

Employment Data

Full-Time MBA Program

Class of 2022 Full-Time Employment
Class of 2023 Internship Employment



Yale SCHOOL OF MANAGEMENT

Full-Time Employment Status

Received Job Offer by
Three Months Post Graduation

96.1%

271 of 282 students seeking employment

Accepted Job Offer by
Three Months Post Graduation

93.3%

263 of 282 students seeking employment

► **International students** received job offers as a rate similar to U.S. citizens and permanent residents, with 98.5% receiving an offer by three months after graduation.

Demographic Data¹

(at matriculation in fall 2020)

Class Size	327	
Students Seeking Employment	282	86.2%
Students Not Seeking Employment	40	12.2%
Company Sponsored	20	6.1%
Starting Own Business	15	4.6%
Continuing Education	5	1.5%
No Response to Survey	5	1.5%

Women	39%
U.S. Students of Color ²	44%
U.S. Underrepresented Students of Color ³	15%
International Passport Holders	40%
Average GMAT	720
Average GPA	3.62

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	\$130,000	\$160,110	\$175,000	\$30,000	\$20,000
U.S. Students and Permanent Residents	\$130,000	\$165,000	\$175,000	\$30,000	
International Students	\$129,059	\$151,595	\$170,000	\$30,000	

Salary by Function

	Percent of Hires ⁶	Base Salary ⁴			Median Signing Bonus ⁵
		25th Percentile	Median	75th Percentile	
Consulting	53.6%	\$150,000	\$170,000	\$176,350	\$30,000
External Consulting	45.6%	\$160,000	\$175,000	\$190,000	\$30,000
Internal Consulting/Strategy	8.0%	\$120,000	\$140,000	\$165,000	\$25,000
Finance/Accounting	24.0%	\$129,250	\$152,000	\$175,000	\$50,000
Marketing/Sales	11.4%	\$120,000	\$134,000	\$145,000	\$35,000
General Management	4.2%	\$120,315	\$133,000	\$145,000	*
Operations/Logistics	2.7%	\$126,000	\$132,600	\$136,000	\$40,000
Other ⁷	2.3%	\$100,000	\$120,000	\$125,000	*
Sustainability	1.9%	\$130,000	\$150,000	\$160,000	*

Salary by Industry

		Base Salary ⁴			Median Signing Bonus ⁵
	Percent of Hires ⁶	25th Percentile	Median	75th Percentile	
Consulting Services	46.0%	\$160,000	\$175,000	\$190,000	\$30,000
Finance	21.7%	\$127,750	\$162,000	\$175,000	\$50,000
Investment Banking	9.9%	\$175,000	\$175,000	\$175,000	\$50,000
Investment Management	4.6%	\$125,000	\$140,000	\$153,750	*
Diversified Financial Services	3.0%	\$124,750	\$133,500	\$146,000	\$30,000
Venture Capital	2.3%	\$114,000	\$128,000	\$141,250	*
Private Equity	1.9%	\$145,000	\$150,000	\$185,000	*
Technology	7.6%	\$136,000	\$146,000	\$165,000	\$25,000
Retail	6.5%	\$132,600	\$144,000	\$155,000	\$75,000
E-commerce	6.1%	\$132,600	\$142,000	\$155,528	\$75,150
Retail	0.4%	*	*	*	*
Consumer Packaged Goods	4.9%	\$108,000	\$112,000	\$120,000	\$27,500
Healthcare/Pharmaceuticals	3.8%	\$130,000	\$134,000	\$135,000	\$32,500
Real Estate	2.3%	\$105,000	\$122,500	\$128,750	*
Nonprofit ⁸	1.9%	\$115,000	\$120,000	\$120,000	*
Energy	1.5%	*	*	*	*
Manufacturing	0.8%	*	*	*	*
Government	0.8%	*	*	*	*
Transportation	0.8%	*	*	*	*
Media/Entertainment	0.8%	*	*	*	*
Hospitality	0.4%	*	*	*	*
Human Capital/Organizational Development/Executive Search	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	91.2%	\$165,000	Asia	39.1%	\$116,631
International	8.8%	\$124,000	Europe	17.4%	*
			Central America and the Carribean	17.4%	*
			Canada	17.4%	*
			South America	4.3%	*
			MENA	4.3%	*
	Percent of U.S. Hires ⁶	Median Base Salary ⁴			
Northeast	54.4%	\$165,000			
West	21.5%	\$165,000			
Mid-Atlantic	11.0%	\$155,000			
Midwest	5.9%	\$150,000			
Southwest	3.8%	\$142,000			
South	3.4%	\$160,000			

Internship Employment Status

Accepted Job Offers¹

100%

333 of 333 students seeking employment

Class Size	348	100.0%
Students Seeking Employment	333	95.7%
Students Accepting Job Offers	333	100.0%
Students Not Seeking Employment	15	4.3%
Starting Own Business ²	6	1.7%
Continuing Education	6	1.7%
Company Sponsored	3	0.9%

Demographic Data³

(at matriculation in fall 2021)

Women	43%
U.S. Students of Color ⁴	49%
U.S. Underrepresented Students of Color ⁵	20%
LGBTQ+	9%
First Generation College Students	9%
Joint Degree Students	9%
International Passport Holders	44%
Median GMAT	726
Median Undergraduate GPA	3.66

Internship Salary Data

Overall Salary Data

	Weekly Salary ⁶		
	25th Percentile	Median	75th Percentile
All	\$1,443	\$2,289	\$3,346
U.S. Students and Permanent Residents	\$1,534	\$2,331	\$3,346
International Students	\$1,373	\$2,168	\$3,323

Salary by Function

	Percent of Hires ⁷	Weekly Salary ⁶		
		25th Percentile	Median	75th Percentile
Consulting	44.7%	\$1,923	\$3,150	\$3,365
External Consulting	30.7%	\$2,990	\$3,346	\$3,365
Internal Consulting/Strategy	14.0%	\$923	\$1,400	\$2,140
Finance/Accounting	27.2%	\$1,338	\$2,168	\$3,365
Marketing/Sales	15.8%	\$1,405	\$2,000	\$2,168
General Management	5.0%	\$962	\$2,030	\$2,168
Operations/Logistics	3.8%	\$1,481	\$2,200	\$2,289
Other ⁸	3.5%	\$950	\$1,663	\$2,262

Salary by Industry

		Weekly Salary ⁶		
	Percent of Hires ⁷	25th Percentile	Median	75th Percentile
Consulting Services	31.6%	\$2,981	\$3,346	\$3,365
Finance	26.3%	\$1,208	\$2,509	\$3,365
Investment Banking	12.3%	\$3,067	\$3,365	\$3,365
Venture Capital	5.0%	\$894	\$1,269	\$1,807
Investment Management	4.7%	\$1,158	\$1,362	\$2,495
Private Equity	2.3%	\$476	\$715	\$942
Diversified Financial Services	2.0%	\$1,252	\$1,705	\$2,450
Retail	9.1%	\$2,168	\$2,168	\$2,289
E-commerce	9.1%	\$2,168	\$2,168	\$2,289
Other	0.0%	*	*	*
Technology	7.6%	\$1,892	\$2,192	\$2,540
Healthcare/Pharmaceuticals	5.6%	\$1,385	\$1,680	\$2,088
Nonprofit ⁹	4.1%	\$738	\$923	\$1,000
Media/Entertainment	3.8%	\$1,134	\$1,400	\$1,665
Consumer Packaged Goods	3.5%	\$1,325	\$1,758	\$1,952
Manufacturing	2.0%	\$840	\$2,308	\$2,308
Government	2.0%	\$825	\$825	\$825
Transportation	1.5%	\$1,038	\$1,481	\$1,660
Energy	1.5%	\$1,351	\$1,850	\$2,000
Real Estate	0.9%	*	*	*
Law	0.3%	*	*	*
Hospitality	0.3%	*	*	*

Salary by Region

	Percent of Hires ⁶	Median Weekly Salary ⁴		Percent of Int'l Hires ⁶	Median Base Salary ⁴
United States	87.6%	\$2,308	Asia	52.4%	\$1,211
International	12.4%	\$1,371	Mexico	14.3%	\$2,736
			Europe	11.9%	*
	Percent of U.S. Hires ⁶	Median Weekly Salary ⁴	Canada	7.1%	*
Northeast	56.2%	\$2,600	Africa	7.1%	*
West	21.5%	\$2,168	South America	2.4%	*
Midwest	7.4%	\$2,404	Middle East/ North Africa	2.4%	*
Mid-Atlantic	6.4%	\$2,284	Central America	2.4%	*
Southwest	4.7%	\$2,942			
South	3.7%	\$3,346			

Hiring Organizations

Employers at which at least one member of the Class of 2022 accepted a full-time position or one member of the Class of 2023 accepted an internship. More than 250 unique employers hired Yale SOM students this year.

Consulting Services

Accenture
Analysis Group, Inc.
Arcadis
Bain & Company, Inc.
Bayer Business Consulting
Bellwether Education Partners
Blue Ridge Partners
The Boston Consulting Group, Inc. (BCG)
The Bridgespan Group, Inc
CCS Fundraising
The Chartis Group, LLC
co:collective
Delivery Associates
Deloitte LLP
Doblin, a Deloitte business
EY (Ernst & Young)
EY-Parthenon
Fidelity Consulting
Guidehouse
ICF
Industrial Growth Platform
Innosight LLC
Kearney
L.E.K. Consulting
Mars & Co.
Mastercard Advisors
McKinsey & Company
Oliver Wyman
PriceWaterhouseCoopers (PwC)
Publicis Sapient
Simon-Kucher & Partners
Strategy&
TDC
Tyton Partners
Wellspring Consulting
West Monroe Partners
ZS Associates, Inc..

Consumer Packaged Goods

Anheuser-Busch InBev
Azure Bev Co, LLC
Beyond Meat
Campbell Soup Company
Daily Gem
The Estee Lauder Companies
Godiva
HelloFresh
Land O'Lakes, Inc.
Molson Coors
Motif FoodWorks
PepsiCo
The Procter & Gamble Company (P&G)
PVH
Ralph Lauren

Energy

Aspen Power Partners
Clearway Energy
Eversource Energy
First Solar
FirstLight Power
Lumen Energy
Madison Energy Investments
Modern Electron
Peak Energy

Finance

12Tree Finance
Acrisure Capital Management
Actis
Alpha Square Group
American Express
AppWorks
Arca Funds
Ares Management Corporation
ARTBnk
Astia
Bank of America
Barclays PLC
BBVA
BlackRock
Brand Velocity Group
Bright Ventures
Broadscale Group LLC
Builders Asset Management
Cambridge Associates LLC
Capital One Financial Corporation
Causeway Capital Management LLC
Centerview Partners
China CITIC Bank International
Citi
Closed Loop Partners
Coalition Inc.
CohnReznick Capital Markets Securities LLC
Community US Fund Management, Inc.
Connecticut Innovations
Cord Grass Holdings
Credit Suisse Group
D.E. Shaw
DBL Partners
Discover Financial
Evercore
Financial Technology Partners
Franklin Templeton Investments

GE Capital
Global Impact Investing Network
The Goldman Sachs Group, Inc.
Guggenheim Securities
Harris Williams
Heretic Ventures
Houlihan Lokey
Hypertherm Ventures
Impact Engine
JLC Infrastructure
JPMorgan Chase & Co.
Lazard
Liberty Mutual
Macquarie Infrastructure and Real Assets Inc.
Marsh & McLennan Companies
Moelis & Company
Morgan Stanley
Nomura Greentech
Nuveen Green Capital
Obran Cooperative
One Equity Partners
Partners Group
Peter J. Solomon Company
Redesign Health Venture Studio
S&P Global
Sage Rock Capital
Saudi Aramco Energy Ventures
Sequoia Capital
Social Finance, Inc.
Sozo Ventures
Spring Lane Capital
SPX Capital
StepStone
Sweater
Team8
TIAA-CREF
Upstart co-lab
Vanguard
Varma Capital
Vestar Capital Partners
VillageCapital
Visa
Wasatch Global Investors
Wells Fargo Securities
Working Capital Innovation Fund

Government

Attorney General of California
European Central Bank
National Park Service
U.S. Department of Homeland Security
United Nations World Food Programme)

Healthcare

Abbott
Accompany Health
Arvinas, Inc.
Babylon Health
Bloodworks Northwest
CVS Health Corporation
DaVita Healthcare Partners
Eli Lilly and Company
Geisinger Health System
Genentech, Inc.
HealthRhythms, Inc.
Johnson & Johnson
Medtronic
Nema Health
New York Presbyterian Hospital
Oak Street Health
Pfizer Inc.
Sanofi
UnitedHealth Group
Vertex Pharmaceuticals Incorporated
Wally Health

Hospitality

DoorDash
Restaurant Brands International

Manufacturing

Amphenol Corporation
Atlantic Packaging
Bloomfield Robotics
Cargill, Incorporated
General Electric Company
Hugo & Hobby
Veritiv
Victory Farms & Pyramidia

Media/Entertainment

The Broadway League
Catalis Group
Democratic Data Exchange
Dow Jones & Company, Inc.
EA - Electronic Arts Inc
Funplus
National Basketball Association (NBA)
National Hockey League
Opera Lafayette
Public Broadcasting Service (PBS)
Riot Games
Stagwell
Warner Bros. Discoveryrt

Nonprofit

Bezos Earth Fund
Changing The Present
Data.org
DataHaven
GiveWell
Impact Public Schools
Metis
NAACP
OnePointFive
Pollination Group
REDF
Reinvestment Fund
Rescuing Leftover Cuisine
Samvid Ventures
Shanghai Environment & Energy Exchange
Yale University
Yale Ventures

Real Estate

CIM Group
DD360
Elmington Capital Group
Landis
Pennybacker Capital
ReRent
Stellar Management
TA Realty

Retail

Amazon.com
DICK'S Sporting Goods, Inc.
M LaHart & Co.
Shopee
Water Stone Sports
Wayfair

Technology

Adobe Systems Incorporated
Cervest
Dell, Inc.
DFINITY Foundation
Expedia, Inc.
Google
Hewlett-Packard (HP)
International Business Machines Corporation (IBM)
Meta
Microsoft Corporation
Mighty Group Inc.
NVIDIA
Offchain Labs
Palo Alto Networks
Skye
Snap Inc

TikTok
Zoom Video
Communicationse

Transportation

ChargePoint, Inc.
Raytheon
Rivian Automotive LLC
SpaceX (Space Exploration
Technologies Corp.)
Tesla Motors, Inc.
Uber Technologies
United Airliness

Other

Korn Ferry International
Sullivan & Cromwell LLP

Class of 2022 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, 95.4% included salary information.
- 5 Of those reporting salary information, 82.1% reported receiving a signing bonus and 6.0% 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. Of students reporting accepted offers, 98.8% included region.
- 7 "Other" function consists of Information Technology (0.8%), Real Estate (0.8%), Law (0.4%), and Social Impact (0.4%).
- 8 Across all industries, 4.2% of accepted jobs were in nonprofit organizations including ones that are reflected above in Consulting, Investment Management, Media/Entertainment, and Technology.
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

Class of 2023 Notes

- 1 Of students accepting internships, 9 (2.7%) 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, 95.9% included salary information. Of those, 1.5% 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, 5.4% 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 all internship salaries, 1.5% 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. Of students reporting accepted job offers, 99.1% included job region.
- 8 "Other" function consists of Information Technology (0.9%), Law (0.6%), Sustainability (0.6%), Human Resources (0.3%), Buyer/ Merchandising (0.3%), Research & Development (0.3%), Real Estate (0.3%), and Social Impact (0.3%).
- 9 Across all industries, 5.8 % of accepted internships were in nonprofit organizations including ones that are reflected above in Healthcare, Investment Management, and Consulting.
- * Asterisk indicates insufficient data or data not published to maintain student privacy. published to maintain student privacy.



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