On behalf of the Kelley School of Business students, faculty, and professional development team at Indiana University, I am pleased to share our 2019 Employment Report.

I want to first thank all of our corporate partners and dedicated alumni who do so much to support our students and staff. Yes, we appreciate the employment opportunities that are offered each year; but beyond that we know that they spend so many extra hours talking to our students through recruiting events and informational interviews, and invest a lot of effort in academic and cocurricular events while on campus. We are proud to be associated with you.

We are also proud of our students, who are at the heart of the numbers that are represented here in this book. We are fortunate to attract students who are humble, talented, and tenacious—qualities that allow them to succeed both at Kelley and at top organizations around the world. While at Kelley we believe we enhance those qualities and equip them to:

- Influence their peers and supervisors through coaching and feedback
- Establish a vision for a project or team and create an action plan to bring it to life
- Effectively lead and work within teams
- Generate insights from data
- Model ethics and values in their daily interactions

Kelley has a long-standing reputation of excellence and innovation inside and outside of the classroom, ensuring that every student is both technically proficient in their chosen field and also battle-tested through experiential opportunities. We often hear from our top hiring companies how quickly Kelley graduates contribute value in their organizations relative to their hiring class. It also helps explain why so many of our alumni hold C-level positions at Fortune 500 firms.

Corporate recruiters have seen this value, and ranked the Kelley School with an “A” in terms of the quality of our students, the responsiveness of our career services staff, and the quality of our learning facilities. Our students appreciate this as well, and they rated our career management staff as the one of the top teams in the world and our faculty #1 in terms of overall quality.

Our career services team has more than 100 years of experience in the business environment, and has experience hiring and leading MBAs from top schools like Kelley. This well-rounded perspective is a great benefit to our hiring companies, as they not only prepare our students to succeed but also have the ability to consult with firms on their talent needs.

We are always prepared and happy to provide you with any information that you need to help with the recruiting of students from Kelley. For additional recruiting and program information, please go to our website at gokelley.iu.edu/gcs. I look forward to working with you soon.

Eric Johnson
Executive Director
Graduate Career Services
### FULL-TIME MBA FULL-TIME HIRES

#### MBA Class of 2019 Student Profile*

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Size</td>
<td>204</td>
</tr>
<tr>
<td>Women</td>
<td>29%</td>
</tr>
<tr>
<td>Minorities</td>
<td>25%</td>
</tr>
<tr>
<td>International</td>
<td>30%</td>
</tr>
<tr>
<td>Average Age</td>
<td>28</td>
</tr>
<tr>
<td>Average Years of Full-Time Work Experience</td>
<td>5</td>
</tr>
<tr>
<td>Average GMAT</td>
<td>677</td>
</tr>
</tbody>
</table>

#### Undergraduate Major*

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Administration</td>
<td>35%</td>
</tr>
<tr>
<td>Social Science and Humanities</td>
<td>25%</td>
</tr>
<tr>
<td>Science and Engineering</td>
<td>35%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

*Class profile is provided as of matriculation.

#### Compensation Summary: Full-Time Hires**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Median Base Salary</td>
<td>$115,000</td>
<td>$107,000</td>
<td>$110,000</td>
<td>$110,000</td>
</tr>
<tr>
<td>Median Signing Bonus</td>
<td>$20,000</td>
<td>$25,000</td>
<td>$25,000</td>
<td>$22,000</td>
</tr>
</tbody>
</table>

**Preliminary data as of 7/22/2019
FULL-TIME MBA COMPENSATION BY FUNCTION

<table>
<thead>
<tr>
<th>Function</th>
<th>Percent of MBAs Accepting New Jobs in These Fields</th>
<th>Median Base Salary</th>
<th>Base Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>30%</td>
<td>$130,000</td>
<td>$40,000–$167,000</td>
</tr>
<tr>
<td>Finance/Accounting</td>
<td>17%</td>
<td>$111,150</td>
<td>$97,000–$210,000</td>
</tr>
<tr>
<td>General Management</td>
<td>14%</td>
<td>$116,000</td>
<td>$90,000–$140,000</td>
</tr>
<tr>
<td>Human Resources</td>
<td>2%</td>
<td>$107,000</td>
<td>$92,000–$116,000</td>
</tr>
<tr>
<td>Information Technology</td>
<td>2%</td>
<td>$121,000</td>
<td>$110,000–$126,000</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>29%</td>
<td>$110,000</td>
<td>$40,000–$142,000</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>2%</td>
<td>$105,000</td>
<td>$95,000–$130,000</td>
</tr>
<tr>
<td>Other</td>
<td>4%</td>
<td>$113,500</td>
<td>$95,000–$140,000</td>
</tr>
</tbody>
</table>

*Preliminary data as of 7/22/2019

Top 5 MBA Employers
Amazon
Deloitte
EY
Procter & Gamble
PwC
A Legacy of Achievement

Our business graduates develop the skills and experiences needed to generate the momentum required to move their careers forward and achieve success.

A Kelley degree is earned through commitment to core values including collaboration, excellence, leadership, and a command of business knowledge taught by our top-ranked faculty.
### Full-Time MBA Compensation by Industry

#### Compensation by Industry: Full-Time Hires*

<table>
<thead>
<tr>
<th>Function</th>
<th>Percent of MBAs Accepting New Jobs in These Fields</th>
<th>Median Base Salary</th>
<th>Base Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting Services</td>
<td>21%</td>
<td>$145,000</td>
<td>$40,000–$150,000</td>
</tr>
<tr>
<td>Consumer Packaged Goods</td>
<td>15%</td>
<td>$110,000</td>
<td>$90,000–$140,000</td>
</tr>
<tr>
<td>Energy</td>
<td>2%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Financial Services</td>
<td>11%</td>
<td>$120,000</td>
<td>$94,000–$210,000</td>
</tr>
<tr>
<td>Healthcare</td>
<td>12%</td>
<td>$109,000</td>
<td>$40,000–$133,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>10%</td>
<td>$113,250</td>
<td>$105,000–$125,000</td>
</tr>
<tr>
<td>Retail</td>
<td>1%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Technology</td>
<td>19%</td>
<td>$118,500</td>
<td>$40,000–$142,000</td>
</tr>
<tr>
<td>Transportation &amp; Logistics Services</td>
<td>1%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Other Services**</td>
<td>8%</td>
<td>$107,250</td>
<td>$85,000–$167,000</td>
</tr>
</tbody>
</table>

*Preliminary data as of 7/22/2019

**Includes government, media/entertainment, real estate
Global Reach

Our alumni are part of a worldwide network.

You’ll find Kelley graduates employed in 105 countries and on five continents:

- North America
- South America
- Asia
- Europe
- Africa
## Full-Time MBA Compensation by Geographic Region

<table>
<thead>
<tr>
<th>Geographic Region</th>
<th>Percent of MBAs Accepting New Jobs in These Regions</th>
<th>Median Base Salary</th>
<th>Base Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>International</td>
<td>4%</td>
<td>$40,000</td>
<td>$40,000–$110,000</td>
</tr>
<tr>
<td>Mid-Atlantic</td>
<td>2%</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Midwest</td>
<td>47%</td>
<td>$114,515</td>
<td>$85,000–$150,000</td>
</tr>
<tr>
<td>Northeast</td>
<td>11%</td>
<td>$132,500</td>
<td>$100,250–$210,000</td>
</tr>
<tr>
<td>South</td>
<td>8%</td>
<td>$102,500</td>
<td>$86,000–$145,000</td>
</tr>
<tr>
<td>Southwest</td>
<td>14%</td>
<td>$116,000</td>
<td>$92,500–$145,000</td>
</tr>
<tr>
<td>West</td>
<td>15%</td>
<td>$121,000</td>
<td>$85,000–$167,000</td>
</tr>
</tbody>
</table>

*Preliminary data as of 7/22/2019*
## Student Profile*

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Size</td>
<td>184</td>
</tr>
<tr>
<td>Women</td>
<td>35%</td>
</tr>
<tr>
<td>Minorities</td>
<td>22%</td>
</tr>
<tr>
<td>International</td>
<td>36%</td>
</tr>
<tr>
<td>Average Age</td>
<td>28</td>
</tr>
<tr>
<td>Average Years of Full-Time Work Experience</td>
<td>5</td>
</tr>
<tr>
<td>Average GMAT</td>
<td>675</td>
</tr>
</tbody>
</table>

## Undergraduate Major*

<table>
<thead>
<tr>
<th>Major</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Administration</td>
<td>34%</td>
</tr>
<tr>
<td>Social Science and Humanities</td>
<td>23%</td>
</tr>
<tr>
<td>Science and Engineering</td>
<td>37%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
</tbody>
</table>

*Class profile is provided as of matriculation.

## Compensation Summary: Internships**

<table>
<thead>
<tr>
<th>Year</th>
<th>Monthly Base Salary</th>
<th>Base Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>$6,933</td>
<td>$1,000–$12,500</td>
</tr>
<tr>
<td>2018</td>
<td>$6,815</td>
<td>$1,200–$11,500</td>
</tr>
<tr>
<td>2017</td>
<td>$6,933</td>
<td>$1,500–$15,000</td>
</tr>
<tr>
<td>2016</td>
<td>$7,870</td>
<td>$1,300–$13,000</td>
</tr>
</tbody>
</table>

**Preliminary data as of 7/22/2019

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**Top 5 MBA Internship Companies**

- AT&T
- Conagra
- Deloitte
- Eli Lilly and Company
- EY

---

*Class profile is provided as of matriculation.*
3/2 MBA IN ACCOUNTING
FULL-TIME HIRES

<table>
<thead>
<tr>
<th>3/2 MBA in Accounting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class of 2019 Student Profile*</td>
</tr>
<tr>
<td>Class Size</td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>International</td>
</tr>
<tr>
<td>Average Application GPA</td>
</tr>
</tbody>
</table>

*Class profile is provided as of matriculation.

Compensation Summary: Full-Time Hires**

<table>
<thead>
<tr>
<th>Mean Base Salary</th>
<th>Base Salary Range</th>
<th>Mean Signing Bonus</th>
<th>Signing Bonus Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>$65,610</td>
<td>$51,000–$80,000</td>
<td>$4,767</td>
<td>$2,000–$10,000</td>
</tr>
</tbody>
</table>

**Preliminary data as of 7/22/2019

Top 5 Graduate Accounting & Finance Employers
Deloitte
EY
Grant Thornton
KPMG
PwC
Master of Science in Accounting

Class of 2019 Student Profile*

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Size</td>
<td>68</td>
</tr>
<tr>
<td>Women</td>
<td>52%</td>
</tr>
<tr>
<td>International</td>
<td>34%</td>
</tr>
<tr>
<td>Average Application GPA</td>
<td>3.53</td>
</tr>
</tbody>
</table>

*Class profile is provided as of matriculation.

Compensation Summary: Full-Time Hires**

<table>
<thead>
<tr>
<th>Mean Base Salary</th>
<th>Base Salary Range</th>
<th>Mean Signing Bonus</th>
<th>Signing Bonus Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>$58,955</td>
<td>$51,000–$85,000</td>
<td>$3,118</td>
<td>$1,500–$5,000</td>
</tr>
</tbody>
</table>

**Preliminary data as of 7/22/2019

Top 5 Graduate Accounting & Finance Employers

Deloitte
EY
Grant Thornton
KPMG
PwC
### Class of 2019 Student Profile*

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Size</td>
<td>128</td>
</tr>
<tr>
<td>Women</td>
<td>37%</td>
</tr>
<tr>
<td>International</td>
<td>39%</td>
</tr>
<tr>
<td>Average Application GPA</td>
<td>3.45</td>
</tr>
</tbody>
</table>

*Class profile is provided as of matriculation.

### Compensation Summary: Full-Time Hires**

<table>
<thead>
<tr>
<th></th>
<th>Mean Base Salary</th>
<th>Base Salary Range</th>
<th>Mean Signing Bonus</th>
<th>Signing Bonus Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Science in Information Systems</td>
<td>$77,184</td>
<td>$14,400–$112,500</td>
<td>$8,795</td>
<td>$1,500–$27,500</td>
</tr>
</tbody>
</table>

**Preliminary data as of 7/22/2019

### Top 5 MSIS Employers
- Deloitte
- Exxon
- EY
- Grant Thornton
- PwC
HIRING COMPANIES 2018–2019

3M
Abbott Laboratories
Abbott Nutrition
AbbVie
Accenture
ADP
AKA Enterprise Solutions
Albatross Ventures
ALDI
AlixPartners
Allergan
Altisource
Amadeus
Amazon
American Express
Ameriprise Financial
Ameritas
Ameren
Ancestry.com
Anheuser-Busch
Anthem
Appirio
Armanino
AT&T
Atria Senior Living
Avant Energy
AXA
Bank of America Merrill Lynch
Barclays
BASF
Baxter
Berkeley Research Group, LLC
Berry Global
Biogen
Bitcoin.com
BKD
Blackmore Partners
Blue Horseshoe Solutions
BMO
Brown Gibbons Lang & Company
Caesars
Capgemini
Capital One
Cardinal Health
CarDon
Charles River Associates
Chevron
Cisco
Clarity Insights
The Claro Group
CM Group
Coca-Cola
Cognizant
CohnReznick
Colgate-Palmolive
CommScope
Conagra Frozen Foods
Cook General BioTechnology
Cook Medical
Corteva Agriscience
Credit Suisse
Crowe
Cummins, Inc.
CUNA
Danone
DaVita
Dell
Deloitte
Delta Air Lines
Direct Supply
Discover Financial Services
Dish Network
Domino’s
Duke Realty
Dun & Bradstreet
DuPont
E. & J. Gallo
Edward Jones
Eli Lilly and Company
Elmore Advisors
Emerson Electric Co.
Epic Systems
Exxon
EY US LLP
Facebook
FCA US LLC
Fifth Third Bank
First Affirmative Financial
Network
Fiserv
FNEX
FocustApps
Ford Motor Company
Fortive
Frank, Rimerman + Co. LLP
Freddie Mac
FTI Consulting
Gallagher
Gartner
GE Appliances–Haier
General Electric Company
(GE)
General Mills, Inc.
General Motors
Gilead
GoDaddy
Goldman Sachs
Google
Grainger
Grant Thornton
Green Dot
GSK
Guggenheim Partners
HBM Holdings
Henkel
The Hershey Company
Hertz
Hilti
Hitachi Consulting
Hollister
Hover
Hewlett Packard Enterprise
Humana
Huron
IBM
Illuminate Health
Infosys Consulting
Intel
Intuitive Surgical
IRBC
IU Health
JLL
Johnson & Johnson
JPMorgan Chase
Kalypsy
Kellogg’s
Keurig Dr Pepper
Kimball
Kinaxis
Kohl’s
KPMG
The Kraft Heinz Company
Lancaster Pollard
Leica
Lubrizol
M&T Bank
McKesson
McKinsey & Co.
Medtronic
MedLife
Microsoft
Moelis & Co.
Motorola Mobility
Nationwide
Naval Surface Warfare Center
Crate Division
NEC Display Solutions
Nestlé
Oracle
Owens Corning
Pepsico
Pfizer Inc.
Plante Moran
PolyOne Corporation
PPG Industries, Inc.
Procter & Gamble
Protiviti, Inc.
PwC
RB
RBC
Reynolds American Inc.
Rivios
Rivian
Roche
Rockwell
Rolls Royce
RSM US LLP
Ruiz Foods
Sage Capital
Salesforce
Samsung
SAP America, Inc.
Schneider Electric
SCM Connections
Scotts Company
Shutterfly
Siemens
Simon-Kucher
Starbucks
Stephens
Strata Decision Technologies
Strava
Stryker
Swiss Re
Takeda Pharmaceuticals
Thor Motor Coach
Uber
UBS
Ultimate Software
United Nations
USAA
Vantage Labs
Veeva Systems
Verizon
Viral Launch
Volkswagen
Walmart
Wendy’s
West Monroe Partners
Whirlpool Corporation
William Blair
Xiinn
Zimmer Biomet
ZS Associates
Zurich Insurance