Greetings from the Graduate Business Career Center,

It is my pleasure to share the 2020 Employment Report for our graduate business students here at the Carlson School of Management. What a year 2020 has been for all of us. This pandemic and year of uncertainty has forced our office to adapt and change quickly. Across industries we have seen changes in the way we work and how we hire and onboard. We have been forced to look at our services and events and ask ourselves to work harder and do better to demand inclusivity. I cannot tell you how much we have appreciated the flexibility of our employer partners and our students during this time. With such a spirit of adaptability, positivity, and collaboration we have been able to provide excellent virtual events that continue to connect our employers to our students. Thank you for being so supportive along the way.

We are so pleased to report that despite the challenges introduced in 2020 we still saw excellent employment percentages for our graduate students across our MBA, MSBA, MHRIR, and MSF programs. Average starting base salaries were steady year over year and some programs saw slight increases. The majority of these offers (50-75%, depending on program) came from engagement with our office. As more students are looking at quality of life when they assess offers, they come to us with questions about benefit packages. This is the second year since we started tracking vacation/paid time off, and we saw an average of 3.5 weeks PTO across companies and industries.

The GBCC held over 855 employer meetings, hosted 136 companies, and organized 174 events across 9 programs during the past year. Our coaches managed over 4,400 coaching appointments and delivered dozens of workshops. We strive to not only prepare our students well, but also deliver excellent customer service to our company partners. As one recruiter remarked, “[Our team] commented multiple times throughout the day on how well taken care of we were by the GBCC. We very much appreciated all of the hospitality, and are always excited to come back on campus to recruit with the GBCC and by the caliber of students from Carlson.”

2020 has truly been a year where our students exemplified business as a force for good. We saw students provide business support to local foodbanks and shelters, partner with arts organizations to help them adapt to changes in delivery due to COVID, and start ventures that provided food to frontline workers. This year has been unexpected and challenging, no doubt. It has also filled me with hope about the generation of business leaders coming out of the Carlson School. I am excited to watch them continue to grow, lead, and give back to our local, national, and global community.

Thank you for your ongoing partnership! Go Maroon & Gold!
of 2020 graduates received employment offers within six months after graduation

- 89% with U.S. work authorization
- 94% without U.S. work authorization

of 2020 graduates accepted employment offers within six months after graduation

- 89% with U.S. work authorization
- 92% without U.S. work authorization

**Base Salary**

<table>
<thead>
<tr>
<th>Mean</th>
<th>$94,952</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Range</strong></td>
<td>$40,000 - $165,000</td>
</tr>
</tbody>
</table>

$100,200 with U.S. work authorization
$93,956 without U.S. work authorization

**Signing Bonus**

<table>
<thead>
<tr>
<th>Mean</th>
<th>$14,743</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Range</strong></td>
<td>$2,000 - $35,000</td>
</tr>
</tbody>
</table>

Class of 2022
(as of 1/25/22)

For the 31 students that graduated in August & December 2021...

- 94% have accepted jobs
- $100,421 mean salary
<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Services</td>
<td>34%</td>
<td>$91,894</td>
</tr>
<tr>
<td>Technology</td>
<td>22%</td>
<td>$92,900</td>
</tr>
<tr>
<td>Retail</td>
<td>17%</td>
<td>$95,429</td>
</tr>
<tr>
<td>Consulting</td>
<td>13%</td>
<td>$106,286</td>
</tr>
<tr>
<td>Healthcare</td>
<td>9%</td>
<td>$90,000</td>
</tr>
<tr>
<td>Other (incl. Accounting</td>
<td>5%</td>
<td>$99,000</td>
</tr>
<tr>
<td>Services, Consumer Goods,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing, Media,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-Profit, &amp; Logistics)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Percent</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>One year or less</td>
<td>24%</td>
<td>$95,125</td>
</tr>
<tr>
<td>1-3 Years</td>
<td>37%</td>
<td>$106,286</td>
</tr>
<tr>
<td>3-5 Years</td>
<td>27%</td>
<td>$107,500</td>
</tr>
<tr>
<td>5 or more years</td>
<td>12%</td>
<td>$110,600</td>
</tr>
</tbody>
</table>

$13K salary increase in Consulting Industry from 2019.
WHERE STUDENTS ACCEPTED JOBS

45% GRADUATE-INITIATED JOB SEARCH ACTIVITIES

1% UNKNOWN

54% SCHOOL-FACILITATED RECRUITING ACTIVITIES

5% INCREASE IN SCHOOL-FACILITATED OFFERS FROM 2019
COMPANIES THAT HIRED
CARLSON SCHOOL MSBA STUDENTS

7-11
ACTIVTRAK
AFINITI
AMERICAN EXPRESS
ANAPLAN
AXTRIA
BELL CANADA
BLUECHIP FINANCIAL
BLUESTEM BRANDS
BMO HARRIS BANK
BPTS LLC
CAPITAL ONE
CERNER CORPORATION
CHINA MOBILE INFORMATION TECHNOLOGY
CIRCLE K
COCOLEVIO
CVS HEALTH CORPORATION
D CUBE ANALYTICS
DATADRIVE
DATASITE
DELOITTE CONSULTING
DIGITAL MOBILE INNOVATIONS
DISCOVER FINANCIAL SERVICES
E-TRADE
FACEBOOK
FACTSPAN
FOXCONN
GEICO
GRACO, INC.
GRIDSUM
INSTACART
I-TRUE
JAM CITY
LIFETOUCH
LINKEDIN
MARS
MASTERCARD
MICROSOFT
MODERN REQUIREMENTS
NORTHEASTERN MUTUAL
PROCTOR & GAMBLE
QUICKEN LOANS
REVEL HEALTH
SCALE
SCRY ANALYTICS
SECUERIAN FINANCIAL GROUP
SLALOM CONSULTING
TARGET CORPORATION
TCF FINANCIAL CORPORATION
TELEPERFORMANCE
THE BOSTON CONSULTING GROUP
THE CHARTIS GROUP
THE JACOBSEN
THEMATHCOMPANY
T-MOBILE USA
UGAM SOLUTIONS
UNIVERSITY OF FLORIDA
US BANK
VOYA FINANCIAL
ZS ASSOCIATES

*Bold companies were top hirers in 2020

MOST OFFERS MADE:

BEST BRANDING:
**MS - BUSINESS ANALYTICS**

**CLASS PROFILES**

**CLASS OF 2020**
- 60% MALE STUDENTS
- 40% FEMALE STUDENTS
- 87% INTERNATIONAL STUDENTS
- AVERAGE GMAT SCORE: 703
- AVERAGE GRE SCORE: 320
- AVERAGE FULL-TIME WORK EXPERIENCE: 2.5 YEARS

**UNDERGRADUATE MAJORS**
- 45% ENGINEERING
- 12% FINANCE/ACCOUNTING
- 11% BUSINESS/MANAGEMENT
- 8% MATH/STATISTICS
- 7% COMPUTER SCIENCE
- 6% ECONOMICS
- 4% MIS & IT
- 7% OTHER

**CLASS OF 2021**
- 40% MALE STUDENTS
- 46% FEMALE STUDENTS
- 14% UNKNOWN
- 60% INTERNATIONAL
- AVERAGE GMAT SCORE: 689
- AVERAGE GRE SCORE: 322
- AVERAGE FULL-TIME WORK EXPERIENCE: 2.2 YEARS

**UNDERGRADUATE MAJORS**
- 34% BUSINESS / MANAGEMENT
- 23% SCIENCE
- 20% ECONOMICS
- 14% ENGINEERING
- 9% OTHER