



Employment Data

Full-Time MBA Program

Class of 2019 Full-Time Employment

Class of 2020 Internship Employment

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

Class Size	344	
Students Seeking Employment	301	87.5%
Students Not Seeking Employment	41	11.9%
Company Sponsored	19	5.5%
Starting Own Business¹	15	4.4%
Postponing Search	2	0.6%
No Response to Survey	2	0.6%

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	45%
Average GMAT	727
Average GPA	3.67

Full-Time Salary Data

Overall Salary Data

Base Salary²

25th Percentile	Median	75th Percentile
\$110,000	\$130,000	\$150,000

Other Guaranteed Compensation³

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

Salary by Function

	Percent of Hires ⁴	Base Salary ²			Median Signing Bonus ³
		25th Percentile	Median	75th Percentile	
Consulting	48.9%	\$112,975	\$140,000	\$165,000	\$29,168
External Consulting	37.2%	\$125,000	\$145,000	\$165,000	\$30,000
Internal Consulting/Strategy	11.7%	\$95,000	\$120,000	\$135,000	\$25,000
Finance/Accounting	21.9%	\$110,000	\$125,000	\$150,000	\$40,000
General Management	11.3%	\$110,000	\$125,000	\$129,500	\$30,000
Marketing/Sales	10.6%	\$110,000	\$120,000	\$130,000	\$30,000
Operations/Logistics	2.2%	\$130,000	\$138,740	\$140,000	*
Law	1.8%	\$190,000	\$190,000	\$195,000	*
Other⁵	2.2%	\$75,000	\$93,000	\$125,000	*
IT	1.1%	*	*	*	*

Salary by Industry

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

Salary by Region

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

Please find notes on inside back cover.

Class of 2020

Internship Employment Status

Accepted Job Offers¹

99.7%

330 of 331 students seeking employment

Class Size	347	
Students Seeking Employment	331	95.4%
Students Not Seeking Employment	16	4.6%
Company Sponsored	7	2.0%
Starting Own Business²	7	2.0%
Continuing Education	1	0.3%
Other reason	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

Internship Salary Data

Overall Salary Data

Weekly Salary³

25th Percentile	Median	75th Percentile
\$1,255	\$1,846	\$2,500

Salary by Function

Weekly Salary³

	Percent of Hires⁴	25th Percentile	Median	75th Percentile
Consulting	39.8%	\$1,337	\$2,086	\$2,914
External Consulting	20.6%	\$2,418	\$2,885	\$3,115
Internal Consulting/Strategy	19.2%	\$800	\$1,477	\$1,846
Finance/Accounting	27.7%	\$1,074	\$1,996	\$2,414
Marketing/Sales	12.1%	\$1,520	\$1,758	\$1,990
General Management	9.9%	\$1,180	\$1,846	\$2,217
Operations/Logistics	2.8%	\$1,731	\$1,846	\$1,990
Real Estate	2.0%	\$850	\$1,192	\$1,471
Human Resources	1.1%	*	*	*
Information Technology	1.1%	*	*	*
Law	0.8%	*	*	*
Other⁵	2.5%	\$520	\$969	\$1,615

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
Cybexa 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
 Mater Iniciativa
 Mercy Corps
 NESsT
 Ongoza
 Peace in Piermont
 Pillars Fund
 Quarter Zero
 REDF
 Robin Hood Foundation
 Safe Water Network
 Sanergy
 Sesame Workshop
 StartEd
 Yale University

Other

BCravath, Swaine & Moore LLP
 Flexport
 Newman Architects
 Skadden, Arps, Slate, Meagher & Flom
 Wachtell, Lipton, Rosen & Katz

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

Facebook, Inc.
 Formlabs
 Glassdoor
 Google
 Google X
 Hewlett Packard Enterprise
 International Business Machines Corporation (IBM)
 Lenovo
 LinkedIn
 Lydion Research
 Maxar Technologies
 Metropolis Technologies, Inc.
 Microsoft Corporation
 Promise
 Quicko
 Samsung Electronics Co. Ltd
 Snap Inc
 Story2
 T-Mobile USA
 Twitter, Inc.
 Verizon Wireless
 Verus Analytics, Inc.
 Viasat, Inc.
 VMwarees

Transportation

The Boeing Company
 Cruise Automation
 Delta Air Lines
 Lockheed Martin
 Ride Health
 Sierra Nevada Corporation
 Skinny Labs, Inc.
 Tesla Motors, Inc.
 Uber Technologies

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.

