

MBA EMPLOYMENT REPORT

CLASS OF 2021 MBA GRADUATE OVERVIEW

*This report conforms to the MBA Career Services & Employer Alliance
Standards for Reporting MBA Employment Statistics.*



DEMOGRAPHIC OVERVIEW



416

CLASS SIZE

5.4

AVERAGE FULL-TIME WORK
EXPERIENCE (YEARS)

27

AVERAGE AGE

45%

WOMEN



UNDERGRADUATE MAJORS

Business.....	24%
Economics.....	15%
Engineering.....	24%
Humanities.....	21%
Other.....	16%

36%

U.S. STUDENTS OF COLOR*

3.44

GRADE POINT AVERAGE (GPA)



GEOGRAPHIC DISTRIBUTION

Africa.....	1%
Asia.....	7%
Australia & New Zealand.....	<1%
Europe.....	<1%
India.....	9%
Middle East.....	<1%
North America.....	73%
South America.....	7%

RACE/ETHNICITY

	FEDERAL GUIDELINES		MULTIDIMENSIONAL REPORTING	
Native American or Alaska Native	—	—	3	1.0%
Asian	35	12.2%	45	15.7%
Black or African American	23	8.0%	28	9.8%
Native Hawaiian or other Pacific Islander	—	—	1	0.3%
Hispanic/Latinx	31	10.8%	31	10.8%
White	180	62.7%	209	72.8%
Not Indicated	7	2.4%	7	2.4%
Two or More Races	11	3.8%	—	—

MULTIDIMENSIONAL REPORTING: In the fourth and fifth columns, we share students' full racial and ethnic identities to more inclusively reflect the racial/ethnic groups with which they identify. As such, students with multiracial/ethnic identities are represented in more than one row, meaning the fifth column adds to more than 100%.

FEDERAL GUIDELINES: Conforms to U.S. Department of Education guidelines for federal reporting purposes.

718

GMAT AVERAGE

680-760

MIDDLE 80% RANGE

*Race/ethnicity shown for U.S. citizens and permanent residents

TOP HIRING COMPANIES

Employers hiring two or more Michigan Ross graduates or interns in 2020-2021

COMPANY	FULL-TIME	INTERN	TOTAL
Amazon	25	16	41
McKinsey & Co.	26	11	37
Boston Consulting Group	19	10	29
EY/Parthenon	15	14	29
Deloitte	16	11	27
Bain & Co. Inc.	9	15	24
PwC Strategy&	6	9	15
Google Inc.	7	7	14
Dell Technologies	6	8	14
PepsiCo Inc.	8	5	13
Citi	7	4	11
Microsoft Corp.	7	3	10
Barclays PLC	4	6	10
Bank of America Merrill Lynch	6	3	9
Cisco Systems Inc.	5	4	9
Accenture Strategy	4	4	8
Cummins Inc.	2	5	7
AlixPartners LLC	5	1	6
Zillow	5	1	6
Intuit Inc.	3	2	5
West Monroe Partners	3	2	5
American Express Co.	2	3	5
Facebook Inc.	2	3	5
Ford Motor Co.	2	3	5
Optum Inc.	2	3	5
Target Corp.	2	3	5
Johnson & Johnson	1	4	5
Visa Inc.	4		4
Danone North America	3	1	4
Guggenheim Partners	3	1	4

COMPANY	FULL-TIME	INTERN	TOTAL
Kraft Heinz Co.	3	1	4
Goldman Sachs Group Inc.	2	2	4
Samsung Corp.	2	2	4
ZS Associates	2	2	4
3M Co.	1	3	4
Anheuser-Busch InBev Inc.	1	3	4
JPMorgan Chase & Co.		4	4
Morgan Stanley		4	4
University of Michigan		4	4
Discover Financial Services	3		3
General Mills Inc.	3		3
William Blair & Co.	3		3
Adobe Inc.	2	1	3
DaVita Inc.	2	1	3
Kearney	2	1	3
The Clorox Co.	2	1	3
Tyson Foods Inc.	2	1	3
Wayfair LLC	2	1	3
Keystone Strategy	1	2	3
Nike Inc.	1	2	3
RBC Capital Markets	1	2	3
Salesforce	1	2	3
Simon-Kucher & Partners	1	2	3
Varsity Tutors	1	2	3
Michigan Medicine		3	3
Verizon Communications Inc.		3	3
Capital One	2		2
Oak Street Health	2		2
S.C. Johnson & Son Inc.	2		2
Vontier Corp.	2		2

COMPANY	FULL-TIME	INTERN	TOTAL
Alvarez & Marsal	1	1	2
Apple Inc.	1	1	2
Biogen Inc.	1	1	2
Cargill Inc.	1	1	2
Fidelity Consulting	1	1	2
LinkedIn Corp.	1	1	2
Livingstone Partners LLC	1	1	2
Mondelez International	1	1	2
PJT Partners	1	1	2
Root Inc.	1	1	2
Tata Consultancy Services	1	1	2
The NRP Group LLC	1	1	2
VMware Inc.	1	1	2
Wells Fargo & Co.	1	1	2
Boeing Co.		2	2
Brunswick Corp.		2	2
Caterpillar Inc.		2	2
Chevron Corp.		2	2
Cypress Creek Renewables LLC		2	2
Detroit Venture Partners		2	2
Duo Security		2	2
Janssen Pharmaceuticals		2	2
Land O'Lakes Inc.		2	2
Merck & Co. Inc.		2	2
NextGen Growth Partners LLC		2	2
Reckitt		2	2
Republic Services		2	2
Roland Berger		2	2
Starbucks Corp.		2	2

ALL HIRING COMPANIES

3M Co.
 Accenture Strategy
 Adobe Inc.
 The AES Corp.
 AlixPartners LLC
 Alloy Enterprises Inc.
 Alvarez & Marsal
 Amazon
 American Express Co.
 Amgen Inc.
 Anheuser-Busch InBev Inc.
 Apple Inc.
 Bain & Co. Inc.
 Bank of America Merrill Lynch
 Barclays PLC
 Biogen Inc.
 Boston Consulting Group
 Capital One
 Cargill Inc.
 China General Nuclear Power Corp.
 Cisco Systems Inc.
 Citi
 Clearhaven Partners
 The Clorox Co.
 Conagra Brands
 Cuesta Partners
 Cummins Inc.
 Curology Inc.
 Danone North America
 DaVita Inc.
 Debtsy
 Dell Technologies
 Deloitte
 Discover Financial Services
 Dotdash
 Dropbox
 Ecolab Inc.

Electronic Arts
 Eli Lilly & Co.
 Emerson Electric Co.
 Expedia Group Inc.
 EY-Parthenon
 Facebook Inc.
 Fidelity Consulting
 Fidelity Investments
 Fluence
 Ford Motor Co.
 Fortive Corp.
 Galt & Co.
 Genentech Inc.
 General Mills Inc.
 Genpact
 Gila Regional Medical Center
 Goldman Sachs Group Inc.
 Goodpath
 Google Inc.
 Graham Partners Inc.
 Granular Inc.
 Great Lakes Protection Fund
 Greenhill & Co. LLC
 Guggenheim Partners
 Guidehouse
 Guild Education
 Harris Williams & Co.
 Hewlett Packard Enterprise
 Intuit Inc.
 Invenergy LLC
 theITSupportCenter LLC
 Jefferies LLC
 Johnson & Johnson
 Kearney
 Keystone Strategy
 Kitamba
 KPMG Strategy

Kraft Heinz Co.
 Lower Colorado River Authority
 LinkedIn Corp.
 Livingstone Partners LLC
 LynxRx Inc.
 McKinsey & Co.
 Menkiti Group
 Microsoft Corp.
 Moelis & Co.
 Molson Coors Beverage Co.
 Mondelez International
 Newchip Accelerator
 Nike Inc.
 Nordstrom
 Northwestern Mutual Capital
 The NRP Group LLC
 Oak Street Health
 Oliver Wyman
 One Medical
 Optum
 Orrick Herrington & Sutcliffe
 Partners in Performance
 PEAK6 Investments
 PepsiCo Inc.
 Piper Sandler & Co.
 PJT Partners Inc.
 Plante Moran REIA
 Plume
 Pocket Gems Inc.
 Princeville Capital
 PwC Strategy&
 Qualtrics
 RBC Capital Markets
 Refraction AI Inc.
 Rivian
 Robert W. Baird & Co. Inc.
 Root Inc.

Salesforce
 Samsung Corp.
 Sanofi Ventures
 S.C. Johnson & Son Inc.
 Sidley Austin LLP
 Simon-Kucher & Partners
 SkySpecs
 SpaceX
 Strive Health
 Sunbasket
 Target Corp.
 Tata Consultancy Services
 Tencent Holdings Ltd.
 Tyson Foods Inc.
 Uber Technologies Inc.
 UnitedHealth Group Inc.
 Varsity Tutors
 Visa Inc.
 VMware Inc.
 Vontier Corp.
 Vynamic LLC
 Walmart Inc.
 Wayfair LCC
 Wells Fargo & Co.
 WellSet Inc.
 West Monroe Partners
 Whoop
 William Blair & Co.
 Wilson Perumal & Co. Inc.
 Wipro
 WorkBoard Inc.
 Zillow
 Zipcar
 ZS Associates

McKinsey&Company

amazon

BCG

Google

Microsoft

PEPSICO

Zillow®

Goldman Sachs

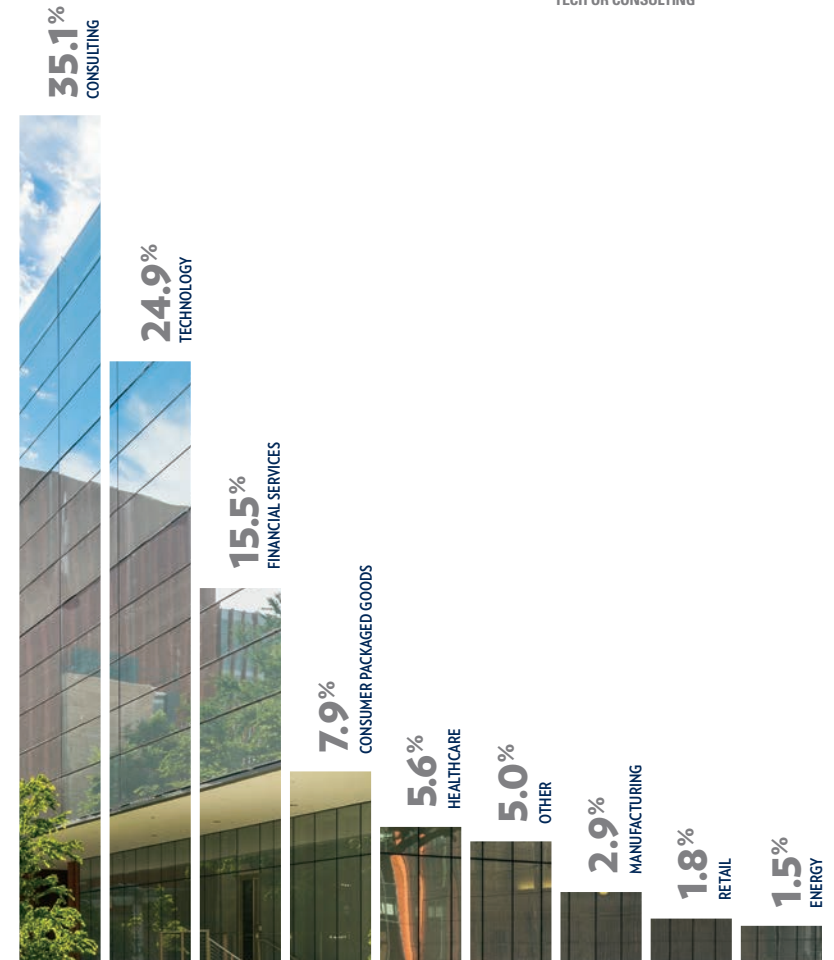
ACCEPTANCES BY INDUSTRY

DETAILED COMPENSATION INFORMATION *(96.2% of accepted offers included usable industry salary data)*

INDUSTRY	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Consulting	35.1%	\$165,000	\$157,451	\$67,136-\$170,000	98.3%	\$30,000
Consumer Packaged Goods	7.9%	\$113,000	\$116,976	\$105,000-\$156,343	100.0%	\$35,000
Energy	1.5%	\$110,000	\$106,388	\$69,440-\$130,000	60.0%	\$7,500
Financial Services	15.5%	\$150,000	\$141,990	\$90,000-\$175,000	92.2%	\$47,500
Healthcare (products and services)	5.6%	\$130,000	\$128,879	\$90,630-\$191,000	66.7%	\$30,000
Manufacturing	2.9%	\$132,500	\$133,600	\$117,000-\$151,000	90.0%	\$25,000
Retail	1.8%	\$127,838	\$125,946	\$115,000-\$135,000	100.0%	\$22,500
Technology	24.9%	\$130,000	\$137,282	\$110,000-\$190,000	90.4%	\$35,000
Other	5.0%	\$130,000	\$135,104	\$95,000-\$200,000	57.1%	\$12,500

60%

OF GRADUATES WENT INTO
TECH OR CONSULTING



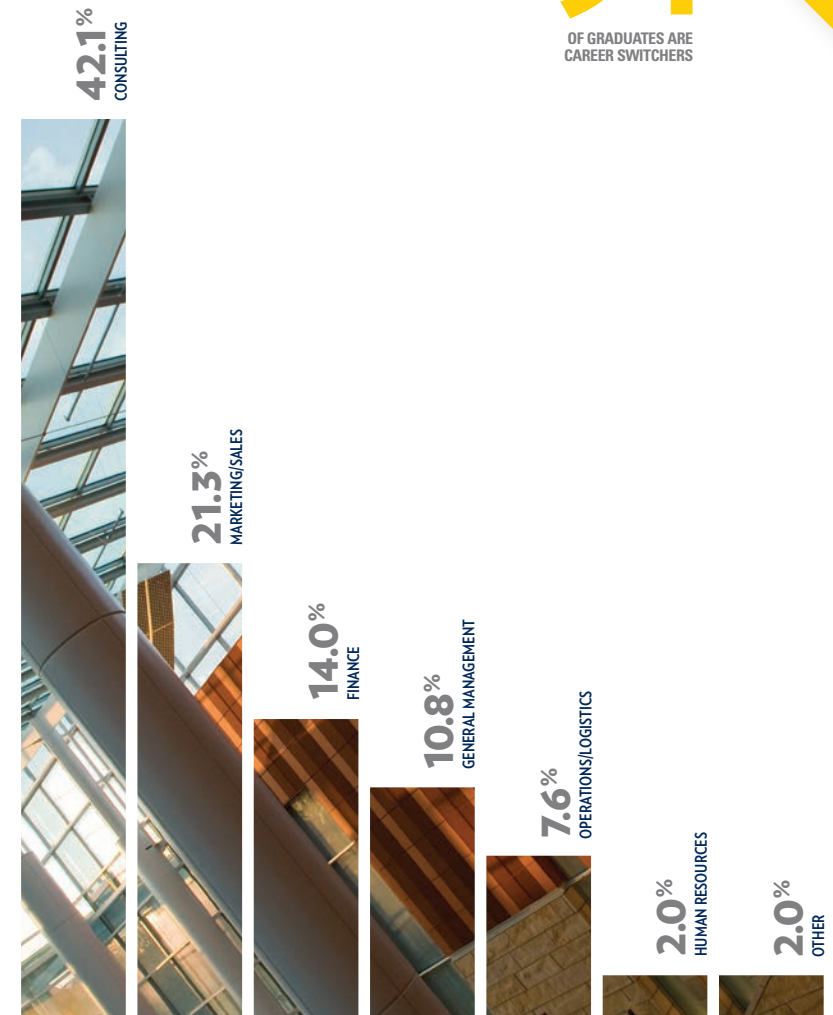
ACCEPTANCES BY FUNCTION

DETAILED COMPENSATION INFORMATION *(96.2% of accepted offers included usable function salary data)*

FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Consulting	42.1%	\$160,000	\$152,648	\$67,136-\$180,000	96.4%	\$30,000
General Consulting	11.4%	\$165,000	\$153,159	\$90,000-\$170,000	97.4%	\$30,000
Human Capital Consulting	2.0%	\$160,000	\$157,143	\$150,000-\$160,000	100.0%	\$30,000
Internal Consulting	3.5%	\$127,838	\$130,323	\$122,000-\$145,000	91.7%	\$22,500
Management Consulting	17.8%	\$165,000	\$157,401	\$67,136-\$170,000	96.4%	\$25,000
Operations/Process Consulting	3.2%	\$165,000	\$152,273	\$115,000-\$180,000	100.0%	\$30,000
Technology Consulting	4.1%	\$152,500	\$150,314	\$124,000-\$168,000	100.0%	\$25,800
Finance	14.0%	\$150,000	\$144,911	\$110,000-\$175,000	88.9%	\$50,000
Corporate Finance	1.8%	\$119,500	\$120,167	\$116,000-\$130,000	100.0%	\$37,500
General Finance	2.3%	\$145,000	\$140,667	\$120,000-\$157,000	50.0%	\$25,000
Investment Banking	8.5%	\$150,000	\$152,143	\$150,000-\$175,000	96.4%	\$50,000
Private Equity/Venture Capital	1.5%	\$138,000	\$139,200	\$110,000-\$175,000	80.0%	\$32,500
General Management	10.8%	\$130,000	\$126,137	\$90,000-\$151,000	85.7%	\$30,000
Human Resources	2.0%	\$120,000	\$124,429	\$115,000-\$150,000	85.7%	\$50,000
Marketing/Sales	21.3%	\$130,000	\$130,559	\$69,440-\$175,000	90.1%	\$35,000
Brand/Product Management	19.0%	\$130,000	\$129,574	\$69,440-\$167,000	96.8%	\$35,000
General Marketing	1.2%	\$138,000	\$145,750	\$132,000-\$175,000	75.0%	\$20,000
Sales	1.2%	\$140,000	\$138,250	\$133,000-\$140,000	25.0%	\$65,000
Operations/Logistics	7.6%	\$136,744	\$142,429	\$110,000-\$200,000	84.6%	\$40,000
Other	2.0%	\$127,500	\$142,429	\$110,000-\$200,000	57.1%	\$12,500

94%

OF GRADUATES ARE
CAREER SWITCHERS

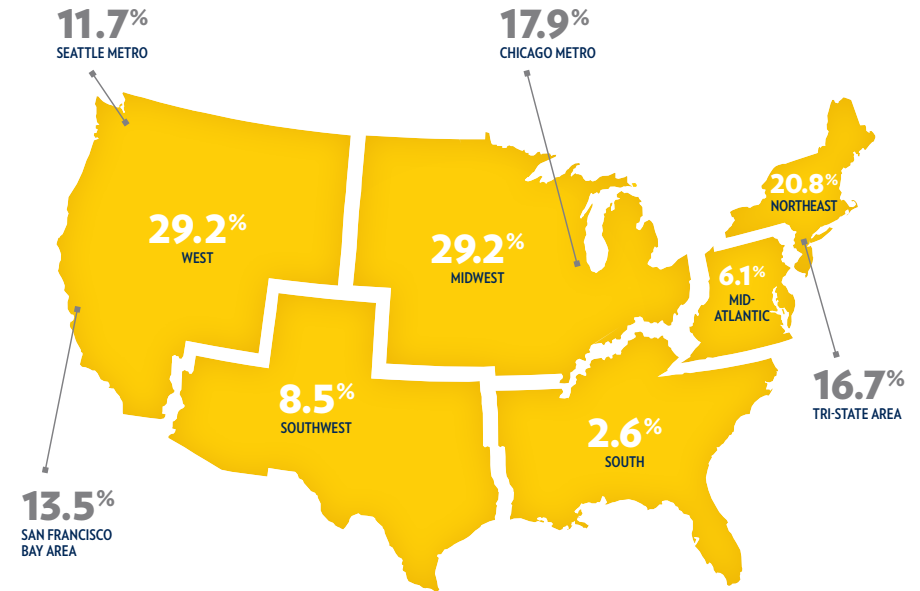


ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION *(96.2% of accepted offers included usable region salary data)*

REGION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Mid-Atlantic	6.1%	\$155,000	\$149,868	\$127,500-\$165,000	94.7%	\$30,000
Philadelphia Metro Area	1.8%	\$135,000	\$140,000	\$130,000-\$165,000	80.0%	\$22,500
Washington, D.C. Metro Area	4.1%	\$160,000	\$153,654	\$127,500-\$165,000	100.0%	\$30,000
Other	0.3%	—	—	—	—	—
Midwest	29.2%	\$150,000	\$144,202	\$95,000-\$175,000	94.7%	\$30,000
Chicago Metro Area	18.1%	\$160,000	\$148,466	\$106,000-\$175,000	96.6%	\$30,000
Detroit Metro Area	5.0%	\$162,500	\$150,247	\$95,000-\$165,000	78.6%	\$25,000
Minneapolis/St. Paul Metro Area	3.8%	\$125,000	\$130,077	\$110,000-\$165,000	100.0%	\$35,000
Other	2.3%	\$123,500	\$125,125	\$110,000-\$140,000	100.0%	\$25,000
Northeast	20.8%	\$150,000	\$141,765	\$100,000-\$175,000	90.1%	\$30,000
Boston Metro Area	4.1%	\$132,500	\$135,071	\$110,000-\$165,000	85.7%	\$30,000
Tri-State Area (New York, New Jersey & Connecticut)	16.7%	\$150,000	\$143,409	\$100,000-\$175,000	91.2%	\$35,000
South	2.6%	\$160,000	\$152,778	\$130,000-\$165,000	100.0%	\$30,000
Atlanta Metro Area	1.5%	\$160,000	\$158,000	\$140,000-\$165,000	100.0%	\$30,000
Miami Metro Area	0.3%	—	—	—	—	—
Other	0.9%	—	—	—	—	—
Southwest	8.5%	\$130,000	\$135,403	\$90,000-\$200,000	82.8%	\$25,000
Austin Metro Area	2.6%	\$123,600	\$124,856	\$90,000-\$165,000	77.8%	\$15,000
Dallas Metro Area	2.3%	\$161,500	\$150,375	\$120,000-\$180,000	100.0%	\$27,500
Denver Metro Area	2.6%	\$120,000	\$132,222	\$105,000-\$160,000	77.8%	\$30,000
Other	0.9%	—	—	—	—	—
West	29.2%	\$140,000	\$142,802	\$113,000-\$191,000	88.8%	\$35,000
Los Angeles Metro Area	2.9%	\$142,500	\$147,020	\$115,000-\$191,000	80.0%	\$30,000
San Francisco Bay Area	13.5%	\$150,000	\$148,061	\$113,000-\$190,000	84.1%	\$25,000
Seattle Metro Area	11.7%	\$130,000	\$136,917	\$119,000-\$168,000	100.0%	\$40,000
Other	1.2%	\$131,500	\$133,250	\$120,000-\$150,000	50.0%	\$20,000
International	3.5%	\$109,051	\$107,999	\$67,136-\$156,343	100.0%	\$40,000
Asia	1.2%	—	—	—	—	—
Latin America	1.8%	\$90,000	\$90,125	\$67,136-\$115,000	100.0%	\$49,969
Other	0.6%	—	—	—	—	—

3/4

OF GRADUATES ACCEPT
JOBS ON THE EAST COAST,
WEST COAST, OR CHICAGO

OFFER & COMPENSATION DETAILS

POSITION SOURCE

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	274	80.1%
On-Campus Recruiting	106	31.0%
Returning to On-Campus/School Facilitated Internship Employer	86	25.1%
Other School Facilitated (posting, alumni/faculty networking, etc.)	82	24.0%
Off-Campus/Direct Contact	68	19.9%
Contacted Directly	37	10.8%
Other Off-Campus Contact (personal network, other job postings, etc.)	31	9.1%
Grand Total	342	100%

SUMMARY OF GRADUATES

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	260	61.9%	96	22.9%	356	84.8%
Returning to Internship Employer	81	19.3%	24	5.7%	105	25.0%
Seeking New Employment	179	42.6%	72	17.1%	251	59.8%
Total Not Seeking Employment	29	6.9%	2	0.5%	31	7.4%
Company Sponsored	17	4.0%	1	0.2%	18	4.3%
Continuing Education	5	1.2%	0	0.0%	5	1.2%
Not Seeking for Other Reasons	3	0.7%	0	0.0%	3	0.7%
Postponing Job Search	1	0.2%	0	0.0%	1	0.2%
Starting a New Business	3	0.7%	1	0.2%	4	1.0%
No Recent Information Available	21	5.0%	12	2.9%	33	7.9%
Grand Total	310	73.8%	110	26.2%	420	100.0%

TIMING OF JOB OFFERS

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizen/Permanent Resident	90.0%	97.3%
Foreign National	90.6%	97.9%
Grand Total	90.2%	97.5%

TIMING OF JOB ACCEPTANCES

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizen/Permanent Resident	87.3%	95.4%
Foreign National	90.6%	97.9%
Grand Total	88.2%	96.1%

BASE SALARY BY CITIZENSHIP

	USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizen/Permanent Resident	238	96.0%	\$150,000	\$143,052	\$95,000-\$200,000
Foreign National	91	96.8%	\$137,000	\$139,447	\$67,136-\$180,000
Grand Total	329	96.2%	\$144,000	\$142,055	\$67,136-\$200,000

SIGNING BONUS BY CITIZENSHIP

	USABLE SIGNING BONUS DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizen/Permanent Resident	212	89.1%	\$30,000	\$31,340	\$5,000-\$65,000
Foreign National	89	97.8%	\$30,000	\$34,170	\$5,000-\$90,630
Grand Total	301	91.5%	\$30,000	\$32,177	\$5,000-\$90,630

MBA INTERN OVERVIEW

CLASS OF 2022 MBA INTERNS OVERVIEW



DEMOGRAPHIC OVERVIEW



391

CLASS SIZE

5.3

AVERAGE FULL-TIME WORK
EXPERIENCE (YEARS)

27

AVERAGE AGE

44%

WOMEN



UNDERGRADUATE MAJORS

Business.....	27%
Economics.....	14%
Engineering.....	19%
Humanities.....	18%
Other.....	22%

38%

U.S. STUDENTS OF COLOR*

3.45

GRADE POINT AVERAGE (GPA)

711

GMAT AVERAGE

660-750

GMAT MIDDLE 80% RANGE



GEOGRAPHIC DISTRIBUTION

Africa.....	1%
Asia.....	5%
Australia & New Zealand.....	0%
Europe.....	1%
India.....	4%
Middle East.....	<1%
North America.....	84%
South America.....	5%

RACE/ETHNICITY

	FEDERAL GUIDELINES		MULTIDIMENSIONAL REPORTING	
Native American or Alaska Native	—	—	—	—
Asian	43	13.2%	58	17.8%
Black or African American	32	9.8%	37	11.3%
Native Hawaiian or Other Pacific Islander	—	—	—	—
Hispanic/Latinx	21	6.4%	21	6.4%
White	201	61.7%	218	66.9%
Not Indicated	15	4.6%	15	4.6%
Two or More Races	14	4.0%	—	—

MULTIDIMENSIONAL REPORTING: In the fourth and fifth columns, we share students' full racial and ethnic identities to more inclusively reflect the racial/ethnic groups with which they identify. As such, students with multiracial/ethnic identities are represented in more than one row, meaning the fifth column adds to more than 100%.

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ALL HIRING COMPANIES

3M Co.
54Gene
Accenture Strategy
Activision Blizzard Inc.
adidas Group
Adobe Systems Inc.
AkzoNobel
Alaska Airlines
The Alexander Group Inc.
Alexion Pharmaceuticals Inc.
AlixPartners LLP
Alvarez & Marsal
Amazon
American Express Co.
American Industrial Partners
Anheuser-Busch InBev Inc.
Apple Inc.
ArborMetrix Inc.
Ash & Erie
Augment Ventures
Bain & Co. Inc.
bande Fitness LLC
Bank of America –
Merrill Lynch Inc.
Barclays PLC
Belveron Partners
Beyond Meat
Biogen Inc.
BioMarin Pharmaceutical Inc.
Boathouse Capital
Boeing Co.
Bose Corp.
Boston Children's Hospital

Boston Consulting Group
Boston Red Sox
Bridgespan Group
Bristol-Myers Squibb
Brunswick Corp.
Cambridge Associates
Campbell Soup Co.
Capital Impact Partners
Cargill Inc.
Carta Healthcare Inc.
Caterpillar Inc.
CEAS Investments
The Cedars-Sinai Accelerator
The Chartis Group
Chevron Corp.
Chewy Inc.
Cisco Systems Inc.
Citi
Clorox Co.
Coyote Ventures
Credit Suisse Group
Cummins Inc.
Curation Foods Inc.
Cypress Creek Renewables LLC
D-Ford
Danone North America
DaVita Inc.
Dell Technologies Inc.
Deloitte
Delta Air Lines Inc.
Desai Accelerator
Detroit Venture Partners
Dexcom Inc.

DNX Ventures
Doctor on Demand Inc.
Domino's Pizza Inc.
Duo Security
East Jefferson Development Corp.
enFocus
Environmental Defense Fund
EO Tech
Estee Lauder Companies Inc.
Evozyne
EY-Parthenon
Facebook Inc.
Fairstead Capital
FanDuel Group
Farmshel
Fidelity Investments Inc.
Floki Tech
Ford Motor Co.
General Motors Corp.
GETMR
Ginkgo Bioworks
Goldman Sachs Group Inc.
Goodwin Procter LLP
Google Inc.
Guggenheim Partners
Guidewire Software Inc.
Gunderson Dettmer LLP
Hathor Network
Herman Miller Inc.
Howmet Aerospace Inc.
IDEO Inc.
Impact Collective Group
Intuit Inc.

Janssen Pharmaceuticals
Johnson & Johnson
JP Morgan Chase & Co.
Kapor Capital
Kearney
Kemper
Keystone Strategy
Kraft Heinz Co.
Land O'Lakes Inc.
The Libman Co.
LinkedIn Corp.
Livingstone Partners LLC
Mars Petcare
Mattel Inc.
Mayo Clinic
McKinsey & Co.
Medtronic Inc.
Merck & Co. Inc.
mHUB
Michigan Medicine
Microsoft Corp.
Mondelez International Inc.
Morgan Stanley
Nashville Soccer Club
NCMS - National Center
for Manufacturing Sciences
New York Road Runners
NextGen Growth Partners LLC
Nike Inc.
The NRP Group LLC
Octave LLC
Ocuphire Pharma Inc.
Office of Sustainability
City of Detroit

Optum
Oura Health Ltd.
Paypal Inc.
PepsiCo Inc.
Pfizer Inc.
Piva Capital
PJT Partners
Plant Chicago
Poisera
Precursor Ventures
Procter & Gamble Co.
PwC Strategy&
RBC Capital Markets
Reckitt
Republic Services
Roland Berger
Root Inc.
Rosecliff
Sable
Salesforce
Samsung Corp.
SASB - Sustainability Accounting
Standards Board
Seven Starling
Sezzle
Siemens Digital Industries
Software
Simon-Kucher & Partners
Slowplay
Stable Auto
Starbucks Corp.
Steelcase
Stoneridge Inc.
Stryker Corp.

Takeda Pharmaceuticals USA Inc.
Target Corp.
Tata Consultancy Services
Tyson Foods Inc.
U.S. Department of Justice
Under Armour Inc.
Unity Technologies
University of Michigan
U.S. Department of Treasury
The Vanguard Group Inc.
Varsity Tutors
Verizon Communications Inc.
VMWare Inc.
Warner Media LLC
Wayfair
Wells Fargo & Co.
WePay
West Monroe Partners
WEX Inc.
Whirlpool Corp.
World Wildlife Fund Inc.
YUM! Brands, Inc.
Zell Lurie Institute
for Entrepreneurial Studies
Zillow
ZS Associates
Zx Ventures LLC



Morgan Stanley



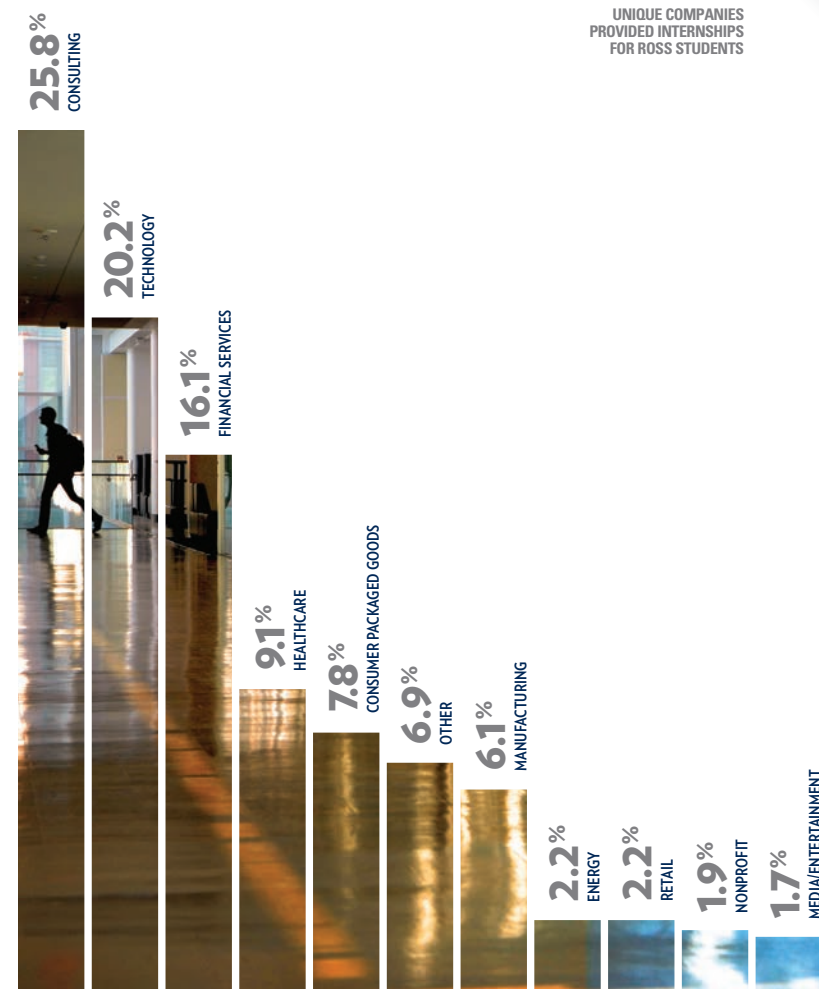
ACCEPTANCES BY INDUSTRY

DETAILED COMPENSATION INFORMATION *(91.4% of accepted offers included usable industry salary data)*

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	25.8%	\$159,900	\$151,320	\$51,996-\$171,600
Consumer Packaged Goods	7.8%	\$92,556	\$92,964	\$30,000-\$129,996
Energy	2.2%	\$89,472	\$91,968	\$60,000-\$126,000
Financial Services	16.1%	\$141,000	\$118,152	\$41,604-\$171,600
Healthcare (including products & services)	9.1%	\$83,604	\$84,000	\$39,996-\$118,560
Manufacturing	6.1%	\$90,348	\$86,040	\$57,204-\$117,000
Media/Entertainment/Sports	1.7%	\$90,000	\$84,888	\$45,000-\$104,004
Nonprofit	1.9%	\$61,200	\$68,364	\$38,400-\$112,656
Retail	2.2%	\$79,044	\$72,000	\$54,000-\$84,000
Technology	20.2%	\$96,000	\$96,312	\$48,000-\$207,996
Other	6.9%	\$84,000	\$89,928	\$31,200-\$190,008

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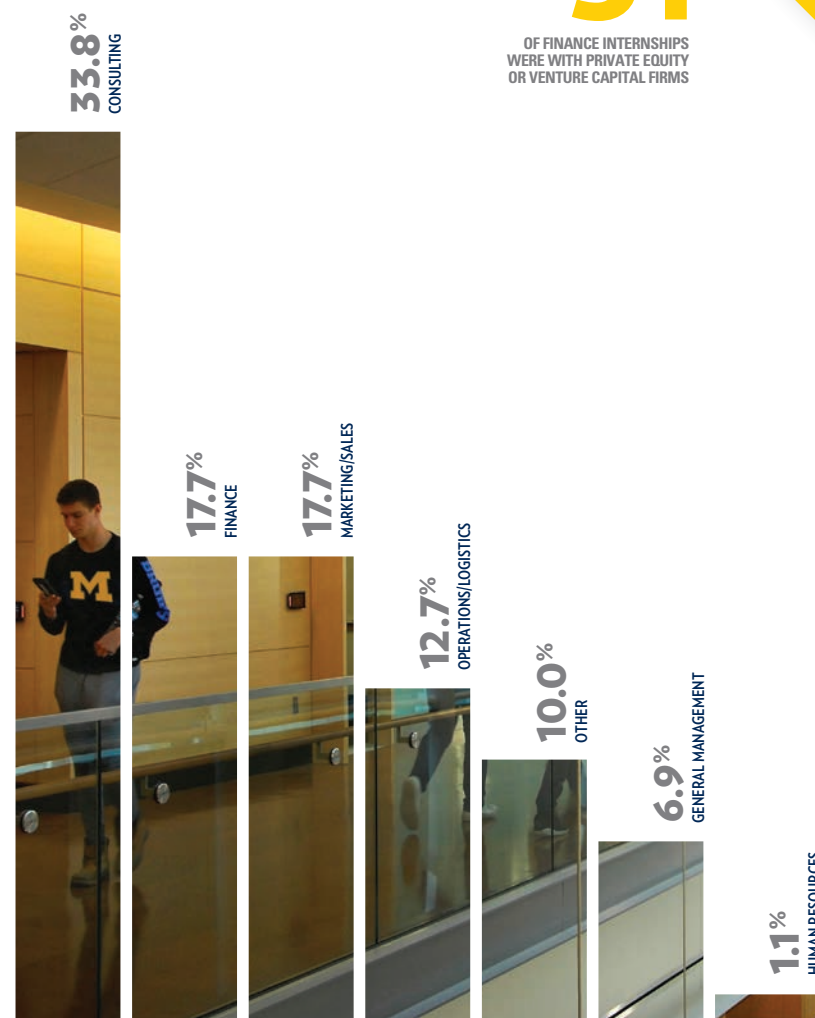
UNIQUE COMPANIES
PROVIDED INTERNSHIPS
FOR ROSS STUDENTS



ACCEPTANCES BY FUNCTION

DETAILED COMPENSATION INFORMATION *(91.4% of accepted offers included usable function salary data)*

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	33.8%	\$154,800	\$138,451	\$38,400-\$171,600
General Consulting	14.1%	\$159,900	\$146,857	\$48,000-\$171,600
Internal Consulting	5.3%	\$97,764	\$92,808	\$38,400-\$135,204
Management Consulting	11.4%	\$159,900	\$151,284	\$51,996-\$166,500
Operations/Process Consulting	1.4%	\$123,000	\$123,000	\$84,000-\$162,000
Technology Consulting	1.7%	\$107,196	\$121,764	\$95,988-\$166,992
Finance	17.7%	\$129,000	\$119,743	\$43,200-\$189,800
Corporate Finance	1.7%	\$113,748	\$107,916	\$84,000-\$126,000
General Finance	2.5%	\$93,000	\$94,700	\$62,400-\$150,000
Investment Banking	8.0%	\$150,000	\$146,004	\$99,996-\$156,000
Private Equity/Venture Capital	5.5%	\$73,200	\$90,744	\$43,200-\$189,804
General Management	6.9%	\$99,996	\$99,091	\$54,000-\$130,000
Human Resources	1.1%	\$76,800	\$72,204	\$51,996-\$83,196
Marketing/Sales	17.7%	\$90,500	\$89,997	\$41,600-\$120,000
Brand/Product Management	11.6%	\$91,392	\$90,060	\$41,604-\$120,000
General Marketing	3.6%	\$95,844	\$94,944	\$72,804-\$114,996
Research/Consumer Insights	2.5%	\$80,076	\$79,728	\$48,000-\$104,004
Operations/Logistics	12.7%	\$88,400	\$90,275	\$39,960-\$207,996
Other	10.0%	\$75,400	\$79,248	\$30,000-\$190,008



ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION (91.4% of accepted offers included usable region salary data)

REGION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Mid-Atlantic	4.7%	\$130,476	\$122,484	\$60,000-\$165,000
Philadelphia Metro Area	1.4%	\$98,620	\$114,132	\$84,480-\$165,000
Washington, D.C. Metro Area	3.0%	\$147,000	\$122,755	\$60,000-\$165,000
Other	0.3%	—	—	—
Midwest	36.0%	\$99,996	\$106,536	\$30,000-\$171,600
Chicago Metro Area	13.9%	\$154,800	\$141,560	\$48,000-\$171,600
Detroit Metro Area	12.5%	\$74,755	\$78,376	\$30,000-\$165,000
Minneapolis/St. Paul Metro Area	3.3%	\$94,118	\$92,689	\$62,400-\$125,000
Other	6.4%	\$91,392	\$90,077	\$57,200-\$162,000
Northeast	24.9%	\$127,500	\$120,984	\$39,996-\$190,008
Boston Metro Area	5.3%	\$110,400	\$109,439	\$39,996-\$190,008
Tri-State Area (New York, New Jersey, & Connecticut)	19.1%	\$145,600	\$126,035	\$43,200-\$189,800
Other	0.6%	—	—	—
South	3.3%	\$99,000	\$107,544	\$48,000-\$164,400
Atlanta Metro Area	0.8%	—	—	—
Other	2.5%	\$102,000	\$104,547	\$48,000-\$150,000
Southwest	6.4%	\$104,004	\$116,064	\$75,456-\$165,000
Austin Metro Area	2.2%	\$81,744	\$82,236	\$75,456-\$96,000
Dallas Metro Area	0.8%	—	—	—
Denver Metro Area	2.2%	\$145,600	\$137,700	\$88,400-\$162,000
Houston Metro Area	0.8%	—	—	—
Other	0.3%	—	—	—
West	21.9%	\$104,004	\$106,776	\$38,400-\$207,996
Los Angeles Metro Area	1.7%	\$78,900	\$77,073	\$38,400-\$104,000
San Francisco Metro Area	12.5%	\$104,000	\$114,892	\$60,000-\$208,000
Seattle Metro Area	5.5%	\$110,496	\$103,059	\$54,000-\$122,400
Other	1.9%	\$88,400	\$94,837	\$52,800-\$150,020
International	2.8%	\$94,259	\$100,228	\$78,000-\$130,000
Asia	1.1%	—	—	—
Latin America & The Caribbean	1.1%	—	—	—
Other	0.6%	—	—	—

