

CAREER MANAGEMENT CENTER

# 2016 EMPLOYMENT REPORT

PREPARED TO LEAD. PRIMED FOR GROWTH.

## CAREER MANAGEMENT CENTER

PARTNERING WITH KELLOGG STUDENTS AND EMPLOYERS TO PROMOTE LIFELONG PROFESSIONAL AND ORGANIZATIONAL GROWTH.

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### Strong employment outcomes again, in partnership with you

Demand for Kellogg leaders shows that we continue to foster the best MBA talent in the world. The Full-Time MBA class of 2016 came to Kellogg from diverse backgrounds, united with a passion for leadership and a commitment to ensuring an organization's growth.

We welcomed these students with our innovative curriculum, helping them build a dynamic skillset in data analytics, business operations and general management while solidifying an emotional intelligence that sets them apart. They had transformative experiences in the classroom and in real-world settings, supported by the Kellogg community of alumni, faculty, employers and Career Management Center (CMC) staff.

We are proud of the level of success achieved by our students, in partnership with you. This year, 96 percent of the graduating Full-Time MBA class received an offer by three months post-graduation. This is illustrative of Kellogg's ability to empower students to compete successfully for jobs with top MBA employers across industries and functions.

We thank you for your commitment and collaboration, which have been essential in achieving these career outcomes. We look forward to deepening relationships with our current recruiting partners and forging connections with new ones.

Sincerely,



**Liza Kirkpatrick**

Director, Full-Time MBA Program, Career Management Center

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Organizations can learn more about recruiting at Kellogg at the Career Management Center employer website: [kellogg.northwestern.edu/career\\_employer](http://kellogg.northwestern.edu/career_employer).

Please note that this 2016 Employment Report and last year's 2015 Employment Report include data from only the 1Y, 2Y and MMM Programs. This differs from previous years' employment reports, which included data from the 1Y, 2Y, JD-MBA and MD/MBA Programs, Part-Time MBA on-campus recruiting and sponsored populations. As a result, benchmarking this report against previous reports is not advised.

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## EXECUTIVE SUMMARY

This 2016 Employment Report presents the first-destination employment outcomes associated with the graduating Kellogg Full-Time MBA class of 2016 and the internship outcomes for the Kellogg Full-Time MBA class of 2017. Data includes graduates and students from our One-Year MBA, Two-Year MBA and MMM Programs.

## KELLOGG INSPIRES GROWTH-MINDED LEADERS TO HAVE LASTING IMPACT ON ORGANIZATIONS

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### Distinctive Kellogg Leadership

Kellogg students bring to employers a balanced and dynamic skillset, growth-minded leadership focus and global acuity. This unique talent stems from our emphasis on general management skills, a multi-disciplinary approach to solving today's tough business problems, and core capabilities in data analytics and operations.

Our students are collaborative, agile and resilient. Their emotional intelligence benefits a diverse range of employers, from startups to Fortune 500 companies in industries including technology, finance, consulting and CPG. Kellogg leaders also excel at navigating complex, matrixed organizations. Regardless of an organization's size or industry, Kellogg leaders have a lasting impact on a company's success.

### The Kellogg Career Management Center Partnership

Kellogg's Career Management Center is a recognized industry leader that partners with students and employers throughout the recruitment process. The CMC connects employers with students for internship and full-time job opportunities through the traditional on-campus recruiting process as well as non-traditional just-in-time hiring.

Bottom line--- the Kellogg CMC helps companies find the right talent for lasting relationships and mutual, beneficial growth.

"The leadership skills I gained and my diverse experiences at Kellogg were invaluable in my transition to becoming a product manager. I used the knowledge I developed from classes such as Customer Analytics and New Venture Discovery within the first few weeks on the job. Moreover, my Kellogg experience invigorated me and gave me the self-confidence to pursue an impactful career."

**ELSA AUGUSTINE '16**

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## CONNECTING STUDENTS AND RECRUITERS

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THE **KELLOGG CAREER MANAGEMENT CENTER FOR EMPLOYERS** FOCUSES ON CONNECTING STUDENTS AND RECRUITERS SO THEY CAN FORGE A MUTUALLY BENEFICIAL RELATIONSHIP.

### MBA Recruitment Pillars

#### MBA RECRUITING IS RELATIONSHIP-BASED

Kellogg students are most compelled to engage with recruiters and strongly consider employment offers when recruiters build a meaningful, one-on-one relationship with students. We encourage recruiters to reach out directly to students, introduce the students to other people at their organizations and invite students to attend a presentation or company event.

#### CREATE A STRONG EMPLOYER BRAND

As a recruiter, one of your most compelling assets is a strong employer brand. Articulating a clear and consistent value proposition will help better attract students. This includes visibility into a company's values, culture and experiential opportunities. Kellogg students are eager to learn how they will fit into an organization and make an impact. All company representatives should be well versed in communicating your employer brand and making connections between recruiter and student.

#### ENGAGE WITH STUDENTS THROUGHOUT THE ACADEMIC YEAR

In addition to their on-campus recruiting efforts, employers have enjoyed significant success in recruiting through the Kellogg Job Board throughout the year into the spring and summer. Successful recruiters use multiple channels and student touch points, including experiential learning and engagement with student clubs.

### Kellogg Recruitment Channels

#### ON-CAMPUS RECRUITING AND EVENTS

Learn how Kellogg can bring you closer to the top talent you seek.

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#### KELLOGG JOB BOARD

Connect with both students and alumni; ideal for just-in-time recruiting.

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#### RÉSUMÉ DATABASE

Tap into the deep end of the talent pool to fill specific requirements.

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#### EXPERIENTIAL LEARNING PROJECTS

Gain practical, real-world exposure to highly motivated talent.

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#### 80 SPECIAL INTEREST STUDENT CLUBS

Get involved with the clubs that align best with your industry and needs.



FULL-TIME CLASS OF 2016  
**EMPLOYMENT**

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# PROFILE

## FULL-TIME CLASS OF 2016\*

### Graduates at a glance

#### DEMOGRAPHICS

<b>Students graduating in the Class of 2016</b>	<b>653</b>
One-Year MBA students	133
Two-Year MBA students	464
MMM students <sup>1</sup>	56
<b>Age range at graduation</b>	<b>25-40</b>
<b>Work experience range</b>	<b>2-12.5 years</b>
<b>Women</b>	<b>37%</b>
<b>U.S. minority</b>	<b>26%</b>
<b>International citizenship</b>	<b>36%</b>

#### GEOGRAPHIC REGION OF MBA ENTRANTS<sup>2</sup>

<b>Mid-Atlantic</b>	<b>8.0%</b>
<b>Midwest</b>	<b>18.5%</b>
<b>Northeast</b>	<b>16.8%</b>
<b>South</b>	<b>3.4%</b>
<b>Southwest</b>	<b>3.7%</b>
<b>West</b>	<b>12.6%</b>
<b>International</b>	<b>37%</b>
Africa	1.1%
Australia and Pacific Islands	0.3%
Canada	2.0%
Central and South Asia	5.9%
East and Southeast Asia	11.7%
Eastern Europe	0.5%
Mexico, Caribbean and Latin America	10.9%
Middle East	1.4%
Western Europe	3.2%

\* Percentages have been rounded to the nearest whole number and may not add up to 100 percent.

<sup>1</sup> Dual-degree (MBA+MEM) Program in design and operations.

<sup>2</sup> Represents 2Y and MMM entering class of 2014 and 1Y entering class of 2015.

<sup>3</sup> Students exclusively focused on starting a new business.

<sup>4</sup> Students who were seeking employment.

### Employment snapshot

#### EMPLOYMENT SUMMARY

<b>Total seeking employment</b>	<b>534</b>
<b>Not seeking employment</b>	
Company-sponsored/already employed	95
Continuing education	0
Postponing job search	7
Starting a new business <sup>3</sup>	13
Not seeking employment	2
<b>Total not seeking employment</b>	<b>117</b>
<b>Not reported</b>	<b>2</b>
<b>Total students</b>	<b>653</b>

#### TIMING OF OFFERS/ACCEPTANCES — CLASS OF 2016<sup>4</sup>

<b>By graduation</b>	
Student received a job offer	87.4%
Student accepted a job	81.3%
<b>By three months post graduation</b>	
Student received a job offer	<b>96.4%</b>
Student accepted a job	93.3%

“Kellogg’s focus on collaboration and teamwork helped me have immediate impact in my work as it prepared me to successfully navigate a matrixed organization.”

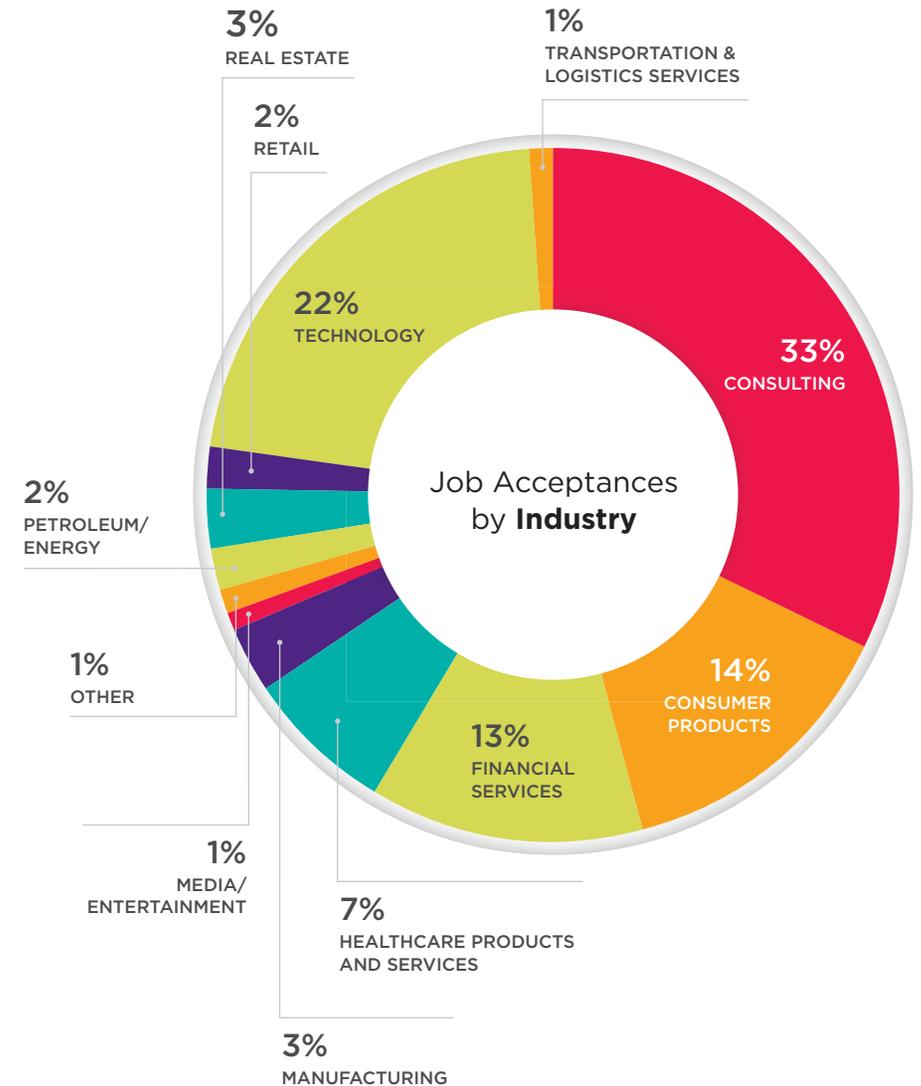
**ROHAN RAJIV '16**



# MAJOR INDUSTRIES

## CHOSEN BY GRADUATES, 2012-2016

INDUSTRY	ACCEPTANCES (%) <sup>1</sup>				
	2016	2015	2014	2013	2012
Consulting	33	35	35	36	35
Consumer Products	14	12	11	10	11
Financial Services	13	19	14	20	20
Health Care Products and Services	7	5	6	4	6
Manufacturing	3	3	5	4	5
Media/Entertainment	1	†	1	2	†
Nonprofit	†	†	†	1	†
Other	1	4	3	3	3
Petroleum/Energy	2	†	2	2	1
Real Estate	3	2	1	2	1
Retail	2	4	3	3	3
Technology	22	15	18	12	13
Transportation & Logistics Services	1	1	0	1	1



<sup>1</sup> Percentages have been rounded to the nearest whole number and may not add up to 100 percent.

† Less than 1 percent of accepted jobs.

# BASE SALARY ACCEPTANCES

## BY INDUSTRY, FULL-TIME CLASS OF 2016<sup>1</sup>

INDUSTRY	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Consulting</b>	<b>32.6</b>	<b>65,000</b>	<b>175,000</b>	<b>138,204</b>	<b>145,000</b>
<b>Consumer Products</b>	<b>13.8</b>	<b>60,000</b>	<b>125,000</b>	<b>106,052</b>	<b>105,000</b>
Apparel/Textiles	2.5	95,000	120,000	110,417	110,000
Electronics	0.4	*	*	*	*
Food and Beverage	7.8	60,000	121,000	104,000	102,000
Household/Personal	2.9	100,000	115,000	104,957	104,500
Other	0.2	*	*	*	*
<b>Financial Services</b>	<b>12.8</b>	<b>64,000</b>	<b>250,000</b>	<b>128,090</b>	<b>125,000</b>
Commercial Banking	0.6	*	*	*	*
Diversified Financial Services	1.7	100,000	155,000	118,750	117,500
General	0.2	*	*	*	*
Hedge Funds	0.2	*	*	*	*
Investment Banking/Brokerage	5.7	65,000	160,000	125,111	125,000
Investment Management	1.0	105,000	180,000	130,000	120,000
Private Equity	2.3	75,000	250,000	147,500	140,000
Venture Capital	0.9	100,000	145,000	125,000	127,500
Other	0.2	*	*	*	*
<b>Health Care Products and Services</b>	<b>6.7</b>	<b>58,000</b>	<b>185,000</b>	<b>116,422</b>	<b>118,498</b>
Biotechnology	0.2	*	*	*	*
General	1.5	90,000	115,500	108,786	110,000
Medical Devices	0.4	*	*	*	*
Pharmaceutical Manufacturers	0.4	*	*	*	*
Pharmaceutical Other	0.6	*	*	*	*
Providers & Services	3.4	58,000	185,000	117,938	125,000
Other	0.2	*	*	*	*
<b>Manufacturing</b>	<b>3.2</b>	<b>97,000</b>	<b>168,000</b>	<b>120,312</b>	<b>120,000</b>
Aerospace/Aviation/Defense	0.2	*	*	*	*
Automotive	1.3	97,000	120,000	106,334	106,250
Chemicals	0.4	*	*	*	*
Heavy Equipment	0.2	*	*	*	*
Packaging	0.2	*	*	*	*
Other	0.9	120,000	130,000	126,500	128,000

INDUSTRY	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Media/Entertainment</b>	<b>0.6</b>	*	*	*	*
<b>Nonprofit</b>	<b>0.2</b>	*	*	*	*
<b>Other</b>	<b>1.2</b>	<b>78,000</b>	<b>160,000</b>	<b>105,681</b>	<b>100,542</b>
Agribusiness	0.4	*	*	*	*
Construction	0.2	*	*	*	*
Education — For Profit	0.2	*	*	*	*
Engineering Services	0.2	*	*	*	*
Hospitality/Tourism	0.2	*	*	*	*
<b>Petroleum/Energy</b>	<b>1.7</b>	<b>110,000</b>	<b>219,335</b>	<b>130,167</b>	<b>120,000</b>
<b>Real Estate</b>	<b>2.7</b>	<b>95,000</b>	<b>125,000</b>	<b>114,615</b>	<b>120,000</b>
Commercial	1.0	110,000	125,000	118,000	120,000
General	0.4	*	*	*	*
Residential	0.2	*	*	*	*
Services	0.9	105,000	125,000	120,000	125,000
Other	0.2	*	*	*	*
<b>Retail</b>	<b>1.5</b>	<b>100,000</b>	<b>150,000</b>	<b>118,286</b>	<b>113,000</b>
<b>Technology</b>	<b>22.0</b>	<b>51,100</b>	<b>225,000</b>	<b>119,713</b>	<b>120,000</b>
Equipment/Hardware/Networking	3.6	95,000	137,000	119,829	125,000
General	5.7	63,450	145,000	116,350	120,000
Internet Services/E-Commerce	7.9	51,100	155,000	116,903	117,000
Software	3.1	85,000	142,000	118,667	120,000
Telecommunications — Services	1.3	100,000	154,000	138,167	142,500
Other	0.4	*	*	*	*
<b>Transportation &amp; Logistics Services</b>	<b>1.0</b>	<b>98,000</b>	<b>150,000</b>	<b>115,800</b>	<b>103,000</b>

<sup>1</sup> 96% of job-accepting graduates reported useable salary information.

\* Reporting numbers insufficient to provide salary data

# SIGN-ON BONUS ACCEPTANCES

## BY INDUSTRY, FULL-TIME CLASS OF 2016\*

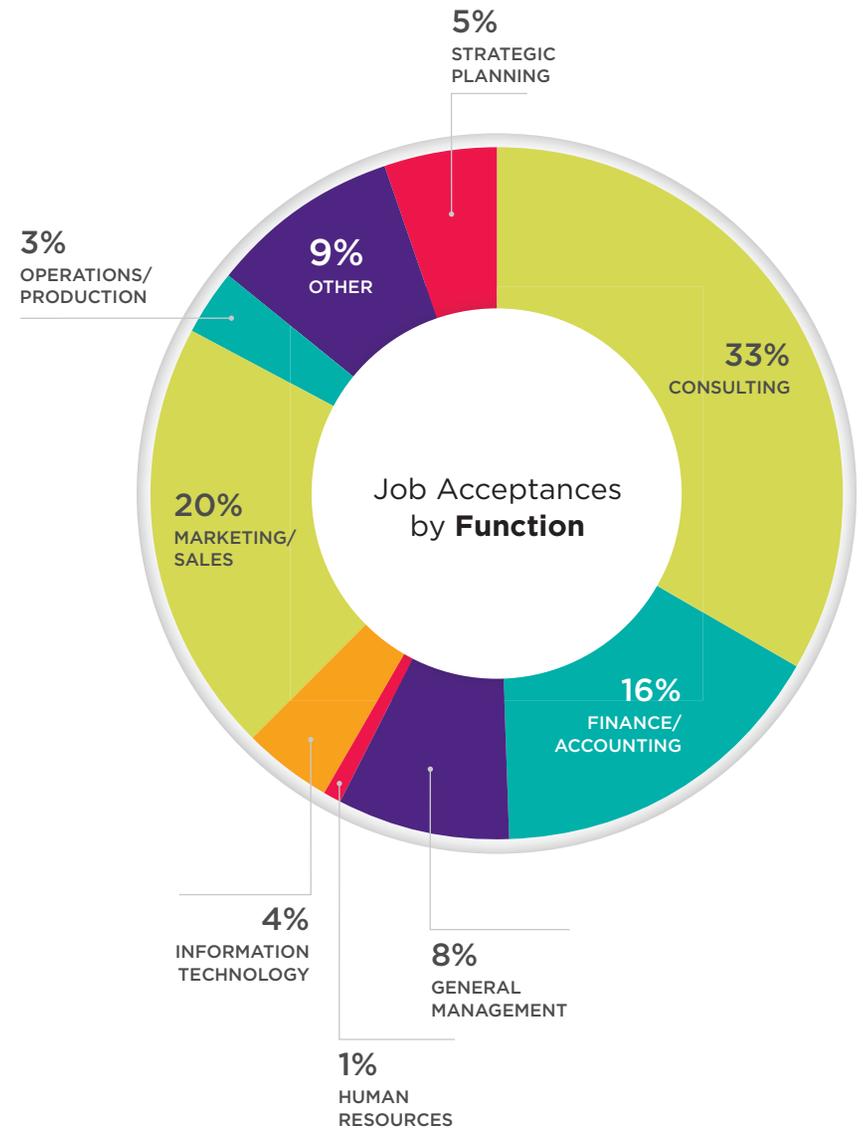
INDUSTRY*	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Consulting</b>	<b>5,000</b>	<b>202,710</b>	<b>29,375</b>	<b>25,000</b>
<b>Consumer Products</b>	<b>20,000</b>	<b>40,000</b>	<b>26,634</b>	<b>25,000</b>
Apparel/Textiles	20,000	30,000	27,000	30,000
Food and Beverage	20,000	40,000	27,261	25,000
Household/Personal	20,000	30,000	25,000	25,000
<b>Financial Services</b>	<b>7,500</b>	<b>60,000</b>	<b>32,100</b>	<b>32,500</b>
Diversified Financial Services	7,500	40,000	23,500	25,000
Investment Management	10,000	50,000	23,750	17,500
<b>Health Care Products and Services</b>	<b>6,000</b>	<b>100,000</b>	<b>29,176</b>	<b>20,000</b>
General	10,000	40,000	24,167	22,500
<b>Manufacturing</b>	<b>13,000</b>	<b>96,000</b>	<b>30,500</b>	<b>25,000</b>
Automotive	13,000	30,000	24,600	25,000
Other	20,000	25,000	23,000	23,500
<b>Petroleum/Energy</b>	<b>5,000</b>	<b>40,000</b>	<b>16,700</b>	<b>12,500</b>
<b>Real Estate</b>	<b>8,000</b>	<b>20,000</b>	<b>16,625</b>	<b>20,000</b>
Commercial	8,000	20,000	14,600	15,000
<b>Retail</b>	<b>7,000</b>	<b>30,000</b>	<b>18,400</b>	<b>20,000</b>
<b>Technology</b>	<b>5,000</b>	<b>55,000</b>	<b>23,749</b>	<b>25,000</b>
Equipment/Hardware/Networking	5,000	35,000	22,573	25,000
General	10,000	40,000	22,619	20,000
Internet Services/E-Commerce	5,000	45,000	25,068	25,000
<b>Transportation &amp; Logistics Services</b>	<b>15,000</b>	<b>20,000</b>	<b>17,000</b>	<b>16,500</b>

\* This table includes only those industries where at least 50% of accepted offers reported a sign on bonus.  
For the Class of 2016, 59.4% of accepted offers reported receiving a sign-on bonus.

# MAJOR FUNCTIONS

CHOSEN BY GRADUATES, 2012-2016

FUNCTION	ACCEPTANCES (%) <sup>1</sup>				
	2016	2015	2014	2013	2012
Consulting	33	35	35	36	37
Finance/Accounting	16	18	13	20	19
General Management	8	8	9	10	7
Human Resources	1	†	0	†	†
Information Technology	4	4	5	2	1
Marketing/Sales	20	20	21	19	23
Operations/Production	3	3	3	1	2
Other	9	8	9	6	7
Strategic Planning	5	4	5	6	4



<sup>1</sup> Percentages have been rounded to the nearest whole number and may not add up to 100 percent.

† Less than 1 percent of accepted jobs.

## BASE SALARY ACCEPTANCES BY FUNCTION, FULL-TIME CLASS OF 2016<sup>1</sup>

FUNCTION	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Consulting</b>	<b>33.1</b>	<b>65,000</b>	<b>225,000</b>	<b>137,825</b>	<b>145,000</b>
<b>Finance/Accounting</b>	<b>16.2</b>	<b>65,000</b>	<b>250,000</b>	<b>122,987</b>	<b>125,000</b>
Analyst/Research	0.9	100,000	180,000	131,250	122,500
Corporate Finance	2.6	96,000	142,000	114,000	110,000
General	2.7	80,000	150,000	114,654	115,000
Investment Banking	5.2	100,000	160,000	128,760	125,000
Investment Management	1.5	93,000	160,000	122,929	120,000
Lending/Relationship Management	0.2	*	*	*	*
Mergers & Acquisitions	1.9	75,000	150,000	119,444	125,000
Private Client Services/ Wealth Management	0.2	*	*	*	*
Other	1.0	97,000	250,000	142,400	125,000
<b>General Management</b>	<b>8.4</b>	<b>64,000</b>	<b>210,000</b>	<b>123,417</b>	<b>122,500</b>
General Management	5.2	64,000	210,000	123,867	125,000
Project Management	0.4	*	*	*	*
Rotational/Development Program	1.9	115,000	150,000	123,444	120,000
Other	0.9	115,000	140,000	122,250	117,000
<b>Human Resources</b>	<b>0.6</b>	*	*	*	*
<b>Information Technology</b>	<b>4.4</b>	<b>88,000</b>	<b>145,000</b>	<b>120,838</b>	<b>125,000</b>
Business Analysis and Design	0.6	*	*	*	*
E-Commerce/Internet/ Web Site Management	0.4	*	*	*	*
General	3.2	95,000	145,000	124,507	130,000
Systems Management	0.2	*	*	*	*

FUNCTION	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Marketing/Sales</b>	<b>19.7</b>	<b>60,000</b>	<b>219,335</b>	<b>112,196</b>	<b>110,000</b>
Brand/Product Management	11.8	98,000	154,000	110,480	105,000
Buyer / Merchandising	0.4	*	*	*	*
General	4.0	60,000	219,335	113,818	110,000
Market Research	0.6	*	*	*	*
Merchandising/Retail	0.4	*	*	*	*
Product Development	0.4	*	*	*	*
Sales	1.7	63,450	155,000	109,556	112,500
Other	0.4	*	*	*	*
<b>Operations/Logistics</b>	<b>3.2</b>	<b>82,000</b>	<b>145,000</b>	<b>115,214</b>	<b>118,500</b>
Operations/Production	2.6	82,000	145,000	118,727	120,000
Supply Chain/Logistics	0.4	*	*	*	*
Purchasing	0.2	*	*	*	*
<b>Other</b>	<b>9.4</b>	<b>51,100</b>	<b>168,000</b>	<b>115,258</b>	<b>122,500</b>
Administration	0.2	*	*	*	*
Business Development	2.9	51,100	150,000	110,079	110,000
Corporate Development	1.0	115,500	168,000	145,700	145,000
Data Analytics	0.9	100,000	125,000	115,000	117,500
Entrepreneurship	0.4	*	*	*	*
Health Care / Medical Professional	0.2	*	*	*	*
Real Estate	2.9	90,000	125,000	112,857	117,500
Other	0.9	120,000	147,000	128,000	122,500
<b>Strategic Planning</b>	<b>5.0</b>	<b>58,000</b>	<b>185,000</b>	<b>118,565</b>	<b>115,000</b>

<sup>1</sup> 96% of job-accepting graduates reported useable salary information.

\* Reporting numbers insufficient to provide salary data

## SIGN-ON BONUS ACCEPTANCES BY FUNCTION, FULL-TIME CLASS OF 2016

FUNCTION*	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Consulting</b>	<b>5,000</b>	<b>202,710</b>	<b>29,193</b>	<b>25,000</b>
<b>Finance/Accounting</b>	<b>5,000</b>	<b>60,000</b>	<b>29,539</b>	<b>30,000</b>
Corporate Finance	10,000	45,000	27,750	30,000
Investment Banking	7,500	55,000	38,667	40,000
Investment Management	10,000	50,000	23,750	17,500
<b>General Management</b>	<b>10,000</b>	<b>96,000</b>	<b>26,696</b>	<b>22,000</b>
General Management	13,000	96,000	27,882	25,000
<b>Information Technology</b>	<b>5,000</b>	<b>42,000</b>	<b>23,604</b>	<b>24,226</b>
General	5,000	42,000	22,828	20,000
<b>Marketing/Sales</b>	<b>5,000</b>	<b>42,000</b>	<b>24,016</b>	<b>25,000</b>
Brand / Product Management	6,000	42,000	25,556	25,000
General	7,000	34,000	22,455	25,000
Sales	5,000	25,000	17,500	20,000
<b>Operations/Production</b>	<b>10,000</b>	<b>30,000</b>	<b>24,250</b>	<b>25,250</b>
<b>Real Estate</b>	<b>8,000</b>	<b>20,000</b>	<b>16,625</b>	<b>20,000</b>
<b>Strategic Planning</b>	<b>10,000</b>	<b>100,000</b>	<b>30,444</b>	<b>27,500</b>

\* This table includes only those functions where at least 50% of accepted offers reported a sign on bonus.  
For the Class of 2016, 59.4% of accepted offers reported receiving a sign-on bonus.

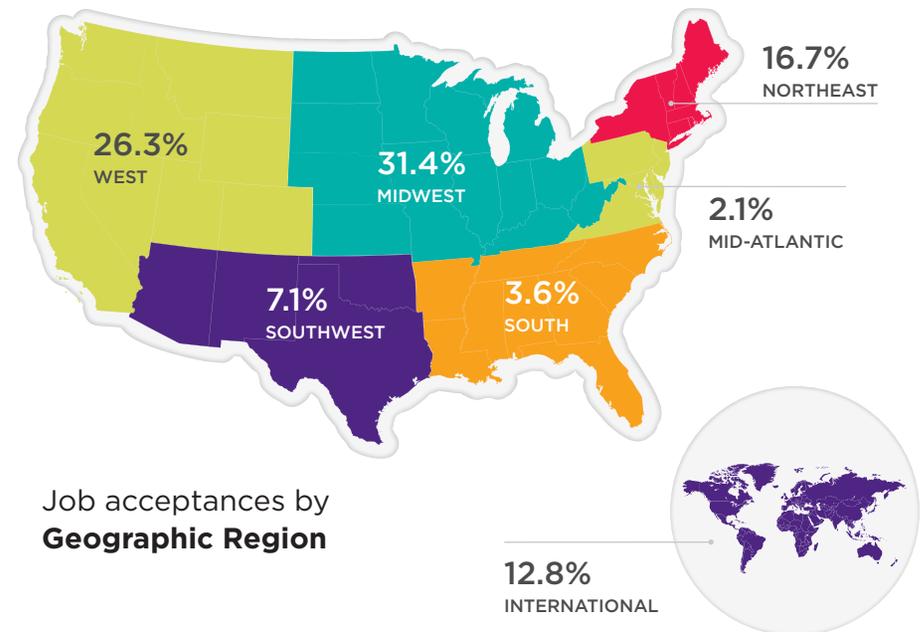
# GEOGRAPHIC REGION

FULL-TIME CLASS OF 2016<sup>1</sup>

## BASE SALARY ACCEPTANCES

REGION	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>UNITED STATES</b>	<b>87.2</b>	<b>58,000</b>	<b>250,000</b>	<b>126,850</b>	<b>125,000</b>
<b>Mid-Atlantic</b>	<b>2.1</b>	<b>93,000</b>	<b>147,000</b>	<b>131,000</b>	<b>136,000</b>
Philadelphia Metro	0.9	119,000	147,000	139,500	146,000
Washington D.C. Metro	0.6	*	*	*	*
Other	0.6	*	*	*	*
<b>Midwest</b>	<b>31.4</b>	<b>58,000</b>	<b>250,000</b>	<b>127,540</b>	<b>130,000</b>
Chicago Metro	24.9	75,000	250,000	129,610	140,000
Detroit Metro	0.9	101,004	120,000	109,001	107,500
Minneapolis/St. Paul Metro	2.3	100,000	147,000	120,500	115,000
Other	3.3	58,000	225,000	121,880	105,500
<b>Northeast</b>	<b>16.7</b>	<b>58,000</b>	<b>170,000</b>	<b>125,022</b>	<b>125,000</b>
Boston Metro	2.5	65,000	170,000	133,733	140,900
New York City Metro	11.5	58,000	150,000	125,655	125,000
Other	2.7	65,000	147,000	114,308	110,000
<b>South</b>	<b>3.6</b>	<b>102,000</b>	<b>180,000</b>	<b>125,882</b>	<b>125,000</b>
Atlanta Metro	1.7	103,000	147,000	129,500	134,000
Miami Metro	0.4	*	*	*	*
Other	1.5	102,000	130,000	114,857	115,000
<b>Southwest</b>	<b>7.1</b>	<b>85,000</b>	<b>160,000</b>	<b>129,059</b>	<b>132,750</b>
Austin Metro	0.6	*	*	*	*
Dallas Metro	3.8	85,000	160,000	130,583	144,500
Denver Metro	1.0	125,000	145,000	129,600	125,000
Houston Metro	1.7	120,000	153,000	134,625	132,500
<b>West</b>	<b>26.3</b>	<b>95,000</b>	<b>210,000</b>	<b>126,406</b>	<b>125,000</b>
Los Angeles Metro	2.1	105,000	140,000	127,500	130,000
Portland Metro	2.3	95,000	120,000	111,364	110,000
San Francisco Metro	16.1	99,000	155,000	128,696	130,000
Seattle Metro	5.6	100,000	168,000	122,500	117,000
Other	0.2	*	*	*	*

REGION	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>INTERNATIONAL</b>	<b>12.8</b>	<b>51,100</b>	<b>219,335</b>	<b>108,048</b>	<b>107,000</b>
Africa	0.2	*	*	*	*
Asia	6.1	51,100	160,000	111,706	110,096
Australia and Oceania	0.2	*	*	*	*
Central America and the Caribbean	1.0	60,000	110,000	94,000	100,000
Europe-Free Trade Zone	1.3	93,000	140,000	119,853	125,000
Middle East and North Africa	0.2	*	*	*	*
North America (non-U.S.)	0.6	*	*	*	*
South America	3.2	63,450	125,000	84,443	80,000



<sup>1</sup> 96% of job-accepting graduates reported useable salary information.

\* Reporting numbers insufficient to provide salary data

# BASE SALARY ACCEPTANCES

FULL-TIME CLASS OF 2016

## BY WORK EXPERIENCE

EXPERIENCE	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
1 to 3 years	0.4%	*	*	*	*
3 to 5 years	66.7%	51,100	250,000	123,044	125,000
More than five years	32.9%	58,000	219,335	127,505	125,000

\*Reporting numbers insufficient to provide salary data

## BY UNDERGRADUATE DEGREE

DEGREE	PERCENT (%)	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
Business	31.1	51,100	250,000	125,198	125,000
Technical	33.1	58,000	180,000	123,760	125,000
Other	35.8	82,000	219,335	124,507	123,000

# SOURCES OF ACCEPTED FULL-TIME JOB OFFERS

FULL-TIME CLASS OF 2016

School-facilitated	79.5%	Student-initiated	20.5%
Alumni Referral	3.6%	Conference	0.6%
Kellogg Job Board posting	6.9%	External Job Board	1.7%
Off-campus interview (school-facilitated)	6.7%	Off-campus interview (student-initiated)	9.2%
On-campus interview	19.1%	Previous Employer	2.7%
Resume Book	0.8%	Summer employer (student-initiated)	4.4%
Summer employer (school-facilitated)	40.9%	Other (student-initiated)	1.9%
Other (school-facilitated)	1.5%		

# MAJOR EMPLOYERS

FULL-TIME CLASS OF 2016

## COMPANIES HIRING THREE OR MORE STUDENTS\*

Consulting	Health Care Products and Services		
A.T. Kearney	6	DaVita Healthcare Partners, Inc.	6
Accenture	3	<b>Manufacturing</b>	
Bain & Company	24	General Motors Company	4
The Boston Consulting Group	25	<b>Real Estate</b>	
Deloitte Consulting LLP	21	Tishman Speyer	4
EY & Parthenon	7	<b>Technology</b>	
L.E.K. Consulting	3	Adobe Systems	3
McKinsey & Company	43	Amazon	23
Strategy&	10	Apple Inc.	10
<b>Consumer Products</b>		Cisco Systems	4
Anheuser-Busch InBev	6	Dell Inc.	3
The Kraft Heinz Company	4	Facebook	3
Mars, Incorporated	5	Google	12
Nike, Inc.	11	Intuit Inc.	4
PepsiCo, Inc.	6	LinkedIn	5
SC Johnson	5	Microsoft	3
Tyson Foods	3	Visa Inc.	3
<b>Financial Services</b>		<b>TOTAL HIRES</b>	<b>290</b>
Bank of America Merrill Lynch	6		
Citi	3		
Goldman, Sachs & Co.	7		
JPMorgan Chase & Co.	5		

\*Does not include sponsored students.



FULL-TIME CLASS OF 2017  
**SUMMER  
INTERNSHIPS**

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# SUMMER INTERNSHIP PROFILE

## CLASS OF 2017 SUMMER INTERNS

### DEMOGRAPHICS

<b>Students graduating in the class of 2017</b>	<b>535</b>
Two-Year MBA students	476
MMM students <sup>1</sup>	59

### EMPLOYMENT SUMMARY

<b>Total seeking employment</b>	<b>519</b>
<b>Not seeking employment</b>	
Starting a new business <sup>2</sup>	6
Not seeking employment	9
<b>Total not seeking employment</b>	<b>15</b>
<b>Not reported</b>	<b>1</b>
<b>Total students</b>	<b>535</b>

<sup>1</sup> Dual-degree (MBA+MEM) program in design and operations.

<sup>2</sup> Students exclusively focused on starting a new business.

“Kellogg gave me the skills and the confidence to be competitive in the marketplace. At my internship I was able to successfully put into practice crucial concepts I learned in class in the areas of teamwork, collaboration and operations.”

**VANDANA SATHPATHY '17**



# MAJOR INDUSTRIES

## CHOSEN BY SUMMER INTERNS, 2012-2016

INDUSTRY	ACCEPTANCES (%)*				
	2016	2015	2014	2013	2012
Consulting	25%	24%	24%	24%	26%
Consumer Products	13%	16%	15%	13%	13%
Financial Services	15%	14%	19%	17%	21%
Government	†	†	0%	0%	0%
Health Care Products and Services	8%	8%	8%	7%	5%
Manufacturing	4%	5%	4%	6%	5%
Media/Entertainment	2%	1%	1%	1%	2%
Nonprofit	2%	2%	4%	3%	3%
Other	5%	3%	3%	3%	3%
Petroleum/Energy	†	1%	2%	2%	1%
Real Estate	2%	3%	1%	1%	1%
Retail	3%	3%	4%	7%	5%
Technology	21%	20%	15%	16%	14%
Transportation & Logistics Services	1%	†	0%	†	†

\* Percentages have been rounded to the nearest whole number and may not add up to 100%.

† Less than 1 percent of accepted jobs.

# MONTHLY SALARIES<sup>1</sup>

## BY INDUSTRY, SUMMER INTERNS, CLASS OF 2017<sup>2</sup>

INDUSTRY	PERCENT (%) <sup>3</sup>	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Consulting</b>	<b>24.5</b>	<b>2,800</b>	<b>15,000</b>	<b>10,881</b>	<b>12,000</b>
<b>Consumer Products</b>	<b>12.5</b>	<b>1,900</b>	<b>8,583</b>	<b>6,674</b>	<b>6,923</b>
Apparel/Textiles	1.8	3,000	6,681	5,787	6,000
Electronics	0.4	*	*	*	*
Food and Beverage	6.4	4,000	8,583	7,135	7,200
Household/Personal	3.5	1,900	8,000	6,185	7,082
Luxury Goods	0.4	*	*	*	*
<b>Financial Services</b>	<b>15.1</b>	<b>2,000</b>	<b>15,000</b>	<b>8,788</b>	<b>10,400</b>
Commercial Banking	0.2	*	*	*	*
Diversified Financial Services	1.8	2,500	10,416	7,271	7,692
General	0.4	*	*	*	*
Insurance	0.2	*	*	*	*
Investment Banking/Brokerage	8.5	5,208	15,000	10,579	10,416
Investment Management	1.0	3,200	12,500	6,207	4,333
Private Equity	2.2	3,500	11,000	6,588	6,250
Venture Capital	0.4	*	*	*	*
Other	0.4	*	*	*	*
<b>Government</b>	<b>0.2</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>
<b>Health Care Products and Services</b>	<b>7.8</b>	<b>2,000</b>	<b>10,000</b>	<b>6,528</b>	<b>7,200</b>
Biotechnology	0.2	*	*	*	*
General	1.6	6,400	8,000	7,111	7,000
Medical Devices	1.4	2,000	8,333	5,965	7,040
Pharmaceutical Manufacturers	0.8	6,000	8,333	7,112	7,058
Pharmaceutical Other	2.0	5,000	10,000	7,410	7,550
Providers & Services	1.4	2,000	10,000	5,312	4,000
Other	0.4	*	*	*	*
<b>Manufacturing</b>	<b>4.0</b>	<b>4,800</b>	<b>9,700</b>	<b>7,718</b>	<b>8,000</b>
Aerospace/Aviation/Defense	0.2	*	*	*	*
Automotive	0.6	*	*	*	*
Chemicals	0.4	*	*	*	*
General	1.2	6,500	8,800	8,217	8,500
Heavy Equipment	0.6	*	*	*	*
Packaging	0.4	*	*	*	*
Other	0.6	*	*	*	*

INDUSTRY	PERCENT (%) <sup>3</sup>	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Media/Entertainment</b>	<b>1.6</b>	<b>1,085</b>	<b>7,200</b>	<b>4,701</b>	<b>5,500</b>
Entertainment/Leisure/Recreation	1.0	1,920	7,000	4,973	6,000
General	0.2	*	*	*	*
Radio/TV/Cable/Film	0.4	*	*	*	*
<b>Nonprofit</b>	<b>1.8</b>	<b>1,000</b>	<b>4,000</b>	<b>2,200</b>	<b>2,250</b>
<b>Other</b>	<b>4.6</b>	<b>600</b>	<b>9,000</b>	<b>4,524</b>	<b>5,000</b>
Advertising/Marketing Services	0.2	*	*	*	*
Agribusiness	0.2	*	*	*	*
Economic Development/Microfinance	0.4	*	*	*	*
Education (For Profit)	0.6	*	*	*	*
Environmental Services & Sustainability	0.2	*	*	*	*
Hospitality/Tourism	1.0	600	6,900	4,220	4,000
Human Resources/Recruitment	0.2	*	*	*	*
Law/Legal Services	0.4	*	*	*	*
Sports & Sports Management	1.4	2,500	5,120	3,968	4,125
<b>Petroleum/Energy</b>	<b>0.4</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>
<b>Real Estate</b>	<b>1.8</b>	<b>2,000</b>	<b>8,000</b>	<b>5,350</b>	<b>6,000</b>
Commercial	1.2	3,200	8,000	5,758	6,300
Residential	0.2	*	*	*	*
Services	0.4	*	*	*	*
<b>Retail</b>	<b>3.0</b>	<b>1,680</b>	<b>10,000</b>	<b>6,656</b>	<b>7,000</b>
<b>Technology</b>	<b>21.4</b>	<b>1,200</b>	<b>12,000</b>	<b>7,195</b>	<b>8,000</b>
Equipment/Hardware/Networking	3.5	2,500	10,000	8,065	9,166
General	3.2	1,818	8,500	6,488	7,444
Internet Services/E-Commerce	8.7	2,000	10,000	7,173	8,000
Multimedia Products & Services	0.6	*	*	*	*
Software	4.4	1,200	10,000	7,066	7,840
Telecommunications Services	0.8	4,000	10,000	7,020	7,040
Other	0.2	*	*	*	*
<b>Transportation &amp; Logistics Services</b>	<b>1.2</b>	<b>6,400</b>	<b>8,000</b>	<b>6,690</b>	<b>6,413</b>

<sup>1</sup> One percent of students reported accepting an unpaid summer internship.

<sup>2</sup> Data for sponsored students reporting summer internship details is included in this table.

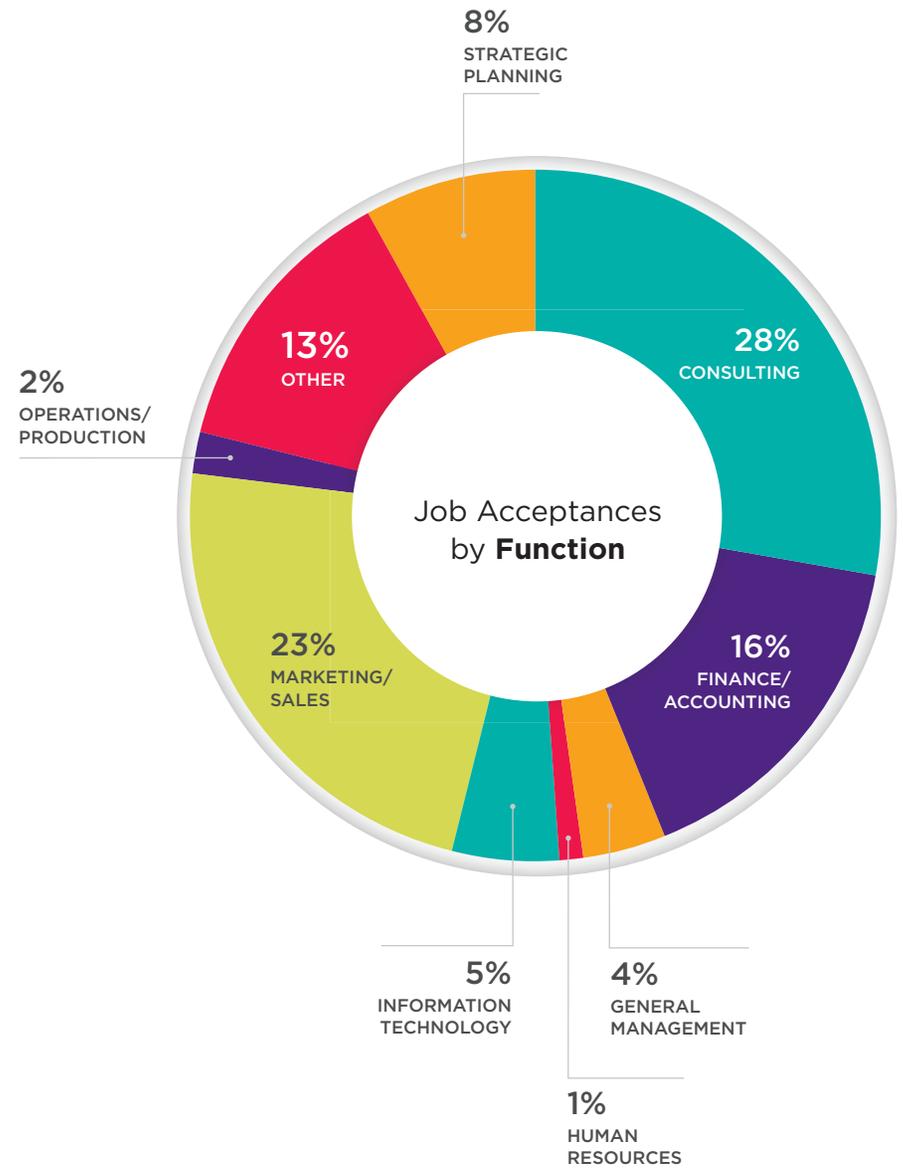
<sup>3</sup> Three students reported accepting multiple internships.

\* Reporting numbers insufficient to provide salary data.

# MAJOR FUNCTIONS

CHOSEN BY SUMMER INTERNS, 2012-2016

FUNCTION	ACCEPTANCES (%)*				
	2016	2015	2014	2013	2012
Consulting	28	26	25	24	28
Finance/Accounting	16	17	18	16	19
General Management	4	3	4	6	3
Human Resources	1	1	1	1	†
Information Technology	5	6	4	3	1
Marketing/Sales	23	26	27	26	24
Operations/Production	2	3	2	2	2
Other	13	11	13	14	16
Strategic Planning	8	8	6	8	8



\* Percentages have been rounded to the nearest whole number and may not add up to 100 percent.

† Less than 1 percent of accepted internships.

# MONTHLY SALARIES<sup>1</sup>

## BY FUNCTION, SUMMER INTERNS, CLASS OF 2017<sup>2</sup>

FUNCTION	PERCENT (%) <sup>3</sup>	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Consulting</b>	<b>28.2</b>	<b>1,000</b>	<b>15,000</b>	<b>10,260</b>	<b>12,000</b>
<b>Finance/Accounting</b>	<b>15.5</b>	<b>2,000</b>	<b>15,000</b>	<b>8,667</b>	<b>10,000</b>
Analyst/Research	1.0	4,000	10,500	6,167	4,333
Corporate Finance	1.6	2,000	8,000	6,336	6,750
General	1.2	5,600	8,000	6,787	6,560
Investment Banking	7.1	5,208	15,000	10,497	10,416
Investment Management	1.4	3,200	11,000	6,189	4,620
Mergers & Acquisitions	1.6	3,800	12,500	8,458	9,000
Private Client Services/ Wealth Management	0.6	*	*	*	*
Other	1.0	2,500	12,500	7,883	7,300
<b>General Management</b>	<b>4.4</b>	<b>2,000</b>	<b>9,700</b>	<b>7,264</b>	<b>8,000</b>
General Management	1.8	2,000	9,700	7,294	8,000
Project Management	1.2	3,200	8,800	6,840	7,520
Rotational/Development Program	0.8	6,116	8,100	6,971	6,834
Plant/Facility Management	0.2	*	*	*	*
Other	0.4	*	*	*	*
<b>Human Resources</b>	<b>0.8</b>	<b>1,200</b>	<b>8,750</b>	<b>6,211</b>	<b>7,446</b>
<b>Information Technology</b>	<b>5.0</b>	<b>3,333</b>	<b>10,000</b>	<b>7,682</b>	<b>8,000</b>
Business Analysis and Design	1.4	4,000	8,583	7,169	8,000
E-Commerce/Internet/ Web Site Management	0.8	4,333	9,533	7,767	8,600
General	2.8	3,333	10,000	7,914	8,000
<b>Marketing/Sales</b>	<b>23.1</b>	<b>1,085</b>	<b>9,533</b>	<b>6,640</b>	<b>7,200</b>
Buyer/Merchandising	0.4	*	*	*	*
Brand/Product Management	13.3	1,818	9,533	6,826	7,200
General	6.8	1,900	9,460	6,578	7,344
Market Research	0.4	*	*	*	*
Product Development	1.0	1,920	8,500	6,072	6,500
Sales	0.4	*	*	*	*
Other	0.8	1,085	7,000	4,334	4,625

FUNCTION	PERCENT (%) <sup>3</sup>	LOW (\$)	HIGH (\$)	AVERAGE (\$)	MEDIAN (\$)
<b>Operations/Logistics</b>	<b>2.0</b>	<b>2,000</b>	<b>9,530</b>	<b>6,705</b>	<b>7,341</b>
Operations/Production	1.2	2,000	9,240	6,607	8,000
Purchasing	0.4	*	*	*	*
Supply Chain/Logistics	0.4	*	*	*	*
<b>Other</b>	<b>13.3</b>	<b>750</b>	<b>12,500</b>	<b>6,172</b>	<b>7,366</b>
Business Development	5.5	1,680	12,000	6,514	7,200
Corporate Development	0.4	*	*	*	*
Data Analytics	1.2	5,000	8,800	6,222	5,767
Economic Analysis/Research	0.2	*	*	*	*
Entrepreneurship	1.6	1,000	8,000	4,525	4,100
Health Care/Medical Professional	0.4	*	*	*	*
Real Estate	1.6	3,200	12,500	6,631	6,300
Research & Development	0.2	*	*	*	*
Other	2.2	4,000	9,600	6,934	7,366
<b>Strategic Planning</b>	<b>7.7</b>	<b>600</b>	<b>11,600</b>	<b>6,750</b>	<b>7,200</b>

<sup>1</sup> One percent of students reported accepting an unpaid summer internship.

<sup>2</sup> Data for sponsored students reporting summer internship details is included in this table.

<sup>3</sup> Three students reported accepting multiple internships.

\* Reporting numbers insufficient to provide salary data.

# MAJOR EMPLOYERS OF SUMMER INTERNS

CLASS OF 2017

## COMPANIES HIRING THREE OR MORE STUDENTS\*

Consulting		Health Care Products and Services	
A.T. Kearney	4	Eli Lilly and Company	4
Accenture	5	Genentech, Inc.	5
Bain & Company	18	Medtronic, Inc.	3
The Boston Consulting Group	31	Manufacturing	
Deloitte Consulting LLP	7	Cummins Inc.	3
L.E.K. Consulting	7	Danaher Corporation	5
McKinsey & Company	17	Deere and Company - John Deere	3
Strategy&	6	Nonprofit	
Consumer Products		Inspiring Capital	3
Anheuser-Busch InBev	7	Retail	
Colgate-Palmolive Company	3	Starbucks Coffee Company	4
The Kraft Heinz Company	3	Walmart Stores, Inc.	3
Mars, Incorporated	3	Technology	
Nike, Inc.	7	Adobe Systems	4
PepsiCo, Inc.	5	Amazon	18
Procter & Gamble	5	Apple Inc.	10
SC Johnson	3	Cisco Systems	3
Unilever	5	Google	8
Financial Services		Intuit Inc.	5
Bank of America Merrill Lynch	7	Microsoft Corporation	5
Citi	3	Symantec Corporation	3
Evercore Partners	3	Wayfair	4
Goldman, Sachs & Co.	6	Transportation & Logistics Services	
J.P. Morgan	4	United Airlines	5
William Blair	3	<b>TOTAL HIRES</b>	
			<b>260</b>

# SOURCES OF ACCEPTED INTERNSHIP JOB OFFERS

CLASS OF 2017

School-facilitated	78.5%	Student-initiated	21.5%
Alumni Referral	2.8%	Conference	1.6%
Kellogg Job Board posting	18.3%	External Job Board	1.8%
Off-Campus interview (school-facilitated)	9.3%	Off-Campus interview (student initiative)	16.7%
On-Campus interview	46.5%	Previous Employer	1.0%
Resume Book	0.6%	Other (student initiative)	0.4%
Other (school-facilitated)	1.0%		

\* Data for sponsored students reporting summer internship details is included in this table. Three students reported accepting multiple internships.



## RECRUITING PARTNERS

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# CORPORATE RECRUITING PARTNERS

2015–2016

The following organizations recruited students from the Kellogg School of Management during fiscal year 2016.

- .406 Ventures
- ▣ 3M
- \* A.T. Kearney
- ☞ Abbott
- ▣ AbbVie
- ▣ Accenture Strategy
- ActiveHealth Management
- ▣ Adobe Systems
- ADP (Automatic Data Processing)
- Advanced Wheel Sales
- Agoda Services Co., Ltd
- Alibaba Group
- Allianz Real Estate of America
- Allstate Corporation
- \* Alpine Investors
- ▣ Amazon
- ☞ Amcor Flexibles
- ▣ American Airlines, Inc.
- American Beerworks!
- \* American Express
- ☞ Amgen Inc.
- ☞ Amphenol Corporation
- And Beyond
- Anheuser-Busch InBev
- Aperture Group/OptionsHouse
- ▣ Apple Inc.
- ☞ Archer Daniels Midland Company (ADM)
- ▣ AT&T
- athenahealth, Inc.
- ATI Physical Therapy
- August Home Inc.
- Avant Communications
- B37 Ventures
- ▣ Bain & Company
- Ballast Point Ventures
- ☞ Bank of America Merrill Lynch
- ☞ Barclays Capital
- Baubax LLC
- ▣ Baxter Healthcare
- ☞ BD (Becton, Dickinson and Company)
- Beacon Capital Partners
- Beepi
- Benford Capital Partners, LLC
- Betterment
- Blue Apron
- \* Blue Canyon Partners, Inc.
- BMO Capital Markets
- \* BNP Paribas
- Boeing Company
- Bose Corporation
- ▣ The Boston Consulting Group
- Boston Scientific
- \* Box
- Brigham and Women's Hospital
- \* Brightstar Corp
- British Petroleum (BP)
- \* Brown-Forman Corporation
- \* Brunswick Corporation
- \* Cadent Consulting Group
- Caliber Litigation Services, LLC
- California Department of Justice
- ▣ Cambridge Group
- Camino Financial
- Candid Wines
- \* Capgemini Consulting
- Capital Group Companies
- Capital Partners
- ▣ Cargill
- Castlelake
- CBRE
- Century Bank
- \* Cerner Corporation
- cg42
- Chartis Group
- ▣ Chevron
- Chicago Cubs
- ▣ Cigna
- CIM Group
- ▣ Cisco Systems
- ▣ Citi
- Civic Consulting Alliance
- Cleveland Indians Baseball Club
- ▣ The Clorox Company
- CME Group Inc.
- ▣ Colfax Corporation
- ☞ Colgate-Palmolive Company
- Comcast
- ConAgra Foods, Inc
- Constellation Brands
- Creative Werks LLC
- Credicorp Ltd.
- Credit Karma
- Credit Suisse
- ☞ Cummins Inc.

“The differentiator with Kellogg students is that in addition to bringing the core functional skills, they also embody a team spirit and understand the human side of the business. When looking two to three years into the job, the emotional intelligence becomes very important, allowing Kellogg students to make a clear difference in our organization and with our clients.”

**BARTOSZ OSTENDA**

MANAGING DIRECTOR, GOLDMAN, SACHS & CO.



- CV Advisors, LLC
- ☞ CVS Health
- Dairy Farmers of America
- Dalberg Global Development Advisors
- ▣ Danaher Corporation
- ▣ DaVita Healthcare Partners, Inc.
- ▣ Deere and Company - John Deere
- ▣ Dell Inc.
- ▣ Deloitte Consulting LLP
- Delta Air Lines
- Deutsche Bank Securities, Inc.
- Dig Inn
- ▣ Discover Financial Services
- Doctor On Demand
- Doosan Infracore International
- Dover Corporation
- ☞ Dow Chemical Company
- ☞ Dr Pepper Snapple Group
- Dream Incubator
- \* DTE Energy
- Duckhorn Vineyards
- \* DuPont
- ☞ E & J Gallo Winery
- E15 Group
- ▣ Eaton
- ▣ Ecolab Inc.
- The Edgewater Funds
- ☞ Eli Lilly and Company
- Elite Dental Partners

Recruited on campus for:

\* Full-time employees   ☞ Summer interns   ▣ Both full-time employees and summer interns

- Elk Capital Partners
- ▣ EMC Corporation
- ▣ Emerson Electric Company
- Empresas Red Salud S.A.
- EN Engineering, LLC
- Environmental Defense Fund
- Equinox Fitness Club Inc.
- \* The Estée Lauder Companies
- ☞ Evercore Partners
- Everspring
- ☞ Exelon Corporation
- ▣ ExxonMobil
- Facebook
- ▣ FCA - Fiat Chrysler Automobiles
- \* Federal Bureau of Investigation
- Floravere
- FlyHomes
- ☞ Ford Motor Company
- Foxtrot
- Fresh Nation
- Froedtert & the Medical College of Wisconsin
- frog design inc.
- Gap Inc.
- Garena
- ▣ Genentech, Inc.
- General Dynamics
- \* General Electric
- ☞ General Mills
- ▣ General Motors Company
- Gilead Sciences
- ☞ GlaxoSmithKline
- ☞ Goldman, Sachs & Co.
- Google
- GoPro
- Gran Ciudad
- Green Charge Networks
- Greenhill & Co.
- Greystar Real Estate Partners, LLC
- GrubHub.com
- GuiaBolso
- The Hartford
- ▣ HBM Holdings
- Heisler Hospitality
- ▣ The Hershey Company
- Hewlett Packard
- HFF (Holliday Fenoglio Fowler, L.P.)
- ☞ Hilton Worldwide
- Hines
- Hologram
- Hony Capital Limited
- ▣ Houlihan Lokey
- \* HubSpot
- Hudson Advisors LLC
- Hulu, LLC
- \* IBM
- ☞ IDEO, Inc.
- IFM Technologies
- Industrial Growth Platform, Inc.
- Innovation and New Ventures Office (INVO)
- Inspiring Capital
- ▣ Intel Corporation
- Intermountain Healthcare
- \* International Finance Corporation
- Intersport, Inc.
- ▣ Intuit Inc.
- ☞ Intuitive Surgical
- Itaú Unibanco
- J.P. Morgan
- Jefferies LLC
- Jiff
- Jitterbit
- John Buck Company
- ▣ Johnson & Johnson
- JPMorgan Chase & Co.
- JR Miller Enterprises
- Kainos Capital
- Kaiser Permanente
- Kapor Capital
- Kimberly-Clark Corporation
- Kiva
- Koa Organic Beverages, Inc.
- ☞ Kohl's
- Koning Corporation
- ▣ KPMG Strategy
- ▣ The Kraft Heinz Company
- Kurt Salmon
- ▣ L.E.K. Consulting
- LaSalle Capital Group
- Lazada Thailand
- ☞ Lazard Middle Market LLC
- LeEco
- LG
- ▣ Liberty Mutual Group
- ▣ Lincoln International LLC
- LinkedIn
- Living Cities
- Logitech
- L'Oreal
- ▣ Luxottica Retail
- Lyft
- Macquarie Group
- Marriott International Inc.
- ☞ Mars, Incorporated
- MasterCard Worldwide
- ☞ Mattel, Inc.
- MB Real Estate Services Inc.
- ☞ McKinsey & Company
- McMillan Doolittle
- ☞ Mead Johnson Nutrition
- Medline Industries, Inc.
- ▣ Medtronic, Inc.
- ☞ MetLife, Inc.
- \* Microsoft Corporation
- ☞ MillerCoors
- Mobcrush Inc
- Moccato
- ☞ Moelis & Company
- ☞ Mondelez International, Inc.
- Monoqi
- ☞ Morgan Stanley
- Narrative Science
- Nationwide
- Natural Gas Partners
- ▣ Navigant Consulting, Inc.
- Neuberger Berman, LLC
- New York Public Radio
- ▣ Nike, Inc.
- \* Nissan North America, Inc.
- ☞ Nordstrom Inc.
- Northwestern Mutual Capital
- Northwestern University
- NVIDIA Corporation
- Oaktree Capital Management, L.P.
- \* Oliver Wyman
- Opternative
- OptumInsight
- Orion Resource Partners
- ▣ Pacific Alternative Asset Management Company
- Pacific Gas & Electric Company
- \* Palo Alto Networks
- Panda Restaurant Group
- Pandora Media, Inc.
- Park Lane
- ▣ Parthenon EY
- \* Partners in Performance International
- PayPal
- Peanut Butter, Inc.
- Pedago
- The People's Music School
- ☞ PepsiCo, Inc.
- Pfizer, Inc
- PJT Partners
- Pocketlist
- ☞ Point B, Inc.
- Priceline.com
- Princess Cruises
- Principal Global Investors
- Pritzker Group Private Capital
- ▣ Procter & Gamble
- Procured Health
- ▣ Prophet Brand Strategy
- Puget Sound Energy
- Quartet Health
- Quellum
- Radius Intelligence
- Raymond James Financial, Inc.
- Razorfish
- RBX Active
- Reckitt Benckiser
- REDF

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- ▣ Restaurant Brands International, Inc
- Riverside Company
- ▣ Robert W. Baird & Co. Incorporated
- Rogers Park Business Alliance
- ▣ Roland Berger
- RTI International
- Ryan Companies
- The Sage Group LLC
- salesforce.com
- Samsung Global Strategy Group
- San Francisco Museum of Modern Art
- ☞ SC Johnson
- \* Sears Holdings Corporation
- SFW Capital Partners
- \* Shire
- \* Siemens
- Sistema Ari de Sa
- Slack
- Smart Design
- SmartThings
- Sojitz Kelanitissa Private Limited
- Somos Educacao
- SoundCloud
- Southern California Edison

- Square
- ☞ Starbucks Coffee Company
- \* Stax, Inc.
- Sterling Partners
- Stonewall Partners
- ▣ Strategy&
- Summit Partners
- SunCulture
- \* Surgical Care Affiliates
- ☞ Symantec Corporation
- ▣ Synchrony Financial
- Syniverse Technologies
- T. Rowe Price
- ▣ Target Corporation
- \* Tata Consultancy Services
- Techstars
- \* Tencent
- Tesla Motors
- \* Thrivent Financial
- thyssenkrupp North America
- Tishman Speyer
- TOMS
- ▣ Treacy & Company
- Trinity Hunt Partners
- Trinity Partners, LLC
- \* TripAdvisor

- Turo
- ☞ Tyson Foods
- \* Uber
- ☞ UBS Financial Services
- Under Armour
- ☞ Unilever
- ▣ United Airlines
- ☞ UnitedHealth Group
- ☞ URBN
- Valence Health
- Vantiv
- Varian Medical Systems
- Varsity Tutors
- Veritas Technologies, LLC.
- Vermilion Development
- Via
- Viacom
- Virtus Partners
- ☞ Visa Inc.
- Vivid Seats
- ☞ VMware
- Wahoo Fitness
- Walgreens
- ▣ Walmart Stores, Inc.
- The Walsh Group
- The Walt Disney Company

- Walton Street Capital, LLC
- Water Street Healthcare Partners
- \* Waterstone Management Group LLC
- ▣ Wayfair
- The Weather Company
- Wells Fargo
- \* West Monroe Partners
- WestRock
- ☞ William Blair
- ☞ The Wine Group, Inc.
- ▣ Wipro Ltd
- ☞ The Wonderful Company
- ☞ Workiva
- Workshop HP
- Yabo Finance
- Yext
- Zebra Technologies Corporation
- Zillow.com
- ▣ ZS Associates

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