After 21 years of teaching at this institution, it is an honor to assume the role of Dean of Columbia Business School. I want to thank Dean Glenn Hubbard for his excellent stewardship of the School over these last 15 years.

Columbia Business School is ushering in a new generation of students during a critical time—one that demands we address the rapidly-evolving needs of business in the digital future. The nature of the MBA job market has changed and so too must business education, which is at an inflection point, where data science is as important as management science. This is why we must redefine business education, by sharpening our curriculum in order to embrace how technology, data, and algorithms are transforming business. We will need to continue to create experiential learning opportunities to better prepare students for careers in the digital future across industries. We must strengthen our engagement with the University, creating curricular opportunities for our students, and exploring collaborative research in areas of broader impact and of significant interest to the School. We must also strengthen faculty thought leadership and enhance lifelong learning by offering new courses to alumni who want to continuously sharpen their skills and enhance the value of their degree.

This is all part of our commitment at CBS to ensure that our graduates are prepared to lead the type of complex, cross-disciplinary teams that are working today to solve business challenges and better our society. It is our responsibility to ensure that organizations are getting the very best of the Business School—graduates who can effectively lead in this ever-changing landscape.

Please enjoy this report of the impressive outcomes of our students and thank you for considering CBS for your recruiting needs. I look forward to connecting with you about your recruiting priorities and how the Career Management Center can best support your organization.

Costis Maglaras
Dean and David and Lyn Silfen Professor of Business
GRADUATE EMPLOYMENT

From technology to finance, real estate to social enterprise, our students are making an impact across sectors and industries. Through on-campus recruiting, skillful networking, and job postings, Columbia MBA graduates found full-time positions in a wide variety of businesses and functions across the globe. The top three reasons the Class of 2019 gave for accepting an offer were firm culture (18.8%), job content (14.4%), and growth potential (14.0%). As always, our active network of more than 47,000 alumni played a central role.

CLASS OF 2019 AT A GLANCE

<table>
<thead>
<tr>
<th>Average</th>
<th>Median</th>
<th>Median Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.5</td>
<td>34%</td>
<td>Minority of US Origin</td>
</tr>
<tr>
<td>41%</td>
<td>Women</td>
<td></td>
</tr>
<tr>
<td>4%</td>
<td>Average Age at Entry</td>
<td></td>
</tr>
<tr>
<td>690-760</td>
<td>5</td>
<td>Average Years of Work Experience</td>
</tr>
<tr>
<td>725</td>
<td>753</td>
<td>Total Students in the Class</td>
</tr>
</tbody>
</table>

93% of students reported their job satisfaction as a 4 or 5 on a scale of 1–5

CLASS OF 2019 JOB OFFERS AND ACCEPTANCES

Three months after graduation (August 22)

Offers: 93.9%
Acceptances: 90.4%

*Based on those reporting compensation. Guaranteed compensation does not include tuition reimbursement, relocation compensation, carry, or nonguaranteed performance bonuses.

These figures do not include students returning to a sponsoring employer (85), starting their own business (34) or going to a family business (11) in adherence to the MBA Career Services & Employer Alliance’s reporting standards.

HIGHLIGHTS

FORGING NEW PATHS

Thirty-four students started their own companies this year, while many students joined startups and new ventures. In roles such as business development, operations, data analytics, and growth marketing, these students look to get in on the ground floor of growing organizations and use their entrepreneurial mindset developed at Columbia Business School to help create the companies of the future. The startups were in various areas, such as:
- Software
- Fintech
- Consumer Products
- Retail & E-commerce
- Digital Health

“...metrics demonstrate, CBS students are diverse in backgrounds, interests, and skills, which contributes to them being well-equipped to succeed in a complex marketplace.”

—Regina Resnick, Senior Associate Dean and Senior Managing Director, Career Management Center

STUDENTS BY GEOGRAPHIC REGION

Class entering 2019
- United States 55%
- Non-U.S. Citizens 45%
- Asia 25%
- South America 4%
- Europe 8%
- Africa & Mid-East 5%
- Canada 3%

2019 EMPLOYMENT OUTSIDE THE U.S.

Class graduating 2019

<table>
<thead>
<tr>
<th>Region</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe</td>
<td>31.7%</td>
</tr>
<tr>
<td>Asia</td>
<td>30.2%</td>
</tr>
<tr>
<td>Central &amp; South America</td>
<td>20.6%</td>
</tr>
<tr>
<td>Middle East</td>
<td>14.3%</td>
</tr>
<tr>
<td>Other</td>
<td>3.2%</td>
</tr>
</tbody>
</table>

2019 GRADUATES COMPENSATION SUMMARY

<table>
<thead>
<tr>
<th>Source of Opportunity</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>School-Facilitated Internships</td>
<td>71%</td>
</tr>
<tr>
<td>On-Campus Interviews</td>
<td>30%</td>
</tr>
<tr>
<td>COIN Job Postings</td>
<td>25%</td>
</tr>
<tr>
<td>Networking</td>
<td>10%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BASE SALARY</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent Receiving*</td>
<td>100%</td>
<td>$150,000- $375,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SIGNING BONUS</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent Receiving</td>
<td>67.9%</td>
<td>$30,000- $92,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OTHER GUARANTEED COMPENSATION</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent Receiving</td>
<td>15.2%</td>
<td>$50,000- $250,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CLASS OF 2019 EMPLOYMENT OUTSIDE THE U.S.</th>
<th>% of Class</th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe</td>
<td>31.7%</td>
</tr>
<tr>
<td>Asia</td>
<td>30.2%</td>
</tr>
<tr>
<td>Central &amp; South America</td>
<td>20.6%</td>
</tr>
<tr>
<td>Middle East</td>
<td>14.3%</td>
</tr>
<tr>
<td>Other</td>
<td>3.2%</td>
</tr>
</tbody>
</table>

83 Alumni Clubs around the World

SOURCE OF OPPORTUNITY

29% GRADUATE-FACILITATED OPPORTUNITIES
- Networking 13%
- Graduate-Facilitated Internships 10%
- Previous Employer 2%
- Other 4%
### 2019 GRADUATES Compensation by Industry

Data on these two pages includes information on sponsored students returning to their employers, but excludes students starting their own businesses or joining a family business.

All figures are in US dollars.

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>%</th>
<th>RANGE</th>
<th>MEDIAN</th>
<th>OTHER GUARANTEED COMPENSATION</th>
<th>%**</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE SALARY</td>
<td></td>
<td>BASE SALARY</td>
<td>MEDIAN</td>
<td>OTHER GUARANTEED COMPENSATION</td>
<td>%**</td>
</tr>
</tbody>
</table>

### 2019 GRADUATES Compensation by Function

<table>
<thead>
<tr>
<th>FUNCTION</th>
<th>%</th>
<th>RANGE</th>
<th>MEDIAN</th>
<th>OTHER GUARANTEED COMPENSATION</th>
<th>%**</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE SALARY</td>
<td></td>
<td>BASE SALARY</td>
<td>MEDIAN</td>
<td>OTHER GUARANTEED COMPENSATION</td>
<td>%**</td>
</tr>
</tbody>
</table>

---

* Includes sign-on, year-end and other guaranteed compensation, excluding tuition or relocation reimbursement, carry, or nonguaranteed performance bonuses.

* Reflects percentage of students receiving other guaranteed compensation within specified industry/function.

* Indicates less than 1%.
For our 552 August-entry students in the class of 2020, the summer provided an opportunity to explore a new function or industry. Internships are also valuable to companies in assessing a student’s fit for full-time employment after graduation. Our 203 January-entry students do not seek formal summer internships, since they take classes during the summer term. Companies are encouraged to visit campus to meet this group of MBAs. For these students in particular—and increasingly for all students—school-year internships and projects provide valuable connections to employers.

**CLASS OF 2020 AT A GLANCE**

- 3.6 Average Undergraduate GPA
- 33% Minorities of US Origin
- 35% Non-US Citizens
- 41% Women
- 28 Average Age at Entry
- 5 Average Years of Work Experience
- 710-760 GMAT Range (Middle 80%)


**SOURCE OF OPPORTUNITY**

- 78% SCHOOL-FACILITATED OPPORTUNITIES
  - On-Campus Interviews 43%
  - CB/Job Postings 19%
  - Networking 6%
  - Corporate Events 4%
  - Alumni/Faculty/Resume Referrals 2%
  - Other 4%

- 22% STUDENT-FACILITATED OPPORTUNITIES
  - Networking 9%
  - CB/Job Postings 6%
  - Other 7%

95% of interns reported their job satisfaction as a 4 or 5 on a scale of 1-5.

"I’m extremely thankful for all the support I got from the CBS community. I talked to CMC advisors and CMC fellows almost every week during my recruiting process. Many of them have become close friends that I know I can always turn to when I have a question in my career. I’m also very appreciative of the strong CBS alumni network. During my summer internship in San Francisco, I was able to easily reach out to many senior alumni and got their advice about how to be successful in my internship, which absolutely helped me a lot in navigating through the new working environment."

— Mei Shen ’20
Product and Business Strategy Intern, Google

---

**2019 INTERNS SALARY BY INDUSTRY**

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>%</th>
<th>MONTHLY SALARY RANGE</th>
<th>MEDIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONSULTING</td>
<td>19.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic/Management</td>
<td>17.0</td>
<td>3,700 - 14,000</td>
<td>12,500</td>
</tr>
<tr>
<td>Other</td>
<td>2.3</td>
<td>1,600 - 14,700</td>
<td>9,200</td>
</tr>
<tr>
<td>FINANCIAL SERVICES</td>
<td>42.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commercial/Consumer Banking/Credit Cards</td>
<td>1.8</td>
<td>4,000 - 11,000</td>
<td>9,458</td>
</tr>
<tr>
<td>Investment Banking/Brokerage</td>
<td>19.0</td>
<td>4,000 - 13,750</td>
<td>12,500</td>
</tr>
<tr>
<td>Investment Management</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund of Funds/Hedge Funds/Mutual Funds</td>
<td>1.8</td>
<td>2,000 - 12,500</td>
<td>10,208</td>
</tr>
<tr>
<td>Private Equity</td>
<td>6.0</td>
<td>1,500 - 15,000</td>
<td>9,000</td>
</tr>
<tr>
<td>Venture Capital</td>
<td>3.4</td>
<td>3,200 - 14,285</td>
<td>6,800</td>
</tr>
<tr>
<td>Other Investment Management</td>
<td>9.6</td>
<td>4,000 - 14,600</td>
<td>10,355</td>
</tr>
<tr>
<td>Other</td>
<td>+</td>
<td>8,400 - 11,800</td>
<td>9,200</td>
</tr>
<tr>
<td>MANUFACTURING</td>
<td>8.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consumer Products—Beverages/Soft</td>
<td>3.2</td>
<td>3,200 - 13,200</td>
<td>10,000</td>
</tr>
<tr>
<td>Consumer Products—Luxury Goods</td>
<td>1.4</td>
<td>1,440 - 6,800</td>
<td>5,650</td>
</tr>
<tr>
<td>Other</td>
<td>4.2</td>
<td>1,840 - 9,506</td>
<td>6,800</td>
</tr>
<tr>
<td>MEDIA/TECHNOLOGY</td>
<td>19.0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Entertainment (Film/Music/TV/Sports/Luxury)</td>
<td>4.2</td>
<td>1,260 - 8,333</td>
<td>4,490</td>
</tr>
<tr>
<td>Hardware/Software/Telecom</td>
<td>2.6</td>
<td>4,000 - 12,000</td>
<td>7,650</td>
</tr>
<tr>
<td>Internet Services/Software/Internet</td>
<td>9.0</td>
<td>2,400 - 13,000</td>
<td>8,000</td>
</tr>
<tr>
<td>FeTech</td>
<td>1.0</td>
<td>3,000 - 11,000</td>
<td>7,000</td>
</tr>
<tr>
<td>Other</td>
<td>2.2</td>
<td>600 - 9,600</td>
<td>7,040</td>
</tr>
<tr>
<td>OTHER</td>
<td>10.6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education/Government/Nonprofit</td>
<td>1.6</td>
<td>2,120 - 5,500</td>
<td>2,400</td>
</tr>
<tr>
<td>Healthcare (Including Pharmaceuticals/Pharmaceuticals)</td>
<td>3.0</td>
<td>1,600 - 12,100</td>
<td>8,327</td>
</tr>
<tr>
<td>Real Estate</td>
<td>2.2</td>
<td>4,000 - 8,000</td>
<td>6,600</td>
</tr>
<tr>
<td>Retail</td>
<td>+</td>
<td>2,800 - 9,600</td>
<td>6,200</td>
</tr>
<tr>
<td>Other</td>
<td>3.4</td>
<td>1,200 - 14,800</td>
<td>5,600</td>
</tr>
</tbody>
</table>

All figures are in US dollars.

**FUNCTION CONSULTING 24.3**
- Management Consulting 20.0 1,600 - 14,700 12,400
- Strategic Planning 4.3 1,260 - 12,500 7,384

**FINANCE (INTERNAL) 7.8**
- Business/Corporate Development 5.5 600 - 11,540 5,600
- Corporate Finance 2.1 4,480 - 9,667 6,800

**FINANCIAL SERVICES 40.4**
- Buy-Side/Sell-Side 9.0 2,000 - 12,000 10,417
- Investment Banking/M&A 19.2 4,000 - 13,750 12,500
- Investment Management 6.3 2,800 - 14,600 10,000
- Private Client Services/Wealth Management + 10,310 - 10,417 10,400
- Private Equity/LBOs 6.3 1,500 - 15,000 9,000
- Venture Capital 3.7 2,120 - 14,285 6,800
- Other + 7,700 - 12,000 12,500

**MANAGEMENT 7.3**
- Development Program/Rotational 3.1 4,000 - 11,000 8,327
- General Management 1.2 7,027 - 9,920 8,200
- Operations/Production 2.4 1,500 - 9,506 6,100
- Other + 1,440 - 10,000 9,900

**MARKETING 11.6**
- Brand/Marketing 8.6 2,400 - 12,000 8,000
- Business/Corporate Development/Other 1.4 4,000 - 8,667 7,443
- Sales + 5,600 - 7,400 6,500
- Other 1.0 1,840 - 13,000 6,500

**REAL ESTATE 2.5**
- Development/Construction 2.5 4,000 - 6,400 5,200
- Finance 1.6 6,000 - 12,500 7,300
- Other + 7,680 7,680

**OTHER FUNCTIONS 6.3**
- Technology 3.0 1,400 - 12,000 7,600
- Other 3.3 1,200 - 14,800 8,000

* Indicates less than 1%.
Columbia Business School’s Board of Overseers, composed of distinguished global business leaders from a diverse range of fields, plays an active role in shaping our unique brand of education and increasing the impact the Columbia community has on business and society.
Columbia Business School students accepted positions with a broad range of companies in 2019. Organizations that hired more than one student from a class year are bolded. *Includes sponsored students

---

**SELECT HIRING ORGANIZATIONS**

---

**INTERESTS BEYOND THE NUMBERS**

Behind our Employment Report numbers are the unique stories of each of our students. They are focused not just on the bottom line, but on making a meaningful and long-term impact through their work.

---

**“It was extremely rewarding to put the lessons and skills I’ve learned at CBS to use during my internship this summer. I even surprised myself by how consistently and directly I was using what I learned in my first year classed. From working with data scientists to drawing key insights for strategic projects to presenting a partnership opportunity to the CEO, CBS gave me the knowledge and confidence to take advantage of every opportunity and make an impact in a short period of time.”**

—Catherine Clark ’20, Project Management Intern, threadUP
SELECT HIRING ORGANIZATIONS CONTINUED

PayPal Inc
Piper Jaffray & Co.
PiperCo
Perella Weinberg Partners
Pitney Bowes
Polaris Asset Management
Peter J. Solomon Company
Pfizer Inc.
PMICO
Prevo
Prudential
Progressive Capital Management
Promotion in Motion Inc.
Prudential
Pura Vida Investments, LLC
PwC
PwC Strategy
Quarterly Ventures
Querente
RGA
Rayn International Inc.
Razoc
Ratu Jewelry
RBC Capital Markets
Red Ballon Security
Red Sea Ventures
Red Ventures
Regeneron Pharmaceuticals
Relx
Restaurants
Restaurant Brands International
Restaurant Capital Partners
Restaurant Ventures
Restreeted Capital
Roberies Investment Management
Rockefeller Philanthropy Advisors
Roadchick Inc.
Round Robin
RS-Matricas
SAIF Partners
Salesforce
Samsung
Saul Capital
Scale Physician Group
Sarah-e Roth & Zabel LLP
Science Capital
Scion Capital
Scientific Capital Management
Sequoia
ServiceMaster
Servicios Financieros Progresso SA
Shawn
Shieldo
Shutterfly
Siemion
Siemens
Simpson Thacher & Bartlett LLP
Six3
Six Holdings Startup Studio
Smash Ventures
SoLo Tam
Sony Entertainment
SoundCloud
Sparc Street Capital
SpaceX
Sprint
Spotify
Standard Chartered Bank
Standard International, LLC
Startup Temple Inc.
Shakar Health
Shoring Team Equities
Shoring Square Capital Partners
Stone Point Capital
Storomount Capital
Street Markets VR
Sunni
SWAT Equity Partners
Sycah Advisors
Sydian Labs
T. Edward Wines
T. Rowe Price
Tal Risk
TAP Advisors
Data Consulting Services (TCS)
TCC Group
TGW (Trust Company of the West)
Techstars
Temase Capital Management
Tequila Case Dragonies
The Athletic
The Boston Consulting Group
The Capital Group Companies, Inc.
The Collective
The Compt Group
The Eastside Louder Companies
The Kraft Heinz Company
The Olayan Group
The Roas Group
The Related Companies
The RMG Group
The Rockefeller Foundation
The Rohaht Group
The Sacer Group
The Weather Channel
Thessen
threadUP
Tiger Pacific Capital LP
Tinum Incorporated
Total Solar
Twitter
U.S. Treasury Department
UBS
UCLA Health
Uncommon Schools
Uniserve
United States Army
University of Texas Southwestern
US Tennis Association (USTA)
Valence
Vanguard
Venture Equity Partners
Via
Viacom Media Networks
Viacom
Viking Partners
Vivare Inc.
Walder Capital Management, LLC
Wall Street Journal
Walnut
WarnerMedia
Wayfair
WeWork
Western Digital Corporation
Westrock
White Star Capital
Whitman Management, Inc.
Wipro Limited
Wisconsin Capital Management
Yummi
Y-Z Capital Group, L.L.C.
Zea Living
ZDoo
Zico
ZS Associates
ZX Ventures

"Data Science has become the new table stakes for businesses to maintain an industry leadership position. Enterprise executives have an opportunity to create advantages for their firms by understanding and leveraging leading data analytics methodologies, and managing data science/analytics teams. Columbia Business School is positioned extremely well for this new era of data driven business given the leadership of Dean Maglaras, Columbia’s Data Science Institute, and other assets throughout the University."

—Dylan Steeg ’00, VP of Business Development, Aible and CMC Coach

HIRING COLUMBIA TALENT

Manage your recruiting activities on the Career Opportunity Information Network (COIN).

www.gsb.columbia.edu/jobpost

Connect with dedicated relationship managers for on-campus recruiting interviews and related activities.

www.gsb.columbia.edu/recruiters/contact

Post summer and school-year internships and part-time, full-time, and experienced-hire opportunities.

www.gsb.columbia.edu/jobpost

Access online résumé databases that include student and alumni profiles and career preferences.

www.gsb.columbia.edu/recruiters/how/order