

# Employment Data

## Full-Time MBA Program

**Class of 2021** Full-Time Employment  
**Class of 2022** Internship Employment



Yale SCHOOL OF MANAGEMENT

Class of 2021

# Full-Time Employment Status

## Received Job Offer by Three Months Post Graduation

**95.7%**

245 of 256 students seeking employment

## Accepted Job Offer by Three Months Post Graduation

**94.1%**

241 of 256 students seeking employment

<b>Class Size</b>	<b>312</b>	
<b>Students Seeking Employment</b>	<b>256</b>	<b>82.1%</b>
<b>Students Not Seeking Employment</b>	<b>53</b>	<b>17.0%</b>
<b>Company Sponsored</b>	<b>23</b>	<b>7.4%</b>
<b>Continuing Education</b>	<b>16</b>	<b>5.1%</b>
<b>Starting Own Business</b>	<b>11</b>	<b>3.5%</b>
<b>Not Seeking, Other</b>	<b>2</b>	<b>0.6%</b>
<b>Postponing Search</b>	<b>1</b>	<b>0.3%</b>
<b>No Response to Survey</b>	<b>3</b>	<b>1.0%</b>

## Demographic Data

(at matriculation in fall 2019)

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

# Full-Time Salary Data

## Overall Salary Data

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

25th Percentile	Median	75th Percentile
\$120,000	<b>\$140,000</b>	\$165,000

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

Median Signing Bonus	Median Guaranteed Year-End Bonus
<b>\$30,000</b>	<b>\$22,950</b>

## Salary by Function

	Percent of Hires <sup>3</sup>	Base Salary <sup>1</sup>			Median Signing Bonus <sup>2</sup>
		25th Percentile	Median	75th Percentile	
<b>Consulting</b>	<b>47.5%</b>	\$134,750	<b>\$160,000</b>	\$165,000	<b>\$30,000</b>
<b>External Consulting</b>	<b>33.8%</b>	\$151,250	<b>\$165,000</b>	\$165,000	<b>\$30,000</b>
<b>Internal Consulting/Strategy</b>	<b>13.8%</b>	\$120,650	<b>\$136,500</b>	\$148,750	<b>\$25,000</b>
<b>Finance/Accounting</b>	<b>27.5%</b>	\$120,000	<b>\$145,000</b>	\$150,000	<b>\$47,500</b>
<b>General Management</b>	<b>9.6%</b>	\$120,000	<b>\$124,250</b>	\$130,000	<b>\$40,000</b>
<b>Marketing/Sales</b>	<b>8.8%</b>	\$122,500	<b>\$140,000</b>	\$144,000	<b>\$35,000</b>
<b>Operations/Logistics</b>	<b>3.8%</b>	\$90,000	<b>\$120,000</b>	\$130,000	<b>\$30,000</b>
<b>Other<sup>4</sup></b>	<b>2.1%</b>	\$134,000	<b>\$135,000</b>	\$140,400	*
<b>Law</b>	<b>0.8%</b>	*	*	*	*

## Salary by Industry

	Percent of Hires <sup>3</sup>	Base Salary <sup>1</sup>			Median Signing Bonus <sup>2</sup>
		25th Percentile	Median	75th Percentile	
Consulting Services	34.2%	\$152,500	<b>\$165,000</b>	\$165,000	<b>\$30,000</b>
Finance	25.0%	\$125,000	<b>\$150,000</b>	\$150,000	<b>\$50,000</b>
Investment Banking	13.8%	\$150,000	<b>\$150,000</b>	\$150,000	<b>\$50,000</b>
Diversified Financial Services	4.2%	\$120,000	<b>\$124,250</b>	\$139,500	<b>\$30,000</b>
Private Equity	3.3%	\$96,000	<b>\$125,000</b>	\$140,000	*
Venture Capital	2.5%	*	*	*	*
Investment Management	1.3%	*	*	*	*
Technology	10.0%	\$135,000	<b>\$140,000</b>	\$159,250	<b>\$25,000</b>
Retail	10.0%	\$130,000	<b>\$130,000</b>	\$141,000	<b>\$40,000</b>
E-commerce	9.6%	\$130,000	<b>\$130,000</b>	\$142,000	<b>\$45,000</b>
Retail	0.4%	*	*	*	*
Consumer Packaged Goods	5.8%	\$115,000	<b>\$120,000</b>	\$122,500	<b>\$32,500</b>
Media/Entertainment	3.8%	\$114,850	<b>\$120,000</b>	\$136,250	*
Healthcare/Pharmaceuticals	2.9%	\$120,000	<b>\$120,000</b>	\$123,800	<b>\$30,000</b>
Energy	2.9%	\$117,500	<b>\$125,000</b>	\$133,250	*
Government	2.1%	\$72,750	<b>\$95,000</b>	\$110,000	*
Nonprofit <sup>5</sup>	1.3%	*	*	*	*
Transportation	0.8%	*	*	*	*
Law	0.8%	*	*	*	*
Real Estate	0.4%	*	*	*	*

## Salary by Region

	Percent of Hires <sup>3</sup>	Median Base Salary <sup>1</sup>		Percent of Int'l Hires	Median Base Salary
United States	91.5%	<b>\$150,000</b>	Asia	40.0%	<b>\$103,629</b>
International	8.5%	<b>\$102,918</b>	Europe	30.0%	<b>\$106,313</b>
			South America	10.0%	*
			Central America and the Caribbean	10.0%	*
			MENA	5.0%	*
			Canada	5.0%	*
	Percent of U.S. Hires	Median Base Salary			
Northeast	52.1%	<b>\$150,000</b>			
West	25.6%	<b>\$135,000</b>			
Midwest	8.4%	<b>\$132,500</b>			
Mid-Atlantic	6.5%	<b>\$132,250</b>			
Southwest	4.7%	<b>\$162,500</b>			
South	2.8%	<b>\$157,500</b>			

Please find notes on inside back cover.

Class of 2022

# Internship Employment Status

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

**100%**

327 of 327 students seeking employment

<b>Class Size</b>	<b>352</b>	
<b>Students Seeking Employment</b>	<b>327</b>	<b>92.9%</b>
<b>Students Not Seeking Employment</b>	<b>23</b>	<b>6.5%</b>
<b>Starting Own Business<sup>2</sup></b>	<b>11</b>	<b>3.1%</b>
<b>Company Sponsored</b>	<b>9</b>	<b>2.6%</b>
<b>Continuing Education</b>	<b>3</b>	<b>0.9%</b>
<b>No Information</b>	<b>2</b>	<b>0.6%</b>

## Demographic Data

(at matriculation in fall 2020)

<b>Women</b>	<b>39%</b>
<b>U.S. Students of Color</b>	<b>32%</b>
<b>Underrepresented U.S. Students of Color</b>	<b>11%</b>
<b>International Passport Holders</b>	<b>40%</b>
<b>Average GMAT</b>	<b>720</b>
<b>Average GPA</b>	<b>3.65</b>

# Internship Salary Data

## Overall Salary Data

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

25th Percentile	<b>Median</b>	75th Percentile
\$1,250	<b>\$2,000</b>	\$2,884

## Salary by Function

	<b>Percent of Hires<sup>4</sup></b>	<b>Weekly Salary<sup>3</sup></b>		
		25th Percentile	<b>Median</b>	75th Percentile
<b>Consulting</b>	<b>41.9%</b>	\$1,350	<b>\$2,446</b>	\$3,075
<b>External Consulting</b>	<b>24.9%</b>	\$2,479	<b>\$3,000</b>	\$3,115
<b>Internal Consulting/Strategy</b>	<b>17.1%</b>	\$744	<b>\$1,280</b>	\$1,848
<b>Finance/Accounting</b>	<b>27.7%</b>	\$1,282	<b>\$2,115</b>	\$2,885
<b>Marketing/Sales</b>	<b>13.3%</b>	\$1,150	<b>\$1,779</b>	\$2,046
<b>General Management</b>	<b>7.8%</b>	\$1,038	<b>\$1,775</b>	\$2,125
<b>Operations/Logistics</b>	<b>3.5%</b>	\$1,130	<b>\$1,573</b>	\$1,793
<b>Other<sup>5</sup></b>	<b>2.0%</b>	\$369	<b>\$1,700</b>	\$2,115
<b>Sustainability</b>	<b>1.4%</b>	*	*	*
<b>Information Technology</b>	<b>1.4%</b>	*	*	*
<b>Research and Development</b>	<b>0.9%</b>	*	*	*

Please find notes on inside back cover.

## Salary by Industry

	Percent of Hires <sup>4</sup>	Weekly Salary <sup>3</sup>		
		25th Percentile	Median	75th Percentile
<b>Finance</b>	<b>28.6%</b>	\$1,186	<b>\$2,052</b>	\$2,885
Investment Banking	11.6%	\$2,192	<b>\$2,884</b>	\$2,885
Investment Management	6.4%	\$889	<b>\$1,500</b>	\$2,052
Diversified Financial Services	3.8%	\$1,630	<b>\$2,115</b>	\$2,167
Venture Capital	3.8%	\$1,040	<b>\$1,186</b>	\$1,494
Private Equity	3.2%	\$1,120	<b>\$1,250</b>	\$2,885
<b>Consulting Services</b>	<b>25.1%</b>	\$2,452	<b>\$3,000</b>	\$3,115
<b>Technology</b>	<b>7.8%</b>	\$1,621	<b>\$1,846</b>	\$1,949
<b>Consumer Packaged Goods</b>	<b>6.4%</b>	\$1,160	<b>\$1,500</b>	\$1,846
<b>Retail</b>	<b>6.4%</b>	\$2,125	<b>\$2,125</b>	\$2,337
eCommerce	5.2%	\$2,125	<b>\$2,125</b>	\$2,350
Other	1.2%	*	*	*
<b>Nonprofit</b>	<b>5.5%</b>	\$208	<b>\$538</b>	\$854
<b>Healthcare/Pharmaceuticals</b>	<b>5.2%</b>	\$877	<b>\$1,294</b>	\$1,690
<b>Government</b>	<b>2.9%</b>	\$715	<b>\$775</b>	\$893
<b>Media/Entertainment</b>	<b>2.9%</b>	\$1,200	<b>\$1,280</b>	\$1,800
<b>Transportation</b>	<b>2.6%</b>	\$1,213	<b>\$1,568</b>	\$1,689
<b>Manufacturing</b>	<b>2.3%</b>	\$1,564	<b>\$1,896</b>	\$2,262
<b>Energy</b>	<b>1.4%</b>	\$1,000	<b>\$1,280</b>	\$1,600
<b>Real Estate</b>	<b>1.4%</b>	*	*	*
<b>Other<sup>6</sup></b>	<b>0.9%</b>	*	*	*
<b>Hospitality</b>	<b>0.6%</b>	*	*	*

## Salary by Region

	Percent of Hires <sup>4</sup>	Median Weekly Salary <sup>3</sup>
<b>United States</b>	<b>88.8%</b>	<b>\$2,052</b>
<b>International</b>	<b>11.2%</b>	<b>\$1,603</b>

  

	Percent of U.S. Hires	Median Weekly Salary
<b>Northeast</b>	<b>51.8%</b>	<b>\$2,308</b>
<b>West</b>	<b>23.6%</b>	<b>\$1,840</b>
<b>Mid-Atlantic</b>	<b>11.0%</b>	<b>\$1,700</b>
<b>Midwest</b>	<b>6.3%</b>	<b>\$1,840</b>
<b>South</b>	<b>3.0%</b>	<b>\$2,800</b>
<b>Southwest</b>	<b>4.3%</b>	<b>\$1,846</b>

	Percent of Int'l Hires	Median Weekly Salary
<b>Asia</b>	<b>52.6%</b>	<b>\$1,126</b>
<b>Europe</b>	<b>15.8%</b>	<b>\$2,193</b>
<b>Canada</b>	<b>13.2%</b>	<b>\$2,823</b>
<b>Mexico</b>	<b>10.5%</b>	*
<b>South America</b>	<b>5.3%</b>	*
<b>Middle East/North Africa</b>	<b>2.6%</b>	*

# Hiring Organizations

Employers at which at least one member of the Class of 2021 accepted a full-time position or one member of the Class of 2022 accepted an internship. More than 295 unique employers hired Yale SOM students this year.

## Consulting Services

Accenture  
Albright Stonebridge Group  
AlixPartners  
Analysis Group, Inc.  
Bain & Company, Inc.  
The Boston Consulting Group, Inc. (BCG)  
The Chartis Group, LLC  
co:collective  
Core4ce  
Deloitte LLP  
E3- Energy + Environmental Economics  
EY (Ernst & Young)  
EY-Parthenon  
Fidelity Consulting  
Genpact Process Solutions  
Guidehouse  
IDEO LLC  
Infosys Limited  
Innosight LLC  
Joule Growth Partners  
Kearney  
Keystone Strategy  
L.E.K. Consulting  
Mars & Co.  
McKinsey & Company  
Monitor Deloitte  
Ogilvy Consulting  
PriceWaterhouseCoopers  
Primary Succession Capital LLC  
Simon-Kucher & Partners  
Strategy&  
Tyton Partners  
West Monroe Partners  
ZS Associates, Inc.

## Consumer Packaged Goods

Anheuser-Busch InBev  
Campbell Soup Company  
Clara Foods  
Dr. Squatch  
HelloFresh  
Kraft Heinz Company  
Lindt & Sprüngli  
M. Lahart  
Mattel  
Motif FoodWorks  
Nabis  
NESTLE USA  
PepsiCo  
The Procter & Gamble Company  
Public Goods  
PVH  
Reckitt Benckiser  
REI

TenTree International  
Unilever  
Weyerhaeuser

## Energy

Apex Clean Energy  
Clearway Energy  
Copenhagen Offshore Partners  
EDF Renewable Energy, Inc.  
Finite Carbon  
Greenworks Lending  
Invenergy  
National Grid  
NextEra Energy, Inc.  
Peak Energy  
PROTERRA  
Renewable Energy Buyers Alliance

## Finance

20 Degrees  
424 Capital  
Afore Capital  
Alumni Ventures Group (Blue Ivy Ventures)  
American Express  
AppWorks  
Arca Funds  
Argos Wityo  
Atalaya Capital Management  
Bank of America  
Barclays PLC  
Basecamp Fund  
Berkshire Global Advisors  
Beyond Capital Fund  
BlackRock  
Bracebridge  
Broadscale Group LLC  
Capital For Change  
Capital One Financial Corporation  
Chartwell Advisors, Inc.  
China International Capital Corporation Limited  
CICC Wealth Management  
Citi  
Closed Loop Partners  
CohnReznick Capital Markets Securities LLC  
Collaboration Capital Management  
Community US Fund Management, Inc.  
Connecticut Innovations  
Credit Suisse Group  
CrossBoundary  
D.E. Shaw

Discover Financial  
Draper Associates  
Eastern Bell Venture Capital  
Emergis Global Capital Advisors (International Merchant Bank)

Evercore  
Evolv Ventures  
Five Elms Capital  
Forte  
Founder Collective  
Global Capital Finance  
GMF Management  
The Goldman Sachs Group, Inc.

Greenhill & Co., Inc  
Greenspring Associates  
Greybull Stewardship  
Guggenheim Partners  
Guggenheim Securities  
Haitong Securities Group  
Hillhouse Capital Group  
Houlihan Lokey  
Huron Capital  
Hypertherm Ventures  
Insight Partners  
Interblock Capital Partners  
International Finance Corporation (IFC)  
Itau Unibanco  
Jefferies Group, Inc.  
JPMorgan Chase & Co.  
Julius Capital  
Kapor Capital  
KAUST Investment Management Company (KIMC)

Lexington Partners  
Liberty Mutual  
Marathon Capital  
Marco Financial  
Marqeta, Inc  
Marsh & McLennan Companies  
Merrill Lynch  
Moelis & Company  
Moonshot Brands  
Morgan Stanley  
MTS Health Partners  
MIUS Asset Management Co.  
Nithio  
Nomura Greentech  
Nordstar  
North Castle Partners  
Northwestern Mutual Capital  
Notorious  
Pennybacker Capital  
Peter J. Solomon Company  
Portfolio Advisors

Prime Number Capital  
PrimePay  
Prudential Financial  
Quinbrook Infrastructure Partners  
Quona Capital  
Rabobank International  
Renewable Resources Group  
Schmidt Futures  
Self Help Federal Credit Union  
SFG Asset Advisors  
SOSV  
Supernode Ventures  
Tara Capital  
TIAA-CREF  
Vaughan Capital Advisors, LLC  
Visa  
Warburg Pincus  
Wells Fargo

## Government

CT Governor's Office  
Federal Reserve Bank of New York  
Los Angeles Mayor's Office, Innovation Team  
Ministry of Education and Culture, Indonesia  
National Park Service  
U.S. Census Open Innovation Lab  
U.S. Department of Health and Human Services  
U.S. Department of State  
U.S. Small Business Administration  
United States Navy  
US Development Finance Corporation (DFC formerly OPIC)  
World Resources Institute (WRI)

## Healthcare

Aequor Inc  
Amwell  
Anthem, Inc.  
athenahealth, Inc.  
Geisinger Health System  
Grail, Inc.  
Inbox Health  
Johnson & Johnson  
Massachusetts General Hospital  
Medtronic  
Merck

Optum, Inc.  
Pfizer Inc.  
Roche  
Sanofi  
Syneos Health, Inc.  
Urology Care Foundation  
Wally Health  
Wellinks

## Hospitality

Bimbo Bakeries  
Union Kitchen

## Manufacturing

Amphenol Corporation  
Atlantic Packaging  
Driscoll's  
Fortive  
Gardyn  
International Paper  
Maine Farmland Trust

## Media/Entertainment

Activist Artists Management  
Comcast Corporation  
Compagnia De' Colombari  
EA - Electronic Arts Inc  
Oregon Shakespeare Festival  
Outdoor Recreation Roundtable  
Paramount Pictures Corporation  
Peloton  
Pittsburgh Pirates  
Potion PR  
Riot Games  
The Amenity Collective  
The Black Seed  
The Philadelphia Orchestra  
The Walt Disney Company  
VideoAmp  
Wizards of the Coast

## Nonprofit

Bezos Earth Fund  
Braven  
Cage-Free Cannabis  
Dallas Innovation Alliance  
Eat the Change  
Endeavor Global, Inc.  
Environmental Defense Fund (EDF)  
GiveDirectly  
Kahoot!  
Kansas City Digital Drive

Local Initiatives Support Corporation (LISC)  
 Massachusetts Department of Early Education and Care  
 National Center for Appropriate Technology (NCAT)  
 Obran Cooperative  
 OnePointFive  
 REDF  
 Robin Hood Foundation  
 The Commons Project  
 World Business Council for Sustainable Development (WBCSD)  
 Yale Center for Business and the Environment  
 Yale School of Drama/Yale Repertory Theatre

#### Real Estate

CIM Group  
 Ditto Development LLC  
 Industrious  
 ReRent  
 Zillow

#### Retail

Amazon.com  
 CVS Health Corporation  
 Grailed  
 Jokr  
 Walmart  
 Zebrands

#### Technology

Adobe Systems Incorporated  
 ARIX Technologies  
 bloXroute  
 Cisco Systems, Inc.  
 DocuSign, Inc.  
 Facebook, Inc.  
 Google  
 Hewlett-Packard (HP)  
 International Business Machines Corporation (IBM)  
 Microsoft Corporation  
 Nexla  
 RELAYTO  
 Salesforce.com  
 Samsung Electronics Co. Ltd  
 Scale AI  
 Snap Inc  
 Snapchat  
 Starburst Data  
 TextIQ

TikTok  
 VMware  
 Winchester Interconnect  
 YouTube

#### Transportation

ChargePoint, Inc.  
 Clip Bike  
 Delta Air Lines  
 finn.auto  
 Ford Motor Company  
 Lyft Inc.  
 NASA Ames Research Center  
 Tesla Motors, Inc.  
 The Boeing Company  
 Uber Technologies

#### Other

Bronx Defenders  
 Korn Ferry International  
 Solace Cremation  
 Wachtell, Lipton, Rosen & Katz  
 Wilson Sonsini Goodrich & Rosatii

#### Class of 2021 Notes

- 1 Compensation information is self reported. Of students reporting accepted offers, 93.4% included salary information.
  - 2 Of those reporting salary information, 76.4% reported receiving a signing bonus and 8.4% 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.
  - 3 Of students reporting accepted offers, 99.6% included job industry and function and 97.5% of students included region.
  - 4 "Other" function consists of Sustainability (0.8%), Information Technology (0.4%), Human Resources (0.4%), and Engineering (0.4%).
  - 5 Two (2) additional full-time hiring firms in the Media/Entertainment industry and one (1) in the Healthcare industry are also registered nonprofit or not-for-profit organizations.
- \* Asterisk indicates insufficient data or data not published to maintain student privacy.

#### Class of 2022 Notes

- 1 Of students accepting internships, 17 (5.1%) reported having multiple internships.
  - 2 Of students accepting internships, 1 (0.3%) also reported starting their own venture.
  - 3 Compensation information is self reported. Of accepted offers, 92.5% included salary information. Of those, 6.6% 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, 6.9% 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 One hundred percent of accepted offers included job industry and job function. 98.0% of accepted job offers included job region.
  - 5 "Other" function consists of Social Impact (0.6%), Law (0.3%), Human Resources (0.3%), Healthcare (0.3%), Design (0.3%), and Real Estate (0.3%).
  - 6 "Other" industry consists of Law (0.3%), Human Capital/Org Development/Executive Search (0.3%), and Funeral Services (0.3%).
- \* Asterisk indicates insufficient data or data not published to maintain student privacy.

Educating leaders for  
**BUSINESS & SOCIETY**



Yale SCHOOL OF MANAGEMENT