



Employment Data

Full-Time MBA Program

Class of 2020 Full-Time Employment

Class of 2021 Internship Employment

som.yale.edu/employmentdata



Yale SCHOOL OF MANAGEMENT

Class of 2020

Full-Time Employment Status

Received Job Offer by Three Months Post Graduation

90.2%

249 of 276 students seeking employment

Accepted Job Offer by Three Months Post Graduation

85.9%

237 of 276 students seeking employment

Class Size	346	
Students Seeking Employment	276	79.8%
Students Not Seeking Employment	69	19.9%
Company Sponsored	22	6.4%
Starting Own Business ¹	21	6.1%
Continuing Education	21	6.1%
Not Seeking, Other	3	0.9%
Postponing Search	2	0.6%
No Response to Survey	1	0.3%

Demographic Data

(at matriculation in fall 2018)

Women	43%
U.S. Students of Color	27%
Underrepresented U.S. Students of Color	12%
International Passport Holders	45%
Average GMAT	724
Average GPA	3.67

Full-Time Salary Data

Overall Salary Data

Base Salary²

25th Percentile	Median	75th Percentile
\$120,000	\$140,000	\$160,000

Other Guaranteed Compensation³

Median Signing Bonus	Median Guaranteed Year-End Bonus
\$30,000	\$20,413

Salary by Function

	Percent of Hires ⁴	Base Salary ²			Median Signing Bonus ³
		25th Percentile	Median	75th Percentile	
Consulting	44.1%	\$130,000	\$160,000	\$165,000	\$30,000
External Consulting	36.4%	\$140,000	\$165,000	\$165,000	\$30,000
Internal Consulting/Strategy	7.6%	\$90,000	\$115,900	\$140,000	\$25,000
Finance/Accounting	24.6%	\$111,875	\$135,000	\$150,000	\$40,000
Marketing/Sales	14.0%	\$120,000	\$130,000	\$140,000	\$30,000
General Management	9.3%	\$114,005	\$123,500	\$130,000	\$38,400
Operations/Logistics	3.4%	\$133,000	\$140,000	\$140,000	\$50,000
Other⁵	3.4%	\$109,500	\$119,000	\$131,000	*
Law	1.3%	*	*	*	*

Salary by Industry

	Percent of Hires ⁴	Base Salary ²			Median Signing Bonus ³
		25th Percentile	Median	75th Percentile	
Consulting Services	36.9%	\$140,917	\$165,000	\$165,000	\$30,000
Finance	23.3%	\$109,632	\$140,000	\$150,000	\$46,004
Investment Banking	10.6%	\$149,896	\$150,000	\$150,000	\$50,000
Investment Management	4.2%	\$90,000	\$115,000	\$130,000	*
Venture Capital	3.4%	\$70,000	\$112,500	\$146,250	*
Private Equity	3.0%	\$120,000	\$125,000	\$125,000	*
Diversified Financial Services	2.1%	\$110,000	\$140,000	\$140,000	*
Technology	12.7%	\$121,250	\$131,000	\$140,000	\$27,500
Retail	8.9%	\$130,000	\$130,000	\$138,690	\$55,000
E-commerce	6.8%	\$130,000	\$130,000	\$138,690	\$67,500
Retail	2.1%	\$110,000	\$130,000	\$145,000	*
Health/Pharmaceuticals	4.2%	\$111,005	\$116,700	\$128,750	\$25,000
Consumer Packaged Goods	3.0%	\$110,000	\$110,000	\$117,500	\$35,000
Nonprofit	2.5%	\$76,250	\$81,600	\$88,300	*
Manufacturing	1.7%	*	*	*	*
Energy	1.7%	*	*	*	*
Media/Entertainment	1.3%	*	*	*	*
Government	1.3%	*	*	*	*
Law	0.8%	*	*	*	*
Real Estate	0.8%	*	*	*	*
Hospitality	0.4%	*	*	*	*
Transportation	0.4%	*	*	*	*

Salary by Region

	Percent of Hires ⁴	Median Base Salary ²		Percent of Int'l Hires	Median Base Salary
United States	87.1%	\$145,000	Asia	50.0%	\$106,610
International	12.9%	\$110,699	Europe	16.7%	\$112,134
			MENA	13.3%	*
			South America	6.7%	*
			Central America and the Caribbean	6.7%	*
			Canada	3.3%	*
			Africa	3.3%	*
	Percent of U.S. Hires	Median Base Salary			
Northeast	47.0%	\$150,000			
West	29.2%	\$140,000			
Mid-Atlantic	7.4%	\$130,000			
Southwest	6.9%	\$146,500			
Midwest	5.9%	\$152,500			
South	3.5%	\$136,000			

Please find notes on inside back cover.

Class of 2021

Internship Employment Status

Accepted Job Offers¹

100%

312 of 312 students seeking employment

Class Size	344	
Students Seeking Employment	312	90.7%
Students Not Seeking Employment	30	8.7%
Starting Own Business²	13	3.8%
Company Sponsored	9	2.6%
Continuing Education	8	2.3%
No Information	2	0.6%

Demographic Data

(at matriculation in fall 2019)

Women	42%
U.S. Students of Color	29%
Underrepresented U.S. Students of Color	13%
International Passport Holders	44%
Average GMAT	720
Average GPA	3.66

Internship Salary Data

Overall Salary Data

Weekly Salary³

25th Percentile	Median	75th Percentile
\$1,000	\$1,953	\$2,800

Salary by Function

	Percent of Hires ⁴	Weekly Salary ³		
		25th Percentile	Median	75th Percentile
Consulting	35.2%	\$1,250	\$2,120	\$2,942
Internal Consulting/Strategy	18.0%	\$518	\$1,731	\$2,000
External Consulting	17.2%	\$2,185	\$2,885	\$3,115
Finance/Accounting	30.2%	\$923	\$2,000	\$2,885
Marketing/Sales	14.5%	\$1,257	\$1,833	\$2,094
General Management	7.3%	\$1,419	\$1,820	\$2,094
Operations/Logistics	4.9%	\$1,287	\$1,683	\$2,125
Social Impact	2.6%	\$1,000	\$1,038	\$1,150
Sustainability	1.7%	*	*	*
Research and Development	0.9%	*	*	*
Real Estate	0.9%	*	*	*
Information Technology	0.9%	*	*	*
Other⁵	0.9%	*	*	*

Salary by Industry

	Percent of Hires ⁴	Weekly Salary ³		
		25th Percentile	Median	75th Percentile
Finance	30.2%	\$802	\$2,078	\$2,885
Investment Banking	11.6%	\$2,404	\$2,885	\$2,885
Investment Management	5.8%	\$398	\$764	\$1,200
Venture Capital	5.2%	\$337	\$800	\$1,200
Private Equity	3.8%	\$940	\$1,034	\$1,200
Diversified Financial Services	3.8%	\$1,210	\$2,015	\$2,323
Consulting Services	18.3%	\$2,134	\$2,885	\$3,115
Technology	9.9%	\$1,328	\$1,846	\$2,000
Retail	7.8%	\$2,125	\$2,125	\$2,354
E-commerce	6.1%	\$2,125	\$2,125	\$2,534
Other	1.7%	*	*	*
Nonprofit	7.3%	\$554	\$700	\$1,000
Healthcare/Pharmaceuticals	7.0%	\$1,154	\$1,731	\$1,923
Consumer Packaged Goods	6.4%	\$1,207	\$1,820	\$2,000
Media/Entertainment	2.3%	\$1,573	\$1,740	\$1,787
Real Estate	2.3%	\$1,000	\$1,000	\$1,500
Government	2.3%	*	*	*
Energy	2.0%	\$800	\$1,200	\$1,439
Manufacturing	1.7%	\$369	\$615	\$1,962
Transportation	1.2%	*	*	*
Law	0.3%	*	*	*
Human Capital/Org Development/Executive Search	0.3%	*	*	*
Hospitality	0.3%	*	*	*

Salary by Region

	Percent of Hires ⁴	Median Weekly Salary ³		Percent of Int'l Hires	Median Weekly Salary
United States	85.6%	\$2,000	Asia	52.1%	\$884
International	14.4%	\$923	Europe	25.0%	\$636
			Central America and the Caribbean	10.4%	*
			Africa	6.3%	*
			South America	4.2%	*
			Middle East/North Africa	2.1%	*
	Percent of U.S. Hires	Median Weekly Salary			
Northeast	56.3%	\$2,100			
West	21.7%	\$2,000			
Mid-Atlantic	8.7%	\$1,650			
Midwest	5.9%	\$1,840			
South	3.8%	\$1,337			
Southwest	3.5%	\$3,000			

Hiring Organizations

Employers at which at least one member of the Class of 2020 accepted a full-time position or one member of the Class of 2021 accepted an internship. More than 300 unique employers hired Yale SOM students this year.

Consulting Services

AlixPartners
Analysis Group, Inc.
Auric Consulting
Bain & Company, Inc.
The Boston Consulting Group, Inc.
The Bridgespan Group, Inc
The Chartis Group, LLC
CCS Fundraising
Daniel P. O'Reilly & Company (DPO&Co.)
Deloitte LLP
Equal Innovation
EY (Ernst & Young)
EY-Parthenon
Fidelity Consulting
Guidehouse
Hayden Consulting Group
IDinsight
Innosight LLC
Kearney
L.E.K. Consulting
Manatt Health
Manitou Inc.
Mars & Co.
McKinsey & Company
Monitor Deloitte
PriceWaterhouseCoopers
Tata Consultancy Services Limited
ZS Associates, Inc.

Consumer Packaged Goods

Anheuser-Busch InBev
The Coca-Cola Company
Diageo
Fire Ox Foods
General Mills
Grantas Cosmetics
HelloFresh
NIKE, Inc.
PepsiCo
Pomelo Fashion
The Procter & Gamble Company
Qi Foods, LLC
Reckitt Benckiser
Shiseido Americas
Unilever
Upright Oats

Energy

Avangrid
Chevron Corporation
Cypress Creek Renewables
EDF Energy
Enel Green Power
General Electric Company
MYST Energy
New Fortress Energy
Philadelphia Energy Authority
Ranger Power
Scout Clean Energy
Sunforge

Finance

220 Degrees
208 Seed Ventures
25Madison
500 Startups
Activate Capital
Acumen
Advantage Partners LLP
Alliance CAS
Allvue Systems
American Express
Antin Infrastructure Partners
Arborview Capital
Avanna Capital
Bank of America
Barclays PLC
BlackRock
Blackstone
Blue Arch Capital
Bowery Capital
Cambridge Associates LLC
Camino Financial
Capital Impact Partners
Capital One Financial Corporation
Chase

Chenmark Capital Management
Citi
Citi Consumer
Citi Ventures
Clocktower Group
CohnReznick Capital Markets Securities LLC
Collaboration Capital Management
Connecticut Innovations
Credicorp
Credit Suisse Group
D.E. Shaw
Dawn Treader Capital
DBL Partners
Deutsche Bank AG
Discover Financial
Equal Ventures
Everberg Capital
Evercore
Fidelity
FM Global
Founder Collective
Global Ventures
The Goldman Sachs Group, Inc.
Greenhill & Co., Inc
Guggenheim Partners
Guggenheim Securities
gut.org
H.I.G. Capital
H/L Ventures
Halstatt Legacy Partners
Harlem Capital Partners
Houlihan Lokey
IDG Capital
Insight Partners
Itebase
Jefferies Group, Inc.
JPMorgan Chase & Co.
Jump Capital
KAUST Investment Management Company (KIMC)
Kingsford Capital Management
LDV Capital
Macquarie Capital
Marathon Capital
MasterCard Worldwide
Matrix Partners
Maycomb Capital
Mercuria Investment
Morgan Stanley
Nebrodi Partners
NewSpring Capital
Nomura Greentech
OCA Ventures
Open Road Alliance
Perella Weinberg Partners (PWP)
Patra Securities

PriceWaterhouseCoopers Advisory
Primetime Partners
Prudential Financial
QTrade
Rabobank International
RCF MANAGEMENT
Redbud Brands
Renewable Resource Group
Resolute Advisory
Ridgeline
Samsung Securities
SED Fund
Silver Lake
SJF Ventures
Social Finance, Inc.
Spring Lane Capital
STIC Investments
Summer
Supernode Ventures
Triton Partners
Tsingyuan Ventures LLC
Vanguard
Vestar Capital Partners
Visa
Vise
Wells Fargo Securities
Westbury Group LLC

Government

City of New Haven
Federal Bureau of Investigation
Federal Reserve Bank of New York
National Park Service
New Haven Mayor's Office
New York City Mayor's Office of Chief Technology Officer
New York Green Bank (NYGB)
North Carolina Department of Health and Human Services
Office of the Governor, State of Connecticut
U.S. Army
The World Bank Group

Healthcare

AI Therapeutics
athenahealth, Inc.
Bayer AG
Cambridge Science Corporation
CIGNA Corp.
Clinton Health Access Initiative
Connecticut Office of Health Strategy
Convexity Scientific Inc.
CVS Health Corporation

Firebird Biomolecular Sciences LLC
Geisinger Health System
Gilead Sciences
Hologic
Innovative Omics
Johnson & Johnson
Medtronic
Merck
Neurocrine
Optum, Inc.
Pfizer Inc.
Praava Health
Syneos Health, Inc.
Texas Department of State Health Services
UnitedHealth Group
Vent Multiplexor LLC
Wally Health
Wellinks
Zymtronic

Hospitality

Mosaic Foods
Restaurant Brands International

Manufacturing

Amphenol Corporation
Cummins Inc.
Fletcher International
Forested Foods
Granular
Illuminum Group
Indigo Agriculture
Industry Five
Perennial Fund

Media/Entertainment

Atisfy
The Class by Taryn Toomey
Comcast Corporation
Electronic Arts Inc
Kanopy
Outdoor Recreation Roundtable
Spotify
TCGplayer.com
The Walt Disney Company
Ziff Media Group

Nonprofit

AFFIRM Research
Cambium Carbon
Coalition for Green Capital
Eat the Change
Environmental Defense Fund (EDF)
Evidence Action
Financial Alliance for Women
Granjita TyH
Guild Education

Kahoot!
 Ministry of Education and Culture, Indonesia
 One Acre Fund
 Ozone Renewables
 Partners In Health
 REDF
 Robin Hood Foundation
 Rural Opportunity Institute
 Sanergy
 Sesame Workshop
 Transcend Inc.
 Ubongo
 World Business Council for Sustainable Development (WBCSD)
 Yale School of Drama / Yale Repertory Theatre
 Yale School of Engineering
 Yale University

Real Estate

AEW Capital Management
 Happy Home Corporation
 Jonathan Rose Companies
 March Capital Management
 ReRent
 Zillow

Retail

Amazon.com
 Costco
 Curated.com
 CVS Health Corporation
 Fashom
 GIADA
 Hugo & Hoby
 Walmart
 Wayfair

Technology

Adobe Systems Incorporated
 AppDynamics
 Apple, Inc.
 Atlassian
 Autodesk, Inc.
 CariClub
 Cisco Systems, Inc.
 ClimateAi
 Dell, Inc.
 Didi Chuxing
 Facebook, Inc.
 Formlabs
 Google
 HyperGiant
 Intel Corporation
 International Business Machines Corporation (IBM)
 Maxar Technologies
 Microsoft Corporation
 NVIDIA

Resolve
 Samsung Electronics Co. Ltd
 Samsung Global Strategy Group
 Snap Inc
 SogoSurvey
 Tencent
 TheDesiBride
 TikTok
 T-Mobile USA
 Twitter, Inc.
 Unity
 VMware
 YouTube

Transportation

Delta Air Lines
 Ford Motor Company
 Spin
 Tesla Motors, Inc.

Other

Olshan Frome Wolosky LLP
 Simpson Bartlett Thatcher
 Sounding Board
 Wilson Sonsini Goodric & Rosati

Class of 2020 Notes

- 1 Of students reporting accepted offers, 1 (0.4%) also reported starting their own venture.
 - 2 Compensation information is self reported. Of students reporting accepted offers, 96.6% included salary information.
 - 3 Of students reporting salary information, 77.3% reported receiving a signing bonus and 10.5% reported receiving a guaranteed year-end bonus. In order to be noted in tables for Signing Bonus, function and industry must have at least 50% reporting signing bonus.
 - 4 Of students reporting accepted offers, 99.6% included job industry and function and 97.9% included region.
 - 5 "Other" function consists of Human Resources (0.8%), Information Technology (0.4%), Real Estate (0.4%), Sustainability (0.4%), Research and Development (0.4%), and Other (0.8%)
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

Class of 2021 Notes

- 1 Of students accepting internships, 27 (8.7%) reported having multiple internships.
 - 2 Of students accepting internships, 4 (1.3%) also reported starting their own venture.
 - 3 Compensation information is self reported. Of accepted offers, 95.6% included salary information. Of those, 14.0% 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, 10.6% 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.
 - 4 Of accepted job offers, 100% included job industry and job function and 97.1% included job region.
 - 5 "Other" function consists of Law (0.3%), Human Resources (0.3%), and Other (0.3%).
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

