Employment Data

Full-Time MBA Program
Class of 2019 Full-Time Employment
Class of 2020 Internship Employment
som.yale.edu/employmentdata
## 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

### Demographic Data  
(at matriculation in fall 2017)

<table>
<thead>
<tr>
<th>Demographic Data</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>43%</td>
</tr>
<tr>
<td>U.S. Students of Color</td>
<td>27%</td>
</tr>
<tr>
<td>Underrepresented U.S. Students of Color</td>
<td>12%</td>
</tr>
<tr>
<td>International Passport Holders</td>
<td>45%</td>
</tr>
<tr>
<td>Average GMAT</td>
<td>727</td>
</tr>
<tr>
<td>Average GPA</td>
<td>3.67</td>
</tr>
</tbody>
</table>

### Full-Time Salary Data

#### Overall Salary Data

<table>
<thead>
<tr>
<th>Base Salary¹</th>
<th>Percent of Hires²</th>
</tr>
</thead>
<tbody>
<tr>
<td>25th Percentile</td>
<td>Median</td>
</tr>
<tr>
<td>$110,000</td>
<td>$130,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Guaranteed Compensation³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Median Signing Bonus</td>
</tr>
<tr>
<td>$30,000</td>
</tr>
</tbody>
</table>

#### Salary by Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Percent of Hires²</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
<th>Median Signing Bonus²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>48.9%</td>
<td>$112,975</td>
<td>$140,000</td>
<td>$165,000</td>
<td>$29,168</td>
</tr>
<tr>
<td>External Consulting</td>
<td>37.2%</td>
<td>$125,000</td>
<td>$145,000</td>
<td>$165,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Internal Consulting/Strategy</td>
<td>11.7%</td>
<td>$95,000</td>
<td>$120,000</td>
<td>$135,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Finance/Accounting</td>
<td>21.9%</td>
<td>$110,000</td>
<td>$125,000</td>
<td>$150,000</td>
<td>$40,000</td>
</tr>
<tr>
<td>General Management</td>
<td>11.3%</td>
<td>$110,000</td>
<td>$125,000</td>
<td>$129,500</td>
<td>$30,000</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>10.6%</td>
<td>$110,000</td>
<td>$120,000</td>
<td>$130,000</td>
<td>$30,000</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>2.2%</td>
<td>$130,000</td>
<td>$138,740</td>
<td>$140,000</td>
<td>*</td>
</tr>
<tr>
<td>Law</td>
<td>1.8%</td>
<td>$190,000</td>
<td>$190,000</td>
<td>$195,000</td>
<td>*</td>
</tr>
<tr>
<td>Other²</td>
<td>2.2%</td>
<td>$75,000</td>
<td>$93,000</td>
<td>$125,000</td>
<td>*</td>
</tr>
<tr>
<td>IT</td>
<td>1.1%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td>*</td>
</tr>
</tbody>
</table>

¹ Other Guaranteed Compensation includes: Median Signing Bonus, Year-End Bonus
² Percent of Hires includes: Median Guaranteed Year-End Bonus
³ Percent of Hires includes: Median Signing Bonus
## Salary by Industry

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

## Salary by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of Hires</th>
<th>Median Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>79.9%</td>
<td>$135,000</td>
</tr>
<tr>
<td>International</td>
<td>20.1%</td>
<td>$110,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of U.S. Hires</th>
<th>Median Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>50.5%</td>
<td>$130,000</td>
</tr>
<tr>
<td>West</td>
<td>29.8%</td>
<td>$135,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>6.4%</td>
<td>$151,000</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>6.0%</td>
<td>$148,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>6.0%</td>
<td>$135,000</td>
</tr>
<tr>
<td>South</td>
<td>1.4%</td>
<td>*</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of Int’l Hires</th>
<th>Median Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia</td>
<td>34.5%</td>
<td>$117,900</td>
</tr>
<tr>
<td>Europe</td>
<td>20.0%</td>
<td>$107,063</td>
</tr>
<tr>
<td>MENA</td>
<td>16.4%</td>
<td>$130,000</td>
</tr>
<tr>
<td>South America</td>
<td>14.5%</td>
<td>$77,335</td>
</tr>
<tr>
<td>Central America/Carribean</td>
<td>9.1%</td>
<td>$105,000</td>
</tr>
<tr>
<td>Canada</td>
<td>3.6%</td>
<td>*</td>
</tr>
<tr>
<td>Africa</td>
<td>1.8%</td>
<td>*</td>
</tr>
</tbody>
</table>

Please find notes on inside back cover.
# Class of 2020

## Internship Employment Status

### Accepted Job Offers

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>99.7%</strong></td>
<td>330 of 331 students seeking employment</td>
</tr>
</tbody>
</table>

### Demographic Data (at matriculation in fall 2018)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Women</strong></td>
<td>43%</td>
</tr>
<tr>
<td><strong>U.S. Students of Color</strong></td>
<td>27%</td>
</tr>
<tr>
<td><strong>Underrepresented U.S. Students of Color</strong></td>
<td>12%</td>
</tr>
<tr>
<td><strong>International Passport Holders</strong></td>
<td>45%</td>
</tr>
<tr>
<td><strong>Average GMAT</strong></td>
<td>724</td>
</tr>
<tr>
<td><strong>Average GPA</strong></td>
<td>3.67</td>
</tr>
</tbody>
</table>

### Internship Salary Data

#### Overall Salary Data

<table>
<thead>
<tr>
<th>Weekly Salary</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Weekly Salary</strong></td>
<td>$1,255</td>
<td>$1,846</td>
<td>$2,500</td>
</tr>
</tbody>
</table>

#### Salary by Function

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

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Please find notes on inside back cover.
### Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent of Hires</th>
<th>Weekly Salary</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>27.0%</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$2,105</td>
<td>$2,692</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>10.1%</td>
<td>$2,267</td>
<td>$2,769</td>
<td>$2,885</td>
<td></td>
</tr>
<tr>
<td>Private Equity/Venture Capital</td>
<td>7.6%</td>
<td>$543</td>
<td>$1,000</td>
<td>$1,500</td>
<td></td>
</tr>
<tr>
<td>Investment Management</td>
<td>6.5%</td>
<td>$1,385</td>
<td>$2,304</td>
<td>$2,500</td>
<td></td>
</tr>
<tr>
<td>Diversified Financial Services</td>
<td>2.8%</td>
<td>$1,316</td>
<td>$2,108</td>
<td>$2,115</td>
<td></td>
</tr>
<tr>
<td>Consulting Services</td>
<td>21.6%</td>
<td>$2,314</td>
<td>$2,885</td>
<td>$3,115</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>12.9%</td>
<td>$1,600</td>
<td>$1,846</td>
<td>$1,850</td>
<td></td>
</tr>
<tr>
<td>Nonprofit</td>
<td>7.0%</td>
<td>$214</td>
<td>$680</td>
<td>$904</td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>2.2%</td>
<td>$200</td>
<td>$588</td>
<td>$709</td>
<td></td>
</tr>
<tr>
<td>Other Nonprofit</td>
<td>4.8%</td>
<td>$432</td>
<td>$804</td>
<td>$1,154</td>
<td></td>
</tr>
<tr>
<td>Retail</td>
<td>6.5%</td>
<td>$1,846</td>
<td>$2,125</td>
<td>$2,125</td>
<td></td>
</tr>
<tr>
<td>E-commerce</td>
<td>5.3%</td>
<td>$2,125</td>
<td>$2,125</td>
<td>$2,125</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>1.1%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>5.1%</td>
<td>$1,564</td>
<td>$1,731</td>
<td>$1,874</td>
<td></td>
</tr>
<tr>
<td>Healthcare/Pharmaceuticals</td>
<td>4.8%</td>
<td>$1,200</td>
<td>$1,600</td>
<td>$1,923</td>
<td></td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>3.4%</td>
<td>$1,010</td>
<td>$1,535</td>
<td>$1,794</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>2.5%</td>
<td>$1,440</td>
<td>$1,731</td>
<td>$1,962</td>
<td></td>
</tr>
<tr>
<td>Government</td>
<td>2.2%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>Energy</td>
<td>1.7%</td>
<td>$800</td>
<td>$840</td>
<td>$1,000</td>
<td></td>
</tr>
<tr>
<td>Transportation</td>
<td>1.7%</td>
<td>$1,521</td>
<td>$1,685</td>
<td>$1,863</td>
<td></td>
</tr>
<tr>
<td>Hospitality</td>
<td>1.4%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>Real Estate</td>
<td>1.1%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>Law</td>
<td>0.8%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td></td>
</tr>
<tr>
<td>Import/Export/Trading</td>
<td>0.3%</td>
<td>*</td>
<td>*</td>
<td>*</td>
<td></td>
</tr>
</tbody>
</table>

### Salary by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of Hires</th>
<th>Median Weekly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>80.8%</td>
<td>$1,943</td>
</tr>
<tr>
<td>International</td>
<td>19.2%</td>
<td>$1,151</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of U.S. Hires</th>
<th>Median Weekly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>53.0%</td>
<td>$2,077</td>
</tr>
<tr>
<td>West</td>
<td>26.1%</td>
<td>$1,846</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>9.4%</td>
<td>$1,760</td>
</tr>
<tr>
<td>Southwest</td>
<td>4.2%</td>
<td>$2,308</td>
</tr>
<tr>
<td>Midwest</td>
<td>3.8%</td>
<td>$1,860</td>
</tr>
<tr>
<td>South</td>
<td>3.5%</td>
<td>$1,685</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Region</th>
<th>Percent of Int'l Hires</th>
<th>Median Weekly Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia</td>
<td>45.6%</td>
<td>$808</td>
</tr>
<tr>
<td>Europe</td>
<td>23.5%</td>
<td>$1,384</td>
</tr>
<tr>
<td>Middle East/North Africa</td>
<td>8.8%</td>
<td>$692</td>
</tr>
<tr>
<td>Central America and the Caribbean</td>
<td>7.4%</td>
<td>*</td>
</tr>
<tr>
<td>Africa</td>
<td>4.4%</td>
<td>*</td>
</tr>
<tr>
<td>Canada</td>
<td>4.4%</td>
<td>*</td>
</tr>
<tr>
<td>Australia</td>
<td>2.9%</td>
<td>*</td>
</tr>
<tr>
<td>South America</td>
<td>2.9%</td>
<td>*</td>
</tr>
</tbody>
</table>
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
- EPAM
- End to End Analytics
- Perella Weinberg Partners
- Ebay, Inc.
- Paypal, Inc.
- Partners Group
- Pala Investments
- Orbis Investment
- Nyca Partners
- New York Life
- New Energy Capital
- Nebros Capital Management
- The Nashton Company
- M13 Ventures
- Lupa Systems
- Longpoint Realty Partners
- Liberty Mutual Insurance
- Longpoint Realty Partners
- Lupa Systems
- M13 Ventures
- March Capital Management
- Moelis & Company
- Morgan Stanley
- The Nashton Company
- Nebros Capital Management
- New Energy Capital
- New York Life
- Nyca Partners
- Orbs Investment Management Limited
- Pala Investments
- Partners Group
- Paypal, Inc.
- Perella Weinberg Partners
- Williams Island Capital
- The Goldman Sachs Group
- Global Infrastructure
- Global Capital Finance
- GL Capital
- Greentech Capital Advisors
- IFC Asset Management
- Houlihan Lokey
- Hillhouse Capital Group
- Houlihan Lokey
- IFC Asset Management
- Infinity Capital Partners
- Innovate for Impact
- Invesco
- JIC Investment
- K Squared Fund, LLC
- KeyBank
- Kingsford Capital
- Management
- Lakshmi Capital
- Liberty Mutual
- Longpoint Realty Partners
- Lupa Systems
- M13 Ventures
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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, 96.6% 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, 99.2% 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%), Research 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.