

VANDERBILT MBA 2016 EMPLOYMENT REPORT



To Friends and Associates of Vanderbilt Business



We are very happy to present the Vanderbilt MBA Employment Report for the graduating class of 2016 and the internship Class of 2017. Our key employment metrics were again robust. At three months post our mid-May graduation, 94% of the Class of 2016 seeking employment had received an offer, with 90% accepting an offer. The graduates reported Owen's highest median base salary of \$110,000, which is 4.8% greater than the median base salary for the Class of 2015.

A few other highlights for the graduating Class of 2016 include:

- At May graduation, 85% of the class had received a full-time offer, with 80% accepting an offer.
- The top four industries for the graduating class are Consulting (25%), Health Care (24%), Financial Services (15%) and Technology (13%).
- The top four industries for our Class of 2017 interns are Financial Services (19%), Health Care (19%), Technology (18%) and Consulting (13%).
- Geographically students accepted full-time and internship employment in more than 38 metropolitan areas across the United States, with the major concentrations outside of Nashville in Atlanta, New York, Los Angeles, San Francisco, Seattle, Dallas/Ft. Worth and Charlotte. Additionally, we had students accept jobs and internships in China, Guatemala and Switzerland.
- Owen-associated sources such as summer internships, on-campus interviews, job postings, faculty and alumni referrals and career fairs helped secure 78% of full-time accepted offers.

The Class of 2017 enjoyed a robust summer internship market, which resulted in a full 100% of first-year students seeking an internship accepting an internship by June. Our interns spent the summer in a wide array of industries and job functions in 102 different companies, with approximately 50% returning to Owen in August for their second year with a full-time job offer from their internship.

We at Owen are very fortunate and grateful to work with a strong and vibrant set of recruiting partners and dedicated alumni who support our fantastic MBA students. In the Career Management Center, our goal is to help our students prepare themselves for their next career challenge by providing relevant and timely programming and coaching. As we begin the 2016-2017 academic year, we are excited to welcome new students and employers to campus. We are also thrilled to see our old friends and graduates as they return each year.

Sincerely,

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

\$110,000

Our 2016 graduating class received the highest all-time median base salary ever. It was a 4.8% increase from 2015.

85%

The percent of the Class of 2016 that received a full-time offer by graduation.



“
At Cardinal Health, we strive to hire the best and brightest talent. I am committed to hiring talented MBAs from Owen because the students are ambitious, accountable and tenacious. These qualities align directly with our core values.

Sam Samad
Corporate Treasurer
Cardinal Health

CLASS OF 2017 Internship Statistics

Internship Salary Data

| | | | |
|-----------------------|------------------|-----------------------------------|------|
| Mean Monthly Salary | \$6,683 | Internships That Were Paid | 96% |
| Median Monthly Salary | \$6,933 | Percent of Seeking Students | |
| Monthly Salary Range | \$500 - \$12,000 | with an Accepted Internship Offer | 100% |

| Job Function | Percent | Monthly | | Monthly Salary | |
|--------------------|---------|-------------|---------------|----------------|----------|
| | | Mean Salary | Median Salary | Low | High |
| Consulting | 19% | \$7,606 | \$8,833 | \$500 | \$12,000 |
| Finance/Accounting | 29% | \$7,115 | \$7,500 | \$1,000 | \$10,500 |
| General Management | 5% | \$5,974 | \$6,962 | \$2,772 | \$8,667 |
| Human Resources | 8% | \$6,319 | \$6,700 | \$2,513 | \$8,750 |
| Marketing | 17% | \$6,068 | \$6,300 | \$1,733 | \$8,500 |
| Operations | 17% | \$6,191 | \$6,933 | \$1,375 | \$8,000 |
| Other | 5% | \$6,300 | \$6,500 | \$2,600 | \$9,500 |

Industry

| | | | | | |
|---------------------|-----|-------------------|---------|---------|----------|
| Consulting | 13% | \$8,821 | \$9,333 | \$500 | \$12,000 |
| Consumer Products | 10% | \$6,451 | \$6,774 | \$2,370 | \$7,999 |
| Financial Services | 19% | \$5,687 | \$6,667 | \$1,000 | \$8,667 |
| Health Care | 19% | \$7,267 | \$9,167 | \$1,000 | \$10,500 |
| Manufacturing | 8% | \$6,288 | \$6,500 | \$3,800 | \$9,500 |
| Media/Entertainment | 2% | \$4,044 | \$3,467 | \$2,600 | \$6,067 |
| Non-Profit | 2% | Insufficient Data | | | |
| Other | 4% | \$3,317 | \$3,267 | \$3,120 | \$3,612 |
| Petroleum/Energy | 2% | \$6,914 | \$6,700 | \$5,893 | \$8,150 |
| Real Estate | 3% | \$6,425 | \$6,500 | \$5,200 | \$7,500 |
| Retail | 3% | \$5,748 | \$7,000 | \$1,375 | \$7,150 |
| Technology | 18% | \$7,303 | \$8,000 | \$4,500 | \$8,000 |

Geographic Region

| | | | | | |
|-------------------|-----|---------|---------|---------|----------|
| International | 5% | \$1,974 | \$1,500 | \$500 | \$4,500 |
| Mid-Atlantic | 6% | \$7,883 | \$8,000 | \$6,067 | \$9,000 |
| Midwest | 15% | \$7,043 | \$7,453 | \$2,772 | \$10,500 |
| Northeast | 9% | \$6,780 | \$7,640 | \$2,600 | \$10,417 |
| South | 43% | \$6,407 | \$6,403 | \$1,000 | \$11,250 |
| Southwest | 6% | \$7,678 | \$7,425 | \$5,600 | \$12,000 |
| West | 15% | \$7,206 | \$7,183 | \$1,833 | \$11,245 |
| Greater Nashville | 22% | \$4,492 | \$4,333 | \$1,000 | \$8,233 |

Top Metro Areas

| | |
|------------------|----|
| Nashville | 35 |
| Atlanta | 17 |
| New York | 12 |
| Los Angeles | 10 |
| Seattle | 7 |
| Charlotte | 6 |
| Dallas/Ft. Worth | 6 |
| San Francisco | 6 |

Top Hiring Companies

| | |
|----------------------------|----|
| Amazon | 16 |
| Deloitte Consulting | 7 |
| AT&T | 3 |
| Cardinal Health | 3 |
| ECG Management Consultants | 3 |
| HD Supply | 3 |
| Nissan North America | 3 |
| SunTrust Robinson Humphrey | 3 |
| Wells Fargo | 3 |

Class of 2017 Profile

| | Number | Percent |
|------------------------------------|--------|---------|
| Total Number of Students | 174 | 100% |
| Students Not Reporting Data | 2 | 1% |
| Students Not Seeking an Internship | 16 | 9% |
| Students Seeking an Internship | 156 | 90% |

Source of Internships

School-Facilitated Activities

| | |
|--|------------|
| Scheduled Interviews on Campus | 44% |
| Résumé Drop/Job Posting | 13% |
| Alumni Referral | 11% |
| Job Fair such as NB MBA, NSH MBA | 6% |
| Off-Campus Activities Supported by the CMC | 5% |
| Employer Information Meetings/Dinners | 4% |
| Other School-Related Recruiting Activities | 1% |
| Total | 84% |

Student-Facilitated Activities

| | |
|---------------------------------------|-------------|
| Internet Job Posting | 7% |
| Personal Network - Family and Friends | 5% |
| Previous Employer | 1% |
| Other Student-Initiated Activities | 3% |
| Total | 16% |
| No Information | 0% |
| Total | 100% |



Vanderbilt MBA graduates have made a significant impact as leaders in Amazon Customer-Fulfillment operations. The blend of analytical skillsets, technical knowledge and ability to engage with people has created many success stories from these graduates.

Chris Bateman

Regional Director of Fulfillment Operations
Amazon.com



CLASS OF 2016

Full-Time Employment Statistics

Salary Data

Salary report is based upon usable salary information on 94% of those graduates who accepted a job.

| Total Class | Average | Median | Low | High |
|--------------------------------------|--------------------------|------------------|-----------------|------------------|
| Base Salary | | | | |
| US Citizen/Perm Resident | \$110,958 | \$110,000 | \$55,000 | \$180,000 |
| Foreign National | \$104,407 | \$120,000 | \$40,000 | \$140,000 |
| Total | \$110,357 | \$110,000 | \$40,000 | \$180,000 |
| Signing Bonus | | | | |
| US Citizen/Perm Resident | \$24,735 | \$25,000 | \$5,000 | \$65,000 |
| Foreign National | \$28,278 | \$32,000 | \$3,000 | \$60,000 |
| Total | \$25,082 | \$25,000 | \$3,000 | \$65,000 |
| Other Guaranteed Compensation | | | | |
| US Citizen/Perm Resident | \$24,146 | \$17,465 | \$1,200 | \$89,390 |
| Foreign National | Insufficient Information | | | |
| Total | \$22,991 | \$17,125 | \$1,200 | \$89,390 |

| Job Function | Average | Median | Low | High | Percent |
|------------------------|-------------------|-----------|----------|-----------|---------|
| Consulting | \$122,819 | \$125,000 | \$85,000 | \$180,000 | 28% |
| Finance | \$108,057 | \$115,000 | \$73,000 | \$130,000 | 24% |
| General Management | \$108,848 | \$110,000 | \$55,000 | \$130,000 | 18% |
| Human Resources | \$87,125 | \$96,000 | \$40,000 | \$105,000 | 6% |
| Information Technology | Insufficient Data | | | | 1% |
| Marketing | \$106,227 | \$106,000 | \$96,000 | \$117,000 | 10% |
| Operations Management | \$105,543 | \$117,000 | \$72,800 | \$125,000 | 7% |
| Other | \$98,286 | \$105,000 | \$65,000 | \$112,000 | 6% |

| Job Function - Detail | Average | Median | Low | High | Percent |
|----------------------------------|-------------------|-----------|-----------|-----------|---------|
| Consulting | | | | | |
| Health Care | \$108,720 | \$105,000 | \$85,000 | \$135,000 | 7% |
| Management/Strategy | \$127,519 | \$135,000 | \$100,000 | \$180,000 | 21% |
| Finance/Accounting | | | | | |
| Corporate Finance | \$95,092 | \$95,900 | \$80,000 | \$115,000 | 10% |
| Investment Banking/Cap Markets | \$119,091 | \$125,000 | \$80,000 | \$125,000 | 9% |
| Investments/Private Wealth | \$110,500 | \$125,000 | \$73,000 | \$130,000 | 5% |
| Other | | | | | |
| General Management | | | | | |
| General Services | Insufficient Data | | | | 2% |
| Leadership Development Program | \$110,643 | \$110,000 | \$88,000 | \$130,000 | 16% |
| Human Resources | \$87,125 | \$96,000 | \$40,000 | \$105,000 | 6% |
| Information Technology | Insufficient Data | | | | 2% |
| Marketing | | | | | |
| Brand/Product Management | \$106,833 | \$106,000 | \$100,000 | \$117,000 | 5% |
| Market Research/ Market Strategy | \$105,500 | \$109,000 | \$96,000 | \$110,000 | 5% |
| Operations Management | | | | | |
| Supply Chain | \$103,667 | \$104,000 | \$90,000 | \$117,000 | 3% |
| Service Operations | \$103,560 | \$120,000 | \$72,800 | \$125,000 | 4% |

Class of 2016 Employment by Job Function

| | | |
|------------------|-----|---------------------------------|
| Consulting | 28% | <div style="width: 28%;"></div> |
| Finance | 24% | <div style="width: 24%;"></div> |
| General Mgmt. | 18% | <div style="width: 18%;"></div> |
| Marketing | 10% | <div style="width: 10%;"></div> |
| Operations Mgmt. | 7% | <div style="width: 7%;"></div> |
| Human Resources | 6% | <div style="width: 6%;"></div> |

Class of 2016 Employment by Industry

| | | |
|--------------------|-----|---------------------------------|
| Consulting | 25% | <div style="width: 25%;"></div> |
| Health Care | 24% | <div style="width: 24%;"></div> |
| Financial Services | 15% | <div style="width: 15%;"></div> |
| Technology | 13% | <div style="width: 13%;"></div> |
| Manufacturing | 6% | <div style="width: 6%;"></div> |
| Consumer Products | 6% | <div style="width: 6%;"></div> |
| Other | 5% | <div style="width: 5%;"></div> |
| Retail | 2% | <div style="width: 2%;"></div> |
| Petroleum/Energy | 2% | <div style="width: 2%;"></div> |
| Real Estate | 2% | <div style="width: 2%;"></div> |
| Media/Ent./Lodging | 1% | <div style="width: 1%;"></div> |

Top Hiring Companies

| | |
|----------------------------|----|
| Deloitte | 10 |
| The North Highland Company | 8 |
| Amazon | 7 |
| DaVita | 4 |
| McKesson | 4 |
| Procter & Gamble | 4 |
| KPMG Consulting | 3 |
| Johnson & Johnson | 3 |

Source of Accepted Offer

| School-Facilitated Activities | Percent |
|--|------------|
| Internship - Originally Through | |
| School-Facilitated Activity | 35% |
| On-Campus Interviews | 23% |
| Alumni Referral | 8% |
| Job Posting/Résumé Drop | 5% |
| Other School-Related Recruiting Activity | 4% |
| Job Fair such as NB MBA, NSH MBA | 2% |
| Faculty Referral | 1% |
| Total | 78% |

Graduate-Facilitated Activities

| | |
|--|-------------|
| Personal Network - Family and Friends | 6% |
| Internet Job Posting | 4% |
| Other Student-Initiated Activities | 4% |
| Graduate-Facilitated Internship at Company | 4% |
| Previous Employer | 2% |
| Third party sources/executive recruiters | 2% |
| Total | 22% |
| No Information | 0% |
| Total | 100% |

Timing of Offers & Acceptance

| | By Graduation | | By 3 Months | |
|-------------------|---------------|------------|-------------|------------|
| | May 2016 | % | August 2016 | % |
| Job Offers | # | % | # | % |
| US Citizen/ | | | | |
| Perm Resident | 110 | 88% | 120 | 96% |
| Foreign National | 10 | 59% | 13 | 76% |
| Total | 120 | 85% | 133 | 94% |

Job Acceptances

| | | | | |
|------------------|------------|------------|------------|------------|
| US Citizen/ | | | | |
| Perm Resident | 104 | 83% | 116 | 93% |
| Foreign National | 10 | 59% | 12 | 71% |
| Total | 114 | 80% | 128 | 90% |

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 | \$125,984 | \$132,500 | \$88,500 | \$180,000 | 25% |
| Consumer Products | \$96,375 | \$104,000 | \$55,000 | \$106,000 | 6% |
| Financial Services | \$112,667 | \$125,000 | \$73,000 | \$125,000 | 15% |
| Health Care | \$106,399 | \$105,000 | \$60,000 | \$125,000 | 24% |
| Manufacturing | \$106,371 | \$103,300 | \$92,000 | \$130,000 | 6% |
| Media/Entertainment/Lodging | | | Insufficient data | | 1% |
| Petroleum/Energy | | | Insufficient data | | 2% |
| Retail | | | Insufficient data | | 2% |
| Real Estate | | | Insufficient data | | 2% |
| Technology | \$104,519 | \$110,500 | \$72,800 | \$120,000 | 13% |
| Other | \$87,400 | \$96,000 | \$60,000 | \$100,000 | 5% |

| North American Geographic Region | Average | Median | Low | High | Percent |
|---|-----------|-----------|-----------|-----------|---------|
| Mid-Atlantic (PA, MD, VA, WV, DE, DC) | \$116,250 | \$115,000 | \$100,000 | \$135,000 | 4% |
| Midwest (WI, MO, KS, IA, MN, NE, MI, OH, IN, ND, SD, IL) | \$109,750 | \$106,000 | \$55,000 | \$180,000 | 13% |
| Northeast (ME, VT, NY, NH, CT, MA, NJ, RI) | \$109,017 | \$110,750 | \$40,000 | \$138,000 | 15% |
| South (NC, SC, KY, TN, GA, FL, AL, AR) | \$109,338 | \$110,000 | \$60,000 | \$140,000 | 46% |
| Southwest (CO, AZ, TX, OK, NM) | \$118,708 | \$122,500 | \$96,000 | \$140,000 | 9% |
| West (CA, HI, WA, OR, AK, MT, ID, UT, NV, WY) | \$107,616 | \$106,000 | \$80,000 | \$125,000 | 13% |
| Nashville Metro | \$99,954 | \$102,500 | \$60,000 | \$125,000 | 20% |

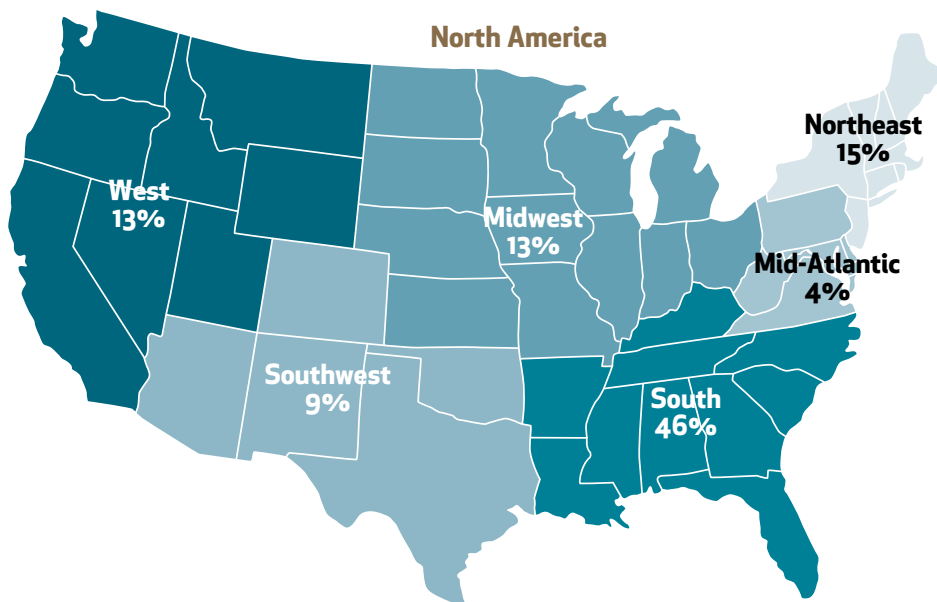
| Undergraduate Major | Average | Median | Low | High | Percent |
|---------------------|-----------|-----------|----------|-----------|---------|
| Business | \$109,465 | \$106,000 | \$60,000 | \$140,000 | 34% |
| Technical | \$111,048 | \$114,000 | \$55,000 | \$140,000 | 19% |
| Other | \$110,738 | \$105,500 | \$40,000 | \$180,000 | 47% |

| Professional Experience | Average | Median | Low | High | Percent |
|---|-----------|-----------|----------|-----------|---------|
| One year or less | \$97,500 | \$100,000 | \$65,000 | \$125,000 | 6% |
| More than one year, up to three years | \$109,193 | \$108,000 | \$60,000 | \$140,000 | 24% |
| More than three years, up to five years | \$110,769 | \$113,500 | \$40,000 | \$180,000 | 36% |
| More than five years | \$113,370 | \$111,000 | \$82,000 | \$145,000 | 33% |

Geographic Placement

| Top Metros | # |
|------------------------|----|
| Nashville | 26 |
| New York | 15 |
| Atlanta | 13 |
| San Francisco/Bay Area | 9 |
| Dallas/Ft. Worth | 5 |
| Denver | 5 |
| Charlotte | 4 |
| Chicago | 4 |
| Los Angeles | 4 |
| Seattle | 4 |

| World Region | |
|---------------|-----|
| North America | 99% |
| Europe | 1% |



Class of 2016 Profile

Upon Enrollment

| | |
|-------------------------------|-------|
| Number of Students | 170 |
| Average Age | 28 |
| Age Range | 22-41 |
| U.S. Citizens/Perm. Residents | 80% |
| Minorities (U.S. Citizens) | 17% |
| Non-U.S. Citizens | 20% |
| Women | 31% |

Post Graduation

| | |
|------------------------------------|-----|
| # of Graduates | 169 |
| # of Graduates Seeking Employment | 142 |
| Received Offer within 90 Days | 94% |
| Accepted Employment within 90 Days | 90% |

| | |
|---|-----|
| # of Graduates Not Seeking Employment | 22 |
| % of Graduates Not Seeking Employment | 13% |
| Company Sponsored/Family Business | 7% |
| Continuing Education | 1% |
| Postponing Job Search | 1% |
| Starting New Business | 1% |
| Other Reasons | 3% |
| Percent of Graduates Reporting Information on Employment | 97% |
| Number of Graduates NOT Reporting Information on Employment | 5 |

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

Employers Hiring Members of the Classes of 2016 and 2017

| | | | |
|---------------------------------------|---|--|---|
| 3M | Cumberland Pharmaceuticals | KPMG Consulting | Procter & Gamble |
| Acadia Healthcare | Cummins Inc. | Kurt Salmon | Prologis |
| Aerovironment | CVS Health | Lancaster Pollard | Qualifacts |
| Alvarez & Marsal | DaVita | Lazard Middle Market | Regions Bank |
| Amazon | Dell | Mainstreet Investment | Reynolds American Inc. |
| American Airlines | Deloitte Consulting | Mars, Inc. | Rover |
| American HomePatient | Deloitte Financial Advisory Services LLP | Mars Petcare | Russell Reynolds |
| Amgen | Dr. Pepper Snapple Group | Massachusetts General Hospital | Ryder System, Inc. |
| AmSurg | Eastman Chemical Company | Mathews Co. | Samsung |
| AQR | Eaton Corporation | Mattel, Inc. | SC Johnson |
| Asurion | ECG Management Consultants | McKesson Corporation | Securities and Exchange Commission |
| AT&T | Eli Lilly | MEDarchon | Silvermark Partners |
| athenahealth | Emerson | Medical Risk Institute | SolarCity |
| Autodesk | Equota | Medtronic | Spectrum Brands, Inc. |
| AvalonBay Communities, Inc. | Ernst & Young LLP | Mercedes Benz Financial Services | State of Tennessee Investment Fund |
| Avis Budget Group | ExxonMobil | Microsoft Corporation | Stephens |
| Azzip Pizza | FedEx | Midtown Consulting Group | SunTrust Robinson Humphrey |
| Bain & Company | Fidelity Investments | Monroe Carell Jr. Children's Hospital at Vanderbilt | TA Realty |
| Bank of America Merrill Lynch | Fidelity National Title | Monroe Harding | Target Corporation |
| Bayer Corporation | Genentech | MorphoTrust USA | The Boston Consulting Group |
| BlackArch Partners | General Electric | Mount Sinai Health System | The Bridgespan Group |
| Brentwood Capital Advisors | Goldman Sachs & Company | Narus Health | The Coca-Cola Company |
| Bridgestone Americas | Google | Nashville Biosciences | The North Highland Company |
| Built Technologies, Inc. | Grace Development | Nashville Capital Network | Time Inc. |
| Capgemini Consulting | Hanesbrands Inc. | Nestle Purina Petcare | UBS Investment Bank |
| Capital Group | HD Supply | Nestle USA | UnitedHealth Group |
| Cardinal Health | Hewlett Packard Enterprise | New Times Securities | Unity Physician Partners |
| CBRE | Hospital Corporation of America (HCA) | NextGXDX | Univision Communications Inc. |
| Cedars-Sinai | Houlihan Lokey | Nissan North America | Value Partners Group Limited |
| Cerner Corporation | HP Inc. | Nomura | Vanderbilt University |
| Change Healthcare | Hulu | Nordic Consulting Inc. | Turner Family Center for Social Ventures |
| Chevron Corporation | IBM | Octovis | Walmart |
| Chubb Group of Insurance Companies | International Paper (IP) | O'Neal Manufacturing Services | Weight Watchers |
| Cigna | Johnson & Johnson | Optum | Wells Fargo |
| Cisco Systems, Inc. | JPMorgan Chase & Co. | Ozburn-Hessey Logistics | Whirlpool |
| Citi | Jumpstart Foundry | Pathway Senior Living | Yum! Brands |
| Cleveland Clinic | Kaiser Permanente | Piper Jaffray | |
| Cracker Barrel | KeyBank | Pomona Impact | |
| Credit Suisse | | PricewaterhouseCoopers (PwC) | |



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