



CLASS OF 2020 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.

94%

OF GRADUATES RECEIVED
AN OFFER BY SEPTEMBER 30

DEMOGRAPHIC OVERVIEW

Class Size.....	603
Grade Point Average (GPA)	3.64
Women.....	37%
Underrepresented Minorities.....	9%
International Students.....	7%

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

HIRING COMPANIES

184

COMPANIES HIRED
BBA GRADUATES IN 2020

Accenture Strategy	Citadel Securities	Harrison Street Real Estate Capital	Morgan Stanley	Robinhood
Adobe	Citi	Hewlett Packard Enterprise	Neuberger Berman	Roland Berger
Aetna	CloudFlare	Houlihan Lokey	Northern Trust	Rothschild Inc.
AGC Partners	Colgate-Palmolive Co.	Hulu	Northrop Grumman Corp.	RSM
Alphasights	Comcast/NBC/Universal Studio Parks	Huron Consulting Group	Octagon Credit	Sachse Construction
Altus Power America Management LLC	Credit Suisse	IBM (International Business Machines Corp.)	Onex	Salesforce
Alvarez & Marsal	Cutler Group	Impendi Analytics	Oppenheimer & Co. Inc.	SalesPage Technologies
Amazon	D.A. Davidson & Co.	IRI	OppLoans	SC Johnson
American Express Co.	DaVita Inc.	Jefferies LLC	Opportunity Finance Network	Shopee
Americorps	DC Advisory	JPMorgan Chase & Co.	Oracle Corp.	Sia Partners
Anheuser-Busch InBev Inc.	Dealershop	Kayne Anderson Capital Advisors LP	Paypal Inc.	Silicon Valley Bank
Apax Digital	Deloitte	Kearney	PepsiCo Inc.	Simon Data
Ares Management LLC	Deutsche Bank	KeyBanc Capital Markets	Perella Weinberg Partners	Standard Chartered Bank
Auldbrass Partners	Doner	Keyence Corp.	PGIM	Stout
Axiom Law	Donyati	KKR & Co	Piper Jaffray & Co.	The Applied Value Group
Bain & Co. Inc.	Dover Street Market	KPMG LLP	PJ SOLOMON	The Nielsen Co.
Bain Capital	Eastdil Secured LLC	Lendistry	PJT Partners	The Related Companies LP
Bank of America Merrill Lynch	Edward Jones	Level Equity	Plante Moran PLLC	Treacy & Co.
Barclays PLC	Empire State Realty Trust	Lincoln International LLC	PNC Financial Services Group	UBS
BDO USA LLP	Envision Horizons	LinkedIn	Point72 Asset Management	Union Square Advisors LLC
Bessemer Venture Partners	Equitable Advisors	Livingstone Partners LLC	Polaris Industries Inc.	United Airlines
Birchwood Healthcare Partners	Evercore	Loews Corp.	Procter & Gamble Co.	UnitedHealth Group Inc.
BlackRock Inc.	EY/Parthenon	M. Klein and Co.	Prophet	Veeva Systems
Blackstone	Facebook Inc.	Macquarie Holdings (USA) Inc.	Protiviti	Visa Inc.
Bloomberg LP	Fiat Chrysler Automobiles	Macy's	PwC Strategy&	Walgreens
Bloomingdale's	Financo Inc.	Marsh & McLennan	Quadrio	Walmart US eCommerce
BMO Capital Markets	GCM Grosvenor	Marsh Inc.	Qualtrics	Walton Street Capital LLC
BNP Paribas	Geico	McKinsey & Co.	Rt RCM	Wells Fargo
Boston Consulting Group	General Motors Co.	McMaster-Carr	Rabobank	Whirlpool Corp.
Business Talent Group	GIC	MDF Export	Raymond James	William Blair
Cambridge Associates	Goldman Sachs Group	Metapraxis	RBC Capital Markets	Wise Systems Inc.
Campbell Lutyens	Google Inc.	Miami Dolphins	REDIST	Workday
Capital One	Graham Partners	Microsoft Corp.	Ressco	YipitData
Carbon Lighthouse	Grainger	Mizuho Bank	Restaurant Brands International	ZS Associates
Castle Placement	Greenhill & Co. LLC	Mizuho Securities USA LLC	Rialto Capital Management	
CBRE Inc.	Greenwich Capital Group	Moelis & Co.	Rvian	
Centerview Partners LLC	Guggenheim Partners	Moku Foods	Robert W. Baird & Co. Inc.	

















ACCEPTANCES BY INDUSTRY

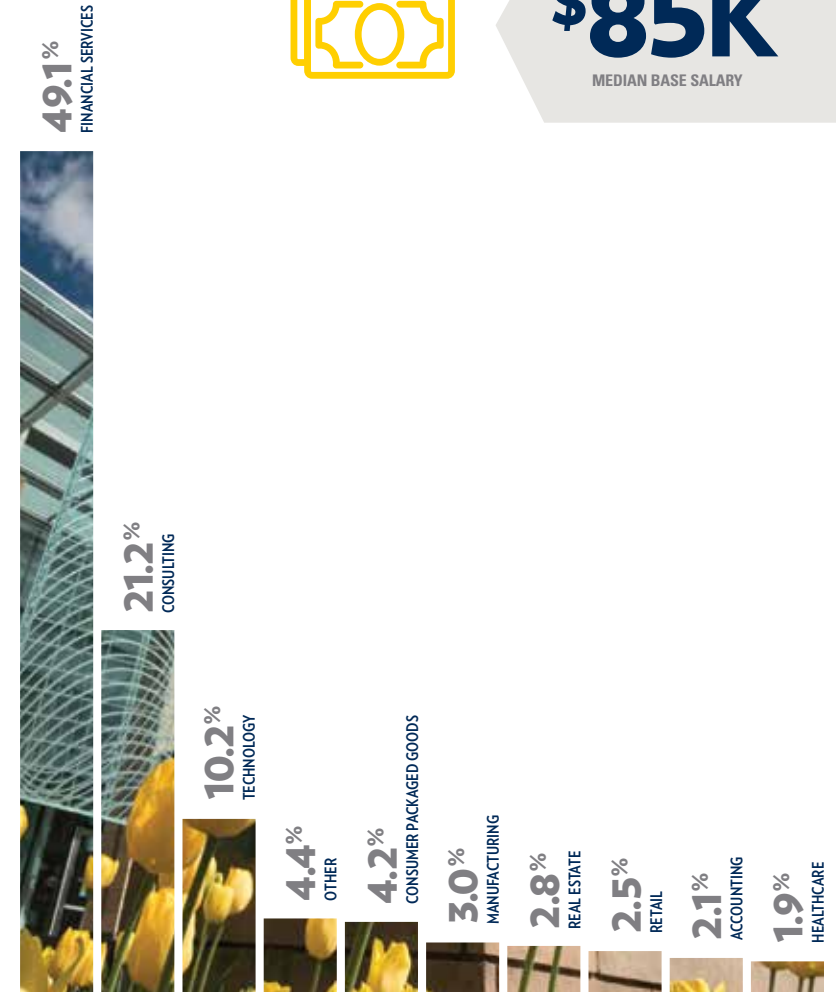
DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 88.1% and a salary disclosure rate of 66%)

INDUSTRY	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Accounting	2.1%	\$65,000	\$66,667	\$58,000-\$75,000	44.4%	\$7,500
Consulting	21.2%	\$80,000	\$79,623	\$44,000-\$92,000	49.2%	\$5,000
Consumer Packaged Goods	4.2%	\$70,000	\$69,467	\$65,000-\$75,000	33.3%	\$5,000
Financial Services	49.1%	\$85,000	\$82,000	\$24,000-\$125,000	48.5%	\$10,000
Healthcare	1.9%	\$65,000	\$71,167	\$65,000-\$95,000	16.7%	\$2,000
Manufacturing	3.0%	\$67,500	\$65,438	\$48,000-\$80,000	12.5%	\$5,000
Real Estate	2.8%	\$75,000	\$72,500	\$65,000-\$80,000	80.0%	\$7,500
Retail	1.2%	\$59,000	\$60,000	\$57,000-\$65,000	75.0%	\$8,000
Technology	10.2%	\$73,507	\$79,178	\$50,000-\$133,000	33.3%	\$10,000
Other	4.4%	\$64,000	\$66,125	\$59,000-\$85,000	33.3%	\$9,250



\$85K

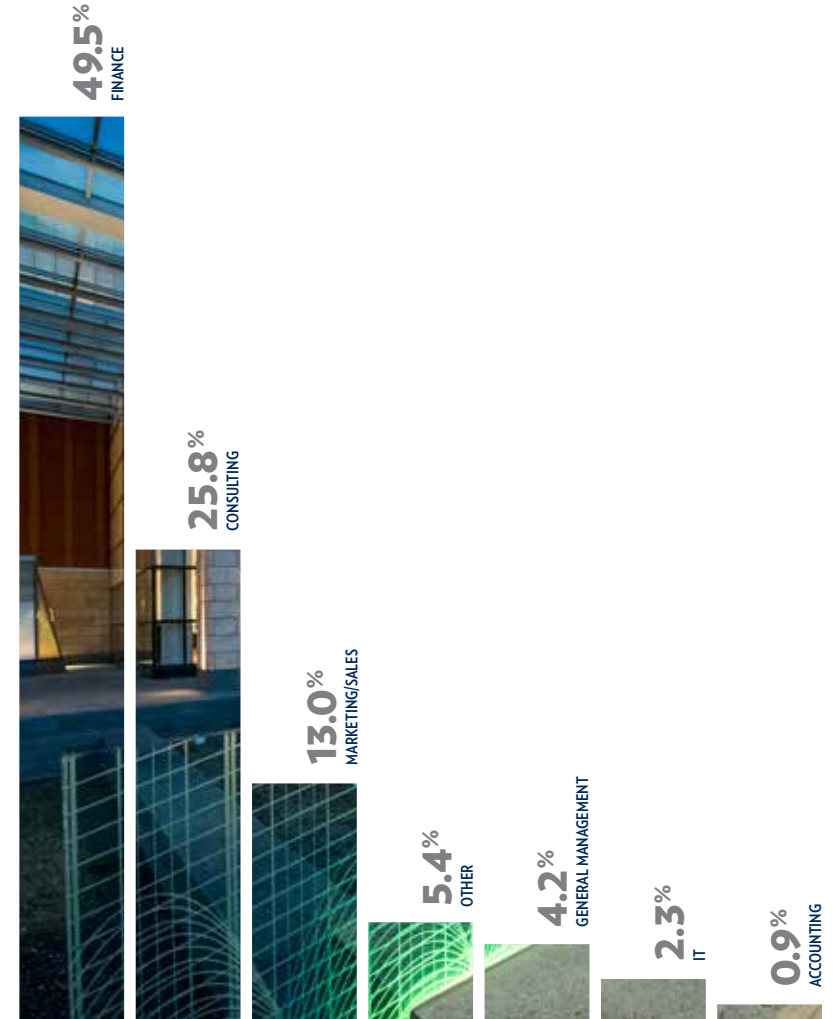
MEDIAN BASE SALARY



ACCEPTANCES BY FUNCTION

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 88.1% and a salary disclosure rate of 66%)

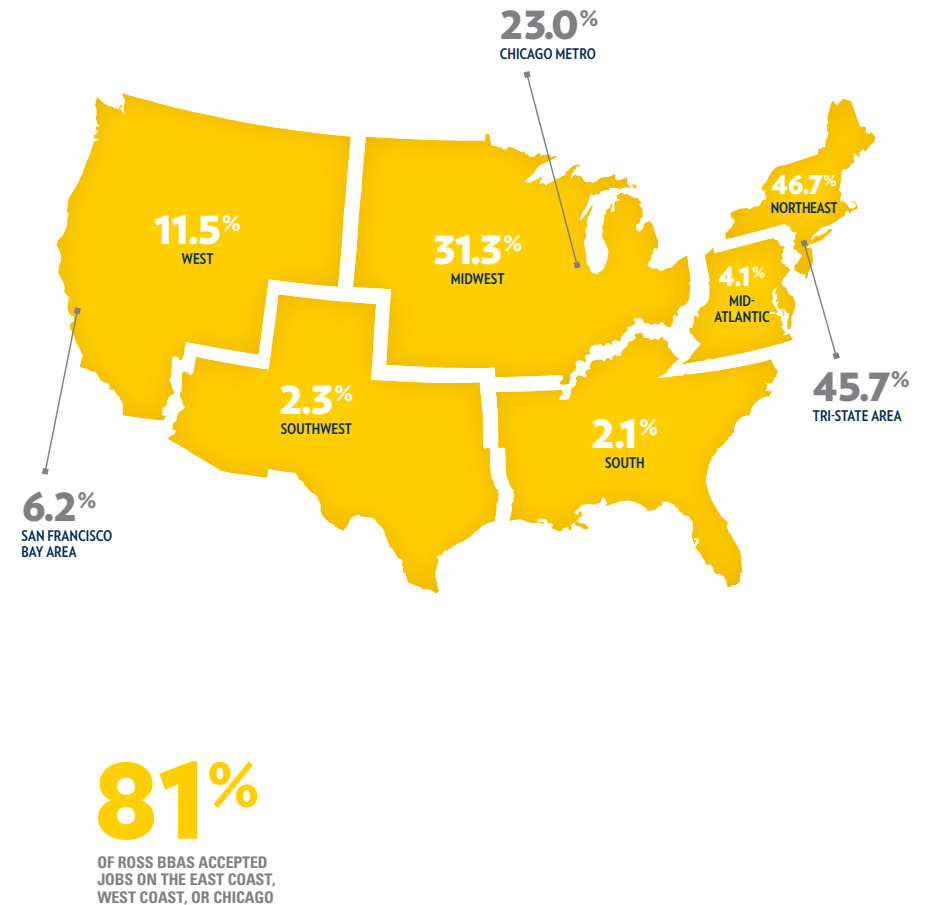
FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Accounting	0.9%	\$63,000	\$64,750	\$61,000-\$72,000	50.0%	\$5,000
Consulting	25.8%	\$80,000	\$78,411	\$44,000-\$92,000	51.3%	\$5,000
General Consulting	7.7%	\$79,000	\$78,095	\$59,000-\$90,000	52.0%	\$5,000
Internal Consulting	1.9%	\$88,000	\$81,125	\$60,000-\$88,500	75.0%	\$9,000
Management Consulting	13.5%	\$80,000	\$79,641	\$44,000-\$92,000	51.3%	\$5,000
Technology Consulting	2.8%	\$74,254	\$74,167	\$60,000-\$88,500	41.7%	\$10,000
Finance	49.5%	\$85,000	\$80,143	\$24,000-\$125,000	43.1%	\$10,000
Asset Management	6.5%	\$85,000	\$76,182	\$24,000-\$100,000	31.8%	\$10,000
Corporate Finance	4.9%	\$70,000	\$68,237	\$60,000-\$88,500	42.1%	\$5,000
General Finance	7.7%	\$74,000	\$74,063	\$48,000-\$85,000	31.3%	\$5,000
Investment Banking	24.2%	\$85,000	\$85,310	\$70,000-\$95,000	46.6%	\$10,000
Private Equity/Venture Capital	3.3%	\$85,000	\$86,591	\$65,000-\$120,000	45.5%	\$5,000
Sales/Trading	3.0%	\$85,000	\$91,818	\$85,000-\$125,000	63.6%	\$10,000
General Management	4.2%	\$67,500	\$69,708	\$50,000-\$94,000	46.2%	\$10,000
Information Technology	2.3%	\$112,000	\$102,300	\$72,500-\$130,000	100.0%	\$10,000
Marketing/Sales	13.0%	\$70,000	\$70,336	\$52,000-\$99,000	37.1%	\$5,000
Brand/Product Management	5.1%	\$70,000	\$73,589	\$52,500-\$99,000	37.5%	\$6,000
General Marketing	3.3%	\$65,000	\$68,143	\$60,000-\$88,000	85.7%	\$6,500
Sales	4.7%	\$65,000	\$67,000	\$52,000-\$95,000	9.1%	\$5,000
Other	5.4%	\$70,000	\$75,679	\$48,000-\$133,000	13.3%	\$9,875



ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 88.1% and a salary disclosure rate of 66%)

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



OFFER & COMPENSATION DETAILS

POSITION SOURCE

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	265	60.9%
On-Campus Recruiting	80	18.4%
Returning to On-Campus/School-Facilitated Internship	100	23.0%
Other School Facilitated (posting, alumni/faculty networking, etc.)	85	19.5%
Off-Campus/Direct Contact	170	39.1%
Direct Contact	108	24.8%
Other Off-Campus Contact (personal network, other job postings, etc.)	62	14.3%
Grand Total	435	100.0%

CAREER OUTCOMES

	NUMBER	% OF TOTAL
Employed Full-Time	458	77.0%
Continuing Education	47	7.9%
Seeking Employment	14	2.4%
Not Seeking	5	0.8%
No Information Available	71	11.9%
Grand Total	595	100.0%

TIMING OF JOB OFFERS

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER BY SEPTEMBER 30
U.S. Citizen/Permanent Resident	73.9%	94.2%
Foreign National	78.3%	91.3%
Grand Total	74.1%	94.0%

TIMING OF JOB ACCEPTANCES

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER BY SEPTEMBER 30
U.S. Citizen/Permanent Resident	72.8%	93.0%
Foreign National	78.3%	91.3%
Grand Total	73.1%	92.9%

BASE SALARY BY CITIZENSHIP

	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

	USABLE SIGNING BONUS DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizen/Permanent Resident	123	44.9%	\$9,000	\$8,827	\$1,000-\$15,000
Foreign National	6	46.2%	\$10,000	\$9,917	\$5,000-\$15,000
Grand Total	129	44.9%	\$10,000	\$9,436	\$1,000-\$15,000



CLASS OF 2021 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.....	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).

HIRING COMPANIES

207

COMPANIES HIRED
BBA INTERNS IN 2020

Accenture Strategy
Affirma Capital
Allianz Life
Allscripts
Alphasights
Amazon
Amazon Web Services
American Express Co.
Anheuser-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
Cellulant Corp.
Centerview Partners LLC
Century Partners
Citi
Clarity Benefit Solutions
ClickTime
Colliers International

Comerica Bank
Cowen Inc.
Creative Artists Agency
Daiwa Capital Advisory
DaVita Inc.
DC Advisory
DEKA Research & Development
Deloitte
Detroit Venture Partners
Deutsche Bank
Dimensional Fund Advisors
Discover Financial Services
Donyati
DoubleVerify
DTE Energy
Dwight Capital
Eli 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 Grosvenor
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
Inspired Biometrics
Intuit Inc.
IRI
Jefferies LLC
Jones Lang LaSalle (JLL)
JPMorgan Chase & Co.
Karamba Security
Katch Media
Kearney
Kindbody
Koe Koe Tech
KPMG LLP
L'Oreal USA Inc.
L+M Development Partners Inc.
Launch Consulting Group
LawnGuru
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
Meijer
Mercer
META
MiBrand
Microsoft Corp.

Mizuho Bank
Mizuho Securities USA LLC
Moelis & Co.
Molson Coors Beverage Co.
Monarch Investment & Management
Morgan Stanley
Morningstar Inc.
MUFG
Must Love Sports
Mycotoo
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
Polaris 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
Rothschild Inc.
Royal Caribbean Cruise Lines
S&P Global
Salesforce
SC Johnson
ServiceNow Inc.

ShopCore Properties
Shopee
Sia Partners
Sleep Number
Societe Generale
Spacer
Stout
Susquehanna 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
ToDoolie
Towne Mortgage Co.
Treacy & Co.
Uber Technologies
UBS
Unilever
United Airlines
University of Michigan
UPS
V1 Sports
Vengo Labs
Veradace Capital Management
Virtas Partners
Vista Consulting Group
Volition Capital
Wells Fargo
WestRiver Group
Whirlpool Corp.
William Blair
Williams-Sonoma Inc.
ZS Associates
Zuckerberg Media





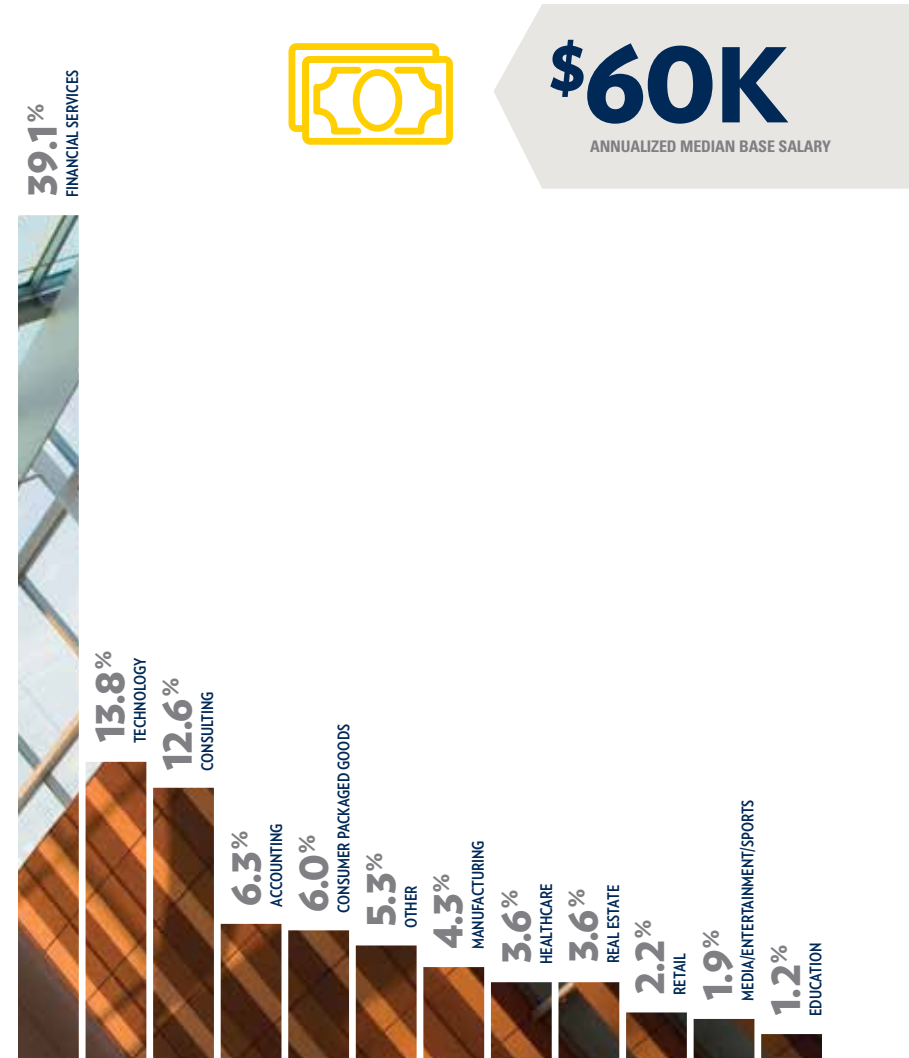





ACCEPTANCES BY INDUSTRY

DETAILED COMPENSATION INFORMATION *(based upon a knowledge rate of 91.5% and a salary disclosure rate of 65.7%)*

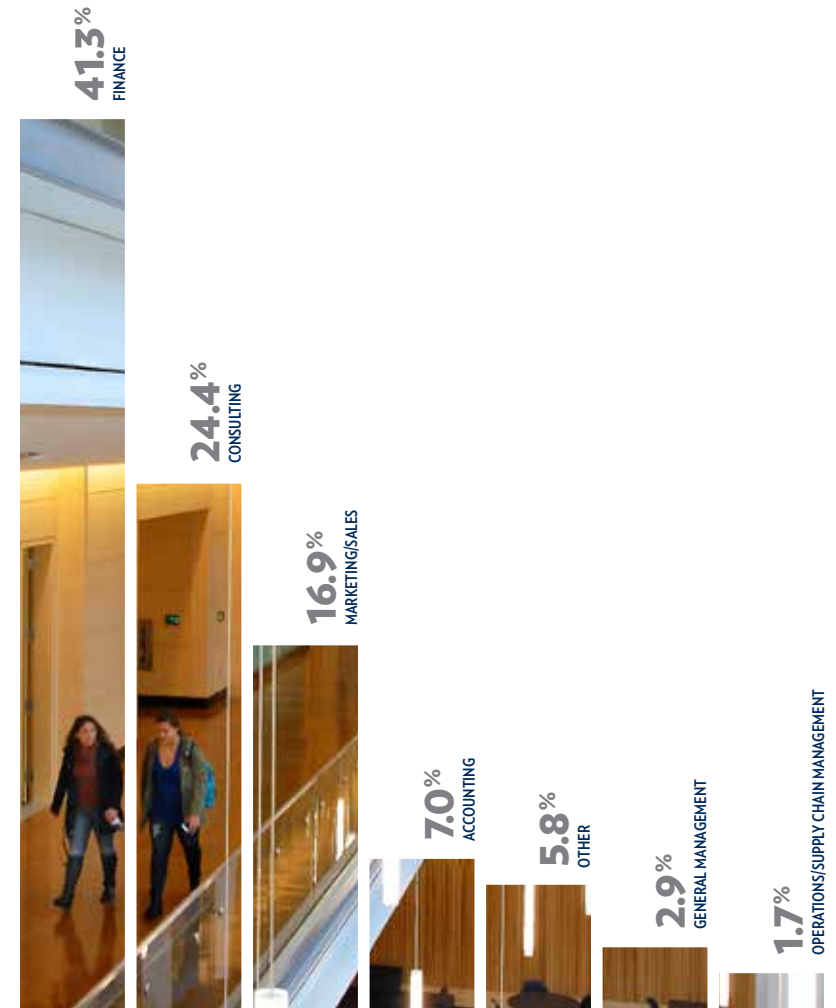
INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Accounting	6.3%	\$59,000	\$57,055	\$38,400-\$67,596
Consulting	12.6%	\$72,000	\$69,243	\$10,800-\$108,240
Consumer Packaged Goods	6.0%	\$48,000	\$45,868	\$14,808-\$72,000
Education	1.2%	\$60,000	\$45,600	\$16,800-\$60,000
Financial Services	39.1%	\$80,500	\$72,475	\$18,000-\$102,000
Healthcare	3.6%	\$36,000	\$42,585	\$24,000-\$60,000
Manufacturing	4.3%	\$44,160	\$42,540	\$16,800-\$60,000
Media/Entertainment/Sports	1.9%	\$41,600	\$42,160	\$30,000-\$60,000
Real Estate	3.6%	\$40,320	\$45,531	\$38,400-\$60,000
Retail	2.2%	\$54,960	\$50,160	\$32,640-\$60,000
Technology	13.8%	\$60,000	\$55,571	\$12,000-\$73,200
Other	5.3%	\$36,400	\$38,863	\$12,312-\$60,960



ACCEPTANCES BY FUNCTION

DETAILED COMPENSATION INFORMATION *(based upon a knowledge rate of 91.5% and a salary disclosure rate of 65.7%)*

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Accounting	7.0%	\$58,620	\$56,491	\$38,400-\$67,596
Consulting	24.4%	\$60,000	\$61,542	\$10,800-\$108,240
General Consulting	4.6%	\$66,000	\$60,173	\$30,000-\$87,000
Internal Consulting	9.7%	\$60,000	\$60,231	\$40,560-\$96,000
Management Consulting	9.2%	\$72,000	\$66,857	\$10,800-\$108,240
Operations/Process Consulting	1.0%	\$30,000	\$44,267	\$30,000-\$72,800
Finance	41.3%	\$79,992	\$70,476	\$18,000-\$102,000
Asset Management	4.3%	\$54,080	\$58,335	\$24,000-\$102,000
Corporate Finance	4.6%	\$52,000	\$54,463	\$30,000-\$85,000
General Finance	7.5%	\$60,000	\$57,710	\$18,000-\$95,076
Investment Banking	19.6%	\$84,480	\$79,917	\$20,400-\$102,000
Private Equity/Venture Capital	3.9%	\$72,800	\$63,408	\$34,320-\$84,996
Sales/Trading	1.4%	\$85,000	\$83,696	\$76,800-\$86,400
General Management	2.9%	\$51,600	\$48,346	\$24,000-\$72,000
Marketing/Sales	16.9%	\$48,000	\$46,569	\$12,000-\$73,200
Brand/Product Management	6.0%	\$48,000	\$48,807	\$14,808-\$73,200
General Marketing	6.8%	\$44,800	\$44,307	\$12,000-\$72,288
Sales	4.1%	\$48,000	\$48,116	\$36,480-\$66,560
Operations/Supply Chain Management	1.7%	\$45,120	\$43,644	\$16,800-\$49,920
Other	5.8%	\$40,960	\$45,303	\$12,312-\$72,000



ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION *(based upon a knowledge rate of 91.5% and a salary disclosure rate of 65.7%)*

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

