2017 Employment Report

mba.smeal.psu.edu
Table of Contents

Class of 2017 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

Class of 2018 Internship Employment

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

12 Internship Activity Overview & Compensation

13 Internship Hiring Organizations

14 MBA Career Services & Employer Alliance Standards

Statements on Compliance
Class Profile

Entering Class Size
67

Mean Prior Work Experience
61 months

Mean Age of New Entrants
26.5 years

Median Age of New Entrants
26 years

Mean GMAT Score
636

Median GMAT Score
660

Mean Undergraduate GPA
3.4

Undergraduate Specializations

- Business: 37%
- Technical: 48%
- Other: 15%
### Job Offer Overview

#### Job Offers Received

By graduation (May 7):

- **88.1%**

By 3 months after graduation (August 7):

- **91.5%**

#### Job Offers Accepted

By graduation (May 7):

- **78.0%**

By 3 months after graduation (August 7):

- **91.5%**

### Compensation Overview

#### Base Salary

- **Mean:** $105,462
- **Median:** $105,000
- **Maximum:** $152,500
- **Minimum:** $55,000

#### Signing Bonus

- **Mean:** $21,820
- **Median:** $20,000
- **Maximum:** $57,500
- **Minimum:** $2,000

#### Other Compensation

- **Mean:** $12,853
- **Median:** $9,000
- **Maximum:** $57,900
- **Minimum:** $3,150

---

**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: 44%
- Finance/Accounting: 19%
- Marketing/Sales: 24%
- Consulting: 6%
- General Management: 7%
## Base Salary by Function

<table>
<thead>
<tr>
<th></th>
<th>Consulting</th>
<th>Finance and Accounting</th>
<th>General Management</th>
<th>Marketing and Sales</th>
<th>Operations and Logistics</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>$118,750</td>
<td>$91,250</td>
<td>$118,333</td>
<td>$98,438</td>
<td>$104,490</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>$125,000</td>
<td>$90,000</td>
<td>$120,000</td>
<td>$100,000</td>
<td>$108,500</td>
</tr>
</tbody>
</table>
Employment by Industry

- Technology
- Manufacturing
- Healthcare
- Consumer Products
- Consulting
- Retail
- Other

Note: Industries represented in the Other category include Financial Services, Hospitality, and Transportation and Logistics Services.
## Base Salary by Industry

<table>
<thead>
<tr>
<th></th>
<th>Consulting</th>
<th>Consumer Packaged Goods</th>
<th>Healthcare</th>
<th>Manufacturing</th>
<th>Other</th>
<th>Retail</th>
<th>Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mean</strong></td>
<td>$118,750</td>
<td>$97,714</td>
<td>$101,667</td>
<td>$95,500</td>
<td>$90,740</td>
<td>$119,600</td>
<td>$102,281</td>
</tr>
<tr>
<td><strong>Median</strong></td>
<td>$125,000</td>
<td>$100,000</td>
<td>$105,000</td>
<td>$95,000</td>
<td>$90,000</td>
<td>$123,000</td>
<td>$100,000</td>
</tr>
</tbody>
</table>

*Note: Industries represented in the Other category include Financial Services, Hospitality, and Transportation and Logistics Services.*
Employment by U.S. Geographic Region

- Mid-Atlantic: 18.5%
- Southwest: 18.5%
- Midwest: 17%
- South: 15%
- West: 20%
- Northeast: 9%

Note: 2% of graduates accepted positions based outside of the U.S.
# Class of 2017 Full-Time Employment Review

## Base Salary by U.S. Geographic Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>$89,200</td>
<td>$90,000</td>
</tr>
<tr>
<td>Midwest</td>
<td>$108,000</td>
<td>$105,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>$104,000</td>
<td>$107,500</td>
</tr>
<tr>
<td>South</td>
<td>$101,136</td>
<td>$95,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>$108,050</td>
<td>$100,000</td>
</tr>
<tr>
<td>West</td>
<td>$112,895</td>
<td>$120,000</td>
</tr>
</tbody>
</table>
Hiring Organizations

- Accenture Inc.
- Amazon.com, Inc. (8)*
- Amphenol Corporation *
- Anheuser-Busch InBev NV
- Apple Inc. *
- CHEP International, Inc.
- Citigroup Inc.
- Clark Associates, Inc. *
- Corning Inc.
- CVS Health Corporation
- Dell Technologies Inc. (6)*
- Deloitte Consulting LLP (6)*
- Driven Brands, Inc. *
- Ecolab Inc. (3)*
- Flex LTD (2)
- General Motors Company
- GlaxoSmithKline LLC
- Hanesbrands Inc. (2)
- Intel Corporation
- Johnson & Johnson
- McKinsey & Company
- Melaleuca Inc.
- Michelin North America, Inc.
- Nestle USA, Inc.
- Plan2Execute LLC *
- Princess Cruise Lines, Ltd.
- Reckitt Benckiser Group PLC (2)
- Tesla, Inc. *
- The Gap Inc. *
- The Lubrizol Corporation
- Thruue, Inc.
- Wunderman LLC

(8) 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><strong>Mean:</strong></td>
<td>$1,468</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Median:</strong></td>
<td>$1,468</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Maximum:</strong></td>
<td>$2,640</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Minimum:</strong></td>
<td>$520</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Base Salary by Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Mean</th>
<th>Median</th>
<th>Max</th>
<th>Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$2,174</td>
<td>$2,400</td>
<td>$2,640</td>
<td>$960</td>
</tr>
<tr>
<td>Finance</td>
<td>$1,321</td>
<td>$1,550</td>
<td>$1,700</td>
<td>$520</td>
</tr>
<tr>
<td>Marketing</td>
<td>$1,498</td>
<td>$1,594</td>
<td>$2,400</td>
<td>$800</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>$1,312</td>
<td>$1,320</td>
<td>$1,848</td>
<td>$600</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 2018 Internship Employment Review

## Hiring Organizations

- A. T. Kearney, Inc.
- Air Products & Chemicals, Inc.
- Amazon.com, Inc. (3)*
- Corning Inc. *
- Dell Technologies Inc. (6)*
- Deloitte Consulting LLP (5)*
- Ecolab Inc. *
- Fulcrum Global Technologies *
- General Electric Company
- Highmark Inc. *
- Intel Corporation
- International Paper Company
- Kiewit Corporation
- L’Oreal USA, Inc.
- Michelin North America, Inc.
- Micron Technology, Inc. *
- Novartis Pharmaceuticals Corporation *
- Penn State Smeal Farrell Center for Corporate Innovation and Entrepreneurship
- PolyOne Corporation
- PPG Industries, Inc. (3)
- PPL Corporation (2)
- Regeneron Pharmaceuticals Inc.
- Schaeffler Group USA, Inc. *
- Societe BIC
- TE Connectivity Corporation
- The Dow Chemical Company
- The Hershey Company
- The Lubrizol Corporation (2)
- The Shaner Hotel Group
- University of Pittsburgh Medical Center (UPMC)
- Verizon Wireless, Inc. *
- VWR International, LLC
- Western Digital Corporation *
- Xact Metal, Inc. *

*(#) 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 August 21, 2017.

3) The Smeal MBA Program collected useable employment information for 100% of full-time, resident MBA students who graduated between July 1, 2016 and June 30, 2017.

4) The Smeal MBA Program received usable salary information from 100% 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 3-13 are based on the 59 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 7, 2017.

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.