

2017 Employment Report

mba.smeal.psu.edu

Table of Contents

Class of 2017 Full-Time Employment

3 Class Profile
3 Undergraduate Specializations

4 Job Offer Overview
4 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 2018 Internship Employment

12 Internship Activity Overview & Compensation

13 Internship Hiring Organizations

Statements on Compliance

14 MBA Career Services & Employer Alliance Standards

Class of 2017 Full-Time Employment Review

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

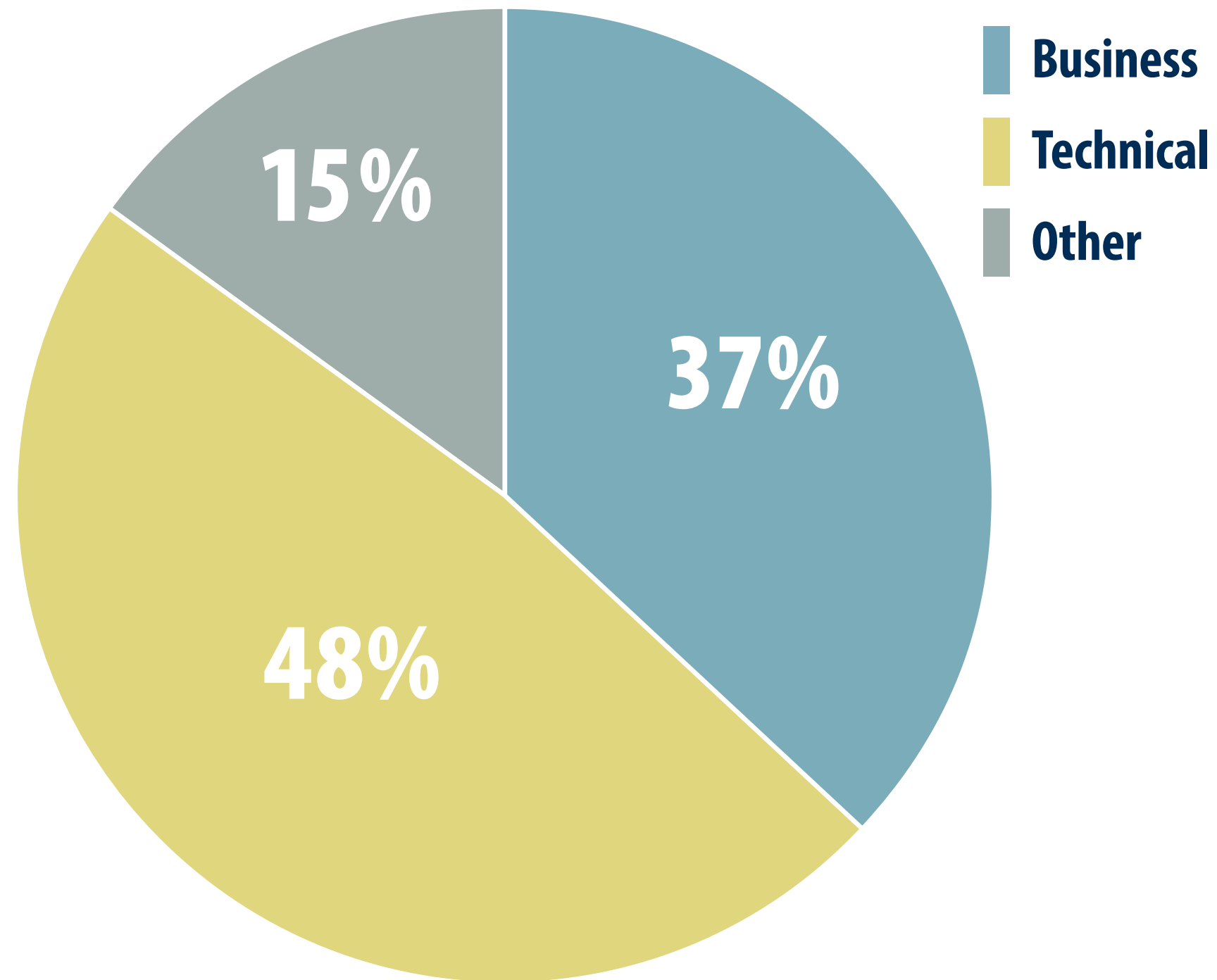
Median GMAT Score

660

Mean Undergraduate GPA

3.4

Undergraduate Specializations



Class of 2017 Full-Time Employment Review

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

Percent receiving:

89.0%

Mean:

\$21,820

Median:

\$20,000

Maximum:

\$57,500

Minimum:

\$2,000

Other Compensation

Percent receiving:

54.0%

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.

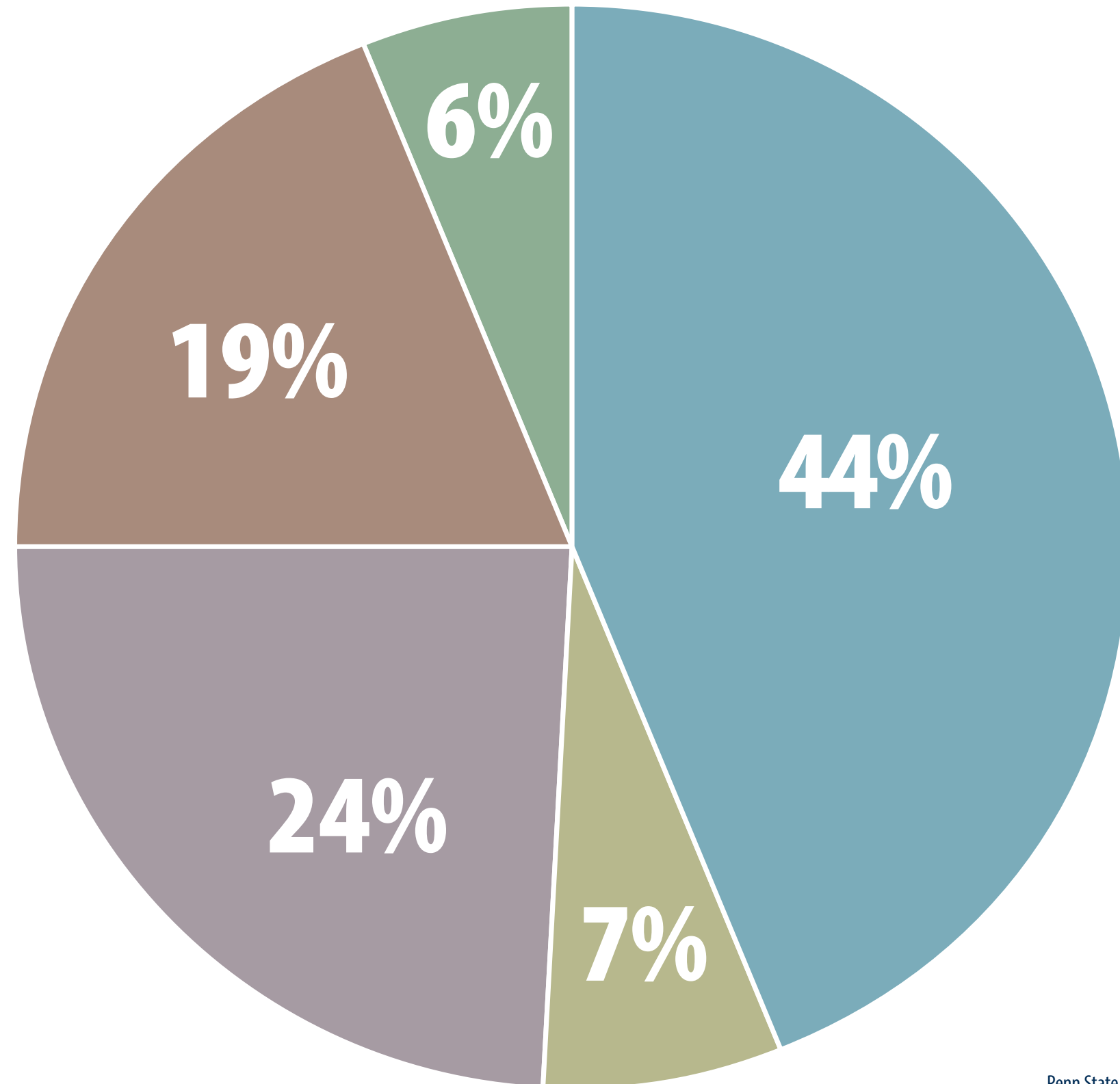
- Base salary excludes bonuses, commissions, and other compensation such as benefits and perquisites (e.g. company car, relocation benefits, etc.). Stock option values and tuition reimbursement are excluded from this compensation report.

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

Class of 2017 Full-Time Employment Review

Employment by Function

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



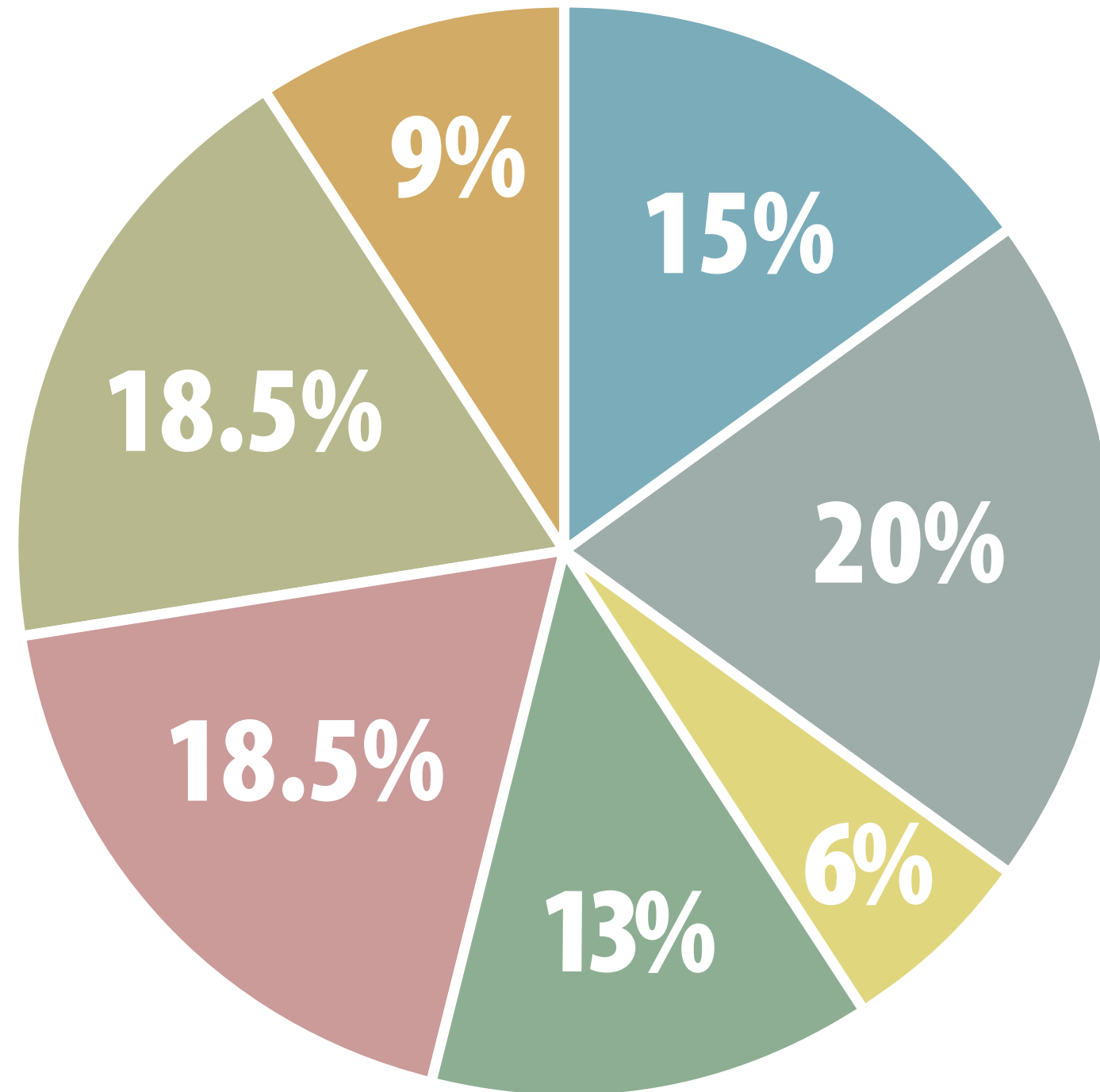
Class of 2017 Full-Time Employment Review

Base Salary by Function

	Consulting	Finance and Accounting	General Management	Marketing and Sales	Operations and Logistics
Mean	\$118,750	\$91,250	\$118,333	\$98,438	\$104,490
Median	\$125,000	\$90,000	\$120,000	\$100,000	\$108,500

Class of 2017 Full-Time Employment Review

Employment by Industry



Note: Industries represented in the Other category include Financial Services, Hospitality, and Transportation and Logistics Services.

Class of 2017 Full-Time Employment Review

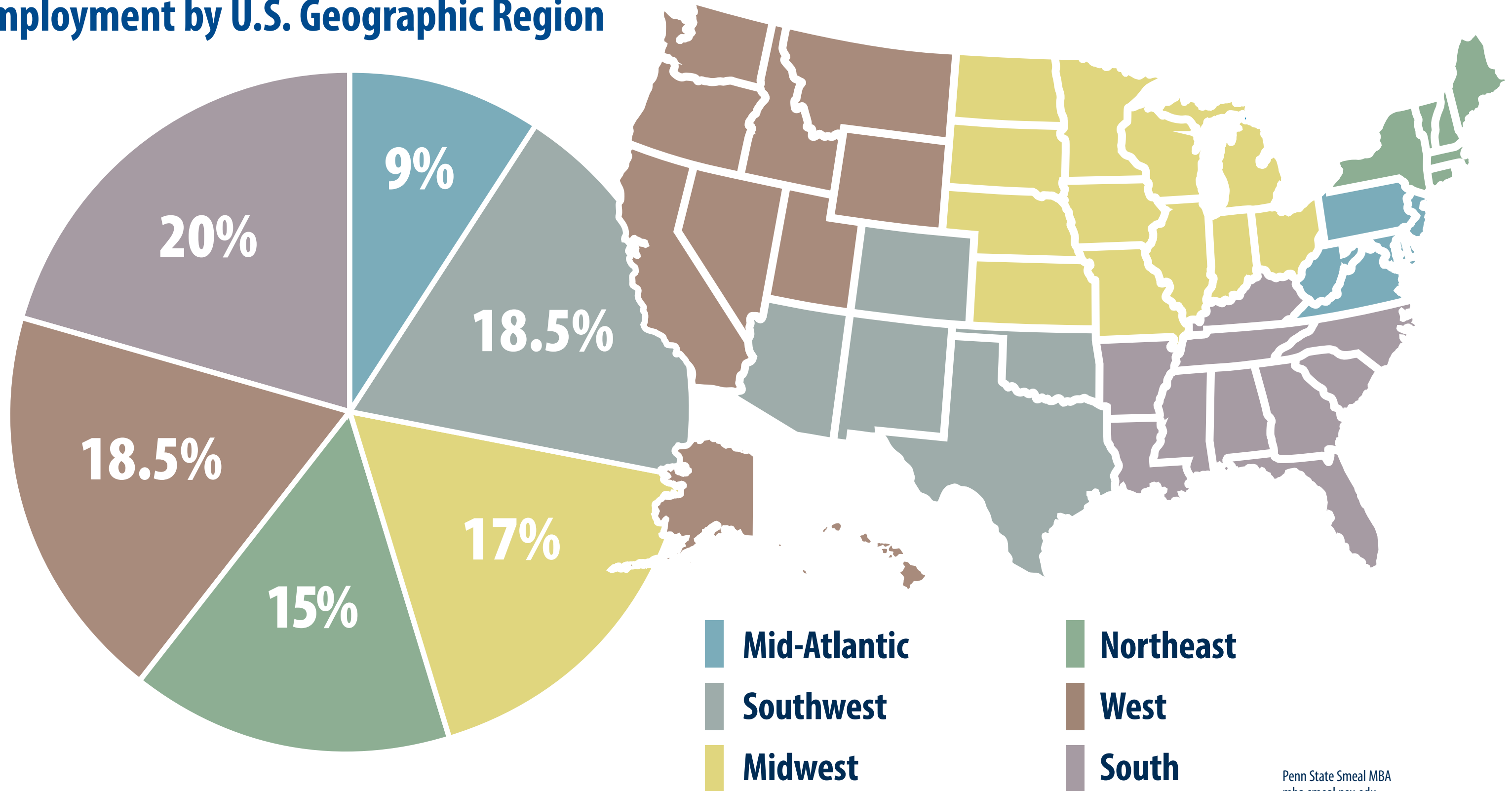
Base Salary by Industry

	Consulting	Consumer Packaged Goods	Healthcare	Manufacturing	Other	Retail	Technology
Mean	\$118,750	\$97,714	\$101,667	\$95,500	\$90,740	\$119,600	\$102,281
Median	\$125,000	\$100,000	\$105,000	\$95,000	\$90,000	\$123,000	\$100,000

Note: Industries represented in the Other category include Financial Services, Hospitality, and Transportation and Logistics Services.

Class of 2017 Full-Time Employment Review

Employment by U.S. Geographic Region



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

	Mid-Atlantic	Midwest	Northeast	South	Southwest	West
Mean	\$89,200	\$108,000	\$104,000	\$101,136	\$108,050	\$112,895
Median	\$90,000	\$105,000	\$107,500	\$95,000	\$100,000	\$120,000

Class of 2017 Full-Time Employment Review

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

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

Class of 2018 Internship Employment Review

Internship Compensation

Base Weekly Salary

Mean:

\$1,468

Median:

\$1,468

Maximum:

\$2,640

Minimum:

\$520

Base Salary by Function

	Mean	Median	Max	Min
Consulting	\$2,174	\$2,400	\$2,640	\$960
Finance	\$1,321	\$1,550	\$1,700	\$520
Marketing	\$1,498	\$1,594	\$2,400	\$800
Operations/ Logistics	\$1,312	\$1,320	\$1,848	\$600

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.