



BBA EMPLOYMENT REPORT

CLASS OF 2021 BBA GRADUATE OVERVIEW

599

CLASS SIZE

3.85

GRADE POINT AVERAGE (GPA)

37%

WOMEN

3%

INTERNATIONAL STUDENTS

RACE/ETHNICITY

Native American or Alaska Native	—	—
Asian	35	17.7%
Black or African American	16	2.7%
Native Hawaiian or other Pacific Islander	1	0.2%
Hispanic/Latinx	28	4.8%
White	373	64.0%
Not Indicated	42	7.2%
Two or More Races	20	3.4%

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

HIRING COMPANIES

234

COMPANIES HIRED
BBA GRADUATES IN 2021

Accenture
Ackman-Ziff LLC
AdAdapted Inc.
Advisory Research Inc.
Aetna Inc.
Agree Realty Corp.
Alfa Financial Software Inc.
Alibaba Group
Allscripts Healthcare Solutions Inc.
Alphasights
Amazon
American Express Co.
Anheuser-Busch InBev Inc.
Apex Capital Holdings LLC
Applied Materials Inc.
AppLovin
Ares Management LLC
Arup
Atrium Management Co.
Attentive
Bain & Co Inc.
Baird Capital
Bank of America Corp.
Barclays PLC
Beam Suntory Inc.
Bel Air Investment Advisors
Birchwood Healthcare Partners
BlackRock Inc.
Blackstone Inc.
Bloomberg L.P.
Bloomingdale's Inc.
Blue Cross Blue Shield of Michigan
Blueprint
BMO Capital Markets
BNP Paribas S.A.
Boser Enterprises
Boston Consulting Group
Brixmor Property Group
Cain Brothers & Co.
Capital One
Capstone Partners
Carat
CB Insights
CCC Information Services Group Inc.
Centerview Partners LLC
Charles River Associates
Chewy Inc.

Chicago Cubs
Chubb Ltd.
Citgo Group
Citi
Cobau Engineering
Cohen & Co.
CoinDesk
Colliers International
Comcast/NBC/Universal
Comerica Inc.
Conagra Brands Inc.
Counterpointe Sustainable Real Estate
Cowen Inc.
Crowe LLP
CVS Health Corp.
Davis Polk & Wardwell LLP
DaVita Kidney Care
Dell Technologies
Deloitte
Deutsche Bank AG
Discover Financial Services
Donyati
Dow Inc.
Duff & Phelps LLC
E&J Gallo Winery
Eastdil Secured LLC
Ecolab Inc.
Edgemont Partners
Eli Lilly & Co.
Epic
Equitable Ann Arbor Land Trust
Evercore Inc.
Exxon Mobil Corp.
EY-Parthenon
Facebook Inc.
Ford Motor Co.
FTI Consulting
Gabes
Galt & Co.
Gartner Inc.
GCM Grosvenor
General Motors Co.
GETTEES
Gilead Sciences Inc.
Goldman Sachs Group Inc.
Google Inc.
Graham Partners Inc.

Greenhill & Co. LLC
Grey Global Group
Guggenheim Partners
Guidepoint Global
Halo Investing
Harris Williams & Co.
Harrison Street Real Estate Capital LLC
healthintel.ai
HealthScape Advisors
Heart & Science
Houlihan Lokey Inc.
HSBC Securities (USA) Inc.
i-dac Asia
IBM Corp.
IEQ Capital LLC
Initiative
Insight Partners
Insight2Profit
Interstate Equities Corp.
Intuit Inc.
Intus Care
Invenergy
IRI
Jefferies Group LLC
JP Morgan Chase & Co.
Kearney
KeyBanc Capital Markets
The Keystone Group
KKR & Co. Inc.
Klaviyo
Kobre & Kim
KPMG LLP
Kraft Heinz Co.
L.E.K. Consulting
L'Oreal USA Inc.
Lazard
Lead Edge Capital
Lincoln Avenue Capital LLC
Lincoln International LLC
Macquarie Holdings (USA) Inc.
Marathon Asset Management LP
McKinsey & Co.
McMaster-Carr Supply Co.
Medline Industries Inc.
Meijer Inc.
Meow Wolf
Mercer

Merkle Inc.
MFS Investment Management
Michigan Medicine
Microsoft Corp.
Miller Buckfire & Co. LLC
Mizuho Bank Ltd.
Mizuho Securities USA
Moelis & Co.
Molson Coors Beverage Co.
Monarch Investment & Management Group
Morgan Stanley
Mud City Consulting
Mitsubishi UFJ Financial Group Inc.
Myers-Holum Inc.
National Grid PLC
New York Mets
Nielson Holdings Inc.
Nike Inc.
Nomura Greentech
Northwestern Mutual
Northwood Investors LLC
Octagon Credit Investors LLC
Oliver Wyman
OpenSpace
Oracle Corp.
Palladium
Peekaboo Organics LLC
Pennington Partners & Co.
Pennymac Financial Services Inc.
PepsiCo Inc.
Piper Sandler & Co.
PJT Partners Inc.
Plug and Play Tech Center
PMG Digital Agency
Point72 Asset Management LP
Procter & Gamble Co.
Prophet
PwC Strategy&
Qral Group
Qualtrics
Rabobank
Raymond James
Red Bull North America Inc.
Red Oak Sourcing
Restaurant Brands International Inc.
Rock Central LLC

Rothschild & Co.
RPT Realty
RSM US LLP
Salesforce
SAP
Sazerac Co. Inc.
S.C. Johnson & Son Inc.
Sensient Technologies Corp.
Sia Partners
Silversmith Capital Partners
Snowflake Inc.
Solomon Partners
Sony Music Entertainment
Stealth Startup
Stellantis N.V.
Stone Point Capital LLC
Stout
Susquehanna International Group LLP
Syneos Health
TE Connectivity
Teneo Consulting
Related Companies LP
SpringHill Co.
Thomas Jefferson Partnership Fund
TikTok Inc.
Together Labs Inc.
Topgun Co. Ltd.
Translation LLC
Treacy & Co.
Trinity Life Sciences
U.S. Marine Corps
UHY Advisors Inc.
Unilever PLC
United Airlines Inc.
Unity Software Inc.
University of Michigan
USI Insurance Services
The Vanguard Group Inc.
Vista Consulting Group
WestRiver Group
Whirlpool Corp.
William Blair & Co.
Williams-Sonoma Inc.
Wolf Den Associates
Zillow
ZS Associates



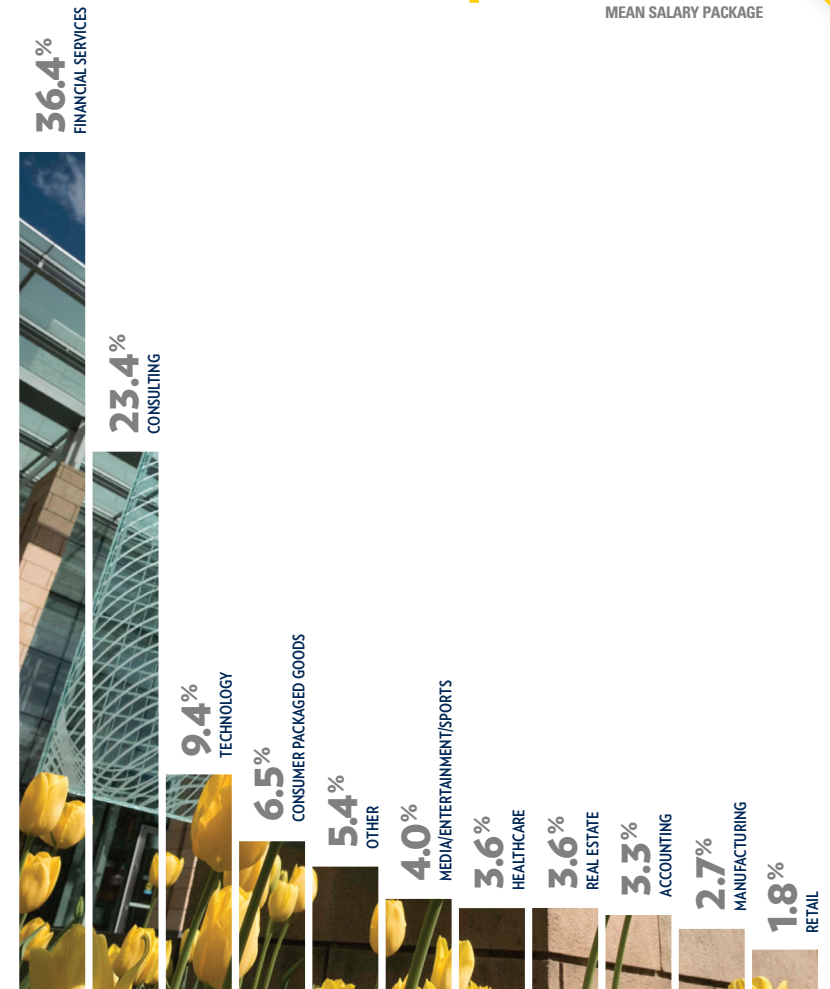
ACCEPTANCES BY INDUSTRY

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 88.1% and a salary disclosure rate of 62.1%)

INDUSTRY	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Accounting	3.3%	\$69,000	\$67,000	\$57,000-\$72,000	44.4%	\$2,250
Consulting	23.4%	\$85,000	\$81,052	\$48,000-\$100,000	80.5%	\$5,000
Consumer Packaged Goods	6.5%	\$70,000	\$68,296	\$58,500-\$75,000	75.0%	\$5,000
Financial Services	36.4%	\$85,000	\$81,753	\$40,000-\$110,000	70.1%	\$10,000
Healthcare	3.6%	\$65,000	\$61,013	\$48,000-\$68,000	33.3%	\$6,500
Manufacturing	2.7%	\$63,600	\$65,244	\$59,000-\$75,500	54.5%	\$5,000
Media/Entertainment/Sports	4.0%	\$60,000	\$51,429	\$30,000-\$62,000	—	—
Real Estate	3.6%	\$71,500	\$69,667	\$50,000-\$85,000	33.3%	\$5,000
Retail	1.8%	\$65,000	\$60,000	\$50,000-\$65,000	66.7%	\$5,000
Technology	9.4%	\$71,000	\$77,647	\$40,000-\$138,000	45.8%	\$5,000
Other	5.4%	\$60,000	\$63,679	\$40,000-\$105,000	14.3%	\$8,750

\$84K

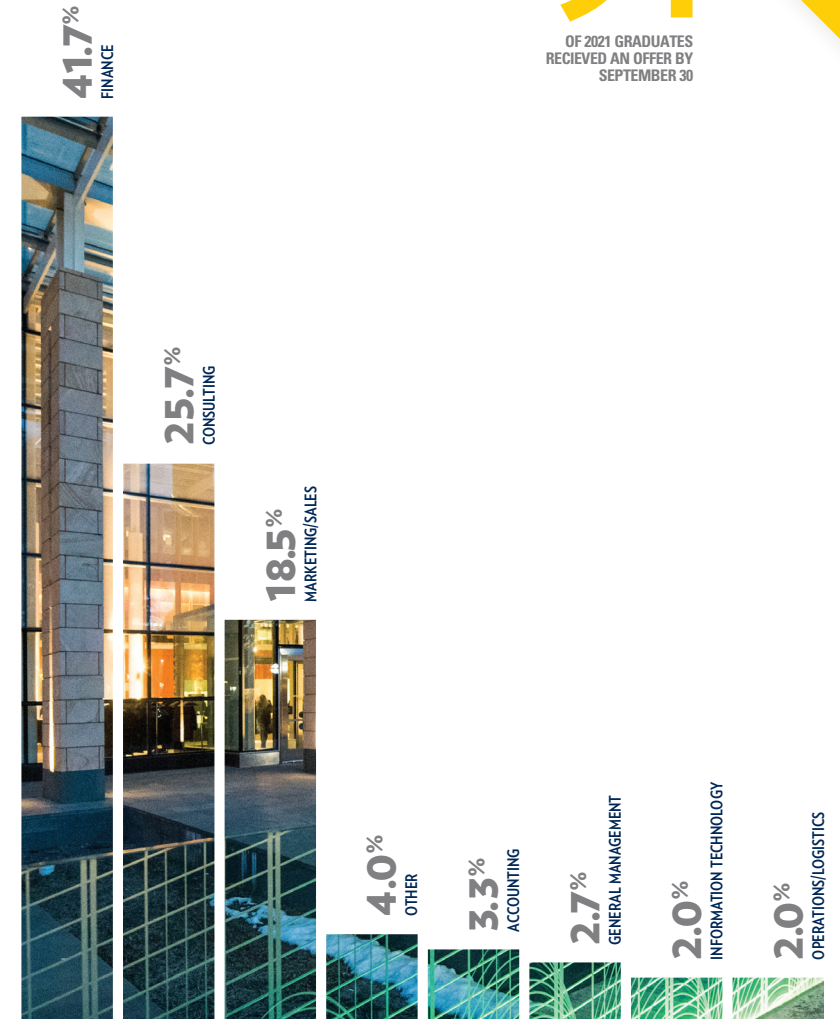
MEAN SALARY PACKAGE



ACCEPTANCES BY FUNCTION

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 88.1% and a salary disclosure rate of 62.1%)

FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Accounting	3.3%	\$67,000	\$66,375	\$57,000-\$72,000	50.0%	\$2,250
Consulting	25.7%	\$85,000	\$80,963	\$48,000-\$100,000	76.5%	\$5,000
General Consulting	10.7%	\$85,000	\$80,443	\$50,000-\$90,000	80.0%	\$5,750
Management Consulting	13.4%	\$85,000	\$82,232	\$48,000-\$100,000	75.6%	\$5,000
Technology Consulting	1.6%	\$78,000	\$74,200	\$65,000-\$78,000	60.0%	\$7,500
Finance	41.7%	\$85,000	\$80,491	\$50,000-\$110,000	65.5%	\$10,000
Asset Management	3.8%	\$72,500	\$73,250	\$68,000-\$80,000	25.0%	\$10,000
Corporate Finance	3.8%	\$67,600	\$70,423	\$59,800-\$92,500	53.8%	\$5,000
General Finance	8.9%	\$70,000	\$70,977	\$50,000-\$88,000	50.0%	\$6,500
Investment Banking	18.3%	\$85,000	\$87,116	\$75,000-\$110,000	88.5%	\$10,000
Private Equity/Venture Capital	4.7%	\$85,000	\$79,000	\$60,000-\$100,000	45.5%	\$10,000
Sales/Trading	2.2%	\$85,000	\$85,625	\$85,000-\$90,000	25.0%	\$10,000
General Management	2.7%	\$64,500	\$62,500	\$44,000-\$77,000	75.0%	\$9,000
Information Technology	2.0%	\$84,000	\$85,400	\$64,000-\$110,000	80.0%	\$3,500
Marketing/Sales	18.5%	\$65,000	\$67,517	\$40,000-\$138,000	53.1%	\$5,000
Brand/Product Management	7.6%	\$70,000	\$75,304	\$50,000-\$138,000	66.7%	\$5,000
General Marketing	7.1%	\$62,000	\$61,294	\$40,000-\$76,000	52.9%	\$5,000
Sales	3.8%	\$61,043	\$57,376	\$40,000-\$70,000	12.5%	\$7,000
Operations/Logistics	2.0%	\$62,500	\$62,333	\$52,000-\$75,000	33.3%	\$5,000
Other	4.0%	\$60,000	\$60,505	\$30,000-\$110,000	26.7%	\$6,500



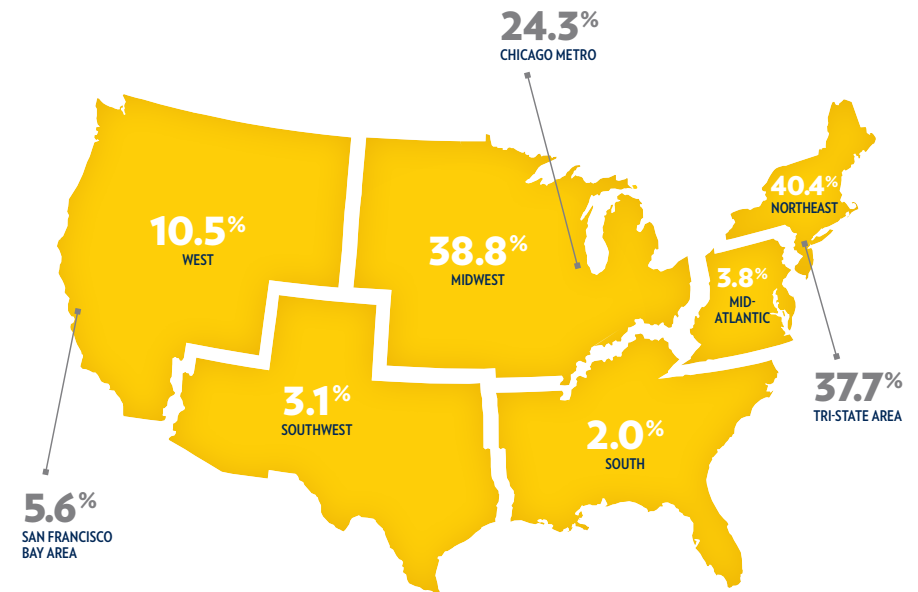
ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 88.1% and a salary disclosure rate of 62.1%)

FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Mid-Atlantic	3.8%	\$70,000	\$65,545	\$40,000-\$88,000	54.5%	\$9,000
Philadelphia Metro	0.9%	\$60,000	\$60,333	\$57,000-\$64,000	66.7%	\$5,550
Washington DC Metro	2.2%	\$70,000	\$66,429	\$40,000-\$88,000	42.9%	\$9,000
Other	0.7%	—	—	—	—	—
Midwest	38.8%	\$75,000	\$74,958	\$40,000-\$110,000	67.9%	\$5,000
Chicago Metro	24.3%	\$79,750	\$77,595	\$40,000-\$110,000	68.4%	\$5,000
Detroit Metro	8.9%	\$67,500	\$68,378	\$37,440-\$90,000	63.6%	\$5,000
Other	5.6%	\$67,600	\$68,747	\$55,000-\$100,000	66.7%	—
Northeast	40.4%	\$85,000	\$79,766	\$40,000-\$110,000	65.1%	\$10,000
Boston Metro	2.2%	\$72,000	\$76,714	\$65,000-\$110,000	57.1%	\$5,000
Tri-State Area (New York, New Jersey & Connecticut)	37.7%	\$85,000	\$80,114	\$40,000-\$105,000	65.3%	\$10,000
Other	0.4%	—	—	—	—	—
South	2.0%	\$65,000	\$62,167	\$30,000-\$90,000	33.3%	\$6,000
Southwest	3.1%	\$70,000	\$68,991	\$48,000-\$90,000	66.7%	\$5,000
Austin Metro	0.7%	—	—	—	—	—
Dallas Metro	1.1%	\$70,000	\$68,000	\$64,000-\$70,000	66.7%	\$5,000
Other	1.3%	\$69,000	\$71,231	\$56,922-\$90,000	75.0%	\$8,000
West	10.5%	\$70,000	\$78,110	\$40,000-\$138,000	55.2%	\$6,000
Los Angeles Metro	1.3%	\$60,000	\$62,833	\$58,500-\$70,000	—	—
San Francisco Metro	5.6%	\$85,000	\$90,093	\$60,000-\$138,000	73.3%	\$5,000
Seattle Metro	1.8%	\$85,000	\$77,100	\$52,000-\$93,000	20.0%	\$22,500
Other	1.8%	\$57,400	\$56,633	\$40,000-\$70,000	66.7%	\$6,250
International	1.3%	—	—	—	—	—
Asia	1.3%	—	—	—	—	—

75%

OF ROSS BBAS ACCEPTED
JOBS ON THE EAST COAST,
WEST COAST, OR CHICAGO



OFFER & COMPENSATION DETAILS

POSITION SOURCE

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	344	76.8%
On-Campus Recruiting	129	28.8%
Returning to On-Campus/School-Facilitated Internship	89	19.9%
Other School Facilitated (posting, alumni/faculty networking, etc.)	126	28.1%
Off-Campus/Direct Contact	104	23.2%
Direct Contact	28	6.3%
Other Off-Campus Contact (personal network, other job postings, etc.)	76	17.0%
Grand Total	448	100.0%

CAREER OUTCOMES

	NUMBER	% OF TOTAL
Employed Full-Time	448	78.2%
Continuing Education	15	2.6%
Seeking Employment	32	5.6%
Not Seeking	10	1.7%
No Information Available	68	11.9%
Grand Total	573	100.0%

TIMING OF JOB OFFERS

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER BY SEPTEMBER 30
U.S. Citizen/Permanent Resident	79.4%	94.3%
Foreign National	70.8%	87.5%
Grand Total	79.0%	94.0%

TIMING OF JOB ACCEPTANCES

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER BY SEPTEMBER 30
U.S. Citizen/Permanent Resident	76.8%	93.6%
Foreign National	66.7%	87.5%
Grand Total	76.3%	93.3%

BASE SALARY BY CITIZENSHIP

	USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizen/Permanent Resident	266	62.3%	\$78,000	\$76,308	\$30,000-\$138,000
Foreign National	12	57.1%	\$81,000	\$76,000	\$50,000-\$90,000
Grand Total	278	62.1%	\$78,000	\$76,295	\$30,000-\$138,000

SIGNING BONUS BY CITIZENSHIP

	USABLE SIGNING BONUS DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizen/Permanent Resident	170	63.9%	\$7,000	\$8,173	\$1,100-\$35,000
Foreign National	7	58.3%	\$9,000	\$8,143	\$3,000-\$15,000
Grand Total	177	63.7%	\$7,250	\$8,172	\$1,100-\$35,000

BBA INTERN OVERVIEW

CLASS OF 2022 BBA INTERNS OVERVIEW

603

CLASS SIZE

3.85

GRADE POINT AVERAGE (GPA)

40%

WOMEN

3%

INTERNATIONAL STUDENTS

RACE/ETHNICITY

Native American or Alaska Native	—	—
Asian	131	22.5%
Black or African American	18	3.1%
Native Hawaiian or Other Pacific Islander	—	—
Hispanic/Latinx	49	8.4%
White	313	53.8%
Not Indicated	52	8.9%
Two or More Races	19	3.3%

HIRING COMPANIES

AbbVie
Accenture
Adobe Inc.
Aflac Inc.
Alaska Permanent Fund Corp.
Alger
AlphaSights
The Amazing Group LLC
Amazon
Ammcor Inc.
American Airlines Inc.
American Axle & Manufacturing Inc.
American Discovery Capital
American Express Co.
Amway Corp.
Anheuser-Busch InBev Inc.
Ankura
Aptiv
Arco/Murray
Ares Management LLC
AT&T Inc.
Atala Financial
BAE Systems
Bain & Co. Inc.
Banco BHD Leon
Bank of America Corp.
Bank of Montreal
Barclays PLC
BDO USA LLP
Benzinga
Blackstone Inc.
Bloomingdale's Inc.
Blue Cross Blue Shield of Michigan
Blue Shield of California
BMO Capital Markets
BNP Paribas S.A.
BNY Mellon Corp.
Boenning & Scattergood Inc.
Boston Consulting Group
Brown Gibbons Lang & Co.
BTIG LLC
CA Ventures
Capital One
Castle Placement
CIBC
CIGNA
Cinetic Capital Management
Cisco Systems Inc.

Citadel LLC
Citadel Securities LLC
Citi
City of Detroit
Comcast/NBC/Universal Studio Parks
Comerica Inc.
Commonfund
Cowen Inc.
Crate & Barrel
Credit Suisse Group AG
Crowe LLP
Cushman & Wakefield PLC
CVS Health Corp.
D.A. Davidson & Co.
DaVita Inc.
Daybreaker
Deloitte
DTE Energy
DWS
Eastdil Secured LLC
Eli Lilly & Co.
Eureka Building Co.
Evercore Inc.
Expedia Group Inc.
EY-Parthenon
Financial Technology Partners LP
Financo Inc.
Fitch Ratings Inc.
Flagstar Bank
Ford Motor Co.
Fortimize
Fred A. and Barbara M. Erb
Family Foundation
Freddie Mac
Gartner Inc.
GCM Grosvenor
General Motors Co.
Goldman Sachs Group Inc.
Google Inc.
Greek House
Guggenheim Partners
Guidehouse
Guild Education
Harrison Street Real Estate Capital LLC
Hawke Ventures LLC
Hilton Worldwide Holdings Inc.
Home Depot Inc.
Home Team Sports

Hoop Group
Horizons Ventures Ltd.
Houlihan Lokey Inc.
Huntington National Bank
IBM Corp.
IMC Financial Markets
Insight2Profit
Investcorp
Investec
Jafri Capital LLC
Jefferies Group LLC
JLL Inc.
JOKR
JP Morgan Chase & Co.
Keefe, Bruyette & Woods Inc.
KeyBanc Capital Markets Inc.
KeyBank
The Keystone Group
Kinesso LLC
KKR & Co Inc.
KPMG International Ltd.
LATAM Airlines Group S.A.
Lazard
Leo Burnett Worldwide
Level Equity
Lincoln International LLC
LivCor
LLR Partners
M1 Finance
Macquarie Holdings (USA) Inc.
Macy's
Marcum LLP
Marsh & McLennan Inc.
MasterCard Advisors LLC
Mauve Capital Partners
May Mobility
McKinsey & Co.
Medline Industries LP
Michigan Clinical Outcomes
Research and Reporting Program
Microsoft Corp.
Mizuho Bank Ltd.
Moelis & Co.
Molina Healthcare
Morgan Stanley
Morningstar Inc.
Myst Auto LLC
National Football League

National Basketball Association
NBCUniversal Media LLC
Nestle USA
Nielson Holdings Inc.
Nike Inc.
Northwestern Mutual
Northwind Group
Oak View Group LLC
Oaklins DeSilva+Phillips
Oppenheimer & Co. Inc.
Overdose.
P&M Corporate Finance
Palladium Equity Partners LLC
Paragon Marketing Group LLC
Parker Hannifin Corp.
PeakSpan Capital LLC
PepsiCo Inc.
Pfizer Inc.
Phoenix Tree Capital Partners
PIMCO
PJT Partners Inc.
Plante Moran PLLC
PNC Financial Services Group Inc.
Procter & Gamble Co.
PSP Investments
PwC Strategy&
Raine Group LLC
Raymond James
RBC Capital Markets
refine+focus
Restaurant Brands International Inc.
Rock Central LLC
Rocket Mortgage LLC
Rothschild & Co.
Rush Street Gaming
Salesforce
Sam's Club
Samsung Electronics America
S.C. Johnson & Son Inc.
Scalar Gauge Fund LP
Scholastic Corp.
Secure-Centric
Seneca Partners Inc.
Siemens Healthineers AG
Sierra Pacific Mortgage
Sky Zone Franchise Group
SkyWorks Holdings LLC
Social Leverage

Solomon Partners
Sotheby's
Sound Point Capital Management LP
Spotify
State Street Bank & Trust Co.
Stellantis N.V.
Stout
Stryker Corp.
Sturdy.
Target Corp.
TD Auto Finance
TD Securities
TE Connectivity
Tesla Inc.
The NRP Group LLC
Thrasio Holdings Inc.
TikTok Inc.
Toyota Motor Corp.
Twitter
University of Michigan Museum of Art
UBS Group AG
Ultimate Fighting Championship
Under Armour Inc.
Unilever PLC
United States Agency
for International Development
United Wholesale Mortgage
UnitedHealth Group Inc.
US Rowing Association
UV Angel
The Vanguard Group
Velvet Sea Ventures
Viacom/CBS Domestic Media Networks
Visible
Walmart Inc.
Wells Fargo & Co.
West Monroe Partners
Whirlpool Corp.
William Blair & Co.
Woodbourne Capital Management
International LP
Workday Inc.
Zillow
ZS Associates

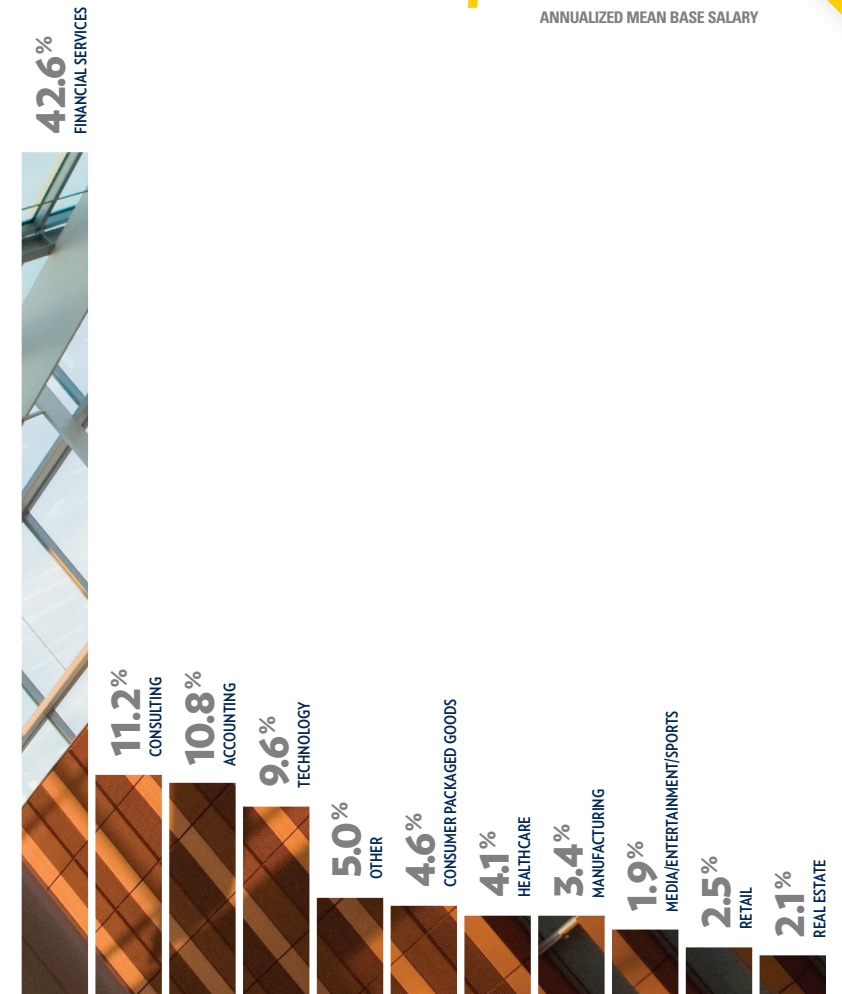
ACCEPTANCES BY INDUSTRY

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 82.9% and a salary disclosure rate of 40.3%)

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Accounting	10.8%	\$58,115	\$60,873	\$53,040-\$72,072
Consulting	11.2%	\$67,995	\$71,136	\$47,840-\$93,600
Consumer Packaged Goods	4.6%	\$46,384	\$46,517	\$39,600-\$52,000
Financial Services	42.6%	\$83,200	\$73,285	\$24,960-\$105,000
Healthcare	4.1%	\$47,320	\$45,752	\$38,400-\$54,080
Manufacturing	3.4%	\$47,840	\$50,307	\$44,400-\$72,000
Media/Entertainment/Sports	4.1%	\$45,600	\$46,200	\$27,040-\$66,560
Real Estate	2.1%	\$41,600	\$41,600	\$37,440-\$45,760
Retail	2.5%	\$41,600	\$43,400	\$38,400-\$52,000
Technology	9.6%	\$58,240	\$63,958	\$41,600-\$98,688
Other	5.0%	\$43,202	\$45,479	\$31,200-\$58,500

\$63K

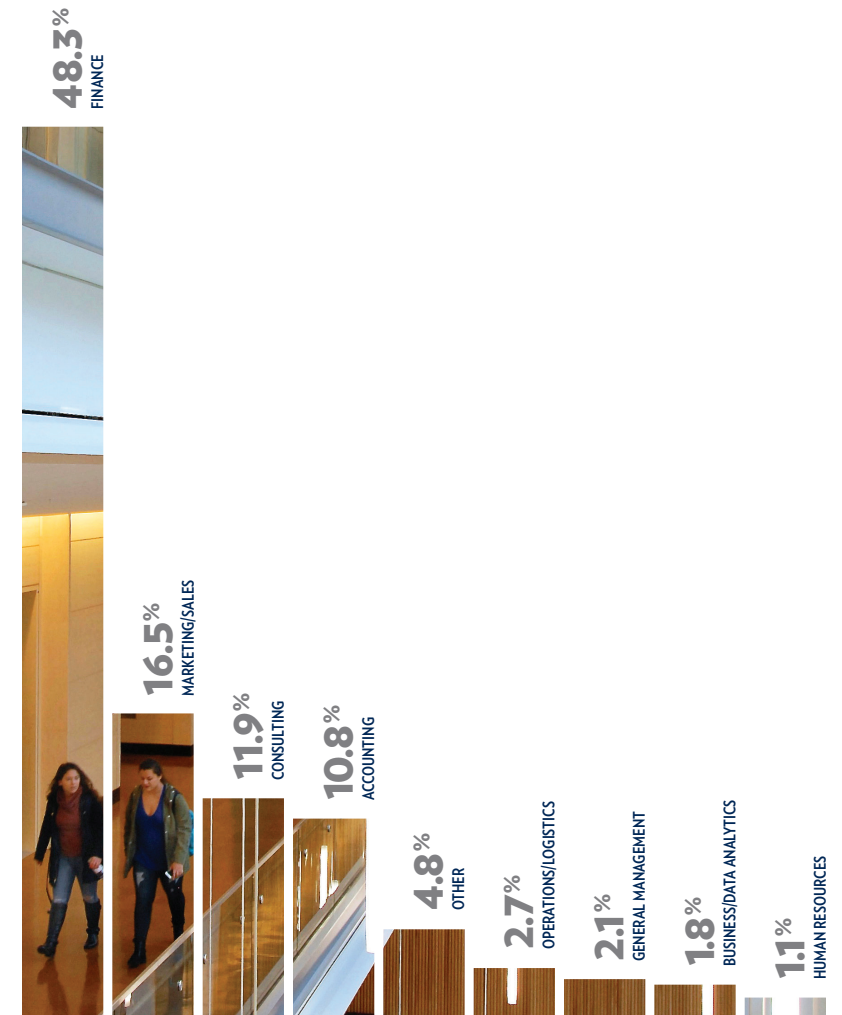
ANNUALIZED MEAN BASE SALARY



ACCEPTANCES BY FUNCTION

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 82.9% and a salary disclosure rate of 40.3%)

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Accounting	10.8%	\$59,280	\$60,093	\$41,600-\$72,072
Business/Data Analytics	1.8%	\$72,000	\$70,360	\$45,760-\$95,640
Consulting	11.9%	\$66,280	\$68,685	\$47,840-\$93,600
General Consulting	6.2%	\$62,400	\$63,415	\$47,840-\$87,000
Management Consulting	5.7%	\$82,560	\$79,225	\$52,000-\$93,600
Finance	48.3%	\$75,002	\$68,569	\$31,200-\$105,000
Asset Management	4.3%	\$48,300	\$47,985	\$37,440-\$60,000
Corporate Finance	4.6%	\$49,920	\$55,563	\$38,708-\$83,200
General Finance	11.9%	\$69,992	\$64,076	\$37,440-\$89,440
Investment Banking	20.8%	\$84,992	\$80,325	\$31,200-\$105,000
Private Equity/Venture Capital	3.7%	\$68,500	\$65,051	\$31,200-\$96,000
Sales/Trading	3.0%	\$85,000	\$78,810	\$47,840-\$85,020
General Management	2.1%	\$41,933	\$43,844	\$41,600-\$48,000
Human Resources	1.1%	\$50,024	\$47,875	\$41,600-\$52,000
Marketing/Sales	16.5%	\$48,800	\$49,322	\$31,200-\$66,560
Brand/Product Management	5.3%	\$44,990	\$52,847	\$24,960-\$96,000
General Marketing	11.2%	\$48,800	\$49,905	\$31,200-\$66,560
Operations/Logistics	2.7%	\$45,000	\$62,542	\$38,400-\$90,000
Other	4.8%	\$58,968	\$64,556	\$41,600-\$98,688



ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION *(based upon a knowledge rate of 82.9% and a salary disclosure rate of 40.3%)*

REGION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Mid-Atlantic	3.3%	\$58,500	\$58,777	\$54,080-\$63,752
Philadelphia Metro	1.0%	—	—	—
Washington DC Metro	2.0%	—	—	—
Other	0.3%	—	—	—
Midwest	35.9%	\$53,040	\$54,781	\$24,960-\$95,640
Chicago Metro	15.3%	\$58,240	\$59,538	\$27,040-\$95,640
Detroit Metro	15.0%	\$54,995	\$51,570	\$24,960-\$72,000
Other	5.6%	\$49,360	\$49,983	\$31,200-\$75,000
Northeast	40.5%	\$81,120	\$72,765	\$31,200-\$105,000
Boston Metro	1.3%	—	—	—
Tri-State Area (New York, New Jersey & Connecticut)	38.4%	\$82,850	\$73,966	\$31,200-\$105,000
Other	0.8%	—	—	—
South	2.5%	\$58,500	\$60,533	\$41,933-\$83,200
Southwest	3.3%	\$50,000	\$53,508	\$43,202-\$87,000
Dallas Metro	1.0%	\$43,680	\$44,961	\$43,202-\$48,000
Other	2.3%	\$53,040	\$57,171	\$45,760-\$87,000
West	12.5%	\$76,552	\$70,509	\$38,750-\$98,688
Los Angeles Metro	3.1%	—	—	—
San Francisco Metro	4.3%	\$76,552	\$70,848	\$45,760-\$96,000
Seattle Metro	3.3%	\$89,196	\$78,811	\$50,024-\$98,688
Other	1.8%	—	—	—
International	2.0%	—	—	—

