

Employment Data

Full-Time MBA Program

Class of 2023 Full-Time Employment
Class of 2024 Internship Employment



Yale SCHOOL OF MANAGEMENT

Class of 2023

Full-Time Employment Status

Received Job Offer by
Three Months Post Graduation

91.5%

269 of 294 students seeking employment

Accepted Job Offer by
Three Months Post Graduation

88.8%

261 of 294 students seeking employment

► **International students** received job offers at a rate similar to U.S. citizens and permanent residents, with 92.2% receiving an offer by three months after graduation.

Class Size	336	
Students Seeking Employment	294	87.5%
Students Not Seeking Employment	35	10.4%
Company Sponsored	16	4.8%
Starting Own Business	10	3.0%
Continuing Education	6	1.8%
Postponing Search	2	0.6%
Not Seeking, Other	1	0.3%
No Information	7	2.1%

Demographic Data¹ (at matriculation in fall 2021)

Women	43%
U.S. Students of Color²	49%
Underrepresented U.S. Students of Color³	20%
LGBTQ+	9%
First-Generation College Students	9%
Joint Degree Students	9%
International Passport Holders	44%
Median GMAT	730
Median Undergraduate GPA	3.69

Full-Time Salary Data

Overall Salary Data

	Base Salary ⁴			Other Guaranteed Compensation ⁵	
	25th Percentile	Median	75th Percentile	Median Signing Bonus	Median Guaranteed Year-End Bonus
All	\$142,800	\$175,000	\$190,000	\$30,000	\$30,000
U.S. Students and Permanent Residents	\$142,800	\$175,000	\$190,000	\$30,000	
International Students	\$141,400	\$170,000	\$190,000	\$30,000	

Salary by Function

	Percent of Hires ⁶	Base Salary ⁴			Median Signing Bonus ⁵
		25th Percentile	Median	75th Percentile	
Consulting	54.0%	\$160,000	\$190,000	\$192,000	\$30,000
External Consulting	43.3%	\$175,000	\$190,000	\$192,000	\$30,000
Internal Consulting/Strategy	10.7%	\$130,000	\$158,500	\$170,000	\$30,000
Finance/Accounting	23.4%	\$136,250	\$170,000	\$175,000	\$50,000
Marketing/Sales	10.0%	\$140,000	\$148,000	\$165,000	\$40,000
General Management	5.0%	\$120,000	\$142,800	\$161,000	\$35,000
Operations/Logistics	2.7%	\$126,250	\$130,000	\$145,000	\$10,000
Other⁷	5.0%	\$104,538	\$171,050	\$215,000	\$25,000

Salary by Industry

	Percent of Hires ⁶	Base Salary ⁴			Median Signing Bonus ⁵
		25th Percentile	Median	75th Percentile	
Consulting Services	44.1%	\$175,000	\$190,000	\$192,000	\$30,000
Finance	22.2%	\$150,000	\$175,000	\$175,000	\$48,750
Investment Banking	11.5%	\$175,000	\$175,000	\$175,000	\$50,000
Investment Management	3.8%	\$135,000	\$160,000	\$170,000	*
Diversified Financial Services	3.8%	\$105,400	\$140,000	\$161,250	\$20,552
Private Equity	2.3%	\$112,647	\$150,000	\$153,264	*
Venture Capital	0.8%	*	*	*	*
Technology	10.0%	\$145,250	\$166,500	\$170,000	\$35,000
Retail	6.5%	\$142,800	\$157,100	\$169,100	\$75,550
E-commerce	6.5%	\$142,800	\$157,100	\$169,100	\$75,550
Retail	0.0%	*	*	*	*
Healthcare/Pharmaceuticals	3.1%	\$125,421	\$135,000	\$148,500	\$30,000
Consumer Packaged Goods	2.7%	\$121,250	\$125,000	\$127,250	\$25,000
Nonprofit⁸	2.3%	\$100,000	\$110,000	\$122,536	*
Energy	2.3%	\$135,000	\$137,500	\$147,500	*
Media/Entertainment	1.9%	\$140,000	\$140,000	\$165,000	*
Law	1.5%	*	*	*	*
Transportation	1.1%	*	*	*	*
Manufacturing	1.1%	*	*	*	*
Real Estate	0.8%	*	*	*	*
Government	0.4%	*	*	*	*

Salary by Region

	Percent of Hires ⁶	Median Base Salary ⁴		Percent of Int'l Hires ⁶	Median Base Salary ⁴
United States	91.4%	\$175,000	Asia	40.9%	\$136,882
International	8.6%	\$128,957	Europe	27.3%	\$102,959
			Central America and the Carribean	9.1%	*
			Canada	9.1%	*
			MENA	9.1%	*
			South America	4.5%	*
	Percent of U.S. Hires⁶	Median Base Salary⁴			
Northeast	60.3%	\$175,000			
West	16.7%	\$166,500			
Mid-Atlantic	10.7%	\$187,500			
Southwest	5.6%	\$190,000			
Midwest	4.7%	\$192,000			
South	2.1%	\$190,000			

Please find notes on inside back cover.

Class of 2024

Internship Employment Status

Accepted Job Offers¹

100%

307 of 307 students seeking employment

Class Size	339	100.0%
Students Seeking Employment	307	90.6%
Students Accepting Job Offers ¹	307	100.0%
Students Not Seeking Employment	28	8.3%
Starting Own Business ²	12	3.5%
Company Sponsored	9	2.7%
Continuing Education	6	1.8%
Other	1	0.3%
No Information	4	1.2%

Demographic Data³ (at matriculation in fall 2022)

Women	43%
U.S. Students of Color ⁴	54%
Underrepresented U.S. Students of Color ⁵	24%
LGBTQ+	12%
First-Generation College Students	17%
Joint Degree Students	12%
International Passport Holders	48%
Median GMAT	725
Median Undergraduate GPA	3.69

Internship Salary Data

Overall Salary Data

	Weekly Salary ⁶		
	25th Percentile	Median	75th Percentile
All	\$1,596	\$2,321	\$3,365
U.S. Students and Permanent Residents	\$1,599	\$2,321	\$3,365
International Students	\$1,524	\$2,354	\$3,365

Salary by Function

	Percent of Hires ⁷	Weekly Salary ⁶		
		25th Percentile	Median	75th Percentile
Consulting	43.1%	\$2,000	\$3,250	\$3,635
External Consulting	28.8%	\$3,000	\$3,600	\$3,654
Internal Consulting/Strategy	14.4%	\$1,166	\$1,637	\$2,184
Finance/Accounting	29.1%	\$1,434	\$2,685	\$3,365
Marketing/Sales	12.1%	\$1,600	\$2,000	\$2,220
General Management	7.7%	\$1,190	\$1,569	\$2,019
Operations/Logistics	2.2%	\$1,199	\$1,400	\$1,800
Other ⁸	5.8%	\$1,269	\$1,720	\$2,585

Salary by Industry

	Percent of Hires ⁷	Weekly Salary ⁶		
		25th Percentile	Median	75th Percentile
Consulting Services	29.7%	\$2,951	\$3,575	\$3,654
Finance	29.4%	\$1,400	\$2,692	\$3,365
Investment Banking	12.5%	\$3,245	\$3,365	\$3,365
Venture Capital	5.1%	\$942	\$1,060	\$1,365
Investment Management	4.5%	\$1,338	\$2,506	\$2,732
Diversified Financial Services	3.8%	\$1,500	\$2,250	\$2,308
Private Equity	3.5%	\$1,246	\$1,563	\$1,935
Technology	9.6%	\$1,650	\$2,146	\$2,370
Consumer Packaged Goods	5.8%	\$1,299	\$2,000	\$2,023
Healthcare/Pharmaceuticals	5.4%	\$1,002	\$1,744	\$2,137
Nonprofit⁹	5.1%	\$450	\$680	\$980
Retail	4.2%	\$2,098	\$2,334	\$2,617
E-commerce	3.2%	\$2,314	\$2,451	\$2,715
Other	1.0%	*	*	*
Energy	2.6%	\$1,150	\$1,400	\$1,782
Government	1.9%	*	*	*
Media/Entertainment	1.3%	*	*	*
Law	1.3%	*	*	*
Transportation	1.3%	*	*	*
Manufacturing	1.0%	*	*	*
Real Estate	1.0%	*	*	*
Human Capital/Organizational Development/Executive Search	0.6%	*	*	*

Salary by Region

	Percent of Hires ⁷	Median Weekly Salary ⁶		Percent of Int'l Hires	Median Base Salary
United States	90.1%	\$2,404	Asia	56.7%	\$2,098
International	9.9%	\$1,655	Canada	13.3%	*
			Europe	10.0%	*
			Middle East/North Africa	10.0%	*
			Africa	3.3%	*
			South America	3.3%	*
			Mexico	3.3%	*
	Percent of U.S. Hires	Median Weekly Salary			
Northeast	55.3%	\$2,638			
West	21.2%	\$2,160			
Southwest	8.1%	\$2,712			
Midwest	7.0%	\$2,158			
Mid-Atlantic	6.2%	\$3,255			
South	2.2%	\$1,602			

Please find notes on inside back cover.

Hiring Organizations

Employers at which at least one member of the Class of 2023 accepted a full-time position or one member of the Class of 2024 accepted an internship.

Consulting Services

Accenture
Analysis Group, Inc.
Apexiti
Bain & Company, Inc.
Bellwether Education Partners
The Boston Consulting Group, Inc. (BCG)
The Bridgespan Group, Inc
Carbon Direct
Chartis
CIL Management Consultants
Curinos
Deloitte Consulting
DNV
Doblin, a Deloitte business
EY (Ernst & Young)
EY-Parthenon
Fidelity Consulting
FTI Consulting
Hidden River LLC
Huron Consulting Group
ideas42
Innosight LLC
Kearney
Keystone Strategy
L.E.K. Consulting
McKinsey & Company
Netimpact Strategies
Oliver Wyman
OMNI Retail Group
Organizational Performance Group, Inc.
PrecisionAdvisors
PriceWaterhouseCoopers (PwC)
Simon-Kucher & Partners
Starburst Data
Strategy&
Tyton Partners

Consumer Packaged Goods

Anheuser-Busch InBev
Danone
Diageo
The Estee Lauder Companies
Goop
Kimberly-Clark Corp.
Kindra
Mattel
Motif FoodWorks
NIKE, Inc.
PepsiCo
The Procter & Gamble Company (P&G)
Sommelier De Parfum
Under Armour

Energy

38 Degrees North
Apex Clean Energy
Avangrid
Cypress Creek Renewables
D.E. Shaw Renewable Investments (DESRI)
Dimension Renewable Energy
Form Energy
Invenergy
Modern Energy
National Grid
SolarKal
Southern California Edison

Finance

406 Ventures
Actis
Akad Seguros
AllianceBernstein (AB)
Alpha Square Group
Alvarez & Marsal Capital Strategic Investments
American Express
American Fundstars
ANRI
Balbec Capital LP
Bank of America
Barclays PLC
BBVA
Bectran Inc
BlackRock
Blue Forest Conservation
Bolt Ventures
Broadscale Group LLC
Buoyant Ventures
Capital One Financial Corporation
CapShift
China International Capital Corporation Limited
Citi
Climate Asset Management
Clipway
Closed Loop Partners
CohnReznick Capital Markets Securities LLC
Collaboration Capital Management
Connecticut Green Bank
Connecticut Innovations
Credit Suisse Group
Dimensional Fund Advisors
Ecliptic Capital
Evercore
Fayez Sarofim & Co
Financial Technology Partners
Foxmont Capital

Franklin Templeton Investments
FWD Group
Generate Capital, Inc.
The Goldman Sachs Group, Inc.
Grantham, Mayo, Van Otterloo & Co. LLC (GMO)
Green Court Capital Management
Guggenheim Partners
Guggenheim Securities
Hannon Armstrong
Harris Williams
HGGC
IDG Capital
Investure, LLC
JPMorgan Chase & Co.
Kendall Sustainable Infrastructure
Lazard
Lilly Asia Ventures
Lincoln Financial
Marathon Capital
Meach Cove Capital
Moelis & Company
Montagu
Morgan Stanley
Nan Fung Trinity
NextGen Growth Partners (NGP)
Nomura
Nomura Greentech
Northstar
OCA Ventures
OMERS
Perella Weinberg Partners (PWP)
Piva Capital
Rabobank International
Relay Investments
Remitly
Resource Management Service
Search Fund Accelerator
Skyview Ventures
Social Finance, Inc.
Spring Lane Capital
Stratosphere Capital
Supernode Ventures
SVB Securities
TCW
TIAA-CREF
Tokio Marine Management, Inc
Tudor, Pickering, Holt & Co.
Vanguard
Veraleo Capital Partners
Yale Investments Office
Yale Ventures

Government

CT Governor's Office
National Park Service
U.S. Department of Housing and Urban Development
United Nations Children's Fund (UNICEF)
US Development Finance Corporation (DFC, formerly OPIC)

Healthcare

Aledade
Amwell
Bayer AG
Bloodworks Northwest
Carrum
Center for Nanomedicine of Brigham and Women's Hospital (BWH), Harvard Medical School (HMS)
Centers for Medicare & Medicaid Services (CMS)
CVS Health Corporation
Genentech, Inc.
HAVEN Free Clinic
Howard Hughes Medical Institute
Humana
ieso health
Johnson & Johnson
KovaDx
Medtronic
Novo Nordisk
Poppy Seed Health
UnitedHealth Group
Vertex Pharmaceuticals Incorporated
Yale New Haven Health System

Manufacturing

Amphenol Corporation
AQC Traffic Control
Inari Agriculture

Media/Entertainment

EA - Electronic Arts Inc
FanDuel
Mailchimp
NXTHVN (Next Haven)
RCI Theatricals
Testronic
Wasserman
Waterwell
Wizards of the Coast

Nonprofit

Commit Partnership
Crew Carbon
Cystic Fibrosis Foundation
EBA Fund
Edwell
Endeavor Global, Inc.
GiveDirectly
itrek
Knowledge is Power Program (KIPP)
Local Initiatives Support Corporation (LISC)
Maple Education
MIT Blueprint Labs
OnePointFive
REDF
Sustain.Life
Two Oceans Aquarium Foundation (PBO)
World Business Council for Sustainable Development (WBCSD)
Yale Law School
Yale Program on Financial Stability
Yale School of Drama / Yale Repertory Theatre
Yale School of the Environment

Real Estate

The Clear Blue Company
PATH Ventures
The Related Companies
ZMX Inc.

Retail

Albertsons Companies
Amazon.com
eBay Inc.
Hengstyle
Wayfair
Whole Foods Marketr

Technology

Adobe Systems Incorporated
AECOM Technology Corporation
Apple, Inc.
AT&T
Blank Slate Technologies LLC
Cisco Systems, Inc.
Coalition Inc.
FireMon
Formlabs

Gem Security
 Glassdoor
 Google
 Hewlett-Packard (HP)
 International Business
 Machines Corporation
 (IBM)
 Invictus Apps
 Klatch
 LinkedIn
 Microsoft Corporation
 NVIDIA
 Ouizin
 Palo Alto Networks
 Pryon
 Samsung Global Strategy
 Group
 ServiceNow
 Snap Inc
 TetraMem
 TikTok
 T-Mobile
 Verizon Wireless
 ServiceNow
 Snap Inc
 T-Mobile

Transportation

Bell Textron Inc
 The Boeing Company
 Compañía Importadora de
 Automotores Mathias
 Csapek S.A
 Lucid
 Rivian Automotive LLC
 WindBorne Systems

Other

Davis Polk & Wardwell LLP
 Hunton Andrews Kurth LLP
 Latham and Watkins
 Milbank LLP
 The Military Veteran
 Skye
 Sullivan & Cromwell LLP

Class of 2023 Notes

- 1 All U.S. race/ethnicity data is shown as a percentage of U.S. citizens and permanent residents.
 - 2 Students who identify as American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander, Asian American, Black/African American or Hispanic/Latinx.
 - 3 Students who identify as American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander, Black/African American or Hispanic/Latinx.
 - 4 Compensation information is self reported. Of students reporting accepted offers, 96.2% included salary information.
 - 5 Of those reporting salary information, 78.5% reported receiving a signing bonus and 7.6% 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.
 - 6 One hundred percent of students reporting accepted offers included job industry and function; 98.1% of students reporting accepted offers included region.
 - 7 "Other" function consists of Law (1.5%), Information Technology (1.1%), Real Estate (0.8%), Social Impact (0.4%), Human Resources (0.4%), Public Policy (0.4%), and Healthcare (0.4%). Please note that this year Sustainability as a function was incorporated into the General Management function.
 - 8 Across all industries, 6.1% of accepted jobs were in nonprofit and not-for-profit organizations, including ones that are reflected above in Consulting, Investment Management, Healthcare, and Media/Entertainment
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

Class of 2024 Notes

- 1 Of students accepting internships, 6 (2.0%) reported having multiple internships.
 - 2 Of students accepting internships, 1 (0.3%) also reported starting their own venture.
 - 3 All U.S. race/ethnicity data is shown as a percentage of U.S. citizens and permanent residents.
 - 4 Students who identify as American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander, Asian American, Black/African American or Hispanic/Latinx.
 - 5 Students who identify as American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander, Black/African American or Hispanic/Latinx.
 - 6 Compensation information is self reported. Of accepted offers, 95.2% included salary information. Of those, 8.1% 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, 9.1% 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. Of reported internship salaries, 4.7% were expected to be supplemented by funds from the Small Business Internship Program (SBIP), a special fund for students exploring opportunities in for-profit small businesses.
 - 7 One hundred percent of accepted offers included job industry and job function; 96.8% included job region; 1.9% of internships were reported as being fully remote.
 - 8 "Other" function consists of Law (1.6%), Information Technology (1.3%), Research & Development (1.0%), Real Estate (0.6%), Healthcare (0.6%), Human Resources (0.3%), and Engineering (0.3%).
 - 9 Across all industries, 8.0% of accepted internships were in nonprofit and not-for-profit organizations, including ones that are reflected above in Consulting, Finance, and Healthcare
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

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BUSINESS & SOCIETY



Yale SCHOOL OF MANAGEMENT