-$90,000</td>
</tr>
<tr>
<td>Chicago Metro Area</td>
<td>13.3%</td>
<td>$60,000</td>
<td>$58,987</td>
<td>$10,800-$90,000</td>
</tr>
<tr>
<td>Detroit Metro Area</td>
<td>17.1%</td>
<td>$54,080</td>
<td>$49,373</td>
<td>$16,800-$90,000</td>
</tr>
<tr>
<td>Other</td>
<td>5.1%</td>
<td>$48,000</td>
<td>$50,595</td>
<td>$24,000-$84,996</td>
</tr>
<tr>
<td>Northeast</td>
<td>40.1%</td>
<td>$76,800</td>
<td>$71,220</td>
<td>$6,000-$108,240</td>
</tr>
<tr>
<td>Boston Metro Area</td>
<td>1.2%</td>
<td>$54,960</td>
<td>$57,720</td>
<td>$48,000-$72,960</td>
</tr>
<tr>
<td>Tri-State Area</td>
<td>38.9%</td>
<td>$78,480</td>
<td>$72,345</td>
<td>$18,000-$108,240</td>
</tr>
<tr>
<td>(New York, New Jersey, &amp; Connecticut)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>South</td>
<td>2.2%</td>
<td>$48,480</td>
<td>$47,240</td>
<td>$30,000-$60,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>5.1%</td>
<td>$48,000</td>
<td>$46,326</td>
<td>$14,808-$60,960</td>
</tr>
<tr>
<td>Dallas Metro Area</td>
<td>2.4%</td>
<td>$48,000</td>
<td>$46,162</td>
<td>$14,808-$60,000</td>
</tr>
<tr>
<td>Other</td>
<td>2.7%</td>
<td>$48,000</td>
<td>$46,417</td>
<td>$24,000-$60,960</td>
</tr>
<tr>
<td>West</td>
<td>12.1%</td>
<td>$60,000</td>
<td>$60,371</td>
<td>$30,000-$90,000</td>
</tr>
<tr>
<td>Los Angeles Metro Area</td>
<td>1.0%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>San Francisco Bay Area</td>
<td>6.0%</td>
<td>$60,000</td>
<td>$63,655</td>
<td>$38,400-$90,000</td>
</tr>
<tr>
<td>Seattle Metro Area</td>
<td>3.6%</td>
<td>$59,400</td>
<td>$59,134</td>
<td>$36,000-$73,200</td>
</tr>
<tr>
<td>Other</td>
<td>1.4%</td>
<td>$49,920</td>
<td>$55,040</td>
<td>$48,000-$67,200</td>
</tr>
<tr>
<td>International</td>
<td>2.9%</td>
<td>$45,000</td>
<td>$40,830</td>
<td>$12,000-$60,000</td>
</tr>
</tbody>
</table>

#### Top 5 Hiring Cities

- New York City
- Detroit
- Chicago
- San Francisco
- Seattle