

Employment Data

Full-Time MBA Program

Class of 2024 Full-Time Employment
Class of 2025 Internship Employment



Yale SCHOOL OF MANAGEMENT

Class of 2024

Full-Time Employment Status

Received Job Offer by Three Months Post Graduation

84.8% (239 of 282 students seeking employment)

Accepted Job Offer by Three Months Post Graduation

81.2% (229 of 282 students seeking employment)

► **International students** received job offers at a rate similar to U.S. citizens and permanent residents, with 86.6% receiving an offer by three months after graduation.

Class Size	339	
Students Seeking Employment	282	83.2%
Students Not Seeking Employment	54	15.9%
Company Sponsored	21	6.2%
Starting Own Business	18	5.3%
Continuing Education	10	2.9%
Postponing Search	2	0.6%
Not Seeking, Other	3	0.9%
No Information	3	0.9%

Demographic Data¹ (at matriculation in fall 2022)

Women	43%
U.S. Students of Color ²	54%
Underrepresented U.S. Students of Color ³	24%
LGBTQ+	12%
First-Generation College Students	17%
Joint Degree Students	12%
International Passport Holders	48%
Median GMAT	725
Median Undergraduate GPA	3.69

Full-Time Salary Data

Overall Salary Data

Base Salary⁴

Other Guaranteed Compensation⁵

	25th Percentile	Median	75th Percentile	Median Signing Bonus	Median Guaranteed Year-End Bonus
All	\$130,000	\$160,000	\$185,000	\$30,000	\$24,000
U.S. Students and Permanent Residents	\$129,500	\$162,500	\$185,350	\$30,000	
International Students	\$130,000	\$154,100	\$175,000	\$30,000	

Salary by Function

Base Salary⁴

Median Signing Bonus⁵

	Percent of Hires ⁶	25th Percentile	Median	75th Percentile	
Consulting	45.4%	\$142,000	\$180,000	\$190,000	\$30,000
External Consulting	31.7%	\$175,000	\$190,000	\$192,000	\$30,000
Internal Consulting/Strategy	13.7%	\$112,500	\$130,000	\$150,000	\$30,000
Finance/Accounting	28.2%	\$129,375	\$162,500	\$175,000	\$50,000
General Management	11.0%	\$124,000	\$140,000	\$147,500	\$25,000
Marketing/Sales	8.8%	\$122,000	\$136,250	\$151,375	\$20,000
Operations/Logistics	2.6%	\$123,750	\$137,500	\$143,750	*
Information Technology	2.2%	\$120,000	\$158,000	\$160,000	*
Law	0.4%	*	*	*	*
Social Impact	0.4%	*	*	*	*
Human Resources	0.4%	*	*	*	*
Research and Development	0.4%	*	*	*	*

Salary by Industry

Base Salary⁴

Median Signing Bonus⁵

	Percent of Hires ⁶	25th Percentile	Median	75th Percentile	
Consulting Services	31.9%	\$175,000	\$190,000	\$190,000	\$30,000
Finance	26.2%	\$147,500	\$171,000	\$175,000	\$50,000
Investment Banking	14.0%	\$170,000	\$175,000	\$175,000	\$50,000
Investment Management	6.1%	\$127,500	\$150,000	\$160,000	*
Diversified Financial Services	3.1%	\$125,000	\$128,000	\$150,500	*
Private Equity	1.7%	*	*	*	*
Venture Capital	1.3%	*	*	*	*
Technology	9.6%	\$137,500	\$146,600	\$158,500	\$30,000
Retail/E-commerce	4.4%	\$140,700	\$142,900	\$164,325	\$73,700
Healthcare/Pharmaceuticals	6.1%	\$130,000	\$140,000	\$150,000	*
Consumer Packaged Goods	4.8%	\$120,000	\$123,500	\$127,750	\$20,000
Energy	4.8%	\$120,000	\$130,000	\$140,000	\$10,000
Nonprofit⁷	3.1%	\$99,850	\$105,000	\$110,000	*
Government	3.1%	\$91,500	\$100,000	\$112,000	*
Media/Entertainment	2.2%	*	*	*	*
Transportation	1.7%	*	*	*	*
Manufacturing	1.3%	*	*	*	*
Hospitality	0.4%	*	*	*	*
Architecture	0.4%	*	*	*	*

Salary by Region

Percent of Hires⁶

Median Base Salary⁴

United States	89.6%	\$170,000
International	10.4%	\$120,000
	Percent of U.S. Hires⁶	Median Base Salary⁴
Northeast	48.0%	\$175,000
West	22.7%	\$156,625
Mid-Atlantic	12.1%	\$145,000
Midwest	7.6%	\$165,000
Southwest	5.6%	\$189,000
South	4.0%	\$117,500

Percent of Int'l Hires⁶

Median Base Salary⁴

Asia	56.5%	\$120,000
Canada	17.4%	*
Europe	13.0%	*
Central America and the Caribbean	4.3%	*
MENA	4.3%	*
South America	4.3%	*

Class of 2025

Internship Employment Status

Accepted Job Offers¹

100% (309 of 309 students seeking employment)

Class Size	340	
Students Seeking Employment	309	90.9%
Students Not Seeking Employment	30	8.8%
Starting Own Business	15	4.4%
Company Sponsored	8	2.4%
Continuing Education	5	1.5%
Other	2	0.6%
No Information	1	0.3%

Demographic Data² (at matriculation in fall 2023)

Women	40%
U.S. Students of Color³	48%
Underrepresented U.S. Students of Color⁴	18%
LGBTQ+	13%
First-Generation College Students	16%
Joint Degree Students	6%
International Passport Holders	50%
Median GMAT	720
Median Undergraduate GPA	3.64

Internship Salary Data

Overall Salary Data

Weekly Salary⁵

	25th Percentile	Median	75th Percentile
All	\$1,400	\$2,270	\$3,365
U.S. Students and Permanent Residents	\$1,528	\$2,196	\$3,365
International Students	\$1,141	\$2,138	\$3,365

Salary by Function

Weekly Salary⁵

	Percent of Hires ⁶	25th Percentile	Median	75th Percentile
Consulting	48.7%	\$1,400	\$2,692	\$3,635
External Consulting	26.0%	\$3,000	\$3,600	\$3,654
Internal Consulting/Strategy	22.8%	\$905	\$1,560	\$2,201
Finance/Accounting	31.1%	\$1,433	\$2,882	\$3,365
Marketing/Sales	8.7%	\$1,597	\$1,870	\$2,101
General Management	5.4%	\$781	\$1,700	\$2,029
Operations/Logistics	2.6%	\$803	\$1,420	\$1,600
Other⁷	3.5%	\$1,200	\$2,077	\$2,308

Salary by Industry

Weekly Salary⁵

	Percent of Hires ⁶	25th Percentile	Median	75th Percentile
Finance	29.0%	\$1,235	\$2,885	\$3,365
Investment Banking	13.4%	\$3,365	\$3,365	\$3,365
Venture Capital	5.4%	\$838	\$1,000	\$1,350
Investment Management	3.8%	\$613	\$1,800	\$2,880
Diversified Financial Services	3.8%	\$1,580	\$2,110	\$2,520
Private Equity	2.5%	*	*	*
Consulting Services	27.1%	\$2,702	\$3,550	\$3,654
Technology	8.9%	\$1,440	\$2,038	\$2,525
Healthcare/Pharmaceuticals	8.0%	\$1,600	\$1,923	\$2,077
Nonprofit⁸	6.1%	\$923	\$1,000	\$1,385
Consumer Packaged Goods	4.8%	\$960	\$1,731	\$1,900
Government	3.5%	\$256	\$579	\$956
Energy	2.9%	\$1,440	\$1,600	\$1,797
Retail	2.2%	\$1,673	\$2,200	\$2,327
E-commerce	1.6%	\$1,154	\$2,320	\$2,334
Other	0.6%	*	*	*
Transportation	2.2%	\$1,433	\$1,635	\$1,923
Manufacturing	1.9%	*	*	*
Real Estate	1.6%	*	*	*
Media/Entertainment	1.0%	*	*	*
Law	0.3%	*	*	*
Human Capital/Organizational Development/Executive Search	0.3%	*	*	*
Import/Export/Trading Companies	0.3%	*	*	*

Salary by Region

	Percent of Hires ⁵	Median Weekly Salary ⁵
United States	87.4%	\$2,327
International	12.6%	\$752
	Percent of U.S. Hires	Median Weekly Salary
Northeast	55.9%	\$3,000
West	18.1%	\$2,000
Mid-Atlantic	10.0%	\$1,798
Southwest	7.4%	\$3,462
Midwest	5.6%	\$2,200
South	3.0%	\$2,788

	Percent of Int'l Hires	Median Base Salary
Asia	59.0%	\$617
Europe	12.8%	*
Mexico	7.7%	*
Middle East/North Africa	5.1%	*
Africa	5.1%	*
South America	5.1%	*
Central America	2.6%	*
Canada	2.6%	*

Please find notes on inside back cover.

Hiring Organizations

Employers at which at least one member of the Class of 2024 accepted a full-time position or one member of the Class of 2025 accepted an internship.

Consulting Services

Accenture
AlixPartners
Analysis Group, Inc.
Bain & Company, Inc.
The Boston Consulting Group, Inc. (BCG)
The Bridgespan Group, Inc
Capitalize Good
CCS Fundraising
Chartis
Deloitte Consulting
diiVe
Equal Innovation
EY (Ernst & Young)
EY-Parthenon
FTI Consulting
FTI Delta
Huron Consulting Group
Innosight LLC
Kearney
L.E.K. Consulting
Manatt Health
McKinsey & Company
Oliver Wyman
Omni Consulting
OnePointFive
Pan Partners
PriceWaterhouseCoopers (PwC)
Reimagination Lab
Roland Berger Strategy Consultants GmbH
Scoop Analytics
Secretariat Advisors, LLC
SSA & Company
Stevens Strategy
Strategy&
ZS Associates, Inc.

Consumer Packaged Goods

Abandoned Grove
BIC USA, Inc.
CDV
CJ CheilJedang Corp
Danone
Diageo
E. & J. Gallo Winery
The Estee Lauder Companies
Mattel
PepsiCo
Plate-X Inc
The Procter & Gamble Company (P&G)
RedStone Haute Couture Co., Ltd
Unicos Corporation
Unilever
Williams-Sonoma, Inc.

Energy

The AES Corporation
Avangrid
Chevron Corporation
Climeworks
Cypress Creek Renewables

D.E. Shaw Renewable Investments (DESRI)
GCL New Energy Holdings
Landyfield
Martin Marietta
RP Construction Services
RWE
Tesla Energy
West Biofuels
Westinghouse Electric Company

Finance

20 Degrees
53 Stations
Acord
AllianceBernstein (AB)
Almond Capital
American Credit Acceptance
American Express (AMEX)
Annebrook Advisors
Antares Capital
Bank of America
Barclays PLC
BDT & MSD Partners
BlackRock
Blackstone
Broadscale Group LLC
Bualuang Ventures
BX-XL
Capital One Financial Corporation
CAZ Investments
Centerview Partners
China International Capital Corporation Limited
CIBC
Citi
Clipway
Closed Loop Partners
CLSA
Connecticut Green Bank
Connecticut Innovations
Copenhagen Infrastructure Partners
Craft Equity
Dimensional Fund Advisors
Discover Financial
E Fund Management Company Limited
Echo River Capital
Elemental Impact
European Bank for Reconstruction and Development
Everberg Capital
Evercore
Fidelity
Forbright Bank
Forge
The Goldman Sachs Group, Inc.
Green Court Capital Management
Guggenheim Partners
Gulmohar Capital Partner
Hannon Armstrong
Harris Williams

Heretic Ventures
HNVR Technology Investment Management
Houlihan Lokey
Huaneng Guicheng Trust Co., Ltd
Inclusive Prosperity Capital
IQT
January Technologies
Jefferies Group
Jefferies Group, Inc.
Jordan Park Group
JPB Partners
JPMorgan Chase & Co.
Kiatnakin Phatra Securities
Kohlberg Kravis Roberts (KKR)
Lazard
Leap247 Finnovation Private Ltd
Marathon Capital
Mirae Asset Capital
MIT Investment Management Company
Moelis & Company
Morgan Stanley
NEPC, LLC
NextGen Growth Partners (NGP)
Nomadic Venture Partners
Nomura
Nomura Greentech
Northwestern Mutual Capital
Onex
Perella Weinberg Partners (PWP)
Piva Capital
PJT Partners
Potlikker Capital
Resource Management Service
Rothschild & Co.
Santander
Skyview Ventures
Springs Capital Limited

Government

Chinese Economic Research Institute
Connecticut Department of Energy and Environmental Protection (DEEP)
Government of Canada
Maine Department of Health and Human Services
National Park Service
State of Connecticut
U.S. Department of Energy
U.S. Department of the Treasury
U.S. Office of Management and Budget
United Nations Capital Development Fund
United Nations Children's Fund (UNICEF)
United Nations Development Programme
United States Navy
United States Court of Appeals

US Development Finance Corporation (DFC formerly OPIC)

Healthcare

1910 Genetics
Abbott
Alexion Pharmaceuticals
Athelas
Biogen
Bloodworks Northwest
Boehringer-Ingelheim
Cedars-Sinai
CIGNA Corp.
Clearview Healthcare Partners
Denali Therapeutics
DICOM Director, LLC
Dyania Health
Flagship Pioneering
Foundation Medicine
Geisinger Health System
Genentech, Inc.
Howard Hughes Medical Institute
Humana
Johnson & Johnson (J&J)
Manta Cares
Medtronic
Novo Nordisk
Oak Street Health
Pfizer Inc.
Poppy Seed Health
Providentia Technologies
Qsimulate
Sanofi
Sharecare
Takeda Pharmaceutical Company Limited
UCLA Health
UnitedHealth Group

Hospitality

Uber Eats

Manufacturing

Adept Materials
Amphenol Corporation
Edison International
Laticrete International
NextEra Energy, Inc.
Silk Grass Farms
Tata Steel Downstream Products Limited

Media/Entertainment

101 Productions, Ltd
Bloomberg L.P.
Chicago Latin Theater Alliance
Comcast Corporation
Heatmap News
Warner Bros. Discovery
Wizards of the Coast

Nonprofit

Arbor Rising
Balcones Recycling
Bezos Earth Fund
ClimateHaven
The Conservation Finance Network
District of Columbia International School
Environmental Defense Fund (EDF)
GiveDirectly
Hermanas de la Divina Providencia
Magic Kids
Maui Economic Opportunity, Inc.
The Rockefeller Foundation
REDF
Samvid Ventures
The Sunwater Institute
TechnoServe
Telescope Foundation
Terracycle
Ummeed Child Development Center
Unlocking Communities
The University of Pittsburgh
World Business Council for Sustainable Development (WBCSD)
World Wildlife Fund/World Wide Fund for Nature (WWF)
Yale School of Management

Real Estate

Boston Properties
Hi:hab
Imagine Homes Management
L&M Development Partners
ReRent

Retail

Alibaba Group
Amazon.com
eBay Inc.
H-E-B
Hengstyle
Pattern, Inc.
Target Corporation

Technology

Apple, Inc.
Axiomatic_AI, Inc.
Beijing Huada Zhibao Electronic System
broadn Inc.
Brooks Automation
Bryllyant
ByteDance
Cisco Systems, Inc.
Crossbar, Inc.
Dassault Systèmes
Didi Chuxing
Google
Hewlett-Packard (HP)

International Business Machines Corporation (IBM)
Klarity
Knowles Intelligent Audio
LeanTaaS
Micron
Microsoft Corporation
PCS Software
Robinson Custom Services LLC
Samsung Global Strategy Group
ServiceNow
Skydio
Splunk
TikTok
Verizon Wireless
Verkada
Vosyn
WHOOOP
Wipro
ZenCity

Transportation

The Boeing Company
Blue Origin
Compañía Importadora de Automotores Mathias Csapek S.A.
Delta Air Lines
Insitu
Lucid
Northvolt
Stellant Systems
Tradewind Aviation
Winnebago

Other

Brighton-Best
Hart Howerton Architects and Planners
Latham and Watkins
OPEN USAP

Class of 2024 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, 93.0% included salary information.
 - 5 Of those reporting salary information, 70.4% reported receiving a signing bonus and 10.8% 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; 99.1% included function; 96.5% included region.
 - 7 Across all industries, 5.2% 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 2025 Notes

- 1 Of students accepting internships, 5 (1.6%) reported having multiple internships.
 - 2 All U.S. race/ethnicity data is shown as a percentage of U.S. citizens and permanent residents.
 - 3 Students who identify as American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander, Asian American, Black/African American or Hispanic/Latinx.
 - 4 Students who identify as American Indian, Alaska Native, Native Hawaiian, Other Pacific Islander, Black/African American or Hispanic/Latinx.
 - 5 Compensation information is self reported. Of accepted offers, 94.6% included salary information. Of those, 10.1% 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, 4.4% 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 reported internship salaries, 7.1% 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.
 - 6 One hundred percent of accepted offers included job industry; 99.4% included job function and 98.4% included job region; 24.5% were reported as being either partially or fully remote.
 - 7 "Other" function consists of Information Technology (1.0%), Human Resources (0.3%), Engineering (0.3%), Healthcare (0.3%), Law (0.3%), Real Estate (0.3%), Research and Development (0.3%), Manufacturing (0.3%), and Social Impact (0.3%).
 - 8 Across all industries, 10.8% of accepted internships were in nonprofit and not-for-profit organizations, including ones that are reflected above in Consulting, Finance, Government and Healthcare.
- * Asterisk indicates insufficient data or data not published to maintain student privacy.

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