



ROSS

EMPLOYMENT REPORT

2016

WELCOME

Recruiters and Michigan Ross make a great team.

If you're a recruiter looking for new hires or interns, you won't do better than our deep and diverse talent pool. Employers tell us Ross graduates stand out as bright, energetic, and creative. They excel at core business skills, and they're grounded in the Ross dedication to positive business principles. If you'd like to see for yourself, we take pride in a smooth and rewarding recruiting process.

If you're a prospective student wondering about employment potential, the most desirable companies all come to Ross to hire our graduates. Whether you're interested in tech or consulting, finance or healthcare, our Career Services team is fully equipped and prepared to provide the support you need to find the job that's just right for you.

When recruiters and Michigan Ross students get together, some great partnerships are formed. Check out the statistics on the following pages. The numbers say it all.

Damian Zikakis

Damian Zikakis
Director, Ross Career Services



RECRUITING AT ROSS

At Michigan Ross, you will work with one point of contact on our recruiting and outreach team within Career Services for all your on- and off-campus recruiting needs.

The recruiting and outreach team understands the requirements of your industry and company, and will assist you in customizing a recruiting strategy that works for your organization. Likewise, we'll help tailor an approach that's appropriate for the specific students you will meet in our various degree programs. The recruiting process itself is similar across all of our programs, making it as seamless as possible for you.



GETTING STARTED

Registration for on-campus recruiting begins annually in late March. Interview and event dates are confirmed by mid-May. On-campus recruiting requests can be accepted after the registration period. Please contact the appropriate Recruiting Relations Manager for your industry for assistance.

ON-CAMPUS RECRUITING

There is no fee for conducting on-campus interviews. Companies will be provided with a private interview room, complimentary parking, breakfast, and lunch. On-campus events — including presentations, networking hours and other opportunities to connect with our students — are promoted at no cost via the Ross calendar of events and building kiosks.

OFF-CAMPUS RECRUITING

The Recruiting and Outreach team supports off-campus recruiting through a job posting system at no cost. We work closely with companies to connect them with students and to help them build a relationship with Ross.

For more information, visit our website at:
michiganross.umich.edu/recruiters

HOW TO GET INVOLVED

Your company can collaborate with Michigan Ross in several different ways. You'll find substantial benefits: meeting potential hires, raising your visibility among top prospects, and enriching your company's culture.



SPONSOR AN ACTION-BASED LEARNING PROJECT

Through our MAP Program, our bright, creative students can tackle a project or challenge for your company at a minimal cost to you. Students get a real-world experience, and you get great results, as well as an opportunity to see Ross students in action.

PARTICIPATE IN THE CLASSROOM

We welcome corporate partners to discuss business case studies in Ross classes. Our students learn firsthand how things happen on the front lines, and you will have the opportunity to hear some unique ideas and different perspectives.

HOST AN ON-SITE VISIT

We encourage you to host Ross students for a visit at your corporate headquarters. This is a great way to showcase your corporate culture and facilities to an engaged audience.

SPEAK TO OUR STUDENTS

Ross welcomes a wealth of guest speakers in settings of all sizes — from schoolwide symposiums to informal meetings with student clubs. It's a great way for corporate partners and students to share perspectives and experiences.

SPONSOR OR PARTICIPATE IN AN EVENT

Ross hosts a number of conferences and special events every year — many of which are regional or national in scope — with a particular business focus. We encourage corporate participation in these events, which range from the Positive Business Conference and the Healthcare & Life Sciences Forum to the Women in Leadership Conference.

For more information on how you can get involved, visit our website at: michiganross.umich.edu/recruiters

EMPLOYMENT DATA

2016 TOP HIRING COMPANIES

COMPANY NAME	MBA		PT MBA	MSCM	MACC	MM	BBA	
	TOTAL	FULL-TIME	INTERN	FULL-TIME	FULL-TIME	FULL-TIME	FULL-TIME	INTERN
PwC	120	24	8	6		26	16	40
Amazon	84	31	29	6	8		8	1
Deloitte	70	14	10			11	1	26
EY	49	3	1	1		13	1	16
Microsoft Corp.	44	14	16		1		9	4
McKinsey & Co.	39	16	11	1			7	4
Accenture	38	12	8			1	1	10
JPMorgan Chase & Co.	37	5	3				15	14
Citi	34	9	7				7	11
The Boston Consulting Group	33	14	10				1	4
Goldman Sachs Group	26	2	2				10	12
PepsiCo Inc.	26	6	7				8	5
KPMG LLP	25	1	1			14	1	2
Morgan Stanley	23		1				9	13
General Motors Corp.	22	2	6	1			5	8
Bain & Co.	20	8	8				3	1
Bank of America-Merrill Lynch Inc.	20	7	5	2			4	2
RBC Capital Markets	19	1	1				6	11
A.T. Kearney Inc.	17	7	6				4	
Ford Motor Co.	16	2	3	2			2	1
Barclays PLC	15	4	4	1			4	2
Deutsche Bank	14		1				3	10
American Express Co.	13	3	2				5	3
Whirlpool Corp.	13	3	4				2	4
Dell Inc.	12	5	6					1
Houlihan Lokey	12						6	6
Plante & Moran PLLC	12					6	2	4
Oracle Corp.	11						4	7
DaVita Inc.	10	4	5					1
Google Inc.	10	5	3					2
Jefferies LLC	10						6	4
Wells Fargo & Co.	10	2	1			2	4	1
Procter & Gamble Co.	9	4	2					3
ZS Associates	9	2	1				2	4

CLASS OF 2016

MBA GRADUATES



Our rigorous two-year curriculum attracts students with significant academic and career accomplishments from all over the globe. Our philosophy of experience-driven education ensures that our graduates are fully prepared to handle the demands of their career.

98%

of Ross grads had an offer within 3 months of graduation

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

MBA Graduate Overview

DEMOGRAPHIC OVERVIEW AT GRADUATION

Class Size.....	448
Undergraduate Majors	
Business & Economics	39%
Engineering/STEM	31%
Humanities/Social Sciences	22%
Computer Science.....	5%
Other.....	3%
Average Full-Time Work Experience (years)	5
Average Age	30
Women	32%
Minorities	11%
International	33%

Geographic Distribution

Africa.....	1%
Asia.....	11%
Europe.....	1%
India.....	11%
Middle East.....	1%
North America.....	70%
South America.....	6%
Average Grade Point Average (GPA).....	3.4
GMAT Score	
Middle 80% Range.....	650-740
Average.....	701

2016 HIRING COMPANIES

3M Co.	GE Aviation	Pivotal Labs
AbilTo	Genentech Inc.	Procter & Gamble Co.
Accenture	General Electric - Renewable Energy	Puget Sound Energy
Adobe Systems Inc.	General Mills Inc.	PwC
Amazon	General Motors Corp.	Razorfish
American Airlines	George Washington University Hospital	RBC Capital Markets
American Express Co.	Give and Take Inc.	Reckitt Benckiser
American Promise Schools	GK Development Inc.	Renovate America
Apple Inc.	GlaxoSmithKline PLC	Ricardo Strategic Consulting
Autodesk Inc.	Goldman Sachs Group	Rocky Mountain Preparatory Charter Schools
Bain & Co.	Google Inc.	Roland Berger Strategy Consultants
Balyasny Asset Management LP	Grant Thornton LLP	Samsung
Bank of America Merrill Lynch	Gunderson Dettmer Stough Villeneuve Franklin & Hachi	Samsung Global Strategy Group
Barclays PLC	Hewlett-Packard Co.	Samsung Life Insurance Co.
BASF	Humana Inc.	Seyfarth Shaw LLP
Baxalta	Huron Capital Partners	Shape Technologies Group
Becton, Dickinson and Co.	ICBC International Holdings Limited	Shore Capital Partners
Bentley Systems Inc.	Intel Corporation	SoCore Energy LLC
Bimbo Bakeries USA	Jet.Com	Southern California Edison
Boeing Co.	Johnson & Johnson	Sumitomo Mitsui Bank Corp.
The Boston Consulting Group	JPMorgan Chase & Co.	Tiffany & Co.
Boston Medical Center	Kimberly-Clark Corp.	United Airlines
Brunswick Corporation	KPMG LLP	UnitedHealth Group Inc.
Career Now Brands	Kraft Heinz Co.	Vipshop
Chartis Group	L.E.K. Consulting	VMware
Citi	L'Oreal USA Inc.	Walmart Stores Inc.
Clorox Co.	Land O'Lakes Inc.	Waterstone Management Group
Cravath, Swaine & Moore LLP	Liberty Mutual Insurance	Wells Fargo & Co.
Credit Suisse	LinkedIn	Whirlpool Corp.
Cummins Inc.	M&T Bank Corp.	William Blair
Danaher Corp.	Marketplace Homes	Willis
DaVita Inc.	Mars Inc.	Wipro
Dell Inc.	Maryland Manufacturing Extension Partnership	Workday
Deloitte	McKinsey & Co.	Zimmer Biomet
Detroit Economic Growth Corp.	Medtronic Inc.	ZS Associates
DISH Network Corp.	Microsoft Corp.	
Draper Nexus Ventures	Mission Throttle	
Ecolab Inc.	Nestle USA	
Eli Lilly & Co.	NextEra Energy Resources LLC	
Emerson Electric Co.	NIKE Inc.	
Expedia	PA Consulting Group	
EY	Pacific Gas & Electric Co.	
Federal Bureau of Investigation	Partners in Performance	
Fidelity Business Consulting	PepsiCo Inc.	
Fidelity Investments	Pfizer Consumer Healthcare	
Ford Motor Co.	Phase Four Inc.	
FSG		

amazon

McKinsey&Company

BCG

Google

JPMORGAN
CHASE & CO.

Microsoft

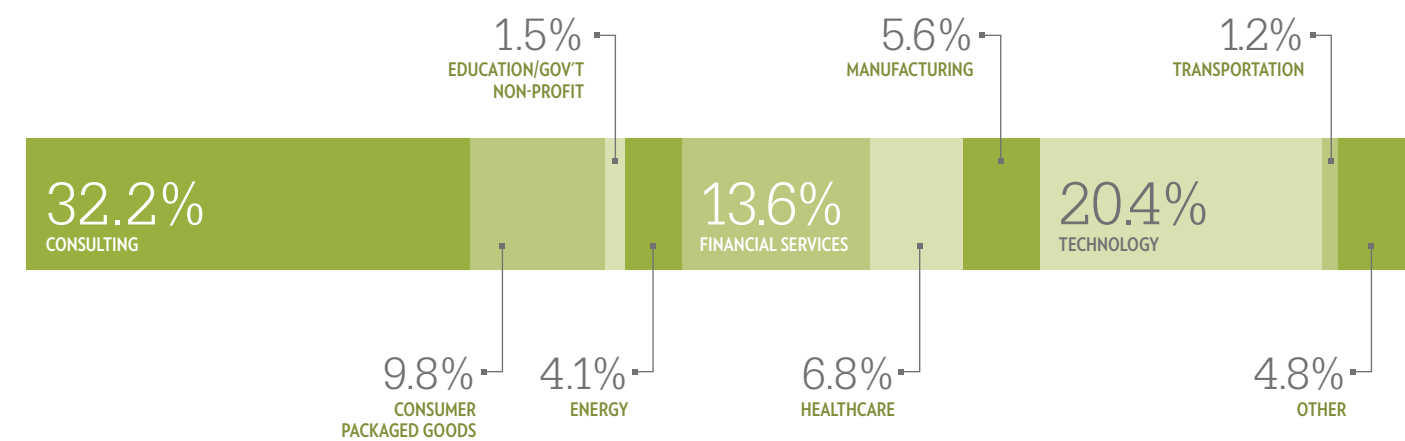
BAIN
& COMPANY

MBA Graduate Acceptances by Industry

+50%
of the class went
into Consulting
or Technology

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable industry salary data.)

INDUSTRY	BASE SALARY				SIGNING BONUS		OTHER GUARANTEED COMPENSATION	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN	% OF REPORTED	MEDIAN
Consulting	32.2%	\$144,000	\$136,792	\$48,106-\$160,000	94.5%	\$25,000	56.9%	\$21,875
Consumer Packaged Goods	9.8%	\$106,000	\$106,839	\$98,000-\$125,000	93.9%	\$25,000	48.5%	\$15,000
Education/Government/Non-Profit	1.5%	\$95,000	\$102,165	\$90,000-\$135,000	20.0%	\$15,000	—	—
Energy	4.1%	\$110,000	\$107,143	\$90,000-\$120,000	100.0%	\$25,000	64.3%	\$10,000
Financial Services	13.6%	\$125,000	\$117,435	\$80,000-\$175,000	91.3%	\$47,500	34.8%	\$25,000
Healthcare	6.8%	\$115,000	\$110,069	\$54,663-\$139,000	87.0%	\$20,000	73.9%	\$12,000
Manufacturing	5.6%	\$115,000	\$112,368	\$75,000-\$128,000	94.7%	\$20,000	57.9%	\$10,000
Technology	20.4%	\$117,000	\$114,330	\$70,000-\$140,000	87.0%	\$31,000	47.8%	\$20,000
Transportation	1.2%	\$105,100	\$102,850	\$96,000-\$105,200	100.0%	\$19,000	50.0%	\$2,750
Other	4.8%	\$105,000	\$110,031	\$71,500-\$170,000	56.3%	\$15,000	31.3%	\$20,000

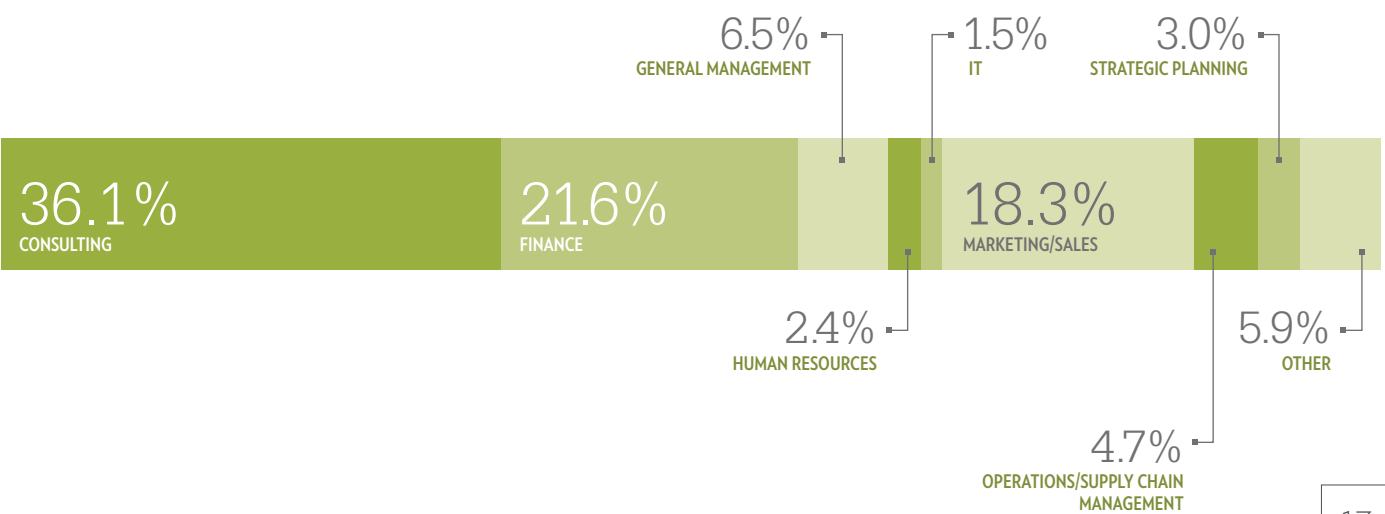


MBA Graduate Acceptances by Function

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable function salary data.)

FUNCTION	BASE SALARY				SIGNING BONUS		OTHER GUARANTEED COMPENSATION	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN	% OF REPORTED	MEDIAN
Consulting	36.1%	\$140,000	\$134,069	\$48,106-\$160,000	94.3%	\$25,000	60.0%	\$21,000
Strategy Consulting	27.5%	\$145,000	\$137,579	\$48,106-\$150,000	94.6%	\$25,000	62.4%	\$22,025
General Consulting	2.4%	\$135,000	\$129,125	\$93,000-\$160,000	87.5%	\$25,000	37.5%	\$21,000
IT/Systems & Human Capital Consulting	1.5%	\$135,000	\$137,000	\$135,000-\$140,000	100.0%	\$25,000	20.0%	\$26,000
Internal Consulting	3.3%	\$110,000	\$110,820	\$90,823-\$125,000	100.0%	\$20,000	72.7%	\$10,500
Operations/Process Consulting	1.5%	\$135,000	\$127,000	\$110,000-\$145,000	80.0%	\$25,000	20.0%	\$8,000
Finance	21.6%	\$110,425	\$113,399	\$80,000-\$175,000	93.2%	\$40,000	42.5%	\$15,000
Corporate Finance	9.5%	\$110,000	\$107,911	\$80,000-\$120,000	96.9%	\$25,000	53.1%	\$10,000
Investment Banking	6.8%	\$125,000	\$124,783	\$80,000-\$150,000	95.7%	\$50,000	26.1%	\$45,000
Asset Management	5.3%	\$107,500	\$108,611	\$80,000-\$175,000	83.3%	\$30,000	44.4%	\$19,000
General Management	6.5%	\$120,000	\$113,619	\$75,000-\$135,000	86.4%	\$20,000	50.0%	\$12,500
Human Resources	2.4%	\$100,000	\$103,275	\$80,000-\$175,000	83.3%	\$20,000	44.4%	\$15,000
IT	1.5%	\$117,000	\$114,400	\$100,000-\$120,000	60.0%	\$25,000	80.0%	\$20,000
Marketing/Sales	18.3%	\$106,000	\$109,086	\$70,000-\$140,000	87.1%	\$25,000	53.2%	\$10,000
Brand/Product Management	9.8%	\$115,000	\$114,880	\$102,000-\$140,000	72.7%	\$25,250	42.4%	\$11,000
General Marketing	5.6%	\$105,000	\$103,500	\$85,000-\$115,000	89.5%	\$25,000	52.6%	\$9,000
Sales	1.8%	\$108,500	\$106,417	\$70,000-\$135,000	83.3%	\$35,000	100.0%	\$43,500
Other Marketing	1.2%	\$103,500	\$105,500	\$100,000-\$115,000	100.0%	\$33,750	50.0%	\$6,850
Operations/Supply Chain Management	4.7%	\$120,000	\$117,875	\$100,000-\$130,000	93.8%	\$25,500	25.0%	\$15,000
Strategic Planning	3.0%	\$115,500	\$115,600	\$100,000-\$139,000	100.0%	\$20,000	60.0%	\$11,000
Other*	5.9%	\$109,000	\$110,053	\$54,663-\$170,000	55.0%	\$20,000	30.0%	\$20,000

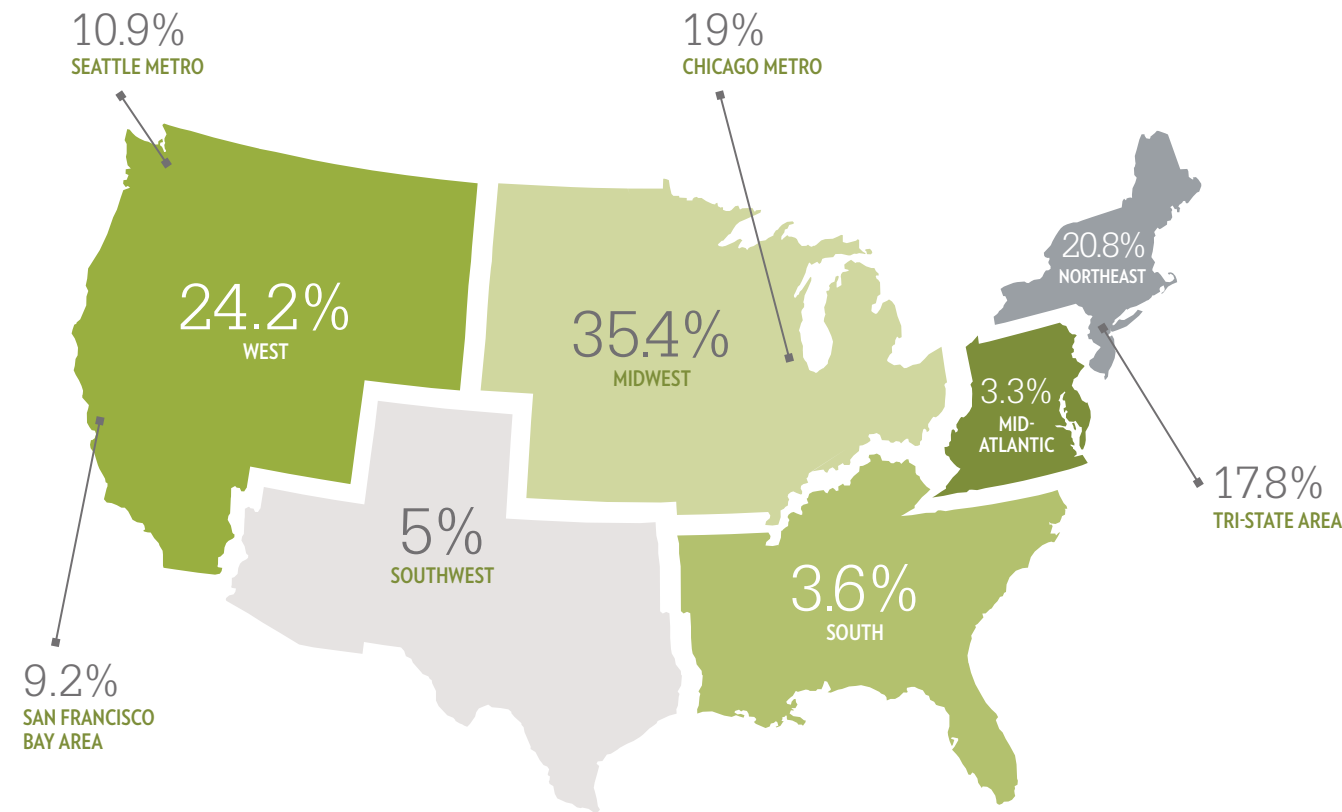
*Other includes Corporate Social Responsibility – 0.3%, Real Estate – 0.3%, and Sustainability/Environment – 0.3%



MBA Graduate Acceptances by Region

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable region salary data.)

REGION	BASE SALARY				SIGNING BONUS		OTHER GUARANTEED COMPENSATION	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN	% OF REPORTED	MEDIAN
Mid-Atlantic	3.3%	\$110,000	\$117,590	\$54,663-\$147,000	72.7%	\$25,000	72.7%	\$22,025
Philadelphia Metro	0.9%	—	—	—	—	—	—	—
Washington DC Metro	2.1%	\$145,000	\$124,498	\$54,663-\$147,000	85.7%	\$25,000	42.9%	\$22,050
Other	0.3%	—	—	—	—	—	—	—
Midwest	35.4%	\$125,000	\$124,358	\$71,500-\$175,000	90.0%	\$25,000	50.8%	\$15,000
Chicago Metro	19.0%	\$140,000	\$133,070	\$90,000-\$147,000	93.8%	\$25,000	53.1%	\$20,500
Detroit Metro	5.0%	\$119,500	\$119,969	\$71,500-\$175,000	58.8%	\$22,500	35.3%	\$15,000
Minneapolis/St. Paul Metro	6.5%	\$110,000	\$114,476	\$104,000-\$145,000	100.0%	\$25,000	54.5%	\$11,500
Other	4.9%	\$106,000	\$108,413	\$98,000-\$125,000	100.0%	\$20,000	47.1%	\$15,000
Northeast	20.8%	\$120,000	\$119,414	\$58,000-\$170,000	91.4%	\$30,000	67.1%	\$10,250
Boston Metro	1.8%	\$125,000	\$118,000	\$58,000-\$140,000	83.3%	\$30,000	33.3%	\$11,250
Tri-State Area	17.8%	\$120,000	\$121,067	\$87,000-\$170,000	91.7%	\$30,000	51.7%	\$10,500
Other	1.2%	\$96,250	\$96,750	\$94,500-\$100,000	100.0%	\$20,000	25.0%	\$3,000
South	3.6%	\$114,450	\$115,492	\$90,000-\$145,000	100.0%	\$22,500	66.7%	\$10,770
Atlanta Metro	1.5%	\$135,000	\$133,000	\$110,000-\$145,000	100.0%	\$25,000	80.0%	\$22,350
Miami Metro	0.3%	—	—	—	—	—	—	—
Other	1.8%	\$100,000	\$105,150	\$92,000-\$120,000	100.0%	\$12,000	100.0%	\$15,520
Southwest	5.0%	\$102,000	\$110,082	\$90,000-\$147,000	82.4%	\$18,000	35.3%	\$8,080
Dallas Metro	1.8%	\$122,500	\$122,500	\$96,000-\$147,000	100.0%	\$22,500	50.0%	\$15,000
Denver Metro	1.8%	\$112,500	\$108,000	\$90,000-\$125,000	50.0%	\$18,000	16.7%	\$12,500
Other	1.4%	\$100,000	\$100,400	\$100,000-\$102,000	100.0%	\$10,000	80.0%	\$8,000
West	24.2%	\$120,000	\$119,784	\$75,000-\$147,000	92.7%	\$27,750	45.1%	\$16,500
Los Angeles Metro	2.1%	\$117,500	\$116,833	\$75,000-\$140,000	71.4%	\$20,000	42.9%	\$21,000
San Francisco Bay Area	9.2%	\$122,500	\$121,683	\$80,000-\$145,000	93.5%	\$25,000	64.5%	\$16,500
Seattle Metro	10.9%	\$117,000	\$119,889	\$100,000-\$147,000	94.6%	\$35,000	24.3%	\$20,500
Other	2.0%	\$120,000	\$113,632	\$100,000-\$120,000	100.0%	\$20,000	85.7%	\$16,500
International	7.7%	\$112,500	\$110,431	\$48,106-\$150,000	76.9%	\$30,000	73.1%	\$18,000
Asia	5.6%	\$115,000	\$111,074	\$48,106-\$150,000	73.7%	\$28,000	68.4%	\$20,000
Australia & New Zealand	0.3%	—	—	—	—	—	—	—
Europe	0.6%	—	—	—	—	—	—	—
Mexico	0.3%	—	—	—	—	—	—	—
Middle East	0.3%	—	—	—	—	—	—	—
South America	0.6%	—	—	—	—	—	—	—



7.7%
INTERNATIONAL



2/3

Ross grads go everywhere. More than 2/3 accept jobs on the East Coast, West Coast, or in Chicago.



Graduates Seeking Employment

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	55.3%	249	26.5%	119	81.8%	368
Returning to Internship Employer	26.7%	120	10.9%	49	37.6%	169
Seeking New Employment	28.6%	129	15.6%	70	44.2%	199
Not Seeking Employment	4.9%	22	0.6%	3	5.5%	25
Not Currently Seeking Employment	0.2%	1	0.0%	0	0.2%	1
Sponsored Student/Already Employed	3.8%	17	0.6%	3	4.4%	20
Starting/Buying Company	0.9%	4	0.0%	0	0.9%	4
No Recent Information Available	8.7%	39	4.0%	18	12.7%	57
Total Graduates	68.9%	310	31.1%	140	100.0%	450

Position Source

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	253	70.2%
On-Campus Recruiting	97	26.9%
Returning to On-Campus/School Facilitated Internship	135	37.5%
Other School Facilitated (Posting, Alumni/Faculty Networking, etc.)	21	5.8%
Off-Campus/Direct Contact	97	27.0%
Direct Contact	30	8.3%
Returning to Off-Campus/Direct Contact Internship	28	7.8%
Other Off-Campus Contact (Personal Networking, Other Job Postings, etc.)	14	3.9%
Third-Party Sources (Search Firms, etc.)	1	0.3%
Starting/Buying Company	4	1.1%
Remaining w/Pre Ross Employer	20	5.6%
Not Reported	10	2.8%
Total	360	100%

65
Ross has 65 MBA
peer career coaches —
more than any other
MBA program



Timing of Job Offers

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	94.8%	98.8%
Foreign Nationals	90.8%	97.5%
Total	93.5%	98.4%

Timing of Job Acceptances

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	87.6%	92.8%
Foreign Nationals	81.5%	89.9%
Total	85.6%	91.8%

Base Salary by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizens/Permanent Residents	229	69.4%	\$120,000	\$120,194	\$48,106-\$175,000
Foreign Nationals	101	30.6%	\$117,000	\$119,428	\$70,000-\$150,000
Total	330	100.0%	\$120,000	\$119,959	\$48,106-\$175,000

Signing Bonus by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	207	68.5%	\$25,000	\$28,654	\$5,000-\$77,500
Foreign Nationals	95	31.5%	\$25,000	\$27,771	\$5,000-\$75,000
Total	302	100.0%	\$25,000	\$28,375	\$5,000-\$77,500

Other Guaranteed Compensation by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	108	63.5%	\$15,065	\$18,809	\$500-\$80,000
Foreign Nationals	62	36.5%	\$15,000	\$21,627	\$5,000-\$90,000
Total	170	100.0%	\$15,000	\$19,836	\$500-\$90,000

CLASS OF 2017

MBA INTERNS



Our MBA students start their internships right after completing their MAP course, an intensive, seven-week project in which a small team of students solves a real-world business challenge for a sponsor company.

+25%

of Ross MBAs interned in Technology

MBA Intern Overview

DEMOGRAPHIC OVERVIEW AT TIME OF INTERNSHIP

Class Size.....	423
Undergraduate Majors	
Business & Economics	40%
Engineering/STEM	33%
Humanities/Social Sciences	20%
Computer Science.....	6%
Other.....	1%
Average Full-Time Work Experience (years)	5
Range (years).....	<1-20 years
Average Age	29
Women	33%
Minorities	10%

Geographic Distribution

Africa.....	1%
Asia.....	11%
Europe.....	1%
India.....	11%
Middle East.....	1%
North America.....	69%
South America.....	6%
Average Grade Point Average (GPA)	3.3
GMAT Score	
Middle 80% Range.....	660-750
Average.....	705

2016 HIRING COMPANIES

@WalmartLabs	Express Scripts Inc.	Morgan Stanley
3M Co.	Exxon Mobil Corp.	Motorola Mobility
A.T. Kearney Inc.	EY	Mozilla Corp.
AB InBev	F&G Venture	Nestle USA
Accenture	FarmDrive	NIKE Inc.
Activision Inc.	Fidelity Investments	NVIDIA Corp.
Amazon	FlexDex Inc.	Owens Corning
American Express Co.	Flextronics International	Pacific Gas & Electric Co.
Apple Inc.	Flow International Corp.	PATH (Program for Appropriate Technology in Health)
Arboretum Ventures	Ford Motor Co.	Pearson Affordable Learning Fund
Arborlight Inc.	Fresenius Medical Care North America Inc.	Pepperidge Farm Inc.
Athenahealth	Fritz Seyferth & Associates	PepsiCo Inc.
Bain & Co.	Genentech Inc.	Pfizer Consumer Healthcare
Banco Itau S.A.	General Electric	Procter & Gamble Co.
Bank of America Merrill Lynch	General Mills Inc.	PwC
Barclays PLC	General Motors Corp.	Rakuten Inc.
BASF	GlaxoSmithKline PLC	RBC Capital Markets
Baxter Healthcare Corporation	Goldman Sachs Group	Renovate America
Beautiful Earth Group LLC	Google Inc.	S.C. Johnson & Son Inc.
Becton, Dickinson and Co.	Greenhill & Co. LLC	Salesforce.com
Bimbo Bakeries USA	GuiaBolso	SendGrid
The Boeing Co.	Henry Ford Health System	Shutterfly Inc.
The Boston Consulting Group	Hewlett-Packard Co.	Stanley Black & Decker
Bristol-Myers Squibb	Hill's Pet Nutrition Inc.	Starbucks Corp.
Cargill Inc.	Hilton Worldwide	Symantec Corp.
Cisco Systems Inc.	IBM Corp.	Target Corp.
Citi	IDEO Inc.	Tata Consultancy Services
City of Detroit	Intel Corp.	Tesla Motors Inc.
Civic Consulting Alliance	International Youth Foundation	Third Plateau Social Impact Strategies
Clorox Co.	JPMorgan Chase & Co.	Treacy & Co.
Cognizant Technology Solutions	Johnson & Johnson	United Airlines
Credit Suisse	Johnson Controls Inc.	University of Michigan
Cummins Inc.	Kimberly-Clark Corp.	Verizon
CVS Health	Kohl's Corp.	Visa Inc.
Danaher Corp.	KPMG LLP	VMware
DaVita Inc.	Kraft Heinz Co.	Walmart Stores Inc.
Dell Inc.	L.E.K. Consulting	Wells Fargo & Co.
Deloitte	Land O'Lakes Inc.	Whirlpool Corp.
Detroit Venture Partners	Lazard Frères & Co. LLC	William Blair
Deutsche Bank	Liberty Mutual Group	The Wonderful Company
DISH Network Corporation	LMI Logistics Management Institute	World Bank Group
Dow Chemical Co.	L'Oreal USA Inc.	Zendesk Inc.
DTE Energy	Marketo	ZS Associates
Dynamic Ann Arbor	McKinsey & Co.	
Eastern Market Corp.	Medtronic Inc.	
Education Pioneers	MGM Resorts International	
Egg Strategy Inc.	Michigan Health Information Network	
Environmental Defense Fund	Michigan Minority Supplier Development Council	
Estee Lauder Companies Inc.	Microsoft Corp.	

amazon

NIKE

McKinsey&Company

Johnson+Johnson

Microsoft

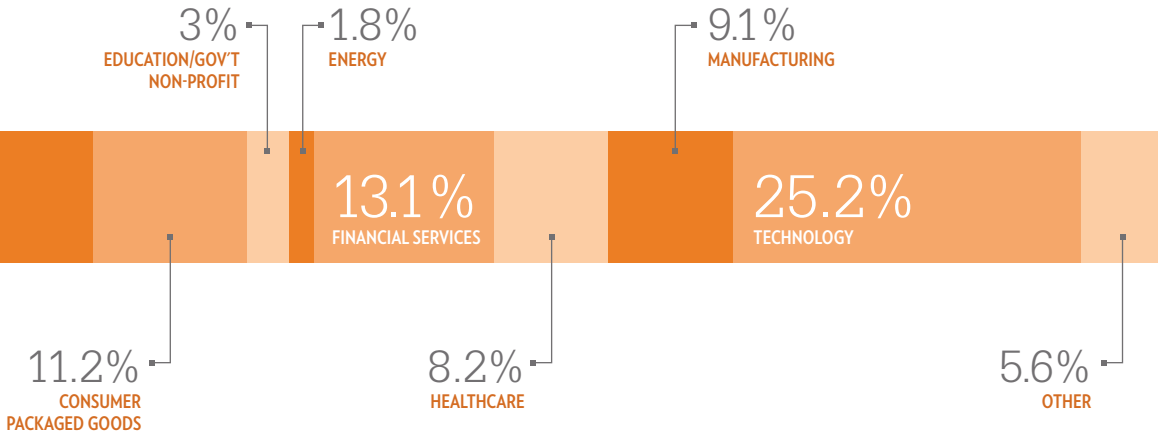
PEPSICO

BCG

MBA Intern Acceptances by Industry

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable industry salary data.)

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	22.8%	\$135,000	\$123,036	\$11,440-\$156,000
Consumer Packaged Goods	11.2%	\$88,392	\$86,637	\$28,884-\$108,324
Education/Government/Non-Profit	3.0%	\$51,996	\$51,914	\$35,455-\$72,800
Energy	1.8%	\$95,226	\$97,542	\$84,000-\$116,400
Financial Services	13.1%	\$115,001	\$102,513	\$13,000-\$150,000
Healthcare	8.2%	\$88,400	\$86,332	\$24,960-\$156,000
Manufacturing	9.1%	\$85,840	\$86,634	\$57,600-\$120,000
Technology	25.2%	\$96,000	\$90,711	\$24,000-\$130,000
Other	5.6%	\$83,600	\$85,920	\$15,600-\$156,000

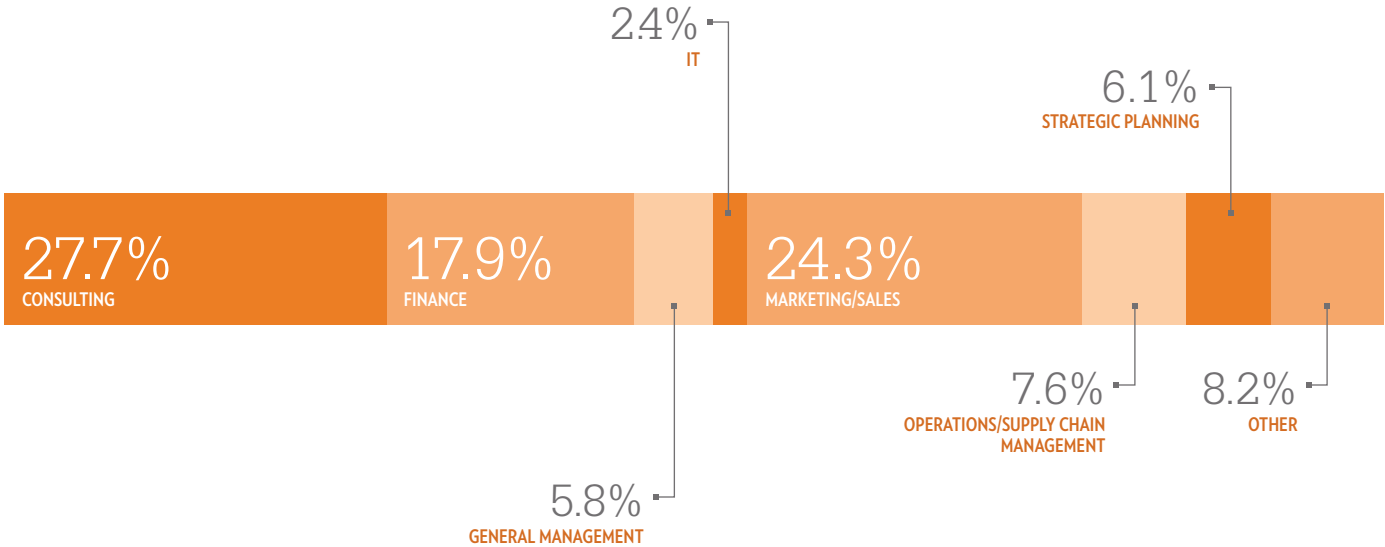


MBA Intern Acceptances by Function

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable function salary data.)

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	27.7%	\$134,836	\$118,663	\$11,440-\$156,000
Strategy Consulting	18.2%	\$139,200	\$122,320	\$11,440-\$156,000
General Consulting	4.6%	\$134,940	\$124,609	\$52,000-\$144,000
Other Consulting	4.9%	\$100,880	\$99,834	\$60,000-\$135,000
Finance	17.9%	\$101,700	\$99,525	\$13,000-\$150,000
Corporate Finance	6.7%	\$93,901	\$92,873	\$76,800-\$102,000
Investment Banking	7.0%	\$124,992	\$115,408	\$13,000-\$150,000
Other Finance	4.3%	\$83,200	\$82,678	\$20,796-\$105,000
General Management	5.8%	\$103,992	\$95,852	\$24,000-\$120,000
IT	2.4%	\$96,000	\$95,155	\$78,000-\$109,200
Marketing/Sales	24.3%	\$88,228	\$89,050	\$28,884-\$156,000
Brand/Product Management	16.7%	\$88,056	\$89,864	\$28,884-\$156,000
General Marketing	4.9%	\$87,400	\$86,652	\$48,000-\$114,400
Other Marketing	2.7%	\$91,000	\$88,338	\$68,640-\$102,000
Operations/Supply Chain Management	7.6%	\$96,000	\$89,355	\$57,600-\$114,400
Strategic Planning	6.1%	\$80,000	\$74,023	\$31,200-\$104,000
Other*	8.2%	\$83,196	\$74,571	\$15,600-\$109,200

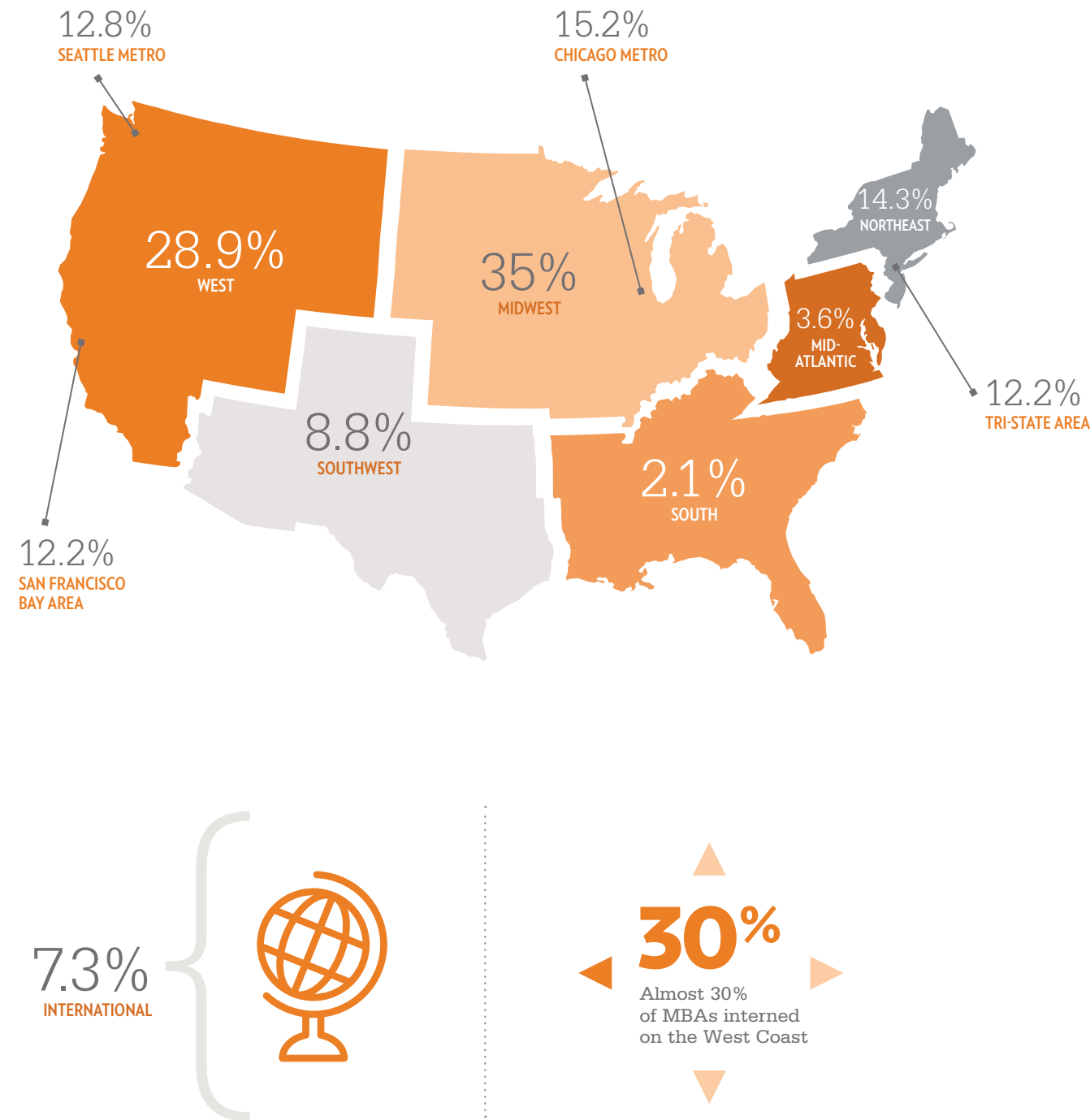
*Other includes HR – 2.4%, Sustainability/Environment – 0.9%, and Emerging Markets – 0.9%



MBA Intern Acceptances by Region

2017 DETAILED COMPENSATION INFORMATION (98% 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	3.6%	\$83,196	\$88,606	\$41,600-\$156,000
Philadelphia Metro	1.5%	\$83,196	\$93,409	\$61,455-\$156,000
Washington DC Metro	1.5%	\$72,800	\$82,125	\$57,024-\$135,200
Other	0.6%	—	—	—
Midwest	35.0%	\$94,343	\$103,170	\$15,600-\$156,000
Chicago Metro	15.2%	\$134,810	\$122,687	\$47,273-\$156,000
Detroit Metro	10.0%	\$80,400	\$83,261	\$15,600-\$144,000
Minneapolis/St. Paul Metro	2.7%	\$90,000	\$98,042	\$84,000-\$120,000
Other	7.0%	\$86,664	\$88,714	\$72,000-\$108,324
Northeast	14.3%	\$110,001	\$109,087	\$13,000-\$156,000
Boston Metro	1.8%	\$114,400	\$119,539	\$93,600-\$156,000
Tri-State Area	12.2%	\$115,001	\$107,906	\$13,000-\$150,800
Other	0.3%	—	—	—
South	2.1%	\$96,000	\$91,871	\$51,996-\$124,800
Atlanta Metro	0.6%	—	—	—
Miami Metro	0.3%	—	—	—
Other	1.2%	\$87,000	\$80,499	\$51,996-\$96,000
Southwest	8.8%	\$85,800	\$88,524	\$37,440-\$150,000
Dallas Metro	1.2%	\$91,780	\$105,880	\$89,960-\$150,000
Denver Metro	3.3%	\$103,992	\$97,848	\$72,800-\$134,940
Houston Metro	0.9%	—	—	—
Phoenix Metro	0.3%	—	—	—
Other	3.0%	\$68,640	\$68,455	\$48,000-\$84,000
West	28.9%	\$96,000	\$92,442	\$26,000-\$156,000
Los Angeles Metro	2.4%	\$83,720	\$91,850	\$72,800-\$144,000
San Francisco Bay Area	12.2%	\$95,328	\$90,389	\$26,000-\$144,000
Seattle Metro	12.8%	\$96,000	\$96,932	\$43,333-\$156,000
Other	1.5%	\$77,712	\$71,685	\$52,000-\$91,000
International	7.3%	\$78,000	\$79,687	\$11,440-\$147,000
Africa	0.3%	—	—	—
Asia	4.9%	\$118,560	\$89,120	\$11,440-\$147,000
South America	2.1%	\$72,000	\$66,571	\$36,400-\$82,800





92%

of MM students had
a job offer within 3
months of graduation

Ross' innovative Master of Management Program is for recent liberal arts, science, or engineering grads who want to learn core business fundamentals. The intensive, 10-month program includes rigorous study in subjects like accounting, finance, and marketing.

MM Graduate Overview

DEMOGRAPHIC OVERVIEW AT GRADUATION

Class Size.....	51
Women.....	39%
Minorities.....	8%

Undergraduate Majors

Economics.....	14%
Engineering and Math.....	29%
Humanities.....	7%
International Relations.....	12%
Natural Sciences.....	4%
Political Science.....	10%
Social Science.....	20%
Other.....	4%

2016 HIRING COMPANIES

Accenture	DigitasLbi	SAGA Marketing
All Point Financial	EY	Sierra Institute
Allstate Insurance	Ford Motor Co.	StealthForce Inc.
Amazon	General Mills Inc.	U.S. Department of State
American Family LLC	International Business Machines Corp.	U.S. Global Leadership Coalition
Barah Capital Partners	KPMG LLP	VillageMD
Booz Allen Hamilton	Lieberman Research Worldwide	Vision Critical
The Boston Consulting Group	Magnetar Capital	Zenith Optimedia
Citrix	Medix	
Deloitte	Oracle Corp.	

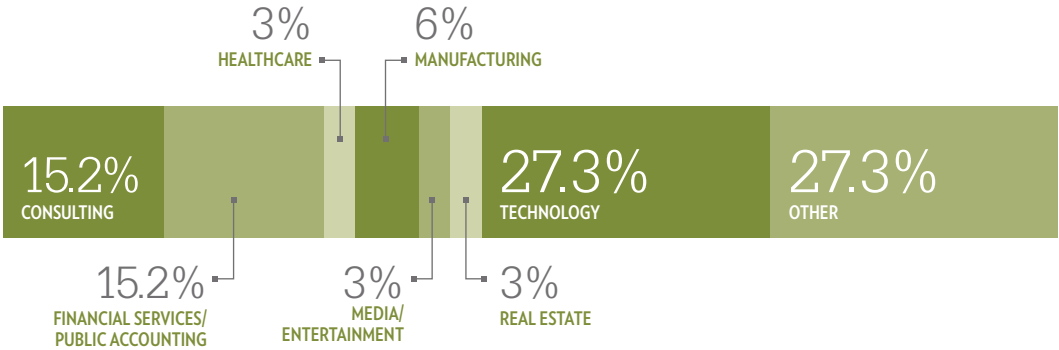
A Diverse Mix of Employers Love Ross MMs:



MM Graduate Acceptances by Industry

2016 DETAILED COMPENSATION INFORMATION

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY
Consulting	15.2%	\$70,000	\$64,200
Financial Services/Public Accounting	15.2%	\$70,000	\$70,000
Healthcare	3.0%	—	—
Manufacturing	6.0%	—	—
Media/Entertainment	3.0%	—	—
Real Estate	3.0%	—	—
Technology	27.3%	\$50,000	\$59,523
Other	27.3%	\$42,000	\$42,667



MM Graduate Acceptances by Function

2016 DETAILED COMPENSATION INFORMATION

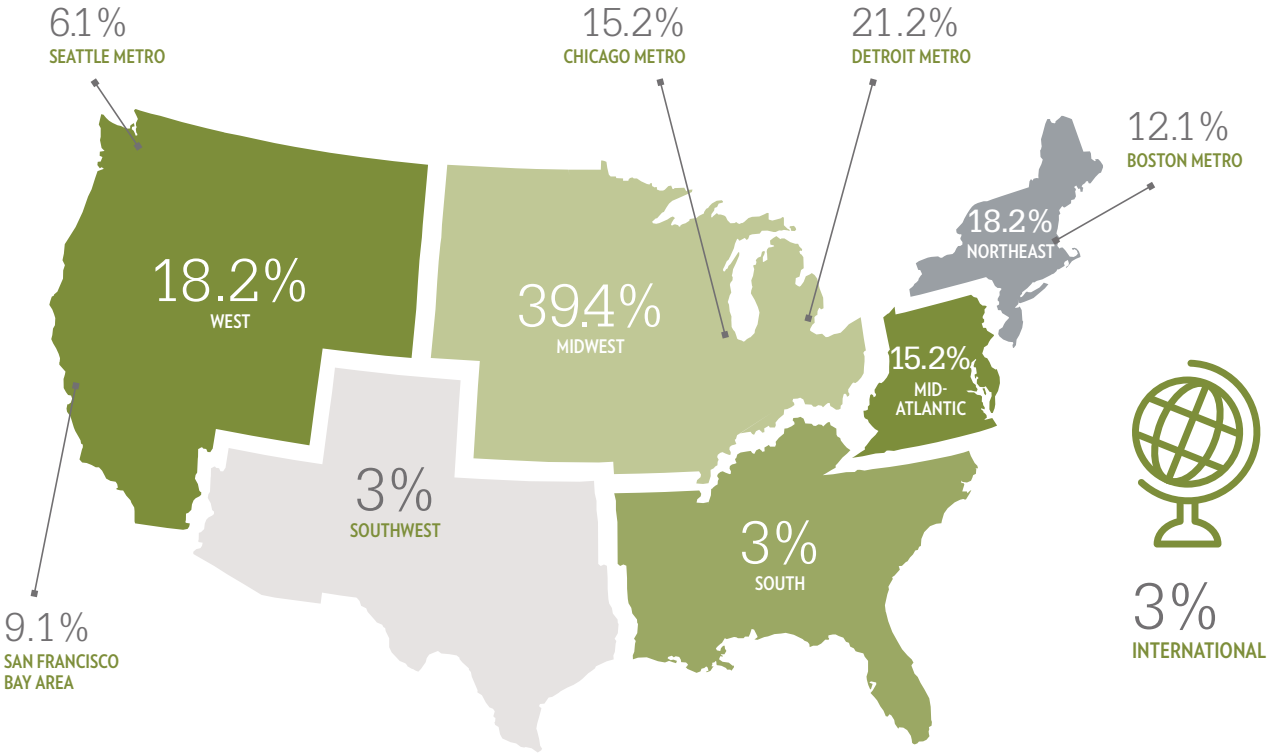
FUNCTION	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY
Consulting	33.3%	\$70,000	\$70,000
General Consulting	9.1%	\$70,000	\$70,000
IT/Systems Consulting	9.1%	\$70,000	\$70,000
Other Consulting	15.1%	\$70,000	\$70,000
Finance	9.1%	\$65,000	\$53,667
Marketing/Sales	30.3%	\$50,000	\$52,168
Sales	18.2%	\$56,000	\$61,302
Other Marketing	12.1%	\$41,000	\$40,750
Other	27.3%	\$44,576	\$40,850



MM Graduate Acceptances by Region

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable region salary data.)

REGION	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Mid-Atlantic	15.2%	\$65,000	\$57,800	\$36,000-\$75,000
Washington DC Metro	15.2%	\$65,000	\$57,800	\$36,000-\$75,000
Midwest	39.4%	\$56,000	\$56,621	\$30,000-\$72,000
Chicago Metro	15.2%	\$53,000	\$54,250	\$41,000-\$70,000
Detroit Metro	21.2%	\$57,500	\$54,250	\$30,000-\$72,000
Minneapolis/St. Paul Metro	3.0%	—	—	—
Northeast	18.2%	\$50,000	\$53,230	\$46,152-\$70,000
Boston Metro	12.1%	\$50,000	\$49,038	\$46,152-\$50,000
Tri-State Area	6.1%	—	—	—
South	3.0%	—	—	—
Miami Metro	3.0%	—	—	—
Southwest	3.0%	—	—	—
Houston Metro	3.0%	—	—	—
West	18.2%	\$56,500	\$58,169	\$24,000-\$94,008
Other	3.0%	—	—	—
San Francisco Bay Area	9.1%	\$94,008	\$94,008	—
Seattle Metro	6.1%	—	—	—
International	3.0%	—	—	—
Asia	3.0%	—	—	—



Graduates Seeking Employment

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	71.4%	35	6.1%	3	77.5%	38
Seeking New Employment	69.4%	34	6.1%	3	75.5%	37
Returning to Internship Employer	2.0%	1	0.0%	0	2.0%	1
Not Seeking Employment	10.2%	5	4.1%	2	14.3%	7
Starting/Buying Company	0.0%	0	2.0%	1	2.0%	1
Continuing Education	10.2%	5	2.0%	1	12.2%	6
No Recent Information	6.2%	3	2.0%	1	8.2%	4
Total Graduates	87.8%	43	12.2%	6	100%	49

Position Source

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	10	29.4%
On-Campus Recruiting	8	23.5%
Other School Facilitated (Posting, Alumni/Faculty Networking, etc.)	2	5.9%
Off-Campus/Direct Contact	16	46.9%
Direct Contact	8	23.5%
Other Off-Campus Contact (Personal Networking, Other Job Postings, etc.)	6	17.6%
Returning to Off-Campus/Direct Contact Internship	1	2.9%
Starting/Buying Company	1	2.9%
Not Reported	8	23.7%
Total	34	100.0%

Timing of Job Offers

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	65.7%	91.4%
Foreign Nationals	66.7%	100.0%
Total	65.8%	92.1%

Timing of Job Acceptances

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	51.4%	80.0%
Foreign Nationals	33.3%	100.0%
Total	50.0%	81.6%

CLASS OF 2015

MSCM GRADUATES



Our Master of Supply Chain Management students average six years of work experience before joining our accelerated program, which trains them to become leaders in the field. Students complete an action-based learning project in a corporate setting as part of the program.

91%

of international students received a full-time job at a domestic company

MSCM Graduate Overview

DEMOGRAPHIC OVERVIEW AT GRADUATION

Class Size.....	29
Average Full-Time Work Experience (years)	6
Range (years).....	<1-10 years
Average Age	30
Women	35%
Geographic Distribution	
United States	10%
India	58%
Asia	28%
Other.....	3%
Average Grade Point Average (GPA)	3.4
GMAT Score	
Middle 80% Range.....	670-730
Average.....	699

2015 HIRING COMPANIES

Accenture	Hewlett-Packard Co.
Amazon	Infosys Ltd.
Apple Inc.	KPMG
A.T. Kearney Inc.	Microsoft Corp.
Beijing Corona	TEKsystems
BorgWarner Inc.	Uber Technologies Inc.
GEP Worldwide	



MSCM Graduate Acceptances by Industry

2015 DETAILED COMPENSATION INFORMATION (92% of accepted offers included usable industry salary data.)

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Consulting	19.2%	\$96,000	\$100,500	\$80,000-\$130,000
Manufacturing	15.4%	\$86,840	\$84,947	\$75,000-\$93,000
Technology	57.7%	\$117,000	\$117,933	\$100,000-\$135,000
Other	7.7%	—	—	—



MSCM Graduate Acceptances by Function

2015 DETAILED COMPENSATION INFORMATION (92% of accepted offers included usable function salary data.)

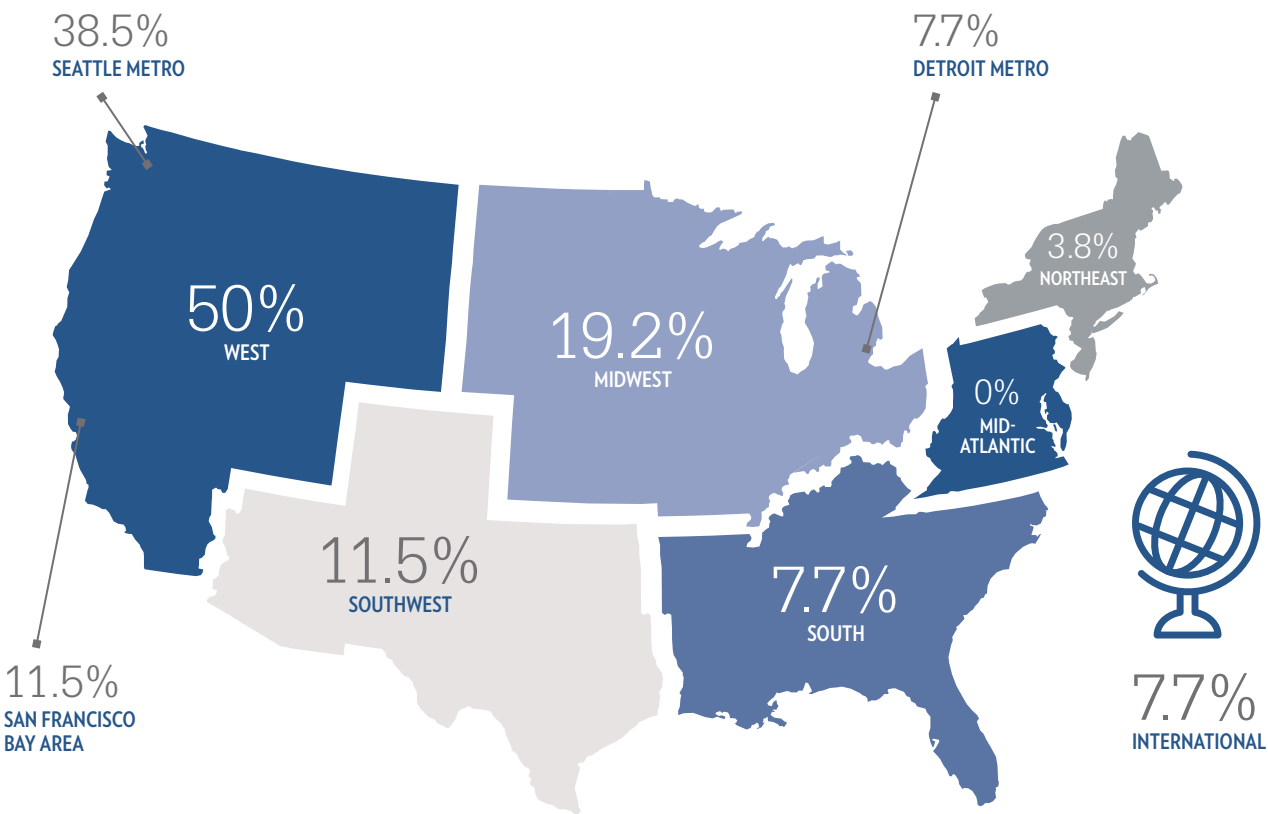
FUNCTION	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Consulting	23.1%	\$105,000	\$101,400	\$80,000-\$130,000
Operations/Process Consulting	23.1%	\$105,000	\$101,400	\$80,000-\$130,000
Operations/ Supply Chain Management	76.9%	\$117,000	\$109,228	\$75,000-\$135,000



MSCM Graduate Acceptances by Region

2016 DETAILED COMPENSATION INFORMATION (92% of accepted offers included usable region salary data.)

REGION	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Midwest	19.2%	\$86,840	\$97,368	\$80,000-\$130,000
Chicago Metro	3.8%	—	—	—
Detroit Metro	7.7%	—	—	—
Minneapolis/St. Paul Metro	3.8%	—	—	—
Other	3.8%	—	—	—
Northeast	3.8%	—	—	—
Tri-State Area	3.8%	—	—	—
South	7.7%	—	—	—
Southwest	11.5%	\$117,000	\$117,000	\$117,000
Phoenix Metro	11.5%	\$117,000	\$117,000	\$117,000
West	50.0%	\$117,000	\$111,885	\$75,000-\$135,000
San Francisco Bay Area	11.5%	\$107,000	\$102,333	\$75,000-\$125,000
Seattle Metro	38.5%	\$117,000	\$114,750	\$76,500-\$135,000
International	7.7%	—	—	—
Asia	7.7%	—	—	—



Graduates Seeking Employment

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	10.3%	3	79.3%	23	89.6%	26
Seeking New Employment	10.3%	3	79.3%	23	89.6%	26
Not Seeking Employment	0.0%	0	3.4%	1	3.4%	1
Sponsored Student/Already Employed	0.0%	0	3.4%	1	3.4%	1
No Information Available	0.0%	0	7.0%	2	7.0%	2
Total Graduates	10.3%	3	89.7%	26	100.0%	29

Position Source

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	5	18.5%
On-Campus Recruiting	4	14.8%
Other School Facilitated (Posting, Alumni/Faculty Networking, etc.)	1	3.7%
Off-Campus/Direct Contact	3	11.1%
Other Off-Campus Contact (Personal Networking, Other Job Postings, etc.)	3	11.1%
Not Reported	19	70.4%
Total	27	100.0%

Timing of Job Offers

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	100.00%	100.0%
Foreign Nationals	56.5%	91.3%
Total	61.5%	92.3%

Timing of Job Acceptances

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	33.3%	100.0%
Foreign Nationals	52.2%	91.3%
Total	50.0%	92.3%

Base Salary by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizens/Permanent Residents	3	12.5%	\$117,000	\$110,667	\$80,000-\$135,000
Foreign Nationals	21	87.5%	\$117,000	\$107,159	\$75,000-\$135,000
Total	24	100.0%	\$117,000	\$107,598	\$75,000-\$135,000

Signing Bonus by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	3	20.0%	\$46,000	\$44,333	\$10,000-\$77,000
Foreign Nationals	12	80.0%	\$25,350	\$23,912	\$5,000-\$57,000
Total	15	100.0%	\$25,500	\$28,060	\$5,000-\$77,000

Other Guaranteed Compensation by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	0	—	—	—	—
Foreign Nationals	11	100.0%	\$15,000	\$13,307	\$3,000-\$20,500
Total	11	100.0%	\$15,000	\$13,307	\$3,000-\$20,500



\$117K

Total median
base salary:
\$117,000

CLASS OF 2016
MAcc GRADUATES



Master of Accounting graduates generally complete the one-year program directly after earning their undergraduate degree. While the primary emphasis is master's-level coursework to sit for the CPA exam, MAcc students also take MBA-level electives to round out their experience.

97%

of MAcc '16 grads
received their first
offer within 3 months
of graduation

MAcc Graduate Overview

DEMOGRAPHIC OVERVIEW AT GRADUATION

Class Size.....	101
Undergraduate Majors	
Business (BBAs).....	74%
Economics.....	18%
Other.....	8%
Women.....	39%
Minorities.....	4%
Average Grade Point Average (GPA).....	3.6
GMAT Score	
Middle 80% Range.....	550-730
Average.....	650

Undergraduate Majors	
Business.....	74.3%
Accounting.....	37.6%
BBA.....	33.7%
Finance.....	3.0%
Economics.....	17.8%
Other.....	7.9%
Biology.....	1.0%
I/O Engineering.....	1.0%
International Relations.....	1.0%
Political Science.....	2.0%
Sociology.....	1.0%
Sports Management.....	2.0%

2016 HIRING COMPANIES

Accenture	Delphi Corp.	Plante Moran
ACG LLP	Elliott Davis Decosimo LLC	PwC
Allkids Culture and Education Limited Co.	EY	Record Journal Inc.
Bank of China	GCA Savvian	Recore International
BDO USA LLP	Grant Thornton LLP	Spott, Lucey & Wall, Inc. CPAs
Cotton & Co. LLP	HSBC	Wells Fargo & Co.
Deloitte	KPMG LLP	
	Nancy J. DeMuro CPA	

THE
BIG
4

The Big Four
accounting firms
seek Ross MAccs for
national placement

9

Ross MAcc grads
have earned the
Elijah Watt Sells
Award since 2012

25+

MAcc-specific recruiting
events hosted by public
accounting firms at
Ross each fall

Deloitte.

EY
Building a better
working world

KPMG

pwc

“

I am always impressed at the quality of candidates that we meet at Ross. They are intellectual, prepared, and ambitious. When we see them in the workplace we know that they will leverage those skills to improve themselves, their teams, and those we serve.”

ANGIE MAGAZINO
CAMPUS RECRUITING SPECIALIST // DELOITTE

MAcc Graduate Acceptances by Industry

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable industry salary data.)

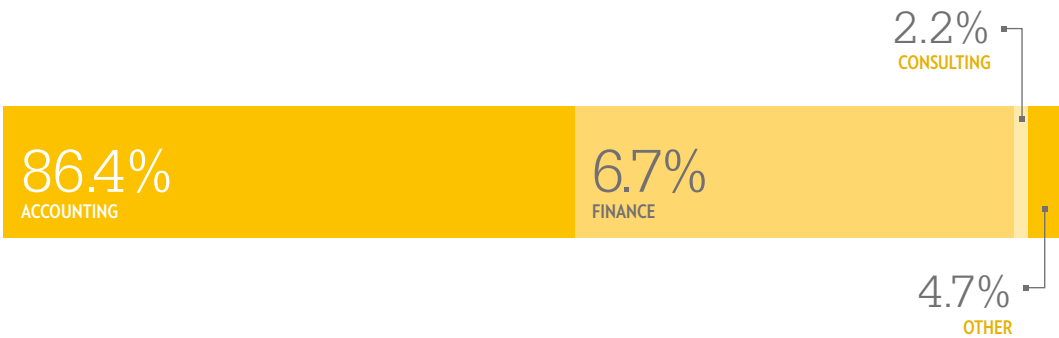
FUNCTION	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Financial Services	5.7%	\$82,760	\$67,630	\$20,000-\$85,000
Public Accounting	92.0%	\$58,000	\$57,804	\$24,000-\$80,000
Other	2.3%	—	—	—



MAcc Graduate Acceptances by Function

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable industry salary data.)

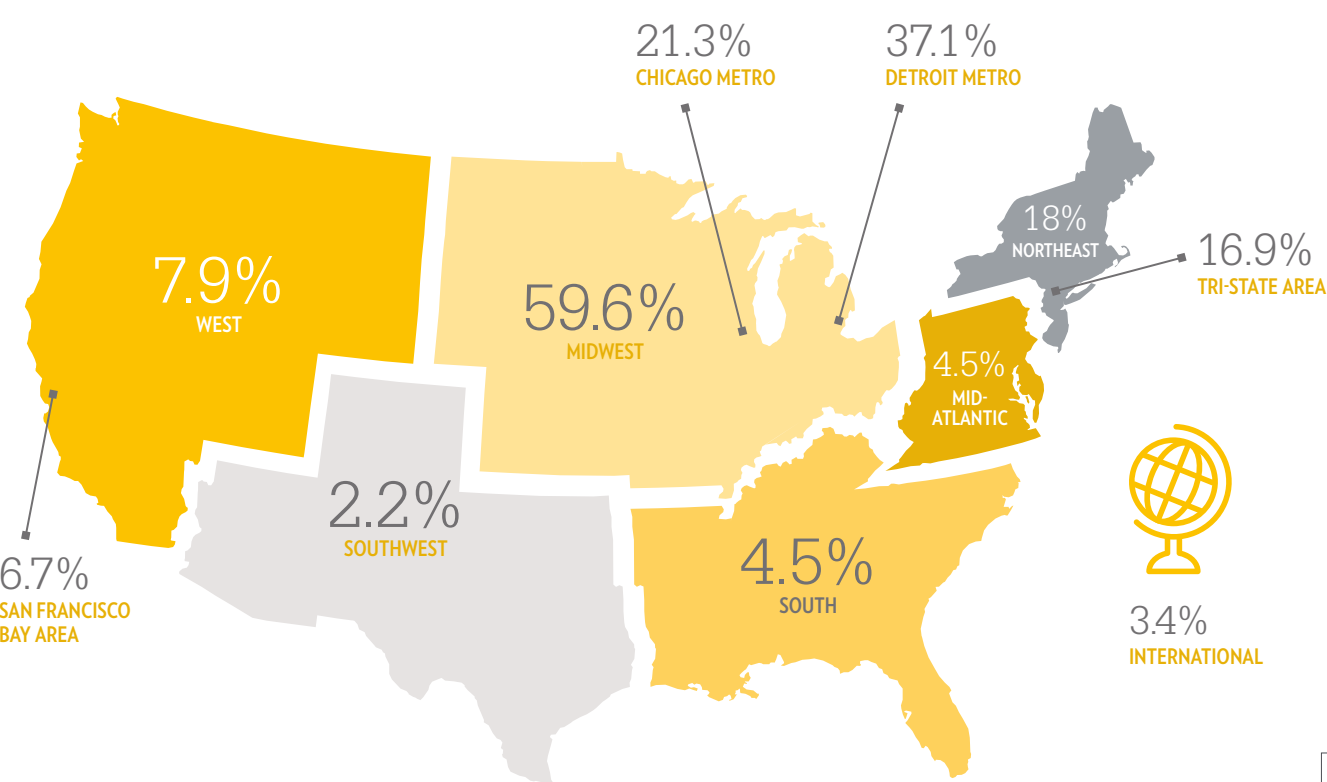
INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Accounting	86.4%	\$58,000	\$57,717	\$52,000-\$72,000
Audit	49.4%	\$58,000	\$56,977	\$52,000-\$62,000
Tax	19.1%	\$55,000	\$55,625	\$52,000-\$60,000
Corporate Accounting	11.2%	\$59,500	\$59,100	\$55,000-\$64,000
Advisory	6.7%	\$67,000	\$66,417	\$60,000-\$72,000
Finance	6.7%	\$80,000	\$67,104	\$20,000-\$85,000
Investment Banking	2.2%	—	—	—
Other Finance	4.5%	\$70,000	\$56,840	\$20,000-\$80,520
Consulting	2.2%	—	—	—
Other	4.7%	\$57,000	\$55,750	\$24,000-\$85,000



MAcc Graduate Acceptances by Region

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable region salary data.)

REGION	% OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
Mid-Atlantic	4.5%	\$60,500	\$61,500	\$59,000-\$66,000
Washington DC Metro	4.5%	\$60,500	\$61,500	\$59,000-\$66,000
Midwest	59.6%	\$55,000	\$56,981	\$52,000-\$68,500
Chicago Metro	21.3%	\$59,000	\$59,921	\$58,000-\$68,500
Detroit Metro	37.1%	\$55,000	\$55,328	\$52,000-\$68,000
Other	1.1%	—	—	—
Northeast	18.0%	\$59,000	\$63,000	\$54,000-\$85,000
Boston Metro	1.1%	—	—	—
Tri-State Area	16.9%	\$59,000	\$63,400	\$54,000-\$85,000
South	4.5%	\$53,500	\$61,000	\$52,000-\$85,000
Atlanta Metro	1.1%	—	—	—
Miami Metro	1.1%	—	—	—
Other	2.2%	—	—	—
Southwest	2.2%	—	—	—
Dallas Metro	2.2%	—	—	—
West	7.9%	\$60,000	\$63,333	\$58,000-\$80,000
Los Angeles Metro	1.1%	—	—	—
San Francisco Bay Area	6.7%	\$60,000	\$63,333	\$58,000-\$80,000
International	3.4%	\$24,000	\$41,507	\$20,000-\$80,520
Asia	3.4%	\$24,000	\$41,507	\$20,000-\$80,520



Graduates Seeking Employment

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	72.0%	72	25.0%	25	97.0%	97
Seeking New Employment	39.0%	39	19.0%	19	58.0%	58
Returning to Internship Employer	33.0%	33	6.0%	6	39.0%	39
Not Seeking Employment	3.0%	3	0.0%	0	3.0%	3
Sponsored Student/Already Employed	2.0%	2	0.0%	0	2.0%	2
Not Currently Seeking Employment	1.0%	1	0.0%	0	1.0%	1
Total Graduates	75.0%	75	25.0%	25	100%	100

Position Source

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	61	67.0%
On-Campus Recruiting	33	36.2%
Other School Facilitated (Posting, Alumni/Faculty Networking, etc.)	3	3.3%
Returning to On-Campus/School Facilitated Internship	25	27.5%
Off-Campus/Direct Contact	25	27.5%
Direct Contact	5	5.5%
Other Off-Campus Contact (Personal Networking, Other Job Postings, etc.)	14	15.4%
Returning to Off-Campus/Direct Contact Internship	6	6.6%
Not Reported	5	5.5%
Total	91	100.0%

“

Ross students are always so well prepared, whether it is briefly talking to them on campus or having them come through the interview process. You can tell they do their homework so they are knowledgeable about our company and can perfectly articulate their goals.”

KELLY L. HUGHES
CAMPUS RECRUITER // AMERICAS TALENT TEAM // ERNST & YOUNG LLP

Base Salary by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizens/Permanent Residents	68	78.2%	\$58,500	\$59,228	\$52,000-\$85,000
Foreign Nationals	19	21.8%	\$59,000	\$55,448	\$20,000-\$80,520
Total	87	100.0%	\$59,000	\$58,403	\$20,000-\$85,000

Signing Bonus by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	22	78.6%	\$5,000	\$4,310	\$1,000-\$10,000
Foreign Nationals	6	21.4%	\$3,000	\$3,844	\$2,000-\$10,064
Total	28	100.0%	\$3,000	\$4,770	\$1,000-\$10,064

Other Guaranteed Compensation by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	13	72.2%	\$5,000	\$8,997	\$1,000-\$30,000
Foreign Nationals	5	27.8%	\$8,000	\$15,462	\$3,000-\$58,000
Total	18	100.0%	\$5,000	\$10,793	\$1,000-\$58,000

Timing of Job Offers

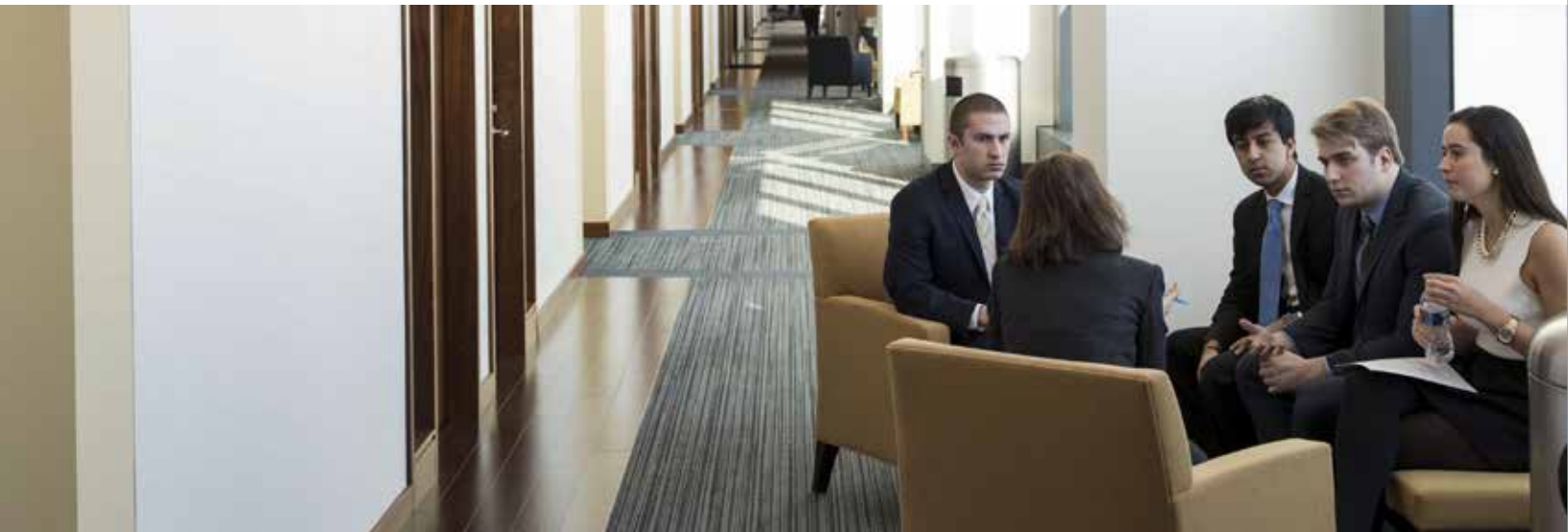
	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	95.8%	97.2%
Foreign Nationals	84.0%	96.0%
Total	92.8%	96.9%

Timing of Job Acceptances

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	94.4%	94.4%
Foreign Nationals	76.0%	80.0%
Total	89.7%	90.7%

CLASS OF 2016

BBA GRADUATES



Our Bachelor of Business Administration students graduate from a top-ranked program with an innovative curriculum emphasizing hands-on learning. Students take about half their credits outside of Ross, ensuring that our graduates are well-rounded, creative, and skilled in critical thinking.

145+

companies hired
graduates in 2016

BBA Graduate Overview

DEMOGRAPHIC OVERVIEW AT GRADUATION

Class Size.....	498
Grade Point Average (GPA)	3.61
Women	38%
Minorities	4%
International Students.....	8%

2016 HIRING COMPANIES

A.T. Kearney Inc.	General Electric Co.	PepsiCo Inc.
Accenture	General Motors Corp.	Perella Weinberg Partners LP
AIG	Geofeedia Inc.	Peter J. Solomon Co.
Amazon	Goldman Sachs Group	Piper Jaffray & Co.
AMCON	Google Inc.	Plante Moran
American Express Co.	Grainger	PNC Bank
American Israel Public Affairs Committee	Green Courte Partners LLC	Poshmark
Anheuser-Busch Companies Inc.	Guggenheim Partners	Prime Finance Partners
AOL	Hanover Street Capital Partners	Prophet
Apollo Global Management LLC	Harris Williams & Co.	Prudential Securities
AppFolio	HMS Development	PwC
BAE Systems	Houlihan Lokey	Qualtrics
Bain & Co.	HSBC Securities (USA) Inc.	Raymond James Financial
Bank of America Merrill Lynch	Huron Consulting Group	RBC Capital Markets
Barclays PLC	IBM Corp.	Reckitt Benckiser
BlackRock Inc.	Insight Venture Partners	Resinate Materials Group
Blackstone Group	Intel Corporation	Roland Berger Strategy Consultants
Bloomberg LP	Jefferies LLC	Rothschild Inc.
Bloomingtondale's Inc.	JPMorgan Chase & Co.	S.C. Johnson & Son Inc.
BNP Paribas	KeepTruckin	Sagent Advisors Inc.
The Boston Consulting Group	Keurig Green Mountain	Saks Fifth Avenue
Brunswick Corp.	KeyBanc Capital Markets	Sharethrough
Burger King Corp.	KPMG LLP	Shell
Cambridge Group	Kraft Heinz Co.	Stout Risius Ross Inc.
Capital One	Lazard Frères & Co. LLC	SunTrust Banks Inc.
Cardinal Health Inc.	Lightstone Group	Target Corp.
CBS Sports	Lincoln International	Textron Inc.
CEB	LinkedIn	Title Source Inc.
Cisco Systems Inc.	Lochbridge	Treacy & Company
Citadel Investment Group	Macquarie Capital Advisors	Uber Technologies Inc.
Citi	Makena Capital Management	UBS
Clarkston Consulting	McGladrey LLP	Unilever
Clorox Co.	McKinsey & Co.	University of Michigan
Clover Health	Mercer	United Airlines
Collaborative Solutions	Microsoft Corp.	Uptake Technologies
Cowen Group	MindShare	ValStone Partners
Credit Suisse Singapore	Mizuho Bank	The Walt Disney Co.
Deloitte	Moelis & Co.	Walton Street Capital LLC
Deutsche Bank	Mondelez International	Waterfall Asset Management
Dimensional Fund Advisors	Morgan Stanley	Wells Fargo
DRW Trading Group	MUFG	Whirlpool Corp.
Duff & Phelps, LLC	NBC Universal	William Blair
Eli Lilly & Co.	Nickelodeon Animation Studios	Willis & Towers Watson
Epic Systems Corp.	The Nielsen Co.	WorldQuant Hedge Fund
Evercore	Nomura Securities Co. Ltd.	Yahoo! Inc.
EY	Oliver Wyman	ZS Associates
FCA North America	Oracle Capital Partners LLC	
Federal Capital Partners	Oracle Corp.	
Ford Motor Co.	Owens Corning	
GCM Grosvenor	Pearl Meyer & Partners	

Deloitte.

pwc

EY
Building a better
working world

JPMORGAN
CHASE & CO.

accenture

Goldman
Sachs

Microsoft

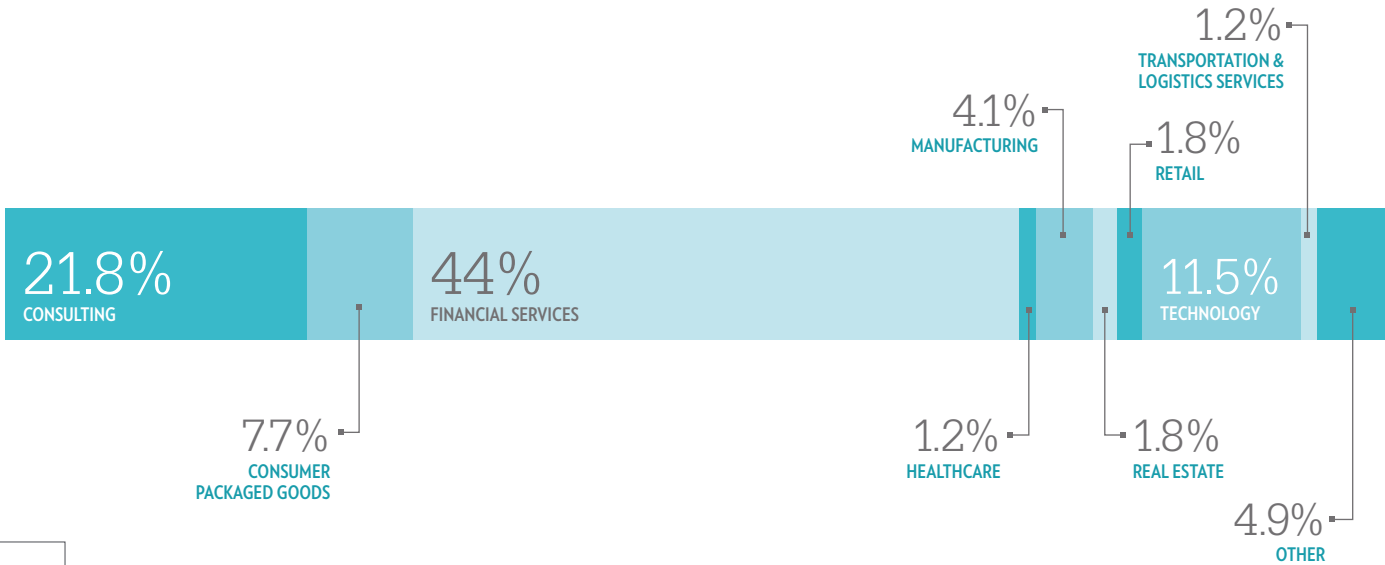
amazon

PEPSICO

BBA Graduate Acceptances by Industry

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable industry salary data.)

INDUSTRY	BASE SALARY				SIGNING BONUS		OTHER GUARANTEED COMPENSATION	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN	% OF REPORTED	MEDIAN
Consulting	21.8%	\$74,000	\$72,422	\$44,000-\$85,000	82.4%	\$5,000	39.2%	\$7,500
Consumer Packaged Goods	7.7%	\$62,000	\$62,538	\$54,000-\$78,000	76.9%	\$7,500	38.5%	\$5,000
Financial Services	44.0%	\$85,000	\$79,627	\$50,000-\$150,000	83.9%	\$10,000	34.9%	\$17,500
Healthcare	1.2%	\$55,000	\$55,000	\$55,000-\$55,000	25.0%	\$10,000	50.0%	\$3,500
Manufacturing	4.1%	\$60,600	\$62,328	\$52,500-\$70,000	64.3%	\$10,000	14.3%	\$5,175
Real Estate	1.8%	\$61,500	\$63,267	\$41,600-\$85,000	16.7%	\$10,000	50.0%	\$5,500
Retail	1.8%	\$55,500	\$55,333	\$50,000-\$60,000	33.3%	\$2,500	0.0%	—
Technology	11.5%	\$68,000	\$69,257	\$36,000-\$106,000	56.4%	\$7,000	28.2%	\$16,000
Transportation & Logistics Services	1.2%	\$57,500	\$65,000	\$55,000-\$90,000	50.0%	\$3,500	50.0%	\$20,500
Other	4.9%	\$57,000	\$50,489	\$33,000-\$65,000	41.2%	\$3,000	17.6%	\$4,000



BBA Graduate Acceptances by Function

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable function salary data.)

FUNCTION	BASE SALARY				SIGNING BONUS		OTHER GUARANTEED COMPENSATION	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN	% OF REPORTED	MEDIAN
Accounting	1.8%	\$60,000	\$59,333	\$52,000-\$65,000	83.3%	\$3,000	0.0%	—
Consulting	24.5%	\$73,000	\$72,690	\$55,000-\$85,000	83.1%	\$5,000	37.3%	\$6,700
Strategy Consulting	12.9%	\$75,000	\$74,815	\$62,000-\$80,000	90.9%	\$5,000	47.7%	\$8,000
General Consulting	5.3%	\$70,000	\$70,639	\$61,000-\$85,000	100.0%	\$6,750	11.1%	\$3,850
IT/Systems Consulting	1.2%	\$66,000	\$68,000	\$55,000-\$85,000	50.0%	\$9,000	50.0%	\$7,250
Operations/Process	2.7%	\$67,000	\$69,111	\$63,000-\$85,000	66.7%	\$5,000	44.4%	\$4,625
Internal Consulting	1.2%	\$66,000	\$68,375	\$56,500-\$85,000	100.0%	\$12,500	50.0%	\$16,250
Human Capital Consulting	1.2%	\$72,250	\$69,750	\$62,000-\$72,500	25.0%	\$2,500	0.0%	—
Finance	46.0%	\$85,000	\$76,616	\$53,000-\$95,000	80.1%	\$10,000	32.7%	\$15,000
Investment Banking	20.4%	\$85,000	\$85,560	\$75,000-\$95,000	87.0%	\$10,000	34.8%	\$32,500
Corporate Finance	9.1%	\$62,000	\$63,327	\$55,000-\$85,000	67.7%	\$7,500	29.0%	\$3,049
Sales/Trading	2.7%	\$85,000	\$85,000	\$85,000-\$85,000	88.9%	\$10,000	33.3%	\$30,000
Asset Management	5.6%	\$70,000	\$71,737	\$53,000-\$85,000	73.7%	\$10,000	26.3%	\$6,000
Other Finance	8.2%	\$67,248	\$70,071	\$58,000-\$85,000	78.6%	\$10,000	35.7%	\$7,500
Marketing/Sales	16.2%	\$60,000	\$62,493	\$33,000-\$93,000	56.4%	\$7,000	32.7%	\$6,600
Brand/Product Management	5.0%	\$65,000	\$69,033	\$56,500-\$90,000	52.9%	\$7,500	35.3%	\$8,150
Sales	6.2%	\$55,000	\$59,786	\$36,000-\$93,000	57.1%	\$3,750	38.1%	\$11,560
General Marketing	1.5%	\$77,500	\$74,375	\$54,000-\$88,500	60.0%	\$5,000	40.0%	\$3,200
Buying/Merchandising	1.2%	\$55,500	\$56,800	\$54,000-\$88,500	60.0%	\$2,500	40.0%	\$3,500
Other Marketing	2.3%	\$56,000	\$54,680	\$33,000-\$85,000	50.0%	\$8,750	12.5%	\$4,000
Strategic Planning	1.2%	\$66,500	\$65,750	\$55,000-\$75,000	75.0%	\$10,000	75.0%	\$4,500
Other*	10.3%	\$60,000	\$69,063	\$33,000-\$150,000	48.6%	\$10,000	31.4%	\$12,000

*Other includes Real Estate – 2.7%, Strategic Planning – 1.2%, and IT – 0.9%



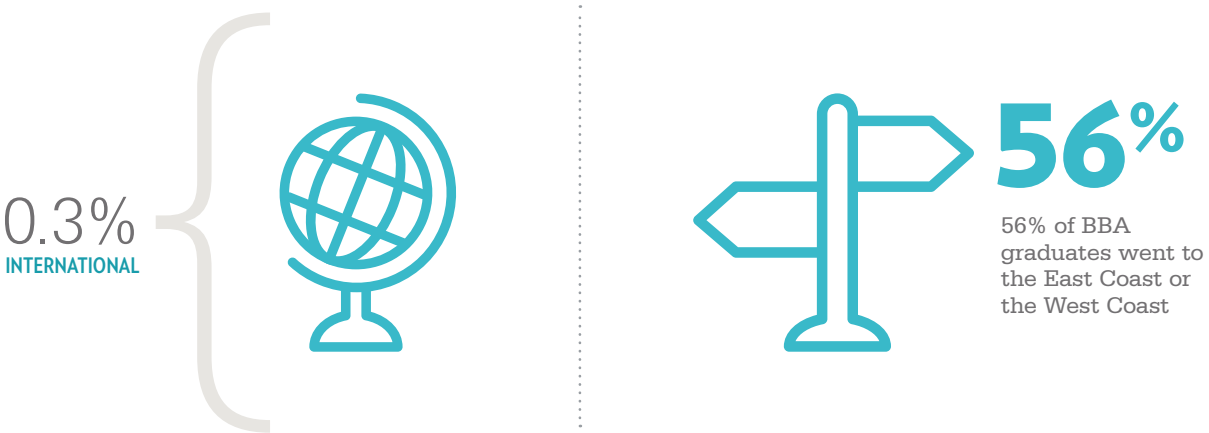
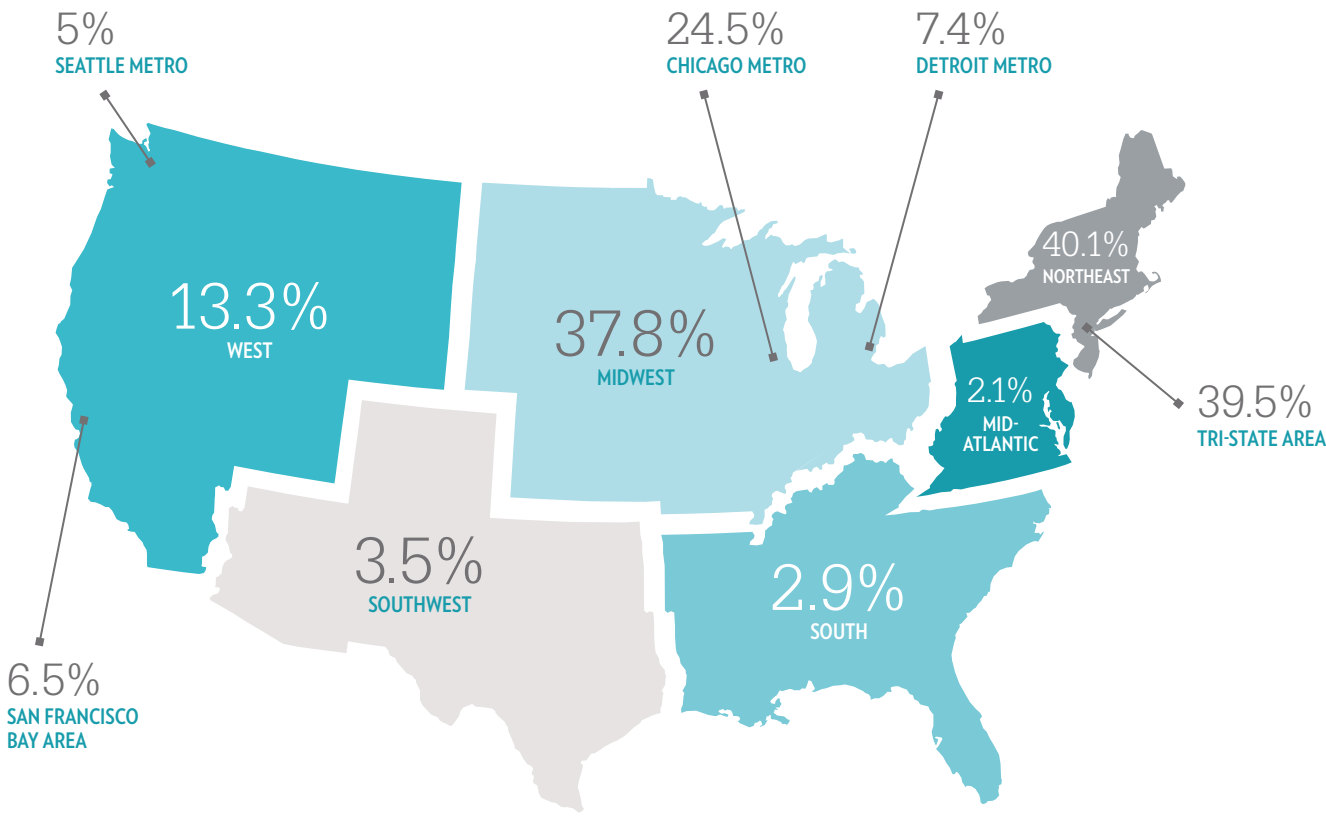
24%

of BBA grads go into consulting

BBA Graduate Acceptances by Region

2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable function salary data.)

REGION	BASE SALARY				SIGNING BONUS		OTHER GUARANTEED COMPENSATION	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN	% OF REPORTED	MEDIAN
Mid-Atlantic	2.1%	\$65,000	\$63,757	\$58,000-\$75,000	85.7%	\$10,000	42.9%	\$4,500
Philadelphia Metro	0.3%	—	—	—	—	—	—	—
Washington DC Metro	1.8%	\$65,000	\$64,383	\$58,000-\$75,000	83.3%	\$10,000	33.3%	\$4,250
Midwest	37.8%	\$68,498	\$68,950	\$33,000-\$150,000	74.2%	\$5,000	34.4%	\$5,750
Chicago Metro	24.5%	\$70,000	\$69,775	\$33,000-\$150,000	42.5%	\$5,000	39.8%	\$6,700
Detroit Metro	7.4%	\$68,500	\$67,276	\$36,000-\$85,000	68.0%	\$10,000	24.0%	\$5,175
Minneapolis/St. Paul Metro	1.2%	\$57,500	\$64,000	\$56,000-\$85,000	50.0%	\$12,500	—	—
Other	4.7%	\$56,000	\$60,438	\$52,000-\$75,000	50.0%	\$5,500	31.3%	\$5,000
Northeast	40.1%	\$85,000	\$77,171	\$40,000-\$95,000	77.2%	\$10,000	32.4%	\$17,500
Boston Metro	0.6%	—	—	—	—	—	—	—
Tri-State Area	39.5%	\$85,000	\$77,489	\$40,000-\$95,000	76.9%	\$10,000	32.1%	\$20,000
South	2.9%	\$65,000	\$65,444	\$37,440-\$85,000	70.0%	\$10,000	40.0%	\$8,000
Atlanta Metro	0.3%	—	—	—	—	—	—	—
Miami Metro	0.3%	—	—	—	—	—	—	—
Other	2.4%	\$66,500	\$66,805	\$37,440-\$85,000	75.0%	\$10,000	37.5%	\$6,000
Southwest	3.5%	\$60,000	\$59,000	\$50,000-\$75,000	83.3%	\$7,000	25.0%	\$5,036
Dallas Metro	0.6%	—	—	—	—	—	—	—
Denver Metro	0.3%	—	—	—	—	—	—	—
Houston Metro	0.6%	—	—	—	—	—	—	—
Other	1.8%	\$50,000	\$53,333	\$50,000-\$60,000	83.3%	\$7,000	33.3%	\$17,536
Phoenix Metro	0.3%	—	—	—	—	—	—	—
West	13.3%	\$75,000	\$72,511	\$33,000-\$106,000	62.2%	\$10,000	40.0%	\$8,150
Los Angeles Metro	1.5%	\$57,000	\$60,000	\$33,000-\$85,000	20.0%	\$10,000	60.0%	\$7,500
Other	0.3%	—	—	—	—	—	—	—
San Francisco Bay Area	6.5%	\$72,500	\$72,455	\$48,000-\$90,000	72.7%	\$8,500	45.5%	\$5,927
Seattle Metro	5.0%	\$82,500	\$78,781	\$55,000-\$106,000	64.7%	\$22,000	29.4%	\$16,000
International	0.3%	—	—	—	—	—	—	—
Asia	0.3%	—	—	—	—	—	—	—



Graduates Seeking Employment

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	75.0%	362	3.3%	16	78.3%	378
Seeking New Employment	42.7%	206	2.3%	11	45.0%	217
Returning to Internship Employer	32.3%	156	1.0%	5	33.3%	161
Not Seeking Employment	9.3%	45	1.7%	8	11.0%	53
Starting/Buying Company	0.4%	2	0.0%	0	0.4%	2
Continuing Education	7.7%	37	1.7%	8	9.4%	45
Sponsored Student/Already Employed	0.2%	1	0.0%	0	0.2%	1
Not Currently Seeking Employment	1.0%	5	0.0%	0	1.0%	5
No Information Available	10.1%	49	0.6%	3	10.7%	52
Total Graduates	94.4%	456	5.6%	27	100%	483

Position Source

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	197	57.6%
On-Campus Recruiting	79	23.1%
Other School Facilitated (Posting, Alumni/Faculty Networking, etc...)	24	7.0%
Returning to On-Campus/School Facilitated Internship	93	27.2%
Third Party Source	1	0.3%
Off-Campus/Direct Contact	69	20.2%
Direct Contact	27	7.9%
Other Off-Campus Contact (Personal Networking, Other Job Postings, etc...)	18	5.3%
Returning to Off-Campus/Direct Contact Internship	22	6.4%
Starting/Buying Company	2	0.6%
Not Reported	76	22.2%
Total	342	100.0%

Timing of Job Offers

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	93.4%	95.6%
Foreign Nationals	93.8%	93.8%
Total	93.4%	95.5%

Timing of Job Acceptances

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	87.6%	90.3%
Foreign Nationals	68.8%	68.8%
Total	86.8%	89.4%

Base Salary by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizens/Permanent Residents	321	96.7%	\$70,000	\$71,984	\$33,000-\$150,000
Foreign Nationals	11	3.3%	\$77,500	\$77,409	\$60,000-\$85,000
Total	332	100.0%	\$72,500	\$72,164	\$33,000-\$150,000

Signing Bonus by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	243	96.5%	\$10,000	\$8,930	\$1,000-\$50,000
Foreign Nationals	9	3.5%	\$10,000	\$9,222	\$3,000-\$15,000
Total	252	100.0%	\$10,000	\$8,940	\$1,000-\$50,000

Other Guaranteed Compensation by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizens/Permanent Residents	111	97.4%	\$8,500	\$14,769	\$789-\$60,000
Foreign Nationals	3	2.6%	\$40,000	\$31,167	\$3,500-\$50,000
Total	114	100.0%	\$8,500	\$15,200	\$789-\$60,000



\$72.5K

Total median
base salary



Students in the Ross BBA 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.

140+

Over 140 companies
hired undergraduate
interns in 2016

BBA Intern Overview

DEMOGRAPHIC OVERVIEW
AT TIME OF INTERNSHIP

Class Size.....	506
Grade Point Average (GPA)	3.57
Women	41%
Minorities	6%
International Students.....	7%

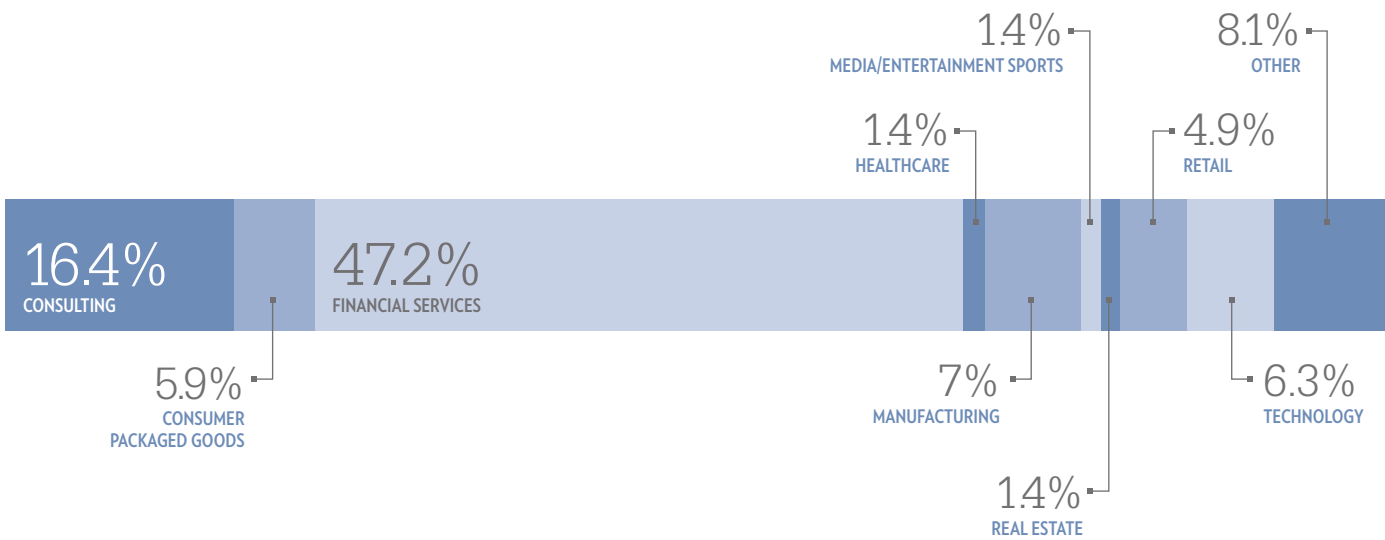
2016 HIRING COMPANIES

Abercrombie and Fitch	GCM Grosvenor	Peach & Lily
Accenture	General Motors Corp.	PepsiCo Inc.
AdvantEdge	Google Inc.	Peter J. Solomon Co.
ALTality	Goldman Sachs	PJT Partners
Amazon	Grant Thornton LLP	Plante & Moran PLLC
American Express Co.	Great West Produce	The Procter & Gamble Co.
Amgen Inc.	Guggenheim Partners	Prophet
Apple Inc.	HOPE International	Prudential Capital Group
Audax Group	Houlihan Lokey	PwC
Bain & Co.	Hulu LLC	Quicken Loans
Bank of America Merrill Lynch	Huron Consulting Group	The Raine Group
Barclays PLC	International Business Machines Corp.	RBC Capital Markets
BDO Consulting	Inventory Management Solutions	Riot Games Inc.
Bedrock Management	Jefferies LLC	Roc Nation
BlackRock Inc.	JPMorgan Chase & Co.	Rock Ventures
Blackstone Group	Jumpstart Foundry	Rothschild Inc.
Bloomberg LP	Keystone Group Management Consulting	Sagent Advisors Inc.
Bloomingdales Inc.	KPMG LLP	Saks Fifth Avenue
BMO Capital Markets	L Brands (formerly Limited Brands)	Salesforce.com
BNP Paribas	Lazard Frères & Co. LLC	Service.com
The Boston Consulting Group	La-Z-Boy Inc.	Shell Oil Co.
BP Integrated Supply and Trading	Liberty Mutual Insurance	SpaceX
Brown, Gibbons, Lang & Company LLC	Lincoln International LLC	Stifel Nicolaus & Co.
Capital One	Lord & Taylor	Stout Risius Ross Inc.
Cardinal Health Inc.	L'Oreal USA Inc.	Stryker Corporation
Carlisle & Company	Macquarie Capital (USA) Inc.	Susquehanna International Group LLP
Centerview Partners LLC	McKinley Inc.	Synchrony Financial
Chicago Trading Company LLC	McKinsey & Co.	Target Corp.
Cisco Systems Inc.	Meijer Inc.	Time Inc.
Citi	Meridian Health Plan	Transwestern
Clorox Co.	Meritor Inc.	Treacy & Co.
Comcast/NBCUniversal	Mesirow Financial	Trillium
Country Music Association	Michigan Venture Capital Association	UBS AG
Creative Media Marketing	Microsoft Corp.	Unilever
DaVita Inc.	Mission of Hope: Haiti	Union Pacific Railroad Co.
Dell Inc.	Moelis & Co.	United Airlines
Deloitte	Morgan Stanley	University of Michigan
Deutsche Bank	MUFG	ValStone Partners LLC
Dick's Sporting Goods	NAI Wisinski	Walgreens
Dimensional Fund Advisors	Nationwide Mutual Insurance	Wells Fargo & Co.
Eli Lilly & Co.	NBA Entertainment	Whirlpool Corp.
Evercore	The Nielsen Co.	William Blair
ExtraHop Networks	Nielsen Innovate	ZS Associates
EY	Nomura Holding America Inc.	
FCA North America	Och-Ziff Capital Management Group	
Focus: HOPE	OneStream Software	
Ford Motor Co.	Owens Corning	

BBA Intern Acceptances by Industry

2016 DETAILED COMPENSATION INFORMATION (97% of accepted offers included usable industry salary data.)

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	16.4%	\$62,400	\$63,437	\$10,010-\$104,000
Consumer Packaged Goods	5.9%	\$45,760	\$47,371	\$33,800-\$58,396
Financial Services	47.2%	\$84,968	\$74,556	\$15,600-\$97,500
Healthcare	1.4%	\$39,572	\$34,671	\$13,780-\$45,760
Manufacturing	7.0%	\$43,680	\$43,144	\$31,200-\$52,800
Media/Entertainment/Sports	1.4%	\$29,640	\$31,785	\$11,700-\$56,160
Real Estate	1.4%	\$21,836	\$23,138	\$15,600-\$33,280
Retail	4.9%	\$41,596	\$40,303	\$31,200-\$52,000
Technology	6.3%	\$54,076	\$55,294	\$36,400-\$72,792
Other	8.1%	\$37,544	\$37,965	\$10,392-\$79,040



BBA Intern Acceptances by Function

2016 DETAILED COMPENSATION INFORMATION (97% of accepted offers included usable function salary data.)

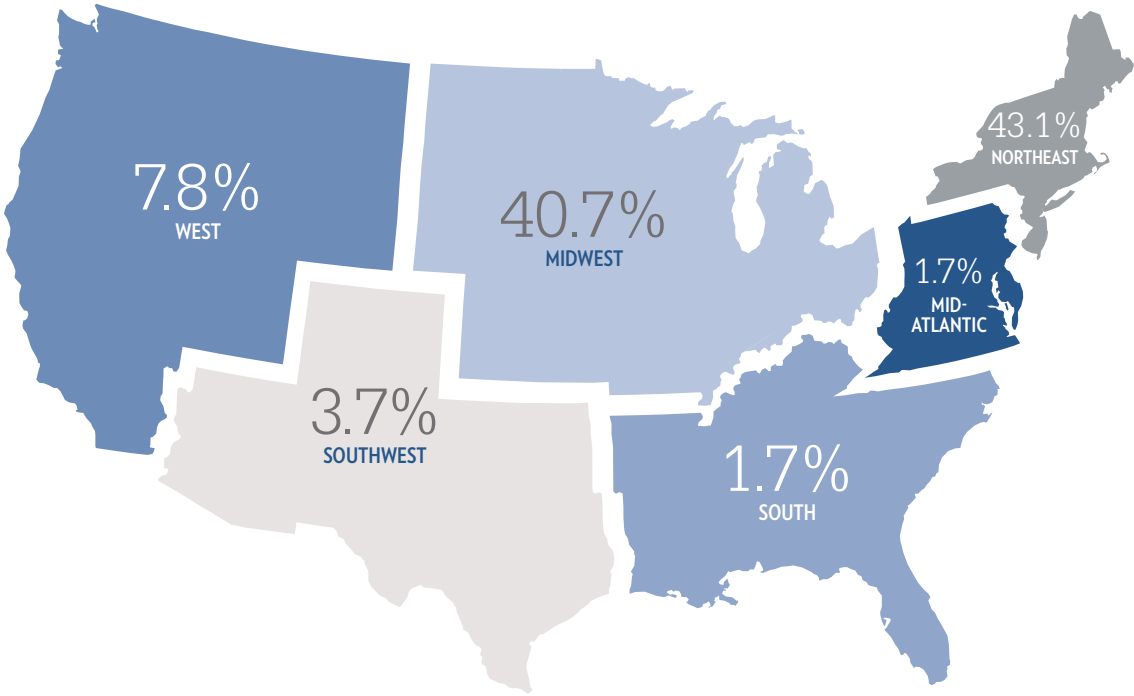
FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Accounting	8.4%	\$54,080	\$50,391	\$10,010-\$70,200
Consulting	16.1%	\$64,480	\$64,888	\$22,880-\$104,000
Strategy Consulting	8.7%	\$75,000	\$72,185	\$41,600-\$104,000
General Consulting	3.5%	\$57,300	\$59,232	\$43,680-\$83,200
Other Consulting	3.8%	\$57,000	\$53,445	\$22,880-\$81,120
Finance	44.8%	\$84,960	\$72,419	\$15,600-\$94,992
Investment Banking	17.1%	\$85,020	\$84,650	\$50,400-\$94,992
Corporate Finance	8.4%	\$48,880	\$50,576	\$33,000-\$83,200
Asset Management	5.6%	\$70,998	\$66,780	\$32,500-\$90,000
Sales/Trading	7.0%	\$84,996	\$79,493	\$32,000-\$86,036
Other Finance	6.7%	\$70,200	\$65,768	\$15,600-\$89,700
Marketing/Sales	18.2%	\$42,640	\$45,887	\$10,392-\$85,003
Product Management	3.5%	\$48,384	\$48,755	\$24,960-\$70,800
General Marketing	3.5%	\$43,200	\$48,704	\$11,700-\$84,999
Sales	3.5%	\$44,280	\$44,512	\$35,100-\$54,072
Buying/Merchandising	2.8%	\$39,996	\$38,274	\$31,200-\$41,600
Other Marketing	4.9%	\$45,680	\$47,159	\$10,392-\$85,003
Operations/Supply Chain Management	1.7%	\$41,496	\$37,455	\$13,780-\$50,400
Other	10.8%	\$50,400	\$51,301	\$10,800-\$97,500



BBA Intern Acceptances by Region

2016 DETAILED COMPENSATION INFORMATION (97% 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	1.7%	\$71,496	\$66,974	\$37,440-\$87,464
Other	0.3%	—	—	—
Philadelphia Metro	0.7%	—	—	—
Washington DC Metro	0.7%	—	—	—
Midwest	40.7%	\$50,952	\$52,747	\$10,392-\$104,000
Chicago Metro	17.6%	\$64,480	\$67,010	\$33,000-\$104,000
Detroit Metro	15.3%	\$41,600	\$42,447	\$10,800-\$85,800
Minneapolis/St. Paul Metro	1.4%	\$41,600	\$41,600	\$41,600
Other	6.4%	\$45,756	\$41,205	\$10,392-\$52,000
Northeast	43.1%	\$84,968	\$71,767	\$10,010-\$97,500
Boston Metro	1.0%	\$34,667	\$42,408	\$30,156-\$62,400
Tri-State Area	42.0%	\$84,968	\$72,813	\$10,010-\$97,500
South	1.7%	\$41,600	\$39,160	\$11,700-\$57,000
Atlanta Metro	0.3%	—	—	—
Other	1.4%	\$45,744	\$41,289	\$11,700-\$75,000
Southwest	3.7%	\$50,400	\$49,160	\$13,780-\$75,000
Dallas Metro	1.0%	\$55,796	\$54,833	\$51,504-\$57,200
Denver Metro	1.0%	\$54,492	\$47,757	\$13,780-\$75,000
Houston Metro	0.3%	—	—	—
Other	1.4%	\$54,744	\$45,616	\$41,496-\$49,608
West	7.8%	\$62,400	\$62,372	\$31,200-\$89,700
Los Angeles Metro	2.4%	\$43,680	\$55,485	\$31,200-\$84,996
Other	0.3%	—	—	—
San Francisco Bay Area	3.1%	\$54,080	\$63,761	\$49,920-\$89,700
Seattle Metro	2.0%	\$71,367	\$68,921	\$62,400-\$72,792
International	1.3%	\$78,000	\$78,000	\$72,000-\$84,000
Asia	0.7%	—	—	—
Middle East	0.3%	—	—	—
Other	0.3%	—	—	—



1.3%
INTERNATIONAL



43% of BBAs interned in the Northeast.



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