



# Employment Data

## Full-Time MBA Program

Class of 2019 Full-Time Employment

Class of 2020 Internship Employment

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



Yale SCHOOL OF MANAGEMENT

# Class of 2019

## Full-Time Employment Status

### Received Job Offer by Three Months Post Graduation

**92.4%**

278 of 301 students seeking employment

### Accepted Job Offer by Three Months Post Graduation

**91.4%**

275 of 301 students seeking employment

<b>Class Size</b>	<b>344</b>	
<b>Students Seeking Employment</b>	<b>301</b>	<b>87.5%</b>
<b>Students Not Seeking Employment</b>	<b>41</b>	<b>11.9%</b>
<b>Company Sponsored</b>	<b>19</b>	<b>5.5%</b>
<b>Starting Own Business<sup>1</sup></b>	<b>15</b>	<b>4.4%</b>
<b>Postponing Search</b>	<b>2</b>	<b>0.6%</b>
<b>No Response to Survey</b>	<b>2</b>	<b>0.6%</b>

### Demographic Data

(at matriculation in fall 2017)

<b>Women</b>	<b>43%</b>
<b>U.S. Students of Color</b>	<b>27%</b>
<b>Underrepresented U.S. Students of Color</b>	<b>12%</b>
<b>International Passport Holders</b>	<b>45%</b>
<b>Average GMAT</b>	<b>727</b>
<b>Average GPA</b>	<b>3.67</b>

## Full-Time Salary Data

### Overall Salary Data

#### Base Salary<sup>2</sup>

25th Percentile	Median	75th Percentile
\$110,000	<b>\$130,000</b>	\$150,000

#### Other Guaranteed Compensation<sup>3</sup>

Median Signing Bonus	Median Guaranteed Year-End Bonus
<b>\$30,000</b>	<b>\$20,000</b>

### Salary by Function

	Percent of Hires <sup>4</sup>	Base Salary <sup>2</sup>			Median Signing Bonus <sup>3</sup>
		25th Percentile	Median	75th Percentile	
<b>Consulting</b>	<b>48.9%</b>	\$112,975	<b>\$140,000</b>	\$165,000	<b>\$29,168</b>
External Consulting	<b>37.2%</b>	\$125,000	<b>\$145,000</b>	\$165,000	<b>\$30,000</b>
Internal Consulting/Strategy	<b>11.7%</b>	\$95,000	<b>\$120,000</b>	\$135,000	<b>\$25,000</b>
<b>Finance/Accounting</b>	<b>21.9%</b>	\$110,000	<b>\$125,000</b>	\$150,000	<b>\$40,000</b>
<b>General Management</b>	<b>11.3%</b>	\$110,000	<b>\$125,000</b>	\$129,500	<b>\$30,000</b>
<b>Marketing/Sales</b>	<b>10.6%</b>	\$110,000	<b>\$120,000</b>	\$130,000	<b>\$30,000</b>
<b>Operations/Logistics</b>	<b>2.2%</b>	\$130,000	<b>\$138,740</b>	\$140,000	*
<b>Law</b>	<b>1.8%</b>	\$190,000	<b>\$190,000</b>	\$195,000	*
<b>Other<sup>5</sup></b>	<b>2.2%</b>	\$75,000	<b>\$93,000</b>	\$125,000	*
<b>IT</b>	<b>1.1%</b>	*	*	*	*

## Salary by Industry

	Percent of Hires <sup>4,6</sup>	Base Salary <sup>2</sup>			Median Signing Bonus <sup>3</sup>
		25th Percentile	Median	75th Percentile	
<b>Consulting Services</b>	<b>37.2%</b>	\$125,000	<b>\$145,000</b>	\$165,000	<b>\$30,000</b>
<b>Finance</b>	<b>24.1%</b>	\$110,000	<b>\$130,000</b>	\$150,000	<b>\$40,000</b>
Investment Banking	10.6%	\$125,000	<b>\$150,000</b>	\$150,000	<b>\$50,000</b>
Investment Management	4.7%	\$114,383	<b>\$130,000</b>	\$145,000	<b>\$40,000</b>
Private Equity/Venture Capital	4.7%	\$92,500	<b>\$110,000</b>	\$133,000	*
Diversified Financial Services	4.0%	\$114,505	<b>\$125,000</b>	\$137,500	<b>\$30,000</b>
<b>Technology</b>	<b>12.8%</b>	\$119,000	<b>\$127,000</b>	\$145,000	<b>\$30,000</b>
<b>Retail</b>	<b>5.5%</b>	\$130,000	<b>\$130,000</b>	\$131,000	<b>\$50,000</b>
E-commerce	3.6%	\$130,000	<b>\$130,000</b>	\$130,000	<b>\$70,000</b>
Retail	1.8%	\$125,000	<b>\$132,000</b>	\$135,000	*
<b>Health/Pharmaceuticals</b>	<b>5.1%</b>	\$109,000	<b>\$120,000</b>	\$120,000	<b>\$25,000</b>
<b>Consumer Packaged Goods</b>	<b>2.6%</b>	\$111,250	<b>\$115,000</b>	\$118,750	<b>\$35,000</b>
<b>Nonprofit</b>	<b>2.6%</b>	\$75,000	<b>\$75,000</b>	\$93,000	*
<b>Media/Entertainment</b>	<b>2.2%</b>	\$78,750	<b>\$91,000</b>	\$104,230	*
<b>Manufacturing</b>	<b>1.8%</b>	\$125,000	<b>\$125,000</b>	\$130,000	<b>\$25,000</b>
<b>Law</b>	<b>1.8%</b>	\$190,000	<b>\$190,000</b>	\$195,000	*
<b>Energy</b>	<b>1.5%</b>	*	*	*	*
<b>Real Estate</b>	<b>1.5%</b>	*	*	*	*
<b>Transportation</b>	<b>1.1%</b>	*	*	*	*
<b>Architecture</b>	<b>0.4%</b>	*	*	*	*

## Salary by Region

	Percent of Hires <sup>4</sup>	Median Base Salary <sup>2</sup>		Percent of Int'l Hires	Median Base Salary
<b>United States</b>	<b>79.9%</b>	<b>\$135,000</b>	<b>Asia</b>	<b>34.5%</b>	<b>\$117,900</b>
<b>International</b>	<b>20.1%</b>	<b>\$110,000</b>	<b>Europe</b>	<b>20.0%</b>	<b>\$107,063</b>
			<b>MENA</b>	<b>16.4%</b>	<b>\$130,000</b>
			<b>South America</b>	<b>14.5%</b>	<b>\$77,335</b>
			<b>Central America/Carribbean</b>	<b>9.1%</b>	<b>\$105,000</b>
<b>Northeast</b>	<b>50.5%</b>	<b>\$130,000</b>	<b>Canada</b>	<b>3.6%</b>	*
<b>West</b>	<b>29.8%</b>	<b>\$135,000</b>	<b>Africa</b>	<b>1.8%</b>	*
<b>Southwest</b>	<b>6.4%</b>	<b>\$151,000</b>			
<b>Mid-Atlantic</b>	<b>6.0%</b>	<b>\$148,000</b>			
<b>Midwest</b>	<b>6.0%</b>	<b>\$135,000</b>			
<b>South</b>	<b>1.4%</b>	*			

Please find notes on inside back cover.

# Class of 2020

## Internship Employment Status

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

**99.7%**

330 of 331 students seeking employment

<b>Class Size</b>	<b>347</b>	
<b>Students Seeking Employment</b>	<b>331</b>	<b>95.4%</b>
<b>Students Not Seeking Employment</b>	<b>16</b>	<b>4.6%</b>
<b>Company Sponsored</b>	<b>7</b>	<b>2.0%</b>
<b>Starting Own Business<sup>2</sup></b>	<b>7</b>	<b>2.0%</b>
<b>Continuing Education</b>	<b>1</b>	<b>0.3%</b>
<b>Other reason</b>	<b>1</b>	<b>0.3%</b>

### Demographic Data

(at matriculation in fall 2018)

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

## Internship Salary Data

### Overall Salary Data

#### Weekly Salary<sup>3</sup>

25th Percentile	Median	75th Percentile
\$1,255	<b>\$1,846</b>	\$2,500

### Salary by Function

#### Weekly Salary<sup>3</sup>

	Percent of Hires <sup>4</sup>	25th Percentile	Median	75th Percentile
<b>Consulting</b>	<b>39.8%</b>	\$1,337	<b>\$2,086</b>	\$2,914
External Consulting	<b>20.6%</b>	\$2,418	<b>\$2,885</b>	\$3,115
Internal Consulting/Strategy	<b>19.2%</b>	\$800	<b>\$1,477</b>	\$1,846
<b>Finance/Accounting</b>	<b>27.7%</b>	\$1,074	<b>\$1,996</b>	\$2,414
<b>Marketing/Sales</b>	<b>12.1%</b>	\$1,520	<b>\$1,758</b>	\$1,990
<b>General Management</b>	<b>9.9%</b>	\$1,180	<b>\$1,846</b>	\$2,217
<b>Operations/Logistics</b>	<b>2.8%</b>	\$1,731	<b>\$1,846</b>	\$1,990
<b>Real Estate</b>	<b>2.0%</b>	\$850	<b>\$1,192</b>	\$1,471
<b>Human Resources</b>	<b>1.1%</b>	*	*	*
<b>Information Technology</b>	<b>1.1%</b>	*	*	*
<b>Law</b>	<b>0.8%</b>	*	*	*
<b>Other<sup>5</sup></b>	<b>2.5%</b>	\$520	<b>\$969</b>	\$1,615

## Salary by Industry

	Percent of Hires <sup>4</sup>	Weekly Salary <sup>3</sup>		
		25th Percentile	Median	75th Percentile
<b>Finance</b>	<b>27.0%</b>	\$1,000	<b>\$2,105</b>	\$2,692
Investment Banking	10.1%	\$2,267	<b>\$2,769</b>	\$2,885
Private Equity/Venture Capital	7.6%	\$543	<b>\$1,000</b>	\$1,500
Investment Management	6.5%	\$1,385	<b>\$2,304</b>	\$2,500
Diversified Financial Services	2.8%	\$1,316	<b>\$2,108</b>	\$2,115
<b>Consulting Services</b>	<b>21.6%</b>	\$2,314	<b>\$2,885</b>	\$3,115
<b>Technology</b>	<b>12.9%</b>	\$1,600	<b>\$1,846</b>	\$1,850
<b>Nonprofit</b>	<b>7.0%</b>	\$214	<b>\$680</b>	\$904
Education	2.2%	\$200	<b>\$588</b>	\$709
Other Nonprofit	4.8%	\$432	<b>\$804</b>	\$1,154
<b>Retail</b>	<b>6.5%</b>	\$1,846	<b>\$2,125</b>	\$2,125
E-commerce	5.3%	\$2,125	<b>\$2,125</b>	\$2,125
Other	1.1%	*	*	*
<b>Consumer Packaged Goods</b>	<b>5.1%</b>	\$1,564	<b>\$1,731</b>	\$1,874
<b>Healthcare/Pharmaceuticals</b>	<b>4.8%</b>	\$1,200	<b>\$1,600</b>	\$1,923
<b>Media/Entertainment</b>	<b>3.4%</b>	\$1,010	<b>\$1,535</b>	\$1,794
<b>Manufacturing</b>	<b>2.5%</b>	\$1,440	<b>\$1,731</b>	\$1,962
<b>Government</b>	<b>2.2%</b>	*	*	*
<b>Energy</b>	<b>1.7%</b>	\$800	<b>\$840</b>	\$1,000
<b>Transportation</b>	<b>1.7%</b>	\$1,521	<b>\$1,685</b>	\$1,863
<b>Hospitality</b>	<b>1.4%</b>	*	*	*
<b>Real Estate</b>	<b>1.1%</b>	*	*	*
<b>Law</b>	<b>0.8%</b>	*	*	*
<b>Import/Export/Trading</b>	<b>0.3%</b>	*	*	*

## Salary by Region

	Percent of Hires <sup>4</sup>	Median Weekly Salary <sup>3</sup>		Percent of Int'l Hires	Median Weekly Salary
United States	80.8%	\$1,943	Asia	45.6%	\$808
International	19.2%	\$1,151	Europe	23.5%	\$1,384
			Middle East/North Africa	8.8%	\$692
			Central America and the Caribbean	7.4%	*
			Africa	4.4%	*
			Canada	4.4%	*
			Australia	2.9%	*
			South America	2.9%	*
	Percent of U.S. Hires	Median Weekly Salary			
Northeast	53.0%	\$2,077			
West	26.1%	\$1,846			
Mid-Atlantic	9.4%	\$1,760			
Southwest	4.2%	\$2,308			
Midwest	3.8%	\$1,860			
South	3.5%	\$1,685			



# Hiring Organizations

Employers at which at least one member of the Class of 2019 accepted a full-time position or one member of the Class of 2020 accepted an internship. More than 300 unique employers hired Yale SOM students this year.

## Consulting Services

A.T. Kearney  
The Alexander Group  
Analysis Group, Inc.  
Bain & Company, Inc.  
The Boston Consulting Group, Inc.  
CCS Fundraising  
Centre for Public Impact  
The Chartis Group, LLC  
The Consensus Building Institute, Inc.  
Deloitte LLP  
End to End Analytics  
EPAM  
EY (Ernst & Young)  
EY-Parthenon  
Fidelity Consulting  
Frederic W. Cook & Company  
Genpact Process Solutions  
Guidehouse  
Huron Consulting Group  
IDEO LLC  
IDinsight  
Infosys Limited  
Innosight LLC  
Investor Group Services  
LaPlaca Cohen  
Manatt Health  
Matrix Consulting  
McKinsey & Company  
Mercer  
Monitor Deloitte  
PriceWaterhouseCoopers  
The Seurat Group  
TDC  
Tyton Partners  
Wellspring Consulting  
WSP Group  
ZS Associates, Inc.

## Consumer Packaged Goods

Bolthouse Farms  
Chirps  
The Coca-Cola Company  
Kellogg Company  
Kraft Heinz Company  
Mattel  
NIKE, Inc.  
PepsiCo  
The Procter & Gamble Company  
Pomelo Fashion  
Stojo  
Supernatural Wine, Inc.  
Wildkind

## Energy

Apex Clean Energy  
Avangrid  
CustomerFirst Renewables  
EDF Energy  
EDP Renewables  
Gigawatt Global  
National Grid  
Renewable Energy Systems Ltd.

## Finance

25Madison  
500 Startups  
Accion International  
Acumen  
Align Impact Partners  
Allianz Real Estate  
American Express  
AppWorks  
Aristides Capital  
Arjun Infrastructure Partners  
Bank of America  
Barclays Asia  
Barclays PLC  
Belzberg & Co., Inc.  
Black Creek Group  
BlackRock  
Blackstone  
Bridgewater Associates, LP  
British Columbia Investment Management Corp (BCI)  
Cambridge Associates LLC  
CDC Group plc  
CEC Capital  
Chase  
Citi  
Citi Consumer  
Clean Capital LLC  
CohnReznick Capital  
Markets Securities LLC  
CommonBond  
Compass Asset Management LLC

Connecticut Green Bank  
Connecticut Innovations  
Credit Karma  
Credit Suisse Group  
CrossBoundary  
CSC Leasing  
D. E. Shaw & Co., L.P.  
DBL Partners  
Deutsche Bank AG  
Deutsche Börse  
Developing World Markets  
Earlybird Venture Capital  
Evercore  
Family Office (confidential)  
Flagstaff Partners  
Francisco Partners  
GIMV NV  
GL Capital  
Global Capital Finance  
Global Infrastructure Partners  
Golden Gate Ventures  
The Goldman Sachs Group, Inc.  
Green Court Capital Management  
Greentech Capital Advisors  
Grupo Financiero Ficohsa  
Guggenheim Partners  
Hall Capital  
HedgeVista  
Hillhouse Capital Group  
Houlihan Lokey  
IFC Asset Management Company  
Infinity Capital Partners  
Innovate for Impact  
Invesco  
JIC Investment  
JPMorgan Chase & Co.  
K Squared Fund, LLC  
KeyBank  
Kingsford Capital Management  
Lakeshore Capital  
Liberty Mutual  
Longpoint Realty Partners  
Lupa Systems  
M13 Ventures  
March Capital Management  
Moelis & Company  
Morgan Stanley  
The Nashton Company  
Nebrodi Partners  
New Energy Capital  
New York Life  
Nyca Partners  
Orbis Investment Management Limited  
Pala Investments  
Partners Group  
Paypal, Inc.  
Perella Weinberg Partners

(PWP)  
Pivota BioVenture Partners  
China  
Plug and Play Ventures  
PNC Financial Services Group  
Prudential Financial  
Resource Management Service  
Rubicon Infrastructure Advisors  
Search Fund Accelerator  
SeedInvest/ Circle  
ST Ventures  
Supernode Ventures  
Tengelmann Ventures  
Tortoise Capital Advisors  
U.S.-China Green Fund  
UBS AG  
Visa  
Vulcan Inc.  
Waterwood Group  
William Blair

## Government

Älvstranden Utveckling AB  
Boston Mayor's Office of New Urban Mechanics  
Congresswoman Donna Shalala  
Federal Reserve Board  
National Park Service  
New York Green Bank (NYGB)  
North Carolina Department of Health and Human Services  
United Nations Children's Fund (UNICEF)

## Healthcare

athenahealth, Inc.  
BD (Becton, Dickinson & Company)  
Beacon Health Options  
Blue Shield of California Life & Health Insurance Company  
Brigham and Women's Hospital  
C.Light Technologies  
Cambridge Science Corporation  
CIGNA Corp.  
Clinton Health Access Initiative  
CVS Health Corporation  
Cybrea Therapeutics  
Danaher Corporation  
Geisinger Health System  
Ignite Mental Health  
Johnson & Johnson  
Medtronic

Merck  
Optum, Inc.  
Pfizer Inc.  
UCLA Health  
University of Pittsburgh Medical Center  
Vertex Pharmaceuticals Incorporated  
Yale New Haven Health System

## Hospitality

Restaurant Brands International  
Royal Caribbean Cruises Ltd  
Traveloka

## Manufacturing

Amphenol Corporation  
Amyris, Inc.  
Apeel Science  
Bigdely  
Con Edison  
Cummins Inc.  
Emerson  
Ford Motor Company  
Indigo Agriculture  
Trellis  
Xylem

## Media/Entertainment

605 LLC  
AMC Networks  
Blizzard Entertainment, Inc.  
Brain.fm  
Comcast Corporation  
Garena Online Pte Ltd  
KQED  
National Basketball Association (NBA)  
Outbrain Inc.  
Pandora  
Peak Games  
Pinewood Iskandar Malaysia Studios  
Spotify  
Vineyard Theatre  
The Walt Disney Company  
weview  
Xandr

## Nonprofit

Bill & Melinda Gates Foundation  
The Borgen Project  
Chan Zuckerberg Initiative  
Georgia State University  
GiveDirectly  
GRUPEDSAC  
Harappa Education  
Impact Experience  
Jacaranda Health

Kamala Harris for the People	Facebook, Inc.
Mater Iniciativa	Formlabs
Mercy Corps	Glassdoor
NESsT	Google
Ongoza	Google X
Peace in Piermont	Hewlett Packard Enterprise
Pillars Fund	International Business Machines Corporation (IBM)
Quarter Zero	Lenovo
REDF	LinkedIn
Robin Hood Foundation	Lydion Research
Safe Water Network	Maxar Technologies
Sanergy	Metropolis Technologies, Inc.
Sesame Workshop	Microsoft Corporation
StartEd	Promise
Yale University	Quicko
<b>Other</b>	Samsung Electronics Co. Ltd
BCravath, Swaine & Moore LLP	Snap Inc
Flexport	Story2
Newman Architects	T-Mobile USA
Skadden, Arps, Slate, Meagher & Flom	Twitter, Inc.
Wachtell, Lipton, Rosen & Katz	Verizon Wireless
	Verus Analytics, Inc.
	Viasat, Inc.
	VMwarees

#### Real Estate

Allianz Real Estate  
 Cambridge Realty Partners  
 Hines  
 Jonathan Rose Companies  
 Store2Be  
 WeWork  
 Zillow

#### Retail

Abyat Megastore  
 Alibaba Group  
 Amazon.com  
 H-E-B  
 Hugo & Hoby  
 LemonBox  
 ShopBack  
 Sidney Garber Fine Jewelry  
 Walmart  
 Wayfair  
 Zappos.com

#### Technology

Adobe Systems Incorporated  
 AgriDigital  
 Apple, Inc.  
 Atlassian  
 Autodesk, Inc.  
 Cape Analytics  
 Careerlist  
 CariClub  
 Charter Communications  
 Cisco Systems, Inc.  
 Dell, Inc.  
 Expensya

#### Class of 2019 Notes

- 1 Of students reporting accepted offers, 2 (0.7%) also reported starting their own venture.
  - 2 Compensation information is self reported. Of students reporting accepted offers, 95.6% included salary information.
  - 3 Of students reporting salary information, 74.5% reported receiving a signing bonus and 14.1% 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 99.3% included region.
  - 5 "Other" function consists of Human Resources (0.7%), Sustainability, (0.7%), Healthcare(0.4%), and Education (0.4%)
  - 6 For Class of 2019 industry data, some companies have been reclassified based on their current primary line of business. Industry shifts from prior years may be due to those changes.
- \* Asterisk indicates insufficient data or data not published to maintain student privacy.

#### Class of 2020 Notes

- 1 Of students accepting internships, 25 (7.6%) reported having multiple internships.
  - 2 Of students accepting internships, 2 (0.6%) also reported starting their own venture.
  - 3 Compensation information is self reported. Of accepted offers, 95.2% included salary information. Of those, 6.2% 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, 8.3% 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 offers, 100% included job industry, 99.7% included job region, and 99.4% of accepted offers included job function.
  - 5 "Other" function consists of Sustainability (0.6%), Healthcare (0.6%), Buyer/Merchandising (0.3%), Reseach and Development (0.3%), Social Impact (0.3%), Policy (0.3%), and Program Officer (0.3%)
- \* Asterisk indicates insufficient data or data not published to maintain student privacy.



