

2018 Employment Report

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Class of 2018 Full-Time Employment Review

Class Profile

Entering Class Size

57

Mean Prior Work Experience

53.8 months

Mean Age of New Entrants

28 years

Median Age of New Entrants

26 years

Mean GMAT Score

659

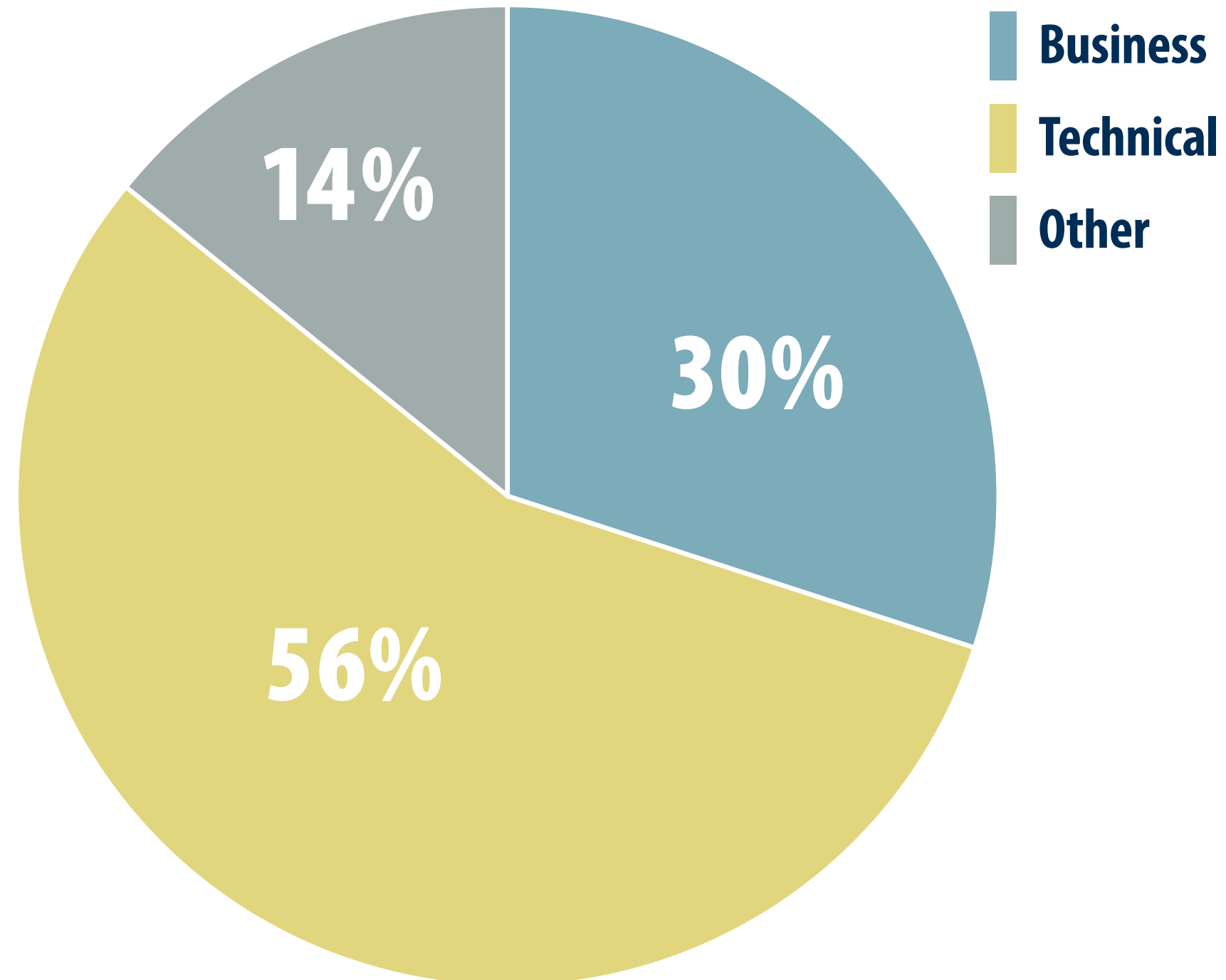
Median GMAT Score

680

Mean Undergraduate GPA

3.3

Undergraduate Specializations



Class of 2018 Full-Time Employment Review

Job Offer Overview

Job Offers Received

By graduation (May 6):

79%

By 3 months after graduation (August 6):

94%

Job Offers Accepted

By graduation (May 6):

72%

By 3 months after graduation (August 6):

92%

Compensation Overview

Base Salary

Mean:

\$106,100

Median:

\$105,000

Maximum:

\$143,000

Minimum:

\$60,000

Signing Bonus

Percent receiving:

90%

Mean:

\$20,306

Median:

\$10,000

Maximum:

\$90,000

Minimum:

\$5,000

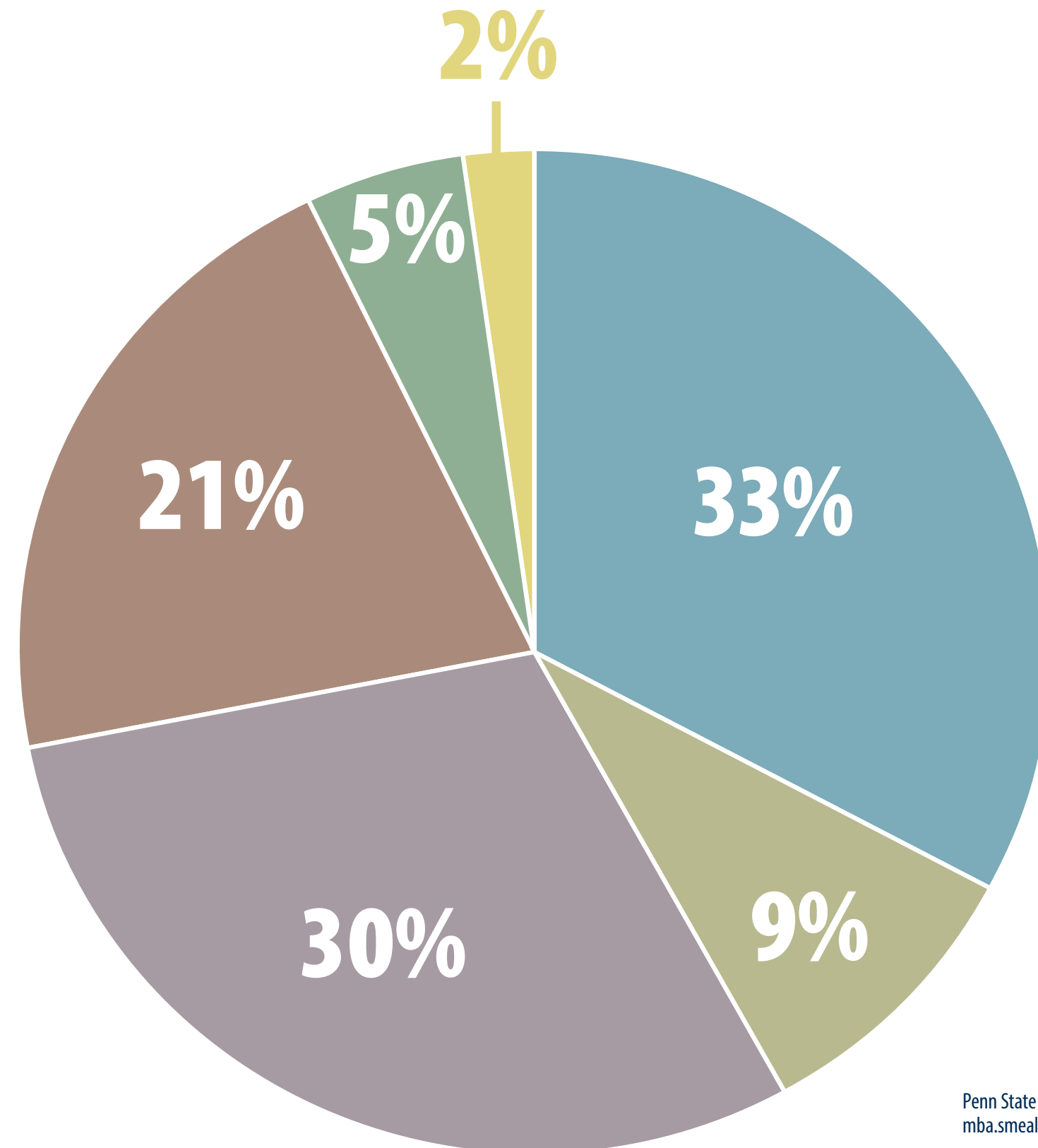
Note: Please see page 14 for details on the population that was surveyed for data included on pages 4-11.

- 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.

Class of 2018 Full-Time Employment Review

Employment by Function

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



Note: Based on total students providing function information.

Class of 2018 Full-Time Employment Review

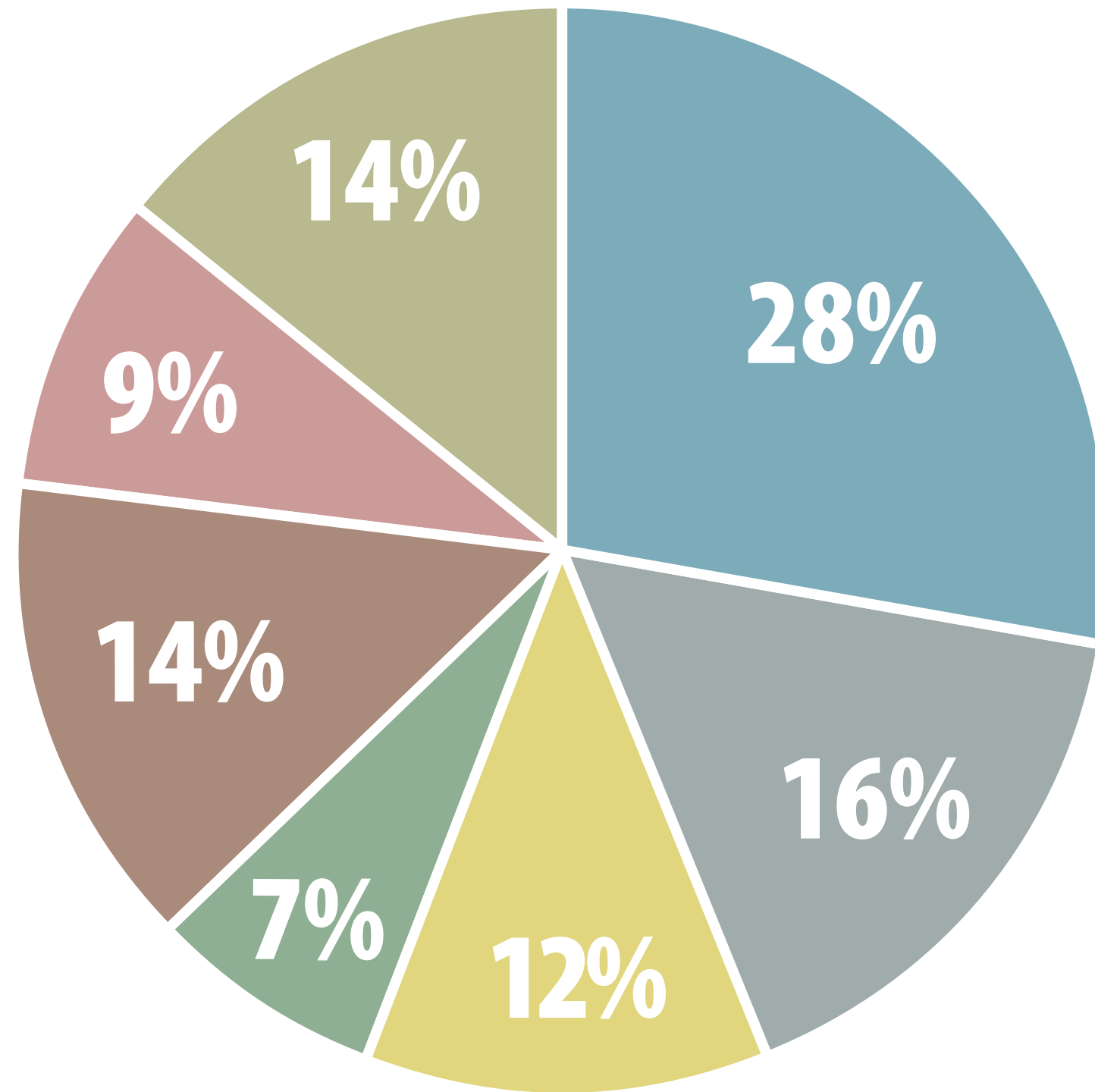
Base Salary by Function

	Consulting	Finance and Accounting	Marketing and Sales	Operations and Logistics
Mean	\$115,375	\$100,000	\$101,615	\$106,385
Median	\$117,500	\$100,000	\$98,000	\$100,000

Note: Based on total students providing function information.

Class of 2018 Full-Time Employment Review

Employment by Industry



Note: Industries represented in the Other category include Construction, Energy, Financial Services, Market Research Services, and Mining.

Based on total students providing industry information.

Class of 2018 Full-Time Employment Review

Base Salary by Industry

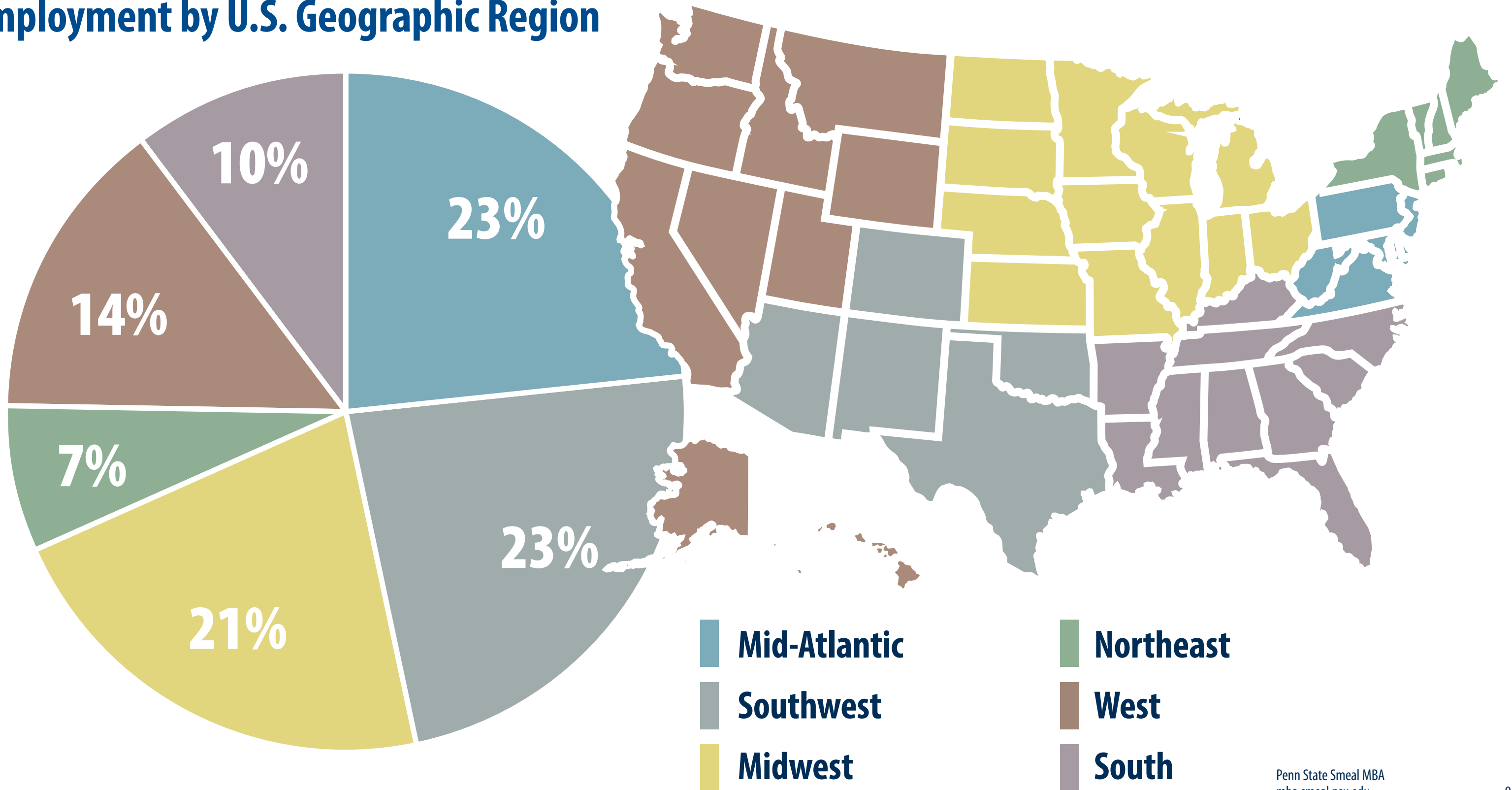
	Consulting	Consumer Packaged Goods	Healthcare	Manufacturing	Other	Retail	Technology
Mean	\$121,333	\$97,667	\$108,750	\$98,857	\$95,000	\$113,750	\$106,000
Median	\$125,000	\$98,000	\$110,000	\$100,000	\$95,000	\$127,500	\$98,000

Note: Industries represented in the Other category include Construction, Energy, Financial Services, Market Research Services, and Mining.

Based on total students providing industry information.

Class of 2018 Full-Time Employment Review

Employment by U.S. Geographic Region



*Note: Based on total students providing geographic information.
2% of graduates accepted positions based outside of U.S.*

Class of 2018 Full-Time Employment Review

Base Salary by U.S. Geographic Region

	Mid-Atlantic	Midwest	Northeast	South	Southwest	West
Mean	\$98,333	\$103,667	\$108,333	\$98,000	\$111,000	\$118,333
Median	\$100,000	\$105,000	\$110,000	\$98,500	\$100,000	\$127,500

Note: Based on total students providing geographic information.

Class of 2018 Full-Time Employment Review

Hiring Organizations

- **A.T. Kearney, Inc.**
- **Air Products and Chemicals, Inc.**
- **Amazon.com, Inc. (2)***
- **Anheuser-Busch InBev**
- **Appian Corporation**
- **Apple Inc. (2)***
- **AstraZeneca ***
- **CSL Behring**
- **CVS Health Corporation**
- **Dell Technologies Inc. (6)***
- **Deloitte Consulting LLP (5) ***
- **Ecolab Inc. ***
- **Exxon Mobil Corporation**
- **Flex, Inc.**
- **Freedom Financial Network**
- **Fulcrum Global Technologies***
- **Highmark Inc. (2)***
- **International Paper**
- **Kennametal Inc. ***
- **Kiewit Corporation**
- **Kimberly-Clark Corporation**
- **Micron Technology, Inc. ***
- **PPG, Inc.**
- **The Gap Inc. ***
- **The Home Depot**
- **The Lubrizol Corporation (2)**
- **U.S. Silica Holdings, Inc.**
- **UGI Corporation**
- **Verizon Communications Inc. ***
- **VideoMining Corporation**

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

Class of 2019 Internship Employment Review

Internship Compensation

Base Weekly Salary

Mean:

\$36/hr

Median:

\$38/hr

Maximum:

\$60/hr

Minimum:

\$11/hr

Base Salary by Function

	Percent of Students	Mean	Median
Consulting	6%	\$60	\$60
Finance	21%	\$40	\$40
Marketing	23%	\$31	\$35
Operations/Logistics	33%	\$36	\$38
General Mgmt./ Other	17%	\$31	\$32

Notes: 1) All base salary data converted to an hourly wage 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 2019 Internship Employment Review

Hiring Organizations

- **AccuWeather, Inc. ***
- **AT&T Inc.**
- **Avail Technologies**
- **B. Braun Medical Inc.**
- **Clark Associates, Inc. (2)***
- **Colgate-Palmolive Company**
- **Comcast Corporation**
- **Continental Grain Company ***
- **Crane Connectivity Solutions ***
- **Cube Hydro Partners LLP ***
- **CVS Health Corporation**
- **Dell Technologies Inc. (4)***
- **Deloitte Consulting LLC (3)***
- **DowDuPont Inc.**
- **Eaton Corporation**
- **Education Pioneers Fellowship***
- **Exxon Mobil Corporation**
- **Fisher-Price, Inc.**
- **Hanesbrands Inc.**
- **Honeywell International Inc.**
- **Intel Corporation (2)**
- **Johnson & Johnson**
- **JPMorgan Chase & Co.**
- **Keysight Technologies, Inc**
- **New Pig Corporation***
- **Nike, Inc.**
- **Novartis Pharmaceutical Corporation (2)***
- **Penn State Sustainability Institute**
- **Penn State University**
- **PepsiCo, Inc.**
- **Pfizer Inc.**
- **Stanley Black & Decker, Inc. ***
- **State of Connecticut Department of Administrative Services***
- **The Hershey Company**
- **The Hertz Corporation***
- **Tudor, Pickering, Holt & Company**
- **United Services Automobile Association (USAA)**
- **Walmart Inc. (2)**
- **Western Digital Corporation**

(#) 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 VI) for the reporting of MBA permanent employment statistics.
- 2) This report is compiled from data collected through September 5, 2018.
- 3) The Smeal MBA Program collected useable employment information for 100% of full-time, resident MBA students who graduated between July 1, 2017 and June 30, 2018.
- 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 3-11 are based on the 47 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 6, 2018.
- 9) MBA CSEA Standards currently do not exist for the reporting of MBA internship employment statistics. However, a similar reporting methodology was used in the development of the employment and salary data contained on pages 12-13.