

VANDERBILT MBA 2015 EMPLOYMENT REPORT



VANDERBILT UNIVERSITY
OWEN GRADUATE SCHOOL OF MANAGEMENT

To Friends and Associates of Owen



We are very happy to present the Vanderbilt MBA Employment Report for the Classes of 2015 and 2016. It was again a year with great results for our students in the key employment metrics. At three months post-graduation, 93% of the Class of 2015 seeking employment had received an offer of full-time employment and 92% had accepted an offer. The average starting base salary, which has continued to increase in the past four years, is at an all-time high of \$108,255, which is a 7% increase in base salary from 2014.

A few other highlights for the graduating Class of 2015 include:

- At the time of graduation, 86% of the class had received a full-time offer, with 81% having accepted an offer, which are very close to record highs for both metrics.
- Continued strength in hiring in the consulting industry. The number of 2015 Owen graduates entering the consulting industry is the largest ever, with 24% of the class accepting positions with consulting firms.
- Strong employment in the technology (19%), financial services (17%) and health care (12%) industries accounts for almost half of the graduating class.
- Geographically students were employed in more than 28 different metropolitan areas across the United States, with the major concentrations outside of Nashville in Atlanta, New York, Dallas and the San Francisco Bay area.
- 78% of full-time accepted offers came from Owen-associated sources such as summer internships, on-campus interviews, job postings, faculty and alumni referrals and career fairs.

The Class of 2016 enjoyed a robust summer internship market, which resulted in a full 100% of first-year students seeking a summer internship accepting an internship by June. Our interns spent the summer in a wide array of industries and job functions in more than 100 different companies across the United States, with approximately one-half returning to campus in August for their second year at Owen with a full-time job offer from their internship.

As the employer demand for MBA talent remains strong, our department continues to work to provide relevant and timely programming and coaching to students as they prepare themselves to take the next steps in their careers. We are also very fortunate to work with fantastic recruiting partners who continue to support and invest in an ongoing relationship with Owen and we have been very excited to welcome new partners that have engaged with us this past year. We are looking forward to an exciting and activity-filled recruiting year in 2015-2016.

Sincerely,

Emily Anderson
Director—Career Management Center
Vanderbilt University
Owen Graduate School of Management

\$108,255

Average base salary

(7% increase from 2014 for an all-time high)

86%

received a full-time offer by graduation



“I am interested in hiring Vanderbilt students because they are very smart, but modest. This is truly the strength of the Owen student.”

Tadaaki Yamaguchi
Vanderbilt MBA | 2002
President, JFE Steel America

CLASS OF 2016 Internship Statistics

Internship Salary Data

| | | | |
|-----------------------|---------|--|------|
| Mean Monthly Salary | \$6,667 | Internships That Were Paid | 95% |
| Median Monthly Salary | \$6,721 | Percent of Seeking Students with an Internship Offer | 100% |

| Job Function | Percent | Monthly | | Monthly Salary | |
|--------------------|---------|-------------|---------------|----------------|----------|
| | | Mean Salary | Median Salary | Low | High |
| Consulting | 17% | \$7,673 | \$8,233 | \$1,700 | \$13,867 |
| Finance/Accounting | 35% | \$7,154 | \$7,792 | \$1,500 | \$10,500 |
| General Management | 11% | \$5,686 | \$6,233 | \$3,467 | \$9,000 |
| Human Resources | 9% | \$6,115 | \$6,500 | \$3,200 | \$7,367 |
| Marketing | 17% | \$6,230 | \$6,400 | \$1,733 | \$9,000 |
| Operations | 8% | \$6,464 | \$8,000 | \$2,947 | \$8,000 |
| Other | 4% | \$4,075 | \$2,993 | \$2,080 | \$6,933 |

Industry

| | | | | | |
|---------------------------------|-----|-------------------|----------|---------|----------|
| Consulting | 10% | \$8,352 | \$8,233 | \$4,333 | \$11,700 |
| Consumer Products | 10% | \$6,346 | \$6,263 | \$5,833 | \$7,384 |
| Financial Services | 20% | \$8,080 | \$10,000 | \$1,500 | \$10,500 |
| Health Care | 23% | \$5,664 | \$6,500 | \$1,700 | \$13,867 |
| Manufacturing | 13% | \$6,668 | \$6,910 | \$3,300 | \$9,000 |
| Media/Entertainment/Hospitality | 4% | \$4,525 | \$5,200 | \$1,733 | \$6,743 |
| Non-Profit | 1% | Insufficient data | | | |
| Other | 5% | \$4,281 | \$3,690 | \$3,033 | \$8,150 |
| Petroleum/Energy | 1% | Insufficient data | | | |
| Real Estate | 3% | \$3,667 | \$3,667 | \$3,000 | \$4,333 |
| Technology | 11% | \$6,608 | \$6,900 | \$2,000 | \$8,147 |

Geographic Region

| | | | | | |
|-----------------|-----|-------------------|---------|---------|----------|
| International | 1% | Insufficient data | | | |
| Mid-Atlantic | 3% | \$6,787 | \$6,400 | \$5,200 | \$8,333 |
| Midwest | 17% | \$7,708 | \$6,965 | \$3,077 | \$13,867 |
| Northeast | 15% | \$7,117 | \$6,933 | \$3,033 | \$10,417 |
| South | 44% | \$6,018 | \$5,000 | \$1,500 | \$11,250 |
| Southwest | 6% | \$6,980 | \$6,600 | \$4,000 | \$10,417 |
| West | 14% | \$6,667 | \$6,743 | \$1,700 | \$8,333 |
| Nashville Metro | 25% | \$4,381 | \$3,813 | \$1,500 | \$10,417 |

Top Metro Areas

| | |
|---------------|----|
| Nashville | 40 |
| New York | 17 |
| Atlanta | 11 |
| San Francisco | 10 |
| Minneapolis | 6 |
| Charlotte | 5 |
| Los Angeles | 5 |

Top Hiring Companies

| | |
|----------------------|---|
| Emerson | 6 |
| Amazon | 5 |
| SunTrust | 4 |
| Mattel/Fisher-Price | 4 |
| 3M | 3 |
| Credit Suisse | 3 |
| Deloitte Consulting | 3 |
| Eastman Chemical | 3 |
| Johnson & Johnson | 3 |
| JP Morgan | 3 |
| McKesson Corporation | 3 |
| Wells Fargo | 3 |

Class of 2016 Profile

| | Number | Percent |
|--|--------|---------|
| Total Number of Students | 171 | 100% |
| Number of Students Not Seeking an Internship | 13 | 8% |
| Number of Students Seeking an Internship | 158 | 92% |
| Number of Students Accepting an Internship | 158 | 100% |

Source of Internships

School-Facilitated Activities

| | |
|--|------------|
| Scheduled Interviews on Campus | 31% |
| Résumé Drop/Job Posting | 24% |
| Job Fair such as NBMBA, NSHMBA | 7% |
| Alumni Referral | 7% |
| Faculty Referral | 3% |
| Other School-Related Recruiting Activities | 10% |
| Total | 82% |

Student-Facilitated Activities

| | |
|---------------------------------------|-------------|
| Personal Network - Family and Friends | 8% |
| Internet Job Posting | 6% |
| Previous Employer | 1% |
| Other Student-Initiated Activities | 3% |
| Total | 18% |
| No Information | 0% |
| Total | 100% |

“At Mattel, we analyzed the employee performance and longevity of MBA hires from the four great schools where we recruit...two right here in Southern California, one in Chicago and Vanderbilt. The results showed that Owen grads come out on top in both measures.”

Geoff Walker

Vanderbilt MBA | 1994
Executive VP of Fisher-Price Global Brands,
a division of Mattel, Inc.

CLASS OF 2015

Full-Time Employment Statistics

Salary Data

Salary report is based upon usable salary information on 90% of those graduates who accepted a job.

| Total Class | Average | Median | Low | High |
|--------------------------------------|------------------|------------------|-----------------|------------------|
| Base Salary | | | | |
| US Citizen/Perm Resident | \$108,843 | \$106,000 | \$52,000 | \$160,000 |
| Foreign National | \$104,688 | \$105,000 | \$60,000 | \$140,000 |
| Total | \$108,255 | \$105,000 | \$52,000 | \$160,000 |
| Signing Bonus | | | | |
| US Citizen/Perm Resident | \$22,266 | \$20,000 | \$3,000 | \$65,000 |
| Foreign National | \$23,633 | \$25,000 | \$5,000 | \$40,000 |
| Total | \$22,484 | \$20,000 | \$3,000 | \$65,000 |
| Other Guaranteed Compensation | | | | |
| US Citizen/Perm Resident | \$15,045 | \$10,000 | \$2,500 | \$34,000 |
| Foreign National | \$26,250 | \$29,750 | \$10,500 | \$35,000 |
| Total | \$18,033 | \$10,500 | \$2,500 | \$35,000 |

| Job Function | Average | Median | Low | High | Percent |
|-----------------------|-----------|-----------|----------|-----------|---------|
| Consulting | \$121,093 | \$125,000 | \$80,000 | \$147,000 | 26% |
| Finance | \$106,889 | \$110,000 | \$70,000 | \$135,000 | 24% |
| General Management | \$110,727 | \$110,000 | \$95,000 | \$150,000 | 9% |
| Human Resources | \$95,125 | \$97,500 | \$77,000 | \$105,000 | 7% |
| Marketing | \$94,057 | \$98,510 | \$60,000 | \$120,000 | 15% |
| Operations Management | \$111,863 | \$120,000 | \$80,080 | \$120,000 | 12% |
| Other | \$99,500 | \$97,500 | \$52,000 | \$160,000 | 6% |

| Job Function - Detail | Average | Median | Low | High | Percent |
|---------------------------------|-------------------|-----------|----------|-----------|---------|
| Consulting | | | | | |
| Health Care | Insufficient data | | | | 2% |
| Management/Strategy | \$126,543 | \$135,000 | \$80,000 | \$147,000 | 15% |
| Human Resources | Insufficient data | | | | 2% |
| Internal | \$104,200 | \$105,000 | \$80,000 | \$129,000 | 4% |
| Other | \$122,500 | \$130,000 | \$90,000 | \$140,000 | 3% |
| Finance/Accounting | | | | | |
| Corporate Finance | \$102,385 | \$100,000 | \$70,000 | \$130,000 | 13% |
| Investment Banking/Cap Markets | \$112,222 | \$125,000 | \$70,000 | \$135,000 | 8% |
| Investments/Private Wealth | \$105,000 | \$105,000 | \$85,000 | \$125,000 | 3% |
| General Management | | | | | |
| General Services | Insufficient data | | | | 2% |
| Leadership Development Program | \$108,111 | \$110,000 | \$95,000 | \$135,000 | 7% |
| Human Resources | \$95,125 | \$97,500 | \$77,000 | \$105,000 | 7% |
| Marketing | | | | | |
| Brand/Product Management | \$100,000 | \$100,000 | \$72,000 | \$120,000 | 8% |
| Market Research/Market Strategy | \$86,145 | \$90,000 | \$60,000 | \$107,000 | 7% |
| Operations Management | | | | | |
| Supply Chain | \$110,385 | \$118,500 | \$80,080 | \$120,000 | 7% |
| Service Operations | \$114,714 | \$120,000 | \$95,000 | \$120,000 | 5% |
| Other | \$99,500 | \$97,500 | \$52,000 | \$160,000 | 6% |

Class of 2015 Employment by Job Function

| | | |
|------------------|-----|--|
| Consulting | 26% | |
| Finance | 24% | |
| Marketing | 15% | |
| Operations Mgmt. | 12% | |
| General Mgmt. | 9% | |
| Human Resources | 7% | |

Class of 2015 Employment by Industry

| | | |
|--------------------|-----|--|
| Consulting | 24% | |
| Technology | 19% | |
| Financial Services | 17% | |
| Health Care | 12% | |
| Other | 7% | |
| Manufacturing | 6% | |
| Consumer Products | 5% | |
| Retail | 3% | |
| Petroleum/Energy | 2% | |
| Real Estate | 2% | |
| Media/Ent./Lodging | 2% | |

Top Hiring Companies

| | |
|----------------------------|----|
| Amazon | 12 |
| Deloitte | 9 |
| AT&T | 4 |
| Citi | 4 |
| The North Highland Company | 4 |
| General Electric | 3 |
| Johnson & Johnson | 3 |
| Hewlett-Packard (HP) | 3 |
| American Airlines | 3 |
| KPMG Consulting | 3 |

Source of Accepted Offer

| School-Facilitated Activities | Percent |
|----------------------------------|------------|
| On-Campus Interviews | 21% |
| Internship - Originally Through | |
| School-Facilitated Activity | 34% |
| Job Posting / Résumé Drop | 10% |
| Alumni Referral | 4% |
| Job Fair such as NB MBA, NSH MBA | 5% |
| Faculty Referral | 2% |
| Résumé Book Referral | 2% |
| Total | 78% |

Graduate-Facilitated Activities

| | |
|--|-------------|
| Personal Network - Family and Friends | 10% |
| Internet Job Posting | 2% |
| Other Student-Initiated Activities | 5% |
| Graduate-Facilitated Internship at Company | 2% |
| Previous Employer | 2% |
| Third Party Sources/Executive Recruiters | 1% |
| Total | 22% |
| No Information | 0% |
| Total | 100% |

Timing of Offers & Acceptance

| | By 3 Months | | | |
|--|-------------------------------|---|-------------------------------------|---|
| | By Graduation May 10, 2015 | | After Graduation August 10, 2015 | |
| | # | % | # | % |

Job Offers

| | | | | |
|------------------|------------|------------|------------|------------|
| US Citizen/ | | | | |
| Perm Resident | 102 | 88% | 109 | 94% |
| Foreign National | 15 | 75% | 18 | 90% |
| Total | 117 | 86% | 127 | 93% |

Job Acceptances

| | | | | |
|------------------|------------|------------|------------|------------|
| US Citizen/ | | | | |
| Perm Resident | 95 | 82% | 107 | 92% |
| Foreign National | 15 | 75% | 18 | 90% |
| Total | 110 | 81% | 125 | 92% |

This report conforms to the MBA Career Services and Employer Alliance standards for reporting MBA employment statistics.

Salary Data

| Industry | Average | Median | Low | High | Percent |
|-----------------------------|-----------|-----------|-----------|-----------|---------|
| Consulting | \$125,188 | \$135,000 | \$80,000 | \$147,000 | 24% |
| Consumer Products | \$100,333 | \$100,000 | \$100,000 | \$102,000 | 5% |
| Financial Services | \$107,750 | \$110,000 | \$70,000 | \$135,000 | 17% |
| Health Care | \$107,800 | \$105,000 | \$80,000 | \$135,000 | 12% |
| Manufacturing | \$92,833 | \$89,000 | \$77,000 | \$110,000 | 6% |
| Media/Entertainment/Lodging | \$120,000 | \$120,000 | \$90,000 | \$150,000 | 2% |
| Petroleum/Energy | \$101,000 | \$115,000 | \$73,000 | \$115,000 | 2% |
| Retail | \$100,027 | \$100,000 | \$80,080 | \$120,000 | 3% |
| Real Estate | \$74,000 | \$75,000 | \$52,000 | \$95,000 | 2% |
| Technology | \$105,304 | \$107,000 | \$72,000 | \$125,000 | 19% |
| Other | \$97,860 | \$96,000 | \$60,000 | \$160,000 | 7% |

| North American Geographic Region | Average | Median | Low | High | Percent |
|--|-----------|-----------|-----------|-----------|---------|
| Mid-Atlantic (PA, MD, VA, WV, DE, DC) | \$120,000 | \$120,000 | \$120,000 | \$120,000 | 2% |
| Midwest (WI, MO, KS, IA, MN, NE, MI, OH, IN, ND, SD, IL) | \$102,182 | \$105,000 | \$80,000 | \$110,000 | 10% |
| Northeast (ME, VT, NY, NH, CT, MA, NJ, RI) | \$117,733 | \$125,000 | \$80,000 | \$160,000 | 13% |
| South (NC, SC, KY, TN, GA, FL, AL, AR) | \$106,928 | \$102,500 | \$52,000 | \$150,000 | 49% |
| Southwest (CO, AZ, TX, OK, NM) | \$102,545 | \$100,000 | \$95,000 | \$120,000 | 9% |
| West (CA, HI, WA, OR, AK, MT, ID, UT, NV, WY) | \$110,037 | \$108,000 | \$80,000 | \$140,700 | 15% |
| Nashville Metro | \$92,217 | \$90,000 | \$52,000 | \$150,000 | 23% |

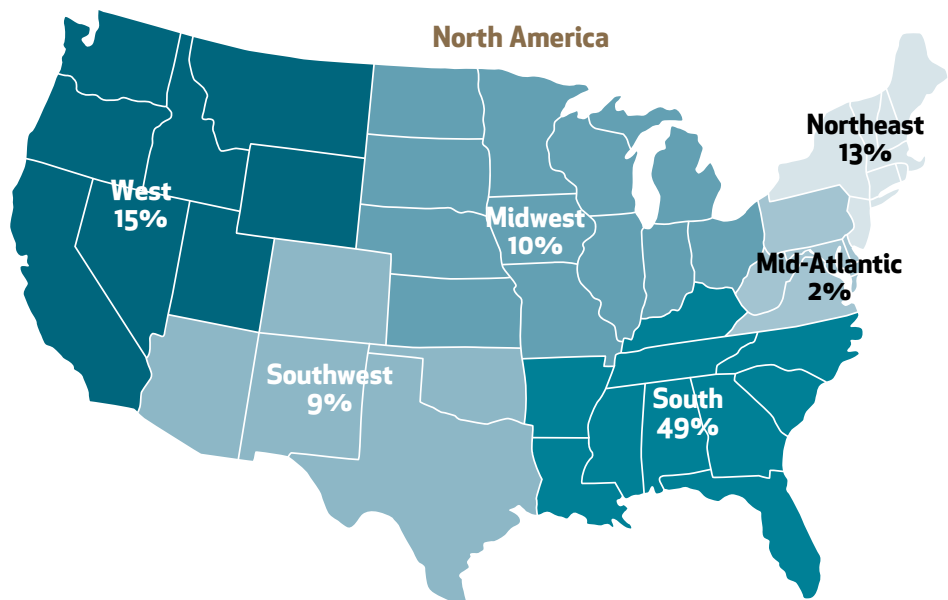
| Undergraduate Major | Average | Median | Low | High | Percent |
|---------------------|-----------|-----------|----------|-----------|---------|
| Business | \$114,056 | \$120,000 | \$52,000 | \$147,000 | 30% |
| Technical | \$111,974 | \$105,000 | \$75,000 | \$160,000 | 19% |
| Other | \$103,944 | \$100,000 | \$60,000 | \$140,700 | 51% |

| Professional Experience | Average | Median | Low | High | Percent |
|---|-----------|-----------|----------|-----------|---------|
| One Year or Less | \$97,500 | \$97,500 | \$90,000 | \$105,000 | 2% |
| More than one year, up to three years | \$104,485 | \$100,000 | \$70,000 | \$160,000 | 29% |
| More than three years, up to five years | \$110,094 | \$110,000 | \$60,000 | \$147,000 | 43% |
| More than five years | \$110,185 | \$110,000 | \$52,000 | \$150,000 | 26% |

Geographic Placement

| Top Metros | # |
|------------------------|----|
| Nashville | 29 |
| Atlanta | 22 |
| New York | 12 |
| Dallas/Ft. Worth | 10 |
| San Francisco/Bay Area | 7 |
| Los Angeles | 5 |
| Chicago | 4 |
| Seattle | 4 |
| Columbus | 4 |

| World Region | |
|---------------|-----|
| North America | 98% |
| Asia | 1% |
| Europe | 1% |



Class of 2015 Profile

Upon Enrollment

| | |
|-------------------------------|-------|
| Number of Students | 166 |
| Average Age | 28 |
| Age Range | 22-41 |
| U.S. Citizens/Perm. Residents | 80% |
| Minorities (U.S. Citizens) | 16% |
| Non-U.S. Citizens | 20% |
| Women | 31% |

Post Graduation

| | |
|---|-----|
| # of Graduates | 164 |
| # of Graduates Seeking Employment | 136 |
| Received Offer within 90 Days | 93% |
| Accepted Employment within 90 Days | 92% |
| # of Graduates Not Seeking Employment | 26 |
| % of Graduates Not Seeking Employment | 16% |
| Company Sponsored/Family Business | 8% |
| Continuing Education | 2% |
| Postponing Job Search | 1% |
| Starting New Business | 3% |
| Other Reasons | 2% |
| Percent of Graduates Reporting Information on Employment | 99% |
| Number of Graduates NOT Reporting Information on Employment | 2 |

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- Post MBA intern or full-time positions
- Post executive jobs (a free service)

Employers Hiring Members of the Classes of 2015 and 2016

3M
Acadia Healthcare Company, Inc.
Accenture
Amazon.com, Inc.
American Addiction Centers
American Airlines, Inc.
AMSURG
Associated Press
AT&T
athenahealth
Avondale Partners, LLC
Bailey Southwell & Co., LLC
Bain & Company
Bank of America Merrill Lynch
Bayer AG
Big Machine Label Group
Bridgestone Americas, Inc.
C3 Consulting, LLC
Capgemini Consulting
Cardinal Health, Inc.
Cardlytics
Change Healthcare Corporation
Chevron Corporation
CIGNA
C-III Capital Partners LLC
Cisco Systems, Inc.
Citi
Cleveland Clinic
Cognizant
Cole Hair Transplant Group
Credit Suisse Group
Cregger Company, Inc.
DaVita Healthcare Partners, Inc.
DayLight Capital
DBI
Deloitte Consulting LLP
DIRECTV
Dominion
Dr Pepper Snapple Group
Eastman Chemical Company
Eaton Corporation
ECG Management Consultants
eClinic
Education Pioneers
E&J Gallo Winery
Emdeon
Emerson
Emma, Inc.
Ernst & Young LLP
Express Scripts
ExxonMobil
FedEx
Fisher-Price
Foote, Cone & Belding
Ford Motor Company
Fresh Hospitality
Frito-Lay
GE Capital
Genentech
General Electric
General Mills
Goldman Sachs & Company
Healthtrust
Hewlett-Packard Company
Houlihan Lokey
Huckabee 2016
Humana
iCitizen
Infinova Networks
Intel Corporation
International Paper Company
InvisionHeart Inc.
Jacksonville Family Office
Jefferies & Company, Inc.
Johnson & Johnson
JPMorgan Chase & Co.
Kaiser Permanente
Kansas City Chiefs
KeyBanc Capital Markets Inc.
Kimberly-Clark Professional
KPMG Consulting
Kurt Salmon
Lancaster Pollard
Lenati, LLC
Liberty Mutual
Louisiana-Pacific Corporation
M Street Entertainment Group
Mathews Co
Mattel, Inc.
McKesson Corporation
MEDarchon
MedAssets, Healthcare
Performance Partners
Metropolitan Nashville Public
Schools
MGM Resorts International
Microsoft Corporation
Midtown Consulting Group
Milligram Inc.
Monroe Carell Jr. Children's
Hospital at Vanderbilt
Morgan Stanley
MorphoTrust USA
Move Loot, Inc.
Nashville Capital Network
Nashville Health Care Council
naviHealth
Nestlé Purina PetCare Company
Nestlé USA
NetApp, Inc.
Nissan USA
Nomura Securities Co., Ltd.
Nordic Consulting Partners, Inc.
NorthStar Real Estate Advisors,
LLC
Oak Tree Partners
OakPoint Real Estate
Octovis
Ozburn-Hessey Logistics, LLC
Piper Jaffray
PricewaterhouseCoopers LLP
Procter & Gamble Co.
Promontory Financial Group
Propeller
Proskauer Rose LLP
Raymond James Financial, Inc.
Royal Caribbean Cruises Ltd.
Ryder System, Inc.
SanDisk Corporation
Scott Fetzer Electrical Group
Sikorsky Aircraft Corporation
Smartvue Corporation
Sony Network Entertainment
SouthernSun Asset Management
Sprint Corporation
Starwood Hotels and Resorts
Worldwide, Inc.
State Street Corporation
SunTrust Robinson Humphrey
Target Corporation
Tenet Health Corporation
Tesla Motors
The Advisory Board Company
The Boston Consulting Group
The Matthews Company, LLC
The North Highland Company
Thermo Fisher Scientific Inc.
Thompson Research Group
Transocean Ltd.
Uber
UBS Investment Bank
UPS
U.S. Securities and Exchange
Commission
Vanderbilt University
Vanderbilt University Medical
Center
Verizon Communications
Wal-Mart Stores, Inc.
Weight Watchers
Wells Fargo
Yum! Brands
ZS Associates, Inc.



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