

2015

MBA 

EMPLOYMENT REPORT

TUCK SCHOOL OF BUSINESS AT DARTMOUTH



MESSAGE FROM THE DIRECTOR

I am proud to report that our graduates continue to enjoy great career success, with employment levels and compensation rates for Tuck's class of 2015 at or near the highest of those of 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 class size, extensive resources, and close-knit community.

LEADING MBA RECRUITING PARTNERS Tuck has active recruiting relationships with more than 1,000 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.

Jonathan D. Masland
Director, Career Development
Tuck School of Business at Dartmouth

TUCK CLASS OF 2016

SUMMER INTERNSHIPS

BASE MONTHLY SALARIES, BY INDUSTRY

INDUSTRY	PERCENT (%)	BASE MONTHLY SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
FINANCIAL SERVICES	27	8,603	9,994	800	12,500
INVESTMENT BANKING	14	10,333	10,417	8,333	12,500
PRIVATE EQUITY, VENTURE CAPITAL	5	4,745	4,563	800	10,000
INVESTMENT MANAGEMENT	4	8,885	8,666	6,605	10,863
OTHER	4	8,322	8,345	5,432	9,994
CONSULTING	23	10,059	11,276	692	13,000
TECHNOLOGY	15	7,191	8,000	1,808	9,170
CONSUMER GOODS, RETAIL	12	6,171	6,805	2,173	10,776
HEALTH CARE, PHARMA, BIOTECH	7	7,611	7,317	3,476	17,000
MANUFACTURING	7	7,228	8,117	1,487	9,850
MEDIA, ENTERTAINMENT, SPORTS	3	4,452	4,390	2,173	8,147
ENERGY, UTILITIES	2	5,008	5,214	2,000	7,500
OTHER	4	4,980	5,125	3,150	6,518
ALL INDUSTRIES	100	7,966	8,000	692	17,000

BASE MONTHLY SALARIES, BY FUNCTION

FUNCTION	PERCENT (%)	BASE MONTHLY SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
CONSULTING, STRATEGY	35	8,972	10,070	692	13,000
FINANCE	26	8,242	9,167	800	12,500
CORPORATE FINANCE	11	8,196	8,345	2,000	12,500
UNDERWRITING, ADVISING	6	10,081	10,417	5,432	11,000
PRIVATE EQUITY, VENTURE CAPITAL	5	5,302	4,997	800	10,000
INVESTMENT MANAGEMENT	3	9,873	10,417	7,000	10,863
REAL ESTATE	1	6,978	6,518	4,000	10,417
MARKETING	18	6,841	7,250	1,487	17,000
GENERAL MANAGEMENT	14	7,248	7,543	2,000	9,994
OPERATIONS, LOGISTICS	4	6,339	6,946	4,000	8,400
OTHER	3	6,005	6,509	1,808	8,000
ALL FUNCTIONS	100	7,966	8,000	692	17,000

BASE MONTHLY SALARIES, BY LOCATION

LOCATION	PERCENT (%)	BASE MONTHLY SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
UNITED STATES	90	8,188	8,147	1,808	17,000
NORTHEAST (CT, ME, MA, NH, NJ, NY, RI, VT)	50	8,430	8,500	1,808	17,000
NEW YORK METRO	26	9,110	10,400	2,000	17,000
BOSTON METRO	18	7,919	7,821	1,808	12,000
OTHER	6	6,898	7,821	2,607	10,000
WEST (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)	18	7,592	8,000	2,000	11,298
SAN FRANCISCO BAY AREA	10	7,283	7,200	2,000	11,298
SEATTLE METRO	7	7,994	8,000	4,000	9,000
OTHER	1	*	*	*	*
MIDWEST (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	10	8,095	7,352	3,000	12,150
MID-ATLANTIC (DC, DE, MD, PA, VA, WV)	6	6,633	6,502	3,302	10,442
SOUTHWEST (AZ, CO, NM, OK, TX)	4	9,549	11,700	3,150	12,000
SOUTH (AL, AR, FL, GA, KY, LA, MI, NC, SC, TN)	2	9,655	8,500	8,500	13,000
OUTSIDE UNITED STATES	10	6,007	6,427	692	10,646
ASIA	5	4,939	3,500	692	10,646
EUROPE	4	7,715	7,500	1,487	10,495
OTHER	1	4,835	4,384	2,173	8,400
ALL LOCATIONS	100	7,966	8,000	692	17,000

*Values excluded, sample size too small

TOP HIRING COMPANIES FOR INTERNSHIPS

MCKINSEY & COMPANY	16
AMAZON	11
BAIN & COMPANY	9
BAML	9
THE BOSTON CONSULTING GROUP	8
GOLDMAN SACHS	8
DELOITTE	7
COLGATE-PALMOLIVE	6
DANAHER	6
L.E.K. CONSULTING	6
LAND O'LAKES	6
MICROSOFT	6
ANALOGIC	5
BARCLAYS	5
GOOGLE	5
J.P. MORGAN	5
CITI	4
THE PARTHENON GROUP	4
UBS	4
CVS HEALTH	3
HARRIS WILLIAMS & COMPANY	3
METLIFE	3
UNDER ARMOUR	3

“This summer would not have been possible without the help of the Tuck network.”

— AVI SETHI T'16

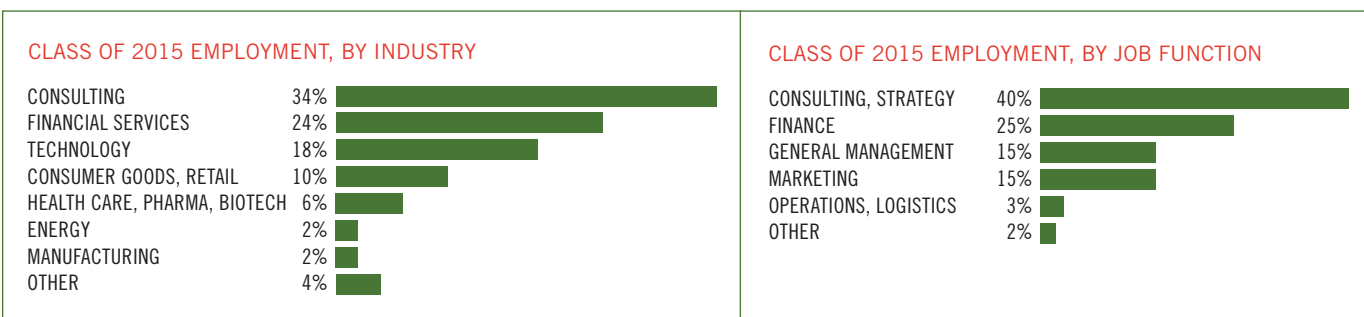
TUCK CLASS OF 2015

FULL-TIME EMPLOYMENT

CLASS OF 2015 COMPENSATION SUMMARY

TYPE ¹	RECEIVING (%)	CLASS OF 2015 COMPENSATION (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
ANNUAL BASE SALARY	100	123,900	125,000	63,466	170,000
SIGNING BONUS	84	28,630	25,000	3,000	65,000

¹ Compensation information is self-reported. Salary data was obtained from 85% of those graduates who were seeking employment and accepted a job offer by 3 months after graduation.



TOP HIRING COMPANIES FOR FULL-TIME POSITIONS

MCKINSEY & COMPANY	17
BAIN & COMPANY	16
AMAZON	11
DELOITTE	10
BAML	9
THE BOSTON CONSULTING GROUP	8
MICROSOFT	7
GOLDMAN SACHS	6
THE PARTHENON GROUP	6
GENERAL MILLS	6
L.E.K. CONSULTING	5
J.P. MORGAN	4
LIBERTY MUTUAL	3
SAMSUNG	3

BASE SALARIES, BY INDUSTRY

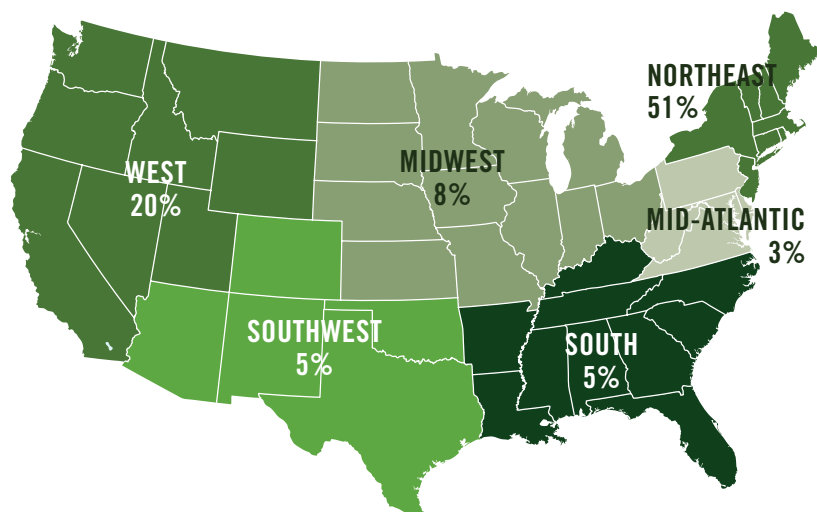
INDUSTRY	PERCENT (%)	BASE SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
CONSULTING	34	137,277	140,000	63,466	170,000
FINANCIAL SERVICES	24	120,296	125,000	82,843	150,000
<i>INVESTMENT BANKING</i>	10	124,866	125,000	100,000	148,715
<i>INVESTMENT MANAGEMENT</i>	5	111,143	103,000	85,000	135,000
<i>PRIVATE EQUITY, VENTURE CAPITAL</i>	2	138,750	142,500	120,000	150,000
<i>OTHER</i>	7	111,487	110,000	82,843	130,000
TECHNOLOGY	18	120,242	120,000	80,000	155,000
CONSUMER GOODS, RETAIL	10	104,158	102,000	80,000	150,000
HEALTH CARE, PHARMA, BIOTECH	6	113,078	115,000	90,000	140,000
ENERGY	2	105,000	100,000	95,000	120,000
MANUFACTURING	2	113,600	110,000	108,000	120,000
OTHER	4	113,429	120,000	75,000	144,000
ALL INDUSTRIES	100	123,900	125,000	63,466	170,000

BASE SALARIES, BY FUNCTION

FUNCTION	PERCENT (%)	BASE SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
CONSULTING, STRATEGY	40	134,645	140,000	63,466	170,000
FINANCE	25	119,744	125,000	75,000	155,000
<i>CORPORATE FINANCE</i>	9	114,600	115,500	80,000	144,000
<i>UNDERWRITING, ADVISING</i>	7	126,585	125,000	123,476	148,715
<i>PRIVATE EQUITY, VENTURE CAPITAL</i>	5	120,250	122,500	75,000	155,000
<i>INVESTMENT MANAGEMENT</i>	2	*	*	*	*
<i>REAL ESTATE</i>	2	115,000	120,000	100,000	125,000
GENERAL MANAGEMENT	15	115,370	117,500	80,000	150,000
MARKETING	15	113,208	108,500	90,000	140,000
OPERATIONS, LOGISTICS	3	108,143	114,000	85,000	130,000
OTHER	2	116,339	120,000	104,016	125,000
ALL FUNCTIONS	100	123,900	125,000	63,466	170,000

*Values excluded, sample size too small

CLASS OF 2015 FULL-TIME EMPLOYMENT, BY LOCATION



OUTSIDE THE U.S.

8%

BASE SALARIES, BY LOCATION

LOCATION	PERCENT (%)	BASE SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
UNITED STATES	92	125,032	125,000	75,000	170,000
NORTHEAST (CT, ME, MA, NH, NJ, NY, RI, VT)	51	127,257	130,000	75,000	170,000
BOSTON METRO	25	131,784	140,000	85,000	170,000
NEW YORK METRO	21	124,721	125,000	80,000	170,000
OTHER	5	109,857	110,000	75,000	144,000
WEST (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)	20	124,405	125,000	85,000	147,000
SAN FRANCISCO BAY AREA	10	128,363	125,000	110,000	147,000
SEATTLE METRO	9	123,150	120,000	90,000	147,000
OTHER	1	111,667	120,000	85,000	130,000
MIDWEST (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	8	116,126	109,000	96,000	140,000
SOUTH (AL, AR, FL, GA, KY, LA, MI, NC, SC, TN)	5	124,500	132,500	100,000	160,000
SOUTHWEST (AZ, CO, NM, OK, TX)	5	119,500	122,500	95,000	140,000
MID-ATLANTIC (DC, DE, MD, PA, VA, WV)	3	125,429	125,000	103,000	140,000
OUTSIDE U.S.	8	109,103	111,569	63,466	148,715
ASIA	5	115,792	110,000	80,000	148,715
OTHER	3	97,064	113,138	63,466	123,476
ALL LOCATIONS	100	123,900	125,000	63,466	170,000

CLASS OF 2015 OFFERS AND ACCEPTANCES*

		TIMING OF OFFERS			
		BY GRADUATION		BY 3 MONTHS AFTER GRADUATION	
		#	%	#	%
GRADUATES	SEEKING JOBS				
U.S. PERMANENT WORK AUTHORIZATION	166	154	93	166	100
NON-PERMANENT WORK AUTHORIZATION (U.S.)	79	71	90	76	96
TOTAL GRADUATES SEEKING JOBS	245	225	92	242	99
		TIMING OF ACCEPTANCES			
		BY GRADUATION		BY 3 MONTHS AFTER GRADUATION	
		#	%	#	%
GRADUATES	SEEKING JOBS				
U.S. PERMANENT WORK AUTHORIZATION	166	140	84	162	98
NON-PERMANENT WORK AUTHORIZATION (U.S.)	79	64	81	71	90
TOTAL GRADUATES SEEKING JOBS	245	204	83	233	95

*The graduation date for the full-time MBA class was June 13, 2015.

“Tuck’s Career Development Office was a tremendous support system during my journey.”

— CHRISTINA HOU T’15

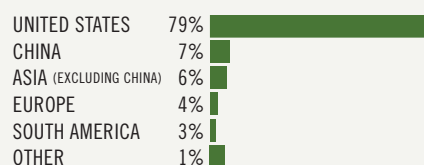
TUCK CLASS OF 2015

INTERNATIONAL STUDENTS ONLY

BASE SALARIES, BY INDUSTRY

INDUSTRY	PERCENT (%)	BASE MONTHLY SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
CONSULTING	34	129,620	135,000	63,466	170,000
TECHNOLOGY	28	119,941	118,000	80,000	140,000
FINANCIAL SERVICES	25	117,895	125,000	82,843	125,000
INVESTMENT BANKING	15	124,861	125,000	123,476	125,000
INVESTMENT MANAGEMENT	3	*	*	*	*
OTHER	7	102,569	100,000	82,843	120,000
HEALTH CARE, PHARMA, BIOTECH	6	121,250	127,500	90,000	140,000
MANUFACTURING	3	*	*	*	*
CONSUMER GOODS, RETAIL	1	*	*	*	*
OTHER	3	*	*	*	*
ALL INDUSTRIES	100	122,170	125,000	63,466	170,000

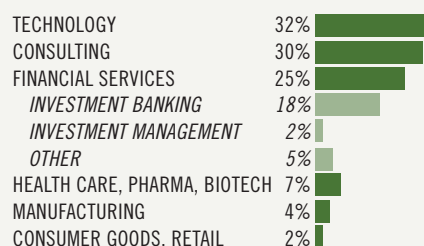
INTERNATIONAL T'15s, BY REGIONAL LOCATION



BASE SALARIES, BY FUNCTION

FUNCTION	PERCENT (%)	BASE SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
CONSULTING, STRATEGY	44	127,668	130,567	63,466	170,000
FINANCE	25	122,565	125,000	114,000	125,000
UNDERWRITING, ADVISING	12	124,809	125,000	123,476	125,000
CORPORATE FINANCE	9	119,167	118,500	114,000	125,000
PRIVATE EQUITY, VENTURE CAPITAL	1	*	*	*	*
REAL ESTATE	1	*	*	*	*
MARKETING	16	119,889	120,000	100,000	140,000
GENERAL MANAGEMENT	10	105,692	117,000	80,000	125,000
OPERATIONS, LOGISTICS	5	116,000	128,000	90,000	130,000
ALL FUNCTIONS	100	122,170	125,000	63,466	170,000

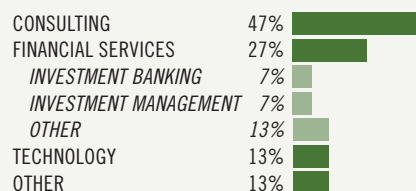
INTERNATIONAL T'15s WORKING FULL TIME IN THE U.S., BY INDUSTRY



BASE SALARIES, BY LOCATION

LOCATION	PERCENT (%)	BASE SALARY (\$)			
		MEAN	MEDIAN	MINIMUM	MAXIMUM
UNITED STATES	79	126,080	125,000	90,000	170,000
NORTHEAST (CT, ME, MA, NH, NJ, NY, RI, VT)	42	125,185	125,000	90,000	170,000
BOSTON METRO	30	126,750	125,000	90,000	170,000
NEW YORK METRO	6	131,667	130,000	130,000	135,000
OTHER	6	112,500	110,000	100,000	130,000
WEST (AK, CA, HI, ID, MT, NV, OR, UT, WA, WY)	27	123,375	122,500	114,000	140,000
SAN FRANCISCO BAY AREA	11	125,000	125,000	120,000	130,000
SEATTLE METRO	16	122,636	117,000	114,000	140,000
MIDWEST (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)	3	*	*	*	*
SOUTH (AL, AR, FL, GA, KY, LA, MI, NC, SC, TN)	3	*	*	*	*
SOUTHWEST (AZ, CO, NM, OK, TX)	4	135,000	140,000	125,000	140,000
OUTSIDE UNITED STATES	21	104,395	110,000	63,466	135,000
ASIA	13	111,916	110,000	80,000	135,000
EUROPE	4	*	*	*	*
OTHER	4	80,486	64,854	63,466	113,138
ALL LOCATIONS	100	122,170	125,000	63,466	170,000

INTERNATIONAL T'15s WORKING FULL TIME OUTSIDE THE U.S., BY INDUSTRY



*Values excluded, sample size too small

EMPLOYERS HIRING MEMBERS OF THE CLASSES OF 2015 AND 2016

3M	Converse	International Finance Corporation	Pete & Gerry's Organics
A.T. Kearney	Corning Inc.	Inverness Graham Investment	Pingry School
AbilTo	Credit Suisse	Invesco	Primavera Capital Group
Affiliated Managers Group	CVS Health	Iora Health	Privateer Holdings
Alta Motors	Dainese	J.M. Huber Corporation	Providence
Althenahealth, Inc.	Dalberg Global Development Advisors	J.P. Morgan	Prudential
Amazon	Danaher	Jello Labs, Inc.	Qualcomm Inc
American Express Company	Dartmouth-Hitchcock Medical Center	Johnson & Johnson	Quintiles Transnational Corp.
America's Test Kitchen	DaVita	Kate Spade New York	Raymond James Financial, Inc.
Analogic	DBL Investors	Kimberlite Advisors, L.L.C.	RBC Capital Markets
Analysis Group, Inc.	Deloitte	Kin Community	Reebok International
Apple	Deutsche Bank	King Real Estate	Roland Berger Strategy Consultants
Apptio	Dimensional Fund Advisors	KPMG Consulting	Roomi, Inc.
AT&T	Dote, Inc.	Kraft Foods	S.C. Johnson & Sons, Inc.
Atlantic Tele-Network	DraftKings	Kronos, Inc.	Samsung
Autodesk Inc.	Dtex Systems	Kurt Salmon	SamyRoad
Axia Limited	DuPont Company	L.E.K. Consulting	SAP America, Inc
Bain & Company	The Eastman Egg Company	Land O' Lakes	Satori Consulting
Bank of America Merrill Lynch	eBay Inc.	Lazard Freres & Co	Schurz Communications
Barclays	EcoFactor	LendingHome Corporation	Sentinel Private Asset Management
BDC Advisors	Eli Lilly & Company	Leopard Capital, LP	Siemens Corporation
Beacon Capital Partners	Endurance Companies	LexMar Global, Inc.	Simple Energy
Beacon Hill Financial Staffing	ESPartners	Liberty Mutual	SmartRecruiters
Betterment	ESPN	Los Alamos National Laboratory	Spirit Realty Capital
Biogen Idec Inc.	European Bank for Reconstruction & Development	Maine Venture Fund	Staples, Inc.
BMO Capital Markets	Evercore Partners	Mars & Company	Starboard Value
Bond Street	Evolent Health	McKesson Corporation	SunEdison, LLC
Booz Allen Hamilton Inc.	Facebook	McKinsey & Company	Tamr Inc.
Boston 2024	Fidelity	Medallia, Inc.	Thermo Fisher Scientific
Boston Childrens Hospital	Fiksu	Medtronic, Inc.	Thomson Reuters
The Boston Consulting Group	Fort Point Capital	MetLife	Topliff-Peak Enterprises, LLC
The Bridgespan Group	Frontier Capital Management Company	Microsoft	Tracksmith
Bristol-Myers Squibb	GAP	Morgan Stanley	TripAdvisor
Brooks Sports, Inc.	GE Energy Financial Services	MoveWith	Trophi Advisors LLC
Cabot Corporation	Genentech Incorporated	MuleSoft	Tuck School Center of Private Equity and Entrepreneurship
Calare Properties	General Mills	National Park Service	Twin Pines Housing Trust
Cambridge Associates	Genzyme Corporation	Nestle Inc.	Uber
Canopy LLC	GMCR Keurig	NetApp	UBS
Cargill, Inc.	Goldman Sachs	New Balance	Under Armour
Cartesian	Google	New Energy Capital	Unilever
Casey, Quirk & Associate LLC	Groupon, Inc.	New Relic, Inc.	Unum
CBRE Group, Inc.	H&M	New York Life Real Estate Investors	The Vanguard Group
Central Intelligence Agency (CIA)	Harris Williams & Company	NextEra Energy Resources	VBI Vaccines
Charles River Associates	Harry's	Nordstrom	Verizon
The Chartis Group	Hewlett-Packard	Oettinger Davidoff Group	Vobile
Cisse Trading Company	HubSpot	OnShape	Walmart Stores, Inc.
Citi	IGS	Opower	Wayfair
Citizens Energy Corporation	IMS Consulting Group	Overseas Private Investment Corporation	WhiteWave Foods
Clean Marine Energy	IMS Health	Pandora	Windhorse Capital Management
ClearSlide	Infosys Limited	Pantheon Ventures	Windrose Advisors
Cleveland Indians Baseball Company	Innosight	The Parthenon Group	WiseBanyan
Coatue Management	Institutional Capital Networks	Pearson Learning Solutions	World Fuel Services
Cognizant Technology Solutions	Intel Corporation	PepsiCo Inc.	
Colgate-Palmolive	Intellia Capital	PERI Group	
Colorado National Bank			
Comcast			
ConAgra Foods, Inc.			

TUCK CAREER DEVELOPMENT COACHES

WWW.TUCK.DARTMOUTH.EDU/MBA/CAREER-ADVANTAGE/MEET-OUR-CAREER-COACHES

JONATHAN MASLAND — DIRECTOR

EXPERIENCE

Coopers & Lybrand, Alex. Brown & Sons, Robertson Stephens, Strategic Capital Resources, Revbox, and The Endeavor Initiative

EDUCATION

Harvard College, Wharton MBA

SECTOR FOCUS

Energy, Real Estate

MATHIAS MACHADO T'09

EXPERIENCE

Volkswagen Group, Siemens, Booz & Co. (now Strategy&), and TomTom

EDUCATION

Instituto Tecnológico de Buenos Aires, Tuck MBA

SECTOR FOCUS

Technology, Industrial Goods and Services, International Students

ELIZABETH ZALDASTANI NAPIER T'91

EXPERIENCE

McKinsey & Co., General Mills, Welch's, Harvard Business School; national non-profit, model high school, and private equity group in Eastern Europe.

EDUCATION

Brown University, Tuck MBA

SECTOR FOCUS

Consumer Marketing, Education, Government, Nonprofit, Entrepreneurship, Private Equity

DEIRDRE O'DONNELL

EXPERIENCE

Lehman Brothers; fixed income, global diversity recruiting

EDUCATION

St. Lawrence University

SECTOR FOCUS

Finance, Insurance, Investment Management

STEPHEN PIDGEON T'07

EXPERIENCE

McKinsey & Co., television and movie production

EDUCATION

University of Westminster, Tuck MBA

SECTOR FOCUS

Consulting; Health Care; Media, Sports, and Entertainment



TUCK SCHOOL OF BUSINESS
AT DARTMOUTH

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Tuck School of Business at Dartmouth
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