2015 Employment Report

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Class Profile
Entering Class Size
77
Mean Prior Work Experience
52 months
Mean Age of New Entrants
27 years
Median Age of New Entrants
27 years
Mean GMAT Score
645
Median GMAT Score
650
Mean Undergraduate GPA
3.4

Undergraduate Specializations
- Business: 39%
- Technical: 42%
- Other: 19%
### Class of 2015 Full-Time Employment Review

#### Job Offer Overview

<table>
<thead>
<tr>
<th>Job Offers Received</th>
<th>Job Offers Accepted</th>
</tr>
</thead>
<tbody>
<tr>
<td>By graduation (May 10):</td>
<td>By graduation (May 10):</td>
</tr>
<tr>
<td>80.3%</td>
<td>71.2%</td>
</tr>
<tr>
<td>By 3 months after graduation (August 10):</td>
<td>By 3 months after graduation (August 10):</td>
</tr>
<tr>
<td>90.9%</td>
<td>86.4%</td>
</tr>
</tbody>
</table>

#### Compensation Overview

<table>
<thead>
<tr>
<th>Base Salary</th>
<th>Signing Bonus</th>
<th>Other Compensation*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean: $101,072</td>
<td>Percent receiving: 83%</td>
<td>Percent receiving: 28%</td>
</tr>
<tr>
<td>Median: $100,000</td>
<td>Mean: $15,614</td>
<td>Mean: $15,413</td>
</tr>
<tr>
<td>Maximum: $135,000</td>
<td>Median: $13,500</td>
<td>Median: $12,000</td>
</tr>
<tr>
<td>Minimum: $52,000</td>
<td>Maximum: $40,000</td>
<td>Maximum: $50,000</td>
</tr>
<tr>
<td>Minimum: $2,500</td>
<td>Minimum: $2,000</td>
<td>Minimum: $2,000</td>
</tr>
</tbody>
</table>

*Other Guaranteed Compensation may include other taxable payroll compensation such as a guaranteed annual bonus or guaranteed overtime compensation. It excludes stock options, tuition reimbursement, moving expenses, and relocation allowance monies.

Note: Please see page 14 for details on the population that was surveyed for data included on pages 4-11.
Employment by Function

- Operations/Logistics: 39%
- Finance/Accounting: 7%
- Marketing/Sales: 24%
- Consulting: 26%
- Other: 4%

Note: Other Guaranteed Compensation may include other taxable payroll compensation such as a guaranteed annual bonus or guaranteed overtime compensation. It excludes stock options, tuition reimbursement, moving expenses, and relocation allowance monies.
## Base Salary by Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Consulting</th>
<th>Finance and Accounting</th>
<th>Marketing and Sales</th>
<th>Operations and Logistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>$117,000</td>
<td>$100,500</td>
<td>$92,346</td>
<td>$98,586</td>
</tr>
<tr>
<td>Median</td>
<td>$125,000</td>
<td>$112,500</td>
<td>$96,000</td>
<td>$100,000</td>
</tr>
</tbody>
</table>
Employment by Industry

- Technology: 28%
- Manufacturing: 14%
- Media/Entertainment: 7%
- Healthcare: 3.5%
- Consumer Products: 3.5%
- Financial Services: 9%
- Consulting: 9%
- Retail: 26%

Penn State Smeal MBA
Corporate Connections. Career Results.
### Class of 2015 Full-Time Employment Review

#### Base Salary by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$114,929</td>
<td>$120,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$105,100</td>
<td>$103,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$90,400</td>
<td>$100,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$83,250</td>
<td>$86,000</td>
</tr>
<tr>
<td>Retail</td>
<td>$108,333</td>
<td>$117,000</td>
</tr>
<tr>
<td>Technology</td>
<td>$103,860</td>
<td>$100,000</td>
</tr>
</tbody>
</table>

Note: Due to an insufficient number of data points, meaningful and anonymous salary statistics could not be developed for the Media/Entertainment and Consumer Products Industries.
Class of 2015 Full-Time Employment Review

Employment by U.S. Geographic Region

- Mid-Atlantic: 28%
- Southwest: 17.5%
- Midwest: 17.5%
- Northeast: 21%
- West: 9%
- South: 3.5%

Note: 3.5% of graduates accepted positions based outside of the U.S.
Class of 2015 Full-Time Employment Review

Base Salary by U.S. Geographic Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Mid-Atlantic</th>
<th>Midwest</th>
<th>Northeast</th>
<th>Southwest</th>
<th>West</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>$93,100</td>
<td>$112,700</td>
<td>$97,840</td>
<td>$97,536</td>
<td>$117,000</td>
</tr>
<tr>
<td>Median</td>
<td>$93,000</td>
<td>$115,000</td>
<td>$102,500</td>
<td>$96,000</td>
<td>$125,000</td>
</tr>
</tbody>
</table>

Note: Due to an insufficient number of data points, meaningful and anonymous salary statistics could not be developed for the South Region of the U.S.
Class of 2015 Full-Time Employment Review

Hiring Organizations

- 4C Foods Corporation *
- A.T. Kearney, Inc. (2)
- AccuWeather, Inc. (2) *
- Agilent Technologies, Inc.
- Air Products & Chemicals, Inc.
- ALDI GmbH & Co.
- Amazon.com, Inc.
- American Express Company
- Apple Inc. (2) *
- Capital One Financial Corporation *
- Chevron Corporation
- Citigroup Inc.
- Dell Inc. (11) *
- Deloitte Consulting LLP (8) *
- Dow Chemical Company *
- Eli Lilly & Company (Taiwan), Inc. *
- EY, LLP (2) *
- Facebook, Inc. *
- Hewlett-Packard Company
- IntelliQ Research and Strategy
- Johnson & Johnson (2)
- JPMorgan Chase & Co.
- KPMG LLP *
- Lazada Thailand *
- Mars, Inc. (Wm. Wrigley Jr. Company)
- Michelin North America, Inc.
- Moody’s Corporation
- Novartis Pharmaceuticals Corporation
- Pfizer Inc.
- PolyOne Corporation
- Thermo Fisher Scientific Inc.
- United Technologies Corporation (2)
- Verizon Communications Inc.
- Williams-Sonoma, Inc.
- ZS Associates, Inc. (2)

(*) Denotes number of graduates hired by the company if greater than 1.
(*) Denotes employer that hired an international student(s).
# Internship Activity Overview

## Internship Compensation

### Base Weekly Salary

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
<th>Max</th>
<th>Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$1,914</td>
<td>$2,033</td>
<td>$2,400</td>
<td>$800</td>
</tr>
<tr>
<td>Finance</td>
<td>$1,641</td>
<td>$1,700</td>
<td>$2,406</td>
<td>$920</td>
</tr>
<tr>
<td>Marketing</td>
<td>$1,356</td>
<td>$1,320</td>
<td>$1,894</td>
<td>$480</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>$1,557</td>
<td>$1,600</td>
<td>$2,200</td>
<td>$800</td>
</tr>
</tbody>
</table>

**Notes:**
1. Base salary data presented in a weekly format; multiply by 4.33 to convert to a monthly format.
2. Base salary data excludes other compensation items such as relocation, corporate housing, and guaranteed “overtime” pay. Only paid internships are included in the data set.
3. Many firms include non-salary perquisites as part of the overall internship offering, which lowers average salary statistics and can make it difficult to accurately compare one offer against another.
Hiring Organizations

- AB Volvo *
- Accuweather, Inc. *
- Air Products & Chemicals, Inc.
- Amazon.com, Inc. (4) *
- Apple Inc. (3) *
- AstraZeneca Pharmaceuticals LP
- BJ’s Wholesale Club, Inc.
- Chesapeake Energy
- Cummins Inc. *
- Dell Inc. (7) *
- Deloitte Consulting LLP (7) *
- Dow Chemical Company (2)
- Eastman Chemical Company
- Eli Lilly and Company (China) *
- Environmental Credit Corp.
- EY, LLP *
- Facebook, Inc. *
- Ford Motor Company
- GlaxoSmithKline PLC
- Henry Schein *
- ICM Partners
- Indigo Biosciences, Inc. *
- Intel Corporation
- Ivia LLC
- Johnson & Johnson
- L’Oreal USA, Inc.
- Lutron Electronics Co., Inc.
- Michelin North America, Inc.
- Pfizer Inc.
- PPG Industries, Inc. (2)
- Procter & Gamble Company
- Regeneron Pharmaceuticals Inc. (2)
- Rolls-Royce
- Royal Bank of Canada *
- Samsung Electronics America
- Sears Holdings Corporation (4) *
- TE Connectivity Inc. (2) *
- The Walt Disney Company (3)
- Tronox Limited *
- Tyco International
- United Services Automobile Ass. (USAA)
- Vanguard Group Inc.
- Verizon Communications Inc.
- VWR International, LLC

(4) Denotes number of graduates hired by the company if greater than 1.
(*) Denotes employer that hired an international student(s).
STATEMENTS ON COMPLIANCE WITH THE MBA CAREER SERVICES & EMPLOYER ALLIANCE (MBA CSEA) STANDARDS

1) This report conforms to the MBA CSEA Standards (Edition V) for the reporting of MBA permanent employment statistics.

2) This report is compiled from data collected through September 10, 2015.

3) The Smeal MBA Program collected usable employment information for 100% of full-time, resident MBA students who graduated between July 1, 2014 and June 30, 2015.

4) The Smeal MBA Program received usable salary information from 93% of employed students. Compensation information is self-reported.

5) Students enrolled in the JD/MBA and MD/MBA dual-degree programs are not included in this report.

6) Base salary statistics exclude bonuses, commissions, benefits, perquisites, and stock options.

7) Employment and salary data contained on pages 4-10 are based on the 66 full-time, resident MBA students who were actively seeking employment.

8) MBA CSEA Standards currently do not exist for the reporting of MBA internship employment statistics. However, a similar methodology was employed in the development of the employment and salary data contained on pages 12-13.