

2016 Employment Report

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Class of 2016 Full-Time Employment Review

Class Profile

Entering Class Size

80

Mean Prior Work Experience

48 months

Mean Age of New Entrants

26.5 years

Median Age of New Entrants

26 years

Mean GMAT Score

649

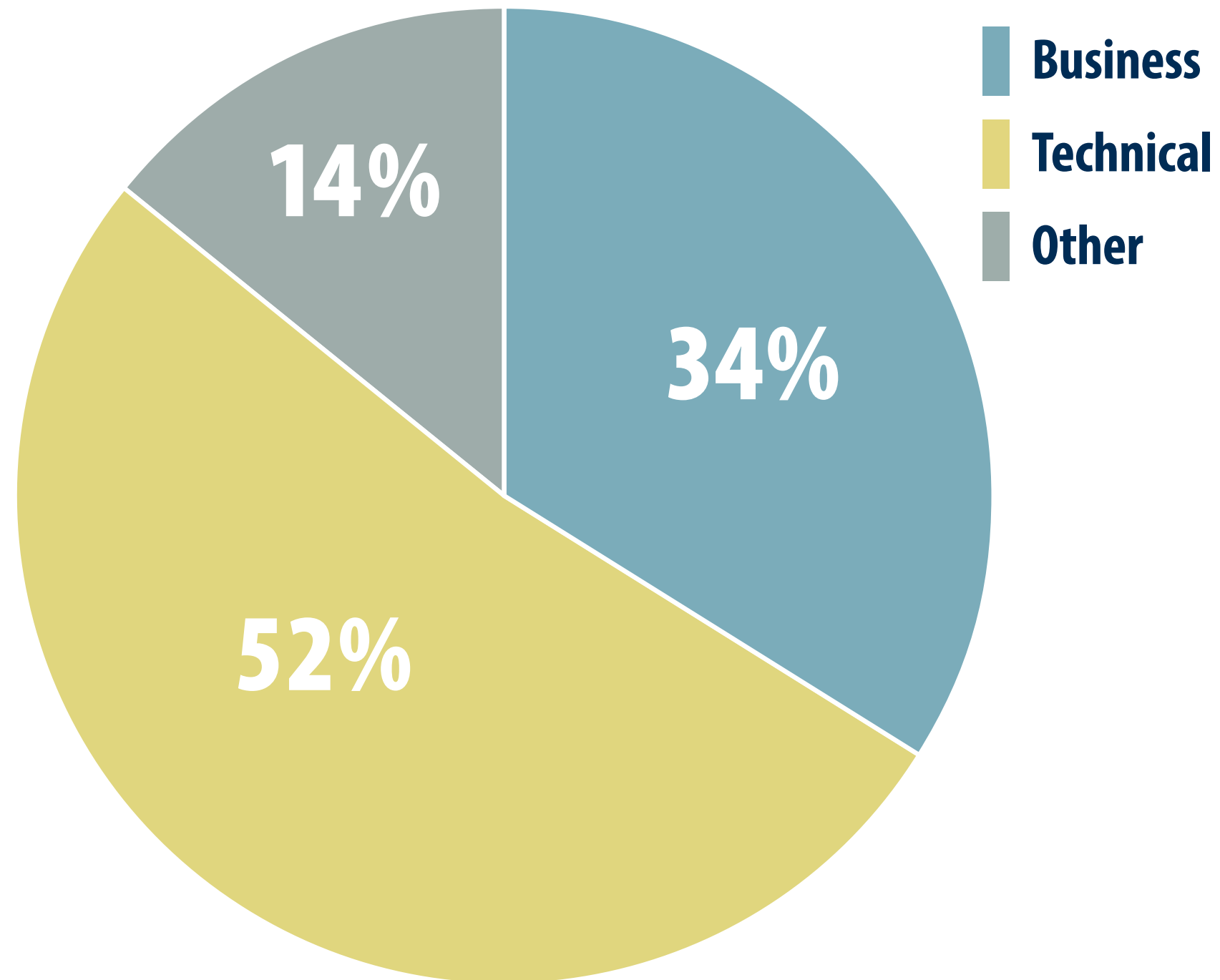
Median GMAT Score

660

Mean Undergraduate GPA

3.4

Undergraduate Specializations



Class of 2016 Full-Time Employment Review

Job Offer Overview

Job Offers Received

By graduation (May 8):

85.7%

By 3 months after graduation (August 8):

88.9%

Job Offers Accepted

By graduation (May 8):

81.0%

By 3 months after graduation (August 8):

88.9%

Compensation Overview

Base Salary

Mean:

\$105,675

Median:

\$105,000

Maximum:

\$150,000

Minimum:

\$66,000

Signing Bonus

Percent receiving:

88.5%

Mean:

\$19,692

Median:

\$15,425

Maximum:

\$57,500

Minimum:

\$5,000

Other Compensation

Percent receiving:

40.4%

Mean:

\$19,605

Median:

\$10,000

Maximum:

\$90,000

Minimum:

\$5,500

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

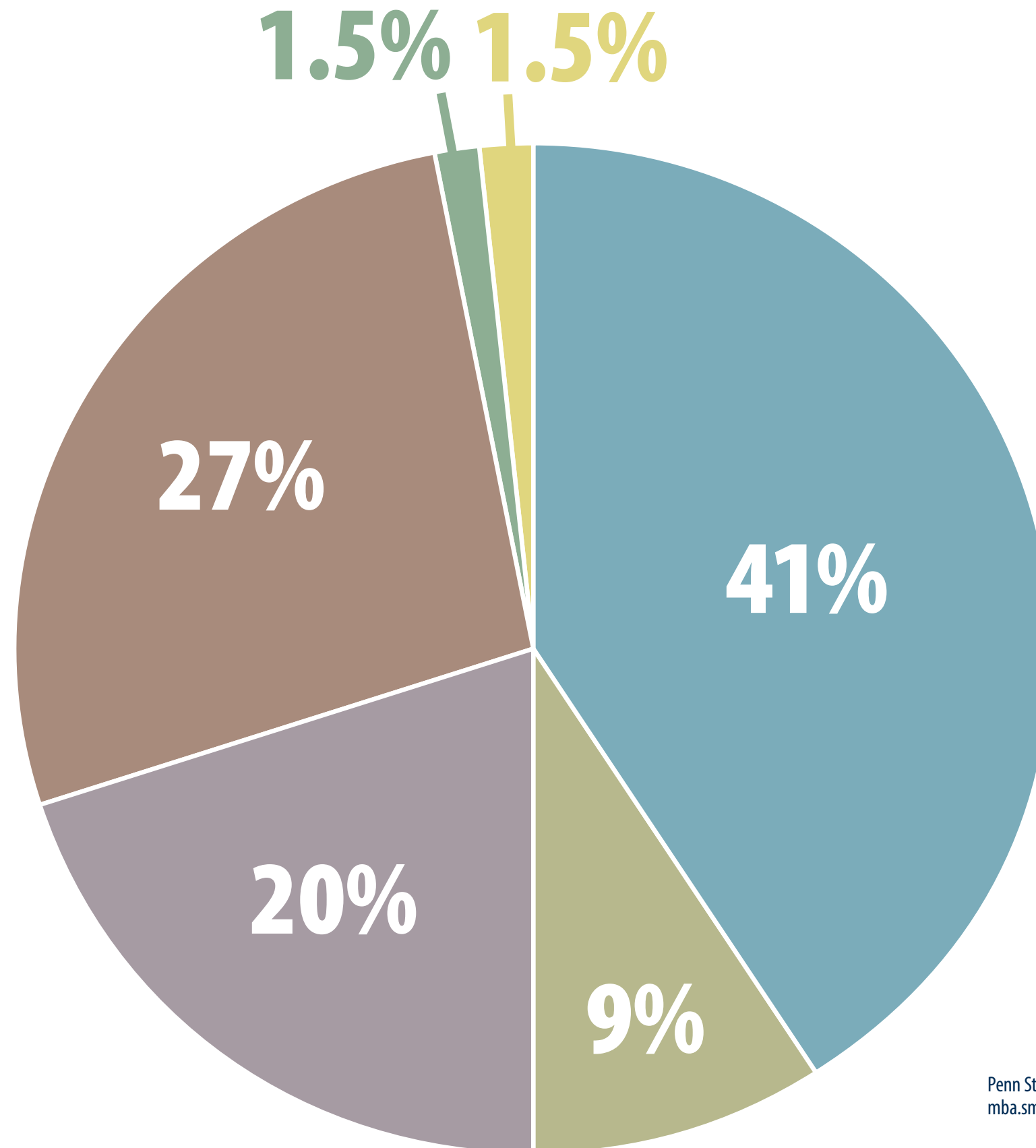
- Base salary excludes bonuses, commissions, and other compensation such as benefits and perquisites (e.g. company car, relocation benefits, etc.). Stock option values and tuition reimbursement are excluded from this compensation report.

- Other guaranteed compensation may include other taxable payroll compensation such as guaranteed annual bonus and guaranteed overtime compensation.

Class of 2016 Full-Time Employment Review

Employment by Function

- Operations/Logistics
- Finance/Accounting
- Marketing/Sales
- Consulting
- General Management
- Other



Class of 2016 Full-Time Employment Review

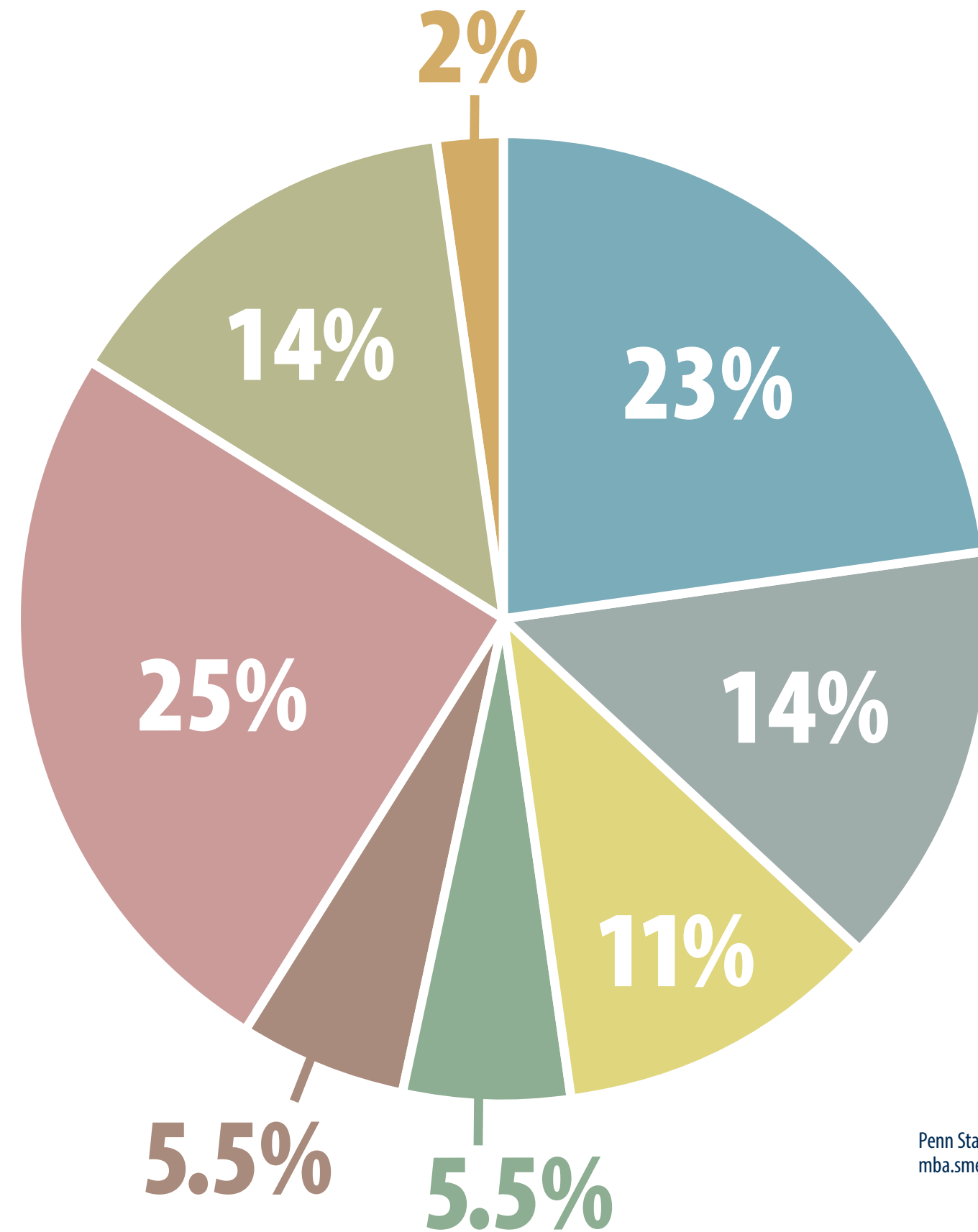
Base Salary by Function

	Consulting	Finance and Accounting	Marketing and Sales	Operations and Logistics
Mean	\$115,077	\$108,750	\$102,350	\$101,982
Median	\$125,000	\$100,000	\$101,250	\$100,000

Class of 2016 Full-Time Employment Review

Employment by Industry

- Technology
- Manufacturing
- Healthcare
- Consumer Products
- Financial Services
- Consulting
- Retail
- Energy



Class of 2016 Full-Time Employment Review

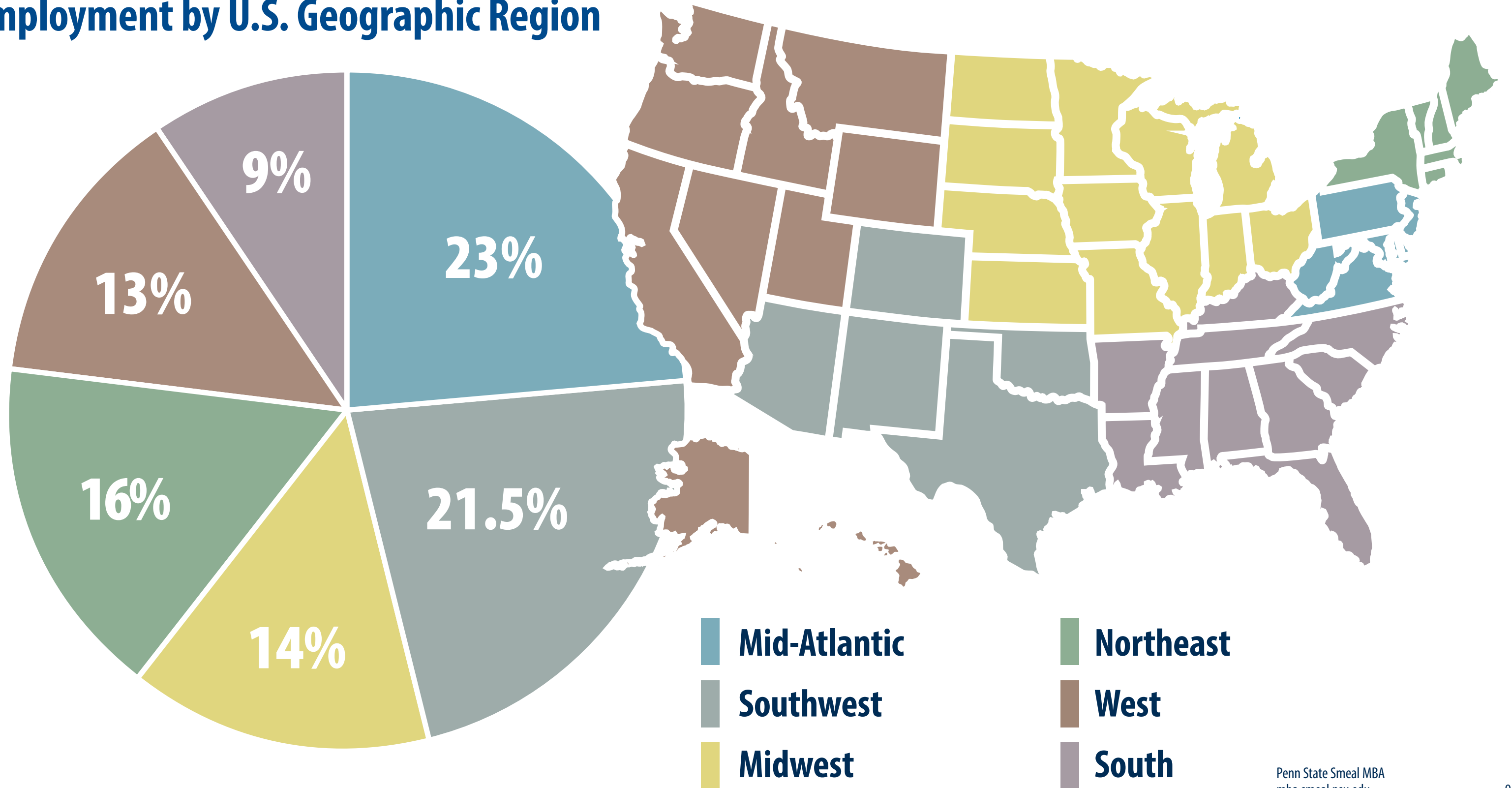
Base Salary by Industry

	Consulting	Healthcare	Financial Services	Manufacturing	Retail	Technology
Mean	\$116,750	\$96,200	\$120,000	\$90,625	\$105,313	\$105,198
Median	\$125,000	\$95,000	\$110,000	\$87,500	\$108,500	\$100,000

Note: Due to an insufficient number of data points, meaningful and anonymous salary statistics could not be developed for the Energy & Consumer Packaged Goods Industries.

Class of 2016 Full-Time Employment Review

Employment by U.S. Geographic Region



Note: 3.5% of graduates accepted positions based outside of the U.S.

Class of 2016 Full-Time Employment Review

Base Salary by U.S. Geographic Region

	Mid-Atlantic	Midwest	Northeast	Southwest	West	South
Mean	\$105,455	\$109,938	\$109,333	\$100,708	\$117,154	\$88,600
Median	\$107,000	\$106,000	\$105,000	\$100,000	\$120,000	\$85,000

Class of 2016 Full-Time Employment Review

Hiring Organizations

- **Air Products & Chemicals, Inc.**
- **Alpha Consulting Corporation**
- **Amazon.com, Inc. (4) ***
- **Anheuser-Busch InBev SA/NV (2) ***
- **Apple Inc. (2) ***
- **Arkema Inc.**
- **Atieva USA Inc. ***
- **Dell Inc. (9) ***
- **Deloitte Consulting LLP (9) ***
- **Ecolab Inc. ***
- **Education Advisory Board**
- **EY, LLP (2)**
- **Ford Motor Company**
- **Highmark Inc. ***
- **Intel Corporation**
- **Jet.com (2) ***
- **Johnson & Johnson (2)**
- **JPMorgan Chase & Co.**
- **Michelin North America, Inc.**
- **PricewaterhouseCoopers LLP ***
- **Regeneron Pharmaceuticals Inc. (2)**
- **Royal Bank of Canada ***
- **Samsung Electronics America, Inc.**
- **Sears Holdings Inc. ***
- **Shell Oil Company**
- **TE Connectivity ***
- **The CareVoice ***
- **The Gap Inc. ***
- **The Procter & Gamble Company**
- **USAA**
- **Volvo Group North America, LLC**

(#) Denotes number of graduates hired by the company if greater than 1.

(*) Denotes employer that hired an international student(s).

Class of 2017 Internship Employment Review

Internship Compensation

Base Weekly Salary

Mean:

\$1,669

Median:

\$1,750

Maximum:

\$2,500

Minimum:

\$800

Base Salary by Function

	Mean	Median	Max	Min
Consulting	\$2,326	\$2,400	\$2,500	\$1,785
Finance	\$1,573	\$1,550	\$1,732	\$1,433
Marketing	\$1,425	\$1,448	\$1,856	\$880
Operations/ Logistics	\$1,655	\$1,800	\$2,200	\$800

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 other benefits or perquisites. 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.

Class of 2017 Internship Employment Review

Hiring Organizations

- **Accuweather, Inc.**
- **Air Products & Chemicals, Inc. (2)**
- **Amazon.com, Inc. (10) ***
- **Apple Inc. (2) ***
- **Bayer AG**
- **BMW AG**
- **CVS Health Corporation**
- **Dell Inc. (6) ***
- **Deloitte Consulting LLP (7) ***
- **Ecolab Inc. (3) ***
- **Farrell Center for Corporate Innovation and Entrepreneurship**
- **Geodis SCO ***
- **Georgia-Pacific, LLC**
- **IDEXX Laboratories, Inc. ***
- **Intel Corporation**
- **JD.com ***
- **Kimberly-Clark Corporation**
- **Lubrizol Corporation (3)**
- **Maaco Franchising, Inc. ***
- **Merck KGaA**
- **Nestle Purina**
- **Novartis Pharmaceutical Corporation (3)**
- **PPL Corporation**
- **Pocono International Raceway, Inc.**
- **PPG Industries, Inc.**
- **Princess Cruise Lines, Ltd.**
- **Reckitt Benckiser Group PLC**
- **TE Connectivity Inc. ***
- **The Gap Inc. (2) ***
- **VWR Corporation**
- **Wal-Mart Stores, Inc. ***
- **Wells Fargo & Company**

(#) Denotes number of graduates hired by the company if greater than 1.

(*) Denotes employer that hired an international student(s).

STATEMENTS ON COMPLIANCE WITH MBA CSEA STANDARDS (Full-Time Employment)

- 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 8, 2016.
- 3) The Smeal MBA Program collected useable employment information for 100% of full-time, resident MBA students who graduated between July 1, 2015 and June 30, 2016.
- 4) The Smeal MBA Program received usable salary information from 93% of employed students. Compensation information is self-reported.
- 5) Students enrolled in graduate, dual-degree, as well as executive or online MBA 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 in pages 4-11 are based on the 63 full-time, resident MBA students who were actively seeking employment.
- 8) Graduates completed their degree requirements and were conferred their degrees at one ceremony held on May 8, 2016.
- 9) MBA CSEA Standards currently do not exist for the reporting of MBA internship employment statistics. However, a similar methodology was used in the development of the employment and salary data contained on pages 12-13.