2016 Employment Report

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Table of Contents

Class of 2016 Full-Time Employment

3 Class Profile
Undergraduate Specializations

4 Job Offer Overview
Compensation Overview

5 Employment by Function

6 Base Salary by Function

7 Employment by Industry

8 Base Salary by Industry

9 Employment by U.S. Geographic Region

10 Base Salary by U.S. Geographic Region

11 Full-Time Hiring Organizations

Class of 2017 Internship Employment

12 Internship Activity Overview & Compensation

13 Internship Hiring Organizations

Statements on Compliance

14 MBA Career Services & Employer Alliance Standards
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
- Business: 52%
- Technical: 34%
- Other: 14%
### 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

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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.
Employment by Function

- Operations/Logistics: 27%
- Finance/Accounting: 1.5%
- Marketing/Sales: 1.5%
- Consulting: 9%
- General Management: 20%
- Other: 41%
## Base Salary by Function

<table>
<thead>
<tr>
<th></th>
<th>Consulting</th>
<th>Finance and Accounting</th>
<th>Marketing and Sales</th>
<th>Operations and Logistics</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>$115,077</td>
<td>$108,750</td>
<td>$102,350</td>
<td>$101,982</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>$125,000</td>
<td>$100,000</td>
<td>$101,250</td>
<td>$100,000</td>
</tr>
</tbody>
</table>
Class of 2016 Full-Time Employment Review

Employment by Industry

- Technology: 23%
- Manufacturing: 14%
- Healthcare: 11%
- Consumer Products: 5.5%
- Financial Services: 25%
- Consulting: 14%
- Retail: 2%
- Energy: 11%
- 5.5%
## Base Salary by Industry

<table>
<thead>
<tr>
<th></th>
<th>Consulting</th>
<th>Healthcare</th>
<th>Financial Services</th>
<th>Manufacturing</th>
<th>Retail</th>
<th>Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>$116,750</td>
<td>$96,200</td>
<td>$120,000</td>
<td>$90,625</td>
<td>$105,313</td>
<td>$105,198</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>$125,000</td>
<td>$95,000</td>
<td>$110,000</td>
<td>$87,500</td>
<td>$108,500</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 Energy & Consumer Packaged Goods Industries.
Employment by U.S. Geographic Region

- Mid-Atlantic: 23%
- Southwest: 16%
- Midwest: 14%
- Northeast: 9%
- South: 13%
- West: 21.5%

Note: 3.5% of graduates accepted positions based outside of the U.S.
## Base Salary by U.S. Geographic Region

<table>
<thead>
<tr>
<th></th>
<th>Mid-Atlantic</th>
<th>Midwest</th>
<th>Northeast</th>
<th>Southwest</th>
<th>West</th>
<th>South</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>$105,455</td>
<td>$109,938</td>
<td>$109,333</td>
<td>$100,708</td>
<td>$117,154</td>
<td>$88,600</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>$107,000</td>
<td>$106,000</td>
<td>$105,000</td>
<td>$100,000</td>
<td>$120,000</td>
<td>$85,000</td>
</tr>
</tbody>
</table>
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).
## 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>$2,326</td>
<td>$2,400</td>
<td>$2,500</td>
<td>$1,785</td>
</tr>
<tr>
<td>Finance</td>
<td>$1,573</td>
<td>$1,550</td>
<td>$1,732</td>
<td>$1,433</td>
</tr>
<tr>
<td>Marketing</td>
<td>$1,425</td>
<td>$1,448</td>
<td>$1,856</td>
<td>$880</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>$1,655</td>
<td>$1,800</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 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

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

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