

A photograph of three people in professional attire walking and smiling. The image is overlaid with a semi-transparent blue filter. The person on the left is a man with dark hair, the middle is a man with short dark hair, and the right is a woman with long blonde hair.

MBA

EMPLOYMENT PROFILE

4,000+

INTERVIEWS ARRANGED BY
ROSS CAREER SERVICES IN 2015

50+

PEER CAREER COACHES
—THE MOST OF ANY MBA
PROGRAM

85%

OF THE ROSS MBA CLASS OF
2015 SWITCHED INDUSTRIES OR
FUNCTIONS AFTER GRADUATION



One of the most important aspects of business school is the job you get when you graduate. Wherever you want to go in the world, whether you're looking to change careers or accelerate your current path, a Michigan Ross MBA can help you get there.

This brochure lists all the hiring data from our Full-Time MBA Class of 2015. Check it out and see for yourself: Year after year, Ross grads get the jobs everyone wants.

TOP RECRUITERS BY INDUSTRY

Technology
AMAZON // 66 HIRES

Consulting
MCKINSEY & CO. // 33 HIRES

Financial Services
JPMORGAN CHASE & CO. // 13 HIRES

Consumer Goods
PEPSICO INC. // 12 HIRES

Manufacturing
GENERAL MOTORS CORP. // 10 HIRES

CLASS OF 2015

MAJOR EMPLOYERS

COMPANY NAME	TOTAL	FULL-TIME	INTERN	COMPANY NAME	TOTAL	FULL-TIME	INTERN
Amazon	66	34	32	ZS Associates	5	3	2
McKinsey & Co.	33	22	11	Reckitt Benckiser	5	3	2
Deloitte	31	20	11	3M Co.	5	3	2
The Boston Consulting Group	22	14	8	Cisco Systems Inc.	5	2	3
PwC	22	12	10	Dell Inc.	5	1	4
Bain & Co., Inc.	18	9	9	Becton, Dickinson and Co.	5	1	4
JPMorgan Chase & Co.	13	5	8	Bank of America Merrill Lynch	5		5
PepsiCo Inc.	12	7	5	Wal-Mart Stores Inc.	4	4	
Microsoft Corp.	11	7	4	General Mills Inc.	4	3	1
Strategy&	11	4	7	The Boeing Co.	4	2	2
Accenture	10	8	2	The Procter & Gamble Co.	4	2	2
Kraft Heinz Co.	10	8	2	Medtronic Inc.	4	2	2
Citi	10	5	5	Ford Motor Co.	4	1	3
General Motors Corp.	10	5	5	Apple, Inc.	4	1	3
Google Inc.	10	5	5	The Dow Chemical Co.	4	1	3
Nike Inc.	9		9	Verizon	4	1	3
EY	9	7	2	Emerson Electric Co.	4	1	3
DISH Network Corp.	8	5	3	Education Pioneers	4		4
Land O'Lakes Inc.	8	2	6	Morgan Stanley	3	3	
American Express Co.	7	2	5	Jefferies LLC	3	3	
Target Corp.	6	4	2	S.C. Johnson & Son Inc.	3	3	
Barclays	6	4	2	BASF	3	3	
Ecolab Inc.	6	4	2	Samsung Global Strategy Group	3	3	
The Royal Bank of Canada (RBC)	6	4	2	Partners in Performance	3	2	1
Wells Fargo	6	3	3	Johnson & Johnson	3	1	2
Cummins Inc.	6	3	3	Pacific Gas & Electric Co.	3	1	2
A.T. Kearney Inc.	5	5		Whirlpool Corporation	3		3
Intel Corp.	5	4	1	William Blair & Company LLC	3		3
Goldman Sachs Group	5	3	2	American Airlines	3		3

MBA GRADUATES

97.4%

OF MBAS HAD AT LEAST
1 JOB OFFER WITHIN 3
MONTHS OF GRADUATION



MBA Graduate Overview

DEMOGRAPHIC OVERVIEW

Class Size.....	455
Undergraduate Majors	
Business.....	27%
Engineering.....	21%
Humanities/Social Sciences.....	21%
Economics.....	17%
Math/Physical Sciences.....	8%
Computer Science.....	5%
Other.....	1%
Average Full-Time Work Experience (years).....	5
Range (years).....	<1-15 years
Average Age.....	27
Women.....	33%
Minorities.....	24%

Geographic Distribution

Africa.....	1%
Asia.....	11%
Eastern Europe.....	1%
India.....	11%
Latin America.....	2%
Middle East.....	1%
North America.....	69%
Western Europe.....	1%
Average Grade Point Average (GPA).....	3.4
GMAT Score	
Middle 80% Range.....	650-750
Average.....	704

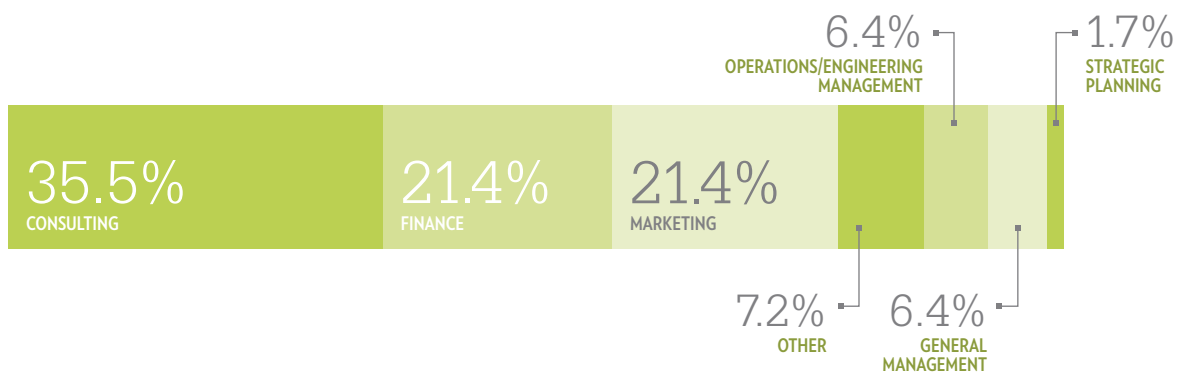
This report conforms to the MBA Career Services & Employer Alliance Standards for Reporting MBA Employment Statistics.

MBA Graduate Acceptances by Function

2015 DETAILED COMPENSATION INFORMATION (99% 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	35.5%	\$135,000	\$132,235	\$77,500-\$170,000	97.6%	\$25,000	60.0%	\$24,000
Strategy Consulting	25.1%	\$140,000	\$135,221	\$90,000-\$170,000	97.7%	\$25,000	54.0%	\$33,500
Internal Consulting	4.0%	\$112,500	\$112,542	\$77,500-\$125,000	100.0%	\$20,000	57.1%	\$12,400
General Consulting	2.3%	\$137,500	\$135,000	\$125,000-\$140,000	100.0%	\$25,000	37.5%	\$20,250
Consulting - IT/System	2.3%	\$135,000	\$128,125	\$95,000-\$140,000	87.5%	\$25,000	50.0%	\$40,500
Operations/Process Consulting	1.8%	\$135,000	\$136,667	\$120,000-\$155,000	100.0%	\$35,000	66.7%	\$22,750
Finance	21.4%	\$111,500	\$112,498	\$51,996-\$160,000	85.1%	\$35,000	37.8%	\$15,000
Corporate Finance	10.4%	\$105,000	\$104,987	\$80,000-\$125,000	86.1%	\$25,500	55.6%	\$11,250
Investment Banking	7.2%	\$125,000	\$126,040	\$96,000-\$150,000	100.0%	\$47,500	8.0%	\$55,000
Other Finance	3.8%	\$105,000	\$107,254	\$51,996-\$160,000	53.8%	\$30,000	46.2%	\$20,000
Marketing	21.4%	\$105,000	\$106,271	\$70,000-\$135,000	87.8%	\$25,000	50.0%	\$10,500
Product Management	14.7%	\$105,000	\$107,030	\$70,000-\$135,000	90.2%	\$25,000	52.9%	\$10,000
General Marketing	3.8%	\$102,000	\$102,692	\$80,000-\$120,000	76.9%	\$27,000	38.5%	\$10,500
Marketing - Sales/Retail	1.4%	\$110,000	\$106,600	\$100,000-\$113,000	100.0%	\$25,000	40.0%	\$15,000
Other Marketing	1.5%	\$110,000	\$107,500	\$85,500-\$120,000	80.0%	\$15,000	60.0%	\$22,400
General Management	6.4%	\$111,500	\$108,409	\$70,000-\$140,000	77.3%	\$20,000	72.7%	\$15,410
Operations/Engineering Management	6.4%	\$120,000	\$118,500	\$110,000-\$130,000	86.4%	\$27,000	45.5%	\$20,000
Strategic Planning	1.7%	\$114,000	\$113,000	\$100,000-\$130,000	100.0%	\$20,000	66.7%	\$17,000
Other*	7.2%	\$110,000	\$111,960	\$65,000-\$160,000	76.0%	\$20,000	48.0%	\$14,750

*Other includes Supply Chain Mgmt. – 1.5%, E-Commerce – 1.5%, and HR Mgmt. – 1.2%



MBA Graduate Acceptances by Industry

2015 DETAILED COMPENSATION INFORMATION *(99% 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
Service	74.3%	\$125,000	\$122,663	\$51,996-\$170,000	89.9%	\$25,000	48.2%	\$20,500
Consulting	30.9%	\$135,000	\$135,227	\$90,000-\$170,000	98.1%	\$25,000	53.3%	\$33,000
Technology/Telecom Services	17.6%	\$117,000	\$116,410	\$70,000-\$145,000	83.6%	\$27,000	49.2%	\$21,000
Financial Services	7.5%	\$125,000	\$116,038	\$51,996-\$160,000	88.5%	\$37,500	38.5%	\$19,375
Investment Banking	7.5%	\$125,000	\$119,558	\$90,000-\$150,000	96.2%	\$40,000	26.9%	\$20,000
Retail	2.6%	\$110,000	\$107,556	\$100,000-\$118,000	100.0%	\$20,000	66.7%	\$15,500
Healthcare	2.6%	\$110,000	\$103,722	\$70,000-\$120,000	88.9%	\$17,500	66.7%	\$25,000
Other Services	5.6%	\$100,000	\$101,426	\$65,000-\$160,000	52.6%	\$15,000	42.1%	\$8,250
Manufacturing	25.7%	\$105,000	\$105,599	\$72,500-\$140,000	87.6%	\$21,000	55.1%	\$10,350
Consumer Goods	11.0%	\$102,000	\$101,789	\$90,000-\$110,000	89.5%	\$25,000	50.0%	\$10,000
Energy/Raw Materials	3.8%	\$107,000	\$110,231	\$100,000-\$125,000	92.3%	\$20,000	61.5%	\$12,250
Computers/Electronic Products	2.0%	\$105,000	\$109,933	\$80,033-\$140,000	100.0%	\$27,000	71.4%	\$8,000
Pharmaceutical/Healthcare Products	2.6%	\$105,000	\$100,278	\$72,500-\$115,000	77.8%	\$20,000	44.4%	\$10,750
Diversified Manufacturing	1.4%	\$115,000	\$113,518	\$108,588-\$120,000	80.0%	\$20,000	80.0%	\$9,000
Other Manufacturing	4.9%	\$114,000	\$109,278	\$90,000-\$120,000	82.4%	\$20,000	52.9%	\$12,000

19.6% TECH

19.6% of the class went into a tech related field (includes Tech/Telecom/Computer/Electronics industries). Hiring was led by:



Amazon
34 FULL-TIME HIRES



Microsoft
7 FULL-TIME HIRES

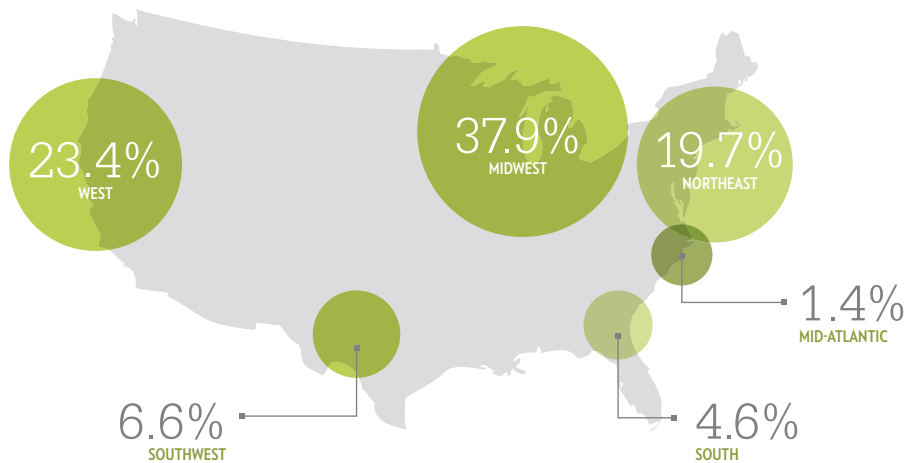


Google
5 FULL-TIME HIRES

MBA Graduate Acceptances by Region

2015 DETAILED COMPENSATION INFORMATION *(99% 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
Midwest	37.9%	\$115,000	\$118,486	\$65,000-\$170,000	88.5%	\$25,000	51.1%	\$14,000
Chicago, IL	20.2%	\$135,000	\$126,276	\$65,000-\$170,000	88.6%	\$25,000	55.7%	\$20,000
Detroit, MI	8.1%	\$111,500	\$112,536	\$72,500-\$147,000	82.1%	\$25,000	42.9%	\$15,500
Minneapolis / St. Paul, MN	5.2%	\$106,794	\$108,199	\$102,000-\$125,000	94.4%	\$25,000	61.1%	\$11,000
Other	4.4%	\$105,000	\$105,582	\$90,000-\$116,736	93.3%	\$20,000	20.0%	\$20,500
West	23.4%	\$120,000	\$120,399	\$70,000-\$170,000	86.4%	\$25,500	54.3%	\$20,000
San Francisco, CA	10.1%	\$125,000	\$125,080	\$80,000-\$170,000	85.7%	\$25,000	25.7%	\$10,000
Seattle, WA	11.3%	\$117,000	\$118,321	\$112,000-\$165,000	89.7%	\$25,500	48.7%	\$20,000
Other	2.0%	\$101,250	\$108,571	\$70,000-\$135,000	71.4%	\$25,000	14.3%	\$8,150
Northeast	19.7%	\$125,000	\$120,360	\$85,000-\$150,000	97.1%	\$29,500	42.6%	\$15,000
New York, NY	13.9%	\$125,000	\$121,875	\$100,000-\$150,000	100.0%	\$35,000	29.2%	\$19,375
Newark, NJ	3.5%	\$107,500	\$110,000	\$95,000-\$147,000	91.7%	\$20,000	75.0%	\$10,000
Boston, MA	2.0%	\$135,000	\$127,786	\$85,000-\$147,000	85.7%	\$25,000	71.4%	\$18,750
Other	0.3%							
Southwest	6.6%	\$110,000	\$116,239	\$77,500 - \$155,000	78.3%	\$22,500	30.4%	\$20,000
South	4.6%	\$105,000	\$112,488	\$80,000 - \$140,000	93.8%	\$25,000	43.8%	\$10,000
Mid-Atlantic	1.4%	\$110,000	\$106,399	\$51,996 - \$135,000	80.0%	\$27,500	40.0%	\$10,000
International	6.4%	\$115,000	\$111,772	\$76,800 - \$135,000	90.9%	\$22,500	77.3%	\$20,000
Asia	4.6%	\$112,500	\$110,125	\$76,800 - \$135,000	87.5%	\$20,000	87.5%	\$20,000
Other	1.8%	\$115,000	\$116,167	\$100,000 - \$135,000	100.0%	\$34,250	16.7%	\$8,000



Graduates Seeking Employment

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	59.3%	270	24.2%	110	83.5%	380
Returning to Internship Employer	27.5%	125	10.1%	46	37.6%	171
Seeking New Employment	31.8%	145	14.1%	64	45.9%	209
Not Seeking Employment	4.4%	20	0.9%	4	5.3%	24
Continuing Education	0.4%	2	0.0%	0	0.4%	2
Not Currently Seeking Employment	0.7%	3	0.0%	0	0.7%	3
Sponsored Student/Already Employed	2.6%	12	0.9%	4	3.5%	16
Starting/Buying Company	0.7%	3	0.0%	0	0.7%	3
No Information Available	7.9%	36	3.3%	15	11.2%	51
Total Graduates	71.6%	326	28.4%	129	100.0%	455

Position Source

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	254	68.7%
On-Campus Recruiting	91	24.6%
Returning to On-Campus/School Facilitated Internship	130	35.1%
Other School Facilitated (Posting, Alumni/Faculty Networking, etc...)	33	9.0%
Off-Campus/Direct Contact	100	27.0%
Direct Contact	37	10.1%
Returning to Off-Campus/Direct Contact Internship	29	7.8%
Other Off-Campus Contact (personal networking, other job postings, etc...)	12	3.2%
Third-Party Sources (Search Firms, etc.)	3	0.8%
Starting/Buying Company	3	0.8%
Remaining w/Pre-Ross Employer	16	4.3%
Not Reported	16	4.3%
Total	370	100%

Timing of Job Offers

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	93.7%	97.4%
Foreign Nationals	89.1%	97.3%
Total	92.4%	97.4%

Timing of Job Acceptances

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizens/Permanent Residents	90.4%	94.1%
Foreign Nationals	76.4%	87.3%
Total	86.3%	92.1%

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	252	72.8%	\$117,000	\$117,942	\$51,996-\$170,000
Foreign Nationals	94	27.2%	\$119,000	\$119,163	\$70,000-\$150,000
Total	346	100.0%	\$117,750	\$118,274	\$51,996-\$170,000

Signing Bonus by Citizenship

	HAVE USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BONUS (\$)	MEAN BONUS (\$)	BONUS RANGE (\$)
U.S. Citizens/Permanent Residents	223	72.2%	\$25,000	\$27,624	\$2,500-\$60,000
Foreign Nationals	86	27.8%	\$25,000	\$28,634	\$5,000-\$77,000
Total	309	100.0%	\$25,000	\$27,905	\$2,500-\$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	120	70.2%	\$15,000	\$22,509	\$1,000-\$175,000
Foreign Nationals	51	29.8%	\$20,500	\$35,559	\$4,000-\$225,000
Total	171	100.0%	\$20,000	\$26,401	\$1,000-\$225,000

MBA INTERNS



MBA Intern Overview

DEMOGRAPHIC OVERVIEW

Class Size.....	447
Undergraduate Majors	
Business.....	25%
Engineering	24%
Humanities/Social Sciences	23%
Economics.....	13%
Math/Physical Sciences	7%
Computer Science.....	5%
Other.....	3%
Average Full-Time Work Experience (years)	5
Range (years).....	<1-20 years
Average Age	28
Women	32%
Minorities	23%

Geographic Distribution

Africa.....	1%
Asia.....	11%
Eastern Europe.....	1%
India.....	11%
Latin America.....	6%
Middle East.....	1%
North America.....	69%
Average Grade Point Average (GPA)	3.4
GMAT Score	
Middle 80% Range.....	650-750
Average.....	702

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MBA Intern Acceptances by Function

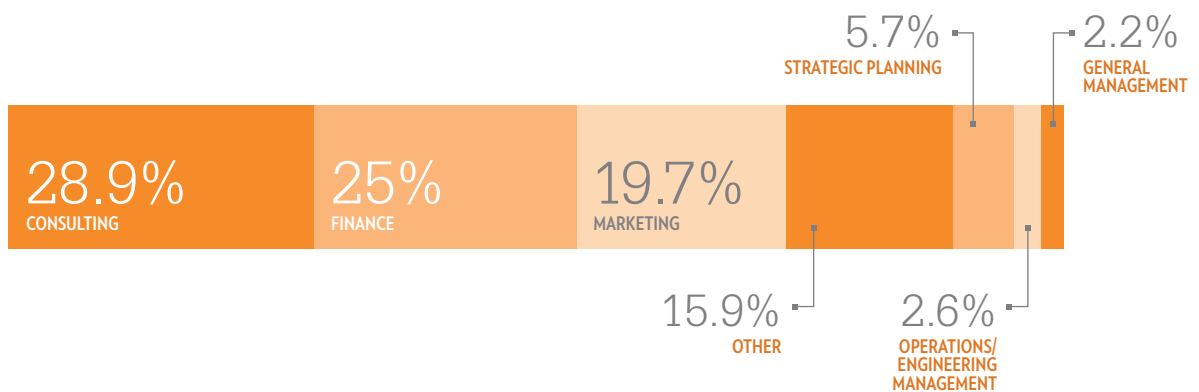
2016 DETAILED COMPENSATION INFORMATION (98% of accepted offers included usable function salary data.)

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	28.9%	\$132,036	\$113,623	\$21,667-\$150,800
Strategy Consulting	18.4%	\$135,000	\$121,185	\$21,667-\$150,800
General Consulting	1.3%	\$134,940	\$128,513	\$106,600-\$144,000
Other Consulting	9.2%	\$88,400	\$96,372	\$43,333-\$150,800
Finance	25.0%	\$104,000	\$105,472	\$30,420-\$126,000
Corporate Finance	7.9%	\$96,000	\$92,906	\$76,800-\$104,000
Investment Banking	10.1%	\$124,992	\$124,921	\$123,000-\$126,000
Other Finance*	7.0%	\$96,000	\$91,649	\$30,420-\$124,992
Marketing	19.7%	\$88,400	\$85,943	\$43,333-\$104,000
Product Management	9.6%	\$88,600	\$88,018	\$68,640-\$104,000
General Marketing	6.1%	\$87,667	\$86,167	\$64,480-\$98,400
Other Marketing	4.0%	\$83,712	\$80,521	\$43,333-\$96,000
General Management	2.2%	\$93,600	\$90,094	\$80,076-\$104,000
Operations/Engineering Management	2.6%	\$96,000	\$92,199	\$36,396-\$114,400
Strategic Planning	5.7%	\$86,667	\$86,582	\$48,724-\$114,000
Other**	15.9%	\$78,494	\$75,801	\$20,800-\$114,400
Human Resource Management	3.9%	\$79,560	\$82,347	\$68,640-\$114,400
E-Commerce	1.3%	\$96,000	\$96,000	\$96,000-\$96,000
Real Estate	1.3%	\$51,996	\$52,264	\$29,120-\$75,677
Other	9.4%	\$75,677	\$73,473	\$20,800-\$114,400

*Other Finance includes Private Client Services/Wealth Management - 0.5%, and Investment Management - 0.9%

** Other includes International Business - 0.9%, Supply Chain Management - 0.9%, etc.

Note: Five students chose to participate in uncompensated internships or for stipends under \$10,000 (annualized).



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)
Service	65.8%	\$100,398	\$104,153	\$21,667-\$150,800
Consulting	19.3%	\$135,000	\$131,837	\$21,667-\$150,800
Technology/Telecom Services	14.9%	\$96,000	\$90,976	\$47,996-\$100,800
Financial Services	13.6%	\$124,800	\$107,817	\$30,420-\$126,000
Investment Banking	5.3%	\$124,974	\$117,785	\$87,480-\$125,004
Non-Profit	2.6%	\$38,996	\$38,362	\$29,120-\$43,333
Healthcare	1.8%	\$63,700	\$67,431	\$48,724-\$93,600
Retail	1.3%	\$83,200	\$85,733	\$78,000-\$96,000
Other Services	7.0%	\$62,400	\$62,660	\$29,120-\$106,600
Manufacturing	34.2%	\$86,400	\$84,918	\$20,800-\$119,600
Consumer Goods	13.6%	\$83,328	\$82,258	\$41,600-\$96,000
Pharmaceutical/Healthcare Products	7.0%	\$92,300	\$87,748	\$43,333-\$104,000
Computers/Electronic Products	3.9%	\$68,640	\$87,760	\$68,640-\$114,400
Automotive	3.1%	\$80,400	\$76,530	\$52,000-\$83,712
Energy/Raw Materials	2.6%	\$98,400	\$96,231	\$78,000-\$119,600
Diversified Manufacturing	2.2%	\$88,800	\$97,333	\$87,880-\$114,000
Other Manufacturing	1.8%	\$86,400	\$70,000	\$20,800-\$86,400

TOP HIRING COMPANIES FOR INTERNS

Amazon
32 INTERN HIRES



McKinsey & Co.
11 INTERN HIRES



Deloitte
11 INTERN HIRES



Boston Consulting Group
8 INTERN HIRES



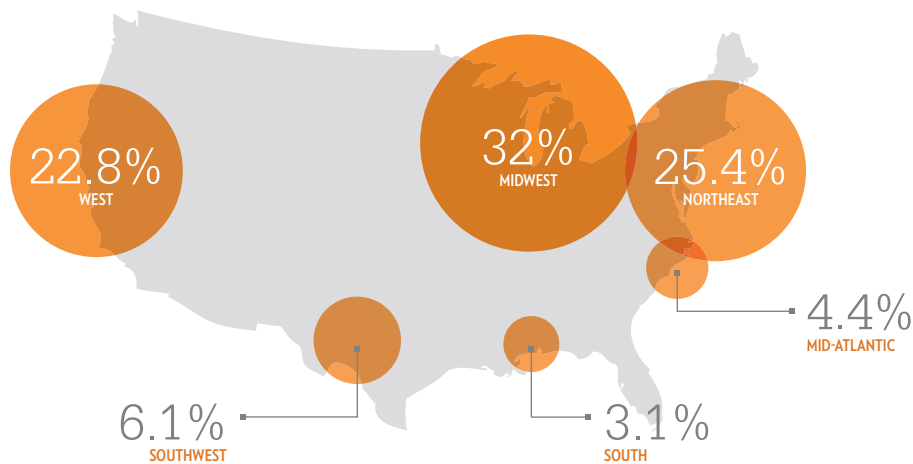
JPMorgan Chase & Co.
8 INTERN HIRES



MBA Intern Acceptances by Region

2016 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)
Midwest	32.0%	\$91,000	\$101,072	\$32,500-\$150,800
Chicago, IL	12.7%	\$134,940	\$122,898	\$32,500-\$150,800
Detroit, MI	7.9%	\$77,400	\$79,117	\$51,996-\$150,800
Minneapolis / St. Paul, MN	6.6%	\$90,133	\$93,532	\$78,000-\$145,600
Other	4.8%	\$86,400	\$89,742	\$78,000-\$108,000
West	22.8%	\$96,000	\$92,910	\$20,800-\$144,000
San Francisco, CA	9.2%	\$96,000	\$94,125	\$21,667-\$144,000
Seattle, WA	8.3%	\$96,000	\$98,021	\$112,000-\$165,000
Other	5.3%	\$83,400	\$87,694	\$20,800-\$140,400
Northeast	25.4%	\$99,996	\$102,301	\$29,120-\$144,000
New York, NY	17.5%	\$124,800	\$108,512	\$29,120-\$159,999
Newark, NJ	5.7%	\$93,600	\$90,707	\$72,000-\$104,988
Boston, MA	2.2%	\$104,000	\$100,358	\$41,592-\$140,400
Southwest	6.1%	\$83,600	\$77,883	\$62,400-\$96,000
South	3.1%	\$64,480	\$61,442	\$30,420-\$96,000
Mid-Atlantic	4.4%	\$126,000	\$118,385	\$83,200-\$144,000
International	6.2%	\$115,800	\$99,939	\$43,333-\$144,000
Asia	3.1%	\$120,000	\$115,649	\$87,480-\$133,800
South America	1.3%	\$84,000	\$80,444	\$43,333-\$114,000
Other	1.8%	\$80,467	\$87,066	\$43,333-\$144,000



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