

CLASS OF 2008: FULL-TIME HIRES

CLASS OF 2009: SUMMER HIRES

Stanford Graduate School of Business



EMPLOYMENT REPORT

Biotechnology Consulting Consumer Products E-Commerce
Energy Entertainment Government Health Care Hedge Funds
Internet Investment Banking Investment Management
Manufacturing Media Nonprofit Pharmaceutical
Private Equity Real Estate Technology Venture Capital



Many Stanford Business School students seek to change their career path, and they are successful.

We are pleased to present the 2007-2008 MBA Employment Report for the Stanford Graduate School of Business. Although the current MBA job market is very challenging and uncertain, the market was quite strong last year. 98% of the Class of 2007 had a job offer by September 15, three months after graduation. Compensation was at an all-time high: \$120,000 median base salary, \$20,000 signing bonus, and \$40,000 “other guaranteed compensation” (annual bonus). The median monthly salary for summer internships was \$7,200.

With organizations scaling back their hiring plans this year, it is an opportune time for employers who want to hire outstanding MBA talent. There will be many students interested in meeting with employers, so please contact us if you have new opportunities at any time during the year. Our Recruiting Services team (cmcrecruiting@gsb.stanford.edu) will help you develop a customized approach to recruit qualified students.

For additional employment data, go to our website at www.gsb.stanford.edu/cmcrecruiting. You can learn more about the various means available to efficiently recruit Stanford MBA students and alumni, our special internship programs for startups, nonprofits, and global organizations, and our revolutionary vision for management education.

Warm regards,



Andy Chan
*Assistant Dean and Director
MBA Career Management Center*

STUDENT PROFILE¹ | FULL-TIME HIRES

Applications Received	4,868
Class Enrollment	379
Women	32%
International	37%
U.S. Minorities	17%
Median Years of Work Experience	4.0
Range of Years of Work Experience	0–14

Undergraduate Major

Humanities/Social Sciences	43%
Engineering/Math/Natural Sciences	36%
Business	21%

Advanced Degree	16%
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¹Class profile is provided as of matriculation. Employment statistics include information for students in JD/MBA and other dual-degree programs.

COMPENSATION SUMMARY | FULL-TIME HIRES

Median (\$)			
	2008	2007	2006
Base Salary	120,000	115,500	110,000
Signing Bonus	20,000	20,000	20,000
Other Guaranteed Compensation ²	40,000	40,000	30,000

Offers by 3 Months Post-Graduation: 98%³

Accepts by 3 Months Post-Graduation: 93%³

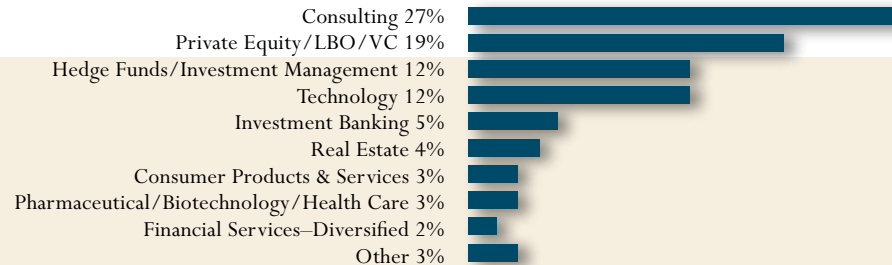
²Other Guaranteed Compensation may include a guaranteed annual bonus, a guaranteed amount for overtime, and other taxable compensation not noted elsewhere. It excludes benefits and perquisites such as relocation expenses, tuition reimbursement, loan forgiveness, stock, stock options, and car allowance.

³Percentage of job-seeking graduates

CLASS OF 2008

EMPLOYMENT

BY INDUSTRY



COMPENSATION BY INDUSTRY^{1,2} | FULL-TIME HIRES

Industry	% of Graduates	Base Salary (\$)		Signing Bonus (\$)		Other Guaranteed Compensation (\$)	
		Median	Range	Median	Range	Median	Range
Consulting	27	125,000	78,000-155,000	20,000	10,000-125,000	25,000	2,000-62,500
Consumer Products & Services	3	100,000	93,000-130,000	20,000	5,000-35,000	9,833	9,300-10,000
Finance	37 ³	130,000	72,000-250,000	35,000	10,000-100,000	125,000	2,000-250,000
Hedge Funds	8	150,000	90,000-250,000	25,000	10,000-50,000	120,000	25,000-250,000
Investment Banking	5	95,500	92,500-130,000	40,000	20,000-53,200	110,000	40,000-190,000
Investment Management	4	127,500	95,000-186,000	19,125	10,000-50,000	48,875	2,000-170,000
Private Equity/LBO	14	150,000	72,000-250,000	32,500	10,000-100,000	157,500	20,000-225,000
Venture Capital	5	155,000	85,000-208,000	NA	NA	75,000	25,000-104,000
Financial Services–Diversified	2	115,000	95,000-166,000	40,000	15,000-80,000	NA	NA
Manufacturing	1	115,000	115,000-125,000	NA	NA	11,500	11,500-24,000
Media/Entertainment	3	96,000	80,000-150,000	20,000	10,000-25,000	NA	NA
Nonprofit	5	80,000	56,000-110,000	NA	NA	NA	NA
Petroleum/Energy	2	110,000	72,000-200,000	28,500	5,000-50,000	50,000	6,000-100,000
Pharm/Biotech/Health Care	3	103,750	87,500-150,000	20,000	5,000-30,000	NA	NA
Real Estate	4	112,500	90,000-150,000	15,000	15,000-20,000	45,000	23,000-130,000
Technology	12	115,000	50,000-140,000	20,000	2,500-45,000	13,960	10,000-21,200
Consumer Electronics/Hardware	3	115,500	50,000-130,000	10,000	2,500-29,000	NA	NA
Internet Services/E-Commerce	6	115,000	80,000-140,000	22,500	2,500-30,000	14,625	10,000-21,000
Tech–Software	3	110,000	90,000-140,000	15,000	10,000-45,000	14,000	11,300-21,200
Other Services	3	75,000	30,000-170,000	NA	NA	NA	NA
TOTAL	100	120,000	30,000-250,000	20,000	2,500-125,000	40,000	2,000-250,000

¹Data does not include entrepreneurs (9%) and sponsored students (2%), per MBA Career Services Council Standards.

²NA indicates fewer than 1% of full-time graduates reporting.

³Subtotal does not equal sum of components due to rounding.



Graduating students reported a change in industry (81%) or function (87%) from their pre-MBA position. Summer internship students reported a change in industry (84%) or function (92%) from their pre-MBA position.

COMPENSATION BY FUNCTION^{1,2} | FULL-TIME HIRES

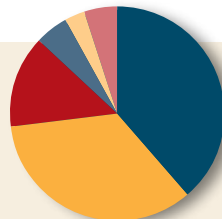
Function	% of Graduates	Base Salary (\$)		Signing Bonus (\$)		Other Guaranteed Compensation (\$)	
		Median	Range	Median	Range	Median	Range
Consulting	29 ³	125,000	78,000-155,000	20,000	5,000-125,000	20,000	2,000-62,500
Management Consulting	27	125,000	78,000-155,000	20,000	10,000-125,000	25,000	2,000-62,500
Strategy-Planning	3	105,000	95,000-150,000	10,000	5,000-25,000	NA	NA
Finance	42	125,000	30,000-250,000	30,000	5,000-100,000	120,000	2,000-250,000
Analyst	7	130,000	90,000-250,000	27,500	5,000-80,000	50,000	6,825-250,000
Investment Banker	3	95,500	92,500-130,000	40,000	20,000-50,000	100,000	40,000-120,000
Investment/Portfolio Management	8	125,000	95,000-185,000	20,000	10,000-50,000	100,000	2,000-225,000
Private Equity Analyst	16	137,500	72,000-250,000	35,000	10,000-100,000	150,000	20,000-225,000
Venture Capitalist	5	155,000	85,000-208,000	NA	NA	75,000	25,000-104,000
Other	3	95,000	30,000-150,000	40,000	20,000-50,000	NA	NA
General Management	4	110,000	78,000-128,500	15,000	2,500-29,000	11,960	4,750-15,750
Marketing/Sales	16	110,000	50,000-200,000	20,000	2,500-50,000	12,500	9,300-100,000
Brand/Product/Marketing Mgr.	8	112,500	75,000-150,000	20,000	2,500-45,000	11,750	9,300-90,000
Business Development	6	107,500	50,000-200,000	20,000	7,000-50,000	NA	NA
Product Development Manager	2	111,500	80,000-115,000	25,000	15,000-25,000	15,000	11,300-17,250
Operations/Logistics	4	112,500	72,000-140,000	15,000	5,000-30,000	23,000	6,000-25,000
Other	5	80,000	40,000-170,000	10,000	5,000-25,000	NA	NA
TOTAL	100	120,000	30,000-250,000	20,000	2,500-125,000	40,000	2,000-250,000

¹Data does not include entrepreneurs (9%) and sponsored students (2%), per MBA Career Council Standards.

²NA indicates fewer than 1% of full-time graduates reporting.

³Subtotal does not equal sum of components due to rounding.

CLASS OF 2008
EMPLOYMENT
BY FUNCTION



- Finance 42%
- Consulting 29%
- Marketing/Sales 16%
- Operations 4%
- General Management 4%
- Other 5%

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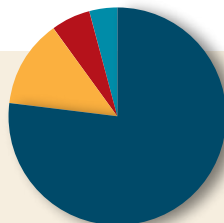
55% of graduating students accepted a job outside Northern California. 14% are in the Northeast United States, and 21% are in international locations.

COMPENSATION BY LOCATION^{1,2} | FULL-TIME HIRES

Location	% of Graduates	Base Salary (\$)		Signing Bonus (\$)		Other Guaranteed Compensation (\$)	
		Median	Range	Median	Range	Median	Range
North America	81	125,000	30,000-250,000	20,000	2,500-125,000	36,000	2,000-250,000
United States	79	125,000	30,000-250,000	20,000	2,500-125,000	38,500	2,000-250,000
Mid-Atlantic	2	120,000	78,000-175,000	NA	NA	30,000	25,000-140,000
Midwest	4	105,000	30,000-132,000	20,000	15,000-20,000	15,750	2,000-200,000
Northeast	14	125,000	58,000-250,000	25,000	5,000-125,000	125,000	6,825-250,000
Southwest	5	120,000	72,000-200,000	20,000	5,000-50,000	62,000	6,000-200,000
West	54	125,000	56,000-250,000	20,000	2,500-125,000	30,000	4,750-202,500
Canada/Mexico	2	122,500	96,000-175,000	40,000	20,000-50,000	NA	NA
Outside North America	19	115,000	40,000-225,000	25,000	10,000-100,000	40,000	2,000-225,000
Asia	12	103,901	40,000-190,000	25,000	10,000-100,000	40,000	20,000-190,000
Europe	5	125,000	90,000-225,000	32,500	15,000-100,000	47,600	2,000-225,000
South America	2	119,500	83,000-137,000	20,000	20,000-50,000	50,000	12,000-150,000
TOTAL	100	120,000	30,000-250,000	20,000	2,500-125,000	40,000	2,000-250,000

¹Data does not include entrepreneurs (9%) and sponsored students (2%), per MBA Career Services Council Standards.
²NA indicates fewer than three students reporting.

MOST RECRUITERS HIRED ONE OR TWO STUDENTS FOR SUMMER AND/OR FULL-TIME POSITIONS.



- 1 Hire 77%
- 2 Hires 13%
- 3-5 Hires 7%
- 5+ Hires 3%



21 first-year students took Entrepreneurial Summer Program internships with early-stage companies.

COMPENSATION BY INDUSTRY² | SUMMER HIRES

STUDENT PROFILE¹ | SUMMER HIRES

Applications Received	5,741
Class Enrollment	362
Women	38%
International	34%
U.S. Minorities	23%
Median Years of Work Experience	3.9
Range of Years of Work Experience	0–12

Undergraduate Major

Humanities/Social Sciences	46%
Engineering/Math/Natural Sciences	35%
Business	19%
Advanced Degree	11%

¹Class profile is provided as of matriculation. Employment statistics include information for students in JD/MBA and other dual-degree programs.

Three-Year Median Comparisons (\$)	2008	2007	2006
Monthly Base	7,200	7,500	7,000

Monthly Base Salary (\$)			
Industry	% of Students	Median	Range
Consulting	14	10,400	2,300-15,000
Consumer Products & Services	10	6,000	2,500-13,000
Finance	34	8,000	1,000-20,000
Hedge Funds	6	9,000	2,400-15,000
Investment Banking	5	7,916	2,000-9,500
Investment Management	5	8,542	4,000-15,800
Private Equity/LBO	9	9,000	1,000-20,000
Venture Capital	5	7,100	1,000-20,000
Financial Services–Diversified	4	7,500	3,000-11,000
Government	1	3,200	2,400-4,000
Health Care	4	7,500	6,000-9,500
Manufacturing	1	5,300	5,000-6,000
Media/Entertainment	5	5,800	2,700-9,500
Nonprofit	5	6,283	3,681-6,647
Petroleum/Energy	3	5,500	1,600-10,250
Real Estate	2	6,400	1,800-8,600
Technology	17 ³	6,500	1,400-10,000
Hardware	5	5,840	1,400-8,000
Internet Services/E-Commerce	9	6,500	1,600-8,000
Software	4	6,750	2,800-10,000
Other Services	4	6,066	2,400-12,400
TOTAL	100	7,200	1,000-20,000

²100% of job-seeking students in the Class of 2009 accepted internships, based on responses from 99% of students. Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

³Subtotal does not equal sum of components due to rounding.



21 first-year students took a Stanford Management Internship Fund (SMIF) internship working in nonprofit, public, and social-purpose, for-profit organizations.

COMPENSATION BY FUNCTION¹ | SUMMER HIRES

Function	% of Students	Monthly Base Salary (\$)	
		Median	Range
Consulting	27	8,166	1,400-15,000
Management Consulting	19	10,000	1,400-15,000
Strategy-Planning	8	6,519	3,500-13,000
Finance	35	8,000	1,000-20,000
Analyst	6	8,000	2,500-15,800
Investment Banker	4	7,917	7,308-9,500
Investment/Portfolio Management	7	8,334	1,800-12,500
Private Equity Analyst	10	9,000	1,000-20,000
Venture Capitalist	5	7,200	1,000-10,000
Other Finance	3	7,846	2,000-10,000
Marketing/Sales	27	6,000	1,600-20,000
Brand/Product/Marketing Manager	14	6,000	2,700-9,500
Business Development	11	5,800	1,600-20,000
Product Development Manager	2	6,500	5,300-8,000
Operations/Logistics	4	5,250	1,400-7,000
Other	6	6,000	2,400-14,500
TOTAL	99²	7,200	1,000-20,000

¹100% of job-seeking students in the Class of 2009 accepted internships, based on responses from 99% of students. Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

²Total does not equal 100% due to rounding.

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COMPENSATION BY LOCATION¹ | SUMMER HIRES

Location	% of Students	Monthly Base Salary (\$)	
		Median	Range
North America	84	7,000	1,400-20,000
United States	82 ²	7,000	1,400-20,000
Mid-Atlantic	1	4,000	2,800-8,000
Midwest	4	6,750	2,800-7,505
Northeast	19	7,917	1,400-20,000
South	2	6,638	2,400-9,500
Southwest	3	7,500	2,400-10,400
West	54	6,800	1,400-14,500
Canada/Mexico	2	7,200	3,250-10,400
Outside North America	16	8,000	1,000-20,000
Asia	6	5,300	1,000-20,000
Europe	6	9,500	5,000-15,800
Middle East	2	9,000	3,000-9,000
South America	2	11,300	6,776-15,000
TOTAL	100	7,200	1,000-20,000

¹Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

²Subtotal does not equal sum of components due to rounding.

Recruiter Excellence Award Winners

Nominated and selected by our students, these organizations demonstrated outstanding professionalism, creativity, and responsiveness in recruiting students at the Stanford Graduate School of Business.

2008

Amazon.com
J.P. Morgan
The Lionstone Group

2007

Cherokee Investment Partners LLC
The Magellan Group
Salesforce.com

2006

Amazon.com
The Boston Consulting Group
Credit Suisse

Biotechnology Consulting Consumer Products E-Commerce
Energy Entertainment Government Health Care Hedge Funds
Internet Investment Banking Investment Management
Manufacturing Media Nonprofit Pharmaceutical
Private Equity Real Estate Technology Venture Capital



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