



Employment Data

Full-Time MBA Program

Class of 2018 Full-Time Employment

Class of 2019 Internship Employment

som.yale.edu/employmentdata



Yale SCHOOL OF MANAGEMENT

Class of 2018

Full-Time Employment Status

Received Job Offer by Three Months Post Graduation

91.9%

261 of 284 students seeking employment

Accepted Job Offer by Three Months Post Graduation

89.8%

255 of 284 students seeking employment

Class Size	325	
Students Seeking Employment¹	284	87.4%
Students Not Seeking Employment	38	11.7%
Company Sponsored	15	4.6%
Continuing Education	13	4.0%
Postponing Search/Other	6	1.8%
Starting Own Business	4	1.2%
No Response to Survey	3	0.9%

Demographic Data

(at matriculation in fall 2016)

Women	43%
U.S. Students of Color	28%
U.S. Underrepresented Students of Color	13%
International Passport Holders	46%
Average GMAT	725
Average GPA	3.63

Full-Time Salary Data

Overall Salary Data

Base Salary

25th Percentile	Median ¹	75th Percentile
\$113,537	\$127,100	\$145,500

Other Guaranteed Compensation

Median Signing Bonus	Median Guaranteed Year-End Bonus	Median Combined Compensation ²
\$30,000	\$20,000	\$36,000

Salary by Function

	Percent of Hires ³	Base Salary ¹			Other Guaranteed Compensation	
		25th Percentile	Median	75th Percentile	Median Signing Bonus	Median Combined Compensation ²
Consulting	46.3%	\$120,000	\$140,000	\$150,000	\$25,000	\$33,000
External Consulting	34.9%	\$125,000	\$145,000	\$152,000	\$25,000	\$33,500
Internal Consulting/Strategy	11.4%	\$87,984	\$125,000	\$133,000	\$25,000	\$32,000
Finance/Accounting	24.3%	\$115,000	\$125,000	\$130,000	\$50,000	\$60,000
General Management	11.0%	\$105,000	\$125,000	\$130,000	\$30,000	\$39,200
Marketing/Sales	7.8%	\$110,000	\$117,500	\$135,750	\$29,500	\$35,000
Operations/Logistics	3.9%	\$109,750	\$135,000	\$135,000	\$40,000	\$49,542
Law	2.4%	\$180,000	\$180,000	\$180,000	*	*
Other⁴	2.0%	\$115,000	\$120,000	\$125,000	*	*
Real Estate	1.6%	*	*	*	*	*
IT	0.8%	*	*	*	*	*

Salary by Industry

	Percent of Hires ³	Base Salary ¹			Other Guaranteed Compensation ²	
		25th Percentile	Median	75th Percentile	Median Signing Bonus	Median Combined Compensation
Consulting Services	34.9%	\$125,000	\$145,000	\$152,000	\$25,000	\$33,500
Design & Innovation	1.6%	*	*	*	*	*
Finance	23.1%	\$121,250	\$125,000	\$135,000	\$48,750	\$60,000
Investment Banking	13.7%	\$122,500	\$125,000	\$125,000	\$50,000	\$60,000
Investment Management	4.3%	\$125,000	\$130,000	\$142,500	\$36,250	\$52,500
Diversified Financial Services	3.1%	\$108,500	\$117,500	\$127,500	*	\$31,000
Private Equity/Venture Capital	2.0%	*	*	*	*	*
Technology	14.9%	\$115,000	\$130,000	\$135,000	\$30,000	\$37,500
Retail	6.3%	\$130,000	\$130,000	\$130,000	\$70,000	\$85,000
E-commerce	5.5%	\$130,000	\$130,000	\$130,000	\$70,000	\$85,000
Health/Pharmaceuticals	3.5%	\$103,825	\$120,000	\$125,000	\$25,000	\$34,500
Consumer Packaged Goods	3.5%	\$110,000	\$115,000	\$115,000	\$30,000	\$35,000
Energy	2.0%	\$95,000	\$100,000	\$120,000	*	*
Media/Entertainment	2.0%	\$70,000	\$84,000	\$90,000	*	*
Manufacturing	2.0%	\$120,000	\$120,000	\$125,000	\$20,000	\$25,000
Law	2.0%	*	*	*	*	*
Government	1.6%	*	*	*	*	*
Nonprofit	1.2%	*	*	*	*	*
Real Estate	1.2%	*	*	*	*	*
Transportation	0.8%	*	*	*	*	*
Hospitality	0.4%	*	*	*	*	*
Import/Export/Trade	0.4%	*	*	*	*	*
Architecture	0.4%	*	*	*	*	*

Salary by Region

	Percent of Hires ³	Median Base Salary ¹		Percent of Int'l Hires	Median Base Salary
United States	88.2%	\$130,000	Asia	56.7%	\$121,212
International	11.8%	\$112,691	Europe	20.0%	\$99,090
			Canada	6.7%	*
			Mexico	6.7%	*
			South America	6.7%	*
			Australia	3.3%	*
	Percent of U.S. Hires	Median Base Salary			
Northeast	48.0%	\$125,000			
West	27.1%	\$130,000			
Mid-Atlantic	7.6%	\$125,000			
Midwest	7.6%	\$120,000			
Southwest	6.7%	\$147,000			
South	3.1%	\$125,000			

Please find notes on inside back cover.

Class of 2019

Internship Employment Status

Accepted Job Offers¹

100%

327 of 327 students seeking employment

Class Size	349	
Students Seeking Employment	327	93.7%
Students Not Seeking Employment	22	6.3%
Company Sponsored	8	2.3%
Starting Own Business	7	2.0%
Continuing Education	4	1.1%
Other reason	3	0.9%

Demographic Data

(at matriculation in fall 2017)

Women	43%
U.S. Students of Color	27%
Underrepresented U.S. Students of Color	12%
International Passport Holders	48%
Average GMAT	727
Average GPA	3.67

Internship Salary Data

Overall Salary Data

Weekly Salary¹

25th Percentile	Median	75th Percentile
\$1,250	\$2,000	\$2,500

Salary by Function

Weekly Salary²

	Percent of Hires ³	25th Percentile	Median	75th Percentile
Consulting	40.4%	\$1,367	\$2,163	\$2,800
External Consulting	22.2%	\$2,179	\$2,690	\$2,885
Internal Consulting/Strategy	18.1%	\$1,000	\$1,500	\$2,000
Finance/Accounting	29.2%	\$1,000	\$1,990	\$2,403
Marketing/Sales	11.1%	\$1,363	\$1,872	\$2,000
General Management	7.6%	\$1,731	\$2,063	\$2,250
Operations/Logistics	2.0%	\$1,700	\$2,000	\$2,250
Sustainability	1.8%	\$1,250	\$1,250	\$1,250
Law	1.8%	\$3,500	\$3,500	\$3,500
Real Estate	1.8%	*	*	*
Human Resources	1.2%	*	*	*
Information Technology	0.9%	*	*	*
Other⁴	2.3%	\$1,000	\$1,300	\$1,300

Hiring Organizations

Employers at which at least one member of the Class of 2018 accepted a full-time position or one member of the Class of 2019 accepted an internship. More than 320 unique employers hired Yale SOM students this year.

Consulting Services

A.T. Kearney
Accenture
AlixPartners
Analysis Group, Inc.
Bain & Company, Inc.
The Boston Consulting Group, Inc.
The Bridgespan Group, Inc
C & G Partners
CCS Fundraising
The Chartis Group, LLC
Cornerstone Research
Dalberg Global Development Advisors
Deloitte LLP
Delta Partners Group
Environmental Resource Management (ERM)
EY (Ernst & Young)
Fidelity Business Consulting (FBC)
Fiscal Management Associates (FMA)
ICF International
ideas42
Innosight LLC
Inspiring Capital
L.E.K. Consulting
Manatt Health
Mars & Co.
McChrystal Group
McKinsey & Company
Mercer
Organizational Performance Group, Inc.
Parthenon EY
PriceWaterhouseCoopers
Safal Partners
Salesforce Ignite
Strategy&
Sylvain Labs
Synpulse Management Consulting
TDC
Tyton Partners
Wellspring Consulting
West Monroe Partners
WSP Group
ZS Associates International, Inc.

Consumer Packaged Goods

3M Company
Anheuser-Busch InBev
Brandless
The Coca-Cola Company
The Estee Lauder Companies
Hasbro Inc.
Jushi, Inc
Kellogg Company
Kraft Heinz Company
NIKE, Inc.
Pepperidge Farm
PepsiCo
Pressed Juicery
The Procter & Gamble Company
Samsung Electronics Co. Ltd
Starbucks Coffee Company
TEGU

Energy

Avangrid
Bloom Energy
CustomerFirst Renewables
E.ON Climate & Renewables
Engie Services. U. S. (Formerly Opterra Energy)
First Solar
Greenworks Lending
Onyx Renewable Partners
Organica Water, Inc.
Southern Company
Tesla Motors, Inc.
Thermion Energy

Finance

500 Startups
Accion International
ACON Investments
Acord
Adams Street Partners
Affiliated Managers Group, Inc.
Agriculture Capital
Alturus LLC.
AND Global
Bank of America Merrill Lynch
Barclays PLC
Bessemer Venture Partners
BlackArch Partners
Bridgepoint
Bridgewater Associates, LP
Cambridge Associates LLC
Cascadia Capital
Choice Capital
Citi
CITIC Private Equity Funds Management Co., Ltd

Climate and Forest Capital (CFC)
Closed Loop Partners
CNIC Corporation Limited
CohnReznick Capital Markets Securities LLC
Connecticut Innovations
ConsenSys
Credit Suisse Group
DarcMatter
DBL Partners
Deloitte Corporate Finance
Developing World Markets
Drobny Capital
Earlybird Venture Capital
Earnest
Encourage Capital
European Bank for Reconstruction and Development
Evercore
Fair Square Financial
Fosun Group
GE Ventures
GF Securities
Global Capital Finance
The Goldman Sachs Group, Inc.
Greentech Capital Advisors
Guggenheim Partners
Guotai Junan Securities
HIMCO (Hartford Investment Management Company)
Houlihan Lokey
I-DEV International
IG4 Capital
Impact America Fund
In-Q-Tel
Integral Corporation
International Finance Corporation (IFC)
Inventures II
JPMorgan Chase & Co.
Kabbage
Kapor Capital
KAUST Investment Management Company (KIMC)
KeyBank
KKR
Lakeshore Capital
Landed
Legend Capital
Liberty Mutual
Lincoln International
Marsh & McLennan Companies
Moelis & Company
Morgan Stanley
Natixis
Nebrodi Partners
New China Asset

Management (Hong Kong) Ltd.
New England Asset Management, Inc.
Oasis Management
Orbis Investment Management Limited
OurCrowd Venture Capital
Pamirs Capital
Perella Weinberg Partners (PWP)
Rabobank International
RMB Capital
Samsung Life Insurance
Sandbox Industries
Social Impact Capital
Springs Capital Limited
Stonebridge Capital
Summer Management
UBS AG
Vanguard
White Oak Global Advisors
William Blair
WU Capital

Government

Career Connect Washington
European Commission/
European Court of Auditors
National Park Service
Rhode Island Treasury
The Harvard Kennedy School Government Performance Lab
U.S. District of Maryland
U.S. Office of Management and Budget
United Nations Development Programme

Healthcare

Aledade
Anthem, Inc.
BD (Becton, Dickinson & Company)
CIGNA Corp.
Cleveland Clinic
Danaher Corporation
Fitscript
Hyperfine Research
Jefferson University Hospital
Johnson & Johnson
Medtronic
Modern Meadow
New York Presbyterian Hospital
Partners Healthcare System
Pfizer Inc.
Plato Medical
Takeda Pharmaceutical Company Limited
UCSF (University of California San Francisco) Health
UnitedHealth Group

Hospitality

Le Pain Quotidien

Manufacturing

Amphenol Corporation
Arconic
The Burning Man Project
Cummins Inc.
DuPont
Emerson
Flex (Flextronics)
National Grid
Olam International

Media/Entertainment

Gelfand, Rennert and Feldman
Museum of Modern Art
Philadelphia Museum of Art
Red Ventures
Riot Games
Smart Museum of Art
Spotify
Viacom Media Networks
Waterwell
WWE, Inc.

Nonprofit

2U, Inc.
Bosques Pico Bonito
Chan Zuckerberg Initiative
Christina Seix Academic
Clinton Foundation
Conservation International
CELB
Democracy Works
Entrepreneurship for All
(EforAll)
Environmental Defense
Fund
GiveWell
Global Health Alliance/
Office of the UN Special
Envoy for Health in
Agenda 2030 and for
Malaria
Gospel and Grain
Hawaii Green Growth
Konexio
Nova Pioneer
Obama Foundation
Ongoza
Oxfam India
Preservation of Affordable
Housing
Quipper
REDF
Sanergy
Stanford University
The Collider
Trance4mation Nation
Yale Carbon Charge
Yale Center for Business
and the Environment
Yale Program on Financial
Stability New Bagehot
Project
Yale School of Drama/Yale
Repertory Theatre

Other

Baker Botts LLP
Cooley LLP
Cravath, Swaine & Moore
LLP
Flexport
Ropes & Gray LLP
Sidley Austin LLP
Skadden, Arps, Slate,
Meagher & Flom
Sullivan & Cromwell LLP
U.S. District Court
for the District of
Massachusetts
Wachtell, Lipton, Rosen &
Katz

Real Estate

Calibogue Capital
Corcoran Sunshine
Marketing Group
CV Properties
Gaw Capital Partners
GreenOak Real Estate
Lendlease
Lever Energy Capital
Mack Real Estate Group
Stellar Management

Retail

Amazon.com
CVS Health Corporation
Daily Table
eBay Inc.
H-E-B
Jd.com
Kering
Renner
ShopBack
Sidney Garber Fine Jewelry
Walmart
Wayfair

Technology

Adobe Systems
Incorporated
AECOM Technology
Corporation
Altice USA
Ant Financial
Apple, Inc.
Atlassian
Blizzard Entertainment, Inc.
bloXroute
Cisco Systems, Inc.
Dell, Inc.
Didi Chuxing
Facebook, Inc.
Gartner, Inc.
Gogo
Google
Haus
Hewlett-Packard
International Business
Machines Corporation
(IBM)
Juniper Networks
LinkedIn
LiveUPTOP Inc.
Logitech
Microsoft Corporation
nCent Labs
OneWeb
Pathao
PayJoy
Paypal, Inc.
Policygenius
Remitly
Rogers Communications
Inc.
Salesforce.com
Say, Inc.
Suplari
T-Mobile USA
Toast, Inc.
TribalScale
Twitter Inc.
Uber Technologies
Via Transportation, Inc.
VMware
Walt Disney Imagineering
Waymo
Zebra Technologies

Transportation

Delta Air Lines
Metropolitan Transportation
Authority (MTA)
Raytheon
Space Exploration
Technologies Corp.
(SpaceX)
Tesla Motors, Inc.
TuSimple

Class of 2018 Notes

- 1 Compensation information is self reported. Of students reporting accepted offers, 95.7% included salary information.
 - 2 Median Combined Compensation includes signing bonus, guaranteed year-end bonus, relocation bonus, tuition reimbursement, and housing expenses. Of those reporting salary information, 68.9% reported receiving a signing bonus, 19.3% reported receiving a guaranteed year-end bonus, and 77.0% reported receiving some kind of additional guaranteed compensation beyond base salary, including signing bonus and guaranteed year-end bonus. In order to be noted in tables for "Median Signing Bonus" or "Median Combined Compensation," function and industry must have at least 50% reporting non-salary guaranteed compensation.
 - 3 One hundred percent of students reporting accepted offers included job industry, function, and region.
 - 4 "Other" function consists of Research and Development (0.4%), Healthcare (0.4%), Government and Community Relations (0.4%), Design (0.4%), and Data Science (0.4%)
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

Class of 2019 Notes

- 1 Of students accepting internships, 15 (4.6%) reported having multiple internships.
 - 2 Compensation information is self reported. Of accepted offers, 96.2% included salary information. Of those, 7.3% reported receiving no salary. Salary data presented above represents students who reported salary information and were paid a salary. Of reported paid and unpaid salaries, 9.7% 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 salaries presented above.
 - 3 One hundred percent of accepted offers included job function, job industry, and region.
 - 4 "Other" function consists of Research and Development (0.9%), Healthcare (0.3%), Design (0.3%), International Development (0.3%), Automation/Robotics (0.3%), and Other (0.3%).
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

