

2011-2012 Employment Report
Detailed Statistics
Class of 2012: Full-Time Hires
Class of 2013: Summer Hires

Employment Report
Stanford Graduate School of Business
Class of 2012: Full-Time 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 Report¹
Stanford Graduate School of Business
 Class of 2012: Full-Time Hires

Employment Profile²

	Permanent Work Authorization ³		Non-Permanent Work Authorization		All MBA Graduates	
	Number	Percent	Number	Percent	Number	Percent
Seeking Employment	198	77%	88	69%	286	74%
Not Seeking Employment:						
Company-sponsored	24	9%	13	10%	37	10%
Continuing education	2	1%	0	0%	2	1%
Postponing job search	1	0%	0	0%	1	0%
Starting a new business	26	10%	22	17%	48	13%
Not seeking for other reasons	2	1%	3	2%	5	1%
<i>Subtotal, Not Seeking Employment</i>	55	21%	38	30%	93	24%
No Information	3	1%	2	2%	5	1%
Total Graduates	256	100%	128	100%	384	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 99% 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 did not rescind the offers of any graduates.

⁶No graduates reneged on offers they had accepted.

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Timing of Job Offers¹

	Seeking Employment Number	By Graduation		By Three Months Post-Graduation	
		Job Offers		Job Offers	
		Number	Percent	Number	Percent
Permanent Work Authorization	198	159	80%	185	93%
Non-Permanent Work Authorization	88	64	73%	80	91%
Total Graduates Seeking Employment	286	223	78%	265	93%

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	198	147	74%	176	89%
Non-Permanent Work Authorization	88	57	65%	75	85%
Total Graduates Seeking Employment	286	204	71%	251	88%

¹"Graduation" is measured relative to each individual student's graduation date. There are multiple graduation dates at the GSB, though the vast majority of students (365 of 384) in the Class of 2012 graduated on June 16, 2012.

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Compensation Summary¹

	Number Reporting	% Reporting	Median	Mean	Range
BASE SALARY³					
Permanent Work Authorization	154	100%	125,000	131,714	48,000 - 260,000
Non-Permanent Work Authorization ²	58	100%	122,500	124,176	20,000 - 200,000
Total	212	100%	125,000	129,652	20,000 - 260,000
SIGNING BONUS					
Permanent Work Authorization	72	47%	20,000	23,451	2,000 - 150,000
Non-Permanent Work Authorization	24	41%	20,000	25,104	5,000 - 75,000
Total	96	45%	20,000	23,865	2,000 - 150,000
OTHER GUARANTEED COMPENSATION^{4,5}					
Permanent Work Authorization	50	32%	30,000	75,434	4,000 - 400,000
Non-Permanent Work Authorization	24	41%	17,125	47,464	4,600 - 290,000
Total	74	35%	25,000	66,363	4,000 - 400,000

¹All compensation information is self-reported. Useable salary data was obtained from 84% of those graduates who accepted a job. Compensation data excludes students who are company-sponsored (10%) or starting their own business (13%).

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.

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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	20	135,000	130,636	168,000	95,000	20,000	21,129	40,000	5,000	25,000	26,839	60,000	8,000
Consumer Products	6	105,000	108,750	170,000	80,000	10,000	9,625	15,000	3,500	13,500	13,500	17,000	10,000
Energy/Cleantech	3	120,000	119,167	200,000	35,000	NA ³	NA	NA	NA	NA	NA	NA	NA
Finance	32	150,000	152,743	260,000	20,000	38,750	41,023	150,000	5,000	100,000	119,742	400,000	9,000
Private Equity/LBO	12	175,000	174,600	260,000	100,000	50,000	56,000	150,000	5,000	120,000	132,867	225,000	80,000
Venture Capital	8	150,000	154,375	225,000	100,000	NA	NA	NA	NA	37,500	64,375	200,000	10,000
Investment Management	5	150,000	146,682	200,000	100,000	30,000	35,000	50,000	15,000	112,500	150,833	400,000	20,000
Investment Banking/Brokerage	4	100,000	110,625	130,000	100,000	40,000	44,063	55,000	35,000	NA	NA	NA	NA
Hedge Funds	2	145,000	150,000	200,000	110,000	NA	NA	NA	NA	NA	NA	NA	NA
Finance - Other	2	116,500	113,250	200,000	20,000	NA	NA	NA	NA	NA	NA	NA	NA
Healthcare	5	109,000	105,800	130,000	50,000	20,000	22,800	30,000	15,000	15,000	16,600	25,000	10,000
Media/Entertainment	4	110,000	109,125	138,000	65,000	12,500	12,500	20,000	5,000	13,800	17,960	40,000	5,000
Nonprofit	2	91,750	91,875	96,000	88,000	NA	NA	NA	NA	NA	NA	NA	NA
Real Estate	2	125,000	126,000	150,000	100,000	NA	NA	NA	NA	NA	NA	NA	NA
Technology	24	115,500	118,050	185,000	48,000	15,000	19,600	75,000	5,000	13,000	13,449	23,000	4,640
Internet Services/E-Commerce	18	115,000	116,092	153,000	48,000	15,000	21,150	75,000	7,500	14,500	14,550	23,000	6,250
Software	4	120,000	125,000	185,000	95,000	15,000	14,000	20,000	7,000	NA	NA	NA	NA
Consumer Electronics/Hardware	1	120,000	122,000	130,000	116,000	NA	NA	NA	NA	NA	NA	NA	NA
Other Services	2	110,000	114,000	160,000	85,000	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL²	100	125,000	129,652	260,000	20,000	20,000	23,865	150,000	2,000	25,000	66,363	400,000	4,000

¹Data does not include entrepreneurs (13%) and sponsored students (10%), 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.

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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	22	135,000	129,015	168,000	95,000	20,000	21,364	40,000	10,000	25,000	27,375	60,000	8,000
Management Consulting	19	135,000	130,168	168,000	95,000	20,000	21,667	40,000	20,000	25,000	27,692	60,000	8,000
Strategy - Planning	3	117,500	121,333	153,000	100,000	17,500	20,000	40,000	10,000	23,000	26,000	40,000	15,000
Finance	33	150,000	153,022	260,000	20,000	38,750	40,114	150,000	5,000	100,000	130,033	400,000	10,000
Private Equity Analyst	11	175,000	170,000	250,000	100,000	50,000	56,000	150,000	5,000	125,000	155,000	400,000	80,000
Venture Capitalist	8	150,000	155,938	225,000	100,000	NA ³	NA	NA	NA	37,500	67,500	225,000	10,000
Investment/Portfolio Mgmt	6	150,000	151,038	200,000	100,000	30,000	35,000	50,000	15,000	112,500	150,833	400,000	20,000
Investment Banker	4	100,000	110,625	130,000	100,000	40,000	44,063	55,000	35,000	NA	NA	NA	NA
Analyst	2	120,000	136,000	200,000	110,000	NA	NA	NA	NA	NA	NA	NA	NA
Finance, Other	1	175,000	151,667	260,000	20,000	NA	NA	NA	NA	NA	NA	NA	NA
General Management	13	115,000	112,054	185,000	35,000	20,000	21,045	35,000	7,500	15,000	26,091	98,000	4,640
Human Resources	NA ³	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Marketing/Sales	20	115,000	113,977	150,000	48,000	15,000	18,575	75,000	3,500	11,000	11,588	20,000	5,000
Business Development	9	115,000	115,526	150,000	65,000	NA	NA	NA	NA	11,500	10,250	13,000	5,000
Brand/Product/Marketing Manager	8	115,000	116,353	140,000	90,000	15,000	16,321	35,000	3,500	10,500	11,208	20,000	6,250
Product Development Manager	2	110,000	109,600	125,000	85,000	NA	NA	NA	NA	NA	NA	NA	NA
Marketing, Other	1	108,000	98,000	138,000	48,000	NA	NA	NA	NA	NA	NA	NA	NA
Operations/Logistics	3	117,500	117,500	130,000	100,000	7,500	7,500	10,000	5,000	NA	NA	NA	NA
Other	8	105,000	112,971	170,000	80,000	5,000	10,600	35,000	2,000	17,250	30,464	120,000	4,000
TOTAL²	100	125,000	129,652	260,000	20,000	20,000	23,865	150,000	2,000	25,000	66,363	400,000	4,000

¹Data does not include entrepreneurs (13%) and sponsored students (10%), 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.

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Compensation by Location¹

Location	Percent	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$)			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
North America	87	125,000	130,685	260,000	48,000	20,000	24,225	150,000	2,000	25,000	68,610	400,000	4,000
Canada	NA ⁴	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
United States	86	125,000	130,579	260,000	48,000	20,000	24,225	150,000	2,000	25,000	68,610	400,000	4,000
West	60	120,000	128,543	250,000	48,000	20,000	23,409	150,000	2,000	27,500	59,995	290,000	4,000
Northeast	19	130,000	137,427	260,000	90,000	20,000	25,979	55,000	3,500	25,000	99,277	400,000	10,000
Southwest	3	135,000	140,000	200,000	100,000	20,000	20,000	20,000	20,000	25,000	117,500	400,000	20,000
Mid-Atlantic	1	130,000	130,000	135,000	125,000	NA ⁴	NA	NA	NA	NA	NA	NA	NA
Midwest	1	105,000	104,333	108,000	100,000	30,000	28,333	40,000	15,000	NA	NA	NA	NA
South	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Outside North America	13	125,000	122,864	200,000	20,000	20,000	19,286	30,000	5,000	35,000	54,750	125,000	8,000
Asia	7	115,000	114,193	200,000	20,000	NA	NA	NA	NA	17,500	49,167	120,000	10,000
European Free Trade Area Countries	2	130,000	133,000	168,000	77,000	NA	NA	NA	NA	NA	NA	NA	NA
South America	2	127,500	128,250	133,000	125,000	NA	NA	NA	NA	70,000	68,500	125,000	9,000
Central America and the Caribbean ²	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Middle East and North Africa (MENA)	1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Australia and Oceania	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
TOTAL³	100	125,000	129,652	260,000	20,000	20,000	23,865	150,000	2,000	25,000	66,363	400,000	4,000

¹Data does not include entrepreneurs (13%) and sponsored students (10%), per MBA Career Services Council Standards.

²Mexico is included in this region per CSC guidelines; all students in this category accepted jobs in Mexico. Compensation not disclosed because fewer than three students are represented.

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

⁴NA 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.

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Compensation by Undergraduate Degree¹

Undergraduate Degree	Percent	Base Salary (\$)				Signing Bonus (\$)				Other Guaranteed Compensation (\$)			
		Median	Mean	Range		Median	Mean	Range		Median	Mean	Range	
				High	Low			High	Low			High	Low
Technical	30	120,000	126,167	210,000	35,000	20,000	22,242	75,000	2,000	18,625	35,543	150,000	4,000
Business/Commerce	19	130,000	130,788	250,000	20,000	20,000	28,389	150,000	4,000	35,000	82,582	400,000	9,000
Other	52	125,000	131,452	260,000	48,000	20,000	22,927	55,000	3,500	30,000	79,301	400,000	5,000
TOTAL³	100	125,000	129,652	260,000	20,000	20,000	23,865	150,000	2,000	25,000	66,363	400,000	4,000

¹Data does not include entrepreneurs (13%) and sponsored students (10%), per MBA Career Services Council Standards.

²Includes humanities/social sciences, economics, and other majors.

³Total may not equal sum of components due to rounding.

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

SCHOOL-FACILITATED ACTIVITIES	Number	Percent
OCR	27	12%
Summer Employer (GSB-facilitated)	27	12%
GSB Job Board	13	6%
Alumni Referral	12	6%
Networking (GSB-facilitated)	7	3%
Other (GSB-facilitated) ¹	4	2%
Resume Database ²	4	2%
Student Club / Club Event	1	0%
Sub Total	95	44%
GRADUATE-FACILITATED ACTIVITIES		
Networking (student-facilitated)	47	22%
Summer Employer (student-facilitated)	28	13%
Pre-MBA Employer	26	12%
Other (student-facilitated) ³	19	9%
Sub Total	120	55%
No Response	2	1%
Total	217	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 the 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.

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Class of 2013: Summer Hires

Student Profile¹

Applications Received	6,618
New Students	397
Women	34%
International (includes Permanent Residents)	38%
U.S. Minority	27%
Median Years of Work Experience	4.0
Range of Years of Work Experience	0-18

Undergraduate Major

Humanities/Social Sciences	46%
Engineering/Math/Natural Sciences	35%
Business	19%
Advanced Degree	11%
Average GMAT Score	730

¹Class profile is provided as of matriculation.

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 Class of 2013: Summer Hires

Compensation by Industry¹

Industry	Percent	Median	Mean	Range	
				High	Low
Consulting	10	10,500	10,173	13,000	5,629
Consumer Products	7	6,404	6,340	12,000	3,888
Energy/Cleantech	6	5,196	5,145	8,666	1,500
Finance	26	8,250	7,668	20,000	1,000
Private Equity/LBO	6	8,500	9,698	20,000	4,080
Venture Capital	5	5,106	4,758	8,660	1,000
Hedge Funds	4	10,000	8,180	12,500	2,000
Investment Management	4	8,333	8,433	10,800	5,200
Investment Banking	4	8,330	8,601	11,250	6,400
Finance - Other	2	5,000	4,877	9,006	1,000
Government	NA ²	NA	NA	NA	NA
Healthcare	8	6,914	6,278	8,660	2,000
Manufacturing	1	8,000	8,167	8,500	8,000
Media/Entertainment	3	6,031	5,690	9,160	2,000
Nonprofit	4	5,815	5,221	6,495	3,031
Real Estate	3	8,005	6,514	10,000	2,000
Technology	30	6,917	6,446	12,000	1,000
Internet Services/E-Commerce	20	6,300	6,287	12,000	1,000
Consumer Electronics/Hardware	7	8,000	7,254	12,000	1,200
Software	3	6,098	5,662	8,000	1,000
Networking/Telecom	NA	NA	NA	NA	NA
Other Services	3	5,000	6,008	14,289	1,700
TOTAL⁴	100	7,000	6,949	20,000	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.'

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Compensation by Function

Function	Percent	Median	Mean	Range	
				High	Low
Consulting	23	8,000	7,731	13,000	1,600
Strategy - Planning	13	5,629	5,950	10,000	1,600
Management Consulting	10	10,500	9,928	13,000	3,897
Finance	27	8,010	7,709	20,000	1,000
Private Equity Analyst	6	8,000	9,256	20,000	3,000
Analyst	5	8,833	8,024	12,500	2,000
Investment/Portfolio Mgmt	5	8,325	8,098	12,500	2,500
Venture Capitalist	5	5,106	4,758	8,660	1,000
Finance, Other	4	8,333	7,348	10,417	1,000
Investment Banker	3	8,327	8,726	11,250	7,692
General Management	8	7,769	6,830	12,000	1,500
Marketing/Sales	32	6,000	5,991	12,000	1,000
Brand/Product/Marketing Manager	15	7,144	6,892	12,000	1,000
Business Development	10	5,196	5,065	8,300	1,200
Product Development Manager	3	5,098	4,588	6,000	1,000
Marketing, Other	4	6,967	6,012	8,660	1,000
Operations/Logistics	6	5,262	5,993	8,660	4,300
Other	6	5,933	6,602	14,289	3,000
TOTAL³	100	7,000	6,949	20,000	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
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Compensation by Location¹

Location	Percent	Median	Mean	Range	
				High	Low
North America	88	7,000	7,091	20,000	1,200
United States	88	7,095	7,115	20,000	1,200
West	61	7,048	6,870	20,000	1,200
Northeast	16	8,000	7,926	17,320	1,200
Midwest	3	7,000	8,256	12,000	6,400
Southwest	2	7,144	7,261	10,000	5,000
Mid-Atlantic	3	5,252	5,922	10,500	3,520
South	2	5,500	7,844	14,583	3,500
Canada	NA ²	NA	NA	NA	NA
Outside North America	12	5,196	5,861	14,289	1,000
Asia	4	5,000	5,773	10,825	1,000
South America	2	6,400	5,605	8,800	1,000
Africa (Sub-Saharan)	2	4,900	5,030	5,629	4,625
Europe (Free Trade Countries)	2	5,196	6,981	14,289	1,883
Middle East and North Africa (MENA)	1	9,000	7,033	9,100	3,000
Australia and Oceania	NA	NA	NA	NA	NA
TOTAL³	100	7,000	6,949	20,000	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.

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

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Stanford Graduate School of Business
 Class of 2013: Summer Hires

**Primary Source of
 Summer Job Acceptances**

SCHOOL-FACILITATED ACTIVITIES	Number	Percent
OCR	83	27%
GSB Job Board	59	19%
Alumni	19	6%
ESP/SMIF	13	4%
Student Club / Club Event	3	1%
Networking (GSB-facilitated)	16	5%
Resume Database ¹	3	1%
Other (GSB-facilitated) ²	7	2%
Sub Total	203	65%

STUDENT-FACILITATED ACTIVITIES	Number	Percent
Networking (student-facilitated)	66	21%
Pre-MBA Employer	11	4%
Other (student-facilitated) ³	30	10%
Sub Total	107	34%

Unknown 3 1%

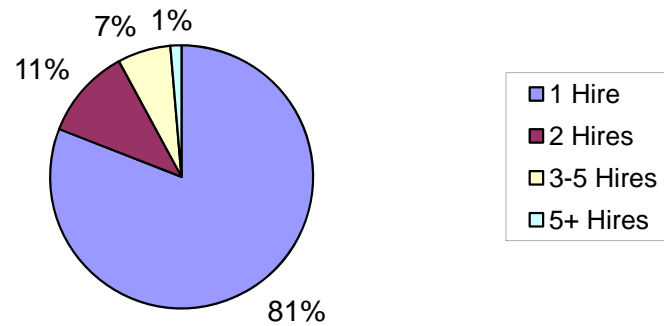
Total 313 100%

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 and Fewer-Than-300, 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 367 firms hiring Stanford MBAs for summer and/or full-time in 2011-2012.

Other Employment Facts

Class of 2012 - Full-Time Positions

13% of the graduating class started or were exploring entrepreneurial ventures.

Class of 2013 - Summer Positions

64 students took Global Management Experience (GMIX) internships.

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

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