TUCK

Employment Report
2013

Our graduates continue to enjoy great career success, with employment levels and compensation rates for Tuck's class of 2013 among the top MBA programs worldwide. I am especially pleased with the high satisfaction our graduates report on their post-MBA industry, function, location, and organization. These successes are a direct result of Tuck's personal approach to management education and its best-in-class career services:

Individual-focused career services We get to know each student personally, learn their career goals, and help set them on the path to achieving them. This is possible because of Tuck's small student body relative to its peers, extensive resources, and close-knit community.

Leading MBA recruiting partners Tuck has active recruiting relationships with more than 900 organizations across a breadth of industries worldwide, and fosters and develops new and existing partnerships with leading companies.

Industry-focused coaching expertise Tuck's career coaches boast expertise and experience in the industries in which they specialize, as well as relevant educational backgrounds and extensive knowledge of recruiting best practices that they bring to bear on students' job searches.

Passionate alumni support There is a direct relationship between the responsiveness of a school's alumni network and the success of its graduates, and no school has more committed and dedicated alumni than Tuck. They prove this time and again through their world-leading annual giving participation rate and the level of access and support they provide students in their job search.

Visit us at **www.tuck.dartmouth.edu/careers** to learn how we can work with you for the future you want.

Jonathan Masland
Director, Career Development Office

Tuck Career Development Coaches

Supporting and empowering you throughout your personalized career search is the Tuck Career Development Office (CDO). Our highly experienced coaches offer you extensive personalized assistance, from career education and coaching to facilitated networking and connections to our extraordinarily engaged alumni. Whether you're attending a one-on-one meeting with a visiting executive, gaining career-switching advice from alumni panels, or taking a student career trek anywhere from London to China to San Francisco, the Tuck Career Development Office is behind you every step of the way.

Our mission is not just to help you find your next great job, but the right job.

JONATHAN MASLAND – DIRECTOR

Before joining Tuck's CDO in 2004, Jonathan worked in corporate finance and investment banking with Coopers & Lybrand, Alex. Brown & Sons, and Robertson Stephens. He also gained entrepreneurial experience with Strategic Capital Resources, Revbox, and The Endeavor Initiative in Uruguay.

Education: Harvard College, Wharton MBA
Expertise: Energy, Real Estate

MATHIAS MACHADO T'09

Bringing a unique global perspective to Tuck's CDO, Mathias worked with the Volkswagen Group, Siemens, Booz Allen, and TomTom. He acquired a deep understanding of B2B sales in IT services and Telecom equipment during his five years in sales and bid management and holds Six Sigma Black Belt and Scrum Product Owner certifications.

Education: Instituto Tecnológico de Buenos Aires, Tuck MBA
Expertise: Entrepreneurship, General Management, Industrial Goods, International Students, Technology

ELIZABETH ZALDASTANI NAPIER T'91

An analyst for McKinsey & Co. before Tuck, Lizzie began her post-MBA career managing established brands and launching new products for General Mills and Welch's. She went on to lead a national nonprofit, start a model high school, and direct a private equity group in Eastern Europe (FINRA series 62, 63). Before joining Tuck's CDO in 2013, she was a career coach at Harvard Business School. She is a member of the Financial Times Global Ready Board Women group.

Education: Brown University, Tuck MBA
Expertise: Consumer Marketing, Education, Government, Nonprofit, Women in Business

DEIRDRE O'DONNELL

Deirdre joined the Tuck CDO in 2008 after a 24-year career at Lehman Brothers and American Express. While at Lehman, Deirdre also took an active role in recruiting as head of Lehman's Core Recruiting team for fixed income, and ultimately became Global Head of Diversity Recruiting for the firm.

Education: St. Lawrence University
Expertise: Finance, Insurance, Investment Management, Private Equity

STEPHEN PIDGEON T'07

Before attending Tuck, Stephen directed and produced multiple television series and a movie. Post-MBA, he worked as an engagement manager at McKinsey in London, focusing on health care consulting with a functional specialty in organizational design. Stephen joined the CDO in 2010. He is the author of the bestselling book "How To Get A Job In Consulting."

Education: University of Westminster, Tuck MBA
Expertise: Consulting, Health Care, Media & Entertainment, Sports

VERONICA JUBERA MALDONADO T'13

I was so happy in my former job that I was only willing to leave it for a program like Tuck's—and I'm glad I did. Making a career switch can be overwhelming, but Tuck's Career Development Office gave me **invaluable guidance** and **encouragement** throughout my professional transformation. Thanks to Tuck's distinctive bidding system, I landed an interview with the company that has become my current employer.

EMPLOYER: McKinsey & Company
INTERNSHIP: McKinsey & Company
HOMETOWN: Lima, Peru; Paris, France; Madrid, Spain

Extensive Corporate Recruiting Relationships

Over 900 companies recruited Tuck students in 2012-13. In addition, the Career Development Office has a dedicated resource who cultivates additional corporate relationships on an ongoing basis tailored to current students' individual interests. Tuck alumni are instrumental at opening doors and passionate about advocating for Tuck students. Some examples of companies Tuck has relationships with are shown here.

Class of 2013 Employment Profile

TIMING OF OFFERS[1]

U.S. Work Authorization	Number Seeking Employment	By Graduation[2] Number	By Graduation[2] %	By 3 Months After Graduation Number	By 3 Months After Graduation %
Permanent work authorization	157	149	95	151	96
Non-permanent work authorization	82	68	83	75	91
Total graduates	239	217	91	226	95

TIMING OF ACCEPTANCES

U.S. Work Authorization	Number Seeking Employment	By Graduation[2] Number	By Graduation[2] %	By 3 Months After Graduation Number	By 3 Months After Graduation %
Permanent work authorization	157	131	83	146	93
Non-permanent work authorization	82	62	76	71	87
Total graduates	239	193	81	217	91

ANNUAL COMPENSATION[3]

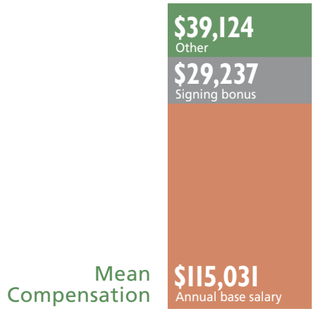
Type of Compensation	Receiving (%)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)
Annual base salary	100	115,031	115,000	56,000	180,000
Signing bonus	85	29,237	25,000	5,000	100,000
Other guaranteed compensation[4]	73	39,124	30,000	3,390	225,000

1 The information in this report follows the standards provided by the MBA CSEA.

2 The graduation date for the full-time MBA class was June 9, 2013.

3 Compensation information is self-reported. Usable salary data was obtained from 88 percent of those graduates who were seeking employment and accepted a job offer.

4 Other guaranteed compensation includes guaranteed performance bonuses, and other guaranteed compensation reported by students and excludes relocation, tuition reimbursement, stock, and carried interest.



BY INDUSTRY		BASE SALARIES				SIGNING BONUS				OTHER GUARANTEED COMPENSATION			
Industry	%	Mean ($)	Median ($)	Minimum ($)	Maximum ($)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)
Financial services	30	108,008	100,000	56,000	175,000	40,657	40,000	5,000	100,000	63,599	50,000	9,500	225,000
Investment banking	14	101,345	100,000	56,000	130,000	47,269	47,500	20,000	100,000	64,230	70,000	10,000	120,000
Investment management	7	109,067	100,000	90,000	135,000	32,474	40,000	5,000	55,000	53,054	46,200	9,500	108,000
Private equity*	2	140,000	150,000	120,000	150,000					145,000	150,000	60,000	225,000
Other	7	113,819	115,000	80,000	175,000	32,350	25,000	10,996	100,000	49,229	29,725	10,000	197,000
Consulting	27	128,296	135,000	86,000	140,000	25,596	25,000	10,000	47,500	36,057	35,000	5,000	105,000
Technology	13	114,346	115,000	90,000	130,000	24,369	25,000	10,000	50,000	26,991	19,200	3,390	96,750
Consumer goods, retail	10	103,875	105,000	80,000	130,000	24,544	23,000	8,833	45,000	14,735	14,650	5,700	20,000
Manufacturing	6	108,411	105,000	102,600	120,000	23,182	20,000	10,000	40,000	19,718	15,900	7,827	54,259
Health care, pharmaceuticals	5	110,000	107,500	90,000	130,000	18,820	20,210	10,000	25,000	21,561	22,807	10,000	30,000
Energy*	3	112,000	110,000	100,000	125,000					26,100	25,000	24,500	30,000
Real estate	3	128,000	120,000	100,000	180,000	11,667	10,000	5,000	20,000	36,750	33,500	5,000	75,000
Other*	3												
All industries	100	115,031	115,000	56,000	180,000	29,237	25,000	5,000	100,000	39,124	30,000	3,390	225,000

*Base salary, signing bonus, and other guaranteed compensation values are excluded in cases where the sample size was too small.

BY FUNCTION		BASE SALARIES				SIGNING BONUS				OTHER GUARANTEED COMPENSATION			
Function	%	Mean ($)	Median ($)	Minimum ($)	Maximum ($)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)
Consulting	35	125,703	132,500	90,000	140,000	25,053	25,000	100,000	47,500	33,238	32,550	3,390	105,000
Finance	33	108,000	100,000	56,000	175,000	40,533	46,536	5,000	100,000	61,007	44,000	5,000	225,000
Underwriting, advising	11	103,333	100,000	100,000	130,000	46,526	47,500	35,000	52,955	66,114	70,000	26,000	104,000
Investment management	8	104,400	100,000	56,000	135,000	36,136	40,000	5,000	55,000	64,500	73,000	9,500	108,000
Corporate finance	6	103,909	100,000	80,000	125,000	44,643	40,000	20,000	100,000	36,650	23,750	12,000	120,000
Private equity, venture capital*	2	133,750	135,000	115,000	150,000					93,250	52,500	43,000	225,000
Real Estate	2	116,250	120,000	100,000	125,000	25,000	20,000	5,000	5,000	63,500	49,500	5,000	150,000
Other	4	116,714	116,000	86,000	175,000	36,250	37,500	20,000	50,000	62,740	30,000	20,000	197,000
General management	18	110,308	108,000	90,000	180,000	23,504	24,000	9,689	45,000	23,291	20,000	7,828	100,000
Marketing	10	111,748	113,500	90,000	130,000	26,266	22,500	8,833	100,000	32,296	17,150	5,700	96,750
Other	4	109,750	112,500	90,000	120,000	18,096	13,691	10,000	35,000	21,655	20,000	115,000	47,500
All functions	100	115,031	115,000	56,000	180,000	29,237	25,000	5,000	100,000	39,124	30,000	3,390	225,000

*Signing bonus is excluded in cases where the sample size was too small.

BY LOCATION		BASE SALARIES				SIGNING BONUS				OTHER GUARANTEED COMPENSATION			
Region	%	Mean ($)	Median ($)	Minimum ($)	Maximum ($)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)	Mean ($)	Median ($)	Minimum ($)	Maximum ($)
United States	**89**	**116,271**	**115,000**	**80,000**	**180,000**	**29,982**	**25,000**	**5,000**	**100,000**	**40,039**	**30,000**	**5,000**	**225,000**
Northeast (CT, ME, MA, NH, NJ, NY, RI, VT)	54	117,215	120,000	90,000	180,000	32,747	27,500	5,000	100,000	44,461	31,075	5,000	225,000
New York Metro	26	113,612	100,000	90,000	175,000	37,425	40,000	10,000	100,000	54,457	35,000	5,000	225,000
Boston Metro	25	122,163	125,000	90,000	180,000	28,980	25,000	5,000	100,000	38,023	30,538	5,000	120,000
Other	3	107,000	100,000	90,000	140,000	19,333	23,000	10,000	25,000	21,375	13,750	9,000	49,000
West (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)	18	116,912	115,000	90,000	135,000	27,500	25,000	10,000	55,000	30,948	22,200	15,000	96,750
San Francisco Bay Area	10	119,118	120,000	100,000	135,000	23,077	20,000	10,000	55,000	40,246	31,250	15,000	96,750
Other	8	114,706	115,000	90,000	135,000	30,882	25,000	10,000	50,000	20,100	20,000	15,000	30,000
Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	7	113,522	105,500	102,600	135,000	22,631	24,000	8,833	35,000	31,366	23,000	7,827	105,000
Southwest (AZ, CO, NM, OK, TX)	4	109,286	105,000	80,000	135,000	28,333	32,500	10,000	40,000	24,200	17,000	15,000	40,600
Mid-Atlantic (DC, DE, MD, PA, VA, WV)	3	111,167	102,500	80,000	150,000	29,167	25,000	22,500	40,000	40,583	38,250	10,000	85,000
South (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)	3	117,500	120,000	90,000	140,000	20,750	21,500	15,000	25,000	47,367	41,500	20,000	100,000
Outside United States	**11**	**105,046**	**105,000**	**56,000**	**136,000**	**23,144**	**24,435**	**9,689**	**52,955**	**32,370**	**24,980**	**3,390**	**75,000**
Asia	5	101,818	105,000	56,000	136,000	22,095	25,000	10,000	35,000	33,509	22,133	10,500	70,200
Europe	3	110,660	109,000	105,000	120,959	29,152	25,793	10,996	52,955	19,508	21,274	3,390	32,094
Other*	3	105,500	103,000	100,000	116,000					42,383	40,000	14,533	75,000
All locations	100	115,031	115,000	56,000	180,000	29,237	25,000	5,000	100,000	39,124	30,000	3,390	225,000

*Signing bonus is excluded in cases where the sample size was too small.

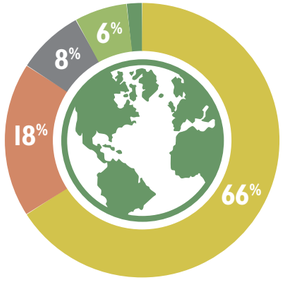
Class of 2013 Profile

266 Class Size

Average Age at Matriculation **28**

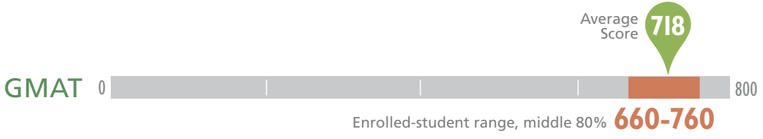
24-36 Age Range

Nationalities Represented **36**



Citizenship

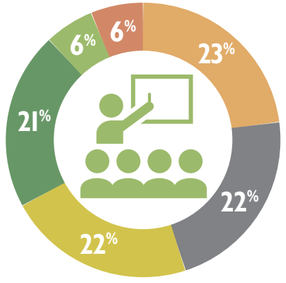
- U.S.A. and U.S. permanent residents
- Asia and Oceania
- Western Europe
- Latin America
- Canada (2%)



154 Undergraduate institutions represented

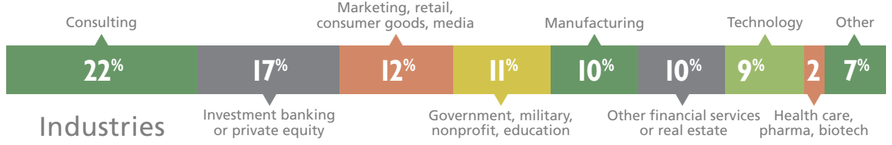
3.5 Average GPA for U.S. students

15% Students with advanced degrees



Undergraduate Majors

- Economics
- Business, finance
- Humanities
- Engineering, computer science
- Math, science
- Other



100% Full-time work experience

Average years of work experience **5**

Additional Information

JOB SEARCH OVERVIEW

Status	Permanent Work Authorization		Non-Permanent Work Authorization		All MBA Graduates	
	Number	%	Number	%	Number	%
Seeking employment	157	89	82	91	239	90
Not seeking employment	18	10	8	9	26	10
No Information	1	1	0	0	1	0
Total graduates	176	100	90	100	266	100

PRIMARY SOURCE OF JOBS ACCEPTED

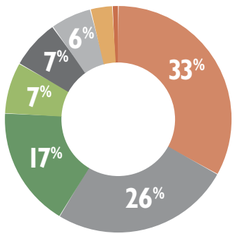
Source	%
Tuck facilitated*	87
Self / personal means	13

*Tuck-facilitated sources of jobs include on-campus recruiting, the Tuck alumni network, job postings on Tuck's internal job board, faculty referrals, First-Year Projects, and more.

Class of 2013 International Student Statistics

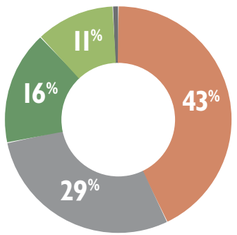
COMPENSATION

Base Salaries		Signing Bonus		Other Guaranteed Compensation	
Mean ($)	Median ($)	Mean ($)	Median ($)	Mean ($)	Median ($)
115,793	115,000	28,544	25,000	31,995	26,550



By Industry

- Consulting
- Financial services
  - Investment banking (13%)
  - Investment management (3%)
  - Private equity (1%)
  - Other (9%)
- Technology
- Consumer goods, retail
- Manufacturing
- Health care, pharmaceuticals
- Real estate (3%)
- Nonprofit (1%)



By Function

- Consulting
- Finance
  - Underwriting and advising (10%)
  - Corporate finance (6%)
  - Investment management (5%)
  - Sales and trading (2%)
  - Real estate (1%)
  - Other (5%)
- General management
- Marketing
- Other (1%)

Class of 2014 Internship Profile

BASE MONTHLY SALARIES, BY INDUSTRY

Industry	%	Mean ($)	Median ($)
Financial services	29	6,534	7,700
Investment banking	10	7,650	8,333
Private equity, venture capital	7	3,499	3,284
Investment management	5	7,693	8,000
Other	7	7,689	8,333
Consulting	21	9,956	10,500
Technology	15	7,312	8,000
Consumer goods, retail	11	6,523	6,602
Health care, pharmaceuticals	7	6,704	6,672
Manufacturing	5	5,999	7,140
Energy, utilities	3	4,467	4,400
Real estate	3	4,760	4,800
Media, entertainment and sports	2	2,919	2,437
Nonprofit	2	3,100	3,480
Other	2	5,453	4,613
All industries	100	7,243	7,700

AMAN KEDIR T'14

Tuck's career development coaches aren't just **industry experts** with real-world experience—they're Tuck MBAs too. They have **valuable insight** into what you're going through because they've been there themselves. Between this, your classmates, and the faculty, there's just so much **investment** and encouragement in your career search at Tuck, and it only continues to grow after you graduate. I can't imagine this level of support at any other school.

EMPLOYER: Microsoft
SUMMER INTERNSHIP: 3M
HOMETOWN: New York, N.Y.

BASE MONTHLY SALARIES, BY FUNCTION

Function	%	Mean ($)	Median ($)
Strategy/consulting	32	8,997	10,000
Finance	28	6,172	6,750
Underwriting and advising	8	7,067	8,333
Private equity, venture capital	6	3,118	2,500
Corporate finance	5	6,878	7,500
Investment management	5	7,600	8,000
Real estate	2	5,633	5,600
Other	2	6,518	7,916
Marketing	21	6,378	7,040
General management	11	7,294	8,000
Human resources	2	7,544	7,200
Operations, logistics	2	6,421	6,000
Information technology	1	6,740	6,720
Other	3	5,404	6,000
All functions	100	7,243	7,700

All **students** seeking internships **received offers.**

BASE MONTHLY SALARIES, BY REGION

Region	%	Mean ($)	Median ($)
United States	**86**	**7,408**	**7,904**
Northeast (CT, ME, MA, NH, NJ, NY, RI, VT)	48	7,368	8,000
New York Metro	23	6,661	7,692
Boston Metro	17	8,525	8,417
Other	8	6,653	7,000
West (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)	18	7,279	8,000
San Francisco Bay Area	10	6,993	7,150
Other	8	7,582	8,000
Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	6	8,246	7,550
South (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)	6	7,688	7,726
Mid-Atlantic (DC, DE, MD, PA, VA, WV)	4	7,782	7,517
Southwest (AZ, CO, NM, OK, TX)	4	5,979	5,500
Outside United States	**14**	**6,174**	**6,330**
Europe	5	5,273	4,866
Asia	4	7,706	9,453
South America	2	6,158	7,097
Other	3	6,452	7,140
All locations	100	7,243	7,700

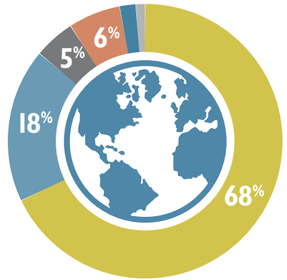
Class of 2014 Profile

281 Class Size

Average Age at Matriculation **28**

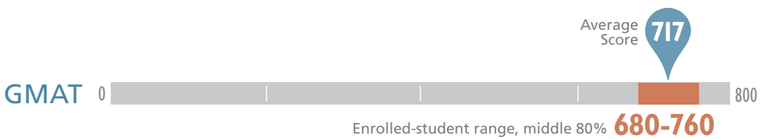
24-42 Age Range

Nationalities Represented **38**



Citizenship

- U.S.A. and U.S. permanent residents
- Asia and Oceania
- Western Europe
- Latin America
- Canada (2%)
- Other (1%)

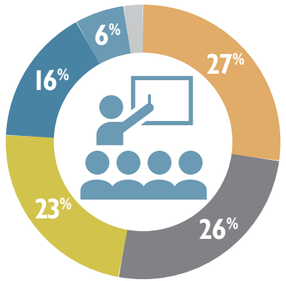


161 Undergraduate institutions represented

3.5 Average GPA for U.S. students*

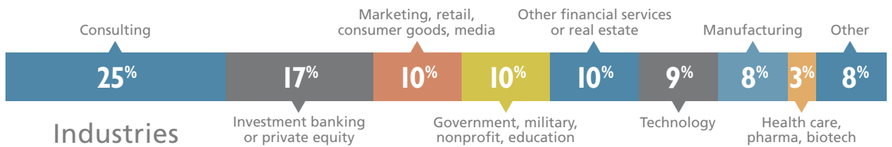
15% Students with advanced degrees

* Students from U.S. schools with 4.0-4.3 scale



Undergraduate Majors

- Business, finance
- Humanities
- Economics
- Engineering, computer science
- Math, science
- Other (2%)



Industries

100% Full-time work experience

Average years of work experience **5**

Career Development Inner Office Team

Tuck's Career Development Office team is dedicated to providing students and recruiters with the best recruiting experience. Our team is dedicated to helping you define—and achieve—your goals.

LORI LORIGO, PHD
Operations, statistics, and special projects

LAUREN SEIFERT
Events coordinator

JESSICA MACKEN
On-campus recruiting coordinator

NANETTE THELEMAQUE
Office manager

NICOLE MODY
On-campus recruiting manager

SARAH VAN ORMAN
New corporate relationship development

SARAH E. BELL T'14

Finding work at a startup can be difficult, but Tuck's Career Development Office was a great place for me to talk through my career goals. As an aspiring entrepreneur, I found the Maynard Program to be an excellent resource as well. Our Tuck community is so supportive and has helped me realize what I value most in my career: teamwork and innovation.

INTERNSHIP: Harry's
HOMETOWN: Anchorage, Alaska

To learn more about:

Recruiting students: **www.tuck.dartmouth.edu/recruiting**
Career development at Tuck: **www.tuck.dartmouth.edu/careers**

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