



CLASS OF 2020 MBA GRADUATES

# GRADUATE OVERVIEW

Michigan Ross Full-Time MBAs are thoroughly prepared to launch the careers they love, all over the world: over 60 percent of graduates went into consulting or technology, and over two thirds accepted roles on the East Coast, West Coast, or Chicago.

**74**  
ROSS HAS 74 MBA PEER  
CAREER COACHES

## DEMOGRAPHIC OVERVIEW

Class Size.....	422	<b>Geographic Distribution</b>	
<b>Undergraduate Majors</b>		Africa.....	1%
Business.....	27%	Asia.....	13%
Economics.....	14%	Australia & New Zealand.....	< 1%
Engineering.....	18%	Europe.....	< 1%
Humanities.....	23%	India.....	9%
Other.....	18%	Middle East.....	< 1%
Average Full-Time Work Experience (years).....	5.4	North America.....	69%
Average Age.....	27	South America.....	7%
Women.....	44%	<b>Grade Point Average (GPA).....</b>	<b>3.49</b>
U.S. Students of Color.....	35%	<b>GMAT Score</b>	
International.....	31%	Middle 80% Range.....	680-760
		Average.....	721

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

# TOP HIRING COMPANIES

Employers hiring two or more Michigan Ross graduates or interns in 2019-2020

COMPANY	FULL-TIME	INTERN	TOTAL
Amazon	26	22	48
EY/Parthenon	19	17	36
Boston Consulting Group	19	14	33
McKinsey & Co.	16	10	26
Deloitte	14	9	23
Microsoft Corp.	12	10	22
PwC Strategy&	8	10	18
Google, Inc.	7	7	14
Bain & Co., Inc.	8	6	14
Accenture Strategy	8	5	13
PepsiCo, Inc.	4	7	11
Citi	5	5	10
Nike, Inc.	7	3	10
Dell, Inc.	3	7	10
Barclays PLC	4	5	9
Kearney	5	4	9
Zillow	2	6	8
Bank of America Merrill Lynch		7	7
William Blair	3	4	7
Goldman Sachs Group	5	1	6
KPMG Strategy	4	2	6
Procter & Gamble Co.	4	2	6
Walmart	4	2	6
Cisco Systems, Inc.	2	4	6
Danone North America	2	4	6
Boeing Co.	1	5	6
ZS Associates	4	1	5
American Express Co.	2	3	5
Cummins Inc.	1	4	5

COMPANY	FULL-TIME	INTERN	TOTAL
Facebook, Inc.	3	1	4
DaVita Inc.	3	1	4
LinkedIn	2	2	4
Adobe	2	2	4
CVS Health	2	2	4
Ecolab, Inc.	2	2	4
The Clorox Co.	2	2	4
Tyson Foods, Inc.	2	2	4
Genentech Inc.	1	3	4
General Mills Inc.		4	4
Visa, Inc.		3	3
Whirlpool Corp.	2	1	3
Anheuser-Busch InBev, Inc.	1	2	3
Wayfair	1	2	3
Discover Financial Services		3	3
West Monroe Partners		3	3
Tencent	3		3
AlixPartners, LLC	2	1	3
Conagra Brands	2	1	3
Kraft Heinz Co.	1	2	3
Johnson & Johnson	1	2	3
JP Morgan Chase & Co.	2		2
RBC Capital Markets	1	1	2
Guggenheim Partners		2	2
General Motors Co.	1	1	2
SC Johnson		2	2
Wells Fargo	1	1	2
Credit Suisse	2		2
Paypal Inc.	1	1	2

COMPANY	FULL-TIME	INTERN	TOTAL
Rivian		2	2
Ford Motor Co.		2	2
BackPac		2	2
Cellulant Corp.		2	2
GoGo Healthy Kids		2	2
Harris Williams & Co.		2	2
Inspired Biometrics		2	2
MakeSpace		2	2
ServiceNow Inc.		2	2
Tamatem Games		2	2
Apple, Inc.	1	1	2
LeaseQuery, LLC		2	2
Optimize.health, Inc.		2	2
American Airlines	2		2
Republic Services	2		2
3M Co.	1	1	2
Amgen, Inc.	1	1	2
Brunswick Corp.	1	1	2
General Electric Co.	1	1	2
GlaxoSmithKline PLC	1	1	2
Humana	1	1	2
The Chartis Group	1	1	2
Cargill Inc.		2	2
Curology, Inc.		2	2
Michigan Medicine		2	2
Optum		2	2
Pfizer		2	2
Target Corp.		2	2

# ALL HIRING COMPANIES

3M Co.  
 Accenture Strategy  
 Acceso Digital  
 Adobe  
 Advantage Partners  
 AES Next  
 AlixPartners, LLC  
 Amazon  
 American Airlines  
 American Express Co.  
 Amgen, Inc.  
 Anheuser-Busch InBev, Inc.  
 Apple, Inc.  
 Arboretum Ventures  
 Bain & Co., Inc.  
 Barclays PLC  
 benchling  
 Biogen  
 BlackArch Partners  
 Blackstone  
 Blue Cross Blue Shield of Michigan  
 Boeing Co.  
 Boston Consulting Group  
 Brunswick Corp.  
 Capital One  
 Cerner Corp.  
 Cisco Systems, Inc.  
 Citi  
 Conagra Brands  
 Corning Inc.  
 Credit Suisse  
 Ctrip.com International Limited  
 Cummins Inc.

CVS Health  
 Danaher Corp.  
 Danone North America  
 Datadog  
 DaVita Inc.  
 Dell, Inc.  
 Deloitte  
 Delta Air Lines, Inc.  
 Dexcom Inc.  
 Didi Chuxing Technology Co.  
 DocuSign  
 Domino's Pizza LLC  
 DoorDash  
 Dorsey & Whitney LLP  
 Ecolab, Inc.  
 Emerson  
 Estee Lauder Companies  
 EY/Parthenon  
 Facebook, Inc.  
 Ferry Venture Capital  
 Fibos Inc.  
 Fifth Third Bank  
 Fit Lab  
 Genentech Inc.  
 General Electric Co.  
 General Motors Co.  
 GlaxoSmithKline PLC  
 Goldman Sachs Group  
 Google, Inc.  
 Granular, Inc.  
 Guidehouse  
 Harlem Capital  
 HP, Inc.

Humana  
 IBM (International Business Machines Corp.)  
 Impendi Analytics  
 Instagram  
 Johnson & Johnson  
 JP Morgan Chase & Co.  
 Kearney  
 Kids First Dentistry  
 KPMG Strategy  
 Kraft Heinz Co.  
 L.E.K. Consulting  
 Lime  
 LinkedIn  
 Luminata  
 Marqeta, Inc.  
 McKinsey & Co.  
 Medtronic Inc.  
 Microsoft Corp.  
 Morgan Stanley  
 National Grid  
 Nike, Inc.  
 NRP Group LLC  
 Panasonic Corp. of North America  
 Paypal Inc.  
 PepsiCo, Inc.  
 Portland Pet Food Co.  
 Procter & Gamble Co.  
 Progressive Insurance  
 Propel  
 PwC Strategy&  
 Qventus, Inc.  
 RBC Capital Markets  
 Reckitt Benckiser

Republic Services  
 Roland Berger  
 Salesforce  
 Samsung  
 Samsung Electronics America  
 SAP  
 Scotts Miracle-Gro Co.  
 Serra Automotive  
 SimpliSafe  
 Splunk  
 Syneos Health Commercial Solutions  
 Tencent  
 The Alexander Group, Inc.  
 The Chartis Group  
 The Clorox Co.  
 Thoughtworks  
 Tractus Capital  
 Traxys North America LLC  
 Tyson Foods, Inc.  
 United Airlines  
 Vanguard  
 VentureFuel  
 Walmart  
 Wayfair  
 Wells Fargo  
 Whirlpool Corp.  
 William Blair  
 Wipro  
 Zillow  
 ZS Associates





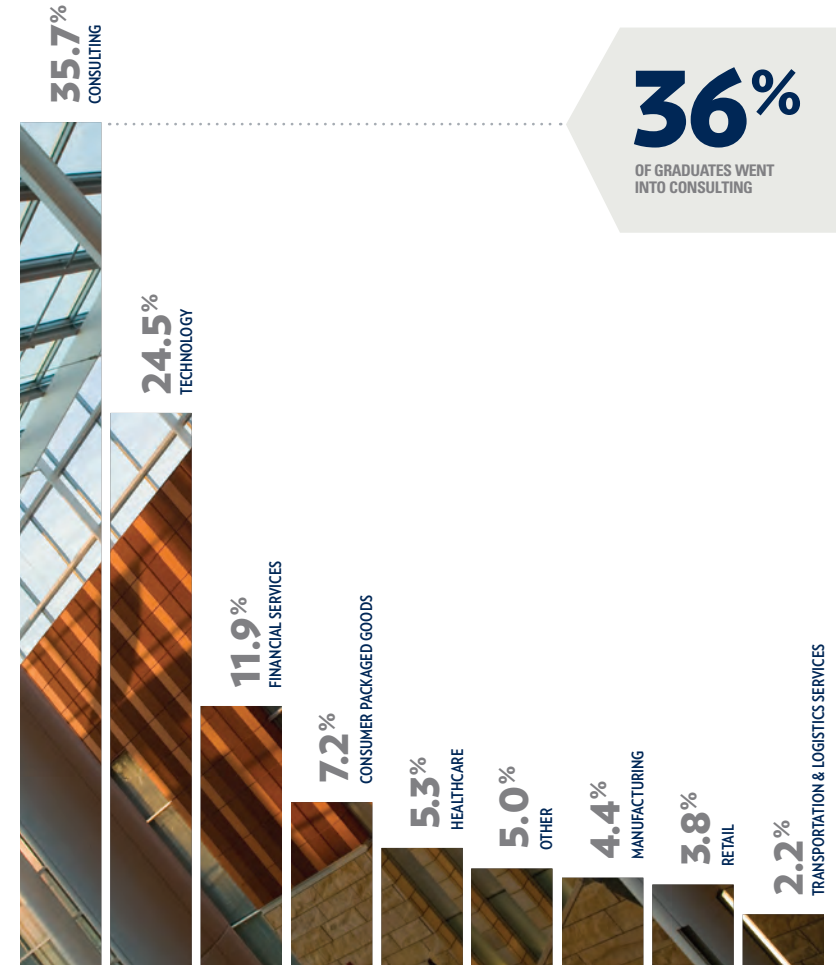





# ACCEPTANCES BY INDUSTRY

## DETAILED COMPENSATION INFORMATION *(88.4% of accepted offers included usable industry salary data)*

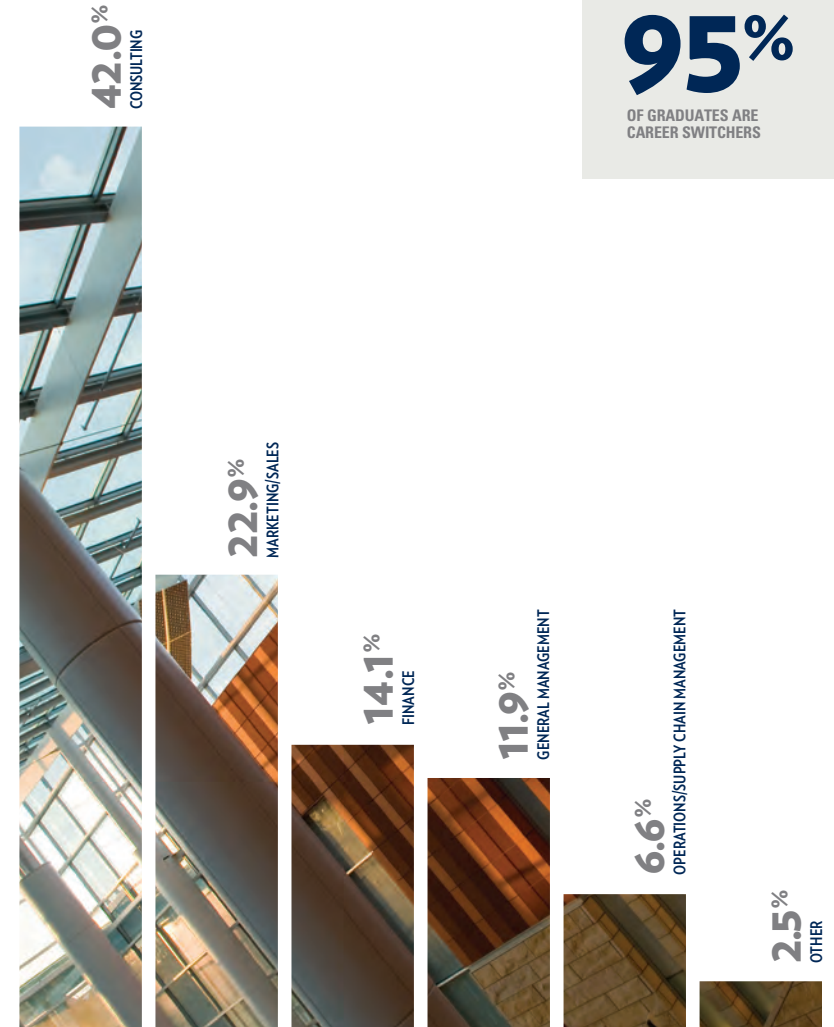
INDUSTRY	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
Consulting	35.7%	\$160,000	\$155,525	\$73,889-\$170,000	98.1%	\$30,000
Consumer Packaged Goods	7.2%	\$110,000	\$113,091	\$100,000-\$135,000	86.4%	\$30,000
Financial Services	11.9%	\$150,000	\$135,083	\$45,000-\$150,000	80.6%	\$47,500
Healthcare (products & services)	5.3%	\$125,000	\$125,667	\$108,000-\$148,000	73.3%	\$30,000
Manufacturing	4.4%	\$123,500	\$121,408	\$68,000-\$150,000	91.7%	\$20,000
Retail	3.8%	\$120,000	\$118,636	\$115,000-\$120,000	100.0%	\$25,000
Technology	24.5%	\$130,000	\$131,980	\$96,000-\$194,000	80.6%	\$40,000
Transportation & Logistics Services	2.2%	\$106,250	\$99,943	\$65,157-\$115,000	83.3%	\$25,000
Other	5.0%	\$115,000	\$111,433	\$43,645-\$140,000	76.9%	\$20,000



# ACCEPTANCES BY FUNCTION

## DETAILED COMPENSATION INFORMATION (88.4% of accepted offers included usable function salary data)

FUNCTION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
<b>Consulting</b>	<b>42.0%</b>	<b>\$160,000</b>	<b>\$152,022</b>	<b>\$73,889-\$194,000</b>	<b>95.1%</b>	<b>\$30,000</b>
General Consulting	5.6%	\$160,000	\$148,679	\$101,659-\$170,000	94.1%	\$30,000
Human Capital Consulting	1.3%	\$160,000	\$157,500	\$150,000-\$160,000	100.0%	\$30,000
Internal Consulting	2.8%	\$133,000	\$128,375	\$90,000-\$155,000	87.5%	\$10,000
Management Consulting	30.7%	\$160,000	\$153,980	\$73,889-\$194,000	95.5%	\$30,000
Operations/Process Consulting	1.6%	\$165,000	\$162,000	\$150,000-\$170,000	100.0%	\$30,000
<b>Finance</b>	<b>14.1%</b>	<b>\$144,000</b>	<b>\$131,250</b>	<b>\$45,000-\$150,000</b>	<b>84.2%</b>	<b>\$47,500</b>
Corporate Finance	3.8%	\$119,000	\$118,409	\$100,000-\$148,000	100.0%	\$30,000
General Finance	2.2%	\$121,000	\$117,000	\$94,000-\$125,000	80.0%	\$22,500
Investment Banking	6.6%	\$150,000	\$150,000	\$150,000-\$150,000	94.4%	\$50,000
Private Equity/Venture Capital	1.6%	\$107,500	\$100,000	\$45,000-\$140,000	—	—
<b>General Management</b>	<b>11.9%</b>	<b>\$125,000</b>	<b>\$119,453</b>	<b>\$68,000-\$150,000</b>	<b>90.6%</b>	<b>\$25,000</b>
<b>Marketing/Sales</b>	<b>22.9%</b>	<b>\$125,000</b>	<b>\$125,291</b>	<b>\$96,000-\$160,000</b>	<b>80.6%</b>	<b>\$35,000</b>
Brand/Product Management	16.0%	\$130,000	\$125,179	\$43,645-\$160,000	86.7%	\$30,000
General Marketing/Sales	5.3%	\$116,000	\$117,692	\$110,000-\$130,000	69.2%	\$40,000
Sales	1.6%	\$120,875	\$115,688	\$96,000-\$125,000	50.0%	\$25,000
Operations/Logistics	6.6%	\$128,000	\$124,153	\$65,157-\$142,900	90.0%	\$25,000
Other	2.5%	\$127,500	\$127,667	\$117,000-\$140,000	66.7%	\$27,500

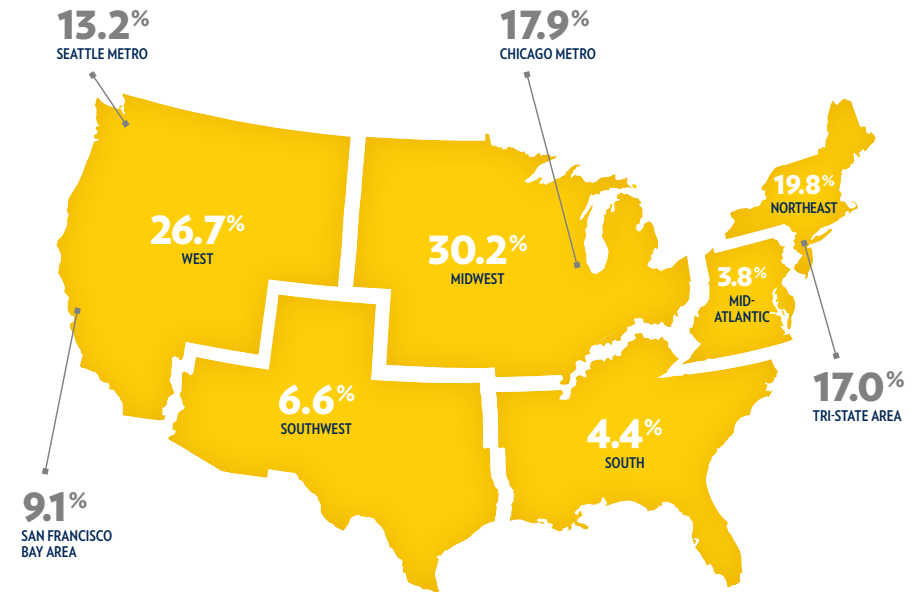


**95%**  
OF GRADUATES ARE  
CAREER SWITCHERS

# ACCEPTANCES BY REGION

## DETAILED COMPENSATION INFORMATION (88.4% of accepted offers included usable function salary data)

REGION	BASE SALARY				SIGNING BONUS	
	% OF REPORTED	MEDIAN	MEAN	RANGE	% OF REPORTED	MEDIAN
<b>Mid-Atlantic</b>	3.8%	\$126,000	\$135,500	\$105,000-\$170,000	80.0%	\$27,500
Philadelphia Metro Area	1.3%	\$126,000	\$132,500	\$108,000-\$170,000	75.0%	\$30,000
Washington DC Metro Area	2.5%	\$137,500	\$137,500	\$105,000-\$165,000	83.3%	\$25,000
<b>Midwest</b>	30.2%	\$150,000	\$142,433	\$85,000-\$170,000	91.1%	\$30,000
Chicago Metro Area	17.9%	\$157,000	\$150,651	\$94,000-\$170,000	96.2%	\$30,000
Detroit Metro Area	5.0%	\$160,000	\$149,867	\$90,000-\$170,000	73.3%	\$25,000
Minneapolis/St. Paul Metro Area	2.2%	\$120,000	\$127,000	\$114,000-\$165,000	100.0%	\$30,000
Other	5.0%	\$110,000	\$113,333	\$85,000-\$127,000	93.3%	\$25,000
<b>Northeast</b>	19.8%	\$150,000	\$138,784	\$100,000-\$170,000	86.8%	\$30,000
Boston Metro Area	2.5%	\$130,000	\$132,143	\$110,000-\$165,000	71.4%	\$25,000
Tri-State Area <small>(New York, New Jersey, &amp; Connecticut)</small>	17.0%	\$150,000	\$140,457	\$100,000-\$170,000	88.9%	\$35,000
Other	0.3%	—	—	—	—	—
<b>South</b>	4.4%	\$130,000	\$138,846	\$105,000-\$170,000	100.0%	\$30,000
Atlanta Metro Area	1.9%	\$162,500	\$154,167	\$105,000-\$170,000	100.0%	\$30,000
Miami Metro Area	0.6%	—	—	—	—	—
Other	1.9%	\$115,000	\$124,000	\$115,000-\$150,000	100.0%	\$25,000
<b>Southwest</b>	6.6%	\$137,500	\$142,850	\$105,000-\$170,000	94.7%	\$30,000
Austin Metro Area	1.9%	\$132,000	\$130,800	\$117,000-\$138,000	100.0%	\$10,000
Dallas Metro Area	1.9%	\$142,500	\$142,167	\$113,000-\$170,000	83.3%	\$35,000
Denver Metro Area	2.8%	\$160,000	\$150,000	\$105,000-\$170,000	100.0%	\$30,000
<b>West</b>	26.7%	\$130,000	\$136,648	\$96,000-\$194,000	87.2%	\$35,000
Los Angeles Metro Area	0.9%	—	—	—	—	—
San Francisco Bay Metro Area	9.1%	\$140,000	\$143,922	\$96,000-\$194,000	77.8%	\$25,000
Seattle Metro Area	13.2%	\$130,000	\$135,263	\$119,000-\$165,000	92.1%	\$40,000
Other	3.5%	\$120,000	\$121,000	\$110,000-\$140,000	90.0%	\$20,000
<b>International</b>	8.5%	\$100,000	\$96,769	\$43,645-\$130,000	78.9%	\$25,000
Asia	6.0%	\$105,876	\$105,071	\$45,000-\$130,000	61.5%	\$22,542
Mexico	0.9%	—	—	—	—	—
Other	1.6%	\$80,000	\$94,630	\$73,889-\$130,000	100.0%	\$30,000



**60%**

OF GRADUATES ACCEPTED OFFERS IN BOSTON, CHICAGO, NEW YORK CITY, SAN FRANCISCO, AND SEATTLE.



**9%**

OF GRADUATES LAUNCHED CAREERS OUTSIDE THE U.S.

# OFFER & COMPENSATION DETAILS

## POSITION SOURCE

	NUMBER	% OF TOTAL
On-Campus/School Facilitated	250	78.4%
On-Campus Recruiting	60	18.8%
Returning to On-Campus/School Facilitated Internship Employer	125	39.2%
Other School-Facilitated (posting, alumni/faculty networking, etc.)	65	20.4%
Off-Campus/Direct Contact	69	21.6%
Contacted Directly	47	14.7%
Other Off-Campus Contact (personal network, other job postings, etc.)	22	6.9%
Grand Total	319	100.0%

## SUMMARY OF GRADUATES

	U.S. CITIZENS/ PERMANENT RESIDENTS		FOREIGN NATIONALS		TOTAL GRADUATING CLASS	
Seeking Employment	245	58.9%	116	27.9%	361	86.8%
Returning to Internship Employer	127	30.5%	31	7.5%	158	38.0%
Seeking New Employment	118	28.4%	85	20.4%	203	48.8%
<b>Total Not Seeking Employment</b>	<b>23</b>	<b>5.5%</b>	<b>6</b>	<b>1.4%</b>	<b>29</b>	<b>7.0%</b>
Company Sponsored	13	3.1%	5	1.2%	18	4.3%
Continuing Education	7	1.7%	0	0.0%	7	1.7%
Starting a New Business	2	0.5%	0	0.0%	2	0.5%
Not Seeking for Other Reasons	1	0.2%	1	0.2%	2	0.5%
No Recent Information Available	19	4.6%	7	1.7%	26	6.3%
Grand Total	287	69.0%	129	31.0%	416	100.0%

## TIMING OF JOB OFFERS

	RECEIVED FIRST OFFER BY GRADUATION	RECEIVED FIRST OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizen/Permanent Resident	86.5%	93.1%
Foreign National	75.9%	84.5%
Grand Total	83.1%	90.3%

## TIMING OF JOB ACCEPTANCES

	ACCEPTED OFFER BY GRADUATION	ACCEPTED OFFER WITHIN 3 MONTHS OF GRADUATION
U.S. Citizen/Permanent Resident	82.0%	90.6%
Foreign National	74.1%	83.6%
Grand Total	79.5%	88.4%

## BASE SALARY BY CITIZENSHIP

	USABLE SALARY DATA	PERCENT OF REPORTED	MEDIAN BASE SALARY	MEAN BASE SALARY	BASE SALARY RANGE
U.S. Citizen/Permanent Resident	204	91.9%	\$140,000	\$139,284	\$85,000-\$170,000
Foreign National	78	80.4%	\$130,000	\$129,867	\$43,645-\$194,000
Grand Total	282	88.4%	\$135,000	\$136,679	\$43,645-\$194,000

## SIGNING BONUS BY CITIZENSHIP

	USABLE SIGNING BONUS DATA	PERCENT OF REPORTED	MEDIAN BONUS	MEAN BONUS	BONUS RANGE
U.S. Citizen/Permanent Resident	180	88.2%	\$30,000	\$29,925	\$5,000-\$60,000
Foreign National	69	88.5%	\$35,000	\$33,759	\$4,663-\$70,000
Grand Total	249	88.3%	\$30,000	\$30,987	\$4,663-\$70,000



CLASS OF 2021 MBA INTERNS  
**INTERN OVERVIEW**

Michigan Ross Full-Time 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.

**74**  
 ROSS HAS 74 MBA PEER  
 CAREER COACHES

**DEMOGRAPHIC OVERVIEW**

Class Size.....	440	<b>Geographic Distribution</b>	
<b>Undergraduate Majors</b>		Africa.....	1%
Business.....	23%	Asia.....	7%
Economics.....	15%	Australia & New Zealand.....	< 1%
Engineering.....	23%	Europe.....	< 1%
Humanities.....	22%	India.....	9%
Other.....	17%	Middle East.....	< 1%
Average Full-Time Work Experience (years).....	5.4	North America.....	74%
Average Age.....	27	South America.....	7%
Women.....	46%	<b>Grade Point Average (GPA).....</b>	<b>3.45</b>
U.S. Students of Color.....	31%	<b>GMAT Score</b>	
International.....	25%	Middle 80% Range.....	680-760
		Average.....	718



# ALL HIRING COMPANIES

3M Co.	Cisco Systems, Inc.	Flat World Partners	Koe Koe Tech	optimize.health	The Cedars-Sinai Accelerator
7 Global Capital	Citi	Ford Motor Co.	KPMG Strategy	Optum	The Chartis Group
A+G Digital	CohnReznick Capital Markets	Formlabs	Kraft Heinz Co.	PagerDuty	The Clorox Co.
AbbVie	Coinbase	Fortive Corp.	Land O'Lakes, Inc.	Paypal Inc.	The Dow Chemical Co.
Accenture Strategy	Comcast Spectacor	Genentech Inc.	LCRA	PEAK6 Investments	The Global Good Fund
AdAdapted	Conagra Brands	General Electric Co.	LeaseQuery, LLC	PepsiCo, Inc.	The NRP Group LLC
Adobe	ConvaTec	General Mills Inc.	Leia Inc.	Pfizer	The Related Companies, L.P.
AlixPartners, LLC	Corning Life Sciences	General Motors Co.	Lewis & Clark Agrifood	PJT Partners	Thomas Street Partners
Amazon	Credimi	GlaxoSmithKline PLC	LinkedIn	Pocket Gems	Tradewater
American Express Co.	Cummins Inc.	GoGo Healthy Kids	Logitech	Positivus	Tyson Foods, Inc.
Amgen, Inc.	Curation Foods	Goldman Sachs Group	MakeSpace	Powerhouse	Uber Technologies
Anheuser-Busch InBev, Inc.	Curology, Inc.	Google, Inc.	McDonald's Corp.	Procter & Gamble Co.	UMANA
Apple, Inc.	CVS Health	Great Jones	McKinsey & Co.	PwC Strategy&	Unity Technologies
ArborMetrix	Cypress Creek Renewables, LLC	Greenhill & Co., LLC	Metamaterial Technologies	RBC Capital Markets	University of Michigan
Ashford Venture Partners	Danone North America	Guggenheim Partners	Michigan Medicine	Refraction AI	Varian Medical Systems
Ashoka	DaVita Inc.	Guidewire Software	Microsoft Corp.	Reonomy	Varsity Tutors
Augment Ventures	Dell, Inc.	Hamlet	Mizuho Bank	Rethink Impact	Visa, Inc.
BackPac	Deloitte	Happiest Baby, Inc.	Moelis & Co.	Reverence Capital Partners	Vroom
Bain & Co., Inc.	Detroit Venture Partners	Harris Williams & Co.	Molson Coors Beverage Co.	Rivian	Walmart
Bank of America Merrill Lynch	Discover Financial Services	Henry Health	Mondelez International	Robert W. Baird & Co., Inc.	Wayfair
Barclays PLC	DraftKings	Hewlett Packard Enterprise	Motorola Solutions	Rockbridge Growth Equity, LLC	Wells Fargo
Bedrock	Ecolab, Inc.	Hulu	Mycotoo	Sanofi	WellSet
Blavity Inc.	EDF Renewable Energy	Humana	MyFitLink, Inc.	SC Johnson	West Monroe Partners
blue origin	Electronic Arts	Inspired Biometrics	National Resources Defense Council	ServiceNow Inc.	Whirlpool Corp.
BlueConduit	Eli Lilly & Co.	International Finance Corp.	NCMS - National Center for Manufacturing Sciences	Sidley Austin LLP	Wider Circle
Boeing Co.	Engie	Intuit Inc.	Newchip	Simon-Kucher & Partners	William Blair
Boston Consulting Group	enso	Jefferies LLC	NextGen Growth Partners	Sonos	Zillow
Brose	ESPN	Johnson & Johnson	Nike, Inc.	Spoiler Alert	ZS Associates
Brunswick Corp.	EY/Parthenon	Just Like Media	Nutanix	Steelcase	
Bschool Travel	Facebook, Inc.	Karamba Security	Oca Capital	Stoneridge, Inc.	
Cargill Inc.	Farmshel	Kearney	Oliver Wyman	Tamatem Games	
Cellulant Corp.	FedEx Corp.	Knowledge Diffusion Inc. (DBA Osmosis)	One Medical	Target Corp.	
Church & Dwight Co., Inc.	Fidelity Investments			Tesla, Inc.	





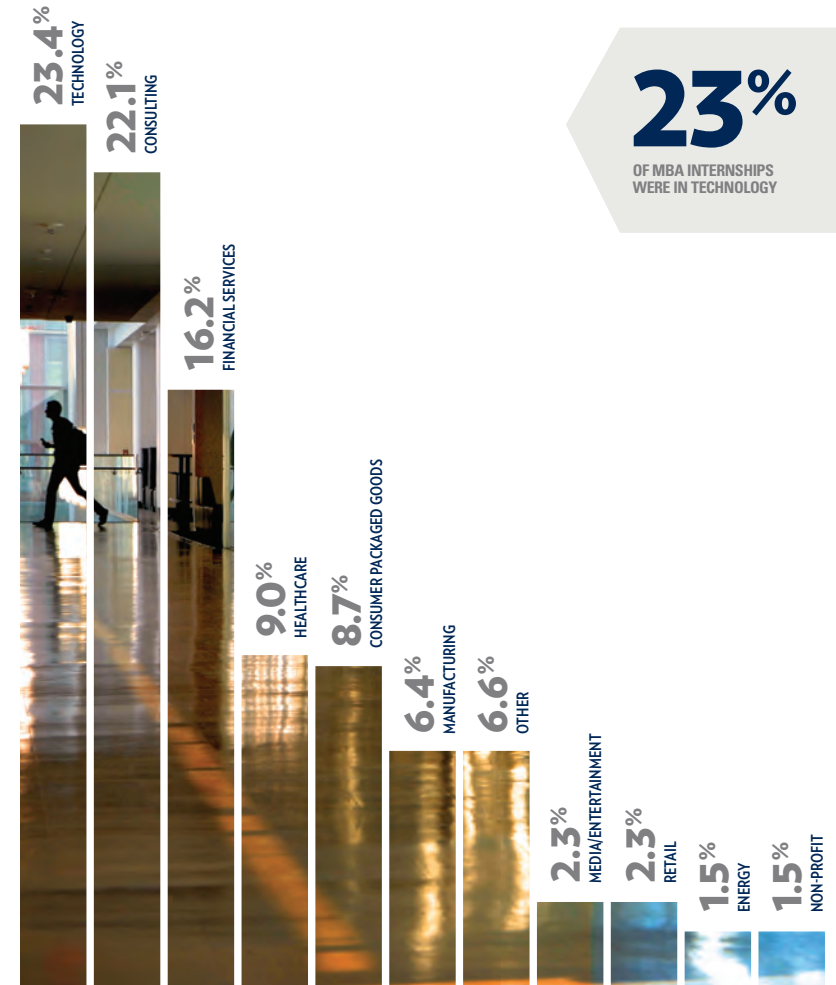





# ACCEPTANCES BY INDUSTRY

## DETAILED COMPENSATION INFORMATION (85.9% of accepted offers included usable industry salary data)

INDUSTRY	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
Consulting	22.1%	\$150,000	\$144,624	\$33,600-\$180,000
Consumer Packaged Goods	8.7%	\$88,800	\$85,476	\$48,000-\$96,000
Energy	1.5%	\$67,200	\$58,056	\$30,000-\$76,956
Financial Services	16.2%	\$138,456	\$116,244	\$30,720-\$150,024
Healthcare	9.0%	\$85,404	\$84,060	\$31,200-\$120,000
Manufacturing	6.4%	\$93,204	\$95,256	\$21,300-\$184,500
Media/Entertainment	2.3%	\$72,960	\$77,052	\$48,000-\$114,396
Non-Profit	1.5%	\$54,804	\$51,996	\$38,400-\$60,000
Retail	2.3%	\$84,000	\$80,916	\$18,696-\$111,360
Technology	23.4%	\$97,356	\$90,948	\$30,000-\$147,096
Other	6.6%	\$76,800	\$76,894	\$28,800-\$192,400



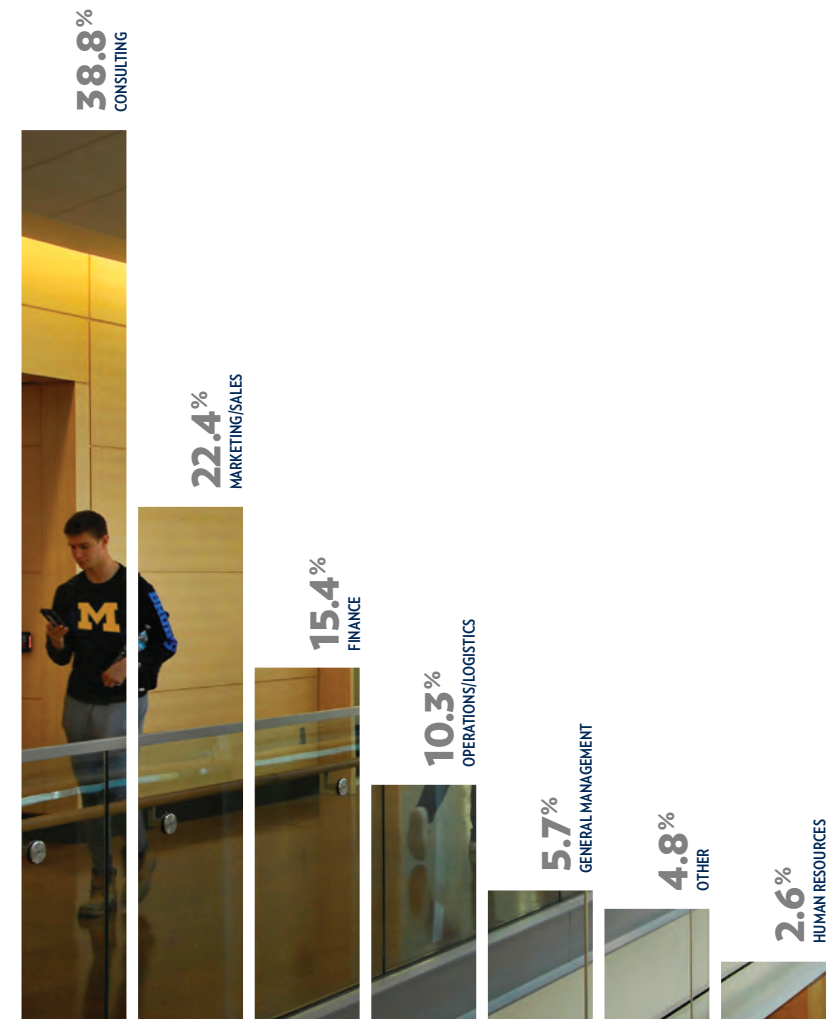
**23%**

OF MBA INTERNSHIPS WERE IN TECHNOLOGY

# ACCEPTANCES BY FUNCTION

**DETAILED COMPENSATION INFORMATION** (85.9% of accepted offers included usable function salary data)

FUNCTION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
<b>Consulting</b>	<b>38.8%</b>	<b>\$134,400</b>	<b>\$119,520</b>	<b>\$21,300-\$184,500</b>
General Consulting	19.5%	\$147,624	\$138,336	\$29,604-\$165,000
Internal Consulting	11.8%	\$75,456	\$82,728	\$38,400-\$184,500
Management Consulting	5.9%	\$120,000	\$125,652	\$62,400-\$165,000
Operations/Process Consulting	1.5%	\$83,196	\$105,432	\$21,300-\$180,000
<b>Finance</b>	<b>15.4%</b>	<b>\$144,000</b>	<b>\$116,976</b>	<b>\$30,720-\$150,024</b>
Corporate Finance	1.5%	\$101,916	\$100,344	\$88,800-\$116,004
General Finance	1.8%	\$96,000	\$96,048	\$67,200-\$124,992
Investment Banking	8.2%	\$150,000	\$144,360	\$75,000-\$150,024
Private Equity/Venture Capital	3.9%	\$58,800	\$57,012	\$30,720-\$96,000
<b>General Management</b>	<b>5.7%</b>	<b>\$103,800</b>	<b>\$95,076</b>	<b>\$31,200-\$132,000</b>
Human Resources	2.6%	\$87,000	\$80,556	\$30,000-\$125,004
<b>Marketing/Sales</b>	<b>22.4%</b>	<b>\$91,392</b>	<b>\$87,084</b>	<b>\$18,696-\$147,096</b>
Brand/Product Management	17.0%	\$91,392	\$87,744	\$18,696-\$147,096
General Marketing/Sales	3.1%	\$96,000	\$89,400	\$30,000-\$111,360
Research/Consumer Insights	1.3%	\$83,148	\$77,580	\$48,000-\$96,000
Sales	1.0%	\$87,000	\$74,544	\$48,000-\$88,620
Operations/Logistics	10.3%	\$97,500	\$94,152	\$36,000-\$120,000
Other	4.8%	\$60,000	\$71,940	\$31,200-\$192,396



# ACCEPTANCES BY REGION

## DETAILED COMPENSATION INFORMATION *(85.9% of accepted offers included usable region salary data)*

REGION	% OF REPORTED	MEDIAN BASE SALARY (ANNUALIZED)	MEAN BASE SALARY (ANNUALIZED)	BASE SALARY RANGE (ANNUALIZED)
<b>Mid-Atlantic</b>	<b>2.6%</b>	<b>\$156,000</b>	<b>\$130,188</b>	<b>\$32,400-\$165,000</b>
Philadelphia Metro Area	0.8%	\$89,880	\$94,760	\$32,400-\$162,000
Washington D.C. Metro Area	1.5%	\$156,000	\$159,000	\$156,000-\$165,000
Other	0.3%	—	—	—
<b>Midwest</b>	<b>38.5%</b>	<b>\$102,000</b>	<b>\$110,052</b>	<b>\$21,300-\$184,500</b>
Chicago Metro Area	17.7%	\$144,000	\$127,318	\$28,800-\$180,000
Detroit Metro Area	12.1%	\$81,600	\$87,886	\$30,000-\$165,000
Minneapolis/St. Paul Metro Area	3.3%	\$91,000	\$111,730	\$81,600-\$184,500
Other	5.4%	\$91,392	\$88,763	\$21,300-\$132,000
<b>Northeast</b>	<b>18.8%</b>	<b>\$156,000</b>	<b>\$130,188</b>	<b>\$32,400-\$165,000</b>
Boston Metro Area	3.1%	\$100,600	\$103,948	\$36,000-\$164,400
Tri-State Area (New York, New Jersey & Connecticut)	15.2%	\$116,000	\$111,729	\$31,200-\$159,240
Other	0.5%	—	—	—
<b>South</b>	<b>3.1%</b>	<b>\$110,496</b>	<b>\$114,924</b>	<b>\$57,600-\$165,000</b>
Atlanta Metro Area	1.8%	\$109,800	\$111,110	\$57,600-\$165,000
Other	1.3%	\$97,248	\$106,924	\$83,200-\$150,000
<b>Southwest</b>	<b>4.9%</b>	<b>\$83,196</b>	<b>\$108,120</b>	<b>\$51,996-\$192,396</b>
Dallas Metro Area	1.0%	\$160,800	\$145,530	\$95,520-\$165,000
Denver Metro Area	0.5%	—	—	—
Houston Metro Area	0.8%	—	—	—
Austin Metro Area	2.3%	\$76,960	\$84,754	\$52,000-\$164,996
Other	0.3%	—	—	—
<b>West</b>	<b>28.3%</b>	<b>\$99,780</b>	<b>\$94,788</b>	<b>\$18,696-\$165,000</b>
Los Angeles Metro Area	2.8%	\$67,200	\$76,581	\$31,200-\$147,600
San Francisco Metro Area	14.4%	\$104,000	\$99,634	\$30,000-\$150,000
Seattle Metro Area	9.8%	\$99,996	\$97,863	\$35,640-\$165,000
Other	1.3%	\$76,800	\$61,179	\$18,696-\$83,200
<b>International</b>	<b>3.8%</b>	<b>\$77,840</b>	<b>\$85,538</b>	<b>\$43,200-\$138,000</b>
Asia	1.8%	\$60,000	\$86,244	\$43,200-\$138,000
Latin America & the Caribbean	1.3%	—	—	—
Other	0.8%	—	—	—

