



# Employment Data

## Full-Time MBA Program

Class of 2016 Full-Time Employment

Class of 2017 Internship Employment

[som.yale.edu/employmentdata](http://som.yale.edu/employmentdata)



Yale SCHOOL OF MANAGEMENT

# Class of 2016

## Full-Time Employment Status

### Received Job Offer by Three Months Post Graduation

**93.3%**

249 of 267 students seeking employment

### Accepted Job Offer by Three Months Post Graduation

**89.9%**

240 of 267 students seeking employment

<b>Class Size</b>	<b>302</b>	
<b>Students Seeking Employment</b>	<b>267</b>	<b>88.4%</b>
<b>Students Not Seeking Employment</b>	<b>31</b>	<b>10.3%</b>
Starting Own Business	16	5.3%
Company Sponsored	9	3.0%
Continuing Education	4	1.3%
Postponing Search/Other	2	0.7%
<b>No Response to Survey</b>	<b>4</b>	<b>1.3%</b>

### Demographic Data

(at matriculation in fall 2014)

Mean Age	27.6
Women	37%
U.S. Minority	25%
Underrepresented Minority	13%
International	39%
Average GMAT	710
Average GPA	3.53

## Full-Time Salary Data

### Overall Salary Data

#### Base Salary<sup>1</sup>

25th Percentile	Median	75th Percentile
\$103,000	<b>\$120,000</b>	\$140,000

#### Other Guaranteed Compensation<sup>2</sup>

25th Percentile	Median	75th Percentile
\$20,000	<b>\$34,000</b>	\$57,500

### Salary by Function

	Percent of Hires <sup>3</sup>	Base Salary <sup>1</sup>			Other Guaranteed Compensation <sup>2</sup>		
		25th Percentile	Median	75th Percentile	25th Percentile	Median	75th Percentile
<b>Consulting</b>	<b>44.6%</b>	\$110,000	<b>\$130,000</b>	\$140,000	\$22,250	<b>\$33,500</b>	\$48,800
External Consulting	30.8%	\$122,750	\$140,000	\$145,000	\$25,000	\$35,000	\$53,031
Internal Consulting/Strategy	13.8%	\$91,976	\$110,000	\$120,000	\$9,250	\$23,000	\$41,813
<b>Finance/Accounting</b>	<b>23.3%</b>	\$113,750	<b>\$125,000</b>	\$125,000	\$23,750	<b>\$50,000</b>	\$60,000
<b>General Management</b>	<b>10.4%</b>	\$108,000	<b>\$117,000</b>	\$120,000	\$25,000	<b>\$31,000</b>	\$55,000
<b>Marketing/Sales</b>	<b>7.9%</b>	\$102,750	<b>\$110,000</b>	\$116,500	\$17,475	<b>\$35,250</b>	\$51,125
<b>Operations/Logistics</b>	<b>5.4%</b>	\$90,000	<b>\$100,000</b>	\$117,000	\$11,275	<b>\$27,500</b>	\$48,625
<b>Law</b>	<b>3.8%</b>	\$160,000	<b>\$165,000</b>	\$170,000	*	*	*
<b>Real Estate</b>	<b>1.7%</b>	*	*	*	*	*	*
<b>Other<sup>4</sup></b>	<b>2.9%</b>	\$101,900	<b>\$117,000</b>	\$120,000	*	*	*

## Salary by Industry

	Percent of Hires <sup>3</sup>	Base Salary <sup>1</sup>			Other Guaranteed Compensation <sup>2</sup>		
		25th Percentile	Median	75th Percentile	25th Percentile	Median	75th Percentile
<b>Consulting Services</b>	<b>30.8%</b>	\$122,750	<b>\$140,000</b>	\$145,000	\$25,000	<b>\$35,000</b>	\$53,031
<b>Finance</b>	<b>19.6%</b>	\$120,000	<b>\$125,000</b>	\$125,000	\$28,250	<b>\$50,000</b>	\$60,000
Investment Banking	11.7%	\$125,000	\$125,000	\$125,000	\$52,500	\$57,500	\$60,000
Diversified Financial Services	4.2%	\$120,000	\$120,000	\$132,500	\$21,250	\$25,750	\$32,500
Investment Management	2.1%	\$115,000	\$120,000	\$120,000	\$22,250	\$34,000	\$38,000
Private Equity/Venture Capital	1.7%	*	*	*	*	*	*
<b>Technology</b>	<b>11.7%</b>	\$110,000	<b>\$120,000</b>	\$125,000	\$24,900	<b>\$29,999</b>	\$51,500
<b>Retail</b>	<b>7.9%</b>	\$117,000	<b>\$117,000</b>	\$117,000	\$25,125	<b>\$43,250</b>	\$60,750
E-commerce	7.5%	\$117,000	\$117,000	\$117,000	\$25,500	\$46,000	\$61,000
<b>Healthcare/Pharmaceuticals</b>	<b>5.0%</b>	\$107,500	<b>\$110,000</b>	\$112,500	\$10,000	<b>\$30,000</b>	\$50,000
<b>Nonprofit</b>	<b>4.6%</b>	\$69,000	<b>\$90,000</b>	\$97,500	*	*	*
<b>Energy</b>	<b>4.2%</b>	\$96,700	<b>\$113,500</b>	\$120,000	\$15,000	<b>\$44,500</b>	\$85,000
<b>Consumer Packaged Goods</b>	<b>4.2%</b>	\$82,500	<b>\$98,000</b>	\$104,500	\$14,125	<b>\$15,000</b>	\$24,250
<b>Law</b>	<b>3.8%</b>	\$160,000	<b>\$165,000</b>	\$170,000	*	*	*
<b>Government</b>	<b>3.3%</b>	\$51,750	<b>\$60,000</b>	\$79,073	*	*	*
<b>Media/Entertainment</b>	<b>2.5%</b>	\$83,250	<b>\$102,500</b>	\$118,750	*	*	*
<b>Real Estate</b>	<b>1.7%</b>	*	*	*	*	*	*
<b>Manufacturing</b>	<b>0.4%</b>	*	*	*	*	*	*
<b>Transportation</b>	<b>0.4%</b>	*	*	*	*	*	*

## Salary by Region

	Percent of Hires <sup>3</sup>	Median Base Salary <sup>1</sup>		Percent of Hires <sup>3</sup>	Median Base Salary <sup>1</sup>
<b>United States</b>	<b>84.6%</b>	<b>\$120,000</b>	<b>International</b>	<b>15.4%</b>	<b>\$100,000</b>
Northeast	54.2%	\$125,000	Asia	45.9%	\$117,500
West	25.6%	\$118,000	Europe	21.6%	\$90,500
Mid-Atlantic	8.9%	\$115,000	South America	10.8%	*
Southwest	6.4%	\$122,500	Central America	8.1%	*
Midwest	3.4%	\$120,000	Canada	5.4%	*
South	1.5%	*	Middle East	2.7%	*
			Australia	2.7%	*
			Africa	2.7%	*

Please find notes on inside back cover.

# Class of 2017

## Internship Employment Status

### Accepted Job Offers<sup>1</sup>

**100%**

300 of 300 students seeking employment

Class Size	329	
<b>Students Seeking Employment</b>	<b>300</b>	<b>91.2%</b>
<b>Students Not Seeking Employment</b>	<b>29</b>	<b>8.8%</b>
Starting Own Business	13	4.0%
Company Sponsored	4	1.2%
Continuing Education	10	3.0%
Other	2	0.6%

### Demographic Data

(at matriculation in fall 2015)

Mean Age	27.5
Women	40%
U.S. Minority	22%
Underrepresented Minority	10%
International	40%
Average GMAT	721
Average GPA	3.60

## Internship Salary Data

### Overall Salary Data

#### Weekly Salary<sup>2</sup>

25th Percentile	Median	75th Percentile
\$1,215	<b>\$1,900</b>	\$2,403

### Salary by Function

	Percent of Hires <sup>3</sup>	Weekly Salary <sup>2</sup>		
		25th Percentile	Median	75th Percentile
<b>Consulting</b>	<b>38.3%</b>	\$1,388	<b>\$2,048</b>	\$2,601
External Consulting	19.8%	\$2,121	\$2,598	\$2,882
Internal Consulting/Strategy	18.5%	\$963	\$1,500	\$1,800
<b>Finance/Accounting</b>	<b>32.9%</b>	\$1,200	<b>\$2,000</b>	\$2,400
<b>Marketing/Sales</b>	<b>13.1%</b>	\$1,330	<b>\$1,613</b>	\$1,911
<b>General Management</b>	<b>5.1%</b>	\$920	<b>\$1,250</b>	\$1,912
<b>Law</b>	<b>2.2%</b>	\$3,070	<b>\$3,077</b>	\$3,077
<b>Information Technology</b>	<b>1.3%</b>	*	*	*
<b>Operations/Logistics</b>	<b>1.0%</b>	*	*	*
<b>Sustainability</b>	<b>1.0%</b>	*	*	*
<b>Healthcare</b>	<b>1.0%</b>	*	*	*
<b>Real Estate</b>	<b>1.0%</b>	*	*	*
<b>Other<sup>4</sup></b>	<b>3.2%</b>	\$400	<b>\$710</b>	\$1,530

## Salary by Industry

	Percent of Hires <sup>3</sup>	Weekly Salary <sup>2</sup>		
		25th Percentile	Median	75th Percentile
<b>Finance</b>	<b>30.4%</b>	\$1,250	<b>\$2,080</b>	\$2,403
Investment Banking	13.7%	\$2,400	\$2,400	\$2,404
Diversified Financial Services	6.1%	\$1,000	\$1,923	\$2,200
Private Equity/Venture Capital	5.4%	\$898	\$1,500	\$1,800
Investment Management	5.1%	\$475	\$900	\$1,475
<b>Consulting Services</b>	<b>19.8%</b>	\$2,121	<b>\$2,598</b>	\$2,882
<b>Technology</b>	<b>11.8%</b>	\$1,200	<b>\$1,600</b>	\$1,863
<b>Nonprofit</b>	<b>8.6%</b>	\$580	<b>\$720</b>	\$1,250
Education	1.9%	\$642	\$710	\$1,305
Economic Development	1.6%	*	*	*
Environment/Sustainability	1.0%	*	*	*
Other	4.2%	\$350	\$600	\$1,200
<b>Consumer Packaged Goods</b>	<b>5.1%</b>	\$1,450	<b>\$1,625</b>	\$1,867
<b>Retail</b>	<b>4.5%</b>	\$1,500	<b>\$1,900</b>	\$2,000
E-commerce	2.9%	\$1,875	\$2,000	\$2,000
Other	1.6%	*	*	*
<b>Healthcare/Pharmaceuticals</b>	<b>3.8%</b>	\$1,490	<b>\$1,800</b>	\$1,923
<b>Media/Entertainment</b>	<b>3.5%</b>	\$375	<b>\$780</b>	\$1,446
<b>Energy</b>	<b>3.5%</b>	\$1,309	<b>\$1,800</b>	\$1,800
<b>Government</b>	<b>2.9%</b>	*	*	*
<b>Law</b>	<b>2.2%</b>	\$3,070	<b>\$3,077</b>	\$3,077
<b>Manufacturing</b>	<b>1.6%</b>	\$1,400	<b>\$1,520</b>	\$1,670
<b>Hospitality</b>	<b>1.3%</b>	*	*	*
<b>Other<sup>5</sup></b>	<b>1.0%</b>	*	*	*

## Salary by Region

	Percent of Hires <sup>3</sup>	Median Weekly Salary <sup>2</sup>		Percent of Hires <sup>3</sup>	Median Weekly Salary <sup>2</sup>
<b>United States</b>	<b>81.5%</b>	<b>\$1,923</b>	<b>International</b>	<b>18.5%</b>	<b>\$1,500</b>
Northeast	53.3%	\$2,250	Asia	48.3%	\$1,080
West	23.1%	\$1,846	Europe	15.5%	\$1,800
Mid-Atlantic	10.6%	\$1,200	Central America	10.3%	\$1,500
Midwest	5.9%	\$1,817	Middle East	10.3%	\$1,783
South	4.3%	\$1,800	Africa	5.2%	*
Southwest	2.7%	\$2,333	South America	5.2%	*
			Canada	5.2%	*

Please find notes on inside back cover.

# Hiring Organizations

Employers at which at least one member of the Class of 2016 accepted a full-time position or one member of the Class of 2017 accepted an internship. More than 250 unique employers hired Yale SOM students this year.

## Consulting Services

A.T. Kearney  
Accenture  
Analysis Group, Inc.  
Arabella Advisors  
Bain & Company, Inc.  
The Boston Consulting Group, Inc.  
The Bridgespan Group, Inc  
Camber Collective  
Cambridge Advisors to Family Enterprises  
Casey Quirk & Associates LLC  
CCS Fundraising  
The Chartis Group, LLC  
Cornerstone Research  
Deloitte LLP  
ECG Management Consultants  
Fidelity Business Consulting (FBC)  
Grant Thornton LLP  
Greenwich Strategy  
HR&A Advisors, Inc.  
Huron Consulting Group  
ICF International  
IMS Consulting Group  
Innosight LLC  
Inspiring Capital  
L.E.K. Consulting  
McKinsey & Company  
Mercer  
Minsait  
Monitor Deloitte  
Parthenon EY  
PriceWaterhouseCoopers  
Satori Consulting  
Shaldor  
Simon-Kucher & Partners  
Strategy&  
SYPartners  
Treacy & Company  
Wellspring Consulting

## Consumer Packaged Goods

Church & Dwight  
The Coca-Cola Company  
Coca-Cola FEMSA  
Hasbro Inc.  
Kraft Heinz Company  
L.L. Bean  
L'Oréal USA  
Mattel  
NIKE, Inc.  
NJ Beer Co.  
Pepperidge Farm  
PepsiCo  
Philips  
Procter & Gamble  
Roots Canada  
Starbucks Coffee Company

SunnyLife  
Unilever

## Energy

Apex Clean Energy  
Bloom Energy  
Cheniere Energy  
Contour Global  
CustomerFirst Renewables  
General Electric Company  
Hess Corporation  
Lumos Global  
NextEra Energy Resources, LLC  
NextGen Climate  
PG&E (Pacific Gas and Electric)  
Renew Financial  
Shell Oil  
Southern California Edison  
Stem, Inc.  
SunPower Corporation

## Finance

Acord  
Adobe Capital  
Albright Capital Management  
Allianz Global Investors  
American Century Investments  
American Express  
Armonia LLC  
Asahi Kasei America, Inc.  
Bank of America Merrill Lynch  
Barclays PLC  
BNP Paribas  
Brown Brothers Harriman  
Caerus Capital  
Cambridge Associates LLC  
Capital One Financial Corporation  
Capital One Labs  
Caro-Kann Capital LLC  
CDH Investments  
Center for Community Self-Help  
Central Asset Investments  
Chase  
China International Capital Corporation Limited  
Citi  
CITIC Private Equity Funds Management Co., Ltd  
NIKE, Inc.  
The Climate Trust  
Connecticut Green Bank  
Credit Suisse Group  
DBL Investors: Double Bottom Line Venture Capital  
Deutsche Bank AG  
Dolma Impact Fund

Encourage Capital  
Evercore  
FMI Capital Advisors  
Gibraltar Ventures  
Glenfarne Group LLC  
The Goldman Sachs Group, Inc.  
Guggenheim Partners  
Guggenheim Securities, LLC  
Houlihan Lokey  
HSBC  
Huaneng Guicheng Trust Co., Ltd  
ING Financial Services LLC  
International Finance Corporation (IFC)  
Invesco  
J&T Bank  
JPMorgan Chase & Co.  
Kingsway Capital  
Lazard  
Legacy Venture  
Legend Capital  
Liberty Mutual  
M&T Bank  
Macquarie Capital  
MasterCard Worldwide  
Merrill Lynch  
Moelis & Company  
Morgan Stanley  
Nebrodi Partners  
New York Life  
North Atlantic Capital  
Pearson Affordable Learning Fund  
Perella Weinberg Partners (PWP)  
Petrel Capital Management  
PUENTE HNOS  
Pure Energy Partners  
Rabobank International  
The Rock Creek Group  
Sageworks Capital  
SoFi  
SOGAL  
Starr Companies  
Sunlight Financial  
Sydell Group  
TIAA-CREF  
The TJ Novo Group  
Tradewind Capital  
UBS AG  
V Capital  
Vanguard  
Visa  
Wells Fargo  
William Blair  
World Bank Group  
Wu Capital  
XP Securities LLC

## Government

Essex County Council  
Federal Bureau of Investigation  
Federal Reserve Bank of New York  
Hillary for America  
Ministry of Finance and Economic Development-Government of Sierra Leone  
Ministry of Production of Peru  
National Park Service  
National Renewable Energy Laboratory (NREL)  
U.S. Agency of International Development (USAID)  
United Nations Development Programme  
The White House

## Healthcare

Alexion Pharmaceuticals  
Analogic Corporation  
Boston Scientific  
CIGNA Corp.  
HoodenPyleGil  
Johnson & Johnson  
Kaiser Permanente  
London Women's Clinic  
Medtronic  
Perkin Elmer  
Pfizer Inc.  
Roivant Sciences  
Shoppers Drug Mart  
University Hospitals

## Hospitality

Belmond Ltd  
Blue Apron  
MGM Resorts International  
ThinkFoodGroup

## Law

9th Circuit Court of Appeals  
Cleary Gottlieb Steen & Hamilton LLP  
Davis Polk & Wardwell LLP  
Gibson, Dunn & Crutcher LLP  
Kirkland & Ellis LLP  
Latham and Watkins  
Paul Hastings  
Quinn Emanuel Urquhart & Sullivan, LLC  
Skadden Arps  
Sullivan & Cromwell LLP  
Wachtell, Lipton, Rosen & Katz  
Williams & Connolly

## Manufacturing

General Motors Company  
Johnson Controls Inc  
Space Exploration Technologies Corp. (SpaceX)  
Tesla Motors, Inc.  
Toyota

## Media/Entertainment

Alliance Theatre  
Dominion Enterprises  
ESPN, Inc.  
Impakter  
KKLD\*  
Ladies Professional Golf Association (LPGA)  
Lincoln Center for the Performing Arts, Inc.  
Metropolitan Museum of Art  
NBC Universal  
New York City Ballet  
Philadelphia Museum of Art  
Riot Games  
Thomson Reuters Corporation  
Viacom Media Networks

## Nonprofit

AARP  
AltSchool  
Ashoka: Innovators for the Public  
Azucero Earth Project  
Calvert Foundation  
Capital Impact Partners  
Charityvest  
Chemonics  
Coalition for Green Capital  
EarthEnable  
Education Pioneers  
Education Resource Strategies  
Emzingo  
Endeavor Global, Inc.  
Environmental Defense Fund  
Houston Community College Foundation  
Instituto Mexicano Para La Competitividad A.C.  
International Rescue Committee  
Management Leadership for Tomorrow (MLT)  
Monument Academy Public Charter School  
New Sector Alliance  
Pacific Community Ventures  
Refresh Appalachia  
Santa Marta Project

Sesame Workshop  
 United Way of Greater  
 Portland  
 The Veritas Forum  
 The Wallace Foundation  
 What Works Cities—  
 A Bloomberg Initiative  
 Yale School of Drama/  
 Yale Repertory Theatre  
 Yale University

**Real Estate**

AvalonBay  
 Communities, Inc.  
 The Bozzuto Group  
 GLL Real Estate Partners  
 Monument Realty  
 Penwood Real Estate  
 Investment Management  
 Prudential Real Estate  
 Investors

**Retail**

Amazon.com  
 CVS Caremark  
 Fresh (LVMH Perfumes  
 & Cosmetics)  
 Hugo & Hoby  
 Jd.com  
 Lands' End  
 Pilot Flying J  
 Sears Holding Corporation  
 Walmart  
 Warby Parker  
 Wayfair

**Technology**

AECOM Technology  
 Corporation  
 Amadeus North America  
 Apple, Inc.  
 Boosted Boards  
 Cyrcl  
 Dell, Inc.  
 Didi Chuxing  
 DJI  
 Doosan  
 EMC Corporation  
 Facebook, Inc.  
 Fin  
 Gainful  
 GoECart  
 Google  
 Imagen Technologies  
 Intel Corporation  
 International Business  
 Machines Corporation  
 (IBM)  
 Kolon Industries  
 LegalZoom.com Inc.  
 Lingoland  
 LinkedIn  
 Microsoft Corporation

NTT DOCOMO USA, Inc.  
 Oculus VR  
 OnDeck Capital  
 Paypal, Inc.  
 PopSugar, Inc.  
 Rainforest QA  
 Rakuten, Inc.  
 Reactive  
 Schneider Electric  
 Tencent  
 Veoci  
 Wolters Kluwer  
 YouBest Technology

**Transportation**

Delta Air Lines

**Other**

Scouted

**Class of 2016 Notes**

- 1 Compensation information is self reported. Of students reporting accepted offers, 97.1% included salary information.
- 2 Other Guaranteed Compensation includes signing bonus, guaranteed year-end bonus, relocation bonus, summer internship bonus, early sign-on bonus, tuition reimbursement, and housing expenses. Of those reporting salary information, 70.0% reported receiving other guaranteed compensation. In order to be noted in tables for "Other Guaranteed Compensation," function and industry must have at least 50% reporting other guaranteed compensation.
- 3 One hundred percent of students reporting accepted offers included job industry, function, and region.
- 4 "Other" function consists of Information Technology (0.8%), Research and Development (0.8%), Human Resources (0.4%), Sustainability (0.4%), and Education (0.4%).

Note: One student accepted an offer and then withdrew that acceptance. One student had an accepted offer rescinded by the offering firm. These offers are not included in the data.

\* Asterisk indicates insufficient data or data not published to maintain student privacy.

**Class of 2017 Notes**

- 1 Of students accepting internships, 12 (4.2%) reported having multiple internships.
- 2 Compensation information is self reported. Of those, 10.5% reported receiving no salary. Salary data represents students who reported salary information and were paid a salary. Of reported paid and unpaid salaries, 12.2% were expected to be supplemented by the Yale SOM Internship Fund, a donor-supported fund that provides financial support to students who pursue summer internships in the public or nonprofit sector. This funding is not included in the salary data.
- 3 One hundred percent of accepted offers included job function, job industry, and region.
- 4 "Other" function consists of Human Resources (0.6%), Archaeology (0.3%), Entrepreneurship (0.3%), Research and Development (0.3%), Education (0.3%), Domestic Policy (0.3%), GIS Specialist (0.3%), Production (0.3%), and Innovation (0.3%)
- 5 "Other" industry consists of Real Estate (0.6%) and Executive Search (0.3%)

Note: Two students accepted offers and then withdrew their acceptance. One student had an accepted offer rescinded by the offering firm. These offers are not included in the data.

\* Asterisk indicates insufficient data or data not published to maintain student privacy.

