

## 2016-2017 MBA Employment Report

### Detailed Statistics

*Class of 2017: Full-Time Hires*

*Class of 2018: Summer Hires*



*The Class of 2017 chose jobs in diverse industries. The illustration visualizes jobs by industry; see the data table on page 6.*

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2017: Full-Time Hires

**Student Profile<sup>1</sup>**

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Applications Received	7,899
New Students	407
Women	40%
International <sup>2</sup>	40%
U.S. Minority	19%
Average Years of Work Experience	4.0
Range of Years of Work Experience	0-17

Undergraduate Major

Humanities/Social Sciences	48%
Engineering/Math/Natural Sciences	39%
Business	13%
Advanced Degree	13%
Average GMAT Score	733

<sup>1</sup>Class profile is provided as of matriculation.

<sup>2</sup>Includes permanent residents and U.S. dual citizens

**Employment Report<sup>1</sup>**  
**Stanford Graduate School of Business**  
 Class of 2017: Full-Time Hires

**Employment Profile<sup>2</sup>**

	Permanent Work Authorization <sup>3</sup>		Non-Permanent Work Authorization		All MBA Graduates	
	Number	Percent	Number	Percent	Number	Percent
<b>Seeking Employment<sup>4,5,6</sup></b>	196	71%	70	61%	266	68%
<b>Not Seeking Employment:</b>						
Company-sponsored	13	5%	9	8%	22	6%
Continuing education	15	5%	3	3%	18	5%
Postponing job search	0	0%	2	2%	2	1%
Starting a new business	38	14%	25	22%	63	16%
Not seeking for other reasons	2	1%	0	0%	2	1%
<i>Subtotal, Not Seeking Employment</i>	68	24%	39	34%	107	27%
<b>No Information</b>	14	5%	5	4%	19	5%
<b>Total Graduates</b>	278	100%	114	100%	392	100%

<sup>1</sup>This report conforms to the MBA Career Services & Employer Alliance, Standards Edition V, for reporting MBA employment statistics

<sup>2</sup>Employment information is self-reported, and includes all students who graduated in the 12 months ending in June 30, 2017. This table is based upon information from 95% of the total graduating class

<sup>3</sup>Permanent Work Authorization is defined by the CSEA as comprising U.S. Citizens and Permanent Residents

<sup>4</sup>Employers did not defer the starting dates of any graduates

<sup>5</sup>One graduate reneged on an offer that had been accepted

<sup>6</sup>One employer rescinded an offer

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**Timing of Job Offers**

	<b>Seeking Employment</b> Number	<b>By Graduation<sup>1</sup></b>		<b>By Three Months Post-Graduation</b>	
		<b>Job Offers</b>		<b>Job Offers</b>	
		Number	Percent	Number	Percent
Permanent Work Authorization	196	144	73%	179	91%
Non-Permanent Work Authorization	70	50	71%	66	94%
<b>Total Graduates Seeking Employment</b>	<b>266</b>	<b>194</b>	<b>73%</b>	<b>245</b>	<b>92%</b>

**Timing of Job Acceptances**

	<b>Seeking Employment</b> Number	<b>By Graduation<sup>1</sup></b>		<b>By Three Months Post-Graduation</b>	
		<b>Job Acceptances</b>		<b>Job Acceptances</b>	
		Number	Percent	Number	Percent
Permanent Work Authorization	196	128	65%	171	87%
Non-Permanent Work Authorization	70	42	60%	62	89%
<b>Total Graduates Seeking Employment</b>	<b>266</b>	<b>170</b>	<b>64%</b>	<b>233</b>	<b>88%</b>

<sup>1</sup>"Graduation" is measured relative to each individual student's graduation date. There are multiple graduation dates at the GSB, though the vast majority of students in the Class of 2017 (375 of 391) graduated on June 18, 2017.

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**Compensation Summary<sup>1, 2</sup>**

	Number Reporting	% Reporting	Median	Mean	Range
<b>BASE SALARY<sup>3</sup></b>					
Permanent Work Authorization	146	85%	142,000	146,712	30,000 - 285,000
Non-Permanent Work Authorization	57	92%	140,000	138,632	53,306 - 250,000
<b>Total</b>	<b>203</b>	<b>87%</b>	<b>140,000</b>	<b>144,455</b>	<b>30,000 - 285,000</b>
<b>SIGNING BONUS</b>					
Permanent Work Authorization	71	49%	25,000	27,778	5,000 - 65,000
Non-Permanent Work Authorization	32	56%	27,500	33,484	10,000 - 77,000
<b>Total</b>	<b>103</b>	<b>51%</b>	<b>25,000</b>	<b>29,534</b>	<b>5,000 - 77,000</b>
<b>OTHER GUARANTEED COMPENSATION<sup>4</sup></b>					
Permanent Work Authorization	37	25%	65,000	89,526	6,750 - 450,000
Non-Permanent Work Authorization	14	25%	30,000	65,990	9,555 - 225,000
<b>Total</b>	<b>51</b>	<b>25%</b>	<b>50,000</b>	<b>83,065</b>	<b>6,750 - 450,000</b>
<b>EXPECTED PERFORMANCE BONUS<sup>5,6</sup></b>					
Permanent Work Authorization	98	67%	40,000	72,639	5,000 - 450,000
Non-Permanent Work Authorization	34	60%	30,000	69,946	10,000 - 300,000
<b>Total</b>	<b>132</b>	<b>65%</b>	<b>35,000</b>	<b>71,946</b>	<b>5,000 - 450,000</b>

<sup>1</sup>All compensation information is self-reported. Useable salary data was obtained from 87% of those graduates who accepted a job. Compensation data excludes students who are company-sponsored (6%) or starting their own business (16%).

<sup>2</sup>International compensation is reported in U.S. dollars as calculated by students on the basis of prevailing exchange rates.

<sup>3</sup>Base salary excludes bonuses, commissions, benefits, and perquisites.

<sup>4</sup>Other Guaranteed Compensation (OGC) is defined by the CSEA as taxable payroll compensation that is guaranteed. It includes guaranteed performance bonus and guaranteed overtime. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others. It also does not include stock and/or stock options. (Note: the newest version VI of the CSEA reporting standards will drop the OGC reporting requirement effective next year.)

<sup>5</sup>Many students report that their performance bonuses are not explicitly guaranteed. Expected Performance Bonus is not a CSEA-defined metric but is a complementary measure of performance-based compensation. In 2017, 65% of students expected a cash-based performance bonus, whether guaranteed or not.

<sup>6</sup>In addition, stock compensation was reported by 32% of students. The value of stock-based compensation is not included.

Compensation by Industry<sup>1</sup>

Industry	Percent <sup>2</sup>	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$) <sup>4</sup>				Expected Performance Bonus(\$) <sup>5</sup>			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low			High	Low
Consulting	20	147,000	144,750	228,000	100,000	25,000	28,092	45,000	20,000	20,000	22,862	40,000	9,555	29,000	28,940	56,500	10,000
Consumer Packaged Goods	4	112,000	114,429	130,000	90,000	17,500	18,125	32,500	5,000	NA	NA	NA	NA	21,400	19,433	25,000	11,900
Energy/Cleantech	1	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finance	32	150,000	164,258	285,000	95,000	43,750	40,104	75,000	10,000	107,500	117,297	450,000	14,400	120,000	134,130	450,000	15,000
Private Equity	15	155,000	175,690	250,000	100,000	45,000	39,167	50,000	20,000	127,500	125,783	280,000	14,400	150,000	152,037	300,000	40,000
Venture Capital	7	175,000	177,653	285,000	120,000	32,500	36,250	65,000	15,000	72,750	68,688	130,000	18,000	75,000	73,773	199,500	15,000
Hedge Funds	4	150,000	147,278	200,000	100,000	30,000	36,250	75,000	10,000	100,000	185,000	450,000	75,000	150,000	203,571	450,000	50,000
Investment Management	3	160,000	159,000	180,000	130,000	50,000	43,333	50,000	30,000	125,000	123,333	125,000	120,000	125,000	137,500	220,000	80,000
Investment Banking	1	125,000	123,333	150,000	95,000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Finance - Other	3	125,000	125,833	140,000	115,000	47,500	43,500	60,000	20,000	NA	NA	NA	NA	30,000	45,500	90,000	16,500
Healthcare	4	123,750	137,333	219,000	110,000	27,500	31,250	50,000	20,000	NA	NA	NA	NA	15,000	12,667	18,000	5,000
Manufacturing	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Media/Entertainment	1	150,000	150,000	175,000	125,000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Nonprofit	3	100,000	101,333	104,000	100,000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Real Estate	3	132,000	121,390	150,000	60,000	NA	NA	NA	NA	NA	NA	NA	NA	38,200	46,744	98,000	11,061
Retail	2	118,000	118,720	150,000	85,600	NA	NA	NA	NA	NA	NA	NA	NA	24,000	21,333	25,000	15,000
Technology	25	132,500	132,392	225,000	30,000	25,000	27,120	77,000	5,000	16,400	26,511	80,000	6,750	20,000	27,490	100,000	11,000
E-Commerce	6	125,000	123,055	150,000	53,306	41,000	45,500	77,000	33,000	NA	NA	NA	NA	24,000	38,800	100,000	20,000
Software	5	150,000	156,909	225,000	116,000	20,000	26,250	60,000	5,000	NA	NA	NA	NA	17,000	36,667	100,000	15,000
Marketing	3	135,000	129,000	145,000	110,000	35,000	32,500	50,000	10,000	NA	NA	NA	NA	20,000	19,000	19,000	17,250
Media/Entertainment	3	130,000	132,500	190,000	100,000	15,000	18,333	25,000	15,000	15,700	15,788	25,000	6,750	13,000	16,333	25,000	11,000
Internet Services	2	122,500	131,250	160,000	120,000	5,000	6,667	10,000	5,000	NA	NA	NA	NA	NA	NA	NA	NA
Consumer Electronics	1	130,000	131,667	135,000	130,000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
FinTech	1	120,000	120,000	140,000	100,000	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
EdTech	<1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Tech - Other	3	135,000	118,857	145,000	30,000	20,000	18,333	20,000	15,000	NA	NA	NA	NA	NA	NA	NA	NA
Transportation & Logistics Services	3	125,000	131,667	170,000	110,000	10,000	14,333	25,000	8,000	NA	NA	NA	NA	25,000	40,867	82,000	15,600
Other <sup>6</sup>	2	147,500	146,250	165,000	125,000	NA	NA	NA	NA	NA	NA	NA	NA	21,750	21,000	31,250	10,000
<b>TOTAL</b>	<b>100</b>	<b>140,000</b>	<b>144,455</b>	<b>285,000</b>	<b>30,000</b>	<b>25,000</b>	<b>29,534</b>	<b>77,000</b>	<b>5,000</b>	<b>50,000</b>	<b>83,065</b>	<b>450,000</b>	<b>6,750</b>	<b>35,000</b>	<b>71,946</b>	<b>450,000</b>	<b>5,000</b>

<sup>1</sup>Data does not include entrepreneurs (16%) and sponsored students (6%), per standards set by the MBA Career Services & Employer Alliance (CSEA).

<sup>2</sup>Percent total may not equal sum of components due to rounding.

<sup>3</sup>NA indicates fewer than three students.

<sup>4</sup>Other Guaranteed Compensation (OGC) is defined by the CSEA as taxable payroll compensation that is guaranteed. It includes guaranteed performance bonus and guaranteed overtime. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others. It also does not include stock and/or stock options. (Note: the newest version VI of the CSEA reporting standards will drop the OGC reporting requirement effective with the Class of 2018.)

<sup>5</sup>Many students report that their performance bonuses are not explicitly guaranteed. Expected Performance Bonus is not a CSEA-defined metric but is a complementary measure of performance-based compensation. In 2017, 65% of students expected a cash-based performance bonus, whether guaranteed or not.

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 Class of 2017: Full-Time Hires

**Industry Details, West Region<sup>1, 2</sup>**

<b>Industry</b>	<b>Percent</b>	
Consulting	15	
Consumer Products	6	
Energy - Cleantech	2	
Finance	26	
Private Equity		10
Venture Capital		7
Hedge Funds		4
Investment Management		3
Investment Banking		1
Other		2
Healthcare (Including Products and Services)	4	
Manufacturing	1	
Media/Entertainment	1	
Non-Profit	3	
Real Estate	2	
Retail	2	
Technology	35	
Software		9
e-Commerce/e-Retail		7
e-Media/Entertainment		4
e-Marketing		4
Internet Services		3
Consumer Electronics/Hardware		2
e-Finance		2
e-Education		1
Other		4
Transportation and Logistics Services	2	
Other	2	
<b>TOTAL</b>	<b>100</b>	

<sup>1</sup>The table shows industries chosen by students accepting jobs in the West Coast. This region includes California, Oregon, and Washington. This data is not required by the CSEA but gives additional insight into career choices.

<sup>2</sup>Excludes sponsored students

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**Compensation by Function<sup>1</sup>**

Function	Percent <sup>2</sup>	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$) <sup>4</sup>				Expected Performance Bonus(\$) <sup>5</sup>			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low			High	Low
Consulting	28	147,000	142,793	228,000	90,000	25,000	27,919	45,000	8,000	25,000	23,366	40,000	9,555	29,000	30,783	82,000	10,000
Management/Other Consulting	20	147,000	145,110	228,000	100,000	25,000	28,176	45,000	20,000	20,000	22,862	40,000	9,555	29,000	28,940	56,500	10,000
Corporate Strategy/Planning	8	130,000	137,206	225,000	90,000	27,500	26,333	40,000	8,000	26,500	24,500	30,000	15,000	27,500	36,310	82,000	15,000
Finance	31	150,000	161,097	285,000	60,000	50,000	40,000	75,000	10,000	117,500	125,612	450,000	16,400	115,000	134,511	450,000	11,000
Private Equity Analyst	10	175,000	180,294	250,000	100,000	50,000	43,750	50,000	25,000	140,000	168,333	280,000	125,000	177,500	180,313	280,000	40,000
Investment/Portfolio Mgmt	7	150,000	150,796	250,000	60,000	40,000	40,000	50,000	30,000	125,000	127,571	225,000	18,000	90,000	113,838	300,000	11,061
Venture Capitalist	6	175,000	187,067	285,000	140,000	25,000	35,000	65,000	15,000	92,750	78,583	130,000	26,000	77,500	85,813	199,500	40,000
Financial Analyst	3	150,250	148,417	180,000	110,000	25,000	29,000	50,000	10,000	97,500	165,350	450,000	16,400	125,000	157,200	450,000	11,000
Investment Banker	2	125,000	123,750	150,000	95,000	50,000	53,333	60,000	50,000	NA	NA	NA	NA	NA	NA	NA	NA
Finance, Other	3	130,000	125,714	150,000	100,000	40,000	45,000	75,000	20,000	NA	NA	NA	NA	83,750	110,417	300,000	30,000
General Management	10	147,500	140,527	219,000	30,000	47,500	33,100	50,000	8,000	43,500	35,780	50,000	14,400	31,250	39,819	100,000	10,000
General Management	7	150,000	150,973	219,000	85,600	47,500	35,833	50,000	10,000	35,500	33,850	50,000	14,400	38,125	37,225	100,000	10,000
Project Management	3	135,000	118,143	145,000	30,000	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA	26,400	48,467	98,000	21,000
Marketing/Sales	22	128,750	128,500	165,000	105,000	20,000	23,426	77,000	5,000	NA	NA	NA	NA	18,000	17,888	29,000	5,000
Brand/Product/Marketing Manager	12	125,000	127,391	150,000	107,000	20,000	24,821	77,000	5,000	NA	NA	NA	NA	18,000	17,832	25,000	11,900
Business Development	6	126,250	130,875	165,000	105,000	20,000	17,500	20,000	10,000	NA	NA	NA	NA	18,000	18,833	29,000	12,000
Product Development Manager	3	130,000	128,750	140,000	110,000	20,000	21,250	40,000	5,000	NA	NA	NA	NA	NA	NA	NA	NA
Marketing, Other	2	116,000	127,000	150,000	115,000	20,000	31,667	60,000	15,000	NA	NA	NA	NA	NA	NA	NA	NA
Operations/Logistics	3	107,000	101,061	130,000	53,306	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other	5	150,000	150,067	215,000	100,000	40,000	31,600	40,000	5,000	80,000	94,485	170,000	12,425	90,000	95,594	215,000	21,750
<b>TOTAL</b>	<b>100</b>	<b>140,000</b>	<b>144,455</b>	<b>285,000</b>	<b>30,000</b>	<b>25,000</b>	<b>29,534</b>	<b>77,000</b>	<b>5,000</b>	<b>50,000</b>	<b>83,065</b>	<b>450,000</b>	<b>6,750</b>	<b>35,000</b>	<b>71,946</b>	<b>450,000</b>	<b>5,000</b>

<sup>1</sup>Data does not include entrepreneurs (16%) and sponsored students (6%), per standards set by the MBA Career Services & Employer Alliance (CSEA).

<sup>2</sup>Percent total may not equal sum of components due to rounding.

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**Compensation by Location<sup>1</sup>**

Location	Percent <sup>2</sup>	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$) <sup>4</sup>				Expected Performance Bonus(\$) <sup>5</sup>			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low			High	Low
<b>North America</b>	<b>89</b>	<b>140,000</b>	<b>145,811</b>	<b>285,000</b>	<b>30,000</b>	<b>25,000</b>	<b>29,655</b>	<b>77,000</b>	<b>5,000</b>	<b>50,000</b>	<b>79,413</b>	<b>450,000</b>	<b>6,750</b>	<b>35,000</b>	<b>69,293</b>	<b>450,000</b>	<b>5,000</b>
United States	89	140,000	145,811	285,000	30,000	25,000	29,655	77,000	5,000	50,000	79,413	450,000	6,750	35,000	69,293	450,000	5,000
West	63	140,000	144,170	285,000	30,000	30,000	30,309	77,000	5,000	50,000	59,436	150,000	6,750	33,125	65,368	300,000	5,000
Northeast	16	140,000	152,690	250,000	110,000	25,000	29,147	50,000	8,000	29,000	119,650	450,000	8,600	35,000	97,168	450,000	11,900
Southwest	5	150,000	143,800	180,000	100,000	25,000	25,000	25,000	25,000	50,000	81,700	170,000	20,000	85,000	91,667	180,000	10,000
South	2	152,000	143,200	160,000	105,000	27,500	26,250	30,000	20,000	NA	NA	NA	NA	44,000	37,220	45,000	20,000
Mid-Atlantic	2	148,750	154,125	175,000	144,000	25,000	30,000	40,000	25,000	NA	NA	NA	NA	23,375	41,688	100,000	20,000
Midwest	2	151,000	149,250	175,000	120,000	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA	30,400	40,333	75,000	15,600
<b>Outside North America</b>	<b>11</b>	<b>126,366</b>	<b>131,582</b>	<b>250,000</b>	<b>53,306</b>	<b>25,000</b>	<b>28,000</b>	<b>50,000</b>	<b>15,000</b>	<b>115,000</b>	<b>100,111</b>	<b>225,000</b>	<b>21,000</b>	<b>50,000</b>	<b>89,592</b>	<b>300,000</b>	<b>11,061</b>
Asia	6	132,732	136,913	250,000	53,306	NA	NA	NA	NA	125,000	109,286	225,000	25,000	75,000	102,007	300,000	11,061
Central America and Caribbean <sup>6</sup>	2	90,300	97,650	150,000	60,000	NA	NA	NA	NA	NA	NA	NA	NA	67,500	75,000	150,000	15,000
European Free Trade Area Countries	1	NA <sup>3</sup>	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
South America	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Africa - sub Saharan	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Middle East and North Africa (MENA)	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>TOTAL</b>	<b>100</b>	<b>140,000</b>	<b>144,455</b>	<b>285,000</b>	<b>30,000</b>	<b>25,000</b>	<b>29,534</b>	<b>77,000</b>	<b>5,000</b>	<b>50,000</b>	<b>83,065</b>	<b>450,000</b>	<b>6,750</b>	<b>35,000</b>	<b>71,946</b>	<b>450,000</b>	<b>5,000</b>

<sup>1</sup>Data does not include entrepreneurs (16%) and sponsored students (6%), per standards set by the MBA Career Services & Employer Alliance (CSEA).

<sup>2</sup>Percent total may not equal sum of components due to rounding.

<sup>3</sup>NA indicates fewer than three students.

<sup>4</sup>Other Guaranteed Compensation (OGC) is defined by the CSEA as taxable payroll compensation that is guaranteed. It includes guaranteed performance bonus and guaranteed overtime. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others. It also does not include stock and/or stock options. (Note: the newest version VI of the CSEA reporting standards will drop the OGC reporting requirement effective with the Class of 2018.)

<sup>5</sup>Many students report that their performance bonuses are not explicitly guaranteed. Expected Performance Bonus is not a CSEA-defined metric but is a complementary measure of performance-based compensation. In 2017, 65% of students expected a cash-based performance bonus, whether guaranteed or not.

<sup>6</sup>Includes Mexico

**Employment Report**  
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 Class of 2017: Full-Time Hires

**Primary Source of  
 Full-Time Job Acceptances**

<b>SCHOOL-FACILITATED ACTIVITIES</b>	<b>Number</b>	<b>Percent</b>
On-Campus Interviewing (OCI)	25	13%
Alumni Referral	20	10%
GSB Job Board/CMC Job Link	15	8%
Summer Employer (GSB-facilitated)	12	6%
Networking (GSB-facilitated) <sup>1</sup>	7	4%
Student Club / Club Event	3	2%
Resume Database <sup>2</sup>	1	1%
Other (GSB-facilitated) <sup>3</sup>	3	2%
<b>Sub Total</b>	<b>86</b>	<b>45%</b>
<b>GRADUATE-FACILITATED ACTIVITIES</b>		
Networking (student-facilitated)	70	36%
Pre-MBA Employer	23	12%
Summer Employer (student-facilitated)	13	7%
Other (student-facilitated) <sup>4</sup>	0	0%
<b>Sub Total</b>	<b>106</b>	<b>55%</b>
Other or Unknown	41	
<b>Total<sup>5</sup></b>	<b>192</b>	<b>100%</b>

<sup>1</sup>Likely understates importance of GSB-facilitated networking given the complex nature of the networking process.

<sup>2</sup>Understates importance of the Resume Database since this source is used by recruiters to invite students to OCR interviews.

<sup>3</sup>Other (GSB-facilitated) may include recruiting events, class projects, faculty referrals, and combination of sources.

<sup>4</sup>Other (student-facilitated) may include organization websites, executive recruiters, and combinations of sources especially networking.

<sup>5</sup>Other or Unknown job sources are excluded from the percentage calculations

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2017: Full-Time Hires

**Full-Time Entrepreneurs by Industry and Location<sup>1</sup>**

<b>Industry</b>	<b>Percent</b>
Consulting	2
Consumer Products	6
Energy - Cleantech	2
Finance	11
Finance - Private Equity	4
Finance - Investment Management	2
Finance - Venture Capital	2
Finance - Other	4
Healthcare (Including Products and Services)	9
Human Resources	2
Media/Entertainment	2
Non-Profit	2
Real Estate	9
Technology	48
Technology - Software	15
Technology - Internet Services	9
Technology - e-Commerce/e-Retail	7
Technology - e-Education	7
Technology - e-Finance	4
Technology - Other	6
Transportation and Logistics Services	2
Other	6
<b>TOTAL</b>	<b>100</b>

<b>Location</b>	<b>Percent</b>
U.S. West	57
Other U.S.	25
Outside U.S.	18
<b>TOTAL</b>	<b>100</b>

<sup>1</sup>Data shows the industries chosen by students who are starting their own business (16%). These students are not included in the compensation tables in this report, per standards set by the MBA Career Services & Employer Alliance (CSEA).

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2018: Summer Hires

**Student Profile<sup>1</sup>**

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Applications Received	8,116
New Students	417
Women	41%
International <sup>2</sup>	40%
U.S. Minority	29%
Average Years of Work Experience	4.0
Range of Years of Work Experience	0-13

Undergraduate Major

Humanities/Social Sciences	48%
Engineering/Math/Natural Sciences	37%
Business	15%
Advanced Degree	11%
Average GMAT Score	737

<sup>1</sup>Class profile is provided as of matriculation

<sup>2</sup>Includes permanent residents and U.S. dual citizens

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2018: Summer Hires

**Compensation by Industry<sup>1,2,3</sup>**

Industry	Percent	Median	Mean	Range	
				High	Low
Consulting	7	12,250	11,267	12,500	1,550
Consumer Packaged Goods	6	6,650	6,232	9,583	2,167
Energy/Cleantech	4	5,200	5,484	10,833	1,000
Finance	27	7,800	7,716	16,667	1,000
Venture Capital	10	6,000	6,107	11,538	1,000
Private Equity	7	7,400	6,991	12,083	1,667
Investment Management	3	10,417	11,130	16,667	8,600
Hedge Funds	3	12,500	10,903	13,000	6,250
Investment Banking	2	10,417	10,411	10,417	10,400
Finance - Other	2	7,400	8,256	15,000	4,333
Healthcare	5	6,717	6,770	13,000	1,350
Media/Entertainment	3	5,926	5,660	8,667	1,000
Nonprofit	6	3,400	3,988	7,500	2,000
Real Estate	2	6,600	6,617	12,500	2,500
Retail	3	6,000	6,118	8,017	2,925
Technology	32	6,967	6,688	13,867	1,083
Software	9	7,400	7,073	9,700	2,925
E-Commerce	6	6,442	6,262	9,533	2,474
Internet Services	5	7,385	6,519	8,300	1,500
Media/Entertainment	3	6,907	7,173	13,867	2,000
Consumer Electronics/Hardware	2	8,000	6,781	9,533	2,925
EdTech	2	7,500	6,383	8,147	1,083
FinTech	2	4,700	4,875	6,000	4,000
Marketing	1	8,173	7,891	10,000	5,500
Tech - Other	3	7,425	6,922	8,667	5,000
Transportation & Logistics	2	7,300	6,759	8,333	5,000
Other	3	4,420	4,757	9,099	1,820
<b>TOTAL</b>	<b>100</b>	<b>6,933</b>	<b>6,979</b>	<b>16,667</b>	<b>1,000</b>

<sup>1</sup> As of October 16, 2017, 100% of job-seeking students in the Class of 2018 accepted internships, based on responses from 93% of students. Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

*Effective December 31, 2017, a student's self-reported update of employment status changed the calculation from 100% to 99.7% of job-seeking students in the Class of 2018 who accepted internships. All other data contained in the Employment Report dated October 16, 2017 remains as reported. [All updates in italics]*

<sup>2</sup> Nonprofit compensation includes the SMIF stipend where applicable. SMIF (Stanford Management Internship Fund) provides financial support to MBA students who secure social or environmental purpose summer internships with nonprofits, government agencies, and social purpose businesses. SMIF is offered by the Center for Social Innovation.

<sup>3</sup> Compensation includes the ESP stipend where applicable. The Entrepreneurial Summer Program (ESP) supports students in pursuing eligible opportunities with entrepreneurial organizations. ESP is offered by the Center for Entrepreneurial Studies.

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2018: Summer Hires

**Compensation by Function**

Function	Percent	Median	Mean	Range	
				High	Low
Consulting	23	7,800	7,872	13,867	1,300
Strategy/Planning	16	6,000	6,262	13,867	1,300
Management Consulting	7	12,250	11,458	12,500	3,250
Finance	28	7,800	7,695	16,667	1,000
Venture Capitalist	9	6,000	6,052	11,538	1,000
Investment/Portfolio Mgmt	7	9,800	9,942	16,667	1,500
Private Equity Analyst	4	7,800	7,583	12,500	2,500
Financial Analyst	3	7,250	7,635	12,500	4,333
Investment Banker	2	10,417	10,411	10,417	10,400
Finance, Other	4	7,000	6,639	10,417	2,080
General Management	6	6,500	6,341	8,667	2,925
General Management	3	5,250	5,860	8,667	2,925
Project Management	2	6,933	6,838	8,000	5,400
Marketing/Sales	33	6,500	6,110	13,000	1,000
Brand/Product/Marketing Manager	13	7,250	6,512	10,000	1,000
Business Development	11	5,958	5,707	13,000	1,350
Product Development Manager	5	7,453	6,552	9,447	2,700
Marketing, Other	3	5,063	5,115	7,800	2,167
Operations/Logistics	4	7,042	6,869	10,833	3,120
Other	6	5,521	5,554	9,013	1,667
<b>TOTAL</b>	<b>100</b>	<b>6,933</b>	<b>6,979</b>	<b>16,667</b>	<b>1,000</b>

**Employment Report**  
**Stanford Graduate School of Business**  
Class of 2018: Summer Hires

**Compensation by Location<sup>1</sup>**

Location	Monthly Base Salary (\$)				
	Percent	Median	Mean	Range	
				High	Low
<b>North America</b>	<b>86</b>	<b>7,000</b>	<b>7,213</b>	<b>16,667</b>	<b>1,083</b>
United States	86	7,000	7,213	16,667	1,083
West	63	6,933	7,012	16,667	1,083
Northeast	15	8,000	8,333	13,000	2,167
Southwest	3	8,600	7,362	12,500	2,167
Midwest	2	5,533	5,856	10,833	1,667
South	2	4,983	6,663	15,000	4,000
Mid-Atlantic	2	7,500	7,375	12,500	2,000
<b>Outside North America</b>	<b>14</b>				
Asia	4	3,250	5,025	12,500	1,000
European Free Trade Area Countries	4	6,500	6,071	10,150	1,000
Africa - sub Saharan	2	3,780	3,577	5,417	1,000
Australia and Oceania	1	8,000	8,044	8,333	7,800
Middle East and North Africa (MENA)	1	3,000	3,433	6,000	1,300
Central America and the Caribbean	1	NA <sup>2</sup>	NA	NA	NA
South America	1	NA	NA	NA	NA
<b>Total</b>	<b>100</b>	<b>6,933</b>	<b>6,979</b>	<b>16,667</b>	<b>1,000</b>

<sup>1</sup>Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer. GMIX is offered by Global Experiences.

<sup>2</sup>NA indicates fewer than three students.

**Employment Report**  
**Stanford Graduate School of Business**  
 Class of 2018: Summer Hires

**Primary Source of  
 Summer Job Acceptances**

<b>SCHOOL-FACILITATED ACTIVITIES</b>	<b>Number</b>	<b>Percent</b>
CMC Job Link/GSB Job Board	54	18%
On-Campus Interviewing (OCI)	47	15%
Alumni	25	8%
Student Club / Club Event	12	4%
Networking (GSB-facilitated) <sup>1</sup>	9	3%
Resume Database <sup>2</sup>	4	1%
Other (GSB-facilitated) <sup>3</sup>	25	8%
<b>Sub Total</b>	<b>176</b>	<b>58%</b>

<b>STUDENT-FACILITATED ACTIVITIES</b>	<b>Number</b>	<b>Percent</b>
Networking (student-facilitated)	112	37%
Pre-MBA Employer	7	2%
Other (student-facilitated) <sup>4</sup>	9	3%
<b>Sub Total</b>	<b>128</b>	<b>42%</b>

Other or Unknown	15	
<b>Total</b>	<b>304</b>	<b>100%</b>

<sup>1</sup>Likely understates importance of GSB-facilitated networking given the complex nature of the networking process.

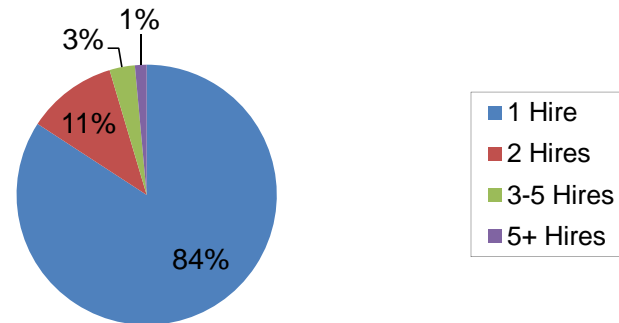
<sup>2</sup>Understates importance of the Resume Database since this source is used by recruiters to invite students to OCR interviews.

<sup>3</sup>Other (GSB-facilitated) may include ESP or SMIF internships, recruiting events, class projects, faculty referrals, and combinations of sources.

<sup>4</sup>Other (student-facilitated) may include organization websites, executive recruiters, and combinations of sources especially networking.



**Most recruiters hired one or two students for summer and/or full-time positions.**



*Based on 411 firms hiring Stanford MBAs for summer and/or full-time in 2016-2017.*

**Other Employment Facts**

**Class of 2017 - Full-Time Positions**

16% are pursuing entrepreneurial ventures

13% chose socially responsible roles in a private business (includes sponsored students and entrepreneurs)

**Class of 2018 - Summer Positions and Experiences**

100 students participated in Global Management Experience (GMIX)<sup>1</sup> projects.

27 students were funded for Entrepreneurial Summer Program (ESP)<sup>2</sup> internships.

28 students received Stanford Management Internship Fund (SMIF)<sup>3</sup> fellowships.

21 students across Stanford (not just the GSB) participated in Stanford Institute for Innovation in Developing Economies (SEED)<sup>4</sup> internships.

[\(1\) Learn more about GMIX](#)

[\(2\) Learn more about ESP](#)

[\(3\) Learn more about SMIF](#)

[\(4\) Learn more about SEED](#)