

CAREER MANAGEMENT CENTER

2018 EMPLOYMENT REPORT

COLLABORATIVE LEADERS
FOCUSED ON HIGH IMPACT

CAREER MANAGEMENT CENTER

CUSTOMIZED RECRUITMENT,
MEANINGFUL RELATIONSHIPS

The Kellogg School's employment outcomes showcase the strong demand for our talent. The Full-Time MBA class of 2018 came to Kellogg from a range of professional and academic backgrounds, united by a passion for leadership and success through collaboration.

We welcomed these students with our innovative curriculum, helping them build a balanced and dynamic skill set, including a multidisciplinary approach to solving complex business problems. 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. Thanks to your partnership, 95 percent of the graduating Full-Time MBA class received an offer within three months of graduating. 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

Senior 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 2018 Employment Report, along with the 2015-2017 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.

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EXECUTIVE SUMMARY

This 2018 Employment Report offers information about the graduating Kellogg Full-Time MBA Class of 2018, as well as the internship outcomes for Class of 2019. Data includes graduates and students from our One-Year MBA, Two-Year MBA and MMM Programs.



KELLOGG GRADUATES ARE HIGH-IMPACT, LOW-EGO, INCLUSIVE LEADERS WHO LEAVE A LASTING IMPRESSION ON ORGANIZATIONS

DISTINCTIVE KELLOGG LEADERSHIP

Kellogg graduates provide the kind of collaborative and strategic leadership that allows them to break boundaries across organizations and sectors.

This unique talent stems from our emphasis on general management skills — a multidisciplinary approach to solving today’s tough business problems — and core capabilities in data analytics and operations. Our students have dynamic skill sets and a global acuity built from transformative experiences in and out of the classroom.

These attributes are why Kellogg graduates continue to be in strong demand from companies across a wide range of industries, including technology, finance, healthcare, consulting and CPG. Kellogg leaders also excel at navigating complex, matrixed organizations. Regardless of size or industry, Kellogg leaders have a lasting impact on a company’s success.

THE KELLOGG CAREER MANAGEMENT CENTER PARTNERSHIP

The Kellogg CMC is a recognized industry leader that partners with students and employers throughout the recruitment process. We connect employers with students for internship and full-time job opportunities through the traditional on-campus recruiting process, as well as non-traditional real-time hiring. Custom recruiting strategies offer resources for areas that sit at the intersection of key industries such as finance and technology. The bottom line: the Kellogg CMC helps companies find the right talent for lasting relationships and mutual, beneficial growth.

“Prior to Kellogg, I worked at fashion companies in traditional retail roles and sought to shift into tech. Through individualized career coaching, alumni networking and tech-focused interview preparation led by peers, I was able to secure a product management role at a major tech company.”

- ANUSHA MOHAN '18



CONNECTING RECRUITERS TO STUDENTS

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

HERE ARE SOME KEY PIECES OF INSIGHT FOR RECRUITERS TO HELP BUILD THESE CONNECTIONS.

MBA RECRUITMENT PILLARS

MBA RECRUITING IS RELATIONSHIP-BASED

Kellogg students are most compelled to engage and consider employment offers when recruiters build meaningful relationships with students. We encourage recruiters to reach out directly to students, introduce them 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 the 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 academic year and into the spring and summer. Successful recruiters use multiple channels and student touchpoints, 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.

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





FULL-TIME CLASS OF 2018
EMPLOYMENT



PROFILE

FULL-TIME CLASS OF 2018*

GRADUATES AT A GLANCE

DEMOGRAPHICS

Students graduating in the Full-Time Class of 2018	674
One-Year MBA students	137
Two-Year MBA students	479
MMM students ¹	58
Age range at graduation²	24-42
Work experience range (middle 80%)²	3.5-7 years
Women²	39%
U.S. Minority²	23%
International citizenship²	35%

GEOGRAPHIC REGION OF MBA ENTRANTS²

Mid-Atlantic	10%
Midwest	19%
Northeast	16%
South	4%
Southwest	6%
West	13%
International	33%
Africa	1%
Australia and Pacific Islands	<1%
Canada	2%
Central and South Asia	4%
East and Southeast Asia	13%
Eastern Europe	1%
Mexico, Caribbean and Latin America	7%
Middle East	2%
Western Europe	4%

EMPLOYMENT SNAPSHOT

EMPLOYMENT SUMMARY

Total seeking employment	558
Not seeking employment	
Company-sponsored/already employed	94
Continuing education	4
Postponing job search	1
Starting a new business ³	13
Not seeking employment (other)	2
Total not seeking employment	114
Not reported	2
Total students	674

TIMING OF OFFERS/ACCEPTANCES⁴

By graduation	
Student received a job offer	84%
Student accepted a job	78%
By three months post-graduation	
Student received a job offer	95%
Student accepted a job	92%

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

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

² Data based on 2YMBA and MMM entrants in Fall 2016 and 1YMBA entrants in Summer 2017

³ Students exclusively focused on starting a new business

⁴ Percentage of students who were seeking employment



MAJOR INDUSTRIES

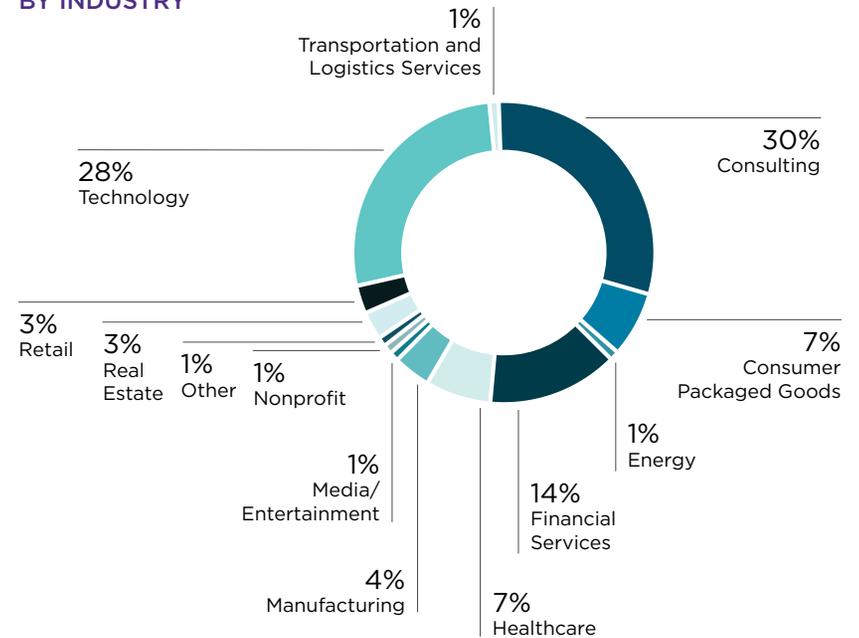
CHOSEN BY GRADUATES 2014-2018¹

INDUSTRY	ACCEPTANCES (%)				
	2018	2017	2016	2015	2014
Consulting	30%	33%	33%	35%	35%
Consumer Packaged Goods	7%	12%	14%	12%	11%
Energy	1%	1%	2%	*	2%
Financial Services	14%	13%	13%	19%	14%
Healthcare	7%	6%	7%	5%	6%
Manufacturing	4%	4%	3%	3%	5%
Media/Entertainment	1%	*	1%	*	1%
Nonprofit	1%	*	*	*	*
Other	1%	1%	1%	4%	3%
Real Estate	3%	2%	3%	2%	1%
Retail	3%	3%	2%	4%	3%
Technology	28%	25%	22%	15%	18%
Transportation and Logistics Services	1%	*	1%	1%	0%

“Taking classes with leading professors has allowed me to exponentially increase my healthcare knowledge from an economics, strategy and product development standpoint, and these are skills and lessons I use daily in my career now.”

- CHUCK FEERICK '18

JOB ACCEPTANCES BY INDUSTRY



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 INDUSTRY, FULL-TIME CLASS OF 2018¹

INDUSTRY	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	30.1	82,800	170,000	140,830	147,000
Consumer Packaged Goods	7.0	24,000	135,000	106,667	107,000
Apparel/Textiles	0.6	*	*	*	*
Food and Beverage	3.0	68,000	122,000	105,500	107,500
Household/Personal	2.3	98,000	135,000	111,273	107,000
Other	1.1	100,000	125,000	111,000	105,000
Energy	0.6	*	*	*	*
Financial Services	13.7	23,282	300,000	135,689	125,000
Commercial Banking	0.4	*	*	*	*
Diversified Financial Services	1.1	93,000	150,000	120,200	120,000
Hedge Funds	0.2	*	*	*	*
Insurance	0.6	*	*	*	*
Investment Banking/Brokerage	5.7	23,282	225,000	126,881	125,000
Investment Management	1.5	125,000	150,000	139,857	144,000
Private Equity	3.6	94,000	300,000	156,706	150,000
Venture Capital	0.2	*	*	*	*
Other	0.4	*	*	*	*
Healthcare	7.4	55,542	160,000	119,513	120,000
Biotechnology	0.2	*	*	*	*
General	1.5	100,000	117,371	110,482	110,000
Medical Devices	1.5	115,000	140,000	127,143	125,000
Pharmaceutical Manufacturers	1.1	115,000	130,000	119,000	117,000
Pharmaceutical Other	0.6	*	*	*	*
Providers and Services	2.3	88,000	160,000	125,231	125,000
Other	0.2	*	*	*	*
Hospitality/Tourism	0.2	*	*	*	*
Manufacturing	4.4	95,000	135,000	117,000	120,000
Automotive	1.1	115,000	130,000	120,330	120,000
Chemicals	0.4	*	*	*	*
General	0.8	95,000	120,000	113,750	120,000
Heavy Equipment	0.4	*	*	*	*
Other	1.7	108,585	120,000	117,323	120,000

INDUSTRY	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Media/Entertainment	1.1	110,000	155,000	128,000	125,000
Entertainment/Leisure/Recreation	0.6	*	*	*	*
General	0.2	*	*	*	*
Radio/TV/Cable/Film	0.2	*	*	*	*
Nonprofit	0.6	*	*	*	*
Other	0.8	97,000	175,000	129,250	122,500
Agribusiness	0.6	*	*	*	*
Education - For-Profit	0.2	*	*	*	*
Real Estate	2.7	85,000	140,000	116,167	117,500
Commercial	1.3	85,000	140,000	116,500	119,500
General	0.6	*	*	*	*
Residential	0.6	*	*	*	*
Other	0.2	*	*	*	*
Retail	2.5	45,000	140,000	98,922	108,000
Technology	28.3	30,000	180,000	127,751	130,000
Equipment/Hardware/Networking	2.1	99,200	140,000	130,633	135,000
FinTech	0.8	105,000	150,000	125,000	122,500
General	6.4	30,000	168,000	128,406	130,000
HealthTech	0.2	*	*	*	*
Internet Services/E-commerce	9.3	72,000	150,000	127,624	130,000
Multimedia Products and Services	0.2	*	*	*	*
Software	7.4	36,000	180,000	125,235	125,000
Telecommunications Services	0.6	*	*	*	*
Other	1.3	128,000	145,000	133,250	130,000
Transportation and Logistics Services	0.6	*	*	*	*



SIGN-ON BONUS ACCEPTANCES

BY INDUSTRY, FULL-TIME CLASS OF 2018*

INDUSTRY	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	7,500	70,000	28,130	25,000
Consumer Packaged Goods	5,000	42,000	27,318	27,500
Food and Beverage	14,000	42,000	29,667	30,000
Household/Personal	5,000	35,000	27,500	32,500
Financial Services	8,000	82,500	39,388	40,000
Investment Banking/Brokerage	17,500	82,500	50,568	50,000
Investment Management	20,000	50,000	32,000	25,000
Healthcare	3,000	60,000	24,157	20,000
General	3,000	48,474	26,869	28,000
Medical Devices	10,000	60,000	22,857	20,000
Manufacturing	15,000	70,000	29,647	25,000
Other	15,000	70,000	36,250	40,000
Retail	5,000	40,000	20,714	20,000
Technology	4,500	100,000	32,013	25,000
Equipment/Hardware/Networking	5,000	65,000	32,500	25,000
General	4,500	50,000	23,947	25,000
Internet Services/E-commerce	5,000	55,000	34,520	45,000
Software	15,000	100,000	39,500	32,500

* This table includes only those industries where at least 50% of accepted offers reported a sign-on bonus; for the Class of 2018, 60% of accepted offers reported receiving a sign-on bonus

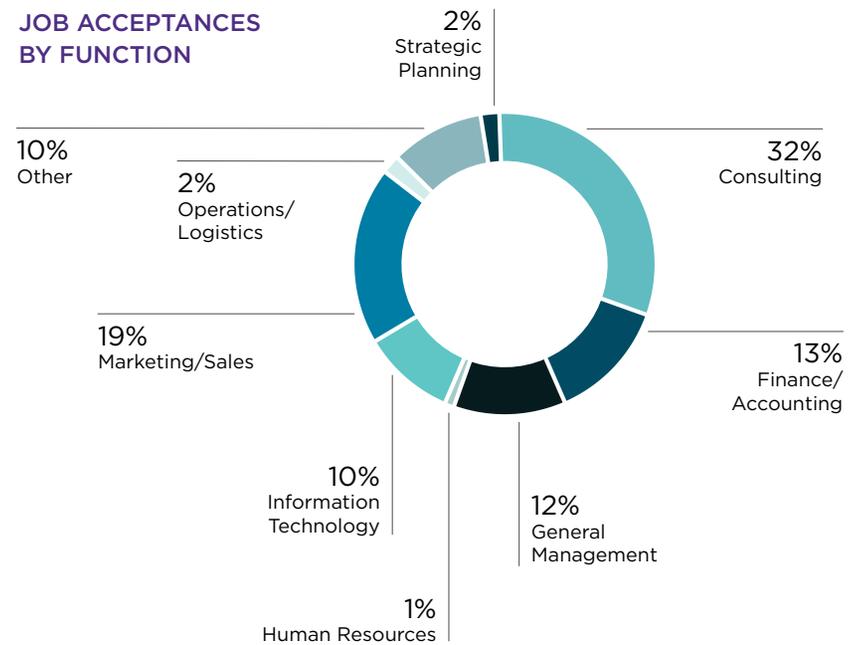


MAJOR FUNCTIONS

CHOSEN BY GRADUATES 2014-2018¹

FUNCTION	ACCEPTANCES (%)				
	2018	2017	2016	2015	2014
Consulting	32%	34%	33%	35%	35%
Finance/Accounting	13%	14%	16%	18%	13%
General Management	12%	9%	8%	8%	9%
Human Resources	1%	*	1%	*	0%
Information Technology	10%	6%	4%	4%	5%
Marketing/Sales	19%	19%	20%	20%	21%
Operations/Logistics	2%	3%	3%	3%	3%
Other	10%	10%	9%	8%	9%
Strategic Planning	2%	5%	5%	4%	5%

JOB ACCEPTANCES BY FUNCTION



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 2018¹

FUNCTION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	32.4	82,800	170,000	139,592	147,000
Finance/Accounting	13.3	23,282	300,000	134,078	125,000
Analyst/Research	0.2	*	*	*	*
Corporate Finance	2.5	110,000	300,000	143,500	127,500
General	0.6	*	*	*	*
Investment Banking	5.5	82,500	225,000	130,865	125,000
Investment Management	1.5	125,000	175,000	145,571	145,000
Mergers and Acquisitions	2.4	23,282	200,000	139,389	150,000
Private Client Services/ Wealth Management	0.2	*	*	*	*
Risk Management	0.2	*	*	*	*
Other	0.2	*	*	*	*
General Management	11.6	30,000	160,000	120,178	120,000
General Management	5.1	100,000	160,000	127,577	125,000
General Manufacturing	0.2	*	*	*	*
Project Management	1.1	72,000	140,000	109,400	118,000
Retail Management	0.2	*	*	*	*
Rotational/Development Program	4.0	88,000	152,000	119,649	120,000
Service Operations	0.4	*	*	*	*
Other	0.6	*	*	*	*
Human Resources	0.6	*	*	*	*
Information Technology	9.5	75,000	150,000	127,071	130,000
Business Analysis and Design	1.7	125,000	150,000	136,625	137,500
E-commerce/Internet/ Website Management	2.8	81,000	142,000	129,333	132,500
General	4.0	75,000	142,000	123,353	130,000
Integration/Implementation	0.4	*	*	*	*
Product Management	0.6	*	*	*	*

FUNCTION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Marketing/Sales	18.9	24,000	180,000	119,511	117,000
Brand/Product Management	12.0	55,542	180,000	118,465	115,000
Buyer/Merchandising	0.2	*	*	*	*
General	3.3	24,000	150,000	112,250	120,000
Product Development	1.5	105,000	135,000	123,786	126,500
Sales	1.1	100,000	155,000	125,600	120,000
Other	0.8	117,000	165,000	145,500	150,000
Operations/Logistics	2.1	68,000	175,000	118,000	125,000
Operations/Production	1.9	68,000	175,000	115,556	125,000
Supply Chain/Logistics	0.2	*	*	*	*
Other	9.5	36,000	200,000	119,655	120,000
Business Development	1.7	115,000	168,000	129,714	125,000
Corporate Development	1.9	100,000	152,000	121,183	120,000
Data Analytics	0.8	50,000	150,000	110,375	120,750
Education (Administrator/Faculty)	0.2	*	*	*	*
Entrepreneurship	0.2	*	*	*	*
Fundraising/Development	0.2	*	*	*	*
Real Estate - General	2.1	85,000	140,000	118,222	120,000
Other	2.4	36,000	142,000	111,455	119,000
Strategic Planning	2.1	90,000	153,000	126,400	127,500



SIGN-ON BONUS ACCEPTANCES

BY FUNCTION, FULL-TIME CLASS OF 2018¹

FUNCTION	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	3,000	70,000	27,505	25,000
Finance/Accounting	10,000	82,500	42,929	50,000
Investment Banking	17,500	82,500	50,595	50,000
Investment Management	20,000	50,000	37,500	40,000
General Management	4,500	60,000	28,646	25,000
General Management	7,500	60,000	27,967	25,000
Project Management	7,000	60,000	28,000	22,500
Rotational/Development Program	10,000	50,000	33,030	27,500
Information Technology	5,000	60,000	29,065	25,000
Business Analysis and Design	5,000	30,000	15,500	12,500
E-commerce/Internet/Website Management	15,000	50,000	34,000	37,500
Marketing/Sales	5,000	60,000	28,959	25,000
Brand/Product Management	5,000	60,000	26,888	25,000
General	5,000	60,000	29,300	25,500
Product Development	10,000	50,000	31,000	25,000
Other	*	*	*	*
Business Development	10,000	50,000	25,000	20,000
Data Analytics	5,000	40,000	18,750	15,000
Strategic Planning	5,000	100,000	35,000	27,500

¹ This table includes only those functions where at least 50% of accepted offers reported a sign-on bonus; for the Class of 2018, 60% of accepted offers reported receiving a sign-on bonus

* Reporting numbers insufficient to provide salary data



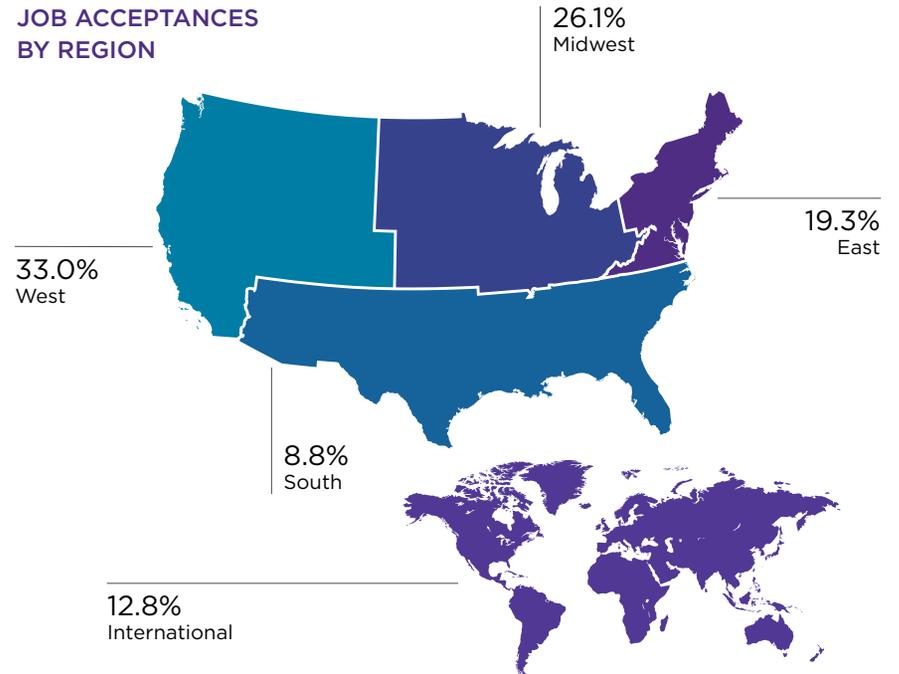
GEOGRAPHIC REGION

FULL-TIME CLASS OF 2018¹

REGION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
UNITED STATES	87.2	75,000	300,000	133,324	130,000
Mid-Atlantic	2.6	102,500	155,000	137,500	146,000
Philadelphia Metro	1.1	106,000	155,000	136,200	145,000
Washington, D.C. Metro	1.3	102,500	152,500	139,000	147,000
Other	0.2	*	*	*	*
Midwest	26.1	75,000	300,000	134,743	140,000
Chicago Metro	22.3	75,000	300,000	137,447	147,000
Detroit Metro	0.4	*	*	*	*
Minneapolis Metro	1.3	108,000	140,000	121,098	117,500
Other	2.1	95,000	152,500	118,927	121,500
Northeast	16.7	80,000	225,000	135,045	125,500
Boston Metro	2.9	80,000	200,000	129,308	125,000
N.Y.C. Metro	11.9	90,000	225,000	135,018	125,000
Other	1.9	98,000	168,000	143,500	150,000
South	3.6	85,000	175,000	128,324	125,000
Atlanta Metro	1.3	103,000	152,500	136,583	143,500
Miami Metro	0.6	*	*	*	*
Other	1.7	85,000	175,000	121,875	120,000
Southwest	5.2	90,000	160,000	132,583	140,000
Dallas Metro	2.9	110,000	160,000	137,571	143,500
Houston Metro	0.4	*	*	*	*
Phoenix Metro	0.4	*	*	*	*
Other	1.5	90,000	140,000	120,167	123,250
West	33.0	86,000	200,000	131,710	130,000
Los Angeles Metro	4.6	100,000	164,780	126,308	125,000
San Francisco Metro	19.4	86,000	200,000	134,923	135,000
Seattle Metro	6.7	117,000	147,000	131,359	130,000
Other	2.3	95,000	131,544	116,959	120,000

REGION	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
INTERNATIONAL	12.8	23,282	144,000	99,268	100,000
Asia	5.7	24,000	144,000	107,956	117,371
Australia and Oceania	0.2	*	*	*	*
Central America and the Caribbean	0.6	*	*	*	*
Europe - Free Trade Zone	1.1	23,282	120,000	87,696	99,200
Middle East and North Africa	0.6	*	*	*	*
Non-Europe - Free Trade Zone	0.2	*	*	*	*
North America (non-U.S.)	0.4	*	*	*	*
South America	4.0	50,000	120,000	90,364	92,080

JOB ACCEPTANCES BY REGION



BASE SALARY ACCEPTANCES

FULL-TIME CLASS OF 2018

BY WORK EXPERIENCE

YEARS OF EXPERIENCE	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
1 to 3 years	0.2	*	*	*	*
3 to 5 years	62.9	23,282	175,000	126,545	125,000
More than five years	36.9	68,000	300,000	133,241	130,772

BY UNDERGRADUATE DEGREE

DEGREE	PERCENT(%)	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Business	33.4	23,282	300,000	128,130	129,000
Technical	28.7	30,000	225,000	127,383	125,000
Other	37.9	24,000	200,000	130,720	130,000

SOURCES OF ACCEPTED FULL-TIME JOB OFFERS

FULL-TIME CLASS OF 2018

SCHOOL-FACILITATED	74.5%	STUDENT-INITIATED	25.5%
Alumni referral	4.2%	External job board	3.8%
Kellogg Job Board posting	9.0%	Off-campus interview (student-initiated)	12.2%
Off-campus interview (school-facilitated)	2.1%	Previous employer	3.6%
On-campus interview	17.1%	Summer employer (student-initiated)	3.6%
Résumé book	1.9%	Other (student-initiated)	2.3%
Summer employer (school-facilitated)	38.3%		
Other (school-facilitated)	1.9%		

MAJOR EMPLOYERS

FULL-TIME CLASS OF 2018

COMPANIES HIRING THREE OR MORE STUDENTS¹

Consulting	Manufacturing
Accenture Strategy	Danaher Corporation
AlixPartners	Fortive Corporation
Bain & Company	Media/Entertainment
The Boston Consulting Group	Activision Blizzard
Chartis Group	Real Estate
Deloitte Consulting LLP	Greystar Real Estate Partners, LLC
EY-Parthenon	Technology
L.E.K. Consulting	Adobe Systems
McKinsey & Company	Amazon
Prophet Brand Strategy	Apple Inc.
PwC Strategy&	Dropbox
Consumer Packaged Goods	Facebook
Anheuser-Busch InBev	Google
PepsiCo, Inc.	IBM
SC Johnson	Microsoft Corporation
Financial Services	Salesforce.com, Inc.
Evercore	Uber
Goldman, Sachs & Co.	VISA Inc.
JPMorgan Chase & Co.	Wayfair, Inc.
William Blair	
Healthcare	
Medtronic, Inc.	
	TOTAL HIRES
	250





FULL-TIME CLASS OF 2019
SUMMER INTERNSHIPS



PROFILE

FULL-TIME CLASS OF 2019

DEMOGRAPHICS

Students graduating in the class of 2019	542
Two-Year MBA students	476
MMM students ¹	66

EMPLOYMENT SUMMARY

Total seeking employment	530
Not seeking employment	
Company-sponsored/already employed	3
Starting a new business ²	3
Not seeking employment (other)	5
Total not seeking employment	11
Not reported	1
Total students	542

“Kellogg takes a holistic approach to educating and growing future business leaders. Spending my summer in investment banking, I saw Kellogg alums (and fellow classmates) differentiate themselves by not only excelling analytically, but also demonstrating a multi-disciplinary understanding of business, communicating their ideas thoughtfully, and just simply being great to work alongside.”

- JAMES THOMAS '19

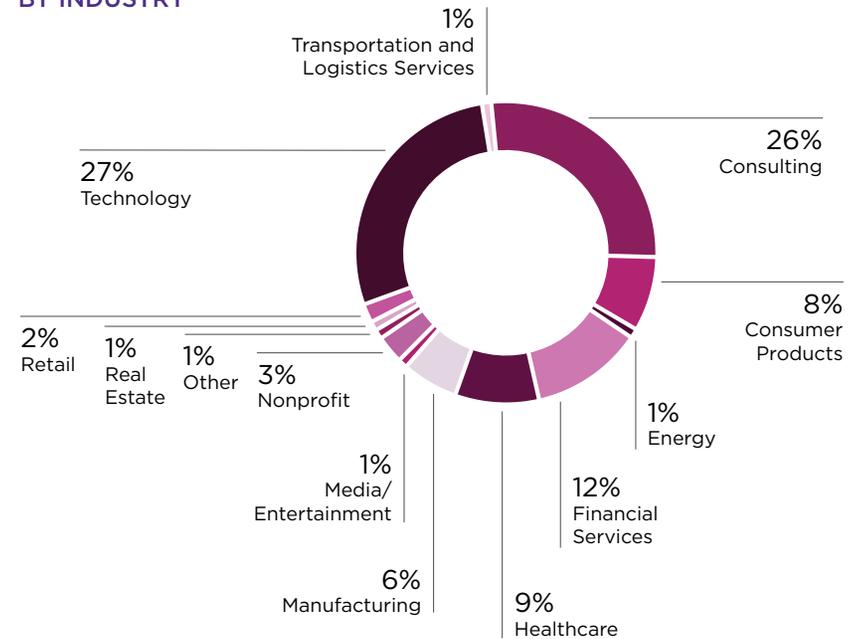


MAJOR INDUSTRIES

CHOSEN BY SUMMER INTERNS, 2014-2018¹

INDUSTRY	ACCEPTANCES (%)				
	2018	2017	2016	2015	2014
Consulting	26%	23%	25%	24%	24%
Consumer Products	8%	10%	13%	16%	15%
Energy	1%	1%	*	1%	2%
Financial Services	12%	14%	15%	14%	19%
Government	*	0%	*	*	0%
Healthcare	9%	9%	8%	8%	8%
Manufacturing	6%	6%	4%	5%	4%
Media/Entertainment	1%	1%	2%	1%	1%
Nonprofit	3%	2%	2%	2%	4%
Other	1%	2%	5%	3%	3%
Real Estate	1%	2%	2%	3%	1%
Retail	2%	3%	3%	3%	4%
Technology	27%	26%	21%	20%	15%
Transportation and Logistics Services	1%	1%	1%	*	0%

INTERNSHIP ACCEPTANCES BY INDUSTRY



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



MONTHLY SALARIES¹

BY INDUSTRY,

SUMMER INTERNS, CLASS OF 2019²

INDUSTRY	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	25.8	2,000	15,000	11,002	12,000
Consumer Products	8.3	800	16,000	7,218	7,400
Apparel/Textiles	1.0	5,802	14,800	8,150	6,587
Food and Beverage	4.5	1,000	16,000	7,205	7,400
General	0.2	*	*	*	*
Household/Personal	1.6	7,250	7,708	7,537	7,616
Luxury Goods	0.4	*	*	*	*
Other	0.6	*	*	*	*
Energy	1.2	2,800	8,400	6,320	6,800
Financial Services	11.9	802	13,000	8,343	9,250
Commercial Banking	0.2	*	*	*	*
Diversified Financial Services	1.4	6,250	10,417	8,662	9,833
Investment Banking/Brokerage	4.2	4,000	13,000	10,309	10,417
Investment Management	1.2	5,000	10,417	8,367	8,000
Private Equity	2.4	4,000	10,000	6,876	7,000
Venture Capital	2.3	802	8,800	4,771	4,000
Other	0.2	*	*	*	*
Government	0.2	*	*	*	*
Healthcare	9.2	1,524	20,000	6,970	7,200
Biotechnology	0.2	*	*	*	*
General	1.2	6,400	14,300	8,887	7,612
Medical Devices	0.4	*	*	*	*
Pharmaceutical Manufacturers	1.6	1,524	9,000	6,198	6,729
Pharmaceutical Other	1.8	3,825	8,860	7,271	7,500
Providers and Services	2.8	3,168	20,000	7,322	8,000
Other	1.2	2,015	7,000	4,133	3,652
Manufacturing	5.7	2,500	11,000	7,446	8,000
Automotive	1.2	7,300	8,000	7,533	7,450
Chemicals	0.4	*	*	*	*
General	1.6	2,800	11,000	7,007	8,500
Plastics/Rubber	0.2	*	*	*	*
Other	2.3	4,000	9,100	7,918	8,500

INDUSTRY	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Media/Entertainment	1.0	5,440	7,200	6,033	5,747
Nonprofit	2.8	500	10,000	3,752	2,880
Education	0.2	*	*	*	*
Consulting	0.6	*	*	*	*
General	1.2	2,000	10,000	5,600	4,000
Social Enterprise	0.8	500	2,000	1,375	1,500
Other	1.4	1,666	9,000	5,029	4,500
Agribusiness	0.6	*	*	*	*
Economic Development/Microfinance	0.2	*	*	*	*
Education - For-Profit	0.2	*	*	*	*
Sports and Sports Management	0.4	*	*	*	*
Real Estate	1.4	3,000	9,350	6,550	6,700
Retail	2.3	4,000	10,000	6,680	7,000
Technology	27.4	1,560	15,000	7,613	8,000
Equipment/Hardware/Networking	2.8	3,333	13,664	7,962	8,960
FinTech	0.2	*	*	*	*
General	5.4	2,080	15,000	7,095	8,000
HealthTech	0.4	*	*	*	*
Internet Services/E-commerce	6.9	1,560	12,400	8,234	8,500
Multimedia Products and Services	0.6	*	*	*	*
Software	9.9	2,640	12,000	7,589	8,000
Telecommunications Services	0.2	*	*	*	*
Other	1.0	2,000	7,600	4,780	4,760
Transportation and Logistics Services	1.4	2,250	8,000	6,673	7,600

¹ 1% of students reported accepting an unpaid summer internship

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

³ Five students reported accepting multiple internships

* Reporting numbers insufficient to provide salary data



MAJOR FUNCTIONS

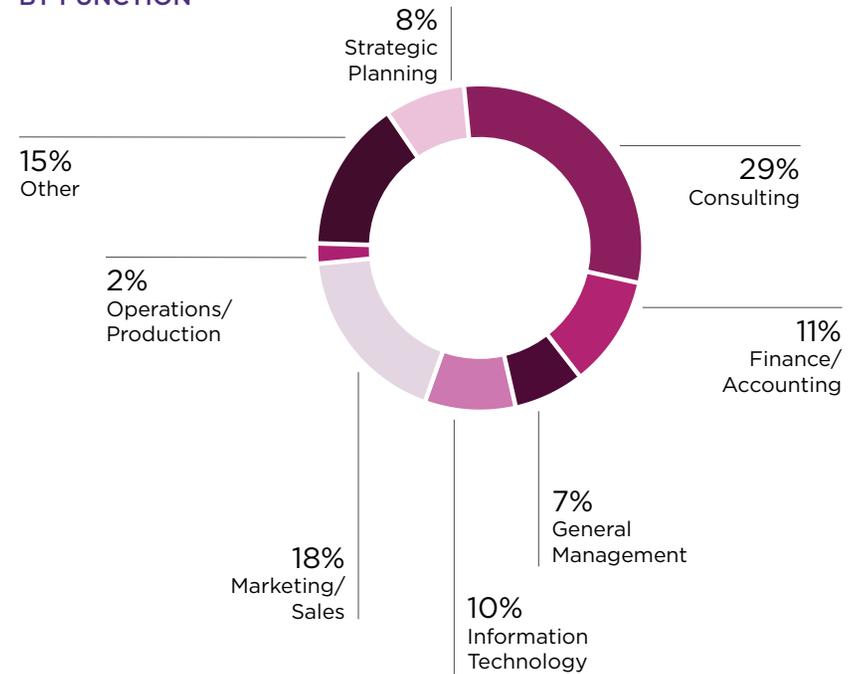
CHOSEN BY SUMMER INTERNS, 2014-2018¹

FUNCTION	ACCEPTANCES (%)				
	2018	2017	2016	2015	2014
Consulting	29%	27%	28%	26%	25%
Finance/Accounting	11%	13%	16%	17%	18%
General Management	7%	7%	4%	3%	4%
Human Resources	*	1%	1%	1%	1%
Information Technology	10%	8%	5%	6%	4%
Marketing/Sales	18%	22%	23%	26%	27%
Operations/Production	2%	1%	2%	3%	2%
Other	15%	13%	13%	11%	13%
Strategic Planning	8%	8%	8%	8%	6%

“The combination of 1:1s with my career coach, specific class focus on healthcare/pharma, and time spent with clients in my experiential courses allowed me to add value and assess whether or not my summer internship was a long-term fit.”

- ADRIANNA KING '19

INTERNSHIP ACCEPTANCES BY FUNCTION



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, CLASS OF 2019²

FUNCTION	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Consulting	29.0	2,000	14,083	10,449	11,530
Finance/Accounting	11.3	802	13,000	7,987	8,500
Analyst/Research	0.8	2,500	4,000	3,500	4,000
Corporate Finance	1.0	6,098	8,500	7,460	7,615
General	2.1	1,524	10,500	6,630	8,000
Investment Banking	3.6	4,000	13,000	10,255	10,417
Investment Management	1.4	802	10,000	6,134	8,000
Mergers and Acquisitions	1.4	5,280	12,500	8,276	8,000
Private Client Services/ Wealth Management	0.4	*	*	*	*
Other	0.6	*	*	*	*
General Management	7.0	1,666	11,000	7,667	8,000
Customer Relations	0.4	*	*	*	*
General Management	3.8	1,666	11,000	7,688	8,000
Project Management	1.2	8,000	8,800	8,460	8,500
Rotational/Development Program	1.2	4,000	9,700	7,663	7,840
Manufacturing	0.2	*	*	*	*
Other	0.2	*	*	*	*
Human Resources	0.2	*	*	*	*
Information Technology	10.4	2,000	15,000	7,771	8,000
Business Analysis and Design	1.6	3,000	8,500	7,165	7,840
E-commerce/Internet/ Website Management	2.1	5,974	14,300	8,554	8,157
General	6.3	2,000	15,000	7,790	8,000
Other	0.4	*	*	*	*

FUNCTION	PERCENT(%) ³	LOW(\$)	HIGH(\$)	AVG(\$)	MEDIAN(\$)
Marketing/Sales	18.3	1,000	16,000	7,330	7,616
Buyer/Merchandising	0.2	*	*	*	*
Brand/Product Management	9.3	1,000	16,000	7,897	7,960
General	4.4	3,333	12,000	7,183	7,293
Merchandising/Retail	0.8	1,560	9,167	5,807	6,250
Product Development	1.8	2,000	10,000	6,655	7,700
Research/Consumer Insights	1.0	2,015	7,500	5,413	6,300
Sales	0.4	*	*	*	*
Other	0.4	*	*	*	*
Operations/Logistics	1.6	7,400	13,664	9,034	8,500
Other	14.7	500	20,000	6,425	6,933
Administration	0.2	*	*	*	*
Business Development	4.4	500	9,167	5,931	6,733
Corporate Development	2.1	1,000	9,000	5,887	5,550
Data Analytics	0.6	*	*	*	*
Economic Analysis/Research	0.4	*	*	*	*
Entrepreneurship	0.6	*	*	*	*
Fundraising/Development	0.6	*	*	*	*
Healthcare/Medical Professional	0.6	*	*	*	*
Real Estate - General	1.6	3,000	9,350	6,111	6,350
Other	3.6	2,400	12,500	7,363	7,950
Strategic Planning	7.5	2,000	14,800	6,816	7,384

¹ One percent of students reported accepting an unpaid summer internship

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

³ Five students reported accepting multiple internships

* Reporting numbers insufficient to provide salary data



SOURCES OF ACCEPTED INTERNSHIP JOB OFFERS

CLASS OF 2019

SCHOOL-FACILITATED	80.8%
Alumni referral	3.8%
Kellogg Job Board posting	15.5%
Off-campus interview (school-facilitated)	5.7%
On-campus interview	49.4%
Résumé book	2.6%
Other (school-facilitated)	3.8%
STUDENT-INITIATED	19.2%
Conference	2.0%
External job board	6.7%
Off-campus interview (student-initiated)	7.3%
Previous employer	1.2%
Other (student-initiated)	2.0%

MAJOR EMPLOYERS OF SUMMER INTERNS¹

CLASS OF 2019

COMPANIES HIRING THREE OR MORE STUDENTS²

Consulting		Manufacturing	
A.T. Kearney	5	Cummins Inc.	5
Accenture Strategy	6	Fortive Corporation	5
Bain & Company	14	General Motors Company	5
The Boston Consulting Group	32	Nonprofit	
Deloitte Consulting LLP	14	Civic Consulting Alliance	3
McKinsey & Company	25	REDF	3
PwC Strategy&	7	Retail	
ZS Associates	3	Walmart, Inc.	6
Consumer Packaged Goods		Technology	
Constellation Brands	3	Adobe Systems	15
General Mills	3	Amazon	24
Nike, Inc.	5	Apple Inc.	8
PepsiCo, Inc.	4	Cruise Automation	3
Procter & Gamble	3	Google	13
Financial Services		HP Inc.	3
Barclays Capital	4	Microsoft Corporation	6
Goldman, Sachs & Co.	3	Salesforce.com, Inc.	7
JPMorgan Chase & Co.	9	Vmware, Inc.	3
Healthcare		Wayfair, Inc.	3
Amgen Inc.	3	TOTAL HIRES	265
DaVita	4		
Eli Lilly and Company	3		
Genentech, Inc.	3		

¹ Data for sponsored students reporting summer internship details is included in this table
² Five students reported accepting multiple internships





RECRUITING
PARTNERS



CORPORATE RECRUITING PARTNERS

2017-2018

The following organizations recruited students from the Kellogg School of Management during academic year 2017-2018.

3M	Anheuser-Busch InBev	BlackRock	China Impact Investing Network
A Better Chicago	Anthem, Inc.	Blizzard Entertainment	ChiroTouch
A.T. Kearney	Aon plc	Blue Canyon Partners, Inc.	Chowbus
Abacus Insights	Apple Inc.	Blue Cross Blue Shield	CHRISTUS Health
Abbott	AppNexus	Blue Ridge Partners	Chronicled
AbbVie	AQR Capital Management LLC	BNP Paribas	Church & Dwight Co., Inc.
Accenture Strategy	ARA Asset Management Limited	The Boston Consulting Group	Cicero Group
Activision Blizzard	Arcesium LLC	Boston Scientific	Cigna
Actualize Therapy	Archer Daniels Midland Company (ADM)	Box	CIM Group
Adaptive Biotechnologies	ARGA Investment Management, LP	Breakout Capital	Circle K
Adobe Systems	Artemis Connection	Bridge Investments	Cisco Meraki
Advanced Microgrid Solutions	AstraZeneca	The Bridgespan Group	Cisco Systems
Advent International	AT&T	Brunswick Corporation	Citadel LLC
AeroSpec Technologies	athenahealth, Inc.	Bupa Chile	Citi
Affirm	Athleta	Caisse de dépôt et placement du Québec (CDPQ)	Civic Consulting Alliance
Agoda	Atkore International	The Cambridge Group	CKD Infraestructura Mexico
Aledade	Atlassian	Candid Co.	The Clorox Company
Alibaba Group	Autodesk	Canopy Holdings	Colfax Corporation
AlixPartners	Avitru	Capgemini Consulting	Colgate-Palmolive Company
Alkami Technology, Inc.	The AZEK Company	Capital Partners	Comcast
Allianz Real Estate of America	Backcountry.com LLC	CapitalWorks	Conagra Brands
Allstate Insurance Company	Bain & Company	Cardinal Health	Constellation Brands
Alpine Investors	Bank of America Merrill Lynch	Cargill	Cooke & Bieler
Altman Vilandrie & Company	Barclays Capital	Carmel Partners	Cornerstone Research
Alvarez & Marsal	Baxter Healthcare	Catalytic	CREDICORP
Amadeus North America	Bayer Corporation	CDJ Technologies	Credit Karma
Amazon	Bayer Crop Science	Celgene	Credit Suisse
American Airlines, Inc.	BD (Becton, Dickinson and Company)	Central Group	CreditNinja
American Express	BDA Partners	Chan Zuckerberg Initiative	Cruise Automation
American Industrial Partners	Beam Suntory	Chartis Group	Ctrip.com International Ltd.
Amgen Inc.	Beautylish	Chevron Corporation	Cummins Inc.
Amphenol Corporation	Bennett Day School	Chicago Mayor's Office	CVS Health
Analysis Group, Inc.	BlackArch Partners		Dalton Investments, LLC



Danaher Corporation
DaVita
DDG Partners
Deere and Company - John Deere
Dell EMC
Dell Inc.
Dell Technologies
Deloitte Consulting LLP
Deloitte Investment Banking
Delta Air Lines
Dermody Properties
DICK'S Sporting Goods
DILA Capital
Discover Financial Services
Discovery Education
Disney ABC Television Group
DocuSign
DOMO Capital Management, LLC
DoorDash
Dover Corporation
Dow Chemical Company
Driven Brands
Dropbox
DTE Energy
E & J Gallo Winery
Eaton
ECOLAB Inc.
The Edgewater Funds
Edison Partners
Education Pioneers
Edwards Lifesciences
Eli Lilly and Company
Ellevest Network
Emerson Electric Company
Engine
Engineering Capital
Enterprise Community Partners
EquityZen
The Estée Lauder Companies
Evercore
Exelon Corporation
Expedia, Inc.

ExxonMobil
EY
EY-Parthenon
Facebook
Faherty Brand
Falabella
Farm.One
Federal Bureau of Investigation
Fidelity International
Fidelity Investments
FIND Diagnostics
Fishpeople Seafood
Ford Motor Company
Formaspace
Fortive Corporation
Foundry Commercial
frank body
GAMCO Investors, Inc.
Gauge Capital
GAZOMAT
Gemdale USA
Genentech, Inc.
General Mills
General Motors Company
Georgia-Pacific
GEP Worldwide
Gett
GGV Capital
Glasswing Ventures
GlaxoSmithKline
Golden Triangle Development LINK
Goldman, Sachs & Co.
Google
Greystar Real Estate Partners, LLC
Groupon Inc.
Grubhub Inc.
H&M
Handy
Harvest2O
Hasbro, Inc.
HERE Technologies
The Heritage Group

“The difference with Kellogg students is that they embody a team spirit. They really get the human side of the business, and two to three years into the job, when the emotional intelligence becomes even more important, they can have a real and clear impact on the client and on the team.”

- BARTOSZ OSTENDA '05, GOLDMAN SACHS

Hillhouse Capital
Hilltop Health
Hilton Worldwide
hims
Hines
Home Depot
Honeywell
Horizon Pharma
Hospital for Special Surgery
Houlihan Lokey
HP Inc.
Humanyze
IA Collaborative
IBM
IDEO
Ingenio
Insight Equity
Instagram
Integral Corporation
Intermountain Healthcare
International Finance Corporation
Intuit Inc.
Intuitive Surgical
IQVIA
iRhythm
Itaú Unibanco
Jacaranda Health
Jaunt
Johnson & Johnson
Jones Lang LaSalle, Inc.
JPMorgan Chase & Co.
Kaiser Permanente
KLA-Tencor
KPMG STRATEGY
The Kraft Heinz Company

L.E.K. Consulting
Lakeshore Food Advisors
LaSalle Capital
Laurel Road Bank
Lazard Frères & Co. LLC
Lettuce Entertain You Enterprises
LIMITLESS Coffee & Tea
Lincoln International LLC
LineShift
LinkedIn
loanDepot
Lou Malnati's
Love's Travel Stops and Country Stores
Lyft, Inc.
M&T Bank Corporation
Mango Health
Marathon Capital, LLC
Mars, Incorporated
MatrixConsulting
Mattel, Inc.
McDonald's Corporation
McKinsey & Company
McMaster University
Medline Industries, Inc.
Medtronic, Inc.
Mestiza
MetLife, Inc.
Microsoft Corporation
MillerCoors
Million Dollar Baby Co.
Moelis & Company
Monticello Consulting Group
Morgan Stanley
Moringa School
Morty



“Kellogg students not only have the relevant background, coursework and understanding to lead at Adobe, but they are also fully engaged, able to work effectively with teams and go above and beyond to deliver results.”

- BRIANNA KIRKPATRICK, ADOBE

Motorola Solutions, Inc.
MPE Partners
National Football League
NatWest Markets Securities Inc.
Navigant Consulting, Inc.
NerdWallet
Nesterly
Netflix, Inc.
Nevro Corporation
New Capital Partners
New Market Support Company
New Rhein Healthcare Investors LLC
NextGen Growth Partners
Nike, Inc.
Nio
Northpoint Development
NorthShore University HealthSystem
Northwestern Mutual Capital
Nubank Brazil
numo LLC
Oak Street Health
O'Brien-Staley Partners
OCA Ventures
OFCapital
Oliver Wyman
OppLoans
Oracle Corporation
Orbital Insight
Osceola Capital Management, LLC
Otter Media Holdings, LLC
Pacific Alternative Asset Management Company
Palo Alto Networks
Paper Source
Pareto Intelligence
Parthenon Group

PayPal
PepsiCo, Inc.
Perella Weinberg Partners
Personal Capital
The Pet Health People
Pfungsten Partners, LLC
Pfizer, Inc
PG&E
Pilot Flying J
PIMCO
Piper Jaffray & Co.
PJT Partners
Plaid
Pomelo Fashion Co., Ltd.
Pritzker Group Private Capital
Procore Technologies
Procter & Gamble
Prophet Brand Strategy
PwC Strategy&
Qualtrics
Rakuten, Inc.
Readdle
Redaptive
REDF
Redstone Strategy Group
Refresh Mental Health
Regeneron Pharmaceuticals
relayr Inc.
Renai
Republic
Restaurant Brands International, Inc
Robert W. Baird & Co. Incorporated
Roland Berger
Root Capital
Rothy's

Rotunda Capital Partners
Russell Reynolds Associates
SAIF Partners
Salesforce.com, Inc.
Samsung Electronics America
Samsung Global Strategy Group
SAP
Savanna Real Estate Fund
SC Johnson
SchoolMint
ServiceChannel
Siemens AG
Signal
Signia Venture Partners
Sikich LLP
Snap Inc.
Sociedad Agricola Viru
Sony Pictures Entertainment
SpaceX
SparkCognition
Spire
Splunk
SpotHero
Squarespace
Starbucks Coffee Company
Starwood Capital Group
Stax Inc.
Strategy&
Sutter Health
Takeda Pharmaceuticals USA, Inc.
Target Corporation
Techstars
Telnyx
tembici
Tesla
Th3rd Brain
Thank God It's Natural, LLC
Thanx
Third Sector Capital Partners, Inc.
Thompson Street Capital Partners
Tilia Holdings
Traveloka

TripAdvisor, Inc.
Trive Capital
Turo
Twilio
Tyson Foods
Tyton Partners
Uber
Ultimate Software
Uncommon Schools
Unilever
Unison Home Ownership Investors, Inc.
United Airlines
United Nations
UnitedHealth Group
US Foods
USAID
The Vanguard Group, Inc.
Via
Vipshop Holdings Limited
VISA Inc.
Vmware, Inc.
Waddell & Reed Financial
Walmart, Inc.
The Walt Disney Studios
Water Street Healthcare Partners
Waterstone Management Group LLC
Waud Capital Partners, LLC
Wayfair, Inc.
Well Health, Inc.
West Monroe Partners
Whirlpool Corporation
William Blair
Wind Point Partners
The Wine Group, Inc.
Wipro
The Wonderful Company
Workday, Inc.
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