



STANFORD

GRADUATE SCHOOL OF BUSINESS

2010-2011 Employment Report **Detailed Statistics**

Class of 2011: Full-Time Hires

Class of 2012: Summer Hires

Employment Report
Stanford Graduate School of Business
Class of 2011: Full-Time Hires

Student Profile¹

Applications Received	7,536
New Students	385
Women	34%
International (includes Permanent Residents)	33%
U.S. Minority	21%
Median Years of Work Experience	4.0
Range of Years of Work Experience	0-21

Undergraduate Major

Humanities/Social Sciences	47%
Engineering/Math/Natural Sciences	36%
Business	17%
Advanced Degree	15%
Median GMAT Score	730

¹Class profile is provided as of matriculation. Employment statistics include information for students in JD/MBA and other dual degree programs.

Employment Report¹

Stanford Graduate School of Business

Class of 2011: Full-Time Hires

Employment Profile²

	Permanent Work Authorization ³		Non-Permanent Work Authorization		All MBA Graduates	
	Number	Percent	Number	Percent	Number	Percent
Seeking Employment	196	72%	83	73%	279	72%
Not Seeking Employment:						
Company-sponsored	10	4%	12	11%	22	6%
Continuing education	7	3%	1	1%	8	2%
Postponing job search	1	0%	2	2%	3	1%
Starting a new business	48	18%	13	11%	61	16%
Not seeking for other reasons	2	1%	2	2%	4	1%
No Information	7	3%	1	1%	8	2%
Total Graduates	271	100%	114	100%	385	100%

¹This report conforms to the MBA Career Services Council (CSC) Standards for Reporting MBA Employment Statistics

²Employment information is self-reported, and includes all students who graduated in the 12 months ending in June. This table is based upon information from 98% of the total graduating class.

³Permanent Work Authorization is defined as U.S. Citizens and Permanent Residents.

⁴Employers did not defer the starting dates of any graduates.

⁵Employers rescinded the offers of three graduates.

⁶No graduates reneged on offers they had accepted.

Employment Report
Stanford Graduate School of Business
 Class of 2011: Full-Time Hires

Timing of Job Offers

	Seeking Employment Number	By Graduation		By Three Months Post-Graduation	
		Job Offers		Job Offers	
		Number	Percent	Number	Percent
Permanent Work Authorization	196	166	85%	185	94%
Non-Permanent Work Authorization	83	68	82%	79	95%
Total Graduates Seeking Employment	279	234	84%	264	95%

Timing of Job Acceptances

	Seeking Employment Number	By Graduation		By Three Months Post-Graduation	
		Job Acceptances		Job Acceptances	
		Number	Percent	Number	Percent
Permanent Work Authorization	196	149	76%	179	91%
Non-Permanent Work Authorization	83	62	75%	79	95%
Total Graduates Seeking Employment	279	211	76%	258	92%

Employment Report
Stanford Graduate School of Business
 Class of 2011: Full-Time Hires

Compensation Summary¹

	Number Reporting	% Reporting	Median	Mean	Range
BASE SALARY³					
Permanent Work Authorization	148	100%	125,000	129,482	52,000 - 300,000
Non-Permanent Work Authorization ²	66	100%	120,000	122,046	73,000 - 250,000
Total	214	100%	125,000	127,189	52,000 - 300,000
SIGNING BONUS					
Permanent Work Authorization	71	48%	20,000	26,883	5,000 - 150,000
Non-Permanent Work Authorization	40	61%	21,250	26,024	5,000 - 70,000
Total	111	52%	20,000	26,573	5,000 - 150,000
OTHER GUARANTEED COMPENSATION^{4,5}					
Permanent Work Authorization	61	41%	35,000	79,360	4,000 - 500,000
Non-Permanent Work Authorization	25	38%	50,000	65,723	5,000 - 200,000
Total	86	40%	40,000	75,396	4,000 - 500,000

¹All compensation information is self-reported. Useable salary data was obtained from 83% of those graduates who accepted a job. Compensation data excludes students who are company-sponsored (6%) or starting their own business (16%).

²International salaries are reported in U.S. dollars as calculated by students on the basis of prevailing exchange rates.

³Base salary excludes bonuses, commissions, benefits, and perquisites.

⁴Other Guaranteed Compensation includes guaranteed annual bonus only. It does not include tuition reimbursement, relocation expense reimbursement, auto allowance, profit sharing, 401K match, and others.

⁵Stock and/or stock options are not included in Other Guaranteed Compensation.

Employment Report
Stanford Graduate School of Business
 Class of 2011: Full-Time Hires

Compensation by Industry¹

Industry	Percent ²	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$)			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
Consulting	27	125,000	123,289	145,000	60,000	20,000	24,216	50,000	15,000	30,000	27,360	50,000	4,000
Consumer Products	7	97,750	98,071	125,000	78,000	20,000	18,333	25,000	5,000	10,100	13,520	25,200	10,000
Energy/Cleantech	2	120,000	122,500	150,000	100,000	40,000	40,000	40,000	40,000	NA	NA	NA	NA
Finance	36	135,000	143,205	250,000	52,000	40,000	37,582	150,000	10,000	110,000	132,160	500,000	6,000
Private Equity/LBO	14	150,000	156,564	250,000	52,000	25,000	29,111	55,000	10,000	165,000	161,389	250,000	40,000
Venture Capital	7	150,000	150,857	200,000	100,000	NA ³	NA	NA	NA	62,500	67,031	120,000	26,250
Hedge Funds	6	150,000	155,000	200,000	110,000	25,000	48,667	150,000	20,000	137,500	178,750	500,000	25,000
Investment Management	5	114,500	125,860	200,000	100,000	40,000	35,689	50,000	15,000	51,000	45,750	75,000	6,000
Investment Banking	4	100,000	100,500	110,000	84,000	40,000	36,000	50,000	10,000	NA	NA	NA	NA
Finance - Other	2	107,500	110,000	125,000	100,000	40,000	38,333	50,000	25,000	NA	NA	NA	NA
Healthcare	4	105,000	111,125	150,000	93,000	20,000	18,333	25,000	10,000	NA	NA	NA	NA
Manufacturing	2	120,000	108,000	120,000	80,000	10,000	12,333	20,000	7,000	NA	NA	NA	NA
Media/Entertainment	2	120,000	127,400	175,000	102,000	10,000	18,333	40,000	5,000	NA	NA	NA	NA
Nonprofit	1	80,000	82,667	95,000	73,000	NA	NA	NA	NA	NA	NA	NA	NA
Real Estate	1	114,000	104,667	125,000	75,000	NA	NA	NA	NA	NA	NA	NA	NA
Technology	13	115,000	116,429	150,000	80,000	15,000	20,500	45,000	10,000	16,500	19,455	40,000	11,000
Internet Services/E-Commerce	8	115,000	116,765	150,000	80,000	10,000	16,111	35,000	10,000	16,500	17,667	30,000	11,000
Consumer Electronics/Hardware	3	120,000	119,167	130,000	110,000	25,000	24,600	40,000	10,000	NA	NA	NA	NA
Software	2	115,000	117,500	130,000	110,000	NA	NA	NA	NA	NA	NA	NA	NA
Other Services	4	137,500	145,625	300,000	75,000	25,000	23,333	30,000	15,000	NA	NA	NA	NA
TOTAL⁴	100	125,000	127,189	300,000	52,000	20,000	26,573	150,000	5,000	40,000	75,396	500,000	4,000

¹Data does not include entrepreneurs (16%) and sponsored students (6%), per MBA Career Services Council Standards.

²Total may not equal sum of components due to rounding.

³NA may be either a zero or non-zero number not disclosed per CSC guidelines to maintain student privacy for fewer than three students in a category.

Employment Report
Stanford Graduate School of Business
Class of 2011: Full-Time Hires

Compensation by Function¹

Function	Percent ²	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$)			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
Consulting	31	125,000	122,538	145,000	80,000	20,000	23,499	50,000	5,000	30,000	31,009	90,000	12,500
Management Consulting	26	125,000	124,777	145,000	95,000	20,000	24,444	50,000	15,000	30,000	31,660	90,000	12,500
Strategy - Planning	5	115,000	110,000	125,000	80,000	17,500	19,125	40,000	5,000	NA	NA	NA	NA
Finance	38	130,000	141,333	250,000	52,000	35,000	36,291	150,000	10,000	115,000	128,411	500,000	4,000
Private Equity Analyst	13	160,000	159,148	250,000	52,000	25,000	27,700	55,000	10,000	165,000	158,000	250,000	4,000
Analyst	6	125,000	133,692	200,000	73,000	25,000	30,833	50,000	15,000	107,500	122,500	250,000	25,000
Venture Capitalist	6	150,000	154,769	200,000	105,000	NA ³	NA	NA	NA	62,500	67,031	120,000	26,250
Investment/Portfolio Mgmt	6	139,800	137,247	200,000	100,000	30,000	32,022	50,000	15,000	87,500	82,875	180,000	6,000
Investment Banker	4	100,000	103,625	125,000	84,000	40,000	36,667	50,000	10,000	NA	NA	NA	NA
Finance, Other	4	100,000	115,625	200,000	75,000	40,000	76,667	150,000	40,000	NA	NA	NA	NA
General Management	8	115,000	125,765	300,000	75,000	20,000	22,222	40,000	10,000	16,500	27,500	50,000	10,000
Marketing/Sales	17	110,000	109,819	175,000	75,000	20,000	22,133	45,000	7,000	14,250	16,564	30,000	5,000
Brand/Product/Marketing Manager	8	98,000	107,719	175,000	82,000	20,000	21,111	40,000	10,000	12,300	15,557	30,000	10,000
Business Development	5	115,000	113,182	130,000	75,000	NA	NA	NA	NA	19,500	20,600	30,000	13,500
Product Development Manager	3	112,500	115,000	125,000	110,000	35,000	35,000	45,000	25,000	NA	NA	NA	NA
Marketing, Other	1	100,000	98,333	115,000	80,000	NA	NA	NA	NA	NA	NA	NA	NA
Operations/Logistics	2	103,750	105,125	120,000	93,000	15,000	16,250	25,000	10,000	NA	NA	NA	NA
Other	4	107,500	117,000	160,000	80,000	NA	NA	NA	NA	25,000	18,400	25,200	5,000
TOTAL	100	125,000	127,189	300,000	52,000	20,000	26,573	150,000	5,000	40,000	75,396	500,000	4,000

¹Data does not include entrepreneurs (16%) and sponsored students (6%), per MBA Career Services Council Standards.

²Total may not equal sum of components due to rounding and non-zero data labeled 'NA.'

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Compensation by Location¹

Location	Percent ²	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$)			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
North America	83	125,000	129,132	300,000	52,000	20,000	26,018	150,000	5,000	40,000	80,227	500,000	5,000
United States	80	125,000	129,747	300,000	52,000	20,000	26,397	150,000	5,000	40,000	80,679	500,000	5,000
West	50	125,000	126,878	225,000	78,000	20,000	24,503	50,000	5,000	30,000	65,475	250,000	5,000
Northeast	15	135,000	141,894	250,000	95,000	22,000	35,467	150,000	10,000	150,000	169,000	500,000	25,000
South	5	120,000	124,545	175,000	75,000	20,000	22,500	35,000	15,000	40,000	42,125	75,000	13,500
Midwest	5	125,000	114,800	160,000	52,000	25,000	26,071	40,000	20,000	12,500	88,520	210,000	10,000
Northwest	2	110,000	115,000	145,000	85,000	22,500	22,500	35,000	10,000	NA	NA	NA	NA
Southwest	2	130,000	133,750	150,000	125,000	NA ³	NA	NA	NA	135,000	101,667	150,000	20,000
Mid-Atlantic	NA												
Mexico	2	115,000	111,250	140,000	75,000	20,000	21,667	25,000	20,000	NA	NA	NA	NA
Outside North America	17	115,000	117,892	230,000	60,000	27,000	29,644	70,000	7,000	36,000	57,143	200,000	4,000
Asia	8	120,000	114,850	130,000	73,000	33,000	32,556	70,000	15,000	45,000	50,667	120,000	14,000
Asia (non-Middle East)	7	120,000	114,487	130,000	73,000	33,000	33,286	70,000	15,000	30,000	54,667	120,000	14,000
Middle East	1	120,000	116,667	130,000	100,000	NA	NA	NA	NA	50,000	46,667	50,000	40,000
Europe	6	117,986	131,559	230,000	95,060	27,160	31,388	55,000	17,280	40,000	82,654	200,000	16,296
Africa	1	75,000	78,333	100,000	60,000	NA	NA	NA	NA	NA	NA	NA	NA
South America	1	100,000	107,000	141,000	80,000	NA	NA	NA	NA	30,000	22,333	32,000	5,000
TOTAL	100	125,000	127,189	300,000	52,000	20,000	26,573	150,000	5,000	40,000	75,396	500,000	4,000

¹Data does not include entrepreneurs (16%) and sponsored students (6%), per MBA Career Services Council Standards.

²Total may not equal sum of components due to rounding and non-zero data labeled 'NA.'

³NA may be either a zero or non-zero number not disclosed per CSC guidelines to maintain student privacy for fewer than three students in a category.

Employment Report
Stanford Graduate School of Business
 Class of 2011: Full-Time Hires

Compensation by Undergraduate Degree¹

Undergraduate Degree	Percent ²	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$)			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
Business / Commerce	22	125,000	129,605	250,000	60,000	20,000	24,135	50,000	10,000	35,000	69,168	250,000	4,000
Technical	31	125,000	124,562	225,000	52,000	25,000	28,099	70,000	5,000	40,000	66,582	225,000	10,000
Other ³	47	125,000	129,314	300,000	52,000	20,000	26,808	150,000	5,000	40,000	82,588	500,000	5,000
TOTAL	100	125,000	127,189	300,000	52,000	20,000	26,573	150,000	5,000	40,000	75,396	500,000	4,000

¹Data does not include entrepreneurs (16%) and sponsored students (6%), per MBA Career Services Council Standards.

²Total may not equal sum of components due to rounding.

³Includes humanities/social sciences, economics, and other majors.

Employment Report
Stanford Graduate School of Business
 Class of 2011: Full-Time Hires

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

SCHOOL-FACILITATED ACTIVITIES	Number	Percent
OCR	29	14%
Summer Employer (GSB-facilitated)	29	14%
GSB Job Board	10	5%
Other (GSB-facilitated) ¹	7	3%
Networking (GSB-facilitated)	4	2%
Resume Database ²	4	2%
Student Club / Club Event	1	0%
Sub Total	84	39%
GRADUATE-FACILITATED ACTIVITIES		
Pre-MBA Employer	35	16%
Networking (student-facilitated)	34	16%
Other (student-facilitated) ³	20	9%
Summer Employer (student-facilitated)	16	7%
Sub Total	105	49%
No Response	25	12%
Total	214	100%

¹Other (GSB-facilitated) may include CMC recruiting events such as Company Networking Night or Face-to-Face, CMC advisor referral, CES or PMP referral, class project, faculty referral, videoconference interview, and combinations of sources.

²Understates importance of Resume Database since this source is used by recruiters to invite students to OCR interviews.

³Other (student-facilitated) may include organization website, executive recruiter, and combinations of sources.

Employment Report
Stanford Graduate School of Business
Class of 2012: Summer Hires

Student Profile¹

Applications Received	7,204
New Students	389
Women	39%
International (includes Permanent Residents)	37%
U.S. Minority	23%
Median Years of Work Experience	4.0
Range of Years of Work Experience	0-13

Undergraduate Major

Humanities/Social Sciences	50%
Engineering/Math/Natural Sciences	31%
Business	19%
Advanced Degree	15%
Median GMAT Score	730

¹Class profile is provided as of matriculation. Employment statistics include information for students in JD/MBA and other dual degree programs.

Employment Report
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 Class of 2012: Summer Hires

Compensation by Industry¹

Industry	Percent	Monthly Base Salary (\$)			
		Median	Mean	Range	
				High	Low
Consulting	13	10,500	9,634	10,833	2,000
Consumer Products	7	6,000	5,533	12,500	1,212
Energy	4	5,400	5,758	10,000	4,000
Finance	32	8,333	8,353	18,750	1,000
Private Equity/LBO	8	8,000	9,232	18,750	3,200
Hedge Funds	6	10,000	10,217	16,000	5,000
Venture Capital	6	6,000	5,472	10,000	1,000
Investment Banking	5	8,333	8,315	10,500	1,900
Investment Management	5	9,000	8,982	17,320	1,400
Finance - Other	2	5,600	5,079	7,000	2,400
Government	2	3,897	4,238	6,495	2,600
Healthcare	6	5,625	5,394	7,000	1,600
Media/Entertainment	2	3,455	3,931	6,600	2,000
Nonprofit	7	5,196	4,731	6,500	1,500
Real Estate	1	6,000	6,000	6,000	6,000
Technology	24	6,214	6,274	12,000	1,250
Internet Services/E-Commerce	18	6,062	6,288	12,000	1,250
Consumer Electronics/Hardware	3	6,900	6,218	8,000	4,330
Software	2	6,183	6,263	6,712	6,000
Networking/Telecom	1	6,206	6,206	7,000	5,412
Other Services	3	5,206	5,133	8,400	1,250
TOTAL⁴	100	6,500	7,009	18,750	1,000

¹100% of job-seeking students in the Class of 2012 accepted internships, based on responses from 98% of students. Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

²NA is a non-zero number not disclosed per CSC guidelines to maintain student privacy for fewer than three students in a category.

³Nonprofit compensation includes SMIF stipend where applicable.

⁴Total may not equal sum of components due to rounding and non-zero data labeled 'NA.'

Employment Report
Stanford Graduate School of Business
 Class of 2012: Summer Hires

Compensation by Function

Function	Percent	Median	Mean	Monthly Base Salary (\$)	
				Range	
				High	Low
Consulting	25	7,000	7,431	10,833	1,600
Strategy - Planning	13	5,196	5,295	8,666	1,600
Management Consulting	12	10,500	9,696	10,833	2,500
Finance	34	8,300	8,086	18,750	1,000
Private Equity Analyst	8	8,000	9,437	18,750	3,200
Analyst	7	9,000	8,529	12,500	2,800
Investment/Portfolio Mgmt	7	9,000	8,960	17,320	1,400
Investment Banker	5	8,333	8,315	10,500	1,900
Venture Capitalist	4	5,598	5,518	10,000	1,000
Finance, Other	3	6,000	5,248	8,000	1,212
General Management	7	5,412	6,072	12,500	1,250
Information Technology	NA ²	NA	6250	6500	6000
Marketing/Sales	23	6,000	5,923	12,000	1,625
Brand/Product/Marketing Manager	10	6,031	6,441	12,000	2,000
Business Development	7	5,406	5,310	8,000	2,500
Product Development Manager	3	6,450	5,446	8,000	1,625
Marketing, Other	4	6,223	6,134	8,000	4,000
Operations/Logistics	2	5,562	5,039	8,000	1,900
Other	7	6,000	5,594	8,000	2,000
TOTAL³	100	6,500	7,009	18,750	1,000

¹Subtotal may not equal sum of components due to rounding.

²NA is a non-zero number not disclosed per CSC guidelines to maintain student privacy for fewer than three students in a category.

³Total may not equal sum of components due to rounding and non-zero data labeled 'NA.'

Employment Report
Stanford Graduate School of Business
 Class of 2012: Summer Hires

Compensation by Location¹

Location	Percent	Median	Mean	Range	
				High	Low
North America	89	6,600	7,108	18,750	1,212
United States	89	6,600	7,108	18,750	1,212
West	55	6,495	6,793	18,750	1,250
Northeast	18	8,583	8,153	17,320	1,900
Northwest	5	6,473	6,264	8,500	1,500
Midwest	4	8,000	7,612	12,500	1,212
Southwest	4	8,300	7,275	12,500	1,400
Mid-Atlantic	2	6,198	6,915	10,800	3,897
South	2	7,627	7,239	10,500	3,200
Mexico	NA ²	NA ²	NA ²	NA ²	NA ²
Outside North America	11	5,200	6,176	16,667	1,000
Asia	6	5,000	6,978	16,667	1,000
Latin America	2	6,100	4,965	8,000	1,600
Europe	2	6,946	6,640	8,666	4,000
Africa	1	2,000	3,033	5,200	1,900
TOTAL	100	6,500	7,009	18,750	1,000

¹Figures do not include Global Management Immersion Experience (GMIX), a four-week international program at the end of the summer.

²NA is a non-zero number not disclosed per CSC guidelines to maintain student privacy for fewer than three students in a category.

Employment Report
Stanford Graduate School of Business
 Class of 2012: Summer Hires

**Primary Source of
 Summer Job Acceptances**

SCHOOL-FACILITATED ACTIVITIES	Number	Percent
OCR	71	27%
GSB Job Board	47	18%
Alumni	13	5%
ESP/SMIF	13	5%
Student Club / Club Event	13	5%
Networking (GSB-facilitated)	12	5%
Resume Database ¹	1	0%
Other (GSB-facilitated) ²	10	4%
Sub Total	180	68%

STUDENT-FACILITATED ACTIVITIES	Number	Percent
Networking (student-facilitated)	54	20%
Pre-MBA Employer	9	3%
Company Website	2	1%
Other (student-facilitated) ³	16	6%
Sub Total	81	31%

No Response 4 1%

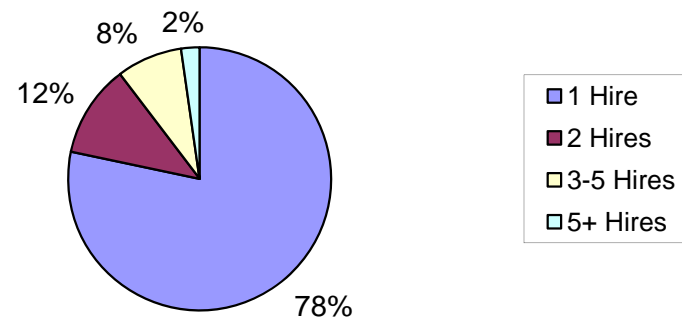
Total 265 100%

¹Understates importance of Resume Database since this source is used by recruiters to invite students to OCR interviews.

²Other (GSB-facilitated) may include CMC recruiting events such as Company Networking Night or Face-to-Face, CMC advisor referral, CES or PMP referral, class project, faculty referral, videoconference interview, and combinations of sources.

³Other (student-facilitated) may include combinations of activities as well as direct mail and other sources.

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



Based on 309 firms hiring Stanford MBAs for summer and/or full-time in 2010-2011.

Other Employment Facts

Class of 2011 - Full-Time Positions

16% of the graduating class started or were exploring entrepreneurial ventures.

Class of 2012 - Summer Positions

88 students took Global Management Experience (GMIX) internships.

40 students were funded for an Entrepreneurial Summer Program (ESP) internship.

22 students took a Stanford Management Internship Fund (SMIF) fellowship.

Employment Report
Stanford Graduate School of Business
Classes of 2011 & 2012

Recruiting Excellence Award Winners

Nominated and selected by our students, these organizations demonstrated outstanding professionalism, creativity, and responsiveness in recruiting students at the Stanford Graduate School of Business.

2011

Education Pioneers
General Mills
reBloom

2006

Amazon.com
The Boston Consulting Group
Credit Suisse

2010

Eli Lilly and Company
J.P. Morgan
Target Corporation

2005

McKinsey & Co.
The Clorox Company
Ventana Medical Systems

2009

Amazon.com
DaVita
McKinsey & Co.

2004

The Boston Consulting Group
Eli Lilly and Company
PepsiCo

2008

Amazon.com
J.P. Morgan
The Lionstone Group

2007

Cherokee Investment Partners, LLC
The Magellan Group
Salesforce.com