

CAREER MANAGEMENT CENTER

2020 EMPLOYMENT REPORT

RESILIENT LEADERS
DRIVING INNOVATIVE SOLUTIONS

CAREER MANAGEMENT CENTER

CUSTOMIZED RECRUITMENT,
MEANINGFUL RELATIONSHIPS

As I reflect on the Kellogg School of Management employment outcomes, one thing is indisputable — this past year was an incredible display of resilience, collaboration and creativity. Despite disruption to virtually every industry, including to how your companies recruit and interview, I'm incredibly proud to share that 94% of the graduating Full-Time MBA class received an offer within three months of graduating.

To see this success during such a disruptive year is an incredible testament to the strength of the Kellogg network, our long standing and diverse relationships with your organizations and the resilience of Kellogg students. Kellogg's innovative approach this year to learning and collaborating in the face of ambiguity allowed students to continue growing their dynamic skill sets and mastering multidisciplinary approaches to solving complex problems never seen before. They had transformative experiences in the face of professional and personal challenges, supported by the Kellogg community of alumni, faculty, employers and Career Management Center staff.

Thank you for your commitment, collaboration and willingness to innovate with us in this challenging year. Your partnership is essential to the success of the Kellogg community. We look forward to continuing to support our current recruiting partners, and creating connections with new ones, as we move forward together.

Sincerely,



Liza Kirkpatrick

Managing Director, Full-Time MBA Program,
Career Management Center

Organizations can learn more about recruiting at Kellogg at the Career Management Center employer website: kellogg.northwestern.edu/career/employer.aspx

Please note that this 2020 Employment Report, along with the 2015-2019 Employment Reports, includes 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, Evening & Weekend MBA Program on-campus recruiting and sponsored populations. As a result, benchmarking this report against previous reports is not advised.

Please find 2020 program breakout data for 1Y, 2Y and MMM programs accompanying this report. Note that complete program-specific data is not available prior to 2020.

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A photograph of two women sitting at a table in a library, engaged in a conversation. The woman on the right is smiling and wearing glasses, while the woman on the left is seen in profile, also wearing glasses. They are surrounded by bookshelves filled with books. The image has a purple overlay.

EXECUTIVE SUMMARY

This 2020 Employment Report offers information about the graduating Kellogg Full-Time MBA Class of 2020, as well as the internship outcomes for Class of 2021. Data includes graduates and students from our One-Year MBA, Two-Year MBA and MMM Programs.

CONNECTING RECRUITERS TO STUDENTS

THE KELLOGG CMC CONNECTS STUDENTS
AND RECRUITERS SO THEY CAN BUILD
MEANINGFUL RELATIONSHIPS.

HERE ARE SOME KEY WAYS RECRUITERS
CAN BUILD CONNECTIONS WITH STUDENTS.

KELLOGG RECRUITMENT CHANNELS

CMC-HOSTED RECRUITING AND VIRTUAL EVENTS

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

KELLOGG JOB BOARD

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

RÉSUMÉ DATABASE

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

EXPERIENTIAL LEARNING PROJECTS

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

80 SPECIAL INTEREST STUDENT CLUBS

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

CUSTOMIZED STRATEGY

Develop an approach in partnership with CMC for
immediate or niche talent needs.



FULL-TIME CLASS OF 2020
EMPLOYMENT



PROFILE

FULL-TIME CLASS OF 2020*

GRADUATES AT A GLANCE

DEMOGRAPHICS

Students graduating in the Full-Time

Class of 2020	680
One-Year MBA students	134
Two-Year MBA students	481
MMM students ¹	65
Age range at graduation²	25-41
Work experience range (middle 80%)²	3-7.4 years
Women²	42%
U.S. Minority²	36%
International citizenship²	34%

GEOGRAPHIC REGION OF MBA ENTRANTS²

Mid-Atlantic	7.9%
Midwest	16.6%
Northeast	17.8%
South	5.2%
Southwest	4.8%
West	15.2%
U.S. Military Base	0.0%
International	32.5%
Africa	0.6%
Australia and Pacific Islands	0.6%
Canada	1.6%
Central and South Asia	7.0%
East and Southeast Asia	9.7%
Eastern Europe	1.0%
Mexico, Caribbean and Latin America	8.3%
Middle East	0.6%
Western Europe	3.1%

EMPLOYMENT SNAPSHOT

EMPLOYMENT SUMMARY

	TOTAL FULL-TIME CLASS	PERMANENT U.S. WORK AUTHORIZATION	NON-PERMANENT U.S. WORK AUTHORIZATION
Total seeking employment	541	367	174
Not seeking employment			
Company-sponsored/already employed	122	69	53
Continuing education	1	1	0
Postponing job search	3	2	1
Starting a new business ³	7	7	0
Not seeking employment	2	2	0
Total not seeking employment	135	81	54
Not reported	4	3	1
Total students	680	451	229

TIMING OF OFFERS/ACCEPTANCES⁴

	TOTAL FULL-TIME CLASS	PERMANENT U.S. WORK AUTHORIZATION	NON-PERMANENT U.S. WORK AUTHORIZATION
By graduation			
Student received a job offer	83.5%	83.9%	82.8%
Student accepted a job	77.6%	77.1%	78.7%
By three months post-graduation			
Student received a job offer	93.9%	93.2%	95.4%
Student accepted a job	91.9%	91.3%	93.1%

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

¹ Dual-degree (MBA+MSDI) program in design and operations.

² Represents 2Y and MMM entering class of 2018 and 1Y entering class of 2019.

³ Students exclusively focused on starting a new business.

⁴ Percentage of students who were seeking employment.

COMPENSATION INFORMATION

BY WORK AUTHORIZATION,
FULL-TIME CLASS OF 2020

BASE SALARY

	REPORTING USABLE(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Permanent U.S. Work Authorization	93.7	75,000	240,000	144,410	150,000
Non-Permanent U.S. Work Authorization	93.2	62,000	250,000	135,684	135,000
Total Full-Time Class	93.6	62,000	250,000	141,576	144,000

SIGNING BONUS

	MEDIAN(\$)
Permanent U.S. Work Authorization	30,000
Non-Permanent U.S. Work Authorization	30,000
Total Full-Time Class	30,000



MAJOR INDUSTRIES

CHOSEN BY FULL-TIME GRADUATES
2016-2020¹

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

INDUSTRY	ACCEPTANCES (%)				
	2020	2019	2018	2017	2016
Consulting	36%	31%	30%	33%	33%
Consumer Packaged Goods	7%	8%	7%	12%	14%
Energy	1%	1%	1%	1%	2%
Financial Services	15%	19%	14%	13%	13%
Healthcare Products and Services	5%	7%	7%	6%	7%
Manufacturing	3%	2%	4%	4%	3%
Media/Entertainment	*	*	1%	*	1%
Nonprofit	1%	2%	1%	*	*
Real Estate	*	2%	3%	2%	3%
Retail	2%	3%	3%	3%	2%
Technology	28%	25%	28%	25%	22%
Transportation and Logistics Services	*	1%	1%	*	1%



BASE SALARY ACCEPTANCES

BY INDUSTRY, FULL-TIME CLASS OF 2020¹

INDUSTRY	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	36.3	69,101	175,000	153,577	165,000
Consumer Packaged Goods	6.6	100,000	155,000	119,717	110,000
Apparel/Textiles	0.4	*	*	*	*
Food and Beverage	5.0	100,000	152,000	118,227	110,000
Household/Personal	0.8	110,000	155,000	125,000	117,500
Luxury Goods	0.4	*	*	*	*
Energy	1.2	105,000	125,000	116,667	117,500
Financial Services	14.9	67,000	250,000	149,955	150,000
Commercial Banking	0.2	*	*	*	*
Diversified Financial Services	1.5	67,000	150,000	123,400	140,000
General Financial Services	0.2	*	*	*	*
Hedge Funds	0.2	*	*	*	*
Investment Banking/Brokerage	6.0	120,000	240,000	154,107	150,000
Investment Management	0.8	115,000	150,000	126,250	120,000
Other Financial Services	0.2	*	*	*	*
Private Equity	5.6	90,000	250,000	155,480	150,000
Venture Capital	0.2	*	*	*	*
Government	0.2	*	*	*	*
Healthcare	5.2	62,000	210,000	125,679	130,000
Biotechnology	0.4	*	*	*	*
General Healthcare	0.2	*	*	*	*
Medical Devices	0.8	125,000	143,000	132,000	130,000
Other Healthcare	0.2	*	*	*	*
Pharmaceutical Manufacturers	0.8	63,896	127,000	109,974	124,500
Providers and Services	2.7	62,000	150,000	120,908	130,000

INDUSTRY	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Manufacturing	3.3	62,507	150,000	121,469	123,500
Media/Entertainment	0.2	*	*	*	*
Nonprofit	1.2	85,000	165,000	121,953	120,000
Other²	1.0	115,000	200,000	148,750	140,000
Real Estate	0.4	*	*	*	*
Retail	1.5	115,000	176,000	134,429	125,000
Technology	27.6	70,000	230,000	135,307	135,000
Equipment/Hardware/Networking	2.3	110,000	150,000	139,091	140,000
FinTech	1.0	88,350	150,000	132,670	140,000
General Technology	4.4	100,000	164,000	133,527	134,500
HealthTech	0.8	120,000	140,000	128,125	126,250
Internet Services/E-Commerce	12.0	70,000	160,000	132,535	135,000
Multimedia Products and Services	0.4	*	*	*	*
Software	5.8	90,000	230,000	139,704	140,000
Telecommunications Services	0.8	120,000	168,000	152,500	161,000
Transportation and Logistics Services	0.2	*	*	*	*

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

¹ 94% of job-accepting Full-Time graduates reported usable salary information.

² Other includes Advertising-Communications/Public Relations, Agribusiness, For-profit Education, International Trade-Import/Export.

* Reporting numbers insufficient to provide base salary data.



SIGNING BONUS ACCEPTANCES

BY INDUSTRY, FULL-TIME CLASS OF 2020¹

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

INDUSTRY	MEDIAN(\$) ²
Consulting	30,000
Consumer Packaged Goods	30,000
Food and Beverage	30,000
Financial Services	50,000
Diversified Financial Services	50,000
Investment Banking/Brokerage	55,000
Healthcare	22,500
Providers and Services	20,000
Manufacturing	25,000
Retail	25,000
Technology	40,000
Equipment/Hardware/Networking	47,500
General Technology	25,000
Internet Services/E-Commerce	70,000
Software	30,000
Telecommunications Services	25,000

¹ 94% of job-accepting Full-Time graduates reported usable salary information.

² This table includes signing bonuses in industries where at least 50% of accepted offers reported a signing bonus. For the Full-Time Class of 2020, 83% of accepted offers reported receiving a signing bonus.



MAJOR FUNCTIONS

CHOSEN BY FULL-TIME GRADUATES
2016-2020¹

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

FUNCTION	ACCEPTANCES (%)				
	2020	2019	2018	2017	2016
Business Development	2%	2%	2%	4%	3%
Consulting	37%	34%	32%	34%	33%
Corporate Strategy/Strategic Planning	7%	5%	2%	5%	5%
Finance/Accounting	15%	19%	13%	14%	16%
General Management	10%	12%	12%	9%	8%
Human Resources	*	0%	1%	*	1%
Marketing/Sales	10%	14%	19%	19%	20%
Operations/Logistics	2%	2%	2%	3%	3%
Other	3%	2%	8%	6%	6%
Technology	13%	10%	10%	6%	4%

¹ Percentages have been rounded to the nearest whole number and may not add up to 100%.
* Less than 1% of accepted jobs.



BASE SALARY ACCEPTANCES

BY FUNCTION, FULL-TIME CLASS OF 2020¹

FUNCTION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Business Development	1.5	100,000	129,000	117,143	125,000
Consulting	37.4	67,000	200,000	151,867	165,000
Corporate Strategy/Strategic Planning	7.4	75,000	176,000	132,567	140,000
Finance/Accounting	15.2	90,000	250,000	147,942	150,000
Corporate Development	0.4	*	*	*	*
Corporate Finance	3.2	106,000	150,000	125,964	126,250
Fundraising/Development	0.2	*	*	*	*
Investment Banking	5.5	150,000	240,000	158,000	150,000
Investment Management	1.1	120,000	250,000	165,000	150,000
Other Finance/Accounting	1.1	115,000	154,000	127,510	120,000
Private Equity	2.7	125,000	225,000	167,727	170,000
Real Estate	0.6	*	*	*	*
Venture Capital	0.4	*	*	*	*
General Management	9.9	63,896	211,000	132,419	130,000
Human Resources	0.6	*	*	*	*
Marketing/Sales	10.4	62,507	170,000	123,398	120,000
Advertising	0.2	*	*	*	*
Brand Management	3.8	106,000	135,000	112,722	110,000
Buyer/Merchandising	0.2	*	*	*	*
General Marketing	2.5	62,507	155,000	121,792	126,000
Other Marketing	0.2	*	*	*	*
Product Development	0.2	*	*	*	*
Product Marketing Management	2.7	115,000	170,000	134,077	130,000
Sales	0.4	*	*	*	*
Operations/Logistics	2.3	70,000	165,000	134,591	140,000

FUNCTION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Other	2.7	62,000	210,000	137,808	134,345
Administration	0.4	*	*	*	*
Corporate Social Responsibility	0.2	*	*	*	*
Data Analytics/Data Science	0.6	*	*	*	*
Healthcare/Medical Professional	0.4	*	*	*	*
Other	1.1	130,000	173,000	143,338	138,690
Technology	12.5	88,350	168,000	137,644	140,000
Business Analysis and Design	0.8	120,000	150,000	133,750	132,500
General Information Technology	1.5	94,500	140,000	129,643	137,000
Integration/Implementation	0.4	*	*	*	*
Product Management	9.5	88,350	168,000	139,565	144,000
Systems Management	0.2	*	*	*	*

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)



SIGNING BONUS ACCEPTANCES

BY FUNCTION, FULL-TIME CLASS OF 2020¹

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

FUNCTION	MEDIAN(\$) ²
Consulting	30,000
Corporate Strategy/Strategic Planning	25,000
Finance/Accounting	50,000
Corporate Finance	50,000
Investment Banking	55,000
General Management	30,000
Marketing/Sales	30,000
Brand Management	30,000
General Marketing	25,000
Product Marketing Management	17,750
Operations/Logistics	42,250
Other	20,000
Other	70,000
Technology	42,500
General Information Technology	37,500
Product Management	45,000

¹ 94% of job-accepting Full-Time graduates reported usable salary information.

² This table includes signing bonuses in functions where at least 50% of accepted offers reported a signing bonus. For the Full-Time Class of 2020, 83% of accepted offers reported receiving a signing bonus.



BASE SALARY OF ACCEPTANCES

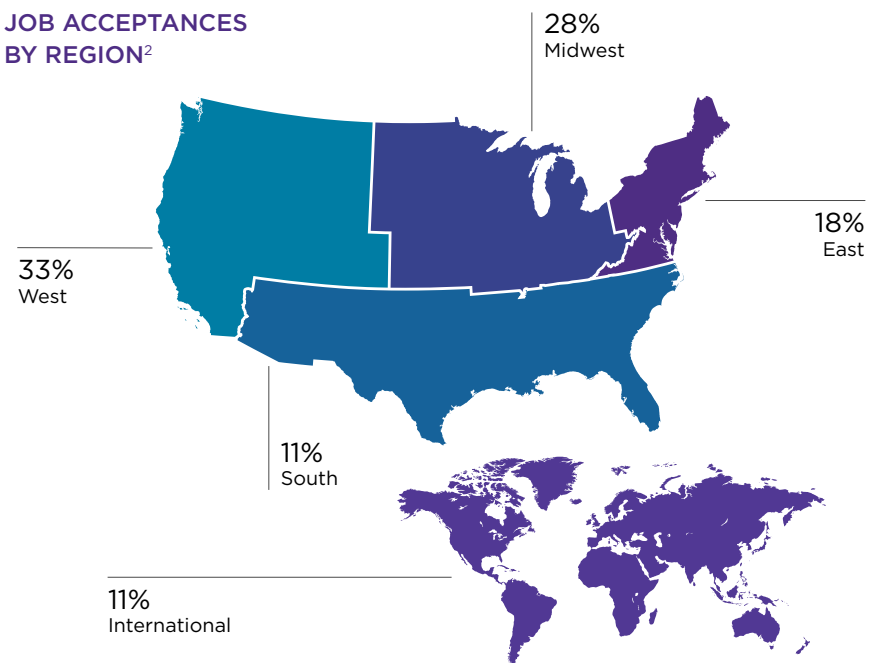
BY GEOGRAPHIC REGION, FULL-TIME CLASS OF 2020¹

REGION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
UNITED STATES	89.4	62,000	250,000	144,751	150,000
Mid-Atlantic	3.4	129,000	210,000	155,063	165,000
Washington, D.C. Metro	2.3	130,000	165,000	153,818	165,000
Other Mid-Atlantic	1.1	129,000	210,000	157,800	150,000
Midwest	27.5	62,000	240,000	147,826	155,000
Chicago Metro	23.1	85,000	240,000	150,537	160,000
Detroit Metro	1.1	150,000	165,000	160,000	162,500
Minneapolis Metro	1.5	110,000	165,000	137,571	138,000
Other Midwest	1.9	62,000	165,000	117,556	122,000
Northeast	14.4	90,000	200,000	143,955	147,000
Boston Metro	4.2	90,000	170,000	135,375	131,250
New York City Metro	9.5	90,000	200,000	147,193	150,000
Other Northeast	0.6	*	*	*	*
South	4.7	62,507	250,000	143,500	150,000
Atlanta Metro	1.3	120,000	168,000	156,500	165,000
Miami Metro	0.4	*	*	*	*
Other South	3.0	62,507	190,000	127,654	125,000
Southwest	6.6	75,000	175,000	144,919	160,000
Dallas Metro	2.5	120,000	168,000	147,333	162,500
Houston Metro	1.3	150,000	165,000	160,833	162,500
Other Southwest	2.8	75,000	175,000	135,346	150,000
West	32.8	75,000	230,000	141,586	140,000
Los Angeles Metro	4.2	110,000	170,000	139,421	130,000
San Francisco Metro	16.3	90,000	230,000	149,416	150,000
Seattle Metro	9.5	110,000	170,000	135,526	130,000
Other West	2.8	75,000	150,000	119,355	120,000

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

REGION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
INTERNATIONAL	10.6	63,896	173,000	113,344	116,739
Asia	5.1	88,350	170,000	120,702	120,000
Central America and the Caribbean	1.1	63,896	117,000	100,724	111,000
Europe-Free Trade Zone	0.8	88,000	160,000	123,782	123,563
Middle East and North Africa	0.6	*	*	*	*
North America (non-U.S.)	0.4	*	*	*	*
South America	2.5	67,000	173,000	96,641	85,153

JOB ACCEPTANCES BY REGION²



¹ 94% of job-accepting Full-Time graduates reported usable salary information.

² Percentages have been rounded to the nearest whole number and may not add up to 100%.

* Reporting numbers insufficient to provide base salary data.

ACCEPTANCES

FULL-TIME CLASS OF 2020

BY WORK EXPERIENCE

YEARS OF EXPERIENCE	PERCENT(%)
1 to 3 years	0.2%
3 to 5 years	60.4%
More than five years	39.4%

BY UNDERGRADUATE DEGREE

DEGREE	PERCENT(%)
Business	28.6%
Technical	30.2%
Other	41.2%

SOURCES OF ACCEPTED FULL-TIME JOB OFFERS

FULL-TIME CLASS OF 2020

SCHOOL-FACILITATED	71.7%
Alumni Referral	3.4%
Kellogg Job Board Posting	5.1%
Off-Campus Interview (school-facilitated)	4.5%
On-Campus Interview	12.8%
Other (school-facilitated)	3.6%
Résumé Book	1.3%
Summer Employer (school-facilitated)	41.1%

STUDENT-INITIATED	28.3%
Conference	0.6%
External Job Board	4.3%
Off-Campus Interview (student initiative)	11.1%
Other (student initiative)	3.0%
Previous Employer	3.4%
Summer Employer (student initiative)	6.0%

TO VIEW PROGRAM-SPECIFIC DATA, [CLICK HERE](#)

MAJOR EMPLOYERS

FULL-TIME CLASS OF 2020

COMPANIES HIRING THREE OR MORE STUDENTS¹

Consulting		Technology	
Accenture Strategy	8	Adobe Systems	6
Bain & Company	28	Amazon	33
The Boston Consulting Group	44	Apple Inc.	9
Deloitte Consulting LLP	9	Cisco Systems	4
EY-Parthenon	5	Google	8
Kearney	6	Microsoft Corporation	8
KPMG STRATEGY	3	salesforce.com	4
L.E.K. Consulting	3	VISA Inc.	5
McKinsey & Company	36	Wayfair	5
Oliver Wyman	3		
PwC Strategy&	9		
ZS Associates	3		
Consumer Packaged Goods			
PepsiCo, Inc.	4		
Tyson Foods	6		
Financial Services			
Alpine Investors	4		
Evercore Partners	4		
Goldman Sachs & Co.	4		
Shore Capital Partners	5		
Healthcare			
Oak Street Health	6		
Manufacturing			
Cummins Inc.	3		
ECOLAB Inc.	3		
Nissan Motor Co. Ltd.	3		
		TOTAL HIRES	281

A man with short dark hair and glasses, wearing a white button-down shirt, is speaking and gesturing with his hands. He is in the center of the frame. In the background, there are other people, including a man in a dark shirt on the left and a woman in a light blue shirt on the right, all slightly out of focus. The setting appears to be a modern building with large windows. The entire image has a purple and pink color overlay.

FULL-TIME CLASS OF 2021

SUMMER INTERNSHIPS



PROFILE

FULL-TIME CLASS OF 2021

DEMOGRAPHICS

Students graduating in the Class of 2021	528
Two-Year MBA students	463
MMM students ¹	65

EMPLOYMENT SUMMARY

	TOTAL CLASS	PERMANENT U.S. WORK AUTHORIZATION	NON-PERMANENT U.S. WORK AUTHORIZATION
Total seeking employment	514	365	149
Not seeking employment			
Company-sponsored/already employed	0	0	0
Continuing education	0	0	0
Postponing job search	0	0	0
Starting a new business ²	7	3	4
Not seeking employment	7	1	6
Total not seeking employment	14	4	10
Not reported	0	0	0
Total students	528	369	159

¹ Dual degree (MBA+MSDI) program in design and operations.

² Students exclusively focused on starting a new business.



MAJOR INDUSTRIES

CHOSEN BY 2Y & MMM

SUMMER INTERNS, 2016-2020¹

INDUSTRY	ACCEPTANCES (%)				
	2020	2019	2018	2017	2016
Consulting	23%	28%	26%	23%	25%
Consumer Packaged Goods	10%	9%	8%	10%	13%
Energy	1%	1%	1%	1%	*
Financial Services	15%	15%	12%	14%	15%
Government	*	*	*	0%	*
Healthcare	7%	6%	9%	9%	8%
Hospitality/Tourism	*	1%	0%	*	1%
Manufacturing	5%	5%	6%	6%	4%
Media/Entertainment	1%	1%	1%	1%	2%
Nonprofit	3%	3%	3%	2%	2%
Other	2%	2%	1%	2%	5%
Real Estate	1%	1%	1%	2%	2%
Retail	2%	3%	2%	3%	3%
Technology	31%	25%	27%	26%	21%
Transportation and Logistics Services	*	*	1%	1%	1%

¹ Percentages have been rounded to the nearest whole number and may not add up to 100%.

* Less than 1% of accepted internships.



MONTHLY SALARIES¹

BY INDUSTRY, SUMMER INTERNS,
2Y & MMM CLASS OF 2021²

INDUSTRY	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	22.6	3,000	13,750	11,958	13,500
Consumer Packaged Goods	10.0	1,833	13,000	6,859	7,038
Apparel/Textiles	2.1	5,000	6,500	6,028	6,040
Food and Beverage	5.2	3,111	10,000	7,503	7,900
General Consumer Packaged Goods	0.6	*	*	*	*
Household/Personal	1.5	3,333	13,000	7,516	7,570
Luxury Goods	0.4	*	*	*	*
Other Consumer Packaged Goods	0.2	*	*	*	*
Energy	1.3	3,467	9,000	6,044	5,000
Financial Services	14.6	2,200	15,000	7,496	5,700
Commercial Banking	0.2	*	*	*	*
Diversified Financial Services	0.8	3,400	12,500	8,000	8,050
Insurance	0.4	*	*	*	*
Investment Banking/Brokerage	3.5	5,000	13,333	11,353	12,500
Investment Management	1.5	2,200	12,500	7,246	7,000
Other Financial Services	0.4	*	*	*	*
Private Equity	3.5	4,000	15,000	6,927	5,167
Venture Capital	4.4	2,400	11,900	5,447	4,800
Government	0.4	*	*	*	*
Healthcare	6.9	2,400	13,500	6,909	7,500
Biotechnology	0.6	*	*	*	*
General Healthcare	0.6	*	*	*	*
Medical Devices	1.5	2,750	8,333	6,825	7,692
Other Healthcare	0.4	*	*	*	*
Pharmaceutical Manufacturers	0.4	*	*	*	*
Pharmaceutical Other	1.3	4,000	13,500	8,443	8,000
Providers and Services	2.1	2,400	8,800	6,391	6,923

INDUSTRY	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Hospitality	0.4	*	*	*	*
Manufacturing	4.8	3,000	10,000	7,308	8,500
Media/Entertainment	0.6	*	*	*	*
Nonprofit	2.9	4,000	7,000	4,750	4,000
Other⁴	1.5	1,000	7,000	4,131	4,000
Real Estate	0.8	*	*	*	*
Retail	2.3	2,000	8,667	6,126	7,000
Technology	30.5	2,050	13,440	7,742	8,265
EdTech	0.4	*	*	*	*
Equipment/Hardware/Networking	3.6	4,800	13,440	8,091	8,960
FinTech	0.4	*	*	*	*
General Technology	6.3	2,050	12,000	7,296	8,000
HealthTech	1.5	3,636	8,000	5,109	4,000
Internet Services/E-Commerce	9.0	4,800	10,806	8,841	9,208
Multimedia Products and Services	1.2	5,000	8,330	6,637	6,480
Other Technology	0.2	*	*	*	*
Software	6.9	3,262	12,000	7,607	8,000
Telecommunications Services	1.0	6,900	9,370	8,575	9,000
Transportation and Logistics Services	0.4	*	*	*	*

¹ 2% of students reported accepting an unpaid summer internship.

² Data for sponsored students reporting summer internship details is included in this table.

³ Eight students reported accepting multiple internships.

⁴ Other includes Agribusiness, Education - For Profit, Human Resources/Recruitment, Law/Legal Services, Sport & Sport Management.

* Reporting numbers insufficient to provide salary data.



MAJOR FUNCTIONS

CHOSEN BY 2Y & MMM

SUMMER INTERNS, 2016-2020¹

FUNCTION	ACCEPTANCES (%)				
	2020	2019	2018	2017	2016
Business Development	2%	5%	4%	3%	5%
Consulting	23%	30%	29%	26%	28%
Corporate Strategy/Strategic Planning	14%	8%	8%	8%	8%
Finance/Accounting	17%	18%	16%	17%	18%
General Management	6%	7%	7%	7%	4%
Human Resources	1%	1%	*	2%	1%
Marketing/Sales	15%	13%	18%	22%	23%
Operations/Production	1%	2%	2%	1%	2%
Other	5%	3%	6%	7%	6%
Technology	17%	13%	10%	8%	5%

¹ Percentages have been rounded to the nearest whole number and may not add up to 100%.

* Less than 1% of accepted internships.



MONTHLY SALARIES¹

BY FUNCTION, SUMMER INTERNS,
2Y & MMM CLASS OF 2021²

FUNCTION	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Business Development	2.0	2,500	8,231	4,224	3,700
Consulting	23.2	2,320	13,750	11,857	13,500
Corporate Strategy/Strategic Planning	13.9	1,000	13,700	7,027	7,500
Finance/Accounting	17.3	2,400	15,000	7,599	7,000
Corporate Development	1.0	3,000	8,666	7,072	8,000
Corporate Finance	2.2	2,500	9,208	6,507	7,500
Fundraising/Development	0.2	*	*	*	*
Investment Banking	3.6	5,000	13,333	11,353	12,500
Investment Management	1.0	3,692	11,000	6,505	7,000
Mergers and Acquisitions within Company	0.2	*	*	*	*
Other Finance/Accounting	1.4	5,600	12,500	8,794	8,750
Private Equity	3.4	4,000	15,000	6,888	5,000
Real Estate	0.6	*	*	*	*
Venture Capital	3.8	2,400	11,900	5,543	4,800
General Management	5.8	2,400	10,745	6,750	7,800
Human Resources	0.8	5,700	7,600	6,390	6,130
Marketing/Sales	14.5	2,058	13,500	7,523	7,833
Brand Management	4.0	5,800	13,500	7,971	7,706
Buyer/Merchandising	0.2	*	*	*	*
General Marketing	3.8	3,636	13,000	7,409	7,680
Merchandising/Retail	0.4	*	*	*	*
Other Marketing	1.2	2,058	9,100	6,142	6,346
Product Development	0.4	*	*	*	*
Product Marketing Management	4.2	4,000	10,320	7,541	8,000
Research/Consumer Insights	0.4	*	*	*	*
Operations/Logistics	1.2	3,680	13,500	6,677	5,440

FUNCTION	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Other	5.0	3,077	10,000	6,302	6,080
Corporate Social Responsibility	0.4	*	*	*	*
Data Analytics/Data Science	0.6	*	*	*	*
Economic Analysis/Research	0.2	*	*	*	*
Entrepreneurship	1.4	3,636	10,000	6,773	6,800
Other	2.4	4,000	10,000	6,404	6,080
Technology	16.5	2,050	13,440	7,946	8,709
Business Analysis and Design	0.4	*	*	*	*
General Technology	3.8	3,333	13,440	8,125	8,900
Integration/Implementation	0.2	*	*	*	*
Product Management	12.1	2,050	12,000	7,957	8,667

¹ 2% of students reported accepting an unpaid summer internship.

² Data for sponsored students reporting summer internship details is included in this table.

³ Eight students reported accepting multiple internships.

* Reporting numbers insufficient to provide salary data.



SOURCES OF ACCEPTED INTERNSHIP JOB OFFERS

2Y & MMM CLASS OF 2021

SCHOOL-FACILITATED 77.7%	
Alumni Referral	5.2%
Kellogg Job Board Posting	21.3%
Off-Campus Interview (school-facilitated)	5.4%
On-Campus Interview	36.9%
Other (school-facilitated)	6.8%
Résumé Book	2.2%
STUDENT-INITIATED 22.3%	
Conference	1.2%
External Job Board	5.2%
Off-Campus Interview (student initiative)	14.5%
Other (student initiative)	0.6%
Previous Employer	0.8%

MAJOR EMPLOYERS OF SUMMER INTERNS¹

2Y & MMM CLASS OF 2021

COMPANIES HIRING THREE OR MORE STUDENTS²

Consulting		Retail	
Bain & Company	18	DICK'S Sporting Goods	3
Kearney	4	Technology	
McKinsey & Company	39	Adobe Systems	3
PwC Strategy&	13	Amazon	26
The Boston Consulting Group	27	Apple Inc.	10
Consumer Packaged Goods		Cisco Systems	4
Anheuser-Busch InBev	3	Facebook	3
Molson Coors Beverage Company	3	Google	18
Nike, Inc.	11	HP Inc.	5
PepsiCo, Inc.	4	Intuit Inc.	10
Procter & Gamble	3	Microsoft Corporation	8
Rise Gardens	3	salesforce.com	3
Financial Services		ServiceNow	5
J.P. Morgan	3	Zillow Group	3
Healthcare		TOTAL HIRES 254	
DaVita	4		
Medtronic, Inc.	4		
Manufacturing			
3M - Strategic Business Development	3		
Cummins Inc.	7		
Fortive Corporation	4		

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