MESSAGE FROM THE DIRECTOR

Our students are surrounded by a community that challenges and empowers them to make a difference in the world of business and their careers. As proud as I am of their success, it is their openness to take risks for the better, empathy for others, and confident humility that most inspire me. These are the aptitudes that wise leaders possess and that are critical to our students’ success in the job-search process and throughout their lives.

Tuck’s collaborative learning community plays a central role in developing these traits. It is also critical to our distinctive approach to career services, which leverages our loyal and generous alumni network, strong roster of recruiting partners, and team of industry-expert career coaches. It is an approach that is personal, connected, and transformative and is reflected in the satisfaction our students have in their internships and jobs and their outstanding employment success.

PERSONAL  Tuck’s career coaches possess expertise and experience in the industries in which they specialize and in the companies who recruit our MBAs, along with extensive knowledge of recruiting best practices—all of which is brought to bear on our students’ job searches. Through ongoing one-on-one meetings, we get to know our students personally, understand their career aspirations, and help put them on the path to achieving them.

CONNECTED More than 1,000 organizations across a breadth of industries worldwide, including the most prestigious recruiters of MBAs, sought Tuck talent in the 2015-16 academic year. This is supported by an alumni network that is second to none: an extended global community of accomplished and accessible leaders willing to go the extra mile for students in their career exploration and job search.

TRANSFORMATIVE  Tuck offers an array of opportunities for students to explore industries and roles, from immersive pre-term Career Insights and Exploration trips to meaningful connections with alumni, at Tuck and around the world. Combined with the personalized attention they receive from our career coaches and extensive interaction with alumni and companies who hire them, the result for our students’ careers is transformative and sets them on a journey to becoming the wise leaders the world today needs.

Jonathan D. Masland
Executive Director, Career Development
Tuck School of Business at Dartmouth
# Tuck Class of 2017 Summer Internships

## Base Monthly Salaries, By Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent (%)</th>
<th>Mean</th>
<th>Median</th>
<th>Minimum</th>
<th>Maximum</th>
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## Base Monthly Salaries, By Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Percent (%)</th>
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## Base Monthly Salaries, By Location

<table>
<thead>
<tr>
<th>Location</th>
<th>Percent (%)</th>
<th>Mean</th>
<th>Median</th>
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<th>Maximum</th>
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<td>*</td>
<td>*</td>
<td>*</td>
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<tr>
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<td>8,261</td>
<td>8,330</td>
<td>1,000</td>
<td>14,000</td>
</tr>
</tbody>
</table>

*Values excluded when sample size is too small

## Top Hiring Companies for Internships

- McKinsey & Company: 16
- Bain & Company: 11
- Amazon: 10
- BAML: 9
- The Boston Consulting Group: 8
- Corning: 6
- Goldman Sachs: 6
- Barclays: 5
- Google: 5
- L.E.K. Consulting: 5
- Liberty Mutual: 5
- CIT: 4
- J.P. Morgan: 4
- Microsoft: 4
- Altran Vilandrie & Company: 3
- Analogic: 3
- Colgate-Palmolive: 3
- Danaher: 3
- Davita: 3
- Deloitte Consulting: 3
- Fidelity: 3
- Harris Williams & Co.: 3

"The Career Development Office has an unmatched ability to identify a student’s desires and abilities and pair them with opportunities.”

— Keith Hollis T’17
# TUCK CLASS OF 2016
## FULL-TIME EMPLOYMENT

### CLASS OF 2016 COMPENSATION SUMMARY

<table>
<thead>
<tr>
<th>TYPE</th>
<th>RECEIVING (%)</th>
<th>MEAN</th>
<th>MEDIAN</th>
<th>MINIMUM</th>
<th>MAXIMUM</th>
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1 Compensation information is self-reported. Salary data was obtained from 87% of those graduates who were seeking employment and accepted a job offer by 3 months after graduation.

### CLASS OF 2016 EMPLOYMENT, BY INDUSTRY

- **CONSULTING**: 36%
- **FINANCIAL SERVICES**: 20%
- **TECHNOLOGY**: 16%
- **CONSUMER GOODS, RETAIL**: 13%
- **HEALTH CARE, PHARMA, BIOTECH**: 4%
- **MANUFACTURING**: 4%
- **REAL ESTATE**: 2%
- **NONPROFIT, GOVERNMENT**: 1%
- **OTHER**: 4%

### CLASS OF 2016 EMPLOYMENT, BY JOB FUNCTION

- **CONSULTING, STRATEGY**: 40%
- **FINANCE**: 23%
- **GENERAL MANAGEMENT**: 16%
- **MARKETING**: 16%
- **OPERATIONS, LOGISTICS**: 5%

### TOP HIRING COMPANIES FOR FULL-TIME POSITIONS

- **MCKINSEY & COMPANY**: 21
- **BAIN & COMPANY**: 18
- **AMAZON**: 11
- **BARCLAYS**: 8
- **THE BOSTON CONSULTING GROUP**: 7
- **L.E.K. CONSULTING**: 5
- **PARTHENON-EY**: 5
- **ANALYSIS GROUP**: 4
- **J.P. MORGAN**: 4
- **UBS**: 4
- **WALMART**: 4
- **COGATE-PALMOLIVE**: 3
- **DANAHIER**: 3
- **GOLDMAN SACHS**: 3
- **METLIFE**: 3
- **MICROSOFT**: 3
- **OLIVER WYMAN**: 3

### BASE SALARIES, BY INDUSTRY

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<th>INDUSTRY</th>
<th>PERCENT (%)</th>
<th>MEAN</th>
<th>MEDIAN</th>
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<th>MAXIMUM</th>
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### BASE SALARIES, BY FUNCTION

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<td>38,039</td>
<td>250,000</td>
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*Values excluded where sample size is too small*
There are an incredible number of resources available between the Career Development Office, your classmates, and the very potent alumni network that can help you get to your goal.”

— REMI EVANS T’16
### SIGNING BONUSES, BY INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>RECEIVING (%)</th>
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<th>RECEIVING MEDIAN</th>
<th>RECEIVING MINIMUM</th>
<th>RECEIVING MAXIMUM</th>
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<td>60,000</td>
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<td>45,000</td>
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<td>25,000</td>
<td>60,000</td>
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<td>Private Equity, Venture Capital</td>
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<td>Other</td>
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<td>22,974</td>
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<td>Real Estate</td>
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<tr>
<td>Other</td>
<td>14</td>
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<td>*</td>
<td>*</td>
<td>*</td>
</tr>
<tr>
<td>All Industries</td>
<td>87</td>
<td>28,962</td>
<td>25,000</td>
<td>2,500</td>
<td>90,000</td>
</tr>
</tbody>
</table>

*Values excluded where sample size is too small

### SIGNING BONUSES, BY FUNCTION

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>RECEIVING (%)</th>
<th>RECEIVING MEAN</th>
<th>RECEIVING MEDIAN</th>
<th>RECEIVING MINIMUM</th>
<th>RECEIVING MAXIMUM</th>
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</thead>
<tbody>
<tr>
<td>Consulting, Strategy</td>
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<td>26,327</td>
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<td>23,750</td>
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<td>Private Equity, Venture Capital</td>
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<td>55,000</td>
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<td>Operations, Logistics</td>
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</tr>
<tr>
<td>All Functions</td>
<td>87</td>
<td>28,962</td>
<td>25,000</td>
<td>2,500</td>
<td>90,000</td>
</tr>
</tbody>
</table>

*Values excluded where sample size is too small

**#1 of Top Ten U.S. Schools in Employment at and Three Months After Graduation in the 2018 U.S. News Ranking**
### Base Salaries, by Industry (International Students Only)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Mean</th>
<th>Median</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting, Strategy</td>
<td>121,588</td>
<td>125,047</td>
<td>80,940</td>
<td>170,000</td>
</tr>
<tr>
<td>Financial Services</td>
<td>122,613</td>
<td>125,000</td>
<td>100,000</td>
<td>125,000</td>
</tr>
<tr>
<td>Investment Banking</td>
<td>103,333</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>117,000</td>
<td>120,000</td>
<td>110,000</td>
<td>120,000</td>
</tr>
<tr>
<td>Consulting, Strategy</td>
<td>121,588</td>
<td>125,047</td>
<td>80,940</td>
<td>170,000</td>
</tr>
<tr>
<td>Finance</td>
<td>122,613</td>
<td>125,000</td>
<td>100,000</td>
<td>125,000</td>
</tr>
<tr>
<td>Underwriting, Advising</td>
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<td>100,000</td>
<td>100,000</td>
<td>110,000</td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>117,000</td>
<td>120,000</td>
<td>110,000</td>
<td>120,000</td>
</tr>
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<td>Private Equity, Venture Capital</td>
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<tr>
<td>Real Estate</td>
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</tr>
<tr>
<td>Marketing</td>
<td>118,000</td>
<td>120,000</td>
<td>100,000</td>
<td>132,000</td>
</tr>
<tr>
<td>General Management</td>
<td>113,553</td>
<td>105,703</td>
<td>77,413</td>
<td>160,000</td>
</tr>
<tr>
<td>Operations, Logistics</td>
<td>117,333</td>
<td>117,000</td>
<td>115,000</td>
<td>120,000</td>
</tr>
<tr>
<td>All Functions</td>
<td>118,336</td>
<td>120,000</td>
<td>38,039</td>
<td>170,000</td>
</tr>
</tbody>
</table>

### Base Salaries, by Function (International Students Only)

<table>
<thead>
<tr>
<th>Function</th>
<th>Mean</th>
<th>Median</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting, Strategy</td>
<td>118,696</td>
<td>125,000</td>
<td>38,039</td>
<td>170,000</td>
</tr>
<tr>
<td>Finance</td>
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<td>125,000</td>
<td>100,000</td>
<td>125,000</td>
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<tr>
<td>Underwriting, Advising</td>
<td>103,333</td>
<td>100,000</td>
<td>100,000</td>
<td>110,000</td>
</tr>
<tr>
<td>Corporate Finance</td>
<td>117,000</td>
<td>120,000</td>
<td>110,000</td>
<td>120,000</td>
</tr>
<tr>
<td>Private Equity, Venture Capital</td>
<td></td>
<td></td>
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<tr>
<td>Real Estate</td>
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<tr>
<td>Marketing</td>
<td>118,000</td>
<td>120,000</td>
<td>100,000</td>
<td>132,000</td>
</tr>
<tr>
<td>General Management</td>
<td>113,553</td>
<td>105,703</td>
<td>77,413</td>
<td>160,000</td>
</tr>
<tr>
<td>Operations, Logistics</td>
<td>117,333</td>
<td>117,000</td>
<td>115,000</td>
<td>120,000</td>
</tr>
<tr>
<td>All Functions</td>
<td>118,336</td>
<td>120,000</td>
<td>38,039</td>
<td>170,000</td>
</tr>
</tbody>
</table>

### Base Salaries, by Location (International Students Only)

<table>
<thead>
<tr>
<th>Location</th>
<th>Mean</th>
<th>Median</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>124,029</td>
<td>125,000</td>
<td>90,000</td>
<td>170,000</td>
</tr>
<tr>
<td>Northeast (CT, ME, MA, NH, RI, VT)</td>
<td>124,920</td>
<td>125,000</td>
<td>100,000</td>
<td>170,000</td>
</tr>
<tr>
<td>Boston Metro</td>
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<td>125,000</td>
<td>103,000</td>
<td>145,000</td>
</tr>
<tr>
<td>New York Metro</td>
<td>130,000</td>
<td>130,000</td>
<td>100,000</td>
<td>170,000</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>West (AK, CA, HI, ID, MT, NV, UT, WA, WY)</td>
<td>119,192</td>
<td>120,000</td>
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<td>160,000</td>
</tr>
<tr>
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<td>160,000</td>
</tr>
<tr>
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<td>123,125</td>
<td>128,750</td>
<td>100,000</td>
<td>135,000</td>
</tr>
<tr>
<td>Other</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Midwest (IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI)</td>
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<td>115,000</td>
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<tr>
<td>South (AL, AR, FL, GA, KY, LA, MS, NC, SC, TN)</td>
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<td>145,000</td>
</tr>
<tr>
<td>Southwest (AZ, CO, NM, OK, TX)</td>
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<td>125,000</td>
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<td>Outside United States</td>
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<td>140,000</td>
</tr>
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<td>100,281</td>
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<td>Other</td>
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<tr>
<td>All Locations</td>
<td>118,336</td>
<td>120,000</td>
<td>38,039</td>
<td>170,000</td>
</tr>
</tbody>
</table>

*Values excluded where sample size is too small or does not adequately protect confidentiality*
EMPLOYERS HIRING MEMBERS OF THE CLASSES OF 2016 AND 2017

A.T. Kearney
Adobe Systems
Advanced Microgrid Solutions
Alcoa Corporation
Alibaba Group
AlixPartners
Altman Vilandrie & Company
Amazon
Analogic
Analysis Group
Anaqua
Anheuser-Bush InBev
Aprix Health
Athenahealth
Authentic Partners
Bain & Company
Balsam Brands
BAML
Barclays
Bayer
Beacon Capital Partners
Berkshire Hathaway
Bike Track
BioMarin Pharmaceutical
BLT Capital
Blue Apron
Bluefly, Inc.
Booz Allen Hamilton
Boston Children’s Hospital
The Boston Consulting Group
Boston Public Schools
Brandlive
Bristol-Myers Squibb
Cambridge Associates
Cargill
Cencosud SA
Casa Ley
Central Intelligence Agency
Citi
cmdSecurity
Colgate-Palmolive
Comcast
Concordia Investments
Condor Hospitality Trust
Connected Venture Capital
Corning
Corning Optical Fiber
Credit Suisse
CVS Health
Cypress Creek Renewables
Dalberg Global Development
Advisors
DaVita
Datto
DaVita
Deere & Co.

Dell EMC
Deloitte Consulting
Deutsche Bank
DigitalGlobe
Discover Financial Services
Draper Nexus
Drift
Dunkin’ Brands
eBay
Ecolab
Eden Housing
EF Education First
Emigrant Capital
Enernoc
Ensign-Bickford Industries
ESPN
Estee Lauder
EVERcore Partners
Evolent Health
Exere
Facebook
Fidelity
FoodCloud
Formlabs
GE Ventures
General Mills
Globality
Goldman Sachs
Google
Graham Partners
Great Hill Partners
Gruppo Modelo
Gwynnie Bee
Happiest Baby, Inc.
Harris Williams & Co.
Hearst Corporation
HEB Grocery Company
Hewlett-Packard
Hilton Worldwide
Houlihan Lokey
HubSpot
IBM
iCapital Network
IGS - Investor Group Services
Impact Hub
IMS Health
Innosight
Inspiring Capital
Intel
InterGen
Invenergy LLC
J.M. Huber
J.P. Morgan
Johnson & Johnson
Kaly
Kimberlite Advisors
KPMG

L.E.K. Consulting
Land O’ Lakes
LAUNCH
Laureate Education
Leon Capital Group
Liberty Mutual
LocknLube
Long Wharf Real Estate Partners
Macquarie Group Limited
Maine Venture Fund
Marriott International
Mars & Co
Massachusetts General Hospital
MasterCard Advisors
McKinsey & Company
Medtronic
MetLife
Microsoft
MillerCoors
Monster.com
Morgan Stanley
National Football League
NavVis GmbH
Neiman Marcus
Nestle
Netra
New Balance
New Relic
Nordstrom
North Shore Medical
NPR
Oaktree Capital Management
Ocean Spray
Oettinger Davidoff AG
Old Mountain Private Trust Co.
Oliver Wyman
Optum
Orion Resource Partners
OurCrowd
OvuLine
Owl Rock Capital Partners
Pampionla Capital Management
Parthenon-UY
Patagonia
Pecan Grove Farms
PERI
Pfizer
Postobon, S.A.
Procter & Gamble
Propeller Resources
Prospera Paincare
Prudential
Rainin Group
Rakuten
Reckitt Benckiser
Riverside Partners
Riverstone Holdings
Rockwood Service Corporation
Rocky Mountain Public Broadcasting Network
Rye Development
Sage Partners
Samsung
Save the Children
Sentinel Private Asset Management
Shire Pharmaceuticals
Sidewalk Labs
Siemens
Simms
Sling TV
Sony
Soundcore Capital
Southfield Capital
SpaceX - Space Exploration Technologies Corp.
Spring Mountain Capital
Square, Inc.
Steward Health Care System
Stroma Medical Corporation
Sustainable Growth Advisers
TapInfluence
Tekuma
Tesla Motors
The Chamin Group
The Everest Group
The Nature Conservancy
The Vanguard Group
Thomson Reuters
Tiffany & Co
Transaxle
TripAdvisor
Tudor, Pickering, Holt & Co.
Securities
UBer
UBS
Under Armour
U.S. Department of Defense
Universal Pasteurization & Cold Storage
University of Washington Medicine
Unum
Vmware
Walmart
Wayfair
Wellington Management Company
WestView Capital Partners
WhiteWave Foods
World Fuel Services
ZestFinance
Zynga
JONATHAN MASLAND
EXECUTIVE 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 Goods, Retail, Social Enterprise, Private Equity, Entrepreneurship

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, Entertainment, and Sports