More than 180 companies, spanning various industries, hired Michigan Ross Bachelor of Business Administration students this past year. A challenging and innovative B-school education, combined with plenty of real-world learning opportunities, means students are well-prepared to earn positions in their desired fields.

### DEMOGRAPHIC OVERVIEW

- **Class Size**: 613
- **Grade Point Average (GPA)**: 3.6
- **Women**: 41%
- **Underrepresented Minorities**: 10%
- **International Students**: 7%

This report conforms to the National Undergraduate Business Symposium First Destination Reporting Standards (NUBS).
84.51˚

CLASS OF 2019 BBA GRADUATES

HIRING COMPANIES

A.T. Kearney Inc.
Accenture
AdvantageCS
Aegon
Affirm Inc.
Agoda
Alara
Alidade Capital LLC
Allstate Insurance Co.
Alphasights
Alvarez & Marsal LLC
Amazon
American Airlines
American Express Co.
Apollo Global Management LLC
Ares Management LLC
Arrowroot Capital
Atlantis Technology
Audax Group
AXIS Capital
Bain & Co. Inc.
Bank of America Merrill Lynch
Barclays PLC
BlackRock Inc.
Blackstone Group
Bloomberg LP
Bloomington's Blue Cross Blue Shield of Michigan
BMO Capital Markets
BNP Paribas
Boston Consulting Group
BP America Inc.
Bright Edge
Business Talent Group
Cantor Fitzgerald
Capital One
Cardinal Health Inc.
Centerview Partners LLC
Citi
Class Advisors
Clorox Co.
Cohley
Comcast/NBCUniversal
Conversant Media
Credit Suisse
DCS Advisory LLC
Deepti Shakti Paper
Deloitte
Delphi Technologies
Deutsche Bank
Dimensional Fund Advisors
Dominio’s Pizza LLC
Duff & Phelps LLC
Eastdil Secured LLC
Epic
Evercore
EY
Facebook Inc.
Fiat Chrysler Automobiles
Ford Motor Co.
Ganik Market Strategies
GCM Grovenor
General Motors Corp
Goldman Sachs Group
Google Inc.
Greenhill & Co. LLC
Greentech Capital Advisors
Guggenheim Partners
Henry Ford Health System
Hillside Investments
Hilton
Home Team Sports
Hook
Houlahan Lokey
HSBC Global Banking and Markets
Huron Consulting Group
International Business Machines Corp.
Insight Venture Partners
J.D. Power
Jefferies LLC
Jet.com
JP Morgan Chase & Co.
Keystone Group Management Consulting
KION Group AG
Knockpoint Capital
KPMG LLP
Kraft Heinz Co.
LEK Consulting
L’Oréal USA Inc.
Lincoln International LLC
LinkedIn
Livingstone Partners LLC
M. Klein and Co.
Macquarie Holdings (USA) Inc.
Madison Realty Capital
Mangrove Capital Partners
Masco Corp.
Maverick Management
McKinsey & Co.
MedMen
Meijer
Michigan Medicine
Microsoft Corp.
MidCap Financial
Mizuho Bank
Moelis & Co.
Morgan Stanley
Morningstar Inc.
MUFG
Nielsen
Nomura Securities International Inc.
Northwind Group
NRP Group LLC
Oracle Corp.
Orion Worldwide
Oz Management
Pathstone Partners
PEAK6 Investments
PepsiCo Inc.
Perrill Weinberg Partners
Pfizer
PJ SOLOMON
PJT Partners
Plante Moran PLLC
Point72 Asset Management
PSP Investments
PvC, Strategy & Qualtrics
Quicken Loans
Raymond James
RBC Capital Markets
Reckitt Benckiser
Red Chalk Group
Redwood Advisors
Refriniv
Related Companies LP
Rent The Runway
Restaurant Brands International
RHP Properties
Rialto Capital Management
Roland Berger
Rothschild Inc.
Royal Bank of Canada
RXA LLC
RXR Realty
S.C. Johnson & Son Inc.
Salesforce
Semler Brossy Consulting Group
Societe Generale
Spotify
State and Liberty Clothing Co.
Stifel Financial Corp.
Strut
Stuart Frankel & Co. Inc.
Susquehanna International Group
Tappex Games
TD Securities
Teach for America
TEKsystems
Thirdbridge
TIAA
Torchlight Investors
Treyco & Co.
UBS
Unilever
United Airlines
United Talent Agency
Urban Science
Ventas
Viacom Media Networks
Vista Equity Partners
Walgreens
Walker & Dunlop LLC
Walmart
Washington Area Community Investment Fund
Wayfair
Wells Fargo
WeWork
Whirlpool Corp.
William Blair
Wisconsin and Southern Railroad
Woodside Health
Workday Inc.
Zillow Group
ZS Associates

CLASS OF 2019 BBA GRADUATES // GRADUATES // HIRING COMPANIES

186 COMPANIES HIRED BBA GRADUATES IN 2019

BBA CLASS OF 2019 // GRADUATES // HIRING COMPANIES
## Acceptances by Industry

### Detailed Compensation Information
(Based upon a knowledge rate of 86% and a salary disclosure rate of 86%)

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of Reported</th>
<th>Median</th>
<th>Mean</th>
<th>Range</th>
<th>% of Reported</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>23.2%</td>
<td>$77,500</td>
<td>$77,579</td>
<td>$53,000-$150,000</td>
<td>79.6%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>3.6%</td>
<td>$65,000</td>
<td>$66,933</td>
<td>$58,000-$74,000</td>
<td>66.7%</td>
<td>$7,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>40.6%</td>
<td>$85,000</td>
<td>$81,942</td>
<td>$48,000-$150,000</td>
<td>66.1%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>1.6%</td>
<td>$60,000</td>
<td>$61,000</td>
<td>$56,000-$70,000</td>
<td>40.0%</td>
<td>$8,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>3.3%</td>
<td>$70,000</td>
<td>$66,677</td>
<td>$58,000-$74,500</td>
<td>53.9%</td>
<td>$7,500</td>
</tr>
<tr>
<td>Media/Entertainment/Sports</td>
<td>2.9%</td>
<td>$52,500</td>
<td>$50,250</td>
<td>$30,000-$74,000</td>
<td>12.5%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Public Accounting</td>
<td>2.2%</td>
<td>$57,500</td>
<td>$60,500</td>
<td>$55,000-$72,000</td>
<td>25.0%</td>
<td>$5,000</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2.9%</td>
<td>$65,000</td>
<td>$66,500</td>
<td>$60,000-$75,000</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Retail</td>
<td>2.5%</td>
<td>$58,500</td>
<td>$62,650</td>
<td>$47,500-$100,000</td>
<td>80.0%</td>
<td>$9,250</td>
</tr>
<tr>
<td>Technology</td>
<td>14.3%</td>
<td>$64,500</td>
<td>$70,395</td>
<td>$14,000-$130,000</td>
<td>55.4%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Other</td>
<td>2.9%</td>
<td>$60,000</td>
<td>$59,200</td>
<td>$44,000-$75,000</td>
<td>50.0%</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

---

**$78.5K**

Median Base Salary
## Detailed Compensation Information
(Based upon a knowledge rate of 86% and a salary disclosure rate of 86%)

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>BASE SALARY</th>
<th>% OF REPORTED</th>
<th>MEDIAN</th>
<th>MEAN</th>
<th>RANGE</th>
<th>% OF REPORTED</th>
<th>MEDIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>1.8%</td>
<td>$55,000</td>
<td>$56,667</td>
<td>$55,000-$60,000</td>
<td>60.0%</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td>Consulting</td>
<td>24.6%</td>
<td>$77,500</td>
<td>$77,473</td>
<td>$55,000-$150,000</td>
<td>79.6%</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td>General Consulting</td>
<td>6.9%</td>
<td>$70,000</td>
<td>$74,416</td>
<td>$53,000-$150,000</td>
<td>72.0%</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td>IT/Systems Consulting</td>
<td>2.0%</td>
<td>$72,500</td>
<td>$72,500</td>
<td>$65,000-$80,000</td>
<td>62.5%</td>
<td>$6,000</td>
<td></td>
</tr>
<tr>
<td>Operations/Process Management</td>
<td>1.6%</td>
<td>$77,500</td>
<td>$77,500</td>
<td>$75,000-$80,000</td>
<td>83.3%</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td>Strategy Consulting</td>
<td>14.1%</td>
<td>$80,000</td>
<td>$79,441</td>
<td>$55,000-$90,000</td>
<td>84.8%</td>
<td>$5,000</td>
<td></td>
</tr>
<tr>
<td>Finance</td>
<td>43.5%</td>
<td>$85,000</td>
<td>$80,669</td>
<td>$48,000-$150,000</td>
<td>63.6%</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>Asset Management</td>
<td>2.9%</td>
<td>$85,000</td>
<td>$79,545</td>
<td>$70,000-$90,000</td>
<td>90.9%</td>
<td>$8,500</td>
<td></td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>6.9%</td>
<td>$70,000</td>
<td>$69,490</td>
<td>$56,000-$85,000</td>
<td>55.2%</td>
<td>$9,000</td>
<td></td>
</tr>
<tr>
<td>General Finance</td>
<td>6.0%</td>
<td>$78,957</td>
<td>$75,092</td>
<td>$48,000-$95,000</td>
<td>40.9%</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>Investment Banking</td>
<td>20.5%</td>
<td>$85,000</td>
<td>$85,018</td>
<td>$65,000-$95,000</td>
<td>67.9%</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>Private Equity/Venture Capital</td>
<td>2.2%</td>
<td>$72,000</td>
<td>$75,286</td>
<td>$60,000-$90,000</td>
<td>57.1%</td>
<td>$7,500</td>
<td></td>
</tr>
<tr>
<td>Sales &amp; Trading</td>
<td>4.9%</td>
<td>$85,000</td>
<td>$87,250</td>
<td>$70,000-$150,000</td>
<td>70.0%</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>General Management</td>
<td>2.2%</td>
<td>$65,000</td>
<td>$68,286</td>
<td>$50,000-$109,000</td>
<td>71.4%</td>
<td>$7,500</td>
<td></td>
</tr>
<tr>
<td>IT</td>
<td>2.0%</td>
<td>$108,000</td>
<td>$99,444</td>
<td>$40,000-$130,000</td>
<td>88.9%</td>
<td>$27,000</td>
<td></td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>18.1%</td>
<td>$60,000</td>
<td>$64,661</td>
<td>$40,000-$105,000</td>
<td>55.6%</td>
<td>$7,250</td>
<td></td>
</tr>
<tr>
<td>Brand/Product Management</td>
<td>7.1%</td>
<td>$69,840</td>
<td>$73,506</td>
<td>$40,000-$105,000</td>
<td>66.7%</td>
<td>$8,250</td>
<td></td>
</tr>
<tr>
<td>Buying/Merchandising</td>
<td>1.3%</td>
<td>$53,000</td>
<td>$52,500</td>
<td>$47,500-$57,000</td>
<td>80.0%</td>
<td>$4,000</td>
<td></td>
</tr>
<tr>
<td>General Marketing</td>
<td>3.1%</td>
<td>$60,000</td>
<td>$66,038</td>
<td>$55,000-$79,420</td>
<td>72.7%</td>
<td>$9,000</td>
<td></td>
</tr>
<tr>
<td>Sales</td>
<td>6.5%</td>
<td>$53,000</td>
<td>$56,212</td>
<td>$50,000-$75,000</td>
<td>30.8%</td>
<td>$2,000</td>
<td></td>
</tr>
<tr>
<td>Operations/Supply Chain Management</td>
<td>1.8%</td>
<td>$60,000</td>
<td>$68,000</td>
<td>$47,500-$100,000</td>
<td>57.1%</td>
<td>$12,750</td>
<td></td>
</tr>
<tr>
<td>Real Estate</td>
<td>2.9%</td>
<td>$60,000</td>
<td>$64,625</td>
<td>$60,000-$75,000</td>
<td>25.0%</td>
<td>$7,500</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>3.1%</td>
<td>$59,000</td>
<td>$50,800</td>
<td>$14,000-$72,000</td>
<td>10.0%</td>
<td>$5,100</td>
<td></td>
</tr>
</tbody>
</table>

Class of 2019 BBA Graduates
Acceptances by Function

- **Finance**: 43.5%
- **Consulting**: 24.6%
- **General Management**: 2.2%
- **IT**: 2.0%
- **Marketing/Sales**: 18.1%
- **Operations/Supply Chain Management**: 3.1%
- **Other**: 1.8%
### Detailed Compensation Information
(Based upon a knowledge rate of 86% and a salary disclosure rate of 86%)

<table>
<thead>
<tr>
<th>Function</th>
<th>% of Reported</th>
<th>Median</th>
<th>Mean</th>
<th>Range</th>
<th>% of Reported</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>4.0%</td>
<td>$86,500</td>
<td>$83,857</td>
<td>$50,000-$150,000</td>
<td>64.3%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Philadelphia Metro</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Washington, D.C. Metro</td>
<td>2.9%</td>
<td>$86,500</td>
<td>$78,250</td>
<td>$50,000-$99,000</td>
<td>66.7%</td>
<td>$9,500</td>
</tr>
<tr>
<td>Other</td>
<td>0.4%</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Midwest</td>
<td>34.4%</td>
<td>$70,000</td>
<td>$71,455</td>
<td>$40,000-$150,000</td>
<td>64.0%</td>
<td>$6,000</td>
</tr>
<tr>
<td>Chicago Metro</td>
<td>18.8%</td>
<td>$77,250</td>
<td>$74,917</td>
<td>$50,000-$90,000</td>
<td>78.2%</td>
<td>$6,000</td>
</tr>
<tr>
<td>Detroit Metro</td>
<td>11.8%</td>
<td>$70,000</td>
<td>$68,808</td>
<td>$40,000-$150,000</td>
<td>39.6%</td>
<td>$6,000</td>
</tr>
<tr>
<td>Other</td>
<td>3.8%</td>
<td>$60,000</td>
<td>$60,462</td>
<td>$50,000-$77,000</td>
<td>69.2%</td>
<td>$8,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>44.9%</td>
<td>$85,000</td>
<td>$77,808</td>
<td>$50,000-$95,000</td>
<td>67.8%</td>
<td>$10,000</td>
</tr>
<tr>
<td>Boston Metro</td>
<td>2.0%</td>
<td>$50,000</td>
<td>$60,389</td>
<td>$48,000-$85,000</td>
<td>66.7%</td>
<td>$2,500</td>
</tr>
<tr>
<td>Tri-State Area</td>
<td>42.9%</td>
<td>$85,000</td>
<td>$78,725</td>
<td>$50,000-$95,000</td>
<td>67.8%</td>
<td>$10,000</td>
</tr>
</tbody>
</table>

(New York, New Jersey, & Connecticut)

| South         | 1.3%          | $61,000  | $62,000  | $56,000-$70,000 | 50.0%         | $7,250   |
| Southwest     | 2.7%          | $60,000  | $61,667  | $50,000-$75,000 | 44.4%         | $3,500   |
| Dallas Metro  | 0.7%          | —       | —       | —             | —             | —       |
| Other         | 2.0%          | $55,000  | $61,429  | $50,000-$75,000 | 42.9%         | $2,000   |

| West          | 10.5%         | $85,000  | $83,516  | $50,000-$130,000 | 59.5%         | $15,250  |
| Los Angeles Metro | 2.0%         | $70,000  | $66,400  | $50,000-$85,000 | 40.0%         | $5,000   |
| San Francisco Bay Area | 4.0%       | $85,000  | $87,834  | $60,000-$130,000 | 64.3%         | $12,000  |
| Seattle Metro | 3.3%          | $90,500  | $89,261  | $60,000-$109,000 | 60.0%         | $34,000  |
| Other         | 1.1%          | $69,996  | $63,165  | $44,000-$75,000  | 66.7%         | $7,000   |

| International | 2.2%          | $71,904  | $60,702  | $14,000-$85,000  | —             | —       |
| Asia          | 1.5%          | $77,913  | $58,971  | $14,000-$85,000  | —             | —       |
| Europe        | 0.7%          | —       | —       | —             | —             | —       |
| South America | 0.2%          | —       | —       | —             | —             | —       |
OFFER & COMPENSATION DETAILS

**BASE SALARY BY CITIZENSHIP**

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

**SIGNING BONUS BY CITIZENSHIP**

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Have Usable Salary Data</th>
<th>Percent of Reported</th>
<th>Median Bonus</th>
<th>Mean Bonus</th>
<th>Bonus Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>247</td>
<td>65.2%</td>
<td>$10,000</td>
<td>$10,012</td>
<td>$1,000-$56,000</td>
</tr>
<tr>
<td>Foreign National</td>
<td>1</td>
<td>12.5%</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Grand Total</td>
<td>248</td>
<td>64.1%</td>
<td>$10,000</td>
<td>$10,042</td>
<td>$1,000-$56,000</td>
</tr>
</tbody>
</table>

**POSITION SOURCE**

<table>
<thead>
<tr>
<th>Source</th>
<th>Number</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>On-Campus/School Facilitated</td>
<td>303</td>
<td>67.6%</td>
</tr>
<tr>
<td>On-Campus Recruiting</td>
<td>94</td>
<td>21.0%</td>
</tr>
<tr>
<td>Returning to On-Campus/School Facilitated Internship</td>
<td>148</td>
<td>33.0%</td>
</tr>
<tr>
<td>Other School Facilitated (posting, alumni/faculty networking, etc.)</td>
<td>61</td>
<td>13.6%</td>
</tr>
<tr>
<td>Off-Campus/Direct Contact</td>
<td>145</td>
<td>32.4%</td>
</tr>
<tr>
<td>Direct Contact</td>
<td>67</td>
<td>15.0%</td>
</tr>
<tr>
<td>Other Off-Campus Contact (personal network, other job postings, etc.)</td>
<td>78</td>
<td>17.4%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>448</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

**CAREER OUTCOMES**

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Number</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed Full-Time</td>
<td>455</td>
<td>74.5%</td>
</tr>
<tr>
<td>Continuing Education</td>
<td>41</td>
<td>6.7%</td>
</tr>
<tr>
<td>Seeking Employment</td>
<td>14</td>
<td>2.3%</td>
</tr>
<tr>
<td>Not Seeking</td>
<td>14</td>
<td>2.3%</td>
</tr>
<tr>
<td>No Information Available</td>
<td>87</td>
<td>14.2%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>611</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

**TIMING OF JOB OFFERS**

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Received First Offer by Graduation</th>
<th>Received First Offer by September 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>91.1%</td>
<td>97.8%</td>
</tr>
<tr>
<td>Foreign National</td>
<td>86.7%</td>
<td>86.7%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>90.9%</td>
<td>97.4%</td>
</tr>
</tbody>
</table>

**TIMING OF JOB ACCEPTANCES**

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>Accepted Offer by Graduation</th>
<th>Accepted Offer by September 30</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Citizen/Permanent Resident</td>
<td>90.2%</td>
<td>97.3%</td>
</tr>
<tr>
<td>Foreign National</td>
<td>80.0%</td>
<td>86.7%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>89.8%</td>
<td>97.0%</td>
</tr>
</tbody>
</table>
Students in the Michigan Ross Bachelor of Business Administration Program learn critical business skills with a boundary-breaking approach. They start with a strong foundation in core classes and expand their experience with electives and often study overseas.
CLASS OF 2020 BBA INTERNS

HIRING COMPANIES

A.T. Kearney Inc.
Accenture
Acreage Holdings
Aetna
AllianceBernstein
Amazon
American Express Co.
Anheuser-Busch InBev Inc.
Ann Arbor Summer Festival
Ann Inc.
Apple Inc.
AppLovin
Ares Management LLC
 Bain & Co. Inc.
Bank of America Merrill Lynch
Barclays PLC
Barings
BDO USA LLP
BlackRock Inc.
Bloomberg LP
Bloomingdale’s
BMO Capital Markets
BNP Paribas
Boston Consulting Group
Brown Brothers Harriman & Co.
Brown Gibbons Lang & Co.
Buybacc
Campbell Lutyns
Cantor Fitzgerald
Capital One
Cardinal Health Inc.
Cenko, Vendittelli, Haynes & Tokarz PLC
Centerview Partners LLC
Champion REIT
Citi
Comcast/NBCUniversal
Cornerstone Research
Credit Suisse
DaVita Inc.
DC Advisory
Delaware Street Capital
Deloitte
Deutsche Bank
Digitas North America
DISH Network Corp.
Doctor.com
Dow Chemical Co.
DTE Energy
Eastdil Secured LLC
Edward Jones
Empire State Realty Trust
Evercore
EY
Facebook Inc.
 Fiat Chrysler Automobiles
Financo Inc.
Fokus Asset Management
Ford Motor Co.
FTI Consulting
Gap Inc.
Gartner
GCM Grovenor
General Mills Inc.
General Motors Corp.
GIC Private Limited
Goldman Sachs Group
Google Inc.
Gravy Films
Greenhill & Co. LLC
Greentech Capital Advisors
Greystone & Co.
Guggenheim Partners
Houlihan Lokey
Hudson’s Bay Co.
Hulu
Huron Consulting Group
International Business Machines Corp.
IMC Chicago
Ironwood Capital
Jeffries LLC
JP Morgan Chase & Co.
KeyBank Capital Markets
KeyBank
Keystone Group Management Consulting
KPMG LLP
L’Oreal USA Inc.
Lazard
Level Equity
Lincoln International LLC
Liquidnet
Macquarie Holdings (USA) Inc.
McKinsey & Co.
Meijer Inc.
Michigan Venture Capital Association
Microsoft Corp.
 Mizuho Bank
Moelis & Co.
Moku Foods
Morgan Stanley
Neuberger Berman
Nextent
NFP Property and Casualty Inc.
Nielsen
OppLoans
Opportunity Finance Network
Oracle Corp.
Outloud Group
Palo Alto Networks
PepsiCo Inc.
Piper Jaffray & Co.
PJ Solomon
PJT Partners
Plante Moran PLLC
PNC Financial Services Group
Point72 Asset Management
Polaris Industries Inc.
Procter & Gamble Co.
Prophet
Protiviti
PwC Strategy&
Quadrants
Quicken Loans
Rabobank
Raymond James
RBC Capital Markets
Redbeard Talent
Related Companies LP
Restaurant Brands International
Robert W. Baird & Co. Inc.
Rothschild Inc.
RSM
S-Docs
SC Johnson & Son Inc.
Salesforce
SalesPage Technologies
Schneider Downs
ShopCore Properties LP
Silicon Valley Bank
Standard Chartered Bank Indonesia
Starwood Capital Group
Steve Madden
Stout
Sukhwantiya International Group
Tap Advisors
Target Corp
Taylor Management Co.
TIAA
TravelClick
U.S. Government Accountability Office
UBS
Unilever
United Airlines
UnitedHealth Group Inc.
University of Louisiana at Lafayette
USA Hockey
Venture Lane
Viacom Media Networks
Viasat
Visa Inc.
Vista Equity Partners
Viz.ai
Walgreens
 Walt Disney Co.
Wagner Bros.
Wayfair
Wells Fargo
Whirlpool Corp.
William Blair
William Morris Endeavor
Zenith Media Agency
ZS Associates

171 COMPANIES HIRED
BBA INTERNS IN 2019

CLASS OF 2020 BBA INTERNS // INTERNS // HIRING COMPANIES
### Detailed Compensation Information

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of Reported</th>
<th>Median Base Salary (Annualized)</th>
<th>Mean Base Salary (Annualized)</th>
<th>Base Salary Range (Annualized)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>14.7%</td>
<td>$67,200</td>
<td>$70,195</td>
<td>$24,000-$96,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>5.6%</td>
<td>$48,000</td>
<td>$48,409</td>
<td>$24,000-$67,200</td>
</tr>
<tr>
<td>Financial Services</td>
<td>48.0%</td>
<td>$78,460</td>
<td>$71,101</td>
<td>$3,000-$120,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>1.9%</td>
<td>$36,480</td>
<td>$41,074</td>
<td>$32,640-$60,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>3.3%</td>
<td>$46,080</td>
<td>$44,531</td>
<td>$35,520-$48,000</td>
</tr>
<tr>
<td>Media/Entertainment/Sports</td>
<td>3.3%</td>
<td>$28,800</td>
<td>$30,320</td>
<td>$17,280-$53,760</td>
</tr>
<tr>
<td>Public Accounting</td>
<td>7.0%</td>
<td>$51,300</td>
<td>$50,941</td>
<td>$36,000-$68,400</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2.1%</td>
<td>$38,400</td>
<td>$33,635</td>
<td>$12,245-$48,000</td>
</tr>
<tr>
<td>Retail</td>
<td>2.1%</td>
<td>$38,760</td>
<td>$39,800</td>
<td>$28,800-$51,840</td>
</tr>
<tr>
<td>Technology</td>
<td>8.9%</td>
<td>$48,000</td>
<td>$50,815</td>
<td>$12,000-$96,000</td>
</tr>
<tr>
<td>Other</td>
<td>3.1%</td>
<td>$28,800</td>
<td>$27,124</td>
<td>$8,400-$39,528</td>
</tr>
</tbody>
</table>

**Median Annualized Base Salary:** $60K

**Financial Services:** 48.0%
## Detailed Compensation Information

*(Based upon a knowledge rate of 97% and a salary disclosure rate of 79%)*

<table>
<thead>
<tr>
<th>Function</th>
<th>% of Reported</th>
<th>Median Base Salary (Annualized)</th>
<th>Mean Base Salary (Annualized)</th>
<th>Base Salary Range (Annualized)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>7.2%</td>
<td>$51,000</td>
<td>$49,124</td>
<td>$28,800-$68,400</td>
</tr>
<tr>
<td>Audit</td>
<td>5.1%</td>
<td>$47,520</td>
<td>$49,959</td>
<td>$30,720-$68,400</td>
</tr>
<tr>
<td>General Accounting</td>
<td>2.1%</td>
<td>$51,600</td>
<td>$52,110</td>
<td>$28,800-$54,240</td>
</tr>
<tr>
<td>Consulting</td>
<td>14.7%</td>
<td>$68,880</td>
<td>$69,643</td>
<td>$24,000-$96,000</td>
</tr>
<tr>
<td>General Consulting</td>
<td>5.4%</td>
<td>$72,000</td>
<td>$69,205</td>
<td>$32,640-$96,000</td>
</tr>
<tr>
<td>IT/Systems Consulting</td>
<td>2.8%</td>
<td>$66,000</td>
<td>$64,960</td>
<td>$24,000-$90,000</td>
</tr>
<tr>
<td>Strategy Consulting</td>
<td>6.5%</td>
<td>$71,280</td>
<td>$71,978</td>
<td>$55,200-$91,200</td>
</tr>
<tr>
<td>Finance</td>
<td>46.6%</td>
<td>$78,229</td>
<td>$70,115</td>
<td>$3,000-$120,000</td>
</tr>
<tr>
<td>Asset Management</td>
<td>4.4%</td>
<td>$76,800</td>
<td>$73,450</td>
<td>$30,000-$99,996</td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>6.1%</td>
<td>$50,400</td>
<td>$54,545</td>
<td>$38,400-$70,800</td>
</tr>
<tr>
<td>General Finance</td>
<td>95%</td>
<td>$54,000</td>
<td>$55,544</td>
<td>$3,000-$86,400</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>21.0%</td>
<td>$84,996</td>
<td>$79,936</td>
<td>$14,400-$96,000</td>
</tr>
<tr>
<td>Private Equity/Venture Capital</td>
<td>14%</td>
<td>$81,600</td>
<td>$73,199</td>
<td>$48,000-$90,000</td>
</tr>
<tr>
<td>Sales &amp; Trading</td>
<td>4.2%</td>
<td>$84,498</td>
<td>$78,782</td>
<td>$15,360-$120,000</td>
</tr>
<tr>
<td>General Management</td>
<td>1.9%</td>
<td>$47,880</td>
<td>$53,560</td>
<td>$35,520-$81,600</td>
</tr>
<tr>
<td>IT</td>
<td>3.0%</td>
<td>$64,356</td>
<td>$53,911</td>
<td>$24,000-$85,200</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>16.8%</td>
<td>$43,200</td>
<td>$42,354</td>
<td>$8,400-$72,000</td>
</tr>
<tr>
<td>Brand/Product Management</td>
<td>75%</td>
<td>$48,000</td>
<td>$48,012</td>
<td>$12,000-$72,000</td>
</tr>
<tr>
<td>General Marketing</td>
<td>6.5%</td>
<td>$40,320</td>
<td>$37,149</td>
<td>$8,400-$72,000</td>
</tr>
<tr>
<td>Sales</td>
<td>2.8%</td>
<td>$43,050</td>
<td>$41,799</td>
<td>$24,000-$65,600</td>
</tr>
<tr>
<td>Operations/Supply Chain Management</td>
<td>2.1%</td>
<td>$34,560</td>
<td>$33,569</td>
<td>$9,000-$54,596</td>
</tr>
<tr>
<td>Real Estate</td>
<td>1.6%</td>
<td>$48,000</td>
<td>$45,464</td>
<td>$12,245-$60,000</td>
</tr>
<tr>
<td>Strategic Planning</td>
<td>1.9%</td>
<td>$38,400</td>
<td>$39,953</td>
<td>$24,000-$60,000</td>
</tr>
<tr>
<td>Other</td>
<td>4.2%</td>
<td>$60,000</td>
<td>$60,467</td>
<td>$17,280-$96,000</td>
</tr>
</tbody>
</table>
CLASS OF 2020 BBA INTERNS

ACCEPTANCES BY REGION

DETAILED COMPENSATION INFORMATION (based upon a knowledge rate of 97% and a salary disclosure rate of 79%)

<table>
<thead>
<tr>
<th>REGION</th>
<th>% OF REPORTED</th>
<th>MEDIAN BASE SALARY (ANNUALIZED)</th>
<th>MEAN BASE SALARY (ANNUALIZED)</th>
<th>BASE SALARY RANGE (ANNUALIZED)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>3.5%</td>
<td>$72,000</td>
<td>$59,493</td>
<td>$28,800-$86,400</td>
</tr>
<tr>
<td>Philadelphia Metro</td>
<td>0.2%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Washington, D.C. Metro</td>
<td>2.6%</td>
<td>$72,000</td>
<td>$64,731</td>
<td>$28,800-$86,400</td>
</tr>
<tr>
<td>Other</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Midwest</td>
<td>32.6%</td>
<td>$52,500</td>
<td>$55,737</td>
<td>$9,000-$120,000</td>
</tr>
<tr>
<td>Chicago Metro</td>
<td>16.8%</td>
<td>$60,000</td>
<td>$64,925</td>
<td>$24,000-$120,000</td>
</tr>
<tr>
<td>Detroit Metro</td>
<td>11.2%</td>
<td>$46,080</td>
<td>$44,522</td>
<td>$9,000-$90,000</td>
</tr>
<tr>
<td>Minneapolis/St. Paul Metro</td>
<td>1.2%</td>
<td>$46,320</td>
<td>$53,289</td>
<td>$35,520-$84,996</td>
</tr>
<tr>
<td>Other</td>
<td>3.4%</td>
<td>$42,000</td>
<td>$40,069</td>
<td>$18,000-$31,600</td>
</tr>
<tr>
<td>Northeast</td>
<td>47.1%</td>
<td>$71,400</td>
<td>$66,225</td>
<td>$12,000-$108,000</td>
</tr>
<tr>
<td>Boston Metro</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Tri-State Area (New York, New Jersey, &amp; Connecticut)</td>
<td>46.2%</td>
<td>$72,000</td>
<td>$66,915</td>
<td>$15,360-$108,000</td>
</tr>
<tr>
<td>Other</td>
<td>0.2%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>South</td>
<td>2.1%</td>
<td>$43,200</td>
<td>$47,662</td>
<td>$24,000-$96,000</td>
</tr>
<tr>
<td>Atlanta Metro</td>
<td>0.2%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Miami Metro</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Other</td>
<td>1.2%</td>
<td>$38,400</td>
<td>$41,760</td>
<td>$24,000-$60,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>2.3%</td>
<td>$54,000</td>
<td>$61,228</td>
<td>$31,680-$96,000</td>
</tr>
<tr>
<td>Dallas Metro</td>
<td>0.7%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Denver Metro</td>
<td>0.9%</td>
<td>$40,800</td>
<td>$50,820</td>
<td>$31,680-$90,000</td>
</tr>
<tr>
<td>Houston Metro</td>
<td>0.2%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>Other</td>
<td>0.5%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>West</td>
<td>9.3%</td>
<td>$60,000</td>
<td>$63,475</td>
<td>$17,280-$96,000</td>
</tr>
<tr>
<td>Los Angeles Metro</td>
<td>1.9%</td>
<td>$42,498</td>
<td>$53,425</td>
<td>$17,280-$90,000</td>
</tr>
<tr>
<td>San Francisco Bay Area</td>
<td>5.1%</td>
<td>$60,000</td>
<td>$66,957</td>
<td>$48,000-$96,000</td>
</tr>
<tr>
<td>Seattle Metro</td>
<td>1.9%</td>
<td>$64,200</td>
<td>$68,462</td>
<td>$54,396-$90,000</td>
</tr>
<tr>
<td>Other</td>
<td>0.4%</td>
<td>—</td>
<td>—</td>
<td>—</td>
</tr>
<tr>
<td>International</td>
<td>3.1%</td>
<td>$24,000</td>
<td>$37,961</td>
<td>$3,000-$96,000</td>
</tr>
</tbody>
</table>